

Russian School Of Austin

Executive Director / CEO

EIN 464604226

TX · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maria Bondarenko, Executive Director / CEO** (\$1,804) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Maria Bondarenko — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B99).

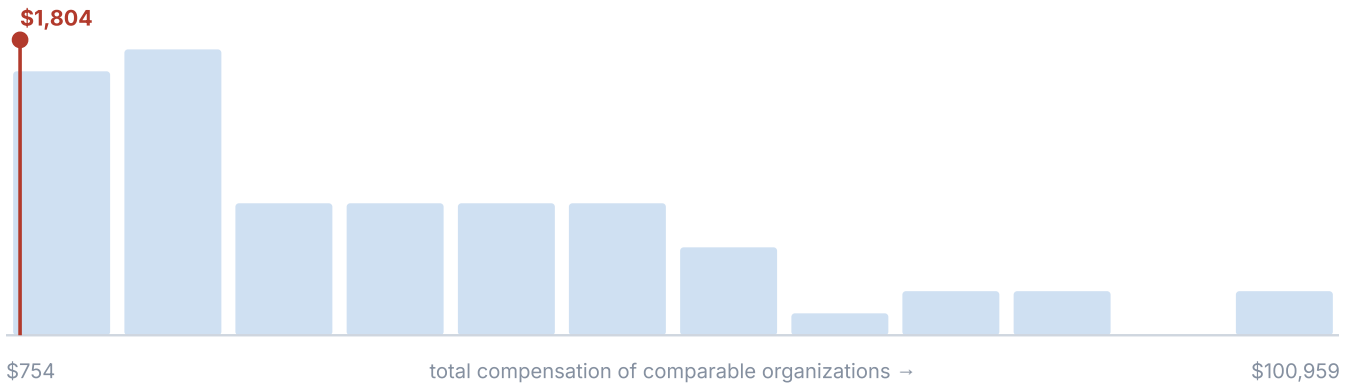
BUDGET Total revenue between \$60,880 and \$136,300 — 0.67x to 1.50x the subject's \$90,867 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography

→ **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,194

\$11,794

\$24,451

\$45,231

\$66,538

\$1,804



■ 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 TX 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
Midwest Institute For International	MI	\$91,018	Director	\$35,970	\$35,121	2025
American University Of Sovereign Nations Inc	AZ	\$91,158	President	\$54,600	\$52,494	2023
California Association Of Realtors	CA	\$91,525	Treasurer	\$56,565	\$47,428	2024
Continuing Medical Education Institute	MN	\$89,386	President/director	\$1,500	\$1,482	2023
The My Hero Project Inc	CA	\$93,087	President & Executive Dire	\$36,000	\$30,185	2024
Gonzaga University Telecommunications Association	WA	\$88,421	President	\$52,736	\$44,665	2025
Contemporary Chinese School Of Az	AZ	\$94,063	Director	\$4,187	\$4,025	2023
The College Of Exploration	VA	\$87,643	President	\$8,043	\$7,763	2023
Secular Communities For Arizona Inc	AZ	\$87,047	Executive Director	\$70,833	\$66,147	2024
Slate Of Mind	NC	\$95,180	Executive Director	\$78,836	\$79,097	2024
Empowerment Media Inc	FL	\$85,286	Ceo	\$21,996	\$20,065	2024
Lavaca Historical Museum	TX	\$83,283	Treasurer	\$6,133	\$5,803	2025
California Psychology Internship Council	CA	\$82,024	Executive Director	\$53,750	\$46,399	2023
Sskc Educational Support Inc	MO	\$100,000	Ceo & President/secretary	\$66,164	\$70,056	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Duranno Father School Usa	WA	\$100,508	President	\$12,000	\$10,432	2024
Homeschoolers United In The Big Bend Incorporated	FL	\$81,053	President & Treasurer	\$15,061	\$13,739	2024
Bangor Area School District	PA	\$101,453	Ex Director	\$11,528	\$11,163	2024
Maryland Bar Foundation Inc	MD	\$102,803	Director	\$15,561	\$14,544	2023
Neohumanist College Of Asheville	NC	\$78,689	President	\$52,500	\$52,674	2024
Children And Teachers Foundation Of The	IL	\$103,771	President	\$41,706	\$40,989	2023
Project Implicit Inc	MA	\$104,552	Executive Director	\$111,038	\$94,390	2025
North Dakota Farm Bureau Foundation	ND	\$105,298	Sec-treas/executive Vp/ceo	\$69,187	\$73,725	2024
The Education Policy And Leadership Center	PA	\$105,933	Executive Director	\$15,000	\$14,525	2024
Greater Madison Chamber Of Commerce	WI	\$107,750	President	\$26,461	\$26,834	2024
Kindred Spirits Canine Educationcenter	CA	\$73,648	Executive Director	\$62,400	\$53,866	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 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 TX 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 **60** organizations. Compensation range \$754–\$100,959; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$90,867); for reference, expenses \$89,882 and assets \$4,197.
ROLE MATCH	Maria Bondarenko, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 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	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	8 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 (Maria Bondarenko) 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 60 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,804 is reasonable (approximately the 8th 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.