

COMPENSATION COMPARABILITY DETERMINATION

Maxmath Tutoring Online A Nj Nonprofit Corporation

Executive Director / CEO

EIN 451046275
 NJ · NTEE B90
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jean Maxcene Decarde, Executive Director / CEO** (\$5,188) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

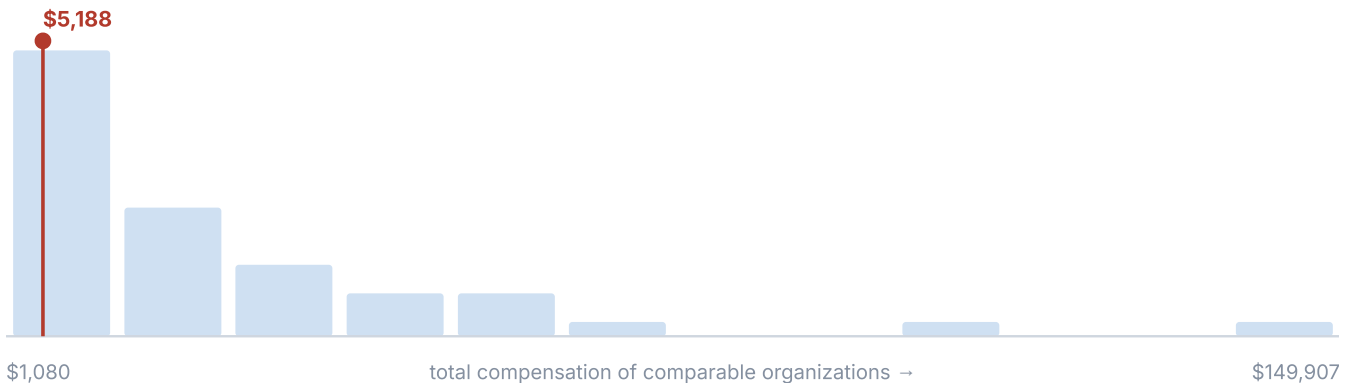
Benchmarked executive: Jean Maxcene Decarde — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$43,989 and \$98,484 — 0.67x to 1.50x the subject's \$65,656 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,134 10TH	\$5,972 25TH	\$15,721 MEDIAN	\$32,914 75TH	\$52,666 90TH	\$5,188 THIS ORG · 12TH
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\$5,188



■ 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
Maxmath Tutoring Online Inc Indiana Branch	IN	\$66,114	Ceo	\$5,200	\$6,142	2024
Y On Earth Community	CO	\$66,326	Executive Director	\$21,800	\$23,412	2024
American Design Drafting Association	TN	\$68,515	Programs Manager	\$31,200	\$36,732	2024
Maxmath Tutoring Online Inc Alabama Branch	AL	\$68,672	Ceo	\$5,188	\$6,277	2024
Children's Center For Behavioral	IL	\$62,529	President	\$12,000	\$12,873	2025
S T A R S Mentoring Program	OR	\$68,978	President And Ed	\$21,800	\$22,674	2024
San Jose Womans Club	CA	\$69,012	House Manager	\$40,073	\$38,756	2024
Philadelphia Children's Foundation	PA	\$62,288	Exec Director	\$45,000	\$51,746	2023
Business & Entrepreneurial Learning	NJ	\$69,427	President	\$10,000	\$10,295	2023
Community After School Program Inc	OK	\$61,535	Executive Dir.	\$83,000	\$105,388	2023
Maine Composites Alliance	ME	\$70,611	Director	\$16,892	\$18,945	2024
Clipped Wing Global Initiative	IL	\$71,057	President Ceo	\$27,810	\$30,622	2024
Trinitas School Of Nursing Student	NJ	\$73,144	Trustee	\$3,000	\$3,000	2024
Pine Crest Rhf Housing Inc	CA	\$74,406	President/ceo	\$76,739	\$74,217	2024
Psychiatric Clinical Faculty Association	CA	\$56,632	Executive Dir.	\$16,925	\$16,369	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Empowerment Farm Inc	FL	\$75,476	Vice President	\$14,200	\$14,941	2024
Maxcen Housing Society Inc Massachusetts Branch	MA	\$76,664	Ceo	\$5,190	\$5,224	2024
Oxford City Schools Education Foundation	AL	\$77,120	Executive Director	\$25,200	\$31,392	2023
Maxmath Tutoring Online Inc	GA	\$77,264	President	\$5,205	\$5,862	2024
Maxmath Tutoring Online Inc Dc Branch	DC	\$78,567	Ceo	\$5,205	\$5,116	2024
Aj Center Inc	FL	\$52,350	Vp	\$12,500	\$13,152	2024
Association Of Two-way And Dual	CA	\$52,172	Executive Dir.	\$155,000	\$149,907	2024
Berkeley Heights Huaxia Chinese School C	NJ	\$49,281	Principal	\$1,080	\$1,080	2024
Uncw Corporation li	NC	\$83,356	President	\$46,916	\$52,896	2025
Childrens Literacy Project	NC	\$46,377	Executive Director	\$18,112	\$20,961	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	43 organizations. Compensation range \$1,080–\$149,907; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$65,656); for reference, expenses \$64,334 and assets \$65,656.
ROLE MATCH	Jean Maxcene Decarde, reported title " <i>CEO</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	3 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	12 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	12 th

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 (Jean Maxcene Decarde) 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 43 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,188 is reasonable (approximately the 12th 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.