

**PINE TREE ISD
LETTER OF REASONABLE ASSURANCE
SUBSTITUTE
2016-2017**

To: Pine Tree ISD Substitute

This letter provides notice of reasonable assurance of continued employment as a substitute with the district when each school term resumes after a scheduled school break. By virtue of this notice, please understand that you may not be eligible for unemployment compensation benefits drawn on school district wages during any scheduled school breaks including, but not limited to, the summer, winter, and spring breaks. This assurance is contingent on continued school operations and will not apply in the event of any disruption that is beyond the control of the district (e.g., lack of school funding, natural disasters, court orders, public insurrections, war, etc.).

Nothing contained herein constitutes an employment contract. Your employment as a substitute is on an at-will basis. At-will employers may terminate employees at any time for any reason or for no reason, except for legally impermissible reasons. At-will employees are free to resign at any time for any reason or for no reason.

You are not guaranteed employment as a substitute on a daily basis. No opportunities for assignments will exist during the instructional calendar breaks including. You will only be offered substitute employee duties on an as needed basis.

We welcome you as a substitute for Pine Tree ISD!

Please return to signed form to Pine Tree ISD Human Resource Department.

Print legal name as it appears on your social security card

Signature

Date