



# STATE OF INDIANA

MICHAEL R. PENCE, Governor

INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

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

## Administrative Law Judge (ALJ) and Fact Finder (FF) Qualification Information for the Indiana Education Employment Relations Board (IEERB)

### I. ALJs

#### a. IEERB 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.

#### b. Ad Hoc ALJs

Individuals must be on IEERB's ad hoc panel to serve as an ALJ:

<http://www.in.gov/ieerb/2390.htm>. Additionally, 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: SEE [www.in.gov/icrc](http://www.in.gov/icrc)

##### ii. **Jim Casey**

IEERB ad hoc panelist since: June 2013

Has attended IEERB training

Has been appointed in an IEERB case

Bio/Resume: [http://zsws.com/professionals/james\\_casey.php](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](http://www.in.gov/oea/files/ALJ_Web_Standard_Bio.pdf)

##### iv. **Sandra Jensen**

IEERB ad hoc panelist since: September 2012

Has attended IEERB training  
Has been appointed in an IEERB case  
Bio/Resume: SEE [www.in.gov/nrc](http://www.in.gov/nrc)

**v. 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>

**vi. Steve Lucas**

IEERB ad hoc panelist since: August 2011  
Has been appointed in an IEERB case  
Bio/Resume: SEE [www.in.gov/nrc](http://www.in.gov/nrc)

**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: See Narrative Bios, below.

**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: See Narrative Bios, below.

**c. 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 not state employees working on state time)
  1. Ad hoc ALJs (who are not state employees 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. FFs**

- a. Individuals must be on IEERB's ad hoc panel to serve as a FF. IEERB's ad hoc list: <http://www.in.gov/ieerb/2390.htm>. Additionally, all FFs must have attended IEERB impasse training. Many of our FFs have extensive experience in education, labor, and/or administrative law. For more information on the relevant professional experience of any of our FFs, please contact IEERB.
- b. Compensation: FFs receive \$1,200.00 per day (7.5 hours) on a prorated basis plus costs pursuant to State of Indiana guidelines.

## **III. Narrative Bios**

### **a. Cynthia Stanley**

Cynthia Stanley has been a full-time dispute resolution professional since 1987. Ms. Stanley serves on a number of panels, providing arbitration, mediation, and fact-finding services to both the public and private sectors. She holds a Doctorate of Jurisprudence from Indiana University-Bloomington and an MA and BA in Sociology from Ball State University.

### **b. Donald Russell**

Since 1973, Mr. Russell has been involved with teacher collective bargaining as a hearing examiner, election officer, mediator, and fact-finder, as well as Director (supervisor) of the staff at IEERB. Since retiring from IEERB, as a full-time arbitrator, Don has arbitrated private and public sector grievance and interest arbitration cases in Ohio, Michigan, Kentucky, Illinois, Missouri, Kansas, Nebraska, Wisconsin, and Indiana. Don also arbitrated grievances and interest arbitrations in Ohio for teachers and school boards. Don mediates for the AAA and FMCS labor arbitration panels, as well as US Postal Rural Services of Indiana and Dispute Resolution (securities), and has served as securities arbitrator and mediator for the FINRA, the largest independent securities regulator. He taught collective bargaining and labor law at Ball State and Indiana University-Kokomo. He is a member of the National Academy of Arbitrators. He is also on the Ohio State Employment Relations Board's panel of fact-finders and serves as a hearing officer for the Illinois Department of Education on just cause determination hearings for teachers discharged by school employers.

## **IV. Updated February 20, 2015. For more updated information, please contact IEERB.**