

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF	)	
	)	
WATERLOO COMMUNITY SCHOOL DISTRICT,	)	
Public Employer,	)	
	)	
and	)	CASE NO 6219
	)	
WATERLOO EDUCATION ASSOCIATION,	)	
Petitioner/Certified	)	
Employee Organization	)	

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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



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RICHARD P MOORE, CHAIR

cc Beverly Smith  
Roger White  
Jay Hammond

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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

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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

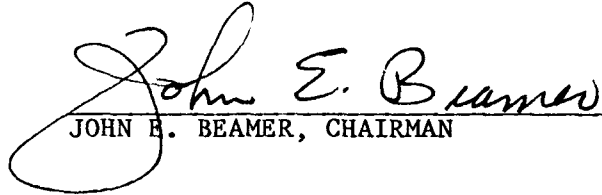
IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Nos. 65 and 2112 and the certification of the Waterloo Education Association in those cases be and hereby is amended to read as follows

# 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.

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.

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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. Beamer*  
\_\_\_\_\_  
JOHN E. BEAMER, 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