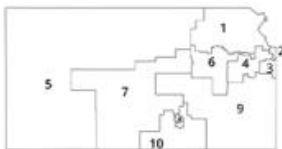


# Superintendent Salaries

2024-2025



*Kansas leads the world in the success of each student.*



## SUCCESS DEFINED

A successful Kansas high school graduate has the

- Academic preparation,
- Cognitive preparation,
- Technical skills,
- Employability skills and
- Civic engagement

to be successful in postsecondary education, in the attainment of an industry recognized certification or in the workforce, without the need for remediation.

## OUTCOMES

- Social-emotional growth
- Kindergarten readiness
- Individual Plan of Study
- Civic engagement
- Academically prepared for postsecondary
- High school graduation
- Postsecondary success



# Kansas State Board of Education

## BOARD MEMBERS

|   |   |   |   |   |
|---|---|---|---|---|
| <b>DISTRICT 1</b><br><br>Danny Zeck<br>Vice Chair<br><a href="mailto:Danny.Zeck@ksde.gov">Danny.Zeck@ksde.gov</a> | <b>DISTRICT 2</b><br><br>Melanie Haas<br><a href="mailto:Melanie.Haas@ksde.gov">Melanie.Haas@ksde.gov</a>                   | <b>DISTRICT 3</b><br><br>Michelle Dombrosky<br><a href="mailto:Michelle.Dombrosky@ksde.gov">Michelle.Dombrosky@ksde.gov</a> | <b>DISTRICT 4</b><br><br>Connie O'Brien<br><a href="mailto:Connie.O'Brien@ksde.gov">Connie.O'Brien@ksde.gov</a> | <b>DISTRICT 5</b><br><br>Cathy Hopkins<br>Chair<br><a href="mailto:Cathy.Hopkins@ksde.gov">Cathy.Hopkins@ksde.gov</a> |
| <b>DISTRICT 6</b><br><br>Dr. Beryl A. New<br><a href="mailto:Beryl.New@ksde.gov">Beryl.New@ksde.gov</a>           | <b>DISTRICT 7</b><br><br>Dennis Hershberger<br><a href="mailto:Dennis.Hershberger@ksde.gov">Dennis.Hershberger@ksde.gov</a> | <b>DISTRICT 8</b><br><br>Betty Arnold<br><a href="mailto:Betty.Arnold@ksde.gov">Betty.Arnold@ksde.gov</a>                   | <b>DISTRICT 9</b><br><br>Jim Porter<br><a href="mailto:Jim.Porter@ksde.gov">Jim.Porter@ksde.gov</a>             | <b>DISTRICT 10</b><br><br>Debby Potter<br><a href="mailto:Debby.Potter@ksde.gov">Debby.Potter@ksde.gov</a>            |

## MISSION

To prepare Kansas students for lifelong success through rigorous, quality academic instruction, career training and character development according to each student's gifts and talents.

## VISION

Kansas leads the world in the success of each student.

## MOTTO

Kansans Can

|  |   |  |
|--|---|--|
| <b>COMMISSIONER OF EDUCATION</b><br><br>Dr. Randy Watson<br><a href="mailto:Randy.Watson@ksde.gov">Randy.Watson@ksde.gov</a> | <b>DEPUTY COMMISSIONER</b><br>Division of Fiscal and Administrative Services<br><br>Dr. Frank Harwood<br><a href="mailto:Frank.Harwood@ksde.gov">Frank.Harwood@ksde.gov</a> | <b>DEPUTY COMMISSIONER</b><br>Division of Learning Services<br><br>Dr. Ben Proctor<br><a href="mailto:Ben.Proctor@ksde.gov">Ben.Proctor@ksde.gov</a> |
|--|---|--|

The Kansas State Department of Education does not discriminate on the basis of race, color, religion, national origin, sex, disability or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the nondiscrimination policies: KSDE General Counsel, Office of General Counsel, KSDE, Landon State Office Building, 900 S.W. Jackson, Suite 102, Topeka, KS 66612, (785) 296-1301

*Kansas leads the world in the success of each student.*

Jan. 25, 2025

Superintendent Salaries

# Table of Contents

**Table of Contents..... 3**

**Introduction ..... 4**

**History..... 5**

**Average ..... 6**

# Superintendent Salaries

## Introduction

Frank Harwood

Deputy Commissioner  
Division of Fiscal & Administrative Services  
Kansas State Department of Education  
frank.harwood@ksde.gov

Dale Brungardt

Director of School Finance  
Division of Fiscal & Administrative Services  
Kansas State Department of Education  
dale.brungardt@ksde.gov

This publication has been prepared by the School Finance Team of the Kansas State Department of Education to provide selected data related to the salaries for Superintendent's for each of the unified school districts in Kansas. You may download the report in Excel format and sort as desired.

This data is compiled from the annual Superintendent's Organization Report, which is submitted by each unified school district in October of each year. There is a wide range in teaching experience & college hours of personnel as well as budget per pupil, which may account for disparities in salaries between school districts. Other factors include, but are not limited to: severance packages, part-time positions, combined principal/superintendent positions.

Please visit the [School Finance Reports Warehouse](#) on Kansas Department of Education's [Data Central](#) for more information.

# History

|            | Average Salary<br>(includes supplemental salary<br>and fringe benefits) | Percent<br>Change |
|------------|---|-------------------|
| *2024-2025 | \$ 145,326  | 2.60%             |
| 2023-2024  | \$ 141,649  | 3.32%             |
| 2022-2023  | \$ 137,087  | 0.88%             |
| 2021-2022  | \$ 135,894  | 3.71%             |
| 2020-2021  | \$ 131,023  | 2.33%             |
| 2019-2020  | \$ 128,041  | 4.56%             |
| 2018-2019  | \$ 122,457  | 4.73%             |
| 2017-2018  | \$ 116,916  | 2.88%             |
| 2016-2017  | \$ 113,642  | 2.20%             |
| 2015-2016  | \$ 111,191  | 0.70%             |
| 2014-2015  | \$ 110,418  | 0.79%             |
| 2013-2014  | \$ 109,554  | - 0.66%           |
| 2012-2013  | \$ 110,277  | 2.30%             |
| 2011-2012  | \$ 107,789  | 2.99%             |
| 2010-2011  | \$ 104,655  | - 0.99%           |

|            | Low       | Median     | High       |
|------------|-----------|------------|------------|
| *2024-2025 | \$ 6,000  | \$ 137,565 | \$ 403,952 |
| 2023-2024  | \$ 23,000 | \$ 132,535 | \$ 377,987 |
| 2022-2023  | \$ 12,000 | \$ 129,722 | \$ 362,745 |
| 2021-2022  | \$ 35,500 | \$ 125,896 | \$ 627,653 |
| 2020-2021  | \$ 31,000 | \$ 123,408 | \$ 381,980 |
| 2019-2020  | \$ 30,000 | \$ 118,837 | \$ 338,547 |
| 2018-2019  | \$ 32,118 | \$ 114,989 | \$ 342,232 |
| 2017-2018  | \$ 17,000 | \$ 111,722 | \$ 305,035 |
| 2016-2017  | \$ 17,000 | \$ 107,652 | \$ 341,593 |
| 2015-2016  | \$ 15,000 | \$ 106,878 | \$ 301,136 |
| 2014-2015  | \$ 30,493 | \$ 105,796 | \$ 297,034 |
| 2013-2014  | \$ 30,028 | \$ 104,866 | \$ 291,090 |
| 2012-2013  | \$ 40,650 | \$ 102,664 | \$ 311,931 |
| 2011-2012  | \$ 41,250 | \$ 107,789 | \$ 275,336 |
| 2010-2011  | \$ 21,200 | \$ 99,238  | \$ 274,890 |

# Average

|                           |           |
|---------------------------|-----------|
| 2023-2024 Actuals .....   | \$141,126 |
| 2024-2025 Contracted..... | \$144,787 |
| <hr/>                     |           |
| Percent Change.....       | .0.98%    |

School Finance  
(785) 296-3872



Kansas State Department of Education  
900 S.W. Jackson Street, Suite 102  
Topeka, Kansas 66612-1212  
[www.ksde.gov](http://www.ksde.gov)