

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

**February 2022**

Prior to any 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 Education Corporation. 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, subsequent to a review and comparison of a sampling of total compensation levels received by public school leaders in Southern California. Compensation figures are from the State Controller’s Office for the 2019 and 2020 calendar years (the most recent available). Student enrollment figures are from the California Department of Education for the 2020-2021 school year. The CEO of Encore Education Corporation oversees one charter school in San Bernardino County with a total population of approximately 701 students. Based on these facts, this study compared salary packages of similarly situated public school leaders. The two charter schools and five traditional public schools surveyed in this summary have an average population of 1,028 students.

Of the schools sampled, the average total compensation package (base salary plus other compensation) for school leaders is approximately \$190,023. The average base salary is approximately \$153,965. The range for base salary is \$118,912 to \$193,854. Salaries can range based on many factors such as experience, tenure at the school, student populations, staff size, and location of the school. These salaries are based on the 2020 calendar year, so a reasonable increase of 3% to 5% can be included, making the average base salary between \$158,584 and \$161,663 for calendar year 2022.

<b>Cedar Middle School (San Bernardino County)</b>	<b>1,162 Students</b>
Principal	
<b>Total Compensation Package</b>	<b>\$179,441</b>
Base Salary	\$153,491
Other Compensation (benefits and retirement)	\$25,950
<b>Norton Science and Language Academy (San Bernardino County)</b>	<b>793 Students</b>
Principal	
<b>Total Compensation Package</b>	<b>\$145,751</b>
Base Salary	\$118,912
Other compensation (benefits and retirement)	\$26,839
<b>Helendale Elementary (San Bernardino County)</b>	<b>486 Students</b>
Principal	
<b>Total Compensation Package</b>	<b>\$175,021</b>
Base Salary	\$138,708
Other compensation (benefits and retirement)	\$36,313
<b>Painted Hills Middle School (Riverside County)</b>	<b>819 Students</b>
Principal	
<b>Total Compensation Package</b>	<b>\$173,741</b>
Base Salary	\$136,658
Other compensation (benefits and retirement)	\$37,083
<b>Santa Rosa Academy (Riverside County)</b>	<b>1,556 Students</b>
Executive Director	
<b>Total Compensation Package</b>	<b>\$245,460</b>
Base Salary	\$193,854
Other compensation (benefits and retirement)	\$51,606
<b>Rubidoux High School (Riverside County)</b>	<b>1,546 Students</b>
Principal	
<b>Total Compensation Package</b>	<b>\$199,152</b>
Base Salary	\$162,564
Other Compensation (benefits and retirement)	\$36,588
<b>George Washington Charter School (Riverside County)</b>	<b>836 Students</b>
Principal	
<b>Total Compensation Package</b>	<b>\$211,595</b>
Base Salary	\$173,566
Other compensation (benefits and retirement)	\$38,029