

ChartHouse Public Schools Governing Board

Summary of Compensation and Benefits Survey Data of Charter School Leaders for Executive Director

April 2021

Prior to any Board action to approve any decisions regarding executive compensation (including approval of base salary increases, incentive compensation, bonuses, etc.), the Board must first exercise due diligence (review of comparable compensation practices) to ensure compliance with IRS restrictions on excess compensation for nonprofit executives, including a charter school executive director. The Board's review and approval of the executive compensation must occur: initially upon hiring the executive; whenever the term of employment, if any, is renewed or extended; and whenever the officer's compensation is modified. However, separate review and approval is not required if the modification of compensation extends to substantially all employees.

In reviewing the reasonableness of compensation for nonprofit executives, the IRS considers "compensation" broadly and will look at the value of salary, as well as non-fixed compensation (incentive compensation/bonuses), and benefits. If the IRS determines compensation is not reasonable, severe consequences may result.

The following is a summary of findings following review and comparison of a sampling of total compensation levels received by educational leaders in Contra Costa County. Compensation figures are from the State Controller's Office or the Internal Revenue Service Form 990 for the 2019 calendar year. The Executive Director at Contra Costa School of Performing Arts oversees a school serving approximately 470 students. Based on these facts, this study compared salary packages of similarly situated school leaders. The five schools sampled here, three charter schools and two traditional public schools, have an average population of 525 students. The average total compensation package (base salary plus other compensation) for comparable school leaders is approximately \$157,000. The average base salary is approximately \$129,000. These numbers are based on 2019 compensation, so it is reasonable to consider a 3% to 5% increase for the current year.

Pinole Middle School	529 Students
Principal	
Total Compensation Package	\$155,992
Base Salary	\$124,991
Other compensation (benefits and retirement)	\$31,001
Eagle Peak Montessori	286 Students
Executive Director/Principal	
Total Compensation Package	\$149,049
Base Salary	\$122,704
Other Compensation (benefits and retirement)	\$26, 345
Hercules High School	867 Students
Principal	
Total Compensation Package	\$180,999
Base Salary	\$145,915
Other compensation (benefits and retirement)	\$35,084
Aspire Richmond College Prep Academy	541 Students
Principal	
Total Compensation Package	\$144,210
Base Salary	\$124,588
Other compensation (benefits and retirement)	\$19,622
Antioch Charter Academies	399 Students
Executive Director/Administrator	
Total Compensation Package	\$151,827
Base Salary	\$127,173
Other compensation (benefits and retirement)	\$24,654