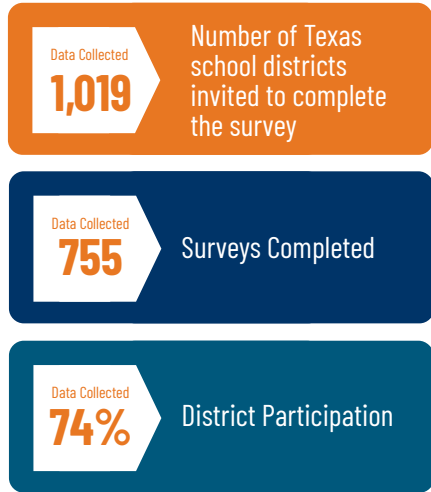


# Superintendent Salary Survey Highlights 2024-2025

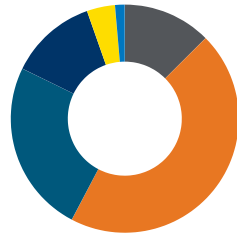
## Superintendent Compensation

This survey is a compilation of superintendent salary and benefit information submitted to TASB HR Services during the fall of the 2024-2025 school year. Data in this report summarizes responses to the TASB/TASA Superintendent Salary Survey online questionnaire.

### Survey Stats at a glance

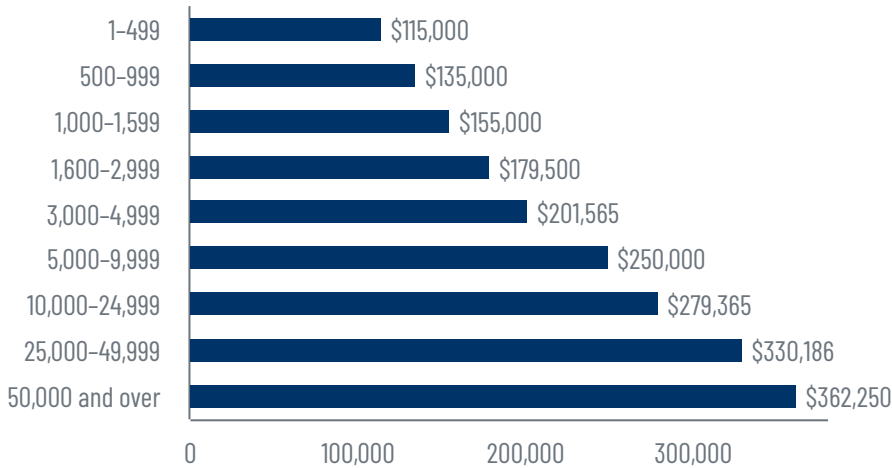


### Years of Experience as Superintendent



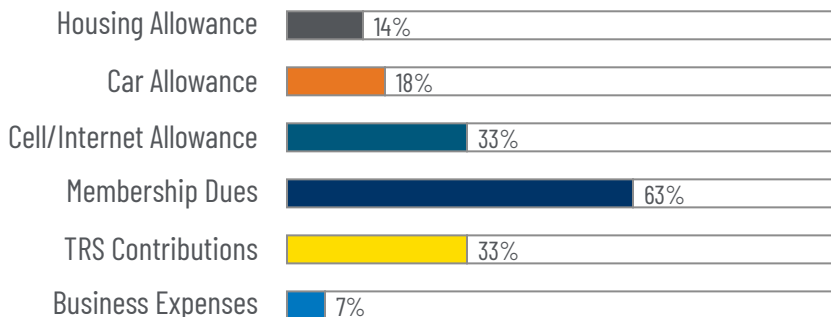
- 0 Years (12.53%)
- 1-5 Years (45.18%)
- 6-10 Years (24.52%)
- 11-15 Years (12.4%)
- 16-20 Years (3.99%)
- 20+ Years (1.38%)

### Median Salary by Enrollment

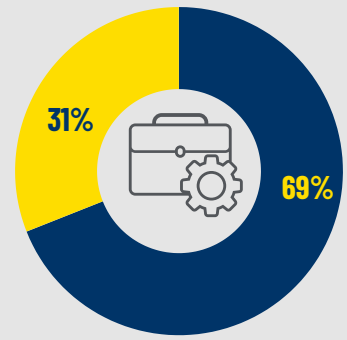


### Other Benefits Reported

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.



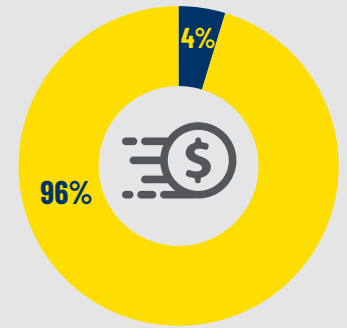
### Base Salary Increases



- Base Salary Increase
- No Base Salary Increase

The median superintendent pay increase was 3 percent, which is consistent with the last two years.

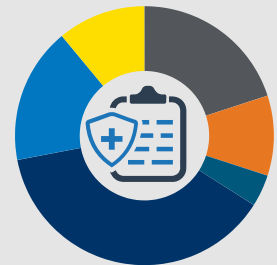
### Bonuses



- 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 \$10,000 or less.

### Health Insurance Contributions



- Supt. & Children (20%)
- Supt. & Family (10%)
- Supt. & Spouse (4%)
- Supt. Only (38%)
- No Details Provided (17%)
- No Contributions (11%)

Most superintendents receive health insurance benefits from the district. The median district contribution for superintendent health insurance is \$4,200 annually.