



# Montana Department of LABOR & INDUSTRY

Governor Brian Schweitzer  
Commissioner Keith Kelly

Employment Relations Division – Labor Standards Bureau  
Collective Bargaining Unit – Board of Personnel Appeals

September 21, 2012

Alex Apostle  
Superintendent  
Missoula County Public Schools  
915 South Avenue West  
Missoula MT 59801

SUBJECT: Unit Determination No. 1-2013 (31-2013) - Election Certification

Dear Superintendent Apostle:

The results of the election conducted by the Board of Personnel Appeals on September 12, 2012, to determine the representative for collective bargaining purposes for certain employees of the Missoula County Public Schools are as follows:

- 8 - eligible voters
- 7 - valid votes cast
- 7 - Professional Specialists
- 0 - No Representation
- 0 - challenged ballot

There being a clear majority, the Board hereby certifies the Professional Specialists, as the exclusive representative for collective bargaining purposes for Regional Director's/Special Ed Specialist; Benefits Specialist; Curriculum Specialist; Operations & Maintenance Specialist; Director of Traffic Education; School Nurse-RN; Substitute Dispatcher Clerk; and, the incumbent Data Manager Specialist employed on the date the petition was filed, July 2, 2012, and **excluding** the positions of Executive Administrative Assistant to the Superintendent; Superintendent's Office Specialist; Business Specialist; Certified Technician; Classified Technician; and, Human Resources Specialist.

Sincerely,

John Andrew  
Election Judge

c: Professional Specialists