

Nj Education And Parnasah Institute

Executive Director / CEO

EIN 453085288

NJ · NTEE B50

FY ending 2025-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Zisha Novoseller, Executive Director / CEO** (\$125,700) against **every comparable organization** that fit the selection criteria — **1764** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B50).
BUDGET	Total revenue between \$123,950 and \$277,500 — 0.67x to 1.50x the subject's \$185,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

1,764 organizations qualified on sector, size, and geography → **1,764** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,809 10TH	\$25,294 25TH	\$48,924 MEDIAN	\$72,885 75TH	\$103,841 90TH	\$125,700 THIS ORG · 94TH
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\$125,700



■ **Comparable organizations**

P50
P75
P90

\$9,809
\$25,294
\$48,924
\$72,885
\$103,841

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	TOTAL REVENUE	TOTAL COMP	SOURCE
Kansas Head Start Association	KS	\$184,980	\$94,082	990
Union City Education Foundation Inc	IN	\$185,146	\$14,791	990
Chico Cheer All Stars Inc	CA	\$184,735	\$29,782	990
Mountain Top Library	NY	\$185,274	\$39,710	990
Ballet Yuma	AZ	\$184,694	\$16,617	990
Lite House Partners Inc	GA	\$185,332	\$217	990
Freedom Readers Inc	SC	\$185,335	\$44,761	990
Arts As Healing Foundation	MO	\$185,399	\$74,075	990
Lee County Education Foundation	NC	\$184,531	\$5,503	990
Cardio-facio-cutaneous International	NY	\$184,530	\$72,211	990
Readwest Inc	NM	\$185,502	\$74,528	990
Latino Community Services	NC	\$185,514	\$86,080	990
Center Preschool Inc	CT	\$184,473	\$137,907	990
Kid Kare Project Inc	IN	\$185,552	\$9,381	990
Jeannette Public Library Assoc	PA	\$185,595	\$29,785	990
Huaxia Chinese School At Bridgewater	NJ	\$184,351	\$8,704	990
San Francisco Early Care Educators Resource Program	CA	\$185,692	\$103,262	990
Minnesota Grocers Education Foundation	MN	\$184,300	\$26,291	990
Baton Rouge Epicurean Society	LA	\$184,278	\$57,279	990
Palm Tree Academy	TX	\$185,863	\$29,707	990
Newport-mesa High School	CA	\$185,868	\$1,192	990
Clifford H Ted Rees Jr Scholarship	VA	\$184,100	\$43,828	990
Growing In Grace Preparatory School Inc	FL	\$184,084	\$31,167	990
Clearview Sudbury School	TX	\$184,001	\$13,587	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
The Center For Learning Inc	PA	\$183,868	\$32,502	990

■ 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	1764 organizations. Compensation range \$1–\$511,645; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$185,000); for reference, expenses \$334,102 and assets \$3,638. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Zisha Novoseller, reported title " <i>Officer</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	234 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	66 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	94 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	84 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 (Zisha Novoseller) 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 1764 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$125,700 is reasonable (approximately the 94th 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). 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.