

BP 4000 - ALL PERSONNEL - CONCEPTS AND ROLES

Note: [A.S.14.08.101](#) authorizes regional school boards to appoint, compensate and otherwise control school employees in accordance with the provisions of Title 14 and exempts these employees from [A.S. 39.25](#) (State Personnel Act). [14.08.111](#) requires regional school boards to employ a chief school administrator, approve the employment of other personnel and establish salaries. 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 PERSONNEL

Policies in the 4200s apply to CLASSIFIED PERSONNEL

Policies in the 4300s apply to MANAGEMENT AND SUPERVISORY PERSONNEL

The School Board wishes to establish conditions that will attract and retain qualified personnel who will devote themselves to the education and welfare of the students of the district. The School Board believes that successfully orienting and introducing staff to the local community, its cultural activities and norms, is integral and essential to attract and retain quality personnel. To accomplish this objective, the Superintendent or designee shall develop and implement a local community and cultural orientation.

The School Board desires that staff pursue excellence within their profession. The District may provide incentives to staff with demonstrated ability and expertise which will encourage them to stay in the public school system. The School Board recognizes the importance and need for culturally responsive and trauma informed education practices which lead to improved goals and objectives that result in improved student performance and outcomes. The District may provide supports and professional development opportunities to staff regarding these practices as a way increasing staff efficacy and retention.

Note: [A.S. 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 the 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 School Board believes that its personnel policies must be developed in cooperation with staff and community 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 School Board affirms its intention to have district policies, regulations and procedures conform to the requirements of state and federal laws and regulations.

The School Board

1. Adopts wage and salary schedules
2. Approves the employment of school personnel.
3. Determines principles of employee relations, such as accrued leave, 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.

The Superintendent or Designee

1. Nominates for employment all certificated and classified personnel.
2. Recommends disciplinary action, including suspension and dismissal, against employees whenever there is sufficient evidence warranting any such action.
3. With the staff, assigns, directs and supervises the work of all employees with due regard for the individual rights involved.
4. Proposes salary schedules for staff members not covered by a collective bargaining agreement, and advises the School Board throughout negotiations with employee organizations on all matters under negotiations.

(cf. 10000 Concepts and Roles)

Working Relationships Between School Board and Superintendent or Designee

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

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

(cf. 4144/4244/4344 - Complaints)

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

Legal Reference:

ALASKA STATUTES

[14.08.101](#) Powers (regional school board)

[14.08.111](#) Duties (regional school board)

[14.14.060](#) Relationship between borough school district and borough

[14.14.065](#) Relationship between city school district and city

[14.20.095](#) Right to comment and criticize not to be restricted

[23.40.070-23.40.260](#) Public Employment Relations Act (PERA)

[39.25.110](#) Exempt service

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