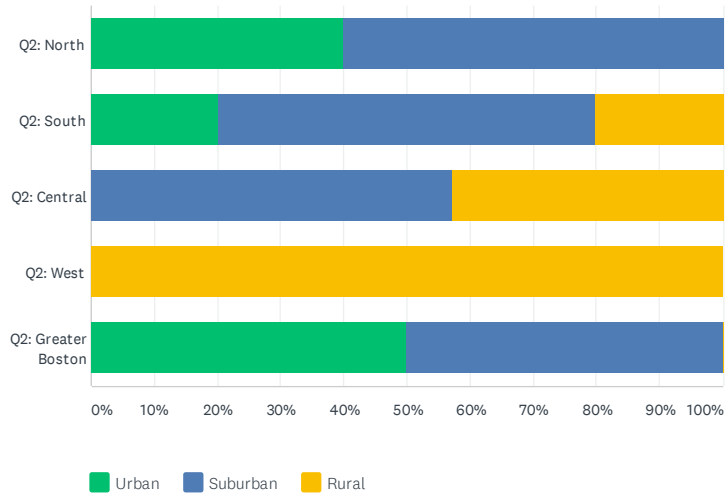


Q1 Is your school considered

Answered: 22 Skipped: 0

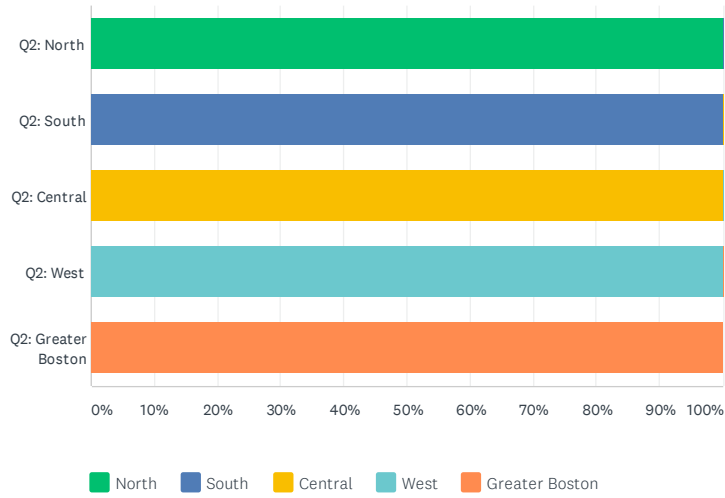


	URBAN	SUBURBAN	RURAL	TOTAL
Q2: North	40.00% 2	60.00% 3	0.00% 0	22.73% 5
Q2: South	20.00% 1	60.00% 3	20.00% 1	22.73% 5
Q2: Central	0.00% 0	57.14% 4	42.86% 3	31.82% 7
Q2: West	0.00% 0	0.00% 0	100.00% 1	4.55% 1
Q2: Greater Boston	50.00% 2	50.00% 2	0.00% 0	18.18% 4
Total Respondents	5	12	5	22

MSAA Directors' Salary Survey 2020

Q2 In which region of the state do you work?

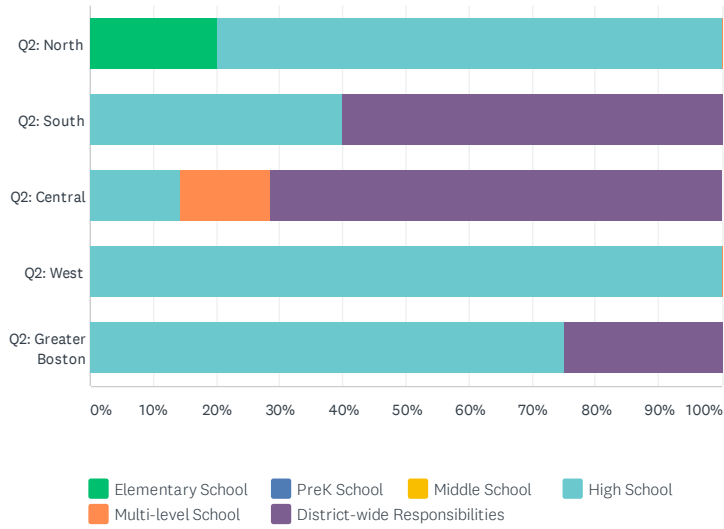
Answered: 22 Skipped: 0



	NORTH	SOUTH	CENTRAL	WEST	GREATER BOSTON	TOTAL
Q2: North	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	22.73% 5
Q2: South	0.00% 0	100.00% 5	0.00% 0	0.00% 0	0.00% 0	22.73% 5
Q2: Central	0.00% 0	0.00% 0	100.00% 7	0.00% 0	0.00% 0	31.82% 7
Q2: West	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	4.55% 1
Q2: Greater Boston	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 4	18.18% 4
Total Respondents	5	5	7	1	4	22

Q3 What level is your school?

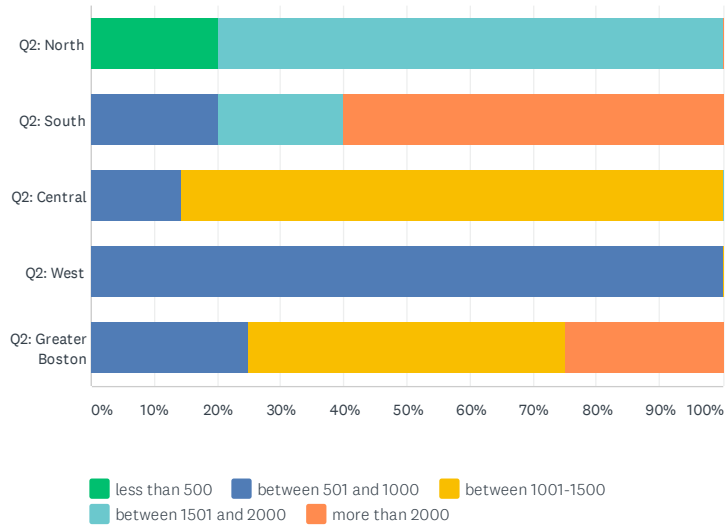
Answered: 22 Skipped: 0



	ELEMENTARY SCHOOL	PREK SCHOOL	MIDDLE SCHOOL	HIGH SCHOOL	MULTI-LEVEL SCHOOL	DISTRICT-WIDE RESPONSIBILITIES	TOTAL
Q2: North	20.00% 1	0.00% 0	0.00% 0	80.00% 4	0.00% 0	0.00% 0	22.73% 5
Q2: South	0.00% 0	0.00% 0	0.00% 0	40.00% 2	0.00% 0	60.00% 3	22.73% 5
Q2: Central	0.00% 0	0.00% 0	0.00% 0	14.29% 1	14.29% 1	71.43% 5	31.82% 7
Q2: West	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	4.55% 1
Q2: Greater Boston	0.00% 0	0.00% 0	0.00% 0	75.00% 3	0.00% 0	25.00% 1	18.18% 4
Total Respondents	1	0	0	11	1	9	22

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

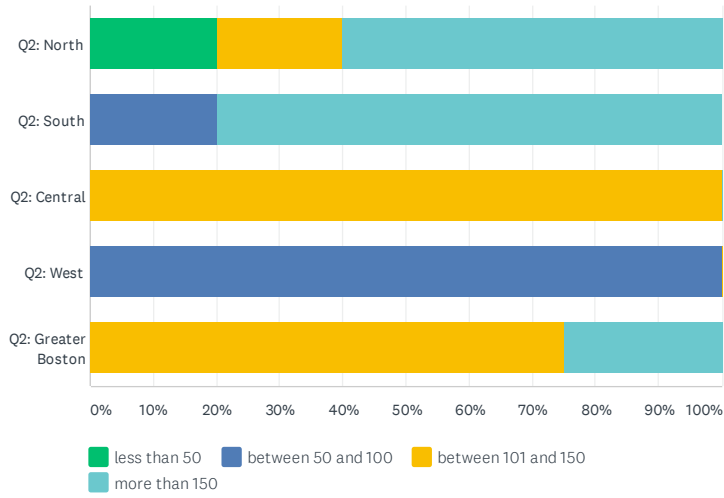
Answered: 22 Skipped: 0



	LESS THAN 500	BETWEEN 501 AND 1000	BETWEEN 1001-1500	BETWEEN 1501 AND 2000	MORE THAN 2000	TOTAL
Q2: North	20.00% 1	0.00% 0	0.00% 0	80.00% 4	0.00% 0	22.73% 5
Q2: South	0.00% 0	20.00% 1	0.00% 0	20.00% 1	60.00% 3	22.73% 5
Q2: Central	0.00% 0	14.29% 1	85.71% 6	0.00% 0	0.00% 0	31.82% 7
Q2: West	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	4.55% 1
Q2: Greater Boston	0.00% 0	25.00% 1	50.00% 2	0.00% 0	25.00% 1	18.18% 4
Total Respondents	1	4	8	5	4	22

Q5 How many teachers work in your school/district?

Answered: 22 Skipped: 0

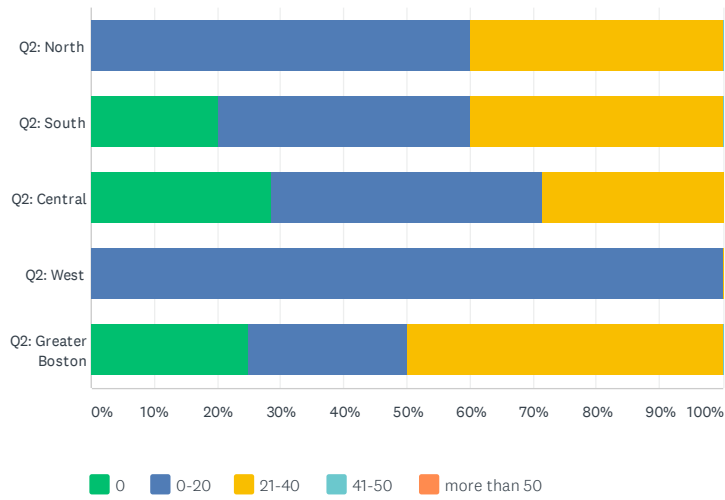


	LESS THAN 50	BETWEEN 50 AND 100	BETWEEN 101 AND 150	MORE THAN 150	TOTAL
Q2: North	20.00% 1	0.00% 0	20.00% 1	60.00% 3	22.73% 5
Q2: South	0.00% 0	20.00% 1	0.00% 0	80.00% 4	22.73% 5
Q2: Central	0.00% 0	0.00% 0	100.00% 7	0.00% 0	31.82% 7
Q2: West	0.00% 0	100.00% 1	0.00% 0	0.00% 0	4.55% 1
Q2: Greater Boston	0.00% 0	0.00% 0	75.00% 3	25.00% 1	18.18% 4
Total Respondents	1	2	11	8	22

MCAA Directors' Salary Survey 2020

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

Answered: 22 Skipped: 0

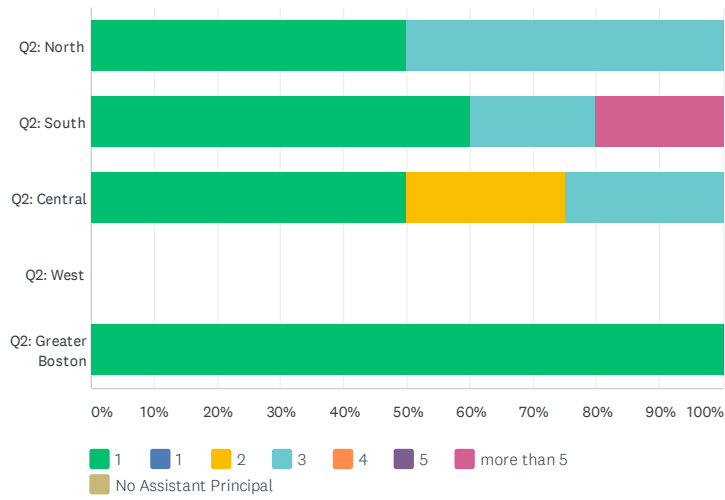


	0	0-20	21-40	41-50	MORE THAN 50	TOTAL
Q2: North	0.00% 0	60.00% 3	40.00% 2	0.00% 0	0.00% 0	22.73% 5
Q2: South	20.00% 1	40.00% 2	40.00% 2	0.00% 0	0.00% 0	22.73% 5
Q2: Central	28.57% 2	42.86% 3	28.57% 2	0.00% 0	0.00% 0	31.82% 7
Q2: West	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	4.55% 1
Q2: Greater Boston	25.00% 1	25.00% 1	50.00% 2	0.00% 0	0.00% 0	18.18% 4
Total Respondents	4	10	8	0	0	22

MSAA Directors' Salary Survey 2020

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

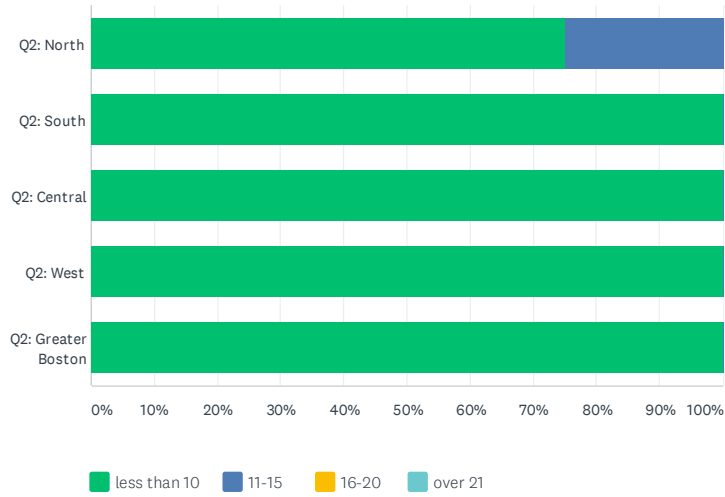
Answered: 14 Skipped: 8



	1	1	2	3	4	5	MORE THAN 5	NO ASSISTANT PRINCIPAL	TOTAL
Q2: North	50.00% 1	0.00% 0	0.00% 0	50.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	14.29% 2
Q2: South	60.00% 3	0.00% 0	0.00% 0	20.00% 1	0.00% 0	0.00% 0	20.00% 1	0.00% 0	35.71% 5
Q2: Central	50.00% 2	0.00% 0	25.00% 1	25.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	28.57% 4
Q2: West	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
Q2: Greater Boston	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	21.43% 3
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: 1

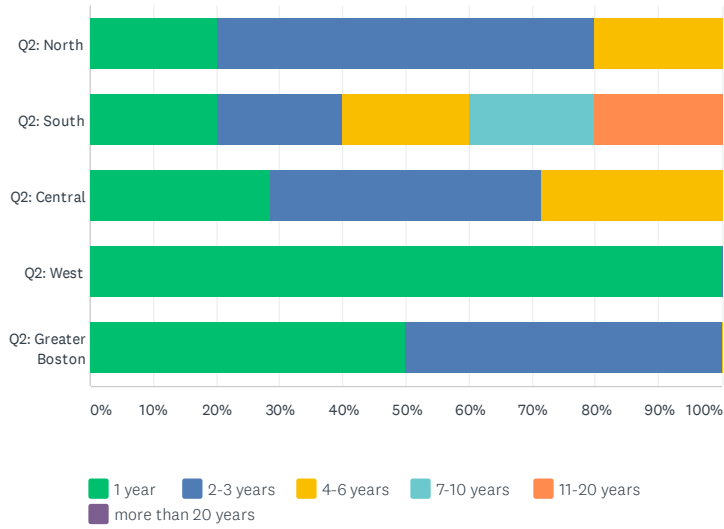


	LESS THAN 10	11-15	16-20	OVER 21	TOTAL
Q2: North	75.00% 3	25.00% 1	0.00% 0	0.00% 0	19.05% 4
Q2: South	100.00% 5	0.00% 0	0.00% 0	0.00% 0	23.81% 5
Q2: Central	100.00% 7	0.00% 0	0.00% 0	0.00% 0	33.33% 7
Q2: West	100.00% 1	0.00% 0	0.00% 0	0.00% 0	4.76% 1
Q2: Greater Boston	100.00% 4	0.00% 0	0.00% 0	0.00% 0	19.05% 4
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?

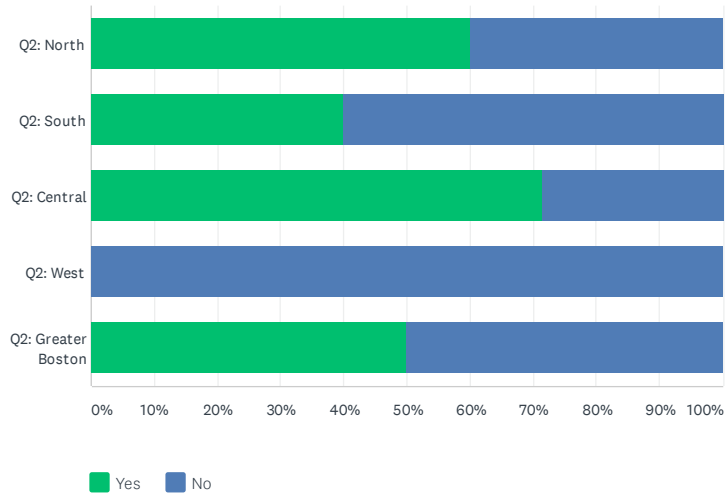
Answered: 22 Skipped: 0



	1 YEAR	2-3 YEARS	4-6 YEARS	7-10 YEARS	11-20 YEARS	MORE THAN 20 YEARS	TOTAL
Q2: North	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	0.00% 0	22.73% 5
Q2: South	20.00% 1	20.00% 1	20.00% 1	20.00% 1	20.00% 1	0.00% 0	22.73% 5
Q2: Central	28.57% 2	42.86% 3	28.57% 2	0.00% 0	0.00% 0	0.00% 0	31.82% 7
Q2: West	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.55% 1
Q2: Greater Boston	50.00% 2	50.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	18.18% 4
Total Respondents	7	9	4	1	1	0	22

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

Answered: 22 Skipped: 0

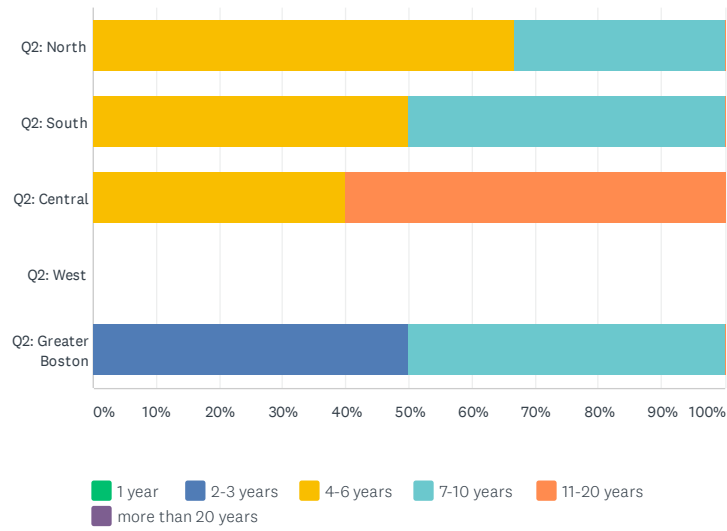


	YES	NO	TOTAL
Q2: North	60.00% 3	40.00% 2	22.73% 5
Q2: South	40.00% 2	60.00% 3	22.73% 5
Q2: Central	71.43% 5	28.57% 2	31.82% 7
Q2: West	0.00% 0	100.00% 1	4.55% 1
Q2: Greater Boston	50.00% 2	50.00% 2	18.18% 4
Total Respondents	12	10	22

MCAA Directors' Salary Survey 2020

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

Answered: 12 Skipped: 10



	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	66.67% 2	33.33% 1	0.00% 0	0.00% 0	25.00% 3
Q2: South	0.00% 0	0.00% 0	50.00% 1	50.00% 1	0.00% 0	0.00% 0	16.67% 2
Q2: Central	0.00% 0	0.00% 0	40.00% 2	0.00% 0	60.00% 3	0.00% 0	41.67% 5
Q2: West	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q2: Greater Boston	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0	16.67% 2
Total Respondents	0	1	5	3	3	0	12

MSAA Directors' Salary Survey 2020

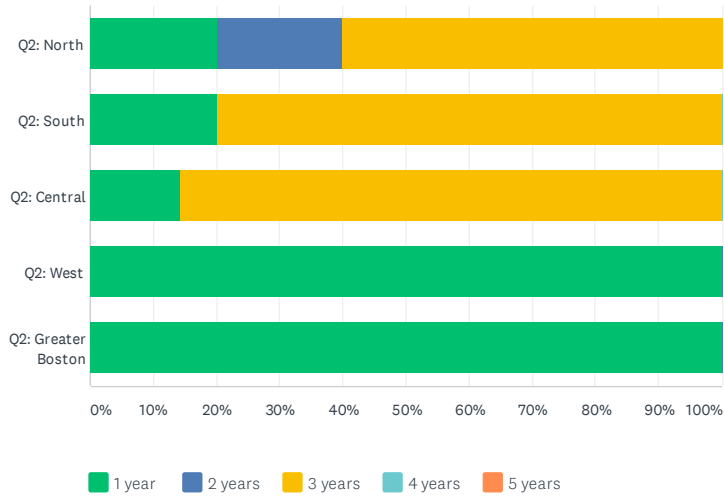
Q12 Work days, answer either A or B.

Answered: 21 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
Q2: North	100.00% 5	0.00% 0	23.81% 5
Q2: South	60.00% 3	40.00% 2	23.81% 5
Q2: Central	71.43% 5	28.57% 2	33.33% 7
Q2: West	100.00% 1	0.00% 0	4.76% 1
Q2: Greater Boston	33.33% 1	66.67% 2	14.29% 3
Total Respondents	15	6	21

Q13 How many years is your current contract?

Answered: 21 Skipped: 1

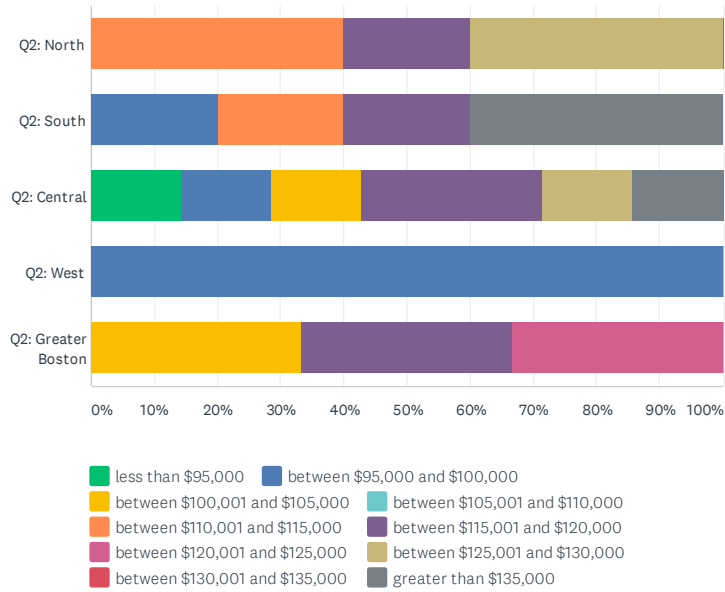


	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS	TOTAL
Q2: North	20.00% 1	20.00% 1	60.00% 3	0.00% 0	0.00% 0	23.81% 5
Q2: South	20.00% 1	0.00% 0	80.00% 4	0.00% 0	0.00% 0	23.81% 5
Q2: Central	14.29% 1	0.00% 0	85.71% 6	0.00% 0	0.00% 0	33.33% 7
Q2: West	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.76% 1
Q2: Greater Boston	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	14.29% 3
Total Respondents	7	1	13	0	0	21

MSEA Directors' Salary Survey 2020

Q14 What is your annual salary?

Answered: 21 Skipped: 1

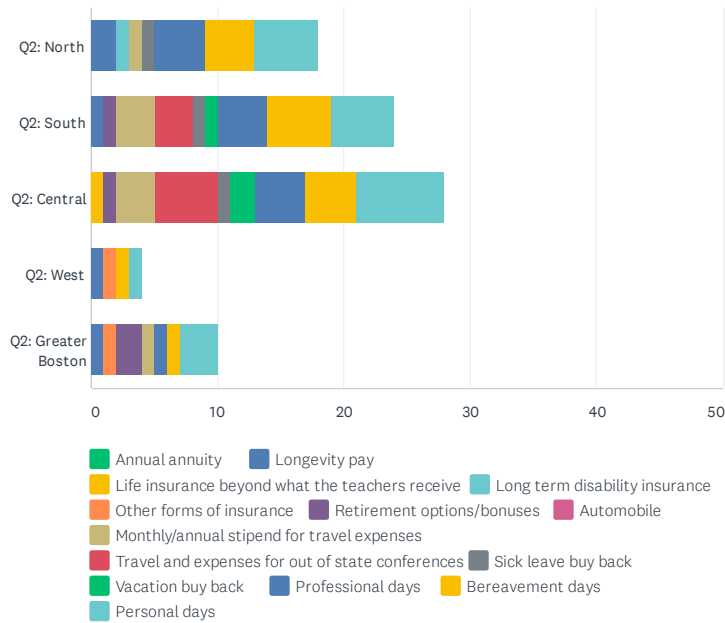


	LESS THAN \$95,000	BETWEEN \$95,000 AND \$100,000	BETWEEN \$100,001 AND \$105,000	BETWEEN \$105,001 AND \$110,000	BETWEEN \$110,001 AND \$115,000	BETWEEN \$115,001 AND \$120,000	BETWEEN \$120,001 AND \$125,000	BETWEEN \$125,001 AND \$130,000	BETWEEN \$130,001 AND \$135,000	GREATER THAN \$135,000	TOTAL
Q2: North	0.00% 0	0.00% 0	0.00% 0	0.00% 0	40.00% 2	20.00% 1	0.00% 0	40.00% 2	0.00% 0	0.00% 0	23.81% 5
Q2: South	0.00% 0	20.00% 1	0.00% 0	0.00% 0	20.00% 1	20.00% 1	0.00% 0	0.00% 0	0.00% 0	40.00% 2	23.81% 5
Q2: Central	14.29% 1	14.29% 1	14.29% 1	0.00% 0	0.00% 0	28.57% 2	0.00% 0	14.29% 1	0.00% 0	14.29% 1	33.33% 7
Q2: West	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	0.00% 0	4.76% 1
Q2: Greater Boston	0.00% 0	0.00% 0	33.33% 1	0.00% 0	0.00% 0	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	14.29% 3
Total Respondents	1	3	2	0	3	5	1	3	0	3	21

MSEA Directors' Salary Survey 2020

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

Answered: 21 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
Q2: North	0.00% 0	40.00% 2	0.00% 0	20.00% 1	0.00% 0	0.00% 0	0.00% 0	20.00% 1	0.00% 0
Q2: South	0.00% 0	20.00% 1	0.00% 0	0.00% 0	0.00% 0	20.00% 1	0.00% 0	60.00% 3	60.00% 3
Q2: Central	0.00% 0	0.00% 0	14.29% 1	0.00% 0	0.00% 0	14.29% 1	0.00% 0	42.86% 3	71.43% 5
Q2: West	0.00% 0	100.00% 1	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q2: Greater Boston	0.00% 0	33.33% 1	0.00% 0	0.00% 0	33.33% 1	66.67% 2	0.00% 0	33.33% 1	0.00% 0
Total Respondents	0	5	1	1	2	4	0	8	8

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

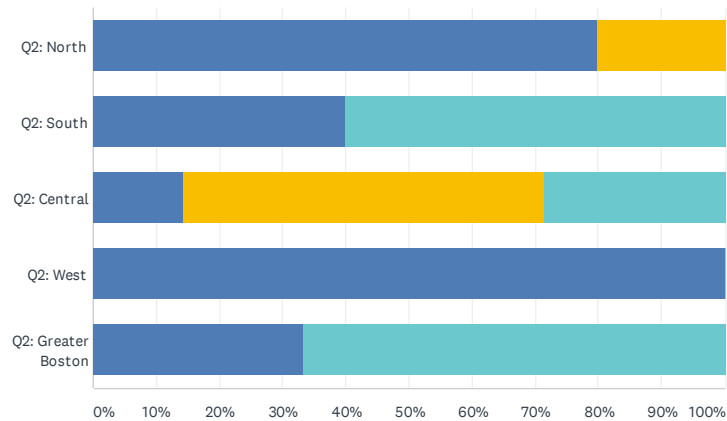
Answered: 5 Skipped: 17

	PLEASE LIST ANY ADDITIONAL BENEFITS OR COMPENSATION THAT YOU RECEIVE.		TOTAL
Q2: North		100.00%	20.00%
		1	1
Q2: South		100.00%	60.00%
		3	3
Q2: Central		100.00%	20.00%
		1	1
Q2: West		0.00%	0.00%
		0	0
Q2: Greater Boston		0.00%	0.00%
		0	0
Total Respondents	5		5

MCAA Directors' Salary Survey 2020

Q17 How would you describe your total compensation package?

Answered: 21 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

	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
Q2: North	0.00% 0	80.00% 4	20.00% 1	0.00% 0	23.81% 5
Q2: South	0.00% 0	40.00% 2	0.00% 0	60.00% 3	23.81% 5
Q2: Central	0.00% 0	14.29% 1	57.14% 4	28.57% 2	33.33% 7
Q2: West	0.00% 0	100.00% 1	0.00% 0	0.00% 0	4.76% 1
Q2: Greater Boston	0.00% 0	33.33% 1	0.00% 0	66.67% 2	14.29% 3
Total Respondents	0	9	5	7	21

Q18 Please consider sharing a copy of your contract.

Answered: 0 Skipped: 22

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