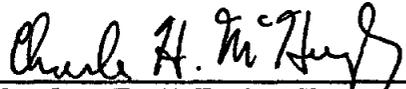


As a result of this election, it is hereby ORDERED:

The Washington Central Teachers Association, Vermont-NEA, is CERTIFIED as the exclusive bargaining representative of all aides employed by the Calais Board of School Directors.

Dated this 14th day of June, 1989, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD



Charles H. McHugh, Chairman



William C. Kemsley, Sr.



Louis A. Toepfer