



2019-2020 Tuition & Salary Survey **Member Report**

Hosted and Reported by Magneti
on behalf of ACSI

September 2020

Introduction

In February of the 2019/2020 school year, ACSI began conducting the Tuition and Salary study among members in the United States. In early March, the global COVID-19 pandemic led to the disruption of education across all sectors in the U.S. Despite the challenging circumstances, 402 US member schools responded to the present survey (17% response rate). All data was collected between February 25, 2020 to July 13, 2020. [It should be noted that during this timeframe, member schools also responded to two ACSI surveys on the impact of COVID-19. Those reports are available on the ACSI website.]

All data in this report reflects responses from this sample rather than any data ACSI has otherwise stored regarding its members. The breakdown in salary numbers is 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.

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Section I: US School Information

A. Geography (US)

Figure 1.1 (N = 402)

State	Percent
Alabama	1%
Alaska	0%
Arizona	3%
Arkansas	0.2%
California	11%
Colorado	1%
Connecticut	0.2%
Delaware	1%
District of Columbia	0%
Florida	10%
Georgia	4%
Hawaii	1%
Idaho	0%
Illinois	3%
Indiana	2%
Iowa	1%
Kansas	1%
Kentucky	2%
Louisiana	2%
Maine	0.2%
Maryland	3%
Massachusetts	1%
Michigan	1%
Minnesota	2%
Mississippi	1%

State	Percent
Missouri	2%
Montana	0.5%
Nebraska	0.5%
Nevada	0.5%
New Hampshire	1%
New Jersey	1%
New Mexico	1%
New York	2%
North Carolina	7%
North Dakota	0.5%
Ohio	6%
Oklahoma	2%
Oregon	1%
Pennsylvania	5%
Rhode Island	0%
South Carolina	1%
South Dakota	0.5%
Tennessee	3%
Texas	7%
Utah	0.5%
Vermont	0.2%
Virginia	4%
Washington	1%
West Virginia	1%
Wisconsin	1%
Wyoming	0%

B. Education Levels Offered

Figure 1.2 (N = 401)

	US
Standalone Early Education	9%
Early Education	74%
Elementary School	87%
Middle School/ Junior High	81%
High School	63%

C. Years in Operation

Figure 1.3 (N = 149)

	US
1 - 5 years	6%
6 - 10 years	3%
11 - 20 years	10%
21 - 30 years	25%
31 - 40 years	22%
41 - 50 years	23%
51 - 75 years	10%
More than 75 years	2%

D. Grade Levels Offered

Figure 1.4 (N = 390)

Grade Level	Percent of Schools Offering
Infants	10%
1-year-olds	14%
Pre-K 2	27%
Pre-K 3	57%
Pre-K 4	72%
Pre-K 5	52%
Half-Day Kindergarten	21%
Full-Day Kindergarten	82%
1st Grade	86%
2nd Grade	86%
3rd Grade	85%
4th Grade	85%
5th Grade	85%
6th Grade	84%
7th Grade	81%
8th Grade	80%
9th Grade	64%
10th Grade	62%
11th Grade	61%
12th Grade	61%
Residential Boarding / Homestay	7%

E. Grade Level Enrollment

Figure 1.5 (N = 141)

Grade Level	Median Enrollment
Infants	10
1-year-olds	15
Pre-K 2	18
Pre-K 3	19
Pre-K 4	20
Pre-K 5	15
Half-Day Kindergarten	7
Full-Day Kindergarten	18
1st Grade	18
2nd Grade	15
3rd Grade	15
4th Grade	17
5th Grade	16
6th Grade	17
7th Grade	17
8th Grade	18
9th Grade	17
10th Grade	18
11th Grade	20
12th Grade	18
Residential Boarding / Homestay	20

F. Class Size by Grade Level

Figure 1.6 (N = 132)

Grade Level	Median Class Size
Infants	8
1-year-olds	8
Pre-K 2	10
Pre-K 3	12
Pre-K 4	14
Pre-K 5	12
Half-Day Kindergarten	8
Full-Day Kindergarten	15
1st Grade	15
2nd Grade	15
3rd Grade	14
4th Grade	15
5th Grade	15
6th Grade	16
7th Grade	16
8th Grade	16
9th Grade	16
10th Grade	17
11th Grade	16
12th Grade	16
Residential Boarding / Homestay	20

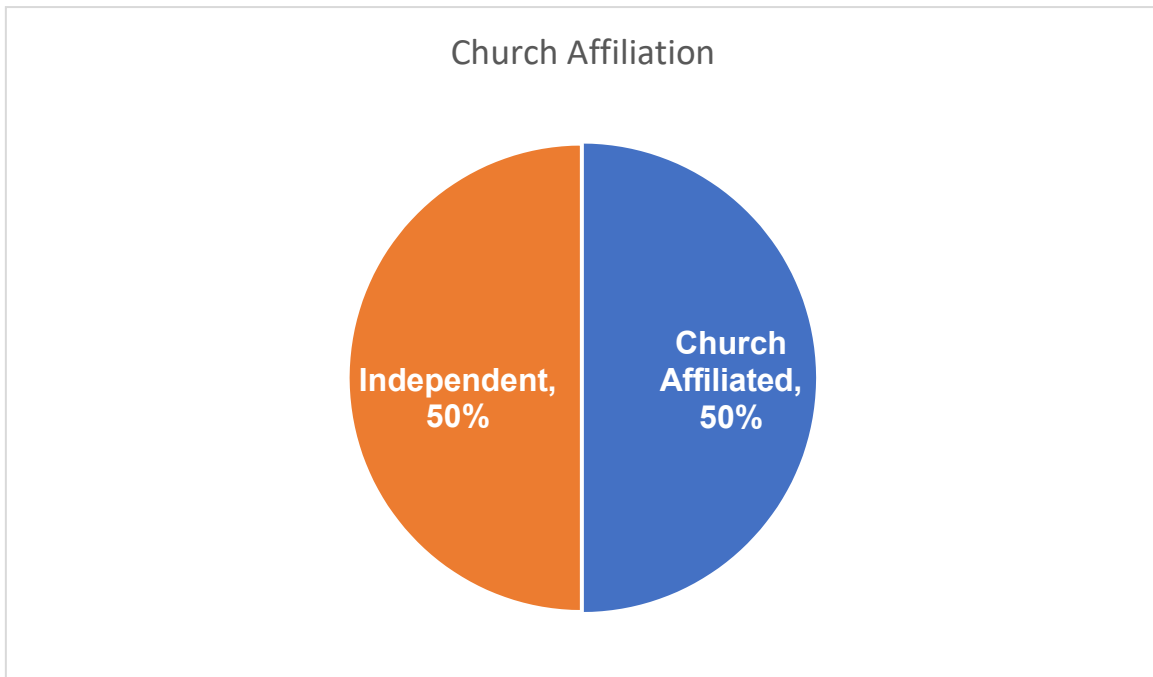
G. Student/Teacher Ratios

Figure 1.7 N = 121

	25th Percentile	50th Percentile	75th Percentile
US Schools Overall	12.1	9.3	7.1

H. Church Affiliation

Figure 1.8 (N = 149)



I. Accreditation

Figure 1.9 (N = 158)

	US
Accreditation (any)	67%

Figure 1.10 (N = 105)

	US
Association of Christian Schools International (ACSI)	82%
AdvancED	41%
State	19%
Western Association of Schools and Colleges (WASC)	9%
Middle States Association of Colleges and Schools (MSA)	9%
Southern Association of Colleges and Schools (SACS)	5%
Christian Schools International (CSI)	2%
Council on Educational Standards and Accountability (CESA)	2%
International Christian Accrediting Association (ICAA)	2%
New England Association of Schools and Colleges (NEASC)	1%
Association of Classical Christian Schools (ACCS)	1%
Other Accreditations	15%

J. Programs Offered

Figure 1.11

Programs	Up to 100 students	101-200 students	201-400 students	401+ students
Extended Day Care (Before / After School)	59%	63%	77%	<i>Insufficient sample</i>
Summer Programs	41%	22%	38%	<i>Insufficient sample</i>
Activities for Home School Students	29%	29%	35%	<i>Insufficient sample</i>
Part-Time Student Options	59%	56%	35%	<i>Insufficient sample</i>
Other Program(s)	6%	7%	6%	<i>Insufficient sample</i>
None of these	6%	10%	12%	<i>Insufficient sample</i>
	<i>N = 34</i>	<i>N = 41</i>	<i>N = 34</i>	

K. Online Course Offerings

Figure 1.12 (N = 148)

	US schools
No online courses available	68%
1% - 25% of course offerings available online	32%
26% - 50% of course offerings available online	0%
More than 50% of course offerings available online	0%

Section II: US Tuition Information

A. Tuition Change

Figure 2.1 (N = 236)

	Early Education	Elementary	Middle School / Junior High	High School
Increased 10% or more	6%	4%	3%	3%
Increased 7% - 9%	4%	4%	3%	3%
Increased 4% - 6%	21%	24%	27%	30%
Increased 1% - 3%	32%	43%	39%	37%
SAME tuition as last year	34%	23%	23%	23%
Decreased 1% - 3%	2%	2%	4%	3%
Decreased 4% - 6%	0%	1%	1%	0%
Decreased 7% - 9%	1%	0%	0%	0%
Decreased 10% or more	1%	0%	1%	1%

B. Tuition Rates

Figure 2.2

Grade Level	25th Percentile	50th Percentile	75th Percentile	N=
1 year old	\$2,036	\$6,830	\$9,654	40
Pre-K 2	\$2,097	\$5,900	\$8,520	71
Pre-K 3	\$2,405	\$5,260	\$7,350	155
Pre-K 4	\$3,024	\$5,260	\$6,900	191
Pre-K 5	\$3,500	\$5,950	\$8,011	112
Half-Day Kindergarten	\$3,088	\$3,892	\$5,235	48
Full-Day Kindergarten	\$4,875	\$6,100	\$7,526	228
1st grade	\$4,959	\$6,431	\$7,800	237
2nd grade	\$4,950	\$6,400	\$7,800	239
3rd grade	\$4,976	\$6,441	\$7,800	236
4th grade	\$4,959	\$6,450	\$7,810	237
5th grade	\$5,000	\$6,550	\$7,879	235
6th grade	\$5,213	\$6,700	\$8,438	232
7th grade	\$5,390	\$6,900	\$8,681	222
8th grade	\$5,357	\$6,890	\$8,681	222
9th grade	\$5,975	\$7,500	\$9,650	173
10th grade	\$5,950	\$7,500	\$9,699	171
11th grade	\$5,962	\$7,475	\$9,850	168
12th grade	\$5,950	\$7,450	\$9,700	167

C. Tuition Discounts

Figure 2.3 (N = 281)

Percent of Schools Offering	All Sizes	Up to 100 students	101-200 students	201-400 students	401+ students
Need-Based Tuition Assistance	76%	56%	83%	79%	<i>Insufficient sample</i>
Multiple Child Discounts	72%	68%	73%	59%	<i>Insufficient sample</i>
Child of Pastor / Missionary	60%	53%	51%	59%	<i>Insufficient sample</i>
Child of Full-Time Faculty	84%	79%	81%	85%	<i>Insufficient sample</i>
Other Discount(s)	31%	29%	37%	41%	<i>Insufficient sample</i>
No Discounts	3%	0%	5%	0%	<i>Insufficient sample</i>

Figure 2.4

Median Discount Percentages	All Sizes
Need-Based Tuition Assistance	35% (N=180)
Multiple Child Discounts	10% (N=188)
Child of Pastor / Missionary	40% (N=156)
Child of Full-Time Faculty	57% (N=220)
Other Discount(s)	10% (N=73)

Figure 2.5 N = 101

Students Receiving Need-Based Tuition Assistance	25th percentile	50th percentile	75th percentile
All schools	8%	15%	30%

Figure 2.6 N = 159

	25th percentile	50th percentile	75th percentile
Amount of Need-Based Assistance Per Recipient	\$1,375	\$2,351	\$3,500

Figure 2.7 (N = 122)

Students Receiving Standard Tuition Assistance	25th percentile	50th percentile	75th percentile
All schools	10%	21%	37%
Up to 100 students	8%	25%	44%
101 to 200 students	12%	24%	38%
201 to 400 students	8%	16%	23%
401 or more students	<i>Insufficient sample</i>	<i>Insufficient sample</i>	<i>Insufficient sample</i>

Figure 2.8 N = 188

	25th percentile	50th percentile	75th percentile
Amount of Standard Discount Per Recipient	\$1,042	\$2,077	\$3,544

Section III: US Staff Information

A. Staff Category Ratios

Figure 3.1 (N = 218)

	25th percentile	50th percentile	75th percentile
Teachers	51%	63%	72%
Administrators	5%	8%	11%
Other Staff	17%	27%	39%

B. Employment Categories

Figure 3.2

	25th percentile	50th percentile	75th percentile
Full-Time (N = 120)	52%	71%	82%
Part-Time (N = 119)	17%	29%	45%
Barter for Tuition (N = 120)	0%	0%	0%

C. Staff and Board Gender Ratios

Figure 3.3

	25th percentile	50th percentile	75th percentile
Male Teacher (N = 182)	11%	17%	27%
Female Teachers (N = 182)	73%	83%	89%
Male Administrators (N = 143)	25%	50%	67%
Female Administrators (N = 143)	33%	50%	75%
Male Other Staff (N = 142)	5%	18%	31%
Female Other Staff (N = 142)	69%	82%	95%
Male Board Members (N = 176)	50%	67%	76%
Female Board Members (N = 176)	24%	33%	50%

Figure 3.4 (N = 161)

	Gender of School Head
Male	56%
Female	44%

D. Staff Race / Ethnicity Category

Figure 3.5 (N = 104)

	25th percentile	50th percentile	75th percentile	Maximum %
African American / Black	0%	2%	7%	91%
American Indian / Alaskan Native	0%	0%	0%	29%
Asian	0%	0%	2%	89%
Caucasian / White	70%	86%	97%	100%
Hispanic / Latino	0%	4%	9%	90%
Native Hawaiian / Pacific Islander	0%	0%	0%	78%
Other Race / Ethnicity	0%	0%	0%	78%

E. Teaching Staff Credentials

Figure 3.6

Percentage of Teachers with Certifications	ACSI Certification	State License / Certification
0% teachers	26% schools	5% schools
1% - 10% teachers	11% schools	17% schools
11% - 20% teachers	4% schools	9% schools
21% - 30% teachers	4% schools	6% schools
31% - 40% teachers	2% schools	7% schools
41% - 50% teachers	1% schools	6% schools
51% - 60% teachers	2% schools	6% schools
61% - 70% teachers	1% schools	8% schools
71% - 80% teachers	5% schools	6% schools
81% - 90% teachers	24% schools	12% schools
91-99% teachers	12% schools	8% schools
100% teachers	8% schools	10% schools
	<i>N = 211</i>	<i>N = 218</i>

F. Teaching Staff Education

Figure 3.7 (N = 59)

	25th percentile	50th percentile	75th percentile
High School Diploma	0%	26%	44%
Trade School	0%	0%	0%
Associate degree	0%	0%	8%
Bachelor's Degree	39%	45%	63%
Master's Degree	10%	16%	28%
Doctoral Degree	0%	0%	1%

G. Teaching Staff Experience

Figure 3.8 (N = 45)

	25th percentile	50th percentile	75th percentile
Less than 1 year	0%	0%	1%
1 to 5 years	15%	23%	32%
6 to 10 years	12%	17%	23%
11 to 15 years	8%	18%	23%
16 to 20 years	6%	13%	19%
21 to 30 years	7%	13%	17%
31 to 40 years	3%	7%	9%
More than 40 years	0%	0%	2%

Section IV: US Salary and Benefits Information

A. Setting Salaries

Figure 4.1 (N = 199)

	All Schools	Up to 100 students	101-200 students	201-400 students	401+ students
School Has Teacher Salary Schedule	71%	57%	68%	73%	<i>Insufficient sample</i>

Figure 4.2: Schools with Salary Schedules

Factors Included in Salary Schedules	All Schools
Teaching Certification	55%
Tenure at School	41%
Total Years Experience	92%
Degree Level	92%
Teaching Load	31%
Performance Reviews	26%
Subject Taught	14%
Grade Level	10%
Other Factors	7%
	<i>N = 140</i>

Figure 4.3: Schools with NO Salary Schedule

Factors Included in Setting Salaries (no schedule)	All Schools
Teaching Certification	54%
Tenure at School	48%
Total Years Experience	71%
Degree Level	66%
Teaching Load	42%
Performance Reviews	41%
Subject Taught	19%
Grade Level	22%
Other Factors	10%
	<i>N</i> = 59

Figure 4.4: Salary-Setting Priorities for All Schools

Salary-Setting Priorities (with or without schedule)	Percentage who Ranked as Highest Priority
Total Years Experience (<i>N</i> = 38)	37%
Degree Level (<i>N</i> = 35)	29%
Teaching Certification (<i>N</i> = 30)	23%

NOTE: Insufficient sample to rank Tenure at School, Performance Reviews, Teaching Load, Subject Taught, and Grade Level

B. Teaching Staff Salaries

Figure 4.5

	25th percentile	50th percentile	75th percentile
Lowest / entry level teacher salary (N = 181)	\$20,909	\$25,000	\$30,016
Average teacher salary (N = 175)	\$26,000	\$31,000	\$36,030
Highest teacher salary (N = 177)	\$31,750	\$38,000	\$48,842

C. Other Staff Position Salaries

Figure 4.6

Staff Positions	Schools with this Position	Median salary	Number reporting
Head of School	83%	\$60,000.00	N = 138
Principal of Early Education	24%	\$40,560.00	N = 39
Principal of Elementary School	38%	\$54,414.00	N = 65
Principal of High School	32%	\$65,000.00	N = 51
Administrative Assistant	64%	\$26,448.00	N = 103
Admissions Director	39%	\$33,750.00	N = 62
Advancement / Development Director	25%	\$37,150.00	N = 40
Athletic Director	58%	\$37,142.00	N = 95
Chief Business Manager	40%	\$49,084.00	N = 66
Coach	45%	\$1,900.00	N = 70
Counselor / Psychologist	21%	\$35,000.00	N = 35
Extended Day Staff	49%	\$5,676.00	N = 79
Human Resources Director	19%	\$37,500.00	N = 30
Kitchen Staff	34%	\$15,000.00	N = 57
Learning Specialist	40%	\$28,000.00	N = 66
Library / Media Staff	44%	\$16,217.50	N = 70
Maintenance Staff	52%	\$29,250.00	N = 85
Secretarial / Clerical Staff	67%	\$21,000.00	N = 109
Teacher Assistants / Aides	67%	\$14,000.00	N = 111
Technology / IT Staff	37%	\$32,500.00	N = 58

D. Benefits

Figure 4.7 (N = 185)

Percent of Schools Offering Each Benefit	All Sizes	Up to 100 students	101-200 students	201-400 students	401+ students
Cash Bonus	35%	30%	35%	36%	<i>Insufficient Sample</i>
Retirement Plan Contribution	43%	24%	28%	55%	<i>Insufficient Sample</i>
Disability Insurance	36%	12%	18%	39%	<i>Insufficient Sample</i>
Life Insurance	44%	9%	30%	58%	<i>Insufficient Sample</i>
Medical Insurance	62%	21%	58%	64%	<i>Insufficient Sample</i>
Dental Insurance	42%	15%	28%	36%	<i>Insufficient Sample</i>
Liability Insurance	14%	9%	13%	24%	<i>Insufficient Sample</i>
School Loan Payment	1%	0%	3%	0%	<i>Insufficient Sample</i>
College Education Assistance Plan	24%	30%	20%	24%	<i>Insufficient Sample</i>
Discounted School Tuition for Children	83%	79%	75%	82%	<i>Insufficient Sample</i>
Housing	3%	6%	5%	3%	<i>Insufficient Sample</i>
Auto Allowance	1%	0%	0%	3%	<i>Insufficient Sample</i>
Parking or Transit Passes	2%	0%	3%	3%	<i>Insufficient Sample</i>
Club Membership or Dues	4%	6%	3%	3%	<i>Insufficient Sample</i>
Other Benefits	21%	33%	23%	12%	<i>Insufficient Sample</i>
No additional benefits	3%	12%	3%	3%	<i>Insufficient Sample</i>

Figure 4.8

Individual Benefit Investment as a Percentage of Salary	25th Percentile	50th Percentile	75th Percentile
Cash Bonus (N = 58)	0.7%	1.0%	1.5%
Retirement Plan (N = 66)	2%	3%	4%
Medical Insurance (N = 77)	11%	14%	22%

Figure 4.9

	25th Percentile	50th Percentile	75th Percentile
Per Employee Total Cash Value of Benefits	\$ 2,000	\$ 5,960	\$ 10,349

Section V: US School Budget Information

A. Operating Budgets

Figure 5.1 (N = 146)

Operating Budget by School Size	25th Percentile	50th Percentile	75th Percentile
All Schools	\$621,739	\$1,159,201	\$2,925,000
Up to 100 students	\$197,600	\$268,578	\$547,000
101-200 students	\$718,823	\$929,831	\$1,155,301
201-400 students	\$1,065,409	\$1,845,068	\$3,096,509
401 or more students	<i>Insufficient Sample</i>	<i>Insufficient Sample</i>	<i>Insufficient Sample</i>

B. Revenue

Figure 5.2

Revenue from Tuition	25th Percentile	50th Percentile	75th Percentile
Tuition: % of Revenue (N = 40)	80%	94%	98%

Figure 5.3

Revenue from Donation Sources	Schools with this Donor Source	Median Revenue per Source	Number reporting
Students	34%	\$0	N = 61
Parents / Grandparents	84%	\$10,000	N = 74
Alumni / Parents of Alumni	61%	\$1,350	N = 56
Board / Trustees	70%	\$3,500	N = 59
Faculty / Staff	69%	\$2,250	N = 77
Other Individuals	81%	\$9,477	N = 77
Fundraising Events (auctions, fairs, etc.)	90%	\$35,081	N = 110
Churches / Organizations	70%	\$3,600	N = 74

C. Government Programs & External Scholarships

Figure 5.4

Government Programs	Schools with this Program
Title Services / Equitable Services	40%
School Choice Program	23%
E-Rate	12%
Textbook / Equipment Programs (state or local)	13%
Transportation Programs (state or local)	11%
Free and Reduced School Lunch Program	5%
	<i>N = 141</i>

Figure 5.5

Revenue from Programs	25th Percentile	50th Percentile	75th Percentile
Government Programs (<i>N = 71</i>)	\$1,000	\$10,000	\$50,000
School Choice Programs (<i>N = 30</i>)	\$98,750	\$325,000	\$645,784

Figure 5.6

Students Participating in Programs	Schools with Program	25th Percentile	50th Percentile	75th Percentile
Getting External Scholarships (<i>N = 111</i>)	31%	2% of students	6% of students	10% of students

D. Expenditures

Figure 5.7

Expenditure Percentage of Overall Budget	25th Percentile	50th Percentile	75th Percentile
Salary & Benefits (N = 87)	87%	90%	94%
Professional Development (N = 88)	0.2%	0.5%	0.9%
Technology (N = 87)	0.5%	1%	2%
Instructional Materials (N = 87)	2%	3%	4%
Special Education (N = 91)	0%	0%	0.4%
Athletic Programs (N = 89)	0%	1%	3%
Other Extracurriculars (N = 87)	0%	0.01%	.015%

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 = 129)	24%	38%	62%
% of Applications from Inquiries (N = 129)	52%	70%	83%
Acceptance Rate (N = 131)	78%	95%	100%
% of Enrollments from Accepted (N = 135)	92%	100%	100%

B. Admissions Policy

Figure 6.2 N = 150

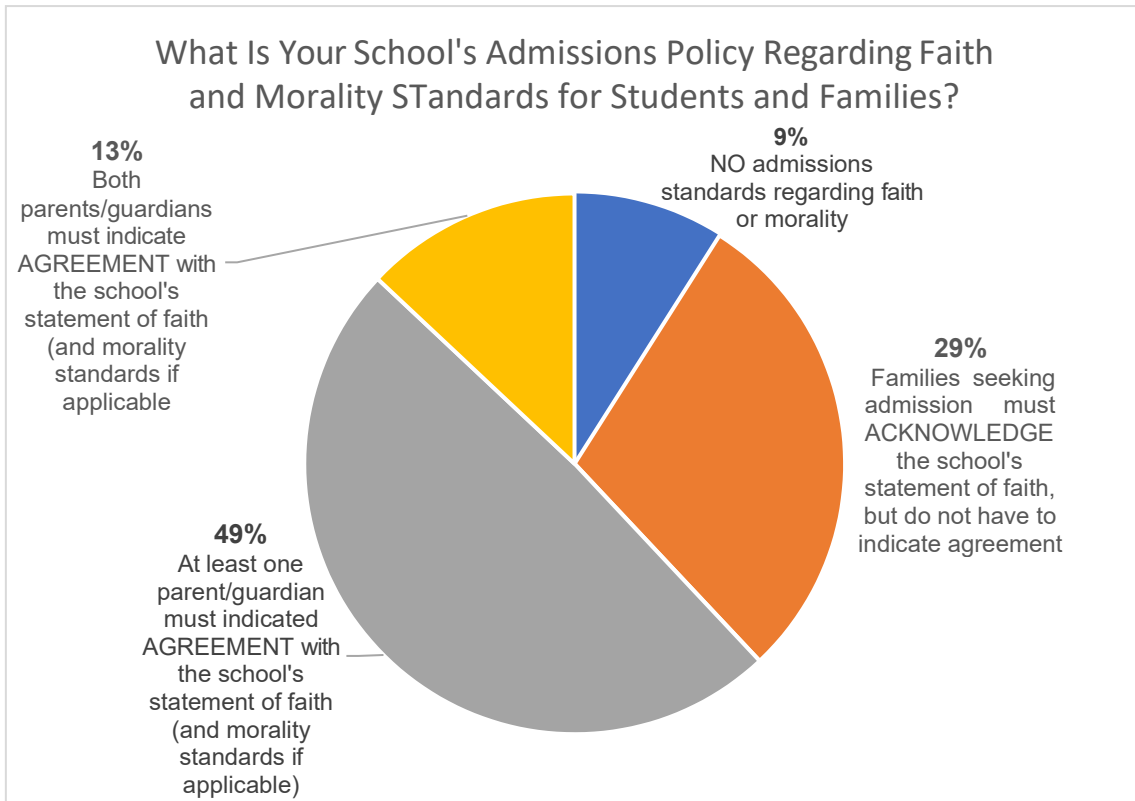


Figure 6.3 N = 150



Figure 6.4

SEVP / SEVIS	Percent Approved
Approved to receive I-20 and / or I-17 applying students (N = 158)	39%

C. Capacity and Retention

Figure 6.5

Median Retention Rate	
Retention Rate	88%
	<i>N</i> = 133

Figure 6.6 (*N* = 141)

Capacity Utilization	All Sizes	Up to 100 students	101-200 students	201-400 students	401+ students
Student Capacity Utilization	72%	49%	69%	78%	<i>Insufficient Sample</i>

D. Student Population

Figure 6.7

Children of Staff / Faculty	25th Percentile	50th Percentile	75th Percentile
% of Students who are Children of Staff / Faculty (<i>N</i> = 133)	5%	9%	13%

Figure 6.8 N = 57

Student Race / Ethnicity	25th Percentile	50th Percentile	75th Percentile
African American / Black	2%	3%	6%
American Indian / Alaskan Native	0%	0%	0%
Asian	1%	3%	5%
Caucasian / White	69%	86%	91%
Hispanic / Latino	1%	3%	8%
Native Hawaiian / Pacific Islander	0%	0%	.1%
Other Race / Ethnicity	0%	0%	1%

Section VII: Individualized Education Information

A. Programs / Services Provided

Figure 7.1 (N = 155)

Individualized Education Programs or Services	Schools with Program or Service	Median Percent of Student Population Participating
Special Education	43%	7% of students
Gifted / Talented / Honors	31%	12% of students
Physical Disabilities	7%	1% of students
Trade / Vocational	4%	3% of students

B. Special Education

Figure 7.2 (N = 145)

Special Education Need	
Have student(s) with known special education needs beyond what's currently covered	38%

Figure 7.3 (N = 61)

Special Education Additional Fees	
Does your school charge additional fees for special education services?	51%

Figure 7.4 (N = 148)

Special Education Programs or Services	Percent of Schools Offering
Accommodations (HOW learning)	62%
Modifications (WHAT learning)	47%
Assistive Technology	20%
Paraprofessional Support	26%
Inclusion Classroom(s)	36%
Resource Classroom(s)	31%
Self-Contained Classroom(s)	11%
Alternative Diploma or Certificate of Completion	7%
Tuition Equity	15%