

Spanish Academy

Executive Director / CEO

EIN 472846205

CA · NTEE A70

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maria Francis Bustos, Executive Director / CEO** (\$110,500) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Maria Francis Bustos — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A70).

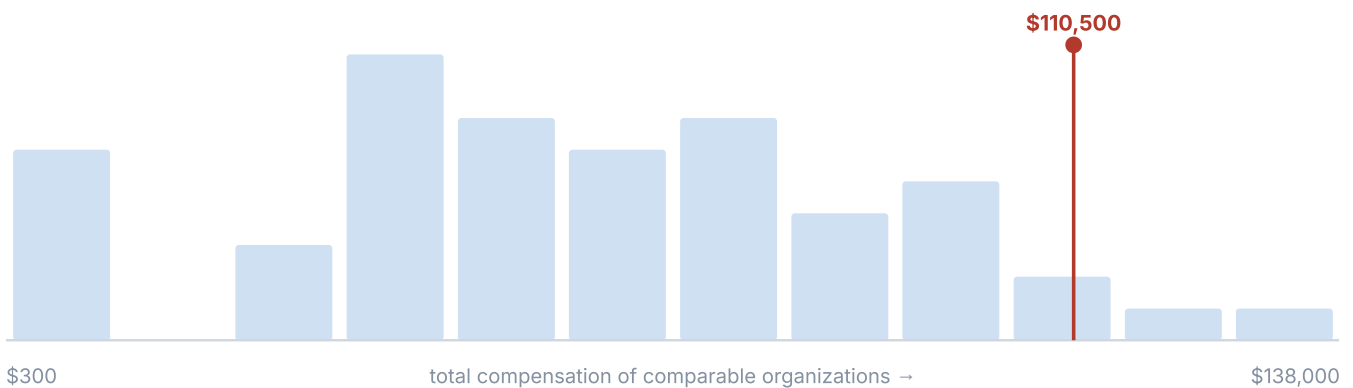
BUDGET Total revenue between \$261,544 and \$585,547 — 0.67x to 1.50x the subject's \$390,365 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A70), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography

→ **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,175	\$41,383	\$59,846	\$84,331	\$100,237	\$110,500
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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
I Can Fly International	CA	\$386,754	President	\$31,906	\$30,991	2024
The Rhapsody Project	WA	\$381,818	Co-founder	\$57,720	\$59,846	2023
Association Of American Rhodes Scholars	VA	\$400,243	Editor & Director	\$37,907	\$41,170	2024
The Alexandria Archive Institute	CA	\$370,219	Executive Director	\$72,000	\$72,000	2023
Metro Community Development Corporation	MA	\$412,397	Director, Executive Director	\$72,300	\$71,198	2025
La Casa De Maria Retreat Center	CA	\$364,900	Executive Director	\$92,250	\$89,603	2024
Pulaski County Imagination Library	AR	\$361,644	Interim Executive Director	\$33,889	\$42,849	2024
Henry Miller Memorial Library	CA	\$355,492	Executive Dir.	\$107,666	\$107,666	2023
Verde Valley Archaeology Center	AZ	\$426,652	Executive Director	\$90,000	\$100,237	2023
System For Education Empowerment And Success	TX	\$430,337	President	\$36,968	\$41,596	2024
Charlotte Center For Literary Arts Inc	NC	\$436,282	Co-founder, Executive Director	\$77,950	\$90,599	2024
Henryk Sienkiewicz Polish School Nfp	IL	\$342,361	Prezes	\$7,392	\$8,175	2024
Opportunity Music Project	NY	\$443,898	Executive Dir.	\$66,146	\$69,220	2023
New Literary Project	CA	\$443,947	Executive Director	\$138,000	\$138,000	2023
Experience Excellence	TX	\$334,637	President	\$60,000	\$67,513	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Brooklyn Poets Inc	NY	\$446,278	Treasurer	\$63,965	\$66,937	2023
The 1947 Partition Archive	CA	\$333,750	Executive Dir.	\$62,000	\$62,000	2023
Oregon Hope Chinese School	OR	\$329,095	President	\$73,140	\$78,659	2023
Mcct Inc	MI	\$462,177	Executive Director	\$66,029	\$78,926	2023
The Center For Khmer Studies Inc	DC	\$317,166	President & Ceo	\$50,000	\$50,812	2023
Archaeology In The Community	DC	\$316,182	Executive Director	\$54,049	\$54,927	2023
7000 Languages Inc	MA	\$465,722	Executive Director	\$103,267	\$104,383	2024
Living Tongues Institute	OR	\$310,319	President	\$42,000	\$45,169	2023
Missoula Writing Collaborative	MT	\$309,975	Prev Exec. Dir.	\$34,808	\$42,205	2024
Arborlea Study Center	TX	\$308,165	Treasurer	\$27,752	\$32,149	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 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 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.

Sample, role match & sensitivity

PEER COUNT 51 organizations. Compensation range \$300–\$138,000; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$390,365); for reference, expenses \$314,229 and assets \$127,426.

ROLE MATCH Maria Francis Bustos, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 1 peer 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	94 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 Francis Bustos) 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 51 similarly situated organizations (Same NTEE sector (A70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,500 is reasonable (approximately the 96th 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.