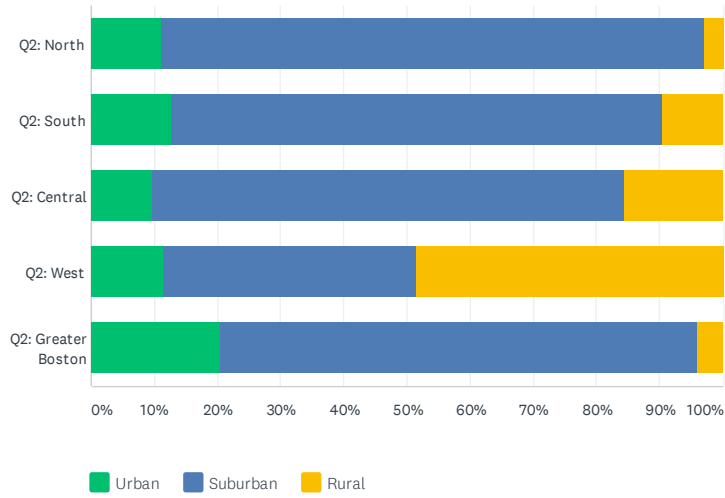


Q1 Is your school considered

Answered: 235 Skipped: 0

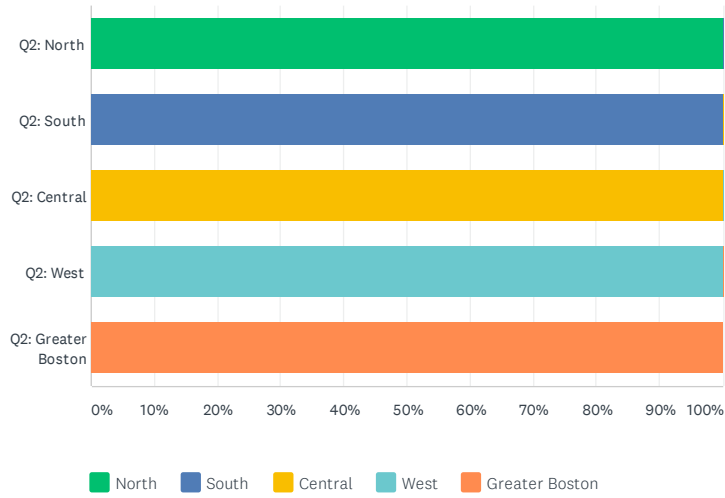


	URBAN	SUBURBAN	RURAL	TOTAL
Q2: North	11.11% 4	86.11% 31	2.78% 1	15.32% 36
Q2: South	12.70% 8	77.78% 49	9.52% 6	26.81% 63
Q2: Central	9.62% 5	75.00% 39	15.38% 8	22.13% 52
Q2: West	11.43% 4	40.00% 14	48.57% 17	14.89% 35
Q2: Greater Boston	20.41% 10	75.51% 37	4.08% 2	20.85% 49
Total Respondents	31	170	34	235

# MSSA Principals' Salary Survey 2020

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

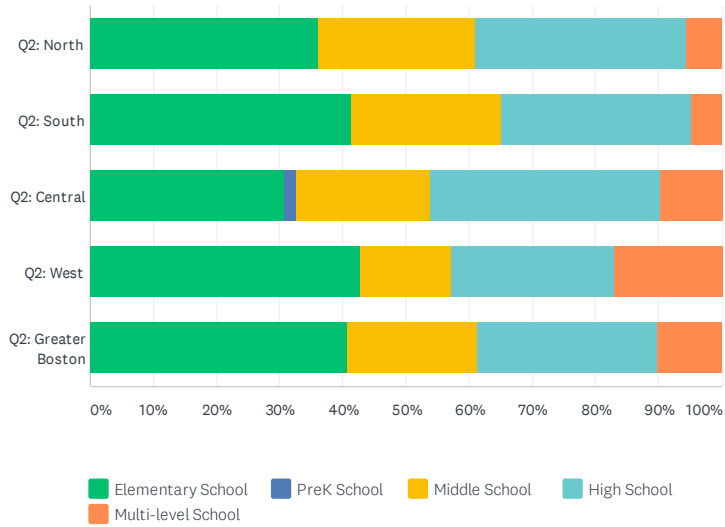
Answered: 235 Skipped: 0



	NORTH	SOUTH	CENTRAL	WEST	GREATER BOSTON	TOTAL
Q2: North	100.00% 36	0.00% 0	0.00% 0	0.00% 0	0.00% 0	15.32% 36
Q2: South	0.00% 0	100.00% 63	0.00% 0	0.00% 0	0.00% 0	26.81% 63
Q2: Central	0.00% 0	0.00% 0	100.00% 52	0.00% 0	0.00% 0	22.13% 52
Q2: West	0.00% 0	0.00% 0	0.00% 0	100.00% 35	0.00% 0	14.89% 35
Q2: Greater Boston	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 49	20.85% 49
Total Respondents	36	63	52	35	49	235

### Q3 What level is your school?

Answered: 235 Skipped: 0

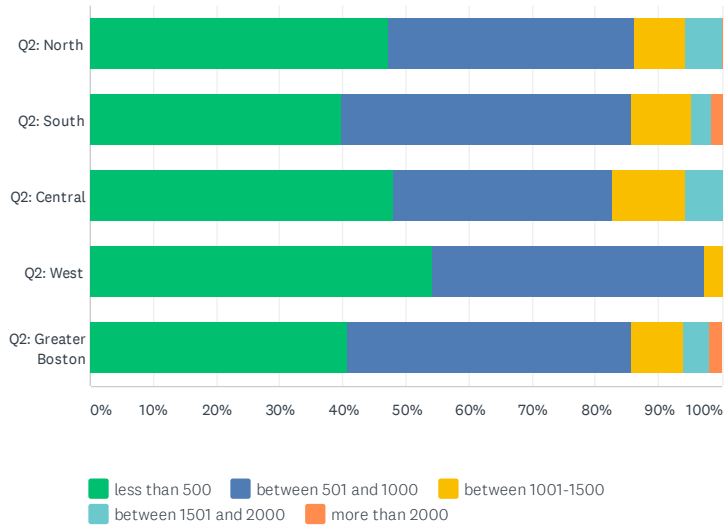


	ELEMENTARY SCHOOL	PREK SCHOOL	MIDDLE SCHOOL	HIGH SCHOOL	MULTI-LEVEL SCHOOL	TOTAL
Q2: North	36.11% 13	0.00% 0	25.00% 9	33.33% 12	5.56% 2	15.32% 36
Q2: South	41.27% 26	0.00% 0	23.81% 15	30.16% 19	4.76% 3	26.81% 63
Q2: Central	30.77% 16	1.92% 1	21.15% 11	36.54% 19	9.62% 5	22.13% 52
Q2: West	42.86% 15	0.00% 0	14.29% 5	25.71% 9	17.14% 6	14.89% 35
Q2: Greater Boston	40.82% 20	0.00% 0	20.41% 10	28.57% 14	10.20% 5	20.85% 49
Total Respondents	90	1	50	73	21	235

# MSAA Principals' Salary Survey 2020

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

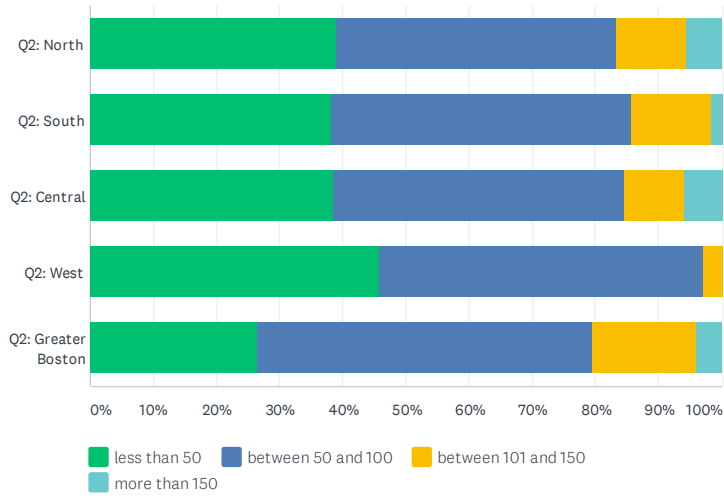
Answered: 235 Skipped: 0



	LESS THAN 500	BETWEEN 501 AND 1000	BETWEEN 1001-1500	BETWEEN 1501 AND 2000	MORE THAN 2000	TOTAL
Q2: North	47.22% 17	38.89% 14	8.33% 3	5.56% 2	0.00% 0	15.32% 36
Q2: South	39.68% 25	46.03% 29	9.52% 6	3.17% 2	1.59% 1	26.81% 63
Q2: Central	48.08% 25	34.62% 18	11.54% 6	5.77% 3	0.00% 0	22.13% 52
Q2: West	54.29% 19	42.86% 15	2.86% 1	0.00% 0	0.00% 0	14.89% 35
Q2: Greater Boston	40.82% 20	44.90% 22	8.16% 4	4.08% 2	2.04% 1	20.85% 49
Total Respondents	106	98	20	9	2	235

Q5 How many teachers work at your school?

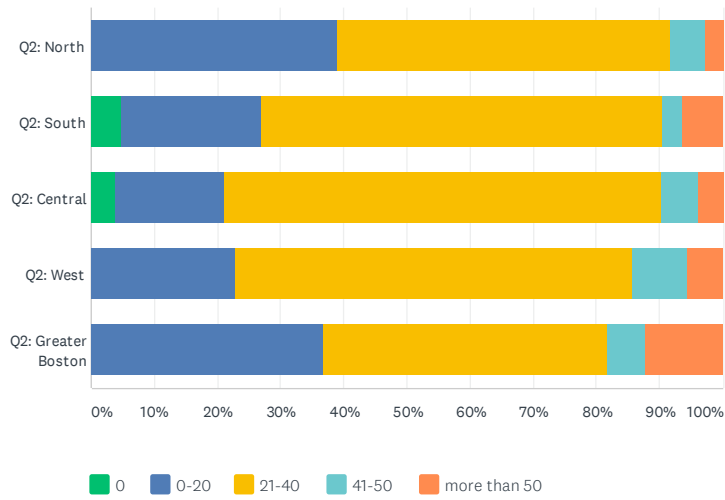
Answered: 235 Skipped: 0



	LESS THAN 50	BETWEEN 50 AND 100	BETWEEN 101 AND 150	MORE THAN 150	TOTAL
Q2: North	38.89% 14	44.44% 16	11.11% 4	5.56% 2	15.32% 36
Q2: South	38.10% 24	47.62% 30	12.70% 8	1.59% 1	26.81% 63
Q2: Central	38.46% 20	46.15% 24	9.62% 5	5.77% 3	22.13% 52
Q2: West	45.71% 16	51.43% 18	2.86% 1	0.00% 0	14.89% 35
Q2: Greater Boston	26.53% 13	53.06% 26	16.33% 8	4.08% 2	20.85% 49
Total Respondents	87	114	26	8	235

Q6 For how many teachers are you the primary evaluator?

Answered: 235 Skipped: 0

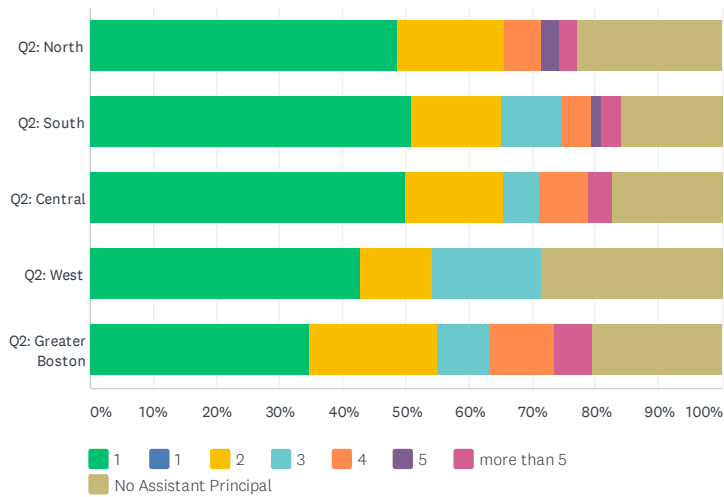


	0	0-20	21-40	41-50	MORE THAN 50	TOTAL
Q2: North	0.00% 0	38.89% 14	52.78% 19	5.56% 2	2.78% 1	15.32% 36
Q2: South	4.76% 3	22.22% 14	63.49% 40	3.17% 2	6.35% 4	26.81% 63
Q2: Central	3.85% 2	17.31% 9	69.23% 36	5.77% 3	3.85% 2	22.13% 52
Q2: West	0.00% 0	22.86% 8	62.86% 22	8.57% 3	5.71% 2	14.89% 35
Q2: Greater Boston	0.00% 0	36.73% 18	44.90% 22	6.12% 3	12.24% 6	20.85% 49
Total Respondents	5	63	139	13	15	235

# MSSA Principals' Salary Survey 2020

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

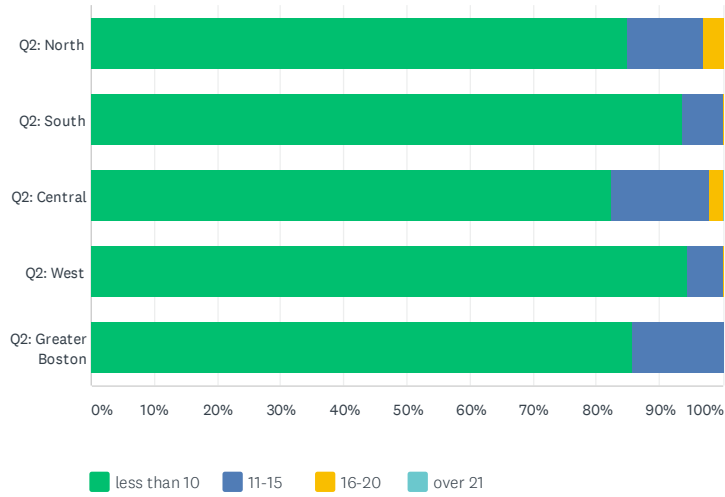
Answered: 234 Skipped: 1



	1	1	2	3	4	5	MORE THAN 5	NO ASSISTANT PRINCIPAL	TOTAL
Q2: North	48.57% 17	0.00% 0	17.14% 6	0.00% 0	5.71% 2	2.86% 1	2.86% 1	22.86% 8	14.96% 35
Q2: South	50.79% 32	0.00% 0	14.29% 9	9.52% 6	4.76% 3	1.59% 1	3.17% 2	15.87% 10	26.92% 63
Q2: Central	50.00% 26	0.00% 0	15.38% 8	5.77% 3	7.69% 4	0.00% 0	3.85% 2	17.31% 9	22.22% 52
Q2: West	42.86% 15	0.00% 0	11.43% 4	17.14% 6	0.00% 0	0.00% 0	0.00% 0	28.57% 10	14.96% 35
Q2: Greater Boston	34.69% 17	0.00% 0	20.41% 10	8.16% 4	10.20% 5	0.00% 0	6.12% 3	20.41% 10	20.94% 49
Total Respondents	107	0	37	19	14	2	8	47	234

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

Answered: 231 Skipped: 4

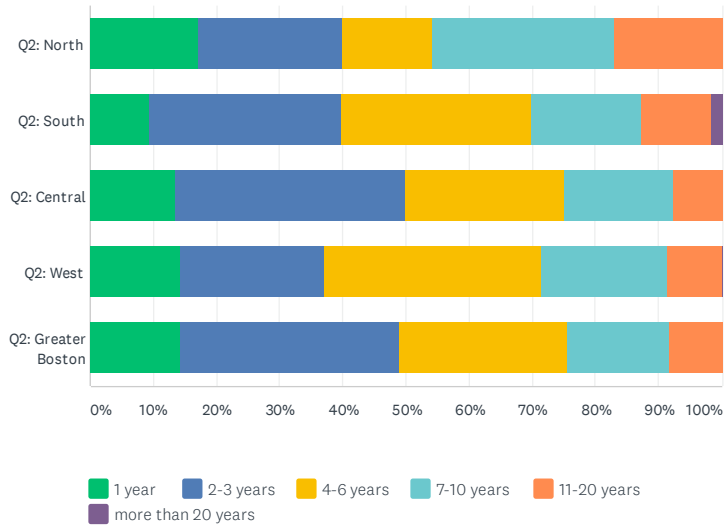


	LESS THAN 10	11-15	16-20	OVER 21	TOTAL
Q2: North	84.85% 28	12.12% 4	3.03% 1	0.00% 0	14.29% 33
Q2: South	93.65% 59	6.35% 4	0.00% 0	0.00% 0	27.27% 63
Q2: Central	82.35% 42	15.69% 8	1.96% 1	0.00% 0	22.08% 51
Q2: West	94.29% 33	5.71% 2	0.00% 0	0.00% 0	15.15% 35
Q2: Greater Boston	85.71% 42	14.29% 7	0.00% 0	0.00% 0	21.21% 49
Total Respondents	204	25	2	0	231

# MSSA Principals' Salary Survey 2020

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

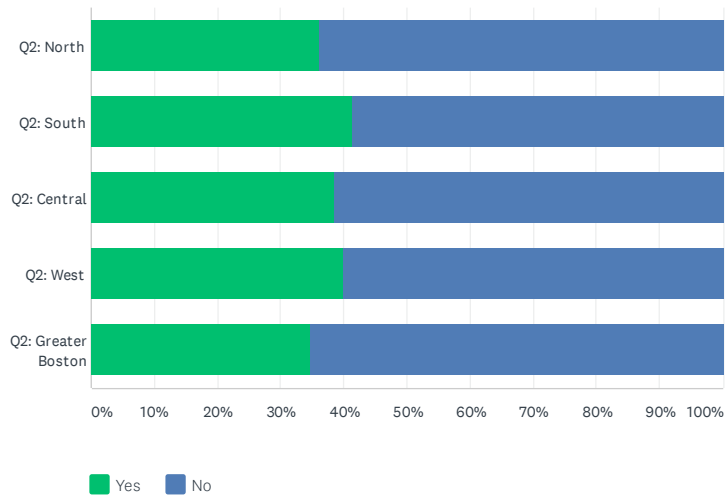
Answered: 234 Skipped: 1



	1 YEAR	2-3 YEARS	4-6 YEARS	7-10 YEARS	11-20 YEARS	MORE THAN 20 YEARS	TOTAL
Q2: North	17.14% 6	22.86% 8	14.29% 5	28.57% 10	17.14% 6	0.00% 0	14.96% 35
Q2: South	9.52% 6	30.16% 19	30.16% 19	17.46% 11	11.11% 7	1.59% 1	26.92% 63
Q2: Central	13.46% 7	36.54% 19	25.00% 13	17.31% 9	7.69% 4	0.00% 0	22.22% 52
Q2: West	14.29% 5	22.86% 8	34.29% 12	20.00% 7	8.57% 3	0.00% 0	14.96% 35
Q2: Greater Boston	14.29% 7	34.69% 17	26.53% 13	16.33% 8	8.16% 4	0.00% 0	20.94% 49
Total Respondents	31	71	62	45	24	1	234

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

Answered: 235 Skipped: 0

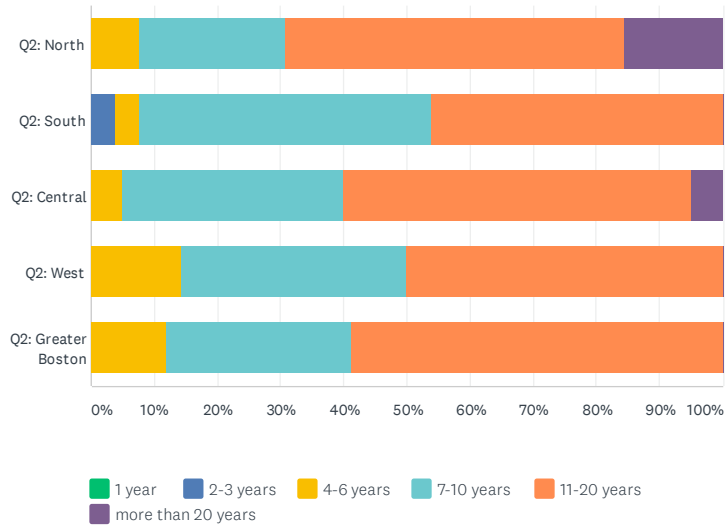


	YES	NO	TOTAL
Q2: North	36.11% 13	63.89% 23	15.32% 36
Q2: South	41.27% 26	58.73% 37	26.81% 63
Q2: Central	38.46% 20	61.54% 32	22.13% 52
Q2: West	40.00% 14	60.00% 21	14.89% 35
Q2: Greater Boston	34.69% 17	65.31% 32	20.85% 49
Total Respondents	90	145	235

# MSSA Principals' Salary Survey 2020

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

Answered: 90 Skipped: 145



	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	7.69% 1	23.08% 3	53.85% 7	15.38% 2	14.44% 13
Q2: South	0.00% 0	3.85% 1	3.85% 1	46.15% 12	46.15% 12	0.00% 0	28.89% 26
Q2: Central	0.00% 0	0.00% 0	5.00% 1	35.00% 7	55.00% 11	5.00% 1	22.22% 20
Q2: West	0.00% 0	0.00% 0	14.29% 2	35.71% 5	50.00% 7	0.00% 0	15.56% 14
Q2: Greater Boston	0.00% 0	0.00% 0	11.76% 2	29.41% 5	58.82% 10	0.00% 0	18.89% 17
<b>Total Respondents</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>32</b>	<b>47</b>	<b>3</b>	<b>90</b>

# MSAA Principals' Salary Survey 2020

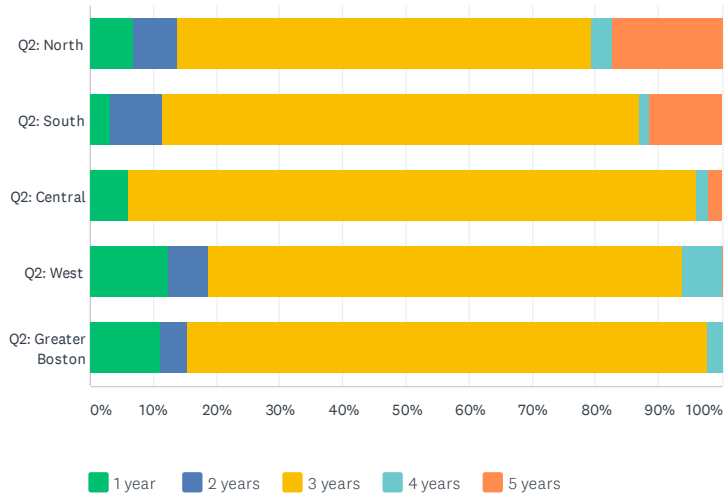
## Q12 Work days, answer either A or B.

Answered: 217 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
Q2: North	72.41% 21	27.59% 8	13.36% 29
Q2: South	68.85% 42	31.15% 19	28.11% 61
Q2: Central	94.00% 47	6.00% 3	23.04% 50
Q2: West	78.13% 25	21.88% 7	14.75% 32
Q2: Greater Boston	82.22% 37	17.78% 8	20.74% 45
Total Respondents	172	45	217

Q13 How many years is your current contract?

Answered: 217 Skipped: 18

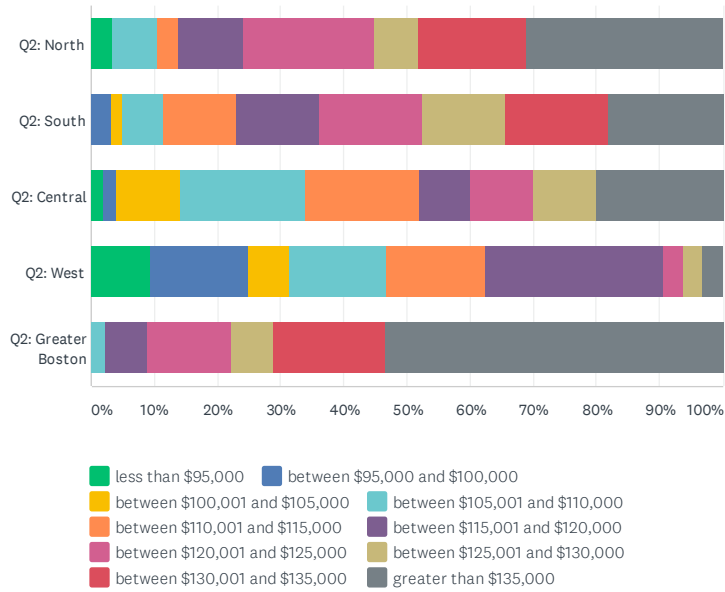


	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS	TOTAL
Q2: North	6.90% 2	6.90% 2	65.52% 19	3.45% 1	17.24% 5	13.36% 29
Q2: South	3.28% 2	8.20% 5	75.41% 46	1.64% 1	11.48% 7	28.11% 61
Q2: Central	6.00% 3	0.00% 0	90.00% 45	2.00% 1	2.00% 1	23.04% 50
Q2: West	12.50% 4	6.25% 2	75.00% 24	6.25% 2	0.00% 0	14.75% 32
Q2: Greater Boston	11.11% 5	4.44% 2	82.22% 37	2.22% 1	0.00% 0	20.74% 45
Total Respondents	16	11	171	6	13	217

# MSSA Principals' Salary Survey 2020

## Q14 What is your annual salary?

Answered: 217 Skipped: 18

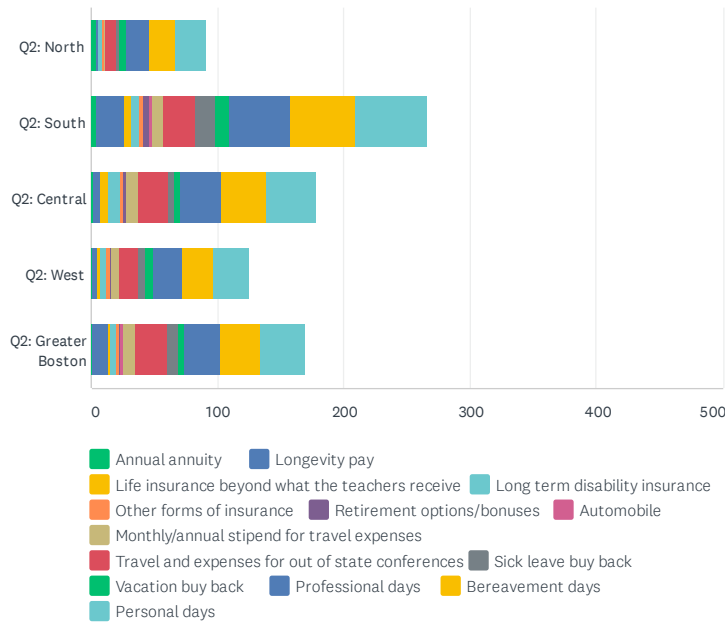


	LESS THAN \$95,000	BETWEEN \$95,000 AND \$100,000	BETWEEN \$100,001 AND \$105,000	BETWEEN \$105,001 AND \$110,000	BETWEEN \$110,001 AND \$115,000	BETWEEN \$115,001 AND \$120,000	BETWEEN \$120,001 AND \$125,000	BETWEEN \$125,001 AND \$130,000	BETWEEN \$130,001 AND \$135,000	GREATER THAN \$135,000	TOTAL
Q2: North	3.45% 1	0.00% 0	0.00% 0	6.90% 2	3.45% 1	10.34% 3	20.69% 6	6.90% 2	17.24% 5	31.03% 9	13.36% 29
Q2: South	0.00% 0	3.28% 2	1.64% 1	6.56% 4	11.48% 7	13.11% 8	16.39% 10	13.11% 8	16.39% 10	18.03% 11	28.11% 61
Q2: Central	2.00% 1	2.00% 1	10.00% 5	20.00% 10	18.00% 9	8.00% 4	10.00% 5	10.00% 5	0.00% 0	20.00% 10	23.04% 50
Q2: West	9.38% 3	15.63% 5	6.25% 2	15.63% 5	15.63% 5	28.13% 9	3.13% 1	3.13% 1	0.00% 0	3.13% 1	14.75% 32
Q2: Greater Boston	0.00% 0	0.00% 0	0.00% 0	2.22% 1	0.00% 0	6.67% 3	13.33% 6	6.67% 3	17.78% 8	53.33% 24	20.74% 45
Total Respondents	5	8	8	22	22	27	28	19	23	55	217

# MSSA Principals' Salary Survey 2020

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

Answered: 204 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
Q2: North	15.38% 4	7.69% 2	0.00% 0	11.54% 3	3.85% 1	0.00% 0	0.00% 0	3.85% 1	34.62% 9
Q2: South	6.67% 4	36.67% 22	10.00% 6	10.00% 6	5.00% 3	8.33% 5	3.33% 2	15.00% 9	41.67% 25
Q2: Central	4.55% 2	11.36% 5	15.91% 7	20.45% 9	4.55% 2	6.82% 3	0.00% 0	20.45% 9	54.55% 24
Q2: West	3.23% 1	12.90% 4	6.45% 2	16.13% 5	9.68% 3	3.23% 1	0.00% 0	19.35% 6	48.39% 15
Q2: Greater Boston	2.33% 1	27.91% 12	4.65% 2	11.63% 5	4.65% 2	2.33% 1	4.65% 2	23.26% 10	58.14% 25
Total Respondents	12	45	17	28	11	10	4	35	98

MSAA Principals' Salary Survey 2020

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

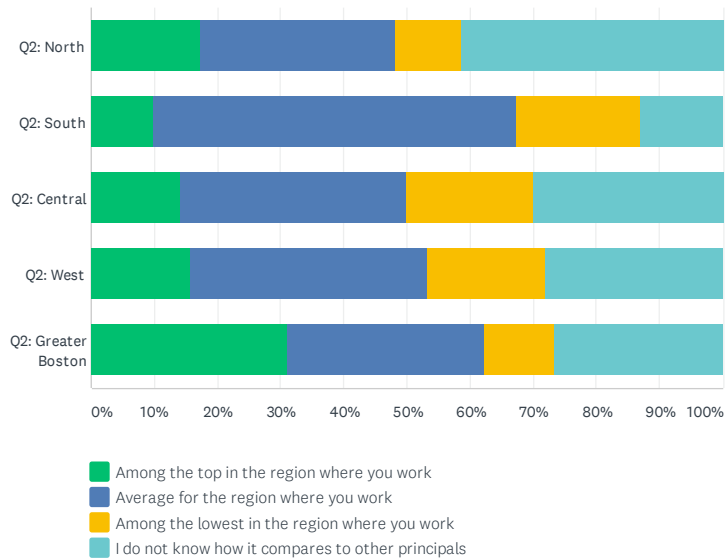
Answered: 60 Skipped: 175

	PLEASE LIST ANY ADDITIONAL BENEFITS OR COMPENSATION THAT YOU RECEIVE.		TOTAL
Q2: North		100.00% 5	8.33% 5
Q2: South		100.00% 17	28.33% 17
Q2: Central		100.00% 15	25.00% 15
Q2: West		100.00% 8	13.33% 8
Q2: Greater Boston		100.00% 15	25.00% 15
Total Respondents	60		60

# MSSA Principals' Salary Survey 2020

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

Answered: 217 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
Q2: North	17.24% 5	31.03% 9	10.34% 3	41.38% 12	13.36% 29
Q2: South	9.84% 6	57.38% 35	19.67% 12	13.11% 8	28.11% 61
Q2: Central	14.00% 7	36.00% 18	20.00% 10	30.00% 15	23.04% 50
Q2: West	15.63% 5	37.50% 12	18.75% 6	28.13% 9	14.75% 32
Q2: Greater Boston	31.11% 14	31.11% 14	11.11% 5	26.67% 12	20.74% 45
Total Respondents	37	88	36	56	217

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

Answered: 3 Skipped: 232

	PLEASE CONSIDER SHARING A COPY OF YOUR CONTRACT.		TOTAL
Q2: North		100.00% 1	33.33% 1
Q2: South		100.00% 1	33.33% 1
Q2: Central		0.00% 0	0.00% 0
Q2: West		100.00% 1	33.33% 1
Q2: Greater Boston		0.00% 0	0.00% 0
Total Respondents	3		3