

PRINCIPAL BENEFITS

Abington		Differences in Contract: No					
High School	Sick Days: 17 Accumulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? .5	Health Insurance: FY11: 75% FY12: 75%				
			Other Insurance: Specify:				
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	

Acushnet		Differences in Contract: No					
Elementary	Sick Days: 18 Accumulate? Yes Limit? 200	Sick Leave Buy-Back? Yes Buy Back at What %? \$30 up to \$200	Health Insurance: FY11: 60% FY12: 60%				
			Other Insurance: Specify:				
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	

Middle	Sick Days: 18 Accumulate? Yes Limit? 200	Sick Leave Buy-Back? Yes Buy Back at What %? \$30 up to \$200	Health Insurance: FY11: 60% FY12: 60%			
			Other Insurance: Specify:			
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Agawam

Differences in Contract: No

9-12	Sick Days: 18 Accumulate? Yes Limit? 30	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 50% FY12: 50%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt: \$489	Specify: Longevity	FY12	Amt: \$489	Specify: Longevity
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7-8	Sick Days: 18 Accumulate? Yes Limit? 30	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 50% FY12: 50%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt: \$0	Specify:	FY12	Amt: \$0	Specify:
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5-6	Sick Days: 18 Accumulate? Yes Limit? None	Sick Leave Buy-Back? Yes Buy Back at What %? Per Diem Rate	Health Insurance: FY11: 50% FY12: 50%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt: \$2,219	Specify: Longevity	FY12	Amt: \$2,219	Specify: Longevity
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Arlington

Differences in Contract: No

9-12	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? Buy Back at What %?	Health Insurance: FY11: 85% FY12: 75-85%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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K-5	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 85% FY12: 75-85%
			Other Insurance: Specify: Basic Life

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Ashland

Differences in Contract: No

High School

Sick Days: 15
Accumulate? Yes
Limit? 100

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 15
Accumulate? Yes
Limit? 100

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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K-5

Sick Days: 15
Accumulate? Yes
Limit? 100 (FY12)

Sick Leave Buy-Back? Yes
Buy Back at What %? \$50/day

Health Insurance: FY11: 83%
FY12: 83%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$1,250	Specify: Longevity	FY12	Amt: \$1,250	Specify: Longevity
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Assabet Valley RVTSD

Differences in Contract: No

High School

Sick Days: 15
Accumulate? Yes
Limit? 90

Sick Leave Buy-Back? Yes
Buy Back at What %? 100% up to 30 days

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance: 100%
Specify: \$20,000 Life Insurance

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Auburn

Differences in Contract: Yes

Specify: Salary differential based on years of experience

Elementary

Sick Days: 15
Accumulate? Yes
Limit? 210

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 76%
FY12: 76%

Other Insurance: No
Specify:

Additional Benefits FY11 Amt: \$2,000

Specify: Professional Expenses

FY12 Amt: \$2,000 Specify: Professional Expenses

Middle

Sick Days: 15
Accumulate? Yes
Limit? 210

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 76%
FY12: 76%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$2,000

Specify: Professional Expenses

FY12 Amt: \$2,000 Specify: Professional Expenses

High School

Sick Days: 15
Accumulate? Yes
Limit? 210

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 76%
FY12: 76%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$2,000

Specify: Professional Expenses

FY12 Amt: \$2,000 Specify: Professional Expenses

Avon

Differences in Contract: No

High School

Sick Days: 20
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits FY11 Amt:

Specify:

FY12 Amt: Specify:

Elementary

Sick Days: 20
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits FY11 Amt:

Specify:

FY12 Amt: Specify:

Belchertown

Differences in Contract: No

Middle	Sick Days: 15	Sick Leave Buy-Back? Yes	Health Insurance: FY11: 75%
	Accumulate? Yes	Buy Back at What %? \$10/day	FY12: 75%
	Limit? 225		Other Insurance:
			Specify: None

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Elementary	Sick Days: 15	Sick Leave Buy-Back? Yes	Health Insurance: FY11: 75%
	Accumulate? Yes	Buy Back at What %? \$10/day	FY12: 75%
	Limit? 225		Other Insurance:
			Specify: None

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School	Sick Days: 15	Sick Leave Buy-Back? Yes	Health Insurance: FY11: 75%
	Accumulate? Yes	Buy Back at What %? \$10/day	FY12: 75%
	Limit? 225		Other Insurance:
			Specify: None

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Bellingham

Differences in Contract: No

Middle	Sick Days:	Sick Leave Buy-Back?	Health Insurance: FY11: 80%
	Accumulate?	Buy Back at What %?	FY12: 80%
	Limit?		Other Insurance:
			Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School	Sick Days: 15	Sick Leave Buy-Back? Yes	Health Insurance: FY11: 80%
	Accumulate? Yes	Buy Back at What %? 80%	FY12: 80%
	Limit? 150		Other Insurance:
			Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Belmont

Differences in Contract: No

Elementary

Sick Days: Yes
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Middle

Sick Days: Yes
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

High School

Sick Days: Yes
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Berkley

Differences in Contract: Yes

Specify: Number of Days Worked, Service Compensation Clause

Middle

Sick Days: 18
Accumulate? Yes
Limit? 220

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 60%
FY12: 60%

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Elementary

Sick Days: 18
Accumulate? Yes
Limit? 220

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 60%
FY12: 60%

Other Insurance: \$1500
Specify: Life Insurance

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Berkshire Hills RSD

Differences in Contract: No

High School

Sick Days: 18
Accumulate? Yes
Limit? 220

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance: 89%
Specify: Life

Additional Benefits FY11 Amt: \$2,400 Specify: Annuity FY12 Amt: \$2,400 Specify: Annuity

5-8

Sick Days: 18
Accumulate? Yes
Limit? 220

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11: 82.5%
FY12: 82.5%

Other Insurance: 89%
Specify: Life

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

PK-4

Sick Days: 18
Accumulate? Yes
Limit? 220

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance: 89%
Specify: Life

Additional Benefits FY11 Amt: \$480 Specify: Annuity FY12 Amt: \$480 Specify: Annuity

Blue Hills RVTSD

Differences in Contract: No

High School

Sick Days: 18
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? \$15/day

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance: 50%
Specify: Life Insurance

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Bourne

Differences in Contract: Yes

Specify: 2 Principals, 1 gets sick days (accumulate to 220) and SLBB; 1 does not

Elementary

Sick Days: 18-24
Accumulate? Yes
Limit? 220

Sick Leave Buy-Back? No
Buy Back at What %? \$20/day - \$3600 max

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: Specify: Travel & Reimbursement FY12 Amt: Specify: Travel & Reimbursement

Braintree

Differences in Contract: No

Elementary

Sick Days:
Accumulate? Yes
Limit? 235

Sick Leave Buy-Back? Yes
Buy Back at What %? \$12/day

Health Insurance: FY11: 50%
FY12: 50%

Other Insurance: No
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 20
Accumulate? Yes
Limit? 285

Sick Leave Buy-Back? Yes
Buy Back at What %? \$12/day

Health Insurance: FY11: 50%
FY12: 50%

Other Insurance: No
Specify:

Additional Benefits	FY11	Amt: \$2,000	Specify: Longevity	FY12	Amt: \$2,000	Specify: Longevity
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Brookline

Differences in Contract: No

Elementary;
Middle

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? 50% of 40 days at
termination

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify: Yes - Disability

Additional Benefits	FY11	Amt: \$500	Specify: Merit bonus at supt. Discretion based on evaluation	FY12	Amt: \$500	Specify: Merit bonus at supt. Discretion based on evaluation
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Cape Cod RVTSD

Differences in Contract: No

Specify: District has only one principal

High School

Sick Days: 17
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? 25%

Health Insurance: FY11: 65%
FY12: 65%

Other Insurance: 65%
Specify: Dental

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Carlisle

Differences in Contract: No

Elementary

Sick Days: 15
Accumulate? Yes
Limit? 75

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 50%
FY12: 50%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$2,500 Specify: Annuity FY12 Amt: \$2,500 Specify: Annuity

Carver

Differences in Contract: No

Elementary

Sick Days: 18
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

High School

Sick Days: 18
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$1,500 Specify: Travel FY12 Amt: \$1,500 Specify: Travel

Central Berkshire RSD

Differences in Contract: No

High School

Sick Days:
Accumulate? Yes
Limit? Unlimited

Sick Leave Buy-Back? Yes
Buy Back at What %? 1/223 of Salary

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance: 50%; 85%
Specify: Life; Dental

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Middle

Sick Days:
Accumulate? Yes
Limit? Unlimited

Sick Leave Buy-Back? Yes
Buy Back at What %? 1/223 of Salary

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance: 50%; 85%
Specify: Life; Dental

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Chatham

Differences in Contract: Yes

Specify: Number of work days.

Elementary

Sick Days:
Accumulate? Yes
Limit? 150

Sick Leave Buy-Back? Yes
Buy Back at What %? \$25/day

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify: Long Term Disability

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days:
Accumulate? Yes
Limit? 150

Sick Leave Buy-Back? Yes
Buy Back at What %? \$25/day

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify: Long Term Disability

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School

Sick Days:
Accumulate? Yes
Limit? 150

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify: Long Term Disability

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Chelsea

Differences in Contract: No

**Elementary;
Middle; High**

Sick Days: 17
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? Yes
Buy Back at What %? \$60/day

Health Insurance: FY11: 82.5%
FY12: 82.5%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Chicopee

Differences in Contract: No

High School

Sick Days: 18
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? \$12000

Health Insurance: FY11: 50%
FY12: 50%

Other Insurance: 50%
Specify: Dental

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Middle

Sick Days: 18
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? \$12000

Health Insurance: FY11: 50%
FY12: 50%

Other Insurance: 50%
Specify: Dental

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Elementary

Sick Days: 18
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 50%
FY12: 50%

Other Insurance: 50%
Specify: Dental

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Cohasset

Differences in Contract: No

Elementary

Sick Days: 18
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 69%
FY12: 69%

Other Insurance: No
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Conway

Differences in Contract: No

PK-6

Sick Days: 20
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify: Disability & Term Life

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Danvers

Differences in Contract: No Specify: Only 1 High School Principal

High School

Sick Days: 18
Accumulate? Yes
Limit? 227

Sick Leave Buy-Back? Yes
Buy Back at What %? 4 days or \$425 lump
sum

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Deerfield

Differences in Contract: No

PK-6

Sick Days: 20
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify: Disability and Term Life

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Dennis-Yarmouth RSD

Differences in Contract: No

4-5	Sick Days: 17 Accumulate? Yes Limit? 240	Sick Leave Buy-Back? Yes Buy Back at What %? 13%	Health Insurance: FY11: 60% FY12: 60%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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6-8	Sick Days: 17 Accumulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %? 13%	Health Insurance: FY11: 60% FY12: 60%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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K-3	Sick Days: 17 Accumulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %? 13%	Health Insurance: FY11: 60% FY12: 60%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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8-12	Sick Days: 17 Accumulate? Yes Limit? 240	Sick Leave Buy-Back? Yes Buy Back at What %? 13%	Health Insurance: FY11: 60% FY12: 60%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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4-8	Sick Days: 17 Accumulate? Yes Limit? 240	Sick Leave Buy-Back? Yes Buy Back at What %? 13%	Health Insurance: FY11: 60% FY12: 60%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Dighton-Rehoboth RSD

Differences in Contract: No

Specify: Principal's contract is 3 years, Asst. principal's contract is 2 years

Elementary

Sick Days: 18
Accumulate? Yes
Limit? None

Sick Leave Buy-Back? Yes
Buy Back at What %? Varied, \$5000 max

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: Yes
Specify: Term life - \$500 premium

Additional Benefits	FY11	Amt:	Specify: Tuition Reimbursement	FY12	Amt:	Specify: Tuition Reimbursement
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Middle

Sick Days: 18
Accumulate? Yes
Limit? None

Sick Leave Buy-Back? Yes
Buy Back at What %? Varied; \$5000 max

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: Yes
Specify: Term life - \$500 premium

Additional Benefits	FY11	Amt:	Specify: Tuition Reimbursement	FY12	Amt:	Specify: Tuition Reimbursement
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High School

Sick Days: 18
Accumulate? Yes
Limit? None

Sick Leave Buy-Back? Yes
Buy Back at What %? Varied, \$5000 max

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: Yes
Specify: Term life - \$500 premium

Additional Benefits	FY11	Amt:	Specify: Tuition Reimbursement	FY12	Amt:	Specify: Tuition Reimbursement
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Dracut

Differences in Contract: Yes

Specify: The only difference is the salary

High School

Sick Days: 18
Accumulate? Yes
Limit? Unlimited

Sick Leave Buy-Back? Yes
Buy Back at What %? \$55/day

Health Insurance: FY11:
FY12: 80%

Other Insurance: No
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Elementary

Sick Days: 18
Accumulate? Yes
Limit? Unlimited

Sick Leave Buy-Back? Yes
Buy Back at What %? \$55/day

Health Insurance: FY11:
FY12: 80%

Other Insurance: No
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Middle

Sick Days: 18
Accumulate? Yes
Limit? Unlimited

Sick Leave Buy-Back? Yes
Buy Back at What %? \$55/day

Health Insurance: FY11:
FY12: 80%

Other Insurance: No
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Dudley-Charlton RSD

Differences in Contract: Yes

Specify: Same language, different salaries

High School

Sick Days:
Accumulate?
Limit?

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits

FY11 Amt:

Specify:

FY12

Amt:

Specify:

Middle

Sick Days:
Accumulate?
Limit?

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits

FY11 Amt:

Specify:

FY12

Amt:

Specify:

Elementary

Sick Days:
Accumulate?
Limit?

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits

FY11 Amt:

Specify:

FY12

Amt:

Specify:

East Bridgewater

Differences in Contract: No

Specify: There is only one principal in this group

PK-3

Sick Days: 17
Accumulate? Yes
Limit? 25Sick Leave Buy-Back? Yes
Buy Back at What %? Per DiemHealth Insurance: FY11: 80%
FY12: 80%Other Insurance: \$1200
Specify: Personal Life Insurance

Additional Benefits FY11 Amt: \$3,000

Specify: Phone, Mileage, Personal Life
Insurance, Bonus once Ed. D. is
completedFY12 Amt: \$3,000 Specify: Phone, Mileage, Personal Life
Insurance, Bonus once Ed. D. is
completed

4-8

Sick Days: 20
Accumulate? Yes
Limit? UnlimitedSick Leave Buy-Back? Yes
Buy Back at What %? 25 days / per diemHealth Insurance: FY11: 80%
FY12: 80%Other Insurance: \$1200
Specify: Personal life insurance

Additional Benefits FY11 Amt: \$3,000

Specify: Phone, Mileage, Life Insurance

FY12 Amt: \$3,000 Specify: Phone, Mileage, Life Insurance

High School

Sick Days: 25
Accumulate? Yes
Limit?Sick Leave Buy-Back? Yes
Buy Back at What %? 25 days / per diemHealth Insurance: FY11: 80%
FY12: 80%Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$750

Specify: Phone, Mileage

FY12 Amt: \$750 Specify: Phone, Mileage

East Longmeadow

Differences in Contract: No

Sick Days: 18
Accumulate? Yes
Limit? 130Sick Leave Buy-Back? No
Buy Back at What %?Health Insurance: FY11: 70%
FY12: 70%Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$2,000

Specify: Disability Insurance

FY12 Amt: \$2,000 Specify: Disability Insurance

Easthampton

Differences in Contract: No

Elementary

Sick Days: 18
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance: 50%
Specify: Dental

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School

Sick Days: 18
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance: 50%
Specify: Dental

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 18
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance: 50%
Specify: Dental

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Everett

Differences in Contract: Yes

Specify: Each Principal has individual contract

**Elementary;
Middle**

Sick Days: 15
Accumulate? Yes
Limit? 135

Sick Leave Buy-Back? Yes
Buy Back at What %? \$60/day

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School

Sick Days: 15
Accumulate? Yes
Limit? 135

Sick Leave Buy-Back? Yes
Buy Back at What %? \$60/day

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Fall River

Differences in Contract:

K-5	Sick Days: 17 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? Yes Buy Back at What %? \$30 after 15 yrs to 225 days	Health Insurance: FY11: 75% FY12: 75% Other Insurance: Specify:
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Additional Benefits	FY11	Amt: \$5,000	Specify: Life Insurance	FY12	Amt: \$5,000	Specify: Life Insurance
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6-8	Sick Days: 17 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? Yes Buy Back at What %? \$30 after 15 yrs to 225 days	Health Insurance: FY11: 75% FY12: 75% Other Insurance: Specify:
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Additional Benefits	FY11	Amt: \$5,000	Specify: Life Insurance	FY12	Amt: \$5,000	Specify: Life Insurance
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9-12	Sick Days: 17 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? Yes Buy Back at What %? \$30 after 15 yrs to 225 days	Health Insurance: FY11: 75% FY12: 75% Other Insurance: Specify:
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Additional Benefits	FY11	Amt: \$5,000	Specify: Life Insurance	FY12	Amt: \$5,000	Specify: Life Insurance
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Falmouth

Differences in Contract: No

9-12

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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K-4

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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5-8

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Farmington River RSD

Differences in Contract: No

Elementary

Sick Days:
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance: Yes
Specify: Life Insurance (\$10,000)

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Framingham

Differences in Contract: No

Elementary

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? 75%

Health Insurance: FY11: 87%
FY12: 87%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$1,000	Specify: Professional Development	FY12	Amt: \$1,000	Specify: Professional Development
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High School

Sick Days: Yes
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? Yes
Buy Back at What %? 75% (\$5000 cap)

Health Insurance: FY11: 87%
FY12: 87%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$3,000	Specify: Professional Development	FY12	Amt: \$3,000	Specify: Professional Development
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Middle

Sick Days: 15
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? Yes
Buy Back at What %? 75% (\$5000 cap)

Health Insurance: FY11: 87%
FY12: 87%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$3,000	Specify: Professional Development	FY12	Amt: \$3,000	Specify: Professional Development
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Franklin

Differences in Contract: No

6-8	Sick Days: 14 Accumulate? Yes Limit? 244	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 68% FY12: 68%
			Other Insurance: Specify: Life Insurance

Additional Benefits	FY11	Amt:	Specify: 15 Paid Holidays	FY12	Amt:	Specify: 15 Paid Holidays
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9-12	Sick Days: 14 Accumulate? Yes Limit? 244	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 68% FY12: 68%
			Other Insurance: Specify: Life Insurance

Additional Benefits	FY11	Amt:	Specify: 15 Paid Holidays	FY12	Amt:	Specify: 15 Paid Holidays
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K-5	Sick Days: 14 Accumulate? Yes Limit? 244	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 68% FY12: 68%
			Other Insurance: Specify: Life Insurance

Additional Benefits	FY11	Amt:	Specify: 15 Paid Holidays	FY12	Amt:	Specify: 15 Paid Holidays
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Frontier RSD

Differences in Contract: No

9-12	Sick Days: 20 Accumulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %?	Health Insurance: FY11: 75% FY12: 75%
			Other Insurance: Specify: Disability & Term Life

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Gill-Montague

Differences in Contract: No

6-12	Sick Days: 18 Accumulate? Yes Limit? 300	Sick Leave Buy-Back? Yes Buy Back at What %? \$20/day	Health Insurance: FY11: 90% FY12: 90%
			Other Insurance: Specify: Dental, Life

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Gill-Montague

Differences in Contract: No

Elementary

Sick Days: 18
Accumulate? Yes
Limit? 300

Sick Leave Buy-Back? Yes
Buy Back at What %? \$20/day upon
retirement

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Greater New Bedford RVTSD

Differences in Contract: No

High School

Sick Days: 25
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? Yes
Buy Back at What %? \$60/day at
retirement

Health Insurance: FY11: 65%
FY12: 65%

Other Insurance: 65%
Specify: Dental, Life

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Groton-Dunstable RSD

Differences in Contract: No

Elementary

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance: 65/35; 100%
Specify: Dental; Life

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

High School

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance: 65/35%; 100%
Specify: Dental; Life

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Middle

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance: 65/35%; 100%
Specify: Dental; Life

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Hampshire RSD

Differences in Contract: Yes

Specify: Salary Ranges

Elementary

Sick Days: 20
Accumulate? Yes
Limit? 120-200

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School

Sick Days: 18
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Harvard

Differences in Contract: Yes

Elementary

Sick Days: 15
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle; High

Sick Days: 15
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Hingham

Differences in Contract: No

6-8

Sick Days:
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? \$10/day

Health Insurance: FY11: 50%
FY12: 50%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? \$10/day

Health Insurance: FY11: 50%
FY12: 50%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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PK-5 or K-5

Sick Days:
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? \$10/day

Health Insurance: FY11: 50%
FY12: 50%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Holbrook

Differences in Contract: No

Specify: Salary

7-12	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave Buy-Back? Yes Buy Back at What %? 50%	Health Insurance: FY11: 90% FY12: 90%
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Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$2,500	Specify: Course reimbursement	FY12	Amt: \$2,500	Specify: Course reimbursement
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PK-3	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 90% FY12: 90%
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Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$2,500	Specify: Course reimbursement	FY12	Amt: \$2,500	Specify: Course reimbursement
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4-6	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 90% FY12: 90%
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Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$2,500	Specify: Course reimbursement	FY12	Amt: \$2,500	Specify: Course reimbursement
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Middle	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave Buy-Back? Yes Buy Back at What %? 50%	Health Insurance: FY11: 90% FY12: 90%
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Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$2,500	Specify: Course reimbursement	FY12	Amt: \$2,500	Specify: Course reimbursement
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Hopedale

Differences in Contract: No

Middle/High

Sick Days: 15
Accumulate? Yes
Limit? 75

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 82%
FY12: 82%

Other Insurance: No
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Elementary/Middle

Sick Days: 15
Accumulate? Yes
Limit? 75

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 82%
FY12: 82%

Other Insurance: No
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Hudson

Differences in Contract: No

Middle

Sick Days: 18
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? Yes
Buy Back at What %? \$60/day

Health Insurance: FY11:
FY12:

Other Insurance: No
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

High School

Sick Days: 18
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? Yes
Buy Back at What %? \$60/day

Health Insurance: FY11:
FY12: 66%

Other Insurance: No
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Elementary

Sick Days: 18
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? Yes
Buy Back at What %? \$60/day

Health Insurance: FY11:
FY12:

Other Insurance: No
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Hull

Differences in Contract: No

Elementary

Sick Days: 15
Accumulate? Yes
Limit? 240

Sick Leave Buy-Back? Yes
Buy Back at What %? 50% up to 240 days

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 15
Accumulate? Yes
Limit? 240

Sick Leave Buy-Back? Yes
Buy Back at What %? 50% up to 80 days

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School

Sick Days: 15
Accumulate? Yes
Limit? 240

Sick Leave Buy-Back? Yes
Buy Back at What %? 50% up to 80 days

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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King Philip RSD

Differences in Contract: No

High School

Sick Days: 15
Accumulate? Yes
Limit? 225

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 86%
FY12: 86%

Other Insurance: Yes
Specify: Group Life Insurance - \$10,000

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 15
Accumulate? Yes
Limit? 225

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 86%
FY12: 86%

Other Insurance: Yes
Specify: Group Life Insurance - \$10,000

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Littleton

Differences in Contract: Yes

Elementary

Sick Days: 20
Accumulate? Yes
Limit? No

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

High School

Sick Days: 20
Accumulate? Yes
Limit?

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Middle

Sick Days: 20
Accumulate? Yes
Limit? No

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Longmeadow

Differences in Contract: No

High School

Sick Days: 10
Accumulate? Yes
Limit? 235

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 61.5%
FY12: 61.5%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 10
Accumulate? Yes
Limit? 235

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 61.5%
FY12: 61.5%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Elementary

Sick Days: 10
Accumulate? Yes
Limit? 235

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 61.5%
FY12: 61.5%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Ludlow

Differences in Contract: No

PK-12

Sick Days: 17
Accumulate? Yes
Limit? None

Sick Leave Buy-Back? Yes
Buy Back at What %? \$25/day

Health Insurance: FY11: 81%
FY12: 81%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$1,000	Specify: Disability Insurance	FY12	Amt: \$1,000	Specify: Disability Insurance
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Lynnfield

Differences in Contract: No

Elementary

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 66%
FY12: 66%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 66%
FY12: 66%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 66%
FY12: 66%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Malden

Differences in Contract: No

Specify: No

High School

Sick Days: 15
Accumulate? Yes
Limit? None

Sick Leave Buy-Back? Yes
Buy Back at What %? \$10/day

Health Insurance: FY11:
FY12: 80%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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K-8

Sick Days: 15
Accumulate? Yes
Limit? 100

Sick Leave Buy-Back? Yes
Buy Back at What %? \$10/day

Health Insurance: FY11:
FY12: 80%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Mashpee

Differences in Contract: No

Sick Days: 20
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? Yes
Buy Back at What %? 33%

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: Yes
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Medfield

Differences in Contract: No

Middle
Sick Days: As Needed
Accumulate? No
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 62%
FY12: 62%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School
Sick Days: As Needed
Accumulate? No
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify: Same	FY12	Amt:	Specify: Same
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K-1; 2-3; 4-5
Sick Days: As Needed
Accumulate?
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 62%
FY12: 62%

Other Insurance: 50%
Specify: Life

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Melrose

Differences in Contract: No

High School

Sick Days: 18
Accumulate? Yes
Limit? 260

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12: 87%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Elementary

Sick Days: 18
Accumulate? Yes
Limit? 260

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12: 87%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Mendon-Upton RSD

Differences in Contract: No

Middle

Sick Days: 20
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify: 50k Term Life

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Mendon-Upton RSD

Differences in Contract: No

Elementary

Sick Days: 20
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify: 50k Term Life

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School

Sick Days: 20
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify: 50k Term Life

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middleborough**Differences in Contract:** No**Specify:** All new employees do not have a sick leave buy back.**Elementary****Sick Days:** 15
Accumulate? Yes
Limit? Unlimited**Sick Leave Buy-Back?** Yes
Buy Back at What %? \$10,000 cap**Health Insurance:** FY11: 80/60%
FY12: 80/60%**Other Insurance:** Yes
Specify: \$300 disability insurance, \$300 term life insurance, \$300 Educators Liability insurance**Additional Benefits****FY11 Amt:****Specify:** \$300 in district mileage, \$1000 course resimbursement, \$1500 per national education convention**FY12 Amt:****Specify:** \$300 in district mileage, \$1000 course resimbursement, \$1500 per national education convention**High School****Sick Days:** 15
Accumulate? Yes
Limit? Unlimited**Sick Leave Buy-Back?** No
Buy Back at What %?**Health Insurance:** FY11: 60/80%
FY12: 60/80%**Other Insurance:** Yes
Specify: \$300 disability insurance, \$300 term life insurance, \$300 Educators Liability insurance**Additional Benefits****FY11 Amt:****Specify:** \$300 in district mileage, \$1000 course resimbursement, \$2500/3yrs national convention**FY12 Amt:****Specify:** \$300 in district mileage, \$1000 course resimbursement, \$2500/3yrs national convention

Milford

Differences in Contract: No

Middle (8)

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance: Yes
Specify: Life ins. \$100,000

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Elementary

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance: Yes
Specify: Life ins. \$100,000

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

High School

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance: Yes
Specify: \$100,000 life insurance

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Elementary

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance: Yes
Specify: Life ins. \$100,000

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Elementary

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance: Yes
Specify: Life ins. \$100,000

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Millis

Differences in Contract: Yes

Middle	Sick Days: 18	Sick Leave Buy-Back? No	Health Insurance: FY11: 68%
	Accumulate? Yes	Buy Back at What %?	FY12: 68%
	Limit?		Other Insurance:
			Specify:
Additional Benefits	FY11 Amt:	Specify:	FY12 Amt: Specify:
Elementary	Sick Days: 40	Sick Leave Buy-Back? No	Health Insurance: FY11: 68%
	Accumulate? Yes	Buy Back at What %?	FY12: 68%
	Limit?		Other Insurance:
			Specify:
Additional Benefits	FY11 Amt:	Specify:	FY12 Amt: Specify:
High School	Sick Days:	Sick Leave Buy-Back?	Health Insurance: FY11:
	Accumulate?	Buy Back at What %?	FY12:
	Limit?		Other Insurance:
			Specify:
Additional Benefits	FY11 Amt:	Specify:	FY12 Amt: Specify:

Milton

Differences in Contract: Yes

Specify: Salary, Work Days

Elementary

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 85%
FY12:

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Middle

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? 30% of daily sub rate

Health Insurance: FY11: 85%
FY12:

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

High School

Sick Days: 1.5/month
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? 30% of daily sub rate

Health Insurance: FY11: 85%
FY12:

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Narragansett RSD

Differences in Contract: No

5-8 **Sick Days: 17** **Sick Leave Buy-Back? Yes** **Health Insurance:** FY11: 75%
 Accumulate? Yes **Buy Back at What %? \$45/day after 5 years** FY12: 75%
 Limit? **Other Insurance:**
 Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School **Sick Days: Yes** **Sick Leave Buy-Back? Yes** **Health Insurance:** FY11: 75%
 Accumulate? **Buy Back at What %? \$45/day** FY12: 75%
 Limit? **Other Insurance:**
 Specify: Life Insurance

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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PK-4; K-2 **Sick Days: 17** **Sick Leave Buy-Back? Yes** **Health Insurance:** FY11: 75%
 Accumulate? Yes **Buy Back at What %? \$45/day after 5 years** FY12: 75%
 Limit? **Other Insurance:**
 Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Nashoba RSD

Differences in Contract: No

Specify: Only one high school

High School

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance: 50%
Specify: Dental

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Middle

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance: Dental - 50/50; Basic Life - 70/30
Specify: Dental, Basic Life

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Elementary

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance: Dental - 50/50; Basic Life - 70/30
Specify: Dental, Basic Life

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Natick

Differences in Contract: No

High School

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? Up to 20 per diem

Health Insurance: FY11:
FY12: 50+%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? Up to 20 per diem

Health Insurance: FY11:
FY12: 50+%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Elementary

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? Up to 20 per diem

Health Insurance: FY11:
FY12: 50+%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Needham

Differences in Contract: Yes

Specify: Salary and Annuity only

Middle

Sick Days: 15
Accumulate? Yes
Limit? 220

Sick Leave Buy-Back? Yes
Buy Back at What %? \$50/day

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$500	Specify: Annuity	FY12	Amt: \$500	Specify: Annuity
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Elementary

Sick Days: 15
Accumulate? Yes
Limit? 220

Sick Leave Buy-Back? Yes
Buy Back at What %? \$50/day

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$5,000	Specify: Annuity	FY12	Amt: \$5,000	Specify: Annuity
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High School

Sick Days: 15
Accumulate? Yes
Limit? 220

Sick Leave Buy-Back? Yes
Buy Back at What %? \$50/day

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits	FY11	Amt: \$4,000	Specify: Annuity	FY12	Amt: \$4,000	Specify: Annuity
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New Bedford

Differences in Contract: Yes

Specify: Years of service

MiddleSick Days: 15
Accumulate? Yes
Limit? 180Sick Leave Buy-Back? Yes
Buy Back at What %? \$125/dayHealth Insurance: FY11: 75%
FY12: 75%Other Insurance: Yes
Specify: Life

Additional Benefits	FY11	Amt: \$4,714	Specify: Professional Development	FY12	Amt: \$4,714	Specify: Professional Development
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ElementarySick Days: 15
Accumulate? Yes
Limit? 185Sick Leave Buy-Back? Yes
Buy Back at What %? \$125/dayHealth Insurance: FY11: 75%
FY12: 75%Other Insurance: 75%
Specify: Life

Additional Benefits	FY11	Amt: \$3,502	Specify: Same	FY12	Amt: \$3,502	Specify: Same
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MiddleSick Days: 15
Accumulate? Yes
Limit? 185Sick Leave Buy-Back? Yes
Buy Back at What %? \$125Health Insurance: FY11: 75%
FY12: 75%Other Insurance: 75%
Specify: Life

Additional Benefits	FY11	Amt: \$3,906	Specify: Same	FY12	Amt: \$3,906	Specify: Same
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High SchoolSick Days: 15
Accumulate? Yes
Limit? 185Sick Leave Buy-Back? Yes
Buy Back at What %? \$125/dayHealth Insurance: FY11: 75%
FY12: 75%Other Insurance: 75%
Specify: Life

Additional Benefits	FY11	Amt: \$3,098	Specify: Professional Development	FY12	Amt: \$3,098	Specify: Professional Development
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Newton

Differences in Contract: No

High School

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance: 50%
Specify: Dental & Basic Life

Additional Benefits

FY11 Amt: \$1,500 Specify: Professional Development

FY12 Amt: \$1,500 Specify: Professional Development

Elementary

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance: 50%
Specify: Dental & Basic Life

Additional Benefits

FY11 Amt: \$2,000 Specify: Professional Development

FY12 Amt: \$2,000 Specify: Professional Development

Middle

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance: 50%
Specify: Dental & Basic Life

Additional Benefits

FY11 Amt: \$1,500 Specify: Professional Development

FY12 Amt: \$1,500 Specify: Professional Development

North Reading

Differences in Contract: No

High School

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? 33%

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

K-8

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? 20%

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance:
Specify:

Additional Benefits

FY11 Amt: Specify:

FY12 Amt: Specify:

Northborough

Differences in Contract: Yes

PK-5; K-5

Sick Days: 15
Accumulate? Yes
Limit? 150

Sick Leave Buy-Back? Yes
Buy Back at What %? \$20/day to 100
days; upon
retirement

Health Insurance: FY11: 80%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: Specify: Same FY12 Amt: Specify: Same

Middle

Sick Days: 15
Accumulate? Yes
Limit? 150

Sick Leave Buy-Back? Yes
Buy Back at What %? \$20/day to 100
days; upon
retirement

Health Insurance: FY11: 80%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: Specify: Same FY12 Amt: Specify: Same

Northborough-Southborough RSD

Differences in Contract: No

High School

Sick Days: 17
Accumulate? Yes
Limit? 165

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 75%

Other Insurance: 100%
Specify: Life

Additional Benefits FY11 Amt: Specify: Same FY12 Amt: Specify: Same

Northbridge

Differences in Contract: Yes

Specify: Number of work days

PK-1; 2-4; 5-8; 9-12

Sick Days: 15
Accumulate? Yes
Limit? 205-225

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Northern Berkshire RVTSD

Differences in Contract: No

High School

Sick Days: 18
Accumulate? Yes
Limit? 255

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: No
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Norwood

Differences in Contract: Yes

Specify: New principals do not have Sick Leave Buy Back; Some Additional Benefits vary for each

High School

Sick Days: 15
Accumulate? Yes
Limit? 230

Sick Leave Buy-Back? Yes
Buy Back at What %? \$12,000/120 days

Health Insurance: FY11: 55-80%
FY12: 55-80%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$600 Specify: Car Allowance (\$600/yr rep to PBCC) FY12 Amt: \$600 Specify: Car Allowance (\$600/yr rep to PBCC)

Middle

Sick Days: 15
Accumulate? Yes
Limit? 230

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

PK-K

Sick Days: 15
Accumulate? Yes
Limit? 230

Sick Leave Buy-Back? Yes
Buy Back at What %? \$12,000

Health Insurance: FY11: 55-80%
FY12:

Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$600 Specify: Car Allowance FY12 Amt: \$600 Specify: Car Allowance

Elem (Cleveland)

Sick Days: 15
Accumulate? Yes
Limit? 230

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 55-80%
FY12: 55-80%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Elem (Balch)

Sick Days: 15
Accumulate? Yes
Limit? 230

Sick Leave Buy-Back? Yes
Buy Back at What %? \$12,000/120 days

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$4,000 Specify: Mentor new principals FY12 Amt: \$4,000 Specify: Mentor new principals

Elem (Prescott)	Sick Days: 15 Accumulate? Yes Limit? 230	Sick Leave Buy-Back? Yes Buy Back at What %? \$12,000	Health Insurance: FY11: 55-80% FY12:	Other Insurance: Specify:
Additional Benefits	FY11 Amt:	Specify:	FY12 Amt:	Specify:
Elem (Callahan)	Sick Days: 15 Accumulate? Yes Limit? 230	Sick Leave Buy-Back? Yes Buy Back at What %? \$12,000/120 days	Health Insurance: FY11: 55-80% FY12: 55-80%	Other Insurance: Specify:
Additional Benefits	FY11 Amt: \$4,000	Specify: Mentor new principal	FY12 Amt: \$4,000	Specify: Mentor new principal
Elem (Oldham)	Sick Days: 15 Accumulate? Yes Limit? 230	Sick Leave Buy-Back? Yes Buy Back at What %? \$11,000/110 days	Health Insurance: FY11: 55-80% FY12: 55-80%	Other Insurance: Specify:
Additional Benefits	FY11 Amt:	Specify:	FY12 Amt:	Specify:
Elem (Balch)	Sick Days: 15 Accumulate? Yes Limit? 230	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: FY12: 55-85%	Other Insurance: Specify:
Additional Benefits	FY11 Amt:	Specify:	FY12 Amt:	Specify:
Old Colony RVTSD	Differences in Contract: No			
High School	Sick Days: 30 Accumulate? Yes Limit? 200	Sick Leave Buy-Back? Yes Buy Back at What %?	Health Insurance: FY11: 80 FY12:	Other Insurance: Specify:
Additional Benefits	FY11 Amt: \$100,785	Specify:	FY12 Amt: \$100,785	Specify:

Palmer

Differences in Contract: No

Elementary	Sick Days: 20	Sick Leave Buy-Back? No	Health Insurance: FY11: 80%
	Accumulate? Yes	Buy Back at What %?	FY12: 80%
	Limit?		Other Insurance:
			Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle	Sick Days: 20	Sick Leave Buy-Back? No	Health Insurance: FY11: 80%
	Accumulate? Yes	Buy Back at What %?	FY12: 80%
	Limit?		Other Insurance:
			Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School	Sick Days: 20	Sick Leave Buy-Back? No	Health Insurance: FY11: 80%
	Accumulate? Yes	Buy Back at What %?	FY12: 80%
	Limit?		Other Insurance:
			Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Peabody

Differences in Contract: No

High School

Sick Days: 16.5
Accumulate? Yes
Limit? 150

Sick Leave Buy-Back? Yes
Buy Back at What %? 1/222

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Elementary

Sick Days:
Accumulate? No
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance: No
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 16.5
Accumulate? Yes
Limit? 150

Sick Leave Buy-Back? Yes
Buy Back at What %? 1/222

Health Insurance: FY11: 85%
FY12: 85%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Pembroke

Differences in Contract: No

High School

Sick Days: 200
Accumulate? Yes
Limit?

Sick Leave Buy-Back? no
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
			Annuity, 30 vacation days, Course Reimbursement			Annuity, 30 vacation days, Course Reimbursement

Middle

Sick Days: Yes
Accumulate? Yes
Limit? 200

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
			30 Vacation Days, \$1800 Course Reimburement			30 Vacation Days, \$1800 Course Reimburement

Pioneer Valley RSD

Differences in Contract: No

PK-6 **Sick Days: 15** **Sick Leave Buy-Back? Yes** **Health Insurance:** FY11: 75%
 Accumulate? Yes **Buy Back at What %? 10%** FY12: 75%
 Limit? **Other Insurance: 50%**
 Specify: Dental

Additional Benefits **FY11** **Amt:** **Specify:** **FY12** **Amt:** **Specify:**

Middle/High **Sick Days: 15** **Sick Leave Buy-Back? Yes** **Health Insurance:** FY11:
 Accumulate? Yes **Buy Back at What %? 10%** FY12: 75%
 Limit? 160 **Other Insurance: 50%**
 Specify: Dental

Additional Benefits **FY11** **Amt:** **Specify:** **FY12** **Amt:** **Specify:**

Pittsfield

Differences in Contract: No

Elementary **Sick Days: 17-18** **Sick Leave Buy-Back? Yes** **Health Insurance:** FY11:
 Accumulate? Yes **Buy Back at What %?** FY12:
 Limit? **Other Insurance:**
 Specify: Dental

Additional Benefits **FY11** **Amt:** **Specify:** **FY12** **Amt:** **Specify:**

High School **Sick Days: 20** **Sick Leave Buy-Back? Yes** **Health Insurance:** FY11:
 Accumulate? Yes **Buy Back at What %?** FY12:
 Limit? **Other Insurance:**
 Specify:

Additional Benefits **FY11** **Amt:** **Specify:** **FY12** **Amt:** **Specify:**

Middle **Sick Days: 20** **Sick Leave Buy-Back? Yes** **Health Insurance:** FY11:
 Accumulate? Yes **Buy Back at What %?** FY12:
 Limit? **Other Insurance:**
 Specify:

Additional Benefits **FY11** **Amt:** **Specify:** **FY12** **Amt:** **Specify:**

Plainville

Differences in Contract: Yes

Specify: Newly hired principal does not have benefit of unlimited sick time accumulation

K-3

Sick Days: 18
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? \$15/day

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$3,400

Specify: Conferences, PD, Profesional Materials

FY12 Amt: \$3,400

Specify: Conferences, PD, Profesional Materials

Intermediate

Sick Days: 15
Accumulate? Yes
Limit? 120

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$3,200

Specify: Conferences, Professional Development, Professional Materials

FY12 Amt: \$3,200

Specify: Conferences, Professional Development, Professional Materials

Provincetown

Differences in Contract: No

K-12

Sick Days: 15
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? Yes
Buy Back at What %? 10%

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance:
Specify:

Additional Benefits FY11 Amt:

Specify:

FY12 Amt:

Specify:

Ralph C Mahar

Differences in Contract:

7-12

Sick Days: 15
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11:
FY12: 75%

Other Insurance:
Specify:

Additional Benefits FY11 Amt:

Specify:

FY12 Amt:

Specify:

Randolph

Differences in Contract: No

Specify: Only one middle school.

Middle

Sick Days: 15
Accumulate?
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12: 85%

Other Insurance: No
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School

Sick Days: 15
Accumulate?
Limit?

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11:
FY12: 85%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Elementary

Sick Days: 15
Accumulate?
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12: 85%

Other Insurance: No
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Rockport

Differences in Contract: Yes

Specify: Wage

Elementary

Sick Days: 13
Accumulate? Yes
Limit? 260

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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6-12

Sick Days: 13
Accumulate? Yes
Limit? 260

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Sandwich

Differences in Contract: Yes Specify: High School Principal Receives 10% Sick Buyback

K-12	Sick Days: 18	Sick Leave Buy-Back? Yes	Health Insurance: FY11: 75%
	Accumulate? Yes	Buy Back at What %? 10% -15% up to 223 days	FY12: 75%
	Limit? 226		Other Insurance:
			Specify:

Additional Benefits	FY11	Amt: \$3,000	Specify: Longevity	FY12	Amt: \$3,000	Specify: Longevity
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Saugus

Differences in Contract: No

High School	Sick Days: 15	Sick Leave Buy-Back? No	Health Insurance: FY11: 90%
	Accumulate? Yes	Buy Back at What %?	FY12: 90%
	Limit?		Other Insurance:
			Specify:

Additional Benefits	FY11	Amt: \$2,500	Specify: NEASC	FY12	Amt: \$2,500	Specify: NEASC
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Elementary	Sick Days: 15	Sick Leave Buy-Back? No	Health Insurance: FY11: 90%
	Accumulate? Yes	Buy Back at What %?	FY12: 90%
	Limit?		Other Insurance:
			Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle	Sick Days: 15	Sick Leave Buy-Back? No	Health Insurance: FY11: 90%
	Accumulate? Yes	Buy Back at What %?	FY12: 90%
	Limit?		Other Insurance:
			Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Seekonk

Differences in Contract: No

K-12	Sick Days: 25	Sick Leave Buy-Back? Yes	Health Insurance: FY11: 75%
	Accumulate? Yes	Buy Back at What %? 40.5%	FY12: 75%
	Limit? 225		Other Insurance:
			Specify: Dental

Additional Benefits	FY11	Amt: \$2,500	Specify: Professional Development	FY12	Amt: \$2,500	Specify: Professional Development
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Sharon

Differences in Contract: No

Middle

Sick Days: 15
Accumulate? Yes
Limit? 195

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance: No
Specify:

Additional Benefits FY11 Amt: \$4,500

Specify: Annuity

FY12 Amt: \$4,500 Specify: Annuity

K-5

Sick Days: 15
Accumulate? Yes
Limit? 195

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance: No
Specify:

Additional Benefits FY11 Amt: \$2,500

Specify: Annuity

FY12 Amt: \$2,500 Specify: Annuity

High School

Sick Days: 15
Accumulate? Yes
Limit? 195

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance: No
Specify:

Additional Benefits FY11 Amt: \$4,500

Specify: Annuity

FY12 Amt: \$4,500 Specify: Annuity

Shutesbury

Differences in Contract: No

Sick Days:
Accumulate?
Limit?

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits FY11 Amt:

Specify:

FY12 Amt: Specify:

Smith Vocational Agricultural

Differences in Contract: No

High School

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? \$5500

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance:
Specify:

Additional Benefits FY11 Amt:

Specify:

FY12 Amt: Specify:

Somerset

Differences in Contract: Yes

Specify: Individual contracts

High School

Sick Days: 18
Accumulate? Yes
Limit? 271

Sick Leave Buy-Back? Yes
Buy Back at What %? \$30/day

Health Insurance: FY11: 75%
FY12:

Other Insurance: No
Specify:

Additional Benefits FY11 Amt: \$3,000

Specify: Professional Conference attendance & expenses

FY12 Amt: \$3,000

Specify: Professional Conference attendance & expenses

K-5

Sick Days: 18
Accumulate? Yes
Limit? 271

Sick Leave Buy-Back? Yes
Buy Back at What %? \$30/day

Health Insurance: FY11: 75%
FY12:

Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$3,000

Specify: Professional Conference attendance & expenses

FY12 Amt: \$3,000

Specify: Professional Conference attendance & expenses

Middle

Sick Days: 18
Accumulate? Yes
Limit? 271

Sick Leave Buy-Back? Yes
Buy Back at What %? \$30/day

Health Insurance: FY11: 75%
FY12:

Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$3,000

Specify: Professional Conference attendance & expenses

FY12 Amt: \$3,000

Specify: Professional Conference attendance & expenses

Somerville

Differences in Contract: No

High School

Sick Days: 15
Accumulate? Yes
Limit? 225

Sick Leave Buy-Back? Yes
Buy Back at What %? 30*133

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits FY11 Amt:

Specify:

FY12 Amt:

Specify:

**Elementary;
Middle**

Sick Days: 15
Accumulate? Yes
Limit? 225

Sick Leave Buy-Back?
Buy Back at What %? 30*133

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits FY11 Amt:

Specify:

FY12 Amt:

Specify:

South Hadley

Differences in Contract: No

Sick Days: Yes
Accumulate?
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %? 55 Days

Health Insurance: FY11: 60%
FY12: 60%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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South Middlesex RVTSD

Differences in Contract: No

High School

Sick Days: 15
Accumulate? No
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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South Shore RVTSD

Differences in Contract: No

High School

Sick Days:
Accumulate? Yes
Limit?

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance: Yes
Specify: Life 20k; 50%

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Southborough

Differences in Contract: No

PK-5	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave Buy-Back? Yes Buy Back at What %? \$20/day to 100 days after 20 yrs	Health Insurance: FY11: 80% FY12: 75%
			Other Insurance: No Specify:

Additional Benefits	FY11	Amt:	Specify: Same	FY12	Amt:	Specify: Same
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6-8	Sick Days: 15 Accumulate? Yes Limit? 150	Sick Leave Buy-Back? Yes Buy Back at What %? \$20/day to 100 days after 20 yrs	Health Insurance: FY11: 80% FY12: 75%
			Other Insurance: No Specify:

Additional Benefits	FY11	Amt:	Specify: Same	FY12	Amt:	Specify: Same
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Southeastern RVTSD

Differences in Contract: No

High School	Sick Days: 18 Accumulate? Yes Limit? 165	Sick Leave Buy-Back? Yes Buy Back at What %? 15%	Health Insurance: FY11: 70% FY12: 70%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Southern Berkshire RSD

Differences in Contract: No

PK-6	Sick Days: 18 Accumulate? Yes Limit? 180	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 80% FY12: 80%
			Other Insurance: Specify: Dental at 80% offered

Additional Benefits	FY11	Amt:	Specify: 20 Days Vacation	FY12	Amt:	Specify: 20 Days Vacation
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7-12	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 80% FY12: 80%
			Other Insurance: Specify: Dental at 80% offered

Additional Benefits	FY11	Amt:	Specify: 20 Days Vacation	FY12	Amt:	Specify: 20 Days Vacation
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Southern Worcester County RVTSD

Differences in Contract: No

High SchoolSick Days: 18
Accumulate? Yes
Limit?Sick Leave Buy-Back? Yes
Buy Back at What %? Days 1-195 \$55;
196-290 \$75Health Insurance: FY11: 85%
FY12: 85%Other Insurance:
Specify:

Additional Benefits FY11 Amt: \$7,500

Specify: Annuity/Longevity

FY12 Amt: \$7,500 Specify: Annuity/Longevity

Springfield

Differences in Contract: No

MiddleSick Days: 18
Accumulate? Yes
Limit?Sick Leave Buy-Back?
Buy Back at What %?Health Insurance: FY11: 75%
FY12: 75%Other Insurance: No
Specify:

Additional Benefits FY11 Amt:

Specify:

FY12 Amt: Specify:

ElementarySick Days: 18
Accumulate? Yes
Limit?Sick Leave Buy-Back?
Buy Back at What %?Health Insurance: FY11: 75%
FY12: 75%Other Insurance: No
Specify:

Additional Benefits FY11 Amt:

Specify:

FY12 Amt: Specify:

High SchoolSick Days: 18
Accumulate? Yes
Limit?Sick Leave Buy-Back?
Buy Back at What %?Health Insurance: FY11: 75%
FY12: 75%Other Insurance: No
Specify:

Additional Benefits FY11 Amt:

Specify:

FY12 Amt: Specify:

Stoneham

Differences in Contract: No

Elementary

Sick Days: 15
Accumulate? Yes
Limit? 240

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12: 85%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School

Sick Days: 15
Accumulate? Yes
Limit? 240

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12: 85%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 15
Accumulate? Yes
Limit? 240

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12: 85%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Sunderland

Differences in Contract: No

PK-6

Sick Days: 20
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance: Yes
Specify: Disability & Term Life

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Tantasqua

Differences in Contract: No

Middle; High

Sick Days: 20
Accumulate? Yes
Limit? 210

Sick Leave Buy-Back? Yes
Buy Back at What %? \$25/day

Health Insurance: FY11: 60%
FY12: 60%

Other Insurance:
Specify: Life, Dental

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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PK-6	Sick Days: Yes Accumulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %? \$25/day	Health Insurance: FY11: 60% FY12: 60%	Other Insurance: Specify: Dental
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Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Tewksbury

Differences in Contract: Yes

Specify: All principals have their own individual contract

PK-6

Sick Days: 15
Accumulate? Yes
Limit? Unlimited

Sick Leave Buy-Back? Yes
Buy Back at What %? 10%

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: Yes
Specify: Dental

Additional Benefits	FY11	Amt: \$1,000	Specify: Tuition	FY12	Amt: \$1,000	Specify: Tuition
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7-8	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? Yes Buy Back at What %? 10%	Health Insurance: FY11: 75% FY12: 75%	Other Insurance: Yes Specify: Dental
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Additional Benefits	FY11	Amt: \$1,000	Specify: Tuition	FY12	Amt: \$1,000	Specify: Tuition
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High School

Sick Days: 15
Accumulate? Yes
Limit? Unlimited

Sick Leave Buy-Back? Yes
Buy Back at What %? 10%

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: Yes
Specify: Dental

Additional Benefits	FY11	Amt: \$1,400	Specify: Tuition/Travel	FY12	Amt: \$1,400	Specify: Tuition/Travel
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Triton

Differences in Contract: Yes

Specify: 1 out of 3 principals has 1000 travel

Elementary

Sick Days:
Accumulate?
Limit?

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits

FY11 Amt:

Specify:

FY12

Amt:

Specify:

Middle

Sick Days:
Accumulate?
Limit?

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits

FY11 Amt:

Specify:

FY12

Amt:

Specify:

High School

Sick Days:
Accumulate?
Limit?

Sick Leave Buy-Back?
Buy Back at What %?

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits

FY11 Amt:

Specify:

FY12

Amt:

Specify:

Tyngsborough

Differences in Contract: Yes

Specify: MS/HS Principal Receives stipend of \$1500 for supervising 2 buildings

Middle; High

Sick Days: 17
Accumulate? Yes
Limit? 300

Sick Leave Buy-Back? Yes
Buy Back at What %? 50% of Daily Rate
for 20% of
accumulated time

Health Insurance: FY11: 30%
FY12: 30%

Other Insurance: \$3000/mo; 100%
Specify: LTD; Life Insurance

Additional Benefits

FY11 Amt:

Specify: Tuition Reimbursement - 100% 1st
Course, 50% 2nd Course

FY12

Amt:

Specify: Tuition Reimbursement - 100% 1st
Course, 50% 2nd Course

K-5

Sick Days: 17
Accumulate? Yes
Limit? 300

Sick Leave Buy-Back? Yes
Buy Back at What %? 50% of Daily Rate
for 20% of
accumulated time

Health Insurance: FY11: 25%
FY12: 25%

Other Insurance: \$3000/mo; 100%
Specify: LTD; Life Insurance

Additional Benefits

FY11 Amt:

Specify: Tuition Reimbursement - 100% 1st
Course, 50% 2nd Course

FY12

Amt:

Specify: Tuition Reimbursement - 100% 1st
Course, 50% 2nd Course

Uxbridge

Differences in Contract: Yes

Specify: Salaries based on experience & longevity.

Middle

Sick Days: 18
Accumulate? Yes
Limit? 155

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School

Sick Days: 18
Accumulate? Yes
Limit? 155

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Elementary

Sick Days: 18
Accumulate? Yes
Limit? 155

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Waltham

Differences in Contract: No

Elementary

Sick Days: 15
Accumulate? Yes
Limit? 300

Sick Leave Buy-Back? Yes
Buy Back at What %? \$6000

Health Insurance: FY11: 88%
FY12: 88%

Other Insurance: No
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 15
Accumulate? Yes
Limit? 300

Sick Leave Buy-Back? Yes
Buy Back at What %? \$6000

Health Insurance: FY11: 88%
FY12: 88%

Other Insurance: No
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Wareham

Differences in Contract: Yes

Specify: Sick Leave & Days Accumulated; Vacation Days & Pay for Unused; Course Reimbursement

Elementary

Sick Days: 12-20
Accumulate? Yes
Limit? 100-270

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: \$800
Specify:

Additional Benefits FY11 Amt: Specify: \$400 Medical Exam/ \$1000 Tuition FY12 Amt: Specify: \$400 Medical Exam/ \$1000 Tuition

9-12

Sick Days: 12-20
Accumulate? Yes
Limit? 100-270

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: \$800
Specify:

Additional Benefits FY11 Amt: Specify: \$400 Medical Exam/ \$1000 Tuition FY12 Amt: Specify: \$400 Medical Exam/ \$1000 Tuition

Middle

Sick Days: 12-20
Accumulate? Yes
Limit? 100-270

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: \$800
Specify:

Additional Benefits FY11 Amt: Specify: \$400 Medical Exam/ \$1000 Tuition FY12 Amt: Specify: \$400 Medical Exam/ \$1000 Tuition

Elementary

Sick Days: 12-20
Accumulate? Yes
Limit? 100-270

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: \$800
Specify:

Additional Benefits FY11 Amt: Specify: \$400 Medical Exam/ \$1000 Tuition FY12 Amt: Specify: \$400 Medical Exam/ \$1000 Tuition

7-12

Sick Days: 12-20
Accumulate? Yes
Limit? 100-270

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: \$800
Specify:

Additional Benefits FY11 Amt: Specify: \$400 Medical Exam/ \$1000 Tuition FY12 Amt: Specify: \$400 Medical Exam/ \$1000 Tuition

Wayland

Differences in Contract: No

High School

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70
FY12: 70

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70
FY12: 70

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Elementary

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 70
FY12: 70

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Kindergarten

Sick Days: 15
Accumulate? Yes
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 74
FY12: 74

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Webster

Differences in Contract: No

Middle; High

Sick Days: 18
Accumulate? Yes
Limit? 150

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 75%
FY12: 75%

Other Insurance: Yes
Specify: Disability

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Wellesley

Differences in Contract: No

K-5

Sick Days: 15
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance:
Specify: Dental, Disability

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Middle; High

Sick Days: 15
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 80%
FY12: 80%

Other Insurance:
Specify: Dental, Disability

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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West Bridgewater

Differences in Contract: No

PK-3; 4-6

Sick Days: 18
Accumulate? Yes
Limit? 220

Sick Leave Buy-Back? Yes
Buy Back at What %? 25%

Health Insurance: FY11:
FY12:

Other Insurance:
Specify: Life and Dental

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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7-12

Sick Days: 18
Accumulate? Yes
Limit? 220

Sick Leave Buy-Back? Yes
Buy Back at What %? 25%

Health Insurance: FY11:
FY12:

Other Insurance:
Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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West Boylston

Differences in Contract: No

4-6	Sick Days: 15 Accumulate? Yes Limit? 240	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 80% FY12: 80%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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7-8, 9-12	Sick Days: 15 Accumulate? Yes Limit? 240	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 80% FY12: 80%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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K-3	Sick Days: 15 Accumulate? Yes Limit? 240	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 80% FY12: 80%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School	Sick Days: 18 Accumulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? 100 days max	Health Insurance: FY11: FY12:
			Other Insurance: 65% Specify: Dental

Additional Benefits	FY11	Amt: \$2,700	Specify: Longevity	FY12	Amt: \$2,700	Specify: Longevity
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Westfield

Differences in Contract: No

Middle	Sick Days: 18 Accumulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? 100 days max	Health Insurance: FY11: FY12:
			Other Insurance: 65% Specify: Dental

Additional Benefits	FY11	Amt: \$2,700	Specify: Longevity	FY12	Amt: \$2,700	Specify: Longevity
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Weston

Differences in Contract: No

4-5	Sick Days: 25 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 87% FY12: 87%
			Other Insurance: No Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
K-3 W	Sick Days: 25 Accumulate? Yes Limit? Unlimited		Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 87% FY12: 87%		Other Insurance: No Specify:

Additional Benefits	FY11	Amt: \$1,770	Specify: Disability Insurance	FY12	Amt: \$1,770	Specify: Disability Insurance
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K-3 C	Sick Days: 25 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 87% FY12: 87%
			Other Insurance: No Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Days: 25 Accumulate? Yes Limit? Unlimited		Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 87% FY12: 87%		Other Insurance: No Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Days: 25 Accumulate? Yes Limit? Unlimited		Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 87% FY12: 87%		Other Insurance: No Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Westport

Differences in Contract: No

K-12	Sick Days: 1.5/month Accumulate? Yes Limit? 200	Sick Leave Buy-Back? Yes Buy Back at What %? After 10 years, up to 200 days	Health Insurance: FY11: 50% FY12: 50% Other Insurance: Specify:
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Additional Benefits	FY11	Amt:	Specify: 5 Annual Days Leave	FY12	Amt:	Specify: 5 Annual Days Leave
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Westwood

Differences in Contract: No

Middle	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 60% FY12: 64% Other Insurance: No Specify:
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Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Elementary	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 60% FY12: 64% Other Insurance: No Specify:
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Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School	Sick Days: 15 Accumulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 60% FY12: 64% Other Insurance: No Specify:
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Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Weymouth

Differences in Contract: No

Middle; High

Sick Days: 15
Accumulate? Yes
Limit? Unlimited

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12: 82.25%

Other Insurance:
Specify: Workers Comp

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Middle

Sick Days: 15
Accumulate? Yes
Limit? Unlimited

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12: 82.25%

Other Insurance: Yes
Specify: Workers Comp

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Elementary

Sick Days: 15
Accumulate? Yes
Limit? Unlimited

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12: 82.25%

Other Insurance:
Specify: Workers Comp

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Elementary

Sick Days: 15
Accumulate? Yes
Limit? Unlimited

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11:
FY12: 82.25%

Other Insurance:
Specify: Workers Comp

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Whately

Differences in Contract: No

PK-6

Sick Days: 20
Accumulate? Yes
Limit? 180

Sick Leave Buy-Back? Yes
Buy Back at What %?

Health Insurance: FY11: 70%
FY12: 70%

Other Insurance: Yes
Specify: Disability & Term Life

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Whitman-Hanson RSD

Differences in Contract: No

PK-2	Sick Days: Accumulate? Yes Limit? Max 60	Sick Leave Buy-Back? Yes Buy Back at What %?	Health Insurance: FY11: 60% FY12: 60%
			Other Insurance: Yes Specify: Dental

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Days: Accumulate? Yes Limit? Max 60		Sick Leave Buy-Back? Yes Buy Back at What %?	Health Insurance: FY11: 60% FY12: 60%		Other Insurance: Yes Specify: Dental
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Whitman-Hanson RSD

Differences in Contract: No

High School	Sick Days: Accumulate? Yes Limit? Max 60	Sick Leave Buy-Back? Yes Buy Back at What %?	Health Insurance: FY11: 60% FY12: 60%
			Other Insurance: Yes Specify: Dental

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Days: Accumulate? Yes Limit? Max 60		Sick Leave Buy-Back? Yes Buy Back at What %?	Health Insurance: FY11: 60% FY12: 60%		Other Insurance: Yes Specify: Dental
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Whittier RVTSD

Differences in Contract: No

High School	Sick Days: 17 Accumulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %? \$175/day	Health Insurance: FY11: 80% FY12: 80%
			Other Insurance: Specify:

Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
		\$5,000	Annuity		\$5,000	Annuity

Wilmington

Differences in Contract: No

Middle	Sick Days: 18 Accumulate? Yes Limit? 180	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: 75% FY12: 75%	Other Insurance: Specify:
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Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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High School	Sick Days: 18 Accumulate? Yes Limit? 180	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: FY11: FY12:	Other Insurance: Specify:
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Additional Benefits	FY11	Amt: \$2,000	Specify: Travel	FY12	Amt: \$2,000	Specify: Travel
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Intermediate	Sick Days: 15 Accumulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %? \$20	Health Insurance: FY11: 75% FY12: 75%	Other Insurance: Specify:
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Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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1-3	Sick Days: 15 Accumulate? Yes Limit? 200	Sick Leave Buy-Back? Yes Buy Back at What %? \$20	Health Insurance: FY11: 75% FY12: 75%	Other Insurance: Specify:
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Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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Winchester

Differences in Contract: No

Specify: One High School principal

High School

Sick Days: 20
Accumulate? No
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 74%
FY12: 71%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Middle

Sick Days: 15
Accumulate? No
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 74%
FY12: 71%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Elementary

Sick Days: 15
Accumulate? No
Limit?

Sick Leave Buy-Back? No
Buy Back at What %?

Health Insurance: FY11: 74%
FY12: 71%

Other Insurance:
Specify:

Additional Benefits FY11 Amt: Specify: FY12 Amt: Specify:

Average Additional Benefits: FY10: \$4,341 FY11: \$4,142 FY12: \$2,363