



2018-2019 Tuition & Salary Survey **Member Report**

Hosted and Reported by Magneti
on behalf of ACSI

September 2019

Introduction

At the close of the 2018/2019 school year, ACSI conducted a Tuition and Salary study among members, with 746 member schools responding (29% response rate), including 705 schools in the United States and 41 International Schools. All data was collected between May 1, 2019 to July 18, 2019. All data in this report reflects responses from this sample rather than any data ACSI has otherwise stored regarding its members.

Expanding on the scope of prior-year surveys, this study incorporates additional context and insight regarding expenditures on particular categories, including staff development, admissions and retention benchmarks, individualized education information, and more.

The breakdown in salary numbers is now and henceforward to be represented using medians (point where 50% of responses above and 50% of responses below) and quartiles, to increase reliability of the numbers being utilized across a wide membership and to avoid any potentially misleading salary sets at risk of being skewed by even a single extraordinary economic or geographic outlier. We report the size of the respondent set (N=) throughout the report, which is intended to increase confidence among users relying on this data to make important budgetary decisions.

For questions regarding this report, please contact research@acsi.org.

About Magneti

Magneti partnered with ACSI on this Tuition and Salary study as part of ACSI's commitment to providing 3rd party confidentiality when sharing this type of sensitive data. In addition to research services, Magneti provides a range of agency services, including strategy, marketing, advertising, web and application development, and more. In addition to this report, Magneti is utilizing the Tuition and Salary information from this study to create an online, customizable tool for gauging benchmark Tuition and Salaries for ACSI members.

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Section I: US School Information

A. Geography (US)

Figure 1.1 (N = 705)

State	Percent
Alabama	1%
Alaska	0.4%
Arizona	3%
Arkansas	1%
California	14%
Colorado	1%
Connecticut	0.1%
Delaware	1%
District of Columbia	0.1%
Florida	10%
Georgia	3%
Hawaii	1%
Idaho	1%
Illinois	3%
Indiana	2%
Iowa	1%
Kansas	1%
Kentucky	1%
Louisiana	1%
Maine	0.3%
Maryland	2%
Massachusetts	0.4%
Michigan	1%
Minnesota	2%
Mississippi	0.4%

State	Percent
Missouri	2%
Montana	1%
Nebraska	1%
Nevada	0.1%
New Hampshire	0.4%
New Jersey	2%
New Mexico	1%
New York	2%
North Carolina	5%
North Dakota	0.1%
Ohio	5%
Oklahoma	1%
Oregon	2%
Pennsylvania	7%
South Carolina	1%
South Dakota	0.4%
Tennessee	2%
Texas	8%
Utah	0.3%
Vermont	0.3%
Virginia	4%
Washington	3%
West Virginia	1%
Wisconsin	1%
Wyoming	0.1%

B. Education Levels Offered

Figure 1.2 (N = 705)

	US
Standalone Early Education	9%
Early Education	73%
Elementary School	88%
Middle School/ Junior High	80%
High School	58%

C. Years in Operation

Figure 1.3 (N = 356)

	US
1 - 5 years	3%
6 - 10 years	5%
11 - 20 years	16%
21 - 30 years	20%
31 - 40 years	23%
41 - 50 years	21%
51 - 75 years	11%
More than 75 years	2%

D. Grade Levels Offered

Figure 1.4 (N = 705)

Grade Level	Percent of Schools Offering
Infants	8%
1-year-olds	12%
Pre-K 2	25%
Pre-K 3	57%
Pre-K 4	70%
Pre-K 5	50%
Half-Day Kindergarten	23%
Full-Day Kindergarten	84%
1st Grade	87%
2nd Grade	86%
3rd Grade	85%
4th Grade	85%
5th Grade	85%
6th Grade	82%
7th Grade	79%
8th Grade	77%
9th Grade	58%
10th Grade	57%
11th Grade	56%
12th Grade	57%
Residential Boarding / Homestay	5%

E. Grade Level Enrollment

Figure 1.5 (N = 348)

Grade Level	Median Enrollment
Infants	12
1-year-olds	14
Pre-K 2	18
Pre-K 3	20
Pre-K 4	23
Pre-K 5	15
Half-Day Kindergarten	9
Full-Day Kindergarten	21
1st Grade	21
2nd Grade	21
3rd Grade	21
4th Grade	20
5th Grade	21
6th Grade	23
7th Grade	23
8th Grade	24
9th Grade	27
10th Grade	27
11th Grade	27
12th Grade	27
Residential Boarding / Homestay	17

F. Class Size by Grade Level

Figure 1.6 (N = 319)

Grade Level	Median Class Size
Infants	8
1-year-olds	9
Pre-K 2	10
Pre-K 3	12
Pre-K 4	14
Pre-K 5	12
Half-Day Kindergarten	5
Full-Day Kindergarten	15
1st Grade	15
2nd Grade	15
3rd Grade	15
4th Grade	15
5th Grade	16
6th Grade	16
7th Grade	16
8th Grade	16
9th Grade	17
10th Grade	17
11th Grade	15
12th Grade	15
Residential Boarding / Homestay	8

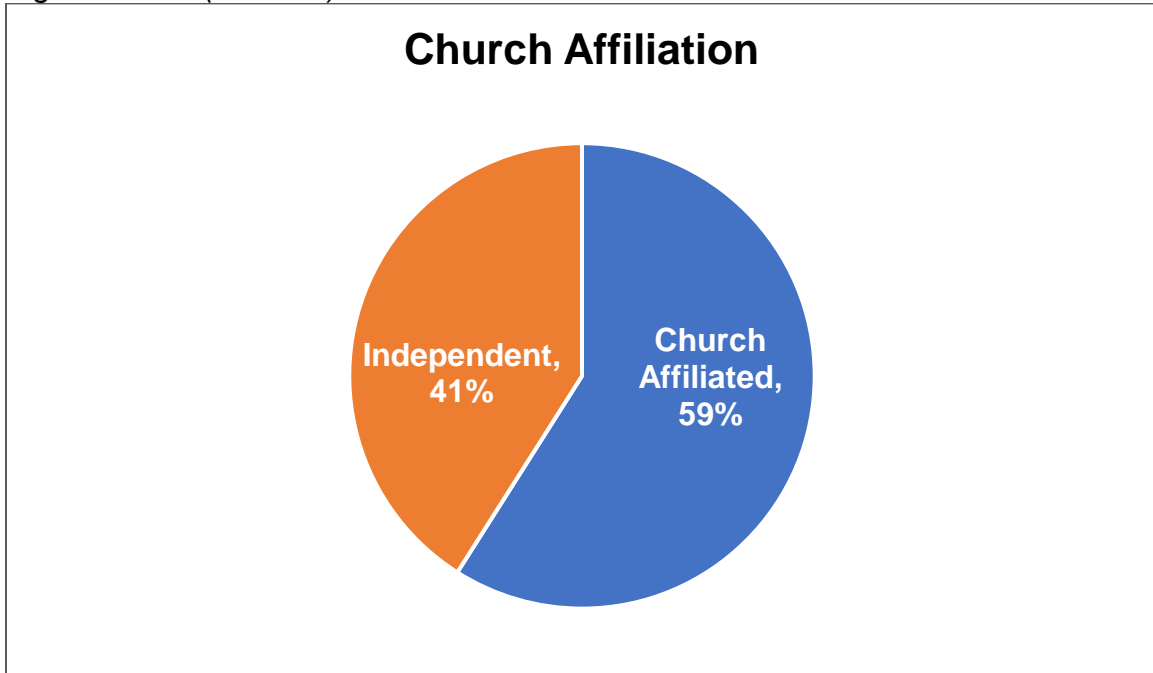
G. Student/Teacher Ratios

Figure 1.7

	25th Percentile	50th Percentile	75th Percentile
US Schools Overall (N = 304)	11.6	9.5	7.3
Infants (N = 19)	12.3	10.2	7.6
1 year old (N = 26)	12.5	10.5	7.8
Pre-K 2 (N = 60)	12.2	8.8	7.1
Pre-K 3 (N = 159)	11.7	9.7	7.5
Pre-K 4 (N = 201)	11.6	9.7	7.5
Pre-K 5 (N = 145)	11.9	9.7	7.5
Half-Day Kindergarten (N = 77)	11.8	9.5	7.9
Full-Day Kindergarten (N = 272)	11.8	9.8	7.6
1st grade (N = 282)	11.8	9.7	7.6
2nd grade (N = 280)	11.8	9.7	7.6
3rd grade (N = 279)	11.8	9.7	7.6
4th grade (N = 279)	11.8	9.7	7.6
5th grade (N = 279)	11.8	9.7	7.6
6th grade (N = 279)	11.7	9.6	7.6
7th grade (N = 269)	11.7	9.7	7.6
8th grade (N = 266)	11.7	9.8	7.6
9th grade (N = 199)	11.6	9.6	7.5
10th grade (N = 196)	11.6	9.6	7.5
11th grade (N = 196)	11.6	9.6	7.6
12th grade (N = 196)	11.6	9.6	7.6
Residential Boarding / Homestay (N = 20)	10.7	8.4	5.8

H. Church Affiliation

Figure 1.8 (N = 355)



I. Accreditation

Figure 1.9 (N = 373)

	US
Accreditation (any)	33%

Figure 1.10 (N = 372)

	US
Association of Christian Schools International (ACSI)	55%
AdvancED	26%
State	11%
Western Association of Schools and Colleges (WASC)	9%
Middle States Association of Colleges and Schools (MSA)	7%
Southern Association of Colleges and Schools (SACS)	6%
Christian Schools International (CSI)	1%
National Council for Private School Accreditation (NCPA)	1%
Council on Educational Standards and Accountability (CESA)	1%
International Christian Accrediting Association (ICAA)	1%
Association of Classical Christian Schools (ACCS)	1%
Other Accreditations	8%
New England Association of Schools and Colleges (NEASC), National Association for the Education of Young Children (NAEYC), Association of Christian Teachers and Schools (ACTS), National Christian School Association (NCSA), National Lutheran School Accreditation (NLSA), International Baccalaureate (IB), National Association of Independent Schools (NAIS), Accrediting Council for Independent Colleges and Schools (ACICS)	0%

J. Programs Offered

Figure 1.11 (N = 624)

Programs	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Extended Day Care (Before / After School)	54%	81%	84%	94%	95%
Summer Programs	32%	42%	53%	75%	76%
Activities for Home School Students	29%	32%	42%	42%	38%
Part-Time Student Options	37%	40%	40%	35%	38%
Other Program(s)	11%	11%	11%	8%	14%
None of these	18%	7%	6%	0%	0%
	N = 93	N = 95	N = 95	N = 48	N = 21

K. Online Course Offerings

Figure 1.12 (N = 351)

	US schools
No online courses available	67%
1% - 25% of course offerings available online	31%
26% - 50% of course offerings available online	2%
More than 50% of course offerings available online	0%

Section II: US Tuition Information

A. Tuition Change

Figure 2.1 (N = 439)

EARLY EDUCATION Tuition Change	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Increased 10% or more	13%	6%	6%	0%	0%
Increased 7% - 9%	4%	3%	4%	5%	0%
Increased 4% - 6%	11%	33%	29%	25%	29%
Increased 1% - 3%	32%	39%	46%	58%	53%
SAME tuition as last year	41%	18%	13%	13%	18%
Decreased 1% - 3%	0%	0%	1%	0%	0%
Decreased 4% - 6%	0%	0%	0%	0%	0%
Decreased 7% - 9%	0%	0%	1%	0%	0%
Decreased 10% or more	0%	0%	0%	0%	0%

Figure 2.2 (N = 537)

ELEMENTARY Tuition Change	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Increased 10% or more	8%	5%	6%	0%	0%
Increased 7% - 9%	2%	4%	6%	2%	5%
Increased 4% - 6%	17%	38%	34%	35%	30%
Increased 1% - 3%	30%	45%	45%	56%	60%
SAME tuition as last year	42%	9%	8%	4%	5%
Decreased 1% - 3%	0%	0%	2%	2%	0%
Decreased 4% - 6%	0%	0%	0%	0%	0%
Decreased 7% - 9%	0%	0%	0%	0%	0%
Decreased 10% or more	2%	0%	0%	0%	0%

Figure 2.3 (N = 488)

MIDDLE SCHOOL / JUNIOR HIGH Tuition Change	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Increased 10% or more	9%	4%	5%	0%	0%
Increased 7% - 9%	0%	6%	8%	4%	5%
Increased 4% - 6%	14%	37%	34%	33%	30%
Increased 1% - 3%	34%	45%	42%	56%	60%
SAME tuition as last year	39%	8%	9%	4%	5%
Decreased 1% - 3%	4%	0%	2%	2%	0%
Decreased 4% - 6%	0%	0%	0%	0%	0%
Decreased 7% - 9%	0%	0%	0%	0%	0%
Decreased 10% or more	0%	0%	0%	0%	0%

Figure 2.4 (N = 355)

HIGH SCHOOL Tuition Change	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Increased 10% or more	3%	2%	7%	0%	0%
Increased 7% - 9%	3%	7%	10%	2%	11%
Increased 4% - 6%	24%	38%	28%	38%	26%
Increased 1% - 3%	32%	45%	48%	53%	53%
SAME tuition as last year	38%	5%	6%	4%	5%
Decreased 1% - 3%	0%	0%	1%	2%	5%
Decreased 4% - 6%	0%	2%	0%	0%	0%
Decreased 7% - 9%	0%	0%	0%	0%	0%
Decreased 10% or more	0%	0%	0%	0%	0%

B. Tuition Rates

Figure 2.5

Grade Level	25th Percentile	50th Percentile	75th Percentile	N=
Infants	\$5,810	\$9,008	\$12,110	54
1 year old	\$4,300	\$8,134	\$10,875	77
Pre-K 2	\$2,940	\$6,750	\$9,358	167
Pre-K 3	\$2,600	\$5,000	\$7,539	384
Pre-K 4	\$2,808	\$4,950	\$7,188	469
Pre-K 5	\$3,061	\$5,113	\$7,950	300
Half-Day Kindergarten	\$3,010	\$3,913	\$5,000	112
Full-Day Kindergarten	\$4,740	\$6,000	\$7,660	427
1st grade	\$4,969	\$6,300	\$7,889	438
2nd grade	\$4,975	\$6,300	\$7,890	436
3rd grade	\$4,979	\$6,353	\$7,920	426
4th grade	\$5,000	\$6,400	\$7,990	427
5th grade	\$5,000	\$6,457	\$8,045	420
6th grade	\$5,200	\$6,640	\$8,497	406
7th grade	\$5,380	\$6,950	\$8,688	389
8th grade	\$5,385	\$6,950	\$8,695	383
9th grade	\$5,969	\$7,500	\$9,688	278
10th grade	\$5,919	\$7,500	\$9,700	275
11th grade	\$6,000	\$7,503	\$9,880	271
12th grade	\$6,000	\$7,503	\$9,900	271
Residential Boarding / Homestay	\$10,030	\$18,000	\$27,584	21

C. Tuition Discounts

Figure 2.6

Percent of Schools Offering	All Sizes	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Need-Based Tuition Assistance	81%	74%	77%	91%	96%	100%
Multiple Child Discounts	82%	71%	86%	84%	81%	81%
Child of Pastor / Missionary	63%	51%	61%	78%	71%	76%
Child of Full-Time Faculty	89%	81%	91%	94%	100%	100%
Other Discount(s)	27%	29%	34%	36%	38%	29%
No Discounts	2%	4%	1%	0%	0%	0%
	N=690	N = 93	N = 95	N = 95	N = 48	N = 21

Figure 2.7

Median Discount Percentages	All Sizes	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Need-Based Tuition Assistance	34% (N=460)	40% (N=56)	28% (N=66)	30% (N=73)	30% (N=38)	31% (N=19)
Multiple Child Discounts	10% (N=523)	10% (N=64)	10% (N=77)	10% (N=78)	10% (N=37)	7% (N=15)
Child of Pastor / Missionary	43% (N=419)	50% (N=47)	50% (N=57)	40% (N=73)	25% (N=33)	33% (N=15)
Child of Full-Time Faculty	57% (N=582)	50% (N=75)	55% (N=82)	73% (N=100)	55% (N=47)	50% (N=19)
Other Discount(s)	15% (N=163)	25% (N=21)	10% (N=28)	10% (N=29)	25% (N=18)	25% (N=6)

NOTE: Every discount type included schools offering up to 100% average discounts, with the exception of Multiple-Child, which peaked with schools offering up to an average 90% discount.

Figure 2.8

Students Receiving Need-Based Tuition Assistance	25th percentile	50th percentile	75th percentile
Up to 100 students (N = 66)	10%	23%	50%
101 to 200 students (N = 69)	7%	16%	30%
201 to 400 students (N = 82)	8%	17%	29%
401 to 700 students (N = 43)	6%	12%	24%
701 or more students (N = 19)	8%	12%	26%

Figure 2.9 N = 418

	25th percentile	50th percentile	75th percentile
Amount of Need-Based Assistance Per Recipient	\$1,333	\$2,130	\$3,239

Figure 2.10

Students Receiving Standard Tuition Assistance	25th percentile	50th percentile	75th percentile
Up to 100 students (N = 77)	8%	18%	34%
101 to 200 students (N = 85)	12%	20%	38%
201 to 400 students (N = 82)	10%	24%	43%
401 to 700 students (N = 42)	13%	22%	42%
701 or more students (N = 17)	9%	17%	40%

Figure 2.11 N = 454

	25th percentile	50th percentile	75th percentile
Amount of Standard Discount Per Recipient	\$994	\$1,987	\$3,500

Section III: US Staff Information

A. Staff Category Ratios

Figure 3.1 (N = 502)

	25th percentile	50th percentile	75th percentile
Teachers	54%	64%	74%
Administrators	6%	8%	12%
Other Staff	16%	26%	38%

B. Employment Categories

Figure 3.2

	25th percentile	50th percentile	75th percentile
Full-Time (N = 323)	55%	68%	82%
Part-Time (N = 322)	15%	29%	42%
Barter for Tuition (N = 323)	0%	0%	0%

C. Staff and Board Gender Ratios

Figure 3.3

	25th percentile	50th percentile	75th percentile
Male Teacher (N = 442)	10%	17%	26%
Female Teachers (N = 441)	74%	83%	90%
Male Administrators (N = 371)	0%	43%	60%
Female Administrators (N = 370)	40%	57%	100%
Male Other Staff (N = 352)	0%	17%	28%
Female Other Staff (N = 353)	71%	83%	100%
Male Board Members (N = 429)	50%	60%	78%
Female Board Members (N = 428)	22%	39%	50%

Figure 3.4 (N = 386)

	Gender of School Head
Male	56%
Female	44%

D. Staff Race / Ethnicity Category

Figure 3.5

	25th percentile	50th percentile	75th percentile	Maximum %
African American / Black (N = 302)	0%	3%	7%	100%
American Indian / Alaskan Native (N = 219)	0%	0%	0%	67%
Asian (N = 245)	0%	0%	3%	81%
Caucasian / White (N = 285)	60%	82%	93%	100%
Hispanic / Latino (N = 318)	0%	4%	10%	100%
Native Hawaiian / Pacific Islander (N = 215)	0%	0%	0%	55%
Other Race / Ethnicity (N = 191)	0%	0%	2%	100%

E. Teaching Staff Credentials

Figure 3.6

Percentage of Teachers with Certifications	ACSI Certification	State License / Certification
0% teachers	25% schools	4% schools
1% - 10% teachers	13% schools	12% schools
11% - 20% teachers	3% schools	8% schools
21% - 30% teachers	2% schools	8% schools
31% - 40% teachers	2% schools	7% schools
41% - 50% teachers	3% schools	6% schools
51% - 60% teachers	2% schools	7% schools
61% - 70% teachers	2% schools	6% schools
71% - 80% teachers	6% schools	7% schools
81% - 90% teachers	16% schools	10% schools
91-99% teachers	17% schools	13% schools
100% teachers	8% schools	11% schools
	<i>N</i> = 508	<i>N</i> = 514

F. Teaching Staff Education

Figure 3.7

	25th percentile	50th percentile	75th percentile
High School Diploma (<i>N</i> = 123)	0%	9%	44%
Trade School (<i>N</i> = 133)	0%	0%	0%
Associate's Degree (<i>N</i> = 124)	0%	1%	6%
Bachelor's Degree (<i>N</i> = 121)	38%	49%	67%
Master's Degree (<i>N</i> = 124)	8%	16%	26%
Doctoral Degree (<i>N</i> = 151)	0%	0%	2%

G. Teaching Staff Experience

Figure 3.8

	25th percentile	50th percentile	75th percentile
Less than 1 year (<i>N</i> = 162)	0%	0%	2%
1 to 5 years (<i>N</i> = 107)	13%	20%	30%
6 to 10 years (<i>N</i> = 108)	13%	21%	30%
11 to 15 years (<i>N</i> = 108)	10%	17%	23%
16 to 20 years (<i>N</i> = 111)	6%	12%	17%
21 to 30 years (<i>N</i> = 107)	7%	13%	17%
31 to 40 years (<i>N</i> = 110)	0%	3%	9%
More than 40 years (<i>N</i> = 108)	0%	0%	2%

Section IV: US Salary and Benefits Information

A. Setting Salaries

Figure 4.1

	All Schools	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
School Has Teacher Salary Schedule	62%	39%	62%	78%	77%	85%
	N=502	N = 92	N = 92	N = 92	N = 47	N = 20

Figure 4.2: Schools with Salary Schedules

Factors Included in Salary Schedules	All Sizes	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Teaching Certification	57%	69%	65%	60%	50%	Insufficient sample
Tenure at School	36%	22%	40%	42%	39%	Insufficient sample
Total Years Experience	90%	83%	88%	96%	94%	Insufficient sample
Degree Level	88%	81%	88%	92%	97%	Insufficient sample
Teaching Load	36%	31%	37%	39%	56%	Insufficient sample
Performance Reviews	19%	19%	18%	19%	17%	Insufficient sample
Subject Taught	12%	6%	7%	18%	22%	Insufficient sample
Grade Level	14%	14%	11%	19%	17%	Insufficient sample
Other Factors	6%	6%	5%	7%	8%	Insufficient sample
	N = 313	N = 36	N = 57	N = 72	N = 36	N = 17

Note: To prevent decisions being made on matters with too few inputs, segments of under 20 are not reported here.

Figure 4.3: Schools with NO Salary Schedule

Factors Included in Setting Salaries (no schedule)	All Sizes	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Teaching Certification	59%	57%	60%	55%	<i>Insufficient sample</i>	<i>Insufficient sample</i>
Tenure at School	50%	39%	60%	50%	<i>Insufficient sample</i>	<i>Insufficient sample</i>
Total Years Experience	74%	71%	77%	75%	<i>Insufficient sample</i>	<i>Insufficient sample</i>
Degree Level	71%	59%	74%	85%	<i>Insufficient sample</i>	<i>Insufficient sample</i>
Teaching Load	41%	36%	40%	60%	<i>Insufficient sample</i>	<i>Insufficient sample</i>
Performance Reviews	40%	36%	29%	50%	<i>Insufficient sample</i>	<i>Insufficient sample</i>
Subject Taught	24%	14%	31%	15%	<i>Insufficient sample</i>	<i>Insufficient sample</i>
Grade Level	26%	23%	20%	15%	<i>Insufficient sample</i>	<i>Insufficient sample</i>
Other Factors	15%	16%	23%	5%	<i>Insufficient sample</i>	<i>Insufficient sample</i>
	N = 189	N = 56	N = 35	N = 20	N = 11	N = 3

Note: To prevent decisions being made on matters with too few inputs, segments of under 20 are not reported here.

Figure 4.4: Salary-Setting Priorities for All Schools

Salary-Setting Priorities (with or without schedule)	Rank
Degree Level (N = 124)	1
Total Years Experience (N = 125)	2
Performance Reviews (N = 69)	3
Teaching Certification (N = 99)	4
Tenure at School (N = 86)	5
Teaching Load (N = 73)	6
Subject Taught (N = 39)	7
Grade Level (N = 39)	8

B. Teaching Staff Salaries

Figure 4.5

	25th percentile	50th percentile	75th percentile
Lowest / entry level teacher salary (N = 469)	\$21,512	\$26,935	\$30,587
Average teacher salary (N = 452)	\$25,288	\$31,500	\$36,000
Highest teacher salary (N = 464)	\$30,583	\$39,000	\$47,278

C. Other Staff Position Salaries

Figure 4.6

Staff Positions	Schools with this Position	Median salary	Number reporting
Head of School	79%	\$63,000.00	N = 343
Principal of Early Education	19%	\$41,500.00	N = 82
Principal of Elementary School	42%	\$56,550.00	N = 176
Principal of High School	27%	\$59,085.00	N = 110
Principal of Middle School / Jr High School	20%	\$60,000.00	N = 70
Associate Principal of Early Education	5%	\$35,442.50	N = 18
Associate Principal of Elementary School	8%	\$48,532.50	N = 32
Associate Principal of High School	7%	\$55,000.00	N = 31
Associate Principal of Middle School / Jr High School	5%	\$45,000.00	N = 17
Administrative Assistant	70%	\$26,750.00	N = 298
Admissions Director	36%	\$35,000.00	N = 141
Advancement / Development Director	26%	\$40,000.00	N = 109
Alumni Affairs Director	3%	\$7,500.00	N = 8
Athletic Director	58%	\$35,000.00	N = 243
Chief Business Manager	37%	\$45,196.00	N = 151
Coach	45%	\$2,000.00	N = 178

Staff Positions (continued)	Schools with this Position	Median salary	Number reporting
Counselor / Psychologist	21%	\$36,340.50	N = 84
Dean of Students	17%	\$45,000.00	N = 72
Diversity Director	0.4%	\$46,865.50	N = 2
Dorm Parent / Homestay Parent	2%	\$15,995.00	N = 9
ESL / ELL Instructor	7%	\$26,500.00	N = 27
Extended Day Staff	49%	\$6,480.00	N = 193
Financial Aid Director	6%	\$30,000.00	N = 21
Health Staff	14%	\$30,000.00	N = 55
Human Resources Director	16%	\$40,000.00	N = 62
International Studies Director	7%	\$38,000.00	N = 20
Kitchen Staff	36%	\$12,460.00	N = 143
Learning Specialist	26%	\$32,400.00	N = 104
Library / Media Staff	45%	\$19,300.00	N = 177
Maintenance Staff	52%	\$25,000.00	N = 211
Public Relations / Communication Director	15%	\$34,339.50	N = 56
Secretarial / Clerical Staff	66%	\$23,000.00	N = 277
Security Staff	14%	\$32,000.00	N = 49
State School Choice Program Director	2%	\$38,000.00	N = 3
Teacher Assistants / Aides	64%	\$14,000.00	N = 266
Technology / Curriculum Director	21%	\$45,000.00	N = 79
Technology / IT Staff	38%	\$32,000.00	N = 149
Other position(s)	16%	\$38,500.00	N = 68
	N = 458		

Figure 4.7

Head of School Salary by School Size	Median Head of School Salary
All Schools (N = 343)	\$63,000
Up to 100 students (N = 55)	\$37,023
101-200 students (N = 67)	\$55,000
201-400 students (N = 83)	\$74,000
401-700 students (N = 42)	\$88,950
701 or more students (N = 18)	\$146,065

D. Benefits

Figure 4.8

Percent of Schools Offering Each Benefit	All Sizes	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Cash Bonus	29%	26%	33%	31%	19%	30%
Retirement Plan Contribution	39%	17%	33%	51%	57%	75%
Disability Insurance	31%	9%	25%	36%	60%	55%
Life Insurance	42%	12%	26%	57%	72%	95%
Medical Insurance	61%	33%	57%	74%	94%	100%
Dental Insurance	41%	17%	27%	46%	60%	90%
Liability Insurance	15%	9%	15%	15%	19%	20%
School Loan Payment	2%	1%	1%	2%	2%	0%
College Education Assistance Plan	22%	12%	20%	22%	45%	35%
Discounted School Tuition for Children	76%	60%	80%	90%	92%	95%
Housing	3%	3%	3%	0%	4%	5%
Auto Allowance	1%	0%	0%	1%	0%	5%
Parking or Transit Passes	1%	1%	2%	1%	0%	0%
Club Membership or Dues	4%	3%	3%	3%	6%	15%
Other Benefits	17%	20%	14%	18%	17%	20%
No additional benefits	8%	18%	8%	2%	0%	0%
	N = 477	N = 91	N = 89	N = 91	N = 47	N = 20

Figure 4.9

Individual Benefit Investment as a Percentage of Salary	25th Percentile	50th Percentile	75th Percentile
Cash Bonus (N = 118)	0.6%	1%	2%
Retirement Plan (N = 163)	2%	3%	4%
Disability Insurance (N = 54)	0.3%	0.5%	1%
Medical Insurance (N = 186)	9%	15%	21%

Figure 4.10

	25th Percentile	50th Percentile	75th Percentile
Per Employee Total Cash Value of Benefits	\$ 2,000	\$ 5,650	\$ 10,438

Section V: US School Budget Information

A. Operating Budgets

Figure 5.1

Operating Budget by School Size	25th Percentile	50th Percentile	75th Percentile
All Schools (N = 364)	\$552,500	\$1,292,512	\$3,016,677
Up to 100 students (N = 83)	\$181,900	\$352,000	\$585,000
101-200 students (N = 77)	\$590,000	\$821,864	\$1,220,681
201-400 students (N = 86)	\$1,399,250	\$2,000,000	\$2,939,489
401-700 students (N = 45)	\$3,731,053	\$4,500,000	\$5,322,835
701 or more students (N = 19)	\$7,473,405	\$9,664,128	\$12,000,000

B. Revenue

Figure 5.2

Revenue from Tuition	25th Percentile	50th Percentile	75th Percentile
Tuition: % of Revenue (N = 337)	69%	84%	97%

Figure 5.3

Revenue from Donation Sources	Schools with this Donor Source	Median Revenue per Source	Number reporting
Students	27%	\$1,150	N = 167
Parents / Grandparents	83%	\$15,000	N = 209
Alumni / Parents of Alumni	60%	\$9,000	N = 171
Board / Trustees	70%	\$9,665	N = 182
Faculty / Staff	66%	\$5,000	N = 173
Other Individuals	80%	\$22,306	N = 196
Fundraising Events (auctions, fairs, etc.)	93%	\$35,000	N = 272
Churches / Organizations	71%	\$14,000	N = 190
	N = 306		

Figure 5.4

Total Endowment Amount	Schools with Endowment	25th Percentile	50th Percentile	75th Percentile
Endowment (N = 354)	18%	\$41,250	\$217,500	\$813,750

C. Government Programs & External Scholarships

Figure 5.5

Government Programs	Schools with this Program
Title Services / Equitable Services	43%
School Choice Program	20%
E-Rate	13%
Textbook / Equipment Programs (state or local)	13%
Transportation Programs (state or local)	10%
Free and Reduced School Lunch Program	5%
	N = 372

Figure 5.6

Revenue from Programs	25th Percentile	50th Percentile	75th Percentile
Government Programs (N = 192)	\$2,000	\$8,900	\$24,750
School Choice Programs (N = 68)	\$116,750	\$307,500	\$652,062

Figure 5.7

Students Participating in Programs	Schools with Program	25th Percentile	50th Percentile	75th Percentile
Receiving Free / Reduced Lunch (N = 280)	7%	10% of students	18% of students	56% of students
Participating in School Choice Programs (N = 286)	26%	12% of students	25% of students	53% of students
Getting External Scholarships (N = 289)	40%	2% of students	7% of students	19% of students

D. Expenditures

Figure 5.8

Expenditure Percentage of Overall Budget	25th Percentile	50th Percentile	75th Percentile
Salary & Benefits (N = 341)	61%	70%	78%
Professional Development (N = 331)	0.2%	0.4%	0.7%
Technology (N = 322)	0.5%	1%	2%
Instructional Materials (N = 330)	1%	2%	4%
Special Education (N = 254)	0%	0%	0.3%
Athletic Programs (N = 304)	0.2%	0.9%	2%
Other Extracurriculars (N = 256)	0.1%	0.4%	1%

Section VI: Student Admissions and Retention

A. Acceptance Rates

Figure 6.1

Key Admissions Benchmarks	25th Percentile	50th Percentile	75th Percentile
% of New Student Inquiries to Overall Student Population (N = 323)	24%	38%	60%
% of Applications from Inquiries (N = 280)	49%	67%	80%
Acceptance Rate (N = 312)	75%	89%	100%
% of Enrollments from Accepted (N = 313)	91%	100%	100%

B. Admissions Policy

Figure 6.2

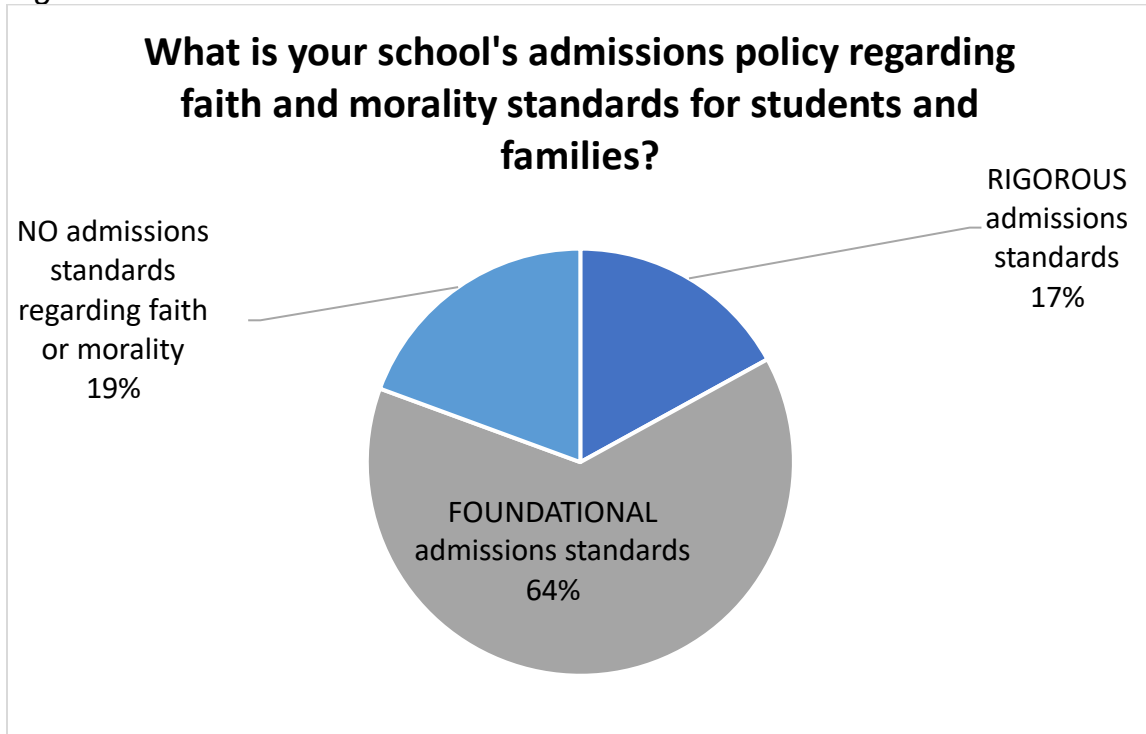


Figure 6.3

SEVP / SEVIS	Percent Approved
Approved to receive I-20 and / or I-17 applying students (N = 372)	36%

C. Capacity and Retention

Figure 6.4

Median Retention Rates	All Sizes	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Retention Rate	88%	82%	87%	89%	89%	91%
	N = 299	N = 80	N = 75	N = 84	N = 42	N = 18

Figure 6.5

Capacity Utilization	All Sizes	Up to 100 students	101-200 students	201-400 students	401-700 students	701+ students
Student Capacity Utilization	74%	57%	72%	79%	81%	86%
	N = 346	N = 94	N = 94	N = 92	N = 45	N = 21

D. Student Population

Figure 6.6

Children of Staff / Faculty	25th Percentile	50th Percentile	75th Percentile
% of Students who are Children of Staff / Faculty (N = 326)	4%	8%	11%

Figure 6.7

Student Race / Ethnicity	25th Percentile	50th Percentile	75th Percentile
African American / Black (N = 290)	2%	4%	9%
American Indian / Alaskan Native (N = 209)	0%	0%	1%
Asian (N = 273)	1%	3%	6%
Caucasian / White (N = 300)	51%	81%	90%
Hispanic / Latino (N = 276)	2%	4%	13%
Native Hawaiian / Pacific Islander (N = 206)	0%	0%	1%
Other Race / Ethnicity (N = 191)	0%	3%	8%

Section VII: Individualized Education Information

A. Programs / Services Provided

Figure 7.1 (N = 333)

Individualized Education Programs or Services	Schools with Program or Service	Median Percent of Student Population Participating
Special Education	35%	7% of students
Gifted / Talented / Honors	33%	11% of students
Physical Disabilities	6%	1% of students
Trade / Vocational	4%	5% of students

B. Special Education

Figure 7.2 (N = 357)

Special Education Need and Additional Fees	Schools with Program or Service
Have student(s) with known special education needs beyond what's currently covered	40%

Figure 7.3 (N = 360)

Special Education Programs or Services	Percent of Schools Offering
Accommodations (HOW learning)	63%
Modifications (WHAT learning)	49%
Assistive Technology	17%
Paraprofessional Support	28%
Inclusion Classroom(s)	31%
Resource Classroom(s)	29%
Self-Contained Classroom(s)	11%

Section VIII: Standalone US Early Education Information

A. Operating Budget

Figure 8.1 (N = 23)

Standalone US Early Education	25th Percentile	50th Percentile	75th Percentile
Operating Budget	\$102,604	\$275,839	\$480,000

B. Grade Levels Offered

Figure 8.2 (N = 63)

Grade Level	Percent of Schools Offering
Infants	25%
1-year-olds	37%
Pre-K 2	89%
Pre-K 3	94%
Pre-K 4	94%
Pre-K 5	73%
Half-Day Kindergarten	14%
Full-Day Kindergarten	16%

C. Enrollment

Figure 8.3 (N = 25)

	Median
Students Currently Enrolled	72

D. Tuition Rates

Figure 8.4

	Median
Infants (<i>N</i> = 16)	\$7,675
1 year old (<i>N</i> = 23)	\$6,750
Pre-K 2 (<i>N</i> = 54)	\$3,350
Pre-K 3 (<i>N</i> = 57)	\$3,700
Pre-K 4 (<i>N</i> = 56)	\$3,614
Pre-K 5 (<i>N</i> = 43)	\$3,510
Half-Day Kindergarten (<i>N</i> = 9)	\$3,870
Full-Day Kindergarten (<i>N</i> = 10)	\$4,260

E. Teaching Staff

Figure 8.5 (*N* = 51)

Percent with Following Degrees	Median
High School Diploma	71%
Trade School	0%
Associate's Degree	17%
Bachelor's Degree	25%
Master's Degree	0%
Doctoral Degree	0%

Figure 8.6 (*N* = 51)

Percent with Following Experience	Median
Less than 1 year	0%
1 to 5 years	25%
6 to 10 years	20%
11 to 15 years	16%
16 to 20 years	9%
More than 20 years	0%

F. Staff Salaries

Figure 8.7

Teacher and Head of School Salaries	Median
Lowest / Entry Level Teacher Salary (<i>N</i> = 29)	\$16,320
Average Teacher Salary (<i>N</i> = 29)	\$17,000
Highest Teacher Salary (<i>N</i> = 29)	\$23,040
Head of School Salary (<i>N</i> = 14)	\$36,000

Section IX: International School Information

A. Education Levels Offered

Figure 9.1 (N = 41)

	International Schools
Early Education	66%
Elementary School	98%
Middle School / Junior High	93%
High School	88%

B. Grade Levels Offered

Figure 9.2 (N = 41)

Grade Level	Percent of Schools Offering
Infants	0%
1-year-olds	0%
Pre-K 2	7%
Pre-K 3	32%
Pre-K 4	59%
Pre-K 5	44%
Half-Day Kindergarten	20%
Full-Day Kindergarten	78%
1st Grade	98%
2nd Grade	95%
3rd Grade	95%
4th Grade	93%
5th Grade	95%
6th Grade	93%
7th Grade	90%
8th Grade	93%
9th Grade	93%
10th Grade	88%
11th Grade	88%
12th Grade	88%
Residential Boarding / Homestay	17%

C. Grade Level Enrollment

Figure 9.3

Grade Level	Median Enrollment
Full-Day Kindergarten (N = 14)	15
1st Grade (N = 17)	16
2nd Grade (N = 17)	20
3rd Grade (N = 16)	19
4th Grade (N = 16)	22
5th Grade (N = 16)	23
6th Grade (N = 16)	24
7th Grade (N = 15)	21
8th Grade (N = 16)	22
9th Grade (N = 16)	27
10th Grade (N = 16)	22
11th Grade (N = 16)	20
12th Grade (N = 16)	21

D. Class Size by Grade Level

Figure 9.4

Grade Level	Median Class Size
Full-Day Kindergarten (N = 14)	14
1st Grade (N = 19)	13
2nd Grade (N = 18)	18
3rd Grade (N = 18)	18
4th Grade (N = 18)	18
5th Grade (N = 18)	18
6th Grade (N = 17)	19
7th Grade (N = 16)	19
8th Grade (N = 17)	20
9th Grade (N = 17)	21
10th Grade (N = 17)	20
11th Grade (N = 17)	19
12th Grade (N = 17)	18

E. Tuition Rates

Figure 9.5

Grade Level	Median	N=
Full-Day Kindergarten	\$6,237	30
1st grade	\$7,700	37
2nd grade	\$7,720	36
3rd grade	\$7,720	36
4th grade	\$7,740	35
5th grade	\$7,720	36
6th grade	\$8,000	35
7th grade	\$8,225	34
8th grade	\$8,450	35
9th grade	\$9,010	35
10th grade	\$9,450	33
11th grade	\$9,450	33
12th grade	\$9,552	33

F. Accreditation

Figure 9.6 (N = 22)

	International Schools
Accreditation (any)	82%

Figure 9.7 (N = 22)

	International Schools
Association of Christian Schools International (ACSI)	77%
Western Association of Schools and Colleges (WASC)	36%
AdvancED	18%
Middle States Association of Colleges and Schools (MSA)	18%
Southern Association of Colleges and Schools (SACS)	5%
New England Association of Schools and Colleges (NEASC)	5%
Other Accreditations	9%
National Association for the Education of Young Children (NAEYC), Association of Christian Teachers and Schools (ACTS), National Christian School Association (NCSA), National Lutheran School Accreditation (NLSA), International Baccalaureate (IB), National Association of Independent Schools (NAIS), Accrediting Council for Independent Colleges and Schools (ACICS), Christian Schools International (CSI), National Council for Private School Accreditation (NCPSA), Council on Educational Standards and Accountability (CESA), International Christian Accrediting Association (ICAA), Association of Classical Christian Schools (ACCS)	0%

G. Teaching Staff

Figure 9.8 (N = 30)

Percent with Following Degrees	Median
High School Diploma	0%
Trade School	0%
Associate's Degree	0%
Bachelor's Degree	70%
Master's Degree	29%
Doctoral Degree	0%

Figure 9.9 (N = 30)

Percent with Following Experience	Median
Less than 1 year	0%
1 to 5 years	33%
6 to 10 years	24%
11 to 15 years	15%
16 to 20 years	10%
21 to 30 years	5%
More than 30 years	0%

H. Staff Salaries

Figure 9.10

Teacher and Head of School Salaries	Median
Lowest / Entry Level Teacher Salary (N = 29)	\$13,360
Average Teacher Salary (N = 30)	\$16,940
Highest Teacher Salary (N = 30)	\$25,000
Head of School Salary (N = 25)	\$22,000