

MIDDLETOWN UNIFIED SCHOOL DISTRICT

Policy 4241: Collective Bargaining Agreement

Original Adopted Date: 1/17/2024

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)

Policy Reference Disclaimer:

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	Powers and duties of the superintendent; transfer authority
Ed. Code 35036	Voluntary transfers
Ed. Code 35160	Authority of governing boards
Ed. Code 35160.1	Broad authority of school districts
Ed. Code 45220-45320	Merit system; classified employees
Gov. Code 3540-3549.3	Educational Employment Relations Act
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	CSBA District and County Office of Education Legal Services
Website	California Public Employee Relations

Website	California Public Employment Relations Board
Website	State Mediation and Conciliation Service (SMCS)
Website	Center for Collaborative Solutions
Website	CSBA

Cross References

Code	Description
0500	Accountability
1240	Volunteer Assistance
1240	Volunteer Assistance
1340	Access To District Records
1340	Access To District Records
3100	Budget
3100	Budget
4000	Concepts And Roles
4100	Certificated Personnel
4112.21	Interns
4112.21	Interns
4112.23	Special Education Staff
4113	Assignment
4113	Assignment
4113.5	Working Remotely
4114	Transfers
4115	Evaluation/Supervision
4115	Evaluation/Supervision
4118	Dismissal/Suspension/Disciplinary Action
4118	Dismissal/Suspension/Disciplinary Action
4131.1	Teacher Support And Guidance
4131.1	Teacher Support And Guidance
4140	Bargaining Units
4141.6	Concerted Action/Work Stoppage
4141.6	Concerted Action/Work Stoppage
4143	Negotiations/Consultation
4143.1	Public Notice - Personnel Negotiations

4143.1	Public Notice - Personnel Negotiations
4151	Employee Compensation
4154	Health And Welfare Benefits
4154	Health And Welfare Benefits
4161	Leaves
4161	Leaves
4161.8	Family Care And Medical Leave
4200	Classified Personnel
4200	Classified Personnel
4213.5	Working Remotely
4215	Evaluation/Supervision
4218.1	Dismissal/Suspension/Disciplinary Action (Merit System)
4240	Bargaining Units
4241.6	Concerted Action/Work Stoppage
4241.6	Concerted Action/Work Stoppage
4243	Negotiations/Consultation
4243.1	Public Notice - Personnel Negotiations
4243.1	Public Notice - Personnel Negotiations
4251	Employee Compensation
4254	Health And Welfare Benefits
4254	Health And Welfare Benefits
4261	Leaves
4261	Leaves
4261.8	Family Care And Medical Leave
4313.5	Working Remotely
4340	Bargaining Units
4351	Employee Compensation
4354	Health And Welfare Benefits
4354	Health And Welfare Benefits
4361	Leaves
4361	Leaves
4361.8	Family Care And Medical Leave
6151	Class Size

9000

[Role Of The Board](#)

9310

[Board Policies](#)