

Kidz R Us Too

Executive Director / CEO

This analysis benchmarks the total compensation of **Holly J Bright, Executive Director / CEO** (\$50,700) against **every comparable organization** that fit the selection criteria — **288** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

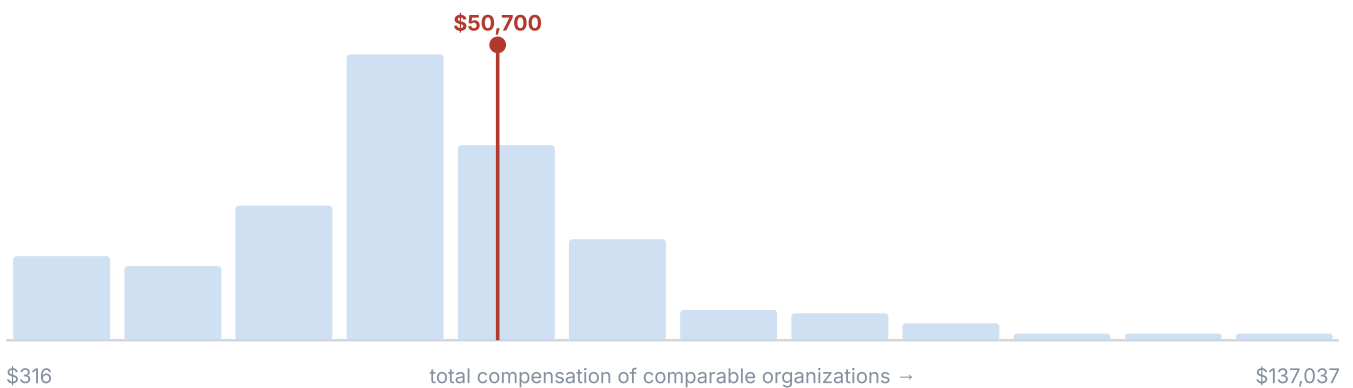
Benchmarked executive: Holly J Bright — reported title “SECRETARYDIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B21).
BUDGET	Total revenue between \$224,346 and \$502,267 — 0.67x to 1.50x the subject's \$334,845 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B21), nationwide + budget 0.67–1.5x revenue.

288 organizations qualified on sector, size, and geography → **288** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,063	\$30,690	\$41,695	\$54,057	\$68,568	\$50,700
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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 IA 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
Sunshine And Rainbows Early	TX	\$336,330	Director	\$35,770	\$31,836	2025
Mid-mitten Montessori	MI	\$333,251	Ex Officio	\$44,444	\$41,896	2024
Miss Ruby's Kids	SC	\$332,288	Executive Director	\$72,397	\$67,201	2025
Little Disciples Learning Center	OH	\$331,624	Director/pre	\$77,780	\$75,238	2024
Chenango Valley Nursery Inc	NY	\$338,231	Executive Dir.	\$49,509	\$39,806	2025
St Thomas Day School Inc	GA	\$331,192	Director	\$35,271	\$31,555	2025
East End Preschool	TX	\$330,142	Director	\$44,520	\$39,624	2025
Dayspring Childrens Center	OH	\$329,522	President	\$84,600	\$79,726	2025
Gazelle Creative Learning School	CA	\$329,372	President	\$102,550	\$80,874	2024
Berkeley Hills Parents Association	CA	\$340,360	Exec. Direct	\$77,439	\$61,071	2024
School Of The Beartooths	MT	\$328,664	Executive Director	\$52,082	\$52,788	2023
Creative Play Children's Learning	FL	\$341,063	Director	\$49,252	\$43,505	2023
Suburban Nursery School Inc	MD	\$328,391	Teacher	\$36,658	\$32,225	2023
Children's Rocky Mountain School Inc	CO	\$328,351	Executive Director	\$65,341	\$57,222	2024
Community Farm School Inc	MA	\$327,842	Clerk	\$24,576	\$20,170	2024
Altadena Nursery School Inc	CA	\$326,868	Director	\$47,895	\$36,798	2025
Cisco Center Foundation Inc	MD	\$344,268	Ex Officio A	\$31,500	\$26,896	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fallston Country Pre-kindergar	MD	\$344,539	Teacher	\$46,295	\$38,510	2025
Trinity Preschool Inc	MN	\$324,730	Executive Dir.	\$74,000	\$65,060	2025
Kaleidoscope School	WA	\$346,306	President/treasury	\$63,064	\$50,237	2025
Rockport Christian Service Inc	TX	\$346,774	Director	\$54,365	\$51,134	2023
Peace Unlimited Corporation	NY	\$322,834	President/director	\$53,404	\$45,375	2023
Growing Tree Inc	TN	\$347,057	Director	\$46,760	\$44,890	2024
Morning Glory Enterprises	CA	\$321,433	Ceo Member At Large	\$75,604	\$59,624	2024
The Children's Farm Inc	MN	\$320,352	President	\$13,200	\$11,605	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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. To compare fairly across regions and years, peer compensation is normalized to IA 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	288 organizations. Compensation range \$316–\$137,037; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$334,845); for reference, expenses \$351,414 and assets \$245,441.
ROLE MATCH	Holly J Bright, reported title " <i>SECRETARYDIRECTOR</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 13 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	66 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	66 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 (Holly J Bright) 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 288 similarly situated organizations (Same NTEE sector (B21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,700 is reasonable (approximately the 66th 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.