

**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:	)	
Red Oak Community School District,	)	
Public Employer,	)	BU-0509
and	)	
Red Oak 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 Red Oak 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 Red Oak Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Red Oak Community School District:

INCLUDED: Regular full-time certificated and regular part-time certified teachers including counselors, librarians, special education teachers and school nurses under contract with the Red Oak Community School District, Red Oak, Iowa.

EXCLUDED: Substitute and interim teachers, teachers' aids, and teacher associates, and exchange teachers, and coordinator of athletics and intramurals and all other employees excluded by statute.

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.**

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STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
Red Oak Community School District,	)	
Public Employer,	)	BU-0509
and	)	
Red Oak 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 Red Oak 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 Red Oak Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Red Oak Community School District:

INCLUDED: Regular full-time certificated and regular part-time certified teachers including counselors, librarians, special education teachers and school nurses under contract with the Red Oak Community School District, Red Oak, Iowa.

EXCLUDED: Substitute and interim teachers, teachers' aids, and teacher associates, and exchange teachers, and coordinator of athletics and intramurals and all other employees excluded by statute.

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

PUBLIC EMPLOYMENT RELATIONS BOARD

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

Michael G. Cormack, Chair

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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

RED OAK COMMUNITY SCHOOL DISTRICT, )  
 )  
Public Employer, )  
 )  
and )  
 )  
RED OAK EDUCATION ASSOCIATION )  
 )  
Certified Employee Organization. )

CASE NO. 3609

AMENDMENT OF CERTIFICATION

Upon a petition for amendment of certification duly filed under Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, and the petition having been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations and no objections having been filed;

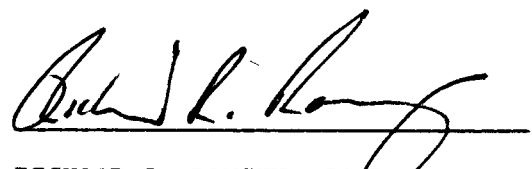
ORDER

IT IS HEREBY ORDERED that the certification of the Red Oak Education Association in Case No. 117 be and hereby is amended to read as follows:

INCLUDED: Regular full-time certificated and regular part-time certified teachers including counselors, librarians, special education teachers and school nurses under contract with the Red Oak Community School District, Red Oak, Iowa.

EXCLUDED: Substitute and interim teachers, teachers' aids, and teacher associates, and exchange teachers, and coordinator of athletics and intramurals and all other employees excluded by statute.

DONE by the Public Employment Relations Board this 14th day of January, 1988.

  
RICHARD R. RAMSEY, CHAIRMAN

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF  
RED OAK COMMUNITY SCHOOL DISTRICT,  
PUBLIC EMPLOYER/PETITIONER  
AND  
RED OAK EDUCATION ASSOCIATION,  
CERTIFIED EDUCATION ORGANIZATION

CASE NO 980  
ORDER

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act and Rule 4 6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of bargaining unit excluding the job classification of coordinator of athletics and intramurals from the previously determined bargaining unit

Said stipulation having been tentatively approved by the Board,

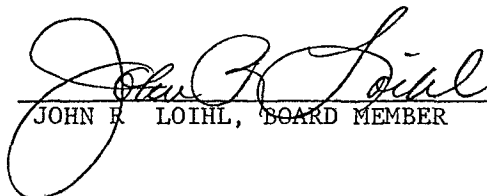
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Number 117 and the certification of the Red Oak Education Association in that case be and hereby are amended to read as follows

INCLUDED Regular full-time certificated and regular part-time certificated teachers including counselors, librarians, and special education teachers under contract with the Red Oak Community School District, Red Oak, Iowa

EXCLUDED Substitute and interim teachers, teachers' aides and teacher associates, and exchange teachers, coordinator of athletics and intramurals and all other employees excluded by Section 4 of the Act

DONE by the Board this 16th day of May, 1977

  
JOHN R. LOIHL, BOARD MEMBER

STATE OF IOWA  
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF

RED OAK COMMUNITY SCHOOL DISTRICT,  
PUBLIC EMPLOYER

AND

RED OAK EDUCATION ASSOCIATION  
PETITIONER

Case No. 117

ORDER OF CERTIFICATION

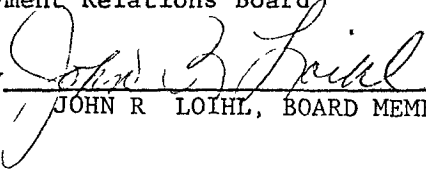
Now on this 27th day of June, 1975, the Board being advised that an election was conducted on May 30, 1975, pursuant to order of the Public Employment Relations Board and that the Red Oak Education Association an employee organization, received an affirmative vote of a majority of employees in the bargaining 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 the RED OAK EDUCATION ASSOCIATION should be and hereby is designated and certified by this Board to be the exclusive bargaining representative for the employees of Red Oak Community School District a public employer, in the following bargaining unit

**INCLUDED** Regular full-time certificated and regular part-time certificated teachers including counselors, librarians, and special education teachers under contract with the Red Oak Community School District, Red Oak, Iowa

**EXCLUDED** Substitute and interim teachers, teachers' aides, and teacher associates, and exchange teachers, and all other employees excluded by Section 4 of the Act

DONE by the Public Employment Relations Board

By   
JOHN R. LOIHL, BOARD MEMBER