



**State of New Hampshire**  
Public Employee Labor Relations Board

**Haverhill Cooperative Education Association, NEA/NH**

**and**

**Haverhill Cooperative School District**

**Case No. E-0274-1**

**Decision No. 2023-076**

**Modification of Certified Bargaining Unit**

Pursuant to RSA 273-A and PELRB Decision No. 2023-075 granting the Association's petition for modification, the existing certification, set forth in PELRB Certification of Representative and Order to Negotiate, Case No. T-0232 (October 15, 1976), is amended; and it is hereby ordered that the composition of the modified bargaining unit, represented by the Haverhill Cooperative Education Association, NEA/NH for purposes of collective negotiations and settlement of grievances, is as follows:

**Unit:** Full and part time teachers, media specialists, nurses, guidance counselors, and other professional staff. Department heads and assistant principals shall be part of the bargaining unit if they spend less than 50% of their time performing administrative duties.

**Excluded:** Superintendents, assistant superintendents, principals, directors, coordinators, teacher consultants, business administrators, assistant principals, department heads, and other persons employed by the school board or the SAU.

The Haverhill Cooperative School District shall negotiate with the Haverhill Cooperative Education Association, NEA/NH as exclusive representative on the terms and conditions of employment for the members of the bargaining unit and shall recognize the right of the Haverhill Cooperative Education Association, NEA/NH to represent employees in the settlement of grievances.

So ordered.

Date: 04/21/2023

  
Karina A. Lange, Esq.  
Staff Counsel/Hearing Officer

Distribution: Michelle McCord, UniServ Director  
Laurie Melanson, Superintendent