



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

**Keene Paraprofessionals Association, NEA-NH, NEA**

**and**

**Keene School District**

**Case No. E-0195-1**

**Decision No. 2016-055**

**Certification of Representative and Order to Negotiate**

Pursuant to the Public Employee Labor Relations Act (RSA 273-A) and the results of a secret ballot election (see PELRB Decision No. 2016-054), it is hereby certified that the Keene Paraprofessionals Association, NEA-NH, NEA has been designated and selected as the exclusive representative for purposes of collective negotiations and settlement of grievances of the following bargaining unit:

**Unit:** Instructional Paraprofessionals (includes general, library, special education, Title I, English as Second Language (ESL)), Certified Occupational Therapy Assistant (COTA) and LPN, Non-Instructional Paraprofessionals (includes monitors, office aides, media distributors), Community Education Program Assistants, other Paraprofessional Specialists (includes vocational instructor/coach, educational interpreter, public information coordinator), and Truant Officer.

The above named public employer shall negotiate with the exclusive representative named herein on terms and conditions of employment for the members of the bargaining unit, as herein described, and shall recognize the right of the exclusive representative to represent employees in the settlement of grievances.

So ordered.

Date: 3/15/16

A handwritten signature in black ink, appearing to read "Karina A. Lange".

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

Distribution: Rachel Hawkinson, UniServ Director  
Robert Malay, Superintendent