PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Temple Education Foundation Inc

Executive Director / CEO

EIN **742597320**
TX · NTEE B82Z
FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Kathy Denton, Executive Director / CEO** ($33,805) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 41st percentile of comparable organizations

within the typical range

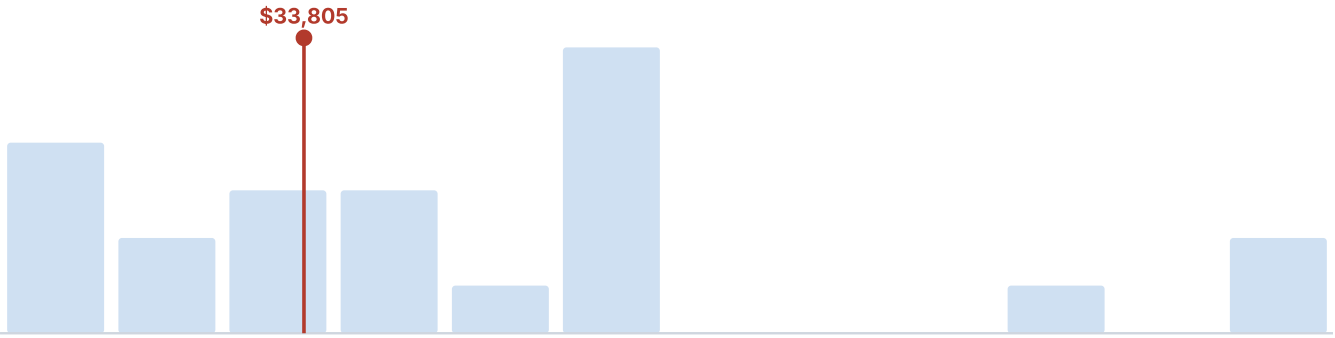
> **Benchmarked executive:** Kathy Denton — reported title “EXEC DIRECTOR/DEVELOPMENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82Z).
BUDGET	Total revenue between $263,411 and $589,728 — 0.67× to 1.50× the subject's $393,152 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82) + TX + budget 0.67–1.5× revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



$257 — total compensation of comparable organizations → — $147,462

$7,475	$24,435	$45,500	$67,259	$111,775	$33,805

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 TX 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
Mid-south Synergy Charitable Foundation	TX	$401,935	President	$147,462	**$147,462**	2024
Star Sponsorship Program Inc	TX	$405,073	Executive Director	$58,386	**$58,386**	2024
Rexanna's Foundation	TX	$412,723	Executive Di	$15,000	**$15,000**	2024
Sanger Education Foundation Inc	TX	$370,741	Executive Dir.	$46,000	**$46,000**	2024
Tracy Andrus Foundation	TX	$359,271	President & Ceo	$67,500	**$69,494**	2023
Fort Bend Forward Inc	TX	$357,207	President And Ceo	$9,606	**$9,890**	2023
Texas Tennis Coaches Association	TX	$354,243	Executive Director Exec Committee	$45,000	**$45,000**	2024
Cowboy Artists Of America Joe Beeler Foundation	TX	$438,461	President	$250	**$257**	2023
Education For Tomorrow Alliance	TX	$346,227	President	$116,473	**$116,473**	2024
Roever Foundation Inc	TX	$342,987	President/di	$60,120	**$61,896**	2023
Wex Foundation	TX	$455,757	Executive Directorsecretary	$24,000	**$24,000**	2024
Ndoto	TX	$461,884	Executive Director	$69,290	**$69,290**	2024
Educational Foundation Of The Southeast Texas	TX	$474,724	Executive Director	$137,774	**$141,843**	2023
Rey Feo Scholarship Foundation	TX	$311,155	Executive Director	$43,680	**$44,970**	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mason Isd Scholarship Foundation	TX	$300,662	Director	$2,320	**$2,320**	2024
Bright Choice Foundation	TX	$492,742	Ceo	$62,083	**$63,917**	2023
The Hannon Cup Association	TX	$286,071	Executive Director	$28,500	**$29,342**	2023
Tbi Warrior Foundation	TX	$268,167	President	$7,000	**$7,207**	2023
Texas Retired Teachers Foundation	TX	$520,110	State Coordi	$68,012	**$68,012**	2024
Texas Architectural Foundation	TX	$264,935	Txa Evp	$29,217	**$29,217**	2024
National Cyber Scholarship Foundation	TX	$524,605	President	$25,000	**$25,738**	2023
International Student Foundation Inc	TX	$585,769	Exec Director	$65,000	**$65,000**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	**22** organizations. Compensation range $257–$147,462; filing years 2023–2024.
SIZE BASIS	Matched on total revenue ($393,152); for reference, expenses $291,589 and assets $1,680,536.
ROLE MATCH	Kathy Denton, reported title *"EXEC DIRECTOR/DEVELOPMENT"*, 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	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	**41st**
Total compensation (D + F), as reported (no adjustments)	**41st**
Reportable pay only (column D), adjusted	**55th**
All sources (D + E + F), adjusted	**32nd**

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 (Kathy Denton) 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 22 similarly situated organizations (Same NTEE sector (B82) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $33,805 is reasonable (approximately the 41st 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.