

Warren-Newport Public Library District **Staff Manual**

101 Nature of Employment

Effective Date: 07/12/ 2006

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WARREN-NEWPORT PUBLIC LIBRARY DISTRICT (WNPLD) IS AN AT-WILL EMPLOYER. Employment with WNPLD is voluntarily entered into, and the employee is free to resign at will at any time, with or without cause. Similarly, WNPLD may terminate the employment relationship at will at any time, with or without notice or cause, so long as there is no violation of applicable federal or state law.

Policies set forth in this handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between WNPLD and any of its employees. The provisions of the handbook have been developed at the discretion of the governing board of library trustees and, except for its policy of employment-at-will, may be amended or cancelled at any time, at the sole discretion of the Board of Trustees of WNPLD.

These provisions supersede all existing policies and practices and may not be amended or added to without the express approval of the Board of Trustees of WNPLD.