

Dover-Sherborn School Committee Negotiation Team
Executive Session-Contract Negotiation
Minutes 2/13/17

Bill McAlduff, Interim Superintendent
Joan Stein, Stoneman Chandler & Miller
Carolyn Ringel
Clare Graham
Greg Garland
Kate Potter
Lauren Doherty
Michael Jaffe
Robyn Hunter
Laura McGovern, DSHS
Leonie Glen, DSMS
Ashley Adams, MTA
Keith Kaplan, DSEA President
Anna Martinetti, Pine Hill
Robin Mansfield, Pine Hill
Renee Grady, Chickering
Michelle Hugo, Chickering
Carol Spezzano, DSHS

Meeting called to order 6:12 p.m. in Open Session, followed by roll call vote to enter Executive Session not to return to open session.

Ashley is putting together a package proposal. Trying to see how close we can get without diminishing ability to go back to individual positions.

Need to get a response on a few items. Accepted \$25 for sub pay. Ashley-

- 1) Want mutual respect as proposed. Ashley- does not cost money; principle matters to them. SC made point that did not disagree with idea of mutual respect; just weren't sure it was contract language; and wasn't sure it was contract language. All agree on respect.
- 2) Nurses. Doesn't cost any money.
- 3) Need after school equity for elementary vs. high school.
- 4) Money. Includes longevity; applies to stipend and all money items. 3/3/3.25. Don't see a need to smooth matrix.

Adjourned 7:05 pm

Carolyn Ringel

SCNT
2.8.17

The Dover-Sherborn School Committee Negotiation Team

February 8, 2016⁷

Compensation Proposal

- COLA increase 1.5%, 1.75%, 1.75% on a even matrix
 - step and lane change even %
- No change to Appendix C multiplier
- Longevity \$500/\$600/\$1,000 with current language

School Committee Negotiations Team

2nd Matrix Proposal

(Smooth the Matrix with a 1.5%, 1.75% and 1.75% COLA in 2018, 2019 and 2020, respectively)

Year	District	Step	Bach Matrix	Bach+ Matri	Masters Ma	M+15 Matri	M+30 Matri	M+45 Matri	M+60 Matri	DOC Matrix
2018	Dover-Sherborn	1	47,232	48,527	50,943	52,303	53,729	55,167	56,774	56,774
2018	Dover-Sherborn	2	49,263	50,587	53,449	54,817	56,186	57,681	59,307	59,307
2018	Dover-Sherborn	3	51,537	52,780	56,015	57,378	58,835	60,361	62,036	62,036
2018	Dover-Sherborn	4	53,762	55,027	58,683	60,052	61,526	62,994	64,692	64,692
2018	Dover-Sherborn	5	56,015	57,344	61,305	62,735	64,170	65,700	67,482	67,482
2018	Dover-Sherborn	6	58,349	59,727	63,880	65,454	66,949	68,561	70,397	70,397
2018	Dover-Sherborn	7	60,781	62,218	67,005	68,354	69,825	71,429	73,335	73,335
2018	Dover-Sherborn	8	63,316	64,807	69,891	71,282	72,725	74,428	76,399	76,399
2018	Dover-Sherborn	9	67,486	68,876	72,820	74,251	75,754	77,544	79,582	79,582
2018	Dover-Sherborn	10	70,291	71,735	77,733	78,808	79,737	80,999	82,935	82,935
2018	Dover-Sherborn	11	73,216	74,718	80,995	82,229	83,314	84,494	86,391	86,391
2018	Dover-Sherborn	12	76,407	77,982	84,391	85,655	87,226	88,678	90,111	90,111
2018	Dover-Sherborn	13	80,046	81,689	88,104	89,222	90,798	93,878	97,368	97,368
2018	Dover-Sherborn	14	80,046	81,689	92,320	93,123	94,756	97,980	101,624	101,624
2018	Dover-Sherborn	15	80,046	81,689	92,320	97,549	99,238	102,698	106,515	106,515
2018	Dover-Sherborn	16	80,046	81,689	92,320	97,549	99,238	102,698	106,515	106,515
2018	Dover-Sherborn	Min	47,232	48,527	50,943	52,303	53,729	55,167	56,774	56,774
2018	Dover-Sherborn	Max	80,046	81,689	92,320	97,549	99,238	102,698	106,515	106,515

Year	District	Step	Bach Matrix	Bach+ Matri	Masters Ma	M+15 Matri	M+30 Matri	M+45 Matri	M+60 Matri	DOC Matrix
2019	Dover-Sherborn	1	48,059	49,376	52,031	53,350	54,669	56,133	57,915	57,915
2019	Dover-Sherborn	2	50,125	51,472	54,548	55,874	57,170	58,707	60,508	60,508
2019	Dover-Sherborn	3	52,439	53,704	57,126	58,415	59,865	61,401	63,318	63,318
2019	Dover-Sherborn	4	54,736	55,990	59,808	61,116	62,603	64,113	66,118	66,118
2019	Dover-Sherborn	5	57,126	58,413	62,522	63,866	65,293	66,932	69,072	69,072
2019	Dover-Sherborn	6	59,600	60,927	65,268	66,682	68,121	69,891	72,120	72,120
2019	Dover-Sherborn	7	62,172	63,569	68,371	69,665	71,146	72,941	75,249	75,249
2019	Dover-Sherborn	8	64,866	66,314	71,417	72,718	74,161	76,124	78,522	78,522
2019	Dover-Sherborn	9	68,503	69,917	74,540	75,862	77,367	79,441	81,917	81,917
2019	Dover-Sherborn	10	71,456	72,925	78,808	79,925	81,133	83,006	85,533	85,533
2019	Dover-Sherborn	11	74,540	76,068	82,265	83,455	84,772	86,661	89,229	89,229
2019	Dover-Sherborn	12	77,826	79,436	85,868	87,067	88,753	90,771	93,154	93,154
2019	Dover-Sherborn	13	81,447	83,119	89,721	90,832	92,469	95,521	99,072	99,072
2019	Dover-Sherborn	14	81,447	83,119	93,936	94,860	96,545	99,752	103,463	103,463
2019	Dover-Sherborn	15	81,447	83,119	93,936	99,256	100,974	104,495	108,379	108,379
2019	Dover-Sherborn	16	81,447	83,119	93,936	99,256	100,974	104,495	108,379	108,379
2019	Dover-Sherborn	Min	48,059	49,376	52,031	53,350	54,669	56,133	57,915	57,915
2019	Dover-Sherborn	Max	81,447	83,119	93,936	99,256	100,974	104,495	108,379	108,379

Year	District	Step	Bach Matrix	Bach+ Matri	Masters Ma	M+15 Matri	M+30 Matri	M+45 Matri	M+60 Matri	DOC Matrix
2020	Dover-Sherborn	1	48,900	50,240	53,134	54,412	55,626	57,115	59,073	59,073
2020	Dover-Sherborn	2	51,002	52,373	55,664	56,948	58,170	59,750	61,728	61,728
2020	Dover-Sherborn	3	53,356	54,643	58,255	59,469	60,913	62,459	64,619	64,619
2020	Dover-Sherborn	4	55,726	56,970	60,951	62,198	63,699	65,251	67,565	67,565
2020	Dover-Sherborn	5	58,255	59,500	63,758	65,015	66,436	68,183	70,683	70,683
2020	Dover-Sherborn	6	60,868	62,146	66,676	67,929	69,313	71,243	73,865	73,865
2020	Dover-Sherborn	7	63,581	64,939	69,757	70,997	72,487	74,475	77,185	77,185
2020	Dover-Sherborn	8	66,436	67,841	72,964	74,176	75,620	77,842	80,668	80,668
2020	Dover-Sherborn	9	69,541	70,980	76,281	77,495	79,004	81,362	84,275	84,275
2020	Dover-Sherborn	10	72,642	74,137	79,908	81,066	82,553	85,038	88,155	88,155
2020	Dover-Sherborn	11	75,886	77,441	83,560	84,706	86,256	88,853	92,093	92,093
2020	Dover-Sherborn	12	79,269	80,915	87,371	88,505	90,306	92,890	96,223	96,223
2020	Dover-Sherborn	13	82,872	84,573	91,365	92,470	94,167	97,193	100,806	100,806
2020	Dover-Sherborn	14	82,872	84,573	95,580	96,626	98,363	101,554	105,333	105,333
2020	Dover-Sherborn	15	82,872	84,573	95,580	100,993	102,741	106,324	110,276	110,276
2020	Dover-Sherborn	16	82,872	84,573	95,580	100,993	102,741	106,324	110,276	110,276
2020	Dover-Sherborn	Min	48,900	50,240	53,134	54,412	55,626	57,115	59,073	59,073
2020	Dover-Sherborn	Max	82,872	84,573	95,580	100,993	102,741	106,324	110,276	110,276