

**Dover Sherborn School Committee Negotiation Team
Executive Session-Contract Negotiations
Minutes 2/8/17**

Bill McAlduff, Interim Superintendent
Joan Stein, Stoneman Chandler & Miller
Clare Graham
Greg Garland
Kate Potter
Lauren Doherty
Robyn Hunter (arrived late)
Henry Spalding
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 6:04pm in open session, roll call vote to enter Executive Session not to return to open session.

Joan – Opening Statement, thanks for extending ground rule re: public communication

Ashley has 3 items to address

1. RIF Language, looking for more objective language vs. subjective language. Looking to preserve a collaborative environment and adhere to state law. Not accepting SCNT proposal
2. Professional Development – suggests an MOU with Superintendent and subgroup of teachers to work out a framework
3. Involuntary Transfer Language, submitted a counter proposal

Compensation Discussion

1. Clare expressed the SCNT's view, expectations and working within the town's fiscal realities
2. Mark presented Sherborn budget state of affairs
3. Clare presented Dover budget state of affairs
4. SCNT presented counter proposal
 - a. 1.5%, 1.75% and 1.7% over 3 years
 - b. Smooth the matrix
 - c. No change in the multiplier
 - d. Longevity does not change
 - e. Reject the mutual respect clause
 - f. Reject nurses on the matrix

6:42pm - Caucus

7:28pm - Return from caucus

Ashley discussed the SCNT's proposal and the educator's position – asking if the SCNT wants to close the gap in this contract vs. the comparable districts

7:36pm – Caucus

8:15pm – Did not return from caucus and meeting adjourned

Submitted by
Henry Spalding

DSEA
2.8.17

INVOLUNTARY MOVES # 7 Article 11 2.8.17

To the extent possible, changes in grade assignment in elementary school and in subject assignment in the secondary school will be voluntary. However, when an involuntary transfer is required, the preference of the individual teacher will be considered to the extent that it does not conflict with the best interests of the school system and the pupils. Before an involuntary change of assignment is made, the principal shall meet with the educator involved with the respect to such change.