

The 2019-2020 Bargaining Reports are completed. ISEA received 339 Bargaining Reports out of 399 locals. The 2017 changes to the bargaining law dramatically reduced educator's right to bargain all aspects of working conditions. The working conditions are now in the hands of the districts. These working conditions impact Iowa Students and will determine if Iowa will be able to attract and retain quality educators. The bargaining report show how each district has bargained with educators and if they improved, maintained, or reduced these working conditions. Overall, the numbers are positive, but we encourage you to look at your school district's bargaining report to see how they are treating educators. See below for a glossary of bargaining terms.

Of the locals responding:

- 61.9% have maintained permissive language in the master contract.
- 75.2% still paid single insurance for educators.
- 82.8% maintained a salary schedule in the contract or handbook.
- The majority of the excluded items of bargaining such as health insurance was moved to a handbook.
- Only 32.3% have a Labor Management Committee.

The Bargaining Report asked if the district has improved, maintained, or reduced benefits. Of the locals responding:

- 82.9% either improved or maintained the salary schedule.
- 89.9% either improved or maintained employee leaves.
- 81.3% either improved or maintained seniority language.
- 94.1% either improved or maintained safety language.
- 92.7% either improved or maintained hours or workday language.
- 95.3% either improved or maintained planning or preparation time.
- 64.2% either improved or maintained grievance procedures.
- 96.8% either improved or maintained vacation/holiday language.
- 78.8% either improved or maintained health insurance
- 81.4% either improved or maintained transfer procedures.
- 88.7% either improved or maintained evaluation procedures.
- 76.5% either improved or maintained staff reduction language.