

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: April 28, 2026

FR: Office of the Superintendent

NUMBER: 26-135
SUBJECT: Approval of Proposed
Revisions to BP
4119.25/4219.25/4319.25
All Personnel - Political
Activities of Employees;
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 4119.25/4219.25/4319.25 All Personnel - Political Activities of Employees 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 4119.25/4219.25/4319.25 All Personnel - Political Activities of Employees within the Personnel series.

This update clarifies that the District may regulate political activity on school property at any time (not just during the instructional day) in accordance with law.

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 4119.25/4219.25/4319.25 All Personnel - Political Activities of Employees as presented and open for public comments;
2. Do not approve the first reading of the proposed revisions to BP 4119.25/4219.25/4319.25 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 4119.25/4219.25/4319.25 All Personnel - Political Activities of Employees as presented and open for public comments.

BP 4119.25/4219.25/4319.25 ALL PERSONNEL - POLITICAL ACTIVITIES OF EMPLOYEES

The School Board believes that ~~e~~District employees have an obligation to prevent the improper use of school time, materials or facilities for political or partisan purposes. The Superintendent or designee shall regulate political activities on school property ~~during the instructional day~~. Employees are prohibited from engaging in any activity in the presence of students during performance of the employee's duties, where the activity is designed or intended to promote, further, or assert a position on any voting issue, board issue, or collective bargaining issue. This prohibition does not apply to classroom instruction that is part of the approved curriculum.

The Board respects the right of school employees to engage in political activities on their own time. When engaging in political activities, employees shall make it clear that they are acting as individuals and not as representatives of the ~~e~~District.

Nothing in the policy shall prevent the District or Board from disseminating factual information regarding school bond projects.

(cf. 4119.21/~~4219.21/4319.21~~ - Codes of Ethics)

Legal Reference:

ALASKA STATUTES

[14.03.090](#) *Sectarian or denominational doctrines prohibited*

[14.20.095](#) *Right to comment and criticize not to be restricted*

[14.20.370-.510](#) *Professional Teaching Practices Act*

ALASKA ADMINISTRATIVE CODE

[4 AAC 06.135](#) *Use of school funds in elections*

[20 AAC 10.010-10.900](#) *Professional Teaching Practices Commission*

Adopted: June 09, 2004

Revised: May 1, 2024

Revised:

Northwest Arctic Borough School District