



ISBA/IAPSS  
Collective Bargaining Seminar  
Renaissance Indianapolis North Hotel  
Friday, February 17, 2012



Agenda

- 8:30 a.m. Registration
- 9:00 - 10:00  
**How The Mediation Process Worked**  
*Tracey R. Shafer, Superintendent, Huntington County Community School Corporation*  
*Bruce D. Bernhardt, Superintendent, South Putnam Community School Corporation*
- While mediation has been part of the collective bargaining law since its inception, the process changed significantly in 2011. Two superintendents who went through mediation last year will share their thoughts on the pro's and con's of the new process.*
- 10:00 - 10:15 Break
- 10:15 - 11:15  
**The New Fact-Finding Process**  
*Steve Stephanoff, Asst. Superintendent of Human Resources, Noblesville Schools*  
*Joe Backmeyer, Superintendent, Nettle Creek School Corporation*
- While several school corporations settled with the help of a mediator, only two school corporations went through the fact-finding process. The superintendents of these school corporations will describe their preparations for the fact-finding process and overall experiences with the process.*
- 11:15 - 12:15  
**A New Teacher Compensation Model**  
*Dr. Jeffrey K. Butts, Superintendent, M.S.D. of Wayne Township*
- While schools must still bargain the salary of teachers, salary may no longer be based solely on degrees and experiences. Starting in 2012, teachers' compensation must consider additional factors, including the results of an evaluation and instructional leadership roles. The superintendent of a metropolitan school district will share the teacher compensation model currently being considered by the administration and teachers.*
- 12:15 - 1:00 Lunch
- 1:00 - 2:00  
**Permissible v. Impermissible Contract Language**  
*Andrew J. Kossack, Labor Policy Counsel, Indiana Department of Education*
- P.L. 48 significantly restricted the mandatory subjects of bargaining. Yet deciding what language may remain in a master contract and what language must come out has proven to be challenging. After reviewing the master contracts submitted by school corporations, the Department's Labor Policy Counsel will share his thoughts on contract language issues.*
- 2:00 - 3:00  
**IEERB Services and Resources**  
*Amy A. Matthews, General Counsel & Director of Research, Indiana Education Employment Relations Board*
- In light of the changes in the bargaining law, the state agency responsible for implementation of the law had to re-align its services, offer its guidance, and prepare numerous forms and materials to help everyone understand the law. Changes have already been made in preparation for the 2012 bargaining calendar. IEERB's General Counsel will share the latest up-dates.*