



PERSONNEL – CERTIFICATED EMPLOYEES

BOARD POLICY – COLLECTIVE BARGAINING AGREEMENT

BP 4141

The County Board of Education and the County Superintendent of Schools recognize that collective bargaining agreements are legally binding, bilateral agreements with the exclusive representatives of employees pertaining to terms and conditions of employment. The County Superintendent 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 County 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 or Personnel Commission rule 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 County 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 County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Management Resources

Website
Website
Website
Website
Website

Description

[State Mediation and Conciliation Service \(SMCS\)](#)
[CSBA](#)
[Center for Collaborative Solutions](#)
[California Public Employment Relations Board](#)
[California Public Employee Relations](#)

State

8 CCR 31001-32997
Ed. Code 35035
Ed. Code 35036
Ed. Code 35160
Ed. Code 35160.1
Ed. Code 45220-45320
Gov. Code 3540-3549.3

Description

Regulations of employee relations boards
Powers and duties of the superintendent; transfer authority
Voluntary transfers
Authority of governing boards
Broad authority of school districts
Merit system, classified employees
Educational Employment Relations Act

ADOPTED BY COUNTY BOARD:
REVISED:

February 2, 2023