

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

July 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 and 2021 calendar years (the most recent available). Student enrollment figures are from the California School Dashboard for the 2022 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 three (3) charter schools, five (5) district schools, and one (1) school district surveyed in this summary have an average population of approximately 554 students.

Of the educational leaders sampled, the average total compensation package (base salary plus other compensation) is approximately \$188,761. The average base salary is approximately \$158,580. The range of base salary is \$141,869 to \$169,720. Salaries can range based on many factors such as experience, tenure at the school, student populations, staff size, and location of the charter school.

These salaries are from the 2020 and 2021 calendar years. As a result, conservatively adding 5% for each year to reach updated figures for the 2023-2024

school year would provide an average total compensation range of \$207,637 to \$217,075, and an average base salary range of \$174,438 to \$182,367.

Knightsen Elementary School District (Contra Costa County)	587 Students
Superintendent	
Total Compensation Package	\$176,204
Base Salary	\$151,441
Other Compensation (Benefits and Retirement)	\$24,763
Wagner Ranch Elementary (Contra Costa County)	420 Students
Principal	
Total Compensation Package	\$198,540
Base Salary	\$171,055
Other Compensation (Benefits and Retirement)	\$27,485
Vista Oaks Charter (Contra Costa County)	903 Students
Executive Director	
Total Compensation Package	\$209,406
Base Salary	\$161,300
Other Compensation (Benefits and Retirement)	\$48,106
Black Diamond Middle School (Contra Costa County)	343 Students
Senior Director	
Total Compensation Package	\$219,134
Base Salary	\$169,720
Other Compensation (Benefits and Retirement)	\$49,414
Lone Tree Elementary (Contra Costa County)	484 Students
Principal	
Total Compensation Package	\$186,935
Base Salary	\$155,020
Other Compensation (Benefits and Retirement)	\$31,915
Marina Vista Elementary (Contra Costa County)	575 Students
Principal	
Total Compensation Package	\$199,868
Base Salary	\$163,009
Other Compensation (Benefits and Retirement)	\$36,859
Happy Valley Elementary (Contra Costa County)	446 Students
Principal	
Total Compensation Package	\$195,386
Base Salary	\$165,394
Other Compensation (Benefits and Retirement)	\$29,992
Oakland School for the Arts (Alameda County)	791 Students
Interim Executive Director	
Total Compensation Package	\$164,965
Base Salary	\$141,869
Other Compensation (Benefits and Retirement)	\$23,096
Creative Arts Charter School (San Francisco County)	435 Students
Executive Director	
Total Compensation Package	\$148,413

Base Salary	\$148,413
Other Compensation (Benefits and Retirement)	\$0

Per the School's request, we also sampled various continuation high schools throughout Northern California and performing arts schools throughout California.

Bidwell High School (Contra Costa County)	133 Students
Principal – Secondary	
Total Compensation Package	\$188,010
Base Salary	\$143,011
Other Compensation (Benefits and Retirement)	\$44,999
Island High (Continuation) (Alameda County)	72 Students
Continuation High Principal	
Total Compensation Package	\$175,785
Base Salary	\$145,606
Other Compensation (Benefits and Retirement)	\$30,179
Liberty High (San Joaquin County)	127 Students
Principal - Continuation High School	
Total Compensation Package	\$189,861
Base Salary	\$163,783
Other Compensation (Benefits and Retirement)	\$26,078
Plaza Robles High (San Joaquin County)	146 Students
Principal - Continuation High School	
Total Compensation Package	\$175,015
Base Salary	\$150,835
Other Compensation (Benefits and Retirement)	\$24,180
Duncan-Russel Continuation (San Joaquin County)	19 Students
Principal - Continuation High School	
Total Compensation Package	\$174,911
Base Salary	\$140,596
Other Compensation (Benefits and Retirement)	\$34,315
Julia Lee Performing Arts Academy (Riverside County)	370 Students
Executive Director	
Total Compensation Package	\$100,132
Base Salary	\$100,132
Other Compensation (Benefits and Retirement)	\$0
Creative Performing and Media Arts (San Diego County)	726 Students
Principal	
Total Compensation Package	\$210,496
Base Salary	\$160,862
Other Compensation (Benefits and Retirement)	\$49,634
El Sol Science and Arts Academy (Orange County)	936 Students
Executive Director	
Total Compensation Package	\$208,824
Base Salary	\$171,172
Other Compensation (Benefits and Retirement)	\$37,652
School of Arts and Enterprise (Los Angeles County)	698 Students
Executive Director	
Total Compensation Package	\$124,482

Base Salary	\$121,804
Other Compensation (Benefits and Retirement)	\$2,678
Los Angeles Academy of Arts and Enterprises (Los Angeles County)	296 Students
Principal	
Total Compensation Package	\$177,236
Base Salary	\$145,237
Other Compensation (Benefits and Retirement)	\$31,999