



HCPS Long-Term Substitute Teacher Orientation Packet Acknowledgement Form

- I acknowledge that I have received a copy of the Harford County Public Schools (HCPS) Long-Term Substitute Teacher Orientation Packet. I also acknowledge that I have read and understand the contents of this packet and will act in accordance with these policies and procedures as a condition of my employment with Harford County Public Schools.
- Employment as a substitute with Harford County Public Schools is employment at-will. This means that a substitute employee's employment can be terminated at any time, with or without cause, by either the substitute employee or by HCPS. Nothing in any document or statement now in existence or hereafter created shall limit the right to terminate the employment at-will status. No other officer, agent, or the employee of HCPS has the authority to revise, waive, or alter this at-will employment policy.

Printed Name of Long-Term Substitute Teacher

Signature and Date