

# PUBLIC HEARING ON COLLECTIVE BARGAINING 2019

- ❑ What we can bargain
- ❑ What we cannot bargain
- ❑ Basic finance
- ❑ Regulatory restrictions  
IEERB

# Subjects of Bargaining

- Salary
- Wages
- Fringe benefits: including accident, sickness, health, dental, vision, life, disability, retirement benefits, and paid time off



## Prohibited Subjects of Bargaining

- Evaluation
- Hours of work
- Safety issues for students and staff
- Teacher appreciation grants
- Class size
- Hiring, assignment, transfer, RIF (reduction in force; aka layoff)
- Student discipline, expulsion, or supervision.
- Budget appropriations

## Prohibited Subjects of Bargaining: continued

- School calendar
- Curriculum and curriculum materials (textbooks, programs, etc...)
- Teaching methods
- Teacher dismissal
- Restructuring options for failing schools
- Ability for a school to partner with an outside entity for dual credit
- Funding for remediation

# School Funding

## Education Fund

- Funded by state taxes
- Based on number of students (ADM)
- Used for any instruction expenses, including teachers, principals, counselors, media/library staff, aides/paras, class supplies, etc...
- May not be used for non-instructional items

## Operations Fund

- Funded by local property taxes
- Used for transportation, bus replacement, capital projects, utilities, superintendent, business office, human resources, custodial/maintenance, property insurance
- Cannot be used for instructional items
- Cannot be used for bargaining, unless a resolution is adopted by the Board to transfer a specific amount for bargaining

# Enrollment Numbers-Education Fund Impact

School	Enrollment
MES	423
MIS	360
MJSH	758
Total	1541
Projected	1571
Difference	-30
Lost funds (\$5548 basic support)	-\$166,440 (minimum loss)
Education Fund Awarded	\$10,661,824
Education Fund Based on enrollment	\$10,495,384

# Over the last 10 years



- Indiana per student spending has fallen dropping Indiana to 47<sup>th</sup> in public school funding-may drop more this year
- Indiana ranks 51<sup>st</sup> in teacher salary increases over the last 10 years among states and the District of Columbia
- The average teacher's salary has decreased 4.5% after inflation
- Current biannual budget keeps school funding at pace with projected inflation

# A Current Example from Manchester



Manchester is near the top for starting salary in the area

- \$46,107.38 2010-11 Teacher Year 9 Salary Adjusted for Inflation
- \$44,600.00 One Current MCS Teacher in Year 9's Salary
- \$1,507.38 behind or 4.8% below inflation

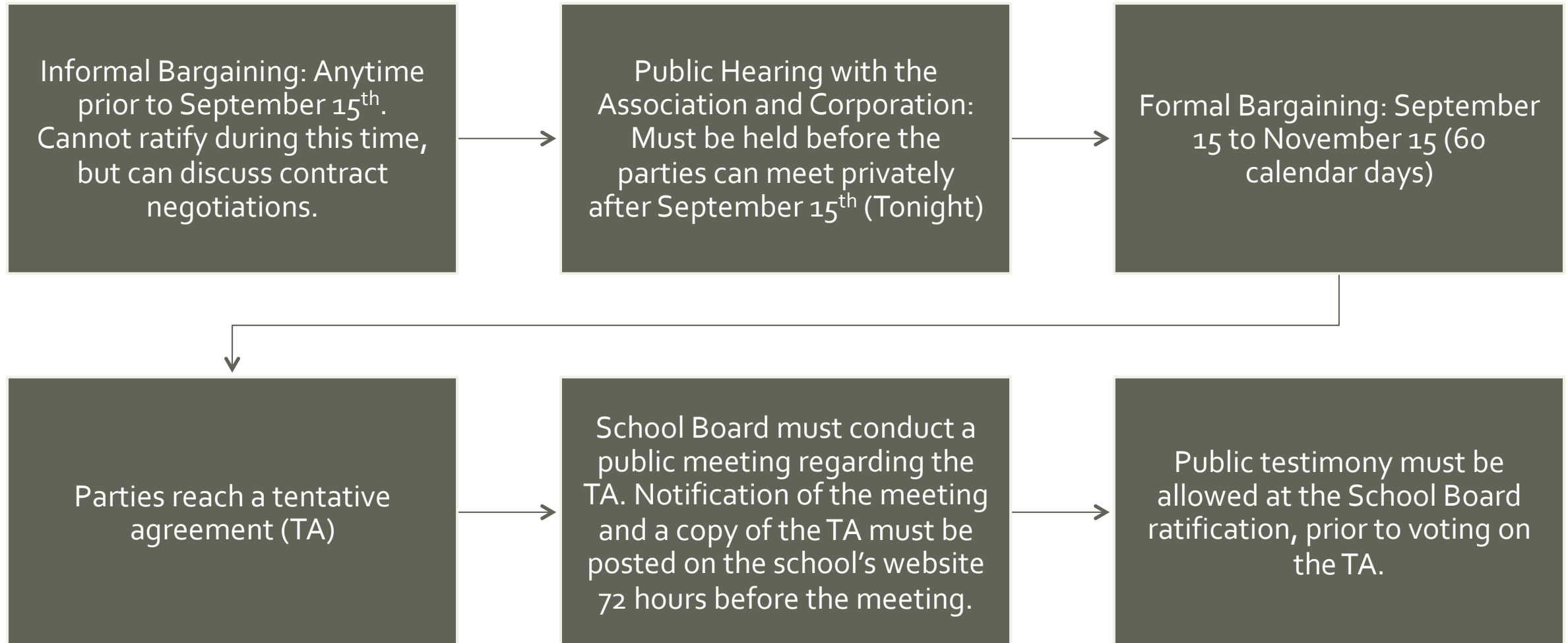
Factor in Masters

- \$51,230.42 2010-11 salary adjusted for inflation with masters
- If teacher were to earn a masters may be eligible for \$3000.00 s annual stipend after completion
- \$47,600 pay = \$44,600 + \$3000 if teacher had masters
- \$3,630.42 behind or 8.3 % below inflation if had masters

This is after two years making great strides locally in teacher pay



# Timeline for Bargaining



# Other Parameters

Indiana Education Relations Board (IEERB)	Reviews contracts for compliance Releases a rubric to dictate the way contracts are constructed on or about August 15th
New state laws	State budget every two years sets funding potential for each school other new laws
State Board of Accounts (SBOA)	Corporations must follow state accounting requirements
Department of Local Government Finance (DLGF)	Controls local budget appropriations

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Testimony should be limited to collective bargaining

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Please be concise and cordial

Public  
Testimony