

Collective Bargaining

The board encourages and promotes a good and fair working relationship among the staff. The board recognizes 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 will engage in collective bargaining with the properly designated bargaining units and will abide by collective bargaining agreements reached with such properly designated bargaining units.

The chief negotiator representing the district will be appointed by the board. The chief negotiator will advise and inform the board regarding negotiations' progress and will negotiate within parameters established by the board. Any agreements reached by the chief negotiator will not be binding upon the board until formally approved by the board.

Cross References: [5021 - Conflicts Between Policy and Bargaining Agreements](#)

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](#)

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Mansfield School District
Classification: **Discretionary**
Revised/Reviewed Dates: **6.28.11, 6.25.18, 6.2.21**