

Applicability of Personnel Operational Procedures

Except where expressly provided to the contrary, personnel operational procedures 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 operational procedures, the law provides that the terms of the collective bargaining agreement shall prevail in regard to the staff covered by that agreement.

When the addition of or a revision in operational procedures would conflict with existing collective bargaining agreements, the superintendent shall direct the district negotiating teams to engage in collective bargaining to eliminate the conflict. All proposed revisions shall comply with all legal parameters and the district goals for serving students.

Whenever the collective bargaining agreements are renewed or reviewed, the corresponding operational procedures should also be reviewed to avoid any conflictive interest.

When a matter is not specifically provided for in the appropriate negotiated contract, the district's operational procedures shall govern.

Cross Reference:

(cf.: 5020 – Collective Bargaining)

Legal Reference:

RCW 41.59.910 Construction of (public employment) chapter—Effect on existing agreements—Collective bargaining agreement prevails where conflict.

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