



2016 Superintendent Salary Survey Results

QUALITY LEADERSHIP AND ADVOCACY
FOR CHILDREN IN PUBLIC SCHOOLS

For more information:
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Respondent Demographics

Number of Respondents	
<i>Gender (n=157)</i>	
Male	69%
Female	31%
<i>Highest Degree Held (n=157)</i>	
Bachelors	0%
Masters	63%
Doctorate	37%
<i>Years as a Superintendent (n=157)</i>	
1 year or less	29%
2 - 5 years	27%
6 - 10 years	24%
11- 20 years	16%
>21 years	4%

Respondent Demographics

Number of Respondents

Number of Students – ADM (n=157)

Less than 600	34%
Between 601 – 4,000	37%
Between 4,001 – 9,000	15%
Between 9,001 – 14,999	8%
15,000 +	7%

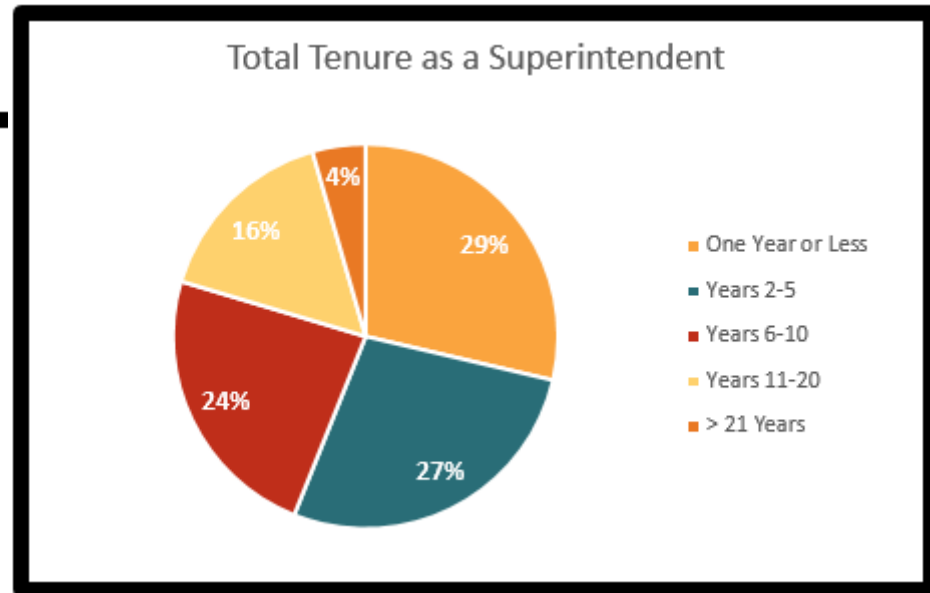
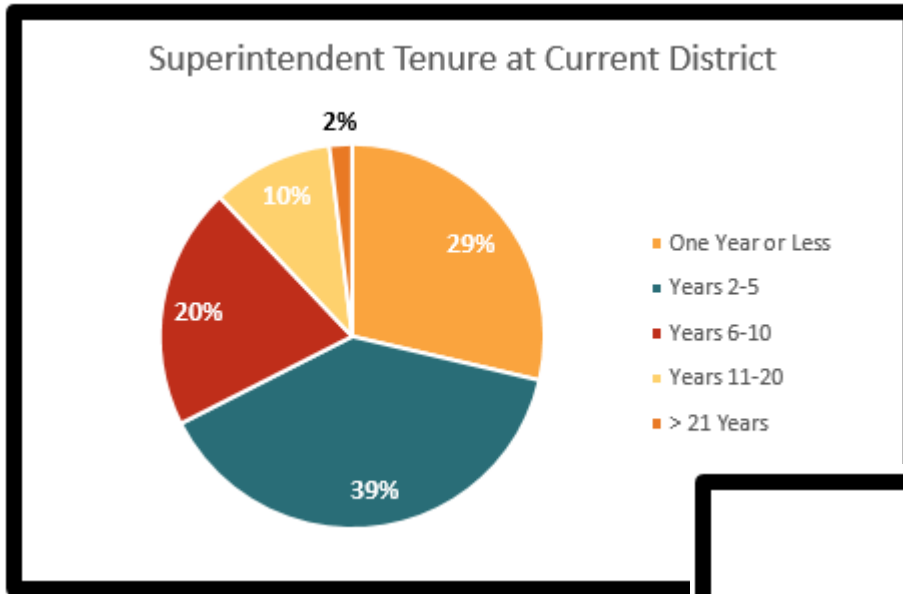
District Type (n=157)

ESD	39%
USD	48%
UHSD	8%
JTED	6%

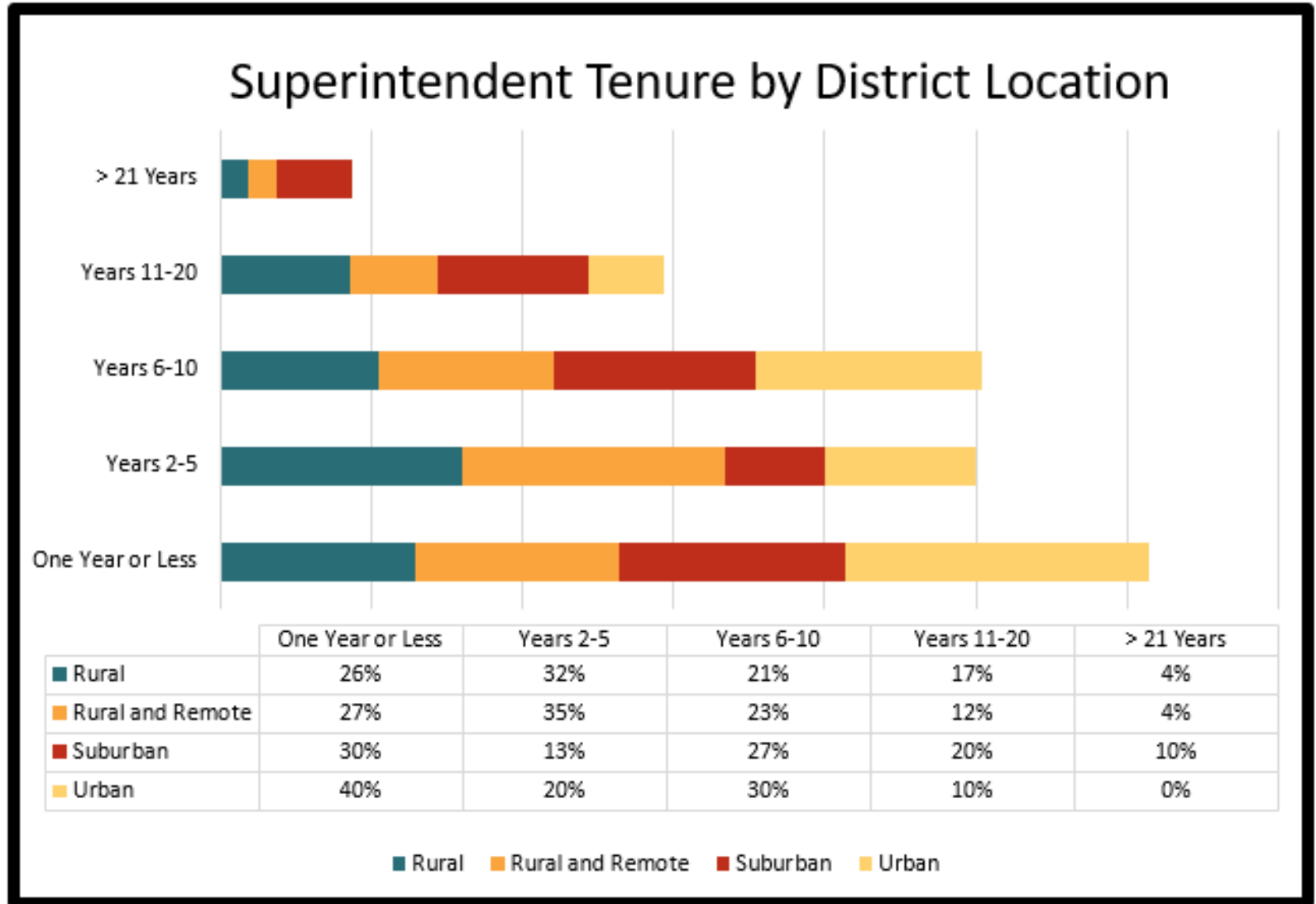
Respondent Demographics

Number of Respondents	
<i>District Location (n=157)</i>	
Urban	13%
Suburban	19%
Rural	52%
Rural & Remote	17%
<i>Length of Current Contract (n=149)</i>	
1 year	17%
2 years	26%
3 years	55%
Other	1%

Superintendent Tenure (n=157)

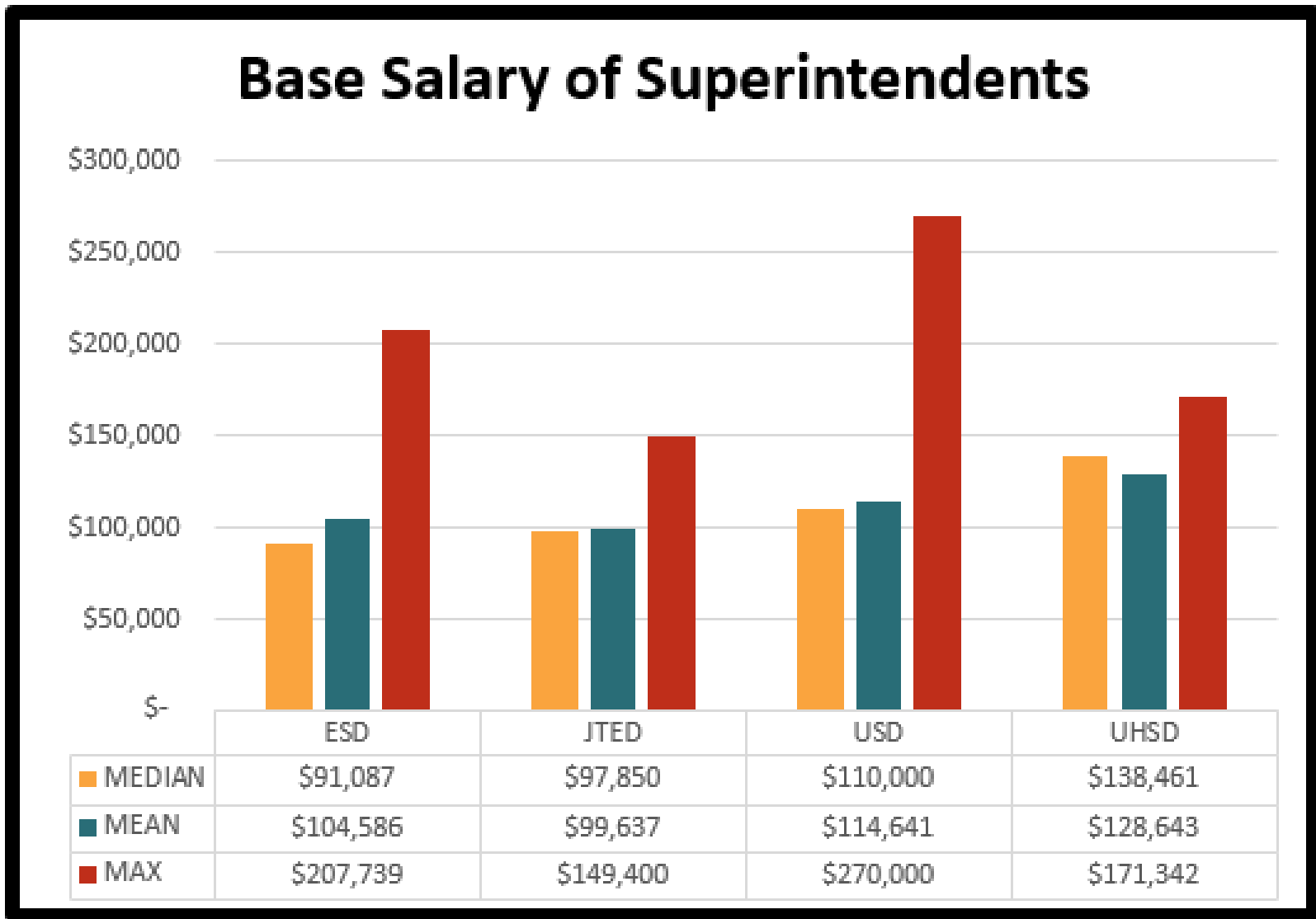


Tenure by District Type

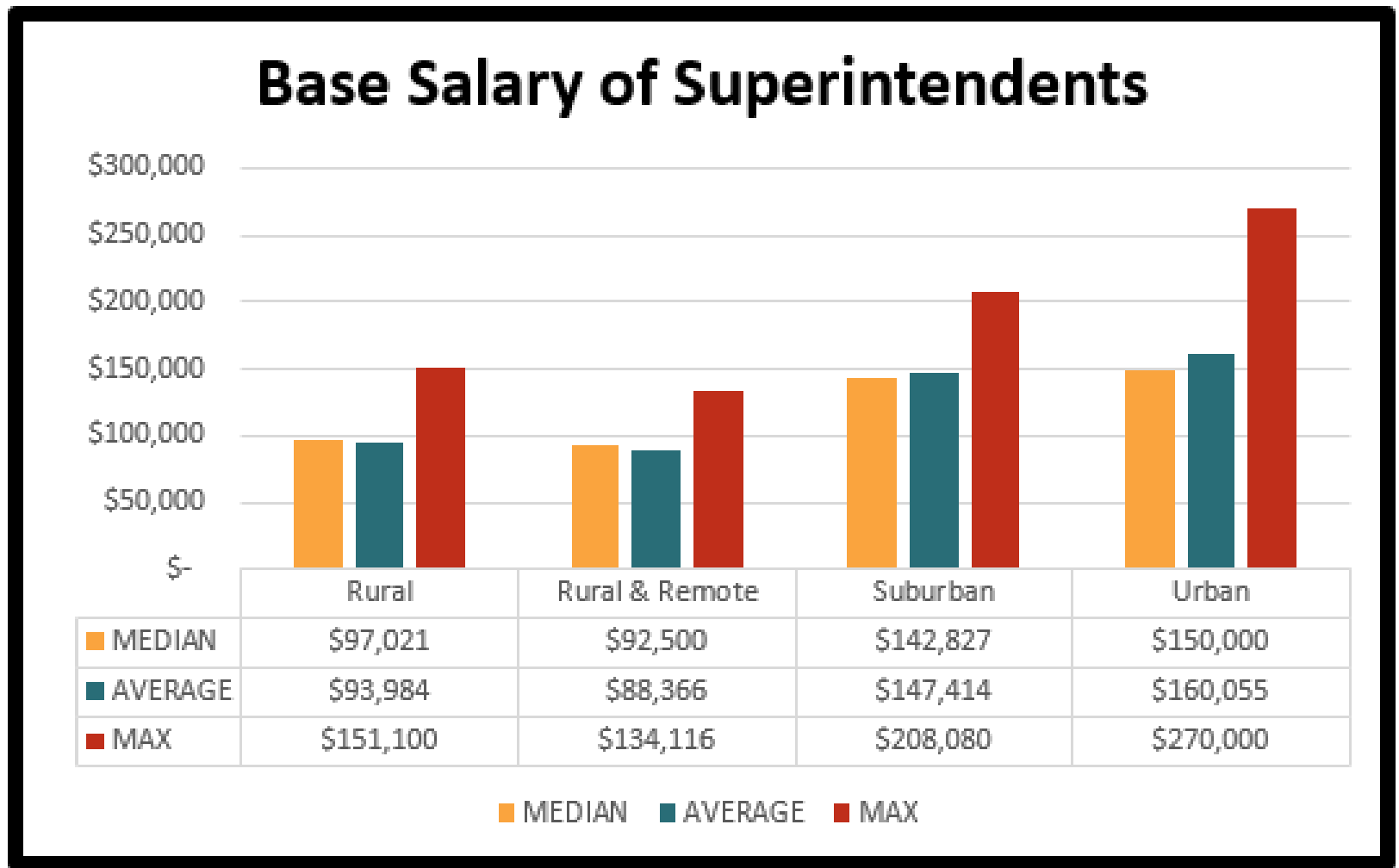


2016 Compensation

Base by District Type (n=157)

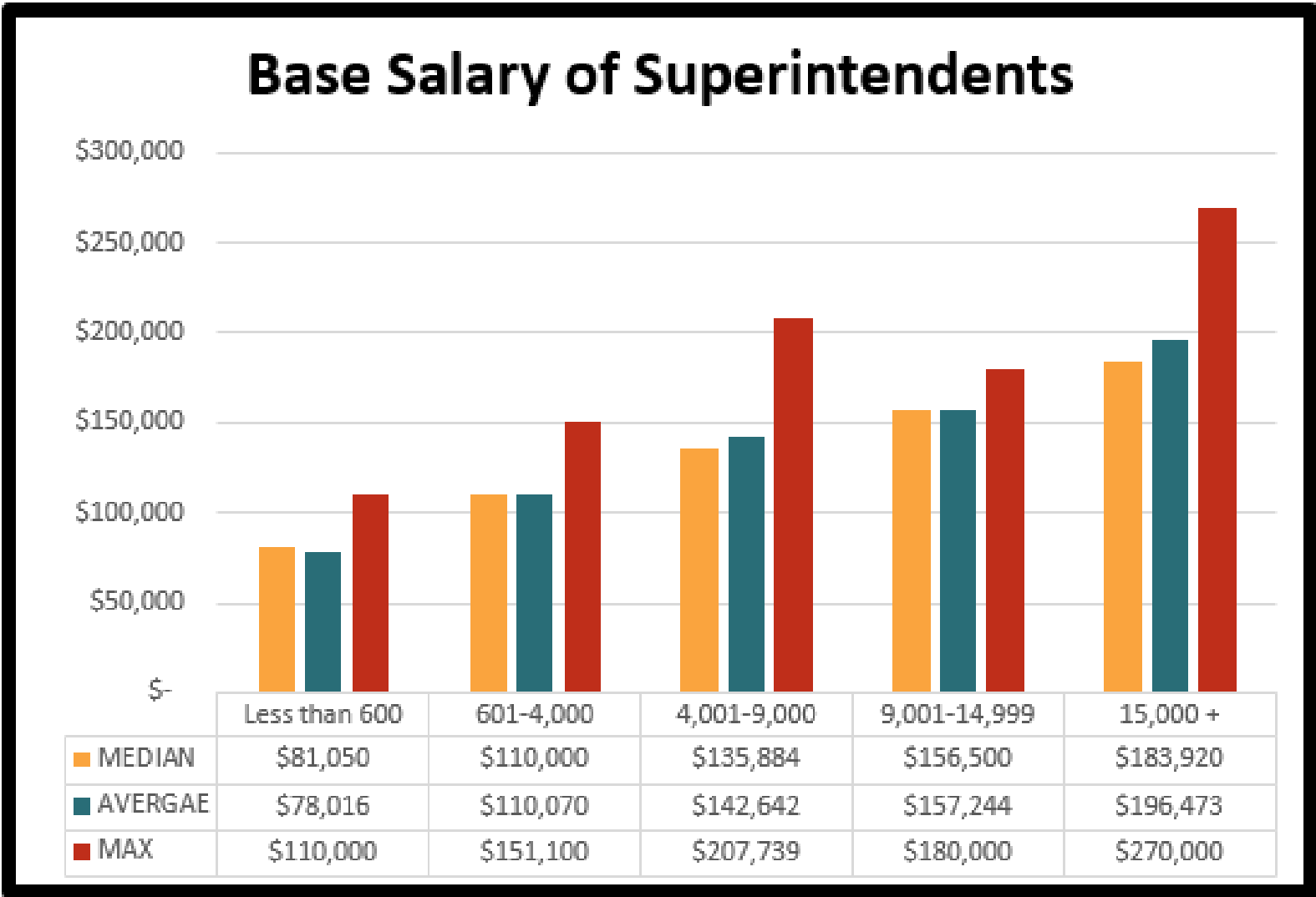


Base by Location (n=157)



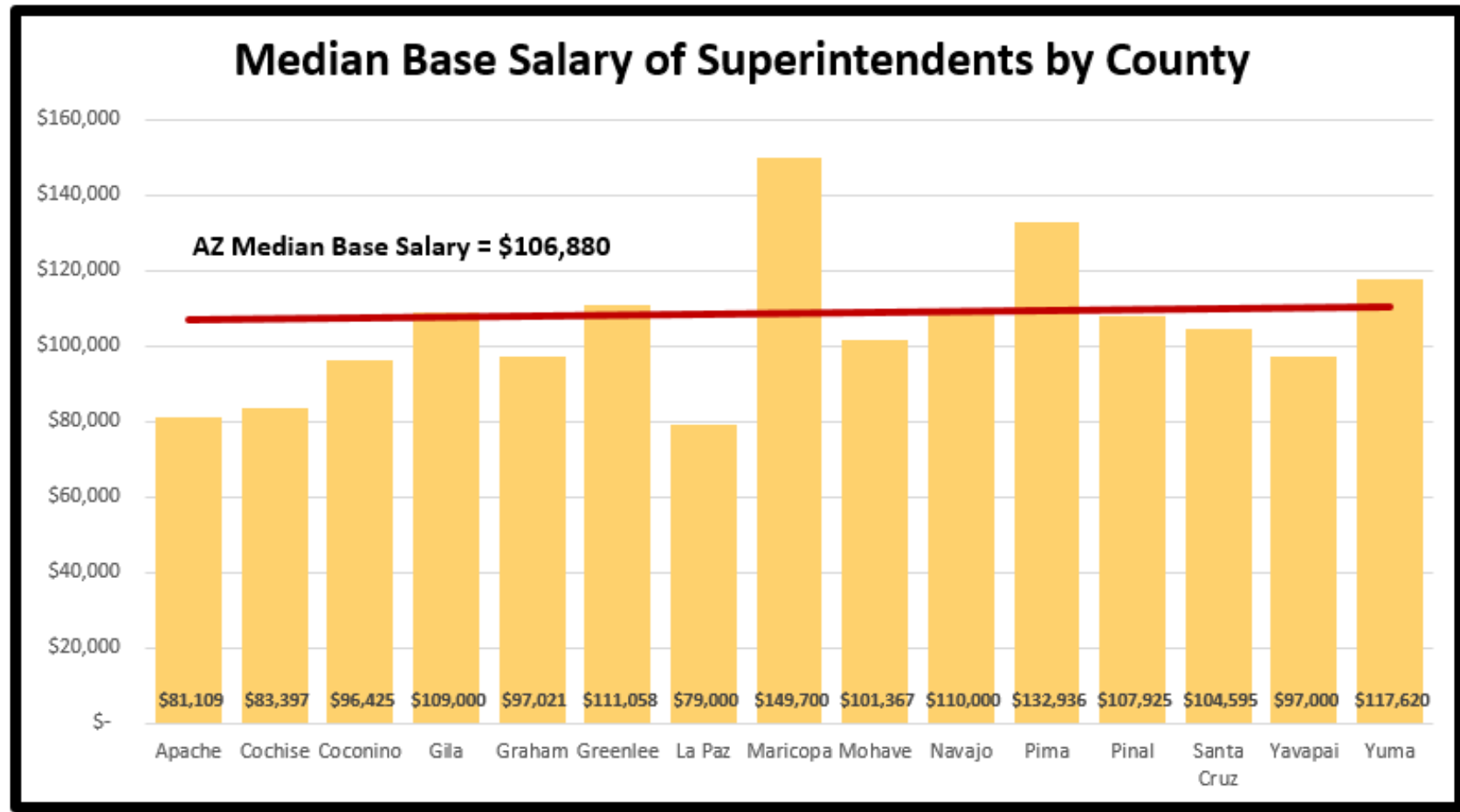
2016 Compensation

Base by ADM (n=157)



2016 Compensation

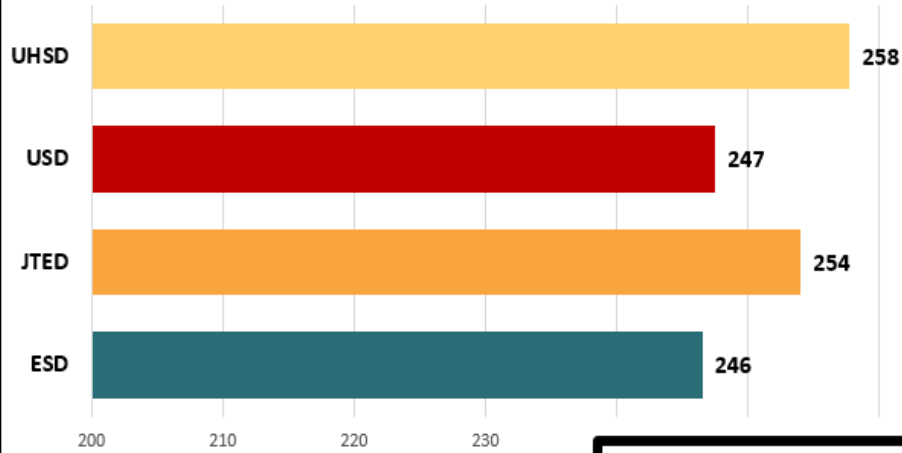
Base by County (n=155)



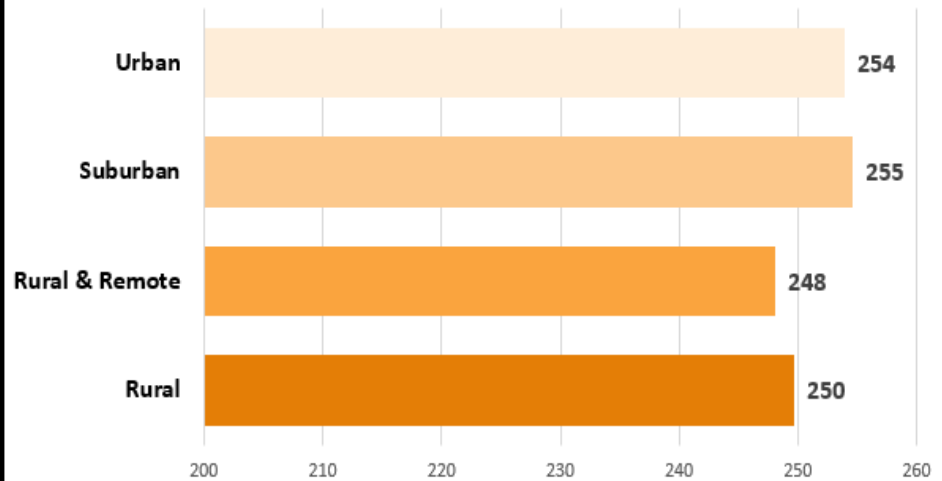
of Contract Days per Year

2016 Benefits

Average Contract Days by District Type



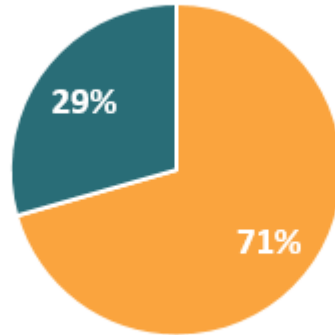
Average Contract Days by Topography



Vacation Days Off (n=157)

2016 Benefits

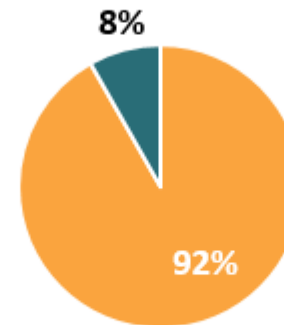
Vacation roll-over



- Our district DOES allow for roll-over of days to the next fiscal year
- Our district DOES NOT allow for roll-over of days to the next fiscal year

93% of responding districts offer Vacation Days

Vacation capping

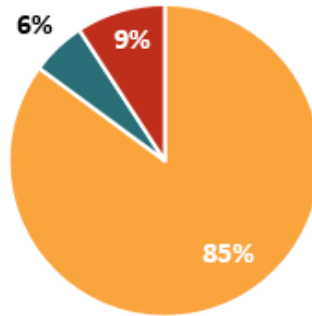


- Our district DOES cap the amount of time able to be earned per year
- Our district DOES NOT cap the amount of time able to be earned per year

Sick Days (n=157)

2016 Benefits

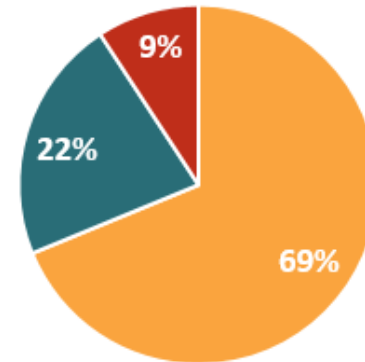
Sick Day roll-over



- Our district DOES allow for roll-over of days to the next fiscal year
- Our district DOES NOT allow for roll-over of days to the next fiscal year
- No Response

82% of responding districts offer Sick Days

Sick Day capping

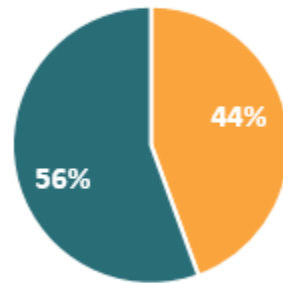


- Our district DOES cap the amount of time able to be earned per year
- Our district DOES NOT cap the amount of time able to be earned per year
- No Response

Paid Time Off (PTO) (n=157)

2016 Benefits

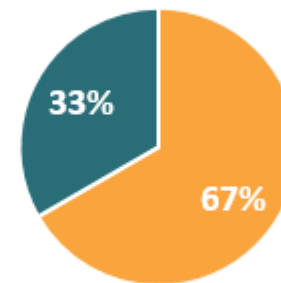
PTO roll-over



- The District DOES allow for roll-over of days to the next fiscal year
- The District DOES NOT allow for roll-over of days to the next fiscal year

9% of
responding
districts offer
PTO

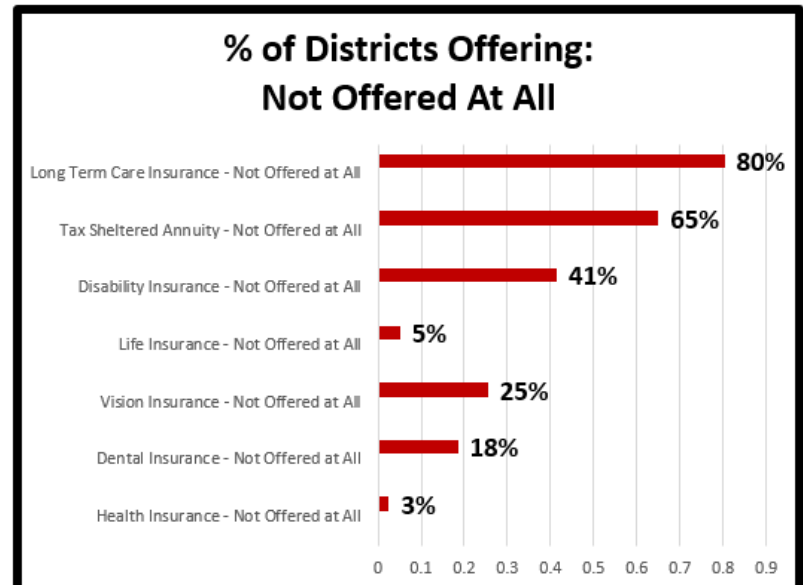
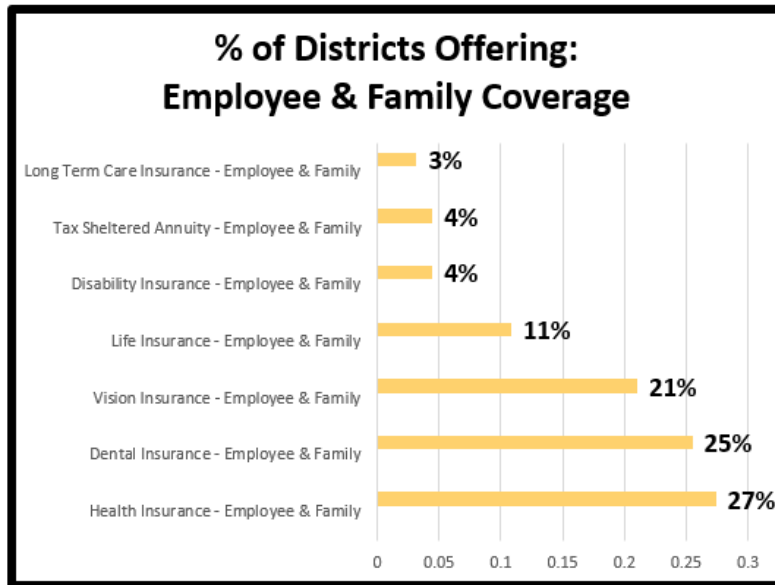
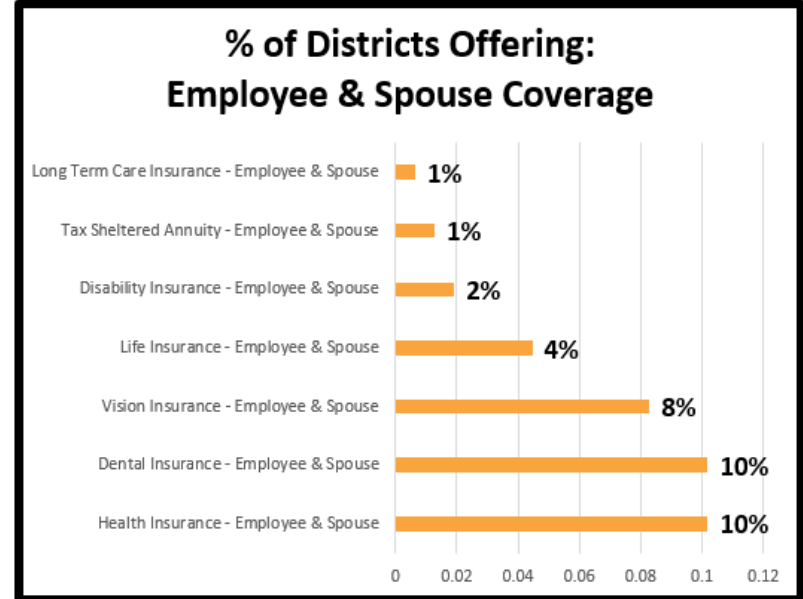
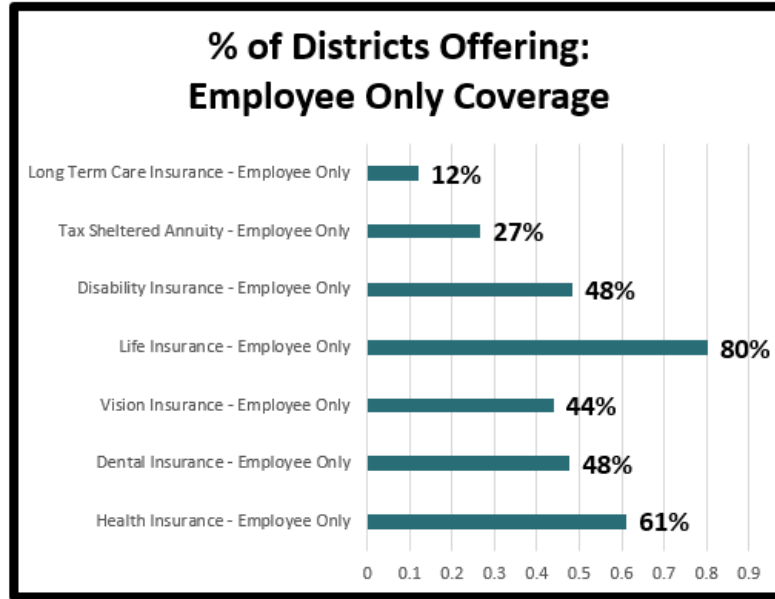
PTO Capping



- The District DOES cap the amount of time able to be earned per year
- The District DOES NOT cap the amount of time able to be earned per year

Forms of Insurance (n=157)

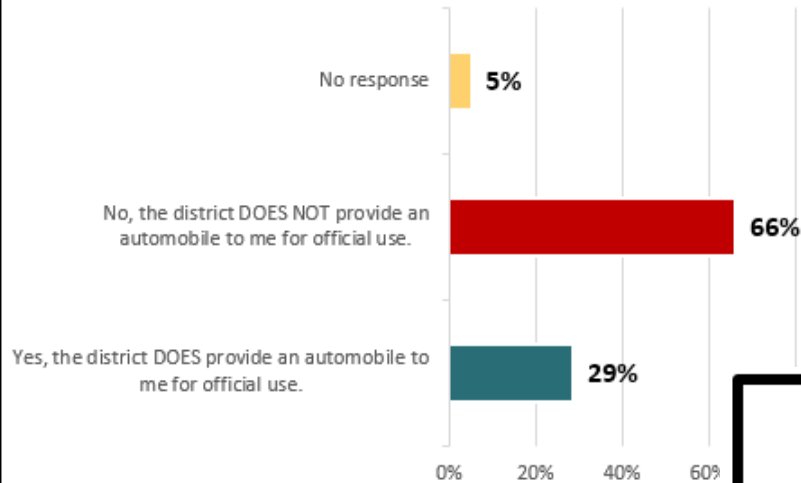
2016 Benefits



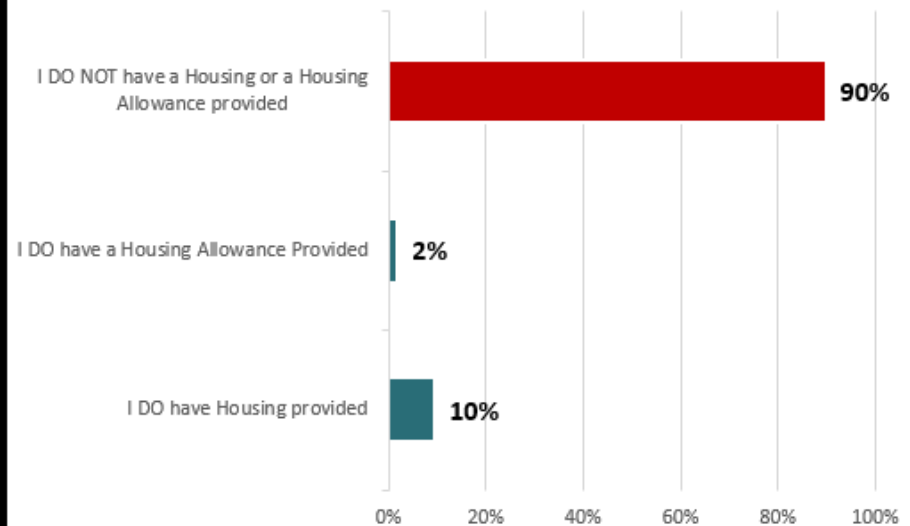
Auto & Housing (n=157)

2016 Benefits

% of Superintendents who ARE provided an Automobile for Official Use

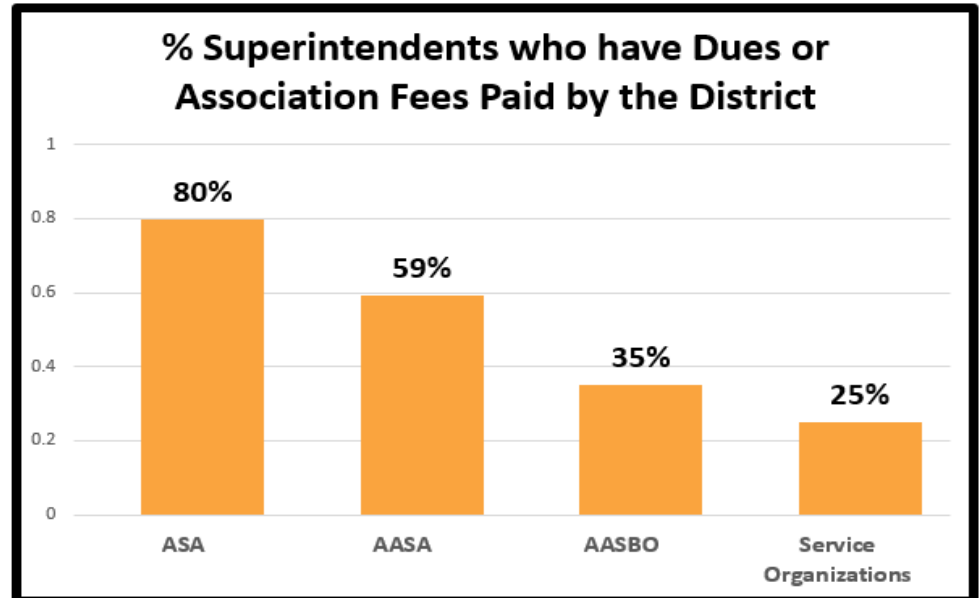
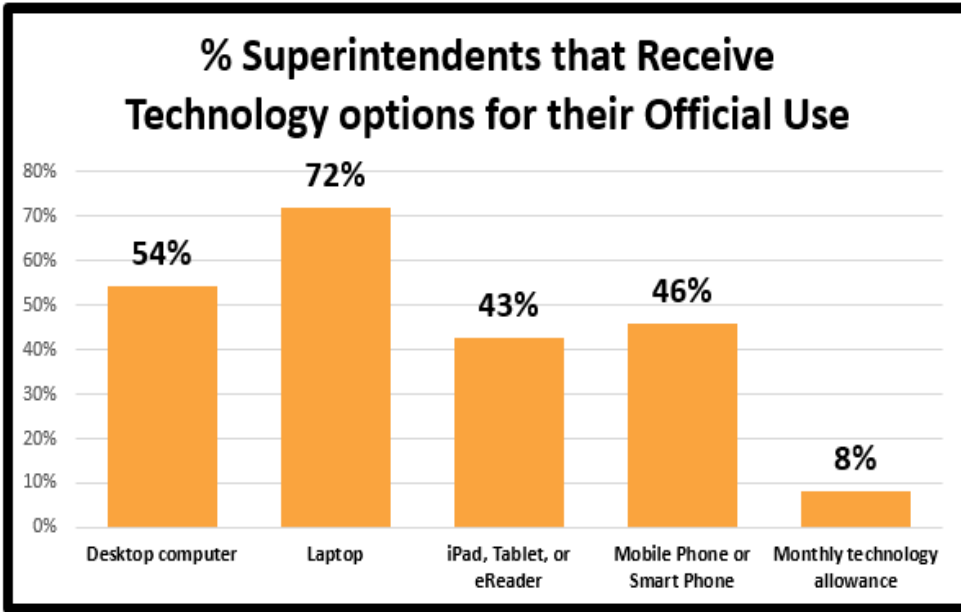


% of Superintendents with Housing



Other Perks (n=157)

2016 Benefits



Other Perks (n=157)

2016 Benefits

