



**State of New Hampshire**  
**PUBLIC EMPLOYEE LABOR RELATIONS BOARD**

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UNITY EDUCATION ASSOCIATION/NEA-NH

Petitioner

and

UNITY SCHOOL DISTRICT, S.A.U. NO. 6

Public Employer

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CASE NO. T-0350

DECISION NO. 83-55

APPEARANCES

Representing the Unity Education Association:

W. Craig Farrell, UniServ Director, Region III

Representing the School District:

Richard F. Waldo, Assistant Superintendent

Also present:

George Disnard, Superintendent

BACKGROUND

A petition for certification was filed on July 1, 1983 by the Unity Education Association by its representative Craig Farrell, UniServ Director for Region III, NEA-NH. The proposed unit included all full-time and part-time teachers, aides, resource room teacher, nurse and the teaching principal.

The School District through its representative, Assistant Superintendent, Richard F. Waldo, filed exceptions to the nurse, aide and the principal. Among its exceptions to the nurse position's inclusion, Mr. Waldo stated that the nurse works but 5 hours per week for the District, although she is employed through the School Administrative Unit office under three separate and distinct contracts; i.e., Unity, Cornish and St. Mary's Roman Catholic School in Claremont, payment for which comes from the Claremont budget under the provisions of Child Benefit Services.

In support of its objection to the inclusion of the principal position, Mr. Waldo cited that the principal spent half of his time teaching and the other half as an administrator; and, as administrator his responsibilities were to evaluate teachers and support staff, make recommendations for salary increases, interview and recommend candidates for employment and also for continued employment.

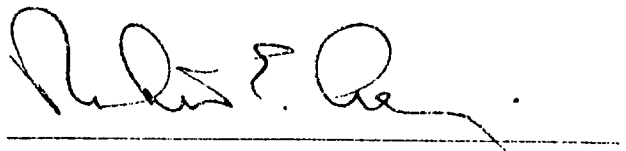
In its objection to the aide position, Mr. Waldo stated that the aide had two basic functions; (1) to work for the Resource Room teacher and (2) to assist the principal as secretary. And, that both the teacher and the principal must direct, monitor and evaluate the work of the aide. Further, that to carry out these responsibilities objectively, without worry that the aide would have a direct role in their future salary or benefits, necessitated that this position not be included in the unit.

FINDINGS OF FACT

1. The Unity School District is the public employer within the meaning of the N. H. Public Employee Labor Relations Act.
2. There are ten (10) employees in the proposed bargaining unit, including: full-time teachers, full-time teaching principal, resource room teacher, aide, nurse and a part-time teacher/part-time aide, meeting the minimum requirement of RSA 273-A:8, I (d).
3. Sufficient interest has been shown by the employees in the proposed bargaining unit in that over 30% of the employees have signed authorization cards which were submitted to the Board with the petition.
4. The Board has permitted units and has created units composed of employees who worked in more than one district under the same School Administrative Unit.
5. All employees in the proposed unit work at the same work site, in the same building, for the same school district and are all exposed to the students daily.
6. The teaching principal spends half of his time in the classroom and is similar to a head teacher, or department chairman, in larger schools.
7. The statute permits unit composition of professional and non-professional employees under RSA 273-A:8, II.

DECISION AND ORDER

NOW THEREFORE, based on the foregoing reasons, it is hereby ORDERED that a collective bargaining unit for teachers, teaching principal, nurse, aides, resource room teacher and part-time teacher/part-time aide is appropriate; and, that a secret ballot election shall be conducted by this Board within 30 days, or as this Board may determine by its further order.



ROBERT E. CRAIG, Chairman

By unanimous vote. Robert E. Craig, Chairman presiding; members Seymour Osman and James C. Anderson present and voting. Also present, Executive Director Evelyn C. LeBrun.

Signed this 15th day of November, 1983.