

MURFREESBORO CITY SCHOOL BOARD POLICY

Descriptor Term: NEGOTIATIONS	Descriptor No: BO 14	Date Adopted: 4/79
	Reviewed/Revision Adopted: 9/93; 2/01; 2/11	

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

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

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

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

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

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

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

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30 Legal References:

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