

IN THE MATTER OF A PETITION FOR
DETERMINATION OF THE APPROPRIATE
UNIT AND CERTIFICATION AS EXCLUSIVE
REPRESENTATIVE

August 11, 2025

Dawson-Boyd Education Support Professionals,
St. Cloud, Minnesota
- and -
ISD 378, Dawson-Boyd,
Dawson, Minnesota

BMS Case No. 25PCE0084

**DETERMINATION OF APPROPRIATE UNIT AND
CERTIFICATION OF EXCLUSIVE REPRESENTATIVE ORDER**

INTRODUCTION

On July 24, 2025, the State of Minnesota, Bureau of Mediation Services (Bureau), received a petition filed by Dawson-Boyd Education Support Professionals, St. Cloud, Minnesota (Union). The petition requested determination of an appropriate unit and certification as exclusive representative for certain employees of Independent School District No. 378, Dawson-Boyd, Dawson, Minnesota (District or Employer).

Pursuant to the majority verification procedure under Minn. Stat. 179A.12, subd. 2a, the required showing of interest required to warrant certification as the exclusive representative of an appropriate unit, without a mail ballot election, is over 50 percent. If the Union has submitted the required showing of interest, the Bureau will certify the Union as the exclusive representative for the employees of the County falling within the agreed to bargaining unit.

AGREEMENTS OF THE PARTIES

Correspondence submitted to the Bureau demonstrated the parties' agreeance to the following:

1. The description of the bargaining unit.
2. The employees included within the bargaining unit.

ISSUES

1. Are the agreements of the parties appropriate?
2. Has the Union submitted the required showing of interest pursuant to Minn. Stat. 179A.12, subd. 2a, through valid authorization cards substantiating majority status, to warrant certification without the necessity of a mail ballot election?

FINDINGS AND ORDERS

1. The agreements of the parties are appropriate.
2. A card check was conducted by the Bureau and the results of the card check found that the Union has submitted the required showing of interest pursuant to Minn. Stat. 179A.12, subd. 2a, through valid authorization cards substantiating majority status, to warrant certification as the exclusive representative for the employees falling within the agreed to bargaining unit.
3. Dawson-Boyd Education Support Professionals, St. Cloud, Minnesota is certified as the exclusive representative for all employees falling within the following appropriate unit:

All paraprofessional employees of Independent School District No. 378, Dawson-Boyd, Dawson, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory and confidential employees within the meaning of Minn. Stat. 179.03, subd. 17 and 4.
4. The Notice of Maintenance of Status Quo issued by the Bureau on July 24, 2025, is hereby lifted in its entirety.
5. The Employer shall make copies of this order and any attachments upon receipt and post at the work location(s) of all involved employees for no less than fourteen (14) days.

STATE OF MINNESOTA
Bureau of Mediation Services

JOHNNY J. VILLARREAL
Commissioner

/s/ SHAINA-MARIE DAVENPORT
Representation Specialist

cc: Holly Ward
Amy Derwinski