

# Central States Private Education Network

Executive Director / CEO

EIN 472565877  
 MD · NTEE B90  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Tom Netting, Executive Director / CEO** (\$101,000) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Tom Netting — reported title “CO-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 (B90).

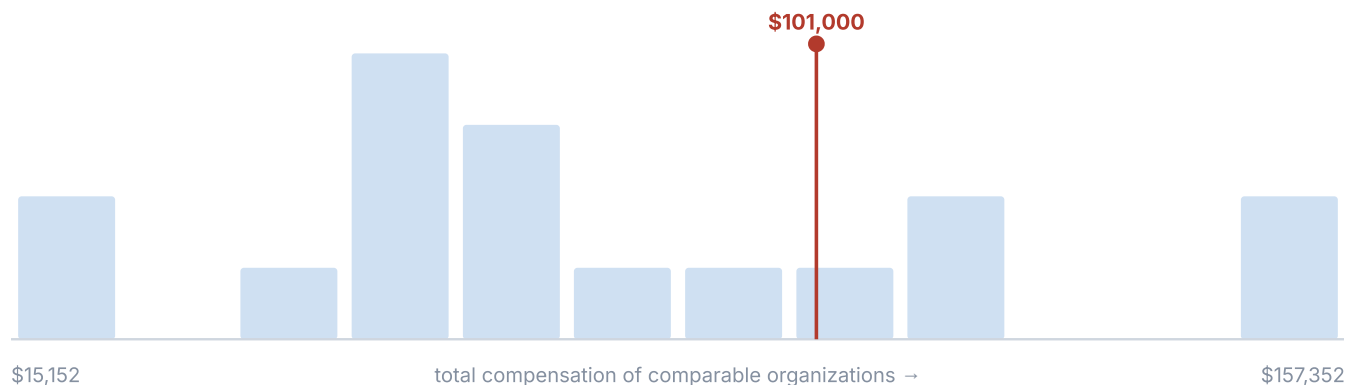
**BUDGET** Total revenue between \$330,449 and \$739,812 — 0.67x to 1.50x the subject's \$493,208 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B90) + MD + budget 0.67–1.5x revenue.

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

→ **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$30,215

\$57,867

\$66,373

\$102,473

\$134,772

**\$101,000**



## ■ 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 MD 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="#">Mcc Pta Educational Programs Inc</a>	MD	\$505,236	Executive Director, Ex-officio Member Of The Board	\$52,375	<b>\$52,375</b>	2023
<a href="#">Bowie Business Innovation Center Inc</a>	MD	\$473,017	Executive Director	\$95,198	<b>\$95,198</b>	2023
<a href="#">Secured Inc</a>	MD	\$525,629	Co-president	\$60,400	<b>\$58,667</b>	2024
<a href="#">Change The Conversation Inc</a>	MD	\$534,733	Executive Dir.	\$162,000	<b>\$157,352</b>	2024
<a href="#">Horizons Delmarva Inc</a>	MD	\$542,946	Executive Di	\$41,250	<b>\$40,067</b>	2024
<a href="#">Mid-shore Early Learning Ctr Inc</a>	MD	\$429,549	Director	\$57,867	<b>\$57,867</b>	2023
<a href="#">Transportation Association Of Maryland</a>	MD	\$562,952	Executive Director	\$88,442	<b>\$85,905</b>	2024
<a href="#">Horizons Of Kent And Queen Anne's</a>	MD	\$573,086	Executive Di	\$68,333	<b>\$66,373</b>	2024
<a href="#">Start The Adventure In Reading (Stair) - Annapolis Inc</a>	MD	\$401,022	Executive Director	\$105,500	<b>\$102,473</b>	2024
<a href="#">Christiana Home School Academy</a>	MD	\$616,495	President	\$15,600	<b>\$15,152</b>	2024
<a href="#">The Swaliga Foundation</a>	MD	\$355,997	Executive Director/vice Chair	\$70,000	<b>\$67,992</b>	2024
<a href="#">Beacon House Inc</a>	MD	\$649,176	Ceo	\$62,292	<b>\$62,292</b>	2023
<a href="#">Granite Classical Tutorials Inc</a>	MD	\$653,484	Director	\$15,437	<b>\$15,437</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Maryland Center For Construction</a>	MD	\$688,928	President	\$154,808	<b>\$154,808</b>	2023
<a href="#">Dent Education Inc</a>	MD	\$692,049	Ceo	\$65,077	<b>\$63,210</b>	2024
<a href="#">The Foundation For The Advancement Of Music &amp; Education</a>	MD	\$695,600	Executive Director	\$125,000	<b>\$121,414</b>	2024
<a href="#">Ivymount Outreach Programs Inc</a>	MD	\$738,509	Administrative Director	\$116,487	<b>\$113,145</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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

**PEER COUNT** 17 organizations. Compensation range \$15,152–\$157,352; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$493,208); for reference, expenses \$422,542 and assets \$129,651.

**ROLE MATCH** Tom Netting, reported title "*CO-EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>71<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>71<sup>st</sup></b>
Reportable pay only (column D), adjusted	<b>71<sup>st</sup></b>

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All sources (D + E + F), adjusted

71<sup>st</sup>

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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 (Tom Netting) 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 17 similarly situated organizations (Same NTEE sector (B90) + MD + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,000 is reasonable (approximately the 71<sup>st</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.