

Flor De Loto Montessori Corp

Executive Director / CEO

EIN 660921071

PR · NTEE B28

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lisbeth Gonzalez, Executive Director / CEO** (\$36,321) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

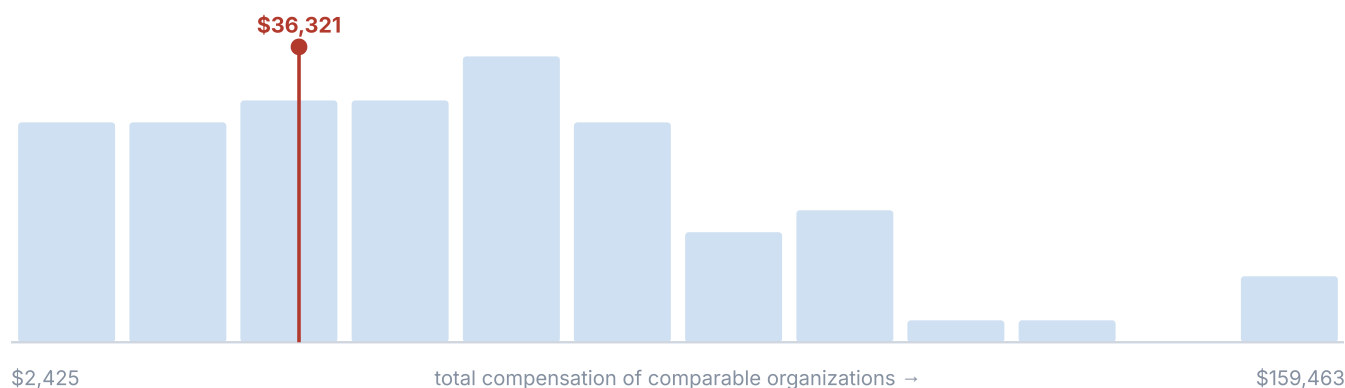
Benchmarked executive: Lisbeth Gonzalez — reported title “EMPLOYEE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B28).
BUDGET	Total revenue between \$243,953 and \$546,165 — 0.67x to 1.50x the subject's \$364,110 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography → **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,489

\$28,639

\$52,780

\$72,549

\$99,114

\$36,321



● 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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Vision Aviation	CA	\$361,981	President	\$33,040	\$34,016	2023
Disability Independence Group Inc	FL	\$357,596	Executive Director	\$101,538	\$104,537	2023
I Fly Young Inc	CA	\$353,164	Ceo Principle	\$64,750	\$66,663	2023
Kingsport Christian Academy	TN	\$376,169	Director/administrator	\$25,603	\$24,943	2025
Take Note Studio Inc	WI	\$378,193	Executive Director	\$98,083	\$98,083	2024
Azalea Montessori Elementary Nature School	OH	\$378,989	Executive Director	\$60,000	\$60,000	2024
Inspiring Minds	ND	\$380,097	President	\$74,778	\$74,778	2024
Inclusive Academy	AZ	\$346,468	Chief Executive Officer Director	\$24,645	\$24,645	2024
New Castle Learning Advantage	CO	\$382,113	Executive Di	\$14,834	\$14,834	2024
Clover Montessori School	PA	\$383,799	Board President, Founding Teacher Leader	\$67,000	\$68,979	2023
Mission Empower	PA	\$386,847	Executive Dir.	\$33,877	\$33,877	2024
Crest Education Center	CA	\$339,380	Treasurer	\$53,572	\$57,416	2022
Classylinks Creative Consultan	FL	\$338,829	Treasurer	\$12,000	\$12,000	2024
Alexsander Academy Inc	GA	\$390,034	Executive Di	\$100,130	\$100,130	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Huaxia Chinese School At Bergen Inc	NJ	\$390,653	Principal	\$8,713	\$8,713	2024
The Italian American Club Foundation	MN	\$391,509	President	\$9,000	\$9,000	2024
Bilingual Children Inc	GA	\$336,489	Executive Di	\$33,802	\$33,802	2024
Kinwell Academy Inc	IN	\$334,882	Executive Di	\$52,780	\$52,780	2024
Snowdrop Montessori School Inc	MA	\$396,087	President	\$60,000	\$60,000	2024
Clarke County Education Foundation Inc	VA	\$397,863	Executive Dir.	\$40,040	\$40,040	2024
Azalea Montessori School	OH	\$328,097	Co-founder	\$71,539	\$71,539	2024
Ann-hua Chinese School	MI	\$325,770	Principal	\$2,425	\$2,425	2024
Exceptional Education Outreach Inc	FL	\$402,749	President & Ceo	\$26,606	\$27,392	2023
Joys To The World Inc	OK	\$324,415	President/secretary	\$26,539	\$26,539	2024
Blazing Stars Montessori School Inc	FL	\$403,928	Officer	\$57,876	\$57,876	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PR 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. 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 **81** organizations. Compensation range \$2,425–\$159,463; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$364,110); for reference, expenses \$29,927 and assets \$353,175.
Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.

ROLE MATCH Lisbeth Gonzalez, reported title "EMPLOYEE", 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.

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	35 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	35 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 (Lisbeth Gonzalez) 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 81 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,321 is reasonable (approximately the 35th 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.