

**The Encore Education Corporation Governing Board
Summary of Compensation and Benefits Survey Data for
Chief Executive Officer**

June 2021

Prior to Board action to approve any decisions regarding executive compensation (including approval of base salary increases, incentive compensation, bonuses, etc.), the Board must first exercise due diligence (review of comparable compensation practices) to ensure compliance with IRS restrictions on excess compensation for nonprofit executives, including the Chief Executive Officer (“CEO”) of Encore Junior/Senior High School for the Performing and Visual Arts (“Encore”). The Board’s review and approval of the executive compensation must occur: initially upon hiring the executive; whenever the term of employment, if any, is renewed or extended; and whenever the officer’s compensation is modified.

In reviewing the reasonableness of compensation for nonprofit executives, the IRS considers “compensation” broadly and will look at the value of salary, as well as non-fixed compensation (incentive compensation/bonuses), and benefits. If the IRS determines compensation is not reasonable, severe consequences may result.

The following is a summary of findings following review and comparison of a sampling of total compensation levels received by public school leaders in the Southern California area. Compensation figures are from the State Controller’s Office for the 2019 calendar year (the most recent available). Student enrollment figures are from the California Department of Education for the 2019-20 school year. The CEO of Encore oversees a charter school in San Bernardino County with a total population of 1,017 students. Based on these facts, this study compared salary packages of similarly situated public school leaders. The four charter schools and two school districts surveyed in this summary have an average population of approximately 1,230 students. Of the educational leaders sampled, the average total compensation package (base salary plus other compensation) is approximately \$223,500. The average base salary is approximately \$183,400. The range of base salary is \$166,690 to \$203,409.

Palmdale Aerospace Academy (Los Angeles County)	1,634 Students
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Headmaster	
Total Compensation Package	\$221,518
Base Salary	\$179,523
Other compensation (benefits and retirement)	\$41,995
Hermosa Beach City Elementary School District (Los Angeles County)	1,345 Students
Superintendent	
Total Compensation Package	\$243,212
Base Salary	\$203,409
Other Compensation (benefits and retirement)	\$39,803
Academy for Academic Excellence (San Bernardino County)	1,447 Students
Principal/CEO	
Total Compensation Package	\$215,950
Base Salary	\$168,189
Other Compensation (benefits and retirement)	\$47,761
Santa Rosa Academy (Riverside County)	1,556 Students
Executive Director	
Total Compensation Package	\$245,460
Base Salary	\$193,854
Other compensation (benefits and retirement)	\$51,606
New Heights Charter School (Los Angeles County)	416 Students
Principal/Executive Director	
Total Compensation Package	\$177,042
Base Salary	\$166,690
Other compensation (benefits and retirement)	\$10,352
Needles Unified School District (San Bernardino County)	993 Students
Superintendent	
Total Compensation Package	\$237,486
Base Salary	\$188,480
Other compensation (benefits and retirement)	\$49,006