



Superintendent Compensation in Public Schools

2023-2024 TASB/TASA Superintendent Salary Survey Highlights

Survey Information

- All 1,019 Texas public school districts received the Superintendent Salary Survey questionnaire.
- By October 18, 2023, 736 districts participated, representing 72 percent of districts in Texas. Districts reported 30 interim and three part-time/non-interim superintendents; those 33 are excluded from our analysis.
- 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 2023-2024 is \$150,000, an increase of 0.7 percent from last year (\$148,950). Median salaries for superintendents range from \$112,466 in districts with fewer than 500 students to \$349,600 in districts with 50,000 or more students.

	Number of Respondents	Percent of Enrollment Group	2023-24 Average Salary	2023-24 Distribution of Salaries		
				25 th Percentile	Median	75 th Percentile
Overall Responses*	703	69.0%	\$172,185	\$120,640	\$150,000	\$200,013
By Enrollment						
1 to 499	196	62.2%	\$113,093	\$102,000	\$112,466	\$120,195
500 to 999	127	65.8%	\$133,485	\$122,720	\$130,000	\$141,933
1,000 to 1,599	90	72.0%	\$152,974	\$139,738	\$150,000	\$164,090
1,600 to 2,999	88	74.6%	\$175,873	\$159,375	\$174,485	\$185,948
3,000 to 4,999	62	76.5%	\$203,630	\$185,110	\$198,420	\$216,725
5,000 to 9,999	52	71.2%	\$250,486	\$217,659	\$243,298	\$270,094
10,000 to 24,999	47	75.8%	\$278,414	\$251,531	\$273,688	\$300,000
25,000 to 49,999	29	80.6%	\$329,571	\$319,340	\$328,802	\$342,990
50,000 and over	12	75.0%	\$365,764	\$335,770	\$349,600	\$379,174

*Interim and part-time superintendents not included

Pay Increases

The median superintendent pay increase was 3 percent, same as last year. Seventy-eight (78) percent of returning superintendents 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 five years as superintendent in any district. Most (69 percent) have only served as superintendent in their current district. Of the 134 districts (19 percent) with a new superintendent for 2023-2024, 91 districts hired a superintendent with no previous experience in the position.



HR Services

Survey data is effective October 2023

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Bonuses

Few school boards pay bonuses specifically to their superintendent, although some districts offer a retention or other incentive to all employees. Only 3.4 percent of respondents (24 districts) gave a separate bonus to the superintendent, which is lower 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 \$10,000 or less.

Transportation Benefits

Currently, 19 percent of responding districts (132) provide a car allowance to the superintendent to cover part or all the cost of a personal vehicle. The median annual vehicle allowance is \$6,000. A smaller group, 11 percent of districts (74), provide a vehicle for the sole use of the superintendent.

Health Insurance Benefits

Most superintendents (88 percent) receive health insurance benefits from the district. The median district contribution for superintendent health insurance is \$3,900 annually. Employee-only coverage was most common, followed by employee-plus-children. Of responding districts, 36 percent of superintendents (250) reported employee-only rates (median district contribution of \$3,990), and 22 percent (156) reported employee-plus-children rates (median district contribution of \$3,720). Similar to last year, 8 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:** 59 percent of respondents (415) pay dues for the superintendent. The median annual expense to the district is \$1,000.
- **Allowance for cell phone and/or internet service:** 35 percent of districts (244) provide the superintendent with this allowance. The median annual allowance is \$1,200.
- **Paying portion of superintendent's required Teacher Retirement System (TRS) contribution:** 26 percent of districts (186) reported paying a portion of the required TRS contribution. The median contribution is \$17,256.
- **Contributions to a tax-deferred investment account:** 14 percent of districts (96) contribute to an account for the superintendent. The median contribution is \$12,650. Of those making contributions, 28 percent of districts (27) require at least one year of service for the district's contribution to be vested.
- **Housing subsidies:** 11 percent of districts (79) provide a housing subsidy. Of those, 64 districts provide a residence only, seven provide a housing allowance only, and 8 districts provide a residence plus housing allowance. The median housing allowance is \$6,000.
- **Allowance for business expenses:** 5 percent of districts (34) provide the superintendent with this allowance. The median annual allowance is \$4,500.
- **Life insurance:** 4.3 percent of districts (30) provide the superintendent with this benefit. The median life insurance annual premium is \$1,041.
- **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 fall of the 2023-2024 school year. The survey invitation was emailed to 1,019 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.

