

# School Board Members & Their Limited Role in Personnel Matters

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AASB Staff

# The board roles!

**On appeals upholds or set aside disciplinary actions or terminations of staff after thorough review of supporting documentation.**

# The board is “the what”

Note: [A.S.14.08.101](#) authorizes regional school boards to appoint, compensate and otherwise control school employees in accordance with the provisions of Title 14 and exempts these employees from [A.S. 39.25](#) (State Personnel Act). [14.08.111](#) requires regional school boards to employ a chief school administrator, approve the employment of other personnel and establish salaries. Pursuant to [14.14.060](#) and [14.14.065](#) borough and city school boards appoint, compensate and otherwise control school employees in accordance with Title 14 and subject to state laws relating to teacher salaries, tenure, financial support, supervision by the Department of Education and other general school laws.

**Receives and acts on personnel recommendations to employs certificated and classified staff members based on the recommendation of the superintendent!**



# Establishes criteria to be used in hiring through adoption of policies for personnel management



**Reviews job description on a scheduled basis to ensure they are up to date and accurate.**



**Promotes good working relations with staff and maintain lines of communication with staff as appropriate.**



association of  
**ALASKA**  
school boards

**Adopts policy on the  
evaluation of personnel and  
approves staff evaluation  
procedures**



# Announces when there is a conflict of interest by a seated board member

## BP 4112.8/4212.8/4312.8 - ALL PERSONNEL - EMPLOYMENT OF RELATIVES

In order to preclude situations which could bring about a conflict of interest for members of the administrative staff, an employee shall not be appointed to a position where a member of his/her immediate family maintains supervisory or evaluation responsibilities for the position. Immediate family members may be employed at the same department or work location with the approval of the Superintendent or designee.

The School Board recognizes that factors such as remote locations and a lack of qualified job applicants may justify the employment of family members of the Superintendent or designee or School Board.

An immediate family member of a School Board member may be employed by the district if he/she is the most qualified applicant, has been approved by the School Board, and such employment has received the written approval of the Commissioner of Education. An immediate family member of the Superintendent or designee may be employed by the district with written approval of the School Board. ([AS 14.14.140](#))

# Conducts an annual evaluation of the superintendent, the Board's only employee.

Note: [AS 14.20.149](#) requires school districts to have a certificated employee evaluation system. The School Board is required to consider information from students, parents, community members, classroom teachers, affected collective bargaining units, and administrators in the design and periodic review of the system. The evaluation must be based on observation of the employee in the employee's work place. In addition, the law mandates a number of requirements for the system including the establishment of district performance standards, a minimum number of evaluations each year, the preparation and implementation of a plan of improvement, and opportunity for students, parents, community members, teachers, and administrators to provide information on the performance of the person being evaluated.

# Questions?

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