

Palos Verdes Peninsula High School

Executive Director / CEO

EIN 954331744
 CA · NTEE N60J
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Joseph Jaramillo, Executive Director / CEO** (\$3,170) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Joseph Jaramillo — reported title “VP COMMUNICA”, 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 (N60J).

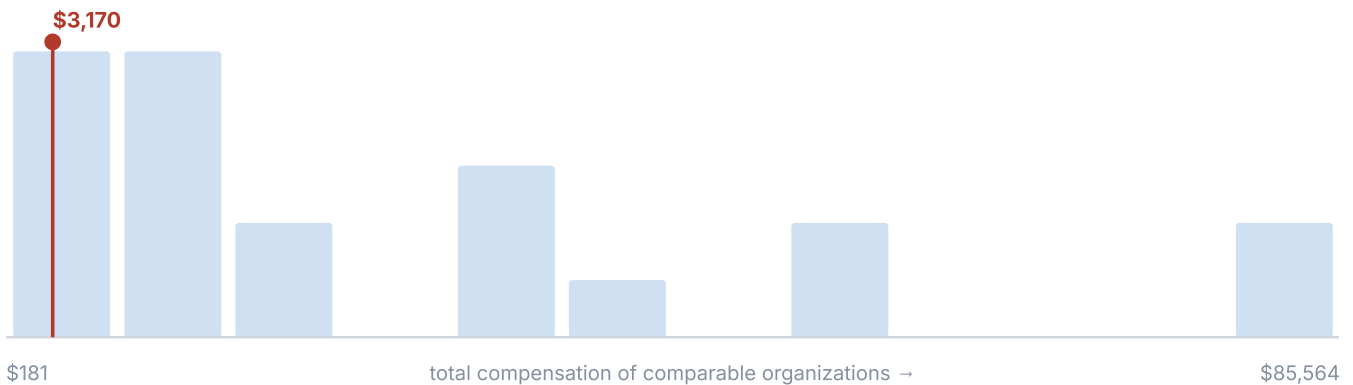
BUDGET Total revenue between \$75,877 and \$169,875 — 0.67x to 1.50x the subject's \$113,250 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,192	\$8,765	\$15,156	\$35,793	\$57,613	\$3,170
---------	---------	----------	----------	----------	----------------



■ 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 CA 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
Memphis Bears Inc Police Activities League	TN	\$121,245	Chief Executive Officer	\$12,750	\$15,931	2024
Victory Sports Global Outreach Inc	NY	\$103,989	Executive Director	\$77,372	\$85,564	2023
North Jersey Board Of Approved	NJ	\$102,479	President	\$175	\$181	2025
Chugach Mountain Bike Riders	AK	\$100,790	Executive Director	\$29,800	\$34,867	2023
Club Selah Volleyball	WA	\$126,007	President	\$4,000	\$4,257	2024
Connecticut Storm Basketball	CT	\$126,706	President &	\$12,867	\$14,340	2024
Shaolin Traditional Kung Fu Inc	MD	\$95,260	Director	\$45,600	\$52,174	2023
Kalamazoo Soccer Club	MI	\$92,953	Registrar	\$3,699	\$4,673	2023
Sac Area Sports Inc	CA	\$134,383	President	\$20,000	\$20,529	2024
Karate Five Association Inc	TN	\$87,422	President	\$2,800	\$3,602	2023
Great Lakes Regional Field Hockey	MI	\$139,734	Executive Di	\$45,000	\$55,213	2024
Optimist Club Of Fort Worth Youth Fund Inc	TX	\$142,141	Treasurer	\$9,000	\$11,018	2023
East Coast Elite Volleyball Club Inc	MD	\$143,711	Director And Coach	\$12,940	\$14,380	2024
Hab	CO	\$144,437	Dir Of Program	\$67,500	\$79,211	2023
Club 4-u Sports Inc	FL	\$147,269	Vice President	\$12,000	\$13,401	2024
Idaho Regional Robotics Inc	ID	\$151,328	Secretary	\$25,000	\$31,613	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Skating Club Of Andover Inc	MA	\$159,247	President	\$5,120	\$5,631	2023
Transcend Foundation	CA	\$161,957	Executive Dir.	\$36,500	\$38,572	2023
Girls On The Run Of Middle Tennessee	TN	\$164,935	Executive Dir.	\$25,149	\$30,614	2025
Texas Kingdom Christian Sports	TX	\$165,049	Treasurer	\$8,250	\$9,810	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	20 organizations. Compensation range \$181–\$85,564; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$113,250); for reference, expenses \$159,237 and assets \$247,736. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joseph Jaramillo, reported title " <i>VP COMMUNICA</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	5 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	5 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 (Joseph Jaramillo) 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 20 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,170 is reasonable (approximately the 5th 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.