

Forsyth County School District

ACKNOWLEDGEMENT OF NO RIGHT TO UNEMPLOYMENT COMPENSATION BENEFITS

All on-call, at-will substitutes with the Forsyth County School District acknowledge, understand and agree to the following:

- **THERE IS NO RIGHT TO UNEMPLOYMENT COMPENSATION BENEFITS UNDER GEORGIA LAW O.C.G.A. TITLE 34;**
- Substitute positions are temporary and on an “as needed” basis;
- The placement of name(s) on a list of substitute teachers or other substitute positions does not guarantee any work;
- Substitutes may, or may not, be called to work, nor are they required to work when called upon;
- Substitutes maintain the right to refuse work on a day-to-day basis;
- Substitutes may be removed with or without cause from the approved substitute list at any time;
- Substitutes may stop working at any time.
- Substitutes acknowledge via the *Multiple Policy Agreement form* that they have been informed in writing that under Georgia law, the above stated characteristics of the job make them **INELIGIBLE FOR ANY UNEMPLOYMENT COMPENSATION BENEFITS** offered under Title 34. *Campbell v. Poythress*, 216 Ga. App. 834 (1995); *Department of Labor v. Baldwin County Hospital Authority et al.*, 241 Ga. App. 119, 526 S.E. 2d 153 (2000); and *Rockdale County Public Schools v. Michael Thurmond, Commissioner, Georgia Department of Labor (2010).*