

TEACHER CONTRACT INFORMATION

Abington

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 13

Contract Increases

Year 1: 1.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, nurses, guidance counselors, school psychologists

School Nurses Included in teachers contract

Notes:

Health Ins: Yes

FY16: 70%

FY17: 70%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes

Amount: \$50

Percent:

Max:

Conditions

Longevity: No

FY16: \$250 - \$2700

FY17: \$400-\$2700

Details:

Tuition Reimbursement: Yes

FY16: \$1,200

FY17: \$1200

Other Benefits: No

FY16:

FY17:

Acton Boxborough

Contract Start: 07/01/17

Contract End: 06/30/20

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 1.5%

Year 2: 2.4%

Year 3: 1.8%

Who is covered?

School Nurses Included in teachers' contract

Notes:

Health Ins: Yes

FY16:

FY17: 75%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No

Amount:

Percent:

Max:

Conditions

Longevity: Yes

FY16:

FY17: 2-4%

Details:

Tuition Reimbursement: Yes

FY16:

FY17: \$800

Other Benefits: No

FY16:

FY17:

Acushnet	Contract Start: 07/01/16	Contract End: 06/30/19	Length: 3 yrs	#Steps in Contract: 11
Contract Increases Year 1: 2.5% Year 2: 2.0% Year 3: 2.5% Who is covered? Teachers, Nurses, Guidance Counselors School Nurses Included in teachers contract Notes: Additional comp for team leaders	Health Ins: Yes FY16: 60% FY17: 60% Dental Ins: No FY16: FY17: Optical: No FY16: FY17:	Add'l Compensation for roles like Master Teacher, Team Leader, etc.? Yes FY16: \$1,151 FY17: \$1203 Stipend in Contract? Yes Sick Leave Buy Back? Yes Amount: \$30 Percent: Max: Conditions	Longevity: Yes FY16: FY17: Details: Tuition Reimbursement: Yes FY16: Not negotiated FY17: \$1150 Other Benefits: No FY16: FY17:	

Agawam	Contract Start: 07/01/16	Contract End: 06/30/19	Length: 3 yrs	#Steps in Contract: 13
Contract Increases Year 1: 2.0% Year 2: 2.0% Year 3: 2.0% Who is covered? Teachers, OT, PT, SLP, ETF School Nurses Have separate contract Notes:	Health Ins: Yes FY16: FY17: 50% Dental Ins: Yes FY16: FY17: 50% Optical: Yes FY16: FY17: 50%	Add'l Compensation for roles like Master Teacher, Team Leader, etc.? No FY16: FY17: Sick Leave Buy Back? Yes Amount: #Type! Percent: Max: Conditions	Longevity: Yes FY16: FY17: Details: Tuition Reimbursement: No FY16: FY17: Other Benefits: No FY16: FY17:	

Amesbury

Contract Start: 09/01/16

Contract End: 08/31/19

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 1.0%

Year 2: #Type!

Year 3: #Type!

Who is covered?

Teachers, Nurses, Guidance, Speech Therapist

School Nurses Included in teachers contract**Notes:**

additional comp for national board certification

Health Ins: Yes

FY16: 75%

FY17: 75%

Dental Ins: Yes

FY16: 75%

FY17: 50%

Optical: No

FY16:

FY17: #Type!

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

FY16:

FY17: \$2500

Stipend in Contract? Yes**Sick Leave Buy Back?** Yes**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$1200-2000

FY17: \$1250-\$2250

Details:**Tuition Reimbursement:** Yes

FY16: \$500

FY17: \$750-\$3000

Other Benefits: No

FY16:

FY17:

Ashland

Contract Start: 08/15/14

Contract End: 08/14/17

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: #Type!

Year 2: #Type!

Year 3: 2.0%

Who is covered?

Teachers, Guidance, Therapists

School Nurses Have separate contract**Notes:**

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

Health Ins: Yes

FY16: 75%

FY17: #Type!

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:** \$50**Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$850-1100

FY17: \$850-\$1500

Details:**Tuition Reimbursement:** Yes

FY16: Up to 4 Credit at FSU

FY17: \$860

Other Benefits: No

FY16:

FY17:

Athol Royalston

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 14

Contract Increases

Year 1: 1.0%

Year 2: 1.0%

Year 3: 1.5%

Who is covered?

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

School Nurses Included in teachers' contract**Notes:**

Additional comp. for outside teaching duties

Health Ins: Yes**FY16:****FY17:** 80%**Dental Ins:** Yes**FY16:****FY17:** 80%**Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** Yes**FY16:****FY17:** \$30/hr**Stipend in Contract?** Yes**Sick Leave Buy Back?** Yes**Amount:****Percent:****Max:** \$1000-\$1500**Conditions** \$1000-\$1500**Longevity:** Yes**FY16:****FY17:** \$200-\$3500**Details:****Tuition Reimbursement:** Yes**FY16:****FY17:** \$1500**Other Benefits:** Yes

Life Insurance

FY16:**FY17:** 50% paid**Avon**

Contract Start: 09/01/17

Contract End: 08/3/20

Length: 3 yrs

#Steps in Contract: 13

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, Nurses, Librarian, School Psychologist

School Nurses Included in teachers contract**Notes:****Health Ins:** Yes**FY16:** 75%**FY17:** 75%**Dental Ins:** No**FY16:****FY17:****Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:****FY17:****Sick Leave Buy Back?** Yes**Amount:****Percent:****Max:****Conditions****Longevity:** Yes**FY16:****FY17:****Details:****Tuition Reimbursement:** Yes**FY16:****FY17:** \$750**Other Benefits:** Yes**FY16:****FY17:** 14-17 yrs/ \$1500

Belchertown

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, Licensed Therapists, Guidance Counselors, Nurses, Speech and Language Pathologists, Social Workers, School Psychologists

School Nurses Included in teachers contract**Notes:****Health Ins:** No

FY16: 75%

FY17: 75%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:** \$17**Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$500-1700

FY17: \$500-1700

Details:**Tuition Reimbursement:** Yes

FY16: District

FY17: \$800 max

Other Benefits: No

FY16:

FY17:

Bellingham

Contract Start: 09/01/16

Contract End: 08/31/19

Length: 3 yrs

#Steps in Contract: 11

Contract Increases

Year 1: 1.5%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, Guidance, Counselors, Nurses

School Nurses Included in teachers' contract**Notes:****Health Ins:** Yes

FY16:

FY17: 80%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:** \$55**Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17: 15 years/\$700; 20 yrs/\$1000; 25

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Berkley

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 1.5%

Year 2: 1.8%

Year 3: 1.8%

Who is covered?

Teachers, nurses

School Nurses Included in teachers contract**Notes:**

Additional comp. For mentors

Health Ins: Yes**FY16:****FY17:** 60%**Dental Ins:** No**FY16:****FY17:****Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** Yes**FY16:****FY17:** \$500**Stipend in Contract?** Yes**Sick Leave Buy Back?** Yes**Amount:****Percent:****Max:** \$5000**Conditions** \$5000**Longevity:** Yes**FY16:****FY17:** \$700-\$2550**Details:****Tuition Reimbursement:** No**FY16:****FY17:** 1050**Other Benefits:** No**FY16:****FY17:****Berkshire Hills RSD**

Contract Start: 09/01/17

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: BA+
MA -17;
MA +3
+ MA +
60 - 18**Contract Increases**

Year 1: 1.4%

Year 2: 1.4%

Year 3: 1.4%

Who is covered?

All certified staff except administrators

School Nurses Included in teachers contract**Notes:**

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

Health Ins: Yes**FY16:****FY17:** 83%**Dental Ins:** Yes**FY16:** 50%**FY17:** 50%**Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** Yes**FY16:****FY17:** Mentor \$500; PL \$40/hr**Stipend in Contract?** Yes**Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes**FY16:****FY17:** \$250/500/1000**Details:****Tuition Reimbursement:** No**FY16:****FY17:** Interest Free Master's Loan Program**Other Benefits:** Yes

Disability 89%

FY16:**FY17:**

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

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

Beverly

Contract Start: 09/01/17

Contract End: 08/31/20

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 2.0%

Year 2: 1.0%

Year 3: 2.0%

Who is covered?

Teachers, Nurses, Sped Specialists

School Nurses Included in teachers' contract**Notes:**

Additional comp. fuction: program facilitators

Health Ins: Yes

FY16:

FY17: 80%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17: \$3169

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Blue Hills RVTSD

Contract Start: 09/01/17

Contract End: 08/31/19

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 2.5%

Year 2: 2.5%

Year 3: 1.0%

Who is covered?

Teachers-Fulltime and School Nurse-Fulltime

School Nurses Included in teachers contract**Notes:**

District pays stipends for specific work done outside of contract

Health Ins: No

FY16: 85%

FY17: 85%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Stipend in Contract? Yes**Sick Leave Buy Back?** Yes**Amount:** #Type!**Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17: per contract

Details: Varies**Tuition Reimbursement:** Yes

FY16: \$960

FY17: per contract

Other Benefits: No

FY16:

FY17:

Braintree

Contract Start: 09/01/16

Contract End: 08/31/19

Length: 3 yrs

#Steps in Contract: 11

Contract Increases

Year 1: 2.0%

Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Housemasters, Directors, Asst. Principals, Guidance/Psychologists, Nurses, Teachers, Title 1, Paraeducators, Coaches, OT/PT, S&L, Extracurricular advisor stipends, administrative assistants

School Nurses**Notes:**

Additional comp. function: coaching or extracurricular activity/club stipends

Health Ins: No**FY16:****FY17:** #Type!**Dental Ins:** No**FY16:****FY17:****Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** Yes**FY16:****FY17:** \$226-10,093**Stipend in Contract?** Yes**Sick Leave Buy Back?** Yes**Amount:** \$12**Percent:****Max:****Conditions****Longevity:** Yes**FY16:****FY17:** \$500-\$2600**Details:****Tuition Reimbursement:** Yes**FY16:****FY17:** \$500**Other Benefits:** Yes

Life Insurance 50%; Career Award \$1000

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

Contract Start: 07/01/17

Contract End: 06/30/20

Length: 3 yrs

#Steps in Contract: 5

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, guidance nurse, librarian

School Nurses Included in teachers contract**Notes:**

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

Health Ins: Yes**FY16:** 60%**FY17:** 60%**Dental Ins:** Yes**FY16:** 60%**FY17:** 60%**Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** Yes**FY16:****FY17:****Stipend in Contract?** No**Sick Leave Buy Back?** Yes**Amount:** #Type!**Percent:****Max:****Conditions****Longevity:** No**FY16:****FY17:****Details:****Tuition Reimbursement:** Yes**FY16:****FY17:****Other Benefits:** No

Retirement

FY16:**FY17:** \$9,000

Canton

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 15

Contract Increases

Year 1: 2.0%

Year 2: 2.5%

Year 3: 2.0%

Who is covered?

Nurses, OT, PT, Health and Safety

School Nurses Included in teachers' contract**Notes:**

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

Health Ins: Yes**FY16:****FY17:** 75%**Dental Ins:** Yes**FY16:****FY17:** 75%**Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** Yes**FY16:****FY17:****Stipend in Contract?** Yes**Sick Leave Buy Back?** Yes**Amount:****Percent:****Max:****Conditions****Longevity:** Yes**FY16:****FY17:** \$1300-\$3350**Details:****Tuition Reimbursement:** Yes**FY16:****FY17:** \$1250**Other Benefits:** No**FY16:****FY17:****Carver**

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 10

Contract Increases

Year 1: 1.5%

Year 2: 1.5%

Year 3: 2.0%

Who is covered?

All Teachers and Nurses - Paraprofessionals are also a unit of this contract.

School Nurses Included in teachers contract**Notes:**

Additional compensation for Dept. Heads, Lead teachers

Health Ins: Yes**FY16:** 75%**FY17:** 75%**Dental Ins:** No**FY16:****FY17:****Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** Yes**FY16:** \$6,748**FY17:** \$6,849.00**Stipend in Contract?** Yes**Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes**FY16:** \$325-3025**FY17:** \$335-3116**Details:****Tuition Reimbursement:** No**FY16:** \$1,050**FY17:** \$1,050**Other Benefits:** No**FY16:****FY17:**

Clinton

Contract Start: 07/01/15

Contract End: 06/30/18

Length: 3 yrs

#Steps in Contract: 9

Contract Increases

Year 1: 15.0%

Year 2: 2.0%

Year 3: 2.3%

Who is covered?

Teachers, Nurses, Speech, Specialists, OT's

School Nurses Included in teachers' contract**Notes:****Health Ins:** Yes

FY16:

FY17: 70%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:****Percent:****Max:** \$29,000**Conditions** \$29,000**Longevity:** Yes

FY16:

FY17: \$200-\$3700

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: \$1400

Other Benefits: No

FY16:

FY17:

Concord Carlisle

Contract Start: 07/01/17

Contract End: 06/30/20

Length: 3 yrs

#Steps in Contract: 16

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.8%

Who is covered?

See attached

School Nurses Included in teachers'**Notes:**

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

Health Ins: Yes

FY16:

FY17: #Type!

Dental Ins: Yes

FY16:

FY17: 50%

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17: 2%-6%

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: \$900

Other Benefits: No

FY16:

FY17:

Concord-Carlisle RSD

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: Yr 1-17; Yr 2&3 - 3-16

Contract Increases

Year 1: 2.3%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

See attached

School Nurses Included in teachers' contract**Notes:**

Health insurance ranges from 55%-63%

Health Ins: Yes

FY16: 63%

FY17: #Type!

Dental Ins: Yes

FY16: 50%

FY17: 50%

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:****Percent:** #Type!**Max:****Conditions****Longevity:** Yes

FY16:

FY17: \$500-\$3200

Details:**Tuition Reimbursement:** Yes

FY16: \$900

FY17: \$900

Other Benefits: No

FY16:

FY17:

Conway

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 37

Contract Increases

Year 1: 100.0%

Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Coaches, services, extra curricular activity leaders

School Nurses Included in teachers contract**Notes:**

Additional compensation for Head/Lead teachers

Health Ins: No

FY16: 70%

FY17: 70%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16: \$400

FY17:

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$3000

FY17: same

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: Yes

Professional Development

FY16: \$600

FY17: \$600

Danvers

Contract Start: 07/01/17

Contract End: 06/30/20

Length: 3 yrs

#Steps in Contract: 15

Contract Increases

Year 1: 2.9%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, school psychologists, guidance counselors, speech therapists, nurses

School Nurses Included in teachers contract**Notes:****Health Ins:** No**FY16:****FY17:****Dental Ins:** Yes**FY16:** 70%**FY17:****Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:** \$4,456**FY17:****Sick Leave Buy Back?** Yes**Amount:** #Type!**Percent:****Max:****Conditions****Longevity:** Yes**FY16:** \$250 - \$2050**FY17:** varies**Details:****Tuition Reimbursement:** No**FY16:****FY17:****Other Benefits:** No**FY16:****FY17:****Dartmouth**

Contract Start: 09/01/16

Contract End: 08/31/19

Length: 3 yrs

#Steps in Contract: 11

Contract Increases

Year 1: 2.0%

Year 2: 1.5%

Year 3: 1.5%

Who is covered?**School Nurses** Have separate contract**Notes:****Health Ins:** Yes**FY16:****FY17:** 52%**Dental Ins:** Yes**FY16:****FY17:****Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:****FY17:****Sick Leave Buy Back?** Yes**Amount:** #Type!**Percent:****Max:****Conditions****Longevity:** Yes**FY16:****FY17:** \$1500-\$1800**Details:****Tuition Reimbursement:** Yes**FY16:****FY17:** \$1000**Other Benefits:** No**FY16:****FY17:**

Deerfield

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 20

Contract Increases

Year 1: 100.0%

Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Coaches, Services, Extra Curricular Activity Leaders

School Nurses Included in teachers contract**Notes:**

Additional compensation for Head/Lead teachers

Health Ins: Yes

FY16: 70%

FY17:

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$3000

FY17: \$3000

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: Yes

Professional Development

FY16: \$600

FY17: \$600

East Bridgewater

Contract Start: 09/01/16

Contract End: 08/31/19

Length: 3 yrs

#Steps in Contract: 20

Contract Increases

Year 1:

Year 2: .0%

Year 3: .0%

Who is covered?

Teachers, guidance counselors, psychologist

School Nurses Included in teachers contract**Notes:****Health Ins:** Yes

FY16:

FY17: #Type!

Dental Ins: Yes

FY16:

FY17: 50%

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:****Percent:****Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

East Longmeadow

Contract Start: 09/2012

Contract End: 08/2015

Length: 3 yrs

#Steps in Contract: 14

Contract Increases

Year 1: 1.3%

Year 2: 1.3%

Year 3: 2.0%

Who is covered?

All Teachers, Speech Therapist, Guidance Counselors, Librarians, Psychologists, OT & PT

School Nurses Included in teachers contract**Notes:**

Additional Comp. Function - Dept. heads and head teachers

Health Ins: Yes

FY16:

FY17: 70%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17: \$3,375.00

Stipend in Contract? Yes**Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17:

Details: Amount or % is based on years of**Tuition Reimbursement:** Yes

FY16:

FY17: \$650.00

Other Benefits: No

FY16:

FY17:

Franklin

Contract Start: 09/01/16

Contract End: 08/31/19

Length: 3 yrs

#Steps in Contract: 15

Contract Increases

Year 1: 2.0%

Year 2: 2.5%

Year 3: 3.0%

Who is covered?

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

School Nurses Included in teachers' contract**Notes:****Health Ins:** Yes

FY16:

FY17: #Type!

Dental Ins: Yes

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:****Percent:****Max:** \$6300**Conditions** \$6300**Longevity:** Yes

FY16:

FY17: \$4000

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Frontier RSD

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 37

Contract Increases

Year 1: 1.0%

Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Coaches, Services, Extra Curricular Activity Leaders

School Nurses Included in teachers contract**Notes:**

\$400 additional pay for Head/Lead teachers

Health Ins: Yes

FY16: 70%

FY17:

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17: \$1,500

Stipend in Contract? Yes**Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$4000

FY17: \$4000

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: Yes

Professional Development

FY16: \$600

FY17: \$600

Groton Dunstable

Contract Start: 07/01/17

Contract End: 07/01/20

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 1.5%

Year 2: 2.3%

Year 3: 2.3%

Who is covered?

Teachers, Nurses, Guidance & Other counselors

School Nurses Included in teachers' contract**Notes:**

Additional comp. function: Curriculum Coordinators

Health Ins: Yes

FY16:

FY17: 85%

Dental Ins: Yes

FY16:

FY17: 65%

Optical: No

FY16:

FY17:

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

FY16:

FY17: \$5150

Stipend in Contract? Yes**Sick Leave Buy Back?** Yes**Amount:****Percent:** 55.0%**Max:****Conditions****Longevity:** Yes

FY16:

FY17: \$500

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: \$700

Other Benefits: No

FY16:

FY17:

Hanover

Contract Start: 07/01/15

Contract End: 06/30/18

Length: 3 yrs

#Steps in Contract:

Contract Increases

Year 1: 2.3%

Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Teachers, Partnership Teachers, Nurses, Guidance Counselors, School psychologists

School Nurses Included in teachers' contract**Notes:**

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

Health Ins: Yes

FY16:

FY17: 50%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Stipend in Contract? Yes**Sick Leave Buy Back?** Yes**Amount:****Percent:** 60.0%**Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: \$1300

Other Benefits: Yes

License Renewal

FY16:

FY17: \$100

Harvard

Contract Start: 09/01/17

Contract End: 08/31/20

Length: 3 yrs

#Steps in Contract: 13

Contract Increases

Year 1: 1.5%

Year 2: 2.8%

Year 3: #Type!

Who is covered?

Teachers, Nurses, Specialists

School Nurses Included in teachers' contract**Notes:****Health Ins:** Yes

FY16:

FY17: #Type!

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: \$2142

Other Benefits: No

FY16:

FY17:

Hopkinton

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 13

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.5%

Who is covered?

Teachers,SISP,BCBA

School Nurses Have separate contract**Notes:**

Additional comp. function: subject matter leaders

Health Ins: Yes

FY16:

FY17: #Type!

Dental Ins: Yes

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17: \$5500

Stipend in Contract? Yes**Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17: \$850-\$1350

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: \$1000-\$1250

Other Benefits: No

FY16:

FY17:

Hudson

Contract Start: 08/28/15

Contract End: 08/27/18

Length: 3 yrs

#Steps in Contract: 13

Contract Increases

Year 1: 2.0%

Year 2: 1.8%

Year 3: 2.0%

Who is covered?

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

School Nurses Included in teachers' contract**Notes:****Health Ins:** Yes

FY16:

FY17: 50%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:** \$60**Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17: varies

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: 50

Other Benefits: No

FY16:

FY17:

Hull

Contract Start: 09/01/16 **Contract End:** 08/31/19 **Length:** 3 yrs **#Steps in Contract:** 12

Contract Increases

Year 1: 1.5%
Year 2: 1.5%
Year 3: 2.5%

Who is covered?

Teachers, Psychologists, Guidance Counselors,
 Adjustment Counselors, Speech Pathologists

School Nurses Have separate contract

Notes:

Health Ins: Yes

FY16:
FY17: 75%

Dental Ins: No

FY16:
FY17:

Optical: No

FY16:
FY17:

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

FY16:
FY17:

Sick Leave Buy Back? Yes

Amount:
Percent:
Max: \$6375
Conditions \$6375

Longevity: Yes

FY16:
FY17: \$450-\$1200

Details:

Tuition Reimbursement: Yes

FY16:
FY17: up to \$1200

Other Benefits: Yes

Good Health
FY16:
FY17: \$250

Ipswich

Contract Start: 09/01/15 **Contract End:** 08/31/18 **Length:** 3 yrs **#Steps in Contract:** Total is placement only on steps 3 to 15

Contract Increases

Year 1: 1.5%
Year 2: #Type!
Year 3: #Type!

Who is covered?

Teachers, Nurses, Program Managers Spec. Ed

School Nurses Included in teachers' contract

Notes:

*15k split- shared by all

Health Ins: Yes

FY16:
FY17: 65%

Dental Ins: Yes

FY16:
FY17:

Optical: No

FY16:
FY17:

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

FY16:
FY17:

Sick Leave Buy Back? Yes

Amount:
Percent:
Max:
Conditions

Longevity: Yes

FY16:
FY17: 15 yrs/\$1000; 20 yrs \$1500

Details:

Tuition Reimbursement: Yes

FY16:
FY17:

Other Benefits: No

FY16:
FY17:

King Philip RSD

Contract Start: 09/01/2015 Contract End: 08/31/2018

Length: 3 yrs

#Steps in Contract: varies

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 1.5%

Who is covered?

Teachers, counselors, school psychologists, librarians, nurses, coaches, advisors

School Nurses Included in teachers contract**Notes:****Health Ins:** Yes

FY16:

FY17: 75%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17: varies

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: \$1500

Other Benefits: No

FY16:

FY17:

Longmeadow

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 16

Contract Increases

Year 1: 1.5%

Year 2: 1.5%

Year 3: 2.0%

Who is covered?

Teachers, guidance counselors, psychologists, speech/language pathologists, substance abuse coordinator, librarians, Dept Chairpersons

School Nurses Have separate contract**Notes:**

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

Health Ins: No

FY16:

FY17:

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Stipend in Contract? Yes**Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Ludlow

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 2.5%

Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Teachers, Guidance, Librarians, SLP, OT, School Psychologists, Clinicians

School Nurses Included in teachers' contract**Notes:****Health Ins:** Yes

FY16:

FY17: 81%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:** \$25**Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17: 250-2000

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Lynnfield

Contract Start: 09/01/2016

Contract End: 08/31/2019

Length: 3 yrs

#Steps in Contract: 11

Contract Increases

Year 1: 2.5%

Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Teachers & Nurses

School Nurses Included in teachers contract**Notes:****Health Ins:** Yes

FY16: 85%

FY17: #Type!

Dental Ins: Yes

FY16:

FY17: #Type!

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:** \$30**Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17:

Details: See chart**Tuition Reimbursement:** Yes

FY16: Varies

FY17: \$600/trimester

Other Benefits: No

FY16:

FY17:

Marlborough

Contract Start: 08/30/15

Contract End: 08/29/2018

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 2.5%

Year 2: 1.0%

Year 3: 2.0%

Who is covered?

Teachers, Service Providers

School Nurses Included in teachers contract**Notes:****Health Ins:** Yes

FY16: 70%

FY17:

Dental Ins: Yes

FY16: 50%

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:****Percent:** 40.0%**Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** Yes

FY16: \$650

FY17:

Other Benefits: Yes

FY16:

FY17:

Mashpee

Contract Start: 07/01/17

Contract End: 06/30/20

Length: 3 yrs

#Steps in Contract: 30

Contract Increases

Year 1: 2.0%

Year 2: 2.3%

Year 3: 2.3%

Who is covered?

Teachers, psychologists, guidance, counselors, nurse, librarian

School Nurses Included in teachers contract**Notes:**

Contractual compensation based on education level/credits

Health Ins: Yes

FY16: 75%

FY17: 75%

Dental Ins: Yes

FY16: 100%

FY17:

Optical: Yes

FY16: 100%

FY17:

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

FY16:

FY17:

Stipend in Contract? Yes**Sick Leave Buy Back?** Yes**Amount:****Percent:** 30.0%**Max:****Conditions****Longevity:** Yes

FY16: \$1525-1975

FY17:

Details:**Tuition Reimbursement:** Yes

FY16: \$32,151

FY17:

Other Benefits: Yes

FY16:

FY17: Grouplife 75%

Methuen

Contract Start: 09/01/16

Contract End: 08/31/18

Length: 2 yrs

#Steps in Contract: 11

Contract Increases

Year 1: #Type!

Year 2: 1.0%

Year 3:

Who is covered?

Teachers, guidance, psychologists, media, library

School Nurses Have separate contract**Notes:****Health Ins:** Yes

FY16: 62%

FY17: 38%

Dental Ins: Yes

FY16: 100%

FY17: 100%

Optical: Yes

FY16: 100%

FY17: 100%

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

FY16:

FY17:

Sick Leave Buy Back? Yes

Amount: \$25

Percent:

Max:

Conditions

Longevity: Yes

FY16: \$200 - \$2300

FY17: see attached

Details:**Tuition Reimbursement:** Yes

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Middleborough

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, Nurses, Guidance & Adjustment Counselors, Psychologists, OTPT, Speech

School Nurses Included in teachers' contract**Notes:**

No longevity for hires after 09/01/07

Health Ins: Yes

FY16:

FY17: #Type!

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No

Amount:

Percent:

Max:

Conditions

Longevity: Yes

FY16:

FY17: After 14 years

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: \$1000 max

Other Benefits: Yes

FY16:

FY17:

Milford

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 10

Contract Increases

Year 1: 1.5%

Year 2: 2.0%

Year 3: 25.0%

Who is covered?

Teachers, nurses, psychologists, OT, PT

School Nurses Included in teachers contract**Notes:****Health Ins:** Yes

FY16:

FY17: 70%

Dental Ins: Yes

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Millbury

Contract Start: 08/31/16

Contract End: 08/30/19

Length: 3 yrs

#Steps in Contract: 9

Contract Increases

Year 1: 1.8%

Year 2: 1.8%

Year 3: 1.5%

Who is covered?

Teachers, Nurses, Psychologists, Guidance Counselors

School Nurses Included in teachers contract**Notes:**

\$50-150 (Masters to PhD)

Health Ins: Yes

FY16: 75%

FY17: 75%

Dental Ins: No

FY16:

FY17: 50%

Optical: No

FY16:

FY17:

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

FY16:

FY17: \$50

Stipend in Contract? Yes**Sick Leave Buy Back?** Yes**Amount:** \$30**Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$450 - \$3450

FY17: varies

Details:**Tuition Reimbursement:** Yes

FY16: 50%

FY17: 50%

Other Benefits: Yes

retirement & incentive

FY16: \$1500

FY17:

Millis	Contract Start: 09/01/16	Contract End: 08/31/19	Length: 3 yrs	#Steps in Contract: 14
Contract Increases Year 1: 2.0% Year 2: 2.5% Year 3: 2.7%	Health Ins: Yes FY16: 68% FY17: 68%	Add'l Compensation for roles like Master Teacher, Team Leader, etc.? No FY16: FY17:	Longevity: Yes FY16: \$250-750 FY17: \$500, \$750 Details:	
Who is covered? All teachers and nurses	Dental Ins: No FY16: FY17:	Sick Leave Buy Back? Yes Amount: \$5 Percent:	Tuition Reimbursement: Yes FY16: \$700 FY17: \$7100/year	
School Nurses Included in teachers' contract	Optical: No FY16: FY17:	Max: Conditions	Other Benefits: No FY16: FY17:	
Notes:				

Milton	Contract Start: 09/01/16	Contract End: 08/31/19	Length: 3 yrs	#Steps in Contract: 15
Contract Increases Year 1: 2.0% Year 2: 2.0% Year 3: 2.0%	Health Ins: Yes FY16: FY17: 80%	Add'l Compensation for roles like Master Teacher, Team Leader, etc.? Yes FY16: FY17:	Longevity: Yes FY16: FY17: \$750 Details:	
Who is covered? Teachers, Nurses, Therapists	Dental Ins: No FY16: FY17:	Stipend in Contract? No Sick Leave Buy Back? Yes Amount: Percent: 30.0%	Tuition Reimbursement: Yes FY16: FY17: \$500	
School Nurses Included in teachers' contract	Optical: No FY16: FY17:	Max: Conditions	Other Benefits: Yes FY16: FY17: sick leave at sub rate	
Notes: Additional comp. for CAGS/\$1500; doctorate \$2800; National teacher cert. \$750				

Nahant

Contract Start: 09/01/17

Contract End: 08/31/20

Length: 3 yrs

#Steps in Contract: 10

Contract Increases

Year 1: 1.5%

Year 2: 2.0%

Year 3: 2.3%

Who is covered?

All DESE licensed staff - full time direct services

School Nurses Included in teachers' contract**Notes:****Health Ins:** Yes**FY16:****FY17:** 50%**Dental Ins:** Yes**FY16:****FY17:****Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:****FY17:****Sick Leave Buy Back?** Yes**Amount:** \$35**Percent:****Max:****Conditions****Longevity:** Yes**FY16:****FY17:** varies**Details:****Tuition Reimbursement:** No**FY16:****FY17:****Other Benefits:** Yes

Curriculum work \$3300/hr

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

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 14

Contract Increases

Year 1: 1.0%

Year 2: .0%

Year 3: 1.0%

Who is covered?

Teachers, Counselors, Nurses, OT & PT

School Nurses Included in teachers' contract**Notes:**

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

Health Ins: Yes**FY16:****FY17:** 75%**Dental Ins:** No**FY16:****FY17:****Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** Yes**FY16:****FY17:** % of B/I**Stipend in Contract?** Yes**Sick Leave Buy Back?** Yes**Amount:****Percent:** 17.0%**Max:****Conditions****Longevity:** Yes**FY16:****FY17:** scale dependent on years completed**Details:****Tuition Reimbursement:** Yes**FY16:****FY17:** \$997**Other Benefits:** No**FY16:****FY17:**

Nashoba RSD

Contract Start: 07/01/17

Contract End: 06/30/20

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 2.0%

Year 2: #Type!

Year 3: #Type!

Who is covered?Teachers, Guidance, Nurses, BCBA, school psychologists,
Social Worker/ Adjustment Counselor, Physical Therapist**School Nurses** Included in teachers contract**Notes:**

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

Health Ins: Yes**FY16:** 70%**FY17:** 70%**Dental Ins:** Yes**FY16:** 50%**FY17:** 50%**Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:****FY17:****Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes**FY16:** \$200**FY17:****Details:****Tuition Reimbursement:** Yes**FY16:** \$57,000**FY17:****Other Benefits:** No**FY16:****FY17:****Northampton**

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 11

Contract Increases

Year 1: .0%

Year 2: 1.0%

Year 3: 1.3%

Who is covered?Teachers, guidance, counselors, nurses, psychologists,
social workers, speech therapists, physical therapists, OT**School Nurses** On teachers' pay scale but not included in contract; Included in teachers' contract**Notes:****Health Ins:** Yes**FY16:****FY17:** 80%**Dental Ins:** No**FY16:****FY17:****Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:****FY17:****Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** No**FY16:****FY17:****Details:****Tuition Reimbursement:** No**FY16:****FY17:****Other Benefits:** No**FY16:****FY17:**

Northbridge

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 1.0%

Year 2: 1.5%

Year 3: 1.5%

Who is covered?Teachers, Nurses, OT's, Speech and Language
Pathologists, Psychologists**School Nurses** Included in teachers contract**Notes:****Health Ins:** Yes

FY16: 75%

FY17: 75%

Dental Ins: Yes

FY16: 100%

FY17: 100%

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$1800

FY17: \$1800

Details:**Tuition Reimbursement:** Yes

FY16: \$825

FY17: \$825

Other Benefits: No

FY16:

FY17:

Northern Berkshire RVTSD

Contract Start: 09/01/14

Contract End: 08/30/17

Length: 3 yrs

#Steps in Contract: 22

Contract Increases

Year 1: 1.8%

Year 2: 1.9%

Year 3: 1.9%

Who is covered?

Teachers, school nurses, guidance counselors, librarian

School Nurses Included in teachers contract**Notes:****Health Ins:** Yes

FY16: #Type!

FY17: #Type!

Dental Ins: Yes

FY16: #Type!

FY17: #Type!

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:** \$35**Percent:****Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Norton	Contract Start: 09/01/17	Contract End: 08/31/20	Length: 3 yrs	#Steps in Contract: 14
Contract Increases Year 1: 1.5% Year 2: 2.5% Year 3: 2.5% Who is covered? Teachers, Nurses, OT's, PT's, Speech School Nurses Included in teachers' contract Notes: 10 yrs: \$425; 15 yrs: \$850; 20 yrs: \$1000; 25 yrs: \$1150; 30 yrs: \$2250	Health Ins: Yes FY16: FY17: 75% Dental Ins: Yes FY16: FY17: Optical: Yes FY16: FY17:	Add'l Compensation for roles like Master Teacher, Team Leader, etc.? No FY16: FY17: Sick Leave Buy Back? Yes Amount: Percent: 25.0% Max: Conditions	Longevity: Yes FY16: FY17: Details: Tuition Reimbursement: Yes FY16: FY17: \$800 Other Benefits: No FY16: FY17:	

Norwell	Contract Start: 09/01/15	Contract End: 08/31/18	Length: 3 yrs	#Steps in Contract: 30
Contract Increases Year 1: 2.0% Year 2: 2.0% Year 3: 2.0% Who is covered? Teachers, Specialists, Nurses, Occupational therapists School Nurses Included in teachers' contract Notes: Additional comp. function: middle school team leaders; curriculum/ building coordinators comp. FY17: \$7386; reading, literacy & math coordinators FY17: \$4800	Health Ins: Yes FY16: FY17: Dental Ins: Yes FY16: FY17: Optical: No FY16: FY17:	Add'l Compensation for roles like Master Teacher, Team Leader, etc.? Yes FY16: FY17: \$3780 Stipend in Contract? Yes Sick Leave Buy Back? Yes Amount: Percent: Max: Conditions	Longevity: No FY16: FY17: Details: Tuition Reimbursement: Yes FY16: FY17: Other Benefits: No FY16: FY17:	

Palmer

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 13

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, guidance, med/thera, psychologist

School Nurses Have separate contract**Notes:****Health Ins:** No

FY16: 75%

FY17: 75%

Dental Ins: Yes

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$700-1000

FY17: \$700-\$900-\$1000

Details:**Tuition Reimbursement:** Yes

FY16: \$300

FY17:

Other Benefits: No

FY16:

FY17:

Peabody

Contract Start: 07/01/15

Contract End: 06/30/18

Length: 3 yrs

#Steps in Contract: 13

Contract Increases

Year 1: 1.8%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers

School Nurses Have separate contract**Notes:**

department heads receive stipend

Health Ins: No

FY16:

FY17:

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Stipend in Contract? Yes**Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17:

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Pentucket	Contract Start: 07/01/17	Contract End: 06/30/20	Length: 3 yrs	#Steps in Contract: 15
Contract Increases Year 1: 2.5% Year 2: 2.5% Year 3: 2.5% Who is covered? Teachers,nurses, special ed personnel School Nurses Included in teachers' contract Notes:	Health Ins: Yes FY16: 75% FY17: 75% Dental Ins: Yes FY16: 50% FY17: 50% Optical: No FY16: FY17:	Add'l Compensation for roles like Master Teacher, Team Leader, etc.? No FY16: FY17: Sick Leave Buy Back? No Amount: Percent: Max: Conditions	Longevity: No FY16: FY17: Details: Tuition Reimbursement: Yes FY16: \$49,000 FY17: \$500 Other Benefits: Yes Retirement Incentive FY16: FY17: \$1000	

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

RC Mahar

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 16

Contract Increases

Year 1: 1.0%

Year 2: 1.5%

Year 3: 1.5%

Who is covered?

Teachers, Guidance, Nurses, Coordinators, School Psychologist & Librarian

School Nurses Included in teachers' contract**Notes:****Health Ins:** Yes

FY16:

FY17: 75%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:** #Type!**Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17: \$2500 16-20 yrs; \$3500 21+

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: up to 12 credit hrs @ \$300 per credit

Other Benefits: No

FY16:

FY17:

RC Mahar (Orange)

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 15

Contract Increases

Year 1: 1.0%

Year 2: 1.5%

Year 3: 1.5%

Who is covered?

Teachers, Guidance, Psychologists, Nurses, Librarians, OT, SLP

School Nurses Included in teachers' contract**Notes:****Health Ins:** Yes

FY16:

FY17: 70%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: up to \$1000 out of \$5000 total on

Other Benefits: No

FY16:

FY17:

RC Mahar (Petersham)

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 16

Contract Increases

Year 1:

Year 2:

Year 3:

Who is covered?

Teachers, Counselors, Lib./Computer teacher

School Nurses Have separate contract**Notes:****Health Ins:** Yes

FY16:

FY17: 75%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: 3 credits @ Umass rate; 15 yrs/\$750,

Other Benefits: No

FY16:

FY17:

Rockport

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 13

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.1%

Who is covered?

Teachers and nurses

School Nurses Included in teachers contract**Notes:****Health Ins:** No

FY16: 75%

FY17:

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:** \$30**Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17:

Details:**Tuition Reimbursement:** Yes

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Seekonk

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 10

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Anyone with a professional licensure, except for administrators

School Nurses Included in teachers' contract**Notes:**

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

Health Ins: Yes**FY16:****FY17:** 75%**Dental Ins:** Yes**FY16:** 50%**FY17:** 50%**Optical:** Yes**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:****FY17:****Sick Leave Buy Back?** Yes**Amount:** \$41**Percent:****Max:****Conditions****Longevity:** Yes**FY16:****FY17:** Varies**Details:****Tuition Reimbursement:** Yes**FY16:****FY17:** \$1500**Other Benefits:** Yes

Life

FY16:**FY17:** \$4000**Southeastern RVTSD**

Contract Start: 09/01/15

Contract End: 08/30/18

Length: 3 yrs

#Steps in Contract: 13

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers

School Nurses On teachers' pay scale but not included in contract**Notes:****Health Ins:** Yes**FY16:** 70%**FY17:** 70%**Dental Ins:** Yes**FY16:** 50%**FY17:** 50%**Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:****FY17:****Sick Leave Buy Back?** Yes**Amount:****Percent:** 15.0%**Max:****Conditions****Longevity:** Yes**FY16:** \$550-1600**FY17:** \$572-1665**Details:****Tuition Reimbursement:** Yes**FY16:** \$2,386**FY17:** \$2560**Other Benefits:** Yes

150 sick days & 20 years

FY16:**FY17:**

Southern Berkshire RSD

Contract Start: 09/01/15

Contract End: 06/30/15

Length: 3 yrs

#Steps in Contract: 22

Contract Increases

Year 1: 1.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?Teachers, Librarians, Office of Student Services Staff,
Instructional Technology Integration**School Nurses** Included in teachers contract**Notes:****Health Ins:** Yes

FY16: 80%

FY17: 80%

Dental Ins: Yes

FY16: 80%

FY17: 80%

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:****Percent:****Max:** \$2000**Conditions** \$2000**Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** Yes

FY16: \$1,000

FY17: \$1000

Other Benefits: No

FY16:

FY17:

Springfield

Contract Start: 07/01/17

Contract End: 06/30/20

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1:

Year 2: 2.0%

Year 3: 2.0%

Who is covered?General & Special Education, Teachers, Counselors, Pupil
Service leader, Speech language Path, Psy, ILS**School Nurses** Have separate contract**Notes:**Additional comp. function: dept. chairs, critical needs, effective educator coaches, vocational critical
needs**Health Ins:** Yes

FY16:

FY17: 75%

Dental Ins: Yes

FY16:

FY17: 75%

Optical: Yes

FY16:

FY17: 75%

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

FY16:

FY17: \$3000 avg.

Stipend in Contract? Yes**Sick Leave Buy Back?** Yes**Amount:****Percent:** 15.0%**Max:****Conditions****Longevity:** Yes

FY16:

FY17: \$1000-\$2000

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Sturbridge

Contract Start: 07/01/17

Contract End: 06/30/20

Length: 3 yrs

#Steps in Contract: 14

Contract Increases

Year 1: 1.5%

Year 2: 2.0%

Year 3: 1.3%

Who is covered?

All teaching personnel licensed under Ch 71 of MGL

School Nurses Included in teachers contract**Notes:**

add. Comp. function: various stipends per contract

Health Ins: Yes

FY16: 60%

FY17: 65%

Dental Ins: Yes

FY16: 60%

FY17: 65%

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Stipend in Contract? No**Sick Leave Buy Back?** Yes**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$200-2500

FY17: 250 yrs 15-19

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Sudbury

Contract Start: 07/01/15

Contract End: 06/30/18

Length: 3 yrs

#Steps in Contract: 15/16

Contract Increases

Year 1: #Type!

Year 2: #Type!

Year 3: 3.5%

Who is covered?

Teachers, Speech/Language Pathologists, Guidance Counselors, BCBA's

School Nurses Have separate contract**Notes:****Health Ins:** Yes**FY16:****FY17:** #Type!**Dental Ins:** Yes**FY16:****FY17:** 75%**Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:****FY17:****Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** No**FY16:****FY17:****Details:****Tuition Reimbursement:** Yes**FY16:****FY17:** \$3200**Other Benefits:** Yes**FY16:****FY17:** \$200 annuity match

Contract Increases

Year 1: #Type!

Year 2: #Type!

Year 3: 3.5%

Who is covered?

Teachers, Speech/Language Pathologists, Guidance Counselors, BCBA's

School Nurses Have separate contract**Notes:****Health Ins:** Yes**FY16:****FY17:** #Type!**Dental Ins:** Yes**FY16:****FY17:** 75%**Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:****FY17:****Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** No**FY16:****FY17:****Details:****Tuition Reimbursement:** Yes**FY16:****FY17:** \$3200**Other Benefits:** Yes**FY16:****FY17:** \$200 annuity match

Sunderland

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 37

Contract Increases

Year 1: 1.0%

Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Teachers, Services, Nurses, Coaches, Extra Curricular Activity Leaders

School Nurses Included in teachers' contract**Notes:**

Head/Lead teachers receive \$400 additional compensation

Health Ins: Yes

FY16: 70%

FY17:

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16: \$400

FY17: \$1,500

Stipend in Contract? Yes**Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$3000

FY17: 3,000

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: Yes

Professional Development

FY16: \$600

FY17: \$600

Sutton

Contract Start: 08/28/17

Contract End: 06/30/20

Length: 3 yrs

#Steps in Contract: 8

Contract Increases

Year 1: 3.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

All professional staff

School Nurses Included in teachers' contract**Notes:**

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

Health Ins: Yes

FY16:

FY17:

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Tantasqua

Contract Start: 07/01/15

Contract End: 06/30/18

Length: 3 yrs

#Steps in Contract: 20

Contract Increases

Year 1: 2.3%

Year 2: 2.5%

Year 3: 2.5%

Who is covered?

All teaching personnel licensed under Ch. 91 of MGL

School Nurses Included in teachers contract**Notes:**

Additional comp. function: extra duty stipends - variable rates

Health Ins: Yes

FY16: 60%

FY17: 60%

Dental Ins: Yes

FY16: 60%

FY17: 60%

Optical: No

FY16:

FY17:

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

FY16:

FY17:

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

Amount: \$25

Percent:

Max:

Conditions

Longevity: Yes

FY16: \$100

FY17: \$100

Details: Year 11 - Year 19**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Truro

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 14

Contract Increases

Year 1: 1.0%

Year 2: 2.5%

Year 3: 2.0%

Who is covered?

All Classroom & Specialists, School nurse, school psychologist, school social worker

School Nurses Included in teachers' contract**Notes:**

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

Health Ins: Yes

FY16:

FY17: 65%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

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

Amount:

Percent: 25.0%

Max:

Conditions

Longevity: Yes

FY16:

FY17: Up to 2500

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: Up to 600

Other Benefits: No

FY16:

FY17:

Upper Cape Cod RVTSD

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 13

Contract Increases

Year 1: 1.0%

Year 2: 1.0%

Year 3: 1.0%

Who is covered?Teachers, Guidance Counselors, School Nurse,
Permanent Substitutes**School Nurses** Included in teachers contract**Notes:****Health Ins:** Yes

FY16: 70%

FY17: 70%

Dental Ins: Yes

FY16:

FY17: #Type!

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:****Percent:** 20.0%**Max:** \$12000**Conditions** \$12000**Longevity:** Yes

FY16: \$525-1025

FY17:

Details:**Tuition Reimbursement:** Yes

FY16: \$2,015

FY17: \$2153

Other Benefits: Yes

\$150 towards premium annually for single plan

FY16:

FY17:

Uxbridge

Contract Start: 07/01/14

Contract End: 06/30/17

Length: 3 yrs

#Steps in Contract: 25

Contract Increases

Year 1: 1.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, Nurses, Specialists

School Nurses Included in teachers contract**Notes:**

Additional pay for Lead teachers

Health Ins: Yes

FY16: 70%

FY17: 70%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16: \$5,998

FY17: \$5998

Stipend in Contract? Yes**Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16: \$1000

FY17: \$1000

Details:**Tuition Reimbursement:** Yes

FY16: \$300

FY17: \$300

Other Benefits: Yes

Mileage

FY16:

FY17:

Wales	Contract Start: 07/01/16	Contract End: 06/30/19	Length: 3 yrs	#Steps in Contract: 5
Contract Increases Year 1: #Type! Year 2: #Type! Year 3: 2.0%	Health Ins: Yes FY16: 80% FY17: 80%	Add'l Compensation for roles like Master Teacher, Team Leader, etc.? Yes FY16: FY17:	Longevity: Yes FY16: \$800-1800 FY17: Details:	
Who is covered? All teaching personnel licensed under Ch. 71 of MGL	Dental Ins: Yes FY16: 80% FY17: 80%	Stipend in Contract? Yes	Tuition Reimbursement: No FY16: FY17:	
School Nurses Included in teachers contract	Optical: No FY16: FY17:	Sick Leave Buy Back? Yes Amount: #Type! Percent:	Other Benefits: No FY16: FY17:	
Notes: additional comp.: extra duty stipends - variable rates		Max: Conditions		

Wayland	Contract Start: 07/01/17	Contract End: 06/30/20	Length: 3 yrs	#Steps in Contract: 15
Contract Increases Year 1: 2.0% Year 2: 2.3% Year 3: 2.3%	Health Ins: Yes FY16: #Type! FY17: #Type!	Add'l Compensation for roles like Master Teacher, Team Leader, etc.? Yes FY16: FY17:	Longevity: Yes FY16: \$1000-2000 FY17: \$1000-\$2000 Details:	
Who is covered? Certified teachers, Instructional technologists, Librarians, Coaches, Guidance, etc.	Dental Ins: No FY16: FY17:	Stipend in Contract? Yes	Tuition Reimbursement: Yes FY16: Pool of funds FY17: Pool of \$93,000	
School Nurses Have separate contract	Optical: No FY16: FY17:	Sick Leave Buy Back? No Amount: Percent:	Other Benefits: No Retirement Incentive (10%) FY16: FY17:	
Notes: Seven pay grades base on education level and number of years worked		Max: Conditions		

Westfield

Contract Start: 07/01/16

Contract End: 06/30/19

Length: 3 yrs

#Steps in Contract: 12

Contract Increases

Year 1: 1.5%

Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Teachers, Specialists, Team Leaders, Librarian, Coach, Psychologist, Guidance counselor, Adjustment counselor, Speech therapists, OT, PT, Nurse

School Nurses**Notes:****Health Ins:** Yes

FY16:

FY17: 79%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17: 100%; 65 or 100 days

Details:**Tuition Reimbursement:** Yes

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Westford

Contract Start: 09/01/2017

Contract End: 08/31/2020

Length: 3 yrs

#Steps in Contract: 14

Contract Increases

Year 1: 15.0%

Year 2: 15.0%

Year 3: 15.0%

Who is covered?

Teachers, Counselors, Librarians, OT's, PT's

School Nurses Have separate contract**Notes:****Health Ins:** Yes

FY16:

FY17: #Type!

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:** \$35**Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17: \$1200-\$2000

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: \$850-\$1000

Other Benefits: No

FY16:

FY17:

Weston

Contract Start: 09/01/16

Contract End: 08/31/19

Length: 3 yrs

#Steps in Contract: 10

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, Nurses, OT/PT, Metco

School Nurses Included in teachers' contract**Notes:****Health Ins:** Yes**FY16:****FY17:** 83%**Dental Ins:** Yes**FY16:****FY17:****Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:****FY17:****Sick Leave Buy Back?** No**Amount:****Percent:****Max:****Conditions****Longevity:** Yes**FY16:****FY17:** \$500/\$600/\$700**Details:****Tuition Reimbursement:** Yes**FY16:****FY17:** \$1200**Other Benefits:** Yes

Enhanced Long.

FY16:**FY17:** \$5000**Westwood**

Contract Start: 09/01/16

Contract End: 08/31/19

Length: 3 yrs

#Steps in Contract: 14

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Teachers, guidance counselors, nurses, psychologists

School Nurses Included in teachers contract**Notes:****Health Ins:** Yes**FY16:** 68%**FY17:** 68%**Dental Ins:** No**FY16:****FY17:****Optical:** No**FY16:****FY17:****Add'l Compensation for roles like Master Teacher, Team Leader, etc.?** No**FY16:****FY17:****Sick Leave Buy Back?** Yes**Amount:** \$25**Percent:****Max:****Conditions****Longevity:** Yes**FY16:** \$750-2500**FY17:** varies**Details:****Tuition Reimbursement:** Yes**FY16:** \$600/course**FY17:** \$1200**Other Benefits:** No**FY16:****FY17:**

Whately

Contract Start: 7/1/16

Contract End: 6/30/19

Length: 3 yrs

#Steps in Contract: 37

Contract Increases

Year 1: 1.0%

Year 2: 2.5%

Year 3: 2.5%

Who is covered?

Teachers, Services, Nurses, Coaches, Extra Curricular Activity Leaders

School Nurses Included in teachers**Notes:****Health Ins:** No

FY16:

FY17:

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No**Amount:****Percent:****Max:****Conditions****Longevity:** No

FY16:

FY17:

Details:**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: No

FY16:

FY17:

Whittier RVTSD

Contract Start: 09/01/15

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 17

Contract Increases

Year 1: 2.0%

Year 2: 2.0%

Year 3: 2.0%

Who is covered?

Nurses, Guidance, In-school suspension

School Nurses Included in teachers contract**Notes:****Health Ins:** Yes

FY16: 75%

FY17: 25%

Dental Ins: Yes

FY16: 50%

FY17: 50%

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? Yes**Amount:** #Type!**Percent:****Max:****Conditions****Longevity:** Yes

FY16:

FY17: \$500/\$750/\$1000/\$1250

Details:**Tuition Reimbursement:** Yes

FY16: \$850

FY17: \$950/course

Other Benefits: No

FY16:

FY17:

Wilmington

Contract Start: 09/01/18

Contract End: 08/31/21

Length: 3 yrs

#Steps in Contract: 11

Contract Increases

Year 1: 3.0%

Year 2: 3.0%

Year 3: 3.0%

Who is covered?

Teachers, Librarians, SLPs

School Nurses Have separate contract**Notes:**

Additional compensation for TL, Liaisons, Leaders, Chairperson; Sick leave may be accumulated up to 180 days, a tender must work at least 15 years to be eligible for this benefit

Health Ins: Yes

FY16: 75%

FY17: 75%

Dental Ins: No

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17: \$5,587

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

Amount: \$15

Percent:

Max: \$20

Conditions \$20

Longevity: Yes

FY16: \$700 - \$2250

FY17:

Details: Longevity for FY 17-19; 15-19**Tuition Reimbursement:** No

FY16:

FY17:

Other Benefits: Yes

Sick Leave Buy Back

FY16:

FY17: \$15 per unused day

Woburn

Contract Start: 09/01/14

Contract End: 08/31/18

Length: 3 yrs

#Steps in Contract: 13

Contract Increases

Year 1: 2.0%

Year 2: 3.0%

Year 3: #Type!

Who is covered?

Teachers, Nurses, Occupational Therapists, PT, Guidance

School Nurses Included in teachers' contract**Notes:****Health Ins:** Yes

FY16:

FY17: 76%

Dental Ins: Yes

FY16:

FY17:

Optical: No

FY16:

FY17:

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

FY16:

FY17:

Sick Leave Buy Back? No

Amount:

Percent:

Max:

Conditions

Longevity: Yes

FY16:

FY17: 1% at 16th year

Details:**Tuition Reimbursement:** Yes

FY16:

FY17: \$1000 up to 3 courses

Other Benefits: Yes

Longevity 1% every 4 years after 16

FY16:

FY17: