

# Young Scientist Academy

Executive Director / CEO

EIN 814999928

NC · NTEE B28

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rob Condon, Executive Director / CEO** (\$52,083) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

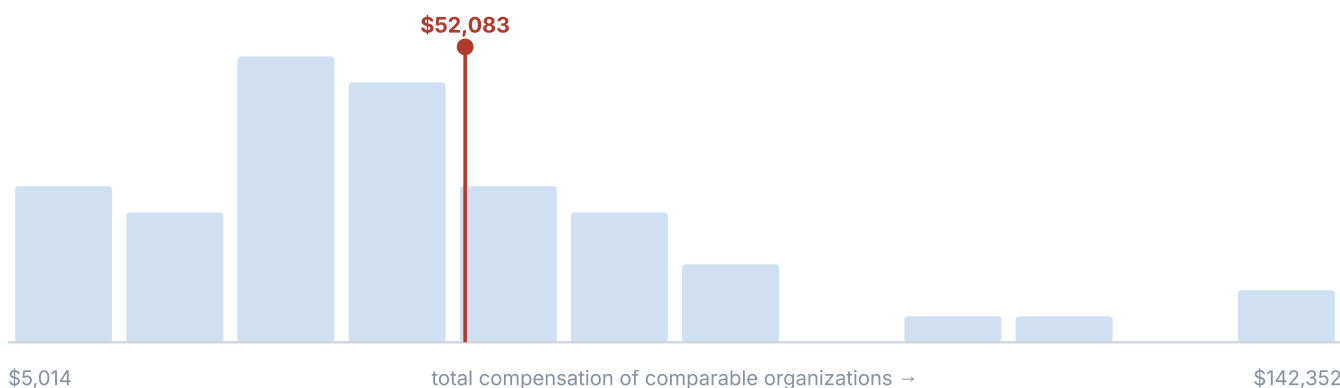
**Benchmarked executive:** Rob Condon — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

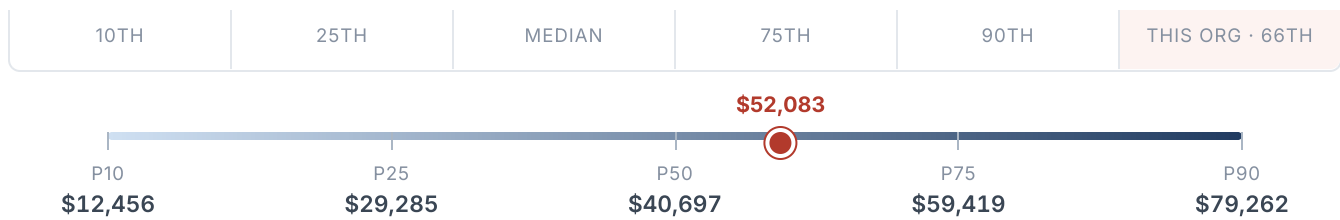
SECTOR	Organizations sharing the subject's NTEE classification (B28).
BUDGET	Total revenue between \$137,213 and \$307,194 — 0.67x to 1.50x the subject's \$204,796 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

**50** organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,456	\$29,285	\$40,697	\$59,419	\$79,262	\$52,083
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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 NC 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
<a href="#">Enlighten Learning Resource Inc</a>	CA	\$204,112	Executive Director And Tutor	\$53,760	<b>\$46,116</b>	2024
<a href="#">Institute Of Arts Music &amp; Science</a>	CA	\$207,449	Director	\$48,000	<b>\$41,175</b>	2024
<a href="#">Interplay Orchestra Inc</a>	MD	\$208,276	Secretary - Partial Year	\$18,000	<b>\$16,717</b>	2024
<a href="#">Accorda Music Thanatology Inst</a>	NV	\$209,536	Exec Director	\$31,200	<b>\$31,069</b>	2024
<a href="#">Illinois Special Education Charter</a>	IL	\$210,000	Executive Director	\$110,357	<b>\$110,963</b>	2023
<a href="#">Re The Regenerative School</a>	TN	\$210,456	Director	\$60,645	<b>\$65,197</b>	2023
<a href="#">The Uniquely Abled Project</a>	CA	\$210,569	Founder & Pres.	\$38,433	<b>\$32,968</b>	2024
<a href="#">American Educational Studies Assoc</a>	IL	\$197,734	Executive Di	\$25,000	<b>\$24,416</b>	2024
<a href="#">Utah Nihongo Hoshuukou</a>	UT	\$215,751	Board Member	\$5,410	<b>\$5,500</b>	2024
<a href="#">Thrive International Programs Inc</a>	PA	\$193,202	Board Member And Executive Director Of Organization	\$28,435	<b>\$29,001</b>	2023
<a href="#">The Kids Int'l Weekend School Inc</a>	NJ	\$217,560	President	\$24,110	<b>\$22,016</b>	2023
<a href="#">Woolly Farms Foundation</a>	KS	\$220,051	President	\$31,110	<b>\$33,388</b>	2024
<a href="#">Dahlia Montessori</a>	NJ	\$223,136	Vice President	\$57,210	<b>\$50,743</b>	2024
<a href="#">Lotus Montessori Academy Inc</a>	MA	\$224,038	President	\$36,923	<b>\$33,934</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Resoarces Inc</a>	KY	\$224,564	Executive Director	\$45,760	<b>\$48,839</b>	2024
<a href="#">Appalachian Banner Academy</a>	TN	\$225,870	Executive Director	\$8,325	<b>\$8,693</b>	2024
<a href="#">Westside Support Services Foundation</a>	CA	\$227,652	Cfo	\$14,760	<b>\$12,662</b>	2024
<a href="#">Fdr Corp</a>	NV	\$181,714	Corporate Officer	\$39,798	<b>\$39,630</b>	2024
<a href="#">California Technical Assistance Center</a>	CA	\$175,447	Ceo-president	\$46,780	<b>\$40,129</b>	2024
<a href="#">Dream Catcher Therapy Center Inc</a>	CO	\$235,687	Director	\$25,000	<b>\$24,517</b>	2023
<a href="#">Monarch Home School Inc</a>	OH	\$238,294	President	\$64,246	<b>\$65,856</b>	2025
<a href="#">Flame Lily Montessori</a>	CO	\$241,009	Director	\$55,000	<b>\$52,391</b>	2024
<a href="#">Minnesota Yucai Chinese School</a>	MN	\$241,151	Chair Principal	\$38,721	<b>\$38,008</b>	2024
<a href="#">Noorthoek Academy</a>	MI	\$168,197	Executive Director	\$52,352	<b>\$53,680</b>	2024
<a href="#">Montessori Intergenerational Learning Communities</a>	CO	\$242,078	Ceo	\$72,229	<b>\$68,803</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 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 NC 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **50** organizations. Compensation range \$5,014–\$142,352; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$204,796); for reference, expenses \$293,912 and assets \$120,968. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Rob Condon, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	70 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</sup>

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 (Rob Condon) 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 50 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$52,083 is reasonable (approximately the 66<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.