

**Governing Board of ChartHouse Public Schools**  
**Summary of Compensation and Benefits Survey Data for**  
**Executive Director**

**January 2023**

Prior to 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.

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 Southern California. Compensation figures are from the State Controller's Office or from the Internal Revenue Service (Form 990) for the 2020 calendar year (the most recent available). Student enrollment figures are from the California School Dashboard for the 2021 calendar year. The Executive Director of Contra Costa School of Performing Arts oversees one (1) charter school in Contra Costa County with a total population of approximately 440 students. Based on these facts, this study compared salary packages of similarly situated public school leaders. The two (2) charter schools, three (3) district schools, and one (1) school district surveyed in this summary have an average population of approximately 559 students.

Of the educational leaders sampled, the average total compensation package (base salary plus other compensation) is approximately \$187,019. The average base salary is approximately \$150,892. The range of base salary is \$119,269 to \$169,994. Salaries can range based on many factors such as experience, tenure at the school, student populations, staff size, and location of the charter school.

<b>Knightsen Elementary School District (Contra Costa County)</b>	<b>587 Students</b>
Superintendent	
<b>Total Compensation Package</b>	<b>\$176,204</b>
Base Salary	\$151,441
Other Compensation (Benefits and Retirement)	\$24,763
<b>Indian Valley Elementary (Contra Costa County)</b>	<b>334 Students</b>
Principal	
<b>Total Compensation Package</b>	<b>\$178,393</b>
Base Salary	\$151,749
Other Compensation (Benefits and Retirement)	\$26,644
<b>Pinole Middle School (Contra Costa County)</b>	<b>408 Students</b>
Principal	
<b>Total Compensation Package</b>	<b>\$158,165</b>
Base Salary	\$119,269
Other Compensation (Benefits and Retirement)	\$38,896
<b>Hercules High School (Contra Costa County)</b>	<b>762 Students</b>
Principal	
<b>Total Compensation Package</b>	<b>\$181,397</b>
Base Salary	\$148,588
Other Compensation (Benefits and Retirement)	\$32,809
<b>The Academy of Alameda (Alameda County)</b>	<b>648 Students</b>
Executive Director	
<b>Total Compensation Package</b>	<b>\$196,140</b>
Base Salary	\$164,311
Other Compensation (Benefits and Retirement)	\$31,829
<b>Kairos Public School Vacaville Academy (Solano County)</b>	<b>615 Students</b>
Executive Director	
<b>Total Compensation Package</b>	<b>\$231,813</b>
Base Salary	\$169,994
Other Compensation (Benefits and Retirement)	\$61,819