2026-2027 TASB/TASA Superintendent Salary Survey Highlights

Survey Information

- All 1,018 Texas public school districts received the Superintendent Salary Survey questionnaire.
- This year, 754 districts participated in the survey, representing 74 percent of districts in Texas.
- Districts reported 44 interim and six part-time/non-interim superintendents; those 50 are excluded from our analysis. This is the highest count of interim and part-time/non-interim superintendents we have seen in years.
- Data represents only the survey participants. Survey participants may not have answered all questions.
- Medians (50th percentile) are used for most reporting to reduce the impact of outliers (compared to averages).

Superintendent Salaries

The median superintendent salary for 2026-2027 is $165,325, an increase of 5.1 percent from last year $156,818). Median salaries for superintendents range from $123,160 in districts with fewer than 500 students to $395,000 in districts with 50,000 or more students. Across all districts, the median annual benefits value was $11,389.

	Number of Respondents	Percent of Enrollment Group	2026–27 Average Salary	2026–27 Distribution of Salaries 25th Percentile	Median	75th Percentile
Overall Responses*	**667**	**65.5%**	**$190,373**	**$135,000**	**$165,488**	**$228,908**
By Enrollment						
1 to 499	**167**	**53.4%**	**$123,713**	**$112,000**	**$123,160**	**$134,882**
500 to 999	**127**	**64.8%**	**$146,026**	**$132,600**	**$144,200**	**$155,745**
1,000 to 1,599	**79**	**63.2%**	**$165,075**	**$150,600**	**$164,652**	**$178,275**
1,600 to 2,999	**79**	**68.7%**	**$188,414**	**$174,200**	**$185,000**	**$200,425**
3,000 to 4,999	**58**	**75.3%**	**$223,331**	**$201,144**	**$219,863**	**$234,703**
5,000 to 9,999	**54**	**73.0%**	**$267,739**	**$233,958**	**$262,500**	**$293,930**
10,000 to 24,999	**56**	**83.6%**	**$294,146**	**$261,900**	**$285,323**	**$319,865**
25,000 to 49,999	**32**	**88.9%**	**$338,161**	**$313,686**	**$339,722**	**$360,000**
50,000 and over	**11**	**73.3%**	**$400,643**	**$360,000**	**$395,000**	**$434,350**

*Interim and part-time superintendents not included.

Pay Increases

The median superintendent pay increase was 4 percent, while the previous four years have seen a 3 percent median increase. Of returning superintendents, 68 percent received a base salary increase. Where benefits were reported as having been converted to salary, they were excluded from the pay increase calculations.

Superintendent Experience

Superintendents have a median of three years in their current district and a median of four years as superintendent in any district. Most (71 percent) have only served as superintendent in their current district. Of the 145 districts (21 percent) with a new superintendent for 2026-2027, 109 districts hired a superintendent with no previous experience in the position.

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Bonuses

Few school boards pay bonuses specifically to their superintendent, although some districts offer a retention bonus or other incentive to all employees. This year, 4 percent of respondents (27 districts) gave a separate bonus to the superintendent, which is higher than the 3.9 percent that did so last year. Most bonuses paid to the superintendent are split evenly between retention and performance. The median shows half of bonuses paid were $15,000 or less.

Transportation Benefits

Currently, 17 percent of responding districts (111) provide a car allowance to the superintendent to cover part or all the cost of a personal vehicle. The median annual vehicle allowance is $7,000. A small group, 9 percent of districts (61), provide a vehicle for the sole use of the superintendent.

Health Insurance Benefits

Most superintendents (87 percent) receive health insurance benefits from the district. The median district contribution for superintendent health insurance is $4,800 annually. Employee-only coverage was most common, followed by employee-plus-children. Of responding districts, 36 percent of superintendents (241) reported employee-only rates (median district contribution of $4,800), and 22 percent (144) reported employee-plus-children rates (median district contribution of $4,320). Higher than recent years, 9 percent provide a health insurance premium benefit to superintendents beyond that provided to other full-time employees.

Other Benefits

- **Dues for membership to civic, private, or professional organizations and clubs:** Sixty-two (62) percent of responding districts (416) pay dues for the superintendent. The median annual expense to the district is $1,000.
- **Allowance for cell phone and/or internet service:** Twenty-eight (28) percent of districts (185) provide the superintendent with this allowance. The median annual allowance is $1,200.
- **Paying a portion of superintendent's required Teacher Retirement System (TRS) contribution:** Forty-two (42) percent of districts (280) reported paying a portion of the required TRS contribution. The median contribution is $18,000.
- **Contributions to a tax-deferred investment account:** Nineteen (19) percent of districts (130) contribute to an account for the superintendent. The median contribution is $14,250. Of those contributing, 12 percent of districts (16) require at least one year of service for the district's contribution to be vested.
- **Housing subsidies:** Twelve (12) percent of districts (81) provide a housing subsidy. Of those, 67 provide residence only, nine provide a housing allowance only, and five districts provide a residence plus housing allowance. The median housing allowance is $9,200.
- **Allowance for business expenses:** Five (5) percent of districts (34) provide the superintendent with an allowance for various business expenses. The median annual allowance is $4,800.
- **Life insurance:** Fifteen (15) districts (3.7%) provide the superintendent with additional life insurance coverage. The median for these additional life insurance annual premiums is $840.
- **Long-term disability and TRS service credit purchase:** Only about 1 percent of districts provide these benefits to their superintendent.

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Description of Survey

This survey is a compilation of superintendent salary and benefit information submitted to TASB HR Services during the fall of the 2026-2027 school year. The survey invitation was emailed to 1,018 Texas public school districts. Data in this report summarizes responses to the TASB/TASA Superintendent Salary Survey online 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. If a superintendent had less than one year of experience, zero was used; otherwise, years of experience were rounded to the closest whole number.

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