



INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

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

Administrative Law Judge & Other Appointee Qualification Information

I. ALJs

ALJs are hearing examiners who are appointed to unfair practice cases pursuant to Ind. Code Ch. 20-29-7.

A. Staff ALJs

1. Erin Lahr, Director of Dispute Resolution

Erin earned her B.A. from Indiana University, Bloomington with a double major in Political Science and Criminal Justice. She earned her J.D. from the Indiana University Maurer School of Law in Bloomington in 2008. She has worked for the State of Indiana since 2010 and served as a Marion County Local Office Attorney, an Administrative Law Judge, Chief Administrative Law Judge, and Deputy General Counsel for the Department of Child Services before joining IEERB in 2023.

2. Jake May, General Counsel

Jake graduated from the Indiana University Kelley School of Business in Indianapolis with majors in Business Management and International Studies, after which he attended the Indiana University Robert H. McKinney School of Law, earning his J.D. cum laude in 2011. He began his legal career as a law clerk at the entertainment and intellectual property law firm of Meitus Gelbert Rose LLP. He has represented the State of Indiana in civil litigation and contract matters since 2014 and joined IEERB in March of 2018.

B. Ad Hoc ALJs

Individuals must be on IEERB's ad hoc panel, <https://www.in.gov/ieerb/about-ieerb/ad-hocsaljsfactfinders/>, or an administrative law judge from other state agencies pursuant to Ind. Code § 4-21.5-3-8.5(a). 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.

1. Jim Casey

IEERB ad hoc panelist since: June 2013

Has attended IEERB training

Has been appointed in an IEERB case

Bio/Resume: <https://zsws.com/attorney/james-casey/>

2. Gabriel Paul
IEERB ad hoc since: February 2016
Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: <https://www.in.gov/nrc/neutrals/files/Gabe-Paul-bio-formatted.pdf>
3. Bernard “Buddy” Pylitt
IEERB ad hoc panelist since: March 2012
Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: Biographical sketch available upon request.
4. Donald Russell
IEERB ad hoc panelist since: July 2000
Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: Narrative bio available upon request.
5. Steven Spence
IEERB ad hoc panelist since: August 2011 Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: <https://www.mediation.com/memberprofile/stevena--spence-46032-fc.aspx>
6. Cynthia Stanley
IEERB ad hoc panelist since: February 1991
Has attended IEERB training
Has been appointed in an IEERB case
Bio/Resume: <https://imimmediation.org/cynthia-stanley>

C. Compensation:

1. Staff ALJs and state employee ALJs (working on state time)
 - i. 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.
 - ii. Salary and other public information for state ALJs and other employees can be found at the Indiana Transparency Portal at <https://www.in.gov/itp/>
 - iii. Costs will be provided pursuant to State of Indiana guidelines.

2. Other Ad Hoc ALJs (who are either not state employees or state employees not 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. Other Neutral Appointees

A. Aside from ALJs, IEERB appoints

1. Hearing Officers for representation cases, pursuant to Ind. Code Ch. 20-29-5;
2. Fact-Finders for impasse cases, pursuant to Ind. Code Chs. 20-29-6 and 20-29-8; and
3. Compliance Officers for compliance cases, pursuant to Ind. Code § 20-29-6-6.1.

B. Appointees must be on IEERB's staff or ad hoc panel (<https://www.in.gov/ieerb/about-ieerb/ad-hocsaljsfactfinders/>). All Fact-Finders must have attended IEERB impasse training. Many appointees have extensive experience in education, labor, and/or administrative law. For more information on the relevant professional experience of any appointees not listed above, contact IEERB.

C. Compensation:

1. Staff appointees and state employee appointees (working on state time)
 - i. Staff appointees and other state employee appointees (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.
 - ii. Salary and other public information for state appointees and other employees can be found at the Indiana Transparency Portal at <https://www.in.gov/itp/>. Costs will be provided pursuant to State of Indiana guidelines.

D. Other Ad Hoc Appointees (who are either not state employees or state employees not 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.