



# STATE OF INDIANA

MICHAEL R. PENCE, Governor

INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

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## Indiana Education Employment Relations Board

### NOTICE OF PUBLIC MEETING

**DATE:** June 13, 2016

**TIME:** 9:30 a.m.

**PLACE:** Conference Center Rooms 4 and 5  
Indiana Government Center South  
Indianapolis, Indiana

Please note room different from normal meeting room.

#### Call to Order

- I. Roll Call
- II. Approval of May 2, 2016 Minutes
- III. Consideration of Avon Schools Motion for Reconsideration, Case No. C-15-189-3315
- IV. Oral Argument in 2015-2016 Compliance Report Appeals
  1. Eric Hylton (90 min.)
    - Representing: Argos Community Schools Classroom Teacher Association; Batesville Educators Association; Baugo Education Association; Beech Grove Classroom Teacher Association; Benton Education Association; Bloomfield Teachers' Association; Caston Classroom Teachers Association; United Teachers Association of Center Grove; Centerville-Abington Education Association; Charles A. Beard Classroom Teacher Association; Clarksville Education Association; Clay Community Classroom Teacher Association; Clinton Prairie Classroom Teacher Association; Cowan Community Classroom Teacher Association; Crawford County classroom Teacher Association; Culver Community Teachers Association; Daviess-Martin Special Education Teachers Association; Decatur County Education Association; The East Gibson Classroom Teachers Association; The East Noble Education Association; Eastbrook Education Association; Eastern Greene Teachers Organization; Flat Rock-Hawcreek Teachers' Association; The Frankfort Education Association; Fremont Classroom Teachers' Association; Garrett-Keyser-

Butler Education Association; Goshen Education Association; Jasper classroom Teachers Association; The Greencastle Classroom Teachers Association; Greene-Sullivan Special Education Association; Greensburg Teachers Association; Hamilton Classroom Teachers Association; The Hamilton Southeastern Education Association; Hanover Organization of Professional Educators; Huntington Classroom Teachers' Association; Jac-Cen Del Educators Association; Jennings County Classroom Teachers' Association; John Glenn Education Association; Lafayette Education Association, Inc.; Lakeland Education Association; Liberty-Perry Classroom Teachers Association; Logansport Education Association; Manchester Teachers Association; Merrillville Classroom Teachers Association; Milan Education Association; Monroe Central Classroom Teachers Association; Lawrence Education Association; Pike Classroom Teachers Association; Southwest Allen County Teachers Association; M.S.D. of Wabash County Education Association; Washington Township Education Association; Munster Teachers Association; The Nettle Creek Classroom Teachers Association; Noblesville Teachers' Forum; North Daviess Classroom Teachers Association; North Gibson Education Association; North Harrison Classroom Teachers' Association; North Putnam Teachers Association; National Education Association North Spencer; North Vermillion Classroom Teachers Association; North West Hendricks Classroom Teachers Association; The North White Classroom Teachers Association; Northeast Classroom Teachers Association; Northeast Dubois Classroom Teachers Association; Norwell Classroom Teachers Association; Old National Trail Professional Association; Orleans Classroom Teachers Association; Paoli Classroom Teachers Association; Perry Central Classroom Teachers' Association; Plainfield Professional Educators Association; Portage Association of Teachers; Association of Porter Township Educators; Randolph Eastern Classroom Teachers Association; Classroom Teachers Association; Ripley-Ohio-Dearborn Educators Association; River Forest Teachers Association; Rochester Classroom Teachers Association; Shelbyville Central Teachers' Association; Shenandoah Education Association; Sheridan Education Association; South Central Area Special Education Cooperative Education Association; South Central Classroom Teachers Association; South Harrison Education Association; South Montgomery Community Education Association; South Putnam Classroom Teachers Association; South Ripley classroom Teachers Association; South Spencer county Classroom Teachers Association; South Vermillion Education Association; The Southeast

Fountain Education Association; Southeastern Education Association; New Palestine Classroom Teachers Association; Southwest Dubois Classroom Teachers Association; Southwestern Consolidated Classroom Teachers Association; The Johnson County Special Services Education Association; Spencer Owen Education Association; Springs Valley Teachers Association; Switzerland County Classroom Teachers Association; Tippecanoe Valley Classroom Teachers Association; Tipton Education Association; Tri-County Classroom Teachers Organization; Triton Teachers Association; Tri-Township School Corporation Classroom Teachers Association; Twin Lakes Classroom Teachers' Organization; Union-North Teachers Association; Union School Classroom Teachers Association; Warrick County Teachers Association; Washington Classroom Teachers Association; Wawasee Community Educators Association; Active Classroom Teachers Organization; WWEA Teachers Association; Westview Education Association; White River Valley Education Association; and Yorktown Teachers Association.

**2. Michelle Cooper (sharing time with Eric Hylton)**

-Representing: Beech Grove City Schools; Center Grove Community School Corporation; Clay Community Schools; Jennings County School Corporation; North West Hendricks School Corporation; South Harrison Community School Corporation; and Southeastern School Corporation.

**3. Amy Matthews (30 min.)**

-Representing: East Noble School Corporation; Noblesville Schools; Shelbyville Central Schools; and Community School Corporation of Southern Hancock County.

**4. Susan Traynor (20 min.)**

-Representing: Bloomfield School District; Centerville-Abington Community School Corporation; East Gibson School Corporation; Greencastle Community School Corporation; Logansport Community School Corporation; and North Gibson School Corporation.

**5. Chuck Rubright and Jonathan Mayes (20 min.)**

-Representing: M.S.D. of Washington Township; South Henry School Corporation; Blackford County Schools and Garret-Keyser-Butler Community School District.

**6. Randall G. Hesser (10 min.)**

-Representing: Westview School Corporation.

7. Barry A. Macey (20 min.)  
-Representing: Avon Federation of Teachers and Blackford Federation of Teachers.
8. Dennis Chambers, Superintendent (10 min.)  
-Representing: Cowan School Corporation;
9. Brett Garrett, Superintendent (10 min.)  
-Representing: Eastbrook Community Schools Corporation;
10. Rod Gardin, Ph.D., Superintendent (10 min.)  
-Representing: East Porter county School Corporation;
11. Ginger Studebaker-Bolinger, Ph.D., Superintendent (10 min.)  
-Representing: Madison Consolidated Schools;
12. William C. Reichhart, Ph.D., Superintendent (10 min.)  
-Representing: Manchester Community Schools

**V. Board Discussion of Compliance Appeal Issues**

**Break**

**VI. Board Vote on Compliance Appeals – Note: appeals are listed in alphabetical order based on school employer, and are not based on the order of voting.**

1. Argos Community Schools Classroom Teacher Association, Case No. C-15-153-5470.
2. Avon Federation of Teachers and Avon Community School Corporation, Case No. C-15-189-3315.
3. Batesville Educators Association, Case No. C-15-243-6895.
4. Baugo Education Association, Case No. C-15-086-2260.
5. Beech Grove City Schools and Beech Grove classroom Teachers Association, Case No. C-15-231-5380.
6. Benton Education Association, Case No. C-15-229-0395.
7. Blackford County Schools and Blackford Federation of Teachers, Case No. C-15-029-0515.

- 8.** Bloomfield School District and Bloomfield Teachers' Association, Case No. C-15-071-2920.
- 9.** Caston Classroom Teachers Association, Case No. C-15-052-2650.
- 10.** Center Grove Community School Corporation and United Teachers Association of Center Grove, Case No. C-15-244-4205.
- 11.** Centerville-Abington Community School Corporation and Centerville-Abington Education Association, Case No. C-15-163-8360.
- 12.** Charles A. Beard Classroom Teacher Association, Case No. C-15-062-3455
- 13.** Clarksville Education Association, Case No. C-15-162-1000.
- 14.** Clay Community Schools and Clay Community Classroom Teachers Association, Case No. C-15-151-1125.
- 15.** Clinton Prairie Classroom Teacher Association, Case No. C-15-169-1160.
- 16.** Cowan Community School Corporation and Cowan Community Classroom Teachers Association, Case No. C-15-030-1900.
- 17.** Crawford County Classroom Teacher Association, Case No. C-15-101-1300.
- 18.** Culver Community Teachers Association, Case No. C-15-161-5455.
- 19.** Daviess-Martin Special Education Teachers Association, Case No. C-15-0234-1440.
- 20.** Decatur County Education Association, Case No. C-15-157-1655.
- 21.** The East Gibson Classroom Teachers Association, Case No. C-15-167-2725.
- 22.** East Noble School Corporation and The East Noble Education Association, Case No. C-15-077-6060.
- 23.** East Porter County School Corporation, Case No. C-15-053-6510.
- 24.** Eastbrook Community School Corporation and Eastbrook Education Association, Case No. C-15-207-2815.
- 25.** Eastern Green Teachers Organization, Case No. C-15-176-2940.
- 26.** Flat Rock-Hawcreek Teachers' Association, Case No. C-15-125-0370.
- 27.** The Frankfort Education Association, Case No. C-15-221-1170.

28. Fremont Classroom Teachers' Association, Case No. C-15-274-7605.
29. Garrett-Keyser-Butler Community School District and Garrett-Keyser-Butler Education Association, Case No. C-15-015-1820.
30. Goshen Education Association, Case No. C-15-252-2315.
31. Jasper Classroom Teachers Association, Case No. C-15-129-2120.
32. Greencastle Community School Corporation and The Greencastle Classroom Teachers Association, Case No. C-15-027-6755.
33. Greene-Sullivan Special Education Association, Case No. C-15-214-2990.
34. Greensburg Teachers Association, Case No. C-15-037-1730.
35. Hamilton Classroom Teachers Association, Case No. C-15-118-7610.
36. The Hamilton Southeastern Education Association, Case No. C-15-025-3005.
37. Hanover Organization of Professional Educators, Case No. C-15-149-4580.
38. Huntington Classroom Teachers' Association, Case No. C-15-134-3625.
39. Jac-Cen-Del Educators Association, Case No. C-15-179-6900.
40. Jennings County School Corporation and Jennings County Classroom Teachers' Association, Case No. C-15-116-4015.
41. John Glenn Education Association, Case No. C-15-234-7150.
42. Lafayette Education Association, Inc., Case No. C-15-288-7855.
43. Lakeland Education Association, Case No. C-15-199-4535.
44. Liberty-Perry Classroom Teachers Association, Case No. C-15-128-1895.
45. Logansport Community School Corporation and Logansport Education Association, Case No. C-15-126-0875.
46. Madison Consolidated Schools, Case No. C-15-104-3995.
47. Manchester Community Schools and Manchester Teachers Association, Case No. C-15-010-8045.
48. Merrillville Classroom Teachers Association, Case No. C-15-255-4600.
49. Milan Education Association, Case No. C-15-258-6910.
50. Monroe Central Classroom Teachers Association, Case No. C-15-083-6820.

- 51.** Lawrence Education Association, Case No. C-15-251-5330.
- 52.** Pike Classroom Teachers Association, Case No. C-15-138-5350.
- 53.** Southwest Allen County Teachers Association, Case No. C-15-048-0125.
- 54.** M.S.D. of Wabash County Education Association, Case No. C-15-269-8050.
- 55.** M.S.D. of Washington Township and Washington Township Education Association, Case No. C-15-198-5370.
- 56.** Munster Teachers Association, Case No. C-15-137-4740.
- 57.** The Nettle Creek Classroom Teachers Association, Case No. C-15-103-8305.
- 58.** Noblesville Schools and Noblesville Teachers' Forum, Case No. C-15-131-3070.
- 59.** North Davies Classroom Teachers Association, Case No. C-15-195-1375.
- 60.** North Gibson School Corporation and North Gibson Education Association, Case No. C-15-223-2735.
- 61.** North Harrison Classroom Teachers' Association, Case No. C-15-123-3180.
- 62.** North Putnam Teachers Association, Case No. C-15-271-6715.
- 63.** National Education Association North Spencer, Case No. C-15-045-7385.
- 64.** North Vermillion Classroom Teachers Association, Case No. C-15-273-8010.
- 65.** North West Hendricks School Corporation and North West Hendricks Classroom Teachers' Association, Case No. C-15-043-3295.
- 66.** The North White Classroom Teachers Association, Case No. C-15-081-8515.
- 67.** Northeast Classroom Teachers Association, Case No. C-15-145-7610.
- 68.** Northeast Dubois Classroom Teachers Association, Case No. C-15-204-2040.
- 69.** Norwell Classroom Teachers Association, Case No. C-15-213-8435.
- 70.** Old National Trail Professional Association, Case No. C-15-121-6720.
- 71.** Orleans Classroom Teachers Association, Case No. C-15-160-6145.

- 72.** Paoli Classroom Teachers Association, Case No. C-15-168-6155.
- 73.** Perry Central Classroom Teachers' Association, Case No. C-15-183-6325.
- 74.** Plainfield Professional Educators Association, Case No. C-15-033-3330.
- 75.** Portage Association of Teachers, Case No. C-15-208-6550.
- 76.** Association of Porter Township Educators, Case No. C-15-050-6520.
- 77.** Randolph Eastern Classroom Teachers Association, Case No. C-15-142-6835.
- 78.** Classroom Teachers Association, Case No. C-15-039-3815.
- 79.** Ripley-Ohio-Dearborn Educators Association, Case No. C-15-047-1575.
- 80.** River Forest Teachers Association, Case No. C-15-181-4590.
- 81.** Rochester Classroom Teachers Association, Case No. C-15-233-2645.
- 82.** Shelbyville Central Schools and Shelbyville Central Teachers' Association, Case No. C-15-164-7365.
- 83.** Shenandoah Education Association, Case No. C-15-063-3435.
- 84.** Sheridan Education Association, Case No. C-15-250-3055.
- 85.** South Central Area Special Education Cooperative Education Association, Case No. C-15-205-8225.
- 86.** South Central Classroom Teachers association, Case No. C-15-240-4940.
- 87.** South Harrison Community School Corporation and South Harrison Education Association, Case No. C-15-212-3190.
- 88.** South Henry School Corporation, Case No. C-15-156-3415.
- 89.** South Montgomery Community Education Association, Case No. C-15-272-5845.
- 90.** South Putnam Classroom Teachers Association, Case No. C-15-194-6705.
- 91.** South Ripley classroom Teachers Association, Case No. C-15-253-6865.
- 92.** South Spencer County Classroom Teachers Association, Case No. C-15-239-7445.
- 93.** South Vermillion Education Association, Case No. C-15-277-8020.
- 94.** The Southeast Fountain Education Association, Case No. C-15-201-2455.

- 95.** Southeastern School Corporation and Southeastern Education Association, Case No. C-15-193-0815.
- 96.** Community School Corporation of Southern Hancock County and New Palestine Classroom Teachers Association, Case No. C-15-046-3115.
- 97.** Southwest Dubois Classroom Teachers Association, Case No. C-15-247-2110.
- 98.** Southwestern Consolidated Classroom Teachers Association, Case No. C-15-191-7360.
- 99.** The Johnson County Special Services Education Association, Case No. C-15-013-4135.
- 100.** Spencer Owen Education Association, Case No. C-15-192-6195.
- 101.** Springs Valley Teachers Association, Case No. C-15-226-6160.
- 102.** Switzerland County Classroom Teachers Association, Case No. C-15-143-7775.
- 103.** Tippecanoe Valley Classroom Teachers Association, Case No. C-15-109-4445.
- 104.** Tipton Education Association, Case No. C-15-036-7945.
- 105.** Tri-County Classroom Teachers Organization, Case No. C-15-098-8535.
- 106.** Triton Teachers Association, Case No. C-15-060-5495.
- 107.** Tri-Township School Corporation Classroom Teachers Association, Case No. C-15-055-4915.
- 108.** Twin lakes Classroom Teachers' Organization, Case No. C-15-264-8565.
- 109.** Union–North Teachers Association, Case No. C-15-096-7215.
- 110.** Union School Classroom Teachers Association, Case No. C-15-278-6795.
- 111.** Warrick County Teachers Association, Case No. C-15-069-8130.
- 112.** Washington Classroom Teachers Association, Case No. C-15-106-1405.
- 113.** Wawasee Community Educators Association, Case No. C-15-115-4345.

114. Wes-Del Community Schools and Active Classroom Teachers Organization, Case No. C-15-225-1885.
115. WWEA Teachers Association, Case No. C-15-225-1885.
116. Westview School Corporation and Westview Education Association, Case No. C-15-242-4525.
117. White River Valley Education Association, Case No. C-15-028-2980.
118. Yorktown Teachers Association, Case No. C-15-017-1910.

**VII. Staff Report:**

1. New Laws
2. Pending Court Cases
3. 2016 LBO Requirements

**VIII. Other Action Items:**

1. Updated Compliance Rubric
2. Bargaining Units
3. Request for Non-Rule Policy Document Regarding MOUs
4. Chairperson Pro Tempore Appointment

**IX. Adjournment**