

LARGE DISTRICT SUPERINTENDENTS

District	State	Students	Current Superintendent	Previous Role/Sector	Former Superintendent	Transition Year	Search Firm	Search Base Cost	Annual Salary	Salary Notes	Notes
New York City Department of Education	New York	975,685	Carmen Farina	Deputy Chancellor for Teaching and Learning (2004-2006), consultant with the Reading and Writing Project at Teachers College	Dennis Walcott	2014	None	N/A	\$227,737		
Los Angeles Unified School District	California	639,337	Michelle King	Chief Deputy Superintendent	Ramon Cortines	2016	Hazard, Young, Attea & Associates	\$250,000 plus expenses for the contract	\$350,000		Contract extended through 2020.
Chicago Public Schools	Illinois	413,694	Forrest Claypool	President of Chicago Transit Authority (2011-2015), Chief of Staff to Mavor Rahm Manuel	Jesse Ruiz (interim for a month after Barbara Byrd-Bennett resigned)	2015	None, appointed by the mayor	N/A	\$250,000		
Miami-Dade County Public Schools	Florida	356,086	Alberto Carvalho	Lobbyist (Education) & Assistant Superintendent	Rudy Crew	2008	None	N/A	\$335,000	Pledged to not take a salary the last year of his contract (2020).	Reports that he is considering a run for Congress. Contract extended through 2020.
Clark County School District	Nevada	320,900	Pat Skorkowsky	Deputy Superintendent	Dwight D. Jones	2013	None	N/A	\$260,000	Requested no pay raise when, in 2016, his contract was extended for two more years.	
Broward County Public Schools	Florida	271,105	Robert Runcie	Chief of Staff to the Chicago Public Schools Board of Education	Jim Notter	2011	Ray & Associates	Unknown		Did not request a salary increase in 2013 when his contract was extended for five years.	Contract extended through 2018.
Houston Independent School District	Texas	215,627	Richard Carranza	Superintendent of San Francisco Unified School District	Terry Grier	2016	Hazard, Young, Attea & Associates	\$100,000	\$345,000		
Hillsborough County Public Schools	Florida	212,844	Jeff Eakins	Deputy Superintendent	MaryEllen Elia	2015	None	N/A	\$225,000	Turned down raise in 2017 when his contract was extended for three years.	First Board vote to hire Eakins was 4-3 with the dissenters arguing for a national superintendent search. Contract extended through 2020.
Hawai'i Department of Education	Hawaii	179,902	Christina Kishimoto	Superintendent of Gilbert Public Schools	Kathryn Matayoshi	2017	Ray & Associates	\$50,500	\$240,000		
Orange County Public Schools	Florida	203,435	Barbara Jenkins	Deputy Superintendent	Ron Blocker	2012	McPherson & Jacobson, LLC	\$57,000	\$250,000		Contract extended through 2019.
School District of Palm Beach County	Florida	171,431	Robert Avossa	Superintendent of Fulton County	Wayne Gent	2015	Ray & Associates	\$37,000 plus expenses (up to \$50,000)	\$325,000		Board agreed to form an advisory committee made up of individuals selected by 15 community groups. The committee would make recommendations for the superintendent to the Board. Decision to hire Ray & Associates largely influenced by the search firm's selection of Runcie in Broward.
Fairfax County Public Schools	Virginia	187,202	Scott Brabrand	Superintendent of Lynchburg City Schools	Karen K. Garza	2017	Hazard, Young, Attea & Associates	\$47,500 plus approved expenses	\$290,000		
School District of Philadelphia	Pennsylvania	166,273	William Hite	Superintendent of Prince George's County Public Schools	Arlene Ackerman	2012	Firm screened candidates for free. Search committee of 14 people chaired by then-Commissioner Wendell Pritchett		\$300,000		In 2015, Hite's contract was extended through 2020. Provisions in the contract allowing for performance bonuses were removed and his pay increase was tied to teachers, at the same rate.
Gwinnett County Public Schools	Georgia	180,186	J. Alvin Wilbanks	Assistant Superintendent of HR and Continuous Resources, and President of Gwinnett Technical College	Unclear	1996	Unclear		\$310,000		
Dallas Independent School District	Texas	158,604	Michael Hinojosa	Interim Superintendent	Mike Mills	2015	None	N/A	\$335,000		Hinojosa was named Interim Superintendent in June 2015 and the Board voted to forego a national search and keep him as superintendent.
Wake County Public School System	North Carolina	153,534	James Merrill	Superintendent of Virginia Beach City Public Schools	Tony Tata	2013	McPherson & Jacobson, LLC	\$45,000	\$287,397	Board approved raise of \$12,397 to base salary of \$275,000 in 2015.	
Montgomery County Public Schools	Maryland	159,022	Jack Smith	Interim Superintendent	Joshua Starr	2016	Hazard, Young, Attea & Associates		\$250,000		The Board hired Hazard, Young, Attea, & Associates in 2015 to conduct the search. When the Board's preferred candidate's name was made public, he withdrew from consideration. The Board then restarted the search process and hired Smith.

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Charlotte-Mecklenburg Schools	North Carolina	146,140	Clayton Wilcox	Superintendent of Washington County Public Schools	Ann Clark	2017	McPherson & Jacobson, LLC	\$34,500 plus \$17,000 in expenses	\$280,000		
San Diego City Schools	California	131,252	Cindy Martin	Principal	Bill Kowba	June 2010	None	N/A	\$275,000		Contract extended through 2020.
Prince George's County Public Schools	Maryland	128,936	Kevin Maxwell	Superintendent of Anne Arundel County Public Schools	William Hite	2013	None but see notes	None	\$290,000		The County hired Hazard, Young, Attea & Associates to conduct the superintendent search, however, soon thereafter, the legislature passed a bill that gave the County Executive the authority to appoint this position. Contract renewed through 2021.
Duval County Public Schools	Florida	128,702	Search in Progress - Patricia Willis, Interim Superintendent	Came out of retirement, previously Deputy Superintendent	Nikolai Vitti	TBD (Vitti left in 2017)	TBD (McPherson & Jacobson, LLC for Vitti)	N/A	Vitti earned \$275,000		
Memphis City Schools	Tennessee	103,000	Dorsey Hopson	General Counsel to Memphis City Schools then Interim Superintendent	Kriner Cash	2012	ProAct but see notes	Unknown	\$269,000		ProAct was hired and soon recommended pushing back the deadline to accommodate the Memphis City Schools merger. The Board suspended the search and payments to ProAct. Hopson was interim superintendent at the time and then approved for superintendent. Contract renewed through 2019.
Cobb County School District	Georgia	112,381	Chris Ragsdale	Deputy Superintendent for Operations then Interim Superintendent	Michael Hinojosa	2014	None	N/A	\$285,000		Contract renewed through 2019.
Cypress Fairbanks Independent School District	Texas	111,173	Mark Henry	Superintendent of Galena Independent School District	David Anthony	2011	None	N/A	\$382,433 (not base salary)		
Baltimore County Public Schools	Maryland	112,139	Search in Progress - Verletta White, Interim Superintendent	Chief Academic Officer	Dallas Dance	TBD (Dance left in 2017)	None	N/A	Dance earned \$287,000		Dance abruptly resigned in April 2017. Initiating a superintendent search is complicated by the fact that the county will change from an all-appointed board to a mostly-elected board after the 2018 elections. Board members are concerned that potential superintendents would have reservations about taking the job just as a new school board is chosen. The interim superintendent may be stay for two years but that requires approval from the state. The Board will decide this year whether to conduct a national search for superintendent.
Pinellas County Schools	Florida	103,242	Michael Grego	Superintendent of Osceola County Schools and Associate Professor at University of Central Florida	Julie Janssen	2012	FSBA	\$20,000	\$252,000		
DeKalb County School System	Georgia	101,482	Stephen Green	Superintendent of Kansas City Schools	Michael Thurmond	2015	ProAct	Unknown	\$300,000		Board of Education fired ProAct after racist comments by the firm's CEO surfaced. Fayette County (KY) and Lancaster County (PA) also fired ProAct. A selection committee was formed at the urging of the community who asked the administration to step away from the process and let a community selection committee drive the search.
Jefferson County Public Schools	Kentucky	100,900	Search in progress - Martin Pollio, Interim Superintendent	Principal	Donna Hargens	TBD (Hargens left in 2017)	TBD		Hargens earned \$276,000		August 3, 2017 - Board of Education requested RFPs to assist in conducting a nationwide search.
Northside Independent School District	Texas	105,550	Brian Woods	Deputy Superintendent of Administration	John Folks	2012	Thompson & Horton, LLP	Unknown	\$286,443		Contract renewed through 2018.
Polk County School District	Florida	103,014	Jacqueline Byrd	Deputy Superintendent then Interim Superintendent	Kathryn LeRoy	2016	FSBA	Unknown	\$225,000		Ms. Byrd was hired for a 15-month trial period for the 2016-2017 school year. The Board recently voted to extend her contract through 2020.