

CONCEPTS AND ROLES

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 which will encourage them to stay in the public school system.

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.

The School Board

1. Adopts wage and salary schedules.
2. Approves the employment of certificated school 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 hearing body** ~~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 **or specific policies**.

CONCEPTS AND ROLES (continued)**The Superintendent or Designee**

1. Nominates for employment all certificated personnel and approves the employment of classified personnel.
2. Recommends disciplinary action, including suspension and dismissal, against employees whenever there is sufficient evidence warranting any such action.
3. 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 Board throughout negotiations with employee organizations on all matters under negotiations.

(cf. 6181 - Charter School)

Working Relationships Between Board and Superintendent or Designee

The Board ~~desires to~~ **will** be guided principally by the ~~advice of the~~ Superintendent or designee in regard to **advice, status and concerns of 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 - Grievances / Complaints)

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

*Legal Reference:*ALASKA STATUTES

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

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT

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