BEST Academy Executive Director Salary Market Comparison

California charter executive market + similarly sized Southern California peers | Base salary/pay only | October 2026

BEST Academy
~2,000 TK-12 students

Purpose: benchmark Executive Director base salary against California charter executives and similarly sized Southern California school-system leaders. Benefits are excluded. Proposed adjustment: +10% to current base salary.

California Charter Executive Market

Organization / Benchmark	Executive Role	Salary / Pay	Context
2026 Charter Market Study - weighted benchmark	California charter / K-12 executives	$211,535 median	$237,673 75th percentile
2026 Charter Market Study - CEO/Executive Director	California charter executives	$220,770 median	$231,296 75th percentile
YouthBuild Charter School of California	CEO	$262,110	FY2024 Form 990
Scholarship Prep Charter School	Co-Founder & Executive Director	$257,930	FY2024 Form 990
Method Schools	CEO	$315,076	FY2024 Form 990
Green Dot Public Schools California	President & CEO	$397,885	Large network - upper-market reference
Baypoint Preparatory Academy San Diego	CEO	$169,228	2025 total/base pay; benefits excluded

Similar-Size Southern California Peers

Organization	Enrollment	Position	Base Salary
Compass Charter Schools	~2,290 capacity	Superintendent & CEO	$206,953
Bonsall Unified	2,209	Superintendent	$220,000
Coronado Unified	2,747	Superintendent	$267,785
Borrego Springs Unified	3,270	Superintendent	$196,760

Board Takeaway

The strongest 2026 charter benchmark places California charter executive salary at about $211,535 at the weighted median and $237,673 at the 75th percentile. Individual charter CEO/Executive Director pay ranges widely, from $169,228 at Baypoint to $397,885 at Green Dot, reflecting differences in organizational size and complexity. BEST should compare its actual Executive Director base salary - and the proposed 10% adjustment - primarily to the $211,535-$237,673 charter benchmark band, using the similarly sized Southern California peers as a secondary reasonableness check.

Sources: Mission Preparatory / Edgility Compensation Report (2/27/2026); IRS Form 990 data via ProPublica for YouthBuild, Method Schools and Green Dot; Scholarship Prep Form 990 via 990 Scout; Transparent California for Baypoint and district peers; Compass public governance/990 materials.

Web sources: https://app2.boardontrack.com/org/TXPClW/attachment/publicDownload/465869?s=TXPClW | https://projects.propublica.org/nonprofits/organizations/262018580 | https://philanthropy.org/990/report/473943780/scholarship-prep-charter-school | https://projects.propublica.org/nonprofits/organizations/462686111 | https://projects.propublica.org/nonprofits/organizations/954679811 | https://transparentcalifornia.com/salaries/2025/sbe-baypoint-preparatory-academy-san-diego