Superintendent Compensation in Texas Public Schools

2017–2018 TASB/TASA Superintendent Salary Survey Highlights

Survey Information
- 1,023 Texas public school districts received the Superintendent Salary Survey questionnaire.
- 32 interim superintendents were reported in districts. (Not included in the analysis.)
- Survey participants may not have answered all questions.
- Survey data is effective July 2017.

Superintendent Salaries
The average superintendent salary for 2017–2018 is $146,073, a 2.8 percent increase from 2016–2017. Average superintendent salaries range from $96,119 in districts with less than 500 students to $320,532 in districts with more than 50,000 students. Half of reported salaries are less than $125,000 (median).

<table>
<thead>
<tr>
<th>Number of Respondents</th>
<th>Percent of Enrollment Group</th>
<th>2017–2018 Average Salary</th>
<th>25th Percentile</th>
<th>Median</th>
<th>75th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Respondents</td>
<td>713*</td>
<td>$146,073</td>
<td>$102,002</td>
<td>$125,000</td>
<td>$169,000</td>
</tr>
<tr>
<td>1 to 499</td>
<td>181</td>
<td>69.7%</td>
<td>96,119</td>
<td>88,000</td>
<td>101,263</td>
</tr>
<tr>
<td>500 to 999</td>
<td>139</td>
<td>57.3%</td>
<td>111,408</td>
<td>102,972</td>
<td>118,660</td>
</tr>
<tr>
<td>1,000 to 1,599</td>
<td>92</td>
<td>70.9%</td>
<td>125,157</td>
<td>114,875</td>
<td>134,052</td>
</tr>
<tr>
<td>1,600 to 2,999</td>
<td>92</td>
<td>76.7%</td>
<td>145,813</td>
<td>130,000</td>
<td>158,400</td>
</tr>
<tr>
<td>3,000 to 4,999</td>
<td>57</td>
<td>73.1%</td>
<td>169,694</td>
<td>150,000</td>
<td>183,625</td>
</tr>
<tr>
<td>5,000 to 9,999</td>
<td>54</td>
<td>75.0%</td>
<td>205,501</td>
<td>182,623</td>
<td>213,927</td>
</tr>
<tr>
<td>10,000 to 24,999</td>
<td>51</td>
<td>85.0%</td>
<td>230,307</td>
<td>207,000</td>
<td>256,131</td>
</tr>
<tr>
<td>25,000 to 49,999</td>
<td>30</td>
<td>96.8%</td>
<td>279,110</td>
<td>260,716</td>
<td>292,514</td>
</tr>
<tr>
<td>50,000 and over</td>
<td>17</td>
<td>85.0%</td>
<td>320,532</td>
<td>291,311</td>
<td>340,000</td>
</tr>
</tbody>
</table>

*Interim and part-time superintendents not included

Pay Increases
The average superintendent pay increase was 2.9 percent, down from last year’s average of 3.2 percent. Sixty-five percent of returning Texas superintendents received a base salary increase. Benefits converted to salary in 2017–2018 were excluded from pay raise calculations.

Performance and Retention Bonuses
Few school boards pay bonuses to their superintendent. Just four percent of respondents (24 districts) gave a bonus to the superintendent, similar to last year. Most bonuses are paid to the superintendent to reward job performance or retention. The average bonus paid was $8,232, or 5 percent of the superintendent’s 2016–2017 average salary. Half of the bonuses paid were less than $5,376 (median).

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 (64 percent) have served in only one school district. Of the 94 districts (13 percent) with a new superintendent for 2017–2018, 69 percent hired a superintendent with no previous experience in the position.

Transportation Benefits
Approximately 32 percent of responding districts (217) 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 $6,767. In addition, 43 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, 42 percent of superintendents (257) reported employee-only rates with an average monthly premium of $502. Fifty-eight percent (352) reported employee-plus-family rates with an average monthly premium of $1,262.

The average annual district contribution for superintendent health insurance in 2017–2018 is $4,538, unchanged from last year. Thirteen percent of districts provide a health insurance premium benefit to superintendents beyond that provided to other full-time employees, same as last year.

Other Benefits
- Sixty-seven percent of respondents (478) pay dues for the superintendent’s membership to civic, private or professional organizations and clubs. The average annual expense to the district is $1,088.
- Forty-three percent of districts (308) provide the superintendent with an allowance for cell phone and/or internet service. The average annual allowance is $1,365.
- Thirteen percent of districts (85) contribute to a tax-deferred investment account for the superintendent. The average contribution in responding districts is $11,398. Fifty-three percent of districts making contributions require at least one year of service for the district’s contribution to be vested.
- Ten percent of districts (69) reported paying a portion of the superintendent’s required Teacher Retirement System (TRS) contribution. The average contribution paid by these districts is $15,080.
- Nine percent of districts (65) provide a housing subsidy, of those 68 percent provide a residence only, 20 percent provide a housing allowance only, and 12 percent provide a residence plus a housing allowance. The average housing allowance is $6,257.
- Five percent of districts (32) 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 $500,000 and have an average annual cost to the district of $1,939. Most are term policies.
- Four percent of districts (31) provide the superintendent with an annual allowance for business expenses. The average annual allowance is $5,284.
- Two percent of districts (11) 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 $2,592.

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 2017–2018 school year. The survey questionnaire was emailed to 1,023 public school districts. Data in this report was taken from responses to the TASB/TASA Superintendent Salary 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. 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.