



## SUPERINTENDENT COMPENSATION

### ARIZONA

Source: *2017 Superintendent Salary Survey Results (2017-2018)*  
Arizona School Boards Association

- **Base Salary**

District Location	Median	Average	Max
Suburban (near large city)	157,050	161,207	216,111

- **Benefits (offered by over 50% of respondents)**

Health Insurance  
Dental Insurance  
Life Insurance  
Disability Insurance  
Technology

### SUBURBAN PHOENIX

Source: Superintendent Compensation Comparability Study (2016-2017)  
Chandler, Deer Valley, Dysart, Gilbert, Peoria, Paradise Valley, Scottsdale

- **Base Salary**

Range	Average
171,313 – 208,080	192,725

- **Benefits (# of districts in parentheses)**

Auto Allowance (5) Range = 6,600-9,600  
TSA (6) Range = 15,500-39,402  
Vacation Days (7) Range = 24-41 (5) Other 3 unknown  
Life Insurance (4) Range = 200,000-500,000  
Performance Pay (7) Range = 8,779-30,000  
Other: Professional dues, professional growth, civic reimbursement, short-term disability, longevity payment, cancer plan, vision insurance, cell phone, moving expense, business expense

- **Total Compensation (Salary, TSA, Other, 100% Performance Pay)**

Range	Average
190,305 – 245,034	233,177

### U.S.

Source: *2017-2018 AASA Superintendent Salary and Benefits Study*

- **Base Salary (25,000 or more students)**

Range	Median
130,650 – 316,820	260,000