

The School Board wishes to establish conditions that will attract and retain qualified personnel who will devote themselves to the education and welfare of the students of the district. The School Board believes that successfully orienting and introducing new teachers to the local community, its cultural activities and norms, is integral and essential to attract and retain quality personnel. To accomplish this objective, the Superintendent or their designee shall develop and implement a local community and cultural orientation.

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 recognizes the importance and need for culturally responsive and trauma informed teaching practices which lead to improved student performance and outcomes. The District may provide support and professional development opportunities to teachers regarding these practices as a way of increasing teacher efficacy and retention.

The SchoolBoard believes that its personnel policies must be developed in cooperation with staff and community 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 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 in cases referred by the Superintendent or their designee or which may be appealed by employees directly from the Superintendent

or their designee's decision as specified in employee organization bargaining agreements or specific policies.

## **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 School Board throughout negotiations with employee organizations on all matters under negotiations.

*(cf. 6181 - Charter School)*

## **Working Relationships Between School Board and Superintendent or Designee**

The School Board will be guided principally by the Superintendent or their designee in regard to advice, status and concerns of district personnel.

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

*(cf. 4144 - Grievances /Complaints)*

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

**Adoption Date: 10/13/99**

**Revision Date: 7/25/2012**

**Revision Date: 9/11/2020**

**Revision Date: 3/27/2024**