

**POLICY - COLLECTIVE BARGAINING**

**5020**

The Board encourages and promotes a good and fair working relationship among the 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 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 Superintendent with approval by the Board. The chief negotiator shall advise and inform the Board regarding negotiations' 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.

Legal References:	RCW 41.56.060	Determination of Bargaining Unit
	41.59.070	--Bargaining Representative
		Election to Ascertain Exclusive
		Bargaining Representative, When
		--Run Off Election—
		Decertification Election
Adopted:	March 17, 1986	
Reviewed:	October 20, 2009	North Thurston School District
		Board of Directors