PRINCIPAL BENEFITS

ABINGTON		Differences in Co	ontract:					
Grade Configuration: 9-12	Sick Days: 17 Accumulate? Yes Limit? Unlimited	percent:	or amount: \$70		Health Insurance: Yes FY16: 70% FY17: 70% Other Insurance:			FY19 : 70°
ADDITIONAL BENEF Specify: Annuity	FITS FY16: \$75	FY17: \$2000	FY18: \$2000	FY19: \$2	₀₀₀ Not	es:		
Grade Configuration: 5-8	Sick Days: 17 Accumulate? Yes Limit? Unlimited	Sick Leave B percent:	uy-Back? No		Health Insura FY16: 70%	nce: Yes FY17: 70%	FY18 : 70%	FY19: 70%
	Limit? Onlimited	or amount: conditions:			Other Insura	nce:		
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	Not	es:		
Grade Configuration: K-2	Sick Days: 18 Accumulate? Yes	Sick Leave B percent:	uy-Back? No		Health Insura FY16:	nce: No FY17:	FY18:	FY19:
	Limit? Unlimited	or amount: conditions:			Other Insura	nce:		
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	Not	es:		
Grade Configuration: 3-4	Sick Days: Accumulate? Limit?	Sick Leave B percent: or amount: conditions:	uy-Back? No		Health Insura FY16: Other Insura	FY17 : 70%	FY18: 70%	FY19:
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Not	es:		
ACTON-BOXBOROU		Differences in Co		F119:				
					Haalth I	Va-		
Grade Configuration: MS	Accumulate? Yes Limit? unlimited	Sick Leave B percent: or amount:	uy-back ? NO		Health Insura FY16:	nce: Yes FY17:	FY18 : 75%	FY19:
		conditions:			Other Insura	nce: Life Insura	ance (90% of sa	alary)
ADDITIONAL BENEF					81 . a			
Specify:	FY16:	FY17:	FY18:	FY19:	Not	es:		

Grade Configuration: Sick Days: 15 Sick Leave Buy-Back? No Health Insurance: Yes FY16: K-6 Accumulate? Yes FY17: **FY18**: 75% FY19: percent: Limit? Unlimited or amount: **Other Insurance:** Life Insurance (90% of salary) conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: Grade Configuration: Sick Days: 15 Sick Leave Buy-Back? No Health Insurance: Yes HS Accumulate? Yes FY16: FY17: **FY18:** 75% FY19: percent: Limit? unlimited or amount: Other Insurance: Life Insurance (90% of salary) conditions: **ADDITIONAL BENEFITS** Notes: FY18: FY19: Specify: FY16: FY17: **Differences in Contract: ACUSHNET Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 5-8 **FY16**: 60% **FY17**: 60% Accumulate? Yes percent: FY18:60% FY19:60% Limit? 200 or amount: \$30 Other Insurance: conditions: up to 200 **ADDITIONAL BENEFITS** Notes: First year principal, only one in the district FY16: FY17: FY18: FY19: Specify: Grade Configuration: Sick Davs: 18 Sick Leave Buy-Back? Yes Health Insurance: Yes PK-4 Accumulate? Yes **FY16**: 60% **FY17**: 60% percent: **FY18:** 60% **FY19**: 60% **Limit? 200** or amount: \$30 Other Insurance: conditions: up to 200 **ADDITIONAL BENEFITS** Notes: Only one elementary principal in district Specify: FY16: FY17: FY18: FY19: **Differences in Contract: AGAWAM Grade Configuration: Sick Days: 27** Sick Leave Buy-Back? No Health Insurance: Yes Accumulate? Yes FY16: FY17: K-4 percent: **FY18:** 50% **FY19:** 50% Limit? unlimited or amount: 30 per diem rate max Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: Longevity FY16: FY17: FY18: \$1250.00 FY19: \$1250.00

Grade Configuration: 5-6	Sick Days: 27 Accumulate? Yes Limit? unlimited	Sick Leave Be percent: or amount: 3 conditions:	uy-Back? Yes		Health Insurance: Yes FY16: FY17: Other Insurance:	FY18 : 50%	FY19 : 50%
ADDITIONAL BENEF Specify: Longevity	FITS FY16:	FY17:	FY18: \$1600.00	FY19: \$160	00.00 Notes:		
Grade Configuration: 7-8	Sick Days: 27 Accumulate? Yes Limit? unlimited	Sick Leave Book percent: or amount: 3 conditions:	uy-Back? No 30 per diem max		Health Insurance: Yes FY16: FY17: Other Insurance:	FY18: 50%	FY19:
ADDITIONAL BENEF Specify: Longevity	FITS FY16:	FY17:	FY18: \$800.00	FY19: \$800	0.00 Notes :		
Grade Configuration: 9-12	Sick Days: Accumulate? Yes Limit? Limited	Sick Leave Bound percent: or amount: 3 conditions:	uy-Back? Yes		Health Insurance: Yes FY16: FY17: Other Insurance:	FY18: 50%	FY19:
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18: \$1,250	FY19:	Notes:		
AMESBURY Grade Configuration: 9-12	Sick Days: 15 Accumulate? Yes Limit? 70	Sick Leave Be percent: or amount: conditions:			Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19 : 75%
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 5-8	Sick Days: 15 Accumulate? Yes Limit? 70	Sick Leave Be percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19: 75%
ADDITIONAL BENEF Specify: Travel, expenses, o	FY16: \$2,500	FY17: \$2500	FY18: \$2500	FY19: \$250	Notes:		

Grade Configuration: Sick Days: 15 Sick Leave Buy-Back? No Health Insurance: Yes

9-12 Accumulate? Yes **FY16:** 75% **FY17:** 75% **FY18:** 75% FY19: 75% percent:

> Limit? 70 or amount:

Other Insurance: conditions:

ADDITIONAL BENEFITS

Notes: FY17: FY18: FY19: Specify: Expense, travel FY16: \$2.500

& dues

Grade Configuration: Sick Davs: 15 Sick Leave Buy-Back? No Health Insurance: Yes

K-4 Accumulate? Yes percent: **FY16:** 75% **FY17:** 75% FY18: 75% FY19: 75%

> Limit? 70 or amount: Other Insurance:

conditions:

ADDITIONAL BENEFITS

Notes: Specify: Reimbursement FY19: \$2500 FY16: \$2,500 **FY17:** \$2500 FY18: \$2500

of expenses, travel & dues

Differences in Contract: ASHLAND

Grade Configuration: Sick Days: 15 Sick Leave Buy-Back? Yes Health Insurance: Yes

Accumulate? Yes K-2: 3-5: 6-8: 9-12 percent: FY16: #Type FY17: #Type FY18: #Type FY19:

Limit? 100/200 or amount: \$50

> Other Insurance: conditions:

ADDITIONAL BENEFITS

Notes: Health insurance percentage paid is Specify: Longevity - one FY16: \$1,800 FY17: \$1800.00 FY18: \$1,800.00 FY19:

dependent on plan administrator

1 gets health insurance stipend ATHOL-ROYALSTON RSD Differences in Contract:

Grade Configuration: Sick Days: 12 Health Insurance: Yes Sick Leave Buy-Back? Yes

Accumulate? Yes **FY16**: 80% **FY17**: 80% PK-4, K-6 percent: **FY18:** 80% **FY19**: 80%

> Limit? Unlimited or amount: Same as teachers

Other Insurance: Dental 80% conditions:

ADDITIONAL BENEFITS

Notes: Low Salary: 8 FTE, 260 days; High Salary: FY19: \$7500 Specify: Health FY16: FY17: **FY18:** \$7500

12 months; Insurance Stipend

Grade Configuration: Sick Days: 12 Sick Leave Buy-Back? Yes Health Insurance: Yes Middle/High School Accumulate? Yes **FY16**: 80% **FY17**: 80% **FY18:** 80% FY19:80% percent: Limit? Unlimited or amount: \$1000 Other Insurance: Dental 80% conditions: If 100 or more accumulated **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract: AVON Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: Yes 7-12 Accumulate? Yes **FY16**: 75% **FY17**: 75% **FY18:** 75% **FY19:** 75% percent: Limit? unlimited or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract: BELCHERTOWN Grade Configuration:** Sick Days: 15 Sick Leave Buy-Back? Yes Health Insurance: Yes PK-K; 1-3; 4-6, 7-8, Accumulate? Yes **FY16**: 75% **FY17**: 75% **FY19:** 70% percent: **FY18:** 70% 9-12 Limit? 222 or amount: \$17 Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: FY16: FY17: FY18: FY19: Differences in Contract: **BELLINGHAM Grade Configuration: Sick Days:** Sick Leave Buy-Back? No Health Insurance: No K-3 Accumulate? percent: FY16: FY17: FY18: FY19: Limit? or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY17: FY18: FY19: FY16: Specify: **Grade Configuration: Sick Days:** Sick Leave Buy-Back? No Health Insurance: No.

FY16:

FY19:

Other Insurance:

Notes:

FY17:

FY18:

Accumulate?

FY16:

Limit?

percent:

FY17:

or amount:

conditions:

FY18:

K-3 Stallbrook

Specify:

ADDITIONAL BENEFITS

FY19:

Grade Configuration: Sick Days: Sick Leave Buy-Back? No Health Insurance: Yes 8-12 High Accumulate? Yes FY16: 80% FY17: 80% **FY18:** 80% **FY19:** 80% percent: **Limit?** 150 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days:** Sick Leave Buy-Back? No Health Insurance: Yes 7-12 Accumulate? Yes **FY16**: 80% **FY17**: 80% FY18:80% **FY19:** 80% percent: Limit? or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days:** Sick Leave Buy-Back? No Health Insurance: No 4-7 Memorial Accumulate? FY16: FY17: FY18: FY19: percent: School I imit? or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract: BERKLEY Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: No PK-4 Accumulate? Yes FY16: FY17: percent: FY18: FY19: Limit? 220 or amount: Other Insurance: Annual annuity \$2000 conditions: **ADDITIONAL BENEFITS** Notes: Specify: FY16: FY17: FY18: FY19: Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? No Health Insurance: No. 5-8 Accumulate? Yes FY16: FY17: FY18: FY19: percent: **Limit? 220** or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes:

FY18: \$2000

FY19: \$2000

FY16: \$2,000

FY17: \$2000

Specify: Guidance

stipend

BERKSHIRE HILLS	RSD	Differences in Co	ntract:				
Grade Configuration: 5-8	Sick Days: 18 Accumulate? Yes	Sick Leave Bu	u y-Back? No		Health Insurance: Yes FY16: 83% FY17: 83%	FY18 : 83%	FY19 : 83%
	Limit? 220	or amount: conditions:			Other Insurance: Life (89%	5); Dental (50%)	
ADDITIONAL BENEF Specify: Annuity	FY16: \$1,920	FY17 : \$2400	FY18: \$2400	FY19: \$24	Notes:		
Grade Configuration: 9-12 (Sped)	Sick Days: 18 Accumulate? Yes Limit? 220	Sick Leave Bound Percent: or amount: conditions:	u y-Back? No		Health Insurance: Yes FY16: 83% FY17: 83% Other Insurance: Life (89%	FY18: 5); Dental (50%)	FY19:
ADDITIONAL BENEF Specify: Annuity; Longevity	FY16: \$1,920	FY17: \$3600	FY18:	FY19: \$48	Notes: In FY16, re of longevity	ceived \$5750 in a ; FY18 salary is fo	
Grade Configuration: PK-4	Sick Days: 18 Accumulate? Yes Limit? 220	Sick Leave Bu percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16: 83% FY17: 83% Other Insurance: Life; Den	FY18: 83% tal 50%	FY19:
ADDITIONAL BENEF Specify: Annuity	FY16: \$2,400	FY17: \$2400	FY18 : \$2400	FY19:	Notes:		
BERLIN		Differences in Co	ntract:				
Grade Configuration:	Sick Days: 15 Accumulate? Yes	Sick Leave Bupercent:	u y-Back? No		Health Insurance : Yes FY16 : 80% FY17 : 80%	FY18 : 80%	FY19: 80%
	Limit? 95	or amount: conditions:			Other Insurance:		
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
BERLIN-BOYLSTON	I RSD	Differences in Co	ntract:				
Grade Configuration: 6-12	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave But percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16: 80% FY17: 80% Other Insurance:	FY18 : 80%	FY19 : 80%
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		

BEVERLY		Differences in	Contract:				
Grade Configuration: 6-8 Middle	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave percent: or amount conditions			Health Insurance: Yes FY16: 80% FY17: 80% Other Insurance:	FY18: 80%	FY19 : 80%
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: K-5 Elementary	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave percent: or amount conditions			Health Insurance: Yes FY16: 80% FY17: 80% Other Insurance:	FY18: 80%	FY19 : 80%
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 9-12 High School	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave percent: or amount conditions	=		Health Insurance: Yes FY16: 80% FY17: 80% Other Insurance:	FY18:80%	FY19: 80%
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
BRAINTREE		Differences in	Contract:				
Grade Configuration: 9-12	Sick Days: 20 Accumulate? Yes Limit? 277	Sick Leave percent: or amount conditions	•		Health Insurance: Yes FY16:#Type FY17:#Type ! Other Insurance: Life Insura	!	FY19: #Type !
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 6-8	Sick Days: 20 Accumulate? Yes Limit? 277	Sick Leave percent: or amount	Buy-Back? Yes : \$12		Health Insurance: Yes FY16:#Type FY17:#Type !	FY18: #Type !	FY19:
		conditions	::		Other Insurance: Life Insura	ance 50%	
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		

Grade Configuration: Sick Days: 17 Sick Leave Buy-Back? Yes Health Insurance: Yes K-5 Accumulate? Yes **FY16**: #Type **FY17**: #Type **FY18**: #Type **FY19**: percent: Limit? 235 or amount: \$12 Other Insurance: Life Insurance 50% conditions: **ADDITIONAL BENEFITS** Notes: FY17: FY18: FY19: FY16: Specify: Differences in Contract: **BROOKFIELD Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes PK-6 Accumulate? Yes percent: **FY16**: 60% **FY17**: 60% **FY18:** 60% **FY19:** 60% Limit? 180 or amount: Other Insurance: Dental 60% conditions: **ADDITIONAL BENEFITS** Notes: FY17: FY16: FY18: FY19: Specify: Differences in Contract: Minor differences **CANTON Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes Accumulate? Yes **FY16**: 75% **FY17**: 75% K-5 Elementary percent: **FY18:** 75% **FY19:** 75% Limit? or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: FY16: FY17: FY18: FY19: **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes 9-12 Accumulate? Yes **FY16**: 75% **FY17**: 75% **FY19:** 75% percent: **FY18:** 75% Limit? 180 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes 6-8 Middle Accumulate? Yes percent: **FY16**: 75% **FY17**: 75% **FY18:** 75% **FY19**: 75% Limit? or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes:

FY18:

FY19:

FY16:

Specify:

FY17:

CARVER		Differences in Cor	ntract:				
Grade Configuration: PK-5	Sick Days: 18 Accumulate? Yes Limit? 200	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19: 75%
ADDITIONAL BENEF Specify: Conf/Memb p/Trave/Tui	ershi FY16: \$7,000	FY17 : \$7000	FY18: \$7000	FY19: \$70	000 Notes :		
CHELMSFORD		Differences in Cor	ntract:				
Grade Configuration: 5-8	Sick Days: 25 Accumulate? Yes Limit?	Sick Leave Bu percent: or amount: C conditions:			Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18 : 75%	FY19:
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 9-12	Sick Days: 18 Accumulate? Yes Limit?	Sick Leave Bu percent: or amount: conditions:	y-Back? Yes		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19: 75%
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: K-4	Sick Days: 25 Accumulate? Yes Limit?	Sick Leave Bu percent: or amount: C conditions:			Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19:
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
CLINTON		Differences in Cor	ntract:				
Grade Configuration: Elementary PK-3; Middle 4-8; High 9- 12	Sick Days: 18 Accumulate? Yes Limit? Unlimited	Sick Leave Bu percent: or amount: u conditions:	-		Health Insurance: Yes FY16: 70% FY17: 70% Other Insurance:	FY18 : 70%	FY19:
ADDITIONAL BENEF Specify: Longevity	FITS FY16: \$3,700	FY17: \$3700	FY18: \$3700	FY19: \$37	700 Notes: Additional b	enefits range fror	n \$200-\$3700

Differences in Contract: **CONCORD-CARLISLE RSD** Grade Configuration: Sick Days: 20 Sick Leave Buy-Back? No Health Insurance: Yes Accumulate? Yes K-5 FY16: #Type FY17: #Type FY18: #Type FY19: #Type percent: **Limit?** 180 or amount: Other Insurance: Dental 50% conditions: **ADDITIONAL BENEFITS** Notes: Sick days - 20 discretionary FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 20** Sick Leave Buy-Back? No Health Insurance: Yes Accumulate? Yes 6-8 percent: FY16: FY17: **FY18:** 55% **FY19:** 55% Limit? 180 or amount: Other Insurance: Dental 50% conditions: **ADDITIONAL BENEFITS** Notes: Sick days- 20 discretionary FY17: FY18: FY16: FY19: Specify: Grade Configuration: Sick Days: 20 Sick Leave Buy-Back? No Health Insurance: Yes High School Accumulate? Yes **FY16**: 63% **FY17**: 55% percent: **FY18**: 55% **FY19:** 55% Limit? 180 or amount: Other Insurance: Dental 50% conditions: ADDITIONAL BENEFITS Notes: Sick days: 20 discretionary days FY17: FY18: FY19: Specify: FY16: **Differences in Contract:** Percent paid for health insurance **CONWAY** Grade Configuration: Sick Days: 20 Sick Leave Buy-Back? No Health Insurance: Yes PK-6 Accumulate? Yes **FY16**: 70% **FY17**: 70% **FY19:** 70% percent: **FY18:** 70% Limit? 180 or amount: Other Insurance: Disability conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract: DANVERS Grade Configuration: Sick Days: 18** Health Insurance: No Sick Leave Buy-Back? No 6-8 Middle Accumulate? Yes FY16: FY17: FY18: FY19: percent: **Limit?** 225 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: TSA on FY16: \$1.500 FY17: \$1500 FY18: \$1500 FY19: conference

Differences in Contract: **DARTMOUTH Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes K-5 Accumulate? Yes **FY16**: 52% **FY17**: 52% FY19: percent: 20% **FY18**: 52% Limit? Unlimited or amount: Per diem rate Other Insurance: conditions: up to 150 days **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 5-8 **FY16**: 52% **FY17**: 52% Accumulate? Yes percent: 20% **FY18:** 52% FY19:52% Limit? unlimited or amount: Per diem rate Other Insurance: conditions: up to 150 days **ADDITIONAL BENEFITS** Notes: Specify: FY16: FY17: FY18: FY19: **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 9-12 Accumulate? Yes percent: 20% **FY16**: 52% **FY17**: 52% FY18: 52% FY19: 52% I imit? or amount: Other Insurance: conditions: ADDITIONAL BENEFITS Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract: DEERFIELD** Grade Configuration: Sick Days: 20 Sick Leave Buy-Back? No Health Insurance: Yes PK-6 Accumulate? Yes **FY16**: 70% **FY17**: FY18: FY19: percent: **Limit?** 180 or amount: Other Insurance: Disability: Life conditions: **ADDITIONAL BENEFITS** Notes: Specify: FY16: FY17: FY18: FY19: Differences in Contract: Each principal has an individual contract and compensation **EAST BRIDGEWATER** Sick Leave Buy-Back? Yes **Grade Configuration: Sick Days:** Health Insurance: Yes PK-2 Accumulate? percent: **FY16**: 40% **FY17**: 40% **FY18:** 40% **FY19**: 40% Limit? or amount: Other Insurance: conditions: 25 days- daily rate upon time of separation; after 10 years **ADDITIONAL BENEFITS** Notes: Individual Contracts 07/01/16-06/30/19 3 yrs Specify: FY16: FY17: FY18: FY19:

Grade Configuration: Sick Davs: 15 Sick Leave Buy-Back? Yes Health Insurance: Yes 3-6 FY16: FY17: **FY18:** 40% FY19: 40% Accumulate? Yes percent: Limit? unlimited or amount: Other Insurance: conditions: 25 days- daily rate upon time of separation; after 10 years **ADDITIONAL BENEFITS** Notes: Individual contract 07/01/17- 06/30/20 3 yrs FY16: FY17: FY18: FY19: Specify: Grade Configuration: Sick Davs: 15 Sick Leave Buv-Back? Yes Health Insurance: Yes 7-12 Accumulate? Yes FY16: FY17: **FY18:** 40% **FY19**: 40% percent: Limit? Unlimited or amount: Other Insurance: conditions: 25 days- daily rate upon time of separation; after 10 years **ADDITIONAL BENEFITS** Notes: Individual contract 07/01/17-06/30/20 3 yrs FY19: Specify: FY16: FY17: FY18: **Differences in Contract: EAST LONGMEADOW Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: Yes PK-12 Accumulate? Yes percent: FY16: **FY17:** 70% **FY18:** 70% **FY19:** 70% **Limit?** 130 or amount: Other Insurance: Small Life Insurance Policy conditions: **ADDITIONAL BENEFITS** Notes: Specify: Disability FY16: FY17: \$2,000 FY18: \$2,000 FY19: \$2,000 Insurance **Differences in Contract: FRANKLIN Grade Configuration: Sick Days: 16** Sick Leave Buy-Back? No Health Insurance: Yes 9-12 High Accumulate? Yes FY16: #Type FY17: #Type FY18: #Type FY19: percent: Limit? 244 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Additional benefits range from \$1500-\$3000 Specify: Prof. Dev. FY16: \$3.000 FY17: \$3000 FY18: \$3000 FY19: Grade Configuration: Sick Days: 16 Sick Leave Buy-Back? No Health Insurance: Yes Accumulate? Yes 6-8 Middle percent: **FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19: Limit? 244** or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY17: \$1500 FY18: \$1500 FY19: Specify: Prof. Dev. FY16: \$2,500

Differences in Contract: **FRONTIER RSD Grade Configuration: Sick Days:** Sick Leave Buy-Back? No Health Insurance: No 7-12 Accumulate? **FY16**: 80% **FY17**: 80% percent: **FY18**: 80% **FY19**: 80% Limit? or amount: Other Insurance: Disability Life conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: Differences in Contract: **GROTON-DUNSTABLE RSD** Health Insurance: No **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? Yes 5-8 Accumulate? Yes FY16: FY17: FY18: FY19: percent: Limit? 45 or amount: Per Diem Other Insurance: Life & Disability conditions: **ADDITIONAL BENEFITS** Notes: Specify: Travel FY16: \$250 FY17: \$250 FY18: \$250 FY19: Grade Configuration: Sick Davs: 15 Sick Leave Buv-Back? Yes Health Insurance: Yes 9-12 **FY16**: 85% **FY17**: FY18: FY19: Accumulate? Yes percent: Limit? 45 or amount: Per Diem Other Insurance: Disability, Life, Dental 65% conditions: 30 Days Max **ADDITIONAL BENEFITS** Notes: FY16: \$250 FY17: \$250 FY18: \$250 FY19: \$250 Specify: Mileage **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? Yes Health Insurance: Yes K-4 Accumulate? Yes **FY16**: 85% **FY17**: 85% percent: **FY18**: 85% **FY19**: 85% **Limit? 180** or amount: Per Diem Other Insurance: Disability & Life conditions: 30 Days Max ADDITIONAL BENEFITS Notes: Specify: Longevity & FY16: \$500 **FY17:** \$500 FY18: \$500 FY19: \$500 Mileage/\$250 **Differences in Contract:** Sick days, sick leave accumulation and sick leave buy back are for the veteran principal only **HANOVER** Grade Configuration: Sick Days: 15/24 Sick Leave Buy-Back? Yes Health Insurance: Yes K-4 Accumulate? Yes **FY16**:50% **FY17**:50% **FY18:** 50% **FY19:** 50% percent: Limit? 100 or 165 or amount: \$12000 Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: Professional **FY16:** \$2.000 **FY17:** \$2000 **FY18:** \$2000 **FY19:** \$2000 Development

Grade Configuration: 5-8		cumulate? Yes	Sick Leave Bu percent: or amount: conditions:	ıy-Back? No		Health Insurance: Yes FY16: 50% FY17: 50% Other Insurance:	FY18: 50%	FY19 : 50%
ADDITIONAL BENEF Specify: Professiona Developme	al	FY16: \$2,000	FY17 : \$2000	FY18: \$2000	FY19 : \$20	Notes:		
Grade Configuration: 9-12		cumulate? Yes	Sick Leave Bu percent: or amount: conditions:	ry-Back? No		Health Insurance: Yes FY16: 50% FY17: 50% Other Insurance:	FY18: 50%	FY19: 50%
ADDITIONAL BENEF Specify: Professiona Developme	al	FY16: \$2,000	FY17: \$2000	FY18: \$2000	FY19 : \$20	Notes:		
HARVARD			Differences in Co	ntract:				
Grade Configuration: 6-12	Acc	Days: 15 cumulate? Yes	Sick Leave Bu percent: or amount:	ı y-Back? No		Health Insurance: Yes FY16: 15% FY17: 17%	FY18: 18%	FY19: 20%
ADDITIONAL BENEF Specify:	TITS	FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: PK-1	Acc	Days: 20 cumulate? Yes uit? Unlimited	Sick Leave Bu percent: or amount:	•		Health Insurance: Yes FY16: #Type FY17: #Type ! !	!	FY19:
			conditions:			Other Insurance: Life Insura	nce \$50K	
ADDITIONAL BENEF Specify: Tuition Reimburser		FY16: \$1,250	FY17: \$1250	FY18: \$1250	FY19:	Notes:		
Grade Configuration: 2-3;4-5	Acc	Days: 20 cumulate? Yes nit? Unlimited	Sick Leave Bu percent: or amount:	ı y-Back? No		Health Insurance: Yes FY16: #Type FY17: #Type !	FY18: #Type	FY19:
			conditions:			Other Insurance: Life Insura	nce \$50k	
ADDITIONAL BENEF Specify: Tuition Reimburser		FY16: \$1,250	FY17 : \$1250	FY18: \$1250	FY19:	Notes:		

Grade Configuration: Sick Days: 20 Sick Leave Buy-Back? No Health Insurance: Yes 6-8 Accumulate? Yes **FY16**: #Type **FY17**: #Type **FY18**: #Type **FY19**: percent: Limit? Unlimited or amount: Other Insurance: Life Insurance \$50k conditions: **ADDITIONAL BENEFITS** Notes: FY18: \$1250 Specify: Tuition FY16: \$1,250 FY17: \$1250 FY19: Reimbursement Grade Configuration: Sick Davs: 20 Sick Leave Buy-Back? No Health Insurance: Yes 9-12 Accumulate? Yes percent: FY16: #Type FY17: #Type FY18: #Type FY19: Limit? Unlimited or amount: Other Insurance: Life Insurance \$50k conditions: **ADDITIONAL BENEFITS** Notes: Specify: Tuition FY16: \$1,250 FY17: \$1250 FY18: \$1250 FY19: Reimbursement Differences in Contract: Fach administrator has an individual contract HUDSON Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? Yes Health Insurance: Yes PK-4 Accumulate? Yes percent: **FY16**: 50% **FY17**: 50% **FY18:** 50% FY19: Limit? 200 or amount: \$60 Other Insurance: Dental (paid by employee): life (50%) conditions: paid by employee) ADDITIONAL BENEFITS Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 5-7 Accumulate? Yes **FY16:**50% **FY17:**50% **FY18:** 50% FY19: percent: Limit? 200 or amount: \$60 Other Insurance: Dental (paid by employee); life (50% conditions: paid by employee) ADDITIONAL BENEFITS Notes: FY17: FY18: FY19: Specify: FY16: Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? Yes Health Insurance: Yes 8-12 Accumulate? Yes percent: **FY16**: 100% **FY17**: 100% **FY18**: 50% FY19:50% Limit? 200 or amount: \$60 Other Insurance: Dental (paid by employee); life (50% conditions: paid by employee) **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify:

HULL		Differences i	n Contract:				
Grade Configuration: 6-8	Sick Days: 15 Accumulate? Yes Limit? 240	percent: or amou	Sick Leave Buy-Back? Yes percent: 50% or amount: conditions:		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18 : 75%	FY19: 75%
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: PK-5	Sick Days: 15 Accumulate? Yes Limit? 240	Sick Leav percent: or amou conditio	nt:		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19: 75%
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 9-12	Sick Days: 15 Accumulate? Yes Limit? 240	Sick Leav percent: or amou conditio	nt:		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19: 75%
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
IPSWICH		Differences i	n Contract:				
Grade Configuration: K-5 & Preschool	Sick Days: 15 Accumulate? Yes Limit? 250	percent:	nt: \$3050 max		Health Insurance: Yes FY16: 65% FY17: 65% Other Insurance:	FY18: 65%	FY19: 65%
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 9-12	Sick Days: 15 Accumulate? Yes Limit? 250	percent:	nt: \$3050 max		Health Insurance: Yes FY16: 65% FY17: 65% Other Insurance:	FY18: 65%	FY19: 65%
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		

Grade Configuration: Sick Days: 15 Sick Leave Buy-Back? Yes Health Insurance: Yes 6-8 Accumulate? Yes FY16: 65% FY17: 65% **FY18:** 65% FY19:65% percent: Limit? 250 or amount: \$3050 max Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract:** KING PHILIP RSD **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: Yes 7-8 Accumulate? Yes FY16: FY17: **FY18:** 75% **FY19:** 75% percent: Limit? 225 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: Yes FY16: FY17: 9-12 Accumulate? Yes percent: **FY18**: 75% **FY19:** 75% Limit? 225 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract:** LONGMEADOW **Grade Configuration: Sick Days:** Sick Leave Buy-Back? No Health Insurance: No. Accumulate? FY16: FY17: High School percent: FY18: FY19: Limit? or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY17: FY18: FY19: FY16: Specify: **Grade Configuration: Sick Days:** Sick Leave Buy-Back? No Health Insurance: No Middle School FY16: FY18: FY19: Accumulate? percent: FY17: Limit? or amount: Other Insurance:

conditions:

FY18:

FY17:

FY16:

ADDITIONAL BENEFITS

Specify:

Notes:

FY19:

Grade Configuration: Sick Days: Sick Leave Buy-Back? No Health Insurance: No FY16: FY19: Accumulate? FY17: FY18: Elementary percent: I imit? or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: Differences in Contract: Only 1 HS principal **LUDLOW** Health Insurance: Yes **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes 9-12 Accumulate? Yes **FY16**:81% **FY17**:81% percent: **FY18:** 81% FY19: **Limit? 275** or amount: \$15 Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY18: FY19: Specify: FY16: FY17: **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 6-8 Accumulate? Yes percent: **FY16**:81% **FY17**:81% **FY18:** 81% FY19: **Limit? 275** or amount: \$15 Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes PK-1; 2-3; 4-5 Accumulate? Yes **FY16**:81% **FY17**:81% FY19: percent: **FY18**: 81% Elementary Limit? 275 or amount: \$15 Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: FY16: FY17: FY18: FY19: **Differences in Contract:** LYNNFIELD **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes 9-12 Accumulate? Yes percent: FY16: #Type FY17: #Type FY18: #Type FY19: #Type Limit? unlimited or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY17: FY18: FY19: FY16: Specify:

Grade Configuration: 5-8	Sick Days: 15 Accumulate? Yes Limit? unlimited	Sick Leave Bu percent: or amount:	y-Back? No		Health Insurance: Yes FY16: #Type FY17: #Type !	FY18: #Type !	FY19: #Type !
		conditions:			Other Insurance:		
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: K-4	Sick Days: 15 Accumulate? Yes Limit? unlimited	Sick Leave Bu percent: or amount:	y-Back? No		Health Insurance: Yes FY16: #Type FY17: #Type !	e FY18: #Type !	FY19: #Type !
		conditions:			Other Insurance:		
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
MARLBOROUGH		Differences in Co	ntract:				
Grade Configuration:	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insurance: Yes FY16: 70% FY17: 70% Other Insurance: Dental	FY18: 70%	FY19 : 70%
ADDITIONAL BENEI	FITS						
Specify:	FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 5-8	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insurance: No FY16: FY17: Other Insurance: Dental 50	FY18 :	FY19:
ADDITIONAL BENEI	FITS						
Specify:	FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: K-4	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insurance: Yes FY16:70% FY17:70% Other Insurance: Dental 50	FY18 : 70%	FY19: 70%
ADDITIONAL BENE	FITO	conditions:					
ADDITIONAL BENEI Specify:	FY16:	FY17:	FY18:	FY19:	Notes:		

Differences in Contract: **MASHPEE Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? Yes Health Insurance: Yes PK-2: 3-6: 7-9: 10-Accumulate? Yes **FY16**: 75% **FY17**: 75% percent: 33% **FY18**: 75% FY19: 75% 12 **Limit? 100** or amount: Other Insurance: \$100,000 Life not to exceed \$800: conditions: Disability not to exceed \$3600: Group Life Insurance 15% **ADDITIONAL BENEFITS** Notes: Specify: 3 personal days FY16: FY17: FY18: FY19: Differences in Contract: High school compared to grammar **METHUEN Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 9-12 Accumulate? Yes **FY16**: 62% **FY17**: 62% FY18: 62% FY19:62% percent: Limit? 247 or amount: Other Insurance: conditions: \$30 1-100; \$60 101-247 **ADDITIONAL BENEFITS** Notes: Specify: 1500 Travel, 50 **FY16:** \$1,550 **FY17:** \$1550 FY18: \$1550 FY19: \$1550 cell Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? Yes Health Insurance: Yes PK-8 Accumulate? Yes percent: **FY16**: 62% **FY17**: 62% **FY18:** 62% **FY19:** 62% Limit? 247 or amount: Other Insurance: \$25 1-100; \$45 day 101-247 conditions: ADDITIONAL BENEFITS Notes: Specify: Cell **FY16:** \$40 **FY17:**\$40 FY18: \$40 FY19: \$40 **Differences in Contract: MIDDLEBOROUGH** Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? No Health Insurance: Yes PreK-K (early Accumulate? Yes **FY16:**80% **FY17:**80% **FY18:** 80% FY19: percent: childhood center) Limit? or amount: Other Insurance: Life/Supplemental up to \$900/year conditions: ADDITIONAL BENEFITS Notes: Specify: FY16: FY17: FY18: FY19: **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: Yes 1-5 (Henry B. & Accumulate? Yes percent: FY16: #Type FY17: #Type FY18: #Type FY19:

ADDITIONAL BENEFITS

Mary K. Elementary

Schools)

Specify: FY16: FY17: FY18: FY19: Notes:

or amount:

conditions:

Limit?

Other Insurance: Life/Supplemental up to \$900/year

Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? No Health Insurance: Yes 6-8 Accumulate? Yes **FY16**: 80% **FY17**: 80% **FY18:** 80% FY19: percent: Limit? or amount: Other Insurance: Life/Supplemental up to \$900/year conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? No Health Insurance: Yes 9-12 Accumulate? Yes **FY16**: 80% **FY17**: 80% **FY18:** 80% FY19: percent: Limit? or amount: Other Insurance: Life/Supplemental up to \$900/year conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY18: FY19: Specify: FY17: **Differences in Contract: MILFORD Grade Configuration: Sick Days:** Sick Leave Buy-Back? No Health Insurance: Yes PΚ **FY16**: 70% **FY17**: 70% Accumulate? percent: **FY18:** 70% FY19: Limit? or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes K-2 Accumulate? Yes **FY16:** 70% **FY17:** 70% percent: **FY18:** 70% **FY19:** 70% Limit? 250 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: FY16: FY17: FY18: FY19: **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes K-2 Accumulate? Yes **FY16**: 70% **FY17**: 70% percent: **FY18:** 70% **FY19:** 70% Limit? 250 or amount: Other Insurance: conditions:

FY18:

FY16:

FY17:

ADDITIONAL BENEFITS

Specify:

Notes:

FY19:

Grade Configuration: Sick Days: 15 Health Insurance: Yes Sick Leave Buy-Back? No 3-5 Accumulate? Yes **FY16**: 70% **FY17**: 70% **FY18:** 70% **FY19:** 70% percent: Limit? 250 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: Grade Configuration: Sick Days: 15 Sick Leave Buy-Back? No Health Insurance: Yes 6-8 Accumulate? Yes **FY16**: 70% **FY17**: 70% **FY18:** 70% **FY19:** 70% percent: **Limit? 250** or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes 9-12 Accumulate? Yes FY16: FY17: **FY18:** 70% **FY19:** 70% percent: **Limit?** 250 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: FY16: FY17: FY18: FY19: **Differences in Contract: MILLBURY** Grade Configuration: Sick Davs: 15 Sick Leave Buy-Back? No Health Insurance: Yes PK-3 Accumulate? Yes **FY16**: 75% **FY17**: 75% **FY18:** 75% **FY19:** 75% percent: **Limit?** 183 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: Travel and cell FY16: FY17: FY18: FY19: phone **Differences in Contract: MILLIS** Grade Configuration: Sick Days: 40 Sick Leave Buy-Back? No Health Insurance: Yes K-4 Accumulate? Yes **FY16**: 68% **FY17**: FY18: FY19: percent: Limit? Unlimited or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: FY16: FY17: FY18: FY19:

MILTON		Differences in	Contract:				
Grade Configuration: High School	Sick Days: 18 Accumulate? Yes Limit?	percent: or amount	Sick Leave Buy-Back? No percent: or amount: conditions:		Health Insurance: Yes FY16: 80% FY17: 80% Other Insurance:	FY18 : 78%	FY19 : 76%
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: Elementary	Sick Days: 18 Accumulate? Yes Limit?	Sick Leave percent: or amount conditions			Health Insurance: Yes FY16: 80% FY17: 80% Other Insurance:	FY18 : 78%	FY19 : 76%
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: Middle	Sick Days: 18 Accumulate? Yes Limit?	Sick Leave percent: or amount conditions			Health Insurance: Yes FY16: 80% FY17: 80% Other Insurance:	FY18 : 78%	FY19: 76%
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
NAHANT		Differences in	Contract:				
Grade Configuration: PK-6	Sick Days: 15 Accumulate? Yes Limit? 225	Sick Leave percent: or amount conditions			Health Insurance: Yes FY16: FY17: 50% Other Insurance:	FY18: 50%	FY19: 50%
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
NANTUCKET		Differences in	Contract:				
Grade Configuration: 6-8	Sick Days: 18 Accumulate? Yes Limit? 100	Sick Leave percent: or amount conditions			Health Insurance: Yes FY16: 90% FY17: 90% Other Insurance:	FY18 : 90%	FY19: 80%
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:		

Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? Yes Health Insurance: Yes 9-12 Accumulate? Yes **FY16:** 90% **FY17:** 90% **FY18**: 90% FY19:80% percent: **Limit?** 100 or amount: \$100 Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: Yes PK-5 Accumulate? Yes **FY16**: 90% **FY17**: 90% **FY18:** 90% **FY19:** 80% percent: Limit? 100 or 50 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY19: Specify: FY16: FY17: FY18: Differences in Contract: Vacation day rollover & sick day limit NARRAGANSETT RSD Grade Configuration: Sick Days: 17 Sick Leave Buy-Back? No Health Insurance: Yes K-4 Accumulate? Yes percent: **FY16**: 75% **FY17**: 75% **FY18**: 75% **FY19:** 75% **Limit?** 195 or amount: Other Insurance: Life Insurance conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY19: \$600 Specify: Cell phone FY18: \$600 Grade Configuration: Sick Davs: 17 Sick Leave Buy-Back? No Health Insurance: Yes 5-8 Accumulate? Yes **FY16**: 75% **FY17**: 75% **FY19:** 75% percent: **FY18**: 75% **Limit?** 195 or amount: Other Insurance: Life Insurance conditions:

ADDITIONAL BENEFITS

Notes: Specify: Cell phone FY16: FY17:\$600 FY18: \$600 FY19: \$600

Sick Leave Buy-Back? No **Grade Configuration: Sick Days: 17** Health Insurance: Yes

9-12 Accumulate? Yes **FY16**: 75% **FY17**: 75% percent:

> **Limit?** 195 or amount:

Other Insurance: Life Insurance conditions:

ADDITIONAL BENEFITS

Notes: FY16: FY17:\$600 FY18: \$600 FY19: \$600 Specify: Cell phone

FY19: 75%

FY18: 75%

Grade Configuration: Sick Days: 17 Sick Leave Buy-Back? No Health Insurance: Yes

PK-4 Accumulate? Yes **FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75% percent:

> **Limit?** 195 or amount:

Other Insurance: Life Insurance conditions:

ADDITIONAL BENEFITS

Notes: FY17: \$600 FY18: \$600 FY19: \$600 Specify: Cell phone FY16:\$600

Differences in Contract: One is principal PreK-8, others are 6-8. some have 20 vacation some 25 **NASHOBA RSD**

Grade Configuration: Sick Davs: 15 Sick Leave Buy-Back? No Health Insurance: Yes

6-8 Middle Accumulate? Yes **FY16**: 70% **FY17**: 70% FY19: percent: **FY18:** 70%

> **Limit? 180** or amount: Other Insurance: Dental 50/50 conditions:

ADDITIONAL BENEFITS

Notes: Specify: Tuition or FY16: **FY17:** \$2000 FY18: \$2000 FY19:

conferences

Grade Configuration: Sick Davs: 15 Sick Leave Buy-Back? No Health Insurance: Yes

9-12 High Accumulate? Yes FY16: FY17: **FY18:** 70% FY19: percent:

> **Limit?** 180 or amount: Other Insurance: Dental 50/50

conditions:

ADDITIONAL BENEFITS Notes: 25 days vacation Specify: Tuition or FY16: FY17: FY18: \$2000 FY19:

Conferences

Grade Configuration: Sick Davs: 15 Sick Leave Buy-Back? No Health Insurance: Yes

PK-5 Accumulate? Yes percent: **FY16**: 70% **FY17**: 70% **FY18:** 70% FY19:

> **Limit?** 180 or amount: Other Insurance: Dental at 50/50

conditions:

ADDITIONAL BENEFITS

Notes: 20 vacation days Specify: Tuition or FY16: FY19: **FY17:** \$2000 FY18: \$2000

Conferences

Differences in Contract: **NORFOLK**

Grade Configuration: Sick Days: 20 Sick Leave Buy-Back? Yes Health Insurance: Yes

Elementary Accumulate? Yes percent: **FY16**: 63% **FY17**: 64% **FY18:** 64% **FY19**: 64%

> Limit? 221 or amount:

Other Insurance: Basic Life Insurance 10K conditions: 1/10 of per diem; 180 max

ADDITIONAL BENEFITS

Notes: Specify: Memberships & FY16: FY17: FY18: FY19:

PD

NORTHAMPTON		Differences in Co	ntract:				
Grade Configuration: K-5; 6-8; 9-12	Sick Days: Accumulate? Limit?	Sick Leave Bu percent: or amount: conditions:	percent: FY or amount:		Health Insurance: Yes FY16: 80% FY17: 80% Other Insurance:	FY18: 80%	FY19: 80%
ADDITIONAL BENEI	_				Notes:		
Specify:	FY16:	FY17:	FY18:	FY19:	Notes.		
NORTHBRIDGE		Differences in Co	ntract:				
Grade Configuration: 9-12	Sick Days: 15 Accumulate? Yes Limit? 225	Sick Leave Bu percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19: 75%
ADDITIONAL BENEI	FITS						
Specify:	FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 5-8	Accumulate? Yes	Sick Leave Bu percent:	ıy-Back? No		Health Insurance: Yes FY16:75% FY17:75%	FY18: 75%	FY19: 75%
	Limit? 225	or amount: conditions:			Other Insurance:		
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: PK-1; 2-4	Sick Days: 15 Accumulate? Yes	Sick Leave Bu	ı y-Back? No		Health Insurance: Yes FY16:75% FY17:75%	FY18 : 75%	FY19 : 75%
	Limit? 205-220	or amount: conditions:			Other Insurance:		
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
NORTHERN BERKS	SHIRE RVTSD	Differences in Co	ntract:				
Grade Configuration: 9-13	Sick Days: 18 Accumulate? Yes	Sick Leave Bu	ı y-Back? Yes		Health Insurance: Yes FY16:75% FY17:75%	FY18: 75%	FY19 : 75%
	Limit? 255	or amount: \$ conditions: N			Other Insurance:		
ADDITIONAL BENEI	FITS				A Double of	Dain ain al	
Specify:	FY16:	FY17:	FY18:	FY19:	Notes: 1 Building I	-rincipai	

NORTON		Differences in Con	tract: \$1000 for confe	rence attendance		
Grade Configuration: K-3	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave Buy percent: or amount: conditions:	/-Back? No	Health Insurance: Yes FY16:75% FY17:75% Other Insurance:	FY18: 75%	FY19: 75%
ADDITIONAL BENE Specify: Dues, Cou work, Table conf.	rse FY16 : \$2,000	FY17: \$2500/\$350 0	FY18: \$2500/\$350	FY19 : \$2500/\$350 Notes :		
Grade Configuration: 4-5	Sick Days: 18 Accumulate? Yes Limit? 180	Sick Leave Buy percent: or amount: conditions:	/-Back? No	Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19 : 75%
ADDITIONAL BENE Specify: Travel, due tablet, cou work	es, FY16: \$4,000	FY17 : \$4500	FY18 : \$4500	FY19: \$4500 Notes:		
Grade Configuration: 6-8	Sick Days: 18 Accumulate? Yes Limit? 180	Sick Leave Buy percent: or amount: conditions:	/-Back? No	Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18 : 75%	FY19: 75%
ADDITIONAL BENE Specify: Travel, due tablet, cou work	es, FY16 : \$3,500	FY17 :\$4000	FY18 : \$4000	FY19: \$4000 Notes:		
Grade Configuration: 9-12	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave Buy percent: or amount: conditions:	/-Back? No	Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19: 75%
ADDITIONAL BENE Specify: Travel, cou work, table	rse FY16 : \$2,000	FY17: \$2500	FY18 : \$2500	FY19: \$2500 Notes:		

NORWELL		Differences in Co	ontract:				
Grade Configuration: PK-5	Sick Days: 1.5/mo. Accumulate? Yes Limit?	Sick Leave Book percent: 5	u y-Back? Yes 50%		Health Insurance: Yes FY16: #Type FY17: #Type !	FY18: #Type !	FY19:
		conditions:	30 days after 5 years		Other Insurance:		
ADDITIONAL BENEF Specify: Insurance Cout	-	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 9-12	Sick Days: 1.5/mo. Accumulate? Yes Limit?	Sick Leave Bounds:	uy-Back? Yes 50%		Health Insurance: Yes FY16: #Type FY17: #Type !	FY18: #Type !	FY19:
		conditions:	30 days after 5 years		Other Insurance:		
ADDITIONAL BENEF Specify: Insurance C out	_	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 6-8	Sick Days: 1.5/mo. Accumulate? Yes Limit?	Sick Leave Book percent:	u y-Back? Yes 50%		Health Insurance: Yes FY16:#Type FY17:#Type !	FY18: #Type	FY19:
		conditions:	30 days after 5 years		Other Insurance:		
ADDITIONAL BENEF Specify: Insurance Cout	-	FY17:	FY18:	FY19:	Notes:		
PALMER		Differences in Co	ontract:				
Grade Configuration: High School	Sick Days: 20 Accumulate? Yes Limit? 250	Sick Leave Be percent: or amount: conditions:	u y-Back? No		Health Insurance: Yes FY16:75% FY17:75% Other Insurance:	FY18 : 75%	FY19:
ADDITIONAL BENEF Specify: Cell	FITS FY16: \$540	FY17: \$540.00	FY18: \$540	FY19: \$54	0 Notes:		
Grade Configuration: Elementary	Sick Days: 20 Accumulate? Yes Limit? 250	Sick Leave Bound percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16:75% FY17:75% Other Insurance:	FY18 : 75%	FY19:
ADDITIONAL BENEF Specify: Cell	FY16: \$540	FY17: \$540	FY18: \$540	FY19 : \$54	0 Notes:		

PEABODY		Differences in Co	ontract: Depending	on experience de	grees held		
Grade Configuration: K-5	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave B percent: or amount: conditions:	or amount:		Health Insurance: Yes FY16: 85% FY17: 85% Other Insurance:	FY18: 85%	FY19: 85%
ADDITIONAL BENEI Specify:	FY16:	FY17:	FY18:	FY19:	Notes:		
PENTUCKET		Differences in Co	ontract: Support co	ordinator contacts	s are for days		
Grade Configuration: PK-6	Sick Days: 15 Accumulate? Yes Limit?	Sick Leave B percent: or amount: conditions:	u y-Back? No		Health Insurance: Yes FY16:75% FY17:75% Other Insurance: Dental	FY18: 75%	FY19: 75%
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: High School	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No percent: or amount: conditions:		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance: Dental	FY18: 75%	FY19: 75%	
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 7-8	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave B percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance: Dental	FY18 : 75%	FY19 : 75%
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
PROVINCETOWN		Differences in Co	ontract:				
Grade Configuration: PK-8	Sick Days: 15 Accumulate? Yes Limit? 200	Sick Leave B percent: or amount: conditions:	u y-Back? Yes 15%		Health Insurance: Yes FY16: 80% FY17: 80% Other Insurance:	FY18: 80%	FY19 : 70%
ADDITIONAL BENEI Specify:	FY16: \$2,500	FY17:	FY18:	FY19:	Notes: Just 1 Prin	cipal for District	

RALPH C MAHAR R	SD	Differences in Cor	ntract:			
Grade Configuration: 7-12	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insurance: Yes FY16:75% FY17:75% FY18:75% F Other Insurance:	-Y19 : 75%
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:	
Grade Configuration: Elementary PK-2; 3- 6; K-6	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave Bu percent: or amount: conditions: 20			Health Insurance: Yes FY16: #Type FY17: #Type FY18: #Type F ! ! Other Insurance:	-Y19 :#Type !
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:	
SEEKONK	1110.	Differences in Cor		1113.		
Grade Configuration: 9-12	Sick Days: 25 Accumulate? Yes Limit? 225		Sick Leave Buy-Back? Yes percent: 41% or amount:		Health Insurance: Yes FY16: 75% FY17: 75% FY18: 75% F Other Insurance: Dental 50%	-Y19: 75%
ADDITIONAL BENEI Specify: Life	FY16: \$4,000	FY17: \$4000.00	FY18: \$4000.00	FY19: \$40	000.00 Notes:	
Grade Configuration: 6-8	Sick Days: 25 Accumulate? Yes Limit? 225	Sick Leave Bu percent: 4' or amount: conditions:	y-Back? Yes I%		Health Insurance: Yes FY16:75% FY17:75% FY18:75% F Other Insurance: Dental 50%	-Y19: 75%
ADDITIONAL BENEI Specify: Life	FY16: \$4,000	FY17: \$4,000.00	FY18: \$4,000.00	FY19: \$4,	.000.00 Notes:	
Grade Configuration: K-5	Sick Days: 25 Accumulate? Yes Limit? 225	Sick Leave Bu percent: 4' or amount: conditions:	y-Back? Yes I%		Health Insurance: Yes FY16: 75% FY17: 75% FY18: 75% F Other Insurance: Dental 50%	-Y19 : 75%
ADDITIONAL BENEI Specify: Life	FITS FY16: \$4,000	FY17: \$4000.00	FY18: \$4000.00	FY19: \$40	000.00 Notes:	

Differences in Contract: SOUTHEASTERN RVTSD **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 9-12 Accumulate? Yes percent: 15% **FY16**: 70% **FY17**: 70% **FY18:** 70% **FY19:** 70% **Limit?** 165 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: FY16: FY17: FY18: FY19: Differences in Contract: Principal works 240 days; Asst. principal works 193 days SOUTHERN BERKSHIRE RSD Grade Configuration: Sick Davs: 15 Sick Leave Buy-Back? No Health Insurance: Yes Elementary PK-6: Accumulate? Yes FY16: FY17: FY19: percent: **FY18:** 80% MSHS 7-12 Limit? or amount: Other Insurance: Group Life Insurance 80% conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract: SPRINGFIELD** Grade Configuration: Sick Days: 15 Sick Leave Buy-Back? Yes Health Insurance: Yes Elementary-High Accumulate? Yes percent: 15% **FY16**: 75% **FY17**: 75% **FY18**: 75% **FY19:** 75% Limit? or amount: Other Insurance: Dental Insurance conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract: STURBRIDGE** Health Insurance: Yes **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No PK-6 Accumulate? Yes **FY16**: 60% **FY17**: 65% **FY18:** 65% **FY19:** 65% percent: **Limit?** 190 or amount: Other Insurance: Dental 65% conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify:

SUDBURY		Differences in Co	ntract:			
Grade Configuration:	Sick Days: 20 Accumulate? Yes Limit? Unlimited	Sick Leave Bu percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16: #Type FY17: #Type FY18: #Type !!! Other Insurance: Dental Insurance 75%	FY19:
ADDITIONAL BENEF	TITS					
Specify: Tuition Reimburse.	FY16:	FY17: \$3200	FY18 : \$3200	FY19:	Notes:	
Grade Configuration: PK-5	Sick Days: 20 Accumulate? Yes Limit? 60 day max	Sick Leave Bu percent: or amount:	ı y-Back? No		Health Insurance: Yes FY16: #Type FY17: #Type FY18: #Type !!!!	FY19: #Τypε !
		conditions:			Other Insurance: Dental Insurance 75%	
ADDITIONAL BENEFITS Specify: Annuity Match FY16: \$500		FY17: \$500	FY17 : \$500		Notes: Annuity match ranges from \$20	00-\$500
Grade Configuration: SPK-5	Sick Days: 20 Accumulate? Yes Limit? Unlimited	Sick Leave Bu percent: or amount:	ı y-Back? No		Health Insurance: Yes FY16:#Type FY17:#Type FY18:#Type ! !	FY19:
		conditions:			Other Insurance: Dental Insurance 75%	
ADDITIONAL BENEF Specify: Tuition	FY16: \$3,200	FY17: \$3200	FY18: \$3200	FY19:	Notes:	
Reimburser	ment	Differences in Co				
SUNDERLAND						
Grade Configuration: PK-6	Sick Days: 20 Accumulate? Yes Limit? 180	Sick Leave Bu percent: or amount: conditions:	ıy-Back? Yes		Health Insurance: Yes FY16: 55% FY17: 55% FY18: 55% Other Insurance: Term Life	FY19: 55%
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:	

Differences in Contract: SUTTON **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes K-2; 3-5; 6-8; 9-12 Accumulate? Yes percent: FY16: #Type FY17: #Type FY18: #Type FY19: #Type Limit? Unlimited or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: Differences in Contract: Currently the position is an interim principal **TANTASQUA** Grade Configuration: Sick Davs: 20 Sick Leave Buv-Back? No Health Insurance: Yes 7-8 Accumulate? Yes **FY16**: 60% **FY17**: 60% FY18:60% FY19:60% percent: **Limit?** 180 or amount: Other Insurance: Dental 60% conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: Grade Configuration: Sick Days: 20 Sick Leave Buy-Back? No Health Insurance: Yes 9-12 FY16:60% FY17:60% Accumulate? Yes **FY18:** 60% **FY19:** 60% percent: **Limit?** 190 or amount: Other Insurance: Dental 60%; Life insurance \$50,000 conditions: **ADDITIONAL BENEFITS** Notes: Specify: Expenses: FY16: \$2,700 **FY17:** \$200 FY18: \$200 FY19: \$200 Travel Allowance **Differences in Contract: TRURO Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? Yes Health Insurance: Yes PK-6 Accumulate? Yes percent: 25% **FY16**: 65% **FY17**: 65% **FY18:** 65% **FY19:** 65% Limit? 180 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: FY16: FY17: FY18: FY19: **Differences in Contract: UPPER CAPE COD RVTSD Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 9-12 Accumulate? Yes **FY16**: 70% **FY17**: 70% percent: 50% **FY18:** 70% **FY19:** 70% **Limit?** 225 or amount: Other Insurance: conditions: >225 days **ADDITIONAL BENEFITS** Notes: FY17: \$1500 FY18: \$1500 FY19: \$1500 Specify: Longevity **FY16:** \$1,500

UXBRIDGE		Differences in C	Contract: Salaries ba	ased on experienc	e & longevity					
Grade Configuration: 9-12	Sick Days: 18 Accumulate? Yes Limit? 18	Sick Leave Buy-Back? No percent: or amount: conditions:			Accumulate? Yes percent: FY16: 70% FY17 Limit? 18 or amount:			Health Insurance: Yes FY16: 70% FY17: 70% Other Insurance:	FY18 : 70%	FY19 :70%
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:					
Grade Configuration: 6-8	Sick Days: 18 Accumulate? Yes Limit? 18	Sick Leave I percent: or amount: conditions:			Health Insurance: Yes FY16: 70% FY17: 70% Other Insurance:	FY18 : 70%	FY19 : 70%			
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:					
Grade Configuration: 3-5	Sick Days: 18 Accumulate? Yes Limit? 18	Sick Leave I percent: or amount: conditions			Health Insurance: Yes FY16: 70% FY17: 70% Other Insurance:	FY18: 70%	FY19 : 70%			
ADDITIONAL BENER	FITS FY16:	FY17:	FY18:	FY19:	Notes:					
Grade Configuration: PK-2	Sick Days: 18 Accumulate? Yes Limit? 18	Sick Leave I percent: or amount: conditions:			Health Insurance: Yes FY16: 70% FY17: 70% Other Insurance:	FY18 : 70%	FY19 : 70%			
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:					
WALES		Differences in C	Contract:							
Grade Configuration: PK-6	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave I percent: or amount: conditions			Health Insurance: Yes FY16: 80% FY17: 80% Other Insurance: Dental 8		FY19:80%			
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:					

WAYLAND		Differences in Cor	ntract:				
Grade Configuration: 6-8	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Buy percent: or amount: conditions:	or amount:		Health Insurance: Yes FY16: 64% FY17: 64% Other Insurance:	FY18: 64%	FY19 : 64%
ADDITIONAL BENEF	-				Matan		
Specify:	FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 9-12	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Buy percent: or amount:	y-Back? No		Health Insurance: Yes FY16: 64% FY17: 64% Other Insurance:	FY18: 64%	FY19 : 64%
		conditions:			other modraneo.		
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: K-5	Sick Days: 15 Accumulate? No Limit?	Sick Leave Buy percent: or amount:	y-Back? No		Health Insurance: Yes FY16:64% FY17:64%	FY18 : 64%	FY19 : 64%
	Lillie:	conditions:			Other Insurance:		
ADDITIONAL BENEF	FITS				N. A.		
Specify:	FY16:	FY17:	FY18:	FY19:	Notes:		
WESTFIELD		Differences in Cor	ntract:				
Grade Configuration: 6-8	Sick Days: 18 Accumulate? Yes Limit?	Sick Leave But percent: or amount:	y-Back? No		Health Insurance: Yes FY16: 80% FY17: #Type !	FY18: 77%	FY19 : 77%
		conditions:			Other Insurance:		
ADDITIONAL BENEF Specify: Performand Rating		FY17:	FY18: \$500-\$1000	FY19: \$5	00-\$1000 Notes :		
Grade Configuration: K-5	Sick Days: 15-18 Accumulate? Limit?	Sick Leave Buy percent: or amount:	y-Back? No		Health Insurance: Yes FY16:80% FY17:80%	FY18 : 80%	FY19 : 80%
		conditions:			Other Insurance:		
ADDITIONAL BENEF					00 \$1000 Notes:		
Specify: Performand Rating	ce FY16:	FY17:	FY18: \$500-\$1000	FY19: \$5	00-\$1000 Notes:		

Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? No Health Insurance: Yes 9-12 Accumulate? Yes **FY16**: 80% **FY19:** 77% percent: **FY17**: #Type **FY18**: 77% Limit? or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Additional benefits FY16-FY17 range from Specify: Performance FY17: **FY18:** \$500-\$1000 FY19: \$500-\$1000 FY16: \$900-\$2700 Rating Differences in Contract: Longevity based on years of service **WESTFORD** Grade Configuration: Sick Davs: 15 Sick Leave Buv-Back? Yes Health Insurance: Yes 6-8 Accumulate? Yes **FY16:** 60% **FY17**: #Type **FY18**: #Type **FY19**: percent: **Limit?** 150 or amount: \$50 Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY19: Specify: Tuition FY16: \$2,000 **FY17**: \$2.000.00 FY18: \$2,000.00 Reimbursement **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? Yes Health Insurance: Yes **FY16**: 60% **FY17**: #Type **FY18**: #Type **FY19**: 3-5 Accumulate? Yes percent: **Limit?** 150 or amount: \$50 Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: Tuition **FY16:** \$2.000 FY17: \$2000.00 FY18: \$2000.00 FY19: Reimbursement Grade Configuration: Sick Davs: 15 Sick Leave Buy-Back? Yes Health Insurance: Yes K-2 Accumulate? Yes **FY16**: 60% **FY17**: #Type **FY18**: #Type **FY19**: percent: **Limit? 150** or amount: \$50 Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY19: Specify: Tuition FY16: \$2,000 **FY17:** \$2000.00 FY18: \$2000.00 Reimbursement **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? Yes Health Insurance: Yes 9-12 Accumulate? Yes FY16: #Type FY17: #Type FY18: #Type FY19: percent: Limit? 150 or amount: \$50

FY18: \$2,000.00

conditions:

MASSACHUSETTS ASSOCIATION OF SCHOOL COMMITTEES

ADDITIONAL BENEFITS

Other Insurance:

FY19:

Notes:

WESTON		Differences in Co	ntract:					
Grade Configuration: 9-12	Sick Days: 20 Accumulate? Yes Limit? unlimited	Sick Leave Bu percent: or amount: conditions:	or amount:			ance: Yes FY17:83%	FY18 : 83%	FY19:
ADDITIONAL BENEFITS Specify: Prof. FY16: \$1,500 Development		FY17 : \$1500	FY18: \$1500	FY19:	No	otes: 25 vacation	days	
Grade Configuration: K-5	Sick Days: 20 Accumulate? Yes Limit? Unlimited	Sick Leave Bu percent: or amount: conditions:	or amount:		Health Insurance: Yes FY16: FY17: FY18: 83% Other Insurance:		FY18 : 83%	FY19:
ADDITIONAL BENEF Specify: Prof. Developme	FY16: \$1,500	FY17 : \$1500	FY17 : \$1500 FY18 : \$1500 FY19 :		Notes: 25 vacation days			
Grade Configuration: 6-8	Sick Days: 20 Accumulate? Yes Limit? Unlimited	Sick Leave Bu percent: or amount: conditions:	uy-Back? No		Health Insur FY16: Other Insura	FY17:	FY18: 83%	FY19:
Specify: Prof.	ADDITIONAL BENEFITS Specify: Prof. Development FY16: \$1,500		FY18: \$1500	FY19:	No	otes: 25 vacation	days	
WESTWOOD		Differences in Co	ntract:					
Grade Configuration: K-5	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Bu percent: or amount: conditions:	u y-Back? No		Health Insur FY16: 68% Other Insura	FY17: 68%	FY18 : 68%	FY19: 68%
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	No	otes:		
WHATELY		Differences in Co	ntract:					
Grade Configuration: PK-6	Sick Days: 20 Accumulate? Yes Limit? 180	Sick Leave Bu percent: or amount: conditions:	ı y-Back? No			ance: Yes FY17: 75% ance: Disability;	FY18: 75% Life	FY19: 75%
ADDITIONAL BENEF	FY16:	FY17:	FY18:	FY19:	No	otes:		

Differences in Contract: WHITTIER RVTSD Grade Configuration: Sick Days: 17 Sick Leave Buy-Back? Yes Health Insurance: Yes 9-12 Accumulate? Yes FY16: **FY17:** 75% FY19: percent: **FY18**: 75% Limit? 180 or amount: \$175 Other Insurance: Life Insurance conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract:** Tuition reimbursement rates are different WILMINGTON Grade Configuration: Sick Days: 15-18 Sick Leave Buy-Back? No Health Insurance: Yes **FY16:** 75% **FY17**: 75% FY18: 75% 4-5 Accumulate? Yes percent: **FY19:** 75% Limit? 180-200 or amount: Other Insurance: Life Insurance conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY18: FY19: FY17: Specify: **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: Yes 9-12 Accumulate? Yes **FY16**: 75% **FY17**: 75% **FY18:** 75% **FY19:** 75% percent: **Limit?** 180 or amount: Other Insurance: Life Insurance conditions: **ADDITIONAL BENEFITS** Notes: Specify: Travel FY16: \$2,000 FY17: \$2000.00 FY18: \$2000.00 FY19: \$2000.00 **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes 6-8 Accumulate? Yes percent: **FY16**: 75% **FY17**: 75% **FY18**: 75% **FY19**: 75% **Limit?** 180 or amount: Other Insurance: Life Insurance conditions: **ADDITIONAL BENEFITS** Notes: Specify: Longevity FY16: FY17: FY18: \$700.00 FY19: Sick Leave Buy-Back? No **Grade Configuration: Sick Days: 15** Health Insurance: Yes 1-3 Accumulate? Yes percent: **FY16**: 75% **FY17**: 75% **FY18**: 75% **FY19**: 75% **Limit?** 180 or amount: Other Insurance: Life Insurance conditions: ADDITIONAL BENEFITS Notes: FY16: FY17: FY18: FY19: Specify:

WOBURN		Differences in Co	ontract:				
Grade Configuration: K-5	Sick Days: 13 Accumulate? Yes Limit? Unlimited	Sick Leave Bo percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16: 76% FY17: 75% Other Insurance:	FY18: 74%	FY19:
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 9-12	Sick Days: 13 Accumulate? No Limit?	Sick Leave Bo percent: or amount: conditions:	uy-Back? No	Health Insurance: Yes FY16: 76% FY17: 75% Other Insurance: Term Lif		FY19:	
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 6-8	Sick Days: 13 Accumulate? Yes Limit? Unlimited	Sick Leave Bo percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16: 76% FY17: 75% Other Insurance: Term Lif		FY19:
ADDITIONAL BENEF Specify: Annuity	FY16: \$1,500	FY17: \$1500	FY18: \$1500	FY19:	Notes:		