

State of Montana  
Department of Labor & Industry  
Marc Racicot, Governor



Employment Relations Division

Board of Personnel Appeals  
Collective Bargaining Unit

June 7, 1996

William Cooper, Superintendent  
Kalispell School District No. 5  
233 First Avenue East  
Kalispell MT 59901

SUBJECT: Unit Determination No. 10-96 - Certification of Election

Dear Mr. Cooper:

The results of the election conducted by the Board of Personnel Appeals on Wednesday, May 29, 1996, to determine the representative for collective bargaining purposes for certain employees of the Kalispell School District No. 5 of Kalispell, Montana are as follows:

- 24 - eligible voters
- 22 - valid votes cast
- 18 - Montana Federation of Teachers, AFT, AFL-CIO
- 4 - No Representation
- 1 - challenge ballot

There being a clear majority, the Board hereby certifies the **MONTANA FEDERATION OF TEACHERS, AFFILIATED WITH THE AMERICAN FEDERATION OF TEACHERS, AFL-CIO OF HELENA, MONTANA** as the exclusive representative for collective bargaining purposes for **ALL KALISPELL SCHOOL DISTRICT NO. 5 TITLE I TUTORS OF KALISPELL, MONTANA, EXCLUDING ANY MEMBER OF ANOTHER BARGAINING UNIT, ALL MANAGERIAL, SUPERVISORY AND CONFIDENTIAL EMPLOYEES AS DEFINED BY THE ACT.**

Sincerely,

A handwritten signature in cursive script that reads "Jennifer Jacobson".

Jennifer Jacobson  
Election Judge

c: Don Kinman