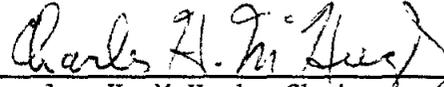


the exclusive bargaining representative of the paraeducators, speech therapist assistants, library assistants, custodians, and kitchen staff; excluding secretaries, the head custodian, and the kitchen manager; employed by the Lyndon School Board.

Dated this 4th day of June, 1992, at Montpelier, Vermont.

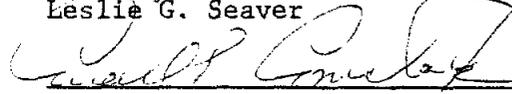
VERMONT LABOR RELATIONS BOARD



Charles H. McHugh, Chairman



Leslie G. Seaver



Carroll P. Comstock