

**ECRA Executive Salary Table**

**CURRENT**

2021-22

	1	2	3	4	5
Executive Director	186,000	193,500	200,000	207,500	215,000

	1	2	3	4	5
Chief Business Officer	168,000	171,360	174,787	178,283	181,849

**Proposed 4%**

2021-22

Executive Director      223,600

Chief Business Officer      189,123

Differentials

Bi-Lingual	3,000
Master's	5,000
MBA	8,000
Doctorate	10,000

**Note: The Board determines compensation of Executives.**