

Long Beach City College Auxiliary Inc

Executive Director / CEO

EIN 261405668
 CA · NTEE B90
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Bob Rapoza, Executive Director / CEO** (\$176,912) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

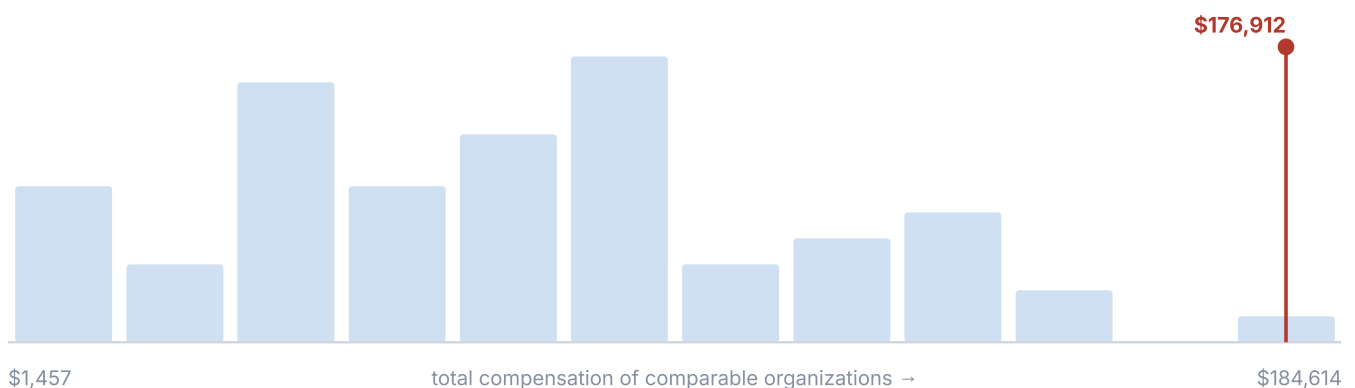
Benchmarked executive: Bob Rapoza — reported title “Director BSS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (B90).
- BUDGET Total revenue between \$305,589 and \$684,154 — 0.67x to 1.50x the subject's \$456,103 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (B90) + CA + budget 0.67–1.5x revenue.

59 organizations qualified on sector, size, and geography → **59** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,285	\$38,643	\$69,934	\$94,460	\$125,822	\$176,912
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 98TH
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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 CA 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
Jose Valdes Math Foundation	CA	\$463,096	Executive Director	\$105,000	\$101,988	2024
Hannah Project Partnership For Academic Achievement	CA	\$463,193	Execurive Director	\$78,000	\$78,000	2023
Cecilia Place Homes Inc	CA	\$465,859	President	\$34,547	\$33,556	2024
Hacker Dojo	CA	\$466,493	Executive Director	\$100,000	\$97,131	2024
Well Beyond Academics Inc	CA	\$476,527	Ceo	\$83,865	\$81,459	2024
Southern California Soaring Academyinc	CA	\$428,796	President	\$60,000	\$60,000	2023
Magnolia Global Academy For Leaders	CA	\$420,262	Executive Di	\$78,334	\$74,125	2025
Woven Learning And Technology	CA	\$418,850	President	\$94,500	\$91,789	2024
Kitty Bungalow	CA	\$497,960	Executive Dir.(from 5/23 To 9/23)	\$69,315	\$69,315	2023
Blue Dot Education	CA	\$504,424	Executive Director/ceo	\$13,270	\$12,889	2024
California Indian Education For All	CA	\$505,690	Ceo	\$5,500	\$5,342	2024
California Foundation For History	CA	\$405,028	Director	\$60,851	\$59,105	2024
Fred T Korematsu Institute	CA	\$402,608	Executive Director	\$92,083	\$89,441	2024
La Biotech Center	CA	\$400,879	Executive Director	\$66,667	\$64,754	2024
Homeownership Oc	CA	\$398,009	Executive Director	\$94,060	\$91,361	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Entrusted Legacy	CA	\$514,260	Executive Dir.	\$44,000	\$44,000	2023
5g Expanded Learning Inc	CA	\$518,329	Ceo/director	\$152,528	\$152,528	2023
Mentor Tutor Connection	CA	\$392,348	Executive Director	\$39,568	\$38,433	2024
Bay Area Teacher Training Institute	CA	\$390,714	Executive Director	\$7,899	\$7,672	2024
Multinational Exchange For Sustainable A	CA	\$386,952	Ceo	\$84,538	\$82,113	2024
One Spark Foundation Inc	CA	\$385,208	Executive Dir	\$17,640	\$17,134	2024
Create Now Inc	CA	\$533,527	Ceo	\$64,000	\$62,164	2024
Everlasting Education Inc	CA	\$376,802	Board Member/executive Director	\$75,273	\$73,113	2024
Joseph And Edna Josephson Inst Of Ethics	CA	\$374,983	President	\$129,226	\$125,519	2024
California Victor University	CA	\$372,829	President	\$24,000	\$23,311	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 59 organizations. Compensation range \$1,457–\$184,614; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$456,103); for reference, expenses \$657,512 and assets \$3,111,703. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Bob Rapoza, reported title "*Director BSS*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	97 th

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 (Bob Rapoza) 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 59 similarly situated organizations (Same NTEE sector (B90) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$176,912 is reasonable (approximately the 98th 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.