

**EL DORADO UNION HIGH SCHOOL DISTRICT
BOARD POLICY**

**Certificated/Classified
Personnel**

**COLLECTIVE BARGAINING AGREEMENT
BP 4141
4241**

Note: Districts should be careful to rescind policies covered in collective bargaining agreements and retain such policies only as they pertain to unrepresented employees. Should a contract and a policy conflict, the district may be required to grant the benefits of each, even if the district believed that the contract was intended to supersede the policy.

The Governing Board recognizes that collective bargaining agreements are legally binding, bilateral agreements. The Board is committed to carrying out the provisions of each agreement and expects the agreements to be consistently and uniformly administered.

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.

Note: 8 CCR 32120 requires that, if the Public Employment Relations Board (PERB) so requests, the district shall provide PERB one copy of the written agreement between the Board and exclusive representative, and any amendments to the agreement, within 15 days of the request.

(cf. 4140/4240 - Bargaining Units)
(cf. 4143/4243 - Negotiations/Consultants)

Legal Reference:

EDUCATION CODE

35160 Authority of governing boards

35160.1 Broad authority of school districts

GOVERNMENT CODE

3543.2 Scope of representation

3549 Construction

CODE OF REGULATIONS, TITLE 8

31001-32997 Regulations of employee relations boards