

Salaries and Wages in Texas Public Schools

2009–10 Superintendent Survey Highlights

Survey Information

- 1,030 Texas public school districts received the Superintendent Survey questionnaire.
- 826 districts responded, representing 80 percent of districts in Texas. 867 districts responded in 2008–09.
- 30 districts reported having an interim superintendent and are not included in the analysis.
- Survey participants may not have answered all questions.
- Survey data is effective August 2009.

Superintendent Salaries

The average superintendent salary for 2009–10 is \$117,372, a 3.6 percent increase from 2008–09. Average superintendent salaries range from \$81,985 in districts with less than 500 students to \$277,222 in districts with more than 50,000 students. Half of reported salaries are less than \$102,000.

	Number of Respondents	Percent of Enrollment Group	2009–10 Average Salary	Distribution of Salaries		
				25 th Percentile	Median	75 th Percentile
All Respondents	793	77.0%	\$117,372	\$87,550	\$102,000	\$133,250
1 to 499	211	63.9%	81,985	75,000	81,000	88,289
500 to 999	158	77.1%	94,729	88,125	93,306	100,782
1,000 to 1,599	111	87.4%	105,943	95,802	103,000	112,663
1,600 to 2,999	99	85.3%	115,546	105,000	115,000	125,000
3,000 to 4,999	68	81.9%	135,551	125,000	133,625	145,101
5,000 to 9,999	59	83.1%	166,913	150,734	161,304	178,750
10,000 to 24,999	46	90.2%	185,654	169,550	184,410	204,040
25,000 to 49,999	26	86.7%	224,904	202,500	229,087	246,650
50,000 and over	15	88.2%	277,222	266,747	280,314	298,053

Pay Increases

Eighty-seven percent of respondents (699) had a returning superintendent for 2009–10. The average superintendent pay increase was 3.7 percent, down from last year's average of 4.2 percent. Twenty-four percent of returning superintendents (170) did not receive a pay increase.

Performance and Retention Bonuses

Nearly 10 percent of respondents (69) gave a bonus to the superintendent. This is an increase from each of the past five years, when only 5 to 6 percent of districts provided the superintendent with a bonus. Most bonuses are paid to the superintendent to reward job performance or continued service. The average bonus paid was \$6,468, or 5 percent of the superintendent's salary. Reported bonus amounts range from less than \$500 to more than \$25,000. Half of the bonuses paid were less than \$4,000.

Superintendent Experience

Superintendents have been in their current position for an average of four years and have an average of seven years of total experience as a superintendent in any district. Most superintendents (60 percent) have been the superintendent in only one school district. Of the 94 districts (12 percent) with a new superintendent for 2009–10, 56 percent hired a superintendent with no previous experience in the position.

Tax-Deferred Investment Contributions

Eleven percent of districts (85) contribute to a tax-deferred investment account for the superintendent, up slightly from 10 percent in 2008–09. This is in addition to required Teacher Retirement System (TRS) contributions. The average district contribution to these accounts in all responding districts is \$7,691, up 3.6 percent from 2008–09. Seventy-four percent of districts (63) making contributions require at least one year of service for the district's contribution to be vested.

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Transportation Benefits

Forty-five percent of responding districts (356) provide a vehicle or car allowance to the superintendent. Eighty-four percent of these districts (299) provide an annual car allowance to cover all or part of the cost of a personal vehicle for the superintendent. The average annual vehicle allowance is \$6,076, up 2 percent from 2008–09.

Health Insurance Benefits

Insurance premium rates are separated into employee-only coverage and employee-plus-family coverage and premium rates and levels of district contribution are analyzed independently. Forty-two percent of superintendents (296) reported employee-only rates with an average monthly premium of \$397. Fifty-seven percent (396) reported employee-plus-family rates with an average monthly premium of \$903. Premiums in employee-only categories of coverage increased by 4.5 percent from 2008–09. Similarly, premiums in employee-plus-family categories of coverage increased by 4 percent from last year. These are consistent with the 4.5 percent increase in TRS ActiveCare rates over 2008–09. The average annual district contribution for superintendent health insurance premiums in 2009–10 is \$5,769, up 5 percent from last year. Districts contribute an average of 80 percent of the employee-only premium and 66 percent of the employee-plus-family premium for superintendents. Forty percent of respondents (281) pay the total cost of health insurance for the superintendent regardless of the type of coverage that the superintendent elects.

Other Benefits

- Fifty-four percent of districts (431) provide the superintendent with an allowance for cell phone and/or internet service. The average annual allowance is \$1,182.
- Forty-two percent of respondents (333) pay dues for the superintendent's membership to civic, private or professional organizations and clubs. The average annual expense to the district for the superintendent's membership dues is \$943.
- Eleven percent of superintendents (87) receive a housing benefit—76 percent provide a residence, 14 percent provide a residence plus a housing allowance, and 10 percent provide a housing allowance only. The average housing allowance provided is \$8,300.
- Sixty districts (8 percent) provide a life insurance policy for the superintendent that differs from life insurance benefits provided to other district employees. These policies have a median face value of \$300,000 and have an annual premium cost to the district of \$1,535.
- Thirty-nine districts (5 percent) provide the superintendent with an annual allowance for business expenses. The average annual allowance is \$4,722.
- Twenty-eight districts (4 percent) provide the superintendent with a long-term disability policy that is different from that provided to other employees. The average annual cost to the district is \$2,349.
- Eight districts (1 percent) purchased additional TRS service credits for the superintendent at an average cost to the district of \$18,422.

Description of Survey

The Superintendent Salary Survey is a compilation of superintendent salary and benefit information submitted to TASB HR Services during the fall semester of the 2009–10 school year. Invitations to participate in the web-based survey were e-mailed to 1,030 school districts.

Accurate and timely information helps school officials set educator salaries. The data in the 2009–10 survey report is used by local school boards to effectively recruit, retain, and reward superintendents through the development of competitive compensation packages. All superintendent compensation packages are unique and are tailored to the needs of the superintendent and local school district. There may be other benefits or pay elements provided to superintendents that are not represented here. The data reported in this survey details the most common elements of superintendent compensation packages in Texas.

Survey Methodology

Standard statistical and mathematical calculations were used in compiling and analyzing the data. Statewide trends are presented according to enrollment group except where otherwise identified.