

# 1-PELRB-2026

## STATE OF NEW MEXICO PUBLIC EMPLOYEE LABOR RELATIONS BOARD

In re:

**EXPLORE ACADEMY  
FACULTY ASSOCIATION,**

**Petitioner,**

**and**

**PELRB No. 334-25**

**EXPLORE ACADEMY,**

**Respondent.**

### **ORDER**

**THIS MATTER** comes before the Public Employee Labor Relations Board at its regularly scheduled meeting on February 17, 2026, upon the Petition filed December 9, 2025, to Certify the Petitioner as the exclusive representative of a bargaining unit consisting of employees of Explore Academy holding the positions of Teacher, Educational Assistant, and Coordinator of Gifted Services. The Board, having reviewed the file, and being otherwise sufficiently informed, finds and concludes:

The Petition does not raise a question concerning representation and it presents sufficient facts including sufficient support among the employees in the petitioned-for positions to be represented by Petitioner pursuant to NMAC 11.21.2.38.

Upon review of the submissions and no one appearing in opposition to the Certification, the Board by a vote of 3-0 hereby affirms and ratifies the Certification of Representation issued by the Executive Director on January 22, 2026, including the findings therein..

DocuSigned by:

*Nan Nash*

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Date: 2/19/2026

Nan Nash, Board Chair



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### Certification of Representation

The undersigned hereby certifies that **Explore Academy Faculty and Staff Association** (Union) has demonstrated a sufficient basis such that it should be recognized as the exclusive bargaining representative for those employees in the following bargaining unit comprised of employees of the **Explore Academy**:

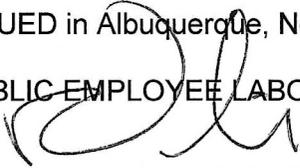
#### **Teachers, Educational Assistants, Coordinators of Gifted Services**

The undersigned makes this certification based on the following:

1. By a Petition filed **December 12, 2025** the Union **Explore Academy** that it was prepared to demonstrate sufficient support among employees in the unit for its recognition as the exclusive collective bargaining representative for those employees.
2. On **December 15, 2025** the Board's Executive Director determined that the Petition was facially valid and that a preliminary review demonstrated a sufficient showing of interest to proceed with processing the Petition.
3. On **January 5, 2026**, the Employer provided a copy of a unit employee list. That list shows that there were **128** employees in the unit thereby confirming the preliminary finding of sufficiency.
4. On **January 22, 2026**, pursuant to NMAC 11.21.2.33, PELRB staff compared the union's showing of interest with the employee list provided by the employer on January 5, 2026, with the result that 61% of employees in the proposed unit were in favor of representation by the Union. Accordingly, the undersigned hereby certifies that the Union is certified as the exclusive bargaining representative for the unit described above

ISSUED in Albuquerque, New Mexico on January 22, 2026 by:

PUBLIC EMPLOYEE LABOR RELATIONS BOARD

  
\_\_\_\_\_  
Pilar Vaile  
Executive Director



**STATE OF NEW MEXICO  
PUBLIC EMPLOYEE LABOR RELATIONS BOARD**

**In re:**

**Explore Academy Faculty  
and Staff Association,**

**Petitioner,**

**PELRB No. 334-25**

**and**

**Explore Academy,**

**Respondent**

**RESULTS OF CARD CHECK**

On January 22, 2026, pursuant to NMAC 11.21.2.33, after resolving all unit composition issues and challenges to the validity of interest cards submitted by the union, and after the expiration of the intervention period, there being no intervention filed, I compared the union's showing of interest with the employee list provided by the employer. The following is the result of that comparison:

1.	Total Number of Employees in Bargaining Unit	<u>128</u>
2.	50% of Employees in Bargaining Unit Equals:	<u>64</u>
3.	Total Interest Cards Indicating Support	<u>78</u>
4.	Number of Challenged Cards	<u>0</u>
	Challenged Cards Rejected By Director	<u>      </u>
	Challenged Cards Accepted By Director	<u>      </u>
5.	Percent of Employees in Bargaining Unit indicating support	<u>61%</u>

**WHEREFORE**, the showing of interest demonstrates majority support for Explore Academy Faculty and Staff Association so that certification of its recognition as the exclusive representative of the unit in question shall issue.



Matthew Huchmala, Hearing Examiner

Date: January 22, 2026