

Coalition For Educational Partnership

Executive Director / CEO

EIN 710955054

CA · NTEE B60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Vicki Rice, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **254** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Vicki Rice — reported title "PRESIDENT & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

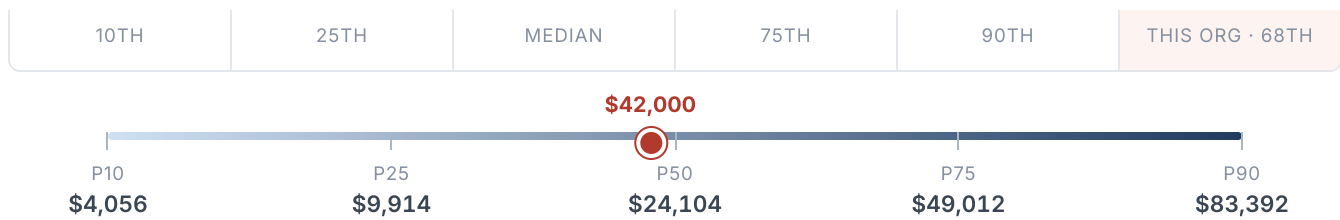
SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$40,200 and \$90,000 — 0.67x to 1.50x the subject's \$60,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

254 organizations qualified on sector, size, and geography → **254** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,056	\$9,914	\$24,104	\$49,012	\$83,392	\$42,000
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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
Friends Of The San Rafael Public Library	CA	\$60,014	Director	\$2,310	\$2,250	2025
Mayor's Scholarship Fund Inc	ID	\$60,237	Executive Di	\$12,032	\$14,441	2025
Dist 100 Fndtn For Excellence Invest	IL	\$59,696	Agent-for-trustee	\$8,446	\$9,899	2023
Susquehanna University And	PA	\$60,368	Trustee	\$30,266	\$34,053	2025
Albany Fund For Education Inc	NY	\$60,712	Executive Director	\$32,340	\$34,842	2023
Kipp Support Corporation	GA	\$60,800	Ceo & Board Secretary	\$33,706	\$40,408	2023
Aurora Library Trust	OH	\$59,122	Administrator	\$6,600	\$8,095	2024
Building Intellect Tutorial Services	TX	\$59,061	Officer	\$5,000	\$5,792	2024
Louisiana Bankers Patrick Spencercisc	LA	\$61,103	Ceo	\$38,053	\$49,958	2023
Wsna Scholarship And Research	WA	\$61,216	Secretary	\$2,065	\$2,141	2024
Agc Oregon Columbia Chapter Foundation	OR	\$58,668	Executive Dir.	\$21,018	\$22,604	2024
Aci-na Educational Foundation	DC	\$58,619	President & Ceo	\$75,017	\$76,236	2024
Milk And Honey Outreach Ministries Inc	FL	\$61,407	Director	\$42,600	\$47,714	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hispanic American Library Inc	MA	\$58,501	Executive Director	\$16,300	\$16,963	2024
Community After School Program Inc	OK	\$61,535	Executive Dir.	\$83,000	\$108,968	2023
Wood Colony Christian School	CA	\$61,546	President	\$7,475	\$7,696	2023
Key Collegiate Charter School	NY	\$61,689	School Director	\$170,909	\$184,133	2023
University Station Alliance Inc	OR	\$61,841	Executive Director/partial Year	\$40,137	\$44,441	2023
Bricklayers And Allied Craft Workers	NY	\$58,095	Director/presid	\$144,276	\$150,980	2024
St Hope Endowment	CA	\$58,061	Ceo	\$234	\$241	2023
Assist Academy	CA	\$62,000	Ceo	\$43,250	\$43,250	2024
Chicago Bible Institute	IL	\$57,714	President	\$24,487	\$27,161	2025
Philadelphia Children's Foundation	PA	\$62,288	Exec Director	\$45,000	\$53,504	2023
High Plains Mental Health Center	KS	\$62,337	Executive Director	\$48,469	\$60,640	2024
Berea College Leverage Lender Inc	KY	\$57,546	President/as President Of Berea College/director	\$57,401	\$73,527	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 2024 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	254 organizations. Compensation range \$175–\$294,462; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$60,000); for reference, expenses \$79,838 and assets \$303,157.
ROLE MATCH	Vicki Rice, reported title "PRESIDENT & CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	70 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	68 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	54 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 (Vicki Rice) 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 254 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 68th 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.