

**Governing Board of California Montessori Project
Summary of Compensation and Benefits Survey Data for
Interim Superintendent**

May 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 Interim Superintendent. 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 Northern California. Compensation figures are from the State Controller's Office or from the Internal Revenue Service (Form 990) for the 2022 calendar year (the most recent available). Student enrollment figures are from the California School Dashboard for the 2023 calendar year. The Interim Superintendent of California Montessori Project oversees four (4) charter schools in El Dorado and Sacramento Counties with a total population of approximately 2,829 students. Based on these facts, this study compared salary packages of similarly situated public school leaders. The three (3) charter schools and four (4) school districts surveyed in this summary have an average population of approximately 1,464 students.

Of the educational leaders sampled, the average total compensation package (base salary plus other compensation) is approximately \$260,041. The average base salary is approximately \$214,485. The range of base salary is \$169,606 to \$275,220. Salaries can range based on many factors such as experience, tenure at the school, student populations, staff size, and location of the charter school.

Rex and Margaret Fortune School of Education (Sacramento County)	1,866 Students
President/CEO	
Total Compensation Package	\$301,311
Base Salary	\$275,220
Other Compensation (Benefits and Retirement)	\$26,091
Sunol Glen Unified (Alameda County)	268 Students
Superintendent/Principal	
Total Compensation Package	\$296,563
Base Salary	\$252,952
Other Compensation (Benefits and Retirement)	\$43,611
Leadership Public Schools (Contra Costa and Alameda Counties)	1,173 Students
Superintendent	
Total Compensation Package	\$243,593
Base Salary	\$194,710
Other Compensation (Benefits and Retirement)	\$48,883
Rescue Union Elementary (El Dorado County)	3,520 Students
Superintendent	
Total Compensation Package	\$267,874
Base Salary	\$227,914
Other Compensation (Benefits and Retirement)	\$39,960
Kairos Public (Solano County)	645 Students
Executive Director	
Total Compensation Package	\$232,116
Base Salary	\$169,606
Other Compensation (Benefits and Retirement)	\$62,510
Live Oak Unified (Sutter County)	1,972 Students
Superintendent	
Total Compensation Package	\$253,053
Base Salary	\$202,376
Other Compensation (Benefits and Retirement)	\$50,677
Sutter Union High (Sutter County)	802 Students
Superintendent	
Total Compensation Package	\$225,774
Base Salary	\$178,614
Other Compensation (Benefits and Retirement)	\$47,160