

## MEMORANDUM

---

**TO:** NWABSD Board of Education  
Members

**DATE:** April 28, 2026

**NUMBER:** 26-129

**FR:** Office of the Superintendent

**SUBJECT:** Approval of Proposed  
Revisions to BP 4117.4  
Certificated Personnel –  
Dismissal; First Reading

### **STRATEGIC PLAN/BOARD GOAL:**

Track 1: Operational Improvements  
*Initiative: Optimize Business Practices*

### **ABSTRACT:**

Board policy revisions require Board approval.

### **ISSUE:**

At issue is to approve the first reading of the proposed revisions to BP 4117.4 Certificated Personnel – Dismissal and open for public comments.

### **BACKGROUND AND/OR PERTINENT INFORMATION:**

The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board.

This is the first reading of the proposed revisions to BP 4117.4 Certificated Personnel – Dismissal within the Personnel series.

This update codifies the requirement established by the Alaska Supreme Court that certified employees may call witnesses at a pre-termination hearing.

The Board Policy Committee reviewed the proposed changes, recommends approval and to open for public comments.

### **ALTERNATIVES:**

1. Approve the first reading of the proposed revisions to BP 4117.4 Certificated Personnel – Dismissal as presented and open for public comments;
2. Do not approve the first reading of the proposed revisions to BP 4117.4 as presented;
3. Take no final action.

### **ADMINISTRATION'S RECOMMENDATION:**

The administration recommends the Board approve the first reading of the proposed revisions to BP 4117.4 Certificated Personnel – Dismissal as presented and open for public comments.

## BP 4117.4 CERTIFICATED PERSONNEL - DISMISSAL

**Note:** AASB recommends that districts consult with legal counsel well before dismissal proceedings are to be instituted. The complexity of legal provisions pertaining to dismissal make such consultation imperative.

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/NonTenured/Tenured Status)

(cf. 4117.6 - Nonretention)

Legal References:

### ALASKA STATUTES

[14.20.140](#) Notification of nonretention

[14.20.145](#) Automatic re-employment

[14.20.170](#) Dismissal

[14.20.175](#) Nonretention

[14.20.180](#) Procedure and hearing upon notice of dismissal or nonretention

[14.20.205](#) Judicial review

[14.20.215](#) Definitions

### ALASKA ADMINISTRATIVE CODE

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

### U.S. SUPREME COURT

*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)*

*Adopted: June 09, 2004*

*Revised:*

**Northwest Arctic Borough School District**