



School & Organizational Leader Salary Benchmark 2021-22

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 121 individual positions from 94 charter schools for the 2021-22 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 and has a Home Office
 - 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, including ED/Principal positions.
- 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 (includes 4-8), High School or 6-12 Span (combined)
- 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, 800+ (Director's only). Note that many of these schools may be planning to grow to a larger size enrollment.
- Home Office – Number of Schools
 - Data for Home Office Leaders was further divided by the number of schools within the organization, with an average salary provided by number or number range of schools.



2021-22 SCHOOL/CMO LEADER SALARIES

Leader Category			Min	25 Percentile	Median	75 Percentile	Max	Average	Count
Home Office Leader			150,000	190,550	198,636	206,581	295,000	208,522	13
Director or ED			75,000	115,680	140,250	160,989	219,000	140,250	48
Principal			75,000	111,250	115,829	122,000	148,000	115,829	60
PRINCIPALS									121
Leader Category	School Level	Enrollment	Min	25 Percentile	Median	75 Percentile	Max	Average	Count
	Elementary		103,000	111,732	116,000	121,169	145,000	117,655	19
	K-8 Span School		75,000	113,303	121,344	130,000	148,000	120,204	13
	Middle School		103,000	108,350	114,500	119,740	135,000	114,775	14
	High School or 6-12 Span		100,000	111,427	115,000	118,122	148,000	116,994	12
		<=250	75,000	107,396	113,000	116,392	135,000	111,822	17
		250<>400	103,000	111,250	115,379	120,085	148,000	116,537	20
		400<>600	95,000	112,625	118,958	129,476	148,000	120,462	19
		>600	119,000	125,870	129,000	130,975	134,000	127,845	4
DIRECTORS OR ED'S									60
Leader Category	School Level	Enrollment	Min	25 Percentile	Median	75 Percentile	Max	Average	Count
	Elementary		90,000	110,000	120,000	124,681	155,000	121,803	9
	K-8 Span School		75,000	115,680	143,843	161,570	182,000	141,549	21
	Middle School		105,000	110,000	130,000	157,127	171,000	132,994	9
	High School or 6-12 Span		110,000	133,033	150,000	183,108	219,000	158,688	7
		<=250	75,000	110,000	115,000	127,341	171,000	118,574	15
		250<>400	110,000	117,795	124,074	157,127	176,000	137,096	5
		400<>600	105,000	116,066	147,704	160,795	191,000	144,583	17
		600<>800	135,000	140,000	143,843	160,000	162,000	148,044	5
		>800	155,000	167,558	178,247	196,508	219,000	182,730	6
HOME OFFICE LEADERS									48

Schools in CMO	Count	Average Salary
2	6	192,639
3	3	221,680
4+ Schools	4	222,478
		13

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