

## **BP 4000 - ALL PERSONNEL - CONCEPTS AND ROLES**

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 new teachers 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 teachers pursue excellence within their profession and may provide incentives to teachers of 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 teaching practices which lead to improved student performance and outcomes. The District may provide supports and professional development opportunities to teachers regarding these practices as a way increasing teacher efficacy and retention.

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**

Adopts wage and salary schedules

Approves the employment of school personnel

Determines principles of treatment for employees, such as those in connection with sick 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.

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 organization 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 an employee organization agreement and advises the School Board throughout negotiations with employee organizations on all matters under negotiations.

*(cf. 6181 - Charter School)*

### **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 - Grievances /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*

*Revised 3/2019*

**9/92**

Adopted 3/23