

PERSONNEL

Collective Bargaining

The Board encourages and promotes a good and fair working relationship with the district staff. The Board recognizes the right of public 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 negotiator of record to represent the district will be recommended by the superintendent to the Board of Directors for hiring. 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 shall not be binding unless formally approved by the Board.

Legal Reference: [RCW 41.56](#) Public Employees' Collective Bargaining
 [41.59](#) Education Employment Relations Act

Adopted: June 10, 1992