

Key Dates for Contract Bargaining

Background:

The Iowa Association of School Board advises boards to work toward successful contract negotiations throughout the year by following the calendar of key dates below.

Fall	Preparation for bargaining (e.g., analysis of district's financial status, review of benefits, review of the master contract, and other appropriate measures).
December	Parties exchange initial proposals in open session. (Employees present initial proposal at the first bargaining session and the employer presents its initial proposal no more than two weeks later at the second bargaining session).
February 1	First day PERB will act on a unilateral request for mediation. After receiving the request, PERB assigns a mediator who contacts the parties to schedule a mediation date.
March 15	First day, teacher and administrative contracts may be offered.
April	<ul style="list-style-type: none"> • Parties may request in writing that PERB arrange for binding arbitration, not less than 10 days after the appointment of the mediator (mediation session). • The parties shall serve the final offer on each impasse item to the other party four days after PERB's receipt of the request for arbitration. • PERB shall serve the parties with a list of five arbitrators after PERB's receipt of the request for arbitration. • Within five days of PERB's service of the list, the parties shall determine the arbitrator by alternately removing names from the arbitrator list. The parties shall determine by law which party shall remove the first name.
April 30	Last day to notify teachers of termination of (probationary) or recommendation to terminate (non-probationary) teacher contracts.
May 13	Deadline to commence arbitration.
May 15	<ul style="list-style-type: none"> • Last day to notify superintendent/administrator of contract termination (probationary) or consider termination of contract (non-probationary). • Last day for superintendent to, in writing during a board meeting, recommend the board terminate a teacher's continuing contract.
May 31	Statutory deadline for completion of bargaining. Arbitrators must make their selection on or before May 31.

Recommended Action:

No action is necessary.