**Board of Directors of Griffin Technology Academies**

**Summary of Compensation and Benefits Survey Data for**

**Chief Business Officer**

**August 2022**

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. 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 public school leaders in Northern 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 2021 calendar year. The Chief Business Officer of Griffin Technology Academies assists with the oversight of four schools in Solano County with a total population of 824 students. Based on these facts, this study compared salary packages of similarly situated public school leaders. Of the four charter schools and three school districts included in this survey, the average student population is approximately 1,023 students.

The average total compensation package (base salary plus other compensation) for comparable charter school leaders is approximately $191,307. The average base salary is approximately $158,254. The salaries range from $102,424 to $192,450. Salaries can range based on many factors such as experience, tenure at the school, student populations, staff size, and location of the charter school.

These salaries are from the 2020 calendar year so conservatively adding 3% to 7% to the base salary average for 2022 would provide an average range of $163,002 to $169,332.

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| **Making Waves Academy (Contra Costa County)** | **1,084 Students** |
| CFO |  |
| **Total Compensation Package** | **$212,296** |
| Base Salary | $192,450 |
| Other Compensation (benefits and retirement) | $19,846 |
| **Moraga Elementary School District (Contra Costa County)** | **1,769 Students** |
| CBO |  |
| **Total Compensation Package** | **$218,853** |
| Base Salary | $182,074 |
| Other Compensation (benefits and retirement) | $36,779 |
| **ACE Public Schools (Santa Clara County)** | **1,136 Students** |
| CFO |  |
| **Total Compensation Package** | **$196,946** |
| Base Salary | $175,130 |
| Other Compensation (benefits and retirement) | $21,816 |
| **Loma Preita Joint Union Elementary (Santa Clara County)** | **441 Students** |
| CBO |  |
| **Total Compensation Package** | **$172,654** |
| Base Salary | $138,688 |
| Other compensation (benefits and retirement) | $33,966 |
| **CORE Butte Charter (Butte County)** | **895 Students** |
| CBO |  |
| **Total Compensation Package** | **$132,417** |
| Base Salary | $102,424 |
| Other compensation (benefits and retirement) | $29,993 |
| **Larkspur-Corte Madera School District (Marin County)** | **1,434 Students** |
| CBO |  |
| **Total Compensation Package** | **$218,880** |
| Base Salary | $173,924 |
| Other compensation (benefits and retirement) | $44,956 |
| **Delta Elementary Charter (Sacramento County)** | **405 Students** |
| CBO |  |
| **Total Compensation Package** | **$187,104** |
| Base Salary | $143,085 |
| Other compensation (benefits and retirement) | $44,019 |