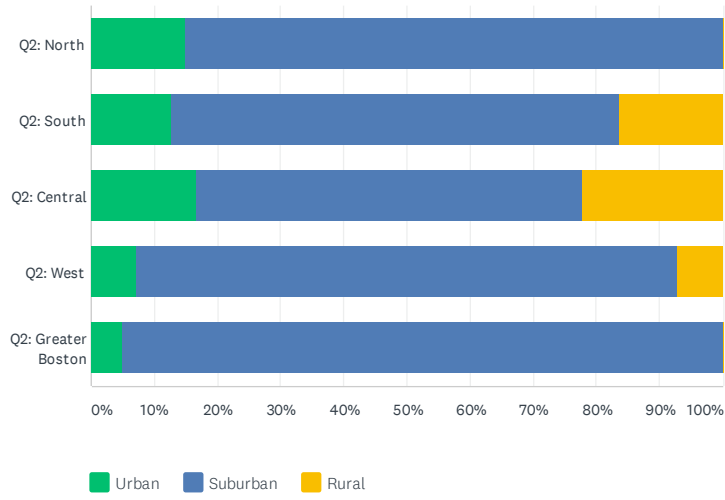


Q1 Is your school considered

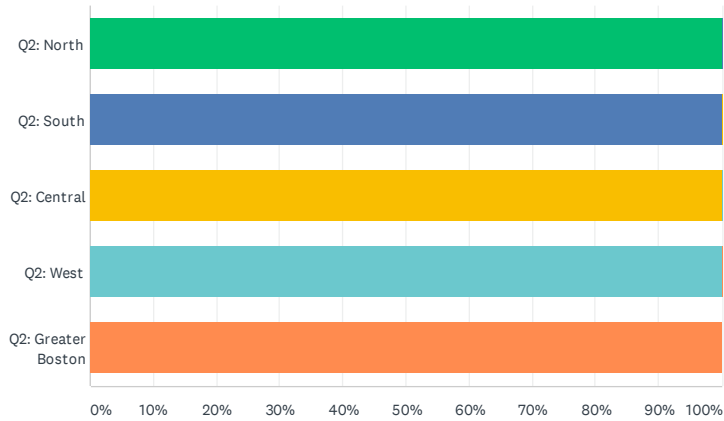
Answered: 152 Skipped: 0



	URBAN	SUBURBAN	RURAL	TOTAL
Q2: North	14.81% 4	85.19% 23	0.00% 0	17.76% 27
Q2: South	12.73% 7	70.91% 39	16.36% 9	36.18% 55
Q2: Central	16.67% 6	61.11% 22	22.22% 8	23.68% 36
Q2: West	7.14% 1	85.71% 12	7.14% 1	9.21% 14
Q2: Greater Boston	5.00% 1	95.00% 19	0.00% 0	13.16% 20
<b>Total Respondents</b>	<b>19</b>	<b>115</b>	<b>18</b>	<b>152</b>

Q2 In which region of the state do you work?

Answered: 152 Skipped: 0

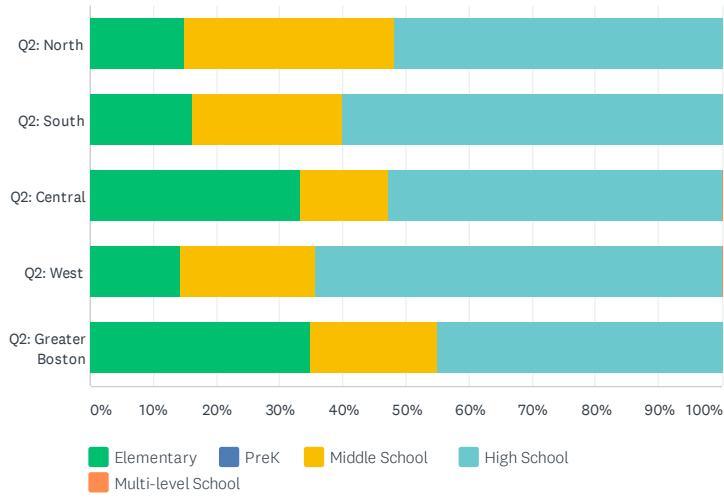


■ North 
 ■ South 
 ■ Central 
 ■ West 
 ■ Greater Boston

	NORTH	SOUTH	CENTRAL	WEST	GREATER BOSTON	TOTAL
Q2: North	100.00% 27	0.00% 0	0.00% 0	0.00% 0	0.00% 0	17.76% 27
Q2: South	0.00% 0	100.00% 55	0.00% 0	0.00% 0	0.00% 0	36.18% 55
Q2: Central	0.00% 0	0.00% 0	100.00% 36	0.00% 0	0.00% 0	23.68% 36
Q2: West	0.00% 0	0.00% 0	0.00% 0	100.00% 14	0.00% 0	9.21% 14
Q2: Greater Boston	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 20	13.16% 20
Total Respondents	27	55	36	14	20	152

### Q3 What level is your school?

Answered: 152 Skipped: 0

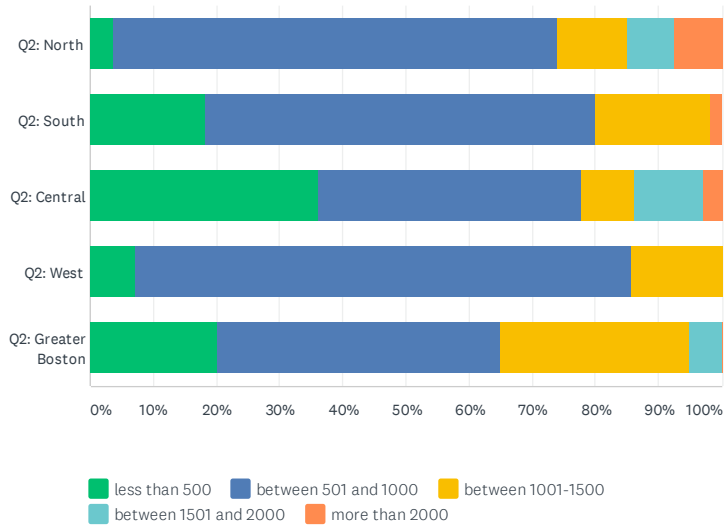


	ELEMENTARY	PREK	MIDDLE SCHOOL	HIGH SCHOOL	MULTI-LEVEL SCHOOL	TOTAL
Q2: North	14.81% 4	0.00% 0	33.33% 9	51.85% 14	0.00% 0	17.76% 27
Q2: South	16.36% 9	0.00% 0	23.64% 13	60.00% 33	0.00% 0	36.18% 55
Q2: Central	33.33% 12	0.00% 0	13.89% 5	52.78% 19	0.00% 0	23.68% 36
Q2: West	14.29% 2	0.00% 0	21.43% 3	64.29% 9	0.00% 0	9.21% 14
Q2: Greater Boston	35.00% 7	0.00% 0	20.00% 4	45.00% 9	0.00% 0	13.16% 20
Total Respondents	34	0	34	84	0	152

# MSSA Assistant Principals' Salary Survey 2020

## Q4 How many students are enrolled in your school?

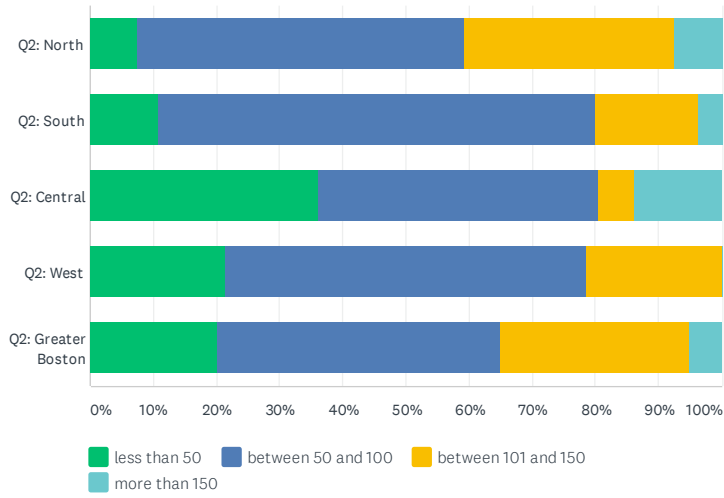
Answered: 152 Skipped: 0



	LESS THAN 500	BETWEEN 501 AND 1000	BETWEEN 1001-1500	BETWEEN 1501 AND 2000	MORE THAN 2000	TOTAL
Q2: North	3.70% 1	70.37% 19	11.11% 3	7.41% 2	7.41% 2	17.76% 27
Q2: South	18.18% 10	61.82% 34	18.18% 10	0.00% 0	1.82% 1	36.18% 55
Q2: Central	36.11% 13	41.67% 15	8.33% 3	11.11% 4	2.78% 1	23.68% 36
Q2: West	7.14% 1	78.57% 11	14.29% 2	0.00% 0	0.00% 0	9.21% 14
Q2: Greater Boston	20.00% 4	45.00% 9	30.00% 6	5.00% 1	0.00% 0	13.16% 20
Total Respondents	29	88	24	7	4	152

Q5 How many teachers work at your school?

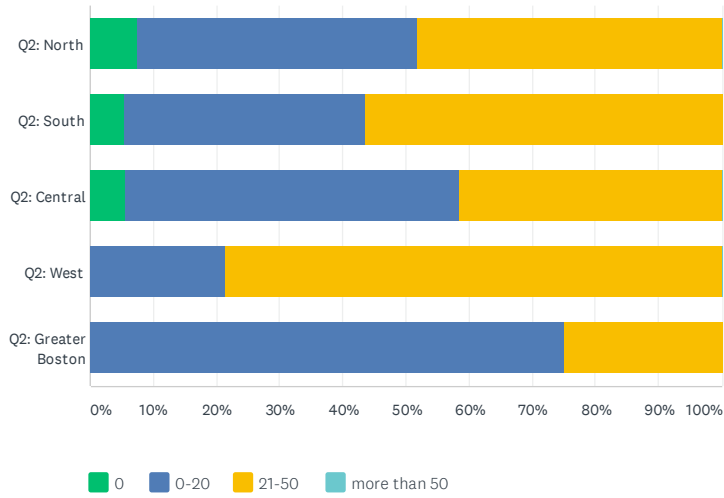
Answered: 152 Skipped: 0



	LESS THAN 50	BETWEEN 50 AND 100	BETWEEN 101 AND 150	MORE THAN 150	TOTAL
Q2: North	7.41% 2	51.85% 14	33.33% 9	7.41% 2	17.76% 27
Q2: South	10.91% 6	69.09% 38	16.36% 9	3.64% 2	36.18% 55
Q2: Central	36.11% 13	44.44% 16	5.56% 2	13.89% 5	23.68% 36
Q2: West	21.43% 3	57.14% 8	21.43% 3	0.00% 0	9.21% 14
Q2: Greater Boston	20.00% 4	45.00% 9	30.00% 6	5.00% 1	13.16% 20
Total Respondents	28	85	29	10	152

Q6 For how many teachers are you the primary evaluator?

Answered: 152 Skipped: 0

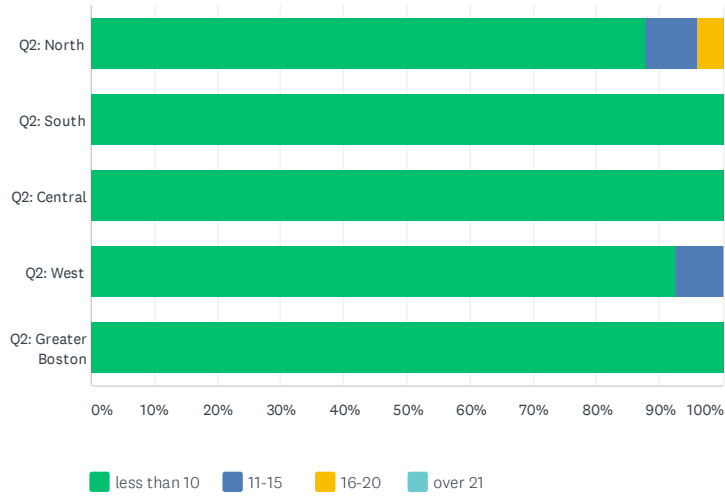


	0	0-20	21-50	MORE THAN 50	TOTAL
Q2: North	7.41% 2	44.44% 12	48.15% 13	0.00% 0	17.76% 27
Q2: South	5.45% 3	38.18% 21	56.36% 31	0.00% 0	36.18% 55
Q2: Central	5.56% 2	52.78% 19	41.67% 15	0.00% 0	23.68% 36
Q2: West	0.00% 0	21.43% 3	78.57% 11	0.00% 0	9.21% 14
Q2: Greater Boston	0.00% 0	75.00% 15	25.00% 5	0.00% 0	13.16% 20
<b>Total Respondents</b>	<b>7</b>	<b>70</b>	<b>75</b>	<b>0</b>	<b>152</b>

MCAA Assistant Principals' Salary Survey 2020

Q7 For how many administrators, department/heads/curriculum supervisors are you the primary evaluator?

Answered: 147 Skipped: 5

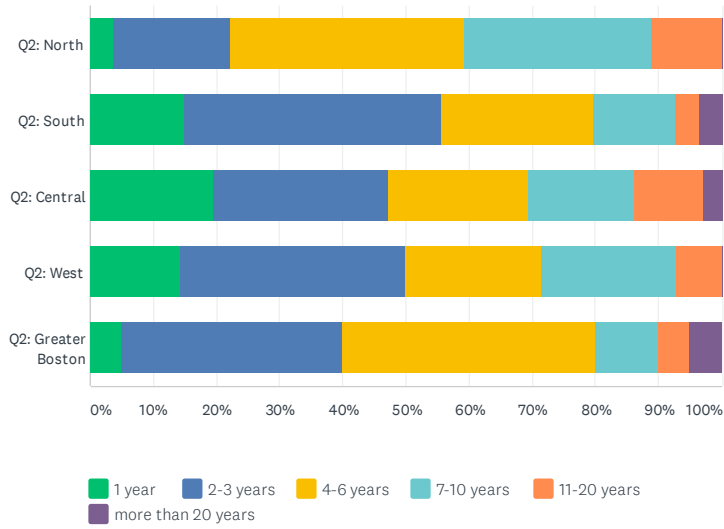


	LESS THAN 10	11-15	16-20	OVER 21	TOTAL
Q2: North	88.00% 22	8.00% 2	4.00% 1	0.00% 0	17.01% 25
Q2: South	100.00% 52	0.00% 0	0.00% 0	0.00% 0	35.37% 52
Q2: Central	100.00% 36	0.00% 0	0.00% 0	0.00% 0	24.49% 36
Q2: West	92.86% 13	7.14% 1	0.00% 0	0.00% 0	9.52% 14
Q2: Greater Boston	100.00% 20	0.00% 0	0.00% 0	0.00% 0	13.61% 20
<b>Total Respondents</b>	<b>143</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>147</b>

# MSSA Assistant Principals' Salary Survey 2020

## Q8 How long have you been the assistant principal of the school where you currently work?

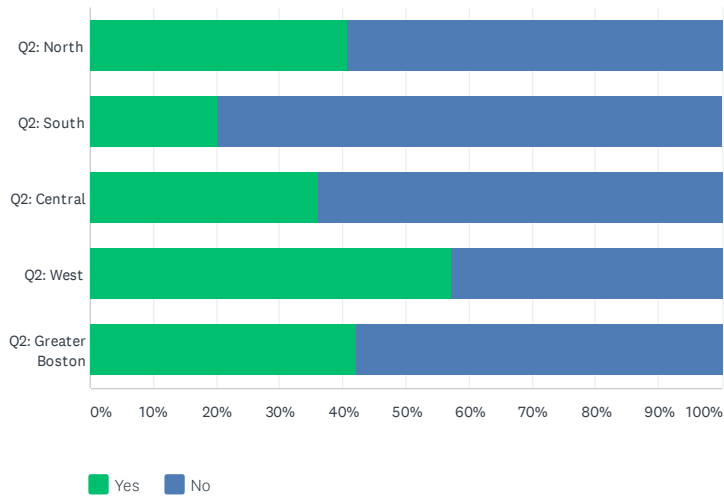
Answered: 151 Skipped: 1



	1 YEAR	2-3 YEARS	4-6 YEARS	7-10 YEARS	11-20 YEARS	MORE THAN 20 YEARS	TOTAL
Q2: North	3.70% 1	18.52% 5	37.04% 10	29.63% 8	11.11% 3	0.00% 0	17.88% 27
Q2: South	14.81% 8	40.74% 22	24.07% 13	12.96% 7	3.70% 2	3.70% 2	35.76% 54
Q2: Central	19.44% 7	27.78% 10	22.22% 8	16.67% 6	11.11% 4	2.78% 1	23.84% 36
Q2: West	14.29% 2	35.71% 5	21.43% 3	21.43% 3	7.14% 1	0.00% 0	9.27% 14
Q2: Greater Boston	5.00% 1	35.00% 7	40.00% 8	10.00% 2	5.00% 1	5.00% 1	13.25% 20
Total Respondents	19	49	42	26	11	4	151

Q9 Have you worked as an assistant principal in any other schools?

Answered: 151 Skipped: 1

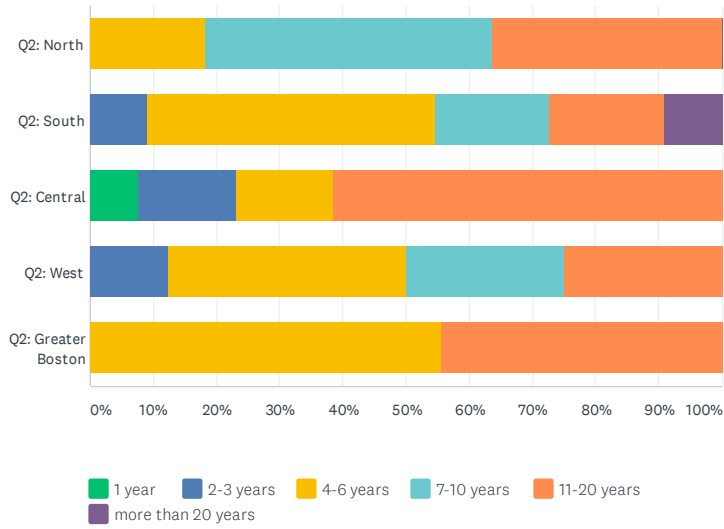


	YES	NO	TOTAL
Q2: North	40.74% 11	59.26% 16	17.88% 27
Q2: South	20.00% 11	80.00% 44	36.42% 55
Q2: Central	36.11% 13	63.89% 23	23.84% 36
Q2: West	57.14% 8	42.86% 6	9.27% 14
Q2: Greater Boston	42.11% 8	57.89% 11	12.58% 19
<b>Total Respondents</b>	<b>51</b>	<b>100</b>	<b>151</b>

# MSSA Assistant Principals' Salary Survey 2020

## Q10 How many years have you worked as an assistant principal in total?

Answered: 52 Skipped: 100



	1 YEAR	2-3 YEARS	4-6 YEARS	7-10 YEARS	11-20 YEARS	MORE THAN 20 YEARS	TOTAL
Q2: North	0.00% 0	0.00% 0	18.18% 2	45.45% 5	36.36% 4	0.00% 0	21.15% 11
Q2: South	0.00% 0	9.09% 1	45.45% 5	18.18% 2	18.18% 2	9.09% 1	21.15% 11
Q2: Central	7.69% 1	15.38% 2	15.38% 2	0.00% 0	61.54% 8	0.00% 0	25.00% 13
Q2: West	0.00% 0	12.50% 1	37.50% 3	25.00% 2	25.00% 2	0.00% 0	15.38% 8
Q2: Greater Boston	0.00% 0	0.00% 0	55.56% 5	0.00% 0	44.44% 4	0.00% 0	17.31% 9
<b>Total Respondents</b>	<b>1</b>	<b>4</b>	<b>17</b>	<b>9</b>	<b>20</b>	<b>1</b>	<b>52</b>

MSAA Assistant Principals' Salary Survey 2020

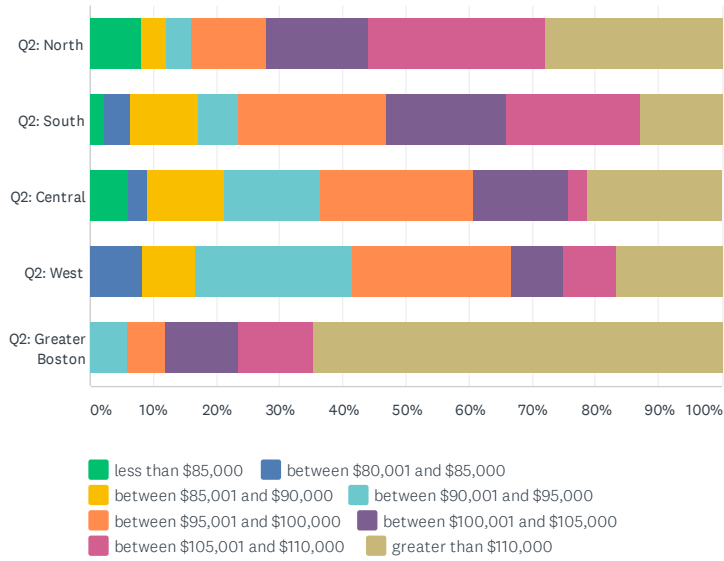
Q11 How many work days does your contract specify? Answer A or B please.

Answered: 134 Skipped: 18

	A. IF YOU HAVE A 12 MONTH CONTRACT, HOW MANY VACATION DAYS ARE YOU ALLOWED PER YEAR?	B. IF YOU HAVE SOMETHING OTHER THAN A 12 MONTH CONTRACT, HOW MANY WORK DAYS DOES YOUR AGREEMENT SPECIFY?	TOTAL
Q2: North	44.00% 11	56.00% 14	18.66% 25
Q2: South	46.81% 22	53.19% 25	35.07% 47
Q2: Central	42.42% 14	57.58% 19	24.63% 33
Q2: West	25.00% 3	75.00% 9	8.96% 12
Q2: Greater Boston	41.18% 7	58.82% 10	12.69% 17
Total Respondents	57	77	134

### Q12 What is your annual salary?

Answered: 134 Skipped: 18

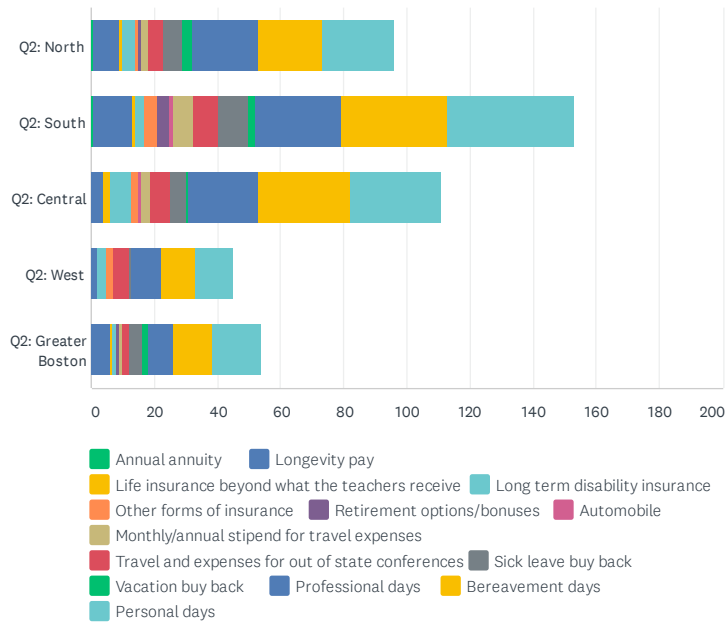


	LESS THAN \$85,000	BETWEEN \$80,001 AND \$85,000	BETWEEN \$85,001 AND \$90,000	BETWEEN \$90,001 AND \$95,000	BETWEEN \$95,001 AND \$100,000	BETWEEN \$100,001 AND \$105,000	BETWEEN \$105,001 AND \$110,000	GREATER THAN \$110,000	TOTAL
Q2: North	8.00% 2	0.00% 0	4.00% 1	4.00% 1	12.00% 3	16.00% 4	28.00% 7	28.00% 7	18.66% 25
Q2: South	2.13% 1	4.26% 2	10.64% 5	6.38% 3	23.40% 11	19.15% 9	21.28% 10	12.77% 6	35.07% 47
Q2: Central	6.06% 2	3.03% 1	12.12% 4	15.15% 5	24.24% 8	15.15% 5	3.03% 1	21.21% 7	24.63% 33
Q2: West	0.00% 0	8.33% 1	8.33% 1	25.00% 3	25.00% 3	8.33% 1	8.33% 1	16.67% 2	8.96% 12
Q2: Greater Boston	0.00% 0	0.00% 0	0.00% 0	5.88% 1	5.88% 1	11.76% 2	11.76% 2	64.71% 11	12.69% 17
Total Respondents	5	4	11	13	26	21	21	33	134

# MSSA Assistant Principals' Salary Survey 2020

Q13 Please check any of the following compensations or benefits that you also receive:

Answered: 125 Skipped: 27

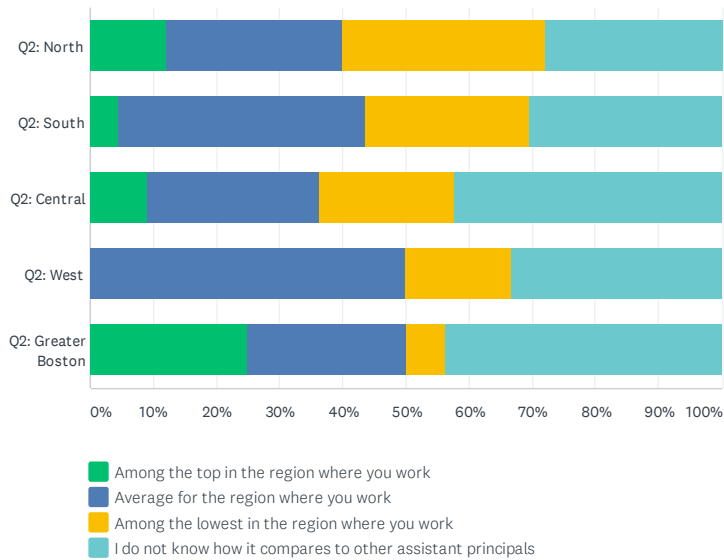


	ANNUAL ANNUITY	LONGEVITY PAY	LIFE INSURANCE BEYOND WHAT THE TEACHERS RECEIVE	LONG TERM DISABILITY INSURANCE	OTHER FORMS OF INSURANCE	RETIREMENT OPTIONS/BONUSES	AUTOMOBILE	MONTHLY/ANNUAL STIPEND FOR TRAVEL EXPENSES	TRAVEL AND EXPENSES FOR OUT OF STATE CONFERENCES
Q2: North	4.17% 1	33.33% 8	4.17% 1	16.67% 4	4.17% 1	4.17% 1	0.00% 0	8.33% 2	20.83% 5
Q2: South	2.33% 1	27.91% 12	2.33% 1	6.98% 3	9.30% 4	9.30% 4	2.33% 1	13.95% 6	18.60% 8
Q2: Central	0.00% 0	13.33% 4	6.67% 2	23.33% 7	6.67% 2	0.00% 0	3.33% 1	10.00% 3	20.00% 6
Q2: West	0.00% 0	16.67% 2	0.00% 0	25.00% 3	16.67% 2	0.00% 0	0.00% 0	0.00% 0	41.67% 5
Q2: Greater Boston	0.00% 0	37.50% 6	6.25% 1	6.25% 1	0.00% 0	6.25% 1	0.00% 0	6.25% 1	12.50% 2
Total Respondents	2	32	5	18	9	6	2	12	26

# MSSA Assistant Principals' Salary Survey 2020

## Q14 How would you describe your total compensation package?

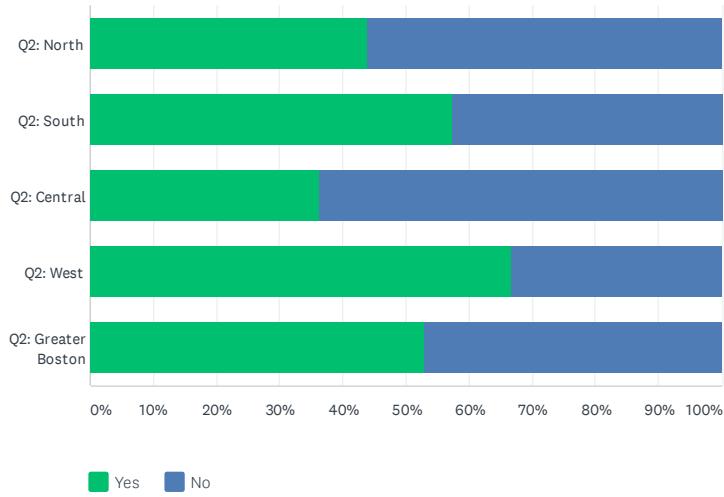
Answered: 132 Skipped: 20



	AMONG THE TOP IN THE REGION WHERE YOU WORK	AVERAGE FOR THE REGION WHERE YOU WORK	AMONG THE LOWEST IN THE REGION WHERE YOU WORK	I DO NOT KNOW HOW IT COMPARES TO OTHER ASSISTANT PRINCIPALS	TOTAL
Q2: North	12.00% 3	28.00% 7	32.00% 8	28.00% 7	18.94% 25
Q2: South	4.35% 2	39.13% 18	26.09% 12	30.43% 14	34.85% 46
Q2: Central	9.09% 3	27.27% 9	21.21% 7	42.42% 14	25.00% 33
Q2: West	0.00% 0	50.00% 6	16.67% 2	33.33% 4	9.09% 12
Q2: Greater Boston	25.00% 4	25.00% 4	6.25% 1	43.75% 7	12.12% 16
Total Respondents	12	44	30	46	132

Q15 Would you be willing to talk to other assistant principals about your contract and working conditions?

Answered: 134 Skipped: 18



	YES	NO	TOTAL
Q2: North	44.00% 11	56.00% 14	18.66% 25
Q2: South	57.45% 27	42.55% 20	35.07% 47
Q2: Central	36.36% 12	63.64% 21	24.63% 33
Q2: West	66.67% 8	33.33% 4	8.96% 12
Q2: Greater Boston	52.94% 9	47.06% 8	12.69% 17
Total Respondents	67	67	134

## Q16 Please consider sharing a copy of your contract.

Answered: 4 Skipped: 148

	PLEASE CONSIDER SHARING A COPY OF YOUR CONTRACT.		TOTAL
Q2: North		100.00%	25.00%
		1	1
Q2: South		100.00%	25.00%
		1	1
Q2: Central		100.00%	25.00%
		1	1
Q2: West		0.00%	0.00%
		0	0
Q2: Greater Boston		100.00%	25.00%
		1	1
Total Respondents	4		4

MSAA Assistant Principals' Salary Survey 2020

Q17 If yes

Answered: 57 Skipped: 95

	NAME	SCHOOL	EMAIL ADDRESS	TOTAL
Q2: North	90.91% 10	90.91% 10	81.82% 9	50.88% 29
Q2: South	100.00% 22	100.00% 22	100.00% 22	115.79% 66
Q2: Central	100.00% 11	90.91% 10	100.00% 11	56.14% 32
Q2: West	100.00% 6	100.00% 6	100.00% 6	31.58% 18
Q2: Greater Boston	100.00% 7	85.71% 6	85.71% 6	33.33% 19
Total Respondents	56	54	54	57

Q18 Please consider sharing a copy of your contract.

Answered: 2 Skipped: 150

	PLEASE CONSIDER SHARING A COPY OF YOUR CONTRACT.		TOTAL
Q2: North		0.00% 0	0.00% 0
Q2: South		100.00% 1	50.00% 1
Q2: Central		100.00% 1	50.00% 1
Q2: West		0.00% 0	0.00% 0
Q2: Greater Boston		0.00% 0	0.00% 0
Total Respondents	2		2