

ARISE High School Governing Board

Summary of Compensation and Benefits Survey Data of Charter School Leaders for Head of School

March 2021

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 head of school. 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.

The following is a summary of findings following review and comparison of a sampling of total compensation levels received by educational leaders in Northern California. Compensation figures are from the State Controller's Office or from the Internal Revenue Service (Form 990) for the 2019 calendar year. The Head of School at ARISE High School oversees a school serving approximately 320 students in Alameda County. Based on these facts, this study compared salary packages of similarly situated school leaders. Of the four charter schools and one traditional public school sampled, the average total compensation package (base salary plus other compensation) for comparable school leaders is approximately \$178,000. The average base salary is approximately \$154,000. These numbers are based on 2019 compensation, so it is reasonable to consider a 3% to 5% increase for the current year.

Piedmont Middle School (Alameda County)	
Principal	
Total Compensation Package	\$188,202
Base Salary	\$142,888
Other compensation (benefits and retirement)	\$45,314
Oakland School for the Arts (Alameda County)	
Executive Director	
Total Compensation Package	\$173,408
Base Salary	\$156,119
Other Compensation (benefits and retirement)	\$17,289
Oakland Military Institute, College Prep Academy (Alameda County)	
Superintendent	
Total Compensation Package	\$178,000
Base Salary	\$178,000
Other compensation (benefits and retirement)	\$0
Thomas Edison Charter Academy (San Francisco County)	
Executive Director	
Total Compensation Package	\$142,799
Base Salary	\$142,799
Other compensation (benefits and retirement)	\$0
Kairos Public School Vacaville Academy (Solano County)	
Executive Director	
Total Compensation Package	\$208,842
Base Salary	\$150,656
Other compensation (benefits and retirement)	\$58,186