

La A Schools Inc

Executive Director / CEO

EIN 812376212

LA · NTEE A25

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bethany Hagar, Executive Director / CEO** (\$56,667) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Bethany Hagar — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A25).

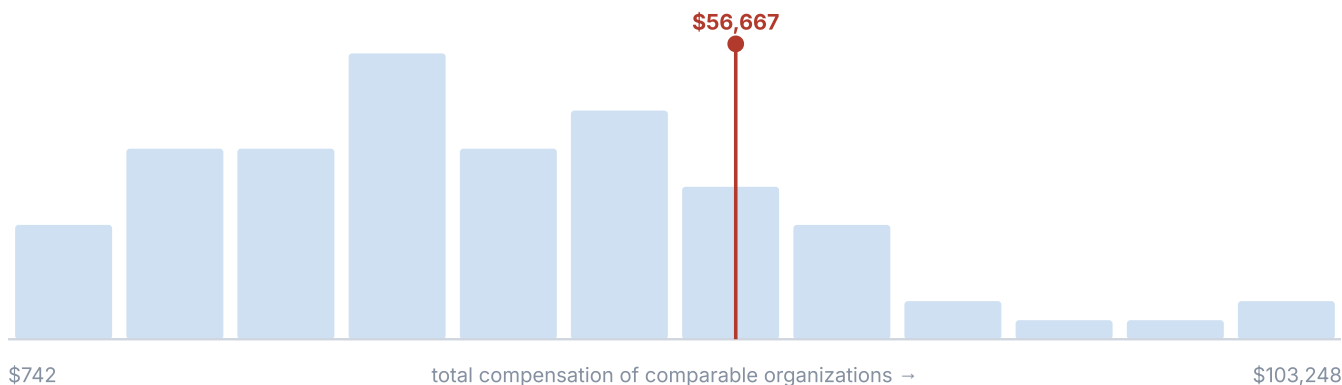
BUDGET Total revenue between \$116,912 and \$261,744 — 0.67x to 1.50x the subject's \$174,496 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography

→ **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,408	\$22,300	\$35,480	\$51,236	\$66,347	\$56,667
----------	----------	----------	----------	----------	----------



■ 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 LA 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
Unruly Arts	OH	\$174,101	Executive Director	\$62,400	\$60,021	2023
Institute 193 Incorporated	KY	\$176,991	Board Chair	\$25,000	\$24,392	2023
National Art Education Foundation	VA	\$168,143	Secretary/treasurer	\$29,651	\$26,000	2023
Joy Engine Inc	WI	\$181,262	Executive Director	\$87,550	\$80,654	2024
The Mountain Artists Guild Inc	AZ	\$184,868	Executive Dir.	\$31,701	\$27,687	2023
Center Grove Fine Arts Academy Inc	IN	\$185,452	Executive Dir.	\$24,000	\$22,985	2023
Appalachian Children's Chorus Inc	WV	\$185,729	Executive Director	\$46,000	\$42,802	2025
Catholic Literary Arts	TX	\$187,228	President And Founder	\$19,500	\$17,207	2024
Emergent Arts	AR	\$161,211	Executive Director	\$26,940	\$26,712	2024
Northwest Michigan Arts & Culture	MI	\$188,734	Executive Director	\$48,000	\$43,703	2024
Educarte Incorporated	MD	\$159,450	Executive Direc	\$25,363	\$20,916	2024
Childrens Art Studio	DC	\$158,586	Chair	\$130,000	\$100,629	2024
Articulture	MN	\$158,528	Executive Dir.	\$37,316	\$33,486	2023
Voices	CO	\$154,176	Executive Director	\$72,000	\$62,698	2023
Beyond The Grade	TX	\$154,023	Executive Director	\$117,012	\$103,248	2024
Collective Arts Network	OH	\$196,157	Executive Di	\$50,000	\$46,714	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Franklin Pond Chamber Music Inc	GA	\$196,945	Executive Director	\$25,000	\$22,174	2024
Children's Theatre Of Southern Indiana	IN	\$198,732	Ceo	\$45,031	\$40,810	2025
Massachusetts Educational Theater	MA	\$199,088	Exec Director (Ex-officio)	\$23,004	\$18,773	2023
Illustration Institute	ME	\$147,443	Co Founder	\$37,692	\$33,293	2024
Naperville Art League	IL	\$201,956	Director	\$10,676	\$9,532	2023
Fred Oldfield Western Heritage & Art Center	WA	\$202,380	Executive Director	\$50,500	\$41,060	2023
Essex Youth Theater Inc	NJ	\$145,404	Artistic Director And General Manager	\$75,712	\$59,629	2024
Instruments 4 Africa	TX	\$204,158	Trustee	\$56,000	\$50,872	2023
Susan Kathleen Black Foundation Inc	TX	\$142,600	Exec Director	\$29,333	\$26,647	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 83 organizations. Compensation range \$742–\$103,248; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$174,496); for reference, expenses \$400,758 and assets \$5,578. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Bethany Hagar, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	80 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	78 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 (Bethany Hagar) 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 83 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,667 is reasonable (approximately the 80th 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.