

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 Board desires that teachers pursue excellence within their profession and may provide incentives to teachers of demonstrated ability and expertise that will encourage them to stay in the public school system.

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 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 Board affirms its intention to have district policies, regulations and procedures conform to the requirements of state and federal laws and regulations.

Role of The Board

The 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, 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 organization bargaining agreements.

Role of Superintendent or Designee

The Superintendent or designee:

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

(cf [6181](#) - Charter School)

Working Relationship Between Board and Superintendent or Designee

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

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

(cf [4144](#) - Complaints)

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

Adopted 6/01

Revised 9/97 - AASB

North Slope Borough School District