

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

OSAGE COMMUNITY SCHOOL DISTRICT)	
Public Employer)	
)	
and)	CASE NO. 4964
)	
OSAGE EDUCATIONAL SERVICES)	
ASSOCIATION/ISEA)	
Petitioner)	

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 Osage 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:

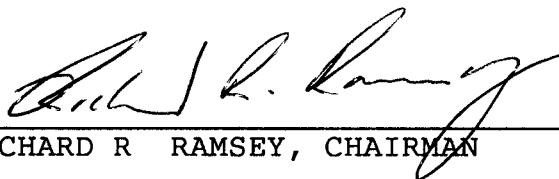
IT IS HEREBY ORDERED that Osage Educational Services Association/ISEA, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for employees of the Osage Community School District, a public employer, in the following bargaining unit:

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 - including Head Custodian, secretaries, teacher aides, teacher associates, special education aides, cooks, clerical, media specialist assistant, library aides, educational interpreters, and all substitutes in any of the preceding classifications.

EXCLUDED: Professional employees, administrators, confidential and supervisory employees, Board secretary, Superintendent's secretary, High School Principal's administrative secretary, Food Service Director, Transportation Director, and all others excluded by Section 4 of the PERA.

DATED at Des Moines, Iowa this 29th day of November, 1993.

PUBLIC EMPLOYMENT RELATIONS BOARD



RICHARD R RAMSEY, CHAIRMAN

cc: Dennis Krueger
Charles McManigal