

## **IC 20-29-4**

### **Chapter 4. Rights and Responsibilities of School Employees and Employers**

#### **IC 20-29-4-1**

##### **Rights of school employees**

Sec. 1. School employees may:

- (1) form, join, or assist school employee organizations;
- (2) participate in collective bargaining with school employers through representatives of their own choosing; and
- (3) engage in other activities, individually or in concert;

to establish, maintain, or improve salaries, wages, hours, salary and wage related fringe benefits, and other matters set forth in IC 20-29-6-4, IC 20-29-6-5, and IC 20-29-6-7.

*As added by P.L.1-2005, SEC.13.*

#### **IC 20-29-4-2**

##### **School employee not required to join or financially support school employee organization**

Sec. 2. (a) A school employee may not be required to join or financially support through the payment of:

- (1) fair share fees;
- (2) representation fees;
- (3) professional fees; or
- (4) other fees;

a school employee organization.

(b) A rule, regulation, or contract provision requiring financial support from a school employee to a school employee organization is void.

*As added by P.L.1-2005, SEC.13.*

#### **IC 20-29-4-3**

##### **Responsibilities of school employers**

Sec. 3. School employers have the responsibility and authority to manage and direct on behalf of the public the operations and activities of the school corporation to the full extent authorized by law, including but not limited to the following:

- (1) Direct the work of the school employer's employees.
- (2) Establish policy through procedures established in IC 20-29-6-4, IC 20-29-6-5, and IC 20-29-6-7.
- (3) Hire, promote, demote, transfer, assign, and retain employees through procedures established in IC 20-29-6-4, IC 20-29-6-5, and IC 20-29-6-7.
- (4) Suspend or discharge employees in accordance with applicable law through procedures established in IC 20-29-6-4, IC 20-29-6-5, and IC 20-29-6-7.
- (5) Maintain the efficiency of school operations.
- (6) Relieve employees from duties because of lack of work or other legitimate reason through procedures established in IC 20-29-6-4, IC 20-29-6-5, and IC 20-29-6-7.

(7) Take actions necessary to carry out the mission of the public schools as provided by law.

*As added by P.L.1-2005, SEC.13.*