

EXHIBIT A 2023-24 SUPERINTENDENT COMPENSATION SCHEDULE

SULPHUR SPRINGS UNION SCHOOL DISTRICT
2023-24 SUPERINTENDENT COMPENSATION SCHEDULE
EFFECTIVE: 07/1/23
Board Approval Date: 01/17/24

		ANNUAL RATES					SCH 025/SCH D
RANGE	CLASSIFICATION	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)	WORK DAYS/YR
BASE PAY							
099	Superintendent	\$234,021	\$245,722	\$258,009	\$270,909	\$284,454	246
LG1 - 10 YRS - 2% OF BASE SALARY							
199	Superintendent	\$238,701	\$250,636	\$263,169	\$276,327	\$290,143	246
LG2 - 15 YRS - 4% OF BASE SALARY							
299	Superintendent	\$243,382	\$255,551	\$268,329	\$281,745	\$295,832	246
LG3 - 20 YRS - 6% OF BASE SALARY							
399	Superintendent	\$248,062	\$260,465	\$273,490	\$287,164	\$301,521	246
LG4 - 25 YRS - 8% OF BASE SALARY							
499	Superintendent	\$252,743	\$265,380	\$278,650	\$292,582	\$307,210	246
LG5 - 30 YRS - 10% OF BASE SALARY							
599	Superintendent	\$257,423	\$270,294	\$283,810	\$298,000	\$312,899	246

Salary Placement shall begin July 1 of each fiscal year.
Longevity Increment shall be applied as of July 1 of the fiscal year in which the employee will have reached the designated number of years of service.
Paid medical insurance capped at \$11,250 for one party, \$18,000 for two party, and \$19,000 for family
Cash in lieu of medical insurance (capped at \$3500.00 annually) if selected by 01/01/2016
Paid dental and vision insurance for employee and family at 100% of premium

SULPHUR SPRINGS UNION SCHOOL DISTRICT
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		MONTHLY RATES					SCH 025/SCH D
RANGE	CLASSIFICATION	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)	WORK DAYS/YR
BASE PAY							
099	Superintendent	\$19,501.75	\$20,476.83	\$21,500.75	\$22,575.75	\$23,704.50	246
LG1 - 10 YRS - 2% OF BASE SALARY							
199	Superintendent	\$19,891.79	\$20,866.37	\$21,930.77	\$23,027.27	\$24,178.59	246
LG2 - 15 YRS - 4% OF BASE SALARY							
299	Superintendent	\$20,281.82	\$21,295.90	\$22,360.78	\$23,478.78	\$24,652.68	246
LG3 - 20 YRS - 6% OF BASE SALARY							
399	Superintendent	\$20,671.86	\$21,705.44	\$22,790.80	\$23,930.30	\$25,126.77	246
LG4 - 25 YRS - 8% OF BASE SALARY							
499	Superintendent	\$21,061.89	\$22,114.98	\$23,220.81	\$24,381.81	\$25,600.66	246
LG5 - 30 YRS - 10% OF BASE SALARY							
599	Superintendent	\$21,451.93	\$22,524.51	\$23,650.83	\$24,833.33	\$26,074.95	246

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Cash in lieu of medical insurance (capped at \$3500.00 annually) if selected by 01/01/2016
Paid dental and vision insurance for employee and family at 100% of premium