

PRINCIPAL SALARIES

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Abington								
High School	12		LOW:	\$107,442	\$110,665	\$112,878	No	
			HIGH	\$107,442	\$110,665	\$112,878		
Acushnet								
Elementary		210	LOW:	\$75,000	\$76,500	\$77,265	No	
			HIGH	\$78,198	\$79,762	\$80,560		
Middle		218	LOW:	\$75,000	\$76,500	\$77,265	No	
			HIGH	\$78,198	\$79,762	\$80,560		
Agawam								
9-12	12		LOW:	\$102,981	\$102,981	\$102,981	No	
			HIGH	\$102,981	\$102,981	\$102,981		
7-8	12		LOW:	\$92,746	\$92,746	\$92,746	No	
			HIGH	\$92,746	\$92,746	\$92,746		
5-6	12		LOW:	\$93,647	\$93,647	\$93,647	No	
			HIGH	\$93,647	\$93,647	\$93,647		
Arlington								
9-12	12		LOW:	\$112,543	\$112,543	\$117,300	No	
			HIGH	\$112,543	\$112,543	\$117,300		
K-5	12		LOW:			\$100,000	Yes	Salary based on years of experience
			HIGH			\$100,000		

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Ashland								
High School		224	LOW:		\$110,000	\$113,000	No	
			HIGH		\$110,000	\$113,000		
Middle	12		LOW:	\$100,940	\$104,000	\$108,000	No	
			HIGH	\$100,940	\$104,000	\$108,000		
K-5		224	LOW:	\$120,500	\$120,500	\$100,000	Yes	Per contract change as of FY12: new Principals may accumulate max of 100 sick days; no sick leave buyback.
			HIGH	\$120,500	\$120,500	\$103,000		
Assabet Valley RVTSD								
High School	12		LOW:	\$104,000	\$110,000	\$114,000	No	
			HIGH	\$104,000	\$110,000	\$114,000		
Auburn								
Elementary	12		LOW:	\$91,957	\$89,250	\$90,000	Yes	Salary differential based on years of experience
			HIGH	\$96,427	\$95,334	\$97,241		
Middle	12		LOW:	\$100,000	\$102,000	\$104,040	No	Only one Middle School Principal
			HIGH	\$100,000	\$102,000	\$104,040		
High School	12		LOW:	\$105,525	\$107,635	\$108,711	No	Only one High School Principal
			HIGH	\$105,525	\$107,635	\$108,711		

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Avon								
High School	12		LOW:	\$101,537	\$104,583	\$104,583	No	
			HIGH:	\$101,537	\$104,583	\$104,583		
Elementary	12		LOW:	\$81,000	\$81,000	\$81,000	No	
			HIGH:	\$81,000	\$81,000	\$81,000		
Belchertown								
Middle	12		LOW:	\$80,000	\$84,000	\$84,840	No	
			HIGH:	\$88,231	\$92,643	\$93,570		
Elementary	12		LOW:	\$80,000	\$84,000	\$84,840	No	
			HIGH:	\$88,231	\$92,643	\$93,570		
High School	12		LOW:	\$80,000	\$84,000	\$84,840	No	
			HIGH:	\$88,231	\$92,643	\$93,570		
Bellingham								
Middle		220	LOW:			\$100,930	No	
			HIGH:			\$100,930		
High School		225	LOW:	\$75,000	\$77,250		No	
			HIGH:	\$97,850	\$77,250			

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Belmont								
Elementary	12		LOW:	\$122,260	\$114,000	\$111,000	No	
			HIGH:	\$122,260	\$125,500	\$127,375		
Middle	12		LOW:	\$126,896	\$124,000	\$125,860	No	
			HIGH:	\$126,896	\$124,000	\$125,860		
High School	12		LOW:	\$131,618	\$133,600	\$136,500	No	
			HIGH:	\$131,618	\$133,600	\$136,500		
Berkley								
Middle		214	LOW:	\$88,511	\$90,281	\$92,087	Yes	Number of Days Worked, Service Compensation Clause
			HIGH:	\$90,582	\$92,394	\$94,242		
Elementary		214	LOW:	\$88,511	\$90,281	\$92,087	Yes	One receives life insurance benefit of \$1500
			HIGH:	\$90,582	\$92,394	\$94,242		
Berkshire Hills RSD								
High School		220	LOW:		\$104,104	\$107,227	No	
			HIGH:		\$104,104	\$107,227		
5-8		220	LOW:			\$90,000	No	
			HIGH:			\$90,000		
PK-4		220	LOW:	\$86,112	\$82,500	\$87,550		
			HIGH:	\$86,112	\$85,000	\$87,550		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Blue Hills RVTSD								
High School	12		LOW:	\$115,000	\$108,000	\$111,000	No	
			HIGH:	\$115,000	\$108,000	\$111,000		
Bourne								
Elementary	12		LOW:	\$97,000	\$99,080	\$100,919	Yes	2 Principals, 1 gets sick days (accumulate to 220) and SLBB; 1 does not
			HIGH:	\$97,000	\$99,080	\$104,000		
Braintree								
Elementary		202	LOW:	\$95,431	\$96,867	\$105,490	No	
			HIGH:	\$100,655	\$102,170	\$105,490		
Middle		223	LOW:	\$113,611	\$117,521	\$119,070	No	
			HIGH:	\$113,611	\$117,521	\$119,070		
Brookline								
Elementary; Middle	12		LOW:	\$123,474	\$125,388	\$127,391	No	
			HIGH:	\$135,076	\$136,022	\$137,110		
Cape Cod RVTSD								
High School		225	LOW:	\$100,000		\$105,560	No	District has only one principal
			HIGH:	\$100,000		\$105,560		
Carlisle								
Elementary	12		LOW:	\$106,384	\$120,000	\$122,400	No	
			HIGH:	\$106,384	\$120,000	\$122,400		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Carver								
Elementary		220	LOW:	\$101,886	\$104,942	\$104,942	No	
			HIGH:	\$101,886	\$104,942	\$104,942		
High School	11	220	LOW:	\$109,782	\$113,075	\$113,075	No	
			HIGH:	\$109,782	\$113,075	\$113,075		
Central Berkshire RSD								
High School	12		LOW:	\$92,728	\$90,000	\$91,350	No	
			HIGH:	\$102,253	\$107,570	\$109,186		
Middle	12		LOW:	\$92,728	\$90,000	\$91,350	No	
			HIGH:	\$102,253	\$107,570	\$109,186		
Chatham								
Elementary		215	LOW:	\$91,350	\$91,350	\$98,325	Yes	Number of work days.
			HIGH:	\$91,350	\$91,350	\$98,325		
Middle		215	LOW:	\$91,350	\$91,350	\$108,000	Yes	Number of work days.
			HIGH:	\$91,350	\$91,350	\$108,000		
High School		220	LOW:	\$106,793	\$106,793	\$114,947	Yes	Number of work days.
			HIGH:	\$10,693	\$106,793	\$114,947		
Chelsea								
Elementary; Middle; High		220	LOW:	\$87,000	\$87,400	\$87,400	No	
			HIGH:	\$118,000	\$120,300	\$120,300		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Chicopee								
High School	12		LOW:	\$99,500	\$99,500		No	
			HIGH:	\$104,442	\$104,442			
Middle	12		LOW:	\$92,852	\$92,852		No	
			HIGH:	\$94,245	\$94,245			
Elementary	12		LOW:	\$86,325	\$84,500		No	
			HIGH:	\$97,790	\$97,790			
Cohasset								
Elementary	12		LOW:	\$94,760	\$100,042	\$98,000	No	
			HIGH:	\$95,751	\$100,017	\$102,543		
Conway								
PK-6	12		LOW:	\$85,696	\$87,410	\$89,158	No	
			HIGH:	\$85,696	\$87,410	\$89,158		
Danvers								
High School	12		LOW:	\$101,500	\$25,000	\$25,000	No	Only 1 High School Principal
			HIGH:	\$101,500	\$25,000	\$25,000		
Deerfield								
PK-6	12		LOW:	\$85,440	\$86,294	\$86,000	No	
			HIGH:	\$85,440	\$86,294	\$86,000		

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Dennis-Yarmouth RSD								
4-5	12		LOW:	\$101,026	\$101,026	\$101,026	No	
			HIGH:	\$101,026	\$101,026	\$101,026		
6-8	12		LOW:	\$96,820	\$96,820	\$97,008	No	
			HIGH:	\$96,820	\$96,820	\$97,008		
K-3	12		LOW:	\$90,177	\$90,177	\$90,000	Yes	Principals hired before 2005 have more sick leave and vacation
			HIGH:	\$99,396	\$99,396	\$99,396		
8-12	12		LOW:	\$108,150	\$108,150	\$108,150	No	
			HIGH:	\$108,150	\$108,150	\$108,150		
4-8	12		LOW:	\$99,300	\$99,300	\$99,300	No	
			HIGH:	\$99,300	\$99,300	\$99,300		
Dighton-Rehoboth RSD								
Elementary	12		LOW:	\$85,000	\$86,700	\$87,567	No	Principal's contract is 3 years, Asst. principal's contract is 2 years
			HIGH:	\$87,418	\$89,166	\$90,058		
Middle	12		LOW:	\$90,194	\$89,301	\$87,550	No	Principal's contract is 3 years, Asst. principal's contract is 2 years
			HIGH:	\$97,271	\$96,308	\$94,420		
High School	12		LOW:	\$105,029	\$106,940	\$108,010	No	Principal's contract is 3 years, Asst. principal's contract is 2 years
			HIGH:	\$105,029	\$106,940	\$108,010		

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Dracut								
High School	12		LOW:			\$82,650	Yes	The only difference is the salary
			HIGH:			\$103,000		
Elementary	12		LOW:			\$82,650	Yes	The only difference is the salary
			HIGH:			\$103,000		
Middle	12		LOW:			\$82,650	Yes	The only difference is the salary
			HIGH:			\$103,000		
Dudley-Charlton RSD								
High School	12	260	LOW:			\$103,500	Yes	Same language, different salaries
			HIGH:			\$109,307		
Middle	12		LOW:	\$97,000		\$100,000	Yes	Same language, different salaries
			HIGH:	\$101,807		\$105,000		
Elementary	12		LOW:	\$94,500		\$93,000	No	
			HIGH:	\$100,813		\$106,813		
East Bridgewater								
PK-3		200	LOW:	\$97,855	\$97,855	\$97,855	No	There is only one principal in this group
			HIGH:	\$97,855	\$97,855	\$97,855		
4-8	12		LOW:	\$100,043	\$100,043	\$100,043	No	There is only one principal in this group
			HIGH:	\$100,043	\$100,043	\$100,043		
High School	12		LOW:	\$109,778	\$109,778	\$109,778	No	There is only one principal in this group
			HIGH:	\$109,778	\$109,778	\$109,778		

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East Longmeadow								
	12		LOW:	\$93,345	\$95,210	\$97,114	No	
			HIGH:	\$105,000	\$108,150	\$111,395		
Easthampton								
Elementary	12		LOW:	\$81,500	\$86,400	\$87,200	No	
			HIGH:	\$84,000	\$88,500	\$89,400		
High School	12		LOW:	\$90,000	\$92,500	\$93,400	No	
			HIGH:	\$90,000	\$92,500	\$93,400		
Middle	12		LOW:	\$81,000	\$83,200	\$84,000	No	
			HIGH:	\$81,000	\$83,200	\$84,000		
Everett								
Elementary; Middle		226	LOW:	\$99,523	\$99,523	\$94,851	Yes	Each Principal has individual contract
			HIGH:	\$111,323	\$111,323	\$112,717		
High School		226	LOW:	\$135,648	\$135,664	\$135,664	Yes	Each Principal has individual contract
			HIGH:	\$135,648	\$135,664	\$135,664		

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Fall River								
K-5	12		LOW:	\$77,611	\$85,000	\$85,000		
			HIGH:	\$90,000	\$103,355	\$103,355		
6-8	12		LOW:	\$90,000	\$82,764	\$91,000	No	
			HIGH:	\$107,681	\$108,272	\$109,272		
9-12	12		LOW:	\$103,135	\$114,464	\$114,464		
			HIGH:	\$130,000	\$133,900	\$133,900		
Falmouth								
9-12	11		LOW:		\$105,040		No	
			HIGH:		\$105,040			
K-4	11		LOW:		\$94,000		No	
			HIGH:		\$104,331			
5-8	11		LOW:		\$94,000		No	
			HIGH:		\$97,000			
Farmington River RSD								
Elementary	12		LOW:	\$76,000	\$78,280	\$80,629	No	
			HIGH:	\$76,000	\$78,280	\$80,629		

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Framingham								
Elementary		200	LOW:	\$100,000	\$100,000	\$100,000	No	
			HIGH:	\$109,000	\$109,000	\$109,000		
High School	12		LOW:	\$145,000	\$145,000	\$145,000	No	
			HIGH:	\$145,000	\$145,000	\$145,000		
Middle	12		LOW:	\$99,000	\$110,000	\$110,000	No	
			HIGH:	\$114,000	\$114,000	\$114,000		
Franklin								
6-8	12	261	LOW:	\$97,500	\$100,000	\$95,000	No	
			HIGH:	\$110,570	\$110,136	\$110,136		
9-12	12	261	LOW:	\$125,000	\$129,375	\$129,375	No	
			HIGH:	\$125,000	\$129,375	\$129,375		
K-5	12	261	LOW:	\$93,685	\$96,496	\$96,935	No	
			HIGH:	\$110,732	\$113,995	\$113,500		
Frontier RSD								
9-12	12		LOW:	\$94,266	\$96,152	\$98,075	No	
			HIGH:	\$94,266	\$96,152	\$98,075		
Gill-Montague								
6-12	12		LOW:		\$88,000	\$89,000	No	
			HIGH:		\$88,000	\$89,000		

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Gill-Montague								
Elementary	12		LOW:		\$86,000	\$86,000	No	
			HIGH		\$86,000	\$86,000		
Greater New Bedford RVTSD								
High School	12		LOW:			\$94,613	No	
			HIGH			\$127,493		
Groton-Dunstable RSD								
Elementary		261	LOW:	\$97,000	\$97,000	\$97,700	No	
			HIGH	\$97,700	\$97,700	\$101,000		
High School		261	LOW:	\$102,000	\$102,000	\$102,000	No	
			HIGH	\$102,000	\$102,000	\$102,000		
Middle		261	LOW:	\$100,200	\$100,200	\$100,200	No	
			HIGH	\$100,200	\$100,200	\$100,200		
Hampshire RSD								
Elementary	10	220	LOW:	\$75,325	\$80,325	\$93,000	Yes	Salary Ranges
			HIGH	\$91,500	\$94,245	\$97,072		
High School		261	LOW:			\$99,000	No	
			HIGH			\$99,000		

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Harvard								
Elementary	12		LOW:	\$110,635	\$46,000	\$110,000	Yes	
			HIGH:	\$110,635	\$46,000	\$110,000		
Middle; High	12		LOW:	\$120,354	\$122,077	\$123,298	No	
			HIGH:	\$120,354	\$122,077	\$123,298		
Hingham								
6-8	12		LOW:			\$120,503	No	
			HIGH:			\$120,503		
High School	12		LOW:			\$130,154	No	
			HIGH:			\$130,154		
PK-5 or K-5	12		LOW:			\$105,060	Yes	Seniority/Longevity; Vacation time
			HIGH:			\$113,313		
Holbrook								
7-12	12	12	LOW:	\$85,000	\$88,000	\$93,000	No	Salary
			HIGH:	\$95,000	\$97,000	\$100,000		
PK-3	12		LOW:	\$80,000	\$85,000	\$90,000	Yes	Some contracts have rollover language
			HIGH:	\$85,000	\$90,000	\$95,000		
4-6	12		LOW:	\$80,000	\$85,000	\$90,000	Yes	Some contracts have rollover language
			HIGH:	\$85,000	\$90,000	\$95,000		
Middle	12		LOW:	\$85,000	\$88,000	\$93,000	No	Salary
			HIGH:	\$95,000	\$97,000	\$100,000		

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Hopedale								
Middle/High	12		LOW:	\$115,889		\$95,000	No	
			HIGH:	\$115,889		\$95,000		
Elementary/Middle	12		LOW:	\$101,295		\$90,000	No	
			HIGH:	\$101,295		\$90,000		
Hudson								
Middle	12		LOW:	\$105,000	\$105,000	\$107,100	No	
			HIGH:	\$105,000	\$105,000	\$107,100		
High School	12		LOW:	\$134,372	\$134,372	\$124,436	Yes	Longevity \$2,100 - FY10, FY11, partial payment of health insurance FY12 \$61,325.80
			HIGH:	\$134,372	\$134,372	\$124,436		
Elementary	12		LOW:	\$91,000	\$91,000	\$92,820	No	
			HIGH:	\$102,959	\$102,959	\$105,018		
Hull								
Elementary	12		LOW:	\$90,640	\$95,000	\$98,800	No	
			HIGH:	\$90,640	\$95,000	\$98,800		
Middle	12		LOW:	\$92,700	\$95,000	\$115,000	No	
			HIGH:	\$92,700	\$95,000	\$115,000		
High School	12		LOW:	\$113,500	\$118,040	\$122,762	No	
			HIGH:	\$113,500	\$118,040	\$122,762		

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King Philip RSD								
High School	12		LOW:	\$103,000	\$96,000	\$110,000	No	
			HIGH:	\$110,000	\$104,000	\$113,000		
Middle	12		LOW:	\$103,000	\$96,000	\$110,000	No	Other administrators do not have sick leave buy back
			HIGH:	\$102,752	\$104,000	\$113,000		
Littleton								
Elementary	12		LOW:	\$97,603	\$98,086	\$98,086	Yes	
			HIGH:	\$87,603	\$100,599	\$100,599		
High School	12		LOW:	\$85,000	\$90,000	\$90,000	Yes	
			HIGH:	\$90,000	\$114,726	\$114,726		
Middle	12		LOW:	\$89,301	\$95,000	\$95,000	Yes	
			HIGH:	\$89,301	\$95,000	\$95,000		
Longmeadow								
High School	12		LOW:	\$118,860	\$121,832	\$121,832	No	
			HIGH:	\$118,860	\$121,832	\$121,832		
Middle	12		LOW:	\$91,615	\$91,615	\$87,500	No	
			HIGH:	\$100,000	\$100,000	\$100,000		
Elementary	12		LOW:	\$78,000	\$80,000	\$80,000	No	
			HIGH:	\$90,000	\$90,000	\$90,000		

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Ludlow								
PK-12	12		LOW:	\$85,000	\$86,000	\$80,000	No	
			HIGH:	\$103,274	\$100,000	\$98,500		
Lynnfield								
Elementary	12		LOW:	\$95,568	\$95,000	\$96,900	No	
			HIGH:	\$102,666	\$103,692	\$106,154		
Middle	12		LOW:	\$109,276	\$110,369	\$112,576	No	
			HIGH:	\$109,276	\$110,369	\$112,576		
High School	12		LOW:	\$120,313	\$121,516	\$123,946	No	
			HIGH:	\$120,313	\$121,516	\$123,946		
Malden								
High School	12		LOW:			\$115,542	No	No
			HIGH:			\$115,542		
K-8	12		LOW:			\$106,141		
			HIGH:			\$130,000		
Mashpee								
			LOW:			\$99,675	No	
			HIGH:			\$109,661		

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Medfield								
Middle	12		LOW:	\$120,464	\$120,464	\$121,668	No	
			HIGH:	\$120,464	\$120,464	\$121,668		
High School	12		LOW:	\$133,256	\$133,256	\$134,588	No	
			HIGH:	\$133,256	\$133,256	\$134,588		
K-1; 2-3; 4-5	10.5		LOW:	\$112,951	\$112,951	\$114,081	No	
			HIGH:	\$112,951	\$112,951	\$114,081		
Melrose								
High School	12		LOW:			\$123,000	No	
			HIGH:			\$123,000		
Elementary	12		LOW:			\$84,500	No	
			HIGH:			\$89,301		
Mendon-Upton RSD								
Middle	12	260	LOW:	\$96,406	\$100,340	\$98,000	No	
			HIGH:	\$96,406	\$100,340	\$98,000		
Mendon-Upton RSD								
Elementary	12	260	LOW:	\$89,308	\$92,952	\$98,000	No	
			HIGH:	\$107,378	\$111,760	\$98,000		
High School	12	260	LOW:	\$111,139	\$115,674	\$98,000	No	
			HIGH:	\$111,139	\$115,674	\$98,000		

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Middleborough								
Elementary	12		LOW:	\$90,774	\$93,036	\$92,000	No	All new employees do not have a sick leave buy back.
			HIGH:	\$98,320	\$103,361	\$102,420		
High School	12		LOW:	\$110,678	\$101,733	\$112,085	No	
			HIGH:	\$110,678	\$102,632	\$112,085		
Milford								
Middle (8)	12		LOW:	\$90,500		\$92,000	No	
			HIGH:	\$90,500		\$113,000		
Elementary	12		LOW:	\$90,500		\$90,000	No	
			HIGH:	\$90,500		\$94,000		
High School	12		LOW:	\$115,500	\$115,000	\$116,000	No	
			HIGH:	\$115,500	\$115,000	\$116,000		
Elementary	12		LOW:	\$103,000		\$92,000	No	
			HIGH:	\$103,000		\$113,000		
Elementary	12		LOW:	\$90,500		\$90,000	No	
			HIGH:	\$90,500		\$94,000		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Millis								
Middle	12		LOW:	\$105,704	\$106,761		Yes	
			HIGH:	\$105,704	\$106,761			
Elementary	12		LOW:		\$107,217	\$103,000	Yes	
			HIGH:		\$107,217	\$103,000		
High School	12		LOW:	\$110,334	\$110,334	\$117,053	Yes	
			HIGH:	\$110,334	\$110,334	\$117,053		
Milton								
Elementary		215	LOW:	\$100,000	\$101,500	\$104,545	Yes	Salary, Work Days
			HIGH:	\$120,517	\$122,320	\$108,150		
Middle		217	LOW:	\$110,000	\$115,972	\$118,871	No	
			HIGH:	\$110,000	\$115,972	\$118,871		
High School		217	LOW:	\$125,612	\$128,752	\$128,752	No	
			HIGH:	\$125,612	\$128,752	\$128,752		
Narragansett RSD								
5-8	12		LOW:	\$96,917	\$101,344	\$94,000	No	
			HIGH:	\$96,917	\$101,344	\$94,000		
High School	12		LOW:	\$95,601	\$102,146	\$102,146	No	
			HIGH:	\$95,601	\$102,146	\$102,146		
PK-4; K-2	12		LOW:	\$87,956	\$92,300	\$90,612	No	
			HIGH:	\$89,644	\$94,038	\$94,038		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Nashoba RSD								
High School	12		LOW:	\$114,125	\$117,125	\$114,000	No	Only one high school
			HIGH	\$114,125	\$117,125	\$114,000		
Middle	12		LOW:	\$100,925	\$103,000	\$105,100	No	
			HIGH	\$109,125	\$103,925	\$106,000		
Elementary	12		LOW:	\$95,000	\$99,000	\$100,000	No	
			HIGH	\$99,800	\$103,000	\$105,100		
Natick								
High School	12		LOW:			\$116,280	No	
			HIGH			\$132,600		
Middle	12		LOW:			\$109,140	No	
			HIGH			\$124,440		
Elementary	12		LOW:			\$101,939	No	
			HIGH			\$116,395		
Needham								
Middle	12		LOW:	\$113,000	\$113,000	\$115,260	Yes	Salary and Annuity only
			HIGH	\$119,889	\$119,889	\$121,000		
Elementary	12		LOW:	\$103,861	\$103,861	\$106,249	Yes	Salary and Annuity only
			HIGH	\$120,881	\$120,881	\$122,694		
High School	12		LOW:	\$130,500	\$130,500	\$133,436	Yes	Salary and Annuity only
			HIGH	\$130,500	\$130,500	\$133,436		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
New Bedford								
Middle		215	LOW:	\$101,919	\$103,957		Yes	Years of service
			HIGH:	\$101,919	\$103,957			
Elementary	12	215	LOW:	\$83,640	\$85,313	\$85,313	No	
			HIGH:	\$92,146	\$98,687	\$98,687		
Middle	12	215	LOW:	\$99,921	\$101,919	\$101,919	No	
			HIGH:	\$101,919	\$103,957	\$103,957		
High School	12	215	LOW:	\$85,313	\$87,019	\$88,759	No	
			HIGH:	\$85,313	\$105,358	\$105,358		
Newton								
High School		211	LOW:	\$137,641	\$137,641	\$137,641	No	
			HIGH:	\$137,641	\$137,641	\$137,641		
Elementary		205	LOW:	\$107,853	\$107,853	\$107,853	No	
			HIGH:	\$122,568	\$122,568	\$122,568		
Middle		211	LOW:	\$116,568	\$116,568	\$116,568	No	
			HIGH:	\$132,472	\$134,472	\$134,472		
North Reading								
High School		260	LOW:	\$102,596	\$103,622	\$105,436	No	
			HIGH:	\$116,157	\$117,319	\$119,372		
K-8		260	LOW:	\$94,538	\$95,483	\$97,154	No	
			HIGH:	\$107,538	\$108,613	\$110,514		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Northborough								
PK-5; K-5		213	LOW:	\$95,000	\$96,900	\$102,875	Yes	
			HIGH	\$114,790	\$117,086	\$119,428		
Middle								
		220	LOW:	\$119,758	\$122,153	\$124,596	No	
			HIGH	\$119,758	\$122,153	\$124,596		
Northborough-Southborough RSD								
High School	12		LOW:	\$118,000	\$120,360	\$122,767	No	
			HIGH	\$118,000	\$120,360	\$122,767		
Northbridge								
PK-1; 2-4; 5-8; 9-12		205- 225	LOW:	\$85,000	\$86,700	\$87,567	Yes	Number of work days
			HIGH	\$102,959	\$106,048	\$107,109		
Northern Berkshire RVTSD								
High School	12		LOW:	\$89,633	\$92,581	\$95,204	No	
			HIGH	\$89,633	\$92,581	\$95,204		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Norwood								
High School	12		LOW:	\$120,000	\$122,835		Yes	New principals do not have Sick Leave Buy Back; Some Additional Benefits vary for each
			HIGH	\$120,000	\$122,835			
Middle	12		LOW:			\$96,000	Yes	New principals do not have Sick Leave Buy Back; Some Additional Benefits vary for each
			HIGH			\$96,000		
PK-K	12		LOW:	\$97,300	\$99,489		Yes	New principals do not have Sick Leave Buy Back; Some Additional Benefits vary for each
			HIGH	\$97,300	\$99,489			
Elem (Cleveland)	12		LOW:	\$92,500	\$94,581		Yes	New principals do not have Sick Leave Buy Back; Some Additional Benefits vary for each
			HIGH	\$92,500	\$94,581			
Elem (Balch)	12		LOW:	\$105,900	\$108,373		Yes	New principals do not have Sick Leave Buy Back; Some Additional Benefits vary for each
			HIGH	\$105,900	\$108,373			
Elem (Prescott)	12		LOW:	\$95,800	\$97,955		Yes	New principals do not have Sick Leave Buy Back; Some Additional Benefits vary for each
			HIGH	\$95,800	\$97,955			
Elem (Callahan)	12		LOW:	\$106,770	\$109,191		Yes	New principals do not have Sick Leave Buy Back; Some Additional Benefits vary for each
			HIGH	\$106,770	\$109,191			

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Elem (Oldham)	12		LOW:	\$98,000	\$100,000		Yes	New principals do not have Sick Leave Buy Back; Some Additional Benefits vary for each
			HIGH	\$98,000	\$100,000			
Elem (Balch)	12		LOW:			\$95,000	Yes	New principals do not have Sick Leave Buy Back; Some Additional Benefits vary for each
			HIGH			\$95,000		
Old Colony RVTSD								
High School	11		LOW:				No	
			HIGH					
Palmer								
Elementary		260	LOW:	\$95,442	\$83,500	\$83,500	No	
			HIGH	\$95,442	\$83,500	\$83,500		
Middle		260	LOW:	\$87,555	\$87,555	\$87,555	No	
			HIGH	\$87,555	\$87,555	\$87,555		
High School		260	LOW:	\$98,345	\$102,000	\$102,000	No	
			HIGH	\$98,345	\$102,000	\$102,000		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Peabody								
High School	12		LOW:	\$111,213	\$114,549	\$114,549	No	
			HIGH:	\$111,213	\$114,549	\$114,549		
Elementary	12		LOW:	\$88,893	\$91,560	\$91,560	Yes	Vacation, sick days, buy back, accumulation
			HIGH:	\$92,350	\$95,120	\$95,120		
Middle	12		LOW:	\$97,000	\$99,910	\$99,910	No	
			HIGH:	\$97,000	\$99,910	\$99,910		
Pembroke								
High School		260	LOW:	\$118,654	\$126,830	\$107,914	No	
			HIGH:	\$118,654	\$126,830	\$107,914		
Middle		260	LOW:	\$99,840	\$101,836	\$103,364	No	
			HIGH:	\$99,840	\$101,836	\$103,364		
Pioneer Valley RSD								
PK-6		210	LOW:			\$73,500	No	
			HIGH:			\$88,935		
Middle/High		260	LOW:			\$100,612	No	
			HIGH:			\$100,612		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Pittsfield								
Elementary		201- 206	LOW: HIGH				No	
High School		221	LOW: HIGH				No	
Middle		211	LOW: HIGH				No	
Plainville								
K-3		215	LOW: HIGH	\$97,425 \$97,425	\$102,004 \$102,004	\$106,798 \$106,798	Yes	Newly hired principal does not have benefit of unlimited sick time accumulation
Intermediate		215	LOW: HIGH	\$92,000 \$92,000	\$96,140 \$96,140	\$96,140 \$100,947	No	
Provincetown								
K-12	12		LOW: HIGH	\$96,000 \$96,000	\$98,880 \$98,880	\$101,846 \$101,846	No	
Ralph C Mahar								
7-12		222	LOW: HIGH			\$95,000 \$95,000		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Randolph								
Middle	12		LOW:	\$95,093	\$110,000	\$112,750	No	Only one middle school.
			HIGH:	\$95,093	\$110,000	\$112,750		
High School	12		LOW:	\$115,188		\$117,500	No	Only one high school; Elementary K-5 Principal salary range
			HIGH:	\$115,188		\$117,500		
Elementary	12		LOW:	\$95,325	\$92,729	\$105,000	No	
			HIGH:	\$95,325	\$105,000	\$107,000		
Rockport								
Elementary	12		LOW:	\$92,870	\$94,031		Yes	Wage
			HIGH:	\$92,870	\$94,031			
6-12	12		LOW:	\$107,844	\$112,500	\$114,150	Yes	Wage
			HIGH:	\$107,844	\$112,500	\$114,150		
Sandwich								
K-12	12		LOW:	\$101,365	\$101,365	\$101,365	Yes	High School Principal Receives 10% Sick Buyback
			HIGH:	\$111,683	\$111,683	\$111,683		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Saugus								
High School	12		LOW:	\$110,989	\$112,099	\$112,099	No	
			HIGH	\$110,989	\$112,099	\$112,099		
Elementary	11/12		LOW:	\$87,419	\$88,293	\$88,293	No	
			HIGH	\$99,357	\$104,325	\$104,325		
Middle	12		LOW:	\$98,000	\$98,980	\$98,980	No	
			HIGH	\$98,000	\$98,980	\$98,980		
Seekonk								
K-12	12		LOW:	\$95,963	\$99,841	\$100,829	No	
			HIGH	\$105,787	\$110,061	\$1,111,506		
Sharon								
Middle		215	LOW:	\$110,693	\$114,568	\$120,786	No	
			HIGH	\$110,693	\$114,568	\$120,786		
K-5		215	LOW:	\$103,905	\$104,800	\$98,500	No	
			HIGH	\$117,000	\$119,000	\$101,546		
High School		225	LOW:	\$115,012	\$116,162	\$118,485	No	
			HIGH	\$115,012	\$116,162	\$118,485		
Shutesbury								
		215	LOW:		\$84,160		No	
			HIGH		\$84,160			

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Smith Vocational Agricultural								
High School	12		LOW:	\$80,000	\$80,800	\$80,800	No	
			HIGH:	\$80,000	\$80,800	\$80,800		
Somerset								
High School	12	210	LOW:	\$97,391	\$97,391		Yes	Individual contracts
			HIGH:	\$97,391	\$97,391			
K-5	12	210	LOW:		\$91,850		Yes	individual contracts
			HIGH:		\$91,850			
Middle	12	210	LOW:	\$91,980			Yes	individual contract
			HIGH:	\$91,980				
Somerville								
High School		205- 260	LOW:			\$87,800	No	
			HIGH:			\$112,037		
Elementary; Middle	12		LOW:			\$87,800	Yes	differing salaries
			HIGH:			\$112,037		
South Hadley								
	12		LOW:			\$90,000	No	
			HIGH:			\$102,000		
South Middlesex RVTSD								
High School	12	260	LOW:	\$120,000	\$120,000	\$120,000	No	
			HIGH:	\$120,000	\$120,000	\$120,000		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
South Shore RVTSD								
High School	12		LOW:			\$105,000	No	
			HIGH:			\$105,000		
Southborough								
PK-5		213	LOW:	\$109,431	\$111,431	\$124,950	No	
			HIGH:	\$122,500	\$122,500	\$125,000		
6-8	10.5	225	LOW:	\$96,000	\$96,000	\$109,920	No	
			HIGH:	\$96,000	\$96,000	\$109,920		
Southeastern RVTSD								
High School	12		LOW:	\$106,078	\$110,468	\$110,468	No	
			HIGH:	\$121,232	\$126,250	\$126,250		
Southern Berkshire RSD								
PK-6	12	240	LOW:	\$82,220	\$84,275	\$86,382	No	
			HIGH:	\$82,220	\$84,275	\$86,382		
7-12		260	LOW:	\$93,497	\$95,385	\$97,770	No	
			HIGH:	\$93,497	\$95,385	\$97,770		
Southern Worcester County RVTSD								
High School	12		LOW:	\$102,170	\$105,235	\$108,413	No	
			HIGH:	\$102,170	\$105,235	\$108,413		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Springfield								
Middle	12	260	LOW:	\$85,000	\$85,000	\$89,250	No	
			HIGH:	\$110,000	\$110,000	\$115,500		
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Elementary	12	260	LOW:	\$85,000	\$85,000	\$89,250	No	
			HIGH:	\$110,000	\$110,000	\$115,500		
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High School	12	260	LOW:	\$85,000	\$85,000	\$89,250	No	
			HIGH:	\$110,000	\$110,000	\$115,500		
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Stoneham								
Elementary		205	LOW:			\$95,420	No	
			HIGH:			\$106,354		
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High School	12		LOW:			\$110,570	No	
			HIGH:			\$110,570		
<hr/>								
Middle	12		LOW:			\$104,615	No	
			HIGH:			\$104,615		
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Sunderland								
PK-6	12		LOW:	\$75,000	\$81,370	\$82,997	No	
			HIGH:	\$75,000	\$81,370	\$82,997		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Tantasqua								
Middle; High	12		LOW:	\$96,900	\$97,000	\$98,838	No	
			HIGH	\$109,416	\$111,057	\$112,000		
PK-6	12		LOW:	\$81,400	\$83,076	\$85,672	No	
			HIGH	\$101,779	\$104,832	\$107,977		
Tewksbury								
PK-6		215- 225	LOW:	\$92,776	\$94,632	\$91,070	Yes	All principals have their own individual contract
			HIGH	\$93,156	\$98,058	\$98,058		
7-8		225	LOW:	\$95,440	\$99,440	\$100,440	N/A	
			HIGH	\$95,440	\$99,440	\$100,440		
High School		225	LOW:	\$108,681	\$108,681	\$109,081	N/A	
			HIGH	\$108,681	\$108,681	\$109,081		
Triton								
Elementary	12		LOW:	\$90,640			Yes	1 out of 3 principals has 1000 travel
			HIGH	\$99,216				
Middle	12		LOW:	\$98,800			No	
			HIGH	\$98,800				
High School	12		LOW:	\$112,320			No	
			HIGH	\$112,320				

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Tyngsborough								
Middle; High		210	LOW:	\$108,903	\$110,403		Yes	MS/HS Principal Receives stipend of \$1500 for supervising 2 buildings
			HIGH	\$108,903	\$110,403			
K-5		210	LOW:	\$88,953	\$93,810		No	
			HIGH	\$88,953	\$93,810			
Uxbridge								
Middle	12		LOW:	\$89,960	\$92,658	\$95,000	Yes	Salaries based on experience & longevity.
			HIGH	\$89,960	\$92,658	\$95,000		
High School	12		LOW:		\$106,090		Yes	Salaries based on experience & longevity
			HIGH		\$106,090			
Elementary	12		LOW:	\$91,182	\$96,000	\$90,000	Yes	Salaries based on experience & longevity.
			HIGH	\$91,182	\$96,000	\$90,000		
Waltham								
Elementary		210	LOW:	\$91,000	\$93,000	\$93,000	No	
			HIGH	\$99,317	\$100,417	\$100,417		
Middle		210	LOW:	\$100,745	\$102,020	\$102,020	No	
			HIGH	\$101,508	\$104,660	\$104,660		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Wareham								
Elementary	12	248	LOW:	\$90,000	\$90,000	\$91,800	Yes	Sick Leave & Days Accumulated; Vacation Days & Pay for Unused; Course Reimbursement
			HIGH:	\$109,000	\$109,300	\$110,300		
9-12	12	248	LOW:	\$90,000	\$90,000	\$91,800	Yes	Sick Leave & Days Accumulated; Vacation Days & Pay for Unused; Course Reimbursement
			HIGH:	\$109,000	\$109,300	\$110,300		
Middle	12	248	LOW:	\$90,000	\$90,000	\$91,800	Yes	Sick Leave & Days Accumulated; Vacation Days & Pay for Unused; Course Reimbursement
			HIGH:	\$109,000	\$109,300	\$110,300		
Elementary	12	248	LOW:	\$90,000	\$90,000	\$91,800	Yes	Sick Leave & Days Accumulated; Vacation Days & Pay for Unused; Course Reimbursement
			HIGH:	\$109,000	\$109,300	\$110,300		
7-12	12	248	LOW:	\$90,000	\$90,000	\$91,800	Yes	Sick Leave & Days Accumulated; Vacation Days & Pay for Unused; Course Reimbursement
			HIGH:	\$109,000	\$109,300	\$110,300		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Wayland								
High School	12		LOW:	\$130,000	\$133,923	\$137,291	No	
			HIGH	\$130,000	\$133,923	\$137,291		
Middle	12		LOW:	\$134,570	\$120,000	\$123,018	No	
			HIGH	\$134,570	\$120,000	\$120,000		
Elementary	12		LOW:	\$99,672	\$102,764	\$105,350	No	
			HIGH	\$107,138	\$110,352	\$113,127		
Kindergarten	12		LOW:	\$99,672	\$79,961	\$84,925	No	
			HIGH	\$99,672	\$79,961	\$84,925		
Webster								
Middle; High	11		LOW:	\$112,039	\$115,960	\$120,598	No	
			HIGH	\$112,039	\$115,960	\$120,598		
Wellesley								
K-5		224	LOW:			\$113,046	No	
			HIGH			\$129,692		
Middle; High		224	LOW:			\$124,896	No	
			HIGH			\$142,035		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
West Bridgewater								
PK-3; 4-6	12		LOW:	\$87,860	\$90,000	\$93,000	No	
			HIGH	\$107,289	\$109,289	\$109,513		
7-12	12		LOW:		\$102,000	\$104,040	No	
			HIGH		\$102,000	\$104,040		
West Boylston								
4-6	12		LOW:		\$114,000	\$116,000	No	
			HIGH		\$114,000	\$116,000		
7-8, 9-12	12		LOW:	\$114,150	\$110,620	\$113,275	Yes	Salary Only
			HIGH	\$120,000	\$120,800	\$122,615		
K-3	12		LOW:		\$90,000	\$94,000	Yes	Salary Only
			HIGH		\$105,000	\$107,000		
High School	12		LOW:				No	
			HIGH					
Westfield								
Middle	12		LOW:				No	
			HIGH					

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Weston								
4-5	12		LOW:	\$120,560	\$121,960	\$124,704	No	
			HIGH	\$120,560	\$121,960	\$124,704		
K-3 W	12		LOW:	\$127,710	\$127,710	\$132,322	Yes	Long term disability insurance
			HIGH	\$127,710	\$127,710	\$132,322		
K-3 C	12		LOW:	\$120,560	\$115,000	\$117,588	No	
			HIGH	\$120,560	\$115,000	\$117,588		
High School	12		LOW:	\$134,550	\$134,550	\$138,804	No	
			HIGH	\$134,550	\$134,550	\$138,804		
Middle	12		LOW:	\$127,305	\$127,305	\$131,908	No	
			HIGH	\$127,305	\$127,305	\$131,908		
Westport								
K-12		235	LOW:	\$87,743	\$92,000	\$75,512	No	
			HIGH	\$90,375	\$95,000	\$95,000		
Westwood								
Middle	12		LOW:			\$107,180	No	
			HIGH			\$125,258		
Elementary	12		LOW:			\$109,833	No	
			HIGH			\$118,105		
High School	12		LOW:			\$139,898	No	
			HIGH			\$145,550		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Weymouth								
Middle; High	12		LOW:			\$110,000	No	
			HIGH			\$110,000		
Middle	12		LOW:			\$110,000	Yes	Individual contract for middle school principals
			HIGH			\$110,000		
Elementary	12		LOW:			\$110,000	No	
			HIGH			\$110,000		
Elementary	12		LOW:			\$110,000	Yes	Individual contract
			HIGH			\$110,000		
Whately								
PK-6	12		LOW:	\$78,000	\$81,500	\$83,130	No	
			HIGH	\$78,000	\$81,500	\$83,130		
Whitman-Hanson RSD								
PK-2		211	LOW:	\$101,532		\$99,730	No	
			HIGH	\$104,578		\$112,151		
Middle		211	LOW:	\$101,532		\$99,730	No	
			HIGH	\$104,578		\$112,151		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Whitman-Hanson RSD								
High School		211	LOW:	\$101,532		\$99,730	No	
			HIGH	\$104,578		\$112,151		
Elementary		211	LOW:	\$101,532		\$99,730	No	
			HIGH	\$104,578		\$112,151		
Whittier RVTSD								
High School	12		LOW:		\$119,500	\$121,890	No	
			HIGH		\$119,500	\$121,890		
Wilmington								
Middle		260	LOW:	\$98,936	\$101,385	\$103,920	No	
			HIGH	\$98,936	\$101,385	\$103,920		
High School		260	LOW:	\$105,945	\$112,000	\$113,120	No	
			HIGH	\$105,945	\$112,000	\$113,120		
Intermediate		215	LOW:	\$85,796	\$88,370	\$91,021	Yes	
			HIGH	\$87,433	\$89,822	\$92,516		
1-3		215	LOW:	\$86,300	\$88,365	\$88,000	No	
			HIGH	\$98,913	\$101,385	\$103,920		

	Work Year (Months)	Work Year (Days)		FY10	FY11	FY12	Differences in Contract	Please Specify Differences
Winchester								
High School	12		LOW:	\$115,000	\$118,000	\$120,000	No	One High School principal
			HIGH	\$115,000	\$118,000	\$120,000		
Middle	12		LOW:	\$105,000	\$105,000	\$105,000	No	
			HIGH	\$115,000	\$118,000	\$115,000		
Elementary		214	LOW:	\$98,000	\$98,000	\$98,000	No	
			HIGH	\$107,000	\$107,000	\$109,000		
AVERAGE:	10 Low:	11 Low:		12 Low:				
	\$100,000	\$100,707		\$102,449				
	10 High:	11 High:		12 High:				
	\$103,772	\$105,331		\$111,696				