



# STATE OF INDIANA

ERIC J. HOLCOMB, Governor

INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

143 West Market Street Suite 400

Indianapolis, IN 46204

Telephone: (317) 233-6620

Fax: (317) 233-6632

<http://www.in.gov/ieerb>

To: Bargaining Parties & Stakeholders  
From: Stacey Hughes & Sarah Cudahy  
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## **2017 Bargaining & Compliance Reminders**

This year brought several changes to teacher collective bargaining. This memo contains important dates, bargaining and compliance reminders, and links to bargaining and compliance guidance. As a reminder, IEERB is generally not able to provide an assessment of CBAs prior to the compliance process. Parties needing Gateway logins should contact Stacey at [shughes@ieerb.in.gov](mailto:shughes@ieerb.in.gov).

### **Important Dates:**

- **September 15:** Formal bargaining begins.<sup>i</sup>
- **September 15:** Exclusive representatives must submit a membership affidavit to school employers.
- **October 1:** School employers must upload the membership affidavit, as well as input additional information, into Gateway.
- **November 15:** Bargaining Status Form I is due.<sup>ii</sup>
- **November 15:** All CBAs must be signed, ratified, and uploaded in Gateway to avoid impasse.<sup>iii</sup>
- **December 1:** The 2016-2017 Collective Bargaining Report is due (it is now open).

### **Bargaining & Compliance Reminders:**

- Complete the new Compliance Checklist and upload with your CBA.
- Parties may mutually request that IEERB appoint a mediator during formal bargaining pursuant to IEERB's Pre-Impasse Mediation Policy.
- Parties must provide teachers the same amount or percentage for the same accomplishment (e.g., effective evaluation or year of experience). 2017 is a transition year. Two-year CBAs must have a compensation plan compliant with the salary increase differential restrictions.
- Parties may now bargain base salary increases for possession of additional content area degrees/credit hours above that required for employment.<sup>iv</sup>

- Parties may bargain up to 1/3 (up from 33%) of any base salary increases for education and/or experience.<sup>v</sup>
- The teacher appreciation grant cannot be bargained, but must be discussed.<sup>vi</sup>
- All Bargaining Unit changes must be certified by IEERB.
- 2-year LBOs will be required to submit 2018-19 financial information for the new education fund.

**Guidance:**

- [Teacher CBA Compliance Rubric](#)
- [Practitioner’s Guide to Bargaining and Impasse](#)
- [Bargaining Timeline](#)
- [Guide to CBA Compliance](#)
- [Pre-Impasse Mediation Policy](#)
- [Model Compensation Plan example 1](#)
- [Model Compensation Plan example 2](#)
- [Model Compensation Plan example 3](#)
- [Compliance Checklist](#)
- [CBA Compliance FAQs](#)
- [Compensation Plan FAQs](#)
- [Guide to Compensating Teachers for Graduate Degrees and Credits](#)
- [Guide to Salary Increase Differential](#)
- [Guide to Exclusive Representative Affidavit & Teacher Letter](#)

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<sup>i</sup> Parties may engage in informal bargaining but may not ratify a contract prior to this time.

<sup>ii</sup> All bargaining parties must complete this form, even if not bargaining.

<sup>iii</sup> All school employers must submit CBAs, even if not bargaining this season. Exclusive representatives also may email the CBA to [ratifiedcontract@ieerb.in.gov](mailto:ratifiedcontract@ieerb.in.gov).

<sup>iv</sup> Parties should disregard any cease and desist previously issued for this item.

<sup>v</sup> Parties should disregard any cease and desist previously issued for increases above 33% but at or below 1/3 of the calculation of the raise.

<sup>vi</sup> This grant requires at least 25% differentiation between teachers rated effective and highly effective. No such differentiation is required in the compensation plans or for stipends in the CBA.