



# STATE OF INDIANA

MICHAEL R. PENCE, Governor

INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

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

**To: Stakeholders**  
**From: Patrick Mapes, IEERB Chairman**  
**Re: Executive Summary of 2015-2016 Teacher CBA Compliance Findings**  
**Date: March 30, 2016**

On March 29, 2016, compliance reports for all 2015-2016 CBAs were issued.<sup>1</sup> As this was the first year for compliance, IEERB is confident that the reports and forthcoming updated guidance will lead to more compliant contracts in subsequent years.

Of the 209 reports issued, the following determinations were made:

- **13 Compliant.**
- **60 Substantially compliant.** Penalty: cease and desist.
- **126 Not compliant.** Penalty: cease and desist.
- **10 Substantially not compliant.** Penalties: cease and desist; prior approval.

**The reports do not change the terms and conditions of any current CBAs.** The penalties relate only to subsequent CBAs and MOUs.<sup>2</sup> Specifically, a cease and desist order means that any future CBA or MOU cannot include any of the terms determined to be noncompliant and/or must include required terms that were impermissibly omitted. Prior approval means that the parties cannot ratify another MOU or CBA until the parties receive written approval from IEERB.

Either party may appeal a finding of noncompliance, a recommended penalty, or both, within 15 days. The IEERB Board may request briefs/written explanation or oral argument. The IEERB Board will issue a final determination within 30 days of receipt of an appeal, conclusion of oral argument, or receipt of briefs, whichever comes later.

Additional information on the compliance process is available at [www.in.gov/ieerb](http://www.in.gov/ieerb). IEERB will host a free conference on compliance **June 14, 2016, from 9 a.m. – 12 p.m.** at the Indiana Government Center South Auditorium.<sup>3</sup> Any questions about the reports or the compliance process should be directed to IEERB's General Counsel, Sarah Cudahy, at (317) 233-6625.

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<sup>1</sup> Compliance reports for two-year CBAs will be issued at a later time (prior to March 30, 2017).

<sup>2</sup> Any MOU to the current CBA must be submitted to IEERB via [ratifiedcontract@ieerb.in.gov](mailto:ratifiedcontract@ieerb.in.gov) and uploaded to Gateway with the current CBA. A compliance officer will review the MOU and issue a written addendum to the compliance report. For more information on MOUs, see 560 IAC 2-8-2, 3.

<sup>3</sup> Reserve a spot by emailing [klandeck@ieerb.in.gov](mailto:klandeck@ieerb.in.gov).