SUPERINTENDENT BASE SALARY COMPARISON

15 districts from sample of Montana, North Dakota, South Dakota, Idaho, Wyoming | Billings shown at current and proposed base salary

Sorted by salary, highest to lowest. Light gray rows: Montana AA districts. Periods and verification vary; historical and payroll-reported figures are flagged below.

District / representative city	State	Salary	Students	COL index	Salary period / verification
Billings - PROPOSED	MT	**$270,000**	16,613	94.6	Proposed base
Sioux Falls	SD	$265,980	25,051	90.7	2026-27 published salary
West Ada (Meridian)	ID	$250,822	**38,740**	119.6	2026-27 published salary
Rapid City	SD	$240,000	12,308	97.8	Board approved salary March 2025
Fargo	ND	$220,000	11,444	90.6	2026-27; salary freeze
Boise	ID	$219,454	22,134	119.6	2026-27 contract base
Billings - CURRENT	MT	$217,095	16,613	94.6	2026-27 current base; supplied contract figure
Bismarck	ND	$217,000*	14,098	95.2	2025 reported pay; base not confirmed
Natrona County No. 1 (Casper)	WY	$216,457*	12,352	94.9	2025 reported pay; base not confirmed
Coeur d'Alene	ID	$215,904	9,609	115.9	2026-27 published salary
West Fargo	ND	$212,677*	13,191	90.6	2025 reported pay; base not confirmed
Bozeman	MT	$210,000	7,447	**125.7**	Per signed contract 6-10-26
Missoula County	MT	$209,400	9,252	112.8	Per signed contract 6-30-26
Laramie County No. 1 (Cheyenne)	WY	$208,000*	13,426	100.3	2025 reported pay; base not confirmed
Helena Public Schools	MT	$200,387	7,981	100.2	User-supplied base; period not confirmed
Great Falls	MT	$175,000	10,160	87.9	Per signed contract 3-25-24

* Payroll-reported amounts may include compensation beyond contractual base salary.

Enrollment: Prior comparison figures retained; Montana elementary and high school districts combined. Helena enrollment (7,981) supplied by user.

Cost of living: BestPlaces published city index, U.S. average = 100. City proxies are not district-wide estimates; the source does not establish a common 2026 measurement period.

Salary sources: Idaho Education News (October 30, 2026 salary publication); Dakota Scout (June 5, 2026 legal notices); Valley News Live (May 13, 2026 Fargo contract); GovSalaries (2025 reported pay); The Electric (Great Falls, March 2, 2026); district documents and contract information reviewed in this discussion. Missoula, Bozeman and Great Falls base salaries supplied by the user; per current signed employment agreements.