

DEPARTMENT OF LABOR AND INDUSTRY

BOARD OF PERSONNEL APPEALS



STAN STEPHENS, GOVERNOR

P.O. BOX 1728

STATE OF MONTANA

(406) 444-3022

HELENA, MONTANA 59624

March 20, 1991

Dale Shupe, Superintendent
Heart Butte Public School District No. 1
Heart Butte, MT 59448

RE: Unit Determination No. 1-91

Dear Mr. Shupe:

The results of the election conducted by the Board of Personnel Appeals on March 11, 1991, to determine the representative for collective bargaining purposes for certain employees of Heart Butte Public School District No. 1, are as follows:

- 24 - eligible voters
- 18 - valid votes cast
- 18 - for representation by the Montana Education Association
- 1 - challenged ballot
- 0 - No Representation

There being a clear majority, the Board hereby certifies Montana Education Association as the exclusive representative for collective bargaining purposes for all teaching staff certified in classes 1, 2, 4 or 5, excluding the following personnel and positions:

- (1) Substitute teachers who teach less than 31 consecutive teaching days in the same position;
- (2) Other positions for which teacher certification is not required, including but not limited to specialists, such as the chemical dependency counselor and bi-lingual project coordinator/curriculum specialist; and
- (3) The superintendent, principals, and other management officials and supervisory employees as defined in Section 39-31-103, MCA.

Sincerely,

Handwritten signature of John Andrew.

John Andrew
Election Judge

cc: Kay Winter
Catherine M. Swift
dk289.1