

# Phoenix Union Partnership Of Business And Education

Executive Director / CEO

EIN 860523265

AZ · NTEE B90

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Laura Taylor, Executive Director / CEO** (\$59,600) against **every comparable organization** that fit the selection criteria — **408** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Laura Taylor — 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 (B90).  |
| BUDGET    | Total revenue between \$175,852 and \$393,700 — 0.67x to 1.50x the subject's \$262,467 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.  |

**408** organizations qualified on sector, size, and geography → **408** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|                         |                         |                           |                         |                          |                                    |
|-------------------------|-------------------------|---------------------------|-------------------------|--------------------------|------------------------------------|
| <b>\$12,683</b><br>10TH | <b>\$28,619</b><br>25TH | <b>\$53,028</b><br>MEDIAN | <b>\$75,641</b><br>75TH | <b>\$103,017</b><br>90TH | <b>\$59,600</b><br>THIS ORG · 59TH |
|-------------------------|-------------------------|---------------------------|-------------------------|--------------------------|------------------------------------|



## ● 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 AZ 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="#">Lrlean Inc</a>                              | AL    | \$263,291 | Executive Director                  | \$42,758        | <b>\$48,031</b>  | 2023 |
| <a href="#">Winners Circle Xr Academy Inc</a>           | RI    | \$261,565 | Executive Director                  | \$60,577        | <b>\$60,398</b>  | 2023 |
| <a href="#">Courage Foundation</a>                      | CA    | \$261,475 | Director Of Program Development/ Le | \$90,000        | <b>\$78,490</b>  | 2024 |
| <a href="#">Ethos Education Group</a>                   | TX    | \$263,552 | President                           | \$10,400        | <b>\$10,817</b>  | 2023 |
| <a href="#">Reggie Mckenzie Foundation Inc</a>          | MI    | \$261,294 | Executive Director                  | \$24,000        | <b>\$24,375</b>  | 2025 |
| <a href="#">Pastors For Texas Children</a>              | TX    | \$263,846 | Executive Director                  | \$110,000       | <b>\$114,414</b> | 2023 |
| <a href="#">Community Investors Inc</a>                 | MA    | \$260,790 | President                           | \$30,000        | <b>\$27,227</b>  | 2024 |
| <a href="#">The Educational Foundation Of The</a>       | KY    | \$264,194 | Ceo                                 | \$18,726        | <b>\$20,319</b>  | 2024 |
| <a href="#">Pennsylvania School Counselors</a>          | PA    | \$264,222 | Executive Di                        | \$14,444        | <b>\$14,173</b>  | 2025 |
| <a href="#">Wssaaa</a>                                  | WA    | \$260,605 | Executive Director                  | \$25,550        | <b>\$22,507</b>  | 2025 |
| <a href="#">Portland Activities &amp; Athletics Lea</a> | OR    | \$260,317 | President                           | \$48,640        | <b>\$45,621</b>  | 2024 |
| <a href="#">The City Tutors Inc</a>                     | NY    | \$259,859 | Executive Director                  | \$63,237        | <b>\$57,713</b>  | 2024 |
| <a href="#">First Hand Learning Inc</a>                 | NY    | \$259,550 | President/ceo                       | \$37,548        | <b>\$35,280</b>  | 2023 |
| <a href="#">Amazing Grace Virtual Academy</a>           | MN    | \$265,554 | Executive Director                  | \$39,863        | <b>\$39,781</b>  | 2024 |
| <a href="#">Native American Fitness Council</a>         | CO    | \$265,621 | President & Ceo                     | \$70,000        | <b>\$69,793</b>  | 2023 |

| ORGANIZATION  | STATE | REVENUE   | MATCHED TITLE                       | COMP (REPORTED) | COMP (ADJUSTED) | FY   |
|---|-------|-----------|-------------------------------------|-----------------|-----------------|------|
| <a href="#">Fusion Homeschooling Inc</a>                            | TN    | \$265,773 | President                           | \$10,585        | <b>\$11,569</b> | 2023 |
| <a href="#">Student Research And Development</a>                    | WA    | \$259,062 | Executive Director And Board Member | \$62,308        | <b>\$58,005</b> | 2023 |
| <a href="#">Emerald Ballet Theatre</a>                              | WA    | \$265,923 | President                           | \$16,500        | <b>\$15,360</b> | 2023 |
| <a href="#">Audacity Labs</a>                                       | NC    | \$258,935 | Executive Director                  | \$53,750        | <b>\$57,748</b> | 2023 |
| <a href="#">Uasc International</a>                                  | SC    | \$266,094 | Executive Director                  | \$24,025        | <b>\$26,061</b> | 2023 |
| <a href="#">Chicago Pre-college Science And Engineering Program</a> | IL    | \$266,198 | President And Ceo                   | \$38,240        | <b>\$37,969</b> | 2024 |
| <a href="#">Ex Fabula Inc</a>                                       | WI    | \$258,248 | Executive Director                  | \$67,650        | <b>\$69,516</b> | 2025 |
| <a href="#">Thoreau Community Center</a>                            | NM    | \$266,920 | Executive Director                  | \$54,198        | <b>\$60,613</b> | 2023 |
| <a href="#">Emerging Scholars Program Inc</a>                       | VA    | \$266,999 | Executive Director                  | \$54,250        | <b>\$52,903</b> | 2024 |
| <a href="#">Teaching Beyond The Square Inc</a>                      | NY    | \$257,880 | Secretary/sr Educational D          | \$65,882        | <b>\$60,126</b> | 2024 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 408 organizations. Compensation range \$11–\$453,974; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$262,467); for reference, expenses \$307,209 and assets \$1,389,117.

|                 |   |
|-----------------|---|
| ROLE MATCH      | Laura Taylor, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.       |
| RELATED-ORG PAY | 20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.  |
| OUTLIERS        | 10 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 | 59 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 57 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 60 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 54 <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 (Laura Taylor) 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 408 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,600 is reasonable (approximately the 59<sup>th</sup> 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.