

# ASSISTANT SUPERINTENDENT BENEFITS

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<b>Abington</b>	<b>Date of Hire:</b> 03/05/07	<b>Contract Start:</b> 07/01/10	<b>Contract End:</b> 06/30/13	<b>#Students :</b> 2050
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## Assistant Superintendent for Pupil Personnel Services

<b>Pers Days:</b> 3	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 27		<b>FY10:</b> 75%	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 18	<b>Conditions:</b> `	<b>FY11:</b> 75%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 75%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b> Unlimited	<b>Additional Benefits</b>	<b>Other:</b>		<b>Contract Increase Specified?</b> No
	<b>FY10:</b> Monthly Travel Expenses \$175.00	<b>FY10:</b>		
	<b>FY11:</b> Monthly Travel Expenses \$175.00	<b>FY11:</b>		
	<b>FY12:</b> Monthly Travel Expenses \$175.00	<b>FY12:</b>		

**Notes:**

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<b>Belmont</b>	<b>Date of Hire:</b> 03/01/10	<b>Contract Start:</b> 07/01/11	<b>Contract End:</b> 06/30/12	<b>#Students :</b> 4000
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## Assistant Superintendent for Curriculum and Instruction

<b>Pers Days:</b> 3	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b>	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 18	<b>Conditions:</b>	<b>FY11:</b> 80%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 80%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b> 50 vac.; unlimited sick; 15 pd.	<b>Additional Benefits</b>	<b>Other:</b>		<b>Contract Increase Specified?</b> No
	<b>FY10:</b>	<b>FY10:</b>		
	<b>FY11:</b>	<b>FY11:</b>		
	<b>FY12:</b>	<b>FY12:</b>		

**Notes:**

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**Brookline**

Date of Hire: 07/01/09

Contract Start: 07/01/09

Contract End: 06/30/13

#Students : 6713

**Deputy Superintendent for Teaching & Learning****Pers Days:** 7      **Sick Leave Buy-Back?** Yes**Vac Days:** 25      50% of 40 days**Sick Days:** 15      **Conditions:** Upon termination of service**Accumulate:** Yes**Accumulate to How Many?: Additional Benefits**

See notes

**FY10:**  
**FY11:** At Supt.'s discretion, based on      \$500.00  
eval.**FY12:** At Supt.'s discretion, based on      \$500.00  
eval.**Health Insurance:**      **Annuity:** No**FY10:** 75%**FY10:****FY11:** 75%**FY11:****FY12:** 75%**FY12:****Disability:** Yes**FY10:****FY11:****FY12:****Other:** \$1000 toward life insurance**Contract Increase Specified?** No**FY10:****FY11:****FY12:****Notes:** 37.5 days can accrue; Vacation Buyback of 12 days/yr; 8 comp days to be used for in school vacations (Dec-Feb-April)**Brookline**

Date of Hire: 07/01/11

Contract Start: 07/01/11

Contract End: 06/30/14

#Students : 6713

**Assistant Superintendent for Student Services****Pers Days:** 7      **Sick Leave Buy-Back?** Yes**Vac Days:** 25      50% of 40 days**Sick Days:** 15      **Conditions:** Upon termination of service**Accumulate:** Yes**Accumulate to How Many?: Additional Benefits**

See notes

**FY10:**  
**FY11:**  
**FY12:** At Supt.'s discretion, based on      \$500.00  
eval.**Health Insurance:**      **Annuity:** No**FY10:****FY10:****FY11:****FY11:****FY12:** 75%**FY12:****Disability:** Yes**FY10:****FY11:****FY12:****Other:** \$500 toward life insurance**Contract Increase Specified?** No**FY10:****FY11:****FY12:****Notes:** 37.5 days can accrue; Vacation Buyback of 12 days/yr; 8 comp days for use in Dec/Feb/Apr school vacations

<b>Brookline</b>	<b>Date of Hire:</b> 07/01/11	<b>Contract Start:</b> 07/01/11	<b>Contract End:</b> 06/30/14	<b>#Students :</b> 6713
<b>Assistant Superintendent for Human Resources</b>				
<b>Pers Days:</b> 7	<b>Sick Leave Buy-Back?</b> Yes	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> Yes
<b>Vac Days:</b> 25	50% of 40 days	<b>FY10:</b>	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 15	<b>Conditions:</b> Upon termination of service	<b>FY11:</b>	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 75%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b> See notes	<b>Additional Benefits</b>	<b>Other:</b> \$500 toward life insurance	<b>Contract Increase Specified?</b> No	
	<b>FY10:</b>	<b>FY10:</b>		
	<b>FY11:</b>	<b>FY11:</b>		
	<b>FY12:</b> At Supt.'s discretion, based on \$500.00 eval.	<b>FY12:</b>		
<b>Notes:</b> 37.5 days can accrue; Vacation Buyback of 12 days/yr; 8 comp days for use in Dec/Feb/Apr school vacations				

<b>Chicopee</b>	<b>Date of Hire:</b> 09/06/07	<b>Contract Start:</b> 09/01/08	<b>Contract End:</b> 07/30/11	<b>#Students :</b> 1880
<b>Assistant Superintendent for Student Support Services</b>				
<b>Pers Days:</b> as needed	<b>Sick Leave Buy-Back?</b> Yes	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b> 50%	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 18	<b>Conditions:</b> Only after 20 years of service	<b>FY11:</b> 50%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 50%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b> Unlimited	<b>Additional Benefits</b>	<b>Other:</b> Dental	<b>Contract Increase Specified?</b> No	
	<b>FY10:</b>	<b>FY10:</b> 50%		
	<b>FY11:</b>	<b>FY11:</b> 50%		
	<b>FY12:</b>	<b>FY12:</b> 50%		
<b>Notes:</b>				

<b>Dighton-Rehoboth RSD</b>	<b>Date of Hire:</b> 09/02/08	<b>Contract Start:</b> 07/01/11	<b>Contract End:</b> 06/30/14	<b>#Students :</b> 3190
<b>Assistant Superintendent</b>				
<b>Pers Days:</b> per request	<b>Sick Leave Buy-Back?</b> Yes	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b> 75%	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 18	<b>Conditions:</b> At retirement	<b>FY11:</b> 75%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 75%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b> None	<b>Additional Benefits</b>	<b>Other:</b>	<b>Contract Increase Specified?</b> No	
	<b>FY10:</b>	<b>FY10:</b> 100%		
	<b>FY11:</b>	<b>FY11:</b> 100%		
	<b>FY12:</b>	<b>FY12:</b> 100%		
<b>Notes:</b>				

**Framingham**

Date of Hire: 08/01/09

Contract Start: 08/01/09

Contract End: 06/30/12

#Students : 8300

**Assistant Superintendent, Also Responsible for Curriculum/Professional Dev.**

<b>Pers Days:</b> 3	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b> 87%	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 15	<b>Conditions:</b>	<b>FY11:</b> 87%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 87%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b> 50	<b>Additional Benefits</b>	<b>Other:</b>		<b>Contract Increase Specified?</b> No
	<b>FY10:</b> Conference Attendance - \$1000; \$2,300.00 Auto Allowance - \$1300	<b>FY10:</b>		
	<b>FY11:</b> Conference - \$1000; Auto - \$2600 \$3,600.00	<b>FY11:</b>		
	<b>FY12:</b> Conference - \$1000; Auto - \$2600 \$3,600.00	<b>FY12:</b>		

Notes:

**Franklin**

Date of Hire: 07/01/09

Contract Start: 07/01/09

Contract End: 06/30/12

#Students :

**Assistant Superintendent**

<b>Pers Days:</b> As needed	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b>	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 20	<b>Conditions:</b>	<b>FY11:</b> 68%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 68%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b> 244	<b>Additional Benefits</b>	<b>Other:</b> Life		<b>Contract Increase Specified?</b> No
	<b>FY10:</b>	<b>FY10:</b> 50%		
	<b>FY11:</b>	<b>FY11:</b> 50%		
	<b>FY12:</b>	<b>FY12:</b> 50%		

Notes:

**Franklin County RVTSD**

Date of Hire: 07/01/09

Contract Start: 04/30/09

Contract End: 06/30/12

#Students : 502

**Principal/Assistant Superintendent**

<b>Pers Days:</b> 4	<b>Sick Leave Buy-Back?</b> Yes	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> Yes
<b>Vac Days:</b> 25		<b>FY10:</b> 75%	<b>FY10:</b>	<b>FY10:</b> \$20,000
<b>Sick Days:</b> 20	<b>Conditions:</b> 1-50: \$25; 51-100: \$50	<b>FY11:</b> 75%	<b>FY11:</b>	<b>FY11:</b> \$20,000
<b>Accumulate:</b> Yes		<b>FY12:</b> 75%	<b>FY12:</b>	<b>FY12:</b> \$20,000
<b>Accumulate to How Many?:</b> 185	<b>Additional Benefits</b>	<b>Other:</b> Life		<b>Contract Increase Specified?</b> Yes
	<b>FY10:</b>	<b>FY10:</b> 75%		3%
	<b>FY11:</b>	<b>FY11:</b> 75%		
	<b>FY12:</b>	<b>FY12:</b> 75%		

Notes:

**Hingham**

Date of Hire: 07/01/01

Contract Start: 07/01/10

Contract End: 06/30/13

#Students :

**Assistant Superintendent**

**Pers Days:** Sick Leave Buy-Back? Yes  
**Vac Days:** 28 \$10  
**Sick Days:** 15 **Conditions:**  
**Accumulate:** Yes  
**Accumulate to How Many?:** **Additional Benefits**  
 FY10:  
 FY11:  
 FY12:

**Health Insurance:** **Annuity:** No  
 FY10: 50% **FY10:**  
 FY11: 50% **FY11:**  
 FY12: 50% **FY12:**  
**Other:**  
 FY10:  
 FY11:  
 FY12:

**Disability:** No  
 FY10:  
 FY11:  
 FY12:  
**Contract Increase Specified?** Yes  
 2%

Notes:

**Longmeadow**

Date of Hire: 07/01/11

Contract Start: 07/01/11

Contract End: 06/30/12

#Students : 2963

**Assistant Superintendent for Curriculum**

**Pers Days:** 2 **Sick Leave Buy-Back?** No  
**Vac Days:** 25  
**Sick Days:** 10 **Conditions:**  
**Accumulate:** Yes  
**Accumulate to How Many?:** **Additional Benefits**  
 235 FY10:  
 FY11:  
 FY12:

**Health Insurance:** **Annuity:** No  
 FY10: 61.5% **FY10:**  
 FY11: 61.5% **FY11:**  
 FY12: 61.5% **FY12:**  
**Other:**  
 FY10:  
 FY11:  
 FY12:

**Disability:** No  
 FY10:  
 FY11:  
 FY12:  
**Contract Increase Specified?** No

Notes:

**Methuen**

Date of Hire: 07/01/04

Contract Start: 07/01/10

Contract End: 06/30/13

#Students : 7131

**Assistant Superintendent for Curriculum, Instruction & Assessment**

**Pers Days:** 3 **Sick Leave Buy-Back?** Yes  
**Vac Days:** 20  
**Sick Days:** 18 **Conditions:**  
**Accumulate:** Yes  
**Accumulate to How Many?:** **Additional Benefits**  
 Vacation 40 / Sick 247  
 FY10: Travel Allowance \$1,500.00  
 FY11: Travel Allowance \$1,500.00  
 FY12: Travel Allowance \$1,500.00

**Health Insurance:** **Annuity:** Yes\*  
 FY10: 62% **FY10:**  
 FY11: 62% **FY11:**  
 FY12: 62% **FY12:**  
**Other:** Dental, Optical  
 FY10:  
 FY11:  
 FY12:

**Disability:** Yes\*  
 FY10:  
 FY11:  
 FY12:  
**Contract Increase Specified?** No

Notes: \* Annuity/Disability are 100% employee funded

<b>Milford</b>	<b>Date of Hire:</b> 07/01/10	<b>Contract Start:</b> 07/01/10	<b>Contract End:</b> 06/30/13	<b>#Students :</b> 4200
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**Assistant Superintendent for Business & Human Resources**

<b>Pers Days:</b> 3	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b> 70%	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 15	<b>Conditions:</b>	<b>FY11:</b> 70%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 70%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b>	<b>Additional Benefits</b>	<b>Other:</b>		<b>Contract Increase Specified?</b> No
	<b>FY10:</b>	<b>FY10:</b> life insurance - \$100,000		
	<b>FY11:</b>	<b>FY11:</b>		
	<b>FY12:</b>	<b>FY12:</b>		

**Notes:**

<b>Newton</b>	<b>Date of Hire:</b> 09/26/10	<b>Contract Start:</b> 09/26/10	<b>Contract End:</b> 06/30/13	<b>#Students :</b> 11775
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**Assistant Superintendent/Chief Executive Officer**

<b>Pers Days:</b> 6	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b>	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 15	<b>Conditions:</b>	<b>FY11:</b> 80%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 80%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b>	<b>Additional Benefits</b>	<b>Other:</b> Dental & Basic Life		<b>Contract Increase Specified?</b> No
Unlimited	<b>FY10:</b>	<b>FY10:</b>		
	<b>FY11:</b> Per Month Travel Allowance	<b>FY11:</b> 50%		
	<b>FY12:</b> Per Month Travel Allowance	<b>FY12:</b> 50%		
	\$125.00			
	\$125.00			

**Notes:**

<b>Newton</b>	<b>Date of Hire:</b> 07/01/11	<b>Contract Start:</b> 07/01/11	<b>Contract End:</b> 06/30/14	<b>#Students :</b> 11775
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**Assistant Superintendent for Secondary Education**

<b>Pers Days:</b> 6	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b>	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 15	<b>Conditions:</b>	<b>FY11:</b>	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 80%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b>	<b>Additional Benefits</b>	<b>Other:</b>		<b>Contract Increase Specified?</b> No
275	<b>FY10:</b>	<b>FY10:</b>		
	<b>FY11:</b>	<b>FY11:</b>		
	<b>FY12:</b> Per Month Travel Allowance	<b>FY12:</b> 50%		
	\$125.00			

**Notes:**

<b>Newton</b>	<b>Date of Hire:</b> 07/01/10	<b>Contract Start:</b> 07/01/10	<b>Contract End:</b> 06/30/13	<b>#Students :</b> 11775
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**Assistant Superintendent for Elementary Education**

<b>Pers Days:</b> 6	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b>	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 15	<b>Conditions:</b>	<b>FY11:</b> 80%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 80%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b> 225	<b>Additional Benefits</b>	<b>Other:</b> Dental & Basic Life	<b>Contract Increase Specified?</b> No	
	<b>FY10:</b>	<b>FY10:</b>		
	<b>FY11:</b> Per Month Travel Allowance \$125.00	<b>FY11:</b> 50%		
	<b>FY12:</b> Per Month Travel Allowance \$125.00	<b>FY12:</b> 50%		

**Notes:**

<b>Newton</b>	<b>Date of Hire:</b> 07/01/11	<b>Contract Start:</b> 07/01/11	<b>Contract End:</b> 06/30/14	<b>#Students :</b> 11775
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**Deputy Superintendent for Teaching and Learning**

<b>Pers Days:</b> 6	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b>	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 15	<b>Conditions:</b>	<b>FY11:</b> 80%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 80%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b> 100	<b>Additional Benefits</b>	<b>Other:</b> Dental & Basic Life	<b>Contract Increase Specified?</b> No	
	<b>FY10:</b>	<b>FY10:</b>		
	<b>FY11:</b> Per month Travel Allowance \$125.00	<b>FY11:</b> 50%		
	<b>FY12:</b> Per Month Travel Allowance \$125.00	<b>FY12:</b> 50%		

**Notes:**

<b>Newton</b>	<b>Date of Hire:</b> 08/18/08	<b>Contract Start:</b> 08/18/08	<b>Contract End:</b> 06/30/11	<b>#Students :</b>
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**Assistant Superintendent for Student Services**

<b>Pers Days:</b> 6	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b>	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 15	<b>Conditions:</b>	<b>FY11:</b> 80%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 80%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b> 225	<b>Additional Benefits</b>	<b>Other:</b> Dental & Basic Life	<b>Contract Increase Specified?</b> No	
	<b>FY10:</b>	<b>FY10:</b>		
	<b>FY11:</b> Per Month Travel Allowance \$125.00	<b>FY11:</b> 50%		
	<b>FY12:</b> Per Month Travel Allowance \$125.00	<b>FY12:</b> 50%		

**Notes:**

**Northborough**

Date of Hire: 09/13/11

Contract Start: 09/13/11

Contract End: 06/30/14

#Students : 1898

**Assistant Superintendent**

Pers Days: Unlimited

Sick Leave Buy-Back? Yes

Health Insurance: Annuity: No

Disability: No

Vac Days: 25

FY10: 80%

FY10:

FY10:

Sick Days: 17

Conditions: Upon retirement; \$20/day to 100 days

FY11: 80%

FY11:

FY11:

Accumulate: Yes

FY12: 80%

FY12:

FY12:

Accumulate to How Many?:

**Additional Benefits**

Other: Life

Contract Increase Specified? No

260

FY10: \$2000 travel; \$2500 toward  
doctorate; 25% retirement  
incentive after 20 yrs service

FY10: 100%

FY11: Same

FY11: 100%

FY12: Same

FY12: 100%

Notes: 40/30/30 split between 3 districts

**Northborough-Southborough RSD**

Date of Hire: 09/13/11

Contract Start: 09/13/11

Contract End: 06/30/14

#Students :

**Assistant Superintendent**

Pers Days: Unlimited

Sick Leave Buy-Back? Yes

Health Insurance: Annuity: No

Disability: No

Vac Days: 25

FY10: 80%

FY10:

FY10:

Sick Days: 17

Conditions: After 20 yrs. of service \$20/day up to 100  
days

FY11: 80%

FY11:

FY11:

75%

Accumulate: Yes

FY12:

FY12:

FY12:

Accumulate to How Many?:

**Additional Benefits**

Other: Life

Contract Increase Specified? No

260

FY10: \$2000 travel; \$2500 toward  
doctorate; 25% retirement  
incentive

FY10: 100%

FY11: Same

FY11: 100%

FY12: Same

FY12: 100%

Notes: 40/30/30 split between 3 districts



<b>Ralph C Mahar</b>		<b>Date of Hire:</b> 06/13/11	<b>Contract Start:</b> 06/13/11	<b>Contract End:</b> 06/30/14	<b>#Students :</b>
<b>Assistant Superintendent for Teaching, Learning, &amp; Accountability</b>					
<b>Pers Days:</b> 0	<b>Sick Leave Buy-Back?</b> Yes	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No	
<b>Vac Days:</b> 15		<b>FY10:</b>	<b>FY10:</b>	<b>FY10:</b>	
<b>Sick Days:</b> 12	<b>Conditions:</b>	<b>FY11:</b>	<b>FY11:</b>	<b>FY11:</b>	
<b>Accumulate:</b> Yes		<b>FY12:</b>	<b>FY12:</b>	<b>FY12:</b>	
<b>Accumulate to How Many?:</b> 180	<b>Additional Benefits</b>	<b>Other:</b>		<b>Contract Increase Specified?</b> Yes	
	<b>FY10:</b>	<b>FY10:</b>		3%	
	<b>FY11:</b>	<b>FY11:</b>			
	<b>FY12:</b>	<b>FY12:</b>			

**Notes:**

<b>Sharon</b>		<b>Date of Hire:</b> 07/01/11	<b>Contract Start:</b> 07/01/11	<b>Contract End:</b> 06/30/14	<b>#Students :</b> 3437
<b>Assistant Superintendent</b>					
<b>Pers Days:</b> 4	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> Yes	<b>Disability:</b> Yes	
<b>Vac Days:</b> 25		<b>FY10:</b>	<b>FY10:</b> \$4,500	<b>FY10:</b>	
<b>Sick Days:</b> 18	<b>Conditions:</b>	<b>FY11:</b>	<b>FY11:</b> \$4,500	<b>FY11:</b>	
<b>Accumulate:</b> Yes		<b>FY12:</b>	<b>FY12:</b> \$0	<b>FY12:</b> \$780	
<b>Accumulate to How Many?:</b> Unlimited	<b>Additional Benefits</b>	<b>Other:</b>		<b>Contract Increase Specified?</b> No	
	<b>FY10:</b> \$4500 Annuity; \$2000 Travel \$6,500.00	<b>FY10:</b>			
	<b>FY11:</b> \$4500 Annuity; \$2500 Travel \$7,000.00	<b>FY11:</b>			
	<b>FY12:</b> \$2500 Travel; \$2000 Tuition Reimbursement \$4,500.00	<b>FY12:</b>			

**Notes:**

<b>Southborough</b>		<b>Date of Hire:</b> 09/13/11	<b>Contract Start:</b> 09/13/11	<b>Contract End:</b> 06/30/14	<b>#Students :</b> 1503
<b>Assistant Superintendent</b>					
<b>Pers Days:</b> Unlimited	<b>Sick Leave Buy-Back?</b> Yes	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No	
<b>Vac Days:</b> 25		<b>FY10:</b> 80%	<b>FY10:</b>	<b>FY10:</b>	
<b>Sick Days:</b> 17	<b>Conditions:</b>	<b>FY11:</b> 80%	<b>FY11:</b>	<b>FY11:</b>	
<b>Accumulate:</b> Yes		<b>FY12:</b> 75%	<b>FY12:</b>	<b>FY12:</b>	
<b>Accumulate to How Many?:</b> 260	<b>Additional Benefits</b>	<b>Other:</b> Life		<b>Contract Increase Specified?</b> No	
	<b>FY10:</b> \$2000 travel, \$2500 towards doctorate, 25% retirement incentive after 20 yrs	<b>FY10:</b> 100%			
	<b>FY11:</b> Same	<b>FY11:</b> 100%			
	<b>FY12:</b> Same	<b>FY12:</b> 100%			

**Notes:** 40/30/30 Split between 3 districts

**Tantasqua**

Date of Hire: 08/01/10

Contract Start: 08/01/10

Contract End: 06/30/13

#Students : 3800

**Associate Superintendent**

**Pers Days:** 3  
**Sick Leave Buy-Back?** Yes  
**Vac Days:** 25 \$25/day  
**Sick Days:** 20  
**Conditions:**  
**Accumulate:** Yes  
**Accumulate to How Many?:** 180  
**Additional Benefits**  
**FY10:** Per Month Travel Allowance \$200.00  
**FY11:** Per Month Travel Allowance \$200.00  
**FY12:** Per Month Travel Allowance \$200.00

**Health Insurance:**  
**FY10:** 60%  
**FY11:** 60%  
**FY12:** 60%  
**Annuity:** No  
**FY10:**  
**FY11:**  
**FY12:**  
**Other:** Dental  
**FY10:** 60%  
**FY11:** 60%  
**FY12:** 60%

**Disability:** No  
**FY10:**  
**FY11:**  
**FY12:**  
**Contract Increase Specified?** Yes  
 Up to 4% but agreed upon lower

Notes:

**Tewksbury**

Date of Hire: 07/01/04

Contract Start: 07/01/10

Contract End: 06/30/12

#Students : 4049

**Assistant Superintendent For Curriculum**

**Pers Days:**  
**Vac Days:** 30  
**Sick Days:** 15  
**Conditions:**  
**Accumulate:** Yes  
**Accumulate to How Many?:** Unlimited  
**Additional Benefits**  
**FY10:** Longevity \$5,000.00  
**FY11:** Longevity \$5,000.00  
**FY12:** Longevity \$5,000.00

**Health Insurance:**  
**FY10:** 75%  
**FY11:** 75%  
**FY12:** 75%  
**Annuity:** No  
**FY10:**  
**FY11:**  
**FY12:**  
**Other:** Dental  
**FY10:** 75%  
**FY11:** 75%  
**FY12:** 75%

**Disability:** No  
**FY10:**  
**FY11:**  
**FY12:**  
**Contract Increase Specified?** No

Notes:

**Triton**

Date of Hire: 07/01/10

Contract Start: 07/01/10

Contract End: 06/30/13

#Students : 3000

**Assistant Superintendent of Finance/Operations**

**Pers Days:** 0  
**Sick Leave Buy-Back?** No  
**Vac Days:** 25  
**Sick Days:** 15  
**Conditions:**  
**Accumulate:** Yes  
**Accumulate to How Many?:** 175  
**Additional Benefits**  
**FY10:**  
**FY11:** Travel \$3,600.00  
**FY12:** Travel \$3,600.00

**Health Insurance:**  
**FY10:**  
**FY11:** 70%  
**FY12:** 70%  
**Annuity:** No  
**FY10:** \$2,000  
**FY11:**  
**FY12:**  
**Other:**  
**FY10:**  
**FY11:**  
**FY12:**

**Disability:** No  
**FY10:** \$1,000  
**FY11:**  
**FY12:**  
**Contract Increase Specified?** No

Notes:

**Upper Cape Cod RVTSD**

Date of Hire: 08/30/04

Contract Start: 07/01/09

Contract End: 07/01/12

#Students : 660

**Assistant Superintendent/Principal**

Pers Days: 3

Sick Leave Buy-Back? Yes

Health Insurance: Annuity: Yes

Disability: No

Vac Days: 25

FY10: 70% FY10: \$2,000

FY10:

Sick Days: 36

Conditions:

FY11: 70% FY11: \$2,000

FY11:

Accumulate: Yes

FY12: 70% FY12: \$2,000

FY12:

Accumulate to How Many?: Additional Benefits

Other: \$10,000 Life Insurance

Contract Increase Specified? No

225

FY10:

FY10: 50%

FY11:

FY11: 50%

FY12:

FY12: 50%

Notes:

**Waltham**

Date of Hire: 08/24/10

Contract Start: 08/24/10

Contract End: 08/24/13

#Students : 4833

**Assistant Superintendent for Curriculum and Instruction**

Pers Days: 3

Sick Leave Buy-Back? No

Health Insurance: Annuity: No

Disability: No

Vac Days: 20

FY10:

FY10:

FY10:

Sick Days: 18

Conditions:

FY11: 88%

FY11:

FY11:

Accumulate: No

FY12: 88%

FY12:

FY12:

Accumulate to How Many?: Additional Benefits

Other:

Contract Increase Specified? Yes

FY10:

FY10:

FY11:

FY11:

FY12:

FY12:

Notes:

**Weymouth**

Date of Hire: 09/01/07

Contract Start: 09/01/10

Contract End: 08/30/13

#Students : 7000

**Assistant Supt for Admin. And Personnel**

Pers Days: 2

Sick Leave Buy-Back?

Health Insurance: Annuity: No

Disability: No

Vac Days: 25

FY10: 82.25%

FY10:

FY10:

Sick Days: 15

Conditions:

FY11: 82.255

FY11:

FY11:

Accumulate: Yes

FY12: 82.25%

FY12:

FY12:

Accumulate to How Many?: Additional Benefits

Other:

Contract Increase Specified? No

Unlimited

FY10: Expenses

\$2,650.00

FY10:

FY11: Expenses

\$2,650.00

FY11:

FY12: Expenses

\$2,650.00

FY12:

Notes:

**Whitman-Hanson RSD**      **Date of Hire:** 08/10/11      **Contract Start:** 08/10/11      **Contract End:** 06/30/14      **#Students :** 4402

**Administrator of Curricula, Instruction and Staff Development**

<b>Pers Days:</b> 2	<b>Sick Leave Buy-Back?</b> Yes	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 25		<b>FY10:</b>	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 18	<b>Conditions:</b> 1/2 days pay up to 80 days in excess of 80 days after 10 years	<b>FY11:</b>	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b>	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b>	<b>Additional Benefits</b>	<b>Other:</b>		<b>Contract Increase Specified?</b> No
	<b>FY10:</b>	<b>FY10:</b>		
	<b>FY11:</b>	<b>FY11:</b>		
	<b>FY12:</b>	<b>FY12:</b>		

**Notes:**

**Wilmington**      **Date of Hire:** 07/01/11      **Contract Start:** 07/01/11      **Contract End:** 06/30/14      **#Students :** 3986

**Assistant Superintendent for Curriculum & Staff Development**

<b>Pers Days:</b> 3	<b>Sick Leave Buy-Back?</b> No	<b>Health Insurance:</b>	<b>Annuity:</b> No	<b>Disability:</b> No
<b>Vac Days:</b> 20		<b>FY10:</b> 75%	<b>FY10:</b>	<b>FY10:</b>
<b>Sick Days:</b> 18	<b>Conditions:</b>	<b>FY11:</b> 75%	<b>FY11:</b>	<b>FY11:</b>
<b>Accumulate:</b> Yes		<b>FY12:</b> 75%	<b>FY12:</b>	<b>FY12:</b>
<b>Accumulate to How Many?:</b>	<b>Additional Benefits</b>	<b>Other:</b>		<b>Contract Increase Specified?</b> No
180	<b>FY10:</b>	<b>FY10:</b>		
	<b>FY11:</b>	<b>FY11:</b>		
	<b>FY12:</b> Travel	<b>FY12:</b>		
		\$1,500.00		

**Notes:**

**Average Additional Benefits:**      **FY11:** \$1,902      **FY12:** \$1,462      **Districts Responding:** 32