

Key Collegiate Charter School

Executive Director / CEO

EIN 824747474
 NY · NTEE B29
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Renisha Pierre, Executive Director / CEO** (\$170,909) against **every comparable organization** that fit the selection criteria — **271** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

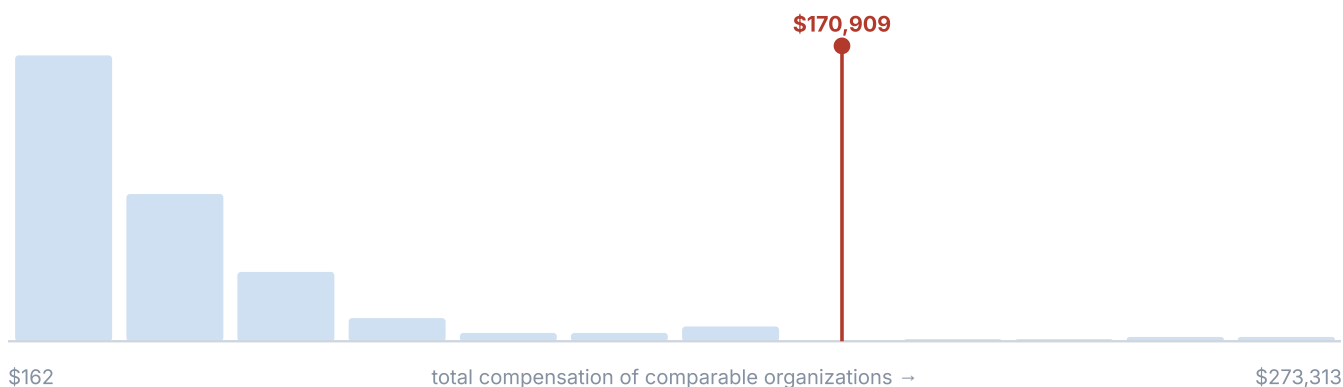
Benchmarked executive: Renisha Pierre — reported title "SCHOOL DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

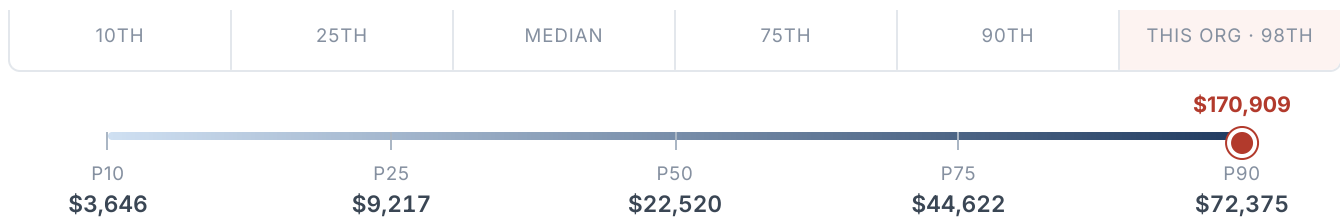
SECTOR	Organizations sharing the subject's NTEE classification (B29).
BUDGET	Total revenue between \$41,331 and \$92,533 — 0.67x to 1.50x the subject's \$61,689 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

271 organizations qualified on sector, size, and geography → **271** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,646	\$9,217	\$22,520	\$44,622	\$72,375	\$170,909
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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 NY 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
Wood Colony Christian School	CA	\$61,546	President	\$7,475	\$7,143	2023
University Station Alliance Inc	OR	\$61,841	Executive Director/partial Year	\$40,137	\$41,249	2023
Community After School Program Inc	OK	\$61,535	Executive Dir.	\$83,000	\$101,142	2023
Milk And Honey Outreach Ministries Inc	FL	\$61,407	Director	\$42,600	\$44,288	2023
Assist Academy	CA	\$62,000	Ceo	\$43,250	\$40,144	2024
Wsna Scholarship And Research	WA	\$61,216	Secretary	\$2,065	\$1,988	2024
Louisiana Bankers Patrick Spencerfisc	LA	\$61,103	Ceo	\$38,053	\$46,370	2023
Philadelphia Children's Foundation	PA	\$62,288	Exec Director	\$45,000	\$49,662	2023
High Plains Mental Health Center	KS	\$62,337	Executive Director	\$48,469	\$56,284	2024
Children's Center For Behavioral	IL	\$62,529	President	\$12,000	\$12,354	2025
Kipp Support Corporation	GA	\$60,800	Ceo & Board Secretary	\$33,706	\$37,505	2023
Albany Fund For Education Inc	NY	\$60,712	Executive Director	\$32,340	\$32,340	2023
Maurice River Education Foundation	NJ	\$62,775	Secretary	\$19,539	\$18,268	2025
Susquehanna University And	PA	\$60,368	Trustee	\$30,266	\$31,607	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mayor's Scholarship Fund Inc	ID	\$60,237	Executive Di	\$12,032	\$13,404	2025
Shine Your Light	CA	\$63,350	President/ceo	\$14,317	\$13,289	2024
Friends Of The San Rafael Public Library	CA	\$60,014	Director	\$2,310	\$2,089	2025
Gospel Worship Experience Scholarship Program Inc	VA	\$63,368	Coo	\$500	\$519	2024
Coalition For Educational Partnership	CA	\$60,000	President & Ceo	\$42,000	\$38,983	2024
Westerville Rotary Foundation	OH	\$63,485	Treasurer	\$1,500	\$1,708	2024
Golconda Foundation Inc	OK	\$63,611	President	\$9,750	\$11,540	2024
Dist 100 Fndtn For Excellence Invest	IL	\$59,696	Agent-for-trustee	\$8,446	\$9,189	2023
The Westbrook Education Foundation	MN	\$63,748	Director	\$2,390	\$2,538	2024
Latitude Education	CA	\$64,000	Chief Executive Officer	\$211,667	\$196,465	2024
Wichita Falls Prca Rodeo Association	TX	\$64,067	President	\$5,000	\$5,377	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **271** organizations. Compensation range \$162–\$273,313; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$61,689); for reference, expenses \$70,507 and assets \$1,310,452.
ROLE MATCH	Renisha Pierre, reported title "SCHOOL DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	70 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	77 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 (Renisha Pierre) 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 271 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$170,909 is reasonable (approximately the 98th 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.