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PUBLIC EMPLOYMENT  
RELATIONS BOARD

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
APLINGTON-PARKERSBURG COMMUNITY SCHOOL	)	
DISTRICT,	)	
Public Employer,	)	
	)	
and	)	CASE NO. 6984
	)	
APLINGTON-PARKERSBURG EDUCATION	)	
ASSOCIATION,	)	
Petitioner/Certified Employee <sup>1</sup>	)	
Organization.	)	

**AMENDMENT OF BARGAINING UNIT AND CERTIFICATION**

Upon a petition for amendment of bargaining unit and certification duly filed under Section 13 of the Public Employment Relations Act [Act], Chapter 20, Code of Iowa (2003) and Rule 4.6 of the Public Employment Relations Board [Board or PERB], the parties filed with the Board a Stipulation of Bargaining Unit. Said Stipulation was tentatively approved by the Board and adds the position of nurses to the existing list of positions specifically excluded from the bargaining unit. The stipulation also changes the name of the public employer and the certified employee organization. A Public Notice of Proposed Decision of Amendment of Bargaining Unit and Certification was posted in conformance with PERB Rules; and no objections were filed:

**IT IS THEREFORE ORDERED** that the bargaining unit previously determined in Case No. 2742, the certification of Aplington Education Association is amended to read as follows:

**INCLUDED:** All full-time and regular part-time professional employees, that is, classroom teachers, librarians, guidance counselors, coaches, federal program instructors, and all others employed in a professional position.

**EXCLUDED:** Superintendent, building principals, nurses, and all non-professional employees and other employees excluded by Section 4 of the Act.

**IT IS FURTHER ORDERED** that due to the merger of the Aplington Community School District and the Parkersburg Community School District, the name of the employer is:

**Aplington-Parkersburg Community School District**

The name of the certified employee organization is:

**Aplington-Parkersburg Education Association**

The certification of the Parkersburg Education Association issued in PERB Case No. 657 is hereby eliminated.

DATED at Des Moines, Iowa, this 10th day of November, 2004.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:   
James R. Riordan, Chair

cc: Pat Morgan  
Doreen Rick

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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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APLINGTON EDUCATION ASSOCIATION,	)	
	)	
Petitioner/Certified	)	
Employee Organization,	)	
	)	
and	)	CASE NO. 3486
	)	
APLINGTON COMMUNITY SCHOOL DISTRICT,	)	
	)	
Public Employer/Respondent.	)	

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RECOMMENDED DECISION AND ORDER

Amy J. Mills, Hearing Officer. On June 3, 1986, the Association filed a Petition for Clarification of Bargaining Unit, seeking a determination of whether the job classification "media aide" is included in the bargaining unit represented by the Association. The District resisted the petition. A hearing was held before me in Aplington, Iowa on August 25, 1987. The Association was represented by William R. Unger; the District was represented by Steven A. Weidner. Both parties filed briefs. Based on the entire record, I make the following findings of fact and conclusions of law.

FINDINGS OF FACT

The Association was certified to represent the following bargaining unit in 84 PERB 2742:

INCLUDED: All professional employees of the District including classroom teachers, librarians, counselors, coaches, federal program instructors, and all others employed in a professional position.

EXCLUDED: Superintendent, principals, all non-professional employees and all others excluded by Section 4 of the Act.

This case arose as a result of an Association grievance filed on October 7, 1986. In its grievance, the Association alleged that a media aide, Marilyn Klooster, was performing bargaining unit work without receiving contract benefits. The grievance was denied by Superintendent Schuelka<sup>1</sup> on the basis that Klooster is not employed in a bargaining unit position and therefore has no contractual rights. The issue of whether Klooster's position is included in the bargaining unit was then submitted to PERB for resolution.

During the 1985-86 school year, Catherine Stangl was employed by the District as a media director/specialist and teacher. Stangl taught English two-sevenths of the time, and was in the media centers five-sevenths of the time. Stangl worked in the elementary media center four days of a six day cycle, and at the secondary media center the other two days of the cycle. The District also employed Lila Groeneveld as a media aide who worked 1,177.5 hours per year. In the spring of 1986, the school board decided to reduce the media director/specialist position (a teaching position) from 5/7 to .15 (about 1/7) of a full-time position (FTE). Stangl was given a Notice and Recommendation to Terminate Contract, which noted declining enrollment, budgetary limitations and a reduction in Stangl's areas of teaching (English and library/media) as the reasons for the termination of her contract.

The school board made the decision to reduce the media director/specialist position with the assumption that the media aide, Lila Groeneveld would continue to work almost full-time. However, Groeneveld informed the board that she did not want to continue to work 1,775 hours a year. After considering several options, the board decided to offer a job of 577 1/2 hours during the school

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1 Schuelka is also the elementary principal for the District.

memoranda summarizing these meetings, no further investigation was done to see that instructions were being followed. Although the District wanted Klooster to stop these duties, it did not follow up on this situation even after Abbas' assertion that she was too busy to prepare lesson plans for the students. Additionally, the District never evaluated Abbas on her supervision of Klooster, although it was allegedly part of her job.

ORDER

Based on the foregoing, I find that the elementary media center position, as performed by Marilyn Klooster, to be a professional position, and therefore a position included in the bargaining unit represented by the Association.

DATED at Des Moines, Iowa this 7<sup>th</sup> day of October, 1987.

  
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AMY J. MILLS, HEARING OFFICER

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

APLINGTON COMMUNITY SCHOOL DISTRICT, )  
 )  
Public Employer, )  
 )  
and )  
 )  
APLINGTON EDUCATION ASSOCIATION/ISEA, )  
 )  
Petitioner. )

CASE NO. 2742

ORDER OF CERTIFICATION

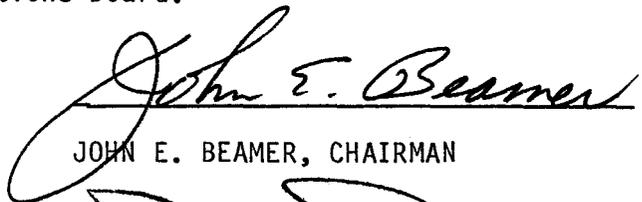
NOW, on this 31st day of August, 1984, the Board being advised that an election was conducted pursuant to Order of the Board, and that a majority of the ballots were cast for Aplington Education Association/ISEA, an employee organization; and the Board being further advised that said employee organization has complied with all requirements of the Act and the Rules and Regulations thereunder;

IT IS HEREBY ORDERED that Aplington Education Association/ISEA, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for employees of the Aplington Community School District, a public employer, in the following bargaining unit:

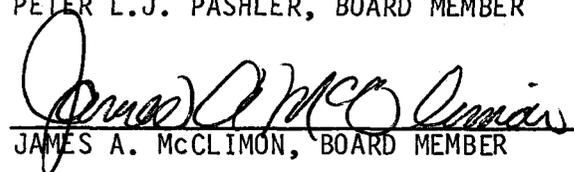
INCLUDED: All professional employees of the District including classroom teachers, librarians, counselors, coaches, federal program instructors, and all others employed in a professional position.

EXCLUDED: Superintendent, principals, all non-professional employees and all others excluded by Section 4 of the Act.

DONE by the Public Employment Relations Board.

  
JOHN E. BEAMER, CHAIRMAN

  
PETER L.J. PASHLER, BOARD MEMBER

  
JAMES A. McCLIMON, BOARD MEMBER

STATE OF IOWA  
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

PARKERSBURG COMMUNITY SCHOOL DISTRICT,  
PUBLIC EMPLOYER

AND

PARKERSBURG EDUCATION ASSOCIATION,  
PETITIONER

Case No. 652

ORDER OF CERTIFICATION

Now on this 17th day of May, 1976, the Board being advised that an election was conducted on May 3, 1976, pursuant to order of the Public Employment Relations Board and that Parkersburg Education Association, an employee organization, received an affirmative vote of a majority of employees in the bargaining unit, and the Board having further found that the aforesaid employee organization has fully complied with all regulations of the Public Employment Relations Act and the rules and regulations thereunder,

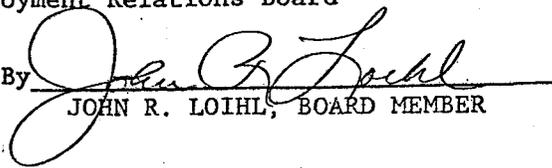
IT IS HEREBY ORDERED BY THE BOARD that Parkersburg Education Association should be and hereby is designated and certified by this Board to be the exclusive bargaining representative for the employees of Parkersburg Community School District, a public employer, in the following bargaining unit:

INCLUDED: All full-time and regular part-time professional employees, that is, classroom teachers, librarians, guidance counselors, and school nurse.

EXCLUDED: Superintendent, building principals, and all non-professional employees and other employees excluded by Section 4 of the Act.

DONE by the Public Employment Relations Board

By

  
JOHN R. LOIHL, BOARD MEMBER