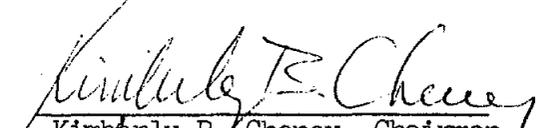


acted as observer for the Employer and Norman Bartlett observed for the Association. Out of 109 eligible voters 93 cast their ballots. The results were as follows:

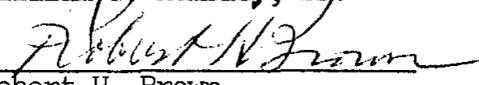
So. Burlington School District Support Staff Association	54
No union	37
Challenged ballots	2

As a result of this election, it is ORDERED that the South Burlington School District Support Staff Association, Local 327 VEA/NEA be CERTIFIED as the exclusive collective bargaining representative for the nonsupervisory custodians, instructional and noninstructional aides, cafeteria workers, bus drivers, secretaries, crossing guards and maintenance workers of the South Burlington School District.

Dated this 18th day of October, 1979 at Montpelier, Vermont.


Kimberly B. Cheney, Chairman


William G. Kemsley, Sr.


Robert H. Brown