

**ECRA Executive Salary Table  
2023-2024**

Table Increase 2% effective 7/01/23

Job Title	Steps				
	1	2	3	4	5
<b>Executive Director</b>	\$ 207,292.63	\$ 215,651.20	\$222,895.30	\$231,253.87	\$239,612.44
<b>Chief Business Officer</b>	\$ 187,232.05	\$ 190,976.26	\$194,795.49	\$198,691.87	\$202,666.48
<b>Chief Operating Officer</b>	\$ 155,000.00	\$ 162,750.00	\$170,887.50	\$179,431.88	\$188,403.47
<b>Chief Academic Officer</b>	\$ 160,000.00	\$ 163,200.00	\$166,464.00	\$169,793.28	\$173,189.15

**Differentials**

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

**All Executives have a 260 day Work Year**

**Note: The Board determines compensation of Executive Director and Chief Business Officer**