

# Massachusetts Secondary School

Executive Director / CEO

EIN 043164324

MA · NTEE S41

FY ending 2025-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Ann Trytko, Executive Director / CEO** (\$7,000) against **every comparable organization** that fit the selection criteria — **433** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 5<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

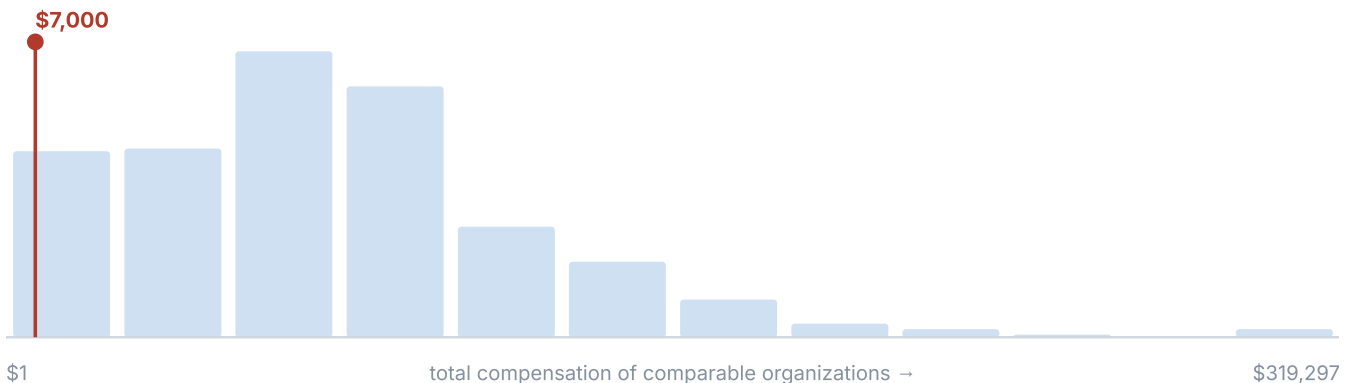
**Benchmarked executive:** Ann Trytko — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

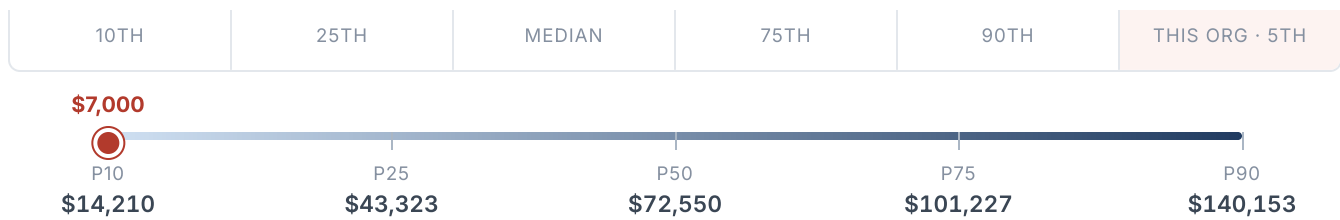
SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$144,072 and \$322,551 — 0.67x to 1.50x the subject's \$215,034 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**433** organizations qualified on sector, size, and geography → **433** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,210	\$43,323	\$72,550	\$101,227	\$140,153	<b>\$7,000</b>
----------	----------	----------	-----------	-----------	----------------



## ■ 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 MA 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="#">Moorhead Business Association Inc</a>	MN	\$214,949	Executive Director	\$74,380	<b>\$86,431</b>	2023
<a href="#">Springfield Tech Council</a>	MO	\$215,244	Executive Director	\$61,674	<b>\$76,820</b>	2023
<a href="#">Agribusiness Henderson County Inc</a>	NC	\$215,370	President/ce	\$66,882	<b>\$78,939</b>	2024
<a href="#">Platte Chamber Of Commerce Inc</a>	SD	\$214,573	Executive Director	\$53,169	<b>\$67,028</b>	2024
<a href="#">Prisme Forum</a>	OH	\$215,496	Secretary/tr	\$10,000	<b>\$11,786</b>	2025
<a href="#">Washington Aviation Association</a>	WA	\$215,654	Pres & Treas	\$37,500	<b>\$38,350</b>	2024
<a href="#">Central Baldwin Chamber Of Commerce</a>	AL	\$215,769	Executive Director	\$1	<b>\$1</b>	2024
<a href="#">Adult Non-alcoholic Beverage Assoc Inc</a>	DE	\$215,948	Secretary	\$144,375	<b>\$166,247</b>	2023
<a href="#">Birch Bay Chamber Of Commerce</a>	WA	\$213,931	Executive Director	\$43,290	<b>\$45,579</b>	2023
<a href="#">National Association Of Certified</a>	TX	\$216,295	Executive Dir.	\$100,000	<b>\$114,262</b>	2024
<a href="#">Culver City Arts District</a>	CA	\$216,320	Executive Dir.	\$12,368	<b>\$12,559</b>	2023
<a href="#">Storm Lake United</a>	IA	\$213,673	Executive Di	\$33,350	<b>\$41,711</b>	2024
<a href="#">Procedure Professionals Association Inc</a>	FL	\$217,027	Owner	\$1,800	<b>\$1,932</b>	2024
<a href="#">Sonoma Alliance For Vineyards And</a>	CA	\$212,922	Executive Dir.	\$86,996	<b>\$88,343</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Germantown Area Chamber Of Commerce</a>	WI	\$217,363	Executive Direc	\$46,050	<b>\$54,934</b>	2024
<a href="#">Austin Chamber Of Commerce</a>	IL	\$217,403	Executive Dir.	\$27,650	<b>\$35,943</b>	2021
<a href="#">Oregon Cheese Guild</a>	OR	\$217,494	Executive Director	\$84,000	<b>\$89,105</b>	2024
<a href="#">Elkhart Lake Chamber Of Commerce</a>	WI	\$212,172	Exec Direct	\$54,594	<b>\$65,127</b>	2024
<a href="#">Michigan Association Of Airport</a>	MI	\$211,414	Executive Di	\$40,500	<b>\$47,750</b>	2024
<a href="#">Colerain Chamber Of Commerce Inc</a>	OH	\$218,999	President	\$74,500	<b>\$92,795</b>	2023
<a href="#">Missouri Ambulance Association</a>	MO	\$219,053	Executive Director	\$16,500	<b>\$19,963</b>	2024
<a href="#">Professional Bail Agents Assn Of Ms</a>	MS	\$210,582	Executive Di	\$48,675	<b>\$61,924</b>	2024
<a href="#">Owners' Counsel Of America Inc</a>	ID	\$219,558	Executive Di	\$67,500	<b>\$82,021</b>	2024
<a href="#">Black Business Association Of La</a>	CA	\$210,410	President	\$49,500	<b>\$50,266</b>	2023
<a href="#">Reflective Insulation Manufacturers Assn</a>	VA	\$210,409	Executive Direc	\$84,000	<b>\$95,380</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **433** organizations. Compensation range \$1–\$319,297; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$215,034); for reference, expenses \$197,821 and assets \$98,683.
ROLE MATCH	Ann Trytko, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	23 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	5 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	9 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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

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 (Ann Trytko) 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 433 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,000 is reasonable (approximately the 5<sup>th</sup> 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.