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**AT-WILL EMPLOYMENT POLICY**

Sage Oak Charter Schools (“SOCS” or the “Charter School”) adopts this At-Will Employment Policy. Except if stated expressly otherwise by an employment agreement, it is the policy of SOCS and its programs that all employees are considered “at-will” employees of SOCS. Accordingly, either SOCS or the employee can terminate this relationship at any time, for any reason, with or without cause, and with or without advance notice.

Nothing contained in the Employee Handbook, school employment applications, school memoranda or other materials provided to employees in connection with their employment shall require SOCS to have “cause” to terminate an employee or otherwise restrict SOCS’s right to release an employee from their at-will employment with SOCS. No SOCS representative, other than the Board of Directors or its designee, is authorized to modify this policy for any employee or to make any representations to employees or applicants concerning the terms or conditions of employment with SOCS that are not consistent with SOCS’s policy regarding “at-will” employment.

This policy shall not be modified by any statements contained in the Employee Handbook, employee applications, school memoranda, or any other materials provided to employees in connection with their employment. Further, none of those documents whether singly or combined, or any employment practices, shall create an express or implied agreement of employment for a definite period, nor an express or implied employment agreement concerning any terms or conditions of employment.