

California Technical Assistance Center

Executive Director / CEO

EIN 452848288

CA · NTEE B28

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cristy Clouse, Executive Director / CEO** (\$46,780) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

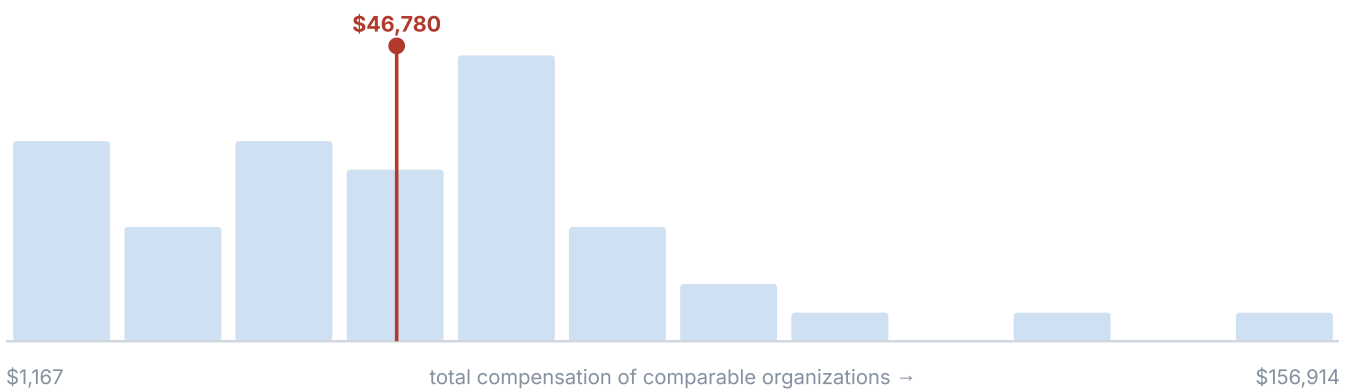
Benchmarked executive: Cristy Clouse — reported title “CEO-PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B28).
BUDGET	Total revenue between \$117,549 and \$263,170 — 0.67x to 1.50x the subject's \$175,447 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,307	\$27,064	\$46,885	\$62,151	\$79,753	\$46,780
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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 CA 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
Fdr Corp	NV	\$181,714	Corporate Officer	\$39,798	\$46,199	2024
Noorthoek Academy	MI	\$168,197	Executive Director	\$52,352	\$62,578	2024
Hawthorn Montessori School	NC	\$161,527	Director	\$51,211	\$59,700	2025
Opportunities Collaborative For Students	NY	\$160,000	Executive Director	\$88,077	\$92,170	2024
Thrive International Programs Inc	PA	\$193,202	Board Member And Executive Director Of Organization	\$28,435	\$33,809	2023
American Educational Studies Assoc	IL	\$197,734	Executive Di	\$25,000	\$28,463	2024
Enlighten Learning Resource Inc	CA	\$204,112	Executive Director And Tutor	\$53,760	\$53,760	2024
Young Scientist Academy	NC	\$204,796	Director	\$52,083	\$60,715	2025
The Foundation For Deaf Education Inc	NY	\$144,315	Ex-officio	\$57,290	\$61,723	2023
Institute Of Arts Music & Science	CA	\$207,449	Director	\$48,000	\$48,000	2024
Interplay Orchestra Inc	MD	\$208,276	Secretary - Partial Year	\$18,000	\$19,488	2024
Chinese School Of San Diego	CA	\$141,454	School Princ	\$62,810	\$62,810	2024
Accorda Music Thanatology Inst	NV	\$209,536	Exec Director	\$31,200	\$36,218	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Illinois Special Education Charter	IL	\$210,000	Executive Director	\$110,357	\$129,356	2023
Lifepoint Inc	TX	\$140,696	Executive Di	\$40,473	\$46,885	2024
Bay Valley Chinese School	CA	\$140,448	Principal	\$6,000	\$5,845	2025
Re The Regenerative School	TN	\$210,456	Director	\$60,645	\$76,003	2023
The Uniquely Abled Project	CA	\$210,569	Founder & Pres.	\$38,433	\$38,433	2024
Utah Nihongo Hoshuukou	UT	\$215,751	Board Member	\$5,410	\$6,412	2024
Accessible Arts Vsa Kansas Inc	KS	\$134,094	Executive Director	\$55,607	\$69,571	2024
The Kids Int'l Weekend School Inc	NJ	\$217,560	President	\$24,110	\$25,665	2023
Ottley Music School Inc	MD	\$131,991	Secretary/principal	\$21,070	\$23,486	2023
Woolly Farms Foundation	KS	\$220,051	President	\$31,110	\$38,922	2024
Dahlia Montessori	NJ	\$223,136	Vice President	\$57,210	\$59,154	2024
Asociacion De Personas Con Impedimentos Inc	PR	\$126,870	Executive Director	\$11,000	\$11,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	43 organizations. Compensation range \$1,167–\$156,914; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$175,447); for reference, expenses \$140,465 and assets \$41,196.
ROLE MATCH	Cristy Clouse, reported title "CEO-PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	49 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	47 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 (Cristy Clouse) 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 43 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$46,780 is reasonable (approximately the 49th 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.