

**Governing Board of Encore Junior and Senior High School for the 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 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 2022 calendar or fiscal year (the most recent available). Student enrollment figures are from the California School Dashboard for the 2023 calendar year. The Executive Director of Encore Junior and Senior High School for the Arts oversees one charter school in San Bernardino County with a total population of approximately 630 students. Based on these facts, this study compared salary packages of similarly situated public school leaders. The six charter schools surveyed in this summary have an average population of approximately 550 students.

Of the educational leaders sampled, the average total compensation package (base salary plus other compensation) is approximately \$201,823. The average base salary is approximately \$166,291. The range of base salary is \$89,730 to \$260,175. 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 calendar or fiscal 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 \$222,005, and an average base salary of \$182,920.

Helendale Elementary (San Bernardino County)	678 Students
Superintendent	
Total Compensation Package	\$329,019
Base Salary	\$260,175
Other Compensation (Benefits and Retirement)	\$68,844
Southern California Flex Academy (San Bernardino County)	569 Students
CEO	
Total Compensation Package	\$191,283
Base Salary	\$167,000
Other Compensation (Benefits and Retirement)	\$24,283
ASA Charter School (San Bernardino County)	319 Students
Principal	
Total Compensation Package	\$120,495
Base Salary	\$96,503
Other Compensation (Benefits and Retirement)	\$23,992
Savant Preparatory Academy of Business (San Bernardino County)	211 Students
Executive Director	
Total Compensation Package	\$109,557
Base Salary	\$89,730
Other Compensation (Benefits and Retirement)	\$19,827
Inland Leaders Charter School (San Bernardino County)	984 Students
Executive Director	
Total Compensation Package	\$216,997
Base Salary	\$174,339
Other Compensation (Benefits and Retirement)	\$42,658
NOVA Academy (Riverside/Orange Counties)	539 Students
CEO	
Total Compensation Package	\$243,586
Base Salary	\$209,999
Other Compensation (Benefits and Retirement)	\$33,587