

THIRTY-SEVENTH

ANNUAL REPORT

OF THE

**INDIANA EDUCATION
EMPLOYMENT RELATIONS BOARD**

FOR THE FISCAL YEAR

ENDED JUNE 30

2014



EDUCATION EMPLOYMENT RELATIONS BOARD

Members of the Board

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LETTER OF TRANSMITTAL

Education Employment Relations Board
Indianapolis, IN January 30, 2015

I submit the Thirty-Seventh Annual Report of the Education Employment Relations Board for the fiscal year ended June 30, 2014.

Respectfully submitted,
Patrick Mapes, Chairman

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Introduction

The Thirty-Seventh Annual Report of the Indiana Education Employment Relations Board (IEERB) pertains to the Board's work during the period July 1, 2013 through June 30, 2014. The information herein identifies the Indiana Code governing Collective Bargaining for Teachers, summarizes the collective bargaining process timeline, identifies corporations at impasse along with the dispositions, states the cost of mediation and factfinding to the parties and IEERB, lists Unfair Labor Practice and Representation cases that were brought in front of the Board, and identifies data collected through the research division.

Collective Bargaining & Impasse

Indiana Code ("IC") Article 20-29 establishes the framework for teacher collective bargaining in Indiana, which is supplemented by IEERB's administrative rules, 560 Indiana Administrative Code ("IAC") 2.

Collective Bargaining Overview

Bargaining collectively is the performance of the mutual obligation of the school employer and the exclusive representative (Appendix A) to meet at reasonable times to negotiate in good faith concerning the mandatory subjects of bargaining and discussion; and to execute a written contract, known as a collective bargaining agreement ("CBA"), relating to the settlement of bargaining subjects. The obligation to bargain collectively does not require the school employer or the exclusive representative to agree to a proposal of the other or to make a concession to the other. Informal negotiations may be held prior to August 1. However, formal collective bargaining between a school employer and the exclusive representative shall not begin before August 1.

IEERB shall declare impasse after September 30 if either the parties notify IEERB of impasse, or the parties are, or are supposed to be under the terms of their CBA, in collective bargaining for all or part of a contract and have not submitted a ratified CBA to IEERB. Within 15 days of the Declaration of Impasse, IEERB shall appoint a mediator. Mediation will consist of 1-3 sessions and last up to 30 days. Mediation will end in the submission to IEERB of a ratified contract, or the exchange of Last, Best Offers ("LBOs"). Within 15 days of the end of an unsuccessful mediation, IEERB will appoint a fact-finder. The fact-finder will have up to 15 days to investigate the parties' LBOs and pick one to be the parties' CBA. The parties will then have 30 days to appeal the fact-finder's decision to the IEERB Board.

IEERB published the "2013 Practitioner's Guide to Bargaining & Impasse" document (Appendix B) to assist school and exclusive representative personnel through the collective bargaining and impasse processes. Collective Bargaining Agreements ratified after June 30, 2011 may not extend beyond the biennium. As of the writing of this report, 18 school corporations have a contract that extends beyond the 2013-2015 biennium (Appendix C).

Corporations at Impasse¹

IEERB requested that corporation superintendents and exclusive representative presidents email or fax IEERB the 2013 Bargaining Status Form (Appendix D). The purpose of the Bargaining Status Form was to

¹ In this report the term "corporation" denotes school employers that bargain.

determine the parties' bargaining status. During Fiscal Year 2014, twenty-one corporations were declared at impasse by IEERB. The table below lists the parties at impasse (by school employer name), the steps of the impasse procedure reached, and the disposition of impasse.

School Corporation	Mediation	Factfinding	Disposition
School City of East Chicago	Yes		
Carmel Clay School Corporation	Yes	Yes	Factfinding Report
Jay School Corporation	Yes	Yes	Factfinding Report
MSD Steuben County School Corporation	Yes		
South Spencer County School Corporation	Yes		
Union County/College Corner Joint School District	Yes		
Lake Ridge School Corporation	Yes		
Flatrock-Hawcreek School Corporation	Yes	Yes	Submitted Joint LBO/ Factfinding Report
Richmond Community School Corporation	Yes		
Milan Community School Corporation	Yes		
Charles A Beard Memorial School Corporation	Yes		
Barr-Reeve Community School Corporation	Yes		
Rossville Consolidated School Corporation	Yes		
Zionsville Community School Corporation	Yes		
Gary Community School Corporation	Yes		
Whiting City School Corporation	No		
Porter County Education Services	Yes		
Elwood Community Schools	No		
Portage Township School Corporation	No		
Jac-Cen-Del Community School Corporation	No		
2012 Stayed Carmel Clay Schools	(mediation occurred in 2012)	Yes	Factfinding Report

Cost of Impasse

When impasse occurs, IEERB assigns a mediator and factfinder to facilitate settlement. Parties equally share the costs associated with mediation and factfinding. However, IEERB pays travel and mileage for the mediator and factfinder (as well as the cost of any financial consultant appointed to assist the factfinder). The Lowest Cost, Highest Cost, and Average Cost in the table below represent the total cost of mediation and factfinding (i.e. parties' cost **plus** IEERB's cost). The table also separates the average cost incurred solely by IEERB.

	Lowest Cost	Highest Cost	Average Cost	IEERB Average Cost
Mediation	\$400.00	\$3,695.84	\$1,745.58	\$302.60
Factfinding	\$5,709.96	\$9,711.68	\$8,164.44	\$577.60

Unfair Labor Practices

Seven of the eleven cases brought to IEERB were decided in Fiscal Year 2014. The decisions are stored in IEERBSearch. To access IEERBSearch go to <https://ieerbsearch.ieerb.in.gov/login.aspx> . The table below represents the seven cases that were decided in Fiscal Year 2014 and lists the corporation name, case number, name of the hearing examiner, and the case disposition.

School Corporation	Unfair Case Number	Hearing Examiner	Disposition
Gary School Corporation	U-13-01-4690	C GREISL	DISMISSED
Cloverdale Community School Corporation	U-13-02-6750	C GREISL	DISMISSED
Flatrock-Hawcreek School Corporation	U-13-03-0370	C GREISL	DISMISSED
Carmel Clay Schools	U-13-04-3060	C GIBBS	WITHDRAWN
MSD Perry Township	U-13-05-5340	C GREISL	WITHDRAWN
Lake Ridge School Corporation	U-13-07-4660	C GREISL	WITHDRAWN
West Noble Community Schools	U-14-01-6065	C GREISL	DISMISSED

Representation

IEERB had before it three voluntary recognition cases during Fiscal Year 2014. These cases are stored in IEERBSearch. To access IEERBSearch go to <https://ieerbsearch.ieerb.in.gov/login.aspx> . The table below represents the name of the corporation, the case number, and the case disposition.

School Corporation	Case Number	Disposition
North Central Parke Community School Corporation	R-13-01-6735	Voluntary Recognition/30 Day Posting
Old National Trail Special Services Cooperative	R-07-01-6720	Voluntary Recognition/30 Day Posting
North Adams Community Schools	R14-01-0025	Unit Acknowledged

Research

The IEERB research division is responsible for collecting, reporting, and analyzing statistical data on agreements reached between public school teachers and the local education agencies they serve. The data collected, reported and analyzed are salary, wages, and salary and wage related benefits for certified employees in school corporations. Corporations uploaded and submitted the ratified and signed Collective Bargaining Agreement and Collective Bargaining Report to Gateway.

Gateway is a data collection platform for local units of government to submit required data to the State of Indiana, as well as a public access tool for citizens. It collects and provides access to information about how taxes and other public dollars are budgeted and spent by Indiana's local units of government. Other State of Indiana agencies that utilize Gateway are the Department of Local Government Finance and the State Board of Accounts.

School corporations are responsible for uploading accurate and complete records to Gateway. IEERB does not ensure accuracy, nor does it verify, that data submitted are correct. Before submitting forms, documents, and reports in Gateway, corporation verify accuracy by checking an attestation button.

Contract Collection

IEERB collects signed and ratified contracts from all school corporations that bargain. Corporations log into Gateway and upload a signed PDF of the contract. Exclusive representative organizations may also email a copy of the contract to RatifiedContracts@ieerb.in.gov. Once all contracts have been collected, they are uploaded to IEERBSearch.

For the 2013-2014 school year, 184 school corporations uploaded their Collective Bargaining Agreements to Gateway. To view the 2013-2014 Collective Bargaining Agreements go to https://gateway.ifionline.org/report_builder/Default3a.aspx?rptType=collBargain&rpt=contract_upload&rptName=Collective%20Bargaining%20Contract%20Uploads.

Collective Bargaining Report

Corporations were to complete and submit the 2013 Collective Bargaining Report (based on 2012-2013 school year salary, wage, and salary and wage related benefits) by February 17, 2014 (Appendix E). The deadline was extended to May 10, 2014. Two hundred seventy-four corporations completed the 2013 Collective Bargaining Report. The 18 corporations that did not complete the report were Clinton Central

School Corporation, Muncie Community Schools, Linton-Stockton School Corporation, River Forrest Community School Corporation, School City of East Chicago, Lake Station Community Schools, School City of Hammond, School Town of Munster, LaPorte Community School Corporation, Frankton-Lapel Community Schools, Elwood Community School Corporation, Richland-Bean Blossom Community School Corporation, Monroe County Community School Corporation, Central Noble Community School Corporation, MSD Boone Township, Portage Township Schools, North Putnam Community Schools, and Rush County Schools.

Special education cooperatives and career centers were not required to submit the 2012-2013 Collective Bargaining Report.

To view individual, corporation Collective Bargaining Reports go to https://gateway.ifionline.org/report_builder/Default3a.aspx?rptType=collBargain&rpt=ieerb_units_public&rptName=IEERB%20Collective%20Bargaining .

Collective Bargaining Report Statewide Data Summary 2012-2013 (salary/wages only)

IEERB staff collaborated with Gateway to develop a statewide salary, wages, and salary and wage related benefits data summary report. The data reported at the individual corporation level were aggregated and published at the state-, urban-, rural-, and suburban- level. Because of some significant reporting errors at the corporation level, IEERB will not publish 2012-2013 benefits data. However, these data can be viewed at the individual, corporation level on Gateway. The table below is a statewide summary of salary and wages only.

	2012/2013 SY	Pct/Avg
Number of corporations reporting out of 274	274	79.9%
Rural	187	54.5%
Suburban	54	15.7%
Urban	33	9.6%
Certificated positions in school corporations (excl. admin)	58,519	214
Certificated positions in bargaining units	53,487	195
TEACHER SALARIES		
Total salary costs for all teachers	\$2,991,028,246	\$10,916,161
Average salary for certificated positions in bargaining unit	\$48,654	
Maximum salary:		
Lowest salary reported	\$43,965	
Highest salary reported	\$86,835	
Minimum salary:		
Lowest salary reported	\$26,802	
Highest salary reported	\$42,093	

Total cost of teacher salary increases	\$49,617,693	
TEACHER STIPENDS		
Corporations reporting stipends	150	54.7%
Total stipends paid to all teachers	\$28,280,014	
Total number of teachers receiving a stipend	23,900	
Average stipend per teacher	\$1,183	
Total teacher stipends & salaries	\$3,019,308,260	
EXTRACURRICULAR		
Corporations reporting extracurricular positions	271	98.9%
Dollars budgeted for all extracurricular positions	\$120,199,832	\$438,686
BENEFITS		
Corporations providing health insurance	273	99.6%
Corporations providing vision insurance	204	74.5%
Corporations providing dental insurance	224	81.8%

Conclusion

The Thirty-Seventh Annual Report summarizes the duties and responsibilities fulfilled by IEERB during Fiscal Year 2014 in support of IEERB's mission "to promote harmonious and cooperative relationships between public school teachers and the corporations they serve."