

# Contract Analysis



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## 2024-25 Medford Superintendent Contract - Salary and Benefit Comparisons to 25-26 Regional Sups Medford SD 549C

The following Districts were used as a comparison group for this analysis:

(If you would like to have changes made to the comparison group, please contact Randy or Rob and let them know.)

State Rank by Size	Comparison Group	Student Population
District 17	Klamath County SD	7,199
District 23	Grants Pass SD 7	5,660
District 24	Roseburg (Douglas County)	5,647
District 30	Central Point SD 6	4,775
District 34	Three Rivers/Josephine County	4,188
District 35	Eagle Point SD 9	4,150
District 53	Klamath Falls City Schools	2,673
District 56	Ashland SD 5 (Jackson County)	2,535
District 61	Phoenix-Talent SD 4	2,220

	Salary	* PERS Adjusted Salary	Travel Allowance	Disrict Paid TSA	Tech Stipend	Other Comp	Total Compensation	Total Comp w/Vacation
Lowest Comparison	\$ 171,872	\$171,872	\$3,600	\$4,800	\$900	\$1,074	\$186,928	\$193,539
Highest Comparison	\$ 228,173	\$227,740	\$11,000	\$35,400	\$4,800	\$20,000	\$274,540	\$283,299
Average of Comparisons	\$ 200,244	\$197,291	\$7,300	\$15,069	\$2,242	\$7,555	\$223,116	\$229,070
**Districts providing benefit			9	9	8			

Rank in Comparison Group	1	1	6	3	7	#N/A	1	1
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Comparing District								
District 8	Medford SD 5	\$ 278,966	\$ 262,228	\$ 6,000	\$ 16,000	\$ 1,200	\$ -	\$ 285,428
								\$ 296,158

### Additional Contract Analysis

Salary	Medford is the largest district in this comparison and provides the highest salary
Travel	Medford ranks #6 in travel, about \$1,300 below the average of this group.
TSA	Medford ranks #3 in the TSA amount provided by the District, about \$4,500 above the average
Other	Other compensaiton in this group includes: National Certification, Retention, Retirement Benefits,
Total Comp	Medford is the largest district in this comparison and had the highest compensation when looking at last years numbers

\* Note The salary of Superintendents who have to pay their own PERS pickup has been reduced by 6% in this category for a more accurate comparisons.

\*\* Note The average is calculated as an average of those comparison districts who provide this benefit.

Contracts - Mentoring - Relationship Building - Projects