

BP 4117.4 DISMISSAL

Certificated Personnel

Employees shall not be deprived of their position during the school year except when cause for the dismissal can be shown. Employees shall be accorded their due process rights provided by law. **Employees shall have the right to call witnesses in a pre-termination hearing held under the procedure set forth in AS 14.20.180.**

(cf. 4116 - ~~Probationary/Permanent Status~~ **Nontenured/Tenured**)

(cf. 4117.6 - *Non-retention*)

Legal References:

ALASKA STATUTES

[14.20.140](#) Notification of non-retention

[14.20.145](#) Automatic re-employment

[14.20.170](#) Dismissal

[14.20.175](#) Non-retention

[14.20.180](#) Procedure and hearing upon notice of dismissal or non-retention

14.20.205 Judicial review

[14.20.215](#) Definitions

ALASKA ADMINISTRATIVE CODE

[4 AAC 18.010](#) Teachers' and administrators' contracts

COURT DECISIONS

Nichols v. Eckers, 504 P. 2d 1359 (Alaska 1973)

Kenai Peninsula Borough Bd of Education v. Brown, 691 P. 2d 1034 (Alaska 1984)

***Stirling v. North Slope Borough School District*, Supreme Court No. S-18853 (Alaska 2025)**

Revised 05/2026

Adopted: June 10, 2003

Nome Public Schools