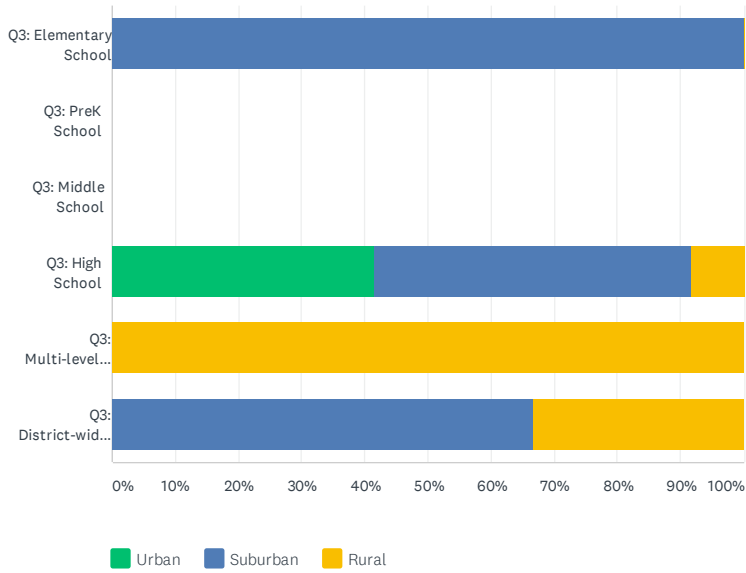


### Q1 Is your school considered

Answered: 23 Skipped: 0

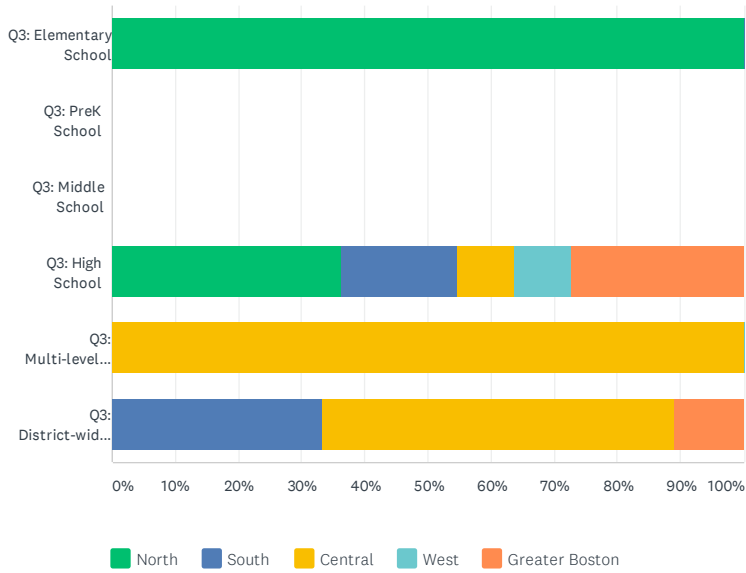


	URBAN	SUBURBAN	RURAL	TOTAL
Q3: Elementary School	0.00% 0	100.00% 1	0.00% 0	4.35% 1
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: Middle School	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	41.67% 5	50.00% 6	8.33% 1	52.17% 12
Q3: Multi-level School	0.00% 0	0.00% 0	100.00% 1	4.35% 1
Q3: District-wide Responsibilities	0.00% 0	66.67% 6	33.33% 3	39.13% 9
<b>Total Respondents</b>	<b>5</b>	<b>13</b>	<b>5</b>	<b>23</b>

# MCAA Directors' Salary Survey 2020

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

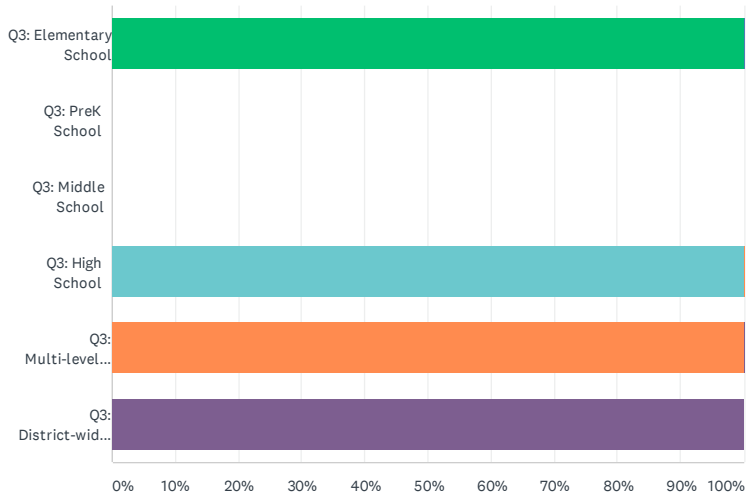
Answered: 22 Skipped: 1



	NORTH	SOUTH	CENTRAL	WEST	GREATER BOSTON	TOTAL
Q3: Elementary School	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.55% 1
Q3: PreK School	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	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	36.36% 4	18.18% 2	9.09% 1	9.09% 1	27.27% 3	50.00% 11
Q3: Multi-level School	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	4.55% 1
Q3: District-wide Responsibilities	0.00% 0	33.33% 3	55.56% 5	0.00% 0	11.11% 1	40.91% 9
Total Respondents	5	5	7	1	4	22

### Q3 What level is your school?

Answered: 23 Skipped: 0

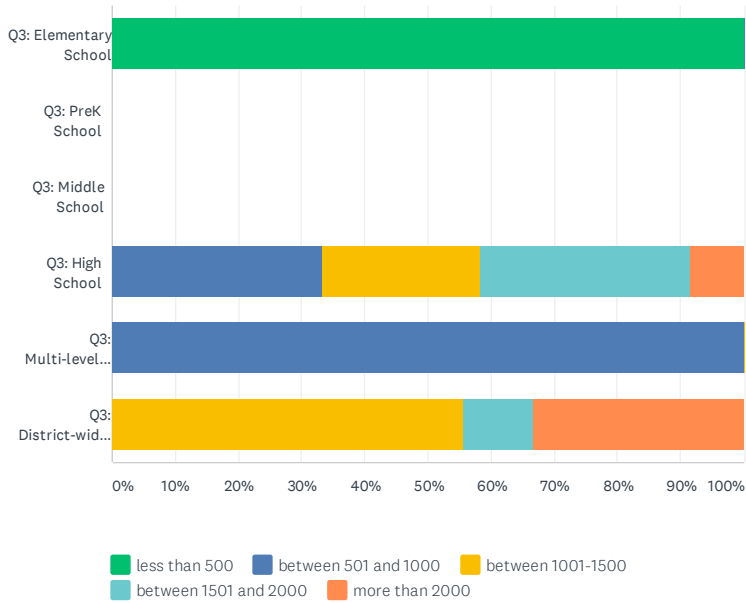


■ Elementary School 
 ■ PreK School 
 ■ Middle School 
 ■ High School 
 ■ Multi-level School 
 ■ District-wide Responsibilities

	ELEMENTARY SCHOOL	PREK SCHOOL	MIDDLE SCHOOL	HIGH SCHOOL	MULTI-LEVEL SCHOOL	DISTRICT-WIDE RESPONSIBILITIES	TOTAL
Q3: Elementary School	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.35% 1
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	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	0.00% 0	0.00% 0	0.00% 0	100.00% 12	0.00% 0	0.00% 0	52.17% 12
Q3: Multi-level School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	4.35% 1
Q3: District-wide Responsibilities	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 9	39.13% 9
Total Respondents	1	0	0	12	1	9	23

Q4 How many students are enrolled in your school/district?

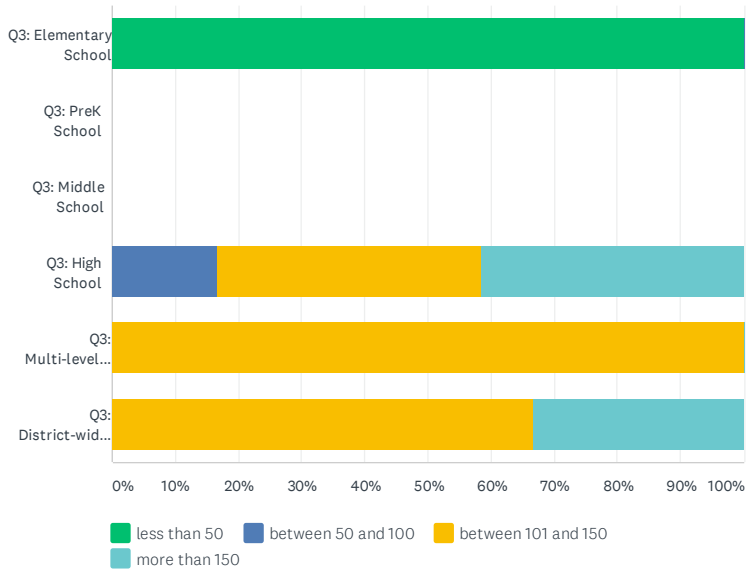
Answered: 23 Skipped: 0



	LESS THAN 500	BETWEEN 501 AND 1000	BETWEEN 1001-1500	BETWEEN 1501 AND 2000	MORE THAN 2000	TOTAL
Q3: Elementary School	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.35% 1
Q3: PreK School	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	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	0.00% 0	33.33% 4	25.00% 3	33.33% 4	8.33% 1	52.17% 12
Q3: Multi-level School	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	4.35% 1
Q3: District-wide Responsibilities	0.00% 0	0.00% 0	55.56% 5	11.11% 1	33.33% 3	39.13% 9
Total Respondents	1	5	8	5	4	23

Q5 How many teachers work in your school/district?

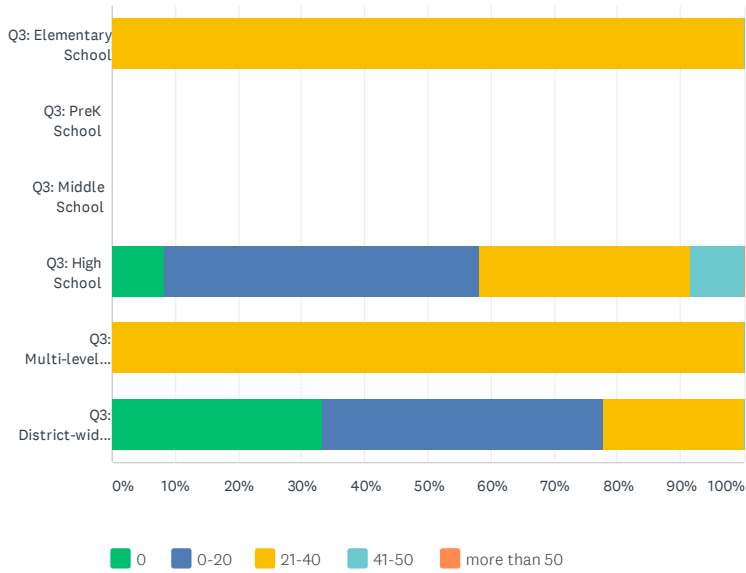
Answered: 23 Skipped: 0



	LESS THAN 50	BETWEEN 50 AND 100	BETWEEN 101 AND 150	MORE THAN 150	TOTAL
Q3: Elementary School	100.00% 1	0.00% 0	0.00% 0	0.00% 0	4.35% 1
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: Middle School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	0.00% 0	16.67% 2	41.67% 5	41.67% 5	52.17% 12
Q3: Multi-level School	0.00% 0	0.00% 0	100.00% 1	0.00% 0	4.35% 1
Q3: District-wide Responsibilities	0.00% 0	0.00% 0	66.67% 6	33.33% 3	39.13% 9
<b>Total Respondents</b>	<b>1</b>	<b>2</b>	<b>12</b>	<b>8</b>	<b>23</b>

Q6 For how many teachers/administrators are you the primary evaluator?

Answered: 23 Skipped: 0

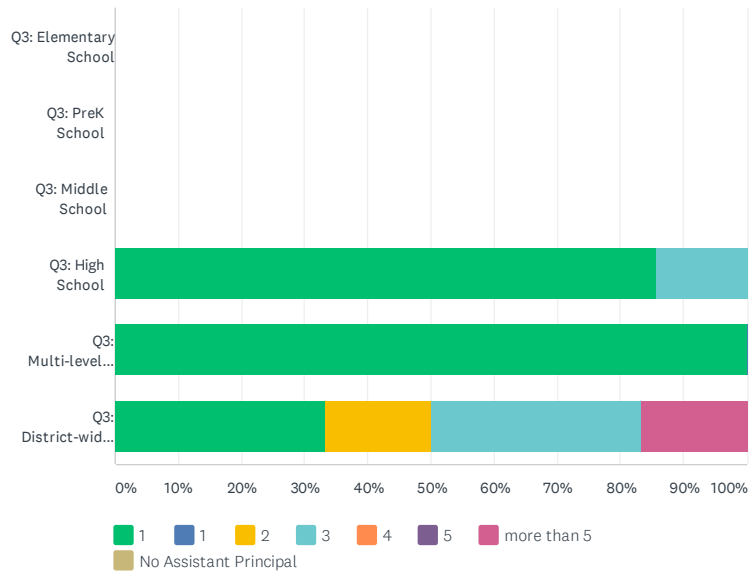


	0	0-20	21-40	41-50	MORE THAN 50	TOTAL
Q3: Elementary School	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	4.35% 1
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: Middle School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	8.33% 1	50.00% 6	33.33% 4	8.33% 1	0.00% 0	52.17% 12
Q3: Multi-level School	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	4.35% 1
Q3: District-wide Responsibilities	33.33% 3	44.44% 4	22.22% 2	0.00% 0	0.00% 0	39.13% 9
<b>Total Respondents</b>	<b>4</b>	<b>10</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>23</b>

# MCAA Directors' Salary Survey 2020

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

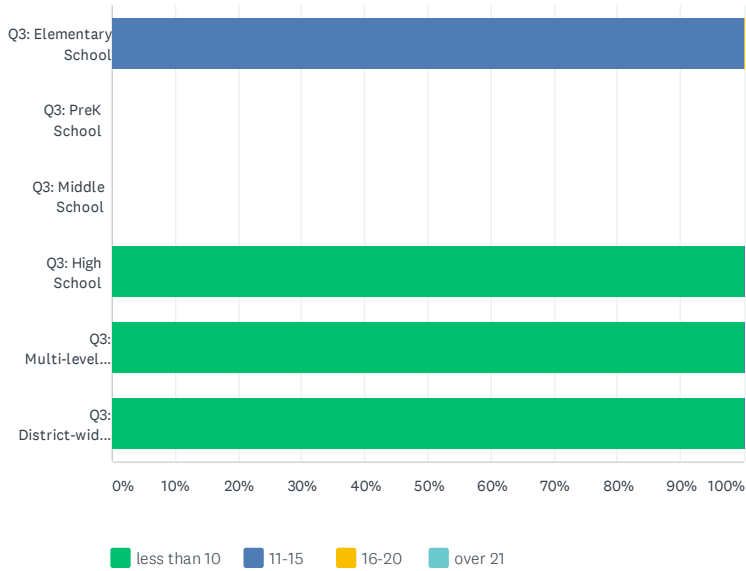
Answered: 14 Skipped: 9



	1	1	2	3	4	5	MORE THAN 5	NO ASSISTANT PRINCIPAL	TOTAL
Q3: Elementary School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: PreK School	0.00% 0	0.00% 0	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	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	85.71% 6	0.00% 0	0.00% 0	14.29% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 7
Q3: Multi-level School	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.14% 1
Q3: District-wide Responsibilities	33.33% 2	0.00% 0	16.67% 1	33.33% 2	0.00% 0	0.00% 0	16.67% 1	0.00% 0	42.86% 6
Total Respondents	9	0	1	3	0	0	1	0	14

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

Answered: 21 Skipped: 2

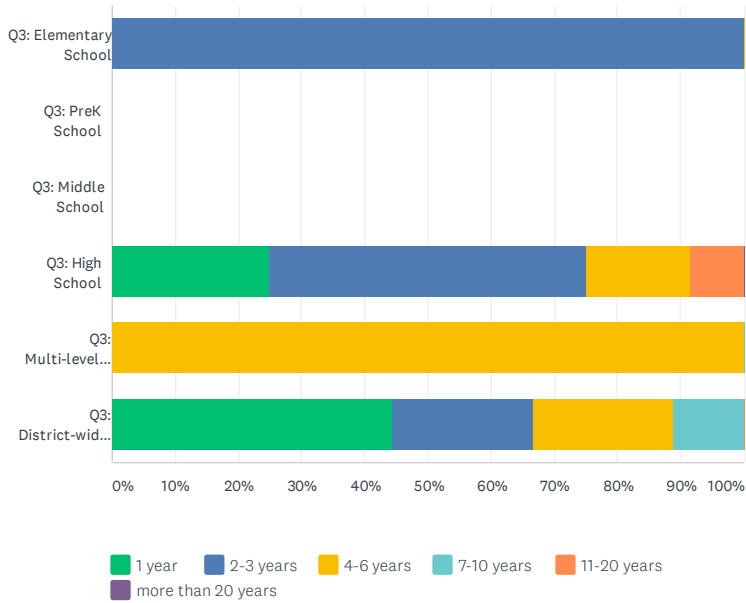


	LESS THAN 10	11-15	16-20	OVER 21	TOTAL
Q3: Elementary School	0.00% 0	100.00% 1	0.00% 0	0.00% 0	4.76% 1
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: Middle School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	100.00% 10	0.00% 0	0.00% 0	0.00% 0	47.62% 10
Q3: Multi-level School	100.00% 1	0.00% 0	0.00% 0	0.00% 0	4.76% 1
Q3: District-wide Responsibilities	100.00% 9	0.00% 0	0.00% 0	0.00% 0	42.86% 9
Total Respondents	20	1	0	0	21

# MCAA Directors' Salary Survey 2020

## Q9 How long have you been a director in the district where you currently work?

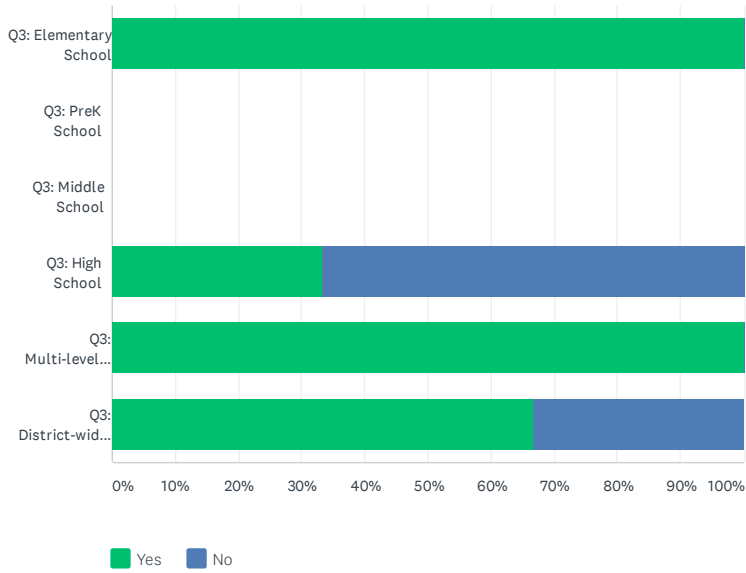
Answered: 23 Skipped: 0



	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	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.35% 1
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	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	25.00% 3	50.00% 6	16.67% 2	0.00% 0	8.33% 1	0.00% 0	52.17% 12
Q3: Multi-level School	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	4.35% 1
Q3: District-wide Responsibilities	44.44% 4	22.22% 2	22.22% 2	11.11% 1	0.00% 0	0.00% 0	39.13% 9
Total Respondents	7	9	5	1	1	0	23

Q10 Have you worked as a director in any other schools/districts?

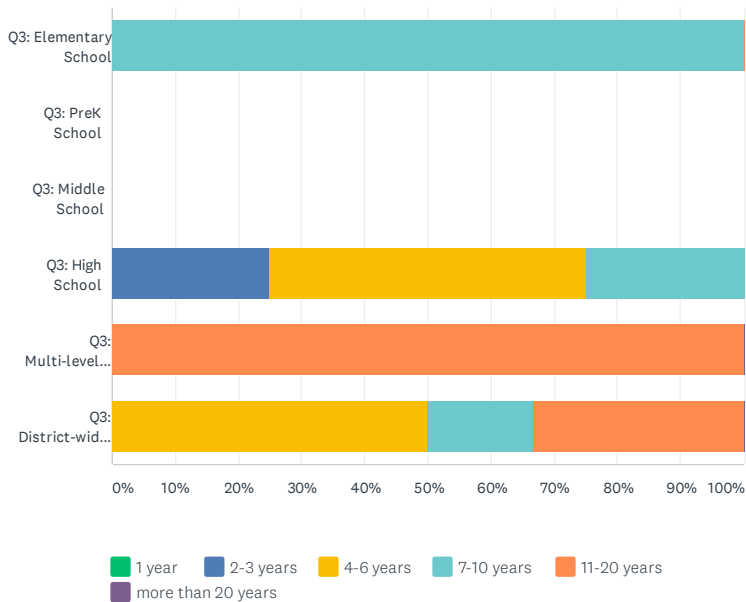
Answered: 23 Skipped: 0



	YES	NO	TOTAL
Q3: Elementary School	100.00% 1	0.00% 0	4.35% 1
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0
Q3: Middle School	0.00% 0	0.00% 0	0.00% 0
Q3: High School	33.33% 4	66.67% 8	52.17% 12
Q3: Multi-level School	100.00% 1	0.00% 0	4.35% 1
Q3: District-wide Responsibilities	66.67% 6	33.33% 3	39.13% 9
<b>Total Respondents</b>	<b>12</b>	<b>11</b>	<b>23</b>

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

Answered: 12 Skipped: 11



	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	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	8.33% 1
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	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	0.00% 0	25.00% 1	50.00% 2	25.00% 1	0.00% 0	0.00% 0	33.33% 4
Q3: Multi-level School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	8.33% 1
Q3: District-wide Responsibilities	0.00% 0	0.00% 0	50.00% 3	16.67% 1	33.33% 2	0.00% 0	50.00% 6
Total Respondents	0	1	5	3	3	0	12

# MSAA Directors' Salary Survey 2020

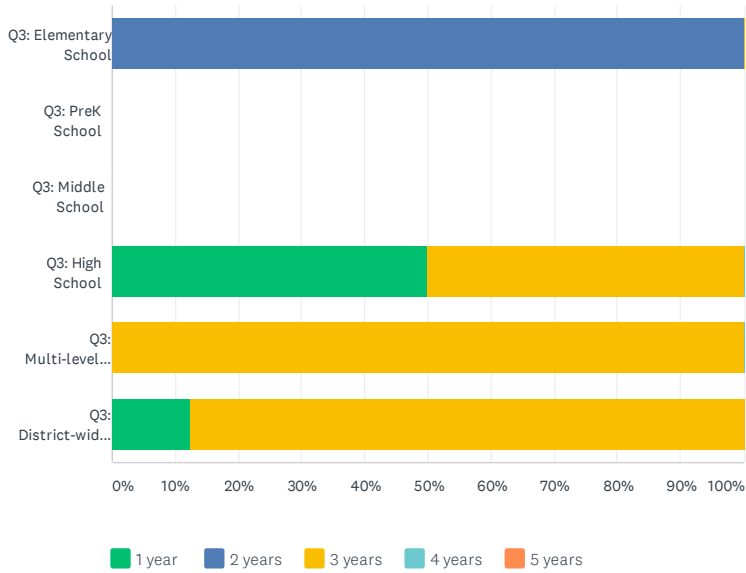
## Q12 Work days, answer either A or B.

Answered: 22 Skipped: 1

	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	100.00% 1	0.00% 0	4.55% 1
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0
Q3: Middle School	0.00% 0	0.00% 0	0.00% 0
Q3: High School	58.33% 7	41.67% 5	54.55% 12
Q3: Multi-level School	0.00% 0	100.00% 1	4.55% 1
Q3: District-wide Responsibilities	87.50% 7	12.50% 1	36.36% 8
Total Respondents	15	7	22

Q13 How many years is your current contract?

Answered: 22 Skipped: 1

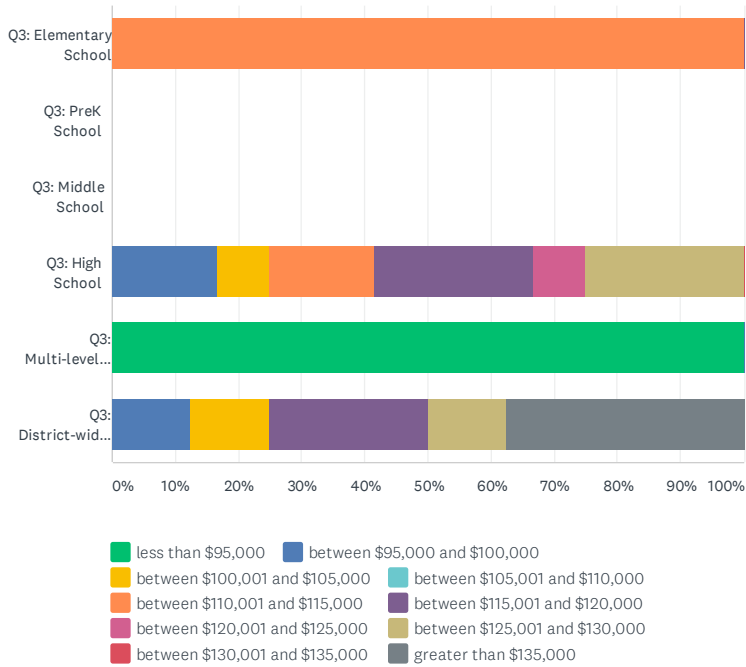


	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS	TOTAL
Q3: Elementary School	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	4.55% 1
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: Middle School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	50.00% 6	0.00% 0	50.00% 6	0.00% 0	0.00% 0	54.55% 12
Q3: Multi-level School	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	4.55% 1
Q3: District-wide Responsibilities	12.50% 1	0.00% 0	87.50% 7	0.00% 0	0.00% 0	36.36% 8
<b>Total Respondents</b>	<b>7</b>	<b>1</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>22</b>

# MSEA Directors' Salary Survey 2020

## Q14 What is your annual salary?

Answered: 22 Skipped: 1

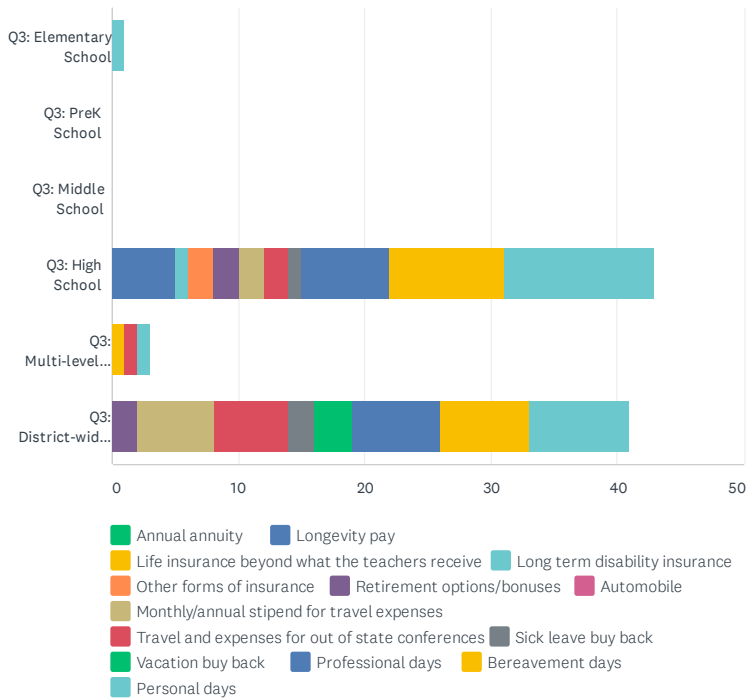


	LESS THAN \$95,000	BETWEEN \$95,000 AND \$100,000	BETWEEN \$100,001 AND \$105,000	BETWEEN \$105,001 AND \$110,000	BETWEEN \$110,001 AND \$115,000	BETWEEN \$115,001 AND \$120,000	BETWEEN \$120,001 AND \$125,000	BETWEEN \$125,001 AND \$130,000	BETWEEN \$130,001 AND \$135,000	GREATER THAN \$135,000	TOTAL
Q3: Elementary School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.55% 1
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	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	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	0.00% 0	16.67% 2	8.33% 1	0.00% 0	16.67% 2	25.00% 3	8.33% 1	25.00% 3	0.00% 0	0.00% 0	54.55% 12
Q3: Multi-level School	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.55% 1
Q3: District-wide Responsibilities	0.00% 0	12.50% 1	12.50% 1	0.00% 0	0.00% 0	25.00% 2	0.00% 0	12.50% 1	0.00% 0	37.50% 3	36.36% 8
Total Respondents	1	3	2	0	3	5	1	4	0	3	22

# MCAA Directors' Salary Survey 2020

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

Answered: 22 Skipped: 1



	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	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: PreK School	0.00% 0	0.00% 0	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	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	0.00% 0	41.67% 5	0.00% 0	8.33% 1	16.67% 2	16.67% 2	0.00% 0	16.67% 2	16.67% 2
Q3: Multi-level 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	100.00% 1
Q3: District-wide Responsibilities	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	25.00% 2	0.00% 0	75.00% 6	75.00% 6
Total Respondents	0	5	1	1	2	4	0	8	9

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

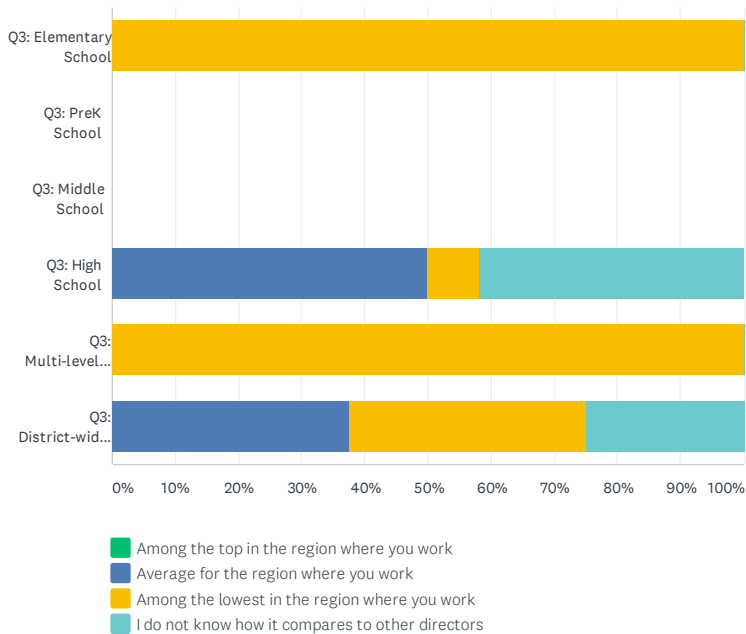
Answered: 5 Skipped: 18

	PLEASE LIST ANY ADDITIONAL BENEFITS OR COMPENSATION THAT YOU RECEIVE.		TOTAL
Q3: Elementary School		0.00%	0.00%
		0	0
Q3: PreK School		0.00%	0.00%
		0	0
Q3: Middle School		0.00%	0.00%
		0	0
Q3: High School		100.00%	40.00%
		2	2
Q3: Multi-level School		0.00%	0.00%
		0	0
Q3: District-wide Responsibilities		100.00%	60.00%
		3	3
Total Respondents	5		5

# MSSA Directors' Salary Survey 2020

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

Answered: 22 Skipped: 1



	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 DIRECTORS	TOTAL
Q3: Elementary School	0.00% 0	0.00% 0	100.00% 1	0.00% 0	4.55% 1
Q3: PreK School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: Middle School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q3: High School	0.00% 0	50.00% 6	8.33% 1	41.67% 5	54.55% 12
Q3: Multi-level School	0.00% 0	0.00% 0	100.00% 1	0.00% 0	4.55% 1
Q3: District-wide Responsibilities	0.00% 0	37.50% 3	37.50% 3	25.00% 2	36.36% 8
Total Respondents	0	9	6	7	22

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

Answered: 0 Skipped: 23

	PLEASE CONSIDER SHARING A COPY OF YOUR CONTRACT.	TOTAL
Q3: Elementary School	0.00% 0	0
Q3: PreK School	0.00% 0	0
Q3: Middle School	0.00% 0	0
Q3: High School	0.00% 0	0
Q3: Multi-level School	0.00% 0	0
Q3: District-wide Responsibilities	0.00% 0	0
Total Respondents	0	0