

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



Employment Relations Division

Board of Personnel Appeals

April 20, 1998

Bruce Messinger, Superintendent
Helena School District No. 1
PO Box 5417
Helena MT 59604-5417

SUBJECT: Unit Determination No. 16-98 - Election Certification

Dear Mr. Messinger:

The results of the election conducted by the Board of Personnel Appeals on Friday, April 10, 1998, to determine the representative for collective bargaining purposes for certain employees of the Helena School District No. 1 are as follows:

- 163 - eligible voters
- 112 - valid votes cast
- 75 - Helena Paraprofessional Education Association, MEA/NEA,
Montana Federation of Teachers/AFT/AFL-CIO
- 37 - No Representation
- 4 - void ballots (no signature on return envelope)

There being a clear majority, the Board hereby certifies the **HELENA PARAPROFESSIONAL EDUCATION ASSOCIATION, MONTANA EDUCATION ASSOCIATION/NEA, MONTANA FEDERATION OF TEACHERS/AFT/AFL-CIO**, as the exclusive representative for collective bargaining purposes for **ALL CLASSIFIED PERSONNEL EMPLOYED BY HELENA SCHOOL DISTRICT NO. 1 AS TEACHER ASSISTANTS (PARAPROFESSIONALS), EITHER AS "REGULAR" SPECIAL SERVICES, OR "SPECIAL SKILLS" TEACHING ASSISTANTS (PARAPROFESSIONALS), EXCLUDING SUBSTITUTE TEACHING ASSISTANTS AND THOSE TEACHING ASSISTANTS (PARAPROFESSIONALS) EMPLOYED LESS THAN 90 DAYS.**

Sincerely,

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

Jennifer Jacobson
Election Judge

c: Jerry Rukavina
Bill Rasor

