

Early Trends in Labor Relations Under HF 291

An analysis of data from IASB's Teacher Compensation and Benefits Toolkit shows some early trends in labor relations under changes made to collective bargaining by House File 291 (HF 291), passed by the 2017 Iowa Legislature. While it's too early to determine the ultimate impact of the new law, IASB identified several key takeaways about how districts are approaching bargaining in a new era.

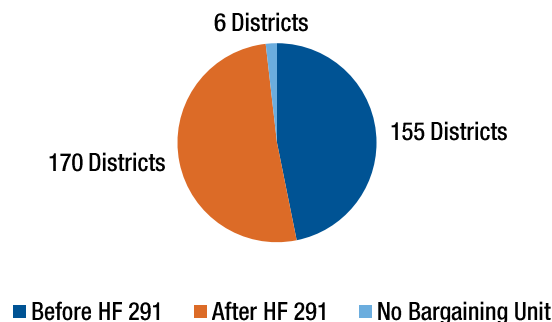
About this Report: The [IASB Teacher Compensation and Benefits Toolkit](#) contains salary and benefits information for 331 of Iowa's 333 public school districts. During the summer of 2017, all member school districts were asked to self-report teacher salary and benefits data for the Teacher Compensation and Benefits Survey. More than 200 districts submitted data through the survey; data for the remaining districts was compiled by IASB staff from school district master contracts, employee handbooks and other documents that contained salary, leave and insurance information. Data was unavailable for two districts.

HF 291: Settlements Before and After

Districts were asked to report whether they settled their teacher master contracts before or after HF 291 was signed into law in February 2017.

- 155 (45.8 percent) reported settling before HF 291 was signed into law.
- 170 (51.4 percent) settled after HF 291 was signed into law.
- 6 districts (1.8 percent) did not have a teachers' association to bargain with.

Teacher Master Contracts and HF 291

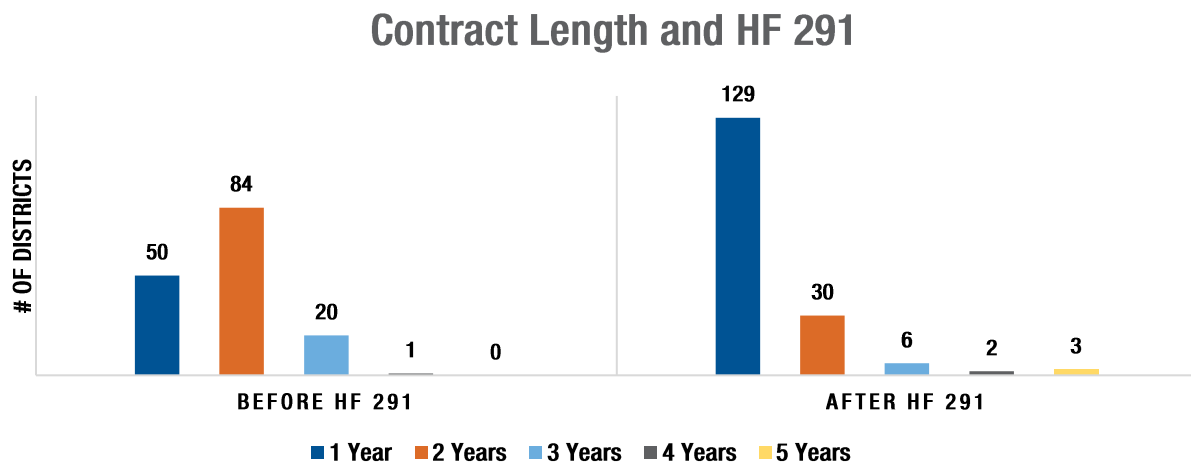


Contract Length

2017 saw a significant increase in multi-year contracts, and the data would indicate the desire of employee associations to settle before the law change played a part in that upswing.

Of all districts, 146 reported entering into a multi-year contract with their local teachers' association for 2017, a significant shift up from 75 districts the previous year. The remainder indicated a one-year contract (179 districts) or had no teachers' association to bargain with (six districts.)

As shown in the chart below, a far greater percentage of multi-year contracts were those settled before the law changed.



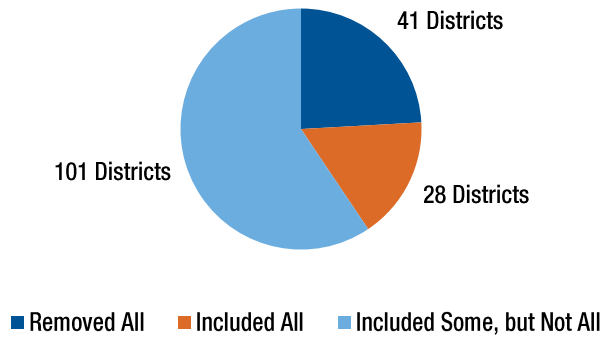
Permissive Topics of Bargaining

The new law limited the mandatory topics of bargaining to one—base wages—while making many previously mandatory topics either permissive or illegal. Permissive topics of bargaining are subjects the school district and the labor union may choose to bargain, but are not required or prohibited from doing so.

Of the 170 districts that settled after the HF 291 changes were in effect, boards exercised the full-range of options in how they approached their management authority regarding permissive topics:

- 41 districts (24.1 percent) removed every permissive topic of bargaining from the master contract.
- 28 districts (16.5 percent) included every permissive topic of bargaining in the master contract.
- 101 districts (59.4 percent) included at least one of the permissive topics of bargaining.

Permissive Topics of Bargaining



As shown in the summary below, districts were more likely to continue to bargain wage and leave-related issues and least likely to continue to bargain issues that relate to other operational issues such as use of job classifications or in-service training.

Permissive Topics	
Most Maintained Topics	Most Removed Topics
116 Districts – Additional Salary (Non-Base Wages)	56 Districts – Job Classifications
81 Districts – Leaves of Absence	55 Districts – Seniority
74 Districts – Grievance Procedures	53 Districts – Shift Differentials
70 Districts – Hours	51 Districts – Health and Safety Matters
62 Districts – Vacation	49 Districts – In-Service Training

Note: It's important to note that IASB did not survey whether boards who removed permissive topics from the bargaining process made language changes to those topics. It is foreseeable that language was removed from the contract and placed in an employee handbook, for example, with no changes to substance.

Salary

Salary Schedule Averages

The Teacher Compensation and Benefits Survey asked districts to report select salary schedule data for teachers with a Bachelor's degree (BA) and a Master's degree (MA). The survey data showed modest increases in teacher salary schedules. The statewide average increase for base wage for a teacher with a BA was 2.28 percent.

Districts settling after the law changed had a slightly lower increase than those settling under the old law. However, IASB analysis shows a higher percentage of the post-HF 291 districts had declining enrollment, an indication that financial condition may be a factor in that difference.

	Group A - Before HF 291			
	BA	BA 10 Yrs	MA	MA 10 Yrs
FY 2017	\$ 36,097	\$ 45,917	\$ 39,909	\$ 50,735
FY 2018	\$ 36,922	\$ 46,473	\$ 40,895	\$ 51,230
% Change	2.29%	1.21%	2.47%	0.98%

	Group B - After HF 291			
	BA	BA 10 Yrs	MA	MA 10 Yrs
FY 2017	\$ 35,184	\$ 45,273	\$ 38,781	\$ 49,777
FY 2018	\$ 35,899	\$ 45,769	\$ 39,777	\$ 50,241
% Change	2.03%	1.10%	2.57%	0.93%

	Group C - No Bargaining Unit			
	BA	BA 10 Yrs	MA	MA 10 Yrs
FY 2017	\$ 36,676	\$ 44,536	\$ 39,838	\$ 48,852
FY 2018	\$ 37,190	\$ 45,116	\$ 40,319	\$ 49,168
% Change	1.40%	1.30%	1.21%	0.65%

	All Districts			
	BA	BA 10 Yrs	MA	MA 10 Yrs
FY 2017	\$ 35,634	\$ 45,562	\$ 39,325	\$ 50,210
FY 2018	\$ 36,445	\$ 46,473	\$ 40,326	\$ 50,667
% Change	2.28%	2.00%	2.55%	0.91%

Note: Excludes Morning Sun Community Schools. There is no salary data available for Morning Sun Community Schools in the FY 2017 Collective Bargaining Toolkit, but there is salary data for the other five districts that do not have a teachers' association to bargain with. Including Morning Sun Community Schools significantly changes the averages for the districts with no bargaining unit.

Enrollment

Percentage of Districts with Declining Enrollment		
Before HF 291	After HF 291	No Bargaining Unit
76 Districts (49%)	103 Districts (60.6%)	1 District (16.7%)

Alternative Compensation Plans

Nine school districts indicated that they have a compensation plan different from a salary schedule.

- Eastern Allamakee, Logan-Magnolia, Marcus-Meriden-Cleghorn, North Linn, Okoboji, Remsen-Union, Riceville, Ruthven-Ayrshire and Van Buren.

Note: IASB did not survey whether districts offered bonuses or other incentives to teachers.

Insurance

Greater authority over health insurance decisions was important to IASB members going into the 2017 Legislative Session. IASB knows employees value health insurance benefits, but districts had reported difficulty controlling costs in the current healthcare environment. With the passage of HF 291, insurance is now an excluded topic of bargaining.

The Teacher Compensation and Benefits Survey asked districts to describe the employee's share of insurance premiums.

Two hundred twelve districts (64 percent) reported that the employee does not pay the premium costs for a single health insurance plan. Data from the previous year indicates 201 of 326 Districts (61.7 percent) reported that the employee did not pay the premium costs for a single health insurance plan.

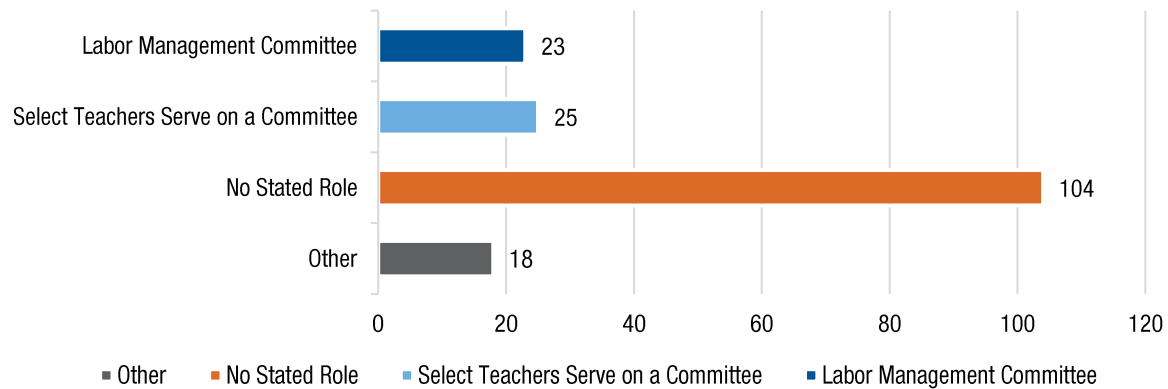
Employee Share of Single Health Insurance Premium			
	Before HF 291	After HF 291	No Bargaining Unit
No Cost	104 Districts (67.1%)	103 Districts (60.6%)	5 Districts (83.3%)

Note: IASB did not survey whether boards reconstructed health insurance plans to keep the employee's share of insurance premiums low.

Methods for Employee Input into Insurance Decisions

Some boards are establishing structures to provide employees with input outside of the bargaining process. Districts were asked to describe the role teachers have in researching and drafting insurance plans. The following data focuses on the 170 districts that settled after HF 291 was signed:

Teacher's Role in Researching and Drafting Insurance Plans



Conclusion

There are many factors that can affect the salary and benefits teachers receive, including but not limited to, the financial condition of the school district, enrollment trends and changes to Supplemental State Aid.

It is too soon to know the long-term effects HF 291 may have on salary and benefits. In the upcoming years, it will be important to monitor trends in master contracts, salaries and benefits.

Contact IASB at iasb@ia-sb.org or (515) 288-1991 with questions or comments regarding this information.