Dover-Sherborn Regional School Committee
Dover School Committee
Sherborn School Committee
Dover-Sherborn Union #50 Superintendency Committee

April 13, 2022

6:30 pm

VIA ZOOM

Join Zoom Meeting
https://us02web.zoom.us/j/86339358787?pwd=Y3dKZC9oYVZqVk1UWlB0UXJhU3VBdz09

Meeting ID: 863 3935 8787
Passcode: 929293

AGENDA

1. Call to Order
2. Community Comments
3. Introduction of Middle School Principal
4. Appointment of Assistant Superintendent — A.R.
5. Educator's Memorandum of Agreement Revision — A. R.
6. Amendment to non-educators contracts — A.R.
   - Juneteenth holiday
7. Adjourn

Note: The listings of matters are those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may, in fact, be discussed and other items not listed may also be raised for discussion to the extent permitted by law.

The Dover Sherborn Public Schools do not discriminate on the basis of age, race, color, sex/gender, gender identity, religion, national origin, sexual orientation, disability, or homelessness

The Public Schools of Dover and Sherborn
157 Farm Street
Kathleen Smith, J.D., Interim Superintendent | Dover, MA 02030 | Dawn Fattore, Business Administrator
Phone: 508-785-0036 Fax 508-785-2239
Elizabeth M. McCoy, Asst. Superintendent | www.doversherborn.org | Kate McCarthy, Director of Student Services

Commitment to Community
Equity and Excellence
Respect and Dignity
Climate of Care

To: Dover School Committee
Sherborn School Committee
Dover-Sherborn Regional School Committee

From: Elizabeth McCoy, Superintendent Elect

Re: Leadership Appointments

Date: April 11, 2022

Middle School Principal

I am pleased to announce the appointment of David Lawrence as Principal of Dover-Sherborn Middle School, effective July 1, 2022.

Linked is Mr. Lawrence's resume; I will comment on his experience and qualifications at the April 13 joint meeting of the school committees.

Assistant Superintendent

I am delighted to recommend to you Denton Conklin for appointment as Assistant Superintendent for the Public Schools of Dover and Sherborn, effective July 1, 2022.

Linked is Mr. Conklin's resume and I will speak to his experience and qualifications at the April 13 joining meeting of the school committees.

The Public Schools of Dover and Sherborn do not discriminate on the basis of race, color, sex/gender, gender identity, religion, national origin, sexual orientation, disability, or homelessness.

MEMORANDUM OF AGREEMENT

BETWEEN

DOVER SCHOOL COMMITTEE, SHERBORN SCHOOL COMMITTEE AND DOVER-SHERBORNREGIONAL SCHOOL COMMITTEE

AND THE

DOVER-SHERBORN EDUCATION ASSOCIATION

Additional language to be added to ***Article I, Leaves and Accommodation Requests*** *in the MOA dated September 28, 2021*

In the event that the State extends the Massachusetts COVID-19 Temporary Emergency Paid Sick Leave Program (Section 9 of Chapter 16 of the Acts of 2021) the Committee will provide full pay to Association members for approved leave under the Program in lieu of deductions from the sick bank. Leave taken under this Program will be retroactive to the beginning of the school year and continue through April 1, 2022 or if extended beyond this date through the end of the work year in June, 2022, but no later than June 30, 2022.

MEMORANDUM OF AGREEMENT

BETWEEN

DOVER SCHOOL COMMITTEE, SHERBORN SCHOOL COMMITTEE AND

DOVER-SHERBORN REGIONAL SCHOOL COMMITTEE

AND THE

DOVER-SHERBORN EDUCATION ASSOCIATION

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Dover, Sherborn and Dover-Sherborn Regional School Committees (hereinafter the "Committee") and the Dover-Sherborn Education Association (hereinafter the "Association") and collectively referred to as "the Parties".

WHEREAS, the Committee and the Association have entered into a collective bargaining agreement for the period September 1, 2020 through and including August 31, 2023; the agreement remains in effect for the 2021-22 school year except as modified by the Reopening Plan as presented on August 19, 2021 to the Dover, Sherborn and Dover-Sherborn Regional School Committees attached hereto as Appendix A and this Memorandum of Agreement.

WHEREAS, the parties anticipate further guidance relating to COVID-19 operational procedures and protocols from DESE and other regulatory bodies that will cover matters which may require further negotiations;

NOW, THEREFORE, in consideration of mutual covenants and promises, the parties agree as follows:

ARTICLE I

Leaves and Accommodation Requests

Any employee who cannot report to work due to COVID-related reasons as specified by the CDC or DESE shall be permitted to work remotely at the discretion of the Superintendent and if medically able to do so.

Upon the approval of the Superintendent, any employee who cannot report to work due to COVID-related reasons as specified by the CDC or DESE may deduct the time from the sick bank up to a maximum of ten days. Such requests must be put in writing with related documentation attached.

Acts (2021)

Chapter 55

AN ACT EXTENDING COVID-19 MASSACHUSETTS EMERGENCY PAID SICK LEAVE

Whereas, The deferred operation of this act would tend to defeat its purpose, which is to extend the availability of Massachusetts COVID-19 Emergency Paid Sick Leave, therefore it is hereby declared to be an emergency law, necessary for the immediate preservation of the public convenience.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. Section 9 of chapter 16 of the acts of 2021 is hereby amended by striking out the second sentence and inserting in place thereof the following sentence:- The purpose of the fund shall be to reimburse eligible employers for the cost of providing employees with COVID-19 Massachusetts emergency paid sick leave; provided, however, that not more than $500,000 shall be expended for a public information campaign to educate and promote awareness to the public of the availability of COVID-19 Massachusetts emergency paid sick leave.

SECTION 2. Paragraph (2) of subsection (b) of section 10 of said chapter 16 is hereby amended by striking out the words "or (ii) needs medical diagnosis, care or treatment for COVID-19 symptoms" and inserting in place thereof the following words:- (ii) needs medical diagnosis, care or treatment for COVID-19 symptoms; or (iii) is obtaining an immunization related to COVID-19 or is recovering from an injury, disability, illness or condition related to such immunization.

SECTION 3. Section 11 of said chapter 16 is hereby amended by striking out the words "September 30, 2021" and inserting in place thereof the following words:- April 1, 2022.

SECTION 4. The executive office for administration and finance, or any department or agency thereof designated by the executive office, shall establish a public information campaign to educate and promote awareness to the public, including, but not limited to, employees and employers, as defined in section 8 of chapter 16 of the acts of 2021, about availability of the COVID-19 Massachusetts emergency paid sick leave, established pursuant to sections 8 to 12, inclusive, of said chapter 16. Information shall include, but not be limited to, the availability and eligibility for COVID-19 Massachusetts emergency paid sick leave. The executive office for administration and finance, or any department or agency thereof designated by the executive office, shall seek to ensure that the information campaign reaches employers and employees, as defined in said section 8 of said chapter 16, eligible for COVID-19 Massachusetts emergency paid sick leave.

SECTION 5. Section 2 shall take effect as of October 1, 2021.

Approved, September 29, 2021.

The Public Schools of Dover and Sherborn
157 Farm Street
Dover, MA 02030
Phone: 508-785-0036 Fax 508-785-2239
www.doversherborn.org

Kathleen Smith, J.D., Interim Superintendent
Elizabeth M. McCoy, Asst. Superintendent
Dawn Fattore, Business Administrator
Kate McCarthy, Director of Student Services

Commitment to Community
Equity and Excellence
Respect and Dignity
Climate of Care

TO: Dover, Sherborn and Dover-Sherborn Regional School Committees

FROM: Kathleen Smith, Interim Superintendent
Dawn Fattore, Business Administrator

DATE: April 11, 2022

RE: Juneteenth Holiday – Side agreement for applicable contracts

Juneteenth was officially designated as a federal holiday on June 17, 2021. It will be observed each year going forward on June 19th and follow the holiday protocols of being recognized on the Friday before if it falls on a Saturday and on the Monday following if on a Sunday. This year it is being observed on Monday, June 20th.

With the addition of this new federal holiday, we are asking the three School Committees to approve a side agreement to be included in the following employee contract agreements for FY22 and FY23:

- Dover-Sherborn Administrative Assistants Association, when applicable
- Dover-Sherborn Custodial Association
- Dover-Sherborn Education Support Professional Unit (EAs), when applicable
- Dover-Sherborn Food Service Association, when applicable
- Dover-Sherborn Community Education employees, when applicable
- All Dover-Sherborn individual employment contracts that include paid time off for holidays (Administrators, Business Office employees and IT employees)

Under each contract's **Holiday Leave Article/Section** the following language will be added:

For 12-month employees: *Juneteenth will be added to the existing list of paid holidays*

For non-12-month employees: *Juneteenth will be paid as a holiday only when it falls within the school year*

When we undertake the next round of negotiations for contracts covering FY24 and beyond, this change will be included as a housekeeping item.

The Public Schools of Dover and Sherborn do not discriminate on the basis of race, color, sex/gender, gender identity, religion, national origin, sexual orientation, disability, or homelessness.