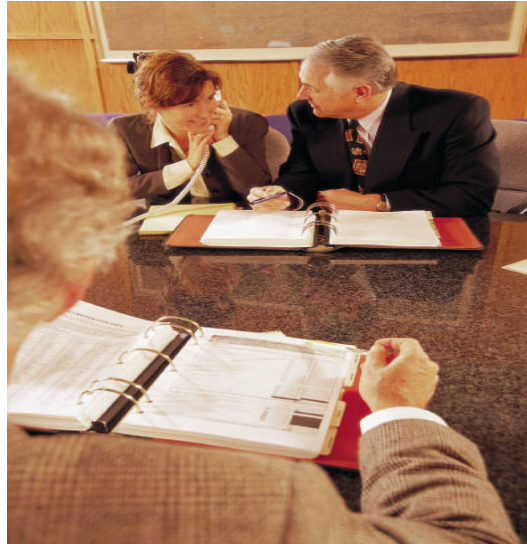


Legislative Advocacy

TSBA is a leader in legislative advocacy for Tennessee's public schools and school boards, maintaining a constant presence at the state capitol during the legislative session. TSBA's Government Relations Department communicates regularly with legislators and other education stakeholders, working to prevent the expansion of collective bargaining laws in Tennessee, countering union proposals and pursuing legislation that will help school boards in their labor relations efforts.

News & Data Analysis

TSBA publishes *Notes for Negotiators* twice each year, providing the latest news on K-12 education collective bargaining in Tennessee and throughout the nation. Included in these updates is an annual review of Tennessee teacher salary and benefits data, allowing school districts to compare and contrast their compensation information with that of surrounding and comparable school districts. "Notes for Negotiators" is available to all school board negotiators and school board members as part of their TSBA membership.



**For more information,
contact TSBA's
Labor Relations Department
800-448-6465
615-741-2824 (fax)**



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Nashville, TN 37228
www.tsba.net**

Labor Relations Services



- ◆ **Contract Analysis/Proposal Review**
- ◆ **Legal Consultation & Advice**
- ◆ **Workshops/Strategy Sessions**
- ◆ **Legislative Advocacy**
- ◆ **News & Data Analysis**



Productive and successful relationships with employees are crucial to every school district and the students each serves. The Tennessee School Boards Association is dedicated to assisting your district in its labor relations process to further its educational mission. In fact, TSBA is the only association in Tennessee that provides regular training and assistance in negotiations to school system management personnel.

Every school system has unique needs and circumstances that affect the collective bargaining process, and the decisions made at the bargaining table can have long-lasting and sometimes unforeseen, unintentional, and even damaging consequences. As a member of TSBA, your school system has access to information, advice and counsel to help you through negotiations that are often difficult, confusing and adversarial.



Don't sign your next employment contract without first contacting TSBA. You'll be glad you did!

Contact Analysis/Proposal Review

Each year your school board sets goals and objectives aimed at improving student achievement. Collective bargaining agreements can have a tremendous impact on your ability to meet those goals and objectives, as poorly written contracts can tie the hands of management to make needed personnel decisions and bind the board to budget decisions that may result in unforeseen and long-term consequences.

For a fee of \$750, a figure considerably lower than what your school district would be charged by a private consultant or law firm, TSBA will thoroughly review your contract and/or union proposal and make recommendations to maximize your ability to manage your school district effectively. This low one-time fee, a benefit of TSBA membership, covers the contract process from start to finish, meaning TSBA's contract analysis doesn't end until you have a signed agreement.



Legal Consultation & Advice

During the negotiations process, numerous legal questions will undoubtedly arise. From permissive vs. mandatory items of negotiations to impasse to grievance procedures, TSBA's trained staff of attorneys and professionals can assist you in navigating through state and federal laws to assure the board's negotiating team is in compliance with relevant statutes, rules and regulations. In addition, TSBA staff is always just a phone call, fax or email away to field negotiations questions and offering advice for use at the bargaining table.

Workshops/Strategy Sessions

TSBA holds two Negotiators' Workshops during the year providing your board's negotiating team with the most current information related to school system negotiations, including legal case updates and legislative activity. Presenters provide attendees expert analysis of collective bargaining issues and offer real-world insight on strategies to further the bargaining process, recognizing the constraints that boards of education often face. These workshops are designed for all levels of experience, so whether your team members are new to the negotiating team or seasoned veterans, this professional development opportunity will improve their ability to make the right bargaining decisions.