

COLLECTIVE BARGAINING

The board encourages and promotes a good and fair working relationship ~~among the staff~~ **with district employees**. The board recognizes the right of ~~staff~~ **employees** 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~~ **will** engage in collective bargaining with the properly designated bargaining ~~units~~ **representatives**. ~~and shall abide by collective bargaining agreements reached with such properly designated bargaining units. The Stanwood-Camano School District is committed to using the interest-based bargaining process when bargaining with all designated bargaining groups.~~

The chief negotiator representing the district ~~shall~~ **will** be appointed by the board. The chief negotiator ~~shall~~ **will** advise and inform the board regarding ~~the progress or~~ negotiations' ~~progress~~ and shall negotiate within ~~the~~ 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: Board 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
	<u>RCW42.30.140(4)</u>	<u>Chapter controlling -- Application</u>

Adoption Date: 06.15.04
Stanwood-Camano School District
Revised: Proposed 09.06.16