

Benchmark 1: Superintendent of Schools: Serves as the Chief Executive Officer of the District being responsible for the development, management and implementation of the District's long range educational mission, goals, and objectives. Informs, advises, and recommends initiatives, programs, policies and fiscal matters to the Board of Education. Responsible for overseeing the development and implementation of strategic plans and programs to carry out the policies and mission of the Board through the management team and other district personnel. Requires Superintendent licensure and a minimum of eight years experience in a leadership role.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
1	Hastings Public Schools	Superintendent of Schools	5	1	13	\$97.08	\$67.11	\$82.94	\$98.77	47.2%
1	MN Occupational Wage Survey 2018	Chief Executive	3			\$97.67			\$97.67	
1	Farmington Schools	Superintendent of Schools	5	1		\$97.39			\$97.39	
1	Inver Grove Heights Schools	Superintendent of Schools	5	1		\$93.11			\$93.11	
1	South St. Paul Schools	Superintendent of Schools	5	1		\$89.27			\$89.27	
	Forest Lake Schools	Superintendent of Schools	5	1		\$84.73			\$84.73	
1	Waconia Schools	Superintendent of Schools	5	1		\$82.01			\$82.01	
1	Red Wing Schools	Superintendent of Schools	5	1		\$73.40			\$73.40	
1	Cannon Falls	Superintendent of Schools	5	1		\$64.43			\$64.43	
Average			5							
Totals				7						

^Aged by 2% annually

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$85.25		\$85.25	
Median	\$87.00		\$87.00	
25th Percentile	\$79.86		\$79.86	
75th Percentile	\$94.18		\$94.18	

