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RIVER VALLEY COMMUNITY DISTRICT,	SCHOOL )						

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 River Valley Education Association, 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, <u>Iowa Code</u> (1995) and the Rules thereunder:

IT IS THEREFORE ORDERED that River Valley Education Association, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for employees of the River Valley Community School District, a public employer, in the following bargaining unit:

INCLUDED: All non-professional, non-supervisory employees of the River Valley Community School District except the Board Secretary and Administrative Assistant Secretary.

**EXCLUDED:** All professional employees, the Board Secretary, the Administrative Assistant Secretary, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 23rd day of December, 1996.

PUBLIC EMPLOYMENT RELATIONS BOARD

RICHARD R. RAMSEY, CHAIRMAN