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**Certificated Personnel**

BP 4118

**SUSPENSION/DISCIPLINARY ACTION**

The School Board expects its employees to perform their duties in accordance with state law and Board policy and administrative regulations.

*(cf. 4119.21 - Codes of Ethics)*  
*(cf. 4117.4 - Dismissal)*  
*(cf. 4117.6 - Nonretention)*

The Superintendent or designee may take disciplinary action, including verbal warning, written warning, reassignment, suspension with or without pay and dismissal, as the Superintendent deems appropriate and may deviate from the progressive order of disciplinary actions in light of the particular facts and circumstances involved.

Note: A teacher may be suspended pending an investigation to determine whether cause exists for dismissal. However, the teacher's regular compensation must be continued during the temporary suspension. AS 14.20.170.

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The Superintendent or designee shall document all disciplinary actions thoroughly and accurately and shall ensure that such actions are taken in a consistent, nondiscriminatory manner.

Certificated management and supervisory personnel who are not covered by a collective bargaining agreement are subject to the disciplinary procedures set forth in BP 4218, except for discipline involving dismissal or nonretention. The District will provide the statutory and policy rights afforded to all certificated staff for dismissal and nonretention actions.

*(cf. 4218 – Dismissal/Suspension/Disciplinary Action)*  
*(cf. 4300 - Definitions)*

*Legal Reference:*

ALASKA STATUTES  
*14.20.030 Causes for revocation and suspension*  
*14.20.170 Dismissal*

*14.20.175 Nonretention*  
*14.20.180 Procedures upon notice of dismissal or nonretention*

ALASKA ADMINISTRATIVE CODE  
*20 AAC 10.020 Code of ethics and teaching standards*

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