

## SCHOOL BOARD COMMUNICATION

**Title: Board Policies for 2nd Read and Adoption**

**Date: June 6, 2026**

**Administrator: Jamie Burgess, Superintendent**

**Attachments: Board Policies**

**Action Needed**    **For Discussion**    **Information**    **Other**

## BACKGROUND INFORMATION

The following policies were reviewed and approved for First Read on May 12, 2026 and are recommended for second read and adoption.

BP 4021 Drug and Alcohol Testing for School Bus Drivers – states that the requirement for drug and alcohol testing for bus drivers may be accomplished by a contractor per the contract with the district.

BP 4111/4211/4311 All Personnel Recruitment and Selection – combines BP4111 and BP4211 into a single policy, clarifies inquiries into protected information during hiring, and that authority for both certified and classified employment may be delegated to the Superintendent.

BP 4112.5/4212.5/4312.5 Security Check – clarifies that volunteers are subject to background checks and that omission of information is grounds for dismissal,

BP 4113 Assignment – provides additional guidance for assignment of certificated personnel.

BP 4115 Certificated Personnel Evaluation/Supervision – clarifies that employees evaluating certificated personnel must hold a Type B administrative certificate.

BP 4117.2/4217.2/4317.2 Resignation – merges 4117.2 and 4217.2 and adds 4317.2 so it applies to administrative personnel.

BP 4417.4 Dismissal – adds language required by a recent Supreme Court decision that employees may call witnesses to a pre-termination hearing.

BP 4118 Suspension/Disciplinary Action – clarifies what constitutes progressive and discipline and that reassignment is not necessarily disciplinary.

BP 4119.22/4219.22/4319.22 Dress Code – simplifies the dress code and applies it all personnel.

BP 4119.23/4219.23/4219.23 Unauthorized Release of Confidential Information – clarified best practices regarding release of unauthorized information.

BP 4119.25/4219.25/4319.25 Political Activities – clarifies that the district may regulate political activity on district property at any time in accordance with law.

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BP 4119.3/4219.3/4319.3 Duties of Personnel – requires that job descriptions should be reviewed annually.

BP 4122 Student Teachers-Certificated – requires that the superintendent establish criteria for a student teacher program. This will require creation of an AR to be established and shared once the policy update is fully approved.

BP 4133/4233/4333 Travel Expenses – provides clearer guidelines on employee travel expenses.

BP 4158/4258/4358 Employee Security – requires that the superintendent or designee made aware of all police reports made by personnel in the course of their duties.

BP 4161.1 Sick Leave – revised to be clearer and better aligned with state law.

BP 4212 Appointment and Conditions of Employment – update clarifies that authority to hire classified employees may be delegated to the superintendent.

BP 4314 Transfer/Reassignment – simplifies language while removing language that encourages administrative personnel to regularly apply for transfers and reassignments.

### ADMINISTRATIVE RECOMMENDATION

The administration recommends second read and adoption of BP 4021; BP 4111/4211/4311; BP 4112.5/4212.5/4312.5; BP 4112.6/BP4212.6/4312.6; BP 4113; BP 4115; BP 4117.2; BP4117.4; BP 4118; BP 4119.22; BP 4119.23/4219.23/4319.23; BP 4119.25/4219.25/4319.25; BP 4119.3/4219.3/4319.3; BP 4122; BP4133/4233/4333; BP 4158/4258/4358; BP 4161.1; BP 4212; BP 4314.

**Sample Motion: I move to approve the second read and adoption of BP 4021; BP 4111/4211/4311; BP 4112.5/4212.5/4312.5; BP 4112.6/BP4212.6/4312.6; BP 4113; BP 4115; BP 4117.2; BP4117.4; BP 4118; BP 4119.22; BP 4119.23/4219.23/4319.23; BP 4119.25/4219.25/4319.25; BP 4119.3/4219.3/4319.3; BP 4122; BP4133/4233/4333; BP 4158/4258/4358; BP 4161.1; BP 4212; BP 4314.**