



**Dover-Sherborn Regional School Committee
Dover School Committee
Sherborn School Committee**

Tuesday, April 14, 2026

Remote - <https://meet.google.com/gre-owyp-oeu>

6:00 p.m.

AGENDA

- 1. Call to Order**
- 2. Action Item**
 - **Vote on DSEA Memorandum of Agreement (FY27-29)**
- 3. Adjourn**

A.R.

The Public Schools of Dover and Sherborn

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Dover, MA 02030
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Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

Dawn Fattore, Business Administrator
Kate McCarthy, Director of Student Services

To: Dover School Committee, Sherborn School Committee, Dover-Sherborn Regional School Committee
From: Elizabeth McCoy, Superintendent
Date: April 14, 2026
Re: Memorandum of Agreement with Dover-Sherborn Education Association FY26-FY29

I am pleased to present the attached Memorandum of Agreement between the three school committees and the Dover-Sherborn Education Association. This agreement represents the culmination of a thoughtful and collaborative process following multiple negotiation sessions between representatives of the committees and the union.

I would like to extend my sincere appreciation to all members of both bargaining teams for their time and commitment to reaching an agreement that supports our educators while remaining mindful of our shared responsibility to the communities we serve. In particular, I would like to thank the following for their leadership and engagement throughout this process:

- Kate Cook, Jessie Hole - Dover School Committee
- Becca Hammond, Megha Kadiyala - Sherborn School Committee
- Jeff Cassidy (Chair), Mary Lowder - Dover-Sherborn Regional School Committee
- Robyn Hunter - Dover Board of Selectman
- Steven Tsai - Sherborn Select Board
- Rachel Adams, Christine Atkinson, Leonie Glen, Judy Gooen, Hillary Havener, Kristin Loncich (Co-chair), Veronica Moy (Co-Chair), Anna Sawan, Amy Versaw - Dover-Sherborn Education Association

This Memorandum reflects a balanced approach and is the product of mutual respect and good-faith negotiations. I respectfully request that each of the school committees review the attached agreement and take action to approve it.

For clarity in the voting process:

- Robyn Hunter will vote as a representative of the Dover Board of Selectmen for both the Dover School Committee and the Dover-Sherborn Regional School Committee.
- Steven Tsai will vote as a representative of the Sherborn Select Board for the Sherborn School Committee.

Proposed Motion:

Move to approve the Memorandum of Agreement between the Dover, Sherborn, and Dover-Sherborn Regional School Committees and the Dover-Sherborn Education Association, as presented for the three year period 2026-2029.

Thank you for your consideration and for your continued support of our students, staff, and community.

The Dover Sherborn Schools share in the mission to inspire, challenge and support all students as they discover and pursue their full potential.

MEMORANDUM OF AGREEMENT BETWEEN
DOVER, SHERBORN, DOVER-SHERBORN REGIONAL SCHOOL COMMITTEES
AND
THE DOVER-SHERBORN EDUCATION ASSOCIATION (DSEA)

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Dover, Sherborn, Dover-Sherborn Regional School Committees (hereinafter, the “Committees”) and the Dover-Sherborn Education Association, (hereinafter, the “Association”).

WHEREAS the Committee and the Association entered into a collective bargaining agreement (hereinafter, the “CBA”) for the period September 1, 2023, through and including August 31, 2026; and

WHEREAS the duly authorized representatives of the Committee and the duly authorized representatives of the Association have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Committee and the Association have, subject to ratification by the membership of the Committee and the Association, agreed to a successor agreement for the period of September 1, 2026, through and including August 31, 2029.

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

1. The CBA in effect for the period September 1, 2023, through and including August 31, 2026, shall be in full force and effect for the period September 1, 2026, through and including August 31, 2029, except as modified by this **MEMORANDUM OF AGREEMENT**. All changes are to become effective September 1, 2026, unless otherwise noted.
2. **Housekeeping**, *change* “his/her” to “their” in the following four (4) locations:
Article 10, L.
Article 10, M.
Article 11, D.
Article 21, C.
3. **Housekeeping**, *change* Article 30, B.1 Applications to 2. Applications (numbering correction)
4. **Housekeeping**, *change* Article 32, A. Annually by November 1st. to November 1st, (punctuation correction)
5. **Housekeeping**, *change* Article 20 A. Dues Deduction - from their from October to May” to from their **salary** from October to May. (add missing word)
6. **Housekeeping**, Article 33, New Hires - *modify the language as approved by the ACED and Committee in FY26 as follows:*

- A. Mentoring/Induction Program
1. A second year of mentoring will be available to educators **who are** new to teaching, **recommended by their primary evaluator or received a “needs improvement” on any category in their summative evaluation in the previous year.**
7. **Housekeeping, remove Appendix B.** School Nurses Salaries (no longer applicable) and **Appendix E.** Joint Advisory Committee on Special Education (work completed)
8. **Housekeeping, incorporate all Appendix C changes approved during the contract period by ACED and Committee:**

DSHS		
Academic and Civic		
General	Senior Project Advisor	~~43.00~~
	DECA	3.00
	Medical Club	1.00
	Mock Trial Advisor	~~32.00~~
	Relay for Life	1.00
	Science Olympiad	~~32.00~~
	Volleyball Club	1.00
	Weight Room Supervisor (1 each season)	
DSMS		
Academic and Civic		
General	Washington DC Trip Coordinator	~~34.00~~
	Boston Trip Coordinator	0.50
Performing Arts	Green Team Advisory	~~10.500~~
	HELP-ELNA	~~1.500~~
	Science Olympiad Advisor	~~1.500~~
	Director of Drama	
Chickering	Director of Musical	
	Rainbow Club	1.00
ATHLETICS -		
DSHS		
Winter	Boys Ice Hockey Assistant	~~2.7500~~
Spring	Track & Field Boys and Girls (2)—Field	~~5.54.00~~
	~~Track & Field Boys and Girls —Track Short~~	~~4.00~~
	~~Track & Field Boys and Girls —Track Distance~~	~~4.00~~
	Track & Field Boys and Girls Assistant	~~2.00~~
	Tennis Boys Head Coach	~~4.7500~~
	Tennis Girls Head Coach	~~4.7500~~
	Tennis Boys JV	2.00
	Tennis Girls JV	2.00

9. **Article 10 – Teaching Hours and Teaching Load**, *modify the language and order of paragraphs as follows:*

E. In addition to the time in the regular school year, Middle School guidance counselors will work an additional six (6) days; High School guidance counselors will work an additional ten (10) days; and the Special Education out-of-district coordinator will work an additional ten (10) days. ~~Additionally, Elementary and Secondary Special Education Team Chairs will work up to an additional ten (10) days.~~ Each will be paid at a rate of 1/184 of that individual's regular salary for each of the additional days worked.

~~The exact number of days worked by Team Chairs will be determined through conversations between each Team Chair and their Supervisor. The criterion will be the best interests of the student population to which they are assigned. The Supervisor shall make the final determination but shall not unreasonably withhold approval.~~

GF. All educators shall have a duty-free lunch period of at least the length of the regular student lunch period.

HG. Middle and High School educators will not be assigned more than five (5) teaching periods per day. In addition, each educator will have at least one preparation period per day. Consistent with the provisions of this contract, other assignments may be made to educators during the school day.

IH. Educators in the elementary schools will be duty-free during the morning recess period and will have one preparation period of at least 40 minutes per day. ~~The practice of a split preparation period shall be discouraged, insofar as it is possible.~~

I. All special education educators and related service providers will be provided one additional preparation period per week.

FL. Educators may be required to attend three (3) meetings after 4:00 p.m. each year. At the Elementary level, one of these required meetings will be used for parent conferences. Attendance at all other evening meetings beyond the required three will be at the option of the individual educator.

M. If concerns arise regarding special education workload, special education educators and related service providers may request a meeting with building administrators to review the situation and consider potential adjustments. During these meetings, the parties may consider a range of factors, including but not limited to: input from staff and administrators, district-wide needs, special education requirements of students, mutually accepted special education workload data tool and the best interests of students.

MN. If any member of the administration whose responsibilities include scheduling educators determines that it is necessary to schedule an exception to Section F, G, H, or H I of this Article for longer than twenty (20) working days, the Association will be notified, and such an exception will be subject to the grievance procedure. An Arbitrator shall not substitute his judgment for that of the administrator unless they determine that the administrator's action was unreasonable.

LO. It is recognized that participation in some extra-curricular activities is a significant part of an educator's professional responsibility to students. It is also recognized, however, that, if an educator is asked to undertake an activity which is outside his or her field of competence, that educator could be ineffective. Therefore, educator participation in extra-curricular activities listed in Appendix C will be voluntary.

10. **Article 13, Summer Work**, *modify the language as follows:*

- A. Compensation for all positions covered by this contract (including school nurses, department heads, MS curriculum leaders, and Elementary PLCs) for summer curriculum work will be at the per diem rate of two hundred and ~~twenty-five dollars (\$225)~~ **fifty dollars (\$250), based on a five-hour work day.**

11. **Article 19, Longevity/Retirement Notification Payment**, *modify the language as follows:*

A. Longevity Pay

~~Effective September 1, 2020, members of the bargaining unit shall receive longevity payment as follows:~~

~~Between 15-19 years of service \$800
Between 20-24 years of service \$1,275
Twenty-five plus years \$1,700~~

Effective September 1, 2026, members of the bargaining unit shall receive longevity payment as follows:

**Between 15-19 years of service \$1,200
Between 20-24 years of service \$1,750
Twenty-five plus years of service \$2,250**

An educator hired prior to February 1st shall be given credit for a full year. No credit will be given for long-term substitute service.

B. Retirement Notification Payment

Bargaining unit members with fifteen completed years of service in the Dover-Sherborn Schools **at the start of the school year** may elect **by November 1st** an early retirement payment of \$5,000, **plus an amount equal to their longevity payment as described in Article 19(A).** ~~p~~**Per** terms described in Article 18.L.2, ~~requiring~~ an educator must ~~to~~ retire at the end of the school year.

12. **Article 26, Parental and Child Rearing Leave**, *modify the language as follows:*

- A. Birth mothers, partners of birth mothers and adoptive or foster parents, shall be granted **P**parental **L**leave for the purpose of giving birth, adoption and/or foster care placement of a child under the age of 18 in accordance with applicable Federal and State Statutes including but not limited to the Massachusetts Parental Leave Act and the Family Medical Leave Act (FMLA). The Committee will maintain and make available to educators an informational reference that outlines applicable federal and state statutes.

1. Such leaves shall be taken concurrently, subject to the following: the eight (8) weeks of leave pursuant to the Massachusetts Parental Leave Act starts from the day of the birth but is only counted during scheduled working time. The twelve (12) weeks of FMLA leave commences at

birth but is only counted during scheduled working time. A request for such leave shall be made at least two (2) months before the anticipated birth, adoption or foster placement except in situations where that is not possible.~~practical.~~

2. Parental Leave is available during the first year of a newborn's life and during the first year after adoption or foster care placement. Said leave may be taken in up to two (2) separate blocks of time.
3. ~~Educators may use accrued sick time, and personal time for up to eight (8) weeks of Parental Leave. The days taken shall be deducted from an educator's available sick leave days and/or personal days. The balance of days taken shall be unpaid.~~
- 3 Paid Parental Leave. All educators, which includes birthing and non-birthing parents, who have been employed in the District for at least the previous six (6) consecutive months prior to the beginning of the leave shall be eligible for up to fifteen (15) paid Parental Leave days, not to be deducted from the educator's sick leave. Birth mothers shall be eligible for an additional five (5) paid Parental Leave days, not to be deducted from the educator's sick leave, for a total of twenty (20) paid Parental Leave days.
4. All educators may use accrued sick leave and personal days for the remaining duration of their eight (8) weeks of Parental Leave. The days taken shall be deducted from an educator's available sick leave and/or personal days. Any remaining time taken shall be unpaid.
5. Birth mothers may further use sick ~~time~~ leave to the extent that they remain disabled, as documented by a medical professional. Birth mothers who run out of sick ~~time~~ leave while recovering from birth and are still disabled after eight (8) weeks as previously described are entitled to use the sSick Leave bBank in accordance with Article 23.
- ~~B. Parental leave is also available to partners of birth mothers, adoptive or foster parents and birth mothers who have not exhausted twelve (12) weeks parental leave taken pursuant to A. above. Such leave provided in A. above excludes all non-school days. This leave may be taken for a total of twelve weeks (12) combined with any leave taken under A. above. Said leave is available during the first year of a newborn's life and during the first year after adoption or foster care placement. Said leave may be taken in up to two (2) separate blocks of time.~~
1. ~~Educators may use accrued sick time for up to a total of eight (8) weeks combined with any paid leave taken pursuant to A. above. The days taken shall be deducted from an educator's available sick leave days and/or personal days. Any remaining time taken shall be unpaid.~~
2. ~~A request for such leave shall be made at least two (2) months before the anticipated starting date, except in situations where that is not possible.~~

~~C. B.~~ A leave of absence without pay of up to one (1) school year shall be granted to an educator for the purpose of child rearing subsequent to leave taken pursuant to A. ~~and or B.~~ above. An educator on child rearing leave must notify the Superintendent of their intent to return to school for the next school year by February 1. If an educator notifies the Superintendent of their intent to return to school on February 1, they do not have the right to request a second year of leave. The Committee may require that the educator remain on leave until September following the year of expiration of the one (1) year period. If no position for which the educator is qualified is available at the end of the leave period, the educator shall be offered the first such available position irrespective of the one (1) year period.

13. **Article 30, Professional Development**, *modify the language as follows:*

B. 3. Reimbursement

a. Each School District shall fund a sum of money for course reimbursement. The fund will equal the number of educators in the district times four hundred dollars (\$400). For funding purposes, the number of educators in a district will be counted on October 1 for use in the next fiscal year. An educator who works in more than one district will be counted only once and assigned to a district for reimbursement purposes. Budgeted and unused course reimbursement funds for each school shall be calculated in the spring of each year and said funds shall be made available to the respective school's Principal to support summer per diem (\$225/day) professional development requests.

b. The amount of money each recipient receives is subject to approval by the Superintendent or their designee and will be paid upon submission of documentary evidence of successful completion of the course and provided the staff member is in service in the system upon reopening of school in September. For reimbursement of tuition, individuals must maintain a "B" average for an undergraduate or graduate course.

Audited courses, while not eligible for lane changes, shall be recognized for PDPs for licensure and eligible for reimbursement following the same reimbursement process as tuition.

The Professional Development Committee will approve payments not to exceed \$400~~800~~ to each educator who has completed a course and submitted the documentary evidence. The balance of payments to educators with claims that exceeds \$400~~800~~ will be made in June subject to available funds, but total reimbursement shall not exceed \$1,500 per educator.

14. **Appendix A**, *modify the first paragraph as follows:*

Year 1 - ~~3.0%~~

Year 2 - ~~3.0%~~

Year 3 - ~~3.0%~~

For reference, the matrices appear in this MOA after the signatures.

15. **Appendix C**, *modify as follows:*

TEACHING AND LEARNING

DSHS	Department Head	~~7.0~~ 5.50
DSHS	Student Information Manager*	3.00
DSMS	Curriculum Leaders	~~5~~ 4.25
DSMS	Team Leader*	4.25
Pine Hill	~~School Curriculum~~ Prof. Learning Community Leaders*	2.50
Chickering	~~School Curriculum~~ Leaders* same as above	2.50
District (PK-12)	~~Teacher~~ Educator Mentor Leader (Elementary and Region)*	1.00
District (PK-12)	~~Teacher~~ Educator Mentor*	0.75
District (PK-12)	Quality Peer Observer (QPO)	~~0.25~~ ~~0.75~~
District (PK-12)	School Nurse Leader*	5.50

District (K-12)	Department Chair Fine Arts	7.05.50
Region (6-12)	Department Chair Technology & Engineering	7.05.50
Region (6-12)	Department Chair Wellness	7.05.50

** These positions remain eligible for an increase through the ACED process for the duration of this contract.*

1. The base, or 1.0 multiplier, is

~~\$1,550 as of September 1, 2023~~

~~\$1,575 as of September 1, 2024~~

\$1,600 as of September 1, 2025⁶

3. The Advisory Council on Extra Compensatory Duties (ACED) concept is a regular part of our administrative design to allow for the review of **Co-Curricular and Athletic** existing positions and the analysis of new **Co-Curricular and Athletic** positions, **excluding those designated as Teaching and Learning (with the exception of those positions marked with an asterisk)**. The membership of ACED consists of three (3) Administrators, three (3) educators representing various grade levels, one being a Dover-Sherborn Education Association Executive Board Member, and the Superintendent, or their delegate representative, serving as chairperson ex-officio. The Administrators and educators on the ACED shall have equal voice in making recommendations to the Superintendent. The Athletic Director may be consulted by the ACED when considering Athletic roles. Elementary (Dover or Sherborn) representation will be required when addressing issues affecting either or both districts.

Related Article requiring language adjustment due to the above proposal

Article 15 - Department Head

~~D. Compensation for department heads shall be reviewed by the Extra Compensatory Committee. No consideration shall be given by that Committee to step increases for department heads.~~

Dover, Sherborn, Dover-Sherborn
Regional School Committees

Dover-Sherborn Education Association
(DSEA)

Chair of the Subcommittee for Negotiations

Co-Chairs of the DSEA Bargaining Team

Dated: _____

Dated: _____

Appendix A Matrices :

	Year 3 of Current Contract						
FY26	BA	BA+15	MA	MA+15	M+30	M+45	M+60
Step 1	\$59,007	\$60,549	\$63,692	\$65,364	\$67,077	\$68,799	\$70,520
Step 2	\$61,657	\$63,106	\$66,722	\$68,426	\$70,165	\$71,961	\$73,661
Step 3	\$64,213	\$65,725	\$69,870	\$71,565	\$73,301	\$74,992	\$76,640
Step 4	\$66,722	\$68,348	\$72,873	\$74,671	\$76,382	\$78,068	\$79,756
Step 5	\$69,325	\$71,018	\$75,723	\$77,782	\$79,622	\$81,344	\$83,058
Step 6	\$72,044	\$73,796	\$79,457	\$81,122	\$82,858	\$84,532	\$86,316
Step 7	\$74,862	\$76,683	\$82,690	\$84,448	\$86,159	\$87,873	\$89,703
Step 8	\$80,441	\$82,061	\$85,936	\$87,763	\$89,541	\$91,329	\$93,229
Step 9	\$83,594	\$85,277	\$92,528	\$93,755	\$94,526	\$95,298	\$96,894
Step 10	\$86,875	\$88,626	\$96,167	\$97,683	\$98,696	\$99,256	\$100,708
Step 11	\$90,548	\$92,374	\$99,951	\$101,526	\$103,255	\$104,307	\$104,880
Step 12	\$94,887	\$96,802	\$104,188	\$105,523	\$107,321	\$111,008	\$115,076
Step 13	\$99,113	\$101,114	\$109,193	\$109,999	\$111,876	\$115,723	\$119,964
Step 14			\$114,066	\$115,287	\$117,256	\$121,289	\$125,738
Step 15				\$120,437	\$122,495	\$126,711	\$131,361

	2026-2027	3%					
FY27	BA	BA+15	MA	MA+15	M+30	M+45	M+60
Step 1	\$60,777	\$62,365	\$65,603	\$67,325	\$69,089	\$70,863	\$72,636
Step 2	\$63,507	\$64,999	\$68,724	\$70,479	\$72,270	\$74,120	\$75,871
Step 3	\$66,139	\$67,697	\$71,966	\$73,712	\$75,500	\$77,242	\$78,939
Step 4	\$68,724	\$70,398	\$75,059	\$76,911	\$78,673	\$80,410	\$82,149
Step 5	\$71,405	\$73,149	\$77,995	\$80,115	\$82,011	\$83,784	\$85,550
Step 6	\$74,205	\$76,010	\$81,841	\$83,556	\$85,344	\$87,068	\$88,905
Step 7	\$77,108	\$78,983	\$85,171	\$86,981	\$88,744	\$90,509	\$92,394
Step 8	\$82,854	\$84,523	\$88,514	\$90,396	\$92,227	\$94,069	\$96,026
Step 9	\$86,102	\$87,835	\$95,304	\$96,568	\$97,362	\$98,157	\$99,801
Step 10	\$89,481	\$91,285	\$99,052	\$100,613	\$101,657	\$102,234	\$103,729
Step 11	\$93,264	\$95,145	\$102,950	\$104,572	\$106,353	\$107,436	\$108,026
Step 12	\$97,734	\$99,706	\$107,314	\$108,689	\$110,541	\$114,338	\$118,528
Step 13	\$102,086	\$104,147	\$112,469	\$113,299	\$115,232	\$119,195	\$123,563
Step 14			\$117,488	\$118,746	\$120,774	\$124,928	\$129,510
Step 15				\$124,050	\$126,170	\$130,512	\$135,302

	2027-2028	3%					
FY28	BA	BA+15	MA	MA+15	M+30	M+45	M+60
Step 1	\$62,601	\$64,236	\$67,571	\$69,345	\$71,162	\$72,989	\$74,815
Step 2	\$65,412	\$66,949	\$70,785	\$72,593	\$74,438	\$76,343	\$78,147
Step 3	\$68,124	\$69,728	\$74,125	\$75,923	\$77,765	\$79,559	\$81,307
Step 4	\$70,785	\$72,510	\$77,311	\$79,218	\$81,034	\$82,822	\$84,613
Step 5	\$73,547	\$75,343	\$80,335	\$82,519	\$84,471	\$86,298	\$88,116
Step 6	\$76,431	\$78,290	\$84,296	\$86,062	\$87,904	\$89,680	\$91,573
Step 7	\$79,421	\$81,353	\$87,726	\$89,591	\$91,406	\$93,224	\$95,166
Step 8	\$85,340	\$87,059	\$91,170	\$93,108	\$94,994	\$96,891	\$98,907
Step 9	\$88,685	\$90,470	\$98,163	\$99,465	\$100,283	\$101,102	\$102,795
Step 10	\$92,166	\$94,023	\$102,024	\$103,632	\$104,707	\$105,301	\$106,841
Step 11	\$96,062	\$98,000	\$106,038	\$107,709	\$109,543	\$110,659	\$111,267
Step 12	\$100,666	\$102,697	\$110,533	\$111,949	\$113,857	\$117,768	\$122,084
Step 13	\$105,149	\$107,272	\$115,843	\$116,698	\$118,689	\$122,771	\$127,270
Step 14			\$121,013	\$122,308	\$124,397	\$128,676	\$133,395
Step 15				\$127,772	\$129,955	\$134,428	\$139,361
	2028-2029	3%					
FY29	BA	BA+15	MA	MA+15	M+30	M+45	M+60
Step 1	\$64,479	\$66,164	\$69,598	\$71,425	\$73,297	\$75,179	\$77,059
Step 2	\$67,374	\$68,958	\$72,909	\$74,771	\$76,671	\$78,634	\$80,491
Step 3	\$70,167	\$71,819	\$76,349	\$78,201	\$80,098	\$81,946	\$83,747
Step 4	\$72,909	\$74,686	\$79,630	\$81,595	\$83,465	\$85,307	\$87,152
Step 5	\$75,753	\$77,603	\$82,745	\$84,994	\$87,005	\$88,887	\$90,760
Step 6	\$78,724	\$80,639	\$86,825	\$88,644	\$90,541	\$92,370	\$94,320
Step 7	\$81,804	\$83,794	\$90,358	\$92,279	\$94,148	\$96,021	\$98,021
Step 8	\$87,900	\$89,670	\$93,905	\$95,901	\$97,844	\$99,798	\$101,874
Step 9	\$91,345	\$93,184	\$101,108	\$102,449	\$103,291	\$104,135	\$105,879
Step 10	\$94,931	\$96,844	\$105,084	\$106,741	\$107,848	\$108,460	\$110,046
Step 11	\$98,944	\$100,940	\$109,219	\$110,940	\$112,830	\$113,979	\$114,605
Step 12	\$103,686	\$105,778	\$113,849	\$115,308	\$117,273	\$121,301	\$125,747
Step 13	\$108,303	\$110,490	\$119,318	\$120,199	\$122,250	\$126,454	\$131,088
Step 14			\$124,643	\$125,977	\$128,129	\$132,536	\$137,397
Step 15				\$131,605	\$133,854	\$138,461	\$143,542