

Pompton Plains Preschool Parents Association

Executive Director / CEO

EIN 221606205
 NJ · NTEE B21Z
 FY ending 2024-07-31
June 10, 2026

This analysis benchmarks the total compensation of **Alexis Fiory, Executive Director / CEO** (\$63,439) against **every comparable organization** that fit the selection criteria — **273** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

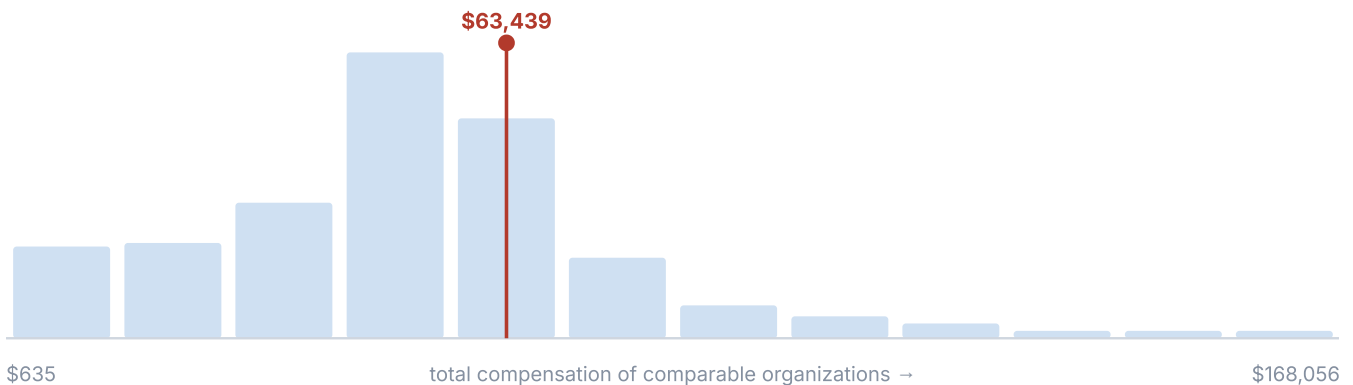
Benchmarked executive: Alexis Fiory — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B21Z).
BUDGET	Total revenue between \$211,131 and \$472,683 — 0.67x to 1.50x the subject's \$315,122 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B21), nationwide + budget 0.67–1.5x revenue.

273 organizations qualified on sector, size, and geography → **273** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,700 10TH	\$36,114 25TH	\$49,952 MEDIAN	\$65,397 75TH	\$82,373 90TH	\$63,439 THIS ORG · 73RD
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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 NJ 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
Puget Sound Christian School	WA	\$314,981	President	\$5,019	\$4,904	2025
Mtv Inc	MD	\$315,504	President	\$8,300	\$8,948	2023
Childrens Genesis Inc	TX	\$316,975	President	\$40,014	\$44,831	2024
Rockville Community Nursery School	MD	\$313,087	Director	\$52,678	\$56,789	2023
Pathways Preschool	NE	\$312,448	President	\$29,500	\$35,537	2024
Happy Days Learning Center Inc	MN	\$312,408	Director	\$32,632	\$36,114	2024
Lord Of Life Christian Preschool	OH	\$318,105	Education Director	\$41,886	\$51,156	2023
The Learning Nest Cincinnati	OH	\$318,257	Director President	\$35,000	\$41,520	2024
Love And Learn Preschool Inc	NJ	\$318,739	Director	\$38,896	\$38,896	2024
The Children's Farm Inc	MN	\$320,352	President	\$13,200	\$14,232	2025
Village Early Learning Center	VT	\$309,521	Former Program Director	\$30,240	\$33,212	2025
Morning Glory Enterprises	CA	\$321,433	Ceo Member At Large	\$75,604	\$73,120	2024
Susan Phillips Day School	CA	\$308,750	Chairman	\$140,500	\$132,380	2025
Harmony Day School	KY	\$307,571	Vice President	\$47,714	\$55,935	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Peace Unlimited Corporation	NY	\$322,834	President/director	\$53,404	\$55,645	2023
Redwood Parents Nursery School	CA	\$306,383	Director	\$38,839	\$36,595	2025
Ashmont Nursery School Inc	MA	\$306,025	Executive Di	\$70,430	\$70,886	2024
Trinity Preschool Inc	MN	\$324,730	Executive Dir.	\$74,000	\$79,786	2025
Prince Of Peace Pre School Inc	FL	\$305,490	Preschool Director	\$44,390	\$46,706	2024
Norwood Christian Preschool Inc	MA	\$304,996	President	\$49,701	\$48,733	2025
Hilltop Preschool Llc	VA	\$303,781	Preschool Director, Ex-officio Boar	\$30,263	\$33,694	2023
Azalea City Christian School Inc	AL	\$303,559	Director	\$22,585	\$27,328	2024
Altadena Nursery School Inc	CA	\$326,868	Director	\$47,895	\$45,127	2025
Community Montessori School	OH	\$303,209	Board Member	\$1,148	\$1,362	2024
Community Farm School Inc	MA	\$327,842	Clerk	\$24,576	\$24,735	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	273 organizations. Compensation range \$635–\$168,056; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$315,122); for reference, expenses \$325,592 and assets \$12,639.
ROLE MATCH	Alexis Fiory, reported title " <i>Director</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	11 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	73 rd
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	72 nd

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 (Alexis Fiory) 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 10, 2026, comparing compensation against 273 similarly situated organizations (Same NTEE sector (B21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,439 is reasonable (approximately the 73rd 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 10, 2026.