

Executive Director Compensation Salary Survey

Sample of Los Angeles Area Charter Schools data from 2021 990 tax filings
(most recently available public data)

2021 990s

1. Alliance \$409,964 (Dan Katzir)
2. Equitas \$336,522 (Malka Borrego)
3. New Designs \$341,849 (Paul Okaiteye)
4. Todays Fresh Start \$318,693 (J Parker)
5. KIPP Los Angeles \$306,457 (Angella Martinez *CEO in Residence*)
6. PUC – \$285,425 (Jacqueline Elliot)
7. Vista Charter School – \$283,052 (Don Wilson)
8. ICF \$271,725 (Parker Hednut)
9. STEM Prep – \$270,062 (Emilio Pack) (*2023-2024 board minutes shows approved \$299,197 base salary for last school year*)
10. ISANA Academies – \$213,389 (Nadia Shaiq)

Raul Carranza 2024-2025 Salary Proposal

2023-2024 \$286,656.56 x 4.5% increase (4.5% raise is standard for all TEACH returning employees in the 24/25 budget proposal) = \$299,557

Potential bonus up to 5% as described in TEACH Inc Bonus Resolution