

# Superintendent Compensation in Texas Public Schools

## 2016–17 Superintendent Survey Highlights

### Survey Information

- 1,023 Texas public school districts received the Superintendent Survey questionnaire.
- 750 districts responded, representing 73 percent of districts in Texas. 739 districts responded in 2015–16.
- 28 interim superintendents were reported in districts. (Not included in the analysis.)
- Survey participants may not have answered all questions.
- Survey data is effective July 2016.

### Superintendent Salaries

The average superintendent salary for 2016–17 is \$142,154, a 1.9 percent increase from 2015–16. Average superintendent salaries range from \$94,920 in districts with less than 500 students to \$308,184 in districts with more than 50,000 students. Half of reported salaries are less than \$123,015.

	Number of Respondents	Percent of Enrollment Group	2016–17 Average Salary	Distribution of Salaries		
				25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>All Respondents</b>	<b>717</b>	<b>70.1%</b>	<b>\$142,154</b>	<b>\$100,489</b>	<b>\$123,015</b>	<b>\$164,903</b>
1 to 499	179	56.5%	\$94,920	86,000	93,000	101,300
500 to 999	148	73.3%	109,089	100,120	108,000	115,000
1,000 to 1,599	88	73.3%	124,866	112,555	123,233	133,563
1,600 to 2,999	86	69.4%	141,058	128,412	140,950	150,839
3,000 to 4,999	63	78.8%	162,481	147,750	156,782	175,280
5,000 to 9,999	60	82.2%	200,060	175,000	192,957	212,385
10,000 to 24,999	50	83.3%	221,937	206,250	218,870	243,569
25,000 to 49,999	26	96.3%	272,814	252,729	270,840	286,675
50,000 and over	17	85.0%	308,184	283,894	305,362	335,000

### Pay Increases

The average superintendent pay increase was 3.2 percent, up from last year's average of 2.9 percent. Sixty-seven percent of returning Texas superintendents received a base salary increase for 2016–17. Benefits that were converted to salary in 2016–17 were excluded from the pay raise calculations.

### Performance and Retention Bonuses

Few school boards pay bonuses to their superintendent. Just five percent of respondents (31 districts) gave a bonus to the superintendent, down one percent compared to last year. Most bonuses are paid to the superintendent to reward job performance or retention. The average bonus paid was \$9,722, or 6 percent of the superintendent's 2015–16 salary. Half of the bonuses paid were less than \$7,000.

### Superintendent Experience

Superintendents have served in their current district for an average of four years and have an average of seven years of total experience as a superintendent in any district. Most superintendents (62 percent) have served in only one school district. Of the 102 districts (14 percent) with a new superintendent for 2016–17, 63 percent hired a superintendent with no previous experience in the position.

### Transportation Benefits

Nearly 32 percent of responding districts (212) provide a car allowance to the superintendent. Districts 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 \$6,832. In addition, 55 districts provide a vehicle for the sole use of the superintendent.

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## Health Insurance Benefits

Most superintendents (87 percent) receive health insurance benefits from the district. Insurance rates and district contributions are separated into employee-only coverage and employee-plus-family coverage, and are analyzed independently in the survey. Of responding districts, 40 percent of superintendents (248) reported employee-only rates with an average monthly premium of \$490. Sixty percent (377) reported employee-plus-family rates with an average monthly premium of \$1,176.

The average annual district contribution for superintendent health insurance in 2016–17 is \$4,548, up half of a percent from last year. Thirteen percent of districts provide a health insurance premium benefit to superintendents beyond that provided to other full-time employees, down 1 percent from last year.

## Other Benefits

- Sixty-five percent of respondents (467) pay dues for the superintendent's membership to civic, private or professional organizations and clubs. The average annual expense to the district is \$1,080.
- Forty-one percent of districts (295) provide the superintendent with an allowance for cell phone and/or internet service. The average annual allowance is \$1,408.
- Nine percent of districts (63) contribute to a tax-deferred investment account for the superintendent. The average contribution to these accounts in all responding districts is \$12,495. Fifty-two percent of districts making contributions require at least one year of service for the district's contribution to be vested.
- Nine percent of districts (58) reported paying a portion of the superintendent's required Teacher Retirement System (TRS) contribution. The average contribution paid by these districts is \$14,914.
- Eight percent of districts (61) provide a housing subsidy, of those 69 percent provide a residence only, 13 percent provide a residence plus a housing allowance, and 18 percent provide a housing allowance only. The average housing allowance is \$6,595.
- Six percent of districts (41) 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 nearly \$285,000 and have an average annual cost to the district of \$1,313. Most are term policies.
- Five percent of districts (37) provide the superintendent with an annual allowance for business expenses. The average annual allowance is \$4,565.
- Two percent of districts (16) 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 \$2,604.

## Description of Survey

This survey is a compilation of superintendent salary and benefit information submitted to TASB HR Services during the fall semester of the 2016–17 school year. The survey questionnaire was e-mailed to 1,023 public school districts. Data in this report was taken from responses to the Superintendent Survey questionnaire.

Accurate and timely information helps school officials set educator salaries. The data in the survey can be used by local 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.

## Survey Methodology

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

District responses that included partial years of experience are rounded down if five months or less are reported and rounded up to the next year if six months or more are reported.