

**Monadnock District Education Association/NEA-NH v. Monadnock Regional School District**, Decision No. 2013-026 (Case No. E-0028-6).

**Background:** The Union claimed that the District violated RSA 273-A:5, I (a), (e), (h), & (i) when it unilaterally changed the salary schedule after both parties ratified a four-year successor collective bargaining agreement (CBA). The Union alleged, among other things, that the parties agreed to a \$500 increase for “off step” employees and that the Association would have the authority to decide how to distribute the agreed upon amount of salary increase; that at the final bargaining session the District accepted the salary schedule, which was prepared by the Union and contained a \$500 “off step” increase and new steps; and that the District refused to abide by this salary schedule after the parties ratified the agreement. The District denied the charges and asserted that it did not agree to a \$500 “off step” increase or to allow the Union to decide how to distribute the salary increase and that it did not receive the salary schedule prepared by the Union until after the agreement was ratified by both parties and approved by voters.

**Decision:** The Union’s claims were dismissed on the ground that the Union failed to prove by a preponderance of the evidence that the parties agreed to the disputed salary increases during 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.***