

School superintendent compensation

The chart below shows the compensation paid to school superintendents in Globe Northwest suburbs. Total compensation includes base salary plus

benefits such as travel allowance, tax sheltered annuities and insurance benefits that surpass what is available to most other employees.

DISTRICT	ENROLLMENT	SUPER-INTENDENT	YEARS IN JOB	TOTAL COMPENSATION	BASE SALARY	EXTRA INSURANCE BENEFITS	TRAVEL ALLOWANCE	TAX SHELTERED A
Lawrence	12,587	Wilfredo T. Laboy	3	\$173,584	\$156,615	\$1,705 toward life and long term disability.	Is provided a 2000 Chevrolet Blazer, and all costs related to gasoline, maintenance and insurance. Total value: \$6,264 annually	\$9,000 this year. That amount is \$11,000 in 2006.
Lexington	6,018	Joanne Benton	1.5	\$156,950	\$150,800		\$5,400 annually	
Belmont	3,816	Peter Holland	16	\$153,000	\$135,018			\$17,982.00
Concord/Concord-Carlisle Regional	3,155	Brenda Finn	less than a year	\$152,500	\$140,500			\$12,000 this year
North Andover	2,663	Harry K. Harutunian	less than a year	\$150,500	\$145,000		\$5,500 annually	
Shawsheen Valley Technical	1,210	Charles Lyons	17	\$144,650	\$126,150	\$10,000 for life insurance.	Provides an automobile and covers related cost for gasoline, maintenance and repair. Total annual value: \$6,000.	\$2,500 annually.
North Middlesex	4,743	James W. McCormick	12	\$144,055	\$132,355	\$700 for long-term disability insurance.		\$11,000 this year
Groton Dunstable	2,914	Mary Athey Jennings	9	\$142,410	\$131,410	\$3,500 towards various life and disability insurance policies per fiscal year		\$7,500 this fiscal year. Will increase to \$10,000 next year.
Dracut	4,273	Elaine A. Espindle	5	\$139,130	\$122,130		\$2,000	\$15,000 for this fiscal year. Will increase to \$20,000 for the 2006 calendar year.
Bedford	2,227	Maureen L. LaCroix	3	\$138,243	\$129,043	\$1,700 annually for an individual disability insurance plan.		\$7,500 annually
Reading	4,187	Patrick J. Schettini Jr.	less than a year	\$138,000	\$135,000		\$3,000 annually	
Chelmsford	5,748	Richard H. Moser	14	\$136,365	\$127,971			\$8,394 annually.
Burlington	3,495	James L. Picone	less than a year	\$135,000	\$130,000			\$5,000 annually.
Andover	5,926	Claudia L. Bach	5.5	\$134,044	\$131,644		\$2,400 annually	
Woburn	4,709	Carl Batchelder	10	\$133,808	\$128,308		\$3,000 annually	\$2,500 annually.
Winchester	1,776	V. James Marini	1.5	\$133,600	\$130,000	(02-03)	\$3,600 annually	
Minuteman	760	Ronald Fitzgerald	28	\$133,371	\$133,371			
Littleton	1,601	Paul Livingston	2.5	\$132,575	\$126,075		\$1,500 annually	\$5,000 annually
Stoneham	2,875	Joseph J. Connelly	5.5	\$132,160	\$120,260	\$4,500 for life and long-term disability insurances.		\$7,400 annually
Westford	5,120	Stephen Foster	2.5	\$131,600	\$124,200		\$2,400 annually	\$5,000 annually
Arlington	4,540	Kathleen Donovan	9.5	\$131,292	\$129,792	(Same since 2003)		\$1,500 annually

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EXTRA INSURANCE BENEFITS	TRAVEL ALLOWANCE	TAX SHELTERED ANNUITY	OTHER	SEVERANCE
\$1,705 toward life and long term disability.	Is provided a 2000 Chevrolet Blazer, and all costs related to gasoline, maintenance and insurance. Total value: \$6,264 annually	\$9,000 this year. That amount increases to \$11,000 in 2006.		
	\$5,400 annually		\$750 annually for holding a master's degree or higher.	
		\$17,982.00	Provided a cell phone. Also after 7 years of service, is eligible for a three-week leave for educational research to explore areas of mutual interest.	One year's salary from the date of termination
		\$12,000 this year		
	\$5,500 annually			In the event of termination by school committee, shall receive regular salary from the actual date of termination to the termination date set forth in the contract.
\$10,000 for life insurance.	Provides an automobile and covers related cost for gasoline, maintenance and repair. Total annual value: \$6,000.	\$2,500 annually.		
\$700 for long-term disability insurance.		\$11,000 this year	Has an option, not taken advantage of, for computer set-up for home, which must be returned when contract is finished.	
\$3,500 towards various life and disability insurance policies per fiscal year		\$7,500 this fiscal year. Will increase to \$10,000 next year.		
	\$2,000	\$15,000 for this fiscal year. Can increase to \$20,000 for the 2006 calendar year.		If terminated, can receive salary and other benefits for the term of the contract. If disabled, can receive two years of salary and benefits from the date of disability.
\$1,700 annually for an individual disability insurance plan.		\$7,500 annually		
	\$3,000 annually			
		\$8,394 annually.		
		\$5,000 annually.		
	\$2,400 annually			If terminated, maximum of one year's salary and 12 months of COBRA payments
	\$3,000 annually	\$2,500 annually.		
	\$3,600 annually			
	\$1,500 annually	\$5,000 annually	Cell phone, monthly access fee and related costs.	
\$4,500 for life and long-term disability insurances.		\$7,400 annually	Has a longevity clause for \$700, but it has not kicked in yet.	
	\$2,400 annually	\$5,000 annually	Eligible for a performance bonus up to \$3,000. (Not included in total compensation since the amount is not determined until school year's end.	In some instances, superintendent will be eligible to receive compensation specified in contract for one year after the termination or until employment begins elsewhere.
		\$1,500 annually		

		Conneally		(02-03) disability insurances.			
Westford	5,120	Stephen Foster	2.5	\$131,600	\$124,200	\$2,400 annually	\$5,000 annually
Arlington	4,540	Kathleen Donovan	9.5	\$131,292	\$129,792 (Same since 2001)		\$1,500 annually
Billerica	6,652	Robert J. Calabrese	20	\$128,740	\$111,777	\$1,500 annually for life insurance.	\$13,413.00
Lowell	14,665	Karla Brooks Baehr	3.5	\$126,600	\$123,000	\$3,600 annually	
Tewksbury	4,783	Christine L. McGrath	13	\$126,489	\$113,889	\$2,500 for life insurance. (02-03)	\$3,600 annually \$6,500 for 2002-03.
Tyngsborough	4,778	David J. Hawkins	15.5	\$124,904	\$119,572	\$1,732 for life insurance.	\$300 a month for travel expenses. Shall also be reimbursed for travel to state and national meetings and conferences.
Ayer	1,400	Kevin P. O'Malley	6	\$124,619	\$120,819		A maximum of \$3,800 per year
Wilmington	3804	William H. McAlduff Jr.	2.5	\$124,500	\$122,500	\$2,000 annually.	
Methuen	7,193	Charles P. Littlefield	14	\$122,929	\$120,429	\$1,800 annually	
Carlisle	827	Davida Fox-Melanson	12	\$122,051	\$119,051	\$2,000 for disability or life insurance.	\$1,000 annually.
Greater Lowell Tech	1,931	James M. Cassin	less than a year	\$122,000	\$112,000		\$10,000 annually
Greater Lawrence Tech	1,412	Frank S. Vacirca	7.5	\$121,485	\$121,485		
North Reading	2,663	David Troughton	9.5	\$120,747	\$116,747	\$2,000 annually for disability insurance.	\$2,000 annually
Harvard	1,242	Mihran Keoseian	6.5	\$119,413	\$115,713	\$1,200	\$2,500 annually
Nashoba Valley	550	Judith L. Klimkiewicz	7	\$118,589	\$113,489	\$3,600 annually	\$1,500 annually
Medford	4,800	Roy Belson	8.5	\$117,900	\$115,000 (02-03)	\$1,200	
Boxborough	638	Richard A. Bergeron	14	\$109,000	\$108,000		
Shirley	750	Thomas Scott	10	\$98,183	\$97,283	\$900 annually	

SOURCE: Globe survey of superintendents' contracts.

date 3/1

Salary, perks increase as school chiefs

► SUPERINTENDENTS
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tendents association. Those amounts do not include compen-

\$1,705 in annual premiums for life and long-term disability, \$9,000 for a tax-sheltered annuity, and

The Globe review of compensation also confirmed a popular perception: Newly hired superintenc

\$2,400 annually	\$5,000 annually	Eligible for a performance bonus up to \$3,000. (Not included in total compensation since the amount is not determined until school year's end.	In some instances, superintendent will be eligible to receive compensation specified in contract for one year after the termination or until employment begins elsewhere.
	\$1,500 annually		
1,500 annually for life insurance.	\$3,600 annually	\$13,413.00	A longevity payment of \$2,050 for serving as superintendent for at least 15 years.
2,500 for life insurance.	\$3,600 annually	\$6,500 for 2002-03.	
1,732 for life insurance.	\$300 a month for travel expenses. Shall also be reimbursed for travel to state and national meetings and conferences.		
		A maximum of \$3,800 per year.	
	\$2,000 annually.		
	\$1,800 annually		Longevity clause of \$700 annually for working in the district for at least 15 years.
			In the event of termination by school committee shall pay superintendent regular salary from the actual date of termination to the termination date set forth in the employment contract.
1,000 for disability or life insurance.		\$1,000 annually.	
		\$10,000 annually	
1,000 annually for disability insurance.	\$2,000 annually		
	\$1,200	\$2,500 annually	
	\$3,600 annually	\$1,500 annually	
	\$1,200		\$1,700 longevity clause.
			\$1,000 for books and tuition.
	\$900 annually		Lump sum equal to his base salary and benefits for a four month period following termination.

GLOBE STAFF GRAPHIC

Use as school chiefs in high demand

1,705 in annual premiums for life and long-term disability, \$9,000 for a tax-sheltered annuity, and use of a 2000 Chevrolet F-10 Blazer, which carries an annual value of \$6,264.

Rounding out the top five are Lexington schools Superintendent Anne Benton, who has served in that position for less than two years, with a compensation package valued at \$156,950; longtime Belmont schools Superintendent Peter Holland at \$153,000; Brenda Ann, the new superintendent of

The Globe review of compensation also confirmed a popular perception: Newly hired superintendents on average make more than veterans. Superintendents who have been in their positions for less than five years make an average of \$135,000, or nearly 6 percent more than those who have served more than five years, according to the Globe review. The average compensation package for the latter group is \$127,615.

The growing compensation packages have not come without

years before the composition of the School Committee changes next month. The Dracut School Committee came under fire last fall for upping the salary and compensation package for Elaine A. Espindle during these tough economic times. And the Groton Durable School Committee removed a lucrative buyout clause from Mary Athey Jennings's contract.

Superintendents and school committees say the salaries and compensation packages are justifi-

a board of directors — their school committee. Their customers are students and parents, the latter of whom have grown more vocal. And their profit margin? Annual scores on the state's standardized test, the Massachusetts Comprehensive Assessment System, which soon will be accompanied by tests administered under the federal No Child Left Behind Act, raising the ante even further.

"We view Chelmsford schools as the largest business in town,"