

# PRINCIPAL BENEFITS

ABINGTON		Differences in Contract:			
<b>Grade Configuration:</b> 9-12	<b>Sick Days:</b> 17 <b>Accumulate?</b> Yes <b>Limit?</b> Unlimited	<b>Sick Leave Buy-Back?</b> Yes <b>percent:</b> 50% <b>or amount:</b> \$70 <b>conditions:</b>	<b>Health Insurance:</b> Yes FY16: 70% FY17: 70% FY18: 70% FY19: 70%		
<b>ADDITIONAL BENEFITS</b>					<b>Other Insurance:</b>
<b>Specify:</b> Annuity	<b>FY16:</b> \$75	<b>FY17:</b> \$2000	<b>FY18:</b> \$2000	<b>FY19:</b> \$2000	<b>Notes:</b>
<b>Grade Configuration:</b> 5-8	<b>Sick Days:</b> 17 <b>Accumulate?</b> Yes <b>Limit?</b> Unlimited	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes FY16: 70% FY17: 70% FY18: 70% FY19: 70%		
<b>ADDITIONAL BENEFITS</b>					<b>Other Insurance:</b>
<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
<b>Grade Configuration:</b> K-2	<b>Sick Days:</b> 18 <b>Accumulate?</b> Yes <b>Limit?</b> Unlimited	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> No FY16: FY17: FY18: FY19:		
<b>ADDITIONAL BENEFITS</b>					<b>Other Insurance:</b>
<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
<b>Grade Configuration:</b> 3-4	<b>Sick Days:</b> <b>Accumulate?</b> <b>Limit?</b>	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes FY16: FY17: 70% FY18: 70% FY19:		
<b>ADDITIONAL BENEFITS</b>					<b>Other Insurance:</b>
<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
ACTON-BOXBOROUGH RSD		Differences in Contract:			
<b>Grade Configuration:</b> MS	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> unlimited	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes FY16: FY17: FY18: 75% FY19:		
<b>ADDITIONAL BENEFITS</b>					<b>Other Insurance:</b> Life Insurance (90% of salary)
<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>

**Grade Configuration:** Sick Days: 15      **Sick Leave Buy-Back?** No      **Health Insurance:** Yes  
 K-6      **Accumulate?** Yes      **percent:**      **FY16:**      **FY17:**      **FY18:** 75%      **FY19:**  
                                  **Limit?** Unlimited      **or amount:**      **Other Insurance:** Life Insurance (90% of salary)  
    **conditions:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15      **Sick Leave Buy-Back?** No      **Health Insurance:** Yes  
 HS      **Accumulate?** Yes      **percent:**      **FY16:**      **FY17:**      **FY18:** 75%      **FY19:**  
                                  **Limit?** unlimited      **or amount:**      **Other Insurance:** Life Insurance (90% of salary)  
    **conditions:**

**ADDITIONAL BENEFITS**

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

**ACUSHNET**      **Differences in Contract:**

**Grade Configuration:** Sick Days: 18      **Sick Leave Buy-Back?** Yes      **Health Insurance:** Yes  
 5-8      **Accumulate?** Yes      **percent:**      **FY16:** 60%      **FY17:** 60%      **FY18:** 60%      **FY19:** 60%  
                                  **Limit?** 200      **or amount:** \$30      **Other Insurance:**  
    **conditions:** up to 200

**ADDITIONAL BENEFITS**

**Specify:**      **FY16:**      **FY17:**      **FY18:**      **FY19:**      **Notes:** First year principal, only one in the district

**Grade Configuration:** Sick Days: 18      **Sick Leave Buy-Back?** Yes      **Health Insurance:** Yes  
 PK-4      **Accumulate?** Yes      **percent:**      **FY16:** 60%      **FY17:** 60%      **FY18:** 60%      **FY19:** 60%  
                                  **Limit?** 200      **or amount:** \$30      **Other Insurance:**  
    **conditions:** up to 200

**ADDITIONAL BENEFITS**

**Specify:**      **FY16:**      **FY17:**      **FY18:**      **FY19:**      **Notes:** Only one elementary principal in district

**AGAWAM**      **Differences in Contract:**

**Grade Configuration:** Sick Days: 27      **Sick Leave Buy-Back?** No      **Health Insurance:** Yes  
 K-4      **Accumulate?** Yes      **percent:**      **FY16:**      **FY17:**      **FY18:** 50%      **FY19:** 50%  
                                  **Limit?** unlimited      **or amount:** 30 per diem rate max      **Other Insurance:**  
    **conditions:**

**ADDITIONAL BENEFITS**

**Specify:** Longevity      **FY16:**      **FY17:**      **FY18:** \$1250.00      **FY19:** \$1250.00      **Notes:**

<b>Grade Configuration:</b> 5-6	<b>Sick Days:</b> 27 <b>Accumulate?</b> Yes <b>Limit?</b> unlimited	<b>Sick Leave Buy-Back?</b> Yes <b>percent:</b> <b>or amount:</b> 30 per diem rate max <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> <b>FY17:</b> <b>FY18:</b> 50% <b>FY19:</b> 50%
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b> Longevity	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b> \$1600.00	<b>FY19:</b> \$1600.00	<b>Notes:</b>
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<b>Grade Configuration:</b> 7-8	<b>Sick Days:</b> 27 <b>Accumulate?</b> Yes <b>Limit?</b> unlimited	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> 30 per diem max <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> <b>FY17:</b> <b>FY18:</b> 50% <b>FY19:</b>
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b> Longevity	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b> \$800.00	<b>FY19:</b> \$800.00	<b>Notes:</b>
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<b>Grade Configuration:</b> 9-12	<b>Sick Days:</b> <b>Accumulate?</b> Yes <b>Limit?</b> Limited	<b>Sick Leave Buy-Back?</b> Yes <b>percent:</b> <b>or amount:</b> 30 days per diem max <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> <b>FY17:</b> <b>FY18:</b> 50% <b>FY19:</b>
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b> Longevity	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b> \$1,250	<b>FY19:</b>	<b>Notes:</b>
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**AMESBURY**

**Differences in Contract:**

<b>Grade Configuration:</b> 9-12	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> 70	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> 75% <b>FY17:</b> 75% <b>FY18:</b> 75% <b>FY19:</b> 75%
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>Grade Configuration:</b> 5-8	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> 70	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> 75% <b>FY17:</b> 75% <b>FY18:</b> 75% <b>FY19:</b> 75%
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b> Travel, expenses, dues	<b>FY16:</b> \$2,500	<b>FY17:</b> \$2500	<b>FY18:</b> \$2500	<b>FY19:</b> \$2500	<b>Notes:</b>
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**Grade Configuration:** 9-12  
**Sick Days:** 15  
**Accumulate?** Yes  
**Limit?** 70  
**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**  
**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Expense, travel & dues  
**FY16:** \$2,500 **FY17:** **FY18:** **FY19:** **Notes:**

**Grade Configuration:** K-4  
**Sick Days:** 15  
**Accumulate?** Yes  
**Limit?** 70  
**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**  
**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Reimbursement of expenses, travel & dues  
**FY16:** \$2,500 **FY17:** \$2500 **FY18:** \$2500 **FY19:** \$2500 **Notes:**

**ASHLAND**

**Differences in Contract:**

**Grade Configuration:** K-2; 3-5; 6-8; 9-12  
**Sick Days:** 15  
**Accumulate?** Yes  
**Limit?** 100/200  
**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** \$50  
**conditions:**  
**Health Insurance:** Yes  
**FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19:**  
! ! !  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**ATHOL-ROYALSTON RSD**

**Differences in Contract:** 1 gets health insurance stipend

**Grade Configuration:** PK-4, K-6  
**Sick Days:** 12  
**Accumulate?** Yes  
**Limit?** Unlimited  
**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** Same as teachers  
**conditions:**  
**Health Insurance:** Yes  
**FY16:** 80% **FY17:** 80% **FY18:** 80% **FY19:** 80%  
**Other Insurance:** Dental 80%

**ADDITIONAL BENEFITS**

**Specify:** Health Insurance Stipend  
**FY16:** **FY17:** **FY18:** \$7500 **FY19:** \$7500 **Notes:** Low Salary: 8 FTE, 260 days; High Salary: 12 months;

**Grade Configuration:** Sick Days: 12  
Middle/High School **Accumulate?** Yes  
**Limit?** Unlimited

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** \$1000  
**conditions:** If 100 or more accumulated

**Health Insurance:** Yes  
**FY16:** 80% **FY17:** 80% **FY18:** 80% **FY19:** 80%  
**Other Insurance:** Dental 80%

**ADDITIONAL BENEFITS**

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

**AVON**

**Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
7-12 **Accumulate?** Yes  
**Limit?** unlimited

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**BELCHERTOWN**

**Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
PK-K; 1-3; 4-6, 7-8,  
9-12 **Accumulate?** Yes  
**Limit?** 222

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** \$17  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 70% **FY19:** 70%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**BELLINGHAM**

**Differences in Contract:**

**Grade Configuration:** Sick Days:  
K-3 **Accumulate?**  
**Limit?**

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** No  
**FY16:** **FY17:** **FY18:** **FY19:**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days:  
K-3 Stallbrook **Accumulate?**  
**Limit?**

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** No  
**FY16:** **FY17:** **FY18:** **FY19:**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

<b>Grade Configuration:</b> 8-12 High	<b>Sick Days:</b> Accumulate? Yes Limit? 150	<b>Sick Leave Buy-Back? No</b> percent: or amount: conditions:	<b>Health Insurance:</b> Yes FY16: 80% FY17: 80% FY18: 80% FY19: 80%
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>Grade Configuration:</b> 7-12	<b>Sick Days:</b> Accumulate? Yes Limit?	<b>Sick Leave Buy-Back? No</b> percent: or amount: conditions:	<b>Health Insurance:</b> Yes FY16: 80% FY17: 80% FY18: 80% FY19: 80%
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>Grade Configuration:</b> 4-7 Memorial School	<b>Sick Days:</b> Accumulate? Limit?	<b>Sick Leave Buy-Back? No</b> percent: or amount: conditions:	<b>Health Insurance:</b> No FY16: FY17: FY18: FY19:
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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**BERKLEY**

**Differences in Contract:**

<b>Grade Configuration:</b> PK-4	<b>Sick Days:</b> 18 Accumulate? Yes Limit? 220	<b>Sick Leave Buy-Back? No</b> percent: or amount: conditions:	<b>Health Insurance:</b> No FY16: FY17: FY18: FY19:
			<b>Other Insurance:</b> Annual annuity \$2000

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>Grade Configuration:</b> 5-8	<b>Sick Days:</b> 18 Accumulate? Yes Limit? 220	<b>Sick Leave Buy-Back? No</b> percent: or amount: conditions:	<b>Health Insurance:</b> No FY16: FY17: FY18: FY19:
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b> Guidance stipend	<b>FY16:</b> \$2,000	<b>FY17:</b> \$2000	<b>FY18:</b> \$2000	<b>FY19:</b> \$2000	<b>Notes:</b>
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**BERKSHIRE HILLS RSD****Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
5-8 Accumulate? Yes  
Limit? 220

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 83% **FY17:** 83% **FY18:** 83% **FY19:** 83%  
**Other Insurance:** Life (89%); Dental (50%)

**ADDITIONAL BENEFITS**

**Specify:** Annuity **FY16:** \$1,920 **FY17:** \$2400 **FY18:** \$2400 **FY19:** \$2400

**Notes:**

**Grade Configuration:** Sick Days: 18  
9-12 (Sped) Accumulate? Yes  
Limit? 220

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 83% **FY17:** 83% **FY18:** **FY19:**  
**Other Insurance:** Life (89%); Dental (50%)

**ADDITIONAL BENEFITS**

**Specify:** Annuity; Longevity **FY16:** \$1,920 **FY17:** \$3600 **FY18:** **FY19:** \$480

**Notes:** In FY16, received \$5750 in additional benefit of longevity; FY18 salary is for new hire

**Grade Configuration:** Sick Days: 18  
PK-4 Accumulate? Yes  
Limit? 220

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 83% **FY17:** 83% **FY18:** 83% **FY19:**  
**Other Insurance:** Life; Dental 50%

**ADDITIONAL BENEFITS**

**Specify:** Annuity **FY16:** \$2,400 **FY17:** \$2400 **FY18:** \$2400 **FY19:**

**Notes:****BERLIN****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
Accumulate? Yes  
Limit? 95

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**Notes:****BERLIN-BOYLSTON RSD****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
6-12 Accumulate? Yes  
Limit? 150

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**Notes:**

**BEVERLY****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
6-8 Middle Accumulate? Yes  
Limit? 150

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15  
K-5 Elementary Accumulate? Yes  
Limit? 150

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15  
9-12 High School Accumulate? Yes  
Limit? 150

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**BRAINTREE****Differences in Contract:**

**Grade Configuration:** Sick Days: 20  
9-12 Accumulate? Yes  
Limit? 277

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** \$12  
**conditions:**

**Health Insurance:** Yes  
FY16: #Type FY17: #Type FY18: #Type FY19: #Type  
! ! ! !  
**Other Insurance:** Life Insurance 50%

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 20  
6-8 Accumulate? Yes  
Limit? 277

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** \$12  
**conditions:**

**Health Insurance:** Yes  
FY16: #Type FY17: #Type FY18: #Type FY19:  
! ! !  
**Other Insurance:** Life Insurance 50%

**ADDITIONAL BENEFITS**

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



Grade Configuration: Sick Days: 17  
K-5 Accumulate? Yes  
Limit? 235

Sick Leave Buy-Back? Yes  
percent:  
or amount: \$12  
conditions:

Health Insurance: Yes  
FY16: #Type FY17: #Type FY18: #Type FY19:  
! ! !  
Other Insurance: Life Insurance 50%

**ADDITIONAL BENEFITS**

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

**BROOKFIELD**

Differences in Contract:

Grade Configuration: Sick Days: 15  
PK-6 Accumulate? Yes  
Limit? 180

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: Yes  
FY16: 60% FY17: 60% FY18: 60% FY19: 60%  
Other Insurance: Dental 60%

**ADDITIONAL BENEFITS**

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

**CANTON**

Differences in Contract: Minor differences

Grade Configuration: Sick Days: 15  
K-5 Elementary Accumulate? Yes  
Limit?

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: Yes  
FY16: 75% FY17: 75% FY18: 75% FY19: 75%  
Other Insurance:

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days: 15  
9-12 Accumulate? Yes  
Limit? 180

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: Yes  
FY16: 75% FY17: 75% FY18: 75% FY19: 75%  
Other Insurance:

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days: 15  
6-8 Middle Accumulate? Yes  
Limit?

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: Yes  
FY16: 75% FY17: 75% FY18: 75% FY19: 75%  
Other Insurance:

**ADDITIONAL BENEFITS**

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

**CARVER****Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
PK-5 Accumulate? Yes  
Limit? 200

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

**Specify:** Conf/Membership/Travel/Tuition  
FY16: \$7,000 FY17: \$7000 FY18: \$7000 FY19: \$7000

**Notes:****CHELMSFORD****Differences in Contract:**

**Grade Configuration:** Sick Days: 25  
5-8 Accumulate? Yes  
Limit?

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** Cap  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**Notes:**

**Grade Configuration:** Sick Days: 18  
9-12 Accumulate? Yes  
Limit?

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**Notes:**

**Grade Configuration:** Sick Days: 25  
K-4 Accumulate? Yes  
Limit?

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** Cap  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**Notes:****CLINTON****Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
Elementary PK-3; Middle 4-8; High 9-12  
Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** up to \$39,500  
**conditions:**

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

**ADDITIONAL BENEFITS**

**Specify:** Longevity FY16: \$3,700 FY17: \$3700 FY18: \$3700 FY19: \$3700

**Notes:** Additional benefits range from \$200-\$3700

**CONCORD-CARLISLE RSD****Differences in Contract:**

**Grade Configuration:** Sick Days: 20  
K-5 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19:** #Type  
! ! ! !  
**Other Insurance:** Dental 50%

**ADDITIONAL BENEFITS**

**Specify:** **FY16:** **FY17:** **FY18:** **FY19:** **Notes:** Sick days - 20 discretionary

**Grade Configuration:** Sick Days: 20  
6-8 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** **FY17:** **FY18:** 55% **FY19:** 55%  
**Other Insurance:** Dental 50%

**ADDITIONAL BENEFITS**

**Specify:** **FY16:** **FY17:** **FY18:** **FY19:** **Notes:** Sick days- 20 discretionary

**Grade Configuration:** Sick Days: 20  
High School Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 63% **FY17:** 55% **FY18:** 55% **FY19:** 55%  
**Other Insurance:** Dental 50%

**ADDITIONAL BENEFITS**

**Specify:** **FY16:** **FY17:** **FY18:** **FY19:** **Notes:** Sick days: 20 discretionary days

**CONWAY****Differences in Contract:** Percent paid for health insurance

**Grade Configuration:** Sick Days: 20  
PK-6 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 70% **FY17:** 70% **FY18:** 70% **FY19:** 70%  
**Other Insurance:** Disability

**ADDITIONAL BENEFITS**

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

**DANVERS****Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
6-8 Middle Accumulate? Yes  
Limit? 225

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** No  
**FY16:** **FY17:** **FY18:** **FY19:**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** TSA on conference **FY16:** \$1,500 **FY17:** \$1500 **FY18:** \$1500 **FY19:** **Notes:**

**DARTMOUTH****Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
K-5 Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back?** Yes  
**percent:** 20%  
**or amount:** Per diem rate  
**conditions:** up to 150 days

**Health Insurance:** Yes  
**FY16:** 52% **FY17:** 52% **FY18:** 52% **FY19:**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 18  
5-8 Accumulate? Yes  
Limit? unlimited

**Sick Leave Buy-Back?** Yes  
**percent:** 20%  
**or amount:** Per diem rate  
**conditions:** up to 150 days

**Health Insurance:** Yes  
**FY16:** 52% **FY17:** 52% **FY18:** 52% **FY19:** 52%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 18  
9-12 Accumulate? Yes  
Limit?

**Sick Leave Buy-Back?** Yes  
**percent:** 20%  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 52% **FY17:** 52% **FY18:** 52% **FY19:** 52%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**DEERFIELD****Differences in Contract:**

**Grade Configuration:** Sick Days: 20  
PK-6 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 70% **FY17:** **FY18:** **FY19:**  
**Other Insurance:** Disability; Life

**ADDITIONAL BENEFITS**

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

**EAST BRIDGEWATER**

**Differences in Contract:** Each principal has an individual contract and compensation

**Grade Configuration:** Sick Days:  
PK-2 Accumulate?  
Limit?

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:**  
**conditions:** 25 days- daily rate upon time of  
separation; after 10 years

**Health Insurance:** Yes  
**FY16:** 40% **FY17:** 40% **FY18:** 40% **FY19:** 40%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** **FY16:** **FY17:** **FY18:** **FY19:** **Notes:** Individual Contracts 07/01/16-06/30/19 3 yrs

**Grade Configuration:** 3-6 **Sick Days:** 15 **Sick Leave Buy-Back?** Yes **Health Insurance:** Yes  
**Accumulate?** Yes **percent:** **FY16:** **FY17:** **FY18:** 40% **FY19:** 40%  
**Limit?** unlimited **or amount:** **Other Insurance:**  
**conditions:** 25 days- daily rate upon time of separation; after 10 years

**ADDITIONAL BENEFITS**

**Specify:** **FY16:** **FY17:** **FY18:** **FY19:** **Notes:** Individual contract 07/01/17- 06/30/20 3 yrs

**Grade Configuration:** 7-12 **Sick Days:** 15 **Sick Leave Buy-Back?** Yes **Health Insurance:** Yes  
**Accumulate?** Yes **percent:** **FY16:** **FY17:** **FY18:** 40% **FY19:** 40%  
**Limit?** Unlimited **or amount:** **Other Insurance:**  
**conditions:** 25 days- daily rate upon time of separation; after 10 years

**ADDITIONAL BENEFITS**

**Specify:** **FY16:** **FY17:** **FY18:** **FY19:** **Notes:** Individual contract 07/01/17-06/30/20 3 yrs

**EAST LONGMEADOW**

**Differences in Contract:**

**Grade Configuration:** PK-12 **Sick Days:** 18 **Sick Leave Buy-Back?** No **Health Insurance:** Yes  
**Accumulate?** Yes **percent:** **FY16:** **FY17:** 70% **FY18:** 70% **FY19:** 70%  
**Limit?** 130 **or amount:** **Other Insurance:** Small Life Insurance Policy  
**conditions:**

**ADDITIONAL BENEFITS**

**Specify:** Disability Insurance **FY16:** **FY17:** \$2,000 **FY18:** \$2,000 **FY19:** \$2,000 **Notes:**

**FRANKLIN**

**Differences in Contract:**

**Grade Configuration:** 9-12 High **Sick Days:** 16 **Sick Leave Buy-Back?** No **Health Insurance:** Yes  
**Accumulate?** Yes **percent:** **FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19:**  
**Limit?** 244 **or amount:** ! ! !  
**conditions:** **Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Prof. Dev. **FY16:** \$3,000 **FY17:** \$3000 **FY18:** \$3000 **FY19:** **Notes:** Additional benefits range from \$1500-\$3000

**Grade Configuration:** 6-8 Middle **Sick Days:** 16 **Sick Leave Buy-Back?** No **Health Insurance:** Yes  
**Accumulate?** Yes **percent:** **FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19:**  
**Limit?** 244 **or amount:** ! ! !  
**conditions:** **Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Prof. Dev. **FY16:** \$2,500 **FY17:** \$1500 **FY18:** \$1500 **FY19:** **Notes:**

**FRONTIER RSD****Differences in Contract:**

**Grade Configuration:** Sick Days:  
7-12 Accumulate?  
Limit?

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** No  
**FY16:** 80% **FY17:** 80% **FY18:** 80% **FY19:** 80%  
**Other Insurance:** Disability Life

**ADDITIONAL BENEFITS**

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

**GROTON-DUNSTABLE RSD****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
5-8 Accumulate? Yes  
Limit? 45

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** Per Diem  
**conditions:**

**Health Insurance:** No  
**FY16:** **FY17:** **FY18:** **FY19:**  
**Other Insurance:** Life & Disability

**ADDITIONAL BENEFITS**

**Specify:** Travel **FY16:** \$250 **FY17:** \$250 **FY18:** \$250 **FY19:** **Notes:**

**Grade Configuration:** Sick Days: 15  
9-12 Accumulate? Yes  
Limit? 45

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** Per Diem  
**conditions:** 30 Days Max

**Health Insurance:** Yes  
**FY16:** 85% **FY17:** **FY18:** **FY19:**  
**Other Insurance:** Disability, Life, Dental 65%

**ADDITIONAL BENEFITS**

**Specify:** Mileage **FY16:** \$250 **FY17:** \$250 **FY18:** \$250 **FY19:** \$250 **Notes:**

**Grade Configuration:** Sick Days: 15  
K-4 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** Per Diem  
**conditions:** 30 Days Max

**Health Insurance:** Yes  
**FY16:** 85% **FY17:** 85% **FY18:** 85% **FY19:** 85%  
**Other Insurance:** Disability & Life

**ADDITIONAL BENEFITS**

**Specify:** Longevity & Mileage/\$250 **FY16:** \$500 **FY17:** \$500 **FY18:** \$500 **FY19:** \$500 **Notes:**

**HANOVER**

**Differences in Contract:** Sick days, sick leave accumulation and sick leave buy back are for the veteran principal only

**Grade Configuration:** Sick Days: 15/24  
K-4 Accumulate? Yes  
Limit? 100 or 165

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** \$12000  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 50% **FY17:** 50% **FY18:** 50% **FY19:** 50%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Professional Development **FY16:** \$2,000 **FY17:** \$2000 **FY18:** \$2000 **FY19:** \$2000 **Notes:**

**Grade Configuration:** 5-8 **Sick Days:** 18 **Sick Leave Buy-Back?** No **Health Insurance:** Yes  
**Accumulate?** Yes **percent:** **FY16:** 50% **FY17:** 50% **FY18:** 50% **FY19:** 50%  
**Limit?** **or amount:** **Other Insurance:**  
**conditions:**

**ADDITIONAL BENEFITS**

**Specify:** Professional Development **FY16:** \$2,000 **FY17:** \$2000 **FY18:** \$2000 **FY19:** \$2000 **Notes:**

**Grade Configuration:** 9-12 **Sick Days:** 15 **Sick Leave Buy-Back?** No **Health Insurance:** Yes  
**Accumulate?** Yes **percent:** **FY16:** 50% **FY17:** 50% **FY18:** 50% **FY19:** 50%  
**Limit?** **or amount:** **Other Insurance:**  
**conditions:**

**ADDITIONAL BENEFITS**

**Specify:** Professional Development **FY16:** \$2,000 **FY17:** \$2000 **FY18:** \$2000 **FY19:** \$2000 **Notes:**

**HARVARD** **Differences in Contract:**  
**Grade Configuration:** 6-12 **Sick Days:** 15 **Sick Leave Buy-Back?** No **Health Insurance:** Yes  
**Accumulate?** Yes **percent:** **FY16:** 15% **FY17:** 17% **FY18:** 18% **FY19:** 20%  
**Limit?** unlimited **or amount:** **Other Insurance:**  
**conditions:**

**ADDITIONAL BENEFITS**

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

**HOPKINTON** **Differences in Contract:** Only 1  
**Grade Configuration:** PK-1 **Sick Days:** 20 **Sick Leave Buy-Back?** No **Health Insurance:** Yes  
**Accumulate?** Yes **percent:** **FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19:**  
**Limit?** Unlimited **or amount:** ! ! !  
**conditions:** **Other Insurance:** Life Insurance \$50k

**ADDITIONAL BENEFITS**

**Specify:** Tuition Reimbursement **FY16:** \$1,250 **FY17:** \$1250 **FY18:** \$1250 **FY19:** **Notes:**

**Grade Configuration:** 2-3;4-5 **Sick Days:** 20 **Sick Leave Buy-Back?** No **Health Insurance:** Yes  
**Accumulate?** Yes **percent:** **FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19:**  
**Limit?** Unlimited **or amount:** ! ! !  
**conditions:** **Other Insurance:** Life Insurance \$50k

**ADDITIONAL BENEFITS**

**Specify:** Tuition Reimbursement **FY16:** \$1,250 **FY17:** \$1250 **FY18:** \$1250 **FY19:** **Notes:**

**Grade Configuration:** Sick Days: 20  
6-8 Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

**Health Insurance:** Yes  
FY16: #Type FY17: #Type FY18: #Type FY19:  
! ! !  
**Other Insurance:** Life Insurance \$50k

**ADDITIONAL BENEFITS**

**Specify:** Tuition FY16: \$1,250 FY17: \$1250 FY18: \$1250 FY19: Notes:  
Reimbursement

**Grade Configuration:** Sick Days: 20  
9-12 Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

**Health Insurance:** Yes  
FY16: #Type FY17: #Type FY18: #Type FY19:  
! ! !  
**Other Insurance:** Life Insurance \$50k

**ADDITIONAL BENEFITS**

**Specify:** Tuition FY16: \$1,250 FY17: \$1250 FY18: \$1250 FY19: Notes:  
Reimbursement

**HUDSON**

**Differences in Contract:** Each administrator has an individual contract

**Grade Configuration:** Sick Days: 18  
PK-4 Accumulate? Yes  
Limit? 200

**Sick Leave Buy-Back?** Yes  
percent:  
or amount: \$60  
conditions:

**Health Insurance:** Yes  
FY16: 50% FY17: 50% FY18: 50% FY19:  
**Other Insurance:** Dental (paid by employee); life (50%  
paid by employee)

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 18  
5-7 Accumulate? Yes  
Limit? 200

**Sick Leave Buy-Back?** Yes  
percent:  
or amount: \$60  
conditions:

**Health Insurance:** Yes  
FY16: 50% FY17: 50% FY18: 50% FY19:  
**Other Insurance:** Dental (paid by employee) ; life (50%  
paid by employee)

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 18  
8-12 Accumulate? Yes  
Limit? 200

**Sick Leave Buy-Back?** Yes  
percent:  
or amount: \$60  
conditions:

**Health Insurance:** Yes  
FY16: 100% FY17: 100% FY18: 50% FY19: 50%  
**Other Insurance:** Dental (paid by employee); life (50%  
paid by employee)

**ADDITIONAL BENEFITS**

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



**HULL****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
6-8 Accumulate? Yes  
Limit? 240

**Sick Leave Buy-Back?** Yes  
percent: 50%  
or amount:  
conditions:

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

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15  
PK-5 Accumulate? Yes  
Limit? 240

**Sick Leave Buy-Back?** Yes  
percent: 50%  
or amount:  
conditions:

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

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15  
9-12 Accumulate? Yes  
Limit? 240

**Sick Leave Buy-Back?** Yes  
percent: 50%  
or amount:  
conditions:

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

**ADDITIONAL BENEFITS**

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

**IPSWICH****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
K-5 & Preschool Accumulate? Yes  
Limit? 250

**Sick Leave Buy-Back?** Yes  
percent:  
or amount: \$3050 max  
conditions:

**Health Insurance:** Yes  
FY16: 65% FY17: 65% FY18: 65% FY19: 65%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15  
9-12 Accumulate? Yes  
Limit? 250

**Sick Leave Buy-Back?** Yes  
percent:  
or amount: \$3050 max  
conditions:

**Health Insurance:** Yes  
FY16: 65% FY17: 65% FY18: 65% FY19: 65%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days: 15  
6-8 Accumulate? Yes  
Limit? 250

Sick Leave Buy-Back? Yes  
percent:  
or amount: \$3050 max  
conditions:

Health Insurance: Yes  
FY16: 65% FY17: 65% FY18: 65% FY19: 65%  
Other Insurance:

**ADDITIONAL BENEFITS**

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

**KING PHILIP RSD**

Differences in Contract:

Grade Configuration: Sick Days: 18  
7-8 Accumulate? Yes  
Limit? 225

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: Yes  
FY16: FY17: FY18: 75% FY19: 75%  
Other Insurance:

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days: 18  
9-12 Accumulate? Yes  
Limit? 225

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: Yes  
FY16: FY17: FY18: 75% FY19: 75%  
Other Insurance:

**ADDITIONAL BENEFITS**

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

**LONGMEADOW**

Differences in Contract:

Grade Configuration: Sick Days:  
High School Accumulate?  
Limit?

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: No  
FY16: FY17: FY18: FY19:  
Other Insurance:

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days:  
Middle School Accumulate?  
Limit?

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: No  
FY16: FY17: FY18: FY19:  
Other Insurance:

**ADDITIONAL BENEFITS**

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

<b>Grade Configuration:</b> Elementary	<b>Sick Days:</b> Accumulate? Limit?	<b>Sick Leave Buy-Back?</b> No percent: or amount: conditions:	<b>Health Insurance:</b> No FY16:      FY17:      FY18:      FY19:
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>LUDLOW</b>	<b>Differences in Contract:</b> Only 1 HS principal
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<b>Grade Configuration:</b> 9-12	<b>Sick Days:</b> 18 Accumulate? Yes Limit? 275	<b>Sick Leave Buy-Back?</b> Yes percent: or amount: \$15 conditions:	<b>Health Insurance:</b> Yes FY16: 81%    FY17: 81%    FY18: 81%    FY19:
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>Grade Configuration:</b> 6-8	<b>Sick Days:</b> 18 Accumulate? Yes Limit? 275	<b>Sick Leave Buy-Back?</b> Yes percent: or amount: \$15 conditions:	<b>Health Insurance:</b> Yes FY16: 81%    FY17: 81%    FY18: 81%    FY19:
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>Grade Configuration:</b> PK-1; 2-3; 4-5 Elementary	<b>Sick Days:</b> 18 Accumulate? Yes Limit? 275	<b>Sick Leave Buy-Back?</b> Yes percent: or amount: \$15 conditions:	<b>Health Insurance:</b> Yes FY16: 81%    FY17: 81%    FY18: 81%    FY19:
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>LYNNFIELD</b>	<b>Differences in Contract:</b>		
<b>Grade Configuration:</b> 9-12	<b>Sick Days:</b> 15 Accumulate? Yes Limit? unlimited	<b>Sick Leave Buy-Back?</b> No percent: or amount: conditions:	<b>Health Insurance:</b> Yes FY16: #Type    FY17: #Type    FY18: #Type    FY19: #Type !                    !                    !                    !
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>Grade Configuration:</b> 5-8	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> unlimited	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> #Type ! <b>FY17:</b> #Type ! <b>FY18:</b> #Type ! <b>FY19:</b> #Type !
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**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>Grade Configuration:</b> K-4	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> unlimited	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> #Type ! <b>FY17:</b> #Type ! <b>FY18:</b> #Type ! <b>FY19:</b> #Type !
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**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>MARLBOROUGH</b>	<b>Differences in Contract:</b>
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<b>Grade Configuration:</b> All	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> 180	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> 70% <b>FY17:</b> 70% <b>FY18:</b> 70% <b>FY19:</b> 70%
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**Other Insurance:** Dental

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>Grade Configuration:</b> 5-8	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> 180	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> No <b>FY16:</b> <b>FY17:</b> <b>FY18:</b> <b>FY19:</b>
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**Other Insurance:** Dental 50%

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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<b>Grade Configuration:</b> K-4	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> 180	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> 70% <b>FY17:</b> 70% <b>FY18:</b> 70% <b>FY19:</b> 70%
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**Other Insurance:** Dental 50%

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
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**MASHPEE****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
 PK-2; 3-6; 7-9; 10-12  
**Accumulate?** Yes  
**Limit?** 100

**Sick Leave Buy-Back?** Yes  
**percent:** 33%  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** \$100,000 Life not to exceed \$800;  
 Disability not to exceed \$3600; Group  
 Life Insurance 15%

**ADDITIONAL BENEFITS**

**Specify:** 3 personal days **FY16:** **FY17:** **FY18:** **FY19:** **Notes:**

**METHUEN****Differences in Contract:** High school compared to grammar

**Grade Configuration:** Sick Days: 18  
 9-12  
**Accumulate?** Yes  
**Limit?** 247

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:**  
**conditions:** \$30 1-100; \$60 101-247

**Health Insurance:** Yes  
**FY16:** 62% **FY17:** 62% **FY18:** 62% **FY19:** 62%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** 1500 Travel, 50 cell **FY16:** \$1,550 **FY17:** \$1550 **FY18:** \$1550 **FY19:** \$1550 **Notes:**

**Grade Configuration:** Sick Days: 18  
 PK-8  
**Accumulate?** Yes  
**Limit?** 247

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 62% **FY17:** 62% **FY18:** 62% **FY19:** 62%  
**Other Insurance:** \$25 1-100; \$45 day 101-247

**ADDITIONAL BENEFITS**

**Specify:** Cell **FY16:** \$40 **FY17:** \$40 **FY18:** \$40 **FY19:** \$40 **Notes:**

**MIDDLEBOROUGH****Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
 PreK-K (early childhood center)  
**Accumulate?** Yes  
**Limit?**

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 80% **FY17:** 80% **FY18:** 80% **FY19:**  
**Other Insurance:** Life/Supplemental up to \$900/year

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 18  
 1-5 (Henry B. & Mary K. Elementary Schools)  
**Accumulate?** Yes  
**Limit?**

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19:**  
 ! ! !  
**Other Insurance:** Life/Supplemental up to \$900/year

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days: 18  
6-8 Accumulate? Yes  
Limit?

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: Yes  
FY16: 80% FY17: 80% FY18: 80% FY19:  
Other Insurance: Life/Supplemental up to \$900/year

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days: 18  
9-12 Accumulate? Yes  
Limit?

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: Yes  
FY16: 80% FY17: 80% FY18: 80% FY19:  
Other Insurance: Life/Supplemental up to \$900/year

**ADDITIONAL BENEFITS**

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

**MILFORD**

**Differences in Contract:**

Grade Configuration: Sick Days:  
PK Accumulate?  
Limit?

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: Yes  
FY16: 70% FY17: 70% FY18: 70% FY19:  
Other Insurance:

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days: 15  
K-2 Accumulate? Yes  
Limit? 250

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: Yes  
FY16: 70% FY17: 70% FY18: 70% FY19: 70%  
Other Insurance:

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days: 15  
K-2 Accumulate? Yes  
Limit? 250

Sick Leave Buy-Back? No  
percent:  
or amount:  
conditions:

Health Insurance: Yes  
FY16: 70% FY17: 70% FY18: 70% FY19: 70%  
Other Insurance:

**ADDITIONAL BENEFITS**

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

<b>Grade Configuration:</b> 3-5	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> 250	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> 70% <b>FY17:</b> 70% <b>FY18:</b> 70% <b>FY19:</b> 70%
			<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
<b>Grade Configuration:</b> 6-8	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> 250	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> 70% <b>FY17:</b> 70% <b>FY18:</b> 70% <b>FY19:</b> 70%		<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
<b>Grade Configuration:</b> 9-12	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> 250	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> <b>FY17:</b> <b>FY18:</b> 70% <b>FY19:</b> 70%		<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
<b>MILLBURY</b>					
<b>Differences in Contract:</b>					

<b>Grade Configuration:</b> PK-3	<b>Sick Days:</b> 15 <b>Accumulate?</b> Yes <b>Limit?</b> 183	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> 75% <b>FY17:</b> 75% <b>FY18:</b> 75% <b>FY19:</b> 75%		<b>Other Insurance:</b>
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**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
Travel and cell phone					

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>
<b>MILLIS</b>					
<b>Differences in Contract:</b>					
<b>Grade Configuration:</b> K-4	<b>Sick Days:</b> 40 <b>Accumulate?</b> Yes <b>Limit?</b> Unlimited	<b>Sick Leave Buy-Back?</b> No <b>percent:</b> <b>or amount:</b> <b>conditions:</b>	<b>Health Insurance:</b> Yes <b>FY16:</b> 68% <b>FY17:</b> <b>FY18:</b> <b>FY19:</b>		<b>Other Insurance:</b>

**ADDITIONAL BENEFITS**

<b>Specify:</b>	<b>FY16:</b>	<b>FY17:</b>	<b>FY18:</b>	<b>FY19:</b>	<b>Notes:</b>

**MILTON****Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
High School Accumulate? Yes  
Limit?

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance: Yes**  
**FY16: 80% FY17: 80% FY18: 78% FY19: 76%**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 18  
Elementary Accumulate? Yes  
Limit?

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance: Yes**  
**FY16: 80% FY17: 80% FY18: 78% FY19: 76%**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 18  
Middle Accumulate? Yes  
Limit?

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance: Yes**  
**FY16: 80% FY17: 80% FY18: 78% FY19: 76%**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**NAHANT****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
PK-6 Accumulate? Yes  
Limit? 225

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance: Yes**  
**FY16: FY17: 50% FY18: 50% FY19: 50%**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**NANTUCKET****Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
6-8 Accumulate? Yes  
Limit? 100

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance: Yes**  
**FY16: 90% FY17: 90% FY18: 90% FY19: 80%**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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



Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? Yes Health Insurance: Yes  
 9-12 Accumulate? Yes percent: FY16: 90% FY17: 90% FY18: 90% FY19: 80%  
 Limit? 100 or amount: \$100 conditions: Other Insurance:

**ADDITIONAL BENEFITS**

Specify:	FY16:	FY17:	FY18:	FY19:	Notes:
Grade Configuration: Sick Days: 18 Sick Leave Buy-Back? No Health Insurance: Yes PK-5 Accumulate? Yes percent: FY16: 90% FY17: 90% FY18: 90% FY19: 80% Limit? 100 or 50 or amount: conditions: Other Insurance:					

**ADDITIONAL BENEFITS**

Specify:	FY16:	FY17:	FY18:	FY19:	Notes:
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**NARRAGANSETT RSD** Differences in Contract: Vacation day rollover & sick day limit

Grade Configuration: Sick Days: 17 Sick Leave Buy-Back? No Health Insurance: Yes  
 K-4 Accumulate? Yes percent: FY16: 75% FY17: 75% FY18: 75% FY19: 75%  
 Limit? 195 or amount: conditions: Other Insurance: Life Insurance

**ADDITIONAL BENEFITS**

Specify: Cell phone	FY16:	FY17:	FY18: \$600	FY19: \$600	Notes:
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Grade Configuration: Sick Days: 17 Sick Leave Buy-Back? No Health Insurance: Yes  
 5-8 Accumulate? Yes percent: FY16: 75% FY17: 75% FY18: 75% FY19: 75%  
 Limit? 195 or amount: conditions: Other Insurance: Life Insurance

**ADDITIONAL BENEFITS**

Specify: Cell phone	FY16:	FY17: \$600	FY18: \$600	FY19: \$600	Notes:
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Grade Configuration: Sick Days: 17 Sick Leave Buy-Back? No Health Insurance: Yes  
 9-12 Accumulate? Yes percent: FY16: 75% FY17: 75% FY18: 75% FY19: 75%  
 Limit? 195 or amount: conditions: Other Insurance: Life Insurance

**ADDITIONAL BENEFITS**

Specify: Cell phone	FY16:	FY17: \$600	FY18: \$600	FY19: \$600	Notes:
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**Grade Configuration:** Sick Days: 17  
PK-4 Accumulate? Yes  
Limit? 195

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

**Health Insurance:** Yes  
FY16: 75% FY17: 75% FY18: 75% FY19: 75%  
**Other Insurance:** Life Insurance

**ADDITIONAL BENEFITS**

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

**NASHOBA RSD**

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

**Grade Configuration:** Sick Days: 15  
6-8 Middle Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

**Health Insurance:** Yes  
FY16: 70% FY17: 70% FY18: 70% FY19:  
**Other Insurance:** Dental 50/50

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15  
9-12 High Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

**Health Insurance:** Yes  
FY16: FY17: FY18: 70% FY19:  
**Other Insurance:** Dental 50/50

**ADDITIONAL BENEFITS**

**Specify:** Tuition or Conferences FY16: FY17: FY18: \$2000 FY19: **Notes:** 25 days vacation

**Grade Configuration:** Sick Days: 15  
PK-5 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

**Health Insurance:** Yes  
FY16: 70% FY17: 70% FY18: 70% FY19:  
**Other Insurance:** Dental at 50/50

**ADDITIONAL BENEFITS**

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

**NORFOLK**

**Differences in Contract:**

**Grade Configuration:** Sick Days: 20  
Elementary Accumulate? Yes  
Limit? 221

**Sick Leave Buy-Back?** Yes  
percent:  
or amount:  
conditions: 1/10 of per diem; 180 max

**Health Insurance:** Yes  
FY16: 63% FY17: 64% FY18: 64% FY19: 64%  
**Other Insurance:** Basic Life Insurance 10K

**ADDITIONAL BENEFITS**

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

**NORTHAMPTON****Differences in Contract:**

**Grade Configuration:** K-5; 6-8; 9-12  
**Sick Days:** Accumulate? Limit?

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**NORTHBRIDGE****Differences in Contract:**

**Grade Configuration:** 9-12  
**Sick Days:** 15  
**Accumulate?** Yes  
**Limit?** 225

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** 5-8  
**Sick Days:** 15  
**Accumulate?** Yes  
**Limit?** 225

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** PK-1; 2-4  
**Sick Days:** 15  
**Accumulate?** Yes  
**Limit?** 205-220

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**NORTHERN BERKSHIRE RVTSD****Differences in Contract:**

**Grade Configuration:** 9-13  
**Sick Days:** 18  
**Accumulate?** Yes  
**Limit?** 255

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** \$35  
**conditions:** Max 240 days

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

**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** **FY16:** **FY17:** **FY18:** **FY19:** **Notes:** 1 Building Principal

**NORTON**

Differences in Contract: \$1000 for conference attendance

**Grade Configuration:** Sick Days: 15  
K-3 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

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

**ADDITIONAL BENEFITS**

**Specify:** Dues, Course FY16: \$2,000 FY17: \$2500/\$350 FY18: \$2500/\$350 FY19: \$2500/\$350 **Notes:**  
work, Tablet,  
conf. 0 0 0

**Grade Configuration:** Sick Days: 18  
4-5 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

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

**ADDITIONAL BENEFITS**

**Specify:** Travel, dues, FY16: \$4,000 FY17: \$4500 FY18: \$4500 FY19: \$4500 **Notes:**  
tablet, course  
work

**Grade Configuration:** Sick Days: 18  
6-8 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

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

**ADDITIONAL BENEFITS**

**Specify:** Travel, dues, FY16: \$3,500 FY17: \$4000 FY18: \$4000 FY19: \$4000 **Notes:**  
tablet, course  
work

**Grade Configuration:** Sick Days: 15  
9-12 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

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

**ADDITIONAL BENEFITS**

**Specify:** Travel, course FY16: \$2,000 FY17: \$2500 FY18: \$2500 FY19: \$2500 **Notes:**  
work, tablet

**NORWELL****Differences in Contract:**

**Grade Configuration:** Sick Days: 1.5/mo.  
PK-5 Accumulate? Yes  
Limit?

**Sick Leave Buy-Back?** Yes  
**percent:** 50%  
**or amount:**  
**conditions:** 80 days after 5 years

**Health Insurance:** Yes  
**FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19:**  
! ! !  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Insurance Opt. **FY16:** **FY17:** **FY18:** **FY19:** **Notes:**  
out

**Grade Configuration:** Sick Days: 1.5/mo.  
9-12 Accumulate? Yes  
Limit?

**Sick Leave Buy-Back?** Yes  
**percent:** 50%  
**or amount:**  
**conditions:** 80 days after 5 years

**Health Insurance:** Yes  
**FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19:**  
! ! !  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Insurance Opt. **FY16:** **FY17:** **FY18:** **FY19:** **Notes:**  
out

**Grade Configuration:** Sick Days: 1.5/mo.  
6-8 Accumulate? Yes  
Limit?

**Sick Leave Buy-Back?** Yes  
**percent:** 50%  
**or amount:**  
**conditions:** 80 days after 5 years

**Health Insurance:** Yes  
**FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19:**  
! ! !  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Insurance Opt. **FY16:** **FY17:** **FY18:** **FY19:** **Notes:**  
out

**PALMER****Differences in Contract:**

**Grade Configuration:** Sick Days: 20  
High School Accumulate? Yes  
Limit? 250

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

**Specify:** Cell **FY16:** \$540 **FY17:** \$540.00 **FY18:** \$540 **FY19:** \$540 **Notes:**

**Grade Configuration:** Sick Days: 20  
Elementary Accumulate? Yes  
Limit? 250

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

**Specify:** Cell **FY16:** \$540 **FY17:** \$540 **FY18:** \$540 **FY19:** \$540 **Notes:**

**PEABODY****Differences in Contract:** Depending on experience degrees held

**Grade Configuration:** Sick Days: 15  
K-5 Accumulate? Yes  
Limit? 150

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**PENTUCKET****Differences in Contract:** Support coordinator contacts are for days

**Grade Configuration:** Sick Days: 15  
PK-6 Accumulate? Yes  
Limit?

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** Dental

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15  
High School Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** Dental

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15  
7-8 Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** Dental

**ADDITIONAL BENEFITS**

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

**PROVINCETOWN****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
PK-8 Accumulate? Yes  
Limit? 200

**Sick Leave Buy-Back?** Yes  
**percent:** 15%  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 80% **FY17:** 80% **FY18:** 80% **FY19:** 70%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** **FY16:** \$2,500 **FY17:** **FY18:** **FY19:** **Notes:** Just 1 Principal for District

**RALPH C MAHAR RSD****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
7-12 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15  
Elementary PK-2; 3-6; K-6 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:**  
**conditions:** 20 total days

**Health Insurance:** Yes  
**FY16:** #Type **FY17:** #Type **FY18:** #Type **FY19:** #Type  
! ! ! !  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**SEEKONK****Differences in Contract:**

**Grade Configuration:** Sick Days: 25  
9-12 Accumulate? Yes  
Limit? 225

**Sick Leave Buy-Back?** Yes  
**percent:** 41%  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** Dental 50%

**ADDITIONAL BENEFITS**

**Specify:** Life **FY16:** \$4,000 **FY17:** \$4000.00 **FY18:** \$4000.00 **FY19:** \$4000.00 **Notes:**

**Grade Configuration:** Sick Days: 25  
6-8 Accumulate? Yes  
Limit? 225

**Sick Leave Buy-Back?** Yes  
**percent:** 41%  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** Dental 50%

**ADDITIONAL BENEFITS**

**Specify:** Life **FY16:** \$4,000 **FY17:** \$4,000.00 **FY18:** \$4,000.00 **FY19:** \$4,000.00 **Notes:**

**Grade Configuration:** Sick Days: 25  
K-5 Accumulate? Yes  
Limit? 225

**Sick Leave Buy-Back?** Yes  
**percent:** 41%  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** Dental 50%

**ADDITIONAL BENEFITS**

**Specify:** Life **FY16:** \$4,000 **FY17:** \$4000.00 **FY18:** \$4000.00 **FY19:** \$4000.00 **Notes:**

**SOUTHEASTERN RVTSD****Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
9-12 Accumulate? Yes  
Limit? 165

**Sick Leave Buy-Back?** Yes  
**percent:** 15%  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

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

**SOUTHERN BERKSHIRE RSD****Differences in Contract:** Principal works 240 days; Asst. principal works 193 days

**Grade Configuration:** Sick Days: 15  
Elementary PK-6; Accumulate? Yes  
MSHS 7-12 Limit?

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** **FY17:** **FY18:** 80% **FY19:**  
**Other Insurance:** Group Life Insurance 80%

**ADDITIONAL BENEFITS**

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

**SPRINGFIELD****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
Elementary-High Accumulate? Yes  
Limit?

**Sick Leave Buy-Back?** Yes  
**percent:** 15%  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** Dental Insurance

**ADDITIONAL BENEFITS**

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

**STURBRIDGE****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
PK-6 Accumulate? Yes  
Limit? 190

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 60% **FY17:** 65% **FY18:** 65% **FY19:** 65%  
**Other Insurance:** Dental 65%

**ADDITIONAL BENEFITS**

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



**SUDBURY****Differences in Contract:**

**Grade Configuration:** Sick Days: 20  
 Accumulate? Yes  
 Limit? Unlimited

**Sick Leave Buy-Back?** No  
 percent:  
 or amount:  
 conditions:

**Health Insurance:** Yes  
 FY16: #Type FY17: #Type FY18: #Type FY19:  
 ! ! !  
**Other Insurance:** Dental Insurance 75%

**ADDITIONAL BENEFITS**

**Specify:** Tuition Reimburse. **FY16:** **FY17:** \$3200 **FY18:** \$3200 **FY19:** **Notes:**

**Grade Configuration:** Sick Days: 20  
 PK-5 Accumulate? Yes  
 Limit? 60 day max

**Sick Leave Buy-Back?** No  
 percent:  
 or amount:  
 conditions:

**Health Insurance:** Yes  
 FY16: #Type FY17: #Type FY18: #Type FY19: #Type  
 ! ! ! !  
**Other Insurance:** Dental Insurance 75%

**ADDITIONAL BENEFITS**

**Specify:** Annuity Match **FY16:** \$500 **FY17:** \$500 **FY18:** \$500 **FY19:** **Notes:** Annuity match ranges from \$200-\$500

**Grade Configuration:** Sick Days: 20  
 PK-5 Accumulate? Yes  
 Limit? Unlimited

**Sick Leave Buy-Back?** No  
 percent:  
 or amount:  
 conditions:

**Health Insurance:** Yes  
 FY16: #Type FY17: #Type FY18: #Type FY19:  
 ! ! ! !  
**Other Insurance:** Dental Insurance 75%

**ADDITIONAL BENEFITS**

**Specify:** Tuition Reimbursement **FY16:** \$3,200 **FY17:** \$3200 **FY18:** \$3200 **FY19:** **Notes:**

**SUNDERLAND****Differences in Contract:**

**Grade Configuration:** Sick Days: 20  
 PK-6 Accumulate? Yes  
 Limit? 180

**Sick Leave Buy-Back?** Yes  
 percent:  
 or amount:  
 conditions:

**Health Insurance:** Yes  
 FY16: 55% FY17: 55% FY18: 55% FY19: 55%  
**Other Insurance:** Term Life

**ADDITIONAL BENEFITS**

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

**SUTTON****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
K-2; 3-5; 6-8; 9-12  
**Accumulate?** Yes  
**Limit?** Unlimited

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:**#Type **FY17:**#Type **FY18:**#Type **FY19:**#Type  
! ! ! !  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**TANTASQUA****Differences in Contract:** Currently the position is an interim principal

**Grade Configuration:** Sick Days: 20  
7-8  
**Accumulate?** Yes  
**Limit?** 180

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 60% **FY17:** 60% **FY18:** 60% **FY19:** 60%  
**Other Insurance:** Dental 60%

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 20  
9-12  
**Accumulate?** Yes  
**Limit?** 190

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 60% **FY17:** 60% **FY18:** 60% **FY19:** 60%  
**Other Insurance:** Dental 60%; Life insurance \$50,000

**ADDITIONAL BENEFITS**

**Specify:** Expenses; **FY16:** \$2,700 **FY17:** \$200 **FY18:** \$200 **FY19:** \$200 **Notes:**  
Travel Allowance

**TRURO****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
PK-6  
**Accumulate?** Yes  
**Limit?** 180

**Sick Leave Buy-Back?** Yes  
**percent:** 25%  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 65% **FY17:** 65% **FY18:** 65% **FY19:** 65%  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**UPPER CAPE COD RVTSD****Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
9-12  
**Accumulate?** Yes  
**Limit?** 225

**Sick Leave Buy-Back?** Yes  
**percent:** 50%  
**or amount:**  
**conditions:** >225 days

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

**ADDITIONAL BENEFITS**

**Specify:** Longevity **FY16:** \$1,500 **FY17:** \$1500 **FY18:** \$1500 **FY19:** \$1500 **Notes:**

**UXBRIDGE**

Differences in Contract: Salaries based on experience &amp; longevity

Grade Configuration: Sick Days: 18  
 9-12 Accumulate? Yes  
 Limit? 18

Sick Leave Buy-Back? No  
 percent:  
 or amount:  
 conditions:

Health Insurance: Yes  
 FY16: 70% FY17: 70% FY18: 70% FY19: 70%  
 Other Insurance:

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days: 18  
 6-8 Accumulate? Yes  
 Limit? 18

Sick Leave Buy-Back? No  
 percent:  
 or amount:  
 conditions:

Health Insurance: Yes  
 FY16: 70% FY17: 70% FY18: 70% FY19: 70%  
 Other Insurance:

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days: 18  
 3-5 Accumulate? Yes  
 Limit? 18

Sick Leave Buy-Back? No  
 percent:  
 or amount:  
 conditions:

Health Insurance: Yes  
 FY16: 70% FY17: 70% FY18: 70% FY19: 70%  
 Other Insurance:

**ADDITIONAL BENEFITS**

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

Grade Configuration: Sick Days: 18  
 PK-2 Accumulate? Yes  
 Limit? 18

Sick Leave Buy-Back? No  
 percent:  
 or amount:  
 conditions:

Health Insurance: Yes  
 FY16: 70% FY17: 70% FY18: 70% FY19: 70%  
 Other Insurance:

**ADDITIONAL BENEFITS**

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

**WALES**

Differences in Contract:

Grade Configuration: Sick Days: 15  
 PK-6 Accumulate? Yes  
 Limit? 180

Sick Leave Buy-Back? No  
 percent:  
 or amount:  
 conditions:

Health Insurance: Yes  
 FY16: 80% FY17: 80% FY18: 80% FY19: 80%  
 Other Insurance: Dental 80%

**ADDITIONAL BENEFITS**

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

**WAYLAND****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
6-8 Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance: Yes**  
**FY16: 64% FY17: 64% FY18: 64% FY19: 64%**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15  
9-12 Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance: Yes**  
**FY16: 64% FY17: 64% FY18: 64% FY19: 64%**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 15  
K-5 Accumulate? No  
Limit?

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance: Yes**  
**FY16: 64% FY17: 64% FY18: 64% FY19: 64%**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**WESTFIELD****Differences in Contract:**

**Grade Configuration:** Sick Days: 18  
6-8 Accumulate? Yes  
Limit?

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance: Yes**  
**FY16: 80% FY17: #Type FY18: 77% FY19: 77%**  
!  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Performance **FY16:** **FY17:** **FY18: \$500-\$1000** **FY19: \$500-\$1000** **Notes:**  
Rating

**Grade Configuration:** Sick Days: 15-18  
K-5 Accumulate?  
Limit?

**Sick Leave Buy-Back? No**  
**percent:**  
**or amount:**  
**conditions:**

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

**ADDITIONAL BENEFITS**

**Specify:** Performance **FY16:** **FY17:** **FY18: \$500-\$1000** **FY19: \$500-\$1000** **Notes:**  
Rating

**Grade Configuration:** Sick Days: 18  
9-12 Accumulate? Yes  
Limit?

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

**Health Insurance:** Yes  
FY16: 80% FY17: #Type FY18: 77% FY19: 77%  
!  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Performance Rating FY16: FY17: FY18: \$500-\$1000 FY19: \$500-\$1000 **Notes:** Additional benefits FY16-FY17 range from \$900-\$2700

**WESTFORD**

**Differences in Contract:** Longevity based on years of service

**Grade Configuration:** Sick Days: 15  
6-8 Accumulate? Yes  
Limit? 150

**Sick Leave Buy-Back?** Yes  
percent:  
or amount: \$50  
conditions:

**Health Insurance:** Yes  
FY16: 60% FY17: #Type FY18: #Type FY19:  
!  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Tuition Reimbursement FY16: \$2,000 FY17: \$2,000.00 FY18: \$2,000.00 FY19: **Notes:**

**Grade Configuration:** Sick Days: 15  
3-5 Accumulate? Yes  
Limit? 150

**Sick Leave Buy-Back?** Yes  
percent:  
or amount: \$50  
conditions:

**Health Insurance:** Yes  
FY16: 60% FY17: #Type FY18: #Type FY19:  
!  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Tuition Reimbursement FY16: \$2,000 FY17: \$2000.00 FY18: \$2000.00 FY19: **Notes:**

**Grade Configuration:** Sick Days: 15  
K-2 Accumulate? Yes  
Limit? 150

**Sick Leave Buy-Back?** Yes  
percent:  
or amount: \$50  
conditions:

**Health Insurance:** Yes  
FY16: 60% FY17: #Type FY18: #Type FY19:  
!  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Tuition Reimbursement FY16: \$2,000 FY17: \$2000.00 FY18: \$2000.00 FY19: **Notes:**

**Grade Configuration:** Sick Days: 15  
9-12 Accumulate? Yes  
Limit? 150

**Sick Leave Buy-Back?** Yes  
percent:  
or amount: \$50  
conditions:

**Health Insurance:** Yes  
FY16: #Type FY17: #Type FY18: #Type FY19:  
!  
**Other Insurance:**

**ADDITIONAL BENEFITS**

**Specify:** Tuition Reimbursement FY16: \$2,000 FY17: \$2,000.00 FY18: \$2,000.00 FY19: **Notes:**

**WESTON****Differences in Contract:**

**Grade Configuration:** Sick Days: 20  
9-12 Accumulate? Yes  
Limit? unlimited

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

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

**ADDITIONAL BENEFITS**

**Specify:** Prof. Development FY16: \$1,500 FY17: \$1500 FY18: \$1500 FY19: Notes: 25 vacation days

**Grade Configuration:** Sick Days: 20  
K-5 Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

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

**ADDITIONAL BENEFITS**

**Specify:** Prof. Development FY16: \$1,500 FY17: \$1500 FY18: \$1500 FY19: Notes: 25 vacation days

**Grade Configuration:** Sick Days: 20  
6-8 Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

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

**ADDITIONAL BENEFITS**

**Specify:** Prof. Development FY16: \$1,500 FY17: \$1500 FY18: \$1500 FY19: Notes: 25 vacation days

**WESTWOOD****Differences in Contract:**

**Grade Configuration:** Sick Days: 15  
K-5 Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

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

**ADDITIONAL BENEFITS**

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

**WHATELY****Differences in Contract:**

**Grade Configuration:** Sick Days: 20  
PK-6 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
percent:  
or amount:  
conditions:

**Health Insurance:** Yes  
FY16: 75% FY17: 75% FY18: 75% FY19: 75%  
**Other Insurance:** Disability; Life

**ADDITIONAL BENEFITS**

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

**WHITTIER RVTSD****Differences in Contract:**

**Grade Configuration:** Sick Days: 17  
9-12 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** Yes  
**percent:**  
**or amount:** \$175  
**conditions:**

**Health Insurance:** Yes  
**FY16:** **FY17:** 75% **FY18:** 75% **FY19:**  
**Other Insurance:** Life Insurance

**ADDITIONAL BENEFITS**

Specify:	FY16:	FY17:	FY18:	FY19:	Notes:
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**WILMINGTON****Differences in Contract:** Tuition reimbursement rates are different

**Grade Configuration:** Sick Days: 15-18  
4-5 Accumulate? Yes  
Limit? 180-200

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** Life Insurance

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 18  
9-12 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** Life Insurance

**ADDITIONAL BENEFITS**

Specify:	FY16:	FY17:	FY18:	FY19:	Notes:
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**Grade Configuration:** Sick Days: 15  
6-8 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** Life Insurance

**ADDITIONAL BENEFITS**

Specify:	FY16:	FY17:	FY18:	FY19:	Notes:
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**Grade Configuration:** Sick Days: 15  
1-3 Accumulate? Yes  
Limit? 180

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 75% **FY17:** 75% **FY18:** 75% **FY19:** 75%  
**Other Insurance:** Life Insurance

**ADDITIONAL BENEFITS**

Specify:	FY16:	FY17:	FY18:	FY19:	Notes:
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**WOBURN****Differences in Contract:**

**Grade Configuration:** Sick Days: 13  
K-5 Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 76% **FY17:** 75% **FY18:** 74% **FY19:**  
**Other Insurance:**

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 13  
9-12 Accumulate? No  
Limit?

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 76% **FY17:** 75% **FY18:** 74% **FY19:**  
**Other Insurance:** Term Life \$100,000

**ADDITIONAL BENEFITS**

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

**Grade Configuration:** Sick Days: 13  
6-8 Accumulate? Yes  
Limit? Unlimited

**Sick Leave Buy-Back?** No  
**percent:**  
**or amount:**  
**conditions:**

**Health Insurance:** Yes  
**FY16:** 76% **FY17:** 75% **FY18:** 74% **FY19:**  
**Other Insurance:** Term Life \$100,000

**ADDITIONAL BENEFITS**

**Specify:** Annuity **FY16:** \$1,500 **FY17:** \$1500 **FY18:** \$1500 **FY19:** **Notes:**