**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.

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| **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.

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| **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 |