



Contract Analysis

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2026-27 Superintendent Contract - Salary and Benefit Comparisons Fern Ridge SD 28J

The following Districts were used as a comparison group for this analysis:

(If you would like to have changes made to the comparison group, please contact Randy or Rob and let them know.)

State Rank by Size	Comparison Group	Student Population
District 70	Baker SD 5J	1,512
District 71	Umatilla SD 6R	1,457
District 72	Philomath SD 17J	1,413
District 73	Seaside SD 10	1,373
District 74	South Umpqua	1,358
District 77	Winston-Dillard SD 116	1,235
District 78	Coquille SD 8	1,188
District 79	Brookings-Harbor SD 17C (inter	1,177
District 80	Corbett SD 39	1,171

	Salary	* PERS Adjusted Salary	Travel Allowance	District Paid TSA	Tech Stipend	Other Comp	Total Compensation	Total Comp w/Vacation
Lowest Comparison	\$ 154,346	\$154,346	\$2,400	\$700	\$600	\$600	\$160,946	\$166,882
Highest Comparison	\$ 196,100	\$196,100	\$12,651	\$28,742	\$2,100	\$20,234	\$255,340	\$268,405
Average of Comparisons	\$ 177,702	\$176,569	\$6,119	\$13,275	\$1,350	\$7,387	\$198,927	\$205,010
**Districts providing benefit			7	10	6			
Rank in Comparison Group	5	5	7	5	#N/A	#N/A	5	5

Comparing District	
District 75 Fern Ridge SD	\$ 183,792 \$ 183,792 \$ 1,200 \$ 10,200 \$ - \$ - \$ 195,192 \$ 202,261

Additional Contract Analysis This compensation comparison utilizes ten (including Fern Ridge) Oregon school districts similar in size to Fern Ridge

Salary	The Fern Ridge PERS adjusted salary ranks 5th of the 10 districts, \$7,223 above the group average
Travel	Seven of the districts provide a Travel Allowance. Of those offering the stipend, Fern Ridge ranks last (7 th), \$4,919 below average
TSA	The Fern Ridge TSA ranks 5th out of these 10 districts, about \$3,075 below the group average
Other	Six of the districts provide "Other Comp" such as Retention, Ed.D., or Retirement. Fern Ridge does provides an insurance retirement benefit
Total Comp	Fern Ridge ranks 5th in total PERS adjusted compensation, about \$3,735 below the average of this group
No Cause Termination	Four of the district contracts (including Fern Ridge) do not contain No Cause language. Six others provide 12 months of severance

* Note The salary of Superintendents who have to pay their own PERS pickup has been reduced by 6% in this category for a more accurate comparisons.

** Note The average is calculated as an average of those comparison districts who provide this benefit.

Contracts - Mentoring - Relationship Building - Projects

Average for 2026-27 \$ 177,702

+ 3.5% for 2027-28 \$ 183,921 (FR \$ 190,225)

Suggested 25K range - 180K - 205K

* would still be lower than 2027-28 highest of - 202,963