

Personnel**COLLECTIVE BARGAINING AGREEMENT**

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)

Legal Reference:**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

Management Resources

Court Decision

Court Decision

Court Decision

Website

Website

Website

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Website

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](#)**Description**

Round Valley Teachers Association (1996) 13 Cal. 4th 269

United Teachers of Los Angeles v. Los Angeles Unified

School District (2012) 54 Cal. 4th 504

Janus v. American Federation of State, County and Municipal

Employees, Council 31 (2018) 138 S.Ct. 2448

[CSBA District and County Office of Education Legal Services](#)[California Public Employee Relations](#)[California Public Employment Relations Board](#)[State Mediation and Conciliation Service \(SMCS\)](#)[Center for Collaborative Solutions](#)[CSBA](#)

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Policy Adopted: July 5, 1990
Revised: April 18, 2024

WESTMINSTER SCHOOL DISTRICT
Westminster, California