



Contract Analysis

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2025-26 Superintendent Contract - Salary and Benefit Comparisons 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 3	Beaverton SD 48J	37,202
District 4	Hillsboro SD 1J	18,385
District 5	Bend-LaPine Admin SD 1	16,808
District 6	North Clackamas SD 12	16,631
District 7	Eugene SD 4J	15,991
District 9	Gresham-Barlow SD 10J	11,741
District 10	Tigard-Tualatin SD 23J	11,295
District 11	Reynolds SD 7	9,257
District 12	West Linn-Wilsonville SD 3J	9,079

	Salary	* PERS Adjusted Salary	Travel Allowance	Disrict Paid TSA	Tech Stipend	Other Comp	Total Compensation	Total Comp w/Vacation
Lowest Comparison	\$ 242,311	\$242,311	\$6,000	\$11,045	\$1,800	\$1,500	\$277,711	\$296,220
Highest Comparison	\$ 387,772	\$364,506	\$14,400	\$44,594	\$6,000	\$38,777	\$458,077	\$484,516
Average of Comparisons	\$ 294,099	\$289,409	\$10,067	\$25,893	\$3,315	\$19,455	\$341,285	\$355,051
**Districts providing benefit			10	10	9			
Rank in Comparison Group	5	8	9	9	9	#N/A	9	10

Comparing District										
District 159	Medford SD 5	\$ 278,966	\$ 262,228	\$ 6,000	\$ 16,000	\$ 1,200	\$ -	\$ 285,428	\$ 296,158	

Additional Contract Analysis This comparison contains the 10 Oregon School districts closest in size to Medford. Several of the comparison group are highly compensated, but even without those included, the total Medford compensation is significantly undervalued.

Salary	In PERS adjusted salary, Medford ranks 8th in PERS adjusted salary when compared against this group
Travel	The Travel Allowance Medford provides ranks 9th in this comparison group, and is roughly \$4,000 below the average contribution.
TSA	The Medford TSA ranks 9th
Other	Retention pay (4 districts), Merit pay (1 district), and Retirement Benefitts (2 districts), account for "Other Compensation".
Total Comp	Medford ranks 10th in Total Compensation with vacation buy back, nearly \$59,000 below the average of this group.
No Cause Termination	6 districts offer 12 months compensation, 3 districts do not have No Cause language

* 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