

Salaries and Wages in Texas Public Schools

2008–09

Superintendent Report



TASB

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Introduction

2008–09 Superintendent Survey Highlights

Survey Information

- 1,030 Texas public school districts received the Superintendent Survey questionnaire.
- 867 districts responded, representing 84 percent of districts in Texas. 829 districts responded in 2007–08.
- 40 districts reported having an interim superintendent and are not included in the analysis.
- Survey participants may not have answered all questions.
- Survey data is effective August 2008.

Superintendent Salaries

The average superintendent salary for 2008–09 is \$113,334, a 3 percent increase from 2007–08. Average superintendent salaries range from \$79,493 in districts with less than 500 students to \$272,347 in districts with more than 50,000 students. Half of reported salaries are less than \$99,000.

Pay Increases

Ninety percent of respondents (743) had a returning superintendent for 2008–09. These superintendents saw an average pay increase of 4.2 percent. Twenty percent of returning superintendents (151) did not receive a pay increase.

Performance and Retention Bonuses

Six percent of respondents (45) gave a bonus to the superintendent. For each of the past five years, 5 to 6 percent of districts have provided their superintendent a bonus. Most bonuses are paid to the superintendent to reward job performance or continued service. The average bonus paid was \$9,339, or 7 percent of the superintendent's salary. Reported bonus amounts range from less than \$1,000 to more than \$30,000. Half of reported bonuses were \$5,000 or less.

Superintendent Experience

Superintendents have been in their current position for an average of four years and have an average of seven years of total experience as a superintendent in any district. Most superintendents (61 percent) have been the superintendent in only one school district. Of the 84 districts (10 percent) with a new superintendent for 2008–09, 65 percent hired a superintendent with no previous experience in the position.

Tax-Deferred Investment Contributions

Ten percent of districts (84) contribute to a tax-deferred investment account for the superintendent, down slightly from 11 percent last year. These contributions are in addition to required Teacher Retirement System (TRS) contributions. The average district contribution to these accounts in all responding districts is \$7,426. This is a significant 20 percent decrease from 2007–08 when the average contribution was \$9,338. Several districts that had made significant contributions in previous years have new or interim superintendents that are not receiving the same benefit. Seventy-four percent of districts (65) making contributions require at least one year of service for the district's contribution to be vested.

Transportation Benefits

Forty-six percent of responding districts (381) provide a vehicle or car allowance to the superintendent. Most of these districts (83 percent) provide an annual car allowance to cover all or part of the cost of a personal vehicle for the superintendent. The average annual vehicle allowance is \$5,934, up 5 percent from 2007–08.

Health Insurance Benefits

Insurance premiums are separated into employee-only and employee-plus-family coverage. Premiums and district contributions were analyzed independently. Thirty-nine percent of superintendents (320) reported employee-only rates with an average monthly premium of \$379. Forty-nine percent (408) reported employee-plus-family rates with an average monthly premium of \$867. Premiums for both categories of coverage did not increase significantly over last year because TRS ActiveCare rates did not change for 2008–09 and most districts use these plans for employee health insurance. The average annual district contribution for superintendent health insurance

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premiums in 2008–09 is \$5,489, up 3 percent from last year. Districts contribute an average of 81 percent of the employee-only premium and 66 percent of the employee-plus-family premium for superintendents. Thirty-nine percent of respondents (281) pay the total cost of health insurance for the superintendent regardless of the type of coverage that the superintendent elects.

Other Benefits

- Fifty-nine percent of districts (487) provide the superintendent with an allowance for cell phone and/or internet service. The average annual allowance is \$1,083.
- Forty-four percent of respondents (365) pay dues for the superintendent’s membership to civic, private or professional organizations and clubs. The average annual expense to the district for the superintendent’s membership dues is \$845.
- Fourteen percent of superintendents (112) receive a housing benefit—79 percent provide a residence, 12 percent provide a residence plus a housing allowance, and 9 percent provide a housing allowance only. The average housing allowance provided is \$4,917.
- Seven percent of respondents (57) provide the superintendent with an annual allowance for business expenses. The average annual allowance is \$4,022.
- Seven percent of respondents (59) provide a life insurance policy for the superintendent that differs from life insurance benefits provided to other district employees. These policies have a median face value of \$242,000 and have an annual premium cost to the district of \$1,702.
- Twenty-five districts (3 percent) provide the superintendent with a long-term disability policy that is different from that provided to other employees. The average annual cost to the district is \$2,682.
- Ten districts (1 percent) purchased additional TRS service credits for the superintendent at an average cost to the district of \$22,178.

Introduction

Characteristics of Survey Participants

	Total Districts	Survey Participants	Percent of Group	Percent of Survey
All Respondents	1,030	867	84.2%	100.0%
By Enrollment				
1 to 499	329	249	75.7%	28.7%
500 to 999	206	172	83.5%	19.8%
1,000 to 1,599	128	111	86.7%	12.8%
1,600 to 2,999	117	105	89.7%	12.1%
3,000 to 4,999	82	72	87.8%	8.3%
5,000 to 9,999	73	68	93.2%	7.8%
10,000 to 24,999	47	44	93.6%	5.1%
25,000 to 49,999	31	30	96.8%	3.5%
50,000 and over	17	16	94.1%	1.8%
By ESC Region				
1 Edinburg	37	28	75.7%	3.2%
2 Corpus Christi	42	35	83.3%	4.0%
3 Victoria	40	36	90.0%	4.2%
4 Houston	54	50	92.6%	5.8%
5 Beaumont	30	25	83.3%	2.9%
6 Huntsville	56	45	80.4%	5.2%
7 Kilgore	96	76	79.2%	8.8%
8 Mount Pleasant	47	39	83.0%	4.5%
9 Wichita Falls	38	32	84.2%	3.7%
10 Richardson	80	74	92.5%	8.5%
11 Fort Worth	76	66	86.8%	7.6%
12 Waco	78	61	78.2%	7.0%
13 Austin	56	46	82.1%	5.3%
14 Abilene	42	33	78.6%	3.8%
15 San Angelo	43	38	88.4%	4.4%
16 Amarillo	63	49	77.8%	5.7%
17 Lubbock	57	48	84.2%	5.5%
18 Midland	33	29	87.9%	3.3%
19 El Paso	12	11	91.7%	1.3%
20 San Antonio	50	46	92.0%	5.3%

Superintendent Compensation and Benefits Summary

Superintendent Salaries by Enrollment

	Number of Respondents	Percent of Group	2008–09 Average Salary	Distribution of Salaries		
				25 th Percentile	Median	75 th Percentile
All Respondents	827	80.3%	\$113,334	\$ 84,850	\$ 99,000	\$127,168
By Enrollment						
1 to 499	235	71.4%	\$79,493	\$72,100	\$78,372	\$85,000
500 to 999	164	79.6%	91,987	85,500	90,580	96,129
1,000 to 1,599	107	83.6%	103,152	94,125	101,000	109,870
1,600 to 2,999	101	86.3%	112,188	102,696	110,000	120,575
3,000 to 4,999	70	85.4%	130,955	119,250	128,850	139,196
5,000 to 9,999	66	90.4%	161,634	145,650	156,950	176,350
10,000 to 24,999	41	87.2%	182,699	165,000	185,000	202,591
25,000 to 49,999	28	90.3%	220,787	203,750	226,625	240,770
50,000 and over	15	88.2%	272,347	251,399	269,600	293,038



Superintendent Compensation and Benefits Summary

Superintendent Pay Increases

	Number of Respondents*	Percent Receiving Pay Increase	Percent Not Receiving Pay Increase	Average Pay Increase
All Respondents	742	79.6%	20.4%	4.2%
By Enrollment				
1 to 2,999	540	80.0%	20.0%	4.1%
3,000 to 9,999	121	84.3%	15.7%	4.8%
10,000 and over	81	70.4%	29.6%	3.7%

* Includes only districts with a returning superintendent for 2008–09.

Performance and Retention Bonuses

	Number Providing Bonus	Percent of Respondents*	Average Bonus	Average Bonus as Percent of 2007–08 Salary
All Respondents	45	6.0%	\$9,339	6.8%
By Enrollment				
1 to 2,999	29	5.3%	\$5,624	5.6%
3,000 to 9,999	11	9.0%	10,992	8.1%
10,000 and over	5	6.1%	26,503	10.2%

* Includes only districts with a returning superintendent for 2008–09.

Superintendent Experience

	Number of Respondents	Average Years in Current District as Supt	Average Total Supt Experience	Average Years in Education
All Respondents	827	4	7	26
By Enrollment				
1 to 2,999	607	4	7	25
3,000 to 9,999	136	5	8	28
10,000 and over	84	5	9	31

Superintendent Compensation and Benefits Summary

Employee-Only Health Insurance

	Number of Respondents	Average Monthly Premium	Average District Contribution	Percent of Premium Paid by District	Number of Districts Paying 100% of Premium
All Respondents	320	\$378.94	\$303.49	80.6%	119
By Enrollment					
1 to 2,999	245	\$380.64	\$301.23	79.6%	86
3,000 to 9,999	46	375.21	318.65	85.2%	22
10,000 and over	29	370.57	298.49	81.9%	11

Employee-Plus-Family Health Insurance

	Number of Respondents	Average Monthly Premium	Average District Contribution	Percent of Premium Paid by District	Number of Districts Paying 100% of Premium
All Respondents	408	\$866.53	\$578.09	65.5%	162
By Enrollment					
1 to 2,999	286	\$853.80	\$519.38	59.9%	92
3,000 to 9,999	72	929.49	776.54	81.0%	45
10,000 and over	50	848.63	628.12	75.5%	25

Tax-Deferred Investment Contributions

	Number Contributing to Investment	Percent of Respondents	Average Annual Contribution	Districts with Vesting Requirement
All Respondents	84	10.2%	\$7,426	65
By Enrollment				
1 to 2,999	39	6.4%	\$4,840	31
3,000 to 9,999	21	15.4%	6,471	17
10,000 and over	24	28.9%	12,464	17

Annual Car Allowances

	Number Providing Allowance	Percent of Respondents	Average Annual Car Allowance
All Respondents	317	38.4%	\$5,934
By Enrollment			
1 to 2,999	185	30.5%	\$4,854
3,000 to 9,999	86	63.7%	6,622
10,000 and over	46	55.4%	8,994



Superintendent Compensation and Benefits Summary

Summary of Other Superintendent Benefits

Benefit	Number of Districts Responding	Number of Districts Providing	Percent of Respondents	Average Cost to District
Cell Phone/Internet Expenses	826	487	59.0%	\$1,083
Membership Dues	826	365	44.2%	845
Residence Provided	826	98	11.9%	
Life Insurance Policy	825	59	7.2%	1,702
Business Expense Allowance	825	57	6.9%	4,022
Long-Term Disability Insurance	826	25	3.0%	2,682
Housing Allowance	827	24	2.9%	4,917
TRS Service Credit Purchase	825	8	1.0%	24,544

Superintendent Salaries by Enrollment Group

Enrollment Group 1 - 499

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Abbott ISD	12	305	\$72,100		1	1
Agua Dulce ISD	02	350	\$75,000		1	1
Albany ISD	14	459	\$98,940		5	8
Amherst ISD	17	155	\$70,720		1	1
Anton ISD	17	288	\$82,400		11	11
Apple Springs ISD	06	205	\$71,100		7	7
Aquila ISD	12	229	\$73,732		8	8
Archer City ISD	09	435	\$92,000		12	17
Aspermont ISD	14	245	\$67,000		2	2
Austwell-Tivoli ISD	03	150	\$85,190		11	11
Avalon ISD	10	310	\$83,000		7	7
Baird ISD	14	306	\$84,501		1	6
Balmorhea ISD	18	160	\$98,000		5	5
Bartlett ISD	13	395	\$82,347		6	6
Bellevue ISD	09	178	\$75,000		5	5
Benavides ISD	02	435	\$84,000		5	5
Benjamin ISD	09	78	\$72,100		2	2
Blanket ISD	15	225	\$75,700		3	3
Bloomburg ISD	08	249	\$90,500		0	0
Bluff Dale ISD	11	100	\$62,000		1	1
Blum ISD	12	348	\$73,000		1	1
Booker ISD	16	370	\$80,800		9	9
Bosqueville ISD	12	470	\$83,200		1	1
Bovina ISD	16	480	\$79,903		4	4
Boys Ranch ISD	16	315	\$85,000		1	1
Broadus ISD	07	455	\$92,054		6	6
Bronte ISD	15	350	\$95,486		13	13
Brookeland ISD	05	415	\$76,787		2	2
Brookesmith ISD	15	180	\$70,633		1	1
Buckholts ISD	06	200	\$74,000		6	6
Burton ISD	06	317	\$83,000		5	5
Byers ISD	09	112	\$52,124		3	3
Bynum ISD	12	247	\$71,000		1	1
Calvert ISD	06	200	\$70,000		2	2
Campbell ISD	10	332	\$102,318		9	14
Centerville ISD-Trinity County	06	165	\$75,500		5	5
Cherokee ISD	15	128	\$65,000		2	2
Chester ISD	05	200		Y		
Chillicothe ISD	09	190	\$70,000		1	1
Chireno ISD	07	320	\$73,000		0	0
Christoval ISD	15	361	\$110,000		0	0

Superintendent Salaries by Enrollment Group

Enrollment Group 1 - 499

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Claude ISD	16	345	\$76,000		2	2
Comstock ISD	15	200	\$85,000		1	1
Coolidge ISD	12	300	\$87,275		8	8
Cotton Center ISD	17	122	\$68,000		2	22
Covington ISD	12	295	\$88,377		4	4
Crosbyton CISD	17	405	\$82,519		3	11
Cross Plains ISD	14	355	\$82,400		12	12
Crowell ISD	09	244	\$80,000		8	35
Cumby ISD	08	436	\$73,000		1	1
Cushing ISD	07	495		Y		
Damon ISD	04	160	\$78,000		0	2
Darrouzett ISD	16	155	\$84,975		1	11
Dell City ISD	19	85	\$83,200		2	2
Detroit ISD	08	499	\$74,000		2	2
Dew ISD	12	175	\$76,000		0	0
D'Hanis ISD	20	323	\$85,000		3	3
Dodd City ISD	10	305	\$79,000		8	8
Driscoll ISD	02	271	\$76,230		3	3
Ector ISD-Fannin County	10	260	\$92,000		13	13
Eden CISD	15	266	\$84,000		1	1
Era ISD	11	440	\$75,430		3	3
Eula ISD	14	400		Y		
Evadale ISD	05	425	\$87,500		3	3
Evant ISD	12	298		Y		
Excelsior ISD	07	119	\$78,372		9	14
Ezzell ISD	03	65	\$63,500		1	1
Falls City ISD	03	330	\$83,500		3	3
Fannindel ISD	08	200	\$70,000		3	20
Follett ISD	16	170	\$72,000		1	1
Fort Davis ISD	18	337	\$95,353		3	4
Frost ISD	12	350	\$87,000		17	17
Fruitvale ISD	07	416	\$85,000		0	0
Garner ISD	11	190	\$70,480		0	0
Gary ISD	07	350	\$82,160		3	3
Glasscock County ISD	18	255	\$79,500		9	14
Gold-Burg ISD	09	145	\$73,500		2	2
Goodrich ISD	06	260	\$96,837		2	2
Gordon ISD	11	190	\$72,000		3	3
Gorman ISD	14	381	\$87,550		3	7
Graford ISD	11	330	\$87,000		3	3
Grandfalls-Royalty ISD	18	130	\$75,000		2	2

Superintendent Salaries by Enrollment Group

Enrollment Group 1 - 499

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Grandview-Hopkins ISD	16	25	\$58,000		0	0
Granger ISD	13	439	\$78,000		0	4
Groom ISD	16	130	\$72,000		4	4
Gruver ISD	16	396	\$81,000		5	5
Guthrie CSD	17	97	\$88,000		8	8
Hallsburg ISD	12	113	\$78,500		2	2
Hamlin ISD	14	475	\$79,800		2	2
Harrold ISD	09	110	\$75,500		4	4
Hart ISD	16	300	\$78,600		0	0
Harts Bluff ISD	08	445	\$92,274		7	7
Hedley ISD	16	145	\$71,611		10	10
Higgins ISD	16	105	\$67,000		3	3
High Island ISD	05	210	\$90,448		0	0
Highland ISD	14	210	\$78,000		3	11
Hubbard ISD-Bowie County	08	95	\$55,500		2	2
Hubbard ISD-Hill County	12	396	\$77,500		5	5
Huckabay ISD	11	183	\$83,137		6	8
Hunt ISD	20	215	\$97,500		9	22
Iola ISD	06	498	\$113,352		10	13
Ira ISD	14	225		Y		
Iredell ISD	12	115	\$70,500		1	1
Irion County ISD	15	331	\$94,340		2	2
Jayton-Girard ISD	17	147	\$84,460		3	19
Jonesboro ISD	12	160	\$67,167		1	1
Kelton ISD	16	126	\$69,500		7	16
Kenedy County Wide CSD	02	86	\$70,000		0	0
Kennard ISD	06	342	\$80,000		1	1
Klondike ISD	17	180	\$82,500		6	6
Knippa ISD	20	250		Y		
Kress ISD	16	220	\$80,500		7	7
La Gloria ISD	02	105	\$77,500		2	2
Laneville ISD	07	140	\$65,000		11	20
Latexo ISD	06	460	\$93,600		9	9
Lazbuddie ISD	16	140	\$66,200		4	4
Leakey ISD	20	255	\$84,800		3	27
Lefors ISD	16	150	\$69,950		2	2
Leggett ISD	06	212	\$73,500		2	2
Lingleville ISD	11	215	\$82,000		6	9
Lohn ISD	15	110	\$77,500		12	12
Lometa ISD	12	300	\$76,000		7	19
Loop ISD	17	130	\$103,700		5	5

Superintendent Salaries by Enrollment Group

Enrollment Group 1 - 499

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Loraine ISD	14	170	\$76,009		3	3
Lorenzo ISD	17	300	\$90,227		9	9
Louise ISD	03	476	\$84,900		4	4
Lueders-Avoca ISD	14	112		Y		
Malone ISD	12	75	\$75,148		8	8
Marathon ISD	18	50	\$78,000		4	4
Marfa ISD	18	360	\$82,500		1	1
Matagorda ISD	03	100		Y		
Maud ISD	08	490	\$94,178		26	26
McCamey ISD	18	464	\$95,000		0	2
McDade ISD	13	190	\$73,500		2	2
McLean ISD	16	222		Y		
McLeod ISD	08	420	\$80,500		4	4
McMullen County ISD	02	165	\$129,960		26	26
Meadow ISD	17	255	\$72,000		1	1
Medina ISD	20	340	\$92,055		1	1
Menard ISD	15	315	\$76,125		1	1
Meyersville ISD	03	150	\$75,778		21	21
Miami ISD	16	155	\$75,000		0	0
Milano ISD	06	448	\$75,500		2	2
Miles ISD	15	395	\$79,360		8	8
Milford ISD	10	230	\$92,800		3	3
Miller Grove ISD	08	255	\$68,424		4	4
Montague ISD	09	104	\$60,000		0	0
Morgan ISD	12	120	\$48,000		8	8
Morgan Mill ISD	11	100	\$68,500		23	23
Morton ISD	17	444	\$78,762		7	7
Motley County ISD	17	187		Y		
Moulton ISD	03	300	\$72,500		0	0
Mount Calm ISD	12	140	\$40,751		7	7
Munday CISD	09	415	\$89,000		6	8
Murchison ISD	07	150	\$60,000		1	1
Nazareth ISD	16	230	\$64,000		2	2
New Home ISD	17	197	\$69,000		6	6
Newcastle ISD	09	180	\$75,709		9	9
Nordheim ISD	03	85	\$70,040		3	3
North Hopkins ISD	08	440	\$79,800		20	20
North Zulch ISD	06	340	\$100,126		6	6
Novice ISD	15	82		Y		
Nueces Canyon CISD	15	265	\$94,258		5	10
Oakwood ISD	06	225	\$85,000		0	0

Superintendent Salaries by Enrollment Group

Enrollment Group 1 - 499

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
O'Donnell ISD	17	335	\$85,000		2	9
Oglesby ISD	12	158	\$71,124		5	5
Olfen ISD	15	70		Y		
Paducah ISD	17	260		Y		
Paint Creek ISD	14	145	\$55,000		5	14
Paint Rock ISD	15	150	\$75,000		3	4
Palo Pinto ISD	11	78	\$80,000		0	0
Panther Creek CISD	15	158	\$71,000		1	1
Pawnee ISD	02	130	\$76,220		6	6
Penelope ISD	12	175	\$68,500		1	1
Perrin-Whitt CISD	09	360	\$77,000		7	7
Petersburg ISD	17	284	\$85,000		4	4
Pettus ISD	02	380	\$89,500		3	3
Plains ISD	17	430	\$95,300		1	1
Prairie Lea ISD	13	246	\$83,164		7	7
Prairie Valley ISD	09	135	\$72,000		14	14
Priddy ISD	12	90	\$48,000		7	14
Pringle-Morse CISD	16	125	\$78,300		6	6
Ranger ISD	14	465	\$87,999		5	5
Rankin ISD	18	204	\$114,562		6	6
Red Lick ISD	08	430	\$100,800		30	30
Richland Springs ISD	15	160	\$57,206		3	13
Rising Star ISD	14	245	\$72,000		0	10
Robert Lee ISD	15	250	\$75,705		3	3
Roby CISD	14	295	\$80,325		3	3
Rochelle ISD	15	205	\$73,627		5	5
Rocksprings ISD	15	345	\$79,200		4	4
Roscoe ISD	14	315	\$78,000		5	5
Rotan ISD	14	360	\$77,000		0	0
Roxton ISD	08	225	\$72,503		3	3
Sabine Pass ISD	05	290	\$98,000		2	5
Saint Jo ISD	09	260	\$85,000		2	2
Saltillo ISD	08	265	\$71,000		6	6
Sam Rayburn ISD	10	430	\$80,000		0	0
San Isidro ISD	01	280	\$100,000		8	8
San Perlita ISD	01	290		Y		
San Vicente ISD	18	31	\$99,832		13	13
Sands CISD	17	220	\$79,000		6	6
Savoy ISD	10	305	\$85,000		5	5
Shamrock ISD	16	325	\$83,000		1	1
Sivells Bend ISD	11	70	\$73,950		3	3

Superintendent Salaries by Enrollment Group

Enrollment Group 1 - 499

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Slidell ISD	11	250	\$85,000		4	4
Slocum ISD	07	388	\$80,000		11	11
Somerville ISD	06	460	\$87,500		3	3
Southland ISD	17	150	\$65,000		3	3
Springlake-Earth ISD	17	375	\$74,000		0	0
Spur ISD	17	294	\$73,500		1	1
Spurger ISD	05	350	\$80,000		4	4
Sterling City ISD	15	200	\$80,500		5	5
Sudan ISD	17	370	\$101,250		0	0
Sweet Home ISD	03	128	\$67,500		1	1
Tenaha ISD	07	470	\$105,988		3	3
Terlingua CSD	18	120	\$154,109		12	12
Terrell County ISD	18	165	\$82,800		4	6
Texhoma ISD	16	150	\$78,180		9	28
Texline ISD	16	155	\$72,500		2	2
Three Way ISD-Erath County	11	50	\$69,326		10	10
Throckmorton ISD	09	208	\$76,000		6	6
Tioga ISD	10	150	\$70,000		2	2
Trent ISD	14	205	\$85,000		3	3
Trinidad ISD	07	190	\$74,749		2	2
Utopia ISD	20	215	\$65,000		5	13
Valentine ISD	18	55	\$81,885		2	2
Vega ISD	16	270	\$71,000		1	1
Veribest ISD	15	260	\$79,000		1	1
Vysehrad ISD	03	94	\$58,880		4	4
Waelder ISD	13	255	\$77,805		2	2
Walnut Bend ISD	11	75	\$70,000		1	1
Walnut Springs ISD	12	210	\$65,000		0	0
Water Valley ISD	15	320	\$80,000		0	3
Wellman-Union CISD	17	220	\$82,500		4	10
Westbrook ISD	14	215	\$86,100		9	9
Westhoff ISD	03	44	\$80,118		6	6
Westphalia ISD	12	154	\$69,000		2	2
Wheeler ISD	16	405	\$80,000		2	2
Whiteface CISD	17	325	\$91,884		6	11
Whitharral ISD	17	180	\$74,000		4	4
Wildorado ISD	16	90	\$63,000		3	3
Windthorst ISD	09	498	\$82,750		3	28
Winfield ISD	08	136	\$76,652		8	8
Wink-Loving ISD	18	350	\$97,000		5	5
Woodson ISD	09	120	\$79,000		18	18

Superintendent Salaries by Enrollment Group

Enrollment Group 1 - 499

District Name	ESC	Enrollment	2008-09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Wortham ISD	12	490	\$79,000		3	3
Yantis ISD	07	380	\$75,000		0	0
Zavalla ISD	07	478	\$78,000		0	0
TOTAL:		249				
AVERAGE:			\$79,493			

Superintendent Salaries by Enrollment Group

Enrollment Group 500 - 999

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Abernathy ISD	17	800	\$92,953		7	9
Alba-Golden ISD	07	870	\$77,625		0	0
Alto ISD	07	680	\$95,000		2	2
Alvord ISD	11	700		Y		
Anderson-Shiro CISD	06	645	\$100,700		2	2
Anson ISD	14	730	\$82,400		4	4
Anthony ISD	19	775	\$94,620		1	7
Axtell ISD	12	740	\$84,110		15	15
Banquete ISD	02	895	\$112,875		3	10
Beckville ISD	07	625	\$82,000		4	4
Bells ISD	10	810	\$93,000		6	6
Ben Bolt-Palito Blanco ISD	02	600	\$83,100		1	1
Blanco ISD	13	985	\$105,000		0	0
Bland ISD	10	565	\$99,793		7	7
Blooming Grove ISD	12	875	\$90,000		6	6
Bloomington ISD	03	863	\$95,000		1	1
Boles ISD	10	510	\$99,145		22	22
Boling ISD	03	918	\$81,664		15	15
Brackett ISD	20	590		Y		
Brock ISD	11	805	\$114,569		4	13
Bruceville-Eddy ISD	12	906	\$81,500		2	2
Buffalo ISD	06	800	\$99,365		3	14
Canadian ISD	16	791	\$98,000		8	10
Carlisle ISD	07	645	\$89,215		11	11
Cayuga ISD	07	585	\$80,000		5	5
Celeste ISD	10	520	\$99,225		7	7
Center Point ISD	20	605	\$99,750		1	7
Centerville ISD-Leon County	06	700	\$79,000		2	2
Central Heights ISD	07	800	\$85,000		0	0
Chapel Hill ISD-Titus County	08	895	\$81,102		8	8
Charlotte ISD	20	525	\$85,000		11	29
Chisum ISD	08	900	\$99,809		6	6
Cisco ISD	14	881	\$102,500		8	14
City View ISD	09	980	\$92,000		2	2
Clarendon CISD	16	500	\$88,000		9	9
Clarksville ISD	08	803	\$102,980		1	1
Coleman ISD	15	990	\$87,000		4	4
Collinsville ISD	10	522	\$77,500		2	2
Como-Pickton CISD	08	825	\$80,000		1	1
Cooper ISD	08	820	\$90,000		1	1
Crawford ISD	12	582	\$84,500		4	7

Superintendent Salaries by Enrollment Group

Enrollment Group 500 - 999

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Crockett County Consolidated CSD	15	754	\$90,000		2	4
Culberson County-Allamoore ISD	18	508	\$87,600		1	1
Danbury ISD	04	745	\$92,700		3	3
De Leon ISD	14	670	\$82,000		3	14
DeKalb ISD	08	800	\$85,600		1	6
Deweyville ISD	05	730	\$90,500		7	7
Dilley ISD	20	888	\$94,637		18	21
East Bernard ISD	03	880	\$85,600		3	16
Edgewood ISD-Van Zandt County	07	980	\$107,000		11	11
Electra ISD	09	535	\$85,927		5	18
Elysian Fields ISD	07	989	\$94,163		9	20
Farwell ISD	16	505	\$89,290		10	10
Flatonia ISD	13	525	\$76,000		3	3
Floydada ISD	17	890	\$94,825		7	7
Forsan ISD	18	700	\$90,000		4	4
Fort Hancock ISD	19	500	\$95,174		9	11
Frankston ISD	07	800	\$90,285		6	6
Freer ISD	02	796	\$102,000		1	9
Ganado ISD	03	650	\$82,000		4	14
Garrison ISD	07	675	\$82,070		5	5
Goldthwaite ISD	12	570	\$76,907		3	3
Grapeland ISD	06	515	\$90,000		5	5
Groveton ISD	06	700	\$86,000		4	4
Gunter ISD	10	830	\$95,000		1	1
Hale Center ISD	17	600	\$88,092		5	7
Hallettsville ISD	03	860	\$88,000		1	9
Hamilton ISD	12	805	\$89,860		5	5
Harleton ISD	07	690	\$81,000		1	1
Harper ISD	13	610	\$90,000		8	8
Haskell CISD	14	600		Y		
Hawkins ISD	07	745	\$92,238		5	19
Hemphill ISD	07	985		Y		
Henrietta ISD	09	940	\$92,500		4	10
Hico ISD	12	727	\$113,287		9	11
Highland Park ISD-Potter County	16	895		Y		
Holland ISD	12	545	\$83,681		4	4
Holliday ISD	09	865	\$96,900		11	11
Honey Grove ISD	10	630	\$96,824		7	7
Howe ISD	10	980	\$87,750		1	1
Hull-Daisetta ISD	04	511	\$89,000		1	1
Idalou ISD	17	917	\$100,000		3	9

Superintendent Salaries by Enrollment Group

Enrollment Group 500 - 999

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Iraan-Sheffield ISD	18	700	\$99,500		5	5
Italy ISD	10	630	\$88,800		1	19
Itasca ISD	12	685	\$99,000		1	1
Jacksboro ISD	09	980	\$105,000		5	12
Jarrell ISD	13	860	\$99,000		6	12
Joaquin ISD	07	700	\$94,889		7	18
Johnson City ISD	13	670	\$116,085		4	4
Karnes City ISD	03	925	\$95,000		1	1
Keene ISD	11	820	\$95,000		2	2
Kenedy ISD-Karnes County	03	699	\$93,332		1	1
Kerens ISD	12	693	\$86,000		2	2
La Pryor ISD	20	500	\$116,800		7	7
Lackland ISD	20	940	\$144,551		8	8
Leonard ISD	10	888	\$105,000		4	22
Lexington ISD	13	950	\$94,150		3	8
Linden-Kildare CISD	08	810	\$85,000		1	1
Lindsay ISD	11	500	\$77,500		2	2
Lone Oak ISD	10	950	\$102,600		8	11
Lovelady ISD	06	575	\$85,166		5	21
Martins Mill ISD	07	500	\$80,340		2	2
Mason ISD	15	635	\$91,200		5	5
Memphis ISD	16	550	\$91,011		2	2
Meridian ISD	12	550		Y		
Millsap ISD	11	720	\$106,000		2	2
Monte Alto ISD	01	725	\$78,000		0	0
Muenster ISD	11	520	\$79,000		2	2
New Deal ISD	17	720	\$94,000		16	16
New Waverly ISD	06	870	\$98,500		5	7
Nocona ISD	09	896	\$84,315		3	3
Normangee ISD	06	520	\$89,500		0	0
Olney ISD	09	800	\$102,500		4	5
Olton ISD	17	706	\$104,000		3	13
Ore City ISD	07	875	\$86,950		3	3
Overton ISD	07	530	\$86,000		1	1
Panhandle ISD	16	700	\$90,000		5	5
Pewitt CISD	08	980	\$93,600		4	4
Plemons-Stinnett-Phillips CISD	16	550	\$90,312		2	2
Poolville ISD	11	560	\$83,500		0	0
Port Aransas ISD	02	530		Y		
Post ISD	17	840	\$111,395		5	18
Poth ISD	20	820	\$86,000		5	5

Superintendent Salaries by Enrollment Group

Enrollment Group 500 - 999

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Quanah ISD	09	562	\$102,000		8	8
Ralls ISD	17	525	\$82,000		3	3
Refugio ISD	03	750	\$100,000		2	4
Ricardo ISD	02	640		Y		
Rio Vista ISD	11	900	\$93,935		8	11
Rivercrest ISD	08	720	\$89,080		1	5
Rogers ISD	12	850	\$89,000		4	4
S and S CISD	10	830	\$85,000		0	0
Sabinal ISD	20	500	\$85,000		1	1
San Augustine ISD	07	800	\$80,000		1	1
San Saba ISD	15	745	\$88,000		2	2
Sanford-Fritch ISD	16	850	\$95,838		4	6
Santo ISD	11	500	\$88,686		11	11
Schleicher County ISD	15	592	\$86,000		2	3
Schulenburg ISD	13	725	\$101,742		3	20
Scurry-Rosser ISD	10	880	\$95,000		0	0
Seagraves ISD	17	600	\$95,000		1	6
Seymour ISD	09	550	\$97,700		11	11
Shiner ISD	03	560	\$76,500		3	3
Simms ISD	08	600	\$85,000		5	5
Skidmore-Tynan ISD	02	727	\$97,344		5	5
Snook ISD	06	500	\$90,750		3	3
Spearman ISD	16	799	\$102,800		9	9
Stamford ISD	14	643	\$93,912		1	1
Stanton ISD	18	740	\$95,000		6	6
Stockdale ISD	20	750	\$95,897		2	2
Stratford ISD	16	575	\$85,000		0	4
Sunnyvale ISD	10	815	\$104,800		1	1
Sunray ISD	16	535	\$94,080		10	14
Tahoka ISD	17	628	\$95,700		9	9
Thrall ISD	13	610	\$80,000		0	3
Three Rivers ISD	02	620	\$91,713		8	8
Tidehaven ISD	03	845	\$90,400		0	3
Tolar ISD	11	600	\$80,000		0	0
Tom Bean ISD	10	840	\$92,000		1	3
Trenton ISD	10	575	\$89,981		7	15
Union Grove ISD	07	760	\$87,000		2	3
Valley Mills ISD	12	602	\$83,500		1	1
Wall ISD	15	975	\$92,000		5	5
Waskom ISD	07	758	\$89,802		7	7
Weimar ISD	03	530	\$95,500		1	1

Superintendent Salaries by Enrollment Group

Enrollment Group 500 - 999

District Name	ESC	Enrollment	2008-09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
West Hardin County CISD	05	585	\$90,660		3	8
West Rusk County CISD	07	867	\$91,520		1	1
West Sabine ISD	07	591	\$88,000		1	1
Whitewright ISD	10	760	\$95,000		1	7
Winters ISD	15	650	\$85,200		2	5
Woden ISD	07	860	\$95,000		0	2
Wolfe City ISD	10	600	\$100,280		5	5
Yorktown ISD	03	584	\$89,696		3	3
TOTAL:		172				
AVERAGE:			\$91,987			

Superintendent Salaries by Enrollment Group

Enrollment Group 1,000 - 1,599

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Academy ISD	12	1,090	\$89,700		0	0
Alpine ISD	18	1,034	\$120,000		0	0
Anahuac ISD	04	1,350	\$123,177		6	13
Bangs ISD	15	1,075	\$87,000		1	4
Bishop CISD	02	1,198	\$89,479		8	8
Bowie ISD	09	1,569	\$100,000		1	1
Boyd ISD	11	1,034		Y		
Brady ISD	15	1,325	\$88,000		0	3
Breckenridge ISD	14	1,550	\$100,500		5	5
Brooks County ISD	02	1,541	\$104,459		5	8
Buna ISD	05	1,485	\$94,250		3	3
Bushland ISD	16	1,148	\$123,100		14	14
Caddo Mills ISD	10	1,431	\$107,776		6	6
Callisburg ISD	11	1,325	\$103,950		5	19
Central ISD	07	1,560	\$105,000		1	7
Clyde CISD	14	1,500	\$105,000		1	3
Colorado ISD	14	1,020	\$103,319		6	13
Columbus ISD	03	1,520	\$92,500		4	4
Comfort ISD	13	1,250	\$94,500		1	3
Corrigan-Camden ISD	06	1,066	\$109,000		9	26
Cotulla ISD	20	1,170	\$99,500		4	7
Crane ISD	18	1,015	\$103,776		4	7
Crockett ISD-Houston County	06	1,470	\$88,580		3	6
Daingerfield-Lone Star ISD	08	1,300	\$96,000		0	7
Denver City ISD	17	1,510	\$106,028		3	11
Dimmitt ISD	16	1,130	\$99,000		16	16
Dublin ISD	11	1,310	\$92,076		22	33
Early ISD	15	1,325	\$90,000		4	7
East Chambers ISD	04	1,250	\$110,000		11	13
Eastland ISD	14	1,120	\$86,094		8	8
Edna ISD	03	1,580	\$106,000		9	12
Elkhart ISD	07	1,350	\$85,000		0	0
Eustace ISD	07	1,500	\$106,000		8	10
Farmersville ISD	10	1,460	\$146,516		7	11
Fort Sam Houston ISD	20	1,431	\$128,324		4	4
Friona ISD	16	1,225		Y		
Godley ISD	11	1,550	\$113,000		4	8
Goliad ISD	03	1,312	\$109,539		3	11
Grand Saline ISD	07	1,110	\$92,400		1	5
Grape Creek ISD	15	1,150	\$98,304		5	11
Groesbeck ISD	12	1,570	\$120,000		2	26

Superintendent Salaries by Enrollment Group

Enrollment Group 1,000 - 1,599

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Hardin ISD	04	1,250	\$98,811		6	19
Harmony ISD	07	1,030	\$84,480		1	1
Hempstead ISD	04	1,334	\$110,000		1	15
Hitchcock ISD	04	1,091	\$135,200		1	6
Hooks ISD	08	1,174	\$110,629		3	3
Hughes Springs ISD	08	1,100	\$84,000		3	3
Industrial ISD	03	1,105	\$86,000		2	2
Jim Hogg County ISD	01	1,109	\$97,988		8	11
Jourdanton ISD	20	1,250	\$96,300		4	4
Kemp ISD	10	1,550	\$103,000		2	12
Kermit ISD	18	1,300	\$113,300		7	12
Kirbyville CISD	05	1,359	\$95,000		7	9
Kountze ISD	05	1,334	\$91,978		4	4
Krum ISD	11	1,550	\$122,500		0	9
Lago Vista ISD	13	1,242	\$115,009		7	9
Littlefield ISD	17	1,500	\$134,000		22	22
Lorena ISD	12	1,572	\$90,000		3	3
Luling ISD	13	1,500	\$94,000		7	17
Lyford CISD	01	1,530	\$97,000		2	2
Malakoff ISD	07	1,200	\$98,880		1	3
Marion ISD	13	1,433	\$95,000		2	8
Marlin ISD	12	1,085	\$109,740		3	10
Maypearl ISD	10	1,020	\$113,000		4	4
McGregor ISD	12	1,280	\$97,487		9	9
Merkel ISD	14	1,150	\$85,759		6	12
Mount Vernon ISD	08	1,525	\$96,500		4	4
Muleshoe ISD	17	1,450	\$107,000		8	12
Natalia ISD	20	1,042	\$79,755		4	4
Navarro ISD	13	1,525	\$101,000		2	14
New Boston ISD	08	1,375	\$97,100		3	11
Newton ISD	05	1,176	\$96,918		8	16
Nixon-Smilely CISD	13	1,017	\$99,031		3	3
Odem-Edroy ISD	02	1,157		Y		
Onalaska ISD	06	1,050	\$100,000		2	16
Palacios ISD	03	1,450	\$90,000		0	0
Palmer ISD	10	1,130	\$110,500		3	5
Paradise ISD	11	1,075	\$93,849		10	17
Peaster ISD	11	1,130	\$119,823		24	24
Pilot Point ISD	11	1,440	\$115,000		1	12
Pottsboro ISD	10	1,320	\$115,441		6	18
Prairiland ISD	08	1,135	\$103,928		8	15

Superintendent Salaries by Enrollment Group

Enrollment Group 1,000 - 1,599

District Name	ESC	Enrollment	2008-09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Presidio ISD	18	1,400	\$109,513		2	2
Queen City ISD	08	1,040	\$91,000		4	4
Quitman ISD	07	1,400	\$101,000		1	1
Randolph Field ISD	20	1,150	\$144,224		1	6
Redwater ISD	08	1,100	\$105,000		1	5
Rice CISD	03	1,191	\$92,000		4	4
River Road ISD	16	1,420	\$105,000		3	6
Roosevelt ISD	17	1,140	\$102,500		12	15
San Diego ISD	02	1,400	\$92,000		4	4
Santa Rosa ISD	01	1,200	\$96,500		2	2
Shallowater ISD	17	1,400	\$100,000		8	18
Sonora ISD	15	1,029	\$120,000		0	17
Taft ISD	02	1,200	\$112,000		1	1
Tatum ISD	07	1,500	\$144,000		9	11
Teague ISD	12	1,200	\$105,000		6	20
Tornillo ISD	19	1,253	\$111,718		6	11
Trinity ISD	06	1,200	\$94,500		3	3
Troup ISD	07	1,050	\$102,334		4	5
Troy ISD	12	1,310	\$102,421		5	9
Tulia ISD	16	1,040	\$100,255		7	21
Van Alstyne ISD	10	1,400	\$120,000		2	2
Warren ISD	05	1,250	\$92,500		6	11
West ISD	12	1,550		Y		
White Oak ISD	07	1,297	\$104,000		2	2
Whitesboro ISD	10	1,589	\$110,636		8	15
Winnsboro ISD	07	1,423	\$102,682		9	9
Winona ISD	07	1,000	\$91,520		1	1
Woodville ISD	05	1,300	\$96,050		3	11
Yoakum ISD	03	1,530	\$87,125		1	1
TOTAL:		111				
AVERAGE:			\$103,152			

Superintendent Salaries by Enrollment Group

Enrollment Group 1,600 - 2,999

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Andrews ISD	18	2,950	\$130,000		2	2
Anna ISD	10	2,200	\$125,500		8	15
Aransas Pass ISD	02	2,000	\$93,000		1	1
Atlanta ISD	08	1,898	\$130,000		2	14
Bandera ISD	20	2,550	\$103,887		2	4
Bonham ISD	10	2,050	\$108,000		2	2
Borger ISD	16	2,800	\$133,000		5	12
Bridge City ISD	05	2,450	\$105,141		1	1
Bridgeport ISD	11	2,300	\$113,917		2	6
Brownfield ISD	17	1,740	\$110,000		4	4
Brownsboro ISD	07	2,750	\$105,000		20	23
Bullard ISD	07	1,900	\$115,000		0	4
Caldwell ISD	06	1,860	\$111,930		8	8
Cameron ISD	06	1,623	\$120,575		2	7
Canton ISD	10	1,930	\$115,750		3	7
Carrizo Springs CISD	20	2,350	\$122,000		4	4
Carthage ISD	07	2,800	\$125,000		0	6
Celina ISD	10	1,840	\$125,000		1	3
Center ISD	07	2,500	\$115,000		1	3
China Spring ISD	12	2,150	\$106,500		9	9
Coldspring-Oakhurst CISD	06	1,700	\$98,000		0	0
Commerce ISD	10	1,620		Y		
Community ISD	10	1,621	\$115,000		4	4
Connally ISD	12	2,506	\$118,450		2	12
Crandall ISD	10	2,550	\$118,000		6	6
Crystal City ISD	20	2,000	\$90,000		0	0
Cuero ISD	03	1,915	\$114,340		5	12
Dalhart ISD	16	1,610	\$112,113		6	25
Devine ISD	20	1,940	\$95,000		0	0
Diboll ISD	07	1,645	\$95,000		1	1
Fabens ISD	19	2,500	\$109,000		6	6
Fairfield ISD	12	1,830	\$86,664		8	8
Ferris ISD	10	2,425	\$104,500		5	5
Fort Stockton ISD	18	2,345	\$131,290		3	8
Fredericksburg ISD	13	2,800	\$131,495		11	19
Gainesville ISD	11	2,700	\$120,000		1	3
Gatesville ISD	12	2,750	\$85,500		0	0
Giddings ISD	13	1,866	\$103,451		4	4
Gladewater ISD	07	2,050		Y		
Glen Rose ISD	11	1,715	\$130,000		3	7
Gonzales ISD	13	2,400	\$105,000		0	0

Superintendent Salaries by Enrollment Group

Enrollment Group 1,600 - 2,999

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Graham ISD	09	2,400	\$116,000		5	5
Greenwood ISD	18	1,680	\$102,000		1	1
Hardin-Jefferson ISD	05	2,070	\$97,808		3	3
Hillsboro ISD	12	1,850	\$105,000		0	2
Hondo ISD	20	2,250	\$99,000		1	1
Hudson ISD	07	2,415	\$128,224		14	14
Huntington ISD	07	1,750	\$105,000		3	5
Ingleside ISD	02	2,250	\$95,000		3	3
Iowa Park CISD	09	1,778	\$123,981		7	18
Jasper ISD	05	2,847		Y		
La Grange ISD	13	1,870	\$115,000		3	14
La Vernia ISD	20	2,915	\$119,225		5	11
Lake Worth ISD	11	2,800	\$132,500		9	9
Lamesa ISD	17	1,971	\$100,070		0	0
Liberty ISD	04	2,231	\$115,875		3	7
Liberty-Eylau ISD	08	2,775	\$102,544		1	1
Llano ISD	13	1,897	\$108,000		5	5
Lovejoy ISD	10	2,800	\$187,100		3	3
Lytle ISD	20	1,650	\$101,000		6	6
Madisonville CISD	06	2,220	\$106,000		2	2
Mathis ISD	02	1,780	\$110,000		0	0
Mexia ISD	12	2,200	\$105,000		0	3
Monahans-Wickett-Pyote ISD	18	1,974	\$131,250		5	19
Navasota ISD	06	2,900	\$113,000		4	7
Needville ISD	04	2,600	\$125,600		3	9
Orange Grove ISD	02	1,700	\$105,743		6	17
Orangefield ISD	05	1,700	\$94,000		2	2
Pearsall ISD	20	2,273	\$124,112		7	20
Pecos-Barstow-Toyah ISD	18	2,250	\$112,500		2	2
Perryton ISD	16	2,200	\$103,824		2	5
Pittsburg ISD	08	2,450	\$100,000		2	11
Point Isabel ISD	01	2,550	\$127,000		4	4
Poteet ISD	20	1,690	\$91,670		2	2
Princeton ISD	10	2,750	\$138,023		8	11
Quinlan ISD	10	2,581	\$130,000		0	7
Rains ISD	07	1,600	\$99,500		11	14
Raymondville ISD	01	2,205	\$120,000		1	3
Rio Hondo ISD	01	2,400	\$128,863		4	4
Robinson ISD	12	2,100	\$95,000		5	5
Rockdale ISD	06	1,800	\$123,200		21	21
Royal ISD	04	1,950	\$100,000		1	1

Superintendent Salaries by Enrollment Group

Enrollment Group 1,600 - 2,999

District Name	ESC	Enrollment	2008-09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Rusk ISD	07	2,000	\$120,000		7	11
Sanger ISD	11	2,600	\$127,336		9	13
Seminole ISD	17	2,300	\$118,000		7	7
Shepherd ISD	06	1,785	\$98,000		0	0
Silsbee ISD	05	2,800	\$115,000		0	2
Sinton ISD	02	2,100	\$115,500		1	1
Smithville ISD	13	1,675	\$104,925		6	18
Snyder ISD	14	2,679		Y		
Spring Hill ISD	07	1,877	\$102,696		3	8
Stafford Municipal School District	04	2,845	\$135,800		2	2
Sweeny ISD	04	2,100	\$108,654		5	5
Sweetwater ISD	14	2,300	\$100,000		0	0
Tarkington ISD	04	1,900	\$90,000		3	3
Van ISD	07	2,220	\$117,645		5	18
Venus ISD	11	1,801	\$104,535		0	8
Vernon ISD	09	2,100	\$99,170		3	3
West Orange-Cove CISD	05	2,700	\$110,000		4	15
West Oso ISD	02	2,100	\$105,571		6	9
Westwood ISD	07	1,800	\$108,000		1	8
Wharton ISD	03	2,230	\$105,000		0	11
Whitney ISD	12	1,625	\$96,000		0	7
Wills Point ISD	10	2,650	\$130,707		1	3
Wimberley ISD	13	1,979	\$103,800		1	1
TOTAL:		105				
AVERAGE:			\$112,188			

Superintendent Salaries by Enrollment Group

Enrollment Group 3,000 - 4,999

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Alamo Heights ISD	20	4,500	\$150,000		1	1
Aledo ISD	11	4,560	\$158,000		10	10
Alvarado ISD	11	3,200	\$130,058		8	22
Aransas County ISD	02	3,100	\$120,000		0	6
Athens ISD	07	3,450	\$113,500		2	2
Bay City ISD	03	4,100	\$115,000		0	5
Beeville ISD	02	3,550	\$118,500		4	11
Big Spring ISD	18	3,845		Y		
Brenham ISD	06	4,900	\$145,000		8	15
Brownwood ISD	15	3,500	\$125,000		0	4
Burkburnett ISD	09	3,700	\$124,076		23	23
Calallen ISD	02	3,668	\$164,053		12	20
Calhoun County ISD	03	4,300	\$141,000		8	19
Castleberry ISD	11	3,449	\$167,000		8	8
Chapel Hill ISD-Smith County	07	3,155	\$117,537		11	21
Cleveland ISD	04	3,550	\$130,000		2	8
Columbia-Brazoria ISD	04	3,100	\$111,960		7	7
Crosby ISD	04	4,745	\$139,640		2	2
Decatur ISD	11	3,000	\$115,000		6	6
Denison ISD	10	4,500	\$137,726		16	16
Dripping Springs ISD	13	4,100	\$140,000		2	10
Dumas ISD	16	4,200	\$138,500		18	18
El Campo ISD	03	3,465	\$121,000		5	15
Elgin ISD	13	4,000	\$125,000		4	31
Everman ISD	11	4,900	\$157,500		4	10
Floresville ISD	20	3,700	\$123,000		4	4
Greenville ISD	10	4,800	\$152,000		0	4
Gregory-Portland ISD	02	4,320	\$129,500		7	14
Hallsville ISD	07	4,162	\$121,750		5	5
Henderson ISD	07	3,400	\$120,000		2	9
Hereford ISD	16	4,200	\$130,000		0	0
Hidalgo ISD	01	3,170	\$125,000		1	1
Huffman ISD	04	3,040	\$118,142		2	5
Jacksonville ISD	07	4,800	\$143,585		5	5
Joshua ISD	11	4,650	\$142,000		8	8
Kaufman ISD	10	3,600	\$115,000		2	7
Kerrville ISD	20	4,796	\$168,328		5	5
Kilgore ISD	07	3,700	\$135,000		0	0
Kingsville ISD	02	4,200	\$131,643		5	5
La Feria ISD	01	3,489	\$116,000		1	7
La Marque ISD	04	3,600	\$139,314		2	2

Superintendent Salaries by Enrollment Group

Enrollment Group 3,000 - 4,999

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Lampasas ISD	12	3,338	\$118,400		3	7
Levelland ISD	17	3,000	\$121,980		4	18
Lindale ISD	07	3,490	\$122,570		1	9
Little Cypress-Mauriceville CISD	05	3,700	\$125,000		8	8
Livingston ISD	06	4,100	\$128,200		1	12
Lubbock-Cooper ISD	17	3,477	\$136,000		13	13
Mabank ISD	10	3,375	\$170,980		6	8
Marble Falls ISD	13	4,000	\$160,300		6	10
Medina Valley ISD	20	3,350	\$130,800		1	9
Mineral Wells ISD	11	3,600	\$125,000		0	19
North Lamar ISD	08	3,002	\$130,000		18	18
Palestine ISD	07	3,300	\$119,000		0	0
Pampa ISD	16	3,500	\$116,420		5	16
Paris ISD	08	3,798	\$116,867		7	7
Pine Tree ISD	07	4,600	\$134,500		4	8
Pleasanton ISD	20	3,700	\$124,000		3	7
Port Neches-Groves ISD	05	4,747	\$135,450		4	4
Robstown ISD	02	3,400	\$104,000		5	16
Royse City ISD	10	4,250	\$138,840		2	5
San Elizario ISD	19	3,900	\$150,000		12	12
Santa Fe ISD	04	4,500	\$118,178		0	0
Splendora ISD	06	3,500	\$133,000		2	5
Springtown ISD	11	3,600	\$114,400		0	0
Stephenville ISD	11	3,500	\$130,278		9	12
Taylor ISD	13	3,113	\$120,000		4	4
Terrell ISD-Kaufman County	10	4,382	\$160,000		1	7
Tuloso-Midway ISD	02	3,354	\$125,048		3	7
Vidor ISD	05	4,852		Y		
Whitehouse ISD	07	4,494	\$129,780		9	9
Wylie ISD-Taylor County	14	3,049	\$99,236		0	0
Zapata County ISD	01	3,400	\$113,300		7	7
TOTAL:		72				
AVERAGE:			\$130,955			

Superintendent Salaries by Enrollment Group

Enrollment Group 5,000 - 9,999

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Angleton ISD	04	6,500	\$148,423		4	8
Azle ISD	11	5,800		Y		
Bastrop ISD	13	8,750	\$148,557		7	7
Belton ISD	12	8,500	\$145,600		6	6
Boerne ISD	20	6,308	\$157,300		10	16
Burleson ISD	11	9,617	\$181,500		6	11
Canutillo ISD	19	5,780	\$129,780		3	5
Carroll ISD	11	7,840	\$200,000		3	5
Cedar Hill ISD	10	8,100	\$180,000		2	7
Channelview ISD	04	8,671	\$165,000		1	1
Cleburne ISD	11	7,000	\$140,000		0	5
College Station ISD	06	9,500	\$171,600		2	2
Coppell ISD	10	9,900	\$265,760		7	19
Copperas Cove ISD	12	7,887	\$138,000		2	2
Corsicana ISD	12	5,500	\$153,245		4	4
Dayton ISD	04	5,000	\$147,000		6	6
Del Valle ISD	13	9,500	\$155,000		8	8
DeSoto ISD	10	8,721	\$176,800		2	23
Dickinson ISD	04	8,500	\$151,500		13	17
East Central ISD	20	9,000	\$178,000		9	15
Edcouch-Elsa ISD	01	5,400	\$160,000		6	9
Ennis ISD	10	5,800	\$166,860		2	7
Flour Bluff ISD	02	5,600	\$140,000		6	6
Forney ISD	10	7,405	\$180,000		1	1
Frenship ISD	17	7,033	\$132,000		8	11
Friendswood ISD	04	5,938	\$164,868		6	6
Galveston ISD	04	7,300	\$179,978		2	2
Granbury ISD	11	6,800	\$145,800		13	13
Huntsville ISD	06	5,970	\$148,824		3	16
Hutto ISD	13	5,000	\$131,040		3	5
La Porte ISD	04	7,900	\$200,000		1	12
Lake Travis ISD	13	6,200	\$257,327		6	6
Lancaster ISD	10	6,200	\$197,600		5	5
Little Elm ISD	11	5,800	\$141,750		5	9
Longview ISD	07	8,200	\$190,000		2	17
Los Fresnos CISD	01	9,000	\$135,000		3	3
Lufkin ISD	07	8,500	\$175,000		3	3
Manor ISD	13	6,200	\$149,732		0	0
Marshall ISD	07	5,828	\$125,425		3	5
Mercedes ISD	01	5,515	\$115,500		1	5
Midlothian ISD	10	7,078	\$171,000		5	10

Superintendent Salaries by Enrollment Group

Enrollment Group 5,000 - 9,999

District Name	ESC	Enrollment	2008-09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Midway ISD-McLennan County	12	6,387	\$168,000		1	1
Montgomery ISD	06	6,400	\$182,300		2	12
Mount Pleasant ISD	08	5,400	\$156,600		3	12
Nacogdoches ISD	07	6,200	\$180,000		2	12
Nederland ISD	05	5,073	\$122,106		11	11
New Braunfels ISD	13	7,625	\$177,175		2	14
New Caney ISD	06	9,000	\$166,120		10	14
North Forest ISD	04	7,600		Y		
Plainview ISD	17	5,715	\$117,088		7	7
Port Arthur ISD	05	9,360	\$203,582		2	11
Red Oak ISD	10	5,385	\$161,600		1	6
Rio Grande City CISD	01	9,922	\$164,000		5	5
San Marcos Cons ISD	13	7,300	\$165,830		1	4
Seguin ISD	13	7,602	\$144,976		4	4
Sharyland ISD	01	8,900	\$151,000		3	3
Sheldon ISD	04	6,200	\$147,000		1	1
Sherman ISD	10	6,514	\$150,358		2	2
Temple ISD	12	8,400	\$155,000		0	10
Texarkana ISD	08	6,600	\$151,700		1	1
Texas City ISD	04	6,050	\$148,000		0	0
Tomball ISD	04	9,500	\$171,790		13	13
Uvalde CISD	20	5,000	\$140,000		2	2
Waller ISD	04	5,200	\$175,000		7	7
Waxahachie ISD	10	6,640	\$135,000		1	4
Weatherford ISD	11	7,310	\$189,072		7	7
White Settlement ISD	11	5,806	\$132,500		1	1
Willis ISD	06	5,950	\$171,250		6	11
TOTAL:		68				
AVERAGE:			\$161,634			

Superintendent Salaries by Enrollment Group

Enrollment Group 10,000 - 24,999

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Abilene ISD	14	15,800	\$197,520		5	5
Allen ISD	10	17,500	\$203,000		2	2
Alvin ISD	04	16,000	\$170,000		1	1
Birdville ISD	11	21,500	\$214,676		6	13
Brazosport ISD	04	13,000	\$130,650		2	2
Bryan ISD	06	15,200	\$176,783		4	4
Clint ISD	19	10,826	\$182,157		4	4
Comal ISD	13	16,050	\$185,000		3	3
Crowley ISD	11	15,000	\$179,449		5	8
Deer Park ISD	04	12,444	\$192,000		4	4
Denton ISD	11	22,225	\$211,172		9	9
Donna ISD	01	14,800	\$155,000		1	1
Duncanville ISD	10	12,684	\$150,000		1	1
Eagle Mountain-Saginaw ISD	11	15,000	\$195,000		2	25
Eagle Pass ISD	20	13,693	\$147,000		5	5
Edgewood ISD-Bexar County	20	11,409	\$132,400		0	0
Galena Park ISD	04	21,000	\$239,500		4	17
Georgetown ISD	13	10,252	\$185,000		1	4
Goose Creek CISD	04	20,500	\$209,000		7	7
Grapevine-Colleyville ISD	11	13,809	\$210,350		4	11
Harlandale ISD	20	14,000		Y		
Harlingen CISD	01	17,858	\$189,500		0	0
Hays CISD	13	13,850		Y		
Hurst-Euless-Bedford ISD	11	20,000	\$204,418		9	28
Judson ISD	20	21,000	\$191,000		1	10
Lamar CISD	04	23,000	\$198,725		7	13
Magnolia ISD	06	11,500	\$165,290		9	15
McKinney ISD	10	23,543	\$220,000		4	9
Midland ISD	18	21,000	\$236,000		2	11
Mission CISD	01	16,304	\$159,999		3	6
Northwest ISD	11	13,025	\$207,312		3	6
Pearland ISD	04	17,258	\$202,591		8	8
Pflugerville ISD	13	21,800	\$178,500		2	2
San Angelo ISD	15	14,500	\$165,000		2	11
San Felipe Del Rio CISD	15	10,196		Y		
Schertz-Cibolo-Universal City ISD	13	10,850	\$155,000		7	12
South San Antonio ISD	20	10,000	\$135,000		9	9
Southwest ISD	20	11,000	\$152,575		3	3
Tyler ISD	07	18,300	\$175,000		1	3
Victoria ISD	03	13,630	\$191,087		2	15
Waco ISD	12	15,700	\$174,000		3	3



Superintendent Salaries by Enrollment Group

Enrollment Group 10,000 - 24,999

District Name	ESC	Enrollment	2008-09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Weslaco ISD	01	16,600	\$182,000		12	12
Wichita Falls ISD	09	14,600	\$195,000		6	19
Wylie ISD-Collin County	10	11,300	\$147,000		15	31
TOTAL:		44				
AVERAGE:			\$182,699			

Superintendent Salaries by Enrollment Group

Enrollment Group 25,000 - 49,999

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Amarillo ISD	16	31,100	\$245,000		8	8
Brownsville ISD	01	49,340	\$205,000		2	5
Carrollton-Farmers Branch ISD	10	26,400	\$285,000		11	18
Clear Creek ISD	04	37,519	\$235,650		1	7
Conroe ISD	06	48,000	\$247,572		6	6
Corpus Christi ISD	02	38,480	\$195,550		2	2
Ector County ISD	18	26,000	\$200,000		0	0
Edinburg CISD	01	30,000	\$180,000		2	2
Frisco ISD	10	30,100	\$255,600		11	11
Grand Prairie ISD	10	26,000	\$220,000		1	17
Humble ISD	04	33,898	\$227,500		7	17
Irving ISD	10	32,764	\$250,068		20	20
Keller ISD	11	31,000	\$205,000		4	9
Killeen ISD	12	39,453	\$207,114		4	11
Klein ISD	04	44,200	\$238,000		4	4
La Joya ISD	01	26,500	\$170,000		2	2
Laredo ISD	01	25,000	\$168,000		1	1
Leander ISD	13	28,758	\$175,000		1	1
Lubbock ISD	17	28,500	\$210,000		6	6
Mansfield ISD	11	31,136	\$238,512		12	20
McAllen ISD	01	25,108	\$190,000		5	5
Mesquite ISD	10	35,800	\$245,000		3	3
Pharr-San Juan-Alamo ISD	01	30,496	\$225,750		1	8
Richardson ISD	10	34,440	\$236,968		2	12
Round Rock ISD	13	41,473	\$243,080		3	13
Socorro ISD	19	39,487		Y		
Spring Branch ISD	04	32,000	\$240,000		4	4
Spring ISD	04	34,038	\$230,674		3	6
United ISD	01	40,000	\$212,000		4	4
Ysleta ISD	19	44,140		Y		
TOTAL:		30				
AVERAGE:			\$220,787			

Superintendent Salaries by Enrollment Group

Enrollment Group 50,000 AND OVER

District Name	ESC	Enrollment	2008–09 Salary	Interim Supt	Local Years as Supt	Total Years as Supt
Aldine ISD	04	61,260	\$206,000		1	1
Arlington ISD	11	62,652		Y		
Austin ISD	13	83,255	\$276,276		9	10
Cypress-Fairbanks ISD	04	100,000	\$268,320		4	21
Dallas ISD	10	155,000	\$317,444		3	12
El Paso ISD	19	62,057	\$272,945		3	3
Fort Bend ISD	04	69,450	\$247,800		2	25
Fort Worth ISD	11	79,500	\$324,450		3	6
Houston ISD	04	199,000	\$327,010		4	9
Katy ISD	04	56,576	\$247,200		1	6
Lewisville ISD	11	51,000	\$298,231		7	13
North East ISD	20	63,011	\$287,844		19	19
Northside ISD-Bexar County	20	88,596	\$262,093		6	22
Pasadena ISD	04	51,000	\$225,000		2	2
Plano ISD	10	54,073	\$269,600		13	26
San Antonio ISD	20	54,100	\$254,999		2	3
TOTAL:		16				
AVERAGE:			\$272,347			

Appendix

Participating Districts

District Name	ESC	Enrollment	District Name	ESC	Enrollment
Abbott ISD	12	305	Bandera ISD	20	2,550
Abernathy ISD	17	800	Bangs ISD	15	1,075
Abilene ISD	14	15,800	Banquete ISD	02	895
Academy ISD	12	1,090	Bartlett ISD	13	395
Agua Dulce ISD	02	350	Bastrop ISD	13	8,750
Alamo Heights ISD	20	4,500	Bay City ISD	03	4,100
Alba-Golden ISD	07	870	Beckville ISD	07	625
Albany ISD	14	459	Beeville ISD	02	3,550
Aldine ISD	04	61,260	Bellevue ISD	09	178
Aledo ISD	11	4,560	Bells ISD	10	810
Allen ISD	10	17,500	Belton ISD	12	8,500
Alpine ISD	18	1,034	Ben Bolt-Palito Blanco ISD	02	600
Alto ISD	07	680	Benavides ISD	02	435
Alvarado ISD	11	3,200	Benjamin ISD	09	78
Alvin ISD	04	16,000	Big Spring ISD	18	3,845
Alvord ISD	11	700	Birdville ISD	11	21,500
Amarillo ISD	16	31,100	Bishop CISD	02	1,198
Amherst ISD	17	155	Blanco ISD	13	985
Anahuac ISD	04	1,350	Bland ISD	10	565
Anderson-Shiro CISD	06	645	Blanket ISD	15	225
Andrews ISD	18	2,950	Bloomburg ISD	08	249
Angleton ISD	04	6,500	Blooming Grove ISD	12	875
Anna ISD	10	2,200	Bloomington ISD	03	863
Anson ISD	14	730	Bluff Dale ISD	11	100
Anthony ISD	19	775	Blum ISD	12	348
Anton ISD	17	288	Boerne ISD	20	6,308
Apple Springs ISD	06	205	Boles ISD	10	510
Aquila ISD	12	229	Boling ISD	03	918
Aransas County ISD	02	3,100	Bonham ISD	10	2,050
Aransas Pass ISD	02	2,000	Booker ISD	16	370
Archer City ISD	09	435	Borger ISD	16	2,800
Arlington ISD	11	62,652	Bosqueville ISD	12	470
Aspermont ISD	14	245	Bovina ISD	16	480
Athens ISD	07	3,450	Bowie ISD	09	1,569
Atlanta ISD	08	1,898	Boyd ISD	11	1,034
Austin ISD	13	83,255	Boys Ranch ISD	16	315
Austwell-Tivoli ISD	03	150	Brackett ISD	20	590
Avalon ISD	10	310	Brady ISD	15	1,325
Axtell ISD	12	740	Brazosport ISD	04	13,000
Azle ISD	11	5,800	Breckenridge ISD	14	1,550
Baird ISD	14	306	Brenham ISD	06	4,900
Balmorhea ISD	18	160	Bridge City ISD	05	2,450

Appendix

Participating Districts

District Name	ESC	Enrollment	District Name	ESC	Enrollment
Bridgeport ISD	11	2,300	Celeste ISD	10	520
Broaddus ISD	07	455	Celina ISD	10	1,840
Brock ISD	11	805	Center ISD	07	2,500
Bronte ISD	15	350	Center Point ISD	20	605
Brookeland ISD	05	415	Centerville ISD-Leon County	06	700
Brookesmith ISD	15	180	Centerville ISD-Trinity County	06	165
Brooks County ISD	02	1,541	Central Heights ISD	07	800
Brownfield ISD	17	1,740	Central ISD	07	1,560
Brownsboro ISD	07	2,750	Channelview ISD	04	8,671
Brownsville ISD	01	49,340	Chapel Hill ISD-Smith County	07	3,155
Brownwood ISD	15	3,500	Chapel Hill ISD-Titus County	08	895
Bruceville-Eddy ISD	12	906	Charlotte ISD	20	525
Bryan ISD	06	15,200	Cherokee ISD	15	128
Buckholts ISD	06	200	Chester ISD	05	200
Buffalo ISD	06	800	Chillicothe ISD	09	190
Bullard ISD	07	1,900	China Spring ISD	12	2,150
Buna ISD	05	1,485	Chireno ISD	07	320
Burkburnett ISD	09	3,700	Chisum ISD	08	900
Burleson ISD	11	9,617	Christoval ISD	15	361
Burton ISD	06	317	Cisco ISD	14	881
Bushland ISD	16	1,148	City View ISD	09	980
Byers ISD	09	112	Clarendon CISD	16	500
Bynum ISD	12	247	Clarksville ISD	08	803
Caddo Mills ISD	10	1,431	Claude ISD	16	345
Calallen ISD	02	3,668	Clear Creek ISD	04	37,519
Caldwell ISD	06	1,860	Cleburne ISD	11	7,000
Calhoun County ISD	03	4,300	Cleveland ISD	04	3,550
Callisburg ISD	11	1,325	Clint ISD	19	10,826
Calvert ISD	06	200	Clyde CISD	14	1,500
Cameron ISD	06	1,623	Coldspring-Oakhurst CISD	06	1,700
Campbell ISD	10	332	Coleman ISD	15	990
Canadian ISD	16	791	College Station ISD	06	9,500
Canton ISD	10	1,930	Collinsville ISD	10	522
Canutillo ISD	19	5,780	Colorado ISD	14	1,020
Carlisle ISD	07	645	Columbia-Brazoria ISD	04	3,100
Carrizo Springs CISD	20	2,350	Columbus ISD	03	1,520
Carroll ISD	11	7,840	Comal ISD	13	16,050
Carrollton-Farmers Branch ISD	10	26,400	Comfort ISD	13	1,250
Carthage ISD	07	2,800	Commerce ISD	10	1,620
Castleberry ISD	11	3,449	Community ISD	10	1,621
Cayuga ISD	07	585	Como-Pickton CISD	08	825
Cedar Hill ISD	10	8,100	Comstock ISD	15	200

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Participating Districts

District Name	ESC	Enrollment	District Name	ESC	Enrollment
Connally ISD	12	2,506	Denison ISD	10	4,500
Conroe ISD	06	48,000	Denton ISD	11	22,225
Coolidge ISD	12	300	Denver City ISD	17	1,510
Cooper ISD	08	820	DeSoto ISD	10	8,721
Coppell ISD	10	9,900	Detroit ISD	08	499
Copperas Cove ISD	12	7,887	Devine ISD	20	1,940
Corpus Christi ISD	02	38,480	Dew ISD	12	175
Corrigan-Camden ISD	06	1,066	Deweyville ISD	05	730
Corsicana ISD	12	5,500	Diboll ISD	07	1,645
Cotton Center ISD	17	122	Dickinson ISD	04	8,500
Cotulla ISD	20	1,170	Dilley ISD	20	888
Covington ISD	12	295	Dimmitt ISD	16	1,130
Crandall ISD	10	2,550	Dodd City ISD	10	305
Crane ISD	18	1,015	Donna ISD	01	14,800
Crawford ISD	12	582	Dripping Springs ISD	13	4,100
Crockett County Consolidated CSD	15	754	Driscoll ISD	02	271
Crockett ISD-Houston County	06	1,470	Dublin ISD	11	1,310
Crosby ISD	04	4,745	Dumas ISD	16	4,200
Crosbyton CISD	17	405	Duncanville ISD	10	12,684
Cross Plains ISD	14	355	Eagle Mountain-Saginaw ISD	11	15,000
Crowell ISD	09	244	Eagle Pass ISD	20	13,693
Crowley ISD	11	15,000	Early ISD	15	1,325
Crystal City ISD	20	2,000	East Bernard ISD	03	880
Cuero ISD	03	1,915	East Central ISD	20	9,000
Culberson County-Allamoore ISD	18	508	East Chambers ISD	04	1,250
Cumby ISD	08	436	Eastland ISD	14	1,120
Cushing ISD	07	495	Ector County ISD	18	26,000
Cypress-Fairbanks ISD	04	100,000	Ector ISD-Fannin County	10	260
D'Hanis ISD	20	323	Edcouch-Elsa ISD	01	5,400
Daingerfield-Lone Star ISD	08	1,300	Eden CISD	15	266
Dalhart ISD	16	1,610	Edgewood ISD-Bexar County	20	11,409
Dallas ISD	10	155,000	Edgewood ISD-Van Zandt County	07	980
Damon ISD	04	160	Edinburg CISD	01	30,000
Danbury ISD	04	745	Edna ISD	03	1,580
Darrouzett ISD	16	155	El Campo ISD	03	3,465
Dayton ISD	04	5,000	El Paso ISD	19	62,057
De Leon ISD	14	670	Electra ISD	09	535
Decatur ISD	11	3,000	Elgin ISD	13	4,000
Deer Park ISD	04	12,444	Elkhart ISD	07	1,350
DeKalb ISD	08	800	Elysian Fields ISD	07	989
Del Valle ISD	13	9,500	Ennis ISD	10	5,800
Dell City ISD	19	85	Era ISD	11	440

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Participating Districts

District Name	ESC	Enrollment	District Name	ESC	Enrollment
Eula ISD	14	400	Gary ISD	07	350
Eustace ISD	07	1,500	Gatesville ISD	12	2,750
Evadale ISD	05	425	Georgetown ISD	13	10,252
Evant ISD	12	298	Giddings ISD	13	1,866
Everman ISD	11	4,900	Gladewater ISD	07	2,050
Excelsior ISD	07	119	Glasscock County ISD	18	255
Ezzell ISD	03	65	Glen Rose ISD	11	1,715
Fabens ISD	19	2,500	Godley ISD	11	1,550
Fairfield ISD	12	1,830	Gold-Burg ISD	09	145
Falls City ISD	03	330	Goldthwaite ISD	12	570
Fannindel ISD	08	200	Goliad ISD	03	1,312
Farmersville ISD	10	1,460	Gonzales ISD	13	2,400
Farwell ISD	16	505	Goodrich ISD	06	260
Ferris ISD	10	2,425	Goose Creek CISD	04	20,500
Flatonia ISD	13	525	Gordon ISD	11	190
Floresville ISD	20	3,700	Gorman ISD	14	381
Flour Bluff ISD	02	5,600	Graford ISD	11	330
Floydada ISD	17	890	Graham ISD	09	2,400
Follett ISD	16	170	Granbury ISD	11	6,800
Forney ISD	10	7,405	Grand Prairie ISD	10	26,000
Forsan ISD	18	700	Grand Saline ISD	07	1,110
Fort Bend ISD	04	69,450	Grandfalls-Royalty ISD	18	130
Fort Davis ISD	18	337	Grandview-Hopkins ISD	16	25
Fort Hancock ISD	19	500	Granger ISD	13	439
Fort Sam Houston ISD	20	1,431	Grape Creek ISD	15	1,150
Fort Stockton ISD	18	2,345	Grapeland ISD	06	515
Fort Worth ISD	11	79,500	Grapevine-Colleyville ISD	11	13,809
Frankston ISD	07	800	Greenville ISD	10	4,800
Fredericksburg ISD	13	2,800	Greenwood ISD	18	1,680
Freer ISD	02	796	Gregory-Portland ISD	02	4,320
Frenship ISD	17	7,033	Groesbeck ISD	12	1,570
Friendswood ISD	04	5,938	Groom ISD	16	130
Friona ISD	16	1,225	Groveton ISD	06	700
Frisco ISD	10	30,100	Gruver ISD	16	396
Frost ISD	12	350	Gunter ISD	10	830
Fruitvale ISD	07	416	Guthrie CSD	17	97
Gainesville ISD	11	2,700	Hale Center ISD	17	600
Galena Park ISD	04	21,000	Hallettsville ISD	03	860
Galveston ISD	04	7,300	Hallsburg ISD	12	113
Ganado ISD	03	650	Hallsville ISD	07	4,162
Garner ISD	11	190	Hamilton ISD	12	805
Garrison ISD	07	675	Hamlin ISD	14	475

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Participating Districts

District Name	ESC	Enrollment	District Name	ESC	Enrollment
Hardin ISD	04	1,250	Hunt ISD	20	215
Hardin-Jefferson ISD	05	2,070	Huntington ISD	07	1,750
Harlandale ISD	20	14,000	Huntsville ISD	06	5,970
Harleton ISD	07	690	Hurst-Euless-Bedford ISD	11	20,000
Harlingen CISD	01	17,858	Hutto ISD	13	5,000
Harmony ISD	07	1,030	Idalou ISD	17	917
Harper ISD	13	610	Industrial ISD	03	1,105
Harrold ISD	09	110	Ingleside ISD	02	2,250
Hart ISD	16	300	Iola ISD	06	498
Harts Bluff ISD	08	445	Iowa Park CISD	09	1,778
Haskell CISD	14	600	Ira ISD	14	225
Hawkins ISD	07	745	Iraan-Sheffield ISD	18	700
Hays CISD	13	13,850	Iredell ISD	12	115
Hedley ISD	16	145	Irion County ISD	15	331
Hemphill ISD	07	985	Irving ISD	10	32,764
Hempstead ISD	04	1,334	Italy ISD	10	630
Henderson ISD	07	3,400	Itasca ISD	12	685
Henrietta ISD	09	940	Jacksboro ISD	09	980
Hereford ISD	16	4,200	Jacksonville ISD	07	4,800
Hico ISD	12	727	Jarrell ISD	13	860
Hidalgo ISD	01	3,170	Jasper ISD	05	2,847
Higgins ISD	16	105	Jayton-Girard ISD	17	147
High Island ISD	05	210	Jim Hogg County ISD	01	1,109
Highland ISD	14	210	Joaquin ISD	07	700
Highland Park ISD-Potter County	16	895	Johnson City ISD	13	670
Hillsboro ISD	12	1,850	Jonesboro ISD	12	160
Hitchcock ISD	04	1,091	Joshua ISD	11	4,650
Holland ISD	12	545	Jourdanton ISD	20	1,250
Holliday ISD	09	865	Judson ISD	20	21,000
Hondo ISD	20	2,250	Karnes City ISD	03	925
Honey Grove ISD	10	630	Katy ISD	04	56,576
Hooks ISD	08	1,174	Kaufman ISD	10	3,600
Houston ISD	04	199,000	Keene ISD	11	820
Howe ISD	10	980	Keller ISD	11	31,000
Hubbard ISD-Bowie County	08	95	Kelton ISD	16	126
Hubbard ISD-Hill County	12	396	Kemp ISD	10	1,550
Huckabay ISD	11	183	Kenedy County Wide CSD	02	86
Hudson ISD	07	2,415	Kenedy ISD-Karnes County	03	699
Huffman ISD	04	3,040	Kennard ISD	06	342
Hughes Springs ISD	08	1,100	Kerens ISD	12	693
Hull-Daisetta ISD	04	511	Kermit ISD	18	1,300
Humble ISD	04	33,898	Kerrville ISD	20	4,796

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Participating Districts

District Name	ESC	Enrollment	District Name	ESC	Enrollment
Kilgore ISD	07	3,700	Lindsay ISD	11	500
Killeen ISD	12	39,453	Lingleville ISD	11	215
Kingsville ISD	02	4,200	Little Cypress-Mauriceville CISD	05	3,700
Kirbyville CISD	05	1,359	Little Elm ISD	11	5,800
Klein ISD	04	44,200	Littlefield ISD	17	1,500
Klondike ISD	17	180	Livingston ISD	06	4,100
Knippa ISD	20	250	Llano ISD	13	1,897
Kountze ISD	05	1,334	Lohn ISD	15	110
Kress ISD	16	220	Lometa ISD	12	300
Krum ISD	11	1,550	Lone Oak ISD	10	950
La Feria ISD	01	3,489	Longview ISD	07	8,200
La Gloria ISD	02	105	Loop ISD	17	130
La Grange ISD	13	1,870	Loraine ISD	14	170
La Joya ISD	01	26,500	Lorena ISD	12	1,572
La Marque ISD	04	3,600	Lorenzo ISD	17	300
La Porte ISD	04	7,900	Los Fresnos CISD	01	9,000
La Pryor ISD	20	500	Louise ISD	03	476
La Vernia ISD	20	2,915	Lovejoy ISD	10	2,800
Lackland ISD	20	940	Lovelady ISD	06	575
Lago Vista ISD	13	1,242	Lubbock ISD	17	28,500
Lake Travis ISD	13	6,200	Lubbock-Cooper ISD	17	3,477
Lake Worth ISD	11	2,800	Lueders-Avoca ISD	14	112
Lamar CISD	04	23,000	Lufkin ISD	07	8,500
Lamesa ISD	17	1,971	Luling ISD	13	1,500
Lampasas ISD	12	3,338	Lyford CISD	01	1,530
Lancaster ISD	10	6,200	Lytle ISD	20	1,650
Laneville ISD	07	140	Mabank ISD	10	3,375
Laredo ISD	01	25,000	Madisonville CISD	06	2,220
Latexo ISD	06	460	Magnolia ISD	06	11,500
Lazbuddie ISD	16	140	Malakoff ISD	07	1,200
Leakey ISD	20	255	Malone ISD	12	75
Leander ISD	13	28,758	Manor ISD	13	6,200
Lefors ISD	16	150	Mansfield ISD	11	31,136
Leggett ISD	06	212	Marathon ISD	18	50
Leonard ISD	10	888	Marble Falls ISD	13	4,000
Levelland ISD	17	3,000	Marfa ISD	18	360
Lewisville ISD	11	51,000	Marion ISD	13	1,433
Lexington ISD	13	950	Marlin ISD	12	1,085
Liberty ISD	04	2,231	Marshall ISD	07	5,828
Liberty-Eylau ISD	08	2,775	Martins Mill ISD	07	500
Lindale ISD	07	3,490	Mason ISD	15	635
Linden-Kildare CISD	08	810	Matagorda ISD	03	100

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Participating Districts

District Name	ESC	Enrollment	District Name	ESC	Enrollment
Mathis ISD	02	1,780	Mount Calm ISD	12	140
Maud ISD	08	490	Mount Pleasant ISD	08	5,400
Maypearl ISD	10	1,020	Mount Vernon ISD	08	1,525
McAllen ISD	01	25,108	Muenster ISD	11	520
McCamey ISD	18	464	Muleshoe ISD	17	1,450
McDade ISD	13	190	Munday CISD	09	415
McGregor ISD	12	1,280	Murchison ISD	07	150
McKinney ISD	10	23,543	Nacogdoches ISD	07	6,200
McLean ISD	16	222	Natalia ISD	20	1,042
McLeod ISD	08	420	Navarro ISD	13	1,525
McMullen County ISD	02	165	Navasota ISD	06	2,900
Meadow ISD	17	255	Nazareth ISD	16	230
Medina ISD	20	340	Nederland ISD	05	5,073
Medina Valley ISD	20	3,350	Needville ISD	04	2,600
Memphis ISD	16	550	New Boston ISD	08	1,375
Menard ISD	15	315	New Braunfels ISD	13	7,625
Mercedes ISD	01	5,515	New Caney ISD	06	9,000
Meridian ISD	12	550	New Deal ISD	17	720
Merkel ISD	14	1,150	New Home ISD	17	197
Mesquite ISD	10	35,800	New Waverly ISD	06	870
Mexia ISD	12	2,200	Newcastle ISD	09	180
Meyersville ISD	03	150	Newton ISD	05	1,176
Miami ISD	16	155	Nixon-Smilely CISD	13	1,017
Midland ISD	18	21,000	Nocona ISD	09	896
Midlothian ISD	10	7,078	Nordheim ISD	03	85
Midway ISD-McLennan County	12	6,387	Normangee ISD	06	520
Milano ISD	06	448	North East ISD	20	63,011
Miles ISD	15	395	North Forest ISD	04	7,600
Milford ISD	10	230	North Hopkins ISD	08	440
Miller Grove ISD	08	255	North Lamar ISD	08	3,002
Millsap ISD	11	720	North Zulch ISD	06	340
Mineral Wells ISD	11	3,600	Northside ISD-Bexar County	20	88,596
Mission CISD	01	16,304	Northwest ISD	11	13,025
Monahans-Wickett-Pyote ISD	18	1,974	Novice ISD	15	82
Montague ISD	09	104	Nueces Canyon CISD	15	265
Monte Alto ISD	01	725	O'Donnell ISD	17	335
Montgomery ISD	06	6,400	Oakwood ISD	06	225
Morgan ISD	12	120	Odem-Edroy ISD	02	1,157
Morgan Mill ISD	11	100	Oglesby ISD	12	158
Morton ISD	17	444	Olfen ISD	15	70
Motley County ISD	17	187	Olney ISD	09	800
Moulton ISD	03	300	Olton ISD	17	706

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Participating Districts

District Name	ESC	Enrollment	District Name	ESC	Enrollment
Onalaska ISD	06	1,050	Port Arthur ISD	05	9,360
Orange Grove ISD	02	1,700	Port Neches-Groves ISD	05	4,747
Orangefield ISD	05	1,700	Post ISD	17	840
Ore City ISD	07	875	Poteet ISD	20	1,690
Overton ISD	07	530	Poth ISD	20	820
Paducah ISD	17	260	Pottsboro ISD	10	1,320
Paint Creek ISD	14	145	Prairie Lea ISD	13	246
Paint Rock ISD	15	150	Prairie Valley ISD	09	135
Palacios ISD	03	1,450	Prairiland ISD	08	1,135
Palestine ISD	07	3,300	Presidio ISD	18	1,400
Palmer ISD	10	1,130	Priddy ISD	12	90
Palo Pinto ISD	11	78	Princeton ISD	10	2,750
Pampa ISD	16	3,500	Pringle-Morse CISD	16	125
Panhandle ISD	16	700	Quanah ISD	09	562
Panther Creek CISD	15	158	Queen City ISD	08	1,040
Paradise ISD	11	1,075	Quinlan ISD	10	2,581
Paris ISD	08	3,798	Quitman ISD	07	1,400
Pasadena ISD	04	51,000	Rains ISD	07	1,600
Pawnee ISD	02	130	Ralls ISD	17	525
Pearland ISD	04	17,258	Randolph Field ISD	20	1,150
Pearsall ISD	20	2,273	Ranger ISD	14	465
Peaster ISD	11	1,130	Rankin ISD	18	204
Pecos-Barstow-Toyah ISD	18	2,250	Raymondville ISD	01	2,205
Penelope ISD	12	175	Red Lick ISD	08	430
Perrin-Whitt CISD	09	360	Red Oak ISD	10	5,385
Perryton ISD	16	2,200	Redwater ISD	08	1,100
Petersburg ISD	17	284	Refugio ISD	03	750
Pettus ISD	02	380	Ricardo ISD	02	640
Pewitt CISD	08	980	Rice CISD	03	1,191
Pflugerville ISD	13	21,800	Richardson ISD	10	34,440
Pharr-San Juan-Alamo ISD	01	30,496	Richland Springs ISD	15	160
Pilot Point ISD	11	1,440	Rio Grande City CISD	01	9,922
Pine Tree ISD	07	4,600	Rio Hondo ISD	01	2,400
Pittsburg ISD	08	2,450	Rio Vista ISD	11	900
Plains ISD	17	430	Rising Star ISD	14	245
Plainview ISD	17	5,715	River Road ISD	16	1,420
Plano ISD	10	54,073	Rivercrest ISD	08	720
Pleasanton ISD	20	3,700	Robert Lee ISD	15	250
Plemons-Stinnett-Phillips CISD	16	550	Robinson ISD	12	2,100
Point Isabel ISD	01	2,550	Robstown ISD	02	3,400
Poolville ISD	11	560	Roby CISD	14	295
Port Aransas ISD	02	530	Rochelle ISD	15	205

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Participating Districts

District Name	ESC	Enrollment	District Name	ESC	Enrollment
Rockdale ISD	06	1,800	Seymour ISD	09	550
Rocksprings ISD	15	345	Shallowater ISD	17	1,400
Rogers ISD	12	850	Shamrock ISD	16	325
Roosevelt ISD	17	1,140	Sharyland ISD	01	8,900
Roscoe ISD	14	315	Sheldon ISD	04	6,200
Rotan ISD	14	360	Shepherd ISD	06	1,785
Round Rock ISD	13	41,473	Sherman ISD	10	6,514
Roxton ISD	08	225	Shiner ISD	03	560
Royal ISD	04	1,950	Silsbee ISD	05	2,800
Royse City ISD	10	4,250	Simms ISD	08	600
Rusk ISD	07	2,000	Sinton ISD	02	2,100
S and S CISD	10	830	Sivells Bend ISD	11	70
Sabinal ISD	20	500	Skidmore-Tynan ISD	02	727
Sabine Pass ISD	05	290	Slidell ISD	11	250
Saint Jo ISD	09	260	Slocum ISD	07	388
Saltillo ISD	08	265	Smithville ISD	13	1,675
Sam Rayburn ISD	10	430	Snook ISD	06	500
San Angelo ISD	15	14,500	Snyder ISD	14	2,679
San Antonio ISD	20	54,100	Socorro ISD	19	39,487
San Augustine ISD	07	800	Somerville ISD	06	460
San Diego ISD	02	1,400	Sonora ISD	15	1,029
San Elizario ISD	19	3,900	South San Antonio ISD	20	10,000
San Felipe Del Rio CISD	15	10,196	Southland ISD	17	150
San Isidro ISD	01	280	Southwest ISD	20	11,000
San Marcos Cons ISD	13	7,300	Spearman ISD	16	799
San Perlita ISD	01	290	Splendora ISD	06	3,500
San Saba ISD	15	745	Spring Branch ISD	04	32,000
San Vicente ISD	18	31	Spring Hill ISD	07	1,877
Sands CISD	17	220	Spring ISD	04	34,038
Sanford-Fritch ISD	16	850	Springlake-Earth ISD	17	375
Sanger ISD	11	2,600	Springtown ISD	11	3,600
Santa Fe ISD	04	4,500	Spur ISD	17	294
Santa Rosa ISD	01	1,200	Spurger ISD	05	350
Santo ISD	11	500	Stafford Municipal School District	04	2,845
Savoy ISD	10	305	Stamford ISD	14	643
Schertz-Cibolo-Universal City ISD	13	10,850	Stanton ISD	18	740
Schleicher County ISD	15	592	Stephenville ISD	11	3,500
Schulenburg ISD	13	725	Sterling City ISD	15	200
Scurry-Rosser ISD	10	880	Stockdale ISD	20	750
Seagraves ISD	17	600	Stratford ISD	16	575
Seguin ISD	13	7,602	Sudan ISD	17	370
Seminole ISD	17	2,300	Sunnyvale ISD	10	815

Appendix

Participating Districts

District Name	ESC	Enrollment	District Name	ESC	Enrollment
Sunray ISD	16	535	Valentine ISD	18	55
Sweeny ISD	04	2,100	Valley Mills ISD	12	602
Sweet Home ISD	03	128	Van Alstyne ISD	10	1,400
Sweetwater ISD	14	2,300	Van ISD	07	2,220
Taft ISD	02	1,200	Vega ISD	16	270
Tahoka ISD	17	628	Venus ISD	11	1,801
Tarkington ISD	04	1,900	Veribest ISD	15	260
Tatum ISD	07	1,500	Vernon ISD	09	2,100
Taylor ISD	13	3,113	Victoria ISD	03	13,630
Teague ISD	12	1,200	Vidor ISD	05	4,852
Temple ISD	12	8,400	Vysehrad ISD	03	94
Tenaha ISD	07	470	Waco ISD	12	15,700
Terlingua CSD	18	120	Waelder ISD	13	255
Terrell County ISD	18	165	Wall ISD	15	975
Terrell ISD-Kaufman County	10	4,382	Waller ISD	04	5,200
Texarkana ISD	08	6,600	Walnut Bend ISD	11	75
Texas City ISD	04	6,050	Walnut Springs ISD	12	210
Texhoma ISD	16	150	Warren ISD	05	1,250
Texline ISD	16	155	Waskom ISD	07	758
Thrall ISD	13	610	Water Valley ISD	15	320
Three Rivers ISD	02	620	Waxahachie ISD	10	6,640
Three Way ISD-Erath County	11	50	Weatherford ISD	11	7,310
Throckmorton ISD	09	208	Weimar ISD	03	530
Tidehaven ISD	03	845	Wellman-Union CISD	17	220
Tioga ISD	10	150	Weslaco ISD	01	16,600
Tolar ISD	11	600	West Hardin County CISD	05	585
Tom Bean ISD	10	840	West ISD	12	1,550
Tomball ISD	04	9,500	West Orange-Cove CISD	05	2,700
Tornillo ISD	19	1,253	West Oso ISD	02	2,100
Trent ISD	14	205	West Rusk County CISD	07	867
Trenton ISD	10	575	West Sabine ISD	07	591
Trinidad ISD	07	190	Westbrook ISD	14	215
Trinity ISD	06	1,200	Westhoff ISD	03	44
Troup ISD	07	1,050	Westphalia ISD	12	154
Troy ISD	12	1,310	Westwood ISD	07	1,800
Tulia ISD	16	1,040	Wharton ISD	03	2,230
Tuloso-Midway ISD	02	3,354	Wheeler ISD	16	405
Tyler ISD	07	18,300	White Oak ISD	07	1,297
Union Grove ISD	07	760	White Settlement ISD	11	5,806
United ISD	01	40,000	Whiteface CISD	17	325
Utopia ISD	20	215	Whitehouse ISD	07	4,494
Uvalde CISD	20	5,000	Whitesboro ISD	10	1,589

Appendix

Participating Districts

District Name	ESC	Enrollment	District Name	ESC	Enrollment
Whitewright ISD	10	760			
Whitharral ISD	17	180			
Whitney ISD	12	1,625			
Wichita Falls ISD	09	14,600			
Wildorado ISD	16	90			
Willis ISD	06	5,950			
Wills Point ISD	10	2,650			
Wimberley ISD	13	1,979			
Windthorst ISD	09	498			
Winfield ISD	08	136			
Wink-Loving ISD	18	350			
Winnsboro ISD	07	1,423			
Winona ISD	07	1,000			
Winters ISD	15	650			
Woden ISD	07	860			
Wolfe City ISD	10	600			
Woodson ISD	09	120			
Woodville ISD	05	1,300			
Wortham ISD	12	490			
Wylie ISD-Collin County	10	11,300			
Wylie ISD-Taylor County	14	3,049			
Yantis ISD	07	380			
Yoakum ISD	03	1,530			
Yorktown ISD	03	584			
Ysleta ISD	19	44,140			
Zapata County ISD	01	3,400			
Zavalla ISD	07	478			

Appendix

Description of Survey

This survey is a compilation of superintendent salary and benefit information submitted to TASB HR Services during the fall semester of the 2008–09 school year. Invitations to participate in the web-based survey were e-mailed to 1,030 school districts. Data in this report was taken from responses to the Superintendent Survey questionnaire.

Accurate and timely information helps school officials set educator salaries. The data in this report can be used by local boards to effectively recruit, retain, and reward superintendents through the development of competitive compensation packages. All superintendent compensation packages are unique and are tailored to the needs of the superintendent and local school district. There may be other benefits or pay elements provided to superintendents that are not represented here. The data reported in this survey details the most common elements of superintendent compensation packages in Texas.

The Salaries by Enrollment Group listing includes the salary and experience of participating superintendents. Districts are listed alphabetically within each enrollment group. If the district reported an interim superintendent for the 2008–09 school year, no salary or experience is listed.

Survey Methodology

Standard statistical and mathematical calculations were used in compiling and analyzing the data. Statewide trends are presented according to enrollment group except where otherwise identified in the body of this report.

District responses that included partial years of experience are rounded down if five months or less are reported and rounded up to the next year if six months or more are reported.

Appendix

Survey Definitions

Number of districts responding refers to the count of districts responding to the survey item or question. It also may be expressed as a percentage of the total or stratified group that responded to the survey item. Various statistical measures and data groupings are used throughout the report. They are summarized below:

1. **Average**—The sum of all data points divided by the number of data points. The average is one measure of central tendency of a data set.
2. **Median**—The middle value of a given range of data. Half of the reported values fall below the median and half of the reported values are greater than the median. The median is another measure of central tendency of a data set. It is used when there are wide variations in reported values and the average is not representative of the central tendency of the data.
3. **Quartile**—A quartile is calculated by dividing a range of numbers into four equal parts. Each quartile value represents the data point at which 25, 50, 75, or 100 percent of the data fall below. For example, one-quarter of all data values are below the first quartile (25 percent) value. The second quartile (50 percent) is also the median.
4. **Enrollment Group**—A group of districts with the same or similar enrollment. The enrollment groups are the same as those defined by the Texas Education Agency.

Districts were asked to report the superintendent's current annual salary and to respond to questions regarding additional benefits. The definitions of salary and benefit options are provided below:

1. **Superintendent Salary**—Annual base salary, excluding bonuses and other cash benefits.
2. **Bonus**—An additional one-time cash payment made to the superintendent.
3. **Car**—Any vehicle provided for the superintendent's use.
4. **Car Allowance**—A regular, set amount of money provided to the superintendent for the use of his or her personal vehicle.
5. **Business Allowance**—An annual, set amount of money provided to the superintendent to cover costs incurred while conducting district business.
6. **Paid Dues**—The district's expense for the superintendent's membership to civic, private, or professional organizations and clubs.
7. **Health Insurance**—Health insurance premiums and district costs for the superintendent and his or her family.
8. **Supplemental Insurance**—A special life insurance or long-term disability policy provided by the district that is uniquely tailored to the needs of the superintendent and different than those provided to other employees.
9. **Supplemental Retirement**—Monies paid on behalf of the superintendent to a personal retirement account, tax-deferred investment, or for the purchase of additional TRS service credits.
10. **Housing Assistance**—The residence provided for the superintendent or any money provided as a housing allowance.