

**Dover-Sherborn Negotiation Team Contract Negotiation  
Executive Session  
DSMS Library  
Minutes 3/21/17**

Bill McAlduff  
Joan Stein  
Carolyn Ringel  
Clare Graham  
Henry Spaulding  
Kate Potter  
Greg Garland  
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

Pre meeting conversation:

Ashley to Joan: DSEA Proposal- 90 days no raise; then 3/3/3; nurses on matrix; respect grievable but not arbitratable

Came back: Said thinks can get to 1.5 (because of delay)/2.75/3

Agrees RIF and Article 10

Appendix C 2%; then what committee decides

Meeting called to order 7:14 pm in open session, roll call vote to enter executive session not to return to open session. All in favor.

DSEA: Joan and Ashley met for an off the record discussion. Came in with written proposal.

Finding selves in a bind. Fiscal constraints vs. need to catch up. Creative way to make a necessary number more palatable.

3/3/3.25 but halfway through the year for 1<sup>st</sup> 3 so really 1.5

Longevity as proposed.

Nurses- very important to be on matrix. Appendix C: leave raises to that committee for years 2 and 3;  
year 1 2%

RIF- accept. Mutual respect- make grievable but not taken to arbitration

Accept article 10 counter proposal

Adjourned 7:40 pm

Submitted by Carolyn Ringle

PACKAGE PROPOSAL 3/21

DSEA  
3.21.17

Longevity - as proposed

Nurses - as proposed

Compensation - 3, 3, 3.25 with delay in year one (COLA only), beginning at 91st day *of school*

Appendix C multiplier - Propose COLA of 2% for year 1, and recommendations of proposed MOU, subject to ratification. Changes of positions based on recommendations.

RIF - ok to their language

Mutual respect - grievable, but not arbitrable

article 10 — Elementary hours - agree