

BOARD OF DIRECTORS EL CAMINO REAL ALLIANCE

RESOLUTION RE: CHIEF BUSINESS OFFICER

The Board of Directors (“Board”) of El Camino Real Alliance (“ECRA”), a tax exempt, California nonprofit public benefit corporation operating a public charter school, does hereby adopt the following resolution pursuant to the provisions of the California Nonprofit Integrity Act, and as also required by the Internal Revenue Service requirements for tax exempt 501(c)(3) entities:

WHEREAS, when ECRA considers renewing or extending a contract term or modifying total compensation (separate from organization wide increases) to be paid to the Chief Business Officer, the Board must ensure that such compensation is reasonable; and

WHEREAS, the Board must determine the compensation of the Chief Business Officer within the confines of legal requirements and best practices for tax exempt, nonprofit corporations; and

WHEREAS, the Board must ensure the compensation of the Chief Business Officer is within the range of similar organizations across the region, also taking into account other factors the Board believes pertinent to the setting of its Chief Business Officer’s compensation; and

WHEREAS, the Board desires to take all recommended steps to ensure the compensation paid to the Chief Business Officer is reasonable, and that the Board has followed legally required procedures, as detailed below:

1. Approval of Compensation. The Board must evaluate the compensation of the Chief Business Officer and approve in advance any change to the compensation for the Chief Business Officer.
2. Definitions. For purposes of this resolution, the Chief Business Officer is an executive officer, and the total compensation paid to the Chief Business Officer is understood to include a base salary, any bonuses, retirement benefits, fringe benefits, liability insurance premiums, and other monetary or non-monetary benefits provided.
3. Recusal. Any Board members related to the Chief Business Officer, any employee Board members reporting to the Chief Business Officer or under his supervision, or any other individual having a personal interest in the compensation paid to the Chief Business Officer, and the Chief Business Officer himself have been excluded from the Board’s discussion and determination of reasonable compensation.
4. Determining Compensation. The Board’s review of compensation data will guide the Board prior to its making any decisions to alter the Chief Business Officer’s

compensation to ensure the compensation to be paid is reasonable. When determining whether the compensation or any change to compensation is reasonable, the Board:

- a. Has been presented with and considered comparability data and compared the compensation to be paid to the Chief Business Officer with the compensation paid to the equivalent senior officers from at least three (3) similar organizations operating in metropolitan areas that have comparable revenues, employees, service populations and skills.
 - b. Recognizes the unique benefits provided by the Chief Business Officer to ECRA, including the following: (1) knowledge of the ECRA educational program; (2) fidelity to the job description and position requirements as articulated in the charter petitions; and (3) the special knowledge, experience, and relationships with community members possessed by the Chief Business Officer, which would be difficult to replace.
5. Source of Comparability Data. The Board has reviewed comparability data by documenting the compensation paid to officers holding similar positions in similar organizations. (See attached documentation at **Attachment A**, Chief Business Officer Reasonable Compensation Comparability Data, attached here and incorporated by reference.) Specifically, the compensation paid to school leaders at similar nonprofits operating public charter schools, this information obtained by contact with conversion charter schools in the area as well as with a charter school in the San Diego area.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby adopts the foregoing resolution.

BE IT FURTHER RESOLVED, that the Secretary of the Board hereby is authorized to certify this resolution.

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IN WITNESS WHEREOF, the Board of Directors has adopted the above resolution by the following vote at a regular Board meeting this 9th day of July, 2018.

By: _____
Beatriz Chen, Secretary

Attachment A

Chief Business Officer Comparables

School/District	Enrollment 10/4/17 CDE	Title	Annual Salary	Rank
Birmingham Comm. Charter HS	3,130	CBO	\$168,682.50	1
Granda Hills Charter HS	4,739	CBO	\$155,000.00	2
Palisades Charter HS	2,774	CBO	\$145,118.86	3
Helix Charter HS	2,465	CBO	\$144,415.00	4
El Camino Real Charter HS	3,567		\$155,100.00	

CBO Comps

School	Enrollment	Title	CBO Grad Degrees	Annual Base Salary	Other Salary Info
Birmingham	3130	Chief Business Officer HR Director	None (Listed)	\$169,682 (2016/17) \$130,662	Range to approx: \$177,116 (2016/17) Range to approx \$144,054 (2016/17) Offers Differential w/Degree
Granada	4739	Chief Business Officer Chief Operating Officer Human Resources Manager	MA: Public Affairs	\$155,000 (2016) \$141,435 (2016) \$120,000	Range to approx: \$180,000 (2016) n/a Range to approx: \$135,000 (2016) Offers Differential w/Degree
Palisades	2774	Chief Business Officer Director Operations & Facilities Director HR	None (Listed)	\$145,118 (2016) \$137,916 \$106,000	Range to approx: \$137,916 (2016) Range to approx: \$118,948 (2016) Offers Differential w/Degree

****ECR has two Campuses = two budgets, two sites with fiscal and operational oversight, monitoring, & maintainence, two reporting requirements, etc**

****Life-Time Benefits - ECR only school offering & properly funding life-time health benefits to all employees**

****ECR CBO = JD & MBA**

****ECR CBO = two positions - COO & CFO**