

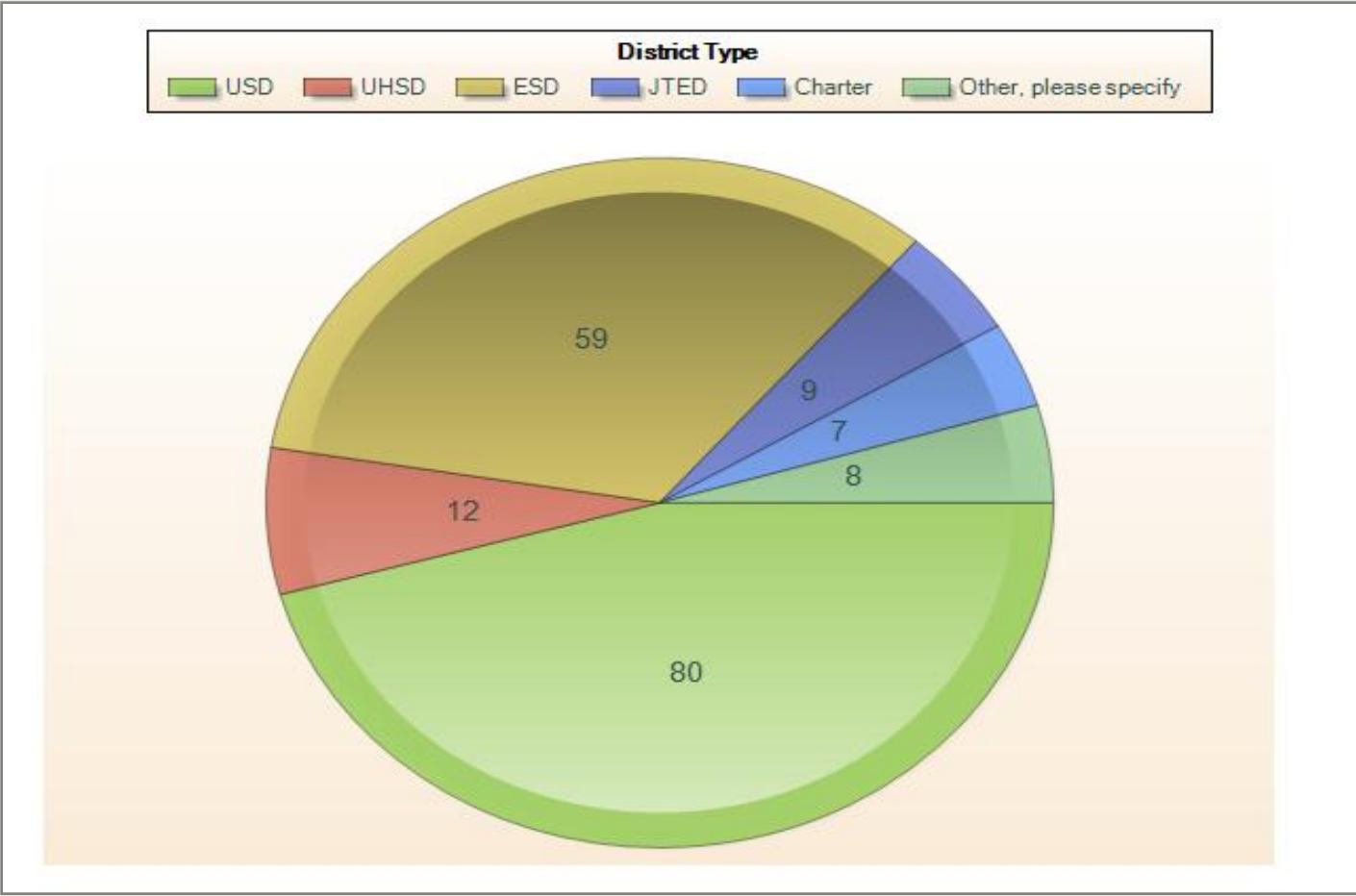
Arizona School Boards Association 2011 Superintendent Salary Survey



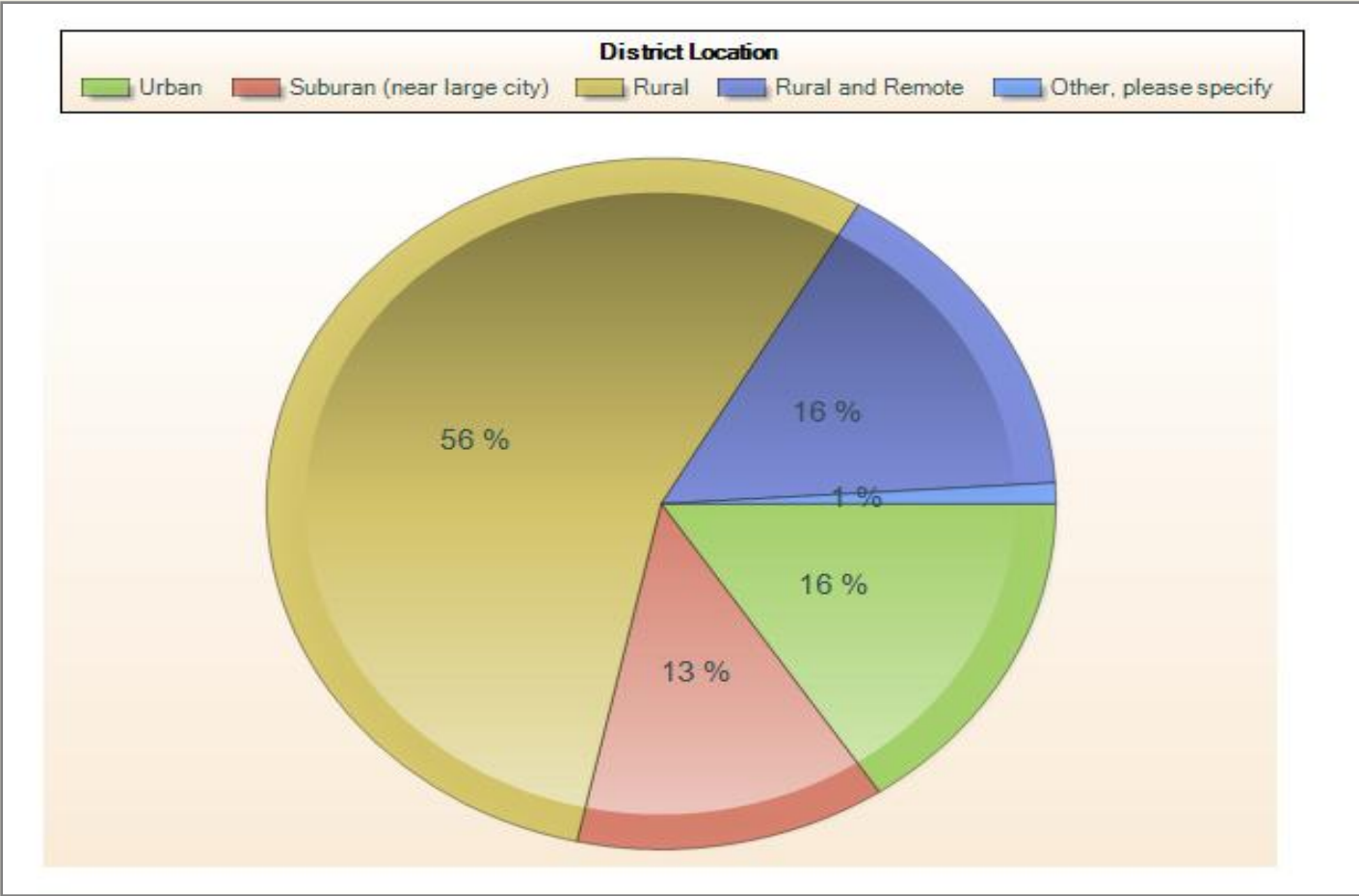
2011 -2012 Superintendent Salary survey

Who Participated?

Annual Superintendent/District Administrator Salary and Benefit Survey: 2011-2012: District Type



Annual Superintendent/District Administrator Salary and Benefit Survey: 2011-2012: District Location

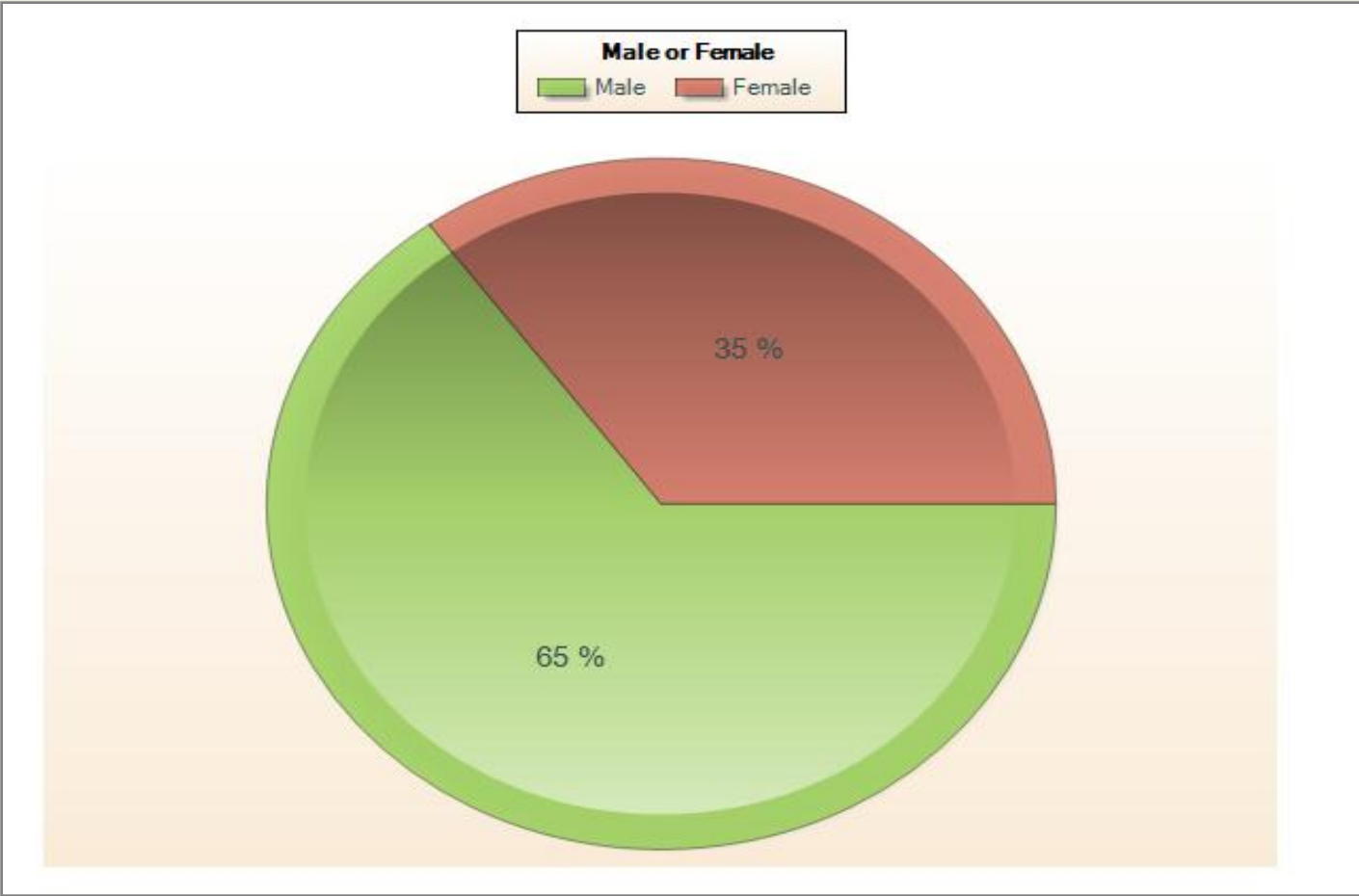




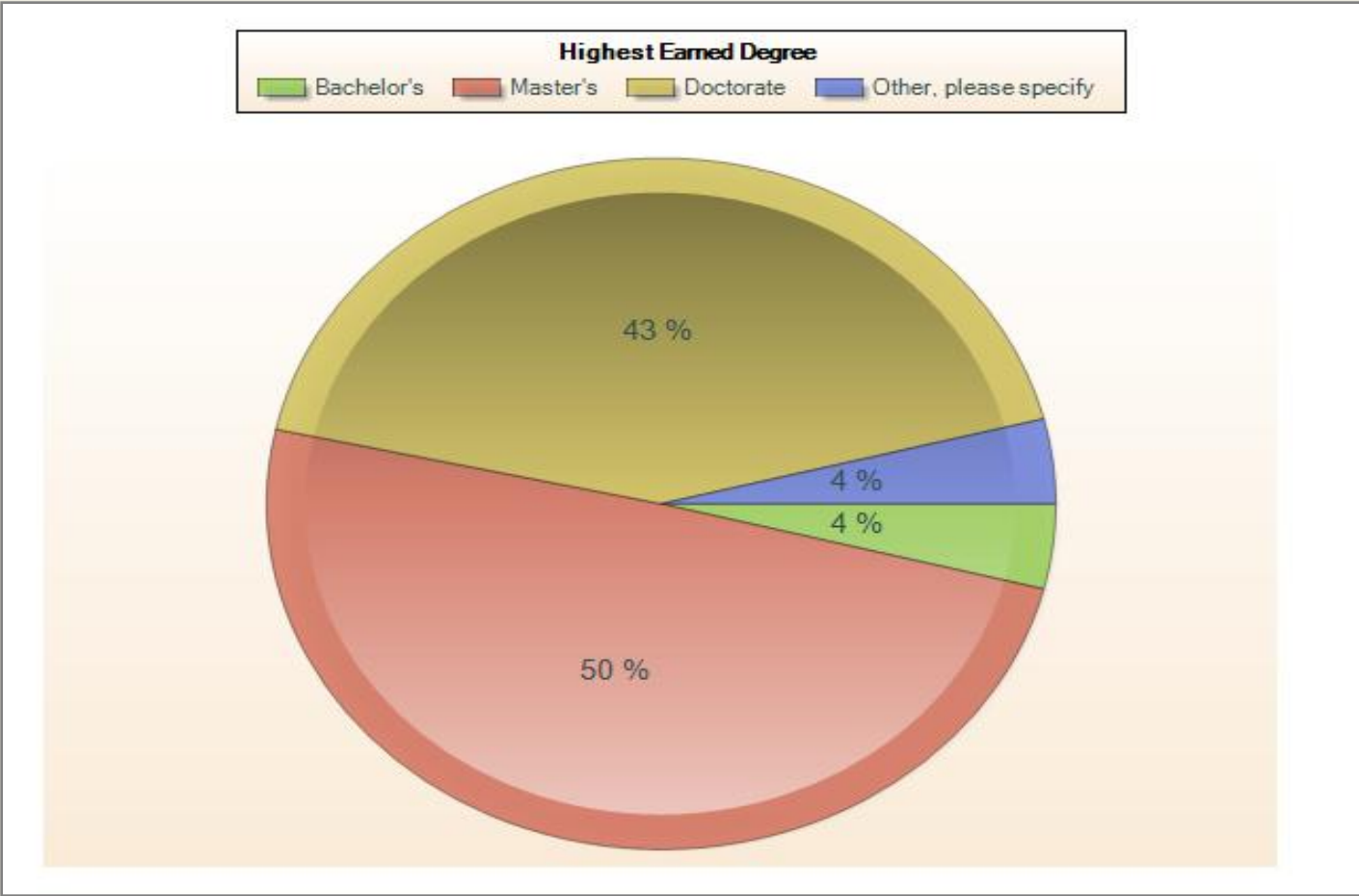
2011-2012 Superintendent Salary Survey

SUPERINTENDENT PROFILE

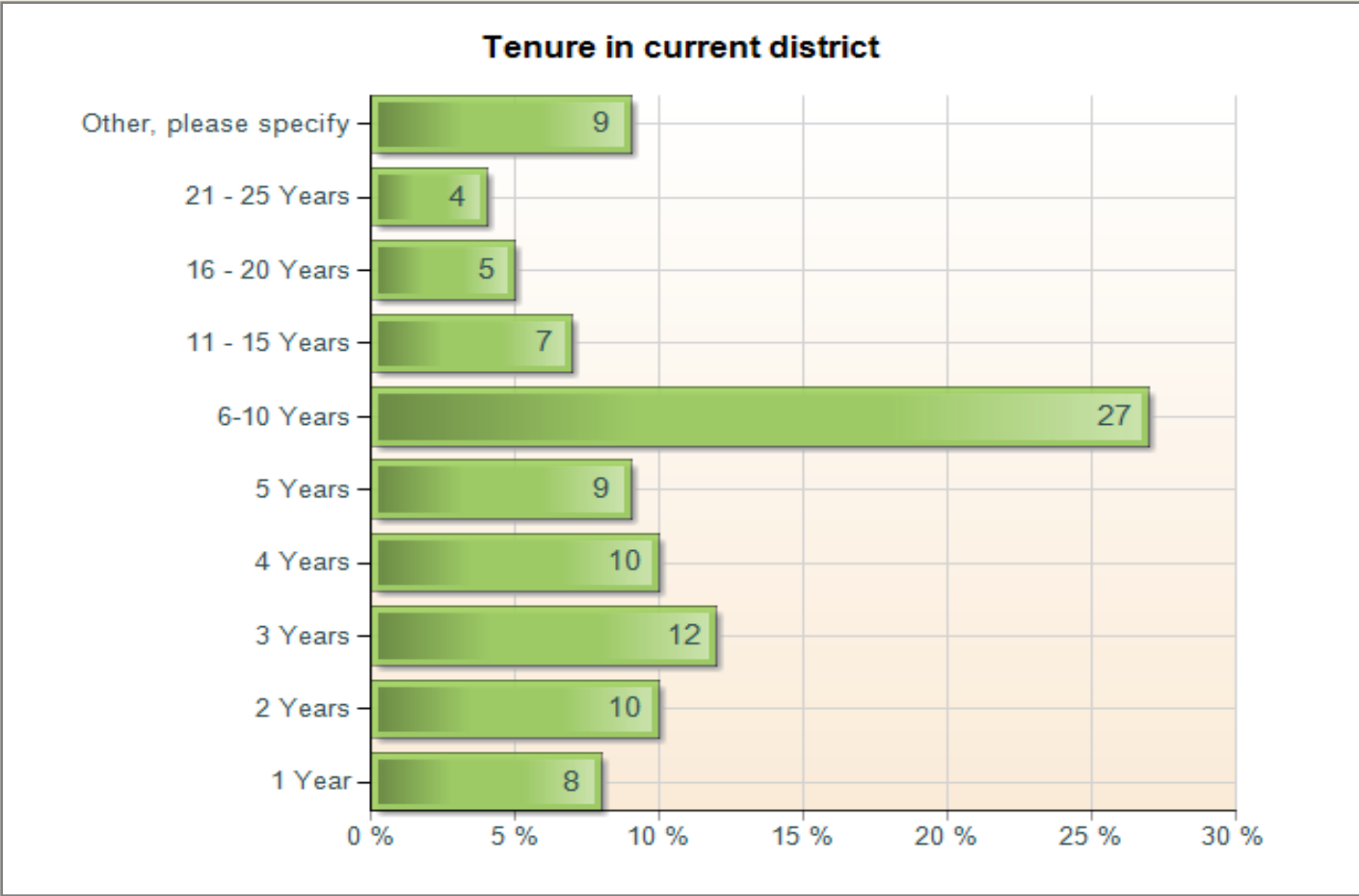
Annual Superintendent/District Administrator Salary and Benefit Survey: 2011-2012: Male or Female



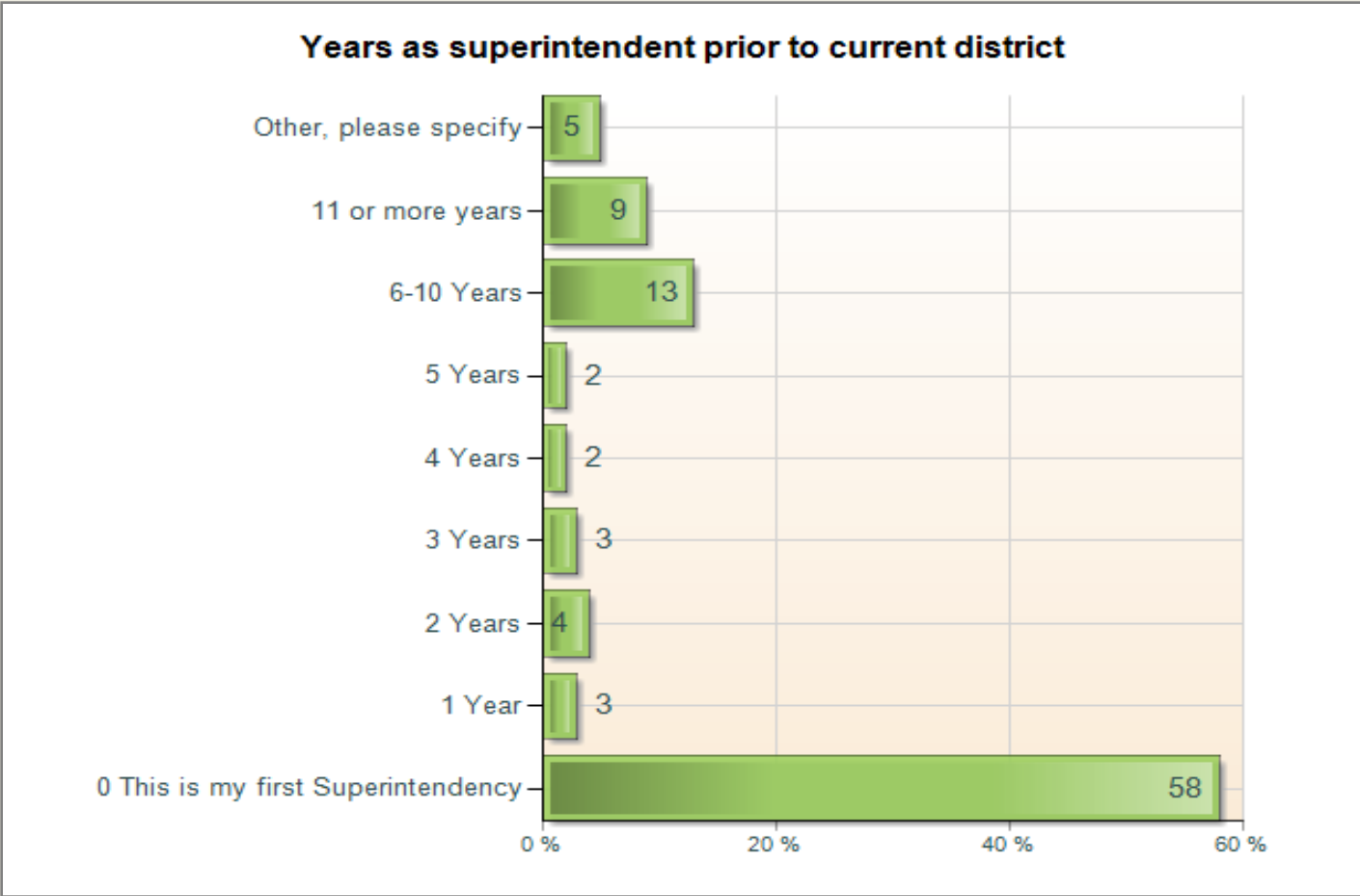
Annual Superintendent/District Administrator Salary and Benefit Survey: 2011-2012: Highest Earned Degree



Annual Superintendent/District Administrator Salary and Benefit Survey: 2011-2012: Tenure in current district



Annual Superintendent/District Administrator Salary and Benefit Survey: 2011-2012: Years as superintendent prior to current district



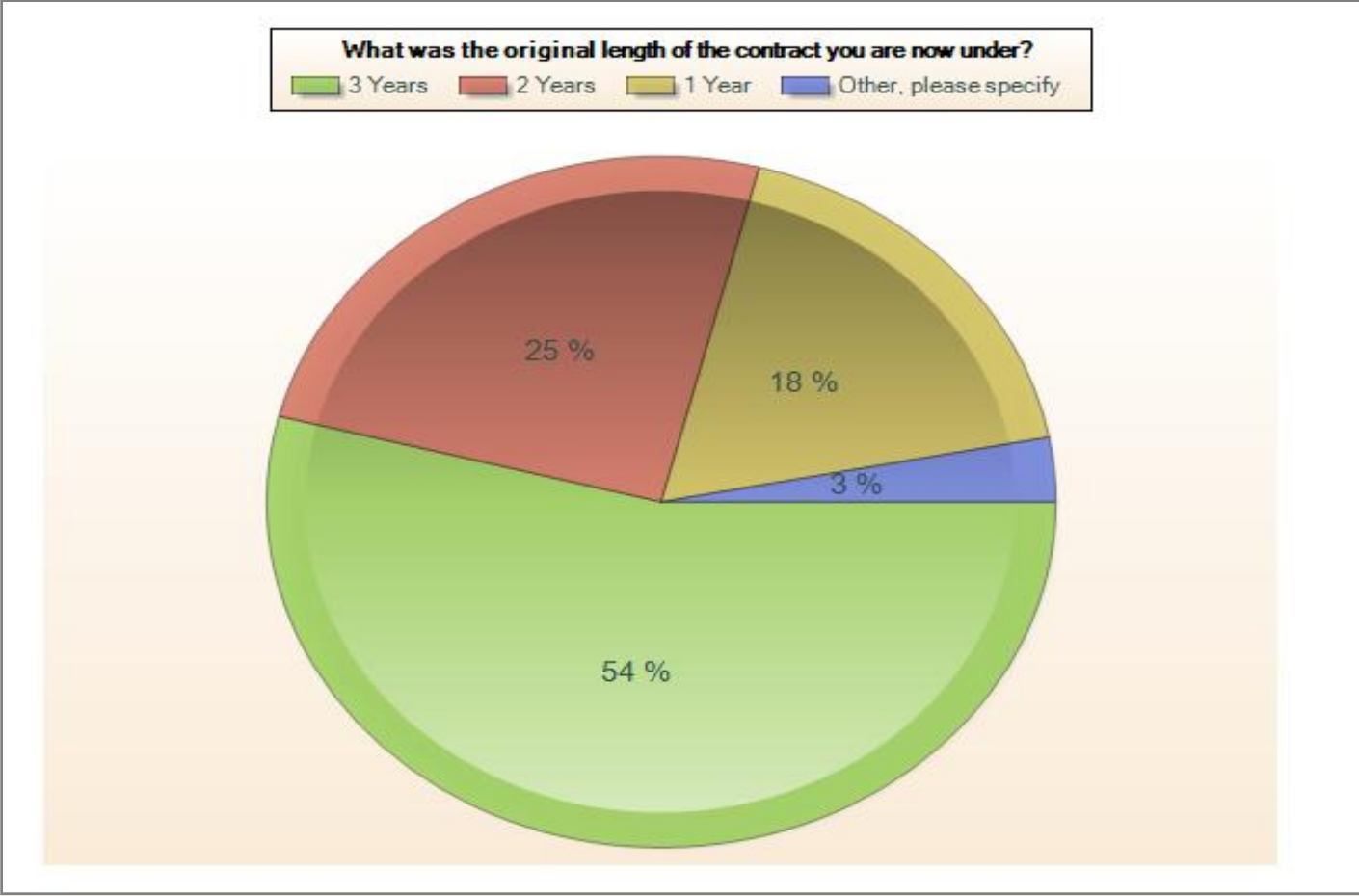


2011-2012 Superintendent Salary Survey

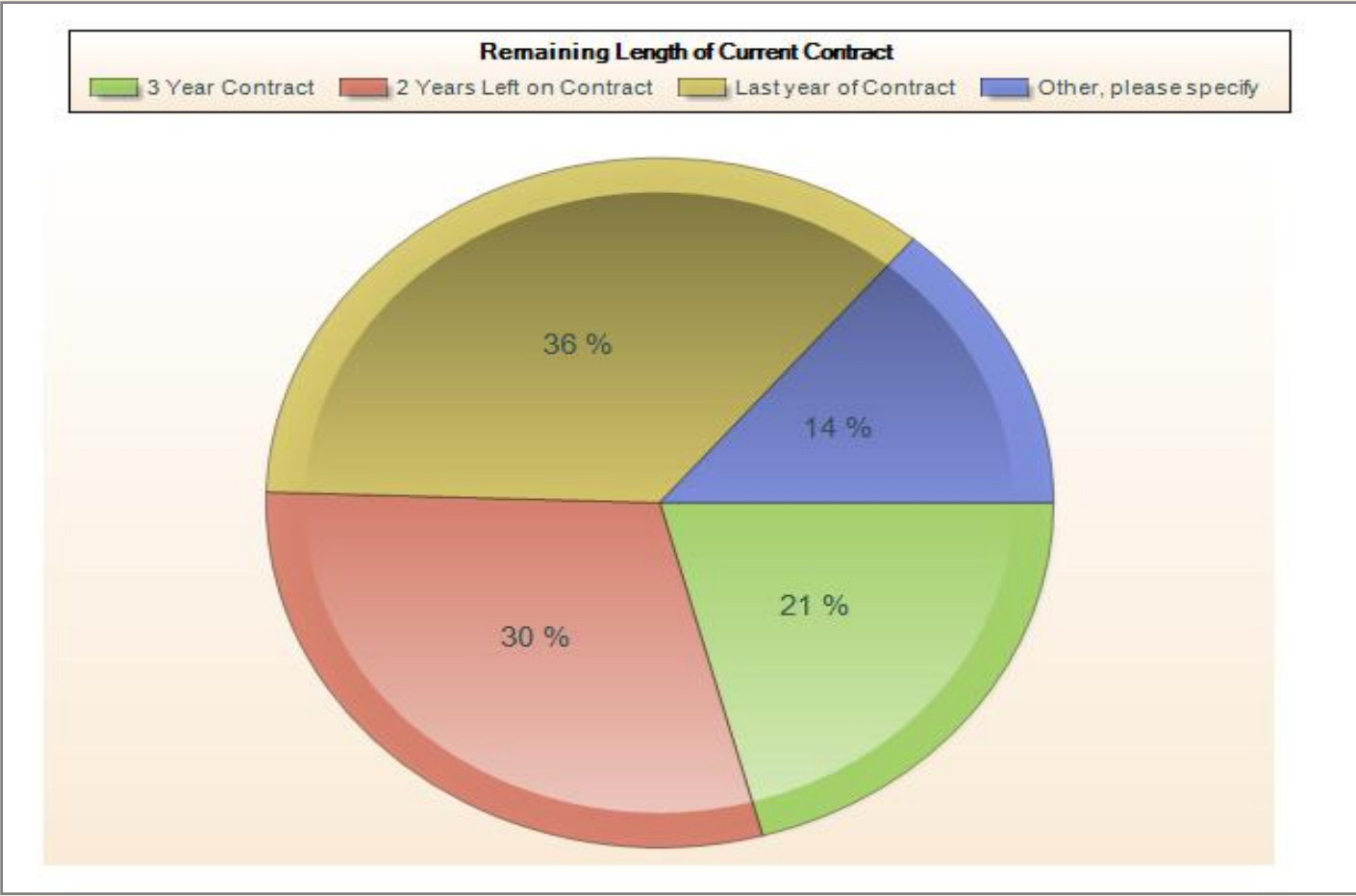
CONTRACT LENGTHS

Annual Superintendent/District Administrator Salary and Benefit Survey: 2011-

2012: What was the original length of the contract you are now under?

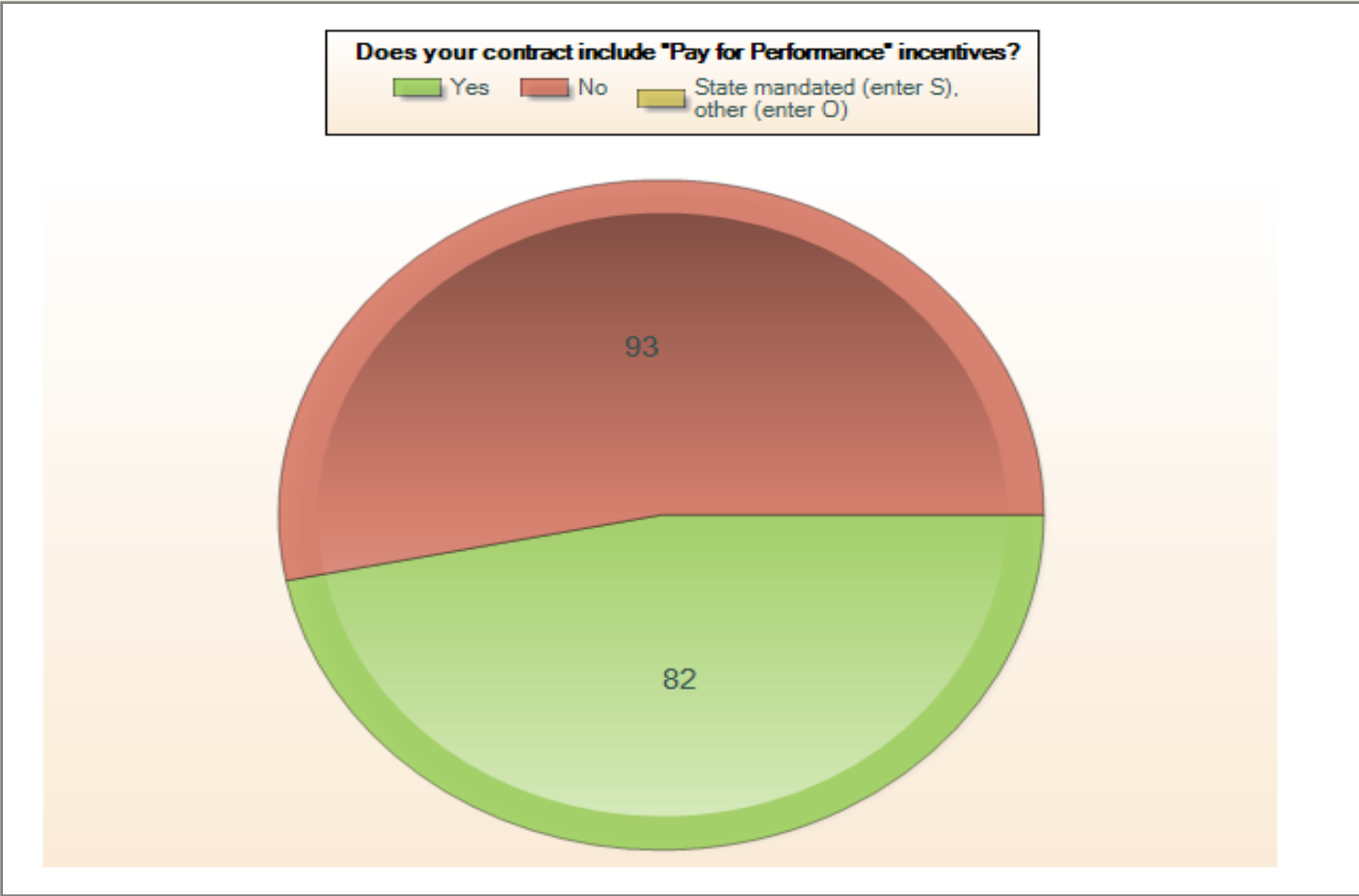


Annual Superintendent/District Administrator Salary and Benefit Survey: 2011-2012: Remaining Length of Current Contract



Annual Superintendent/District Administrator Salary and Benefit Survey: 2011-

2012: Does your contract include "Pay for Performance" incentives?





2011-2012 Superintendent Salary Survey

AVERAGE SALARIES BY DISTRICT SIZE

AVERAGE SALARIES

- Large Districts (over 10K ADM)
 - \$151,389
- Medium Districts (2K -10K ADM)
 - \$116,947
- Small (600 – 2K ADM)
 - \$99,352
- Very Small (under 600 ADM)
 - \$76,649