TEACHER CONTRACT INFORMATION

Abington Contract Start: 09/01/15 Contract End: 08/31/18 Length: 3 yrs #Steps in Contract: 13 Health Ins: Yes Longevity: No Add'l Compensation for roles **Contract Increases FY16:** 70% like Master Teacher, Team FY16: \$250 - \$2700 Year 1: 1.0% Leader, etc.? No **FY17:** 70% FY17: \$400-\$2700 Year 2: 2.0% Details: FY16: Year 3: 2.0% Dental Ins: No FY17: Tuition Reimbursement: Yes Who is covered? FY16: Teachers, nurses, guidance counselors, school FY17: FY16: \$1,200 psychologists **FY17:** \$1200 Sick Leave Buy Back? Yes Optical: No School Nurses Included in teachers contract Amount: \$50 FY16: Other Benefits: No Percent: FY17: Notes: Max: FY16: **Conditions** FY17: Astan Daybarayah

Acton Boxborough	Contract Start: 07	7/01/17 Contract End: 06/30/20	Length: 3 yrs #Steps in Contract: 12	
Contract Increases	Health Ins: Yes	Add'l Compensation for roles	Longevity: Yes	
Year 1: 1.5%	FY16:	like Master Teacher, Team	FY16:	
Year 2: 2.4%	FY17: 75% Leader, etc.? No		FY17: 2-4%	
Year 3: 1.8%	Dental Ins: No	FY16:	Details:	
Who is covered?	FY16:	FY17:	Tuition Reimbursement: Yes FY16:	
	FY17:			
	Optical: No	Sick Leave Buy Back? No	FY17 : \$800	
School Nurses Included in teachers' contract	FY16:	Amount:	Other Benefits: No	
	FY17:	Percent:		
Notes:		Max:	FY16:	
		Conditions	FY17:	

Acushnet

Contract Start: 07/01/16

Contract End: 06/30/19

Add'I Compensation for roles

like Master Teacher, Team

Leader, etc.? Yes

FY16: \$1.151

Length: 3 yrs

#Steps in Contract: 11

#Steps in Contract: 13

Contract Increases

Year 1: 2.5% Year 2: 2.0% Year 3: 2.5%

Who is covered?

Teachers, Nurses, Guidance Counselors

School Nurses Included in teachers contract

Notes:

Additional comp for team leaders

Health Ins: Yes **FY16:** 60% **FY17:** 60%

Dental Ins: No

FY16: FY17:

FY17:

Optical: No FY16:

FY17: \$1203 Stipend in Contract? Yes

Sick Leave Buy Back? Yes Amount: \$30 Percent:

> Max: **Conditions**

Longevity: Yes

FY16: FY17: Details:

Tuition Reimbursement: Yes

FY16: Not negotiated

FY17: \$1150

Other Benefits: No

Length: 3 yrs

Longevity: Yes

FY16: FY17:

Agawam

Contract Increases Year 1: 2.0%

Year 2: 2.0% Year 3: 2.0%

Who is covered?

Teachers, OT, PT, SLP, ETF

School Nurses Have separate contract

Notes:

Health Ins: Yes

FY16:

FY16:

FY17: 50%

Dental Ins: Yes

FY17: 50%

Optical: Yes FY16:

FY17: 50%

Contract Start: 07/01/16

Add'I Compensation for roles like Master Teacher, Team

Leader, etc.? No

FY16: FY17:

Sick Leave Buy Back? Yes

Amount: #Type!

Percent: Max:

Conditions

Contract End: 06/30/19

Tuition Reimbursement: No

FY16: FY17:

FY16:

FY17:

Details:

Other Benefits: No

Amesbury

Contract Start: 09/01/16

Contract End: 08/31/19

Length: 3 yrs

#Steps in Contract: 12

#Steps in Contract: 12

Contract Increases

Year 1: 1.0% Year 2: #Type!

Year 3: #Type!

Who is covered?

Teachers, Nurses, Guidance, Speech Therapist

School Nurses Included in teachers contract

Notes:

additional comp for national board certification

Health Ins: Yes FY16: 75%

FY17: 75%

Dental Ins: Yes

FY16: 75% **FY17:** 50%

Optical: No

FY16:

FY17: #Type!

Add'l Compensation for roles like Master Teacher, Team Leader, etc.? Yes

FY16:

FY17: \$2500

Stipend in Contract? Yes

Sick Leave Buy Back? Yes

Amount: Percent:

Max: Conditions **Longevity**: Yes **FY16**: \$1200-2000

FY16: \$1200-2000 **FY17**: \$1250-\$2250

Details:

Tuition Reimbursement: Yes

FY16: \$500

FY17: \$750-\$3000

Other Benefits: No

FY16: FY17:

Ashland

Contract Increases

Year 1: #Type!

Year 2: #Type!

Year 3: 2.0%

Who is covered?

Notes:

Teachers, Guidance, Therapists

School Nurses Have separate contract

Health Ins: Yes

Contract Start: 08/15/14

FY16: 75% **FY17:** #Type!

Dental Ins: No

FY16: FY17:

FY16:

FY17:

Optical: No

Add'I Compensation for roles like Master Teacher, Team Leader, etc.? No

Contract End: 08/14/17

FY16:

FY17:

Sick Leave Buy Back? Yes

Amount: \$50 Percent:

Max: Conditions

Length: 3 yrs
Longevity: Yes

FY16: \$850-1100 **FY17**: \$850-\$1500

Details:

Tuition Reimbursement: Yes **FY16:** Up to 4 Credit at FSU

FY17: \$860

Other Benefits: No

FY16: FY17:

Year 1 contract increase depends on step; year 3 increase is all steps

Athol Royalston

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs Longevity: Yes #Steps in Contract: 14

#Steps in Contract: 13

Contract Increases

Year 1: 1.0% Year 2: 1.0% Year 3: 1.5%

Dental Ins: Yes

Health Ins: Yes

Add'I Compensation for roles like Master Teacher, Team Leader, etc.? Yes

FY16:

FY17: \$200-\$3500

FY16:

FY17: \$30/hr

Details:

Who is covered?

Teachers, Guidance, Counselors, Psychologists, Speech Therapists/Pathologists, Librarians, Nurses and Athletic

FY17: 80%

Health Ins: Yes

Dental Ins: No.

FY16: 75%

FY17: 75%

Optical: No

FY16:

FY17:

FY16:

FY17:

Stipend in Contract? Yes FY16:

Tuition Reimbursement: Yes

Director

Optical: No

Sick Leave Buy Back? Yes

FY17: \$1500

School Nurses Included in teachers' contract

FY16:

FY16:

FY16:

FY17: 80%

Amount: Percent:

Other Benefits: Yes

FY17:

Max: \$1000-\$1500

Life Insurance

FY16:

Conditions \$1000-\$1500

FY17: 50% paid

Notes:

Additional comp. for outside teaching duties

Avon

Contract Increases Year 1: 2.0% Year 2: 2.0% **Year 3:** 2.0%

Who is covered?

Teahers, Nurses, Librarian, School Psychologist

School Nurses Included in teachers contract

Notes:

Contract Start: 09/01/17

Add'I Compensation for roles like Master Teacher, Team

Contract End: 08/3/20

Leader, etc.? No

FY16: FY17:

Sick Leave Buy Back? Yes

Amount: Percent:

Max: **Conditions** FY17:

Length: 3 yrs

Longevity: Yes

FY16: Details:

Tuition Reimbursement: Yes

FY16: FY17: \$750

Other Benefits: Yes

FY16:

FY17: 14-17 yrs/\$1500

Belchertown Contract Start: 07/01/16 Contract End: 06/30/19 Length: 3 yrs #Steps in Contract: 12 Health Ins: No Longevity: Yes Add'I Compensation for roles **Contract Increases** FY16: 75% like Master Teacher, Team FY16: \$500-1700 **Year 1: 2.0%** Leader, etc.? No **FY17:** 75% **FY17:** \$500-1700 Year 2: 2.0% Details: FY16: Year 3: 2.0% Dental Ins: No FY17: Who is covered? FY16: Tuition Reimbursement: Yes Teachers, Licensed Therapists, Guidance Counselors, FY17: FY16: District Nurses, Speech and Language Pathologists, Social **FY17:** \$800 max Sick Leave Buy Back? Yes Optical: No Workers, School Psychologists School Nurses Included in teachers contract Amount: \$17 FY16: Other Benefits: No Percent: FY17: Notes: Max: FY16: **Conditions** FY17: **Bellingham** Contract Start: 09/01/16 Contract End: 08/31/19 #Steps in Contract: 11 Length: 3 yrs Health Ins: Yes Longevity: Yes Add'I Compensation for roles Contract Increases FY16: like Master Teacher, Team FY16: Year 1: 1.5% Leader, etc.? No **FY17**: 80% **FY17:** 15 years/\$700; 20 yrs/\$1000; 25 Year 2: 2.0% Details: FY16: Year 3: 2.0% Dental Ins: No. FY17: Who is covered? FY16: Tuition Reimbursement: No Teachers, Guidance, Counselors, Nurses FY17: FY16: FY17: Sick Leave Buy Back? Yes Optical: No School Nurses Included in teachers' contract Amount: \$55 FY16: Other Benefits: No

FY17:

Percent:

Conditions

FY16:

FY17:

Max:

Notes:

Berkley

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 1.5% Year 2: 1.8% Year 3: 1.8%

Who is covered?
Teachers, nurses

School Nurses Included in teachers contract

Notes:

Additional comp. For mentors

Health Ins: Yes

FY16:

FY17: 60%

Dental Ins: No

FY16: FY17:

Optical: No FY16:

FY17:

Add'I Compensation for roles

like Master Teacher, Team Leader, etc.? Yes

FY16:

FY17: \$500

Stipend in Contract? Yes
Sick Leave Buy Back? Yes

Amount: Percent: Max: \$5000

Conditions \$5000

Longevity: Yes

FY16:

FY17: \$700-\$2550

Details:

Tuition Reimbursement: No

FY16: FY17: 1050

Other Benefits: No

FY16: FY17:

Berkshire Hills RSD

Contract Start: 09/01/17

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: BA+

MA -17; MA +3 + MA + 60 - 18

Contract Increases

Year 1: 1.4% Year 2: 1.4%

Year 3: 1.4%

Who is covered?

All certified staff except administrators

School Nurses Included in teachers contract

Notes:

Additional comp. function: Mentors, Project Leader stipends, Dept. Deans

Health Ins: Yes FY16:

FY17: 83%

Dental Ins: Yes **FY16:** 50%

FY17: 50%

Optical: No FY16:

FY17:

Add'l Compensation for roles like Master Teacher, Team

Leader, etc.? Yes

FY16:

FY17: Mentor \$500; PL \$40/hr

Stipend in Contract? Yes

Sick Leave Buy Back? No

Amount: Percent: Max:

Conditions

Longevity: Yes

FY16:

FY17: \$250/500/1000

Details:

Tuition Reimbursement: No

FY16:

FY17: Interest Free Master's Loan Program

Other Benefits: Yes Disability 89%

Berlin Contract Start: 08/25/16 Contract End: 08/25/19 Length: 3 yrs #Steps in Contract: 12 Health Ins: Yes Longevity: Yes Add'I Compensation for roles **Contract Increases** FY16: like Master Teacher, Team FY16: **Year 1:** 1.5% **FY17:** 80% Leader, etc.? No FY17: \$1200 Year 2: 2.0% Details: FY16: Year 3: 2.0% Dental Ins: Yes FY17: Who is covered? FY16: **Tuition Reimbursement: No FY17:** 80% FY16: FY17: Sick Leave Buy Back? No Optical: Yes School Nurses Included in teachers' contract Amount: FY16: Other Benefits: No Percent: FY17: 80% Notes: Max: FY16: **Conditions** FY17:

Berlin Boylston Contract Start: 09/01/17 Contract End: 08/31/20 Length: 3 yrs #Steps in Contract: 11 Health Ins: Yes Add'I Compensation for roles Longevity: Yes **Contract Increases** FY16: like Master Teacher, Team FY16: Year 1: 2.0% **FY17:** 80% Leader, etc.? No **FY17:** \$500 Year 2: 2.3% Details: Year 3: 2.5% FY16: Dental Ins: Yes FY17: Who is covered? FY16: Tuition Reimbursement: No **FY17:** 80% FY16: FY17: Sick Leave Buy Back? No Optical: Yes School Nurses Have separate contract Amount: FY16: Other Benefits: No Percent: **FY17:** 80% Notes: Max: FY16: **Conditions** FY17:

Beverly

Ith Inc. Voc

Contract End: 08/31/20

Length: 3 yrs
Longevity: No

#Steps in Contract: 12

Contract Increases

Year 1: 2.0% Year 2: 1.0% Year 3: 2.0%

Who is covered?

Teachers, Nurses, Sped Specialists

School Nurses Included in teachers' contract

Notes:

Additional comp. fucntion: program facilitators

Health Ins: Yes

Dental Ins: No

FY16: FY17: 80%

FY16:

FY17:

Add'l Compensation for roles like Master Teacher, Team

Leader, etc.? No

FY16:

FY17: \$3169

Tuition Reimbursement: No

FY16: FY17:

FY16:

FY17:

Details:

Optical: No Sick Leave Buy Back? No

FY16: Amount: Percent:

Contract Start: 09/01/17

Max: Conditions Other Benefits: No

FY16: FY17:

Blue Hills RVTSD

Ing. No.

Contract Start: 09/01/17

Contract End: 08/31/19

loc

Length: 3 yrs **#Steps in Contract:** 12

Contract Increases

Year 1: 2.5% Year 2: 2.5% Year 3: 1.0%

Who is covered?

Teachers-Fulltime and School Nurse-Fulltime

School Nurses Included in teachers contract

Notes:

District pays stipends for specific work done outside of contract

Health Ins: No FY16: 85% FY17: 85%

Dental Ins: No

FY16: FY17:

FY17:

Optical: No FY16:

Add'I Compensation for roles like Master Teacher, Team Leader, etc.? Yes

FY16: FY17:

Stipend in Contract? Yes **Sick Leave Buy Back?** Yes

Amount: #Type!
Percent:

Max: Conditions Longevity: Yes

FY16:

FY17: per contract

Details: Varies

Tuition Reimbursement: Yes

FY16: \$960

FY17: per contract

Other Benefits: No

Braintree Contract Start: 09/01/16 Contract End: 08/31/19

Health Ins: No. Longevity: Yes Add'I Compensation for roles Contract Increases FY16: like Master Teacher, Team FY16:

Year 1: 2.0% Leader, etc.? Yes **FY17:** #Type! FY17: \$500-\$2600 Year 2: 2.5% Details: Year 3: 2.5% FY16:

FY17: \$226-10.093 Who is covered? FY16: Tuition Reimbursement: Yes

Stipend in Contract? Yes FY17: Housemasters, Directors, Asst. Principals, FY16:

Guidance/Psychologists, Nurses, Teachers, Title 1, FY17: \$500 Sick Leave Buy Back? Yes Optical: No Paraeducators, Coaches, OT/PT, S&L, Extracurricular

Dental Ins: No

School Nurses Amount: \$12 FY16: Other Benefits: Yes

Percent: FY17: Life Insurance 50%; Career Award \$1000 Notes:

Max: FY16: Additional comp. function: coaching or extracurricular activity/club stipends **Conditions** FY17:

Brookfield Contract Start: 07/01/17 Contract End: 06/30/20 Length: 3 yrs #Steps in Contract: 5

Health Ins: Yes Longevity: No Add'I Compensation for roles Contract Increases

FY16: 60% like Master Teacher, Team FY16: Year 1: 2.0% Leader, etc.? Yes FY17: 60% FY17: Year 2: 2.0% **Details:** FY16: Year 3: 2.0%

Dental Ins: Yes FY17: Who is covered? **FY16:** 60% Tuition Reimbursement: Yes

Stipend in Contract? No FY17: 60% FY16: Teachers, guidance nurse, librarian

Sick Leave Buy Back? Yes Optical: No School Nurses Included in teachers contract Amount: #Type! FY16: Other Benefits: No

Percent: FY17: Retirement

Notes: Max: FY16: Tuition: One state tuition course; additional comp. function: extra duty stipends - variable rates

Conditions FY17: \$9,000

advisor stipends, administrative assistants

Length: 3 yrs

FY17:

#Steps in Contract: 11

Canton

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 15

#Steps in Contract: 10

Contract Increases

Year 1: 2.0%

Year 2: 2.5% Year 3: 2.0%

Who is covered?

Nurses, OT, PT, Health and Safety

School Nurses Included in teachers' contract

Notes:

Carver

Additional comp. function: Lane change see attached for teacher salary schedule

Health Ins: Yes

FY16:

FY17: 75%

Dental Ins: Yes

FY16:

FY17: 75%

Optical: No FY16:

FY17:

Add'I Compensation for roles like Master Teacher, Team

Leader, etc.? Yes

FY16: FY17:

Stipend in Contract? Yes

Sick Leave Buy Back? Yes

Amount: Percent:

Max: **Conditions** Longevity: Yes

FY16:

FY17: \$1300-\$3350

Details:

Tuition Reimbursement: Yes

FY16:

FY17: \$1250

Other Benefits: No

FY16: FY17:

Contract Increases

Year 1: 1.5% Year 2: 1.5%

Year 3: 2.0%

Who is covered?

All Teachers and Nurses - Paraprofessionals are also a

unit of this contract.

School Nurses Included in teachers contract

Notes:

Additional compensation for Dept. Heads, Lead teachers

Contract Start: 09/01/15

FY16: 75% **FY17:** 75%

Dental Ins: No

Health Ins: Yes

FY16: FY17:

Optical: No

FY16: FY17:

Add'I Compensation for roles like Master Teacher, Team

Contract End: 08/31/18

Leader, etc.? Yes **FY16:** \$6,748

FY17: \$6,849.00 Stipend in Contract? Yes

Sick Leave Buy Back? No

Amount: Percent: Max:

Conditions

Length: 3 yrs Longevity: Yes

FY16: \$325-3025 FY17: \$335-3116

Details:

Tuition Reimbursement: No

FY16: \$1,050 FY17: \$1,050

Other Benefits: No

Clinton

Contract Start: 07/01/15

Contract End: 06/30/18

Length: 3 yrs

#Steps in Contract: 9

#Steps in Contract: 16

Contract Increases

Year 1: 15.0% Year 2: 2.0% Year 3: 2.3%

Who is covered?

Teachers, Nurses, Speech, Specialists, OT's

School Nurses Included in teachers' contract

Notes:

Health Ins: Yes

Dental Ins: No

FY16:

FY16:

FY17:

FY17: 70%

Optical: No

Add'I Compensation for roles like Master Teacher, Team

Leader, etc.? No

FY16:

FY17:

Sick Leave Buy Back? Yes Amount:

Contract End: 06/30/20

FY16: Percent: FY17: Max: \$29,000

Conditions \$29,000

Longevity: Yes

FY16:

FY17: \$200-\$3700

Details:

Tuition Reimbursement: Yes

FY16:

FY17: \$1400

Other Benefits: No

FY16: FY17:

Concord Carlisle

Contract Increases Year 1: 2.0%

Year 2: 2.0% Year 3: 2.8%

Who is covered?

See attached

School Nurses Included in teachers'

Notes:

SIIb: FY17-Fy19 Bach. Max 50%, up to 62 or 100 days

FY16:

FY17: #Type!

FY16:

FY17: 50%

Health Ins: Yes Add'I Compensation for roles

Contract Start: 07/01/17

like Master Teacher, Team Leader, etc.? No

FY16: Dental Ins: Yes FY17:

Sick Leave Buy Back? Yes Optical: No Amount:

FY16: Percent: FY17:

> Max: **Conditions**

Length: 3 yrs Longevity: Yes

FY16: FY17: 2%-6% Details:

Tuition Reimbursement: Yes

FY16: **FY17**: \$900

Other Benefits: No

Concord-Carlisle RSD

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: Yr 1-

#Steps in Contract: 37

17· Yr 2&3 - 3-16

Contract Increases

Year 1: 2.3% Year 2: 2.0%

Year 3: 2.0%

Who is covered? See attached

School Nurses Included in teachers' contract

Notes:

Health insurance ranges from 55%-63%

Health Ins: Yes FY16: 63%

FY17: #Type!

Dental Ins: Yes **FY16:** 50%

FY17: 50%

Optical: No

FY16: FY17: Add'I Compensation for roles like Master Teacher, Team

Leader, etc.? No

FY16:

FY17:

Contract End: 06/30/19

Sick Leave Buy Back? Yes Amount:

Percent: #Type!

Max:

Conditions

Longevity: Yes

FY16:

FY17: \$500-\$3200

Details:

Tuition Reimbursement: Yes

FY16: \$900 **FY17**: \$900

Other Benefits: No

FY16: FY17:

Conway

Contract Increases

Year 1: 100.0% Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Coaches, services, extra curricular activity leaders

School Nurses Included in teachers contract

Notes:

Additional compensation for Head/Lead teachers

Contract Start: 07/01/16

FY16: 70%

FY17: 70%

Dental Ins: No

Health Ins: No.

Optical: No

FY16:

FY17:

FY16:

FY17:

Add'I Compensation for roles like Master Teacher, Team Leader, etc.? No

FY16: \$400

FY17:

Sick Leave Buy Back? No

Percent: Max:

Amount:

Conditions

Length: 3 yrs

Longevity: Yes FY16: \$3000 FY17: same Details:

Tuition Reimbursement: No

FY16: FY17:

Other Benefits: Yes **Professional Development**

FY16: \$600 FY17: \$600

Danvers Contract Start: 07/01/17 Contract End: 06/30/20 Length: 3 yrs #Steps in Contract: 15 Health Ins: No Longevity: Yes Add'I Compensation for roles Contract Increases FY16: like Master Teacher, Team FY16: \$250 - \$2050 Year 1: 2.9% FY17: Leader, etc.? No FY17: varies Year 2: 2.0%

Details: **FY16:** \$4,456 Year 3: 2.0% Dental Ins: Yes FY17: Who is covered? **FY16**: 70% **Tuition Reimbursement: No**

Teachers, school psychologists, guidance counselors, FY17: FY16:

Optical: No School Nurses Included in teachers contract Amount: #Type! FY16: Other Benefits: No

FY17: Notes: Max: FY16: **Conditions** FY17:

Dartmouth Contract Start: 09/01/16 Contract End: 08/31/19 Length: 3 yrs #Steps in Contract: 11 Health Ins: Yes Add'I Compensation for roles Longevity: Yes Contract Increases like Master Teacher, Team FY16: FY16: Year 1: 2.0%

FY17: 52% Leader, etc.? No **FY17:** \$1500-\$1800 Year 2: 1.5% Details: Year 3: 1.5% FY16: Dental Ins: Yes

FY17: Who is covered? FY16: Tuition Reimbursement: Yes FY17: FY16:

FY17: \$1000 Sick Leave Buy Back? Yes Optical: No

School Nurses Have separate contract Amount: #Type! FY16: Other Benefits: No Percent:

Notes: Max: FY16: **Conditions** FY17:

FY17:

speech therapists, nurses

FY17:

Sick Leave Buy Back? Yes

Percent:

Deerfield

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

Other Benefits: Yes

Longevity: Yes

FY16: \$3000

FY17: \$3000

#Steps in Contract: 20

#Steps in Contract: 20

Contract Increases

Year 1: 100.0% Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Coaches, Services, Extra Curricular Activity Leaders

School Nurses Included in teachers contract

Notes:

Additional compensation for Head/Lead teachers

Health Ins: Yes **FY16:** 70%

Add'I Compensation for roles like Master Teacher, Team Leader, etc.? No FY17:

FY16: Dental Ins: No

FY16: FY17: FY17:

Tuition Reimbursement: No

FY16: FY17:

Details:

Sick Leave Buy Back? No Optical: No

Amount: FY16: Percent: FY17:

Professional Development Max: **FY16**: \$600 **Conditions** FY17: \$600

Contract End: 08/31/19

Add'I Compensation for roles

East Bridgewater

Contract Increases Year 1:

Year 2: .0% Year 3: .0%

Who is covered? Teachers, guidance counselors, psychologist

School Nurses Included in teachers contract

Notes:

Health Ins: Yes

FY16: **FY17:** #Type!

Dental Ins: Yes

FY16: **FY17:** 50%

Contract Start: 09/01/16

like Master Teacher, Team Leader, etc.? No

> FY16: FY17:

Sick Leave Buy Back? Yes Optical: No Amount: FY16:

Percent: FY17:

> Max: **Conditions**

Length: 3 yrs Longevity: No

FY16: FY17: Details:

Tuition Reimbursement: No

FY16: FY17:

Other Benefits: No

East Longmeadow

Contract Start: 09/2012

Contract End: 08/2015

Length: 3 yrs

#Steps in Contract: 14

#Steps in Contract: 15

Contract Increases

Year 1: 1.3% Year 2: 1.3% Year 3: 2.0%

Who is covered?

All Teachers, Speech Therapist, Guidance Counselors,

Librarians, Psychologists, OT & PT

School Nurses Included in teachers contract

Notes:

Additional Comp. Function - Dept. heads and head teachers

Health Ins: Yes

Dental Ins: No

Optical: No

FY16: **FY17**: 70%

FY16:

FY17:

FY16:

FY17:

Add'I Compensation for roles like Master Teacher, Team

Leader, etc.? Yes

FY16:

FY17: \$3,375.00

Stipend in Contract? Yes

Sick Leave Buy Back? No Amount:

Percent: Max: **Conditions** Longevity: Yes

FY16: FY17:

Details: Amount or % is based on years of

Tuition Reimbursement: Yes

FY16:

FY17: \$650.00

Other Benefits: No

FY16: FY17:

Franklin

Contract Increases Year 1: 2.0% Year 2: 2.5% Year 3: 3.0%

Who is covered?

Teachers, Counselors, Librarians, Reading Teachers, Dir/Dept. Heads, Coaches, Specialists, Coord. Of Career Dev., Nurses, Related Service Providers

School Nurses Included in teachers' contract

Notes:

Health Ins: Yes

Contract Start: 09/01/16

FY16:

FY17: #Type!

Dental Ins: Yes

FY16: FY17:

Optical: No

FY16: FY17:

Add'I Compensation for roles like Master Teacher, Team

Contract End: 08/31/19

Leader, etc.? No

FY16: FY17:

Sick Leave Buy Back? Yes

Amount:

Percent: Max: \$6300

Conditions \$6300

Length: 3 yrs Longevity: Yes

FY16: FY17: \$4000 Details:

Tuition Reimbursement: No

FY16: FY17:

Other Benefits: No

Frontier RSD

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 37

#Steps in Contract: 12

Contract Increases

Year 1: 1.0% Year 2: 2.5% Year 3: 2.5%

Who is covered?

Coaches, Services, Extra Curricular Activity Leaders

School Nurses Included in teachers contract

Teachers, Nurses, Guidance & Other counselors

School Nurses Included in teachers' contract

Additional comp. function: Curriculum Coordinators

Notes:

\$400 additional pay for Head/Lead teachers

Health Ins: Yes **FY16:** 70% FY17:

Dental Ins: No

Optical: No

FY16:

FY17:

FY16:

FY17:

Add'I Compensation for roles like Master Teacher, Team Leader, etc.? Yes

FY16:

FY17: \$1,500

Stipend in Contract? Yes Sick Leave Buy Back? No

Amount: Percent: Max:

Conditions

Longevity: Yes FY16: \$4000 FY17: \$4000 Details:

Tuition Reimbursement: No

FY16: FY17:

Other Benefits: Yes **Professional Development**

FY16: \$600 **FY17:** \$600

Groton Dunstable

Contract Increases

Year 1: 1.5%

Year 2: 2.3%

Year 3: 2.3%

Who is covered?

Notes:

Health Ins: Yes

FY16:

FY16: **FY17:** 85% Dental Ins: Yes FY16:

FY17: 65%

Optical: No

FY17:

Contract Start: 07/01/17 Contract End: 07/01/20 Add'I Compensation for roles

> like Master Teacher, Team Leader, etc.? Yes

FY16:

FY17: \$5150

Stipend in Contract? Yes Sick Leave Buy Back? Yes

Amount:

Percent: 55.0%

Max: **Conditions** Longevity: Yes

FY16: FY17: \$500 Details:

Length: 3 yrs

Tuition Reimbursement: Yes

FY16: FY17: \$700

Other Benefits: No

Hanover Contract Start: 07/01/15 Contract End: 06/30/18 Length: 3 yrs **#Steps in Contract:**

Health Ins: Yes Longevity: No Add'I Compensation for roles Contract Increases

FY16: like Master Teacher, Team FY16: Year 1: 2.3% Leader, etc.? Yes FY17: **FY17:** 50% Year 2: 2.5% Details: FY16: Year 3: 2.5%

Dental Ins: No

FY17: Who is covered? FY16: Tuition Reimbursement: Yes

Stipend in Contract? Yes FY17: Teachers, Partnership Teachers, Nurses, Guidance FY16:

Counselors, School psychologists FY17: \$1300 Sick Leave Buy Back? Yes Optical: No

School Nurses Included in teachers' contract Amount: FY16: Other Benefits: Yes **Percent:** 60.0% FY17: License Renewal

Notes: Max: FY16:

Additional comp.: special ed. coordinators - \$2000; HS head of guidance \$5000; mentors \$960 **Conditions** FY17: \$100

Harvard Contract Start: 09/01/17 Contract End: 08/31/20 #Steps in Contract: 13 Length: 3 yrs Health Ins: Yes Add'I Compensation for roles Longevity: No Contract Increases like Master Teacher, Team FY16: FY16: Year 1: 1.5%

FY17: #Type! Leader, etc.? No FY17: Year 2: 2.8% Details: Year 3: #Type! FY16: Dental Ins: No

FY17: Who is covered? FY16: Tuition Reimbursement: Yes FY17: FY16:

Teachers, Nurses, Specialists **FY17**: \$2142 Sick Leave Buy Back? No

Optical: No School Nurses Included in teachers' contract Amount: FY16: Other Benefits: No

Percent: FY17:

Notes: Max: FY16: **Conditions** FY17: Hopkinton

Contract Start: 09/01/15

Contract End: 08/31/18 Add'I Compensation for roles Length: 3 yrs

#Steps in Contract: 13

#Steps in Contract: 13

Contract Increases

Year 1: 2.0% Year 2: 2.0%

Year 3: 2.5%

Who is covered?

Teachers, SISP, BCBA

School Nurses Have separate contract

Notes:

Additional comp. function: subject matter leaders

Health Ins: Yes

FY16:

FY16:

FY17:

FY16:

FY17:

FY17: #Type!

Dental Ins: Yes

like Master Teacher, Team

Leader, etc.? Yes

FY16:

FY17: \$5500

Stipend in Contract? Yes

Sick Leave Buy Back? No

Optical: No Amount: Percent:

> Max: **Conditions**

Longevity: Yes

FY16:

FY17: \$850-\$1350

Details:

Tuition Reimbursement: Yes

FY16:

FY17: \$1000-\$1250

Other Benefits: No

Length: 3 yrs

Longevity: Yes

FY17: varies

FY16: FY17:

FY16:

Details:

FY16:

FY17: 50

Hudson

Contract Increases Year 1: 2.0%

Year 2: 1.8%

Year 3: 2.0%

Who is covered?

Teachers, Reading/Math Specialists, Librarians, Guidance Counselors, Psychologists, Social Workers, Advisors. Dept. Coordinators, Athletic Coaches, School nurses,

Occupational therapists, physical therapists

School Nurses Included in teachers' contract

Notes:

FY16:

Dental Ins: No

Optical: No

FY17:

Health Ins: Yes

Contract Start: 08/28/15

FY17: 50%

FY16: FY17:

FY16:

Add'I Compensation for roles

like Master Teacher, Team Leader, etc.? No

FY16:

FY17:

Sick Leave Buy Back? Yes

Contract End: 08/27/18

Amount: \$60

Percent: Max: **Conditions** Other Benefits: No

Tuition Reimbursement: Yes

Hull Contract Start: 09/01/16 Contract End: 08/31/19 Length: 3 yrs #Steps in Contract: 12 Health Ins: Yes Longevity: Yes Add'I Compensation for roles **Contract Increases** FY16: like Master Teacher, Team FY16: Year 1: 1.5% Leader, etc.? No **FY17:** 75% FY17: \$450-\$1200 Year 2: 1.5% Details: FY16: Year 3: 2.5% Dental Ins: No FY17: Who is covered? FY16: Tuition Reimbursement: Yes Teachers, Psychologists, Guidance Counselors, FY17: FY16: Adjustment Counselors, Speech Pathologists **FY17:** up to \$1200 Sick Leave Buy Back? Yes Optical: No School Nurses Have separate contract Amount: FY16: Other Benefits: Yes Percent: FY17: Good Health Notes: Max: \$6375 FY16: Conditions \$6375 FY17: \$250 Ipswich Contract Start: 09/01/15 Contract End: 08/31/18 Length: 3 yrs #Steps in Contract: Total is placeme nt only on steps 3 to 15 Health Ins: Yes Longevity: Yes **Add'I Compensation for roles Contract Increases** FY16: like Master Teacher, Team FY16: Year 1: 1.5% FY17: 65% Leader, etc.? No FY17: 15 yrs/\$1000; 20 yrs \$1500 Year 2: #Type! Details: FY16: Year 3: #Type! Dental Ins: Yes FY17: Who is covered? FY16: Tuition Reimbursement: Yes Teachers, Nurses, Program Managers Spec. Ed FY17: FY16: FY17: Sick Leave Buy Back? Yes Optical: No School Nurses Included in teachers' contract Amount: FY16: Other Benefits: No Percent: FY17: Notes: Max: FY16: *15k split- shared by all Conditions FY17:

King Philip RSD

Contract Start: 09/01/2015

Contract End: 08/31/2018

Length: 3 yrs Longevity: Yes

FY17: varies

#Steps in Contract: varies

#Steps in Contract: 16

Contract Increases

Year 1: 2.0% Year 2: 2.0% Year 3: 1.5%

Who is covered?

Teachers, counselors, school psychologists, librarians,

nurses, coaches, advisors

School Nurses Included in teachers contract

Notes:

Health Ins: Yes

FY16: **FY17:** 75%

Optical: No

Dental Ins: No

FY16: FY17:

Add'I Compensation for roles like Master Teacher, Team

Sick Leave Buy Back? No

Leader, etc.? No

FY16: FY17:

Tuition Reimbursement: Yes

FY16:

FY16:

Details:

FY17: \$1500

Other Benefits: No

FY16: FY17:

FY16:

FY17:

FY16:

FY17:

Amount: Percent: Max:

FY16: **Conditions** FY17:

Longmeadow

Contract Increases

Year 1: 1.5%

Year 2: 1.5%

Year 3: 2.0%

Who is covered?

Health Ins: No

Contract Start: 09/01/15

Contract End: 08/31/18

Add'I Compensation for roles

Leader, etc.? Yes

Sick Leave Buy Back? No

FY16: FY17:

Percent:

Max:

Stipend in Contract? Yes

Optical: No

Amount: FY16:

FY17:

Dental Ins: No

Longevity: No like Master Teacher, Team FY16:

FY17: Details:

Tuition Reimbursement: No

Length: 3 yrs

FY16:

FY17:

Other Benefits: No

FY16: Conditions FY17:

Notes:

Additional comp. for dept. chairs, curr. Coord., SPED supervisors

Teachers, guidance counselors, psychologists,

coordinator, librarians, Dept Chairpersons School Nurses Have separate contract

speech/language pathologists, substance abuse

Ludlow

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs Longevity: Yes

FY17: 250-2000

#Steps in Contract: 12

#Steps in Contract: 11

Contract Increases

Year 1: 2.5% Year 2: 2.5% Year 3: 2.5%

Who is covered?

Teachers, Guidance, Librarians, SLP, OT, School

Psychologists, Clinicians

School Nurses Included in teachers' contract

Notes:

Health Ins: Yes

FY16: **FY17:** 81%

Dental Ins: No

FY16: FY17:

Add'I Compensation for roles like Master Teacher, Team

Leader, etc.? No

FY16: FY17:

Tuition Reimbursement: No

FY16: FY17:

FY16:

Details:

Sick Leave Buy Back? Yes

Optical: No Amount: \$25 FY16: Percent: FY17:

Max: **Conditions**

Other Benefits: No

FY16: FY17:

Lynnfield

Contract Increases Year 1: 2.5%

Year 2: 2.5% Year 3: 2.5%

Who is covered?

Teachers & Nurses

School Nurses Included in teachers contract

Notes:

Health Ins: Yes

FY16: 85% **FY17:** #Type!

Dental Ins: Yes

FY16:

FY17: #Type!

Optical: No

FY16: FY17:

Add'I Compensation for roles like Master Teacher, Team

Leader, etc.? No

FY16:

FY17:

Sick Leave Buy Back? Yes

Amount: \$30 Percent:

Max: **Conditions** Longevity: Yes

Length: 3 yrs

FY16: FY17:

Details: See chart

Tuition Reimbursement: Yes

FY16: Varies

FY17: \$600/trimester

Other Benefits: No

Marlborough

Contract Start: 08/30/15

Contract End: 08/29/2018

Length: 3 yrs Longevity: No

FY16:

FY17:

Details:

#Steps in Contract: 12

#Steps in Contract: 30

Contract Increases

Year 1: 2.5% Year 2: 1.0% Year 3: 2.0%

Who is covered?

Teachers, Service Providors

School Nurses Included in teachers contract

Notes:

Health Ins: Yes **FY16:** 70%

Dental Ins: Yes

FY16: 50%

FY17:

FY17:

Add'I Compensation for roles like Master Teacher, Team

Leader, etc.? No

FY16: FY17:

Tuition Reimbursement: Yes

FY16: \$650 FY17:

Sick Leave Buy Back? Yes Optical: No

Amount: FY16:

Percent: 40.0% FY17:

Max: **Conditions** Other Benefits: Yes

FY16: FY17:

Mashpee

Contract Increases Year 1: 2.0% Year 2: 2.3%

Year 3: 2.3%

Who is covered?

Teachers, psychologists, guidance, counselors, nurse,

librarian

School Nurses Included in teachers contract

Notes:

Contractual compensation based on education level/credits

Contract Start: 07/01/17

FY16: 75% **FY17:** 75%

Dental Ins: Yes

Health Ins: Yes

FY16: 100% FY17:

FY16: 100%

like Master Teacher, Team Leader, etc.? Yes

Optical: Yes

FY17:

Add'I Compensation for roles

Contract End: 06/30/20

FY16: FY17:

Stipend in Contract? Yes

Sick Leave Buy Back? Yes Amount:

Percent: 30.0%

Max: **Conditions** Longevity: Yes FY16: \$1525-1975

Length: 3 yrs

FY17: Details:

Tuition Reimbursement: Yes

FY16: \$32,151

FY17:

Other Benefits: Yes

FY16:

FY17: Grouplife 75%

Methuen Contract Start: 09/01/16 Contract End: 08/31/18 Length: 2 yrs #Steps in Contract: 11 Health Ins: Yes Longevity: Yes Add'I Compensation for roles Contract Increases FY16: 62% like Master Teacher, Team FY16: \$200 - \$2300 Year 1: #Type! Leader, etc.? No **FY17:** 38% FY17: see attached **Year 2:** 1.0% Details: FY16: Year 3: Dental Ins: Yes FY17: FY16: 100% Who is covered? Tuition Reimbursement: Yes Teachers, guidance, psychologists, media, library **FY17:** 100% FY16: FY17: Sick Leave Buy Back? Yes Optical: Yes

School Nurses Have separate contract FY16: 100% Amount: \$25 Other Benefits: No

Notes:

FY17: 100%

Max:

FY16:

Conditions

FY17:

Middleborough Contract Start: 07/01/16 Contract End: 06/30/19 Length: 3 yrs #Steps in Contract: 12 Health Ins: Yes Add'I Compensation for roles Longevity: Yes **Contract Increases** like Master Teacher, Team FY16: FY16: Year 1: 2.0% **FY17:** #Type! Leader, etc.? No FY17: After 14 years Year 2: 2.0% Details: Year 3: 2.0% FY16: Dental Ins: No FY17: Who is covered? FY16: Tuition Reimbursement: Yes Teachers, Nurses, Guidance & Adjustment Councelors, FY17: FY16: Psychologists, OTPT, Speech FY17: \$1000 max Sick Leave Buy Back? No Optical: No School Nurses Included in teahcers' contract Amount: FY16: Other Benefits: Yes Percent: FY17: Notes: Max: FY16: No longevity for hires after 09/01/07 **Conditions** FY17:

Milford

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 10

#Steps in Contract: 9

Contract Increases

Year 1: 1.5% Year 2: 2.0% Year 3: 25.0%

Who is covered?

Teachers, nurses, psychologists, OT, PT

School Nurses Included in teachers contract

Notes:

Health Ins: Yes

Dental Ins: Yes

FY16: **FY17**: 70%

Add'I Compensation for roles like Master Teacher, Team

Leader, etc.? No FY16:

FY17:

FY16: FY17:

Sick Leave Buy Back? No Optical: No Amount:

FY16: Percent: FY17:

Max: **Conditions** Longevity: No

FY16: FY17: Details:

Tuition Reimbursement: No

FY16: FY17:

Other Benefits: No

FY16: FY17:

Millbury Contract Increases

Year 1: 1.8% Year 2: 1.8% Year 3: 1.5%

Who is covered? Teachers, Nurses, Psychologists, Guidance Counselors

School Nurses Included in teachers contract

Notes:

\$50-150 (Masters to PhD)

Contract Start: 08/31/16

Health Ins: Yes **FY16:** 75% **FY17:** 75%

Dental Ins: No

FY16: **FY17:** 50%

Optical: No FY16: FY17:

Contract End: 08/30/19

Add'I Compensation for roles like Master Teacher, Team Leader, etc.? Yes

FY16: **FY17:** \$50

Stipend in Contract? Yes

Sick Leave Buy Back? Yes

Amount: \$30 Percent: Max:

Conditions

Longevity: Yes FY16: \$450 - \$3450 FY17: varies

Length: 3 yrs

Details:

Tuition Reimbursement: Yes

FY16: 50% **FY17:** 50%

Other Benefits: Yes retirement & incentive

FY16: \$1500 FY17:

Millis

Contract Start: 09/01/16 Contract End: 08/31/19 Length: 3 yrs #Steps in Contract: 14

Contract Increases

Health Ins: Yes Add'l Compensation for roles Longevity: Yes

Year 1: 2.0% FY16: 68% like Master Teacher, Team FY16: \$250-750 FY17: 68% Leader, etc.? No FY17: \$500, \$750 Per 3: 2.7% FY16: No FY16: Details:

Who is covered? FY16: FY17: Tuition Reimbursement: Yes

All teachers and nurses

FY17:

FY16: \$700

FY17: \$7100/year

Optical: No Sick Leave Buy Back? Yes FY17: \$/100/year School Nurses Included in teachers' contract FY16: Amount: \$5 Other Benefits: No

Notes:

Max: FY16: Conditions FY17:

FY17:

Milton

Contract Start: 09/01/16 Contract End: 08/31/19 Length: 3 yrs #Steps in Contract: 15

Contract Increases

Year 1: 2.0%

Contract Start: 09/01/16 Contract End: 08/31/19 Length: 3 yrs #Steps in Contract: 15

Health Ins: Yes Add'I Compensation for roles like Master Teacher, Team FY16:

Percent:

 Year 1: 2.0%
 FY16:
 like Master Teacher, Team
 FY16:

 Year 2: 2.0%
 FY17: 80%
 Leader, etc.? Yes
 FY17: \$750

 Year 3: 2.0%
 Dental Ins: No
 FY16:
 Details:

Who is covered? FY16: FY17: Tuition Reimbursement: Yes
Teachers, Nurses, Therapists FY17: Stipend in Contract? No FY16:

Optical: No Sick Leave Buy Back? Yes FY17: \$500

School Nurses Included in teachers' contract FY16: Amount: Other Benefits: Yes

EV17: Percent: 30.0%

Notes: FY17: Percent: 30.0%
Max: FY16:

Additional comp. for CAGS/\$1500; doctorate \$2800; National teacher cert. \$750

Conditions

FY17: sick leave at sub rate

Contract Increases
Year 1: 1.5%

Contract Start: 09/01/17 Contract End: 08/31/20 Length: 3 yrs #Steps in Contract: 10

Length: 3 yrs #Steps in Contract: 10

Longevity: Yes FY16: like Master Teacher, Team FY16:

 Year 2: 2.0%
 FY17: 50%
 Leader, etc.? No
 FY17: varies

 Year 3: 2.3%
 Dental Ins: Yes
 FY16: PY17: PY17:

Who is covered? FY16: Tuition Reimbursement: No

All DESE licensed staff - full time direct services

FY17:

Optical: No

Sick Leave Buy Back? Yes

FY17:

School Nurses Included in teachers' contract
FY16:
Amount: \$35
Percent:
Curriculum work \$3300/hr

Notes:

Max: FY16:
Conditions FY17:

 Narrangansett
 Contract Start: 07/01/16
 Contract End: 06/30/19
 Length: 3 yrs
 #Steps in Contract: 14

 Contract Increases Year 1: 1.0%
 Health Ins: Yes Iike Master Teacher, Team
 Add'l Compensation for roles Iike Master Teacher, Team
 Longevity: Yes FY16:

Year 1: 1.0%

Year 2: .0%

Year 3: 1.0%

FY16: like Master Teacher, Team
Leader, etc.? Yes

FY17: scale dependent on years completed
FY16: Details:

Year 3: 1.0%

Dental Ins: No

FY16:

FY17: % of B/I

Tuition Reimbursement: Yes

Teachers, Counselors, Nurses, OT & PT FY17: Stipend in Contract? Yes FY16:

Optical: No Sick Leave Buy Back? Yes FY17: \$997

School Nurses Included in teachers' contract Fy16: Amount: Other Pagetite: N

School Nurses Included in teachers' contract FY16: Amount: Other Benefits: No FY17: Percent: 17.0%

Notes:

additional comp. for extra curricular advisors; school nurses are seperated by pay scale

Max:

Conditions

FY16:

FY17:

Nashoba RSD Contract Start: 07/01/17 Contract End: 06/30/20 Length: 3 yrs #Steps in Contract: 12 Health Ins: Yes Longevity: Yes Add'I Compensation for roles Contract Increases **FY16:** 70% like Master Teacher, Team FY16: \$200 Year 1: 2.0% Leader, etc.? No **FY17:** 70% FY17: Year 2: #Type! Details: FY16: Year 3: #Type! Dental Ins: Yes FY17: Who is covered? FY16: 50% Tuition Reimbursement: Yes Teachers, Guidance, Nurses, BCBA, school psychologists, **FY17:** 50% FY16: \$57,000 Social Worker/ Adjustment Counselor, Physical Therapist FY17: Sick Leave Buy Back? No Optical: No Amount: Other Benefits: No

Conditions

School Nurses Included in teachers contract FY16:

Percent: FY17: Notes: Max:

Tuition: Pool of \$60k, \$65k, and \$70k over 3 years, max of \$2000 per course; Longevity: \$300 after 13 years, add'l \$200/year each year thereafter

Northampton Contract Start: 07/01/16 Contract End: 06/30/19 #Steps in Contract: 11 Length: 3 yrs Health Ins: Yes Longevity: No Add'I Compensation for roles Contract Increases FY16: like Master Teacher, Team FY16: Year 1: .0% **FY17:** 80% Leader, etc.? No FY17: Year 2: 1.0% Details: Year 3: 1.3% FY16: Dental Ins: No FY17: Who is covered? FY16: Tuition Reimbursement: No Teachers, guidance, counselors, nurses, psychologists, FY17: FY16: social workers, speech therapists, physical therapists, OT FY17: Sick Leave Buy Back? No Optical: No **School Nurses** On teachers' pay scale but not included in Amount: FY16: Other Benefits: No contract: Included in teachers' contract Percent: FY17: Notes: Max: FY16: **Conditions** FY17:

FY16:

FY17:

Northbridge

Contract Start: 07/01/16

Contract Start: 09/01/14

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 12

#Steps in Contract: 22

Contract Increases

Year 1: 1.0% Year 2: 1.5% Year 3: 1.5%

Who is covered?

Contract Increases

Year 1: 1.8%

Year 2: 1.9%

Year 3: 1.9%

Who is covered?

Notes:

Teachers, Nurses, OT's, Speech and Language

Pathologists, Psychologists

School Nurses Included in teachers contract

Notes:

Health Ins: Yes **FY16:** 75% **FY17:** 75%

Dental Ins: Yes **FY16:** 100%

FY17: 100%

Optical: No FY16:

FY17:

Add'I Compensation for roles like Master Teacher, Team Leader, etc.? No

FY16: FY17:

Sick Leave Buy Back? Yes

Amount: Percent:

Max: **Conditions** Longevity: Yes **FY16:** \$1800 **FY17:** \$1800 Details:

Tuition Reimbursement: Yes

FY16: \$825 FY17: \$825

Other Benefits: No

Length: 3 yrs

Longevity: No

FY16: FY17:

Northern Berkshire RVTSD

Teachers, school nurses, guidance counselors, librarian

School Nurses Included in teachers contract

Health Ins: Yes

FY16: #Type! **FY17:** #Type!

Dental Ins: Yes FY16: #Type! **FY17:** #Type!

Optical: No

Add'I Compensation for roles

Sick Leave Buy Back? Yes

Contract End: 08/30/17

like Master Teacher, Team Leader, etc.? No

FY16: FY17:

FY16: FY17:

Details:

Tuition Reimbursement: No

FY16:

FY17:

Other Benefits: No

FY16: FY17: Amount: \$35 Percent:

Max:

Conditions

Norton Contract Start: 09/01/17 Contract End: 08/31/20 Length: 3 yrs #Steps in Contract: 14

Health Ins: Yes Longevity: Yes Add'I Compensation for roles Contract Increases

FY16: like Master Teacher, Team FY16: Year 1: 1.5% Leader, etc.? No FY17: **FY17**: 75% Year 2: 2.5% Details: FY16: Year 3: 2.5% Dental Ins: Yes

FY17: Who is covered? FY16: Tuition Reimbursement: Yes

FY17: Teachers, Nurses, OT's, PT's, Speech FY16: **FY17:** \$800 Sick Leave Buy Back? Yes Optical: Yes

School Nurses Included in teachers' contract Amount: FY16: Other Benefits: No

Percent: 25.0% FY17:

Notes: Max: FY16: 10 yrs: \$425; 15 yrs: \$850; 20 yrs: \$1000; 25 yrs: \$1150; 30 yrs: \$2250 **Conditions** FY17:

Norwell Contract Start: 09/01/15 Contract End: 08/31/18 #Steps in Contract: 30 Length: 3 yrs

Health Ins: Yes Longevity: No Add'I Compensation for roles Contract Increases FY16: like Master Teacher, Team FY16:

Year 1: 2.0% FY17: Leader, etc.? Yes FY17: Year 2: 2.0% Details: Year 3: 2.0% FY16: Dental Ins: Yes

FY17: \$3780 Who is covered? FY16: Tuition Reimbursement: Yes

Stipend in Contract? Yes FY17: FY16: Teachers, Specialists, Nurses, Occupational therapists FY17: Sick Leave Buy Back? Yes

Optical: No School Nurses Included in teachers' contract Amount: FY16: Other Benefits: No

Percent: FY17:

Notes: Max: FY16: Additional comp. function: middle school team leaders; curriculum/ building coordinators comp. **Conditions** FY17:

FY17: \$7386; reading, literacy & math coordinators FY17: \$4800

Palmer Contract Start: 09/01/15 Contract End: 08/31/18 Length: 3 yrs #Steps in Contract: 13 Health Ins: No Longevity: Yes Add'I Compensation for roles Contract Increases **FY16:** 75% like Master Teacher, Team FY16: \$700-1000 Year 1: 2.0% Leader, etc.? No **FY17:** 75% FY17: \$700-\$900-\$1000

Details: FY16: Year 3: 2.0% Dental Ins: Yes FY17:

Who is covered? FY16: Tuition Reimbursement: Yes FY17: FY16: \$300 Teachers, guidance, med/thera, psychologist

FY17: Sick Leave Buy Back? No Optical: No

School Nurses Have separate contract Amount: FY16: Other Benefits: No Percent:

Notes: Max: FY16: **Conditions** FY17:

FY17:

Peabody Contract Start: 07/01/15 Contract End: 06/30/18 Length: 3 yrs #Steps in Contract: 13 Health Ins: No Add'I Compensation for roles Longevity: Yes Contract Increases like Master Teacher, Team FY16: FY16: Year 1: 1.8%

FY17: Leader, etc.? Yes FY17: Year 2: 2.0% Details: Year 3: 2.0% FY16: Dental Ins: No

FY17: Who is covered? FY16: Tuition Reimbursement: No Stipend in Contract? Yes Teachers FY17: FY16:

FY17: Sick Leave Buy Back? No Optical: No

School Nurses Have separate contract Amount: FY16: Other Benefits: No Percent:

FY17: Notes: Max: FY16: department heads receive stipend **Conditions** FY17:

Year 2: 2.0%

Pentucket Contract Start: 07/01/17 Contract End: 06/30/20 Length: 3 yrs #Steps in Contract: 15 Health Ins: Yes Longevity: No Add'I Compensation for roles Contract Increases **FY16:** 75% like Master Teacher, Team FY16: Year 1: 2.5% Leader, etc.? No FY17: **FY17:** 75% Year 2: 2.5% Details: FY16: Year 3: 2.5% Dental Ins: Yes FY17: Who is covered? **FY16:** 50% Tuition Reimbursement: Yes **FY17:** 50% FY16: \$49.000 Teachers, nurses, special ed personnel **FY17:** \$500 Sick Leave Buy Back? No Optical: No School Nurses Included in teachers' contract Amount: FY16: Other Benefits: Yes Percent: FY17: Retirement Incentive Notes: Max: FY16: **Conditions**

Provincetown Contract Start: 07/01/17 Contract End: 06/30/20 Length: 3 yrs #Steps in Contract: 14 Health Ins: Yes Add'I Compensation for roles Longevity: No Contract Increases like Master Teacher, Team FY16: FY16: Year 1: #Type! **FY17:** 80% Leader, etc.? Yes FY17: Year 2: #Type! Details: Year 3: #Type! FY16: Dental Ins: No FY17: Who is covered? FY16: Tuition Reimbursement: Yes Stipend in Contract? Yes School Nurse FY17: FY16: FY17: \$800 Sick Leave Buy Back? No Optical: No School Nurses Included in teachers' contract Amount: FY16: Other Benefits: Yes Percent: FY17: Employees hired after 07/01/14 70% of Notes: Max: insurance FY16: add. Comp. function: \$ 800 tuition reimbursement for 3 credit graduate level course **Conditions** FY17:

FY17: \$1000

RC Mahar Contract Start: 07/01/16 Contract End: 06/30/19 Length: 3 yrs #Steps in Contract: 16 Health Ins: Yes Longevity: Yes Add'I Compensation for roles Contract Increases

FY16:

Percent:

FY16: like Master Teacher, Team FY16: Year 1: 1.0% Leader, etc.? No **FY17:** 75% **FY17:** \$2500 16-20 yrs; \$3500 21+ Year 2: 1.5% Details:

FY17: Who is covered? FY16: **Tuition Reimbursement:** Yes

Teachers, Guidance, Nurses, Coordinators, School FY17: FY16:

Psychologist & Librarian FY17: up to 12 credit hrs @ \$300 per credit Sick Leave Buy Back? Yes

Optical: No School Nurses Included in teachers' contract Amount: #Type! FY16: Other Benefits: No

Notes: Max: FY16: **Conditions** FY17:

FY17:

Dental Ins: No

RC Mahar (Orange) Contract Start: 07/01/16 Contract End: 06/30/19 Length: 3 yrs #Steps in Contract: 15 Health Ins: Yes Add'I Compensation for roles Longevity: No **Contract Increases** like Master Teacher, Team FY16: FY16:

Year 1: 1.0% **FY17:** 70% Leader, etc.? No FY17: Year 2: 1.5% Details: Year 3: 1.5% FY16: Dental Ins: No

FY17: Who is covered? FY16: Tuition Reimbursement: Yes

Teachers, Guidance, Psychologists, Nurses, Librarians, FY17: FY16: OT, SLP FY17: up to \$1000 out of \$5000 total on

Sick Leave Buy Back? No Optical: No School Nurses Included in teachers' contract Amount: FY16: Other Benefits: No

Percent: FY17:

Notes: Max: FY16: **Conditions** FY17:

Year 3: 1.5%

RC Mahar (Petersham) Contract Start: 07/01/16 Contract End: 06/30/19 Length: 3 yrs #Steps in Contract: 16 Health Ins: Yes Longevity: No Add'I Compensation for roles **Contract Increases** FY16: like Master Teacher, Team FY16: Year 1: Leader, etc.? No FY17: **FY17:** 75% Year 2: Details: Year 3: FY16: Dental Ins: No FY17: Who is covered? FY16: Tuition Reimbursement: Yes FY17: Teachers, Counselors, Lib./Computer teacher FY16: FY17: 3 credits @ Umass rate; 15 yrs/\$750, Sick Leave Buy Back? No Optical: No School Nurses Have separate contract Amount: FY16: Other Benefits: No Percent: FY17: Notes: Max: FY16: Conditions FY17: Rockport Contract Start: 09/01/15 Contract End: 08/31/18 Length: 3 yrs #Steps in Contract: 13 Health Ins: No Add'I Compensation for roles Longevity: Yes **Contract Increases FY16:** 75% like Master Teacher, Team FY16: Year 1: 2.0% FY17: Leader, etc.? No FY17: Year 2: 2.0% Details: FY16:

Year 3: 2.1% Who is covered? Teachers and nurses School Nurses Included in teachers contract FY17: Notes:

Dental Ins: No FY16: FY17: Optical: No FY16:

FY17:

Sick Leave Buy Back? Yes

Amount: \$30

Percent:

Tuition Reimbursement: Yes FY16:

FY17:

Other Benefits: No

Max: FY16: **Conditions** FY17: Seekonk Contract Start: 09/01/15 Contract End: 08/31/18 Length: 3 yrs #Steps in Contract: 10 Health Ins: Yes Longevity: Yes Add'I Compensation for roles Contract Increases FY16: like Master Teacher, Team FY16: Year 1: 2.0% Leader, etc.? No FY17: Varies **FY17:** 75% Year 2: 2.0% Details: FY16: Year 3: 2.0% Dental Ins: Yes

Who is covered? FY16: 50% FY17: Tuition Reimbursement: Yes
Anyone with a professional licensure, except for FY17: 50% FY16:

Anyone with a professional licensure, except for administrators

PY17: 50%

Optical: Yes

Sick Leave Buy Back? Yes

FY16: \$1500

School Nurses Included in teachers' contract

FY16:
Amount: \$41
Other Benefits: Yes
Percent:

 FY17:
 Percent:
 Life

 Notes:
 Max:
 FY16:

 Step 1-9: Year 1/1.25, Year 2/1.5, Year 3/1.5; Step 10 Year 1/2.25, Year 3/2.5
 Conditions
 EV17: \$2.5

Southeastern RVTSD Contract Start: 09/01/15 Contract End: 08/30/18 #Steps in Contract: 13 Length: 3 yrs Health Ins: Yes Add'I Compensation for roles Longevity: Yes Contract Increases **FY16:** 70% like Master Teacher, Team FY16: \$550-1600 Year 1: 2.0% **FY17:** 70% Leader, etc.? No FY17: \$572-1665 Year 2: 2.0% Details: Year 3: 2.0% FY16: Dental Ins: Yes FY17: Who is covered? **FY16:** 50% Tuition Reimbursement: Yes **FY17:** 50% FY16: \$2,386 **Teachers** FY17: \$2560 Sick Leave Buy Back? Yes Optical: No **School Nurses** On teachers' pay scale but not included in Amount: FY16: Other Benefits: Yes contract **Percent: 15.0%** FY17: 150 sick days & 20 years Notes: Max: FY16: **Conditions** FY17:

FY17: \$4000

Southern Berkshire RSD

Contract Start: 09/01/15

Contract End: 06/30/15

Length: 3 yrs

#Steps in Contract: 22

#Steps in Contract: 12

Contract Increases

Year 1: 1.0% Year 2: 2.0% Year 3: 2.0%

Who is covered?

Teachers, Librarians, Office of Student Services Staff,

Instructional Technology Integration

School Nurses Included in teachers contract

Notes:

Health Ins: Yes **FY16:** 80% **FY17:** 80%

Dental Ins: Yes FY16: 80%

FY17: 80%

Optical: No FY16:

FY16: FY17: Add'l Compensation for roles like Master Teacher, Team Leader, etc.? No

FY16:

FY17:

Sick Leave Buy Back? Yes

Amount: Percent:

Max: \$2000

Conditions \$2000

Longevity: No

FY16: FY17: Details:

Tuition Reimbursement: Yes

FY16: \$1,000 **FY17:** \$1000

Other Benefits: No

FY16: FY17:

Springfield

Contract Increases
Year 1:

Year 2: 2.0% Year 3: 2.0%

Who is covered?

General & Special Education, Teachers, Counselors, Pupil Service leader, Speech language Path, Psy, ILS

School Nurses Have separate contract

School Nurses Have separate contrac

Notes:

Additional comp. function: dept. chairs, critical needs, effective educator coaches, vocational critical needs

Contract Start: 07/01/17

FY16: FY17: 75%

Dental Ins: Yes

Health Ins: Yes

FY16:

FY17: 75%

Optical: Yes FY16:

FY17: 75%

Add'l Compensation for roles

like Master Teacher, Team Leader, etc.? Yes

FY16:

FY17: \$3000 avg.

Stipend in Contract? Yes

Contract End: 06/30/20

Sick Leave Buy Back? Yes

Amount:

Percent: 15.0% Max:

Conditions

Length: 3 yrs
Longevity: Yes

FY16:

FY17: \$1000-\$2000

Details:

Tuition Reimbursement: No

FY16: FY17:

Other Benefits: No

Sturbridge	Contract S	tart: 07/01/17	Contract End: 06/30/20	Length: 3 yrs	#Steps in Contract: 14
Contract Increases Year 1: 1.5% Year 2: 2.0%	FY16: 60% like		Compensation for roles Master Teacher, Team er, etc.? Yes	Longevity: Yes FY16: \$200-2500 FY17: 250 yrs 15-19	
Year 3: 1.3%	Dental Ins: Yes	FY16	-	Details: Tuition Reimbursement: No FY16: FY17: Other Benefits: No	
Who is covered? All teaching personnel licensed under Ch 71 of MGL	FY16: 60% FY17: 65%	FY17 Stipe	: nd in Contract? No		
School Nurses Included in teachers contract	Optical: No FY16: FY17:	Sick Amor Perce			
Comp. function: various stipends per contract			Max: FY16: Conditions FY17:		

Sudbury Contract Start: 07/01/15 Contract End: 06/30/18 Length: 3 yrs #Steps in Contract: 15/16 Health Ins: Yes Longevity: No Add'I Compensation for roles **Contract Increases** FY16: like Master Teacher, Team FY16: Year 1: #Type! Leader, etc.? No FY17: **FY17:** #Type! Year 2: #Type! Details: FY16: Year 3: 3.5% Dental Ins: Yes FY17: Who is covered? FY16: Tuition Reimbursement: Yes Teachers, Speech/Language Pathologists, Guidance **FY17:** 75% FY16: Counselors, BCBA's FY17: \$3200 Sick Leave Buy Back? No Optical: No School Nurses Have separate contract Amount: FY16: Other Benefits: Yes Percent: FY17: Notes: Max: FY16: **Conditions** FY17: \$200 annuity match Health Ins: Yes Longevity: No Add'I Compensation for roles **Contract Increases** FY16: like Master Teacher, Team FY16: Year 1: #Type! Leader, etc.? No FY17: **FY17:** #Type! Year 2: #Type! FY16: **Details: Year 3:** 3.5% Dental Ins: Yes FY17: FY16: Who is covered? Tuition Reimbursement: Yes Teachers, Speech/Language Pathologists, Guidance **FY17**: 75% FY16: Counselors, BCBA's **FY17:** \$3200 Sick Leave Buy Back? No Optical: No School Nurses Have separate contract Amount: FY16: Other Benefits: Yes Percent: FY17: Notes: Max: FY16:

Conditions

FY17: \$200 annuity match

Sunderland

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs Longevity: Yes

FY16: \$3000

FY17: 3.000

#Steps in Contract: 37

#Steps in Contract: 8

Contract Increases

Year 1: 1.0% Year 2: 2.5% Year 3: 2.5%

Who is covered?

Teachers, Services, Nurses, Coaches, Extra Curricular

Activity Leaders

School Nurses Included in teachers' contract

Notes:

Sutton

Head/Lead teachers receive \$400 additional compensation

Health Ins: Yes **FY16:** 70% FY17:

Dental Ins: No

Optical: No

FY16:

FY17:

FY16:

FY17:

Add'I Compensation for roles like Master Teacher, Team Leader, etc.? Yes

> FY16: \$400 FY17: \$1,500

Stipend in Contract? Yes

Sick Leave Buy Back? No

Contract End: 06/30/20

Add'I Compensation for roles

like Master Teacher, Team

Amount: Percent: Max:

Conditions

Tuition Reimbursement: No

FY16: FY17:

Details:

Other Benefits: Yes **Professional Development**

FY16: \$600 **FY17:** \$600

Contract Increases

Year 1: 3.0% Year 2: 2.0%

Year 3: 2.0%

Who is covered? All professional staff

School Nurses Included in teachers' contract

Notes:

% of Town Contribution: Fallon PPO- 50%; Fallon Direct - 70%; Fallon Select - 70%

Contract Start: 08/28/17

FY16: FY17:

Dental Ins: No

Health Ins: Yes

FY17:

FY16:

Optical: No

FY16: FY17:

Sick Leave Buy Back? No Amount:

Leader, etc.? No

Percent: Max:

Conditions

FY16:

FY17:

Length: 3 yrs Longevity: No

FY16: FY17: Details:

Tuition Reimbursement: No

FY16: FY17:

Other Benefits: No

Tantasqua

Contract Start: 07/01/15

Contract End: 06/30/18

Length: 3 yrs

#Steps in Contract: 20

#Steps in Contract: 14

Contract Increases

Year 1: 2.3% Year 2: 2.5% Year 3: 2.5%

Who is covered?

All teaching personnel licensed under Ch. 91 of MGL

School Nurses Included in teachers contract

Notes:

Notes:

Additional comp. function: extra duty stipends - variable rates

Health Ins: Yes **FY16:** 60% **FY17:** 60%

Dental Ins: Yes FY16: 60% FY17: 60%

Optical: No FY16: FY17: Add'l Compensation for roles like Master Teacher, Team Leader, etc.? Yes
FY16:

FY17: Stipend in Contract? Yes

Sick Leave Buy Back? Yes Amount: \$25 Percent:

Max: Conditions **Longevity**: Yes **FY16**: \$100 **FY17**: \$100

Details: Year 11 - Year 19

Tuition Reimbursement: No

FY16: FY17:

Other Benefits: No

FY16: FY17:

Truro

Contract Increases Year 1: 1.0% Year 2: 2.5%

Year 3: 2.0%

Who is covered? All Classroom & Specialists, School nurse, school psychologist, school social worker

School Nurses Included in teachers' contract

Torror Harbos morado in todonoro contract

Additional comp. function: column movements in addition to steps; 7 columns total

Health Ins: Yes

Contract Start: 09/01/15

FY16: FY17: 65%

Dental Ins: No

FY16: FY17:

Optical: No FY16:

FY17:

Add'l Compensation for roles like Master Teacher. Team

Contract End: 08/31/18

Leader, etc.? Yes

FY16: FY17:

Stipend in Contract? Yes

Sick Leave Buy Back? Yes Amount:

Percent: 25.0%

Max: Conditions Longevity: Yes

Length: 3 yrs

FY16:

FY17: Up to 2500

Details:

Tuition Reimbursement: Yes

FY16:

FY17: Up to 600

Other Benefits: No

Upper Cape Cod RVTSD

Contract Increases

Year 1: 1.0% Year 2: 1.0% Year 3: 1.0%

Who is covered?

Teachers, Guidance Counselors, School Nurse,

Permanent Substitutes

School Nurses Included in teachers contract

Notes:

Contract Start: 07/01/16

Contract End: 06/30/19

Add'I Compensation for roles like Master Teacher, Team

Leader, etc.? No

FY16: FY17:

FY17: #Type!

Health Ins: Yes

Dental Ins: No

FY16: 70%

FY17: 70%

Optical: No

FY16:

FY17:

FY16:

FY17:

Health Ins: Yes

Dental Ins: Yes

FY16: 70%

FY17: 70%

FY16:

Sick Leave Buy Back? Yes Optical: No

Amount: FY16:

Percent: 20.0% FY17: Max: \$12000

Conditions \$12000

Longevity: Yes

FY16: \$525-1025

Length: 3 yrs

FY17: Details:

Tuition Reimbursement: Yes

FY16: \$2.015 FY17: \$2153

Other Benefits: Yes

\$150 towards premium annually for single plan

#Steps in Contract: 13

#Steps in Contract: 25

FY16: FY17:

Uxbridge

Contract Increases

Year 1: 1.0% Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, Nurses, Specialists

School Nurses Included in teachers contract

Notes:

Additional pay for Lead teachers

Contract Start: 07/01/14

Contract End: 06/30/17

Add'I Compensation for roles like Master Teacher, Team

Leader, etc.? Yes **FY16:** \$5,998

FY17: \$5998

Stipend in Contract? Yes

Amount:

Sick Leave Buy Back? No Percent:

Max: **Conditions** Longevity: Yes

FY16: \$1000 FY17: \$1000 Details:

Length: 3 yrs

Tuition Reimbursement: Yes

FY16: \$300 FY17: \$300

Other Benefits: Yes

Mileage FY16: FY17:

Wales

Ins: Yes

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 5

#Steps in Contract: 15

Contract Increases

Year 1: #Type! Year 2: #Type! Year 3: 2.0%

Who is covered?

All teaching personnel licensed under Ch. 71 of MGL

School Nurses Included in teachers contract

Notes:

additional comp.: extra duty stipends - variable rates

Health Ins: Yes **FY16:** 80% **FY17:** 80%

Dental Ins: Yes FY16: 80%

FY17: 80%

Optical: No

FY16: FY17: Add'l Compensation for roles like Master Teacher, Team Leader, etc.? Yes

FY16: FY17:

Sick Leave Buy Back? Yes Amount: #Type!

Stipend in Contract? Yes

Percent:

Max: Conditions **Longevity:** Yes **FY16:** \$800-1800

FY16: \$800-1 **FY17**:

FY17: Details:

Tuition Reimbursement: No

FY16: FY17:

Other Benefits: No

FY16: FY17:

Wayland

Contract Increases Year 1: 2.0% Year 2: 2.3% Year 3: 2.3%

Who is covered?
Certified teachers, Intructional technologists, Librariasn,

Coaches, Guidance, etc.

School Nurses Have separate contract

Notes:

Seven pay grades base on education level and number of years worked

Contract Start: 07/01/17

Health Ins: Yes **FY16:** #Type! **FY17:** #Type!

Dental Ins: No

FY16: FY17:

Optical: No FY16:

FY17:

Add'l Compensation for roles like Master Teacher, Team Leader, etc.? Yes

Contract End: 06/30/20

FY16: FY17:

> Stipend in Contract? Yes Sick Leave Buy Back? No

Amount: Percent:

Max: Conditions Longevity: Yes

Length: 3 yrs

FY16: \$1000-2000 **FY17:** \$1000-\$2000

Details:

Tuition Reimbursement: Yes

FY16: Pool of funds **FY17:** Pool of \$93,000

Other Benefits: No

Retirement Incentive (10%)

Westfield Contract Start: 07/01/16 Contract End: 06/30/19 Length: 3 yrs #Steps in Contract: 12 Health Ins: Yes Longevity: Yes Add'I Compensation for roles Contract Increases FY16: like Master Teacher, Team FY16: **Year 1:** 1.5% Leader, etc.? No **FY17:** 79% FY17: 100%; 65 or 100 days Year 2: 2.5% Details: FY16: Year 3: 2.5% Dental Ins: No FY17: Who is covered? FY16: **Tuition Reimbursement:** Yes FY17: Teachers, Specialists, Team Leaders, Librarian, Coach, FY16: Psychologist, Guidance counselor, Adjustment counselor, FY17: Sick Leave Buy Back? No Optical: No Speech therapists, OT, PT, Nurse **School Nurses** Amount: FY16: Other Benefits: No. Percent: FY17: Notes: Max: FY16: **Conditions** FY17: Westford Contract Start: 09/01/2017 Contract End: 08/31/2020 Length: 3 yrs #Steps in Contract: 14 Health Ins: Yes Longevity: Yes Add'I Compensation for roles Contract Increases FY16: like Master Teacher, Team FY16: Year 1: 15.0% Leader, etc.? No **FY17:** #Type! **FY17:** \$1200-\$2000 Year 2: 15.0% Details: FY16: Year 3: 15.0%

Who is covered? FY16: Teachers, Counselors, Librarians, OT's, PT's FY17: Optical: No School Nurses Have separate contract FY16: FY17: Notes:

Dental Ins: No.

FY17:

Sick Leave Buy Back? Yes

Amount: \$35

Percent:

Tuition Reimbursement: Yes FY16:

FY17: \$850-\$1000 Other Benefits: No

Max: FY16: **Conditions** FY17:

 Weston
 Contract Start: 09/01/16
 Contract End: 08/31/19
 Length: 3 yrs
 #Steps in Contract: 10

 Contract Increases Year 1: 2.0%
 Health Ins: Yes FY16:
 Add'l Compensation for roles like Master Teacher, Team FY16:
 Longevity: Yes FY16:

 Year 1: 2.0%
 FY17: 83%
 Leader, etc.? No
 FY17: \$500/\$600/\$700

 Year 3: 2.0%
 Pental Ins: Yes
 FY16:
 Details:

Who is covered? FY16: FY17: Tuition Reimbursement: Yes

Teachers, Nurses, OT/PT, Metco

FY17:

Optical: No

Sick Leave Buy Back? No

FY16:

FY17: \$1200

School Nurses Included in teachers' contract
FY16:
Amount:
Percent:
Enhanced Long.

Notes:

Max: FY16:
Conditions FY17: \$5000

Westwood Contract Start: 09/01/16 Contract End: 08/31/19 #Steps in Contract: 14 Length: 3 yrs Health Ins: Yes Add'I Compensation for roles Longevity: Yes Contract Increases like Master Teacher, Team FY16: 68% FY16: \$750-2500 Year 1: 2.0% **FY17:** 68% Leader, etc.? No FY17: varies Year 2: 2.0% Details: Year 3: 2.0% FY16: Dental Ins: No FY17: Who is covered? FY16: Tuition Reimbursement: Yes FY17: FY16: \$600/course Teachers, guidance counselors, nurses, psychologists **FY17:** \$1200 Sick Leave Buy Back? Yes Optical: No School Nurses Included in teachers contract Amount: \$25 FY16: Other Benefits: No Percent: FY17: Notes: Max: FY16: **Conditions** FY17:

Whately Contract Start: 7/1/16 Contract End: 6/30/19 Length: 3 yrs #Steps in Contract: 37 Health Ins: No Longevity: No Add'I Compensation for roles Contract Increases FY16: like Master Teacher, Team FY16: **Year 1:** 1.0% FY17: Leader, etc.? No FY17: Year 2: 2.5% Details: FY16: Year 3: 2.5% Dental Ins: No FY17: Who is covered? FY16: **Tuition Reimbursement: No** FY17: Teachers, Services, Nurses, Coaches, Extra Curricular FY16: **Activity Leaders** FY17: Sick Leave Buy Back? No Optical: No School Nurses Included in teachers Amount: FY16: Other Benefits: No Percent: FY17: Notes: Max: FY16: **Conditions**

Whittier RVTSD Contract Start: 09/01/15 Contract End: 08/31/18 Length: 3 yrs #Steps in Contract: 17 Health Ins: Yes Add'I Compensation for roles Longevity: Yes Contract Increases like Master Teacher, Team **FY16:** 75% FY16: Year 1: 2.0% **FY17**: 25% Leader, etc.? No FY17: \$500/\$750/\$1000/\$1250 Year 2: 2.0% Details: Year 3: 2.0% FY16: Dental Ins: Yes FY17: Who is covered? **FY16:** 50% Tuition Reimbursement: Yes Nurses, Guidance, In-school suspension **FY17:** 50% **FY16**: \$850 FY17: \$950/course Sick Leave Buy Back? Yes Optical: No School Nurses Included in teachers contract Amount: #Type! FY16: Other Benefits: No Percent: FY17: Notes: Max: FY16: **Conditions** FY17:

FY17:

Wilmington

Contract Start: 09/01/18

Contract End: 08/31/21

Length: 3 yrs

#Steps in Contract: 11

#Steps in Contract: 13

Contract Increases

Year 1: 3.0% Year 2: 3.0%

Year 3: 3.0%

Who is covered?

Teachers, Librarians, SLPs

School Nurses Have separate contract

School Nurses Have Separate contract

Additional compensation for TL, Liaisons, Leaders, Chairperson; Sick leave may be accumulated up

to 180 days, a tender must work at least 15 years to be eligible for this benefit

Health Ins: Yes **FY16:** 75% **FY17:** 75%

Dental Ins: No

FY16: FY17:

Optical: No FY16:

Health Ins: Yes

Dental Ins: Yes

FY17:

FY16:

FY16:

FY17:

FY17: 76%

Optical: No

Add'l Compensation for roles like Master Teacher, Team Leader, etc.? Yes

FY16:

FY17: \$5,587
Stipend in Contract? Yes

Sick Leave Buy Back? Yes

Amount: \$15 Percent: Max: \$20

Conditions \$20

Longevity: Yes

FY16: \$700 - \$2250

FY17:

Details: Longevity for FY 17-19; 15-19

Tuition Reimbursement: No

FY16: FY17:

Other Benefits: Yes Sick Leave Buy Back

FY16:

FY17: \$15 per unused day

Woburn

Notes:

Contract Increases Year 1: 2.0% Year 2: 3.0%

Year 3: #Type!

Who is covered?
Teachers, Nurses, Occupational Therapists, PT, Guidance

School Nurses Included in teachers' contract

Notes:

Contract Start: 09/01/14

Contract End: 08/31/18

Add'l Compensation for roles like Master Teacher, Team

Leader, etc.? No

FY16: FY17:

Sick Leave Buy Back? No

FY16: Amount: Percent:

Max: Conditions Length: 3 yrs
Longevity: Yes

FY16:

FY17: 1% at 16th year

Details:

Tuition Reimbursement: Yes

FY16:

FY17: \$1000 up to 3 courses

Other Benefits: Yes

Longevity 1% every 4 years after 16