



**ISBA/IAPSS
Collective Bargaining Seminar**

**Renaissance Indianapolis North Hotel
Friday, February 15, 2013**



Agenda

- 8:30 a.m.** **Registration**
- 9:00 - 10:00** **An Assessment of the 2012 Bargaining Year**
Sarah W. Cudahy, Esq., General Counsel, Indiana Education Employment Relations Board
- IEERB's General Counsel will offer insights into the mediation and fact-finding procedures completed in 2012 and share her perspective on best practices related to bargaining. After having reviewed numerous master contracts, she will also advise of some potential non-compliance issues in bargained agreements.*
- 10:00 - 10:15** **Break**
- 10:15 - 11:15** **The Financial Issues Related to Bargaining: Determining the Cost of Your Contract and the Meaning of Deficit Financing**
Marlin B. Creasy, Consultant, Indiana Education Employment Relations Board
- Critical to the bargaining process is understanding the cost of a bargained agreement and whether or not it puts the school corporation in a position of deficit financing. IEERB's financial consultant will help explain the financial aspects of the bargaining process.*
- 11:15 - 12:15 p.m.** **More Teacher Compensation Models**
Speakers to be determined
- As more compensation models are being bargained, more options are being developed. A panel of superintendents will discuss their compensation models.*
- 12:15 - 1:00** **Lunch**
- 1:00 - 2:00** **What's New in the Discussion Process? What's Happened to Language Items?**
Speakers to be determined
- Has the new bargaining process changed the discussion process? How are committees being used to fulfill the discussion obligation? Are board policy manuals expanding to include language items stricken from the master contract? Several superintendents will share their experiences on these issues.*
- 2:00 - 3:00** **Bargaining Beyond Compensation: Other Issues at the Table**
Susan Traynor Chastain, Bose McKinney & Evans
- In addition to salary, bargained topics include wages, fringe benefits, and paid leaves of absence. An experienced negotiator will share information on what other issues are being raised at the bargaining table.*