

State of Montana
Department of Labor & Industry
Judy Martz, Governor



Employment Relations Division

Labor Standards Bureau
Labor Mediation Unit

January 7, 2005

Superintendent
Arrowhead School District no. 75
PO Box 37
Pray MT 59065-0037

SUBJECT: Unit Determination No. 4-2005 (871-2005) - Election Certification
Montana Education Association - Montana Federation of Teachers, NEA, AFT, AFL-CIO -
Arrowhead School District no. 75
Certified Staff

Dear Superintendent:

The results of the election conducted by the Board of Personnel Appeals on December 29, 2004, to determine the representative for collective bargaining purposes for certain employees of the **ARROWHEAD SCHOOL DISTRICT NO. 75 of Pray, Montana**, are as follows:

15 - eligible voters
14 - valid votes cast
0 - No Representation
14 - Montana Education Association - Montana Federation of Teachers, NEA, AFT, AFL-CIO
0 - challenge ballot

There being a clear majority, the Board hereby certifies the **MONTANA EDUCATION ASSOCIATION - MONTANA FEDERATION OF TEACHERS, NEA, AFT, AFL-CIO** of Helena, Montana, for collective bargaining purposes for **ALL PROFESSIONAL EMPLOYEES OF ARROWHEAD SCHOOL DISTRICT NO. 75 LICENSED OR CERTIFICATED IN CLASS I, CLASS II, CLASS IV, CLASS V OR CLASS VII AS PROVIDED IN SECTION 20-4-106, M.C.A., AND WHOSE POSITION CALLS FOR OR REQUIRES SUCH CERTIFICATION AND SUBSTITUTE TEACHERS TEACHING IN THE SAME POSITION FOR THIRTY OR MORE DAYS, EXCLUDING THE SUPERINTENDENT AND PRINCIPALS.**

Sincerely,

Handwritten signature of Jennifer Jacobson in cursive.

Jennifer Jacobson
Election Judge

c: Melissa Case, Organizing Director, MEA-MFT
Sarah Putram, Principal