

Article 2 Recognition**A. Bargaining Unit**

The District recognizes the Association as the sole and exclusive bargaining representative for all bargaining unit members employed or to be employed by the District excluding substitute teachers, substitute nurses, confidential and supervisory personnel, and personnel employed less than half time.

1. For the purpose of this Agreement, "a substitute teacher" shall be defined as a per diem employee in a position for which the District is unable to determine the length of service needed.
2. In positions for which the District is able to determine the length of service needed and which exceeds no longer than forty-five sixty (45 60) working days "temporary teachers" will be employed. Temporary teachers shall not be subject to the provisions of Article 8 Layoff of this Agreement and have no contractual rights to a job after the return of the regular bargaining unit member whom they are replacing or after the contract expires, whichever occurs first.

B. Management Rights

The District values collaborative problem-solving and good faith communication with the Association and intends to maintain a constructive labor-management relationship.

All terms and conditions of employment not covered by this Agreement shall continue to be subject to the District's direction and control and shall not be subject to the contract grievance procedure either expressly or by implication. The Association recognizes the Board as the duly elected representative of the people and agrees to negotiate only with the Board to act in its behalf. The Association agrees further that neither it nor any of its members or agents will attempt to negotiate privately or individually with any Board members, administrator, or other person or persons.

The District agrees that this section will not be invoked arbitrarily or as a substitute for good-faith engagement with the grievance process. Any denial of a grievance on management rights grounds shall include a written explanation specific to the facts of the grievance.