



<p>CHAPTER 2</p> <p>COLLEGE PERSONNEL – PERSONNEL GENERAL</p>	<p>SECTION NO.</p> <p>2.13</p>
<p>REFERENCE</p> <p>2.13.11.02 “At Will” Employment</p>	<p><i>Adopted: April 8, 2025</i></p>
	<p><i>Reviewed: April 8, 2025</i></p>
	<p><i>Revised:</i></p>

Unless specified otherwise by written contract terms or applicable laws, all employees have an “at will” employment relationship with Kishwaukee College. Thus, both the College and the employee have the right to terminate employment at any time, with or without cause or advance notice, except as provided by specific contract terms or applicable laws.

Contractual employees shall be employed by the Board of Trustees upon approval by the Board of Trustees, as recommended by the College President.

Non-contractual employees of the College district shall be employed by the Board of Trustees upon recommendation of the College President.