

# State of New Hampshire

PERSONNEL APPEALS BOARD  
Edward J. Haseltine, Chairman  
Gerald Allard  
Loretta Platt



EXECUTIVE SECRETARY  
Mary Ann Steele

PERSONNEL APPEALS BOARD  
State House Annex  
Concord, New Hampshire 03301  
Telephone (603)271-3261

## APPEAL OF ELINOR MURPHY - REQUEST FOR RECONSIDERATION

MARCH 31, 1988

By letter dated February 8, 1988, Superintendent Ronald Adams wrote to the Personnel Appeals Board requesting reconsideration of the Board's January 19, 1988 decision denying reconsideration in the appeal of Elinor Murphy.

In his request, Superintendent Adams stated, "...the Board did not address our second issue, that of renaming the position from Head Teacher to a more meaningful and realistic title of Special Education Coordinator."

The Board, in a number of its decisions, has taken the position that job titles and job specifications are generic in nature, and are not intended in and of themselves to describe in detail the individual differences between positions in the same class. The intention in developing a classification and title therefore is to outline in a general sense the work performed. In this instance, the title Head Teacher may not be appropriate for the position occupied by Ms. Murphy. Allocation of that position to the title Head Teacher, however, does not prohibit the agency from using an "in-house" or working title of Special Education Coordinator. The Board did not, therefore, find it necessary to address the title of the position in its decision or its reconsideration in the appeal of Elinor Murphy.

FOR THE PERSONNEL APPEALS BOARD

A handwritten signature in cursive script that reads "Mary Ann Steele".

MARY ANN STEELE  
Executive Secretary

cc: Ronald G. Adams, Superintendent  
Youth Development Center  
Stephen J. McCormack, Field Representative  
State Employees' Association of New Hampshire  
Virginia A. Vogel, Director of Personnel  
State of New Hampshire

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## APPEAL OF ELINOR MURPHY REQUEST FOR RECONSIDERATION

JANUARY 19, 1988

By letter dated November 30, 1987, Ronald G. Adams, Superintendent of the Youth Development Center, requested reconsideration of the Board's November 12, 1987 decision regarding the classification appeal of Elinor Murphy. Superintendent Adams noted, "On page two, the Board on the one hand 'did not find that the experience factor should be increased either.' This statement was based upon the premise that 'rather the Board determined that a individual possessing a Bachelor's degree would also require 3 to 4 years experience to function at an entry level in this position.'"

The Board, at its meeting of December 8, 1987, reviewed the decision and the record of the hearing. The Board found that an error was made in production of the final version of the decision and that the above sentence should have read, "rather, the Board determined that an individual possessing a Bachelor's degree would not also require 3 to 4 years experience to function at an entry level in this position."

The Board apologizes for the error, but affirms its earlier decision concurring with the Division of Personnel's decision that the position be upgraded from salary grade 16 to salary grade 17.

FOR THE PERSONNEL APPEALS BOARD

A handwritten signature in cursive script that reads "Mary Ann Steele".

MARY ANN STEELE  
Executive Secretary

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cc: Ronald G. Adams, Superintendent  
Youth Development Center

Stephen J. McCormack, Field Representative  
State Employees' Association of New Hampshire

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