

Policy 4141: Collective Bargaining Agreement

Status: ADOPTED

Original Adopted Date: 05/12/1998 | Last Revised Date: 09/14/2021 | Last Reviewed Date: 09/14/2021

The Governing Board recognizes that collective bargaining agreements are legally binding, bilateral agreements with the exclusive representatives of employees pertaining to terms and conditions of employment. The Board is committed to carrying out the provisions of each agreement and expects the agreements to be consistently and uniformly administered.

Following adoption of the collective bargaining agreement, the Superintendent or designee shall review related Board policies and recommend to the Board any action needed to maintain consistency with the agreement. Whenever a Board policy conflicts with a provision in the collective bargaining agreement, the agreement shall be binding for those employees covered by the terms of the agreement. Whenever a law conflicts with a provision in the collective bargaining agreement, the law will prevail as to those employees for whom the law applies.

Upon request by the Public Employment Relations Board, the Superintendent or designee shall provide, within 15 days of the request, a copy of the written agreement and any amendments. (8 CCR 32120)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References	Description
8 CCR 31001-32997	Regulations of employee relations boards
Ed. Code 35035	Powers and duties of the superintendent; transfer authority
Ed. Code 35036	Voluntary transfers
Ed. Code 35160	Authority of governing boards
Ed. Code 35160.1	Broad authority of school districts
Ed. Code 45220-45320	Merit system, classified employees
Gov. Code 3540-3549.3	Educational Employment Relations Act
Management Resources References	Description
Website	California Public Employee Relations - https://simbli.eboardsolutions.com/SU/IZslsh4LzP6RelPwjLPg==
Website	California Public Employment Relations Board - https://simbli.eboardsolutions.com/SU/7Fndg3k626KwCb511Tslsh2ew==
Website	State Mediation and Conciliation Service (SMCS) - https://simbli.eboardsolutions.com/SU/Hh5BRnaxsR9icKPFMBBCOPA==
Website	Center for Collaborative Solutions - https://simbli.eboardsolutions.com/SU/xYvpxt3MXVrzRslsh31fdlzZg==
Website	CSBA - https://simbli.eboardsolutions.com/SU/W3QxkK2FPsDsQBnMIENxGg==
Cross References	Description
1240	Volunteer Assistance - https://simbli.eboardsolutions.com/SU/Z9z2FlovvMFPITi614gorw==
1240	Volunteer Assistance - https://simbli.eboardsolutions.com/SU/2Mvv4slsh7DyyuPQbesxrplusGkQ==
1340	Access To District Records - https://simbli.eboardsolutions.com/SU/7F5tBxtJvXplusx63mLOTkSlshLQ==
1340	Access To District Records - https://simbli.eboardsolutions.com/SU/06bdvO9YBkXnE8lm6RNuXg==

3100	Budget - https://simbli.eboardsolutions.com/SU/lzplusQjRimmg8lxVsWdBS6PA==
3100	Budget - https://simbli.eboardsolutions.com/SU/0RA5I7eaHf0R1gsi1kXXVA==
4000	Concepts And Roles - https://simbli.eboardsolutions.com/SU/cyqHwjclsbKljXbU6a0IMQ==
4100	Certificated Personnel - https://simbli.eboardsolutions.com/SU/dkfwP0bq5tq32HRIek6Hng==
4112.21	Interns- https://simbli.eboardsolutions.com/SU/9cpluspnghwOpluscPPy83EiTisg==
4112.21	Interns - https://simbli.eboardsolutions.com/SU/VZCqB6cvzf59pcy3JolcaA==
4112.23	Special Education Staff - https://simbli.eboardsolutions.com/SU/tplsdPntw8eplus5Bbl4SsjmETw==
4112.23	Special Education Staff - https://simbli.eboardsolutions.com/SU/0tslshI4B66z9slsh9kVVrxfvkoA==
4113	Assignment - https://simbli.eboardsolutions.com/SU/emtdplusjpTVick3FfeCxtlxw==
4113	Assignment - https://simbli.eboardsolutions.com/SU/5YgrgqbJhRlnSKfV9KSXzA==
4113.5	Working Remotely- https://simbli.eboardsolutions.com/SU/ZenwflbTjeY1uL7qG5eCgg==
4114	Transfers- https://simbli.eboardsolutions.com/SU/z746g3W1NIFYMrB4WIV0yQ==
4115	Evaluation/Supervision - https://simbli.eboardsolutions.com/SU/TgzRIDAccrBf4T9Vy6nYSw==
4115	Evaluation/Supervision - https://simbli.eboardsolutions.com/SU/828KslshDcfNILNFeDU0XauhA==
4131.1	Teacher Support And Guidance - https://simbli.eboardsolutions.com/SU/oEl3uyOg8ObrNUbz5LTNBQ==
4140	Bargaining Units - https://simbli.eboardsolutions.com/SU/zo8vlmePQnMVSmKveaVo0w==
4141.6	Concerted Action/Work Stoppage - https://simbli.eboardsolutions.com/SU/WZ7tYF2XmplusYvHzbsk1FouA==
4141.6	Concerted Action/Work Stoppage - https://simbli.eboardsolutions.com/SU/rkSwRGQ2plusjhWpkOlplusplusjQwA==
4143	Negotiations/Consultation - https://simbli.eboardsolutions.com/SU/KcoP5E430WCdLn3HwxsoeQ==
4143.1	Public Notice - Personnel Negotiations - https://simbli.eboardsolutions.com/SU/XslshA2ak8QBUaTplusbzwHkuxUQ==
4143.1	Public Notice - Personnel Negotiations - https://simbli.eboardsolutions.com/SU/6ATRpplusDWyEHIXgeBuHPCA==
4151	Employee Compensation - https://simbli.eboardsolutions.com/SU/qW3MUtMInd0gOlgamfs1Eg==
4154	Health And Welfare Benefits - https://simbli.eboardsolutions.com/SU/8knG1KIDKgim6QcGgP6zXg==
4154	Health And Welfare Benefits - https://simbli.eboardsolutions.com/SU/eyDon186etVJydx9vyZxOA==
4161	Leaves - https://simbli.eboardsolutions.com/SU/XrdK9ZoOfQMLSNf5vP5jEw==
4161	Leaves - https://simbli.eboardsolutions.com/SU/Dslshi6zuZSKBKslshltrzkuhVQ==
4161.8	Family Care And Medical Leave - https://simbli.eboardsolutions.com/SU/2ZGM5CQhBSWNNJD5E5CYVw==
4161.8	Family Care And Medical Leave - https://simbli.eboardsolutions.com/SU/FFhWWj2YF8cu2Ih2QURuwQ==

4161.8-E(1)	Family Care And Medical Leave - https://simbli.eboardsolutions.com/SU/xHt3F33dAoXQt6pZ6nDn7g==
4200	Classified Personnel- https://simbli.eboardsolutions.com/SU/XPhz4WCmvkWoE8Nc3if30Q==
4200	Classified Personnel- https://simbli.eboardsolutions.com/SU/CuEsozNKunJvh3hOcnMeHQ==
4215	Evaluation/Supervision - https://simbli.eboardsolutions.com/SU/D5OJzvx6pNnhBFuMFCZZTQ==
4243.1	Public Notice - Personnel Negotiations - https://simbli.eboardsolutions.com/SU/gNq09fprjYSURi0QdcLEBg==
4243.1	Public Notice - Personnel Negotiations - https://simbli.eboardsolutions.com/SU/m4BK0plusq9sLzjlrnZYb4jg==
4251	Employee Compensation - https://simbli.eboardsolutions.com/SU/kplusHZrFUNuBZdLKLkGLh5NA==
4254	Health And Welfare Benefits - https://simbli.eboardsolutions.com/SU/o6E2Y1G22oPSCjy9rE4kAA==
4254	Health And Welfare Benefits - https://simbli.eboardsolutions.com/SU/PjiAvYQVI9eplusMrdT6KqslshxQ==
4261	Leaves - https://simbli.eboardsolutions.com/SU/CplusfViQG6APJXdgMz0MaXwQ==
4261	Leaves - https://simbli.eboardsolutions.com/SU/m3gyCOjWzSpsO3KqTgd61Q==
4261.8	Family Care And Medical Leave - https://simbli.eboardsolutions.com/SU/RMplusTRplusSslshwJTLqaslsQA4s0mQ==
4313.5	Working Remotely - https://simbli.eboardsolutions.com/SU/VeoAKkkSuOvPeXslshMhiesJA==
4351	Employee Compensation - https://simbli.eboardsolutions.com/SU/217IslshFlmnLXcZslshhGKm4hNA==
4354	Health And Welfare Benefits - https://simbli.eboardsolutions.com/SU/bFOMuGkTjRI8fqjnGg3PhA==
4354	Health And Welfare Benefits - https://simbli.eboardsolutions.com/SU/QpsfCC2ZCZiMxyKzVJ4ipQ==
4361	Leaves - https://simbli.eboardsolutions.com/SU/K08gkyslsh5Hj8l1t5plushhX0AA==
4361	Leaves - https://simbli.eboardsolutions.com/SU/1ocq8vrmw9V2razjXldeg==
4361.8	Family Care And Medical Leave - https://simbli.eboardsolutions.com/SU/9AMi2f4Z7KZaplugHmP3HQ5g==
6151	Class Size - https://simbli.eboardsolutions.com/SU/TCZ7rIJM4nW25WUwglf9wQ==
6151	Class Size - https://simbli.eboardsolutions.com/SU/UENYTZ957aTONpluskbYk9slshxA==
9000	Role Of The Board - https://simbli.eboardsolutions.com/SU/i2NYX0plusb1tslsh6R92IC3yF4Q==