



Contact:

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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: Second Reading, Board Policy 5021 Applicability of Personnel Policies

DATE: February 6, 2024

TYPE: Action Required

The Washington State School Directors Association (WSSDA) has recommended updates to policy 5021, Applicability of Personnel Policies. Policy 5021 was brought before the board for a first reading on January 16th. The Board moved revised policy 5021 forward for a second reading.

Recommendation: We recommend the board approve the second reading of revised policy 5021 on Applicability of Personnel Policies.

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and is prepared for the future of their choice

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APPLICABILITY OF PERSONNEL POLICIES

Except where expressly provided to the contrary, personnel policies apply to the staff of the district. However, where there is a conflict between the terms of a collective bargaining agreement and the district's policy, the law provides that the terms of the collective bargaining agreement **will** ~~shall~~ prevail in regard to the staff covered by that agreement.

When a matter is not specifically provided for in the appropriate negotiated contract, the district's policies shall govern.

Cross Reference: Board Policy 5020

Collective Bargaining

Legal References: RCW 41.59.910

Construction of ~~{public employment}~~
chapter — Effect on existing agreements —
Collective bargaining agreement prevails
where conflict

Adoption Date: 6.17.03
Stanwood-Camano School District
Revision Date: 2.06.24