



High School Principals' Salary Survey April 2010

1. Is your school considered

Urban	19.3%	36
Suburban	62.6%	117
Rural	18.2%	34

Answered question 187

Skipped question 0

2. In which region of the state do you work?

North	18.8%	35
South	25.8%	48
Central	21.0%	39
West	19.9%	37
Greater Boston	14.5%	27

Answered question 186

Skipped question 1

3. How many students are enrolled in your high school?

Less than 500	17.6%	33
Between 501 and 1000	43.9%	82
Between 1001-1500	26.2%	49
Between 1501 and 2000	8.0%	15
Between 2001 and 2500	3.2%	6
Between 2501 and 3000	1.1%	2
Over 3000	0.0%	0

Answered question 187

Skipped question 0

4. What percentage of your students are on free and/or reduced lunch?

0-10%	39.6%	74
11-25%	31.0%	58
26-50%	18.7%	35
51-75%	8.6%	16
Over 75%	2.1%	4

Answered question 187

Skipped question 0

5. What percentage of your students are considered to be ELL?

0%	15.5%
Under 1%	26.1%
1-3%	33.9%
4-5%	8.9%
6-10%	8.3%
11-15%	3.8%
20%	1%
21-25%	1%
30%	.5%
60%	1%

NOTE:

0-3%	75.5 %
-------------	---------------

Answered question 181

Skipped question 6

6. How many teachers work at your high school?

Less than 50	20.9%	39
Between 50 and 100	54.0%	101
Between 101 and 150	18.7%	35
Between 151 and 200	3.7%	7
Between 201 and 250	2.1%	4
Over 250	0.5%	1

Answered question 187

Skipped question 0

7. For how many teachers are you the primary evaluator?

0	4.8%	9
0-20	36.9%	69
21-50	43.9%	82
51-100	12.3%	23
101-150	0.5%	1
151-200	1.6%	3
201-250	0.0%	0
Over 250	0.0%	0

Answered question 187

Skipped question 0

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

1	32.6%	59
2	37.6%	68
3	11.0%	20
4	10.5%	19
5	3.3%	6
More than 5	5.0%	9

Answered question 181

Skipped question 6

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

Less than 10	66.8%	123
11-15	26.1%	48
16-20	6.5%	12
Over 21	0.5%	1

Answered question 184

Skipped question 3

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

1 year	17.6%	33
2-3 years	27.3%	51
4-6 years	31.6%	59
7-10 years	13.9%	26
11-20 years	6.4%	12
More than 20 years	3.2%	6

Answered question 187

Skipped question 0

11. Have you worked as a principal in any other schools?

Yes	31.2%	58
No	68.8%	128

Answered question 186

Skipped question 1

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

1 year	0.0%	0
2-3 years	1.7%	1
4-6 years	20.7%	12
7-10 years	34.5%	20
11-20 years	32.8%	19
More than 20 years	10.3%	6

Answered question 58

Skipped question 129

13. How many work days does your contract specify?

12 months	19.5%
• 4 Weeks Vacation	3.4%
• 5 Weeks Vacation	7.5%
• 6 Weeks Vacation	2.2%
205-210 days	2.3%
211-219 Days	4.6%
220 Days	22.9%
221- 224 Days	3.4%
225 Days	16.6%
226- 229 Days	2.2%
230 Days	5.2%
231 - 235 Days	5.7%
240-246 Days	7.5%
260 - 265 Days	5.1%
Other responses	5.0%

NOTE:
220- 230 Days 50.3%

Answered question 174
Skipped question 13

14. What percentage do you contribute to health care/insurance costs?
Response

0%	2.3%
10%	1.7%
15%	7.5%
20%	17.8%
25%	19.5%
30%	9.1%
40%	1.7%
50%	13.8%
60%	1.1%
75%	1.1%
80%	1.7%
Not Sure	4.0%
N/A	8.0%
Single Answer/ No Match	10.7%

NOTE:
20 – 30% 46.4 %

Answered question 174
Skipped question 13

15. How many years is your current contract?

1 year	11.0%	19
2 years	5.8%	10
3 years	77.3%	133
4 years	2.9%	5
5 years	2.9%	5

Answered question 172
Skipped question 15

16. What is your annual salary?

60,000 – 65,000	.7%
70,000 – 76,000	1.1%
85,000 – 90,000	5.15
91,000 - 94,000	4.0%
95,000 – 100,000	14.9%
101,000 – 105,000	15.5%
106,000 – 110,000	12.7%
111,000 – 115,000	16.1%
116,000 – 120,000	9.1%
121, 000 – 125,000	6.9%
126,000 – 130,000	5.1%
131,000 – 135,000	4.5%

136,000 – 140,000	1.7%
145, 000 – 150,000	.7%
Other:	1.85%

NOTE:

95,000 – 105, 000	30.4%
106,000 – 115,000	28.8%

Answered question 174
 Skipped question 13

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

Annual annuity	10.3%	16
Longevity pay	25.0%	39
Life insurance beyond what the Teachers receive	9.0%	14
Long term disability insurance	16.0%	25
Other forms of insurance	3.8%	6
Retirement options/bonuses	7.1%	11
Automobile	1.3%	2
Monthly/annual stipend for travel Expenses	25.0%	39
Travel and expenses for out of State conferences	48.1%	75
Sick leave buy back	41.0%	64
Vacation buy back	24.4%	38
Professional days	69.9%	109

Answered question 156
 Skipped question 31

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

none
 reimbursement for phone data plan
 0
 sick leave-no buy back
 0
 NA
 2,500 for professional development/course work
 none
 5 weeks vacation annually
 0
 cell phone
 Mileage, Tuition Reimbursement
 year one: paid mentor, moving expenses
 \$1,500.00 annual "Special Project" stipend
 none
 none
 I can accumulate 60 vacation days. I have and will be paid for any not
 taken when I leave this position.
 merit pay based on goals
 cell phone, laptops, tuition reimbursement
 monthly phone/internet
 0
 tuition remission for my children
 none

Tuition reimbursement for approved courses
 1 annual conf (ASCD or NASSP)
 tuition \$7,000 per year
 annual annuity 2000, one week vacation buy back
 The district reimburses my cell phone bill.
 Tuition Reimbursement (\$7,000 per FY)
 \$1500 PD allowance (unlimited in reality)
 stipened for cell phone
 2500.00 Longevity
 None
 0
 none
 \$1500 - Travel
 Merit Bonus based on evaluation
 free phone, \$7000 tuition reimbursement, \$2500 w/no insurance
 0
 phone/internet stipend
 none
 None
 \$25/month for telephone
 course reimbursement (3 per year)
 none
 0
 Tuition reimbursement
 The esteem income earned from my presen position
 cell phone
 Reimb. for 3 grad courses/year
 Annual conference
 0
 Tuition Reimbursment
 they match 15% of annuity, travel reimbursement, \$2,000.00 merit pay if I
 meet my goals
 course reimbursement

Answered question 55
 Skipped question 132

19. What do you estimate is the annual value of your compensation package beyond your salary?

Under \$1000	6%
\$1000- 2000	24%
\$2100 – 3000	9%
\$3100 – 4000	5%
\$4100 – 5000	9%
\$5100 – 6000	1%
\$6100 – 7000	1%
\$7100 – 8000	3%
\$8100 – 9000	2%
\$9100 – 10,000	7%
\$11,000 – 14,000	3%
\$15,000 – 20,000	3%
\$25,000	2%
Unknown	6%
NA/0	19%

NOTE:

1,000 – 3,000	33%
NA/ 0	19%

Answered question 117
Skipped question 70

20. How would you describe your total compensation package?

Among the top in the region where you work	9.9%	17
Average for the region where you work	41.9%	72
Among the lowest in the region where you work	24.4%	42
I do not know how it compares to other principals	23.8%	41

Answered question 172
Skipped question 15