



Department: Human Resources  
Policy Number: HUM-A049  
Effective Date: 4/03/06

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## ADMINISTRATIVE POLICY

The online version of this policy is official.  
Therefore, all printed versions of this  
document are unofficial copies.

### CLASSIFIED STAFF AT-WILL EMPLOYMENT

Classified employees are employed at the will of the Director of Schools and shall have no expectation of continued employment with Clarksville-Montgomery County School System. The Director may transfer, suspend or dismiss any classified employee with or without cause at any time at his or her discretion. However, it is the policy of the Clarksville-Montgomery County School System that before dismissing a classified employee for cause, the Director of Schools or his/her designee shall provide the employee with written notice of the reasons for the proposed dismissal and permit the classified employee to request a meeting with the Director of Schools to discuss the proposed action. The decision of the Director is final.

Implementing Documents: Employee Handbook ([HUM-M001](#))

Associated Documents: T.C.A.§49-2-301(b)(1)(FF)

#### Revision History:

<u>Date:</u>	<u>Rev.</u>	<u>Description of Revision:</u>
4/03/06		Initial Release
5/18/06	A	Addition of CLS-F023 & CLS-F024
9/22/10		Reviewed, no revisions.
7/18/11	B	Changed policy title. Re-wrote first paragraph. Deleted implementing documents references with the exception of Employee Handbook.
2/12/14	N/A	Reviewed, no changes
4/4/16		Updated associated documents.
6/16/23	N/A	Minor grammatical change, not a revision.

**\*\*\* End of Policy \*\*\***