

Oct. 13, 1976

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STATE OF NEW HAMPSHIRE
PUBLIC EMPLOYEE LABOR RELATIONS BOARD

CANDIA SCHOOL DISTRICT
Richard F. Thompson, Asst. Supt.
and
CANDIA FEDERATION OF TEACHERS,
LOCAL 3518, Affiliated with
AFT, AFL-CIO

CASE NO. T-0217

DECISION NO. 76-10

BOARD DECISION

On September 28, 1976, the Public Employee Labor Relations Board conducted a hearing on the Unit Determination for the employees of the Candia School District. Hearing was held at 3:30 p.m. at the Moore School in Candia, New Hampshire.

Appearances: Edward L. Allman, Acting Chairman, James C. Anderson, Board Member, and Evelyn C. LeBrun, Clerk for the Public Employee Labor Relations Board.

Richard F. Thompson, Assistant Superintendent, Candia School District and Timothy L. Sweeny, Principal of Candia School for the School District.

Theodore Wells, Field Representative, New Hampshire State Federation of Teachers of the American Federation of Teachers, AFL-CIO for the employees of the Candia School District.

The PELRB accepted several exhibits and heard testimony from Ethel Partan, Registered Nurse, Beverly Lang, Title I Aide, Kathleen McGovern, Learning Abilities Specialist, and Edward Sides, Physical Education teacher and Assistant Principal.

After careful review of all material submitted and testimony heard, the Board makes the following findings:

- A. The bargaining unit shall consist of all full time teachers under contract in grades 1 through 6, all full time Junior High teachers, Music Director, Guidance Counselor, Special Education Teacher, Speech Therapist, Learning Ability Specialist, Physical Education position and Registered Nurse.
- B. Excluded from the bargaining unit, the Assistant Principal position, Aides under Title I, Special Education Aide and Library Aide.

The Board finds that the position of Assistant Principal is supervisory, involving a significant amount of authority and discretion, and is statutorily excluded from the bargaining unit.

Further, the Board finds that the Title I aides, Special Education and Library aides are not permanent positions and lack the common salary and fringe benefit structures and shall be excluded from the bargaining unit.

PELRB finds that the registered nurse, under contract to the School District, deals directly on a one to one basis with the children and works directly with the teachers and does possess a great deal of community of interest with other employees of the School District and shall be included in the bargaining unit.

Based upon the foregoing, the Public Employee Labor Relations Board rules that the bargaining unit for the Candia School District shall consist of all full time teachers, including Physical Education, Music Director, Guidance Counselor, Special Education teacher, Speech Therapist, Learning Ability Specialist and Registered Nurse. EXCLUDED from the unit shall be Assistant Principal, Aides under Title I, Special Education Aide and Library Aide.



Edward J. Haseltine, Chairman
Public Employee Labor Relations Board

Signed this 13th day of October, 19 76.