

# Wayland Public Schools Parent

Executive Director / CEO

EIN 200141838  
 MA · NTEE B112  
 FY ending 2023-08-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Amy Simmons, Executive Director / CEO** (\$5,972) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Amy Simmons — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B112).
BUDGET	Total revenue between \$179,245 and \$401,295 — 0.67x to 1.50x the subject's \$267,530 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

**138** organizations qualified on sector, size, and geography → **138** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,203	\$19,056	\$39,085	\$70,928	\$101,389	\$5,972
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## ■ 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 MA 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
<a href="#">Touro Law Center Development Foundation</a>	NY	\$267,980	President	\$28,129	<b>\$28,286</b>	2023
<a href="#">The Bridge-a Joseph Company Inc</a>	TN	\$266,814	Treasurer	\$21,750	<b>\$24,712</b>	2024
<a href="#">Woodbourne Center Charitable Trust</a>	MN	\$269,070	Ceo & President	\$32,642	<b>\$34,864</b>	2024
<a href="#">Newtown Parent Connection Inc</a>	CT	\$265,273	Executive Director	\$70,000	<b>\$70,942</b>	2024
<a href="#">The Harrisburg Academy Foundation</a>	PA	\$265,069	Head Of School	\$15,824	<b>\$17,057</b>	2024
<a href="#">Lamplighter Educational Group Inc</a>	FL	\$270,516	Secretary	\$24,445	<b>\$25,555</b>	2023
<a href="#">Bynum School Endowment Fund Management Inc</a>	TX	\$272,653	Executive Director Bynum School	\$7,325	<b>\$7,920</b>	2024
<a href="#">Teaching &amp; Learning Collaborative</a>	OH	\$273,108	Executive Director	\$6,100	<b>\$7,190</b>	2023
<a href="#">Disability In Wisconsin Inc</a>	WI	\$260,068	Executive Director Current	\$118,750	<b>\$134,051</b>	2024
<a href="#">Love 4 One Another Charities</a>	MN	\$275,303	Executive Director	\$81,250	<b>\$89,342</b>	2023
<a href="#">Wheaton Academy Institute</a>	IL	\$277,752	Executive Director Wai	\$38,341	<b>\$40,743</b>	2024
<a href="#">Cocodrilo Development Corporation</a>	NY	\$277,881	Ceo	\$236,798	<b>\$225,325</b>	2025
<a href="#">The Columbia Education Foundation</a>	PA	\$278,150	Treasurer	\$6,000	<b>\$6,468</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bloomfield Educational Foundation</a>	NJ	\$278,316	Executive Di	\$32,760	<b>\$30,801</b>	2025
<a href="#">Literacy Volunteers Of Bangor</a>	ME	\$280,275	Executive Dir.	\$50,875	<b>\$55,064</b>	2024
<a href="#">Lau Health Foundation Inc</a>	NY	\$280,828	Former President	\$348,130	<b>\$340,028</b>	2024
<a href="#">College Of Idaho 2nd Century Fund</a>	ID	\$254,153	Vp Finance & Administration	\$14,291	<b>\$16,432</b>	2024
<a href="#">Panther Creek Band Boosters</a>	NC	\$253,020	Band Director	\$5,000	<b>\$5,585</b>	2024
<a href="#">Weilenmann Enrichment Corporation</a>	UT	\$252,634	Executive Director	\$10,252	<b>\$11,676</b>	2023
<a href="#">Georgia Association Of Student</a>	GA	\$251,053	Executive Di	\$2,500	<b>\$2,717</b>	2024
<a href="#">Foundation For Science And Mathematics</a>	LA	\$284,210	Executive Director	\$51,875	<b>\$63,566</b>	2023
<a href="#">Fund For Ucap</a>	RI	\$285,112	President	\$28,872	<b>\$30,808</b>	2023
<a href="#">Norwin School District Community Foundation</a>	PA	\$248,891	Director	\$78,101	<b>\$86,672</b>	2023
<a href="#">Boys Hope Girls Hope Academy Program</a>	OH	\$286,526	Exec.dir.(until 4/16/22)	\$22,806	<b>\$26,880</b>	2023
<a href="#">Northeast Kansas Library Foundation Inc</a>	KS	\$248,500	System Director	\$39,198	<b>\$45,772</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2023 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 MA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	138 organizations. Compensation range \$722–\$576,852; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$267,530); for reference, expenses \$259,218 and assets \$406,276.
ROLE MATCH	Amy Simmons, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	10 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	9 <sup>th</sup>

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 (Amy Simmons) 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 138 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$5,972 is reasonable (approximately the 10<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.