



STATE OF INDIANA

ERIC J. HOLCOMB, Governor

INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

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Indianapolis, IN 46204

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

IEERB Administrative Law Judge & Other Appointee Qualification Information

I. ALJs

a. ALJs are hearing examiners who are appointed to over unfair practice cases pursuant to Ind. Code Ch. 20-29-7.

b. Staff ALJs

i. **Rebecca Bowman, Director of Conciliation**

Becky has been IEERB's Director of Conciliation since February 2015. Prior to joining IEERB, Becky served as an Assistant Director of Special Education at both the Department of Education and a local special education cooperative, general counsel for the Department of Education, administrator and general counsel for the State Board of Education, and as the State Director of Special Education. Becky earned both her M.S.W. and her J.D. from Indiana University.

ii. **John A. Henry, Director of Dispute Resolution**

John has been a licensed attorney in Indiana since 2013, when he earned his J.D. from the Indiana University Robert H. McKinney School of Law. John is a trained mediator with experience in public employee mediation and dispute resolution. Prior to joining IEERB, John worked as a litigation associate in Indianapolis focusing his practice in public employee bargaining and disciplinary matters, labor and employment law, and civil litigation. John earned his B.A. summa cum laude and Phi Beta Kappa from Wabash College in 2010 and is a member of the Indianapolis Bar Association, the Indiana State Bar Association, and the Indiana Association of Administrative Law Judges.

c. Ad Hoc ALJs

Individuals must be on IEERB's ad hoc panel, <http://www.in.gov/ieerb/2390.htm>, or an administrative law judge from other state agencies pursuant to Ind. Code § 4-21.5-3-8.5(a). Ad hoc ALJs must either be an attorney licensed to practice law in Indiana or served as an ALJ before January 1, 2014. Some professional experience is listed below. For more information on the relevant professional experience of any of our ALJs, please contact IEERB.

i. **Noell Allen**

IEERB ad hoc panelist since: June 2013

Has not attended IEERB training

Bio/Resume: www.in.gov/icrc

ii. **Jim Casey**

IEERB ad hoc panelist since: June 2013

Equal Opportunity Employer

Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: http://zsws.com/professionals/james_casey.php

iii. **Catherine Gibbs**

IEERB ad hoc panelist since: August 2011
Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: http://www.in.gov/oea/files/ALJ_Web_Standard_Bio.pdf

- iv. **Mary Jane Lapointe**
IEERB ad hoc panelist since: February 2007
Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: <http://www.lapointelawfirm.com/attorneys.html>

- v. **Steve Lucas**
IEERB ad hoc panelist since: August 2011
Has been appointed in an IEERB case
Bio/Resume: www.in.gov/nrc

- vi. **Gabriel Paul**
IEERB ad hoc since: February 2016
Has been appointed in an IEERB case
Bio/Resume: www.in.gov/oea/neutrals/2386.htm

- vii. **Bernard “Buddy” Pylitt**
IEERB ad hoc panelist since: March 2012
Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: <http://www.katzkorin.com/bernard-l-buddy-pylitt/biography/>

- viii. **Donald Russell**
IEERB ad hoc panelist since: July 2000
Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: Narrative bio available upon request.

- ix. **Steven Spence**
IEERB ad hoc panelist since: August 2011
Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: <http://www.mediationalternative.com/credentials/>

- x. **Cynthia Stanley**
IEERB ad hoc panelist since: February 1991
Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: <https://imimmediation.org/cynthia-stanley>

d. **Compensation:**

- i. Staff ALJs and state employee ALJs (working on state time)
 - 1. Staff ALJs and other state employee ALJs (working on state time) are full time state employee with standard medical, insurance, leave and any other state benefits. See State Personnel Department’s (SPD) homepage for more information.
 - 2. Salary and other public information for state ALJs and other employees can be found at the Indiana Transparency Portal at <http://www.in.gov/itp/2406.htm>

3. Costs will be provided pursuant to State of Indiana guidelines.
- ii. Other Ad Hoc ALJs (who are either not state employees or state employees not working on state time) receive \$1,200.00 per day (7.5 hours) on a prorated basis plus costs pursuant to State of Indiana guidelines.

II. Other Neutral Appointees

- a. Aside from ALJs, IEERB appoints
 - i. Hearing Officers for representation cases, pursuant to Ind. Code Ch. 20-29-5;
 - ii. Fact-Finders for impasse cases, pursuant to Ind. Code Chs. 20-29-6 and 20-29-8; and
 - iii. Compliance Officers for compliance cases, pursuant to Ind. Code § 20-29-6-6.1.
- b. Appointees must be on IEERB's staff or ad hoc panel, <http://www.in.gov/ieerb/2390.htm>. Additionally, all Fact-Finders must have attended IEERB impasse training. Many of our appointees have extensive experience in education, labor, and/or administrative law. For more information on the relevant professional experience of any of our appointees not listed above, contact IEERB.
- c. Compensation:
 - i. Staff appointees and state employee appointees (working on state time)
 1. Staff appointees and other state employee appointees (working on state time) are full time state employee with standard medical, insurance, leave and any other state benefits. See State Personnel Department's (SPD) homepage for more information.
 2. Salary and other public information for state appointees and other employees can be found at the Indiana Transparency Portal at <http://www.in.gov/itp/2406.htm>
 3. Costs will be provided pursuant to State of Indiana guidelines.
 - ii. Other Ad Hoc Appointees (who are either not state employees or state employees not working on state time) receive \$1,200.00 per day (7.5 hours) on a prorated basis plus costs pursuant to State of Indiana guidelines.

Updated February 25, 2016. For more updated information, please contact IEERB.