

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



Employment Relations Division

Board of Personnel Appeals

September 21, 1998

ROBERT LUKES
SUPERINTENDENT
NOXON PUBLIC SCHOOLS
PO BOX 1506
NOXON MT 59853-1506

SUBJECT: Unit Determination No. 1-99 - Election Certification

Dear Mr. Lukes:

The results of the election conducted by the Board of Personnel Appeals on September 11, 1998, to determine the representative for collective bargaining purposes for certain employees of the Noxon Public Schools are as follows:

- 20 - eligible voters
- 13 - valid votes cast
- 10 - Montana Education Association, NEA
- 3 - No Representation
- 0 - challenge ballot

There being a clear majority, the Board hereby certifies the **MONTANA EDUCATION ASSOCIATION, affiliated with the National Education Association of Missoula, Montana**, as the exclusive representative for collective bargaining purposes for **ALL CLASSIFIED EMPLOYEES EMPLOYED BY THE EMPLOYER, INCLUDING BUT LIMITED TO TEACHER AIDES (BOTH INSTRUCTIONAL AND NON-INSTRUCTIONAL), SECRETARIES AND OTHER CLERICAL/OFFICE EMPLOYEES, FOOD SERVICE EMPLOYEES, CUSTODIAL/MAINTENANCE EMPLOYEES AND TRANSPORTATION EMPLOYEES (BUS DRIVERS AND MECHANICS) OF NOXON PUBLIC SCHOOLS, ELEMENTARY AND HIGH SCHOOL DISTRICT NO. 10, SANDERS COUNTY, NOXON, MONTANA, EXCLUDING THE SCHOOL NURSE AND ANY EMPLOYEES EXCLUDED BY THE ACT.**

Sincerely,

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

Jennifer Jacobson
Election Judge

c: Tom Gigstad