

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. The Head of School at ARISE High School oversees a school serving approximately 420 students in Alameda County. Based on these facts, this study compared salary packages of similarly situated school leaders.

Location	Total Enrolled	Unduplicated %	Base Salary
Los Angeles	302	88%	\$ 137,839
Bay Area	310	72%	\$ 155,657
Bay Area	317	30%	\$ 147,900
Los Angeles	335	89%	\$ 164,000
Bay Area	353	40%	\$ 150,000
Bay Area	374	3%	\$ 142,800
Bay Area	400	33%	\$ 183,813
Sacramento	436	87%	\$ 145,000
Bay Area	436	26%	\$ 184,800
Bay Area	443	26%	\$ 135,139

Los Angeles	450	62%	\$	135,000
Bay Area	465	86%	\$	170,000
Bay Area	550	7%	\$	205,000
Los Angeles	553	48%	\$	156,000
Bay Area	555	80%	\$	162,225
Bay Area	583	70%	\$	160,952
Central	615	96%	\$	162,996
Los Angeles	632	53%	\$	173,360
Central	678	56%	\$	149,687
Bay Area	715	36%	\$	120,387
Bay Area	910	34%	\$	157,900
Bay Area	1068	10%	\$	231,000
Average (Mean)	522	51%	\$	160,521
Average (Median)	458	51%	\$	156,950