

2009-2010 Salary Survey Report to Membership

Submitted by Arthur Dulong

The annual Salary Survey conducted by the MSSAA at the summer institute was expanded this year to ask more questions in order to understand the variety of compensation and/or benefits secondary administrators are receiving at this time. The information included may be helpful to members who are in a contract negotiation year. This report separates Principal from Assistant Principal, High School from Middle School, and includes a small sample of results from the small community of combined Middle/High School.

High School Principals

There were 31 High School Principals who responded to the survey. Within this sample the salaries ranged from less than \$90,000 to more than \$130,000, with the average salary of the responders at \$108,000. Interestingly, the highest reported salary belonged to a new principal. All but one respondent had a multi year contract.

Only one principal reported having 20 or fewer contractual vacation days. Most reported between 21 and 25 contractual vacation days, but 9 reported more than 26 such days. Two-thirds of the respondents reported the ability to roll over unused vacation days into the next year. The number that could be rolled into the next year varied from 5 to unlimited. All principals reported sufficient sick days, professional days, etc.

When asked whether they would be compensated for unused vacation/sick/personal days at the conclusion of their employment, the responses varied widely. However, most reported at least some compensation for some unused vacation days, personal days, or sick days. Three reported that they would be compensated for all unused vacation days; five reported that they would be compensated for all unused sick days and four that they would be compensated for all unused personal days.

Only 5 principals reported that their contract required the school system to contribute to a 403b retirement account. The amount being contributed above and beyond the standard salary varied from \$1,000 to \$15,000.

Other than professional development allowances, small travel allowances, and graduate course reimbursement very few principals reported additional contractual benefits. Only one has a housing allowance. Only four have a longevity bonus. Only five have a good performance bonus.

Middle School Principals

There were 19 Middle School Principals who responded to the survey. Of this sample the salaries ranged from less than \$85,000 to more than \$115,000, with the average salary of the respondents at \$100,250.

Most middle school principals reported having between 21 and 25 contractual vacation days, but 5 reported more than 26 such days. More than half of the respondents reported the ability to roll over unused vacation days into the next year. The number that could be rolled into the next year varied from 5 to unlimited. All middle school principals reported sufficient sick days, professional days, etc.

When asked whether they would be compensated for unused vacation/sick/personal days at the conclusion of their employment only five reported no compensation whatsoever. Most reported at least some compensation for some unused vacation days, personal days, or sick days. None reported that they would be compensated for all unused vacation days. Two reported that they would be compensated for all unused sick days. None would be compensated for all unused personal days.

Only three middle school principals reported that their contract required the school system to contribute to a 403b retirement account. The amount being contributed above and beyond the standard salary varied from \$500 to \$2,100.

Other than professional development allowances, small travel allowances, and graduate course reimbursement very few principals reported additional contractual benefits. Only one has a housing allowance. Only two have a longevity bonus. Only one has a good performance bonus.

Middle/High School Principals

There were only four 31 Middle/High School Principals who responded to the survey. Of this sample the salaries ranged \$88,000 to \$115,000, with the average salary at \$98,580.

All reported between 21 and 30 contractual vacation days. All principals reported sufficient sick days, professional days, etc. When asked whether they would be compensated for unused vacation/sick/personal days at the conclusion of their employment, three reported that they would be compensated for all or some unused vacation or sick days. None reported that their contract required their system to contribute to a 403b retirement account. Other than professional development allowances, small travel allowances, and graduate course reimbursement no one reported additional contractual benefits.

High School Assistant Principals

There were 47 High School Assistant Principals who responded to the survey. Of this sample the salaries ranged from less than \$70,000 to more than \$100,000, with the average salary of the respondents at \$86,200.

Twenty of the respondents reported having between 21 and 25 contractual vacation days, but three reported having only scheduled school vacation days, eight reported having fewer than 20 vacation days, and five reported more than 26 such days. Two-thirds of the assistant principals reported the ability to roll over unused vacation days into the next year. The number that could be rolled into the next year varied from 5 to unlimited. All reported sufficient sick days, professional days, etc.

When asked whether they would be compensated for unused vacation/sick/personal days at the conclusion of their employment, only 14 reported no such compensation. Most reported at least some compensation for some unused vacation days, personal days, or sick days. Four reported that they would be compensated for all unused vacation days; seven reported that they would be compensated for all unused sick days and three that they would be compensated for all unused personal days.

Only three assistant principals reported that their contract required the school system to contribute to a 403b retirement account. The amount being contributed above and beyond the standard salary varied from \$1,000 to \$4,000.

Other than professional development allowances, small travel allowances, and graduate course reimbursement which almost all reported having, only two reported having a good performance bonus. Nine have a longevity bonus.

Middle School Assistant Principals

There were 10 Middle School Assistant Principals who responded to the survey. Of this sample the salaries ranged from \$74,000 to \$99,700, with the average salary of the respondents at \$85,200.

All but three of the respondents reported having more than 25 contractual vacation days. Only two reported the ability to roll over unused vacation days into the next year. When asked whether they would be compensated for unused vacation/sick/personal days at the conclusion of their employment, seven reported at least some compensation for some unused vacation days, personal days, or sick days.

Only one assistant principal reported that the contract required their system to contribute to a 403b retirement account. The amount being contributed above and beyond the standard salary was \$8,500. Other than professional development allowances, small travel allowances, and graduate course reimbursement which almost all reported having, only two reported having a good performance bonus. Two have a longevity bonus.

Middle/High School Assistant Principals

There were six Middle/ High School Assistant Principals who responded to the survey. Of this sample the salaries ranged from \$66,000 to more than \$103,000, with the average salary of the respondents at \$81,000.

Three of the respondents reported having more than 20 contractual vacation days, and three reported only having only school vacation days. Three had no ability to roll over unused vacation days into the next year, and three could roll over a maximum of 10.

When asked whether they would be compensated for unused vacation/sick/personal days at the conclusion of their employment, three reported no such compensation and three reported at least some compensation for some unused vacation days, personal days, or sick days.

Two Middle/High School Assistant Principals reported that their contract required their system to contribute to a 403b retirement account. The amount being contributed above and beyond the standard salary is \$500 and \$750.

Other than professional development allowances, small travel allowances, and graduate course reimbursement which almost all reported having, two reported having a longevity bonus and one reported an automobile allowance.