

## Arizona K-12 Superintendent Contracts - 2025

<b>District</b>	<b>Total 2024 ADM<sup>1</sup></b>	<b>Supt.</b>	<b>Term</b>	<b>Base Salary<sup>2</sup></b>	<b>Bonus/ Perf. Pay<sup>3</sup></b>	<b>403B or 457 def. Comp.</b>	<b>Annual Car/ Misc/ Stipend (Monthly Car Allowan ce)</b>	<b>Pers Days</b>	<b>Vac. Days<sup>4</sup></b>	<b>Total Non Base Pay %<sup>5</sup></b>	<b>Total Annual Comp.<sup>6</sup></b>	<b>Public Records Grade<sup>7</sup></b>
Mesa USD	55,600	Dr. Matthew Strom	2025-2028	\$245,000	+\$17,150	\$23,500	\$20,400 (\$950)		22 <sup>8</sup>	20%	\$306,050	<b>A</b>
Chandler USD	41,349	Franklin Narducci	2023-2026	\$250,000	+\$20,000	\$16,200	\$20,800 (\$900)	0	25 <sup>9</sup>	21%	\$316,578	<b>D</b>
Tucson USD	40,209	Dr. Gabriel Trujillo	2023-2026	\$230,000	+\$5000	\$15,000	\$20,000	0	28	15%	\$270,000	<b>A</b>
Peoria USD	34,373	Dr. Kenneth Somers	2024-2027	\$245,000	+\$17,150	\$31,850	\$15,000 (\$1000)	12	20 <sup>10</sup>	24%	\$323,134	<b>B</b>
Deer Valley USD	32,221	Dr. Curtis Finch	2025-2028	\$221,400	+\$22,140	\$20,000	\$10,000 ( <sup>11</sup> )		41 <sup>12</sup>	24%	\$290,505	<b>A</b>

<sup>1</sup> ADM stands for Average Daily Membership. Essentially, this is the number of students enrolled in the school district averaged over the first 100 days of the school year.

<sup>2</sup> All base salaries are adjusted annually by average amount of administrative salary increases given for that year unless noted.

<sup>3</sup> A.R.S. 15-341A.39 requires governing board to provide performance pay for the superintendent up to 20% of base salary; the statute expressly states this does not have to be in addition to the base salary. However, all districts here did provide superintendent performance pay as an addition to the base salary as indicated by the “+” notation.

<sup>4</sup> All contracts specified superintendent vacation days are exclusive of holidays and breaks in school calendar. In 2024-2025 school year, a typical school district provided approximately 31 days off for these purposes.

<sup>5</sup> Percentage of a superintendent’s overall compensation that is provided through non-base salary components.

<sup>6</sup> Total Annual Compensation does not include the value of employer provided health and life insurance or employer contributions to the Arizona State Retirement System (ASRS).

<sup>7</sup> Public Records Transparency Grade given out based on how quickly the PRR was fulfilled, whether there was any resistance to fulfilling the PRR and whether unnecessary charges were attempted to be extracted by the District for copies of the record.

<sup>8</sup> Vacation days over 22 days may be paid out annually at per diem rate (est. \$860 per day).

<sup>9</sup> Up to 10 days per year can be bought back; this would add additional \$9578 in compensation.

<sup>10</sup> 15 days may be paid out at per diem rate. The value of this benefit is \$14,134.

<sup>11</sup> Car provided by school district.

<sup>12</sup> Personal and vacation days combined.

District	Total 2024 ADM <sup>1</sup>	Supt.	Term	Base Salary <sup>2</sup>	Bonus/ Perf. Pay <sup>3</sup>	403B or 457 def. Comp.	Annual Car/ Misc/ Stipend (Monthly Car Allowance)	Pers Days	Vac. Days <sup>4</sup>	Total Non Base Pay % <sup>5</sup>	Total Annual Comp. <sup>6</sup>	Public Records Grade <sup>7</sup>
Gilbert USD	31,508	Dr. Shane McCord	2024-2027	\$240,000	+\$12,000	\$10,000	\$12,000 (\$1000)	0	35 <sup>13</sup>	15%	\$283,230	<b>A</b>
Paradise Valley USD	26,164	Dr. C. Todd Cummings	2025-2027	\$230,000	+\$10,000	\$20,000	\$18,400 (\$600)	18	24 <sup>14</sup>	23%	\$299,630	<b>A</b>
Phoenix Union HSD	25,760	Thea Andrade	2024-2027	\$250,000	+\$37,500	\$45,000	\$22,800 (\$900)	20 <sup>15</sup>	23 <sup>16</sup>	35% <sup>17</sup>	\$387,030	<b>D</b>
Dysart USD	23,033	Dr. John Croteau	2025-2028	\$216,000	+\$43,200	\$20,500	\$29,400 (\$700)	17	30 <sup>18</sup>	38%	\$350,035	<b>F</b>
Scottsdale USD	20,645	Dr. Scott Menzel	2024-2027	\$225,000	+\$45,000	\$20,000	\$24,329 (\$700)	16	20 <sup>19</sup>	28%	\$314,329	<b>A</b>
Washington ESD	18,765	Dr. Paul Stanton	2023-2026	\$230,000	+\$6900	\$30,500	\$48,300 (\$833)	15	30 <sup>20</sup>	33%	\$342,238	<b>F</b>
Glendale Union HSD	16,061	Matthew Belden	2025-2028	\$200,000	+\$40,000	\$26,000	\$23,000 (\$750)	14	28 <sup>21</sup>	34%	\$301,605	<b>B</b>
Queen Creek USD	15,034	Dr. Perry Berry	2023-2026	\$225,000	+\$11,250	\$10,000	\$35,800 (\$900)	13	25 <sup>22</sup>	23%	\$290,704	<b>F</b>

<sup>13</sup> PTO total; 10 days may be paid out annually, the value of which is \$9230.

<sup>14</sup> 100% of unused vacation eligible to be paid out at per diem rate each year. The value of this benefit is \$21,230 per year.

<sup>15</sup> Up to 50% of these days may be paid out at daily rate. Value is \$9615.

<sup>16</sup> 100% of these days are eligible for pay out. The value of this is \$22,115.

<sup>17</sup> Superintendent also receives paid health insurance for spouse and dependents, a considerable benefit not provided to other employees, that is not captured in this figure.

<sup>18</sup> All sick, personal and vacation days unused at the end of the calendar year are paid out at the per diem rate. The value of this benefit is \$40,935.

<sup>19</sup> Superintendent can accumulate up to 45 days of vacation which will be paid out at the per diem rate upon termination of employment.

<sup>20</sup> All 30 days vacation may be paid out each year at the per diem rate. The value of this benefit is \$26,538.

<sup>21</sup> Up to 15 days may be paid out annually. The value of this benefit is \$12,605.

<sup>22</sup> 10 days may be paid out annually at the per diem rate. The value of this benefit is \$8654.

District	Total 2024 ADM <sup>1</sup>	Supt.	Term	Base Salary <sup>2</sup>	Bonus/ Perf. Pay <sup>3</sup>	403B or 457 def. Comp.	Annual Car/ Misc/ Stipend (Monthly Car Allowance)	Pers Days	Vac. Days <sup>4</sup>	Total Non Base Pay % <sup>5</sup>	Total Annual Comp. <sup>6</sup>	Public Records Grade <sup>7</sup>
Vail USD	14,941	John Carruth	2025-2027	\$200,807	<sup>23</sup> +\$6350	\$0	\$26,848-\$30,272 (\$833)	0	25	15%	\$237,429	<b>D</b>
Sunnyside USD	13,962	Jose Gastelum	2023-2026	\$197,676	+\$10,368		\$53,677 <sup>24</sup> <sup>25</sup>	22 <sup>26</sup>	32 <sup>27</sup>	24%	\$261,721	<b>A</b>
Tolleson Union HSD	13,901	Jeremy Calles <sup>28</sup>	2025-2028	\$361,584	+\$18,079 - \$72,316	\$24,000	\$12,600 (\$900)	20 <sup>29</sup>	30 <sup>30</sup>	26%	\$491,360	<b>F</b>
Cartwright ESD	13,375	Ema Jauregui	2025-2028	\$230,000	+\$18,400	\$0	\$11,400 (\$700)	12	22 <sup>31</sup>	15%	\$272,184	<b>F</b>

<sup>23</sup> \$350 for every school with “A” label and \$150 for every school with “B” label. In 2023-2024 this amount was \$6350.

<sup>24</sup> Superintendent also receives paid health insurance for spouse and dependents, a considerable benefit not provided to other employees, that is not captured in this figure.

<sup>26</sup> 12 days personal leave may be paid out each year. Estimated value of this benefit is \$9123.

<sup>27</sup> 22 days of vacation may be paid out annually. The value of this benefit is estimated to be \$16,726.

<sup>28</sup> Most of the superintendent contracts have clause requiring superintendent to maintain professional certification through the State of Arizona as a superintendent. Mr. Calles’ contract does not have this provision and, upon information and belief, Mr. Calles does not possess a superintendent certificate.

<sup>29</sup> Superintendent can bank up to 120 personal days which would be paid upon his departure. 120 days would be additional compensation of \$166,184.

<sup>30</sup> 15 days can be cashed in per year for an additional compensation of \$20,860.

<sup>31</sup> 14 days of leave may be paid out each year at per diem rate. The value of this benefit is \$12,384.

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Kyrene ESD	13,247	Laura Toenjes	2024-2027	\$220,000	+\$11,000	\$15,400	\$25,923 <sup>32</sup> <sup>33</sup>	? <sup>34</sup>	? <sup>35</sup>	??	\$272,323 <sup>i</sup>	<b>A</b>
Marana USD	12,824	Dr. Dan Streeter	2024-2027	\$200,000	+\$36,000	\$20,000	\$14,400 <sup>36</sup> <sup>37</sup>		30 <sup>38</sup>	30%	\$285,784	<b>A</b>
Higley USD	12,351	David Loutzenheiser	2025-2028	\$210,000	+\$7500	\$0	\$9000 (\$750)	15	26 <sup>39</sup>	10%	\$234,576	<b>A</b>
Tempe Union HSD	11,711	Dr. Stacia Wilson	2024-2027	\$210,000	+\$15,000	\$12,000	\$9600 (\$800)	14	23 <sup>40</sup>	15%	\$246,600	<b>A</b>

<sup>32</sup> In addition, to the \$9000 annual car allowance, superintendent entitled to 40 days accumulated sick leave paid out at 50% of current per diem rate upon signage of contract. This amounts to a \$16,923 "signing bonus."

<sup>34</sup>Accrual per policy. Policy does not define. Contract states superintendent can cash out up to 40 days upon separation of service.

<sup>35</sup>Per policy for administrators which is not available online. Policy does not state how much vacation earned. Superintendent can receive annual payouts for up to 50% of vacation days earned on an annual basis.

<sup>36</sup> Superintendent also receives paid health insurance for spouse and dependents, a considerable benefit not provided to other employees, that is not captured in this figure.

<sup>38</sup> Up to 20 days per year paid out as benefit. Cost estimated at \$15,384.

<sup>39</sup> 10 days of vacation may be paid out per year for additional \$8076 per year.

<sup>40</sup> May cash out any days over 30; estimated benefit is worth \$807 per day.

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Amphitheater USD	11,256	Todd Jaeger, J.D.	2023-2026	\$220,000	+\$10,000	\$30,000	\$45,000 (\$1250)	10	35 <sup>41</sup>	32%	\$321,923	<b>A</b>
Yuma Union HSD	11,201	Tim Brienza	2023-2026	\$175,000	+\$6000	\$31,000	\$18,840 <sup>42</sup> <sup>43</sup>	14	20	32%	\$230,840	<b>F</b>
Litchfield ESD	10,727	Dr. Carter Davidson	2023-2026	\$180,000	+\$18,000	\$15,000	\$22,000 (\$750)	11	? <sup>44</sup>	23%	\$235,000	<b>A</b>
Agua Fria Union HSD	10,074	Mark Yslas	2023-2026	\$239,724	+\$5000	\$5000	\$19,400 (\$900)	4	20	11%	\$269,124	<b>B</b>
Tempe ESD	9,997	Dr. James Driscoll	2023-2026	\$225,000	+\$11,250	\$18,000 <sup>45</sup>	\$12,440 <sup>46</sup> <sup>4748</sup> )	12	22 <sup>49</sup>	18%	\$303,516	<b>A</b>

<sup>41</sup> 20 days of vacation leave may be paid out at per diem rate annually. The value of this benefit is \$16,923.

<sup>42</sup> Superintendent also receives paid health insurance for spouse and dependents, a considerable benefit not provided to other employees, that is not captured in this figure.

<sup>44</sup> Vacation days are same as other administrators per policy; policy states number of days are per contract.

<sup>45</sup> The Tempe ESD also makes reference to the District making all ASRS payments on behalf of the superintendent. Not only is this against ASRS rules, which requires both the employee and employer each pay the ASRS contribution rate, but it is a benefit valued at \$27,607

<sup>46</sup> Superintendent also receives paid health insurance for spouse and dependents, a considerable benefit not provided to other employees, that is not captured in this figure.

<sup>48</sup> Superintendent is provided a car with all expenses associated with that car, including insurance, maintenance and gas.

<sup>49</sup> 50% of accrued vacation days may be paid out annually. The estimated annual value of this benefit is \$9219.

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Alhambra ESD	9,709	Dr. Cecilia Maes	2024-2027	\$230,000	+\$13,800	\$0	\$18,000	13 <sup>50</sup>	34 <sup>51</sup>	15%	\$270,646	<b>B</b>
Maricopa USD	9,504	Dr. Tracy Lopeman	2023-2026	\$184,875	+\$9243	\$20,000	\$17,000 (\$900)		26 <sup>52</sup>	26%	\$249,217	<b>A</b>
Yuma ESD	9,047	Jamie Sheldahl	2022-2025	\$179,998	+\$9000	\$10,600	\$11,400 (\$800)	12	20	15%	\$210,998	<b>B</b>
Florence USD	8,697	Chris Knutsen	2024-2027	\$175,118	+\$17,511	\$25,000	\$20,800 (\$900)	16 <sup>53</sup>	22 <sup>54</sup>	34%	\$263,925	<b>F</b>
Flagstaff USD	8,579	Michael Penca	2024-2027	\$161,262	+\$10,000	\$5000	\$7440 (\$505)	12	30 <sup>55</sup>	15%	\$189,904	<b>A+</b>
Glendale ESD	8,547	Cindy Segotta-Jones	2024-2027	\$246,714 <sup>56</sup>	+\$20,000	\$24,000	\$11,400 (\$950)	25 <sup>57</sup>	20 <sup>58</sup>	26%	\$335,325	<b>F</b>
Laveen ESD	8,102	Dr. Jeff Sprout	2024-2027	\$226,082	+\$22,608	\$26,000	\$19,475	12	30 <sup>59</sup>	32%	\$330,685	<b>C</b>

<sup>50</sup> This sick leave can be accumulated and paid out 100% upon termination.

<sup>51</sup> PTO + Vacation; 10 days of PTO may be paid out each year, the value of which is \$8846.

<sup>52</sup> Personal and vacation days are combined. Days can be paid out at the end of the contract year at per diem rate.

<sup>53</sup> Unused general leave days must be paid out each fiscal year at per diem rate. This benefit is worth \$10,735.

<sup>54</sup> All unused vacation days are eligible to be paid out at the end of the fiscal year. This benefit is worth \$14,761.

<sup>55</sup> Up to 10 vacation days may be paid out each year. The estimated value of this benefit is \$6202.

<sup>56</sup> Although already under contract for three years, superintendent is entitled to retention bonus given out each year to other administrators that sign new annual contracts.

<sup>57</sup> Superintendent can be paid out entire 12 days personal leave and 13 days sick leave each year in addition to base salary.

<sup>58</sup> Up to 10 vacation days each year paid out annually at per diem rate.

<sup>59</sup> All personal leave and vacation leave balances eligible to be paid out each year at per diem rate. This benefit is worth \$36,520.

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Pendergast ESD	8,063	Dr. Jennifer Cruz	2023-2026	\$184,000	+18,400	\$19,500	\$9600 (\$800)	12 <sup>60</sup>	25 <sup>61</sup>	24%	\$243,529	<b>D</b>
Roosevelt ESD	7,043	Dr. Dani Portillo	2025-2028	\$215,000	+\$17,200	\$18,000	\$13,500 (\$900)	12	32 <sup>62</sup>	21%	\$273,623	<b>F-</b>
Casa Grande ESD	6,582	Dr. Adam Leckie	2024-2027	\$175,000	+\$8750	\$8750	\$15,600 (\$800)	11	22 <sup>63</sup>	19%	\$214,830	<b>F</b>
Sahuarita USD	6,327	Dr. Manuel Valenzuela	2024-2027	\$178,000	+\$10,000	\$0	\$46,903 (\$1250)	15	22 <sup>64</sup>	26%	\$240,379	<b>B</b>
Littleton ESD	6,198	Dr. Louis Lafitte, Jr.	2025-2028	\$185,000	+\$14,800	\$11,100	\$6000 (\$500)	12	12 <sup>65</sup>	20%	\$230,419	<b>D</b>
Buckeye ESD	6,172	Dr. Chad Lanese	2024-2026	\$180,000	+\$9000	\$10,000	\$12,060 (\$800)	7	25 <sup>66</sup>	17%	\$217,956	<b>A</b>
Avondale ESD	5,982	Dr. Betsy Hargrove	2023-2026	\$212,000	+25,440	\$29,680	\$25,200 (\$900)	15	30 <sup>67</sup>	30%	\$304,550	<b>B</b>
Creighton ESD	4,263	Jay Mann	2023-2026	\$165,000	+24,750	\$24,750	\$19,000 (\$600)		20	29%	\$233,500	<b>A</b>

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<sup>i</sup> Total amount is likely significantly higher due to unknown annual vacation payout amounts

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<sup>60</sup> 7 days may be paid out each year at per diem rate. Value is \$4953.

<sup>61</sup> 10 days may be paid out annually at per diem rate. Value is \$7076.

<sup>62</sup> 12 days PTO eligible to be paid out each year. The value of this benefit is \$9923.

<sup>63</sup> 10 days of vacation may be paid out each year. This benefit is valued at \$6730.

<sup>64</sup> Superintendent can sell 8 days of vacation per year back to the district at per diem rate. This benefit is worth \$5476.

<sup>65</sup> Leave and vacation over 5 days to be paid out at per diem rate each year. Maximum benefit would be \$13,519.

<sup>66</sup> 10 days of vacation may be paid out each year at the per diem rate. The value of this benefit is \$6896.

<sup>67</sup> Both leave and vacation can be paid out annually after a minimum of 240 hours is maintained. This results in 15 days paid out each year, a value of \$12,230.