

# Massachusetts School District Compensation Study

Odyssey Advisors' report on the latest trends among school district positions



Given the current labor market, the demand for qualified personnel is higher than ever and it's important to know how your compensation structure stacks up against your peers. Given that various organizations use differing titles for similar functions and certain functions/positions did not have enough respondents for credible data, you may not find every position in your organization on the charts below.

This report is based on salary data provided in July 2022 from various school districts in Massachusetts. For each position in the survey, we display the 25th, 50th, 75th & 90th percentiles.

As with any survey, the accuracy of the final report reflects the data submitted by respondents. We reviewed the submitted data for reasonableness and completeness. While there may be anomalies in the results (usually in smaller groups), we are confident in the overall integrity and quality of the data.

We appreciate the help of each entity that took the time to complete this survey and submit their data. We hope that this report will be valuable to you as you administer your compensation and recruitment programs. And, if you have ideas for how we can enhance or improve future surveys, please let us know.



## Overall Data

For the data provided, we are showing the 25th, 50th, 75th, and 90th percentiles for salary for each position. In the case of teachers, we are showing comparable data by step (service) and ladder (educational level) where there were a sufficient number of data points.

Job Title	Average of Annual					# of Incumbents
	Rate of Pay	25th Percentile	50th Percentile	75th Percentile	90th Percentile	
Administrative Assistant	51,113	42,278	52,681	54,567	66,493	46
Assistant Principal	107,148	96,839	106,507	120,735	122,899	10
Counselor	77,050	67,386	83,534	85,314	86,757	19
Custodian	49,693	45,942	49,424	54,915	55,318	30
Education Support (Degree)	32,657	28,702	32,950	39,207	39,207	143
Education Support (No Degree)	25,040	23,833	25,319	26,203	26,892	24
Food Service Worker	26,220	20,381	25,585	29,641	31,801	29
Guidance Counselor	77,301	60,709	86,224	89,807	91,741	18
IT Administrator	88,649	79,606	87,447	88,273	111,032	9
IT Staff	74,720	54,829	64,929	92,354	112,489	8
Maintenance Worker	57,411	55,318	55,318	55,876	63,071	9
Nurse	71,482	64,890	75,833	77,721	83,871	25
Principal	125,255	119,846	127,335	130,000	138,000	21
Psychologist	82,060	70,236	88,000	91,630	93,070	13
Speech Pathologist	80,784	73,232	86,224	87,068	88,267	15
Teacher	80,201	68,429	86,224	92,361	94,903	856
<b>Grand Total</b>	<b>71,420</b>	<b>54,567</b>	<b>76,750</b>	<b>91,630</b>	<b>94,787</b>	<b>1,275</b>

## Teacher Data by Step\*

Step *	Average of Annual Rate of Pay	25th Percentile	50th Percentile	75th Percentile	90th Percentile	# of Incumbents
1	60,893	50,938	60,364	66,316	81,852	42
2	61,336	53,151	57,023	64,838	84,318	42
3	67,328	55,140	66,179	72,565	88,000	28
4	68,628	57,329	65,619	81,465	89,067	40
5	71,744	60,175	70,236	83,534	86,224	49
6	73,381	62,874	75,949	84,239	89,067	57
7	71,331	63,353	72,694	80,263	87,387	52
8	76,152	65,275	80,700	86,447	91,468	37
9	78,188	73,303	75,855	86,224	89,827	24
10	81,092	79,129	79,620	87,257	91,270	32
11	79,861	71,058	86,224	87,786	89,647	22
12	78,489	66,914	83,534	89,069	91,028	27
13	83,015	78,817	86,323	87,278	93,177	38
14	90,603	88,026	92,361	94,787	97,229	366
<b>Grand Total</b>	<b>80,201</b>	<b>68,429</b>	<b>86,224</b>	<b>92,361</b>	<b>94,903</b>	<b>856</b>

*Note: We have capped the number of steps at 14 for purposes of this analysis  
\*Step refers to the number of years of service in that position*

## Teacher Data by Ladder\*

Ladder *	Average of				# of Incumbents
	Annual Rate of Pay	25th Percentile	50th Percentile	75th Percentile	
BA	67,158	55,140	62,874	76,732	94
BA+15	72,875	67,435	73,831	78,309	21
MA	78,334	66,830	83,534	89,067	353
MA+15	86,417	86,040	88,026	93,515	112
MA+30	89,064	89,827	89,827	94,787	66
MA+45	92,847	91,630	91,630	96,008	32
MA+60	96,589	93,430	95,231	100,994	32
MA+60, DBL MA, CAGS	94,765	97,229	97,229	97,229	50
<b>Grand Total</b>	<b>81,385</b>	<b>71,353</b>	<b>86,224</b>	<b>92,361</b>	<b>760</b>

*Note: Not all groups provided educational levels, so the subset is slightly smaller than the 'by Step' analysis*

*\*Ladder refers to the educational level of the employees*

# In Summary

In the case of non-teachers, you'll see that the 25th to 75th percentile range is significant for many positions but for others like Education Support (no degree) and Maintenance Workers, it's largely flat. Among teachers, there is a reasonably large spread between the 25th & 75th percentile across all Steps and Ladders.

As a caution, any survey is only as good as the data that is provided. Our hope is that for next year's survey that we get more respondents (more data is better) and that will allow us to further segment data with County or similar breakdowns.



# Looking for more answers?

Feel free to reach out with any questions you might have. We'd be happy to help.

[Find out more](#)



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