

The Joseph School Inc

Executive Director / CEO

EIN 274319086
 TN · NTEE B25
 FY ending 2023-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Anita D'amico, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

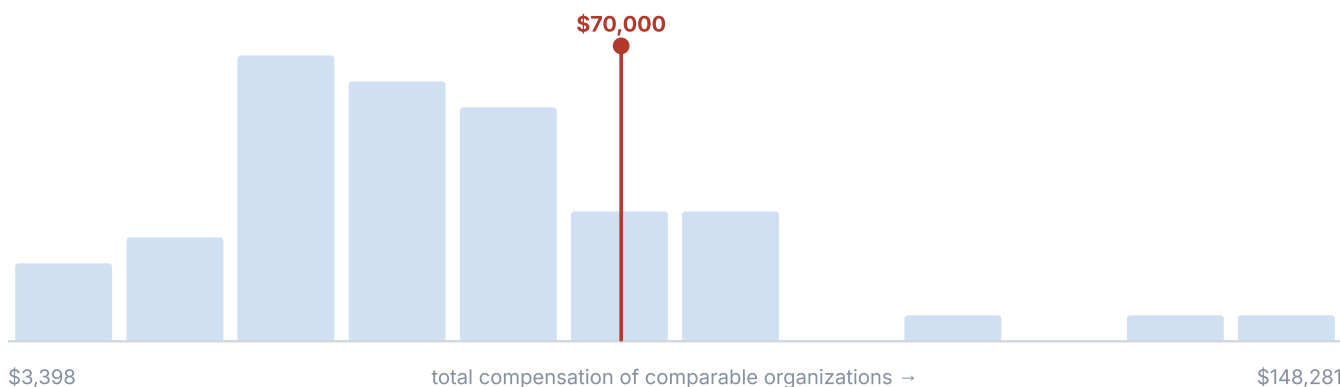
Benchmarked executive: Anita D'amico — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

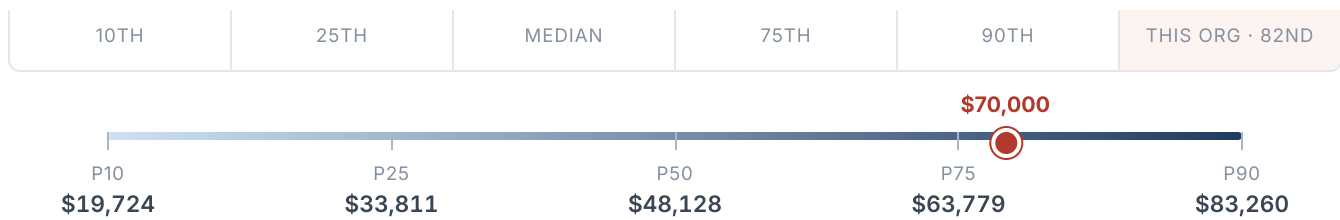
SECTOR	Organizations sharing the subject's NTEE classification (B25).
BUDGET	Total revenue between \$305,140 and \$683,149 — 0.67x to 1.50x the subject's \$455,433 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B25), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,724	\$33,811	\$48,128	\$63,779	\$83,260	\$70,000
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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 TN 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
Heartland High School	OH	\$460,595	Executive Di	\$40,192	\$39,337	2024
Sphinx Academy Inc	KY	\$464,773	Director Of Education	\$109,230	\$105,645	2025
Yotzer Ohr Lakewood A Nj Nonprofit	NJ	\$444,353	Trustee	\$24,923	\$20,032	2025
Riverside Club For Adventure And Imagination	IL	\$485,273	Executive Director	\$85,064	\$79,559	2023
Sunshine Alternative Education Cent	NY	\$425,409	Ceo	\$43,550	\$36,365	2024
New Song Mission Inc	IN	\$424,399	Executive Director And Sec	\$42,375	\$41,293	2024
Texas Spring Corporation	TX	\$486,922	Principal	\$60,000	\$59,440	2022
Js Bryant School Inc	MA	\$423,940	Director (Thru 10/5/24)	\$50,000	\$41,519	2024
Fiat Classical Academy Inc	IN	\$418,197	President	\$68,250	\$64,793	2025
Gold Star Private Academy Inc	FL	\$414,915	Co-founder/i	\$53,484	\$45,231	2025
West Logan Christian Academy	WV	\$495,961	Secretary	\$28,400	\$28,414	2024
Saint Sophia Hellenic Orthodox School	UT	\$411,669	Director	\$88,059	\$83,282	2024
Monroe School Inc	DC	\$504,046	President	\$5,000	\$4,345	2022
Propel Education Forum Of	MS	\$504,163	President &	\$47,436	\$48,819	2024
North Branch School Inc	VT	\$406,253	Board Treasurer	\$48,631	\$45,231	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chesterton Academy Of The Sacred Heart Nfp Inc	IL	\$506,307	Headmaster	\$91,648	\$83,258	2024
Mesivta Meromei Tzvi Inc	NJ	\$403,891	President	\$84,200	\$69,468	2024
The Patrick School Inc	NJ	\$403,755	President	\$45,000	\$37,127	2024
Kestrel Schools Inc	AZ	\$508,822	President/ex	\$35,484	\$32,466	2023
Camino De Paz Center Inc	NM	\$510,688	Treasurer	\$41,757	\$41,501	2024
Yiya Solutions Inc	NH	\$512,626	Ceo	\$75,000	\$63,993	2024
Chesterton Academy Of Saint John The Evangelist	VA	\$525,924	Headmaster	\$75,000	\$65,191	2025
Banner Learning Corp	FL	\$379,328	President/director	\$68,604	\$59,554	2024
The Rwanda School Project	CA	\$534,874	School Director	\$35,342	\$28,200	2024
Lotts Creek Community School	KY	\$375,955	President	\$24,480	\$25,021	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	50 organizations. Compensation range \$3,398–\$148,281; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$455,433); for reference, expenses \$559,755 and assets \$864,289.
ROLE MATCH	Anita D'amico, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	82 nd
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	76 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 (Anita D'amico) 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 10, 2026, comparing compensation against 50 similarly situated organizations (Same NTEE sector (B25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 82nd 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 10, 2026.