



# Superintendent Compensation in Public Schools

## 2018–2019 TASB/TASA Superintendent Salary Survey Highlights

### Survey Information

- 1,022 Texas public school districts received the Superintendent Salary Survey questionnaire.
- 746 districts participated, representing 73 percent of districts in Texas.
- 31 interim superintendents were reported in districts. (Not included in the analysis.)
- Data represents only the survey participants. Survey participants may not have answered all questions.

### Superintendent Salaries

The average superintendent salary for 2018–2019 is \$148,854, a 1.9 percent increase from 2017–2018. Half of reported salaries are \$128,000 or less. Average salaries for superintendents range from \$97,270 in districts with fewer than 500 students to \$321,253 in districts with more than 50,000 students.

	Number of Respondents	Percent of Enrollment Group	2018–19 Average Salary	Distribution of Salaries		
				25 <sup>th</sup> Percentile	50 <sup>th</sup> / Median	75 <sup>th</sup> Percentile
<b>All Respondents</b>	<b>713*</b>	<b>69.8%</b>	<b>\$148,854</b>	<b>\$104,000</b>	<b>\$128,000</b>	<b>\$175,000</b>
<b>By Enrollment</b>						
1 to 499	192	61.1%	\$97,270	\$88,726	\$95,000	\$103,843
500 to 999	136	69.4%	114,674	105,000	112,272	120,438
1,000 to 1,599	89	69.5%	129,311	118,450	128,670	139,260
1,600 to 2,999	89	72.4%	148,720	130,000	147,859	161,000
3,000 to 4,999	50	64.9%	170,785	152,500	165,320	183,865
5,000 to 9,999	58	78.4%	207,090	185,799	200,164	218,091
10,000 to 24,999	51	87.9%	238,552	211,808	234,599	258,824
25,000 to 49,999	30	93.8%	287,254	267,873	285,717	303,495
50,000 and over	18	90.0%	321,253	300,052	309,260	332,075

\*Interim and part-time superintendents not included

### Pay Increases

The average superintendent pay increase was 3.1 percent, up from 2.9 percent last year. Of returning superintendents, 70 percent received a base salary increase. Benefits converted to salary were excluded from pay raise calculations.

### Performance and Retention Bonuses

Few school boards pay bonuses to their superintendent. Just 6 percent of respondents (46 districts) gave a bonus to the superintendent, which is higher than the 4 percent doing so last year. Most bonuses are paid to the superintendent to reward job performance or retention. The average bonus paid was \$10,206, or 5 percent of the superintendent’s 2017–2018 average salary. Half of the bonuses paid were \$10,000 or less.

### 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 only served as superintendent in their current school district. Of the 99 districts (14 percent) with a new superintendent for 2018–2019, 62 districts hired a superintendent with no previous experience in the position.



### Transportation Benefits

Approximately 30 percent of responding districts (197) 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 \$6,948. In addition, 54 districts provide a vehicle for the sole use of the superintendent.

### Health Insurance Benefits

Most superintendents (86 percent) receive health insurance benefits from the district. The average annual district contribution for superintendent health insurance is \$4,684, slightly higher than last year. Employee-only coverage and employee-plus-family coverage were most commonly reported. Of responding districts, 44 percent of superintendents (269) reported employee-only rates (average monthly premium of \$517), and 26 percent (159) reported employee-plus-family rates (average monthly premium of \$1,605). Relatively few districts, only 11 percent, provide a health insurance premium benefit to superintendents beyond that provided to other full-time employees, similar to last year.

### Other Benefits

- **Dues for membership to civic, private, or professional organizations and clubs:** 65 percent of respondents (467) pay dues for the superintendent. The average annual expense to the district is \$1,219.
- **Allowance for cell phone and/or internet service:** 43 percent of districts (307) provide the superintendent with this allowance. The average annual allowance is \$1,382.
- **Paying portion of superintendent's required Teacher Retirement System (TRS) contribution:** 12 percent of districts (81) reported paying a portion of the required TRS contribution. The average contribution is \$15,781.
- **Contributions to a tax-deferred investment account:** 10 percent of districts (68) contribute to an account for the superintendent. The average contribution is \$15,004. Of districts making contributions, 33 districts require at least one year of service for the district's contribution to be vested.
- **Housing subsidies:** 8 percent of districts (58) provide a housing subsidy. Of those, 42 districts provide a residence only, seven provide a housing allowance only, and nine provide a residence plus housing allowance. The average housing allowance is \$5,888.
- **Allowance for business expenses:** 6 percent of districts (44) provide the superintendent with this allowance. The average annual allowance is \$5,559.
- **Life insurance policy that differs from benefits offered to other district employees:** 5 percent of districts (35) provide a different life insurance policy for the superintendent. These policies have an average face value of \$474,437 and have an average annual cost to the district of \$2,074. Most are term policies.
- **Long-term disability policy that differs from benefits offered to other district employees:** 2 percent of districts (11) provide a different long-term disability policy. The average annual cost to the district is \$2,638.

## Description of Survey

This survey is a compilation of superintendent salary and benefit information submitted to TASB HR Services during fall of the 2018–2019 school year. The survey invitation was emailed to 1,022 public school districts. Data in this report summarizes 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 mathematical and statistical 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.