

**Do not complete this PDF.** It is only for reference. The online survey will show the necessary questions to your district.

**Please Note:** this document shows the entire TASB/TASA Superintendent Survey, which includes questions that are dynamically shown on-screen based on answers to previous questions. You may not see every item shown here in the online survey.



**HR Services**

## **TASB/TASA Superintendent Survey 2023-2024**

### **Introduction**

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**To save and return later to complete the survey click "next" at the bottom of the page. The page you are currently on will NOT be saved until you click "next". You may return to earlier pages using the "back" button.**

**If another person in your organization should complete this survey, please forward the email to the correct person.**

It will be helpful to refer to the superintendent's contract in order to complete the survey.

- To view the entire superintendent survey questionnaire, click here.
- To read FAQs about our survey, click here.

Helpful information as you begin the survey:

- You may resume using the link from your email.
- A red asterisk\* indicates that item requires input.
- Some items may show a follow-up question asking you to review then update or confirm a value. Our aim is to reduce emails required to confirm values.
- Most fields request annual amounts. However, questions regarding health insurance will request **monthly** amounts.
- Once the survey has been submitted, a copy of your survey responses will be sent to the e-mail address entered on the next page.

The responding school district grants TASB a perpetual, nonexclusive, royalty-free license to copy, modify, and use any information and data obtained from this survey so that TASB may create analytical trend data and to improve the quality of TASB's services to its members, clients, and constituents, as well as to carry out TASB's legitimate business purposes, including the creation of statistical studies and compilations. Such studies and compilations may be shared with third parties, such as the Texas Education Agency, the Texas Legislature, and media.

## Preliminary Questions

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Contact information for person completing survey

*If you are not the superintendent, please enter your own information here.  
We will use this contact information to reach out with any questions about your survey submission.*

Name \*

Job title/Department

Email Address \*

Phone  
number

Superintendent's name

*Update as needed.*

Estimated **student enrollment** for 2023–2024 school year \*

*Spring TEA value has been pre-filled. Update as needed.*

Estimated **employee count** for the 2023–2024 school year \*

*Spring TEA value has been pre-filled. Update as needed.*

Is the superintendent an interim assignment? \*

- Yes    No

Is the superintendent a retired employee? \*

- Yes    No

Is the superintendent a full-time or part-time employee? \*

*For superintendent/principal or similar, please choose **full-time**.*

- Full-time
- Part-time

Enter the month/year the incumbent **became superintendent for [contact('organization')]**. \*

*Exclude any time spent as interim.*

Month

January  
February  
March  
April  
May  
June  
July  
August  
September  
October  
November  
December

Year

**Number of districts** served as superintendent \*

*Enter 1 if this is the first district as superintendent.*

## Experience

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Fields will be pre-filled and locked based on start month/year from previous page. Use the "back" button to make an update.

Current district

**Local years** as superintendent \*

All districts, including current

*If any item below is less than 1 full year of experience, please report 0 years. Round other decimals to nearest whole number.*

**Total years** as superintendent \*

**Total years** in education (any position/any district) \*

## Salary and Incentives

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### Base Salary

Base salary only; **do not** include incentives/bonuses, allowances, or benefits.

This year (2023–2024) \*

Last year (2022–2023) \*

Base salary comments

*For example, please explain increase to base salary if it is not a standard pay raise.*

### Incentive or Bonus

Was an incentive or bonus paid to the superintendent in 2022–2023 (last year)? \*

- Yes, **all employees** received it
- Yes, **only the superintendent** received it (or received a higher amount)
- No incentive or bonus was paid

## Incentive or Bonus Paid \*

**Annual** amount of the most recent incentive or bonus

Reason for most recent incentive or bonus:

- Performance     Retention     Other (Write In)

If the **same bonus/incentive** amount was paid to **all employees** in 2022–2023, please change answer above to "all employees received it."

We are collecting data on bonuses that are unique to the superintendent.

Is there an incentive or bonus pay plan in place for the superintendent in 2023–2024? \*

- Yes  
 No

## Allowances, Transportation, and Housing

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### Personal Memberships \*

Does the district pay for the superintendent's personal membership to any civic, private, or professional organizations and clubs?

Yes  No

**Annual** amount of this allowance

### Communication Allowance \*

Does the district pay a communication allowance (for cell phone and/or home internet) to the superintendent?

Yes  No

**Annual** amount of this allowance. \*

### Business Allowance \*

Does the district pay a business expense allowance to the superintendent?  
*Do not include expense reimbursement or transportation/vehicle allowances.*

Yes  No

**Annual** amount of this allowance. \*



Is a vehicle provided by the district for the sole use of the superintendent? \*

- Yes  No

### Vehicle Allowance \*

Is a set allowance paid to the superintendent for the business use of his or her personal vehicle?

*Do not include mileage reimbursement.*

- Yes  No

**Annual** amount of this allowance \*

Does the district provide a residence at no cost or reduced cost for the superintendent? \*

- Yes  No

### Housing Allowance \*

Does the district provide a housing allowance to cover the cost of rent, utilities, or other housing expenses for the superintendent?

- Yes  No

**Annual** amount of this allowance \*

Does the superintendent participate in the district's health insurance plan? \*

*Note: We do **not** disclose the type of coverage for individual superintendents in reports for TASB HRDataSource.*

- Yes    No    Yes, but not willing to provide health insurance details

Is this a TRS-ActiveCare plan (PPO or HMO)? \*

- Yes    No

Which type of coverage does the superintendent have? \*

*Note: We do **not** disclose the type of coverage for individual superintendents in reports for TASB HRDataSource.*

- Superintendent **only**  
 Superintendent **and spouse**  
 Superintendent **and children**  
 Superintendent **and family** (spouse plus children)

How much is the **district's monthly contribution** for the superintendent's health insurance? \*

*Minimum is \$225 (include \$75 from state funds).*

*Report only the district's portion of the contribution, do not include what the superintendent contributes.*

Does the district make a larger contribution for the superintendent's health insurance than what other full-time employees receive? \*

*(e.g., the district pays for coverage of the superintendent's dependents, or pays an additional amount regardless of coverage type)*

- Yes    No

Health Insurance  
Comments

SAMPLE

## Other Insurance

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Is the superintendent provided with a **different** life insurance policy than any policy provided to other employees? \*

- Yes    No

What are the details of the life insurance policy? \*

Type of policy

- Term    Whole life

**Annual** cost to district

**Policy** face value

Is the superintendent provided with a different long-term disability policy than any policy provided to other employees? \*

- Yes    No

What are the details of the long-term disability policy? \*

**Annual** cost to district

## Additional Retirement Benefits

### Teacher Retirement System of Texas (TRS) \*

Does the district pay any part of the **superintendent's portion** of TRS contributions (**in addition** to the amount the district is responsible for)?

Yes  No

**Annual** cost to the district

Does the district contribute to the cost of purchasing **additional TRS service credits** for the superintendent?

Yes  No

**Annual** cost to the district

### Non-TRS Retirement Contributions \*

Does the district contribute to an investment account or annuity for the superintendent **in addition to** the Teacher Retirement System of Texas (TRS)?

Yes  No

**Annual** cost to district

Years until fully vested

## Other Compensation

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Does your district use any of the following superintendent compensation approaches?

*Check all that apply.*

- Guaranteed salary increase percentage
- Salary increases tied to teachers or other staff
- Payment for additional personal/vacation/consulting days
- Payment for unused vacation/sick days
- Payment for preventative care beyond typical wellness-check
- Long-term care insurance
- Other (write in)

## Other Compensation Amounts

*Please indicate any other financial incentives or allowances paid to the superintendent that were not mentioned in the survey. Provide the annual cost to the district.*

*If there are none, leave the fields blank.*

### Amount

Other Compensation  
1

Other Compensation  
2

### Description

1

2

Please use this space to clarify or describe any other compensation or financial incentives paid to the superintendent.

Comments or suggestions for improving this survey