

**POWAY UNIFIED SCHOOL DISTRICT  
BOARD POLICY**

**Originator:** Assoc. Superintendent, PSS

**Issue No:** 2

**Date:** 7/29/91

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**ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES Reference:**

**4.1 GENERAL PERSONNEL PRACTICES**

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**SECTION 4.110 RECOGNITION OF EXCLUSIVE REPRESENTATIVE**

An employee organization may file a request with the secretary of the Board of Education to become an exclusive representative for the employees of an appropriate unit for the purpose of meeting and negotiating.

The District shall grant a request for recognition unless:

1. The District desires a representation election be conducted or doubts the appropriateness of a unit.
2. Another employee organization either files a challenge of unit appropriateness or submits a competing claim of representation.
3. There is currently in effect a lawfully written agreement.
4. The District has, within the previous twelve (12) months, recognized another employee organization as the exclusive representative.

The District shall recognize employee organizational challenges as specified under the statutes of the State of California and the rules and regulations of the Public Employment Relations Board.

If the District alleges doubt as to the appropriateness of a claimed unit, a petition may be filed by the District with the Public Employment Relations Board requesting a representative election conducted by the Public Employment Relations Board.