

# Islip School Age Child Care Corp

Executive Director / CEO

EIN 112810192

NY · NTEE P33

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Chlystun, Executive Director / CEO** (\$85,563) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

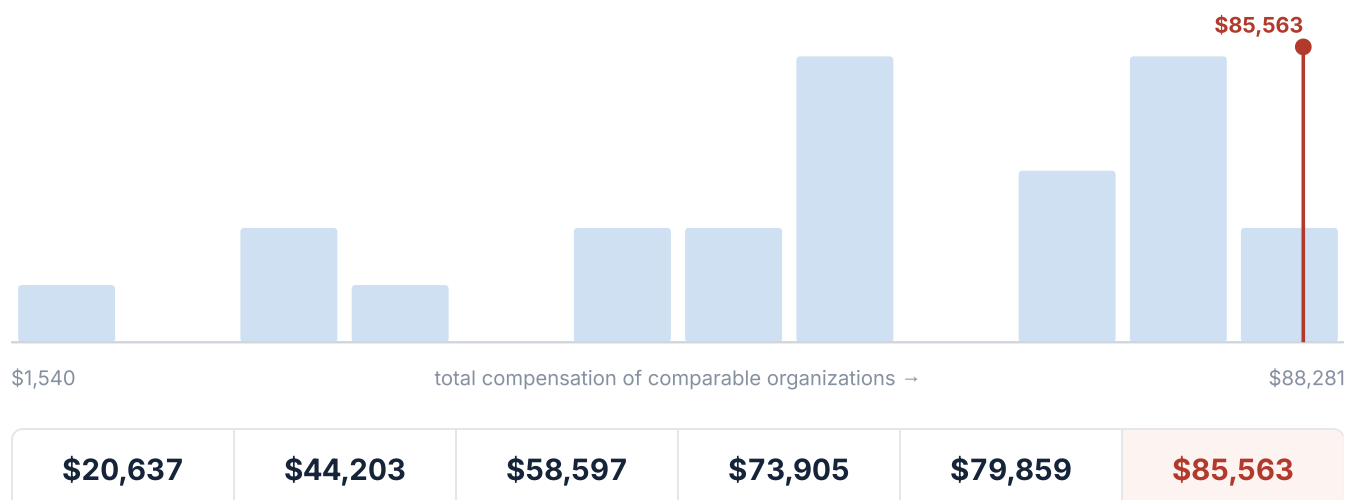
**Benchmarked executive:** Jennifer Chlystun — reported title “PROGRAM DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P33).
BUDGET	Total revenue between \$305,031 and \$682,906 — 0.67x to 1.50x the subject's \$455,271 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33) + NY + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation





## ■ 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 NY 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="#">Community Child Care Center Of</a>	NY	\$459,282	Executive Director	\$67,745	<b>\$69,537</b>	2024
<a href="#">Olivet Academy Early Learning Center</a>	NY	\$462,333	Director	\$1,500	<b>\$1,540</b>	2024
<a href="#">Irvington Childrens Center Inc</a>	NY	\$441,888	Executive Dir.	\$80,550	<b>\$82,681</b>	2024
<a href="#">Twin Bridge Playschool Inc</a>	NY	\$476,436	President	\$25,750	<b>\$26,431</b>	2024
<a href="#">Saugerties Early Childhood Learning</a>	NY	\$494,960	President	\$15,860	<b>\$16,280</b>	2024
<a href="#">Caroline Asp Inc</a>	NY	\$407,102	Director	\$69,304	<b>\$71,138</b>	2024
<a href="#">Millbrook Early Childhood Education</a>	NY	\$387,466	Executive Director	\$72,519	<b>\$74,438</b>	2024
<a href="#">The Rivertown Preschool Program Inc</a>	NY	\$524,772	President	\$72,000	<b>\$73,905</b>	2024
<a href="#">Children's Learning Center At Hunter</a>	NY	\$529,456	Acting Director, Clc	\$19,189	<b>\$19,189</b>	2025
<a href="#">Lasalle Early Childhood Center Inc</a>	NY	\$379,537	Pres/exec Dir	\$57,087	<b>\$58,597</b>	2024
<a href="#">Champlain Childrens' Learning</a>	NY	\$541,146	Executive Di	\$46,675	<b>\$49,325</b>	2023
<a href="#">Pooh's Corner Inc</a>	NY	\$358,188	Director	\$83,538	<b>\$88,281</b>	2023
<a href="#">Small Tales Day Care Center Inc</a>	NY	\$558,684	President	\$65,000	<b>\$66,720</b>	2024
<a href="#">Children's Center Of New Paltz Inc</a>	NY	\$351,548	Director	\$35,899	<b>\$37,937</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Noah's Ark Day Care Center Of Port Jefferson</a>	NY	\$348,997	Executive Director	\$59,000	<b>\$59,000</b>	2025
<a href="#">Calling All Kids Too Inc</a>	NY	\$573,060	Executive Director	\$72,000	<b>\$73,905</b>	2024
<a href="#">Candy Apple Pre School Center Inc</a>	NY	\$596,747	Executive Director	\$48,300	<b>\$49,578</b>	2024
<a href="#">Roots And Wings Kids Inc</a>	NY	\$313,070	Director	\$78,000	<b>\$80,064</b>	2024
<a href="#">Fall Creek School Age Program</a>	NY	\$308,675	Program Director	\$38,073	<b>\$39,080</b>	2024
<a href="#">Chickpeas Child Care Center Inc</a>	NY	\$619,544	Executive Director	\$51,711	<b>\$53,079</b>	2024
<a href="#">Hostos Community College Children's</a>	NY	\$629,978	Board Member (Non-voting)	\$54,325	<b>\$55,762</b>	2024
<a href="#">Amalgamated Nursery School</a>	NY	\$644,643	Director	\$77,000	<b>\$79,037</b>	2024
<a href="#">Blooming Grove Day Care Center Inc</a>	NY	\$677,576	Executive Director	\$51,690	<b>\$54,625</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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** 23 organizations. Compensation range \$1,540–\$88,281; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$455,271); for reference, expenses \$428,406 and assets \$445,570.

**ROLE MATCH** Jennifer Chlystun, reported title "*PROGRAM DIRECTOR*", 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 3 peers 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	91 <sup>st</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 (Jennifer Chlystun) 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 23 similarly situated organizations (Same NTEE sector (P33) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,563 is reasonable (approximately the 96<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.