

**Governing Board of Contra Costa School of the Performing Arts
Summary of Compensation and Benefits Survey Data for
Executive Director**

June 2024

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 officers, including a charter school Executive Director. The Board's review and approval of the executive compensation must occur: initially upon hiring an officer; 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 officers/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 executive-level leaders in Northern California. Compensation figures are from the State Controller's Office for the most recent calendar year filed. Student enrollment figures are from the California School Dashboard for the 2023-2024 calendar year. The Executive Director of CCSPA oversees one (1) charter school in Contra Costa County with a total anticipated population of approximately 350 students. Based on these facts, this study compared the salary packages of similarly situated public school leaders. The two (2) charter schools and four (4) district schools surveyed in this summary with current and available data serve an average population of approximately 375 students.

Of the educational leaders sampled, the average total compensation package (base salary plus other compensation) is approximately \$181,164. The average base salary is approximately \$146,139. The range of base salary is \$104,273 to \$192,365. The average monthly salary is \$12,178. 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 2022-2023 calendar year. As a result, conservatively adding 5% for each year to reach updated figures for the 2024-2025 school year would provide an average total compensation of \$199,280, an average annual base salary of \$160,752, and an average monthly salary of \$13,396.

John Swett Elementary (Contra Costa County)	521 Students (K-5)
Superintendent (District)	
Total Compensation Package	\$ 228,849
Total Wages	\$ 192,365
Monthly Salary	\$ 16,030.41
Other compensation (insurance and retirement)	\$ 36,484
Woodland Star Charter (Sonoma County)	220 Students (K-8)
Administrator (Charter)	
Total Compensation Package	\$ 147,774
Total Wages	\$ 104,273
Monthly Salary	\$ 8,689.41
Other Compensation (insurance and retirement)	\$ 43,501
Ross Elementary (Marin County)	358 Students (K-8)
Superintendent (District)	
Total Compensation Package	\$ 172,904
Total Wages	\$ 137,206
Monthly Salary	\$ 11,433.83
Other compensation (insurance and retirement)	\$ 35,698
Esparto Unified Elementary (Yolo County)	452 Students (K-5)
Director (District)	
Total Compensation Package	\$ 148,745
Total Wages	\$ 148,745
Monthly Salary	\$ 12,395.41
Other compensation (insurance and retirement)	\$ 0
Kairos Public Schools (Solano County)	645 Students (K-8)
Executive Director (Charter)	
Total Compensation Package	\$ 232,116
Total Wages	\$ 169,606
Monthly Salary	\$ 14,133.83
Other compensation (insurance and retirement)	\$ 62,510
New Hope Elementary (San Joaquin County)	177 Students (K-8)

Superintendent (District)	
Total Compensation Package	\$ 156,596
Total Wages	\$ 124,640
Monthly Salary	\$ 10,386.66
Other compensation (insurance and retirement)	\$ 31,956