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As a result of this election, it is ordered that the Addison Northeast Education Association/Mount Abraham UHS-ESP is certified as the exclusive bargaining representative of all paraeducators (including, but not limited to, education assistants, nurse assistants, and library assistants), the bus coordinator, security guard and support staff coordinators employed by the Mount Abraham Union High School Board of School Directors.

Dated this 12<sup>th</sup> day of February, 2004, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

By: /s/ Richard W. Park  
Richard W. Park, Chairperson