

## **COLLECTIVE BARGAINING AGREEMENT**

A copy of the collective bargaining agreement for either COUTA (certificated) or CESA (classified) is given to each new employee during orientation. When new agreements are reached, new copies are sent to employees. Administrators and confidential employees have a Management/Confidential Handbook.

Both collective bargaining agreements and the Management/Confidential Handbook are posted online on the district website: [www.cojusd.org](http://www.cojusd.org).

It is the responsibility of all employees and administrators to abide by the agreements.