
SENATE BILL No. 306

DIGEST OF INTRODUCED BILL

Citations Affected: IC 5-14-1.5-6.5; IC 20-7.5.

Synopsis: Collective bargaining for education personnel. Repeals provisions concerning mediation, factfinding, and collective bargaining between a school corporation and an exclusive representative and strikes by education personnel. Adds provisions concerning final offer mediation-arbitration. Includes state educational institutions (colleges and universities) among the school units required to bargain collectively with employees. Includes noncertificated education employees under the collective bargaining provisions. Requires school employers to bargain collectively on certain issues. Authorizes the education employment relations board to issue certain orders and impose certain requirements on a person who commits an unfair practice.

Effective: July 1, 2003.

Craycraft

January 15, 2003, read first time and referred to Committee on Pensions and Labor.

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First Regular Session 113th General Assembly (2003)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2002 Regular or Special Session of the General Assembly.

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SENATE BILL No. 306



A BILL FOR AN ACT to amend the Indiana Code concerning education.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 5-14-1.5-6.5 IS AMENDED TO READ AS
2 FOLLOWS [EFFECTIVE JULY 1, 2003]: Sec. 6.5. (a) Whenever a
3 governing body, or any person authorized to act for a governing body,
4 meets with an employee organization, or any person authorized to act
5 for an employee organization, for the purpose of collective bargaining
6 or discussion, the following apply:

7 (1) Any party may inform the public of the status of collective
8 bargaining or discussion as it progresses by release of factual
9 information and expression of opinion based upon factual
10 information.

11 (2) If a mediator is appointed, any report the mediator may file at
12 the conclusion of mediation is a public record open to public
13 inspection.

14 (3) If a factfinder is appointed, any hearings the factfinder holds
15 must be open at all times for the purpose of permitting members
16 of the public to observe and record them. Any findings and
17 recommendations the factfinder makes are public records open to



1 public inspection. ~~as provided by IC 20-7.5-1-13(e) or any other~~
 2 ~~applicable statute relating to factfinding in connection with public~~
 3 ~~collective bargaining.~~

4 (b) This section supplements and does not limit any other provision
 5 of this chapter.

6 SECTION 2. IC 20-7.5-1-1 IS AMENDED TO READ AS
 7 FOLLOWS [EFFECTIVE JULY 1, 2003]: Sec. 1. ~~Intent.~~ The Indiana
 8 general assembly hereby declares ~~that:~~ **the following:**

9 ~~(a)~~ **(1)** The citizens of Indiana have a fundamental interest in the
 10 development of harmonious and cooperative relationships
 11 between school corporations and their certificated employees.

12 ~~(b)~~ **(2)** Recognition by school employers of the right of school
 13 employees to organize, and acceptance of the principle and
 14 procedure of collective bargaining between school employers and
 15 school employee organizations, can alleviate various forms of
 16 strife and unrest.

17 ~~(c)~~ **(3)** The state has a basic obligation to protect the public by
 18 attempting to prevent any material interference with the normal
 19 public school educational process.

20 ~~(d)~~ **(4)** The relationship between school corporation employers
 21 and certificated school employees is not comparable to the
 22 ~~relation~~ **relationship** between private employers and employees
 23 among others for the following reasons:

24 ~~(i)~~ **(A)** A public school corporation is not operated for profit
 25 but to ~~insure~~ **ensure** the citizens of the state rights guaranteed
 26 them by the ~~Indiana State~~ **Constitution of the State of**
 27 **Indiana.**

28 ~~(ii)~~ **(B)** The obligation to educate children and the methods by
 29 which such education is effected will change rapidly with
 30 increasing technology, the needs of an advancing civilization,
 31 and requirements for substantial educational innovation.

32 ~~(iii)~~ **(C)** The Indiana general assembly has delegated the
 33 discretion to carry out this changing and innovative
 34 educational function to the local governing bodies of school
 35 corporations, composed of citizens elected or appointed under
 36 applicable law, a delegation which these bodies may not and
 37 should not bargain away. ~~and~~

38 ~~(iv)~~ **(D)** Public school corporations have different obligations
 39 with respect to certificated school employees under
 40 constitutional and statutory requirements than private
 41 employers have to their employees.

42 **(5) Experience has demonstrated that harmonious and**



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1 **cooperative relationships between school employers and their**
 2 **employees can best be accomplished by a collective bargaining**
 3 **and discussion impasse procedure that ends in binding**
 4 **resolution of disputes. The public interest will be served by an**
 5 **effective, efficient resolution of disputes within the public**
 6 **schools of Indiana.**

7 SECTION 3. IC 20-7.5-1-2, AS AMENDED BY P.L.100-2001,
 8 SECTION 23, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 9 JULY 1, 2003]: Sec. 2. **As used in this chapter:**

10 **(a) As used in this article, "school corporation" means any of the**
 11 **following:**

12 **(1) A local public school corporation established under Indiana**
 13 **law. ~~and, in the case of~~**

14 **(2) A public vocational ~~schools~~ school or ~~schools~~ school for**
 15 **children with disabilities established or maintained by two (2) or**
 16 **more school corporations. ~~shall refer to such schools.~~**

17 **(3) A state educational institution (as defined in**
 18 **IC 20-12-0.5-1).**

19 **(b) As used in this article, "governing body" means:**

20 (1) the board or commission charged by law with the
 21 responsibility of administering the affairs of the school
 22 corporation; or

23 (2) the body that administers a charter school established under
 24 IC 20-5.5.

25 **(c) As used in this article, "school employer" means:**

26 (1) the governing body of each:

27 (A) school corporation; or

28 (B) charter school established under IC 20-5.5; and

29 (2) any person or persons authorized to act for the governing body
 30 of the school employer in dealing with its employees.

31 **(d) As used in this article, "superintendent" shall mean:**

32 (1) the chief administrative officer of any:

33 (A) school corporation, or

34 (B) charter school established under IC 20-5.5; or

35 (2) any person or persons designated by the officer or by the
 36 governing body to act in the officer's behalf in dealing with school
 37 employees.

38 **(e) As used in this article, "school employee" means any full-time**
 39 ~~certificated~~ **person in the employment of the school employer. A school**
 40 **employee shall be considered full time even though the employee does**
 41 **not work during school vacation periods, and accordingly works less**
 42 **than a full year. There shall be excluded from the meaning of school**



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1 employee supervisors, confidential employees, **and** employees
 2 performing security work. **and noncertificated employees:**

3 (f) **As used in this article**, "certificated employee" means a person:

4 (1) whose contract with the school corporation requires that the
 5 person hold a license or permit from the **Indiana** state board of
 6 education or a commission thereof as provided in IC 20-6.1; or

7 (2) who is employed as a teacher by a charter school established
 8 under IC 20-5.5.

9 (g) **As used in this article**, "noncertificated employee" means any
 10 school employee whose employment is not dependent upon the holding
 11 of a license or permit as provided in IC 20-6.1.

12 (h) **As used in this article**, "supervisor" means any individual who
 13 has:

14 (1) authority, acting for the school corporation, to hire, transfer,
 15 suspend, lay off, recall, promote, discharge, assign, reward, or
 16 discipline school employees;

17 (2) responsibility to direct school employees and adjust their
 18 grievances; or

19 (3) responsibility to effectively recommend the action described
 20 in subdivisions (1) through (2);

21 that is not of a merely routine or clerical nature but requires the use of
 22 independent judgment. The term includes superintendents, assistant
 23 superintendents, business managers and supervisors, directors with
 24 school corporation-wide responsibilities, principals and vice principals,
 25 and department heads who have responsibility for evaluating teachers.

26 (i) **As used in this article**, "confidential employee" means a school
 27 employee whose unrestricted access to confidential personnel files or
 28 whose functional responsibilities or knowledge in connection with the
 29 issues involved in dealings between the school corporation and its
 30 employees would make the confidential employee's membership in a
 31 school employee organization incompatible with the employee's official
 32 duties.

33 (j) **As used in this article**, "employees performing security work"
 34 means any school employee whose primary responsibility is the
 35 protection of personal and real property owned or leased by the school
 36 corporation or who performs police or quasi-police powers.

37 (k) **As used in this article**, "school employee organization" means
 38 any organization which has school employees as members and one (1)
 39 of whose primary purposes is representing school employees in dealing
 40 with their school employer, and includes any person or persons
 41 authorized to act on behalf of such organizations.

42 (l) **As used in this article**, "exclusive representative" means the

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1 school employee organization which has been certified for the purposes
 2 of this chapter by the board or recognized by a school employer as the
 3 exclusive representative of the employees in an appropriate unit as
 4 provided in section 10 of this chapter, or the person or persons duly
 5 authorized to act on behalf of such representative.

6 (m) **As used in this article**, "board" means the Indiana education
 7 employment relations board provided by this chapter.

8 (n) **As used in this article**, "bargain collectively" means the
 9 performance of the mutual obligation of the school employer and the
 10 exclusive representative to meet at reasonable times to negotiate in
 11 good faith with respect to items enumerated in section 4 of this chapter
 12 and to execute a written contract incorporating any agreement relating
 13 to such matters. Such obligation shall not include the final approval of
 14 any contract concerning these or any other items. Agreements reached
 15 through collective bargaining are binding as a contract only if ratified
 16 by the governing body of the school corporation and the exclusive
 17 representative. The obligation to bargain collectively does not require
 18 the school employer or the exclusive representative to agree to a
 19 proposal of the other or to make a concession to the other, **except that**
 20 **this obligation is subject to the final offer process of**
 21 **mediation-arbitration under IC 20-7.5-2.**

22 (o) **As used in this article**, "discuss" means the performance of the
 23 mutual obligation of the school corporation through its superintendent
 24 and the exclusive representative to meet at reasonable times to discuss,
 25 to provide meaningful input, to exchange points of view, with respect
 26 to items enumerated in section 5 of this chapter. This obligation shall
 27 not, however, require either party to enter into a contract, to agree to a
 28 proposal, or to require the making of a concession, ~~A failure to reach~~
 29 ~~an agreement on any matter of discussion shall not require the use of~~
 30 ~~any part of the impasse procedure, as provided in section 13 of this~~
 31 ~~chapter.~~ **except that this obligation is subject to the final offer**
 32 **process of mediation-arbitration under IC 20-7.5-2.** Neither the
 33 obligation to bargain collectively nor to discuss any matter shall
 34 prevent any school employee from petitioning the school employer, the
 35 governing body, or the superintendent for a redress of the employee's
 36 grievances either individually or through the exclusive representative,
 37 nor shall either such obligation prevent the school employer or the
 38 superintendent from conferring with any citizen, taxpayer, student,
 39 school employee, or other person considering the operation of the
 40 schools and the school corporation.

41 (p) **As used in this article**, "strike" means concerted ~~failure refusal~~
 42 to report for ~~duty, willful absence from one's position, stoppage of~~

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1 work. or abstinence in whole or in part from the full, faithful, and
 2 proper performance of the duties of employment, without the lawful
 3 approval of the school employer; or in any concerted manner
 4 interfering with the operation of the school employer for any purpose:

5 (q) **As used in this article, "deficit financing"** with respect to any
 6 budget year shall mean expenditures in excess of money legally
 7 available to the employer.

8 (r) **As used in this article, "submission date" means the first**
 9 **date for the legal notice of a budget fixed by the school employer**
 10 **under IC 6-1.1-17-5.**

11 SECTION 4. IC 20-7.5-1-5 IS AMENDED TO READ AS
 12 FOLLOWS [EFFECTIVE JULY 1, 2003]: Sec. 5. (a) A school
 13 employer shall discuss with the exclusive representative of ~~certificated~~
 14 employees and ~~may but shall not be is~~ required to bargain collectively,
 15 negotiate, or enter into a written contract concerning or be subject to or
 16 enter into impasse procedures on the following matters:

- 17 (1) Working conditions, other than those provided in section 4 of
 18 this chapter.
- 19 (2) Curriculum development and revision.
- 20 (3) Textbook selection.
- 21 (4) Teaching methods.
- 22 (5) Hiring, promotion, demotion, transfer, assignment, and
 23 retention of certificated employees, and changes to any of the
 24 requirements set forth in IC 20-6.1-4.
- 25 (6) Student discipline.
- 26 (7) Expulsion or supervision of students.
- 27 (8) Pupil-teacher ratio.
- 28 (9) Class size or budget appropriations.

29 However, any items included in the 1972-1973 agreements between
 30 any employer school corporation and the employee organization shall
 31 continue to be bargainable.

32 (b) Nothing shall prevent a superintendent or his designee from
 33 making recommendations to the school employer.

34 (c) This chapter may not be construed to limit the rights of the
 35 school employer and the exclusive representative to mutually agree to
 36 the matters authorized under IC 20-6.1-4-14.5.

37 SECTION 5. IC 20-7.5-1-9 IS AMENDED TO READ AS
 38 FOLLOWS [EFFECTIVE JULY 1, 2003]: Sec. 9. (a) There is created
 39 an Indiana education employment relations board, which shall consist
 40 of three (3) members appointed by the governor to serve at the
 41 governor's pleasure. One (1) member shall be designated by the
 42 governor as chairman. Not more than two (2) members of the board

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1 shall be members of the same political party. Each member shall be
 2 appointed for a term of four (4) years. A member appointed to fill a
 3 vacancy shall be appointed for the unexpired term of the member
 4 whom the appointed member is to succeed.

5 (b) Members shall hold no other public office or employment by the
 6 state or other public agency or public employer, or be an officer or
 7 employee of any school employee organization or any of its affiliates,
 8 or represent any school employer or school employee organization, or
 9 its affiliates.

10 (c) Subsection (b) does not apply to persons on the teaching staff of
 11 a university who are knowledgeable in public administration or labor
 12 law so long as they are not actively engaged, other than as a member,
 13 with any labor or employee organization. This subsection shall be
 14 construed liberally to effectuate the intent of the general assembly.

15 (d) The chairman shall give full time to the chairman's duties. The
 16 chairman of the board shall not engage in any other business, vocation,
 17 or employment. **The chairman must have at least the equivalent of**
 18 **one (1) semester of postsecondary academic training in the field of**
 19 **labor relations and at least one (1) year of work related experience**
 20 **in the field of labor relations.** The members of the board other than
 21 the chairman receive as compensation payment equal to that of the
 22 chairman, computed on a daily rate and paid for every day actually
 23 spent serving on the board.

24 (e) A majority of the members of the board constitutes a quorum.

25 (f) To accomplish the objectives and to carry out the duties
 26 prescribed in this chapter the board shall have the following powers:

27 (1) To adopt an official seal and prescribe the purposes for which
 28 it shall be used.

29 (2) To hold hearings and make inquiries as it deems necessary to
 30 carry out properly its functions and powers.

31 (3) To establish a principal office in the city of Indianapolis.

32 (4) To meet and exercise its powers at any other place in Indiana.

33 (5) To conduct in any part of Indiana a proceeding, hearing,
 34 investigation, inquiry, or election necessary to the performance of
 35 its functions. For any such purpose, the board may designate one

36 (1) of its members, or an agent or agents, as hearing examiners.
 37 The board may utilize voluntary and uncompensated services as
 38 may be needed.

39 (6) To appoint staff and attorneys as it may find necessary for the
 40 proper performance of its duties. The attorneys appointed under
 41 this section may, at the direction of the board, appear for and
 42 represent the board in court.



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1 (7) To pay the reasonable and necessary traveling and other
2 expenses of any employee, member, or agent of the board.

3 (8) To subpoena witnesses and issue subpoenas requiring the
4 production of books, papers, records, and documents which may
5 be needed as evidence in any matter under inquiry, and to
6 administer oaths and affirmations. In cases of neglect or refusal
7 to obey a subpoena issued to any person, the circuit or superior
8 court of the county in which the investigations or the public
9 hearings are taking place, upon application by the board, shall
10 issue an order requiring the person to appear before the board and
11 produce evidence about the matter under investigation. A failure
12 to obey the order may be punished by the court as a contempt.
13 Any subpoena, notice of hearing, or other process of the board
14 issued under this chapter shall be served in the manner prescribed
15 by the Indiana Rules of Trial Procedure.

16 (9) To adopt, promulgate, amend, or rescind rules it deems
17 necessary and administratively feasible to carry out this chapter
18 in accordance with IC 4-22-2.

19 (10) To request from any public agency the assistance, services,
20 and data as will enable the board properly to carry out its
21 functions and powers.

22 (11) To publish and report in full an opinion in every case decided
23 by it.

24 (g) The board shall organize its staff to provide for the functions of
25 unit determination, unfair labor practice processing, ~~conciliation and~~
26 ~~mediation, factfinding~~ **mediation-arbitration**, and research. In
27 connection with ~~any conciliation and mediation or factfinding~~, it
28 **mediation-arbitration, subject to IC 20-7.5-2, the board** may use
29 either full-time employees or appoint employees for specific cases from
30 a panel which it establishes. Its research division shall be organized to
31 provide statistical data on the resources of each school corporation, the
32 substance of any agreements reached by each school corporation, and
33 other relevant data.

34 SECTION 6. IC 20-7.5-1-11 IS AMENDED TO READ AS
35 FOLLOWS [EFFECTIVE JULY 1, 2003]: Sec. 11. (a) Unfair practices
36 shall be remediable in the manner provided in this section. Any school
37 employer or any school employee who believes he is aggrieved by an
38 unfair practice may file a complaint under oath to such effect, setting
39 out a summary of the facts involved and specifying the section of this
40 chapter alleged to have been violated.

41 (b) ~~Thereafter~~, **After a complaint is filed under subsection (a)**, the
42 board shall give notice to the person or organization against whom the

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1 complaint is directed and shall determine the matter raised in the
2 complaint, and appeals may be taken in accordance with IC 4-21.5-3.

3 (c) **In proceedings on a complaint under this section**, testimony
4 may be taken and findings and conclusions may be made by a hearing
5 examiner or **an** agent of the board, who may be a member ~~thereof~~: **of**
6 **the board.**

7 (d) The board, but not a hearing examiner or ~~an agent thereof~~, **of**
8 **the board**, may enter ~~such an~~ interlocutory ~~orders~~ **order** after a
9 summary hearing as it ~~deems necessary in carrying~~ **under this section**
10 **to carry out the intent of this chapter.**

11 (e) **If, at the conclusion of the hearing, the board, hearing**
12 **examiner, or agent of the board determines, based on a**
13 **preponderance of the evidence admitted at the hearing, that the**
14 **person named in the complaint has engaged in an unfair practice**
15 **under section 7 of this chapter, the board:**

16 (1) shall:

- 17 (A) state its findings of fact and conclusions of law; and
18 (B) issue an order requiring the person to cease the unfair
19 practice; and

20 (2) may:

- 21 (A) take other appropriate action, including ordering the
22 reinstatement with back pay of an employee; and
23 (B) require the person that has engaged in the unfair
24 practice to report to the board concerning compliance with
25 the board's order.

26 (f) **If, at the conclusion of the hearing, the board, hearing**
27 **examiner, or agent of the board determines, based on a**
28 **preponderance of the evidence admitted at the hearing, that the**
29 **person named in the complaint has not engaged in an unfair**
30 **practice under section 7 of this chapter, the board shall:**

- 31 (1) state its findings of fact and conclusions of law; and
32 (2) dismiss the complaint.

33 (g) **If, at the conclusion of the hearing, the board, hearing**
34 **examiner, or agent of the board determines that an employee was**
35 **dismissed or suspended for cause, an order reinstating the**
36 **employee or awarding the employee back pay may not be issued.**

37 SECTION 7. IC 20-7.5-2 IS ADDED TO THE INDIANA CODE
38 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE
39 JULY 1, 2003]:

40 **Chapter 2. Mediation; Final Offer Selection**

41 **Sec. 1. A school corporation and an exclusive representative**
42 **shall begin to bargain collectively at least ninety (90) days before**

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the submission date.

Sec. 2. In addition to employing the impasse procedures specified in this chapter, a school employer and an exclusive representative may agree in writing to a dispute settlement procedure. A copy of the agreement shall be filed by the parties with the board. If the parties agree to a form of binding arbitration:

(1) the arbitrator shall give weight to the factors listed in section 10 of this chapter; and

(2) the arbitration award is subject to appeal under sections 14 through 17 of this chapter.

Sec. 3. If the parties have not reached an agreement at least sixty (60) days before the submission date, the parties shall notify the board that an impasse exists, and the board shall initiate mediation-arbitration.

Sec. 4. Except as provided in section 19 of this chapter, not later than fifteen (15) days after the receipt of a notice of an impasse, each party shall submit to the board and exchange with the other party its final offer on each item remaining at impasse that is also an item referred to in IC 20-7.5-1-4 or listed in IC 20-7.5-1-5. The parties shall also file with the board a joint stipulation with respect to all matters that have been previously agreed on for inclusion in the new or amended collective bargaining agreement. All final offers and joint stipulations filed with the board are open to public inspection.

Sec. 5. (a) Not later than three (3) days after the receipt of a notice of an impasse from the parties, the board shall submit to the parties a list of five (5) competent and experienced mediator-arbitrators, who must be representatives of the interests of the public but may not be employees of the board.

(b) Not later than five (5) days after the receipt of the list, the parties shall agree on a name or alternately strike a name from the list until one (1) name remains. The parties shall determine by lot who strikes the first name. The parties shall notify the board of the mediator-arbitrator chosen.

(c) If a mediator-arbitrator has not been chosen through agreement or striking names within the five (5) day limit, the board shall select a mediator-arbitrator from the list submitted under subsection (a).

(d) Upon receipt of a notice from the parties under subsection (b) or after the board makes a selection under subsection (c), the board shall formally appoint the mediator-arbitrator and submit

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1 to the mediator-arbitrator the final offers and joint stipulation of
2 the parties.

3 **Sec. 6.** A mediator-arbitrator shall begin mediation not later
4 than ten (10) days after appointment. The final offers of the
5 parties, as transmitted by the board to the mediator-arbitrator,
6 must serve as the mutual basis for mediation and continued
7 negotiations between the parties concerning issues in dispute that
8 have not been agreed upon by the parties. All mediation sessions
9 must be private.

10 **Sec. 7. (a)** For seven (7) successive days after the first mediation
11 session, the mediator-arbitrator shall mediate the dispute and
12 encourage a voluntary and mutual settlement by the parties.
13 During the first five (5) days of the seven (7) successive day period,
14 either party may unilaterally modify in writing any item in its final
15 offer. At the end of the five (5) day period, each party shall certify
16 in writing to the board the changes that have been made in its final
17 offer during mediation and send a copy of the certification to the
18 mediator-arbitrator and to the other party. During the last two (2)
19 days of the seven (7) successive day period, a modification of either
20 party's final offer may be made only with the consent of the other
21 party.

22 **(b)** Any modifications made in a party's final offer during the
23 last two (2) days under subsection (a) shall be certified by the
24 parties to the board, with a copy sent to the mediator-arbitrator.

25 **Sec. 8. (a)** If the parties fail to reach a voluntary and mutual
26 settlement during the seven (7) successive day mediation period,
27 the dispute shall be resolved by final offer item by item selections.

28 **(b)** Not later than five (5) days after the end of the mediation
29 period and before selecting the final offers, the mediator-arbitrator
30 shall conduct a public hearing to provide an opportunity for both
31 parties to present evidence and argument in support of their final
32 offers.

33 **(c)** Not later than ten (10) days after the completion of the
34 hearing, the mediator-arbitrator shall in writing select the final
35 offer that, in the mediator-arbitrator's judgment, is the more
36 reasonable and shall state reasons in writing for the selection. The
37 mediator-arbitrator's selection and reasons shall be delivered in
38 writing to the board and to each party. The final offers selected
39 and the stipulation of items already agreed to become the
40 agreement between the parties and are final and binding upon the
41 parties, subject to section 9 and sections 14 through 17 of this
42 chapter.

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Sec. 9. The parties may voluntarily and mutually agree upon the terms and conditions of a contract at any time.

Sec. 10. In making a decision under the final offer selection procedures set forth in section 8 of this chapter, a mediator-arbitrator shall give weight to the following factors:

- (1) Past memoranda of agreement and contracts between the parties.**
- (2) Comparison of wages, hours, terms of employment, and conditions of employment of the school employees involved with those of other employees doing comparable work, giving consideration to factors peculiar to the work involved.**
- (3) Comparison of wages, hours, terms of employment, and conditions of employment with similar employment in private business and industry.**
- (4) The average consumer prices for goods and services, commonly known as the cost of living.**
- (5) The effect on the educational atmosphere or environment.**

Sec. 11. (a) A mediator-arbitrator may not be employed on a full-time or part-time basis by:

- (1) a public school employer that is a school corporation;**
- (2) an organization of public employees, public employers, or their affiliates; or**
- (3) a firm that represents employers or employees in the implementation of this article.**

(b) The board shall pay the compensation and expenses of a mediator-arbitrator.

Sec. 12. (a) If an agreement is not reached on the items to be bargained collectively fourteen (14) days before the submission date, the parties shall continue the status quo, and the employer may issue tentative individual contracts and prepare a budget based on the individual contracts.

(b) During this status quo period, in order to permit the successful resolution of the dispute, the employer may not unilaterally change the terms or conditions of employment that are issues in dispute.

(c) This section does not relieve the school employer or the school employee organization from the duty to follow the procedures set forth in this chapter.

Sec. 13. The board shall adopt rules under IC 4-22-2 to implement this chapter.

Sec. 14. Not later than fifteen (15) days after the mediator-arbitrator's selection of a final offer under section 8(c) of

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1 this chapter, either party may petition the circuit or superior court
 2 of Marion County to set the final offer selection aside. Any time
 3 after the fifteen (15) day period, either party may petition the
 4 circuit or superior court of Marion County to enforce a final offer
 5 selection. The court shall hear these matters on an expedited basis
 6 not later than thirty (30) days after the filing of a petition. The
 7 court must enforce the final offer selection unless the court finds by
 8 a preponderance of the evidence that the mediator-arbitrator's
 9 selection decision was:

- 10 (1) illegal;
- 11 (2) in excess of the mediator-arbitrator's power; or
- 12 (3) procured by fraud, bribery, or corruption.

13 **Sec. 15.** If a court sets aside a final offer selection under section
 14 14(1) or 14(2) of this chapter because of illegality or excess of
 15 power, the selection shall be remanded to the same
 16 mediator-arbitrator who heard the selection the first time, subject
 17 to the right of a party to appeal an adverse ruling of the court. The
 18 mediator-arbitrator has the following choices on remand:

- 19 (1) Affirm the earlier final offer selection minus any items set
 20 aside by the court.
- 21 (2) Make a new determination on the original final offers
 22 proposed by the parties after a new hearing or argument, at
 23 the discretion of the mediator-arbitrator.

24 **Sec. 16.** If a court sets aside a final offer selection under section
 25 14(3) of this chapter because of fraud, bribery, or corruption, the
 26 selection shall be remanded to the board for an expedited hearing
 27 before a new mediator-arbitrator, who shall be selected under
 28 section 5 of this chapter in the same manner as the original
 29 mediator-arbitrator, subject to the right of a party to appeal an
 30 adverse ruling of the court.

31 **Sec. 17.** An appeal under section 15 or 16 of this chapter shall be
 32 taken in the manner and to the same extent as orders or judgments
 33 are taken in a civil action. Because of the appeal's public
 34 importance, the appeal shall be advanced on the docket for the
 35 consideration of the court.

36 **Sec. 18.** A party that:

- 37 (1) fails to implement a final offer selection; or
- 38 (2) appeals a final offer selection and does not ultimately
 39 prevail in court;

40 is liable for reasonable attorney's fees, interest on delayed
 41 monetary benefits, and other costs incurred in the action.

42 **Sec. 19.** This chapter does not prevent the exclusive

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1 **representative or the affiliates of the exclusive representative from**
 2 **taking part in or assisting in a strike against a school employer.**
 3 **This right may be exercised instead of submitting the items at**
 4 **impasse to an arbitrator by the exclusive representative notifying**
 5 **the school employer and board, not more than five (5) days after**
 6 **the initiation of the mediation-arbitration process, that the**
 7 **exclusive representative is choosing to exercise the right to strike.**

8 SECTION 8. IC 20-7.5-3 IS ADDED TO THE INDIANA CODE
 9 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE
 10 JULY 1, 2003]:

11 **Chapter 3. Employee Bargaining for State Educational**
 12 **Institutions**

13 **Sec. 1. The board may adopt rules under IC 4-22-2 to provide**
 14 **guidelines for bargaining between state educational institutions**
 15 **and employees of state educational institutions that are not**
 16 **specifically addressed under IC 20-7.5-1 or IC 20-7.5-2.**

17 SECTION 9. THE FOLLOWING ARE REPEALED [EFFECTIVE
 18 JULY 1, 2003]: IC 20-7.5-1-12; IC 20-7.5-1-13; IC 20-7.5-1-14.

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