

# Do & Be Arts Academy Of Excellence

Executive Director / CEO

EIN 923675692

NV · NTEE B29

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Shambrion Treadwell, Executive Director / CEO** (\$104,020) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

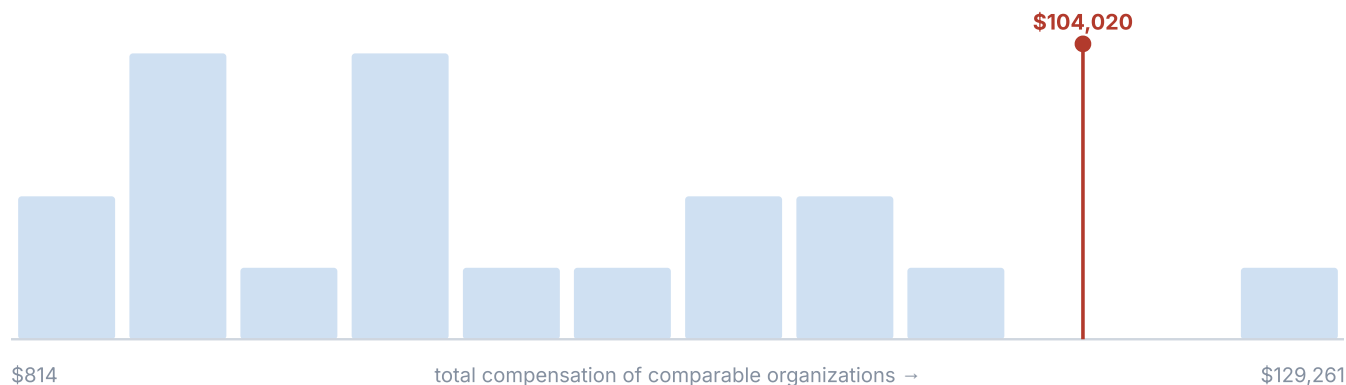
**Benchmarked executive:** Shambrion Treadwell — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B29).
BUDGET	Total revenue between \$262,246 and \$587,119 — 0.67x to 1.50x the subject's \$391,413 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B29), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,491	\$18,691	\$37,366	\$71,766	\$82,355	<b>\$104,020</b>
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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 NV 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="#">Robert Frost Charter School</a>	NH	\$394,924	Head Of Scho	\$72,084	<b>\$70,173</b>	2023
<a href="#">Imagine Akron Academy</a>	OH	\$380,475	Treasurer	\$18,500	<b>\$20,065</b>	2024
<a href="#">Hinckley Preparatory Academy</a>	OH	\$409,647	Board Member	\$750	<b>\$814</b>	2024
<a href="#">Nextgen Global Leadership Academies</a>	TX	\$409,688	Superintendent	\$75,000	<b>\$79,095</b>	2023
<a href="#">Catskill Wheelhouse</a>	NY	\$371,970	Secretary/staff Representa	\$35,799	<b>\$33,126</b>	2024
<a href="#">Franklin Schools Foundation</a>	UT	\$370,141	Director	\$34,083	<b>\$35,722</b>	2024
<a href="#">The Bryan Allen Stevenson School Of</a>	DE	\$432,712	Executive Dir.	\$128,915	<b>\$129,261</b>	2024
<a href="#">Kalmiopsis Community Arts High School</a>	OR	\$348,553	Secretary & Staff Representat	\$15,417	<b>\$14,661</b>	2024
<a href="#">City On A Hill Foundation Inc</a>	MA	\$332,706	Clerk	\$23,761	<b>\$22,511</b>	2023
<a href="#">Everyblackgirl Inc</a>	SC	\$453,377	Executive Director	\$68,667	<b>\$73,358</b>	2024
<a href="#">Progressnow Colorado</a>	CO	\$301,925	Executive Director	\$1,000	<b>\$981</b>	2024
<a href="#">Deer Valley Charter Schools Inc</a>	AZ	\$482,697	Executive Di	\$12,692	<b>\$12,869</b>	2023
<a href="#">Community First School Inc</a>	CT	\$489,223	School Leader	\$82,032	<b>\$78,762</b>	2024
<a href="#">One Dearborn Inc</a>	IN	\$291,294	Executive Di	\$88,339	<b>\$95,397</b>	2024
<a href="#">Fore Life Inc</a>	FL	\$271,296	Director	\$18,000	<b>\$17,316</b>	2024
<a href="#">Cumberland County Charter School Network</a>	NJ	\$526,728	Executive Director	\$45,000	<b>\$42,358</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Jardin De La Infancia</a>	CA	\$537,928	Executive Di	\$43,375	<b>\$37,366</b>	2025
<a href="#">Cordoba Academy</a>	WA	\$569,127	Principal	\$60,000	<b>\$55,010</b>	2024
<a href="#">Arches Academy</a>	AZ	\$581,878	President	\$53,200	<b>\$53,941</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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	19 organizations. Compensation range \$814–\$129,261; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$391,413); for reference, expenses \$485,049 and assets \$574,108.
ROLE MATCH	Shambrion Treadwell, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	89 <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

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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 (Shambrion Treadwell) 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 19 similarly situated organizations (Same NTEE sector (B29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$104,020 is reasonable (approximately the 95<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.