



2019-2020 EMPLOYEE HANDBOOK ACKNOWLEDGMENT AND AGREEMENT

By signing this Acknowledgment, I am declaring that I have read Pointe Schools' 2019-2020 Employee Handbook and agree to abide by the rules and policies set forth in it, including the anti-harassment policy.

I understand that the handbook is a set of general guidelines concerning employment at Pointe Schools. Pointe Schools may modify, revoke, or change any of the provisions of the handbook at any time, with or without advance notice to me. I understand that in the event of an apparent conflict with the policies, Pointe Schools' interpretation of the handbook shall be followed. I also understand this handbook replaces any previous handbook, manual, or policy statement issued to me before today. I acknowledge I have been given not less than seven (7) days to review this Handbook. By continuing to work for Pointe Schools, I am signing my consent and agreement to the changes made in policy by this handbook and the Pointe Schools right to make amendments in the future.

Notwithstanding any provision of the handbook, I understand that my employment is "at- will," which means my employment may be terminated with or without cause and with or without notice, at any time by me or by Pointe Schools and that my employment will continue only for as long as Pointe Schools desires my services. I understand that Pointe Schools has the right to change the compensation, duties, assignments, responsibilities, or geographic location of my job at any time, with or without cause. While the Pointe Schools believes in the procedures and policies contained in this Handbook, they are for informational purposes, and do not constitute an express or implied employment contract. I understand that no employee or representative of Pointe Schools has any authority to make any agreement to alter the at-will nature of my employment. I understand that only a written agreement expressly detailing new terms of employment and signed by me and Pointe Schools' superintendent can change my at-will employment status.

Employee Signature

Print Name

Date