

May 23, 2017

The Dover, Sherborn, Dover-Sherborn Regional School Committees and the Dover Sherborn Education Association (DSEA) recently completed contract negotiations and voted to ratify a new teachers' agreement to be effective September 1, 2017 through August 31, 2020.

The new contract provides the following:

- Salary increase of 7-7.5% over three years
- Preamble to include respect clause
- Consistency in the required after school hours for the elementary school teachers and regional teachers
- 40 minute prep periods at the elementary schools
- The Superintendent may seek a doctor's note following the absence of five (5) consecutive days to determine eligibility for sick leave pay
- School nurses on the same pay scale as teachers
- \$25 payment for non-emergency coverage during non-teaching time
- Grievance procedure updated based upon MA laws
- A Memorandum of Understanding to create a Committee that will review the Extra-Compensatory Duty listing content, pay scale, and methods to add and or delete positions/ratios. This work will be completed by February 15, 2018.

The School Committee Negotiation Team (SCNT) and the DSEA negotiation team met regularly from September 2016 through May 2017. The groups found the negotiation got off to a slower start than in previous negotiations due to several snow storms that cancelled planned negotiation days as well as a change from interest-based bargaining to traditional bargaining. That said, both teams were committed to listening to and trying to understand each other's perspectives. Creative proposals from both parties helped to move the process along, resulting in a mutually agreed upon contract.

The SCNT thanks Mark Brandon, Sherborn Board of Selectmen and Robyn Hunter, Dover Board of Selectmen, for their contributions to the school committee team. Their commitment to their respective towns and the financial framework of our communities was integral to our process.

We look forward to continuing to work together to provide an excellent learning environment for the children in our community.

Dover Sherborn School Committee Negotiation Team

Clare Graham

Dover Sherborn Regional School Committee Chair & Negotiation Team Chair

Carolyn Ringel

Dover Sherborn Regional School Committee & Negotiation Team Secretary

Greg Garland
Sherborn School Committee Chair

Kate Potter
Sherborn School Committee

Michael Jaffe
Dover School Committee

Henry Spalding
Dover School Committee

Mark Brandon, Sherborn Board of Selectmen

Robyn Hunter, Dover Board of Selectman

DSEA Negotiation Team

Laura McGovern, Co-Chair

Leonie Glen, Co-Chair

Keith Kaplan

Renee Grady

Michelle Hugo

Robin Mansfield

Anna Martingetti

Carole Spezzano