

## **Employee Negotiating Organizations**

### The Negotiating Unit

Membership in the negotiating unit shall be limited to **members of the recognized representative organization**. Certificated employees designated to be excluded from the representative organization shall include assistant principals, principals, assistant superintendent, and superintendent.

**Monte Vista Colorado Education Association is recognized by the Board as the exclusive representative of all district employees for the purpose of negotiations until such time as another viable organization wishes to be recognized. If another organization wishes to be recognized the following procedure shall be followed.**

**An organization may petition the Board to be the recognized representative organization by submitting a petition signed by 30 percent of the eligible district employees. A petition may be used to submit the name of an organized group or to place “no organization” on the ballot.**

**The form of the ballot, the procedures and rules governing the election and canvassing of the ballots shall be established by the Board in consultation with the representatives of the organization or organizations to be listed on the ballot and representatives of “no organization” if this name is listed on the ballot. Voting in the election will be open to all full time employees of the district.**

**The choice receiving a simple majority of the total number of votes cast in the election shall, upon canvassing of the ballots, be declared the designated choice as the organization, if any, to represent employees in the negotiation process. If more than two choices appear on the ballot and no choice receives a simple majority of the total number of votes cast, a run-off election shall be held within a period of 15 days. The choices appearing on the ballot shall be the two choices receiving the greater number of votes in the first election.**

**At the first regularly scheduled meeting of the Board of Education after the date of the election the Board shall adopt a resolution recognizing the organization, if any, winning the election.**

Adopted: 04/10/79

Revised: 10/27/94, 11/16/06