

### COLLECTIVE BARGAINING

The Union Gap School 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 superintendent/designee representing the district shall be appointed by the school board. The superintendent/designee shall advise and inform the board regarding negotiations' progress and shall negotiate within parameters established by the board. Any agreements reached by the superintendent/designee shall not be binding upon the school board until formally approved by the school board.

Cross Reference:	Board Policy 5021	Applicability of Personnel Policies
Legal References:	RCW 41.56.060 RCW 41.59.070	Determination of bargaining unit — Bargaining representative Election to ascertain exclusive bargaining representative, when — Run off election — Decertification election