

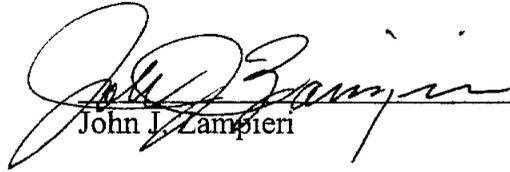
paraeducators, custodians and secretaries employed by the Brewster-Pierce Memorial
School Board.

Dated this 4th day of November, 2004, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD



Richard W. Park, Chairperson



John J. Zampieri