

Ischools Inc

Executive Director / CEO

EIN 472520523

MA · NTEE B03

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Wjatscheslaw Sterzer, Executive Director / CEO** (\$89,279) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

Benchmarked executive: Wjatscheslaw Sterzer — reported title “EXEC DIR (FR)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B03).

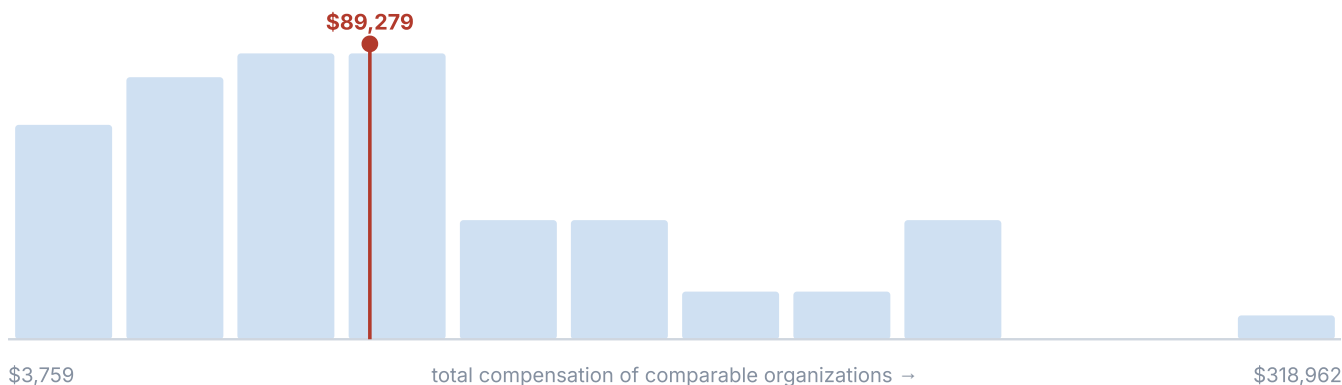
BUDGET Total revenue between \$316,928 and \$709,542 — 0.67x to 1.50x the subject's \$473,028 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

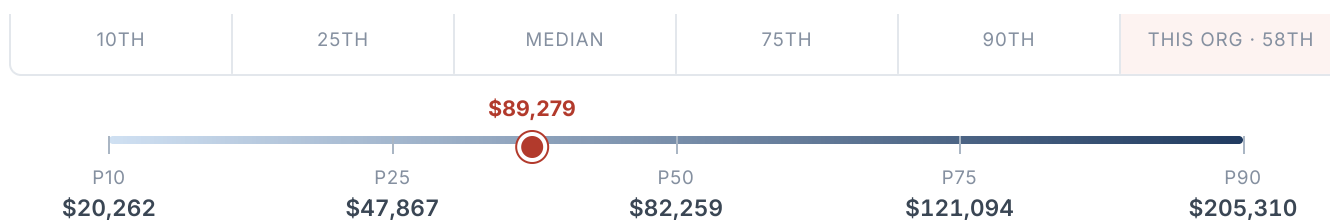
64 organizations qualified on sector, size, and geography

→ **64** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,262	\$47,867	\$82,259	\$121,094	\$205,310	\$89,279
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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 MA 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
Illinois Reading Council Inc	IL	\$471,368	Executive Dir.	\$82,000	\$87,398	2025
Practice Transformation Institute	MI	\$480,890	Vice-preside	\$73,669	\$84,618	2024
Apga Security And Integrity Foundation	DC	\$482,269	Ceo	\$48,104	\$46,975	2024
It4causes Inc	VA	\$463,496	Chair	\$157,793	\$174,553	2023
Abundant Life Ministries Hope	FL	\$485,074	Ceo	\$65,000	\$67,952	2024
Achieve Hartford Inc	CT	\$460,828	Executive Di	\$173,538	\$186,417	2023
The Sarah Stitt Hope Foundation Inc	OK	\$457,121	Executive Director	\$4,200	\$5,298	2023
Harvard Alumni Entrepreneurs Inc	MA	\$492,379	President	\$120,000	\$116,907	2025
Small World Yoga Inc	TN	\$494,491	Executive Dir.	\$75,000	\$90,321	2023
The Paradigm Project	IL	\$448,500	President	\$9,507	\$10,708	2023
National Association Of Corporate Directors	TX	\$446,614	Executive Director	\$180,700	\$201,150	2024
Athenia Veterans Post Inc	NJ	\$500,431	1st Vice Commander	\$12,000	\$11,616	2025
Tennessee Music Education Association	TN	\$441,617	Treasurer / Executive Director	\$20,960	\$24,518	2024
Utah Coalition For Educational	UT	\$441,579	Treasurer	\$3,300	\$3,759	2024
Virginia Council For Private Education	VA	\$505,724	Executive Director	\$115,885	\$124,516	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wingsforgrowth Inc	NJ	\$435,310	Founder And Ceo	\$81,250	\$80,728	2024
Center For Mindful Relationships	CA	\$429,861	Clinical Directr	\$75,400	\$72,454	2024
Association Of Specialized &	IL	\$517,459	Former Executive Director/sec.	\$299,261	\$318,962	2025
Sogal Foundation	FL	\$421,062	Operations & Partnerships Mana	\$63,236	\$70,851	2022
The Heads Network Inc	IL	\$540,489	Executive Dir.	\$142,500	\$155,900	2024
Whitaker Small Farm Group Inc	NC	\$403,763	Presidentceo	\$63,500	\$73,015	2024
Connectable Inc	IN	\$543,727	Director	\$45,720	\$53,654	2024
Nassau-suffolk School Boards Association	NY	\$550,413	Executive Director	\$151,482	\$148,400	2025
Impact Capital Managers Institute Inc	NY	\$550,900	Executive Director	\$83,017	\$85,946	2023
American Association Of University	OH	\$554,249	Executive Di	\$175,704	\$207,093	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 64 organizations. Compensation range \$3,759–\$318,962; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$473,028); for reference, expenses \$371,346 and assets \$775,159.

ROLE MATCH	Wjatscheslaw Sterzer, reported title "EXEC DIR (FR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	58 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	52 nd

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 (Wjatscheslaw Sterzer) 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 64 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,279 is reasonable (approximately the 58th 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.