

## **Consulting Services on Superintendent Compensation and Benefits Issues**

Public school district superintendents and other education executives often face unique challenges in addressing their compensation and benefits needs. Experience in constructing compensation packages with boards, portability issues when moving from one retirement system to another, community perception regarding the level of pay that is acceptable vs. pay what is competitive for the comparable position in other locations and many other issues impact the contracts of these individuals. In many locations the demand for seasoned professional leaders who can make a real difference with students and staff exceeds the supply. This is exacerbated by the increases in retirement benefits that have been enacted by many state legislatures in the last few years, combined with the aging population of top administrators. Growing numbers of top educators are retiring at younger ages. Well designed contracts that include attractive compensation and benefits packages can make a big difference in the quality of leadership that a school district can obtain or retain. Both administrators and boards need help in understanding these issues and designing the best packages possible.

These individuals often reach retirement age without the benefit of a professional financial and retirement plan that includes a comprehensive review of their asset diversification, cash flow projection through their retirement years and evaluation of every aspect of their “financial lives.” They also are often unaware of unique federal and state laws that effect higher paid school executives under many state retirement systems. Since these systems are usually oriented toward the needs of rank and file members, many times issues that only effect a small group are not well publicized or addressed. This can lead to unpleasant surprises for superintendents and other higher paid administrators at retirement when there is not time to deal with these issues. Proper understanding and planning for such issues is essential.

Total Compensation Group Consulting, Inc. (TCG) has the proven experience in designing compensation and benefit packages for superintendents, school executives and entire districts, evaluating contracts, negotiating with boards, expertise in state retirement plan issues, financial planning for superintendents and in-depth knowledge of tax laws. Our qualifications include the following:

- Over 50 years employee benefits experience among company principals.
- Experience includes extensive knowledge of plans designed under Sections 105, 125, 401(a), 403(b), and 457 of the Internal Revenue Code. Experience also includes working with state administrator associations on legislative issues involving state retirement systems;
- Significant experience in successfully working with Boards of Trustees to construct “win-win” compensation packages for education executives and their boards;
- Consulting provided on a fee for services basis;
- References include key school district superintendents in several states;
- TCG Advisors, LP, an affiliate of TCG Consulting, is a registered investment advisor with the Securities and Exchange Commission. TCG Advisors, LP provides professional fee-based financial planning and investment advice.

The fees for providing these services as well as other information about our company may be obtained by contacting by phone at (512) 306-9939 or email at [mike.cochran@pension-consulting.com](mailto:mike.cochran@pension-consulting.com).

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