

# Brookeside Montessori

Executive Director / CEO

EIN 232974006

PA · NTEE B24

FY ending 2025-05-31

June 10, 2026

This analysis benchmarks the total compensation of **Crystal Davis, Executive Director / CEO** (\$56,647) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68<sup>th</sup>** percentile of comparable organizations within the typical range

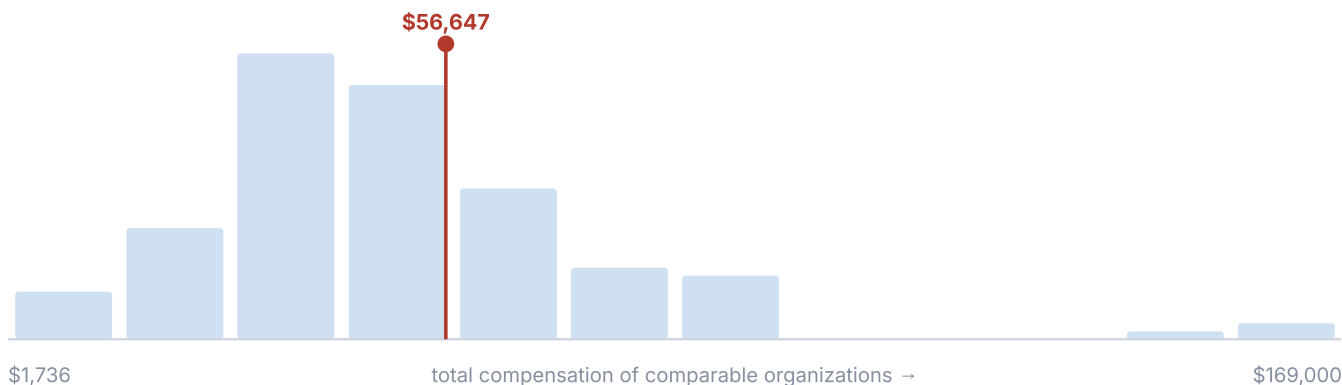
**Benchmarked executive:** Crystal Davis — reported title "HEAD OF SCHO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$286,678 and \$641,817 — 0.67x to 1.50x the subject's \$427,878 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

**127** organizations qualified on sector, size, and geography → **127** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$24,126	\$34,387	\$46,464	\$59,415	\$77,726	\$56,647
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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 PA 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="#">Vardaman Street Christian Academy Inc</a>	MS	\$428,231	Secretary/treasurer	\$22,450	<b>\$25,073</b>	2025
<a href="#">Heritage Christian School</a>	NH	\$428,738	Board Member/principal	\$30,000	<b>\$28,513</b>	2024
<a href="#">Up Christian Academy Inc</a>	WI	\$429,619	Administrator	\$15,000	<b>\$16,125</b>	2024
<a href="#">Fayette Street Educational Foundation</a>	NM	\$432,037	President	\$37,400	<b>\$42,627</b>	2023
<a href="#">Secret Garden Montessori</a>	NJ	\$423,643	Head Of School	\$53,821	<b>\$49,462</b>	2024
<a href="#">Phoenix Academic Center Inc</a>	OK	\$432,153	Head Administrator	\$65,660	<b>\$74,419</b>	2024
<a href="#">Gainesville Georgia Homeschool</a>	GA	\$432,378	Fmr Mbr; Cr	\$1,800	<b>\$1,863</b>	2024
<a href="#">Highlands Latin School Inc</a>	FL	\$423,358	President	\$33,333	<b>\$33,184</b>	2023
<a href="#">The New School Of Syracuse</a>	NY	\$432,680	Director	\$51,500	<b>\$46,666</b>	2025
<a href="#">Belle Creek Education Center</a>	CO	\$421,210	Executive Director	\$47,077	<b>\$46,464</b>	2024
<a href="#">The Academy For Children Inc</a>	NJ	\$434,561	President	\$100,008	<b>\$91,908</b>	2024
<a href="#">Cornerstone Christian Academy</a>	NJ	\$435,583	Director	\$37,392	<b>\$34,363</b>	2024
<a href="#">Brighton Academy</a>	OR	\$435,945	Chairman/pre	\$38,900	<b>\$37,183</b>	2024
<a href="#">Binyan Yisroel Inc</a>	MD	\$437,133	Executive Dir.	\$52,699	<b>\$52,210</b>	2023
<a href="#">Evergreen Garden School</a>	WA	\$437,214	Director	\$55,725	<b>\$52,870</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Atx Kids Club</a>	TX	\$438,372	Executive Dir.	\$87,717	<b>\$90,316</b>	2024
<a href="#">Azalea City Montessori Cooperative</a>	AL	\$439,120	Head Of School	\$30,000	<b>\$34,345</b>	2023
<a href="#">Dalton Learning Academy Inc</a>	FL	\$439,244	President	\$80,250	<b>\$77,598</b>	2024
<a href="#">Grassroots Free School System Inc</a>	FL	\$413,396	School Director	\$41,600	<b>\$40,226</b>	2024
<a href="#">Realms Of Inquiry</a>	UT	\$448,232	Executive Di	\$54,021	<b>\$56,909</b>	2024
<a href="#">Simba Educational Ministries</a>	SD	\$407,286	President	\$8,400	<b>\$9,824</b>	2023
<a href="#">Woodland Community School Inc</a>	NH	\$404,065	Executive Dir.	\$67,691	<b>\$62,677</b>	2025
<a href="#">Mighty Oaks Enrichment Center</a>	KS	\$454,779	President	\$25,000	<b>\$27,799</b>	2024
<a href="#">Fhl Academy Inc</a>	MN	\$457,508	President	\$32,048	<b>\$32,595</b>	2024
<a href="#">The Masters Study Inc</a>	IN	\$457,523	Director	\$1,600	<b>\$1,736</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **127** organizations. Compensation range \$1,736–\$169,000; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$427,878); for reference, expenses \$426,386 and assets \$67,436.

ROLE MATCH	Crystal Davis, reported title " <i>HEAD OF SCHO</i> ", 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	4 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	68 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	67 <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 (Crystal Davis) 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 127 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,647 is reasonable (approximately the 68<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 10, 2026.