PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Barrio Station

Executive Director / CEO

EIN **237376539**
CA · NTEE P33Z
FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Rachael Ortiz, Executive Director / CEO** ($97,920) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 84th percentile of comparable organizations

within the typical range

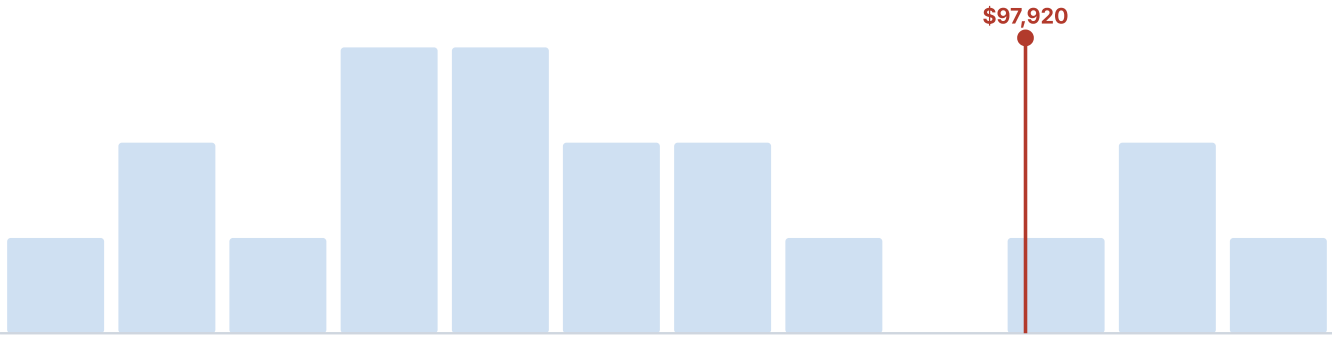
> **Benchmarked executive:** Rachael Ortiz — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P33Z).
BUDGET	Total revenue between $240,359 and $538,117 — 0.67× to 1.50× the subject's $358,745 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33) + CA + budget 0.67–1.5× revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



$720 total compensation of comparable organizations → $127,148

$15,041	$36,403	$49,485	$74,217	$107,377	$97,920

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 CA 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
Calvary Childcare Center	CA	$358,065	Executive Director	$68,188	**$70,202**	2023
Friends Of Potrero Hill Nursery	CA	$367,416	Director	$106,558	**$106,558**	2024
God's Hands Academy	CA	$378,715	President	$110,651	**$110,651**	2024
Bright Futures Growth And Development	CA	$379,961	President & Ceo	$59,615	**$59,615**	2024
Come And See Preschool & After School	CA	$385,895	President	$99,000	**$96,448**	2025
Ulloa Childrens Center	CA	$331,025	President-5/25	$80,302	**$78,232**	2025
Shirayuri Youchien	CA	$325,515	President	$38,400	**$38,400**	2024
Morning Star Education Center	CA	$397,907	President	$720	**$720**	2024
Smiles Childcare	CA	$315,687	Ceo	$14,000	**$14,414**	2023
Butte Valley Montessori	CA	$410,323	Controller	$66,387	**$64,676**	2025
Faith Hope & Love School	CA	$414,917	Director	$45,000	**$43,840**	2025
Little Ones Academy	CA	$298,948	President	$23,286	**$23,286**	2024
Bethel Childrens Center Of Santa Rosa	CA	$298,421	Executive Dir.	$48,065	**$49,485**	2023
Norma Gist Peoples' Free Child Development Program Inc	CA	$424,900	Executive Director	$34,405	**$34,405**	2024
Garden Grove 1st Preschool Inc	CA	$433,887	President	$38,400	**$39,534**	2023
Saving All Children	CA	$444,706	Executive Dir.	$47,400	**$47,400**	2024
Children Country & Lives Ccl	CA	$482,987	Member	$15,600	**$15,198**	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wisdomworks	CA	$490,269	Ceo	$63,840	**$62,194**	2025
Gan Israel Preschool	CA	$531,752	President Director	$123,500	**$127,148**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	**19** organizations. Compensation range $720–$127,148; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($358,745); for reference, expenses $489,054 and assets $430,912.
ROLE MATCH	Rachael Ortiz, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	**84th**
Total compensation (D + F), as reported (no adjustments)	**79th**
Reportable pay only (column D), adjusted	**84th**
All sources (D + E + F), adjusted	**84th**

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 (Rachael Ortiz) 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 19 similarly situated organizations (Same NTEE sector (P33) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $97,920 is reasonable (approximately the 84th 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.