
The Mississippi
FAT CAT REPORT
2026



School Superintendent Pay in the Magnolia State

A special edition of the Mississippi Fat Cat Report focusing on school district superintendents

Key Findings:

\$20.4M

total superintendent
pay

141

district superintendents

\$145K

average salary

34

paid more than
the Governor

16

paid more than
the Chief Justice

\$280K

highest salary
(Jackson)

- **School superintendent pay dominates public sector excess:** Based on the 2024-25 MDE salary records (MCPD 2026 public records request), at least 34 district superintendents earn more than the Governor of Mississippi (\$160,000), and 16 earn more than the Chief Justice of the Mississippi Supreme Court earned at the time (\$181,491). The highest-paid district superintendent (Jackson Public Schools) earned \$280,000.¹
- **A costly layer of administration:** Mississippi's 141 school district superintendents draw a combined \$20.4 million a year in salary alone — an average of roughly \$145,000 each, about three and a half times a starting teacher's salary. For a state educating fewer than 430,000 public school students, that is a striking number of six-figure administrators.
- **The State Superintendent earns \$300,000:** The State Superintendent of Public Education, confirmed in April 2024, receives \$300,000 a year, nearly twice the Governor's salary and more than seven times the starting salary of a Mississippi teacher.
- **High pay, poor results, and the disconnect persists:** Several of the highest-paid superintendents preside over districts with C or lower 2024-25 accountability ratings. The Jackson Public Schools superintendent earned \$280,000 in 2024-25 while the district held a C accountability grade for 2024-25, more than the superintendent of A-rated DeSoto County, the state's largest district.
- **Small districts, big salaries:** Noxubee County School District paid its superintendent \$187,000; Yazoo City Municipal School District paid its superintendent \$183,500. These districts each enroll only a few thousand students, yet their superintendents earn well above the Governor's \$160,000 salary.
- **A salary cap is long overdue:** The Mississippi House unanimously passed HB 1126 in the 2026 legislative session, a broader teacher-pay measure that included capping superintendent pay at 250 percent of the salary of a teacher with equivalent qualifications, including the district local supplement. The bill died in Senate committee. The legislature should reintroduce this reform.
- **Data gaps demand transparency:** While the 2024-25 dataset obtained by MCPD covers most Mississippi school districts, MDE does not proactively publish this information. A Freedom of Information request was required to obtain it. MCPD calls on MDE to publish updated salary figures for every district annually on a publicly accessible website.

Why the Fat Cat Report?:

¹ Under HB 1752 (2026), judicial salaries rose on July 1, 2026; the Chief Justice of the Mississippi Supreme Court now earns \$194,171. Comparisons in this report use the \$181,491 salary in force during the 2024-25 school year covered by the salary data. Measured against the new judicial salary, 11 of the superintendents in this report earn more than the Chief Justice.

Taxpayers have the right to know how their tax dollars are spent. This special edition of the Mississippi Fat Cat Report focuses exclusively on school district superintendent pay across the Magnolia State. Mississippi spends billions of dollars a year on public K-12 education, yet consistently ranks among the lowest-performing states in the nation. Understanding where that money goes, and who benefits most, is essential for informed democratic debate.

The aim of this report is not to criticize every highly paid public official. Managing a large school district is a demanding job. Some superintendents preside over well-run, highly rated districts and deliver genuine value for money. We recognize this. But others earn extraordinary salaries while presiding over districts with failing or near-failing accountability grades, raising serious questions about value for taxpayers.

This report aims to trigger a debate about what Mississippians get for their education dollar, especially at the administrative level. Despite being one of the poorest states in America, with a median household income of approximately \$56,000, Mississippi allows some school superintendents to earn more than five times that figure. The state's own Governor earns \$160,000 a year. Some local school superintendents earn nearly twice as much.

Methodology:

This report draws on the following publicly available sources:

School district superintendent salary data was obtained from the Mississippi Center for Public Policy's 2026 public records request to the Mississippi Department of Education (MDE), reflecting compensation paid in the 2024-25 school year. Salaries shown are the highest superintendent record per district from that dataset.

For the State Superintendent of Public Education, the \$300,000 salary (effective July 2024) was sourced from published news reports and the Mississippi State Personnel Board's Agency Head Maximum Salary schedule.

School district accountability grades and performance ratings are taken from the Mississippi Department of Education's 2024-25 accountability results (released September 25, 2025; revised January 14, 2026). These ratings assign an A through F grade to each district based on student achievement, growth, graduation rates, and participation.

To put superintendent salaries in context, we compare them to current Mississippi benchmark salaries: the starting teacher salary (\$41,500/year); the starting private-sector registered nurse salary (approximately \$60,610/year, BLS OEWS 10th percentile); the starting Mississippi Highway Patrol trooper salary (\$54,000/year); and the median Mississippi household income (approximately \$56,000/year). We also compare to the Mississippi Governor's salary (\$160,000) and the Chief Justice of the Mississippi Supreme Court (\$181,491 in 2024-25).

Where specific 2024-25 salary data was unavailable for a given district, this is clearly marked with a  symbol in the data table.

We have excluded the state's three residential special schools — the Mississippi Schools for the Blind and Deaf, the Mississippi School for Mathematics and Science, and the Mississippi School of the Arts — from this analysis.²

Findings:

- **School superintendents earn far more than benchmark workers.** The State Superintendent of Public Education earns \$300,000 per year, equivalent to the salaries of 7.2 starting teachers, 4.9 registered nurses, or 5.6 entry-level State Troopers. Even the lowest-ranked superintendent on our list (\$180,000) earns more than 4.3 starting teachers, 2.6 nurses, or 3.3 troopers. The combined salary bill for the 22 individuals on our list (State Superintendent + top 21 districts) is \$4,628,257, enough to hire roughly 111 additional starting teachers.
- **Dozens of superintendents earn more than Mississippi's Governor.** Mississippi's Governor currently earns \$160,000 per year. At least 34 district superintendents statewide exceed this, including every one of the 20 superintendents on our top-paid list. The highest-paid district superintendent (Jackson Public Schools) earns \$280,000, or \$120,000 more than the Governor.
- **At least 16 superintendents earn more than the Chief Justice of the Mississippi Supreme Court earned in 2024-25.** The Chief Justice's salary was \$181,491 during the year covered by this data. At least 16 superintendents statewide earned more than this, including the 16 highest-paid superintendents on our district rankings list.³
- **High pay does not guarantee high performance.** Our analysis finds little correlation between superintendent salary and district accountability grade. Jackson Public Schools, which received a C grade in 2024-25 and enrolls roughly 20,000 students, paid its superintendent \$280,000, more than the A-rated DeSoto County superintendent (\$264,928), the state's largest school district by enrollment.
- **Small districts pay disproportionately high salaries.** Yazoo City Municipal School District paid its superintendent \$183,500, and Noxubee County School District paid its superintendent \$187,000; both districts enroll only a few thousand students. By contrast, A-rated Rankin County (~18,400 students) paid its superintendent \$215,000. There is no logical justification for a small-district superintendent earning nearly the same as one managing a district five times larger.
- **Superintendent salaries are largely unaccountable.** Unlike teachers, whose minimum salaries are set by state statute, superintendent salaries are negotiated by local school boards with little oversight. There is no published statewide ceiling, and the Mississippi Code's general salary limits are riddled with exemptions that render them largely meaningless for this category of official.
- **Data opacity is a problem.** MDE does not proactively publish district-level administrator salaries in an easily accessible format. A Freedom of Information request was needed to

² The Mississippi Schools for the Blind and Deaf, the Mississippi School for Mathematics and Science, and the Mississippi School of the Arts are state-run residential schools serving specialized student populations. They are governed and funded differently from traditional school districts and are not assigned comparable accountability grades, so their leaders' compensation is not directly comparable and they are excluded from this report.

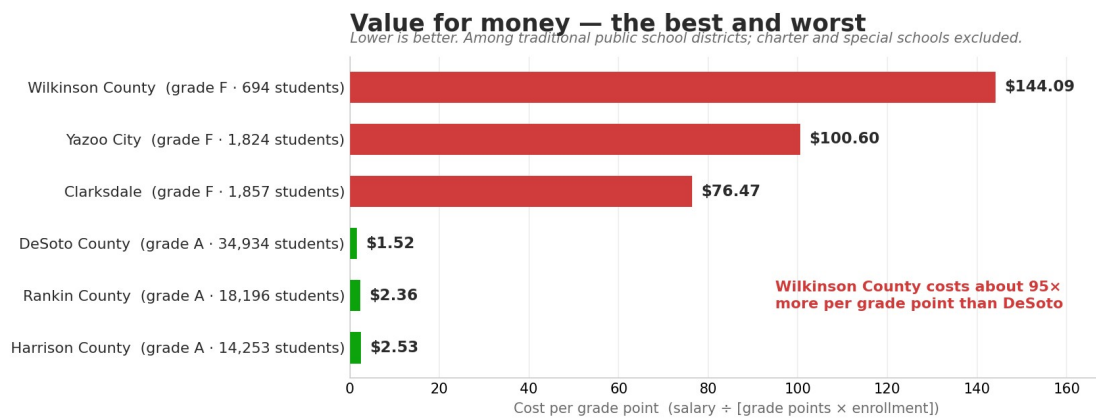
³

compile the 2024-25 figures used in this report, and comparable historical data is similarly unavailable without repeated FOI requests. Salaries paid from public funds should be published as a matter of course, not pried loose by formal records requests.

- **Mississippi may not need so many superintendents.** The state supports 141 separately run school districts — 103 of them enrolling fewer than 3,000 students, and 50 fewer than 1,500 — each with its own superintendent, most earning six figures. Shared administrative leadership, district consolidation, or regional service arrangements could deliver the same or better educational outcomes while spending far less on administration.

Value for Money:

Not all superintendent pay represents equal value. Following the approach of previous Fat Cat Reports, we convert each district's accountability grade to points (A = 5 down to F = 1), multiply by enrollment, and divide the result into the superintendent's salary. This "cost per grade point" rewards districts that combine strong results with scale, and exposes premium salaries paid for small, low-performing districts. A lower figure means better value for taxpayers. Charter and state special schools are excluded from this comparison as not directly comparable.



How Far Would These Salaries Go?:

To illustrate the scale of these salaries, the table below shows how many benchmark Mississippi workers could be paid for the same cost as each superintendent's salary.

What one superintendent's pay buys

The State Superintendent's \$300,000 salary equals the pay of...

7.2×

Starting TEACHERS

\$41,500 each

4.9×

Starting NURSES

\$60,610 each

5.6×

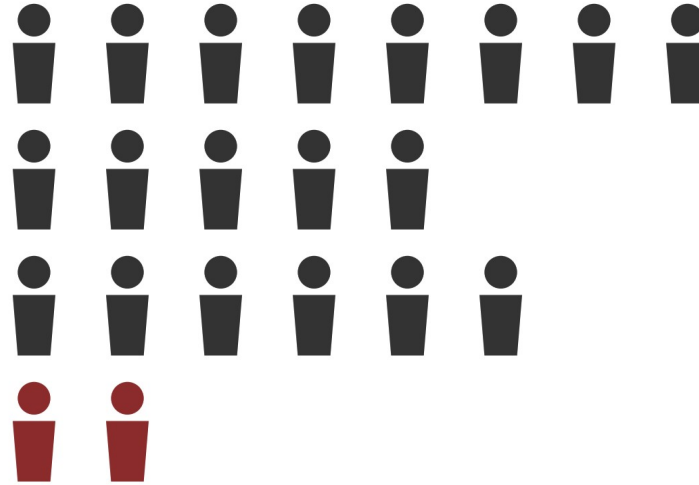
State TROOPERS

\$54,000 each

1.9×

Mississippi GOVERNORS

\$160,000 each



Each figure represents the full starting salary of one Mississippi worker in that role.

District / Role	Salary	# Teachers (\$41,500)	# Nurses (\$60,610)	# Troopers (\$54,000)
State Superintendent of Public Education	\$300,000	7.2	4.9	5.6
Jackson Public Schools	\$280,000	6.7	4.6	5.2
DeSoto County School District	\$264,928	6.4	4.4	4.9
Tupelo Public School District	\$250,600	6.0	4.1	4.6
Petal School District	\$219,200	5.3	3.6	4.1
Grenada School District	\$218,106	5.3	3.6	4.0
Starkville Oktibbeha Consolidated School District	\$216,615	5.2	3.6	4.0
Clinton Public School District	\$215,250	5.2	3.6	4.0
Rankin County School District	\$215,000	5.2	3.5	4.0
Oxford School District	\$205,000	4.9	3.4	3.8
Pearl Public Schools	\$203,000	4.9	3.3	3.8
Madison County Schools	\$200,000	4.8	3.3	3.7
Lauderdale County School District	\$193,347	4.7	3.2	3.6
Meridian Public Schools	\$190,000	4.6	3.1	3.5
Noxubee County School District	\$187,000	4.5	3.1	3.5
Gulfport School District	\$185,000	4.5	3.1	3.4
Yazoo City Municipal School District	\$183,500	4.4	3.0	3.4
Vicksburg Warren School District	\$180,997	4.4	3.0	3.4
Biloxi Public School District	\$180,714	4.4	3.0	3.3

District / Role	Salary	# Teachers (\$41,500)	# Nurses (\$60,610)	# Troopers (\$54,000)
Bay Waveland School District	\$180,000	4.3	3.0	3.3
Hazlehurst City School District	\$180,000	4.3	3.0	3.3
Harrison County School District	\$180,000	4.3	3.0	3.3

Policy Proposals:

For many Mississippi taxpayers, the cost of living is rising faster than their incomes. It is all the more important that there is restraint in setting the salaries of top public officials, especially in education, where every dollar spent on administration is a dollar not spent in the classroom. The following reforms would help restore accountability and fiscal responsibility to school superintendent pay.

1. **Enact a statutory salary cap for school superintendents.** The Mississippi House unanimously passed HB 1126 in the 2026 legislative session — a broader teacher-pay measure that included capping superintendent pay at 250 percent of the salary a superintendent would receive on the teacher pay scale with equivalent credentials and experience, plus any local teacher supplement. The bill died in the Senate committee in 2026. The legislature should reintroduce and pass this reform in the next session. While some may argue such a cap is overly restrictive, the current absence of any effective ceiling has produced salaries that bear no relationship to district size, student outcomes, or taxpayer resources.
2. **Require public disclosure of all administrator salaries.** Mississippi should require MDE to publish, on a publicly accessible website, updated annually, the full salary of every school district superintendent in the state, alongside the relevant district enrollment, performance rating, and year-over-year percentage change. This should not require a Freedom of Information request; it should be standard practice for any official paid from public funds.
3. **Link superintendent pay to district size and performance.** Rather than leaving compensation entirely to local school boards, the legislature should establish a formula that ties maximum superintendent pay to district enrollment and academic performance rating. A small, failing district should not be able to pay its superintendent more than a large, A-rated district simply because its board chooses to do so.
4. **Require any salary increase above the Employment Cost Index to be approved by the legislature.** When school boards seek to give a superintendent a pay raise in excess of the federal Employment Cost Index for state and local employees, that increase should require approval from the full school board in a public meeting with advance notice, with a written justification filed with MDE and the State Auditor's office.
5. **Reform the Mississippi Code to eliminate salary cap exceptions.** Section 25-3-39 of the Mississippi Code contains provisions limiting the salaries and compensation of public officials, but it also contains so many exemptions as to render the limits essentially meaningless. The legislature should amend this section to close the loopholes that allow school districts to pay superintendents sums that far exceed those of elected officials who are directly accountable to voters.

6. **Conduct a formal review of districts where salary greatly exceeds district size.** The State Auditor's office should examine cases where a school district with fewer than 3,000 students pays its superintendent more than \$200,000 per year, particularly where the district's accountability grade is C or below. Such cases suggest that salary-setting by local boards may not be subject to sufficient scrutiny or competitive discipline.
7. **Examine whether Mississippi needs 141 separate superintendents.** With more than 100 districts enrolling fewer than 3,000 students, the state should study district consolidation and shared administrative leadership — allowing small neighboring districts to share a single superintendent or central office. Reducing duplicated administration could redirect millions of dollars from back offices to classrooms, and points toward better, more modern ways of delivering education without sacrificing local schools.

Appendix: Mississippi School Superintendent Salaries, Known Data:

DATA NOTE: Figures show the highest superintendent salary record per district for 2024-25 (MCPP 2026 public records request). Accountability grades reflect the official 2024-25 MDE results; enrollment is 2024-25 Total Students from the U.S. Department of Education's NCES Common Core of Data. "Salary per student" is the superintendent's salary divided by enrollment. "Cost per grade point" converts each district's letter grade to points (A = 5 down to F = 1), multiplies by enrollment, and divides that figure into the salary — a lower number means better value for money; districts without a comparable letter grade are shown as "—". The state's residential special schools have been excluded from this report. Rows marked ‡ are public charter schools, shown for reference; they are excluded from the value-for-money comparison because they are funded and governed differently from traditional school districts. Correction (August 2026): Clarksdale Collegiate's accountability rating has been corrected from F to D, and the grades for the RePublic charter group corrected to D / D / F / N/A, per MDE's official 2024-25 accountability results.

#	District	Salary	Grade	Students	\$ / Student	Cost / grade pt
1	Jackson Public Schools	\$280,000	C	17,429	\$16	\$5.36
2	DeSoto County School District	\$264,928	A	34,934	\$8	\$1.52
3	Tupelo Public School District	\$250,600	A	7,192	\$35	\$6.97
4	Petal School District	\$219,200	A	4,253	\$52	\$10.31
5	Grenada School District	\$218,106	A	3,863	\$56	\$11.29
6	Starkville Oktibbeha Consolidated School District	\$216,615	A	4,880	\$44	\$8.88
7	Clinton Public School District	\$215,250	A	5,148	\$42	\$8.36
8	Rankin County School District	\$215,000	A	18,196	\$12	\$2.36
9	Oxford School District	\$205,000	A	4,763	\$43	\$8.61
10	Pearl Public Schools	\$203,000	A	4,258	\$48	\$9.53
11	Madison County Schools	\$200,000	A	12,926	\$15	\$3.09
12	Lauderdale County School District	\$193,347	A	5,940	\$33	\$6.51
13	Meridian Public Schools	\$190,000	C	4,385	\$43	\$14.44
14	Noxubee County School District	\$187,000	D	1,321	\$142	\$70.78
15	Gulfport School District	\$185,000	A	5,927	\$31	\$6.24
16	Yazoo City Municipal School District	\$183,500	F	1,824	\$101	\$100.60
17	Vicksburg Warren School District	\$180,997	B	6,610	\$27	\$6.85
18	Biloxi Public School District	\$180,714	A	5,699	\$32	\$6.34
19	Bay Waveland School District	\$180,000	A	1,664	\$108	\$21.63
20	Harrison County School District	\$180,000	A	14,253	\$13	\$2.53
21	Hazlehurst City School District	\$180,000	C	1,320	\$136	\$45.45
22	Hattiesburg	\$179,500	A	3,918	\$46	\$9.16
23	New Albany Public Schools	\$178,500	A	2,149	\$83	\$16.61
24	Scott County School District	\$178,500	B	3,989	\$45	\$11.19
25	Lafayette County	\$177,486	A	2,854	\$62	\$12.44

#	District	Salary	Grade	Students	\$ / Student	Cost / grade pt
26	Ambition Preparatory Charter School ‡	\$176,000	C	563	\$313	\$104.20
27	Forrest County School District	\$174,976	A	2,124	\$82	\$16.48
28	Pass Christian School District	\$173,250	A	1,766	\$98	\$19.62
29	Columbia School District	\$172,808	B	1,639	\$105	\$26.36
30	Jones County School District	\$170,000	A	8,693	\$20	\$3.91
31	South Panola School District	\$165,000	B	4,220	\$39	\$9.77
32	Humphreys County	\$162,000	D	1,130	\$143	\$71.68
33	Brookhaven School District	\$160,220	B	2,429	\$66	\$16.49
34	Jackson County School District	\$160,140	A	8,845	\$18	\$3.62
35	Hinds County School District	\$160,000	B	4,940	\$32	\$8.10
36	Lamar County School District	\$160,000	A	10,318	\$16	\$3.10
37	Lowndes County School District	\$160,000	A	5,261	\$30	\$6.08
38	Ocean Springs School District	\$160,000	A	5,677	\$28	\$5.64
39	Pontotoc County School District	\$160,000	A	3,465	\$46	\$9.24
40	Booneville School District	\$158,550	A	1,337	\$119	\$23.72
41	Choctaw County Schools	\$158,165	A	1,233	\$128	\$25.66
42	Hancock School District	\$156,060	A	3,934	\$40	\$7.93
43	West Point Consolidated School District	\$155,870	C	2,528	\$62	\$20.55
44	Sunflower County Consolidated School District	\$155,000	C	2,807	\$55	\$18.41
45	Alcorn School District	\$154,500	A	3,226	\$48	\$9.58
46	Pascagoula-Gautier School District	\$152,000	B	6,579	\$23	\$5.78
47	Western Line Schools	\$151,000	C	1,727	\$87	\$29.14
48	Kemper County School District	\$150,000	C	888	\$169	\$56.31
49	Moss Point School District	\$150,000	B	1,611	\$93	\$23.28
50	South Pike School District	\$150,000	C	1,461	\$103	\$34.22
51	Tunica School District	\$150,000	B	1,598	\$94	\$23.47
52	Leland School District	\$149,050	B	671	\$222	\$55.53
53	Senatobia Municipal School District	\$149,000	B	1,754	\$85	\$21.24
54	North Pike Schools	\$148,100	B	2,135	\$69	\$17.34
55	Louisville Municipal School District	\$147,000	B	2,413	\$61	\$15.23
56	Greenwood-Leflore Consolidated School District	\$145,392	D	3,718	\$39	\$19.55
57	Joel E. Smilow Collegiate / Joel E. Smilow Prep / Reimagine Prep / Revive (single superintendent, shared \$145,000 salary) ‡	\$145,000	D / D / F / N/A	1,892	\$77	—
58	Kosciusko School District	\$145,000	A	1,973	\$73	\$14.70
59	Laurel School District	\$145,000	C	2,620	\$55	\$18.45
60	Lincoln County School District	\$145,000	A	2,791	\$52	\$10.39

#	District	Salary	Grade	Students	\$ / Student	Cost / grade pt
61	Union County School District	\$145,000	A	2,986	\$49	\$9.71
62	Forest Municipal School District	\$144,375	C	1,638	\$88	\$29.38
63	South Tippah School District	\$144,200	A	2,403	\$60	\$12.00
64	Neshoba County Schools	\$143,222	A	2,972	\$48	\$9.64
65	Clarksdale Municipal School District	\$142,000	F	1,857	\$76	\$76.47
66	Long Beach School District	\$142,000	A	2,874	\$49	\$9.88
67	Amite County School District	\$140,000	B	914	\$153	\$38.29
68	Chickasaw County School District	\$140,000	B	2,197	\$64	\$15.93
69	Cleveland School District	\$140,000	C	2,793	\$50	\$16.71
70	Lee County	\$140,000	B	6,343	\$22	\$5.52
71	McComb School District	\$140,000	C	2,121	\$66	\$22.00
72	Pontotoc City School District	\$140,000	A	2,400	\$58	\$11.67
73	Quitman School District	\$140,000	C	1,459	\$96	\$31.99
74	West Jasper School District	\$140,000	B	1,371	\$102	\$25.53
75	Poplarville School District	\$139,750	A	1,969	\$71	\$14.20
76	Holly Springs School District	\$139,166	B	993	\$140	\$35.04
77	Picayune School District	\$139,050	B	3,509	\$40	\$9.91
78	Columbus Municipal School District	\$136,288	C	3,011	\$45	\$15.09
79	Hollandale School District	\$136,000	B	534	\$255	\$63.67
80	Wayne County School District	\$135,200	B	2,977	\$45	\$11.35
81	Corinth School District	\$135,000	B	2,400	\$56	\$14.06
82	Aberdeen School District	\$133,401	C	924	\$144	\$48.12
83	Leflore Legacy Academy ‡	\$133,094	D	203	\$656	\$327.82
84	Tishomingo County School District	\$131,500	A	2,844	\$46	\$9.25
85	Yazoo County School District	\$131,000	C	1,216	\$108	\$35.91
86	Greenville Public School District	\$130,000	D	3,264	\$40	\$19.91
87	Jeff Davis County School District	\$130,000	N/A	1,217	\$107	—
88	Marion County School District	\$130,000	B	1,794	\$72	\$18.12
89	Marshall County School District	\$130,000	B	2,769	\$47	\$11.74
90	Pearl River County School District	\$130,000	A	3,128	\$42	\$8.31
91	Smith County School District	\$130,000	B	2,538	\$51	\$12.81
92	West Bolivar Consolidated School District	\$130,000	D	873	\$149	\$74.46
93	Philadelphia Public School District	\$128,000	C	757	\$169	\$56.36
94	George County School District	\$127,500	B	4,049	\$31	\$7.87
95	Monroe County School District	\$127,200	A	2,002	\$64	\$12.71
96	Greene County Schools	\$126,250	B	1,621	\$78	\$19.47
97	Amory School District	\$126,000	A	1,461	\$86	\$17.25
98	Benton County School District	\$125,000	A	909	\$138	\$27.50

#	District	Salary	Grade	Students	\$ / Student	Cost / grade pt
99	East Jasper School District	\$125,000	B	739	\$169	\$42.29
100	Itawamba County	\$125,000	A	3,275	\$38	\$7.63
101	Natchez-Adams School District	\$125,000	C	2,554	\$49	\$16.31
102	Perry County School District	\$125,000	B	847	\$148	\$36.89
103	Union Public School District	\$125,000	A	976	\$128	\$25.61
104	Newton County School District	\$124,167	A	1,650	\$75	\$15.05
105	Coahoma County School District	\$123,600	C	1,009	\$122	\$40.83
106	Richton School District	\$122,500	B	586	\$209	\$52.26
107	Winona-Montgomery Consolidated School District	\$122,500	C	1,069	\$115	\$38.20
108	Baldwyn School District	\$122,081	B	739	\$165	\$41.30
109	Attala County Schools	\$122,000	A	952	\$128	\$25.63
110	Jefferson County School District	\$120,000	C	1,083	\$111	\$36.93
111	Prentiss County School District	\$120,000	A	2,176	\$55	\$11.03
112	Tate County School District	\$120,000	B	2,004	\$60	\$14.97
113	Claiborne County Public Schools	\$115,000	C	1,135	\$101	\$33.77
114	Newton Municipal School District	\$115,000	B	782	\$147	\$36.76
115	North Bolivar Consolidated School District	\$115,000	C	749	\$154	\$51.18
116	North Tippah School District	\$115,000	B	1,220	\$94	\$23.57
117	Stone County School District	\$115,000	A	2,532	\$45	\$9.08
118	Clarksdale Collegiate ‡	\$112,683	D	652	\$173	\$86.41
119	Simpson County School District	\$112,063	C	2,797	\$40	\$13.36
120	North Panola	\$112,000	D	1,103	\$102	\$50.77
121	Lawrence County School District	\$111,847	C	1,674	\$67	\$22.27
122	Calhoun County School District	\$111,504	B	1,989	\$56	\$14.02
123	Webster County Schools	\$111,500	A	1,717	\$65	\$12.99
124	Walthall County School District	\$111,400	C	1,695	\$66	\$21.91
125	Covington County School District	\$110,685	B	2,492	\$44	\$11.10
126	Holmes County Consolidated	\$110,299	C	2,300	\$48	\$15.99
127	Enterprise	\$110,000	A	918	\$120	\$23.97
128	Leake County School District	\$110,000	C	2,408	\$46	\$15.23
129	Water Valley School District	\$110,000	B	997	\$110	\$27.58
130	Forrest County Agricultural High School	\$109,000	A	562	\$194	\$38.79
131	Copiah County School District	\$105,015	B	2,077	\$51	\$12.64
132	Midtown Public Charter School ‡	\$102,000	D	420	\$243	\$121.43
133	West Tallahatchie School District	\$102,000	C	548	\$186	\$62.04
134	Nettleton School District	\$100,000	B	994	\$101	\$25.15
135	Wilkinson County School District	\$100,000	F	694	\$144	\$144.09

#	District	Salary	Grade	Students	\$ / Student	Cost / grade pt
136	Carroll County School District	\$98,000	C	734	\$134	\$44.50
137	Quitman County School District	\$95,000	C	835	\$114	\$37.92
138	Okolona School District	\$89,850	B	512	\$175	\$43.87
139	Coffeeville School District	\$89,000	B	367	\$243	\$60.63
140	Franklin County School District	\$72,000	B	1,147	\$63	\$15.69
141	South Delta School District	\$57,500	C	548	\$105	\$34.98

Data Sources:

- U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS) – Registered Nurses (29-1141), Mississippi, Cross-industry, Private Ownership only, 10th-percentile annual wage, 2025: <https://data.bls.gov/oes/#/area/2800000/2025>
- FRED/Census Bureau – Median Household Income, Mississippi: fred.stlouisfed.org/series/MEHOINUSMSA672N
- Mississippi Legislature – HB 1126 (2026 Session, superintendent salary cap): billstatus.ls.state.ms.us/2026/pdf/history/HB/HB1126.xml
- U.S. Department of Education NCES – Common Core of Data, District Enrollment (2024-25): nces.ed.gov/ccd/districtsearch
- Mississippi Department of Education – 2024-25 Accountability Results: mdek12.org/publicreporting/2025-accountability/
- Mississippi State Personnel Board – Agency Head Maximum Salary CY2025: mspb.ms.gov
- MCPP 2026 FOI Request – Superintendent Salaries 2024-25 (MDE salary dataset): <https://mspolicy.org/wp-content/uploads/2026/06/MS-Policy-2026-Public-Records-Request-.xlsx>