



## State of New Hampshire

### PUBLIC EMPLOYEE LABOR RELATIONS BOARD

KEENE ASSOCIATION OF PRINCIPALS  
AND SUPERVISORS

Petitioner

and

KEENE SCHOOL DISTRICT  
KEENE, NEW HAMPSHIRE

Respondent

CASE NO. M-0551

DECISION NO. 82-72

#### APPEARANCES

##### Representing the Keene Association of Principals & Supervisors:

Jon H. Meyer, Esq., Counsel  
E. Harlan King  
Charles F. Burns  
Robert Ronaldi

##### Representing the Keene School District:

John D. Wrigley, Esq., Counsel  
Francis H. Ayer, Esq.  
Carole A. Hastings, Personnel Director  
Cynthia Clarke, School Board Member  
Richard L. Champagne, Superintendent  
Susan R. Thielen, School Board Member

#### BACKGROUND

Upon the filing of a petition for certification by the Keene Association of Principals and Supervisors (KAPS), the Public Employee Labor Relations Board (PELRB) assigned Hearing Officer, Russell J. Verney to hear the case and determine the appropriate unit. Testimony and evidence was presented at a hearing held in Keene on June 8, 1982.

After review of the evidence presented, the Hearing Officer recommended to PELRB that all Elementary and Secondary Principals, Administrative Assistants, Media, Student Activities and Building and Grounds Directors, having met the necessary requirements under RSA 273-A, be granted the proposed unit and an election held to determine if these employees wished to be represented by KAPS for collective bargaining.

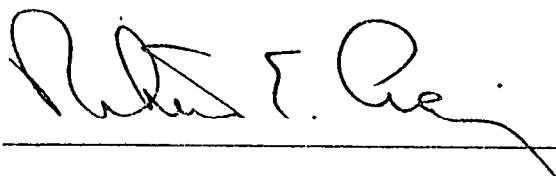
On July 14, 1982, Counsel for the Keene School District (District) filed an appeal of the Hearing Officer's decision and a Board hearing was held in the PELRB office on September 9th at which time an Appendix to the Appeal was accepted by PELRB.

The District emphasized the supervisory nature of the work of, Principals of the Junior and Senior High Schools, Director of Building and Grounds, and others, while the Counsel for KAPS emphasized the uninterrupted history of twelve years of successful collective bargaining between the Principals and Supervisors with the District with never any objections raised in the past on the conflict of interest issue.

#### DECISION AND ORDER

PELRB reviewed the Appendix to the Appeal of the Hearing Officer decision and found no new evidence to warrant overturning the decision, therefore:

- A. the decision of the Hearing Officer is reaffirmed;
- B. a unit is hereby created composed of all Elementary and Secondary Principals; Administrative Assistants; Media, Student Activities and Buildings and Grounds Directors; and the Director of Continuing Education;
- C. notice of intent to bargain to be filed by KAPS, pursuant to the outcome of the election; and,
- D. election to be held by PELRB as expeditiously as possible.



ROBERT E. CRAIG, Chairman

Signed this 4th day of November, 1982

By unanimous decision, Chairman Craig presiding; members Hilliard, Mayhew and Osman present and voting. Also present, Executive Director, Evelyn C. LeBrun.