

The Filipino School

Executive Director / CEO

EIN **472943480**

CA · NTEE B40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Glenda L Genio, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Glenda L Genio — reported title “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 (B40).

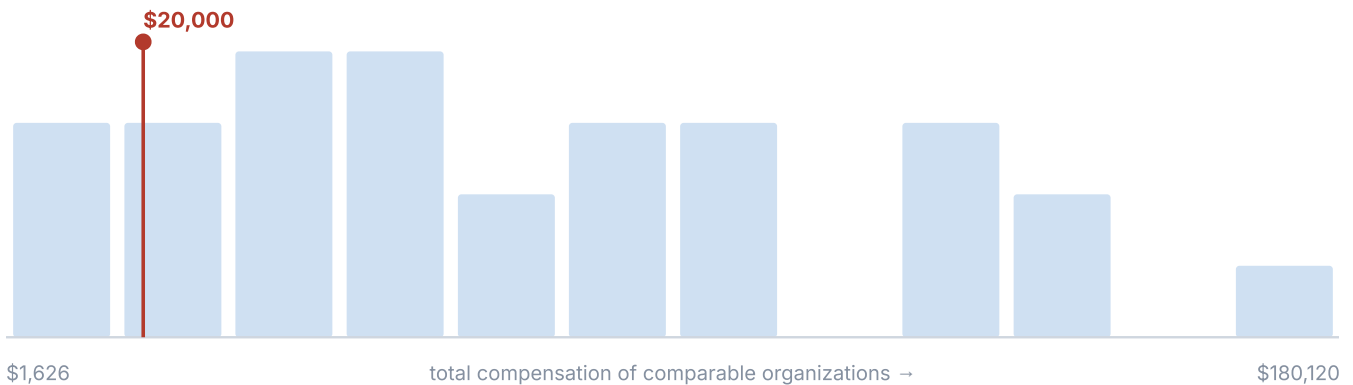
BUDGET Total revenue between \$292,794 and \$655,509 — 0.67x to 1.50x the subject's \$437,006 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B40), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography

→ **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,338	\$34,225	\$60,477	\$95,540	\$130,782	\$20,000
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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
Physicians Leadership Academy	OH	\$440,115	Ceo- Part Year	\$1,365	\$1,626	2024
Take Stock In Children Of Broward	FL	\$440,247	Executive Di	\$86,991	\$91,924	2024
Grace Bible Theological Seminary	AR	\$442,296	Provost	\$108,062	\$140,668	2023
Insurance Training And	AZ	\$430,270	Vice Preside	\$72,117	\$78,016	2024
Truth Theological Seminary	CA	\$445,466	President & Ceo	\$22,507	\$22,507	2023
Jesuit Worlwide Learning _ Higher Education At The Margins Usa	WA	\$418,168	Managing Director Chief Operations Officer	\$123,165	\$124,037	2024
Air Force Academy Real Estate Trust	CO	\$459,741	President	\$46,933	\$52,117	2023
Grace Evangelical Inc	ME	\$399,859	Director	\$20,000	\$23,193	2023
Clemente Course In The Humanities Inc	MA	\$389,721	Executive Director	\$137,161	\$138,644	2024
Christian Education Ministries	NM	\$485,641	President	\$25,000	\$31,139	2023
Reclaim	WA	\$490,536	Executive Dir.	\$79,875	\$80,441	2024
Healthy Routines Inc	SC	\$375,966	Co-executive Director	\$82,500	\$96,813	2024
Arkansas' Independent Colleges &	AR	\$503,789	President	\$97,500	\$123,278	2024
Islamic University Of Minnesota	MN	\$368,960	Chairman	\$49,000	\$56,071	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Conference Of Academic Deans	NC	\$358,957	Executive Director	\$109,624	\$127,413	2024
Northern California Bible College	CA	\$358,037	President	\$36,000	\$34,967	2024
Harvard Business School Interactive Inc	MA	\$519,573	President	\$68,807	\$71,605	2023
Marion & Jasper Whiting Foundation	MA	\$344,692	Part-time Trustee	\$8,517	\$8,609	2024
Greystone Theological Institute	PA	\$344,121	Vice Chairperson	\$51,750	\$58,050	2024
Bombers Baseball Academy Fka Uninvited G	CA	\$330,961	Member	\$64,620	\$62,766	2024
Poca Technical Institute	OR	\$329,786	Executive Di	\$40,371	\$42,172	2024
New York Graduate School Of	MA	\$327,266	President	\$94,098	\$95,115	2024
Tujenge Africa Foundation	CA	\$325,508	Executive Director Co-founder	\$32,000	\$32,000	2023
Lucent Education Association	TX	\$310,684	President & Ceo	\$66,300	\$76,804	2023
Gcsen Foundation	NY	\$309,912	Managing Director	\$3,000	\$3,049	2024

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	28 organizations. Compensation range \$1,626–\$180,120; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$437,006); for reference, expenses \$431,882 and assets \$25,257.
ROLE MATCH	Glenda L Genio, reported title " <i>Executive Director</i> ", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	7 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 (Glenda L Genio) 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 28 similarly situated organizations (Same NTEE sector (B40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 11th 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.