



Contract Analysis

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2022-2023 Superintendent Contract - Salary and Benefit Comparisons Ashland SD 5 (Jackson County)

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	District	Student Population
District 31	Central Point SD 6	4,710
District 54	Klamath Falls City Schools	2,706
District 55	Cascade SD 5	2,560
District 56	Molalla River SD 35 (21-22)	2,520
District 58	Ontario SD 8C	2,268
District 59	Morrow SD 1	2,254
District 60	Sweet Home SD 55 (Inter)	2,245
District 61	Phoenix-Talent SD 4	2,240
District 36	Eagle Point SD 9	4,204

	Salary	* PERS Adjusted Salary	Travel Allowance	District Paid TSA	Tech Stipend	Other Comp	Total Compensation	Total Comp w/Vacation
Lowest Comparison	\$ 147,600	\$147,600	\$3,600	\$4,625	\$1,092	\$3,500	\$147,600	\$147,600
Highest Comparison	\$ 176,800	\$176,800	\$15,000	\$13,752	\$2,400	\$12,720	\$207,852	\$214,464
Average of Comparisons	\$ 161,555	\$161,555	\$7,414	\$9,242	\$1,598	\$7,480	\$179,750	\$183,674
** Number of contracts included in average			7	8	5			

Current Contract of District Requesting Analysis

District 57	Ashland SD 5	\$186,129	\$186,129	\$2,400	\$0	\$900	\$0	\$189,429	\$196,588
	2023-24:	191,713	191,713	2,400		900	0	195,013	202,172

Additional Contract Analysis

Salary	Ashland currently ranks #1 in salary when compared against the most similar size districts in the state
Travel	Of the seven Districts the receive a travel allowance, Ashland's is the smallest
TSA	Eight of the nine districts in this group receive a District paid TSA as part of compensation, Ashland does not.
Total Comp	Ashland ranks #5 in total compensation without considering vacation pay and #3 if vacation pay is included

No Cause Termination

- * Note The salary of superintendents who have to pay their own PERS pickup has been reduced by 6% in this category for more accurate comparisons
- ** Note Average is calculated as an average of those comparison districts who provide this benefit

Contracts - Mentoring - Relationship Building - Projects