

# Center For Student Legal Services

Executive Director / CEO

EIN 311508453

OH · NTEE B90

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Courtney Boyd, Executive Director / CEO** (\$49,669) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

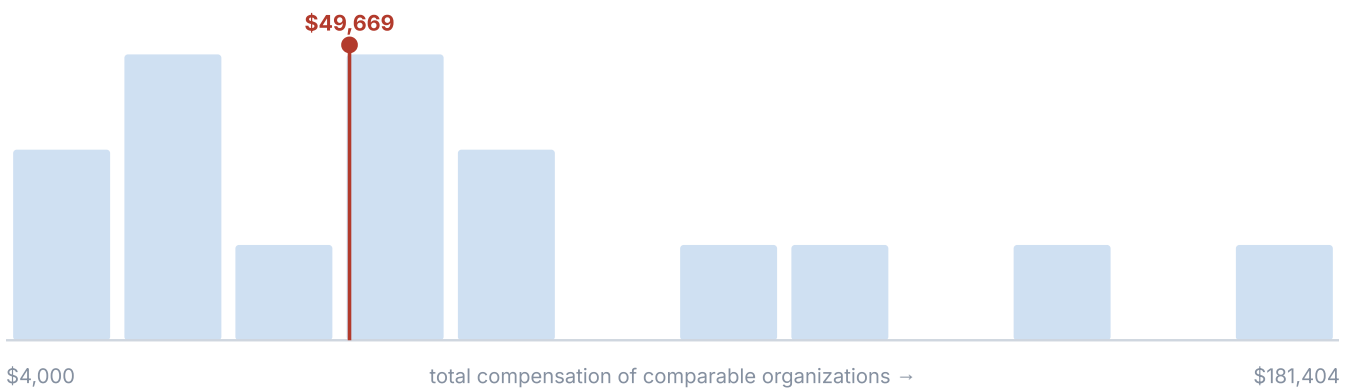
**Benchmarked executive:** Courtney Boyd — reported title “EXEC. SECRET”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$210,226 and \$470,656 — 0.67x to 1.50x the subject's \$313,771 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + OH + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,990	\$26,390	\$50,091	\$83,405	\$126,269	\$49,669
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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 OH 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="#">The Academy Of Senior Health</a>	OH	\$312,870	Ceo	\$176,200	<b>\$181,404</b>	2023
<a href="#">Peace Village Posters 4 Peace</a>	OH	\$335,014	Executive Director	\$39,800	<b>\$39,800</b>	2024
<a href="#">Learning Club Of Toledo</a>	OH	\$281,647	5800 Monroe St F5 Sylvania Oh 43560	\$98,574	<b>\$96,033</b>	2025
<a href="#">Inspireducation Inc</a>	OH	\$271,292	Executive Director	\$48,375	<b>\$49,804</b>	2023
<a href="#">Ashtabula County Continued Education</a>	OH	\$242,364	Executive Director	\$55,643	<b>\$57,287</b>	2023
<a href="#">Cleveland Municipal School District</a>	OH	\$239,927	Director	\$138,367	<b>\$138,367</b>	2024
<a href="#">Forever R Children</a>	OH	\$237,961	Executive Di	\$4,000	<b>\$4,000</b>	2024
<a href="#">Tuscarawas County Child Advocacy</a>	OH	\$393,999	Executive Di	\$68,745	<b>\$70,776</b>	2023
<a href="#">Students With A Goal</a>	OH	\$232,969	Executive Director	\$48,654	<b>\$50,091</b>	2023
<a href="#">Summer Work Experience In Law Inc</a>	OH	\$223,422	Executive Director	\$22,975	<b>\$22,975</b>	2024
<a href="#">Leader's Edge Inc</a>	OH	\$212,360	Treasurer/secretary	\$18,000	<b>\$18,000</b>	2024
<a href="#">The Teaching Cleveland Foundation</a>	OH	\$421,290	Executive Di	\$108,123	<b>\$108,123</b>	2024
<a href="#">Connor Kids Academy</a>	OH	\$429,679	President	\$27,584	<b>\$27,584</b>	2024
<a href="#">Innovation Ohio Education Fund</a>	OH	\$446,331	Ceo	\$65,305	<b>\$67,234</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Inter-faith Thrift Shop Inc</a>	OH	\$447,929	Executive Di	\$25,195	<b>\$25,195</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	15 organizations. Compensation range \$4,000–\$181,404; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$313,771); for reference, expenses \$331,992 and assets \$368,577.
ROLE MATCH	Courtney Boyd, reported title <i>"EXEC. SECRET"</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	2 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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	53 <sup>rd</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	33 <sup>rd</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

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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 (Courtney Boyd) 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 15 similarly situated organizations (Same NTEE sector (B90) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,669 is reasonable (approximately the 40<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.