

# TEACHER CONTRACT INFORMATION

<b>Acushnet</b>	<b>Contract Start:</b> 09/01/10	<b>Contract End:</b> 08/31/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 11
<b>Contract Increase Yr1:</b> 2% <b>Contract Increase Yr2:</b> 1% <b>Contract Increase Yr3:</b> 1.5% <b>Who is covered?</b> Teachers & Nurses  <b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Health Ins:</b> Yes FY11: 60% FY12: 60%  <b>Dental Ins:</b> Yes FY11: 60% FY12: 60%  <b>Optical:</b> No FY11: FY12:	<b>Department Heads :</b> No FY11: FY12:  <b>Master Teachers:</b> No FY11: FY12:  <b>Lead Teachers:</b> Yes FY11: \$824 FY12: \$836  <b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> Yes <b>Stipends Negotiated:</b> Yes	<b>Longevity:</b> Yes FY11: FY12:  <b>Tuition Reimbursement:</b> Yes FY11: \$1050 FY12: \$1050  <b>Sick Leave Buy Back?</b> Yes FY11: \$30 FY12: \$30  <b>Other Benefits:</b> No FY11: FY12:	
<b>Notes:</b>				

<b>Agawam</b>	<b>Contract Start:</b> 2010	<b>Contract End:</b> 2013	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 13
<b>Contract Increase Yr1:</b> 0% <b>Contract Increase Yr2:</b> 1% <b>Contract Increase Yr3:</b> 2% <b>Who is covered?</b> Teachers, Paraprofessionals, OT/PT, Speech/Language Pathologists, Behavior Interventionist, Counselors, Psychologists  <b>School Nurses</b> On Pay Scale Only: Included in Contract: Have Separate Contract:	<b>Health Ins:</b> Yes FY11: 50% FY12: 50%  <b>Dental Ins:</b> Yes FY11: 0%  FY12: 0%  <b>Optical:</b> Yes FY11: 0% FY12: 0%	<b>Department Heads :</b> No FY11: FY12:  <b>Master Teachers:</b> No FY11:  FY12:  <b>Lead Teachers:</b> No FY11: FY12:	<b>Longevity:</b> FY11: FY12:  <b>Tuition Reimbursement:</b> Yes FY11: \$450  FY12: \$450  <b>Sick Leave Buy Back?</b> FY11: FY12:	
<b>Notes:</b> Nurses paid by town of Agawam				
		<b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> <b>Stipends Negotiated:</b>	<b>Other Benefits:</b> FY11: FY12:	

<b>Arlington</b>	<b>Contract Start:</b> 09/01/09	<b>Contract End:</b> 08/31/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> 0%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 0%	FY11: 85%	FY11:	FY11: \$2648-3367	
<b>Contract Increase Yr3:</b> 2%+1% 91st Day	FY12: 75-85%	FY12:	FY12: \$2648-3367	
<b>Who is covered?</b> Teachers, Nurse, Psychologists, OT/PT/SLP, SPED Team Chairs, Librarians, Guidance	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11:	FY11:	FY11: 12 credits state college	
	FY12:	FY12:	FY12: 12 credits state college	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Optical:</b>	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> Yes	
	FY11:	FY11: \$1779-5424	FY11: \$45/day excess of 50	
	FY12:	FY12: \$1779-5424	FY12: \$45/day excess of 50	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b>	
			FY11:	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

<b>Assabet Valley RVTSD</b>	<b>Contract Start:</b> 08/15/09	<b>Contract End:</b> 08/14/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> 0%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> No	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2.5%	FY11: 80%	FY11:	FY11: Varies	
<b>Contract Increase Yr3:</b> 2%	FY12: 80%	FY12:	FY12: Varies	
<b>Who is covered?</b> Teachers, Guidance Counselors, Nurse	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 0%	FY11:	FY11: \$2300	
	FY12: 0%	FY12:	FY12: \$2300	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> Yes	
	FY11:	FY11: \$3169	FY11: 25% up to 160 days	
	FY12:	FY12: \$3233	FY12: 25% up to 160 days	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
			FY11:	
		<b>Stipends in Contract:</b> Yes	FY12:	
		<b>Stipends Negotiated:</b> Yes		

<b>Auburn</b>	<b>Contract Start:</b> 07/01/09	<b>Contract End:</b> 06/30/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 14
<b>Contract Increase Yr1:</b> 2% <b>Contract Increase Yr2:</b> 1% <b>Contract Increase Yr3:</b> 2.5% <b>Who is covered?</b> All teachers/specialists/guidance counselors/team chairs  <b>School Nurses</b> On Pay Scale Only: Included in Contract: Have Separate Contract: X  <b>Notes:</b>	<b>Health Ins:</b> Yes FY11: 76% FY12: 76%  <b>Dental Ins:</b> Yes FY11: FY12:  <b>Optical:</b> No FY11: FY12:	<b>Department Heads :</b> Yes FY11: \$3325 FY12: \$3392  <b>Master Teachers:</b> FY11: FY12:  <b>Lead Teachers:</b> FY11: FY12:  <b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> Yes <b>Stipends Negotiated:</b> Yes	<b>Longevity:</b> Yes FY11: FY12:  <b>Tuition Reimbursement:</b> Yes FY11: \$250 FY12: \$250  <b>Sick Leave Buy Back?</b> Yes FY11: 75%/\$30/day FY12: 75%/\$30/day  <b>Other Benefits:</b> FY11: FY12:	

<b>Belchertown</b>	<b>Contract Start:</b> 07/01/10	<b>Contract End:</b> 06/30/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> 1% <b>Contract Increase Yr2:</b> 1% <b>Contract Increase Yr3:</b> 1% / 1% Split (91st Day) <b>Who is covered?</b>  <b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:  <b>Notes:</b>	<b>Health Ins:</b> Yes FY11: 75% FY12: 75%  <b>Dental Ins:</b> Yes FY11: 0% FY12: 0%  <b>Optical:</b> Yes FY11: 0% FY12: 0%	<b>Department Heads :</b> Yes FY11: \$2482 FY12: \$2500  <b>Master Teachers:</b> No FY11: FY12:  <b>Lead Teachers:</b> Yes FY11: \$2482 FY12: \$2500  <b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> Yes <b>Stipends Negotiated:</b> Yes	<b>Longevity:</b> Yes FY11: \$700-1500 FY12: \$500-\$1700  <b>Tuition Reimbursement:</b> Yes FY11: FY12:  <b>Sick Leave Buy Back?</b> Yes FY11: \$10/day FY12: \$10/day  <b>Other Benefits:</b> FY11: FY12:	

<b>Belmont</b>	<b>Contract Start:</b> 07/01/11	<b>Contract End:</b> 06/30/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 14
<b>Contract Increase Yr1:</b> 0 <b>Contract Increase Yr2:</b> 1, 1% <b>Contract Increase Yr3:</b> 1, 1% <b>Who is covered?</b> Teachers, Psychologists, Nurses, Guidance Counselors  <b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Health Ins:</b> Yes FY11: 80% or 20% plans FY12: 80% or 20% plans  <b>Dental Ins:</b> No FY11: FY12:  <b>Optical:</b> No FY11: FY12:	<b>Department Heads :</b> No FY11: FY12:  <b>Master Teachers:</b> No FY11: FY12:  <b>Lead Teachers:</b> No FY11: FY12:  <b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> <b>Stipends Negotiated:</b>	<b>Longevity:</b> Yes FY11: FY12:  <b>Tuition Reimbursement:</b> Yes FY11: FY12:  <b>Sick Leave Buy Back?</b> No FY11: FY12:  <b>Other Benefits:</b> No FY11: FY12:	
<b>Notes:</b>				

<b>Berkley</b>	<b>Contract Start:</b> 09/01/09	<b>Contract End:</b> 08/31/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 13
<b>Contract Increase Yr1:</b> 1% <b>Contract Increase Yr2:</b> 2% <b>Contract Increase Yr3:</b> 2% / 1% split <b>Who is covered?</b> Teachers, Guidance Counselor, Librarians, Speech and Land Pathologists, Occupational Therapists, School Adj Counselor, Psychologist, Adaptive Phys Ed.  <b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Health Ins:</b> Yes FY11: 60% FY12: 60%  <b>Dental Ins:</b> Yes FY11: 0  FY12: 0  <b>Optical:</b> No FY11: FY12:	<b>Department Heads :</b> No FY11: FY12:  <b>Master Teachers:</b> No FY11:  FY12:  <b>Lead Teachers:</b> No FY11: FY12:  <b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> <b>Stipends Negotiated:</b>	<b>Longevity:</b> Yes FY11: \$500 - \$2000 FY12: \$500 - \$2000  <b>Tuition Reimbursement:</b> Yes FY11: \$1050  FY12: \$1050  <b>Sick Leave Buy Back?</b> Yes FY11: Varies FY12: Varies  <b>Other Benefits:</b> No FY11: FY12:	
<b>Notes:</b>				

<b>Berkshire Hills RSD</b>	<b>Contract Start:</b> 07/01/11	<b>Contract End:</b> 06/30/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 18
<b>Contract Increase Yr1:</b>	<b>Health Ins:</b> Yes	<b>Department Heads :</b>	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b>	FY11:	FY11:	FY11:	
<b>Contract Increase Yr3:</b>	FY12:	FY12:	FY12:	
<b>Who is covered?</b> Guidance Counselors, Sch. Adj. Counselors, Psychologists, Nurses, Librarians	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> Yes	<b>Tuition Reimbursement:</b>	
	FY11:	FY11:	FY11:	
	FY12:	FY12:	FY12:	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Optical:</b>	<b>Lead Teachers:</b>	<b>Sick Leave Buy Back?</b>	
	FY11:	FY11:	FY11:	
	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b>	
			FY11:	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

<b>Bourne</b>	<b>Contract Start:</b> 07/01/09	<b>Contract End:</b> 06/30/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 11
<b>Contract Increase Yr1:</b> 2%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1%/1%	FY11: 75%	FY11: \$2053 plus \$26.65 per course	FY11: \$250-1000	
<b>Contract Increase Yr3:</b> 2%	FY12: 75%	FY12: \$2105 plus \$26.65 per course	FY12: \$250-1000	
<b>Who is covered?</b> Teachers, Psychologists, Social Workers, Nurses	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> Yes	<b>Tuition Reimbursement:</b> Yes	
	FY11: 75%	FY11: \$937	FY11: \$1250	
	FY12: 75%	FY12: \$960	FY12: \$1250	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: x Have Separate Contract:	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
	FY11:	FY11:	FY11: \$12/day	
	FY12:	FY12:	FY12: \$12/day	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
			FY11:	
		<b>Stipends in Contract:</b> Yes	FY12:	
		<b>Stipends Negotiated:</b> Yes		

<b>Braintree</b>	<b>Contract Start:</b> 09/01/10	<b>Contract End:</b> 08/31/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 11
<b>Contract Increase Yr1:</b> 1%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2%	FY11: 50%	FY11:	FY11: \$750-2000	
<b>Contract Increase Yr3:</b> 2.5%	FY12: 50%	FY12:	FY12: \$750-2000	
<b>Who is covered?</b> Full time & part time teachers, media, guidance counselors, school adjustment counselors, special needs teachers, Psychologists, assistant principals, directors, supervisors, department heads, housemasters, registered nurses, secretaries, paraprofessional	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11:	FY11:	FY11: \$400	
<b>School Nurses</b>	FY12:	FY12:	FY12: \$400	
On Pay Scale Only:	<b>Optical:</b>	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: X	FY11:	FY11:	FY11: 12/day	
Have Separate Contract:	FY12:	FY12:	FY12: 12/day	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b>	
			FY11:	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

<b>Cape Cod RVTSD</b>	<b>Contract Start:</b> 2010	<b>Contract End:</b> 2013	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> 1%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> No	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1.5%	FY11: 65%	FY11:	FY11: \$900-\$2000	
<b>Contract Increase Yr3:</b> 2.5%	FY12: 65%	FY12:	FY12: \$900-\$2000	
<b>Who is covered?</b>	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 65%	FY11:	FY11: \$600/\$1200	
<b>School Nurses</b>	FY12: 65%	FY12:	FY12: \$600/\$1200	
On Pay Scale Only:	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: X	FY11:	FY11: Varies	FY11: 25%	
Have Separate Contract:	FY12:	FY12: Varies	FY12: 25%	
<b>Notes:</b> <input type="text" value="Stipend schedule is in contract"/>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
			FY11:	
		<b>Stipends in Contract:</b> Yes*	FY12:	
		<b>Stipends Negotiated:</b> Yes*		

**Carlisle**

Contract Start: 07/01/09

Contract End: 06/30/12

Length: 3 yrs

#Steps in Contract: 15

**Contract Increase Yr1:**

Contract Increase Yr2: 2%

Contract Increase Yr3: 2%

**Who is covered?**

All Teachers

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 50%

FY12: 50%

**Dental Ins:** Yes

FY11: 0%

FY12: 0%

**Optical:** No

FY11:

FY12:

**Department Heads :** No

FY11:

FY12:

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** No

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** No

FY11:

FY12:

**Tuition Reimbursement:** Yes

FY11: \$440

FY12: \$440

**Sick Leave Buy Back?** No

FY11:

FY12:

**Other Benefits:** No

FY11:

FY12:

**Carver**

Contract Start: 09/01/11

Contract End: 08/31/12

Length: 1 yrs

#Steps in Contract: 10

**Contract Increase Yr1:** 0

Contract Increase Yr2: x

Contract Increase Yr3: x

**Who is covered?**

Teachers, Specialists, Nurses, Extra-Duty positions

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 75%

FY12: 75%

**Dental Ins:** Yes

FY11: 50%

FY12:

**Optical:**

FY11:

FY12:

**Department Heads :** Yes

FY11: \$6053

FY12: \$6053

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** Yes

FY11: \$1623

FY12: \$1623

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11: \$200-2900

FY12: \$200-2900

**Tuition Reimbursement:**

FY11: 1050

FY12: None

**Sick Leave Buy Back?** No

FY11:

FY12:

**Other Benefits:** No

FY11:

FY12:

**Central Berkshire RSD****Contract Start:** Negotiating  
at Survey  
Time**Contract End:****Length:** 3 yrs**#Steps in Contract:** 14**Contract Increase Yr1:****Contract Increase Yr2:****Contract Increase Yr3:****Who is covered?**

Teachers, Specialists, Nurses, Extra-Duty positions

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 75-85%

FY12:

**Dental Ins:** Yes

FY11: 50%

FY12:

**Optical:**

FY11:

FY12:

**Department Heads :**

FY11:

FY12:

**Master Teachers:** Yes

FY11: varies

FY12: varies

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11: \$2000

FY12:

**Tuition Reimbursement:** Yes

FY11: \$800/yr

FY12:

**Sick Leave Buy Back?** Yes

FY11: \$45/day min. 10 yrs

FY12:

**Other Benefits:**

FY11:

FY12:

**Chatham****Contract Start:** 07/01/11**Contract End:** 06/30/12**Length:** 1 yrs**#Steps in Contract:** 14**Contract Increase Yr1:** 2%**Contract Increase Yr2:****Contract Increase Yr3:****Who is covered?**

All licensed professionals except administrators

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:** Chatham & Harwich form Monomy Regional SD on 7/1/12**Health Ins:** Yes

FY11: 70%

FY12: 70%

**Dental Ins:** Yes

FY11: 70%

FY12: 70%

**Optical:** Yes

FY11:

FY12:

**Department Heads :**

FY11:

FY12:

**Master Teachers:**

FY11:

FY12:

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:**

Inst. Leader - \$1500

**Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11:

FY12:

**Tuition Reimbursement:** Yes

FY11:

FY12:

**Sick Leave Buy Back?** Yes

FY11:

FY12:

**Other Benefits:**

FY11:

FY12:



<b>Chelsea</b>	<b>Contract Start:</b> 07/01/11	<b>Contract End:</b> 06/30/12	<b>Length:</b> 1 yrs	<b>#Steps in Contract:</b> 10
<b>Contract Increase Yr1:</b> 2% mid-yr	<b>Health Ins:</b> Yes	<b>Department Heads :</b> No	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b>	FY11: 82.5%	FY11:	FY11: \$60/day	
<b>Contract Increase Yr3:</b>	FY12: 82.5%	FY12:	FY12: \$60/day	
<b>Who is covered?</b> Classroom teachers, Including Heads of Departments, Special Subject Teachers, Guidance Counselors, Permanent Substitutes and Full-Time Occupational Therapists	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11:	FY11:	FY11: 50%	
<b>School Nurses</b>	FY12:	FY12:	FY12: 50%	
On Pay Scale Only:	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract:	FY11:	FY11: 6% differential adjustment/yr	FY11:	
Have Separate Contract: X	FY12:	FY12: Same	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b> Yes	FY11:	
		<b>Stipends Negotiated:</b> Yes	FY12:	

<b>Chicopee</b>	<b>Contract Start:</b> 08/01/11	<b>Contract End:</b> 08/01/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 11
<b>Contract Increase Yr1:</b> +\$1,294	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1%	FY11: 50%	FY11: in a different contract	FY11: \$516-991	
<b>Contract Increase Yr3:</b> 1%	FY12: 50%	FY12: in a different contract	FY12: \$516-991	
<b>Who is covered?</b> All teachers (classroom, resources, special education), Guidance/Adjustment Counselors, Psychologists, Physical/Occupational/Speech/Language Therapists, Speech/Language Therapy Assistants	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 50%	FY11:	FY11: 50%	
<b>School Nurses</b>	FY12: 50%	FY12:	FY12: 50%	
On Pay Scale Only:	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract:	FY11:	FY11:	FY11: up to \$10,000	
Have Separate Contract: X	FY12:	FY12:	FY12: up to \$10,000	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b>	FY11:	
		<b>Stipends Negotiated:</b>	FY12:	

**Cohasset**

Contract Start: 09/01/09

Contract End: 06/30/12

Length: 3 yrs

#Steps in Contract: 16

**Contract Increase Yr1:** 2%**Contract Increase Yr2:** 2.5%**Contract Increase Yr3:** 2.5%**Who is covered?**

Teachers and Long Term Substitute Teachers

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 69%

FY12: 69%

**Dental Ins:** Yes

FY11: 69%

FY12: 69%

**Optical:**

FY11:

FY12:

**Department Heads :**

FY11:

FY12:

**Master Teachers:**

FY11:

FY12:

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11: \$1000

FY12: \$1000

**Tuition Reimbursement:** Yes

FY11: Full

FY12: Full

**Sick Leave Buy Back?**

FY11:

FY12:

**Other Benefits:**

FY11:

FY12:

**Conway**

Contract Start: 07/01/10

Contract End: 06/30/13

Length: 3 yrs

#Steps in Contract: 20

**Contract Increase Yr1:****Contract Increase Yr2:****Contract Increase Yr3:****Who is covered?**

Teachers, extracurricular activities leaders, coaches, services

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 70%

FY12: 70%

**Dental Ins:** Yes

FY11: 0%

FY12: 0%

**Optical:**

FY11:

FY12:

**Department Heads :**

FY11:

FY12:

**Master Teachers:**

FY11:

FY12:

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:**

Head Teacher - \$400

**Stipends in Contract:** No**Stipends Negotiated:** No**Longevity:** Yes

FY11: \$3000

FY12: \$3000

**Tuition Reimbursement:**

FY11:

FY12:

**Sick Leave Buy Back?** Yes

FY11:

FY12:

**Other Benefits:** Yes

FY11: \$600/year prof. dev.

FY12: \$600/year prof. dev.

<b>Danvers</b>	<b>Contract Start:</b> 07/01/11	<b>Contract End:</b> 06/30/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 15
<b>Contract Increase Yr1:</b> .5% 1st Day - Steps 46th Day	<b>Health Ins:</b> Yes	<b>Department Heads :</b> No	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1st Day: 1.5%; Last Day: .5%; Steps day 91	FY11: 70%	FY11:	FY11: \$250-2950	
<b>Contract Increase Yr3:</b> 1st Day: 1.5%; Last Day: .5%; Steps day 91	FY12: 70%	FY12:	FY12: \$250-2950	
<b>Who is covered?</b> Teachers, Psychologists, Guidance Counselors, Speech Therapists	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> No	
	FY11: 70%	FY11:	FY11:	
<b>School Nurses</b>	FY12: 70%	FY12:	FY12:	
On Pay Scale Only: X	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract:	FY11:	FY11:	FY11: \$150-\$500	
Have Separate Contract: X	FY12:	FY12:	FY12: \$150-\$500	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> Teacher Leaders	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b> Yes	FY11:	
		<b>Stipends Negotiated:</b> Yes	FY12:	

<b>Deerfield</b>	<b>Contract Start:</b> 07/01/10	<b>Contract End:</b> 06/30/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 20
<b>Contract Increase Yr1:</b> 2%/1% Split-year	<b>Health Ins:</b> Yes	<b>Department Heads :</b>	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2%/1% Split-year	FY11: 70%	FY11:	FY11: \$3000	
<b>Contract Increase Yr3:</b> 2%/1% Split-year	FY12: 70%	FY12:	FY12: \$3000	
<b>Who is covered?</b> Teachers, extra curr. activities leaders, coaches, services	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> Yes	<b>Tuition Reimbursement:</b>	
	FY11: 0%	FY11:	FY11:	
<b>School Nurses</b>	FY12: 0%	FY12:	FY12:	
On Pay Scale Only:	<b>Optical:</b>	<b>Lead Teachers:</b>	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: X	FY11:	FY11:	FY11:	
Have Separate Contract:	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> Head Teacher - \$400	<b>Other Benefits:</b> Yes	
		<b>Stipends in Contract:</b> No	FY11: \$600/year prof. dev.	
		<b>Stipends Negotiated:</b> No	FY12: \$600/year prof. dev.	

<b>Dennis-Yarmouth RSD</b>	<b>Contract Start:</b> 09/01/11	<b>Contract End:</b> 08/31/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> 1%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1.5%	FY11: 60%	FY11:	FY11: Varies	
<b>Contract Increase Yr3:</b> 1.5%	FY12: 60%	FY12:	FY12: Varies	
<b>Who is covered?</b> Classroom Teachers, Nurses, Social Workers, Psychologists, Department Heads, Librarians, Guidance Counselors, Consulting Teachers of Reading, English Language Learner Teachers, Speech Language Pathologists, Education Specialists, Team Leaders	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11:	FY11:	FY11: \$500	
<b>School Nurses</b>	FY12:	FY12:	FY12: \$500	
On Pay Scale Only:	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: X	FY11:	FY11:	FY11: \$35/day	
Have Separate Contract:	FY12:	FY12:	FY12: \$35/day	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> Team Leaders	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b>	FY11:	
		<b>Stipends Negotiated:</b>	FY12:	

<b>East Longmeadow</b>	<b>Contract Start:</b> 2009	<b>Contract End:</b> 2012	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 13
<b>Contract Increase Yr1:</b> .25%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1.5%	FY11: 70%	FY11: \$3181	FY11: Varies	
<b>Contract Increase Yr3:</b> 3%	FY12: 70%	FY12: \$3276	FY12: Varies	
<b>Who is covered?</b> All Teachers, Speech Therapist, Guidance Counselors, Librarians, Psychologists, OT & PT	<b>Dental Ins:</b>	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11:	FY11:	FY11: \$650	
<b>School Nurses</b>	FY12:	FY12:	FY12: \$650	
On Pay Scale Only:	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> No	
Included in Contract: x	FY11:	FY11: \$1340	FY11:	
Have Separate Contract:	FY12:	FY12: \$1340	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b>	FY11:	
		<b>Stipends Negotiated:</b>	FY12:	

<b>Erving</b>	<b>Contract Start:</b> 09/01/10	<b>Contract End:</b> 08/31/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 14
<b>Contract Increase Yr1:</b> 0%	<b>Health Ins:</b> Yes	<b>Department Heads :</b>	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1%	FY11:	FY11:	FY11: \$1250-2000	
<b>Contract Increase Yr3:</b> 1.5%	FY12:	FY12:	FY12: \$1250-2500	
<b>Who is covered?</b> Teachers, Nurses, Psychologists, Non-supervisory professionals, Non-supervisory coordinators.	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> Yes	<b>Tuition Reimbursement:</b>	
	FY11:	FY11: \$600 Mentor	FY11:	
	FY12:	FY12:	FY12:	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: x Have Separate Contract:	<b>Optical:</b>	<b>Lead Teachers:</b>	<b>Sick Leave Buy Back?</b>	
	FY11:	FY11:	FY11:	
	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b>	
			FY11:	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

<b>Everett</b>	<b>Contract Start:</b> 09/01/10	<b>Contract End:</b> 08/31/12	<b>Length:</b> 2 yrs	<b>#Steps in Contract:</b> 10
<b>Contract Increase Yr1:</b> 0%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1%	FY11: 85%	FY11: \$5790	FY11: \$1200-\$3000	
<b>Contract Increase Yr3:</b>	FY12: 85%	FY12: \$5790	FY12: \$1200-\$3000	
<b>Who is covered?</b> Teachers, Guidance Counselors, Department Heads, Coordinators, Classmasters	<b>Dental Ins:</b> No	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> No	
	FY11:	FY11:	FY11:	
	FY12:	FY12:	FY12:	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: Have Separate Contract: x	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
	FY11:	FY11:	FY11: \$50/day	
	FY12:	FY12:	FY12: \$50/day	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
			FY11:	
		<b>Stipends in Contract:</b> Yes	FY12:	
		<b>Stipends Negotiated:</b> Yes		

Fall River	Contract Start:	Contract End:	Length: 3 yrs	#Steps in Contract:
<b>Contract Increase Yr1:</b>	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b>	
<b>Contract Increase Yr2:</b>	FY11: 75%	FY11:	FY11:	
<b>Contract Increase Yr3:</b>	FY12: 75%	FY12:	FY12:	
<b>Who is covered?</b>				
	<b>Dental Ins:</b>	<b>Master Teachers:</b> Yes	<b>Tuition Reimbursement:</b>	
	FY11:	FY11:	FY11:	
<b>School Nurses</b>	FY12:	FY12:	FY12:	
On Pay Scale Only:	<b>Optical:</b>	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b>	
Included in Contract:	FY11:	FY11:	FY11:	
Have Separate Contract:	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b>	
			FY11:	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

Falmouth	Contract Start: 09/01/09	Contract End: 08/31/12	Length: 3 yrs	#Steps in Contract: See Notes
<b>Contract Increase Yr1:</b> 1%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1.5%	FY11:	FY11:	FY11:	
<b>Contract Increase Yr3:</b> 2 + 2%	FY12:	FY12:	FY12:	
<b>Who is covered?</b>				
Teachers	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11:	FY11:	FY11:	
<b>School Nurses</b>	FY12:	FY12:	FY12:	
On Pay Scale Only:	<b>Optical:</b> Yes	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract:	FY11:	FY11:	FY11:	
Have Separate Contract: x	FY12:	FY12:	FY12:	
<b>Notes:</b> 11 steps/8 columns in contract		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
			FY11:	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

<b>Farmington River RSD</b>	<b>Contract Start:</b> 09/01/11	<b>Contract End:</b> 08/31/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 16
<b>Contract Increase Yr1:</b> 0.5% <b>Contract Increase Yr2:</b> 1% <b>Contract Increase Yr3:</b> 1.5% <b>Who is covered?</b> All teachers  <b>School Nurses</b> On Pay Scale Only: Included in Contract: Have Separate Contract: X  <b>Notes:</b>	<b>Health Ins:</b> Yes FY11: 75%-85% FY12: 75%-85%  <b>Dental Ins:</b> No FY11: FY12:  <b>Optical:</b> No FY11: FY12:	<b>Department Heads :</b> FY11: FY12:  <b>Master Teachers:</b> FY11: FY12:  <b>Lead Teachers:</b> FY11: FY12:  <b>Other Similar Function/Stipend:</b> Mentor Teachers  <b>Stipends in Contract:</b> Yes <b>Stipends Negotiated:</b> Yes	<b>Longevity:</b> No FY11: FY12:  <b>Tuition Reimbursement:</b> Yes FY11: \$2000 FY12: \$2000  <b>Sick Leave Buy Back?</b> y FY11: Rate varies by # of days FY12: Rate varies by # of days  <b>Other Benefits:</b> FY11: FY12:	

<b>Franklin</b>	<b>Contract Start:</b> 2010	<b>Contract End:</b> 2012	<b>Length:</b> 2 yrs	<b>#Steps in Contract:</b> 10-13
<b>Contract Increase Yr1:</b> 0% <b>Contract Increase Yr2:</b> 1% <b>Contract Increase Yr3:</b> <b>Who is covered?</b> Teachers, counselors, librarians, reading teachers, directors, department chairs, coaches, related service providers; Federally funded directors and teachers; specialists, Coord of Career Dev/Ed Planning; regular part time teachers; nurses; Title I teachers Asst Principals; Summer, Evening and Workshop teachers  <b>School Nurses</b> On Pay Scale Only: Included in Contract: x Have Separate Contract:  <b>Notes:</b>	<b>Health Ins:</b> Yes FY11: 68% FY12: 68%  <b>Dental Ins:</b> Yes FY11: 0%  FY12: 0%  <b>Optical:</b> FY11: FY12:	<b>Department Heads :</b> Yes FY11: \$4294 FY12: \$4294  <b>Master Teachers:</b> FY11:  FY12:  <b>Lead Teachers:</b> Yes FY11: \$916 FY12: \$916  <b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> <b>Stipends Negotiated:</b>	<b>Longevity:</b> Yes FY11: \$12000 FY12: \$12000  <b>Tuition Reimbursement:</b> Yes FY11:  FY12:  <b>Sick Leave Buy Back?</b> Yes FY11: \$6000 FY12: \$6000  <b>Other Benefits:</b> FY11: FY12:	

**Franklin County RVTSD**

Contract Start: 07/01/10

Contract End: 06/30/13

Length: 3 yrs

#Steps in Contract: 8

**Contract Increase Yr1:** 1%**Health Ins:** Yes**Department Heads :** No**Longevity:** Yes**Contract Increase Yr2:** 1%

FY11: 75%

FY11:

FY11: \$1500

**Contract Increase Yr3:** 1%

FY12: 75%

FY12:

FY12: \$1500

**Who is covered?**Teachers, Guidance Counselors, Psychologists,  
Library/media Specialists, Nurses, Long-Term**Dental Ins:** Yes**Master Teachers:** No**Tuition Reimbursement:** Yes

FY11: 65%

FY11:

FY11: \$1200

**School Nurses**

On Pay Scale Only:

FY12: 65%

FY12:

FY12: \$1200

Included in Contract: x

**Optical:** Yes**Lead Teachers:** No**Sick Leave Buy Back?** Yes

Have Separate Contract:

FY11:

FY11:

FY11: 1-50: \$25; 51-100: \$50

**Notes:**

FY12:

FY12:

FY12: 1-50: \$25; 51-100: \$50

**Other Similar Function/Stipend:****Other Benefits:** No**Stipends in Contract:**

FY11:

**Stipends Negotiated:**

FY12:

**Frontier RSD**

Contract Start: 07/01/2010

Contract End: 06/30/13

Length: 3 yrs

#Steps in Contract: 25

**Contract Increase Yr1:****Health Ins:** Yes**Department Heads :** Yes**Longevity:** Yes**Contract Increase Yr2:**

FY11: 75%

FY11:

FY11: \$3000

**Contract Increase Yr3:**

FY12: 75%

FY12:

FY12: \$3000

**Who is covered?**

Teachers, extra curricular leaders, coaches, services

**Dental Ins:** Yes**Master Teachers:** Yes**Tuition Reimbursement:**

FY11: 0%

FY11:

FY11:

**School Nurses**

On Pay Scale Only:

FY12: 0%

FY12:

FY12:

Included in Contract: x

**Optical:****Lead Teachers:** Yes**Sick Leave Buy Back?** Yes

Have Separate Contract:

FY11:

FY11:

FY11:

**Notes:**

FY12:

FY12:

FY12:

**Other Similar Function/Stipend:****Other Benefits:** Yes**Stipends in Contract:** Yes

FY11: \$600/yr prof. dev.

**Stipends Negotiated:** Yes

FY12: \$600/yr prof. dev.



<b>Gill-Montague</b>	<b>Contract Start:</b> FY11	<b>Contract End:</b> FY13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> \$750/\$1000	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> .5% then after 92nd day .5%	FY11:	FY11: 2500	FY11:	
<b>Contract Increase Yr3:</b> .5% plus 1% if ch70 funds increased	FY12:	FY12: 2500	FY12:	
<b>Who is covered?</b> Teachers, Nurses, Guidance Counselors, Adjustment Counselors, Physical Therapists, Speech Pathologists, Psychologists	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11:	FY11:	FY11:	
	FY12:	FY12:	FY12:	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: x Have Separate Contract:	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
	FY11:	FY11:	FY11:	
	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b>	FY11:	
		<b>Stipends Negotiated:</b>	FY12:	

<b>Greater Fall River RVTSD (Diman)</b>	<b>Contract Start:</b> 09/01/09	<b>Contract End:</b> 08/31/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 13
<b>Contract Increase Yr1:</b> 3%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1%	FY11: 80%	FY11: \$2750 + \$550/teacher in dept	FY11:	
<b>Contract Increase Yr3:</b> 1%	FY12: 80%	FY12: \$2750 + \$550/teacher in dept	FY12:	
<b>Who is covered?</b> All Academic and Vocational Teachers, Guidance Counselors, Librarian, School Nurses	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 80%	FY11:	FY11:	
	FY12: 80%	FY12:	FY12:	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: x Have Separate Contract:	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> Yes	
	FY11:	FY11: \$2500 + \$350/teacher in dept.	FY11: \$40	
	FY12:	FY12: \$2500 + \$350/teacher in dept.	FY12: \$40	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> Outside Coordinator - \$1478	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b> Yes	FY11:	
		<b>Stipends Negotiated:</b> Yes	FY12:	

**Hampshire RSD**

Contract Start: 09/01/10

Contract End: 08/31/13

Length: 3 yrs

#Steps in Contract: 8

**Contract Increase Yr1:** 1%**Contract Increase Yr2:** 1%**Contract Increase Yr3:** 1.25%**Who is covered?**

Teachers, Nurse, Job Coordinator, Librarian, Dir. Of Athletics, Computer Coordinator, Coaches

**School Nurses**

On Pay Scale Only:

Included in Contract: x

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 80%

FY12:

**Dental Ins:** Yes

FY11: 80%

FY12:

**Optical:** Yes

FY11:

FY12:

**Department Heads :** Yes

FY11:

FY12:

**Master Teachers:** Yes

FY11: 5% of BA

FY12: 5% of BA

**Lead Teachers:** Yes

FY11: 5% of BA

FY12: 5% of BA

**Other Similar Function/Stipend:**

Mentors

**Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** Yes

FY11: \$150-350

FY12: \$150-350

**Tuition Reimbursement:** Yes

FY11: 50%/Course

FY12:

**Sick Leave Buy Back?**

FY11:

FY12:

**Other Benefits:** Life

FY11: 70%

FY12: 70%

**Harvard**

Contract Start: 09/01/11

Contract End: 08/31/14

Length: 3 yrs

#Steps in Contract: 13

**Contract Increase Yr1:** 1%**Contract Increase Yr2:** 2%**Contract Increase Yr3:** 2%**Who is covered?**

All teachers

**School Nurses**

On Pay Scale Only:

Included in Contract: x

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 85%

FY12: 85%

**Dental Ins:**

FY11:

FY12:

**Optical:** No

FY11:

FY12:

**Department Heads :** Yes

FY11: \$5000

FY12: \$5000

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** No

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** No

FY11:

FY12:

**Tuition Reimbursement:** Yes

FY11: \$1000

FY12: \$1000

**Sick Leave Buy Back?** No

FY11:

FY12:

**Other Benefits:** No

FY11:

FY12:

<b>Hingham</b>	<b>Contract Start:</b> 08/01/11	<b>Contract End:</b> 08/01/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b>
<b>Contract Increase Yr1:</b> 2%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2%	FY11: 50%	FY11: Admin	FY11: \$650-950	
<b>Contract Increase Yr3:</b> 2%	FY12: 50%	FY12: Admin	FY12: \$650-950	
<b>Who is covered?</b> Teachers, nurses, Specialists, Sp/Long & OT/PT	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b>	<b>Tuition Reimbursement:</b> Yes	
	FY11: 0%	FY11:	FY11: \$800	
<b>School Nurses</b>	FY12: 0%	FY12:	FY12: \$800	
On Pay Scale Only:	<b>Optical:</b>	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: x	FY11:	FY11: \$2800	FY11: \$10/day	
Have Separate Contract:	FY12:	FY12: \$2800	FY12: \$10/day	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> Small Dept. Leadership; Resource Teachers	<b>Other Benefits:</b>	
		<b>Stipends in Contract:</b> Yes	FY11:	
		<b>Stipends Negotiated:</b> Yes	FY12:	

<b>Holbrook</b>	<b>Contract Start:</b> 09/02/11	<b>Contract End:</b> 08/30/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 18
<b>Contract Increase Yr1:</b> 0%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2%	FY11: 90%	FY11: \$6800	FY11: \$900-2300	
<b>Contract Increase Yr3:</b> 3%	FY12: 90%	FY12: \$7000	FY12: \$900-2300	
<b>Who is covered?</b> Teachers, Guidance, nurses, O.T, P.T, Speech/Language, out-of-district coordinator, adjustment counselors	<b>Dental Ins:</b>	<b>Master Teachers:</b>	<b>Tuition Reimbursement:</b> Yes	
	FY11:	FY11:	FY11: \$900	
<b>School Nurses</b>	FY12:	FY12:	FY12: \$1000	
On Pay Scale Only:	<b>Optical:</b>	<b>Lead Teachers:</b>	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: x	FY11:	FY11:	FY11: 60 per day	
Have Separate Contract:	FY12:	FY12:	FY12: 0	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b>	
		<b>Stipends in Contract:</b> Yes	FY11:	
		<b>Stipends Negotiated:</b> Yes	FY12:	

<b>Hopedale</b>	<b>Contract Start:</b> 08/30/09	<b>Contract End:</b> 06/30/12	<b>Length:</b> 1 yrs	<b>#Steps in Contract:</b> 13
<b>Contract Increase Yr1:</b> 0% <b>Contract Increase Yr2:</b> 0% <b>Contract Increase Yr3:</b> 1%	<b>Health Ins:</b> Yes FY11: 82% FY12: 82%	<b>Department Heads :</b> Yes FY11: \$3200 FY12: \$3200	<b>Longevity:</b> Yes FY11: \$3400/yr FY12: \$3400/yr	<b>Who is covered?</b> Certified teachers, nurses, SPED teachers, Library/Media, Team Chairs, support professionals (guidance psych, adjustment counselor, speech therapists), preschool head teacher
<b>School Nurses</b> On Pay Scale Only: Included in Contract:    x Have Separate Contract:	<b>Dental Ins:</b> Yes FY11: 100%  FY12: 100%  <b>Optical:</b> No FY11: FY12:	<b>Master Teachers:</b> No FY11:  FY12:  <b>Lead Teachers:</b> Yes FY11: \$625 FY12: \$625  <b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> Yes <b>Stipends Negotiated:</b> Yes	<b>Tuition Reimbursement:</b> Yes FY11: \$1100  FY12: \$1100  <b>Sick Leave Buy Back?</b> Yes FY11: \$35/day FY12: \$35/day	
<b>Notes:</b>			<b>Other Benefits:</b> FY11: FY12:	

<b>Hudson</b>	<b>Contract Start:</b> 08/31/11	<b>Contract End:</b> 08/30/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 14
<b>Contract Increase Yr1:</b> 0% <b>Contract Increase Yr2:</b> 0% <b>Contract Increase Yr3:</b> 0%	<b>Health Ins:</b> Yes FY11: 50% FY12: 50%	<b>Department Heads :</b> Yes FY11: \$4442 FY12: \$4442	<b>Longevity:</b> Yes FY11: FY12:	<b>Who is covered?</b> All certified teachers and nurses.
<b>School Nurses</b> On Pay Scale Only: Included in Contract:    x Have Separate Contract:	<b>Dental Ins:</b> Yes FY11: 0% FY12: 0%  <b>Optical:</b> No FY11: FY12:	<b>Master Teachers:</b> No FY11: FY12:  <b>Lead Teachers:</b> No FY11: FY12:	<b>Tuition Reimbursement:</b> Yes FY11: \$480 FY12: \$480  <b>Sick Leave Buy Back?</b> Yes FY11: \$60 FY12: \$60	
<b>Notes:</b>			<b>Other Benefits:</b> FY11: FY12:	
		<b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> Yes <b>Stipends Negotiated:</b> Yes		

<b>Hull</b>	<b>Contract Start:</b> 09/01/11	<b>Contract End:</b> 08/31/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> 3% <b>Contract Increase Yr2:</b> 3% <b>Contract Increase Yr3:</b> 3% <b>Who is covered?</b> Teachers, Guidance Counselors, Speech/Language Pathologist; Psychologist & Adjustment Counselors  <b>School Nurses</b> On Pay Scale Only: Included in Contract: Have Separate Contract: x  <b>Notes:</b>	<b>Health Ins:</b> Yes FY11: 75% FY12: 75%  <b>Dental Ins:</b> FY11: FY12:  <b>Optical:</b> No FY11: FY12:	<b>Department Heads :</b> No FY11: FY12:  <b>Master Teachers:</b> No FY11: FY12:  <b>Lead Teachers:</b> No FY11: FY12:  <b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> <b>Stipends Negotiated:</b>	<b>Longevity:</b> Yes FY11: \$450-1200 FY12: \$450-1200  <b>Tuition Reimbursement:</b> Yes FY11: \$200/credit FY12: Up to 2 courses/school year  <b>Sick Leave Buy Back?</b> Yes FY11: FY12:  <b>Other Benefits:</b> No FY11: FY12:	

<b>King Philip RSD</b>	<b>Contract Start:</b> 09/01/09	<b>Contract End:</b> 03/31/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 16
<b>Contract Increase Yr1:</b> 0% <b>Contract Increase Yr2:</b> 1.5% 2nd half <b>Contract Increase Yr3:</b> 0% <b>Who is covered?</b> Teachers, guidance, psychologist, nurses, librarian, OT/PT, speech therapist, department heads, coaches, co-curricular  <b>School Nurses</b> On Pay Scale Only: Included in Contract: x Have Separate Contract:  <b>Notes:</b>	<b>Health Ins:</b> Yes FY11: 86% FY12: 86%  <b>Dental Ins:</b> No FY11: FY12:  <b>Optical:</b> No FY11: FY12:	<b>Department Heads :</b> Yes FY11: \$1900 FY12: \$1900  <b>Master Teachers:</b> No FY11: FY12:  <b>Lead Teachers:</b> FY11: FY12:  <b>Other Similar Function/Stipend:</b> Curriculum Team Leaders <b>Stipends in Contract:</b> Yes <b>Stipends Negotiated:</b> Yes	<b>Longevity:</b> Yes FY11: \$900-2200 FY12: \$900-2200  <b>Tuition Reimbursement:</b> Yes FY11: \$1500 FY12: \$1500  <b>Sick Leave Buy Back?</b> Yes FY11: 180 days FY12: 180 days  <b>Other Benefits:</b> FY11: FY12:	

<b>Leverett</b>	<b>Contract Start:</b> 09/01/11	<b>Contract End:</b> 08/31/12	<b>Length:</b> 1 yrs	<b>#Steps in Contract:</b> 13
<b>Contract Increase Yr1:</b> 1.5%	<b>Health Ins:</b> Yes	<b>Department Heads :</b>	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b>	FY11: 75%	FY11:	FY11: \$1000-1500	
<b>Contract Increase Yr3:</b>	FY12:	FY12:	FY12:	
<b>Who is covered?</b> Teachers, Teacher Aides, Nurses, Psychologists, Non-Supervisory Professionals	<b>Dental Ins:</b>	<b>Master Teachers:</b>	<b>Tuition Reimbursement:</b>	
	FY11:	FY11:	FY11:	
<b>School Nurses</b>	FY12:	FY12:	FY12:	
On Pay Scale Only:	<b>Optical:</b>	<b>Lead Teachers:</b>	<b>Sick Leave Buy Back?</b>	
Included in Contract: x	FY11:	FY11:	FY11:	
Have Separate Contract:	FY12:	FY12:	FY12:	
<b>Notes:</b> Mentor: \$600; Teacher in charge: 750; 6th grade field trip sponsor: \$400		<b>Other Similar Function/Stipend:</b> See Notes - See Notes	<b>Other Benefits:</b>	
		<b>Stipends in Contract:</b>	FY11:	
		<b>Stipends Negotiated:</b>	FY12:	

<b>Longmeadow</b>	<b>Contract Start:</b> 09/01/11	<b>Contract End:</b> 08/31/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 16
<b>Contract Increase Yr1:</b> 0%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 0%	FY11: 61.5%	FY11: \$2544-\$3288	FY11: \$3000 (3yrs)	
<b>Contract Increase Yr3:</b> 1%	FY12: 61.5%	FY12: \$2544-\$3288	FY12: \$3000 (3yrs)	
<b>Who is covered?</b> Classroom teachers, Guidance Counselors, Department Chairpersons, Curriculum Coordinators, Coordinator of Libraries, Special Subject Teachers, Speech/Language Therapists, Athletic Director, Psychologists, Substance Abuse Coordinator, Dean of Students, and Special Assistants to Director of Pupil Services	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> No	
	FY11: 0%	FY11:	FY11:	
<b>School Nurses</b>	FY12: 0%	FY12:	FY12:	
On Pay Scale Only:	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> No	
Included in Contract:	FY11:	FY11:	FY11:	
Have Separate Contract: x	FY12:	FY12:	FY12:	
<b>Notes:</b> Contracts usually for 3 yrs but the current contract is for one year. Previous contract was for two years. Data provided as if FY12 is the 3rd year of a typical cycle.		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b> Yes	FY11:	
		<b>Stipends Negotiated:</b> Yes	FY12:	

<b>Ludlow</b>	<b>Contract Start:</b> 09/01/09	<b>Contract End:</b> 08/31/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> 0	<b>Health Ins:</b> Yes	<b>Department Heads :</b> No	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1%	FY11: 81%	FY11:	FY11:	
<b>Contract Increase Yr3:</b> 1%	FY12: 81%	FY12:	FY12:	
<b>Who is covered?</b>	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: \$240	FY11:	FY11:	
	FY12: \$240	FY12:	FY12:	
<b>School Nurses</b>	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
On Pay Scale Only:	FY11:	FY11:	FY11: \$25/Day	
Included in Contract: x	FY12:	FY12:	FY12: \$25/Day	
Have Separate Contract:				
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> Curriculum Instructional Leaders - \$4523	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b> Yes	FY11:	
		<b>Stipends Negotiated:</b> Yes	FY12:	

<b>Lynnfield</b>	<b>Contract Start:</b> 07/01/10	<b>Contract End:</b> 06/30/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 11
<b>Contract Increase Yr1:</b> 1%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2%	FY11:	FY11: \$6725	FY11: Varies	
<b>Contract Increase Yr3:</b> 3%	FY12:	FY12: \$6860	FY12: Varies	
<b>Who is covered?</b>	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
Teachers, Nurses, Team Chairs, Psychologists, Media Specialists, Guidance	FY11:	FY11:	FY11: \$435	
	FY12:	FY12:	FY12: \$435	
<b>School Nurses</b>	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
On Pay Scale Only:	FY11:	FY11:	FY11: \$30/day	
Included in Contract: x	FY12:	FY12:	FY12: \$30/day	
Have Separate Contract:				
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b> Yes	FY11:	
		<b>Stipends Negotiated:</b> Yes	FY12:	

<b>Malden</b>	<b>Contract Start:</b>	<b>Contract End:</b>	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 11
<b>Contract Increase Yr1:</b>	<b>Health Ins:</b> Yes	<b>Department Heads :</b>	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b>	FY11:	FY11:	FY11:	
<b>Contract Increase Yr3:</b>	FY12:	FY12:	FY12:	
<b>Who is covered?</b> Teachers, Computer Technicians, Nurses	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b>	<b>Tuition Reimbursement:</b> No	
	FY11:	FY11:	FY11:	
	FY12:	FY12:	FY12:	
<b>School Nurses</b> On Pay Scale Only:	<b>Optical:</b> No	<b>Lead Teachers:</b>	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: x	FY11:	FY11:	FY11:	
Have Separate Contract:	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b>	
			FY11:	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

<b>Medfield</b>	<b>Contract Start:</b> 8/29/11	<b>Contract End:</b> 06/30/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12-15
<b>Contract Increase Yr1:</b> 1% (day 139 of 184)	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1%	FY11: 62%	FY11: \$4533	FY11:	
<b>Contract Increase Yr3:</b> 1% (days 1-92)	FY12: 62%	FY12: \$4533	FY12:	
<b>Who is covered?</b> Teachers, Nurses, Guidance, Psychologists, Librarians, Special Ed Teachers, OT/Speech & Language	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> NA	<b>Tuition Reimbursement:</b> Yes	
	FY11: 0%	FY11: \$3755	FY11: 20 yrs - 500; 25 yrs - 700	
	FY12: 0%	FY12: \$3755	FY12: Same	
<b>School Nurses</b> On Pay Scale Only:	<b>Optical:</b>	<b>Lead Teachers:</b> NA	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: x	FY11:	FY11: \$5311	FY11:	
Have Separate Contract:	FY12:	FY12: \$5311	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b>	
			FY11:	
		<b>Stipends in Contract:</b> Yes	FY12:	
		<b>Stipends Negotiated:</b> Yes		



<b>Melrose</b>	<b>Contract Start:</b> 09/01/08	<b>Contract End:</b> 08/31/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 11
<b>Contract Increase Yr1:</b> 0% <b>Contract Increase Yr2:</b> 2% <b>Contract Increase Yr3:</b> 1% <b>Who is covered?</b> Teachers, Guidance, Psychologists, all Itinerants  <b>School Nurses</b> On Pay Scale Only: Included in Contract: x Have Separate Contract:	<b>Health Ins:</b> Yes FY11: FY12: 87%  <b>Dental Ins:</b> FY11: FY12:  <b>Optical:</b> No FY11: FY12:	<b>Department Heads :</b> No FY11: FY12:  <b>Master Teachers:</b> No FY11: FY12:  <b>Lead Teachers:</b> No FY11: FY12:  <b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> <b>Stipends Negotiated:</b>	<b>Longevity:</b> Yes FY11: FY12: \$300-2800  <b>Tuition Reimbursement:</b> Yes FY11: FY12: Up to \$600  <b>Sick Leave Buy Back?</b> Yes FY11: FY12: \$50-350  <b>Other Benefits:</b> No FY11: FY12:	<b>Notes:</b>

<b>Mendon-Upton RSD</b>	<b>Contract Start:</b> 09/01/11	<b>Contract End:</b> 06/30/12	<b>Length:</b> 1 yrs	<b>#Steps in Contract:</b> 13
<b>Contract Increase Yr1:</b> 0 <b>Contract Increase Yr2:</b> <b>Contract Increase Yr3:</b> <b>Who is covered?</b> Teacher, Nurses  <b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Health Ins:</b> Yes FY11: 75% FY12: 75%  <b>Dental Ins:</b> No FY11: FY12:  <b>Optical:</b> No FY11: FY12:	<b>Department Heads :</b> HS Only FY11: \$5465 FY12: \$5465  <b>Master Teachers:</b> No FY11: FY12:  <b>Lead Teachers:</b> Elem Only FY11: \$4714 FY12: \$4714  <b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> Yes <b>Stipends Negotiated:</b> Yes	<b>Longevity:</b> Yes FY11: \$1800/3Years FY12:  <b>Tuition Reimbursement:</b> Yes FY11: \$500 FY12: \$500  <b>Sick Leave Buy Back?</b> Yes FY11: \$5775 maximum FY12:  <b>Other Benefits:</b> No FY11: FY12:	<b>Notes:</b>

<b>Middleborough</b>	<b>Contract Start:</b> 07/01/10	<b>Contract End:</b> 06/30/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> 1.5% <b>Contract Increase Yr2:</b> 1.5% <b>Contract Increase Yr3:</b> 2% <b>Who is covered?</b> All classroom teachers, special area teachers, guidance counselors, adj counselors, Psychologist and speech therapist, dept heads, librarians, specialist and leave replacement staff employed	<b>Health Ins:</b> Yes FY11: 60/80% FY12: 60/80%	<b>Department Heads :</b> Yes FY11: \$2192-MS FY12:	<b>Longevity:</b> Yes FY11: \$800-1500 FY12: \$800-1500	<b>Tuition Reimbursement:</b> Yes FY11: \$850
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Dental Ins:</b> Yes FY11: 0%  FY12: 0%  <b>Optical:</b> No FY11: FY12:	<b>Master Teachers:</b> FY11: \$4386-HS  FY12: \$4451-HS  <b>Lead Teachers:</b> FY11: FY12:	<b>Tuition Reimbursement:</b> Yes FY11: \$850  FY12: \$850  <b>Sick Leave Buy Back?</b> Yes FY11: \$8,000 capped FY12: \$8,000 capped	<b>Other Benefits:</b> FY11: FY12:
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>  <b>Stipends in Contract:</b> <b>Stipends Negotiated:</b>		

<b>Milford</b>	<b>Contract Start:</b> 09/01/10	<b>Contract End:</b> 08/21/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 10
<b>Contract Increase Yr1:</b> 0% <b>Contract Increase Yr2:</b> 1.5% <b>Contract Increase Yr3:</b> 1.5% <b>Who is covered?</b> Teachers, nurses, psychologists, OT, PT	<b>Health Ins:</b> Yes FY11: 70% FY12: 30%	<b>Department Heads :</b> FY11: FY12:	<b>Longevity:</b> FY11: FY12:	<b>Tuition Reimbursement:</b> Yes FY11: FY12:
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Dental Ins:</b> Yes FY11: 50% FY12: 50%  <b>Optical:</b> FY11: FY12:	<b>Master Teachers:</b> FY11: FY12:	<b>Tuition Reimbursement:</b> Yes FY11: FY12:	<b>Other Benefits:</b> FY11: FY12:
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> \$2,050 - Curriculum Team Leaders <b>Stipends in Contract:</b> Yes <b>Stipends Negotiated:</b> Yes		

<b>Millis</b>	<b>Contract Start:</b> 09/01/10	<b>Contract End:</b> 08/31/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 13
<b>Contract Increase Yr1:</b> FY11 - Bachelor's Step 1 - \$43,001	<b>Health Ins:</b> Yes	<b>Department Heads :</b> No	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> FY12 - Bachelor's Step 1 - \$43,431	FY11: 68%	FY11:	FY11: \$250	
<b>Contract Increase Yr3:</b> FY13 - Bachelor's Step 1 - \$44,300	FY12: 68%	FY12:	FY12: \$750-900	
<b>Who is covered?</b> All Teachers, Nurses	<b>Dental Ins:</b>	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> No	
	FY11:	FY11:	FY11:	
	FY12:	FY12:	FY12:	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes (Team Leaders)	<b>Sick Leave Buy Back?</b> Yes	
	FY11:	FY11: \$2119	FY11: \$5/day - not to exceed 900	
Have Separate Contract:	FY12:	FY12: \$2119	FY12: \$5/day - not to exceed 900	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b>	FY11:	
		<b>Stipends Negotiated:</b>	FY12:	

<b>Milton</b>	<b>Contract Start:</b> 09/01/10	<b>Contract End:</b> 08/31/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 1 - 13
<b>Contract Increase Yr1:</b> 2.5%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2%	FY11: 85%	FY11:	FY11: \$750-1250	
<b>Contract Increase Yr3:</b> 2.25%	FY12: 85%	FY12:	FY12: \$750-1250	
<b>Who is covered?</b> Teachers, Nurses	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 0	FY11:	FY11: \$500	
	FY12: 0	FY12:	FY12: \$500	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
Have Separate Contract:	FY11:	FY11:	FY11: 30% of daily sub rate	
	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> Yes	
		<b>Stipends in Contract:</b> Yes	FY11: \$750 Nat'l Board; \$1500 CAGS; \$2500 Doctorate	
		<b>Stipends Negotiated:</b> Yes	FY12: \$750 Nat'l Board; \$1500 CAGS; \$2500 Doctorate	

<b>Minuteman RVTSD</b>	<b>Contract Start:</b>	<b>Contract End:</b>	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b>
<b>Contract Increase Yr1:</b>	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b>	FY11: 75%	FY11:	FY11: \$1200-2300	
<b>Contract Increase Yr3:</b>	FY12: 75%	FY12:	FY12: \$1200-2300	
<b>Who is covered?</b> Academic and Vocational Teachers, Licensed, Guidance Counselors, AV Specialists, Librarians,	<b>Dental Ins:</b> yes	<b>Master Teachers:</b> Yes	<b>Tuition Reimbursement:</b> Yes	
	FY11: 50%	FY11:	FY11: 100%	
	FY12: 50%	FY12:	FY12: 100%	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> No	
	FY11:	FY11:	FY11:	
	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> Yes	
			FY11: Basic Life Insurance	
		<b>Stipends in Contract:</b> Yes	FY12:	
		<b>Stipends Negotiated:</b> Yes		

<b>Narragansett RSD</b>	<b>Contract Start:</b> 09/01/09	<b>Contract End:</b> 08/30/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 13
<b>Contract Increase Yr1:</b> 2%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2%	FY11: 75%	FY11: \$1603	FY11: \$600-\$1500	
<b>Contract Increase Yr3:</b> 2.5%	FY12: 75%	FY12: \$1643	FY12: \$600-\$1500	
<b>Who is covered?</b> Teachers, nurses	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 0%	FY11:	FY11:	
	FY12: 0%	FY12:	FY12:	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> Yes	
	FY11:	FY11: \$2003	FY11: \$45/day	
	FY12:	FY12: \$2053	FY12: \$45/day	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
			FY11:	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

**Nashoba RSD**

Contract Start: 07/01/11

Contract End: 06/30/14

Length: 3 yrs

#Steps in Contract:

**Contract Increase Yr1:****Health Ins:** Yes**Department Heads :** Yes**Longevity:** Yes**Contract Increase Yr2:**

FY11: 70%

FY11: 12% or BI

FY11:

**Contract Increase Yr3:**

FY12: 70%

FY12: 12% or BI

FY12:

**Who is covered?**

Teachers, Nurses, Psychologists, Guidance, COTA

**Dental Ins:** Yes**Master Teachers:** No**Tuition Reimbursement:** Yes**School Nurses**

On Pay Scale Only:

Included in Contract: x

Have Separate Contract:

FY11: 50%

FY11:

FY11:

FY12: 50%

FY12:

FY12:

**Optical:** No**Lead Teachers:** No**Sick Leave Buy Back?** No

FY11:

FY11:

FY11:

FY12:

FY12:

FY12:

**Notes:****Other Similar Function/Stipend:****Other Benefits:** No**Stipends in Contract:**

FY11:

**Stipends Negotiated:**

FY12:

**New Salem-Wendell**

Contract Start: 07/01/11

Contract End: 06/30/12

Length: 2 yrs

#Steps in Contract: 18

**Contract Increase Yr1:** 1.5%**Health Ins:** Yes**Department Heads :****Longevity:** Yes**Contract Increase Yr2:** 1%

FY11: 75%

FY11:

FY11: \$750-1500

**Contract Increase Yr3:**

FY12:

FY12:

FY12:

**Who is covered?**

Teachers, nurses, Psychologists

**Dental Ins:****Master Teachers:****Tuition Reimbursement:****School Nurses**

On Pay Scale Only:

Included in Contract: x

Have Separate Contract:

FY11:

FY11:

FY11:

FY12:

FY12:

FY12:

**Optical:****Lead Teachers:****Sick Leave Buy Back?**

FY11:

FY11:

FY11:

FY12:

FY12:

FY12:

**Notes:** Mentor, Nat'l Board Cert. Teacher, Nat'l Board Nurse: 600; Teacher in Charge: \$1000**Other Similar Function/Stipend:****Other Benefits:**

See Notes - See Notes

FY11:

**Stipends in Contract:**

FY12:

**Stipends Negotiated:**

**North Reading**

Contract Start: 07/01/09

Contract End: 06/30/12

Length: 3 yrs

#Steps in Contract: 12

Contract Increase Yr1: 0  
 Contract Increase Yr2: 1%  
 Contract Increase Yr3: 1.75%

**Who is covered?**

Teachers, Nurses, Coaches

**School Nurses**

On Pay Scale Only:

Included in Contract: x

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 70%

FY12: 70%

**Dental Ins:**

FY11:

FY12:

**Optical:**

FY11:

FY12:

**Department Heads :** Yes

FY11: \$3000

FY12: \$3000

**Master Teachers:**

FY11:

FY12:

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:**

FY11:

FY12:

**Tuition Reimbursement:**

FY11:

FY12:

**Sick Leave Buy Back?** Yes

FY11: \$20

FY12: \$20

**Other Benefits:**

FY11:

FY12:

**Northborough**

Contract Start: 2011

Contract End: 2014

Length: 3 yrs

#Steps in Contract: 12

Contract Increase Yr1: 1%  
 Contract Increase Yr2: 1.25%  
 Contract Increase Yr3: 1.5%

**Who is covered?**

Teachers, psychologists, guidance counselors, librarians, Therapists (Occupational/Physical/Speech/Behavioral), Tutors, Nurses

**School Nurses**

On Pay Scale Only:

Included in Contract: x

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 80%

FY12: 75%

**Dental Ins:** Yes

FY11: 0%

FY12: 0%

**Optical:**

FY11:

FY12:

**Department Heads :** Yes

FY11: \$1600

FY12: \$1800

**Master Teachers:**

FY11:

FY12:

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:**  
Dept Head/Curriculum Chair; Team Leader (MS) - \$1800-\$2000**Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** Yes

FY11:

FY12:

**Tuition Reimbursement:** Yes

FY11: \$24,000 Pool

FY12: \$24,000 Pool

**Sick Leave Buy Back?** Yes

FY11: \$20/day to 100 days (20+ yrs)

FY12: Same

**Other Benefits:** Early Retirement

FY11: 20+ yrs before 63, various %

FY12: Same

**Northborough-Southborough RSD**

Contract Start: 2011

Contract End: 2014

Length: 3 yrs

#Steps in Contract: 12

**Contract Increase Yr1:** .5%, 1.7%**Contract Increase Yr2:** 1.25%**Contract Increase Yr3:** 1.55%**Who is covered?**

Dept. Chairs, Guidance, Library Media Specialists, Nurse, Adjustment Counselors, Therapists (Speech/Physical/Behavior), Psychologists, Tutors, Teachers

**School Nurses**

On Pay Scale Only:

Included in Contract: x

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 80%

FY12: 80%

**Dental Ins:** Yes

FY11: 0%

FY12: 0%

**Optical:**

FY11:

FY12:

**Department Heads :** Yes

FY11: \$8097

FY12: \$8097

**Master Teachers:**

FY11:

FY12:

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** Yes

FY11: \$10-20/day

FY12:

**Tuition Reimbursement:**

FY11:

FY12:

**Sick Leave Buy Back?** Yes

FY11: \$10-\$20/day

FY12: Same

**Other Benefits:** Early Retirement

FY11: 20+ yrs before 63, various %

FY12: Same

**Northbridge**

Contract Start: 07/01/10

Contract End: 06/30/13

Length: 3 yrs

#Steps in Contract: 11

**Contract Increase Yr1:** 0**Contract Increase Yr2:** 1 + 1 (frozen steps)**Contract Increase Yr3:** 1.5%**Who is covered?**

Teachers, Nurses, OT's, Speech and Language Pathologists, Psychologists

**School Nurses**

On Pay Scale Only:

Included in Contract: x

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 75%

FY12: 75%

**Dental Ins:** No

FY11:

FY12:

**Optical:** No

FY11:

FY12:

**Department Heads :** Yes

FY11: \$5517

FY12: \$5517

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** Yes

FY11: \$2334

FY12: \$2334

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11: \$1800

FY12: \$1800

**Tuition Reimbursement:** Yes

FY11: \$700

FY12: \$825

**Sick Leave Buy Back?** Yes

FY11: 18 days

FY12: 18 days

**Other Benefits:** No

FY11:

FY12:

**Old Colony RVTSD**

**Contract Start:** Negotiating at time surveyed      **Contract End:**      **Length:** 3 yrs      **#Steps in Contract:** 11

**Contract Increase Yr1:** Negotiating**Contract Increase Yr2:****Contract Increase Yr3:****Who is covered?**

Teachers, Guidance Counselors, Librarian, School Nurse

**School Nurses**

On Pay Scale Only:      X

Included in Contract:

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 80%

FY12: Negotiating

**Dental Ins:** No

FY11:

FY12:

**Optical:** No

FY11:

FY12:

**Department Heads :** No

FY11:

FY12:

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** No

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11:

FY12:

**Tuition Reimbursement:** Yes

FY11:

FY12:

**Sick Leave Buy Back?** Yes

FY11:

FY12:

**Other Benefits:** No

FY11:

FY12:

**Pathfinder RVTSD**

**Contract Start:** 2010      **Contract End:** 2013      **Length:** 3 yrs      **#Steps in Contract:** 12

**Contract Increase Yr1:** 1.75%**Contract Increase Yr2:** 1.75%**Contract Increase Yr3:** 1.75%**Who is covered?**

Academic, Vocation, Special Ed Teachers, Teacher paid by grants, Library/Media Specialist, Speech Therapist, Guidance Counselors, Psychologist, Occupational Therapist

**School Nurses**

On Pay Scale Only:

Included in Contract:      x

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 85%

FY12: 85%

**Dental Ins:** Yes

FY11:

FY12:

**Optical:** Yes

FY11:

FY12:

**Department Heads :** Yes

FY11: \$872-\$1725

FY12: \$872-\$1725

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** No

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** Yes

FY11: \$1000-3750

FY12: \$1000-3750

**Tuition Reimbursement:** Yes

FY11: 1 course/yr

FY12: 1 course/yr

**Sick Leave Buy Back?** Yes

FY11: 20% of excess of 125 days

FY12: 20% of excess of 125 days

**Other Benefits:** No

FY11:

FY12:



**Pembroke**

Contract Start: 2009

Contract End: 2012

Length: 3 yrs

#Steps in Contract: 11

**Contract Increase Yr1:** 1.5%**Contract Increase Yr2:** 1.5%**Contract Increase Yr3:** 3%**Who is covered?**Teachers, Nurses, Psychologist, Social Workers,  
Guidance, Speech Pathologist**School Nurses**

On Pay Scale Only:

Included in Contract: x

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 75%

FY12: 75%

**Dental Ins:** Yes

FY11: 0

FY12: 0

**Optical:** No

FY11:

FY12:

**Department Heads :** Yes

FY11:

FY12:

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** No

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** Yes

FY11: \$500-1250

FY12: \$500-1250

**Tuition Reimbursement:** Yes

FY11: \$1200

FY12: \$1200

**Sick Leave Buy Back?** YesFY11: 50% after 90 days accumulated and 20  
yrs serviceFY12: 50% after 90 days accumulated and 20  
yrs service**Other Benefits:** No

FY11:

FY12:

**Pioneer Valley RSD**

Contract Start: 09/01/09

Contract End: 08/31/12

Length: 3 yrs

#Steps in Contract: 15

**Contract Increase Yr1:****Health Ins:** Yes**Department Heads :** No**Longevity:** Yes**Contract Increase Yr2:**

FY11:

FY11:

FY11:

**Contract Increase Yr3:**

FY12: 75%

FY12:

FY12: \$2000-3000

**Who is covered?****Dental Ins:** Yes**Master Teachers:** No**Tuition Reimbursement:** Yes

Classroom and Special Ed Teachers; Instructional Coaches; Social Workers; PK Teachers; Art, Vocal and Instrumental teachers; PE Teachers; Librarians; Guidance Counselors; Adjustment Counselors; Speech and Language Pathologists; Physical and Occupational Therapists; Psychologists; Diagnostic Consultants; Educational Specialists; Audio Visual Specialist

FY11:

FY11:

FY11:

**School Nurses**

FY12: 50%

FY12:

FY12: Max \$440 + \$300 Materials

On Pay Scale Only: x

**Optical:** No**Lead Teachers:** No**Sick Leave Buy Back?** Yes

Included in Contract:

FY11:

FY11:

FY11:

Have Separate Contract:

FY12:

FY12:

FY12: 1/10th up to 16 days

**Notes:****Other Similar Function/Stipend:**

Head Teacher - \$698 - \$2330

**Other Benefits:** Personal Days**Stipends in Contract:** Yes

FY11:

**Stipends Negotiated:** Yes

FY12: 2 per year

<b>Plainville</b>	<b>Contract Start:</b> 09/01/11	<b>Contract End:</b> 08/30/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> 2%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> No	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1.5%	FY11: 75%	FY11:	FY11:	
<b>Contract Increase Yr3:</b> 1.5%	FY12: 75%	FY12:	FY12:	
<b>Who is covered?</b> Teachers, Nurses, Psychologists, Physical Therapist, Speech Therapist	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 0%	FY11:	FY11: \$500	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X (diff. salary Have Separate Contract: schedule)	FY12: 0%	FY12:	FY12: \$500	
	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> No	
	FY11:	FY11:	FY11:	
<b>Notes:</b>	FY12:	FY12: \$33.95/hr	FY12:	
		<b>Other Similar Function/Stipend:</b> Coordinators	<b>Other Benefits:</b> Yes	
		<b>Stipends in Contract:</b> Yes	FY11: UNUM Disability	
		<b>Stipends Negotiated:</b> Yes	FY12: UNUM Disability	

<b>Provincetown</b>	<b>Contract Start:</b> 07/01/11	<b>Contract End:</b> 06/30/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 14
<b>Contract Increase Yr1:</b>	<b>Health Ins:</b> Yes	<b>Department Heads :</b> No	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b>	FY11: 80%	FY11:	FY11: Stipends	
<b>Contract Increase Yr3:</b>	FY12: 80%	FY12:	FY12: Stipends	
<b>Who is covered?</b> Teachers, Guidance Counselors, Psychologist, School Social Worker, School Nurse...	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 80%	FY11:	FY11: \$500	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	FY12: 80%	FY12:	FY12: \$800	
	<b>Optical:</b> Yes	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> Yes	
	FY11: 80%	FY11:	FY11: 10-25%	
	FY12: 80%	FY12: 6000	FY12: 10-25%	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> Yes	
		<b>Stipends in Contract:</b>	FY11: Based on Number of Years	
		<b>Stipends Negotiated:</b>	FY12: Based on Number of Years	

**Quaboag RSD**

Contract Start: 09/01/10

Contract End: 08/30/13

Length: 3 yrs

#Steps in Contract: 15

**Contract Increase Yr1:** 1.5%**Contract Increase Yr2:** 2%**Contract Increase Yr3:** 2%**Who is covered?**

All LEA Members

**School Nurses**

On Pay Scale Only:

Included in Contract:

Have Separate Contract: X

**Notes:****Health Ins:** Yes

FY11: 75%

FY12: 75%

**Dental Ins:** No

FY11:

FY12:

**Optical:** No

FY11:

FY12:

**Department Heads :** Yes

FY11: \$3000

FY12:

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** No

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** No

FY11:

FY12:

**Tuition Reimbursement:** No

FY11: \$450/class; 3 classes

FY12:

**Sick Leave Buy Back?** No

FY11:

FY12:

**Other Benefits:** No

FY11:

FY12:

**Ralph C Mahar**

Contract Start: 07/01/11

Contract End: 06/30/13

Length: 2 yrs

#Steps in Contract: 17

**Contract Increase Yr1:** 0%**Contract Increase Yr2:** 1.5%**Contract Increase Yr3:****Who is covered?****School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 75%

FY12: 75%

**Dental Ins:** Yes

FY11: 0%

FY12: 0%

**Optical:**

FY11:

FY12:

**Department Heads :** Yes

FY11:

FY12:

**Master Teachers:** Yes

FY11:

FY12:

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:**

Athletic &amp; Title I Directors

**Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** Yes

FY11:

FY12:

**Tuition Reimbursement:** Yes

FY11:

FY12:

**Sick Leave Buy Back?**

FY11:

FY12:

**Other Benefits:**

FY11:

FY12:

**Randolph**

Contract Start: 07/01/11

Contract End: 06/30/14

Length: 3 yrs

#Steps in Contract: 11

**Contract Increase Yr1:** 1; 2 at 91st day**Contract Increase Yr2:** 1%**Contract Increase Yr3:** 1.5%**Who is covered?**Teachers, Psychiatrists, Social Workers, Counselors,  
Nurses, Occupational Therapists, Physical Therapists,  
Speech Therapists**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11:

FY12:

**Dental Ins:**

FY11:

FY12:

**Optical:**

FY11:

FY12:

**Department Heads :**

FY11:

FY12:

**Master Teachers:**

FY11:

FY12:

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11:

FY12:

**Tuition Reimbursement:** Yes

FY11: \$1000

FY12: \$1000

**Sick Leave Buy Back?**

FY11:

FY12:

**Other Benefits:**

FY11:

FY12:

**Rockport**

Contract Start: 09/01/00

Contract End: 08/31/12

Length: 2 yrs

#Steps in Contract: 10

**Contract Increase Yr1:** 0**Contract Increase Yr2:** Split Year: 1% 1-90 days and**Contract Increase Yr3:****Who is covered?**

Teachers, Dean, Guidance, Psych., Counselors, Speech

**School Nurses**

On Pay Scale Only: X

Included in Contract:

Have Separate Contract: x

**Notes:****Health Ins:** Yes

FY11: 75%

FY12: 75%

**Dental Ins:** Yes

FY11: 0%

FY12: 0%

**Optical:** Yes

FY11: 0%

FY12: 0%

**Department Heads :**

FY11:

FY12:

**Master Teachers:** Yes

FY11:

FY12:

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11: \$500-3500

FY12: N/A

**Tuition Reimbursement:** 0

FY11: \$13,000 Distributed

FY12: Same

**Sick Leave Buy Back?** Yes

FY11: \$30

FY12: N/A

**Other Benefits:**

FY11:

FY12:

<b>Saugus</b>	<b>Contract Start:</b> 09/01/09	<b>Contract End:</b> 08/31/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 10
<b>Contract Increase Yr1:</b> 2.5%/.5%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2.5%/.5%	FY11: 90%	FY11: \$5909	FY11: \$2950-\$5450	
<b>Contract Increase Yr3:</b> 2.5%/.5%/1%	FY12: 90%	FY12: \$5909	FY12: \$3100-\$5600	
<b>Who is covered?</b> Teachers, Teacher Specialists, Nurses	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 0	FY11:	FY11: \$750	
	FY12: 0	FY12:	FY12: \$750	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> Yes	
	FY11:	FY11: \$3000	FY11: FY02 scale	
	FY12:	FY12: \$3000	FY12: FY02 scale	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
			FY11:	
			FY12:	
		<b>Stipends in Contract:</b> Yes		
		<b>Stipends Negotiated:</b> Yes		

<b>Sharon</b>	<b>Contract Start:</b> 07/01/10	<b>Contract End:</b> 06/30/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> 2%	<b>Health Ins:</b> Yes	<b>Department Heads :</b>	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 15%	FY11: 75%	FY11:	FY11:	
<b>Contract Increase Yr3:</b> 2%	FY12: 75%	FY12:	FY12:	
<b>Who is covered?</b> Teachers, Guidance, Nurses, Psychologists, OT/PT, Speech, Coordinators	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b>	<b>Tuition Reimbursement:</b> Yes	
	FY11: 0%	FY11:	FY11: \$600-2000	
	FY12: 0%	FY12:	FY12: \$600-2000	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Optical:</b> No	<b>Lead Teachers:</b>	<b>Sick Leave Buy Back?</b>	
	FY11:	FY11:	FY11:	
	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> Coordinators - 10% over Salary	<b>Other Benefits:</b>	
			FY11:	
			FY12:	
		<b>Stipends in Contract:</b> Yes		
		<b>Stipends Negotiated:</b> Yes		

**Shutesbury**

Contract Start: 07/01/11

Contract End: 06/30/14

Length: 3 yrs

#Steps in Contract: 14

**Contract Increase Yr1:** 0%**Contract Increase Yr2:** 1%**Contract Increase Yr3:** 1.5%**Who is covered?**

Teachers, nurses, psychologists, maintenance, cafeteria, clerks, paras.

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 75%

FY12:

**Dental Ins:** Yes

FY11: 100%

FY12:

**Optical:**

FY11:

FY12:

**Department Heads :**

FY11:

FY12:

**Master Teachers:**

FY11:

FY12:

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:**Mentor; Teacher in Charge - \$600;  
\$750**Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11: \$750-\$1500

FY12:

**Tuition Reimbursement:**

FY11:

FY12:

**Sick Leave Buy Back? Yes**

FY11:

FY12:

**Other Benefits:**

FY11:

FY12:

**Somerset**

Contract Start: 08/01/09

Contract End: 11/30/11

Length: 3 yrs

#Steps in Contract: 11

**Contract Increase Yr1:** 0%**Contract Increase Yr2:** 0.5%**Contract Increase Yr3:** 1.5%**Who is covered?**

Teachers, nurses

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11:

FY12:

**Dental Ins:** Yes

FY11:

FY12:

**Optical:** No

FY11:

FY12:

**Department Heads :** Yes

FY11:

FY12:

**Master Teachers:**

FY11:

FY12:

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** Yes

FY11:

FY12:

**Tuition Reimbursement:** Yes

FY11: \$1150

FY12:

**Sick Leave Buy Back? Yes**

FY11:

FY12:

**Other Benefits:**

FY11:

FY12:

**South Middlesex RVTSD**

Contract Start: 7/1/10

Contract End: 6/30/13

Length: 3 yrs

#Steps in Contract: 11

**Contract Increase Yr1:** 0%**Health Ins:** Yes**Department Heads :** No**Longevity:** No**Contract Increase Yr2:** 1%

FY11: 75%

FY11:

FY11:

**Contract Increase Yr3:** 2%

FY12: 75%

FY12:

FY12:

**Who is covered?**

Teachers, Guidance Counselors, School Nurses

**Dental Ins:** Yes**Master Teachers:** No**Tuition Reimbursement:** Yes**School Nurses**

On Pay Scale Only:

FY11: 55%

FY11:

FY11: \$1400

Included in Contract: X\*

FY12: 55%

FY12:

FY12: \$1600

Have Separate Contract:

**Optical:** No**Lead Teachers:** Yes**Sick Leave Buy Back?** Yes**Notes:** \*Nurses have different schedule

FY11:

FY11: \$2500

FY11: \$40

FY12:

FY12: \$2700

FY12: \$40

**Other Similar Function/Stipend:****Other Benefits:** No**Stipends in Contract:**

FY11:

**Stipends Negotiated:**

FY12:

**South Shore RVTSD**

Contract Start: 2010

Contract End: 2013

Length: 3 yrs

#Steps in Contract: 13

**Contract Increase Yr1:** 0%**Health Ins:** Yes**Department Heads :** Yes**Longevity:** Yes**Contract Increase Yr2:** 2%

FY11: 70%

FY11: \$34472

FY11:

**Contract Increase Yr3:** 2.75%

FY12: 70%

FY12: \$35826

FY12:

**Who is covered?**

Teachers, Librarian, SPED Coordinator, Guidance, Nurse

**Dental Ins:** Yes**Master Teachers:****Tuition Reimbursement:** Yes**School Nurses**

On Pay Scale Only:

FY11: 0%

FY11: \$47652

FY11: \$2000

Included in Contract: X

FY12: 0%

FY12: \$44752

FY12: \$2000

Have Separate Contract:

**Optical:****Lead Teachers:****Sick Leave Buy Back?** Yes**Notes:**

FY11:

FY11: \$26000

FY11:

FY12:

FY12: \$30950

FY12:

**Other Similar Function/Stipend:****Other Benefits:****Stipends in Contract:** Yes

FY11:

**Stipends Negotiated:** Yes

FY12:



**Southampton**

Contract Start: 09/01/09

Contract End: 08/31/12

Length: 3 yrs

#Steps in Contract: 8

**Contract Increase Yr1:** 2%**Contract Increase Yr2:** 2%**Contract Increase Yr3:** 2%**Who is covered?**

Teachers &amp; Nurse

**School Nurses**

On Pay Scale Only:

Included in Contract:

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 70%

FY12: 70%

**Dental Ins:** Yes

FY11: 70%

FY12: 70%

**Optical:** Yes

FY11: 70%

FY12: 70%

**Department Heads :** No

FY11:

FY12:

**Master Teachers:** Yes

FY11: \$2601

FY12: \$2644

**Lead Teachers:** No

FY11:

FY12:

**Other Similar Function/Stipend:**

Mentor Facilitator

**Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:**

FY11:

FY12:

**Tuition Reimbursement:**

FY11:

FY12:

**Sick Leave Buy Back?** Yes

FY11: To 100 Days

FY12: To 100 Days

**Other Benefits:**

FY11:

FY12:

**Southborough**

Contract Start: 2011

Contract End: 2014

Length: 3 yrs

#Steps in Contract: 12

**Contract Increase Yr1:** .5 Steps 1-10; 1.6% Step 11; days 1-92**Contract Increase Yr2:** 1.25%**Contract Increase Yr3:** 1.5%**Who is covered?**

Teachers, Tutors, Guidance/adjustment counselors, occupational/physical/speech/behavioral therapists, school nurses

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:** Team Leader: \$2200; Subj. Matter Coordinator: \$1800; Mentor: \$500; Mentor Coordinator: \$1500**Health Ins:** Yes

FY11: 80%

FY12: 75%

**Dental Ins:** Yes

FY11: 50%

FY12: 50%

**Optical:**

FY11:

FY12:

**Department Heads :**

FY11:

FY12:

**Master Teachers:**

FY11:

FY12:

**Lead Teachers:** Yes

FY11: \$2000

FY12: \$2000

**Other Similar Function/Stipend:**

See Notes - See Notes

**Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** Yes

FY11: \$500-\$1600

FY12: \$500-\$1600

**Tuition Reimbursement:**

FY11:

FY12:

**Sick Leave Buy Back?**

FY11:

FY12:

**Other Benefits:** Yes

FY11: 25% Early Retirement (15 yrs)

FY12: 25% Early Retirement (15 yrs)

**Southern Berkshire RSD**

Contract Start: 09/01/09

Contract End: 08/31/12

Length: 3 yrs

#Steps in Contract: 20

**Contract Increase Yr1:** 2.5%**Contract Increase Yr2:** 2.5%**Contract Increase Yr3:** 2.5%**Who is covered?**Teachers, Librarians, Office of Student Services Staff,  
Instructional Technology Integration**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 70-80%

FY12: 70-80%

**Dental Ins:** Yes

FY11: 80%

FY12: 80%

**Optical:** No

FY11:

FY12:

**Department Heads :** Yes

FY11: \$1970-\$2890

FY12: \$1970-\$2890

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** Yes

FY11: \$1500-\$190

FY12: \$1500-\$1930

**Other Similar Function/Stipend:****Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** Yes

FY11: up to \$2000

FY12: up to \$2000

**Tuition Reimbursement:** Yes

FY11: Up to \$1000

FY12: Up to \$1000

**Sick Leave Buy Back?** Yes

FY11:

FY12:

**Other Benefits:** No

FY11:

FY12:

**Southern Worcester County RVTSD**

Contract Start: 09/01/11

Contract End: 06/30/14

Length: 3 yrs

#Steps in Contract: 10

**Contract Increase Yr1:** 1%**Contract Increase Yr2:** 2%**Contract Increase Yr3:** 2%**Who is covered?**Teachers, Guidance Counselors, School Librarian, Nurse,  
Psychologist**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:** ALL health insurance paid by sch 70% hired after 7/1/11**Health Ins:** Yes

FY11: 85%

FY12: 85%

**Dental Ins:** No

FY11:

FY12:

**Optical:** No

FY11:

FY12:

**Department Heads :** No

FY11:

FY12:

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** YesFY11: \$1100 + \$125/teacher in  
deptFY12: \$1100 + \$125/teacher in  
dept**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11: 10 yrs/\$1100

FY12: 30 yrs/\$2100

**Tuition Reimbursement:** Yes

FY11: \$1200

FY12: \$1200

**Sick Leave Buy Back?** Yes

FY11: \$45/1-195

FY12: \$65/196-290

**Other Benefits:** No

FY11:

FY12:

**Springfield**

Contract Start: 07/01/10

Contract End: 06/30/12

Length: 2 yrs

#Steps in Contract: 17

**Contract Increase Yr1:** 1.0%**Contract Increase Yr2:** 2.0%**Contract Increase Yr3:** N/A**Who is covered?**

Regular Teachers, Counselors, Special Education Teachers

**School Nurses**

On Pay Scale Only:

Included in Contract:

Have Separate Contract: X

**Notes:****Health Ins:** Yes

FY11: 75%

FY12: 75%

**Dental Ins:** Yes

FY11: 75%

FY12: 75%

**Optical:** Yes

FY11: 75%

FY12: 75%

**Department Heads :** Yes

FY11: \$2250/1125

FY12: \$2250/1125

**Master Teachers:** Yes

FY11: \$1,500

FY12: \$1,500

**Lead Teachers:**

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** No

FY11:

FY12:

**Tuition Reimbursement:** No

FY11:

FY12:

**Sick Leave Buy Back?** Yes

FY11: 75%

FY12: 75%

**Other Benefits:**

FY11:

FY12:

**Stoneham**

Contract Start: 07/01/09

Contract End: 06/30/12

Length: 3 yrs

#Steps in Contract: 12

**Contract Increase Yr1:** 2.5%**Contract Increase Yr2:** 2.5%**Contract Increase Yr3:** 3%**Who is covered?**

All licensed staff except administrators

**School Nurses**

On Pay Scale Only:

Included in Contract: x

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 85%

FY12: 85%

**Dental Ins:** No

FY11:

FY12:

**Optical:** No

FY11:

FY12:

**Department Heads :** No

FY11:

FY12:

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** Yes

FY11: \$2241

FY12: \$2308

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11: \$400-\$2150

FY12: \$400-\$2150

**Tuition Reimbursement:** Yes

FY11: \$500

FY12: \$500

**Sick Leave Buy Back?** No

FY11:

FY12:

**Other Benefits:** No

FY11:

FY12:

<b>Sunderland</b>	<b>Contract Start:</b> 07/01/10	<b>Contract End:</b> 06/30/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 20
<b>Contract Increase Yr1:</b>	<b>Health Ins:</b> Yes	<b>Department Heads :</b>	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b>	FY11: 70%	FY11:	FY11: \$3000	
<b>Contract Increase Yr3:</b>	FY12: 70%	FY12:	FY12: \$3000	
<b>Who is covered?</b> Teachers, extra-curricular activities leaders, coaches, services	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> Yes	<b>Tuition Reimbursement:</b>	
	FY11: 0%	FY11:	FY11:	
<b>School Nurses</b>	FY12: 0%	FY12:	FY12:	
On Pay Scale Only:	<b>Optical:</b>	<b>Lead Teachers:</b>	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: X	FY11:	FY11:	FY11:	
Have Separate Contract:	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> Head Teacher - \$400	<b>Other Benefits:</b> Yes	
		<b>Stipends in Contract:</b>	FY11: \$600/yr prof. dev	
		<b>Stipends Negotiated:</b>	FY12:	

<b>Tantasqua</b>	<b>Contract Start:</b> 08/01/09	<b>Contract End:</b> 06/30/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 4
<b>Contract Increase Yr1:</b> 1%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1.5%	FY11: 60%	FY11: \$2364 plus \$260 per dept member	FY11: \$100/yr; years 10-20	
<b>Contract Increase Yr3:</b> 1.5%	FY12: 60%	FY12: \$2364 plus \$260 per dept member	FY12: \$100/yr; years 10-20	
<b>Who is covered?</b> Classroom teachers, Nurse, Librarian, Guidance, Specialists, Therapists	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> No	
	FY11: 60%	FY11:	FY11:	
<b>School Nurses</b>	FY12: 60%	FY12:	FY12:	
On Pay Scale Only:	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: X	FY11:	FY11: \$4555	FY11: \$25/day to 180 days	
Have Separate Contract:	FY12:	FY12: \$4555	FY12: \$25/day to 180 days	
<b>Notes:</b> Slightly different pay scales for 5 elementary districts		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
		<b>Stipends in Contract:</b> Yes	FY11:	
		<b>Stipends Negotiated:</b> Yes	FY12:	

<b>Triton</b>	<b>Contract Start:</b> 09/01/11	<b>Contract End:</b> 08/31/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 11
<b>Contract Increase Yr1:</b> 0%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1.5%	FY11: 70%	FY11: \$2,837	FY11: \$1500-4000	
<b>Contract Increase Yr3:</b> 1.75%	FY12: 70%	FY12: \$2,839	FY12: \$1500-4000	
<b>Who is covered?</b> Teachers, Specialists, Nurses, and related services	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 70%	FY11:	FY11: \$600	
<b>School Nurses</b>	FY12: 70%	FY12:	FY12: \$600	
On Pay Scale Only: X	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> No	
Included in Contract:	FY11:	FY11:	FY11:	
Have Separate Contract:	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
			FY11:	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

<b>Truro</b>	<b>Contract Start:</b> 09/01/09	<b>Contract End:</b> 06/30/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 15
<b>Contract Increase Yr1:</b> 2%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> No	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2%	FY11: 65%	FY11:	FY11: Varies	
<b>Contract Increase Yr3:</b> 2%	FY12: 65%	FY12:	FY12: Varies	
<b>Who is covered?</b> Everyone	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 65%	FY11:	FY11: \$1000	
<b>School Nurses</b>	FY12: 65%	FY12:	FY12: \$1000	
On Pay Scale Only:	<b>Optical:</b> Yes	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: X	FY11: 65%	FY11:	FY11: 25%	
Have Separate Contract:	FY12: 65%	FY12:	FY12: 25%	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> Coordinator	<b>Other Benefits:</b> No	
			FY11:	
		<b>Stipends in Contract:</b> No	FY12:	
		<b>Stipends Negotiated:</b> No		

**Upper Cape Cod RVTSD**

Contract Start: 07/01/10

Contract End: 07/01/13

Length: 3 yrs

#Steps in Contract: 13

**Contract Increase Yr1:** 2%**Health Ins:** Yes**Department Heads :** Yes**Longevity:** Yes**Contract Increase Yr2:** 2%

FY11: 70%

FY11: \$1310

FY11: \$525/775 /1025

**Contract Increase Yr3:** 2%

FY12: 70%

FY12: \$1310

FY12: \$525/775 /1025

**Who is covered?****Dental Ins:** Yes**Master Teachers:** No**Tuition Reimbursement:** Yes

Academic Teachers, Shop and Related Teachers, Title I Teachers, LPN Teachers, Guidance Counselors, School Nurse, School Librarian, Permanent Substitute

FY11: \$400

FY11:

FY11: \$1500

**School Nurses**

FY12: \$400

FY12:

FY12: \$1500

On Pay Scale Only:

**Optical:** No**Lead Teachers:** No**Sick Leave Buy Back?** Yes

Included in Contract: X

FY11:

FY11:

FY11: \$13000 max

Have Separate Contract:

FY12:

FY12:

FY12: \$13000 max

**Notes:****Other Similar Function/Stipend:****Other Benefits:** No**Stipends in Contract:**

FY11:

**Stipends Negotiated:**

FY12:

**Uxbridge**

Contract Start: 07/01/11

Contract End: 06/30/14

Length: 3 yrs

#Steps in Contract: 25

**Contract Increase Yr1:** 0%**Health Ins:** Yes**Department Heads :** Yes**Longevity:** No**Contract Increase Yr2:** 2%

FY11: 75%

FY11:

FY11:

**Contract Increase Yr3:** 2%

FY12: 75%

FY12:

FY12:

**Who is covered?****Dental Ins:** No**Master Teachers:** No**Tuition Reimbursement:** Yes

Teachers, Nurses, Specialists

FY11:

FY11:

FY11:

**School Nurses**

FY12:

FY12:

FY12:

On Pay Scale Only:

**Optical:** No**Lead Teachers:** Yes**Sick Leave Buy Back?** No

Included in Contract: X

FY11:

FY11:

FY11:

Have Separate Contract:

FY12:

FY12:

FY12:

**Notes:****Other Similar Function/Stipend:****Other Benefits:** Yes

Curriculum &amp; Instruction Leaders

FY11: Expenses: mileage, conferences

**Stipends in Contract:** Yes

FY12: Expenses: mileage, conferences

**Stipends Negotiated:** Yes

<b>Wayland</b>	<b>Contract Start:</b> 07/01/2010	<b>Contract End:</b> 06/30/2013	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> .5%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> No	
<b>Contract Increase Yr2:</b> 2.5%	FY11: F=64%; I=74%	FY11: \$7416	FY11:	
<b>Contract Increase Yr3:</b> 1.0%	FY12: F=64%; I=74%	FY12: \$7490	FY12:	
<b>Who is covered?</b> Professional Teachers, Librarians, Counselors, Media Specialists	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11: 0	FY11:	FY11: \$500+	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: Have Separate Contract:	FY12: 0	FY12:	FY12: \$500+	
	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> No	
	FY11:	FY11: \$6951	FY11:	
	FY12:	FY12: \$7021	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> Yes	
			FY11: 10% of Salary for 3 year notice of retirement date	
		<b>Stipends in Contract:</b>	FY12: 10% of Salary for 3 year notice of retirement date	
		<b>Stipends Negotiated:</b>		

<b>Wellesley</b>	<b>Contract Start:</b> 07/01/12	<b>Contract End:</b> 06/30/14	<b>Length:</b> 2 yrs	<b>#Steps in Contract:</b> 17
<b>Contract Increase Yr1:</b> 0% but added new top step at 1%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1%	FY11: 80%	FY11: Established scale in contract	FY11:	
<b>Contract Increase Yr3:</b>	FY12: 80%	FY12: Established scale in contract	FY12:	
<b>Who is covered?</b> Teachers and Administration excluding Principals and Central Office	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
	FY11:	FY11:	FY11:	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X (modified pay Have Separate Contract: scale)	FY12:	FY12:	FY12:	
	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> No	
	FY11:	FY11:	FY11:	
	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
			FY11:	
		<b>Stipends in Contract:</b> Yes	FY12:	
		<b>Stipends Negotiated:</b> Yes		

**West Bridgewater**

Contract Start: 07/01/2011 Contract End: 06/30/2014

Length: 3 yrs

#Steps in Contract:

**Contract Increase Yr1:** 2%**Contract Increase Yr2:** 2%**Contract Increase Yr3:** 2%**Who is covered?**

Teachers, nurses, Instructional Assistant, Coaches, Specialists (SPED OT, PT, Therapists), Guidance Counselors

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 65%

FY12: 65%

**Dental Ins:** Yes

FY11: 0

FY12: 0

**Optical:** No

FY11:

FY12:

**Department Heads :** Yes

FY11: Varies

FY12: \$3844-\$4888

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** Yes

FY11:

FY12: \$1500

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11: Varies

FY12: Varies

**Tuition Reimbursement:** Yes

FY11: \$750

FY12: \$750

**Sick Leave Buy Back?** Yes

FY11: 25%

FY12: 25%

**Other Benefits:** No

FY11:

FY12:

**Westborough**

Contract Start: 07/01/11 Contract End: 06/30/14

Length: 3 yrs

#Steps in Contract: 12

**Contract Increase Yr1:** 1.0%**Contract Increase Yr2:** 1.25%**Contract Increase Yr3:** 1.5%**Who is covered?**

Teachers, Directors ELL and Curriculum

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 80%

FY12: 80%

**Dental Ins:** No

FY11:

FY12:

**Optical:** No

FY11:

FY12:

**Department Heads :** Yes

FY11: \$3100

FY12: \$3100

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** No

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** Yes

FY11:

FY12:

**Tuition Reimbursement:** Yes

FY11: Up to \$600

FY12: Up to \$600

**Sick Leave Buy Back?** Yes

FY11:

FY12:

**Other Benefits:** No

FY11:

FY12:



<b>Westfield</b>	<b>Contract Start:</b>	<b>Contract End:</b>	<b>Length:</b>	<b>#Steps in Contract:</b>
<b>Contract Increase Yr1:</b>	<b>Health Ins:</b> Yes	<b>Department Heads :</b> No	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b>	FY11: 65-80%	FY11:	FY11: \$900-2700	
<b>Contract Increase Yr3:</b>	FY12:	FY12:	FY12:	
<b>Who is covered?</b>	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> No	
	FY11: 65%	FY11:	FY11:	
<b>School Nurses</b>	FY12:	FY12:	FY12:	
On Pay Scale Only:	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract:	FY11:	FY11:	FY11: 100 days if more than 180 in bank	
Have Separate Contract:	FY12:	FY12:	FY12:	
<b>Notes:</b> *Vocational Lead Teachers		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
			FY11:	
		<b>Stipends in Contract:</b> Yes*	FY12:	
		<b>Stipends Negotiated:</b> Yes*		

<b>Westhampton</b>	<b>Contract Start:</b> 09/1/11	<b>Contract End:</b> 08/31/14	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 11
<b>Contract Increase Yr1:</b> 1.01%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> No	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 1.01%	FY11: 70%	FY11:	FY11: \$250-400	
<b>Contract Increase Yr3:</b> 1.015%	FY12: 70%	FY12:	FY12: \$250-400	
<b>Who is covered?</b>	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> No	<b>Tuition Reimbursement:</b> Yes	
Teachers & Nurse	FY11: 70%	FY11:	FY11: 50%	
	FY12: 70%	FY12:	FY12: 50%	
<b>School Nurses</b>	<b>Optical:</b> Yes	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
On Pay Scale Only:	FY11: 70%	FY11:	FY11: To 105 Days	
Included in Contract:	FY12: 70%	FY12:	FY12: To 105 Days	
Have Separate Contract: x		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> No	
<b>Notes:</b>		Mentor Teacher	FY11:	
		<b>Stipends in Contract:</b> Hourly Rate	FY12:	
		<b>Stipends Negotiated:</b> Hourly Rate		

<b>Weston</b>	<b>Contract Start:</b> 09/01/10	<b>Contract End:</b> 08/31/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 11- 12
<b>Contract Increase Yr1:</b> 375%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes - Directors	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2.25%	FY11: 87%	FY11: 15% on base salary	FY11: \$5000	
<b>Contract Increase Yr3:</b> 2.50%	FY12: 87%	FY12:	FY12: \$5000	
<b>Who is covered?</b> All teachers, guidance counselors, librarians, Metco, nurses	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> Yes	<b>Tuition Reimbursement:</b> Yes	
	FY11: 0%	FY11:	FY11: \$1200/yr	
	FY12: 0%	FY12:	FY12: \$1200/yr	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X	<b>Optical:</b> No	<b>Lead Teachers:</b> Yes - Elementary Grade Leaders (K-5)	<b>Sick Leave Buy Back?</b> No	
Have Separate Contract:	FY11:	FY11: \$6285/\$7065/\$7976	FY11:	
	FY12:	FY12: \$6426/\$7224/\$8170	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> 6% - Elem. Specialists- Math, ELA, Science/Social Studies	<b>Other Benefits:</b> FY11:	
		<b>Stipends in Contract:</b> Yes	FY12:	
		<b>Stipends Negotiated:</b> Yes		

<b>Westwood</b>	<b>Contract Start:</b> 09/01/10	<b>Contract End:</b> 06/30/12	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 14
<b>Contract Increase Yr1:</b> 1.5%	<b>Health Ins:</b> Yes	<b>Department Heads :</b> Yes	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> .5%	FY11: 60%	FY11:	FY11: \$750-2500	
<b>Contract Increase Yr3:</b> 2.0%	FY12: 64%	FY12:	FY12: \$750-2500	
<b>Who is covered?</b> Teachers, Nurses, Trainer, Dept. Chairs	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> Yes	<b>Tuition Reimbursement:</b> Yes	
	FY11:	FY11: \$5150-8241	FY11: \$600	
	FY12:	FY12: \$5150-8241	FY12: \$600	
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Optical:</b> No	<b>Lead Teachers:</b> No	<b>Sick Leave Buy Back?</b> Yes	
	FY11:	FY11:	FY11: if retiring, \$25/day up to 300 days	
	FY12:	FY12:	FY12: if retiring, \$25/day up to 300 days	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b> Team Leaders	<b>Other Benefits:</b> FY11:	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

<b>Weymouth</b>	<b>Contract Start:</b> 09/01/07	<b>Contract End:</b> 08/31/12	<b>Length:</b> 5 yrs	<b>#Steps in Contract:</b> 12
<b>Contract Increase Yr1:</b> 1%	<b>Health Ins:</b> Yes	<b>Department Heads :</b>	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b> 2%	FY11: 82.25%	FY11:	FY11:	
<b>Contract Increase Yr3:</b> 3%	FY12: 82.25%	FY12:	FY12:	
<b>Who is covered?</b> Teachers, psychologists, nurses, counselors, occupational therapists, speech pathologists	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b>	<b>Tuition Reimbursement:</b> Yes	
	FY11: 0%	FY11:	FY11: \$961.65	
<b>School Nurses</b>	FY12: 0%	FY12:	FY12: \$1024.14	
On Pay Scale Only:	<b>Optical:</b>	<b>Lead Teachers:</b> Yes	<b>Sick Leave Buy Back?</b>	
Included in Contract: X	FY11:	FY11: \$3599	FY11:	
Have Separate Contract:	FY12:	FY12: \$3707	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b>	
			FY11:	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

<b>Whately</b>	<b>Contract Start:</b> 07/01/10	<b>Contract End:</b> 06/30/13	<b>Length:</b> 3 yrs	<b>#Steps in Contract:</b> 20
<b>Contract Increase Yr1:</b>	<b>Health Ins:</b> Yes	<b>Department Heads :</b>	<b>Longevity:</b> Yes	
<b>Contract Increase Yr2:</b>	FY11: 70%	FY11:	FY11: \$3000	
<b>Contract Increase Yr3:</b>	FY12: 70%	FY12:	FY12: \$3000	
<b>Who is covered?</b> Teachers, Extracurricular Activity Leaders, Coaches, Services	<b>Dental Ins:</b> Yes	<b>Master Teachers:</b> Yes	<b>Tuition Reimbursement:</b>	
	FY11: 0%	FY11:	FY11:	
<b>School Nurses</b>	FY12: 0%	FY12:	FY12:	
On Pay Scale Only:	<b>Optical:</b>	<b>Lead Teachers:</b>	<b>Sick Leave Buy Back?</b> Yes	
Included in Contract: X	FY11:	FY11:	FY11:	
Have Separate Contract:	FY12:	FY12:	FY12:	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>	<b>Other Benefits:</b> Yes	
		Head Teacher - \$400	FY11: \$600/yr prof. dev	
		<b>Stipends in Contract:</b>	FY12:	
		<b>Stipends Negotiated:</b>		

<b>Whittier RVTSD</b>	<b>Contract Start:</b> 09/01/10	<b>Contract End:</b> 08/30/12	<b>Length:</b> 2 yrs	<b>#Steps in Contract:</b> 17
<b>Contract Increase Yr1:</b> 2% <b>Contract Increase Yr2:</b> 2% <b>Contract Increase Yr3:</b> <b>Who is covered?</b> Teachers, department heads, guidance counselors, lead teachers, coordinators, teaching nurses, librarians, media specialists, nurses,	<b>Health Ins:</b> Yes FY11: 80% FY12: 80%	<b>Department Heads :</b> Yes FY11: \$2300 FY12: \$2400	<b>Longevity:</b> Yes FY11: FY12:	<b>Tuition Reimbursement:</b> Yes FY11: \$700
<b>School Nurses</b> On Pay Scale Only: Included in Contract: X Have Separate Contract:	<b>Dental Ins:</b> Yes FY11: 50%  FY12: 50%	<b>Master Teachers:</b> No FY11: FY12:	FY12: \$700	<b>Sick Leave Buy Back?</b> Yes FY11: FY12:
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>		<b>Other Benefits:</b> No FY11: FY12:
		<b>Stipends in Contract:</b> <b>Stipends Negotiated:</b>		

<b>Williamsburg</b>	<b>Contract Start:</b> 08/15/10	<b>Contract End:</b> 08/14/12	<b>Length:</b> 2 yrs	<b>#Steps in Contract:</b> 8
<b>Contract Increase Yr1:</b> 1.5% <b>Contract Increase Yr2:</b> 1.5% <b>Contract Increase Yr3:</b> <b>Who is covered?</b> Teachers and Nurse	<b>Health Ins:</b> Yes FY11: 70% FY12: 70%	<b>Department Heads :</b> No FY11: FY12:	<b>Longevity:</b> Yes FY11: \$1250-1750 FY12: \$1250-1750	<b>Tuition Reimbursement:</b> Yes FY11: 50% to \$1000 FY12: 50% to \$1000
<b>School Nurses</b> On Pay Scale Only: Included in Contract: x Have Separate Contract:	<b>Dental Ins:</b> Yes FY11: 70% FY12: 70%	<b>Master Teachers:</b> No FY11: FY12:	<b>Sick Leave Buy Back?</b> Yes FY11: To 120 Days FY12: To 120 Days	
<b>Notes:</b>		<b>Other Similar Function/Stipend:</b>		<b>Other Benefits:</b> No FY11: FY12:
		<b>Stipends in Contract:</b> <b>Stipends Negotiated:</b>		

**Wilmington**

Contract Start: 2011

Contract End: 2014

Length: 3 yrs

#Steps in Contract: 11

**Contract Increase Yr1:** 2%**Contract Increase Yr2:** 2%**Contract Increase Yr3:** 1%**Who is covered?**

Teachers, Curriculum Team Leaders, Specialists

**School Nurses**

On Pay Scale Only:

Included in Contract:

Have Separate Contract: X

**Notes:****Health Ins:** Yes

FY11: 75%

FY12: 75%

**Dental Ins:** Yes

FY11: 0%

FY12: 0%

**Optical:** No

FY11:

FY12:

**Department Heads :** Yes

FY11: \$5265

FY12: \$5265

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** Yes

FY11: \$1000

FY12: \$1000

**Other Similar Function/Stipend:**

Kin. Head Teachers - \$7265

**Stipends in Contract:** Yes**Stipends Negotiated:** Yes**Longevity:** Yes

FY11:

FY12:

**Tuition Reimbursement:** No

FY11:

FY12:

**Sick Leave Buy Back?** Yes

FY11:

FY12:

**Other Benefits:** No

FY11:

FY12:

**Winchester**

Contract Start: 09/01/10

Contract End: 08/31/13

Length: 3 yrs

#Steps in Contract: 15

**Contract Increase Yr1:** .05%**Contract Increase Yr2:** 1.2%**Contract Increase Yr3:** 1.35%**Who is covered?**

All classroom teachers, specialists, nurses

**School Nurses**

On Pay Scale Only:

Included in Contract: X

Have Separate Contract:

**Notes:****Health Ins:** Yes

FY11: 74%

FY12: 71%

**Dental Ins:** No

FY11:

FY12:

**Optical:** No

FY11:

FY12:

**Department Heads :** Yes

FY11: \$5250

FY12: \$5250

**Master Teachers:** No

FY11:

FY12:

**Lead Teachers:** No

FY11:

FY12:

**Other Similar Function/Stipend:****Stipends in Contract:****Stipends Negotiated:****Longevity:** Yes

FY11: \$955-1455

FY12: \$955-1455

**Tuition Reimbursement:** No

FY11:

FY12:

**Sick Leave Buy Back?** No

FY11:

FY12:

**Other Benefits:** No

FY11:

FY12: