

Negotiating Organization (Instructional Staff)

The Board recognizes the St. Vrain Valley Education Association as the representative of and negotiating agent for the negotiating unit consisting of non-administrative licensed instructional personnel employed by the district under teaching contracts.

Recognition elections

1. Any teacher organization other than the teacher organization currently recognized by the Board may file a petition with the Board requesting an election to determine the negotiating agent for the negotiating unit. The petition shall contain the signatures of at least 30 percent of the persons within the negotiating unit.
2. At the time the petition is filed, the petitioning teacher organization also shall file a list of the names and addresses of its officers and copies of its constitution and by-laws, demonstrating that one of its purposes is to improve the working conditions of the persons in the negotiating unit, that its government and structure provide for democratic procedures and practices, that membership in the organization is voluntary and that it does not discriminate with respect to the terms and conditions of membership because of race, color, creed, sexual orientation, religion, marital status, national origin, ancestry, sex, age or disability.
3. The Board may call for an election if the Board believes that the recognized teacher organization is no longer the choice of a majority of the persons in the negotiating unit.
4. The Board shall cause an election to be held within a reasonable period of time after the filing of the petition or after the Board has called for an election provided however that no such election shall be held during the term of a negotiated agreement then in effect between the Board and any teacher organization unless the petition is filed between April 1 and May 15 of the year in which such agreement expires and further provided that no such election shall be held within 12 months after the date of a preceding election.
5. All elections shall be conducted under rules and procedures adopted by the Board to govern the conduct of such elections.
6. The election ballot shall contain the name of the incumbent teacher organization, the name of the petitioning teacher organization and a statement which may be marked by any person voting within the negotiating unit that such person does not desire to be represented by either the incumbent or the petitioning teacher organization.
7. In the event no choice on the ballot receives a majority of the votes cast, a runoff election shall be held between the two choices receiving the largest number of votes. This runoff election shall be held as soon as possible after certification of the results of the first election.

8. If a teacher organization receives a majority vote of the negotiating unit at such election, the Board shall recognize such organization as the negotiating agent for all persons in the negotiating unit during the term of one agreement of a maximum duration of three years commencing on the expiration date of the prior agreement.
9. The cost of such election shall be borne by the Board.
10. If no election has been requested or called for in accordance with the procedures established by this policy, the Board shall continue to recognize the incumbent teacher organization as the negotiating agent for all persons in the negotiating unit during the term of a new agreement of a maximum duration of three (3) years commencing on the expiration date of the prior agreement.

Adopted: February 28, 1968

Revised: October 19, 1977

Revised: June 13, 1984

Revised: January 23, 2008

Revised: October 28, 2015

CONTRACT REF.: SVVEA Agreement, Article 2 – General Provisions, Section 2.8;
Article 3–Recognition