

# Sandys Day Care Inc

Executive Director / CEO

EIN 710723123

AR · NTEE P33Z

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jennifer Chick, Executive Director / CEO** (\$46,808) against **every comparable organization** that fit the selection criteria — **300** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jennifer Chick — reported title "PRESIDENT", 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 \$238,859 and \$534,760 — 0.67x to 1.50x the subject's \$356,507 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

**300** organizations qualified on sector, size, and geography → **300** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,620	\$27,644	\$43,962	\$55,789	\$69,334	\$46,808
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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 AR 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
<a href="#">Little Precious Steps</a>	TX	\$355,931	Executive Dir.	\$60,428	<b>\$52,233</b>	2024
<a href="#">Calvary Childcare Center</a>	CA	\$358,065	Executive Director	\$68,188	<b>\$52,382</b>	2023
<a href="#">Pooh's Corner Inc</a>	NY	\$358,188	Director	\$83,538	<b>\$67,156</b>	2023
<a href="#">Barrio Station</a>	CA	\$358,745	Executive Di	\$97,920	<b>\$73,065</b>	2024
<a href="#">Tanque Verde Extended Care Program</a>	AZ	\$358,851	Ed	\$76,451	<b>\$61,897</b>	2025
<a href="#">Elkader Childcare And Learning Center</a>	IA	\$353,375	Executive Director	\$52,538	<b>\$51,177</b>	2023
<a href="#">Willow Blossom Learning Center Inc</a>	MA	\$360,434	Center Director	\$70,820	<b>\$53,575</b>	2025
<a href="#">Mums - The Kitty Hupman Weekday School</a>	NC	\$360,729	Director (Non-voting Member Of Board)	\$41,223	<b>\$36,806</b>	2024
<a href="#">Mba Foundation</a>	MS	\$352,245	President	\$25,759	<b>\$25,523</b>	2023
<a href="#">Old School Of South Burlington Inc</a>	VT	\$352,174	Executive Director	\$65,976	<b>\$59,078</b>	2023
<a href="#">Usa Early Child Care Center Inc</a>	MI	\$361,251	Director	\$50,000	<b>\$45,913</b>	2023
<a href="#">Children's Center Of New Paltz Inc</a>	NY	\$351,548	Director	\$35,899	<b>\$28,859</b>	2023
<a href="#">Big Top Education Centerinc</a>	KS	\$363,432	Childcare Di	\$50,695	<b>\$47,326</b>	2024
<a href="#">Threshold Montessori School</a>	TN	\$363,613	Executive Director	\$85,800	<b>\$77,932</b>	2024
<a href="#">Sandite Child Development Center Inc</a>	OK	\$363,871	Director	\$59,486	<b>\$56,601</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Noah's Ark Day Care Center Of Port Jefferson</a>	NY	\$348,997	Executive Director	\$59,000	<b>\$44,882</b>	2025
<a href="#">Jazzyz Little Treasurez Childcare And Learning Ctr</a>	SC	\$364,491	President	\$78,000	<b>\$70,316</b>	2024
<a href="#">Olin Day Care Inc</a>	IA	\$364,529	Executive Director	\$46,344	<b>\$42,718</b>	2025
<a href="#">Little Bears Playhouse Inc</a>	AK	\$365,259	Executive Dir.	\$64,247	<b>\$54,645</b>	2023
<a href="#">Neighborhood Kidz Club</a>	TX	\$346,964	Executive Director	\$59,520	<b>\$52,968</b>	2023
<a href="#">Pace After School Program</a>	PA	\$345,680	Director	\$42,981	<b>\$37,038</b>	2024
<a href="#">Friends Of Potrero Hill Nursery</a>	CA	\$367,416	Director	\$106,558	<b>\$79,510</b>	2024
<a href="#">Silverton Family Learning Center Inc</a>	CO	\$345,259	Executive Dir.	\$43,788	<b>\$37,354</b>	2023
<a href="#">Lindale Child Care Program</a>	VA	\$368,650	Executive Director	\$67,532	<b>\$56,345</b>	2024
<a href="#">Little Turtles Playhouse Inc</a>	WI	\$343,249	Center Director	\$42,890	<b>\$39,849</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>300</b> organizations. Compensation range \$223–\$330,440; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$356,507); for reference, expenses \$411,471 and assets \$131,273.
ROLE MATCH	Jennifer Chick, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	6 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	55 <sup>th</sup>

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 (Jennifer Chick) 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 10, 2026, comparing compensation against 300 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,808 is reasonable (approximately the 56<sup>th</sup> 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 10, 2026.