

**Executive Compensation Comps
Southern California CMOs
990 Reports (2016 - 2018 most recent public filing)
Range \$150,256 – \$270,843
Average \$209,749
3 Year COLA (8%)
\$226,528 (2021 Estimate)**

**TEACH Public Schools 2021-22
Executive Director - \$43,755 (Retiree)
Superintendent - \$208,361
CFO/COO - \$199,383**

Executive Comp
STEM Prep Charter- Tax Year 2018
ED – \$212,545

Real Journeys – Tax Year 2018
ED \$215,413
CBO \$171,974

Extera Public Schools -2018
ED- \$241,119

Schools In Action – Tax Year 2018
ED \$173,573

Accelerated School – Tax Year 2018
ED – \$171,060
CFO – \$173,187

Bright Star – Tax Year 2018
ED – \$212,537

Citizens of the World – Tax Year 2018 (Multi State CMO)
ED- \$244,850

Alliance For College Ready Public Schools - Tax Year 2018 (not included in comp calculation)
ED- \$406,286
GC – \$226,651

Ednovate – 2018
ED – 241,250

Ingenium Schools – 2017

President - \$219,754

Larchmont Schools -2018

\$173,109

Equitas Academy - 2018

ED \$270,843

PUC – Tax Year 2016

ED- \$204,899

ISANA -Tax Year 2017

ED –\$241,128

ICEF - Tax Year 2017

ED – \$262,500

YPI – Tax Year 2018

ED - \$172,171

City Charter School - 2018

ED – \$150,256

Value Schools - 2018

ED- \$156,593