

VERMONT LABOR RELATIONS BOARD

NORTHEAST KINGDOM)	
ELEMENTARY SCHOOL STAFF)	
ASSOCIATION/VERMONT-NEA/NEA)	
)	
and)	DOCKET NO. 03-22
)	
JAY/WESTFIELD JOINT BOARD)	
OF SCHOOL DIRECTORS)	

ORDER OF CERTIFICATION

On May 9, 2003, the Northeast Kingdom Elementary School Staff Association/Vermont-NEA/NEA ("Association") filed a Petition for Election of Collective Bargaining Representative to represent for exclusive bargaining purposes the paraeducators, food service agents, chefs, administrative assistants, custodians, assistant custodians and maintenance employees employed by the Jay/Westfield Joint Board of School Directors ("Employer"). In response to the petition, the Employer contended that the administrative assistant should be excluded from the proposed bargaining unit as a confidential employee. The Association agreed to not challenge at this time the Employer's contention that the administrative assistant is a confidential employee, and amended its petition for election of collective bargaining representative to exclude the administrative assistant.

On October 7, 2003, Vermont Labor Relations Board Executive Director Timothy Noonan conducted an election in the Music Room, Jay/Westfield Elementary School, Jay, Vermont. Employees were asked if they wished to be represented for exclusive bargaining purposes by the Northeast Kingdom Elementary School Staff Association/Vermont-NEA/NEA. No observers were present during the election. Vermont-NEA Organizer Jason Serota-Winston and Jay/Westfield Elementary School

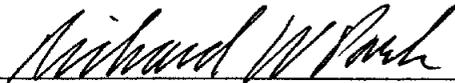
Principal Michelle Lussier observed the counting of ballots. Seven of eight eligible employees voted. The results of the election were:

Yes	7
No	0

As a result of this election, it is ordered that the Northeast Kingdom Elementary School Staff Association/Vermont-NEA/NEA is certified as the exclusive bargaining representative of the paraeducators, food service agents, chefs, custodians, assistant custodians and maintenance employees employed by the Jay/Westfield Joint Board of School Directors.

Dated this 23rd day of October, 2003, at Montpelier, Vermont.

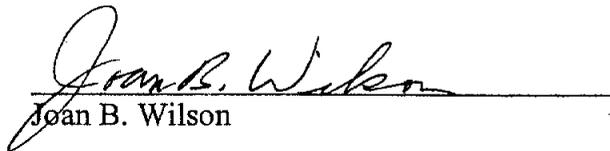
VERMONT LABOR RELATIONS BOARD



Richard W. Park, Chairperson



Carroll P. Comstock



Joan B. Wilson