

Dover Sherborn School Committee Negotiation Team Minutes
Executive Session-Contract Negotiation
DSMS Library
September 29, 2016

Bill McAlduff
Joan Stein, Stoneman Chandler & Miller
Carolyn Ringel
Clare Graham
Michael Jaffe
Greg Garland
Henry Spalding
Kate Potter
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 6:04 pm. in Open Session; roll call vote to enter Executive Session not to return to open session. All in favor.

- 1) Discussion of ground rules.
 - a. Ashley Adams
 - i. 1 fine. 2 amendment re who can come in to participate
 - ii. e. 3 fine. 4 fine. 5 fine. Delete 6. 7 fine, 8, fine. 9-11 off. Reserve right to communicate.
 - b. DSSC
 - i. #2 members or resource people/48 hours notice/notoce to chair
 - ii. 9-11- have always been in; were disappointed when they came out.
Clare/Michael gave explanation about taking them out changes the tone of the conversation- working in confidence and spirit of cooperation
 - c. Discussion regarding compromise and who needs to be informed- members vs. general public during the negotiation
 - d. Proposal by MTA- can talk to members at any time, will not talk to public until, at the very earliest, between now and the last scheduled bargaining session and will instruct members not to discuss publicly
- 2) Dates
 - a. Dates: Oct 27; Nov 16; Dec 3, 7, 14, 17
 - b. Evening 6-8; Saturday 9-2

Next meeting:

Ground Rules; First proposals- possibility of preliminary exchange

Adjourned 8:00 pm

Carolyn Ringel

Sept. 29 -
DSEA - 1

Ground Rules for Contract Negotiation

September 2016

1. All bargaining sessions will start and end on time, unless there is ~~a consensus agreement by both parties~~ to extend the session. At the conclusion of each meeting, the time and dates for the next two meetings will be established. (JS #5)
2. Negotiation sessions will be conducted in Executive Session and closed to the general public. Attendance will be limited to team members and their representative (MTA/Attorney with the exception of resource people who may be brought in provided the other party received at least 24 hours' notice (JS #1))~~All bargaining sessions are closed to all other parties. Resource people may be invited to a session with prior notice.~~
3. Either party may call a caucus at any time, but must commit to the length of time necessary to caucus, ~~return to the session, and report to the group the reason for the caucus.~~
4. All issues must be presented by the beginning of the third meeting (DATE?) unless there is mutual agreement to add a new issue.
5. Each party will have full authorization to make proposals, counter-proposals and tentative agreements. All Tentative Agreements are tentative until ratified by all parties. Tentative agreements will be written up and initialed at the next scheduled meeting, if not before. (JS#3). All members of the negotiating teams are to support the tentative agreement. (JS#2)
6. ~~4. There will be no press releases, reports, or updates made by either party without mutual agreement.~~
5. ~~Both parties may report progress – DSEA to its Executive Board, the School Committee to other members of the School Committee, and the Selectmen to their Boards of Selectmen in Executive Session. (Needs J Stein consideration Re: Selectmen?)~~
7. Subject to item #5 above, all matters discussed are confidential among the participants. Participants will mutually agree when the time has arrived to share appropriate information and/or discuss issues with others (ie, town residents and association members).
8. Public comment and/or press releases concerning the specifics of ongoing negotiations, prior to filing of a mediation petition, is prohibited unless agreed by both parties or issued as a joint statement. (JS#8)
6. ~~All Tentative Agreements are tentative until ratified by all parties.~~
7. ~~All Subject to item #5 above, all matters discussed in the IBB Process are confidential among the participants. Participants will mutually agree when the time has arrived to share appropriate information and/or discuss issues with their respective constituents (school committee member town residents, and association members and selectmen).~~

98. If either party believes that the negotiation has broken down, the parties will discuss whether or not to EXIT the process. Should either party decide to exit the negotiation process Aalll Tentative Agreements reached are off the table, until each Tentative Agreement is revisited to decide which Tentative Agreements remain on the table. (my notes say keep and delete? Final decision I believe was delete?)

~~9. All issues must be presented by the beginning of the third meeting unless there is mutual agreement to add a new issue.~~

~~10. When possible, relevant information gathered after a meeting by either DSEA, the School Committee, or Selectmen will be shared with both parties via email prior to the next meeting~~

~~11. If consensus is reached on an issue by the group, any member not present for the discussion cannot raise the issue again. Reconsideration of the solution may be made by consensus.~~

~~12. Each issue will be dealt with separately unless the parties agree that certain issues are linked. Those linked issues will be taken separately through the process as far as possible before reaching a TA and the issue will then be placed on hold. All linked issues will be reviewed and a TA will be reached on all linked issues using "straw designs".~~

~~13. Either party may meet outside the negotiation sessions, as necessary.~~