

American Schools Association Inc

Executive Director / CEO

EIN **366104258**
 NV · NTEE B99Z
 FY ending 2025-02-28
June 9, 2026

This analysis benchmarks the total compensation of **Carl M Dye, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

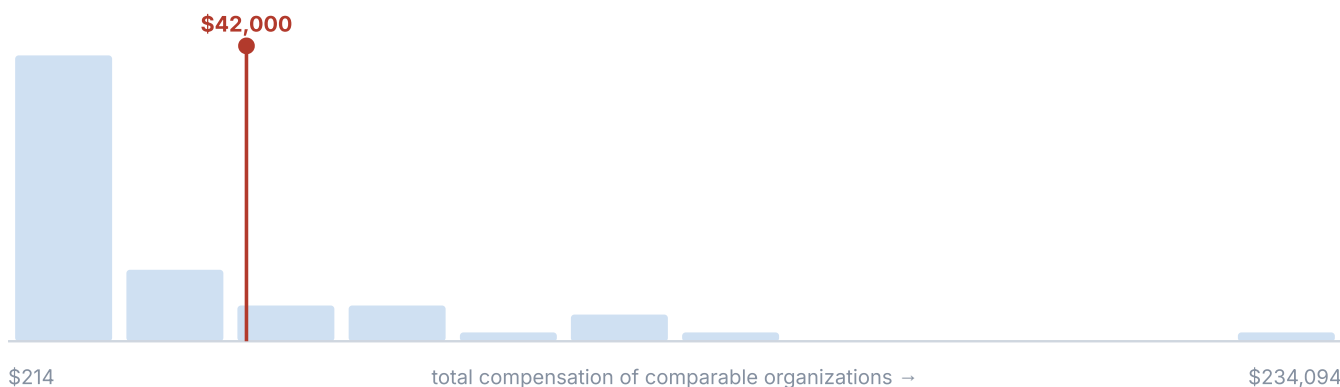
Benchmarked executive: Carl M Dye — reported title “Chairman”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

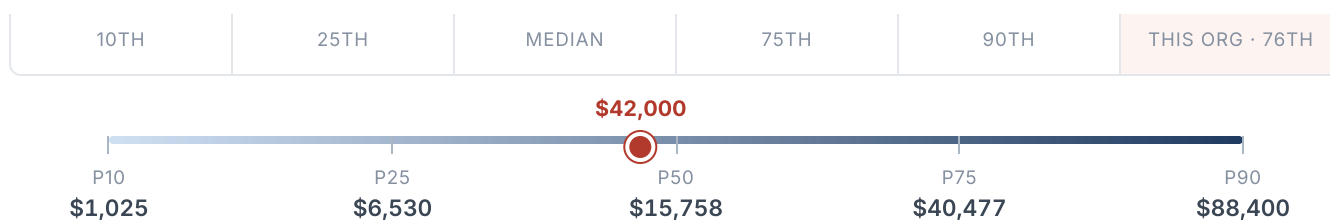
SECTOR	Organizations sharing the subject's NTEE classification (B99Z).
BUDGET	Total revenue between \$10,812 and \$24,207 — 0.67x to 1.50x the subject's \$16,138 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography → **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,025	\$6,530	\$15,758	\$40,477	\$88,400	\$42,000
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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 NV 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
Grand Valley Research Corporation	MI	\$16,064	President	\$38,948	\$41,167	2024
Southern Association Of Colleges	GA	\$16,218	President	\$72,013	\$76,338	2023
Edward J Robson Family Foundation	AZ	\$15,882	President	\$924	\$910	2024
Reformation Seminary	AZ	\$16,407	Ceo	\$15,000	\$14,773	2024
West Hills Christian School Foundation	OR	\$16,427	Director	\$6,981	\$6,834	2023
Detroit Musicians Fund	MI	\$16,522	Chair	\$1,131	\$1,196	2024
Univ Of South Alabama Foundation	AL	\$15,718	Director/pre	\$62,942	\$69,632	2024
Read Aloud America Inc	HI	\$15,520	Vice-preside	\$9,325	\$8,801	2023
The Collaborative Charter Services	CA	\$15,428	Chief Executive Officer	\$5,361	\$4,880	2023
Huntington Beach City School District	CA	\$16,902	President	\$11,027	\$9,751	2024
Fred And Gertrude England Hospitality	NY	\$15,358	Treasurer	\$6,960	\$6,630	2023
Global Ou Inc	OK	\$15,315	Director/president	\$41,707	\$48,418	2023
Mabel K Toops Scholarship Trus	IN	\$17,308	Truwstee	\$250	\$270	2024
Wise Earth School Of Ayurveda	NC	\$17,477	President	\$22,000	\$23,278	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Energetics Education	CO	\$14,775	Director	\$100,000	\$101,092	2023
Green Street Academy Foundation Inc	MD	\$14,490	Former Board Trustee	\$6,221	\$6,132	2023
Act For Women And Girls	CA	\$14,279	Executive Director	\$85,544	\$73,692	2025
Sherburne Area Local Development	NY	\$14,098	Ceo	\$40,316	\$38,408	2023
Tlbu Foundation Inc	NJ	\$18,289	Secretary/treasurer	\$30,000	\$26,722	2025
Brown Hudner Navy Scholarship Foundation	VA	\$13,974	President	\$17,102	\$17,409	2023
The Ernest Becker Foundation	WA	\$18,459	Executive Director	\$14,900	\$14,064	2023
Bpi Foundation	DC	\$13,731	President	\$62,707	\$58,014	2023
Believers Achieve Dreams	OH	\$13,607	Exec. Director	\$500	\$542	2024
Building Industry Association Of	OH	\$18,843	Executive Director	\$16,606	\$18,543	2023
Dr J E Green Educational Trust	AL	\$18,849	Trustee	\$11,975	\$13,639	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV cost of living and 2025 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 NV 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 54 organizations. Compensation range \$214–\$234,094; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$16,138); for reference, expenses \$49,325 and assets \$429,058. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Carl M Dye, reported title " <i>Chairman</i> ", 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	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	76 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	46 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 (Carl M Dye) 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 54 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 76th 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.