

## EMPLOYEE TERMINATION POLICY

Entheos Academy recognizes that Utah is an at-will employment State and employment may be terminated at will by either party, with or without cause, and with or without notice as long as it is not for unlawful or discriminatory reasons.

The existence of any and/or all agreement(s) do(es) not create an expectation of continued employment. Although the Director of each school has the authority to terminate an employee without the permission of the Executive Director or governing board, he or she will notify them prior to termination.

The Governing Board reserves the right to dismiss and/or discipline the Executive Director in the event he/she does not fulfill the duties and responsibilities. The Executive Director, under the direction of the Governing Board, reserves the right to dismiss and/or discipline the Director of the school.