

Comparisons of Superintendent / Executive Director Salaries

School	Salary
The Cottonwood School	\$175,000
Gateway Charter School	\$219,930
Visions in Education	\$268,444
Horizon Charter School	\$189,844
John Adams Charter – EDCOE	\$176,396
John Adams Charter - Placer	\$189,000
Heritage Post Charter	\$290,700

Comparisons									
Name	Location	# of Schools	Enrollment	type	# Days/Grades	Position	Current Base Salary	Percs/benefits	Advanced Degree Stipends
Yuba River Charter School	Grass Valley	1	312	Non-classroom/classroom	210/K-8	Executive Director	\$96,833.00	H/W-9000	
Harvest Ridge	Newcastle	1	163	Non-classroom	220 K-8	Ed/Principal	107,274	\$8,400 H/W, mileage, ACSA	DR-2500
Placer Academy	Rocklin	1	384	classroom-based	220 K-8	Ed/Principal	110,274	8400 H/W	MA-\$2500, DR \$500
Chicago Park	Chicago Park	1	180	classroom-based	225 K-8	Superintendent	120,000	\$8400 H/W, Mileage, ACSA	
Creekside	Squaw Valley	2	160	Non-classroom	225 K-12	ED/Principal	123,000	mileage, full benefits	Dr- 2500
Inspire Arts and Sciences	Chico	1	480	non-classroom	12 months 9-12	Superintendent/Principal	129,158	\$500.00 longevity, full H&W	MA-1201
South Sutter	Sacramento	1	2,000	non-classroom	215/K-12	Executive Director	130,000		
Forest Charter	Grass Valley	1+RSP centers	880	Non-classroom	220/K-12	Executive Director	\$150,258.94	H/W-\$8,760	None
Bay Area Tech	Oakland	1	310	classroom-based	220/ 6-12	Superintendent	153,000	\$8,400-Health, phone,ACSA	Dr- 1,800
Cottonwood	El Dorado CO	1	1000+	Non-classroom	12 months K-12	Superintendent/Principal	175,000	full benefits	500-MA, 5,000- DR
Sequoia Grove (Winship/Lakeview)	Sutter/Glenn CO	2	565	Non-classroom	225. K-12	Executive Director	\$175,000	100%	500-MA, 5000-DR
Sequoia Grove (Feather River/Clarksville)	Sutter/El Dorado CO	2	2,200	Non-classroom	225 K-12	Executive Director	\$175,000	100%	500-MA, 5000-DR
Key Academy	Hayward	2	559	classroom-based	225 K-8	Executive Director	175,000	full benefits	DR- 1,800
Horizon CS	Lincoln	1	2000	non-classroom	222/ k-12	superintendent	207,688	500/month-car, 16,000, phone,acsa	\$1800-DR
Gateway Community Charters	McClelland Park	9	4,700	both	225	Superintendent/CEO	219,000		
Visions in Education	Sacramento	10	7,200	non-classroom	225/ 9-12	Superintendent	268,444	100%, Car, Phone	
Name	Location	# of Schools	Enrollment	type	# Days/Grades	Position	Current Base Salary	Percs/benefits	Advanced Degree Stipends

CDE Superintendent Salary Comparison

High School Districts

Statewide Averages	Small ADA <1,000	Medium ADA 1,000 to 3,999	Large ADA ≥4,000
Beginning Teacher Annual Salary	\$47,811	\$49,328	\$52,670
Midrange Teacher Annual Salary	\$66,135	\$75,987	\$89,660
Highest Teacher Annual Salary	\$91,275	\$99,665	\$112,761
School-Site Principal Annual Salary (Middle)	N/A	\$140,227	\$142,638
School-Site Principal Annual Salary (High)	\$125,317	\$136,386	\$158,074
District Superintendent Annual Salary	\$138,667	\$183,166	\$250,285
Percentage Allocated for Administrative Salaries	5.36%	5.60%	4.54%
Percentage Allocated for Teacher Salaries	25.30%	29.97%	31.63%

Proposal of Executive Director Salaries

1	2	3	4	5	6	7	8	9	10
\$175,000	\$175,000	\$180,000	\$180,000	\$185,000	\$185,000	\$190,000	\$190,000	\$195,000	\$195,000

Educational Stipends

Doctorate Degree	\$5000
National Board Certification	\$2500

*Annual salary is based on 225 work days. The 225 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar

*Annual Salary advancement for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the Board.

*Board may consider past experience when determining initial placement and promotion