



# School & Organizational Leader Salary Benchmark 2019-20

## Introduction

ExED has compiled salaries for various school leadership roles to assist our clients and/or their boards to benchmark their school leadership salaries. It is important to recognize that leadership compensation comprises various aspects including salary, bonuses, and other benefits and the structure of the compensation can vary across organizations. ExED has limited the scope of our analysis and comparison to annual salaries which is a data set that is easier to collect and compare. While we recognize salary data is only one component of total compensation, it is the most significant component of compensation. That being said, we recommend our clients seek other datasets to complement and augment the data ExED has provided. Finally, this data is intended to be used solely by our clients.

## Methodology

ExED collected salary data for 128 individuals from 103 charter schools for the 2019-20 school year. The data was organized based on three elements:

- Position
  - Home Office Leader: Individual who leads an organization that operates more than one school
  - Principal: Individual serving in Principal role at either a single school or multi-school organization
  - Executive Director or Director: Individual serving in Executive Director or Director or similar-level Role at a single school or multi-school organization
- School Level
  - Data for Principals and Executive Director/Director was further divided by the level of school the individual served: Elementary, K-8, Middle School, High School, or K-12/Secondary Span (Director's only)
- Enrollment
  - Data for Principals and Executive Director/Director was further divided by the current enrollment level of the school the individual served: less than 250, 250-400, 400-600, 600+ students [note that many of these schools may be planning to grow to a larger size enrollment]



## 2019-20 SCHOOL/CMO LEADER SALARIES

Leader Category			Min	25 Percentile	Median	75 Percentile	Max	Average	Count
Home Office Leader			112,000	161,168	198,636	223,314	267,750	193,672	15
Principal			87,500	105,060	110,700	118,450	156,298	110,700	53
Director or ED			86,946	106,617	123,029	140,789	210,129	123,029	60
									128
<b>PRINCIPALS</b>									
Leader Category	School Level	Enrollment	Min	25 Percentile	Median	75 Percentile	Max	Average	Count
	Elementary		93,627	102,766	107,530	115,533	156,298	110,714	18
	K-8		104,545	106,500	108,060	112,005	140,000	113,328	6
	Middle School		87,500	105,500	110,000	116,781	134,824	110,334	16
	High School		105,060	111,500	121,119	140,000	147,900	124,625	12
		<=250	87,500	104,659	106,030	110,000	122,000	106,613	14
		250<>400	97,500	105,250	112,714	118,450	147,900	115,701	18
		400<>600	93,627	109,500	113,300	118,450	147,900	115,235	16
		>600	106,000	108,120	115,000	140,000	156,298	125,084	5
									53
<b>DIRECTORS OR ED'S</b>									
Leader Category	School Level	Enrollment	Min	25 Percentile	Median	75 Percentile	Max	Average	Count
	Elementary		86,946	102,500	112,385	127,314	140,789	113,565	15
	K-8		97,470	116,979	131,250	139,451	171,713	131,390	19
	Middle School		90,000	108,500	111,605	127,765	150,000	116,774	14
	K-12 or Secondary Span		150,960	176,101	184,481	190,893	210,129	182,513	4
	High School		95,000	103,000	137,980	166,036	201,035	139,067	8
		<=250	86,946	96,250	105,000	110,000	150,960	106,493	14
		250<>400	96,008	113,164	127,314	138,404	150,960	125,936	14
		400<>600	97,470	113,000	130,000	150,000	201,035	135,885	21
		>600	105,000	125,022	137,567	161,150	210,129	142,701	11
									60

Confidential. For ExED and ExED Clients Use Only.