



STATE OF INDIANA

ERIC J. HOLCOMB, Governor

INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

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To: Bargaining Parties & Stakeholders
From: Stacey Hughes & Sarah Cudahy
Date: September 6, 2018

2018 Bargaining & Compliance Reminders

(Items in blue are clickable links)

Due Dates: (All corporations, **even if not bargaining**, must complete all [Gateway](#) data collections.)

- **September 15:** Exclusive representatives must submit a membership affidavit to employers
- **October 1:** School employers must upload the membership affidavit into Gateway
- **November 15:** Bargaining Status Form I is due in Gateway
- **November 15:** All CBAs must be **signed, ratified**, and uploaded in Gateway to avoid impasse
- **December 3:** 2017-2018 Collective Bargaining Report is due

Collective Bargaining and Compliance

- **NEW:** Impermissible salary [increase differentials](#) will be found non-compliant in 2018-2019
- **NEW:** [SEA 387](#) allows more flexibility for academic needs and to reduce the salary gap
- Complete the [Compliance Checklist](#) and upload with your CBA
- [2018 CBA Compliance Rubric](#)
- 2018 Practitioner's Guide to Bargaining and Impasse will be posted on September 14th
- [IEERB Compliance webpage \(including model compensation plans\)](#)

Impasse

- [560 IAC 2-4-1](#) **NEW:** A school employer shall provide to the board and the exclusive representative the following information, upon which the school employer intends to rely to support the school employer's LBO: (1) all revenue; (2) bargained teacher expenses; (3) nonbargained teacher expenses; and (4) nonteacher expenses
- **NEW:** Deficit financing will be calculated using the general fund for July 1 – December 31, 2018, and the education fund January 1 – June 30, 2019
- [LBO Guidance](#) will be posted on September 14th

Representation (All Bargaining Unit changes must be certified by IEERB before taking effect. All notices should be posted by October 1.)

- [2018 Guide to Exclusive Representative Affidavit and Teacher Letter](#)
- [Sample Exclusive Representative Affidavit](#)

2018 IEERB Webinar