



Edgility Consulting Compensation Report

Organization: Academy of Alameda

Role: Executive Director

Geographic Region: Bay Area

Industry: Education Nonprofit

Edgility selected leadership benchmark roles at charter schools in the Bay Area. Annual salary, total employee numbers, and total revenue were researched using 990 data. All compensation was aged by 2.5% to January 1, 2019 according to the standard rate of inflation for the purposes of compensation studies.

Market Findings

School Name	Total Employees	Total Revenue (M)	Position Title	Annual TCC	Annual Total Compensation
Discovery Charter Schools	186	10.9	ED/Superintendent	\$169,591	\$169,591
Envision Schools	218	17.9	CEO/Superintendent	\$198,772	\$237,543
Gateway Public Schools	139	9.25	ED	\$194,238	\$226,413
Knowledge Enlightens You (KEY) Academy	68	5.5	ED	\$109,235	\$109,235
Lighthouse Community Schools	201	15.4	CEO	\$170,247	\$183,952
Sunrise Middle School	31	2.35	ED	\$92,487	\$116,899
Thomas Edison Charter Academy	141	8.1	ED	\$144,138	\$144,138
Unity Schools	91	6.96	ED	\$106,885	\$106,885
University Preparatory Academy Charter	59	6.16	ED	\$100,083	\$100,083
Voices College-Bound Language Academies	150	11.5	President/CEO	\$165,990	\$212,412
			Average	\$145,167	\$160,715
			50 th Percentile	\$155,064	\$156,865
			75 th Percentile	\$170,083	\$205,297

Recommendation

We typically recommend targeting between the 50th and 75th percentile for executive level incoming salaries to ensure competitiveness within the marketplace. Based on a survey of the marketplace using the above parameters, **we recommend a salary range of \$155,000 – \$170,000 for this position.**

Connecting the schools of tomorrow with the leaders they need today.

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