

## Teacher Employment Contract Policies

### What is the permitted scope of collective bargaining?

July 2020

This information was gathered from state statute, regulation and case law. This metric captures what may or may not be negotiated during collective bargaining. View the full 50-State Comparison: Teacher Employment Contract Policies [here](#).

STATE	WHAT IS THE PERMITTED SCOPE OF COLLECTIVE BARGAINING?	CITATION
Alabama	Not specified in state policy.	
Alaska	The scope of collective bargaining includes: - Wages - Hours - Other terms and conditions of employment	Alaska Stat. Ann. § 23.40.070
Arizona	Not specified in state policy.	
Arkansas	Not specified in state policy.	
California	The scope of collective bargaining includes: - Wages - Hours - Other terms of employment, including: - Benefits - Leave - Transfer policies - Safety conditions - Class sizes - Evaluations	Cal. Gov't Code § 3543.2
Colorado	The scope of collective bargaining includes:* - Hiring and termination practices - Wages and compensation - Hours of labor - Treatment of employees - Aiding and protecting their welfare and interests in any other manner  *These collective bargaining rights apply to public employees, but not teachers explicitly.	Colo. Rev. Stat. Ann. § 8-2-101
Connecticut	The scope of collective bargaining includes: - Salaries - Hours - Other conditions of employment	Conn. Gen. Stat. Ann. § 10-153d

STATE	WHAT IS THE PERMITTED SCOPE OF COLLECTIVE BARGAINING?	CITATION
Delaware	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages and salaries</li> <li>- Donated leave program or programs</li> <li>- Hours</li> <li>- Grievance procedures</li> <li>- Working conditions</li> </ul>	Del. Code Ann. tit. 14, § 4002
District of Columbia	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Salary</li> <li>- Wages</li> <li>- Health benefits</li> <li>- Within-grade increases</li> <li>- Overtime pay</li> <li>- Education pay</li> <li>- Shift Differential</li> <li>- Premium pay</li> <li>- Hours</li> </ul>	D.C. Code: § 1-617.17
Florida	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Other conditions of employment</li> </ul>	Fla. Stat. Ann. § 447.309
Georgia	Not specified in state policy.	
Hawaii	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Contributions toward health benefits</li> <li>- Other terms and conditions of employment</li> </ul>	Haw. Rev. Stat. § 89-9
Idaho	Not specified in state policy.	
Illinois	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Other terms and conditions of employment</li> </ul>	115 Ill. Comp. Stat. Ann. 5/3
Indiana	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Salary</li> <li>- Wages</li> <li>- Salary and wage-related fringe benefits</li> </ul>	IC 20-29-6-4 IC 20-29-6-4.5

STATE	WHAT IS THE PERMITTED SCOPE OF COLLECTIVE BARGAINING?	CITATION
Iowa	<p>The scope of collective bargaining includes:</p> <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Vacations, holidays and leaves of absence</li> <li>- Insurance</li> <li>- Shift differentials</li> <li>- Overtime compensation</li> <li>- Supplemental pay</li> <li>- Seniority</li> <li>- Transfer procedures</li> <li>- Job classifications</li> <li>- Health and safety matters</li> <li>- Evaluation procedures</li> <li>- Procedures for staff reduction</li> <li>- In-service training</li> <li>- Grievance procedures for resolving any questions arising under the agreement</li> <li>- Other matters mutually agreed upon</li> </ul>	Iowa Code Ann. § 20.9
Kansas	<p>The scope of collective bargaining includes:</p> <ul style="list-style-type: none"> <li>- Compensation</li> <li>- Hours</li> <li>- Amounts of work</li> </ul>	Kan. Stat. Ann. § 72-2228
Kentucky	Not specified in state policy.	
Louisiana	Not specified in state policy.	
Maine	<p>The scope of collective bargaining includes:</p> <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Working conditions</li> <li>- Contract grievance arbitration</li> </ul>	Me. Rev. Stat. tit. 26, § 965
Maryland	<p>The scope of collective bargaining includes:</p> <ul style="list-style-type: none"> <li>- Salaries</li> <li>- Wages</li> <li>- Hours</li> <li>- Other working conditions, including procedures regarding employee transfers and assignments</li> <li>- The structure, time, and manner of the access of the exclusive representative to a public school employer's new employee processing.</li> </ul>	Md. Code Ann., Educ. § 6-408
Massachusetts	<p>The scope of the collective bargaining includes:</p> <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Standards or productivity and performance</li> <li>- Class size</li> <li>- Workload</li> </ul>	Mass. Gen. Laws Ann. ch. 150E, § 6
Michigan	<p>The scope of the collective bargaining includes:</p> <ul style="list-style-type: none"> <li>- Wages</li> <li>- Benefits and coverages for insurance</li> <li>- Hours</li> <li>- General terms and conditions</li> </ul>	Mich. Comp. Laws Ann. § 423.215

STATE	WHAT IS THE PERMITTED SCOPE OF COLLECTIVE BARGAINING?	CITATION
Minnesota	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Hours of employment</li> <li>- Compensation</li> <li>- Payment of, or contributions to, premiums for group insurance coverage</li> <li>- Employer's personnel policies affecting the working conditions of the employees</li> </ul>	Minn. Stat. Ann. § 179A.03
Mississippi	Not specified in state policy.	
Missouri	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- wages</li> <li>- pension</li> <li>- Insurance</li> <li>- terms and conditions</li> <li>- terms and conditions</li> <li>- hours</li> </ul>	Mo. Ann. Stat. § 105.580
Montana	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages</li> <li>- Fringe benefits</li> <li>- Hours</li> </ul>	Mont. Code Ann. § 39-31-305
Nebraska	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Other terms and conditions of employments</li> </ul>	Neb. Rev. Stat. Ann. § 48-816
Nevada	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Salary or wage rates or other forms of direct monetary compensation</li> <li>- Sick leave</li> <li>- Vacation leave</li> <li>- Holidays</li> <li>- Other paid or unpaid leaves of absence</li> <li>- Insurance benefits</li> <li>- Total hours of work required of an employee on each workday or workweek</li> <li>- Total number of days' work required of an employee in a work year</li> </ul>	Nev. Rev. Stat. Ann. § 288.150
New Hampshire	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Other conditions of employment</li> </ul>	N.H. Rev. Stat. Ann. § 273-A:1
New Jersey	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Grievances</li> <li>- Disciplinary disputes</li> <li>- Other terms and conditions of employment</li> </ul> <p>Standards or criteria for employee performance are not subject to collective bargaining.</p>	N.J. Stat. Ann. § 34:13A-5.3

STATE	WHAT IS THE PERMITTED SCOPE OF COLLECTIVE BARGAINING?	CITATION
New Mexico	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- All other terms and conditions of employment</li> <li>- Professional and instructional decisions made by the employer</li> <li>- Grievance procedures</li> </ul>	N.M. Stat. Ann. § 10-7E-17
New York	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Other terms of employment</li> </ul>	N.Y. Civ. Serv. Law § 204
North Carolina	Collective bargaining is not allowed.	N.C. Gen. Stat. Ann. § 95-98
North Dakota	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Terms of employment</li> </ul>	N.D. Cent. Code Ann. § 15.1-16-09
Ohio	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Healthcare benefits</li> <li>- Terms and other conditions of employment</li> <li>- Continuation, modification, or deletion of an existing provision of a collective bargaining agreement</li> </ul>	Ohio Rev. Code Ann. § 4117
Oklahoma	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Fringe benefits</li> <li>- Other terms and conditions of employment</li> </ul> <p>One-time incentive or retention incentive pay are not subject to collective bargaining.</p>	Okla. Stat. Ann. tit. 70, § 509.6
Oregon	The scope of collective bargaining includes: <ul style="list-style-type: none"> <li>- Direct or indirect monetary benefits</li> <li>- Hours</li> <li>- Vacation</li> <li>- Sick leave</li> <li>- Labor organization access and communication with employees</li> <li>- Grievance procedures</li> <li>- Other conditions of employment</li> </ul> <p>Class size, school calendar, teacher evaluations, curriculum, dress code, at-work personal conduct, and student discipline, among other topics, are excluded from collective bargaining.</p>	Or. Rev. Stat. Ann. § 243.650

STATE	WHAT IS THE PERMITTED SCOPE OF COLLECTIVE BARGAINING?	CITATION
Pennsylvania	<p>The scope of collective bargaining includes:</p> <ul style="list-style-type: none"> <li>- Wages</li> <li>- Hours</li> <li>- Other conditions of employment</li> </ul> <p>Public school employers are not required to bargain over matters related to managerial policies including functions and programs of the public employer, standards of services, its overall budget, utilization of technology, the organizational structure and selection and direction of personnel.</p>	<p>43 Pa. Stat. Ann. § 1101.701</p> <p>43 Pa. Stat. Ann. § 1101.702</p>
Puerto Rico	<p>The scope of collective bargaining includes:</p> <ul style="list-style-type: none"> <li>- Salaries</li> <li>- Fringe benefits</li> <li>- Working conditions</li> </ul> <p>The creation and classification of jobs, direction or supervision of employees, professional examinations, administrative and managerial functions, and employer contributions to medical plans beyond the state minimum, among others may not be negotiated in collective bargaining.</p>	<p>§ 1451j Negotiation of collective bargaining agreements Right and obligation to negotiate, 3 L.P.R.A. § 1451j</p>
Rhode Island	<p>The scope of collective bargaining includes:</p> <ul style="list-style-type: none"> <li>- Hours</li> <li>- Salary</li> <li>- Working conditions</li> <li>- Other terms of employment</li> </ul> <p>The right to strike may not be negotiated in collective bargaining.</p>	<p>28 R.I. Gen. Laws Ann. § 28-9.3-1</p>
South Carolina	<p>Collective bargaining is not allowed.</p>	<p>S.C. Code Ann. § 41-7-10 et seq.</p>
South Dakota	<p>The scope of collective bargaining includes:</p> <ul style="list-style-type: none"> <li>- Grievance procedures</li> <li>- Conditions of employment</li> </ul> <p>Collective bargaining agreements may not include limitations on the rights of the school board to dismiss a teacher, or limit protections for teachers in statute.</p>	<p>S.D. Codified Laws § 3-18-2</p> <p>S.D. Codified Laws § 13-43-6.6</p>
Tennessee	<p>The scope of collective bargaining includes:</p> <ul style="list-style-type: none"> <li>- Salaries or wages</li> <li>- Grievance procedures</li> <li>- Insurance</li> <li>- Fringe benefits</li> <li>- Working conditions</li> <li>- Leave policies</li> <li>- Payroll deductions</li> </ul> <p>Negotiations may not address differentiated pay plans or other incentive pay, expenditure of grants or awards, teacher evaluation policies, staffing decisions, innovative educational programs, personnel assignments, and payroll deductions for political activities.</p>	<p>Tenn. Code Ann. § 49-5-608</p>

STATE	WHAT IS THE PERMITTED SCOPE OF COLLECTIVE BARGAINING?	CITATION
Texas	Collective bargaining is not allowed.	Tex. Gov't Code Ann. § 617.002  Tex. Gov't Code Ann. § 617.0025
Utah	Not specified in state policy. However, local school boards may not enter into a collective bargaining agreement that prohibits or limits individual employment contracts.	Utah Code Ann. § 53G-11-202
Vermont	The scope of collective bargaining includes: - Salary - Related economic conditions of employment - Procedures for processing complaints and grievances - Mutually agreed-upon matters not in conflict with the statutes  Healthcare coverage, excluding vision, dental, and reimbursement/savings accounts are excluded from negotiations.	Vt. Stat. Ann. tit. 16, § 2004
Virginia	Collective bargaining is not allowed.	
Washington	The scope of collective bargaining includes: - Wages - Hours - Other terms and conditions of employment	Wash. Rev. Code Ann. § 41.59.020
West Virginia	Not specified in state policy.	
Wisconsin	The scope of collective bargaining includes: - Base wages	Wis. Stat. Ann. § 111.70
Wyoming	Not specified in state policy	