

## **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 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: September 17, 2009**