

Collective Bargaining

The superintendent, in conformance with direction established in policy by the Board of Directors, encourages and promotes a good, ethical and fair working relationship among the staff. The superintendent recognizes the right of eligible employees to join labor organizations of their own choosing and to be represented by such organizations in the negotiation process, according to procedures as may be required by law or agreement of the parties. The district negotiating team shall represent the interests of the district at the direction of the superintendent, engaging in collective bargaining with the properly designated bargaining units and shall abide by collective bargaining agreements reached with such lawfully designated bargaining units.

The chief negotiator representing the district shall be appointed by the superintendent. The chief negotiator and/or the superintendent shall advise and inform the board regarding the progress of negotiations and shall negotiate, using a collaborative process, within parameters established by the board. Any agreements reached by the chief negotiator shall not be binding until formally approved by the board.

Cross Reference:

(cf.: 6020 – System of Funds Accounts)

Legal Reference:

RCW 41.50.070 Election to ascertain exclusive bargaining representative, when—Run off election—Decertification election

RCW 41.56 Public employees collective bargaining

RCW 41.56.060 Determination of bargaining unit—Bargaining representative

RCW 41.59 Educational Employment Relations Act

Adoption Date:

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