SUPERINTENDENT BENEFITS

Abington		Date of Hire:	08/13/07 Contract Sta	art: 07/01/2015 Contract End: 06/30/2020 #Students: 2000
Superintendent				
Personal Days: 2		Annuity:		Additional Benefits:
Vacation Days: 25				Additional Benefits.
Sick Days: 18		FY16:	FY18:	FY16:
· _	: Unlimited	FY17:	FY19:	FY10: FY17:
				F117. FY18:
Sick Leave Buy Back: 🗹		Disability Insurance	e:	FY19:
at what percent?		FY16:	FY18:	1113.
at what amount?		FY17:	FY19:	
Conditions: Up to 10 day	/s per year			
Health Insurance: 🖌		Other Insurance: 🖌		Additional Information
Health Insurance. 🗸		Life Insurance (\$3	000)	\$5700 travel allowance \$1000 prof member due
FY16: 70%	FY18: 70%	FY16: 50%	FY18: 50%	\$3700 traver allowance \$1000 prof member due
FY17: 70%	FY19: 70%	FY17: 50%	FY19: 50%	
FY17: 70% Acton-Boxborough RS		FY17: 50% Date of Hire:		art: 08/27/2017 Contract End: 06/30/2018 #Students: 1013
				art: 08/27/2017 Contract End: 06/30/2018 #Students: 1013
Acton-Boxborough RS Interim Superintendent Personal Days: 8		Date of Hire:		
Acton-Boxborough RS		Date of Hire:	08/27/17 Contract Sta	art: 08/27/2017 Contract End: 06/30/2018 #Students: 1013 Additional Benefits:
Acton-Boxborough RS Interim Superintendent Personal Days: 8		Date of Hire: Annuity: FY16:	08/27/17 Contract Sta FY18:	Additional Benefits:
Acton-Boxborough RS Interim Superintendent Personal Days: 8 Vacation Days: 20	D	Date of Hire:	08/27/17 Contract Sta	Additional Benefits: FY16:
Acton-Boxborough RS Interim Superintendent Personal Days: 8 Vacation Days: 20 Sick Days: 18 Accumulate: V Limit:	D	Date of Hire: Annuity: FY16: FY17:	08/27/17 Contract Sta FY18: FY19:	Additional Benefits: FY16: FY17:
Acton-Boxborough RS Interim Superintendent Personal Days: 8 Vacation Days: 20 Sick Days: 18 Accumulate: V Limit: Sick Leave Buy Back:	D	Date of Hire: Annuity: FY16:	08/27/17 Contract Sta FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
Acton-Boxborough RS Interim Superintendent Personal Days: 8 Vacation Days: 20 Sick Days: 18 Accumulate: ✓ Limit: Sick Leave Buy Back: □ at what percent?	D	Date of Hire: Annuity: FY16: FY17:	08/27/17 Contract Sta FY18: FY19:	Additional Benefits: FY16: FY17:
Acton-Boxborough RS Interim Superintendent Personal Days: 8 Vacation Days: 20 Sick Days: 18 Accumulate: ✓ Limit: Sick Leave Buy Back: □ at what percent? at what amount?	D	Date of Hire: Annuity: FY16: FY17: Disability Insurance	08/27/17 Contract Sta FY18: FY19: e:	Additional Benefits: FY16: FY17: FY18:
Acton-Boxborough RS Interim Superintendent Personal Days: 8 Vacation Days: 20 Sick Days: 18 Accumulate: I Limit: Sick Leave Buy Back: at what percent?	D	Date of Hire: Annuity: FY16: FY17: Disability Insurance FY16:	08/27/17 Contract Sta FY18: FY19: e: □ FY18:	Additional Benefits: FY16: FY17: FY18:
Acton-Boxborough RS Interim Superintendent Personal Days: 8 Vacation Days: 20 Sick Days: 18 Accumulate: Limit: Sick Leave Buy Back: at what percent? at what amount? Conditions:	D	Date of Hire: Annuity: FY16: FY17: Disability Insurance FY16:	08/27/17 Contract Sta FY18: FY19: e: FY18: FY18: FY19:	Additional Benefits: FY16: FY17: FY18: FY19:
Acton-Boxborough RS Interim Superintendent Personal Days: 8 Vacation Days: 20 Sick Days: 18 Accumulate: ✓ Limit: Sick Leave Buy Back: □ at what percent? at what amount?	D	Date of Hire: Annuity: FY16: FY17: Disability Insurance FY16: FY17:	08/27/17 Contract Sta FY18: FY19: e: FY18: FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
Acton-Boxborough RS Interim Superintendent Personal Days: 8 Vacation Days: 20 Sick Days: 18 Accumulate: Limit: Sick Leave Buy Back: at what percent? at what amount? Conditions:	D	Date of Hire: Annuity: FY16: FY17: Disability Insurance FY16: FY17: Other Insurance:	08/27/17 Contract Sta FY18: FY19: e: FY18: FY18: FY19:	Additional Benefits: FY16: FY17: FY18: FY19:

Acushnet	Date of Hire:	07/01/17 Contract S	Start: 07/01/2017 Contract End: 06/30/2018 #Students: 923
Interim Superintendent			
Personal Days: 3 Vacation Days: 2/mo. Sick Days: 2 Accumulate: Limit:	Annuity: √ FY16: FY17:	FY18: FY19:	Additional Benefits: Travel Reimbursement FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance FY16: \$2,000 FY17:	e: √ FY18: FY19:	FY18: FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 60% FY18: FY17: FY19:	FY16: FY17:	FY18: FY19:	1.5/month sick days
Agawam	Date of Hire:	07/01/17 Contract S	start: 07/01/2017 Contract End: 06/30/2020 #Students: 4091
Superintendent			
Personal Days: 3 Vacation Days: 30 Sick Days: 18 Accumulate: Limit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Longevity FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? 30 days @ per diem rate Conditions:	Disability Insurance FY16: FY17:	e: 🗌 FY18: FY19:	FY18: \$1,250 FY19: \$1,250
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16:FY18: 50%FY17:FY19: 50%	FY16: FY17:	FY18: FY19:	

Amesbury		Date of Hire: 09/01/15	Contract Start: 01/01/2016 Contract End: 06/30/2019 #Students: 2255
Superintendent			
Personal Days: 4 Vacation Days: 25 Sick Days: 15 Accumulate: I Limit: 123 Sick Leave Buy Back: I	FY1 5		FY16: \$2,500 FY17: FY18:
at what percent? at what amount? Conditions:	FY1 FY1	l6: FY1	
Health Insurance: 🖌	Othe	r Insurance: 🗌	Additional Information
		16: FY18 17: FY19	
Amherst		Date of Hire: 03/09/10	Contract Start: 07/01/2013 Contract End: 06/30/2018 #Students: 1213
Superintendent			
Personal Days: Vacation Days: Sick Days: Accumulate: D Limit:	Annu FY1 FY1		
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disal FY1 FY1		
Health Insurance:	Othe	r Insurance: 🗌	Additional Information

Amherst-Pelham RSD		Date of Hire: 07/01/06	Contract Start: 07/01/2013 Contract	ct End: 06/30/2018 #Students: 1424
Superintendent				
Personal Days: 3 Vacation Days: 66 Sick Days: Accumulate: 🗹 Limit: 240 Sick Leave Buy Back: ✔	FY1 FY1	7: FY	-	Benefits:
at what percent? at what amount? \$25/day Conditions:	Disat FY1 FY1	•••	FY19:	
Health Insurance: 🖌	Other	r Insurance: 🗌	Additional I	nformation
		16: FY18 17: FY19		
Arlington		Date of Hire: 09/05/00	Contract Start: Contrac	ct End: #Students: 5139
Superintendent				
Personal Days: 2 Vacation Days: 25 Sick Days: 15	Annu FY1 FY1		·	
Accumulate: 🗌 Limit:		<i>I</i> . FI	FY17:	400
Accumulate: Limit: Sick Leave Buy Back: at what percent? at what amount? Conditions:		bility Insurance: 🗌 6: FY1	FY17: FY18: FY19:	400

Ashland		Date of Hire:	08/11/14 Contract \$	Start: 07/01/2017 Contract End: 06/30/2023 #Students: 2661
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: 🗹	Limit: 100	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Vehicle mileage FY16: \$1,200 FY17: \$1,200
Sick Leave Buy Back at what percent? at what amount? Conditions:	k: 🗆	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: \$1,200 FY19:
		Other Insurance:	FY18:	Additional Information \$1200 travel allowance
FY16: FY17: #Type!	FY18: #Type! FY19:	FY16: FY17:	FY18: FY19:	
Athol-Royalston R	SD	Date of Hire:	Contract S	Start: 07/01/2017 Contract End: 06/30/2022 #Students: 1412
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 45 Accumulate: 🗹	Limit: unlimited	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Cell Phone & Plan FY16: FY17:
Sick Leave Buy Back at what percent? at what amount? Conditions:	k: 🗆	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: FY16: FY17:	✓ FY18: 80% FY19: 80%	Other Insurance: ✔ Dental/Life FY16: FY17:	FY18: FY19:	Additional Information Sick days are 45 to start plus 12 annually

Auburn		Date of Hire:	07/01/08 Contract	Start: 07/01/2015 Contract End: 06/30/2020 #Students: 2419
Superintendent				
	mit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Mileage reimbursement FY16: #Type! FY17: #Type!
Sick Leave Buy Back: at what percent? at what amount? Conditions:	✓	Disability Insuranc FY16: FY17:	e: 🗌 FY18: FY19:	FY18: #Type! FY19: #Type!
Health Insurance: ✔		Other Insurance:		Additional Information
FY16 : 76% FY17 : 76%	FY18: 76% FY19: 76%	FY16: FY17:	FY18: FY19:	
Avon		Date of Hire:	08/02/01 Contract	Start: 12/02/2014 Contract End: 06/30/2018 #Students: 768
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 20 Accumulate: 🖌 Lie	mit: 200	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions: 0-90: \$30 \$65/day	✔)/day; 91-180: \$45/day; 181-200	Disability Insuranc FY16: FY17: D:	e: FY18: FY19:	FY18: FY19:
Health Insurance: FY16: 75% FY17: 75%	FY18: 75% FY19: 75%	Other Insurance: FY16: FY17: 70%	✓ FY18: FY19:	Additional Information \$1800 travel allowance

Belchertown	Date of Hire:	01/01/15 Contract Star	:: 07/01/2017 Contract End: 06/30/2020 #Students: 2416
Superintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: I Limit: Unlimited Sick Leave Buy Back: I	Annuity: ✔ FY16: \$750 FY17: \$2,000 Disability Insurance:	FY18: \$2,000 FY19: \$2,000	Additional Benefits: Travel in district FY16: \$2,000 FY17: \$2,000 FY18: \$2,000 FY19: \$2,000
at what percent?	FY16:	FY18:	1113. ψz,000
at what amount? \$50 Conditions: 1 year notice of intent to retire	FY17:	FY19:	
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 75% FY18: 70%	FY16:	FY18:	Can carry 10 vacation days into next year; unused personal days are added to sick leave
FY17: 75% FY19: 70%	FY17:	FY19:	
Bellingham	FY17: Date of Hire:		: 07/01/2017 Contract End: 06/01/3021 #Students: 2471
			:: 07/01/2017 Contract End: 06/01/3021 #Students: 2471 Additional Benefits: FY16: FY17:
Bellingham Superintendent Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: Imit: 150 Sick Leave Buy Back: Imit: 150 at what percent?	Date of Hire: Annuity: FY16:	07/01/15 Contract Start FY18: FY19:	Additional Benefits: FY16:
Bellingham Superintendent Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: I Limit: 150 Sick Leave Buy Back: I	Date of Hire: Annuity: FY16: FY17: Disability Insurance:	07/01/15 Contract Start FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
Bellingham Superintendent Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: I Limit: 150 Sick Leave Buy Back: I at what percent? at what amount?	Date of Hire: Annuity: FY16: FY17: Disability Insurance: FY16:	07/01/15 Contract Start FY18: FY19: : FY18: FY18: FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
Bellingham Superintendent Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: ✓ Limit: 150 Sick Leave Buy Back: ✓ at what percent? at what amount? Conditions:	Date of Hire: Annuity: FY16: FY17: Disability Insurance: FY16: FY17:	07/01/15 Contract Start FY18: FY19: : FY18: FY18: FY18: FY19:	Additional Benefits: FY16: FY17: FY18: FY19:

Berkley	Date of Hire:	07/01/06 Contract Start	07/01/2012 Contract End: 06/30/2018 #Students: 915
Superintendent			
Personal Days: 5	Annuity:		Additional Benefits:
Vacation Days: 25			MCAS incentive
Sick Days: 15	FY16:	FY18:	FY16:
Accumulate: 🗹 Limit: Vacation - 45 days; Sick -	FY17:	FY19:	FY17: \$1,100
220			FT17. \$1,100
Sick Leave Buy Back: 🗹	Disability Insurance:		FY18: \$1,100
at what percent? 10	FY16:		FY19: \$1,100
at what amount?	FY17:	FY19:	
Conditions: After 10 years	F117:	F119.	
Health Insurance: 🗸	Other Insurance:		Additional Information
			Buyback at 10%/20%; \$2000 travel allowance
FY16: 60% FY18: 60%	FY16:	FY18:	
FY17: 60% FY19: 60%	FY17:	FY19:	
Berkshire Hills RSD	Date of Hire:	07/01/09 Contract Start	: 07/01/2015 Contract End: 06/30/2018 #Students: 1439
Superintendent			
Personal Days: 5	Annuity: 🖌		Additional Benefits:
Vacation Days: 25	FY16: \$5,000	FY18: \$5,000	403 (b) (no district contribution) FSA (Distr. Only
Sick Days: 18	1110. \$0,000	1110. 00,000	contributes to fee)
-			
_	FY17: \$5,000	FY19: \$5,000	FY16:
Accumulate: 🗹 Limit: 180	FY17: \$5,000	FY19: \$5,000	FY16: FY17:
Sick Leave Buy Back:	Disability Insurance:	✓	FY17:
Sick Leave Buy Back: at what percent?	Disability Insurance: [FY16:	✔ FY18:	FY17: FY18:
Sick Leave Buy Back:	Disability Insurance:	✓	FY17: FY18:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: [FY16: FY17:	✔ FY18:	FY17: FY18: FY19:
Sick Leave Buy Back: at what percent? at what amount?	Disability Insurance: [FY16: FY17: Other Insurance: ✔	✔ FY18:	FY17: FY18: FY19: Additional Information
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: [FY16: FY17:	✔ FY18:	FY17: FY18: FY19:

Berlin		Date of Hire:	01/01/18 Contract S	tart: 01/01/2018 Contract End: 06/30/2020 #Students:
Superintendent				
	cation- 10 carry over; ck- 150 carry	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: \Box		Disability Insurance:		FY18: FY19:
at what percent? at what amount? Conditions:		FY16: FY17:	FY18: FY19:	1113.
Health Insurance:		Other Insurance:		Additional Information Disability paid by Superintendent in full
	(18: 80% (19: 80%	FY16: FY17:	FY18: FY19:	
Berlin-Boylston RSD		Date of Hire:	01/01/18 Contract S	tart: 01/01/2018 Contract End: 06/01/2020 #Students: 865
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: ✓ Limit: va Sick Leave Buy Back: □ at what percent? at what amount? Conditions:	cation-10; sick 150	Annuity: FY16: FY17: Disability Insurance: FY16: FY17:	FY18: FY19: FY18: FY19:	Additional Benefits: FY16: FY17: FY18: FY19:
	/18: 80% /19: 80%	Other Insurance: FY16: FY17:	FY18: FY19:	Additional Information Disability paid by Superintendent

Beverly	Date of Hire:	03/31/14 Contract S	tart: 03/31/2014 Contract End: 06/30/2019 #Students: 4549
Superintendent			
Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: ✔ Limit: 150 Sick Leave Buy Back: □	Annuity: FY16: FY17: Disability Insurance	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
at what percent? at what amount? Conditions:	FY16: FY17:	FY18: FY19:	FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 80% FY18: 80% FY17: 80% FY19: 80%		FY18: FY19:	
Blue Hills RVTSD	Date of Hire:	07/01/06 Contract S	tart: 07/01/2016 Contract End: 06/30/2019 #Students: 900
Superintendent-Director			
Personal Days: 3 Vacation Days: 25 Sick Days: 18 Accumulate: ✔ Limit: None	Annuity: FY16: FY17:	FY18: FY19:	Additional Benefits: Longevity: \$1500/yr FY16: FY17:
Sick Leave Buy Back: 🗹 at what percent? at what amount? \$25/day Conditions: For 50 days (\$3500)	Disability Insurance FY16: FY17:	e: 🗌 FY18: FY19:	FY18: FY19:
Health Insurance: 🖌	Other Insurance: ↓ 50% of a \$2000 -	Iife insurance policy	Additional Information
FY16: 85% FY18: 5 FY17: 85% FY19: 5		FY18: FY19:	

Boylston		Date of Hire:	01/01/18 Contract St	tart: 01/01/2018 Contract End: 06/30/2020 #Students:
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: Li	imit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance FY16: FY17:	e: ✔ FY18: FY19:	FY18: FY19:
Health Insurance: 🖌]	Other Insurance:]	Additional Information
FY16: 80% FY17: 80%	FY18: 80% FY19: 80%	FY16: FY17:	FY18: FY19:	
Braintree		Date of Hire:	09/21/15 Contract St	tart: 09/21/2015 Contract End: 09/20/2018 #Students: 5802
Superintendent of Schoo Personal Days: 3 Vacation Days: 25 Sick Days: 20 Accumulate: ✔ Li	imit: 277	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? \$1 Conditions: Sick leave		Disability Insurance FY16: FY17:	9: 🗌 FY18: FY19:	FY18: FY19:
Health Insurance: FY16: 58% FY17: 58%	FY18: 58% FY19: 58%	Other Insurance: Life Insurance FY16: 50% FY17: 50%	FY18: 50% FY19: 50%	Additional Information

See Tantasqua Additional Benefits: Vacation Days: FY16: Vacation Days: FY16: Sick Days: FY16: Sick Days: FY17: Sick Days: FY17: Sick Days: FY17: Sick Days: FY17: Sick Leave Buy Back: Disability Insurance: FY18: at what amount? FY16: FY18: Conditions: FY17: FY19: Health Insurance: Other Insurance: Additional Information FY17: FY18: FY17: FY16: FY18: FY19: FY17: FY19: FY19: Brookfield Date of Hire: Contract Start: Contract End: #Students: See Tantasqua Personal Days: Annuity: FY18: FY16: FY16: Sick Days: FY16: FY18: FY16: FY17: Students: Sick Days: FY16: FY17: FY19: FY17: Students: Sick Days: FY16: FY17: FY19: FY17: FY18: Sick Days:	Brimfield		Date of Hire:	Contract Start:	Contract End:	#Students: 296
Vacation Days: Additional Benefits. Sick Days: FY16: Sick Days: FY17: Sick Leave Buy Back: Disability Insurance: FY18: at what percent? FY16: FY18: Conditions: Other Insurance: Additional Information FY16: FY18: FY17: FY16: FY18: FY17: Brookfield Date of Hire: Contract Start: Contract End: #Students: See Tantasqua Personal Days: Annuity: FY16: FY18: Vacation Days: FY16: FY18: FY16: FY16: Sick Leave Buy Back: Disability Insurance: FY18: FY18: at what percent? FY16: FY18: FY19: Sick Leave Buy Back: Disability Insurance: FY18: FY19: at what percent? FY16: FY18: FY19: at what percent? Chther Insurance: FY18: FY19:	See Tantasqua					
Other Bay Back. Disability insurance: FY19: at what percent? FY16: FY18: at what amount? FY17: FY19: Conditions: Other Insurance: Additional Information FY16: FY18: FY16: FY17: FY19: FY17: FY17: FY19: FY17: Brookfield Date of Hire: Contract Start: Conditional Benefits: Vacation Days: FY16: Yacation Days: FY16: FY18: Vacation Days: FY16: FY18: Sick Days: FY17: FY19: Accumulate: Limit: FY16: Sick Leave Buy Back: Disability Insurance: FY18: at what percent? FY16: FY18: at what percent? FY16: FY18: Health Insurance: Other Insurance: FY18: Health Insurance: Other Insurance: Additional Information FY16: FY18: FY18:	Vacation Days: Sick Days:	nit:	FY16:		FY16:	
Health insurance:	at what percent? at what amount?		FY16:	FY18:		
FY17: FY19: FY17: FY19: Brookfield Date of Hire: Contract Start: Contract End: #Students: See Tantasqua Personal Days: Annuity: Contract Start: Contract End: #Students: Vacation Days: Annuity: Annuity: Additional Benefits: #Students: Vacation Days: FY16: FY18: FY16: FY18: Sick Days: FY16: FY18: FY16: FY18: Sick Leave Buy Back: Disability Insurance: FY18: FY19: FY19: at what percent? FY16: FY18: FY19: Additional Information Health Insurance: Other Insurance: Cotter Strance: Additional Information FY16: FY18: FY16: FY18:	Health Insurance:		Other Insurance:		Additional Information	
See Tantasqua Personal Days: Annuity: Additional Benefits: Vacation Days: FY16: FY18: Sick Days: FY17: FY19: Accumulate: Limit: FY17: Sick Leave Buy Back: Disability Insurance: FY18: at what percent? FY16: FY18: at what amount? FY17: FY19: Conditions: Other Insurance: Additional Information FY16: FY18: FY18:		-		-		
Personal Days: Annuity: Additional Benefits: Vacation Days: FY16: FY18: Sick Days: FY16: FY19: Accumulate: Limit: FY17: Sick Leave Buy Back: Disability Insurance: FY18: at what percent? FY16: FY18: at what amount? FY16: FY19: Conditions: Other Insurance: Mdditional Information FY16: FY18: FY18:	Brookfield		Date of Hire:	Contract Start:	Contract End:	#Students: 333
Vacation Days: FY16: FY18: Sick Days: FY16: FY17: Accumulate: Limit: FY17: Sick Leave Buy Back: Disability Insurance: FY18: at what percent? FY16: FY18: at what amount? FY16: FY19: Conditions: Other Insurance: Additional Information FY16: FY18: FY18:	ee Tantasqua					
at what percent? FY16: FY18: at what amount? FY17: FY19: Conditions: Other Insurance: Additional Information FY16: FY18: FY18:	Vacation Days: Sick Days:	nit:	FY16:		FY16:	
FY16: FY18: FY16: FY18:	at what percent? at what amount?		FY16:	FY18:		
			• • • • -			
	Health Insurance:		Other Insurance:		Additional Information	

Canton		Date of Hire:	07/01/16 Contract St	art: 07/01/2016 Contract End: 06/30/2019 #Students: 3349
Superintendent				
Personal Days: 3 Vacation Days: 25 (10 Sick Days: 15 Accumulate: ✔ Li		Annuity: √ FY16: FY17:	FY18: \$5,000 FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance FY16: FY17:	:: √ FY18: \$1,590 FY19:	FY18: FY19:
Health Insurance: 🖌	FY18: 75%	Other Insurance: 🔽 Dental, Medical-Ho ମ୍ୟେମ୍ବ:) ospital, Life (1308), workma FY18:	Additional Information ans
FY17: 75%	FY19:	FY17:	FY19:	
Carlisle		Date of Hire:	08/01/13 Contract St	art: 08/01/2013 Contract End: 06/30/2016 #Students: 620
Superintendent/Principa Personal Days: 3 Vacation Days: 30 Sick Days: 15 Accumulate: ✓ Li Sick Leave Buy Back:	imit: 10/yr.	Annuity: FY16: FY17: Disability Insurance	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
at what percent? at what amount? Conditions:		FY16: \$1,000 FY17: Other Insurance:	FY18: FY19:	FY19: Additional Information
Health Insurance: FY16: 50% FY17:	FY18: FY19:	FY16: FY17:	FY18: FY19:	

Superintendent Annuity: ✓ Additional Benefits: Personal Days: 5 Annuity: ✓ Additional Benefits: Vacation Days: 25 FY16: \$5,000 FY18: Travel & Conferences Sick Days: 15 FY16: \$5,000 FY19: FY16: \$3,000 Accumulate: ✓ Limit: 200 FY17: \$5,000 FY19: FY16: \$3,000 Sick Leave Buy Back: ✓ Disability Insurance: □ FY18: \$3,000	
Vacation Days: 25 FY16: \$5,000 FY18: Travel & Conferences Sick Days: 15 FY16: \$5,000 FY19: FY16: \$3,000 Accumulate: ✓ Limit: 200 FY17: \$5,000 FY19: FY16: \$3,000 Sick Leave Buy Back: ✓ Disability Insurance: □ FY18: \$3,000	
at what percent?FY16:FY18:at what amount?1/10th per diemFY17:FY19:Conditions:FY17:FY19:	
Health Insurance: Additional Information	
FY16:FY18:FY17:FY19:FY17:FY19:	
Chelmsford Date of Hire: 08/03/15 Contract Start: 07/01/2018 Contract End: 06/30/202	23 #Students: 5306
Superintendent	
Personal Days:Annuity:Additional Benefits:Vacation Days:30FY16:FY18:Sick Days:13FY17:FY19:FY16:Accumulate:✓Limit:FY17:FY17:	
Sick Leave Buy Back:Disability Insurance:FY18:at what percent?FY16:FY18:at what amount?FY17:FY19:Conditions:FY17:FY19:	
Health Insurance: Additional Information	
FY16: 75% FY18: 75% FY16: FY18: FY17: 75% FY19: 75% FY17: FY19:	

Chelsea	Date of Hire:	07/01/11 Contract S	Start: 07/01/2014 Contract End: 06/30/2017 #Students: 6399
Superintendent			
Personal Days: Vacation Days: 24 Sick Days: 30 Accumulate: I Limit: 200 Sick Leave Buy Back: I	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
at what percent? at what amount? \$85 Conditions: upon retirement the supertindent ca redeem 135 days of sick time	Disability Insuranc FY16: \$80 FY17: an	e: √ FY18: FY19:	FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 80%FY18:FY17:FY19:	FY16: FY17:	FY18: FY19:	
Clinton	Date of Hire:	: 07/10/17 Contract S	Start: 07/10/2017 Contract End: 06/30/2020 #Students: 2005
Superintendent Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: Limit:	Annuity: FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insuranc FY16: FY17:	e: 🗌 FY18: FY19:	FY18: FY19:
	Other Insurance:		
Health Insurance: 🖌	Other insurance.		Additional Information

Cohasset		Date of Hire:	07/01/11 Contract St	art: 07/01/2014 Contract End: 06/30/2017 #Students: 1614
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 18 Accumulate: ✓ L Sick Leave Buy Back:	.imit: 180	Annuity: FY16: FY17: Disability Insurance	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
at what percent? at what amount? Conditions:		FY16: FY17:	FY18: FY19:	FY19:
Health Insurance:		Other Insurance: 🖌		Additional Information \$2500 prof development \$1000 tuition riem
FY16: 69% FY17:	FY18: FY19:	FY16: FY17:	FY18: FY19:	\$2500 pror development \$1000 tution hem
Concord-Carlisle R	SD	Date of Hire:	07/01/17 Contract St	art: 07/01/2017 Contract End: 06/30/2020 #Students: 1290
Superintendent				
Personal Days: Vacation Days: 30 Sick Days: 15 Accumulate: ✔ L	.imit: sick 200	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance FY16: FY17:	: ✔ FY18: FY19:	FY18: FY19:
Health Insurance: FY16: 52% FY17:	FY18: 55% FY19:	Other Insurance: Dental Insurance FY16: 50% FY17:	FY18: 50% FY19:	Additional Information

Conway		Date of Hire: 0	7/01/16 Contract St	art: 07/01/2016 Contract End: 06/30/2019 #Students: 157
Superintendent				
Personal Days: 5 Vacation Days: 25 Sick Days: 20 Accumulate: 🗹		Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back at what percent? at what amount? Conditions:	c: ∟	Disability Insurance: ✔ FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance:		Other Insurance: ✔ Life Insurance		Additional Information
FY16: 70% FY17: 80%	FY18: 80% FY19: 80%	FY16: FY17: 100%	FY18: 100% FY19: 100%	
Danvers		Date of Hire: 0	8/13/90 Contract St	art: 07/01/2018 Contract End: 06/30/2023 #Students: 3632
Superintendent				
Personal Days: 4 Vacation Days: 25 Sick Days: 15 Accumulate:	Limit: Vac- 60; Sick- 175	Annuity: √ FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back at what percent? at what amount? Conditions:	c :	Disability Insurance: ✔ FY16: \$100 FY17: \$100	FY18: \$100 FY19:	FY18: FY19:
Health Insurance: FY16: FY17:	☐ FY18: FY19:	Other Insurance: Life Insurance FY16: 100% FY17: 100%	FY18: 100% FY19:	Additional Information

Dartmouth	Date of Hire:	04/10/15 Contract Sta	rt: 07/01/2015 Contract End: 06/30/2018 #Students: 3724
Superintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 22 Accumulate: I Limit: Unlimited Sick Leave Buy Back: I	Annuity: FY16: FY17: Disability Insurance:	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
at what percent? .20 per diem rate at what amount? Conditions: up to 150 days	FY16: FY17:	FY18: FY19:	FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 52%FY18: 52%FY17: 52%FY19: 52%	FY16: FY17:	FY18: FY19:	
Deerfield	Date of Hire:	07/01/16 Contract Sta	rt: 07/01/2016 Contract End: 06/30/2019 #Students: 410
Superintendent Personal Days: Vacation Days: 25 Sick Days: 20 Accumulate: ✓ Limit: Sick days - 180; Sick Leave Buy Back: □ at what percent? at what amount?	Disability Insurance: FY16:	FY18:	Additional Benefits: FY16: FY17: FY18: FY19:
Conditions:	FY17:	FY19:	

Dennis-Yarmouth RSD	Date of Hire	e: 10/31/05 Contract St	art: 07/01/2011 Contract End: 06/01/2017 #Students: 3131
Superintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: ☑ Limit: 260	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? .75 at what amount? Conditions: Up to 60 Days	Disability Insuran FY16: FY17:	ce: 🗌 FY18: FY19:	FY18: FY19:
Health Insurance: FY16: 60% FY18:	Other Insurance: Dental; Life Insu FY16:	rance FY18:	Additional Information \$3000 travel allowance
FY17: FY19: Dracut	FY17: Date of Hire	FY19: e: 08/01/12 Contract St	art: 07/01/2014 Contract End: 06/30/2018 #Students: 3620
Personal Days: Vacation Days: Sick Days: 15 Accumulate: Limit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Personal Days: Vacation Days: Sick Days: 15	FY16:	FY19:	FY16:
Vacation Days: Sick Days: 15 Accumulate: Limit: Sick Leave Buy Back: at what percent? at what amount?	FY16: FY17: Disability Insuran FY16:	FY19: ce: FY18: FY19:	FY16: FY17: FY18:

Dudley-Charlton RSD	Date of Hire:	07/01/14 Contract Start:	07/01/2017 Contract End: 06/30/2020 #Students: 4191
Superintendent			
Personal Days: 3 Vacation Days: 30 Sick Days: Accumulate: D Limit:	Annuity: FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 75% FY18: 75%	FY16:	FY18:	
FY17: 75% FY19: 75%	FY17:	FY19:	
	FY17: Date of Hire:		07/01/2015 Contract End: 06/30/2020 #Students: 2347
East Bridgewater			07/01/2015 Contract End: 06/30/2020 #Students: 2347
East Bridgewater			: 07/01/2015 Contract End: 06/30/2020 #Students: 2347 Additional Benefits: FY16: FY17:
East Bridgewater Superintendent Personal Days: 4 Vacation Days: 20, 10/yr accumulated Sick Days: 15	Date of Hire: Annuity: FY16: \$3,000	05/08/15 Contract Start: FY18: \$3,000 FY19: \$3,000	Additional Benefits: FY16:
East Bridgewater Superintendent Personal Days: 4 Vacation Days: 20, 10/yr accumulated Sick Days: 15 Accumulate: Limit: Sick Leave Buy Back: at what percent? at what amount?	Date of Hire: Annuity: ✔ FY16: \$3,000 FY17: \$3,000 Disability Insurance: FY16:	05/08/15 Contract Start: FY18: \$3,000 FY19: \$3,000	Additional Benefits: FY16: FY17: FY18:

East Longmeadow	Date of Hire	: 07/20/10 Contract Sta	art: 07/01/2017 Contract End: 06/30/2022 #Students: 2683
Superintendent			
Personal Days: 5 Vacation Days: 25 Sick Days: 18 Accumulate: Imit: 180 Sick Leave Buy Back:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
at what percent? at what amount? Conditions:	Disability Insurand FY16: FY17:	:e:	FY19:
Health Insurance: 🖌	Other Insurance: 🗹 Small Life Insurance Policy		Additional Information
FY16: 70% FY18: 70% FY17: 70% FY19: 70%	FY16: 70% FY17: 70%	FY18: 70% FY19: 70%	
Everett	Date of Hire	: 09/01/89 Contract Sta	art: 11/18/2002 Contract End: 06/30/2021 #Students: 7200
Superintendent			
Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: ✔ Limit: 150	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Auto Allowance FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? \$90 Conditions:	Disability Insurand FY16: FY17:	:e: □ FY18: FY19:	FY18: FY19:
Health Insurance:	Other Insurance:		Additional Information

Fall River		Date of Hire:	07/01/16	Contract Start:	07/01/2016 Contract End: 07/01/2020 #Students: 10607
Superintendent					
Personal Days: 2 Vacation Days: 25 Sick Days: 14		Annuity: <mark>√</mark> FY16: FY17:		18: \$4,000 19: \$4,000	Additional Benefits:
Accumulate: 🗹 Limit:	Vacation-no;Personal-carry 1 per contract year; Sick- Yes	FT17.	FI	19. \$4,000	FY17:
Sick Leave Buy Back:		Disability Insurance: FY16:		8: \$2,000	FY18: FY19:
at what amount? Conditions:		FY17:	FY1	l 9: \$2,000	
Health Insurance: 🖌		Other Insurance: 🖌 District pays % of b	ase plan		Additional Information
FY16: 75% FY17:	FY18: 75% FY19: 75%	FY16: FY17:		8: 75% 9: 75%	
Farmington River RSD		Date of Hire:	06/27/06	Contract Start:	07/01/2015 Contract End: 06/30/2016 #Students: 122
Superintendent					
Personal Days: Vacation Days:		Annuity:			Additional Benefits:
Sick Days: Accumulate: Limit:		FY16: FY17:		18: 19:	FY16: FY17:
Sick Leave Buy Back: at what percent?		Disability Insurance:			FY18: FY19:
at what amount? Conditions:		FY16: FY17:	FY1 FY1		
Health Insurance:		Other Insurance:			Additional Information
FY16: FY17:	FY18: FY19:	FY16: FY17:	FY18 FY19		

Framingham	Date of Hire:	07/01/13 Contract S	Start: 07/01/2014 Contract End: 06/30/2017 #Students: 8500
Superintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 20 Accumulate: Imit: 35 days Sick Leave Buy Back:	Annuity: FY16: \$18,500 FY17:	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY19:
Health Insurance:	Other Insurance: 🖌		Additional Information
FY16: FY18: FY17: FY19:	FY16: FY17:	FY18: FY19:	
Franklin	Date of Hire:	07/01/17 Contract S	Start: 07/01/2017 Contract End: 06/30/2020 #Students:
Superintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 16 Accumulate: 🖌 Limit: 45 days	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Education/Prof. Development/ Travel FY16: \$19,200 FY17: \$19,200
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: \$6,400 FY19:
Health Insurance:	Other Insurance:		Additional Information
FY16: FY18: #Type! FY17: #Type! FY19:	FY16: FY17:	FY18: FY19:	

Franklin County RVTSD	Date of Hire: 07/01/15	Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 531
uperintendent - Director		
Personal Days: 4 Vacation Days: 25	Annuity: 🗌 FY16: FY1	Additional Benefits:
Sick Days: 20 Accumulate: 🗹 Limit: 185	FY17: FY1	
Sick Leave Buy Back: ☑ at what percent?	Disability Insurance: 🖌	FY18: FY19:
at what amount? Conditions: up t0 50: \$25; 51-100: \$5	FY16: \$360 FY18 FY17: FY19 50; 101-185: \$85 FY17:	-
Health Insurance:	Other Insurance: ✔ Life Insurance (\$10000); Dental	
FY16: 75%FY18:FY17:FY19:	FY16: 65% FY18: FY17: FY19:	
Frontier RSD	Date of Hire: 07/01/16	Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 618
Superintendent		
Personal Days: 5 Vacation Days: 25	Annuity: 🗌 FY16: FY1	Additional Benefits:
Sick Days: 20 Accumulate: ✓ Limit: 180	FY17: FY1	
Sick Leave Buy Back: 🗌	Disability Insurance: 🖌	FY18:
-		FY19:
at what percent? at what amount? Conditions:	FY16: FY18 FY17: FY19	
at what percent? at what amount?		8:

Gardner	Date of Hire:	07/01/14 Contract S	tart: 07/01/2014 Contract End: 06/30/2017 #Students: 2425
Superintendent			
Personal Days: 3 Vacation Days: 30 Sick Days: 15 Accumulate: 🗹 Limit:	Annuity:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 75%FY18:FY17:FY19:	FY16: FY17:	FY18: FY19:	
Georgetown	Date of Hire:	07/01/07 Contract S	tart: 07/01/2014 Contract End: 06/30/2019 #Students: 1450
Superintendent			
Personal Days: 4 Vacation Days: 25 Sick Days: 15 Accumulate: Limit:	Annuity: √ FY16: \$12,000 FY17: \$12,000	FY18: \$12,000 FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance:	Other Insurance:		Additional Information
FY16: FY18: FY17: FY19:	FY16: FY17:	FY18: FY19:	

Gill-Montague RSD	Date of Hire:	07/01/13 Contract St	tart: 07/01/2013 Contract End: 06/30/2016 #Students: 990
nterim Superintendent			
Personal Days: 4 Vacation Days: 25 Sick Days: 18 Accumulate: Limit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Mileage Reimbursement FY16: FY17:
Sick Leave Buy Back: at what percent?	Disability Insurance FY16:	: 🗌 FY18:	FY18: FY19:
at what amount? Conditions:	FY17:	FY19:	
Health Insurance: 🖌	Other Insurance: 🖌 Dental]	Additional Information
FY16: 85% FY18: FY17: FY19:	FY16: 20% FY17:	FY18: FY19:	\$3500 travel allowance
Greater Fall River RVTSD (Diman)	Date of Hire:	06/01/09 Contract St	tart: 07/01/2014 Contract End: 06/30/2016 #Students: 1422
uperintendent-Director			
Personal Days: 3 Vacation Days: 25 Sick Days: 18	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Accumulate: 🗹 Limit:			
Sick Leave Buy Back: at what percent? at what amount? \$150	Disability Insurance FY16: \$1,235 FY17:	:: ✔ FY18: FY19:	FY18: FY19:
Sick Leave Buy Back: 🗹 at what percent?	FY16: \$1,235	FY18: FY19:	FY18:

Greater New Bedford RVTSD	Date of Hire:	07/01/11 Contract Sta	art: 07/01/2015 Contract End: 06/30/2017 #Students: 2200
Superintendent-Director			
Personal Days: 3 Vacation Days: 25 Sick Days: 18 Accumulate: ✔ Limit: Vacation: 25 carried forward	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: 🗹	Disability Insurance:		FY18:
at what percent? at what amount? \$60 Conditions:	FY16: FY17:	FY18: FY19:	FY19:
Health Insurance: 🖌	Other Insurance: 🖌		Additional Information
FY16: 65%FY18:FY17:FY19:	FY16: FY17:	FY18: FY19:	
Groton-Dunstable RSD	Date of Hire:	07/01/17 Contract Sta	art: 07/01/2017 Contract End: 07/01/2020 #Students: 2694
Buperintendent Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: ✓	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Cell phone & mileage FY16: \$3,100 FY17: \$3,100
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	✓ FY18: FY19:	FY18: \$2,500 FY19:
	Other Insurance:		Additional Information
Health Insurance:			

Hadley		Date of Hire:	07/01/14 Contract	Start: 07/01/2014 Contract End: 06/30/2017 #Students: 620
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 18 Accumulate: ✔ Limit: ∨ Sick Leave Buy Back: □ at what percent?	acation: 40; Sick: 190	Annuity: FY16: FY17: Disability Insurance:	_	Additional Benefits: FY16: FY17: FY18: FY19:
at what amount? Conditions:		FY16: FY17:	FY18: FY19:	
Health Insurance: 🖌		Other Insurance:		Additional Information
	Y18: Y19:	FY16: FY17:	FY18: FY19:	
Hanover		Date of Hire:	07/01/13 Contract	Start: 07/01/2017 Contract End: 06/30/2020 #Students: 2753
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 18 Accumulate: ✔ Limit: 14	40	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: 🖌		Other Insurance:		Additional Information
	Y18: 50% Y19: 50%	FY16: FY17:	FY18: FY19:	

Harvard		Date of Hire:	07/01/14 Contract S	Start: 07/01/2017 Contract End: 06/30/2022 #Students: 1149
Superintendent				
Personal Days: 5 Vacation Days: 25 Sick Days: 15 Accumulate: ✓ Limit: U Sick Leave Buy Back: □	nlimited	Annuity: FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
at what percent? at what amount? Conditions:		Disability Insurance FY16: FY17:	FY18: FY19:	FY19:
Health Insurance: 🖌		Other Insurance:]	Additional Information
	Y18: 23% Y19: 25%	FY16: FY17:	FY18: FY19:	
Hatfield		Date of Hire:	07/01/10 Contract S	Start: 07/01/2013 Contract End: 06/30/2016 #Students: 461
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: ✔ Limit: 20	00	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Merit bonus FY16: FY17:
Sick Leave Buy Back: at what percent? .2 at what amount? Conditions: Max \$200 days;	after 10 years	Disability Insurance FY16: FY17:	e: FY18: FY19:	FY18: FY19:
Health Insurance:		Other Insurance:	_	Additional Information \$2000 travel allowance \$2400 cell phone
FY16: 50% F	Y18:	FY16:	FY18:	allowance \$2000 goal performance bonus

Hingham		Date of Hire:	Contract Start: 08	3/01/2016 Contract End: 07/31/20	19 #Students: 4294
Superintendent					
Personal Days: Vacation Days: 28 Sick Days: 15 Accumulate: 🗹 Limit	: None (only 120 pd to	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Car; phone FY16: FY17: \$1,500	
Sick Leave Buy Back: ✓ at what percent? at what amount? \$10/d Conditions: Limit 120 da	-	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: \$1,500 FY19: \$1,500	
Health Insurance: ✔ FY16: 50% FY17: 50%	FY18: 50% FY19: 50%	Other Insurance: ✓ Liability FY16: 100% FY17: 100%	FY18: 100% FY19: 100%	Additional Information	
Holland		Date of Hire:	Contract Start:	Contract End:	#Students: 230
See Tantasqua Personal Days: Vacation Days: Sick Days: Accumulate: Limit Sick Leave Buy Back: at what percent? at what amount? Conditions:	::	Annuity: FY16: FY17: Disability Insurance: FY16: FY17:	FY18: FY19: FY18: FY19:	Additional Benefits: FY16: FY17: FY18: FY19:	
Health Insurance: FY16: FY17:	FY18: FY19:	Other Insurance: FY16: FY17:	FY18: FY19:	Additional Information	

Holyoke	Date of Hire:	07/16/15 Contract St	tart: 01/14/2002 Contract End: 06/30/2010 #Students: 5573
Superintendent			
Personal Days: Vacation Days: Sick Days: Accumulate: Limit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance FY16: FY17:	e: 🗌 FY18: FY19:	FY18: FY19:
Health Insurance: FY16: 50% FY18: FY17: FY19:	Other Insurance: Dental, Life Insura FY16: 50% FY17:		Additional Information \$566 travel allowance
Hopedale Superintendent	Date of Hire:	07/01/16 Contract St	tart: 07/01/2016 Contract End: 06/30/2019 #Students: 1167
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: V Limit: 45	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent?	Disability Insurance FY16: FY17:	e: FY18: FY19:	FY18: FY19:
at what amount? Conditions:			
	Other Insurance:		Additional Information

Hopkinton	Date of Hire:	07/01/13 Contract Star	t: 07/01/2016 Contract End: 06/30/2019 #Students: 3521
Superintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 20 Accumulate: Limit: Unlimited	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16:
			FY17: FY18:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY19:
Health Insurance: Image: Prime FY16: FY18: #Type! FY17: #Type! FY19:	Other Insurance: ✓ Life Insurance FY16: 100% FY17: 100%	FY18: 100% FY19:	Additional Information will retire 6/30/18
F117. #Type! F119.	F117.100%	1115.	
Hudson	Date of Hire:		t: 07/01/2017 Contract End: 06/30/2020 #Students: 3049
			t: 07/01/2017 Contract End: 06/30/2020 #Students: 3049 Additional Benefits: Max work related expense reimbursement FY16: FY17:
Hudson Superintendent Personal Days: 3 Vacation Days: 25 Sick Days: 15	Date of Hire: Annuity: FY16:	07/01/17 Contract Start FY18: FY19:	Additional Benefits: Max work related expense reimbursement FY16:
Hudson Superintendent Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: I Limit: 60 Sick Leave Buy Back: I at what percent? at what amount? \$60	Date of Hire: Annuity: FY16: FY17: Disability Insurance: FY16: FY16: FY17: Other Insurance: v	07/01/17 Contract Start FY18: FY19: FY18:	Additional Benefits: Max work related expense reimbursement FY16: FY17: FY18: \$5,000

Hull		Date of Hire:	08/02/17 Contract	Start: 08/02/2017 Contract End: 06/30/2020 #Students: 1110
Superintendent				
	imit: 100 days	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? .50 at what amount? Conditions: Must ren days		Disability Insurance FY16: FY17:	: 🗌 FY18: FY19:	FY18: FY19:
Health Insurance: 🗸]	Other Insurance:		Additional Information
FY16: 75% FY17: 75%	FY18: 75% FY19: 75%	FY16: FY17:	FY18: FY19:	
Ipswich		Date of Hire:	07/01/17 Contract	Start: 07/01/2017 Contract End: 06/30/2020 #Students: 2029
Superintendent Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: ✓ Li Sick Leave Buy Back: at what percent?	imit: Max 75 days	Annuity: FY16: FY17: Disability Insurance		Additional Benefits: FY16: FY17: FY18: FY19:
at what amount? Conditions:	_	FY16: FY17: Other Insurance:	FY18: FY19:	Additional Information
Health Insurance: FY16:	FY18: 65%	FY16:	FY18:	Additional Information

King Philip RSD		Date of Hire:	07/01/10 Contract	Start: 07/01/2015 Contract End: 06/30/2018 #Students: 2145	
Superintendent					
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: ✓	_	Annuity: √ FY16: \$4,000 FY17: \$5,000	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:	
Sick Leave Buy Bac at what percent? at what amount? Conditions:	k: ⊔	Disability Insurance: [FY16: FY17:	FY18: FY19:	FY19:	
Health Insurance:		Other Insurance:		Additional Information	
FY16: FY17:	FY18: 86% FY19:	FY16: FY17:	FY18: FY19:		
Kingston		Date of Hire: Contr		ract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 1059	
ee Silver Lake REG.	(shared cost)				
Personal Days: Vacation Days: Sick Days: Accumulate:	Limit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:	
Sick Leave Buy Bac at what percent? at what amount?	k: 🗆	Disability Insurance: [FY16: FY17:	FY18: FY19:	FY18: FY19:	
Conditions:					
Conditions: Health Insurance:		Other Insurance:		Additional Information	
	☐ FY18: FY19:	Other Insurance: FY16: FY17:	FY18: FY19:	Additional Information	

Leicester		Date of Hire:	01/28/13 Contrac	t Start: 07/01/2015 Contract End: 06/30/2018 #Students: 1604
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: 🗹 Sick Leave Buy Bac		Annuity: √ FY16: \$4,246 FY17:	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
at what percent? at what amount? Conditions:		Disability Insurance: [FY16: FY17:	FY18: FY19:	FY19:
Health Insurance:		Other Insurance: ✔ Life Insurance \$10K		Additional Information
FY16: FY17:	FY18: FY19:	FY16: 75% FY17:	FY18: FY19:	
Lincoln-Sudbury	RSD	Date of Hire:	07/01/13 Contrac	t Start: 07/01/2014 Contract End: 06/30/2017 #Students: 1616
nterim Superintende	ent/Principal			
Personal Days: 5 Vacation Days: 25 Sick Days: 0 Accumulate:	Limit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: 4500: Travel Reimbursements; 1500: Prof. Dev FY16: FY17:
Sick Leave Buy Bac at what percent? at what amount? Conditions:		Disability Insurance: [FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: FY16: 70% FY17:	✓ FY18: FY19:	Other Insurance: Life Insurance; AD&E FY16: 100% FY17:) FY18: FY19:	Additional Information

Littleton	Date of Hire:	05/02/11 Contract Sta	art: 07/01/2013 Contract End: 06/30/2018 #Students: 1635
Superintendent			
Personal Days: Vacation Days: 25 Sick Days: 20 Accumulate: I Limit: 20 Sick Leave Buy Back:	Annuity: √ FY16: \$5,000 FY17:	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
at what percent? at what amount? Conditions:	Disability Insurance FY16: \$3,000 FY17:	s: ⊻ FY18: FY19:	FY19:
Health Insurance: 🖌	Other Insurance: Life Insurance \$30	00	Additional Information \$4000 travel allowance \$1000 car allowance
FY16: 70% FY18: FY17: FY19:	FY16: FY17:	FY18: FY19:	\$4500 tuition reim
Longmeadow	Date of Hire:	07/01/16 Contract Sta	art: 07/01/2016 Contract End: 07/01/2019 #Students: 2902
Superintendent			
Deve en el Deve	Annuity:		Additional Benefits:
Personal Days: Vacation Days: Sick Days: Accumulate: Limit:	FY16: FY17:	FY18: FY19:	FY16: FY17:
Vacation Days: Sick Days:	FY16:	FY19:	FY16:
Vacation Days: Sick Days: Accumulate: Limit: Sick Leave Buy Back: at what percent? at what amount?	FY16: FY17: Disability Insurance FY16:	FY19: E: FY18: FY19:	FY16: FY17: FY18:

Ludlow		Date of Hire:	01/01/12 Contract Start	07/01/2015 Contract End: 06/30/2018 #Students: 2770
Superintendent				
Personal Days: 3 Vacation Days: 30 Sick Days: 18 Accumulate: ✔ Limit	: Can carry over 5 days from prior year	Annuity: √ FY16: \$2,600 FY17: \$3,800	FY18: \$3,800 FY19: \$5,200	Additional Benefits: Life Insurance Premium FY16: \$1,000 FY17: \$1,000
Sick Leave Buy Back: 🗹		Disability Insurance:		FY18: \$1,000
at what percent? at what amount? \$15/da Conditions: maximum 2 ⁻ or death	ay 75 days only upon retirement	FY16: FY17:	FY18: FY19:	FY19: \$1,000
Health Insurance: 🗸		Other Insurance: ✔		Additional Information
FY16: 81% FY17: 81%	FY18: 81% FY19:	Life insurance \$1000 FY16: 100% FY17:	FY18: FY19:	Premium for \$500k life insurance; not to exceed \$1000
Lynnfield		Date of Hire:	7/1/2014 Contract Start	: 07/01/2014 Contract End: 06/30/2018 #Students: 2102
Superintendent				
Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: 🗹 Limit	: sick unlimited	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: 5 day vacation buy back FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance: [FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: FY16: FY17: #Type!	FY18: #Type! FY19: #Type!	Other Insurance: FY16: FY17:	FY18: FY19:	Additional Information Salary FY19 assumes 2.5% increase; health insurance is the same for all district employees- varies by plan

Superintendent Personal Days: 3 Annuity: □ Additional Benefits: Vacation Days: 25 FY16: FY18: Sick Days: 15 FY17: FY19: FY16: Accumulate: ✓ Limit: 90 FY17: FY18: Sick Leave Buy Back: □ Disability Insurance: □ FY18: at what percent? FY16: FY18:	
Vacation Days: 25 FY16: FY18: Sick Days: 15 FY17: FY19: Accumulate: Limit: 90 FY17: Sick Leave Buy Back: Disability Insurance: FY18: FY19: FY19:	
Disability Insurance:	
at what percent? FY16: FY18: at what amount? FY17: FY19: Conditions:	
Health Insurance: ✓ Other Insurance: Additional Information \$1200 travel allowance \$1200 travel allowance	
FY16: 70% FY18: FY16: FY18: FY17: FY19: FY17: FY19:	
Marshfield Date of Hire: 07/01/15 Contract Start: 07/01/2015 Contract End: 07/31/2018	8 #Students: 450
Superintendent	
Personal Days: 3 Annuity: □ Additional Benefits: Vacation Days: 30 FY16: FY18: Sick Days: FY17: FY19: FY16: Accumulate: ✓ Limit: 177 FY17: FY19: FY17:	
Sick Leave Buy Back:Disability Insurance:FY18:at what percent?FY16:FY19:at what amount?FY17:FY19:Conditions:FY17:FY19:	
Health Insurance: 🗸 Other Insurance: 🗌 Additional Information	
FY16: 50% FY18: FY16: FY18: FY17: FY19: FY17: FY19:	

Mashpee		Date of Hire: 09	0/05/95 Contract Start: 02/	01/2017 Contract End: 06/30/2021 #Students: 1749
Superintendent				
Personal Days: Vacation Days: 25 Sick Days: 18 Accumulate: 🗹 Limit:	: 30 days per year	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Bonus if district reaches level 2 FY16: \$6,000 FY17:
Sick Leave Buy Back: at what percent? .33 at what amount? Conditions: All sick leave becoming Su		Disability Insurance: ✔ FY16: \$3,600 FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: ✓ FY16: 75% FY17: 75%	FY18: 75% FY19: 75%	Other Insurance: 🗹 Life Insurance - Group; ନିହୁସ୍ୱିଡୁ ନ୍ୟୁକ୍ତ premium FY17: 75%	Plus Additional Life Insurance FY18: 75% FY19: 75%	Additional Information e
Mendon-Upton RSD				01/2017 Contract End: 06/30/2018 #Students: 2391
Superintendent Personal Days: 5 Vacation Days: 20 Sick Days: 20 Accumulate: ✓ Limit:	: sick 200	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? \$8500 Conditions:		Disability Insurance: ✔ FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: FY16: 75% FY17: 75%	FY18: 75% FY19: 75%	Other Insurance: Short term life FY16: 100% FY17: 100%	FY18: 100% FY19: 100%	Additional Information

Methuen	Date of Hire:	08/24/10 Contract Star	: 07/01/2017 Contract End: 08/31/2018 #Students: 7200
Superintendent			
Personal Days: 3	Annuity: 🗸		Additional Benefits:
Vacation Days: 25			Travel & Car allowances
Sick Days: 18	FY16:	FY18:	FY16: \$2,800
Accumulate: 🗹 Limit:	FY17:	FY19:	FY17: \$2,800
Sick Leave Buy Back: 🗹	Disability Insurance	e: 🖌	FY18: \$2,800
at what percent?	FY16:	FY18:	FY19: \$2,800
at what amount? \$50 up to 100 days; \$75/day 1 250		FY19:	
Conditions:			
Health Insurance: 🗸	Other Insurance:		Additional Information
	-	% employee funded	Option to extend contract to 08/31/19
FY16: 62% FY18: 62%	FY16:	FY18:	
FY17: 62% FY19: 62%	FY17:	FY19:	
Middleborough	Date of Hire:	07/01/15 Contract Star	:: 07/01/2015 Contract End: 06/30/2018 #Students:
Superintendent			
			Additional Benefits:
Personal Days: 3	Annuity:		
Personal Days: 3 Vacation Days: 20	Annuity:	EV10.	
-	FY16:	FY18:	Mileage and Phone
Vacation Days: 20		FY18: FY19:	Mileage and Phone FY16: \$1,800
Vacation Days: 20 Sick Days: 18 Accumulate: Limit:	FY16: FY17:	FY19:	Mileage and Phone
Vacation Days: 20 Sick Days: 18 Accumulate: Limit: Sick Leave Buy Back:	FY16: FY17: Disability Insurance	FY19: e: 🗸	Mileage and Phone FY16: \$1,800 FY17: \$1,800
Vacation Days: 20 Sick Days: 18 Accumulate: I Limit: Sick Leave Buy Back: at what percent?	FY16: FY17: Disability Insurance FY16: \$1,000	FY19: 	Mileage and Phone FY16: \$1,800 FY17: \$1,800 FY18: \$1,800
Vacation Days: 20 Sick Days: 18 Accumulate: I Limit: Sick Leave Buy Back:	FY16: FY17: Disability Insurance	FY19: e: 🗸	Mileage and Phone FY16: \$1,800 FY17: \$1,800 FY18: \$1,800
Vacation Days: 20 Sick Days: 18 Accumulate: Limit: Sick Leave Buy Back: at what percent? at what amount? Conditions:	FY16: FY17: Disability Insurance FY16: \$1,000	FY19: e: ✔ FY18: \$1,000 FY19:	Mileage and Phone FY16: \$1,800 FY17: \$1,800 FY18: \$1,800 FY19:
Vacation Days: 20 Sick Days: 18 Accumulate: ✓ Limit: Sick Leave Buy Back: □ at what percent? at what amount?	FY16: FY17: Disability Insurance FY16: \$1,000 FY17: \$1,000	FY19: e: ✔ FY18: \$1,000 FY19:	Mileage and Phone FY16: \$1,800 FY17: \$1,800 FY18: \$1,800
Vacation Days: 20 Sick Days: 18 Accumulate: Limit: Sick Leave Buy Back: at what percent? at what amount? Conditions:	FY16: FY17: Disability Insurance FY16: \$1,000 FY17: \$1,000 Other Insurance: ☑	FY19: e: ✔ FY18: \$1,000 FY19:	Mileage and Phone FY16: \$1,800 FY17: \$1,800 FY18: \$1,800 FY19:

Milford	Date of Hire:	07/01/16 Contract Start:	07/01/2016 Contract End: 06/30/2019 #Students: 4114
Superintendent			
Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: I Limit: Sick; 250	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY19:
Health Insurance:	Other Insurance:		Additional Information
FY16: 70%FY18: 70%FY17: 70%FY19: 70%	FY16: FY17:	FY18: FY19:	
Millbury	Date of Hire:	08/14/14 Contract Start:	07/01/2016 Contract End: 06/30/2021 #Students: 1825
Superintendent			
Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: Limit:	Annuity: √ FY16: \$4,000 FY17:	FY18: \$4,000 FY19: \$4,000	Additional Benefits: Travel \$100 monthly; cell hpone \$60/month FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 75% FY18: 75%	FY16:	FY18:	

Millis	Date of Hire:	07/01/08 Contract Sta	art: 07/01/2015 Contract End: 06/30/2019 #Students: 1388
Superintendent			
Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: ✓ Limit: 150 Sick Leave Buy Back: □ at what percent? at what amount? Conditions:	Annuity: FY16: \$8,960 FY17: \$8,960 Disability Insurance: FY16: FY17:	FY18: \$8,960 FY19: : FY18: FY18: FY19:	Additional Benefits: FY16: FY17: FY18: FY19:
Health Insurance: 🖌	Other Insurance:]	Additional Information
FY16: 68%FY18:FY17: 68%FY19:		FY18: FY19:	
Milton	Date of Hire:	07/01/08 Contract Sta	art: 07/01/2008 Contract End: 06/30/2018 #Students: 4055
Superintendent			
Personal Days: 5 Vacation Days: 20 Sick Days: 18 Accumulate: ✔ Limit: Unlimi	Annuity: FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? 100% at what amount? Conditions: 2 weeks max	Disability Insurance: FY16: FY17:	: 🗌 FY18: FY19:	FY18: FY19:
Health Insurance: 🖌	Other Insurance:]	Additional Information
FY16: 80% FY18:	78% FY16 :	FY18:	

Minuteman RVTSD	Date of Hire:	07/01/07 Contract	t Start: 06/17/2014 Contract End: 06/30/2017 #Students: 483
Superintendent			
Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: Limit: Vacation: 5; Sick: Unlimited	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: ✓ FY16: 75% FY18: FY17: FY19:	Other Insurance: Dental 50%; Life Ins FY16: 50% FY17:	surance FY18: FY19:	Additional Information \$1200 cell phone allowance
Montachusett RVTSD	Date of Hire:	11/13/14 Contract	t Start: 11/03/2014 Contract End: 06/30/2017 #Students: 1423
Superintendent-Director Personal Days: 3 Vacation Days: 26 Sick Days: 18 Accumulate: ✓ Limit: 300	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Travel Allowance FY16: FY17:
Sick Leave Buy Back: at what percent? .2 at what amount? Conditions: up to 200 days at retirement	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 75% FY18: FY17: FY19:	FY16: FY17:	FY18: FY19:	

Nahant	Date of Hire:	07/01/16 Contract Start	: 07/01/2016 Contract End: 06/01/20	19 #Students: 185
Part Time Superintendent				
Personal Days: Vacation Days: Sick Days: Accumulate: Limit: Sick Leave Buy Back:	Annuity: FY16: FY17: Disability Insurance: [FY18: FY19:	Additional Benefits: FY16: FY17: FY18:	
at what percent? at what amount? Conditions:	FY16: FY17:	FY18: FY19:	FY19:	
Health Insurance:	Other Insurance:		Additional Information	
FY16: FY18: FY17: FY19:	FY16: FY17:	FY18: FY19:		
Nantucket	Date of Hire:	07/01/10 Contract Start	t: 07/01/2016 Contract End:	#Students: 1535
Superintendent				
Personal Days: 5 Vacation Days: 30 Sick Days: 18 Accumulate: 🗹 Limit: 100 days @ \$100	Annuity: √ FY16: \$15,000 FY17: \$15,000	FY18: \$15,000 FY19:	Additional Benefits: Housing stipend FY16: \$18,000 FY17: \$18,000	
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: [FY16: FY17:	FY18: FY19:	FY18: \$18,000 FY19:	
Health Insurance: 🖌	Other Insurance:		Additional Information	
FY16: FY18: #Type! FY17: #Type! FY19:	FY16: FY17:	FY18: FY19:		

Narragansett RSD	Date of Hire:	07/01/16 Contract S	Start: 07/01/2016 Contract End: 06/30/2019 #Students: 1407
Superintendent			
Personal Days: 0 Vacation Days: 25 Sick Days: 17 Accumulate: 🗹 Limit: 90	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Travel/ cell phone FY16: FY17: #Type!
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: #Type! FY19: #Type!
Health Insurance:	Other Insurance: Life insurance		Additional Information
FY16:FY18: 75FY17: 75%FY19: 75		FY18: 75% FY19: 75%	
Nashoba RSD	Date of Hire:	07/01/16 Contract S	Start: 07/01/2016 Contract End: 06/30/2019 #Students: 3481
Superintendent of Schools			
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: ✔ Limit: 125 days	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Mileage; 2 state + 1 nat'l conference FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	: 🗌 FY18: FY19:	FY18: FY19:
Health Insurance: ✓ FY16: 70% FY18: 70 FY17: 70% FY19: 70		FY18: 50% FY19: 50%	Additional Information \$7320 car allowance

Natick	Date of Hire:	07/01/08 Contract Start:	07/01/2013 Contract End: 06/30/2019 #Student	s: 5500
Superintendent				
Personal Days: 5 Vacation Days: 25 Sick Days: 15 Accumulate: Limit: 150 Sick Leave Buy Back:	Annuity: 	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:	
at what percent? at what amount? Conditions:	FY16: FY17:	FY18: FY19:	FY19:	
Health Insurance: 🖌	Other Insurance: 🗹 Life Insurance (\$5000)	Additional Information	
FY16: 90% FY18: FY17: FY19:	FY16: FY17:	FY18: FY19:	\$5000 travel allowance	
Needham	Date of Hire:	07/01/06 Contract Start:	07/01/2011 Contract End: #Student	s: 5563
Superintendent				
Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: ✔ Limit: 200 days	Annuity: ✔ FY16: \$12,500 FY17: \$12,500	FY18: \$12,500 FY19:	Additional Benefits: FY16: FY17:	
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: \$2,000 FY17: \$2,000	FY18: \$2,000 FY19: \$2,000	FY18: FY19:	
	Other Insurance:		Additional Information	
Health Insurance: 🖌				

lew Bedford	Date of Hire:	07/01/13 Contrac	t Start: 07/01/2013 Contract End: 06/30/2016 #Students: 12565
uperintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 18 Accumulate: ✓ Limit: Only sick can be accumulated, 18		FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	: 🗌 FY18: FY19:	FY18: FY19:
Health Insurance: Image: Comparison of the second seco	Other Insurance: Life Insurance FY16: 75% FY17:	FY18: FY19:	Additional Information
lorth Middlesex	Date of Hire:	08/01/12 Contrac	t Start: 07/01/2015 Contract End: 06/30/2018 #Students: 3590
uperintendent Personal Days: 4 Vacation Days: 25 Sick Days: 15 Accumulate: V Limit: 125	Annuity: FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 80% FY18: 75% FY17: 80% FY19: 75%	FY16: FY17:	FY18: FY19:	

North Reading	Date of Hire:	10/18/14 Contract St	tart: 10/18/2014 Contract End: 06/30/2	017 #Students: 2561
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: ✔ Limit: 180- sick; 35- vacation Sick Leave Buy Back: □	Annuity: FY16: FY17: Disability Insurance:	FY18: FY19:	Additional Benefits: special projects FY16: FY17: FY18:	
at what percent? at what amount? Conditions:	FY16: FY17:	FY18: FY19:	FY19:	
Health Insurance: 🖌	Other Insurance:		Additional Information	
FY16: 70%FY18:FY17:FY19:	FY16: FY17:	FY18: FY19:		
Northampton	Date of Hire:	07/01/14 Contract St	art: 07/01/2014 Contract End:	#Students: 2701
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: Limit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Cell phone FY16: \$3,000 FY17: \$3,000	
Sick Leave Buy Back: at what percent? at what amount? \$5500 Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: \$5,000 FY19: \$5,000	
Health Insurance: 🖌	Other Insurance:		Additional Information	
FY16: 80%FY18: 80%FY17: 80%FY19: 80%	FY16: FY17:	FY18: FY19:		

Northbridge	Date of Hire:	07/01/14 Contract \$	Start: 07/01/2017 Contract End: 06/30)/2022 #Students: 2709
Superintendent				
Personal Days: 4 Vacation Days: 25 Sick Days: 15 Accumulate: Limit: 125	Annuity: FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:	
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance FY16: FY17:	e: ✔ FY18: FY19:	FY18: FY19:	
Health Insurance:	Other Insurance: Life Insurance	_	Additional Information \$2900 prof developmer	nt \$5000 prof member dues
FY16: 75% FY18: 75% FY17: 75% FY19: 75%	FY16: 75% FY17:	FY18: FY19:	* p	
Northern Berkshire RVTSD	Date of Hire:	07/01/95 Contract \$	Start: 07/01/1995 Contract End:	#Students: 551
Superintendent				
Personal Days: 5 Vacation Days: 25 Sick Days: 18 Accumulate: ✔ Limit: 255	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:	
Sick Leave Buy Back: at what percent? at what amount? \$35/day Conditions: \$35.00/day for up to 240 days	Disability Insurance FY16: FY17:	e: 🗌 FY18: FY19:	FY18: FY19:	
Health Insurance: 🗸	Other Insurance:		Additional Information	
FY16: 75%FY18: 75%FY17: 75%FY19: 75%	FY16: FY17:	FY18: FY19:		

Norton		Date of Hire:	07/01/13 Contract Start	: 07/01/2015 Contract End: 06/30/2020 #Students: 2558
Superintendent				
Personal Days: 3 Vacation Days: 25 Sick Days: 18 Accumulate: ✔ Limit:	Carry over 5 vacation days; accumulate up to 180 sick days	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Travel,dues,phone,tablet,course work FY16: \$9,500 FY17: \$9,500
Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance: [FY16: \$5,000 FY17: \$5,000	✓ FY18: \$5,000 FY19: \$5,000	FY18: \$9,500 FY19: \$9,500
Health Insurance: FY16: 25% FY17: 75%	FY18 : 75% FY19 : 75%	Other Insurance: ✔ FY16: FY17:	FY18: FY19:	Additional Information \$4000 travsl allowance
Norwell		Date of Hire:	01/11/12 Contract Start	: 07/01/2017 Contract End: 07/01/2017 #Students: 2205
Superintendent				
Personal Days: 5 Vacation Days: 25 Sick Days: Accumulate: Limit: Sick Leave Buy Back: at what percent? at what amount? Conditions:	: 240	Annuity: FY16: FY17: Disability Insurance: FY16: FY17:	FY18: FY19: FY18: FY18: FY19:	Additional Benefits: Car allowance FY16: \$3,600 FY17: \$3,600 FY18: \$3,600 FY19: \$3,600
Health Insurance: ✓ FY16: 80% FY17: #Type!	FY18: #Type! FY19: #Type!	Other Insurance: FY16: FY17:	FY18: FY19:	Additional Information sick days 1.5/month

Superintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: I Limit: 260 Sick Leave Buy Back: I	Annuity: FY16: FY17: Disability Insuran	FY18: FY19: Ice: √	Additional Benefits: FY16: FY17: FY18:
at what percent? at what amount? \$10,000 Conditions:	FY16: FY17:	FY18: FY19:	FY19:
Health Insurance:	Other Insurance:		Additional Information
FY16: FY18: FY17: FY19:	FY16: FY17:	FY18: FY19:	\$6000 tarvel allowance
Palmer	Date of Hire	e: 11/18/15 Contract S	tart: 11/18/2015 Contract End: 06/30/2022 #Students: 1450
Superintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 20 Accumulate: 🗹 Limit: 230	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Cell: 1,170; Travel: 750 FY16: \$1,920 FY17: \$1,920
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insuran FY16: FY17:	rce: 🗌 FY18: FY19:	FY18: \$1,920 FY19: \$1,920
Health Insurance:	Other Insurance:		Additional Information
FY16 : 75% FY18 : 75%	FY16: FY17:	FY18: FY19:	

Pathfinder RVTSD	Date of Hire:	11/01/74 Contract St	tart: 07/01/2016 Contract End: 06/20/2019 #Students: 620
Superintendent/Director			
Personal Days: 3 Vacation Days: 25 Sick Days: 18 Accumulate: ✓ Limit: In excess of 100 days may accumulate 400 days at 20% annual pay	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Longevity FY16: \$3,800 FY17: \$3,800
Sick Leave Buy Back: 🗹	Disability Insurance:		FY18: \$3,800
at what percent? 20% at what amount? Conditions: >30yrs excess of 100 days max 400 days;	FY16: FY17:	FY18: FY19:	FY19: \$4,000
max 300 days < 25-29yrs excess of 100 days max 375 days @ 20%; max 275 days < 25yrs excess of 100 days max 350 days @ 20%. Max 250	Other Insurance:		
Health Insurance: 🔽	✓ Life Insurance		Additional Information
FY16: 85%FY18: 80%FY17: 80%FY19: 80%	FY16: 75% FY17: 80%	FY18: 80% FY19: 80%	

Peabody		Date of Hire:	07/01/15 Contract S	Start: 07/01/2015 Contract End: 06/30/2018 #Students: 5800
Superintendent				
Personal Days: 2 Vacation Days: 30 Sick Days: 10 Accumulate: Limit:		Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance FY16: FY17:	9: 🗌 FY18: FY19:	FY18: FY19:
Health Insurance: 🖌		Other Insurance:]	Additional Information
FY16: 85% FY17: 85%	FY18: 85% FY19: 85%	FY16: FY17:	FY18: FY19:	
Pelham		Date of Hire:	03/09/10 Contract S	Start: 07/01/2013 Contract End: 06/30/2018 #Students: 121
Superintendent Personal Days: Vacation Days: Sick Days: Accumulate: 🔲 Limit:		Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent?		Disability Insurance FY16:	FY18:	FY18: FY19:
at what amount? Conditions:		FY17:	FY19:	
		FY17: Other Insurance:		Additional Information

Pentucket	Date of Hire:	07/12/12 Contract Sta	rt: 07/01/2015 Contract End:	#Students: 2596
Superintendent				
Personal Days: 3 Vacation Days: 20 Sick Days: 15 Accumulate: V Limit: 125	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:	
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: [FY16: FY17:	FY18: FY19:	FY18: FY19:	
Health Insurance: 🖌	Other Insurance: ✔ Dental		Additional Information Superintendent retiring	06/20/19
FY16: 75%FY18: 75%FY17: 75%FY19: 75%	FY16: 50% FY17: 50%	FY18: 50% FY19: 50%	Superintendent retiring	00/30/18
Pioneer Valley RSD	Date of Hire:	07/01/15 Contract Sta	rt: 07/01/2015 Contract End: 06/30/	/2018 #Students: 900
Superintendent/Business manager				
Personal Days: 2 Vacation Days: 25 Sick Days: 18 Accumulate: Limit: 190	Annuity: √ FY16: \$4,000 FY17: \$4,000	FY18: \$4,000 FY19:	Additional Benefits: 3.5 car allowance/4k an FY16: \$7,500 FY17: \$7,500	nuity
Sick Leave Buy Back: 🗹 at what percent? .1 at what amount? Conditions:	Disability Insurance: FY16: \$2,000 FY17: \$2,000	FY18: \$2,000 FY19:	FY18: \$7,500 FY19:	
Health Insurance: ✓ FY16: 75% FY18: 75% FY17: 75% FY19:	Other Insurance: Life Insurance (\$2000 FY16: FY17:)) FY18: FY19:	Additional Information 10% upon retirement	

Pittsfield		Date of Hire: 07/0	01/13 Contract Start:	06/30/2017 Contract End: 06/30/2023 #Students: 5744
Superintendent				
Sick Leave Buy Back: at what percent? at what amount?	nce pay up to 100 days unused	Annuity: □ FY16: FY17: Disability Insurance: ✔ FY16: \$2,500 FY17: \$2,500	FY18: FY19: FY18: \$1,570 FY19:	Additional Benefits: Mileage stipend FY16: \$1,200 FY17: \$1,200 FY18: \$1,200 FY19: \$1,200
Health Insurance:		Other Insurance:		Additional Information
FY16: 85% FY17: 85%	FY18: 85% FY19: 85%	FY16: FY17:	FY18: FY19:	
Plympton		Date of Hire:	Contract Start:	07/01/2008 Contract End: 06/30/2010 #Students: 216
See Silver Lake Reg. (S	hared Cost)			
Personal Days: Vacation Days: Sick Days: Accumulate: 🗌 I	Limit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance:		Other Insurance:		Additional Information
FY16:	FY18:	FY16:	FY18:	

Provincetown	Date of Hire:	07/20/09 Contract S	Start: 07/01/2015 Contract End: 06/30/2018 #Students: 113
Superintendent			
Personal Days: Vacation Days: Sick Days: 9 Accumulate: D Limit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Travel, data, phone FY16: FY17:
Sick Leave Buy Back: at what percent? .15 at what amount? Conditions:	Disability Insurance FY16: FY17:	EY18: FY18: FY19:	FY18: FY19:
Health Insurance:	Other Insurance:]	Additional Information
FY16: 80%FY18:FY17:FY19:	FY16: FY17:	FY18: FY19:	
Randolph	Date of Hire:	07/01/14 Contract S	Start: 07/01/2014 Contract End: 06/30/2017 #Students: 3100
nterim Superintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: I Limit: 5 Vacation , 45 sick	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? .5 at what amount? Conditions: at per diem value	Disability Insurance FY16: FY17:	: FY18: FY19:	FY18: FY19:
Health Insurance: FY16: 85% FY18:	Other Insurance: Life Insurance (\$50 FY16:		Additional Information

		Date of Hire: 0	7/01/13 Contract Start: 07	/01/2017 Contract End: 05/30/2020 #Students: 1
Superintendent				
Personal Days: 20 Vacation Days: 25 Sick Days: 3 Accumulate: 🗹 Li		Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Health/Life Insurance & Cell phone FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions: Up to 30		Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: 🖌		Other Insurance:		Additional Information
FY16: 75% FY17: 75%	FY18: 75% FY19: 75%	FY16: FY17:	FY18: FY19:	
Rockport		Date of Hire:	Contract Start:	Contract End: #Students: 9
Superintendent				
Personal Days: Vacation Days: Sick Days:	mit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Accumulate: 🗌 Li				
Accumulate: Li Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:

Seekonk		Date of Hire:	09/01/98 Contract St	tart: 07/01/2016 Contract End: 06/30/2019 #Students: 2090
Superintendent				
Personal Days: 4 Vacation Days: 30 Sick Days: 25 Accumulate: 🗹 Lim	it: 225	Annuity: FY16: FY17:	FY18: FY19:	Additional Benefits: Life Insurance FY16: \$4,000 FY17: \$4,000
Sick Leave Buy Back: at what percent? 40.59 at what amount? Conditions: After 75 da		Disability Insurance: FY16: FY17:	✔ FY18: FY19:	FY18: \$4,000 FY19: \$4,000
Health Insurance: 🖌		Other Insurance: ✔ Dental		Additional Information
FY16: 75% FY17: 75%	FY18: 75% FY19: 75%	FY16: 50% FY17: 50%	FY18: 50% FY19: 50%	
Silver Lake		Date of Hire:	07/01/15 Contract St	tart: 07/01/2015 Contract End: 06/30/2018 #Students: 1829
Personal Days: 3 Vacation Days: 25 Sick Days: 18	ost Halifax, Kingston, Plymp it: 299	ton) Annuity: FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:]	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: FY16: 50% FY17:	FY18: FY19:	Other Insurance: FY16: FY17:	FY18: FY19:	Additional Information \$3600 car allowance

Superintendent/Director Annuity: Additional Benefits: Personal Days: 30 FY16: FY18: Vacation Days: 30 FY16: FY18: Sick Days: 15 FY17: FY19: FY16: \$1,000 Accumulate: ✓ Limit: 100 FY17: \$1,000 FY17: \$1,000 Sick Leave Buy Back: ✓ Disability Insurance: FY18: \$1,000 at what percent? FY16: FY18: \$1,000 at what amount? \$4000 FY17: FY19: \$1,000 Conditions: Up to 80 days at \$40 per day upon resignation, termination or retirement Other Insurance: Additional Information	South Hadley	Date of Hire:	07/01/12 Contract	Start: 07/01/2012 Contract End: 07/01/2013 #Students: 1823
Vacation Days: 30 FY16: FV18: Sick Days: 16 FY16: FY18: Accumulate: Limit: 184 FY17: Sick Leave Buy Back: Disability Insurance: FY18: at what percent? FY16: FY18: at what amount? FY17: FY19: Conditions: Other Insurance: Additional Information FY16: FY18: FY19: FY17: FY19: FY19: Conditions: Other Insurance: Additional Information FY16: FY18: FY19: South Shore RVTSD Date of Hire: 07/01/11 Contract Start: 07/01/2017 Contract End: 06/30/2022 Superintendent/Director Personal Days: 3 Annuity: Additional Benefits: Vacation Days: 30 FY16: FY18: FY16: \$1,000 Sick Leave Buy Back: Limit: 100 FY16: FY18: FY18: \$1,000 FY18: \$1,000 Sick Leave Buy Back: Disability Insurance: FY16: FY18: \$1,000 FY18: \$1,000 at what percent? FY16: FY18: FY19: \$1,000 FY16: \$1,000 FY18: \$1,000 F	Superintendent			
of or Leave Duy Back. Disability insurance: FY16: FY18: at what percent? FY16: FY18: FY19: at what amount? Conditions: FY16: FY18: Health Insurance: Image: Conditions: Other Insurance: Additional Information FY16: 60% FY18: FY16: FY18: FY17: FY19: FY17: FY19: South Shore RVTSD Date of Hire: 07/01/11 Contract Start: 07/01/2017 Contract End: 06/30/2022 Superintendent/Director Personal Days: 3 Annuity: Additional Benefits: Vacation Days: 30 FY16: FY18: Wellness Sick Days: 15 FY17: FY19: FY16: \$1,000 Accumulate: Limit: 100 FY17: FY19: FY18: \$1,000 Sick Leave Buy Back: Disability Insurance: FY18: FY19: \$1,000 at what percent? FY16: FY18: FY19: FY19: \$1,000 at what percent? FY16: FY18: FY19: FY19: \$1,000 at what amount? \$4000 FY17: FY19: FY19: \$1,000 FY17	Vacation Days: 30 Sick Days: 18 Accumulate: V Limit: 184	FY16: FY17:	FY19:	FY16: FY17:
Health insurance: Image: Constraint of the second seco	at what percent? at what amount?	FY16:	FY18:	
FY17: FY19: FY17: FY19: South Shore RVTSD Date of Hire: 07/01/11 Contract Start: 07/01/2017 Contract End: 06/30/2022 Superintendent/Director Personal Days: 3 Annuity:	Health Insurance:	Other Insurance:]	Additional Information
Superintendent/Director Personal Days: 3 Annuity: □ Additional Benefits: Vacation Days: 30 FY16: FY18: Wellness Sick Days: 15 FY17: FY19: FY16: \$1,000 Accumulate: ✓ Limit: 100 FY17: FY19: FY17: \$1,000 Sick Leave Buy Back: ✓ Disability Insurance: □ FY18: \$1,000 FY18: \$1,000 at what percent? FY16: FY18: FY19: \$1,000 at what amount? \$4000 FY17: FY18: FY19: \$1,000 Conditions: Up to 80 days at \$40 per day upon resignation, termination or retirement Other Insurance: □ Additional Information				
Personal Days: 3 Annuity: □ Additional Benefits: Vacation Days: 30 FY16: FY18: Wellness Sick Days: 15 FY17: FY19: FY16: \$1,000 Accumulate: I Limit: 100 FY17: FY19: FY17: \$1,000 Sick Leave Buy Back: I Image: Disability Insurance: □ FY18: \$1,000 FY18: \$1,000 at what percent? FY16: FY18: FY19: \$1,000 at what amount? \$4000 FY16: FY18: FY19: \$1,000 Conditions: Up to 80 days at \$40 per day upon resignation, termination or retirement FY17: FY19: FY19: \$1,000 Health Insurance: □ Other Insurance: □ Other Insurance: □ Additional Information	South Shore RVTSD	Date of Hire:	07/01/11 Contract	Start: 07/01/2017 Contract End: 06/30/2022 #Students: 631
Vacation Days: 30FY16:FY18:WellnessSick Days: 15FY16:FY17:FY19:FY16: \$1,000Accumulate: I Limit: 100FY17:FY19:FY16: \$1,000Sick Leave Buy Back: I at what percent?Disability Insurance:FY18: \$1,000at what percent?FY16:FY16:FY18:at what amount? \$4000FY16:FY18:FY19:Conditions: Up to 80 days at \$40 per day upon resignation, termination or retirementOther Insurance:Other Insurance:Additional Information	Superintendent/Director			
at what percent? FY16: FY18: at what amount? \$4000 FY17: FY19: Conditions: Up to 80 days at \$40 per day upon resignation, termination or retirement Other Insurance: Additional Information	Vacation Days: 30 Sick Days: 15	FY16:	-	Wellness FY16: \$1,000
at what percent? FY16: FY18: at what amount? \$4000 FY17: FY19: Conditions: Up to 80 days at \$40 per day upon resignation, termination or retirement Other Insurance: Additional Information		Disability Insurance		
Health Insurance:	at what amount? \$4000 Conditions: Up to 80 days at \$40 per day upon			
	Health Insurance:	Other Insurance:]	Additional Information
FY16: FY18: FY16: FY18: FY17: FY19: FY17: FY19:	FY16: FY18:	FY16:	FY18:	

Southeastern RVTSD	Date of Hire:	04/01/17 Contract Start	:: 04/01/2017 Contract End: 06/30/2019 #Students: 1412
Superintendent			
Personal Days: 3 Vacation Days: 22.5 Sick Days: 18 Accumulate: 🗹 Limit: 165 Sick Leave Buy Back: ✔	Annuity: 🖌 FY16: \$10,000 FY17: \$10,000	FY18: \$10,000 FY19: \$10,000	Additional Benefits: Vehicle FY16: FY17: FY18:
at what percent? .15 at what amount? Conditions: Must retire, have 165 sick days and 20 years with the school district	Disability Insurance: FY16: FY17:	✓ FY18: FY19:	FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 70%FY18: 70%FY17: 70%FY19: 70%	FY16: FY17:	FY18: FY19:	
	Date of Hire:	07/01/17 Contract Start	:: 07/01/2017 Contract End: 06/30/2020 #Students: 770
Superintendent Personal Days: 4 Vacation Days: 25 Sick Days: 15 Accumulate: ✔ Limit: up to 45 days Sick Leave Buy Back: □ at what percent? at what amount?	Date of Hire: Annuity: FY16: FY17: Disability Insurance: FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17: FY18: FY19:
Vacation Days: 25 Sick Days: 15 Accumulate: ✓ Limit: up to 45 days Sick Leave Buy Back: □ at what percent?	Annuity: FY16: FY17: Disability Insurance: FY16:	FY18: FY19:	Additional Benefits: FY16: FY17: FY18:

Springfield	Date of Hire: 0	7/01/12 Contract Star	t: 07/01/2015 Contract End: 06/30/2020 #Students: 25645
Superintendent			
Personal Days: 2 Vacation Days: 22 Sick Days: 15 Accumulate: 🗹 Limit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: ✓ at what percent? 15 at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance:	Other Insurance: ✔ Dental Insurance		Additional Information
FY16: 75%FY18: 75%FY17: 75%FY19: 75%	FY16: 75% FY17: 75%	FY18: 75% FY19: 75%	
Stoneham	Date of Hire:	Contract Star	: 07/01/2012 Contract End: 06/30/2017 #Students: 2300
Superintendent			
Personal Days: Vacation Days: 21 Sick Days: 15 Accumulate: V Limit: 240	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance:	Other Insurance:		Additional Information

Superintendent Personal Days: 3 Annuity: □ Additional Benefits: Vacation Days: 25 FY16: FY18: Sick Days: 20 FY17: FY19: Accumulate: ✓ Limit: FY17: FY19: Sick Leave Buy Back: □ Disability Insurance: □ FY18: at what percent? FY16: FY18: at what amount? FY17: FY19: Conditions: Other Insurance: □ Additional Information FY16: 70% FY18: FY16: FY18: FY17: FY19: FY17: FY19: Sturbridge Date of Hire: Contract Start: Contract End: #S See Tantasqua See Tantasqua See Tantasqua See Tantasqua	
Vacation Days: 25 FY16: FY18: Sick Days: 20 FY16: FY19: Accumulate: Limit: FY17: Sick Leave Buy Back: Disability Insurance: FY18: at what percent? FY16: FY18: at what amount? FY17: FY19: Conditions: Other Insurance: Additional Information FY16: 70% FY18: FY16: FY17: FY16: FY18: FY16: 70% FY18: FY16: FY17: FY19: FY16: Sturbridge Date of Hire: Contract Start: Contract End: #S	
at what percent? FY16: FY18: at what amount? FY17: FY19: Conditions: Other Insurance: Additional Information Health Insurance: Other Insurance: Additional Information FY16: 70% FY18: FY16: FY18: FY17: FY19: FY16: FY18: Sturbridge Date of Hire: Contract Start: Contract End: #S	
Health Insurance: Additional Information FY16: 70% FY18: FY16: 70% FY18: FY17: FY19: Sturbridge Date of Hire: Contract Start: Contract End: #S	
FY17: FY19: Sturbridge Date of Hire: Contract Start: Contract End: #S	
See Tantasqua	Students: 982
Personal Days: Annuity: Additional Benefits: Vacation Days: FY16: FY18: Sick Days: FY17: FY19: FY16: Accumulate: Limit: FY17: FY17:	
Sick Leave Buy Back:Disability Insurance:FY18:at what percent?FY16:FY18:at what amount?FY17:FY19:Conditions:FY17:FY19:	
Health Insurance: Additional Information	
FY16: FY18: FY16: FY18: FY17: FY19: FY17: FY19:	

Sudbury		Date of Hire: 0	7/01/11 Contract Start:	07/01/2014 Contract End: 06/30/2018 #Students: 2965
Superintendent				
Personal Days: 7 Vacation Days: 25 Sick Days: 20		Annuity: √ FY16: \$5,000	FY18: \$5,000	Additional Benefits:
Accumulate: 🗹 L	imit: unlimited	FY17: \$5,000	FY19:	FT10: FY17:
Sick Leave Buy Back:		Disability Insurance:]	FY18: FY19:
at what percent? at what amount? Conditions:		FY16: FY17:	FY18: FY19:	
Health Insurance:]	Other Insurance: ✔ Dental		Additional Information
FY16: FY17: #Type!	FY18: #Type! FY19:	FY16: 75% FY17: 75%	FY18: 75% FY19:	
Superintendent				
Personal Days: 7 Vacation Days: 25 Sick Days: 20 Accumulate: ✔ L	imit: unlimited	Annuity: √ FY16: \$5,000 FY17: \$5,000	FY18: \$5,000 FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent?		Disability Insurance: FY16:	FY18:	FY18: FY19:
at what amount? Conditions:		FY17:	FY19:	
Health Insurance:		Other Insurance: ✔ Dental		Additional Information
FY16: FY17: #Type!	FY18: #Type! FY19: #Type!	FY16: 75% FY17: 75%	FY18: 75% FY19:	

Sunderland		Date of Hire: 0	7/01/16 Contract St	art: 07/01/2016 Contract End: 06/30/2019 #Students: 225
Superintendent				
Personal Days: 5 Vacation Days: 25 Sick Days: 20 Accumulate: ✔ Li	imit: 180	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
	0 days; buy back is 2 days lated per each year of service	Disability Insurance:	FY18: FY19:	FY18: FY19:
Health Insurance: FY16: 70% FY17: 80%	FY18: 80% FY19: 80%	Other Insurance: Life Insurance FY16: 100% FY17: 100%	FY18: 100% FY19: 100%	Additional Information
Sutton Superintendent		Date of Hire: 0	7/01/10 Contract St	art: 07/01/2017 Contract End: 06/30/2022 #Students: 1598
Personal Days: 2 Vacation Days: 25 Sick Days: 10	imit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: FY16: FY17: #Type!	FY18: #Type! FY19: #Type!	Other Insurance: ✓ Life FY16: 100% FY17: 100%	FY18: 100% FY19: 100%	Additional Information

Swansea	Date of Hire: 07/01/13	Contract Start: 07/01/2013 Contract End: 06/30/2016 #Students: 2091
uperintendent		
Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: ✔ Limit: None		Additional Benefits: FY18: FY19: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	-	FY18: FY19: Y18: Y19:
Health Insurance: 🖌	Other Insurance:	Additional Information
FY16: 83%FY18:FY17:FY19:		-
antasqua	Date of Hire: 07/01/13	Contract Start: 07/01/2016 Contract End: 06/30/2020 #Students: 1792
antasqua Superintendent Personal Days: 0 Vacation Days: 25 Sick Days: 12 Accumulate: ✓ Limit: 90 Sick Leave Buy Back: □ at what percent? at what amount? Conditions:	Annuity: ✔ FY16: F FY17: F Disability Insurance: 🗌 FY16: F	Contract Start: 07/01/2016 Contract End: 06/30/2020 #Students: 1792 Additional Benefits: Travel and Telecommunication FY18: Travel and Telecommunication FY19: FY16: \$6,000 FY17: \$6,000 FY18: \$6,000 FY19: \$6,000 FY19:
Superintendent Personal Days: 0 Vacation Days: 25 Sick Days: 12 Accumulate: ✓ Limit: 90 Sick Leave Buy Back: □ at what percent? at what amount?	Annuity: ✓ FY16: F FY17: F Disability Insurance: □ FY16: F [*] FY17: F [*] Other Insurance: ✓ Dental; if insurance not taken	Additional Benefits: Travel and Telecommunication FY18: FY16: \$6,000 FY17: \$6,000 FY18: \$6,000 FY18: \$6,000 FY18: \$6,000 FY18: \$6,000 FY19: \$5,000 annuity per

Tewksbury	Date of Hire:	06/23/10 Contract Start:	Contract End: 06/30/2016 #Students: 3552
Superintendent			
Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: Imit: 90 Sick Leave Buy Back:	Annuity: √ FY16: \$5,000 FY17:	FY18: FY19:	Additional Benefits: Travel FY16: FY17: FY18:
at what percent? at what amount? Conditions:	Disability Insurance: FY16: \$1,500 FY17:	✓ FY18: FY19:	FY19:
Health Insurance: Image: Compare the second se	Other Insurance: ✓ Dental FY16: 80% FY17:	FY18: FY19:	Additional Information \$3000 travel allowance
Truro	Date of Hire:	07/01/14 Contract Start: 07	7/01/2016 Contract End: 06/30/2020 #Students:
Superintendent Personal Days: Vacation Days: Sick Days: Accumulate: D Limit:	Annuity: FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance:	Other Insurance:		Additional Information
FY16: FY18:	FY16:	FY18:	

Upper Cape Cod RVTSD	Date of Hire: 08/2	20/04 Contract Start:	07/01/2015 Contract End: 06/30/2020 #Students: 702
Superintendent			
Personal Days: 3 Vacation Days: 30 Sick Days: 18 Accumulate: I Limit: Sick 225; Vaca 5	Annuity: 🖌 FY16: \$12,000 FY17: \$12,000	FY18: \$12,000 FY19:	Additional Benefits: Longevity FY16: \$2,000 FY17: \$2,000
Sick Leave Buy Back: ✓ at what percent? .5 at what amount? Conditions: 50% of amount over 225 days at half per diem yearly	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: \$2,000 FY19: \$2,000
Health Insurance: 🖌	Other Insurance: 🖌 Life Insurance (\$10000)		Additional Information
FY16: 70% FY18: 70% FY17: 70% FY19: 70%	FY16: FY17:	FY18: 0% FY19: 0%	
Uxbridge	Date of Hire: 07/0	01/12 Contract Start:	07/01/2015 Contract End: 06/30/2018 #Students: 1892
Superintendent / High School Principal			
Personal Days: 0 Vacation Days: 25 Sick Days: 18	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16:
Accumulate: 🖌 Limit: 220			FY17:
-	Disability Insurance: FY16: FY17:	FY18: FY19:	FY17: FY18: FY19:
Accumulate: Limit: 220 Sick Leave Buy Back: at what percent? at what amount?	FY16:	FY18:	FY18:

Wales	Date of Hire:	Contract Start:	Contract End:	#Students: 169
See Tantasqua				
Personal Days: Vacation Days: Sick Days: Accumulate: Limit:	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:	
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:	
Health Insurance:	Other Insurance:		Additional Information	
FY16: FY18: FY17: FY19:	FY16: FY17:	FY18: FY19:		
Wareham	Date of Hire: 0	8/01/13 Contract Start: 08	/01/2016 Contract End: 07/31/20	020 #Students: 2520
Superintendent				
Personal Days: 0 Vacation Days: 25 Sick Days: 15	Annuity: √ FY16: \$5,000 FY17: \$5,000	FY18: \$5,000 FY19: \$5,000	Additional Benefits: Medical annual exam FY16: FY17:	
Accumulate: 🗹 Limit: 200				
Accumulate: ✓ Limit: 200 Sick Leave Buy Back: □ at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:	

Wayland		Date of Hire:	07/01/17 Contract	Start: 07/01/2017 Contract End: 06/30/2020 #Students: 2400
Superintendent				
Personal Days: Vacation Days: 25 Sick Days: 15 Accumulate: I Sick Leave Buy Back:	Limit: Vacation 50 : □	Annuity: FY16: FY17: Disability Insurance:	FY18: FY19:	Additional Benefits: FY16: \$4,990 FY17: \$4,990 FY18: \$3,600
at what percent? at what amount? Conditions:		FY16: \$3,500 FY17:	FY18: FY19:	FY19: \$3,600
Health Insurance: FY16: 64% FY17: 64%	✔ FY18: 64% FY19: 64%	Other Insurance: FY16: FY17:	FY18: FY19:	Additional Information \$3600 travel allowance
Webster Superintendent		Date of Hire:	07/01/12 Contract	Start: 07/01/2015 Contract End: 06/30/2018 #Students: 2001
Personal Days: 2 Vacation Days: 25 Sick Days: 18	Limit: 120	Annuity: ✔ FY16: \$3,000 FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance: FY16: FY17:	✓ FY18: FY19:	FY18: FY19:
Health Insurance: G FY16: 75% FY17:	✔ FY18: FY19:	Other Insurance: Life Insurance (\$800 FY16: FY17:)) FY18: FY19:	Additional Information \$2400 travel allowance \$900 cell phone allowanc

Westfield	Date of Hire:	07/01/16 Contract Start	: 07/01/2016 Contract End: 06/30/2019 #Students: 5696
Superintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 18 Accumulate: I Limit: 180 days Sick Leave Buy Back:	Annuity: FY16: FY17: Disability Insurance	FY18: FY19: : □	Additional Benefits: FY16: FY17: FY18:
at what percent? at what amount? Conditions:	FY16: FY17:	FY18: FY19:	FY19:
Health Insurance: 🖌	Other Insurance:]	Additional Information
FY16: 80%FY18: 77%FY17: 79%FY19: 77%	FY16: FY17:	FY18: FY19:	
Westford	Date of Hire:	08/14/06 Contract Start	: 07/01/2016 Contract End: 06/30/2020 #Students: 5179
Superintendent			
Personal Days: 2 Vacation Days: 25 Sick Days: 15 Accumulate: V Limit: 150	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Performance Bonu, travel, insurance FY16: \$11,600 FY17: \$7,600
Sick Leave Buy Back: 🗌	Disability Insurance		FY18: FY19:
at what percent? at what amount? Conditions: \$3000/yr of service @ retirement of \$42,000	FY16: \$4,000 FY17: \$4,000 w/ max	FY18: \$4,000 FY19:	

Weston		Date of Hire:	04/01/17 Contract Star	t: 04/01/2017 Contract End: 06/30/2019 #Students: 2370
Superintendent				
Personal Days: Vacation Days: 25 Sick Days: 20 Accumulate: ✔ Lim	it: 1 year for vacation, sick unlimited	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Travel/Discretionary FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:		Disability Insurance: [FY16: FY17:	FY18: FY19:	FY18: \$5,000 FY19: \$5,000
Health Insurance: 🖌		Other Insurance:		Additional Information
FY16: FY17:	FY18: FY19:	FY16: FY17:	FY18: 83% FY19: 83%	
Westwood		Date of Hire:	07/01/17 Contract Star	t: 07/01/2017 Contract End: 06/30/2020 #Students: 3253
Superintendent Personal Days: 3 Vacation Days: 30 Sick Days: 15 Accumulate: ✓ Lim Sick Leave Buy Back: □ at what percent? at what amount? Conditions:	it: Unlimited	Annuity: FY16: \$10,000 FY17: Disability Insurance: [FY16: FY17:	FY18: \$10,000 FY19: \$10,000 FY18: FY18: FY19:	Additional Benefits: job-related Expenses FY16: FY17: FY18: \$150 FY19: \$150
Health Insurance: FY16: 64% FY17:	FY18: 68% FY19: 68%	Other Insurance: FY16: FY17:	FY18: FY19:	Additional Information \$6000 travel allowance

Whately		Date of Hire:	07/01/16 Contract	t Start: 07/01/2016 Contract End: 06/30/2019 #Students: 132
Superintendent				
		Annuity: FY16: FY17: Disability Insurance: FY16: FY17:	FY18: FY19: FY18: FY18: FY19:	Additional Benefits: FY16: FY17: FY18: FY19:
Health Insurance: FY16: 0% FY17: 80%	FY18: 80% FY19: 80%	Other Insurance: ✔ Term Life FY16: 100% FY17:	FY18: FY19:	Additional Information
Whitman-Hanson RS	D	Date of Hire:	07/09/09 Contract	t Start: 07/01/2012 Contract End: 06/30/2016 #Students: 4075
	_	Annuity: FY16: \$4,800 FY17: Disability Insurance: FY16: \$2,500 FY17:	FY18: FY19: FY18: FY19:	Additional Benefits: FY16: FY17: FY18: FY19:
Health Insurance: ✓ FY16: 60% FY17:	FY18: FY19:	Other Insurance: Dental, Life Insurance FY16: 75% FY17:	9 FY18: FY19:	Additional Information \$3000 travel allowance \$5000 prof developmer

Vhittier RVTSD	Date of Hire:	08/13/15 Contract Sta	rt: 08/12/2015 Contract End: 06/30/2018 #Students: 1320
uperintendent			
Personal Days: 5 Vacation Days: 30 Sick Days: 17 Accumulate: ✓ Limit: 180 Sick Leave Buy Back: ✓ at what percent? at what amount? Conditions: \$200 per day up to a max. of	Annuity: FY16: \$22,000 FY17: \$15,000 Disability Insurance: [FY16: \$3,500 FY17: \$3,500 180 days	FY18: \$15,000 FY19: \$15,000 ✓ FY18: \$3,500 FY19: \$3,500	Additional Benefits: FY16: FY17: FY18: FY19:
Health Insurance: ✓ FY16: 75% FY18: 75% FY17: 75% FY19: 75%	Other Insurance: Life insurance FY16: 50% FY17: 50%	FY18: 50% FY19: 50%	Additional Information
Vilmington	Date of Hire:	07/01/14 Contract Sta	rt: 07/01/2017 Contract End: 06/30/2018 #Students: 3486
nterim Superintendent of Schools Personal Days: 3 Vacation Days: 20 Sick Days: 18 Accumulate: ✓ Limit: 180 sick; 10 va Sick Leave Buy Back: at what percent? at what amount? Conditions:	Annuity: FY16: FY17: cation Disability Insurance: [FY16: FY17:	FY18: FY19: FY18: FY19:	Additional Benefits: Travel stipend FY16: FY17: FY18: \$3,100 FY19:
Health Insurance: ✓ FY16: 75% FY18: 75% FY17: FY19:	Other Insurance: Life FY16: FY17:	FY18: 75% FY19:	Additional Information \$5000 travel aallowance

Winchester	Date of Hire:	07/01/15 Contract	Start: 07/01/2015 Contract End: 06/30/2018 #Students: 4484
Superintendent			
Personal Days: 3 Vacation Days: 25 Sick Days: 15 Accumulate: 🗹 Limit: Vacation 45; Sick: Unlimited	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: FY16: FY17:
Sick Leave Buy Back: at what percent? at what amount? Conditions:	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 75%FY18:FY17:FY19:	FY16: FY17:	FY18: FY19:	
Woburn	Date of Hire:	12/15/13 Contract	Start: 07/01/2012 Contract End: 12/31/2017 #Students: 5010
Superintendent			
Personal Days: 3 Vacation Days: 20 Sick Days: 15 Accumulate: ✔ Limit: sick 125; vacation 10	Annuity: 🗌 FY16: FY17:	FY18: FY19:	Additional Benefits: Car Allowance/Travel FY16: \$4,000 FY17: \$4,000
Sick Leave Buy Back: at what percent? at what amount? \$80/day Conditions: max. 150 days	Disability Insurance: FY16: FY17:	FY18: FY19:	FY18: \$4,000 FY19:
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 77%FY18: 75%FY17: 76%FY19:	FY16: FY17:	FY18: FY19:	

Worcester	Date of Hire:	07/01/09 Contract Start	: 07/01/2015 Contract End: 06/30/2018 #Students: 25340
Superintendent			
Personal Days: 3	Annuity: 🗸		Additional Benefits:
Vacation Days: 20		EV40 .	Additional Benefits.
Sick Days: 15	FY16: \$7,793	FY18:	FY16:
Accumulate: 🗹 Limit: 200	FY17:	FY19:	FY17:
Sick Leave Buy Back: 🗹	Disability Insurance:		FY18:
at what percent?	FY16: \$3,500	FY18:	FY19:
at what amount? \$15	FY17:	FY19:	
Conditions:			
Health Insurance: 🖌	Other Insurance:		Additional Information
FY16: 75% FY18:	FY16:	FY18:	
FY17: FY19:	FY17:	FY19:	

Districts Responding: 148