



Encore JR/SR High School

Encore Board of Directors Meeting Workshop - July 2021

Published on July 9, 2021 at 12:19 PM PDT

Date and Time

Monday July 12, 2021 at 6:30 PM PDT

Location

This meeting is being held virtually in compliance with the Governor's Executive order N-29-20. The public can access this meeting live on our website:

Website: www.encorehighschool.com If you would like to speak during public comment, please email your name, the item you would like to comment about, and your comment, to board@encoreedcorp.com. These comments will be read aloud during open session at the board meeting for up to three (3) minutes. The chance to add public comment through emails will close after the public comment agenda item is completed.

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:30 PM
A. Call the Meeting to Order		Rob Gabler	
B. Record Attendance		Rob Gabler	1 m
C. Approve Minutes	Approve Minutes	Ashlin Barkdull, General Executive Manager	1 m

The Board minutes for approval are from Encore's June 21, 2021 Encore Board of Directors meeting.

Approve minutes for Regular Encore Board of Directors Meeting- June 2021 on June 21, 2021

D. Invitation for public to address the Board, open session items	Discuss	Ashlin Barkdull	5 m
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This is the time and place for the general public to address the Board of Directors on any matter within jurisdiction of the Board. Comments should be limited to three (3) minutes. Public comments can be related to agenda items or non-agenda items. Unless an item has been

Purpose Presenter Time

placed on the published agenda in accordance with the Brown Act, there shall be no action taken, nor should there be comments on, responses to, or discussion of a topic not on the agenda. The Board members may: (1) acknowledge receipt of information/report; (2) refer to staff with no direction as to action or priority; or (3) refer the matter to the next agenda.

II. Operations 6:37 PM

A. Board Chairperson Election	Vote	Kelly Ahmed	2 m
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Election of Board Chairperson.

III. Development 6:39 PM

A. Brown Act, Conflicts of Interest, and Legal Update Training	FYI	Jerry Simmons, Young, Minney & Corr.	90 m
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Brown Act, Conflicts of Interest law, and legal updates relevant to operations of a charter school.

IV. Finance 8:09 PM

A. Approval of Consolidated Application	Vote	Denise Griffin	5 m
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The Consolidated Application (ConApp) is used by the California Department of Education (CDE) to distribute categorical funds from various federal programs to county offices, school districts, and direct-funded charter schools throughout California.

V. Adjourn to closed session 8:14 PM

Pursuant to Government code section 54957, the Board may adjourn to closed session at any time during the meeting to discuss staff/student personnel matters, negotiations, litigation, and/or acquisition of land or facilities. The board will adjourn to closed session in a private area for discussion and may take action on the following closed session items.

Conference with Legal Counsel- Anticipated Litigation.
 Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9 (one case).

Conference with Labor Negotiator- Agency Designated Representative: Board Chair
 Unrepresented Employee: CEO

Conference with Labor Negotiator- Agency Designated Representative: Board Chair
 Unrepresented Employee: COO

Public Employee Performance Evaluation
 Title: CEO

Public Employee Performance Evaluation
 Title: COO

A. Reconvene from closed session	Discuss	Rob Gabler	3 m
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	Purpose	Presenter	Time
After the closed session is complete, the Board will reconvene and report any action taken on closed session.			

VI. Finance 8:17 PM

A. CEO and COO Compensation Comparability Study	Vote	Denise Griffin	5 m
Board Approval/Ratification of Compensation Comparability Study for Chief Executive Officer and Chief Operations Officer Positions.			

B. CEO and COO Compensation Increase Oral Report	Discuss	Rob Gabler	5 m
Required Oral Report Regarding Board Approval of CEO and COO compensation increase.			

C. CEO Compensation	Vote	Denise Griffin	2 m
Board Ratification/Approval of CEO Compensation.			

D. COO Compensation	Vote	Denise Griffin	2 m
Board Ratification/Approval of COO Compensation.			

VII. Closing Items 8:31 PM

A. Adjourn Meeting	Vote	Rob Gabler	
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A copy of the agenda will be posted at least 72 hours before such meeting. A copy of the written materials which will be submitted to the School Board Directors is available along with this agenda following the posting of the agenda by emailing abarkdull@encorehighschool.com.

Requests for disability-related modifications or accommodations to participate in this public meeting shall be made 24 hours prior to the meeting by calling (760) 956-2632 or emailing abarkdull@encorehighschool.com. All efforts will be made for reasonable accommodations. The agenda and public documents can be modified upon request as required by Section 202 of the Americans with Disabilities Act.

Cover Sheet

Approve Minutes

Section: I. Opening Items
Item: C. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for Regular Encore Board of Directors Meeting- June 2021 on June 21, 2021

DRAFT



Encore JR/SR High School

Minutes

Regular Encore Board of Directors Meeting- June 2021

Date and Time

Monday June 21, 2021 at 6:30 PM

Location

This meeting is being held virtually in compliance with the Governor's Executive order N-29-20. The public can access this meeting live on our website:

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Directors Present

K. Ahmed (remote), K. Staley (remote), R. Gabler (remote), S. Cherry (remote)

Directors Absent

G. Thackeray

Guests Present

A. Barkdull (remote), C. Peterson (remote), C. Walker (remote), D. Griffin (remote), J. Barkdull (remote), J. Griffin (remote), J. Thibodeaux (remote), W. Strumpfer (remote), jg@encorehighschool.com (remote)

I. Opening Items**A. Call the Meeting to Order**

S. Cherry called a meeting of the board of directors of Encore JR/SR High School to order on Monday Jun 21, 2021 at 6:35 PM.

B. Record Attendance**C. Approve Minutes**

Make a change in the minutes that only the Hourly Salary Schedule was moved to the next board meeting. (6.21.21)

R. Gabler made a motion to approve the minutes from Special Board Meeting- June 2, 2021 on 06-02-21.

K. Staley seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

R. Gabler Aye
G. Thackeray Absent
S. Cherry Aye
K. Staley Aye
K. Ahmed Aye

D. Invitation for public to address the Board, open session items

II. Academic Excellence

A. Academic Director Report

B. Information Items- Academic Excellence

C. MOU with Victor Valley College

R. Gabler made a motion to Approve the MOU with VVS.

K. Ahmed seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

R. Gabler Aye
S. Cherry Aye
G. Thackeray Absent
K. Staley Aye
K. Ahmed Aye

III. Governance

A. Staff Liaison Report

B. DOJ Report

C. Concrete Bid

R. Gabler made a motion to Approve.

K. Staley seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

G. Thackeray Absent
S. Cherry Aye
R. Gabler Aye
K. Staley Aye
K. Ahmed Aye

IV. Operations

A. Discipline Report

B. Board Calendar for 2021-2022 School Year

R. Gabler made a motion to Approve.
K. Staley seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

R. Gabler Aye
K. Staley Aye
K. Ahmed Aye
G. Thackeray Absent
S. Cherry Aye

C. New Board Member

R. Gabler made a motion to Approve Chandale Sutton.
K. Ahmed seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

K. Ahmed Aye
R. Gabler Aye
G. Thackeray Absent
K. Staley Aye
S. Cherry Aye

V. Development

A. New Curriculum Adoption

R. Gabler made a motion to Approve.
Chandale Sutton 2nd The board **VOTED** to approve the motion.

Roll Call

G. Thackeray Absent
K. Staley Aye
R. Gabler Aye
K. Ahmed Aye
S. Cherry Aye

B. Board and Administrative Training Policy

R. Gabler made a motion to Approve.
Chandale Sutton 2nd and Aye The board **VOTED** to approve the motion.

Roll Call

R. Gabler Aye
G. Thackeray Absent
K. Ahmed Aye
K. Staley Aye
S. Cherry Aye

C. Policy Update-Universal Complaint Procedures

Move to August Board Meeting

D. Policy Update-Course of Study

Move to August Board Meeting

E. Policy Update- School Site Councils and Site Planning

Move to August Board Meeting

F. Policy Update- Prohibition of Sexual Harassment

Move to August Board Meeting

G. Policy Update-Parent Involvement

R. Gabler made a motion to Approve.

K. Ahmed seconded the motion.

Chandale Sutton - Aye The board **VOTED** to approve the motion.

Roll Call

K. Staley Aye

R. Gabler Aye

K. Ahmed Aye

S. Cherry Aye

G. Thackeray Absent

H. Policy Update-Student Discipline

Move to August Board Meeting

I. Policy Update- Leave of Absence for Certified and Classified Employees

Move to August Board Meeting

J. Policy Update- Pupil Attendance

Move to August Board Meeting

K. Policy Update- Contracts for Digital Storage, Management, and Retrieval of Student Records

R. Gabler made a motion to Approve.

Chandale Sutton - 2nd and Aye The board **VOTED** to approve the motion.

Roll Call

K. Ahmed Aye

G. Thackeray Absent

K. Staley Aye

R. Gabler Aye

S. Cherry Aye

L. Policy Update- Parent Involvement: Mutually Supportive Partnership for Improving Student Success

Move to August Board Meeting

VI. Finance

A. Finance Consent Items

Motion to Approve.

R. Gabler seconded the motion.

Chandale Sutton made motion to approve - Aye The board **VOTED** to approve the motion.

Roll Call

K. Staley Aye

R. Gabler Aye

K. Ahmed Aye

S. Cherry Aye

G. Thackeray Absent

B. Salvage Items for Sale

R. Gabler made a motion to Approve.

Chandale Sutton 2nd and Aye The board **VOTED** to approve the motion.

Roll Call

S. Cherry Aye
R. Gabler Aye
G. Thackeray Absent
K. Staley Aye
K. Ahmed Aye

C. Teacher/Management COVID Duty Bonus

R. Gabler made a motion to Approve.

Chandale Sutton - 2nd and Aye The board **VOTED** to approve the motion.

Roll Call

G. Thackeray Absent
R. Gabler Aye
S. Cherry Aye
K. Ahmed Aye
K. Staley Aye

D. Eide Bailly Examination Contract

Needs to be moved to the July Board Meeting for a VOTE.

E. 2021-2022 July Budget

K. Staley made a motion to Approve.

Chandale Sutton 2nd - and Aye The board **VOTED** to approve the motion.

Roll Call

G. Thackeray Absent
K. Ahmed Aye
K. Staley Aye
R. Gabler Aye
S. Cherry Aye

F. Salary Schedule

R. Gabler made a motion to Approve.

Chandale Sutton 2nd - and Aye The board **VOTED** to approve the motion.

Roll Call

S. Cherry Aye
G. Thackeray Absent
R. Gabler Aye
K. Ahmed Aye
K. Staley Aye

G. March 2021 Encore Student Debit Account

H. Local Control and Accountability Plan

R. Gabler made a motion to Approve.

K. Staley seconded the motion.

Chandale Sutton - Aye The board **VOTED** to approve the motion.

Roll Call

K. Ahmed Aye
G. Thackeray Absent
R. Gabler Aye
S. Cherry Aye
K. Staley Aye

VII. Adjourn to closed session

A. Reconvene from closed session

Nothing to report on pending litigation.

Compensation - Board has voted 5/0 to create an ad-hawk committee to evaluate and report back the evaluations of the compensations of the executives. Board Committee is comprised of Chandale Sutton and Kathy Staley.

VIII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:13 PM.

Respectfully Submitted,
R. Gabler

Documents used during the meeting

- Director Report.pdf
- Client Report May 2021.pdf
- State Summative Assessment Completion Report (June 14).pdf
- Summer School Credit Recovery.pdf
- Tutor.com Training.pdf
- ENCORE CHARTER 2021-24 MOU D WALDEN SIGNED 05192021 (1).pdf
- Staff Liaison report June 2021.pdf
- DOJ Report Ashlin 6.21.21.pdf
- Meyer.pdf
- CAMPUS DISCIPLINE REPORT MAY 2021.pdf
- Encore Board Meeting Dates to Dec 2021 (1).pdf
- Edgenuity Pricing.pdf
- Board and Administrative Training Policy.pdf
- Parent Involvement.pdf
- Contracts_for_Digital_Storage_Management_and_Retrieval_of_Student_Records.pdf
- April Rpt Submitted for Board 061421_Redacted JS.pdf
- ENC 20-21 -Monthly Payroll Retirement Contributions.xlsx MAY.pdf
- ENCORE May 2021 Warrant Report (Summary for Hesperia).pdf
- ENCORE May 2021 Warrant Report (Summary for Riverside).pdf
- ENCORE May 2021 Warrant Report Details.pdf
- Encore March 2021 Financial Reports_Dist.pdf
- M8 HS Monthly Attendance Summary.pdf
- M8 Jr Monthly Attendance Summary.pdf
- Forsale.xlsx
- Eide Bailly Signed Accounting Examination 051921 (1).pdf
- Encore HS 2021-22 BUDGET Distribution .pdf
- Hourly Salary Schedule.pdf

- March 2021 H&R block account letter.pdf
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Cover Sheet

Board Chairperson Election

Section: II. Operations
Item: A. Board Chairperson Election
Purpose: Vote
Submitted by: Kelly Ahmed

BACKGROUND:
Election of Board Chairperson.

RECOMMENDATION:
Encore staff recommends approval of this item.

Cover Sheet

Brown Act, Conflicts of Interest, and Legal Update Training

Section: III. Development
Item: A. Brown Act, Conflicts of Interest, and Legal Update Training
Purpose: FYI
Submitted by: Jerry Simmons, Young, Minney & Corr.

BACKGROUND:

Brown Act, Conflicts of Interest law, and legal updates relevant to operations of a charter school.

RECOMMENDATION:

There is no action required for this item.

Cover Sheet

Approval of Consolidated Application

Section: IV. Finance
Item: A. Approval of Consolidated Application
Purpose: Vote
Submitted by: Denise Griffin
Related Material: Encore Hesperia Consolidated Application 2021-22.pdf

BACKGROUND:

The Consolidated Application (ConApp) is used by the California Department of Education (CDE) to distribute categorical funds from various federal programs to county offices, school districts, and direct-funded charter schools throughout California.

RECOMMENDATION:

Encore staff recommends approval of this item.

Encore Jr./Sr. High School for the Performing and Visual Arts (36 75044 0116707)

Status: Certified
 Saved by: Karl Yoder
 Date: 7/8/2021 4:42 PM

2021-22 Certification of Assurances

Submission of Certification of Assurances is required every fiscal year. A complete list of legal and program assurances for the fiscal year can be found at <https://www.cde.ca.gov/fg/aa/co/ca21assurancetoc.asp>.

CDE Program Contact:

Consolidated Application Support Desk, Education Data Office, ConAppSupport@cde.ca.gov, 916-319-0297

Consolidated Application Certification Statement

I hereby certify that all of the applicable state and federal rules and regulations will be observed by this applicant; that to the best of my knowledge the information contained in this application is correct and complete; and I agree to participate in the monitoring process regarding the use of these funds according to the standards and criteria set forth by the California Department of Education Federal Program Monitoring (FPM) Office. Legal assurances for all programs are accepted as the basic legal condition for the operation of selected projects and programs and copies of assurances are retained on site. I certify that we accept all assurances except for those for which a waiver has been obtained or requested. A copy of all waivers or requests is on file. I certify that actual ink signatures for this form are on file.

Authorized Representative's Full Name	Paul E Khoury
Authorized Representative's Signature	
Authorized Representative's Title	Director of Finance
Authorized Representative's Signature Date	07/08/2021

*****Warning*****

The data in this report may be protected by the Family Educational Rights and Privacy Act (FERPA) and other applicable data privacy laws. Unauthorized access or sharing of this data may constitute a violation of both state and federal law.

2021-22 Protected Prayer Certification

Every Student Succeeds Act (ESSA) Section 8524 specifies federal requirements regarding constitutionally protected prayer in public elementary and secondary schools. This form meets the annual requirement and provides written certification.

CDE Program Contact:

Carrie Lopes, Title I Policy, Program, and Support Office, CLopes@cde.ca.gov, 916-319-0126

Protected Prayer Certification Statement

The local educational agency (LEA) hereby assures and certifies to the California State Board of Education that the LEA has no policy that prevents, or otherwise denies participation in, constitutionally protected prayer in public schools as set forth in the "Guidance on Constitutionally Protected Prayer in Public Elementary and Secondary Schools."

The LEA hereby assures that this page has been printed and contains an ink signature. The ink signature copy shall be made available to the California Department of Education upon request or as part of an audit, a compliance review, or a complaint investigation.

The authorized representative agrees to the above statement	Yes
Authorized Representative's Full Name	Paul E Khoury
Authorized Representative's Title	Director of Finance
Authorized Representative's Signature Date	07/08/2021
Comment	
If the LEA is not able to certify at this time, then an explanation must be provided in the comment field. (Maximum 500 characters)	

*****Warning*****

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2021-22 LCAP Federal Addendum Certification

CDE Program Contact:

Local Agency Systems Support Office, LCAPAddendum@cde.ca.gov, 916-323-5233

Initial Application

To receive initial funding under the Every Student Succeeds Act (ESSA), a local educational agency (LEA) must have a plan approved by the State Educational Agency on file with the State. Within California, LEAs that apply for ESSA funds for the first time are required to complete the Local Control and Accountability Plan (LCAP), the LCAP Federal Addendum Template (Addendum), and the Consolidated Application (ConApp). The LCAP, in conjunction with the Addendum and the ConApp, serve to meet the requirements of the ESSA LEA Plan.

In order to initially apply for funds, the LEA must certify that the current LCAP has been approved by the local governing board or governing body of the LEA. As part of this certification, the LEA agrees to submit the LCAP Federal Addendum, that has been approved by the local governing board or governing body of the LEA, to the California Department of Education (CDE) and acknowledges that the LEA agrees to work with the CDE to ensure that the Addendum addresses all required provisions of the ESSA programs for which they are applying for federal education funds.

Returning Application

If the LEA certified a prior year LCAP Federal Addendum Certification data collection form in the Consolidated Application and Reporting System, then the LEA may use in this form the same original approval or adoption date used in the prior year form.

County Office of Education (COE) or District For a COE, enter the original approval date as the day the CDE approved the current LCAP. For a district, enter the original approval date as the day the COE approved the current LCAP	
Direct Funded Charter Enter the adoption date of the current LCAP	06/21/2020
Authorized Representative's Full Name	Denise Griffin
Authorized Representative's Title	Chief Executive Officer

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2021-22 Application for Funding

CDE Program Contact:

Consolidated Application Support Desk, Education Data Office, ConAppSupport@cde.ca.gov, 916-319-0297

Local Governing Board Approval

The local educational agency (LEA) is required to review and receive approval of their Application for Funding selections with their local governing board.

Date of approval by local governing board	07/12/2021
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District English Learner Advisory Committee Review

Per Title 5 of the California Code of Regulations Section 11308, if your LEA has more than 50 English learners, then the LEA must establish a District English Learner Advisory Committee (DELAC) which shall review and advise on the development of the application for funding programs that serve English learners.

DELAC representative's full name (non-LEA employee)	
DELAC review date	
Meeting minutes web address Please enter the web address of DELAC review meeting minutes (format http://SomeWebsiteName.xxx). If a web address is not available, then the LEA must keep the minutes on file which indicate that the application was reviewed by the committee.	
DELAC comment If an advisory committee refused to review the application, or if DELAC review is not applicable, enter a comment. (Maximum 500 characters)	Not Applicable

Application for Categorical Programs

To receive specific categorical funds for a school year, the LEA must apply for the funds by selecting Yes below. Only the categorical funds that the LEA is eligible to receive are displayed.

Title I, Part A (Basic Grant) ESSA Sec. 1111et seq. SACS 3010	Yes
Title II, Part A (Supporting Effective Instruction) ESEA Sec. 2104 SACS 4035	Yes
Title III English Learner ESEA Sec. 3102 SACS 4203	No
Title III Immigrant ESEA Sec. 3102 SACS 4201	No

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Encore Jr./Sr. High School for the Performing and Visual Arts (36 75044 0116707)

Status: Certified
Saved by: Karl Yoder
Date: 7/8/2021 4:58 PM

2021-22 Application for Funding

CDE Program Contact:

Consolidated Application Support Desk, Education Data Office, ConAppSupport@cde.ca.gov, 916-319-0297

Title IV, Part A (Student and School Support) ESSA Sec. 4101 SACS 4127	Yes
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Cover Sheet

CEO and COO Compensation Comparability Study

Section: VI. Finance
Item: A. CEO and COO Compensation Comparability Study
Purpose: Vote
Submitted by: Denise Griffin
Related Material: Compensation_Survey_Encore_CEO_June_2021.pdf
Compensation_Survey_Encore_COO_June_2021.pdf

BACKGROUND:

Board Approval/Ratification of Compensation Comparability Study for Chief Executive Officer and Chief Operations Officer Positions.

**The Encore Education Corporation Governing Board
Summary of Compensation and Benefits Survey Data for
Chief Executive Officer**

June 2021

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 the Chief Executive Officer (“CEO”) of Encore Junior/Senior High School for the Performing and Visual Arts (“Encore”). 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 public school leaders in the Southern California area. Compensation figures are from the State Controller’s Office for the 2019 calendar year (the most recent available). Student enrollment figures are from the California Department of Education for the 2019-20 school year. The CEO of Encore oversees a charter school in San Bernardino County with a total population of 1,017 students. Based on these facts, this study compared salary packages of similarly situated public school leaders. The four charter schools and two school districts surveyed in this summary have an average population of approximately 1,230 students. Of the educational leaders sampled, the average total compensation package (base salary plus other compensation) is approximately \$223,500. The average base salary is approximately \$183,400. The range of base salary is \$166,690 to \$203,409.

Palmdale Aerospace Academy (Los Angeles County)	1,634 Students
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Headmaster	
Total Compensation Package	\$221,518
Base Salary	\$179,523
Other compensation (benefits and retirement)	\$41,995
Hermosa Beach City Elementary School District (Los Angeles County)	1,345 Students
Superintendent	
Total Compensation Package	\$243,212
Base Salary	\$203,409
Other Compensation (benefits and retirement)	\$39,803
Academy for Academic Excellence (San Bernardino County)	1,447 Students
Principal/CEO	
Total Compensation Package	\$215,950
Base Salary	\$168,189
Other Compensation (benefits and retirement)	\$47,761
Santa Rosa Academy (Riverside County)	1,556 Students
Executive Director	
Total Compensation Package	\$245,460
Base Salary	\$193,854
Other compensation (benefits and retirement)	\$51,606
New Heights Charter School (Los Angeles County)	416 Students
Principal/Executive Director	
Total Compensation Package	\$177,042
Base Salary	\$166,690
Other compensation (benefits and retirement)	\$10,352
Needles Unified School District (San Bernardino County)	993 Students
Superintendent	
Total Compensation Package	\$237,486
Base Salary	\$188,480
Other compensation (benefits and retirement)	\$49,006

**The Encore Education Corporation Governing Board
Summary of Compensation and Benefits Survey Data for
Chief Operating Officer**

June 2021

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 the Chief Operating Officer (“COO”) of Encore Junior/Senior High School for the Performing and Visual Arts (“Encore”). 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 public school leaders in the San Bernardino County. Compensation figures are from the State Controller’s Office for the 2019 calendar year (the most recent available).

The COO of Encore assists in the overseeing of a charter school in San Bernardino County. Based on these facts, this study compared salary packages of similarly situated public school leaders. Of the educational leaders sampled that are comparable to the COO, the average total compensation package (base salary plus other compensation) is approximately \$214,400. The average base salary is approximately \$175,000. The range of base salary is \$165,080 to \$186,365.

Etiwanda Elementary School District	
Assistant Superintendent	
Total Compensation Package	\$215,016
Base Salary	\$186,365
Other compensation (benefits and retirement)	\$28,651
Apple Valley Unified School District	
Assistant Superintendent	
Total Compensation Package	\$197,885
Base Salary	\$170,466
Other Compensation (benefits and retirement)	\$27,419
Hesperia Unified School District	
Assistant Superintendent/Innovative	
Total Compensation Package	\$223,222
Base Salary	\$176,785
Other Compensation (benefits and retirement)	\$46,437
Colton Joint Unified School District	
Assistant Superintendent - Student Services	
Total Compensation Package	\$224,161
Base Salary	\$179,244
Other compensation (benefits and retirement)	\$44,917
Chaffey Joint Union High School District	
Director of Operations	
Total Compensation Package	\$220,288
Base Salary	\$171,621
Other compensation (benefits and retirement)	\$48,667
Rialto Unified School District	
Lead, Student Services	
Total Compensation Package	\$205,967
Base Salary	\$165,080
Other compensation (benefits and retirement)	\$40,887

Cover Sheet

CEO and COO Compensation Increase Oral Report

Section: VI. Finance
Item: B. CEO and COO Compensation Increase Oral Report
Purpose: Discuss
Submitted by: Rob Gabler

BACKGROUND:

Required Oral Report Regarding Board Approval of CEO and COO compensation increase.

RECOMMENDATION:

Encore staff recommends approval of this item.

Cover Sheet

CEO Compensation

Section: VI. Finance
Item: C. CEO Compensation
Purpose: Vote
Submitted by: Denise Griffin

BACKGROUND:

Board Ratification/Approval of CEO Compensation.

RECOMMENDATION:

Encore staff recommends approval of this item.

Cover Sheet

COO Compensation

Section: VI. Finance
Item: D. COO Compensation
Purpose: Vote
Submitted by: Denise Griffin

BACKGROUND:
Board Ratification/Approval of COO Compensation.

RECOMMENDATION:
Encore staff recommends approval of this item.