

In accordance with American common law and accepted practice in Nebraska labor relations, classified staff members are regarded as "at will" employees, meaning that they are hired for an indefinite period of time and may be terminated at any time or without cause. However, no employee can be terminated for reasons that would violate an employee's civil rights as extended to them by the United States Constitution and other state and federal statutes.

Classified employees will normally be considered for re-election at the discretion of the board of education. At the time each classified employee is hired he or she shall be notified that he or she may be terminated at any in time. All terminations shall be in writing.

For examples of employment agreements for both limited term and indefinite term classified employees refer to AR-4205, Employment Agreements, Classified Employees.