

**Prospect Mountain High School Teachers' Association, NEA-NH v. Prospect Mountain High School Board**, Decision No. 2016-233 (Case No. E-0108-7).

Background: The Union filed an unfair labor practice complaint claiming, among other things, that the School Board violated RSA 273-A:5, I (a), (b), (c), (e), (h), & (i) when it unilaterally changed working conditions by failing to approve a bargaining unit employee's professional development travel expenses allowed under the parties' collective bargaining agreement (CBA) and past practice. The School Board denied the charges and claimed, among other things, that its actions were an exercise of its management rights. The School Board sought dismissal of the complaint on the grounds that the complaint was untimely under RSA 273-A:6, VII; that the Association failed to exhaust the appeal process under the CBA; and that some of the Association's claims were moot.

Decision: The School Board's motion to dismiss was denied. The School Board committed an unfair labor practice in violation of RSA 273-A:5, I (e), (h), & (i) when it unilaterally changed the terms/conditions of employment concerning reimbursement for travel/lodging expenses associated with professional development. The School Board was ordered to cease and desist from further violations and to negotiate with the Union all changes, modifications, alterations, interpretations or clarifications of professional improvement-related travel/lodging reimbursement terms as well as all other terms and conditions of employment.

***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.***