

## **Certificated and Classified Personnel**

### **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.

*(cf. 4140/4240/4340 - Bargaining Units)  
(cf. 4143/4243 - Negotiations/Consultation)*

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.

*(cf. 9310 - Board Policies)*

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:*

##### EDUCATION CODE

*35035 - Additional powers and duties of superintendent, transfer authority*

*35036 - Voluntary transfers*

*35160 - Authority of governing boards*

*35160.1 - Broad authority of school districts*

*45220-45320 - Merit system, classified employees*

##### GOVERNMENT CODE

*3540-3549.3 - Educational Employment Relations Act*

##### CODE OF REGULATIONS, TITLE 8

*31001-32997 - Regulations of employee relations boards*

#### *Management Resources:*

##### CSBA PUBLICATIONS

*Collective Bargaining DVD-ROM*

*Maximizing School Board Governance: Collective Bargaining*

##### WEB SITES

*CSBA: <http://www.csba.org>*

*California Public Employee Relations: <http://cper.berkeley.edu>*

**Certificated and Classified Personnel**

**COLLECTIVE BARGAINING AGREEMENT**

**BP 4141  
4241**

*Center for Collaborative Solutions: <http://www.ccscenter.org>  
Public Employment Relations Board: <http://www.perb.ca.gov>  
State Mediation and Conciliation Service (SMCS):  
<http://www.dir.ca.gov/csmcs/smcs.html>*

**Policy**

**Adopted:** July 9, 1996

**Revised:** May 22, 2014

**PASADENA UNIFIED SCHOOL DISTRICT**

Pasadena, California