

FALL RETENTION AND RECERTIFICATION ELECTION

2026

IOWA EMPLOYMENT APPEAL BOARD

Who?

Public employers and CEO's that have a contract expiring on or near June 30, 2027.

What?

Recertification election.

“Do you want [name of CEO] to be retained and recertified and continue to be your exclusive bargaining representative?”

Why?

2. Retention and recertification elections.

a. The board shall conduct an election to retain and recertify the bargaining representative of a bargaining unit prior to the expiration of the bargaining unit's collective bargaining agreement.

Iowa Code section 20.15(2)(a)

When?

October 13, 2026, at 7:00 a.m.
to
October 27, 2026, at 9:00 a.m.

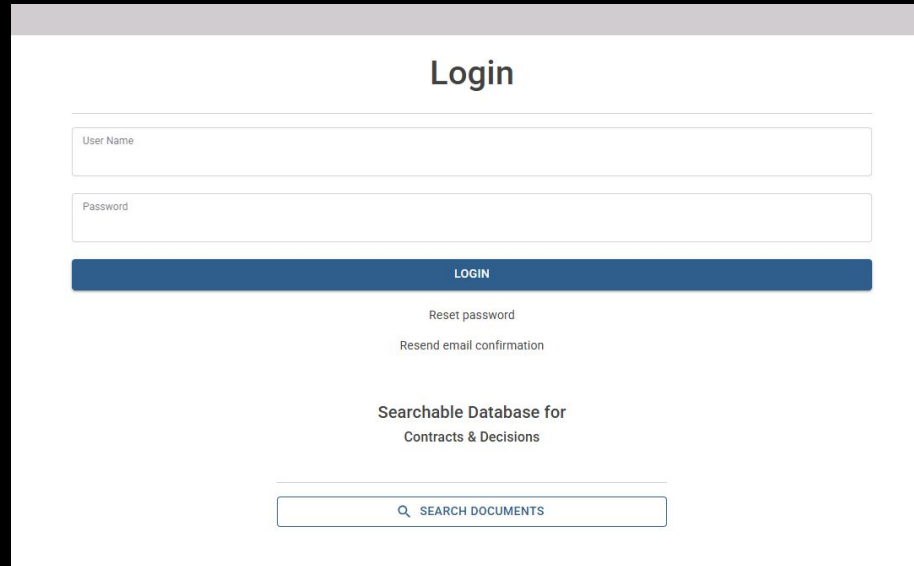
How?

1. Sign up for an account in suPERB
2. Sign up for an account in EDMS
3. Log in, read notices, and follow instructions
4. Ask for help, if needed

01

Sign up for suPERB

<https://iowa-superb.iowa.gov/>



The image shows a login page for the Iowa Superb website. The page has a white background with a light gray header bar. The title "Login" is centered at the top. Below the title are two input fields: "User Name" and "Password". A blue button labeled "LOGIN" is positioned below the password field. Underneath the button are two links: "Reset password" and "Resend email confirmation". At the bottom of the page, there is a search bar with the text "Searchable Database for Contracts & Decisions" and a button labeled "SEARCH DOCUMENTS" with a magnifying glass icon.

Login

User Name

Password

LOGIN

[Reset password](#)

[Resend email confirmation](#)

**Searchable Database for
Contracts & Decisions**

SEARCH DOCUMENTS

Send an email to
eab.elections@eab.iowa.gov

- ❑ Provide name of employer or CEO
- ❑ Provide bargaining unit numbers
- ❑ Your email address will be your username
- ❑ You will receive an email that will allow you to reset your password



 Bargaining Units


 Users

 Election Results

 Search Page

Bargaining Units


 Search

	Number 	Unit  	Employer 	CEO 	Type 	Affiliation 
VIEW	0063	Baxter Education Association	Baxter Community School District	Baxter Education Association	Teachers	ISEA

02

Sign up for EAB's EDMS

<https://perb.iowa.gov/efiling/>

 Iowa Employment Appeal Board

ELECTRONIC FILING

powered by eFlex from Tybera

Welcome to eFiling

Username


Password

[Log In](#)

[Forgot Your Password?](#)

[Forgot Your User Name?](#)

[Request Account](#)



MANDATORY EFILING BEGINS JANUARY 1, 2015.
Pursuant to EAB administrative subrule 621--16.4(1), all documents in adjudicatory proceedings commenced on or

<https://perb.iowa.gov/efiling/>

User Agreement

In order to register for an account with EFlex, you must accept the terms of the user agreement as explained below. Failure to accept these terms will take you back to the login screen.

- I accept the terms of the user agreement
- I do not accept the terms of the user agreement

Cancel

Submit

<https://perb.iowa.gov/efiling/>

USER ROLES

Select your user role:

Attorney

Non-Filer

Representative

Self-Represented

<https://perb.iowa.gov/efiling/>

Select an Organization

Select the organization you belong to or type it in below:

Existing New

- A-H-S-T-W COMMUNITY SCHOOL DISTRICT
- A-H-S-T-W EDUCATION ASSOCIATION
- ADAIR COUNTY**
- ADAIR-CASEY COMMUNITY SCHOOL DISTRICT
- ADAIR-CASEY EDUCATION ASSOCIATION
- ADAMS COUNTY
- ADEL-DESOTO-MINBURN COMMUNITY SCHOOL DISTRICT
- ADEL-DESOTO-MINBURN EDUCATION ASSOCIATION
- AFSCME IOWA COUNCIL 61
- AFSCME LOCAL 1068
- AFSCME LOCAL 1127
- AFSCME LOCAL 1141
- AFSCME LOCAL 1367
- AFSCME LOCAL 1396
- AFSCME LOCAL 1541
- AFSCME LOCAL 1560
- AFSCME LOCAL 1722
- AFSCME LOCAL 1774
- AFSCME LOCAL 1796

Request a User Account

Organization Name: A-H-S-T-W COMMUNITY SCHOOL DISTRICT

User Name: *

Password: *

Confirm Password: *

Title:

First Name: *

Middle Name:

Last Name: *

Suffix Name:

Phone: Type:

Phone Alt 1: Type:

Phone Alt 2: Type:

Fax:

Email: *

Confirm Email: *

1st Alternate Email:

2nd Alternate Email:

Note:

You will receive an email when your account has been approved. After you receive the email, log in to your account.

When you log in, your home screen will look like this. Click on "Existing Cases."



EAB Iowa Employment Appeal Board

Home eFile Cases My Profile Admin Log Out

Home

- [New Case](#) File new case
- [Existing Cases](#) Perform case actions: eFile, Search, View History, Service List
- [My Filings](#) Check the status of my filings
- [Draft Filings](#) Finish filing an incomplete filing
- [Notifications](#) Review your Notifications
- [View Queues](#) List of entries in my queues
- [Approve/Deny User](#) Approve/Deny User Request

Every bargaining unit has its own “case number” for recertification elections.
Type in BU- and your four digit case number. Then click History.

Cases

Court: IOWA EMPLOYMENT APPEAL BOARD

Case Number

BU-0001

eFile

History

Service List

Ex: 070900001

Search Cases

In order to see the case filings, you must be listed as a representative on the case. Click on “Show/Hide Participants” to check if you are listed as a representative.

Case Number	BU-9999	Filing Party	CHRIS LOUIS
Case Type	Recertification Election	Responding Party	CHRISTINA JONES
Opened	11-04-2025	Hearing Officer	
Status	Open	Case Processor	

Show/Hide Participants

File Date	Case History
11-04-2025 08:46:59 AM Filing Party	Filed By: Chris Louis Challenge to Voter List (Pre-Election) 02123-ANDS.pdf
11-04-2025 08:45:03 AM Filing Party	Filed By: Chris Louis Challenge to Voter List (Post-Election) Appeal to EAB.pdf
11-04-2025 08:41:35 AM Filing Party	Filed By: Chris Louis Challenge to Voter List (Post-Election) ATT 1 02123.pdf
11-04-2025 08:38:50 AM Filing Party	Filed By: Chris Louis Miscellaneous Document 02123.AR - Google Docs.pdf
11-04-2025 08:29:03 AM PERB	Filed By: EAB Miscellaneous Document Notice to Employees.pdf
11-04-2025 08:20:10 AM Filing Party	Filed By: Chris Louis Objection to Election 02123.EAB.pdf

Email eab.elections@eab.iowa.gov if you are not listed as a representative!

Case Number	BU-9999	Filing Party	CHRIS LOUIS
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Click on the blue text to download and read the documents.

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You will get email notices when documents are filed

***** IMPORTANT NOTICE - READ THIS INFORMATION *****
NOTICE OF ELECTRONIC FILING OR PRESENTATION [NEF]

A filing has been submitted to the court RE: 07821 CVCV302021

Judge:

Official File Stamp: 03/17/2025 09:35 AM

Court: SCOTT

Case Title: VILLAFANA RAMON VS DOHRN TRANSFER COMPANY LLCY

Document(s) Submitted: OFJU-ORDER FOR JUDGMENT COURT DENIES PETITIONERS PETITION FOR JUDICIAL REVIEW

Filed by or in behalf of: MARK CLEVE

You may review this filing by clicking on the following link to take you to your [cases](#).

This notice was automatically generated by the courts auto-notification system.

After receiving an email, it is VERY IMPORTANT that you log into your account and download and READ the document that was filed!

Case Number	BU-9999	Filing Party	CHRIS LOUIS
Case Type	Recertification Election	Responding Party	CHRISTINA JONES
Opened	11-04-2025	Hearing Officer	
Status	Open	Case Processor	

⊞ Show/Hide Participants

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03

2026 Pre-Election Schedule

Date	Event
July 31	Employers can begin uploading a voter list.
August 14	EAB files the Notice of Intent to conduct an election.
August 19	Requests for contract extensions are due.
August 24	Last day for Employers to upload the voter list.
August 25	EAB issues notice for show cause hearings.
August 27	Employer Show Cause Hearings
August 31	Last day for the CEO to approve the voter list.
September 1	EAB issues notice for show cause hearings.
September 3	CEO Show Cause Hearings
September 9	EAB issues Notice of Election Fees.
September 18	Final day for the CEO to pay the election fee. Final day for the parties to finalize the voter list.
September 22	EAB files Notice to Conduct an Election.

August 14

EAB will file a Notice of Intent to Conduct Election

Log in to EDMS and read this document. It will have:

- Instructions for Employers
- Instructions for Employee Organizations
- Election Fee Schedule
- Voting Schedule
- Description of Bargaining Unit

August 14

EAB will issue a Notice of Intent to Conduct an Election

If either party disagrees that an election is required, they have seven days to file an objection on EDMS under the bargaining unit case number.

August 14

EAB will also file a Notice to Employees

Employers **MUST** post or distribute this document to all employees in the bargaining unit.

August 19

Deadline to file a contract extension

- Recertification elections are required at least once every five years
- If you wish to extend the contract, upload an agreement signed by both parties on Superb

August 19

Deadline to file a contract extension

Adair-Casey Education Association

BU-Number: 0022 Employer: Adair-Casey Community School District CEO: Adair-Casey Education Association

DETAILS

CONTRACTS

EMPLOYEE LIST

IMPASSE

Search

ADD CONTRACT

Start Date	End Date	Submitted Date	Status	Processed Date	Extension	Reopener	Included	Excluded
07/01/2025	06/30/2026	07/01/2025	Approved	07/01/2025	No	No	Counselors, Librarians, Athletic Coaches and Assistants, and Classroom teachers	Superintendent, Principals, Athletic Director, Aides, Secretaries, Custodians, Maintenance Personnel, Cooks, Bus Drivers, Business Manager, and School Nurse

August 19

Deadline to file a contract extension

You will receive an email stating the contract extension has been approved or denied.

August 24

Deadline for Employers to upload voter list

Who should be included in the list?

Any person in the bargaining unit who is employed on September 18.

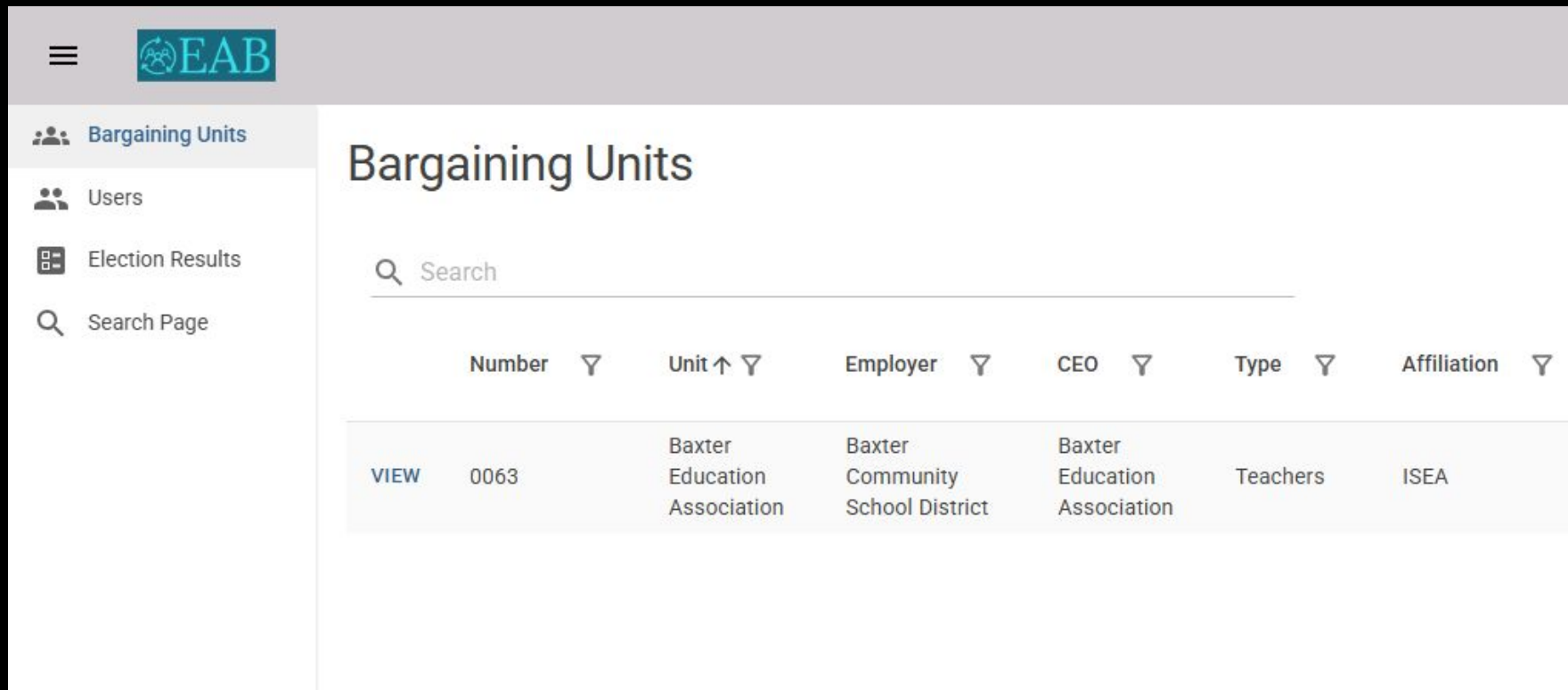
If employees are hired AFTER the list has been approved by the CEO, contact the EAB and CEO and the new employee can be added up until September 18.

Steps to upload voter list in suPERB

1. Sign up for an account in suPERB
2. Log in to your account in suPERB
3. Click Bargaining Unit in the left navigation panel
4. Click "VIEW" button next to your bargaining unit
5. Click "Employee List" tab
6. Click "DOWNLOAD TEMPLATE"
7. Complete template
8. Click "UPLOAD EMPLOYEE LIST"
9. Email the CEO stating you uploaded the list

August 24

Deadline for Employers to upload voter list



The screenshot shows the EAB web application interface. On the left is a navigation sidebar with a hamburger menu icon and the EAB logo. The sidebar contains the following items: 'Bargaining Units' (selected), 'Users', 'Election Results', and 'Search Page'. The main content area is titled 'Bargaining Units' and features a search bar. Below the search bar is a table with columns: 'Number', 'Unit', 'Employer', 'CEO', 'Type', and 'Affiliation'. Each column has a dropdown arrow. The table contains one data row for 'Baxter Education Association' with a 'VIEW' link to its left.

	Number	Unit	Employer	CEO	Type	Affiliation
VIEW	0063	Baxter Education Association	Baxter Community School District	Baxter Education Association	Teachers	ISEA

August 24

Deadline for Employers to upload voter list

The screenshot shows the EAB web application interface. On the left is a navigation menu with the following items: "Bargaining Units" (selected), "Users", "Election Results", and "Search Page". The main content area is titled "Bargaining Units" and features a search bar. Below the search bar is a table with columns: "Number", "Unit", "Employer", "CEO", "Type", and "Affiliation". Each column has a dropdown arrow. The first row of the table is highlighted in light gray and contains the following data: "0063", "Baxter Education Association", "Baxter Community School District", "Baxter Education Association", "Teachers", and "ISEA". A red circle highlights the "VIEW" button located to the left of the "0063" number.

Number	Unit	Employer	CEO	Type	Affiliation
VIEW 0063	Baxter Education Association	Baxter Community School District	Baxter Education Association	Teachers	ISEA

August 24

Deadline for Employers to upload voter list

Baxter Education Association

BU-Number: 0063 **Employer:** Baxter Community School District **CEO:** Baxter Education Association

[DETAILS](#)

[CONTRACTS](#)

[FILE IMPORTS](#)

[EMPLOYEE LIST](#)

[IMPASSE](#)

Bargaining Unit Type: Teachers

Represented Employees: 41

Mediator Name: Jim Tuecke

Certify Date: 09/20/1976

Revocation Date:

Recertify Date: 11/13/2023

Employee Reps: Rick Moore, Kathleen Crouse

Employer Reps: Miriam Van Heukelem,
Danielle HAINDFIELD, Julie McWhirter,
Mickolyn CLAPPER

Bargaining Reps: Rick Moore

Included: All certificated personnel and school nurse

Excluded: All non-certificated personnel (bus drivers, cooks, janitors, para-professionals) and all employees excluded by Section 4 of the Act

August 24

Deadline for Employers to upload voter list

Baxter Education Association BACK

BU-Number: 0063 Employer: Baxter Community School District CEO: Baxter Education Association

DETAILS CONTRACTS FILE IMPORTS **EMPLOYEE LIST** IMPASSE

Current Election: 10/14/2025 Final Edits By: 09/19/2025 Final Approvals By: 09/02/2025

🔍 Search UPLOAD EMPLOYEE LIST DOWNLOAD TEMPLATE

Year ↓	Employer Approval Date	CEO Approval Date	Employer Approved	CEO Approved	Total Employees	Last Updated By	Last Updated
No matching records found							

Rows per page: 25 ▾ 0-0 of 0 |< < > >|

August 24

Deadline for Employers to upload voter list

Baxter Education Association

BACK

BU-Number: 0063 Employer: Baxter Community School District CEO: Baxter Education Association

DETAILS CONTRACTS FILE IMPORTS **EMPLOYEE LIST** IMPASSE

Current Election: 10/14/2025 Final Edits By: 09/19/2025 Final Approvals By: 09/01/2025

🔍 Search

UPLOAD EMPLOYEE LIST DOWNLOAD TEMPLATE

Year ↓	Employer Approval Date	CEO Approval Date	Employer Approved	CEO Approved	Total Employees	Last Updated By	Last Updated
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No matching records found

Rows per page: 25 0-0 of 0 |< < > >|

TOP 5 MISTAKES

1. Employers don't use the template
2. Employers change the headers in the template
3. Employers don't complete the required fields in the template
4. Employers put first and last names in wrong column
5. Last four digits of SSN or DOB are incorrect

August 24

Deadline for Employers to upload voter list

- You will receive an email after the list has been uploaded
- Take a screenshot of the uploaded list with the timestamp JUST IN CASE

What happens if an Employer does not upload the voter list?

- ❑ In Person Show Cause Hearing
- ❑ Automatic Recertification
- ❑ Reported to the Governor & Legislature

What happens?

Senate File 472 amended Iowa Code section 20.15.....

(a)(4) Upon the conclusion of the ten-day period for a public employer to submit a list of employees in a bargaining unit to the board as required by subparagraph (3), the board shall publish on its internet site a list of public employers to which a notice of intent to conduct an election has been issued as provided in subparagraph (3), but the election has not yet been conducted by the board.

The list shall specify any public employers on the list that have failed to submit a list of employees to the board as required by subparagraph (3). The board's list shall also include the date on which it was initially published. The board shall update the list if a public employer subsequently submits a list of employees to the board.

Iowa Code Ann. § 20.15 (West)

What happens?

Senate File 472 amended Iowa Code section 20.15.....

(5)(b) Within sixty days of the board's initial publication of a list of public employers pursuant to subparagraph (4), a resident of Iowa may petition the district court within the jurisdictional boundaries of a public employer or the district court for Polk county for a writ of mandamus to compel the public employer to provide the list to the board as required by subparagraph (3). The individual need not show that failure by the public employer to submit a list of employees to the board as required by subparagraph (3) has caused or will cause injury to the individual. The court shall expedite resolution of such an action and shall grant such a writ if it appears to the court that the public employer has failed to submit a list of employees to the board as required by subparagraph (3).

Iowa Code Ann. § 20.15 (West)

What happens?

Senate File 472 amended Iowa Code section 20.15.....

(5) (c) The court shall award **court costs, reasonable attorney fees**, and any other relief the court determines is appropriate to the prevailing party in such an action.

Next Step: CEO Reviews Voter List



Iowa Employment Appeal Board

Wesley,

The employee list uploaded for the election from Tuesday, March 18, 2025 to Tuesday, April 1, 2025 for BU-0910 CWA #7172 (Sheriff) has been approved by Kossuth County and is now ready for review. Please log into suPERB and review the employee list.

Please do not respond to this message. Replies to this message are routed to an unmonitored mailbox. If you need assistance, or if you feel you've received this message in error, please contact EAB staff at (515) 281-3638 or eab.elections@eab.iowa.gov.

Steps for CEO to Review Voter List

1. Sign up for an account in suPERB
2. Log in to your account in suPERB
3. Click Bargaining Unit in the left navigation panel
4. Click "VIEW" button next to your bargaining unit
5. Click "Employee List" tab
6. Click "VIEW"
7. Click "BACK"
8. Either click "APPROVE" or "DENY"
9. If you click "DENY," you can enter a note.

[DETAILS](#)[CONTRACTS](#)[FILE IMPORTS](#)[EMPLOYEE LIST](#)[IMPASSE](#)**Current Election:** 10/14/2025**Final Edits By:** 09/19/2025**Final Approvals By:** 09/01/2025

Year ↓	Employer Approval Date	CEO Approval Date	Employer Approved	CEO Approved	Total Employees	Last Updated By	Last Updated			
2025	Wednesday, May 28, 2025				1	Louis, Chris	Wednesday, May 28, 2025	APPROVE	DENY	VIEW

Employer Approved



CEO Approved

[APPROVE](#)[DENY](#)[VIEW](#)

Notes

New Note

Employee A is missing from the list. |

* Please enter a denial reason to deny employee list.

ADD NOTE **CLEAR**

CANCEL

Employers will receive notification that the list has been edited. Employers will need to log in and review the changes and approve the amended list.



Iowa Employment Appeal Board

The employee list for 0023 - Adel-DeSoto-Minburn Community School District - Adel-DeSoto-Minburn Education Association - Teachers was edited by Christine Louis on Thursday, May 28, 2026. Please log into suPERB and review the employee list.


You are receiving this auto-generated message from the EAB's database, suPERB. You can log in to your suPERB account by clicking <https://iowa-superb.iowa.gov>. For more information on public collective bargaining, please visit <https://eab.iowa.gov/>.

August 31

Last Day for CEO to approve voter list

September 18

Voter list must be finalized

UPLOAD EMPLOYEE LIST DOWNLOAD TEMPLATE DENIAL REASON 			
Last Updated By	Last Updated		
Louis, Chris	Wednesday, May 28, 2025	APPROVE	VIEW

Rows per page: 25 ▾ 1-1 of 1 |< < > >|

September 18

Voter list must be finalized

ADD EMPLOYEE DOWNLOAD EXPORT RESET

Personal Email Flagged

chris@gmail.com		EDIT	DELETE
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rows per page: 25 1-1 of 1

September 18

Voter list must be finalized

- If there is still a dispute regarding voters, either party can file a challenge to voter eligibility in EDMS under the bargaining unit case number.
- The EAB will reserve judgment until the tally has been filed so it can be determined whether the dispute would impact the result.

September 18

Voter list must be finalized

September 18

Voter list must be finalized and Election Fee is due

- \$2 per voter
- Minimum \$20
- Check made out to the EAB
- Mailed or hand delivered to 6200 Park Avenue, Des Moines IA

**You can request an extension – so
please contact us BEFORE the
deadline!**

**The consequence for not timely
paying the election fee is
decertification!**

04

Election

September 22

EAB files Order for Election AND Notice of Election

- Post the instructions in areas where you normally communicate to employees
- If you have a way to email the instructions to your employees, please do so!
- There is no ballot being mailed to your employees–this is their only way of finding out how to vote!

Last Year's Instructions

(the toll free number changes every year)

To Vote by Phone:

1. Call 855-443-5889 toll-free.
2. Be prepared to provide your birth date (MM/DD/YYYY) and the last four digits of your Social Security number.
3. Follow the instructions provided to you on the phone.
4. You will be asked, "Do you want Belmond-Klemme Educational Services Association to be retained and recertified and continue to be your exclusive bargaining representative?"
5. After you vote, you will be asked to confirm your choice for your vote to be counted. You MUST CONFIRM your choice for your vote to be counted.

To Vote by Internet:

1. Go to <https://vote.yeselections.com/iaperb/>.
2. Be prepared to provide your birth date (MM/DD/YYYY) and the last four digits of your Social Security number.
3. Follow the instructions provided to you.
4. You will be asked, "Do you want Belmond-Klemme Educational Services Association to be retained and recertified and continue to be your exclusive bargaining representative?" Select either "Yes" or "No". Then submit your selection.
5. After you vote, you will be asked to confirm your choice for your vote to be counted. You MUST CONFIRM your choice for your vote to be counted.

OCTOBER 13
7:00 A.M.
VOTING BEGINS

Amount of voters from
each Bargaining Unit will
be posted on EAB website

OCTOBER 27
9:00 A.M.
VOTING ENDS



**Majority of the Bargaining Unit, NOT the majority of voters.
A failure to vote is a "no" vote.

05

Election Results

- Election Results will be posted on the EAB website
- Ballot tallies will be filed in EDMS
- Parties have 10 days to file an objection to the election
- Objections must be filed in EDMS under Bargaining Unit Number
- If no objections, Order of Recertification or Decertification will be filed

QUESTIONS?

Email: eab.elections@eab.iowa.gov