



Contact:

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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

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

DATE: January 16, 2024

TYPE: Action Required

This is the first reading of Personnel Policy 5021 Applicability of Personnel Policies. Updates reflect changes recommended by Washington State School Directors Association. It is identified as a discretionary policy by the Washington State School Directors Association.

The policy will come before the Board for second reading on February 6, 2024. If you have any questions regarding this policy, please contact me.

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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