

**Tamworth Educational Support Personnel Association, NEA-NH v. Tamworth School Board**, Decision No. 2014-221 (Case No. E-0025-2).

**Background:** The Union claimed that the School Board violated RSA 273-A:5, I (h) and (i) when it unlawfully outsourced bargaining unit position of Technology Service Technician to an outside contractor during the term of a collective bargaining agreement. The School Board denied the charges and claimed that, like in *Appeal of Matthew Kennedy*, the elimination of the position was part of a lawful reorganization.

**Decision:** The Hearing Officer found that the elimination of Technician's position was part major reorganization of the District's technology system. The District's actions involved managerial policy within the District's exclusive prerogative because they were part of a true reorganization and primarily affected the school's policy on the use of technology. The Union's claims were denied because, under the circumstances of this case, the District did not breach the parties' CBA, or adopt a rule that invalidated a portion of it, when it eliminated the Technology Services Technician position as part of the school technology system reorganization.

***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.***