
INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

**Nonrule Policy Document No. 2018-2:
Status Quo Memoranda of Understanding**

As defined in [560 IAC 2-1-2\(14\)](#), "memorandum of understanding" or "MOU" means any agreement ratified by the school employer and the exclusive representative, subsequent to a ratified collective bargaining agreement, that changes or modifies the collective bargaining agreement.

The 2017 changes to the bargaining timeline have resulted in numerous MOUs regarding health insurance benefits that must be determined prior to the start of formal bargaining for a new collective bargaining agreement. Such an MOU predates the contract, rather than occurring subsequent to it.

The Indiana Education Employment Relations Board (IEERB) will treat all partial ratified agreements regarding teacher salary, wages, and fringe benefits as MOUs, regardless of whether they are prior or subsequent to an applicable CBA. The evaluation of compliance for status quo will be contained in the Compliance Report and Recommendation; a separate Addendum will not be issued.

This policy was adopted by the IEERB Board at its August 22, 2018, public board meeting.

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