

IEERB: **An Introduction & New Laws**

June 2019



What is IEERB?

- Indiana Education Employment Relations Board
- Neutral state agency
- Started in 1973 to promote harmonious and cooperative relations between public school teachers and the school corporations they serve

What does IEERB do?

- Implements Indiana Code Article 20-29 – Teacher Collective Bargaining
 - Research
 - Training/Guidance
 - Representation Matters
 - Unfair Practice Cases
 - Collective Bargaining & Impasse Procedures
 - Compliance

Who does IEERB oversee?

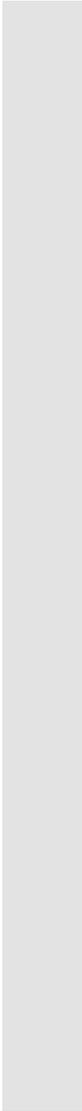
- All bargaining units (~300)
- All public schools (for data collection only)

Who works at IEERB?

- 5 member board appointed by governor, speaker of the house, president pro tempore of the senate
- Full-time Staff
- Ad hoc panel



2019 Legislative Session



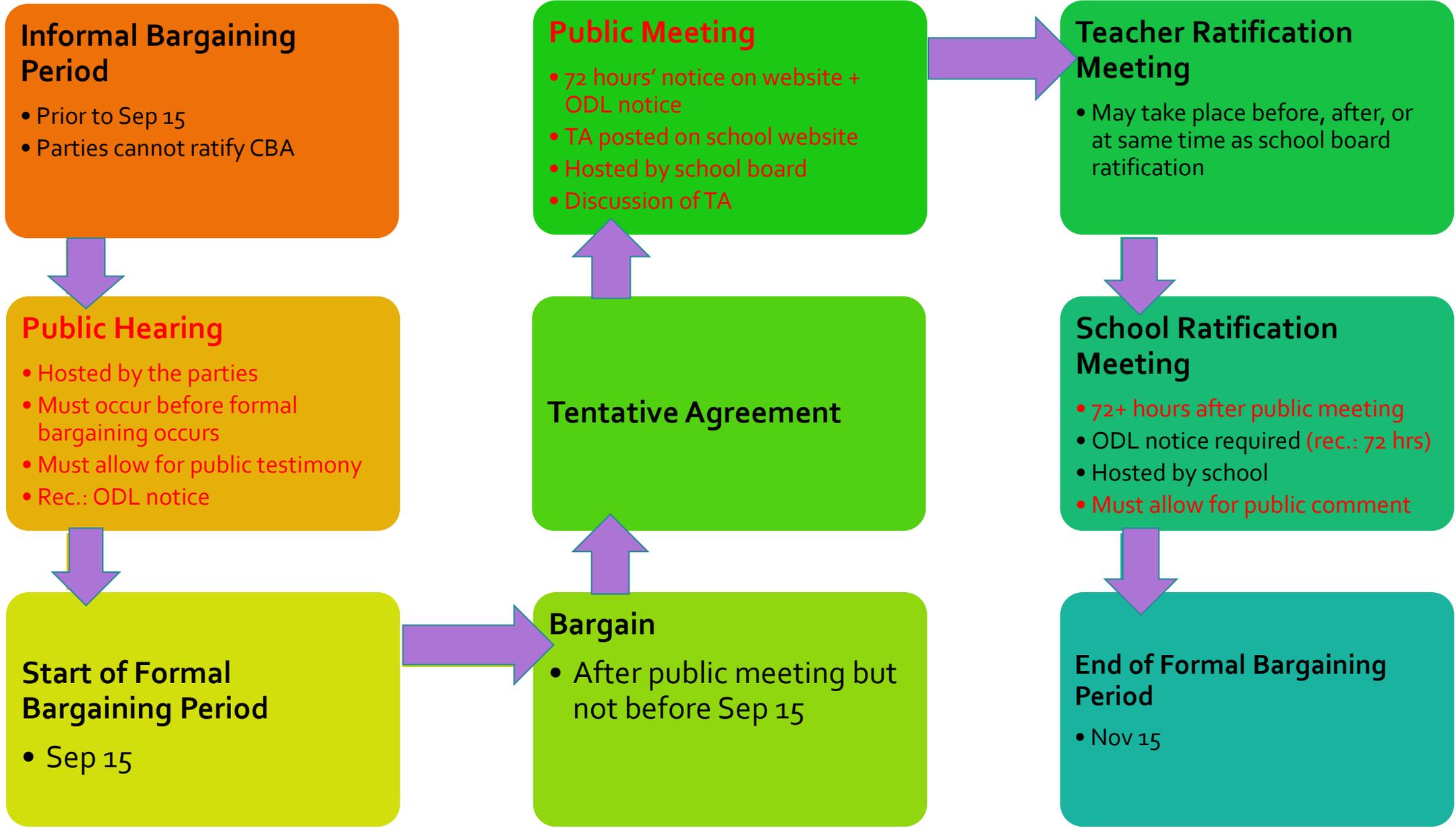
HB 1003

- IEERB data collection
 - 2019
 - 2020
 - Committee
- IEERB must provide technical assistance for certain schools

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What Can be
Bargained
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- Salary
 - Wages
 - Benefits
-
- These are the **ONLY** subjects that can be bargained

Teacher Collective Bargaining Process Under SB 390



Impasse Procedures

Declaration
of Impasse



Mediation
(30 Days)



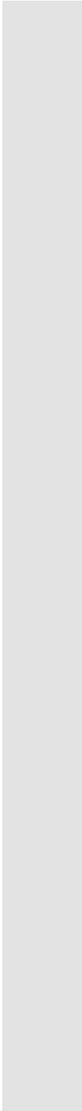
Factfinding
(30 Days)

2018 impasse season recap

- 0 requests for Pre Impasse mediation
- 16 school employers were declared at impasse
- 6 were assigned a mediator
- 1 was settled prior to mediation
- There were no factfinding cases this year



2019 Impasse Season Preview



Tools to Help Settlements

- Pre-Impasse Mediation
- Pre-Impasse Financial Consultants
- Detailed info in Compliance Reports
- Conference calls & meetings
- Pre-Compliance review of compensation plan

SB 390: Civil Penalties

- IC 20-29-7-5: If
- a school employer or exclusive representative
- is found to have engaged in the unfair practice of
- interfering with, restraining, or coercing school employees in the exercise of certain rights guaranteed in IC 20-29
- IEERB **may** assess a **civil penalty of at least \$500 but not more than \$5,000 for each violation.**

SB 606

- Education/experience teacher increase cap **raised to 50%**

- IC 20-28-9-1.5

(d) A school corporation may provide differentiated increases or increments under subsection (b), and in excess of the percentage specified in subsection (b)(1), in order to: ...

(2) allow teachers currently employed by the school corporation to receive a salary adjusted in comparison to starting base salaries of new teachers.

Education & Experience Cap

Before SB 606

- Sample Option 1:
 - Education: 1/3
 - Evaluation: 2/3
- Sample Option 2:
 - Education: 1/6
 - Evaluation 1/6
 - Evaluation 2/3

After SB 606

- All options pre-SB 606
- Sample option 1:
 - Education: 50%
 - Evaluation: 50%
- Sample option 2:
 - Education: 25%
 - Experience: 25%
 - Evaluation: 50%

Catch-Up

Before SB 606

- 2nd yr Teacher \$30,000
- Base changes: \$32,000
- Must use close the gap

After SB 606

- 2nd yr Teacher \$30,000
- Base changes: \$32,000
- Can use close the gap OR catch up to provide increase without regard to education/experience cap

HB 1397

- IC 20-29-2-6
- Money in a school's operations fund cannot be used to fund a teacher contract unless:
- before September 15, a governing body passes a resolution indicating that a portion or percentage of **money transferred from the operation fund revenue for purposes of funding a contract**
- Only good for 1 year

HB 1001

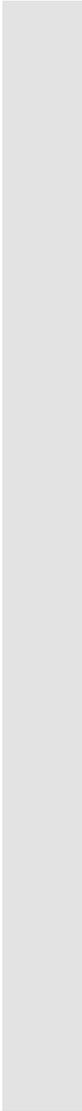
- Second count day in February reinserted into school funding formula

HB 1002

- IC 20-28-9-1.5(a): A school corporation may provide a supplemental payment to a teacher ... under any of the following circumstances:
 - (3) Beginning after June 30, 2019, the **teacher teachers a career or technical education course.**
- IC 20-28-5-22.1
 - (b) An **[secondary school vocational program] instructor is considered a teacher for purposes of collective bargaining under IC 20-29**

SB 127

- School safety referendum revenue part of bargaining revenue



Questions?

Email Questions@ieerb.in.gov



Invites all labor professionals to a day of professional development with local, state, and federal neutral labor agencies across the United States and Canada

Advocate's Day 2019

Monday, July 22

Westin Cincinnati

Welcome by Peter McLinden, Cincinnati AFL-CIO Labor Council

Topics Include:

- Union and management panel on *Strikes*
- *Role of Implicit Bias in Representation & Decision-Making*
- *Collective Voices Beyond Collective Bargaining*
- Union and management panel on *Janus*
- Union and management panel on *The Changing Divide: Reactions to Drug Legalization, Harassment and Workplace Violence Prevention*

Reception Following at the
[National Underground Railroad Freedom Center](#)

Register at <https://alra.org/registration/>
\$195 includes full-day programming, breakfast, lunch, reception
Discounts available for groups and law students
CLE & CME will be requested

Speakers Include:



Steven Greenhouse
Former Labor Reporter, New York Times



Daphne Taras
Dean, Ted Rogers School of Management, Toronto



Preshuslee Thompson
Facilitation & Research Specialist, The Kirwan Institute for the Study of Race & Ethnicity