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Deciphering the Education Code: Translating Laws Into Sound Bargaining Practices for Certificated and Classified Employees

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It has been noted that “entry into the Education Code is painful” and “large parts of the Education Code are not meant to be understood” – and this was the California Court of Appeal speaking. This session will break down the otherwise indecipherable provisions of the Education Code as it relates to the fundamental rules of certificated and classified employment, with an eye towards providing structure and context for your district’s bargaining approach. Targeted for both emerging and advanced HR practitioners, we will cover fundamentals such as how the Education Code establishes the certificated and classified services, as well as advanced scenarios, such as the subtle yet significant distinctions in how the Education Code treats topics such as employee classifications, leaves of absences, seniority, permanent status, rehire rights, layoffs, and bumping with respect to certificated and classified personnel, as well as the interplay between Education Code rights and the collective bargaining process.

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