

Educators School Safety Network

Executive Director / CEO

EIN 460640813

OH · NTEE M40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Amy Klinger, Executive Director / CEO** (\$39,758) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

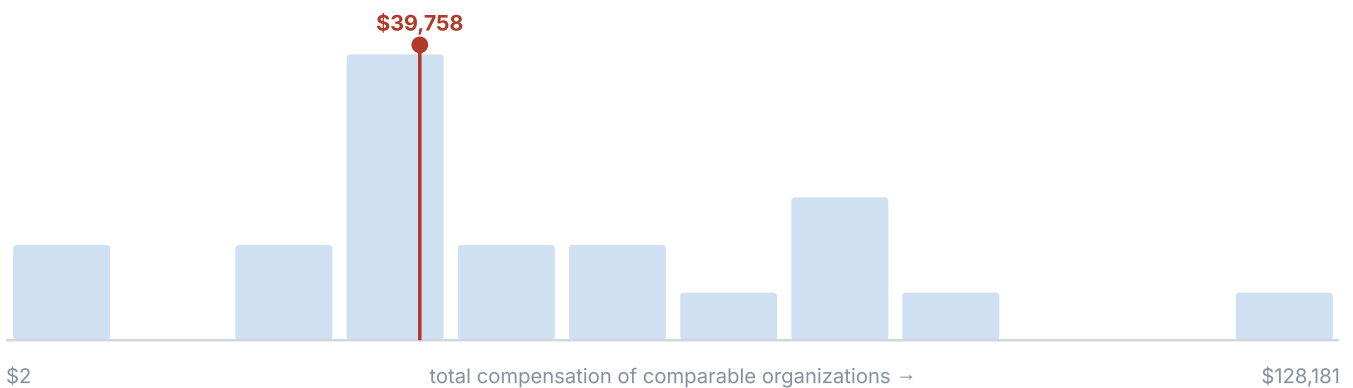
Benchmarked executive: Dr Amy Klinger — reported title “DIRECTOR OF PROGRAMS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M40).
BUDGET	Total revenue between \$118,064 and \$264,322 — 0.67x to 1.50x the subject's \$176,215 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M40), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,041	\$34,604	\$43,091	\$70,653	\$80,863	\$39,758
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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
Bikehouston Inc	TX	\$173,613	Executive Director	\$135,721	\$128,181	2024
Veteran Sailing Inc	FL	\$183,464	Secretary	\$2	\$2	2024
Revved Up Kids Inc	GA	\$168,897	Executive Di	\$29,608	\$28,108	2024
National Safety Council Ohio Chapter	OH	\$188,834	Executive Director	\$56,160	\$54,712	2025
The 247 Movement	TN	\$189,904	Executive Di	\$46,335	\$45,984	2024
Addventuri	VA	\$158,204	Executive Di	\$66,269	\$60,412	2024
Project Childsafe Inc	CT	\$196,137	Assistant Secretary	\$106,126	\$91,526	2025
Bike Walk Macon Inc	GA	\$203,275	Ececutive Di	\$54,600	\$51,833	2024
Chautauqua Children's Safety	NY	\$211,744	Executive Di	\$81,073	\$69,168	2024
Kauai Sailing Association	HI	\$214,355	Treasurer	\$40,275	\$35,051	2023
National Committee On Uniform Traffic Control Devices	AZ	\$218,831	Executive Secretary	\$87,750	\$79,678	2024
Colorado Ceasefire Outreach Inc	CO	\$133,254	Executive Director	\$38,102	\$35,513	2023
Metropolitan Safety Council Of	LA	\$222,087	President, Director	\$33,963	\$35,309	2024
Calm America Inc	NC	\$121,880	Secretary	\$25,087	\$24,474	2024
Volunteer Firemans Association Of Cambria County And Vicinity	PA	\$241,676	President	\$150	\$145	2023
Tonto Recreation Alliance Inc	AZ	\$246,291	President Executive	\$40,468	\$36,745	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
			Director			
Arizona Motorcycle Safety And Awareness Foundation	AZ	\$249,733	Executive Director	\$43,000	\$40,198	2023
Sass Go	SC	\$251,510	President	\$79,897	\$78,697	2024
The West Central Montana Avalanche	MT	\$253,739	Executive Dir.	\$71,680	\$75,106	2023
Community Alliance For Teen Safety	NH	\$256,591	Executive Director	\$38,152	\$33,261	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.

Sample, role match & sensitivity

PEER COUNT	20 organizations. Compensation range \$2–\$128,181; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$176,215); for reference, expenses \$180,704 and assets \$84,882.
ROLE MATCH	Dr Amy Klinger, reported title " <i>DIRECTOR OF PROGRAMS</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	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	45 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	45 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 (Dr Amy Klinger) 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 20 similarly situated organizations (Same NTEE sector (M40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,758 is reasonable (approximately the 45th 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.