

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. 5-2005 (872-2005) - Election Certification  
Montana Education Association - Montana Federation of Teachers, NEA, AFT, AFL-CIO -  
Arrowhead School District no. 75  
Classified 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:

- 7 - eligible voters
- 5 - valid votes cast
- 0 - No Representation
- 5 - Montana Education Association - Montana Federation of Teachers, NEA, AFT, AFL-CIO
- 1 - void 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 **EMPLOYEES OF ARROWHEAD SCHOOL DISTRICT NO. 75 WORKING FIFTEEN (15) OR MORE HOURS IN A NORMAL WORK WEEK AS CLASSROOM AIDES, PARA-PROFESSIONAL(S); OFFICE MANAGER(S); CUSTODIAN(S); AND JANITOR(S)**, EXCLUDING THE SUPERINTENDENT, PRINCIPALS, THE SCHOOL CLERK, ALL PROFESSIONAL EMPLOYEES LICENSED OR CERTIFIED IN CLASS I, CLASS II, CLASS IV, CLASS V OR CLASS VII AS PROVIDED FOR IN SECTION 20-4-106, M.C.A. AND WHOSE POSITION CALLS FOR OR REQUIRES SUCH CERTIFICATION AND SUBSTITUTE TEACHERS TEACHING THE SAME POSITION FOR THIRTY OR MORE DAYS.

Sincerely,

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

Jennifer Jacobson  
Election Judge

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