

Illinois Education Association

Executive Director / CEO

EIN 473603983

IL · NTEE B90

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kathi Griffin, Executive Director / CEO** (\$82,125) against **every comparable organization** that fit the selection criteria — **148** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

Benchmarked executive: Kathi Griffin — reported title "PRESIDENT", 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 \$27,021 and \$60,495 — 0.67x to 1.50x the subject's \$40,330 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

148 organizations qualified on sector, size, and geography → **148** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,078	\$8,499	\$17,673	\$44,679	\$104,298	\$82,125
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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 IL 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
Point Park University Foundation	PA	\$40,063	President (Exited 1/23)	\$442,037	\$448,384	2023
Alleghany Highlands Regional Library Foundation	VA	\$39,981	Secretary	\$22,953	\$21,332	2025
Nemra Education Foundation	IN	\$39,974	Secretary/president	\$15,346	\$15,989	2024
Our Turn Action Network Inc	NY	\$39,938	Ceo	\$41,926	\$38,536	2023
Talent Learning Center Inc	NY	\$39,884	President	\$12,000	\$11,030	2023
Capo Beach Christian School	CA	\$39,858	President	\$67,650	\$56,226	2025
Kipp St Louis Facilities Fund	MO	\$40,853	Chairman	\$51,519	\$55,504	2023
Green Town Properties Inc	NC	\$39,550	President	\$91,458	\$96,123	2023
As-suffah Academy	PA	\$39,533	Teacher	\$14,000	\$13,793	2024
Coachella Valley Unified School District	CA	\$39,498	President	\$21,198	\$18,619	2023
Vicki Romero Foundation	AZ	\$39,354	President	\$19,350	\$18,386	2024
Thayer Academy Charitable Trust	MA	\$41,464	Trustee Thru 6/30/2024	\$42,743	\$37,949	2024
Tom Green County Adult Literacy Council	TX	\$41,497	Executive Director	\$38,110	\$37,664	2024
Friends Of The Muenster Public Library	TX	\$41,553	Librarian	\$18,836	\$18,616	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ipc Education Foundation	IL	\$39,047	President	\$129,837	\$126,112	2024
Oklahoma Parents For Student	OK	\$39,043	Executive Di	\$112,493	\$122,383	2024
Hastings College Foundation	NE	\$38,520	Interim Exec Director (End 1/2023)	\$14,228	\$15,566	2023
Matrona Foundation	NC	\$38,470	Headmistress	\$167,987	\$176,556	2023
The John Tramontano Jr Educational	PA	\$42,298	President/tr	\$14,222	\$14,012	2024
Every Student Counts Inc	CA	\$38,283	Foundation Manager	\$85,005	\$72,520	2024
Nacm Scholarship Foundation Inc	MD	\$38,260	President	\$18,945	\$18,016	2023
World Trade Center Delaware	DE	\$38,245	President	\$46,667	\$46,479	2023
Healing In America	CA	\$42,520	Executive Dir.	\$24,000	\$20,475	2024
Kathryn Long Scholarship Fund	WI	\$38,095	Co-trustee	\$3,818	\$3,838	2025
Cfi Robotics Nfp	IL	\$42,634	Executive Director	\$15,754	\$15,302	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **148** organizations. Compensation range \$149–\$448,384; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$40,330); for reference, expenses \$46,307 and assets \$263,153.

ROLE MATCH	Kathi Griffin, reported title <i>"PRESIDENT"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	88 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	86 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 (Kathi Griffin) 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 148 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,125 is reasonable (approximately the 88th 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.