



MASS Salary and Benefits Survey

Posted Thursday, April 06, 2017 Results collected November 7, 2017

MASS Public Relations, Member Services and Policy Committee



MASS
MANITOBA ASSOCIATION OF
SCHOOL SUPERINTENDENTS

Total Responses

83 / 108 = 77% Response Rate



Q1: I work in the following geographical setting:

Northern 98% Response Rate

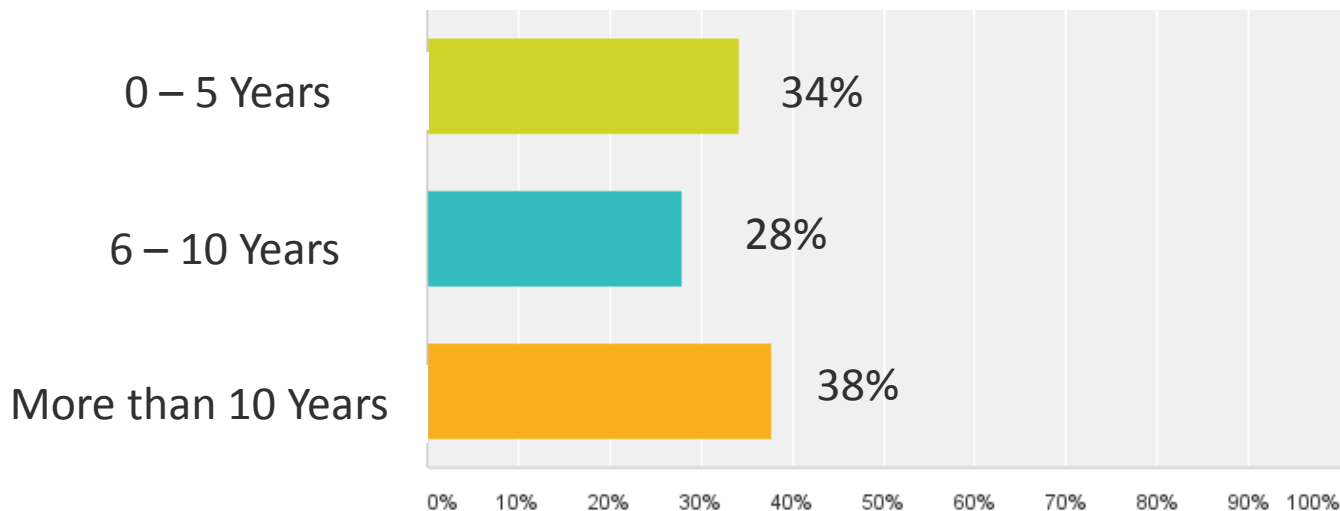
Urban 46% Response Rate

Rural within 90 Minutes 98% Response Rate

Rural further than 90 Minutes 80% Response Rate

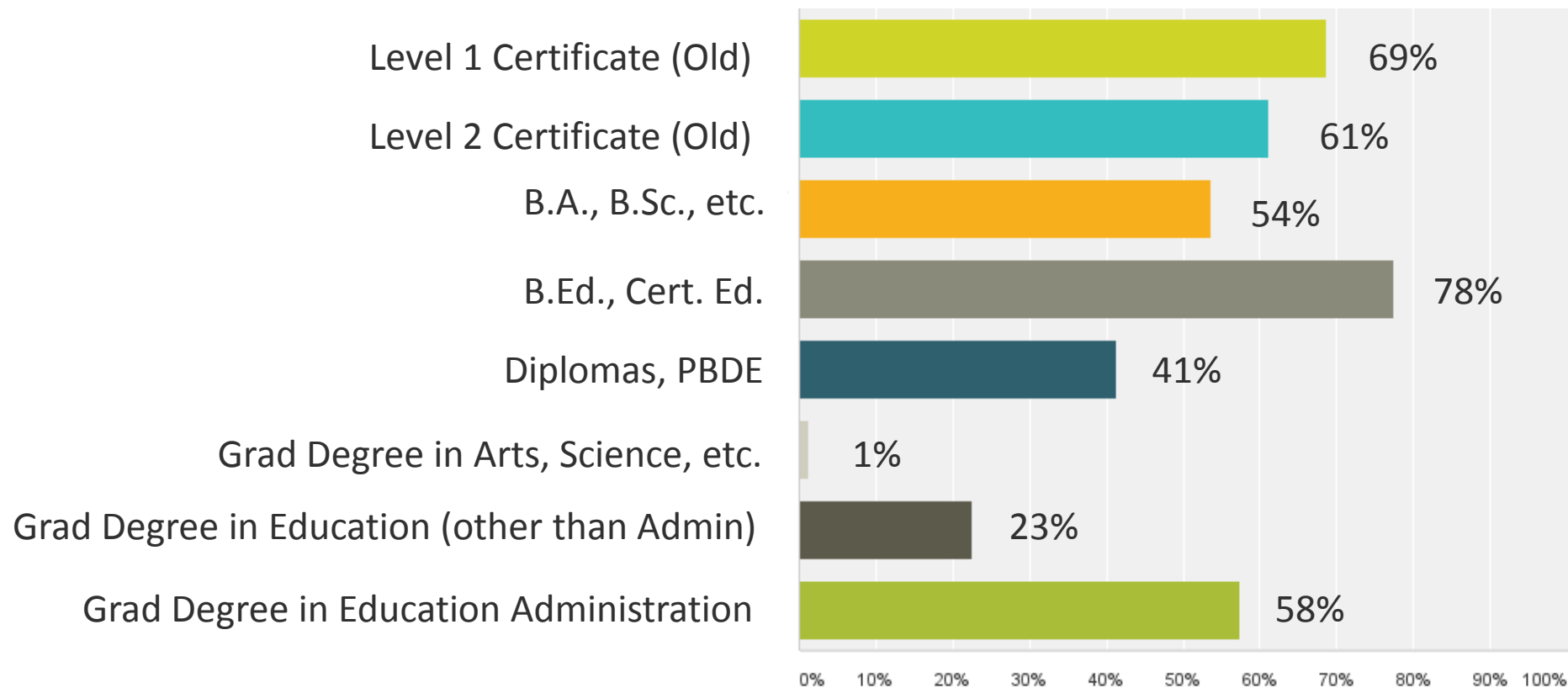


Q2: I have the following years of experience as a senior administrator (including all positions in all divisions)



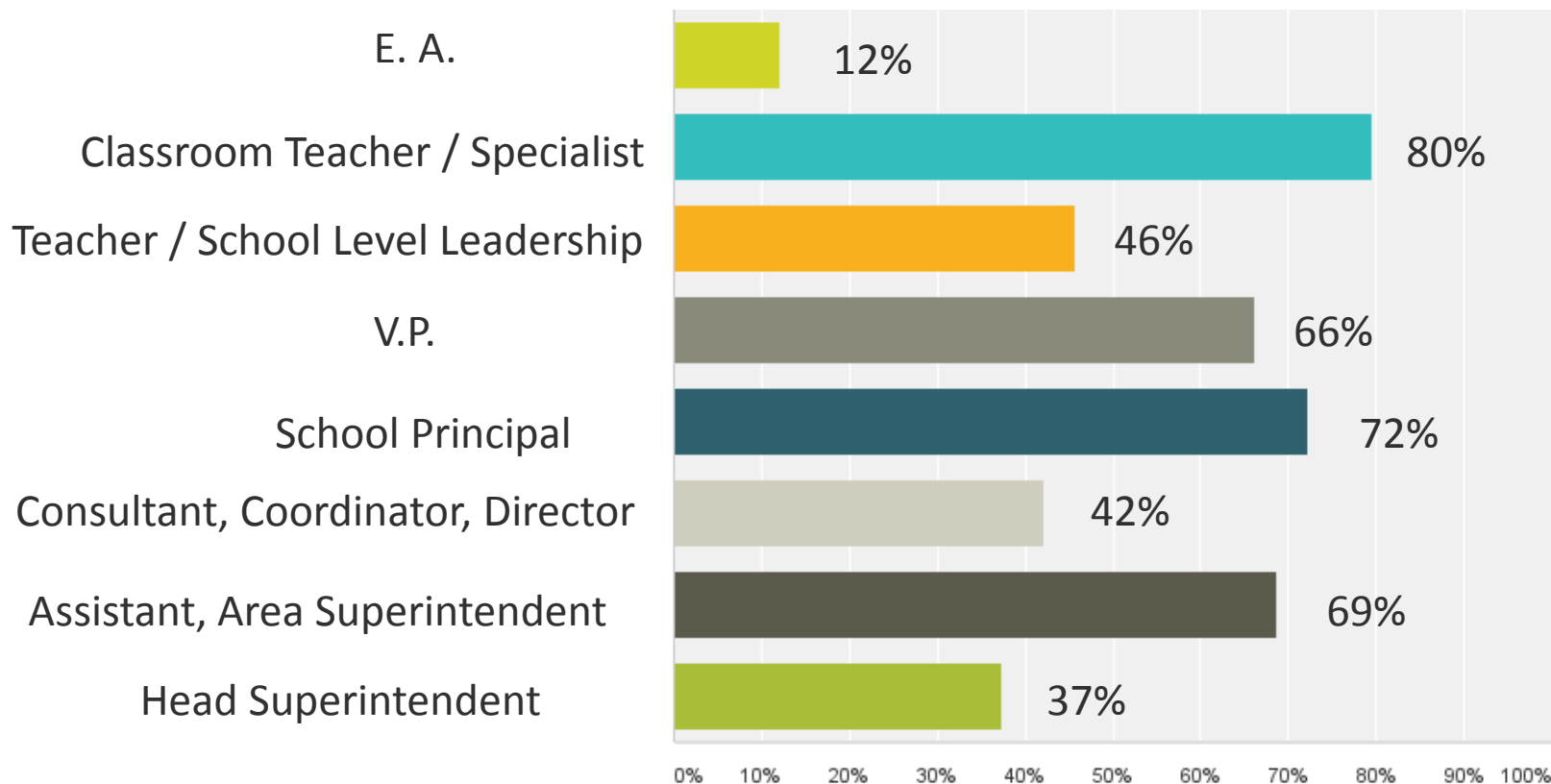


Q3: I have the following educational background: (check off all that apply)



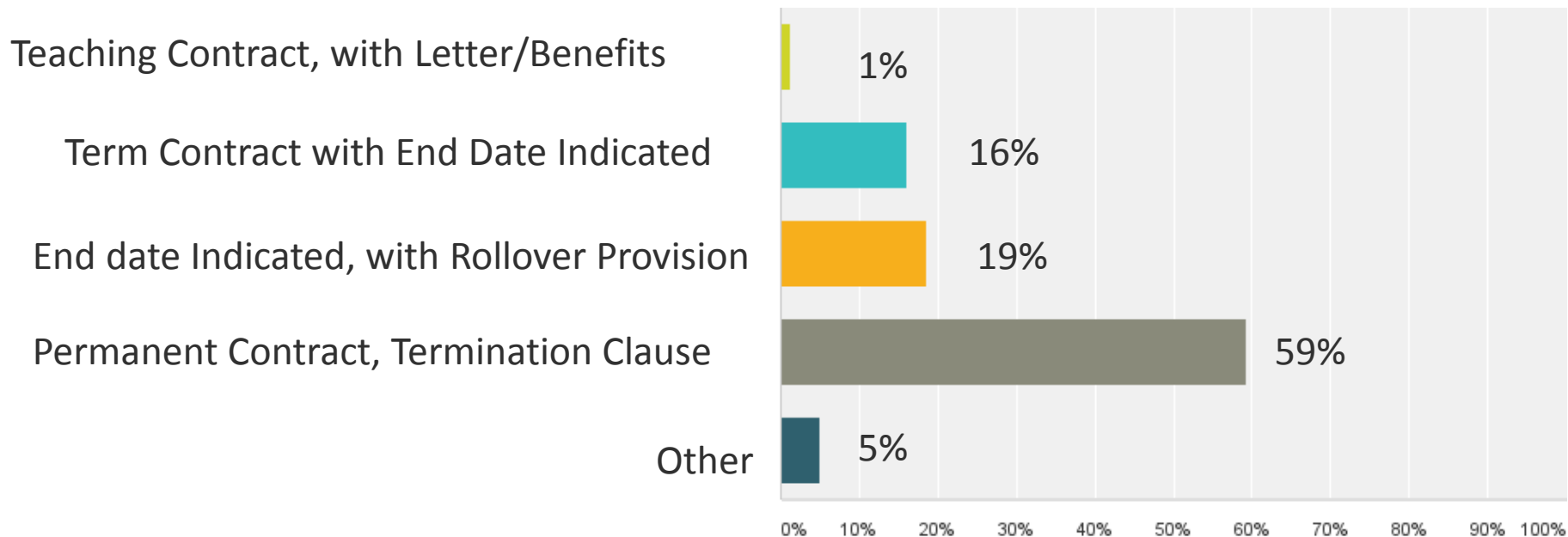


Q4: I have had the following roles in education:



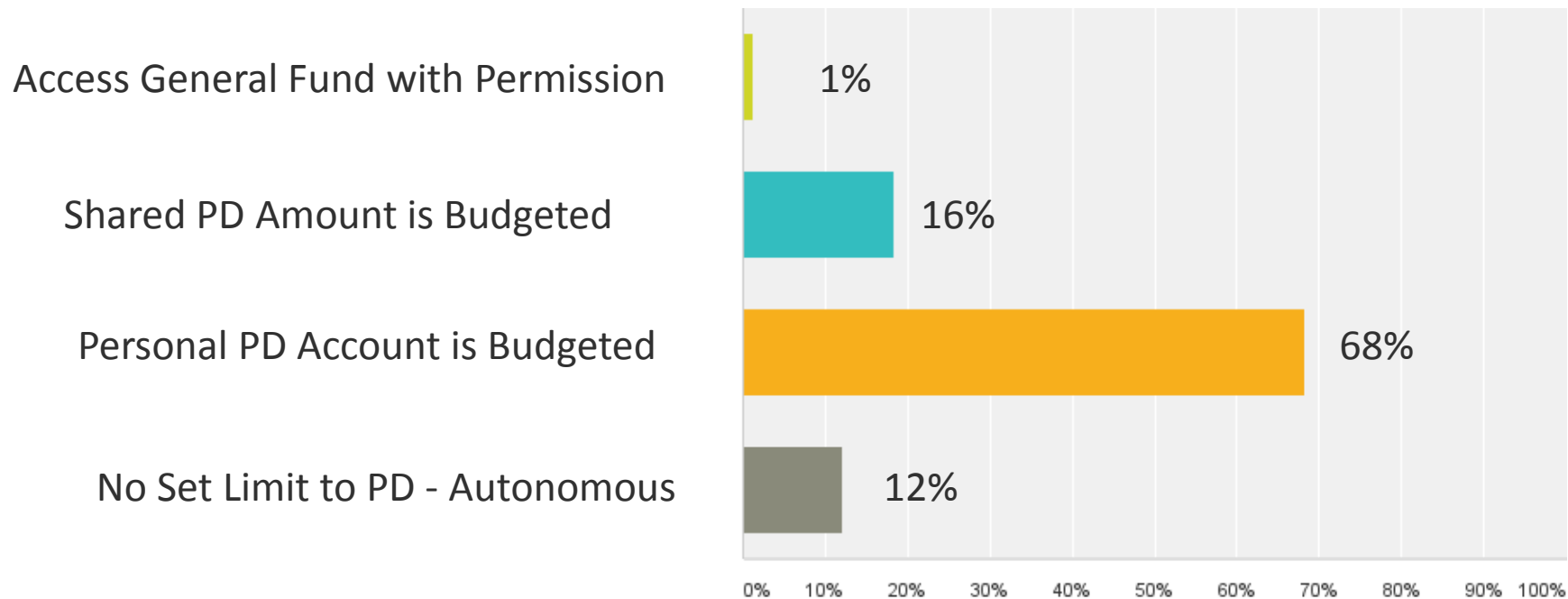


Q5: I have the following type of contract:



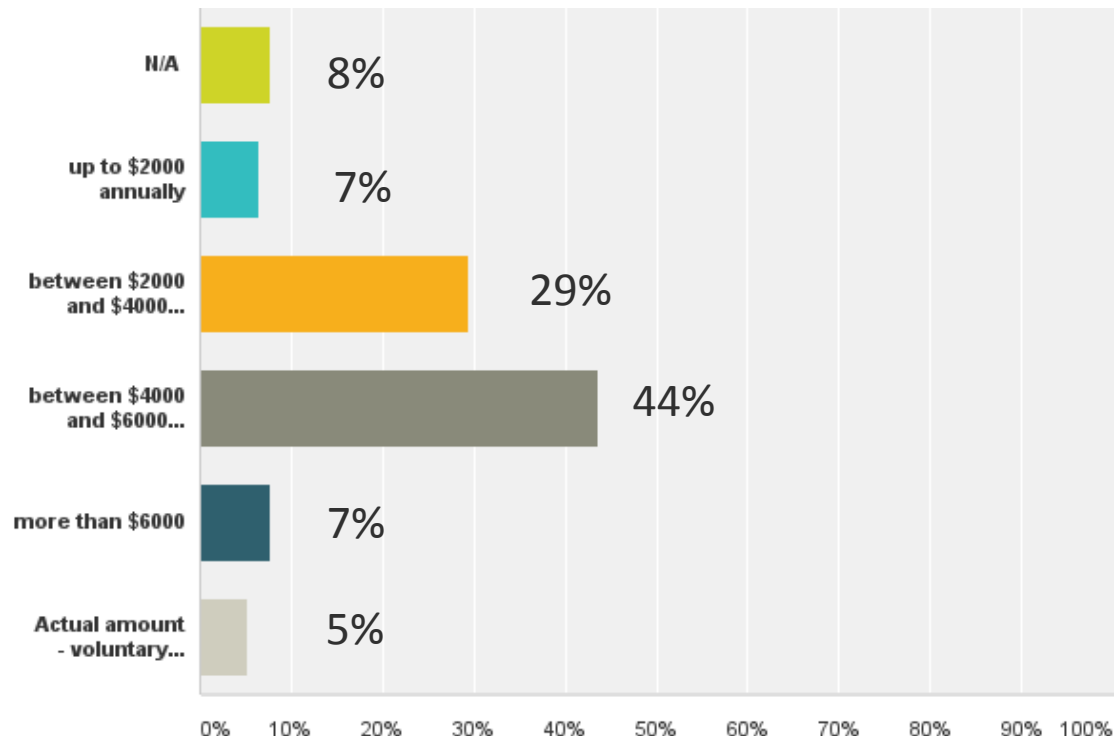


Q6: I have the following provisions for Professional Development:



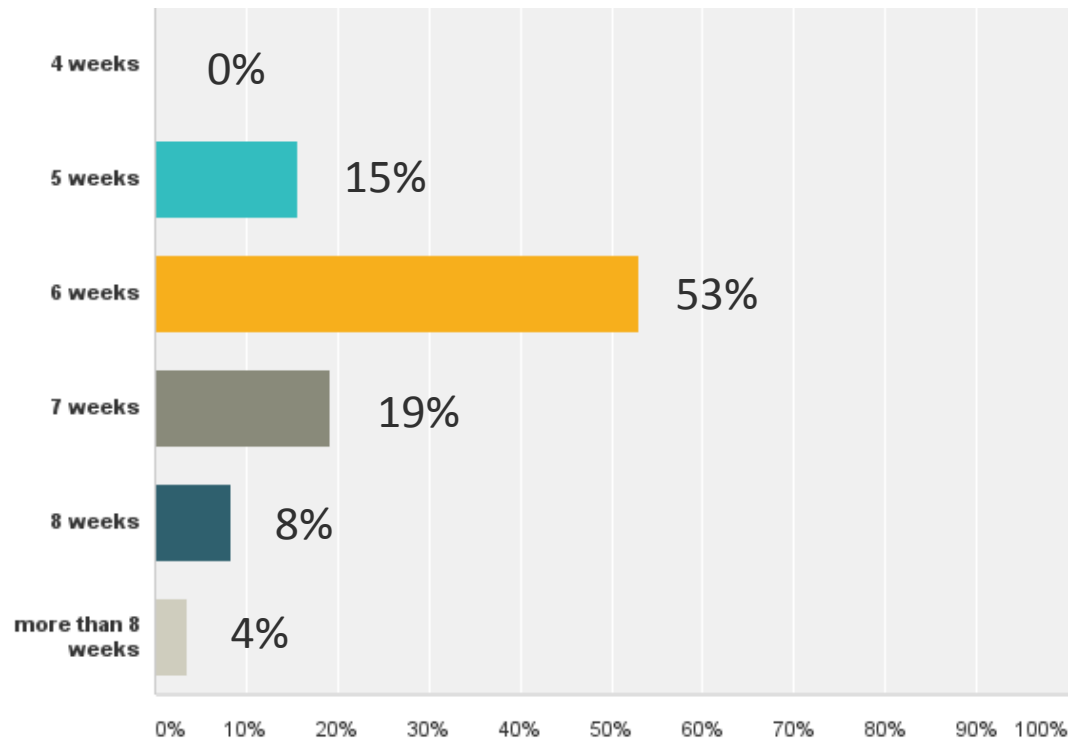


Q7: If you have an annual budget amount for your own professional learning, it would be:



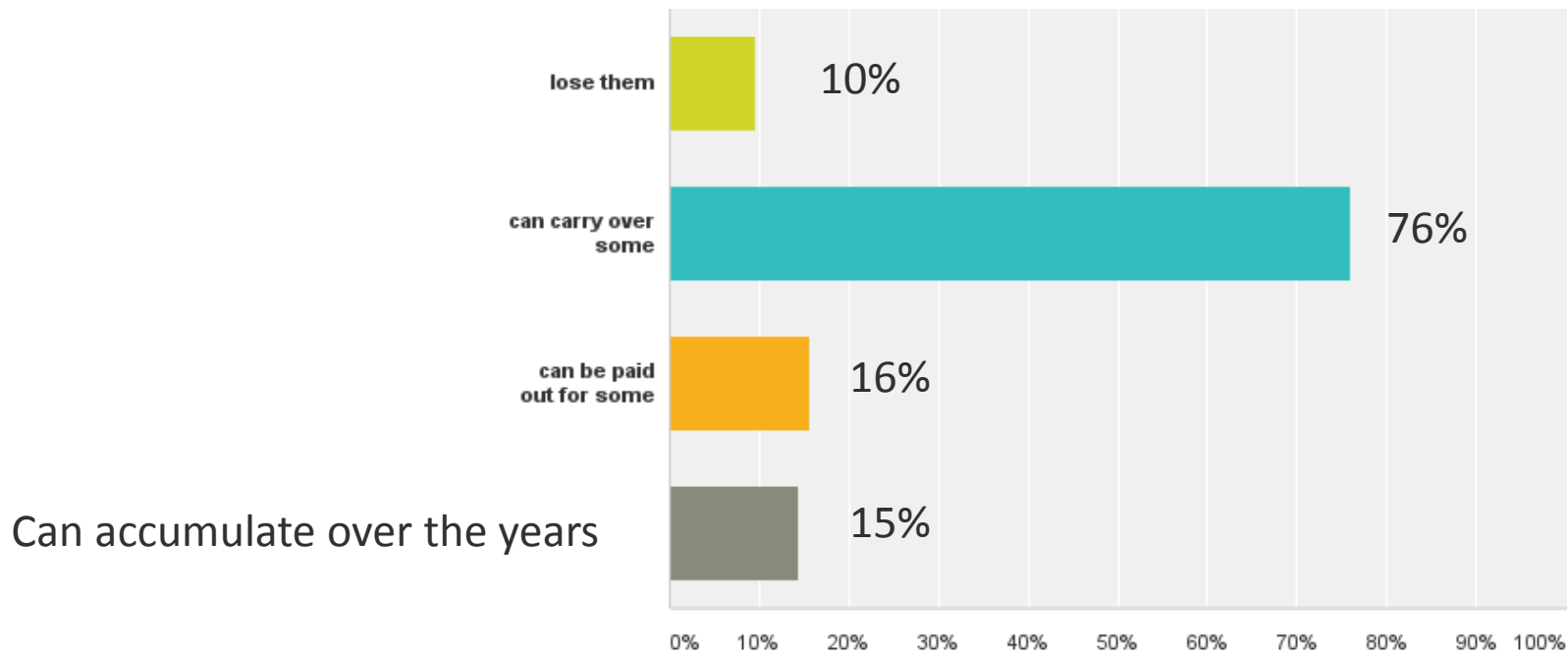


Q8: I receive the following vacation days by contract:





Q9: If I have unused vacation days at the end of the contract year, I...





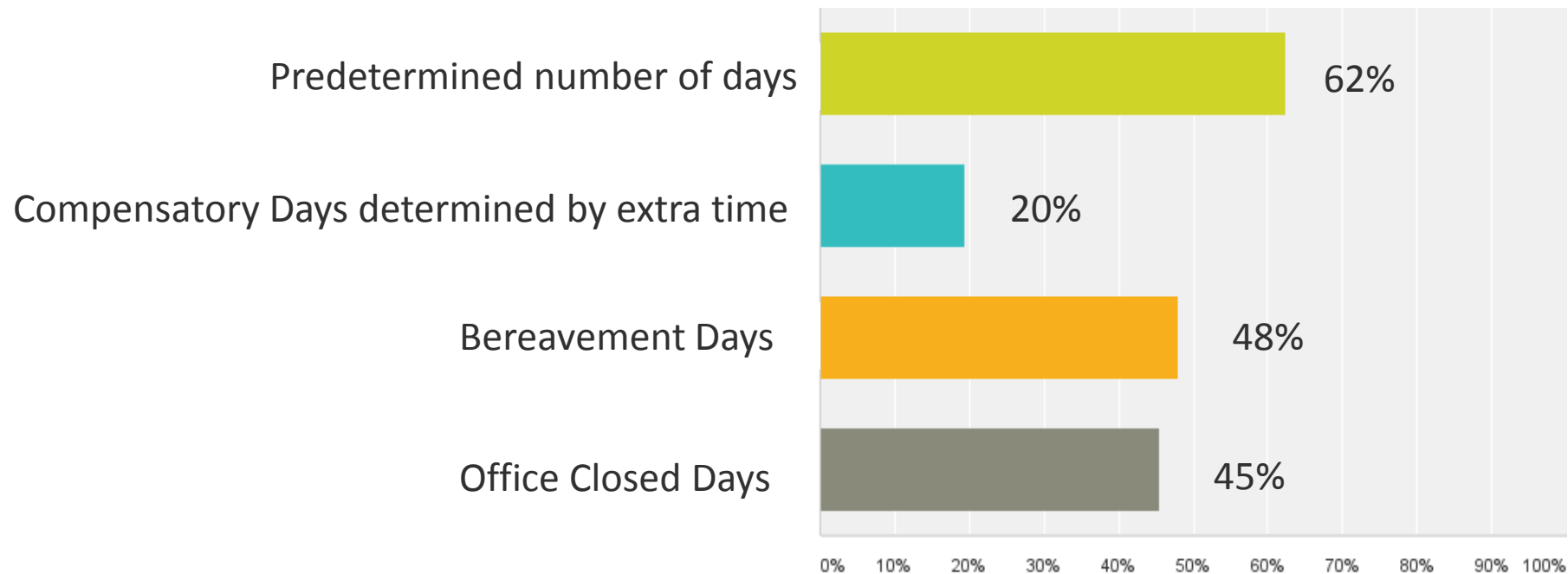
Q9: If I have unused vacation days at the end of the contract year, I...

Range of specific responses:

- No policy direction on this
- I need to submit a plan to use up any unused days
- Carry over is allowed with written request to Head Superintendent
- Payout or carry over is negotiated with the Head Superintendent
- Carry over of max of 3 / 5 / **10** / 35 / 50 /one year's worth/ unlimited number allowed
- Carry over up to 5 but only to end of August
- Pay out only in exceptional circumstances
- Pay out up to 5 / **10** / anything beyond 10 days / all
- Up to 50 can be used for retirement



Q10: I receive other leave days by contract:





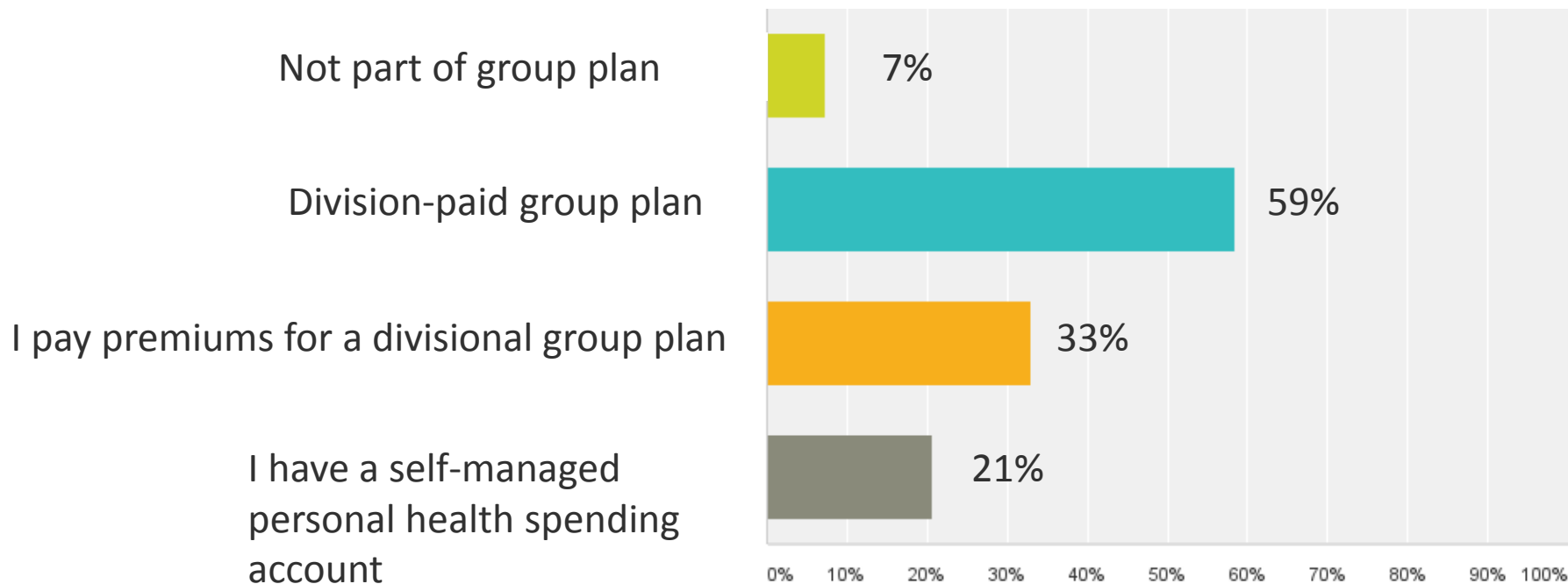
Q10: I receive other leave days by contract:

Range of specific responses:

- Not specified
- Stat Holidays only
- Same as teachers' contract
- Banking of up to 80 hours
- Any extra days only after all vacation days are gone
- Family Medical Days 4 /
- Personal Leave 1 / **2** / 3 / 4 / 5 / 8 / 10
- Compensatory / **days in summer and at Christmas in lieu of board meeting time** / 17
- Office Closure 8 x .5 / 6 / 7 / 10 / **Fridays in Summer** / Christmas Break
- Bereavement / **teachers' contract** / open ended



Q11: I have the following health related provisions:



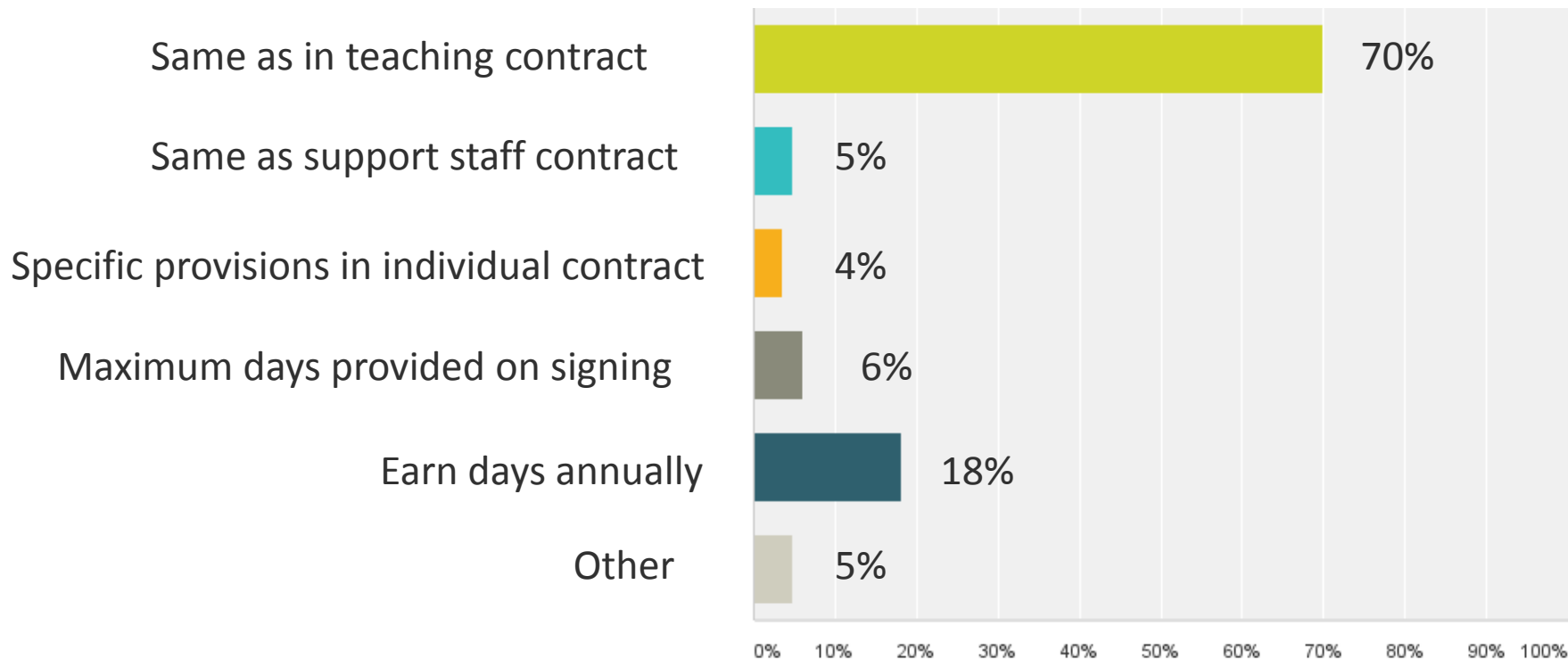


Q11: I have the following health related provisions:

- 500/**1000/1500/2000**/3000/8000
- Anything beyond Blue Cross for self or family
- Anything that CRA recognizes as tax deductible
- Open ended
- Anything that contributes to my health and wellbeing
- Includes gym membership



Q12: Sick leave provisions in my contract include...





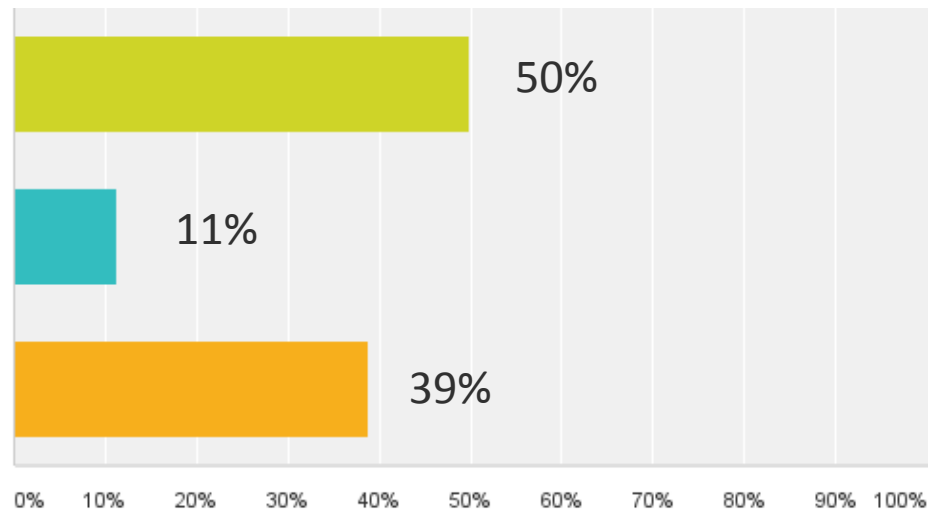
Q13: My salary and benefits are negotiated...

Answered: 80 Skipped: 3

By me with Board / Chair / Committee

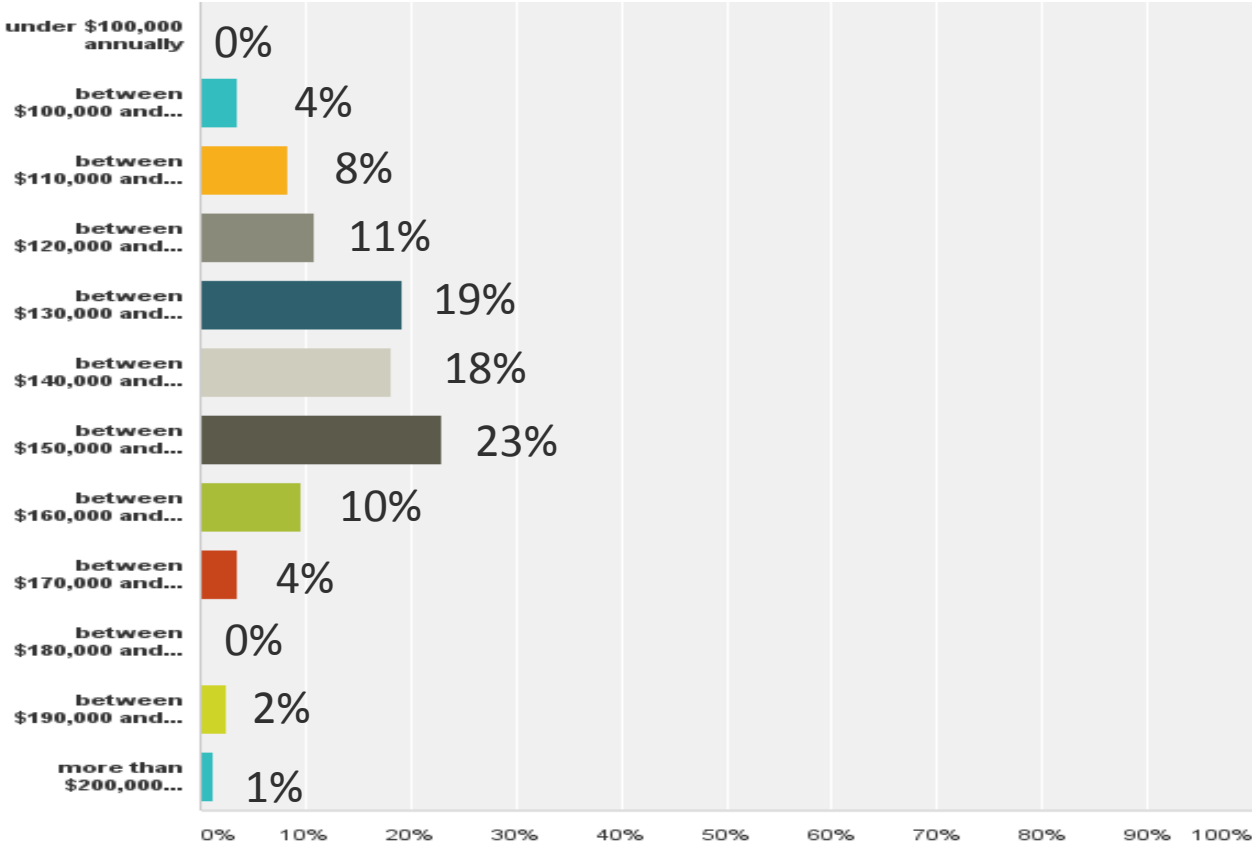
By like group with spokesperson

By Head Supt or Sec-Treasurer





Q14: My salary range is...

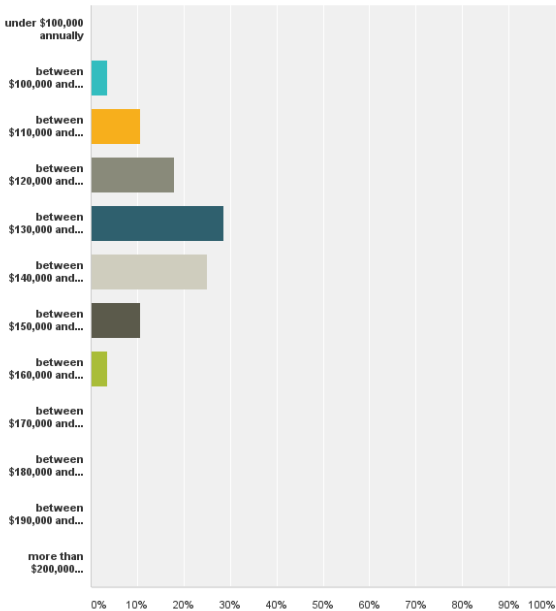




Salary related to length of Service

Q14 My salary range is...

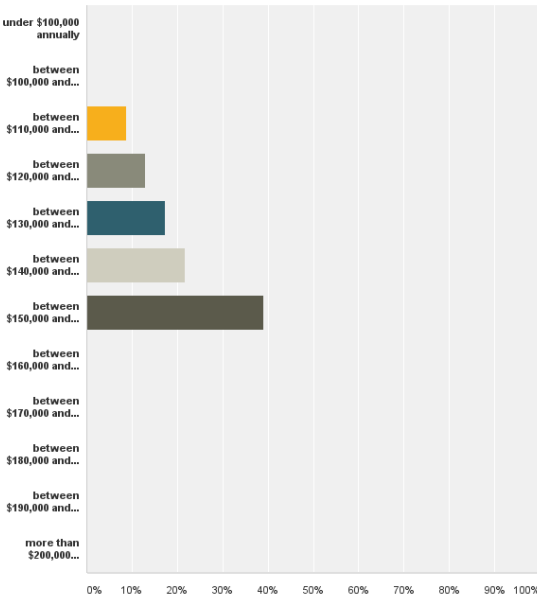
Answered: 28 Skipped: 0



28 of the 83 respondents are 0-5, with the majority making between \$120,000-\$150,000.

Q14 My salary range is...

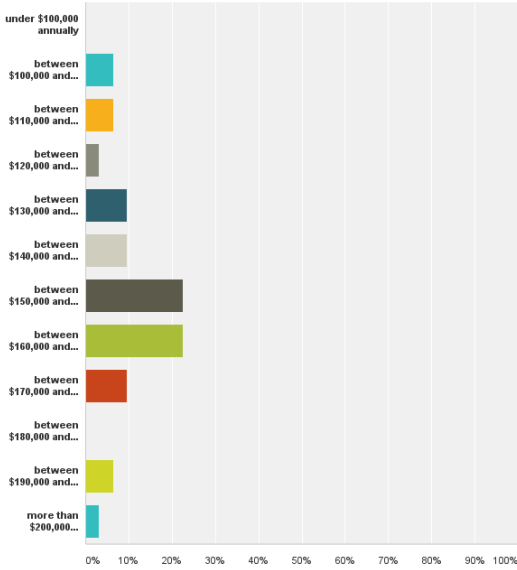
Answered: 23 Skipped: 0



23 of the 83 respondents are 6-10, with the majority making between \$130,000-\$160,000.

Q14 My salary range is...

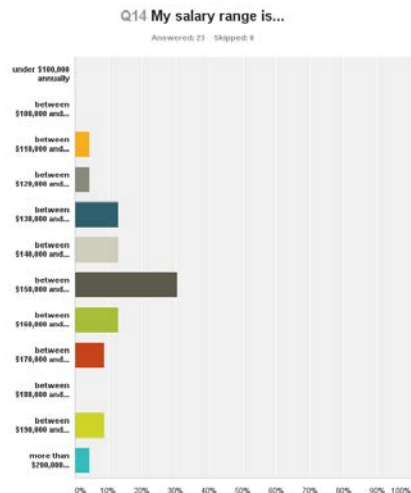
Answered: 31 Skipped: 0



31 of the 83 respondents are over 10 years of experience, with the majority making between \$140,000 - \$180,000.



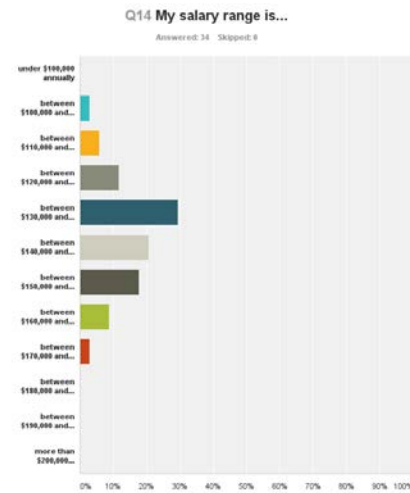
Salary related to Region



Urban

Range 110 – 200+

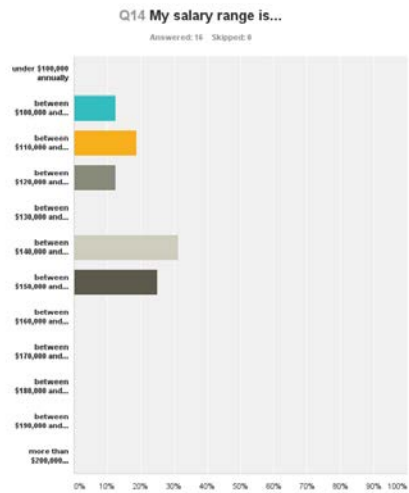
1/3 in
150 – 160,000 Range



Rural – within 90 min

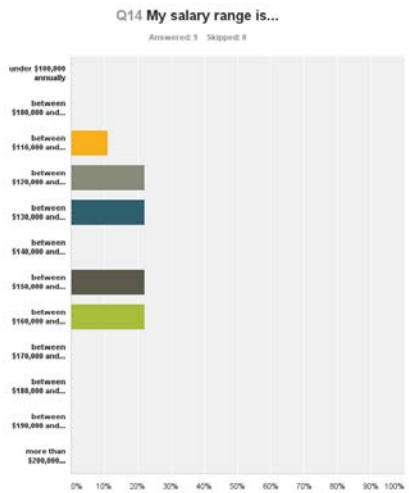
Range 110 – 180

1/3 in
130 – 140 Range



Rural – beyond 90 min

Range 110 – 160

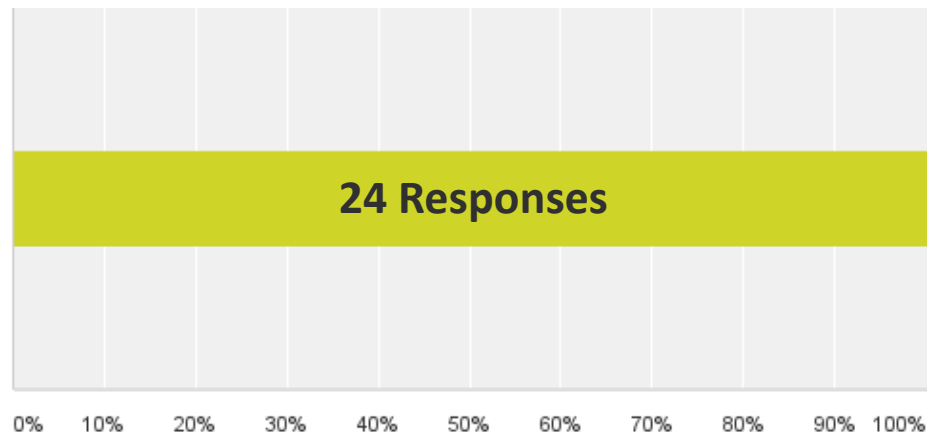


North

Range 110 - 170



Q15: Do you have other benefits which other members may want to consider in future contract negotiations:



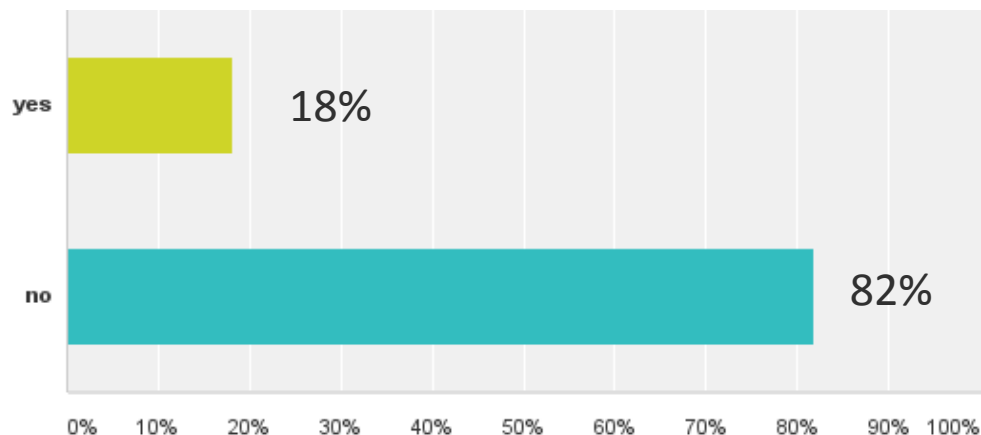
Q15: Do you have other benefits which other members may want to consider in future contract negotiations:

Range of specific responses:

- **Divisional vehicle / vehicle allowance / monthly mileage amount** / \$1000 vehicle amount over mileage claimed
- Retirement account (banked sick leave, etc.)
- **Monthly data Plan and Cellphone / Ipad / Laptop** /Printer, Internet at home
- **MASS membership paid** / \$100 communication allowance
- Books and resources purchased with PL account are personal property
- PL Library fund
- Release time for university teaching / Grad Studies support / PhD Bursary up to \$10,000
- Conference per diem
- Amalgamation clause / Backward clause

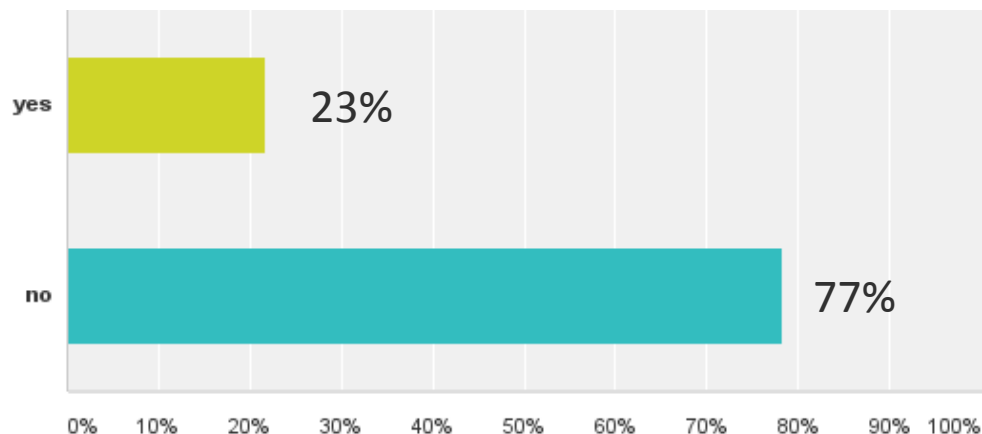


Q16: Did you make use of Rob Olson and the MASS negotiated flat-fee to have your contract vetted by a lawyer, either when you started your first position or when you renegotiated your contract?





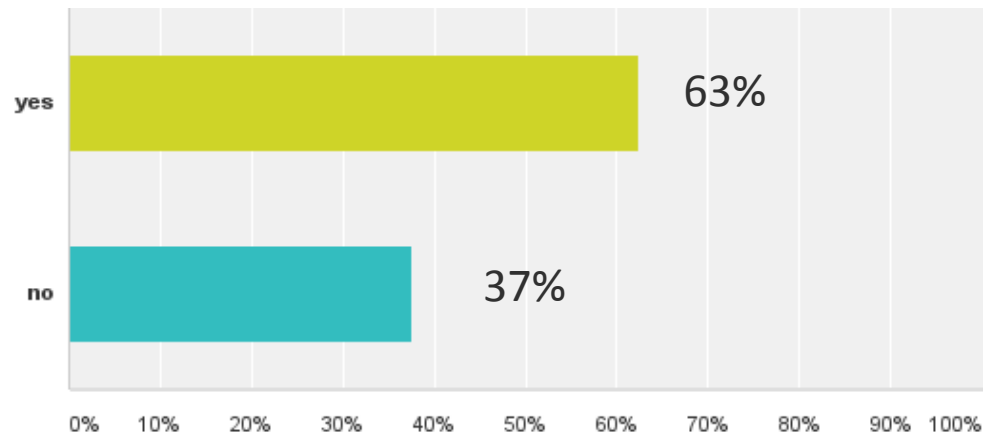
Q17: Did you make use of the services of the MASS Executive Director to read your contract and or to provide an opinion, either when you started or when you renegotiated?





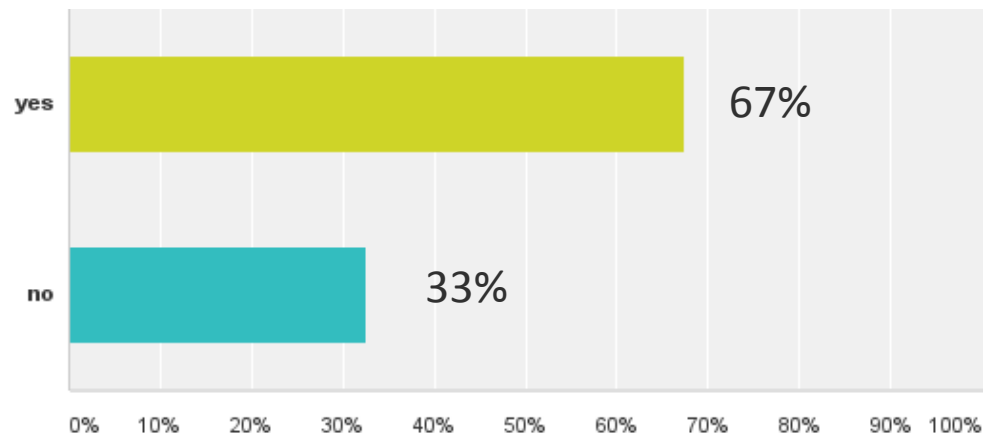
Q18: Would you appreciate/participate in a separate late afternoon/early evening session related to contracts featuring a contract lawyer?

Answered: 80 Skipped: 3



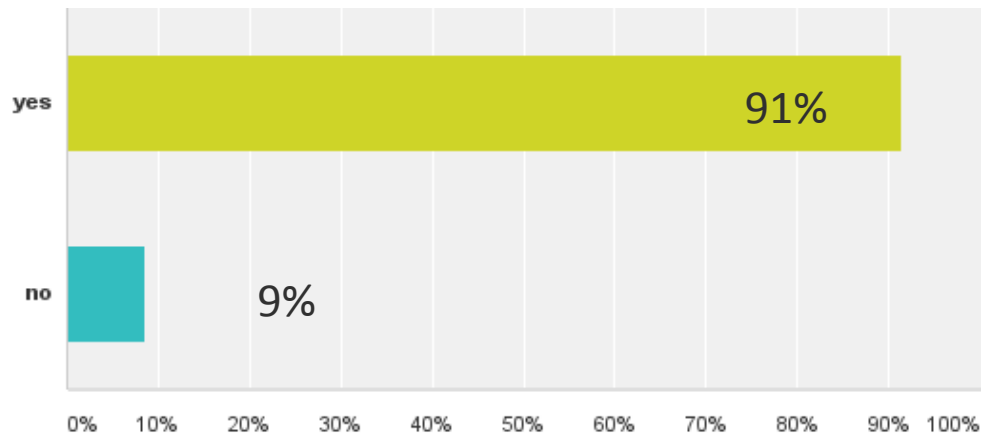


Q19: Would you appreciate a session at a Members Day with senior MASS superintendents facilitating a discussion on contracts?



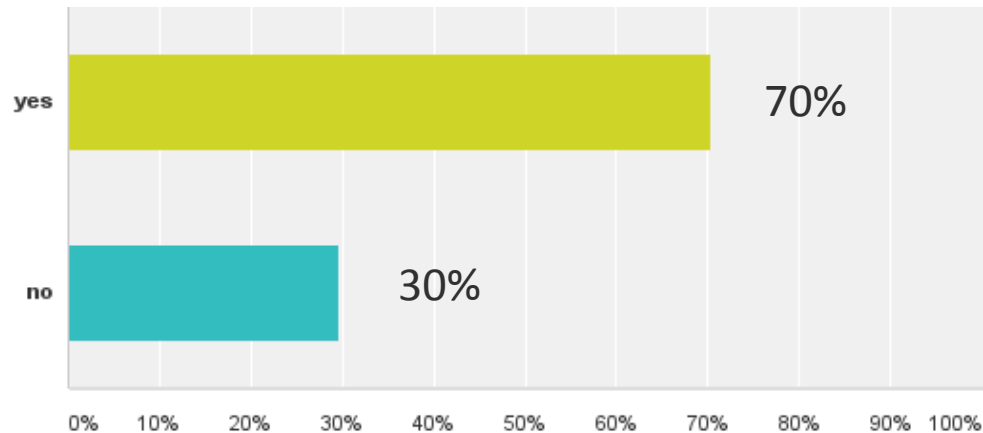


Q20: Would you appreciate a central data base on salaries and benefits which you could access on the MASS website?





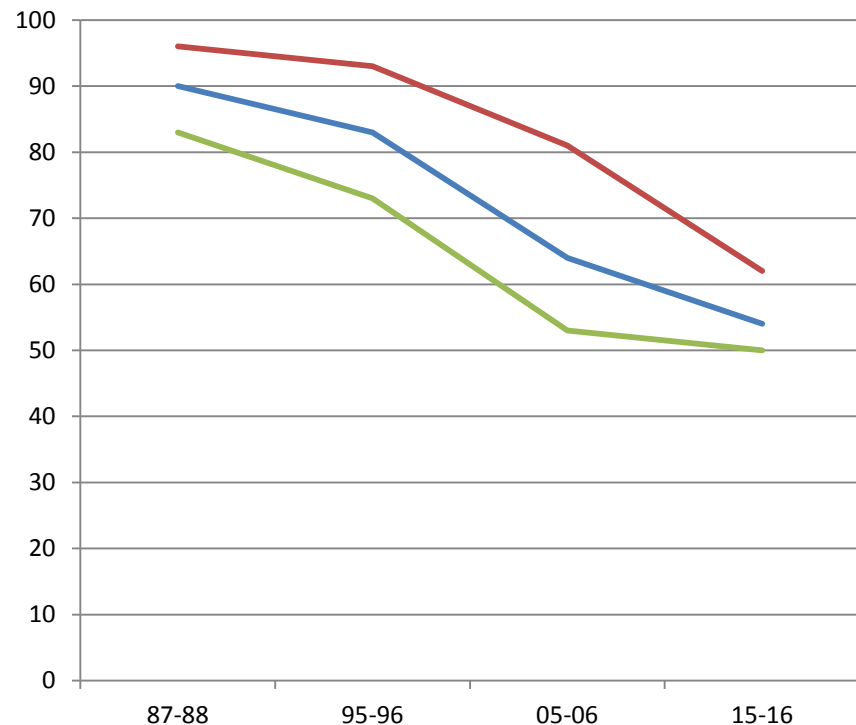
Q21: Would you be willing to submit a copy of your contract (with all identifying information blacked out) – to be available in a secure MASS depository for other MASS members to access?





Gender Balance in MASS

1987 – 2016 (not from survey)



Men as % of MASS

90% – 54%

Men as % of Head
Superintendents

96% – 62%

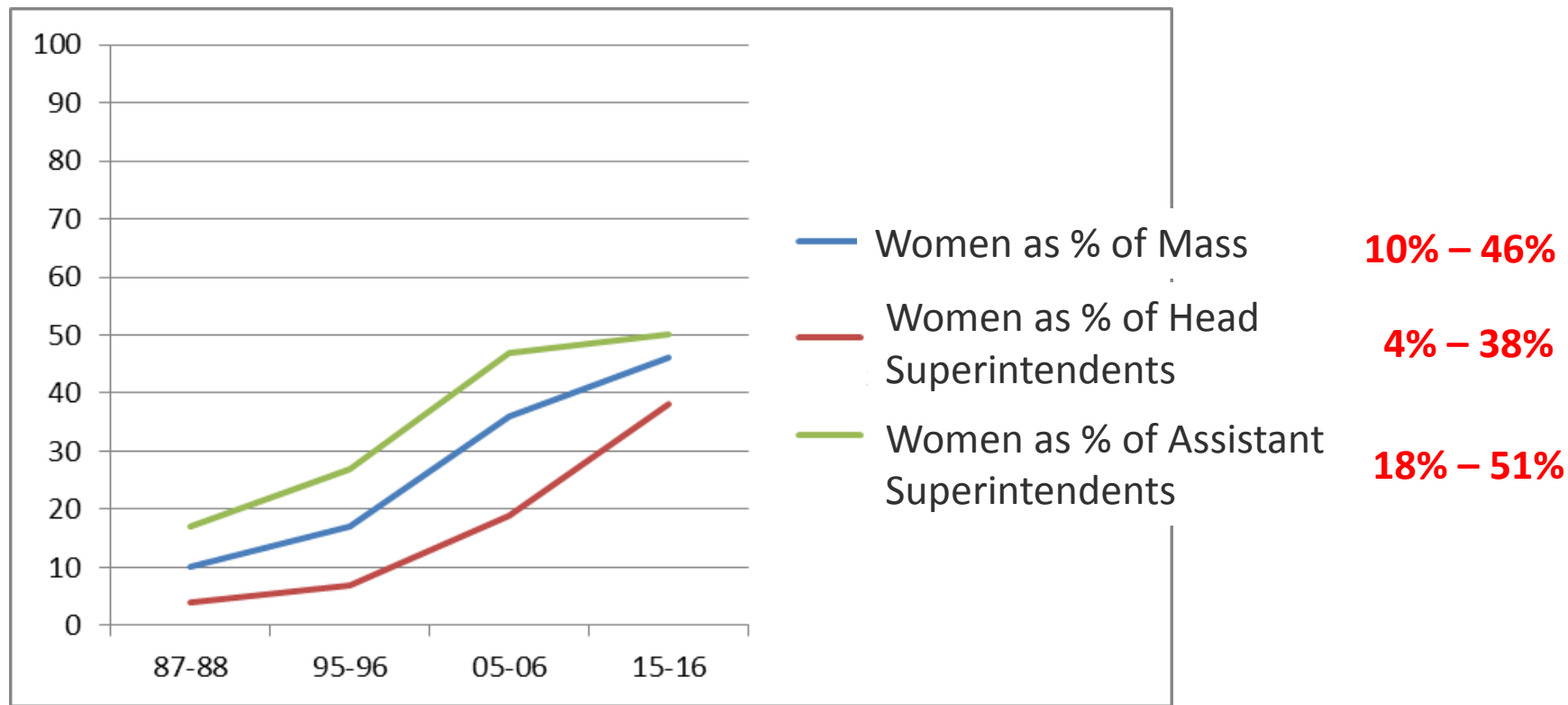
Men as % of Assistant/
Area Superintendents

82% – 49%



Gender Balance in MASS

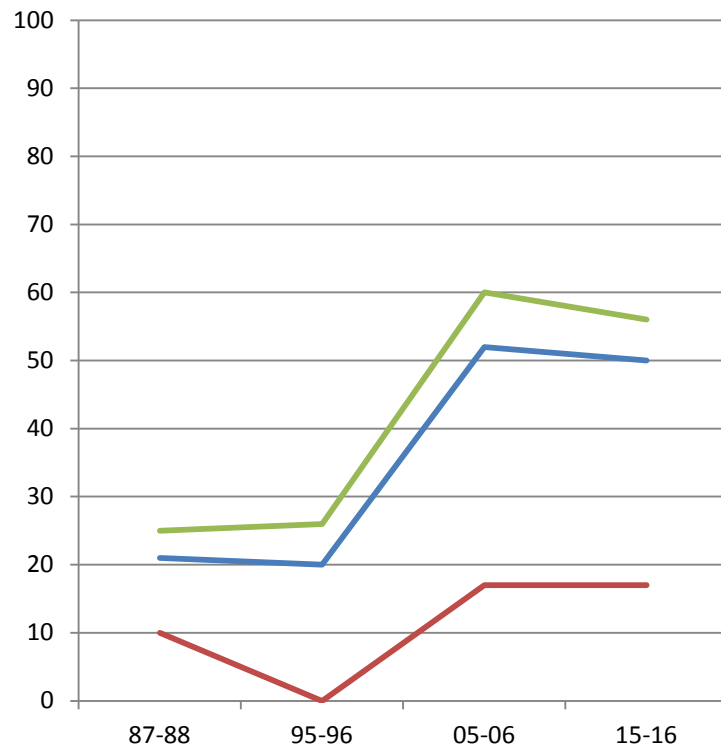
1987 – 2016 (not from survey)





Gender Balance in Metro MASS

1987 – 2016 (not from survey)

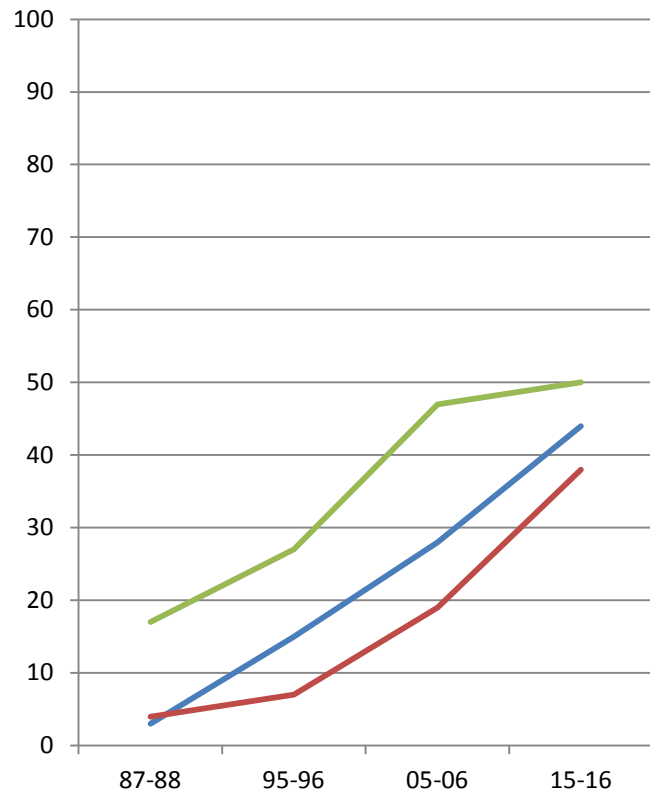


- Women as % of Metro Mass **21% – 50%**
- Women as % of Metro Head Superintendents **10% – 18%**
- Women as % of Metro Assistant/Area Superintendents **26% – 57%**



Gender Balance in Rural MASS

1987 – 2016 (not from survey)



— Women as % of Rural Mass

4% – 44%

— Women as % of Rural Head Superintendents

4% – 38%

— Women as % of Rural Assistant/Area Superintendents

17% – 50%

Thank You

from the

MASS Public Relations, Members Services and Policy Committee

For your great participation in this survey!