

# Inclusive Education Project

Executive Director / CEO

This analysis benchmarks the total compensation of **Amanda Selogie, Executive Director / CEO** (\$86,584) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Amanda Selogie — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B12).

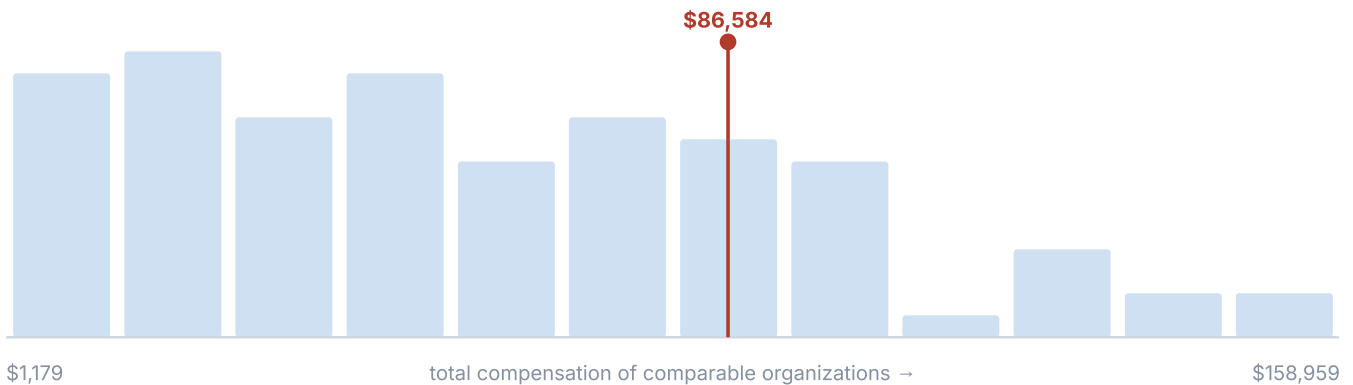
**BUDGET** Total revenue between \$202,954 and \$454,375 — 0.67x to 1.50x the subject's \$302,917 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B12), nationwide + budget 0.67–1.5x revenue.

**91** organizations qualified on sector, size, and geography

→ **91** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,500	\$24,444	\$51,536	\$83,110	\$103,689	\$86,584
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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
<a href="#">Eudora Schools Foundation Inc</a>	KS	\$305,600	Executive Dir.	\$41,359	<b>\$50,411</b>	2025
<a href="#">The Parents' Campaign</a>	MS	\$307,104	Sec/treas/exec Director	\$117,673	<b>\$156,259</b>	2023
<a href="#">Cg Jung Foundation For Analytical</a>	NY	\$297,880	Executive Di	\$101,331	<b>\$103,306</b>	2025
<a href="#">Public School Funding Alliance</a>	WA	\$297,734	Executive Director	\$7,698	<b>\$7,982</b>	2024
<a href="#">Advanced Home School Education Inc</a>	CA	\$309,375	Treasurer	\$96,750	<b>\$96,750</b>	2024
<a href="#">Activate School Fundraising Inc</a>	GA	\$294,899	President	\$34,075	<b>\$40,849</b>	2023
<a href="#">Goddard Education Foundation</a>	KS	\$292,521	Executive Di	\$64,841	<b>\$83,519</b>	2023
<a href="#">South Carolina Virtual Education</a>	SC	\$286,962	Executive Di	\$30,800	<b>\$38,311</b>	2023
<a href="#">Solar Toledo Neighborhood Foundation</a>	OH	\$282,862	Secretary/treasurer	\$60,259	<b>\$76,096</b>	2023
<a href="#">Shriners International Education</a>	FL	\$282,452	Assistant Secretary	\$47,371	<b>\$51,536</b>	2024
<a href="#">African Conservation Centre Us</a>	CO	\$325,707	Scrty/execut	\$39,600	<b>\$43,974</b>	2024
<a href="#">Party In The Pines Foundation</a>	TX	\$279,964	Secretary	\$10,000	<b>\$11,584</b>	2024
<a href="#">Friends Of The Scarsdale Library</a>	NY	\$279,836	Treasurer	\$4,830	<b>\$4,925</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cong Yeshivas Bais Yitzchok Inc</a>	NJ	\$278,574	President	\$14,400	<b>\$14,889</b>	2024
<a href="#">Elements Montessori School Inc</a>	MA	\$277,304	President, Treasurer & Clerk	\$54,000	<b>\$56,196</b>	2024
<a href="#">San Joaquin County Office Of Education</a>	CA	\$328,568	President	\$76,113	<b>\$74,151</b>	2025
<a href="#">Sempere Quaere Verum Inc</a>	MN	\$276,254	President	\$5,300	<b>\$6,244</b>	2023
<a href="#">Delaware County By5 Early Childhood</a>	IN	\$330,791	Executive Di	\$95,568	<b>\$116,713</b>	2024
<a href="#">Germantown Education Foundation</a>	TN	\$274,516	Executive Director	\$70,000	<b>\$85,211</b>	2024
<a href="#">Daring Girls</a>	CO	\$273,741	Executive Di	\$108,460	<b>\$123,998</b>	2023
<a href="#">Associated Builders And Contractors</a>	LA	\$334,677	Executive Director	\$33,959	<b>\$44,583</b>	2023
<a href="#">Walk N Rollers</a>	CA	\$334,697	Executive Director	\$101,269	<b>\$101,269</b>	2024
<a href="#">Native Nations Education Foundation</a>	HI	\$268,809	Executive/project Director	\$72,100	<b>\$74,756</b>	2024
<a href="#">Boston Renaissance Charter Public School</a>	MA	\$267,607	President	\$32,238	<b>\$34,540</b>	2023
<a href="#">Pamlico Partnership For Children Inc</a>	NC	\$342,286	Executive Director	\$58,650	<b>\$72,253</b>	2023

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

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PEER COUNT	91 organizations. Compensation range \$1,179–\$158,959; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$302,917); for reference, expenses \$296,178 and assets \$20,332.
ROLE MATCH	Amanda Selogie, reported title "Executive Dir.," benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	58 <sup>th</sup>

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

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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 (Amanda Selogie) 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 91 similarly situated organizations (Same NTEE sector (B12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,584 is reasonable (approximately the 78<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.