

CHAPTER 143.

[House Bill No. 154.]

SCHOOL DISTRICTS—EMPLOYEE ORGANIZATIONS.

AN ACT relating to education; recognizing the right of employee organizations to represent certificated employees in their relations with school districts.

Be it enacted by the Legislature of the State of Washington:

School district and certificated employee relationships. Purpose.

SECTION 1. It is the purpose of this act to strengthen methods of administering employer-employee relations through the establishment of orderly methods of communication between certificated employees and the school districts by which they are employed.

Definitions.

SEC. 2. As used in this act:

“Employee organization” means any organization which includes as members certificated employees of a school district and which has as one of its purposes the representation of the employees in their employment relations with the school district.

“Certificated employee” means any employee holding a regular teaching certificate of the state and who is employed by any school district with the exception of the chief administrative officer of each local district.

Rights of employee organization representatives to negotiate on district matters.

SEC. 3. Representatives of an employee organization, which organization shall by secret ballot have won a majority in an election to represent the certificated employees within its school district, shall have the right, after using established administrative channels, to meet, confer and negotiate with the board of directors of the school district or a committee thereof to communicate the considered professional judgment of the certificated staff prior to the final adoption by the board of proposed school policies relating to, but not limited to, curriculum, textbook selection,

in-service training, student teaching programs, personnel, hiring and assignment practices, leaves of absence, salaries and salary schedules and noninstructional duties.

SEC. 4. If in any school district there is a separate employee organization of certificated employees of a community college, which organization shall, by secret ballot, have won a majority in an election to represent the certificated employees of the community college, the representatives of the separate aggregation shall have the right, after using established administrative channels, to meet, confer, and negotiate with the board of directors of the school district or a committee thereof to communicate the considered professional judgment of the certificated staff prior to the final adoption by the board of proposed school policies related to, but not limited to, curriculum, textbook selection, in-service training, student teaching programs, personnel, hiring and assignment practices, leaves of absence, salaries and salary schedules, and noninstructional duties.

Rights of employee organization representatives to negotiate on community college matters.

SEC. 5. Nothing in this act shall prohibit any certificated employee from appearing in his own behalf on matters relating to his employment relations with the school district.

Employee may appear on own behalf.

SEC. 6. In the event that any matter being jointly considered by the employee organization and the board of directors of the school district is not settled by the means provided in this act, either party may request the assistance and advice of a committee composed of educators and school directors appointed by the state superintendent of public instruction. This committee shall make a written report with recommendations to both parties within fifteen days of receipt of the request for assistance. Any recommendations of the committee shall be advisory only and not

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binding upon the board of directors or the employee organization.

Discrimination prohibited.

SEC. 7. Boards of directors of school districts or any administrative officer thereof shall not discriminate against certificated employees because of their exercise of rights under this act.

Rules and regulations.

SEC. 8. Boards of directors of school districts shall adopt reasonable rules and regulations for the administration of employer-employee relations under this act.

Savings.

SEC. 9. Nothing in this law shall be construed to annul or modify, or to preclude the renewal or continuation of, any lawful agreement heretofore entered into between any school districts and any representative of its employees.

Passed the House March 11, 1965.

Passed the Senate March 10, 1965.

Approved by the Governor March 20, 1965.