

NON-RETENTION

Note: AS 14.20.145 provide automatic reemployment rights to employees who do not receive notice of nonretention in accordance with AS 14.20.140. This sample policy should be reviewed in conjunction with the district's collective bargaining agreement, if any, to determine whether a notice date earlier than that required by law is specified.

The Superintendent or designee shall provide the School Board with his/her recommendations regarding the nonretention of certificated employees.

The School Board may decide not to rehire a nontenured employee at the end of his/her first, second or third year and give written notice of its decision to the employee at any time during the year. If the School Board does not give nontenured teachers written notice of nonretention by the last day of the school term, the employee shall be offered a contract for the following year.

Note: AS 14.20.175 mandates School Boards to provide by regulation or bylaw procedures by which nontenured teachers may request and receive an informal School Board hearing regarding nonretention.

Nonretention of nontenured teachers may be based on any cause deemed adequate by the Superintendent or designee or, if an informal School Board hearing is held, any cause deemed adequate by the School Board. The Superintendent or designee shall establish administrative regulations providing for an informal hearing before the School Board upon teacher request.

The nonretention of tenured teachers shall comply with the cause and procedural requirements specified in law, including notice of nonretention before May 15.

- (cf. 4112.1 - Contracts)*
- (cf. 4117.4 - Dismissal)*
- (cf. 4116 - Nontenured/Tenured Status)*
- (cf. 4117.3 - Personnel Reduction)*

Legal Reference:

ALASKA STATUTES

14.20.140 Notification of non-retention

14.20.145 Automatic re-employment

14.20.175 Non-retention

14.20.180 Procedure and hearing upon notice of dismissal or nonretention

14.20.210 Authority of school board or department to adopt bylaws

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT

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