

**Sec. 1. AT WILL EMPLOYMENT**

Employment with Chapel Hill Academy is on an “**at-will**” basis. Employment “at will” means that employment with Chapel Hill Academy is voluntarily entered into, and the employee is free to resign at will, at any time, with or without notice or cause. Similarly, Chapel Hill Academy may terminate the employment relationship at will, at any time, with or without notice or cause.

Nothing contained in Chapel Hill Academy policies, procedures, guidelines, rules or any written or oral statement contradicting, modifying, interpreting, explaining, or clarifying any provision of Chapel Hill Academy policies and procedures is intended to create or shall create an employment contract or agreement.