

**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:	)	
	)	
CAL Community School District, Public Employer,	)	BU-0494
	)	
and	)	
	)	
CAL 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 CAL 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.

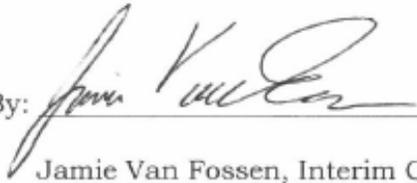
IT IS THEREFORE ORDERED that CAL Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of CAL Community School District:

**INCLUDED:** All full-time and regular part-time classroom teachers, special teachers, (art, music, physical education), guidance counselor, librarian, Title I teachers, special education resource teachers, and nurse.

**EXCLUDED:** Appointed officials for the Board of education, superintendent, building principals, superintendent's secretary, principals' secretaries, regular full-time and part-time cooks, custodians, school bus drivers, bus mechanic, substitute teachers, teacher aides, library aides, temporary employees employed for a period of four months or less, students working as part-time employees and all other persons 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

STATE OF IOWA  
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF	)	
CAL COMMUNITY SCHOOL DISTRICT,	)	
Public Employer	)	CASE NO. 1546
and	)	
CAL EDUCATION ASSOCIATION,	)	
Petitioner	)	ORDER OF CERTIFICATION

NOW, on this 10th day of October, 1979, 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 CAL Education Association, 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 CAL Education Association should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of CAL Community School District, a public employer, in the following bargaining unit:

INCLUDED: All full-time and regular part-time classroom teachers, special teachers (art, music, physical education), guidance counselor, librarian, Title I teachers, special education resource teachers, and nurse

EXCLUDED: Appointed officials for the board of education, superintendent, building principals, superintendent's secretary, principals' secretaries, regular full-time and part-time cooks, custodians, school bus drivers, bus mechanic, substitute teachers, teacher aides, library aides, temporary employees employed for a period of four months or less, students working as part-time employees, and all other persons excluded by Section 4 of the Act

DONE by the Public Employment Relations Board this 10th day of October, 1979.

  
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 VERNON C. COOK, BOARD MEMBER