

Arkansas Head Start Association Inc

Executive Director / CEO

EIN 582194485
 AR · NTEE B21
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jacqueline Govan, Executive Director / CEO** (\$82,063) against **every comparable organization** that fit the selection criteria — **258** 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

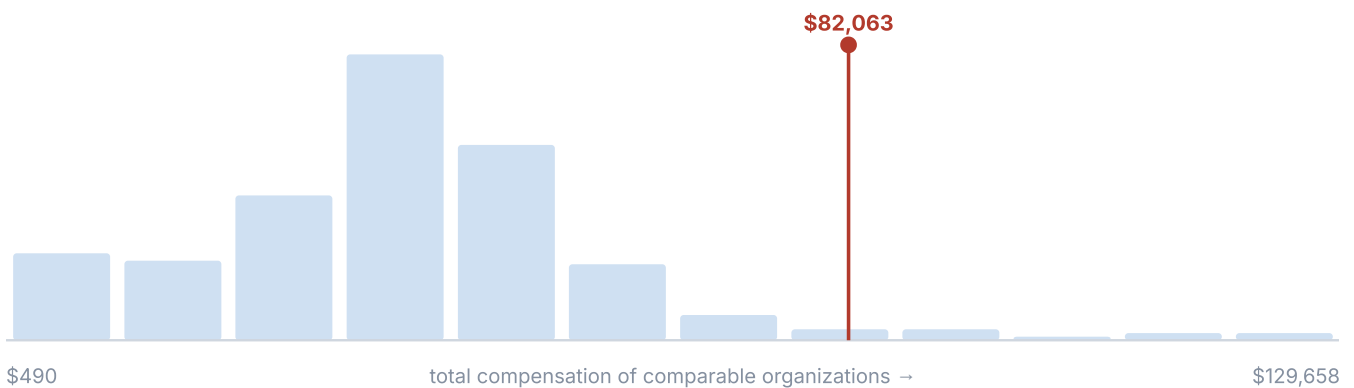
Benchmarked executive: Jacqueline Govan — reported title “Collaboration Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B21).
- BUDGET** Total revenue between \$185,833 and \$416,046 — 0.67x to 1.50x the subject's \$277,364 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B21), nationwide + budget 0.67–1.5x revenue.

258 organizations qualified on sector, size, and geography → **258** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$13,511	\$28,220	\$37,684	\$48,993	\$59,831	\$82,063
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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 AR 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
Trojan Learning Center Inc	SD	\$277,172	Business Director	\$26,336	\$25,858	2023
Lauderhill Community Child Care Cen	FL	\$277,908	Directortreasurer	\$18,900	\$17,760	2021
Still Water Montessori School Inc	SC	\$275,930	President	\$36,200	\$32,633	2024
Children's Center Of North Harford Inc	MD	\$279,270	Executive Director	\$59,941	\$48,424	2024
Whitefish Community School	MT	\$280,200	Executive Di	\$56,336	\$51,122	2025
Baby Bees Childcare Center Inc	OR	\$280,249	Director	\$7,000	\$5,617	2024
Westville Community Nursery School Inc	CT	\$274,120	Director	\$63,895	\$53,297	2023
The Preschool On The Green Inc	NH	\$273,762	Executive Di	\$59,189	\$46,009	2025
College Heights Kindergarten Inc	NM	\$281,245	President	\$21,154	\$19,661	2024
Big-little School	OR	\$281,462	Executive Director	\$39,007	\$31,302	2024
Whittier Wildflowers Preschool Inc	MN	\$281,488	Board, Presc	\$59,622	\$50,908	2024
Marshall First Step Academy	IL	\$282,176	Executive Director	\$16,146	\$14,122	2023
Tinton Falls Cooperative Preschool	NJ	\$272,353	President, Director, Head	\$52,657	\$40,626	2024
Family Preschool Inc	NC	\$282,519	Director	\$25,946	\$23,850	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rockville Presbyterian Cooperative Nursery School	MD	\$282,742	Program Director	\$28,000	\$22,038	2025
Circle School	NY	\$283,012	Executive Director	\$51,829	\$41,666	2023
Creative Preschool Inc	OH	\$271,452	Tepe	\$40,885	\$37,419	2024
Wee Care Children's Enrichment	NC	\$284,275	Executive Director	\$54,562	\$47,461	2025
Boyd's Organization For Youth Development Services Inc	MD	\$269,960	Director	\$61,700	\$49,846	2024
Bright Spot Child Care Inc	PA	\$269,958	Director	\$44,170	\$38,063	2024
Kingdom Kids Christian Academy42693	MI	\$284,873	Director	\$42,844	\$40,955	2022
Little Friends Preschool	WA	\$268,967	President	\$67,221	\$52,005	2024
Shelburne Nursery School	VT	\$268,432	Executive Dir.	\$38,335	\$32,482	2025
Oregon Preschool Inc	WI	\$286,714	Co-director/teacher	\$60,811	\$54,879	2024
Spring Hill School Inc	VT	\$287,189	Program Director	\$60,499	\$54,174	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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 258 organizations. Compensation range \$490–\$129,658; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$277,364); for reference, expenses \$280,628 and assets \$159,971.

ROLE MATCH	Jacqueline Govan, reported title " <i>Collaboration Director</i> ", 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	96 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	96 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 (Jacqueline Govan) 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 258 similarly situated organizations (Same NTEE sector (B21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,063 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.