

State of New Hampshire

PERSONNEL APPEALS BOARD

Edward J. Haseltine, Chairman

Gerald Allard
Loretta Platt



EXECUTIVE SECRETARY

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PERSONNEL APPEALS BOARD

State House Annex

Concord, New Hampshire 03301

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APPEAL OF CLAIRE PSTRAGOWSKI AND JANIS KINGSLEY REQUEST FOR RECONSIDERATION

01/18/88

By letter dated November 30, 1987, Superintendent Ronald G. Adams, Superintendent at the Youth Development Center, requested reconsideration of the Appeals Board's decision of November 12, 1987 in the appeals of Claire Pstragowski and Janis Kingsley. The State Employees' Association, through Field Representative Stephen McCormack, concurred with the reconsideration request citing those reasons outlined in Superintendent Adams' letter.

At issue was the Board's decision to determine the beginning of the pay period immediately following the Board's receipt of additional information from the appellants as the effective date of the upgrading outlined in the Board's original decision. The appellants argued that, "The original Position Reclassification Questionnaire was replete with references to necessary certification and approval of YDC educational staff by the State Department of Education,"

Upon review of the record, the Board found that ample opportunity existed at the time of the original position reclassification request, the request for reconsideration, and submission of classification appeal materials to document any certification mandates formulated by the New Hampshire Department of Education. In consideration of the appellants' argument that the original classification review contained all the necessary information relative to educational requirements, the Board again reviewed the appellants' classification questionnaires. Ms. Pstragowski's questionnaire, for the attribute Education, stated, "A Principal in the secondary public schools must possess a Masters Degree in Public School Administration to be hired. Undergraduate work at the Bachelor level does not have the coursework required to administer and supervise a school operation." The Board was not persuaded that such a statement constituted explanation of a mandated standard. In Janis Kingsley's classification questionnaire, she described the Education attribute as follows: "To administer an education department and supervise personnel within that department requires the knowledges and technical skills acquired through completion of a Master degree program in Public School Administration and Supervision. The specialized courses are not offered at the Bachelor level. Subsequently, no public school would hire a person without a Master degree. To fulfill the job responsibilities inherent in the Education Director's position, one must possess the Master's degree in Public School Administration and Supervision. The job responsibilities are similar in some ways and far more complex and diversified in other ways, requiring

possession of a diversity of skills and knowledges learned in the Master degree program. Certification as a Principal is required by State Dept. of Education, OTEPS, for employment as Principal, and the same certification applies for Education Director." Nowhere in either questionnaire did the appellants indicate that certification by the State of New Hampshire required a Master's degree, or that certification could be achieved by any alternative method. Further, neither questionnaire supported any conclusion that failure of the agency to insure that the appellants possess a Master's degree would result in a threat to program approval.

The Board hereby reaffirms its decision regarding the reclassification and effective date of same for the positions held by Ms. Pstragowski and Ms. Kingsley. The request for reconsideration is, therefore, denied.

FOR THE PERSONNEL APPEALS BOARD



MARY ANN STEELE
Executive Secretary

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cc: Ronald G. Adams, Superintendent
Youth Development Center

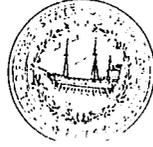
Stephen J. McCormack, Field Representative
State Employees' Association of New Hampshire

Virginia A. Vogel, Director of Personnel
State of New Hampshire

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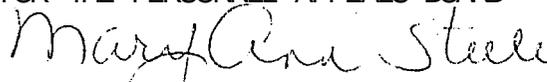
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