

**Maine Superintendent Salary and Benefit Comparisons  
(February 18, 2009)**

	<b>Term</b>	<b>Salary</b>	<b>Retirement</b>	<b>Insurance</b>	<b>Vacation</b>	<b>Sick</b>	<b>Travel</b>	<b>Other</b>
<b>Portland (Current)</b>	3 yrs.	\$115,318	\$0	\$13,078	25 days	18 days, cumulative to 229 maximum (45-day maximum payout upon resignation)	Leased vehicle plus gas (est. @ \$5,000)	
<b>Portland (New)</b>	3 yrs.	\$131,500	\$9,994 (7.6% of salary)	\$1,000 (dental only)	25 days	18 days, cumulative to 229 maximum (45-day maximum payout upon resignation)	\$3,500 in-district transportation stipend; IRS mileage out-of-district	
<b>Oakland (MSAD 47)</b>	4 yrs.	\$124,503	\$14,940 (12% of salary)	\$1,000 (dental only)	40 days + pay for unused days (est. @ \$4,789 value)	15 days, cumulative to no limit	\$5,850 in-district transportation stipend; IRS mileage out-of-district	Linked to other benefits of teachers' union contract
<b>Bangor</b>	5 yrs.	\$125,000	Match personal contribution	\$2,000	20 days	18 days, cumulative to 180 maximum; 15 days of accumulated sick leave for each year of service to a maximum of 60 days	\$2,500 car allowance; out of city \$0.485 per mile or at a higher rate if other city departments adopt a mileage rate in excess of \$0.485 per mile	
<b>Eliot (MSAD 35)</b>	5 yrs	\$125,000	\$2,600	\$15,065 + 100% dental	25 days	17 days	IRS rate per mile	
<b>Hampden (MSAD 22)</b>	5 yrs.	\$123,908	\$4,956 (4% of salary)	\$12,052	20 days + pay for unused days	20 days	Out of district mileage	At retirement, buy back of accumulated sick days per X years of service
<b>Cape Elizabeth</b>	1 yr.	\$112,476	\$15,476	Dental	20 days, accumulated to 45 days	15 days, cumulative to 120 days	\$1,500 reimbursement	
<b>Falmouth</b>	3 yrs.	\$120,532	\$6,629 (5.5% of salary)	100% + dental	20 days	15 days, cumulative to 120 days	IRS rate per mile	
<b>Cumberland/N. Yarmouth (MSAD 51)</b>	3 yrs.	\$120,530	\$6,600	100% + dental	20 days	15 days, cumulative to 120 days	\$5,00 reimbursement	5 additional vacation days in lieu of salary
<b>Westbrook</b>	1 yr.	\$99,792	\$20,500 annuity	\$6,024 + dental	25 days	20 days, accumulative to 180 days	\$2,500 in state; \$2,500 out of state expenses	
<b>Yarmouth</b>	1 yr.	\$117,912	\$15,000 annuity	96% + dental	20 days	70 days, accumulative to 160 days	District-wide rate, parking and tolls	