

## **Conflicts Between Policy and Bargaining Agreements**

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

**Classification:**

**Adopted by the Board of Directors: 10/22/2009**

**Revised by the Board of Directors: 5/26/2026**