## PRINCIPAL BENEFITS

Abington			Differences in Contract: No			
High School	Sick Day Accur	vs: 17 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? .5			FY11: 75% FY12: 75%
		Limit?			Other Insurance: Specify:	
Additional Bene	efits FY11	Amt:	Specify:	FY12	Amt:	Specify:
Acushnet			Differences in Contract: No			
Elementary	Sick Day Accur	rs: 18 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$30 up to \$200		Health Insurance:	FY11: 60% FY12: 60%
		Limit? 200			Other Insurance: Specify:	
Additional Bene	efits FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accur	rs: 18 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$30 up to \$200	1	Health Insurance:	FY11: 60% FY12: 60%
		Limit? 200			Other Insurance: Specify:	
Additional Bene	efits FY11	Amt:	Specify:	FY12	Amt:	Specify:

Agawam			Differences in Contract: No			
9-12	Sick Day Accur	s: 18 nulate? Yes Limit? 30	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 50%
Additional Benefits	FY11	Amt: \$489	Specify: Longevity	FY12	Amt: \$489	Specify: Longevity
7-8	Sick Day Accur	nulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 50% FY12: 50%
		Limit? 30			Other Insurance: Specify:	
Additional Benefits	FY11	<b>Amt:</b> \$0	Specify:	FY12	<b>Amt:</b> \$0	Specify:
5-6	Sick Day Accur	s: 18 nulate? Yes Limit? None	Sick Leave Buy-Back? Yes Buy Back at What %? Per Diem Rate	Э	Health Insurance: Other Insurance:	FY12: 50%
Additional Benefits	FY11	<b>Amt:</b> \$2,219	Specify: Longevity	FY12	Specify: Amt: \$2,219	Specify: Longevity
Arlington			Differences in Contract: No			
9-12	Sick Day Accur	s: 15 nulate? Yes Limit? Unlimited	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 75-85%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
K-5 (	Sick Day Accur	s: 15 nulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY11: 85% FY12: 75-85% Basic Life
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Ashland			Differences in Contract: No	Differences in Contract: No				
High School	Sick Da Accı	ımulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: FY12:		
		Limit? 100			Other Insurance: Specify:			
Additional Benefits	FY11	Amt:	Specify: FY1		Amt:	Specify:		
Middle	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: FY12:		
		Limit? 100			Other Insurance: Specify:			
Additional Benefits	FY11	Amt:	Specify: FY1	12	Amt:	Specify:		
K-5	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? \$50/day		Health Insurance:	FY11: 83% FY12: 83%		
		Limit? 100 (FY12)			Other Insurance: Specify:			
Additional Benefits	FY11	Amt: \$1,250	Specify: Longevity FY1	12	<b>Amt</b> : \$1,250	Specify: Longevity		
Assabet Valley RV	TSD		Differences in Contract: No					
High School	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? 100% up to 30 days		Health Insurance:	FY11: 80% FY12: 80%		
		Limit? 90			Other Insurance: Specify:	100% \$20,000 Life Insurance		
Additional Benefits	FY11	Amt:	Specify: FY1	12	Amt:	Specify:		

Auburn			Differences in Contract: Yes	Specify	: Salary differential bas	sed on years of experience
Elementary	Sick Day Accur	s: 15 nulate? Yes Limit? 210	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 76% No
Additional Benefits	FY11	Amt: \$2,000	Specify: Professional Expenses	FY12	Amt: \$2,000	Specify: Professional Expenses
Middle	Sick Day Accur	nulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 76% FY12: 76%
		Limit? 210			Other Insurance: Specify:	
Additional Benefits	FY11	<b>Amt:</b> \$2,000	Specify: Professional Expenses	FY12	Amt: \$2,000	Specify: Professional Expenses
High School	Sick Day Accur	s: 15 nulate? Yes Limit? 210	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 76%
Additional Benefits	FY11	Amt: \$2,000	Specify: Professional Expenses	FY12	Amt: \$2,000	Specify: Professional Expenses
Avon			Differences in Contract: No			
High School	Sick Day Accur	s: 20 nulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance:	FY11: 75% FY12: 75%
					Specify:	
Additional Benefits	5 FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Day Accur	s: 20 nulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance:	FY12: 75%
					Specify:	
Additional Benefits	5 FY11	Amt:	Specify:	FY12	Amt:	Specify:

Belchertown			Differences in Contract: No				
Middle	Sick Day Accur	s: 15 nulate? Yes Limit? 225	Sick Leave Buy-Back? Yes Buy Back at What %? \$10/day		Health Insurance: Other Insurance: Specify:	FY12: 75%	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Elementary	Sick Day Accur	nulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$10/day		Health Insurance:	FY11: 75% FY12: 75%	
	<b>Limit?</b> 225				Other Insurance: Specify:	None	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
High School	Sick Days: 15 Accumulate? Yes Limit? 225		Sick Leave Buy-Back? Yes Buy Back at What %? \$10/day		Health Insurance:	FY11: 75% FY12: 75%	
				0		None	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Bellingham			Differences in Contract: No				
Middle	Sick Day Accur	s: nulate? Limit?	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance: Other Insurance:	FY11: 80% FY12: 80%	
					Specify:		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
High School	Sick Day Accur	s: 15 nulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 80%		Health Insurance:	FY11: 80% FY12: 80%	
	_	Limit? 150			Other Insurance: Specify:		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	

Belmont			Differences in Contract: No			
Elementary	Sick Day Accu	ys: Yes mulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 80%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accu	ys: Yes mulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 80%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Day Accu	ys: Yes mulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 80%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Berkley			Differences in Contract: Yes	Specify	: Number of Days Worl	ked, Service Compensation Clause
Middle	Sick Day Accu	ys: 18 mulate? Yes Limit? 220	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 60%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Day Accu	ys: 18 mulate? Yes Limit? 220	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 60%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Berkshire Hills RSI	)		Differences in Contract: No			
High School	Sick Day Accui	vs: 18 mulate? Yes Limit? 220	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 80% 89%
Additional Benefits	FY11	Amt: \$2,400	Specify: Annuity	FY12	Amt: \$2,400	Specify: Annuity
5-8	Sick Day Accui	vs: 18 mulate? Yes Limit? 220	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 82.5% 89%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
PK-4	Sick Day Accui	vs: 18 mulate? Yes Limit? 220	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 80% 89%
Additional Benefits	FY11	Amt: \$480	Specify: Annuity	FY12	<b>Amt:</b> \$480	Specify: Annuity
Blue Hills RVTSD			Differences in Contract: No			
High School	Sick Day Accui	vs: 18 mulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? \$15/day		Health Insurance: Other Insurance: Specify:	FY12: 85%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Bourne			Differences in Contract: Yes	Specify	: 2 Principals, 1 gets si	ck days (accumulate to 220) and SLBB; 1 does
Elementary	-	vs: 18-24 mulate? Yes Limit? 220	Sick Leave Buy-Back? No Buy Back at What %? \$20/day - \$3	3600 max	Health Insurance:	FY12: 75%
Additional Benefits	FY11	Amt:	Specify: Travel & Reimbursement	FY12	Amt:	Specify: Travel & Reimbursement

Braintree			Differences in Contract: No			
Elementary	Sick Da Accı	ys: ımulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$12/day		Health Insurance:	FY11: 50% FY12: 50%
		Limit? 235			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
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
Brookline			Differences in Contract: No			
Elementary; Middle	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? 50% of 40 day	/s at	Health Insurance:	FY11: 75% FY12: 75%
		Limit?	termination		Other Insurance: Specify:	Yes - Disability
Additional Benefits	FY11	Amt: \$500	Specify: Merit bonus at supt. Discretion based on evaluation	FY12	<b>Amt:</b> \$500	Specify: Merit bonus at supt. Discretion based on evaluation
Cape Cod RVTSD			Differences in Contract: No	Specify	r: District has only one p	orincipal
High School	Sick Days: 17 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? 25%		Health Insurance:	FY11: 65% FY12: 65%
		Limit?			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Carlisle			Differences in Contract: No		
Elementary	Sick Day Accui	s: 15 mulate? Yes Limit? 75	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: Other Insurance: Specify:	FY12: 50%
Additional Benefits	FY11	Amt: \$2,500	Specify: Annuity FY1:	2 Amt: \$2,500	Specify: Annuity
Carver			Differences in Contract: No		
Elementary	Sick Day Accui	rs: 18 mulate? Yes Limit? 200	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	Amt:	Specify: FY12		Specify:
High School	Sick Day Accur	s: 18 nulate? Yes Limit? 200	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	<b>Amt:</b> \$1,500	Specify: Travel FY12	2 Amt: \$1,500	Specify: Travel
Central Berkshire	RSD		Differences in Contract: No		
High School	Sick Day Accui	s: nulate? Yes Limit? Unlimited	Sick Leave Buy-Back? Yes Buy Back at What %? 1/223 of Salary	Health Insurance:	FY12: 85% 50%; 85%
Additional Benefits		Amt:	Specify: FY12		Life; Dental  Specify:
Middle	Sick Day		Sick Leave Buy-Back? Yes Buy Back at What %? 1/223 of Salary	Health Insurance:	FY11: 85% FY12: 85%
Additional Benefits		Amt:	Specify: FY12	. Amt:	Specify:

Chatham			Differences in Contract: Yes Specify:	cify: Number of work days.			
Elementary	Sick Days: Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? \$25/day		Health Insurance:	FY11: 70% FY12: 70%	
		<b>Limit?</b> 150			Other Insurance: Specify	: Long Term Disability	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Middle	Sick Da Accı	nys: umulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$25/day		Health Insurance:	FY11: 70% FY12: 70%	
		<b>Limit?</b> 150			Other Insurance: Specify	: Long Term Disability	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
High School	Sick Da Accı	ı <b>ys:</b> ı <b>mulate?</b> Yes	Sick Leave Buy-Back? Yes Buy Back at What %?	•	Health Insurance:	FY11: 70% FY12: 70%	
		<b>Limit?</b> 150			Other Insurance: Specify	: Long Term Disability	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Chelsea			Differences in Contract: No				
Elementary; Middle; High	Sick Days: 17 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? \$60/day		Health Insurance:	FY11: 82.5% FY12: 82.5%	
		<b>Limit?</b> 200			Other Insurance: Specify		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	

Chicopee			Differences in Contract: No			
High School		18 ulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? \$12000		Health Insurance: Other Insurance: Specify	FY12: 50% : 50%
Additional Ben	nefits FY11 A	Amt:	Specify:	FY12	Amt:	Specify:
Middle		18 ulate? Yes _imit?	Sick Leave Buy-Back? Yes Buy Back at What %? \$12000		Health Insurance	FY12: 50%
		•			Specify	
Additional Ben	nefits FY11 A	\mt:	Specify:	FY12	Amt:	Specify:
Elementary		18 ulate? Yes _imit?	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance	FY12: 50%
	'				Other Insurance: Specify	
Additional Ben	nefits FY11 A	\mt:	Specify:	FY12	Amt:	Specify:
Cohasset			Differences in Contract: No			
Elementary	Sick Days:	18 ulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance	: FY11: 69% FY12: 69%
	I	<b>_imit?</b> 180			Other Insurance: Specify	
Additional Ben	nefits FY11 A	\mt:	Specify:	FY12	Amt:	Specify:
Conway			Differences in Contract: No			
PK-6		ılate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance	FY12: 70%
	ı	<b>Limit?</b> 180			Other Insurance: Specify	: : Disability & Term Life

Danvers		Differences in Contract: No S	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 le sum		Health Insurance: Other Insurance: Specify:	FY12: 70%		
Additional Bene	fits FY11 Amt:	Specify: F	FY12	Amt:	Specify:		
Deerfield		Differences in Contract: No					
PK-6	Sick Days: 20 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance:	FY11: 70% FY12: 70%		
	<b>Limit?</b> 180			Other Insurance: Specify:	Disability and Term Life		
Additional Bene	fits FY11 Amt:	Specify: F	FY12	Amt:	Specify:		

Dennis-Yarm	nouth 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: Other Insurance: Specify:	FY12: 60%
Additional E	Benefits FY11 Amt:	Specify:		Amt:	Specify:
6-8	Sick Days: 17 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 13%	•	Health Insurance:	FY11: 60% FY12: 60%
	<b>Limit?</b> 180		Other Insurance: Specify:		
Additional E	Benefits FY11 Amt:	Specify:	FY12	Amt:	Specify:
К-3	Sick Days: 17 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 13%		Health Insurance:	FY11: 60% FY12: 60%
	<b>Limit?</b> 180			Other Insurance: Specify:	
Additional E	Benefits FY11 Amt:	Specify:	FY12	Amt:	Specify:
8-12	Sick Days: 17 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 13%		Health Insurance:	FY11: 60% FY12: 60%
	<b>Limit?</b> 240			Other Insurance: Specify:	
Additional E	Benefits FY11 Amt:	Specify:	FY12	Amt:	Specify:
4-8	Sick Days: 17 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 13%		Health Insurance:	FY11: 60% FY12: 60%
	<b>Limit?</b> 240			Other Insurance: Specify:	
Additional E	Benefits FY11 Amt:	Specify:	FY12	Amt:	Specify:

Dighton-Rehol	both RSD	Differences in Contract: No S	Differences in Contract: No Specify: Principal's contract is 3 years, Asst. principal's			
Elementary	Sick Days: 18 Accumulate? Yes			Health Insurance:	FY11: 75% FY12: 75%	
	Limit? None			Other Insurance:		
				Specify: Term life - \$500 premium		
Additional Benefits FY11 Amt:		Specify: Tuition Reimbursement	FY12	Amt:	Specify: Tuition Reimbursement	
Middle	Sick Days: 18	Sick Leave Buy-Back? Yes		Health Insurance:	FY11: 75%	
	Accumulate? Yes	Buy Back at What %? Varied; \$5000 n	nax		FY12: 75%	
	Limit? None			Other Insurance: Yes		
			Speci		Term life - \$500 premium	
Additional Ber	nefits FY11 Amt:	Specify: Tuition Reimbursement	FY12	Amt:	Specify: Tuition Reimbursement	
High School	Sick Days: 18	Sick Leave Buy-Back? Yes		Health Insurance:	FY11: 75%	
	Accumulate? Yes	Buy Back at What %? Varied, \$5000 n	nax		FY12: 75%	
	Limit? None			Other Insurance:	Yes	
				Specify:	Term life - \$500 premium	
Additional Ber	nefits FY11 Amt:	Specify: Tuition Reimbursement	FY12	Amt:	Specify: Tuition Reimbursement	

Dracut			Differences in Contract: Yes	Specify	: The only difference	is the salary
High School	Sick Days: 18 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? \$55/day		Health Insurance	e: FY11: FY12: 80%
		Limit? Unlimited			Other Insurance Specif	
Additional Benefits FY11 Amt:			Specify:	FY12	Amt:	Specify:
Elementary	Sick Day Accur	s: 18 nulate? Yes Limit? Unlimited	Sick Leave Buy-Back? Yes Buy Back at What %? \$55/day		Health Insurance	FY12: 80%
	Ziniie: Ominiioo			Specify		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accur	s: 18 nulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$55/day		Health Insurance	e: FY11: FY12: 80%
		Limit? Unlimited			Other Insurance Specif	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

<b>Dudley-Chariton</b>	RSD	Differences in Contract: Yes	Differences in Contract: Yes Specify: Same language, different salaries				
High School	Sick Days: Accumulate?	Sick Leave Buy-Back? Buy Back at What %?	<b>Health Insurance:</b> FY11: 75% FY12: 75%				
	Limit?		Other Insurance: Specify:				
Additional Benefi	its FY11 Amt:	Specify:	FY12 Amt: Specify:				
Middle	Sick Days: Accumulate?	Sick Leave Buy-Back? Buy Back at What %?	Health Insurance: FY11: FY12:				
	Limit?		Other Insurance: Specify:				
Additional Benefi	its FY11 Amt:	Specify:	FY12 Amt: Specify:				
Elementary	Sick Days: Accumulate?	Sick Leave Buy-Back? Buy Back at What %?	Health Insurance: FY11: FY12:				
	Limit?		Other Insurance: Specify:				
Additional Benefi	its 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		Sick Leave Buy-Back? Yes  Buy Back at What %? Per Diem		Health Insurance:	FY11: 80% FY12: 80%	
		Limit? 25			Other Insurance:	\$1200	
					Specify:	Personal Life Insurance	
Additional Benefits	FY11	1 Amt: \$3,000	Specify: Phone, Mileage, Personal Life Insurance, Bonus once Ed. D. is completed	FY12	Amt: \$3,000	Specify: Phone, Mileage, Personal Life Insurance, Bonus once Ed. D. is completed	
4-8	Sick Da	<b>vs:</b> 20	Sick Leave Buy-Back? Yes		Health Insurance:	FY11: 80%	
		ımulate? Yes	Buy Back at What %? 25 days / per of	liem		FY12: 80%	
	Limit? Unlimited				Other Insurance:	\$1200	
					Specify:	Personal life insurance	
Additional Benefits	FY11	<b>Amt</b> : \$3,000	Specify: Phone, Mileage, Life Insurance	FY12	Amt: \$3,000	Specify: Phone, Mileage, Life Insurance	
High School	Sick Da	vs: 25	Sick Leave Buy-Back? Yes		Health Insurance:	FY11: 80%	
		ımulate? Yes	Buy Back at What %? 25 days / per of	liem		FY12: 80%	
		Limit?			Other Insurance: Specify:		
Additional Benefits	FY11	<b>Amt:</b> \$750	Specify: Phone, Mileage	FY12	<b>Amt:</b> \$750	Specify: Phone, Mileage	
East Longmeadow			Differences in Contract: No				
	Sick Da	vs· 18	Sick Leave Buy-Back? No		Health Insurance:	FY11: 70%	
Accumulate? Yes		•	Buy Back at What %?			FY12: 70%	
		Limit? 130			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 Accum	s: 18 nulate? Yes Limit? 180	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 85% 50%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Days Accum	nulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 85% FY12: 85%
		<b>Limit?</b> 180			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Days Accum	s: 18 nulate? Yes Limit? 180	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 85% 50%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Everett			Differences in Contract: Yes	Specify	: Each Principal has in	vidiual contract
Elementary; Middle	Sick Days Accum	s: 15 nulate? Yes Limit? 135	Sick Leave Buy-Back? Yes Buy Back at What %? \$60/day		Health Insurance: Other Insurance: Specify:	FY12: 85%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Days Accum	s: 15 nulate? Yes Limit? 135	Sick Leave Buy-Back? Yes Buy Back at What %? \$60/day		Health Insurance: Other Insurance: Specify:	FY12: 85%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Fall River			Differences in Contract:			
K-5	Sick Day Accu	vs: 17 mulate? Yes Limit? Unlimited	Sick Leave Buy-Back? Yes Buy Back at What %? \$30 after 15 yrs 225 days	s to	Health Insurance:	FY12: 75%
Additional Benefits	Additional Benefits FY11 Amt: \$5,000		Specify: Life Insurance FY12		Specify:  Amt: \$5,000 Specify: Life Insurance	
6-8	Sick Day Accu	vs: 17 mulate? Yes Limit? Unlimited	Sick Leave Buy-Back? Yes Buy Back at What %? \$30 after 15 yrs 225 days	s to	Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	<b>Amt:</b> \$5,000	Specify: Life Insurance	FY12	<b>Amt:</b> \$5,000	Specify: Life Insurance
9-12	Sick Day Accu	vs: 17 mulate? Yes Limit? Unlimited	Sick Leave Buy-Back? Yes Buy Back at What %? \$30 after 15 yrs 225 days	s to	Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	<b>Amt:</b> \$5,000	Specify: Life Insurance	FY12	<b>Amt:</b> \$5,000	Specify: Life Insurance

Falmouth			Differences in Contract: No			
9-12	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: FY12:
		Limit?			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
K-4	Sick Day Accu	ys: 15 ımulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: FY12:
		Limit?			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12 Am	Amt:	Specify:
5-8	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: FY12:
		Limit?			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Farmington River F	RSD		Differences in Contract: No			
Elementary	Sick Days: Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance:	FY11: 85% FY12: 85%
		Limit?			Other Insurance: Specify:	Yes Life Insurance (\$10,000)
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Framingham			Differences in Contract: No				
Elementary	-	ck Days: 15 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 75%	•		FY11: 87% FY12: 87%	
	Limit?				Other Insurance: Specify:		
Additional Bene	fits FY11	<b>Amt:</b> \$1,000	Specify: Professional Development	FY12	Amt: \$1,000	Specify: Professional Development	
High School Sick Days: Yes Accumulate? Yes			Sick Leave Buy-Back? Yes Buy Back at What %? 75% (\$5000	cap)	Health Insurance:	FY11: 87% FY12: 87%	
		Limit? 200			Other Insurance: Specify:		
Additional Bene	fits FY11	Amt: \$3,000	Specify: Professional Development	FY12	Amt: \$3,000	Specify: Professional Development	
Middle	Sick Day Accur	vs: 15 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 75% (\$5000	сар)	Health Insurance:	FY11: 87% FY12: 87%	
		Limit? 200			Other Insurance: Specify:		
Additional Bene	fits FY11	<b>Amt:</b> \$3,000	Specify: Professional Development	FY12	<b>Amt:</b> \$3,000	Specify: Professional Development	

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: Other Insurance:	FY11: 68% FY12: 68% Life Insurance
Additional	Benefits FY11 Amt:	Specify: 15 Paid Holidays	FY12	Amt:	Specify: 15 Paid Holidays
9-12	Sick Days: 14 Accumulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 68% FY12: 68%
	<b>Limit?</b> 244			Other Insurance: Specify:	Life Insurance
Additional	Benefits FY11 Amt:	Specify: 15 Paid Holidays	FY12	Amt:	Specify: 15 Paid Holidays
K-5	Sick Days: 14 Accumulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 68% FY12: 68%
	Limit? 244			Other Insurance: Specify:	Life Insurance
Additional	Benefits FY11 Amt:	Specify: 15 Paid Holidays	FY12	Amt:	Specify: 15 Paid Holidays
Frontier RS	D	Differences in Contract: No			
9-12	Sick Days: 20 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance:	FY11: 75% FY12: 75%
	<b>Limit?</b> 180			Other Insurance: Specify:	: Disability & Term Life
Additional	Benefits FY11 Amt:	Specify:	FY12	Amt:	Specify:
Gill-Montag	ue	Differences in Contract: No			
6-12	Sick Days: 18 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$20/day		Health Insurance:	FY11: 90% FY12: 90%
	<b>Limit?</b> 300			Other Insurance: Specify:	Dental, Life

Gill-Montague			Differences in Contract: No			
Elementary	Sick Day Accu	vs: 18 mulate? Yes Limit? 300	Sick Leave Buy-Back? Yes Buy Back at What %? \$20/day upon retirement		Health Insurance: Other Insurance: Specify:	FY12:
Additional Ben	efits FY11	Amt:	Specify:	FY12	Amt:	Specify:
Greater New Be	edford RVT	SD	Differences in Contract: No			
High School	Sick Day Accu	vs: 25 mulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %? \$60/day at retirement		Health Insurance: Other Insurance: Specify:	FY12: 65%
Additional Ben	efits FY11	Amt:	Specify:	FY12	Amt:	Specify:
Groton-Dunstal	ble RSD		Differences in Contract: No			
Elementary	Sick Day Accu	vs: 15 mulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 85%
Additional Ben	efits FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Day Accu	vs: 15 mulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 85%
Additional Ben	efits FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accu	vs: 15 mulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 85%
Additional Ben	efits FY11	Amt:	Specify:	FY12	Amt:	Specify:

Hampshire RSD			Differences in Contract: Yes	Specify: Salary Ranges			
Elementary	Sick Day Accu	ys: 20 mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 70% FY12: 70%	
		Limit? 120-200			Other Insurance: Specify:		
Additional Benefits	s FY11	Amt:	Specify:	FY12	Amt:	Specify:	
High School	Sick Day Accu	ys: 18 mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 80% FY12: 75%	
		Limit? 200			Other Insurance: Specify:		
Additional Benefits	s FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Harvard			Differences in Contract: Yes				
Elementary	Sick Day Accu	ys: 15 mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 85% FY12: 85%	
		Limit? 200			Other Insurance: Specify:		
Additional Benefits	s FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Middle; High	Sick Day Accu	ys: 15 mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 85% FY12: 85%	
		Limit? 200			Other Insurance: Specify:		
Additional Benefits	s FY11	Amt:	Specify:	FY12	Amt:	Specify:	

Hingham		Differences in Contract: No				
6-8	Sick Days: Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$10/day		Health Insurance:	FY11: 50% FY12: 50%	
	Limit?			Other Insurance: Specify		
Additional Benefits FY11 Amt: Spo		Specify:	FY12	Amt:	Specify:	
High School	Sick Days: 15 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$10/day	•		FY11: 50% FY12: 50%	
	Limit?			Other Insurance: Specify:		
Additional Ben	nefits FY11 Amt:	Specify:	FY12	Amt:	Specify:	
PK-5 or K-5	Sick Days: Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$10/day		Health Insurance:	FY11: 50% FY12: 50%	
	Limit?			Other Insurance: Specify		
Additional Ben	nefits FY11 Amt:	Specify:	FY12	Amt:	Specify:	

Holbrook			Differences in Contract: No	Specify	: Salary	
7-12	Sick Day Accu	ys: 15 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 50%		Health Insurance:	FY11: 90% FY12: 90%
		<b>Limit?</b> 150			Other Insurance: Specify:	
Additional Benefit	s FY11	<b>Amt:</b> \$2,500	Specify: Course reimbursement	FY12	Amt: \$2,500	Specify: Course reimbursement
PK-3	Sick Day	<b>ys:</b> 15	Sick Leave Buy-Back? No		Health Insurance:	FY11: 90%
	Accu	mulate? Yes	Buy Back at What %?			FY12: 90%
		Limit? 150			Other Insurance:	
					Specify:	
Additional Benefit	s FY11	<b>Amt:</b> \$2,500	Specify: Course reimbursement	FY12	Amt: \$2,500	Specify: Course reimbursement
4-6	Sick Day	<b>ys:</b> 15	Sick Leave Buy-Back? No		Health Insurance:	FY11: 90%
	Accumulate? Yes		Buy Back at What %?			FY12: 90%
		Limit? 150			Other Insurance:	
					Specify:	
Additional Benefit	s FY11	Amt: \$2,500	Specify: Course reimbursement	FY12	Amt: \$2,500	Specify: Course reimbursement
Middle	Sick Day	<b>vs:</b> 15	Sick Leave Buy-Back? Yes		Health Insurance:	FY11: 90%
		mulate? Yes	Buy Back at What %? 50%			FY12: 90%
		<b>Limit?</b> 150			Other Insurance:	
					Specify:	
Additional Benefit	s FY11	Amt: \$2,500	Specify: Course reimbursement	FY12	Amt: \$2,500	Specify: Course reimbursement

Hopedale			Differences in Contract: No			
Middle/High	Sick Day Accur	s: 15 nulate? Yes Limit? 75	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 82% No
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary/Middl e	Sick Day Accur	s: 15 nulate? Yes Limit? 75	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY12: 82%
					Specify:	***
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
Hudson			Differences in Contract: No			
Middle	Sick Days: 18 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? \$60/day		Health Insurance:	FY11: FY12:
		Limit? 200		Other Insurance: Specify:		
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Day Accur	s: 18 nulate? Yes Limit? 200	Sick Leave Buy-Back? Yes Buy Back at What %? \$60/day		Health Insurance:	FY12: 66%
		Lillit? 200			Other Insurance: No Specify:	
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Days: 18 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? \$60/day		Health Insurance:	FY11: FY12:
		<b>Limit?</b> 200			Other Insurance: Specify:	***
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:

Hull			Differences in Contract: No			
Elementary	Sick Day Accu	ys: 15 mulate? Yes Limit? 240	Sick Leave Buy-Back? Yes Buy Back at What %? 50% up to 240 days	S	Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	Amt:	Specify: FY1	12	Amt:	Specify:
Middle	Sick Day Accu	ys: 15 mulate? Yes Limit? 240	Sick Leave Buy-Back? Yes Buy Back at What %? 50% up to 80 days		Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	Amt:	Specify: FY1	12	Amt:	Specify:
High School	Sick Day Accu	ys: 15 mulate? Yes Limit? 240	Sick Leave Buy-Back? Yes Buy Back at What %? 50% up to 80 days		Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	Amt:	Specify: FY1	12	Amt:	Specify:
King Philip RSD			Differences in Contract: No			
High School	Sick Day Accu	ys: 15 mulate? Yes Limit? 225	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 86%
Additional Benefits	FY11	Amt:	Specify: FY1	12	Amt:	Specify:
Middle	Sick Day Accu	ys: 15 mulate? Yes Limit? 225	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 86%
Additional Benefits	FY11	Amt:	Specify: FY1	12	Amt:	Specify:

Littleton			Differences in Contract: Yes			
Elementary	Sick Day Accur	ays: 20 umulate? Yes	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance:	FY11: 70% FY12: 70%
		Limit? No			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Day Accur	nulate? Yes	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance:	FY11: 70% FY12: 70%
		Limit?			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accur	s: 20 nulate? Yes	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance:	FY11: 70% FY12: 70%
		Limit? No			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Longmeadow			Differences in Contract: No				
High School	Sick Day Accu	ys: 10 mulate? Yes Limit? 235	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance:	FY11: 61.5% FY12: 61.5%	
					Specify:		
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Middle	Sick Day	ys: 10	Sick Leave Buy-Back? No		Health Insurance:	FY11: 61.5%	
	Accu	mulate? Yes	Buy Back at What %?			FY12: 61.5%	
		Limit? 235			Other Insurance:		
					Specify:		
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Elementary	Sick Day	ys: 10	Sick Leave Buy-Back? No		Health Insurance:	FY11: 61.5%	
	Accu	mulate? Yes	Buy Back at What %?			FY12: 61.5%	
		Limit? 235			Other Insurance:		
					Specify:		
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Ludlow			Differences in Contract: No				
PK-12	Sick Day	vs: 17	Sick Leave Buy-Back? Yes		Health Insurance:	FY11: 81%	
	•	mulate? Yes	Buy Back at What %? \$25/day			FY12: 81%	
		Limit? None			Other Insurance:		
					Specify:		
Additional Benefit	s FY11	<b>Amt:</b> \$1,000	Specify: Disability Insurance	FY12	Amt: \$1,000	Specify: Disability Insurance	

Lynnfield			Differences in Contract: No			
Elementary	Sick Day: Accun	s: 15 nulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 66%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day: Accun	s: 15 nulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance:	FY11: 66% FY12: 66%
					Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Days Accun	s: 15 nulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance:	FY11: 66% FY12: 66%
					Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Malden			Differences in Contract: No	Specify	: No	
High School	Sick Days Accun	nulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$10/day		Health Insurance:	FY11: FY12: 80%
		Limit? None			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
K-8	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? \$10/day		Health Insurance:	FY11: FY12: 80%
		Limit? 100			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Mashpee			Differences in Contract: No			
	Sick Day Accu	y <b>s:</b> 20 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 33%		Health Insurance:	FY11: 75% FY12: 75%
		Limit? 200			Other Insurance: Specify:	
Additional Benef	its FY11	Amt:	Specify:	FY12	Amt:	Specify:
Medfield			Differences in Contract: No			
Middle	-	ys: As Needed mulate? No	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 62% FY12: 62%
		Limit?			Other Insurance: Specify:	
Additional Benef	its FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	-	ys: As Needed mulate? No	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: FY12:
		Limit?	·		Other Insurance: Specify:	
Additional Benef	its FY11	Amt:	Specify: Same	FY12	Amt:	Specify: Same
K-1; 2-3; 4-5	-	ys: As Needed mulate?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 62% FY12: 62%
		Limit?			Other Insurance: Specify:	
Additional Benef	its FY11	Amt:	Specify:	FY12	Amt:	Specify:

Melrose			Differences in Contract: No				
High School	Sick Day Accu	/s: 18 mulate? Yes Limit? 260	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 87%	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Elementary	Sick Day Accu	/s: 18 mulate? Yes Limit? 260	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 87%	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Mendon-Upton RS	D		Differences in Contract: No				
Middle	Sick Day Accu	ys: 20 mulate? Yes Limit? 200	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance: Other Insurance:	FY11: 75% FY12: 75%	
					Specify: 50k Term Life		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Mendon-Upton RS	D		Differences in Contract: No				
Elementary	Sick Day Accu	/s: 20 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance:	FY11: 75% FY12: 75%	
		<b>Limit?</b> 200			Other Insurance:		
					Specify:	50k Term Life	
Additional Benefits	s FY11	Amt:	Specify:	FY12	Amt:	Specify:	
High School	Sick Day Accu	ys: 20 mulate? Yes Limit? 200	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance: Other Insurance:	FY12: 75%	
A LUC I D C.	=>///	• .		<b>E</b> V/12		50k Term Life	
Additional Benefits	5 FY11	Amt:	Specify:	FY12	Amt:	Specify:	

Middleborough			Differences in Contract: No	Specify	y: All new employees d	mployees do not have a sick leave buy back.	
Elementary	Sick Day Accu	vs: 15 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$10,000 cap		Health Insurance:	: FY11: 80/60% FY12: 80/60%	
	<b>Limit?</b> Unlimited				Other Insurance: Specify	Yes \$300 disability insurance, \$300 term life insurance, \$300 Educators Liability insurance  Specify: \$300 in district mileage, \$1000 course resimbursement, \$1500 per national education convention	
Additional Benefits FY11 Amt:		Amt: Specify: \$300 in district mileage, \$1000 course resimbursement, \$1500 per national education convention		FY12	Amt:		
High School	Sick Day Accu	vs: 15 mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	: FY11: 60/80% FY12: 60/80%	
		Limit? Unlimited			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 Da Accu	ys: 15 imulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 70%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Da Accu	ys: 15 ımulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 70% FY12: 70%
	Limit?				Other Insurance: Specify:	Yes : Life ins. \$100,000
Additional Benefits	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Da Accu	ys: 15 ımulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance:	FY12: 70%
					Specify:	: \$100,000 life insurance
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Da Accu	ys: 15 ımulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 70% FY12: 70%
		Limit?			Other Insurance: Specify:	Yes : Life ins. \$100,000
Additional Benefits	5 FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 70% FY12: 70%
		Limit?			Other Insurance: Specify:	Yes : Life ins. \$100,000
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Millis		Differences in Contract: Yes				
Middle	Sick Days: 18 Accumulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?	•		FY11: 68% FY12: 68%	
	Limit?			Other Insurance: Specify:		
Additional Benef	its FY11 Amt:	Specify:	FY12	Amt:	Specify:	
Elementary	Sick Days: 40 Accumulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 68% FY12: 68%	
	Limit?		Other Insurance: Specify:			
Additional Benef	its FY11 Amt:	Specify:	FY12	Amt:	Specify:	
High School	Sick Days: Accumulate?	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance:	FY11: FY12:	
	Limit?			Other Insurance: Specify:		
Additional Benef	its FY11 Amt:	Specify:	FY12	Amt:	Specify:	

Milton			Differences in Contract: Yes	Specify	r: Salary, Work Days	
Elementary	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 85% FY12:
		Limit?			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accur	s: 15 nulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? 30% of daily	y sub rate	Health Insurance: Other Insurance:	FY11: 85% FY12:
					Specify:	
Additional Benefit	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	-	s: 1.5/month nulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 30% of daily	y sub rate	Health Insurance:	FY11: 85% FY12:
		Limit?			Other Insurance: Specify:	
Additional Benefit	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Narragansett R	SD	Differences in Contract: No		
5-8	Sick Days: 17 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$45/day after 5 years	Health Insurance:	FY11: 75% FY12: 75%
	Limit?		Other Insurance: Specify	
Additional Ben	efits FY11 Amt:	Specify: FY12	Amt:	Specify:
High School	Sick Days: Yes Accumulate?	Sick Leave Buy-Back? Yes Buy Back at What %? \$45/day	Health Insurance:	FY11: 75% FY12: 75%
	Limit?		Other Insurance: Specify:	: Life Insurance
Additional Ben	efits FY11 Amt:	Specify: FY12	Amt:	Specify:
PK-4; K-2	Sick Days: 17 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$45/day after 5 years	Health Insurance:	FY11: 75% FY12: 75%
	Limit?		Other Insurance: Specify:	
Additional Ben	efits FY11 Amt:	Specify: FY12	Amt:	Specify:

Nashoba RSD		Differences in Contract: No	Specify	: Only one high school		
High School	Sick Days: 15 Accumulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: FY11: 70% FY12: 70%		
	Limit?			50% : Dental		
Additional Benefit	FY11 Amt:	Specify:	FY12	Amt:	Specify:	
Middle	Sick Days: 15 Accumulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 70% FY12: 70%	
	Limit? Other Insurance		Dental - 50/50; Basic Life - 70/30 : Dental, Basic Life			
Additional Benefit	FY11 Amt:	Specify:	FY12	Amt:	Specify:	
Elementary	Sick Days: 15 Accumulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 70% FY12: 70%	
	Limit?				Dental - 50/50; Basic Life - 70/30 : Dental, Basic Life	
Additional Benefits	FY11 Amt:	Specify:	FY12	Amt:	Specify:	

Natick			Differences in Contract: No	Differences in Contract: No					
High School	Sick Day Accur	ys: 15 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? Up to 20 per dier	m	Health Insurance:	FY11: FY12: 50+%			
		Limit?			Other Insurance: Specify:				
Additional Benefit	s FY11	Amt:	Specify: F	Y12	Amt:	Specify:			
Middle	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? Up to 20 per dier	m	FY11: FY12: 50+%				
		Limit?			Other Insurance: Specify:				
Additional Benefit	s FY11	Amt:	Specify: F	Y12	Amt:	Specify:			
Elementary	Sick Day Accur	s: 15 nulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? Up to 20 per dier	m	Health Insurance:	FY11: FY12: 50+%			
		Limit?			Other Insurance: Specify:				
Additional Benefit	s FY11	Amt:	Specify: F	Y12	Amt:	Specify:			

Needham		Differences in Contract: Yes	Specify	r: Salary and Annuity or	nly	
Middle	Sick Days: 15 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$50/day		Health Insurance:	FY11: FY12:	
	<b>Limit?</b> 220		Other Insurance: Specify:			
Additional Bene	fits FY11 Amt: \$500	Specify: Annuity	FY12	Amt: \$500	Specify: Annuity	
Elementary	Sick Days: 15 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$50/day		Health Insurance:	FY11: FY12:	
	<b>Limit?</b> 220			Other Insurance: Specify:		
Additional Bene	fits FY11 Amt: \$5,000	Specify: Annuity	FY12	<b>Amt:</b> \$5,000	Specify: Annuity	
High School	Sick Days: 15 Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$50/day		Health Insurance:	FY11: FY12:	
	<b>Limit?</b> 220			Other Insurance: Specify:		
Additional Bene	fits FY11 Amt: \$4,000	Specify: Annuity	FY12	Amt: \$4,000	Specify: Annuity	

New Bedford			Differences in Contract: Yes	Specify	: Years of service	
Middle	Sick Day Accu	ys: 15 mulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %? \$125/day		Health Insurance: Other Insurance: Specify:	FY12: 75% Yes
Additional Benefit	s FY11	<b>Amt:</b> \$4,714	Specify: Professional Development	FY12	Amt: \$4,714	Specify: Professional Development
Elementary	Sick Day Accu	ys: 15 mulate? Yes Limit? 185	Sick Leave Buy-Back? Yes Buy Back at What %? \$125/day		Health Insurance: Other Insurance: Specify:	FY12: 75% 75%
Additional Benefit	s FY11	Amt: \$3,502	Specify: Same	FY12	Amt: \$3,502	Specify: Same
Middle	Sick Day Accu	ys: 15 mulate? Yes Limit? 185	Sick Leave Buy-Back? Yes Buy Back at What %? \$125		Health Insurance: Other Insurance: Specify:	FY12: 75% 75%
Additional Benefit	s FY11	Amt: \$3,906	Specify: Same	FY12	Amt: \$3,906	Specify: Same
High School	Sick Day Accu	ys: 15 mulate? Yes Limit? 185	Sick Leave Buy-Back? Yes Buy Back at What %? \$125/day		Health Insurance: Other Insurance: Specify:	FY12: 75% 75%
Additional Benefit	s FY11	Amt: \$3,098	Specify: Professional Development	FY12	Amt: \$3,098	Specify: Professional Development

Newton			Differences in Contract: No				
High School	Sick Day Accun	s: 15 nulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 80%	
Additional Benefits	FY11	Amt: \$1,500	Specify: Professional Development	FY12	Amt: \$1,500	Specify: Professional Development	
Elementary	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 80% FY12: 80%	
		Limit?			Other Insurance: Specify:	50% Dental & Basic Life	
Additional Benefits	FY11	<b>Amt:</b> \$2,000	Specify: Professional Development	FY12	<b>Amt:</b> \$2,000	Specify: Professional Development	
Middle	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: FY11: 80% FY12: 80%		
		Limit?			Other Insurance: Specify:	50% Dental & Basic Life	
Additional Benefits	FY11	<b>Amt:</b> \$1,500	Specify: Professional Development	FY12	<b>Amt:</b> \$1,500	Specify: Professional Development	
North Reading			Differences in Contract: No				
High School	Sick Day Accun	s: 15 nulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 33%		Health Insurance:	FY11: 70% FY12: 70%	
		Limit?			Other Insurance: Specify:		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
K-8	Sick Day Accun	nulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 20%		Health Insurance:	FY11: 70% FY12: 70%	
		Limit?			Other Insurance: Specify:		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	

Northborough				Differences in Contract: Yes			
PK-5; K-5		•	vs: 15 mulate? Yes Limit? 150	Sick Leave Buy-Back? Yes Buy Back at What %? \$20/day to 100 days; upon retirement	0	Health Insurance	FY12: 75%
Additional Benefits	FY	11	Amt:	Specify: Same	FY12	Specify Amt:	Specify: Same
Middle		-	vs: 15 mulate? Yes Limit? 150	Sick Leave Buy-Back? Yes Buy Back at What %? \$20/day to 100 days; upon	0	Health Insurance	FY12: 75%
			Limit: 100	retirement		Other Insurance Specify	-
Additional Benefits	FY	11	Amt:	Specify: Same	FY12	Amt:	Specify: Same
Northborough-Sou	thbo	ro	ugh RSD	Differences in Contract: No			
High School	Sick Days: 17 Accumulate? Yes			Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance	: FY11: 80% FY12: 75%
			Limit? 165			Other Insurance Specify	
Additional Benefits	FY	11	Amt:	Specify: Same	FY12	Amt:	Specify: Same
Northbridge				Differences in Contract: Yes	Specify	: Number of work days	s
PK-1; 2-4; 5-8; 9- 12		-	vs: 15 mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance	: FY11: 75% FY12: 75%
			Limit? 205-225			Other Insurance Specify	
Additional Benefits	FY	11	Amt:	Specify:	FY12	Amt:	Specify:

Northern Berkshire	RVTSD	Differences in Contract: No	Differences in Contract: No				
High School Sick Days: 18 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?	•				
	<b>Limit?</b> 255			Other Insur S <sub>I</sub>	rance: No pecify:		
Additional Benefits	FY11 Amt:	Specify:	FY12	Amt:	Specify:		

Norwood	Norwood		Differences in Contract: Yes	Differences in Contract: Yes Specify: New principals do not l 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 of	days	Health Insurance:	FY11: 55-80% FY12: 55-80%
		Lillit? 230			Other Insurance: Specify:	
Additional Benefits	FY11	<b>Amt:</b> \$600	Specify: Car Allowance (\$600/yr rep to PBCC)	FY12	<b>Amt:</b> \$600	Specify: Car Allowance (\$600/yr rep to PBCC)
Middle	Sick Da	ays: 15 umulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: FY12:
		Limit? 230			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
PK-K	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? \$12,000		Health Insurance:	FY11: 55-80% FY12:
		<b>Limit?</b> 230			Other Insurance: Specify:	
Additional Benefits	FY11	<b>Amt:</b> \$600	Specify: Car Allowance	FY12	<b>Amt:</b> \$600	Specify: Car Allowance
Elem (Cleveland)	Sick Da	ays: 15 umulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 55-80% FY12: 55-80%
		Limit? 230			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elem (Balch)	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? \$12,000/120 o	days	Health Insurance:	FY11: FY12:
		Limit? 230			Other Insurance: Specify:	
Additional Benefits	FY11	Amt: \$4,000	Specify: Mentor new principals	FY12	Amt: \$4,000	Specify: Mentor new principals

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

Palmer		Differences in Contract: No			
Elementary	Sick Days: 20 Accumulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 80% FY12: 80%
	Limit?			Other Insurance: Specify:	
Additional Benefi	its FY11 Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Days: 20 Accumulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 80% FY12: 80%
	Limit?			Other Insurance: Specify:	
Additional Benefi	its FY11 Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Days: 20 Accumulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 80% FY12: 80%
	Limit?			Other Insurance: Specify:	
Additional Benefi	its FY11 Amt:	Specify:	FY12	Amt:	Specify:

Peabody			Differences in Contract: No			
High School	Sick Day Accui	rs: 16.5 mulate? Yes Limit? 150	Sick Leave Buy-Back? Yes Buy Back at What %? 1/222		Health Insurance: Other Insurance: Specify:	FY12: 85%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Day Accui	s: nulate? No	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance:	FY11: 85% FY12: 85%
		Limit?		Other Insurar Spe		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accui	nulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 1/222		Health Insurance:	FY11: 85% FY12: 85%
		Limit? 150			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Pembroke			Differences in Contract: No			
High School	Sick Day Accui	r <b>s:</b> 200 mulate? Yes	Sick Leave Buy-Back? no Buy Back at What %?		Health Insurance:	FY11: 75% FY12: 75%
		Limit?			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify: Annuity, 30 vacation days, Course Reimbursement	FY12	Amt:	Specify: Annuity, 30 vacation days, Course Reimbursement
Middle	Sick Day	's: Yes	Sick Leave Buy-Back? No		Health Insurance:	FY11: 75%
	-	nulate? Yes Limit? 200	Buy Back at What %?		Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	Amt:	Specify: 30 Vacation Days, \$1800 Course Reimburesement	FY12	Amt:	Specify: 30 Vacation Days, \$1800 Course Reimburesement

Pioneer Valley RSD	)		Differences in Contract: No			
PK-6	Sick Day Accur	s: 15 nulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? 10%		Health Insurance: Other Insurance: Specify:	FY12: 75% 50%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle/High	Sick Day Accur	s: 15 nulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 10%		Health Insurance:	FY11: FY12: 75%
		<b>Limit?</b> 160			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Pittsfield			Differences in Contract: No			
Elementary	Sick Days: 17-18 Accumulate? Yes Limit?		Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance:	FY11: FY12:
						Dental
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Day Accur	s: 20 nulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance: Other Insurance:	FY11: FY12:
					Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accur	s: 20 nulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12:
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Plainville			Differences in Contract: Yes	Specify	<b>Specify:</b> Newly hired principal does not have benefit of unlimited sick time accumulation			
K-3	Sick Day Accui	rs: 18 mulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? \$15/day		Health Insurance: Other Insurance: Specify:	FY12: 75%		
Additional Benefits	FY11	<b>Amt:</b> \$3,400	Specify: Conferences, PD, Profesional Materials	FY12	<b>Amt:</b> \$3,400	Specify: Conferences, PD, Profesional Materials		
Intermediate	Sick Day Accui	rs: 15 mulate? Yes Limit? 120	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 75%		
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 Day Accui	rs: 15 mulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %? 10%		Health Insurance: Other Insurance: Specify:	FY12: 80%		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:		
Ralph C Mahar			Differences in Contract:					
7-12	Sick Day Accui	rs: 15 mulate? Yes Limit? 180	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 75%		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:		

Randolph			Differences in Contract: No	Specify:	Only one middle scho	ol.
Middle	ick Day Accur	s: 15 nulate? Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 85% No
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School S	ick Day Accur	s: 15 nulate? Limit?	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 85%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary S	ick Day Accur	s: 15 nulate? Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 85% No
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Rockport			Differences in Contract: Yes	Specify:	Wage	
Elementary	ick Day Accur	s: 13 nulate? Yes Limit? 260	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
6-12 S	ick Day Accur	s: 13 nulate? Yes Limit? 260	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Sandwich			Differences in Contract: Yes	Specify	: High School Principal	Receives 10% Sick Buyback
K-12	Sick Day Accui	vs: 18 mulate? Yes Limit? 226	Sick Leave Buy-Back? Yes Buy Back at What %? 10% -15% u days	p to 223	Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	<b>Amt:</b> \$3,000	Specify: Longevity	FY12	Amt: \$3,000	Specify: Longevity
Saugus			Differences in Contract: No			
High School	Sick Day Accui	mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 90% FY12: 90%
		Limit?			Other Insurance: Specify:	
Additional Benefits	FY11	<b>Amt:</b> \$2,500	Specify: NEASC	FY12	Amt: \$2,500	Specify: NEASC
Elementary	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 90% FY12: 90%
		Limit?			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accui	vs: 15 mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 90% FY12: 90%
		Limit?			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Seekonk			Differences in Contract: No			
K-12	Sick Day Accui	mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 40.5%		Health Insurance:	FY11: 75% FY12: 75%
		Limit? 225			Other Insurance: Specify:	Dental
Additional Benefits	FY11	Amt: \$2,500	Specify: Professional Development	FY12	Amt: \$2,500	Specify: Professional Development

Sharon			Differences in Contract: No			
Middle	Sick Day Accu	ys: 15 mulate? Yes Limit? 195	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: No
Additional Benef	its FY11	<b>Amt:</b> \$4,500	Specify: Annuity	FY12	Amt: \$4,500	Specify: Annuity
K-5	Sick Day Accu	ys: 15 mulate? Yes Limit? 195	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: No
Additional Benef	its FY11	Amt: \$2,500	Specify: Annuity	FY12	Amt: \$2,500	Specify: Annuity
High School	Sick Day Accu	ys: 15 mulate? Yes Limit? 195	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: No
Additional Benef	its FY11	<b>Amt:</b> \$4,500	Specify: Annuity	FY12	Amt: \$4,500	Specify: Annuity
Shutesbury			Differences in Contract: No			
	Sick Day Accu	ys: mulate? Limit?	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12:
Additional Benef	its FY11	Amt:	Specify:	FY12	Amt:	Specify:
Smith Vocationa	Agricult	ural	Differences in Contract: No			
High School	Sick Day Accu	ys: 15 mulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? \$5500		Health Insurance: Other Insurance: Specify:	FY12: 80%
Additional Benef	its FY11	Amt:	Specify:	FY12	Amt:	Specify:

Somerset			Differences in Contract: Yes	Specify	: Individual contracts	
High School	Sick Day Accui	vs: 18 mulate? Yes Limit? 271	Sick Leave Buy-Back? Yes Buy Back at What %? \$30/day		Health Insurance: Other Insurance: Specify:	FY12: No
Additional Benefits	FY11	<b>Amt:</b> \$3,000	Specify: Professional Conference attendance & expenses	FY12	<b>Amt:</b> \$3,000	Specify: Professional Conference attendance & expenses
K-5 (	Sick Day Accur	rs: 18 mulate? Yes Limit? 271	Sick Leave Buy-Back? Yes Buy Back at What %? \$30/day		Health Insurance: Other Insurance: Specify:	FY12:
Additional Benefits	FY11	<b>Amt:</b> \$3,000	Specify: Professional Conference attendance & expenses	FY12	<b>Amt:</b> \$3,000	Specify: Professional Conference attendance & expenses
Middle	Sick Day Accui	rs: 18 mulate? Yes Limit? 271	Sick Leave Buy-Back? Yes Buy Back at What %? \$30/day		Health Insurance: Other Insurance: Specify:	FY12:
Additional Benefits	FY11	<b>Amt:</b> \$3,000	Specify: Professional Conference attendance & expenses	FY12	<b>Amt:</b> \$3,000	Specify: Professional Conference attendance & expenses
Somerville			Differences in Contract: No			
High School	Sick Day Accui	rs: 15 mulate? Yes Limit? 225	Sick Leave Buy-Back? Yes Buy Back at What %? 30*133		Health Insurance: Other Insurance: Specify:	FY12:
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary; S Middle	Sick Day Accui	rs: 15 mulate? Yes Limit? 225	Sick Leave Buy-Back? Buy Back at What %? 30*133		Health Insurance: Other Insurance: Specify:	FY12:
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

South Hadley		Differences in Contract: No	Differences in Contract: No					
	Sick Days: Yes Accumulate?	Sick Leave Buy-Back? Yes Buy Back at What %? 55 Days		Health Insurar	nce: FY11: 60% FY12: 60%			
	Limit?			Other Insurar Spe				
Additional Bene	efits FY11 Amt:	Specify:	FY12	Amt:	Specify:			
South Middlese	x RVTSD	Differences in Contract: No						
High School	Sick Days: 15 Accumulate? No	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurar	rce: FY11: 75% FY12: 75%			
	Limit?		Other Insurance: Specify:					
Additional Bene	efits FY11 Amt:	Specify:	FY12	Amt:	Specify:			
South Shore RV	/TSD	Differences in Contract: No						
High School	Sick Days: Accumulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurar	nce: FY11: 70% FY12: 70%			
	Limit?		Other Insurance: Yes Specify: Life 20k; 50%					
Additional Bene	efits FY11 Amt:	Specify:	FY12	Amt:	Specify:			

Southborough			Differences in Contract: No			
PK-5	Sick Day Accu	vs: 15 mulate? Yes Limit? 150	Sick Leave Buy-Back? Yes Buy Back at What %? \$20/day to 100 da after 20 yrs	/S	Ith Insurance: er Insurance: Specify	FY12: 75% : No
Additional Bene	efits FY11	Amt:	Specify: Same FY	12 Am	t:	Specify: Same
6-8	Sick Day Accu	vs: 15 mulate? Yes Limit? 150	Sick Leave Buy-Back? Yes Buy Back at What %? \$20/day to 100 da after 20 yrs	/S	Ith Insurance: er Insurance: Specify	FY12: 75% : No
Additional Bene	efits FY11	Amt:	Specify: Same FY	12 Am	t:	Specify: Same
Southeastern R	VTSD		Differences in Contract: No			
High School	Sick Day Accu	vs: 18 mulate? Yes Limit? 165	Sick Leave Buy-Back? Yes Buy Back at What %? 15%		Ith Insurance: er Insurance: Specify	FY12: 70%
Additional Bene	efits FY11	Amt:	Specify: FY	12 Am	t:	Specify:
Southern Berks	hire RSD		Differences in Contract: No			
PK-6	Sick Day Accu	vs: 18 mulate? Yes Limit? 180	Sick Leave Buy-Back? No Buy Back at What %?		Ith Insurance: er Insurance: Specify	FY12: 80%
Additional Bene	efits FY11	Amt:	Specify: 20 Days Vacation FY	12 Am	t:	Specify: 20 Days Vacation
7-12	Sick Day Accu	vs: 15 mulate? Yes Limit? 180	Sick Leave Buy-Back? No Buy Back at What %?		Ith Insurance: er Insurance: Specify	FY12: 80%
Additional Bene	ofite FV11	Amt:	Specify: 20 Days Vacation FY	12 Am	<b>+</b> -	Specify: 20 Days Vacation

Southern Worcester County RVTSD		nty RVTSD	Differences in Contract: No	Differences in Contract: No					
High School	Sick Day Accu	ys: 18 mulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? Days 1-195 \$55 196-290 \$75	;	Health Insurance: Other Insurance: Specify:	FY12: 85%			
Additional Bene	efits FY11	<b>Amt:</b> \$7,500	Specify: Annuity/Longevity	FY12	<b>Amt</b> : \$7,500	Specify: Annuity/Longevity			
Springfield			Differences in Contract: No						
Middle	Sick Day Accu	mulate? Yes	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance:	FY11: 75% FY12: 75%			
		Limit?		Other Insurance: No Specify:					
Additional Bene	efits FY11	Amt:	Specify:	FY12	Amt:	Specify:			
Elementary	Sick Day Accu	y <b>s:</b> 18 ı <b>mulate?</b> Yes	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance:	FY11: 75% FY12: 75%			
		Limit?			Other Insurance: Specify:				
Additional Bene	efits FY11	Amt:	Specify:	FY12	Amt:	Specify:			
High School	Sick Day Accu	ys: 18 mulate? Yes	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance:	FY11: 75% FY12: 75%			
		Limit?			Other Insurance: Specify:				
Additional Bene	efits FY11	Amt:	Specify:	FY12	Amt:	Specify:			

Stoneham			Differences in Contract: No			
Elementary	Sick Day Accu	vs: 15 mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: FY12: 85%
		Limit? 240			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Day Accu	vs: 15 mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: FY12: 85%
		Limit? 240			Other Insurance: Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accur	vs: 15 mulate? Yes Limit? 240	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance:	FY11: FY12: 85%
					Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Sunderland			Differences in Contract: No			
PK-6	Sick Day Accu	vs: 20 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance:	FY11: 70% FY12: 70%
		<b>Limit?</b> 180			Other Insurance: Specify:	Yes Disability & Term Life
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Tantasqua			Differences in Contract: No				
Middle; High	Sick Day Accu	ys: 20 mulate? Yes Limit? 210	Sick Leave Buy-Back? Yes Buy Back at What %? \$25/day		Health Insurance: Other Insurance: Specify:	FY12: 60%	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
PK-6	Sick Day Accu	mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$25/day		Health Insurance:	FY11: 60% FY12: 60%	
		<b>Limit?</b> 180			Other Insurance: Specify:		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Tewksbury			Differences in Contract: Yes	Specify	r: All principals have the	eir own individual contract	
PK-6	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? 10%		Health Insurance:	FY11: 75% FY12: 75%	
		Limit? Unlimited	Other Insurance: Yes Specify: Dental				
Additional Benefits	FY11	Amt: \$1,000	Specify: Tuition	FY12	Amt: \$1,000	Specify: Tuition	
7-8	Sick Day Accu	ys: 15 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 10%		Health Insurance:	FY11: 75% FY12: 75%	
		Limit? Unlimited			Other Insurance: Yes Specify: Dental		
Additional Benefits	FY11	Amt: \$1,000	Specify: Tuition	FY12	Amt: \$1,000	Specify: Tuition	
High School	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %? 10%		Health Insurance:	FY11: 75% FY12: 75%	
		Limit? Unlimited			Other Insurance: Specify:		
Additional Benefits	FY11	Amt: \$1,400	Specify: Tuition/Travel	FY12	<b>Amt:</b> \$1,400	Specify: Tuition/Travel	

Triton			Differences in Contract: Yes	Specify	y: 1 out of 3 principals h	as 1000 travel
Elementary	Sick Day: Accun	s: nulate? Limit?	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12:
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Days Accun	s: nulate? Limit?	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12:
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Days Accun	s: nulate? Limit?	Sick Leave Buy-Back? Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12:
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Tyngsborough			Differences in Contract: Yes	Specify	y: MS/HS Principal Rece	eives stipend of \$1500 for supervising 2 buildings
Middle; High	Sick Day: Accun	s: 17 nulate? Yes Limit? 300	Sick Leave Buy-Back? Yes  Buy Back at What %? 50% of Daily for 20% of accumulated	-	Health Insurance: Other Insurance: Specify:	FY12: 30%
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 Day: Accun	s: 17 nulate? Yes Limit? 300	Sick Leave Buy-Back? Yes  Buy Back at What %? 50% of Daily for 20% of accumulated	-	Health Insurance: Other Insurance: Specify:	FY12: 25%
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 exp	perience & longevity.
Middle	Sick Day Accur	s: 18 nulate? Yes Limit? 155	Sick Leave Buy-Back? Buy Back at What %		Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefi	ts FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Day Accur	s: 18 nulate? Yes Limit? 155	Sick Leave Buy-Back Buy Back at What %		Health Insurance: Other Insurance:	FY12: 75%
					Specify:	
Additional Benefi	ts FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Day Accur	s: 18 nulate? Yes Limit? 155	Sick Leave Buy-Back? Buy Back at What %		Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefi	ts FY11	Amt:	Specify:	FY12	Amt:	Specify:
Waltham			Differences in Contract:	No		
Elementary	Sick Day Accur	s: 15 nulate? Yes Limit? 300	Sick Leave Buy-Back Buy Back at What %		Health Insurance:	FY12: 88% No
					Specify:	
Additional Benefi	ts FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accur	s: 15 nulate? Yes Limit? 300	Sick Leave Buy-Back? Buy Back at What %		Health Insurance: Other Insurance: Specify:	FY12: 88% No
Additional Benefi		Amt:	Specify:	FY12	Amt:	Specify:

Wareham			Differences in Contract: Yes	Specify	<b>Specify:</b> Sick Leave & Days Accumulated; Vacation Days & Pay for Unused; Course Reimbursement			
Elementary	-	ys: 12-20 mulate? Yes Limit? 100-270	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance:	FY12: 75%		
					Specify:	:		
Additional Benefit	s FY11	Amt:	Specify: \$400 Medical Exam/ \$1000 Tuition	FY12	Amt:	Specify: \$400 Medical Exam/ \$1000 Tuition		
9-12	Sick Days: 12-20 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY12: 75%		
Limit? 100-2		Limit? 100-270		Other Insurance: \$800 Specify:				
Additional Benefit	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 Insur Sp				
Additional Benefit	FY11	Amt:	Specify: \$400 Medical Exam/ \$1000 Tuition	FY12	Amt:	Specify: \$400 Medical Exam/ \$1000 Tuition		
Elementary	-	ys: 12-20 mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 75% FY12: 75%		
		<b>Limit?</b> 100-270		•		Other Insurance: \$800 Specify:		
Additional Benefit	FY11	Amt:	Specify: \$400 Medical Exam/ \$1000 Tuition	FY12	Amt:	Specify: \$400 Medical Exam/ \$1000 Tuition		
7-12	Sick Days: 12-20 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 75% FY12: 75%		
		<b>Limit?</b> 100-270			Other Insurance: Specify:	*		
Additional Benefit	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 Accun	s: 15 nulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 70
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Days Accun	s: 15 nulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance:	FY11: 70 FY12: 70
					Specify:	
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Days Accun	s: 15 nulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 70
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Kindergarten	Sick Days Accun	s: 15 nulate? Yes Limit?	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 74
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Webster			Differences in Contract: No			
Middle; High	Sick Day: Accun	s: 18 nulate? Yes Limit? 150	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 75%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Wellesley			Differences in Contract: No			
K-5	Sick Day Accu	mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 80% FY12: 80%
		Limit? 180			Other Insurance: Specify	: Dental, Disability
Additional Benef	fits FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle; High Sick Da		y <b>s:</b> 15 I <b>mulate?</b> Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 80% FY12: 80%
		Limit? 180			Other Insurance:	
					Specify	: Dental, Disability
Additional Benef	fits FY11	Amt:	Specify:	FY12	Amt:	Specify:
West Bridgewate	er		Differences in Contract: No			
PK-3; 4-6	Sick Day Accu	y <b>s:</b> 18 ı <b>mulate?</b> Yes	Sick Leave Buy-Back? Yes Buy Back at What %? 25%		Health Insurance:	FY11: FY12:
		Limit? 220			Other Insurance:	
					: Life and Dental	
Additional Benef	fits FY11	Amt:	Specify:	FY12	Amt:	Specify:
7-12	Sick Day	vs: 18	Sick Leave Buy-Back? Yes		Health Insurance:	FY11:
		mulate? Yes	Buy Back at What %? 25%			FY12:
		Limit? 220			Other Insurance: Specify	
Additional Benef	fits FY11	Amt:	Specify:	FY12	Amt:	Specify:

West Boylston			Differences in Contract: No			
4-6	Sick Day Accur	s: 15 nulate? Yes Limit? 240	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 80%
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
7-8, 9-12	Sick Day Accur	s: 15 nulate? Yes Limit? 240	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 80% FY12: 80%
		Limit? 240			Other Insurance: Specify:	
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
К-3	Sick Day Accur	s: 15 mulate? Yes Limit? 240	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 80%
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Day Accur	s: 18 nulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? 100 days max		Health Insurance: Other Insurance: Specify:	FY12: 65%
Additional Benefit	s FY11	Amt: \$2,700	Specify: Longevity	FY12	Amt: \$2,700	Specify: Longevity
Westfield			Differences in Contract: No			
Middle	Sick Day Accur	s: 18 nulate? Yes Limit?	Sick Leave Buy-Back? Yes Buy Back at What %? 100 days max		Health Insurance: Other Insurance: Specify:	FY12: 65%
Additional Benefit	s FY11	Amt: \$2,700	Specify: Longevity	FY12	<b>Amt:</b> \$2,700	Specify: Longevity

Weston			Differences in Contract: No			
4-5	Sick Da Accı	ays: 25 umulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 87% No
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:	FY12: 87%
		Limit: Ominicoa			Specify:	***
Additional Benefits	FY11	<b>Amt</b> : \$1,770	Specify: Disability Insurance	FY12	<b>Amt</b> : \$1,770	Specify: Disability Insurance
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 Specify		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Da	ays: 25 umulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 87% FY12: 87%
		Limit? Unlimited		Other Insurance: Specify:		
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Days: 25 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 87% FY12: 87%
		Limit? Unlimited			Other Insurance: Specify:	
Additional Benefits	5 FY11	Amt:	Specify:	FY12	Amt:	Specify:

Westport			Differences in Contract: No			
K-12	-	rs: 1.5/month mulate? Yes Limit? 200	Sick Leave Buy-Back? Yes Buy Back at What %? After 10 years, up to 200 days	0	th Insurance: er Insurance: Specify	FY12: 50%
Additional Benefits	FY11	Amt:	Specify: 5 Annual Days Leave FY1	2 Am	t:	Specify: 5 Annual Days Leave
Westwood			Differences in Contract: No			
Middle	Sick Day Accu	vs: 15 mulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?		th Insurance: er Insurance: Specify	FY12: 64% No
Additional Benefits	FY11	Amt:	Specify: FY1	2 Am	t:	Specify:
Elementary	Sick Day Accur	rs: 15 mulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?		th Insurance:	FY12: 64%
					Specify	:
Additional Benefits	FY11	Amt:	Specify: FY1	2 Am	t:	Specify:
High School	Sick Days: 15 Accumulate? Yes		Sick Leave Buy-Back? No Buy Back at What %?	Heal	th Insurance:	FY11: 60% FY12: 64%
		Limit? Unlimited		Oth	er Insurance: Specify	
Additional Benefits	FY11	Amt:	Specify: FY1	2 Am	t:	Specify:

Weymouth			Differences in Contract: No			
Middle; High	Sick Day Accu	vs: 15 mulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY11: FY12: 82.25% Workers Comp
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day Accu	vs: 15 mulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?	Health Insurance:	FY12: 82.25%	
		Zimit: Ommined				Workers Comp
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Day Accu	vs: 15 mulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY11: FY12: 82.25% Workers Comp
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Day Accu	vs: 15 mulate? Yes Limit? Unlimited	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY11: FY12: 82.25% Workers Comp
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:
Whately			Differences in Contract: No			
PK-6	Sick Day Accu	vs: 20 mulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 70%
Additional Benefits	FY11	Amt:	Specify:	FY12	Amt:	Specify:

Whitman-Hanson	RSD		Differences in Contract: No				
PK-2	Sick Day Accur	s: nulate? Yes Limit? Max 60	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 60% Yes	
Additional Benefit	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Middle	Sick Day Accur	s: nulate? Yes Limit? Max 60	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance: Other Insurance: Specify:	FY12: 60% Yes	
Additional Benefit	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Whitman-Hanson	RSD		Differences in Contract: No				
High School	Sick Days: Accumulate? Yes		Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance:	FY12: 60%	
		Limit? Max 60			Other Insurance: Specify:		
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Elementary	Sick Day Accur	s: nulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %?		Health Insurance:	FY11: 60% FY12: 60%	
		Limit? Max 60	•		Other Insurance: Yes Specify: Dental		
Additional Benefit	FY11	Amt:	Specify:	FY12	Amt:	Specify:	
Whittier RVTSD			Differences in Contract: No				
High School	Sick Day Accur	s: 17 nulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %? \$175/day		Health Insurance: Other Insurance: Specify:	FY12: 80%	
Additional Benefit	FY11	Amt: \$5,000	Specify: Annuity	FY12	Amt: \$5,000	Specify: Annuity	

Wilmington			Differences in Contract: No			
Middle	Sick Day Accu	mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: 75% FY12: 75%
		Limit? 180			Other Insurance: Specify:	
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
High School	Sick Day Accu	/s: 18 mulate? Yes	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance:	FY11: FY12:
		Limit? 180			Other Insurance: Specify:	
Additional Benefit	s FY11	Amt: \$2,000	Specify: Travel	FY12	Amt: \$2,000	Specify: Travel
Intermediate	Sick Day Accu	vs: 15 mulate? Yes Limit? 180	Sick Leave Buy-Back? Yes Buy Back at What %? \$20		Health Insurance: Other Insurance:	FY11: 75% FY12: 75%
					Specify:	
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
1-3	Sick Day Accu	vs: 15 mulate? Yes	Sick Leave Buy-Back? Yes Buy Back at What %? \$20		Health Insurance:	FY11: 75% FY12: 75%
		Limit? 200			Other Insurance: Specify:	
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:

Winchester			Differences in Contract: No	Specify	: One High School	principal
High School	Sick Days: 20 Accumulate? No		Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance	ce: FY11: 74% FY12: 71%
		Limit?			Other Insurance Speci	• • •
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
Middle	Sick Day	/s: 15 mulate? No	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance	ce: FY11: 74% FY12: 71%
	71000	Limit?	.,		Other Insurance	
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
Elementary	Sick Day Accu	mulate? No	Sick Leave Buy-Back? No Buy Back at What %?		Health Insurance	ce: FY11: 74% FY12: 71%
		Limit?			Other Insurance Spec	
Additional Benefit	s FY11	Amt:	Specify:	FY12	Amt:	Specify:
Average Additional B	Benefits:	<b>FY10:</b> \$4,341	<b>FY11:</b> \$4,142			<b>FY12:</b> \$2,363