

**Dover Sherborn School Committee Negotiation  
Executive Session  
DSMS Library  
Minutes**

Minutes 3/13/17

Bill McAlduff  
Joan Stein  
Carolyn Ringel  
Clare Graham  
Henry Spaulding  
Kate Potter  
Lauren Dougherty  
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 6:01 p.m. in Open Session followed by roll call vote to enter executive session not to return to open session.

Joan: gave statement- good progress on other items, hopeful that we will reach agreement, but concerned about lack of progress on compensation. DSEA has made little movement, and made no movement after 2/13. So need to hear from DSEA where they are on compensation proposal.

Laura/Robin: responding to Greg's question – how are we comparing our matrix and where do we want to be? Created an apple to apples matrix. Weston, C-C, Wayland, Wellesley, LS, Lexington. Took all of current teachers at DS and figured out for school year 2016-17 where they are on matrix. Calculated average salary. Put those teachers in where they would fall in all 6 districts. DS ranked 7. Put in 2% proposal into all matrices. DS ranked 7. Used 3% matrix. Assumed other districts were 2%. DS now within the top 3. Where feel should be.

Questions posed about how data created/clarified that it is just a salary comparison and does not speak to affordability or healthcare and other total comp issues.

DSEA circulated a summary of proposals outside salary.

Caucus.

Joan: appreciate your response to Greg's question from last meeting; helps us to understand where you are coming from. However, does not address the affordability of DSEA proposal- large percent of

teachers at top of matrix, smaller commercial tax base than many other districts, and DSEA figures do not account for total compensation, specifically health care is not factored in so it's not a real "apples to apples" comparison. Brings us back to where we started- 3/3/3.25 is not viable- so now that we understand where you are coming from, where are you going? Will you be coming back with more proposals?

Also, have teaching hours/load response in writing.

Discussed dates for future negotiations- April 4, 5, 26, May 10, 11.

DSEA- with regards to money, it's not that there's a line in the sand. But not playing a game and this is where we thought we should be.

Caucus.

Next Dates: March 21, April 5, 26, May 11.

Joan: Always wanted fair and competitive package; that said, we do not have as a goal a particular ranking, and 2% proposal keeps DSEA among most highly compensated and rewarded teachers in the state. In our rationale, 2% keeps you competitive.

Discussion about what the choices are.

Adjourned 8:15 pm