

Violeta Montessori School Inc

Executive Director / CEO

EIN 474052601
 MA · NTEE B24
 FY ending 2023-06-30
 June 13, 2026

This analysis benchmarks the total compensation of **Hala Aboulela, Executive Director / CEO** (\$39,793) against **every comparable organization** that fit the selection criteria — **134** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

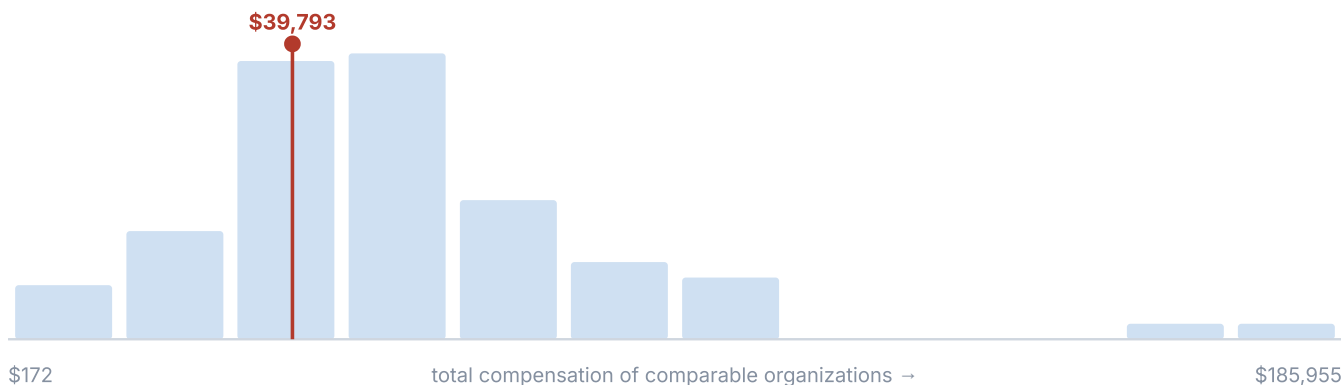
Benchmarked executive: Hala Aboulela — reported title “HEAD OF SCHOOL”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

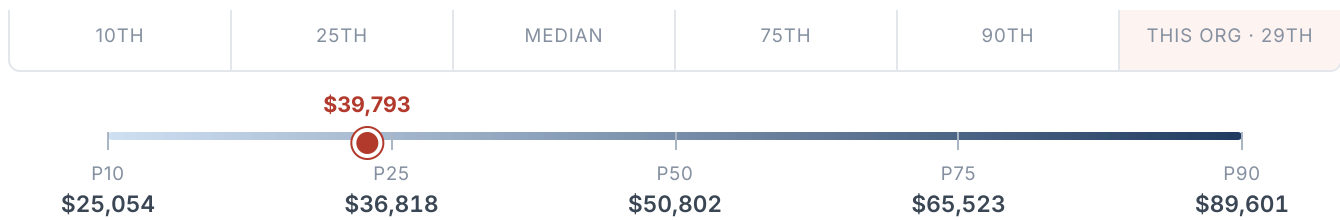
SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$315,716 and \$706,827 — 0.67x to 1.50x the subject's \$471,218 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

134 organizations qualified on sector, size, and geography → **134** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,054	\$36,818	\$50,802	\$65,523	\$89,601	\$39,793
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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 MA 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
Masjidullahs New Medina Learning Institute	PA	\$471,177	Secretary	\$8,085	\$8,972	2023
Wild Oak Independent School	NC	\$470,269	Vp	\$45,000	\$48,963	2025
Richmond Primary School	VA	\$467,254	Founder/executive Director	\$65,976	\$70,890	2023
Heartland Christian Academy Inc	MN	\$467,140	Director Of Operations	\$44,752	\$47,797	2024
All Saints Elementary Of Tipperary Hill	NY	\$475,487	Principal	\$54,474	\$53,206	2024
Red Fox Community School Inc	VT	\$477,511	Head Of School	\$75,000	\$81,596	2024
Living Word Christian Academy	TX	\$464,702	Waco, Tx	\$38,588	\$41,723	2024
Weaver Child Development Center	OH	\$464,055	Exec Director/vice President	\$72,921	\$81,330	2025
Valley Christian School	WY	\$479,070	Administrator/principal	\$37,344	\$43,224	2024
Carter Christian Academy Inc	KY	\$459,674	Teacher	\$33,417	\$37,807	2025
The Open School	CA	\$459,653	Chairman	\$47,321	\$45,472	2023
Wild Fern Montessori School	VA	\$459,360	Head Of School	\$48,499	\$50,617	2024
The Masters Study Inc	IN	\$457,523	Director	\$1,600	\$1,824	2024
Fhl Academy Inc	MN	\$457,508	President	\$32,048	\$34,229	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mighty Oaks Enrichment Center	KS	\$454,779	President	\$25,000	\$29,194	2024
Extraordinary Education Family Learning	TX	\$492,815	Executive Dir.	\$29,685	\$32,096	2024
Ormewood School Inc	GA	\$493,801	Executive Director	\$58,702	\$63,799	2024
Realms Of Inquiry	UT	\$448,232	Executive Di	\$54,021	\$59,762	2024
Lagond Music School Inc	NY	\$502,382	President	\$50,000	\$48,837	2024
Dalton Learning Academy Inc	FL	\$439,244	President	\$80,250	\$81,488	2024
Azalea City Montessori Cooperative	AL	\$439,120	Head Of School	\$30,000	\$36,067	2023
Atx Kids Club	TX	\$438,372	Executive Dir.	\$87,717	\$94,842	2024
Dieu Est Notre Espoir Inc	FL	\$504,125	President	\$65,000	\$67,952	2023
Evergreen Garden School	WA	\$437,214	Director	\$55,725	\$55,520	2023
Binyan Yisroel Inc	MD	\$437,133	Executive Dir.	\$52,699	\$54,827	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2023 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 MA 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 **134** organizations. Compensation range \$172–\$185,955; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$471,218); for reference, expenses \$500,522 and assets \$487,534.

ROLE MATCH	Hala Aboulela, reported title " <i>HEAD OF SCHOOL</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	29 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	29 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 (Hala Aboulela) 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 13, 2026, comparing compensation against 134 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,793 is reasonable (approximately the 29th 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 13, 2026.