

**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:	)	
West Hancock Community School District,	)	
Public Employer,	)	BU-0092
and	)	
West Hancock Education 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 West Hancock Education 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(20), and no postelection challenges were filed pursuant to PERB subrule 621—15.2(4). Therefore, the Board finds that an order of recertification should be issued.

IT IS THEREFORE ORDERED that West Hancock Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of West Hancock Community School District:

INCLUDED: All professional employees, including classroom teachers, librarians and guidance counselors.

EXCLUDED: Superintendent, High School principal, all non-professional employees and all those excluded by Section 4 of the Act.

DATED at Des Moines, Iowa, this 9th day of November 2020.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:  \_\_\_\_\_

Erik M. Helland, Board Member

**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:	)	
	)	
West Hancock Community School District, Public Employer,	)	BU-0092
	)	
and	)	
	)	
West Hancock Education 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 West Hancock Education 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.

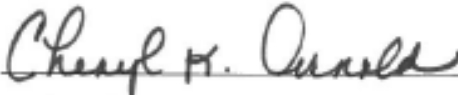
IT IS THEREFORE ORDERED that West Hancock Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of West Hancock Community School District:

INCLUDED: All professional employees, including classroom teachers, librarians and guidance counselors.

EXCLUDED: Superintendent, High School principal, all non-professional employees and all those excluded by Section 4 of the Act.

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

PUBLIC EMPLOYMENT RELATIONS BOARD

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

**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:		)	
West Hancock Community School District,		)	
Public Employer,	)	BU-0092	
and	)		
West Hancock Education 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 West Hancock Education 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 621–5.4, and no postelection challenges were filed pursuant to PERB subrule 621–5.2(1)(b)(2) and PERB rule 621–5.6(8). Therefore, the Board finds that an order of recertification should be issued.

IT IS THEREFORE ORDERED that West Hancock Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of West Hancock Community School District:

INCLUDED: All professional employees, including classroom teachers, librarians and guidance counselors.

EXCLUDED: Superintendent, High School principal, all non-professional employees and all those excluded by Section 4 of the Act.

DATED at Des Moines, Iowa, this 13th day of November, 2018.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:  \_\_\_\_\_  
Jamie Van Fossen, Interim Chair

**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:	)	
West Hancock Community School District,	)	
Public Employer,	)	BU-0092
and	)	
West Hancock Education Association,	)	
Certified Employee Organization.	)	

ORDER OF RECERTIFICATION

Following the filing of an order directing an election, a retention and recertification election pursuant to Iowa Code section 20.15(2) was conducted under the supervision of the Board. 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 West Hancock Education Association as the exclusive bargaining representative of the bargaining unit described below.

No objections to the election having been filed as provided for in Iowa Code section 20.15(4) and PERB rule 621-5.4, the Board finds that an order of recertification should be issued.

IT IS THEREFORE ORDERED that West Hancock Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of West Hancock Community School District:

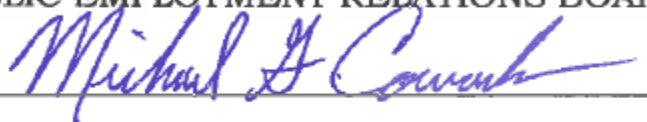
INCLUDED: All professional employees, including classroom teachers, librarians and guidance counselors.

EXCLUDED: Superintendent, High School principal, all non-professional employees and all those excluded by Section 4 of the Act.

DATED at Des Moines, Iowa, this 7th day of November, 2017.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: \_\_\_\_\_



Michael G. Cormack, Chair



STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

WEST HANCOCK COMMUNITY SCHOOL DISTRICT, )  
Public Employer, )  
and )  
WEST HANCOCK EDUCATION ASSOCIATION, )  
Certified Employee Organization )

CASE NO 5423

95 NOV 30 AM 10 12  
PUBLIC EMPLOYMENT RELATIONS BOARD

**AMENDMENT OF CERTIFICATION**

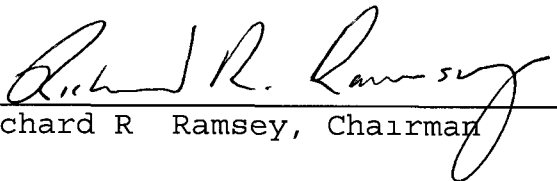
A petition for amendment of certification was duly filed under Rule 4 8 of the Public Employment Relations Board [Board or PERB] Rules Said petition has been tentatively approved by the Board, a Public Notice of Proposed Decision of Amendment of Certification has been posted in conformance with PERB rules, and no objections have been filed, therefore

**IT IS THEREFORE ORDERED** that the certification of Britt Education Association, issued in Case No 133, and the certification of Kanawha Education Association, issued in Case No 761, is amended to read as follows

**West Hancock Education Association**

DATED at Des Moines, Iowa this 30th day of November, 1995

PUBLIC EMPLOYMENT RELATIONS BOARD

  
Richard R Ramsey, Chairman

cc David W Smith  
Rick Engel

STATE OF IOWA  
PUBLIC EMPLOYMENT RELATIONS BOARD

_____ )	
IN THE MATTER OF )	
KANAWHA COMMUNITY SCHOOL DISTRICT, )	
PUBLIC EMPLOYER )	
AND )	CASE NO 761
KANAWHA EDUCATION ASSOCIATION, )	
PETITIONER )	
_____ )	ORDER OF CERTIFICATION

NOW on this 21st day of September, 1976, the Board being advised that an election was conducted pursuant to Order of the Board, and that Kanawha Education Association, 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 Kanawha Education Association, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of Kanawha Community School District, a public employer, in the following bargaining unit:

INCLUDED: All professional employees, including classroom teachers, librarians and guidance counselors

EXCLUDED: Superintendent, High School principal, all non-professional employees and all those excluded by Section 4 of the Act

DONE by the Public Employment Relations Board

*Vernon C Cook*  
VERNON C COOK, BOARD

STATE OF IOWA  
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF.  
BRITT COMMUNITY SCHOOL,  
PUBLIC EMPLOYER  
  
AND  
  
BRITT EDUCATION ASSOCIATION,  
PETITIONER

Case No. 133

ORDER OF CERTIFICATION

Now on this 24th day of September , 1975, the Board being advised that an election was conducted on , pursuant to order of the Public Employment Relations Board and that Britt 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 Britt Education Association should be and hereby is designated and certified by this Board to be the exclusive bargaining representative for the employees of Britt Community School a public employer, in the following bargaining unit

INCLUDED. All certified classroom teachers, Librarians, Guidance Counselors

EXCLUDED Superintendent, Principals, custodial and cafeteria personnel, transportation personnel, and all other employees excluded by Section 4 of the Act.

DONE by the Public Employment Relations Board

By Vernon C Cook  
Vernon C Cook