



Telephone: (302) 577-5070
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<https://perb.delaware.gov>

State of Delaware
Public Employment Relations Board
4th Floor, Carvel State Office Building
820 N. French Street
Wilmington, Delaware 19801

NOTICE OF MODIFICATION ELECTION

Indian River Education Association, DSEA/NEA (Paraprofessionals Bargaining Unit)
and Indian River School District
Rep. Pet. No. 25-11-1513 (MOD)

POLLING TO BE CONDUCTED ELECTRONICALLY

PURPOSE OF ELECTION

AN ELECTION BY SECRET BALLOT WILL BE CONDUCTED, under the supervision of the Public Employment Relations Board, among all **FULL-TIME CONSTABLES AND FULL-TIME SUBSTITUTE CONSTABLES EMPLOYED BY THE INDIAN RIVER SCHOOL DISTRICT** to determine whether those employees desire to be represented by the Indian River Education Association, DSEA/NEA, for purposes of collective bargaining, as part of the existing bargaining unit of IRSD Paraprofessional employees as defined in DOL Case 318.

ELIGIBLE VOTERS

All Full-Time Constables and Full-Time Substitute Constables

Employed by the Indian River School District

Employees defined as ELIGIBLE VOTERS who did not work during the payroll period because they were ill or on vacation or temporarily laid off and employees in the military service of the United States are eligible to vote.

Secret Ballot Election Procedures

This election will be by SECRET ballot cast electronically through the State of Delaware email system.

- Each eligible voter will receive an email from the Public Employment Relations Board which includes a sample ballot and an electronic voting option.
- The email provides each voter with the option to either choose "YES" (indicating a choice for the group to be represented as part of the existing paraprofessionals bargaining unit represented by IREA, DSEA/NEA) or "NO" for the group to remain unrepresented.
- Voters will cast their votes by replying directly to the email back to PERB typing in either **YES** or **NO**. Instructions will be provided in the email to each voter.

Authorized Observers

Indian River Education Association and the District may each designate one observer and one alternate to observe the counting of the ballots on Friday, December 19, 2025, at 1:00 PM. The observers should be persons familiar with the eligible voters.

INFORMATION CONCERNING THE ELECTION

THE RESULTS OF THIS ELECTION WILL BE DETERMINED BY THE MAJORITY OF THE VOTES CAST.

The ballots will be counted on **Friday, December 19, 2025, at 1:00 PM.** The Public School Employment Relations Act provides that only one valid representation election may be held in a twelve (12) month period.

Any employee who desires to obtain further information concerning the terms and conditions under which this election is to be held or who desires to raise any question concerning the holding of an election, the voting unit, or eligibility rules may do so by communicating directly with the Public Employment Relations Board at its office located at:

**Public Employment Relations Board, 4th Floor, Carvel State Office Building
820 N. French Street, Wilmington, DE 19801, (302) 577-5070, deperb@delaware.gov**

Polling Procedure

All votes must be cast by email on or before noon on Friday, December 19, 2025.

If you believe you are an eligible voter and do not receive a ballot by email on or before Monday, December 15, please contact PERB immediately at (302) 577-5070 or deperb@delaware.gov.

Sample - OFFICIAL SECRET BALLOT - Sample

Representation Petition No. 25-11-1513 (MOD)

The purpose of this election is to determine whether **CONSTABLES** employed by the Indian River School District desire to be represented for purposes of collective bargaining, pursuant to 14 Del. C. §4011, as part of the existing bargaining unit of paraprofessional employees currently represented by Indian River Education Assn., DSEA/NEA. DOL Case 318.

DO YOU WISH TO BE REPRESENTED FOR PURPOSES OF COLLECTIVE BARGAINING BY INDIAN RIVER EDUCATION ASSOCIATION, DSEA/NEA, AS PART OF THE EXISTING BARGAINING UNIT OF INDIAN RIVER SCHOOL DISTRICT PARAPROFESSIONAL EMPLOYEES?

YES

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NO

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All ballots must be received on or before noon on Friday, December 19, 2025, to be counted.