

## **Western Mandarin Immersion Charter School Governing Board**

### **Summary of Compensation and Benefits Survey Data of Charter School Leaders for Executive Director**

**May 2021**

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 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. However, separate review and approval is not required if the modification of compensation extends to substantially all employees.

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 2019 calendar year. The Executive Director at Irvine International Academy will oversee a new school projected to serve approximately 385 students in Orange County. Based on these facts, this study compared salary packages of similarly situated charter school leaders. Of the five charter schools included in this survey, the average student population is 395. The average total compensation package (base salary plus other compensation) for comparable charter school leaders is approximately \$182,000. The average base salary is approximately \$153,000.

<b>Harriet Tubman Village Charter School (San Diego County)</b>	422 Students
CEO/Principal	
<b>Total Compensation Package</b>	<b>\$176,115</b>
Base Salary	\$151,458
Other compensation (benefits and retirement)	\$24,657
<b>Samueli Academy (Orange County)</b>	529 Students
Executive Director	
<b>Total Compensation Package</b>	<b>\$224,619</b>
Base Salary	\$195,840
Other Compensation (benefits and retirement)	\$28,779
<b>Learning Choice Academy- Chula Vista (San Diego County)</b>	383 Students
Executive Director	
<b>Total Compensation Package</b>	<b>\$175,336</b>
Base Salary	\$142,482
Other compensation (benefits and retirement)	\$32,854
<b>Edward B. Cole Academy (Orange County)</b>	373 Students
Executive Director	
<b>Total Compensation Package</b>	<b>\$137,469</b>
Base Salary	\$117,630
Other compensation (benefits and retirement)	\$19,839
<b>Valley Charter Elementary (Los Angeles County)</b>	264 Students
Executive Director	
<b>Total Compensation Package</b>	<b>\$195,681</b>
Base Salary	\$159,168
Other compensation (benefits and retirement)	\$36,513