



The Mississippi
Fat Cat Report:
Top Public Sector Pay in the Magnolia State



Key Findings:

- Despite being the poorest state in America, Mississippi has some of the highest-paid public officials in the nation, such as the School Superintendent for Public Education (\$300,000 per year).
- Dozens of public officials in Mississippi are paid more than the State Governor (\$122,160 per year), who does not even rank in the top fifty highest-paid officials.
- Almost half the top fifty public salaries listed are School District Superintendents, with an average salary of over \$175,000 per year – more than the Chief Justice of the State Supreme Court earns.
- Some of the highest-paid School Superintendents are from school districts with some of the lowest student enrollment numbers and worst education outcomes.
- Capping School District Superintendent pay below what the Governor earns would save taxpayers \$1.7 million a year, enough to pay for around 50 additional teachers.
- Public officials who are more directly accountable to the public tend to be paid lower salaries.

Why the Fat Cat Report?:

Mississippi taxpayers have a right to know how much top public officials are paid. The Mississippi Fat Cat report ranks some of the highest-paid public officials in our state and then compares their salaries to the average pay of a teacher, a nurse, a State Trooper, the average Mississippian and the State Governor.

The aim of this report is not to criticize every highly paid public official. Some public officials are paid to do demanding jobs, which require specialized skills, and that generate public good. In our analysis, we point out that certain roles provide value for money, especially where those required to do the job bring specialized medical or legal expertise and experience to the role.

But this is not always the case. Some of the best-paid public officials in our state preside over some of the worst outcomes when compared to other public officials paid to do similar jobs.

The purpose of this report is to trigger a debate about what we pay public officials. Those on the political left often insist that better public services mean spending more public money. Our report shows that simply throwing more public money at officials does not guarantee better outcomes. Indeed, some of the best-paid public officials preside over some of the worst public service outcomes. Instead of looking to raise taxes on Mississippians, perhaps what we need to do is ensure that the money we do spend is spent more wisely – with less of it going to pay mediocre officials to do a mediocre job.

Those on the right often talk the language of tax cuts, but then imply that we cannot afford them just yet. Our report shows that there always seems to be enough money to pay top public officials.

Conspicuous by their absence from our list of the highest-paid public officials are those employed by local government. This suggests to us that local accountability and proximity to the taxpayer are the remedies against excessive public sector pay. The closer to the taxpayer officials are, the better value they tend to provide.

Methodology:

To compile this list of state, school district and local government salaries we used several sources.¹ For state officials, we used data provided to us in response to a freedom of information request for the year 2020-21, and we link to the [spreadsheet source in the table](#). For School District Superintendent data, we used data provided via Mississippi Today for the period 2018-19², and link to the [spreadsheet source in the table](#). For local government officials, we used a variety of sources, including a Mississippi State University [local government salary survey](#). These salaries were then compiled and analyzed to determine the highest ones. To place these salaries into context, we compared them to the starting salaries of teachers (\$35,890), registered nurses (\$50,000), State Troopers (\$39,140), the average Mississippian (\$41,600) and the State Governor.

Findings:

- **Over 50 public officials get paid more than the State Governor (\$122,160 per annum).**³ Despite being the most senior elected official in our state, the Governor does not even make the list of top 50 paid public officials.
- **Mississippi's State Superintendent of Education is one of the highest-paid State Superintendents in America, earning \$300,000.**⁴ This is despite the fact that Mississippi ranks close to the bottom for the amount of state funds expended per student.⁵ This salary is the equivalent of:
 - The salaries of eight teachers, with a starting salary of \$35,890
 - The salaries of six registered nurses, with an average starting salary of \$50,000
 - The salaries of seven State Troopers, with a starting salary of \$39,140
 - The average salaries of seven Mississippians at \$41,600
- **The top 3 highest-paid public employees in Mississippi are paid more than the highest-paid governor in the country, the governor of New York, who has a salary of \$225,000.**⁶ The governor of New York has the responsibility of presiding over a population of approximately 19.5 million people⁷ and an approximate GDP of \$1.5 trillion.⁸ By comparison, the top 3 public employees in Mississippi are:
 - State Superintendent of Public Education (\$300,000)
 - Department of Public Safety State Medical Examiner (\$265,000)
 - Executive Director Medical Licensure Board (\$231,000)
- **The top 50 highest-paid public officials in Mississippi earn a combined total of approximately \$8.9 million.** This would be enough to fund 180 nurses, 215 State Troopers, or 250 teachers. It is the equivalent to what 216 Mississippians on the average income would make.
- **24 of the top 50 highest-paid public officials are School board Superintendents, each of whom is paid more than the State Governor.** While a total of 61 District School Superintendents are paid more than the State Governor, 24 of them rank among the highest paid officials in the state. The average annual salary of these 24 Superintendents is \$175,500 per year or the approximate equivalent to:
 - 5 teachers
 - 4 nurses
 - 4 State Troopers
 - 4 average Mississippians
- **13 School Superintendents are paid more than what the Chief Justice of the State Supreme Court earns (\$174,000 per year).**

- **Capping the pay of all School District Superintendents below what the State Governor earns would save taxpayers approximately \$1.7 million** – enough to fund approximately 50 additional teachers.
- **Some of the highest-paid officials are in school districts with some of the worst education outcomes.** Salaries paid to School District Superintendents do not appear to correlate to either education outcomes or enrollment numbers. For example:
 - Corinth School District’s Superintendent (\$210,780) was paid more than the Superintendent of Desoto County School District (\$195,000), despite Corinth having less than a tenth of the number of students enrolled (Corinth 2,645 student enrollment, Desoto 34,392 student enrollment).
 - F-rated Holmes Consolidated School District’s Superintendent (3,094 student enrollment) was paid \$170,000, while A-rated Long Beach School District’s (3,161 student enrollment) paid their Superintendent a more modest \$115,000.
 - The salaries of Superintendents in lower-performing districts generally cost more on a student-by-student basis.
- **Many of the largest state salaries are determined by boards and have little to no legislative oversight.** While some salaries are determined via the legislature, there is a patchwork of policies that delegate administrative officials, regulatory boards, and other bodies to determine the salaries for many of these high-paid officials.
- **Local officials get lower salaries.** Only two of the top 50 highest-paid public officials in our state are local government employees. Although our review of the salaries of government employees in the state encompassed a wide range of entities that included state and local entities, we found it significant that city governments generally had fewer high salaries. While many state salaries are determined by unelected boards, city governments are relatively close to the people.⁹ This would suggest a possible correlation between the degree of accountability to citizens and the amount of salary waste that might occur. The lower budgets that local governments generally have could also play a role.

Policy Proposals:

The simplest way to deal with excessive public sector pay would be to introduce some kind of cap. This could be done in one of two ways:

- **Cap public sector pay below what the State Governor earns:** In 2016, SB2341 aimed to do precisely this for School Superintendent salaries.
- **Amend the Mississippi Code:** The Mississippi Code does contain provisions limiting the salaries and compensation of public officials, but also contains a provision that provides for so many exemptions as to render the limits essentially meaningless. By simply amending Section 25-3-39 of the Code to eliminate the exceptions, the salaries of state employees would in effect be limited to a salary of \$122,160.

But what if there needed to be occasional exceptions to these blanket caps? There are likely to be circumstances when it makes sense to pay a public official more than the Governor. But who should decide what does and does not make sense?

The key to deciding how much to pay public officials is public accountability. If a state or school board official is to be paid more than the State Governor, there ought to be a process of public accountability. We suggest that for:

- **State officials:** If a state employee is to be paid more than the State Governor, they should have their salary confirmed by the appropriate House Committee following a hearing.

The Mississippi State Personnel Board is currently conducting a full review of the state compensation rates. While this review allows for pay raises or for compensation to stay the same, this review does not include any provisions to lower compensation or eliminate positions that do not use taxpayer resources effectively.¹⁰ No official ought to have any increase in salary over and above what the Governor gets without approval from the appropriate House Committee.

- **School boards:** Whenever a School District Board proposes paying a school district official more than the State Governor earns, parents living within the school district should have the power to trigger a public vote at the board meeting to confirm or reject any portion of the salary over and above that of the State Governor.

Appendix A: Top 50 Mississippi Public Sector Employees

Occupation	Salary	Type	Source	# Teachers	# Nurses	# State Troopers	# Average Mississippi workers	Comments
State Superintendent of Public Education	\$ 300,000	State	Public record request	8	6	7	7	The MS State Superintendent makes the highest of any Superintendent salary in the nation. The salary is determined by the State Board of Education.
Department of Public Safety-Deputy Chief Medical Examiner	\$265,000	State	Public record request	7	5	6	6	A certified pathologist licensed to practice medicine in MS and appointed by the State Medical Examiner Advisory Council.
Executive Director-Medical Licensure Board	\$231,000	State	Public record request	6	5	6	6	This salary is set by the Medical Licensure Board and approved by the State Personnel Board.
State Health Officer	\$215,000	State	Public record request	6	4	5	5	Salary and qualifications determined by the State Board of Health
Corinth School District Superintendent	\$210,780	School	Click link	6	4	5	5	The district has 2,645 students and is B-rated.
Tupelo Public School District Superintendent	\$209,220	School	Click link	6	4	5	5	The district has 6,994 students and is B-rated.
Desoto County School District Superintendent	\$195,000	School	Click link	5	4	5	5	The district has 34,392 students and is A-rated.
Petal School District Superintendent	\$190,000	School	Click link	5	4	5	5	The district has 4,137 students and is A-rated.
Madison County School District Superintendent	\$186,000	School	Click link	5	4	4	4	The district has 13,302 students and is A-rated.
Senior Physician	\$185,000	State	Public record request	5	4	4	4	

Executive Director-Division of Medicaid	\$183,240	State	Public record request	5	4	4	4	Appointed by the Governor
Grenada School District Superintendent	\$183,200	School	Click link	5	4	4	4	The district has 4,062 students and is B-rated.
Biloxi Public School District Superintendent	\$180,299	School	Click link	5	4	4	4	The district has 6,243 students and is A-rated.
Starkville- Oktibbeha Consolidated District Superintendent	\$180,000	School	Click link	5	4	4	4	The district has 5,078 students and is C-rated.
Executive Director-Mississippi Development Authority	\$180,000	State	Public record request	5	4	4	4	Appointed by the Governor with consent of the Senate. Required to have prior experience in either industrial or economic development.
City of Oxford Chief Operating Officer	\$179,401	City	Click link	5	4	4	4	
Executive Director-Public Employees Retirement System	\$179,000	State	Public record request	5	4	4	4	
Reimagine Preparatory School Superintendent	\$178,500	School	Click link	5	4	4	4	The district has 560 students and is B-rated.
Joel E Smilow Collegiate	\$178,500	School	Click link	5	4	4	4	The district has 416 students and ratings were unavailable from MDE.
City of Oxford Public Works Director	\$176,750	City	Click link	5	4	4	4	
Commissioner of Public Safety	\$175,664	State	Public record request	5	4	4	4	Appointed by the Governor
Ocean Springs School District Superintendent	\$175,397	School	Click link	5	4	4	4	The district has 5,936 students and is A-rated.

Rankin County School District Superintendent	\$175,000	School	Click link	5	4	4	4	The district has 19,206 students and is A-rated.
Supreme Court, Chief Justice	\$174,000	State	Public record request	5	3	4	4	
Executive Director-Pharmacy Board	\$172,685	State	Public record request	5	3	4	4	Appointed by the State Board of Pharmacy
Executive Director-Educational TV	\$172,500	State	Public record request	5	3	4	4	
Public Employees Retirement System- Chief Investment Officer	\$172,000	State	Public record request	5	3	4	4	
Jackson Public School District Superintendent	\$171,690	School	Click link	5	3	4	4	The district has 23,935 students and is D-rated.
Executive Director-Dept of Human Services	\$170,400	State	Public record request	5	3	4	4	
Holmes County Consolidated School District Superintendent	\$170,000	School	Click link	5	3	4	4	The district has 3,094 students and is F-rated.
Pascagoula-Gautier School District Superintendent	\$169,950	School	Click link	5	3	4	4	The district has 6,866 students and is B-rated.
Mississippi Development Authority- Deputy Director	\$169,615	State	Public record request	5	3	4	4	
Supreme Court, Presiding Justice	\$169,500	State	Public record request	5	3	4	4	
Clinton Public School District Superintendent	\$168,300	School	Click link	5	3	4	4	The district has 5,310 students and is A-rated.

Executive Director-Department of Mental Health	\$167,764	State	Public record request	5	3	4	4	
Supreme Court, Justice	\$166,500	State	Public record request	5	3	4	4	
Hinds County School District Superintendent	\$165,975	School	Click link	5	3	4	4	The district has 5,619 students and is C-rated.
Hattiesburg Public School District Superintendent	\$165,000	School	Click link	5	3	4	4	The district has 3,953 students and is D-rated.
Pearl Public School District Superintendent	\$163,451	School	Click link	5	3	4	4	The district has 4,257 students and is A-rated.
McComb School District Superintendent	\$162,816	School	Click link	5	3	4	4	The district has 2,508 students and is D-rated.
Court of Appeals-Chief Judge	\$161,500	State	Public record request	4	3	4	4	
Greenville Public School District Superintendent	\$160,000	School	Click link	4	3	4	4	The district has 4,480 students and is F-rated.
Harrison County School District Superintendent	\$160,000	School	Click link	4	3	4	4	The district has 15,010 students and is A-rated.
Executive Director-Division of Family/Child Services	\$160,000	State	Public record request	4	3	4	4	Appointed by the Director of Human Services, required to have a Master's degree related to children's services and/or several years' experience in that field.
Executive Director-Information Technology	\$160,000	State	Public record request	4	3	4	4	Appointed with the advice and consent of the State Senate. Required to have several years' high-level IT experience and education.

Oxford School District Superintendent	\$159,150	School	Click link	4	3	4	4	The district has 4,323 students and is A-rated.
Court of Appeals-Associate Judge	\$158,500	State	Public record request	4	3	4	4	
Vicksburg Warren School District	\$158,273	School	Click link	4	3	4	4	The district has 7,775 students and is D-rated.
Commissioner of Banking	\$156,900	State	Public record request	4	3	4	4	Appointed by the Governor and required to have extensive banking and/or bank policy experience
Education-Deputy State Superintendent	\$153,841	State	Public record request	4	3	4	4	
REGISTERED NURSE	\$50,000.00	N/A	Click link	1	1	1	1	
AVERAGE MISSISSIPPIAN	\$41,600.00	N/A	Click link	1	1	1	1	
HIGHWAY PATROL OFFICER	\$41,687.00	State	Public record request	1	1	1	1	
TEACHER	\$35,890.00	School	Click link	1	1	1	1	

Appendix B: Mississippi School District Superintendents Salaries 2018-19

School District	Annual Salary	Salary Ranking	Student Enrollment	Grade	Cost per student
Corinth School District	\$210,780	1	2,645	B	\$ 79.69
Tupelo Public School District	\$209,220	2	6,994	B	\$ 29.91
Desoto County School District	\$195,000	3	34,392	A	\$ 5.67
Petal School District	\$190,000	4	4,137	A	\$ 45.93
Madison County School District	\$186,000	5	13,302	A	\$ 13.98
Grenada School District	\$183,200	6	4,062	B	\$ 45.10
Biloxi Public School District	\$180,299	7	6,243	A	\$ 28.88
Starkville- Oktibbeha Consolidated District	\$180,000	8	5,078	C	\$ 35.45
Reimagine Prep	\$178,500	9=	560	B	\$ 318.75
Joel E. Smillow Prep	\$178,500	9=	416	N/A	\$ 429.09
Ocean Springs School District	\$175,397	11	5,936	A	\$ 29.55
Rankin County School District	\$175,000	12	19,206	A	\$ 9.11
Jackson Public School District	\$171,690	13	23,935	D	\$ 7.17
Holmes Co Consolidated School District	\$170,000	14	3,094	F	\$ 54.95
Pascagoula-Gautier School District	\$169,950	15	6,866	B	\$ 24.75
Clinton Public School District	\$168,300	16	5,310	A	\$ 31.69
Hinds County School District	\$165,975	17	5,619	C	\$ 29.54
Hattiesburg Public School District	\$165,000	18	3,953	D	\$ 41.74
Pearl Public School District	\$163,451	19	4,257	A	\$ 38.40
McComb School District	\$162,816	20	2,508	D	\$ 64.92
Harrison County School District	\$160,000	21=	15,010	A	\$ 10.66
Greenville Public Schools	\$160,000	21=	4,480	F	\$ 35.71
Oxford School District	\$159,150	23	4,323	A	\$ 36.81
Vicksburg Warren School District	\$158,273	24	7,775	D	\$ 20.36
Scott County School District	\$153,000	25	4,095	C	\$ 37.36

Brookhaven School District	\$152,500	26	2,824	C	\$ 54.00
Gulfport School District	\$150,000	27=	6,487	A	\$ 23.12
Jones County School District	\$150,000	27=	8,701	B	\$ 17.24
Columbus Municipal School District	\$150,000	27=	3,654	D	\$ 41.05
Greenwood Public School District	\$150,000	27=	2,684	N/A	\$ 55.89
South Panola School District	\$146,000	31	4,324	B	\$ 33.77
Sunflower County Consolidated School District	\$145,000	32	3,569	C	\$ 40.63
Forrest County School District	\$140,000	33=	2,245	B	\$ 62.36
Meridian Public Schools	\$140,000	33=	5,232	D	\$ 26.76
Lamar County School District	\$135,000	35=	10,624	A	\$ 12.71
Pass Christian Public School District	\$135,000	35=	2,053	A	\$ 65.76
Cleveland School District	\$135,000	35=	3,399	C	\$ 39.72
Laurel School District	\$135,000	35=	3,171	F	\$ 42.57
Clarksdale Municipal School District	\$133,100	39	2,342	F	\$ 56.83
Poplarville Separate School District	\$132,101	40	1,839	A	\$ 71.83
Senatobia Municipal School District	\$132,000	41	1,644	B	\$ 80.29
Lowndes County School District	\$131,500	42	5,452	A	\$ 24.12
North Pike School District	\$130,600	43=	2,440	B	\$ 53.52
Lauderdale County School District	\$130,000	43=	6,283	B	\$ 20.69
Jackson County School District	\$129,800	45	9,209	A	\$ 14.09
Moss Point Separate School District	\$128,500	46	1,810	D	\$ 70.99
Lafayette County School District	\$128,400	47	2,889	A	\$ 44.44
North Bolivar Cons School District	\$128,333	48	937	F	\$ 136.96
Columbia School District	\$128,000	49=	1,644	B	\$ 77.86
Quitman School District	\$128,000	49=	1,783	C	\$ 71.79
Forest Municipal School District	\$127,000	51=	1,682	C	\$ 75.51
South Pike School District	\$127,000	51=	1,735	D	\$ 73.20
West Point Consolidated School District	\$126,788	53	3,000	C	\$ 42.26
Houston School District	\$126,000	54=	1,721	B	\$ 73.21

Natchez-Adams School District	\$126,000	54=	3,193	D	\$ 39.46
Bay St Louis Waveland School District	\$125,000	56=	1,834	A	\$ 68.16
Lee County School District	\$125,000	56=	6,902	B	\$ 18.11
Neshoba County School District	\$125,000	56=	3,240	B	\$ 38.58
Philadelphia Public School District	\$125,000	56=	1,003	D	\$ 124.63
Claiborne County School District	\$125,000	56=	1,382	F	\$ 90.45
Wayne County School District	\$123,554	61	3,326	C	\$ 37.15
Amory School District	\$121,540	62	1,635	A	\$ 74.34
East Tallahatchie Consolidated School District	\$121,000	63	1,084	F	\$ 111.62
Greenwood Public School District	\$120,909	64	2,684	N/A	\$ 45.05
Hancock County School District	\$120,000	65=	4,416	A	\$ 27.17
Pontotoc City Schools	\$120,000	65=	2,254	A	\$ 53.24
Pontotoc County School District	\$120,000	65=	2,254	B	\$ 53.24
West Jasper Consolidated Schools	\$120,000	65=	1,419	C	\$ 84.57
Union County School District	\$118,189	69	2,906	A	\$ 40.67
Holly Springs School District	\$117,646	70	1,276	C	\$ 92.20
Water Valley School District	\$115,800	71	1,096	D	\$ 105.66
Winona-Montgomery Consolidated	\$115,500	72	1,264	D	\$ 91.38
Long Beach School District	\$115,000	73=	3,161	A	\$ 36.38
New Albany Public Schools	\$115,000	73=	2,124	A	\$ 54.14
Louisville Municipal School District	\$115,000	73=	2,743	B	\$ 41.92
Kosciusko School District	\$115,000	73=	2,341	B	\$ 49.12
Western Line School District	\$115,000	73=	1,965	B	\$ 58.52
Yazoo City Municipal School District	\$115,000	73=	2,422	F	\$ 47.48
Aberdeen School District	\$115,000	73=	1,201	F	\$ 95.75
Pearl River County School District	\$114,500	80	3,270	B	\$ 35.02
Baldwyn School District	\$114,250	81	757	B	\$ 150.92
South Tippah School District	\$113,300	82	2,725	B	\$ 41.58
Booneville School District	\$112,000	83=	1,280	A	\$ 87.50

Monroe County School District	\$112,000	83=	2,276	B	\$ 49.21
Lincoln County School District	\$110,000	85=	3,054	B	\$ 36.02
North Tippah School District	\$110,000	85=	1,287	B	\$ 85.47
Tate County School District	\$110,000	85=	2,351	C	\$ 46.79
Yazoo County School District	\$110,000	85=	1,495	C	\$ 73.58
Jefferson Davis County School District	\$110,000	85=	1,404	C	\$ 78.35
Leland School District	\$110,000	85=	824	D	\$ 133.50
Simpson County School District	\$106,600	91	3,607	C	\$ 29.55
Picayune School District	\$105,648	92	3,489	B	\$ 30.28
Nettleton School District	\$105,000	93	1,315	C	\$ 79.85
Benton County School District	\$104,000	94	1,098	C	\$ 94.72
Kemper County School District	\$103,000	95	984	F	\$ 104.67
Greene County School District	\$102,238	96	1,875	B	\$ 54.53
Marshall County School District	\$101,846	97	2,988	C	\$ 34.09
Webster County School District	\$101,780	98	1,795	B	\$ 56.70
Tishomingo Co Special Municipal School District	\$101,500	99=	3,036	A	\$ 33.43
Noxubee County School District	\$101,500	99=	1,495	F	\$ 67.89
South Delta School District	\$101,267	101	808	D	\$ 125.33
Newton County School District	\$101,000	102=	1,778	A	\$ 56.81
Marion County School District	\$101,000	102=	2,046	B	\$ 49.36
Smith County School District	\$101,000	102=	2,664	C	\$ 37.91
Coffeeville School District	\$100,940	105	502	C	\$ 201.08
Stone County School District	\$100,000	106=	2,537	A	\$ 39.42
Franklin County School District	\$100,000	106=	1,287	B	\$ 77.70
North Panola School District	\$100,000	106=	1,393	C	\$ 71.79
Quitman County School District	\$100,000	106=	1,017	C	\$ 98.33
Hazlehurst City School District	\$100,000	106=	1,496	D	\$ 66.84
Leake County School District	\$ 99,645	111	2,845	C	\$ 35.02
Choctaw County School District	\$ 98,738	112	1,330	B	\$ 74.24

Alcorn School District	\$ 98,500	113	3,220	A	\$ 30.59
Newton Municipal School District	\$ 98,000	114	938	C	\$ 104.48
Itawamba County School District	\$ 96,500	115=	3,500	B	\$ 27.57
Walthall County School District	\$ 96,500	115=	1,819	D	\$ 53.05
MS School for the Arts	\$ 96,098	117	#N/A	N/A	#N/A
Okolona Separate School District	\$ 95,985	118	578	D	\$ 166.06
Prentiss County School District	\$ 95,000	119=	2,416	B	\$ 39.32
Calhoun County School District	\$ 95,000	119=	2,500	C	\$ 38.00
Forrest County Agricultural High School	\$ 95,000	119=	589	C	\$ 161.29
Chickasaw County School District	\$ 94,469	122	475	D	\$ 198.88
George County School District	\$ 94,101	123	4,116	B	\$ 22.86
MS School for Math And Science	\$ 93,698	124	#N/A	N/A	#N/A
East Jasper Consolidated School District	\$ 93,000	125	886	C	\$ 104.97
Hollandale School District	\$ 92,000	126	604	D	\$ 152.32
Attala County School District	\$ 91,694	127	1,027	D	\$ 89.28
Humphreys County School District	\$ 90,000	128=	1,580	F	\$ 56.96
Wilkinson County School District	\$ 90,000	128=	1,210	F	\$ 74.38
West Tallahatchie School District	\$ 90,000	128=	695	F	\$ 129.50
Covington County School District	\$ 88,000	131	2,773	C	\$ 31.73
West Bolivar Consolidated School District	\$ 87,749	132	1,214	F	\$ 72.28
Lawrence County School District	\$ 87,550	133	2,082	B	\$ 42.05
Jefferson County School District	\$ 85,200	134	1,159	F	\$ 73.51
Enterprise School District	\$ 85,000	135=	927	A	\$ 91.69
Richton School District	\$ 85,000	135=	677	C	\$ 125.55
Amite County School District	\$ 82,765	137	908	F	\$ 91.15
Coahoma County School District	\$ 81,000	138	1,326	F	\$ 61.09
Wilkinson County School District	\$ 78,100	139	1,210	N/A	\$ 64.55
Union Public School District	\$ 78,000	140	979	A	\$ 79.67
Canton Public School District	\$ 67,500	141	3,391	D	\$ 19.91

Copiah County School District	\$ 25,584	142	2,535	C	\$ 10.09
Carroll County School District	\$ 21,305	143	933	D	\$ 22.83
Perry County School District	\$ 18,634	144	1,016	C	\$ 18.34
Noxubee County School District	\$ 7,518	145	1,495	N/A	\$ 5.03
MS School for the Deaf	-		#N/A	N/A	#N/A
MS Schools for the Blind and Deaf	-		#N/A	N/A	#N/A

¹ Although higher education salaries are provided out of public funds, we have excluded university salaries as we believe that they sit outside the scope of this survey, which focuses on local, municipal, district and state government salaries.

² <https://mississippitoday.org/2019/09/20/2018-19-Superintendent-salaries/>

³ <https://law.justia.com/codes/mississippi/2013/title-25/chapter-3/general-provisions/section-25-3-31/>

⁴ <https://www.edweek.org/policy-politics/state-ed-chiefs-have-new-duties-but-does-their-pay-match-up/2017/08>

⁵ <https://www.clarionledger.com/story/news/politics/2021/06/07/school-funding-report-mississippi-spends-less-than-neighbors/7574166002/>

⁶ <https://www.forbes.com/sites/adamandrzejewski/2021/04/20/andrew-cuomo-is-americas-highest-paid-governor-in-history/?sh=287ade86e2c5>

⁷ <https://www.census.gov/quickfacts/NY>

⁸ <https://www.osc.state.ny.us/reports/finance/2018-fcr/economic-and-demographic-trends#:~:text=A%20state's%20Gross%20Domestic%20Product,percent%20of%20the%20U.S.%20total.>

⁹ https://csteps.asu.edu/sites/default/files/policymemo_citizenparticipation.pdf

¹⁰ <http://www.mspb.ms.gov/project-sec2/sec2-frequently-asked-questions.aspx>