

Compass Education And Career Foundation Inc

Executive Director / CEO

EIN 874415855
 NJ · NTEE B90
 FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Said Kaya, Executive Director / CEO** (\$85,740) against **every comparable organization** that fit the selection criteria — **496** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

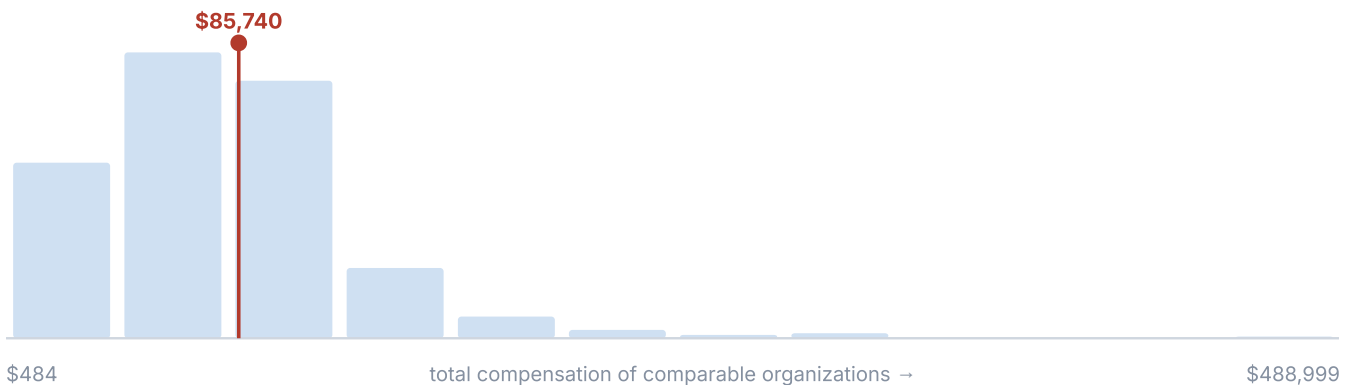
Benchmarked executive: Said Kaya — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

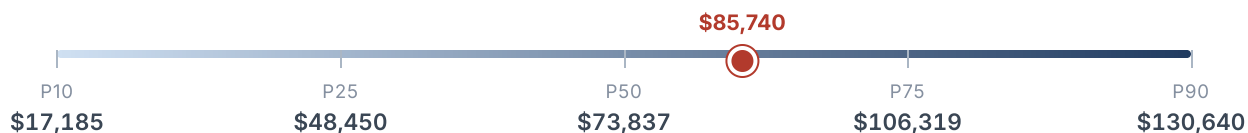
SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$332,074 and \$743,449 — 0.67x to 1.50x the subject's \$495,633 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

496 organizations qualified on sector, size, and geography → **496** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,185 10TH	\$48,450 25TH	\$73,837 MEDIAN	\$106,319 75TH	\$130,640 90TH	\$85,740 THIS ORG · 59TH
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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 NJ 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
American Board Of Optometry	MO	\$495,928	Executive Director	\$153,132	\$176,445	2024
Southeast Center For Cooperative Development	TN	\$494,987	Executive Co-director	\$70,730	\$83,270	2023
Each One Teach One Inc	TX	\$494,569	Executive Dir.	\$35,522	\$38,656	2024
Gary Alumni Pathway To Students Inc	IN	\$496,787	Executive Director	\$78,027	\$89,515	2024
Peace To Pieces Inc	FL	\$494,391	President	\$87,046	\$86,667	2025
Center For Redemptive Education Inc	VA	\$496,876	President	\$68,580	\$72,036	2024
Medha Corp	FL	\$497,278	President	\$57,303	\$58,563	2024
The Bee Cause Project Inc	SC	\$493,710	Executive Di	\$95,000	\$107,818	2024
Kitty Bungalow	CA	\$497,960	Executive Dir.(from 5/23 To 9/23)	\$69,315	\$67,037	2023
Central States Private Education Network	MD	\$493,208	Co-executive Director	\$101,000	\$105,759	2023
Schools That Lead	DE	\$493,198	President An	\$164,400	\$180,294	2023
Partners Advancing Student Success	GA	\$498,186	Executive Dir.	\$60,653	\$64,635	2025
Black Girls Do Stem	MO	\$498,418	Managing Dir.	\$72,570	\$83,618	2024
Oaks Tutorials	TX	\$498,549	Head Of School	\$30,000	\$31,805	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Educational Harbor Inc	FL	\$490,880	Principal	\$61,407	\$62,757	2024
Decatur Book Festival	GA	\$501,021	Executive Director	\$100,000	\$109,385	2024
Zollikon Institute	OH	\$501,491	President	\$71,000	\$81,809	2024
Luster Learning Institute Nfp	IL	\$489,765	President Ceo	\$146,500	\$156,685	2024
Resourcewest	MN	\$501,509	Executive Director	\$81,739	\$87,866	2024
First Addition Extension	MI	\$501,801	President	\$4,200	\$4,717	2024
Blue Dot Education	CA	\$504,424	Executive Director/ceo	\$13,270	\$12,465	2024
Mcc Pta Educational Programs Inc	MD	\$505,236	Executive Director, Ex-officio Member Of The Board	\$52,375	\$54,843	2023
International Society Of Learning Sciences Inc	MI	\$485,826	Executive Administrator	\$6,823	\$7,661	2024
Malverne Afterschool Center Inc	NY	\$505,650	Executive Dir.	\$48,000	\$48,580	2023
California Indian Education For All	CA	\$505,690	Ceo	\$5,500	\$5,166	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 496 organizations. Compensation range \$484–\$488,999; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$495,633); for reference, expenses \$487,393 and assets \$8,240.

ROLE MATCH	Said Kaya, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	55 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 (Said Kaya) 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 10, 2026, comparing compensation against 496 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,740 is reasonable (approximately the 59th 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 10, 2026.