

PREAMBLE

In accordance with the Educational Employee Relations Act, RCW 41.59, this document constitutes an agreement between the Bremerton School District, responsible for personnel matters for the Skills Center as outlined in the West Sound Technical Skills Center Inter-district Cooperative Agreement, and the certificated employees represented by the West Sound Technical Center Education Association. In this agreement, the Bremerton School District will be referred to as the "Employer" and the West Sound Technical Skills Center Education Association will be referred to as the "Association."

ARTICLE I. ADMINISTRATION

Section A: Recognition

Pursuant to RCW 41.59, the Employer hereby recognizes the Association as the sole and exclusive bargaining representative for all non-supervisory and/or non-administrative certificated employees by the Employer who are under written contract or authorized leave.

Section B: Conformity to Law

The Employer and the Association agree that this Agreement shall be binding on both parties except that if any section or provision is, or shall be contrary to the law, then such section or provision shall not be applicable, performed or enforced, except to the extent permitted by law. The remainder of this Agreement shall not be affected thereby and the Employer and the Association may enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for the specific section(s) or provision(s).

Section C: Distribution of Agreement

Within a reasonable period following the ratification and signing of this Agreement, the Employer shall print and distribute to all employees copies of this Agreement. Five (5) extra copies shall be provided to the Association. All employees new to the Skills Center shall be provided a copy of the Agreement by the Employer upon issuance of their individual contracts and said Agreement shall be made available at the Employer's Personnel Office to all applicants for employee positions. The Employer shall make available this Agreement or successor agreement at the Skills Center office for each employee.

Section D: Individual Employee Contracts

1. Issuance of Individual Employee Contracts

The Association and the Employer will attempt to complete negotiation of each year's successor Working Agreement prior to the ending of the student school year. The employer will attempt to issue individual employee contracts before the end of the previous school. Employees will sign their individual contracts within ten (10) calendar days of issuance. If an employee has signed a contract with the District, the employee shall request release from the District before signing a contract with a different school district. Requests by employees for release from contract for the following school year will be considered by the District in light of its ability to obtain a suitable replacement and the reasons given by the employee requesting release from contract.

2. Extended Contract

Any employee contracted for days in addition to the number of work days provided for in Article IV of this Agreement shall receive additional compensation at a per diem rate computed by dividing the employee's regular contracted salary by the number of work days provided for in Article IV, Section B: Length of Work Year.

The Employer specifically reserves the right to control the amount of offering and the number of days of each such contract each year as it determines the need for such contract. The Skills Center Director shall recommend additional days to the Employer based on program needs.