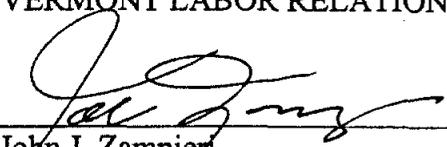




As a result of this election, it is ordered that the Peacham Education Association/Vermont-NEA/NEA is certified as the exclusive bargaining representative ("Association") of all support staff (including kitchen workers, secretaries, paraeducators, custodians and any other support staff) employed by the Peacham Board of School Directors.

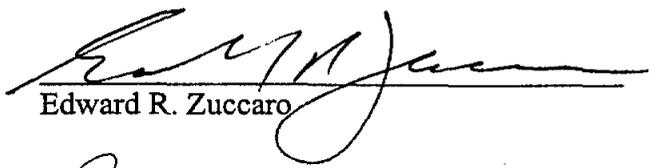
Dated this 22nd day of May, 2003, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD



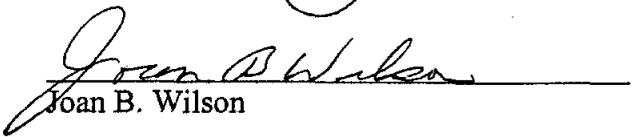
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John J. Zampieri



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Edward R. Zuccaro



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Joan B. Wilson