# Superintendent Salary Survey Highlights 2026-2027

## Superintendent Compensation

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. Data in this report summarizes responses to the TASB/TASA Superintendent Salary Survey online questionnaire.

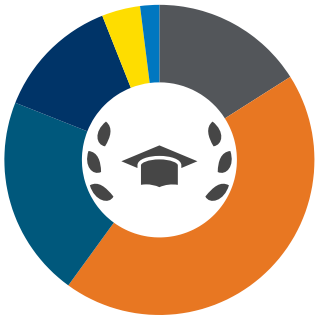
### Survey Stats at a glance

**Data Collected 1,018** — Number of Texas school districts invited to complete the survey

**Data Collected 754** — Survey Responses

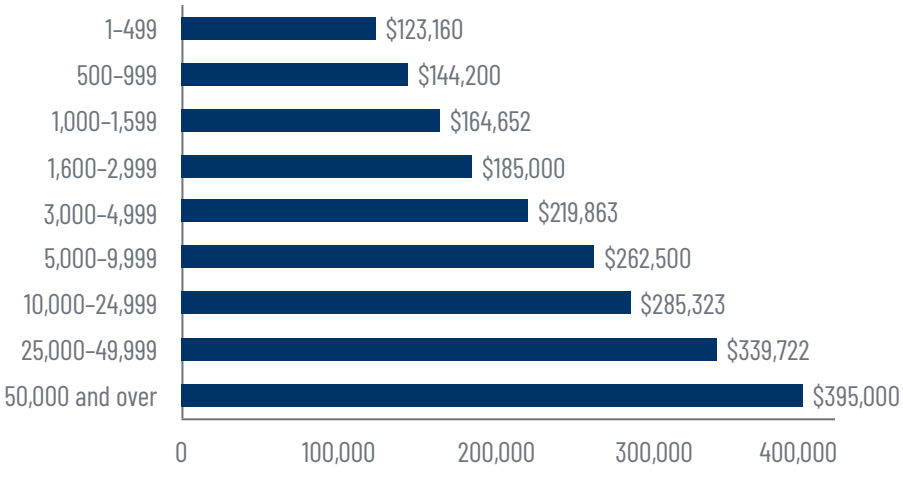
**Data Collected 74%** — District Participation

### Years of Experience as Superintendent



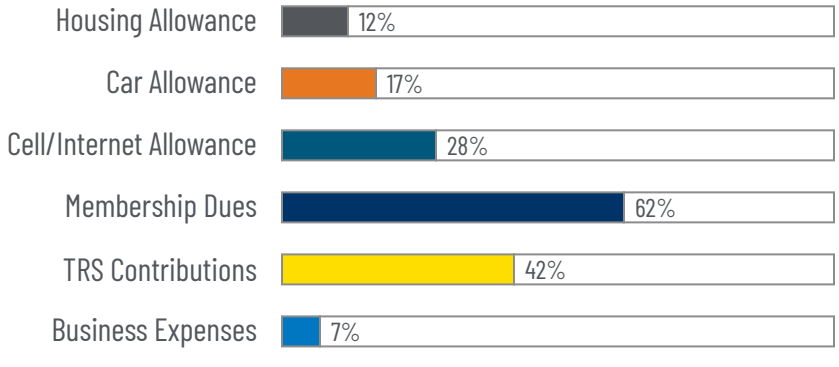
- 0 Years (16%)
- 1-5 Years (44%)
- 6-10 Years (21%)
- 11-15 Years (13%)
- 16-20 Years (4%)
- 20+ Years (2%)

### Median Salary By Enrollment

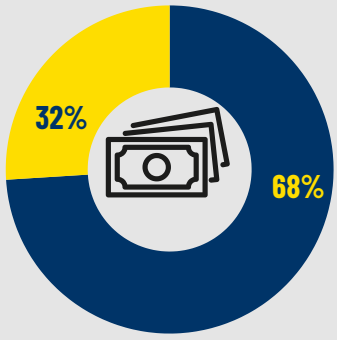



### Other Benefits Reported

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.



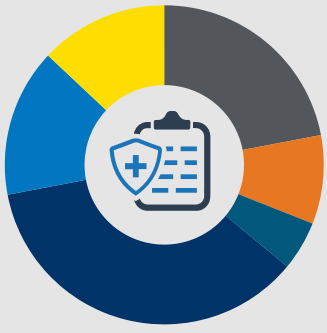

### Base Salary Increases




Base Salary Increase — No Base Salary Increase

The median superintendent pay increase was 4 percent, while the previous four years have seen a 3 percent median increase.

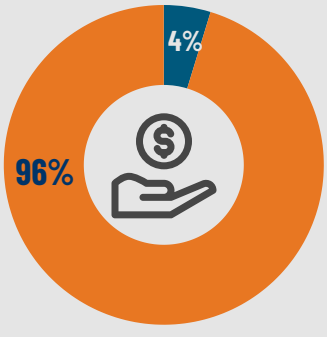
### Health Insurance Contributions



- Supt. & Children (22%)
- Supt. & Family (9%)
- Supt. & Spouse (5%)
- Supt. Only (36%)
- No Details Provided (15%)
- No Contributions (13%)

Most superintendents receive health insurance benefits from the district. The median district contribution for superintendent health insurance is $4,800 annually.

### Bonuses




Bonus Reported — No Bonus Reported

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.

TASB HR SERVICES

Survey data is effective October 2026

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