

**THE EMPLOYER SHALL PROMPTLY POST THIS ORDER IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR THE POSTING OF INFORMATION TO EMPLOYEES. THIS ORDER SHALL REMAIN POSTED FOR 10 DAYS.**

**IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THIS ORDER TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.**

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
Northwest Area Education Agency, Public Employer,	)	BU-0026
	)	
and	)	
	)	
Professional Staff Association, Certified Employee Organization.	)	

ORDER OF RECERTIFICATION

Following the filing of an order directing an election, the Public Employment Relations Board (Board) conducted a retention and recertification election pursuant to Iowa Code section 20.15(2). The Board, having subsequently reviewed the file and being fully advised in the premises, finds that a majority of the employees in the bargaining unit voted in favor of retaining and recertifying Professional Staff Association as the exclusive bargaining representative of the bargaining unit described below.

No objections to the election were filed as provided for in Iowa Code section 20.15(4) and PERB rule 621–15.4 and no postelection challenges were filed pursuant to PERB subrule 15.2(4). Therefore, the Board finds that an order of recertification should be issued.

IT IS THEREFORE ORDERED that Professional Staff Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Northwest Area Education Agency:

**INCLUDED:** All full-time and part-time employees, including school audiologists, school psychologists, special education consultants, learning supports consultants; consultant talented and gifted, consultant career technical education, language arts/instructional technology consultant, technology/media consultant, school social workers, speech and language pathologists, occupational therapists, physical therapists, itinerant teachers for hearing impaired, itinerant teachers for visually impaired, early childhood special education (ECSE) consultants/teachers; ECSE teachers, special education nurses; social studies/language arts consultants, math & science consultants, language arts/technology consultants, juvenile home teachers; reading support consultants, early childhood consultants; federal programs, research & evaluation consultants, communications consultants, learning strategies consultants, distance learning/technology consultants, tech prep consultants, curriculum consultants, educational media consultants, educational services consultants, instructional pool teachers, registered nurse/para-educators, certified occupational therapy assistants, parent education coordinators, early access coordinators; and professional development coordinator.

**EXCLUDED:** Chief Administrator, Director(s) of Special Education, Director(s) of Educational Service, Director(s) of Media Services, supervisors of all departments, non-licensed personnel except as noted above, all other regular full-time and part-time employees of the public employer excluded under Iowa Code section 20.4.

DATED at Des Moines, Iowa, this 12th day of November, 2019.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:  \_\_\_\_\_  
Cheryl K. Arnold, Chairperson

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF	)	
	)	
NORTHWEST AREA EDUCATION	)	
AGENCY, successor to the Area 4	)	
and Area 12 Area Education	)	
Agencies,	)	
Petitioner/Public Employer,	)	
	)	
and	)	CASE NO 7878
	)	
PROFESSIONAL STAFF ASSOCIATION,	)	
f/k/a Professional Staff	)	
Association of Area Education	)	
Agency 12	)	
Petitioner/Certified	)	
Employee Organization	)	

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AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

A combined petition for amendment of bargaining unit and amendment of certification was filed with the Public Employment Relations Board pursuant to PERB rules 621-4 6 and 621-4 8 The petition results from the reorganization of the Area 4 and Area 12 Education Agencies into the Northwest Area Education Agency, the renaming of the Professional Staff Association of Area Education Agency 12 as the Professional Staff Association, and the parties' desire to amend the description of the bargaining unit employed by the Area 12 Education Agency, into which employees of the Area 4 Education Agency are accreted pursuant to Iowa Code section 273.22(2), and which will thereafter be employed by the new Northwest Area Education Agency

A public notice of PERB's proposed decision to grant the requested amendments was issued and posted in accordance with PERB rules No objections to the proposed decision having been filed within the time specified in such notice, and the Professional Staff Association having complied with the relevant requirements of Iowa Code section 20 25,

IT IS THEREFORE ORDERED that the certification of the Professional Staff Association of Area Education Agency 12 as the exclusive bargaining representative for certain employees of the Area 12 Education Agency issued in PERB Case No 162 is hereby amended to reflect its successor, the Professional Staff Association, as the certified bargaining representative for the following-described unit of employees of the Northwest Area Education Agency, the successor to Area 4 and Area 12 Education Agencies

IT IS FURTHER ORDERED that the description of the bargaining unit of employees of the Area 12 Education Agency originally determined in PERB Case No 162 and subsequently amended in PERB Case Nos 1387, 2581 & 2597, and now represented by the Professional Staff Association, is amended to provide

INCLUDED All full-time and part-time employees, including school audiologists, school psychologists, special education consultants, learning supports consultants; consultant talented and gifted, consultant career technical education, language arts/instructional technology consultant, technology/media consultant, school social workers, speech and language pathologists, occupational therapists, physical therapists, itinerant teachers for hearing impaired, itinerant teachers for visually impaired, early childhood special education (ECSE) consultants/ teachers; ECSE teachers, special education nurses; social studies/language arts consultants, math & science consultants, language arts/technology consultants, juvenile home teachers; reading support consultants, early childhood consultants; federal programs, research & evaluation consultants, communications consultants, learning strategies consultants, distance learning/technology consultants, tech prep consultants, curriculum consultants, educational media consultants, educational services consultants, instructional pool teachers, registered nurse/para-educators, certified occupational therapy assistants, parent education coordinators, early access coordinators; and professional development coordinator

EXCLUDED Chief Administrator, Director(s) of Special Education, Director(s) of Educational Service, Director(s) of Media Services, supervisors of all departments, non-licensed

personnel except as noted above, all other regular full-time and part-time employees of the public employer excluded under Iowa Code section 20 4

DATED at Des Moines, Iowa, this 16th day of October, 2007

PUBLIC EMPLOYMENT RELATIONS BOARD

By   
\_\_\_\_\_  
Neil A Barrick, Board Member

Copies to:  
Jim Hanks  
Bruce Lear

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

FILED  
MAR 30 1984 - 2:22 PM  
PUBLIC EMPLOYMENT RELATIONS BOARD

WESTERN HILLS AREA EDUCATION  
AGENCY 12,  
PUBLIC EMPLOYER/PETITIONER

AND

PROFESSIONAL STAFF ASSOCIATION  
OF AEA 12,  
EMPLOYEE ORGANIZATION

CASE NO. 2581

PROFESSIONAL STAFF ASSOCIATION  
OF AEA 12,  
PETITIONER/EMPLOYEE ORGANIZATION

AND

WESTERN HILLS AREA EDUCATION  
AGENCY 12,  
PUBLIC EMPLOYER

CASE NO. 2597

RECOMMENDED DECISION AND ORDER

ORDER

IT IS HEREBY ORDERED that the position of library media specialist be excluded from the professional bargaining unit.

DATED at Des Moines, Iowa this 30th day of March, 1984.

  
RONALD HOH, HEARING OFFICER

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

FILED

JUL 2 1979 - 2 00 PM

PUBLIC EMPLOYMENT RELATIONS BOARD

CASE NO 1387

IN THE MATTER OF  
 AREA EDUCATION AGENCY 12,  
 PUBLIC EMPLOYER  
 AND  
 PROFESSIONAL STAFF ASSOCIATION OF AREA  
 EDUCATION AGENCY 12,  
 PETITIONER/CERTIFIED EMPLOYEE  
 ORGANIZATION

RECOMMENDED DECISION AND ORDER

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in PERB Case No. 162, and the certification in that case be amended in the following manner

INCLUDED Coordinator-consultants (except as excluded below), all full-time and part-time professional employees, including hearing clinicians (audiologists), psychologists, consultants for learning disabilities, speech/language clinicians, social workers, occupational/physical therapists, special education media specialist if employed, educational strategist, teachers of the homebound, work study coordinators, itinerant teachers of the handicapped, instruction/guidance consultants, elementary science consultants, consultant learning disabilities, consultants mental disabilities, media specialists/curriculum lab consultant, media specialist/utilization consultant, media specialist/library consultant, production specialist.

EXCLUDED Coordinator-consultants of guidance of elementary science and elementary education, superintendent (Administrator), director of special education, director of other services, director of media services, federal project consultant, business manager, supervisors/consultants of special education, supervisor social work services, supervising librarian, supervisor hearing conservation education services, supervisor of clinical speech services, supervisor of psychological services, information services coordinator, media specialist/instructional design and development specialist, circulation coordinator, production technician (offset printer), terminal operator.

DATED at Des Moines, Iowa this 7th day of June, 1979.

*N. Morrison Torrey*  
 N. MORRISON TORREY, HEARING OFFICER

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF  
 AREA EDUCATION AGENCY XII,  
 PUBLIC EMPLOYER  
 AND  
 PROFESSIONAL STAFF ASSOCIATION OF  
 AREA EDUCATION AGENCY XII,  
 PETITIONER

CASE NO 162

ORDER OF CERTIFICATION

NOW on this 29th day of March, 1976, the Board being advised that an election was conducted pursuant to Order of the Board, and that Professional Staff Association of Area Education Agency XII an employee organization, received an affirmative vote of the majority of employees in the bargaining unit, and the Board having further found that the employee organization has fully complied with all regulations of the Act and the rules and regulations thereunder,

IT IS HEREBY ORDERED BY THE BOARD that Professional Staff Association of Area Education Agency XII should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of the Area Education Agency XII a public employer, in the following bargaining unit

INCLUDED Coordinator-consultants (except as excluded below), all full-time and part-time professional employees, including hearing clinicians (audiologists), psychologists, consultants for learning disabilities, speech/language clinicians, social workers, occupational/physical therapists, special education media specialist if employed, educational strategist, teachers of the homebound, work study coordinators, itinerant teachers of the handicapped, instruction/guidance consultants, elementary science consultants, consultant learning disabilities, consultants mental disabilities, media specialists/curriculum lab consultant

EXCLUDED Coordinator-consultants of guidance of elementary science and elementary education, superintendent (Administrator), director of special education, director of other services, director of media services, federal project consultant, business manager, supervisors/consultants of special education, supervisor social work services, supervising librarian, supervisor hearing conservation education services, supervisor of clinical speech services, supervisor of psychological services

DONE by the Public Employment Relations Board

  
 JOHN R LOIHL BOARD MEMBER