

COLLECTIVE BARGAINING AND APPLICABILITY OF POLICIES: 5020

The Board and Administration encourage and promote a good and fair working relationship among the staff. The Board and Administration recognize the right of staff to join labor organizations of their own choosing and to be represented by such organizations in the negotiations of such matters and according to such procedures as may be required by law or agreement of the parties. The Board shall engage in collective bargaining with the properly designated bargaining units and shall abide by collective bargaining agreements reached with such properly designated bargaining units.

The chief negotiator representing the District shall be appointed by the Superintendent. The chief negotiator shall advise and inform the Superintendent and the Board regarding negotiations progress and shall negotiate within parameters established by the Board. Any agreements reached by the chief negotiator shall not be binding upon the Board until formally approved by the Board.

Except where expressly provided to the contrary, Human Resources policies apply to the staff of the District. However, where there is a conflict between the terms of a collective bargaining agreement and the District's policy, the law provides that the terms of the collective bargaining agreement shall prevail in regard to the staff covered by that agreement.

When a matter is not specifically provided for in the appropriate negotiated contract, the District's policies shall govern.

Legal References:	RCW 41.56.060	Determination of bargaining unit – Bargaining representative
	RCW 41.59.070	Election to ascertain exclusive bargaining representative, when – Run-off election – Decertification election
	RCW 41.59.910	Construction of chapter (Educational employment relations act) – Effect on existing agreements – Collective bargaining agreement prevails where conflict