

BRITTAN SCHOOL DISTRICT

Collective Bargaining Agreement

BP 4141, 4241

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 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.

In order to help prepare for future negotiations, the Superintendent or designee shall identify any portions of the agreement that hinder the district's efforts to meet district goals.

Legal Reference:

EDUCATION CODE

35035 Powers and duties of the superintendent; transfer authority

35036 Voluntary Transfers

35040-35049.3 Educational Employment Relations Act

35160 Authority of governing boards

45220-45320 Merit System, Classified Employees

GOVERNMENT CODE

CODE OF REGULATIONS, TITLE 8

31001-32997 Regulations of employee relations boards

Date Policy was Adopted by the Board: May 18, 2004

Revised: 8/11/21