

**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 Central Valley Community              |   | )       |
| School District,                           |   | )       |
| Public Employer,                           | ) | BU-0216 |
| and  |   | )       |
| West Central Valley 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 Central Valley 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 Central Valley Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of West Central Valley Community School District:

INCLUDED: Full-time certified teachers and regular part-time certified teachers, including the guidance counselors, certified media specialist/librarians, special education teachers and Title I teachers.

EXCLUDED: Superintendent, principals, other administrative employees, teacher aides, tutors, athletic director, secretaries, clerks, custodians, bus drivers, cooks, substitute teachers, student teachers, school nurses and all other employees of the West Central Valley Community School District including those excluded under Iowa Code section 20.4.

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

PUBLIC EMPLOYMENT RELATIONS BOARD

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

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

|                               |   |               |   |          |
|-------------------------------|---|---------------|---|----------|
| IN THE MATTER OF:             | ) |               | 2003 JUL - 8 AM 10:36<br>PUBLIC EMPLOYMENT<br>RELATIONS BOARD | RECEIVED |
|                               | ) |               |   |          |
| WEST CENTRAL VALLEY COMMUNITY | ) |               |   |          |
| SCHOOL DISTRICT,              | ) |               |   |          |
| Petitioner/Public Employer,   | ) |               |   |          |
| and                           | ) | CASE NO. 6670 |   |          |
|                               | ) |               |   |          |
| WEST CENTRAL VALLEY EDUCATION | ) |               |   |          |
| ASSOCIATION,                  | ) |               |   |          |
| Certified Employee            | ) |               |   |          |
| Organization.                 | ) |               |   |          |

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. 6361 and amended in Case No. 6362, and the certification of the West Central Valley Education Association, is amended to provide:

INCLUDED: Full-time certified teachers and regular part-time certified teachers, including the guidance counselors, certified media specialist/librarians, special education teachers and Title I teachers.

EXCLUDED: Superintendent, principals, other administrative employees, teacher aides, tutors, athletic director, secretaries, clerks, custodians, bus drivers, cooks, substitute teachers, student teachers, school nurses and all other employees of the West Central Valley Community School District including those excluded under Iowa Code section 20.4.

Dated at Des Moines, Iowa, this 8th day of July, 2003.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: James R. Riordan  
James R. Riordan, Chair

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

FILED  
001 AUG - 8 AM 9:55  
PUBLIC EMPLOYMENT  
RELATIONS BOARD

---

|                               |   |               |
|-------------------------------|---|---------------|
| IN THE MATTER OF:             | ) |               |
|                               | ) |               |
| WEST CENTRAL VALLEY COMMUNITY | ) |               |
| SCHOOL DISTRICT,              | ) |               |
| Public Employer,              | ) |               |
|                               | ) |               |
| and                           | ) | CASE NO. 6362 |
|                               | ) |               |
| WEST CENTRAL VALLEY EDUCATION | ) |               |
| ASSOCIATION,                  | ) |               |
| Petitioner/Certified          | ) |               |
| Employee Organization.        | ) |               |

---

**AMENDMENT OF BARGAINING UNIT AND CERTIFICATION**

A petition for amendment of bargaining unit was duly filed under Section 13 of the Public Employment Relations Act [Act], Chapter 20, Code of Iowa (2001) and Rule 4.6 of the Public Employment Relations Board [Board or PERB], accompanied by a stipulation signed by the representatives of both parties. Said petition was tentatively approved by the Board and seeks to conform the bargaining unit description to the newly consolidated school district's bargaining unit job classifications; 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. 6361, and the certification of West Central Valley Education Association, is amended to read as follows:

**INCLUDED:** Full-time certified teachers and regular part-time certified teachers, including the guidance counselors, certified media specialist/librarians, special education teachers, Title I teachers and school nurse.

**EXCLUDED:** Superintendent, principals, other administrative employees, teacher aides, tutors, athletic director, secretaries, clerks, custodians, bus drivers, cooks, substitute teachers, student teachers, and all other employees of the West Central Valley Community School District including those excluded under Section 4 of the Act.

DATED at Des Moines, Iowa this 8th day of August, 2001.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
 \_\_\_\_\_  
 JAMES R. RIORDAN, BOARD MEMBER

cc: Stan Burke  
Charles Stalker

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF: )  
 )  
STUART-MENLO COMMUNITY SCHOOL DISTRICT, )  
Public Employer, )  
 )  
and )  
 )  
STUART-MENLO EDUCATION ASSOCIATION, )  
Petitioner/Certified )  
Employee Organization. )

CASE NO. 636

2001 JUN 10 AM 9:46  
PUBLIC EMPLOYMENT  
RELATIONS BOARD  
FILED

**AMENDMENT OF BARGAINING UNIT AND CERTIFICATION**

A petition for amendment of certification and bargaining unit description was duly filed under Section 14 of the Public Employment Relations Act [Act], Chapter 20, Code of Iowa (2001) and Rule 4.8 of the Public Employment Relations Board [Board or PERB]. The petition sought to change the name of the public employer, change the name of the certified employee organization, and change the description of the bargaining unit, without altering its composition, following the merger of two school districts, Stuart-Menlo and Dexfield pursuant to Chapter 275, Code of Iowa (2001).

The petition was tentatively approved by the Board; a Public Notice of Proposed Decision of Amendment of Bargaining Unit and Certification was posted in conformance with PERB Rules; and no objections were filed.

**IT IS THEREFORE ORDERED** that: (1) the certification of Stuart-Menlo Education Association as the exclusive bargaining representative of certain employees of the Stuart-Menlo Community School District, previously issued in Case Nos. 1877 and 5999, and, (2) the certification of Dexfield Education Association as the exclusive bargaining representative of certain employees of the Dexfield Community School District, previously certified in Case No. 437 and amended in Case Nos. 1566, 3938, and 5154 be amended as follows:

The newly formed West Central Valley Education Association is now certified as the exclusive bargaining representative for certain employees of the newly merged West Central Valley Community School District. The merged bargaining unit description shall read as follows:

**INCLUDED:** Regular full-time certified teachers and regular part-time certified teachers of the West Central Valley Community School District, including the guidance counselors, librarians, Learning Disabilities teachers, Special Education teachers, Title I teachers and school nurse.

**EXCLUDED:** Superintendent, assistant superintendent, principals, associate principals, assistant principals, vice principals, teacher associates, teacher aides, tutors, athletic director, secretaries, clerks, custodians, bus drivers, cooks, substitute teachers, student teachers, and all other employees excluded under Section 4 of the Act.

DATED at Des Moines, Iowa this 10th day of July, 2001.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
M. SUE WARNER, BOARD MEMBER

cc: Stan Burke  
Board President

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

99 MAR 30 AM 10:16  
PUBLIC EMPLOYMENT  
RELATIONS BOARD

|                                     |   |               |
|-------------------------------------|---|---------------|
| STUART-MENLO COMMUNITY SCHOOL       | ) |               |
| DISTRICT,                           | ) |               |
| Public Employer,                    | ) |               |
|                                     | ) |               |
| and                                 | ) | CASE NO. 5999 |
|                                     | ) |               |
| STUART-MENLO 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 [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 the position(s) of Athletic Director to the existing list of positions specifically excluded from the bargaining unit; 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. 769, and amended in Case No. 1877, and the certification of Stuart-Menlo Education Association, is amended to read as follows:

**INCLUDED:** Regular full-time certified teachers and regular part-time certified teachers of the Stuart-Menlo Community School District, including the guidance counselors, librarians, Learning Disabilities teachers, Special Education teachers, Title I teachers and school nurse.

**EXCLUDED:** Superintendents, assistant superintendents, principals, associate principals, assistant principals, vice principals, teacher associates, teacher aides, tutors, athletic director, secretaries, clerks, custodians, bus drivers, cooks, substitute teachers, student teachers, and all other employees excluded under Section 4 of the Act.

DATED at Des Moines, Iowa this 30th day of March, 1999.

PUBLIC EMPLOYMENT RELATIONS BOARD

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

cc: Rich Engel  
David Fry  
Larry Nulph

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

---

|                               |   |                         |
|-------------------------------|---|-------------------------|
| IN THE MATTER OF:             | ) |                         |
|                               | ) |                         |
| STUART-MENLO COMMUNITY SCHOOL | ) |                         |
| DISTRICT,                     | ) |                         |
| Public Employer,              | ) |                         |
|                               | ) |                         |
| and                           | ) | CASE NO. 1877           |
|                               | ) | (Amending Case No. 769) |
| STUART-MENLO EDUCATION        | ) |                         |
| ASSOCIATION,                  | ) |                         |
| Certified Employee            | ) |                         |
| Organization/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 bargaining unit adding the job classification of "school nurse" to the previously determined 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

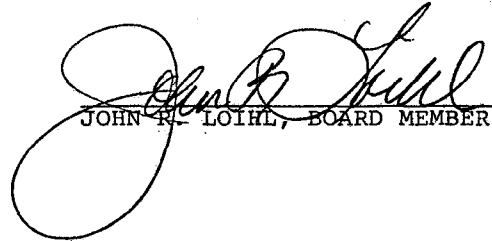
IT IS HEREBY ORDERED that the bargaining unit previously determined in ase No. 769 and the certification of the Stuart-Menlo Education Association in that case be and hereby is amended to read as follows:

INCLUDED: Regular full-time certified teachers and regular part-time certified teachers of the Stuart-Menlo Community School District, including the guidance counselors, librarians, athletic director, Learning Disabilities teachers, Special Education teachers, Title I teachers and school nurse.



EXCLUDED: Superintendents, assistant superintendents, principals, associate principals, assistant principals, vice principals, teacher associates, teacher aides, tutors, secretaries, clerks, custodians, bus drivers, cooks, substitute teachers, student teachers, and all other employees excluded under Section 4 of the Act.

Done by the Public Employment Relations Board this 3rd day of March, 1981.



JOHN R. LOIHL, BOARD MEMBER

STATE OF IOWA

PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STUART-MENLO COMMUNITY SCHOOLS,  
PUBLIC EMPLOYER

AND

STUART-MENLO EDUCATION ASSOCIATION,  
PETITIONER

CASE NO. 769

ORDER OF CERTIFICATION

NOW on this 19th day of October, 1976, the Board being advised that an election was conducted pursuant to Order of the Board, and that Stuart-Menlo 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 Stuart-Menlo Education Association, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of Stuart-Menlo Community Schools, a public employer, in the following bargaining unit:

INCLUDED: Regular full-time certified teachers and regular part-time certified teachers of the Stuart-Menlo Community School District, including: the guidance counselors, librarians, athletic director, Learning Disabilities teachers, Special Education teachers and Title I teachers.

EXCLUDED: Superintendents, assistant superintendents, principals, associate principals, assistant principals, vice principals, teacher associates, teacher aides, tutors, secretaries, clerks, custodians, bus drivers, cooks, substitute teachers, school nurse, student teachers, and all other employees excluded under Section 4 of the Act.

DONE by the Public Employment Relations Board

  
JOHN R. LOTTE BOARD MEMBER

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

DEXFIELD COMMUNITY SCHOOL DISTRICT, )  
Public Employer, )  
and )  
DEXFIELD EDUCATION ASSOCIATION, )  
Petitioner. )

CASE NO. 5154

PUBLIC EMPLOYMENT  
RELATIONS BOARD  
JUL 21 PM 3:17

**AMENDMENT OF BARGAINING UNIT AND CERTIFICATION**

Upon a petition for amendment of bargaining unit under Section 13 of the Public Employment Relations Act [Act], Chapter 20, Iowa Code (1993) 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; a Public Notice of Proposed Decision of Amendment of Bargaining Unit was posted in conformance with PERB Rules; and no objections were filed, therefore:

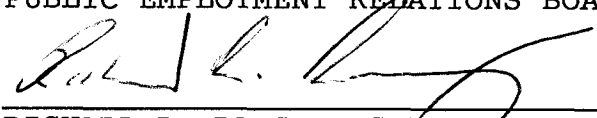
**IT IS HEREBY ORDERED** that the bargaining unit previously determined in Case No. 437 and amended in Case Nos. 3938 and 1566, and the certification of Dexfield Education Association, is amended to read as follows:

**INCLUDED:** Full-time and regular part-time professional personnel including teachers, both elementary and secondary, physical education, music art, dramatics, guidance counselor, Chapter 1 teachers, Special Education teachers, and nurse.

**EXCLUDED:** Administrative employees including superintendent, principals, assistant principals, athletic directors, substitute teachers, teacher aides, AEA personnel and non-certified personnel.

DATED at Des Moines, Iowa this 21st day of July, 1994.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
RICHARD R. RAMSEY, CHAIRMAN

cc: Dean Turner  
Jim Crotty

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

DEXFIELD COMMUNITY SCHOOLS, )  
 Public Employer, )  
 and )  
 DEXFIELD EDUCATION ASSOCIATION, )  
 Petitioner, )

FILED

89 MAY -1 PM 2: 34  
 CASE NO. 3938  
 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, and Rule 4.6 of the Public Employment Relations Board's [Board] Rules and Regulations, the parties waived hearing and filed with the Board a Stipulation of Bargaining Unit.

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

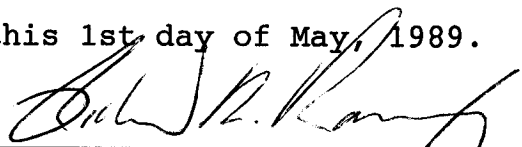
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case #437 and amended in Case #1566, and the certification of the Dexfield Education Association, is amended to read as follows:

INCLUDED: All full time and regular part-time professional personnel with the Dexfield Community Schools, including teachers, both elementary and secondary, physical education, athletic director, music, art, dramatics, guidance counselor, Chapter I teachers, special education teachers and nurse.

EXCLUDED: Administrative employees as named in Section 4 of the Act, which would include the superintendent, principals, assistant principals, also excluding substitute teachers, teacher aides, AEA personnel, and non-certified personnel.

DATED at Des Moines, Iowa this 1st day of May, 1989.

  
 RICHARD R. RAMSEY, CHAIRMAN

cc: Jan Gilman  
 Larry Sarver

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

|                                 |   |               |
|---------------------------------|---|---------------|
| IN THE MATTER OF:               | ) |               |
| DEXFIELD COMMUNITY SCHOOL,      | ) |               |
| PUBLIC EMPLOYER                 | ) |               |
| AND                             | ) | CASE NO. 1566 |
| DEXFIELD 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 bargaining unit changing the previously determined bargaining unit to include the position of school nurse.

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

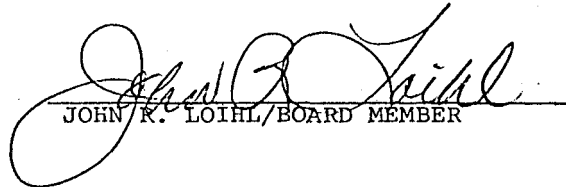
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 747 and the certification of the Dexfield Education Association in that case be, and hereby is, amended to read as follows:

INCLUDED: All full-time and regular part-time professional personnel with the Dexfield Community Schools, including teachers, both elementary and secondary, physical education, athletic director, music, art, dramatics, guidance counselor, Title I teacher, L.D. teacher and school nurse.

EXCLUDED: Administrative employees as named in Section 4 of the Act, which would include the superintendent, principals, assistant principals, also excluding substitute teachers, teacher aides, A.E.A. personnel, and non-certified personnel.

DONE by the Public Employment Relations Board this 30th day of October, 1979.

  
JOHN R. LOIHL/BOARD MEMBER

## STATE OF IOWA

## PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

DEXFIELD COMMUNITY SCHOOLS,  
PUBLIC EMPLOYER

AND

DEXFIELD EDUCATION ASSOCIATION,  
PETITIONER

Case No. 437

## ORDER OF CERTIFICATION

Now on this 28th day of October, 1975, the Board being advised that an election was conducted on October 15, 1975, pursuant to order of the Public Employment Relations Board and that Dexfield 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 Dexfield Education Association

should be and hereby is designated and certified by this Board to be the exclusive bargaining representative for the employees of Dexfield Community Schools

a public employer, in the following bargaining unit:

**INCLUDED:** All full-time and regular part-time professional personnel with the Dexfield Community Schools, including teachers, both elementary and secondary, physical education, athletic director, music, art, dramatics, librarian, guidance counselor, Title I teacher and L. D. teacher.

**EXCLUDED:** Administrative employees as named in Section 4 of the Act, which would include the superintendent, principals, assistant principals, also excluding substitute teachers, teacher aides, A.E.A. personnel, and non-certified personnel.

DONE by the Public Employment Relations Board

By Edward F. Kolker  
Edward F. Kolker, Chairman