

**MIDLOTHIAN ISD
LETTER OF REASONABLE ASSURANCE**

Dear Substitute Teacher:

This letter provides notice of reasonable assurance of continued employment with the district when each school term resumes after a 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, Christmas, 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 (ie., lack of school funding, natural disasters, court orders, public insurrections, war, etc.)

Nothing contained herein constitutes an employment contract. Your continued employment 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.

Your services on behalf of the children of the district are appreciated, and we hope that you will be able to continue your association with the district.

Sincerely,



KayLynn Day
Assistant Superintendent of Human Resources
and Student Services

Please complete the following information and return the original to Deborah Essary, Midlothian ISD, 100 Walter Stephenson Rd., Midlothian, TX 76065.

Name (Print)

Social Security Number

Mailing Address

City, State

Zip Code

Primary phone # [for AESOP]

Email Address

Signature

Date