

**Governing Board of Magnolia Public Schools
Summary of Compensation and Benefits Survey Data for
CEO/Superintendent**

June 2023

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 a charter school CEO/Superintendent. 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 educational leaders in Southern California. Compensation figures are from the State Controller's Office or from the Internal Revenue Service (Form 990) for the 2020 and 2021 calendar years (the most recent available). Student enrollment figures and academic performance standards are from the California School Dashboard for the 2022 calendar year.

The CEO/Superintendent of Magnolia Public Schools oversees ten (10) public schools in Los Angeles, Orange, and San Diego Counties with a total population of approximately 3,708 students. Based on these facts, this study compared salary packages of similarly situated public school leaders. The three (3) charter schools and five (5) school districts surveyed in this summary have an average population of approximately 4,358 students.

Of the educational leaders sampled, the average total compensation package (base salary plus other compensation) is approximately \$374,728. The average base salary is approximately \$312,581. The range of base salary is \$226,188 to \$376,939. Salaries can range based on many factors such as experience, tenure at the school, student populations, staff size, and location of the charter school.

These salaries are from the 2020 and 2021 calendar years so conservatively adding 3% to 7% to the base salary average for 2023 would provide an average range of \$321,959 to \$334,461.

Magnolia Public Schools (Los Angeles, Orange, and San Diego Counties)	3,708 Students
CEO/Superintendent	
Approximate Total Compensation Package	\$311,124.66
Current Base Salary	\$248,500
Other Compensation (Benefits and Retirement)	\$62,624.66
English Language Arts Performance	Low to High
Math Performance	Very Low to High
Buena Park Elementary School District (Orange County)	4,015 Students
Superintendent	
Total Compensation Package	\$302,520
Base Salary	\$245,576
Other Compensation (Benefits and Retirement)	\$56,944
English Language Arts Performance	Low
Math Performance	Low
Granada Hills Charter High School (Los Angeles County)	5,675 Students
Executive Director	
Total Compensation Package	\$410,582
Base Salary	\$340,563
Other Compensation (Benefits and Retirement)	\$70,019
English Language Arts Performance	Very High
Math Performance	High
Bassett Unified School District (Los Angeles County)	3,044 Students
Superintendent	
Total Compensation Package	\$262,685
Base Salary	\$226,188
Other Compensation (Benefits and Retirement)	\$36,497
English Language Arts Performance	Low
Math Performance	Low
South Pasadena Unified School District (Los Angeles County)	4,649 Students
Superintendent	
Total Compensation Package	\$357,200
Base Salary	\$297,081
Other Compensation (Benefits and Retirement)	\$60,119
English Language Arts Performance	Very High
Math Performance	Very High
Equitas Academy Charter Schools (Los Angeles County)	1,969 Students
CEO	
Total Compensation Package	\$381,448
Base Salary	\$324,430
Other Compensation (Benefits and Retirement)	\$57,018
English Language Arts Performance	Low to Medium
Math Performance	Very Low to Medium
Fallbrook Union Elementary (San Diego County)	4,921 Students
Superintendent	
Total Compensation Package	\$447,963

Base Salary	\$376,939
Other Compensation (Benefits and Retirement)	\$71,024
English Language Arts Performance	Low
Math Performance	Low
High Tech High (San Diego County)	6,016 Students
Director	
Total Compensation Package	\$432,258
Base Salary	\$355,589
Other Compensation (Benefits and Retirement)	\$76,669
English Language Arts Performance	Low
Math Performance	Low
South Bay Union (San Diego County)	4,576 Students
Superintendent	
Total Compensation Package	\$403,165
Base Salary	\$334,284
Other Compensation (Benefits and Retirement)	\$68,881
English Language Arts Performance	Very Low
Math Performance	Very Low