



2026 ACCS School Salary & Tuition Summary



ACCS

Report data comes from the ACCS school Survey 2024, or ACCS school IRS 990 filings 2023-2025
Prepared for ACCS by Delta Kilo Research, Additional Salary Analysis prepared by ACCS via AI

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* From ACCS school IRS 990 forms 2023-2025

** From ACCS School 2024 survey

SUMMARY 2024 SALARIES & TUITION



TUITION 2024

SCHOOL SIZE (# OF STUDENTS)	Kindergarten (full time)	Kindergarten (part time)	Grade 4	Grade 7	Grade 12
MICRO <50	\$5,950	\$3,400	\$5,850	\$6,000	\$6,000
SMALL 50-149	\$7,000	\$4,893	\$7,250	\$7,600	\$8,200
MEDIUM 150-400	\$9,322	\$6,700	\$9,925	\$10,613	\$11,361
LARGE > 400	\$8,508	\$5,770	\$9,804	\$10,700	\$11,100

* No PreK tuition data

SALARIES 2024[^]

SCHOOLS	HEAD OF SCHOOL ^{^^}	TEACHERS SALARY RANGE				ADJUSTMENTS*	
SCHOOL SIZE (# STUDENTS)	Head of School Total \$ Compensation	Lower School K-6	K-6 Exp 5+ yrs	Upper School 7-12	7-12 Exp 5+ yrs	Latin/ Greek	Math/ Science
MICRO <50	\$26,012 - \$90,000	\$26,500-\$31,000	\$28,000	\$30,000-\$35,000	\$31,500	\$2,000	\$1,000
SMALL 50-149	\$17,400 - \$165,626	\$32,250 -\$39,570	\$35,000	\$34,400-\$43,609	\$37,000	\$500	\$1,500
MEDIUM 150-400	\$32,998 - \$331,388	\$33,000-\$47,409	\$37,250	\$39,000-\$55,000	\$42,653	\$4,000	\$1,750
LARGE > 400	\$57,380 - \$371,981	\$45,000-\$55,000	\$45,500	\$42,000-\$58,260	\$46,100	\$5,000	\$5,000

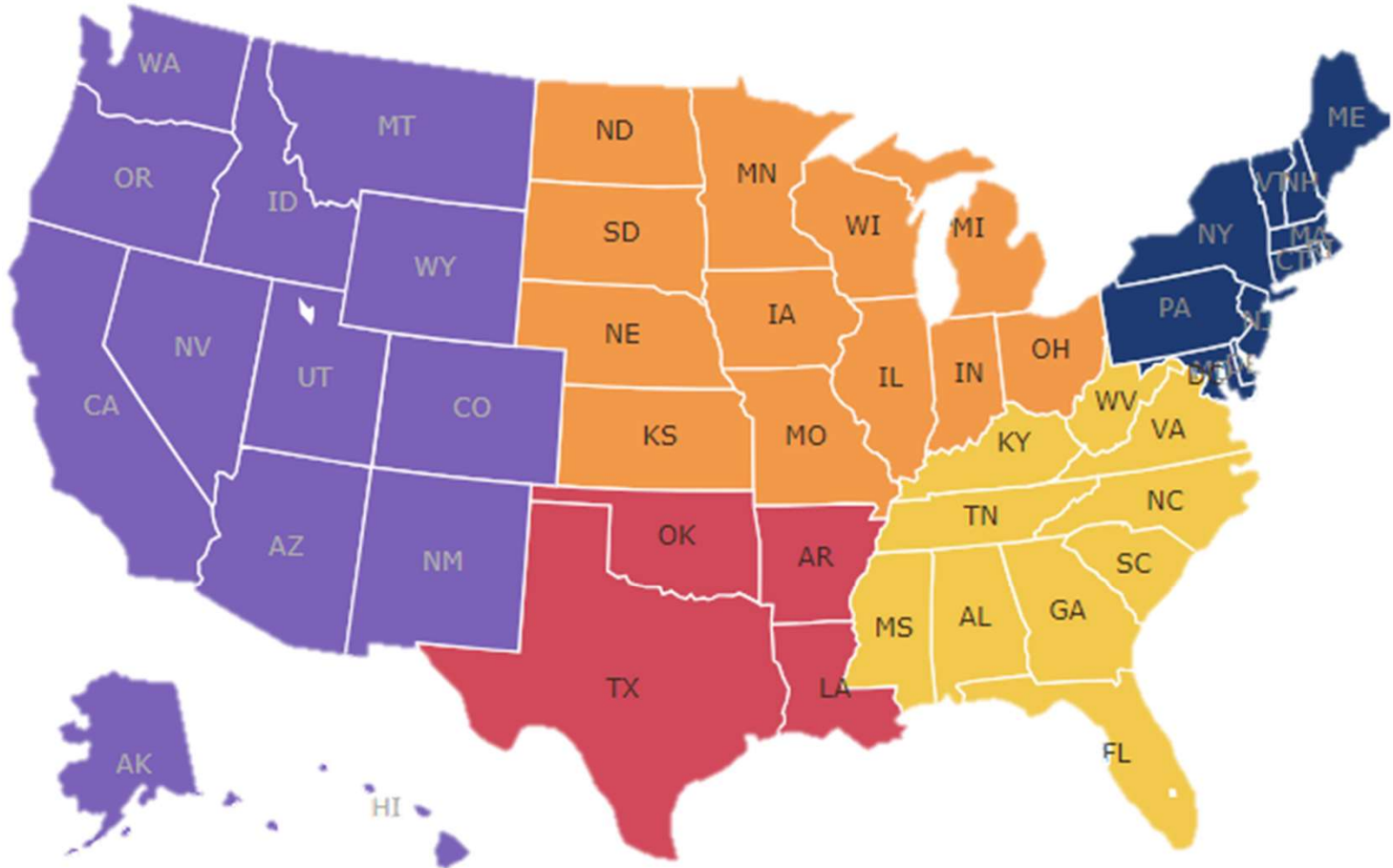
[^] Median of salaries reported in 2024, except HOS which uses means from IRS 990 data (2023-2025) * Only a few adjustments reported

^{^^} May include either full or part time compensation. Compensation includes annual Salary + any other \$ compensation

Region Definition

Region

- Northeast
- Southeast
- Midwest
- South Central
- West



ACCS SCHOOL FINANCIALS: REVENUE, CONTRIBUTIONS, ASSETS 2024

Annual revenue for schools in total (at the bottom) is \$967,954. This varies by school size.

- **Large** schools annual revenue = \$6,959,266
- **Medium** school's annual revenue = \$2,189,098
- **Small** School's annual revenue = \$616,370

Total Students Served 2024	Region	Financials Sample Size (Schools)	Annual Revenue*	Annual Expenses*	Contributions & Grants*	Pgm \$ Service Revenue*	Investment Income*	Net Assets*
Small School <150 students	Midwest	15	\$ 541,774	\$ 517,876	\$ 146,585	\$ 258,490	\$ 1,034	\$ 198,676
	Northeast	5	\$ 724,045	\$ 640,365	\$ 99,684	\$ 589,893	\$ 2,596	\$ 64,974
	South Central	14	\$ 703,491	\$ 649,224	\$ 206,629	\$ 412,619	\$ 8,385	\$ 201,995
	Southeast	24	\$ 859,525	\$ 766,432	\$ 132,821	\$ 674,676	\$ 7,237	\$ 248,955
	West	15	\$ 348,623	\$ 341,501	\$ 103,551	\$ 270,343	\$ 1,714	\$ 203,341
TOTAL Small School		73	\$ 616,370	\$ 615,849	\$ 113,577	\$ 460,768	\$ 4,000	\$ 197,792
Medium Schools (150-400 students)	Midwest	2	\$ 1,325,525	\$ 1,550,565	\$ 99,823	\$ 1,149,698	\$ 27,806	\$ 1,239,962
	Northeast	2	\$ 3,949,969	\$ 3,398,748	na	\$ 2,343,806	\$ 40,631	\$ 3,002,243
	South Central	5	\$ 1,534,433	\$ 1,950,287	\$ 77,845	\$ 1,288,029	\$ 11,443	\$ 515,478
	Southeast	18	\$ 2,399,318	\$ 2,437,179	\$ 222,434	\$ 2,149,148	\$ 10,617	\$ 1,000,931
	West	5	\$ 2,361,457	\$ 2,109,735	\$ 274,584	\$ 1,985,378	\$ 48,238	\$ 3,696,819
TOTAL Medium Schools		32	\$ 2,189,098	\$ 2,139,206	\$ 221,217	\$ 1,918,004	\$ 17,456	\$ 1,000,931
Large Schools > 400 students	Midwest	1	\$ 5,015,786	\$ 4,354,974	\$ 848,657	\$ 3,624,427	\$ 36,755	\$ 1,873,389
	Northeast	0	na	na	na	na	na	na
	South Central	1	\$ 3,045,445	\$ 2,613,787	\$ 196,932	\$ 2,741,835	\$ 60,459	\$ 1,601,885
	Southeast	2	\$ 7,382,583	\$ 7,668,742	\$ 730,361	\$ 6,502,099	\$ 55,563	\$ 2,893,908
	West	3	\$ 6,979,696	\$ 6,978,315	\$ 687,420	\$ 3,081,427	\$ 21,093	\$ 3,502,058
TOTAL Large Schools		7	\$ 6,959,266	\$ 6,978,315	\$ 687,420	\$ 3,624,427	\$ 36,755	\$ 1,873,389
TOTAL		113	\$ 967,954	\$ 980,425	\$ 164,490	\$ 780,069	\$ 7,955	\$ 415,097



From IRS 990 forms 2024 ACCS schools only

na = Of these, too few reported data in this series of measures. Missing data: Though 990 data may have the information, missing data in this chart can be due to missing 990 link to school size/region

*Median function is used
All columns are "annual"

ACCS SCHOOL BUDGETS 2024

On average, small schools with less than 150 students report a total annual budget of **\$563,000**. This varies across regions from **\$456,944** in the Northeast to **\$836,104** in the Southeast.

Total Students Served 2024	Region	Number of Schools Reporting	Total Budget*	Professional Salaries Budget*	Teacher Salaries Budget*	Curriculum Budget*	Marketing Budget*	Training Budget*
Small School <150 students	Midwest	8	\$ 637,000	\$ 411,000	\$ 428,500	\$ 16,000	\$ 7,850	\$ 2,350
	Northeast	5	\$ 456,944	\$ 299,700	\$ 183,600	\$ 10,165	\$ 5,490	\$ 5,453
	South Central	10	\$ 546,000	\$ 425,496	\$ 380,000	\$ 13,436	\$ 2,585	na
	Southeast	12	\$ 836,104	\$ 482,855	\$ 328,700	\$ 20,152	\$ 6,755	\$ 7,300
	West	14	\$ 731,500	\$ 357,267	\$ 344,215	\$ 12,000	na	\$ 4,444
TOTAL Small School		49	\$ 563,000	\$ 400,000	\$ 351,789	\$ 12,718	\$ 7,340	\$ 4,444
Medium Schools (150-400 students)	Midwest	1	na	na	na	na	na	na
	Northeast	1	na	na	na	na	na	na
	South Central	3	\$ 4,141,211	\$ 2,399,179	\$ 1,068,013	\$ 52,090	\$ 55,057	\$ 32,625
	Southeast	9	\$ 1,985,863	\$ 1,714,000	\$ 1,250,000	\$ 41,859	\$ 12,100	\$ 15,500
	West	6	\$ 2,780,500	\$ 2,520,174	\$ 1,110,838	\$ 86,558	na	\$ 18,500
TOTAL Medium Schools		20	\$ 3,300,000	\$ 1,861,315	\$ 1,175,000	\$ 55,000	\$ 25,000	\$ 20,000
Large Schools > 400 students	Midwest	0	na	na	na	na	na	na
	Northeast	0	na	na	na	na	na	na
	South Central	3	na	na	na	na	na	na
	Southeast	3	na	na	na	na	na	na
	West	1	na	na	na	na	na	na
TOTAL Large Schools		7	\$ 8,086,626	\$ 5,000,000	\$ 3,017,000	\$ 248,646	\$ 183,250	\$ 38,000
TOTAL		77	\$ 1,100,000	\$ 700,000	\$ 554,544	\$ 26,000	\$ 10,476	\$ 15,000



ACCS Survey: Of those ACCS schools reporting budget information in 2024
na = Of these, too few reported data in this series of measures.

*Median function is used
All columns are "annual"

ACCS SCHOOL TUITION 2024

The Annual ACCS School tuition (Lower & Upper school averaged) is \$8,080 across the U.S. However, size of school vary with small schools having \$6,415 per year and large schools at about \$10,367 per year.

Total Students Served 2024	Region	Number of schools reporting	Avg of Lower & Upper School Tuition^	Kndgtn Tuition (Full time)	Kndgtn Tuition (Part time)	Grade 4 Tuition	Grade 7 Tuition	Grade 12 Tuition
Small School <150 students	Midwest	32	\$ 5,900	\$ 5,748	\$ 4,425	\$ 6,306	\$ 6,700	\$ 6,700
	Northeast	13	\$ 7,970	\$ 6,784	\$ 4,325	\$ 7,857	\$ 7,857	\$ 8,432
	South Central	23	\$ 6,017	\$ 6,000	\$ 3,600	\$ 6,000	\$ 6,750	\$ 7,000
	Southeast	49	\$ 6,164	\$ 7,000	\$ 4,200	\$ 7,145	\$ 7,225	\$ 7,000
	West	39	\$ 6,600	\$ 6,720	\$ 4,289	\$ 6,829	\$ 7,052	\$ 7,550
TOTAL Small School		156	\$ 6,415	\$ 6,650	\$ 4,325	\$ 6,700	\$ 7,000	\$ 7,047
Medium Schools (150-400 students)	Midwest	16	\$ 8,700	\$ 8,780	\$ 5,564	\$ 8,700	\$ 8,700	\$ 10,296
	Northeast	9	\$ 11,470	\$ 9,980	\$ 8,130	\$ 10,722	\$ 11,460	\$ 12,970
	South Central	7	\$ 12,582	\$ 9,550	\$ 7,885	\$ 12,112	\$ 12,817	\$ 12,817
	Southeast	36	\$ 9,590	\$ 8,814	\$ 6,460	\$ 9,392	\$ 9,727	\$ 9,831
	West	18	\$ 10,530	\$ 9,555	\$ 6,675	\$ 10,391	\$ 10,661	\$ 11,956
TOTAL Medium Schools		86	\$ 10,435	\$ 9,322	\$ 6,700	\$ 9,925	\$ 10,613	\$ 11,361
Large Schools > 400 students	Midwest	3	\$ 10,042	\$ 8,300	na	\$ 8,580	\$ 10,098	\$ 10,560
	Northeast	3	\$ 11,428	\$ 10,710	na	\$ 10,710	\$ 11,395	\$ 12,180
	South Central	5	\$ 10,105	\$ 8,350	na	\$ 9,345	\$ 9,800	\$ 11,770
	Southeast	12	\$ 10,779	\$ 9,059	\$ 7,092	\$ 10,153	\$ 11,000	\$ 11,185
	West	2	\$ 10,367	\$ 13,965	\$ 4,260	\$ 9,300	\$ 10,700	\$ 11,100
TOTAL Large Schools		25	\$ 10,367	\$ 8,508	\$ 5,770	\$ 9,804	\$ 10,700	\$ 11,100
TOTAL		271	\$ 8,080	\$ 7,605	\$ 5,247	\$ 8,350	\$ 8,700	\$ 9,224



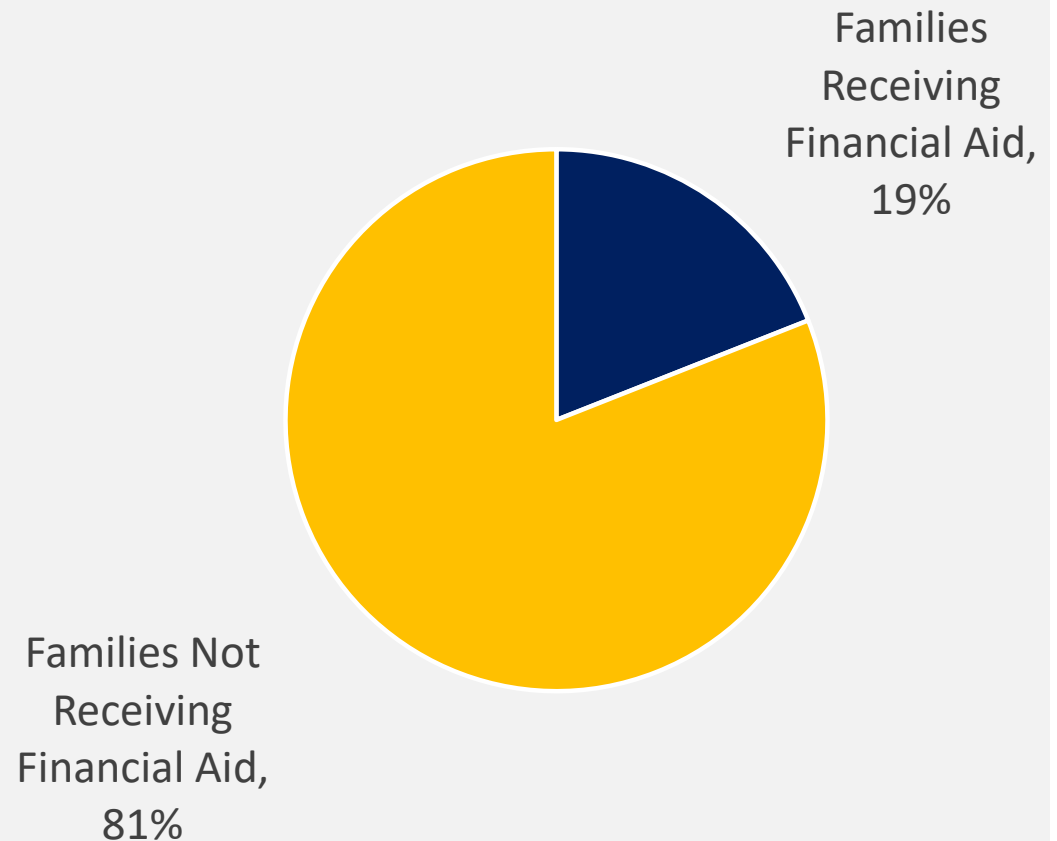
^Lower/Upper school represented by tuition (traditional schooling) for grades 4, 7 and 12 whereby all 3 were averaged, then the median across schools reported na = Of these, too few reported data in this series of measures.

ACCS Survey of those schools reporting traditional school tuition in 2024. *Median function is used All columns are "annual"

ACCS School Financial Aid for Families

Of schools who answered the question on financial aid, about 19% of families in their school received financial aid, which is similar across all 4 school sizes.

Of Schools Reporting Financial Aid for their families



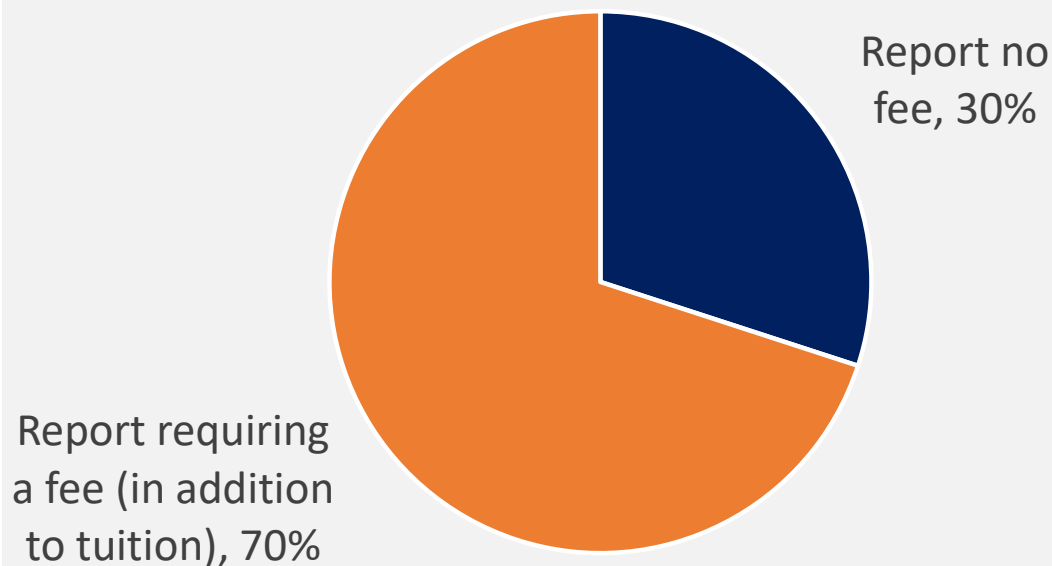
Of ACCS schools in 2024 answering: What percentage of your families received financial aid?

ACCS School: Required Fees for Families with 1 student (in addition to Tuition)

70% of schools report a required fee.

If a fee for families with 1 student is charged, the average fee is \$400

Of schools reporting Fees required in addition to tuition



Of ACCS schools in 2024 answering: What was the total non-voluntary fees for a family with one student? (Do not include optional items)

ACCS HEAD OF SCHOOL SALARIES 2024

Range of Annual ACCS Head of School Compensation (\$17,400 to \$371,981)

Total Students Served 2024	Region	Head of School Total Annual Compensation*				Second Highest School Position Total Annual Compensation*			
		Number of schools reporting	Head of School Total Comp	Head of School Min Comp	Head of School Max Comp	Number of schools reporting	Second Highest Total Comp	Second Highest Min Comp	Second Highest Max Comp
Small School <150 students	Midwest	16	\$47,075	\$17,400	\$93,717	7	\$28,282	\$114	\$59,646
	Northeast	4	\$43,212	\$49,214	\$69,996				
	South Central	11	\$79,527	\$36,000	\$165,626	3	\$61,554	\$32,260	\$93,187
	Southeast	9	\$71,090	\$42,456	\$131,475	4	\$37,045	\$5,075	\$66,103
	West	13	\$68,100	\$29,358	\$138,093	3	\$26,577	\$18,819	\$31,250
TOTAL Small Schools		53	\$62,754	\$29,358	\$165,626	17	\$35,914	\$114	\$93,187
Medium Schools (150-400 students)	Midwest	10	\$133,536	\$68,625	\$331,388	5	\$105,334	\$18,592	\$307,493
	Northeast	4	\$109,618	\$63,750	\$148,995	2	\$103,092	\$94,516	\$111,667
	South Central	8	\$116,143	\$62,500	\$163,010	2	\$108,208	\$90,000	\$126,416
	Southeast	19	\$130,808	\$32,998	\$287,911	6	\$100,764	\$45,000	\$240,900
	West	10	\$138,278	\$50,436	\$197,663	3	\$82,452	\$61,561	\$107,539
TOTAL Medium Schools		51	\$128,845	\$32,998	\$331,388	18	\$100,067	\$18,592	\$307,493
Large Schools > 400 students	Midwest	1	\$100,032	\$100,032	\$100,032				
	Northeast	2	\$95,930	\$57,380	\$134,480				
	South Central	2	\$262,174	\$152,367	\$371,981	2	\$118,737	\$110,697	\$126,776
	Southeast	6	\$209,087	\$97,294	\$338,634	5	\$117,866	\$77,853	\$152,052
	West	4	\$196,401	\$120,107	\$350,307	1	\$180,650	\$180,650	\$180,650
TOTAL Large Schools		15	\$190,424	\$57,380	\$371,981	8	\$125,932	\$77,853	\$180,650
Grand Total		119	\$107,172	\$29,358	\$371,981	43	\$79,516	\$114	\$307,493



Source: IRS 990's 2023-2025 ACCS Schools
 Pale purple, pale yellow cells have extreme mitigated.
 na = No data in this series of measures.

*Mean function is used in all calculations.
 All columns are "annual"
 Very small compensation numbers likely due to part time or other arrangement

ACCS TEACHER SALARIES 2024

ACCS Teacher Salaries differ by school size.

- **Small:** K-6 Teacher (\$30K - \$36K); 7-12 Teacher (\$33K-\$40K)
- **Med:** K-6 Teacher (\$33K-\$47K); 7-12 Teacher (\$39K-\$55K)
- **Large:** K-6 Teacher (\$45K-\$55K); 7-12 Teacher (\$42K-\$58k)

Total Students Served 2024	Region	Number of schools reporting	Teacher Salary K-6*			Teacher Salary 7-12*			Salary Adjustments*	
			K-6 Teacher Low	K-6 Teacher High	K-6 Teacher 5+ yrs exp	7-12 Teacher Low	7-12 Teacher High	7-12 Teacher 5+ yrs exp	Latin/Greek	Science/Math
Small School <150 students	Midwest	9	\$35,000	\$39,140	\$35,000	\$38,000	\$39,408	\$36,000	na	na
	Northeast	5	\$25,000	\$32,500	\$32,500	\$30,000	\$42,000	\$37,500	na	na
	South Central	10	\$20,000	\$34,000	\$25,000	\$24,000	\$38,000	\$32,000	na	\$2,000
	Southeast	13	\$30,240	\$34,320	\$31,620	\$34,000	\$39,020	\$34,500	\$2,000	\$850
	West	14	\$30,000	\$36,000	\$33,500	\$40,000	\$40,036	\$38,117	\$500	\$1,500
TOTAL Small Schools		51	\$30,240	\$36,500	\$33,000	\$33,500	\$40,000	\$36,000	\$1,250	\$1,500
Medium Schools (150-400 students)	Midwest	1	\$33,000	\$59,000	\$15,000	\$59,000	\$59,000	na	na	na
	Northeast	1	\$32,000	\$70,980	\$40,000	\$26,000	\$84,113	\$44,000	na	na
	South Central	3	\$30,797	\$39,909	\$34,000	\$30,000	\$49,000	\$32,500	na	na
	Southeast	10	\$36,100	\$46,234	\$37,000	\$40,000	\$55,000	\$40,000	\$5,500	\$3,750
	West	6	\$41,000	\$51,660	\$42,305	\$42,305	\$59,103	\$44,000	na	\$502
TOTAL Medium Schools		21	\$33,000	\$47,409	\$37,250	\$39,000	\$55,000	\$42,653	\$4,000	\$1,750
Large Schools > 400 students	Midwest	0	na	na	na	na	na	na	na	na
	Northeast	0	na	na	na	na	na	na	na	na
	South Central	2	\$47,000	\$51,200	\$47,300	\$42,000	\$56,000	\$43,400	\$5,000	\$5,000
	Southeast	3	\$45,000	\$55,129	\$46,100	\$43,000	\$58,260	\$46,100	na	na
	West	1	\$32,000	\$43,000	\$38,000	\$42,000	\$72,000	\$48,000	na	na
TOTAL Large Schools		6	\$45,000	\$55,000	\$45,500	\$42,000	\$58,260	\$46,100	\$5,000	\$5,000
TOTAL		79	\$32,000	\$40,000	\$35,000	\$37,129	\$50,000	\$39,000	\$3,000	\$1,750



ACCS Survey: Of those ACCS schools reporting salaries in 2024. Pale purple highlights cell with only 1 response. na = No data in this series of measures.

*Median function is used
All columns are "annual"

ACCS STUDENT ENROLLMENT 2024

From the averages of Lower and Upper schools, as schools grow, the upper school student proportion of the student population increases from about 28% of all grades to 42% of all grades.

Rough approx.:

- **Small Schools:** about 28% are upper school students
- **Medium Schools:** about 36% are upper school students
- **Large Schools:** about 42% are upper school students

Total Students Served 2024	Region	Number of Schools Reporting	PreK-12 Avg # Students	PreK Avg # Students	K-6 Avg # Students	7-12 Avg # Students
Small School <150 students	Midwest	53	66	6	35	14
	Northeast	17	95	4	42	31
	South Central	35	81	4	38	18
	Southeast	63	80	5	42	16
	West	53	76	3	46	18
TOTAL Small Schools		221	77	4	41	17
Medium Schools (150-400 students)	Midwest	21	255	12	109	72
	Northeast	10	277	19	158	109
	South Central	15	266	7	82	53
	Southeast	44	269	11	142	82
	West	25	265	13	115	66
TOTAL Medium Schools		115	266	12	123	75
Large Schools > 400 students	Midwest	4	523	22	213	170
	Northeast	3	479	24	245	210
	South Central	10	802	10	139	122
	Southeast	12	634	34	342	259
	West	4	655	31	253	188
TOTAL Large Schools		33	660	24	245	193
TOTAL		369	173	8	84	51



ACCS Survey: Table includes the mean # of ACCS school students PreK-12 both traditional and non-traditional
na = Of these, too few reported data in this series of measures.

ACCS TEACHERS & NON-FACULTY 2024

Quick review: As schools grow, data show non-Faculty staff increase at a faster rate than the number of teachers.

Total Students Served 2024	Region	Number of Schools Reporting	K-12 Avg # Teachers	K-6 Avg # Teachers	7-12 Avg # Teachers	Avg # Teachers w-Advanced degree	Avg # Non-Faculty Staff Full-Time	Avg # Non-Faculty Staff Part-Time
Small School <150 students	Midwest	53	5	3	2	2	2	2
	Northeast	17	5	4	2	3	2	1
	South Central	35	7	5	3	4	2	1
	Southeast	63	7	5	3	5	3	3
	West	53	7	5	2	3	3	2
TOTAL Small Schools		221	7	5	2	4	2	2
Medium Schools (150-400 students)	Midwest	21	16	8	8	10	2	3
	Northeast	10	13	7	7	14	11	8
	South Central	15	8	5	3	7	12	4
	Southeast	44	19	11	8	10	7	4
	West	25	13	9	6	13	8	9
TOTAL Medium Schools		115	15	9	7	11	8	6
Large Schools > 400 students	Midwest	4	21	11	10	na	na	na
	Northeast	3	32	16	16	na	na	na
	South Central	10	29	15	17	32	32	24
	Southeast	12	37	19	18	21	19	28
	West	4	37	20	17	32	20	15
TOTAL Large Schools		33	32	17	17	27	25	25
TOTAL		369	11	7	5	7	6	5



ACCS Survey: Table includes the mean # of full time teachers/faculty/nonfaculty both traditional and non-traditional schooling

Means are used for averages in this table
 All columns are "annual"
 na = Of these, too few reported data in this series of measures.

ACCS STUDENT-TEACHER RATIO 2024

The number of students per teacher changes with school size, and between lower and upper school where the lower school often has more students per teacher.

For K-12 on average:

- **Small Schools:** There is 1 teacher to every 8 students on average in small schools
- **Medium Schools:** 1 teacher to every 11 students
- **Large Schools:** 1 teacher to every 12 students

Total Students Served 2024	Region	Number of schools reporting	K-12 Student-Teacher Ratio	K-6 Student-Teacher Ratio	7-12 Student-Teacher Ratio
Small School <150 students	Midwest	29	8	9	9
	Northeast	8	7	8	7
	South Central	20	7	8	6
	Southeast	36	7	8	6
	West	36	9	9	8
TOTAL Small School		129	8	8	7
Medium Schools (150-400 students)	Midwest	14	11	14	9
	Northeast	5	10	14	8
	South Central	3	11	12	10
	Southeast	30	11	12	9
	West	12	12	13	9
TOTAL Medium Schools		64	11	13	9
Large Schools > 400 students	Midwest	2	11	12	11
	Northeast	2	10	10	9
	South Central	3	10	12	8
	Southeast	10	13	15	11
	West	3	13	15	12
TOTAL Large Schools		20	12	14	11
TOTAL		213	9	10	8



ACCS Survey: Of those ACCS schools reporting school enrollment and teacher numbers in 2024
na = Of these, too few reported data in this series of measures.

Means are used for the average across Student to Teacher Ratios
All columns are “annual”

Small Schools Drilldown

2024



ACCS SCHOOL FINANCIALS: REVENUE, CONTRIBUTIONS, ASSETS 2024

Micro Schools (<50 students) and Small schools (50-149 students) vary in financials.

Annual revenue:

- Micro schools annual revenue = \$199,024
- Small school's annual revenue = \$863,437

Total Students Served 2024	Region	Financial Sample Size (Schools)	Annual Revenue*	Annual Expenses*	Contributions & Grants*	Pgm & Service Revenue*	Investment Income*	Net Assets*
Micro School <50 students	Midwest	5	\$152,766	\$172,122	\$79,548	\$85,942	\$551	\$72,110
	Northeast	2	\$135,938	\$175,963	\$57,342	\$78,596	na	\$27,532
	South Central	5	\$143,710	\$161,275	\$32,202	\$124,014	\$1	\$61,166
	Southeast	4	\$287,519	\$329,151	\$158,354	\$143,209	\$7,237	\$55,158
	West	7	\$269,954	\$199,827	\$84,935	\$167,922	\$3,305	\$74,650
TOTAL Micro School		23	\$199,024	\$197,709	\$79,548	\$132,762	\$1,928	\$69,598
Small School (50-149) students	Midwest	10	\$660,768	\$619,590	\$221,391	\$363,117	\$1,434	\$242,462
	Northeast	3	\$737,780	\$733,755	\$134,722	\$701,013	\$2,596	\$84,163
	South Central	9	\$927,531	\$836,326	\$346,191	\$579,983	\$14,583	\$216,992
	Southeast	20	\$918,859	\$793,655	\$132,821	\$771,923	\$9,375	\$365,613
	West	8	\$946,191	\$994,544	\$111,098	\$763,519	\$122	\$417,613
TOTAL Small School		50	\$863,437	\$793,655	\$147,993	\$657,727	\$5,456	\$267,205



Source: IRS 990 forms 2024.

Pale purple highlights cell with only 1 response.
na = No data in this series of measures.

*Median function is used
All columns are "annual"

ACCS SCHOOL BUDGETS 2024

Micro schools and Small Schools differ considerably with budgets, as may be expected.

- On average, Micro Schools with <50 students report a total budget of \$187K, about ¼ of the budget for a small school with 50-149 students at \$815K.

Total Students Served 2024	Region	Number of Schools Reporting	Total Budget*	Professional Salaries Budget*	Teacher Salaries Budget*	Curriculum Budget*	Marketing Budget*	Training Budget*
Micro School <50 students	Midwest	2	\$240,000	\$306,496	\$215,114	\$10,000	\$700	\$1,300
	Northeast	3	\$203,560	\$102,055	\$97,000	\$6,415	\$4,215	\$8,500
	South Central	4	\$97,137	\$105,850	\$58,700	\$13,436	\$614	\$1,190
	Southeast	4	\$187,079	\$208,293	\$188,412	\$2,160	\$723	na
	West	5	na	\$165,600	\$187,000	na	na	na
TOTAL Micro School		18	\$187,079	\$185,149	\$176,655	\$10,000	\$700	\$1,245
Small School (50-149) students	Midwest	6	\$799,000	\$568,000	\$525,500	\$22,000	\$9,000	\$2,500
	Northeast	2	\$758,885	\$611,546	\$353,577	\$11,195	\$11,500	\$5,453
	South Central	6	\$880,786	\$511,500	\$385,000	\$19,469	\$7,293	\$23,525
	Southeast	8	\$1,133,688	\$943,058	\$481,671	\$21,000	\$10,000	\$7,300
	West	9	\$731,500	\$567,827	\$545,000	\$12,000	\$50,000	\$4,444
TOTAL Small School		31	\$815,500	\$675,012	\$428,500	\$19,303	\$10,000	\$5,995



ACCS Survey: Of those reporting budget information in 2024.
 Pale purple highlights cell with only 1 response.
 na = No data in this series of measures.

*Median function is used
 All columns are “annual”

ACCS SCHOOL TUITION 2024

The Annual ACCS School tuition (Lower & Upper school averaged) is:

- \$4,858 for schools with < 50 students
- \$6,750 for schools with 50 to 149 students

Total students Served	Region	Number of schools reporting	Avg of Lower & Upper School Tuition^	Kndgtn Tuition (Full time)	Kndgtn Tuition (Part time)	Grade 4 Tuition	Grade 7 Tuition	Grade 12 Tuition
Micro School <50 students	Midwest	11	\$ 4,342	\$ 5,900	\$ 3,858	\$ 5,950	\$ 6,100	\$ 5,900
	Northeast	2	\$ 7,285	\$ 7,235	\$ 2,500	\$ 7,970	\$ 7,970	\$ 6,600
	South Central	5	\$ 4,100	\$ 6,000	\$ 2,600	\$ 5,425	\$ 6,000	\$ 6,000
	Southeast	13	\$ 5,000	\$ 5,700	\$ 3,400	\$ 5,700	\$ 5,700	\$ 5,700
	West	11	\$ 5,000	\$ 6,000	\$ 3,378	\$ 6,000	\$ 6,375	\$ 7,000
TOTAL Micro School		42	\$ 4,858	\$ 5,950	\$ 3,400	\$ 5,850	\$ 6,000	\$ 6,000
Small School (50-149) students	Midwest	21	\$ 6,500	\$ 5,604	\$ 4,627	\$ 6,795	\$ 6,898	\$ 8,088
	Northeast	11	\$ 7,973	\$ 6,784	\$ 5,607	\$ 7,744	\$ 7,744	\$ 9,338
	South Central	18	\$ 6,633	\$ 6,680	\$ 5,888	\$ 8,360	\$ 8,520	\$ 8,200
	Southeast	36	\$ 7,000	\$ 7,488	\$ 4,350	\$ 7,660	\$ 8,290	\$ 8,290
	West	28	\$ 7,042	\$ 7,575	\$ 5,250	\$ 7,600	\$ 7,650	\$ 7,652
TOTAL Small School		114	\$ 6,750	\$ 7,000	\$ 4,893	\$ 7,250	\$ 7,600	\$ 8,200



^Lower/Upper school represented by tuition for grades 4, 7 and 12 whereby all 3 were averaged, then the median across schools reported
 Pale purple highlights cell with only 1 response

ACCS Survey: Of those reporting traditional school tuition in 2024, *Median function is used.
 All columns are "annual"

ACCS HEAD OF SCHOOL SALARIES 2023-2025

Micro < 50 students: Head of School Salary Range (\$26K - \$90K)
Small (50-149) students: Head of School Salary Range (\$17K - \$165K)

Total Students Served 2024	Region	Head of School Total Annual Compensation*				Second Highest School Position Total Annual Compensation*			
		Number of schools reporting	Head of School Total Comp	Head of School Min Comp	Head of School Max Comp	Number of schools reporting	Second Highest Total Comp	Second Highest Min Comp	Second Highest Max Comp
Micro School (<50 students)	Midwest	6	\$40,755	\$26,012	\$90,000	3	\$23,240	\$3,421	\$34,074
	Northeast	1	\$49,310	\$49,310	\$49,310	0			
	South Central	3	\$51,938	\$36,213	\$69,600	1	\$32,260	\$32,260	\$32,260
	Southeast	2	\$27,177	\$7,050	\$47,304	2	\$23,798	\$5,075	\$42,520
	West	4	\$32,368	\$29,358	\$48,648	0			
Total Micro School < 50 students		16	\$39,593	\$26,012	\$90,000	6	\$24,929	\$3,421	\$42,520
Small School (50-149 students)	Midwest	10	\$50,867	\$17,400	\$93,717	4	\$32,063	\$114	\$59,646
	Northeast	3	\$41,179	\$49,214	\$69,996	0			
	South Central	8	\$89,873	\$36,000	\$165,626	2	\$76,201	\$59,215	\$93,187
	Southeast	7	\$83,637	\$42,456	\$131,475	2	\$50,292	\$34,480	\$66,103
	West	9	\$83,981	\$30,000	\$138,093	3	\$26,577	\$18,819	\$31,250
Total Small School (50-149)		37	\$72,770	\$17,400	\$165,626	11	\$41,906	\$114	\$93,187



Source: IRS 990's 2023-2025 ACCS Schools
 Pale purple, pale yellow cells have extreme mitigated.
 na = No data in this series of measures.

*Mean function is used in all calculations above
 All columns are "annual". SE micro only has 2 data points, so retained \$7,050 as min
 Very small compensation numbers likely due to part time or other arrangement
 ACCS Confidential & Proprietary

ACCS TEACHERS SALARIES 2024

Salaries differ by school size:

- **Micro < 50 students:** Head of School (\$40K - \$50K); K-6 Teacher (\$26K - \$31K); 7-12 Teacher (\$30K - \$35K)
- **Small (50-149) students:** Head of School (\$65K - \$77K); K-6 Teacher (\$32K - \$39K); 7-12 Teacher (\$34K - \$43K)

			Teacher Salary K-6			Teacher Salary 7-12			Adjustments	
Total Students Served 2024	Region	Number of schools reporting	K-6 Teacher Low	K-6 Teacher High	K-6 Teacher 5+ yrs exp	7-12 Teacher Low	7-12 Teacher High	7-12 Teacher 5+ yrs exp	Latin/Greek	Science/Math
Micro School <50 students	Midwest	2	\$41,056	\$41,608	na	\$38,000	\$38,000	na	na	na
	Northeast	3	\$17,000	\$22,000	\$30,000	\$30,000	\$40,000	\$40,000	na	na
	South Central	4	\$20,000	\$20,000	\$20,000	\$19,000	\$22,000	\$28,000	na	na
	Southeast	3	\$23,750	\$29,000	\$24,500	\$27,000	\$27,000	\$28,000	\$2,000	\$1,000
	West	5	\$30,000	\$36,000	\$31,000	\$36,536	\$38,036	\$36,000	na	na
TOTAL Micro Schools		17	\$26,500	\$31,000	\$28,000	\$30,000	\$35,000	\$31,500	\$2,000	\$1,000
Small School (50-149) students	Midwest	7	\$34,400	\$39,140	\$35,000	\$38,000	\$40,000	\$36,000	na	na
	Northeast	2	\$31,000	\$37,000	\$35,000	\$31,000	\$46,000	\$35,000	na	na
	South Central	6	\$25,000	\$45,250	\$30,500	\$25,000	\$47,000	\$36,000	na	\$2,000
	Southeast	10	\$33,000	\$43,428	\$35,000	\$34,992	\$47,250	\$45,000	na	\$850
	West	9	\$31,250	\$37,500	\$35,000	\$40,000	\$42,609	\$40,000	\$500	\$1,500
TOTAL Small Schools		34	\$32,250	\$39,570	\$35,000	\$34,400	\$43,609	\$37,000	\$500	\$1,500



ACCS Survey: Of those ACCS schools reporting teacher salaries in 2024.
 Pale purple highlights cell with only 1 response.
 na = No data in this series of measures.

*Median function is used
 All columns are "annual"

ACCS SCHOOL STUDENT ENROLLMENT 2024

Total Students Served 2024	Region	Number of Schools Reporting	PreK-12 Avg # Students	PreK Avg # Students	K-6 Avg # Students	7-12 Avg # Students
Micro School <50 students	Midwest	24	26	1	9	3
	Northeast	4	20	0	8	1
	South Central	12	24	3	11	4
	Southeast	19	26	1	16	4
	West	18	33	1	18	8
TOTAL Micro School		77	27	1	13	4
Small School (50-149) students	Midwest	29	99	10	58	24
	Northeast	13	118	6	53	40
	South Central	23	111	5	53	25
	Southeast	44	104	6	53	21
	West	35	98	4	60	23
TOTAL Small School		144	104	6	55	24



ACCS Survey: Table includes the mean # of students PreK-12 both traditional and non-traditional
na = No data in this series of measures.

ACCS SCHOOL TEACHERS & NON-FACULTY 2024

Total Students Served 2024	Region	Number of Schools Reporting	K-12 Avg # Teachers	K-6 Avg # Teachers	7-12 Avg # Teachers	Avg # Teachers w-Advanced degree	Avg # Non-Faculty Staff Full-Time	Avg # Non-Faculty Staff Part-Time
Micro School <50	Midwest	24	3	2	1	1	1	2
	Northeast	4	4	4	0	2	1	1
	South Central	12	4	3	2	1	1	1
	Southeast	19	3	2	1	4	1	0
	West	18	4	3	1	2	1	1
TOTAL Micro School		77	3	2	1	2	1	1
Small School (50-149) students	Midwest	29	7	5	3	3	2	2
	Northeast	13	6	4	2	5	3	1
	South Central	23	9	5	4	4	2	1
	Southeast	44	9	7	3	6	3	4
	West	35	8	6	3	3	4	3
TOTAL Small School		144	8	6	3	4	3	2



ACCS Survey: Table includes the mean # of full time teachers/faculty/nonfaculty both traditional and non-traditional schooling
na = No data in this series of measures.

Means are used for averages in this table
All columns are "annual"

ACCS SCHOOL STUDENT-TEACHER RATIO 2024

The number of students per teacher changes with school size.

For K-12 on average:

- **Micro Schools (<50 students):** There is 1 teacher to every 6 students on average in small schools
- **Small Schools (50-149):** 1 teacher to every 9 students

Total Students Served 2024	Region	Number of schools reporting	K-12 Student-Teacher Ratio	K-6 Student-Teacher Ratio	7-12 Student-Teacher Ratio
Micro School <50	Midwest	11	6	5	12
	Northeast	2	4	4	2
	South Central	8	5	5	4
	Southeast	8	4	5	3
	West	10	8	8	6
TOTAL Micro School		39	6	6	6
Small School (50-149) students	Midwest	18	9	11	8
	Northeast	6	8	9	8
	South Central	12	8	9	7
	Southeast	28	8	9	6
	West	26	9	10	8
TOTAL Small School		90	9	10	7



Section II

Additional Head of School Salary Analysis

Analyses of Head of School Salary based on
ACCS School Revenue*

See Appendix Section II pg 40 for methods



Following slides have additional analyses via AI based on the same source of data as the previous section (ACCS School 990 IRS information for 2023-2025)

Head of School Salary Benchmark Summary

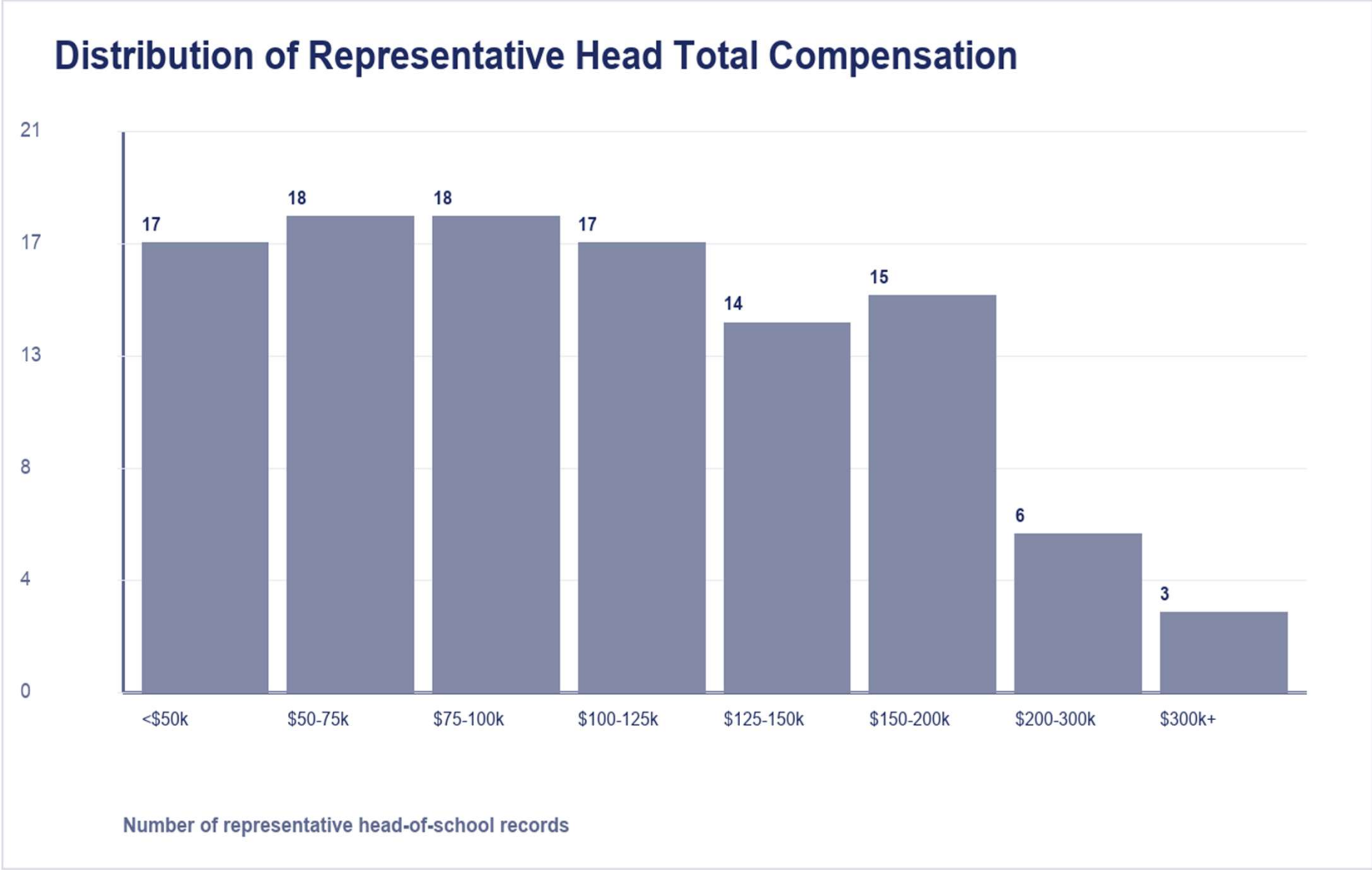
ACCS School Revenue is used in this analysis for reporting Head of School salaries.

The practical hiring range is calculated in the revenue-band middle 50%. Adjustments within the range would be made with respect to region, complexity of the position, enrollment growth expectations, fundraising needs, and whether the role includes CEO/president duties.

SUMMARY	
ACCS Representative schools	108
Median Total Compensation	\$100,016
Middle 50% Total Compensation* range	\$62,822 to \$145,161
Median Salary	\$90,131
* Total compensation refers to salary + any other cash compensation. About 36% of ACCS school IRS 990 forms had additional cash compensation for top salaries.	

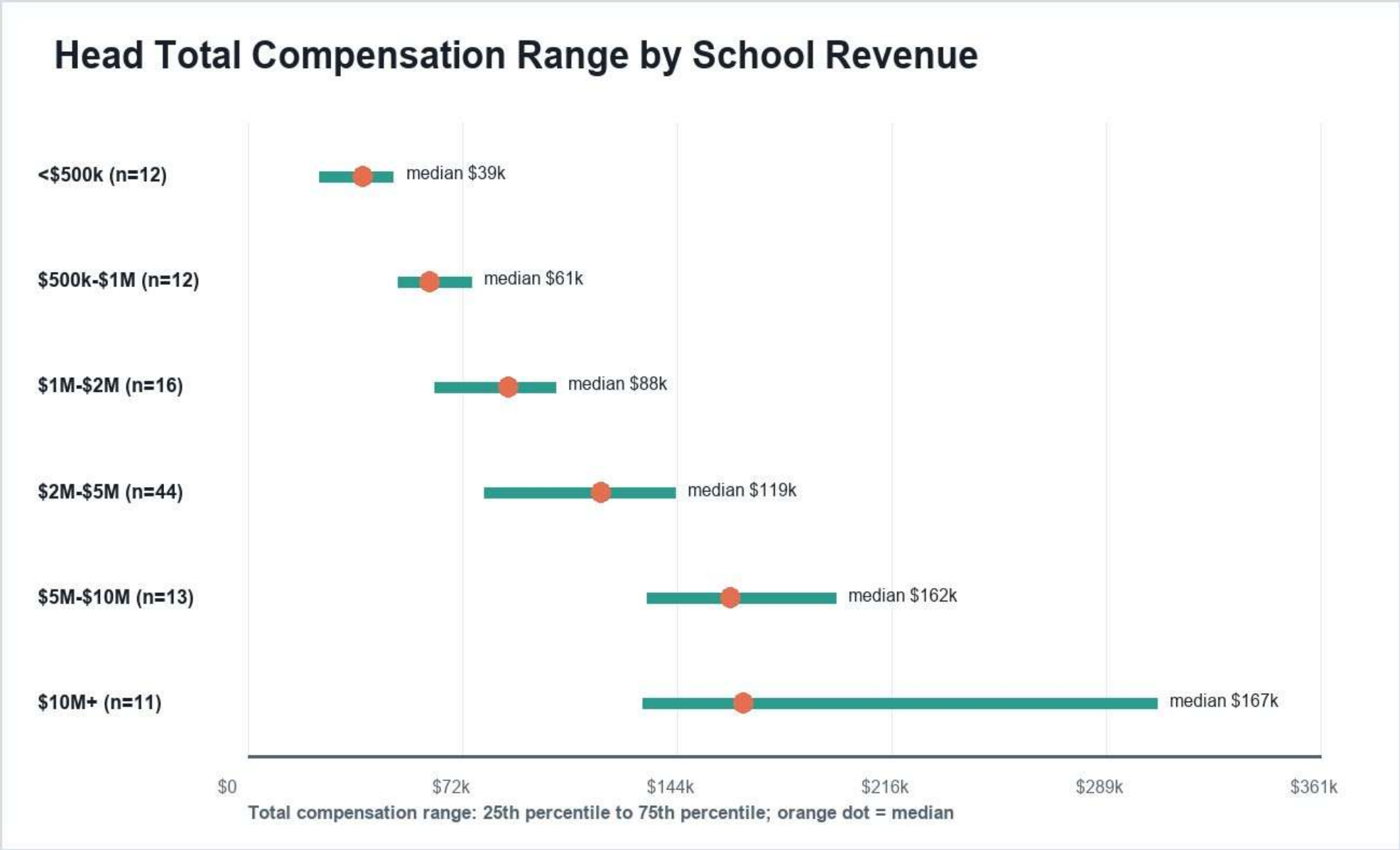


Number of Head-of-School Records



Source: From ACCS school IRS 990 forms 2023-2025

Benchmark by School Revenue Size*



* Size is measured by ACCS School total revenue. The hiring range shown is the 25th to 75th percentile of representative head of school total compensation inside each school revenue band. Source: From ACCS school IRS 990 forms 2023-2025

Benchmark by School Size (Revenue)

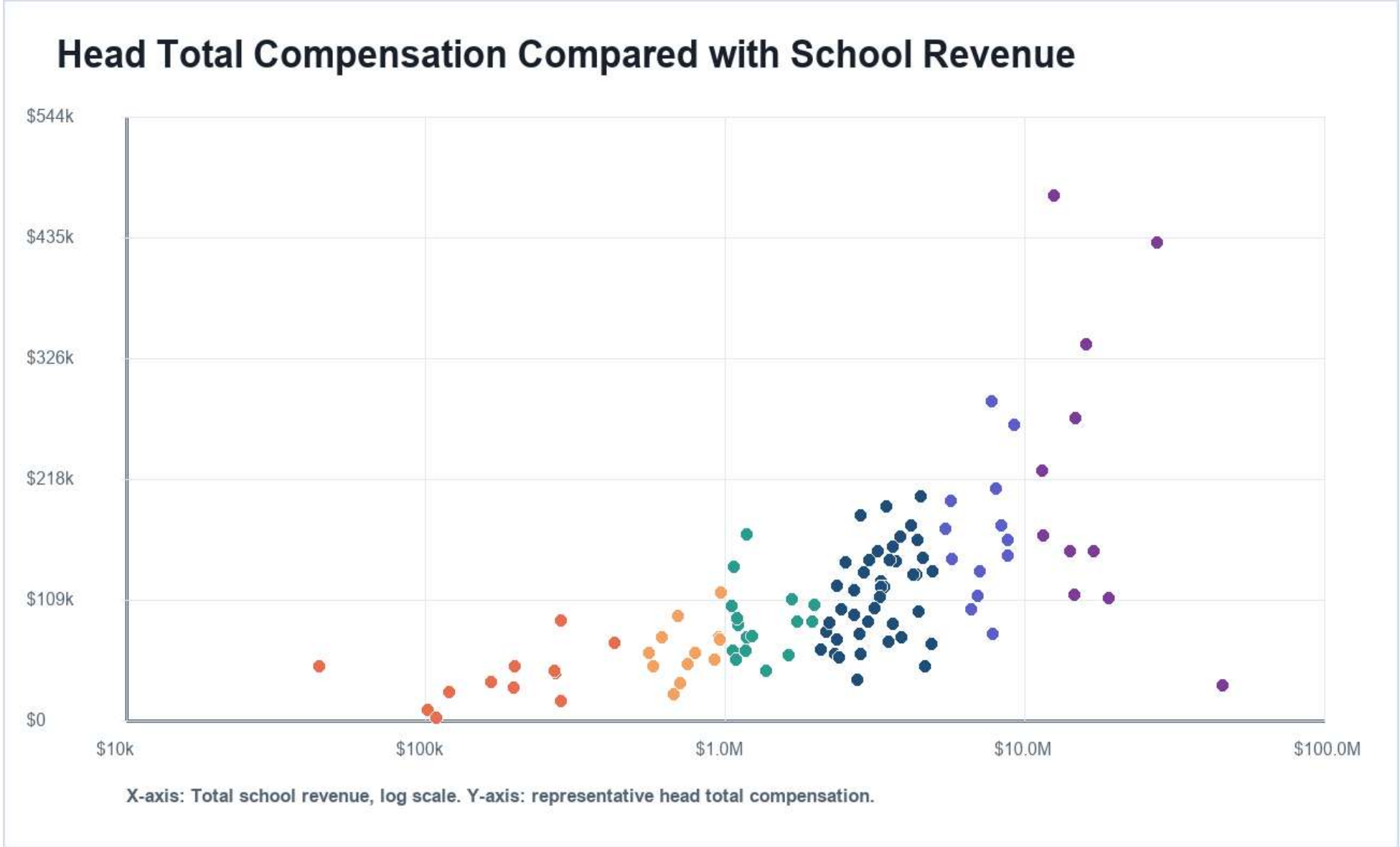
School Revenue band	N	Median Revenue	25th pct total	Median total	75th pct total	Median salary	Median Total comp/ revenue
<\$500k	12	\$197k	\$23,946	\$38,760	\$48,814	\$38,760	16.4%
\$500k-\$1M	12	\$727k	\$50,533	\$61,162	\$75,072	\$58,271	7.8%
\$1M-\$2M	16	\$1.2M	\$62,822	\$87,661	\$103,411	\$75,332	6.0%
\$2M-\$5M	44	\$3.3M	\$79,564	\$118,762	\$143,692	\$99,195	3.6%
\$5M-\$10M	13	\$7.8M	\$134,480	\$162,267	\$197,663	\$142,218	2.1%
\$10M+	11	\$14.8M	\$132,890	\$166,742	\$305,742	\$162,310	1.4%

Size is measured by ACCS school revenue.

Based on the schools revenue, the 25th to 75th percentile shown would be the hiring range for the head of school total compensation.

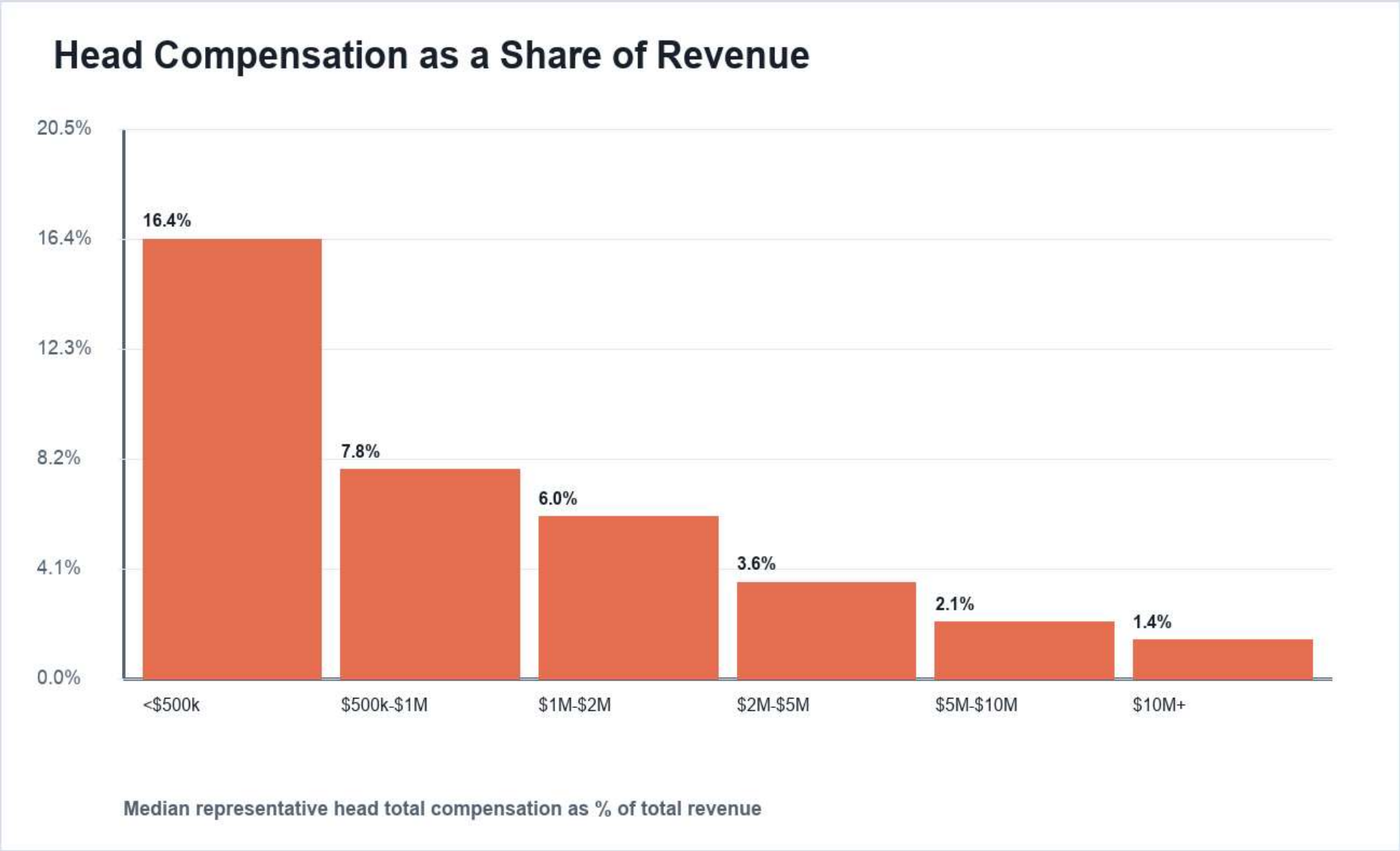


Revenue Relationship



The scatter plot uses a log scale for school revenue.
Each dot is one representative head-of-school record.

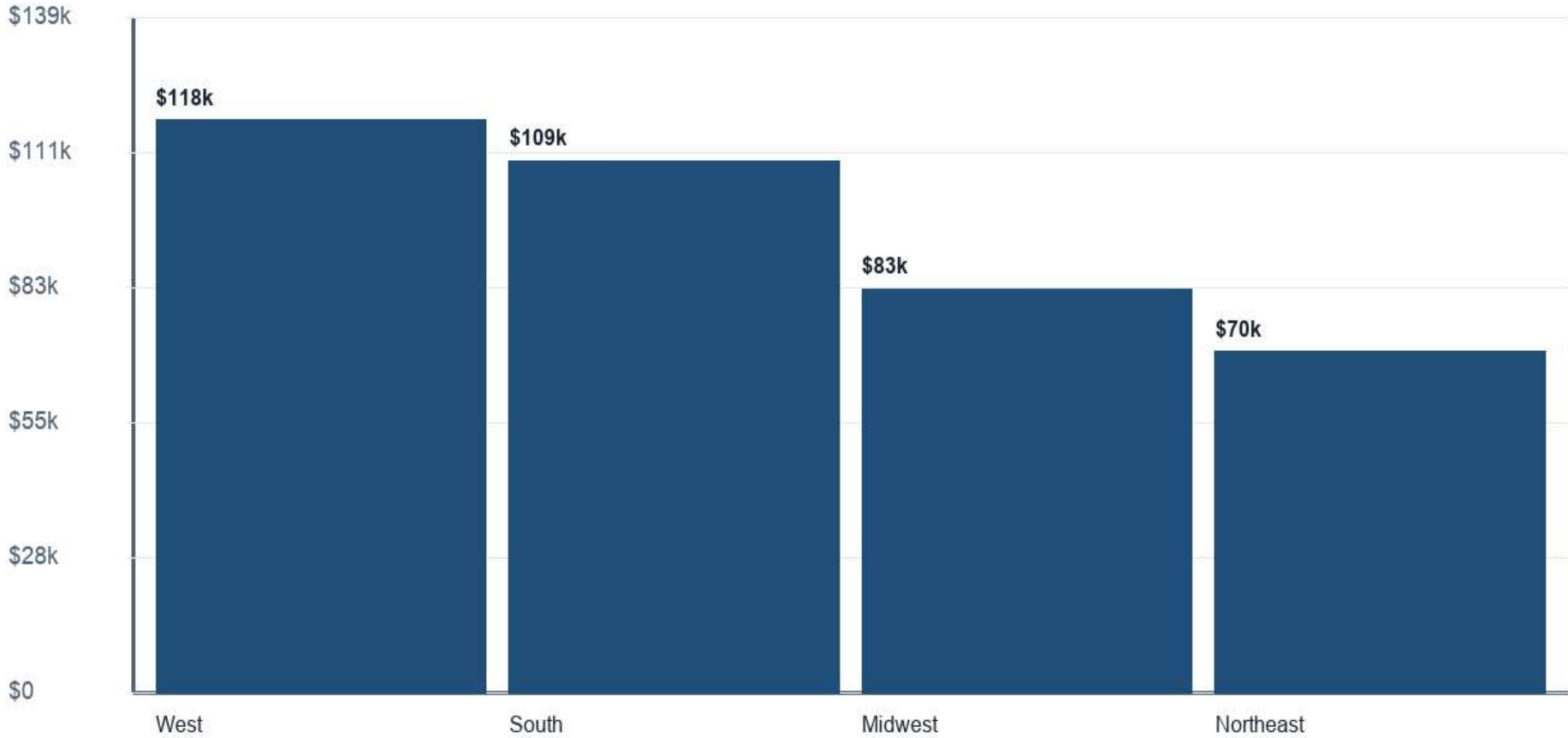
Revenue Relationship



Source: From ACCS school IRS 990 forms 2023-2025

Location Benchmarks (tables on next slide)

Median Head Total Compensation by Region



Regions use US Census grouping; non-US/other records appear separately when present.

Median representative head total compensation



Source: From ACCS school IRS 990 forms 2023-2025

Location Head of School Benchmarks

Regional results are more stable than state results since many states have only one or two records.

State rows are shown only when there are at least three representative head of school salary records.

Region	N	25th pct	Median	75th pct
West	22	\$54,747	\$117,554	\$141,230
South	55	\$75,000	\$109,167	\$154,605
Midwest	20	\$57,306	\$82,844	\$103,925
Northeast	11	\$58,690	\$69,996	\$147,360

State (N>=3)	N	25th pct	Median	75th pct
VA	5	\$131,475	\$202,075	\$287,911
GA	4	\$89,414	\$137,650	\$247,433
WA	8	\$79,100	\$128,034	\$154,802
CA	3	\$117,861	\$120,722	\$129,408
NC	7	\$88,810	\$112,000	\$138,886
TX	16	\$75,000	\$109,871	\$158,385
OH	3	\$64,358	\$93,717	\$118,654
FL	7	\$64,296	\$89,150	\$120,284
MO	4	\$65,888	\$87,144	\$118,080
TN	6	\$75,696	\$82,866	\$96,970
OR	3	\$70,594	\$78,257	\$131,656



Source: From ACCS school IRS 990 forms 2023-2025

Hiring Guidance

School Revenue	Typical hiring range	Median	When to go above range
<\$500k	\$23,946 - \$48,814	\$38,760	Use \$48,814+ for turnaround, rapid growth, multi-campus, or president/CEO scope.
\$500k-\$1M	\$50,533 - \$75,072	\$61,162	Use \$75,072+ for turnaround, rapid growth, multi-campus, or president/CEO scope.
\$1M-\$2M	\$62,822 - \$103,411	\$87,661	Use \$103,411+ for turnaround, rapid growth, multi-campus, or president/CEO scope.
\$2M-\$5M	\$79,564 - \$143,692	\$118,762	Use \$143,692+ for turnaround, rapid growth, multi-campus, or president/CEO scope.
\$5M-\$10M	\$134,480 - \$197,663	\$162,267	Use \$197,663+ for turnaround, rapid growth, multi-campus, or president/CEO scope.
\$10M+	\$132,890 - \$305,742	\$166,742	Use \$305,742+ for turnaround, rapid growth, multi-campus, or president/CEO scope.

Practical interpretation:

- Set the base offer near the revenue-band median for a stable school with standard head-of-school scope.
- Move toward the upper quartile when the candidate is expected to manage fundraising, major enrollment growth, leadership-team buildout, accreditation, facilities expansion, or a president/CEO portfolio.



Source: From ACCS school IRS 990 forms 2023-2025

Highest ACCS Head of School Compensation Records

Unique Id	State	Role title	Total comp	School Revenue	School Revenue Band
HOS-001	GA	President Of School	\$472,833	\$12.5M	\$10M+
HOS-002	TX	Head Of School	\$430,887	\$27.7M	\$10M+
HOS-003	VA	Head Of School	\$338,634	\$16.1M	\$10M+
HOS-004	VA	Head Of School	\$287,911	\$7.8M	\$5M-\$10M
HOS-005	FL	Head Of School	\$272,850	\$14.8M	\$10M+
HOS-006	TN	Head of School	\$266,638	\$9.3M	\$5M-\$10M
HOS-007	NJ	Head Of School	\$224,572	\$11.5M	\$10M+
HOS-008	TX	Head Of School	\$208,871	\$8.0M	\$5M-\$10M
HOS-009	VA	Head Of School	\$202,075	\$4.5M	\$2M-\$5M
HOS-010	WA	Head Master	\$197,663	\$5.6M	\$5M-\$10M
HOS-011	WA	Headmaster	\$192,383	\$3.5M	\$2M-\$5M
HOS-012	OR	Headmaster	\$185,056	\$2.8M	\$2M-\$5M
HOS-013	OK	Headmaster	\$176,097	\$8.3M	\$5M-\$10M
HOS-014	PA	Head Of School	\$175,906	\$4.2M	\$2M-\$5M
HOS-015	GA	Head Of School	\$172,300	\$5.4M	\$5M-\$10M



This table includes compensation, state, role, revenue, and size-band information
 Source: From ACCS school IRS 990 forms 2023-2025

Appendix: Section I Salary & Tuition Report



APPENDIX: DATA DESCRIPTION & DEFINITIONS

Data

- **Year:** The most complete and recent data, used from various sources for this report. ACCS survey data was from 2024. IRS 990 data covered 2023-2025 tax years.
- **Meaningful Level of Reporting:** To make this as useful as possible for schools, the goal is to provide the best estimates and as granularly as possible. Sample sizes allow for totals, total by school size. Generally the information allows estimates for region within school size, but at times the sample sizes are too low (as noted in limitations).
- **Definitions** for column headers are provided in the appendix
- **Medians and Means:** Medians are generally used and is another way of expression an average where 50% of responses were above, and 50% were below. It's used to minimize extremes. Averages were used for 990 salaries as variances were not as extreme. Sometimes the term "average" is used in place of median as a general term, for the purpose of lay readers. For the most part however, monetary figures are calculated with medians, and charts with numbers are calculated using means. Each slide will specify mean/median at the bottom.
- **Limitation:** Schools may have chosen not to report in certain fields (cells), consequently the sample for that cell may be too low to report resulting in an "na" (not available) in the cell.
- **Large Data Variances:** When some samples have extreme variances, "na" is used in the cell. Large schools more frequently than other school sizes do not have enough sample for analysis OR the sample deviates in the extreme. In these cases "na" is used in the cell.
- **Please note: Throughout the report** some averages may be non-intuitively smaller than others. This is due to the differing sample sizes and variance within each cell as reported by the school.



DATA DESCRIPTION

School Size	Region	Number of Schools	Avg # Students Served PreK-12 (Trad+Non)
Small School <150 students	Midwest	53	66
	Northeast	17	95
	South Central	35	81
	Southeast	63	80
	West	53	76
Small School <150 students TOTAL		221	77
Medium Schools (150-400 students)	Midwest	21	255
	Northeast	10	277
	South Central	15	266
	Southeast	44	269
	West	25	265
Medium Schools (150-400 students) TOTAL		115	266
Large Schools > 400 students	Midwest	4	523
	Northeast	3	479
	South Central	10	802
	Southeast	12	634
	West	4	655
Large Schools > 400 students TOTAL		33	660
Total		369	188

School Size	Region	Number of Schools	Avg # Students Served PreK-12 (Trad+Non)
Micro School <50	Midwest	24	26
	Northeast	4	20
	South Central	12	24
	Southeast	19	26
	West	18	33
TOTAL Micro Schools <50 students		77	27
Small School (50-150) students	Midwest	29	99
	Northeast	13	118
	South Central	23	111
	Southeast	44	104
	West	35	98
TOTAL Small Schools (50-149) students		144	104
TOTAL		221	77



*Mean of students served (PreK-12, Traditional and Non traditional)

DEFINITION FOR COLUMN HEADERS(1 OF 2)

Finances: Revenue, Contributions, Assets, Head of School Salaries, Next Top School Salary

- Data Source: IRS 990 forms 2024 ACCS Schools

Budget section definitions

- **Data Source:** ACCS Survey
- **Enrollment K-12:** Median across schools of the (Average of qtyStudentsK6 + qtyStudents712). Excludes PreK, non-traditional, graduates, and new-student counts.
- **Tuition:** Median of the average annual traditional tuition across lower school and upper school.
- **Total Budget:** Median Total operating expenses for the school in 2024.
- **Budget – Professional Salaries:** total budget for faculty, staff, and administrator salaries & benefits
- **Budget – Teacher Salaries:** total budget for grade K-12 faculty salaries
- **Budget – Curriculum:** Median of the total expenses for curriculum (of those reporting)
- **Budget – Marketing:** Median total expenses for marketing, admissions, and fundraising (of those reporting)
- **Budget – Training:** Median of the total expenses for teacher development & training (of those reporting)

Tuition

- **Data Source:** ACCS Survey 2024
- Lower/Upper school represented by tuition for grades 4, 7 and 12 whereby all 3 were averaged, then the median across schools reported
- All other tuition was based on reported annual tuition without discounts for grades 4, 7, and 12 on a survey of ACCS schools.
- **Discounts:** % of schools reporting financial aide for some families.
- **Required Fees:** total non-voluntary fees for a family with one student (not including optional items)

Student-Teacher Ratios

- **Data source:** ACCS Survey 2024
- Average students divided by the average of full time teachers within each school size/region grouping.



DEFINITION FOR COLUMN HEADERS (2 OF 2)

Head of School, Next highest salary

- **Data Source:** IRS 990 ACCS school reports 2023-2025
- **Average Annual Total Compensation:** Annual salary + Other Compensation
- **Lowest Annual Total Compensation:** Lowest Annual salary + Other compensation
- **Highest Annual Total Compensation:** Highest Annual salary + Other compensation

Teacher Salaries

- **Data Source:** ACCS Survey 2024
- **K-6 Low:** What was the lowest salary of a full-time teacher in grades K-6?
- **K-6 High:** What was the highest salary of a full-time teacher in grades K-6?
- **K-6 Exp:** What was the starting salary of a K-6 faculty member with 5+ years of experience?
- **7-12 High:** What was the highest salary of a full-time teacher in grades 7-12?
- **7-12 Low:** What was the lowest salary of a full-time teacher in grades 7-12?
- **7-12 Exp:** What was the starting salary of a 7-12 faculty member with 5+ years of experience?
- **Latin/Greek Adj:** If your school made a salary adjustment for Latin/Greek teachers, what was the average adjustment?
- **Science/Math Adj:** If your school made a salary adjustment for math/science teachers, what was the average adjustment?

Student and Teacher Numbers

- **Data Source:** ACCS Survey 2024
- **7-12 Teachers:** total number of full-time faculty in grades 7-12
- **K-6 Teachers:** total number of full-time faculty in grades K-6
- **Non Faculty:** total number of full-time administrators & staff (non-teaching)
- **PreK students:** Number of students in PreK (traditional schooling)
- **K-6 students:** Number of students grades K-6 (traditional schooling)
- **7-12 students:** Number of students grades 7-12 (traditional schooling)



Appendix Section II:

Additional Salary Analysis Methodology



Section II: Additional Salary Analysis Methodology

- **Source tables:** From ACCS school IRS 990 forms 2023-2025
- **Primary role filter:** Titles explicitly containing Head of School, Headmaster, Head Master, Head Mistress, President of School, or CEO/Executive Director paired with Head/Headmaster wording. When more than one explicit head/headmaster record was listed for one EIN, the highest total compensation was used as that school's representative figure.
- **Excluded from primary benchmark:** Former heads, assistant heads, division heads, lower/upper/grammar school heads, principal-only rows, superintendent-only rows, and executive-director-only rows.
- **Compensation definition:** Total compensation equals Reportable Comp (Org) + Reportable Comp (Related Orgs) + Other Comp. Reportable Comp (Org) is shown separately as the closest salary/cash-pay proxy.
- **Revenue** is from the 990 IRS ACCS latest populated organizations data and is used only as a size proxy. It is not enrollment and may be distorted for foundations, affiliated ministries, or unusually asset-heavy organizations.
- This is not a market survey. It reflects the IRS 990 tax-return records available.
- Specific school and individual names have been removed from this version. Unique Id's are report-only labels and do not correspond to source workbook row numbers.