



Kathleen Joyce R. Lamorena <krlamorena@gdoe.net>

[EMAIL EXTERNAL] Fwd: Salary Estimate: 2025 Guam Assuming 23,000 students

Mary Okada <mary.okada@guamcc.edu>

Wed, Nov 26, 2025 at 11:02 AM

To: "Kathleen Joyce R. Lamorena" <krlamorena@gdoe.net>, "Angel R. Sablan" <angelsablan5577@gmail.com>

Hafa Adai Kat,

Please find the information below that I read on the record last night.

Mary

----- Forwarded message -----

From: Ron <govguam@gmail.com>

Date: Tue, Nov 25, 2025 at 11:42 AM

Subject: Salary Estimate: 2025 Guam Assuming 23,000 students

To: Mary Okada <mary.okada@guamcc.edu>

Dear Dr. Okada,

The following are some brief points related to the salary range for a school system superintendent:

According to AASA Data, the median salary for this position for 10,000 to 24,999 students is: \$204,000.

Since Guam has about 23,000 students, we can calculate the range for 23000 students thus:

Range: Students by category 10000 to 25000 = 15000 range with assumed points at 15. If we use this number, \$204,000 divided by 15 = 13,600 per 1000 students.

The median point is 7.5, or 17,500 students. Assuming 5500 students off the median point, this is \$74,800 added to the base median number. This is the extreme upper limit of \$278,800. Thus the range estimate is \$204,000 to \$278,800 all else equal. The revised median would be about \$241,000 all else equal.

The candidate has an EdD. For all systems, including very small or single school districts, the median salary is \$181,000. (Systems with over 20000 students is a different level.)

If we took the midpoint between the basic degree level (\$181,000) and used the revised median (\$241,000) as the upper limit, the midpoint is: \$211,000 base salary. $(422/2=\$211)$

Sincerely, Ron McNinch

AASA Data for Salary By Students/ Median Base Salaries with no benefits

25,000 or more students: approx. \$232,000

10,000 to 24,999 students: approx. \$204,000

Median Salary for EdD Superintendents: \$181, 000

<https://www.aasa.org/resources/resource/salary-by-degree-2024>

Ron McNinch, PhD, SPHR, CFE
Carnegie/Case Professor of the Year Guam 1998
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