



Superintendent Compensation in Public Schools

2019–2020 TASB/TASA Superintendent Salary Survey Highlights

Survey Information

- 1,021 Texas public school districts received the Superintendent Salary Survey questionnaire.
- 690 districts participated, representing 68 percent of districts in Texas.
- 21 interim superintendents were reported in districts and are excluded from our analysis.
- Data represents only the survey participants. Survey participants may not have answered all questions.

Superintendent Salaries

The average superintendent salary for 2019–2020 is \$153,530, a 3.1 percent increase from 2018–2019. Half of reported salaries are \$132,000 or less. Average salaries for superintendents range from \$100,020 in districts with fewer than 500 students to \$321,878 in districts with more than 50,000 students.

	Number of Respondents	Percent of Enrollment Group	2019–20 Average Salary	Distribution of Salaries		
				25 th Percentile	Median	75 th Percentile
Overall Responses*	667	65.3%	\$153,530	\$108,175	\$132,000	\$180,000
By Enrollment						
1 to 499	172	55.3%	100,020	90,000	98,000	107,693
500 to 999	126	64.0%	117,518	108,088	115,000	125,000
1,000 to 1,599	89	66.9%	132,933	122,144	131,270	140,795
1,600 to 2,999	77	66.4%	152,551	137,270	150,000	165,830
3,000 to 4,999	60	73.2%	175,448	157,568	170,988	188,528
5,000 to 9,999	54	77.1%	219,663	197,703	210,000	229,356
10,000 to 24,999	48	80.0%	247,321	221,570	241,503	257,804
25,000 to 49,999	25	80.6%	296,237	274,260	295,000	315,054
50,000 and over	16	76.2%	321,878	300,893	313,880	330,913

*Interim and part-time superintendents not included

Pay Increases

The average superintendent pay increase was 4.2 percent, up from 3.1 percent last year. Of returning superintendents, 78 percent received a base salary increase. Benefits converted to salary were excluded from pay raise calculations.

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, which is consistent with last year. Most superintendents (63 percent) have only served as superintendent in their current school district. Of the 82 districts (12 percent) with a new superintendent for 2019–2020, 53 districts hired a superintendent with no previous experience in the position.

Bonuses

Few school boards pay bonuses to their superintendent. Just 8 percent of respondents (50 districts) gave a bonus to the superintendent, which is higher than the 6 percent doing so last year. Most bonuses are paid to the superintendent to reward job performance or retention. The average bonus paid was \$13,637, or 6.5 percent of the superintendent's 2018–2019 average salary. More than half of the bonuses paid were \$10,000 or less.



Transportation Benefits

Currently, 29 percent of responding districts (178) provide a car allowance to the superintendent. Districts provide an annual car allowance to cover part or all of the cost of a personal vehicle for the superintendent. The average annual vehicle allowance is \$6,760. In addition, 48 districts provide a vehicle for the sole use of the superintendent.

Health Insurance Benefits

Most superintendents (84 percent) receive health insurance benefits from the district. The average annual district contribution for superintendent health insurance is \$4,857, slightly above last year. Employee-only coverage was most common, followed by employee-plus-children (surpassing employee-plus-family). Of responding districts, 45 percent of superintendents (259) reported employee-only rates (average monthly premium of \$518), and 25 percent (142) reported employee-plus-children rates (average monthly premium of \$856). Relatively few districts, only 12 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 (436) pay dues for the superintendent. The average annual expense to the district is \$1,190.
- **Allowance for cell phone and/or internet service:** 41 percent of districts (272) provide the superintendent with this allowance. The average annual allowance is \$1,332.
- **Paying portion of superintendent's required Teacher Retirement System (TRS) contribution:** 15 percent of districts (96) reported paying a portion of the required TRS contribution. The average contribution is \$17,497.
- **Contributions to a tax-deferred investment account:** 11 percent of districts (71) contribute to an account for the superintendent. The average contribution is \$15,247. Of those making contributions, 62 percent of districts (44) require at least one year of service for the district's contribution to be vested.
- **Housing subsidies:** 8 percent of districts (55) provide a housing subsidy. Of those, 35 districts provide a residence only, nine provide a housing allowance only, and 10 provide a residence plus housing allowance. The average housing allowance is \$7,446.
- **Allowance for business expenses:** 6 percent of districts (43) provide the superintendent with this allowance. The average annual allowance is \$4,740.
- **Long-Term Disability and TRS Service Credits:** 1.5 percent of districts (10) provide a different long-term disability policy than other employees and 0.9 percent of districts (6) purchase additional TRS service credits.

Description of Survey

This survey is a compilation of superintendent salary and benefit information submitted to TASB HR Services during fall of the 2019–2020 school year. The survey invitation was emailed to 1,021 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. Local school boards can use data from this survey 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. Superintendents may receive other benefits or pay elements not captured in this survey.

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.