

BP 4000 CONCEPTS AND ROLES - ALL PERSONNEL

The School Board wishes to establish conditions that will attract and hold qualified personnel who will devote themselves to the education and welfare of the students of the district.

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 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 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 certificated personnel.
- 3) Determines principles of treatment for employees, such as those in connection with sick leave, leaves of absence, in-service 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 organization bargaining agreements.

The Superintendent or Designee:

- 1) He/she shall enforce the Bylaws and Policies of the Board, submit for adoption by the Board the annual budget, approve and direct all expenditures within the budget adopted by the Board and prepare with advice of staff and Local School Advisory Committees the annual calendar for adoption.
- 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.
- 5) Recommends to the Board certificated personnel for employment.
- 6) Approves classified personnel for employment

(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 References:

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: 9/97

07/12

Lake and Peninsula School District
