

VERMONT LABOR RELATIONS BOARD

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| NORTHEAST KINGDOM ELEMENTARY |) | |
| SCHOOL STAFF ASSOCIATION/ |) | |
| VERMONT-NEA |) | |
| |) | DOCKET NO. 92-17 |
| and |) | |
| |) | |
| TROY SCHOOL BOARD |) | |

ORDER OF CERTIFICATION

On April 14, 1992, the Northeast Kingdom Elementary School Staff Association/Vermont-NEA ("Association") filed a Petition for Election of Collective Bargaining Representative. The Association requested an election among the paraprofessionals (hearing impaired aide, speech and language aide, individual aide, library aide, resource room aide, teacher's aide), secretary, custodians, bus drivers and kitchen staff employed by the Troy School Board ("Employer").

On May 8, 1992, the Employer filed a response to the petition, and asserted that the hot lunch agent should be excluded from the bargaining unit as a supervisory employee and that the secretary to the principal should be excluded as a confidential employee. Subsequently, the Association and Employer agreed to the exclusion of the hot lunch agent from the bargaining unit and the inclusion of the secretary in the bargaining unit.

Timothy Noonan, Labor Relations Board Executive Director, conducted a consent election on June 23, 1992, in the kindergarten room, Troy Elementary School, North Troy, Vermont. There were no observers present during balloting. Suzanne Ming, Superintendent of K-8 Schools of the Orleans-Essex North

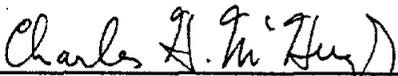
Supervisory Union, and Claudette Starr, Secretary of Troy Elementary School, observed the counting of ballots. 13 of 14 eligible employees voted. The results of the election were:

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| Northeast Kingdom Elementary School Staff Association/Vermont-NEA | 9 |
| No Union | 4 |

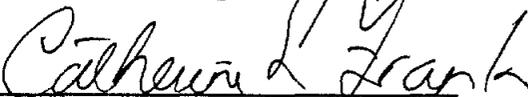
As a result of this election, it is hereby ORDERED that the Northeast Kingdom Elementary School Staff Association/Vermont-NEA is CERTIFIED as the exclusive bargaining representative of the paraprofessionals (hearing impaired aide, speech & language aide, individual aide, library aide, resource room aide, teacher's aide), secretary to the principal, custodians, bus drivers and kitchen staff, excluding the hot lunch agent, employed by the Troy School Board.

Dated this 7th day of July, 1992, at Montpelier, Vermont.

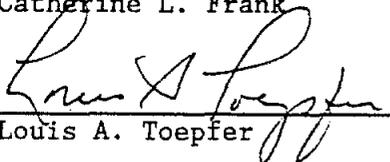
VERMONT LABOR RELATIONS BOARD



Charles H. McHugh, Chairman



Catherine L. Frank



Louis A. Toepfer