

Murray Education Foundation

Executive Director / CEO

EIN 742479284
 UT · NTEE B99Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Jeanne Habel, Executive Director / CEO** (\$13,541) against **every comparable organization** that fit the selection criteria — **446** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

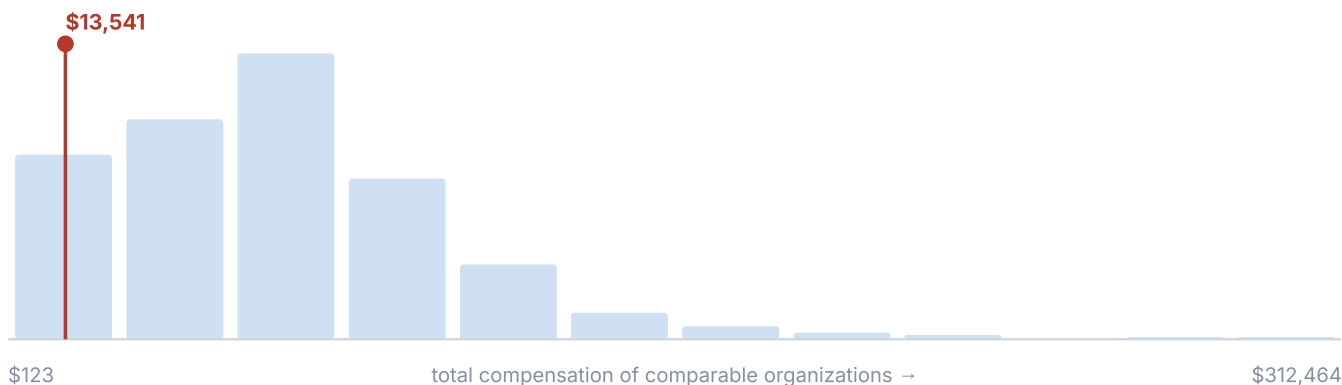
Benchmarked executive: Jeanne Habel — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99Z).
BUDGET	Total revenue between \$264,537 and \$592,248 — 0.67x to 1.50x the subject's \$394,832 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

446 organizations qualified on sector, size, and geography → **446** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,653	\$34,756	\$59,157	\$84,661	\$113,015	\$13,541
----------	----------	----------	----------	-----------	----------



■ 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 UT 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
Freedom Center For	DE	\$394,810	Executive Di	\$53,200	\$50,896	2024
Stark Education Partnership Inc	OH	\$395,046	President	\$196,358	\$209,205	2023
Cumberland County Bar Association	PA	\$395,243	Executive Di	\$76,065	\$74,115	2024
Aamva Region Ii Inc	VA	\$395,339	Director, Regions I & Ii	\$15,357	\$14,916	2023
Adult Learning Center	SC	\$394,287	Director	\$100,455	\$99,756	2025
Communities In Schools Of Candler Co Inc	GA	\$395,553	Director	\$36,575	\$35,006	2025
Sunshine Academy Summer School	VA	\$396,640	President	\$20,000	\$19,425	2023
The Nobility Project	TX	\$392,021	Executive Director	\$96,336	\$96,937	2023
Kiilys Kids Incorporated	FL	\$390,256	President	\$110,000	\$100,966	2024
Arts Media And Entertainment Institute Inc	CA	\$399,515	Executive Director	\$82,378	\$69,502	2024
Eduguide	MI	\$399,810	President	\$120,679	\$121,704	2024
Epilepsy Foundation Of Missouri	MO	\$399,900	Executive Di	\$73,977	\$76,556	2024
One Solution Foundation Inc	IL	\$400,202	Executive Director	\$61,004	\$60,329	2023
Colorado High School Coaches Association Inc	CO	\$400,414	Executive Director	\$72,141	\$67,588	2024
The Public Education Foundation Inc	IN	\$389,005	Executive Director	\$48,767	\$51,732	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vermilion Sea Institute	WA	\$388,248	Exeutive Director & Treasurer	\$31,340	\$27,415	2024
Safe Schools South Florida	FL	\$387,647	Executive Di	\$33,010	\$31,194	2023
District Twelve Educators' Association	CO	\$386,999	President	\$134,965	\$126,446	2024
Invasive Species Action Network	MT	\$386,496	Executive Di	\$68,333	\$74,095	2023
American Achievement Testing Inc	DC	\$386,410	Ceo	\$152,925	\$131,118	2024
Shaking The Tree Inc	OR	\$403,550	President	\$53,500	\$49,977	2023
The Upward Project	MA	\$386,090	Executive Director	\$100,889	\$88,581	2024
Look Ahead America Inc	DC	\$403,844	President	\$43,737	\$38,608	2023
City Learners Inc DbA My City School	CA	\$403,881	Executive Dir.	\$100,223	\$84,558	2024
Compass For Affordable Housing	CA	\$404,252	Executive Director	\$65,697	\$57,066	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 446 organizations. Compensation range \$123–\$312,464; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$394,832); for reference, expenses \$394,832 and assets \$1,422,677.

ROLE MATCH	Jeanne Habel, reported title " <i>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	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	40 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 (Jeanne Habel) 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 446 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,541 is reasonable (approximately the 9th 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.