ESP BENEFITS SURVEY 14-15	Starting Rate	Top Rate	Health Care Plan	Insurance Buy Back	% of District Contribution	Dental Plan Dist Pays %	Life Insurance	Sick Bank	Number of sick days	Sick day accumulation	Number of Personal Days	Vacation	Bereave Leave	Emer Leave	Assc Days	Retirement Incentive	Holidays	Hourly Stipends for all	Discipline	agency fee	Longevity
Amherst SSA	Office Mgr $12.06/$20.06 32 steps. Spec. Paras $14.20/$19.70 22 steps. Classrm Paras $12.28/$18.28 24 steps. Sec'y $11.96/$17.46 22 steps. Libry assoc, clsrm asst, read asst, recep, head cook $11.22/$16.47 21 steps. Food Svc $10.76/$15.01 17 steps		MT, BCPOS, HAS	$1,000	88%	Delta Dental 6E A& B 100%, C&D 50%	$50,000	yes voluntar y	1 hr for each 12.7 hrs contracted	up to 110X the # of hrs the employee is contracted	3	191-214 workdays: <1 yr: 5 days, 1-10 yrs: 10 days, 11+ yrs: 15 days. 215-245 days: <1 yr: 5 days, 1-5 yrs: 10 days, 6-10 yrs: 15 days, 11+ yrs: 20 days	3			Early Retirement 3 ppl per year must be 55 yrs of age w/12 yrs in district $3,000	5	$2.75 per hr to cover or present lesson			
Bedford EPA	10.00	13.50	BC/BS JY, Blue Choice MC, Pref Blue HAS		BCBSJY: 81%, BCMC: 92%, PBHSA: 97%	Delta Dental A 100%, B 80%, C 50%, D 50%	30,000		1 per month FT 1/2 per month PT				3	3		$10,000 with 25 YOS and 55 yrs old. District pays 3 per year			evidentiary		
Bedford ESSA	11.60	14.95	BCMC/Pref Blue , MT Blue, Preferred Blue HAS		BCMC and MTB 90%, Pref BHSA 98%	Delta Dental A 100%, B 80%, C 50%, D 50%	30,000		FT 1 day per month. PT .5 day per mo.	FT90 PT 45	3	FT 0-5 yrs of svc .833 days/mo. 5 yrs of svc 1.250 days/mo. 10 yrs of svc 1.66 days/mo. 20 yrs of svc 2.083 days/mo. PT pro rated	3			20 YOS $10,000 and 55 yrs old	12 for FT		evidentiary		
****Brookline ESSA**	12 steps and 6 categories $11.11	19.12	Blue Choice, Matthew Thornton Blue		single: 90%, 2 person: 80%, family: 70%	1	annual salary	yes	13 for FT. PT pro rated	90	2	u pto 5 yrs of svc 10 days, 6-7 yrs 12 days, 8-10 yrs 15 days, 11-14 yrs 18 days, 15+ yrs 20 days	5		1		12 for FT. School year staff get 9				
Hampstead Assoc SS	3 steps for each category: para $12.35 to $12.95, admin secy $14.65 to $15.25, secy/clerk $13.05 to $13.65, asst media generalist $13.75 to $14.35.	15.25	FT Blue Choice , Blue Choice 3 tier, Matthew Thornton Blue or Comp 100	$750	85% for all	FT Delta Dental coverage A, B and C. 75% for single, 50% for 2 person or family	1X salary w/$15,000 min	yes "disabilit y bank"	1.2 days per month.	90	2	full year employees after 6 months of svc: 5 days per year. 1 year: 10 days. 5 yrs: 15 days. 10 yrs: 20 days.	3		2		school year employees: 10. Full year employees: 11				15 yrs $.30 hrly. School year 1 days pay for each yr of svc up to 15 days. Full year $60 for each full yr of svc up to 15 yrs.
Hampstead SPA	Custodian & Maint $15.05 to $15.55 Cafeteria: $14.90 to $15.40	15.55	BC BS blue choice NH, MT HMO		90% for all	FT Delta Dental75% of single, 50% of 2 person and family	Annual Salary up to $15,000		1.25 days per month	90	2	5-10 yrs svc: 3 wks. 10+ yrs of svc: 4 wks. PT Must work 20 hrs: 5 days. PT employees w/ 10+ yrs of svc get 10 days.	3		1		20 hr employees 11 days		strong language		4-8 yrs $300, 9-12 yrs $450, 13-15 yrs $600, 16+ yrs $750
Hollis ESSA	coop: 8 steps for 5 categories$10.58	19.87	coop: BC, MT, Lumenos. District contributes $610 for single per year, $1010 for 2 person, $1060 for family		single: $560 monthly, 2 person: $960, family: $1010	Delta Dental 100% plan A, 80% plan B, 50% plan C&D			1 per month	90 FT. PT is pro rated	3 FT, 2 PT	1-5 yrs of svc: 10 days. 6-7 yrs: 12. 8-9 yrs: 15. 10-14 yrs: 18. 15+yrs: 20	5				FT 12 PT 9				employees off step table 1% increase in 13-14
Merrimack ESSA	9 steps for hot lunch, custodian, mechanic, lib asst, para I, II, III, kindergarten IA, admin asst, tutor, OC, speech LA $10.05	18.79	30 hr per week emp: family hospital-medical ins	non-enrolled spouse: $1,200	94% of HMO option 2	90% Delta Dental plan A 100%, B 80%, C & D 50%	$7,500 paid to estate by district	yes	52 week employees: 13 days per year. 52 week emp: 15 days.	90	3	1-5 yrs of svc: 10 days. Add 1 addl day for each yr of svc up to 15th year.	5				11 for FT				

ESP BENEFITS SURVEY 14-15	Starting	Top	Health Care	Insurance	% of District Contribution	Dental Plan	Life	Sick	Number of	Sick day	Number of	Vacation	Bereave	Emer	Assc	Retirement	Holidays	Hourly	Discipline	agency fee	Longevity
	Rate	Rate	Plan	Buy Back		Dist Pays %	Insurance	Bank	sick days	accumulation	Personal Days		Leave	Leave	Days	Incentive		Stipends for all			
Milford ESSA	2% increase in 2014		School Care	30% of plan employee is eligible for	78% of HMO	80% of delta dental option 3	FT get annual salary	yes	FT 1 day per month. PT pro rated	100	3										year 5 $.50 per hour. Addtl $.15 per hour for each year up to 10 yrs. Thereafter $.75 increase upon addtl 5 year increments.
Milford EPA	2% increase in 2014		School Care	17% of plan employee is eligible for	85% of HMO	75% of delta dental option 3	annual salary		1 day per month for FT and PT who work 52 wks per yr.	90	3	FT up to 5 yrs of svc get .833 days per month max 10. More than 5 yrs of svc 1.25 per month max 15. More than 10 yrs of svc 1.67 days per month max 20. 15 yrs + 2.083 days per month max 25	3			compensated for accumulated sick days at 40%	paid for holidays recognized by the superintendent.				$.70 per hour after 5 yrs
Pelham ESPA	6 steps and 3 job categories for instructional and lib assts, title 1 tutors, instructional asst/nurse, ESOL math &literacy tutors $13.07	30.73	Blue Choice POS, Matthew Thornton HMO		30+ hrs per week 55% for the blue choice, single coverage toward premium for whichever plan the employee selects, or 60% for same of MT				FT 1-4 yrs of emp: 6. 5-7 yrs of emp: 9. 8+ yrs of emp: 12	25	FT 1-4 yrs of emp: 1. 5-7 yrs of emp: 2. 8+ yrs of emp: 3		3		4	20 yrs of svc receive accumulated sick leave up to 20-25 yrs: $2500. $26+ yrs: $3,000				yes	
Salem AFS	$9.37	$15.27	Health Trust POS and HMO	20 to 25 hrs per week: $150. 25+ hrs per week: $300	30+ hrs single $7027.57, two person $13575.78, family $18326.68. Employees 20-29 hrs single $5741.99, two person $11488.03, family $15507.81		$12,000		8 per yr FT	74.5 FT		8	5		2	15 yrs of svc and 58 yrs old 75% of accumulated leave time max $2,000			just cause		2 years emp: 1 weeks pay. 10 yrs emp: 2 wks pay.
Salem EPA	Secretary $15.30, Adm. Secretary $15.73	Secretary $17.13, Adm. Secretary $18.13	Bluechoice 3 tier, 2 tier, and Matthew Thornton Blue	$1,000	Single: $8,311.66, Two Person: $16,620.54, Family: $22,447.28	1	30,000		FT 15 PT 12			1-7 yrs .8331 days accumulated per month. 8-14 yrs 1.25 per mo, 15+ yrs 1.66 per mo	5	5					just cause		after 12 yrs $400,after 20 yrs $500
Salem SC	6 positions, custodian lowest starting wage $14.93	boiler maintenance highest $17.56	Bluechoice 3 tier, 2 tier, and Matthew Thornton Blue	$375	Single: $8,311.66, Two Person: $16,620.54, Family: $22,447.28	80% of single, 2 person or family in district dental plans.	30,000	yes	1.25 per month	110		6 yrs employment: .83 days per month. 7-10 yrs emp:1.250 days per mo. 11020 yrs emp: 1.66 days per mo. 20+ yrs of emp: 2.083 days per mo.	5	5 (critical illness)			12		just cause		after 12 years $400 after 20 years $500
Salem ESPA	Class A $11.34, Class B $13.45, Class C $13.79	Class A $12.29, Class B $14.59, Class C $14.96	25 hrs per week Blue Choice 3 tier, Blue Choice 2 tier, HMO offered by district.		single: $7,028 + weighted avg inc. 2 person: $7,028 + weighted avg inc + 10%. Family: $7028 + weighted avg inc +15%		20,000		7 "Leave Days"			170 day employees 2/ 2 yrs of svc 7 days per year. 10 yrs of svc: 10 days.	5		4		9		just cause		
*****info for 14-15 not available***																					

snow days

snow days