

Zinnia Montessori School Inc

Executive Director / CEO

EIN 821905465
 MA · NTEE B21
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Alison Evans, Executive Director / CEO** (\$109,630) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

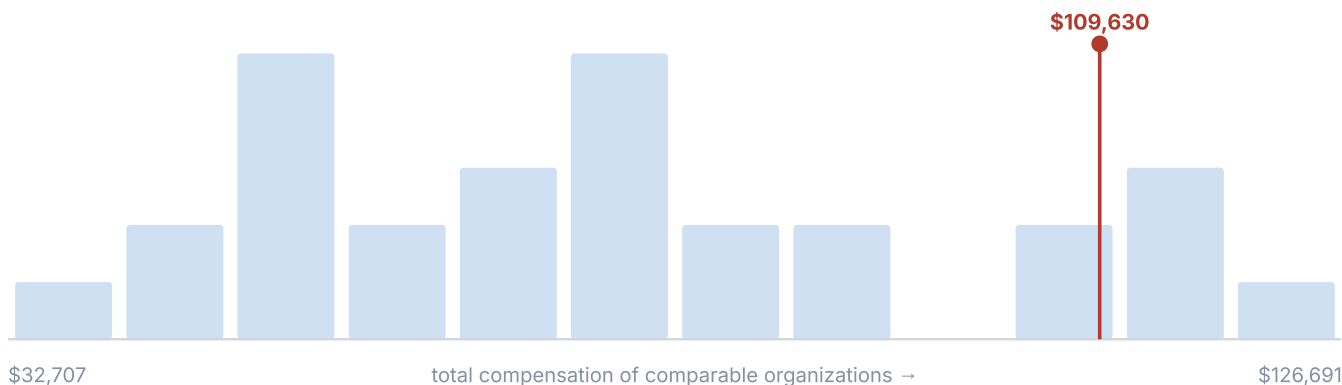
Benchmarked executive: Alison Evans — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B21).
BUDGET	Total revenue between \$332,947 and \$745,404 — 0.67x to 1.50x the subject's \$496,936 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B21) + MA + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$48,070	\$54,456	\$74,542	\$90,042	\$112,864	\$109,630
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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
The Boston Children's School Inc	MA	\$483,622	President, Treasurer, Dir	\$123,425	\$126,691	2024
Neighborhood Cooperative Nursery School	MA	\$511,308	Executive Director	\$83,393	\$83,393	2025
Acton Cooperative School Inc	MA	\$472,687	Director	\$73,841	\$78,033	2023
The Westwood Montessori School Inc	MA	\$526,393	President, T	\$110,067	\$110,067	2025
Norfolk Cooperative Primary Inc	MA	\$536,522	Teacher Rep	\$30,950	\$32,707	2023
Dandelion Parent Education Incorporated	MA	\$548,907	President	\$72,241	\$74,152	2024
Kings Wood Montessori School Inc	MA	\$556,811	Director	\$72,436	\$76,549	2023
The Village School Incorporated	MA	\$559,326	Adm. Director	\$40,692	\$41,769	2024
Montessori Childrens House Of	MA	\$559,344	Asst. Clerk	\$110,100	\$116,351	2023
Aster Montessori School Inc	MA	\$560,865	President	\$103,798	\$109,691	2023
The Village Nursery School Inc	MA	\$577,835	Director	\$47,014	\$49,683	2023
Wilder Memorial Nursery School	MA	\$583,945	Executive Director	\$79,623	\$81,730	2024
South Walpole Community Preschool Inc	MA	\$409,703	Executive Dir.	\$47,350	\$50,038	2023
Central Co-operative Nursery School	MA	\$586,597	Executive Di	\$63,911	\$67,540	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ocean Breeze School Inc	MA	\$588,589	Vice President	\$75,890	\$77,898	2024
North Shore Montessori School Inc	MA	\$603,221	Executive Director	\$52,923	\$55,928	2023
Parents Of Rockhill Inc	MA	\$384,487	Vice Princip	\$46,939	\$49,604	2023
Fieldstone Early Learning	MA	\$382,370	President	\$70,012	\$70,012	2025
Wilbraham Community Preschool	MA	\$380,140	President	\$65,958	\$67,703	2024
Wayland Creative Pre-school Inc	MA	\$621,027	Pres/exec Dir/teacher	\$88,569	\$88,569	2025
Hancock Nursery School Inc	MA	\$372,688	Executive Di	\$57,753	\$57,753	2025
Massachusetts Head Start Association Inc	MA	\$353,945	Executive Director	\$112,997	\$115,987	2024
Kingdom Rock Childrens Village	MA	\$639,941	Ex. Director	\$111,525	\$111,525	2025
Community Nursery School Of Wayland	MA	\$350,992	Registrar	\$44,998	\$44,998	2025
Harborlight Nursery School Inc	MA	\$350,619	Executive Director	\$73,000	\$74,931	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 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 **28** organizations. Compensation range \$32,707–\$126,691; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$496,936); for reference, expenses \$505,446 and assets \$223,880.

ROLE MATCH Alison Evans, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	79 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	79 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 (Alison Evans) 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 28 similarly situated organizations (Same NTEE sector (B21) + MA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$109,630 is reasonable (approximately the 79th 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.