BP-4000 (a)

CONCEPTS AND ROLES (ALL PERSONNEL)

Note: Pursuant to 14.14.060 and 14.14.065 borough and city school boards appoint, compensate, and otherwise control school employees in accordance with Title 14 and subject to state laws relating to teacher salaries, tenure, financial support, supervision by the Department of Education and other general school laws.

Note: In these policies, unless otherwise noted, the following numbering conventions apply:

Policies in the 4000s apply to ALL PERSONNEL
Policies in the 4100s apply to CERTIFICATED STAFF
Policies in the 4200s apply to CLASSIFIED STAFF
Policies in the 4300s apply to MANAGEMENT PERSONNEL

The School Board wishes to establish conditions that will attract and retain qualified personnel who will devote themselves to the education and welfare to the students of the district. The Board desires that teachers pursue excellence within their profession.

Note: AS.23.40.250 defines the terms and conditions of employment which are subject to collective bargaining as: "hours of employment, compensation and fringe benefits, and the employer's personnel policies affecting the working conditions of the employees; but does not mean the general policies describing function and purposes of a public employer.' Districts should consult legal counsel regarding the scope of negotiations and the district's duty, if any, to bargain.

The Board believes that its personnel policies must be developed in cooperation with staff in an atmosphere of mutual faith and good will. District policies and regulations shall apply only to the extent that they do not conflict with any collective bargaining agreement in effect between the district and its employees.

The Board affirms its intention to have district policies, regulations, and procedures conform to the requirements of state and federal laws and regulations.

Role of the Board

The Board

1. Adopts wage and salary schedules
2. Approves the initial employment of all personnel
3. Determines principles of employee relations, such as leaves of absence, inservice training, retirement, etc., either through the policies and regulations of the district or through negotiations with employee organizations in accordance with law
4. Serves as a court of appeals in cases referred by the Superintendent or designee or which may be appealed by employees directly from the Superintendent or designee's decision, or as specified in adopted employee collective bargaining agreements.

BP-4000 (b)

CONCEPTS AND ROLES (ALL PERSONNEL)

Role of Superintendent or Designee

The Superintendent or designee:

1. Selects for employment all personnel
2. Determines initial placement on the appropriate salary schedule for all personnel
3. Takes disciplinary action, including suspension and dismissal, against employees whenever there is sufficient evidence warranting any such action
4. With the staff, assigns, directs, and supervises the work of all employees with due regard for the individual rights involved
5. Proposes salary schedules for staff members not covered by an employee collective bargaining agreement and advises the Board throughout negotiations on all matters under negotiations.

Working Relationship Between Board and Superintendent or Designee

The Board desires to be guided principally by the advice of the Superintendent or designee regarding its relations with district personnel.

The Board shall refer direct approaches from employees for Board action to the Superintendent or designee for his/her consideration and judgement. The Board shall act as an appeals body only after receiving the recommendations of the Superintendent or designee.

The Superintendent or designee shall conduct the district's personnel relations with fair and sound practices in accordance with Board Policy.

Legal Reference:

ALASKA STATUTES

14.14.060 Relationship between borough school district and borough
14.20.095 Right to comment and criticize and not to be restricted
23.40-070-23.40.260 Public Employment Relations Act (PERA)
39.25-110 Exempt Service

Adoption Date: January 20, 2025
Revised: June 19, 2026