



## Frequently Asked Questions

### **How do I participate in the survey?**

An invitation link for the survey is sent by email to all superintendents of Texas public school districts. In addition, the program and salary survey contacts for HR Services receive the invitation. Only one submission is accepted from a district.

### **What if I am not able to complete the survey in one sitting?**

You can close the browser window and resume the survey using the link from your email. The system will save pages you have already completed.

### **Our district has an interim superintendent. Should I still participate?**

Yes, for reporting purposes we record interim assignments, but we do not collect salary information.

### **What is incentive pay for the superintendent?**

Some school boards provide an incentive or bonus pay plan for the superintendent, typically given for job performance or retention (continued service). It is a single payment made in addition to base salary. If the bonus is paid to all employees, report it only at the end of the survey in the Other Compensation section. Other types of compensation (e.g., paid sick days or tax-deferred investments) should not be reported here.

### **How do I report superintendent experience? What if I am a new superintendent with no prior experience?**

For years of experience, the survey only allows integers (0, 1, 2, ...). If any item is less than one full year of experience, please report zero years. Round other decimals to nearest whole number.

A brand new superintendent with no prior experience in that role would report zero years of current district experience, zero years of total experience as a superintendent, and one district served in.

### **I receive the same life insurance and long-term disability policies as other district employees. Do I still report these amounts in the survey?**

If this is the case, respond "No" to these questions in the survey.

### **Can I share TASB's HRDataSource reports on survey results outside of my organization?**

No, the reports are proprietary to TASB and are for the internal use of your organization only. The reports may not be distributed outside of your organization without the written permission of TASB.

**Can't find the answer here? Please contact us at [salary.survey@tasb.org](mailto:salary.survey@tasb.org).**