

# Kansas Hispanic Education &

Executive Director / CEO

This analysis benchmarks the total compensation of **Micaela Ramirez, Executive Director / CEO** (\$59,982) against **every comparable organization** that fit the selection criteria — **458** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Micaela Ramirez — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$245,582 and \$549,811 — 0.67x to 1.50x the subject's \$366,541 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**458** organizations qualified on sector, size, and geography → **458** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,350	\$32,740	\$53,593	\$77,547	\$99,547	\$59,982
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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 KS 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="#">Abc Above And Beyond The Classroom</a>	ID	\$366,409	Executive Di	\$55,225	<b>\$51,458</b>	2025
<a href="#">Our Community Place</a>	VA	\$367,290	Executive Di	\$60,000	<b>\$50,743</b>	2025
<a href="#">Devotion After School Enrichment Program</a>	MA	\$367,300	Asst Clerk	\$60,191	<b>\$50,066</b>	2023
<a href="#">Mindcatcher Education</a>	CA	\$365,704	Ceo	\$134,060	<b>\$107,153</b>	2023
<a href="#">Collegiate Pathways Inc</a>	FL	\$365,300	Ceo	\$107,154	<b>\$90,504</b>	2024
<a href="#">826 New Orleans</a>	LA	\$368,054	Former Executive Director	\$76,923	<b>\$78,404</b>	2023
<a href="#">Safeline Inc</a>	VT	\$364,977	Executive Director	\$75,820	<b>\$66,844</b>	2025
<a href="#">Helix Bar Review Inc</a>	PA	\$363,955	Board Chair/president & Ceo	\$450,741	<b>\$404,131</b>	2024
<a href="#">Brighter Rays Of Hope</a>	TX	\$363,507	President	\$69,084	<b>\$62,131</b>	2024
<a href="#">Entrepreneurship Foundation Inc</a>	CT	\$370,026	President	\$35,000	<b>\$30,376</b>	2023
<a href="#">Piano &amp; More</a>	VA	\$370,083	President	\$78,792	<b>\$68,399</b>	2024
<a href="#">Compass Outreach And Education Center Inc</a>	FL	\$371,658	President	\$18,267	<b>\$15,429</b>	2024
<a href="#">Rosie Riveters</a>	VA	\$371,870	Secretary Executive Director	\$90,000	<b>\$78,129</b>	2024
<a href="#">The Undergraduate Interfraternity</a>	CO	\$360,997	President	\$6,600	<b>\$5,690</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Colorado Rising For Communities</a>	CO	\$372,469	Executive Di	\$80,195	<b>\$71,179</b>	2023
<a href="#">Edu Inc</a>	FL	\$372,668	President	\$90,000	<b>\$76,016</b>	2024
<a href="#">Chattacademy Community Schools</a>	TN	\$372,749	Executive Director	\$45,455	<b>\$44,226</b>	2023
<a href="#">California Victor University</a>	CA	\$372,829	President	\$24,000	<b>\$18,632</b>	2024
<a href="#">Global Outreach And Love Of Soccer Inc</a>	WA	\$373,191	Director	\$71,000	<b>\$57,152</b>	2024
<a href="#">Millwood Impact</a>	WA	\$373,348	Executive Di	\$46,667	<b>\$37,565</b>	2024
<a href="#">Center For Navigating Family Change Inc</a>	GA	\$359,706	Ext Director	\$50,000	<b>\$46,536</b>	2023
<a href="#">Mainstay Christian Academy</a>	PA	\$359,646	Board Member	\$34,116	<b>\$29,800</b>	2025
<a href="#">Teach2learn Inc</a>	NY	\$373,524	Executive Director	\$61,722	<b>\$51,626</b>	2023
<a href="#">Suny College Of Esf</a>	NY	\$373,599	Former President	\$1,203	<b>\$977</b>	2024
<a href="#">Apples To Zucchini Cooking School</a>	CA	\$358,656	Executive Director	\$25,040	<b>\$19,440</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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** 458 organizations. Compensation range \$10–\$404,131; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$366,541); for reference, expenses \$299,426 and assets \$781,014.

ROLE MATCH	Micaela Ramirez, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	57 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	52 <sup>nd</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 (Micaela Ramirez) 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 458 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,982 is reasonable (approximately the 57<sup>th</sup> 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.