Head of School Salaries
FastStats By: Jeffrey Mitchell, Tuscaloosa Academy
Published: February 2013

In this FastStats, the base salaries of independent school heads are analyzed. Specifically, a comparison is made among the median salaries for NAIS heads as a whole and an SAIS subgroup, over the past six years. From the chart, the following is noted: first, there is a notable difference between the median salaries of SAIS subgroup of heads versus NAIS heads as a whole. NAIS heads’ salaries have been about 10% greater than the SAIS subgroup. Although for the 2011-12 school year, that difference was cut in half to about 5%. It is not yet clear whether this is a trend of whether this is a data anomaly based on the fact that 106 SAIS schools reported this statistic from 2011-12 versus about 40 more in previous years. The data 2012-13 school seem to indicate that the previous year’s data was at least somewhat of an anomaly in that the percent difference jumped back up to 7.61%. Whether this will return to the historical difference of around 10% remains to be seen.

The good news for independent school heads is that despite challenging economic times, head’s salaries, whether in the NAIS as a whole or within the SAIS subgroup, have steadily increased. The NAIS average increase over the past 6 years has been 3.65% and the SAIS increase has been 5.23%. The numbers presented in this FastStats can be useful to all heads reflecting on their own compensation packages.

Editor’s Note: as more SAIS schools participate in the SAIS MISBO benchmarking survey, these results will become more robust. Participants in the survey can benchmark and have access to a wealth of data. Please see http://www.sais.org/statistics
Dr. Jeffrey Mitchell is the Head of School at Tuscaloosa Academy in Tuscaloosa, AL. He can be reached via email at jmitchell@tuscaloosaacademy.org