

Illuminations Center For Dyslexia

Executive Director / CEO

EIN 463165332
 MS · NTEE B28
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Leta Palmiter, Executive Director / CEO** (\$43,753) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

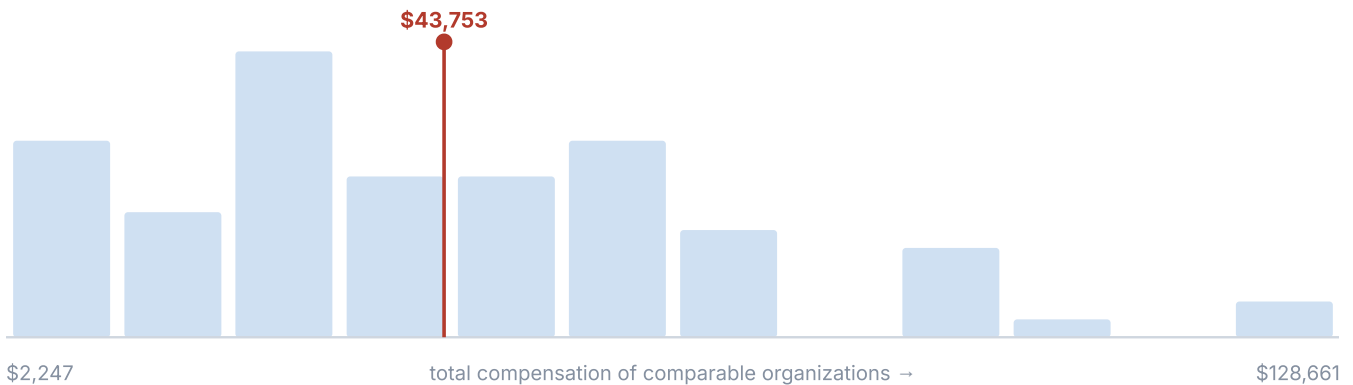
Benchmarked executive: Leta Palmiter — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B28).
BUDGET	Total revenue between \$183,839 and \$411,582 — 0.67x to 1.50x the subject's \$274,388 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,906	\$23,807	\$37,215	\$59,522	\$78,863	\$43,753
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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 MS 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
Education Destination	LA	\$273,913	Vice Preside	\$27,550	\$27,238	2024
Samara Learning Center	OR	\$279,040	Executive Director	\$35,397	\$28,754	2025
Suzuki Academy Of Columbia	SC	\$267,327	Executive Director	\$37,129	\$33,882	2025
Community Alliance For Special Education	CA	\$265,586	Executive Director	\$12,002	\$9,581	2023
Walton County Christian Learning Ce	GA	\$285,357	Executive Director	\$27,817	\$25,855	2023
Humane Equine Aid & Rapid Transport Inc	VA	\$262,910	President	\$7,200	\$6,081	2025
Options For College Success	IL	\$261,650	Executive Director And Pre	\$48,934	\$44,470	2023
Ludic Spectrum Center Inc	TN	\$290,098	Executive Director, President	\$104,000	\$95,623	2025
Chabad Girls Academy Inc	NY	\$291,966	Executive Director	\$68,249	\$55,373	2024
Cptkd Academy Inc	NY	\$256,141	Office Manager	\$149,946	\$121,657	2024
Longleaf Academy Inc	NC	\$255,509	Executive Director	\$72,549	\$67,306	2024
Spectrum Linx Foundation Inc	TX	\$293,503	Executive Director	\$19,231	\$17,272	2024
The Shane Center For Therapeutic	OH	\$252,632	Executive Director	\$63,540	\$60,425	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Shooting Star Foundation Inc	MN	\$250,498	Executive Director	\$38,010	\$33,722	2024
Noticeability Inc	MA	\$299,729	Executive Director	\$154,888	\$128,661	2023
Sam Academy	CA	\$300,722	Ceo	\$77,364	\$61,753	2023
Ixora Montessori Inc	VA	\$306,239	Chairman	\$86,730	\$73,251	2025
Goldenrod Montessori	OH	\$242,242	Head Of Scho	\$39,655	\$37,711	2024
Montessori Intergenerational Learning Communities	CO	\$242,078	Ceo	\$72,229	\$62,185	2024
Minnesota Yucai Chinese School	MN	\$241,151	Chair Principal	\$38,721	\$34,353	2024
Flame Lily Montessori	CO	\$241,009	Director	\$55,000	\$47,352	2024
Smart Kids With Learning	CT	\$307,889	Executive Di	\$82,500	\$69,453	2024
Monarch Home School Inc	OH	\$238,294	President	\$64,246	\$59,522	2025
Miramelinda Montessori School Inc	MA	\$312,191	President & Treasurer	\$104,297	\$86,637	2023
Dream Catcher Therapy Center Inc	CO	\$235,687	Director	\$25,000	\$22,159	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 77 organizations. Compensation range \$2,247–\$128,661; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$274,388); for reference, expenses \$313,791 and assets \$24,997.
ROLE MATCH	Leta Palmiter, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	55 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	53 rd

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 (Leta Palmiter) 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 77 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,753 is reasonable (approximately the 55th 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.