

**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:   | ) |         |
|   | ) |         |
| Southeastern Community College,<br>Public Employer,   | ) | BU-0519 |
|   | ) |         |
| and   | ) |         |
|   | ) |         |
| Southeastern Community College<br>Higher Education Association,<br>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 Southeastern Community College Higher 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.

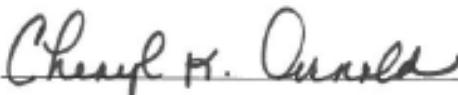
IT IS THEREFORE ORDERED that Southeastern Community College Higher Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Southeastern Community College:

INCLUDED: All full-time and regular part-time salaried faculty, including Counselors, Academic/Veterans Advisor/Placement Specialist, Academic and Minority Student Advisor/Placement Specialist, Academic Advisor, Activities/Athletic Coordinator, Librarians, Certified Media Personnel, Certificated Learning Center Personnel, Division Heads, Program Coordinators, Athletic Director, Financial Aid/Registration and Enrollment Specialist, Testing Tutorial and Disability Services Coordinator, Multicultural Student Recruitment and Retention Coordinator, Athletic Dept. Academic Advisor/Website Manager/Asst. Softball Coach, and Head Baseball Coach/Enrollment Specialist.

EXCLUDED: Superintendent, Program Supervisors, School Nurses, Supervisor of Instructional Learning Resource Services, Admissions Coordinator, Admissions and Communication Specialist, Adult Basic Education/GED Instructors either employed at the Mt. Pleasant Correctional Facility or Iowa State Penitentiary, Instructors initially employed to teach employees of an employer a specific program under contract with that employer, when courses taught do not provide college credit or transfer credit through the College regular programs applicable to an Associate Degree, All Part-time hourly Faculty, all non-professional employees, including, but not limited to, custodians, bus drivers, office employees, secretaries, food service workers, and all other employees 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

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

|                                 |   |               |
|---------------------------------|---|---------------|
| IN THE MATTER OF:               | ) |               |
|                                 | ) |               |
| SOUTHEASTERN COMMUNITY COLLEGE, | ) |               |
| Public Employer,                | ) |               |
|                                 | ) |               |
| and                             | ) | CASE NO. 7265 |
|                                 | ) |               |
| SOUTHEASTERN COMMUNITY COLLEGE  | ) |               |
| HIGHER EDUCATION ASSOCIATION,   | ) |               |
| Petitioner/Certified            | ) |               |
| Employee Organization.          | ) |               |

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 PUBLIC EMPLOYMENT  
 RELATIONS BOARD  
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AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed pursuant to Iowa Code section 20.13 and PERB rule 621-4.6(20), the parties filed with the Board a stipulation of bargaining unit as amended, which was tentatively approved by the Board. A public notice of the Board's proposed decision to amend the bargaining unit in accordance with the parties' stipulation was posted in conformance with PERB's rules, and no objections to the proposed decision were filed.

IT IS THEREFORE ORDERED that the bargaining unit initially determined in PERB Case No. 373, and subsequently clarified and amended in PERB Case No. 5384, and the certification of the Southeastern Community College Higher Education Association, are amended to provide:


INCLUDED: All full-time and regular part-time salaried faculty, including Counselors, Academic/Veterans Advisor/Placement Specialist, Academic and Minority Student Advisor/Placement Specialist, Academic Advisor, Activities/Athletic Coordinator, Librarians, Certified Media Personnel, Certificated Learning Center Personnel, Division Heads, Program Coordinators, Athletic Director, Financial Aid/Registration and Enrollment Specialist, Testing Tutorial and Disability Services Coordinator, Multicultural Student Recruitment and Retention Coordinator, Athletic Dept. Academic Advisor/Website Manager/Asst. Softball Coach, and Head Baseball Coach/Enrollment Specialist.

EXCLUDED: Superintendent, Program Supervisors, School Nurses, Supervisor of Instructional Learning Resource Services, Admissions Coordinator, Admissions and Communication Specialist, Adult Basic Education/GED Instructors either employed at the Mt. Pleasant Correctional Facility or Iowa State Penitentiary, Instructors initially employed to teach employees of an employer a specific program under contract with that employer, when courses taught

do not provide college credit or transfer credit through the College regular programs applicable to an Associate Degree, All Part-time hourly Faculty, all non-professional employees, including, but not limited to, custodians, bus drivers, office employees, secretaries, food service workers, and all other employees excluded by Section 4 of the Act.

Dated at Des Moines, Iowa, this 23th day of May, 2006.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:   
James R. Riordan, Chair

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

SOUTHEASTERN COMMUNITY COLLEGE, )  
 Public Employer, )  
 and )  
 SOUTHEASTERN COMMUNITY COLLEGE )  
 HIGHER EDUCATION ASSOCIATION, )  
 Certified Employee )  
 Organization/Petitioner )

CASE NO 5384

58 JUN 9 11 54  
 PUBLIC EMPLOYMENT  
 RELATIONS BOARD

CLARIFICATION AND AMENDMENT OF

BARGAINING UNIT AND CERTIFICATION

Upon a petition for clarification and amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act [Act], Chapter 20, Iowa Code (1995) and Chapter 4 of the Rules of Public Employment Relations Board [Board or PERB], the parties representatives filed with the Board a Settlement Agreement stipulating to the composition of the Bargaining Unit. The Agreement clarifies and amends certain job classifications which 1) have been added, 2) have changed in title or 3) have had duties changed which are now reflected in new titles.

Said Agreement has been tentatively approved by the Board, a Public Notice of Proposed Decision of Clarification and Amendment of Bargaining Unit has been posted in conformance with PERB rules, and no objections have been filed, therefore

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No 373 and the certification of Southeastern Community College Higher Education Association is clarified and amended to read as follows

**INCLUDED** All full-time and regular part-time salaried faculty, including Counselors, Academic/Veterans Advisor/Placement Specialist, Academic and Minority Student Advisor/Placement Specialist, Academic Advisor, Activities/Athletic Coordinator, Librarians, Certified Media Personnel, Certificated Learning Center Personnel, Division Heads, Program Coordinators, and Athletic Director

**EXCLUDED** Superintendent, Program Supervisors, School Nurses, Supervisor of Instructional Learning Resource Services, Admissions Coordinator, Admissions and Communication Specialist, Adult Basic Education/GED Instructors either employed at the Mt Pleasant Correctional Facility or Iowa State Penitentiary, Instructors initially employed to teach employees of an employer a specific program under contract with that employer, when courses taught do not provide college credit or transfer credit through the College regular programs applicable to an Associate Degree, All Part-time hourly Faculty, all non-professional employees, including, but not limited to, custodians, bus drivers, office employees, secretaries, food service workers, and all other employees excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 9 day of June, 1998

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
RICHARD P MOORE, CHAIR

cc Bill Unger  
Terry Loeschen

STATE OF IOWA  
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER FO·

SOUTHEASTERN COMMUNITY COLLEGE,  
PUBLIC EMPLOYER

AND

SOUTHEASTERN COMMUNITY COLLEGE HIGHER  
EDUCATION ASSOCIATION,  
PETITIONER

Case No. 373

ORDER OF CERTIFICATION

Now on this 30th day of September , 1975, the Board being advised that an election was conducted on September 2, 1975 , pursuant to order of the Public Employment Relations Board and that Southeastern Community College Higher 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 Southeastern Community College Higher Education Association should be and hereby is designated and certified by this Board to be the exclusive bargaining representative for the employees of Southeastern Community College a public employer, in the following bargaining unit

**INCLUDED** All full-time and regular part-time salaried faculty, including Counselors, Librarians, Certificated Media Personnel, Certificated Learning Center Personnel, Division Heads, Program Coordinators, and Athletic Director.

**EXCLUDED** Superintendent, Program Supervisors, School Nurses, All Part-time hourly Faculty, all non-professional employees, including, but not limited to, custodians, bus drivers, office employees, secretaries, food service workers, and all other employees excluded by Section 4 of the Act.

DONE by the Public Employment Relations Board

By Edward F. Kolker  
Edward F. Kolker, Chairman