

Board-Staff Meet and Confer and Process

Organization recognition

1. The Board recognizes that the certified and classified staff may determine what organizations, if any, shall represent them in collective negotiations processes with the Board of Education.
2. The Board recognizes the West Garfield Education Association as the exclusive representative of the certified and Classified staff effective September 10, 1991.
3. This recognition shall remain in full force and effect until such time as another organization with a verified membership of at least 51 percent of the certified staff of the district petitions the Board for exclusive recognition. In this case, a representative election shall be conducted. A two-thirds majority vote of the certified staff shall be necessary to gain recognition. If such an election remains favorable to the West Garfield Education Association, then this recognition shall continue under its present terms.
4. If no such organization petitions the Board for exclusive recognition, the recognition of the West Garfield Education Association shall continue as provided above.

Collective negotiations

1. The Board recognizes that the classified and certified staff shall be represented for collective negotiations (WGEA). A classified staff member representing each job class will be asked to take part in the negotiation process by the administration. The certified and classified staff members reserve the right to name the person or persons who will represent them for collective negotiations. At such time as an organized association obtains a verified membership of 51% of the classified staff, an election may be conducted to determine if that association will be asked to represent the certified and classified staff in negotiations. A two-thirds majority vote of the entire classified staff shall be necessary to gain recognition.
2. The Board, in consultation with the Superintendent, shall name its representative(s) for negotiation purposes.
3. The parties will present their representatives in writing on or before October 31st.

4. The parties will make best efforts to fill any vacancies in a timely manner.
5. Negotiations will be conducted at times and places mutually agreeable to the parties.
6. The participating members reserve the right to request separate negotiating meetings for certified and classified staff. No less than one unified meeting shall be held during the negotiation process to address compensation and benefits with the Board.
7. Each party will provide in writing a prioritized scope of work/issues for the current school year. Together the parties will negotiate a common scope of work/issues for the current school year.
8. In order to meet the needs of the scope of the work, a written revised list of representatives may be brought forward by either party after the scope of the work has been decided upon.
9. Negotiations shall be held on matters of wages, benefits, working conditions, personnel policies, and staff relationships ideally with mutual understanding between WGEA and the Board; the Board shall make the final decision.
10. Any consensus reached during negotiations shall be presented to the Board, which shall make the final decision regarding salary recommendations, related to economic conditions of employment and procedures, or grievance policies and procedures.
11. Annually, after the negotiation process has concluded, the Board shall review, and if necessary, revise the salary schedules which shall remain in full force and effect until changed by the Board. Any potential salary schedule revisions need to be consistent with the budget adopted by the Board.
12. This policy will be reviewed for possible revisions on a yearly basis.

Definitions:

Negotiations: Refers to dialogue in order to reach a beneficial agreement.

Compensation: Total monetary reward provided to employees in return for services. Compensatory pay for services.

Benefits: Non-monetary rewards such as discretionary benefits and legally mandated benefits.

Consensus: The judgment arrived at by most of those concerned.

Adopted: October 8, 1991

Revised: September 25, 2007
Reviewed: January 9, 2018
Revised: October 13, 2021

CROSS REFS.: GBK, Staff Concerns/Complaints/Grievances
GCBA, Instructional Staff Contracts/Compensation/Salary Schedules
GCBD, Professional Staff Fringe Benefits
GDBA, Support Staff Salary Schedules
GDBD, Support Staff Fringe Benefits

Garfield School District No. Re-2, Rifle, Colorado