

Des Moines Public Schools

Compensation Study for Superintendent

December 2022



Gallagher

Insurance | Risk Management | Consulting



Introduction

- Des Moines Public Schools engaged Arthur J. Gallagher (AJG) to conduct a compensation study for the Superintendent position.
- The objectives of the study involved collecting market salary and total compensation information from comparable school districts and providing benchmarks and comparisons for Des Moines Public Schools.



Study Summary

- Des Moines Public Schools engaged in a market study of the Superintendent’s compensation. Previous studies were conducted in 2017 for Superintendent total compensation and 2019 for Superintendent base pay.
- The comparable market included school districts in the Midwest geographic area with annual enrollment between 14,000 and 50,000.
- Compensation information was collected from the following 16 school districts.

District	State	Enrollment	District	State	Enrollment
Grand Rapids	MI	14,000	Minneapolis Public Schools	MN	32,000
Cedar Rapids Community Schools	IA	16,000	Spring Branch - Houston	TX	34,000
Akron Public Schools	OH	21,000	Saint Paul Public Schools	MN	34,000
Springfield Public Schools	MO	23,500	Oklahoma City Public Schools	OK	34,000
Utica Community Schools	MI	26,000	Cincinnati Public Schools	OH	36,000
Fort Wayne	IN	29,000	Anoka- Hennepin Schools	MN	37,000
Rosemount – District 196	MN	29,000	Lincoln Public Schools	NE	42,000
Indianapolis Public Schools	IN	30,000	Lewisville Independent School District	TX	50,000



Base Salary Market Data

- The 25th, 50th, and 75th percentile base salary rate for the 16 organizations was calculated.
- The study includes data from the 2021-22 AASA Superintendent Salary & Benefits Study to improve data validity. This study included 1785 respondents from 48 different states.
- All data were in effect on January 1, 2022, and were adjusted for the Des Moines, IA labor market using factors from the Economic Research Institute Geographic Assessor. This factor includes the cost of labor and some components of the cost of living, such as the cost of housing.



Demographic Information

Demographics findings of AASA Superintendent study:

- **Age**

- The average age of superintendent is 52
- 84% of superintendents are between ages 41-60

- **Race/cultural group**

- 87% of superintendents are identified as white
- 4% identified as black or African American
- 3% identified as Hispanic or Latino
- Note: There are larger percentages of superintendents who identify as White in districts with enrollments ranging from fewer than 300 students to 2,999 students, whereas districts with 3,000– 24,999 students are led by higher percentages of superintendents identifying as Black or African American and Hispanic or Latino.

- **Gender**

- 74.5% identified as male
- 24% identified as female
- 1.5% did not respond



Demographic Information

Demographics findings of AASA Superintendent study:

- **Years as superintendent**
 - 46% have five years or less as a superintendent
- **Years in present position**
 - 61% of superintendent have been in their current position for 5 or less years
- **Economic condition of district**
 - 27% identified district in declining economic condition
 - 54% identified district as stable economic condition
 - 19% identified district in growing economic condition



Base Salary Market Data

Survey	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Custom Survey	\$198,160	\$222,481	\$250,910	\$269,688	\$331,228
2021-22 AASA Superintendent Salary & Benefits Study : Enrollment 25,000-49,999	\$141,500	\$202,250	\$247,000	\$298,800	\$354,128
Overall Average:	\$169,830	\$212,366	\$248,955	\$284,244	\$342,678

DMPS Superintendent \$306,193

DMPS Interim Superintendent \$260,000



Base Salary Range

- Based on the collected market data, we created a ranges around the market 50th and 75th percentile salary rates with a range of 60% to provide future guidance in setting the superintendent's base salary.

Market Percentile	Minimum	1st Quartile	Midpoint (Market Median)	3rd Quartile	Maximum	Range Spread (Minimum to Maximum)
50th	\$191,504	\$220,230	\$248,955	\$277,681	\$306,406	60%
75th	\$218,649	\$251,447	\$284,244	\$317,041	\$349,838	60%



Gallagher

Insurance | Risk Management | Consulting

Base Salary Administration Recommendations

- The “to be hired” superintendent’s base salary should be placed within the stated range using the current calculated salary methodology.
- Performance based pay may be used to enhance the base salary based on Board determined goals within the surveyed bonus limits (i.e., 5-15% of base), if desired.



Supplemental Pay Structures

- Participants were asked about supplemental pay structures for the superintendent position
 - 59% of districts provide an employer contribution to a TSA. The contributions range from 5%-14% of base pay, with the average being 8%.
 - DMPS Superintendent 18% - Interim Superintendent 14%
 - 19% of districts provide an opportunity for the superintendent to earn an annual bonus based on performance. The bonus amounts range from 5%-15% of base pay.
 - All districts provide some type of mileage or car allowance. This benefit varies greatly among districts. Some districts offer the standard IRS reimbursement rate, others offer a monthly stipend and a two districts provide the superintendent a district owned vehicle. The most common car allowance is a monthly stipend, with 56% of districts participating. The average stipend is \$677 per month.
 - DMPS Superintendent and Interim Superintendent \$500/month
 - 94% of districts provide the superintendent with a cell phone. 6% provide a monthly cell phone stipend averaging \$60 per month.
 - DMPS Superintendent and Interim Superintendent \$100/month



PTO Benefits

- Districts offer superintendents vacation, sick leave or a bank of PTO.
- Of the districts offering separate vacation and sick leave banks, the average number of vacation days is 26 and the average sick leave days is 16.
 - DMPS Superintendent and Interim Superintendent 25 days
- Vacation accrual is limited in all districts. The highest accrual is 56 days. 25% of districts allow the superintendent to cash out a portion (10-15 days) of unused vacation annually.
 - DMPS Superintendent accrual capped at 187.5 days (paid at termination)
 - DMPS Interim Superintendent accrual capped at 50 days
- 88% of districts do not pay out any unused sick leave at termination/retirement.