

**The Encore Education Corporation Governing Board
Summary of Compensation and Benefits Survey Data for
Chief Operating 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 Operating Officer (“COO”) 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 San Bernardino County. Compensation figures are from the State Controller’s Office for the 2019 calendar year (the most recent available).

The COO of Encore assists in the overseeing of a charter school in San Bernardino County. Based on these facts, this study compared salary packages of similarly situated public school leaders. Of the educational leaders sampled that are comparable to the COO, the average total compensation package (base salary plus other compensation) is approximately \$214,400. The average base salary is approximately \$175,000. The range of base salary is \$165,080 to \$186,365.

Etiwanda Elementary School District	
Assistant Superintendent	
Total Compensation Package	\$215,016
Base Salary	\$186,365
Other compensation (benefits and retirement)	\$28,651
Apple Valley Unified School District	
Assistant Superintendent	
Total Compensation Package	\$197,885
Base Salary	\$170,466
Other Compensation (benefits and retirement)	\$27,419
Hesperia Unified School District	
Assistant Superintendent/Innovative	
Total Compensation Package	\$223,222
Base Salary	\$176,785
Other Compensation (benefits and retirement)	\$46,437
Colton Joint Unified School District	
Assistant Superintendent - Student Services	
Total Compensation Package	\$224,161
Base Salary	\$179,244
Other compensation (benefits and retirement)	\$44,917
Chaffey Joint Union High School District	
Director of Operations	
Total Compensation Package	\$220,288
Base Salary	\$171,621
Other compensation (benefits and retirement)	\$48,667
Rialto Unified School District	
Lead, Student Services	
Total Compensation Package	\$205,967
Base Salary	\$165,080
Other compensation (benefits and retirement)	\$40,887