

Report of Top Administrator Compensation in Massachusetts Independent Schools

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Wilson
GroupTM
Concord, MA

Table of Contents

I. Introduction	3
II. Methodology	4
III. Total Compensation by Job Title	12

Introduction

I. Introduction

This survey report provides competitive compensation information on the following top administrator positions in independent secondary schools in Massachusetts:

- Head of School/President
- Head of Finance/Business Manager
- Principal/Head of School
- Head of Advancement/Development
- Head of Buildings/Facilities/Operations

This Report provides detailed information by school and position collected from the public records (990 tax forms) filed by independent schools in Massachusetts and relevant matches from proprietary salary databases. In addition, this report contains confidential data on three schools that are not required to file 990 tax forms because of their religious affiliation.

The salary information from the 990 tax forms is reported by school and by position since it is public data. The information collected confidentially is only reported in aggregate with the 990 data.

Methodology

II. Methodology

Sources of Data

- **Compensation databases**

- ERI Salary Assessor - Private Secondary & High Schools, Boston, Revenue \$35 Mil
- IBM Kenexa Companalyst - Edu/Gov't/Nonprofit, Boston, 100-200 FTEs
- National Association of Independent Schools - New England
- National Business Officers Association - National, Day, Enrollment > 900

- **Independent Schools**

- Within Massachusetts
- Independent
- Day or day/boarding

	Recently Reported Op Rev (\$Mil)	Enrollment	# of Faculty
Minimum	\$14.1	205	41
25th	\$21.2	383	61
50th	\$25.7	475	78
75th	\$30.4	639	103
Maximum	\$136.5	2352	213

- **Salary data are adjusted using an annual increase rate of 2.5% per year.** All data are current as of July 1, 2014. (Formula is number of months since effective date/12 months * 2.5%.)
- **Market composite represents aggregate of all data.**

II. Methodology

Independent Schools Sorted by Revenue

Independent School	City	Revenue (Millions) 990	Enrollment	# of Faculty	Data Source
Xaverian Brothers High School	Westwood	\$22.0	825	80	Confidential
St John's Preparatory	Danvers	\$24.1	1131	101	Confidential
Belmont Hill School	Belmont	\$29.2	455	76	Public 990
Tabor Academy	Marion	\$30.7	496	83	Public 990
Thayer Academy	Braintree	\$31.7	690	115	Public 990
Buckingham Browne & Nichols School	Cambridge	\$40.9	990	124	Public 990
Milton Academy	Milton	\$64.5	495	99	Public 990
Boston Latin School	Boston		2352	121	MA State Payroll
International School Of Boston	Cambridge	\$14.1	630	79	Public 990
Bancroft School	Worcester	\$14.9	497	70	Public 990
The Cambridge School Of Weston	Weston	\$16.1	330	55	Public 990
The Fenn School	Concord	\$16.9	305	61	Public 990
Central Catholic High School	Lawrence	\$17.3	1330	121	Public 990
Miss Hall's School	Pittsfield	\$17.6	205	41	Public 990
Wilbraham and Monson Academy	Wilbraham	\$17.8	431	62	Public 990
Roxbury Latin School	West Roxbury	\$18.1	300	60	Public 990
St Marks	Southborough	\$20.9	352	50	Public 990
Beaver Country Day School	Chestnut Hill	\$23.2	420	53	Public 990
The Fessenden School	W Newton	\$24.3	501	95	Public 990
Concord Academy	Concord	\$24.5	365	61	Public 990
The Rivers School	Weston	\$24.5	480	80	Public 990
The Williston Northampton School	Easthampton	\$24.9	550	92	Public 990
Dexter-Southfield	Brookline	\$25.3	415	52	Public 990
Landmark School	Prides Crossing	\$26.1	443	148	Public 990
The Winsor School	Boston	\$26.4	425	61	Public 990
Dana Hall School	Wellesley	\$26.4	475	53	Public 990
Brooks School	North Andover	\$27.4	370	74	Public 990
Berkshire School	Sheffield	\$28.4	391	78	Public 990
Cushing Academy	Ashburnham	\$29.4	447	56	Public 990
Middlesex School	Concord	\$29.6	375	75	Public 990
Boston College High School	Dorchester	\$35.0	1600	140	Confidential
Noble And Greenough	Dedham	\$40.4	648	108	Public 990
Groton School	Groton	\$42.2	373	75	Public 990
Deerfield Academy	Deerfield	\$76.5	630	105	Public 990
Phillips Academy	Andover	\$136.5	1063	213	Public 990

II. Methodology

Position Matching

- **For the Form 990 data, jobs were matched based solely on title reported.**
 - President
 - Head of School
 - Headmaster (School)
 - Chief Financial Officer
 - Business Manager
 - Assistant Treasurer
 - Director of Finance
 - Excluded administrators with both Finance and Operations in the title
 - Principal
 - Head/Headmaster of part of the school
 - Director of Upper (Middle or Lower used if Upper not reported)
 - Excluded Assistant Head of School, Dean of Student, Dean of Faculty, Dean of Academics

II. Methodology

Position Matching

- Advancement
 - Director of Advancement or Development
 - VP of Advancement or Development
 - Chief Advancement Officer
 - Association President
- Operations
 - Director or Vice President Facilities, Buildings & Grounds, Physical Plant
 - Excluded Chief Operating Officer
- For database position matching, detailed job descriptions were used when available. See the next page.

II. Methodology

Database Descriptions

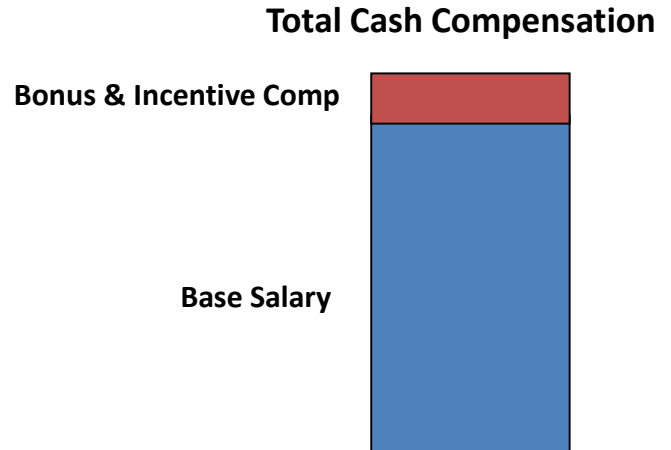
Survey Position Title	Survey Name	Survey Description
President	ERI Salary Assessor	Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization.
CFO	ERI Salary Assessor	Directs and coordinates company's financial affairs according to financial principles and government regulations. Establishes major economic objectives and policies for the company. Develops, directs and prepares financial analyses of operations for guidance of management. Recommends changes and ideas to top management or Board of Directors in regard to policies and programs.
CFO	Kenexa	Responsible for directing an organization's overall financial policies. Oversees all financial functions including accounting, budget, credit, insurance, tax, and treasury. Designs and coordinates a wide variety of accounting and statistical data and reports. Requires a bachelor's degree and at least 15 years of direct experience in the field. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to CEO or COO.
Director Fundraising	ERI Salary Assessor	Directs, plans, develops, and establishes policies and objectives of fundraising function in accordance with objectives of organization. Oversees employees engaged in fundraising activities. Plans, coordinates, and oversees fundraising programs for charities or other causes.
Top Fundraising Exec	Kenexa	Plans and directs all aspects of an organization's fundraising policies and capital development initiatives. Develops fundraising strategies and campaigns. Researches new methods of fundraising and determines feasibility of new fundraising programs. Requires a bachelor's degree with at least 15 years of experience in the field. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

II. Methodology

Analysis

- **Market composite analysis covers:**
 - Base Salary from all sources
 - Bonus & Incentive Compensation from all sources
 - Total Cash Compensation or TCC (base plus bonus)

- **Independent Schools provide information on:**
 - Base Salary
 - Bonus & Incentive Compensation
 - Total Cash Compensation or TCC (base plus bonus)
 - Other Compensation
 - Deferred Compensation
 - Non-taxable Benefits
 - Total Compensation and Benefits (Total Cash Compensation plus Other Compensation, Deferred Compensation and Non-taxable Benefits)



Total Compensation by Job Title

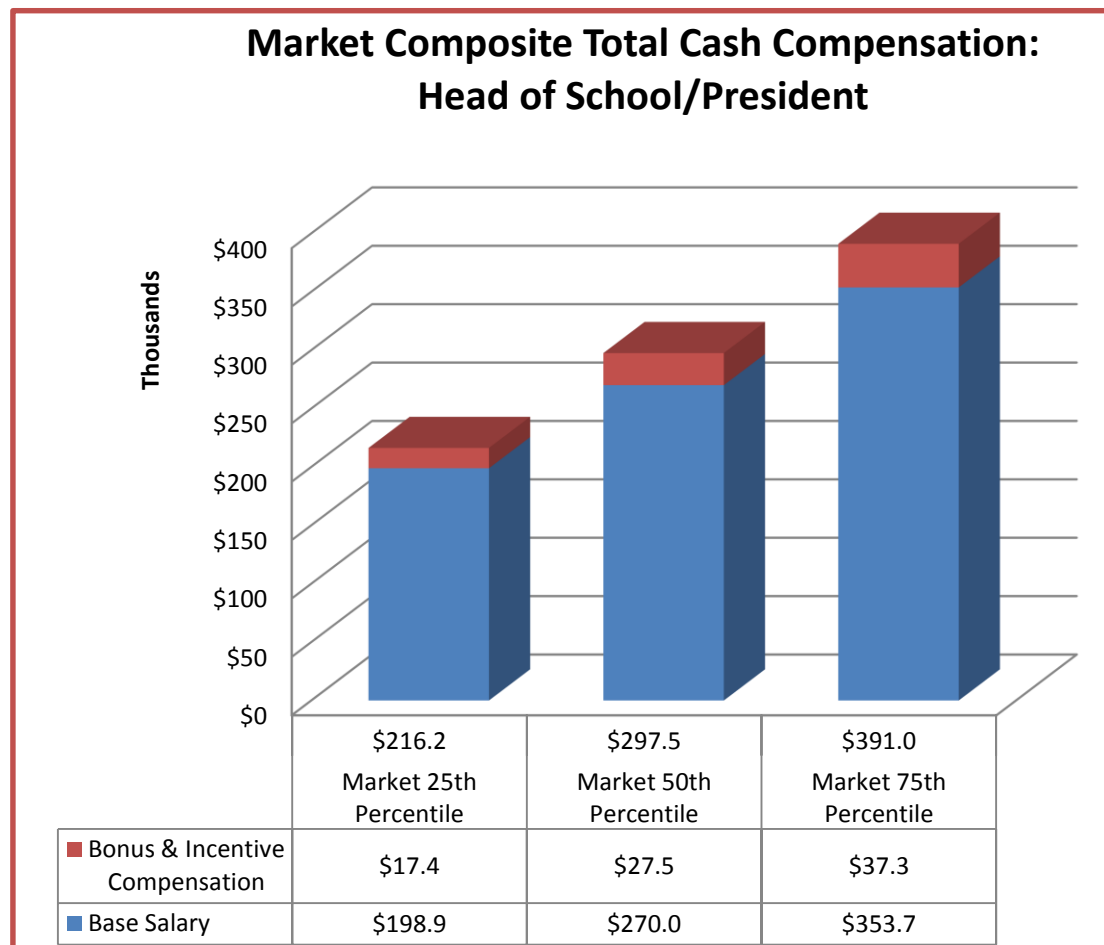
All Top Administrator Summary

Total Cash Compensation and Total Compensation and Benefits Summary

Position Title	Market 25th Percentile			Market 50th Percentile			Market 75th Percentile		
	Base	Total Cash Comp	Total Comp & Benefits	Base	Total Cash Comp	Total Comp & Benefits	Base	Total Cash Comp	Total Comp & Benefits
Head of School/President	\$198.9	\$216.2	\$307.8	\$270.0	\$297.5	\$360.2	\$353.7	\$391.0	\$462.9
Head of Finance/Business Manager	\$132.4	\$142.9	\$178.9	\$174.3	\$192.0	\$223.5	\$213.0	\$243.3	\$234.4
Principal/Head of Upper/Middle/Lower School	\$113.0	\$113.0	\$133.8	\$123.7	\$126.2	\$148.0	\$142.0	\$142.0	\$166.2
Head of Advancement/Development	\$123.5	\$127.4	\$150.6	\$145.6	\$150.3	\$166.7	\$180.1	\$191.0	\$203.0
Head of Buildings/Facilities/Operations	\$128.9	\$145.3	\$140.0	\$147.0	\$169.4	\$146.9	\$172.2	\$210.1	\$169.4

Head of School/President

Market Composite



Head of School/President

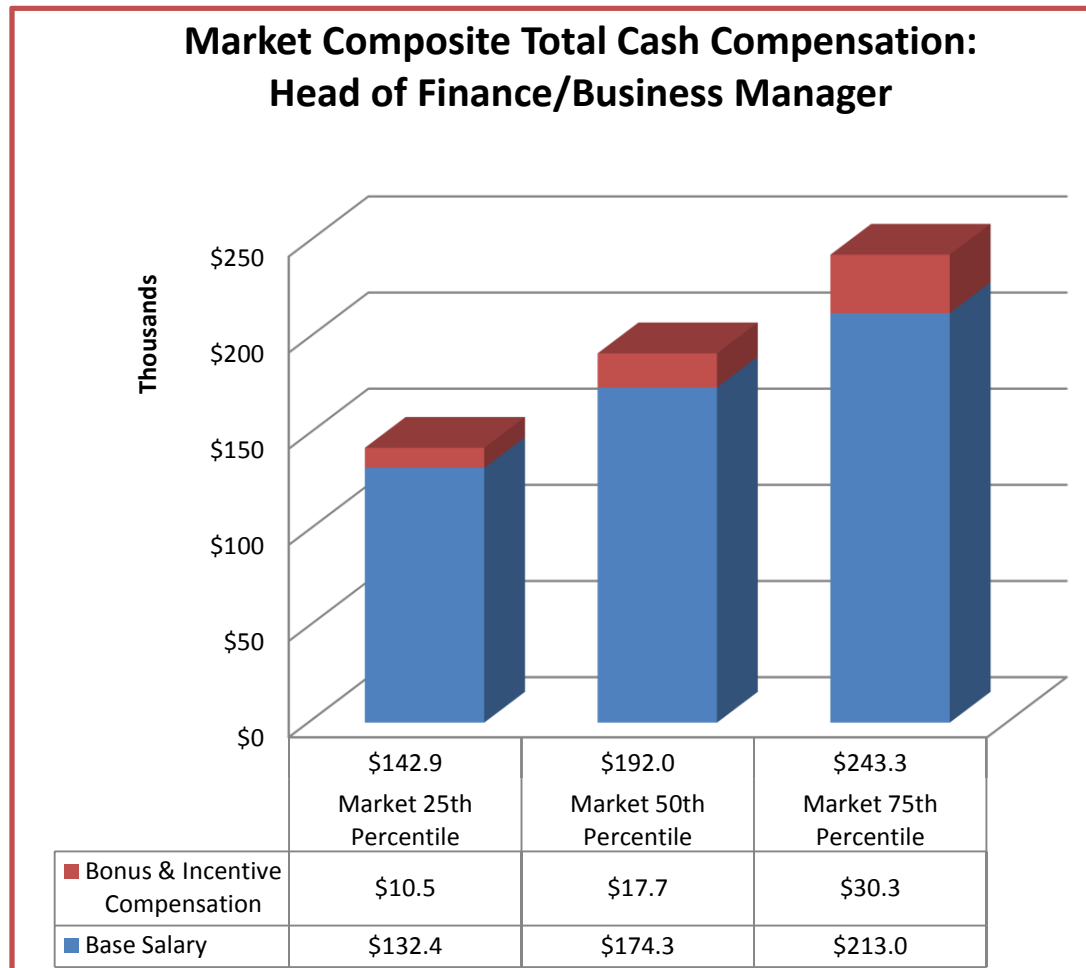
Independent School Detail

Organization	Name	Title	Base Compensation	Incentive Compensation	Total Cash Compensation	Other Compensation	Deferred Compensation	Nontaxable Benefits	Total Compensation and Benefits
Bancroft School	Scott Reisinger	Headmaster	\$225,171	\$0	\$225,171	\$23,088	\$16,072	\$11,328	\$275,659
Belmont Hill School	Richard Melvoin	Secretary/Head of School	\$355,299	\$0	\$355,299	\$29,668	\$22,050	\$65,458	\$472,475
Berkshire School	Michael Maher	Secretary/Head of School	\$264,381	\$0	\$264,381	\$0	\$37,033	\$33,384	\$334,798
Boston College High School	Confidential	President							
Brooks School	John Packard	Head of School	\$154,134	\$0	\$154,134	\$0	\$23,410	\$1,765	\$179,309
Buckingham Browne & Nichols School	Rebecca Upham	Head of School	\$419,317	\$0	\$419,317	\$3,308	\$63,088	\$44,019	\$529,732
Concord Academy	Richard Hardy	Head	\$293,017	\$0	\$293,017	\$0	\$37,328	\$11,406	\$341,751
Cushing Academy	James Tracey	Headmaster	\$346,530	\$0	\$346,530	\$552	\$39,883	\$42,726	\$429,691
Dana Hall School	Caroline Ensman	Head of School	\$229,200	\$0	\$229,200	\$0	\$20,616	\$87,995	\$337,811
Deerfield Academy	Margarita O'Byrne Curtis	Head of School/Trustee	\$362,548	\$0	\$362,548	\$15,286	\$94,865	\$53,819	\$526,518
Dexter-Southfield	Todd Vincent	Headmaster	\$223,287	\$0	\$223,287	\$30,480	\$21,250	\$20,656	\$295,673
Groton School	Richard Commons	Headmaster	\$329,600	\$0	\$329,600	\$104,707	\$115,888	\$68,179	\$618,374
International School Of Boston	Richard Blumenthal	Head of School - Ex Officio	\$151,683	\$0	\$151,683	\$0	\$0	\$13,201	\$164,884
Landmark School	Robert Broudo	Headmaster	\$303,884	\$0	\$303,884	\$2,227	\$12,232	\$0	\$318,343
Middlesex School	Kathleen Giles	Head of School	\$312,354	\$0	\$312,354	\$2,595	\$50,750	\$45,770	\$411,469
Milton Academy	Theodorick Bland	Head of School	\$457,903	\$0	\$457,903	\$114,505	\$36,100	\$49,006	\$657,514
Miss Hall's School	Jeannie Norris	Head of School	\$234,878	\$0	\$234,878	\$4,285	\$11,312	\$10,939	\$261,414
Noble And Greenough	Robert Henderson Jr	Head of School	\$354,263	\$0	\$354,263	\$12,538	\$85,777	\$144,643	\$597,221
Phillips Academy	Barbara Chase	Head of School/Trustee	\$375,727	\$0	\$375,727	\$16,500	\$153,646	\$51,321	\$597,194
Roxbury Latin School	Kerry Brennan	Headmaster	\$296,147	\$0	\$296,147	\$0	\$24,500	\$57,314	\$377,961
St John's Preparatory	Confidential								
St Marks	John Warren	Head of School	\$243,268	\$0	\$243,268	\$0	\$0	\$62,622	\$305,890
Tabor Academy	Jay Stroud	Headmaster	\$330,023	\$0	\$330,023	\$0	\$28,900	\$16,500	\$375,423
Thayer Academy	William Koskores	Headmaster	\$291,161	\$0	\$291,161	\$78,202	\$42,252	\$21,543	\$433,158
The Cambridge School Of Weston	Jane Moulding	Head of School	\$201,154	\$0	\$201,154	\$0	\$9,763	\$43,302	\$254,219
The Fenn School	Gerard JG Ward	Headmaster	\$301,354	\$0	\$301,354	\$10,907	\$76,500	\$45,476	\$434,237
The Fessenden School	Peter Drake	Former Headmaster	\$155,272	\$0	\$155,272	\$100,000	\$18,955	\$42,905	\$317,132
The Rivers School	Thomas Olverson	Head of School	\$302,697	\$0	\$302,697	\$0	\$4,730	\$37,500	\$344,927
The Williston Northampton School	Robert Hill	Head of School	\$192,531	\$0	\$192,531	\$0	\$12,104	\$65,432	\$270,067
The Winsor School	Rachel Stettler	Head of School	\$364,923	\$0	\$364,923	\$82,891	\$19,990	\$27,398	\$495,202
Wilbraham and Monson Academy	Rodney LaBrecque	Headmaster	\$292,965	\$25,000	\$317,965	\$0	\$54,431	\$27,359	\$399,755
Xaverian Brothers High School	Confidential								
25th Percentile	32		\$228,193	\$0	\$228,193	\$0	\$17,514	\$18,918	\$307,800
50th Percentile (median)			\$294,582	\$0	\$298,751	\$2,411	\$28,900	\$42,905	\$360,175
75th Percentile			\$348,463	\$0	\$348,463	\$21,441	\$46,501	\$55,567	\$462,915

Total Cash Compensation + Total Compensation and Benefits columns are a percentile calculation of each column and are not a sum of the individual components. Therefore, columns will not sum across.

Head of Finance/Business Manager

Market Composite



Head of Finance/Business Manager

Independent School Detail

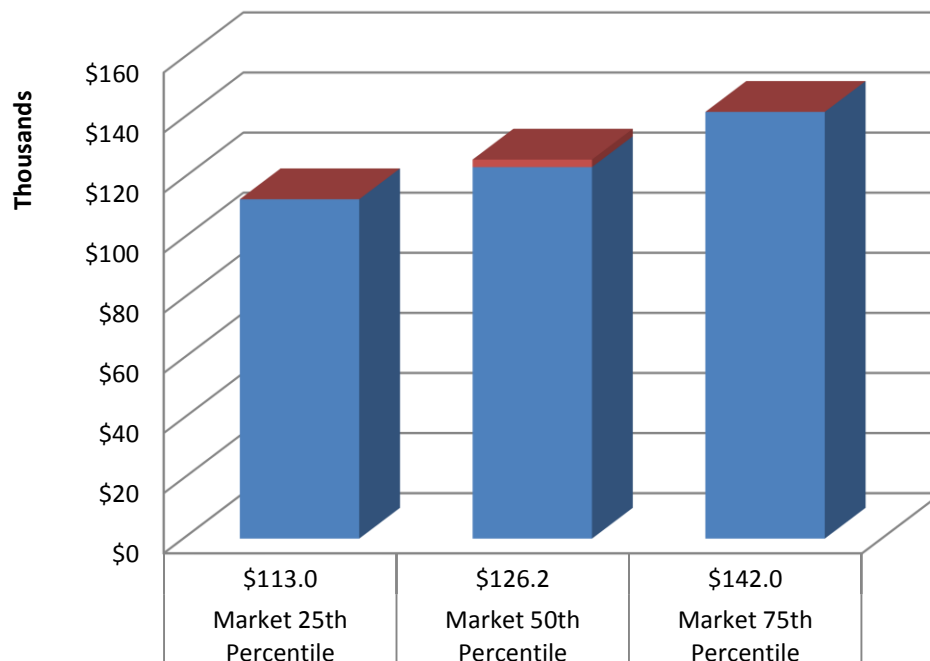
Organization	Name	Title	Base Compensation	Incentive Compensation	Total Cash Compensation	Other Compensation	Deferred Compensation	Nontaxable Benefits	Total Compensation and Benefits
Beaver Country Day School	Timothy Parson	Director of Finance	\$218,256	\$0.0	\$218,256	\$0	\$18,060	\$13,484	\$249,800
Berkshire School	John Alden Jr	Asst Treasurer, CFO	\$170,269	\$0.0	\$170,269	\$0	\$16,837	\$8,842	\$195,948
Boston College High School	Confidential	CFO							
Boston Latin School	James Girard	Assistant Treasurer	\$119,515	\$0.0	\$119,515	\$0	\$0	\$0	\$119,515
Concord Academy	Judi Seldin	CFO	\$186,885	\$0.0	\$186,885	\$0	\$31,107	\$17,597	\$235,589
Cushing Academy	Joseph McPeak	Chief Financial Officer	\$172,015	\$0.0	\$172,015	\$334	\$16,625	\$9,151	\$198,125
Dana Hall School	Charles Breslin	Chief Financial Officer	\$143,950	\$0.0	\$143,950	\$0	\$0	\$10,674	\$154,624
Dexter-Southfield	Richard Saul	Business Manager	\$184,467	\$0.0	\$184,467	\$0	\$17,556	\$21,641	\$223,664
Groton School	J Hale Smith	CFO	\$210,594	\$0.0	\$210,594	\$300	\$39,439	\$48,180	\$298,513
International School Of Boston	Normand Saucier	CFO	\$215,512	\$0.0	\$215,512	\$0	\$0	\$14,108	\$229,620
Landmark School	Mark Brislin	VP of Finance	\$163,187	\$0.0	\$163,187	\$1,914	\$8,150	\$0	\$173,251
Middlesex School	Therese Cunningham	CFO	\$111,222	\$0.0	\$111,222	\$30	\$11,752	\$45,495	\$168,499
Noble And Greenough	Stephen Ginsberg	Business Manager	\$184,238	\$0.0	\$184,238	\$8,838	\$20,167	\$17,496	\$230,739
St John's Preparatory	Confidential	CFO							
St Marks	Robert D Meyer	Business Manager	\$163,136	\$0.0	\$163,136	\$0	\$0	\$53,358	\$216,494
Tabor Academy	Paul White	Business Manager	\$234,873	\$0.0	\$234,873	\$0	\$27,600	\$9,900	\$272,373
Thayer Academy	William Stevenson	Business Manager/Asst Treasurer	\$191,426	\$0.0	\$191,426	\$1,584	\$18,400	\$11,879	\$223,289
The Williston Northampton School	Charles McCullagh	Asst Treasurer, CFO	\$173,726	\$0.0	\$173,726	\$0	\$15,740	\$46,151	\$235,617
The Winsor School	Richard Bernasco	CFO	\$187,783	\$0.0	\$187,783	\$361	\$19,090	\$21,552	\$228,786
Xaverian Brothers High School	Confidential	CFO							
25th Percentile	20		\$147,032	0.0%	\$147,032	\$0	\$2,038	\$10,094	\$178,925
50th Percentile (median)			\$172,871	0.0%	\$172,871	\$0	\$16,731	\$15,802	\$223,476
75th Percentile			\$188,694	0.0%	\$188,694	\$326	\$18,918	\$21,619	\$234,376

Total Cash Compensation + Total Compensation and Benefits columns are a percentile calculation of each column and are not a sum of the individual components. Therefore, columns will not sum across.

Principal/Head of Upper/Middle/Lower School

Market Composite

**Market Composite Total Cash Compensation:
Principal/Head of Upper/Middle/Lower School**



■ Bonus & Incentive Compensation	\$0.0	\$2.5	\$0.0
■ Base Salary	\$113.0	\$123.7	\$142.0

Principal/Head of Upper/Middle/Lower School

Independent School Detail

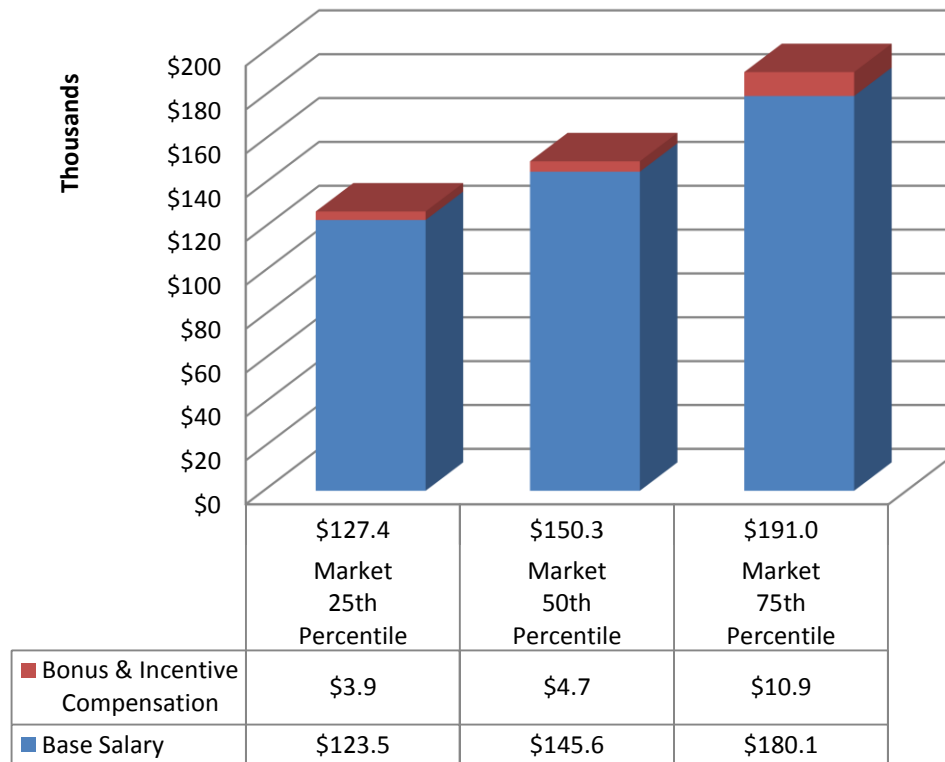
Organization	Name	Title	Base Compensation	Incentive Compensation	Total Cash Compensation	Other Compensation	Deferred Compensation	Nontaxable Benefits	Total Compensation and Benefits
Beaver Country Day School	Amy Wheeler	Upper School Director	\$131,106	\$0	\$131,106	\$0	\$9,471	\$13,032	\$153,609
Belmont Hill School	Donald Bradley	Head of Upper School	\$109,593	\$0	\$109,593	\$0	\$11,850	\$83,112	\$204,555
Boston College High School	Confidential	Principal							
Boston Latin School	Lynne Teta	Headmaster	\$142,459	\$0	\$142,459	\$0	\$0	\$0	\$142,459
Buckingham Browne & Nichols School	Geoffrey Theobald	Upper School Director	\$109,154	\$0	\$109,154	\$0	\$0	\$0	\$109,154
Central Catholic High School	Doreen Keller	Principal	\$118,584	\$0	\$118,584	\$7,900	\$0	\$0	\$126,484
International School Of Boston	Leigh Doherty	Lower School Director	\$125,746	\$0	\$125,746	\$0	\$0	\$12,189	\$137,935
Milton Academy	David Ball	Principal Upper School	\$121,557	\$5,000	\$126,557	\$0	\$9,317	\$23,003	\$158,877
Noble And Greenough	Ben Snyder	Head of Upper School	\$140,684	\$0	\$140,684	\$1,455	\$15,107	\$30,146	\$187,392
St John's Preparatory	Confidential	Principal							
The Fessenden School	Cindy Metsch	Director of Upper School	\$111,419	\$0	\$111,419	\$0	\$11,113	\$40,015	\$162,547
The Rivers School	Susan McGee	Head of Middle School	\$117,060	\$0	\$117,060	\$0	\$0	\$19,138	\$136,198
The Winsor School	Katherine Grant	Head of Upper School	\$111,582	\$0	\$111,582	\$0	\$0	\$12,957	\$124,539
Xaverian Brothers High School	Confidential	Principal							
25th Percentile	14		\$112,951	\$0	\$112,951	\$0	\$0	\$1,529	\$133,770
50th Percentile (median)			\$123,651	\$0	\$126,151	\$0	\$4,659	\$12,995	\$148,034
75th Percentile			\$142,016	\$0	\$142,016	\$0	\$11,297	\$24,789	\$166,180

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Head of Advancement/Development

Market Composite

**Market Composite Total Cash Compensation:
Head of Advancement/Development**



Head of Advancement/Development

Independent School Detail

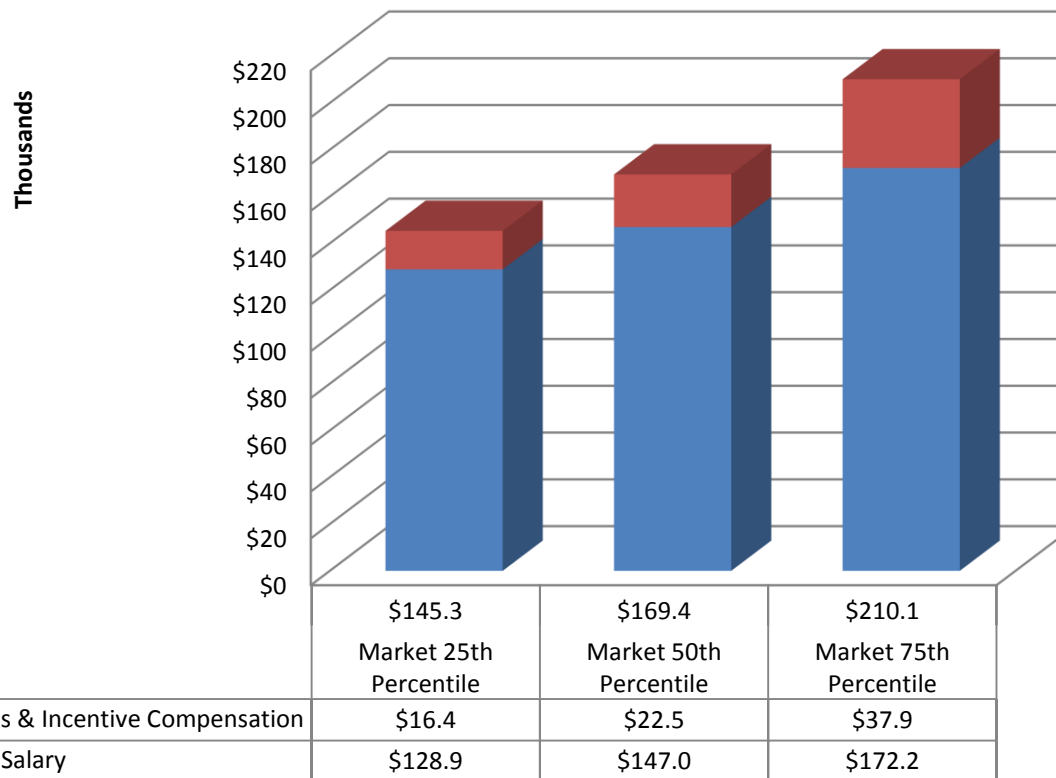
Name	Title	Base Compensation	Incentive Compensation	Total Cash Compensation	Other Compensation	Deferred Compensation	Nontaxable Benefits	Total Compensation
Karen Wood	Development Director	\$181,239	\$0	\$181,239	\$0	\$15,200	\$13,458	\$209,897
Beverly Coughlin	Director of Development	\$250,904	\$0	\$250,904	\$0	\$24,050	\$6,350	\$281,304
John Ormiston	Director of Development	\$128,289	\$0	\$128,289	\$18,406	\$0	\$0	\$146,695
Confidential	SVP Advancement							
Peter Kelly	President of the (fundraising) Association	\$154,134	\$0	\$154,134	\$0	\$0	\$0	\$154,134
Karen Callahan	Director of Advancement	\$169,981	\$0	\$169,981	\$0	\$16,111	\$5,340	\$191,432
Kathleen Kelly	Director of Advancement	\$182,647	\$0	\$182,647	\$0	\$14,019	\$708	\$197,374
Seamus Collins	VP of Development	\$138,811	\$0	\$138,811	\$13,839	\$0	\$0	\$152,650
Martha Lyman	Director of Capital Giving	\$147,213	\$0	\$147,213	\$0	\$17,813	\$5,687	\$170,713
John MacEachern	Director of Development	\$203,766	\$0	\$203,766	\$0	\$38,384	\$49,395	\$291,545
Maureen Flores	Dev Officer	\$132,876	\$0	\$132,876	\$0	\$6,303	\$0	\$139,179
Heather Parker	Director of Development	\$129,883	\$0	\$129,883	\$14,558	\$0	\$0	\$144,441
Stephanie Truesdell	Director of Development	\$124,831	\$1,500	\$126,331	\$0	\$26,655	\$6,646	\$159,632
Janis Sagarin-Martinson	Chief Advancement Officer	\$117,911	\$0	\$117,911	\$0	\$31,733	\$13,098	\$162,742
George Maley	Director of Development	\$177,899	\$0	\$177,899	\$5,303	\$20,031	\$22,837	\$226,070
Christine Adams	Dir of Development	\$182,383	\$0	\$182,383	\$0	\$19,271	\$102	\$201,756
Philip Thornton	Dir of Development	\$199,300	\$0	\$199,300	\$0	\$19,133	\$13,387	\$231,820
Confidential	VP for Advancement							
Kirk Swenson	Exec Director of Development	\$210,378	\$0	\$210,378	\$0	\$0	\$52,425	\$262,803
Mark Gutierrez	Director of Development	\$163,421	\$0	\$163,421	\$1,584	\$15,950	\$12,273	\$193,228
Janet Miner	Dir of Development	\$115,332	\$0	\$115,332	\$17,340	\$0	\$0	\$132,672
Thomas J Hudner III	Director Advancement	\$121,034	\$0	\$121,034	\$0	\$0	\$28,395	\$149,429
Elizabeth Sewall	Director of Advancement	\$162,231	\$0	\$162,231	\$0	\$15,400	\$0	\$177,631
Janice Hicinbothem	Dir of Advancement	\$169,211	\$0	\$169,211	\$0	\$4,730	\$29,452	\$203,393
Sharon Davenport	Director of Development	\$107,029	\$0	\$107,029	\$18,469	\$0	\$0	\$125,498
Nancy Skinner	Chief Advancement Officer	\$140,683	\$0	\$140,683	\$13,365	\$0	\$0	\$154,048
Richard Rogers	Director of Development	\$142,441	\$0	\$142,441	\$0	\$0	\$7,514	\$149,955
Confidential	Assistant Headmaster for Advancement							
28		\$129,484	\$0	\$129,484	\$0	\$0	\$0	\$150,628
		\$150,674	\$0	\$150,674	\$0	\$10,760	\$6,019	\$166,728
		\$178,734	\$0	\$178,734	\$4,373	\$18,803	\$13,315	\$202,984

Total Cash Compensation + Total Compensation and Benefits columns are a percentile calculation of each column and are not a sum of the individual components. Therefore, columns will not sum across.

Head of Buildings/Facilities/Operations

Market Composite

Market Composite Total Cash Compensation: Head of Buildings/Facilities/Operations



Head of Buildings/Facilities/Operations

Independent School Detail

Organization	Name	Title	Base Compensation	Incentive Compensation	Total Cash Compensation	Other Compensation	Deferred Compensation	Nontaxable Benefits	Total Compensation and Benefits
Berkshire School	Timothy Fulco	Director of Physical Plant	\$121,484	\$0	\$121,484	\$18,513	\$0	\$0	\$139,997
Boston College High School	Confidential	VP Operations							
Brooks School	John Trovage	Director of Facilities	\$143,555	\$0	\$143,555	\$0	\$13,740	\$12,146	\$169,441
Phillips Academy	J Lawrence Muench	Dir Facilities	\$155,186	\$0	\$155,186	\$0	\$16,361	\$5,498	\$177,045
St John's Preparatory	Confidential	VP for Facilities							
The Winsor School	Kenneth Wonoski	Director of Buildings & Grounds	\$132,235	\$0	\$132,235	\$14,638	\$0	\$0	\$146,873
25th Percentile	6	All Peers President 25th	\$120,940	\$0	\$120,940	\$0	\$0	\$0	\$139,997
50th Percentile (median)		All Peers President 50th	\$126,860	\$0	\$126,860	\$0	\$11,470	\$2,417	\$146,873
75th Percentile		All Peers President 75th	\$140,725	\$0	\$140,725	\$14,638	\$13,740	\$5,498	\$169,441

Total Cash Compensation + Total Compensation and Benefits columns are a percentile calculation of each column and are not a sum of the individual components. Therefore, columns will not sum across.

Market Data Detail

Market Data Detail

President

Source	Survey Title	Survey Cut	Base Salary			Total Cash Compensation		
			25th P	50th P	75th P	25th P	50th P	75th P
ERI Salary Assessor	President	Private Secondary & High Schools, Boston, Rev 35 Mil	\$184.9	\$275.6	\$394.1	\$237.0	\$353.9	\$506.1
National Association of Independent Schools	Full time Head School	New England	\$183.4	\$239.8	\$318.6	\$183.4	\$239.8	\$318.6
Independent Schools	Head of School/President	N/A	\$228.2	\$294.6	\$348.5	\$228.2	\$298.8	\$348.5
Composite			\$198.9	\$270.0	\$353.7	\$216.2	\$297.5	\$391.0

CFO

Source	Survey Title	Survey Cut	Base Salary			Total Cash Compensation		
			25th P	50th P	75th P	25th P	50th P	75th P
ERI Salary Assessor	CFO	Private Secondary & High Schools, Boston, Rev 35 Mil	\$136.4	\$180.4	\$242.3	\$150.9	\$200.8	\$270.1
Kenexa	CFO	Edu/Govt/Nonprofit, Boston, 100-200 FTEs	\$141.7	\$180.4	\$225.9	\$179.4	\$248.5	\$349.7
National Association of Independent Schools	Business Officer	New England	\$125.8	\$172.2	\$224.4	\$125.8	\$172.2	\$224.4
NBOA	Chief Financial Officer	Natl, Day - enrollment 900-plus	\$111.3	\$165.7	\$183.7	\$111.3	\$165.7	\$183.7
Independent Schools	Head of Finance/Business Manager	N/A	\$147.0	\$172.9	\$188.7	\$147.0	\$172.9	\$188.7
Composite			\$132.4	\$174.3	\$213.0	\$142.9	\$192.0	\$243.3

Principal

Source	Survey Title	Survey Cut	Base Salary			Total Cash Compensation		
			25th P	50th P	75th P	25th P	50th P	75th P
Independent Schools	Principal/Head of Upper/Middle/Lower School	N/A	\$113.0	\$123.7	\$142.0	\$113.0	\$126.2	\$142.0
Composite			\$113.0	\$123.7	\$142.0	\$113.0	\$126.2	\$142.0

Market Data Detail

Market Data Detail

SVP Advancement

Source	Survey Title	Survey Cut	Base Salary			Total Cash Compensation		
			25th P	50th P	75th P	25th P	50th P	75th P
ERI Salary Assessor	Fundraising Director	Private Secondary & High Schools, Boston, Rev 35 Mil	\$114.1	\$123.8	\$136.1	\$123.5	\$133.7	\$146.8
Kenexa	Top Fundraising Exec	Edu/Govt/Nonprofit, Boston, 100-200 FTEs	\$154.4	\$185.8	\$240.4	\$160.5	\$194.7	\$273.3
National Association of Independent Schools	Full time Development Officer	New England	\$96.1	\$122.0	\$165.0	\$96.1	\$122.0	\$165.0
Independent Schools	Head of Advancement/Development	N/A	\$129.5	\$150.7	\$178.7	\$129.5	\$150.7	\$178.7
Composite			\$123.5	\$145.6	\$180.1	\$127.4	\$150.3	\$191.0

VP Operations

Source	Survey Title	Survey Cut	Base Salary			Total Cash Compensation		
			25th P	50th P	75th P	25th P	50th P	75th P
ERI Salary Assessor	Operations Director	Private Secondary & High Schools, Boston, Rev 35 Mil	\$136.7	\$153.9	\$174.8	\$155.3	\$173.3	\$200.3
Kenexa	Top Operations Exec	Edu/Govt/Nonprofit, Boston, 100-200 FTEs	\$129.0	\$160.1	\$201.1	\$159.7	\$208.2	\$289.3
Independent Schools	Head of Buildings/Facilities/ Operations	N/A	\$120.9	\$126.9	\$140.7	\$120.9	\$126.9	\$140.7
Composite			\$128.9	\$147.0	\$172.2	\$145.3	\$169.4	\$210.1

Background and Overview of Wilson Group

Our Mission:

“To help our clients assess, develop and implement performance systems and total compensation plans that translate strategy and values into action.”

Our Primary Services:

- Executive total compensation
- Board of directors governance structure and compensation
- Sales effectiveness and total rewards
- Employee total compensation and rewards
- Special studies in market trends and practices

Key Differentiators:

- | | |
|--|--|
| • Our expertise -- | Work with highly seasoned, experienced professionals |
| • Our collaborative approach -- | We engage our clients in a collaborative, open communication fashion |
| • More cost effective -- | Highly customized, value added to address just what the client needs |
| • Innovative insights -- | Simplifies complex data into easy to understand information |

Founded: 1994, Concord, MA

Clients and Markets:

We have worked with over 100 clients. For executive compensation, they include:

- Information Technology – Care.com, iRobot, MorphoTrust, BTI Systems, TripAdvisor
- Light manufacturing – A.W. Chesterton, Southworth Paper, HJ Baker, Shawmut Construction, Southworth Paper
- Professional services – Copyright Clearance Center, The Mentor Network, Boston Symphony Orchestra, Shepley Bulfinch
- Healthcare – Lowell General Hospital, Neighborhood Health Plan, Dana Farber Cancer Institute, DentaQuest, WorldCare
- Financial services – Safety Insurance, Boston Mutual, Beacon Mutual, Commonwealth Financial
- Retail and Consumer Products – Aubuchon, Highliner, Connecticut Water, Stavits Seafood, Alex & Ani

Background and Overview of Wilson Group

Leadership Team:

- Thomas B. Wilson, President
- Susan Malanowski, Principal
- Rhonda Farrington, Principal
- Plus a team of 5 other experienced professionals
- Our Network of additional specialized resources:
 - Thomas E. Shea & Associates – Executive and Board Compensation
 - Marsh McLennan New England – Executive and Employee Benefits
 - iSP Advisors – Global Equity Advisors and Plan Administrators
 - Independent Compensation Advisors – National Network of Boutique Compensation Firms, Founding Member

Thought Leadership:

- Survey: Compensation Trends and Challenges – Special Survey with BOSE Corporation, 2012, 2013
- Survey: Sales Compensation Practices – Special Survey 2011, 2012, 2013
- Changes for Challenging Times – Survey Report on Economic Challenges and Company Responses (2009-10)
- Innovative Reward Systems for the Changing Workplace (McGraw-Hill, revised 2003)
- Rewards that Drive High Performance (AMACOM)
- Published over 30 articles and book chapters
- Presented at over 100 leading regional and national conferences

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