ASSISTANT PRINCIPAL BENEFITS

ABINGTON		Differences in 0	Contract:					
Grade Configuration: 5-8	Sick Days: 18 Accumulate? Yes Limit? Unlimited	Sick Leave I percent: or amount: conditions	amount:		Health Insura FY16: 70% Other Insura	FY17 : 70%	FY18: 70%	FY19 : 70%
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	No	tes:		
Grade Configuration: K-2	Sick Days: 18 Accumulate? Yes Limit? Unlimited	Sick Leave I percent: or amount: conditions			Health Insura FY16: Other Insura	FY17:	FY18:	FY19:
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	No	tes:		
Grade Configuration: 9-12	Sick Days: 18 Accumulate? Yes Limit? Unlimited	Sick Leave I percent: or amount: conditions			Health Insura FY16: 70% Other Insura	FY17 : 70%	FY18: 70%	FY19 : 70%
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	No	tes:		
ACUSHNET		Differences in 0	Contract:					
Grade Configuration: PK-4	Sick Days: 15 Accumulate? Yes Limit? 200	Sick Leave I percent: or amount: conditions	•		Health Insura FY16: Other Insura	FY17:	FY18:	FY19:
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	No	tes: Only one ele	ementary assista	nt principal in
Grade Configuration: 5-8	Sick Days: 15 Accumulate? Yes Limit? 200	Sick Leave I percent: or amount: conditions			Health Insurance: Yes FY16: 60% FY17: 60% Other Insurance:		FY18 : 60%	FY19 : 60%
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	No	tes: First year as district	ssistant principal,	only one in

AGAWAM		Differences in Contract:							
Grade Configuration: 5-6	Sick Days: 27 Accumulate? Yes Limit? unlimited	percent:	or amount: 30 per diem rate max		Health Insurance: Yes FY16: FY17: Other Insurance:	FY18: 50%	FY19: 50%		
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:				
Grade Configuration: 7-8	Sick Days: 27 Accumulate? Yes Limit? unlimited	percent:	uy-Back? Yes 30 per diem max		Health Insurance: Yes FY16: FY17: Other Insurance:		FY19: 50%		
ADDITIONAL BENEF Specify: Longevity	FITS FY16:	FY17:	FY18: \$1600.00	FY19: \$1	1600.00 Notes:				
Grade Configuration: 9-12	Sick Days: 27 Accumulate? Yes Limit? unlimited	Sick Leave Buy-Back? Yes percent: or amount: 30 per diem max conditions:			Health Insurance: Yes FY16: FY17: Other Insurance:	FY18 : 50%	FY19:		
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18: \$1600.00	FY19:\$	1600.00 Notes:				
AMESBURY		Differences in C	ontract:						
Grade Configuration: 5-8	Sick Days: 15 Accumulate? Yes Limit? 70	Sick Leave B percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19: 75%		
ADDITIONAL BENEF Specify: \$1500/expe \$750/cours	enses; FY16:	FY17:	FY18:	FY19:	Notes:				
Grade Configuration: High School	Sick Days: 16-18 Accumulate? Yes Limit? 70-100	Sick Leave B percent: or amount: conditions:	uy-Back? No	Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:		FY18 : 75%	FY19: 75%		
ADDITIONAL BENEF Specify: \$2500/expe \$750/cours	enses; FY16:	FY17:	FY18:	FY19:	Notes:				

ASHLAND		Differences in Contract: # of sick days varies as does sick days accumulated					
Grade Configuration: K-2; 3-5; 6-8; 9-12	Sick Days: 13-15 Accumulate? Yes Limit? 100-200	Sick Leave I percent: or amount:	Buy-Back? No		Health Insurance: Yes FY16: 70% FY17: #Type FY18: #Type FY19: !		
		conditions	:		Other Insurance:		
ADDITIONAL BENEI					Notes:		
Specify:	FY16:	FY17:	FY18:	FY19:	NOTES.		
ATHOL-ROYALSTO	N RSD	Differences in (Contract:				
Grade Configuration:	Sick Days: 12	Sick Leave I	Buy-Back? No		Health Insurance: Yes		
9-12	Accumulate? Yes	percent:			FY16:80% FY17:80% FY18:80% FY19:8	0%	
	Limit? Unlimited	or amount: conditions			Other Insurance: Dental & Life Insurance 80%		
ADDITIONAL BENEI	FITS						
Specify:	FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration:	de Configuration: Sick Days: 12		Buy-Back? No		Health Insurance: Yes		
5-8	Accumulate? Yes	percent:			FY16:80% FY17:80% FY18:80% FY19:8	0%	
	Limit? Unlimited		or amount: conditions: Other Ir		Other Insurance: Dental & Life		
ADDITIONAL BENEI	FITS						
Specify:	FY16:	FY17:	FY18:	FY19:	Notes:		
Grade Configuration:	Sick Days: 12	Sick Leave I	Buy-Back? No		Health Insurance: Yes		
PK-4	Accumulate? Yes	percent:			FY16:80% FY17:80% FY18:80% FY19:8	0%	
	Limit? Unlimited	or amount: conditions			Other Insurance: Dental 80%; Life Insurance		
ADDITIONAL BENEI	FITS						
Specify:	FY16:	FY17:	FY18:	FY19:	Notes:		
BELCHERTOWN		Differences in 0	Contract:				
Grade Configuration:	Sick Days: 15	Sick Leave I	Buy-Back? Yes		Health Insurance: Yes		
1-3; 4-6; 7-8; 9-12	Accumulate? Yes	percent:			FY16 :75% FY17 :75% FY18 :70% FY19 :7	′0%	
	Limit? 222	or amount: conditions	* * *		Other Insurance:		
ADDITIONAL BENEI	FITS				<u>.</u>		
Specify:	FY16:	FY17:	FY18:	FY19:	Notes:		

BERKLEY		Differences in Cor	ntract:					
Grade Configuration: PK-4	Sick Days: 18 Accumulate? Yes Limit? 220	Sick Leave Bu percent: or amount: conditions:	or amount:		Health Insura FY16: 40% Other Insurar	FY17 : 40%	FY18: 40%	FY19: 40%
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Note	es:		
Grade Configuration: 5-8	Sick Days: 18 Accumulate? Yes Limit? 220	Sick Leave Bu percent: or amount: \$ conditions:			Health Insurance: No FY16: FY17: Other Insurance:			FY19:
ADDITIONAL BENEF Specify: Longevity	FY16: \$1,500	FY17: \$1500	FY18: \$2500	FY19:	Note	es:		
BERKSHIRE HILLS	RSD	Differences in Cor	ntract:					
Grade Configuration: PK-4	Sick Days: 18 Accumulate? Yes Limit? 220	Sick Leave Bu percent: or amount: conditions:	percent: F or amount:			nce: Yes FY17: 83% nce: Life (89%	FY18: 83%	FY19:83%
ADDITIONAL BENEF Specify: Annuity	FITS FY16: \$480	FY17: \$960	FY18: \$960	FY19: \$120	0 Note	es: 1 ES Asst. I	Principal in distric	t
Grade Configuration: 9-12 (sped to 22)	Sick Days: 18 Accumulate? Yes Limit? 220	Sick Leave Bu percent: or amount:	y-Back? No			FY17 : 83%	FY18: 83%	FY19: 83%
ADDITIONAL BENEF	FITS FY16: \$4,800	conditions: FY17: \$4800	FY18: \$4800	FY19: \$480); Dental (50%) ant Principal in di	
Grade Configuration: 5-8	Sick Days: 18 Accumulate? Yes Limit? 220	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insural FY16: 83% Other Insurar	FY17 : 83%	FY18: 83%	FY19:83%
ADDITIONAL BENEF Specify: Annuity	FY16: \$4,800	FY17:	FY18: \$480	FY19 : \$960	Note	es: FY16 Asst. new ass. Pr district	Principal retired 0 incipal; 1 MS Ass	6/2016; FY17 t. Principal in

Differences in Contract: **BRAINTREE Grade Configuration: Sick Days: 16** Sick Leave Buy-Back? Yes Health Insurance: Yes 6-8 Accumulate? Yes FY16: #Type FY17: #Type FY18: #Type FY19: #Type percent: Limit? 221 or amount: \$12 Other Insurance: Life Insurance 50% conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract:** One contract is 210 days, other is 220 days **CARVER** Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? No Health Insurance: Yes Accumulate? yes PK-5 **FY16**: 75% **FY17**: 75% **FY18:** 75% **FY19:** 75% percent: **Limit?** 200 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: Conference/Me FY16: \$600 FY17: \$600 FY18: \$600 FY19: \$600 mbership **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: Yes 6-12 Middle/High Accumulate? Yes percent: **FY16**: 75% **FY17**: 75% **FY18:** 75% **FY19**: 75% School Limit? 200 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Additional benefits range from \$600-\$1000 Specify: Con/Membership FY17: \$1000 FY19: \$1000 **FY16:** \$1,000 FY18: \$1000 /Travel **Differences in Contract: CHELMSFORD Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 5-8 Accumulate? Yes percent: **FY16**: 75% **FY17**: 75% **FY18:** 75% FY19: Limit? or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify:

Differences in Contract: **CONCORD-CARLISLE RSD** Grade Configuration: Sick Days: 20 Sick Leave Buy-Back? No Health Insurance: Yes 6-8 Accumulate? Yes FY16: #Type FY17: #Type FY18: #Type FY19: percent: Limit? 180 or amount: Other Insurance: Dental 50% conditions: **ADDITIONAL BENEFITS** Notes: Sick days- 20 discretionary FY16: FY17: FY18: FY19: Specify: **Grade Configuration:** Sick Davs: 20 Sick Leave Buy-Back? No Health Insurance: Yes High School Accumulate? Yes percent: **FY16**: 63% **FY17**: #Type **FY18**: #Type **FY19**: #Type Limit? 180 or amount: Other Insurance: Dental 50% conditions: **ADDITIONAL BENEFITS** Notes: Sick days: 20 discretionary days FY16: FY17: FY18: FY19: Specify: **Differences in Contract: DANVERS Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: No 6-8 Middle Accumulate? Yes FY16: FY17: FY18: FY19: percent: Limit? 225 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: TSA on FY17: \$1500 FY18: \$1500 FY19: **FY16:** \$1.500 conference **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: No Accumulate? Yes FY16: FY17: FY18: FY19: 9-12 High percent: Limit? 225 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: TSA on FY16: \$1,500 FY17: \$1500 FY18: \$1500 FY19: conference **Differences in Contract: DARTMOUTH Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: No K-5 Accumulate? Yes percent: FY16: FY17: FY18: FY19: Limit? unlimited or amount: \$15 (1-50 days); \$20 (51-150) Other Insurance: conditions: up to 150 days **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify:

Grade Configuration: Sick Davs: 18 Sick Leave Buv-Back? Yes Health Insurance: Yes 9-12 Accumulate? Yes FY16:52% FY17:52% FY18: 52% FY19:52% percent: 20% Limit? unlimited or amount: Per diem rate Other Insurance: conditions: up to 150 days **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 6-8 Accumulate? Yes **FY16**: 52% **FY17**: 52% FY19:52% FY18: 52% percent: Limit? unlimited or amount: \$15 (1-50 days); \$20 (51-150) Other Insurance: conditions: up to 150 days **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: Differences in Contract: Rate of salary- 2 different salary schedules; 1. Hired prior to 07/01/13; 2. Hired after 07/01/13 **EAST BRIDGEWATER Grade Configuration: Sick Days: 17** Sick Leave Buy-Back? Yes Health Insurance: Yes 3-6 Accumulate? Yes percent: **FY16**: 40% **FY17**: 40% **FY18**: 40% FY19: Limit? unlimited or amount: Other Insurance: conditions: 25 days- daily rate upon time of separation; after 7 years ADDITIONAL BENEFITS Notes: AP Contract 07/01/16-06/30-18 FY16: FY17: FY18: FY19: Specify: Grade Configuration: Sick Days: 17 Sick Leave Buy-Back? Yes Health Insurance: Yes 7-12 Accumulate? Yes percent: **FY16**: 40% **FY17**: 40% **FY18:** 40% **FY19**: 40% Limit? unlimited or amount: Other Insurance: conditions: 25 days- daily rate upon time of separation; after 7 years **ADDITIONAL BENEFITS** Notes: AP Contract 07/01/16-06/30-18 FY16: FY17: FY19: FY18: Specify: Sick Leave Buy-Back? Yes Grade Configuration: Sick Days: 17 Health Insurance: Yes

Accumulate? Yes

Limit? unlimited

FY16:

percent:

FY17:

or amount:

conditions: 25 days- daily rate upon time of separation; after 7 years

FY18:

PK-2

Specify:

ADDITIONAL BENEFITS

FY18: 40%

Notes: AP Contract 07/01/16-06/30/18

FY19: 40%

FY16: 40% **FY17**: 40%

Other Insurance:

FY19:

EAST LONGMEADO	w	Differences in	Contract:					
Grade Configuration: PK-12	Sick Days: 18 Accumulate? Yes Limit? 130	percent: or amoun	Sick Leave Buy-Back? No percent: or amount: conditions:		Health Insurance: Yes FY16: FY17:70% FY18:70% F Other Insurance: Small Life Insurance Policy			FY19 : 70%
ADDITIONAL BENEI	FITS							
Specify:	FY16:	FY17:	FY18:	FY19:	No	tes:		
FRANKLIN		Differences in	Contract:					
Grade Configuration: PK-5	Sick Days: 16 Accumulate? Yes Limit? 244	Sick Leave percent: or amoun	Buy-Back? No t:		Health Insura FY16: #Тур !	ance: Yes be FY17:#Type !	FY18: #Type !	FY19:
		condition	s:		Other Insura	ince:		
ADDITIONAL BENEI Specify: Prof. Dev.	FITS FY16: \$3,000	FY17: \$3000	FY18 : \$3000	FY19:	No	tes: Additional b	enefits range fror	n \$1500-\$3000
GROTON-DUNSTAE	BLE RSD	Differences in	Contract:					
Grade Configuration: K-4	Sick Days: 15 Accumulate? Yes Limit? 180	percent: or amoun	Buy-Back? Yes t: Per Diem s: 30 Days Max			ance: Yes FY17:85% ance: Life, Disa	FY18: 85% bility	FY19:
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	No	tes:		
Grade Configuration: 9-12	Sick Days: 15 Accumulate? Yes Limit? 180	percent: or amoun	Sick Leave Buy-Back? Yes percent: or amount: Per Diem			ance: Yes FY17: 80% ance: Disability	FY18: 80%	FY19:
		condition	s:		Julei Ilisuit	moc. Disability	α LIIU	
ADDITIONAL BENEI Specify:	FITS FY16:	FY17:	FY18:	FY19:	No	tes:		

HANOVER		Differences in Cor	ntract:							
Grade Configuration: 9-12	Sick Days: 15 Accumulate? Yes Limit? 100	Sick Leave Bu percent: or amount: conditions:	y-Back? No	Health Insurance: Yes FY16: 50% FY17: 50% Other Insurance:			FY18: 50%	FY19 : 50%		
ADDITIONAL BENEF Specify: Doctoral tui reimbursem security liais PD	FY16: \$13,000 nent,	FY17 : \$13,000	FY18: \$13,000	FY19: \$13,	000 Note	es:				
Grade Configuration: 5-8	Sick Days: 15 Accumulate? Yes Limit? 100	Sick Leave Bu percent: or amount: conditions:	y-Back? No	Health Insurance: Yes FY16: 50% FY17: 50% Other Insurance:		FY18 : 50%	FY19: 50%			
ADDITIONAL BENEF Specify: Professional Developme	FY16: \$1,500	FY17: \$1500.00	FY18: \$1500	FY19: \$150	00 Note	es:				
Grade Configuration: K-4	Sick Days: 15 Accumulate? Yes Limit? 100	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insurar FY16: 50% Other Insuran	FY17 : 50%	FY18: 50%	FY19: 50%		
ADDITIONAL BENEF Specify: Professional Developme	FY16: \$1,500	FY17: \$1500	FY18: \$1500	FY19: \$150	00 Note	es:				
HOPKINTON		Differences in Cor	ntract:							
Grade Configuration: Sick Days: 20 9-12 Accumulate? Yes Limit? Unlimited		Sick Leave Bu percent: or amount:	y-Back? No		Health Insurance: Yes FY16: #Type FY17: #Type FY18: #Type FY19:			FY19:		
		conditions:			Other Insuran	ce: Life Insura	nce \$50k			
ADDITIONAL BENEF Specify: Tuition Reimburser	FY16: \$1,250	FY17: \$1250	FY18: \$1250	FY19:	Note	es:				

Grade Configuration: 6-8	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Bu percent: or amount:	u y-Back? No		Health Insurance: Yes FY16: #Type FY17: #Type FY18: #Type FY19: !!!
		conditions:			Other Insurance: Life Insurance \$50k
ADDITIONAL BENEF Specify: Tuition Reimburser	FY16: \$1,250	FY17: \$1250	FY18: \$1250	FY19:	Notes:
Grade Configuration: 6-8	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Bu percent: or amount:	u y-Back? No		Health Insurance: Yes FY16: #Type FY17: #Type FY18: #Type FY19: !!!
		conditions:			Other Insurance: Life Insurance \$50k
ADDITIONAL BENEF Specify: Tuition Reimburse	FY16: \$1,250	FY17 : \$1250	FY18: \$1250	FY19:	Notes: Salary FY16 & FY17 are for 210 days
Grade Configuration: 2-3;4-5	Grade Configuration: Sick Days: 15 2-3;4-5 Accumulate? Yes Limit? Unlimited		u y-Back? No		Health Insurance: Yes FY16: #Type FY17: #Type FY18: #Type FY19: !!!
		conditions:			Other Insurance: Life Insurance \$50k
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Notes:
HUDSON		Differences in Co	ntract: Each admini	strator has an ir	ndividual contract
Grade Configuration: 5-7	Sick Days: 18 Accumulate? Yes	Sick Leave Bu	uy-Back? Yes		Health Insurance: Yes FY16: 50% FY17: 50% FY18: 50% FY19:
<i>31</i>	Limit? 200	or amount: \$ conditions:	660		Other Insurance: Dental (paid by employee); life (50% paid by employee)
ADDITIONAL BENER Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:
Grade Configuration: PK-4	Sick Days: 18 Accumulate? Yes Limit? 200 Sick Leave Buy-Back? Yes percent: or amount: \$60			Health Insurance: Yes FY16: 50% FY17: 50% FY18: 50% FY19:	
		conditions:			Other Insurance: Dental (paid by employee); life (50% paid by employee)
ADDITIONAL BENEF Specify:	FITS FY16:	FY17:	FY18:	FY19:	Notes:

Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? Yes Health Insurance: Yes 8-12 Accumulate? Yes **FY16**: 50% **FY17**: 50% **FY18:** 50% FY19: percent: Limit? 200 or amount: \$60 Other Insurance: Dental (paid by employee); life (50% conditions: paid by employee) **ADDITIONAL BENEFITS** Notes: FY19: Specify: Compensation FY16: \$12.000 FY17: \$15.000 FY18: for additional duties and responsibilities per contract Differences in Contract: HULL Grade Configuration: Sick Days: 15 Sick Leave Buy-Back? Yes Health Insurance: Yes PK-5 Accumulate? Yes **FY16**: 75% **FY17**: 75% 50% **FY18:** 75% **FY19:** 75% percent: Limit? 240 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? Yes Health Insurance: Yes Accumulate? Yes **FY16**: 75% **FY17**: 75% 6-8 percent: 50% **FY18:** 75% **FY19**: 75% Limit? 240 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration:** Sick Davs: 15 Sick Leave Buy-Back? Yes Health Insurance: Yes 9-12 Accumulate? Yes percent: 50% **FY16**:75% **FY17**:75% **FY18:** 75% **FY19:** 75% Limit? 240 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract: IPSWICH**

Sick Leave Buy-Back? Yes

or amount: \$3050 max

FY18:

percent:

FY17:

conditions:

FY16:

Accumulate? Yes

Limit? 250

Grade Configuration: Sick Days: 15

ADDITIONAL BENEFITS

6-8

Specify:

FY18: 65%

FY19: 65%

Health Insurance: Yes

Other Insurance:

FY19:

FY16: 65% **FY17**: 65%

Notes:

Accumulate? Yes FY19:65% percent: Limit? 250 or amount: \$3050 max Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: Differences in Contract: Unit B contract **LUDLOW Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 9-12 **FY16**: 81% **FY17**: 81% Accumulate? Yes **FY18:** 81% FY19: percent: **Limit? 275** or amount: \$15 Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: Super Max FY16: FY17: \$750 -FY18: \$750 -FY19: \$750 -(Longevity) \$2250 \$2250 \$2250 **Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? Yes Health Insurance: Yes 6-8 Accumulate? Yes **FY16**:81% **FY17**:81% **FY18:** 81% FY19: percent: Limit? 275 or amount: \$15 Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Specify: Longevity FY16: \$750 **FY17:** \$750.00 FY18: \$750.00 FY19: \$750 **Differences in Contract:** LYNNFIELD **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes 5-8 Accumulate? Yes percent: FY16: #Type FY17: #Type FY18: #Type FY19: #Type Limit? unlimited or amount: Other Insurance: conditions: ADDITIONAL BENEFITS Notes: FY17: FY18: FY19: Specify: FY16: Differences in Contract: Additional stipends for Director of Guidance, Technology, Athletics **MASHPEE** Sick Days: 15 **Grade Configuration:** Sick Leave Buy-Back? Yes Health Insurance: Yes PK-2; 3-6; 7-9; 10-Accumulate? Yes percent: 30% **FY16**: 75% **FY17**: 75% **FY18:** 75% **FY19**: 75% 12 Limit? or amount: Other Insurance: Group Life Insurance 75% conditions: **ADDITIONAL BENEFITS** Notes: Info also applies to Director of Guidance, FY16: FY17: FY18: FY19: **Specify:** 3 personal days Director of Technology & Athletic Director

Sick Leave Buy-Back? Yes

Health Insurance: Yes

FY16: 65% **FY17**: 65%

FY18: 65%

Grade Configuration: Sick Days: 15

9-12

MILLBURY		Differences in Cor	ntract:				
Grade Configuration: 97-12	Sick Days: 15 Accumulate? Yes Limit? 182	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19 : 75%
ADDITIONAL BENEFIT Specify: Travel and Cophone	-	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: SPK-3	Sick Days: 15 Accumulate? Yes Limit? 183	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18 : 75%	FY19 : 75%
ADDITIONAL BENEFIT Specify: Travel and ce phone	-	FY17:	FY18:	FY19:	Notes:		
Grade Configuration: 94-6	Sick Days: 15 Accumulate? Yes Limit? 183	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance:	FY18: 75%	FY19: 75%
ADDITIONAL BENEFIT Specify: Travel and ce phone	-	FY17:	FY18:	FY19:	Notes:		
NANTUCKET		Differences in Cor	ntract:				
Grade Configuration: 5 K-12	Sick Days: 18 Accumulate? Yes Limit? 50	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insurance: Yes FY16: 90% FY17: 90% Other Insurance:	FY18: 90%	FY19: 80%
ADDITIONAL BENEFIT Specify:	ΓS FY16:	FY17:	FY18:	FY19:	Notes:		
NARRAGANSETT RSI	D	Differences in Cor	ntract: Vacation d	ay rollover & sick d	ay limit		
Grade Configuration: 9-12	Sick Days: 17 Accumulate? Yes Limit? 90	Sick Leave Bu percent: or amount: conditions:	y-Back? No		Health Insurance: Yes FY16: 75% FY17: 75% Other Insurance: Life Insura		FY19 : 75%
ADDITIONAL BENEFIT Specify: Cell phone	rs FY16:	FY17: \$600	FY18 : \$600	FY19: \$60	00 Notes:		

Grade Configuration: Sick Days: 17 Sick Leave Buy-Back? No Health Insurance: Yes 5-8 Accumulate? Yes **FY16:** 75% **FY17:** 75% **FY18:** 75% FY19: 75% percent: **Limit?** 195 or amount: Other Insurance: Life Insurance conditions: **ADDITIONAL BENEFITS** Notes: FY17: \$600 FY18: \$600 FY19: \$600 Specify: Cell phone FY16:\$600 Differences in Contract: **NASHOBA RSD** Grade Configuration: Sick Davs: 15 Sick Leave Buv-Back? No Health Insurance: Yes PK-6 & 9-12 Accumulate? Yes **FY16**: 70% **FY17**: 70% percent: **FY18:** 70% FY19: **Limit? 180** or amount: Other Insurance: Dental 50/50 conditions: **ADDITIONAL BENEFITS** Notes: 20 vacation days Specify: Tuition & FY16: **FY17:** \$2000 FY18: \$2000 FY19: Conference **Differences in Contract: NORFOLK** Grade Configuration: Sick Davs: 15 Sick Leave Buv-Back? No Health Insurance: Yes Elementary Accumulate? Yes percent: **FY16**: 63% **FY17**: 64% **FY18**: 64% **FY19**: 64% **Limit?** 195 or amount: Other Insurance: Basic Life Insurance 10K conditions: ADDITIONAL BENEFITS Notes: FY16: \$1,500 FY17: \$1,500.00 FY19: \$1,500.00 Specify: Memberships & FY18: \$1,500.00 PD **Differences in Contract: NORTHBRIDGE Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes 5-8 Accumulate? Yes **FY16**: 75% **FY17**: 75% percent: **FY18**: 75% **FY19:** 75% Limit? 200 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes 9-12 Accumulate? Yes **FY16**: 75% **FY17**: 75% **FY18:** 75% **FY19**: 75% percent: Limit? 215 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY19: FY16: FY17: FY18: Specify:

Grade Configuration: Sick Days: 15 Sick Leave Buy-Back? No Health Insurance: Yes PK-1 & 2-4 Accumulate? Yes **FY16:** 75% **FY17:** 75% **FY18:** 75% FY19: 75% percent: Limit? 210 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: Differences in Contract: **NORTON** Grade Configuration: Sick Davs: 15 Sick Leave Buy-Back? No Health Insurance: Yes 6-8 Accumulate? Yes **FY16**: 75% **FY17**: 75% percent: **FY18**: 75% **FY19**: 75% Limit? 202 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: Longevity: 10 yrs: \$710; 15 yrs: \$810; 20 yrs: FY17: FY19: Specify: Longevity FY16: FY18: \$910; 25 yrs: \$1,010; 30 yrs \$2,110 **Differences in Contract: SEEKONK Grade Configuration: Sick Days: 25** Sick Leave Buy-Back? Yes Health Insurance: Yes 9-12 Accumulate? Yes **FY16**: 75% **FY17**: 75% FY19: 75% percent: 41% **FY18**: 75% Limit? 225 or amount: Other Insurance: Dental 50% conditions: **ADDITIONAL BENEFITS** Notes: Specify: Life FY16: \$4.000 FY17: \$4000.00 FY18: \$4000.00 FY19: \$4000.00 **Grade Configuration: Sick Days: 25** Sick Leave Buy-Back? Yes Health Insurance: Yes 6-8 Accumulate? Yes **FY16**: 75% **FY17**: 75% FY19: 75% percent: 41% **FY18**: 75% Limit? 225 or amount: Other Insurance: Dental 50% conditions: **ADDITIONAL BENEFITS** Notes: Specify: Life **FY16:** \$4,000 **FY17:** \$4000.00 FY18: \$4000.00 FY19: \$4000.00 **Differences in Contract: STURBRIDGE Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? Yes Health Insurance: Yes PK-6 **FY16**: 65% **FY17**: 65% **FY18:** 65% FY19:65% Accumulate? Yes percent: **Limit?** 180 or amount: \$25 Other Insurance: Dental 65% conditions: **ADDITIONAL BENEFITS** Notes:

FY18:

FY19:

FY16:

Specify:

FY17:

Differences in Contract: **TANTASQUA Grade Configuration:** Sick Days: 16 Sick Leave Buy-Back? Yes Health Insurance: Yes 9-12 Senior: 7-8 is Accumulate? Yes FY16: #Type FY17: #Type FY18: #Type FY19: #Type percent: Junior **Limit? 208** or amount: \$25 Other Insurance: Dental 60%; Life insurance 99/1% conditions: \$15,000 **ADDITIONAL BENEFITS** Notes: FY16: \$5,000 FY17: FY18: FY19: Specify: Longevity: \$5,000 after 20 years Differences in Contract: Salaries based on experience & longevity. **UXBRIDGE Grade Configuration: Sick Days: 18** Sick Leave Buy-Back? No Health Insurance: Yes 6-8 Accumulate? Yes **FY16**: 70% **FY17**: 70% **FY18:** 70% **FY19:** 70% percent: Limit? 18 or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Differences in Contract:** WAYLAND **Grade Configuration:** Sick Days: 15 Sick Leave Buy-Back? No Health Insurance: Yes Elementary K-5 Accumulate? Yes **FY16**:50% **FY17**:50% percent: **FY18:** 50% **FY19:** 50% Limit? or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes 9-12 Accumulate? Yes percent: **FY16**: 64% **FY17**: 64% **FY18**: 64% **FY19**: 64% Limit? Unlimited or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify: **Grade Configuration: Sick Days: 15** Sick Leave Buy-Back? No Health Insurance: Yes 6-8 Accumulate? Yes **FY16**: 64% **FY17**: 64% **FY18**: 64% FY19:64% percent: Limit? Unlimited or amount: Other Insurance: conditions: **ADDITIONAL BENEFITS** Notes: FY16: FY17: FY18: FY19: Specify:

WESTFIELD		Differences in Co	ntract:						
Grade Configuration: 6-8; 9-12	Sick Days: Accumulate? Limit?	Sick Leave Buy-Back? Yes percent: 100% or amount:		Health Insurance: Yes FY16: 80% FY17: #Type FY18: 77% FY19: 7 !					
		conditions:	5 or 100 days	(Other Insurar	ice:			
ADDITIONAL BENEF	TITS								
Specify: Longevity	FY16: \$2,700	FY17 : \$2700	FY18 : \$1000- \$5000	FY19: \$1000 \$5000		es:			
Grade Configuration:	Sick Days: 15	Sick Leave Bu	ı y-Back? Yes	Н	ealth Insura	nce: Yes			
K-5	Accumulate? Yes Limit?	percent: 1 or amount:	00%	FY16 : 80% FY17 : #Type FY18 : 77%			FY19: 77%		
		conditions:	5 or 100 days	(Other Insurance:				
ADDITIONAL BENEF Specify: Longevity	FY16: \$2,700	FY17 : \$2700.00	FY18: \$5000	FY19 : \$5000) Note	es: Additional be \$900-\$2700; 5000	nefits FY16-Fy17 FY18-FY19 rang		
WESTFORD		Differences in Co	ntract: Longevity base	ed on years of ser	/ice				
Grade Configuration: 6-8	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave Bu percent: or amount: \$		Health Insurance: Yes FY16: #Type FY17: #Type FY18: #Type FY			FY19:		
		conditions:		C	Other Insurar	nce:			
ADDITIONAL BENEF Specify: Tuition Reimburser	FY16: \$2,000	FY17: \$2,000.00	FY18: \$2,000.00	FY19:	Note	es:			
Grade Configuration: Sick Days: 15 K-5 Accumulate? Yes Limit? 150		Sick Leave Bu percent: or amount: \$		Health Insurance: Yes FY16:#Type FY17:#Type FY18:#Type ! ! !			FY18: #Type	FY19:	
		conditions:		(Other Insurar	nce:			
ADDITIONAL BENEF Specify: Tuition Reimburser	FY16: \$2,000	FY17: \$2,000.00	FY18: \$2,000.00	FY19:	Note	es:			

WESTON		Differences in Co	ntract:							
Grade Configuration: 9-12	Sick Days: Accumulate? Limit?	Sick Leave Bu percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16: 83% FY17: 83% FY18: 83% FY19: Other Insurance:					
ADDITIONAL BENEF Specify: Prof. Developme	FY16: \$1,500	FY17 : \$1500	FY18: \$1500	FY19:	Notes: 15 vacation days					
Grade Configuration: 6-8	Sick Days: 20 Accumulate? Yes Limit? Unlimited	Sick Leave Bu percent: or amount: conditions:	uy-Back? No		Health Insurance: Yes FY16: FY17: FY18: 83% Other Insurance:			FY19:		
ADDITIONAL BENEF Specify: Prof. Developme	FY16:	FY17:	FY18: \$1500	FY19:	Notes: 15 vacation days					
WHITTIER RVTSD		Differences in Contract:								
Grade Configuration: 9-12	Sick Days: 17 Accumulate? Yes Limit? 180	Sick Leave Buy-Back? Yes percent: or amount: \$125 (100 days); \$200 (80 days) conditions:			Health Insura FY16: Other Insurar	nce: Yes FY17: 75% nce: Life Insura	FY18: 75% ance	FY19:		
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Note	es:				
WILMINGTON		Differences in Co	ntract: Tuition reiml	oursement rate						
Grade Configuration: 1-3	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave Bu percent: or amount: conditions:	ı y-Back? No			nce: Yes FY17: 75% nce: Life Insura	FY18: 75% ance	FY19 : 75%		
ADDITIONAL BENEF	FITS FY16:	FY17:	FY18:	FY19:	Note	es:				
Grade Configuration: 6-8	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave Bu percent: or amount: conditions:	ı y-Back? No		Health Insurance: Yes FY16: 75% FY17: 75% FY18: 75% Other Insurance: Life Insurance		FY19 : 75%			
ADDITIONAL BENEF Specify:	FY16:	FY17:	FY18:	FY19:	Note	es:				

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

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

> **Limit?** 180 or amount:

Other Insurance: Life Insurance conditions:

ADDITIONAL BENEFITS

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

Differences in Contract: WOBURN

Grade Configuration: Sick Days: 13 Health Insurance: Yes Sick Leave Buy-Back? No

K-5 Accumulate? Yes percent: **FY16**: 76% **FY17**: 75% FY19: **FY18**: 74%

> Limit? Unlimited or amount: Other Insurance: conditions:

ADDITIONAL BENEFITS

Notes: Specify: 403B Plan FY17: \$1000 FY18: \$1000 FY19: FY16: \$1,000

Grade Configuration: Sick Days: 13 Sick Leave Buy-Back? No Health Insurance: Yes

6-8 **FY16**: 76% **FY17**: 75%

FY19: Accumulate? Yes percent: **FY18**: 74% Limit?

or amount: Other Insurance: conditions:

ADDITIONAL BENEFITS

Notes: FY17: \$1000 FY18: \$1000 FY19: Specify: 403B Plan **FY16:** \$1,000

Grade Configuration: Sick Days: 13 Sick Leave Buy-Back? No Health Insurance: Yes

Accumulate? Yes 9-12 **FY16**: 76% **FY17**: 75% **FY18:** 74% FY19: percent:

> Limit? Unlimited or amount:

Other Insurance: conditions:

ADDITIONAL BENEFITS

Notes: Specify: 403B Plan FY16: \$1,000 FY17: \$1000 FY18: \$1000 FY19: