

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** June 23, 2026

**NUMBER:** 26-177

**FR:** Office of the Superintendent

**SUBJECT:** Approval of Proposed  
Revisions to BP  
4141.6/4241.6 Certificated  
and Classified Personnel -  
Concerted Activity-Work  
Stoppage; Second  
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 second reading of the proposed revisions to BP 4141.6/4241.6 Certificated and Classified Personnel - Concerted Activity-Work Stoppage.

### **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 second reading of the proposed revisions to BP 4141.6/4241.6 Certificated and Classified Personnel - Concerted Activity-Work Stoppage within the Personnel series.

This update aligns to model policy language and updates the title.

The Board Policy Committee reviewed the proposed changes and recommends approval.

### **ALTERNATIVES:**

1. Approve the second reading of the proposed revisions to BP 4141.6/4241.6 Certificated and Classified Personnel - Concerted Activity-Work Stoppage as presented;
2. Do not approve the second reading of the proposed revisions to BP 4141.6/4241.6 as presented;
3. Take no final action.

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

The administration recommends the Board approve the second reading of the proposed revisions to BP 4141.6/4241.6 Certificated and Classified Personnel - Concerted Activity-Work Stoppage as presented.

## BP 4141.6/4241.6 CERTIFICATED AND /CLASSIFIED PERSONNEL - CONCERTED ACTIVITY/WORK STOPPAGE

Note: The following optional policy may be revised or deleted. SB 16 (Statutes of 1992), repealed Title 14 provisions related to collective bargaining and affirmed placement of public school employees under the Public Employment Relations Act. In addition, public school employees were reclassified from class (a) (2) to class (a) (3) under AS 23.40.200 which provides them the right to strike after exhausting the advisory arbitration process. If advisory arbitration fails, a strike may not begin until at least 72 hours after notice of the strike is given. In any event, a strike may not begin on or after the first day of the school term, as that term is described in AS 14.03.030, unless at least one day in session with students in attendance has passed after notice of the strike is given by the employees. AS 23.40.080 provides public employees the right to engage in concerted activities. AASB is available for assistance in preparing contingency strike plans.

~~The Board subscribes to the principle that differences with employees or employee groups shall be resolved by peaceful and appropriate means without interruption of the school program.~~

~~The Board considers any type of unauthorized, improper or illegal work stoppage by District employees to be substantial non-compliance with the regulations and policies of the District.~~

The Superintendent or designee shall maintain a plan for the safe operation of the schools in the event of a work stoppage. In the event of a strike, a walkout, a coordinated mass use of sick leave or any other concentrated refusal of staff to perform assigned duties, the Superintendent or designee shall take whatever emergency steps ~~he/shethey~~ deems necessary for the safety of students, staff and ~~d~~District property. Such steps shall be reported to the Board as soon as possible.

When students raise questions related to a work stoppage, staff shall be expected to approach the subject in accordance with the District's policy on controversial issues. Staff shall not let such discussions interfere with their regular employment responsibilities.

*(cf. 6144 - Controversial Issues)*

Employees shall not provide students with messages or other information that promotes or explains the position of any employee organization that is engaged in or contemplating a work stoppage.

*Legal Reference:*

ALASKA STATUTES

[23.40.080](#) *Right of public employees*

[23.40.200](#) *Classes of public employees; arbitration*

*Adopted: June 09, 2004*

*Revised:*

**Northwest Arctic Borough School District**