

Minnesota Guild Of Public Charter Schools

Executive Director / CEO

EIN 273469071
 MN · NTEE B90
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **James Zacchini, Executive Director / CEO** (\$96,567) against **every comparable organization** that fit the selection criteria — **430** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: James Zacchini — 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 \$185,708 and \$415,765 — 0.67x to 1.50x the subject's \$277,177 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

430 organizations qualified on sector, size, and geography → **430** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,735	\$30,950	\$54,383	\$76,804	\$106,603	\$96,567
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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 MN 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
Foundation For Santa Barbara High School	CA	\$276,838	Executive Director	\$50,592	\$44,212	2024
Oregon School Activities Assoc Fdtn	OR	\$275,696	President	\$58,533	\$55,011	2024
Future Giants Corporation	NY	\$278,842	Interim Consulting Director	\$138,943	\$127,063	2024
Eakin Care Program Inc	TN	\$279,179	Director	\$68,672	\$71,169	2025
Women In America Inc	PA	\$275,028	Executive Director	\$170,769	\$172,345	2024
Nakamoto Project	WY	\$275,000	President	\$44,090	\$49,191	2023
Podium Rva	VA	\$279,368	Executive Director	\$62,320	\$60,897	2024
Micar Christian University Corp	FL	\$279,543	Director	\$20,000	\$19,576	2023
Main Street Steamboat Springs Inc	CO	\$274,514	Executive Director	\$72,468	\$70,324	2024
Philaflam	PA	\$279,981	Ceo	\$76,700	\$79,695	2023
True North Academy Inc	FL	\$274,290	Academy Director	\$17,261	\$15,987	2025
The Institute For Industrial & Applied Life Scienc	MO	\$280,631	—	\$91,371	\$97,940	2024
Learning Club Of Toledo	OH	\$281,647	5800 Monroe St F5 Sylvania Oh 43560	\$98,574	\$102,937	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tony Kemp Ministries Inc	IL	\$282,013	President	\$58,500	\$59,924	2023
Center For Restorative Approaches	LA	\$272,231	Founder And Ceo	\$130,000	\$144,870	2024
Free Alas	LA	\$272,045	Executive Director	\$86,850	\$96,784	2024
National Veterans Transition	CA	\$282,384	President/executive Direct	\$37,500	\$32,771	2024
Northbridge College Success Program	AZ	\$271,734	Executive Dir.	\$71,342	\$69,437	2024
Hartford Parent University	CT	\$271,620	Executive Di	\$81,600	\$75,434	2025
Inspireducation Inc	OH	\$271,292	Executive Director	\$48,375	\$53,385	2023
Joshua 19 A Non Profit Organization	WA	\$271,035	President, Executive Director, Summit Seekers Director And Teacher	\$60,565	\$53,462	2025
Impactful Projects Inc	NC	\$283,355	Executive Director	\$55,000	\$59,213	2023
Return To Roots Learning Community	NH	\$270,669	Director	\$54,843	\$51,249	2024
Words In The Wild	CA	\$270,630	Executive Dir.	\$24,320	\$21,253	2024
Educators Leading The Profession	IN	\$270,500	Executive Director	\$197,004	\$210,252	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	430 organizations. Compensation range \$10–\$454,902; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$277,177); for reference, expenses \$300,754 and assets \$150,399.
ROLE MATCH	James Zacchini, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	82 nd

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 (James Zacchini) 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 430 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,567 is reasonable (approximately the 87th 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.