## ASSISTANT SUPERINTENDENT BENEFITS

Abington		<b>Date of Hire:</b> 03/05/07	Contract Start: 07/01/10	Contract End: 06	/30/13 <b>#Students</b> : 205
Assistant Superintendent fo	r Pupil Personnel Service	es			
Pers Days: 3 Vac Days: 27	Sick Leave Buy-Back?	No	Health Insurance: FY10: 75%	Annuity: No FY10:	Disability: No FY10:
Sick Days: 18 Accumulate: Yes	Conditions: ` Additional Benefits		FY11: 75% FY12: 75%	FY11: FY12:	FY11: FY12:
Accumulate to How Many?: Unlimited	FY10: Monthly Travel Ex FY11: Monthly Travel Ex FY12: Monthly Travel Ex	penses \$175.00	Other: FY10: FY11: FY12:	C	contract Increase Specified? No
Notes:		D. (111) 00/04/40	0	0 1 1 5 1 00	/00/40 <b>//0</b> / 1 / 400
Belmont Assistant Superintendent fo	r Curriculum and Instruct	Date of Hire: 03/01/10	Contract Start: 07/01/11	Contract End: 06	/30/12 <b>#Students</b> : 400
Pers Days: 3 Vac Days: 25 Sick Days: 18 Accumulate: Yes	Sick Leave Buy-Back? Conditions:		Health Insurance: FY10: FY11: 80% FY12: 80%	Annuity: No FY10: FY11: FY12:	Disability: No FY10: FY11: FY12:
Accumulate to How Many?: 50 vac.; unlimited sick; 15 od.	Additional Benefits FY10: FY11:		Other: FY10: FY11:	C	contract Increase Specified? No

 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
 Health Insurance: Annuity: No Disability: Yes

Vac Days:2550% of 40 daysFY10:FY10:FY10:FY10:Sick Days:15Conditions: Upon termination of serviceFY11:75%FY11:FY11:Accumulate:YesFY12:75%FY12:FY12:

Accumulate: Yes FY12: 75% FY12: FY12: Accumulate to How Many?: Additional Benefits

See notes

Other: \$1000 toward life insurance

Contract Increase Specified? No

FY11: At Supt.'s discretion, based on \$500.00 FY11:

**FY12:** At Supt.'s discretion, based on \$500.00 eval.

eval.

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 Health Insurance: Annuity: No Disability: Yes

Vac Days:2550% of 40 daysFY10:FY10:FY10:Sick Days:15Conditions: Upon termination of serviceFY11:FY11:FY11:Accumulate:YesFY12:75%FY12:FY12:

Accumulate to How Many?: Additional Benefits
See notes
FY10: Other: \$500 toward life insurance
Contract Increase Specified? No

See notes

FY10:
FY11:
FY12: At Supt.'s discretion, based on \$500.00

FY13:
FY14:
FY15:
FY16:
FY16:
FY16:
FY16:
FY16:
FY17:
FY17:
FY17:
FY17:
FY17:
FY18:
FY

eval. FY12:

Notes: 37.5 days can accrue; Vacation Buyback of 12 days/yr; 8 comp days for use in Dec/Feb/Apr school vacations

Brookline		Date of Hire: 07/01/11	Contract Start: 07/01/11	Contract End:	06/30/14	<b>#Students</b> : 6713
<b>Assistant Superintendent fo</b>	r Human Resources					
Pers Days: 7 Vac Days: 25 Sick Days: 15 Accumulate: Yes	Sick Leave Buy-Back? 50% of 40 days Conditions: Upon termi		Health Insurance: FY10: FY11: FY12: 75%	Annuity: No FY10: FY11: FY12:	Disa FY1 FY1 FY1	1:
Accumulate to How Many?: See notes	Additional Benefits FY10: FY11: FY12: At Supt.'s discret eval.		Other: \$500 toward li FY10: FY11: FY12:	ife insurance		crease Specified? No
Notes: 37.5 days can accrue; Chicopee	Vacation Buyback of 12 o	days/yr; 8 comp days for us	e in Dec/Feb/Apr school vacatio	Contract End:	07/30/11	#Students : 1880
Assistant Superintendent fo	r Student Support Service	]	Contract Start. 09/01/00	Contract Life.	07/30/11	#Students: 1000
Pers Days: as needed Vac Days: 25 Sick Days: 18 Accumulate: Yes Accumulate to How Many?: Unlimited	Sick Leave Buy-Back?  Conditions: Only after 2  Additional Benefits FY10: FY11: FY12:	Yes	Health Insurance: FY10: 50% FY11: 50% FY12: 50% Other: Dental FY10: 50% FY11: 50%	Annuity: No FY10: FY11: FY12:	FY1 FY1 FY1	1:
Notes:			<b>FY12</b> : 50%			
Dighton-Rehoboth RSD		<b>Date of Hire:</b> 09/02/08	Contract Start: 07/01/11	Contract End:	06/30/14	<b>#Students</b> : 3190
Assistant Superintendent Pers Days: per request Vac Days: 25 Sick Days: 18 Accumulate: Yes Accumulate to How Many?: None	Sick Leave Buy-Back?  Conditions: At retireme  Additional Benefits FY10: FY11: FY12:		Health Insurance: FY10: 75% FY11: 75% FY12: 75% Other: FY10: 100% FY11: 100%	Annuity: No FY10: FY11: FY12:	FY1 FY1 FY1	1:
Notes:			<b>FY12</b> : 100%			

Assistant Superintendent, Also Responsible for Curriculum/Professional Dev.  Pers Days: 3	Framingham		Date of Hire: 08/0	1/09	Contract Start: 08/01/09	Contract End:	06/30/12	#Students: 8300
Accumulate to How Many?   Accumulate to How Many?   Sick Leave Buy-Back? No Accumulate to How Many?   Principal/Assistant Superintendent   Principal/Assistan	Assistant Superintendent, A	lso Responsible for Curr	iculum/Professiona	al Dev.				
Accumulate to How Many?: 500  FY10:  FY11:  S2600  FY11:  S2600  FY11:  S2600  FY11:  S2600  FY11:  FY12:  Pote of Hire: 07/01/09  Contract Start: 07/01/09  Contract End: 06/30/12  #Students:  Franklin  Assistant Superintendent  Pers Days: As needed Vac Days: 25  Sick Leave Buy-Back? No  FY10:  FY10:  FY10:  FY10:  FY10:  FY10:  FY10:  FY11:  FY10:	Vac Days: 25	•	No		<b>FY10</b> : 87%	FY10:	FY10:	
FY10: Conference Attendance - \$1000; \$2,300.00		A 1 120 1 D 00			<b>FY12</b> : 87%	FY12:	FY12:	
\$2600   FY11:	_	FY10: Conference Atten	. , , ,	,300.00			Contract Incre	ease Specified? No
Section   Sect			00; Auto - \$3,	,600.00	FY11:			
Pers Days: As needed   Sick Leave Buy-Back? No			00; Auto - \$3,	,600.00	FY12:			
Assistant Superintendent  Pers Days: As needed	Notes:							
Pers Days:   As needed   Sick Leave Buy-Back? No	Franklin		Date of Hire: 07/0	1/09	Contract Start: 07/01/09	Contract End:	06/30/12	#Students :
Vac Days: 25   Sick Days: 20   Conditions:   FY10:   FY11:   68%   FY11:   FY11:   FY11:   Accumulate: Yes   Additional Benefits   FY12:   68%   FY12:   FY13:   FY13:   FY13:   FY13:   FY13:   FY14:   FY13:   FY14:   FY14:   FY13:   FY14:   FY13:   FY14:   FY1	Assistant Superintendent							
Sick Days   20   Conditions:   FY11: 68%   FY11:   FY11:   FY12: Accumulate: Yes   FY12: 68%   FY12: 68%   FY12:   FY12:   FY12:   FY12:   FY12:   FY12:   FY12:   FY12:   FY13:   FY14:   FY16:   F	Pers Days: As needed	Sick Leave Buy-Back?	No		Health Insurance:	Annuity: No	Disab	ility: No
Accumulate: Yes Accumulate to How Many?: 244  Additional Benefits FY10: FY10: FY10: FY11: FY10: FY10: FY11: FY10:					FY10:	FY10:	FY10:	
Accumulate to How Many?: 244  Accumulate to How Many?: 244  FY10: FY10: FY11: FY11: FY12:  Accumulate to How Many?: FY10: FY10: FY10: FY10: FY11: FY11: FY12:  Accumulate to How Many?: FY10: FY10: FY10: FY11: FY	Sick Days: 20	Conditions:			<b>FY11</b> : 68%		FY11:	
FY10:		A 1 122 1 D 64 .			<b>FY12</b> : 68%	FY12:	FY12:	
FY10: 50% FY11: 50% FY12: 50%  Notes:    Fanklin County RVTSD   Date of Hire: 07/01/09   Contract Start: 04/30/09   Contract End: 06/30/12   #Students: 502   Franklin Sistant Superintendent   Pers Days: 4   Sick Leave Buy-Back? Yes   Health Insurance: Annuity: No Disability: Yes   Vac Days: 25   FY10: 75%   FY10: FY10: \$20,000   Sick Days: 20   Conditions: 1-50: \$25; 51-100: \$50   FY11: 75%   FY11: FY11: \$20,000   Accumulate: Yes   Additional Benefits   FY10: 75%   FY12: FY12: \$20,000   FY11: 75%   FY12: FY12: FY12: FY12: FY12: FY12: FY11: FY					Other: Life		Contract Incre	ease Specified? No
FY12:   FY11: 50%   FY12: 50%	244	-			<b>FY10</b> : 50%			acc opcomount no
FY12: 50%   Notes:					<b>FY11:</b> 50%			
Principal/Assistant Superintendent   Pers Days: 4   Sick Leave Buy-Back? Yes   Health Insurance:   Annuity: No   Principal/Assistant Superintendent   Principal/Assistant Superintendent   Pers Days: 25   Fy10: 75%   Fy10: \$20,000   Fy10: \$20,000   Fy10: \$20,000   Fy11: 75%   Fy11: \$20,000   Fy12: 75%   Fy12: \$20,000   Fy12: 75%   Fy13: \$20,000   Fy13: 75%   Fy14: \$20,000   Fy14: 75%   Fy15: \$20,000   Fy15: 75%   Fy16: \$20,000   Fy16: \$20,000		FY12:						
Principal/Assistant Superintendent           Pers Days:         4         Sick Leave Buy-Back? Yes         Health Insurance:         Annuity: No         Disability: Yes           Vac Days:         25         FY10:         75%         FY10:         \$20,000           Sick Days:         20         Conditions:         1-50:         \$25; 51-100:         \$50         FY11:         75%         FY11:         \$20,000           Accumulate:         Yes         Yes         FY12:         FY12:         \$20,000           Accumulate to How Many?:         Additional Benefits         Other:         Life         Contract Increase Specified?         Yes           185         FY11:         FY10:         75%         FY10:         3%	Notes:							
Pers Days:         4         Sick Leave Buy-Back? Yes         Health Insurance:         Annuity: No         Disability: Yes           Vac Days:         25         FY10:         75%         FY10:         \$20,000           Sick Days:         20         Conditions:         1-50:         \$25; 51-100:         \$50           Accumulate:         Yes           Accumulate:         Yes         FY12:         75%         FY12:         FY12:         \$20,000           Accumulate to How Many?:         Additional Benefits         Other:         Life         Contract Increase Specified?         Yes           185         FY10:         75%         FY10:         75%         3%           FY11:         75%         FY11:         75%         3%	Franklin County RVTSD		Date of Hire: 07/0	1/09	Contract Start: 04/30/09	Contract End:	06/30/12	#Students: 502
Vac Days: 25       FY10: 75%       FY10: 520,000         Sick Days: 20       Conditions: 1-50: \$25; 51-100: \$50       FY11: 75%       FY11: 75%       FY11: \$20,000         Accumulate: Yes       FY12: 75%       FY12: 75%       FY12: \$20,000         Accumulate to How Many?: 185       Additional Benefits FY10: 75%       Other: Life FY10: 75%       Contract Increase Specified? Yes 3%         FY11: FY12:       FY12: 75%       FY11: 75%	Principal/Assistant Superint	endent						
Sick Days:       20       Conditions:       1-50:       \$25;       51-100:       \$50       FY11:       75%       FY11:       \$20,000         Accumulate:       Yes       Yes       FY12:       75%       FY12:       \$20,000         Accumulate to How Many?:       Additional Benefits       Other:       Life       Contract Increase Specified?       Yes         185       FY11:       75%       3%         FY11:       FY12:       FY11:       75%	Pers Days: 4	Sick Leave Buy-Back?	Yes		Health Insurance:	Annuity: No	Disab	ility: Yes
Sick Days:       20       Conditions:       1-50:       \$25;       51-100:       \$50       FY11:       75%       FY11:       \$11:       \$20,000         Accumulate:       Yes       Yes       Additional Benefits       Other:       Life       Contract Increase Specified?       Yes         185       FY11:       FY10:       75%       FY10:       75%       3%         FY12:       FY12:       FY11:       75%       Yes	Vac Days: 25				<b>FY10</b> : 75%	FY10:	FY10:	\$20,000
Accumulate to How Many?:  Additional Benefits  FY10:  FY11:  FY12:  Other: Life  Contract Increase Specified? Ye	_	Conditions: 1-50: \$25; 5	51-100: \$50		<b>FY11</b> : 75%	FY11:	FY11:	\$20,000
FY10: Other: Life Contract Increase Specified? Ye  FY11: FY12: FY11: 75%  Other: Life Contract Increase Specified? Ye  FY10: 75%  FY11: 75%	Accumulate: Yes				<b>FY12</b> : 75%	FY12:	FY12:	\$20,000
FY10: FY10: 75% 3% FY12: FY11: 75%	Accumulate to How Many?:				Other: Life		Contract Incre	nasa Specified? Ver
FY11: FY12: FY11: 75%	<del>_</del>							ease specified? Yes
FY12:							3%	
1112.7070		FY12:						
Notes:					1112. 1070			

	Date of Hire: 07/01/01	Contract Start: 07/01/10	Contract End:	06/30/13	#Students :
Sick Leave Buy-Back? 310 Conditions:	Yes	Health Insurance: FY10: 50% FY11: 50% FY12: 50%	Annuity: No FY10: FY11: FY12:	FY1 FY1	1:
Additional Benefits FY10: FY11: FY12:		Other: FY10: FY11: FY12:			 crease Specified? Yes
	Date of Hire: 07/01/11	Contract Start: 07/01/11	Contract End:	06/30/12	#Students: 2963
Curriculum					
Sick Leave Buy-Back?	No	Health Insurance: FY10: 61.5%	Annuity: No FY10:		ability: No 0:
Conditions:		FY11: 61.5%	FY11:		
Additional Benefits FY10: FY11: FY12:		Other: FY10: FY11: FY12:	F112.		erease Specified? No
	<b>Date of Hire:</b> 07/01/04	Contract Start: 07/01/10	Contract End:	06/30/13	#Students : 7131
Curriculum, Instruction	& Assessment				
Sick Leave Buy-Back? Conditions:	Yes	Health Insurance: FY10: 62% FY11: 62% FY12: 62%	Annuity: Yes* FY10: FY11: FY12:	FY1 FY1	1:
Additional Benefits FY10: Travel Allowance FY11: Travel Allowance FY12: Travel Allowance		Other: Dental, Optical FY10:			crease Specified? No
	\$10 Conditions: Additional Benefits FY10: FY11: FY12:  Curriculum Sick Leave Buy-Back? Conditions: Additional Benefits FY10: FY11: FY12:  Curriculum, Instruction Sick Leave Buy-Back? Conditions: Additional Benefits FY10: Travel Allowance	Sick Leave Buy-Back? Yes \$10 Conditions: Additional Benefits FY10: FY11: FY12:  Date of Hire: 07/01/11  Curriculum Sick Leave Buy-Back? No  Conditions: Additional Benefits FY10: FY11: FY12:  Date of Hire: 07/01/04  Curriculum, Instruction & Assessment Sick Leave Buy-Back? Yes  Conditions: Additional Benefits FY10: Travel Allowance \$1,500.00	Sick Leave Buy-Back? Yes	Sick Leave Buy-Back? Yes	Sick Leave Buy-Back? Yes

	<b>Date of Hire:</b> 07/01/10	Contract Start: 07/01/10	Contract End:	06/30/13	<b>#Students</b> : 4200
Business & Human Res	ources				
ers Days: 3 Sick Leave Buy-Back? Nac Days: 25 ck Days: 15 Conditions:		Health Insurance: FY10: 70% FY11: 70%	Annuity: No FY10: FY11:	Disability: No FY10: FY11:	
Additional Benefits FY10: FY11:			<b>FY12:</b> - \$100,000	FY12 Contract Inc	2: rease Specified? No
FY12:		FY12:			
	<b>Date of Hire:</b> 09/26/10	Contract Start: 09/26/10	Contract End:	06/30/13	#Students: 11775
ief Executive Officer					
•	No	Health Insurance: FY10:	Annuity: No FY10:	FY10	
		<b>FY12</b> : 80%	FY12:	FY1	
FY10: FY11: Per Month Travel	·	Other: Dental & Basi FY10: FY11: 50% FY12: 50%	c Life	Contract Inc	rease Specified? No
	<b>Date of Hire:</b> 07/01/11	Contract Start: 07/01/11	Contract End:	06/30/14	#Students: 11775
Secondary Education					
Sick Leave Buy-Back?	ЛО	Health Insurance: FY10:	Annuity: No FY10:	Disa FY10	ability: No 0:
		<b>FY11: FY12:</b> 80%	FY11: FY12:	FY1:	
FY10: FY11:		Other: FY10: FY11:		Contract Inc	rease Specified? No
	Conditions:  Additional Benefits FY10: FY11: FY12:  ief Executive Officer Sick Leave Buy-Back?  Conditions:  Additional Benefits FY10: FY11: Per Month Travel FY12: Per Month Travel Conditions:  Conditions:  Additional Benefits FY10: Conditions:  Additional Benefits FY10: Conditions:	Business & Human Resources Sick Leave Buy-Back? No  Conditions:  Additional Benefits FY10: FY11: FY12:  Date of Hire: 09/26/10  ief Executive Officer Sick Leave Buy-Back? No  Conditions:  Additional Benefits FY10: FY11: Per Month Travel Allowance \$125.00 FY12: Per Month Travel Allowance \$125.00  FY12: Per Month Travel Allowance \$125.00  Conditions: Additional Benefits FY10: Conditions: Additional Benefits Additional Benefits FY10:	Business & Human Resources  Sick Leave Buy-Back? No	Business & Human Resources   Sick Leave Buy-Back? No	Business & Human Resources   Sick Leave Buy-Back? No

Newton		Date of Hire:	07/01/10	Contract Start: 07/01/10	Contract End:	06/30/13	#Students: 11775
Assistant Superintendent fo	r Elementary Education						
Pers Days: 6 Vac Days: 25	Sick Leave Buy-Back?	No		Health Insurance: FY10:	Annuity: No FY10:		Disability: No FY10:
Sick Days: 15 Accumulate: Yes	Conditions:			<b>FY11</b> : 80% <b>FY12</b> : 80%	FY11: FY12:	=	=Y11: =Y12:
Accumulate to How Many?: 225	Additional Benefits FY10: FY11: Per Month Travel FY12: Per Month Travel		\$125.00 \$125.00	Other: Dental & Basi FY10: FY11: 50% FY12: 50%	ic Life	Contract	Increase Specified? No
Notes:		1					
Newton		Date of Hire:	07/01/11	Contract Start: 07/01/11	Contract End:	06/30/14	#Students : 11775
Deputy Superintendent for T Pers Days: 6	eaching and Learning Sick Leave Buy-Back?	No		Health Insurance:	Annuity: No		Disability: No
Vac Days: 25 Sick Days: 15 Accumulate: Yes	Conditions:			FY10: FY11: 80% FY12: 80%	FY10: FY11: FY12:	F	=Y10: =Y11: =Y12:
Accumulate to How Many?: 100	Additional Benefits FY10: FY11: Per month Travel FY12: Per Month Travel		\$125.00 \$125.00	Other: Dental & Basi FY10: FY11: 50% FY12: 50%		_	Increase Specified? No
Notes:							
Newton		Date of Hire:	08/18/08	Contract Start: 08/18/08	Contract End:	06/30/11	#Students :
<b>Assistant Superintendent fo</b>	r Student Services						
Pers Days: 6 Vac Days: 25	Sick Leave Buy-Back?	No		Health Insurance: FY10:	Annuity: No FY10:	F	Disability: No FY10:
Sick Days: 15 Accumulate: Yes	Conditions:			<b>FY11</b> : 80% <b>FY12</b> : 80%	FY11: FY12:		=Y11: =Y12:
Accumulate to How Many?: 225	Additional Benefits FY10: FY11: Per Month Travel FY12: Per Month Travel		\$125.00 \$125.00	Other: Dental & Basi FY10: FY11: 50% FY12: 50%	ic Life	Contract	Increase Specified? No
Notes:							

Northborough			<b>Date of Hire:</b> 09/13/11	Contract Start: 09/13/11	Contract End:	06/30/14	#Students: 1898
Assistant Superin	tendent						
Pers Days: Unlin	mited	Sick Leave Buy-Back?	'es	Health Insurance: FY10: 80%	Annuity: No FY10:	Disa FY10	bility: No ):
ccumulate: Yes			nent; \$20/day to 100 days	FY11: 80% FY12: 80%	FY11: FY12:	FY11 FY12	
Accumulate to Ho	vv ivially:.	Additional Benefits FY10: \$2000 travel; \$250 doctorate; 25% reincentive after 20	tirement	Other: Life FY10: 100%		Contract Inc	rease Specified? No
		FY11: Same FY12: Same		FY11: 100% FY12: 100%			
<b>Notes:</b> 40/30/30 s	plit between	3 districts					
Northborough-S	Southborou	ıgh RSD	Date of Hire: 09/13/11	Contract Start: 09/13/11	Contract End:	06/30/14	#Students:
Assistant Superin	tendent						
Pers Days: Unlin /ac Days: 25 Sick Days: 17		Sick Leave Buy-Back? \ Conditions: After 20 yrs. days	es of service \$20/day up to 1	Health Insurance: FY10: 80% 00 FY11: 80% 75%	Annuity: No FY10: FY11:	Disa FY10 FY11	<del>-</del>
Accumulate: Yes Accumulate to Ho 260	w wany.	Additional Benefits FY10: \$2000 travel; \$250 doctorate; 25% reincentive		FY12: Other: Life FY10: 100%	FY12:	FY12 Contract Inc	ease Specified? No

**FY11:** 100%

**FY12:** 100%

FY11: Same

FY12: Same

Notes: 40/30/30 split between 3 districts

Ralph C Mahar		<b>Date of Hire:</b> 06/13/11	Contract Start: 06/13/11	Contract End:	06/30/14	#Students:
Assistant Superintendent fo	r Teaching, Learning, & A	Accountability				
Pers Days: 0 Vac Days: 15 Sick Days: 12 Accumulate: Yes	Sick Leave Buy-Back? \( \) Conditions: Additional Benefits	/es	Health Insurance: FY10: FY11: FY12:	Annuity: No FY10: FY11: FY12:	Disa FY10 FY11 FY12	l:
Accumulate to How Many?: 180	FY10: FY11: FY12:		Other: FY10: FY11: FY12:		Contract Inc. 3%	rease Specified? Yes
Notes: Sharon		<b>Date of Hire:</b> 07/01/11	Contract Start: 07/01/11	Contract End:	06/30/14	#Students: 3437
Assistant Superintendent						
Pers Days: 4 Vac Days: 25 Sick Days: 18 Accumulate: Yes Accumulate to How Many?: Unlimited	Conditions:  Additional Benefits FY10: \$4500 Annuity; \$2 FY11: \$4500 Annuity; \$2 FY12: \$2500 Travel; \$20 Reimbursement	2000 Travel \$6,500.00 2500 Travel \$7,000.00	FY10:	Annuity: Yes FY10: \$4,500 FY11: \$4,500 FY12: \$0	FY10 FY11 FY12	l:
Notes:						
Southborough		Date of Hire: 09/13/11	Contract Start: 09/13/11	Contract End:	06/30/14	#Students: 1503
Assistant Superintendent Pers Days: Unlimited Vac Days: 25 Sick Days: 17 Accumulate: Yes	Sick Leave Buy-Back? \ Conditions:	⁄es	Health Insurance: FY10: 80% FY11: 80% FY12: 75%	Annuity: No FY10: FY11: FY12:	Disa FY10 FY11 FY12	l:
Accumulate to How Many?: 260	Additional Benefits FY10: \$2000 travel, \$250 doctorate, 25% re incentive after 20	tirement	<b>Other:</b> Life <b>FY10:</b> 100%		Contract Inc	rease Specified? No
	FY11: Same FY12: Same		<b>FY11</b> : 100% <b>FY12</b> : 100%			
Notes: 40/30/30 Split betwee	n 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	Health Insurance:	Annuity: No Disability: No		ility: No
Vac Days: 25	\$25/day		<b>FY10</b> : 60%	FY10:	FY10:	
Sick Days: 20	Conditions:		<b>FY11</b> : 60%	FY11:	FY11:	
Accumulate: Yes			<b>FY12</b> : 60%	FY12:	FY12:	
Accumulate to How Many?:	Additional Benefits		Other: Dental		Contract Incre	ease Specified? Yes
180	FY10: Per Month Travel		FY10: 60%			agreed upon lower
	FY11: Per Month Travel		FY11: 60%		Op 10 4% but	agreed upon lower
	FY12: Per Month Travel	Allowance \$200.00	FY12: 60%			
Notes:						
Tewksbury		<b>Date of Hire:</b> 07/01/04	Contract Start: 07/01/10	Contract End:	06/30/12	#Students: 4049
Assistant Superintendent Fo	or Curriculum					
Pers Days:	Sick Leave Buy-Back?	Yes	Health Insurance:	Annuity: No	Disab	ility: No
Vac Days: 30			<b>FY10:</b> 75%	FY10:	FY10:	
Sick Days: 15	Conditions:		<b>FY11</b> : 75%	FY11:	FY11:	
Accumulate: Yes			<b>FY12</b> : 75%	FY12:	FY12:	
Accumulate to How Many?:	Additional Benefits		Other: Dental		Contract Incre	ease Specified? No
Unlimited	FY10: Longevity	\$5,000.00	EV10. 75%		Contract mere	ase specified: No
	FY11: Longevity	\$5,000.00	FV11· 75%			
	FY12: Longevity	\$5,000.00	FY12: 75%			
Notes:						
Triton		<b>Date of Hire:</b> 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	Health Insurance:	Annuity: No	Disab	ility: No
Vac Days: 25			FY10:	<b>FY10:</b> \$2,000	FY10:	\$1,000
Sick Days: 15	Conditions:		<b>FY11:</b> 70%	FY11:	FY11:	
Accumulate: Yes			<b>FY12:</b> 70%	FY12:	FY12:	
Accumulate to How Many?:	Additional Benefits		Other:		Contract Incre	ease Specified? No
175	FY10:	4-	EV10.		Contract mere	ase opecinieur NO
	FY11: Travel	\$3,600.00	) EV11:			
		<u></u> የኅ	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
	FY12: Travel	\$3,600.00	Y FY12:			

Upper Cape Cod RVTSD		<b>Date of Hire:</b> 08/30/04	Contract Start: 07/01/09	Contract End:	07/01/12	#Students: 660
Assistant Superintendent/Pr	incipal					
Pers Days: 3	Sick Leave Buy-Back?	Yes	Health Insurance:	Annuity: Yes	Disa	ability: No
Vac Days: 25			<b>FY10</b> : 70%	<b>FY10:</b> \$2,000	FY1	0:
Sick Days: 36	Conditions:		<b>FY11</b> : 70%	<b>FY11:</b> \$2,000	FY1	1:
Accumulate: Yes			<b>FY12</b> : 70%	<b>FY12:</b> \$2,000	FY1	2:
Accumulate to How Many?:	Additional Benefits		Other: \$10,000 Life	Insurance	Contract Inc	rease Specified? No
225	FY10:		<b>FY10</b> : 50%		Oominact mic	rease openinea: 110
	FY11:		<b>FY11:</b> 50%			
	FY12:		<b>FY12:</b> 50%			
Notes:						
Waltham		Date of Hire: 08/24/10	Contract Start: 08/24/10	Contract End:	08/24/13	<b>#Students</b> : 4833
Assistant Superintendent fo	r Curriculum and Instruc	tion				
Pers Days: 3	Sick Leave Buy-Back?	No	Health Insurance:	Annuity: No	Disa	ability: No
Vac Days: 20			FY10:	FY10:	FY1	0:
Sick Days: 18	Conditions:		<b>FY11:</b> 88%	FY11:	FY1	1:
Accumulate: No			<b>FY12</b> : 88%	FY12:	FY1	2:
Accumulate to How Many?:	Additional Benefits		Other:		Contract Inc	rease Specified? Yes
	FY10:		FY10:		Contract inc	ilease Specified: 163
	FY11:		FY11:			
	FY12:		FY12:			
Notes:						
Weymouth		<b>Date of Hire:</b> 09/01/07	Contract Start: 09/01/10	Contract End:	08/30/13	#Students: 7000
Assistant Supt for Admin. A	nd Personnel					
Pers Days: 2	Sick Leave Buy-Back?		Health Insurance:	Annuity: No	Disa	ability: No
Vac Days: 25			<b>FY10:</b> 82.25%	FY10:	FY1	0:
Sick Days: 15	Conditions:		<b>FY11:</b> 82.255	FY11:	FY1	1:
Accumulate: Yes			<b>FY12:</b> 82.25%	FY12:	FY1	2:
Accumulate to How Many?:	Additional Benefits		Other:		Contract Inc	rease Specified? No
Unlimited	FY10: Expenses	\$2,650.00	EV10.		Contract inc	rease specified? NO
	FY11: Expenses	\$2,650.00	EV11.			
	=\//A	\$2,650.00	1 1 1 1 .			
	FY12: Expenses	Ψ2,030.00	FY12:			

Whitman-Hanson RSD	<b>Date of Hire:</b> 08/10/11	Contract Start: 08/10/11	Contract End: 06	6/30/14 <b>#Students</b> : 4402
Administrator of Curriculu, I	nstruction and Staff Development			
Pers Days: 2	Sick Leave Buy-Back? Yes	Health Insurance:	Annuity: No	Disability: No
Vac Days: 25		FY10:	FY10:	FY10:
Sick Days: 18	Conditions: 1/2 days pay up to 80 days in excess days after 10 years	s of 80 <b>FY11</b> :	FY11:	FY11:
Accumulate: Yes		FY12:	FY12:	FY12:
Accumulate to How Many?:	Additional Benefits FY10:	Other:	C	Contract Increase Specified? No
	FY11:	FY10:		
	FY12:	FY11:		
	FTIZ.	FY12:		
Notes:				
Wilmington	Date of Hire: 07/01/11	Contract Start: 07/01/11	Contract End: 06	6/30/14 <b>#Students</b> : 3986
Assistant Superintendent fo	r Curriculum & Staff Development			
Pers Days: 3	Sick Leave Buy-Back? No	Health Insurance:	Annuity: No	Disability: No
Vac Days: 20		<b>FY10:</b> 75%	FY10:	FY10:
Sick Days: 18	Conditions:	<b>FY11:</b> 75%	FY11:	FY11:
Accumulate: Yes		<b>FY12:</b> 75%	FY12:	FY12:
Accumulate to How Many?:	Additional Benefits	Other:	•	Contract Increase Specified? No
180	FY10:	FY10:	`	Sontiact increase opecined: No
	FY11:	FV11·		
	<b>FY12:</b> Travel \$1,500.0	FY12:		
Notes:				

**FY12:** \$1,462

**FY11:** \$1,902

**Average Additional Benefits:** 

**Districts Responding:** 32