

**CSBA Executive Director and Executive Staff Salary History**

The following calendar year compensation figures are based on IRS W-2 documents, showing base compensation, bonus & incentive compensation, and other compensation (equal to the first three columns of IRS Schedule J, Form 990). In addition to the W-2 figures, the IRS 990 form also includes non-taxable benefits such as employer paid portions of CalPERs, health benefits, life insurance, long-term and short-term disability insurance and the employee assistance program. Only gross salary is reported to CalPERs for retirement calculations.

**Executive Director Compensation:**

The following information provides the calendar year base salary, bonus compensation and other compensation for CSBA executive director Scott P. Plotkin, as reported on the W-2s. "Other compensation" is comprised of the executive director's annual allowances, as agreed upon in his contract and reported on Schedule J of the IRS Form 990.

**Scott P. Plotkin, Executive Director**

Scott Plotkin joined CSBA as Executive Director in 2001, bringing to the position more than 20 years experience with national, state and local educational issues affecting both K-12 schools and higher education. Plotkin oversaw the association until July 2010.

<b>Compensation</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Gross salary (reportable to PERS)	216,320.16	237,972.90	289,972.98	328,973.04
125 plan deductions	0.00	0.00	0.00	0.00
Base compensation	216,320.16	237,972.90	289,972.98	328,973.04
Bonus & incentive compensation	38,960.52	80,933.85	175,000.00	13,158.92
Other compensation	52,524.98	65,555.37	51,544.54	61,823.28
<b>Total W-2 wages</b>	<b>307,805.66</b>	<b>384,462.12</b>	<b>516,517.52</b>	<b>403,955.24</b>

### **CSBA Executive Staff Compensation:**

The following information provides the calendar year base salary, bonus compensation and other compensation for CSBA's executive staff, as reported on the W-2s.

Base compensation includes gross salary, minus the 125 plan deductions (shown in parentheses), which may consist of the employee's share of health premiums, unreimbursed medical elections and dependent care elections. The 125 plan (referring to Section 125 of the Internal Revenue Code) allows employees to make pre-tax contributions for healthcare expenses that are not subject to federal, state, Social Security and Medicare taxes. CSBA staff members were eligible for an up to four-percent non-base building performance increase in January 2009, which was in lieu of a yearly performance base-building salary increases. Compensation varies based on a three-percent salary reduction that was implemented December 1, 2009 and will be in effect until June 30, 2011. Staff could elect to take voluntary furlough days (between one to three days per month), rather than the three-percent salary reduction.

Bonus & incentive compensation includes one-time lump sum payments for outstanding performance above the annual performance standards.

Other compensation includes the 4% non-base building increases (2009 only), stipends for additional temporary responsibilities outside of current classification, allowances such as cell phones and memo entries for taxable Group Term Life insurance where the employer paid coverage exceeds \$50,000.

#### **Jeff Vaca, Chief Deputy Executive Director and Chief Operations Officer**

Jeff Vaca joined CSBA in 2004 and now serves as the Chief Deputy Executive Director/Chief Operations Officer, where he oversees day-to-day activity of CSBA departments and services. Vaca was promoted to the position in 2009. [Read full bio here.](#)

<b>Compensation</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Gross salary (reportable to CalPERS)	139,766.64	151,008.00	157,048.32	160,797.40
125 plan deductions	(6,744.48)	(8,292.72)	(9,418.08)	(11,641.44)
Base compensation	133,022.16	142,715.28	147,630.24	149,155.96
Bonus & incentive compensation	0.00	12,919.89	0.00	50.00
Other compensation	531.60	809.40	1,025.60	7,597.80
<b>Total W-2 wages</b>	<b>133,553.76</b>	<b>156,444.57</b>	<b>148,655.84</b>	<b>156,803.76</b>

**Martin Gonzalez, Deputy Executive Director**

Martin Gonzalez joined CSBA in 1999 and now serves as the Deputy Executive Director of Financial and Policy Services, where he oversees the California School Boards Foundation and District Services and Finance corporations. Gonzalez was promoted to the position in 2009. [Read full bio here.](#)

<b>Compensation</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Gross salary (reportable to CalPERS)	174,137.76	181,103.28	188,347.44	187,876.58
125 plan deductions	(10,185.60)	(11,496.48)	(8,099.04)	(8,162.28)
Base compensation	163,952.16	169,606.80	180,248.40	179,714.30
Bonus & incentive compensation	10,000.00	19,455.25	15,000.00	150.00
Other compensation	730.80	1,293.60	1,450.20	18,982.84
<b>Total W-2 wages</b>	<b>174,682.96</b>	<b>190,355.65</b>	<b>196,698.60</b>	<b>198,847.14</b>

**Holly Jacobson, Assistant Executive Director**

Holly Jacobson joined CSBA in 1992 and now serves as the Assistant Executive Director of Leadership Development and Policy Analysis, where she oversees CSBA’s extensive leadership development programs and the association’s policy agenda. In 2009, Jacobson assumed additional duties and her appointment increased from 80% to 83% FTE to more accurately reflect her workload. [Read full bio here.](#)

<b>Compensation</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Gross salary (reportable to CalPERS)	112,565.52	117,068.16	122,511.76	127,719.50
125 plan deductions	(8,347.92)	(9,650.64)	(9,074.04)	(8,696.76)
Base compensation	104,217.60	107,417.52	113,437.72	119,022.74
Bonus & incentive compensation	0.00	250.00	0.00	0.00
Other compensation	135.00	158.40	168.20	5230.32
<b>Total W-2 wages</b>	<b>104,352.60</b>	<b>107,825.92</b>	<b>113,605.92</b>	<b>124,253.06</b>

**Rick Pratt, Assistant Executive Director**

Rick Pratt joined CSBA in 2000 and serves as the Assistant Executive Director for the Governmental Relations department, where he oversees the development and implementation of the association’s political and legislative strategies. [Read full bio here.](#)

<b>Compensation</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Gross salary (reportable to CalPERs)	144,384.48	150,159.84	156,166.32	155,775.90
125 plan deductions	(3,610.08)	(4,451.52)	(4,391.28)	(3,670.80)
Base compensation	140,774.40	145,708.32	151,775.04	152,105.10
Bonus & incentive compensation	0.00	0.00	0.00	0.00
Other compensation	1,300.84	1,959.12	2,005.56	8,249.27
<b>Total W-2 wages</b>	<b>142,075.24</b>	<b>147,667.44</b>	<b>153,780.60</b>	<b>160,354.37</b>

**Dale Tom, Assistant Executive Director**

Dale Tom joined CSBA in 1998 and now serves as the Assistant Executive Director of Human Resources and Corporate Support, where she oversees the accounting, building services, human resources and information technology departments. [Read full bio here.](#)

<b>Compensation</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Gross salary (reportable to CalPERs)	122,923.80	140,607.84	150,000.00	147,687.56
125 plan deductions	(600.00)	(600.00)	(1,200.00)	(2,349.96)
Base compensation	122,323.80	140,007.84	148,800.00	145,337.60
Bonus & incentive compensation	0.00	12,919.89	150.00	0.00
Other compensation	627.78	940.92	1,413.96	7,597.62
<b>Total W-2 wages</b>	<b>122,951.58</b>	<b>153,868.65</b>	<b>150,363.96</b>	<b>152,935.22</b>

**Richard Hamilton, Director and Acting General Counsel**

Richard Hamilton joined CSBA in 1998 and now serves as the Association’s Acting General Counsel, where he oversees the legal department, in addition to his role as Director of CSBA’s Education Legal Alliance. Hamilton was promoted to the position and became a member of the executive staff in 2009. [Read full bio here.](#)

<b>Compensation</b>	<b>2009</b>
Gross salary (reportable to CalPERs)	147,052.56
125 plan deductions	(9,658.92)
Base compensation	137,393.64
Bonus & incentive compensation	0.00
Other compensation	3,657.48
<b>Total W-2 wages</b>	<b>141,051.12</b>

**JoAnn Yee, Assistant Executive Director**

JoAnn Yee joined CSBA in 2001 and now serves as the Assistant Executive Director of Organizational Development and Urban Affairs. She was promoted to the position and became a member of executive staff in 2009, and is responsible for guiding the Board of Directors’ strategic directions and priorities. [Read full bio here.](#)

<b>Compensation</b>	<b>2009</b>
Gross salary (reportable by CalPERs)	86,930.36
125 plan deductions	0.00
Base compensation	86,930.36
Bonus & incentive compensation	0.00
Other Compensation	5,949.00
<b>Total W-2 wages</b>	<b>92,879.36</b>