

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** June 23, 2026

**NUMBER:** 26-173

**FR:** Office of the Superintendent

**SUBJECT:** Approval of Proposed  
Revisions to BP  
4119.22/4219.22/4319.22  
All Personnel – Dress and  
Grooming; 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 4119.22/4219.22/4319.22 All Personnel – Dress and Grooming.

### **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 4119.22/4219.22/4319.22 All Personnel – Dress and Grooming within the Personnel series.

This update simplifies the model dress code policy, and applies it to all personnel.

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

### **ALTERNATIVES:**

1. Approve the second reading of the proposed revisions to BP 4119.22/4219.22/4319.22 All Personnel – Dress and Grooming as presented;
2. Do not approve the second reading of the proposed revisions to 4119.22/4219.22/4319.22 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 4119.22/4219.22/4319.22 All Personnel – Dress and Grooming as presented.

## **BP 4119.22/4219.22/4319.22 ~~CERTIFICATED ALL~~ PERSONNEL - DRESS AND GROOMING**

Note: The following policy is **optional**. If the School Board wishes to expand the policy to proscribe or prohibit specific items of clothing, it is advisable to consult with legal counsel. In adopting such a policy, the district must ensure that its dress code is reasonable and reasonably enforced.

The School Board believes that since teachers-staff serve as role models, they should maintain professional standards of dress and grooming. ~~Just as overall attitude and instructional competency contribute to a productive learning environment, so do appropriate dress and grooming.~~

The Board encourages staff during school hours to wear clothing that demonstrates their high regard for education and presents an image consistent with their job responsibilities. ~~Clothes that may be appropriate for shop instructors or gym teachers may not be appropriate for classroom teachers.~~

*Legal Reference:*

*U.S. SUPREME COURT*

*Breese v. Smith, 501 P.2d 195 (Alaska, 1979)*

*Adopted: June 09, 2004*

*Revised:*

**Northwest Arctic Borough School District**