

# Bluestem Montessori Elementary

Executive Director / CEO

EIN 812288371

NE · NTEE B20

FY ending 2025-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Laura M Roberts, Executive Director / CEO** (\$44,862) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Laura M Roberts — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B20).

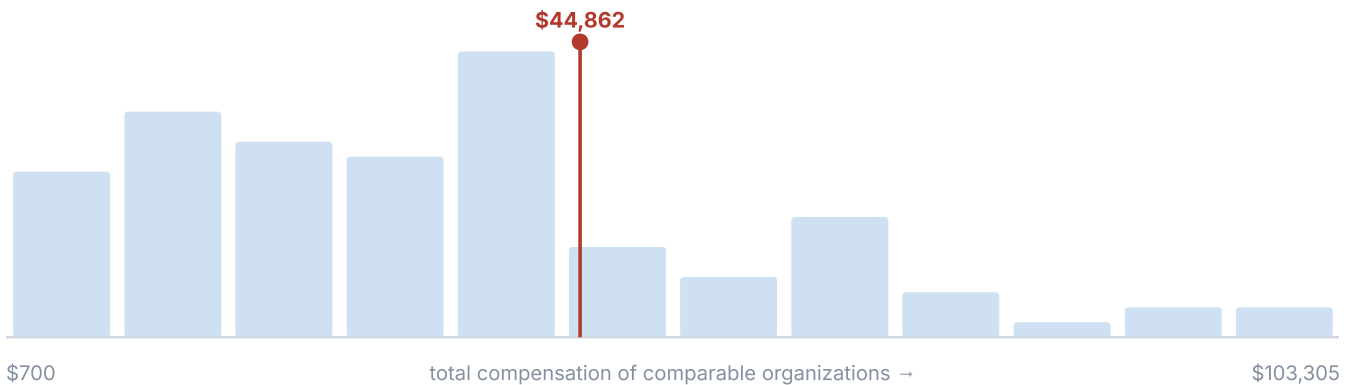
**BUDGET** Total revenue between \$123,173 and \$275,761 — 0.67x to 1.50x the subject's \$183,841 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**96** organizations qualified on sector, size, and geography

→ **96** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,623	\$15,537	\$31,672	\$46,919	\$66,002	\$44,862
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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 NE 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="#">Clearview Sudbury School</a>	TX	\$184,001	President	\$11,475	<b>\$11,279</b>	2023
<a href="#">Growing In Grace Preparatory School Inc</a>	FL	\$184,084	President	\$28,858	<b>\$25,873</b>	2024
<a href="#">Scientiae Inc</a>	FL	\$182,457	President	\$781	<b>\$700</b>	2024
<a href="#">Mount Hope Christian Academy Inc</a>	VA	\$186,637	Academy Director	\$32,231	<b>\$29,700</b>	2024
<a href="#">Long Island Traditions Inc</a>	NY	\$179,816	Executive Director	\$44,923	<b>\$38,741</b>	2024
<a href="#">Carden Educational Foundation</a>	FL	\$191,520	President & Treasurer	\$97,195	<b>\$89,713</b>	2023
<a href="#">The Greenhouse Schoolinc</a>	MA	\$173,484	Executive Di	\$6,300	<b>\$5,563</b>	2023
<a href="#">Heritage Christian Academy</a>	TN	\$195,767	President	\$15,000	<b>\$15,047</b>	2024
<a href="#">Orcas Montessori School</a>	WA	\$197,361	Vice President	\$45,266	<b>\$39,819</b>	2023
<a href="#">Asa Christian Academy</a>	FL	\$170,116	Executive Director	\$42,000	<b>\$38,767</b>	2023
<a href="#">St Jude School</a>	CA	\$197,855	Secretary	\$40,000	<b>\$32,114</b>	2025
<a href="#">Trace Academy Inc</a>	FL	\$198,199	Head Of Scho	\$58,417	<b>\$53,920</b>	2023
<a href="#">Academy Christian School Inc</a>	SC	\$198,225	President	\$38,566	<b>\$39,532</b>	2023
<a href="#">Parents For Public Schools</a>	MS	\$198,818	Executive Di	\$30,000	<b>\$31,887</b>	2024
<a href="#">Beginning Education And Readiness School</a>	OH	\$199,351	Executive Director	\$60,760	<b>\$61,417</b>	2024
<a href="#">Masters Christian School</a>	WA	\$201,153	Executive Director	\$32,971	<b>\$28,171</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">John Paul Ii Polish Supplementary School Of Maspeth Inc</a>	NY	\$202,679	President	\$6,765	<b>\$5,834</b>	2024
<a href="#">Trinity Learning Center</a>	MO	\$164,589	Director	\$22,050	<b>\$22,288</b>	2024
<a href="#">Virginia Association Of Science</a>	VA	\$164,234	Executive Director	\$40,000	<b>\$36,858</b>	2024
<a href="#">Millennium Leadership Christian Academy Inc</a>	FL	\$204,543	Director	\$46,450	<b>\$41,644</b>	2024
<a href="#">Anastasis Academy</a>	CO	\$204,546	Executive Di	\$38,646	<b>\$35,366</b>	2024
<a href="#">Pumpkin Patch Preschool Inc</a>	PA	\$205,580	Pres./treas.	\$64,440	<b>\$59,747</b>	2025
<a href="#">Machon Schneerson Chabad</a>	PA	\$205,676	President	\$15,550	<b>\$14,799</b>	2024
<a href="#">St Andrews Academy</a>	CA	\$206,194	President	\$21,024	<b>\$17,838</b>	2023
<a href="#">The Little Montessori School</a>	TX	\$206,702	Director	\$38,305	<b>\$36,567</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE cost of living and 2025 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 NE 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	96 organizations. Compensation range \$700–\$103,305; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$183,841); for reference, expenses \$244,129 and assets \$28,119.
ROLE MATCH	Laura M Roberts, reported title "EXECUTIVE DI", 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	75 <sup>th</sup>
All sources (D + E + F), adjusted	72 <sup>nd</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 (Laura M Roberts) 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 96 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,862 is reasonable (approximately the 73<sup>rd</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 9, 2026.