

Did you know that... About 75% of your budget is set by the salaries and benefits agreed to in collective bargaining agreements. **Fact is...** A school board's obligation to negotiate terms and conditions of employment and to comply with labor agreements directly affects its ability to govern the schools. **For assistance in meeting this major obligation, contact NJSBA's Labor Relations Department. Call us at 609-278-5219 or explore www.njsba.org.**

In-District Consultations Consultation and training of board members and administrators on specific labor relations problems. This service is available at all times during the negotiations process.

Research & Resources Analysis of teachers' contracts and other data useful to boards in negotiating and fact-finding. NJSBA also maintains an extensive file of arbitration awards.

Contract Analysis On-site analysis of the district's contract provided directly to board members and the administration.

Publications A series of books on labor relations issues.

Training Programs on core areas of personnel and labor relations. The curriculum includes *Preparing for Bargaining*, *Intermediate Bargaining*, *Advanced Bargaining*, and *Analyzing and Constructing Salary Guides*.

Advice Telephone and written advice on negotiations, grievance and arbitration handling, mediation and fact-finding, Public Employment Relations Commission rulings, court decisions, and employee job actions.

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