

# ASSISTANT SUPERINTENDENT BENEFITS

**ABINGTON**

**ASSISTANT SUPERINTENDENT FOR PUPIL PERSONNEL SERVICES**

**Date Hired:** 03/01/07 **Contract Start:** 07/01/2016 **Contract End:** 06/30/2019

**Personal Days:** 3  
**Vacation Days:** 27  
**Sick Days:** 17  
**Accumulate:**  **Limit:** Unlimited

**Sick Leave Buy Back:**   
 at what percent?  
 at what amount?  
**Conditions:** Up to 5 days per year

**Health Insurance:**   
**FY16:** 70% **FY18:** 70%  
**FY17:** 70% **FY19:** 70%

**Annuity:**   
**FY16:** \$2,000 **FY18:** \$4,000  
**FY17:** \$4,000 **FY19:** \$4,000

**Disability Insurance:**   
**FY16:** **FY18:**  
**FY17:** **FY19:**

**Other Insurance:**   
 Life Insurance  
**FY16:** 50% **FY18:** 50%  
**FY17:** 50% **FY19:** 50%

**Additional Benefits:**  
 Auto/Phone  
**FY16:** \$210  
**FY17:** \$210  
**FY18:** \$210  
**FY19:** \$210

**Additional Information**

**ACTON-BOXBOROUGH RSD**

**ASSISTANT SUPERINTENDENT FOR STUDENT SERVICES**

**Date Hired:** 07/01/16 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2018

**Personal Days:** 5  
**Vacation Days:** 20  
**Sick Days:** 18  
**Accumulate:**  **Limit:** Unlimited

**Sick Leave Buy Back:**   
 at what percent?  
 at what amount?  
**Conditions:**

**Health Insurance:**   
**FY16:** **FY18:**  
**FY17:** **FY19:**

**Annuity:**   
**FY16:** **FY18:**  
**FY17:** **FY19:**

**Disability Insurance:**   
**FY16:** **FY18:**  
**FY17:** **FY19:**

**Other Insurance:**   
 Life Insurance (90% of salary)  
**FY16:** **FY18:**  
**FY17:** **FY19:**

**Additional Benefits:**  
**FY16:**  
**FY17:**  
**FY18:**  
**FY19:**

**Additional Information**

**DEPUTY SUPERINTENDENT**

**Date Hired:** 07/01/07 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2018

**Personal Days:** 5  
**Vacation Days:** 20  
**Sick Days:** 18  
**Accumulate:**  **Limit:** Unlimited  
**Sick Leave Buy Back:**   
**at what percent?**  
**at what amount?**  
**Conditions:**

**Annuity:**   
**FY16:** **FY18:**  
**FY17:** **FY19:**  
**Disability Insurance:**   
**FY16:** **FY18:**  
**FY17:** **FY19:**

**Additional Benefits:**  
**FY16:**  
**FY17:**  
**FY18:**  
**FY19:**

**Health Insurance:**   
**FY16:** **FY18:**  
**FY17:** **FY19:**

**Other Insurance:**   
Life Insurance (90% of salary)  
**FY16:** **FY18:**  
**FY17:** **FY19:**

**Additional Information**

**ASSISTANT SUPERINTENDENT OF TEACHING AND LEARNING**

**Date Hired:** 09/05/00 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2018

**Personal Days:** 5  
**Vacation Days:** 20  
**Sick Days:** 18  
**Accumulate:**  **Limit:** Unlimited  
**Sick Leave Buy Back:**   
**at what percent?**  
**at what amount?**  
**Conditions:**

**Annuity:**   
**FY16:** **FY18:**  
**FY17:** **FY19:**  
**Disability Insurance:**   
**FY16:** **FY18:**  
**FY17:** **FY19:**

**Additional Benefits:**  
**FY16:**  
**FY17:**  
**FY18:**  
**FY19:**

**Health Insurance:**   
**FY16:** **FY18:**  
**FY17:** **FY19:**

**Other Insurance:**   
Life Insurance (90% of salary)  
**FY16:** **FY18:**  
**FY17:** **FY19:**

**Additional Information**

**AGAWAM****ASSISTANT SUPERINTENDENT****Date Hired:****Contract Start:** 07/01/2017 **Contract End:** 06/30/2020**Personal Days:** 3**Vacation Days:** 27**Sick Days:** 18**Accumulate:**  **Limit:** unlimited**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:** per diem rate- 30 days max**Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Benefits:**

Longevity

**FY16:****FY17:****FY18:** \$800**FY19:** \$800**Health Insurance:** **FY16:** 50%**FY17:** 50%**FY18:** 50%**FY19:** 50%**Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Information****AMESBURY****ASSISTANT SUPERINTENDENT****Date Hired:** 07/15/05**Contract Start:** 12/17/2012 **Contract End:** 06/30/2016**Personal Days:** 4**Vacation Days:** 25**Sick Days:** 18**Accumulate:**  **Limit:** 70**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:** \$1,000**FY17:****FY18:****FY19:****Additional Benefits:****FY16:****FY17:****FY18:****FY19:****Health Insurance:** **FY16:** 75%**FY17:****FY18:****FY19:****Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Information**

**ASHLAND****ASSISTANT SUPERINTENDENT OF CURRICULUM & ASSESSMENT****Date Hired:** 07/05/16 **Contract Start:** 07/05/2016 **Contract End:** 06/30/2019**Personal Days:** 3**Vacation Days:** 25**Sick Days:** 15**Accumulate:**  **Limit:** 100**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Benefits:**

Mileage allowance

**FY16:****FY17:** \$1,000**FY18:** \$1,000**FY19:** \$1,000**Health Insurance:** **FY16:** #Type!**FY17:** #Type!**FY18:** #Type!**FY19:****Additional Information****AVON****ASSISTANT SUPERINTENDENT FOR PUPIL SERVICES****Date Hired:****Contract Start:** 08/13/2013 **Contract End:** 06/30/2016**Personal Days:** 3**Vacation Days:** 25**Sick Days:** 20**Accumulate:**  **Limit:** Unlimited**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Benefits:****FY16:****FY17:****FY18:****FY19:****Health Insurance:** **FY16:** 75%**FY17:** 75%**FY18:** 75%**FY19:** 75%**Additional Information**

**BELCHERTOWN****ASSISTANT SUPERINTENDENT AND DIRECTOR OF STUDENT SUPPORT SERVICES****Date Hired:** 07/01/14 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2020**Personal Days:** 3**Vacation Days:** 25**Sick Days:** 15**Accumulate:**  **Limit:** Unlimited**Sick Leave Buy Back:** 

at what percent?

at what amount? \$17

**Conditions:** Must have at least 100 sick days accumulated & 15 years of service in BPS. Can buy back up to 225 days, must give notice by Feb 1st**Health Insurance:** 

FY16: 75%

FY18: 70%

FY17: 75%

FY19: 70%

**Annuity:** 

FY16:

FY17:

FY18:

FY19:

**Disability Insurance:** 

FY16:

FY17:

FY18:

FY19:

**Other Insurance:****Additional Benefits:**

Travel

FY16: \$1,000

FY17: \$1,000

FY18: \$1,000

FY19: \$1,000

**Additional Information**

10 days of vacation can carry over to the next year; unused personal days are added to the accumulated sick leave

**BELLINGHAM****ASSISTANT SUPERINTENDENT FOR STUDENT SERVICES****Date Hired:** 09/19/11 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2020**Personal Days:** 2**Vacation Days:** 25**Sick Days:** 15**Accumulate:**  **Limit:** 150**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Health Insurance:** 

FY16: 80%

FY18: 80%

FY17: 80%

FY19:

**Annuity:** 

FY16:

FY17:

FY18:

FY19:

**Disability Insurance:** 

FY16:

FY17:

FY18:

FY19:

**Other Insurance:** **Additional Benefits:**

FY16:

FY17:

FY18:

FY19:

**Additional Information**

**ASSISTANT SUPERINTENDENT FOR CURRICULUM, INSTRUCTION& ASSESSMENT**

**Date Hired:** 07/01/17 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2020

**Personal Days:** 2  
**Vacation Days:** 25  
**Sick Days:** 15  
**Accumulate:**  **Limit:** 150

**Sick Leave Buy Back:**   
at what percent?  
at what amount?  
**Conditions:**

**Health Insurance:**   
**FY16:** **FY18:** 80%  
**FY17:** **FY19:**

**Annuity:**   
**FY16:**  
**FY17:**

**Disability Insurance:**   
**FY16:**  
**FY17:**

**Other Insurance:**   
**FY16:**  
**FY17:**

**FY18:**  
**FY19:**  
**FY18:**  
**FY19:**

**Additional Benefits:**  
**FY16:**  
**FY17:**  
**FY18:**  
**FY19:**

**Additional Information**

**BERKSHIRE HILLS RSD**

**DIRECTOR OF TEACHING & LEARNING**

**Date Hired:** 07/01/14 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2018

**Personal Days:** 5  
**Vacation Days:**  
**Sick Days:** 18  
**Accumulate:**  **Limit:** 220

**Sick Leave Buy Back:**   
at what percent?  
at what amount?  
**Conditions:**

**Health Insurance:**   
**FY16:** 83% **FY18:** 83%  
**FY17:** 83% **FY19:** 83%

**Annuity:**   
**FY16:** \$480  
**FY17:**

**Disability Insurance:**   
**FY16:**  
**FY17:**

**Other Insurance:**   
Life; Dental  
**FY16:** #Type!  
**FY17:** #Type!

**FY18:**  
**FY19:**  
**FY18:**  
**FY19:**

**Additional Benefits:**  
403 (b) & FSA (no district contribution; district pays fees)  
**FY16:**  
**FY17:**  
**FY18:**  
**FY19:**

**Additional Information**  
N/a for vacation days; 207 day contract

**DIRECTOR OF STUDENT SERVICES**

Date Hired: 08/31/09 Contract Start: 07/01/2017 Contract End: 06/30/2018

Personal Days: 5  
 Vacation Days:  
 Sick Days: 18

Accumulate:  Limit: 220

Sick Leave Buy Back:   
 at what percent?  
 at what amount?  
 Conditions:

Health Insurance: 

FY16: 83%                      FY18: 83%  
 FY17: 83%                      FY19: 83%

Annuity: 

FY16:                              FY18: \$1,440  
 FY17: \$960                      FY19: \$2,400

Disability Insurance: 

FY16:                              FY18:  
 FY17:                              FY19:

Other Insurance: 

Life; Dental  
 FY16: #Type!                      FY18: #Type!  
 FY17: #Type!                      FY19: #Type!

**Additional Benefits:**

403 (b) & FSA (no district contribution; district pays fees)  
 FY16:  
 FY17:  
 FY18:  
 FY19:

**Additional Information**

N/a for vacation days; 220 day contract

**BEVERLY****ASSISTANT SUPERINTENDENT**

Date Hired: 07/01/14 Contract Start: 07/01/2017 Contract End: 06/30/2020

Personal Days: 2  
 Vacation Days: 25  
 Sick Days: 15

Accumulate:  Limit: 150

Sick Leave Buy Back:   
 at what percent?  
 at what amount?  
 Conditions:

Health Insurance: 

FY16: 80%                      FY18: 80%  
 FY17: 80%                      FY19: 80%

Annuity: 

FY16:                              FY18:  
 FY17:                              FY19:

Disability Insurance: 

FY16:                              FY18:  
 FY17:                              FY19:

Other Insurance: 

FY16:                              FY18:  
 FY17:                              FY19:

**Additional Benefits:**

FY16:  
 FY17:  
 FY18:  
 FY19:

**Additional Information**

**BLUE HILLS RVTSD**

**PRINCIPAL**

**Date Hired:** 09/06/05 **Contract Start:** 07/01/2016 **Contract End:** 06/30/2019

**Personal Days:** 3

**Vacation Days:** 25

**Sick Days:** 18

**Accumulate:**  **Limit:**

**Sick Leave Buy Back:**

**at what percent?**

**at what amount?** \$25/day

**Conditions:** up to 50 days or \$3500

**Annuity:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Disability Insurance:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Benefits:**

Tuition Reimbursement: Up to \$2000/yr;

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Health Insurance:**

**FY16:** 85%

**FY17:** 85%

**FY18:** 85%

**FY19:** 85%

**Other Insurance:**

Life Insurance (\$2000)

**FY16:** 50%

**FY17:** 50%

**FY18:** 50%

**FY19:** 50%

**Additional Information**

**BRAINTREE**

**ASSISTANT SUPERINTENDENT**

**Date Hired:** 07/01/17 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2018

**Personal Days:** 3

**Vacation Days:** 25

**Sick Days:** 20

**Accumulate:**  **Limit:** 277

**Sick Leave Buy Back:**

**at what percent?**

**at what amount?** \$12

**Conditions:**

**Annuity:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Disability Insurance:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Benefits:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Health Insurance:**

**FY16:** 58%

**FY17:** 58%

**FY18:** 58%

**FY19:**

**Other Insurance:**

Life Insurance

**FY16:** 50%

**FY17:** 50%

**FY18:** 50%

**FY19:** 50%

**Additional Information**

**BROOKFIELD**

SEE TANTASQUA

Date Hired:

Contract Start:

Contract End:

Personal Days:

Vacation Days:

Sick Days:

Accumulate:  Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

Disability Insurance:

FY16:

FY17:

Other Insurance:

FY16:

FY17:

Additional Benefits:

FY18:

FY19:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17:

FY18:

FY19:

FY18:

FY19:

Additional Information

**CANTON**

ASSISTANT SUPERINTENDENT OF SPECIAL PROJECTS

Date Hired: 07/01/17

Contract Start: 07/01/2017

Contract End: 07/01/2018

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate:  Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

Disability Insurance:

FY16:

FY17:

Other Insurance:

Dental; Life; Workman's Comp.

FY16:

FY17:

Additional Benefits:

FY18:

FY19:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17:

FY18: 75%

FY19:

FY18:

FY19:

Additional Information

**ASSISTANT SUPERINTENDENT OF CURRICULUM & INSTRUCTION**

**Date Hired:** 07/01/07 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2020

**Personal Days:** 4  
**Vacation Days:** 25  
**Sick Days:** 15  
**Accumulate:**  **Limit:** 180

**Sick Leave Buy Back:**   
**at what percent?**  
**at what amount?**  
**Conditions:**

**Annuity:**   
**FY16:**  
**FY17:**

**Disability Insurance:**   
**FY16:**  
**FY17:**

**Other Insurance:**   
Dental; Life; Workman's Comp.  
**FY16:**  
**FY17:**

**FY18:**  
**FY19:**  
**FY18:**  
**FY19:**

**Additional Benefits:**  
**FY16:**  
**FY17:**  
**FY18:**  
**FY19:**

**Health Insurance:**   
**FY16:** 75% **FY18:** 75%  
**FY17:** 75% **FY19:** 75%

**Additional Information**

**CARVER**

**DIRECTOR OF CURRICULUM, INSTRUCTION & TECHNOLOGY**

**Date Hired:** **Contract Start:** **Contract End:**

**Personal Days:** 2  
**Vacation Days:** 25  
**Sick Days:** 18  
**Accumulate:**  **Limit:** 200

**Sick Leave Buy Back:**   
**at what percent?**  
**at what amount?**  
**Conditions:**

**Annuity:**   
**FY16:**  
**FY17:**

**Disability Insurance:**   
**FY16:**  
**FY17:**

**Other Insurance:**   
**FY16:**  
**FY17:**

**FY18:**  
**FY19:**  
**FY18:**  
**FY19:**

**Additional Benefits:**  
Travel  
**FY16:** \$1,000  
**FY17:** \$1,000  
**FY18:** \$1,000  
**FY19:** \$1,000

**Health Insurance:**   
**FY16:** 75% **FY18:** 75%  
**FY17:** 75% **FY19:** 75%

**Additional Information**

**CHELMSFORD****ASSISTANT SUPERINTENDENT****Date Hired:** 09/01/14 **Contract Start:** 07/01/2007 **Contract End:** 06/30/2020**Personal Days:** Unlimited**Vacation Days:** 30**Sick Days:** 18**Accumulate:**  **Limit:****Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Benefits:****FY16:****FY17:****FY18:****FY19:****Health Insurance:** **FY16:** 75%**FY17:** 75%**FY18:** 75%**FY19:** 75%**Additional Information****CONCORD-CARLISLE RSD****DIRECTOR OF TEACHING AND LEARNING****Date Hired:** **Contract Start:** 07/01/2014 **Contract End:** 06/30/2017**Personal Days:** 20**Vacation Days:** 30**Sick Days:****Accumulate:**  **Limit:** \***Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Other Insurance:** 

Dental; Life

**FY16:** 50%**FY17:****FY18:****FY19:****Additional Benefits:****FY16:** \$2,000**FY17:****FY18:****FY19:****Additional Information**

\*Personal/sick days combined into 20 discretionary days, Accumulate to 180 Discretionary days

**DANVERS****ASSISTANT SUPERINTENDENT FOR PERSONNEL / DANVERS HS PRINCIPAL****Date Hired:** 07/01/07 **Contract Start:** 07/01/2013 **Contract End:** 08/01/2017**Personal Days:** 4**Vacation Days:** 25**Sick Days:** 18**Accumulate:**  **Limit:** 175**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:** 25% per diem rate up to 50 days**Annuity:** **FY16:****FY17:****Disability Insurance:** **FY16:****FY17:****Other Insurance:** **FY16:****FY17:****Additional Benefits:****FY18:****FY19:****FY16:****FY17:****FY18:****FY19:****Health Insurance:** **FY16:** 70%**FY17:****FY18:****FY19:****Additional Information****FY18:****FY19:****DARTMOUTH****ASSISTANT SUPERINTENDENT****Date Hired:** 08/18/14 **Contract Start:** 01/27/2016 **Contract End:** 06/30/2020**Personal Days:** 3**Vacation Days:** 25**Sick Days:** 22**Accumulate:**  **Limit:** Unlimited**Sick Leave Buy Back:** 

at what percent? 20% per diem

at what amount?

**Conditions:** Up to 150 days**Annuity:** **FY16:****FY17:****Disability Insurance:** **FY16:****FY17:****Other Insurance:** **FY16:****FY17:****Additional Benefits:****FY18:****FY19:****FY16:****FY17:****FY18:****FY19:****Health Insurance:** **FY16:** 52%**FY17:** 52%**FY18:** 52%**FY19:** 52%**Additional Information****FY18:****FY19:**

**EAST BRIDGEWATER****ASSISTANT SUPERINTENDENT****Date Hired:** 07/01/16 **Contract Start:** 07/01/2016 **Contract End:** 06/30/2020**Personal Days:** 4**Vacation Days:** 30**Sick Days:** 20**Accumulate:**  **Limit:** Unlimited**Sick Leave Buy Back:** 

at what percent?

at what amount? 25 days- per diem rate at time of separation

**Conditions:****Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:** \$600**FY18:** \$600**FY19:** \$600**Additional Benefits:**

Life Insurance

**FY16:****FY17:** \$600**FY18:** \$600**FY19:** \$600**Health Insurance:** **FY16:****FY17:** 40%**FY18:** 40%**FY19:** 40%**Other Insurance:** 

Dental

**FY16:****FY17:** 50%**FY18:** 50%**FY19:** 50%**Additional Information**

Vacation days accumulation: no more than 40 per fiscal year

**EAST LONGMEADOW****ASSISTANT SUPERINTENDENT FOR CURRICULUM, INSTRUCTION & ASSESSMENT****Date Hired:** 09/27/10 **Contract Start:** 07/01/2016 **Contract End:** 06/30/2019**Personal Days:** 5**Vacation Days:** 25**Sick Days:** 15**Accumulate:**  **Limit:** 130**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:** \$3,000**FY18:** \$3,000**FY19:** \$3,000**Additional Benefits:**

Supt./Asst. Supt License

**FY16:****FY17:** \$500**FY18:** \$500**FY19:** \$500**Health Insurance:** **FY16:****FY17:** 70%**FY18:** 70%**FY19:** 70%**Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Information**

**FRANKLIN**

**ASSISTANT SUPERINTENDENT**

**Date Hired:** 07/01/16 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2022

**Personal Days:** 5  
**Vacation Days:** 25  
**Sick Days:** 16  
**Accumulate:**  **Limit:** 244

**Sick Leave Buy Back:**   
**at what percent?**  
**at what amount?**  
**Conditions:**

**Health Insurance:**   
**FY16:** 68% **FY18:** 68%  
**FY17:** 68% **FY19:**

**Annuity:**   
**FY16:**  
**FY17:**

**Disability Insurance:**   
**FY16:**  
**FY17:**

**Other Insurance:**   
**FY16:**  
**FY17:**

**FY18:**  
**FY19:**

**FY18:**  
**FY19:**

**FY18:**  
**FY19:**

**Additional Benefits:**  
Prof. Development; Travel  
**FY16:** \$3,000  
**FY17:** \$11,500  
**FY18:** \$11,500  
**FY19:**

**Additional Information**

**GROTON-DUNSTABLE RSD**

**ASSISTANT SUPERINTENDENT**

**Date Hired:** 07/14/14 **Contract Start:** 08/05/2016 **Contract End:** 06/30/2019

**Personal Days:** 3  
**Vacation Days:** 20  
**Sick Days:** 15  
**Accumulate:**  **Limit:** 75

**Sick Leave Buy Back:**   
**at what percent?**  
**at what amount?** Per diem  
**Conditions:** 30 days max

**Health Insurance:**   
**FY16:** 85% **FY18:** 85%  
**FY17:** 85% **FY19:**

**Annuity:**   
**FY16:**  
**FY17:**

**Disability Insurance:**   
**FY16:**  
**FY17:**

**Other Insurance:**   
Life (\$50,000)  
**FY16:** 100% **FY18:** 100%  
**FY17:** 100% **FY19:** 100%

**FY18:**  
**FY19:**

**FY18:**  
**FY19:**

**FY18:** 100%  
**FY19:** 100%

**Additional Benefits:**  
Auto; Life Insurance; 50% off ext. day  
**FY16:** \$1,000  
**FY17:** \$1,000  
**FY18:** \$1,000  
**FY19:** \$1,000

**Additional Information**  
5 Vacation Days may be rolled over per year

**HANOVER****ASSISTANT SUPERINTENDENT****Date Hired:** 07/01/14 **Contract Start:** 07/01/2016 **Contract End:** 06/30/2019**Personal Days:** 3**Vacation Days:** 25**Sick Days:** 15**Accumulate:**  **Limit:****Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****Disability Insurance:** **FY16:****FY17:****Other Insurance:** **FY16:****FY17:****Additional Benefits:**

Prof. Development

**FY16:** \$2,000**FY17:** \$2,000**FY18:** \$2,000**FY19:** \$2,000**Health Insurance:** **FY16:** 50%**FY17:** 50%**FY18:** 50%**FY19:** 50%**Additional Information****FY18:****FY19:****HOPKINTON****ASSISTANT SUPERINTENDENT FOR CURRICULUM, INSTRUCTION, & PD****Date Hired:** 06/01/16 **Contract Start:** 07/01/2016 **Contract End:** 06/30/2019**Personal Days:** 3**Vacation Days:** 25**Sick Days:** 20**Accumulate:**  **Limit:** Unlimited**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****Disability Insurance:** **FY16:****FY17:****Other Insurance:**   
Life Insurance (\$50,000)**FY16:****FY17:** 100%**Additional Benefits:****FY16:****FY17:****FY18:****FY19:****Additional Information**

Appointed Superintendent effective 07/01/18

**FY18:****FY19:****FY18:****FY19:****FY18:** 100%**FY19:****Health Insurance:** **FY16:****FY17:** #Type!**FY18:** #Type!**FY19:**

**HUDSON****ACTING ASSISTANT SUPERINTENDENT FOR CURRICULUM, INSTRUCTION****Date Hired:** 07/25/17 **Contract Start:** 07/25/2017 **Contract End:** 06/30/2018**Personal Days:** 5**Vacation Days:** 25**Sick Days:** 18**Accumulate:**  **Limit:** 200**Sick Leave Buy Back:** 

at what percent?

at what amount? \$60

**Conditions:** \$60/day if 15years+ of service**Annuity:** **FY16:****FY17:****FY18:****FY19:****Additional Benefits:****FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Health Insurance:** **FY16:****FY17:****FY18:** 50%**FY19:****Other Insurance:** 

Dental; Life

**FY16:** #Type!**FY17:** #Type!**FY18:** #Type!**FY19:** #Type!**Additional Information****HULL****ASSISTANT SUPERINTENDENT FOR STUDENT SERVICES AND CURRICULUM****Date Hired:** 07/10/12 **Contract Start:** 09/25/2017 **Contract End:** 06/30/2020**Personal Days:** 3**Vacation Days:** 25**Sick Days:** 15**Accumulate:**  **Limit:** 240**Sick Leave Buy Back:** 

at what percent? 50%

at what amount?

**Conditions:** Limit of 80 days**Annuity:** **FY16:****FY17:****FY18:****FY19:****Additional Benefits:****FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Health Insurance:** **FY16:** 75%**FY17:** 75%**FY18:** 75%**FY19:** 75%**Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Information**

**IPSWICH****DIRECTOR OF PUPIL PERSONNEL SERVICES**

Date Hired: 07/01/14 Contract Start: 07/01/2017 Contract End: 06/30/2020

**Personal Days:**

Vacation Days: 25

Sick Days: 15

Accumulate:  Limit: 205**Sick Leave Buy Back:** 

at what percent?

at what amount? \$25 in excess of 100 days to 150;  
\$30-150-175 days; \$35 175-205  
days**Conditions:** Employees who have completed 10  
years; written notification of retirement  
under M.G.L chapter 32**Health Insurance:** 

FY16: 65%

FY18: 65%

FY17: 65%

FY19: 65%

**Annuity:** 

FY16:

FY17:

FY18:

FY19:

**Disability Insurance:** 

FY16:

FY17:

FY18:

FY19:

**Other Insurance:** 

FY16:

FY17:

FY18:

FY19:

**Additional Benefits:**

FY16:

FY17:

FY18:

FY19:

**Additional Information****DIRECTOR OF TEACHING AND LEARNING**

Date Hired: 09/01/15 Contract Start: 07/01/2016 Contract End: 06/30/2019

**Personal Days:**

Vacation Days: 25

Sick Days: 15

Accumulate:  Limit: 205**Sick Leave Buy Back:** 

at what percent?

at what amount? \$25 in excess of 100 days to 150;  
\$30-150-175 days; \$35 175-205  
days**Conditions:** Employees who have completed 10  
years; written notice of retirement under  
M.G.L chapter 32**Health Insurance:** 

FY16: 65%

FY18: 65%

FY17: 65%

FY19: 65%

**Annuity:** 

FY16:

FY17:

FY18:

FY19:

**Disability Insurance:** 

FY16:

FY17:

FY18:

FY19:

**Other Insurance:** 

FY16:

FY17:

FY18:

FY19:

**Additional Benefits:**

FY16:

FY17:

FY18:

FY19:

**Additional Information**

**KING PHILIP RSD**

PART TIME POSITION SPLIT WITH M.S. PRINCIPAL

Date Hired: 07/21/03 Contract Start: 07/01/2015 Contract End: 06/30/2018

Personal Days:

Vacation Days: 25

Sick Days: 18

Accumulate:  Limit: 225Sick Leave Buy Back: 

at what percent?

at what amount?

Conditions:

Annuity: 

FY16:

FY17:

FY18:

FY19:

Disability Insurance: 

FY16:

FY17:

FY18:

FY19:

Other Insurance: 

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance: 

Additional Information

FY16:

FY17:

FY18: 75%

FY19:

**LONGMEADOW**

ASSISTANT SUPERINTENDENT FOR LEARNING

Date Hired: 07/01/14 Contract Start: 07/01/2017 Contract End:

Personal Days:

Vacation Days:

Sick Days:

Accumulate:  Limit:Sick Leave Buy Back: 

at what percent?

at what amount?

Conditions:

Annuity: 

FY16:

FY17:

FY18:

FY19:

Disability Insurance: 

FY16:

FY17:

FY18:

FY19:

Other Insurance: 

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance: 

Additional Information

FY16:

FY17:

FY18:

FY19:

**LYNNFIELD**

**DIRECTOR OF TEACHING & LEARNING**

**Date Hired:** 07/01/16 **Contract Start:** 07/01/2016 **Contract End:** 06/01/2019

**Personal Days:** 2  
**Vacation Days:** 25  
**Sick Days:** 15  
**Accumulate:**  **Limit:** Unlimited

**Sick Leave Buy Back:**   
**at what percent?**  
**at what amount?**  
**Conditions:**

**Health Insurance:**

**FY16:** #Type! **FY18:** #Type!  
**FY17:** #Type! **FY19:** #Type!

**Annuity:**

**FY16:**  
**FY17:**

**Disability Insurance:**

**FY16:**  
**FY17:**

**Other Insurance:**

**FY16:**  
**FY17:**

**FY18:**  
**FY19:**

**FY18:**  
**FY19:**

**FY18:**  
**FY19:**

**Additional Benefits:**

**FY16:**  
**FY17:**  
**FY18:**  
**FY19:**

**Additional Information**

Health insurance: same as all employees

**MARLBOROUGH**

**ASSISTANT SUPERINTENDENT FOR TEACHING & LEARNING**

**Date Hired:** 07/01/05 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2020

**Personal Days:** 3  
**Vacation Days:** 25  
**Sick Days:** 15  
**Accumulate:**  **Limit:** 150

**Sick Leave Buy Back:**   
**at what percent?**  
**at what amount?**  
**Conditions:**

**Health Insurance:**

**FY16:** 70% **FY18:** 70%  
**FY17:** 70% **FY19:** 70%

**Annuity:**

**FY16:**  
**FY17:**

**Disability Insurance:**

**FY16:**  
**FY17:**

**Other Insurance:**

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

**FY18:**  
**FY19:**

**FY18:**  
**FY19:**

**FY18:** 50%  
**FY19:** 50%

**Additional Benefits:**

**FY16:**  
**FY17:**  
**FY18:**  
**FY19:**

**Additional Information**

**MASHPEE****DIRECTOR OF CURRICULUM**

Date Hired: 07/01/10 Contract Start: 07/01/2015 Contract End: 06/30/2015

Personal Days: 3

Vacation Days: 20

Sick Days: 20

Accumulate:  Limit: 100Sick Leave Buy Back: 

at what percent? 33%

at what amount?

Conditions: Max 100 days at resignation/retirement

Annuity: 

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Disability Insurance: 

FY16: \$3,600

FY17:

FY18:

FY19:

Health Insurance: 

FY16: 75%

FY17:

FY18:

FY19:

Other Insurance: 

Life; Disability

FY16: 75%

FY17:

FY18:

FY19:

Additional Information

**ASSISTANT SUPERINTENDENT**

Date Hired: 08/01/17 Contract Start: 07/01/2017 Contract End: 06/20/2020

Personal Days:

Vacation Days: 20

Sick Days: 18

Accumulate:  Limit: 54Sick Leave Buy Back: 

at what percent?

at what amount?

Conditions:

Annuity: 

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Disability Insurance: 

FY16:

FY17:

FY18:

FY19:

Health Insurance: 

FY16: 75%

FY17: 75%

FY18: 75%

FY19: 75%

Other Insurance: 

Life (Group) + Add'l Life (\$800 max premium)

FY16: 75%

FY17: 75%

FY18: 75%

FY19: 75%

Additional Information

**METHUEN**

**ASSISTANT SUPERINTENDENT FOR CURRICULUM, INSTRUCTION & ASSESSMENT**

**Date Hired:** 04/08/13 **Contract Start:** 07/01/2016 **Contract End:** 06/30/2019

**Personal Days:** 3

**Vacation Days:** 20

**Sick Days:** 18

**Accumulate:**  **Limit:** 247

**Sick Leave Buy Back:**

**at what percent?**

**at what amount?**

**Conditions:** \$25 up to 100; \$145 up to 101-247

**Annuity:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Benefits:**

Travel

**FY16:** \$1,500

**FY17:** \$1,500

**FY18:** \$1,500

**FY19:** \$1,500

**Disability Insurance:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Health Insurance:**

**FY16:** 62%

**FY17:** 62%

**FY18:** 62%

**FY19:** 62%

**Other Insurance:**

Dental; Optical

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Information**

Annuity, Disability, Dental, Optical are 100% employee funded

**MILFORD**

**ASSISTANT SUPERINTENDENT FOR BUSINESS & HUMAN RESOURCES**

**Date Hired:** 07/01/16 **Contract Start:** 07/01/2016 **Contract End:** 06/30/2019

**Personal Days:** 3

**Vacation Days:** 25

**Sick Days:** 15

**Accumulate:**  **Limit:** 250

**Sick Leave Buy Back:**

**at what percent?**

**at what amount?**

**Conditions:**

**Annuity:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Benefits:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Disability Insurance:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Health Insurance:**

**FY16:** 70%

**FY17:** 70%

**FY18:** 70%

**FY19:**

**Other Insurance:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Information**

**MILTON**

**ASSISTANT SUPERINTENDENT FOR CURRICULUM & PERSONNEL**

**Date Hired:**

**Contract Start:** 07/01/2015 **Contract End:** 06/30/2018

**Personal Days:** 5  
**Vacation Days:** 20  
**Sick Days:** 18

**Accumulate:**  **Limit:**

**Sick Leave Buy Back:**

at what percent?  
at what amount?  
Conditions:

**Annuity:**

**FY16:**

**FY17:**

**Disability Insurance:**

**FY16:**

**FY17:**

**Other Insurance:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**FY18:**

**FY19:**

**FY18:**

**FY19:**

**Additional Benefits:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Information**

**Health Insurance:**

**FY16:** 80%

**FY17:** 80%

**FY18:** 78%

**FY19:** 76%

**NASHOBA RSD**

**ASSISTANT SUPERINTENDENT**

**Date Hired:** 12/05/05

**Contract Start:** 07/01/2015 **Contract End:** 06/30/2020

**Personal Days:** 3  
**Vacation Days:** 25  
**Sick Days:** 15

**Accumulate:**  **Limit:**

**Sick Leave Buy Back:**

at what percent?  
at what amount?  
Conditions:

**Annuity:**

**FY16:**

**FY17:**

**Disability Insurance:**

**FY16:**

**FY17:**

**Other Insurance:**

Dental; Life

**FY16:** 50%

**FY17:**

**FY18:**

**FY19:**

**FY18:**

**FY19:**

**FY18:**

**FY19:**

**Additional Benefits:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Information**

**Health Insurance:**

**FY16:** 70%

**FY17:**

**FY18:**

**FY19:**

**NORTHBRIDGE****DIRECTOR OF CURRICULUM****Date Hired:** 07/01/14 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2020**Personal Days:** 5**Vacation Days:****Sick Days:** 15**Accumulate:**  **Limit:** 225**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Health Insurance:** **FY16:** 75%**FY17:** 75%**FY18:** 75%**FY19:** 75%**Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Benefits:****FY16:****FY17:****FY18:****FY19:****Additional Information**

225 work days

**NORTON****ASSISTANT SUPERINTENDENT FOR TEACHING AND LEARNING****Date Hired:** 09/19/16 **Contract Start:** 09/19/2016 **Contract End:** 06/30/2020**Personal Days:** 3**Vacation Days:** 25**Sick Days:** 15**Accumulate:**  **Limit:** 180**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Health Insurance:** **FY16:** 75%**FY17:** 75%**FY18:** 75%**FY19:** 75%**Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Benefits:**

Travel; Memberships; Tablet; Course Work

**FY16:****FY17:** \$7,200**FY18:** \$7,200**FY19:** \$7,200**Additional Information**

**NORWELL**

**DIRECTOR OF TEACHING, LEARNING & TECHNOLOGY**

**Date Hired:**

**Contract Start:** 07/01/2017 **Contract End:**

**Personal Days:**

**Vacation Days:** 25

**Sick Days:** 1.5/mo

**Accumulate:**  **Limit:**

**Sick Leave Buy Back:**

**at what percent?**

**at what amount?**

**Conditions:** Completion of 5 years - up to 80 days @ 50%

**Annuity:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Benefits:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Disability Insurance:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Health Insurance:**

**FY16:** 80%

**FY17:** 80%

**FY18:** 80%

**FY19:** 80%

**Other Insurance:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Information**

**PEABODY**

**ASSISTANT SUPERINTENDENT**

**Date Hired:** 08/01/12

**Contract Start:** 07/01/2017 **Contract End:** 06/30/2020

**Personal Days:** 3

**Vacation Days:** 27

**Sick Days:** 15

**Accumulate:**  **Limit:** 180

**Sick Leave Buy Back:**

**at what percent?**

**at what amount?**

**Conditions:**

**Annuity:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Benefits:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Disability Insurance:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Health Insurance:**

**FY16:** 85%

**FY17:** 85%

**FY18:** 85%

**FY19:** 85%

**Other Insurance:**

**FY16:**

**FY17:**

**FY18:**

**FY19:**

**Additional Information**

**PENTUCKET**

N/A - POSITION ELIMINATED 2014

Date Hired: 09/01/17 Contract Start: 09/01/2017 Contract End: 06/30/2020

Personal Days: 4

Vacation Days: 20

Sick Days: 15

Accumulate:  Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17:

FY18: 75%

FY19: 75%

Other Insurance:

Dental

FY16:

FY17: 50%

FY18: 50%

FY19: 50%

Additional Information

**STURBRIDGE**

SEE TANTASQUA

Date Hired:

Contract Start:

Contract End:

Personal Days:

Vacation Days:

Sick Days:

Accumulate:  Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

**SUDBURY****ASSISTANT SUPERINTENDENT****Date Hired:** 08/01/08 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2020**Personal Days:** 5**Vacation Days:** 25**Sick Days:** 20Accumulate:  Limit: 120**Sick Leave Buy Back:** 

at what percent?

at what amount?

Conditions:

**Annuity:** 

FY16:

FY17:

**Disability Insurance:** 

FY16:

FY17:

**Other Insurance:** 

Dental

FY16: 75%

FY17: 75%

**Additional Benefits:**

FY18:

FY19:

FY16:

FY17:

FY18:

FY19:

**Health Insurance:** 

FY16: #Type!

FY18: #Type!

FY17: #Type!

FY19:

**Additional Information**

FY18: 75%

FY19:

**ASSISTANT SUPERINTENDENT****Date Hired:** 08/01/08 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2020**Personal Days:** 5**Vacation Days:** 25**Sick Days:** 20Accumulate:  Limit: 120**Sick Leave Buy Back:** 

at what percent?

at what amount?

Conditions:

**Annuity:** 

FY16:

FY17:

**Disability Insurance:** 

FY16:

FY17:

**Other Insurance:** 

Dental

FY16: 75%

FY17: 75%

**Additional Benefits:**

FY18:

FY19:

FY16:

FY17:

FY18:

FY19:

**Health Insurance:** 

FY16: #Type!

FY18: #Type!

FY17: #Type!

FY19:

**Additional Information**

FY18: 75%

FY19:

**TANTASQUA****ASSOCIATE SUPERINTENDENT OF BUSINESS & FINANCE****Date Hired:** 08/01/10 **Contract Start:** 07/01/2012 **Contract End:** 06/30/2015**Personal Days:** 3**Vacation Days:** 30**Sick Days:** 20**Accumulate:**  **Limit:** 220**Sick Leave Buy Back:** 

at what percent? 100%

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Other Insurance:** 

Life

**FY16:** 99%**FY17:****FY18:****FY19:****Health Insurance:** **FY16:** 60%**FY17:****FY18:****FY19:****Additional Benefits:**

Travel; Cell Phone

**FY16:** \$4,800**FY17:****FY18:****FY19:****Additional Information****ASSISTANT SUPERINTENDENT FOR CURRICULUM****Date Hired:****Contract Start:** 07/23/2012 **Contract End:** 06/30/2015**Personal Days:** 3**Vacation Days:** 25**Sick Days:** 20**Accumulate:**  **Limit:** 180**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Other Insurance:** 

Dental; 60% of other ins.

**FY16:** 60%**FY17:****FY18:****FY19:****Health Insurance:** **FY16:** 60%**FY17:** 60%**FY18:** 60%**FY19:** 60%**Additional Benefits:**

Travel; Cell Phone

**FY16:** \$2,700**FY17:** \$2,400**FY18:** \$2,400**FY19:****Additional Information**

**WALES**

SEE TANTASQUA

Date Hired:

Contract Start:

Contract End:

Personal Days:

Vacation Days:

Sick Days:

Accumulate:  Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

Disability Insurance:

FY16:

FY17:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

FY18:

FY19:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

Health Insurance:

FY16:

FY17:

FY18:

FY19:

**WAYLAND**

ASSISTANT SUPERINTENDENT

Date Hired: 07/01/01

Contract Start: 07/01/2018

Contract End: 06/30/2020

Personal Days:

Vacation Days: 25

Sick Days: 15

Accumulate:  Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

Disability Insurance:

FY16:

FY17:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

FY18:

FY19:

FY18:

FY19:

Additional Benefits:

Travel

FY16: \$2,200

FY17: \$2,200

FY18: \$2,200

FY19: \$2,200

Additional Information

Health Insurance:

FY16: 64%

FY17: 64%

FY18: 64%

FY19: 64%

**WESTFORD****ASSISTANT SUPERINTENDENT OF CURRICULUM & INSTRUCTION****Date Hired:** 03/31/14 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2020**Personal Days:** 2**Vacation Days:** 30**Sick Days:** 150**Accumulate:**  **Limit:** 150**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:** \$3000/yr of service @ retirement w/ max of \$21000**Annuity:** **FY16:****FY17:****Disability Insurance:** **FY16:** \$1,200**FY17:** \$1,200**Other Insurance:** **FY16:****FY17:****Additional Benefits:**

Travel; Tuition Reimbursement

**FY16:** \$4,700**FY17:** \$4,700**FY18:** \$4,700**FY19:****FY18:****FY19:****FY18:** \$1,200**FY19:****Health Insurance:** **FY16:** 65%**FY17:** 65%**FY18:** 65%**FY19:****Additional Information****FY18:****FY19:****WESTON****ASSISTANT SUPERINTENDENT OF TEACHING & LEARNING****Date Hired:** 08/01/17 **Contract Start:** 08/01/2017 **Contract End:** 07/31/2018**Personal Days:****Vacation Days:** 25**Sick Days:** 20**Accumulate:**  **Limit:****Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****Disability Insurance:** **FY16:****FY17:****Other Insurance:** **FY16:****FY17:****Additional Benefits:**

Prof. Development

**FY16:****FY17:****FY18:** \$1,500**FY19:****FY18:****FY19:****FY18:****FY19:****Health Insurance:** **FY16:****FY17:****FY18:** 83%**FY19:** 83%**Additional Information****FY18:****FY19:**

**ASSISTANT SUPERINTENDENT F & OPERA**

Date Hired:

Contract Start: 07/01/2015 Contract End: 06/30/2018

**Personal Days:**

Vacation Days: 25

Sick Days: 20

Accumulate:  Limit:Sick Leave Buy Back: 

at what percent?

at what amount?

Conditions:

Annuity: 

FY16:

FY17:

FY18:

FY19:

Disability Insurance: 

FY16:

FY17:

FY18:

FY19:

Other Insurance: 

FY16:

FY17:

FY18:

FY19:

**Additional Benefits:**

Prof. Development

FY16: \$1,500

FY17: \$1,500

FY18: \$1,500

FY19:

Health Insurance: 

FY16:

FY17:

FY18: 83%

FY19: 83%

**Additional Information****ASSISTANT SUPERINTENDENT OF DISTRICT ADVANCEMENT**

Date Hired: 07/01/17

Contract Start: 07/01/2017 Contract End: 06/30/2021

**Personal Days:**

Vacation Days: 25

Sick Days: 20

Accumulate:  Limit:Sick Leave Buy Back: 

at what percent?

at what amount?

Conditions:

Annuity: 

FY16:

FY17:

FY18:

FY19:

Disability Insurance: 

FY16:

FY17:

FY18:

FY19:

Other Insurance: 

FY16:

FY17:

FY18:

FY19:

**Additional Benefits:**

Prof. Development

FY16:

FY17:

FY18: \$1,500

FY19:

Health Insurance: 

FY16:

FY17:

FY18: 83%

FY19: 83%

**Additional Information**

**WESTWOOD****ASSISTANT SUPERINTENDENT****Date Hired:** 07/01/17 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2020**Personal Days:** 4**Vacation Days:** 25**Sick Days:** 15**Accumulate:**  **Limit:** Unlimited**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:** \$3,000**FY17:****FY18:****FY19:****Additional Benefits:****FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Health Insurance:** **FY16:** 68%**FY17:****FY18:** 68%**FY19:** 68%**Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Information****WHATELY****ASSISTANT SUPERINTENDENT****Date Hired:****Contract Start:****Contract End:****Personal Days:****Vacation Days:****Sick Days:****Accumulate:**  **Limit:****Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Annuity:** **FY16:****FY17:****FY18:****FY19:****Additional Benefits:****FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Health Insurance:** **FY16:****FY17:****FY18:****FY19:****Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Information**

**WILMINGTON****ASSISTANT SUPERINTENDENT****Date Hired:****Contract Start:** 07/01/2016 **Contract End:** 06/30/2019**Personal Days:** 3**Vacation Days:** 25**Sick Days:** 15**Accumulate:**  **Limit:** 180**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Health Insurance:** **FY16:** 75%**FY17:** 75%**FY18:** 75%**FY19:** 75%**Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Other Insurance:** 

Life

**FY16:** 75%**FY17:** 75%**FY18:** 75%**FY19:** 75%**Additional Benefits:**

Travel; Cell Phone

**FY16:** \$2,500**FY17:** \$2,000**FY18:** \$2,000**FY19:** \$2,000**Additional Information****WOBURN****ASSISTANT SUPERINTENDENT****Date Hired:****Contract Start:** 10/15/2015 **Contract End:** 06/30/2018**Personal Days:** 3**Vacation Days:** 20**Sick Days:** 15**Accumulate:**  **Limit:** Unlimited**Sick Leave Buy Back:** 

at what percent?

at what amount?

**Conditions:****Health Insurance:** **FY16:** 77%**FY17:** 76%**FY18:** 75%**FY19:****Annuity:** **FY16:****FY17:****FY18:****FY19:****Disability Insurance:** **FY16:****FY17:****FY18:****FY19:****Other Insurance:** **FY16:****FY17:****FY18:****FY19:****Additional Benefits:****FY16:****FY17:****FY18:****FY19:****Additional Information**