

The Dover-Sherborn School Committee Negotiation team (Negotiation Team) continues to work with the Dover-Sherborn Educational Association (DSEA) to mutually agree upon a contract for 2017-2020. We value and respect our teachers who have always been- and continue to be- among the very highest paid teachers in the Commonwealth.

The current proposal from DSEA would require either a tax override and/or significant reductions in staffing and programming at our schools and consequently does not have the support of the Negotiation Team. Currently, every teacher receives a yearly raise. More than half of the teachers receive raises dictated by "the matrix," the salary schedule that combines both years of service and increases in training. These raises average 4.5% per year. The DSEA proposal is for an annual percentage increase to the existing matrix of 3%, 3% and 3.25% for each of the next three years, over and above the current 4.5%, for an average increase of 7.5% per year for those on the matrix. Educators who are at the last step of the matrix would receive the 3%, 3% and 3.25% annual percentage increases.

We greatly value the passion, devotion and skill that DSEA educators bring to the DS schools. Our continued goal is to provide fair wages to our educators and continue to support the learning environment our parents, students and teachers have come to expect from our schools. The Negotiation Team strives to finalize a contract that respects the financial constraints of our towns, our town guidance to avoid overrides and for our educators' total compensation to remain competitive with our peers.

Dover Sherborn Negotiation Team

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