

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:)
Waterloo Community School District,)
Public Employer,)	BU-0611
and)	
Waterloo 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 Waterloo 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 Waterloo Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Waterloo Community School District:

INCLUDED: All teachers, counselors, media specialists, nurses, social workers, family support workers, coaches, facilitators, administrative assistants (if teaching part-time and not evaluating staff), Air Force Jr. ROTC instructors and Army Jr. ROTC instructors.

EXCLUDED: Superintendent, secretary to the board of education, associate superintendents, executive directors, directors, coordinators, principals, assistant principals, and all other positions excluded by chapter 20 of the Code of Iowa.

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:)	
)	
Waterloo Community School District, Public Employer,)	BU-0611
)	
and)	
)	
Waterloo 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 Waterloo 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 Waterloo Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Waterloo Community School District:

INCLUDED: All teachers, counselors, media specialists, nurses, social workers, family support workers, coaches, facilitators, administrative assistants (if teaching part-time and not evaluating staff), Air Force Jr. ROTC instructors and Army Jr. ROTC instructors.

EXCLUDED: Superintendent, secretary to the board of education, associate superintendents, executive directors, directors, coordinators, principals, assistant principals, and all other positions excluded by chapter 20 of the Code of Iowa.

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

IN THE MATTER OF:

WATERLOO EDUCATION ASSOCIATION,
Certified Employee Organization/
Petitioner,

and

WATERLOO COMMUNITY SCHOOL DISTRICT,
Public Employer.

CASE NO. 100070

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 of employees of the Waterloo Community School District initially determined in PERB Case No. 65 and amended in Case Nos. 211 2, 2364 and 6219, and the certification of the Waterloo Education Association, are amended to provide:

INCLUDED: All teachers, counselors, media specialists, nurses, social workers, family support workers, coaches, facilitators, administrative assistants (if teaching part-time and not evaluating staff), Air Force Jr. ROTC instructors and Army Jr. ROTC instructors.

EXCLUDED: Superintendent, secretary to the board of education, associate superintendents, executive directors, directors, coordinators, principals, assistant principals, and all other positions excluded by chapter 20 of the Code of Iowa.

Dated at Des Moines, Iowa, this 5th day of November, 2015.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: Michael G. Cormack
Michael G. Cormack, Chair

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF)
)
WATERLOO COMMUNITY SCHOOL DISTRICT,)
Public Employer,)
)
and)
)
WATERLOO EDUCATION ASSOCIATION,)
Petitioner/Certified)
Employee Organization)

CASE NO 6219

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PUBLIC EMPLOYMENT
RELATIONS BOARD

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 [Act], Chapter 20, Code of Iowa (1999) and Rule 4 6 of the Public Employment Relations Board [Board or PERB], the parties filed with the Board a Stipulation of Bargaining Unit Said Stipulation was tentatively approved by the Board and adds or deletes certain position(s) or changes the job title of certain positions in order that the certification accurately reflect the changes which have occurred through bargaining, a Public Notice of Proposed Decision of Amendment of Bargaining Unit was posted in conformance with PERB Rules, and no objections were filed

IT IS THEREFORE ORDERED that the bargaining unit previously determined in Case No 65, and amended in Case Nos 2112 and 2364, and the certification of Waterloo Education Association, is amended to read as follows

INCLUDED All teachers, counselors, media specialists, nurses, social workers, family support workers, coaches, facilitators, and administrative assistants (if teaching part-time and not evaluating staff)

EXCLUDED Superintendent, secretary to the board of education, associate superintendents, executive directors, directors, coordinators, principals, assistant principals, and all other positions excluded by Chapter 20 of the Code of Iowa

DATED at Des Moines, Iowa this 30th day of August, 2000

PUBLIC EMPLOYMENT RELATIONS BOARD



RICHARD P MOORE, CHAIR

cc Beverly Smith
Roger White
Jay Hammond

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

WATERLOO COMMUNITY SCHOOL DISTRICT,)
)
 PUBLIC EMPLOYER)
)
 AND) CASE NO. 2364
)
 WATERLOO EDUCATION ASSOCIATION,)
)
 PETITIONER/CERTIFIED EMPLOYEE)
 ORGANIZATION)

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 adding the job classifications of master teacher (Chapter I of ECIA), skills development (Chapter I of ECIA), follow through, educational specialist, and all non-administrative certificated staff in follow-through program to the previously determined bargaining unit and excluding the positions associate superintendent, division of curriculum and instruction, executive director, associate superintendent, division of personnel, associate superintendent, pupil personnel services, and Chapter I of ECIA from the bargaining unit.

Said stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations, no objections having been filed thereto and the Board having no objections.

ORDER


IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Nos. 65 and 2112 and the certification of the Waterloo Education Association in those cases be and hereby is amended to read as follows

CEO 611

ORIGINAL See attachment A as per Case No. 65 - 6/27/75 and Case No
2112 - 12/29/81

AS AMENDED See Attachment B

DONE by the Public Employment Relations Board this 11th day of January,
1983.



JOHN E. BEAMER, CHAIRMAN

DESCRIPTION OF THE EXISTING UNIT**INCLUDED**

Regular classroom teachers, elementary specialists (vocal music, instrumental music, physical education, art), skills improvement, master teacher (ESEA, Title I), skills development (ESEA, Title I), resource; educational specialists; special education, work study, preschool; homebound, other federal programs, remedial reading; Expo instructor, learning disabilities, guidance counselors (including parenthood education and counseling), elementary counselors; librarians, media specialists, social workers; parent involvement coordinator (if certified), athletic directors (if not full-time non-teaching); business managers, high school; co-op coordinators (distributive education, T and I, office education, health occupations, food service); work study coordinator; nurses; head nurse; department heads or chairpersons; team leaders; administrative assistants (if teaching more than one-half of the teaching day); project director, career opportunities program; project director, drug abuse; project director; right to read; project director, career education.

EXCLUDED:

Superintendent of schools, director, business administration; director, building administration; director, school community relations; assistant superintendent, curriculum and instruction, director, research, evaluation and development; assistant superintendent, personnel; assistant superintendent, pupil personnel services, director, secondary education; director, elementary education; principals; assistant principals; secretary, board of education; director, food services; director, transportation; director, electrical and grounds; director, building maintenance; activities director (full-time, non-teaching); administrative assistants (if teach no more than one-half of the teaching day); coordinators (cultural exploration, home economics, industrial education, language arts, elementary, mathematics, media services, multicultural education, music - elementary vocal and instrumental, physical education, health and athletics, elementary physical education, elementary social studies, science); project director, ESEA Title I; project director, follow through; project director, home start; project director, Title VII; director, special education program; coordinator, student placement, accounting and records; director, occupational safety and health; purchasing agent.

CEO 611

DESCRIPTION OF PROPOSED AMENDED UNIT

INCLUDED

Regular classroom teachers, elementary specialist (vocal music, instrumental music, physical education, art), skills improvement, master teacher (Chapter I of ECIA), skills development (Chapter I of ECIA), resource, educational specialists, special education, work study, preschool, homebound, other federal programs, remedial reading, Expo instructor, learning disabilities, guidance counselors (including parenthood education and counseling), elementary counselors, librarians, media specialist, social workers, parent involvement coordinator (if certified), athletic directors (if not full-time non-teaching), business managers, high school, co-op coordinators (distributive education, T and I, office education, health occupations, food service), work study coordinator, nurses, head nurse; department heads or chairpersons, team leaders, administrative assistants (if teaching more than one-half of the teaching day) project director, career opportunities program; project director, drug abuse; project director, right to read; project director, career education, follow-through, educational specialist, family specialist, training specialist, and all non-administrative certificated staff in follow-through program

EXCLUDED:

Superintendent of schools; associate superintendent, division of curriculum and instruction; executive director, school community relations; director, research, evaluation and development; associate superintendent, division of personnel; associate superintendent, pupil personnel services, director, secondary education; director, elementary education, principals; assistant principal, secretary, board of education; director, food services; director, transportation; director, electrical and grounds; director, building maintenance; activities director (full-time, non-teaching); administrative assistants (if teach no more than one-half of the teaching day); coordinators (cultural exploration, home economics, industrial education, language arts, elementary, mathematics, media services, multicultural education, music - elementary vocal and instrumental, physical education, health and athletics, elementary physical education, elementary social studies, science); project director, Chapter I of ECIA, project director, follow-through, project director, home start; project director, Title VII; director, special education program; coordinator, student placement, accounting and records, director, occupational safety and health; purchasing agent.

DEC 29 1981

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF)	
)	
WATERLOO COMMUNITY SCHOOL DISTRICT,)	CASE NO 2112
EMPLOYER)	
)	ORDER
AND)	
)	(Amending Case No. 65)
WATERLOO EDUCATION ASSOCIATION,)	
PETITIONER)	

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 amendment of bargaining unit adding the job classification of elementary counselors and deleting the job classification of visiting teachers to the previously determined bargaining unit.

Said stipulation having been tentatively approved by the Board and and posted in conformance with the Board's Rules and Regulations, no objections having filed thereto, and the Board having no objections,

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Number 65 and the certification of the Waterloo Education Association in that case be and hereby are amended to read as follows

INCLUDED See Attached Sheet

EXCLUDED See Attached Sheet

DATED at Des Moines, Iowa this 29th day of December, 1981.

John E. Seamer
JOHN E. SEAMER, CHAIRMAN

John R. Loihl
JOHN R. LOIHL, BOARD MEMBER

Peter L. J. Pashler
PETER L. J. PASHLER, BOARD MEMBER

CEO 611

AS AMENDED:

INCLUDED:

Regular classroom teachers; elementary specialists (vocal music, instrumental music, physical education, art); skills improvement; master teacher (ESEA, Title I); skills development (ESEA, Title I); resource; educational specialists; special education, work study; preschool; homebound, other federal programs; remedial reading; Expo instructor; learning disabilities, guidance counselors (including parenthood education and counseling); elementary counselors; librarians; media specialists; social workers; parent involvement coordinator (if certified); athletic directors (if not full-time non-teaching); business managers, high school; co-op coordinators (distributive education, T and I, office education, health occupations, food service); work study coordinator; nurses; head nurse; department heads or chairpersons; team leaders; administrative assistants (if teaching more than one-half of the teaching day); project director, career opportunities program; project director, drug abuse; project director; right to read; project director, career education.

EXCLUDED:

Superintendent of schools; director, business administration; director, building administration; director, school community relations; assistant superintendent, curriculum and instruction; director, research, evaluation and development; assistant superintendent, personnel; assistant superintendent, pupil personnel services, director, secondary education; director, elementary education; principals; assistant principals; secretary, board of education; director, food services; director, transportation; director, electrical and grounds; director, building maintenance; activities director (full-time, non-teaching); administrative assistants (if teach no more than one-half of the teaching day); coordinators (cultural exploration, home economics, industrial education, language arts, elementary, mathematics, media services, multicultural education, music - elementary vocal and instrumental, physical education, health and athletics, elementary physical education, elementary social studies, science); project director, ESEA Title I; project director, follow through; project director, home start; project director, Title VII; director, special education program; coordinator student placement, accounting and records; director, occupational safety and health; purchasing agent.

CEO 611

ORIGINAL

INCLUDED

Regular classroom teachers, elementary specialists (vocal music, instrumental music, physical education, art), skills improvement, master teacher (ESEA, Title I), skills development (ESEA, Title I), resource, educational specialists; special education, work study, preschool, homebound, other federal programs; remedial reading; Expo instructor, learning disabilities, guidance counselors (including parenthood education and counseling), visiting teachers librarians, media specialists, social workers, parent involvement coordinator (if certified), athletic directors (if not full-time non-teaching); business managers, high school, co-op coordinators (distributive education, T and I, office education, health occupations, food service), work study coordinator, nurses; head nurse, department heads or chairpersons; team leaders; administrative assistants (if teaching more than one-half of the teaching day); project director, career opportunities program, project director, drug abuse; project director, right to read, project director, career education.

EXCLUDED

Superintendent of schools, director, business administration; director, building administration; director, school community relations, assistant superintendent, curriculum and instruction, director, research, evaluation and development, assistant superintendent, personnel, assistant superintendent, pupil personnel services, director, secondary education, director, elementary education; principals; assistant principals, secretary, board of education; director, food services; director, transportation, director, electrical and grounds; director, building maintenance; activities director (full-time, non-teaching); administrative assistants (if teach no more than one-half of the teaching day), coordinators (cultural exploration, home economics, industrial education, language arts, elementary, mathematics, media services, multicultural education, music - elementary vocal and instrumental, physical education, health and athletics, elementary physical education, elementary social studies, science), project director, ESEA Title I; project director, follow through, project director, home start; project director, Title VII, director, special education program; coordinator student placement, accounting and records, director, occupational safety and health, purchasing agent.

STATE OF IOWA
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF
WATERLOO COMMUNITY SCHOOL DISTRICT,
EMPLOYER

AND
WATERLOO EDUCATION ASSOCIATION,
PETITIONER

Case No. 65

ORDER OF CERTIFICATION

Now on this 27th day of June, 1975, the Board being advised that an election was conducted on June 2, 1975, pursuant to order of the Public Employment Relations Board and that the Waterloo 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 WATERLOO EDUCATION ASSOCIATION should be and hereby is designated and certified by this Board to be the exclusive bargaining representative for the employees of Waterloo Community School District, a public employer, in the following bargaining unit

INCLUDED Regular classroom teachers, elementary specialists (vocal music, instrumental music, physical education, art), skills improvement, master teacher (ESEA, Title I), skills development (ESEA, Title I), resource, educational specialists, special education-work study, pre-school, homebound, other federal programs, remedial reading, expo instructor, learning disabilities, guidance counselors (including parenthood education and counseling), visiting teachers, librarians, media specialists, social workers, parent involvement coordinator (if certified), athletic directors (if not full-time non-teaching), business managers high school, coop coordinators (distributive education, T and I, office education, health occupations, food service), work study coordinator, nurses, head nurse, department heads or chairpersons, team leaders, administrative assistants (if teach more than one-half of the teaching day), project director-career opportunities program, project director - drug abuse, project director--right to read, project director-- career education

EXCLUDED Superintendent of schools, director-business administration, director-building administration, director-school community relations, assistant superintendent-curriculum and instruction, director-research, evaluation and development, assistant superintendent-personnel, assistant superintendent-pupil personnel services, director-secondary education, director-elementary education, principals, assistant principals, secretary-board of education, director-food services, director-transportation, director-electrical and grounds, director-building maintenance, activities director (full-time, non-teaching), administrative assistants (if teach no more than one-half of the teaching day), coordinators (cultural exploration, home economics, industrial education, language arts, elementary, mathematics, media services, multi-cultural education, music-elementary vocal and instrumental, physical education, health and athletics, physical education, elementary, science, social studies, elementary), project director-ESFA Title I, project director-follow through, project director-home start, project director-Title VII, director special education program, coordinator student placement, accounting and records, director-occupational safety and health, purchasing agent

DONE by the Public Employment Relations Board

By 
JOHN R. LOIHL, BOARD MEMBER