

Transforma Education Solutions

Executive Director / CEO

EIN 830762980

TX · NTEE J21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Miguel Faundez, Executive Director / CEO** (\$38,644) against **every comparable organization** that fit the selection criteria — **427** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

Benchmarked executive: Miguel Faundez — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J21).
BUDGET	Total revenue between \$203,567 and \$455,748 — 0.67x to 1.50x the subject's \$303,832 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

427 organizations qualified on sector, size, and geography → **427** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,619	\$14,584	\$48,213	\$77,089	\$106,530	\$38,644
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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 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
Qualitative Solutions	CA	\$303,988	President & Ceo	\$169,343	\$141,989	2024
Int'l Union Of District 55 Allied &	NJ	\$303,159	President	\$85,000	\$71,791	2025
American Federation Of Teachers	NY	\$305,097	President	\$21,068	\$18,009	2025
First Call For Help Of Ellis County Inc	KS	\$302,465	Executive Dir	\$46,689	\$48,978	2024
Afge Local 0449	NC	\$301,934	President	\$8,450	\$8,478	2024
Warriors Ethos Inc	VA	\$301,922	Board Member executive Direct	\$122,571	\$118,311	2023
Afge Nbpc 2554	CA	\$301,527	President	\$23,791	\$19,948	2024
Amherst-pelham Education Association	MA	\$301,406	President	\$2,750	\$2,399	2024
Central Wisconsin Manufacturing	WI	\$306,370	Executive Di	\$72,333	\$73,352	2024
Christian Womens Job Corps Of Kerr County	TX	\$301,268	Executive Director	\$70,092	\$68,081	2024
Synergies Seed Fund Inc	GA	\$301,090	Executive Dir.	\$10,000	\$9,763	2024
Communications Workers Of America Local 3406	LA	\$300,766	President	\$32,587	\$34,842	2024
American Maritime Officers Master Operating	FL	\$307,077	Executive Director	\$6,120	\$5,582	2024
Cornucopia Inc	OH	\$300,090	President / Ceo	\$41,046	\$42,213	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Amal Academy Inc	NY	\$300,000	Ceo	\$55,440	\$50,081	2023
Sharon Teachers Association Incorporated	MA	\$307,810	Pr And R Chair	\$2,500	\$2,246	2023
Alabama State Nurses Association	AL	\$307,824	Executive Director	\$111,120	\$120,010	2023
Utility Workers Union Of America	MO	\$308,125	President	\$14,464	\$14,875	2024
I B E W Local 305 Inc	IN	\$299,080	Director	\$47,975	\$49,126	2024
United Automotive Sales And Service	NY	\$308,722	President	\$97,027	\$85,134	2024
Norwin Education Association	PA	\$309,021	Officer Listing	\$22,583	\$21,868	2024
Carpenters Local Union No 136	OH	\$297,889	President	\$4,002	\$4,116	2024
Turlock Emergency Medical Services	CA	\$309,825	President	\$25,502	\$21,382	2024
The Medical Staff Of Cooley Dickinson	MA	\$297,713	President	\$5,000	\$4,492	2023
Belvedere Real Care Providers Network Inc	MD	\$297,411	Vice President	\$24,000	\$22,431	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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	427 organizations. Compensation range \$17–\$541,785; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$303,832); for reference, expenses \$227,737 and assets \$76,095.
ROLE MATCH	Miguel Faundez, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	44 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	51 st
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 (Miguel Faundez) 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 427 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,644 is reasonable (approximately the 44th 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.