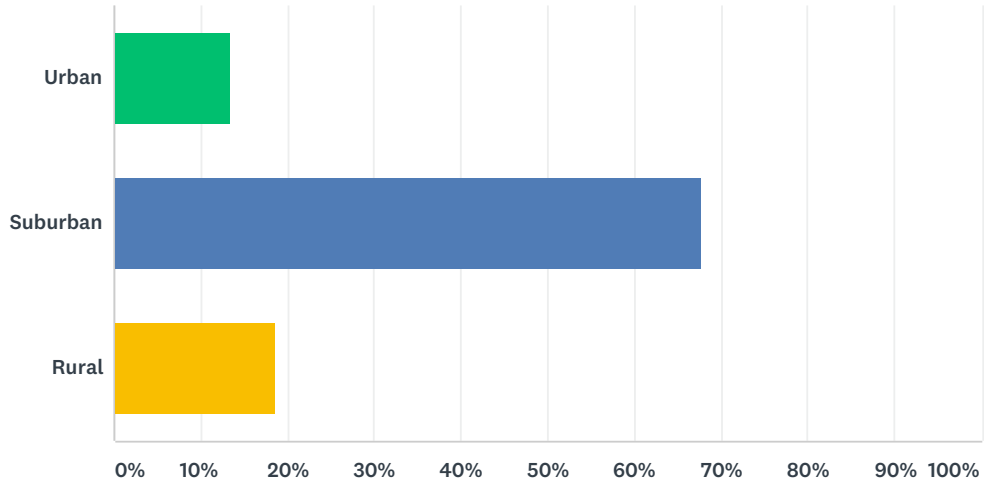


Q1 Is your school considered

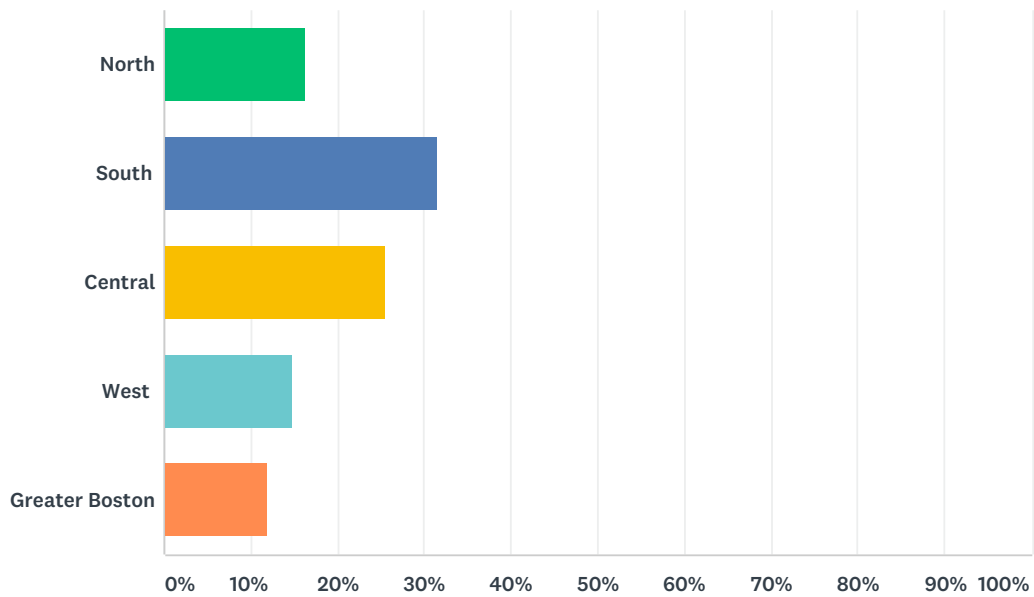
Answered: 230 Skipped: 0



ANSWER CHOICES	RESPONSES	
Urban	13.48%	31
Suburban	67.83%	156
Rural	18.70%	43
TOTAL		230

Q2 In which region of the state do you work?

Answered: 228 Skipped: 2



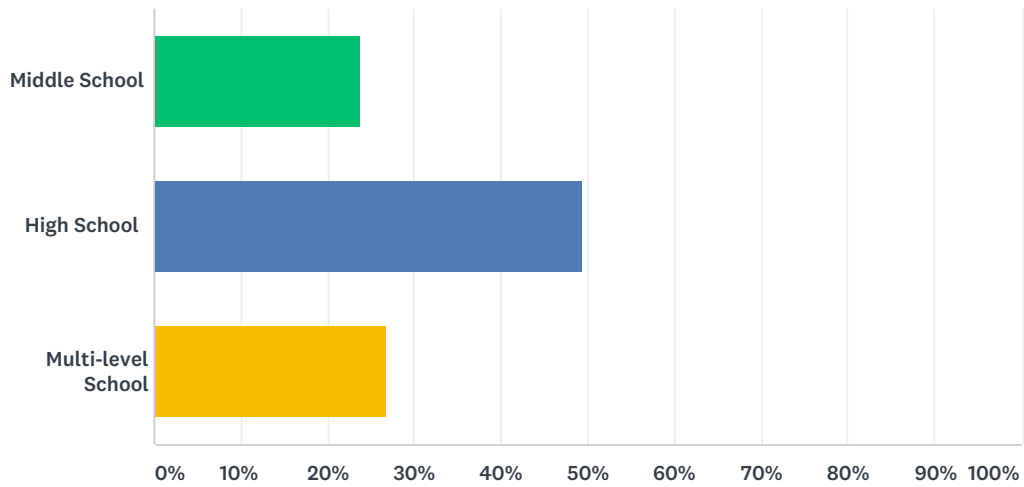
ANSWER CHOICES	RESPONSES
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MSSAA Principals' Salary Survey 2017

North	16.23%	37
South	31.58%	72
Central	25.44%	58
West	14.91%	34
Greater Boston	11.84%	27
TOTAL		228

Q3 What level is your school?

Answered: 205 Skipped: 25

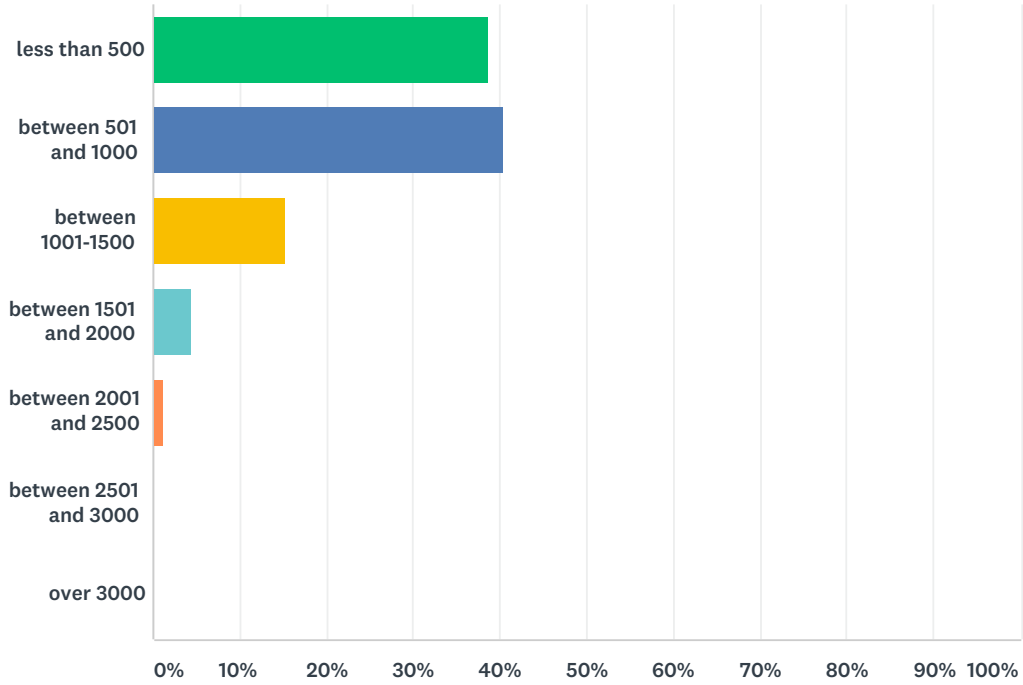


ANSWER CHOICES	RESPONSES
Middle School	23.90% 49
High School	49.27% 101
Multi-level School	26.83% 55
TOTAL	205

Q4 How many students are enrolled in your school?

Answered: 230 Skipped: 0

MSSAA Principals' Salary Survey 2017

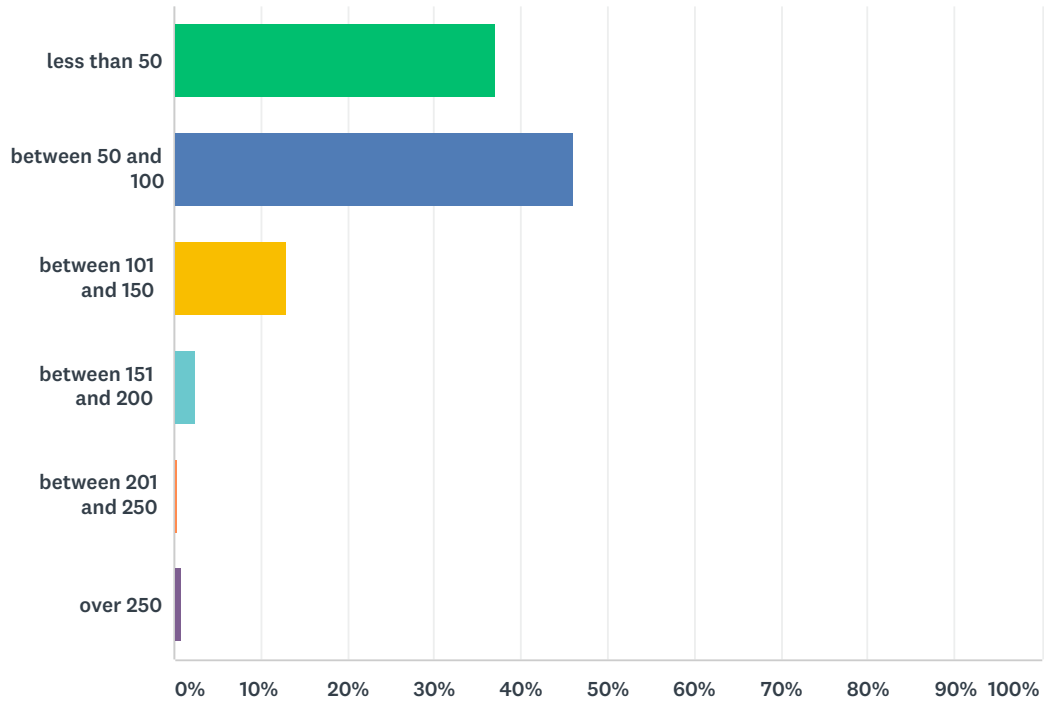


ANSWER CHOICES	RESPONSES	
less than 500	38.70%	89
between 501 and 1000	40.43%	93
between 1001-1500	15.22%	35
between 1501 and 2000	4.35%	10
between 2001 and 2500	1.30%	3
between 2501 and 3000	0.00%	0
over 3000	0.00%	0
TOTAL		230

Q5 How many teachers work at your school?

Answered: 230 Skipped: 0

MSSAA Principals' Salary Survey 2017

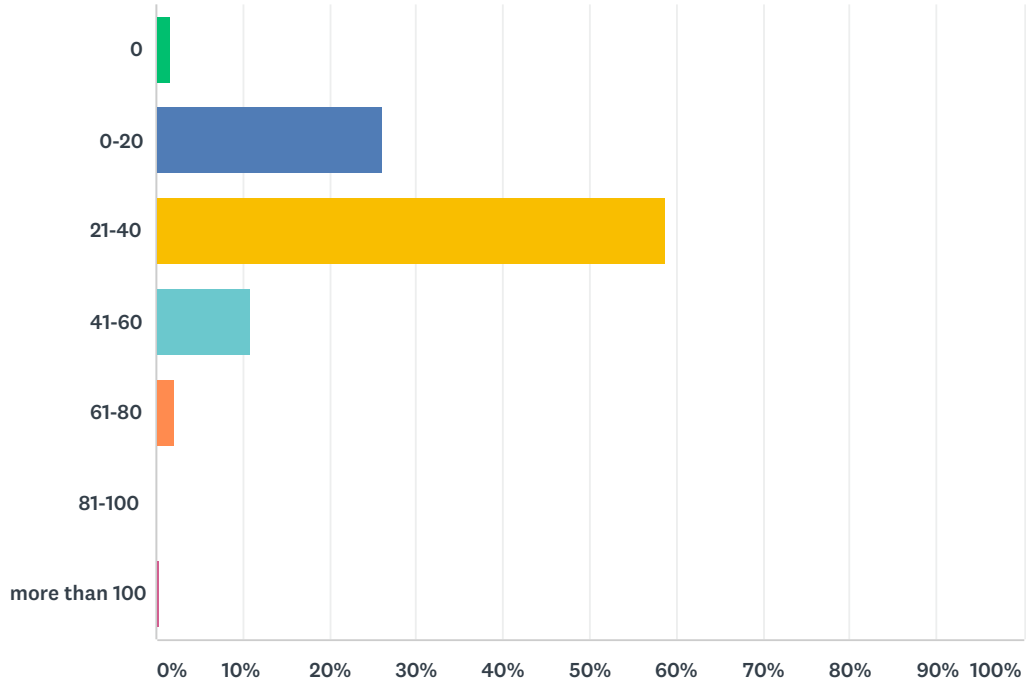


ANSWER CHOICES	RESPONSES	
less than 50	36.96%	85
between 50 and 100	46.09%	106
between 101 and 150	13.04%	30
between 151 and 200	2.61%	6
between 201 and 250	0.43%	1
over 250	0.87%	2
TOTAL		230

Q6 For how many teachers are you the primary evaluator?

Answered: 230 Skipped: 0

MSSAA Principals' Salary Survey 2017

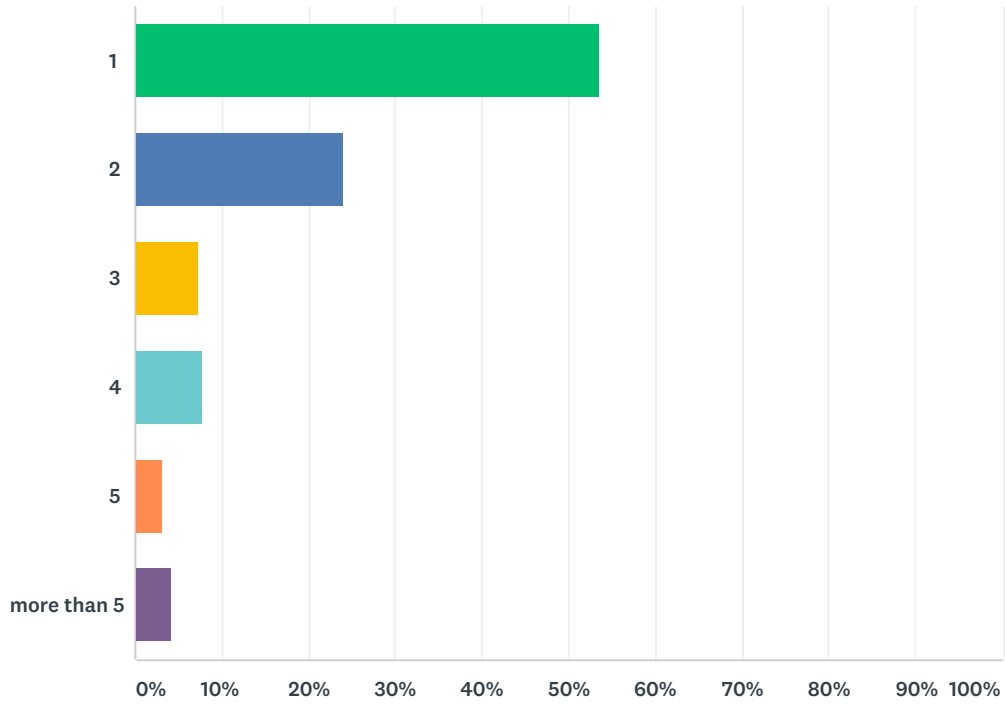


ANSWER CHOICES	RESPONSES	
0	1.74%	4
0-20	26.09%	60
21-40	58.70%	135
41-60	10.87%	25
61-80	2.17%	5
81-100	0.00%	0
more than 100	0.43%	1
TOTAL		230

Q7 How many assistant principals, deans or other full time administrators report to you?

Answered: 192 Skipped: 38

MSSAA Principals' Salary Survey 2017

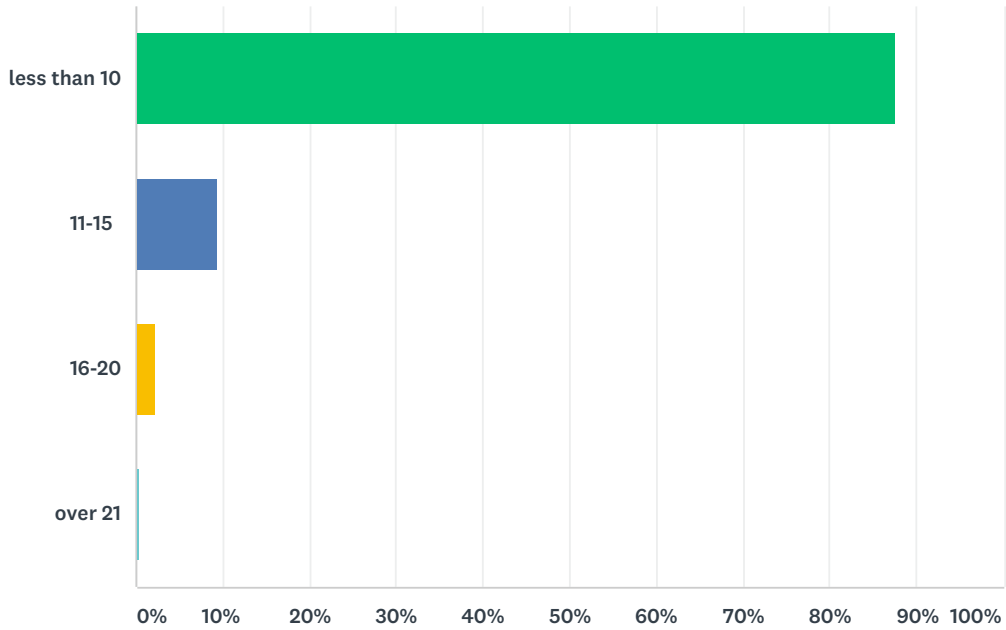


ANSWER CHOICES	RESPONSES	
1	53.65%	103
2	23.96%	46
3	7.29%	14
4	7.81%	15
5	3.13%	6
more than 5	4.17%	8
TOTAL		192

Q8 For how many administrators, department/heads/curriculum supervisors are you the primary evaluator?

Answered: 211 Skipped: 19

MSSAA Principals' Salary Survey 2017

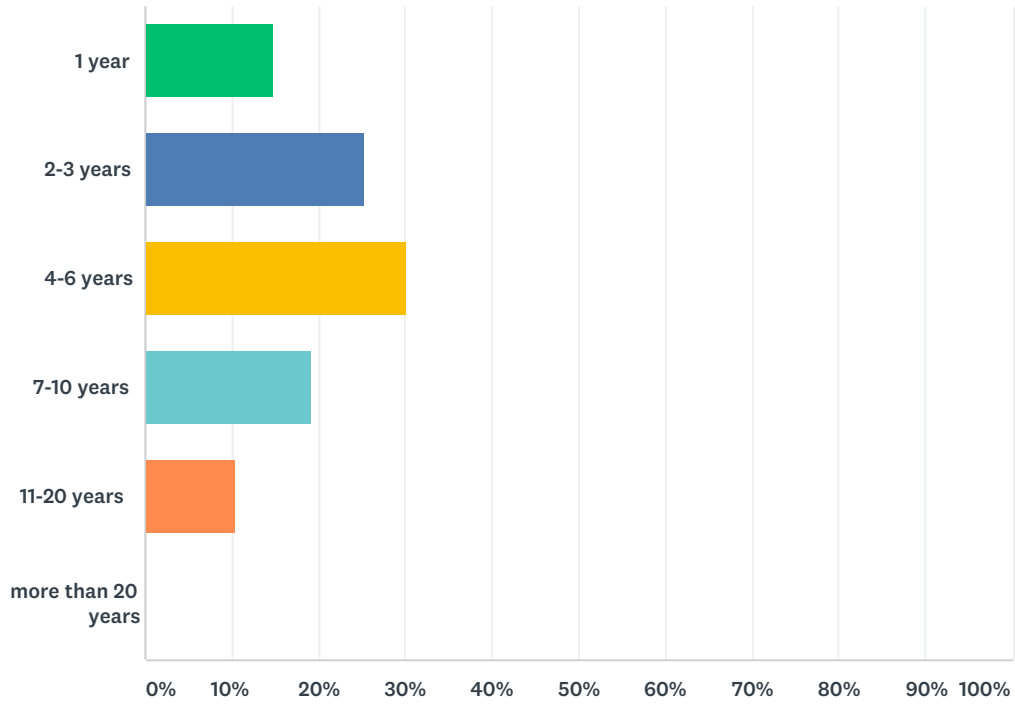


ANSWER CHOICES	RESPONSES	
less than 10	87.68%	185
11-15	9.48%	20
16-20	2.37%	5
over 21	0.47%	1
TOTAL		211

Q9 How long have you been the principal of the school where you currently work?

Answered: 229 Skipped: 1

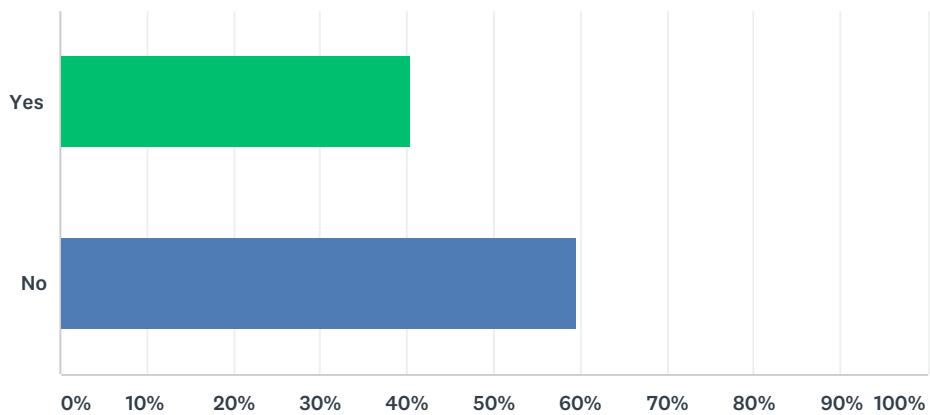
MSSAA Principals' Salary Survey 2017



ANSWER CHOICES	RESPONSES	
1 year	14.85%	34
2-3 years	25.33%	58
4-6 years	30.13%	69
7-10 years	19.21%	44
11-20 years	10.48%	24
more than 20 years	0.00%	0
TOTAL		229

Q10 Have you worked as a principal in any other schools?

Answered: 230 Skipped: 0



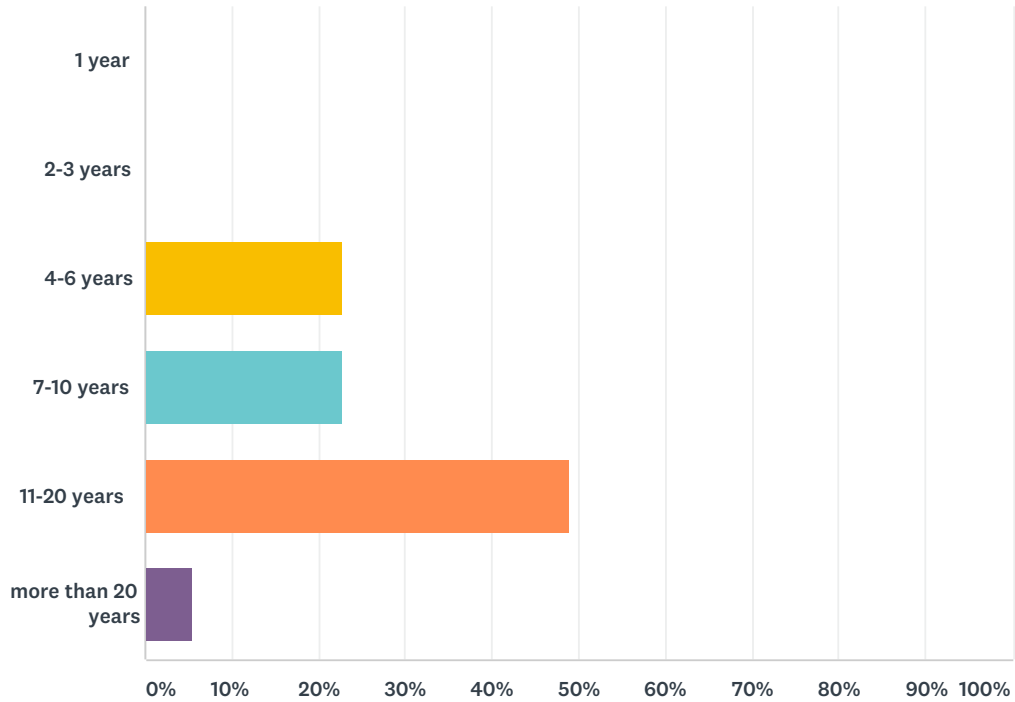
ANSWER CHOICES	RESPONSES
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MSSAA Principals' Salary Survey 2017

Yes	40.43%	93
No	59.57%	137
TOTAL		230

Q11 How many years have you worked as a principal in total?

Answered: 92 Skipped: 138



ANSWER CHOICES	RESPONSES	
1 year	0.00%	0
2-3 years	0.00%	0
4-6 years	22.83%	21
7-10 years	22.83%	21
11-20 years	48.91%	45
more than 20 years	5.43%	5
TOTAL		92

Q12 Work days, answer either A or B.

Answered: 223 Skipped: 7

ANSWER CHOICES	RESPONSES	
A. If you have a 12 month contract, how many vacation days are you allowed per year?	82.51%	184
B. If you have something other than a 12 month contract, how many work days does your contract specify?	17.49%	39

MSSAA Principals' Salary Survey 2017

#	A. IF YOU HAVE A 12 MONTH CONTRACT, HOW MANY VACATION DAYS ARE YOU ALLOWED PER YEAR?	DATE
1	35	10/13/2017 7:24 AM
2	25	10/10/2017 12:34 AM
3	25	10/9/2017 7:45 PM
4	25	10/9/2017 8:52 AM
5	25	10/8/2017 12:54 AM
6	20	10/6/2017 3:01 PM
7	25	10/6/2017 1:31 PM
8	30 days	10/6/2017 7:09 AM
9	30	10/5/2017 9:38 PM
10	5 weeks	10/5/2017 2:04 PM
11	18	10/5/2017 12:21 PM
12	25	10/5/2017 8:29 AM
13	30	10/5/2017 8:15 AM
14	25	10/5/2017 7:59 AM
15	25	10/5/2017 7:37 AM
16	20	10/5/2017 5:51 AM
17	21	10/5/2017 4:37 AM
18	25	10/5/2017 12:20 AM
19	25	10/4/2017 9:58 PM
20	30	10/4/2017 9:02 PM
21	20	10/4/2017 8:24 PM
22	15	10/4/2017 8:22 PM
23	25	10/4/2017 7:01 PM
24	25	10/4/2017 4:32 PM
25	30	10/4/2017 4:23 PM
26	30	10/4/2017 3:14 PM
27	25- accumulated only if I have fewer than 30 saved	10/4/2017 3:02 PM
28	5	10/4/2017 3:00 PM
29	25	10/4/2017 2:28 PM
30	30	10/4/2017 2:15 PM
31	30	10/4/2017 2:04 PM
32	30	10/4/2017 1:43 PM
33	27	10/4/2017 1:43 PM
34	25	10/4/2017 1:39 PM
35	20	10/4/2017 1:39 PM
36	I work 265 days with holidays	10/4/2017 1:14 PM
37	25	10/4/2017 1:13 PM
38	25	10/4/2017 1:01 PM
39	25	10/4/2017 12:37 PM

MSSAA Principals' Salary Survey 2017

40	25	10/4/2017 12:30 PM
41	30	10/4/2017 12:12 PM
42	21	10/4/2017 11:51 AM
43	23	10/4/2017 11:51 AM
44	25	10/4/2017 11:49 AM
45	25	10/4/2017 11:40 AM
46	25	10/4/2017 11:29 AM
47	25	10/4/2017 11:28 AM
48	25	10/4/2017 11:15 AM
49	25	10/4/2017 11:13 AM
50	26	10/4/2017 11:03 AM
51	25	10/4/2017 10:59 AM
52	20	10/4/2017 10:53 AM
53	15	10/4/2017 10:52 AM
54	40	10/4/2017 10:34 AM
55	25	10/4/2017 10:32 AM
56	25	10/4/2017 10:26 AM
57	25	10/4/2017 10:21 AM
58	25 Vacation days	10/4/2017 10:04 AM
59	30	10/4/2017 9:58 AM
60	30	10/4/2017 9:50 AM
61	25 vacation days	10/4/2017 9:48 AM
62	25	10/4/2017 9:46 AM
63	25 days	10/4/2017 9:41 AM
64	25	10/4/2017 9:31 AM
65	20	10/4/2017 9:31 AM
66	25	10/4/2017 9:30 AM
67	25	10/4/2017 9:25 AM
68	20	10/4/2017 9:19 AM
69	25	10/4/2017 9:17 AM
70	14	10/4/2017 9:15 AM
71	25	10/4/2017 9:14 AM
72	25	10/4/2017 9:09 AM
73	30	10/4/2017 9:04 AM
74	25	10/4/2017 8:58 AM
75	15 days	10/4/2017 8:52 AM
76	25	10/4/2017 8:51 AM
77	25	10/4/2017 8:50 AM
78	25	10/4/2017 8:50 AM
79	25	10/4/2017 8:48 AM
80	25	10/4/2017 8:48 AM

MSSAA Principals' Salary Survey 2017

81	25	10/4/2017 8:47 AM
82	30	10/4/2017 8:46 AM
83	20	10/4/2017 8:45 AM
84	10	10/4/2017 8:44 AM
85	25	10/4/2017 8:44 AM
86	30 days	10/4/2017 8:41 AM
87	25	10/4/2017 8:39 AM
88	25	10/4/2017 8:39 AM
89	25	10/4/2017 8:38 AM
90	25	10/4/2017 8:38 AM
91	5 weeks	10/4/2017 8:37 AM
92	30	10/4/2017 8:36 AM
93	30 (can carry over 10 from previous year as well)	10/4/2017 8:34 AM
94	25	10/4/2017 8:34 AM
95	20	10/4/2017 8:32 AM
96	40	10/4/2017 8:29 AM
97	25	10/4/2017 8:25 AM
98	25	10/4/2017 8:22 AM
99	25	10/4/2017 8:22 AM
100	30 days	10/4/2017 8:20 AM
101	25	10/4/2017 8:19 AM
102	25	10/4/2017 8:19 AM
103	25	10/4/2017 8:18 AM
104	25	10/4/2017 8:16 AM
105	20	10/4/2017 8:13 AM
106	25	10/4/2017 8:13 AM
107	30 vacation days per year	10/4/2017 8:10 AM
108	25	10/4/2017 8:07 AM
109	20	10/4/2017 8:03 AM
110	25	10/4/2017 8:02 AM
111	28	10/4/2017 8:02 AM
112	20	10/4/2017 8:02 AM
113	20	10/4/2017 8:02 AM
114	25	10/4/2017 8:01 AM
115	25	10/4/2017 8:01 AM
116	25	10/4/2017 8:01 AM
117	24	10/4/2017 8:00 AM
118	20	10/4/2017 8:00 AM
119	20	10/4/2017 8:00 AM
120	25	10/4/2017 8:00 AM
121	35	10/4/2017 7:58 AM

MSSAA Principals' Salary Survey 2017

122	25	10/4/2017 7:58 AM
123	5 weeks	10/4/2017 7:57 AM
124	25	10/4/2017 7:57 AM
125	25	10/4/2017 7:57 AM
126	30	10/4/2017 7:56 AM
127	25 days	10/4/2017 7:56 AM
128	4 weeks	10/4/2017 7:56 AM
129	21	10/4/2017 7:55 AM
130	25	10/4/2017 7:55 AM
131	20 + school vacation	10/4/2017 7:55 AM
132	30	10/4/2017 7:55 AM
133	25	10/4/2017 7:55 AM
134	25	10/4/2017 7:55 AM
135	20 with opportunity to roll over up to 10 days	10/4/2017 7:55 AM
136	33	10/4/2017 7:54 AM
137	25 Accumulated over the year	10/4/2017 7:54 AM
138	25	10/4/2017 7:54 AM
139	5 weeks	10/4/2017 7:54 AM
140	25 carry over 10	10/4/2017 7:53 AM
141	25	10/4/2017 7:53 AM
142	30	10/4/2017 7:52 AM
143	25	10/4/2017 7:52 AM
144	21	10/4/2017 7:52 AM
145	25	10/4/2017 7:52 AM
146	50	10/4/2017 7:52 AM
147	25	10/4/2017 7:52 AM
148	24	8/17/2017 7:20 AM
149	25	8/11/2017 11:15 AM
150	25	8/11/2017 9:55 AM
151	25 but can carry over 10	8/4/2017 9:33 AM
152	25	8/3/2017 10:12 AM
153	25	8/3/2017 10:11 AM
154	25	8/3/2017 9:06 AM
155	25	8/3/2017 8:25 AM
156	25	8/3/2017 8:17 AM
157	25	8/3/2017 7:01 AM
158	25	8/2/2017 7:18 PM
159	20	8/2/2017 4:51 PM
160	20	8/2/2017 12:52 PM
161	25 days	8/2/2017 11:24 AM
162	25	8/2/2017 11:22 AM

MSSAA Principals' Salary Survey 2017

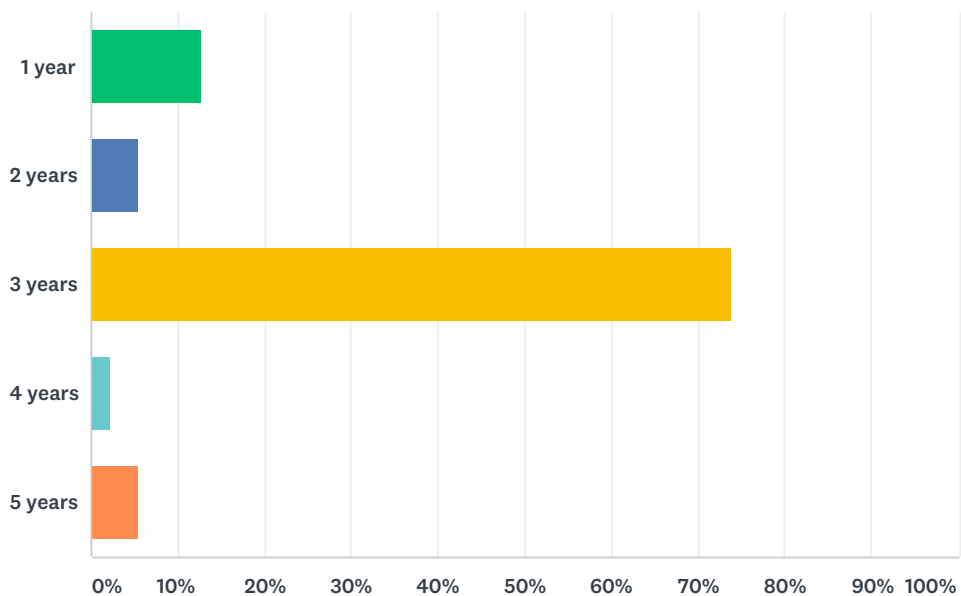
163	25	8/2/2017 9:49 AM
164	25	8/2/2017 9:38 AM
165	20	8/2/2017 9:37 AM
166	25 days able to bank 40	8/2/2017 9:16 AM
167	20	7/31/2017 8:04 AM
168	25	7/30/2017 9:34 PM
169	25	7/28/2017 12:57 PM
170	25	7/28/2017 10:02 AM
171	30	7/28/2017 8:41 AM
172	30	7/27/2017 6:36 AM
173	30 vacation days	7/26/2017 6:59 AM
174	25	7/24/2017 12:34 PM
175	35 PTo's	7/20/2017 6:16 AM
176	25	7/18/2017 8:25 AM
177	25	7/17/2017 7:28 AM
178	25	7/13/2017 7:10 AM
179	25	7/12/2017 2:26 PM
180	25	7/12/2017 2:20 PM
181	12	7/12/2017 1:44 PM
182	25	7/6/2017 9:13 AM
183	20	7/5/2017 10:34 AM
184	30	7/4/2017 6:51 AM
#	B. IF YOU HAVE SOMETHING OTHER THAN A 12 MONTH CONTRACT, HOW MANY WORK DAYS DOES YOUR CONTRACT SPECIFY?	DATE
1	250	11/13/2017 2:57 PM
2	220	10/8/2017 11:36 AM
3	215	10/5/2017 5:42 PM
4	226	10/5/2017 1:12 PM
5	214 days	10/5/2017 7:23 AM
6	215	10/4/2017 4:56 PM
7	220	10/4/2017 4:44 PM
8	235	10/4/2017 3:11 PM
9	222	10/4/2017 2:06 PM
10	25	10/4/2017 1:53 PM
11	235	10/4/2017 11:39 AM
12	220	10/4/2017 11:07 AM
13	215 Days, no more than 20-25 days per summer	10/4/2017 10:30 AM
14	220	10/4/2017 10:23 AM
15	210	10/4/2017 10:20 AM
16	260	10/4/2017 10:10 AM
17	213	10/4/2017 10:04 AM

MSSAA Principals' Salary Survey 2017

18	245	10/4/2017 9:16 AM
19	no contract 3 weeks of vacation informally stated	10/4/2017 9:09 AM
20	I have a 225 day work year	10/4/2017 8:49 AM
21	220	10/4/2017 8:48 AM
22	220	10/4/2017 8:45 AM
23	207 days	10/4/2017 8:41 AM
24	210 days	10/4/2017 8:20 AM
25	220	10/4/2017 8:10 AM
26	work 210 days	10/4/2017 8:05 AM
27	213	10/4/2017 8:01 AM
28	211	10/4/2017 8:00 AM
29	220	10/4/2017 7:57 AM
30	215	10/4/2017 7:55 AM
31	not specified-	10/4/2017 7:52 AM
32	215	10/4/2017 7:52 AM
33	213	10/4/2017 7:51 AM
34	Work 215	8/6/2017 11:39 AM
35	224	8/2/2017 10:40 AM
36	215 work days	8/2/2017 9:31 AM
37	minimum or 213	7/29/2017 7:27 AM
38	217	7/27/2017 1:59 PM
39	225 work days	7/22/2017 12:13 PM

Q13 How many years is your current contract?

Answered: 218 Skipped: 12

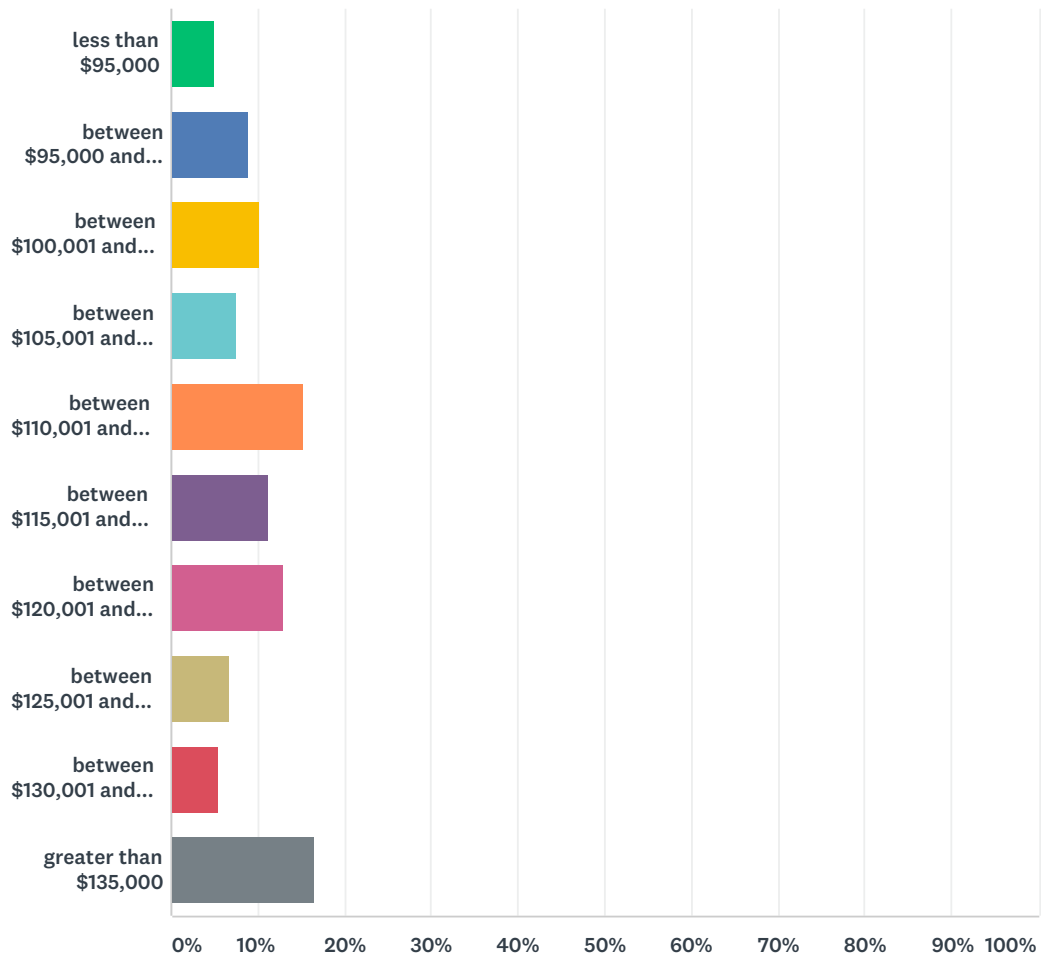


MSSAA Principals' Salary Survey 2017

ANSWER CHOICES	RESPONSES	
1 year	12.84%	28
2 years	5.50%	12
3 years	73.85%	161
4 years	2.29%	5
5 years	5.50%	12
TOTAL		218

Q14 What is your annual salary?

Answered: 223 Skipped: 7



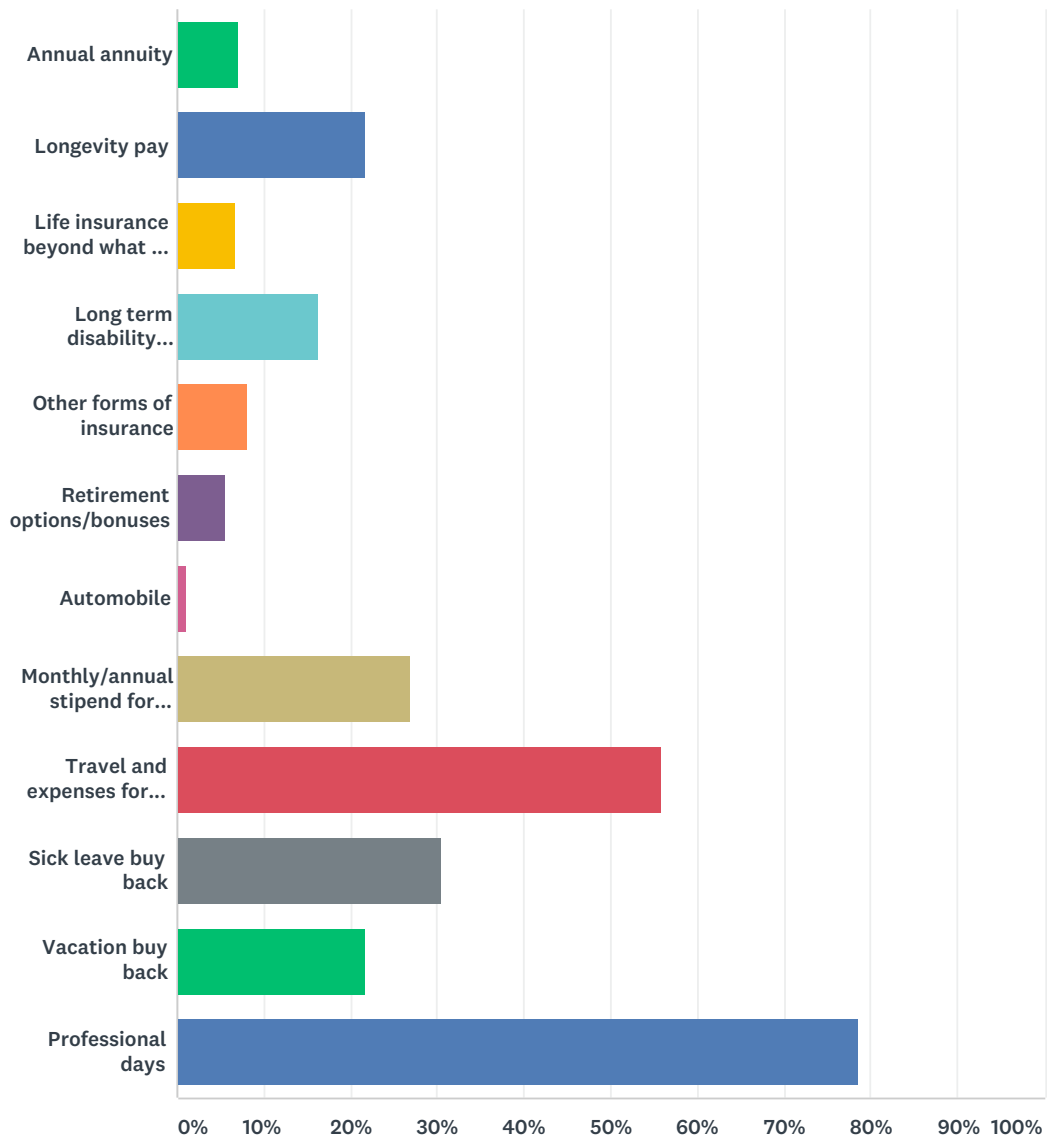
ANSWER CHOICES	RESPONSES	
less than \$95,000	4.93%	11
between \$95,000 and \$100,000	8.97%	20
between \$100,001 and \$105,000	10.31%	23
between \$105,001 and \$110,000	7.62%	17
between \$110,001 and \$115,000	15.25%	34

MSSAA Principals' Salary Survey 2017

between \$115,001 and \$120,000	11.21%	25
between \$120,001 and \$125,000	13.00%	29
between \$125,001 and \$130,000	6.73%	15
between \$130,001 and \$135,000	5.38%	12
greater than \$135,000	16.59%	37
TOTAL		223

Q15 Please check any of the following compensations or benefits that you also receive:

Answered: 197 Skipped: 33



ANSWER CHOICES	RESPONSES
Annual annuity	7.11% 14

MSSAA Principals' Salary Survey 2017

Longevity pay	21.83%	43
Life insurance beyond what the teachers receive	6.60%	13
Long term disability insurance	16.24%	32
Other forms of insurance	8.12%	16
Retirement options/bonuses	5.58%	11
Automobile	1.02%	2
Monthly/annual stipend for travel expenses	26.90%	53
Travel and expenses for out of state conferences	55.84%	110
Sick leave buy back	30.46%	60
Vacation buy back	21.83%	43
Professional days	78.68%	155
Total Respondents: 197		

Q16 Please list any additional benefits or compensation that you receive.

Answered: 43 Skipped: 187

#	RESPONSES	DATE
1	n/a	11/13/2017 2:57 PM
2	phone	10/9/2017 7:45 PM
3	No additional compensation	10/6/2017 7:09 AM
4	phone/data usage/technology	10/4/2017 9:02 PM
5	cell phone	10/4/2017 1:53 PM
6	Cell Phone reimbursement	10/4/2017 11:51 AM
7	NA	10/4/2017 11:15 AM
8	Cell phone reimbursement	10/4/2017 10:52 AM
9	15% 30B Compensation	10/4/2017 10:32 AM
10	I do not take health benefits and I receive half of my would be contribution each year.	10/4/2017 10:26 AM
11	None	10/4/2017 10:21 AM
12	vacation rollover of 5 days only - above five are lost	10/4/2017 9:46 AM
13	none	10/4/2017 9:31 AM
14	Health Insurance Opt out - \$6500	10/4/2017 9:25 AM
15	Cell phone reimbursement	10/4/2017 9:19 AM
16	none	10/4/2017 9:15 AM
17	Cell phone.	10/4/2017 9:09 AM
18	Cell Phone	10/4/2017 8:51 AM
19	Phone or compensation for data-package, \$1000 for any professional development conference in addition to MSAA SI and NASSP Conference expenses.	10/4/2017 8:48 AM

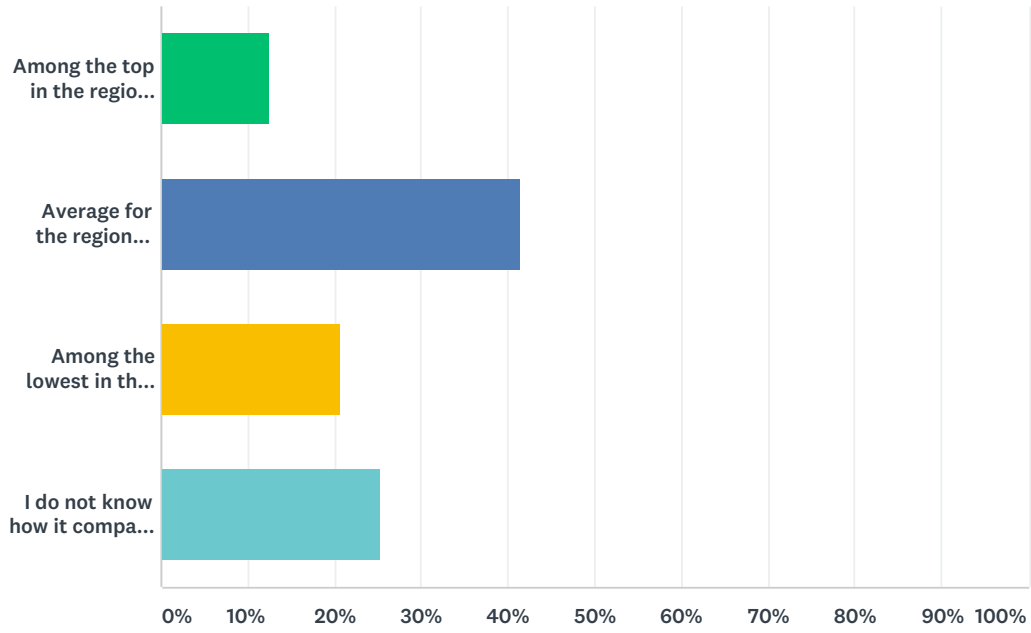
MSSAA Principals' Salary Survey 2017

20	\$500 towards professional membership, 5 vacation days can be carried over w/prior supt. approval	10/4/2017 8:44 AM
21	75% health insurance paid	10/4/2017 8:37 AM
22	stipend for cell phone;	10/4/2017 8:34 AM
23	Phone	10/4/2017 8:34 AM
24	cell phone	10/4/2017 8:25 AM
25	cell phone reimbursement monthly	10/4/2017 8:22 AM
26	Able to telecommute for ten days in July/August and all snow days	10/4/2017 8:19 AM
27	cell phone	10/4/2017 8:03 AM
28	2 Personal Days	10/4/2017 8:02 AM
29	\$60/month for cell phone	10/4/2017 8:01 AM
30	Yearly 500 expenses allowance	10/4/2017 8:01 AM
31	phone allowance	10/4/2017 7:54 AM
32	cell phone	10/4/2017 7:53 AM
33	cell phone	10/4/2017 7:52 AM
34	Monthly payment for data use on cell phone	8/11/2017 11:15 AM
35	N/A	8/3/2017 8:17 AM
36	Cell Phone	8/2/2017 12:52 PM
37	Cellular reimbursement	7/31/2017 8:04 AM
38	Health insurance opt out incentive \$6500	7/30/2017 9:34 PM
39	3 personal days	7/28/2017 10:02 AM
40	Phone allowance	7/27/2017 1:59 PM
41	cell phone	7/27/2017 6:36 AM
42	None	7/26/2017 6:59 AM
43	cell phone stipend	7/24/2017 12:34 PM

Q17 How would you describe your total compensation package?

Answered: 222 Skipped: 8

MSSAA Principals' Salary Survey 2017



ANSWER CHOICES	RESPONSES	
Among the top in the region where you work	12.61%	28
Average for the region where you work	41.44%	92
Among the lowest in the region where you work	20.72%	46
I do not know how it compares to other principals	25.23%	56
TOTAL		222