

The Lab School

Executive Director / CEO

EIN 200170771

MO · NTEE B21

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Teri Stark, Executive Director / CEO** (\$70,955) against **every comparable organization** that fit the selection criteria — **325** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

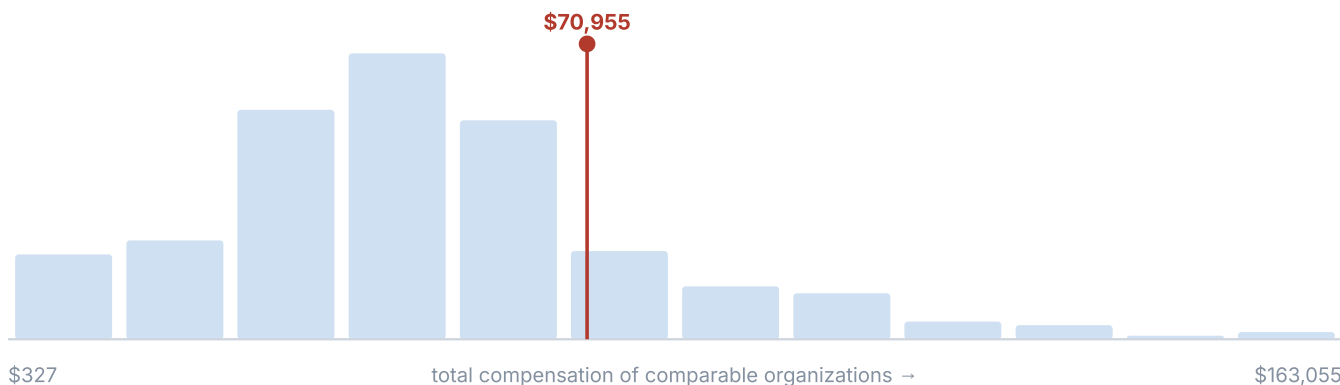
Benchmarked executive: Teri Stark — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B21).
BUDGET	Total revenue between \$276,746 and \$619,581 — 0.67x to 1.50x the subject's \$413,054 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B21), nationwide + budget 0.67–1.5x revenue.

325 organizations qualified on sector, size, and geography → **325** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,279	\$36,553	\$47,422	\$63,986	\$89,620	\$70,955
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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 MO 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
Happy Hearts Kindergarten Inc	FL	\$413,167	Director	\$56,463	\$50,080	2024
Discovery Montessori	CA	\$413,675	Executive Di	\$70,920	\$56,329	2025
Childrens Weekday Program	VA	\$414,108	Executive Director	\$42,000	\$39,419	2023
The Kids Co-op Inc	CA	\$414,819	Executive Dir.	\$79,875	\$65,120	2024
Kids Under Construction Preschool Inc	VA	\$415,107	Director & Treasurer	\$64,130	\$56,955	2025
South Walpole Community Preschool Inc	MA	\$409,703	Executive Dir.	\$47,350	\$41,360	2023
Tot Time Preschool	NC	\$409,356	Board Member	\$37,750	\$36,827	2024
Gingerbread House Academy Inc	TX	\$418,719	Director	\$48,768	\$47,419	2023
Cornerstone Preschool Group	GA	\$419,214	Preschool Di	\$47,977	\$45,546	2024
Venice Nokomis Community Preschool Inc	FL	\$406,792	Officer	\$62,647	\$55,565	2024
Tenney Nursery And Parent Center Inc	WI	\$404,305	Executive Director	\$42,925	\$42,326	2024
Rose City Montessori School	NJ	\$423,168	President	\$35,983	\$29,550	2025
Kids Place A Place For Kids To Be	NY	\$401,138	Executive Di	\$42,534	\$37,360	2023
New Hope Child Care	MN	\$400,334	President	\$51,198	\$49,175	2023
The Childrens School	NY	\$428,921	Trustee	\$26,500	\$22,609	2024
Heartland Community Montessori School Inc	WI	\$428,980	Head Of School	\$52,616	\$51,881	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Montessori Education Center Of The Rockies Inc	CO	\$396,702	Executive Director	\$90,000	\$79,379	2025
Akwd Inc	PA	\$396,411	President	\$50,311	\$47,370	2024
Gabriels Little Angels Preschool	TX	\$429,871	Director	\$64,900	\$61,294	2024
Faithful Beginnings Inc	FL	\$430,759	President	\$42,120	\$36,395	2025
Southshire Community School	VT	\$431,728	Dir/head Of Sch	\$68,756	\$65,340	2024
Sherman Montessori Pre-school Inc	TX	\$432,000	Staff Member	\$58,623	\$53,939	2025
Child Light Inc	NY	\$432,866	Executive Director	\$94,968	\$81,023	2024
Montessori System School Of Black Hawk County	IA	\$393,106	Executive Director	\$37,230	\$39,625	2023
Saxon Hill School Inc	VT	\$433,660	Director Of	\$56,529	\$55,307	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2024 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 MO 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	325 organizations. Compensation range \$327–\$163,055; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$413,054); for reference, expenses \$391,949 and assets \$662,203.
ROLE MATCH	Teri Stark, reported title "EXECUTIVE DIRECTOR", 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	14 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	82 nd
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	81 st

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 (Teri Stark) 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 325 similarly situated organizations (Same NTEE sector (B21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,955 is reasonable (approximately the 82nd 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.