

MEMORANDUM OF AGREEMENT

Between the

BOARD OF SCHOOL DIRECTORS

of the

DOVER AREA SCHOOL DISTRICT

And

DOVER AREA EDUCATION ASSOCIATION

AND NOW, this 9th day of July, 2026, this Memorandum of Agreement ("MOA") is entered into between the Dover Area School District ("District") and the Dover Area Education Association ("Association"). The District and the Association shall be referred to collectively as "the Parties."

WHEREAS, the Parties are subject to a Collective Bargaining Agreement ("CBA") covering the period July 1, 2023, through June 30, 2028; and

WHEREAS, the Association is the exclusive bargaining representative of a group of professional employees employed by the District; and

WHEREAS, Appendix III of the CBA outlines the supplemental extracurricular and co-curricular positions for which bargaining unit members are eligible, as well as rates of pay for said supplemental positions; and

WHEREAS, the Parties wish to establish a Girls Wrestling program and provide for coaching of said program by members of the bargaining unit represented by the Association.

NOW THEREFORE, intending to be legally bound hereby, the Parties agree as follows:

1. A delineation of Boys and Girls shall be added in the sport of Wrestling in Appendix III: Extracurricular & Co-Curricular Positions to read "Wrestling Boys" and "Wrestling Girls".
2. The current coaching positions listed as "Wrestling" shall be revised to say "Wrestling Boys". The current positions of "Varsity Head Coach", "Varsity Assistant", "JH Head Coach", and "JH Assistant" shall remain.
3. There will be no change to the current Unit Value of 45.
4. A new Athletic/Coaching position of "Girls Head Coach" at the Unit Value of 45 shall be added under the newly agreed upon Girls Wrestling sport of "Athletics" in Appendix III.
5. A new Athletic/Coaching position of "Girls Varsity Assistant" shall be added under the newly agreed upon Girls Wrestling sport of "Athletics" in Appendix III.
6. A new Athletic/Coaching position of "Girls JH Head Coach" shall be added under the newly agreed upon Girls Wrestling sport of "Athletics" in Appendix III.

7. A new Athletic/Coaching position of "Girls JH Assistant Coach" shall be added under the newly agreed upon Girls Wrestling sport of "Athletics" in Appendix III.
8. The Athletic/Coaching Salary Schedule shall be amended to include the following stipend schedules:

Wrestling (Boys/Girls)	Level 1	Level 2	Level 3	Level 4	Level 5
	60%	70%	80%	90%	100%
Position					
Varsity Head Coach	\$3,672	\$4,284	\$4,896	\$5,508	\$6,120
Varsity Assistant (70%)	\$2,570	\$2,999	\$3,427	\$3,856	\$4,284
JH Head Coach (55%)	\$2,020	\$2,356	\$2,693	\$3,029	\$3,366
JH Assistant Coach (50%)	\$1,836	\$2,142	\$2,448	\$2,754	\$3,060

9. This MOA constitutes the complete agreement between the Parties and shall not be supplemented or interpreted by either Party by reference to previous or subsequent writings or oral statements, save for the CBA or any written amendment to this MOA executed by both Parties.
10. This MOA shall continue in full force and effect until such time as it is modified in writing and executed by the Parties, and will be incorporated into the CBA.
11. Any violation of this MOA shall be subject to the grievance-arbitration process under the CBA.

IN WITNESS WHEREOF and intending to be legally bound hereby, the parties have caused this Memorandum to be duly executed as of the day and year first written above.

ATTEST:

Miranda Warner

Secretary

DOVER AREA SCHOOL DISTRICT

By: *Chris Conley*

President, Board of School Directors

ATTEST:

Elizabeth Mayer

Secretary

DOVER AREA EDUCATION ASSOCIATION

Julie Morley

By: Julie Morley (Jul 21, 2026 15:18:19 EDT)

President