

**Date:** April 18, 2018

**To:** Board Members of the California Collaborative for Educational Excellence

**From:** Jim Brown, Sally Frazier, Sandy Thorstenson

**Re:** **Results of Compensation Study for Executive Director Position**

To assist the Board in developing a compensation package for the next Executive Director, Leadership Associates reviewed data from [Transparent California](#) and contacted directly several leaders of key California education support organizations along with review of the professional requirements for the position. The findings may be summarized as follows:

1. The compensation levels for sitting superintendents has increased over the past three years. It is not uncommon for superintendents in a variety of districts to have salary levels in the high \$200,000's and low to mid-range \$300,000's. This is true for superintendents in county offices, large urban, mid-size suburban, and even smaller districts. These findings can be verified by consulting superintendent salaries on the [Transparent California website](#).
2. Executive Director salaries for Associations and Non-Profits vary widely but those for ACSA, CSBA, and others are in the high \$200,000's and low \$300,000's range.
3. For additional reference, although the Executive Director is employed by a local educational agency (the CCEE's fiscal agent), it is notable that there is also a wide variation in salary levels for personnel employed by the State of California depending on the position. Higher salaries tend to be found in medical and financial positions as well as in law enforcement, the prison system, and fire protection management. Some of these salaries are in the \$250,000 to \$500,000 range. For example, the Executive Director of California's health benefit exchange received an annual salary of \$427,000 in 2017.
4. [Transparent California](#) also provides compensation data for a category called "View All Salary Records." This category includes employees of the University system and state, regional, and local governmental agencies. The highest salaries of any positions can be found on this site with some ranging into the millions.
5. The desired qualities and characteristics for the next CCEE Executive Director call for a person with a strong background in leadership and management at the high executive level; a track record of success in improving performance of students and staff; and a considerable degree of professional expertise in matters related to



curriculum, instruction, professional development, data analysis, and change management; These suggest the importance of considering a salary range that may be different from that for some other government positions.

6. Some of the candidates who are considering this position are likely to be earning in the \$300,000 plus compensation range currently.

Leadership Associates will be asking candidates that will be considered for an interview to send their contract parameters. These will be shared with the CCEE search advisory subcommittee. The subcommittee may then decide whether there are any compensation issues which could prevent a particular candidate from being recommended to the full CCEE Board for an interview.

For any candidate, the final amount of compensation determined by the CCEE Governing Board will vary according to the background of the finalist and other variables.

Thank you.

  
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