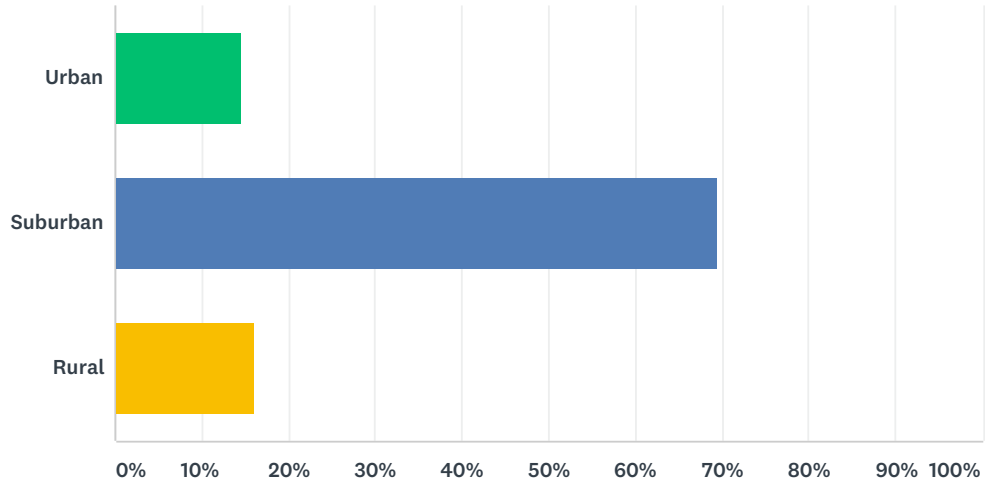


Q1 Is your school considered

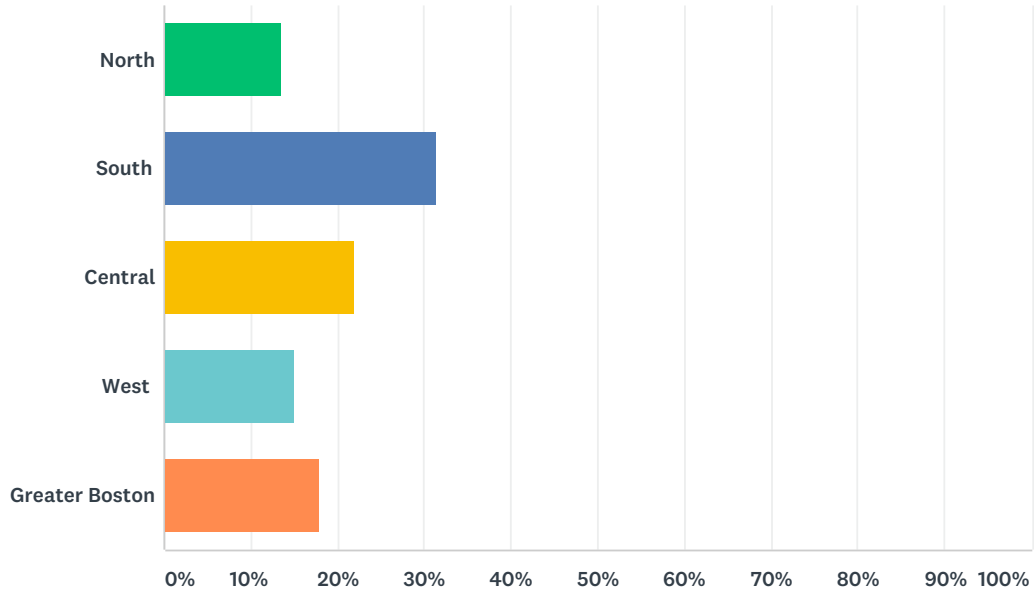
Answered: 281 Skipped: 0



ANSWER CHOICES	RESPONSES	
Urban	14.59%	41
Suburban	69.40%	195
Rural	16.01%	45
TOTAL		281

Q2 In which region of the state do you work?

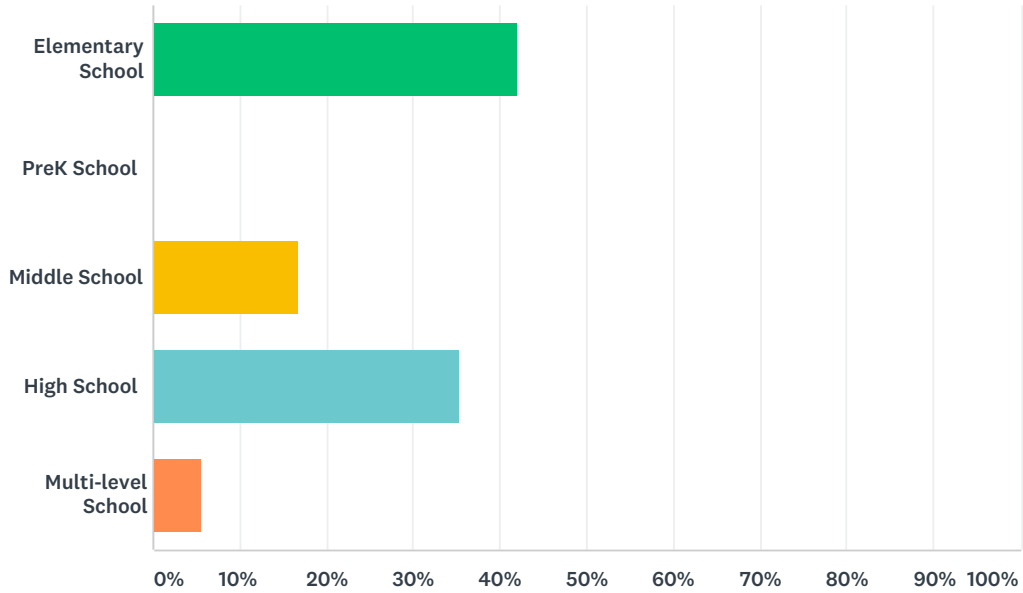
Answered: 278 Skipped: 3



ANSWER CHOICES	RESPONSES	
North	13.67%	38
South	31.29%	87
Central	21.94%	61
West	15.11%	42
Greater Boston	17.99%	50
TOTAL		278

Q3 What level is your school?

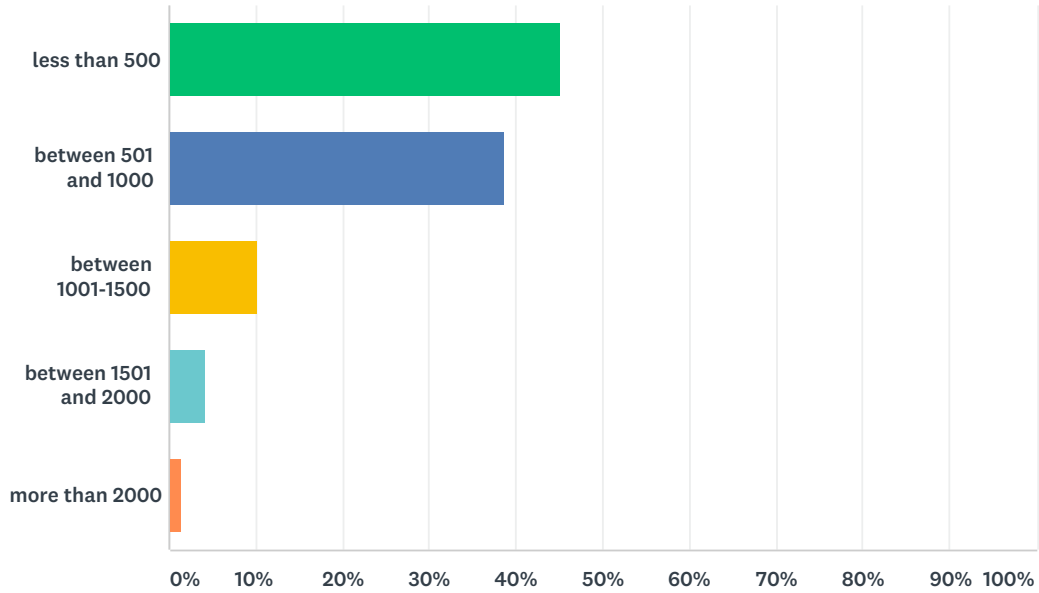
Answered: 280 Skipped: 1



ANSWER CHOICES	RESPONSES	
Elementary School	42.14%	118
PreK School	0.00%	0
Middle School	16.79%	47
High School	35.36%	99
Multi-level School	5.71%	16
TOTAL		280

Q4 How many students are enrolled in your school?

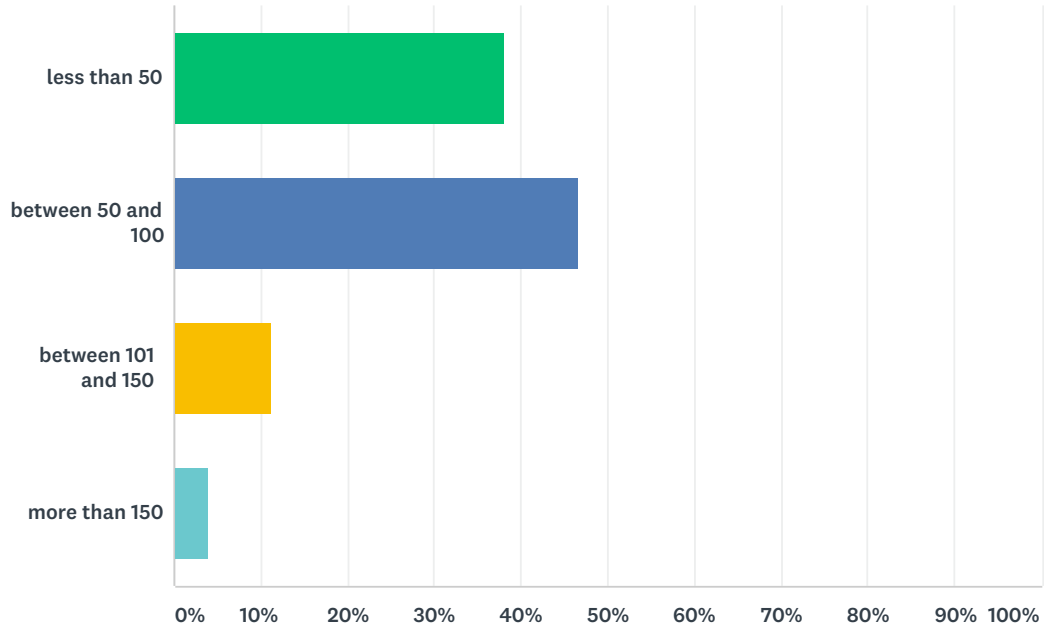
Answered: 281 Skipped: 0



ANSWER CHOICES	RESPONSES	
less than 500	45.20%	127
between 501 and 1000	38.79%	109
between 1001-1500	10.32%	29
between 1501 and 2000	4.27%	12
more than 2000	1.42%	4
TOTAL		281

Q5 How many teachers work at your school?

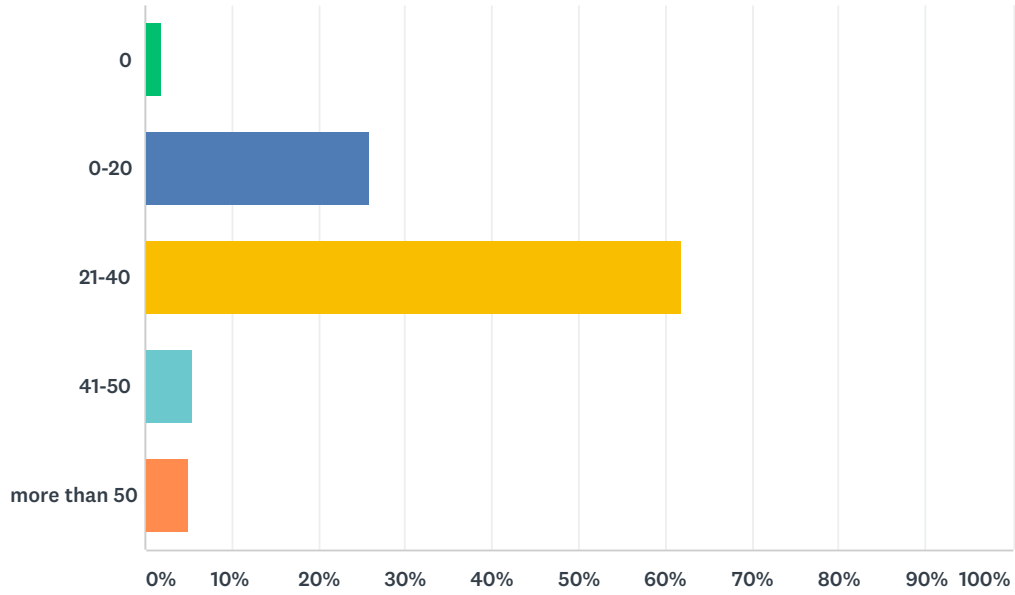
Answered: 281 Skipped: 0



ANSWER CHOICES	RESPONSES	
less than 50	38.08%	107
between 50 and 100	46.62%	131
between 101 and 150	11.39%	32
more than 150	3.91%	11
TOTAL		281

Q6 For how many teachers are you the primary evaluator?

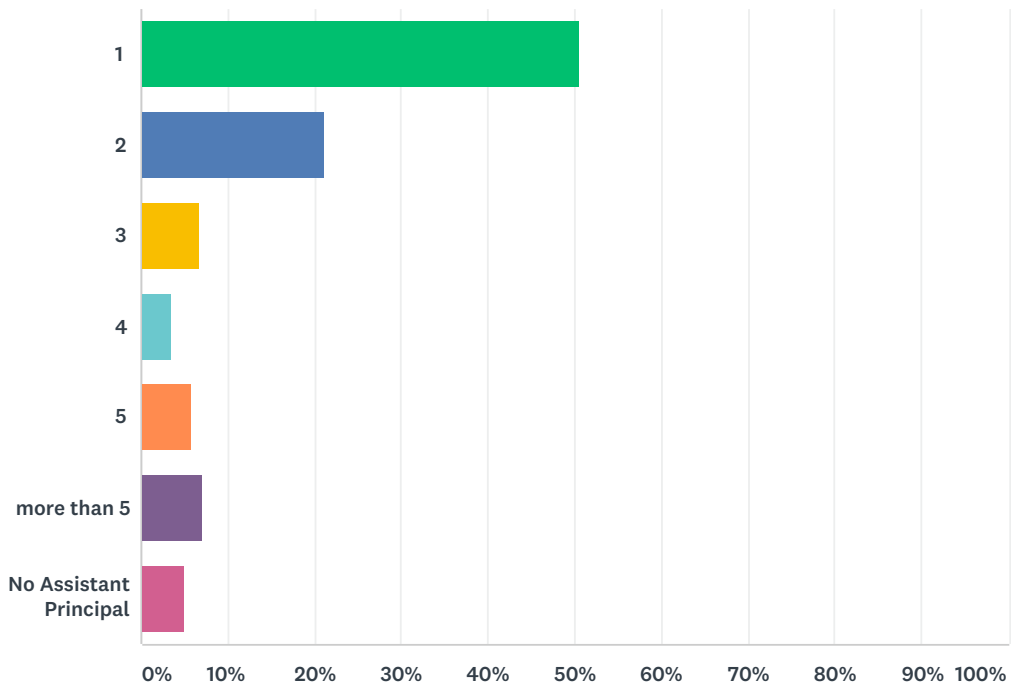
Answered: 281 Skipped: 0



ANSWER CHOICES	RESPONSES	
0	1.78%	5
0-20	25.98%	73
21-40	61.92%	174
41-50	5.34%	15
more than 50	4.98%	14
TOTAL		281

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

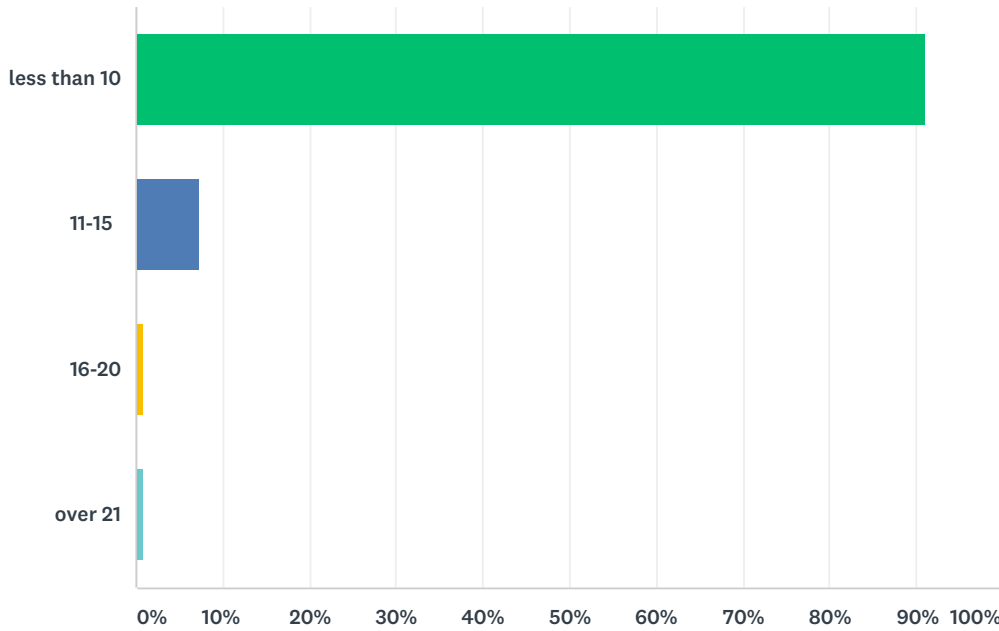
Answered: 223 Skipped: 58



ANSWER CHOICES	RESPONSES	
1	50.67%	113
2	21.08%	47
3	6.73%	15
4	3.59%	8
5	5.83%	13
more than 5	7.17%	16
No Assistant Principal	4.93%	11
TOTAL		223

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

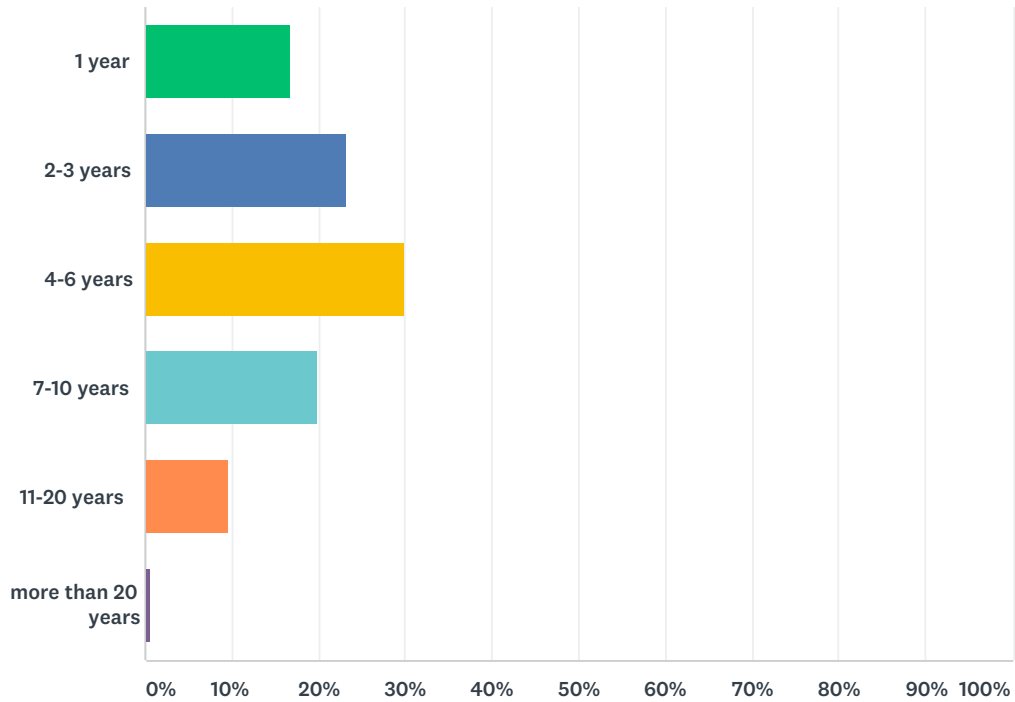
Answered: 256 Skipped: 25



ANSWER CHOICES	RESPONSES	
less than 10	91.02%	233
11-15	7.42%	19
16-20	0.78%	2
over 21	0.78%	2
TOTAL		256

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

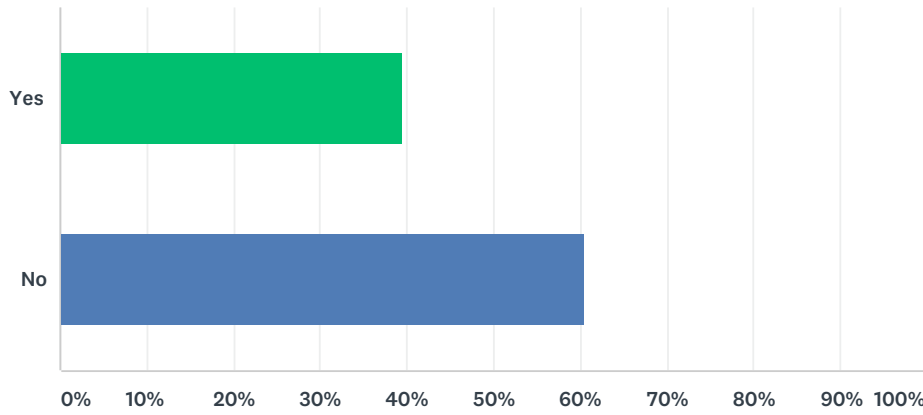
Answered: 281 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 year	16.73%	47
2-3 years	23.13%	65
4-6 years	29.89%	84
7-10 years	19.93%	56
11-20 years	9.61%	27
more than 20 years	0.71%	2
TOTAL		281

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

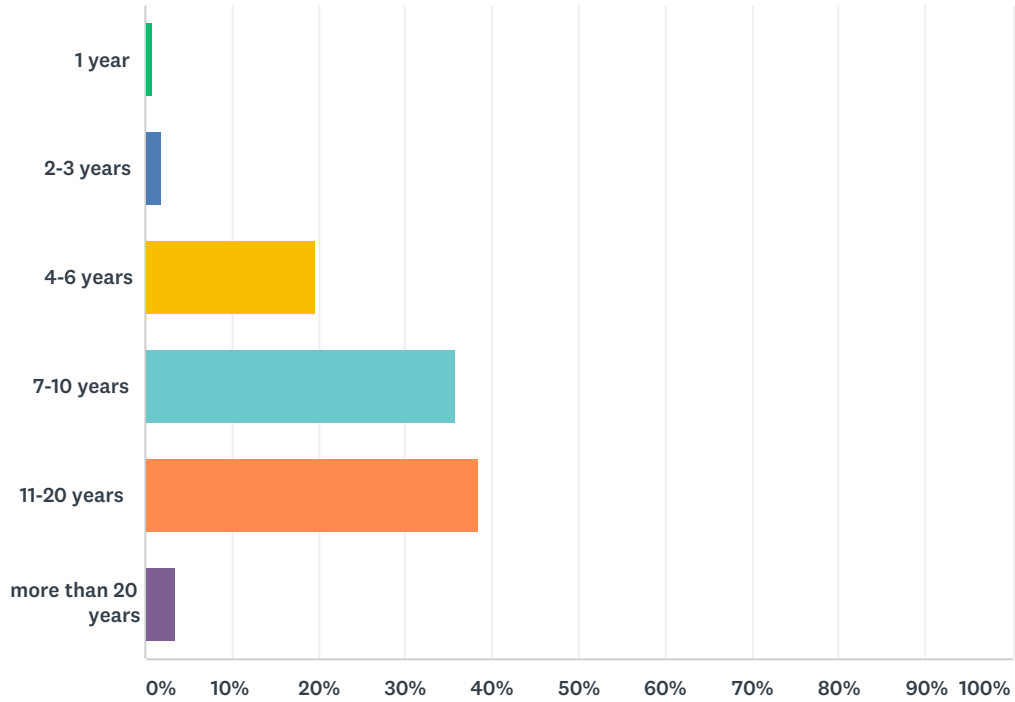
Answered: 281 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	39.50%	111
No	60.50%	170
TOTAL		281

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

Answered: 112 Skipped: 169



ANSWER CHOICES	RESPONSES	
1 year	0.89%	1
2-3 years	1.79%	2
4-6 years	19.64%	22
7-10 years	35.71%	40
11-20 years	38.39%	43
more than 20 years	3.57%	4
TOTAL		112

Q12 Work days, answer either A or B.

Answered: 271 Skipped: 10

ANSWER CHOICES	RESPONSES
A. If you have a 12 month contract, how many vacation days are you allowed per year?	78.60% 213
B. If you have something other than a 12 month contract, how many work days does your contract specify?	21.40% 58

#	A. IF YOU HAVE A 12 MONTH CONTRACT, HOW MANY VACATION DAYS ARE YOU ALLOWED PER YEAR?	DATE
1	25	11/7/2018 7:25 PM
2	30	11/7/2018 1:05 PM
3	20	11/7/2018 10:49 AM
4	25	11/7/2018 9:31 AM
5	25	11/7/2018 8:54 AM
6	25	11/7/2018 8:54 AM
7	25	11/1/2018 8:00 AM
8	25	10/25/2018 6:50 AM
9	25	10/24/2018 2:11 PM
10	25 vacation days	10/24/2018 1:51 PM
11	25 + 14 paid holidays	10/24/2018 1:24 PM
12	25	10/24/2018 1:06 PM
13	20	10/24/2018 12:57 PM
14	30 days	10/24/2018 12:49 PM
15	30	10/24/2018 12:43 PM
16	25	10/24/2018 12:39 PM
17	20	9/20/2018 12:34 PM
18	25	9/18/2018 7:03 AM
19	25	9/12/2018 7:23 PM
20	25 with 5 additional able to roll forward if not used.	9/12/2018 9:24 AM
21	25 vacation days	9/12/2018 7:31 AM
22	25	9/11/2018 8:47 PM
23	25	9/11/2018 7:14 PM
24	25	9/11/2018 7:34 AM
25	25	9/11/2018 5:29 AM
26	25	9/10/2018 7:55 PM
27	25	9/10/2018 6:27 PM
28	25	9/10/2018 6:19 PM
29	25	9/10/2018 3:27 PM
30	25	9/10/2018 3:03 PM
31	20	9/10/2018 2:45 PM

MSAA Principals' Salary Survey 2018

32	25	9/10/2018 2:16 PM
33	25	9/10/2018 10:15 AM
34	25	9/10/2018 10:07 AM
35	25 days	9/10/2018 9:37 AM
36	27	9/10/2018 9:24 AM
37	25	9/10/2018 8:54 AM
38	25	9/10/2018 8:36 AM
39	25	9/10/2018 8:33 AM
40	25	9/10/2018 7:58 AM
41	25....can carry 5	9/10/2018 6:54 AM
42	25	9/10/2018 6:54 AM
43	25	9/10/2018 6:18 AM
44	20	9/10/2018 5:52 AM
45	30	9/10/2018 5:45 AM
46	25-30	9/10/2018 5:24 AM
47	25	9/9/2018 8:00 PM
48	30	9/9/2018 7:54 PM
49	25	9/9/2018 4:14 PM
50	25	9/9/2018 10:08 AM
51	20	9/9/2018 9:25 AM
52	20	9/9/2018 8:16 AM
53	25	9/9/2018 7:33 AM
54	20	9/8/2018 11:12 PM
55	25	9/8/2018 4:15 PM
56	25	9/8/2018 3:46 PM
57	25	9/8/2018 2:13 PM
58	24	9/8/2018 12:57 PM
59	28	9/8/2018 12:09 PM
60	25	9/8/2018 11:35 AM
61	25	9/8/2018 8:48 AM
62	20	9/8/2018 8:28 AM
63	20	9/8/2018 8:10 AM
64	25	9/8/2018 8:03 AM
65	25	9/8/2018 7:48 AM
66	25	9/8/2018 5:34 AM
67	20	9/8/2018 5:23 AM
68	20	9/7/2018 5:45 PM
69	25	9/7/2018 5:31 PM
70	35	9/7/2018 5:30 PM
71	25	9/7/2018 4:59 PM
72	25	9/7/2018 4:54 PM

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73	25	9/7/2018 4:34 PM
74	28	9/7/2018 4:31 PM
75	25	9/7/2018 4:15 PM
76	not sure -- I never manage to use them all:)	9/7/2018 3:43 PM
77	25	9/7/2018 3:41 PM
78	25	9/7/2018 3:34 PM
79	25	9/7/2018 3:31 PM
80	30	9/7/2018 3:25 PM
81	25	9/7/2018 3:21 PM
82	25	9/7/2018 3:19 PM
83	20	9/7/2018 3:18 PM
84	25	9/7/2018 3:16 PM
85	25	9/7/2018 3:02 PM
86	25	9/7/2018 3:00 PM
87	25	9/7/2018 2:58 PM
88	25	9/7/2018 2:54 PM
89	30	9/7/2018 2:47 PM
90	25	9/7/2018 2:15 PM
91	2 per month accrued	9/7/2018 2:11 PM
92	20	9/7/2018 2:01 PM
93	30 days	9/7/2018 1:53 PM
94	25	9/7/2018 1:49 PM
95	25	9/7/2018 1:47 PM
96	25	9/7/2018 1:38 PM
97	25	9/7/2018 1:38 PM
98	25	9/7/2018 1:29 PM
99	12 month contract 214 days	9/7/2018 1:29 PM
100	25	9/7/2018 1:27 PM
101	20	9/7/2018 1:22 PM
102	20	9/7/2018 1:21 PM
103	25	9/7/2018 1:20 PM
104	20	9/7/2018 1:12 PM
105	My contract is 228 days a year	9/7/2018 1:09 PM
106	25	9/7/2018 1:02 PM
107	15	9/7/2018 12:56 PM
108	Twenty Five	9/7/2018 12:45 PM
109	4 but have summers and vacations to determine extra days worked schedule for flexibility	9/7/2018 12:45 PM
110	30	9/7/2018 12:40 PM
111	25	9/7/2018 12:39 PM
112	25	9/7/2018 12:37 PM
113	25 days with an additional 5 days that can be carried over for a total of 30 days	9/7/2018 12:36 PM

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114	25	9/7/2018 12:35 PM
115	35	9/7/2018 12:31 PM
116	20	9/7/2018 12:27 PM
117	14	9/7/2018 12:27 PM
118	28	9/7/2018 12:25 PM
119	25	9/7/2018 12:23 PM
120	25	9/7/2018 12:21 PM
121	26	9/7/2018 12:21 PM
122	20	9/7/2018 12:21 PM
123	25	9/7/2018 12:20 PM
124	25	9/7/2018 12:18 PM
125	25	9/7/2018 12:17 PM
126	30	9/7/2018 12:16 PM
127	25	9/7/2018 12:14 PM
128	30	9/7/2018 12:14 PM
129	22	9/7/2018 12:14 PM
130	15	9/7/2018 12:08 PM
131	20	9/7/2018 12:06 PM
132	work 220 days a year	9/7/2018 12:05 PM
133	25	9/7/2018 12:03 PM
134	25	9/7/2018 12:03 PM
135	25	9/7/2018 12:03 PM
136	25	9/7/2018 12:02 PM
137	30	9/7/2018 12:01 PM
138	25	9/7/2018 11:59 AM
139	25	9/7/2018 11:59 AM
140	25	9/7/2018 11:58 AM
141	25	9/7/2018 11:57 AM
142	25	9/7/2018 11:57 AM
143	25	9/7/2018 11:54 AM
144	25	9/7/2018 11:53 AM
145	23	9/7/2018 11:53 AM
146	20	9/7/2018 11:53 AM
147	We work 225 days	9/7/2018 11:52 AM
148	25	9/7/2018 11:52 AM
149	25	9/7/2018 11:51 AM
150	25	9/7/2018 11:51 AM
151	22	9/7/2018 11:51 AM
152	25	9/7/2018 11:49 AM
153	25	9/7/2018 11:48 AM
154	20 Days	9/7/2018 11:48 AM

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155	25	9/7/2018 11:48 AM
156	20	9/7/2018 11:47 AM
157	25	9/7/2018 11:47 AM
158	25	9/7/2018 11:47 AM
159	25	9/7/2018 11:46 AM
160	28	9/7/2018 11:45 AM
161	25	9/7/2018 11:43 AM
162	30	9/7/2018 11:43 AM
163	25 days	9/7/2018 11:43 AM
164	25	9/7/2018 11:42 AM
165	25	9/7/2018 11:42 AM
166	25	9/7/2018 11:41 AM
167	25	9/7/2018 11:41 AM
168	25	9/7/2018 11:41 AM
169	40	9/7/2018 11:41 AM
170	30	9/7/2018 11:41 AM
171	25	9/7/2018 11:41 AM
172	40	9/7/2018 11:41 AM
173	30	9/7/2018 11:39 AM
174	25	9/7/2018 11:39 AM
175	23	9/7/2018 11:39 AM
176	30	9/7/2018 11:39 AM
177	25	9/7/2018 11:38 AM
178	20	9/7/2018 11:38 AM
179	25	9/7/2018 11:38 AM
180	30	9/7/2018 11:37 AM
181	10	9/7/2018 11:36 AM
182	35	9/7/2018 11:36 AM
183	25	9/7/2018 11:36 AM
184	25	9/7/2018 11:35 AM
185	25	9/7/2018 11:35 AM
186	25	9/7/2018 11:34 AM
187	32	9/7/2018 11:34 AM
188	220 days all together	9/7/2018 11:34 AM
189	25	9/7/2018 11:34 AM
190	25	9/7/2018 11:34 AM
191	14	9/7/2018 11:34 AM
192	25	9/7/2018 11:34 AM
193	28	9/7/2018 11:33 AM
194	25	9/7/2018 11:33 AM
195	25	9/7/2018 11:33 AM

MSAA Principals' Salary Survey 2018

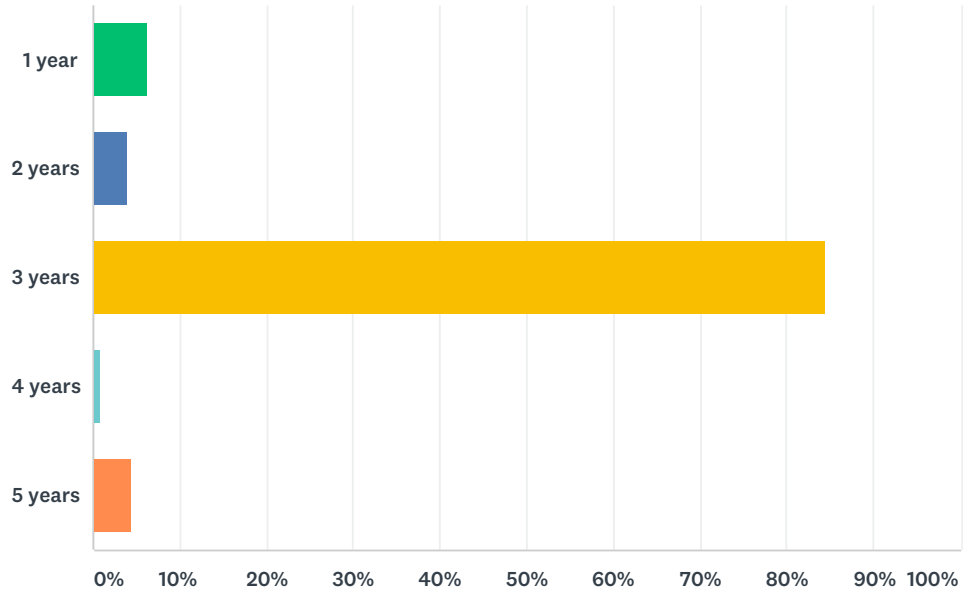
196	25	8/2/2018 5:37 PM
197	25	8/2/2018 7:12 AM
198	25	7/31/2018 10:09 AM
199	30	7/31/2018 9:07 AM
200	27	7/30/2018 12:44 PM
201	Twenty Five	7/30/2018 12:02 PM
202	20	7/30/2018 12:01 PM
203	25	7/30/2018 10:55 AM
204	27	7/30/2018 10:41 AM
205	25	7/29/2018 12:16 PM
206	25	7/27/2018 4:43 PM
207	30	7/27/2018 1:15 PM
208	25	7/26/2018 6:02 PM
209	30	7/26/2018 1:15 PM
210	27	7/26/2018 11:02 AM
211	25	7/26/2018 7:29 AM
212	25 days	7/23/2018 5:46 AM
213	20	7/17/2018 12:37 PM
#	B. IF YOU HAVE SOMETHING OTHER THAN A 12 MONTH CONTRACT, HOW MANY WORK DAYS DOES YOUR CONTRACT SPECIFY?	DATE
1	220 work days	10/25/2018 7:14 AM
2	218	10/24/2018 6:44 PM
3	215 days	9/14/2018 11:42 AM
4	210 days per school year	9/13/2018 9:08 AM
5	211	9/12/2018 9:18 PM
6	213	9/11/2018 8:07 AM
7	223	9/10/2018 10:13 AM
8	239	9/10/2018 7:12 AM
9	218	9/9/2018 5:19 PM
10	215 working days	9/9/2018 1:53 PM
11	213	9/8/2018 5:46 AM
12	220	9/7/2018 4:13 PM
13	220	9/7/2018 3:35 PM
14	215	9/7/2018 3:34 PM
15	220	9/7/2018 3:17 PM
16	190	9/7/2018 3:00 PM
17	195	9/7/2018 2:57 PM
18	225	9/7/2018 1:44 PM
19	215	9/7/2018 1:31 PM
20	203	9/7/2018 1:16 PM
21	223	9/7/2018 12:53 PM

MSAA Principals' Salary Survey 2018

22	223	9/7/2018 12:50 PM
23	215	9/7/2018 12:47 PM
24	203	9/7/2018 12:45 PM
25	205	9/7/2018 12:41 PM
26	210 days	9/7/2018 12:36 PM
27	220	9/7/2018 12:34 PM
28	205	9/7/2018 12:33 PM
29	225 days	9/7/2018 12:29 PM
30	220 days	9/7/2018 12:09 PM
31	213	9/7/2018 12:07 PM
32	203	9/7/2018 12:07 PM
33	213	9/7/2018 12:05 PM
34	220	9/7/2018 12:05 PM
35	224	9/7/2018 11:58 AM
36	215 days	9/7/2018 11:57 AM
37	215	9/7/2018 11:55 AM
38	217	9/7/2018 11:54 AM
39	215	9/7/2018 11:53 AM
40	220	9/7/2018 11:52 AM
41	214	9/7/2018 11:52 AM
42	220	9/7/2018 11:51 AM
43	220	9/7/2018 11:48 AM
44	205 days	9/7/2018 11:47 AM
45	12 month contract with a 225 work day schedule	9/7/2018 11:47 AM
46	25 days more than students	9/7/2018 11:46 AM
47	215	9/7/2018 11:46 AM
48	220	9/7/2018 11:45 AM
49	215	9/7/2018 11:43 AM
50	117	9/7/2018 11:42 AM
51	217	9/7/2018 11:41 AM
52	215	9/7/2018 11:40 AM
53	210	9/7/2018 11:35 AM
54	220	8/1/2018 8:42 AM
55	215	7/28/2018 1:58 PM
56	213	7/26/2018 12:10 PM
57	211	7/26/2018 10:36 AM
58	210	7/17/2018 12:14 PM

Q13 How many years is your current contract?

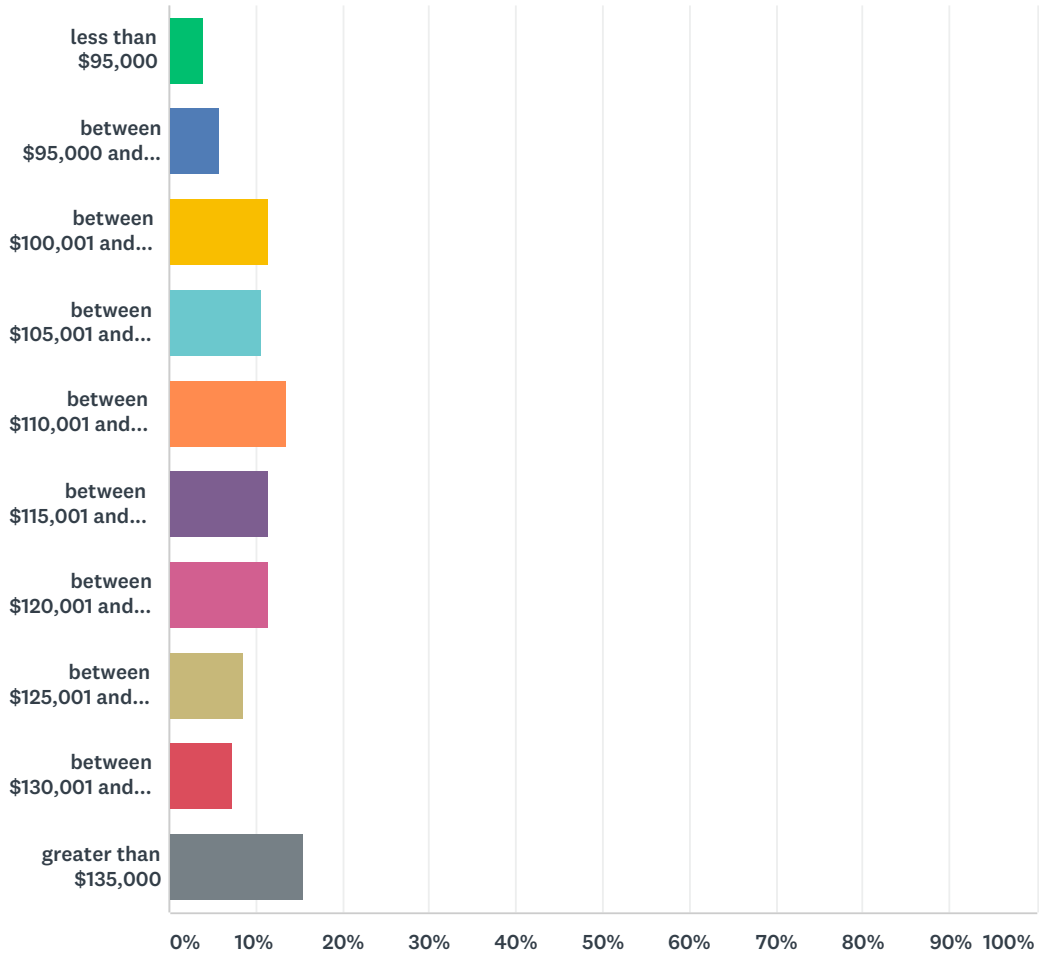
Answered: 270 Skipped: 11



ANSWER CHOICES	RESPONSES	
1 year	6.30%	17
2 years	4.07%	11
3 years	84.44%	228
4 years	0.74%	2
5 years	4.44%	12
TOTAL		270

Q14 What is your annual salary?

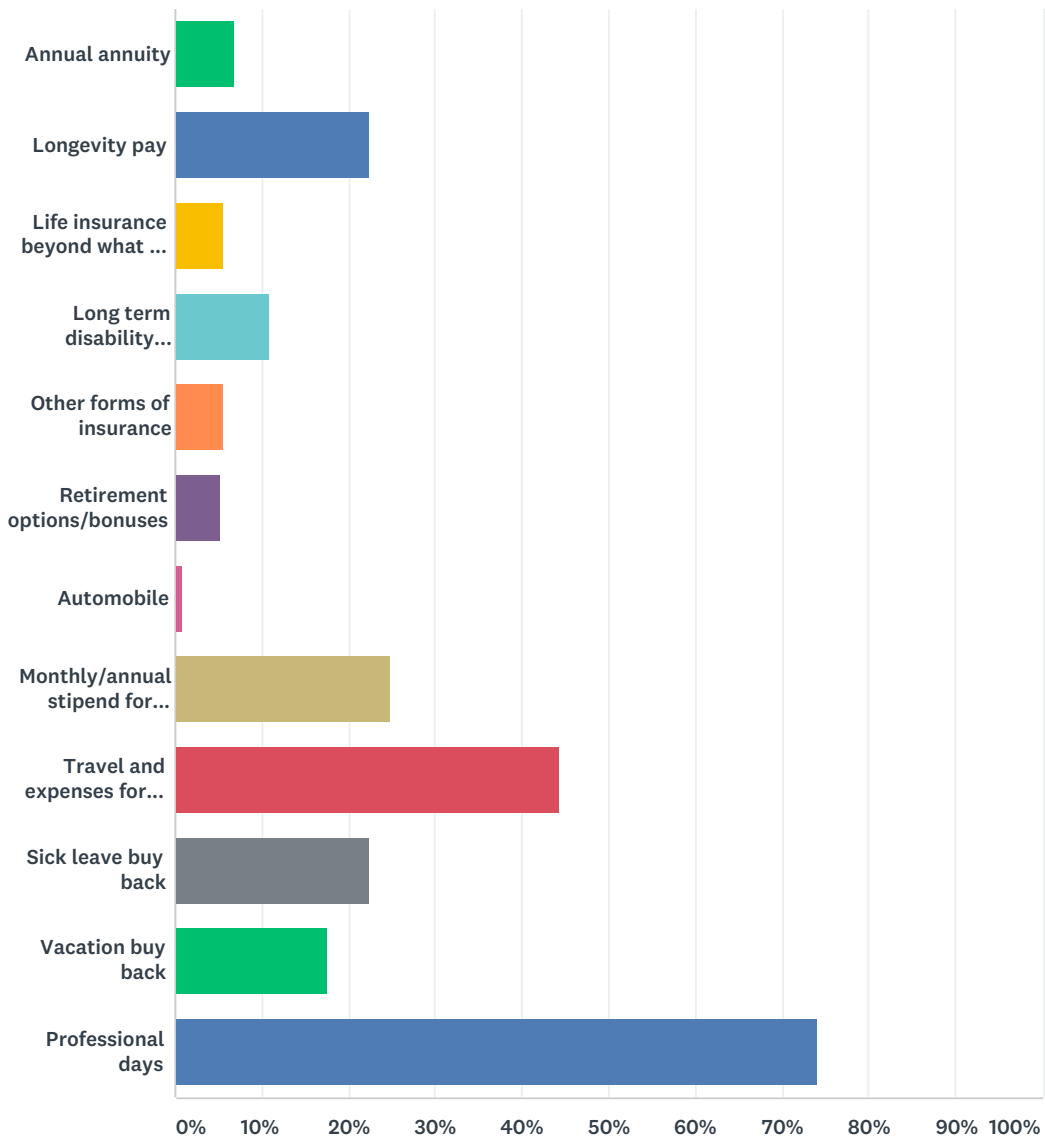
Answered: 271 Skipped: 10



ANSWER CHOICES	RESPONSES	
less than \$95,000	4.06%	11
between \$95,000 and \$100,000	5.90%	16
between \$100,001 and \$105,000	11.44%	31
between \$105,001 and \$110,000	10.70%	29
between \$110,001 and \$115,000	13.65%	37
between \$115,001 and \$120,000	11.44%	31
between \$120,001 and \$125,000	11.44%	31
between \$125,001 and \$130,000	8.49%	23
between \$130,001 and \$135,000	7.38%	20
greater than \$135,000	15.50%	42
TOTAL		271

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

Answered: 232 Skipped: 49



ANSWER CHOICES	RESPONSES	
Annual annuity	6.90%	16
Longevity pay	22.41%	52
Life insurance beyond what the teachers receive	5.60%	13
Long term disability insurance	10.78%	25
Other forms of insurance	5.60%	13
Retirement options/bonuses	5.17%	12
Automobile	0.86%	2

MSAA Principals' Salary Survey 2018

Monthly/annual stipend for travel expenses	25.00%	58
Travel and expenses for out of state conferences	44.40%	103
Sick leave buy back	22.41%	52
Vacation buy back	17.67%	41
Professional days	74.14%	172
Total Respondents: 232		

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

Answered: 61 Skipped: 220

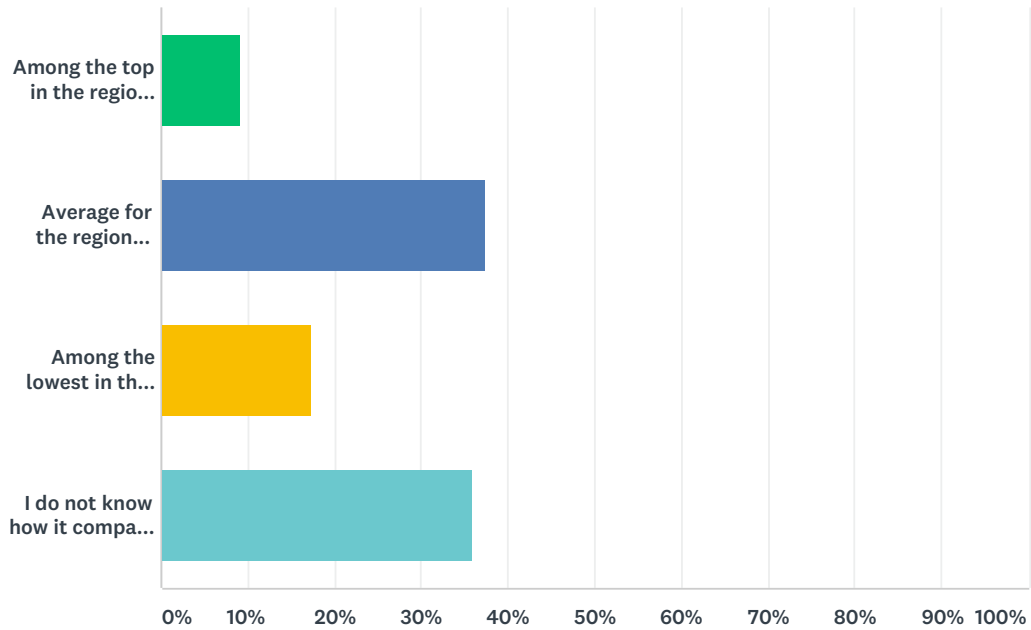
#	RESPONSES	DATE
1	cell phone	11/7/2018 8:54 AM
2	2 Personal Days, 15 sick days	10/24/2018 1:51 PM
3	Cell Phone	10/24/2018 12:57 PM
4	small stipend for phone	10/24/2018 12:49 PM
5	Tuition reimbursement, Health insurance opt out stipend	10/24/2018 12:39 PM
6	my district did pay for my entire doctorate program, however this was negotiated in my contract and I forgone increases in pay for the years that I was in school.	9/14/2018 11:42 AM
7	cell phone stipend monthly	9/11/2018 7:14 PM
8	Cellphone	9/10/2018 9:24 AM
9	district pays for a cellphone	9/10/2018 8:36 AM
10	none	9/10/2018 6:54 AM
11	monthly cell phone allowance	9/10/2018 6:18 AM
12	cellular phone stipend	9/9/2018 5:19 PM
13	Cell phone reimbursement	9/9/2018 10:08 AM
14	Personal Days	9/8/2018 12:57 PM
15	cell phone stipend	9/8/2018 8:03 AM
16	Phone	9/8/2018 7:48 AM
17	sick leave bank	9/8/2018 5:46 AM
18	\$1500 memberships and PD	9/7/2018 4:59 PM
19	cellphone reimbursement	9/7/2018 4:31 PM
20	none	9/7/2018 4:13 PM
21	Committee stipens	9/7/2018 3:21 PM
22	Expenses for professional organization memberships	9/7/2018 3:19 PM
23	cell phone, ipad, computer	9/7/2018 1:29 PM
24	\$30 per month toward cell phone	9/7/2018 1:27 PM
25	1200 per year for choice of disability, insurance, in district mileage	9/7/2018 1:20 PM
26	Education	9/7/2018 12:50 PM
27	Phone allowance \$50/mo. Also a 403 B match up to 600	9/7/2018 12:47 PM
28	health, dental, vision	9/7/2018 12:45 PM
29	cell phone (updated every 2 years)	9/7/2018 12:41 PM
30	some benefits are offered that I do not use ex insurances	9/7/2018 12:40 PM
31	A yearly sum of money for my own professional development	9/7/2018 12:37 PM
32	Phone reimbursement	9/7/2018 12:31 PM
33	mobile phone and Doctorate courses	9/7/2018 12:29 PM
34	cell phone/cell phone service	9/7/2018 12:27 PM

MSAA Principals' Salary Survey 2018

35	Paid cell phone	9/7/2018 12:20 PM
36	18 sick days each year, can be rolled over	9/7/2018 12:17 PM
37	stipend for doctorate	9/7/2018 12:08 PM
38	annual compensation for cell phone use	9/7/2018 12:07 PM
39	Cell phone reimbursement	9/7/2018 12:03 PM
40	cell phone for reduced rate	9/7/2018 11:59 AM
41	phone	9/7/2018 11:58 AM
42	8 additional vacation days for three in-school vacation weeks	9/7/2018 11:53 AM
43	cell phone	9/7/2018 11:52 AM
44	Cell Phone	9/7/2018 11:52 AM
45	Work cell phone	9/7/2018 11:51 AM
46	laptop	9/7/2018 11:47 AM
47	Annuity every 5 years	9/7/2018 11:47 AM
48	cell phone reimbursement/tuition reimbursement for up to \$3,000/year	9/7/2018 11:43 AM
49	cell phone subsidy	9/7/2018 11:42 AM
50	\$100.00 per month cell phone reimbursement	9/7/2018 11:41 AM
51	personal days (3)	9/7/2018 11:41 AM
52	5 personal days	9/7/2018 11:39 AM
53	Tuition stipend	9/7/2018 11:38 AM
54	Health Ins	9/7/2018 11:35 AM
55	Phone allowance	9/7/2018 11:34 AM
56	stipend for cell phone	7/30/2018 12:02 PM
57	phone stipend	7/30/2018 12:01 PM
58	Health, Dental, Paid sick leave, Paid vacation time, Paid personal days	7/30/2018 10:41 AM
59	cell phone stipend 500 a year	7/28/2018 1:58 PM
60	Cell phone	7/27/2018 1:15 PM
61	cell phone allowance	7/26/2018 1:15 PM

Q17 How would you describe your total compensation package?

Answered: 270 Skipped: 11



ANSWER CHOICES	RESPONSES	
Among the top in the region where you work	9.26%	25
Average for the region where you work	37.41%	101
Among the lowest in the region where you work	17.41%	47
I do not know how it compares to other principals	35.93%	97
TOTAL		270