



## Magnolia Public Schools

### Special Board Meeting

---

#### **Date and Time**

Thursday June 14, 2018 at 5:30 PM PDT

#### **Location**

MPS Home Office: 250 E. 1st St. Suite 1500 Los Angeles, CA 90012

---

Access to the Board Meeting: Any interested parties or community members from remote locations may attend the meeting at the following school sites or the addresses where the Board members are joining the meeting from:

Call In- Dial: 1.844.572.5683 Code: 1948435

- MSA-SD 6525 Estrella Ave. San Diego, CA 92120 (Dr. Salih Dikbas)
- 940 Steward Dr. Sunnyvale, CA 94085 (Dr. Umit Yapanel)
- 1363 Ridgecrest Rd Pinole, CA 94564 (Dr. Serdar Orazov)

In compliance with the Americans with Disabilities Act (ADA) and upon request, Magnolia Public Schools may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Individuals who require appropriate alternative modification of the agenda in order to participate in Board meetings are invited to contact the MPS central office. If you need special assistance to attend the meeting, please notify Barbara Torres at (213) 628-3634 x100 to make arrangements and accommodate your disability.

Any public records relating to an agenda item for an open session of the Board which are distributed to all, or a majority of all, of the Board members shall be available for public inspection at 250 East 1st Street Ste 1500 Los Angeles, CA 90012.

#### **Board Members:**

Dr. Saken Sherkhanov, Chair  
Dr. Umit Yapanel, Secretary  
Mr. Serdar Orazov, Treasurer  
Dr. Salih Dikbas  
Ms. Diane Gonzalez  
Mr. Haim Beliak  
Ms. Charlotte Brimmer  
Ms. Sandra Covarrubias

#### **CEO & Superintendent:**

Dr. Caprice Young

---

#### **Agenda**

**Purpose**

**Presenter**

**Time**

<b>I. Opening Items</b>			<b>5:30 PM</b>
A. Call the Meeting to Order			1 m
B. Record Attendance and Guests			1 m
C. Public Comments			1 m
D. Approval of Agenda	Vote		1 m
 <b>II. Action Items</b>			 <b>5:34 PM</b>
A. Review/Approval of Comparable Compensation Data for Charter School CEO & Superintendent	Vote	Saken Sherkanov	10 m
 <b>III. Closing Items</b>			 <b>5:44 PM</b>
A. Adjourn Meeting	Vote		

# Cover Sheet

## Review/Approval of Comparable Compensation Data for Charter School CEO & Superintendent

**Section:** II. Action Items  
**Item:** A. Review/Approval of Comparable Compensation Data for  
Charter School CEO & Superintendent  
**Purpose:** Vote  
**Submitted by:**  
**Related Material:** II A Compensation Survey MPS 061218.pdf

## **Magnolia Public Schools Governing Board**

### **Summary of Compensation and Benefits Survey Data for Chief Executive Officer/Superintendent**

**June 2018**

Prior to any 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 a charter school Executive Director (“ED”) and other positions with substantial influence over the affairs of the organization. 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. However, separate review and approval is not required if the modification of compensation extends to substantially all employees.

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. Thus, the best way to avoid risk of penalties is to go through the process of establishing reasonable compensation in advance of any salary increase, and for the Board to properly document it has engaged in such a process. This approach will also meet the legal requirements specific to California nonprofits under the California Nonprofit Integrity Act.

The following is a summary of our findings following review and comparison of a sampling of total compensation levels received by public school leaders in California. Compensation figures are from the State Controller’s Office for the 2016 calendar year. Student enrollment figures are from the California Department of Education for the 2016-17 school year. The Chief Executive Officer/Superintendent of Magnolia Public Schools oversees multiple schools with a total student population of over 3,400. Based on these facts, this study compared salary packages of like classifications – specifically, Superintendents of similarly-sized School Districts. The seven districts surveyed in this summary have an average student population of approximately 3,300. Of the seven districts sampled, the average total compensation package (base salary plus other compensation) for district leaders is \$250,744. The average base salary is \$218,403. The median base salary is \$217,500. It should be noted that a majority of the Superintendents in this study have been with the Districts listed for at least three years.

<b>Moraga Elementary School District</b>	<b>1,832 Students</b>
Superintendent	
<b>Total Compensation Package</b>	<b>\$234,307</b>
Base Salary	\$209,504
Other compensation (insurance and retirement)	\$24,803
<b>Silver Valley Unified School District</b>	<b>2,104 Students</b>
Superintendent	
<b>Total Compensation Package</b>	<b>\$236,267</b>
Base Salary	\$213,849
Other Compensation (insurance and retirement)	\$22,418
<b>Cucamonga Elementary School District</b>	<b>2,458 Students</b>
Superintendent	
<b>Total Compensation Package</b>	<b>\$234,978</b>
Base Salary	\$206,138
Other Compensation (insurance and retirement)	\$28,840
<b>Temple City Unified School District</b>	<b>5,831 Students</b>
Superintendent	
<b>Total Compensation Package</b>	<b>\$248,695</b>
Base Salary	\$217,500
Other compensation (insurance and retirement)	\$31,195
<b>El Segundo Unified School District</b>	<b>3,474 Students</b>
Superintendent	
<b>Total Compensation Package</b>	<b>\$278,416</b>
Base Salary	\$227,971
Other compensation (insurance and retirement)	\$50,445
<b>Wiseburn Unified School District</b>	<b>4,495 Students</b>
Superintendent	
<b>Total Compensation Package</b>	<b>\$282,953</b>
Base Salary	\$234,448
Other compensation (insurance and retirement)	\$48,505
<b>Laguna Beach Unified School District</b>	<b>2,929 Students</b>
Superintendent	
<b>Total Compensation Package</b>	<b>\$239,594</b>
Base Salary	\$219,414
Other compensation (insurance and retirement)	\$20,180