

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

12-14-14  
10:53:20

GARNER-HAYFIELD COMMUNITY SCHOOL )  
DISTRICT, )  
Public Employer, )  
and )  
GARNER-HAYFIELD EDUCATIONAL )  
SERVICES ASSOCIATION/ISEA, )  
Petitioner )

CASE NO. 5199

**ORDER OF CERTIFICATION**

The Public Employment Relations Board [Board or PERB] has been advised that an election was conducted pursuant to Order of the Board; that a majority of the ballots were cast for Garner-Hayfield Educational Services Association/ISEA, an employee organization; that no objections to the election have been filed, and that said employee organization has complied with all requirements of the Public Employment Relations Act, Chapter 20, Iowa Code (1993) and the Rules thereunder:

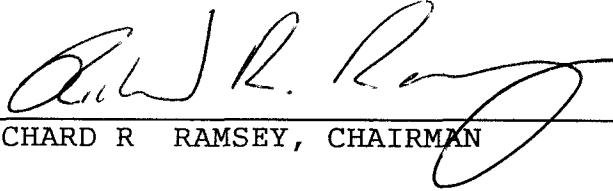
**IT IS THEREFORE ORDERED** that Garner-Hayfield Educational Services Association/ISEA is designated and certified by this Board to be the exclusive bargaining representative for employees of the Garner-Hayfield Community School District, a public employer, in the following bargaining unit:

**INCLUDED:** All full-time and part-time non-academic employees of the employer including but not limited to the following listed job classifications: bus drivers, custodians, secretaries, teacher aides, teacher associates, special education aides, food service personnel, lunch clerks, clerical, library clerks, laundry personnel, and all substitutes in any of the preceding classifications

**EXCLUDED:** Professional employees, administrators, Superintendent's Secretary, Board Secretary, Administrative Office Bookkeepers, Transportation Director, Director of Buildings and Grounds, Head of Food Service, High School Principal's Secretary, Middle School Principal's Secretary, Elementary Principal's Secretary, and all others excluded by Section 4 of the PERA

DATED at Des Moines, Iowa this 14<sup>th</sup> day of December, 1994

PUBLIC EMPLOYMENT RELATIONS BOARD

A handwritten signature in cursive script, appearing to read "Richard R. Ramsey", is written over a horizontal line.

RICHARD R RAMSEY, CHAIRMAN

cc: C W McManigal  
Doreen Rick