Section: **PERSONNEL**

Policy Title: **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 shall engage in collective bargaining with the properly designated bargaining units and shall abide by collective bargaining agreements reached with such properly designated bargaining units.

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

Cross Reference:	Policy 5021	Applicability of Personnel Policies
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

Adopted: December 11, 2006