

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

301 State House
(317) 232-9855

FISCAL IMPACT STATEMENT

LS 6904

BILL NUMBER: HB 1441

DATE PREPARED: Jan 8, 1999

BILL AMENDED:

SUBJECT: Bargaining for certain IPS employees.

FISCAL ANALYST: Brian Tabor

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**FUNDS AFFECTED: GENERAL
 DEDICATED
 FEDERAL**

IMPACT: Local

Summary of Legislation: This bill provides certain collective bargaining and discussion rights for employees in the Indianapolis Public Schools (IPS) who provide educational services but are not teachers on matters that are currently bargainable or discussible for these employees in other school systems.

Effective Date: July 1, 1999.

Explanation of State Expenditures:

Explanation of State Revenues:

Explanation of Local Expenditures: This bill provides that in the IPS system, only teachers are restricted by limited scope collective bargaining. Under current law, certain IPS employees may bargain collectively concerning only salary, wages, and salary and wage related fringe benefits. The individuals restricted to this limited scope bargaining are all "employees providing educational services". In addition to teachers, teachers' aides could be considered to meet this description. This bill would replace "employees providing educational services" with "teachers", thereby excluding teachers' aides and allowing them to bargain on all other topics, including job security issues (open scope bargaining).

The exact impact of this of this bill cannot be determined. However, salary, wages, and wage related fringe benefits represent the most significant bargaining issues affecting expenditures for IPS, and these would be included as discussible issues even under limited scope bargaining. Consequently, additional costs resulting from teachers' aides being permitting to engage in open scope bargaining are likely to be limited. In 1997, there were 646 full-time equivalent instructional aide positions in the IPS system.

Explanation of Local Revenues:

State Agencies Affected:

Local Agencies Affected: Indianapolis Public Schools.

Information Sources: Nelson Miller, Director of Field Services, Indiana School Boards Association, (317) 639-0330; IC 20-3.1-15-1; DOE Oracle database.