

VERMONT LABOR RELATIONS BOARD

RUTLAND TOWN EDUCATION)	
ASSOCIATION, VERMONT-NEA/)	
NEA)	
)	DOCKET NO. 03-13
and)	
)	
RUTLAND TOWN BOARD OF)	
SCHOOL DIRECTORS)	

CERTIFICATION OF VOLUNTARY RECOGNITION

WHEREAS, the Rutland Town Education Association, Vermont-NEA/NEA (“Association”) filed a Petition for Election of Collective Bargaining Representative on March 31, 2003, seeking to represent all paraeducators (including but not limited to instructional assistants), custodians (excluding the head custodian), technology aides, clerical workers, lunch supervisors, nurses aides, and all other support staff (excluding the secretaries), employed by the Rutland Town Board of School Directors (“Employer”), none of whom are certified, confidential or supervisory employees; and

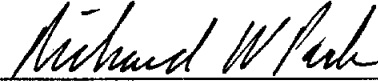
WHEREAS, the Employer notified the Vermont Labor Relations Board that the Employer agreed that the bargaining unit was appropriate, and voluntarily recognized the Association as the exclusive bargaining representative of the employees in the bargaining unit, pursuant to the Association demonstrating the support of the employees and there being no rival organization seeking to represent employees in the bargaining unit:

Therefore, the Rutland Town Education Association, Vermont-NEA/NEA is certified as the exclusive bargaining representative of all paraeducators (including but not limited to instructional assistants), custodians (excluding the head custodian),

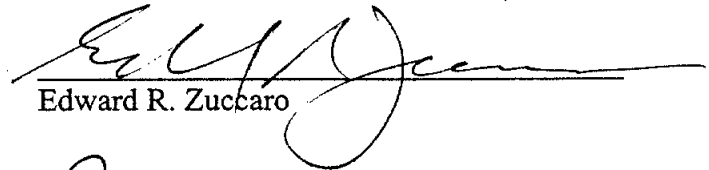
technology aides, clerical workers, lunch supervisors, nurses aides, and all other support staff (excluding the secretaries), employed by the Rutland Town Board of School Directors.

Dated this 17th day of April, at Montpelier, Vermont.

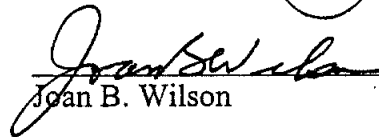
VERMONT LABOR RELATIONS BOARD



Richard W. Park, Chairperson



Edward R. Zuccaro



Joan B. Wilson