

Nevada R-5 School District Public

Executive Director / CEO

EIN 431719319

MO · NTEE B20Z

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Marsha Hooper, Executive Director / CEO** (\$8,780) against **every comparable organization** that fit the selection criteria — **286** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

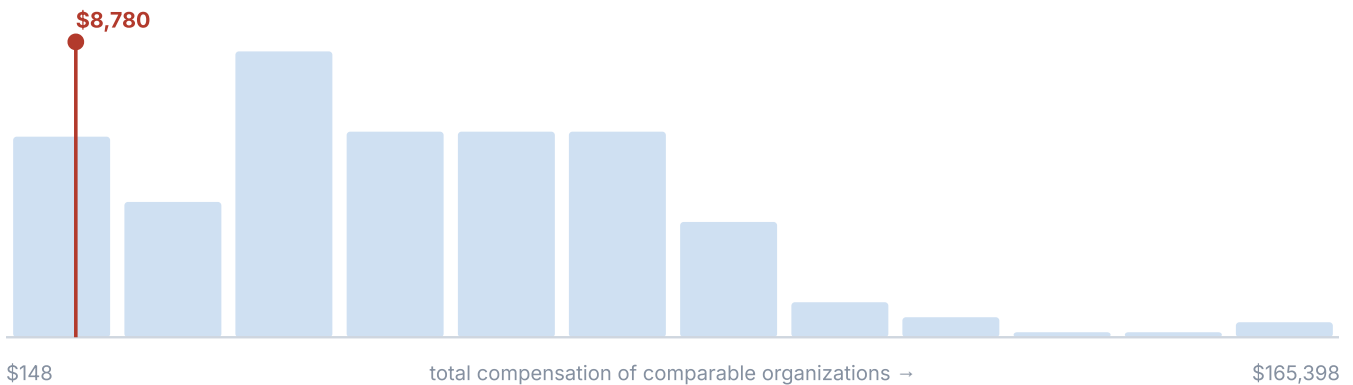
Benchmarked executive: Marsha Hooper — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20Z).
BUDGET	Total revenue between \$332,839 and \$745,162 — 0.67x to 1.50x the subject's \$496,775 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

286 organizations qualified on sector, size, and geography → **286** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,012	\$29,146	\$47,621	\$70,590	\$87,219	\$8,780
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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 MO 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
Sapphire Early Learning Center	MT	\$497,778	Director	\$46,878	\$47,710	2024
Mr Dad Fathers Club	IL	\$495,372	President &	\$40,000	\$37,128	2024
Tyger River Childrens Center Inc	SC	\$499,127	Director	\$58,307	\$59,127	2023
Mental Fitness 21st Century Learning Inc	GA	\$494,115	Exective Director	\$48,850	\$47,745	2023
New Mexico Society Of Cpas	NM	\$493,310	President	\$99,318	\$100,856	2024
Next Generation Academics Inc	FL	\$493,292	Director	\$34,878	\$31,849	2023
Hopi School Inc	AZ	\$492,215	Facilitator	\$55,000	\$49,941	2024
Sunrise Montessori School Inc	MA	\$492,126	Head Of Scho	\$80,120	\$69,984	2023
Whispering Pines Christian School	CA	\$501,439	Secretary	\$9,000	\$7,554	2023
Covenant Grace Christian Academy Inc	LA	\$491,799	Treasurer	\$32,000	\$32,411	2025
Chesterton Academy Of St Philip Neri	MO	\$502,211	Executive Director	\$69,430	\$69,430	2024
Urban Village Montessori Inc	MA	\$489,946	President	\$91,069	\$75,274	2025
Gateways Academy Inc	MA	\$504,438	President	\$43,000	\$35,542	2025
Nashoba Montessori School Inc	MA	\$504,671	President	\$125,000	\$106,054	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Classical Studies Institute Of Louisville Inc	KY	\$505,330	Head Of School (Beg. 9.10.2022)non Voting Director	\$59,807	\$62,458	2023
Fort Dodge Community School District Foundation	IA	\$487,946	Director	\$86,250	\$91,798	2023
Trinity Academy Inc	TN	\$487,742	Head Of School	\$52,000	\$50,277	2025
East Orchard Christian Academy Inc	IL	\$487,462	Secretary/di	\$17,000	\$15,373	2025
Horizons Academy Of Maui Inc	HI	\$506,211	Operations D	\$89,848	\$75,949	2024
Peak Potential	MT	\$506,266	Executive Director	\$34,000	\$35,625	2023
Tall Oaks Academy Inc	WI	\$506,978	Head Of School	\$62,333	\$61,463	2024
Faith Christian School And Institute	PA	\$486,139	President	\$28,778	\$27,896	2023
Life Academy Gj	CO	\$507,696	President	\$37,800	\$35,233	2023
Spark Alc Inc	FL	\$508,475	President	\$53,125	\$47,120	2024
Waldessori Schoolhouse	TX	\$484,528	Board President	\$13,573	\$12,819	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 **286** organizations. Compensation range \$148–\$165,398; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$496,775); for reference, expenses \$182,970 and assets \$2,513,503. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Marsha Hooper, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	10 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	10 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 (Marsha Hooper) 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 286 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,780 is reasonable (approximately the 10th 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.