

SUPERINTENDENT BENEFITS

Abington Date of Hire: 08/13/07 Contract Start: 07/01/2015 Contract End: 06/30/2020 #Students: 2000

Superintendent

Personal Days: 2
 Vacation Days: 25
 Sick Days: 18
 Accumulate: Limit: Unlimited
 Sick Leave Buy Back:
 at what percent?
 at what amount?
 Conditions: Up to 10 days per year

Annuity:
 FY16: FY18:
 FY17: FY19:

Additional Benefits:

FY16:
 FY17:
 FY18:
 FY19:

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

Other Insurance:
 Life Insurance (\$3000)
 FY16: 50% FY18: 50%
 FY17: 50% FY19: 50%

Additional Information

\$5700 travel allowance \$1000 prof member dues

Acton-Boxborough RSD Date of Hire: 08/27/17 Contract Start: 08/27/2017 Contract End: 06/30/2018 #Students: 1013

Interim Superintendent

Personal Days: 8
 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:

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

Acushnet Date of Hire: 07/01/17 Contract Start: 07/01/2017 Contract End: 06/30/2018 #Students: 923

Interim Superintendent

Personal Days: 3
Vacation Days: 2/mo.
Sick Days: 2
Accumulate: Limit:

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

Health Insurance:
FY16: 60% FY18:
FY17: FY19:

Annuity:
FY16: FY18:
FY17: FY19:

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

Other Insurance:
FY16: FY18:
FY17: FY19:

Additional Benefits:
Travel Reimbursement
FY16:
FY17:
FY18:
FY19:

Additional Information
1.5/month sick days

Agawam Date of Hire: 07/01/17 Contract Start: 07/01/2017 Contract End: 06/30/2020 #Students: 4091

Superintendent

Personal Days: 3
Vacation Days: 30
Sick Days: 18
Accumulate: Limit:

Sick Leave Buy Back:
at what percent?
at what amount? 30 days @ per diem rate
Conditions:

Health Insurance:
FY16: FY18: 50%
FY17: FY19: 50%

Annuity:
FY16: FY18:
FY17: FY19:

Disability Insurance:
FY16: FY18:
FY17: FY19:

Other Insurance:
FY16: FY18:
FY17: FY19:

Additional Benefits:
Longevity
FY16:
FY17:
FY18: \$1,250
FY19: \$1,250

Additional Information

Amesbury

Date of Hire: 09/01/15 Contract Start: 01/01/2016 Contract End: 06/30/2019 #Students: 2255

Superintendent

Personal Days: 4

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 125Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 75%

FY18: 75%

FY17: 75%

FY19: 75%

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Other Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Benefits:

Travel expenses and dues

FY16: \$2,500

FY17:

FY18:

FY19:

Additional Information**Amherst**

Date of Hire: 03/09/10 Contract Start: 07/01/2013 Contract End: 06/30/2018 #Students: 1213

Superintendent

Personal Days:

Vacation Days:

Sick Days:

Accumulate: Limit: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:

FY16:

FY18:

FY17:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

Amherst-Pelham RSD

Date of Hire: 07/01/06 Contract Start: 07/01/2013 Contract End: 06/30/2018 #Students: 1424

Superintendent

Personal Days: 3

Vacation Days: 66

Sick Days:

Accumulate: Limit: 240Sick Leave Buy Back:

at what percent?

at what amount? \$25/day

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 80%

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Arlington

Date of Hire: 09/05/00 Contract Start: Contract End: #Students: 5139

Superintendent

Personal Days: 2

Vacation Days: 25

Sick Days: 15

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Cell phone

FY16: \$2,400

FY17:

FY18:

FY19:

Health Insurance:

FY16: 80%

FY17: 80%

FY18: 80%

FY19: 80%

Other Insurance:

Basic Life Insurance

FY16: 50%

FY17: 50%

FY18: 50%

FY19: 50%

Additional Information

Ashland Date of Hire: 08/11/14 Contract Start: 07/01/2017 Contract End: 06/30/2023 #Students: 2661

Superintendent

Personal Days: 3
Vacation Days: 25
Sick Days: 15
Accumulate: Limit: 100

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

Health Insurance:
FY16: FY18: #Type!
FY17: #Type! FY19:

Annuity:
FY16: FY18:
FY17: FY19:

Disability Insurance:
FY16: FY18:
FY17: FY19:

Other Insurance:
FY16: FY18:
FY17: FY19:

Additional Benefits:
Vehicle mileage
FY16: \$1,200
FY17: \$1,200
FY18: \$1,200
FY19:

Additional Information
\$1200 travel allowance

Athol-Royalston RSD Date of Hire: Contract Start: 07/01/2017 Contract End: 06/30/2022 #Students: 1412

Superintendent

Personal Days: 3
Vacation Days: 25
Sick Days: 45
Accumulate: Limit: unlimited

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

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

Annuity:
FY16: FY18:
FY17: FY19:

Disability Insurance:
FY16: FY18:
FY17: FY19:

Other Insurance:
Dental/Life
FY16: FY18:
FY17: FY19:

Additional Benefits:
Cell Phone & Plan
FY16:
FY17:
FY18:
FY19:

Additional Information
Sick days are 45 to start plus 12 annually

Auburn Date of Hire: 07/01/08 Contract Start: 07/01/2015 Contract End: 06/30/2020 #Students: 2419

Superintendent

Personal Days: 3
Vacation Days: 30
Sick Days: 15
Accumulate: Limit:

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

Health Insurance:
FY16: 76% FY18: 76%
FY17: 76% FY19: 76%

Annuity:
FY16: FY18:
FY17: FY19:

Disability Insurance:
FY16: FY18:
FY17: FY19:

Other Insurance:
FY16: FY18:
FY17: FY19:

Additional Benefits:
Mileage reimbursement
FY16: #Type!
FY17: #Type!
FY18: #Type!
FY19: #Type!

Additional Information

Avon Date of Hire: 08/02/01 Contract Start: 12/02/2014 Contract End: 06/30/2018 #Students: 768

Superintendent

Personal Days: 3
Vacation Days: 25
Sick Days: 20
Accumulate: Limit: 200

Sick Leave Buy Back:
at what percent?
at what amount?
Conditions: 0-90: \$30/day; 91-180: \$45/day; 181-200:
\$65/day

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

Annuity:
FY16: FY18:
FY17: FY19:

Disability Insurance:
FY16: FY18:
FY17: FY19:

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

Additional Benefits:
FY16:
FY17:
FY18:
FY19:

Additional Information
\$1800 travel allowance

Belchertown

Date of Hire: 01/01/15 Contract Start: 07/01/2017 Contract End: 06/30/2020 #Students: 2416

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: UnlimitedSick Leave Buy Back:

at what percent?

at what amount? \$50

Conditions: 1 year notice of intent to retire

Annuity:

FY16: \$750

FY17: \$2,000

FY18: \$2,000

FY19: \$2,000

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Travel in district

FY16: \$2,000

FY17: \$2,000

FY18: \$2,000

FY19: \$2,000

Health Insurance:

FY16: 75%

FY17: 75%

FY18: 70%

FY19: 70%

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Can carry 10 vacation days into next year; unused personal days are added to sick leave

Bellingham

Date of Hire: 07/01/15 Contract Start: 07/01/2017 Contract End: 06/01/3021 #Students: 2471

Superintendent

Personal Days: 2

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 150Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 80%

FY17: 80%

FY18: 80%

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Berkley

Date of Hire: 07/01/06 Contract Start: 07/01/2012 Contract End: 06/30/2018 #Students: 915

Superintendent

Personal Days: 5

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: Vacation - 45 days; Sick - 220Sick Leave Buy Back:

at what percent? 10

at what amount?

Conditions: After 10 years

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

MCAS incentive

FY16:

FY17: \$1,100

FY18: \$1,100

FY19: \$1,100

Health Insurance:

FY16: 60%

FY17: 60%

FY18: 60%

FY19: 60%

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Buyback at 10%/20%; \$2000 travel allowance

Berkshire Hills RSD

Date of Hire: 07/01/09 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 1439

Superintendent

Personal Days: 5

Vacation Days: 25

Sick Days: 18

Accumulate: Limit: 180Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16: \$5,000

FY17: \$5,000

FY18: \$5,000

FY19: \$5,000

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Dental

FY16: 50%

FY17: 50%

FY18: 50%

FY19: 50%

Additional Benefits:

403 (b) (no district contribution) FSA (Distr. Only contributes to fee)

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 83%

FY17: 83%

FY18: 83%

FY19: 83%

Other Insurance:

Dental

FY16: 50%

FY17: 50%

FY18: 50%

FY19: 50%

Additional Information

Disability and Life Insurance are paid for at 89%

Berlin Date of Hire: 01/01/18 Contract Start: 01/01/2018 Contract End: 06/30/2020 #Students:

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: vacation- 10 carry over;
sick- 150 carry

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: FY18: 80%

FY17: FY19: 80%

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

Disability paid by Superintendent in full

Berlin-Boylston RSD Date of Hire: 01/01/18 Contract Start: 01/01/2018 Contract End: 06/01/2020 #Students: 865

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: vacation-10; sick 150

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 80% FY18: 80%

FY17: 80% FY19: 80%

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

Disability paid by Superintendent

Beverly**Date of Hire:** 03/31/14 **Contract Start:** 03/31/2014 **Contract End:** 06/30/2019 **#Students:** 4549**Superintendent****Personal Days:** 2**Vacation Days:** 25**Sick Days:** 15**Accumulate:** **Limit:** 150**Sick Leave Buy Back:**

at what percent?

at what amount?

Conditions:**Health Insurance:**

FY16: 80%

FY17: 80%

FY18: 80%

FY19: 80%

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**Blue Hills RVTSD****Date of Hire:** 07/01/06 **Contract Start:** 07/01/2016 **Contract End:** 06/30/2019 **#Students:** 900**Superintendent-Director****Personal Days:** 3**Vacation Days:** 25**Sick Days:** 18**Accumulate:** **Limit:** None**Sick Leave Buy Back:**

at what percent?

at what amount? \$25/day

Conditions: For 50 days (\$3500)**Health Insurance:**

FY16: 85%

FY17: 85%

FY18: 85%

FY19: 85%

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

50% of a \$2000 - life insurance policy

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Longevity: \$1500/yr

FY16:

FY17:

FY18:

FY19:

Additional Information

Boylston

Date of Hire: 01/01/18 Contract Start: 01/01/2018 Contract End: 06/30/2020 #Students:

Superintendent

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:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 80%

FY17: 80%

FY18: 80%

FY19: 80%

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Braintree

Date of Hire: 09/21/15 Contract Start: 09/21/2015 Contract End: 09/20/2018 #Students: 5802

Superintendent of Schools

Personal Days: 3

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: 277Sick Leave Buy Back:

at what percent?

at what amount? \$12

Conditions: Sick leave buy back is at \$12/day

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: 58%

Other Insurance:

Life Insurance

FY16: 50%

FY17: 50%

FY18: 50%

FY19: 50%

Additional Information

Brimfield	Date of Hire:	Contract Start:	Contract End:	#Students: 296
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See Tantasqua

Personal Days:

Vacation Days:

Sick Days:

Accumulate: Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

Disability Insurance:

FY16:

FY17:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

FY18:

FY19:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Brookfield	Date of Hire:	Contract Start:	Contract End:	#Students: 333
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See Tantasqua

Personal Days:

Vacation Days:

Sick Days:

Accumulate: Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

Disability Insurance:

FY16:

FY17:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

FY18:

FY19:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Canton

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 3349

Superintendent

Personal Days: 3

Vacation Days: 25 (10 carry over)

Sick Days: 15

Accumulate: Limit: 180 daysSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18: \$5,000

FY19:

Disability Insurance:

FY16:

FY17:

FY18: \$1,590

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17: 75%

FY18: 75%

FY19:

Other Insurance:

Dental, Medical-Hospital, Life (1308), workmans

FY16:

FY17:

FY18:

FY19:

Additional Information

Carlisle

Date of Hire: 08/01/13 Contract Start: 08/01/2013 Contract End: 06/30/2016 #Students: 620

Superintendent/Principal

Personal Days: 3

Vacation Days: 30

Sick Days: 15

Accumulate: Limit: 10/yr.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: 50%

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Carver Date of Hire: 07/01/12 Contract Start: 07/01/2015 Contract End: 07/01/2018 #Students: 1645

Superintendent

Personal Days: 5
Vacation Days: 25
Sick Days: 15
Accumulate: Limit: 200
Sick Leave Buy Back:
at what percent?
at what amount? 1/10th per diem
Conditions:

Annuity:
FY16: \$5,000 FY18:
FY17: \$5,000 FY19:
Disability Insurance:
FY16: FY18:
FY17: FY19:

Additional Benefits:
Travel & Conferences
FY16: \$3,000
FY17: \$3,000
FY18: \$3,000
FY19:

Health Insurance:
FY16: FY18:
FY17: FY19:

Other Insurance:
FY16: FY18:
FY17: FY19:

Additional Information

Chelmsford Date of Hire: 08/03/15 Contract Start: 07/01/2018 Contract End: 06/30/2023 #Students: 5306

Superintendent

Personal Days:
Vacation Days: 30
Sick Days: 13
Accumulate: Limit:
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: 75% FY18: 75%
FY17: 75% FY19: 75%

Other Insurance:
FY16: FY18:
FY17: FY19:

Additional Information

Chelsea

Date of Hire: 07/01/11 Contract Start: 07/01/2014 Contract End: 06/30/2017 #Students: 6399

Superintendent

Personal Days:

Vacation Days: 24

Sick Days: 30

Accumulate: Limit: 200

Sick Leave Buy Back:

at what percent?

at what amount? \$85

Conditions: upon retirement the superintendent can redeem 135 days of sick time

Health Insurance:

FY16: 80%

FY17:

FY18:

FY19:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16: \$80

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

Clinton

Date of Hire: 07/10/17 Contract Start: 07/10/2017 Contract End: 06/30/2020 #Students: 2005

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 70%

FY17: 70%

FY18: 70%

FY19: 70%

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

Cohasset Date of Hire: 07/01/11 Contract Start: 07/01/2014 Contract End: 06/30/2017 #Students: 1614

Superintendent

Personal Days: 3
Vacation Days: 25
Sick Days: 18
Accumulate: Limit: 180

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

Health Insurance:
FY16: 69% FY18:
FY17: FY19:

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

\$2500 prof development \$1000 tuition riem

Concord-Carlisle RSD Date of Hire: 07/01/17 Contract Start: 07/01/2017 Contract End: 06/30/2020 #Students: 1290

Superintendent

Personal Days:
Vacation Days: 30
Sick Days: 15
Accumulate: Limit: sick 200

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

Health Insurance:
FY16: 52% FY18: 55%
FY17: FY19:

Annuity:
FY16: FY18:
FY17: FY19:

Disability Insurance:
FY16: FY18:
FY17: FY19:

Other Insurance:
Dental Insurance
FY16: 50% FY18: 50%
FY17: FY19:

Additional Benefits:

FY16:
FY17:
FY18:
FY19:

Additional Information

Conway

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 157

Superintendent

Personal Days: 5

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: 180Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 70%

FY17: 80%

FY18: 80%

FY19: 80%

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance

FY16:

FY17: 100%

FY18: 100%

FY19: 100%

Additional Information

Danvers

Date of Hire: 08/13/90 Contract Start: 07/01/2018 Contract End: 06/30/2023 #Students: 3632

Superintendent

Personal Days: 4

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: Vac- 60; Sick- 175Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16: \$100

FY17: \$100

FY18: \$100

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance

FY16: 100%

FY17: 100%

FY18: 100%

FY19:

Additional Information

Dartmouth

Date of Hire: 04/10/15 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 3724

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 22

Accumulate: Limit: UnlimitedSick Leave Buy Back:

at what percent? .20 per diem rate

at what amount?

Conditions: up to 150 days

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 52%

FY17: 52%

FY18: 52%

FY19: 52%

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Deerfield

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 410

Superintendent

Personal Days:

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: Sick days - 180; vac- 30Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17: 8%

FY18: 8%

FY19: 8%

Other Insurance:

Life Insurance

FY16:

FY17: 100%

FY18: 100%

FY19: 100%

Additional Information

Dennis-Yarmouth RSD

Date of Hire: 10/31/05 Contract Start: 07/01/2011 Contract End: 06/01/2017 #Students: 3131

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 260Sick Leave Buy Back:

at what percent? .75

at what amount?

Conditions: Up to 60 Days

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 60%

FY17:

FY18:

FY19:

Other Insurance:

Dental; Life Insurance

FY16:

FY17:

FY18:

FY19:

Additional Information

\$3000 travel allowance

Dracut

Date of Hire: 08/01/12 Contract Start: 07/01/2014 Contract End: 06/30/2018 #Students: 3620

Superintendent

Personal Days:

Vacation Days:

Sick Days: 15

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Dudley-Charlton RSD

Date of Hire: 07/01/14 Contract Start: 07/01/2017 Contract End: 06/30/2020 #Students: 4191

Superintendent

Personal Days: 3

Vacation Days: 30

Sick Days:

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 75%

FY18: 75%

FY17: 75%

FY19: 75%

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

East Bridgewater

Date of Hire: 05/08/15 Contract Start: 07/01/2015 Contract End: 06/30/2020 #Students: 2347

Superintendent

Personal Days: 4

Vacation Days: 20, 10/yr accumulated

Sick Days: 15

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 40%

FY18: 40%

FY17: 40%

FY19: 40%

Annuity:

FY16: \$3,000

FY18: \$3,000

FY17: \$3,000

FY19: \$3,000

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Other Insurance:

Dental

FY16: 50%

FY18: 50%

FY17: 50%

FY19: 50%

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

East Longmeadow

Date of Hire: 07/20/10 Contract Start: 07/01/2017 Contract End: 06/30/2022 #Students: 2683

Superintendent

Personal Days: 5

Vacation Days: 25

Sick Days: 18

Accumulate: Limit: 180Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18: \$6,500

FY19: \$6,500

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 70%

FY17: 70%

FY18: 70%

FY19: 70%

Other Insurance:

Small Life Insurance Policy

FY16: 70%

FY17: 70%

FY18: 70%

FY19: 70%

Additional Information**Everett**

Date of Hire: 09/01/89 Contract Start: 11/18/2002 Contract End: 06/30/2021 #Students: 7200

Superintendent

Personal Days: 2

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 150Sick Leave Buy Back:

at what percent?

at what amount? \$90

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Auto Allowance

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 85%

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

\$2000 car allowance

Fall River

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 07/01/2020 #Students: 10607

Superintendent

Personal Days: 2

Vacation Days: 25

Sick Days: 14

Accumulate: Limit: Vacation-no;Personal-carry
1 per contract year; Sick-
YesSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 75%

FY17:

FY18: 75%

FY19: 75%

Annuity:

FY16:

FY17:

FY18: \$4,000

FY19: \$4,000

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18: \$2,000

FY19: \$2,000

Other Insurance:

District pays % of base plan

FY16:

FY17:

FY18: 75%

FY19: 75%

Additional Information

Farmington River RSD

Date of Hire: 06/27/06 Contract Start: 07/01/2015 Contract End: 06/30/2016 #Students: 122

Superintendent

Personal Days:

Vacation Days:

Sick Days:

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Annuity:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Framingham

Date of Hire: 07/01/13 Contract Start: 07/01/2014 Contract End: 06/30/2017 #Students: 8500

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: 35 daysSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16: \$18,500

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Franklin

Date of Hire: 07/01/17 Contract Start: 07/01/2017 Contract End: 06/30/2020 #Students:

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 16

Accumulate: Limit: 45 daysSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Education/Prof. Development/ Travel

FY16: \$19,200

FY17: \$19,200

FY18: \$6,400

FY19:

Health Insurance:

FY16:

FY17: #Type!

FY18: #Type!

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Franklin County RVTSD

Date of Hire: 07/01/15 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 531

Superintendent - Director

Personal Days: 4

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: 185Sick Leave Buy Back:

at what percent?

at what amount?

Conditions: up to 50: \$25; 51-100: \$50; 101-185: \$85

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16: \$360

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 75%

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance (\$10000); Dental 65%

FY16: 65%

FY17:

FY18:

FY19:

Additional Information

Frontier RSD

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 618

Superintendent

Personal Days: 5

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: 180Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 70%

FY17: 80%

FY18: 80%

FY19: 80%

Other Insurance:

Life Insurance

FY16:

FY17: 100%

FY18: 100%

FY19: 100%

Additional Information

Gardner

Date of Hire: 07/01/14 Contract Start: 07/01/2014 Contract End: 06/30/2017 #Students: 2425

Superintendent

Personal Days: 3

Vacation Days: 30

Sick Days: 15

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16: \$10,000

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:

FY18:

FY19:

Additional Information

Georgetown

Date of Hire: 07/01/07 Contract Start: 07/01/2014 Contract End: 06/30/2019 #Students: 1450

Superintendent

Personal Days: 4

Vacation Days: 25

Sick Days: 15

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16: \$12,000

FY17: \$12,000

FY18: \$12,000

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Gill-Montague RSD

Date of Hire: 07/01/13 Contract Start: 07/01/2013 Contract End: 06/30/2016 #Students: 990

Interim Superintendent

Personal Days: 4

Vacation Days: 25

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:

Additional Benefits:

Mileage Reimbursement

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 85%

FY17:

FY18:

FY19:

Other Insurance:

Dental

FY16: 20%

FY17:

FY18:

FY19:

Additional Information

\$3500 travel allowance

Greater Fall River RVTSD (Diman)

Date of Hire: 06/01/09 Contract Start: 07/01/2014 Contract End: 06/30/2016 #Students: 1422

Superintendent-Director

Personal Days: 3

Vacation Days: 25

Sick Days: 18

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount? \$150

Conditions: \$150/day

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16: \$1,235

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 70%

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance

FY16: 100%

FY17:

FY18:

FY19:

Additional Information

Greater New Bedford RVTSD

Date of Hire: 07/01/11 Contract Start: 07/01/2015 Contract End: 06/30/2017 #Students: 2200

Superintendent-Director

Personal Days: 3

Vacation Days: 25

Sick Days: 18

Accumulate: Limit: Vacation: 25 carried forwardSick Leave Buy Back:

at what percent?

at what amount? \$60

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 65%

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information**Groton-Dunstable RSD**

Date of Hire: 07/01/17 Contract Start: 07/01/2017 Contract End: 07/01/2020 #Students: 2694

Superintendent

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:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Cell phone & mileage

FY16: \$3,100

FY17: \$3,100

FY18: \$2,500

FY19:

Health Insurance:

FY16: 85%

FY17: 85%

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Hadley Date of Hire: 07/01/14 Contract Start: 07/01/2014 Contract End: 06/30/2017 #Students: 620

Superintendent

Personal Days: 3
Vacation Days: 25
Sick Days: 18
Accumulate: Limit: Vacation: 40; Sick: 190

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

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

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

Hanover Date of Hire: 07/01/13 Contract Start: 07/01/2017 Contract End: 06/30/2020 #Students: 2753

Superintendent

Personal Days: 3
Vacation Days: 25
Sick Days: 18
Accumulate: Limit: 140

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

Health Insurance:
FY16: 50% FY18: 50%
FY17: 50% FY19: 50%

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

Harvard

Date of Hire: 07/01/14 Contract Start: 07/01/2017 Contract End: 06/30/2022 #Students: 1149

Superintendent

Personal Days: 5

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: UnlimitedSick 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: 85%

FY17: 22%

FY18: 23%

FY19: 25%

Additional Information**Hatfield**

Date of Hire: 07/01/10 Contract Start: 07/01/2013 Contract End: 06/30/2016 #Students: 461

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 200Sick Leave Buy Back:

at what percent? .2

at what amount?

Conditions: Max \$200 days; after 10 years

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Merit bonus

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 50%

FY17:

FY18:

FY19:

Additional Information

\$2000 travel allowance \$2400 cell phone allowance \$2000 goal performance bonus

Hingham	Date of Hire:	Contract Start: 08/01/2016	Contract End: 07/31/2019	#Students: 4294
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Superintendent

Personal Days:

Vacation Days: 28

Sick Days: 15

Accumulate: Limit: None (only 120 pd to beneficiary upon death)

Sick Leave Buy Back:

at what percent?

at what amount? \$10/day

Conditions: Limit 120 days

Annuity:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Car; phone

FY16:

FY17: \$1,500

FY18: \$1,500

FY19: \$1,500

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 50%

FY17: 50%

FY18: 50%

FY19: 50%

Other Insurance:

Liability

FY16: 100%

FY17: 100%

FY18: 100%

FY19: 100%

Additional Information

Holland	Date of Hire:	Contract Start:	Contract End:	#Students: 230
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See Tantasqua

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

Holyoke

Date of Hire: 07/16/15 Contract Start: 01/14/2002 Contract End: 06/30/2010 #Students: 5573

Superintendent

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:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 50%

FY17:

FY18:

FY19:

Other Insurance:

Dental, Life Insurance

FY16: 50%

FY17:

FY18:

FY19:

Additional Information

\$566 travel allowance

Hopedale

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 1167

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 45Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 80%

FY17: 80%

FY18: 80%

FY19: 80%

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Hopkinton Date of Hire: 07/01/13 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 3521

Superintendent

Personal Days: 3
Vacation Days: 25
Sick Days: 20
Accumulate: Limit: Unlimited

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

Health Insurance:
FY16: FY18: #Type!
FY17: #Type! FY19:

Annuity:
FY16: FY18:
FY17: FY19:

Disability Insurance:
FY16: FY18:
FY17: FY19:

Other Insurance:
Life Insurance
FY16: 100% FY18: 100%
FY17: 100% FY19:

Additional Benefits:
FY16:
FY17:
FY18:
FY19:

Additional Information
will retire 6/30/18

Hudson Date of Hire: 07/01/17 Contract Start: 07/01/2017 Contract End: 06/30/2020 #Students: 3049

Superintendent

Personal Days: 3
Vacation Days: 25
Sick Days: 15
Accumulate: Limit: 60

Sick Leave Buy Back:
at what percent?
at what amount? \$60
Conditions: \$60/day if 15 years + of service

Health Insurance:
FY16: FY18: 50%
FY17: FY19:

Annuity:
FY16: FY18:
FY17: FY19:

Disability Insurance:
FY16: FY18:
FY17: FY19:

Other Insurance:
Dental (paid by employee); Life (50% paid by
employee)
FY16: FY18:
FY17: FY19:

Additional Benefits:
Max work related expense reimbursement
FY16:
FY17:
FY18: \$5,000
FY19: \$5,000

Additional Information

Hull

Date of Hire: 08/02/17 Contract Start: 08/02/2017 Contract End: 06/30/2020 #Students: 1110

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 100 daysSick Leave Buy Back:

at what percent? .50

at what amount?

Conditions: Must remain in district 5 years, limit of 80 days

Health Insurance:

FY16: 75%

FY18: 75%

FY17: 75%

FY19: 75%

Annuity:

FY16:

FY18:

FY17:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Other Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Information

Ipswich

Date of Hire: 07/01/17 Contract Start: 07/01/2017 Contract End: 06/30/2020 #Students: 2029

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: Max 75 daysSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16:

FY18: 65%

FY17:

FY19: 65%

Annuity:

FY16:

FY18:

FY17:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Other Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Information

King Philip RSD

Date of Hire: 07/01/10 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 2145

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 120Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16: \$4,000

FY17: \$5,000

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17:

FY18: 86%

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Kingston

Date of Hire: Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 1059

See Silver Lake REG. (shared cost)

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:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Leicester

Date of Hire: 01/28/13 **Contract Start:** 07/01/2015 **Contract End:** 06/30/2018 **#Students:** 1604

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: **Limit:** Vacation 40; Sick 160

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16: \$4,246

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance \$10K

FY16: 75%

FY17:

FY18:

FY19:

Additional Information

Lincoln-Sudbury RSD

Date of Hire: 07/01/13 **Contract Start:** 07/01/2014 **Contract End:** 06/30/2017 **#Students:** 1616

Interim Superintendent/Principal

Personal Days: 5

Vacation Days: 25

Sick Days: 0

Accumulate: **Limit:**

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

4500: Travel Reimbursements; 1500: Prof. Dev

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 70%

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance; AD&D

FY16: 100%

FY17:

FY18:

FY19:

Additional Information

Littleton

Date of Hire: 05/02/11 Contract Start: 07/01/2013 Contract End: 06/30/2018 #Students: 1635

Superintendent

Personal Days:

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: 20Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 70%

FY17:

FY18:

FY19:

Annuity:

FY16: \$5,000

FY17:

FY18:

FY19:

Disability Insurance:

FY16: \$3,000

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance \$3000

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

\$4000 travel allowance \$1000 car allowance

\$4500 tuition reim

Longmeadow

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 07/01/2019 #Students: 2902

Superintendent

Personal Days:

Vacation Days:

Sick Days:

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16:

FY17:

FY18:

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

Ludlow

Date of Hire: 01/01/12 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 2770

Superintendent

Personal Days: 3

Vacation Days: 30

Sick Days: 18

Accumulate: Limit: Can carry over 5 days from prior yearSick Leave Buy Back:

at what percent?

at what amount? \$15/day

Conditions: maximum 275 days only upon retirement or death

Health Insurance:

FY16: 81%

FY18: 81%

FY17: 81%

FY19:

Annuity:

FY16: \$2,600

FY17: \$3,800

FY18: \$3,800

FY19: \$5,200

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Life insurance \$1000

FY16: 100%

FY17:

FY18:

FY19:

Additional Benefits:

Life Insurance Premium

FY16: \$1,000

FY17: \$1,000

FY18: \$1,000

FY19: \$1,000

Additional Information

Premium for \$500k life insurance; not to exceed \$1000

Lynnfield

Date of Hire: 7/1/2014 Contract Start: 07/01/2014 Contract End: 06/30/2018 #Students: 2102

Superintendent

Personal Days: 2

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: sick unlimitedSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16:

FY18: #Type!

FY17: #Type!

FY19: #Type!

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

5 day vacation buy back

FY16:

FY17:

FY18:

FY19:

Additional Information

Salary FY19 assumes 2.5% increase; health insurance is the same for all district employees-varies by plan

Marlborough

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students:

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 90Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 70%

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

\$1200 travel allowance

Marshfield

Date of Hire: 07/01/15 Contract Start: 07/01/2015 Contract End: 07/31/2018 #Students: 4507

Superintendent

Personal Days: 3

Vacation Days: 30

Sick Days:

Accumulate: Limit: 177Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 50%

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Mashpee **Date of Hire:** 09/05/95 **Contract Start:** 02/01/2017 **Contract End:** 06/30/2021 **#Students:** 1749

Superintendent

Personal Days:

Vacation Days: 25

Sick Days: 18

Accumulate: **Limit:** 30 days per year

Sick Leave Buy Back:

at what percent? .33

at what amount?

Conditions: All sick leave accumulated prior to becoming Supt.

Annuity:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Bonus if district reaches level 2

FY16: \$6,000

FY17:

FY18:

FY19:

Disability Insurance:

FY16: \$3,600

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance - Group; Plus Additional Life Insurance
\$2500 max premium

FY16: 75%

FY18: 75%

Additional Information

Health Insurance:

FY16: 75%

FY18: 75%

FY17: 75%

FY19: 75%

FY17: 75%

FY19: 75%

Mendon-Upton RSD **Date of Hire:** 07/01/11 **Contract Start:** 07/01/2017 **Contract End:** 06/30/2018 **#Students:** 2391

Superintendent

Personal Days: 5

Vacation Days: 20

Sick Days: 20

Accumulate: **Limit:** sick 200

Sick Leave Buy Back:

at what percent?

at what amount? \$8500

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Short term life

FY16: 100%

FY17: 100%

FY18: 100%

FY19: 100%

Additional Information

Health Insurance:

FY16: 75%

FY18: 75%

FY17: 75%

FY19: 75%

Methuen Date of Hire: 08/24/10 Contract Start: 07/01/2017 Contract End: 08/31/2018 #Students: 7200

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 18

Accumulate: Limit:

Sick Leave Buy Back:

at what percent?

at what amount? \$50 up to 100 days; \$75/day 100-250

Conditions:

Health Insurance:

FY16: 62%

FY18: 62%

FY17: 62%

FY19: 62%

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Benefits:

Travel & Car allowances

FY16: \$2,800

FY17: \$2,800

FY18: \$2,800

FY19: \$2,800

Other Insurance:

Dental/Optical 100% employee funded

FY16:

FY18:

FY17:

FY19:

Additional Information

Option to extend contract to 08/31/19

Middleborough Date of Hire: 07/01/15 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students:

Superintendent

Personal Days: 3

Vacation Days: 20

Sick Days: 18

Accumulate: Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 30%

FY18: 30%

FY17: 30%

FY19:

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16: \$1,000

FY18: \$1,000

FY17: \$1,000

FY19:

Additional Benefits:

Mileage and Phone

FY16: \$1,800

FY17: \$1,800

FY18: \$1,800

FY19:

Other Insurance:

Life Insurance

FY16:

FY18:

FY17:

FY19:

Additional Information

Milford Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 4114

Superintendent

Personal Days: 2
Vacation Days: 25
Sick Days: 15
Accumulate: Limit: Sick; 250

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

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

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

Millbury Date of Hire: 08/14/14 Contract Start: 07/01/2016 Contract End: 06/30/2021 #Students: 1825

Superintendent

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

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

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

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

Disability Insurance:
FY16: FY18:
FY17: FY19:

Other Insurance:
FY16: FY18:
FY17: FY19:

Additional Benefits:

Travel \$100 monthly; cell phone \$60/month
FY16:
FY17:
FY18:
FY19:

Additional Information

Millis

Date of Hire: 07/01/08 Contract Start: 07/01/2015 Contract End: 06/30/2019 #Students: 1388

Superintendent

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

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

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

Annuity:
FY16: \$8,960 FY18: \$8,960
FY17: \$8,960 FY19:

Disability Insurance:
FY16: FY18:
FY17: FY19:

Other Insurance:
FY16: FY18:
FY17: FY19:

Additional Benefits:

FY16:
FY17:
FY18:
FY19:

Additional Information

Milton

Date of Hire: 07/01/08 Contract Start: 07/01/2008 Contract End: 06/30/2018 #Students: 4055

Superintendent

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

Sick Leave Buy Back:
at what percent? 100%
at what amount?
Conditions: 2 weeks max

Health Insurance:
FY16: 80% FY18: 78%
FY17: 80% FY19: 76%

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

Minuteman RVTSD

Date of Hire: 07/01/07 Contract Start: 06/17/2014 Contract End: 06/30/2017 #Students: 483

Superintendent

Personal Days: 2

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: Vacation: 5; Sick: UnlimitedSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 75%

FY17:

FY18:

FY19:

Other Insurance:

Dental 50%; Life Insurance

FY16: 50%

FY17:

FY18:

FY19:

Additional Information

\$1200 cell phone allowance

Montachusett RVTSD

Date of Hire: 11/13/14 Contract Start: 11/03/2014 Contract End: 06/30/2017 #Students: 1423

Superintendent-Director

Personal Days: 3

Vacation Days: 26

Sick Days: 18

Accumulate: Limit: 300Sick Leave Buy Back:

at what percent? .2

at what amount?

Conditions: up to 200 days at retirement

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Travel Allowance

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 75%

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Nahant	Date of Hire: 07/01/16	Contract Start: 07/01/2016	Contract End: 06/01/2019	#Students: 185
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Part Time Superintendent

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:

Additional Information

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Nantucket	Date of Hire: 07/01/10	Contract Start: 07/01/2016	Contract End:	#Students: 1535
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Superintendent

Personal Days: 5

Vacation Days: 30

Sick Days: 18

Accumulate: Limit: 100 days @ \$100

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16: \$15,000

FY17: \$15,000

FY18: \$15,000

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Housing stipend

FY16: \$18,000

FY17: \$18,000

FY18: \$18,000

FY19:

Additional Information

Health Insurance:

FY16:

FY17: #Type!

FY18: #Type!

FY19:

Narragansett RSD

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 1407

Superintendent

Personal Days: 0

Vacation Days: 25

Sick Days: 17

Accumulate: Limit: 90Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Benefits:

Travel/ cell phone

FY16:

FY17: #Type!

FY18: #Type!

FY19: #Type!

Health Insurance:

FY16:

FY18: 75%

FY17: 75%

FY19: 75%

Other Insurance:

Life insurance

FY16:

FY18: 75%

FY17: 75%

FY19: 75%

Additional Information**Nashoba RSD**

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 3481

Superintendent of Schools

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 125 daysSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Benefits:

Mileage; 2 state + 1 nat'l conference

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 70%

FY18: 70%

FY17: 70%

FY19: 70%

Other Insurance:

Dental

FY16: 50%

FY18: 50%

FY17: 50%

FY19: 50%

Additional Information

\$7320 car allowance

Natick	Date of Hire: 07/01/08	Contract Start: 07/01/2013	Contract End: 06/30/2019	#Students: 5500
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Superintendent

Personal Days: 5
 Vacation Days: 25
 Sick Days: 15

Accumulate: Limit: 150

Sick Leave Buy Back:

at what percent?
 at what amount?
 Conditions:

Health Insurance:

FY16: 90% FY18:
 FY17: FY19:

Annuity:

FY16: FY18:
 FY17: FY19:

Disability Insurance:

FY16: FY18:
 FY17: FY19:

Other Insurance:

Life Insurance (\$5000)
 FY16: FY18:
 FY17: FY19:

Additional Benefits:

FY16:
 FY17:
 FY18:
 FY19:

Additional Information

\$5000 travel allowance

Needham	Date of Hire: 07/01/06	Contract Start: 07/01/2011	Contract End:	#Students: 5563
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Superintendent

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

Accumulate: Limit: 200 days

Sick Leave Buy Back:

at what percent?
 at what amount?
 Conditions:

Health Insurance:

FY16: FY18:
 FY17: FY19:

Annuity:

FY16: \$12,500 FY18: \$12,500
 FY17: \$12,500 FY19:

Disability Insurance:

FY16: \$2,000 FY18: \$2,000
 FY17: \$2,000 FY19: \$2,000

Other Insurance:

FY16: FY18:
 FY17: FY19:

Additional Benefits:

FY16:
 FY17:
 FY18:
 FY19:

Additional Information

New Bedford

Date of Hire: 07/01/13 Contract Start: 07/01/2013 Contract End: 06/30/2016 #Students: 12565

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 18

Accumulate: Limit: Only sick can be accumulated, 18/yrSick 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 Insurance

FY16: 75%

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information**North Middlesex**

Date of Hire: 08/01/12 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 3590

Superintendent

Personal Days: 4

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 125Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 80%

FY17: 80%

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

North Reading

Date of Hire: 10/18/14 Contract Start: 10/18/2014 Contract End: 06/30/2017 #Students: 2561

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 180- sick; 35- vacationSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

special projects

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 70%

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Northampton

Date of Hire: 07/01/14 Contract Start: 07/01/2014 Contract End: #Students: 2701

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount? \$5500

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Cell phone

FY16: \$3,000

FY17: \$3,000

FY18: \$5,000

FY19: \$5,000

Health Insurance:

FY16: 80%

FY17: 80%

FY18: 80%

FY19: 80%

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Northbridge Date of Hire: 07/01/14 Contract Start: 07/01/2017 Contract End: 06/30/2022 #Students: 2709

Superintendent

Personal Days: 4
Vacation Days: 25
Sick Days: 15
Accumulate: Limit: 125

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

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

Annuity:
FY16: FY18:
FY17: FY19:

Disability Insurance:
FY16: FY18:
FY17: FY19:

Other Insurance:
Life Insurance
FY16: 75% FY18:
FY17: FY19:

Additional Benefits:

FY16:
FY17:
FY18:
FY19:

Additional Information

\$2900 prof development \$5000 prof member dues

Northern Berkshire RVTSD Date of Hire: 07/01/95 Contract Start: 07/01/1995 Contract End: #Students: 551

Superintendent

Personal Days: 5
Vacation Days: 25
Sick Days: 18
Accumulate: Limit: 255

Sick Leave Buy Back:
at what percent?
at what amount? \$35/day
Conditions: \$35.00/day for up to 240 days

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

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

Norton **Date of Hire:** 07/01/13 **Contract Start:** 07/01/2015 **Contract End:** 06/30/2020 **#Students:** 2558

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 18

Accumulate: **Limit:** Carry over 5 vacation days; accumulate up to 180 sick days

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Travel, dues, phone, tablet, course work

FY16: \$9,500

FY17: \$9,500

FY18: \$9,500

FY19: \$9,500

Disability Insurance:

FY16: \$5,000

FY17: \$5,000

FY18: \$5,000

FY19: \$5,000

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

\$4000 travsl allowance

Health Insurance:

FY16: 25%

FY17: 75%

FY18: 75%

FY19: 75%

Norwell **Date of Hire:** 01/11/12 **Contract Start:** 07/01/2017 **Contract End:** 07/01/2017 **#Students:** 2205

Superintendent

Personal Days: 5

Vacation Days: 25

Sick Days:

Accumulate: **Limit:** 240

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Car allowance

FY16: \$3,600

FY17: \$3,600

FY18: \$3,600

FY19: \$3,600

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

sick days 1.5/month

Health Insurance:

FY16: 80%

FY17: #Type!

FY18: #Type!

FY19: #Type!

Norwood

Date of Hire: 07/01/10 Contract Start: 07/01/2013 Contract End: 06/30/2016 #Students: 3080

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 260Sick Leave Buy Back:

at what percent?

at what amount? \$10,000

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

\$6000 travel allowance

Palmer

Date of Hire: 11/18/15 Contract Start: 11/18/2015 Contract End: 06/30/2022 #Students: 1450

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: 230Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Cell: 1,170; Travel: 750

FY16: \$1,920

FY17: \$1,920

FY18: \$1,920

FY19: \$1,920

Health Insurance:

FY16: 75%

FY17: 75%

FY18: 75%

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Pathfinder RVTSD

Date of Hire: 11/01/74 Contract Start: 07/01/2016 Contract End: 06/20/2019 #Students: 620

Superintendent/Director

Personal Days: 3

Vacation Days: 25

Sick Days: 18

Accumulate: Limit: In excess of 100 days may accumulate 400 days at 20% annual pay

Sick Leave Buy Back:

at what percent? 20%

at what amount?

Conditions: >30yrs excess of 100 days max 400 days;
max 300 days < 25-29yrs excess of 100 days max 375 days @ 20%; max 275 days < 25yrs excess of 100 days max 350 days @ 20%. Max 250

Health Insurance:

FY16: 85%

FY17: 80%

FY18: 80%

FY19: 80%

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance

FY16: 75%

FY17: 80%

FY18: 80%

FY19: 80%

Additional Benefits:

Longevity

FY16: \$3,800

FY17: \$3,800

FY18: \$3,800

FY19: \$4,000

Additional Information

Peabody

Date of Hire: 07/01/15 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 5800

Superintendent

Personal Days: 2

Vacation Days: 30

Sick Days: 10

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 85%

FY17: 85%

FY18: 85%

FY19: 85%

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

Pelham

Date of Hire: 03/09/10 Contract Start: 07/01/2013 Contract End: 06/30/2018 #Students: 121

Superintendent

Personal Days:

Vacation Days:

Sick Days:

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16:

FY17:

FY18:

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

Pentucket	Date of Hire: 07/12/12	Contract Start: 07/01/2015	Contract End:	#Students: 2596
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Superintendent

Personal Days: 3
 Vacation Days: 20
 Sick Days: 15
 Accumulate: Limit: 125

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

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

Annuity:
 FY16: FY18:
 FY17: FY19:

Disability Insurance:
 FY16: FY18:
 FY17: FY19:

Other Insurance:
 Dental
 FY16: 50% FY18: 50%
 FY17: 50% FY19: 50%

Additional Benefits:

FY16:
 FY17:
 FY18:
 FY19:

Additional Information

Superintendent retiring 06/30/18

Pioneer Valley RSD	Date of Hire: 07/01/15	Contract Start: 07/01/2015	Contract End: 06/30/2018	#Students: 900
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Superintendent/Business manager

Personal Days: 2
 Vacation Days: 25
 Sick Days: 18
 Accumulate: Limit: 190

Sick Leave Buy Back:
 at what percent? .1
 at what amount?
 Conditions:

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

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

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

Other Insurance:
 Life Insurance (\$2000)
 FY16: FY18:
 FY17: FY19:

Additional Benefits:

3.5 car allowance/4k annuity
 FY16: \$7,500
 FY17: \$7,500
 FY18: \$7,500
 FY19:

Additional Information

10% upon retirement

Pittsfield Date of Hire: 07/01/13 Contract Start: 06/30/2017 Contract End: 06/30/2023 #Students: 5744

Superintendent

Personal Days: 0

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: 100 days

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions: severance pay up to 100 days unused sick days

Health Insurance:

FY16: 85%

FY18: 85%

FY17: 85%

FY19: 85%

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16: \$2,500

FY18: \$1,570

FY17: \$2,500

FY19:

Additional Benefits:

Mileage stipend

FY16: \$1,200

FY17: \$1,200

FY18: \$1,200

FY19: \$1,200

Other Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Information

Plympton Date of Hire: Contract Start: 07/01/2008 Contract End: 06/30/2010 #Students: 216

See Silver Lake Reg. (Shared Cost)

Personal Days:

Vacation Days:

Sick Days:

Accumulate: Limit:

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:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Information

Provincetown

Date of Hire: 07/20/09 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 113

Superintendent

Personal Days:

Vacation Days:

Sick Days: 9

Accumulate: Limit:Sick Leave Buy Back:

at what percent? .15

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Travel, data, phone

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 80%

FY17:

FY18:

FY19:

Additional Information

Randolph

Date of Hire: 07/01/14 Contract Start: 07/01/2014 Contract End: 06/30/2017 #Students: 3100

Interim Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 5 Vacation , 45 sickSick Leave Buy Back:

at what percent? .5

at what amount?

Conditions: at per diem value

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance (\$5000)

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

Health Insurance:

FY16: 85%

FY17:

FY18:

FY19:

Ralph C Mahar RSD

Date of Hire: 07/01/13 Contract Start: 07/01/2017 Contract End: 05/30/2020 #Students: 1567

Superintendent

Personal Days: 20

Vacation Days: 25

Sick Days: 3

Accumulate: Limit: 180

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions: Up to 30 days @ per diem rate

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Other Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Benefits:

Health/Life Insurance & Cell phone

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 75%

FY18: 75%

FY17: 75%

FY19: 75%

Additional Information

Rockport

Date of Hire: Contract Start: Contract End: #Students: 988

Superintendent

Personal Days:

Vacation Days:

Sick Days:

Accumulate: Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Other Insurance:

Life Insurance

FY16: 100%

FY18:

FY17:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Information

Seekonk

Date of Hire: 09/01/98 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 2090

Superintendent

Personal Days: 4

Vacation Days: 30

Sick Days: 25

Accumulate: Limit: 225Sick Leave Buy Back:

at what percent? 40.5%

at what amount?

Conditions: After 75 days of hire date; Prior to 2005

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Life Insurance

FY16: \$4,000

FY17: \$4,000

FY18: \$4,000

FY19: \$4,000

Health Insurance:

FY16: 75%

FY17: 75%

FY18: 75%

FY19: 75%

Other Insurance:

Dental

FY16: 50%

FY17: 50%

FY18: 50%

FY19: 50%

Additional Information

Silver Lake

Date of Hire: 07/01/15 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 1829

Superintendent (shared cost Halifax, Kingston, Plympton)

Personal Days: 3

Vacation Days: 25

Sick Days: 18

Accumulate: Limit: 299Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 50%

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

\$3600 car allowance

South Hadley

Date of Hire: 07/01/12 Contract Start: 07/01/2012 Contract End: 07/01/2013 #Students: 1823

Superintendent

Personal Days: 2
 Vacation Days: 30
 Sick Days: 18
 Accumulate: Limit: 184

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

Health Insurance:
 FY16: 60% FY18:
 FY17: FY19:

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**South Shore RVTSD**

Date of Hire: 07/01/11 Contract Start: 07/01/2017 Contract End: 06/30/2022 #Students: 631

Superintendent/Director

Personal Days: 3
 Vacation Days: 30
 Sick Days: 15
 Accumulate: Limit: 100

Sick Leave Buy Back:
 at what percent?
 at what amount? \$4000
 Conditions: Up to 80 days at \$40 per day upon
 resignation, termination or retirement

Health Insurance:
 FY16: FY18:
 FY17: FY19:

Annuity:
 FY16: FY18:
 FY17: FY19:

Disability Insurance:
 FY16: FY18:
 FY17: FY19:

Other Insurance:
 FY16: FY18:
 FY17: FY19:

Additional Benefits:

Wellness
 FY16: \$1,000
 FY17: \$1,000
 FY18: \$1,000
 FY19: \$1,000

Additional Information

Southeastern RVTSD

Date of Hire: 04/01/17 Contract Start: 04/01/2017 Contract End: 06/30/2019 #Students: 1412

Superintendent

Personal Days: 3

Vacation Days: 22.5

Sick Days: 18

Accumulate: Limit: 165Sick Leave Buy Back:

at what percent? .15

at what amount?

Conditions: Must retire, have 165 sick days and 20 years with the school district

Health Insurance:

FY16: 70%

FY17: 70%

FY18: 70%

FY19: 70%

Annuity:

FY16: \$10,000

FY17: \$10,000

FY18: \$10,000

FY19: \$10,000

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Vehicle

FY16:

FY17:

FY18:

FY19:

Additional Information**Southern Berkshire RSD**

Date of Hire: 07/01/17 Contract Start: 07/01/2017 Contract End: 06/30/2020 #Students: 770

Superintendent

Personal Days: 4

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: up to 45 daysSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16:

FY17:

FY18: 80%

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

Health Ins not requested \$2000 travel allowance

Springfield

Date of Hire: 07/01/12 Contract Start: 07/01/2015 Contract End: 06/30/2020 #Students: 25645

Superintendent

Personal Days: 2

Vacation Days: 22

Sick Days: 15

Accumulate: Limit:Sick Leave Buy Back:

at what percent? 15

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 75%

FY17: 75%

FY18: 75%

FY19: 75%

Other Insurance:

Dental Insurance

FY16: 75%

FY17: 75%

FY18: 75%

FY19: 75%

Additional Information

Stoneham

Date of Hire: Contract Start: 07/01/2012 Contract End: 06/30/2017 #Students: 2300

Superintendent

Personal Days:

Vacation Days: 21

Sick Days: 15

Accumulate: Limit: 240Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

\$1800 travel allowance

Stoughton	Date of Hire: 07/01/09	Contract Start: 08/01/2013	Contract End: 08/01/2017	#Students: 3900
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Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 20

Accumulate: Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 70%

FY17:

FY18:

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

Sturbridge	Date of Hire:	Contract Start:	Contract End:	#Students: 982
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See Tantasqua

Personal Days:

Vacation Days:

Sick Days:

Accumulate: Limit:

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16:

FY17:

FY18:

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

Sudbury

Date of Hire: 07/01/11 Contract Start: 07/01/2014 Contract End: 06/30/2018 #Students: 2965

Superintendent

Personal Days: 7

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: unlimitedSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: FY18: #Type!

FY17: #Type! FY19:

Annuity:

FY16: \$5,000

FY17: \$5,000

FY18: \$5,000

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Dental

FY16: 75%

FY17: 75%

FY18: 75%

FY19:

Additional Information

Superintendent

Personal Days: 7

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: unlimitedSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: FY18: #Type!

FY17: #Type! FY19: #Type!

Other Insurance:

Dental

FY16: 75%

FY17: 75%

FY18: 75%

FY19:

Additional Information

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Sunderland

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 225

Superintendent

Personal Days: 5

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: 180Sick Leave Buy Back:

at what percent?

at what amount?

Conditions: up to 180 days; buy back is 2 days
accumulated per each year of serviceHealth Insurance:

FY16: 70%

FY18: 80%

FY17: 80%

FY19: 80%

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance

FY16: 100%

FY18: 100%

FY17: 100%

FY19: 100%

Additional Information

Sutton

Date of Hire: 07/01/10 Contract Start: 07/01/2017 Contract End: 06/30/2022 #Students: 1598

Superintendent

Personal Days: 2

Vacation Days: 25

Sick Days: 10

Accumulate: Limit:Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16:

FY18: #Type!

FY17: #Type!

FY19: #Type!

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Life

FY16: 100%

FY18: 100%

FY17: 100%

FY19: 100%

Additional Information

Swansea

Date of Hire: 07/01/13 Contract Start: 07/01/2013 Contract End: 06/30/2016 #Students: 2091

Superintendent

Personal Days: 2

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: NoneSick 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: 83%

FY17:

FY18:

FY19:

Additional Information

Tantasqua

Date of Hire: 07/01/13 Contract Start: 07/01/2016 Contract End: 06/30/2020 #Students: 1792

Superintendent

Personal Days: 0

Vacation Days: 25

Sick Days: 12

Accumulate: Limit: 90Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Dental; if insurance not taken, \$3,000 annuity per year for life ins. 2x the value of annual salary

FY16: 80%

FY17:

FY18:

FY19:

Additional Benefits:

Travel and Telecommunication

FY16: \$6,000

FY17: \$6,000

FY18: \$6,000

FY19: \$6,000

Health Insurance:

FY16: 60%

FY17:

FY18:

FY19:

Additional Information

\$5000 travel allowance

Tewksbury	Date of Hire: 06/23/10	Contract Start:	Contract End: 06/30/2016	#Students: 3552
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Superintendent

Personal Days: 2
Vacation Days: 25
Sick Days: 15
 Accumulate: **Limit:** 90

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

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

Annuity:
 FY16: \$5,000 **FY18:**
 FY17: **FY19:**

Disability Insurance:
 FY16: \$1,500 **FY18:**
 FY17: **FY19:**

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

Additional Benefits:
 Travel
 FY16:
 FY17:
 FY18:
 FY19:

Additional Information
 \$3000 travel allowance

Truro	Date of Hire: 07/01/14	Contract Start: 07/01/2016	Contract End: 06/30/2020	#Students:
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Superintendent

Personal Days:
Vacation Days:
Sick Days:
 Accumulate: **Limit:**

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

Additional Benefits:
 FY16:
 FY17:
 FY18:
 FY19:

Additional Information

Upper Cape Cod RVTSD

Date of Hire: 08/20/04 Contract Start: 07/01/2015 Contract End: 06/30/2020 #Students: 702

Superintendent

Personal Days: 3

Vacation Days: 30

Sick Days: 18

Accumulate: Limit: Sick 225; Vaca 5Sick Leave Buy Back:

at what percent? .5

at what amount?

Conditions: 50% of amount over 225 days at half per diem yearly

Health Insurance:

FY16: 70%

FY18: 70%

FY17: 70%

FY19: 70%

Annuity:

FY16: \$12,000

FY18: \$12,000

FY17: \$12,000

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Other Insurance:

Life Insurance (\$10000)

FY16:

FY18: 0%

FY17:

FY19: 0%

Additional Benefits:

Longevity

FY16: \$2,000

FY17: \$2,000

FY18: \$2,000

FY19: \$2,000

Additional Information**Uxbridge**

Date of Hire: 07/01/12 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 1892

Superintendent / High School Principal

Personal Days: 0

Vacation Days: 25

Sick Days: 18

Accumulate: Limit: 220Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 70%

FY18: 70%

FY17: 70%

FY19: 70%

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Other Insurance:

Dental

FY16:

FY18:

FY17:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

Wales	Date of Hire:	Contract Start:	Contract End:	#Students: 169
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See Tantasqua

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:

Additional Information

Health Insurance:

FY16:

FY17:

FY18:

FY19:

Wareham	Date of Hire: 08/01/13	Contract Start: 08/01/2016	Contract End: 07/31/2020	#Students: 2520
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Superintendent

Personal Days: 0

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 200

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16: \$5,000

FY17: \$5,000

FY18: \$5,000

FY19: \$5,000

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Dental

FY16:

FY17: 25%

FY18: 25%

FY19: 25%

Additional Benefits:

Medical annual exam

FY16:

FY17:

FY18:

FY19:

Additional Information

Health Insurance:

FY16:

FY17: 68%

FY18: 68%

FY19: 68%

Wayland

Date of Hire: 07/01/17 Contract Start: 07/01/2017 Contract End: 06/30/2020 #Students: 2400

Superintendent**Personal Days:**

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: Vacation 50Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16: \$3,500

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16: \$4,990

FY17: \$4,990

FY18: \$3,600

FY19: \$3,600

Health Insurance:

FY16: 64%

FY17: 64%

FY18: 64%

FY19: 64%

Additional Information

\$3600 travel allowance

Webster

Date of Hire: 07/01/12 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 2001

Superintendent

Personal Days: 2

Vacation Days: 25

Sick Days: 18

Accumulate: Limit: 120Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16: \$3,000

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Life Insurance (\$800)

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

\$2400 travel allowance \$900 cell phone allowance

Westfield

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 5696

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 18

Accumulate: Limit: 180 daysSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Health Insurance:

FY16: 80%

FY17: 79%

FY18: 77%

FY19: 77%

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

Westford

Date of Hire: 08/14/06 Contract Start: 07/01/2016 Contract End: 06/30/2020 #Students: 5179

Superintendent

Personal Days: 2

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: 150Sick Leave Buy Back:

at what percent?

at what amount?

Conditions: \$3000/yr of service @ retirement w/ max of \$42,000

Health Insurance:

FY16: 60%

FY17: 60%

FY18: 60%

FY19: 60%

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16: \$4,000

FY17: \$4,000

FY18: \$4,000

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Performance Bonu, travel, insurance

FY16: \$11,600

FY17: \$7,600

FY18:

FY19:

Additional Information

\$3600 travel allowance \$4000 goal performane bonus

Weston Date of Hire: 04/01/17 Contract Start: 04/01/2017 Contract End: 06/30/2019 #Students: 2370

Superintendent

Personal Days:

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: 1 year for vacation, sick unlimited

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Travel/Discretionary

FY16:

FY17:

FY18: \$5,000

FY19: \$5,000

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Health Insurance:

Additional Information

FY16:

FY18:

FY16:

FY18: 83%

FY17:

FY19:

FY17:

FY19: 83%

Westwood Date of Hire: 07/01/17 Contract Start: 07/01/2017 Contract End: 06/30/2020 #Students: 3253

Superintendent

Personal Days: 3

Vacation Days: 30

Sick Days: 15

Accumulate: Limit: Unlimited

Sick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16: \$10,000

FY17:

FY18: \$10,000

FY19: \$10,000

Additional Benefits:

job-related Expenses

FY16:

FY17:

FY18: \$150

FY19: \$150

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Other Insurance:

Health Insurance:

Additional Information

\$6000 travel allowance

FY16: 64%

FY18: 68%

FY16:

FY18:

FY17:

FY19: 68%

FY17:

FY19:

Whately

Date of Hire: 07/01/16 Contract Start: 07/01/2016 Contract End: 06/30/2019 #Students: 132

Superintendent**Personal Days:**

Vacation Days: 25

Sick Days: 20

Accumulate: Limit: 180Sick Leave Buy Back:

at what percent?

at what amount?

Conditions: up to 10 180 days; buy back is 2 days accumulated per each year of service

Health Insurance:

FY16: 0%

FY18: 80%

FY17: 80%

FY19: 80%

Annuity:

FY16:

FY18:

FY17:

FY19:

Disability Insurance:

FY16:

FY18:

FY17:

FY19:

Other Insurance:

Term Life

FY16: 100%

FY18:

FY17:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information**Whitman-Hanson RSD**

Date of Hire: 07/09/09 Contract Start: 07/01/2012 Contract End: 06/30/2016 #Students: 4075

Superintendent

Personal Days: 4

Vacation Days: 25

Sick Days: 18

Accumulate: Limit: 225Sick Leave Buy Back:

at what percent? .5

at what amount?

Conditions: 1/2 day's pay for all unused sick leave up to 60 days in excess of 80 days

Health Insurance:

FY16: 60%

FY18:

FY17:

FY19:

Annuity:

FY16: \$4,800

FY18:

FY17:

FY19:

Disability Insurance:

FY16: \$2,500

FY18:

FY17:

FY19:

Other Insurance:

Dental, Life Insurance

FY16: 75%

FY18:

FY17:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

\$3000 travel allowance \$5000 prof development

Whittier RVTSD

Date of Hire: 08/13/15 Contract Start: 08/12/2015 Contract End: 06/30/2018 #Students: 1320

Superintendent

Personal Days: 5

Vacation Days: 30

Sick Days: 17

Accumulate: Limit: 180Sick Leave Buy Back:

at what percent?

at what amount?

Conditions: \$200 per day up to a max. of 180 days

Annuity:

FY16: \$22,000

FY17: \$15,000

FY18: \$15,000

FY19: \$15,000

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16: \$3,500

FY17: \$3,500

FY18: \$3,500

FY19: \$3,500

Health Insurance:

FY16: 75%

FY17: 75%

FY18: 75%

FY19: 75%

Other Insurance:

Life insurance

FY16: 50%

FY17: 50%

FY18: 50%

FY19: 50%

Additional Information

Wilmington

Date of Hire: 07/01/14 Contract Start: 07/01/2017 Contract End: 06/30/2018 #Students: 3486

Interim Superintendent of Schools

Personal Days: 3

Vacation Days: 20

Sick Days: 18

Accumulate: Limit: 180 sick; 10 vacationSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Travel stipend

FY16:

FY17:

FY18: \$3,100

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 75%

FY17:

FY18: 75%

FY19:

Other Insurance:

Life

FY16:

FY17:

FY18: 75%

FY19:

Additional Information

\$5000 travel allowance

Winchester

Date of Hire: 07/01/15 Contract Start: 07/01/2015 Contract End: 06/30/2018 #Students: 4484

Superintendent

Personal Days: 3

Vacation Days: 25

Sick Days: 15

Accumulate: Limit: Vacation 45; Sick: UnlimitedSick Leave Buy Back:

at what percent?

at what amount?

Conditions:

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Health Insurance:

FY16: 75%

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Woburn

Date of Hire: 12/15/13 Contract Start: 07/01/2012 Contract End: 12/31/2017 #Students: 5010

Superintendent

Personal Days: 3

Vacation Days: 20

Sick Days: 15

Accumulate: Limit: sick 125; vacation 10Sick Leave Buy Back:

at what percent?

at what amount? \$80/day

Conditions: max. 150 days

Annuity:

FY16:

FY17:

FY18:

FY19:

Disability Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

Car Allowance/Travel

FY16: \$4,000

FY17: \$4,000

FY18: \$4,000

FY19:

Health Insurance:

FY16: 77%

FY17: 76%

FY18: 75%

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Information

Worcester

Date of Hire: 07/01/09 **Contract Start:** 07/01/2015 **Contract End:** 06/30/2018 **#Students:** 25340

Superintendent

Personal Days: 3

Vacation Days: 20

Sick Days: 15

Accumulate: **Limit:** 200

Sick Leave Buy Back:

at what percent?

at what amount? \$15

Conditions:

Health Insurance:

FY16: 75%

FY17:

FY18:

FY19:

Annuity:

FY16: \$7,793

FY17:

FY18:

FY19:

Disability Insurance:

FY16: \$3,500

FY17:

FY18:

FY19:

Other Insurance:

FY16:

FY17:

FY18:

FY19:

Additional Benefits:

FY16:

FY17:

FY18:

FY19:

Additional Information

Districts Responding: 148