

# Suncoast Career Academy Inc

Executive Director / CEO

EIN 833039656

FL · NTEE B30

FY ending 2024-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Aura Cisneros Dmd, Executive Director / CEO** (\$31,130) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Aura Cisneros Dmd — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

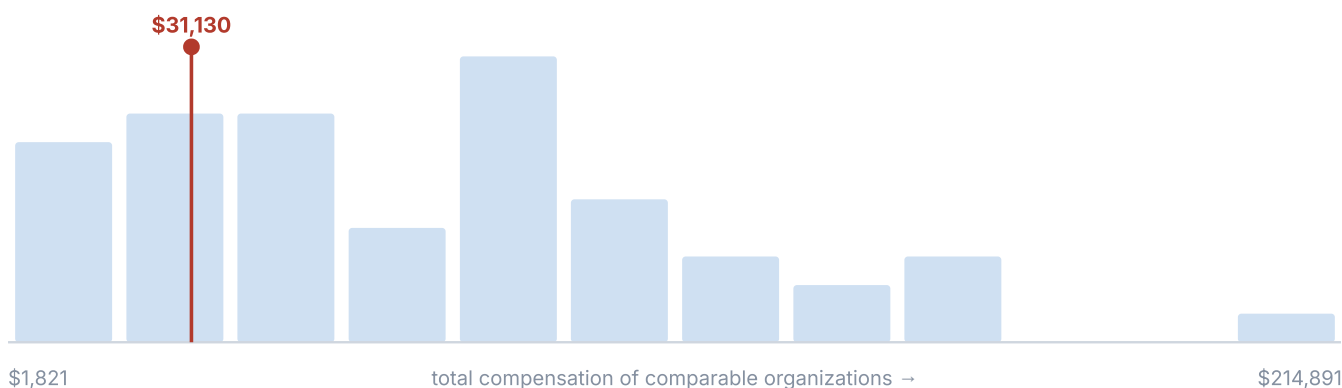
**SECTOR** Organizations sharing the subject's NTEE classification (B30).

**BUDGET** Total revenue between \$232,552 and \$520,639 — 0.67x to 1.50x the subject's \$347,093 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B30), nationwide + budget 0.67–1.5x revenue.

**51** organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,174	\$32,637	\$64,168	\$100,258	\$135,221	\$31,130
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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 FL 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="#">Association Of Camp Nursing Inc</a>	KY	\$349,998	Ceo	\$31,577	<b>\$36,113</b>	2024
<a href="#">Local 107 Development And Training</a>	WI	\$354,146	Union Trustee	\$135,907	<b>\$147,195</b>	2025
<a href="#">Upright Wellness Center Inc</a>	CA	\$355,126	Ceo	\$150,000	<b>\$137,877</b>	2024
<a href="#">Tfg Heartwood Inc</a>	NH	\$337,875	Director	\$1,800	<b>\$1,821</b>	2023
<a href="#">Urban Youth Racing School Inc</a>	PA	\$359,241	Executive Director	\$71,760	<b>\$78,426</b>	2023
<a href="#">Chafer Theological Seminary</a>	NM	\$362,482	President	\$42,350	<b>\$49,919</b>	2023
<a href="#">Circadium</a>	PA	\$367,508	Executive Director	\$28,516	<b>\$31,165</b>	2023
<a href="#">South Carolina Indian Development Council Inc</a>	SC	\$368,454	Exec. Director	\$63,346	<b>\$68,533</b>	2025
<a href="#">Limitless Vistas Inc</a>	LA	\$319,409	Business Manager	\$29,100	<b>\$34,109</b>	2024
<a href="#">Spirit Of Aloha Outreaches</a>	HI	\$375,679	President	\$102,291	<b>\$100,366</b>	2023
<a href="#">Heart Missionary Training Institute</a>	FL	\$317,972	Executive Di	\$42,000	<b>\$43,241</b>	2023
<a href="#">Vehicles For Change San Diego Inc</a>	CA	\$310,145	Executive Director	\$86,539	<b>\$81,895</b>	2023
<a href="#">Iowa State Trowel Trades Apprentice</a>	IA	\$385,735	Trustee	\$102,959	<b>\$120,003</b>	2024
<a href="#">Vermont Center For Integrative</a>	VT	\$308,334	Executive Director	\$40,810	<b>\$43,725</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Waterloo Joint Apprenticeship</a>	IA	\$299,592	Training Dir	\$32,255	<b>\$37,595</b>	2024
<a href="#">Ironworkers Local 6 Training Fund</a>	NY	\$292,083	Administrato	\$12,656	<b>\$12,174</b>	2024
<a href="#">Insulators Local Union #89 - Jatc Account</a>	NJ	\$288,308	Trustee	\$109,282	<b>\$103,863</b>	2024
<a href="#">Unite Here Local 54 Training &amp;</a>	NJ	\$406,192	Chairperson/union Trustee	\$28,157	<b>\$27,552</b>	2023
<a href="#">Association Of Accredited Naturopathic</a>	DC	\$283,366	Executive Director - Non-voting	\$122,808	<b>\$114,717</b>	2024
<a href="#">Judge Dinkins Educational Center</a>	TN	\$281,490	President & Ceo	\$130,000	<b>\$145,459</b>	2024
<a href="#">Northeast Iowa Ironworkers</a>	IA	\$413,362	Trustee Alte	\$9,513	<b>\$10,802</b>	2025
<a href="#">Cherry Hill Huaxia Chinese School</a>	NJ	\$280,262	Principal	\$13,680	<b>\$13,002</b>	2024
<a href="#">American Organ Academy</a>	OH	\$279,822	Chairman/dir	\$185,131	<b>\$214,891</b>	2023
<a href="#">Wellness Council Of Wisconsin Inc</a>	WI	\$279,775	Executive Director	\$101,900	<b>\$113,283</b>	2024
<a href="#">Iron Workers Local 33 Apprentice</a>	NY	\$272,440	Coordinator	\$88,438	<b>\$85,068</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	51 organizations. Compensation range \$1,821–\$214,891; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$347,093); for reference, expenses \$405,775 and assets \$581,319.
ROLE MATCH	Aura Cisneros Dmd, reported title "BOARD MEMBER", 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	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	27 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	98 <sup>th</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 (Aura Cisneros Dmd) 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 51 similarly situated organizations (Same NTEE sector (B30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$31,130 is reasonable (approximately the 24<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.