

# Woodland Montessori School Inc

Executive Director / CEO

EIN 823677332

MO · NTEE B20

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Melissa Steck, Executive Director / CEO** (\$88,100) against **every comparable organization** that fit the selection criteria — **285** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92<sup>nd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

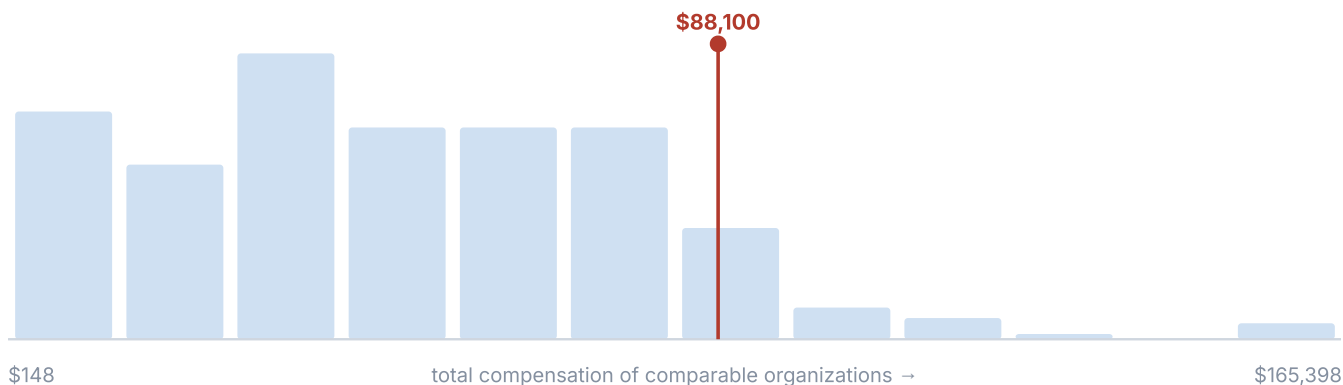
**Benchmarked executive:** Melissa Steck — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$313,044 and \$700,845 — 0.67x to 1.50x the subject's \$467,230 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**285** organizations qualified on sector, size, and geography → **285** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,254	\$26,594	\$46,444	\$69,418	\$85,119	\$88,100
---------	----------	----------	----------	----------	----------



## ● 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 MO 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="#">University Montessori School</a>	VA	\$466,888	Head Of School	\$61,298	<b>\$57,531</b>	2023
<a href="#">Friends Of Gantry Plaza State Park Inc</a>	NY	\$466,105	Executive Director	\$99,900	<b>\$85,231</b>	2024
<a href="#">Black Male Working Academy Inc</a>	KY	\$468,676	Executive Director	\$19,094	<b>\$19,368</b>	2024
<a href="#">Firm Foundations Academy</a>	PA	\$470,049	Chair	\$37,674	<b>\$35,472</b>	2024
<a href="#">Cupola Academy</a>	PA	\$470,082	Co-director	\$89,304	<b>\$84,083</b>	2024
<a href="#">North Star Montessori School Inc</a>	IN	\$470,268	Director	\$64,972	<b>\$64,690</b>	2024
<a href="#">Trinity Simone Christian Preparatory Academy Inc</a>	FL	\$464,072	President	\$42,000	<b>\$37,252</b>	2024
<a href="#">French-american School Of Norfolk</a>	VA	\$463,262	Director	\$62,447	<b>\$56,928</b>	2024
<a href="#">Shepherd's Heart Christian Ministries Inc</a>	FL	\$471,530	President	\$25,000	<b>\$21,603</b>	2025
<a href="#">Sea-king District Of The Washington Interscholastic Activities Assn</a>	WA	\$462,852	Sea-king District Director	\$44,325	<b>\$36,502</b>	2025
<a href="#">Prew Academy Of Sarasota Inc</a>	FL	\$462,414	Dir/principal	\$102,170	<b>\$93,297</b>	2023
<a href="#">Chess And Strategy Game Association</a>	MN	\$462,253	Associate Di	\$90,623	<b>\$87,042</b>	2023
<a href="#">Southwest Montessori Academy Inc</a>	IN	\$472,283	Executive Dir.	\$47,464	<b>\$47,258</b>	2024
<a href="#">Pentathlon Institute Inc</a>	IN	\$462,122	National Director	\$96,499	<b>\$96,080</b>	2024
<a href="#">Amundsen Educational Center</a>	AK	\$472,588	Executive Dir.	\$96,861	<b>\$87,432</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pure In Heart Christian Academy &amp;</a>	FL	\$461,442	President	\$27,200	<b>\$24,125</b>	2024
<a href="#">Haven Education Solutions Inc</a>	MD	\$473,044	President	\$12,250	<b>\$11,133</b>	2023
<a href="#">National Association For Search</a>	VA	\$475,413	Executive Director	\$93,149	<b>\$84,916</b>	2024
<a href="#">Cottonwood Alc Inc</a>	MT	\$475,815	President	\$70,674	<b>\$70,073</b>	2025
<a href="#">Arcadian Fellowship Church Inc</a>	MD	\$476,640	Vice President	\$60,000	<b>\$52,962</b>	2024
<a href="#">Cuyahoga Valley Christian Academy</a>	OH	\$457,299	Admin Repres	\$11,127	<b>\$11,456</b>	2023
<a href="#">Star Christian School</a>	CA	\$456,867	President	\$30,700	<b>\$25,768</b>	2023
<a href="#">Foundation For Pottstown Education</a>	PA	\$454,654	Executive Di	\$101,439	<b>\$93,047</b>	2025
<a href="#">Cornerstone Christian Schools Inc</a>	ID	\$454,132	President	\$34,708	<b>\$34,860</b>	2024
<a href="#">Banner Of Faith Ministries Inc</a>	TX	\$453,467	President	\$24,000	<b>\$22,667</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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** 285 organizations. Compensation range \$148–\$165,398; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$467,230); for reference, expenses \$431,140 and assets \$388,010.

<b>ROLE MATCH</b>	Melissa Steck, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	<b>92<sup>nd</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>84<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>93<sup>rd</sup></b>
All sources (D + E + F), adjusted	<b>89<sup>th</sup></b>

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 (Melissa Steck) 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 285 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,100 is reasonable (approximately the 92<sup>nd</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.