

AASB Policy Review- September 24, 2026 - 1st Readings in BLACK **Superintendent Recommendations for Consideration or Updates (in blue)**

In BoardBook when opening each individual BP or AR:

Yellow and Orange highlights in working policy drafts = AASB new/updated language

Gray and crossed-out highlights in working policy drafts = current LPSD policy language recommended for deletion

BLUE highlights Language to be considered for adoption within policy (BP) or administrative regulation (AR)

1st Reading of BPs for formal adoption & Understanding for ARs

→ BP 4111/4211/4311 RECRUITMENT & SELECTION - ALL PERSONNEL **(Working) DRAFT**

- ◆ This update clarifies language regarding inquiries into protected information when hiring. It also authorizes the board to delegate the authority to make classified hires to the superintendent. This policy merges the previous BP 4211 into a single policy.
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes

→ BP 4211 RECRUITMENT & SELECTION - CLASSIFIED PERSONNEL **(Working) DRAFT**

- ◆ This policy is recommended for deletion and merged with BP 4111/4211/4311.
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes

→ BP 4111.1/4211.1/4311.1 AFFIRMATIVE ACTION - ALL PERSONNEL (Working) **DRAFT**

- ◆ AASB recommends the deletion of the affirmative action policy, which includes problematic language regarding hiring preferences. Districts are encouraged to consult with legal counsel to discuss any proposed hiring preferences.
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes

→ **BP 4112.5/4212.5/4312.5 SECURITY CHECK - ALL PERSONNEL (Working) DRAFT**

- ◆ From AASB: This update clarifies that school district volunteers must be subject to a background check, and that an omission on an application can be grounds for denial of hire (or dismissal).
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes

→ **BP 4112.6/4212.6/4312.6 PERSONNEL RECORDS - ALL PERSONNEL (Working) DRAFT**

- ◆ From AASB: This update clarifies when and how board members may review employee records and information.
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes

→ **BP 4113 ASSIGNMENT - CERTIFICATED PERSONNEL (Working) DRAFT**

- ◆ From AASB: This update provides additional guidance regarding the assignment of certificated personnel.
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes

→ **BP 4115 EVALUATION/SUPERVISION - CERTIFICATED PERSONNEL (Working) DRAFT**

- ◆ From AASB: This update adds language to clarify that employees evaluating certificated personnel in the District must hold a Type B administrator certificate.
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes

→ **BP 4117.2/4217.2/4317.2 RESIGNATION - ALL PERSONNEL (Working) DRAFT**

- ◆ Merge BP 4117.2 and BP 4217.2. This update simplifies the process by which an employee resigns. It also merges the classified and certified resignation policies
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes and choose the following optional language:
 - “will” - this is how our current adopted policy exists
 - “when fewer than thirty calendar days remain before the staff member's first contract day” - this is how our current adopted policy exists

→ **BP 4217.2 RESIGNATION - CLASSIFIED PERSONNEL (Working) DRAFT**

- ◆ This policy is recommended for deletion and merged with BP 4117.2/4217.2/4317.2.
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes

→ **BP 4117.4 DISMISSAL- CERTIFICATED PERSONNEL (Working) DRAFT**

- ◆ From AASB: This update codifies the requirement established by the Alaska Supreme Court that certified employees may call witnesses at a pre-termination hearing.
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes

→ **BP 4118 SUSPENSION/DISCIPLINARY ACTION - CERTIFICATED PERSONNEL (Working) DRAFT**

- ◆ From AASB: This update clarifies what constitutes progressive discipline and that reassignment is not necessarily disciplinary.
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes

→ **BP 4119.3/4219.3/4319.3 DUTIES OF PERSONNEL - ALL PERSONNEL (Working) DRAFT**

- ◆ From AASB: This update requires that, as a best practice, job descriptions should be reviewed and updated annually.
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes

→ **BP 4119.12/4219.12/4319.12 HARASSMENT - ALL PERSONNEL (Working) DRAFT**

- ◆ From AASB: This update updates harassment language to fit best practices, including that it relates to all school district activities and facilities.
- ◆ The superintendent's recommendation is to adopt the AASB-suggested changes