

Putnam Education Partnership Foundation

Executive Director / CEO

EIN 810657886

TN · NTEE B112

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Katelyn Steakley, Executive Director / CEO** (\$23,200) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

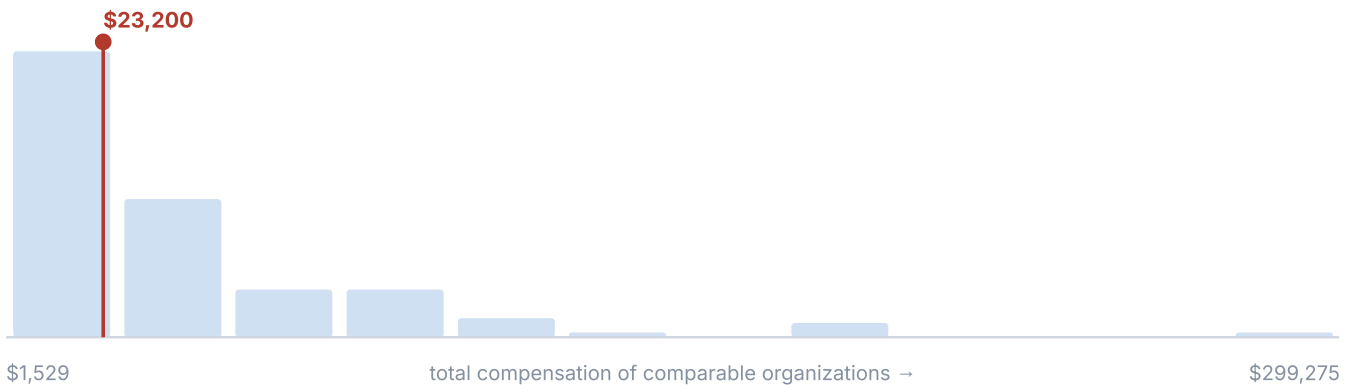
Benchmarked executive: Katelyn Steakley — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B112).
BUDGET	Total revenue between \$139,437 and \$312,172 — 0.67x to 1.50x the subject's \$208,115 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

118 organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,741	\$14,601	\$25,983	\$50,741	\$82,782	\$23,200
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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 TN 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
St Cloud State University Alumni	MN	\$209,881	Executive Director	\$25,055	\$23,553	2024
Peace Academic Center Inc	KS	\$210,137	Secretary/administrator	\$36,000	\$38,093	2023
Whitefish School District Education Foundation	MT	\$202,027	Executive Director	\$22,917	\$23,501	2024
The Citadel Real Estate Foundation	SC	\$201,708	Executive Director	\$122,625	\$125,299	2023
The Educators' Cooperative	TN	\$214,686	Executive Director	\$40,000	\$40,000	2024
Trinity Education Foundation	WA	\$215,309	Interim Executive Director	\$83,062	\$72,837	2023
Bfb Foundation Inc	NC	\$199,887	Executive Director (Ended 5/2023)	\$18,750	\$18,976	2023
Friends Of The Pool Inc	FL	\$217,448	Executive Director	\$44,000	\$40,486	2023
Vanguard School Foundation Inc	FL	\$198,554	Head Of School	\$18,159	\$16,708	2023
Clark-pleasant Education Foundation	IN	\$197,871	Executive Di	\$19,100	\$19,162	2024
City Of Orange Public Library Foundation	CA	\$218,507	Executive Director	\$42,000	\$34,503	2024
Argyle Education Foundation	TX	\$197,529	Aef Director	\$77,120	\$73,391	2024
Omart Women Supporting Women	PA	\$219,279	President	\$48,201	\$45,729	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cencal Youth Sports	CA	\$219,561	Executive Director	\$24,400	\$20,044	2024
La Vega Pirates Education Foundation	TX	\$194,234	Executive Director	\$10,000	\$9,516	2024
Goshen Band Boosters Inc	IN	\$222,405	Treasurer	\$2,400	\$2,346	2025
Heritage Mission Foundation Inc	IN	\$192,847	Secretary	\$23,800	\$23,877	2024
Bartow High School Yellow Jackets	FL	\$223,839	Treasurer	\$4,800	\$4,179	2025
Partners In Education Foundation	KS	\$223,931	Executive Director	\$27,615	\$28,382	2024
Cookeville Cosmetology School Inc	TN	\$225,792	President	\$15,600	\$15,600	2024
Redwood Foundation Inc	KY	\$225,962	Ceo	\$18,505	\$18,914	2024
International Association Of Qualitative	IL	\$225,966	Director	\$26,000	\$24,317	2024
Friends Of Cambridge Rindge And	MA	\$226,231	Program Coordinator	\$44,032	\$36,673	2025
Covenant Academy In The Hills	MI	\$226,604	Ceo	\$72,650	\$71,339	2024
The Wayne Hospital Foundation Inc	OH	\$228,137	President/ceo	\$42,978	\$44,584	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	118 organizations. Compensation range \$1,529–\$299,275; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$208,115); for reference, expenses \$94,768 and assets \$346,104. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Katelyn Steakley, 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	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	42 nd
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	28 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 (Katelyn Steakley) 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 118 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,200 is reasonable (approximately the 42nd 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.