

Rhode Island Construction Training Academy

Executive Director / CEO

EIN 050467283

RI · NTEE B31Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Marc Bialek, Executive Director / CEO** (\$8,833) against the **2000** closest of **3,173** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **7th** percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Marc Bialek — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B31Z).

BUDGET Total revenue between \$266,329 and \$596,259 — 0.67x to 1.50x the subject's \$397,506 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

3,173 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$12,794 10TH	\$32,321 25TH	\$56,661 MEDIAN	\$83,203 75TH	\$112,603 90TH	\$8,833 THIS ORG · 7TH
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\$8,833



■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to RI cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Caps Network Inc	KS	\$397,483	Treasurer	\$9,150	\$10,613	2023
Chesterton Academy Of St James	CA	\$397,328	Member	\$108,428	\$100,527	2023
Home Of Potential And Excellence	TN	\$397,695	Executive Dir.	\$96,596	\$103,161	2025
World Language Initiative Mt	MT	\$397,765	Executive Dir.	\$70,000	\$76,664	2025
Clarke County Education Foundation Inc	VA	\$397,863	Executive Dir.	\$40,040	\$40,318	2024
University Of Nebraska At Omaha Alumni	NE	\$397,884	Exec. Dir. (Non-voting)	\$14,057	\$15,767	2024
Penn Manor School District	PA	\$397,015	Executive Di	\$19,200	\$19,968	2024
Homeownership Oc	CA	\$398,009	Executive Director	\$94,060	\$84,704	2024
Calcpa Institute	CA	\$398,027	President And Ceo	\$16,587	\$14,937	2024
Corning Union High School District	CA	\$398,029	Superintende	\$18,513	\$17,164	2023
Round Grove Christian Academy	MO	\$398,060	Administrator	\$32,555	\$35,959	2024
Friends Of Baystate Academy Charter	MA	\$396,862	President	\$151,453	\$146,128	2023
Create A Loop	MO	\$396,759	Executive Director	\$84,000	\$92,784	2024
Caha	AR	\$396,729	Executive Director	\$52,000	\$59,386	2025
Montessori Education Center Of The Rockies Inc	CO	\$396,702	Executive Director	\$90,000	\$87,680	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Rvda Education Foundation	VA	\$398,365	President	\$39,319	\$40,761	2023
Sunshine Academy Summer School	VA	\$396,640	President	\$20,000	\$20,734	2023
Forest Hills Foundation For	OH	\$398,447	Executive Di	\$45,500	\$48,963	2025
Appraisal Institute Education And	IL	\$398,546	Treasurer (Start June 2024)	\$19,797	\$20,297	2024
Akwd Inc	PA	\$396,411	President	\$50,311	\$52,323	2024
The Decision Education Foundation	CA	\$396,347	Executive Dir.	\$155,544	\$140,072	2024
Cherryville High School Education	NC	\$398,666	Executive Di	\$3,600	\$3,779	2025
Immigrant City Archives	MA	\$398,695	Executive Director	\$86,161	\$78,665	2025
Arrow Preparatory Academy	WA	\$396,196	Secretary	\$1,840	\$1,768	2023
Foundation For Self Leadership	IL	\$396,141	Executive Director	\$105,000	\$110,834	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to RI cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT **2000** organizations. Compensation range \$1–\$556,567; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$397,506); for reference, expenses \$427,764 and assets \$610,319.

ROLE MATCH	Marc Bialek, reported title <i>"PRESIDENT"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	206 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	64 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	83 rd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Marc Bialek) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,833 is reasonable (approximately the 7th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability

data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.