

Laconia Education Association/NEA-NH v. Laconia School District, Decision No. 2008-204
(Case No E-0060-1).

Background: The school district changed its daily class schedule from a seven period schedule to 4 x 4 block schedule, which resulted in teachers having 20 minutes more of class time, 30 minutes less of duty time, and 20 minutes more of preparation time on a daily basis. The total amount of time teachers were required to work did not change under block scheduling. The union filed an unfair labor practice complaint against the school district claiming that the district violated RSA 273-A:5, I because it refused to bargain a schedule change and the impact of the schedule change. The district denied the charges and contended that it was not obligated to bargain as the union demanded.

Decision: The PELRB found that the district had the right and authority to determine the schedule by which the school curriculum should be delivered to students and did not have to bargain this decision with the union. The PELRB also found, however, that the district had an obligation to impact bargain because its decision had an effect on the terms and conditions of teachers' employment. The PELRB ordered the district to commence negotiations with the union about the impact within 60 days unless the parties agreed to a different schedule. The PELRB denied the union's request that the parties return to the prior class schedule pending negotiations.

Disclaimer: This summary is intended to provide a brief description of the issues in this case and the outcome. The summary is not a substitute for the decision, should not be relied upon in place of the decision, and should not be cited as controlling or relevant authority in PELRB proceedings or other proceedings.