

**Policy 4241 Collective Bargaining Agreement**

**Status: ADOPTED**

**Original Adopted Date:** 01/1985

**Last Revised Date:** 06/26/2024

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)

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03/07  
11/14/07  
06/26/2024

**Policy Reference Disclaimers**

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	Description
8 CCR 31001-32997	Regulations of employee relations boards
Ed. Code 35035	<a href="#">Powers and duties of the superintendent; transfer authority</a>
Ed. Code 35036	<a href="#">Voluntary transfers</a>
Ed. Code 35160	<a href="#">Authority of governing boards</a>
Ed. Code 35160.1	<a href="#">Broad authority of school districts</a>
Ed. Code 45220-45320	<a href="#">Merit system; classified employees</a>
Gov. Code 3540-3549.3	<a href="#">Educational Employment Relations Act</a>
Management Resources	Description

Court Decision	Round Valley Teachers Association (1996) 13 Cal. 4th 269
Court Decision	United Teachers of Los Angeles v. Los Angeles Unified School District (2012) 54 Cal. 4th 504
Court Decision	Janus v. American Federation of State, County and Municipal Employees, Council 31 (2018) 138 S.Ct. 2448
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">California Public Employee Relations</a>
Website	<a href="#">California Public Employment Relations Board</a>
Website	<a href="#">State Mediation and Conciliation Service (SMCS)</a>
Website	<a href="#">Center for Collaborative Solutions</a>
Website	<a href="#">CSBA</a>

### Cross References

Code	Description
0500	<a href="#">Accountability</a>
1240	<a href="#">Volunteer Assistance</a>
1240	<a href="#">Volunteer Assistance</a>
1340	<a href="#">Access To District Records</a>
1340	<a href="#">Access To District Records</a>
3100	<a href="#">Budget</a>
3100	<a href="#">Budget</a>
4000	<a href="#">Concepts And Roles</a>
4100	<a href="#">Certificated Personnel</a>
4112.21	<a href="#">Interns</a>
4112.21	<a href="#">Interns</a>
4112.23	<a href="#">Special Education Staff</a>
4113	<a href="#">Assignment</a>
4113	<a href="#">Assignment</a>
4113.5	<a href="#">Working Remotely</a>
4114	<a href="#">Transfers</a>
4115	<a href="#">Evaluation/Supervision</a>
4115	<a href="#">Evaluation/Supervision</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4131.1	<a href="#">Teacher Support And Guidance</a>
4131.1	<a href="#">Teacher Support And Guidance</a>
4140	<a href="#">Bargaining Units</a>
4141.6	<a href="#">Concerted Action/Work Stoppage</a>
4141.6	<a href="#">Concerted Action/Work Stoppage</a>
4143	<a href="#">Negotiations/Consultation</a>
4143.1	<a href="#">Public Notice - Personnel Negotiations</a>
4143.1	<a href="#">Public Notice - Personnel Negotiations</a>
4151	<a href="#">Employee Compensation</a>
4154	<a href="#">Health And Welfare Benefits</a>
4154	<a href="#">Health And Welfare Benefits</a>
4161	<a href="#">Leaves</a>
4161	<a href="#">Leaves</a>
4161.8	<a href="#">Family Care And Medical Leave</a>
4200	<a href="#">Classified Personnel</a>
4200	<a href="#">Classified Personnel</a>
4213.5	<a href="#">Working Remotely</a>
4215	<a href="#">Evaluation/Supervision</a>
4218.1	<a href="#">Dismissal/Suspension/Disciplinary Action (Merit System)</a>

4240	<a href="#"><u>Bargaining Units</u></a>
4241.6	<a href="#"><u>Concerted Action/Work Stoppage</u></a>
4241.6	<a href="#"><u>Concerted Action/Work Stoppage</u></a>
4243	<a href="#"><u>Negotiations/Consultation</u></a>
4243.1	<a href="#"><u>Public Notice - Personnel Negotiations</u></a>
4243.1	<a href="#"><u>Public Notice - Personnel Negotiations</u></a>
4251	<a href="#"><u>Employee Compensation</u></a>
4254	<a href="#"><u>Health And Welfare Benefits</u></a>
4254	<a href="#"><u>Health And Welfare Benefits</u></a>
4261	<a href="#"><u>Leaves</u></a>
4261	<a href="#"><u>Leaves</u></a>
4261.8	<a href="#"><u>Family Care And Medical Leave</u></a>
4313.5	<a href="#"><u>Working Remotely</u></a>
4340	<a href="#"><u>Bargaining Units</u></a>
4351	<a href="#"><u>Employee Compensation</u></a>
4354	<a href="#"><u>Health And Welfare Benefits</u></a>
4354	<a href="#"><u>Health And Welfare Benefits</u></a>
4361	<a href="#"><u>Leaves</u></a>
4361	<a href="#"><u>Leaves</u></a>
4361.8	<a href="#"><u>Family Care And Medical Leave</u></a>
6151	<a href="#"><u>Class Size</u></a>
9000	<a href="#"><u>Role Of The Board</u></a>
9310	<a href="#"><u>Board Policies</u></a>