



Superintendent Policy

SP 4141

Personnel

July 6, 2021

COLLECTIVE BARGAINING AGREEMENT

The Santa Cruz County Superintendent of Schools (County Superintendent) recognizes that collective bargaining agreements are legally binding, bilateral agreements with the exclusive representatives of employees pertaining to terms and conditions of employment. The County Superintendent 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 County Superintendent or designee shall review related Superintendent policies and recommend any action needed to maintain consistency with the agreement. Whenever a County Superintendent 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. Classified employees are subject to the rules prescribed by the Santa Cruz County Office of Education's Personnel Commission, except when the subject matter is within the scope of representation and is included in a negotiated agreement.

Upon request by the Public Employment Relations Board, the County 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

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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



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WEB SITES:

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

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

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>