

	MURFREESBORO CITY SCHOOL BOARD POLICY		
	Descriptor Term:	Descriptor Number:	Date Adopted:
	NEGOTIATIONS	BO 14	4/79
	Revision Adopted:		
	9/93; 2/01		

The Murfreesboro City Board of Education, as the duly constituted representative of the people and as the agent of the State, is legally responsible to manage and control public education in this school system and its authority to make final decisions as provided for by law shall not be delegated or abdicated.

The Board has the responsibility to negotiate with professional staff on the following matters:

1. Salaries or wages
2. Grievance procedures
3. Insurance
4. Fringe benefits, but not to include pensions or retirement programs of the Tennessee Consolidated Retirement System
5. Working conditions
6. Leave
7. Student discipline procedures
8. Payroll deductions

These mandatory eight items are the only items the Board will negotiate.

The representatives of the Board shall not negotiate proposals contrary to:

1. Federal or state law, including the Rules, Regulations and Minimum Standards of the State Board of Education and the State Board of Vocational Education;
2. Professional employee rights defined in the Employee Professional Negotiations Act; and
3. Board rights contained in Title 49 of the Tennessee Code Annotated.

Negotiations will take place after the regular school day at a mutually convenient time.

Legal References:

- T.C.A. 49-5-601--613
T.C.A. 49-5-611; Blount County Education Association v. Blount County Board of Education No. 99-149, Blount County Chancery Court (June 2, 2000)
T.C.A. 49-5-612