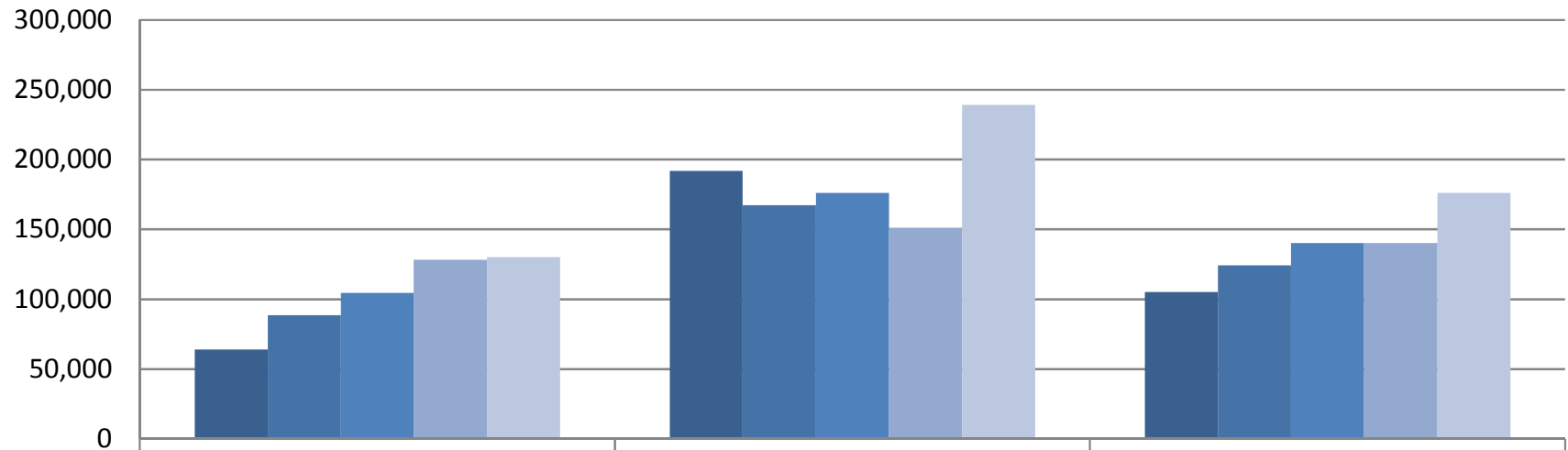


A photograph of an office desk with a calculator, a notebook, and a stack of newspapers. A red banner is overlaid on the image with the text 'SALARY SURVEY 2015'.

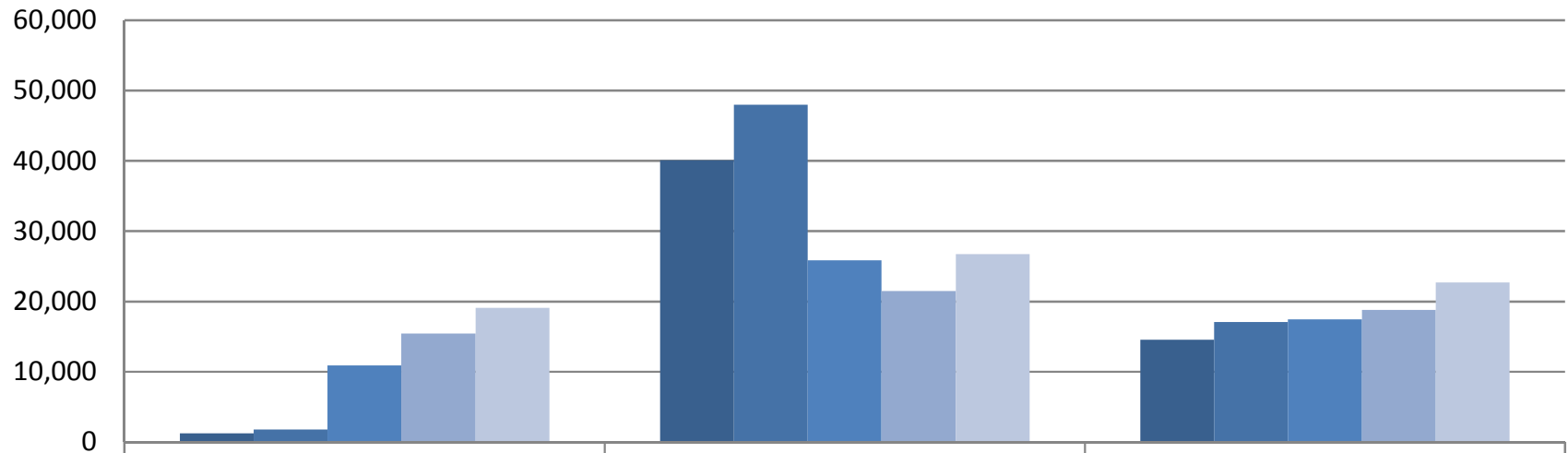
SALARY SURVEY 2015

2015 Ohio Superintendent Salary Survey Compensation Review By District Size



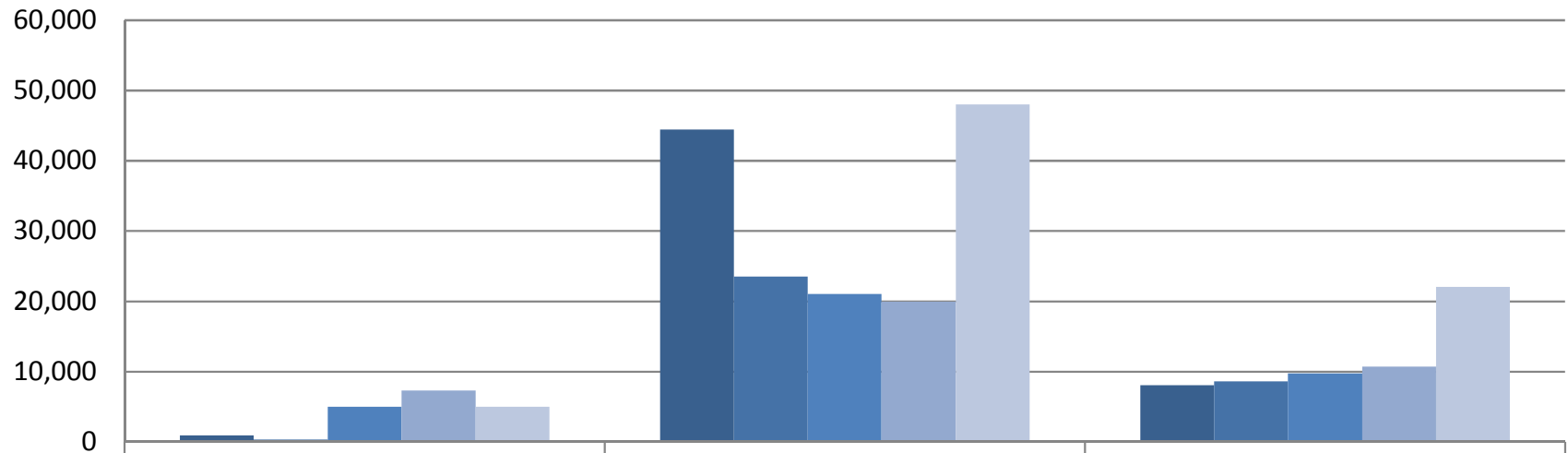
	Min	Max	Avg
■ <2500	64,000	191,736	105,197
■ 2500-4999	88,500	167,289	124,248
■ 5000-7499	104,550	176,200	140,295
■ 7500-9999	128,282	151,000	140,419
■ 10000+	130,000	239,200	176,297

2015 Ohio Superintendent Salary Survey Retirement Review By District Size



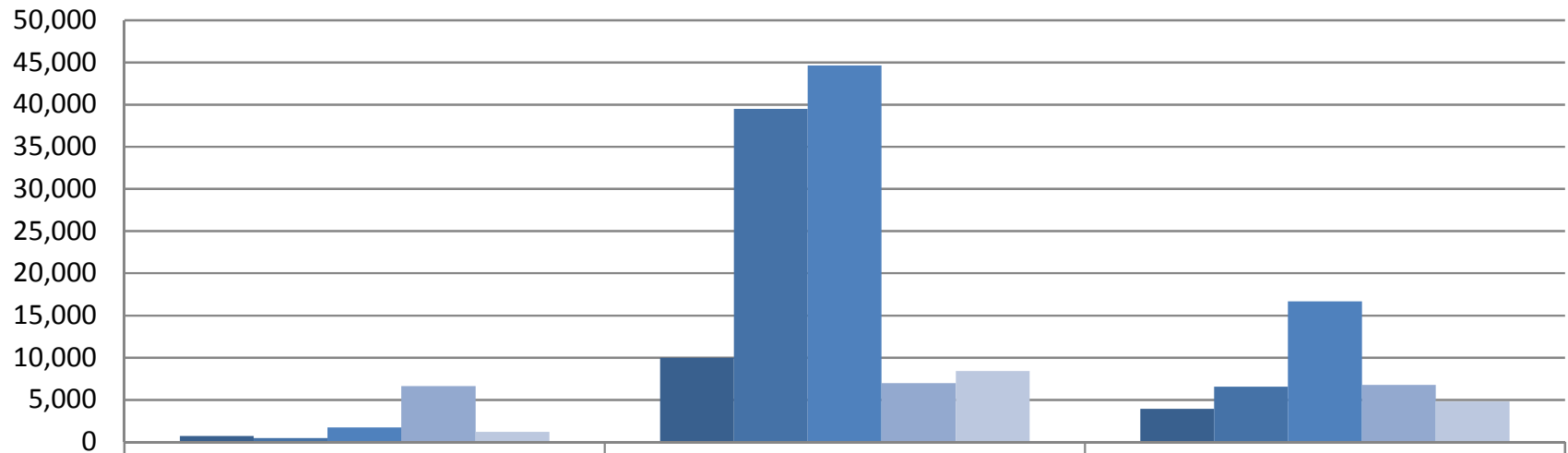
	Min	Max	Avg
■ <2500	1,235	40,095	14,571
■ 2500-4999	1,776	47,995	17,032
■ 5000-7499	10,913	25,884	17,486
■ 7500-9999	15,392	21,447	18,814
■ 10,000+	19,097	26,730	22,717

2015 Ohio Superintendent Salary Survey Annuity Review By District Size



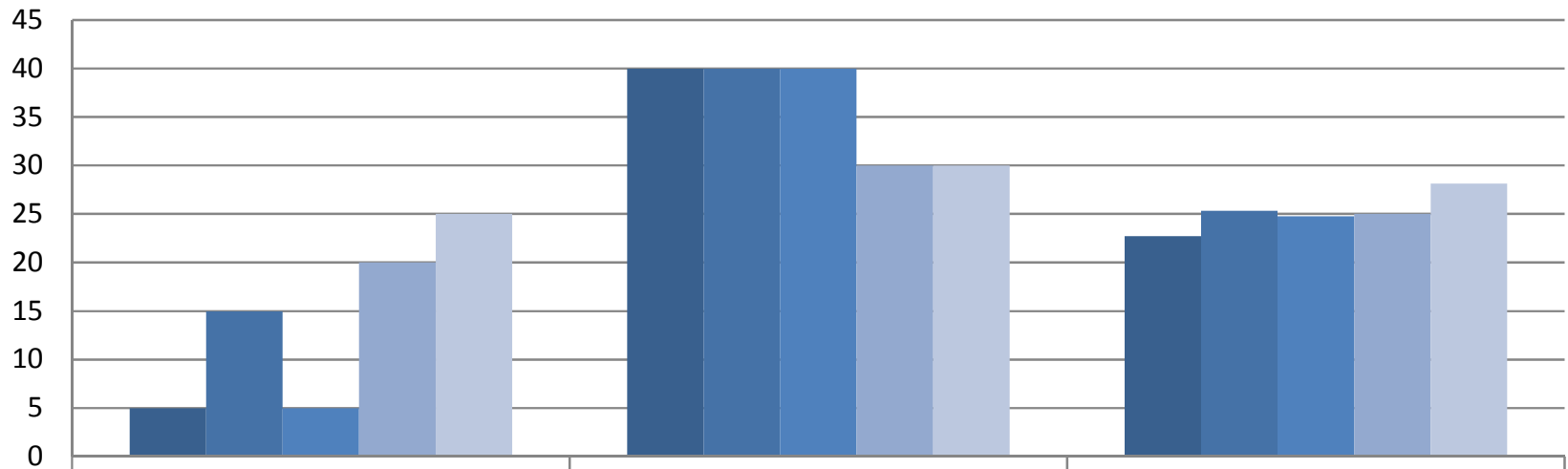
	Min	Max	Avg
■ <2500	900	44,494	8,078
■ 2500-4999	350	23,495	8,587
■ 5000-7499	5,000	21,037	9,708
■ 7500-9999	7,300	20,000	10,680
■ 10,000+	5,000	48,000	22,088

2015 Ohio Superintendent Salary Survey Other Income Review By District Size



	Min	Max	Avg
■ <2500	728	10,000	3,915
■ 2500-4999	480	39,500	6,572
■ 5000-7499	1,757	44,651	16,676
■ 7500-9999	6,595	7,000	6,798
■ 10,000+	1,200	8,400	4,800

2015 Ohio Superintendent Salary Survey Vacation Days By District Size



	Min	Max	Avg
■ <2500	5	40	23
■ 2500-4999	15	40	25
■ 5000-7499	5	40	25
■ 7500-9999	20	30	25
■ 10,000+	25	30	28

2015 Salary Survey

By County

County	Salary			Retirement			Annuity			Other		
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg
Adams	104000	116000	110000	35960	35960	35960	0	0	0	0	0	0
Allen	76125	98800	90696	9896	23084	13291	15000	15000	15000	5272	5272	5272
Ashland	78000	122500	102005	10140	17127	13423	1000	1000	1000	0	0	0
Ashtabula	93000	102873	98524	12499	29910	18745	7000	7000	7000	0	0	0
Athens	110000	132000	121000	14300	18876	16588	13200	13200	13200	0	0	0
Auglaize	91749	110008	100455	11927	14301	13384	5600	5600	5600	2870	2870	2870
Belmont	75000	134709	95606	10050	19788	14036	0	0	0	5000	5000	5000
Brown	95000	107443	100843	12728	13968	13550	0	0	0	0	0	0
Butler	100000	165000	124559	12600	21300	16567	4104	30000	12092	6000	6000	6000
Carroll	102000	107007	104504	10700	14983	12842	0	0	0	2000	2000	2000
Champaign	91575	111880	101285	10075	29745	17045	1101	1101	1101	4500	5000	4750
Clark	111650	154743	122342	15465	17628	16889	2400	11156	6778	0	0	0
Clermont	99500	147000	118096	11940	32646	19130	3333	11250	7861	0	0	0
Clinton	101038	109000	105019	13134	13134	13134	0	0	0	0	0	0
Columbiana	82232	104000	95496	10304	14140	12345	0	0	0	0	0	0
Coshocton	69680	115317	97631	9365	16940	12959	0	0	0	0	0	0
Crawford	86000	95000	90868	11660	25043	15920	949	949	949	0	0	0
Cuyahoga	119000	239200	143344	15000	24453	18228	3600	24500	11389	2000	39500	14103
Darke	103425	128125	111853	13650	16656	15138	0	0	0	0	0	0
Defiance	98500	115244	106872	9850	12676	11263	0	0	0	0	0	0
Erie	107400	128300	120140	1412	16250	9467	1300	8000	4433	0	0	0
Fairfield	99000	120000	108767	12870	15600	14235	0	0	0	0	0	0
Fayette	102931	106838	104885	10293	11752	11023	0	0	0	0	0	0
Franklin	120000	195000	160483	13478	26730	21431	5000	48000	18840	1200	8400	5800
Fulton	91250	103030	95830	11862	15124	13211	0	0	0	1825	1825	1825
Gallia	95000	130629	108257	12889	15675	14173	15029	15029	15029	0	0	0
Geauga	98500	133269	114192	12805	13854	13436	5278	5278	5278	0	0	0
Greene	107100	135000	120298	3976	17147	12982	9200	9200	9200	6595	6595	6595
Guernsey	103000	103000	103000	16295	16295	16295	0	0	0	0	0	0
Hamilton	107600	168100	137039	2144	21853	17465	10000	18500	15000	2200	7499	4850
Hancock	90000	140760	101771	11791	18299	13394	2000	2000	2000	0	0	0
Hardin	71400	112000	98980	9282	15091	13301	0	0	0	0	0	0
Henry	80891	109018	96967	11882	15263	13634	3600	3600	3600	0	0	0
Highland	94292	102459	98544	10246	14525	12343	0	0	0	0	0	0
Huron	90000	113300	100794	12257	30847	17673	10000	10000	10000	728	10000	5364
Jackson	88500	105143	97714	3154	10620	6887	0	0	0	6552	6552	6552
Jefferson	91000	111508	97742	9100	28326	17312	0	0	0	0	0	0

2015 Salary Survey

By County

County	Salary			Retirement			Annuity			Other		
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg
Knox	89272	122100	104794	12740	16410	14200	0	0	0	1288	1288	1288
Lake	108000	153153	129837	15555	31559	19461	0	0	0	0	0	0
Lawrence	87690	93837	90434	11400	11400	11400	0	0	0	0	0	0
Licking	110000	154118	125163	8901	17289	13468	9247	9247	9247	1585	31970	16778
Logan	83453	135000	111720	10848	40095	22474	0	0	0	3755	8055	5905
Lorain	90000	176200	117740	11000	31050	17354	1800	13800	7800	2000	3877	2959
Lucas	120159	143000	130205	12015	22891	18229	10000	15000	12900	2250	44651	14070
Madison	115169	129900	123919	16469	19251	17496	4000	4000	4000	1837	1884	1860
Mahoning	88305	111238	99429	10400	15214	13160	2000	5145	3286	1450	1492	1471
Marion	106635	134070	124568	14821	19078	17077	4500	4500	4500	0	0	0
Medina	104550	139000	121709	11550	21447	16558	5155	13002	8864	1390	7000	4195
Meigs	75000	84840	79920	10180	19000	14590	0	0	0	0	0	0
Mercer	90673	115500	98581	9645	14670	12034	2400	2400	2400	1314	1314	1314
Miami	94668	140582	111191	11705	34232	17366	6600	10000	8300	3600	3600	3600
Monroe	0	0	0	0	0	0	0	0	0	0	0	0
Montgomery	95500	155324	129048	13370	22817	17237	5689	11000	8393	2055	7800	4928
Morgan	129044	129044	129044	21231	21231	21231	15485	15485	15485	0	0	0
Morrow	89975	191736	125070	11700	13285	12380	0	0	0	0	0	0
Muskingum	102010	129000	116303	13261	18362	15821	8000	14000	10440	6148	6148	6148
Noble	94778	94778	94778	13922	13922	13922	0	0	0	4217	4217	4217
Ottawa	94000	105987	100226	11280	25436	16122	5000	5000	5000	7500	7500	7500
Paulding	95000	113078	103097	12145	12350	12248	0	0	0	1200	1200	1200
Perry	80340	137000	109113	14300	20125	17213	13700	13700	13700	5500	5500	5500
Pickaway	107000	122500	115013	13968	34318	20723	0	0	0	6000	6000	6000
Pike	112334	112334	112334	14603	14603	14603	0	0	0	0	0	0
Portage	96500	125000	112405	11580	16800	14875	0	0	0	1434	1434	1434
Preble	73893	99000	88198	11267	14543	12905	0	0	0	0	0	0
Putnam	85748	106250	95616	1235	15608	11265	0	0	0	1243	1243	1243
Richland	64000	117845	97200	8320	15319	13111	0	0	0	1428	1428	1428
Ross	89890	135783	106452	9888	26505	17015	350	350	350	2810	2810	2810
Sandusky	88880	167289	119167	11544	47995	22051	1200	6000	4073	0	0	0
Scioto	85000	117845	94085	5455	15320	10990	7500	7500	7500	0	0	0
Seneca	85000	102251	94765	9350	15021	12299	0	0	0	2000	3000	2500
Shelby	91208	116700	106666	5251	15064	12032	3000	3000	3000	0	0	0
Stark	92000	147518	112250	9200	16900	14049	2000	5164	3771	3000	22500	7683
Summit	92000	175000	125236	1776	32950	17140	3000	22652	7457	480	5000	2466
Trumbull	80000	125615	99084	4500	15424	12000	3000	10748	8075	1160	6000	3580

2015 Salary Survey

By County

County	Salary			Retirement			Annuity			Other		
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg
Tuscarawas	93000	122500	108039	13020	19686	15203	0	0	0	0	0	0
Union	103794	143575	118457	14273	18664	16047	10000	10000	10000	6000	6000	6000
Van Wert	75000	99000	89620	11383	12570	11977	0	0	0	1138	1435	1287
Warren	107600	173400	130660	10913	22542	16374	15000	15000	15000	6706	6706	6706
Washington	75000	111000	94000	9400	14430	12237	0	0	0	1037	2880	1959
Wayne	89900	128780	103685	9775	31195	16004	2000	44494	23247	1200	6960	4080
Williams	85000	105611	94366	8500	27054	14087	900	1000	950	3000	4200	3600
Wood	98773	144000	116157	12907	19001	15832	7500	20100	13800	1432	9600	5377
Wyandot	96000	107000	100996	10700	14102	12600	0	0	0	0	0	0

2014

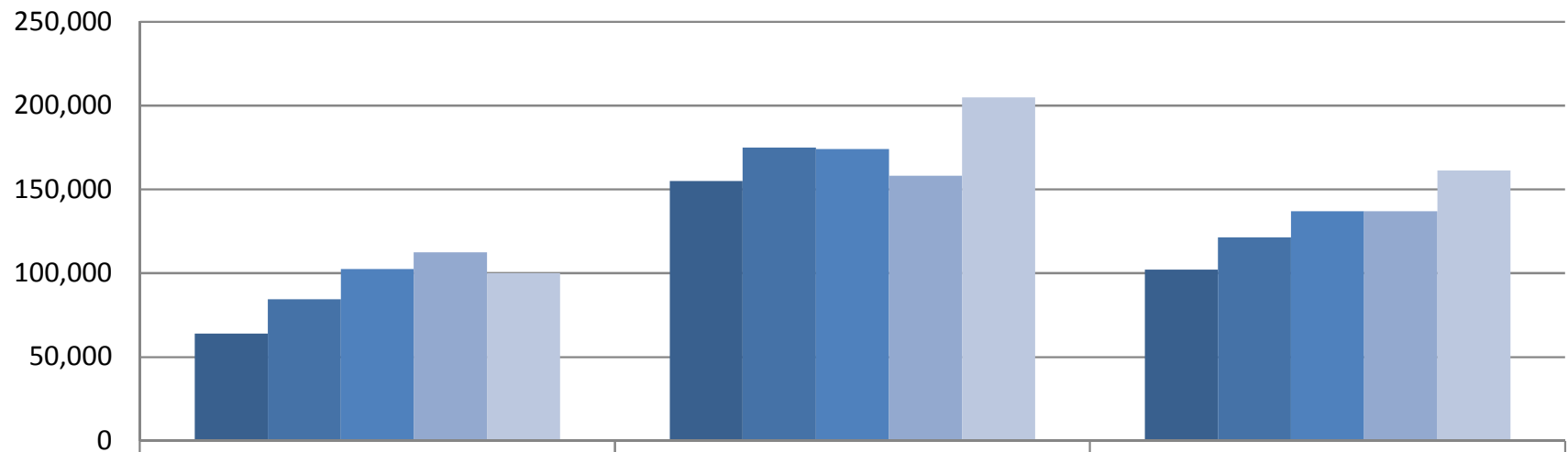
NOW OPEN

SALARY & BENEFITS
SURVEY



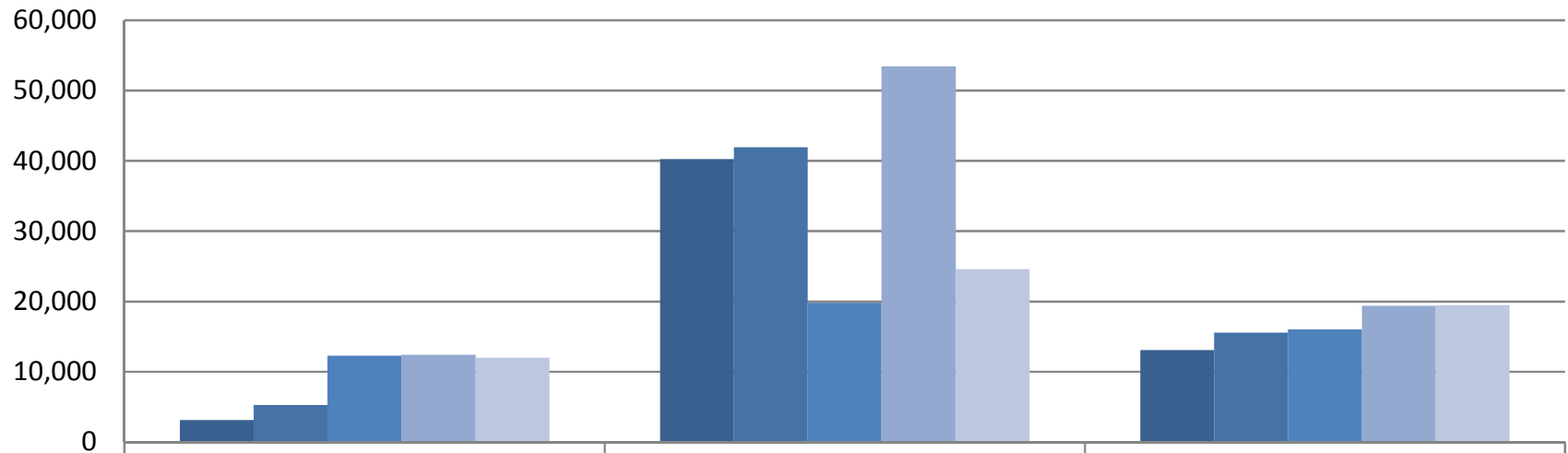
Ohio's Superintendent Association

2014 Ohio Superintendent Salary Survey Compensation Review By District Size



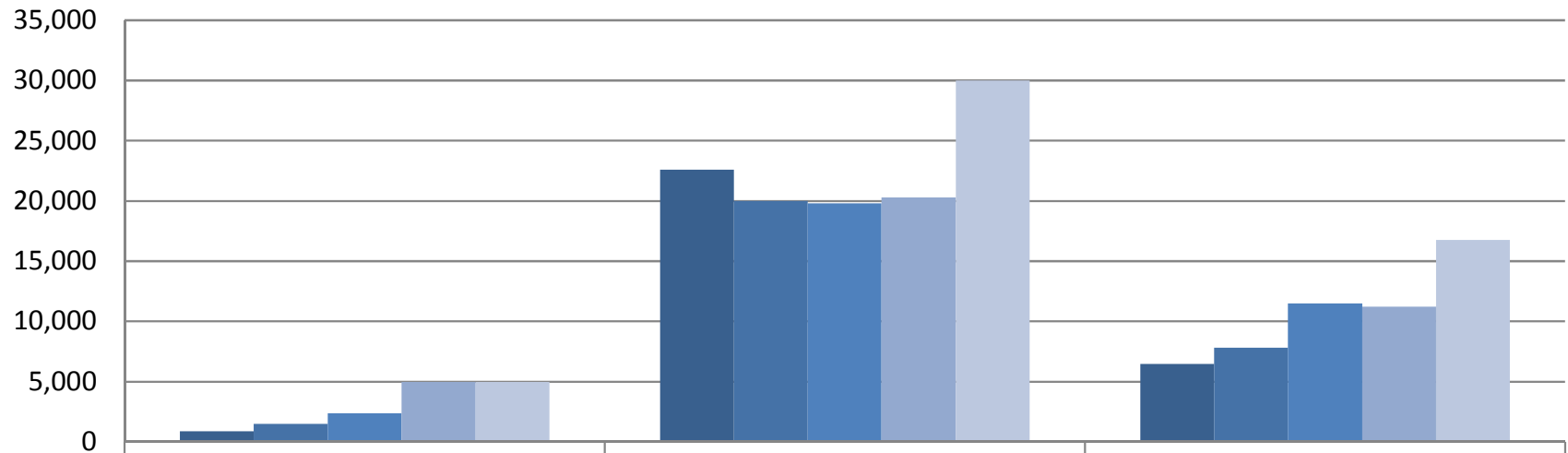
	Min	Max	Avg
■ <2500	64,000	155,000	102,202
■ 2500-4999	84,469	175,000	121,471
■ 5000-7499	102,500	174,275	136,935
■ 7500-9999	112,551	158,100	137,135
■ 10000+	100,000	205,000	161,446

2014 Ohio Superintendent Salary Survey Retirement Review By District Size



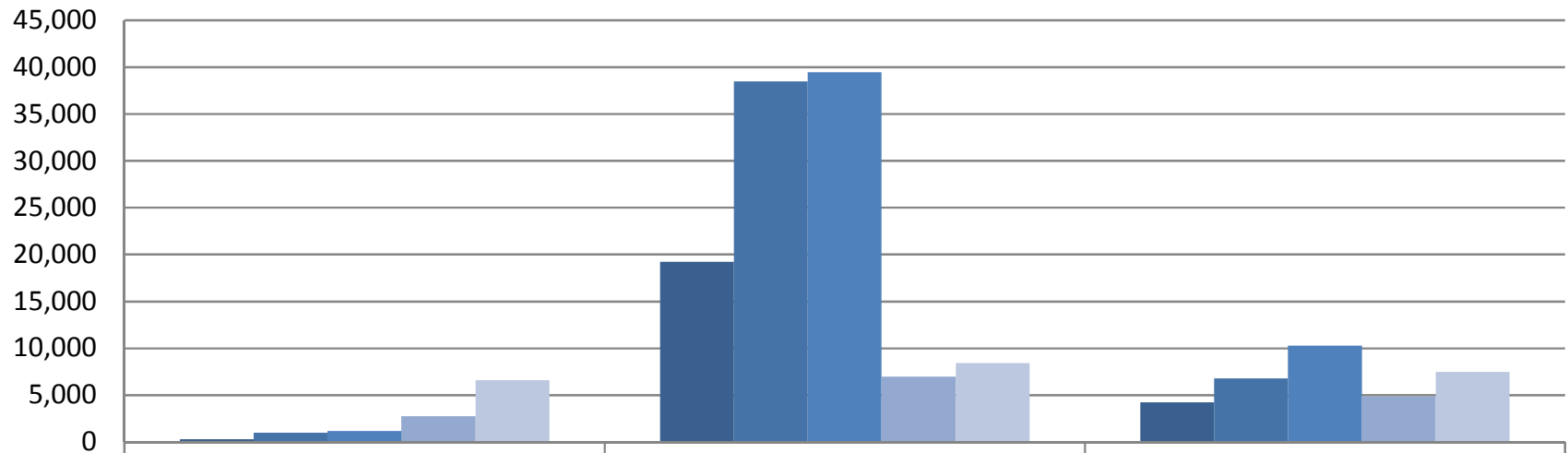
	Min	Max	Avg
■ <2500	3,107	40,293	13,047
■ 2500-4999	5,251	41,958	15,549
■ 5000-7499	12,300	19,800	16,031
■ 7500-9999	12,391	53,456	19,385
■ 10,000+	12,000	24,600	19,455

2014 Ohio Superintendent Salary Survey Annuity Review By District Size



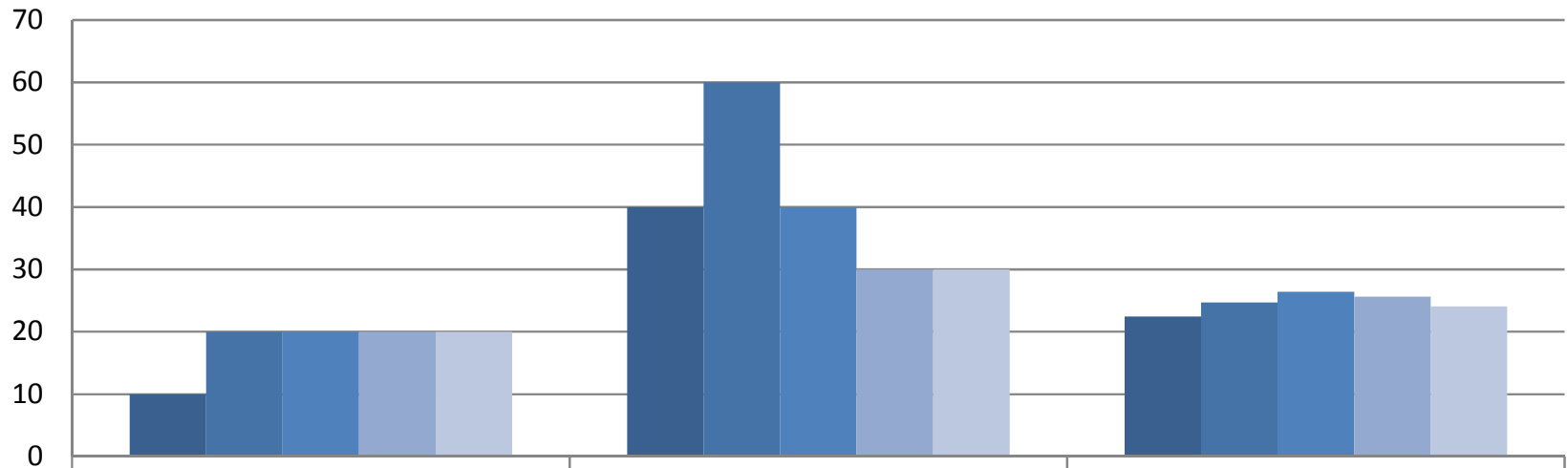
	Min	Max	Avg
■ <2500	900	22,599	6,483
■ 2500-4999	1,500	20,000	7,824
■ 5000-7499	2,400	19,800	11,495
■ 7500-9999	5,000	20,277	11,230
■ 10,000+	5,000	30,000	16,770

2014 Ohio Superintendent Salary Survey Other Income Review By District Size



	Min	Max	Avg
■ <2500	300	19,262	4,208
■ 2500-4999	1,000	38,500	6,788
■ 5000-7499	1,200	39,471	10,301
■ 7500-9999	2,748	7,000	4,874
■ 10,000+	6,600	8,400	7,500

2014 Ohio Superintendent Salary Survey Vacation Days By District Size



	Min	Max	Avg
■ <2500	10	40	22
■ 2500-4999	20	60	25
■ 5000-7499	20	40	26
■ 7500-9999	20	30	26
■ 10,000+	20	30	24

2014 Salary Survey

By County

County	Salary			Retirement			Annuity			Other		
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg
Adams	100780	101959	101370	14109	14109	14109	0	0	0	0	0	0
Allen	75000	112200	96033	8000	26125	13535	15000	15000	15000	0	0	0
Ashland	82000	122500	100004	10404	15949	12757	7550	7550	7550	1000	1000	1000
Ashtabula	92708	108244	99117	9270	28246	15203	6000	6000	6000	1200	1500	1350
Athens	90500	122948	105075	12476	15246	14159	0	0	0	0	0	0
Auglaize	83815	107508	95125	11258	12900	12017	3000	3000	3000	5197	5197	5197
Belmont	80010	133623	95858	9984	17958	12742	0	0	0	0	0	0
Brown	95517	101000	98329	10507	13548	11538	0	0	0	0	0	0
Butler	98000	165000	116325	11760	29415	16420	5005	30000	16074	19262	19262	19262
Carroll	104265	104265	104265	10426	10426	10426	0	0	0	0	0	0
Champaign	90000	115180	102255	10000	14801	12428	2462	4000	3231	3000	3000	3000
Clark	110000	161182	122428	12210	16598	14496	2400	11000	5267	2406	3730	3068
Clermont	90900	138000	110302	11592	26208	16089	3333	11250	7851	1599	1599	1599
Clinton	97715	102000	99858	13132	13132	13132	0	0	0	0	0	0
Columbiana	80000	101497	95190	5368	13171	9671	1800	1800	1800	0	0	0
Coshocton	69680	114300	96584	9365	13804	11914	0	0	0	0	0	0
Crawford	85280	95000	89953	10233	25043	13929	5000	5000	5000	0	0	0
Cuyahoga	115000	205000	141331	12650	38011	17394	4000	20000	9940	2180	38500	10570
Darke	100963	125000	109632	12115	15000	13156	0	0	0	2292	2292	2292
Defiance	95806	111888	103314	9850	13003	11780	0	0	0	0	0	0
Erie	111300	122552	117818	4760	14706	11359	1300	4000	2650	0	0	0
Fairfield	95000	122295	105880	10560	26000	17665	7800	7800	7800	300	1773	1037
Fayette	96900	100160	98530	11831	11831	11831	0	0	0	0	0	0
Franklin	120000	185000	153941	13478	23520	18184	5000	22599	14612	759	8400	4499
Fulton	90000	102010	95162	9900	13037	11759	0	0	0	0	0	0
Gallia	94368	120000	107184	12683	12683	12683	0	0	0	0	0	0
Geauga	77500	130000	99065	7750	14560	10781	2600	2600	2600	1333	1333	1333
Greene	105000	135000	118732	4400	15828	12355	9283	9283	9283	1725	2748	2237
Guernsey	91318	110088	101302	12273	14795	13615	0	0	0	1486	1486	1486
Hamilton	99154	167500	132015	12696	21844	17054	13500	18816	15139	2360	13500	7779
Hancock	83000	138000	102169	9886	19512	12336	2000	4000	3000	1204	1204	1204
Hardin	66300	112000	93088	7956	15052	11334	0	0	0	0	0	0
Henry	79500	106479	96406	10684	14311	12238	0	0	0	0	0	0
Highland	87410	99500	93038	9615	11144	10587	0	0	0	0	0	0
Huron	87500	110000	97025	4450	11555	8651	10000	10000	10000	0	0	0

2014 Salary Survey

By County

County	Salary			Retirement			Annuity			Other		
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg
Jackson	87500	103589	96863	3107	10684	6895	0	0	0	0	0	0
Jefferson	79181	97274	88681	9100	13074	10303	0	0	0	0	0	0
Knox	82620	130689	104280	10698	18648	14257	0	0	0	1855	16703	9279
Lake	105000	158100	128282	12967	31000	20316	0	0	0	6006	6006	6006
Lawrence	85750	89775	88175	10390	12568	11213	0	0	0	0	0	0
Licking	95376	135000	118443	7800	17337	12928	5200	16500	10850	1403	16615	9009
Logan	80243	115000	105514	8826	15446	13160	3000	3000	3000	3000	3610	3305
Lorain	97500	161500	119507	11000	17531	13840	1500	11791	6097	1000	10689	4493
Lucas	118193	148835	132280	13100	20003	16575	10000	10000	10000	2250	39471	18237
Madison	110823	124569	119064	13298	16370	14872	1154	5541	3348	1806	1806	1806
Mahoning	76385	105939	94157	9166	26883	14297	11906	11906	11906	600	720	660
Marion	98944	130923	113937	9894	17510	13623	5401	10593	7997	0	0	0
Medina	102500	139000	121789	11550	19622	14575	5000	13002	8826	7000	7000	7000
Meigs	75000	84154	81051	9000	25320	14800	2175	2175	2175	0	0	0
Mercer	89000	115152	98427	9880	11161	10462	2004	2004	2004	0	0	0
Miami	91000	137825	109959	11419	29345	15662	4000	10000	6667	4800	4800	4800
Monroe	0	0	0	0	0	0	0	0	0	0	0	0
Montgomery	117331	138774	130506	12561	40293	18003	5238	13440	9520	1000	5400	3336
Morgan	125544	125544	125544	18897	18897	18897	15065	15065	15065	0	0	0
Morrow	91609	99000	96001	10640	12989	11506	10000	10000	10000	0	0	0
Muskingum	101000	125000	114500	12120	16800	13890	8000	10100	9525	0	0	0
Noble	83230	92000	87615	9988	10120	10054	0	0	0	0	0	0
Ottawa	94265	105987	99563	10300	25436	15682	5000	10000	6750	0	0	0
Paulding	91425	108820	98580	10971	11650	11311	0	0	0	0	0	0
Perry	67999	115000	100500	13200	15080	14140	1000	1000	1000	1581	1581	1581
Pickaway	107000	122500	113804	10700	32185	17240	0	0	0	1200	1200	1200
Pike	110505	111558	111032	13261	13386	13324	0	0	0	0	0	0
Portage	85000	124000	106879	11900	15140	13437	0	0	0	1384	1384	1384
Preble	91700	132220	103502	11004	13305	11917	0	0	0	0	0	0
Putnam	91582	106250	96413	11119	14875	12231	0	0	0	360	360	360
Richland	64000	124605	101713	7680	27464	14650	0	0	0	1400	1400	1400
Ross	85000	125521	100618	9888	24000	13744	0	0	0	1570	1570	1570
Sandusky	90000	160085	109577	9000	41958	17382	3000	4803	3902	0	0	0
Scioto	85000	110111	94042	3463	13213	10709	0	0	0	0	0	0
Seneca	83000	100740	94187	8300	13539	11786	0	0	0	3000	3000	3000

2014 Salary Survey

By County

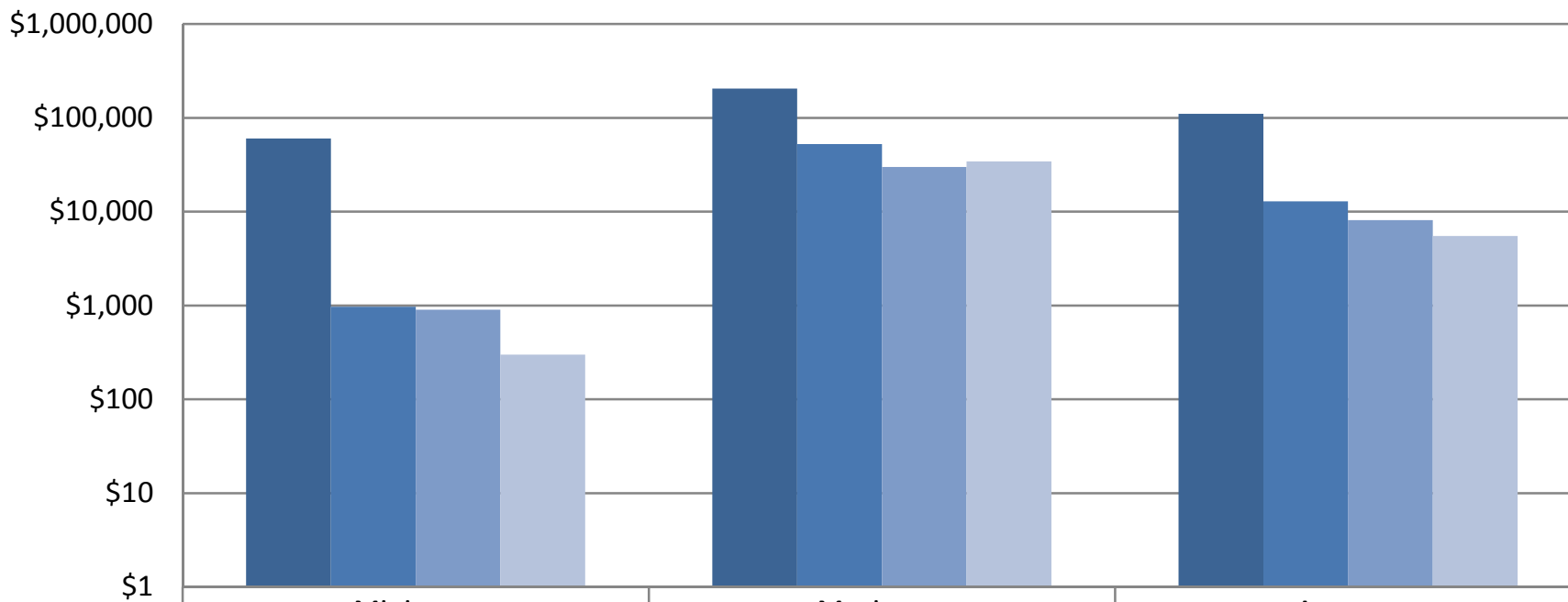
County	Salary			Retirement			Annuity			Other		
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg
Shelby	87700	116700	102821	5251	15923	10971	3000	3000	3000	0	0	0
Stark	92000	138460	114268	9200	53456	16277	1616	5600	3596	3000	15000	7337
Summit	92000	175000	119824	10670	36211	16373	4500	10000	6724	3208	15082	7335
Trumbull	80000	120000	96002	4500	24696	12312	2500	7200	4966	6000	6000	6000
Tuscarawas	88000	122500	100451	9680	16800	12854	12000	12000	12000	0	0	0
Union	105995	140760	118828	14484	15483	14930	4800	10000	7400	1200	12800	7000
Van Wert	84969	99000	93909	10230	11880	11060	930	930	930	0	0	0
Warren	103020	173400	123497	12667	20808	15479	6000	15000	10500	7638	7638	7638
Washington	77846	109000	95259	9400	14969	12432	15000	15000	15000	0	0	0
Wayne	90735	128780	100672	5651	26047	13112	1000	15000	7450	0	0	0
Williams	85000	103020	92187	8500	22778	12668	900	1000	950	1500	4200	2900
Wood	93000	137917	111243	10345	15456	13359	5000	5000	5000	9600	9600	9600
Wyandot	96847	113291	105046	11550	13595	12573	0	0	0	0	0	0



2013 Ohio Superintendent Salary Survey



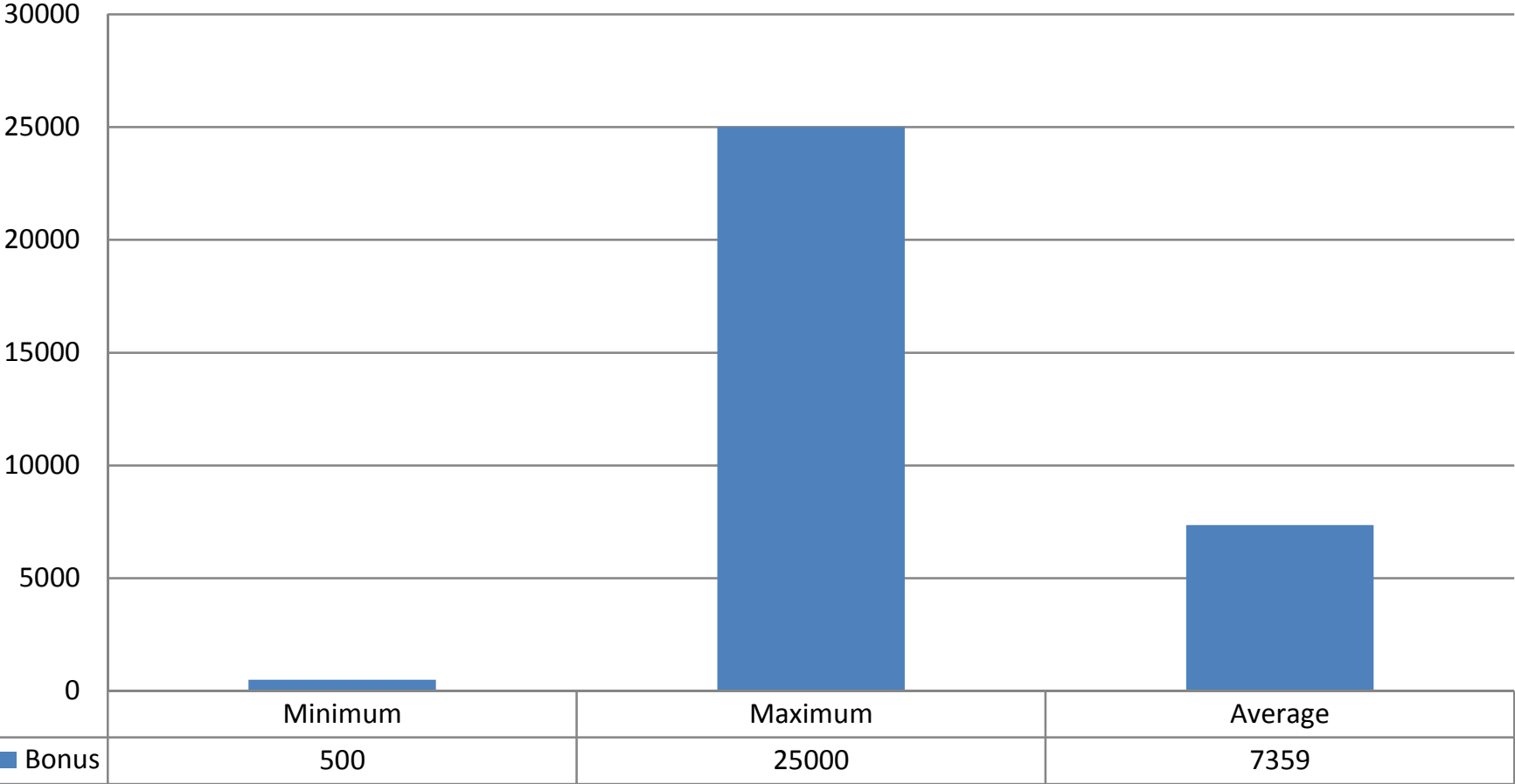
2013 Ohio Superintendent Salary Survey Compensation Review



	Minimum	Maximum	Average
■ Gross Salary	\$60,000	\$205,000	\$110,054
■ Retirement	\$970	\$52,506	\$12,875
■ Annuity	\$900	\$30,000	\$8,119
■ Other	\$300	\$34,294	\$5,486

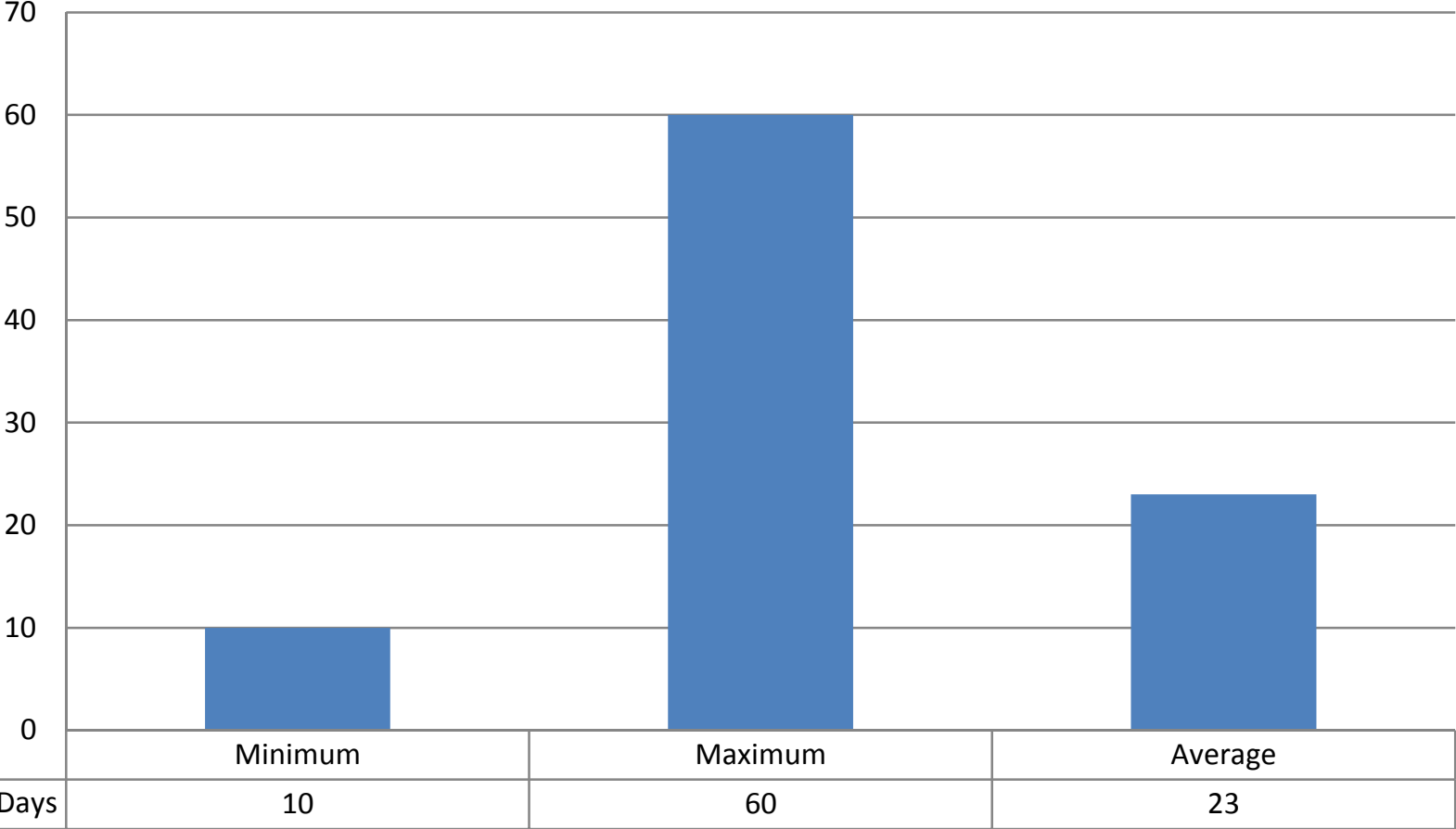
2013 Ohio Superintendent Salary Survey

Bonus Available

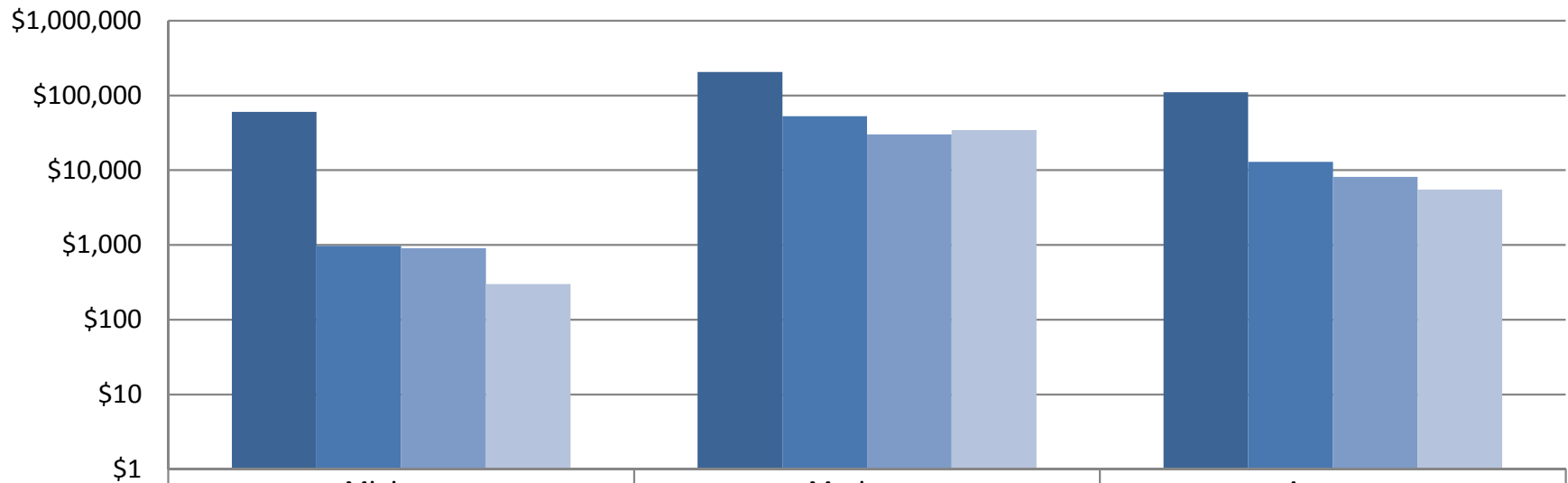


2013 Ohio Superintendent Salary Survey

Vacation

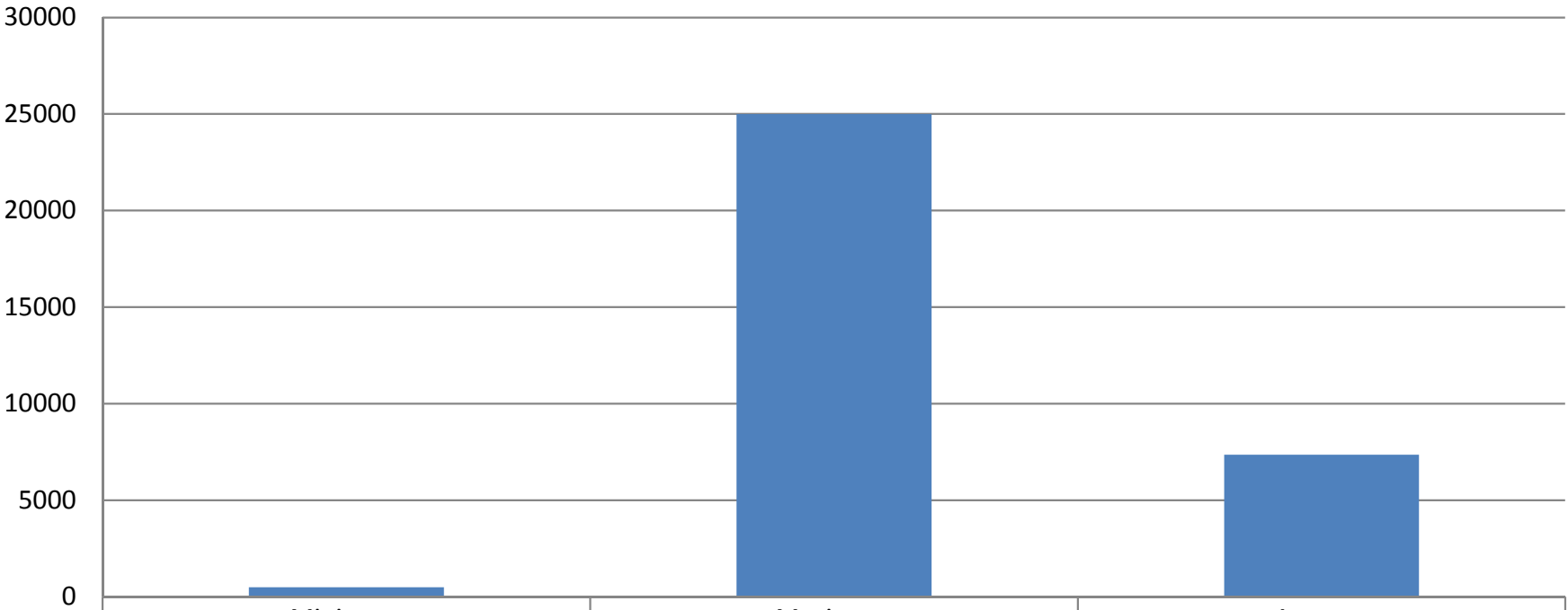


2013 Ohio Superintendent Salary Survey Compensation Review Districts < 2500



	Minimum	Maximum	Average
■ Gross Salary	\$60,000	\$205,000	\$110,054
■ Retirement	\$970	\$52,506	\$12,875
■ Annuity	\$900	\$30,000	\$8,119
■ Other	\$300	\$34,294	\$5,486

2013 Ohio Superintendent Salary Survey
Bonus Available
Districts < 2500



■ Bonus

Minimum

500

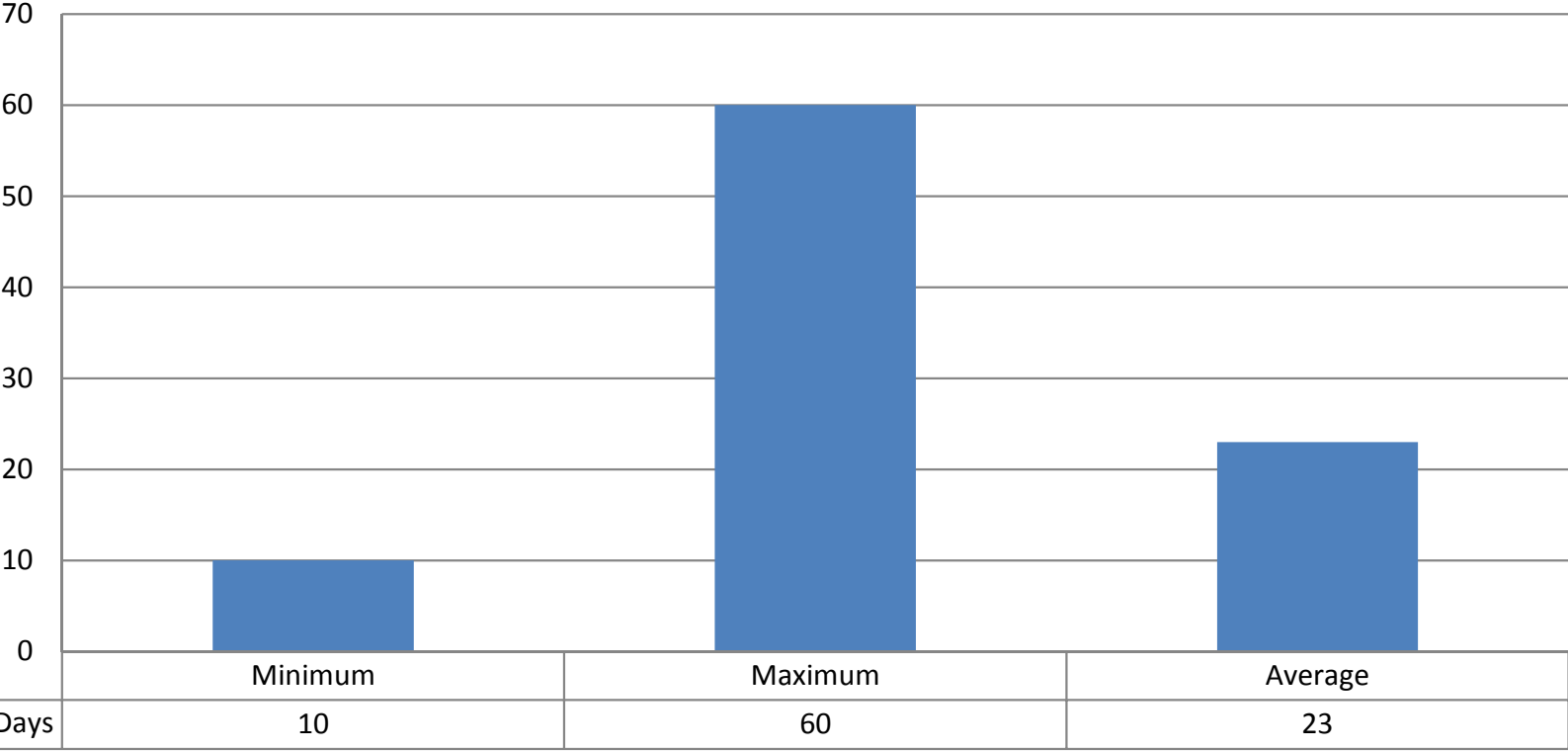
Maximum

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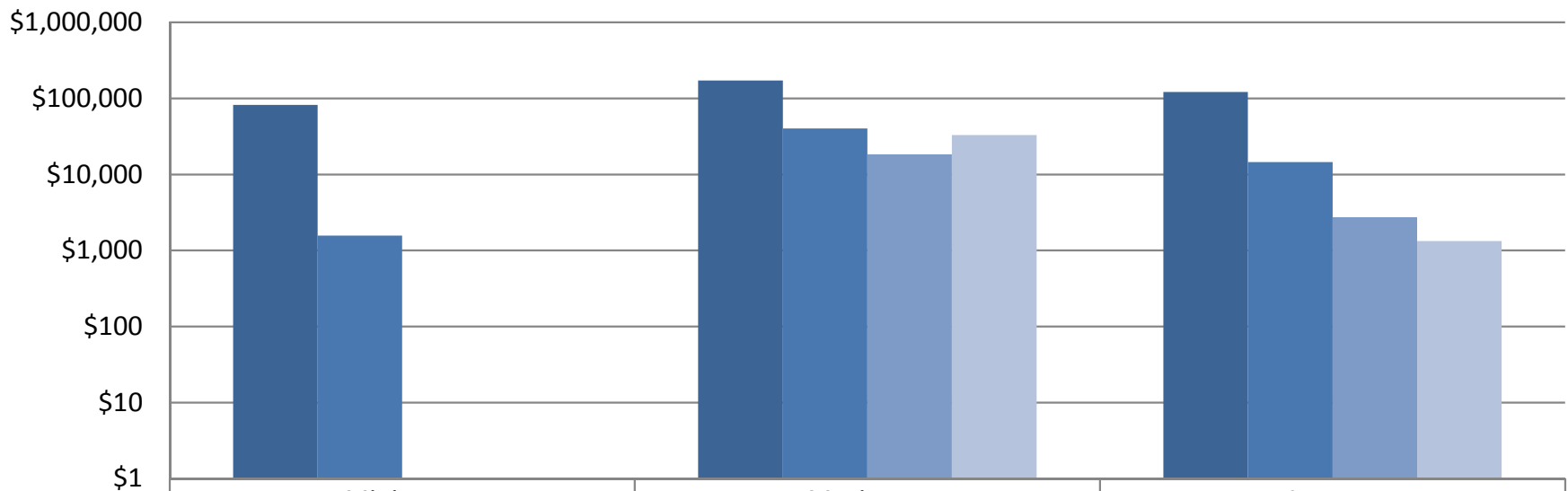
Average

7359

2013 Ohio Superintendent Salary Survey
Vacation
Districts < 2500

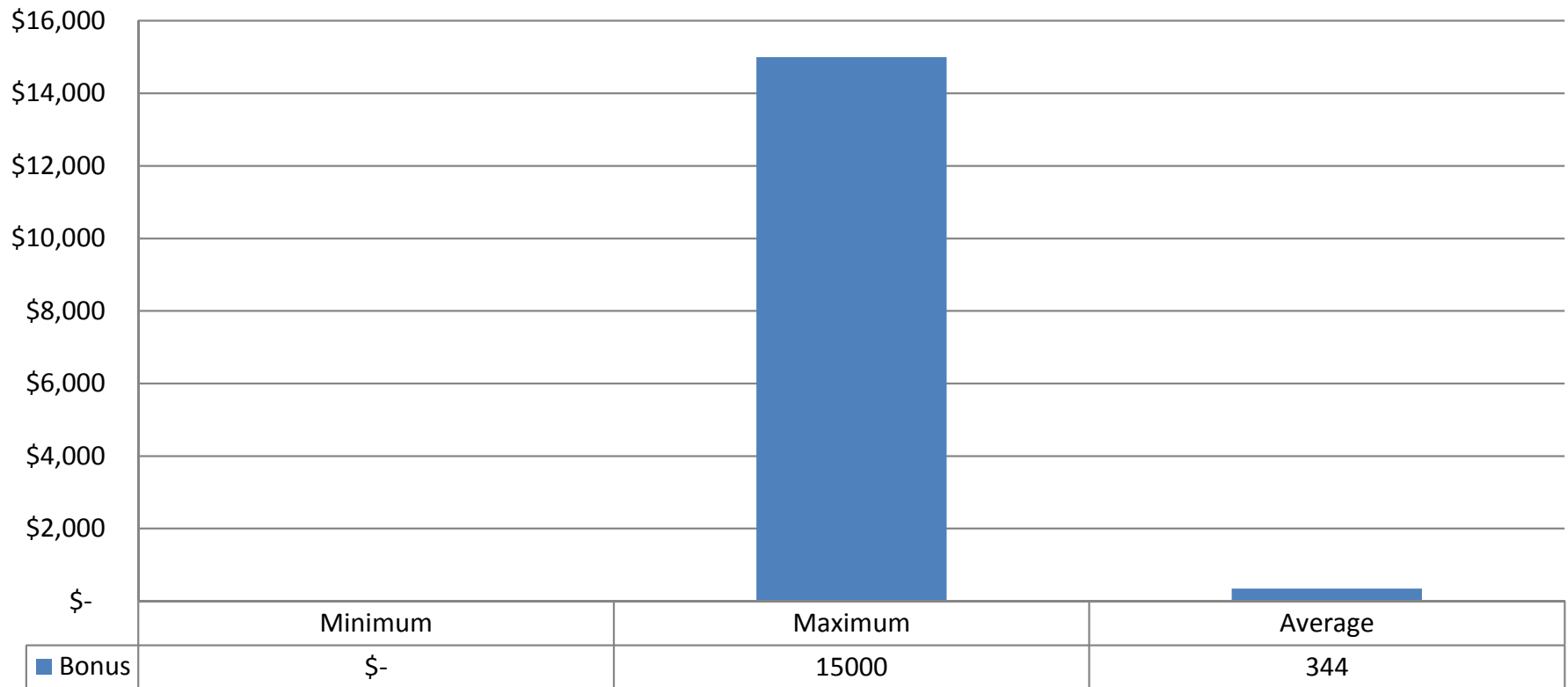


2013 Ohio Superintendent Salary Survey Compensation Review Districts 2500-4999



	Minimum	Maximum	Average
■ Salary	\$82,500	\$172,691	\$121,683
■ Retirement	\$1,575	\$40,151	\$14,534
■ Annuity	\$0	\$18,476	\$2,751
■ Other	\$0	\$33,133	\$1,334

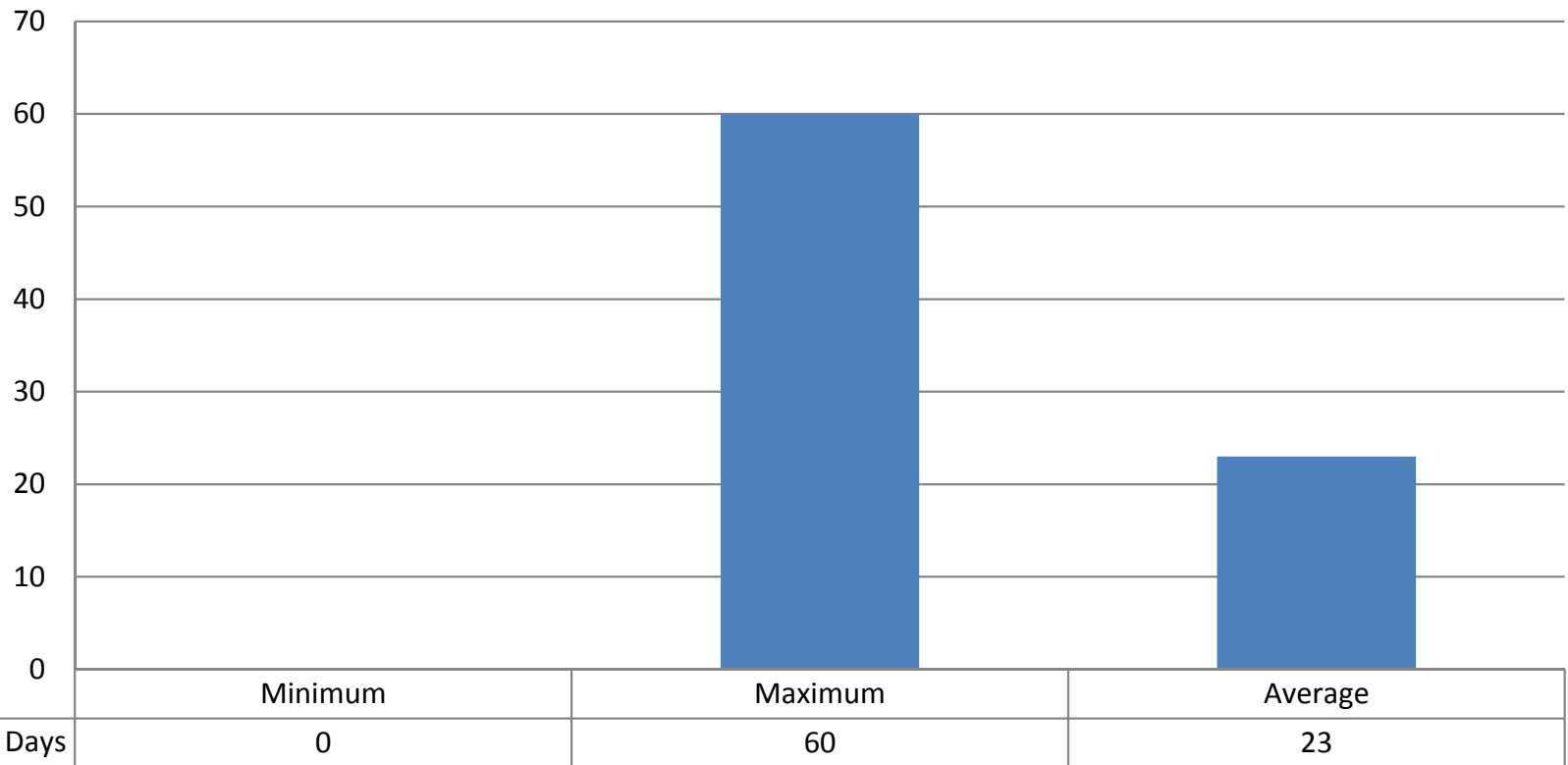
2013 Ohio Superintendent Salary Survey Bonus Available Districts 2500-4999



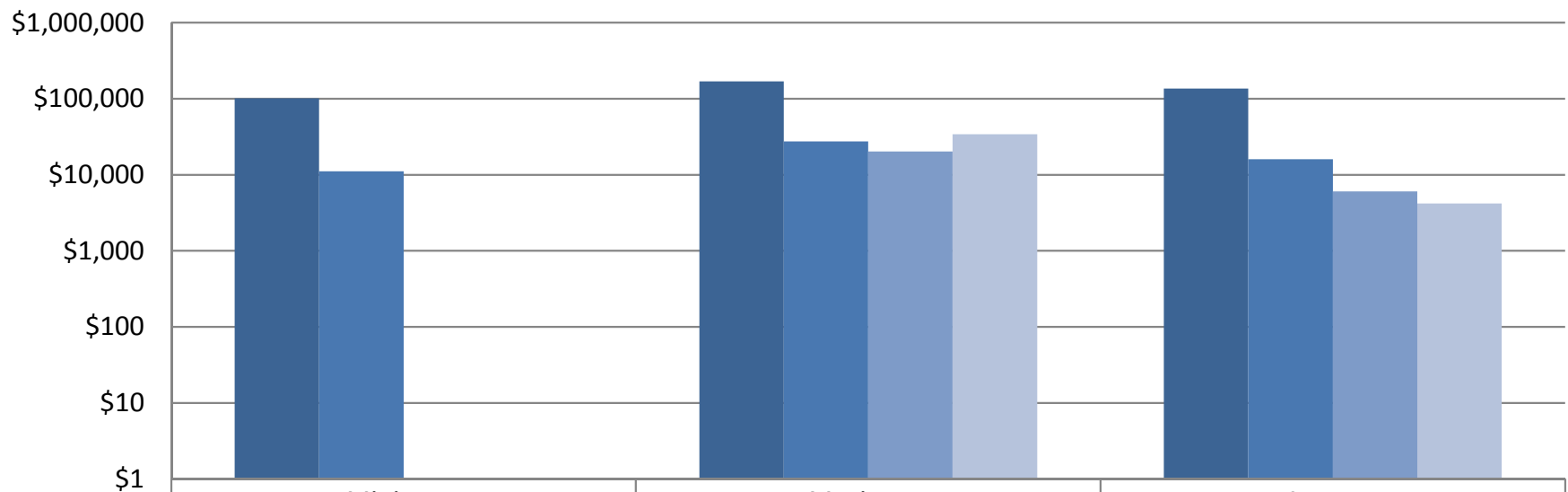
2013 Ohio Superintendent Salary Survey

Vacation

Districts 2500-4999

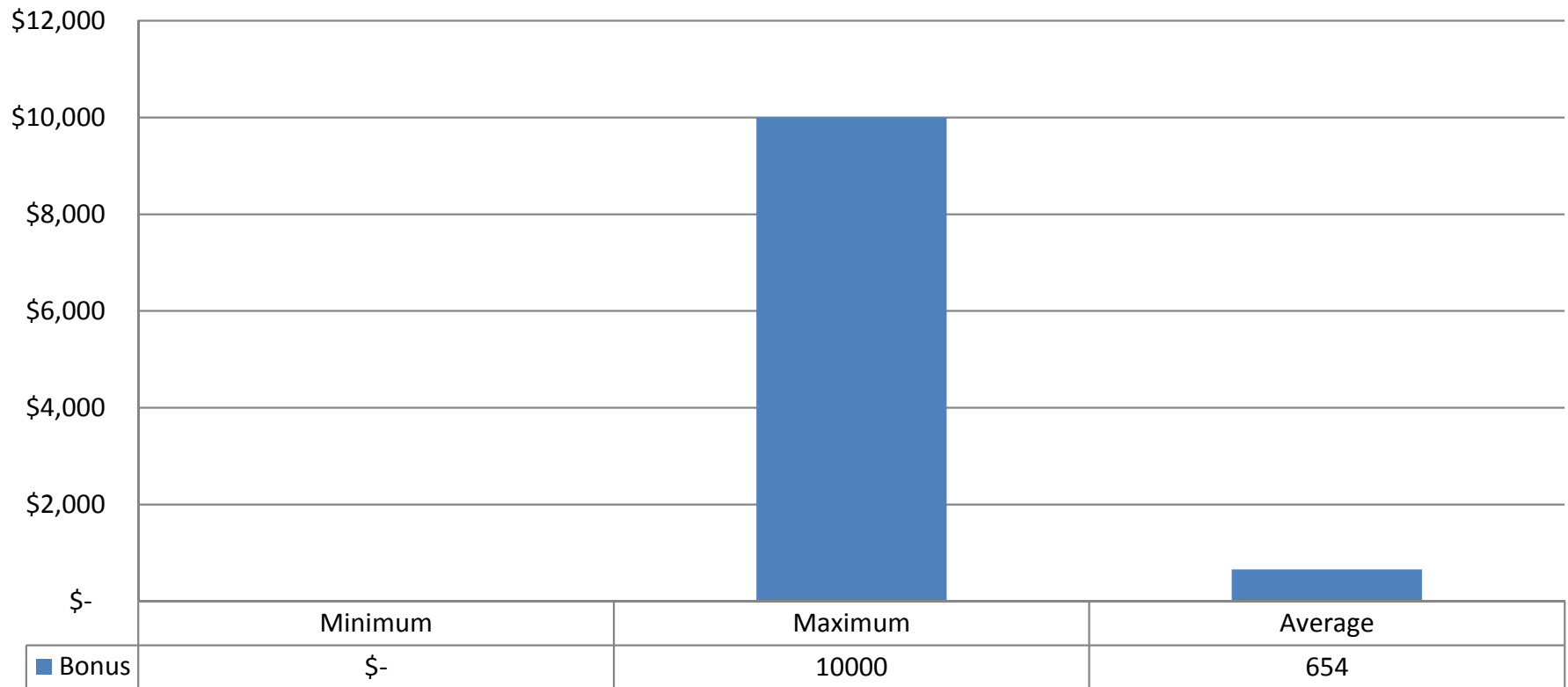


2013 Ohio Superintendent Salary Survey Compensation Review Districts 5000-7499



	Minimum	Maximum	Average
■ Salary	\$101,000	\$170,000	\$136,610
■ Retirement	\$11,100	\$27,500	\$15,964
■ Annuity	\$0	\$20,193	\$6,048
■ Other	\$0	\$34,294	\$4,204

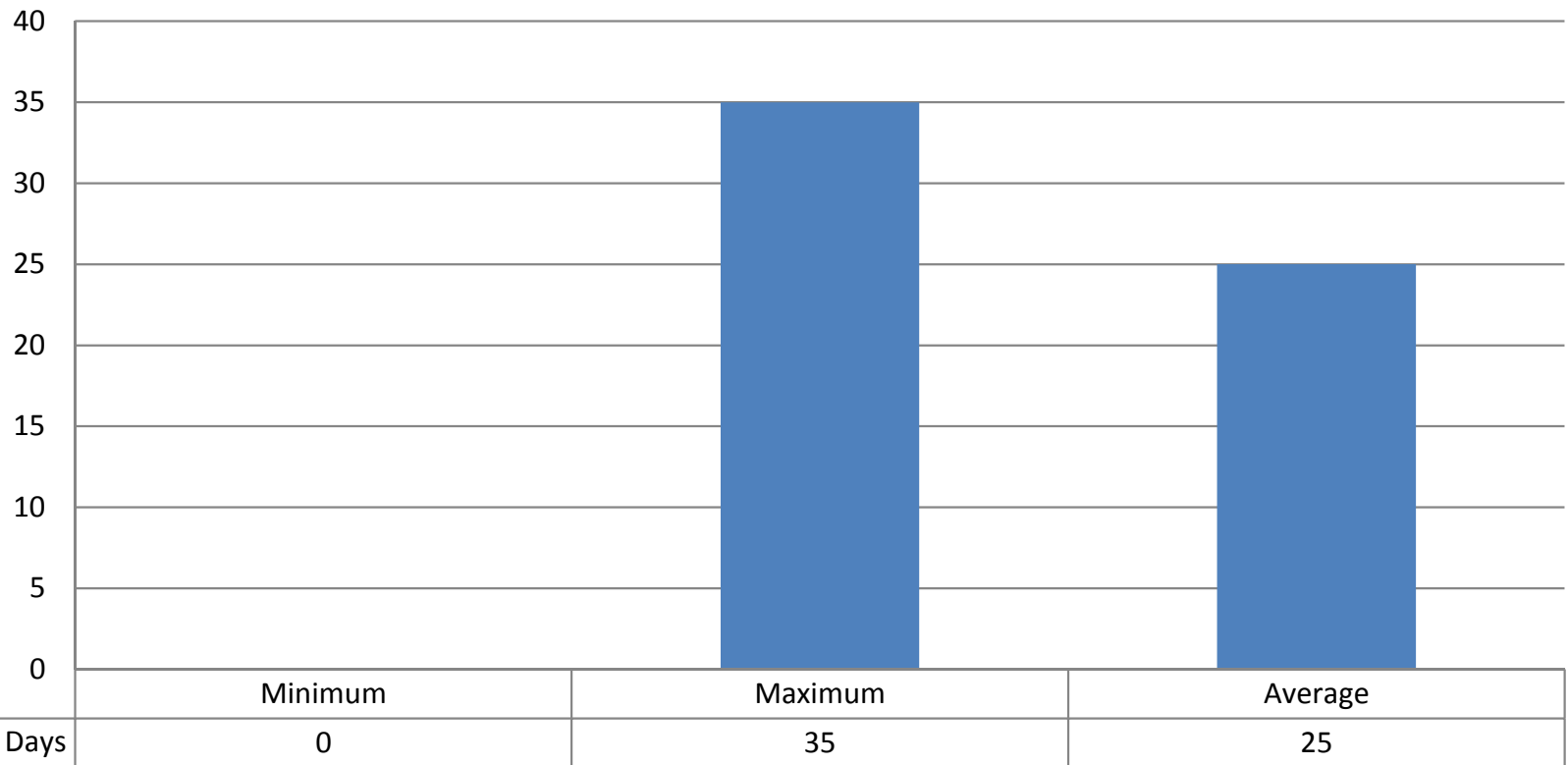
2013 Ohio Superintendent Salary Survey Bonus Available Districts 5000-7499



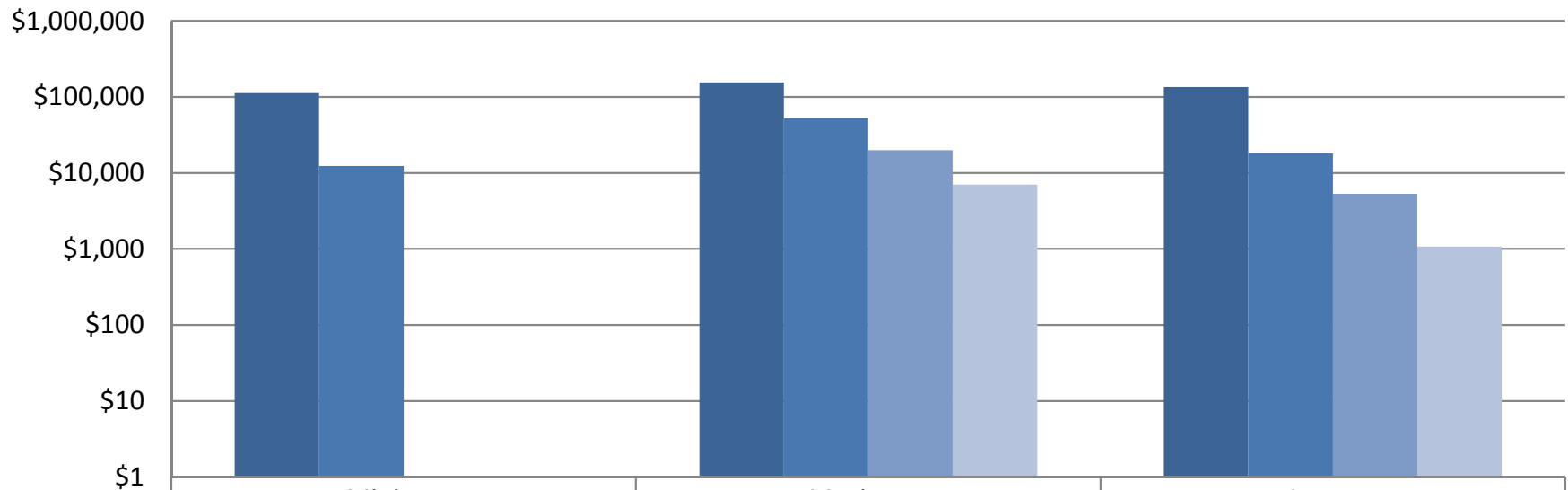
2013 Ohio Superintendent Salary Survey

Vacation

Districts 5000-7499

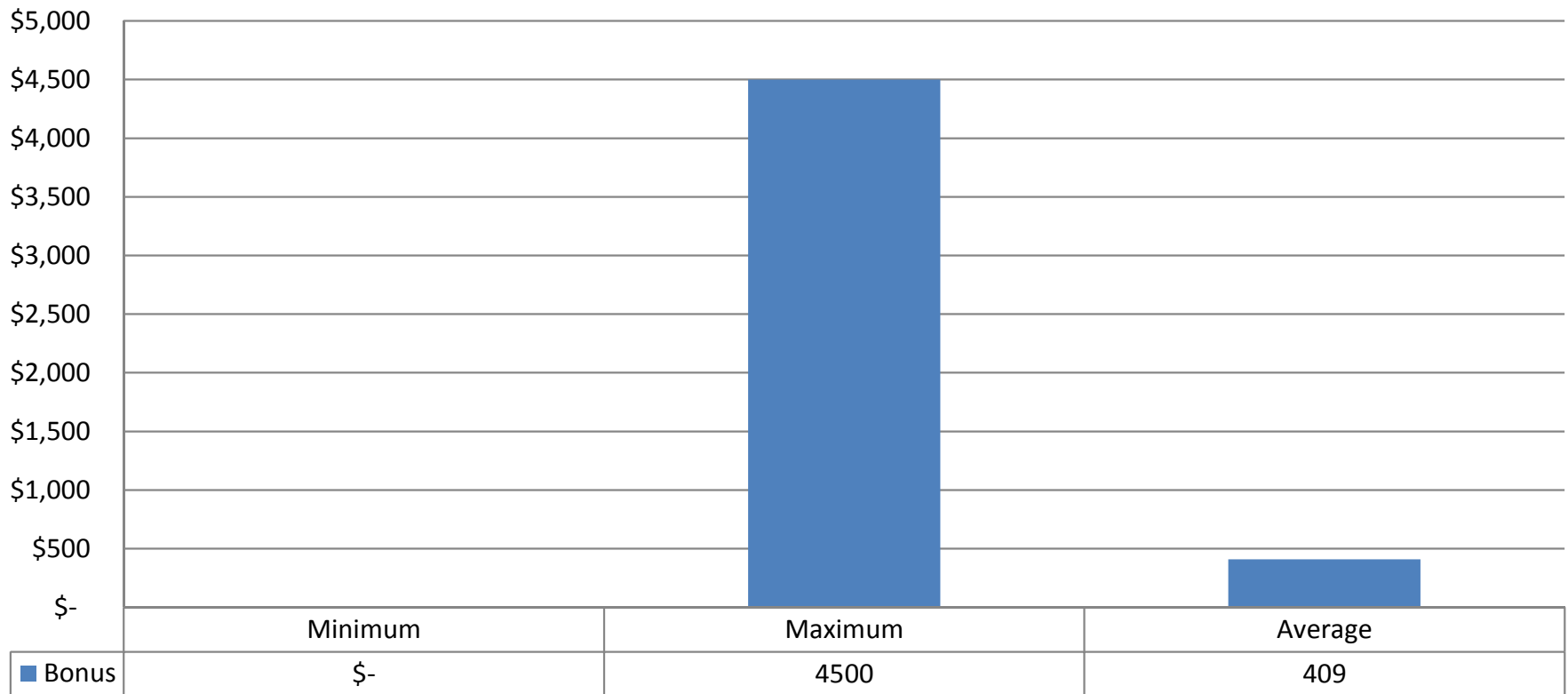


2013 Ohio Superintendent Salary Survey Compensation Review Districts 7500-9999



	Minimum	Maximum	Average
■ Salary	\$112,651	\$155,000	\$135,292
■ Retirement	\$12,391	\$52,506	\$18,170
■ Annuity	\$0	\$20,000	\$5,299
■ Other	\$0	\$7,000	\$1,067

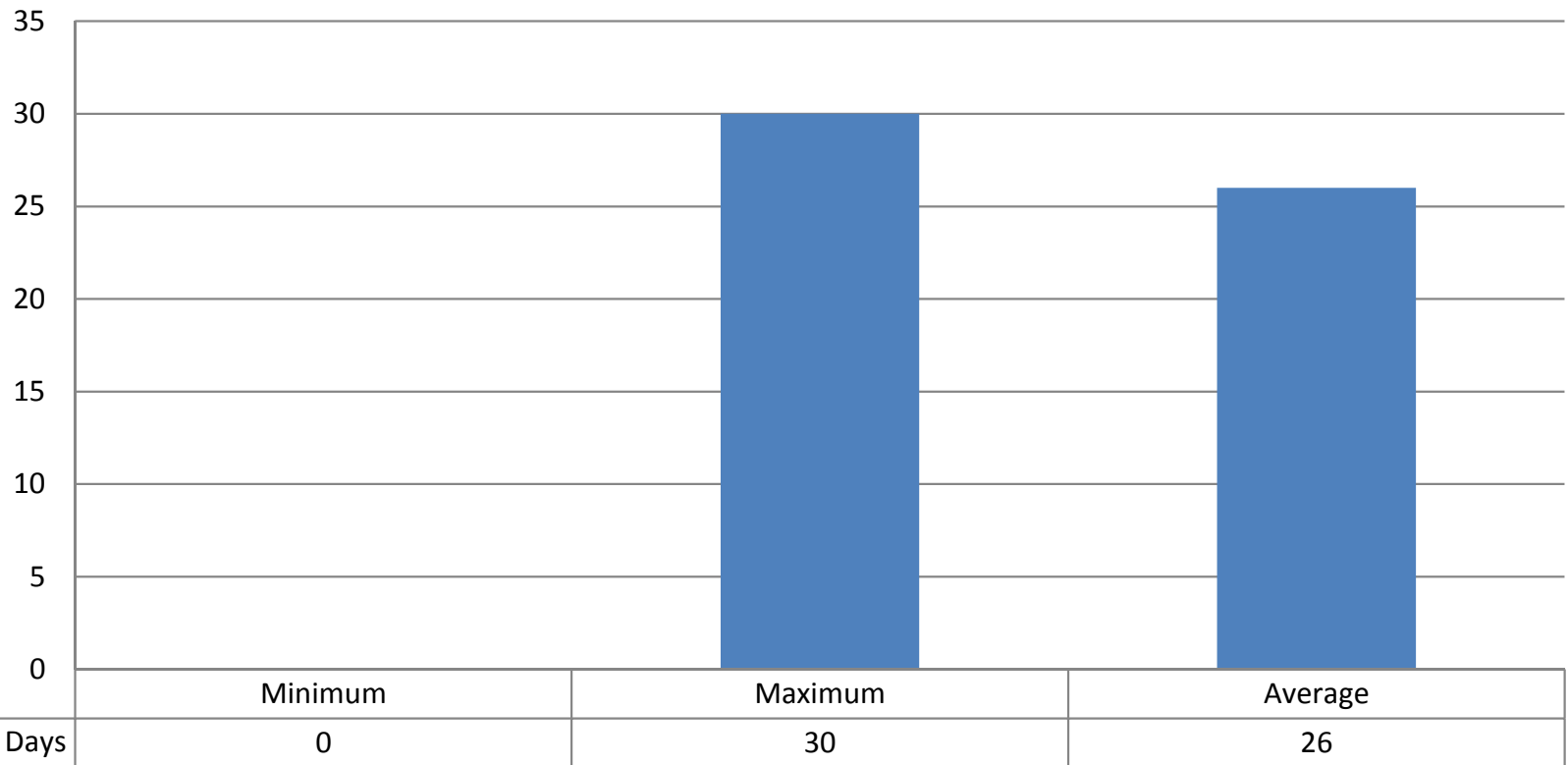
2013 Ohio Superintendent Salary Survey Bonus Available Districts 7500-9999



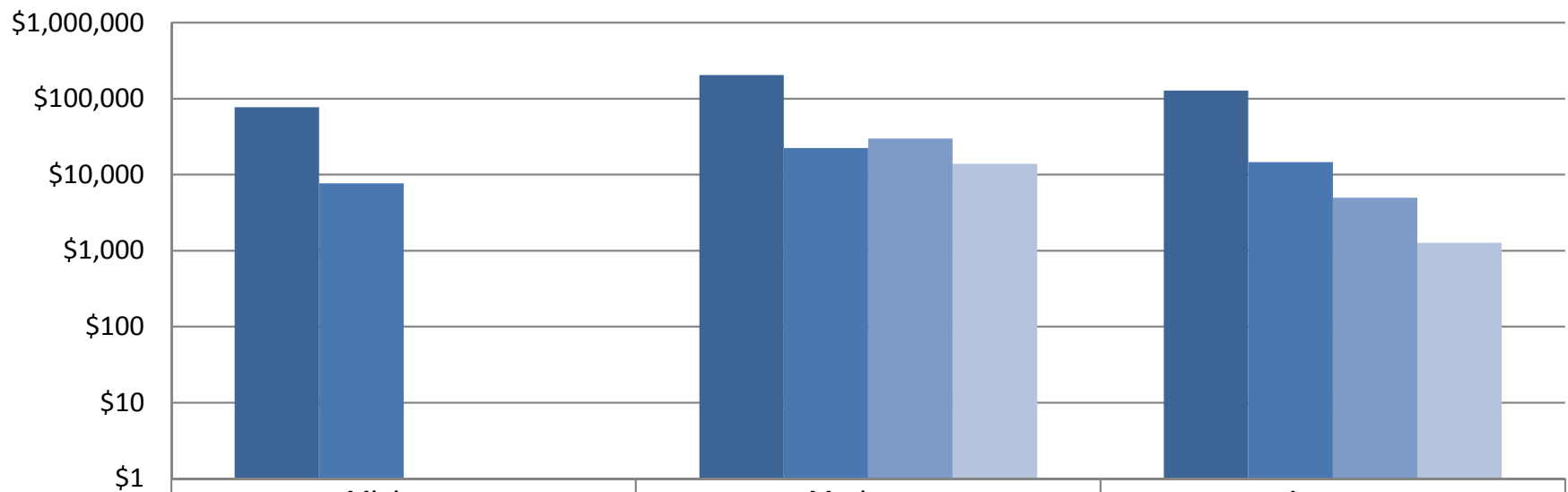
2013 Ohio Superintendent Salary Survey

Vacation

Districts 7500-9999

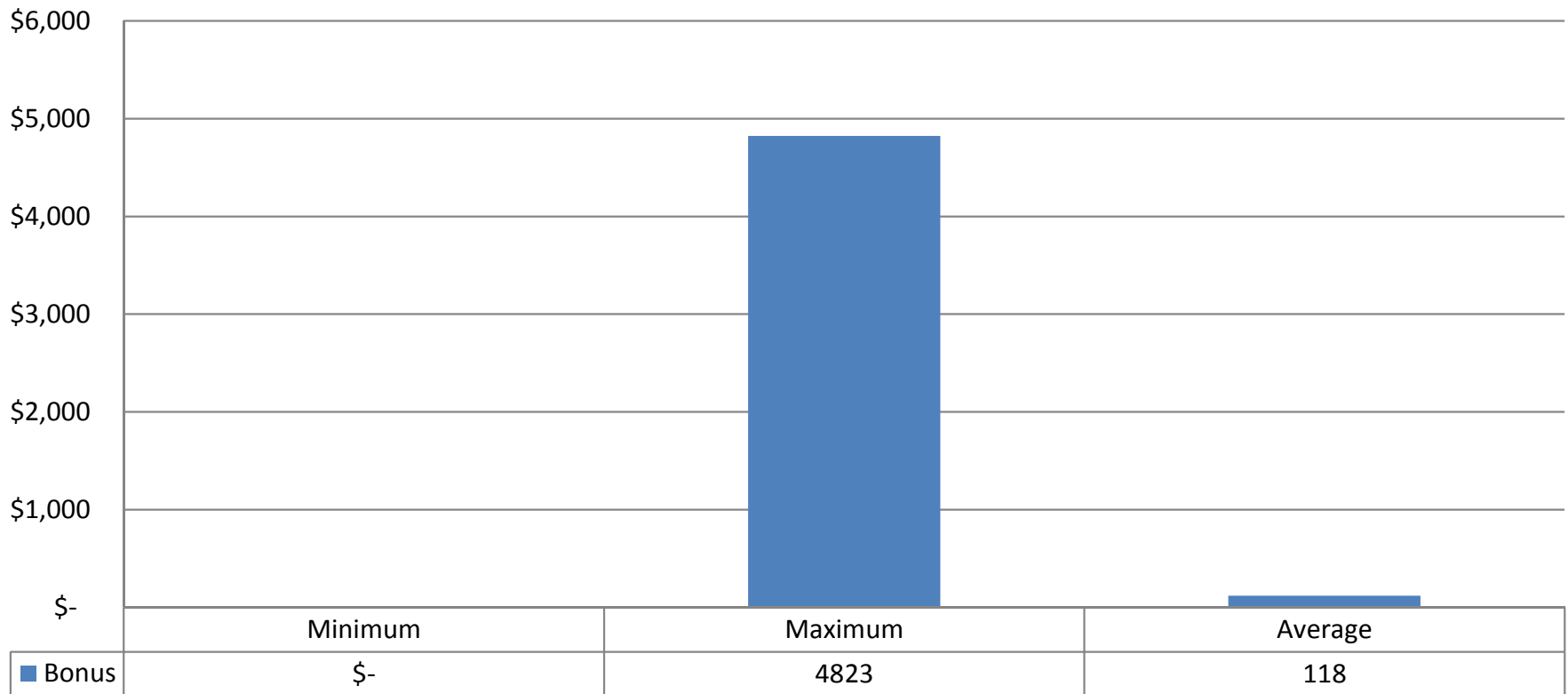


2013 Ohio Superintendent Salary Survey Compensation Review Districts 10,000+



	Minimum	Maximum	Average
■ Salary	\$77,000	\$205,000	\$128,248
■ Retirement	\$7,700	\$22,500	\$14,669
■ Annuity	\$0	\$30,000	\$4,970
■ Other	\$0	\$13,960	\$1,267

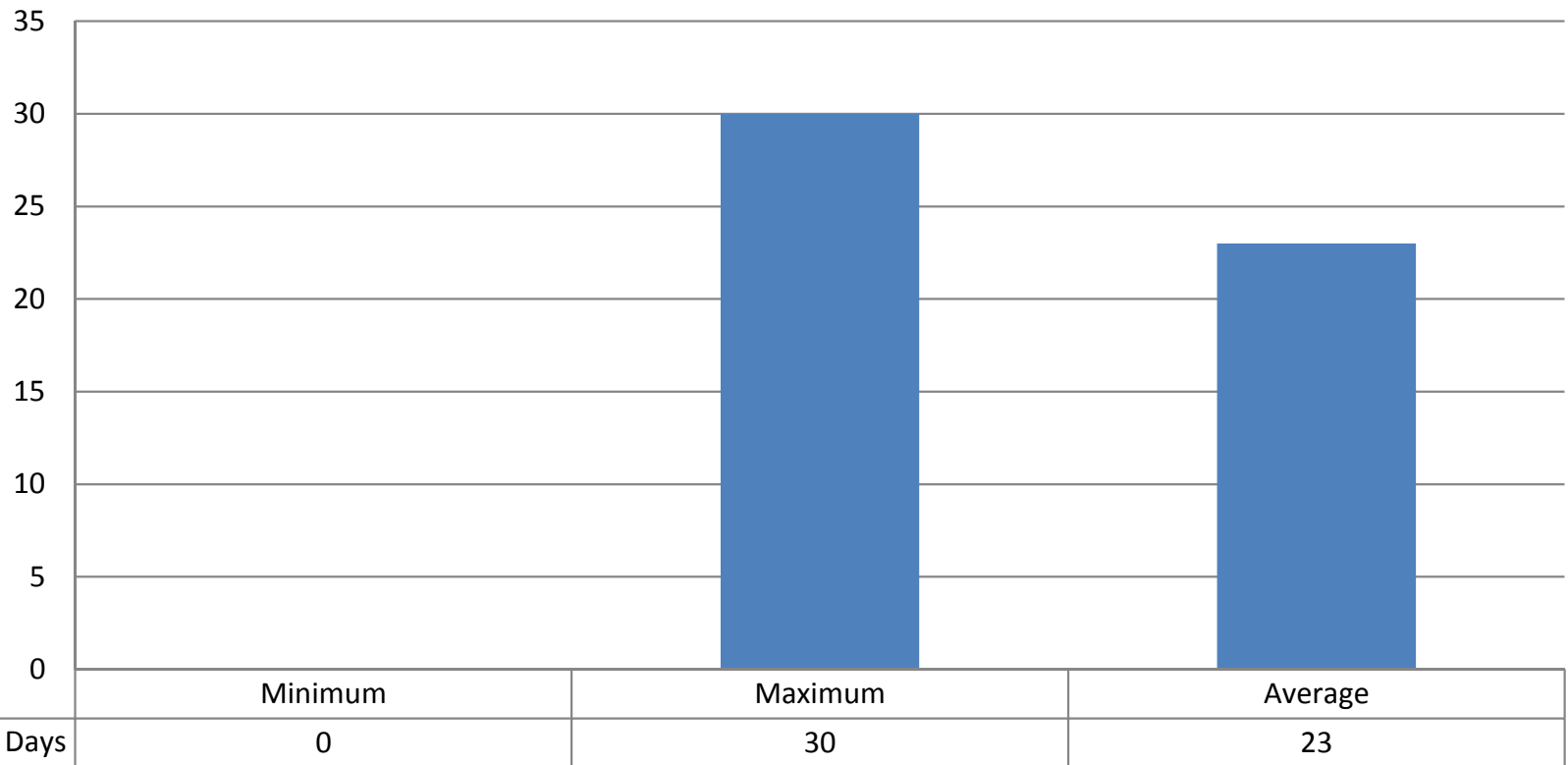
2013 Ohio Superintendent Salary Survey Bonus Available Districts 10,000+



2013 Ohio Superintendent Salary Survey

Vacation

Districts 10,000+



2013 Salary Survey

Bv County

County	Salary			Retirement			Annuity			Other		
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg
Adams	99960	100354	100157	10995	14049	12522	0	0	0	0	0	0
Allen	86938	138370	104331	9563	38397	17060	15000	15000	15000	4800	4800	4800
Ashland	82000	123000	102948	9350	15018	11820	5000	7550	6275	9600	9600	9600
Ashtabula	10000	135000	92573	9021	16483	11987	5000	5000	5000	1500	1500	1500
Athens	85000	121800	107657	9350	15246	13008	3045	3045	3045	1142	1142	1142
Auglaize	88501	105000	95405	9735	16317	11599	15000	15000	15000	0	0	0
Belmont	80000	129455	96229	348	15805	9723	5000	5000	5000	13467	13467	13467
Brown	95517	113014	100383	11520	11663	11592	0	0	0	0	0	0
Butler	98500	205000	123341	10600	22500	14148	5500	30000	14235	5000	5000	5000
Carroll	0	0	0	0	0	0	0	0	0	0	0	0
Champaign	90000	111540	104265	9000	16853	12515	0	0	0	0	0	0
Clark	97850	158023	116999	10763	16278	12247	2400	11000	6653	1567	3644	2524
Clermont	83325	138800	104755	9166	25022	14130	3000	3000	3000	0	0	0
Clinton	92590	107412	99093	10380	11813	11165	0	0	0	0	0	0
Columbiana	80000	108552	95369	2068	11102	8222	1800	1800	1800	4000	4000	4000
Coshocton	89300	114300	102341	12303	16317	13731	0	0	0	0	0	0
Crawford	84449	95000	90698	9289	22704	12981	0	0	0	0	0	0
Cuyahoga	99390	165000	138390	10837	34633	16432	1000	20193	9434	1500	215584	41506
Darke	100962	125000	109120	11105	13750	12210	0	0	0	0	0	0
Defiance	94500	108365	101073	10395	98500	28651	0	0	0	0	0	0
Delaware	114816	163200	133591	12134	28704	18410	8500	24455	16478	8189	33133	17641
Erie	95000	122551	112875	8283	14951	11644	1300	4000	2650	0	0	0
Fairfield	92128	126250	115708	12500	14392	13593	7800	15000	11400	300	1822	1061
Fayette	95000	121094	108047	10450	14786	12618	0	0	0	0	0	0
Franklin	95000	195000	149823	10450	26833	17084	5000	22000	15538	1200	31014	9310
Fulton	87000	118000	97657	9900	12980	11168	0	0	0	500	5649	3075
Gallia	120000	155000	132951	12000	24087	16157	0	0	0	1796	18925	10360
Geauga	77500	133000	105517	7750	14300	10671	10000	10000	10000	2600	2600	2600
Greene	85900	136913	111102	4400	16717	11105	9233	9233	9233	2748	2748	2748
Guernsey	87500	105355	94127	9848	12643	11058	0	0	0	0	0	0
Hamilton	99154	160500	129785	10400	18212	15227	5000	17094	11436	1986	8077	4688
Hancock	80000	125000	97113	8800	15154	11043	2000	11500	6750	0	0	0
Hardin	79500	100854	93284	8745	25000	14194	0	0	0	0	0	0
Henry	94860	104785	99295	10434	12520	11520	0	0	0	0	0	0
Highland	87410	104378	93929	9615	11481	10332	0	0	0	0	0	0

2013 Salary Survey

By County

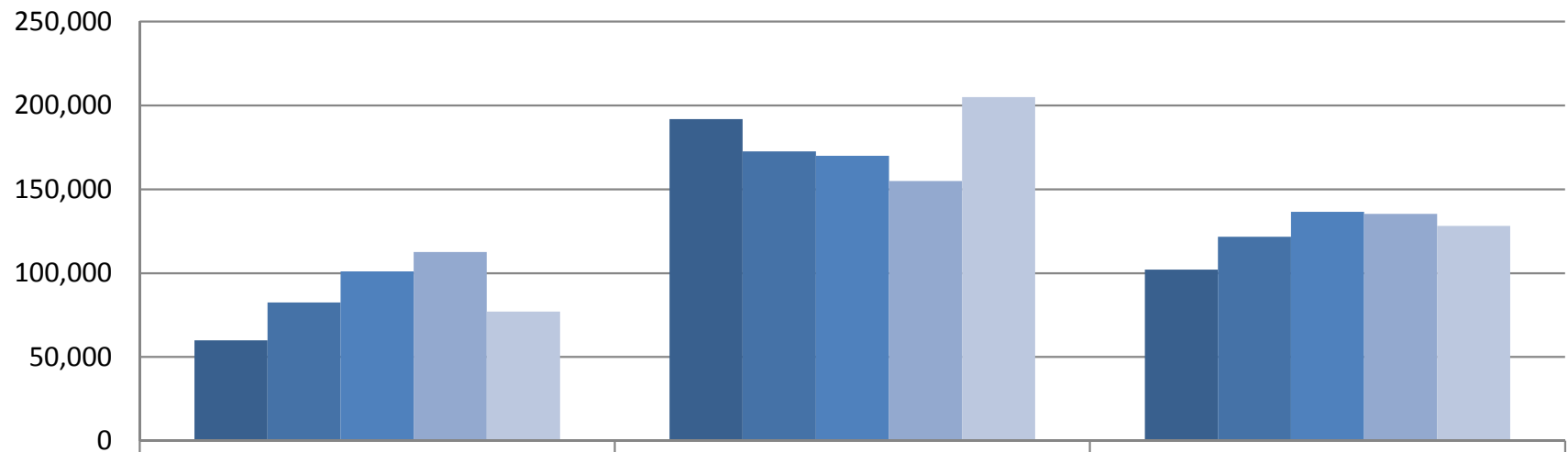
County	Salary			Retirement			Annuity			Other		
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg
Huron	85000	110259	94914	4928	23113	11634	10199	12436	11318	10000	10000	10000
Jackson	99500	114079	105212	12823	12823	12823	0	0	0	2500	2500	2500
Jefferson	87358	110774	98629	9100	12185	10932	6000	6000	6000	0	0	0
Knox	82620	120000	100958	4663	18648	12074	0	0	0	1428	13960	7694
Lake	105000	155000	128184	6161	27851	15636	0	0	0	3003	3003	3003
Lawrence	85750	105952	93638	9100	13400	11250	0	0	0	0	0	0
Licking	95376	130000	113904	7150	15256	11419	1000	1000	1000	1403	3600	2168
Logan	77785	115000	103334	8556	13620	11489	2400	3000	2700	3500	3500	3500
Lorain	77000	160000	114717	7700	13980	12411	4800	11571	8790	1539	6000	3837
Lucas	119095	157000	131668	11910	20668	15068	5000	14047	9787	1320	34294	10000
Madison	108120	136362	123017	10812	16650	13722	0	0	0	0	0	0
Mahoning	74160	139369	99003	8158	13937	10610	6390	11559	8975	1820	3000	2410
Marion	98944	129000	109174	1575	11550	8862	4300	4300	4300	0	0	0
Medina	95000	139000	117563	10450	16060	13084	1402	12810	6293	1378	7000	4189
Meigs	75000	87576	80437	8250	23776	13824	2175	2175	2175	0	0	0
Mercer	90099	111799	99998	9647	11333	10685	2004	2004	2004	600	600	600
Miami	94668	136123	105676	9650	16499	11931	6500	10000	8250	4000	4800	4400
Monroe	0	0	0	0	0	0	0	0	0	0	0	0
Montgomery	95500	145000	122597	8696	34451	14588	5160	13440	8900	20	5400	2710
Morgan	125544	125544	125544	17168	17168	17168	15065	15065	15065	0	0	0
Morrow	91609	96750	94751	9161	11800	10372	0	0	0	0	0	0
Muskingum	60000	117400	99859	6600	12100	10228	6000	10000	8000	10000	10000	10000
Noble	82000	92000	87000	9000	9200	9100	0	0	0	0	0	0
Ottawa	94265	107100	100341	9427	25704	15210	5000	10000	8333	0	0	0
Paulding	88000	106779	95819	9600	11555	10278	0	0	0	0	0	0
Perry	78000	120000	98583	10752	14400	12576	0	0	0	0	0	0
Pickaway	98151	110760	104837	11616	11616	11616	0	0	0	0	0	0
Pike	105610	105610	105610	10561	10561	10561	0	0	0	0	0	0
Portage	85000	135823	105277	10600	16583	12142	0	0	0	1334	1334	1334
Preble	91700	135600	109053	10175	14916	11743	12000	12000	12000	3690	3690	3690
Putnam	83500	98000	92426	1665	10780	9021	0	0	0	360	1391	875
Richland	62400	123000	99332	6864	14707	11446	11000	15283	13142	3000	3000	3000
Ross	85000	116647	102154	9790	12758	11097	0	0	0	1500	1681	1591
Sandusky	92000	153191	114638	9950	40151	17005	3000	12500	6698	1200	20500	10850
Scioto	85000	110111	95184	9050	12112	10595	0	0	0	0	0	0

2013 Salary Survey

By County

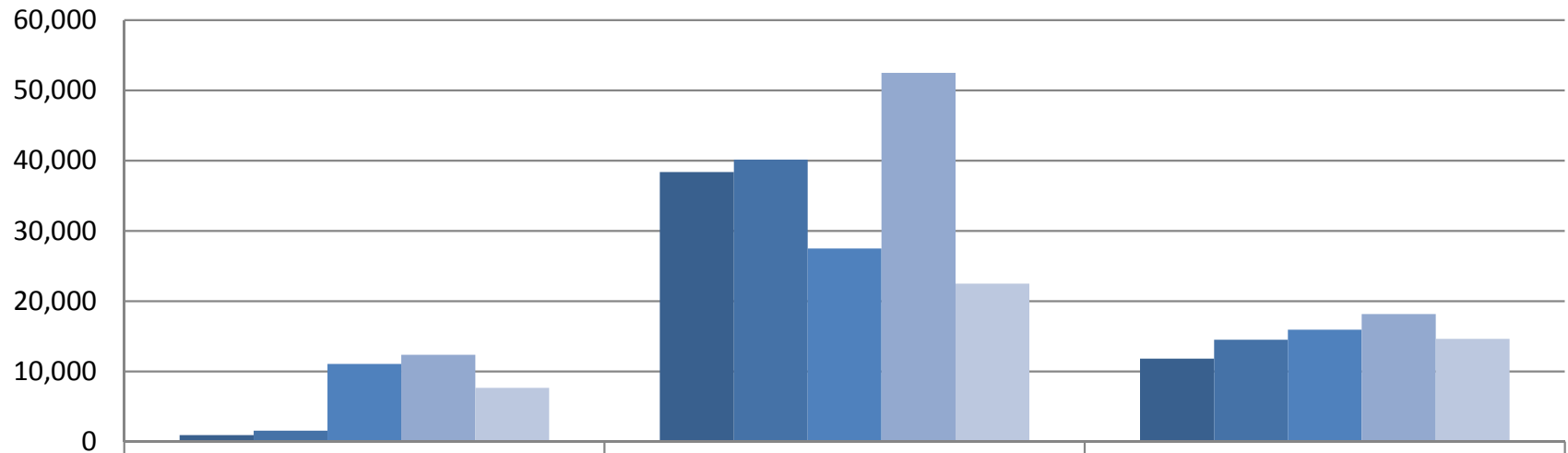
County	Salary			Retirement			Annuity			Other		
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg
Seneca	75146	100800	92891	10466	12322	11551	0	0	0	2668	3000	2834
Shelby	87015	116700	101263	5252	13647	10119	3000	3000	3000	0	0	0
Stark	100000	136000	117494	11000	52506	16664	2000	10000	4355	1683	9861	4721
Summit	85000	175000	122345	10480	20020	14762	2600	10000	5422	750	1741	1368
Trumbull	85000	149158	100051	4500	27500	12007	1500	7200	4170	3000	12000	7000
Tuscarawas	85000	110921	97097	8500	23760	12952	2000	12000	7000	1334	4961	3148
Union	103809	138000	115973	10389	15180	13232	0	0	0	0	0	0
Van Wert	74034	93000	87759	9039	10670	10015	0	0	0	1407	1407	1407
Warren	100000	170000	121723	11440	18700	14909	6000	15000	9500	7638	14170	10904
Washington	77846	107000	93619	8563	11950	10401	0	0	0	1129	1129	1129
Wayne	80000	127679	103602	8800	14155	11731	1000	15000	6533	7414	7414	7414
Williams	85000	97000	91242	970	22778	10344	900	1000	950	1500	4200	2850
Wood	93000	191966	121459	1150	19196	12756	3000	3000	3000	1515	9227	5371
Wyandot	94948	107765	102571	10444	11854	11266	0	0	0	0	0	0

2013 Ohio Superintendent Salary Survey Compensation Review By District Size



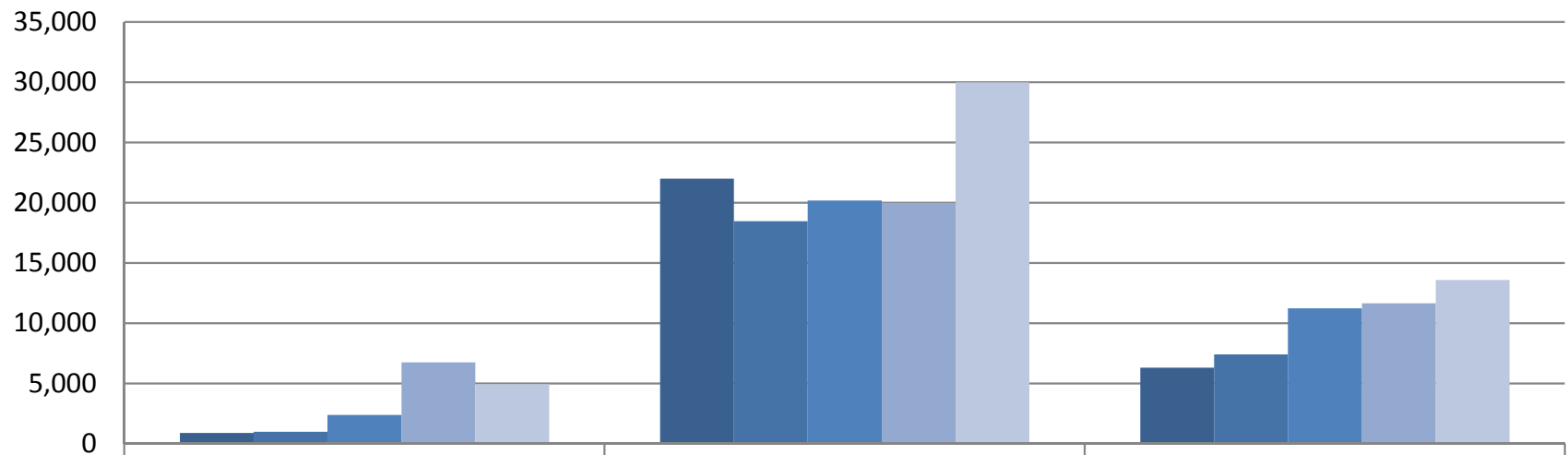
	Min	Max	Avg
■ <2500	60,000	191,966	102,153
■ 2500-4999	82,500	172,691	121,683
■ 5000-7499	101,000	170,000	136,610
■ 7500-9999	112,651	155,000	135,292
■ 10000+	77,000	205,000	128,248

2013 Ohio Superintendent Salary Survey Retirement Review By District Size



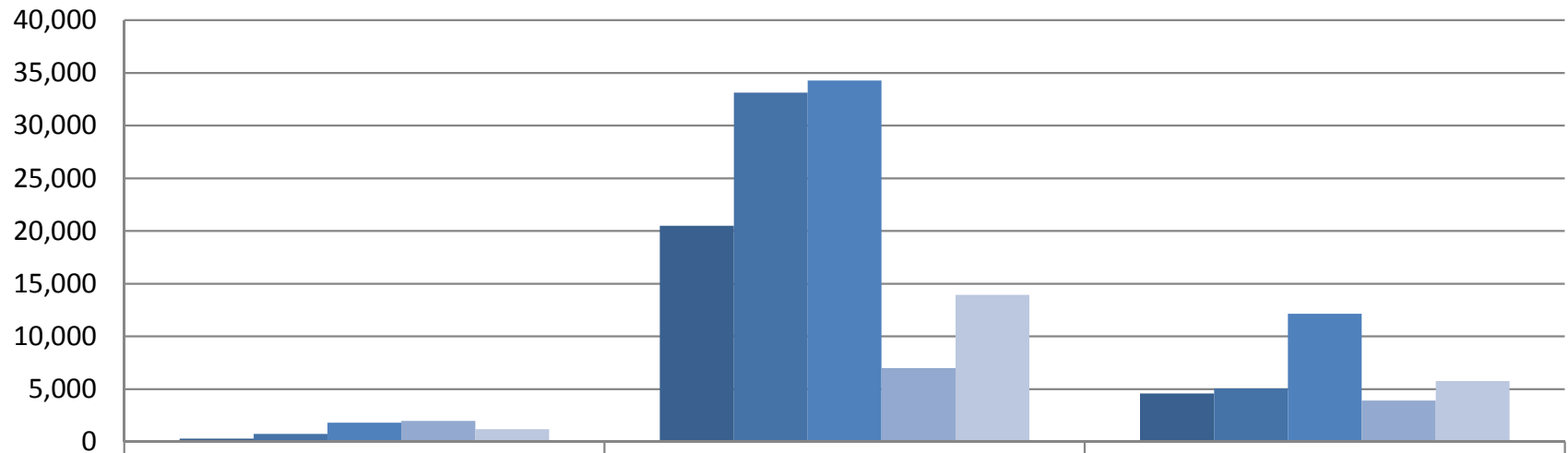
	Min	Max	Avg
■ <2500	970	38,397	11,833
■ 2500-4999	1,575	40,151	14,534
■ 5000-7499	11,100	27,500	15,964
■ 7500-9999	12,391	52,506	18,170
■ 10,000+	7,700	22,500	14,669

2013 Ohio Superintendent Salary Survey Annuity Review By District Size



	Min	Max	Avg
■ <2500	900	22,000	6,310
■ 2500-4999	1,000	18,476	7,419
■ 5000-7499	2,400	20,193	11,232
■ 7500-9999	6,758	20,000	11,658
■ 10,000+	4,952	30,000	13,585

2013 Ohio Superintendent Salary Survey Other Income Review By District Size



	Min	Max	Avg
■ <2500	300	20,500	4,598
■ 2500-4999	750	33,133	5,075
■ 5000-7499	1,822	34,294	12,144
■ 7500-9999	1,986	7,000	3,911
■ 10,000+	1,200	13,960	5,774