

## BP 4118 SUSPENSION/DISCIPLINARY ACTION

### Certificated Personnel

The School Board expects its employees to perform their duties in accordance with state law and Board policy and administrative regulations.

(cf. [4119.21/4219.21/4319](#) - Codes of Ethics)

(cf. [4117.4](#) - Dismissal)

(cf. [4117.6](#) - Nonretention)

The Superintendent or designee may take disciplinary action, including 1) verbal warning, 2) written warning, 3) letter of reprimand and reassignment, 4) suspension with or without pay and 5) dismissal, as he/she deems appropriate and may deviate from the progressive order of disciplinary actions in light of the particular facts and circumstances involved.

**Note:** A teacher may be suspended pending an investigation to determine whether cause exists for dismissal. However, the teacher's regular compensation must be continued during the temporary suspension. [AS 14.20.170](#).

The Superintendent or designee shall document all disciplinary actions thoroughly and accurately and shall ensure that such actions are taken in a consistent, nondiscriminatory manner.

Certificated management and supervisory personnel who are not covered by a collective bargaining agreement are subject to the disciplinary procedures set forth in BP 4218, except for discipline involving dismissal or nonretention. The District will provide the statutory and policy rights afforded to all certificated staff for dismissal and nonretention actions.

(cf. [4218](#) – Dismissal/Suspension/Disciplinary Action)

(cf. [4300](#) – Management Employee Definitions)

Legal References:

### ALASKA STATUTES

[14.20.030](#) Causes for revocation and suspension

[14.20.170](#) Dismissal

[14.20.175](#) Nonretention

[14.20.180](#) Procedures upon notice of dismissal or nonretention

ALASKA ADMINISTRATIVE CODE

[20 AAC 10.020](#) Code of ethics and teaching standards

Revised 05/2026

Revised 03/2019

Adopted: June 10, 2003

**Nome Public Schools**