

Wild Oak Independent School

Executive Director / CEO

EIN 861576509
 NC · NTEE B24
 FY ending 2025-06-30
 June 13, 2026

This analysis benchmarks the total compensation of **Lindsay Jalonen, Executive Director / CEO** (\$45,000) against **every comparable organization** that fit the selection criteria — **134** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

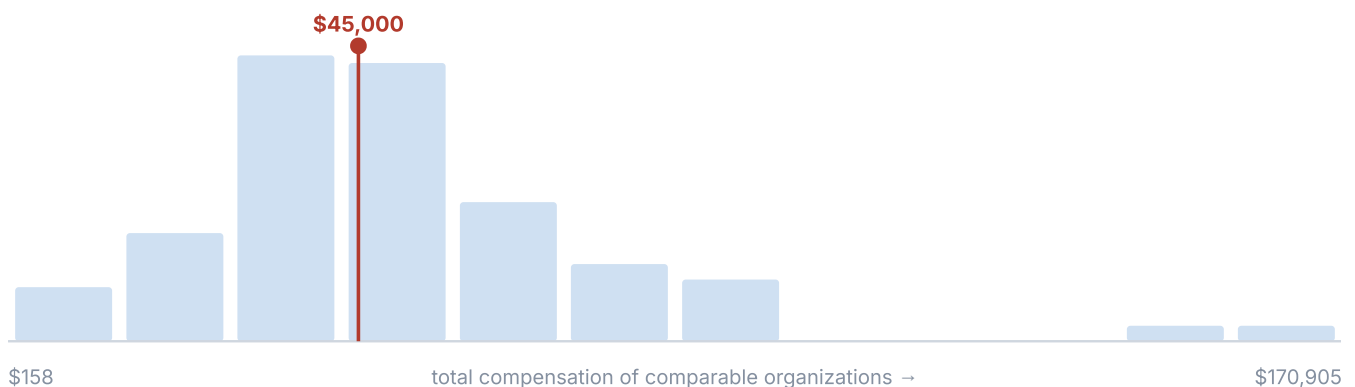
Benchmarked executive: Lindsay Jalonen — reported title “VP”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$315,080 and \$705,403 — 0.67x to 1.50x the subject's \$470,269 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

134 organizations qualified on sector, size, and geography → **134** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,026	\$33,838	\$46,690	\$60,220	\$82,349	\$45,000
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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
Masjidullahs New Medina Learning Institute	PA	\$471,177	Secretary	\$8,085	\$8,246	2023
Violeta Montessori School Inc	MA	\$471,218	Head Of School	\$39,793	\$36,572	2023
Richmond Primary School	VA	\$467,254	Founder/executive Director	\$65,976	\$65,152	2023
Heartland Christian Academy Inc	MN	\$467,140	Director Of Operations	\$44,752	\$43,929	2024
All Saints Elementary Of Tipperary Hill	NY	\$475,487	Principal	\$54,474	\$48,900	2024
Living Word Christian Academy	TX	\$464,702	Waco, Tx	\$38,588	\$38,346	2024
Weaver Child Development Center	OH	\$464,055	Exec Director/vice President	\$72,921	\$74,748	2025
Red Fox Community School Inc	VT	\$477,511	Head Of School	\$75,000	\$74,992	2024
Valley Christian School	WY	\$479,070	Administrator/principal	\$37,344	\$39,725	2024
Carter Christian Academy Inc	KY	\$459,674	Teacher	\$33,417	\$34,746	2025
The Open School	CA	\$459,653	Chairman	\$47,321	\$41,792	2023
Wild Fern Montessori School	VA	\$459,360	Head Of School	\$48,499	\$46,519	2024
The Masters Study Inc	IN	\$457,523	Director	\$1,600	\$1,676	2024
Fhl Academy Inc	MN	\$457,508	President	\$32,048	\$31,458	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mighty Oaks Enrichment Center	KS	\$454,779	President	\$25,000	\$26,830	2024
Realms Of Inquiry	UT	\$448,232	Executive Di	\$54,021	\$54,925	2024
Extraordinary Education Family Learning	TX	\$492,815	Executive Dir.	\$29,685	\$29,498	2024
Ormewood School Inc	GA	\$493,801	Executive Director	\$58,702	\$58,635	2024
Dalton Learning Academy Inc	FL	\$439,244	President	\$80,250	\$74,892	2024
Azalea City Montessori Cooperative	AL	\$439,120	Head Of School	\$30,000	\$33,147	2023
Atx Kids Club	TX	\$438,372	Executive Dir.	\$87,717	\$87,166	2024
Lagond Music School Inc	NY	\$502,382	President	\$50,000	\$44,884	2024
Evergreen Garden School	WA	\$437,214	Director	\$55,725	\$51,026	2023
Binyan Yisroel Inc	MD	\$437,133	Executive Dir.	\$52,699	\$50,390	2023
Dieu Est Notre Espoir Inc	FL	\$504,125	President	\$65,000	\$62,452	2023

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.

Sample, role match & sensitivity

PEER COUNT	134 organizations. Compensation range \$158–\$170,905; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$470,269); for reference, expenses \$517,699 and assets \$47,310.
ROLE MATCH	Lindsay Jalonen, reported title "VP", 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.
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	48 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	47 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 (Lindsay Jalonen) 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 13, 2026, comparing compensation against 134 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 48th 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 13, 2026.