

Azalea Montessori School

Executive Director / CEO

EIN 832295720

OH · NTEE B28

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jeana Olszewski, Executive Director / CEO** (\$71,539) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

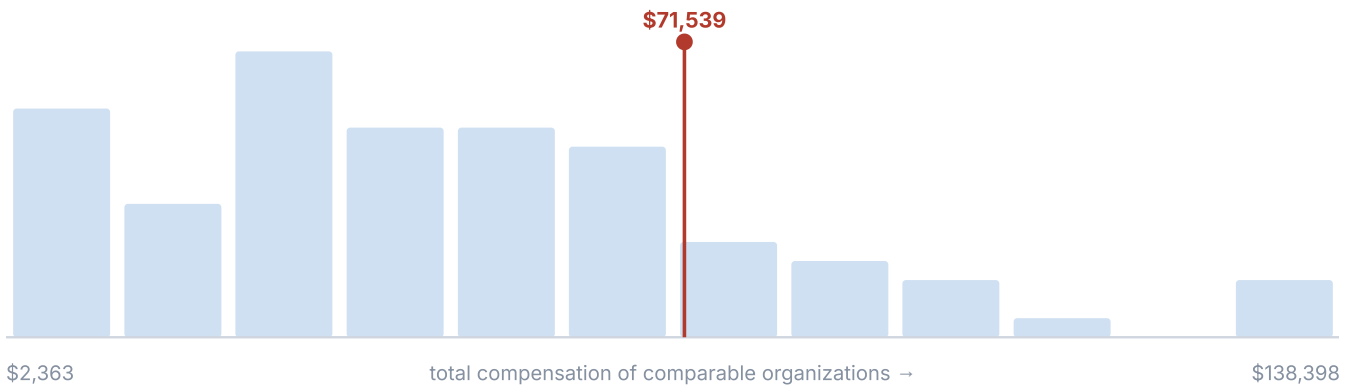
Benchmarked executive: Jeana Olszewski — reported title “Co-Founder”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B28).
BUDGET	Total revenue between \$219,824 and \$492,145 — 0.67x to 1.50x the subject's \$328,097 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography → **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,782	\$27,289	\$46,213	\$64,587	\$91,028	\$71,539
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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 OH 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
Ann-hua Chinese School	MI	\$325,770	Principal	\$2,425	\$2,363	2024
Joys To The World Inc	OK	\$324,415	President/secretary	\$26,539	\$27,591	2024
Polygrarian Institute	NV	\$323,794	Executive Dir.	\$61,866	\$58,549	2024
Kinwell Academy Inc	IN	\$334,882	Executive Di	\$52,780	\$52,551	2024
Bilingual Children Inc	GA	\$336,489	Executive Di	\$33,802	\$32,089	2024
Classylinks Creative Consultan	FL	\$338,829	Treasurer	\$12,000	\$10,643	2024
Helping Hand Developmental Center	NC	\$316,904	Executive Director (7/1/23 - 10/13/23)	\$25,661	\$25,034	2024
Crest Education Center	CA	\$339,380	Treasurer	\$53,572	\$46,810	2022
Faith Christian Academy	TN	\$315,881	Executive Dir.	\$44,952	\$43,462	2025
Allium Montessori School Inc	MA	\$315,872	Director & President	\$77,803	\$67,960	2023
Miramelinda Montessori School Inc	MA	\$312,191	President & Treasurer	\$104,297	\$91,103	2023
Inclusive Academy	AZ	\$346,468	Chief Executive Officer Director	\$24,645	\$22,378	2024
Smart Kids With Learning	CT	\$307,889	Executive Di	\$82,500	\$73,033	2024
Ixora Montessori Inc	VA	\$306,239	Chairman	\$86,730	\$77,026	2025
I Fly Young Inc	CA	\$353,164	Ceo Principle	\$64,750	\$54,349	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sam Academy	CA	\$300,722	Ceo	\$77,364	\$64,936	2023
Noticeability Inc	MA	\$299,729	Executive Director	\$154,888	\$135,293	2023
Disability Independence Group Inc	FL	\$357,596	Executive Director	\$101,538	\$92,720	2023
New Vision Aviation	CA	\$361,981	President	\$33,040	\$27,732	2023
Spectrum Linx Foundation Inc	TX	\$293,503	Executive Director	\$19,231	\$18,163	2024
Flor De Loto Montessori Corp	PR	\$364,110	Employee	\$36,321	\$36,321	2024
Chabad Girls Academy Inc	NY	\$291,966	Executive Director	\$68,249	\$58,227	2024
Ludic Spectrum Center Inc	TN	\$290,098	Executive Director, President	\$104,000	\$100,552	2025
Walton County Christian Learning Ce	GA	\$285,357	Executive Director	\$27,817	\$27,188	2023
Kingsport Christian Academy	TN	\$376,169	Director/administrator	\$25,603	\$24,754	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 82 organizations. Compensation range \$2,363–\$138,398; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$328,097); for reference, expenses \$415,233 and assets \$98,189.

ROLE MATCH	Jeana Olszewski, reported title "Co-Founder", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	82 nd
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	80 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 (Jeana Olszewski) 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 82 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,539 is reasonable (approximately the 82nd 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.