

Community School for Creative Education
Compensation Market Analysis and Salary Range, March, 2023
Position: Head of School

Market Compensation Survey Used: 2022 Fair Pay for Northern California Non-Profits

Position Match: School Principal (matched to job description provided by CSCE)

Position Description and Market Data: See Attachment A

Geographic Area: Central Bay Area, Counties: Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara

Field: Education and Recreation

Effective date of market data: January 1, 2022

Number of Organizations: 8

Number of incumbents: 11

Median Base Salary: \$125,000

Average Base Salary: \$133,134 (average base salary is more accurate)

Recommendation:

Aging of data (this is the process of projecting actual rates of pay by the increase in wages for the time period selected)

Average actual 12-month wage increases in Bay Area in 2022: 4.4% (See Attachment B)

- Age market data by 18 months to 7/1/23 (date requested by client): 6.7%
- \$133,134 aged by 6.7%: **\$142,054**

Salary Range Assumptions:

- Midpoint of range is aged, market data
- Salary range Minimum to Maximum is 40% spread
- Numbers are rounded to nearest \$5K

Salary Range effective 7/1/23:

Minimum: \$115K

Midpoint: \$140K

Maximum: \$170K

Recommended Salary Adjustment

Incumbent salary: \$120K (Hired 6/15/22 – no salary increases since hire date)

Considerations:

- Work performance of incumbent
- Salary increase history since hire
- Incumbent is low in the salary range (\$20K below midpoint/market average)
- Qualifications of incumbent
- Labor market conditions
- Actual wages are increasing between 4-5% per annum in the Bay Area

Recommendation:

Recommended salary increase for incumbent effective 7/1/23: 6 - 9% (based on above considerations)

School Principal

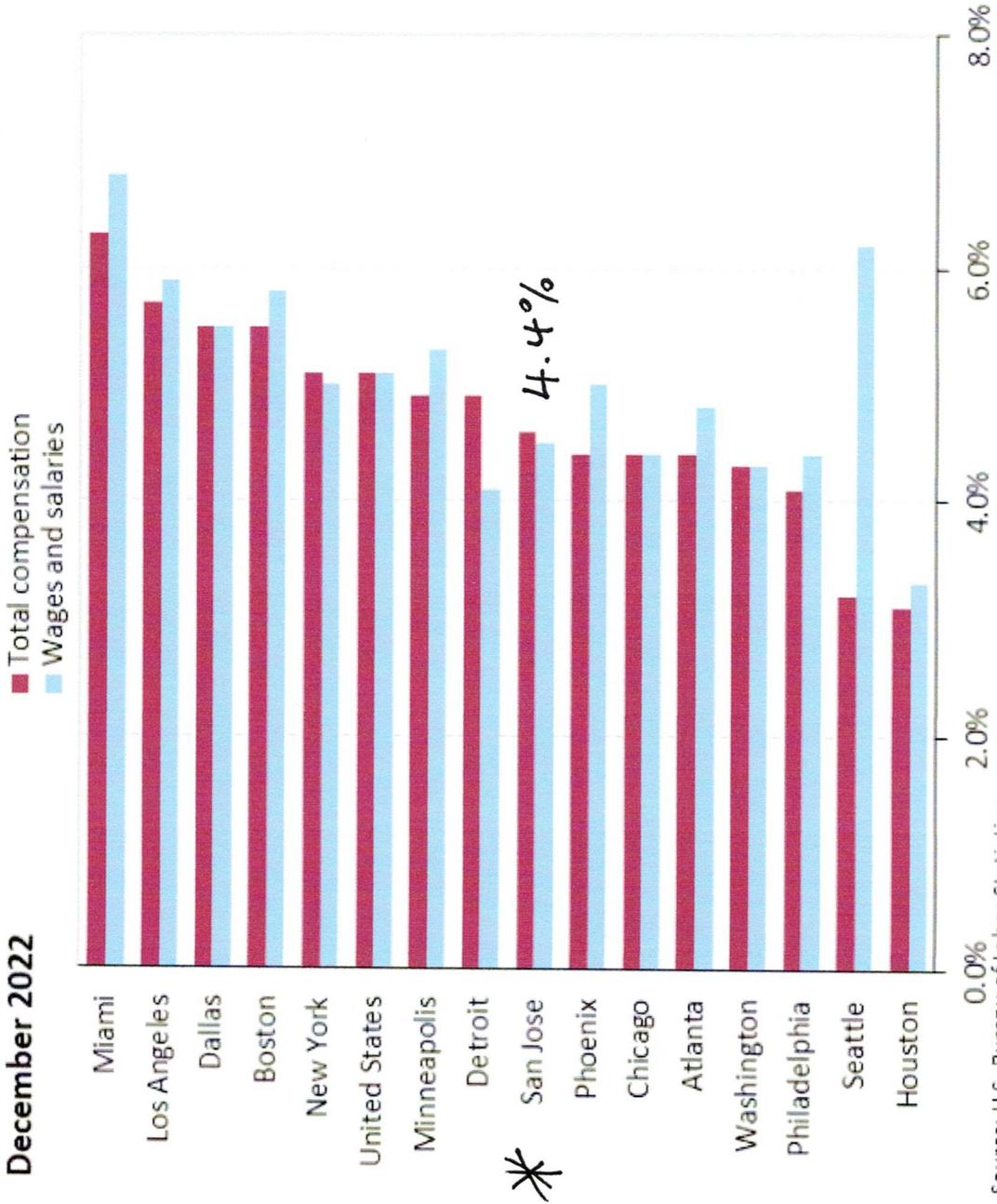
ATTACHMENT BA

Lead educational administrator of a primary and/or secondary school comprised of grades within the range of K-12. Reports to the governing board of the school. Responsible for overall operations, including academic standards, curriculum development, hiring of faculty and staff, extracurricular activities and safety. Ensures that the school complies with all relevant regulations as well as board policies.

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation						
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Avg by Employee	Avg by Organztn
Base Salary - All Employees	9	12	\$95,951	\$112,725	\$126,200	\$140,063	\$215,684	\$132,873	\$137,897
# Eligible for Incentive/Bonus	5	8							
Actual Bonus Paid	3	6							
Total Cash Compensation (Base + Bonus)	9	12	95,951	115,727	126,825	140,063	227,094	135,424	140,489
Annual Expenses	Annual Base Salary								
to \$499,999 Avg:									
\$500,000 - 999,999 Avg:									
\$1,000,000 - 2,499,999 Avg:									
\$2,500,000 - 4,999,999 Avg:									
\$5,000,000 - 8,999,999 Avg:									
\$9,000,000 - 14,999,999 Avg:									
\$15,000,000 and over Avg:									
Geographic Location									
Central Bay Area (six counties)	8	11			125,000			133,134	138,884
Alameda/Contra Costa									
Marin									
San Francisco									
San Mateo/Santa Clara									
Central Coast									
Central Valley									
Napa/Solano/Sonoma									
North Coast									
Sacramento Region									
Sierra Nevada/North State									
Field of Service									
Animal Welfare									
Assn Mgmt/Membership/Support Orgs									
Child Welfare/Child Care									
Community/Economic Development									
Conservation/Environment/Parks									
Culture/Arts/Museums/Theater									
Education/Schools/Colleges/Research	5	8							156,219
Employment/Workforce Programs									
Family Counseling/Behavioral Health Svcs									
Foundation/Philanthropy/Fundraising									
Health/Medical Clinics									
Housing/Shelters									
Legal Services/Advocacy/Civil Rights									
Religious/Churches									
Substance Abuse Treatment/Prevention									
Youth/Recreation									
Social Service - One Major Program									
Social Service - Multiple Programs									
Number of FTEs									
1 to 5									
6 to 15									
16 to 40									
41 to 100									
More than 100	5	8							144,008
Number of Employees Managed									
1 to 3									
4 to 8									
9 to 14									
15 and over	6	9			127,400			138,772	149,258

ATTACHMENT B

Chart 3. Twelve-month percent changes in total compensation and wages and salaries for private industry workers by area, not seasonally adjusted, December 2022



Source: U.S. Bureau of Labor Statistics.

* INCLUDES BAY AREA