

Shelburne Nursery School

Executive Director / CEO

EIN 030193820

VT · NTEE B21Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sherri Hill, Executive Director / CEO** (\$38,335) against **every comparable organization** that fit the selection criteria — **251** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

Benchmarked executive: Sherri Hill — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B21Z).

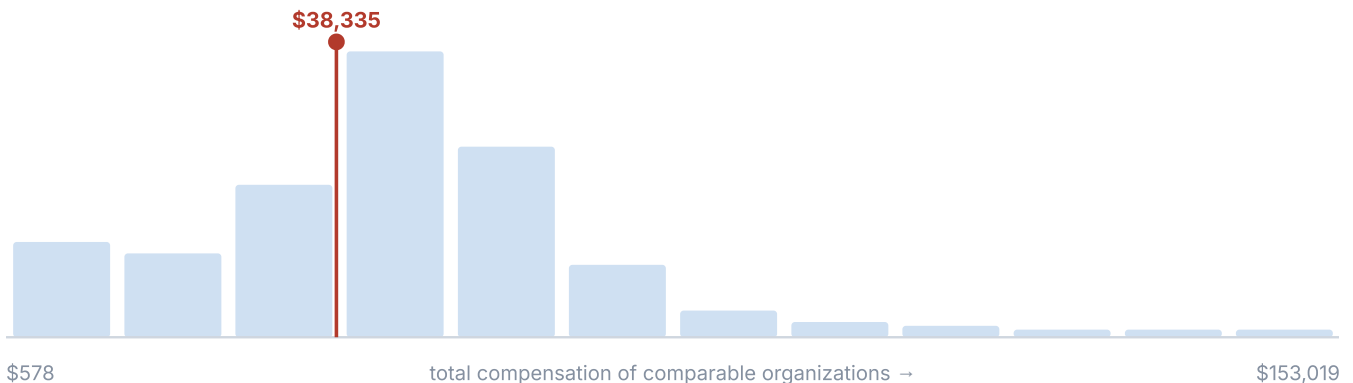
BUDGET Total revenue between \$179,849 and \$402,648 — 0.67x to 1.50x the subject's \$268,432 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B21), nationwide + budget 0.67–1.5x revenue.

251 organizations qualified on sector, size, and geography

→ **251** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,788	\$32,609	\$44,373	\$57,461	\$71,783	\$38,335
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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 VT 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
Little Friends Preschool	WA	\$268,967	President	\$67,221	\$61,376	2024
Bright Spot Child Care Inc	PA	\$269,958	Director	\$44,170	\$44,920	2024
Boyds Organization For Youth Development Services Inc	MD	\$269,960	Director	\$61,700	\$58,826	2024
Jean Lyle Children's Center	MN	\$266,867	Treasurer	\$11,576	\$12,009	2023
Upstone Montessori School	NH	\$266,789	Ceo, Head Of	\$53,462	\$49,045	2025
Creative Preschool Inc	OH	\$271,452	Tepe	\$40,885	\$44,161	2024
Mountain Breeze School	NC	\$265,277	School Director/secretary	\$32,673	\$35,445	2023
Children's House Of Montessori Inc	CT	\$264,957	President	\$20,500	\$19,096	2025
Next Step Elc	WA	\$264,898	Treasurer	\$48,738	\$44,500	2024
The Frazee Center	SC	\$264,604	Treasurer	\$30,000	\$32,860	2023
Tinton Falls Cooperative Preschool	NJ	\$272,353	President, Director, Head	\$52,657	\$47,945	2024
Annandale Preschool Association Inc	VA	\$264,265	Executive Director	\$43,094	\$41,339	2025
Early Learning Center Inc	NJ	\$264,245	President	\$61,700	\$57,838	2023
Giving Tree Montessori Inc	TN	\$263,753	President	\$15,300	\$16,886	2023
The Preschool On The Green Inc	NH	\$273,762	Executive Di	\$59,189	\$54,299	2025
Westville Community Nursery School Inc	CT	\$274,120	Director	\$63,895	\$62,900	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Still Water Montessori School Inc	SC	\$275,930	President	\$36,200	\$38,514	2024
Monarch Montessori School	MN	\$259,806	Executive Director	\$63,000	\$63,484	2024
Trojan Learning Center Inc	SD	\$277,172	Business Director	\$26,336	\$30,516	2023
Arkansas Head Start Association Inc	AR	\$277,364	Collaboration Director	\$82,063	\$96,848	2023
Lauderhill Community Child Care Cen	FL	\$277,908	Directortreasurer	\$18,900	\$20,960	2021
Carter Nursery School Inc	MA	\$258,376	School Director	\$63,900	\$60,288	2023
Children's Center Of North Harford Inc	MD	\$279,270	Executive Director	\$59,941	\$57,149	2024
Minneapolis Nature Preschool	MN	\$257,058	Director	\$39,524	\$39,828	2024
Casa Dei Bambini Montessori School	OR	\$256,929	Academic Direct	\$68,761	\$63,441	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 251 organizations. Compensation range \$578–\$153,019; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$268,432); for reference, expenses \$293,607 and assets \$282,259.

ROLE MATCH Sherri Hill, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	34 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	33 rd

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 (Sherri Hill) 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 251 similarly situated organizations (Same NTEE sector (B21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,335 is reasonable (approximately the 34th 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.