

# Special Report

## Legislative Joint Auditing Committee

January 13, 2006

# Arkansas Public School Districts

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# Superintendent's Salaries

## INTRODUCTION

This report is being issued to inform the Legislative Joint Auditing Committee of the salaries and benefits paid to or on behalf of the superintendents of the public school districts in Arkansas. While superintendent salaries are recorded in the Arkansas Public School Computer Network (APSCN), benefits afforded superintendents are not required to be reported to the Arkansas Department of Education (ADE) and, therefore, have not previously been compiled.

## OBJECTIVE

Our objective in preparing this report was to provide a listing of public school superintendent salaries and benefits for consideration by the legislature in their ongoing efforts to provide an adequate education for all the students in Arkansas public schools.

## SCOPE AND METHODOLOGY

Our compilation encompasses the period July 1, 2004 through June 30, 2005. In coordination with ADE, the Division of Legislative Audit (Division) surveyed all of the State's public school districts (*See Appendix A on page 26*). Districts were asked to provide not only the salaries of their superintendents, but also any benefits paid by or on behalf of the superintendent by either the school district or any other party. Additionally, in trying to identify other administrative personnel, the survey asked districts to list other certified personnel with no classroom responsibilities and other administrators who are not required to be certified. However, this report contains only those costs associated with superintendents and should not be construed as a report of all administrative expenditures.

Completed surveys were reviewed and analyzed for items that appeared unusual or erroneous. We phoned districts to clarify such items and the compilation was adjusted as necessary, based on responses received. For example, all districts for which professional dues paid on behalf of superintendents exceeded \$1,000 were contacted to determine the detail of the amount provided and that conference fees had not been included. However, the compilation should not be considered audited since supporting documentation for the amounts reported has not been examined. Also, we have reached no conclusions regarding the compliance of amounts reported with State laws and/or regulations (*See Schedule 1 on pages 2-25*).

Copies of completed surveys will be provided to Division auditors conducting school district financial audits so that supporting documentation can be examined and compliance with both State and federal laws can be verified as the financial audits are performed. For those districts not audited by the Division, special reviews of the survey information will be conducted upon direction by the Legislative Joint Auditing Committee (LJAC). Also, the Division will use information provided by the districts to conduct a second survey to determine the salaries and benefits of other administrators, which will be reported to the LJAC at a later time.

The methodology used in preparing this report was developed uniquely to address our stated objective and, therefore, was more limited in scope than an audit or attestation engagement performed in accordance with *Government Auditing Standards* issued by the Comptroller General of the United States.

ARKANSAS DIVISION OF LEGISLATIVE AUDIT

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Report ID: PSSR04906 Report Date: January 13, 2006



<b>Total Superintendent's Salaries and Benefits Per ADM By District</b>					
<b>School District</b>	<b>Total Salary and Benefits Package <sup>1</sup></b>	<b>Average Daily Membership (ADM)</b>	<b>Total per ADM</b>	<b>Salary / Bonus</b>	<b>Vehicle <sup>2</sup></b>
Alma #	\$128,877.00	3,134.8	\$41.11	\$ 115,486.00	\$ 8,377.00
Alpena	80,607.24	548.3	147.01	78,513.00	
Alzheimer Unified	75,783.00	429.9	176.30	75,000.00	
Arkadelphia	123,637.62	2,192.5	56.39	108,897.32	
Armored	67,391.72	411.4	163.81	59,900.00	
Ashdown <sup>8</sup>	86,788.60	1,650.4	52.59	82,638.60	
Atkins	74,108.82	1,073.7	69.02	71,890.82	
Augusta	89,929.78	678.1	132.62	81,280.00	
Bald Knob	94,704.55	1,323.1	71.58	90,890.55	
Barton-Lexa	107,183.00	872.5	122.85	88,965.00	4,000.00
Batesville	115,293.36	2,584.0	44.62	99,901.00	3,600.00
Bauxite	103,476.68	1,112.4	93.02	84,400.00	1,200.00
Bay	72,357.00	570.9	126.74	70,000.00	
Bearden	88,499.12	651.7	135.81	80,776.00	
Beebe	101,545.00	2,827.6	35.91	98,475.00	
Benton	126,913.08	4,248.1	29.87	114,935.00	2,100.00
Bentonville	169,456.33	9,171.7	18.48	161,604.49	4,461.84
Bergman <sup>5</sup>	96,094.38	925.4	103.84	88,827.30	
Berryville	91,885.00	1,784.6	51.49	88,733.00	
Bismarck (2 Supts.)	108,129.32	1,020.4	105.97	88,257.14	
Black Rock	77,435.37	346.8	223.26	75,863.37	

**FOOTNOTES:**

# Financial audit not conducted by the Division of Legislative Audit.

<sup>1</sup> Does not include Social Security match (7.65%) or Arkansas Teacher Retirement match (14%) amounts paid by the districts.

<sup>2</sup> Values calculated (lease value, cash allowance) by the respective school districts and were not verified for purposes of this report.

<sup>3</sup> Values calculated (lease value, cash allowance) by the respective school districts and were not verified for purposes of this report.

<sup>4</sup> Represents amount paid by district for each district teacher and is presented for comparative purposes only. These amounts are not included in the superintendent's total salary and benefit amount.

Components of Superintendent's Total Salary and Benefits Package							
Health & Dental Insurance							
Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
		\$ 1,905.00	\$ 2,383.00	\$ 2,383.00		\$ 726.00	
			1,884.24	1,884.24		210.00	
			-	1,572.00		783.00	
			8,206.48	1,816.80	\$ 6,533.82		
\$ 5,400.00			1,896.72	1,896.72		195.00	
	\$ 3,000.00		-	1,572.00		1,150.00	
			1,788.00	1,788.00		430.00	
			8,649.78	1,572.00			
			2,484.00	2,484.00		230.00	\$ 1,100.00
6,000.00			7,442.00	1,572.00		776.00	
		1,489.00	3,981.36	2,189.52	4,000.00	1,922.00	400.00
9,400.00		163.20	2,313.48	2,313.48			6,000.00
			1,887.00	1,887.00		470.00	
2,400.00			1,773.12	1,773.12		400.00	3,150.00
		36.00	1,929.00	1,929.00		505.00	600.00
			9,658.08	3,029.04		220.00	
		1,030.00	1,800.00	1,800.00		560.00	
			1,972.08	1,972.08		195.00	5,100.00
			3,152.00	1,951.00			
9,125.00		150.30	2,596.88	1,572.00	8,000.00		
			1,572.00	1,572.00			

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

<sup>6</sup> Includes salary paid from operating funds for Federal Coordinator position assumed by the superintendent (\$17,000.00).

<sup>7</sup> Includes country club dues totaling \$1,884.00.

<sup>8</sup> Includes tuition payments to institution of higher education.

<sup>9</sup> May include one time lump sum payments for retirees for unused sick and vacation leave.

<b>Total Superintendent's Salaries and Benefits Per ADM By District</b>					
<b>School District</b>	<b>Total Salary and Benefits Package <sup>1</sup></b>	<b>Average Daily Membership (ADM)</b>	<b>Total per ADM</b>	<b>Salary / Bonus</b>	<b>Vehicle <sup>2</sup></b>
Blevins	\$87,005.70	753.5	\$115.47	\$ 84,371.00	
Blytheville #	125,388.90	3,115.3	40.25	114,265.00	\$ 1,800.00
Booneville	83,165.50	1,455.0	57.16	76,580.50	
Bradford	80,770.00	530.8	152.16	80,550.00	
Bradley	87,530.88	386.7	226.37	81,380.00	
Brinkley	81,272.00	938.3	86.61	75,000.00	
Brookland	85,445.00	1,243.7	68.70	79,255.00	4,200.00
Bryant #	127,478.00	6,552.7	19.45	124,200.00	684.00
Buffalo Island Central	89,467.44	829.0	107.92	81,120.00	
Cabot	181,329.00	8,067.8	22.48	162,063.00	6,000.00
Caddo Hills	88,927.64	598.3	148.63	77,362.00	
Calico Rock	61,168.00	499.7	122.41	59,200.00	
Camden-Fairview	131,114.00	2,913.9	45.00	105,773.00	6,960.00
Carlisle	82,505.00	742.5	111.12	80,753.00	
Cave City	81,371.58	1,369.3	59.42	78,520.50	
Cedar Ridge	84,512.50	743.6	113.66	81,500.00	
Cedarville	98,095.60	927.9	105.72	88,868.00	
Centerpoint	89,364.56	1,013.1	88.21	79,511.00	
Charleston	88,279.12	911.0	96.91	85,372.00	
Clarendon	89,310.18	734.5	121.59	87,429.30	
Clarksville	109,716.35	2,319.8	47.30	96,225.22	1,800.00

**FOOTNOTES:**

# Financial audit not conducted by the Division of Legislative Audit.

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<sup>4</sup> Represents amount paid by district for each district teacher and is presented for comparative purposes only. These amounts are not included in the superintendent's total salary and benefit amount.

Components of Superintendent's Total Salary and Benefits Package							
Health & Dental Insurance							
Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
		\$ 354.92	\$ 2,019.78	\$ 2,019.78		\$ 260.00	
		36.00	1,572.00	1,572.00	\$ 6,855.90	860.00	
			1,955.00	1,955.00		230.00	\$ 4,400.00
			-	1,572.00		220.00	
\$ 3,600.00		329.04	1,866.84	1,866.84		355.00	
4,200.00			1,572.00	1,572.00		500.00	
			1,800.00	1,800.00		190.00	
			1,640.00	1,640.00		379.00	575.00
3,600.00	\$ 3,000.00		1,747.44	1,747.44			
		1,150.00	10,495.00	1,572.00		1,621.00	
			1,572.00	1,572.00		200.00	9,793.64
			1,968.00	1,968.00			
	6,000.00	102.00	7,484.00	1,656.00		715.00	4,080.00
			1,572.00	1,752.00			180.00
		150.60	1,950.48	1,950.48		250.00	500.00
	500.00		1,800.00	1,800.00		245.00	467.50
4,800.00		825.60	3,372.00	3,372.00		230.00	
		36.00	9,817.56	1,620.00			
			1,647.12	1,647.12		660.00	600.00
			1,880.88	1,880.88			
			9,992.88	1,920.00		738.25	960.00

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

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<sup>7</sup> Includes country club dues totaling \$1,884.00.

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<b>School District</b>	<b>Total Salary and Benefits Package <sup>1</sup></b>	<b>Average Daily Membership (ADM)</b>	<b>Total per ADM</b>	<b>Salary / Bonus</b>	<b>Vehicle <sup>2</sup></b>
Cleveland County	\$88,316.41	881.3	\$100.21	\$ 85,779.72	
Clinton	90,052.16	1,325.2	67.95	80,000.00	
Concord	78,160.66	574.5	136.05	68,084.50	
Conway	151,525.59	8,414.2	18.01	130,000.00	\$ 1,648.00
Corning	91,597.78	1,217.9	75.21	85,000.00	
Cotter	77,089.00	638.7	120.69	75,065.00	
County Line	79,610.00	565.5	140.78	76,748.00	720.00
Cross County	77,241.00	724.6	106.61	67,250.00	3,000.00
Crossett	94,774.00	2,337.5	40.55	90,000.00	660.00
Cushman	76,743.04	351.8	218.15	67,877.89	
Cutter-Morning Star	79,586.91	668.6	119.04	77,452.91	
Danville	83,792.00	864.1	96.97	82,000.00	
Dardanelle	96,924.00	1,749.3	55.41	96,125.00	
Decatur	80,328.72	556.3	144.40	78,250.00	
Deer / Mt. Judea	73,281.00	471.4	155.45	69,303.00	
Delight	91,257.92	382.2	238.77	83,250.00	
Dequeen	110,836.00	2,077.3	53.36	104,300.00	690.00
Dermott	85,532.00	593.9	144.02	82,633.00	
Des Arc	84,321.00	628.7	134.12	75,335.00	
DeValls Bluff	73,709.47	324.4	227.22	66,423.75	
DeWitt	114,607.47	1,638.8	69.93	112,590.47	

**FOOTNOTES:**

# Financial audit not conducted by the Division of Legislative Audit.

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Components of Superintendent's Total Salary and Benefits Package							
Health & Dental Insurance							
Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
		\$ 307.01	\$ 1,939.68	\$ 1,939.68		\$ 190.00	\$ 100.00
\$ 7,800.00			1,697.16	1,697.16		555.00	
6,000.00		277.30	1,728.00	1,728.00		380.00	1,690.86
			10,861.36	1,861.16	\$ 5,000.00	485.00	3,531.23
			5,976.78	1,728.00		621.00	
			1,824.00	1,824.00		200.00	
			1,572.00	1,572.00		210.00	360.00
4,200.00			2,472.00	1,572.00		319.00	
			1,908.00	1,908.00		1,706.00	500.00
		224.40	8,450.75	1,964.64		190.00	
			1,620.00	1,620.00		514.00	
			1,572.00	1,572.00		220.00	
			-	1,572.00		435.00	364.00
		6.72	1,572.00	1,572.00		500.00	
	\$ 1,800.00		1,608.00	1,608.00		570.00	
6,135.92			1,572.00	1,572.00		300.00	
		2,922.00	1,884.00	1,884.00		440.00	600.00
			1,572.00	1,572.00		727.00	600.00
5,800.00			1,986.00	1,986.00		200.00	1,000.00
4,749.72			1,572.00	1,572.00		180.00	784.00
			1,572.00	1,572.00		445.00	

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

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<b>Total Superintendent's Salaries and Benefits Per ADM By District</b>					
<b>School District</b>	<b>Total Salary and Benefits Package <sup>1</sup></b>	<b>Average Daily Membership (ADM)</b>	<b>Total per ADM</b>	<b>Salary / Bonus</b>	<b>Vehicle <sup>2</sup></b>
Dierks	\$77,010.00	531.4	\$144.92	\$ 75,000.00	
Dollarway	97,140.00	1,538.9	63.12	95,000.00	
Dover	92,789.00	1,380.3	67.22	90,000.00	
Drew Central	95,961.71	1,040.6	92.22	91,964.00	\$ 720.00
Dumas	123,718.52	1,726.9	71.64	97,684.74	6,500.00
Earle <sup>6</sup>	132,090.24	801.5	164.80	116,066.00	4,800.00
East End	89,792.00	728.8	123.21	88,250.00	
East Poinsett	80,145.00	789.2	101.55	78,255.00	
El Dorado #	152,433.08	4,518.6	33.73	121,250.00	
Elaine	68,229.00	318.5	214.22	62,000.00	783.00
Elkins	79,490.00	1,066.5	74.53	77,000.00	
Emerson-Taylor	80,962.93	668.8	121.06	78,343.75	
England	91,837.00	917.0	100.15	89,130.00	750.00
Eudora -2 Supt.	79,138.93	616.3	128.41	71,166.69	
Eureka Springs	88,358.06	651.1	135.71	84,028.00	
Farmington	98,236.27	1,957.6	50.18	95,215.35	
Fayetteville #	198,234.89	8,179.6	24.24	167,000.00	9,000.00
Flippin	88,887.48	921.3	96.48	85,997.00	
Fordyce	84,228.00	1,144.4	73.60	82,436.00	
Foreman	77,882.08	524.5	148.49	75,404.00	
Forrest City	145,523.00	3,834.2	37.95	123,079.00	

**FOOTNOTES:**

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Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
			\$ 1,800.00	\$ 1,800.00		\$ 210.00	
			1,740.00	1,740.00		400.00	
			1,968.00	1,968.00		821.00	
		\$ 720.47	2,052.24	2,052.24		505.00	
\$ 10,409.70		187.20	7,750.88	1,728.00		1,186.00	
			9,543.24	1,778.40		625.00	\$ 1,056.00
			1,542.00	1,542.00			
			1,680.00	1,680.00		210.00	
	\$ 6,000.00	2,038.20	10,844.88	2,121.00	\$ 12,000.00	300.00	
3,000.00			1,656.00	1,608.00		790.00	
			1,680.00	1,680.00		210.00	600.00
		312.98	1,806.20	1,806.20			500.00
			1,572.00	1,572.00		385.00	
4,800.00		834.00	2,148.24	2,148.24		190.00	
			3,351.36	3,351.36		978.70	
		435.92	1,800.00	1,800.00		785.00	
		669.61	4,101.36	1,752.00	16,699.92	764.00	
		171.96	2,303.52	1,809.36		295.00	120.00
			1,572.00	1,572.00		220.00	
			2,027.88	2,027.88		235.00	215.20
		5,817.00	10,379.00	1,572.00		956.00	5,292.00

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

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<b>Total Superintendent's Salaries and Benefits Per ADM By District</b>					
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Fort Smith #	\$174,974.20	12,829.7	\$13.64	\$ 163,224.00	\$ 602.00
Fouke	76,042.00	1,013.1	75.06	73,711.00	
Fountain Lake	98,183.44	1,167.9	84.07	88,101.04	
Genoa Central	83,550.00	958.1	87.20	75,032.00	
Gentry	95,642.00	1,418.6	67.42	90,650.00	
Glen Rose	97,168.74	1,027.0	94.61	86,594.30	4,800.00
Gosnell	97,009.00	1,409.5	68.83	85,673.00	
Gravette	100,539.82	1,597.1	62.95	92,623.83	
Green Forest	93,110.00	1,248.2	74.60	90,700.00	
Greenbrier #	105,060.47	2,508.0	41.89	99,441.00	
Greene County Tech	106,843.12	3,227.2	33.11	95,000.00	
Greenland	86,980.40	1,097.2	79.27	83,752.96	
Greenwood #	110,130.92	3,243.8	33.95	103,460.00	
Gurdon	82,047.92	835.0	98.26	80,155.00	
Guy-Perkins	72,461.64	405.2	178.83	70,525.00	
Hackett #	67,559.50	583.7	115.74	65,500.00	
Hamburg	95,235.36	1,775.3	53.64	85,564.00	
Hampton	91,027.99	750.4	121.31	82,470.40	
Harmony Grove (Ouachita)	95,808.71	1,013.2	94.56	84,171.71	
Harmony Grove (Saline)	102,661.34	829.3	123.79	83,527.00	625.00
Harrisburg	94,073.64	1,076.3	87.40	91,051.00	

**FOOTNOTES:**

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<sup>1</sup> Does not include Social Security match (7.65%) or Arkansas Teacher Retirement match (14%) amounts paid by the districts.

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<sup>3</sup> Values calculated (lease value, cash allowance) by the respective school districts and were not verified for purposes of this report.

<sup>4</sup> Represents amount paid by district for each district teacher and is presented for comparative purposes only. These amounts are not included in the superintendent's total salary and benefit amount.

Components of Superintendent's Total Salary and Benefits Package							
Health & Dental Insurance							
Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
		\$ 19.20	\$ 10,480.00	\$ 3,298.80		\$ 649.00	
			1,668.00	1,668.00		300.00	\$ 363.00
			1,876.44	1,876.44		490.00	7,715.96
\$ 6,000.00			1,608.00	1,608.00		350.00	560.00
	\$ 2,700.00		1,572.00	1,572.00		240.00	480.00
			5,359.44	2,393.28		415.00	
9,000.00			1,572.00	1,572.00		374.00	390.00
			1,572.00	1,572.00		240.00	6,103.99
			2,160.00	2,160.00		250.00	
	3,000.00	371.27	1,903.20	1,903.20			345.00
			1,844.88	1,844.88		696.00	9,302.24
			3,007.44	1,728.00		220.00	
	3,600.00		1,720.92	1,720.92		750.00	600.00
			1,672.92	1,672.92		220.00	
			1,736.64	1,736.64		200.00	
			1,572.00	1,572.00		190.00	297.50
		308.00	1,803.36	1,803.36	\$ 6,845.00	240.00	475.00
6,000.00			1,694.40	1,694.40			863.19
8,400.00			2,196.00	2,196.00		599.00	442.00
			9,337.34	1,815.18	8,352.00	220.00	600.00
			1,937.64	1,937.64		240.00	845.00

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

<sup>6</sup> Includes salary paid from operating funds for Federal Coordinator position assumed by the superintendent (\$17,000.00).

<sup>7</sup> Includes country club dues totaling \$1,884.00.

<sup>8</sup> Includes tuition payments to institution of higher education.

<sup>9</sup> May include one time lump sum payments for retirees for unused sick and vacation leave.

<b>Total Superintendent's Salaries and Benefits Per ADM By District</b>					
<b>School District</b>	<b>Total Salary and Benefits Package <sup>1</sup></b>	<b>Average Daily Membership (ADM)</b>	<b>Total per ADM</b>	<b>Salary / Bonus</b>	<b>Vehicle <sup>2</sup></b>
Harrison	\$109,643.00	2,761.7	\$39.70	\$ 101,775.00	
Hartford	70,147.00	429.6	163.28	68,575.00	
Hazen	73,768.00	397.1	185.77	66,513.00	
Heber Springs	80,142.00	1,715.0	46.73	77,750.00	
Hector	79,473.08	696.8	114.05	77,500.00	
Helena-West Helena	112,500.00	3,113.6	36.13	90,000.00	\$ 7,200.00
Hermitage	129,664.00	522.4	248.21	92,110.00	1,095.00
Highland	99,585.56	1,619.3	61.50	97,569.00	
Hillcrest	71,662.57	504.3	142.10	67,521.00	
Hope	110,257.76	2,749.1	40.11	101,388.00	4,800.00
Horatio	96,394.92	812.8	118.60	81,700.00	3,600.00
Hot Springs	108,732.00	3,669.2	29.63	102,000.00	4,800.00
Hoxie	81,470.00	914.6	89.08	81,250.00	
Hughes	100,653.38	656.5	153.32	92,841.38	
Huntsville -2 Supt.	93,989.70	2,476.3	37.96	89,703.66	
Izard County	90,728.32	503.9	180.05	88,378.00	
Jackson County	101,246.20	861.9	117.47	83,945.00	669.00
Jasper	77,674.00	877.9	88.48	75,942.00	
Jessieville	83,767.04	826.7	101.33	77,600.00	4,272.00
Jonesboro #	157,540.45	4,664.3	33.78	130,783.95	2,400.00
Junction City	86,307.76	675.4	127.79	76,552.00	

**FOOTNOTES:**

# Financial audit not conducted by the Division of Legislative Audit.

<sup>1</sup> Does not include Social Security match (7.65%) or Arkansas Teacher Retirement match (14%) amounts paid by the districts.

<sup>2</sup> Values calculated (lease value, cash allowance) by the respective school districts and were not verified for purposes of this report.

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<sup>4</sup> Represents amount paid by district for each district teacher and is presented for comparative purposes only. These amounts are not included in the superintendent's total salary and benefit amount.

Components of Superintendent's Total Salary and Benefits Package							
Health & Dental Insurance							
Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
	\$ 5,400.00		\$ 1,898.00	\$ 1,898.00		\$ 295.00	\$ 275.00
			1,572.00	1,572.00			
\$ 4,800.00			1,800.00	1,800.00		160.00	495.00
			1,572.00	1,572.00		220.00	600.00
		\$ 35.08	1,728.00	1,728.00		210.00	
10,800.00			4,500.00	2,004.00			
8,400.00		594.00	9,099.00	1,824.00	\$ 10,693.00	1,225.00	6,448.00
			1,726.56	1,726.56		290.00	
	1,200.00		2,751.57	1,836.51		190.00	
	3,000.00		245.76	2,045.76		604.00	220.00
			10,549.92	1,836.00		245.00	300.00
			1,572.00	1,572.00			360.00
			-	1,628.28		220.00	
6,000.00			1,572.00	1,572.00		240.00	
			3,486.04	1,572.00		340.00	460.00
			2,350.32	2,350.32			
12,237.24			1,836.96	1,836.96		220.00	2,338.00
			1,572.00	1,572.00		160.00	
			1,895.04	1,895.04			
			7,409.74	2,008.70	9,296.76	900.00	6,750.00
			9,755.76	2,494.20			

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

<sup>6</sup> Includes salary paid from operating funds for Federal Coordinator position assumed by the superintendent (\$17,000.00).

<sup>7</sup> Includes country club dues totaling \$1,884.00.

<sup>8</sup> Includes tuition payments to institution of higher education.

<sup>9</sup> May include one time lump sum payments for retirees for unused sick and vacation leave.

<b>Total Superintendent's Salaries and Benefits Per ADM By District</b>					
<b>School District</b>	<b>Total Salary and Benefits Package <sup>1</sup></b>	<b>Average Daily Membership (ADM)</b>	<b>Total per ADM</b>	<b>Salary / Bonus</b>	<b>Vehicle <sup>2</sup></b>
Kirby	\$68,599.00	442.6	\$154.99	\$ 67,003.00	
Lafayette County	87,719.72	990.1	88.60	84,620.00	
Lake Hamilton	105,162.60	3,664.4	28.70	101,765.00	
Lakeside (Chicot)	92,410.00	934.5	98.89	90,118.00	
Lakeside (Garland)	113,188.39	2,553.2	44.33	102,112.95	
Lamar	81,639.00	1,119.4	72.93	79,569.00	
Lavaca	77,983.19	850.7	91.67	75,206.87	
Lead Hill	83,375.04	420.3	198.37	80,000.00	
Lee County	84,789.00	1,486.7	57.03	81,319.00	
Lincoln Consolidated	95,926.56	1,201.4	79.85	94,056.48	
Little Rock #	232,554.78	23,185.2	10.03	180,000.00	\$ 9,000.00
Lockesburg	77,396.25	347.4	222.79	76,476.25	720.00
Lonoke	97,625.44	1,784.4	54.71	92,457.00	
Magazine	67,763.00	514.7	131.66	64,900.00	
Magnet Cove	88,906.80	806.2	110.28	79,625.00	
Magnolia	130,555.07	2,941.3	44.39	126,586.53	576.00
Malvern	99,699.76	2,199.9	45.32	97,099.00	
Mammoth Spring	61,230.00	428.2	142.99	61,050.00	
Manila	75,935.55	995.3	76.29	73,575.55	
Mansfield	93,041.70	1,048.6	88.73	83,021.00	
Marion #	127,327.00	3,699.9	34.41	124,085.00	

**FOOTNOTES:**

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**Components of Superintendent's Total Salary and Benefits Package**

Health & Dental Insurance							
Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
			\$ 1,596.00	\$ 1,596.00			
		\$ 392.60	1,767.12	1,767.12		\$ 940.00	
		366.36	2,166.24	2,166.24		565.00	\$ 300.00
			1,572.00	1,572.00		240.00	480.00
	\$ 2,400.00		8,455.44	2,030.64		220.00	
			1,800.00	1,800.00		270.00	
		29.40	2,446.92	2,446.92		300.00	
			230.04	1,802.04			3,145.00
			3,000.00	3,000.00		470.00	
		36.00	1,834.08	1,834.08			
		9,996.10	7,909.68	3,389.04	\$ 25,000.00	649.00	
			-	1,572.00		200.00	
		52.32	4,251.12	1,572.00		240.00	625.00
		556.00	1,572.00	1,572.00		735.00	
			8,926.80	1,857.84		355.00	
		261.00	2,391.54	1,806.54		740.00	
		37.80	1,833.96	1,833.96		729.00	
			-	1,572.00		180.00	
			1,860.00	1,860.00			500.00
		298.32	9,003.38	1,790.38		719.00	
		851.00	1,896.00	1,896.00		495.00	

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

<sup>6</sup> Includes salary paid from operating funds for Federal Coordinator position assumed by the superintendent (\$17,000.00).

<sup>7</sup> Includes country club dues totaling \$1,884.00.

<sup>8</sup> Includes tuition payments to institution of higher education.

<sup>9</sup> May include one time lump sum payments for retirees for unused sick and vacation leave.

<b>Total Superintendent's Salaries and Benefits Per ADM By District</b>					
<b>School District</b>	<b>Total Salary and Benefits Package <sup>1</sup></b>	<b>Average Daily Membership (ADM)</b>	<b>Total per ADM</b>	<b>Salary / Bonus</b>	<b>Vehicle <sup>2</sup></b>
Marked Tree	\$75,746.31	662.6	\$114.32	\$ 72,453.00	
Marmaduke	95,665.00	777.7	123.01	87,450.00	\$ 1,300.00
Marvell	87,250.00	579.8	150.48	80,800.00	
Mayflower	93,690.32	856.5	109.39	91,988.00	
Maynard	63,913.48	488.6	130.81	62,000.00	
McCroy	102,032.09	633.3	161.11	81,786.00	
McGehee	98,308.09	1,440.6	68.24	89,310.00	1,590.00
Melbourne	71,580.58	848.1	84.40	71,380.58	
Mena	88,528.40	2,037.4	43.45	86,000.00	
Midland	79,163.92	578.7	136.80	77,350.00	
Mineral Springs	80,717.00	618.3	130.55	77,550.00	
Monticello	121,547.44	2,133.1	56.98	96,937.00	1,168.58
Mount Ida	77,763.00	581.1	133.82	77,148.00	
Mount Vernon-Enola	79,997.46	467.4	171.15	76,050.00	
Mountain Home (2 Supts.)	148,323.05	3,904.3	37.99	135,388.81	
Mountain Pine	79,065.32	648.2	121.98	76,659.00	
Mountain View	85,762.40	1,688.3	50.80	82,995.00	
Mountainburg #	93,273.00	760.4	122.66	90,994.00	
Mulberry	81,584.75	598.1	136.41	79,762.75	
Murfreesboro	82,648.98	541.7	152.57	68,797.50	
Nashville	99,638.94	1,806.4	55.16	88,298.00	

**FOOTNOTES:**

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**Components of Superintendent's Total Salary and Benefits Package**

Health & Dental Insurance							
Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
		\$ 289.81	\$ 1,632.00	\$ 1,632.00		\$ 771.50	\$ 600.00
		389.00	2,256.00	2,256.00		220.00	4,050.00
\$ 4,650.00			1,800.00	1,800.00			
			1,702.32	1,702.32			
			1,713.48	1,713.48		200.00	
3,600.00			8,704.44	1,572.00		210.00	7,731.65
		240.72	2,163.12	2,163.12		833.00	4,171.25
			-	1,572.00		200.00	
			2,528.40	2,528.40			
			1,813.92	1,813.92			
			1,932.00	1,932.00		395.00	840.00
		1,014.00	10,271.78	2,352.86	\$ 11,071.08	435.00	650.00
			-	1,572.00		615.00	
1,200.00			1,712.46	1,712.46		430.00	605.00
	\$ 4,000.00	605.42	2,934.80	2,934.80		619.00	4,775.02
			1,696.32	1,696.32		210.00	500.00
			2,172.00	2,172.00		305.00	290.40
			1,599.00	1,599.00		230.00	450.00
			1,572.00	1,572.00		250.00	
			1,572.00	1,572.00	8,259.48		4,020.00
		224.40	10,536.54	1,680.00		220.00	360.00

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

<sup>6</sup> Includes salary paid from operating funds for Federal Coordinator position assumed by the superintendent (\$17,000.00).

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<b>Total Superintendent's Salaries and Benefits Per ADM By District</b>					
<b>School District</b>	<b>Total Salary and Benefits Package <sup>1</sup></b>	<b>Average Daily Membership (ADM)</b>	<b>Total per ADM</b>	<b>Salary / Bonus</b>	<b>Vehicle <sup>2</sup></b>
Nemo Vista	\$71,884.32	464.9	\$154.63	\$ 71,393.00	
Nettleton	97,869.36	2,841.6	34.44	92,400.00	
Nevada County	83,303.20	415.4	200.55	80,503.20	
Newport <sup>7</sup>	107,394.58	1,594.3	67.36	93,474.00	
Norfolk	82,899.95	462.3	179.31	75,825.00	
Norphlet #	86,773.36	526.9	164.68	84,322.00	
North Little Rock #	154,924.53	8,709.4	17.79	140,500.00	\$ 6,000.00
Omaha	85,660.56	425.5	201.31	83,916.00	
Osceola	88,211.00	1,600.3	55.12	82,715.00	3,600.00
Ouachita	75,215.48	373.5	201.37	73,056.00	
Ouachita River	86,449.32	685.1	126.18	80,000.00	
Ozark #	97,511.00	1,861.2	52.39	87,750.20	
Ozark Mountain	72,824.00	754.1	96.57	72,500.00	
Palestine/ Wheatley	82,036.88	620.3	132.26	80,000.00	
Pangburn	75,710.84	725.2	104.41	73,530.00	
Paragould	104,929.88	2,706.1	38.78	93,637.00	6,000.00
Paris	87,523.60	1,129.4	77.49	85,000.00	
Parkers Chapel	99,528.91	717.0	138.81	79,551.55	3,000.00
Pea Ridge	84,024.84	1,223.6	68.67	81,250.00	
Perryville	85,864.98	979.3	87.68	78,807.94	
Piggott	81,846.40	998.3	81.98	78,298.00	

**FOOTNOTES:**

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**Components of Superintendent's Total Salary and Benefits Package**

Health & Dental Insurance							
Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
			\$ 106.32	\$ 1,678.32		\$ 385.00	
	\$ 3,600.00		1,869.36	1,869.36			
			1,980.00	1,980.00		220.00	\$ 600.00
		\$ 492.00	9,137.28	1,955.28		2,344.00	1,947.30
			1,968.00	1,968.00		225.00	4,881.95
			1,701.36	1,701.36		120.00	630.00
	3,500.00	80.01	4,844.52	2,701.12			
			1,744.56	1,744.56			
			1,896.00	1,896.00			
			1,884.48	1,884.48		275.00	
\$ 4,200.00			1,939.32	1,939.32		220.00	90.00
			8,785.80	1,800.00		275.00	700.00
			324.00	1,956.00			
		52.80	1,699.08	1,699.08		285.00	
		359.00	1,596.84	1,596.84		225.00	
		385.00	4,007.88	1,894.80		250.00	650.00
			1,818.60	1,818.60		400.00	305.00
			3,981.36	3,981.36	\$ 12,996.00		
			1,779.84	1,779.84		245.00	750.00
4,800.00			1,847.04	1,847.04		200.00	210.00
		364.80	2,178.60	2,178.60		405.00	600.00

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

<sup>6</sup> Includes salary paid from operating funds for Federal Coordinator position assumed by the superintendent (\$17,000.00).

<sup>7</sup> Includes country club dues totaling \$1,884.00.

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<b>Total Superintendent's Salaries and Benefits Per ADM By District</b>					
<b>School District</b>	<b>Total Salary and Benefits Package <sup>1</sup></b>	<b>Average Daily Membership (ADM)</b>	<b>Total per ADM</b>	<b>Salary / Bonus</b>	<b>Vehicle <sup>2</sup></b>
Pine Bluff	\$137,912.24	5,677.7	\$24.29	\$ 119,500.00	\$ 717.00
Pocahontas	83,243.00	1,886.2	44.13	78,571.00	2,670.00
Pottsville	100,992.00	1,306.3	77.31	98,450.00	
Poyen <sup>8</sup>	96,487.00	506.9	190.36	92,436.00	
Prairie Grove	101,400.00	1,505.8	67.34	93,630.00	
Prescott	92,293.41	1,095.6	84.24	85,231.85	
Pulaski County Special #	175,324.32	17,279.9	10.15	148,566.40	9,000.00
Quitman	74,370.00	585.2	127.09	72,500.00	
Rector (Clay County Cent.)	79,341.00	650.6	121.95	76,380.00	
Riverside	78,414.00	770.2	101.82	78,414.00	
Riverview	93,335.77	1,294.0	72.13	90,408.45	
Rogers #	170,472.00	12,730.1	13.39	159,660.00	640.00
Rose Bud	81,620.98	799.6	102.08	73,755.00	
Russellville	133,053.76	5,034.3	26.43	128,491.76	
Salem	83,461.00	722.9	115.45	80,879.00	
Scranton	83,718.00	379.5	220.58	81,350.00	
Searcy	137,237.74	3,694.7	37.14	113,317.50	7,250.00
Searcy County	86,980.72	1,006.6	86.41	85,802.68	
Sheridan	133,557.00	4,200.6	31.79	99,648.00	5,500.00
Shirley	74,477.61	545.9	136.43	73,827.61	
Siloam Springs	106,616.12	3,253.4	32.77	100,919.00	3,600.00

**FOOTNOTES:**

# Financial audit not conducted by the Division of Legislative Audit.

<sup>1</sup> Does not include Social Security match (7.65%) or Arkansas Teacher Retirement match (14%) amounts paid by the districts.

<sup>2</sup> Values calculated (lease value, cash allowance) by the respective school districts and were not verified for purposes of this report.

<sup>3</sup> Values calculated (lease value, cash allowance) by the respective school districts and were not verified for purposes of this report.

<sup>4</sup> Represents amount paid by district for each district teacher and is presented for comparative purposes only. These amounts are not included in the superintendent's total salary and benefit amount.

Components of Superintendent's Total Salary and Benefits Package							
Health & Dental Insurance							
Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
		\$ 402.96	\$ 4,709.04	\$ 3,832.08	\$ 12,000.00	\$ 583.24	
			1,812.00	1,812.00		190.00	
			1,992.00	1,992.00		350.00	\$ 200.00
			2,136.00	2,136.00		1,425.00	490.00
			1,680.00	1,680.00		230.00	5,860.00
			6,223.56	1,786.08		538.00	300.00
		1,128.12	3,129.80	3,129.80	13,500.00		
			1,620.00	1,620.00		250.00	
			2,251.00	2,251.00		210.00	500.00
			-	1,572.00			
			1,822.32	1,822.32		425.00	680.00
	\$ 3,400.00	559.00	1,680.00	1,680.00	3,193.00	1,340.00	
\$ 4,800.00			1,638.48	1,638.48		625.00	802.50
		1,132.00	2,364.00	2,364.00		1,066.00	
			1,812.00	1,812.00		770.00	
		36.00	1,572.00	1,572.00		220.00	540.00
	4,500.00	568.14	10,191.10	1,714.00		1,411.00	
			305.04	2,105.04		873.00	
			2,692.00	1,692.00		1,315.00	24,402.00
			-	1,572.00		650.00	
			2,097.12	2,097.12			

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

<sup>6</sup> Includes salary paid from operating funds for Federal Coordinator position assumed by the superintendent (\$17,000.00).

<sup>7</sup> Includes country club dues totaling \$1,884.00.

<sup>8</sup> Includes tuition payments to institution of higher education.

<sup>9</sup> May include one time lump sum payments for retirees for unused sick and vacation leave.

<b>Total Superintendent's Salaries and Benefits Per ADM By District</b>					
<b>School District</b>	<b>Total Salary and Benefits Package <sup>1</sup></b>	<b>Average Daily Membership (ADM)</b>	<b>Total per ADM</b>	<b>Salary / Bonus</b>	<b>Vehicle <sup>2</sup></b>
Sloan-Hendrix	\$92,985.00	572.0	\$162.56	\$ 91,144.00	
Smackover #	83,075.16	838.0	99.14	78,110.04	
South Conway County #	97,800.00	2,384.7	41.01	96,800.00	
South Mississippi County	83,175.12	1,352.1	61.52	81,000.00	
South Side	83,057.00	1,389.6	59.77	80,410.00	
Southside-Bee Branch	74,964.50	490.1	152.96	67,465.00	
Spring Hill	81,549.36	507.0	160.86	77,500.00	
Springdale #	215,853.82	14,407.4	14.98	165,858.42	\$ 6,600.00
Star City	103,071.82	1,735.6	59.39	98,950.00	
Stephens	82,861.15	547.5	151.34	76,659.07	
Strong-Huttig #	78,001.24	698.4	111.69	76,081.00	
Stuttgart #	115,399.00	1,840.6	62.70	104,398.00	4,800.00
Texarkana	122,755.44	4,392.5	27.95	115,350.00	
Trumann	82,382.00	1,739.7	47.35	79,970.00	
Turrell	111,831.11	367.1	304.63	80,129.90	
Twin Rivers	64,817.05	483.6	134.02	63,245.05	
Two Rivers	79,775.00	1,084.2	73.58	77,897.00	
Valley Springs	89,278.06	951.1	93.87	83,800.00	
Valley View	103,124.52	1,656.6	62.25	100,545.00	
Van Buren #	145,880.18	5,514.3	26.45	120,000.00	4,766.40
Van Cove	84,856.02	508.5	166.87	72,500.00	

**FOOTNOTES:**

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<sup>4</sup> Represents amount paid by district for each district teacher and is presented for comparative purposes only. These amounts are not included in the superintendent's total salary and benefit amount.

### Components of Superintendent's Total Salary and Benefits Package

Health & Dental Insurance							
Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
			\$ 1,572.00	\$ 1,572.00		\$ 269.00	
\$ 1,800.00			2,115.12	2,115.12		450.00	\$ 600.00
		\$ 750.00	-	1,608.00		250.00	
			1,695.12	1,695.12			480.00
			2,427.00	2,427.00		220.00	
5,500.00			1,572.00	1,572.00		190.00	237.50
			2,904.36	2,904.36		845.00	300.00
		16,426.60	10,659.73	2,148.60	\$ 13,500.00	2,809.07	
	\$ 3,876.00	35.00	210.82	2,010.82			
		4,157.88	2,044.20	2,044.20			
			1,920.24	1,920.24			
			4,516.00	2,016.00		500.00	1,185.00
	3,600.00		2,887.44	1,668.00		918.00	
			1,572.00	1,572.00			840.00
16,530.79		547.54	9,970.02	1,822.08		489.00	4,163.86
			1,572.00	1,572.00			
			1,668.00	1,668.00		210.00	
	4,800.00		273.06	1,881.06		405.00	
			1,919.52	1,919.52			660.00
		2,808.42	8,516.36	1,572.00	7,200.00	1,749.00	840.00
			2,014.44	2,014.44		888.30	9,453.28

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

<sup>6</sup> Includes salary paid from operating funds for Federal Coordinator position assumed by the superintendent (\$17,000.00).

<sup>7</sup> Includes country club dues totaling \$1,884.00.

<sup>8</sup> Includes tuition payments to institution of higher education.

<sup>9</sup> May include one time lump sum payments for retirees for unused sick and vacation leave.

<b>Total Superintendent's Salaries and Benefits Per ADM By District</b>					
<b>School District</b>	<b>Total Salary and Benefits Package <sup>1</sup></b>	<b>Average Daily Membership (ADM)</b>	<b>Total per ADM</b>	<b>Salary / Bonus</b>	<b>Vehicle <sup>2</sup></b>
Vilonia	\$109,010.46	2,707.4	\$40.26	\$ 94,397.00	\$ 6,696.00
Viola	82,159.50	422.2	194.60	79,947.00	
Waldo	91,868.74	320.4	286.76	76,689.02	
Waldron	87,219.32	1,692.8	51.53	80,775.00	
Walnut Ridge	92,424.00	743.8	124.26	90,050.00	
Warren	115,831.76	1,572.4	73.66	99,088.92	3,350.00
Watson Chapel #	118,196.34	3,267.2	36.18	114,631.00	804.00
Weiner	75,404.00	361.5	208.60	74,664.00	
West Fork	91,070.92	1,153.7	78.94	88,313.00	509.00
West Memphis #	133,326.00	6,088.0	21.90	131,351.00	
Western Yell County	70,508.00	431.4	163.42	63,700.00	
Westside (Clebume)	74,029.59	517.3	143.12	71,261.30	
Westside (Craighead)	91,915.00	1,663.5	55.25	89,300.00	
Westside (Johnson)	78,087.00	570.8	136.81	69,007.00	2,400.00
White County Central	90,438.16	679.8	133.04	88,250.00	
White Hall	106,303.80	3,186.8	33.36	103,357.00	
Wickes	88,484.30	667.7	132.52	85,000.00	
Wonderview	70,996.56	427.3	166.16	67,518.00	
Woodlawn	85,522.28	575.5	148.62	77,912.00	
Wynne	109,744.00	3,149.3	34.85	106,000.00	2,000.00
Yellville-Summitt	83,800.91	957.3	87.54	80,960.00	

**FOOTNOTES:**

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<sup>4</sup> Represents amount paid by district for each district teacher and is presented for comparative purposes only. These amounts are not included in the superintendent's total salary and benefit amount.



**Components of Superintendent's Total Salary and Benefits Package**

Health & Dental Insurance							
Housing <sup>3</sup>	Travel / Expense Allowance	Life / Disability Ins. Premiums	Premiums Paid On-Behalf of Supt.	Premiums Paid On-Behalf of Teachers <sup>4</sup>	Additional Retirement Contribution	Professional / Other Dues and Fees	Unused Vacation / Sick Leave Payments <sup>9</sup>
\$ 4,800.00		\$ 547.46	\$ 1,920.00	\$ 1,920.00			\$ 650.00
			1,800.00	1,800.00		\$ 210.00	202.50
4,800.00			10,154.72	1,833.36		225.00	
			3,279.12	1,807.44		915.00	2,250.20
			1,572.00	1,572.00		802.00	
		1,090.40	9,032.44	2,047.44		2,206.00	1,064.00
		110.54	2,110.80	2,110.80			540.00
			-	1,928.04		740.00	
			2,248.92	2,248.92			
		403.00	1,572.00	1,572.00			
			1,800.00	1,800.00		250.00	4,758.00
		43.80	1,810.20	1,810.20			914.29
		430.00	1,930.00	1,930.00		255.00	
6,000.00			-	1,833.96		680.00	
			1,619.16	1,619.16		569.00	
			2,086.80	2,086.80		260.00	600.00
			2,219.30	1,990.08		550.00	715.00
			3,478.56	1,572.00			
		577.92	6,357.36	1,932.24		455.00	220.00
			1,704.00	1,704.00			40.00
		340.03	2,120.88	2,120.88		380.00	

<sup>5</sup> Includes salary for bus driving duties (\$8,129.30).

<sup>6</sup> Includes salary paid from operating funds for Federal Coordinator position assumed by the superintendent (\$17,000.00).

<sup>7</sup> Includes country club dues totaling \$1,884.00.

<sup>8</sup> Includes tuition payments to institution of higher education.

<sup>9</sup> May include one time lump sum payments for retirees for unused sick and vacation leave.

## Appendix A

### Copy of Blank Superintendent Survey Questionnaire

**Administrative Expenses – Arkansas Public Schools  
Superintendent Salary and Benefits Package  
2004-05 School Year**

**Must be Returned by November 4, 2005  
Return by email to sending address**

**District Name** \_\_\_\_\_

**District LEA#** \_\_\_\_\_

**Superintendent Name (04-05)** \_\_\_\_\_

	<u>Paid by District</u>	<u>Other Resources</u>	<u>Total</u>
Total Superintendent Salary (Do not include any items that are listed individually below)	\$ _____	\$ _____	_____
Car Allowance	\$ _____	\$ _____	_____
Annual Lease Value of Vehicle Provided	\$ _____	\$ _____	_____
Housing Allowance	\$ _____	\$ _____	_____
Annual Value of Housing Provided	\$ _____	\$ _____	_____
Travel Allowance (Do not include per diem or actual expense reimbursements)	\$ _____	\$ _____	_____
Bonus Payments	\$ _____	\$ _____	_____
Workshop Instruction Payments	\$ _____	\$ _____	_____
Unused Vacation Payments	\$ _____	\$ _____	_____
Unused Sick Leave Payments	\$ _____	\$ _____	_____
Disability Insurance Premium	\$ _____	\$ _____	_____
Value of the Policy	\$ _____		_____
Life Insurance Premiums	\$ _____	\$ _____	_____
Value of the Policy	\$ _____		_____
Health Insurance Benefits	\$ _____	\$ _____	_____
Amount paid for each teacher	\$ _____	\$ _____	_____
Amount paid for Superintendent	\$ _____	\$ _____	_____
Superintendent Plan Type			_____
Employee Only	<u>Type Yes or No Here</u>		_____
Employee & Spouse	<u>Type Yes or No Here</u>		_____
Employee & Children	<u>Type Yes or No Here</u>		_____
Family	<u>Type Yes or No Here</u>		_____
Dental Insurance Benefits	\$ _____	\$ _____	_____
Amount paid for each teacher	\$ _____	\$ _____	_____
Amount paid for Superintendent	\$ _____	\$ _____	_____
Check Superintendent Plan Type			_____
Employee Only	<u>Type Yes or No Here</u>		_____
Employee & Spouse	<u>Type Yes or No Here</u>		_____
Employee & Children	<u>Type Yes or No Here</u>		_____
Family	<u>Type Yes or No Here</u>		_____
Annuity or Retirement Benefits other than Arkansas Teacher Retirement	\$ _____	\$ _____	_____
College Tuition	\$ _____	\$ _____	_____
Professional Dues and Fees	\$ _____	\$ _____	_____
Other Dues and Fees (list individually)	\$ _____	\$ _____	_____
_____	\$ _____	\$ _____	_____
Additional Benefits Paid (list individually)	\$ _____	\$ _____	_____
_____	\$ _____	\$ _____	_____
Does the Superintendent's contract include provisions for sabbatical leave?	<u>Type Yes or No Here</u>	If yes, amount	\$ _____
Does the Superintendent's contract include provisions for early retirement?	<u>Type Yes or No Here</u>	If yes, amount	\$ _____
Does the Superintendent's contract include provisions for a severance package?	<u>Type Yes or No Here</u>	If yes, amount	\$ _____



