

# Policy 0401.80 Professional Negotiations

The Board of Trustees or the Board's designated representative(s) is hereby empowered to and shall, upon its own initiative or upon the request of the local education organization (LEO) representing a majority of the professional employees for negotiations, enter into a negotiation agreement with the LEO or the designated representative(s) of the LEO.

The negotiation process shall follow the procedures outlined in sections 33-1271 through 33-1276, Idaho Code.

The Board shall request from the LEO proof that the LEO represents fifty percent (50%) plus one (1) of West Ada School District's professional employees as defined in section 33-1272, Idaho Code, at a minimum interval of every two (2) years. The LEO shall obtain representative status in a manner that does not disrupt the educational process of the school.

Should no local education organization present evidence of representation of a majority of the professional employees, the Superintendent or designee will make a recommendation to the Board as to a representative process for the establishment of salary and benefits for the next ensuing school year.