

Rural Education And Workforce Alliance

Executive Director / CEO

EIN 833201111

KS · NTEE B25

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joann Knight, Executive Director / CEO** (\$103,710) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Joann Knight — reported title "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 (B25).

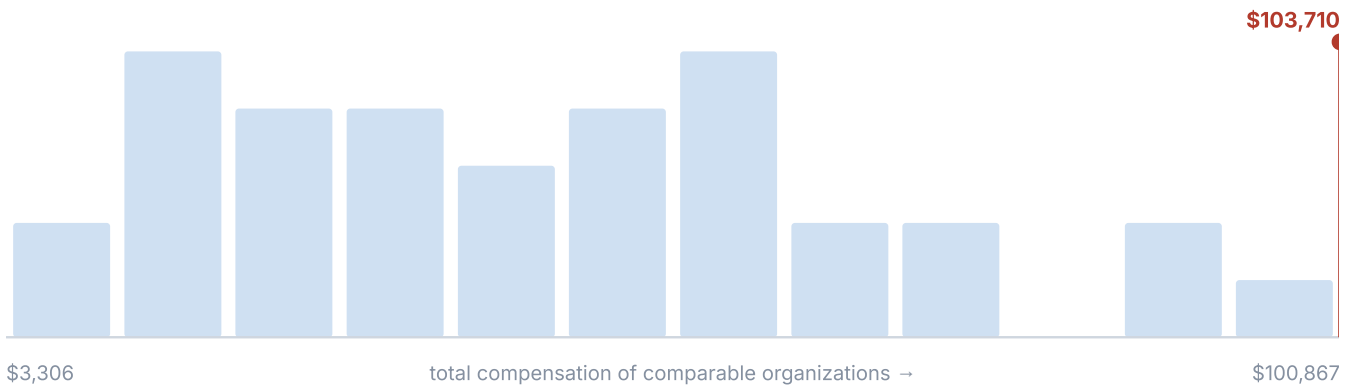
BUDGET Total revenue between \$181,249 and \$405,781 — 0.67x to 1.50x the subject's \$270,521 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B25), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography

→ **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,371	\$21,127	\$36,793	\$57,066	\$74,422	\$103,710
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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 KS 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
Insight Colearning Center	NC	\$268,088	Executive Director	\$60,000	\$57,386	2023
Pleasant Ridge Christian Academy Inc	FL	\$273,043	Director Of Operations	\$17,308	\$14,618	2024
Dietrich Bonhoeffer Academy Inc	TX	\$265,390	Head Of School	\$86,592	\$75,870	2025
East Burke School Inc	VT	\$264,402	Co Head Of School	\$62,001	\$56,107	2024
Doing Art Together Inc	NY	\$279,391	Creative Director	\$61,200	\$51,190	2023
Concordia Academy-wichita	KS	\$283,423	Headmaster	\$90,000	\$87,418	2024
Global Recovery Initiatives Foundation	MD	\$254,208	Director	\$120,000	\$100,867	2024
Career Tech High School	OR	\$287,163	Executive Director	\$25,012	\$21,500	2023
St John Bosco Association	OK	\$250,093	Director	\$36,000	\$34,722	2025
Oldham County Athletic Boosters Inc	KY	\$295,877	Treasurer	\$4,800	\$4,636	2024
Questa Middle School Inc	FL	\$296,242	President	\$66,078	\$55,810	2024
Chesterton Academy Of The	FL	\$237,751	Board Member	\$22,500	\$19,003	2024
Living Oaks Academy	SC	\$237,089	Chairman	\$21,250	\$19,931	2024
College Access Navigators Inc	CO	\$236,191	Executive Director	\$60,000	\$51,727	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Be Academy Of Steam	TN	\$305,946	Principal	\$65,000	\$61,429	2024
Alabama Association Of Secondary	AL	\$234,666	Asst. Ex Dir	\$53,039	\$53,039	2023
Commonwealth Christian Academy Inc	VA	\$308,169	President	\$19,000	\$16,494	2024
Unlimited Dreams Christian Learning Center	MS	\$314,000	Administrator/executive Director	\$33,000	\$34,021	2023
The Bridge Avenue School	OH	\$319,490	Teacher	\$40,365	\$37,447	2025
Saint Andrews Academy Inc	KY	\$321,409	Secretary	\$31,250	\$29,408	2025
New Jersey School Of Dramatic Arts	NJ	\$216,873	President	\$45,020	\$36,139	2024
Indus Center For Academic Excellence	MI	\$206,258	Director	\$99,769	\$92,586	2024
La Luz Education	CO	\$201,513	President	\$60,002	\$51,729	2024
Jewish Teen Learning Connectioninc	CT	\$342,599	Executive Di	\$84,276	\$71,044	2024
Zion Academy	UT	\$343,350	Teacher	\$51,391	\$48,686	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	34 organizations. Compensation range \$3,306–\$100,867; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$270,521); for reference, expenses \$151,882 and assets \$428,771. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joann Knight, reported title " <i>Member</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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Joann Knight) 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 34 similarly situated organizations (Same NTEE sector (B25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,710 is reasonable (approximately the 100th 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.