



State of Delaware  
Public Employment Relations Board  
4<sup>th</sup> Floor, Carvel State Office Building  
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Wilmington, Delaware 19801

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SMYRNA SCHOOL DISTRICT, : **REP. PET. NO. 25-08-1499**  
and : **CLARIFICATION**  
SMYRNA EDUCATORS ASSOCIATION, DSEA/NEA. :

**ADMINISTRATIVE ASSISTANTS FOR CURRICULUM, SPECIAL  
SERVICES, PAYROLL, AND OPERATIONS (Child Nutrition)**

**NOTICE OF CLARIFICATION HEARING**

A hearing in the above-captioned matter will be convened by the Public Employment Relations Board on the question of whether the four above-named Administrative Assistant positions fall within the bargaining unit definition of Secretaries and Paraprofessionals employed by the Smyrna School District (DOL Case 180) and currently represented by Smyrna Educators Association, DSEA/NEA.

The District petitioned to have the purported historical exclusion of these four Administrative Assistant positions memorialized in the bargaining unit record.

The purpose of this hearing will be to receive evidence and argument on which a determination can be made as to **1) WHETHER THE FOUR ABOVE-NAMED ADMINISTRATIVE ASSISTANT POSITIONS HAVE HISTORICALLY BEEN EXCLUDED FROM THE EXISTING BARGAINING UNIT DEFINITION; AND/OR 2) WHETHER THESE POSITIONS ARE INELIGIBLE FOR REPRESENTATION BECAUSE THEY ARE CONFIDENTIAL EMPLOYEES WITHIN THE MEANING OF 14 DEL. C. §4002(G).**

Section 4002(g) of the Public School Employment Relations Act, Title 14, Chapter 40, states:

“Confidential employee” means any employee whose essential job function and advanced knowledge about the issues involved in collective bargaining would make it unduly burdensome for the employer to negotiate effectively if the employee were a member of an appropriate bargaining unit.

Affected parties have the right to appear in person and to give testimony during this hearing.

DATE: **Friday, October 24, 2025**  
TIME: **10:00 a.m.**  
PLACE: **PERB Hearing Room**  
Carvel State Office Building, **10<sup>th</sup> Floor**  
820 N. French Street  
Wilmington, DE 19801

DEBORAH L. MURRAY-SHEPPARD  
Executive Director, PERB

DATED: September 23, 2025