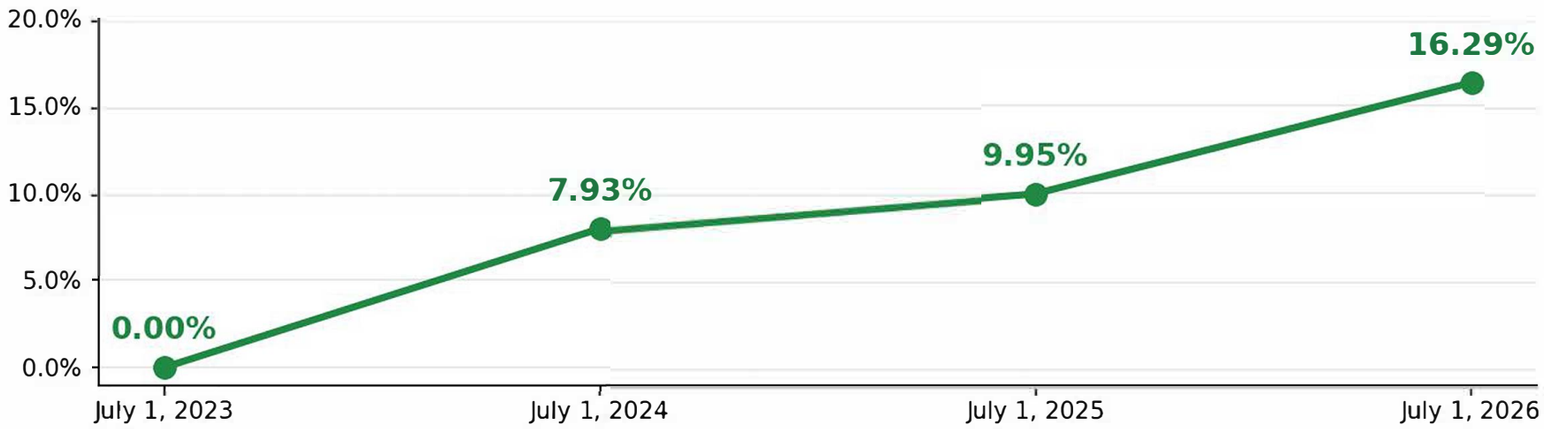
Billings Public Schools: Superintendent Garcia Compensation

Proposed teacher-linked adjustment • Based on supplied average-salary increases

Cumulative BEA average-salary increase



16.29%

Cumulative average-salary increase

5.16% average annual increase
(compounded, July 2023–July 2026)

Measure	July 1, 2023	July 1, 2024	July 1, 2025	July 1, 2026
Cumulative average-salary increase	0.00%	7.93%	9.95%	16.29%
Garcia's actual salary	$205,000.00	$217,095.00	$217,095.00	$217,095.00
Proposed teacher-linked salary	$205,000.00	$221,256.50	$225,394.00	$238,399.23
Difference from average teacher pay benchmark	—	**$4,161.50**	**$8,229.00**	**$21,304.23**

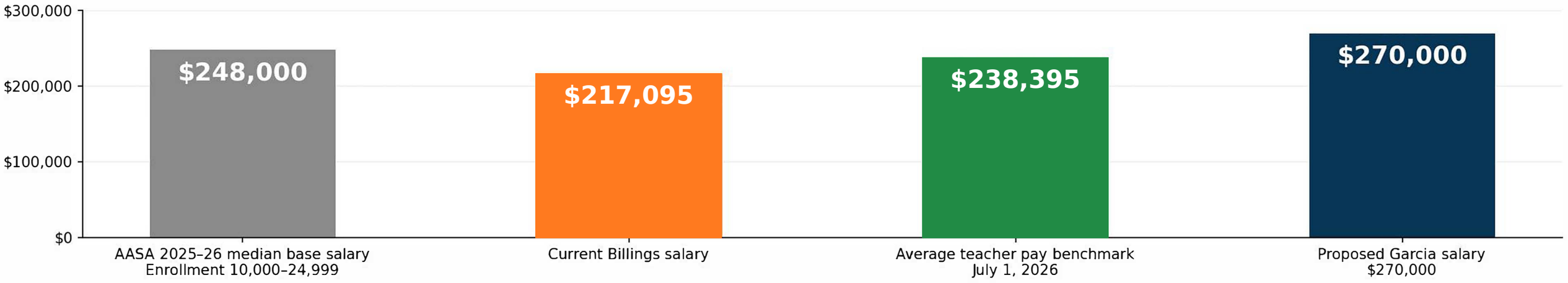
DIFFERENCE FROM AVERAGE TEACHER PAY

$238,394.50

PROPOSED GARCIA SALARY

$270,000.00

Salary benchmark based on average teacher pay growth through July 2026



Basis: BPS HR supplied average salary increases: 7.93% (2024–25), 1.87% (2025–26), and 5.77% (2026–27*).
Contractual increases: 5.85%, 0%, 1.50%, respectively. Calculations compound the supplied rounded average-salary percentages.
Average salary reflects changes in staff composition and salary placement. *2026–27 average salary is estimated.
Source: AASA 2025–26 Superintendent Salary & Benefits Study • Table 2.1, page 27 (click to open report)

Things to Consider

- Long-term assignments (LTAs) are included in salaries paid, staff counts, and FTE, regardless of the length of employment.
- The STARS Act was applied in FY26.
- Average teacher pay is calculated by dividing total annual salaries by total FTE. LTAs, mid-year resignations, and mid-year additions have not been removed.
- Total annual salaries and FTE include additional sixth periods assigned to an existing full-time or part-time teacher to cover a class when a position is vacant, unfilled, or requires overload coverage, and an additional employee has not been hired.