BP-4118

CERTIFICATED PERSONNEL - SUSPENSION/DISCIPLINARY ACTION

The School Board expects its employees to perform their duties in accordance with state law and Board policy and administrative regulations.

The commission of or participation in criminal activities as defined under the laws of the State of Alaska in school buildings, on school property, or at school-sponsored events may lead to disciplinary action independent of criminal charges.

The Superintendent or designee may take disciplinary action, including 1) verbal warning, 2) written warning, 3) letter of reprimand, 4) reassignment, 5) suspension without pay, and 6) dismissal as he/she deems appropriate and may deviate from the progressive order of disciplinary actions in light of the particular facts and circumstances involved.

Note: *A teacher may be suspended pending an investigation to determine whether cause exists for dismissal. However, the teacher's regular compensation must be continued during the temporary suspension. AS 14.20.170.*

The Superintendent or designee shall document all disciplinary actions thoroughly and accurately and shall ensure that such actions are taken in a consistent, nondiscriminatory manner.

Certificated management and supervisory personnel who are not covered by a collective bargaining agreement are subject to the disciplinary procedures set forth in BP=4218, except for discipline involving dismissal or non-retention. The District will provide the statutory and policy rights afforded to all certificated staff for dismissal and non-retention actions.

cf. 4119.21 Code of ethics
cf. 4117.4 Dismissal
cf. 4117.6 Non-retention
cf. 4218 Classified Staff Dismissal, Suspension, Disciplinary Action

Legal References

ALASKA STATUTES

14.20.030 Causes for revocation and suspension
14.20.170 Dismissal
14.20.175 Non-retention
14.20.180 Procedures upon notice of dismissal or non-retention

ALASKA ADMINISTRATIVE CODE

20 AAC 10.020 Code of ethics and teaching standards

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