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ATTORNEYS AT LAW

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N99000001969

March 23, 1999

FLORIDA DEPARTMENT OF STATE
Division of Corporations
P. O. Box 6327
Tallahassee, Florida 32314

400002818814-8
-03/25/99-01096-013
*****70.00 *****70.00

Re: Volusia Substitute Teacher Organization, Inc.
Our File No. 99-9903

Dear Sirs:

In regard to the above-referenced corporation, enclosed please find Articles of Incorporation, along with a copy of same concerning the above-referenced corporation, and this firm's check in the amount of \$70.00 for your various filing fees.

Please return a conformed copy of the Articles of Incorporation to this office.

Sincerely yours,

[Signature]
SID C. PETERSON, JR.

SCP/cmr
Enclosures

FILED
SECRETARY OF STATE
DIVISION OF CORPORATIONS
99 MAR 25 PM 12: 23

D. BROWN MAR 30 1999

FILED
SECRETARY OF STATE
DIVISION OF CORPORATIONS
99 MAR 25 PM 12:23

ARTICLES OF INCORPORATION
OF
VOLUSIA SUBSTITUTE TEACHER ORGANIZATION, INC.
(A Florida Not For Profit Corporation)

The undersigned, acting as incorporators of a not for profit corporation pursuant to Chapter 617, Florida Statutes, adopt the following Articles of Incorporation.

ARTICLE I
CORPORATE NAME, PRINCIPAL OFFICE
AND MAILING ADDRESS

The name of this Corporation shall be: **VOLUSIA SUBSTITUTE TEACHER ORGANIZATION, INC.**, with its principal office located at 807 S. Atlantic Avenue, New Smyrna Beach, Florida 32169 and its corporate mailing address being the same.

ARTICLE II
POWERS AND PURPOSE

A. This corporation shall have and exercise all powers conferred upon not for profit corporations under the laws of the State of Florida generally and specifically as provided in Section 617.021 of the Florida Not For Profit Corporation, Act, as amended.

B. The specific and primary purposes for which this corporation is organized are:

1. To have an advocacy organization for Volusia County Substitute Teachers.
2. To provide students with continuity in the educational process when the teacher is absent.
3. To promote professional training for its members.
4. To support members in employee/employer disputes using the Corporation's mediators.
5. To assist all Volusia County educators in promoting excellence in their profession.
6. To assist fellow substitute teachers in performing their duties through continuous training, better skills usage, improved classroom management, helping to better Star courses.
7. To address concerns of both classroom teacher and substitutes through communication.

8. To promote interaction between Volusia County School Board members and substitute teachers.

9. To improve pay, benefits, and recruiting of substitute teachers for Volusia County Schools.

10. To promote mutual respect between teachers, substitutes, students, and the school board.

ARTICLE III

NONSTOCK CORPORATION

This corporation is organized upon a nonstock basis and shall not issue shares of stock. No dividend shall be paid, and no part of the income of the corporation shall be distributed to its members, directors, or officers.

ARTICLE IV

TERM OF EXISTENCE

This Corporation shall have perpetual existence, commencing upon filing of these Articles.

ARTICLE V

REGISTERED AGENT

AND

INITIAL REGISTERED OFFICE

The Registered Agent and the street address of the initial registered office of this Corporation in the state of Florida shall be:

DIANN P. BOWMAN
807 S. Atlantic Avenue
New Smyrna Beach, Florida 32169

The Board of Directors, from time to time, may move the Registered Office to any other address in the State of Florida.

ARTICLE VI

MEMBERSHIP

The qualifications for members and the manner of their admission, the different classes of membership, the voting and other rights and privileges of members and the termination of membership, shall be as regulated by the by-laws.

ARTICLE VII
BOARD OF DIRECTORS

This Corporation shall have seven (7) directors initially. The number of directors may be increased or diminished from time to time by By-Laws adopted by the Board of Directors, but shall never be less than three (3).

ARTICLE VIII
INITIAL DIRECTORS

The names of the initial directors of this Corporation and their street addresses are:

DIANN P. BOWMAN	807 S. Atlantic Avenue New Smyrna Beach, Florida 32169
PAUL R. BOWMAN	807 S. Atlantic Avenue New Smyrna Beach, Florida 32169
JAMES P. NIELAND, JR.	209 Robinson Avenue New Smyrna Beach, Florida 32169
BIANCA LOVE	305 S. Peninsula Avenue New Smyrna Beach, Florida 32169
MELINDA NORDHEIM	P. O. Box 1048 New Smyrna Beach, Florida 32170
ROBERT A. PAGE	46 Turn Circle Ponce Inlet, Florida 32127
RENEE J. RAMSAY	206 Costa Rica Edgewater, Florida 32141

The persons named as initial directors shall hold office for the first year of existence of this Corporation or until his or her successors are elected or appointed and have qualified, whichever occurs first.

ARTICLE IX
OFFICERS

The officers of this Corporation shall be a President, Vice-President, Secretary and Treasurer, and any other office as the Board of Directors may deem necessary. Any two or more offices may be held by the same person.

ARTICLE X
INITIAL OFFICERS

The names of the initial officers of this Corporation and their street addresses are:

President	DIANN P. BOWMAN 807 S. Atlantic Avenue New Smyrna Beach, Florida 32169
Vice-President	JAMES P. NIELAND, JR. 209 Robinson Avenue New Smyrna Beach, Florida 32169
Secretary	MELINDA NORDHEIM P. O. Box 1048 New Smyrna Beach, Florida 32170
Treasurer	BIANCA LOVE 305 S. Peninsula Avenue New Smyrna Beach, Florida 3269

ARTICLE XI
INCORPORATORS

The names and addresses of the persons signing these Articles of Incorporation as the Incorporators are:

DIANN P. BOWMAN	807 S. Atlantic Avenue New Smyrna Beach, Florida 32169
MELINDA NORDHEIM	P. O. Box 1048 New Smyrna Beach, Florida 32170
BIANCA LOVE	305 S. Peninsula Avenue New Smyrna Beach, Florida 3269

ARTICLE XII
AMENDMENTS

These Articles of Incorporation may be amended by an affirmative vote of the majority of those members present at the annual meeting or at a special meeting called for that purpose.

ARTICLE XIII
INDEMNIFICATION

This corporation shall indemnify any officer, director, employee or agent, and any former officer, director, employee or agent, to the full extent permitted by law.

ARTICLE XIV
DISSOLUTION

In the event this corporation should be dissolved for any cause, all of its assets and any funds resulting from the sale of its property shall be used exclusively in furtherance of the purposes enumerated in these Articles, and none of its funds or property shall inure to the profit of any private individual or corporation. Any distributions hereunder shall be paid as determined by the Board of Directors, over to a local organization or local organizations, as the case may be, with similar aims to those of this corporation having qualified for exemption under 501(c)(3), 501(c)(7), or 170(c)(2), of the Internal Revenue Code of 1954.

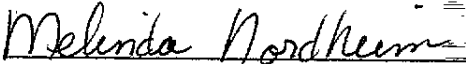
IN WITNESS WHEREOF, the undersigned as Incorporators have executed the foregoing Articles of Incorporation on this 22 day of March, 1999.



DIANN P. BOWMAN



BIANCA LOVE

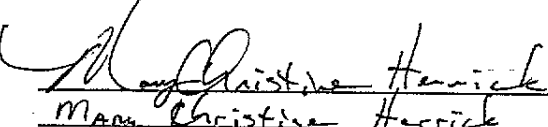


MELINDA NORDHEIM

STATE OF FLORIDA

COUNTY OF VOLUSIA

BEFORE ME, a Notary Public, personally appeared, **DIANN P. BOWMAN, BIANCA LOVE and MELINDA NORDHEIM**, who are personally known to me or who have produced their driver's licenses as identification and who executed the foregoing Articles of Incorporation, and acknowledged before me that they subscribed to these Articles of Incorporation on this 22nd day of March, 1999.



(Notary - print name)

Notary Public - State of Florida

Commission No.:

My Commission Expires:



Mary Christine Herrick
MY COMMISSION # CC580758 EXPIRES
September 3, 2000
BONDED THRU TROY FAIR INSURANCE, INC.

FILED
SECRETARY OF STATE
DIVISION OF CORPORATIONS
99 MAR 25 PM 12:24

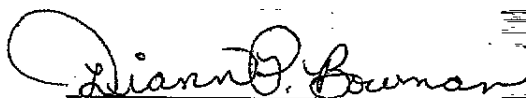
CERTIFICATE

In compliance with Section 48.091, Florida Statutes, the following is submitted:

That **VOLUSIA SUBSTITUTE TEACHER ORGANIZATION, INC.**, desiring to organize under the laws of the State of Florida, with its principal office as indicated in the Articles of Incorporation, at the City of New Smyrna Beach, County of Volusia, State of Florida, has named **DIANN P. BOWMAN**, 807 S. Atlantic Avenue, New Smyrna Beach, Volusia County, Florida, as its agent to accept service of process within this State.

ACKNOWLEDGMENT

Having been named to accept service of process for the above-named corporation, at the place designated in this Certificate, the undersigned agrees to act in this capacity, and agrees to comply with the provisions of Florida relative to keeping the designated office open.



DIANN P. BOWMAN, as Registered Agent