

**Governing Board of Oakland Military Institute
Summary of Compensation and Benefits Survey Data for
Superintendent**

December 2022

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 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 calendar year (the most recent available). Student enrollment figures are from the California School Dashboard for the 2022 calendar year. The Superintendent of Oakland Military Institute oversees one (1) charter school in Alameda County with a total population of approximately 544 students. Based on these facts, this study compared salary packages of similarly situated public school leaders. The three (3) charter schools, one (1) public district school, and three (3) school districts surveyed in this summary have an average population of approximately 1,132 students.

Of the educational leaders sampled, the average total compensation package (base salary plus other compensation) is approximately \$289,338. The average base salary is approximately \$236,870. The range of base salary is \$183,453 to \$313,992. Salaries can range based on many factors such as experience, tenure at the school, student populations, staff size, and location of the charter school.

Leadership Public Schools (Alameda and Contra Costa Counties)	1,609 Students
Superintendent	
Total Compensation Package	\$231,904
Base Salary	\$184,065
Other Compensation (Benefits and Retirement)	\$47,839
Sunol Glen Unified School District (Alameda County)	262 Students
Superintendent/Principal	
Total Compensation Package	\$265,898
Base Salary	\$229,578
Other Compensation (Benefits and Retirement)	\$36,320
Making Waves Academy (Contra Costa County)	1,124 Students
CEO	
Total Compensation Package	\$379,315
Base Salary	\$313,992
Other Compensation (Benefits and Retirement)	\$65,323
Crittenden Middle School (Santa Clara County)	532 Students
Principal	
Total Compensation Package	\$251,871
Base Salary	\$183,453
Other Compensation (Benefits and Retirement)	\$68,418
Voices College Bound (Santa Clara, Contra Costa, and San Joaquin Counties)	1,444 Students
President/CEO	
Total Compensation Package	\$304,961
Base Salary	\$252,500
Other Compensation (Benefits and Retirement)	\$52,461
Saratoga Union Elementary (Santa Clara County)	1,596 Students
Superintendent	
Total Compensation Package	\$295,386
Base Salary	\$250,336
Other Compensation (Benefits and Retirement)	\$45,050
Larkspur-Corte Madera School District (Marin County)	1,354 Students
Superintendent	
Total Compensation Package	\$296,029
Base Salary	\$244,163
Other Compensation (Benefits and Retirement)	\$51,866