



## 2017-18 ACCS Salary, Tuition, and Budget Report

Date of Survey: March 25 to May 15, 2018  
Response Rate: 24.4%

Number of Responding Schools: 72  
Number of ACCS Member Schools: 294

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**NOTE:** Some of the charts use two scales on the y-axis, one on the left and another on the right of each chart. Each of the scales is labeled. For example, on the bottom of page 2, the blue bars indicate annual tuition while the red line indicates the number of schools at each data point.

### Geographic Regions

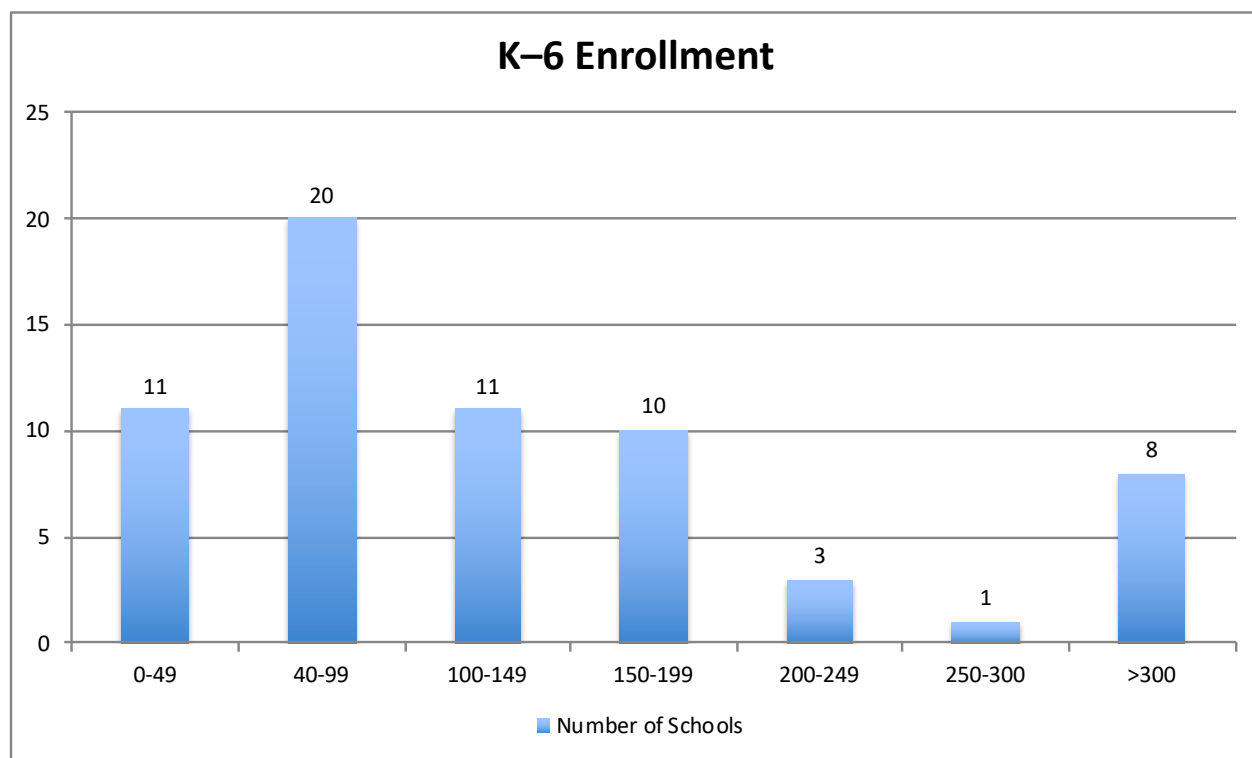
Northeast (0 and 1)	Connecticut (CT), Massachusetts (MA), Maine (ME), New Hampshire (NH), New Jersey (NJ), Puerto Rico (PR), Rhode Island (RI), Vermont (VT), Delaware (DE), New York (NY), Pennsylvania (PA)
Southeast (2 and 3)	District of Columbia (DC), Maryland (MD), North Carolina (NC), South Carolina (SC), Virginia (VA), West Virginia (WV), Alabama (AL), Florida (FL), Georgia (GA), Mississippi (MS), Tennessee (TN)
Upper Midwest (4 and 5)	Indiana (IN), Kentucky (KY), Michigan (MI), Ohio (OH), Iowa (IA), Minnesota (MN), Montana (MT), North Dakota (ND), South Dakota (SD), Wisconsin (WI)
Midwest (6)	Illinois (IL), Kansas (KS), Missouri (MO), Nebraska (NE)
South Central (7)	Arkansas (AR), Louisiana (LA), Oklahoma (OK), Texas (TX)
West (8 and 9)	Arizona (AZ), Colorado (CO), Hawaii (HI), Idaho (ID), New Mexico (NM), Nevada (NV), Utah (UT), Wyoming (WY), California (CA), Oregon (OR), Washington (WA)



## 2017-18 ACCS Salary & Tuition Report

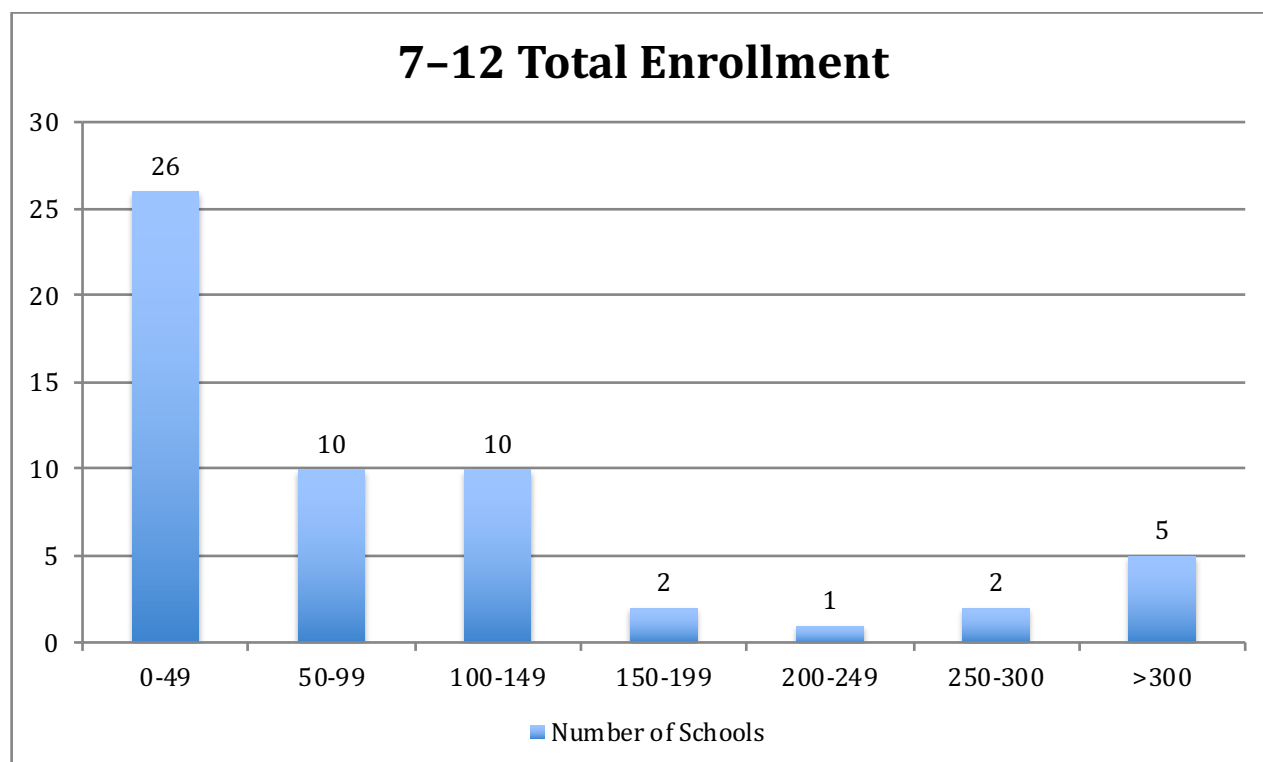
### K-6 Total Enrollment (62 schools)

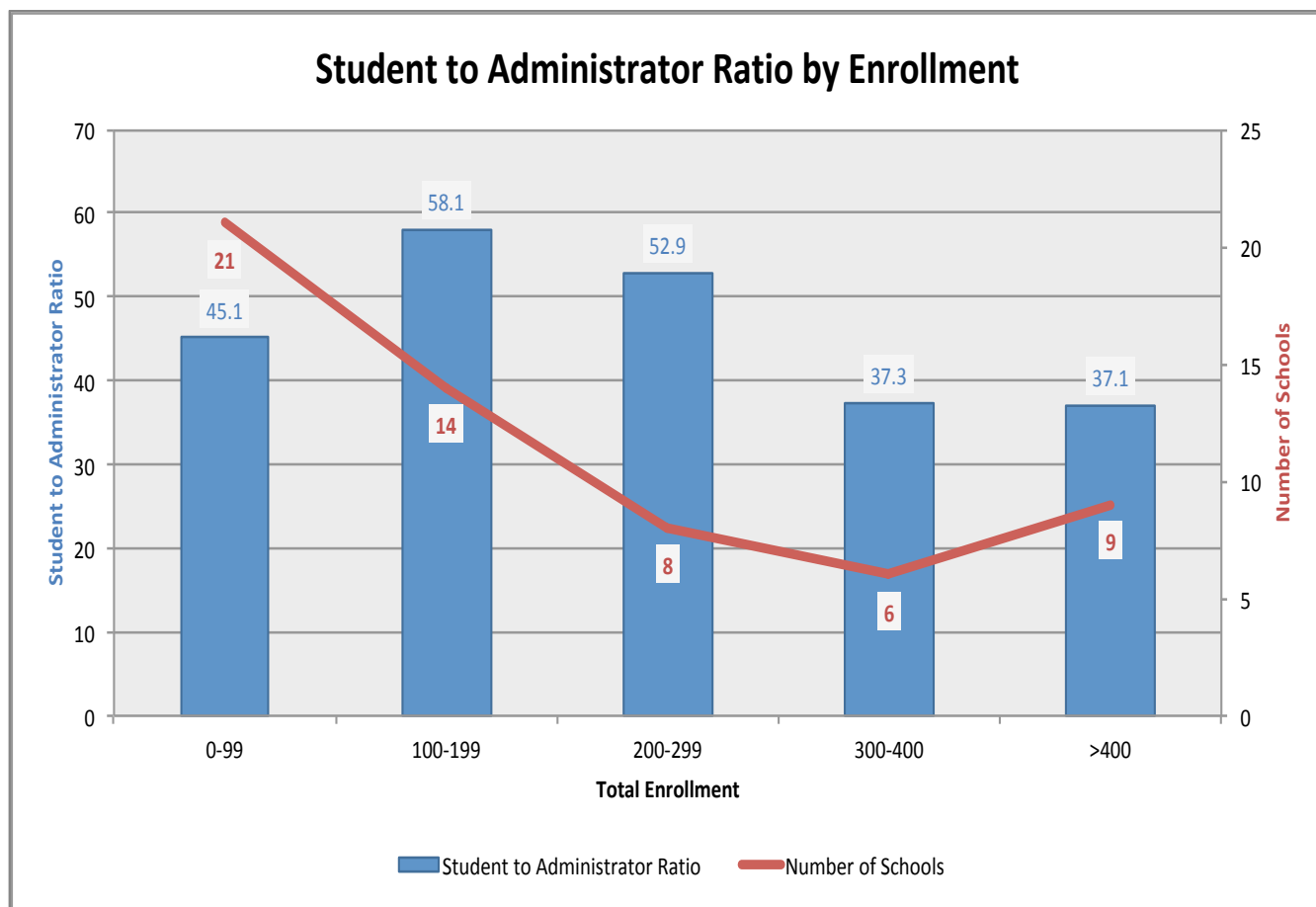
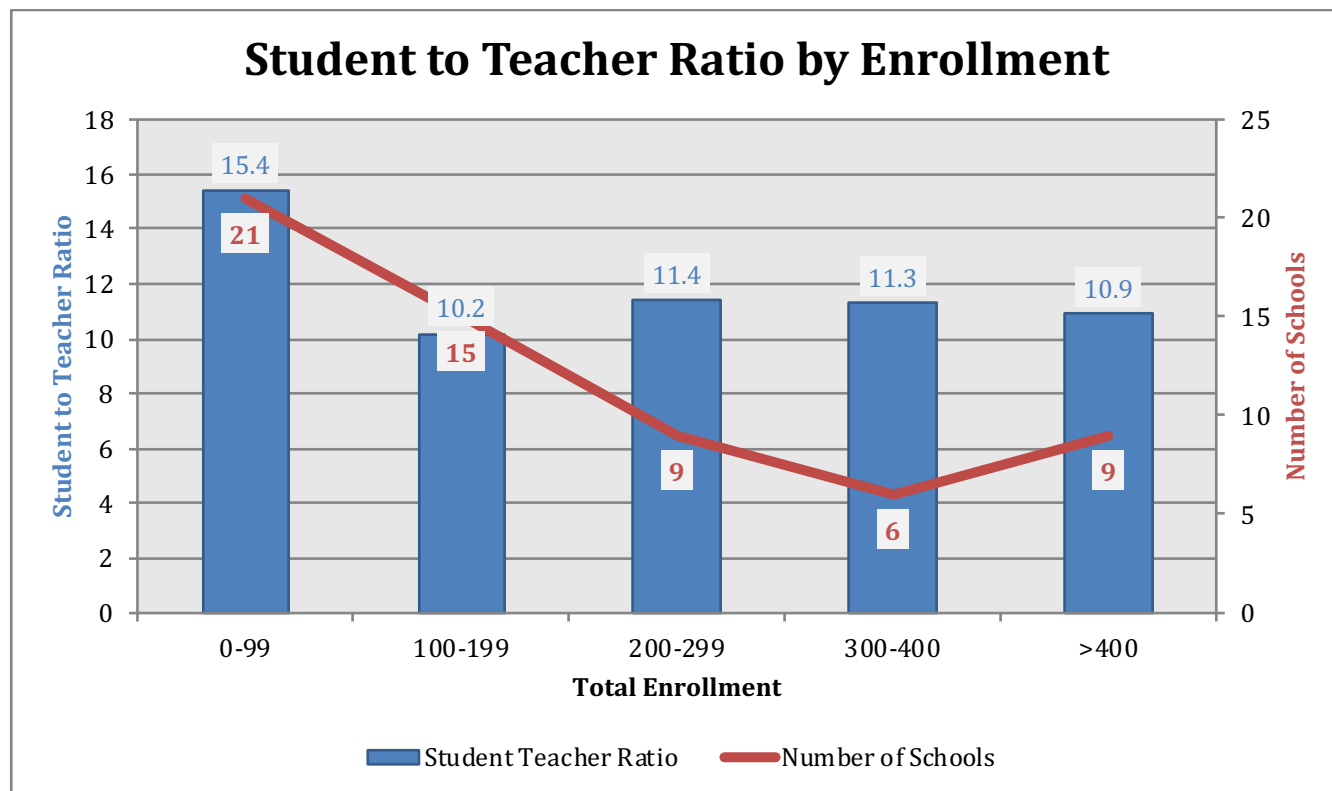
Mean: 142.0      Median: 103      SD: 130  
Minimum: 8      Maximum: 727

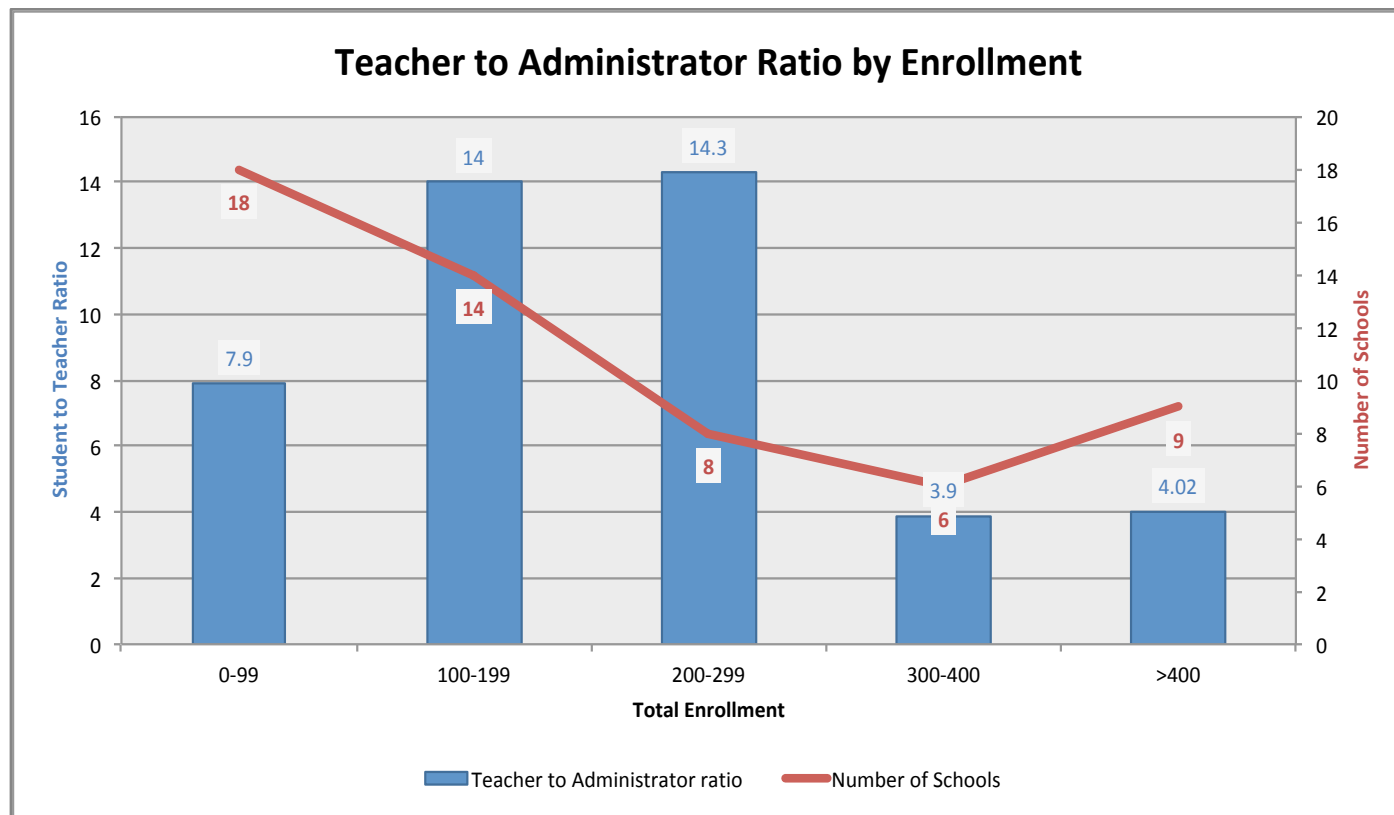


### 7-12 Enrollment (56 schools)

Mean: 101.6      Median: 49      SD: 119.1  
Minimum: 1      Maximum: 527







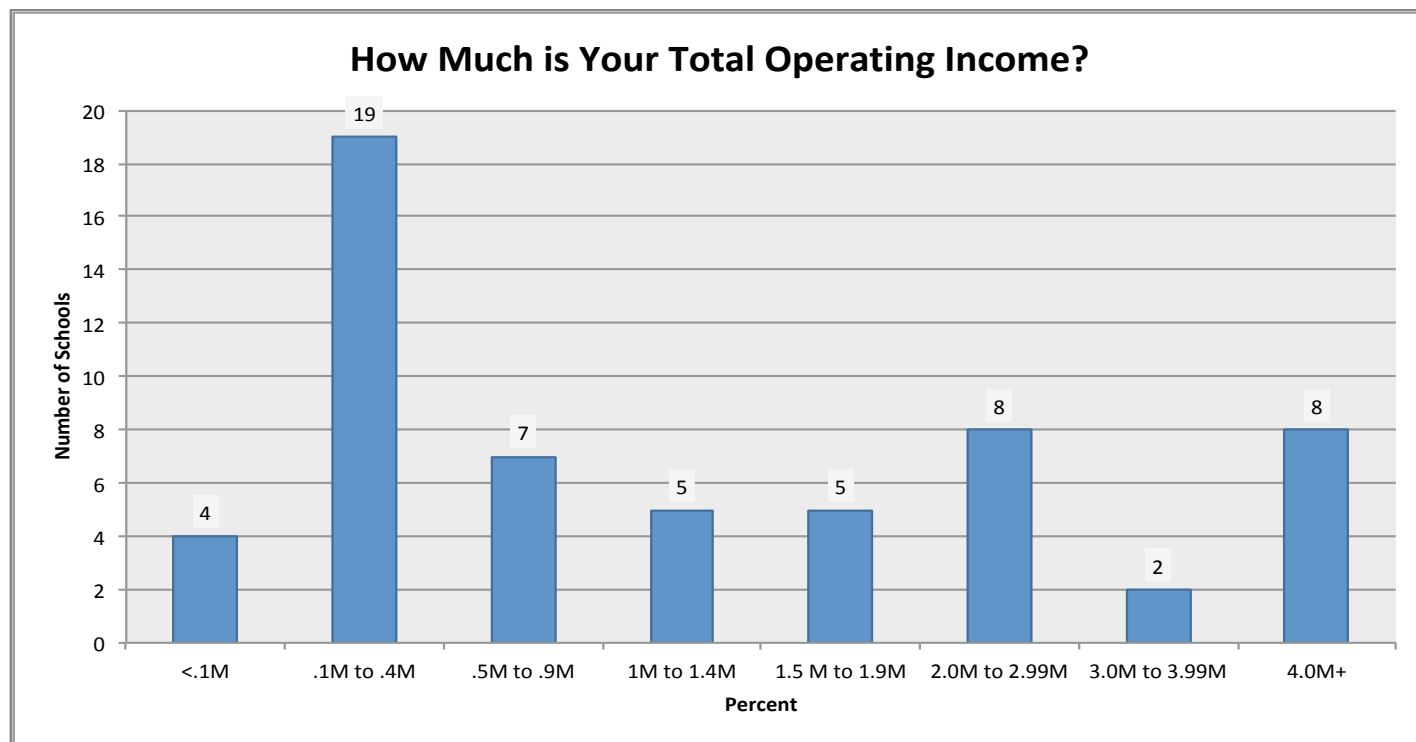
#### How much is your total operating budget? (59 schools)

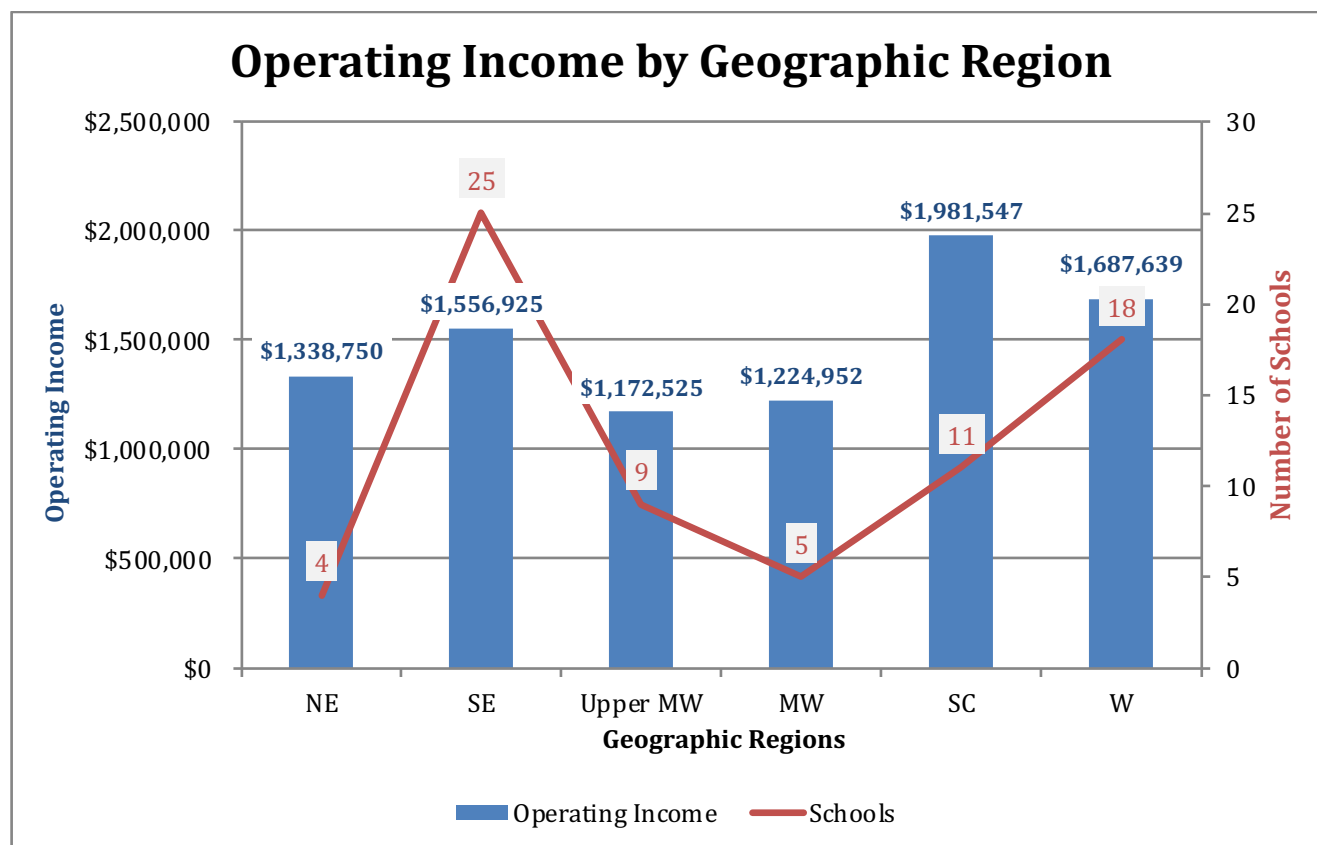
Mean: \$1,868,960.00

SD: 2,694,792

Minimum: \$82,250.00

Maximum: \$15,600,072.00





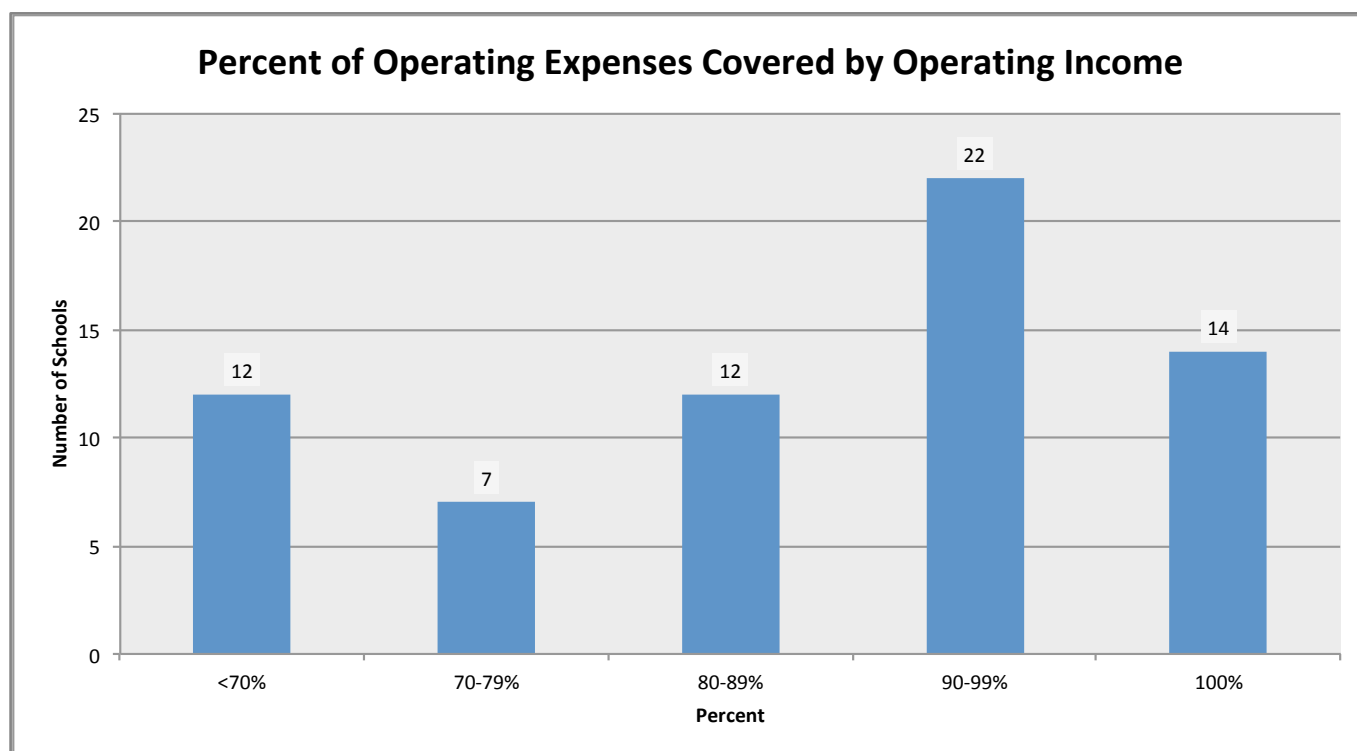
What percent of your school's operating expenses is covered by operating income, excluding gifts and fundraising?  
(60 schools)

Mean: 87.7%

SD: 14.1

Minimum: 25

Maximum: 100%





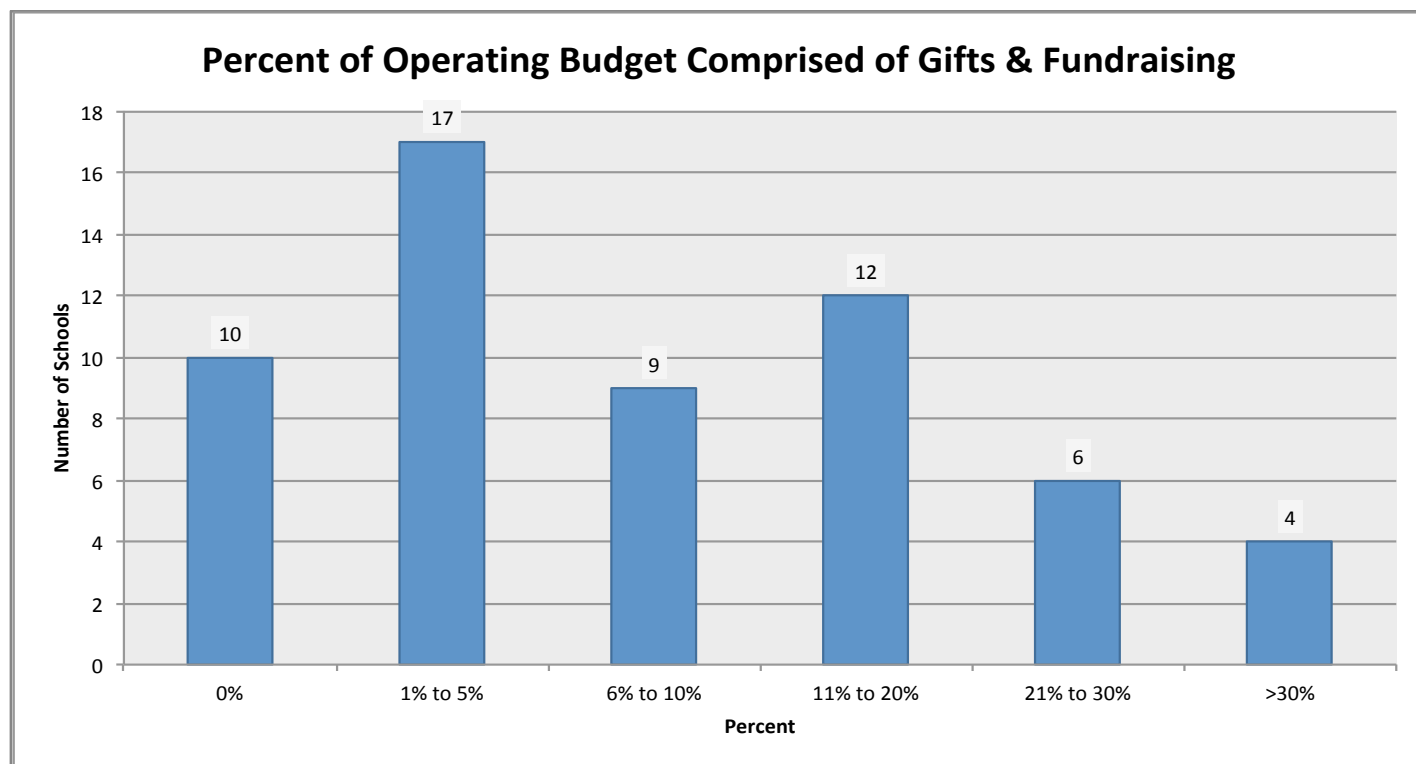
**What percent of your school's operating budget is comprised of gifts and fundraising? (61 schools)**

Mean: 11.2%

SD: 12.3

Minimum: 1%

Maximum: 55%



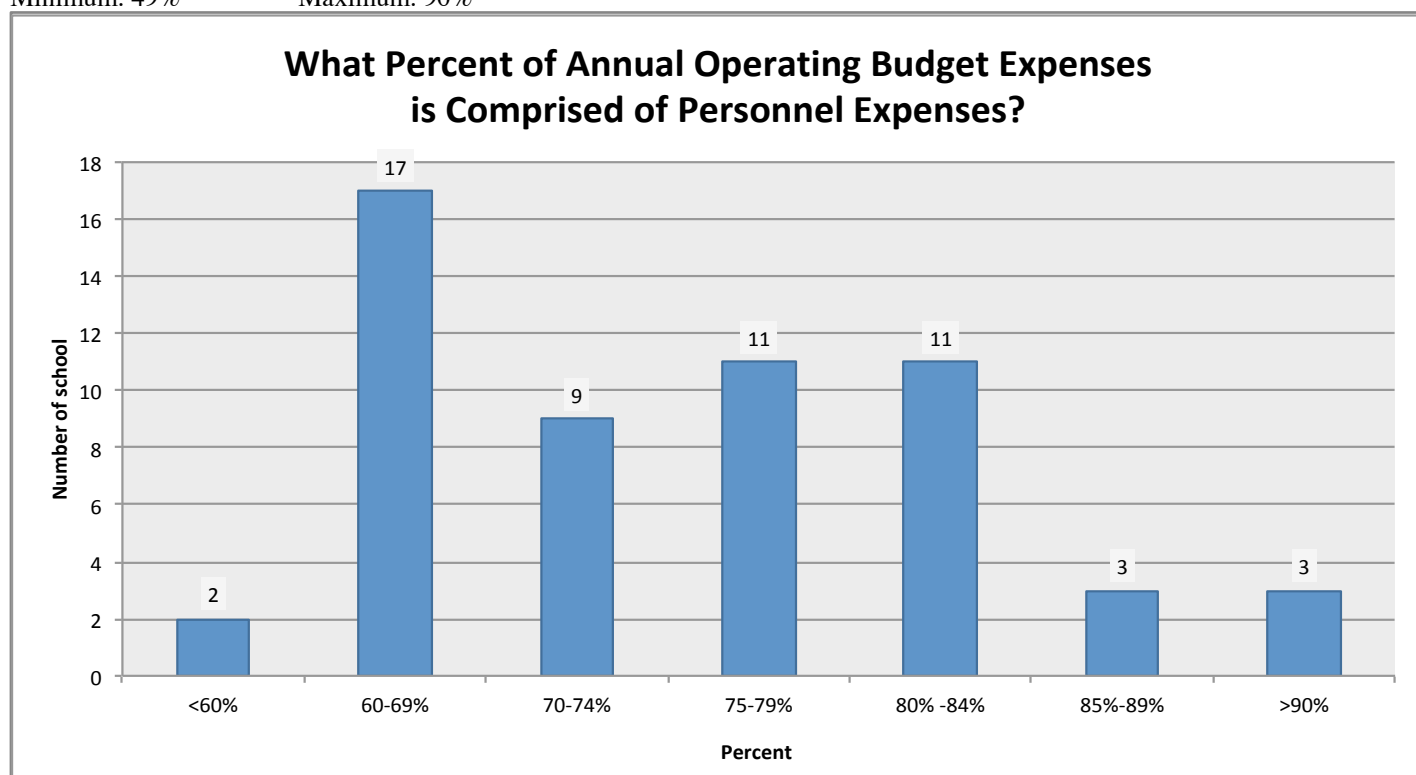
**What percent of your annual operating budget expenses is comprised of personnel expenses? (56 schools)**

Mean: 73.5%

SD: 8.7

Minimum: 49%

Maximum: 90%





## 2017-18 ACCS Salary & Tuition Report

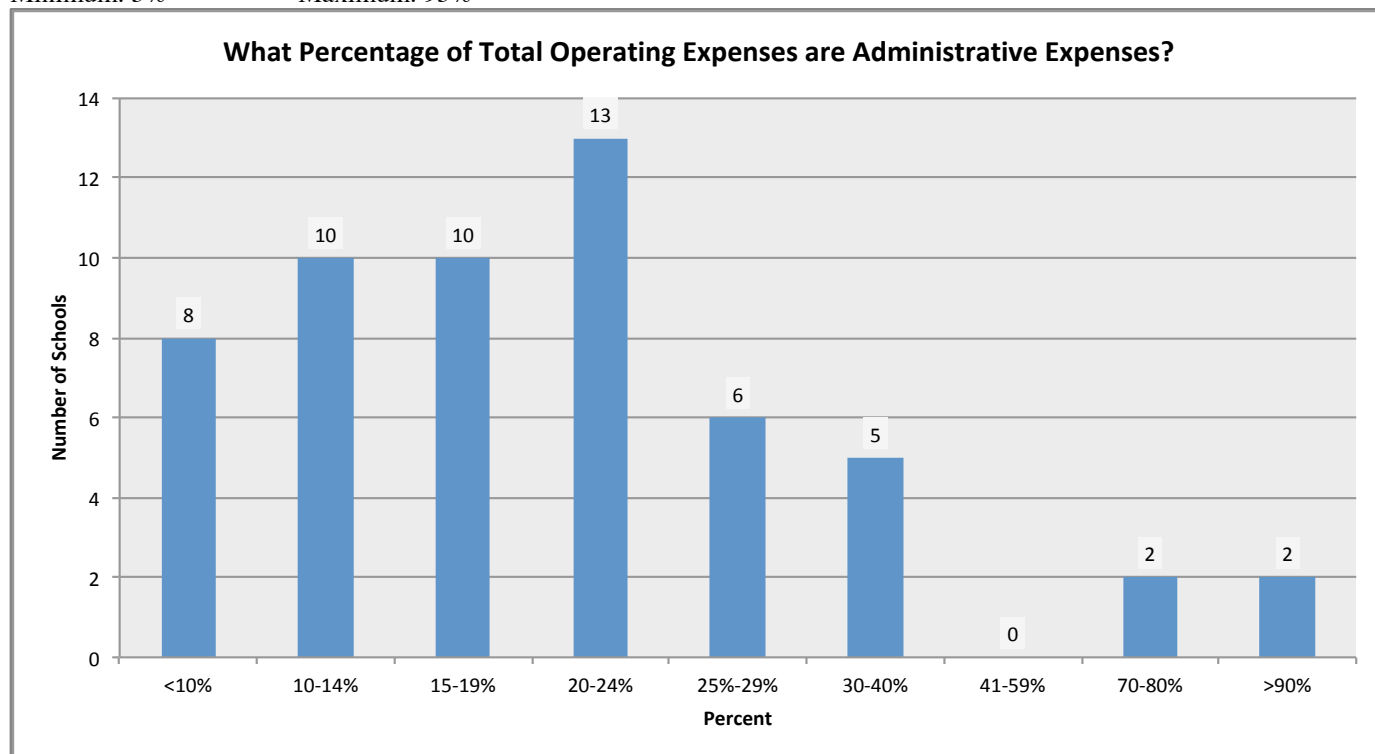
### What percentage of total operating expenses are administrative expenses? (58 schools)

Mean: 23.5%

SD: 19.7

Minimum: 3%

Maximum: 95%



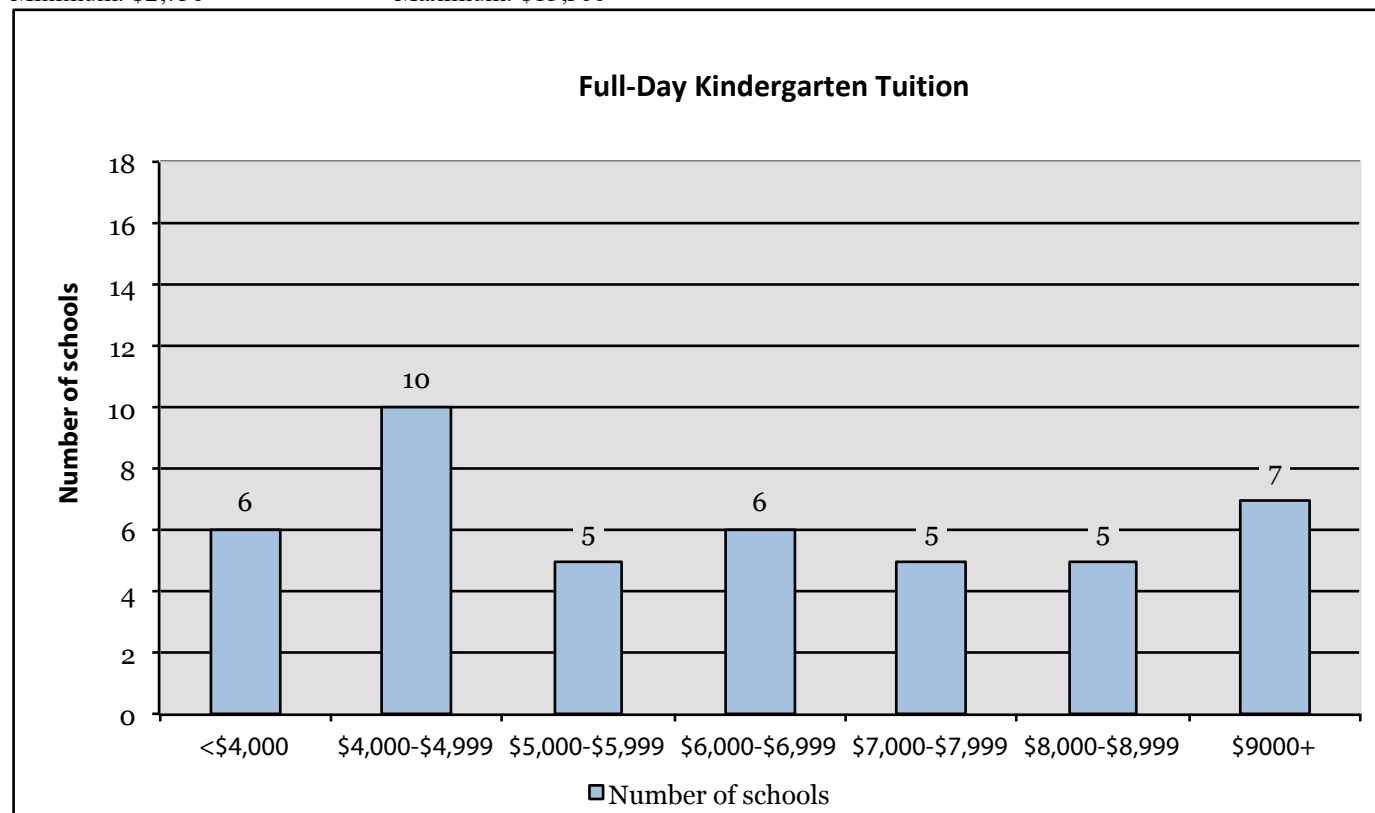
### Tuition: Average Full-Day Kindergarten tuition (44 schools)

Mean: \$6,466 per year

SD: 2,547

Minimum: \$2,750

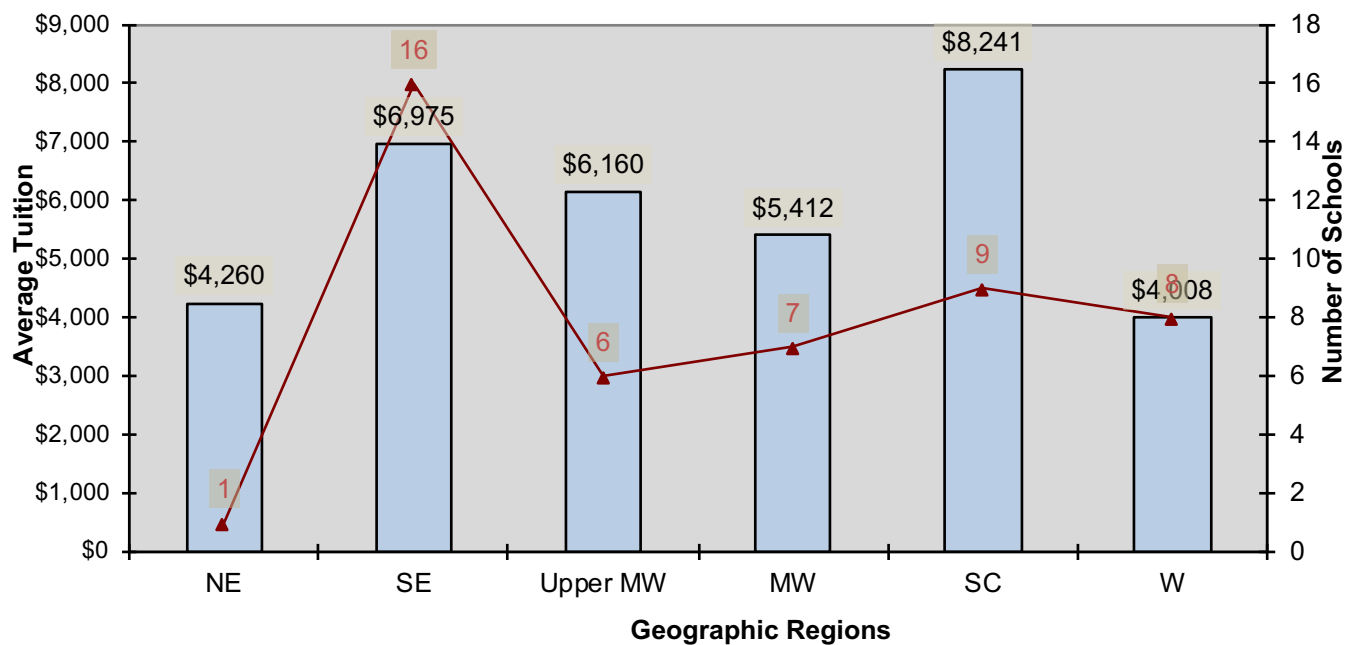
Maximum: \$13,500



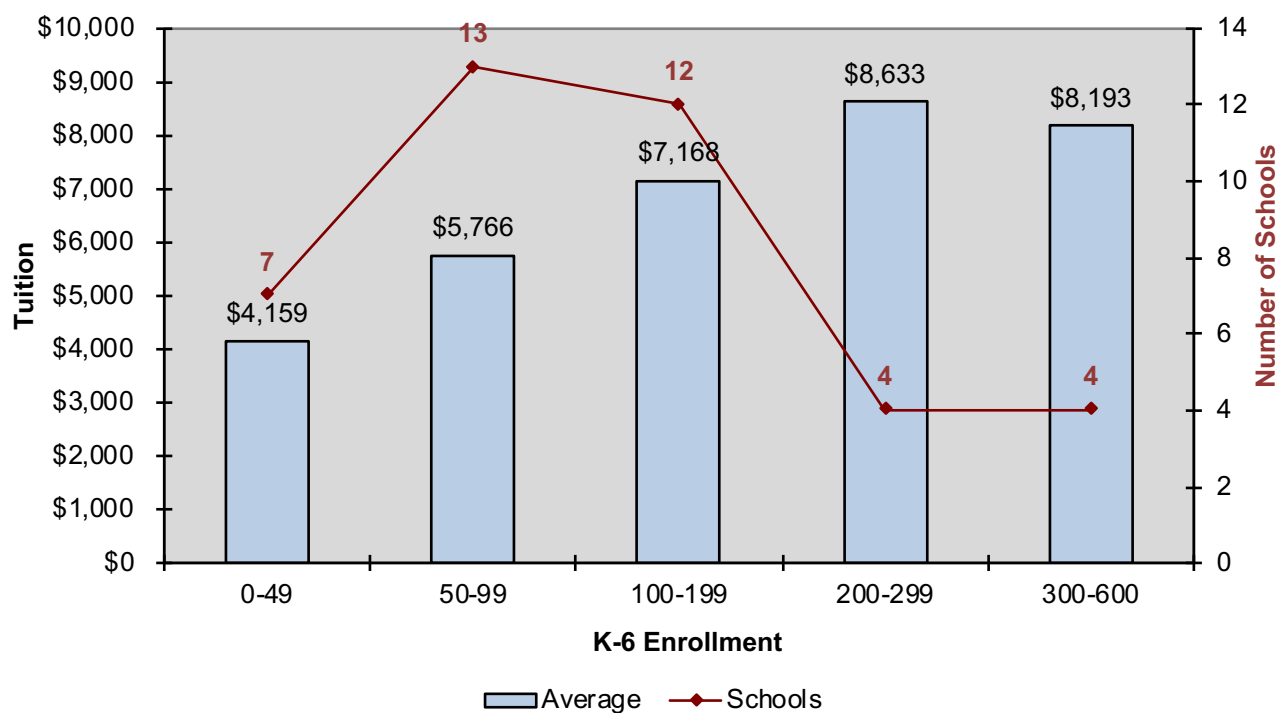




**Full-Day Kindergarten Tuition by Geographic Region**



**Full-Day Kindergarten Tuition by Enrollment**





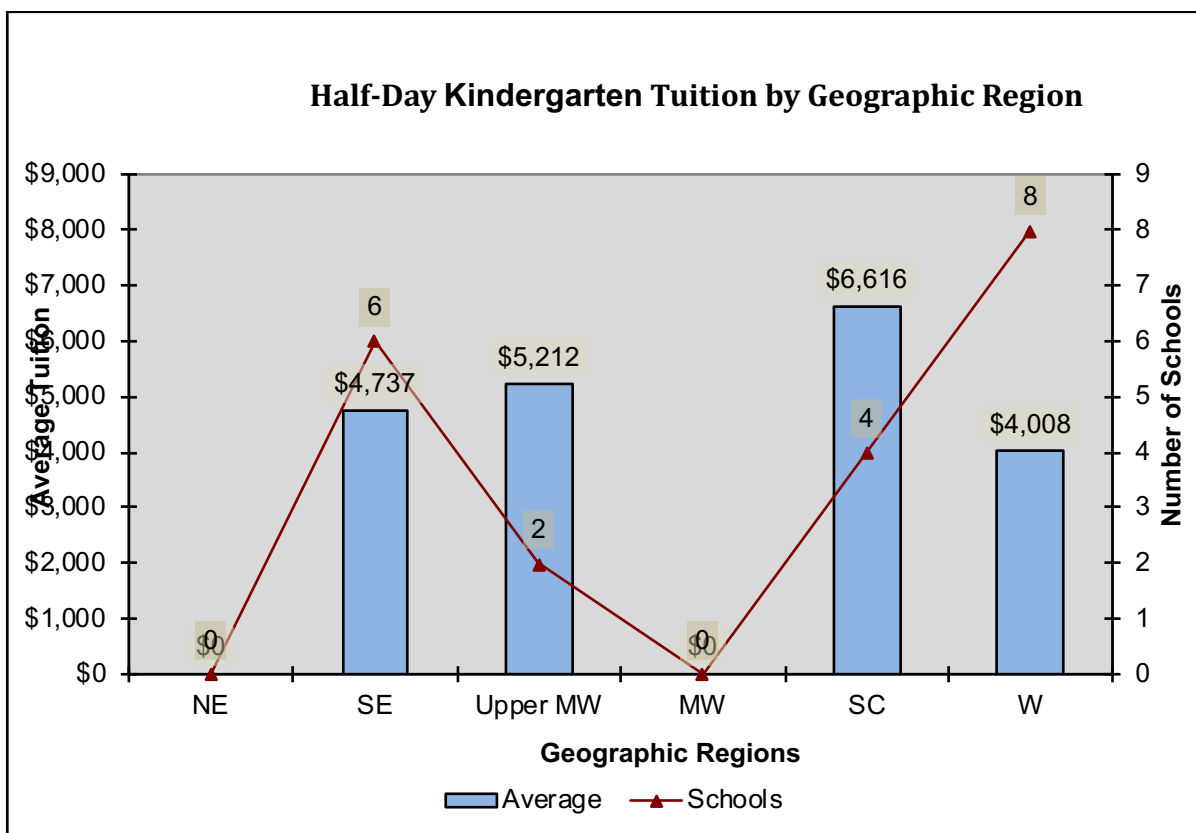
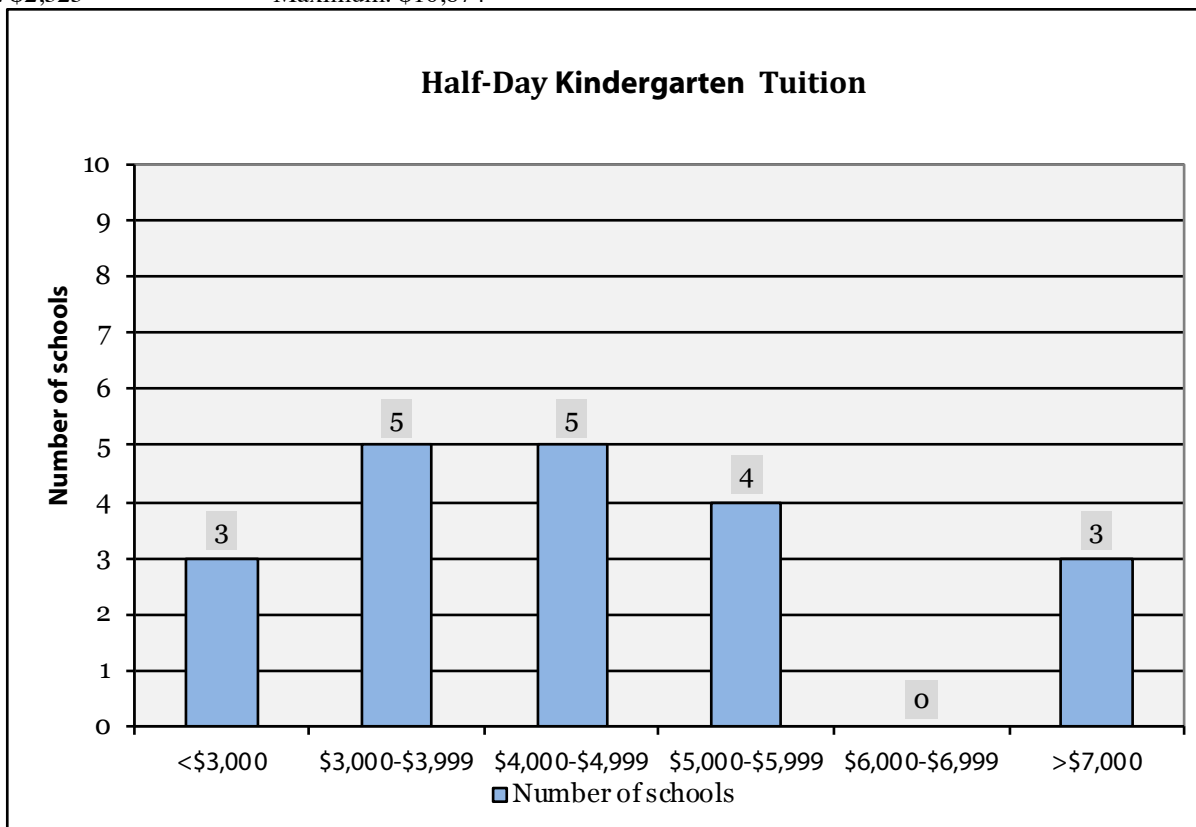
**Average Half-Day Kindergarten Tuition (20 schools)**

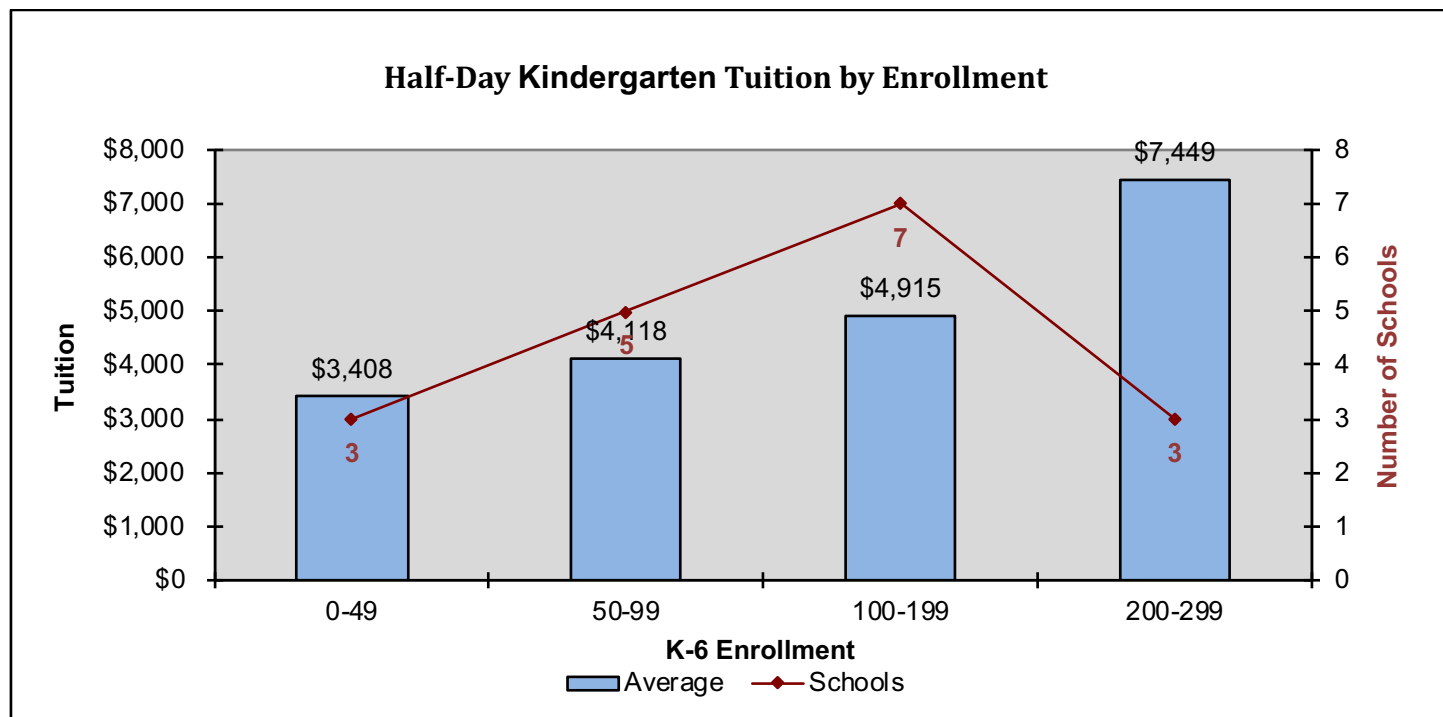
Mean: \$4,869 per year

SD: \$2,055

Minimum: \$2,325

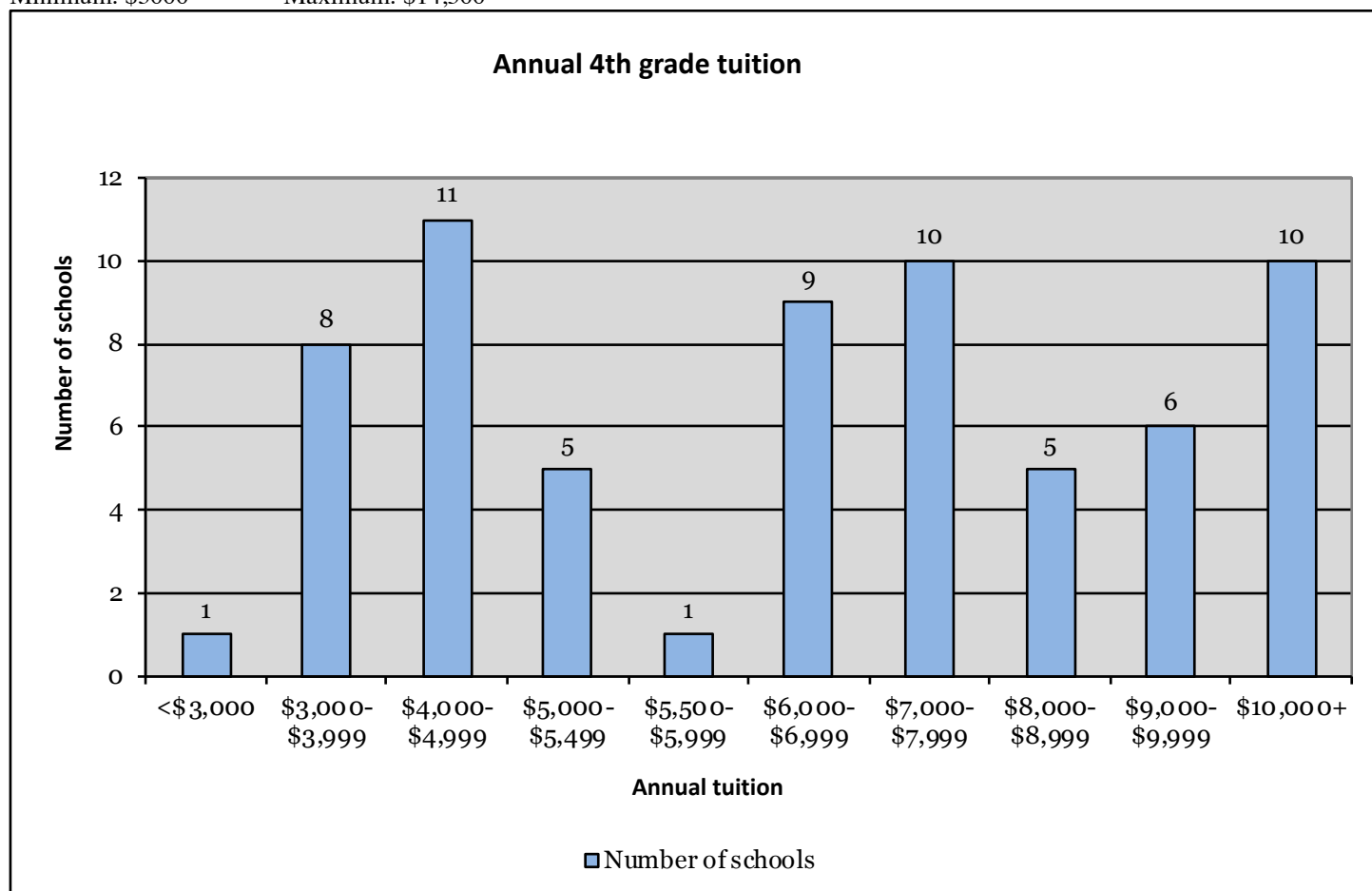
Maximum: \$10,874

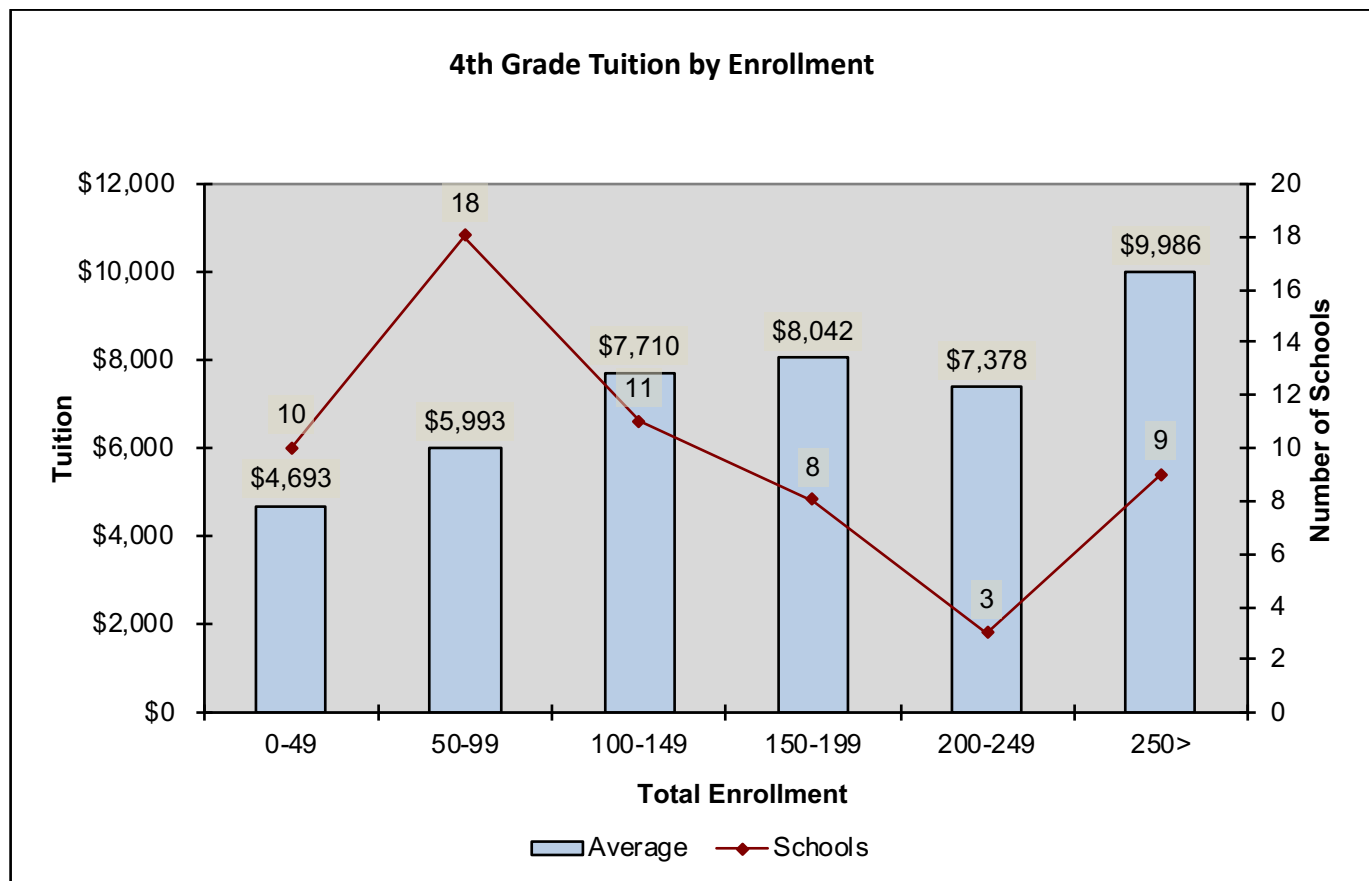
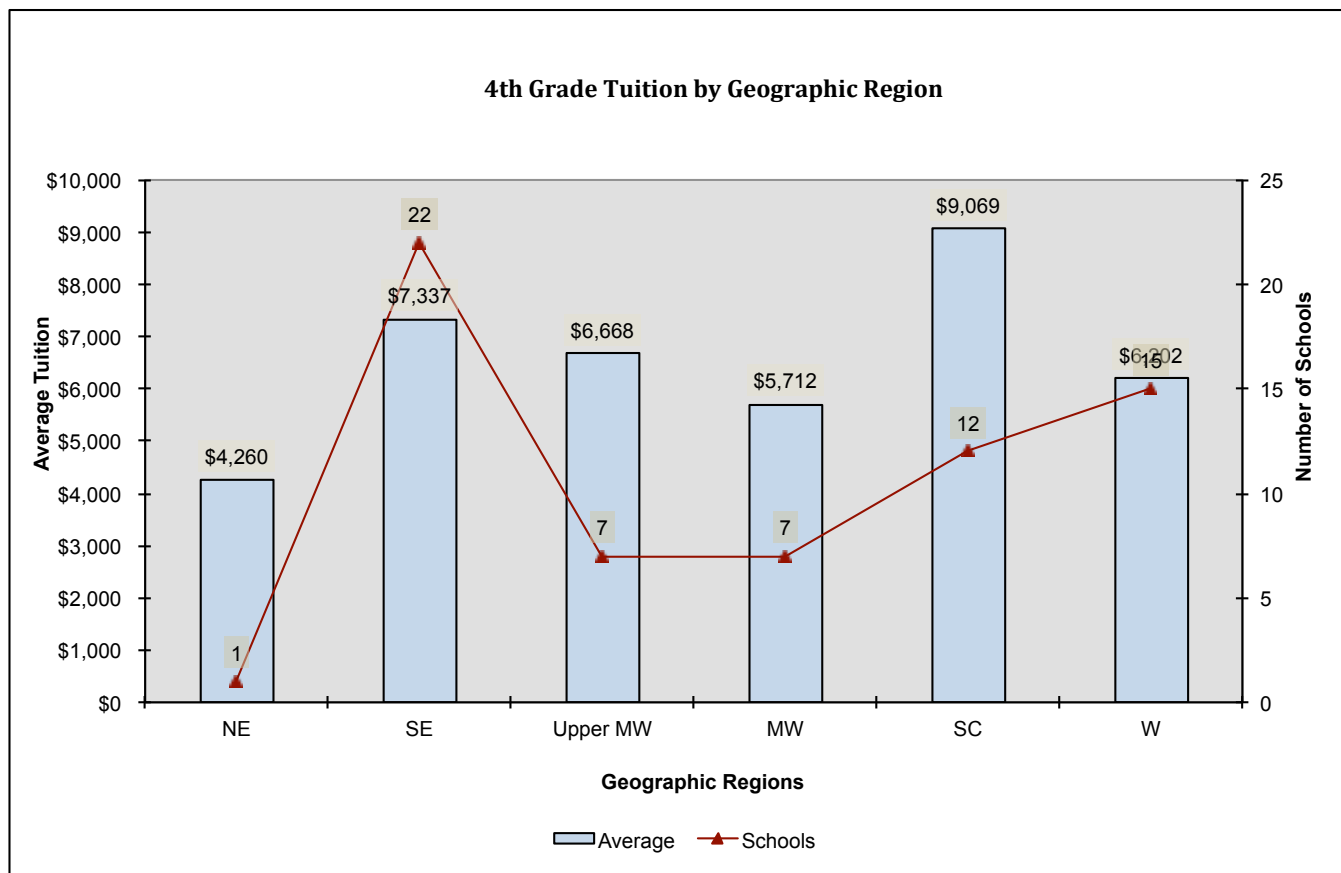




#### Average 4<sup>th</sup> grade tuition (67 schools)

Mean: \$7,178 per year    SD: \$2,902  
Minimum: \$3000    Maximum: \$14,500





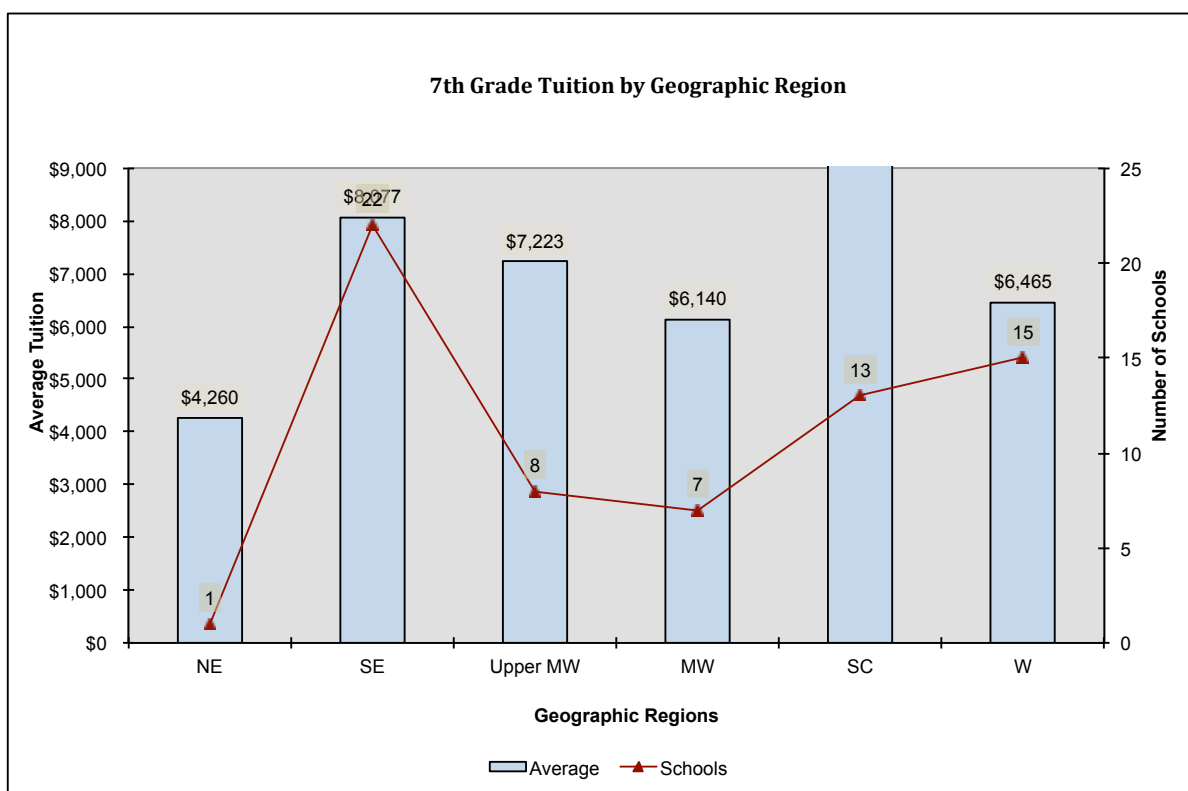
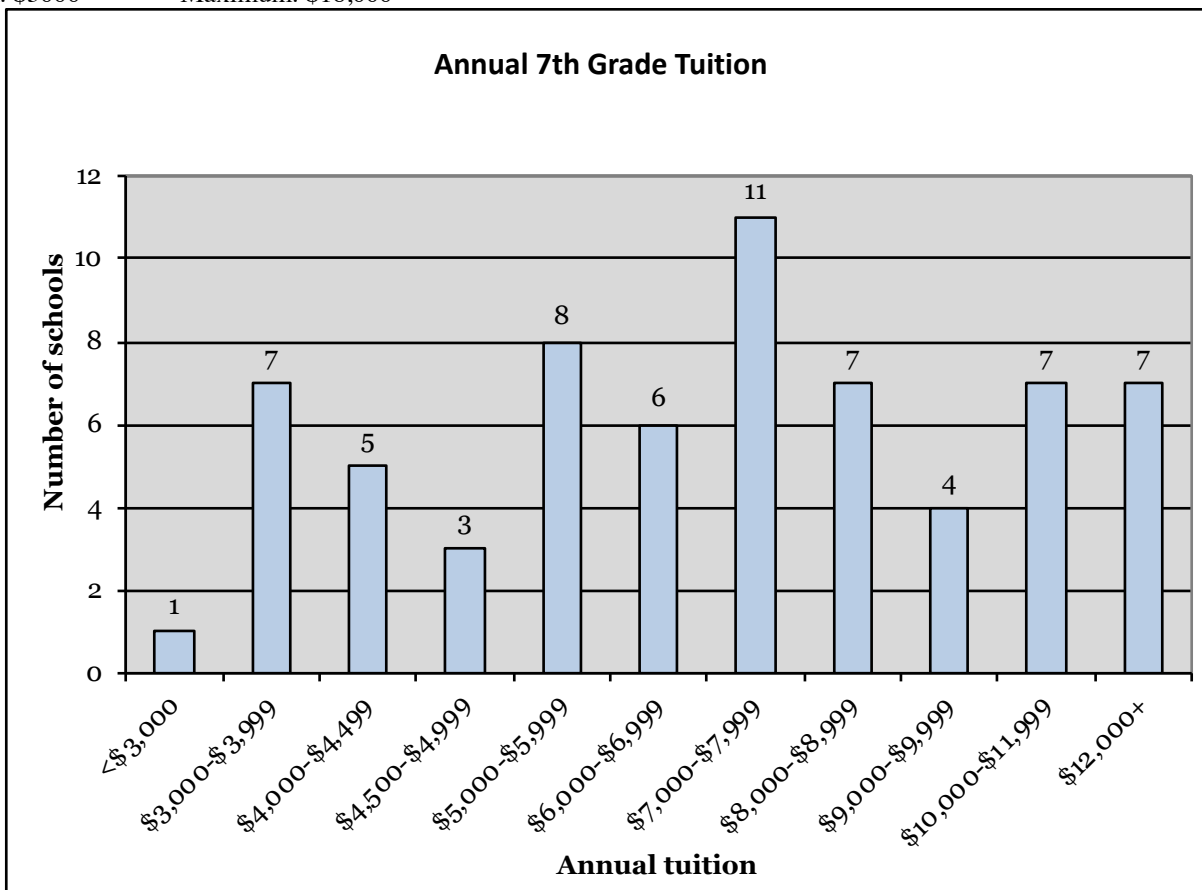


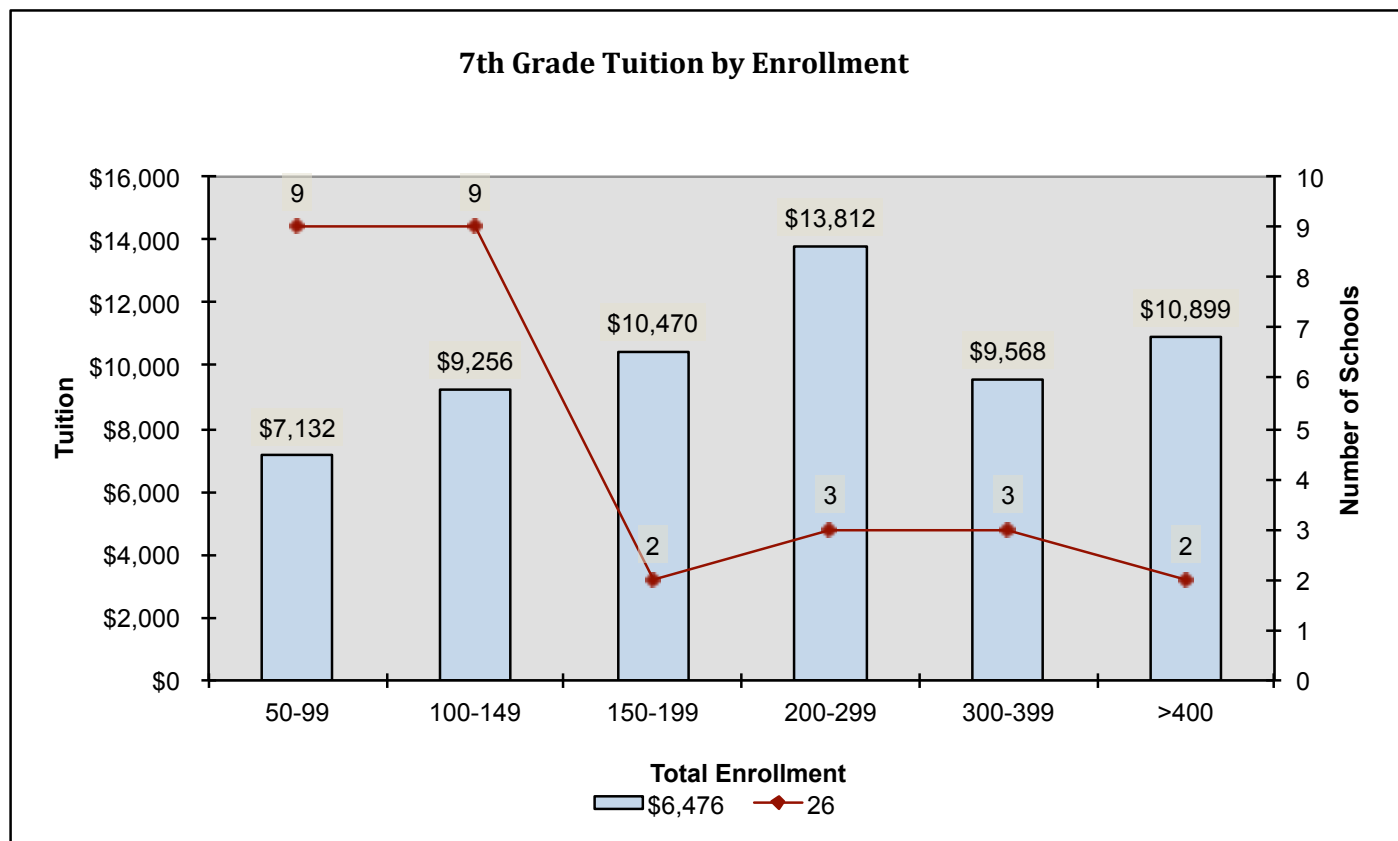
## 2017-18 ACCS Salary & Tuition Report

### Average 7<sup>th</sup> grade tuition (67 schools)

Mean: \$7,826 per year SD: \$3,516

Minimum: \$3000 Maximum: \$18,000

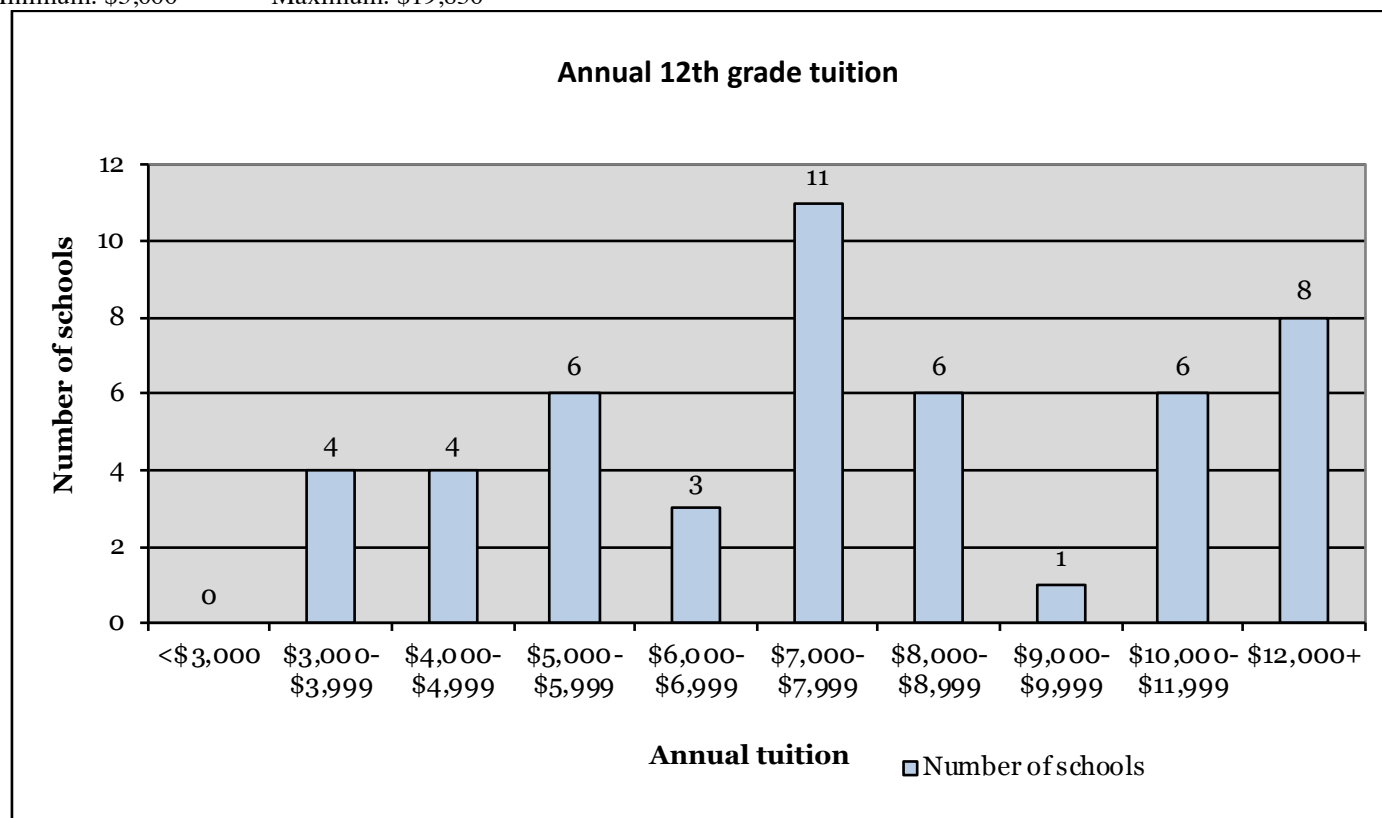


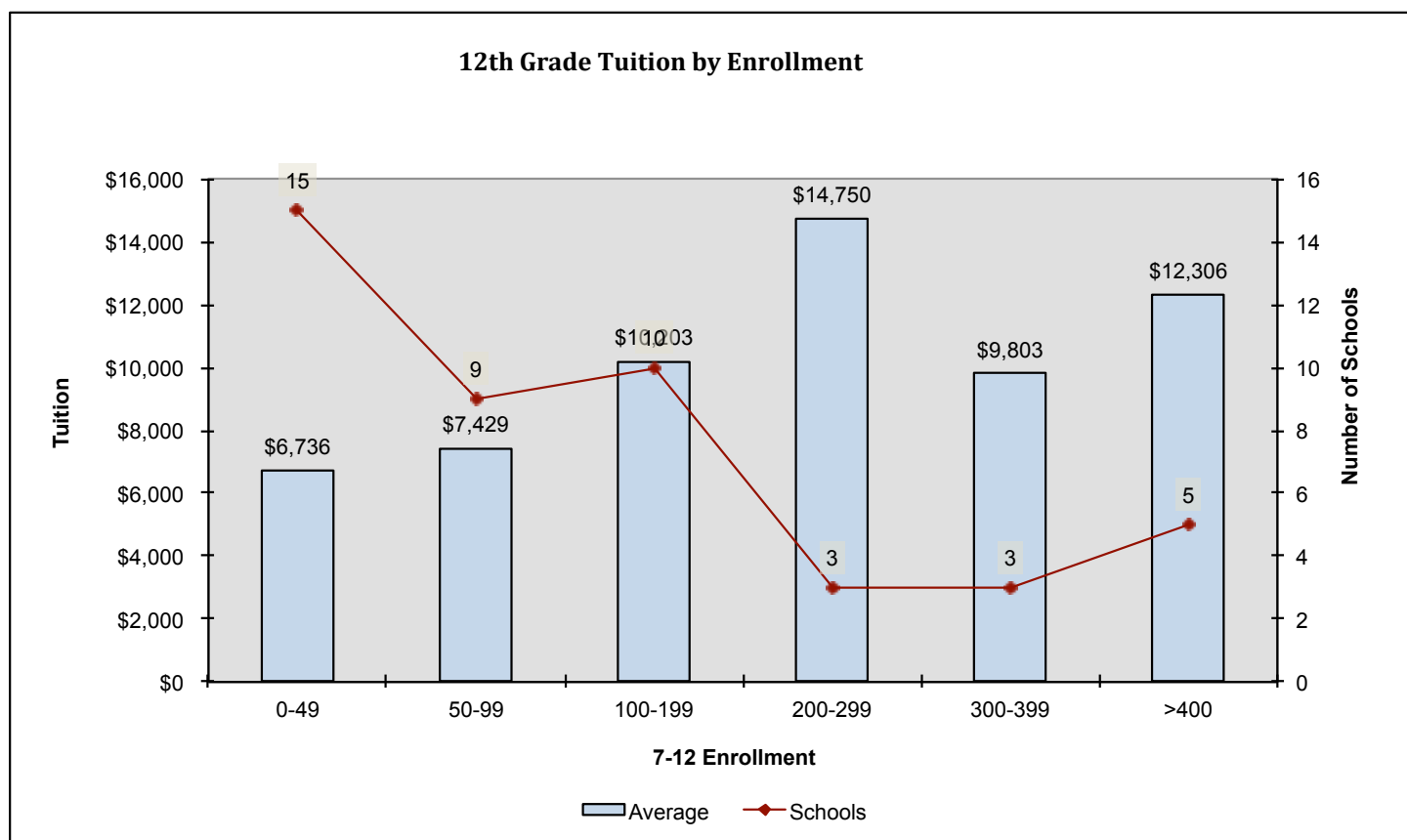
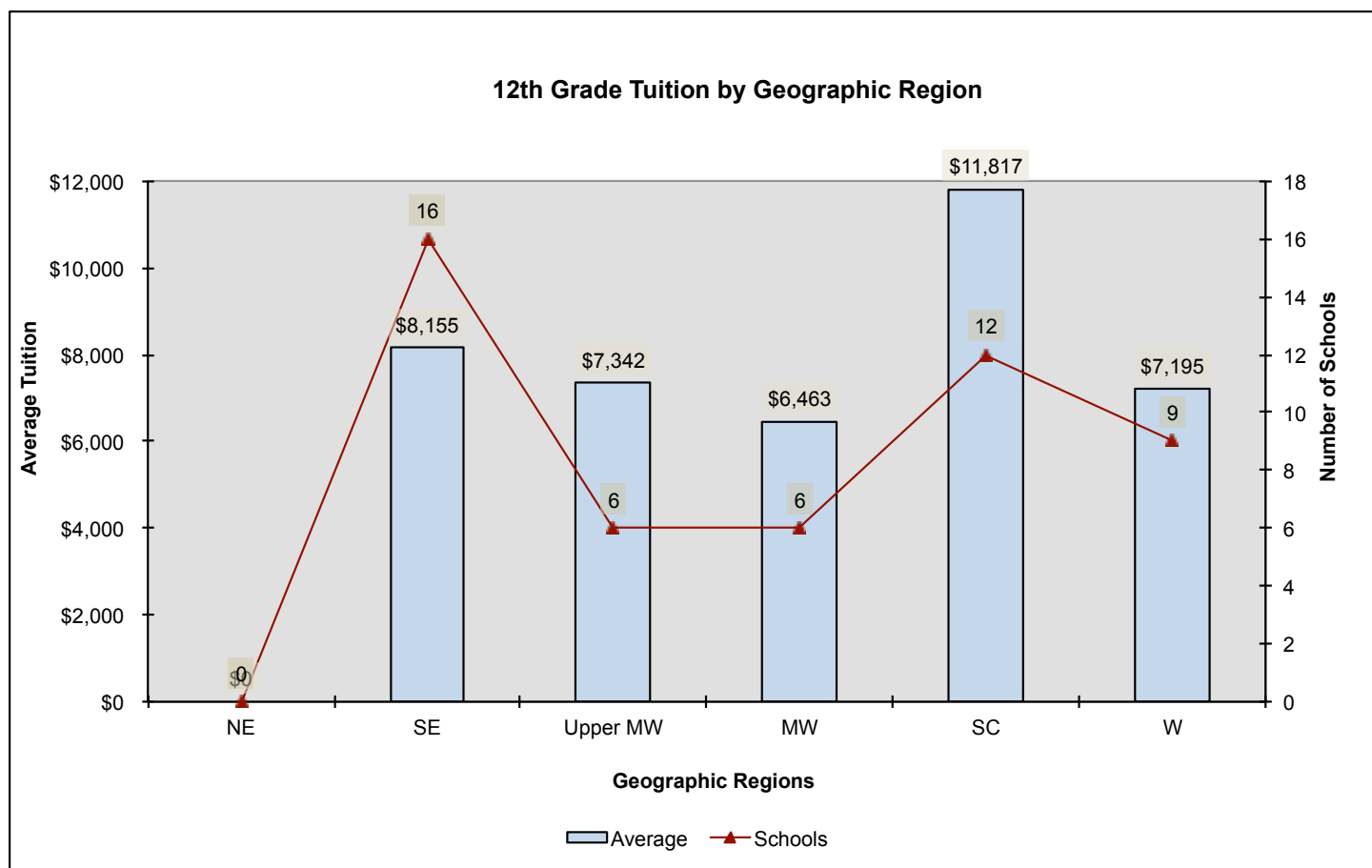


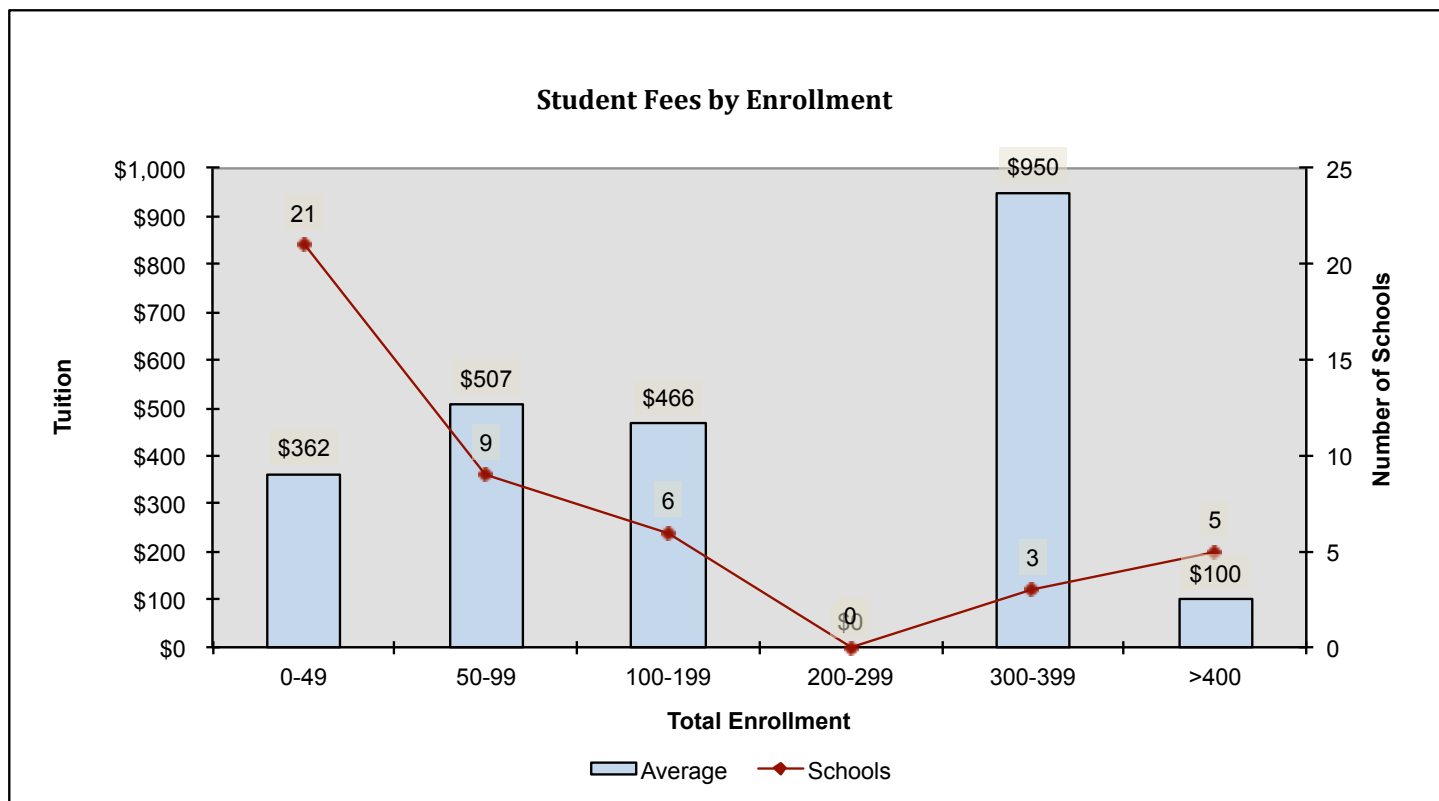
**Average 12<sup>th</sup> grade tuition (49 schools)**

Mean: \$8,580 per year    SD: \$4,140

Minimum: \$3,000    Maximum: \$19,850



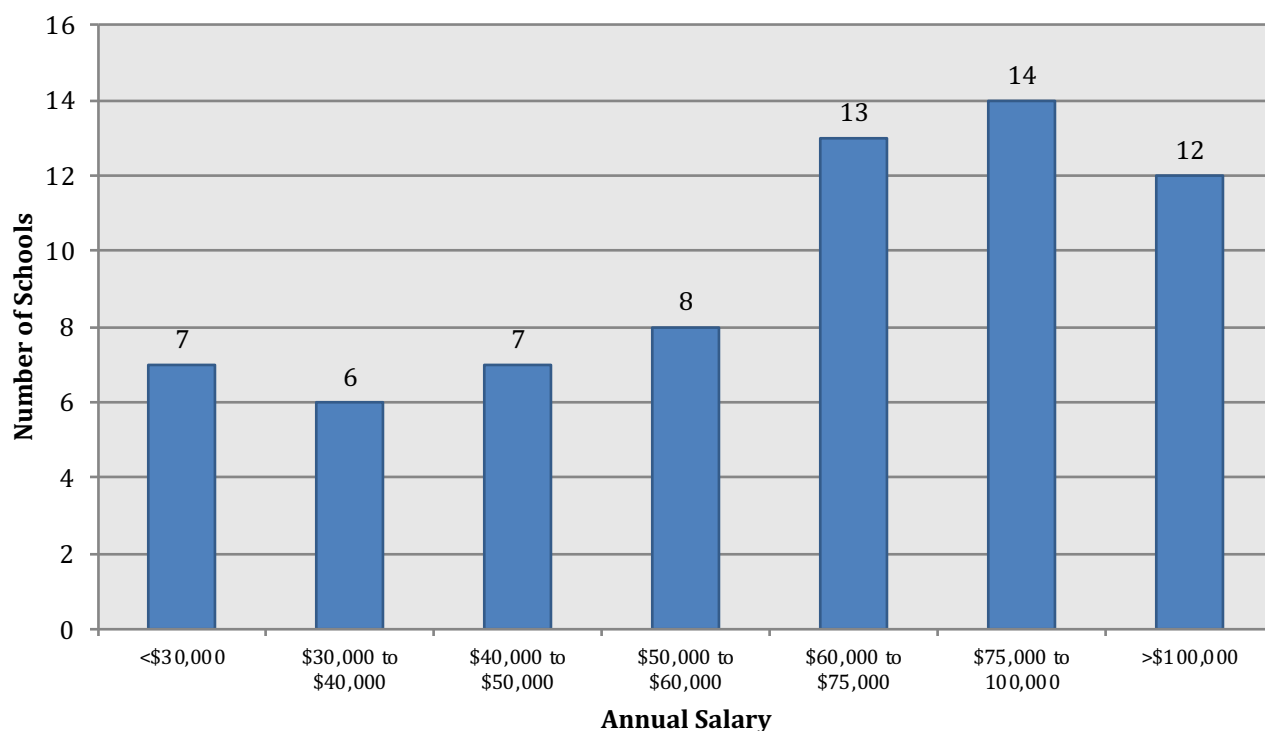




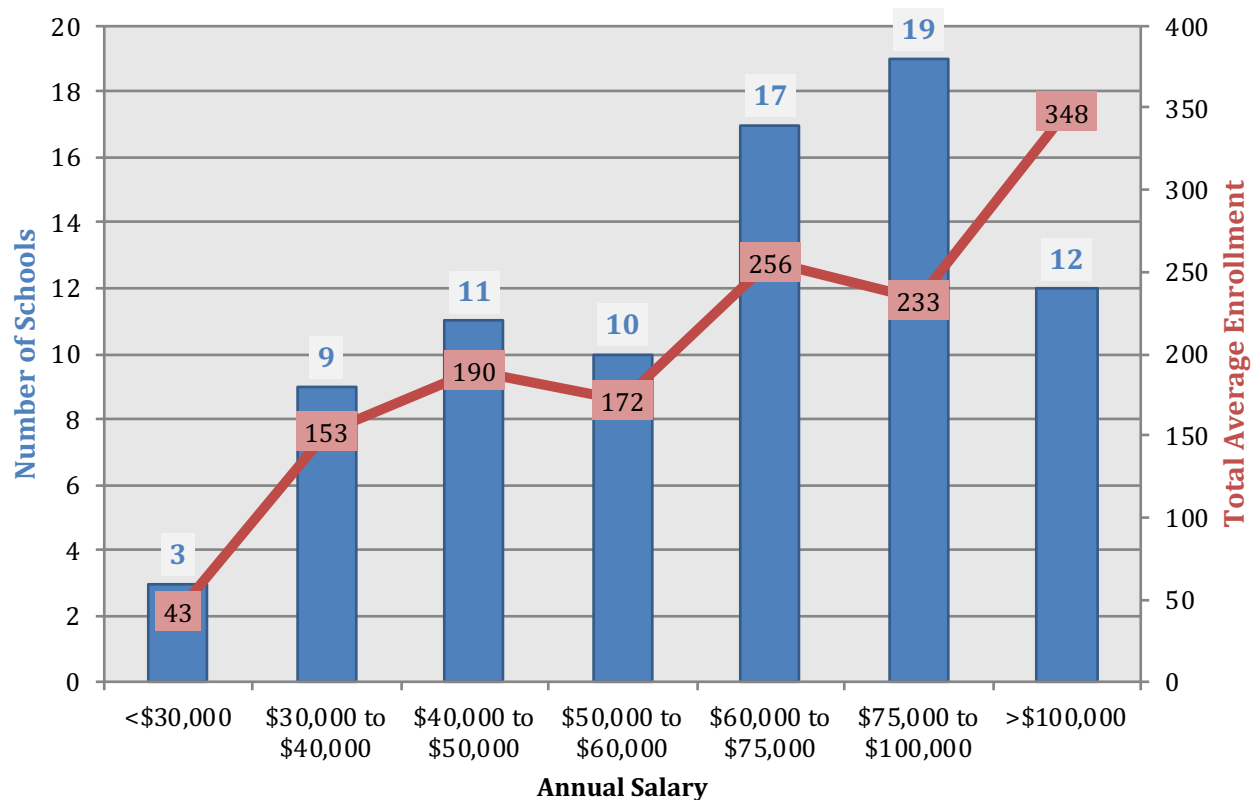




## Salary Range for New Head of School

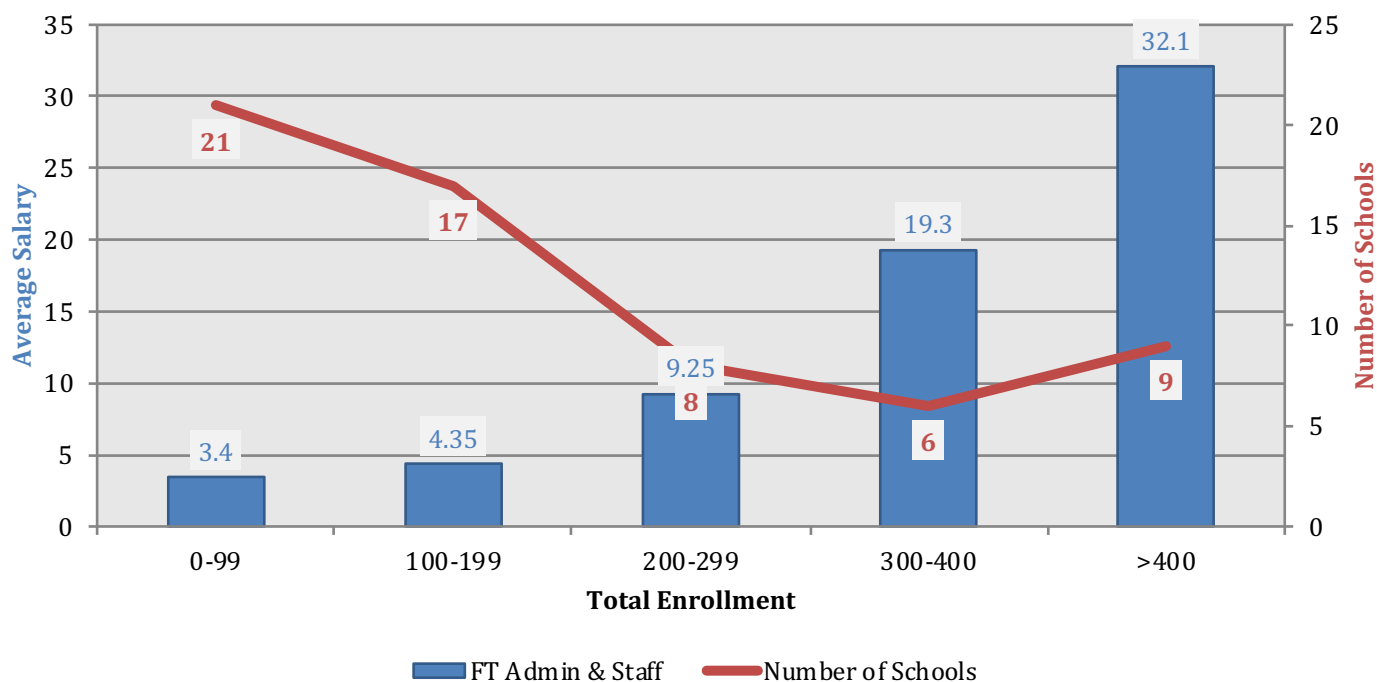


## Salary Range for New HOS by Enrollment

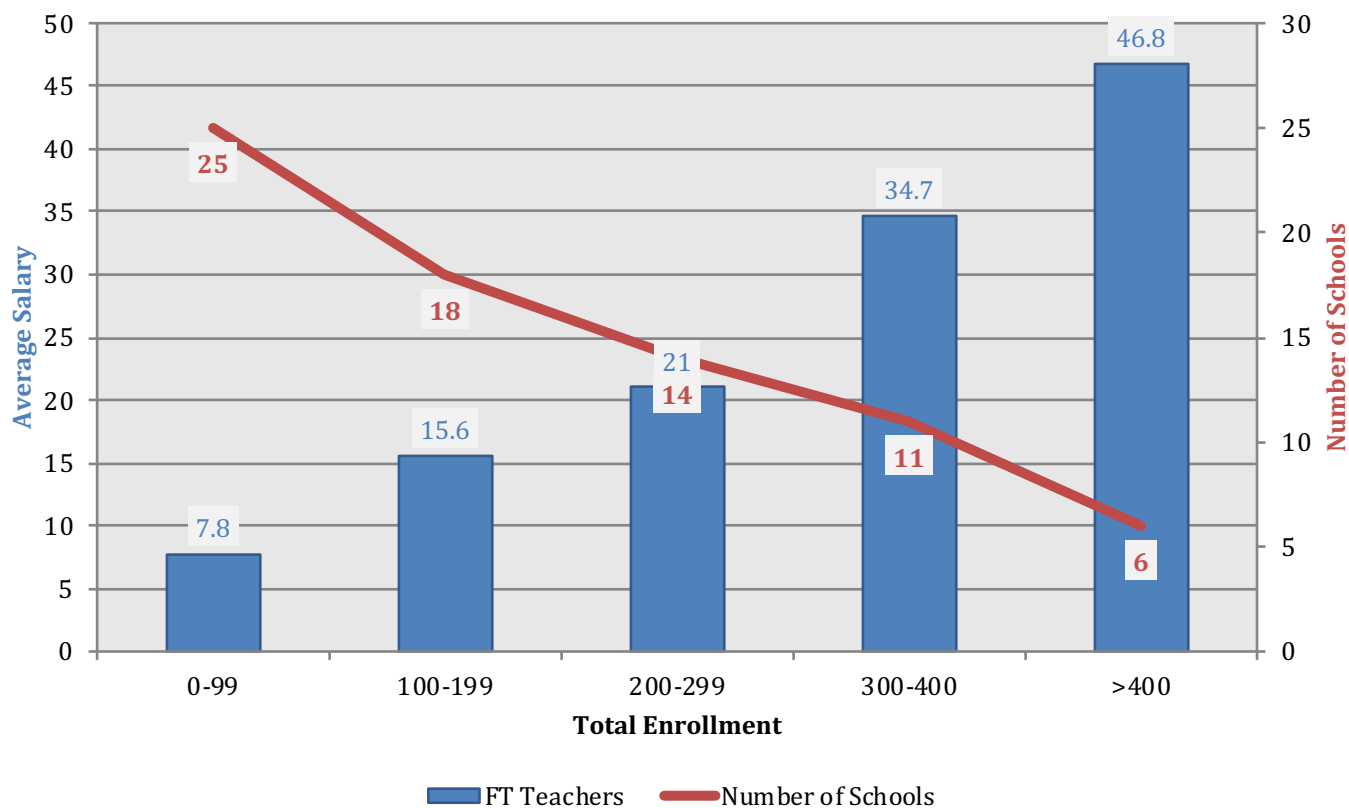




## Number of Full-Time Administrators and Staff by Enrollment



## Number of Full-Time Teachers by Enrollment





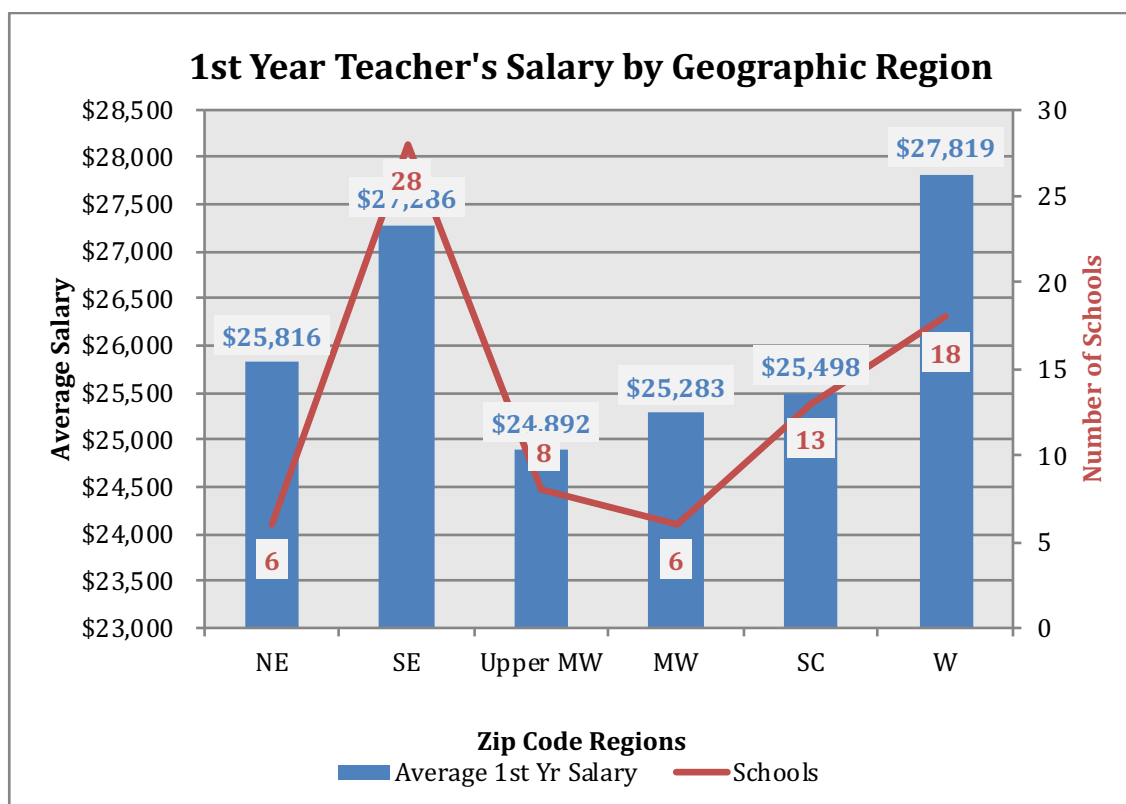
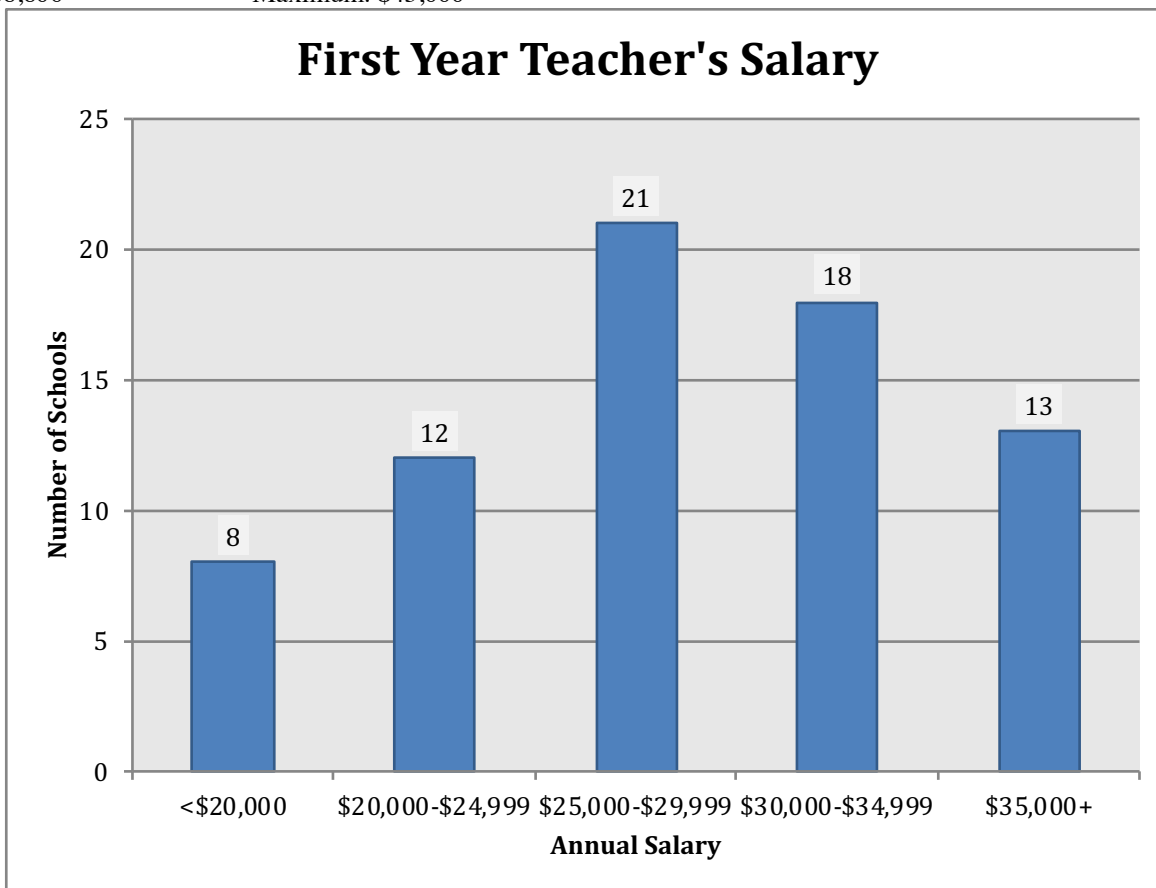
**Average First Year Teachers' Salary (79 schools)**

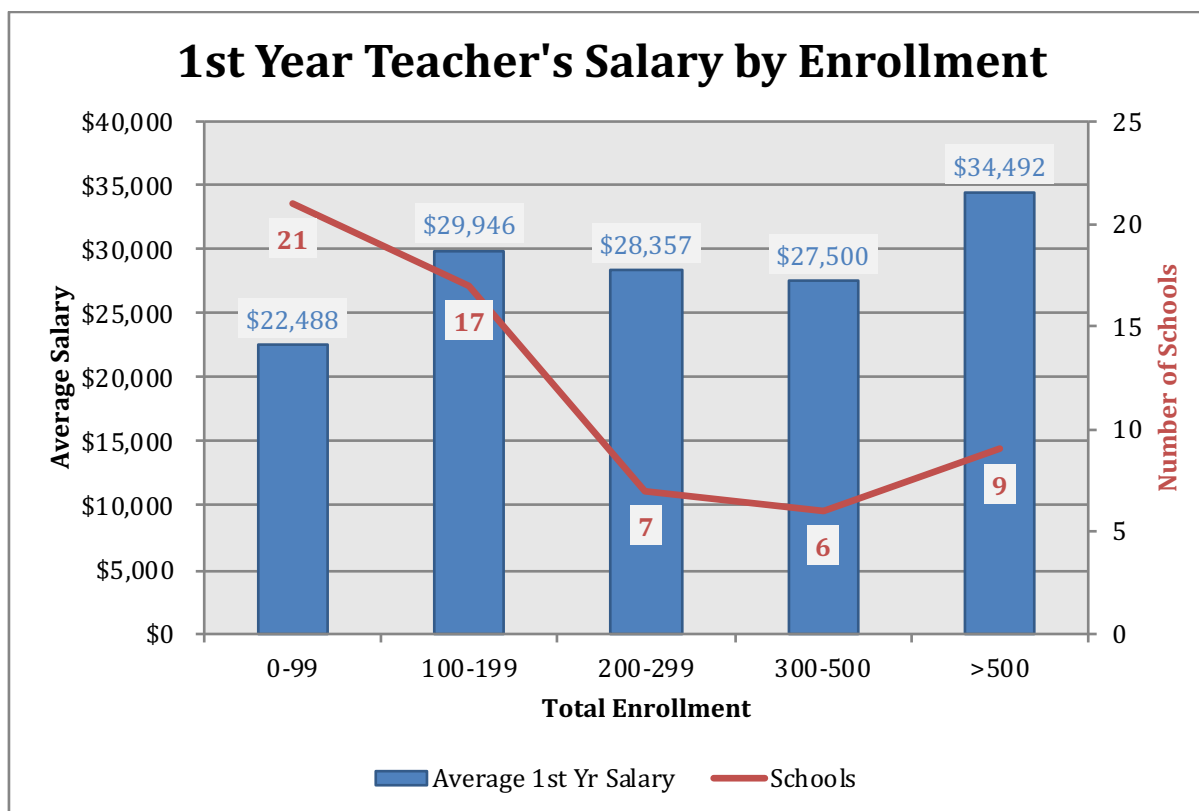
Mean: \$27,954 per year

SD: \$7,636

Minimum: \$8,806

Maximum: \$45,000





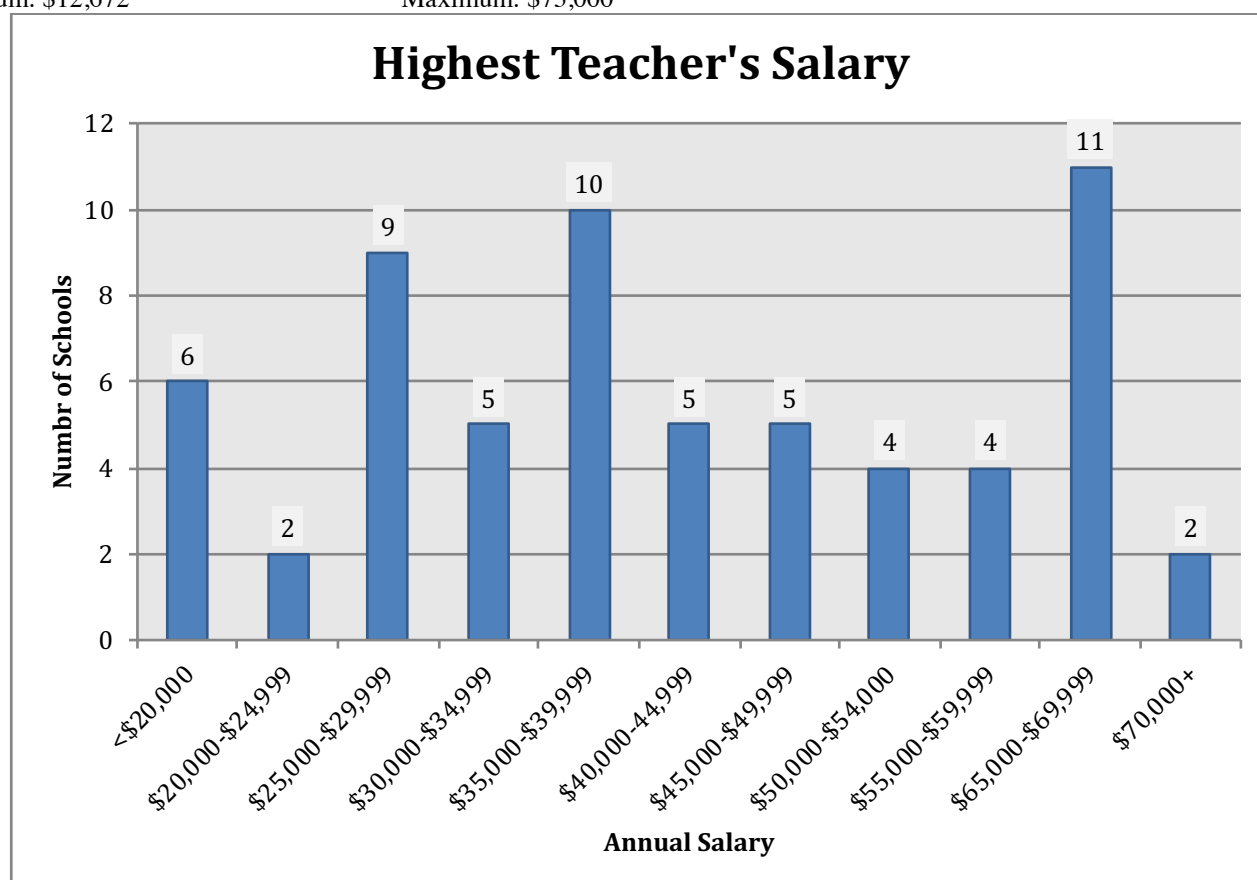
#### Average Highest Teachers' Salary (80 schools)

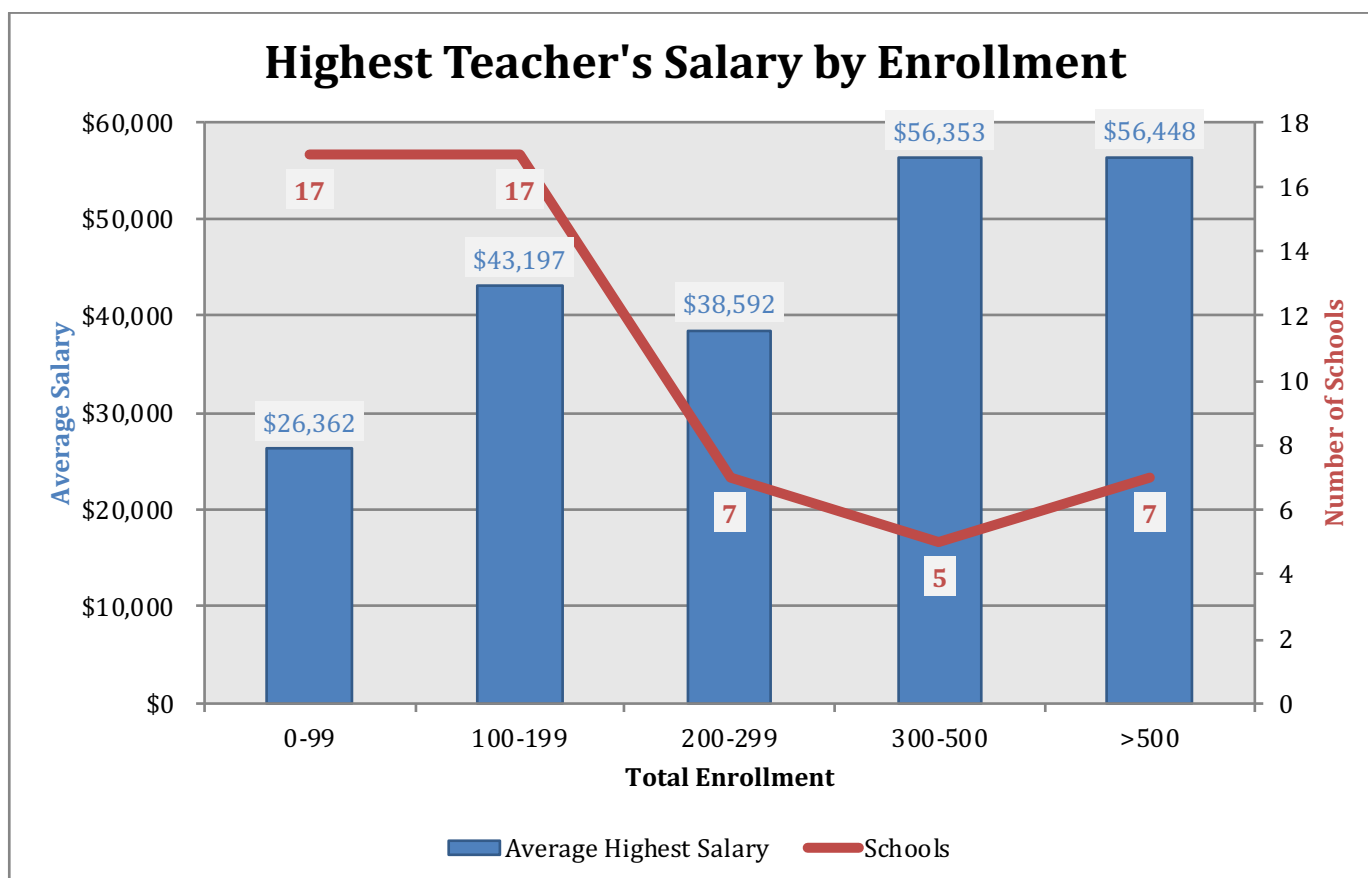
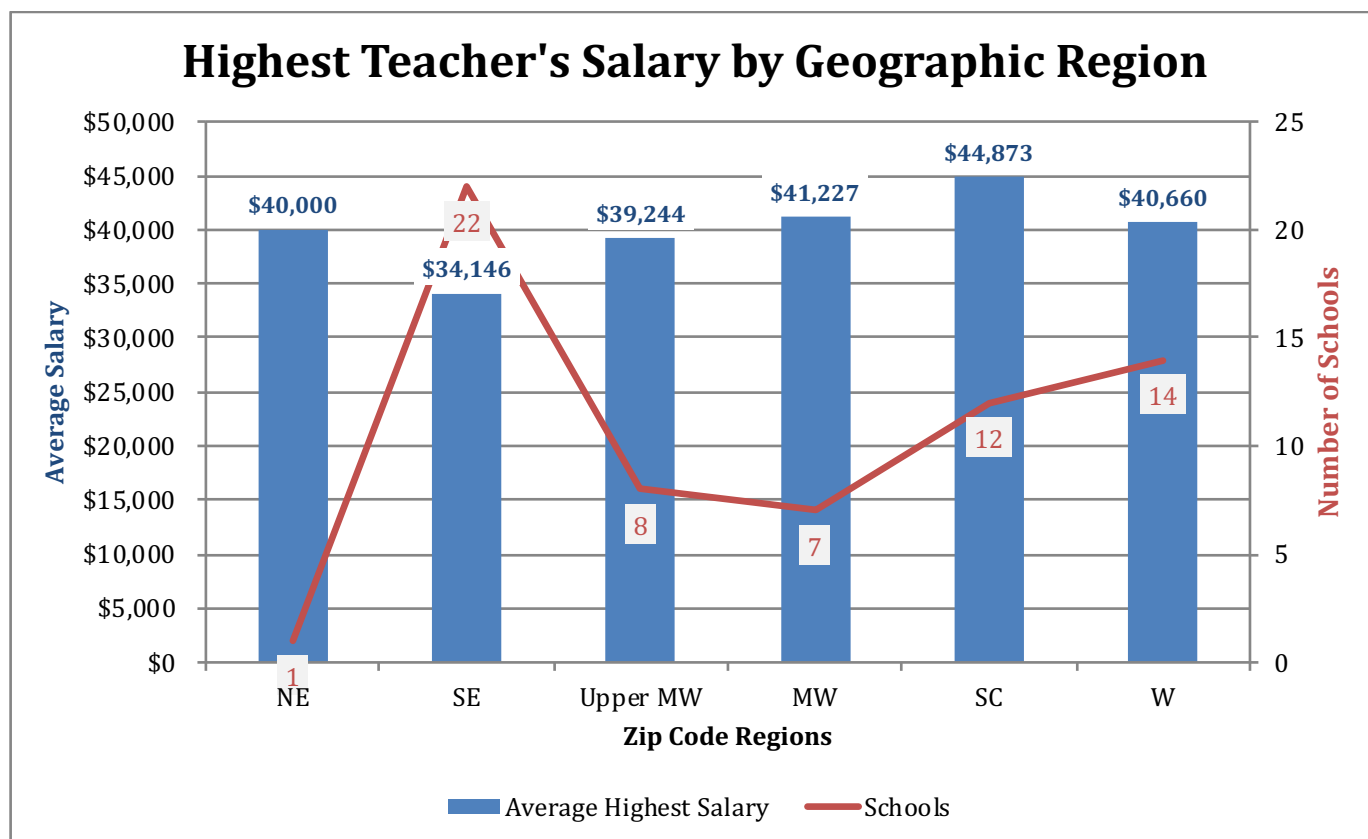
Mean: \$42,586 per year

SD: \$16,259

Minimum: \$12,672

Maximum: \$73,000



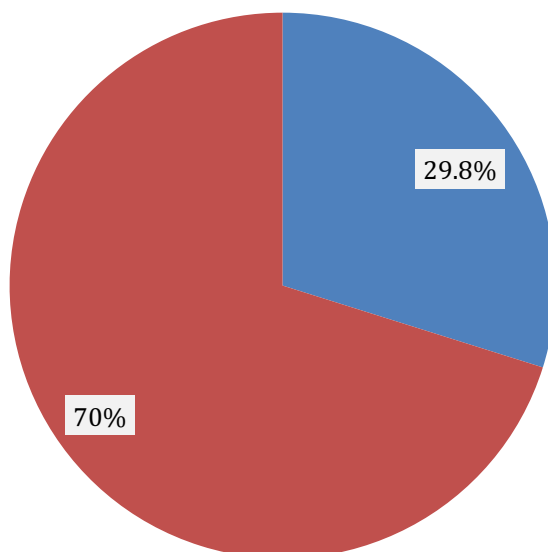




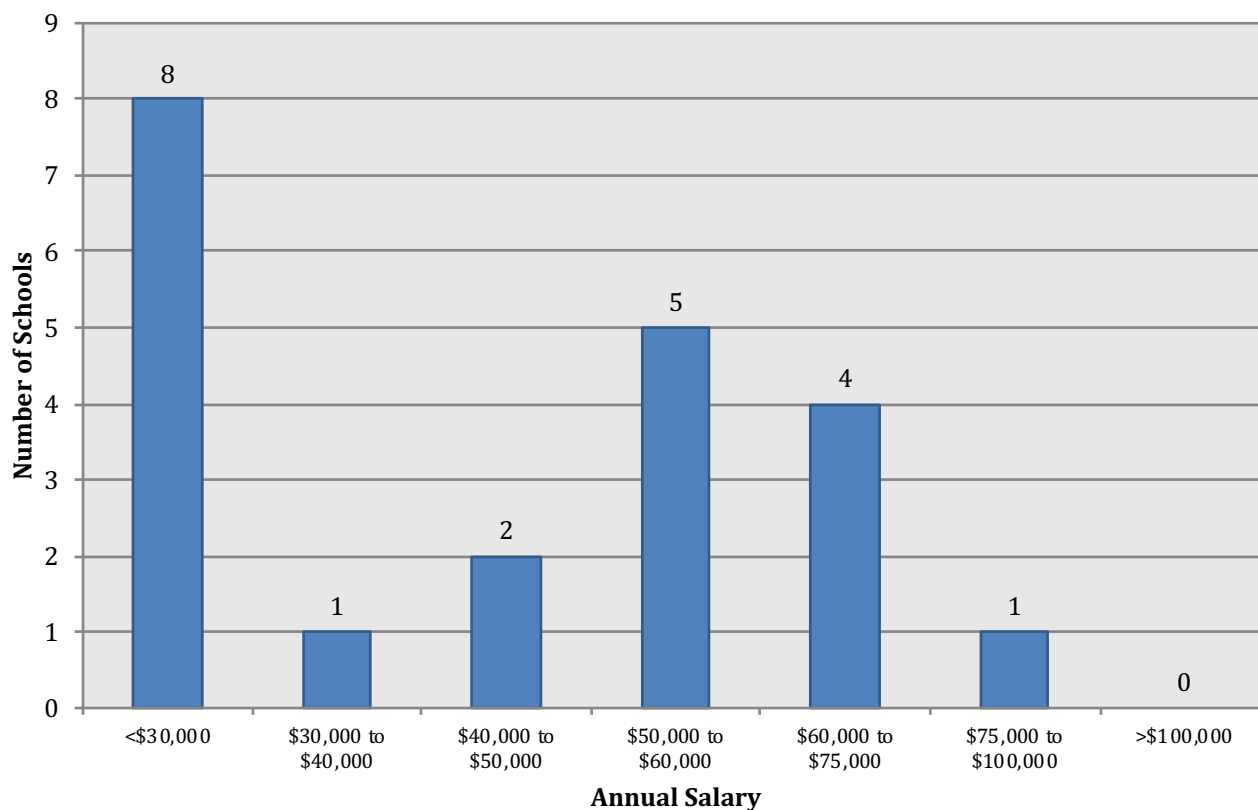
## Do you have a development director?

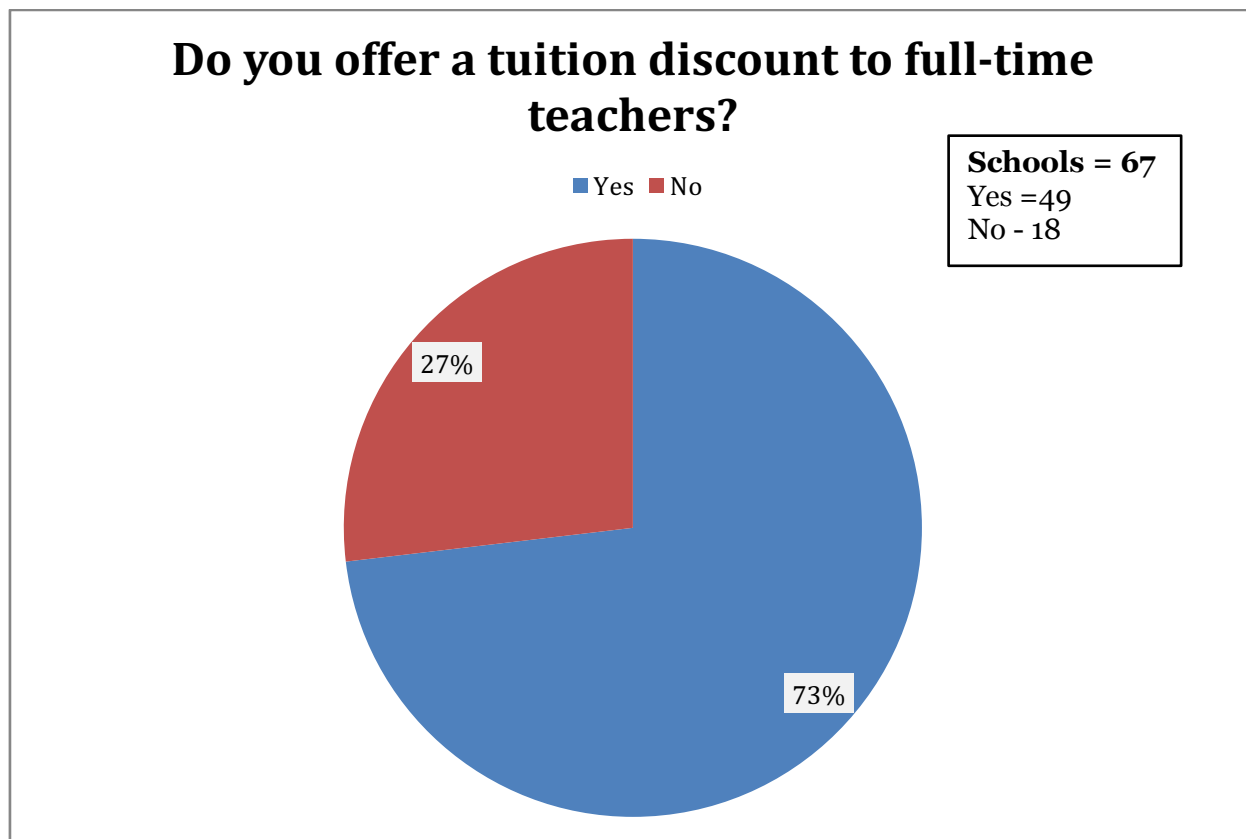
■ Yes ■ No

Schools = 67  
Yes = 20



## Salary Range for Development Director





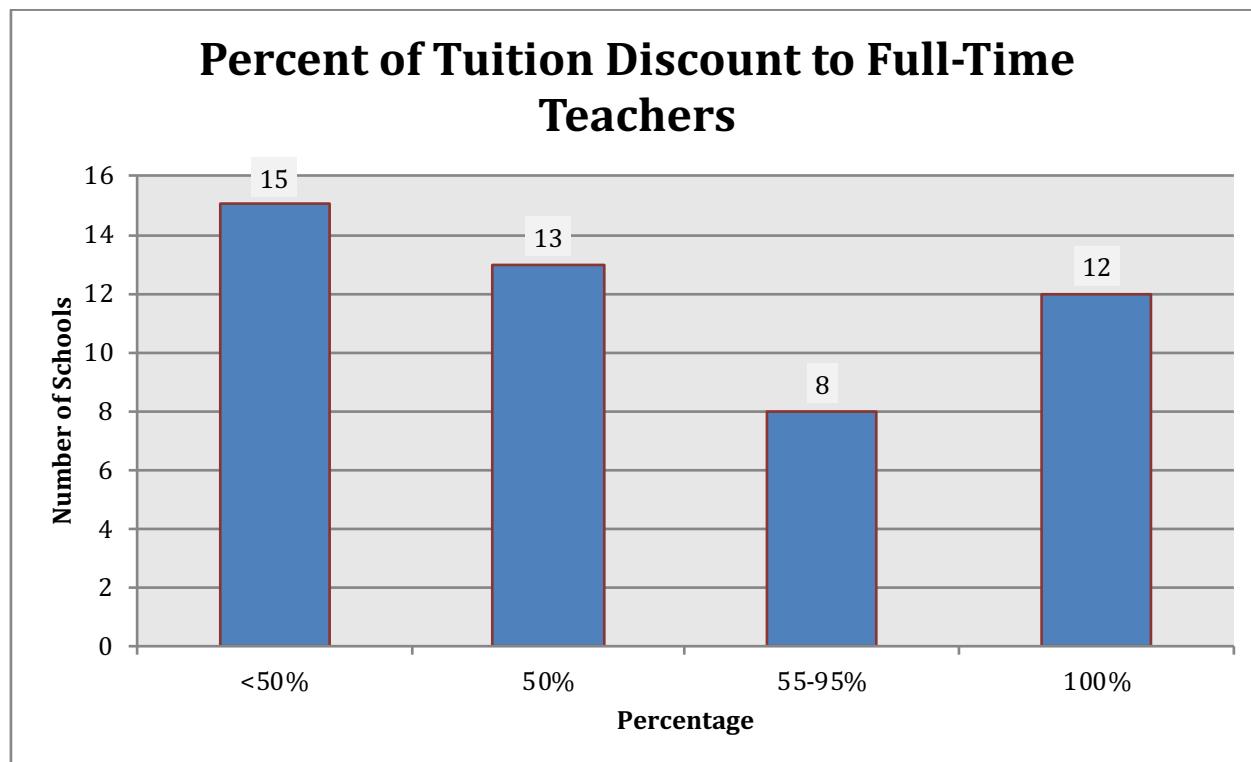
#### Percentage of tuition discount (59 schools)

Mean: 58.29%

Median: 50%

Minimum: 7%

Maximum: 100%





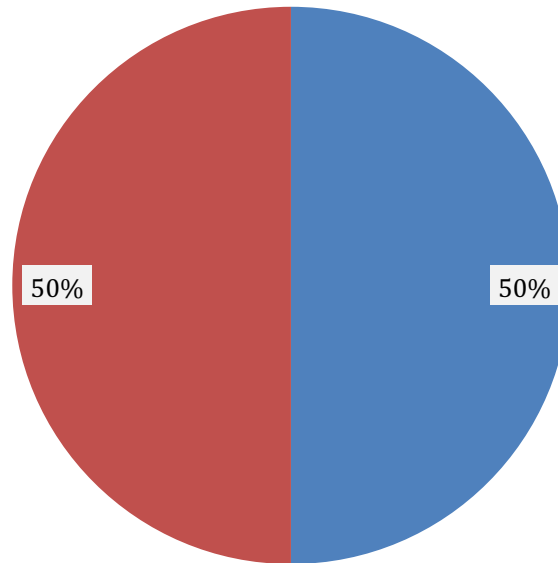
## Do you offer medical insurance to full-time employees?

■ Yes ■ No

**Schools = 68**

Yes = 34

No = 34



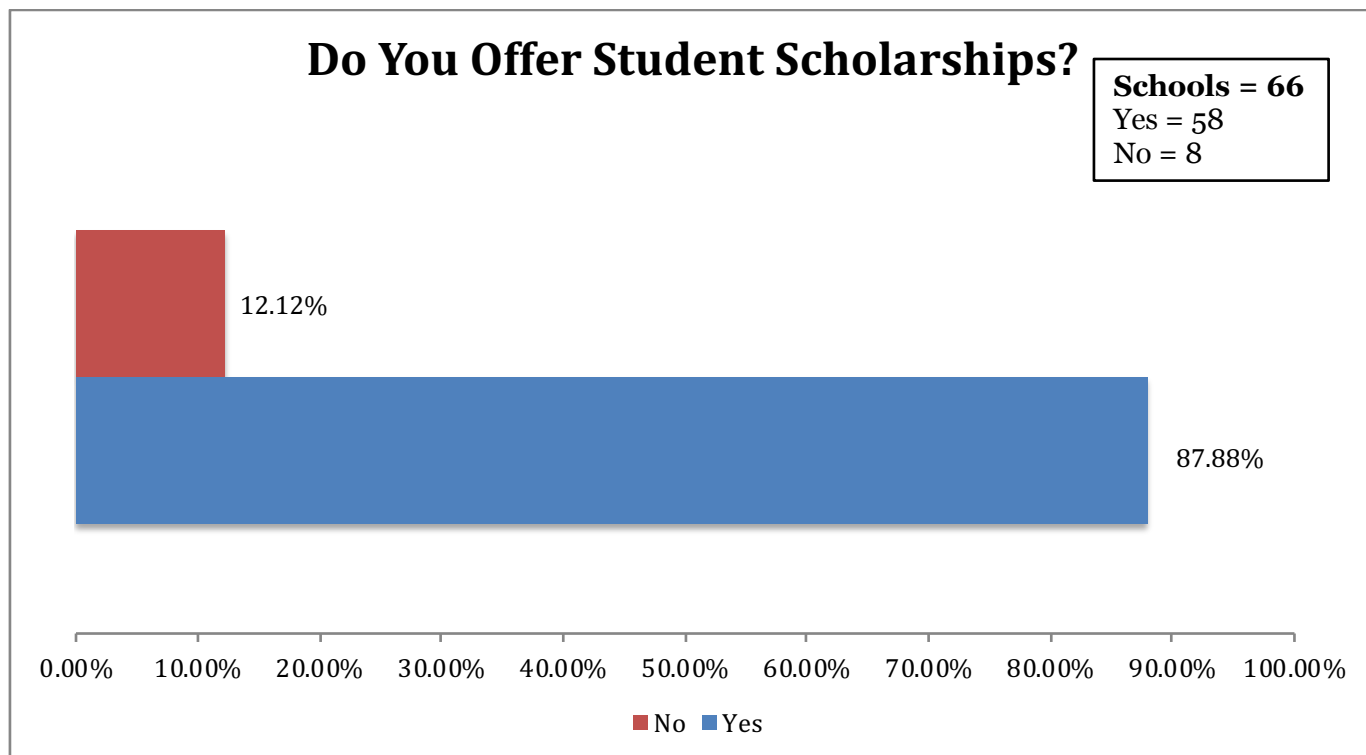
### Briefly describe the medical insurance program for full-time employees.

- 4 plan choices - all open access PPO's with major carrier. Individual employee contribution to premium ranges from \$14-\$42/MONTH, employee contribution for family coverage ranges from \$36-\$204/MONTH. Deductibles range from \$1,500 - \$3,000 for a single and \$3,000-6,000 for a family.
- 55% of the premium is paid by the school. Individual and family programs are offered.
- BCBS Blue Card PPO custom plan comparable to ACA Gold plan. Co-pay \$35 office visits In Network; CY Deductible \$500, \$1500 family; Out of Pocket Max \$2,250, \$6,750 family; Outpatient \$250 co-pay; Hospital \$250 day 1-6
- BCBS PPA, HMO and HSA
- Blue Cross Blue Shield \$3,000 or \$5,000 Deductible 70%/30%
- Blue Cross Blue Shield is offered but no money is paid toward the health care as benefits
- Concordia Plan Services Health Reimbursement Plan
- Employees can choose between a Humana PPO and HSA. Both are subsidized by the school with a higher percentage going to employee only and employee children.
- FCA pays the entire premium for the full time employee. Family coverage available at the employee's cost. Higher deductible, we share the co-insurance costs.
- Full coverage/no cost for employee--family coverage employee pays premiums
- Full medical, dental, vision and disability. 403b with no matching.
- Group Health Insurance Plan and HSA/HRA Wrap
- High Deductible plan with cost sharing, HSA and HRA
- High deductible plan. Employer pays up to 80% of covered services in a year (if the employee uses that much). No monthly premium for employees.
- High deductible supplemented with an HSA to which we contribute \$750 per year.
- HRA, Medical Bridge, Health Insurance combination
- HSA and PPO options; we cover half of the employee, employee/spouse, or family plan; for the HSA we also match a portion of the employee's deposit; we also offer optional dental and vision plans.





- HSA Core Plan
- Kaiser plan for full family; school pays 100%
- Monthly stipend of \$100 per month to be used as employee desires
- Our medical insurance program is truly catastrophic coverage through Pacific Source. We are currently investigating and planning to transition to Christian Health Ministries next year.
- PPO with 50%/month premium of the employee only paid by school
- School pays 100% of insurance premiums for employee only. If employees cover any dependents, they pay 100% of dependent cost.
- Subsidized 50%; Kaiser Permanente Silver w/1200 deductible for individual
- The employee pays the premium. It is the Blue Cross/Blue Shield Silver Plan.
- We give a lump of cash and direct them to a good broker to help them get coverage.
- We have several plans our employees can choose from. We pay the first \$350 for each employer
- We offer Christian Care Ministries
- We offer Community Care at 50% of the premium for core program. We also offer opt-in for dental, optical and life at the expense of the teacher.
- We offer medical and dental insurance for full-time employees, though we only pay 50% of costs. Therefore, participation is obviously low.
- We offer medical, dental and vision at a discounted rate depending on if you are insuring just the employee, employee and spouse or family. We also offer an incentive through an MSA account to participate in Samaritan Ministries' health sharing program.
- We pay \$3,000 into a Healthcare Savings Account.
- We pay 60% of the employee-only rate.



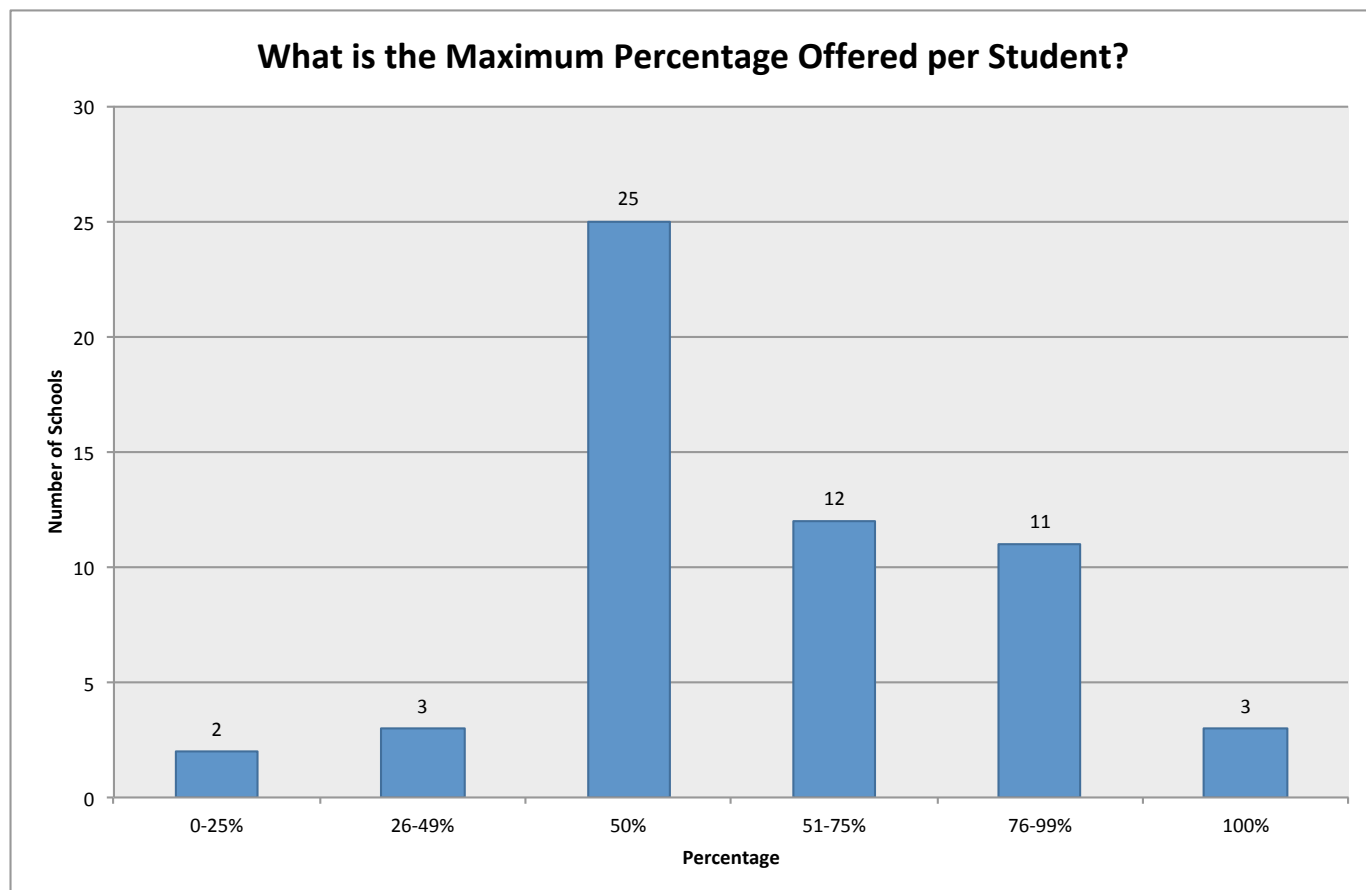
**What is the maximum percentage amount offer per student? (71 schools)**

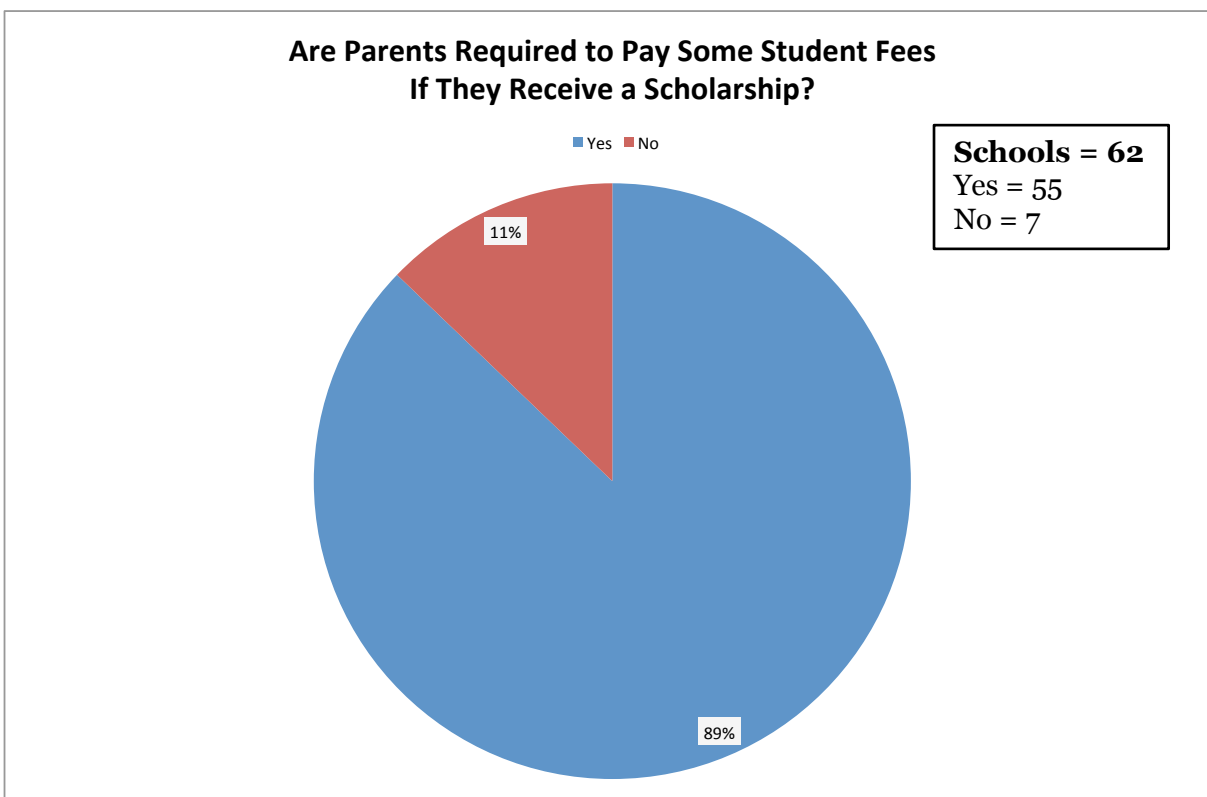
Mean: 61.9%

SD: 19.0

Minimum: 20%

Maximum: 100%

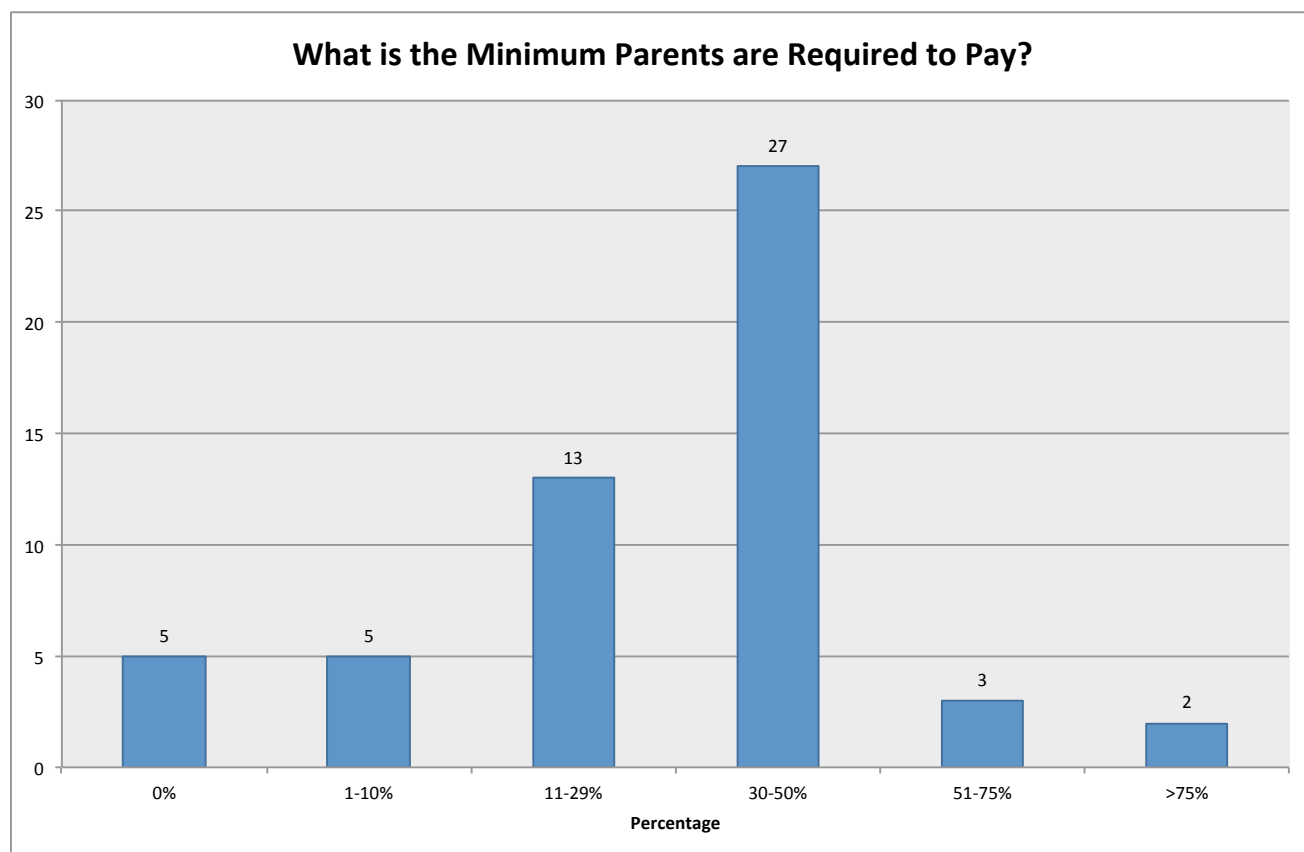




**What is the minimum percentage parents are required to pay? (61 schools)**

Mean: 38.0%  
Minimum: 0%

SD: 19.7  
Maximum: 90%





### Comparison of schools by total operating income

<b>Total Operating Income</b>	<b>.1M to .15M 4 schools</b>	<b>.27M to .32M 5 schools</b>	<b>.4M to .45M 4 schools</b>	<b>1.0M to 1.1M 4 schools</b>
4 <sup>th</sup> Grade Tuition	\$5,146	\$5,140	\$5,520	\$5,988
7 <sup>th</sup> Grade Tuition	\$5,605	\$5,220	\$5,871	\$6,470
HOS Salary	\$37,000	\$37,800	\$50,350	\$56,375
1 <sup>st</sup> Yr. Teacher's Salary	\$20,928	\$24,806	\$22,956	\$24,366
Highest Teacher's Salary	\$31,549	\$27,357	\$29,722	\$36,980
Student Scholarships	Yes-4, No-0	Yes-4, No-1	Yes-4, No-1	Yes-4, No-0
Student Scholarships Maximum Percentage	45%	75%	46.4%	60%
Medical Insurance	No-4	Yes-1, No-4	Yes-0, No-5	Yes-2, No-2
FT Teachers Tuition Discount?	Yes-4	Yes-4, No-1	Yes-2, No-2 NA = 1	Yes-4, No-0
Percent of expenses from income	82.5%	70.8%	83.8%	86.5%
Percent of budget from gifts	23.6%	24.0%	21.6%	13.2%
Percent budget comprised of personnel expenses	81.3%	74.4%	69.4%	73.7%
Percent expenses which are administrative expenses	11.2%	18.2%	30.0%	16.2%



# 2017-18 ACCS Salary & Tuition Report

<b>Total Operating Income</b>	<b>2.0M to 2.5M</b> 7 schools	<b>4.1M to 4.2M</b> 3 schools	<b>7M to 7.7M</b> 4 schools
4 <sup>th</sup> Grade Tuition	\$8,575	\$8,548	\$12,499
7 <sup>th</sup> Grade Tuition	\$10,644	\$8,922	\$14, 217
HOS Salary	\$87,535	\$89,916	\$89,916
1 <sup>st</sup> Yr. Teacher's Salary	\$30,692	\$32,750	\$36,890
Highest Teacher's Salary	\$52,293	\$55,133	\$50,197
Student Scholarships	Yes-7, No-0	Yes-2, No-1	Yes-3
Student Scholarships Maximum Percentage	61%	78%	65.8%
Medical Insurance	Yes-5, No-2	Yes-3	Yes-3
FT Teachers Tuition Discount?	Yes-7	Yes-2, No-1	Yes-3
Percent of expenses from income	92%	95%	98.2%
Percent of budget from gifts	10%	5%	3%
Percent budget comprised of personnel expenses	65%	75%	71.4%
Percent expenses which are administrative expenses	10%	20%	26.6%



## 2017-18 ACCS Salary &amp; Tuition Report

<b>School</b>	<b>Mailing Address</b>	<b>City</b>	<b>State</b>	<b>Zip</b>
Agape Christi Academy	9957 Valley View Road	Eden Prairie	MN	55344
Arma Dei Academy	345 E Wildcat Reserve Pkwy	Highlands Ranch	CO	80126
Augustine Classical Academy	480 South Kipling Street	Lakewood	CO	80226
Bonney Lake Christian Academy	8201 Locust Ave. E	Bonney Lake	WA	98391
Cair Paravel Latin School	635 SW Clay St.	Topeka	KS	66606
Caldwell Academy	2900 Horse Pen Creek Road	Greensboro	NC	27410
Calvary Christian Academy	PO Box 29	Silver City	NM	88062
Calvary Classical Academy	1200 Roosevelt Road	St. Cloud	MN	56301
Calvary Classical School	403 Whealton Road	Hampton, VA	VA	23666
Classical School of Wichita	6355 Willowbrook	Wichita	KS	67218
Coram Deo Academy	4900 Wichita Trail	Flower Mound	TX	75022
Cornerstone Academy	16910 161st AVE SE	Snohomish	WA	98290
Cornerstone Classical School	830 S 9th Street	Salina	KS	67401
Cornerstone Classical Christian Academy	125 Calhoun Road	Montgomery	AL	36109
Covenant Academy	11711 Telge Road	Cypress	TX	77429
Covenant Christian Academy	901 Cheek Sparger Rd Bldg A	Colleyville	TX	76034
Covenant Christian School	3130 Atlanta Road SE	Smyrna	GA	30080
Covenant Classical School	3200 Patrick Henry Drive	Concord	NC	28027
Dominion Christian School	10922 Vale Road	Oakton	VA	22124
Evangel Classical Christian School	423 Thompson Road	Alabaster	AL	35007
Faith Academy of Wichita Association	3314 N 124TH ST W	Wichita	KS	67223
Faith Christian Academy	3500 N.E. Prather Road	Kansas City	MO	64116
Faith Christian School	3585 Buck Mountain Road	Roanoke	VA	24018
Faith Christian School	801 Twentieth St	Port St Joe	FL	32456
Geneva School of Boerne	113 Cascade Caverns Road	Boerne	TX	78015
Grace Classical Academy	2438 E. Cherry St.	Springfield	MO	65802
Grace Classical Christian Academy	P.O. Box 41	Granbury	TX	76048
Greenville Classical Academy	2519 Woodruff Rd	Simpsonville	SC	29681
Heritage Classical Academy	7100 Pettibone Rd.	Chagrin Falls	OH	44023
Heritage Christian Academy of North Idaho	PO Box 999	Spirit Lake	ID	83869
Highland Rim Academy	P.O. Box 3022	Cookeville	TN	38502
Hunter Classical Christian School	635 Manakin Road	Manakin-Sabot	VA	23238
Imago Dei Academy	1100 Michigan Ave	Alamogordo	NM	88310
Immanuel Lutheran School	109 Bellaire Rd.	Alexandria	VA	22301
Jonathan Edwards Classical Academy	4479 Jackson Road	Whites Creek	TN	37189
Legacy Classical Christian Academy	1209 N. Saginaw Blvd. G-207	Saginaw	TX	76179
Maranatha	4916 South State Road 35	Superior	WI	54880
Mars Hill Academy	4230 Aero Drive	Mason	OH	45040
Martin Luther Grammar School	1300 W. 5th St	Sheridan	WY	82801
Mirus Academy	460 High Street	Ellsworth	ME	04605
New Covenant School	301 Simpson Road	Anderson	SC	29621
Nobis Pacem	401 east Sonterra blvd Suite 375	San Antonio	TX	78258
Oak Hill Classical School	2955 Old Fountain Road	Dacula	GA	30019
Petra Academy	4720 Classical Way	Bozeman	MT	59718



## 2017-18 ACCS Salary & Tuition Report

Providence Academy	1420 Division St	Green Bay	WI	54303
Providence Christian School	4847 Murphy Mill Rd.	Dothan	AL	36303
Providence Classical Christian School	18943 120th AVE NE	Bothell	WA	98011
Providence Classical School	6000 Easter Circle	Williamsburg	VA	23188
Providence Classical School	18100 Stuebner Airline Road	Spring	TX	77379
Providence Classical School	605 Clinton Ave East	Huntsville	AL	35801
Providence Preparatory School	3809 S. General Bruce Dr, Ste 103 PMB 8183	Temple	TX	76502
Regents School of Austin	3230 Travis Country Circle	Austin	TX	78735
Regents School of Charlottesville	200 Bob Finley Way	Charlottesville	VA	22903
Rockbridge Academy	911 Generals Hwy	Millersville	MD	21108
Sandhills Classical Christian School, Inc.	PO Box 2600	Southern Pines	NC	28387
Schaeffer Academy	2700 Schaeffer Ln NE	Rochester	MN	55906
Seattle Classical Christian School	172 20th Ave.	Seattle	WA	98122
St. Augustine Academy, Inc (dba Augustine Christian Academy)	6310 E 30th St	Tulsa	OK	74114
St. Stephen's Classical Christian Academy	6131 Oak Hill Drive	Eldersburg	MD	21784
The Academy of Classical Christian Studies	1120 E Hefner Rd	Oklahoma City	OK	73131
The Ambrose School	6100 N Locust Grove Rd	Meridian	ID	83646
The Cambridge School of Dallas	3877 Walnut Hill Lane	Dallas	TX	75229
The Covenant School	7300 Valley View Lane	Dallas	TX	75240
The Oaks Classical Christian Academy	P.O. Box 141146	Spokane Valley	WA	99214
The Stonehaven School	505 Atlanta St	Marietta	GA	30060
Trinity Christian School	1010 India Road	Opelika	AL	36801
Trinity Classical School	2826 Birchwood Ave	Bellingham	WA	98225
Uvalde Classical Academy	400 N Getty St	Uvalde	TX	78801
Valley Classical School	610 N. Main Street #261	Blacksburg	VA	24060
Veritas Academy	PO Box 1581	Cody	WY	82414
Veritas School	26288 NE Bell Rd	Newberg	OR	97132
Whitefield Academy	8929 Holmes Rd	Kansas City	MO	64131