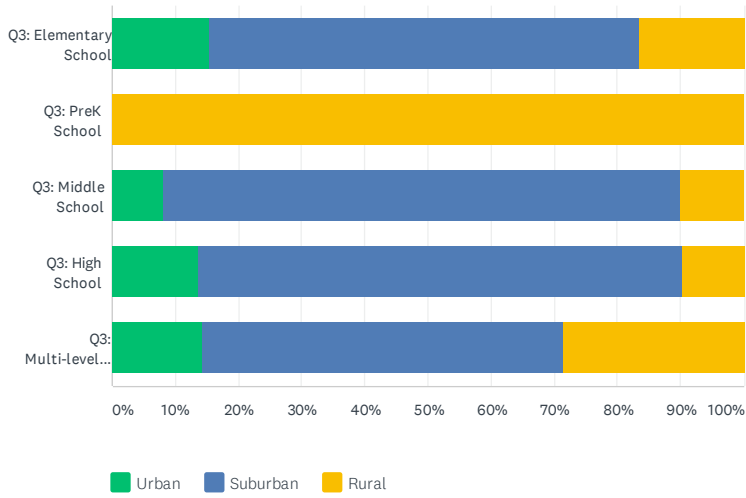


Q1 Is your school considered

Answered: 236 Skipped: 0

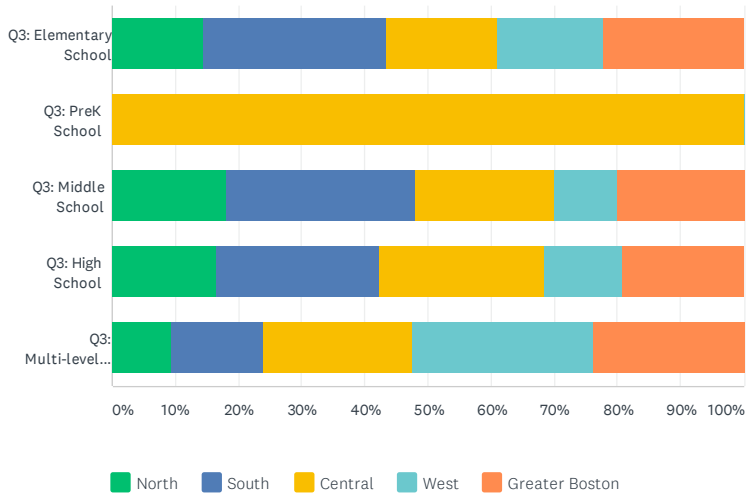


	URBAN	SUBURBAN	RURAL	TOTAL
Q3: Elementary School	15.38% 14	68.13% 62	16.48% 15	38.56% 91
Q3: PreK School	0.00% 0	0.00% 0	100.00% 1	0.42% 1
Q3: Middle School	8.00% 4	82.00% 41	10.00% 5	21.19% 50
Q3: High School	13.70% 10	76.71% 56	9.59% 7	30.93% 73
Q3: Multi-level School	14.29% 3	57.14% 12	28.57% 6	8.90% 21
Total Respondents	31	171	34	236

# MSSA Principals' Salary Survey 2020

## Q2 In which region of the state do you work?

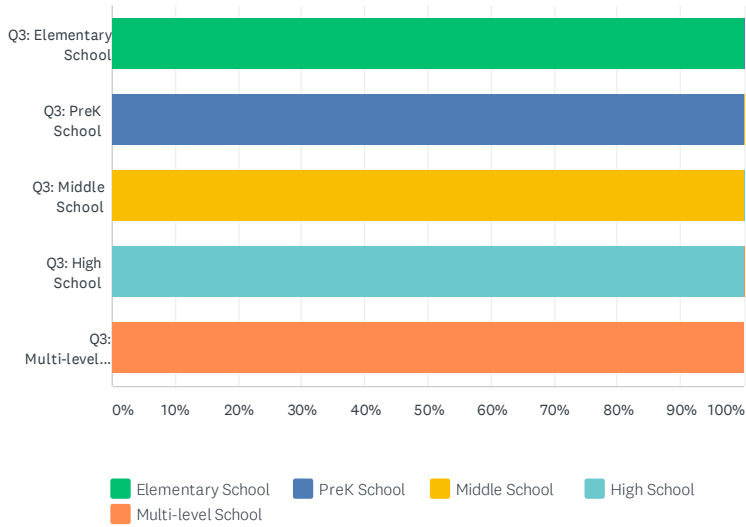
Answered: 235 Skipped: 1



	NORTH	SOUTH	CENTRAL	WEST	GREATER BOSTON	TOTAL
Q3: Elementary School	14.44% 13	28.89% 26	17.78% 16	16.67% 15	22.22% 20	38.30% 90
Q3: PreK School	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.43% 1
Q3: Middle School	18.00% 9	30.00% 15	22.00% 11	10.00% 5	20.00% 10	21.28% 50
Q3: High School	16.44% 12	26.03% 19	26.03% 19	12.33% 9	19.18% 14	31.06% 73
Q3: Multi-level School	9.52% 2	14.29% 3	23.81% 5	28.57% 6	23.81% 5	8.94% 21
Total Respondents	36	63	52	35	49	235

### Q3 What level is your school?

Answered: 236 Skipped: 0

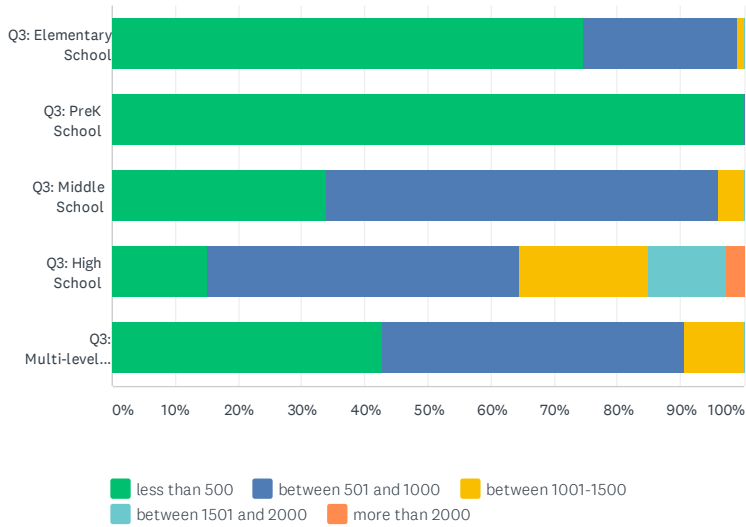


	ELEMENTARY SCHOOL	PREK SCHOOL	MIDDLE SCHOOL	HIGH SCHOOL	MULTI-LEVEL SCHOOL	TOTAL
Q3: Elementary School	100.00% 91	0.00% 0	0.00% 0	0.00% 0	0.00% 0	38.56% 91
Q3: PreK School	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.42% 1
Q3: Middle School	0.00% 0	0.00% 0	100.00% 50	0.00% 0	0.00% 0	21.19% 50
Q3: High School	0.00% 0	0.00% 0	0.00% 0	100.00% 73	0.00% 0	30.93% 73
Q3: Multi-level School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 21	8.90% 21
Total Respondents	91	1	50	73	21	236

# MSAA Principals' Salary Survey 2020

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

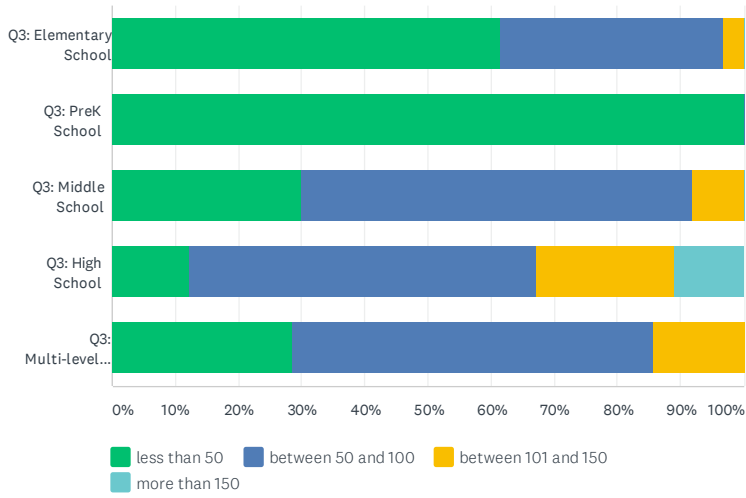
Answered: 236 Skipped: 0



	LESS THAN 500	BETWEEN 501 AND 1000	BETWEEN 1001-1500	BETWEEN 1501 AND 2000	MORE THAN 2000	TOTAL
Q3: Elementary School	74.73% 68	24.18% 22	1.10% 1	0.00% 0	0.00% 0	38.56% 91
Q3: PreK School	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.42% 1
Q3: Middle School	34.00% 17	62.00% 31	4.00% 2	0.00% 0	0.00% 0	21.19% 50
Q3: High School	15.07% 11	49.32% 36	20.55% 15	12.33% 9	2.74% 2	30.93% 73
Q3: Multi-level School	42.86% 9	47.62% 10	9.52% 2	0.00% 0	0.00% 0	8.90% 21
Total Respondents	106	99	20	9	2	236

Q5 How many teachers work at your school?

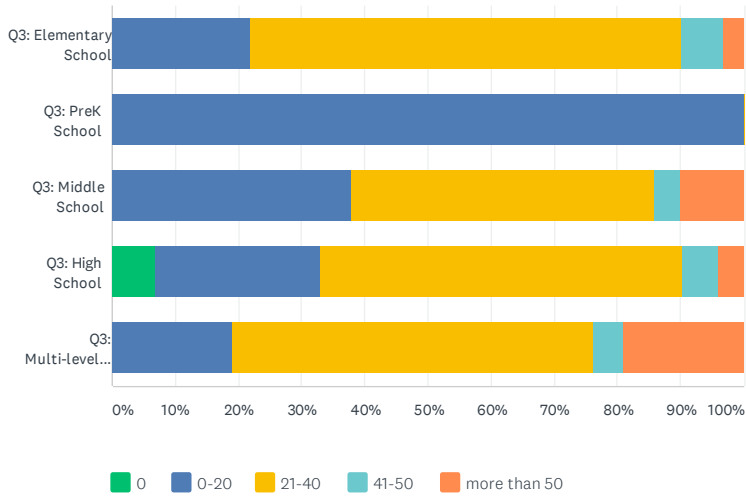
Answered: 236 Skipped: 0



	LESS THAN 50	BETWEEN 50 AND 100	BETWEEN 101 AND 150	MORE THAN 150	TOTAL
Q3: Elementary School	61.54% 56	35.16% 32	3.30% 3	0.00% 0	38.56% 91
Q3: PreK School	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.42% 1
Q3: Middle School	30.00% 15	62.00% 31	8.00% 4	0.00% 0	21.19% 50
Q3: High School	12.33% 9	54.79% 40	21.92% 16	10.96% 8	30.93% 73
Q3: Multi-level School	28.57% 6	57.14% 12	14.29% 3	0.00% 0	8.90% 21
Total Respondents	87	115	26	8	236

Q6 For how many teachers are you the primary evaluator?

Answered: 236 Skipped: 0

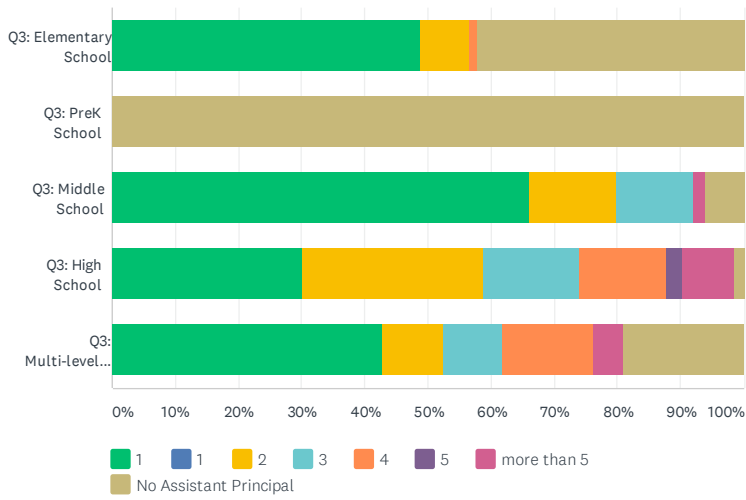


	0	0-20	21-40	41-50	MORE THAN 50	TOTAL
Q3: Elementary School	0.00% 0	21.98% 20	68.13% 62	6.59% 6	3.30% 3	38.56% 91
Q3: PreK School	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.42% 1
Q3: Middle School	0.00% 0	38.00% 19	48.00% 24	4.00% 2	10.00% 5	21.19% 50
Q3: High School	6.85% 5	26.03% 19	57.53% 42	5.48% 4	4.11% 3	30.93% 73
Q3: Multi-level School	0.00% 0	19.05% 4	57.14% 12	4.76% 1	19.05% 4	8.90% 21
Total Respondents	5	63	140	13	15	236

# MSSA Principals' Salary Survey 2020

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

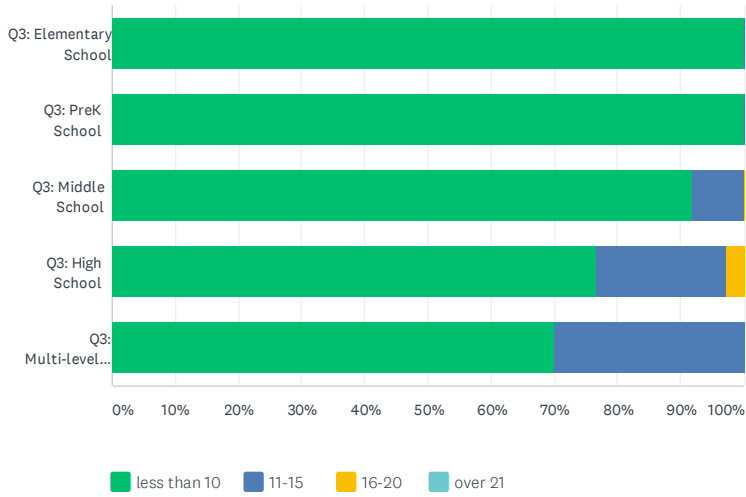
Answered: 235 Skipped: 1



	1	1	2	3	4	5	MORE THAN 5	NO ASSISTANT PRINCIPAL	TOTAL
Q3: Elementary School	48.89% 44	0.00% 0	7.78% 7	0.00% 0	1.11% 1	0.00% 0	0.00% 0	42.22% 38	38.30% 90
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.43% 1
Q3: Middle School	66.00% 33	0.00% 0	14.00% 7	12.00% 6	0.00% 0	0.00% 0	2.00% 1	6.00% 3	21.28% 50
Q3: High School	30.14% 22	0.00% 0	28.77% 21	15.07% 11	13.70% 10	2.74% 2	8.22% 6	1.37% 1	31.06% 73
Q3: Multi-level School	42.86% 9	0.00% 0	9.52% 2	9.52% 2	14.29% 3	0.00% 0	4.76% 1	19.05% 4	8.94% 21
Total Respondents	108	0	37	19	14	2	8	47	235

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

Answered: 232 Skipped: 4

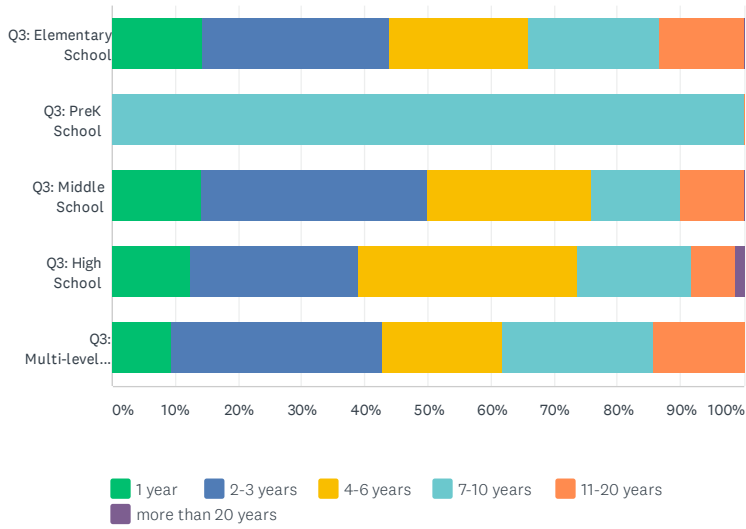


	LESS THAN 10	11-15	16-20	OVER 21	TOTAL
Q3: Elementary School	100.00% 88	0.00% 0	0.00% 0	0.00% 0	37.93% 88
Q3: PreK School	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.43% 1
Q3: Middle School	92.00% 46	8.00% 4	0.00% 0	0.00% 0	21.55% 50
Q3: High School	76.71% 56	20.55% 15	2.74% 2	0.00% 0	31.47% 73
Q3: Multi-level School	70.00% 14	30.00% 6	0.00% 0	0.00% 0	8.62% 20
Total Respondents	205	25	2	0	232

# MSSA Principals' Salary Survey 2020

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

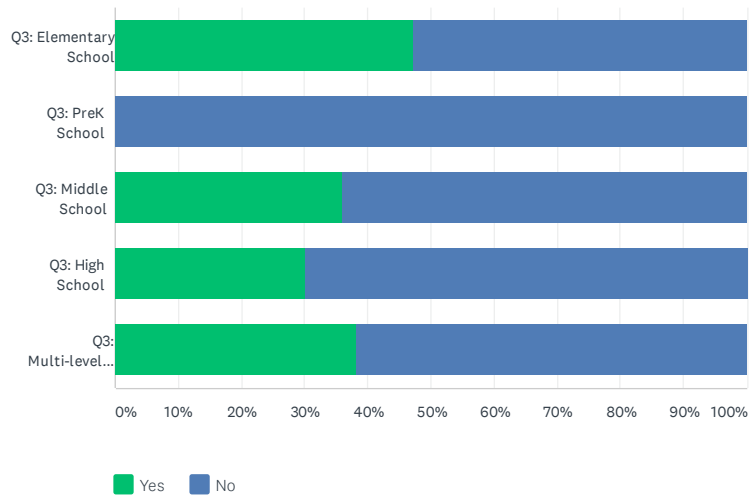
Answered: 235 Skipped: 1



	1 YEAR	2-3 YEARS	4-6 YEARS	7-10 YEARS	11-20 YEARS	MORE THAN 20 YEARS	TOTAL
Q3: Elementary School	14.29% 13	29.67% 27	21.98% 20	20.88% 19	13.19% 12	0.00% 0	38.72% 91
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.43% 1
Q3: Middle School	14.00% 7	36.00% 18	26.00% 13	14.00% 7	10.00% 5	0.00% 0	21.28% 50
Q3: High School	12.50% 9	26.39% 19	34.72% 25	18.06% 13	6.94% 5	1.39% 1	30.64% 72
Q3: Multi-level School	9.52% 2	33.33% 7	19.05% 4	23.81% 5	14.29% 3	0.00% 0	8.94% 21
<b>Total Respondents</b>	<b>31</b>	<b>71</b>	<b>62</b>	<b>45</b>	<b>25</b>	<b>1</b>	<b>235</b>

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

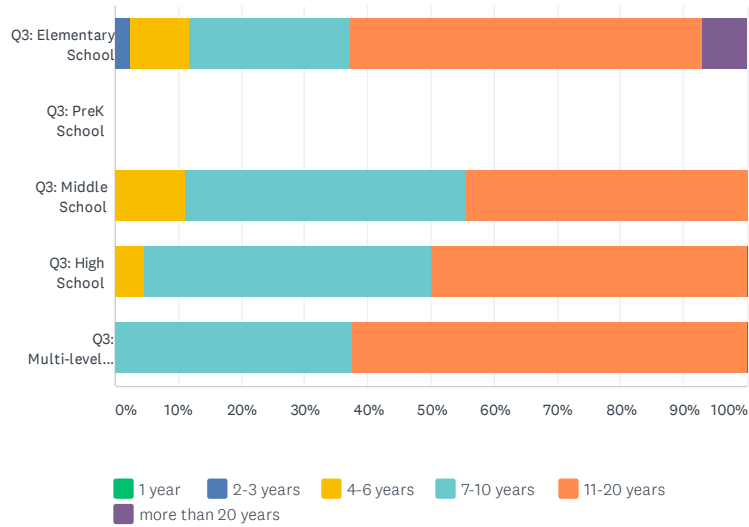
Answered: 236 Skipped: 0



	YES	NO	TOTAL
Q3: Elementary School	47.25% 43	52.75% 48	38.56% 91
Q3: PreK School	0.00% 0	100.00% 1	0.42% 1
Q3: Middle School	36.00% 18	64.00% 32	21.19% 50
Q3: High School	30.14% 22	69.86% 51	30.93% 73
Q3: Multi-level School	38.10% 8	61.90% 13	8.90% 21
<b>Total Respondents</b>	<b>91</b>	<b>145</b>	<b>236</b>

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

Answered: 91 Skipped: 145



	1 YEAR	2-3 YEARS	4-6 YEARS	7-10 YEARS	11-20 YEARS	MORE THAN 20 YEARS	TOTAL
Q3: Elementary School	0.00% 0	2.33% 1	9.30% 4	25.58% 11	55.81% 24	6.98% 3	47.25% 43
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: Middle School	0.00% 0	0.00% 0	11.11% 2	44.44% 8	44.44% 8	0.00% 0	19.78% 18
Q3: High School	0.00% 0	0.00% 0	4.55% 1	45.45% 10	50.00% 11	0.00% 0	24.18% 22
Q3: Multi-level School	0.00% 0	0.00% 0	0.00% 0	37.50% 3	62.50% 5	0.00% 0	8.79% 8
Total Respondents	0	1	7	32	48	3	91

# MSAA Principals' Salary Survey 2020

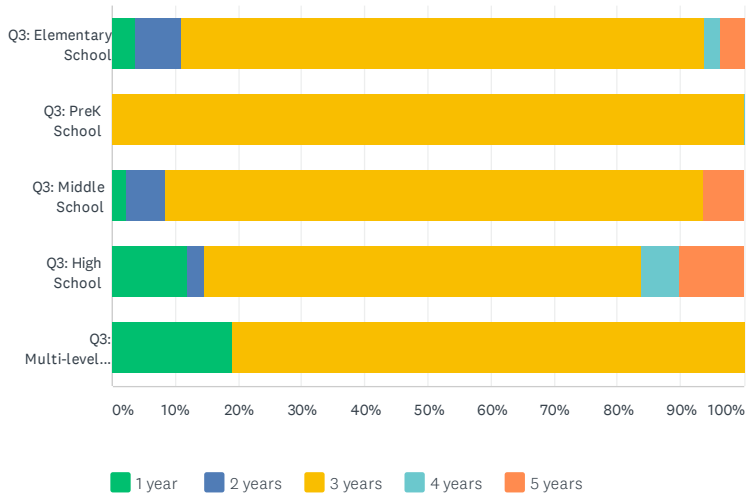
## Q12 Work days, answer either A or B.

Answered: 218 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 CONTRACT SPECIFY?	TOTAL
Q3: Elementary School	69.14% 56	30.86% 25	37.16% 81
Q3: PreK School	100.00% 1	0.00% 0	0.46% 1
Q3: Middle School	80.85% 38	19.15% 9	21.56% 47
Q3: High School	89.71% 61	10.29% 7	31.19% 68
Q3: Multi-level School	80.95% 17	19.05% 4	9.63% 21
Total Respondents	173	45	218

Q13 How many years is your current contract?

Answered: 218 Skipped: 18

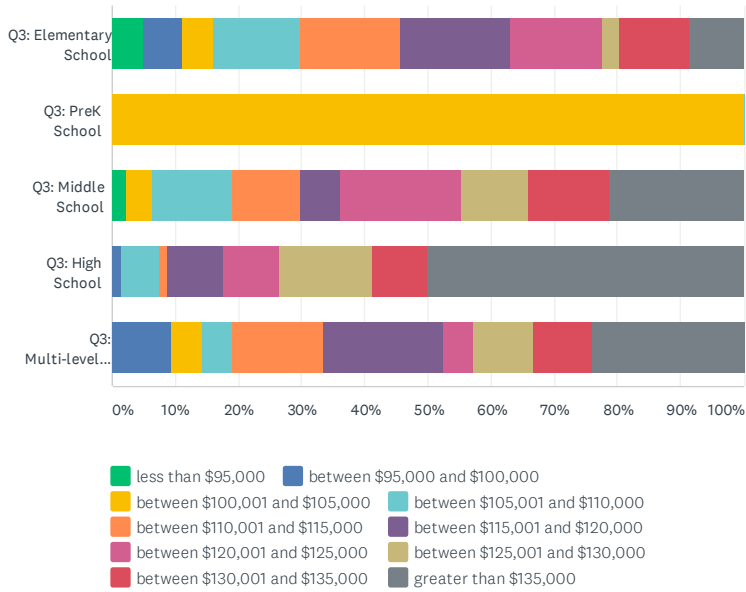


	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS	TOTAL
Q3: Elementary School	3.70% 3	7.41% 6	82.72% 67	2.47% 2	3.70% 3	37.16% 81
Q3: PreK School	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.46% 1
Q3: Middle School	2.13% 1	6.38% 3	85.11% 40	0.00% 0	6.38% 3	21.56% 47
Q3: High School	11.76% 8	2.94% 2	69.12% 47	5.88% 4	10.29% 7	31.19% 68
Q3: Multi-level School	19.05% 4	0.00% 0	80.95% 17	0.00% 0	0.00% 0	9.63% 21
Total Respondents	16	11	172	6	13	218

# MSSA Principals' Salary Survey 2020

## Q14 What is your annual salary?

Answered: 218 Skipped: 18

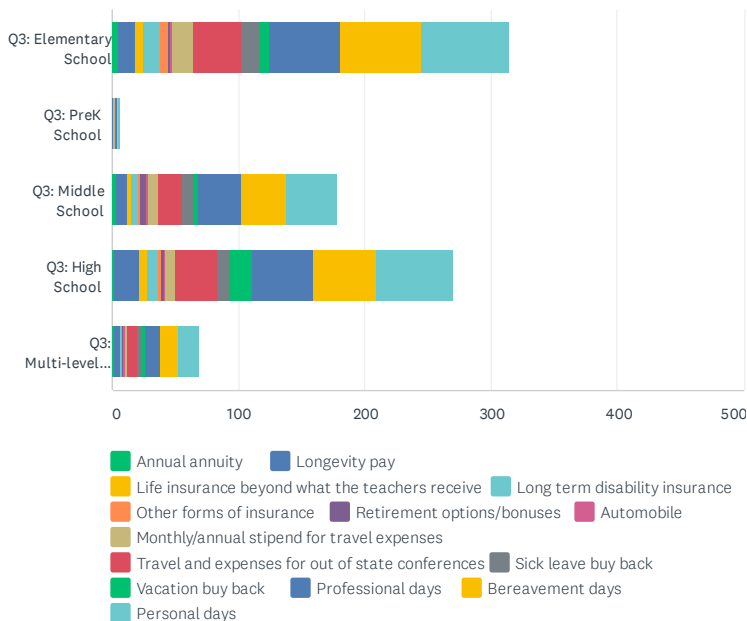


	LESS THAN \$95,000	BETWEEN \$95,000 AND \$100,000	BETWEEN \$100,001 AND \$105,000	BETWEEN \$105,001 AND \$110,000	BETWEEN \$110,001 AND \$115,000	BETWEEN \$115,001 AND \$120,000	BETWEEN \$120,001 AND \$125,000	BETWEEN \$125,001 AND \$130,000	BETWEEN \$130,001 AND \$135,000	GREATER THAN \$135,000	TOTAL
Q3: Elementary School	4.94% 4	6.17% 5	4.94% 4	13.58% 11	16.05% 13	17.28% 14	14.81% 12	2.47% 2	11.11% 9	8.64% 7	37.16% 81
Q3: PreK School	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.46% 1
Q3: Middle School	2.13% 1	0.00% 0	4.26% 2	12.77% 6	10.64% 5	6.38% 3	19.15% 9	10.64% 5	12.77% 6	21.28% 10	21.56% 47
Q3: High School	0.00% 0	1.47% 1	0.00% 0	5.88% 4	1.47% 1	8.82% 6	8.82% 6	14.71% 10	8.82% 6	50.00% 34	31.19% 68
Q3: Multi-level School	0.00% 0	9.52% 2	4.76% 1	4.76% 1	14.29% 3	19.05% 4	4.76% 1	9.52% 2	9.52% 2	23.81% 5	9.63% 21
Total Respondents	5	8	8	22	22	27	28	19	23	56	218

# MSSA Principals' Salary Survey 2020

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

Answered: 205 Skipped: 31



	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
Q3: Elementary School	6.33% 5	16.46% 13	8.86% 7	16.46% 13	7.59% 6	2.53% 2	1.27% 1	21.52% 17	48.10% 38
Q3: PreK School	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	100.00% 1
Q3: Middle School	6.82% 3	20.45% 9	6.82% 3	13.64% 6	2.27% 1	11.36% 5	2.27% 1	18.18% 8	43.18% 19
Q3: High School	3.17% 2	30.16% 19	11.11% 7	12.70% 8	4.76% 3	3.17% 2	1.59% 1	12.70% 8	52.38% 33
Q3: Multi-level School	11.11% 2	22.22% 4	0.00% 0	5.56% 1	5.56% 1	5.56% 1	5.56% 1	11.11% 2	44.44% 8
Total Respondents	12	46	17	28	11	10	4	36	99

MSAA Principals' Salary Survey 2020

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

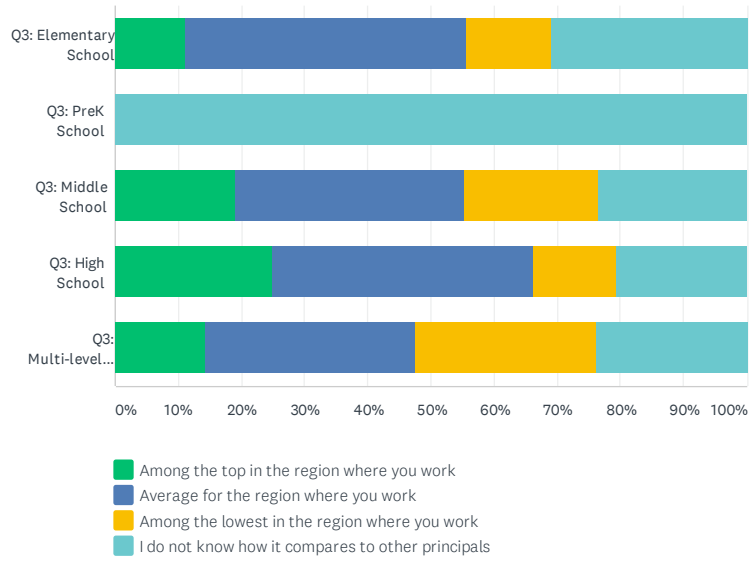
Answered: 60 Skipped: 176

	PLEASE LIST ANY ADDITIONAL BENEFITS OR COMPENSATION THAT YOU RECEIVE.		TOTAL
Q3: Elementary School		100.00%	38.33%
		23	23
Q3: PreK School		100.00%	1.67%
		1	1
Q3: Middle School		100.00%	16.67%
		10	10
Q3: High School		100.00%	31.67%
		19	19
Q3: Multi-level School		100.00%	11.67%
		7	7
Total Respondents	60		60

# MSSA Principals' Salary Survey 2020

## Q17 How would you describe your total compensation package?

Answered: 218 Skipped: 18



	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 PRINCIPALS	TOTAL
Q3: Elementary School	11.11% 9	44.44% 36	13.58% 11	30.86% 25	37.16% 81
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.46% 1
Q3: Middle School	19.15% 9	36.17% 17	21.28% 10	23.40% 11	21.56% 47
Q3: High School	25.00% 17	41.18% 28	13.24% 9	20.59% 14	31.19% 68
Q3: Multi-level School	14.29% 3	33.33% 7	28.57% 6	23.81% 5	9.63% 21
Total Respondents	38	88	36	56	218

## Q18 Please consider sharing a copy of your contract.

Answered: 3 Skipped: 233

	PLEASE CONSIDER SHARING A COPY OF YOUR CONTRACT.		TOTAL
Q3: Elementary School		100.00% 2	66.67% 2
Q3: PreK School		0.00% 0	0.00% 0
Q3: Middle School		100.00% 1	33.33% 1
Q3: High School		0.00% 0	0.00% 0
Q3: Multi-level School		0.00% 0	0.00% 0
Total Respondents	3		3