

# Roxbury Roots Montessori Inc

Executive Director / CEO

EIN 841964356  
 MA · NTEE B28  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Renee Jolley, Executive Director / CEO** (\$70,705) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

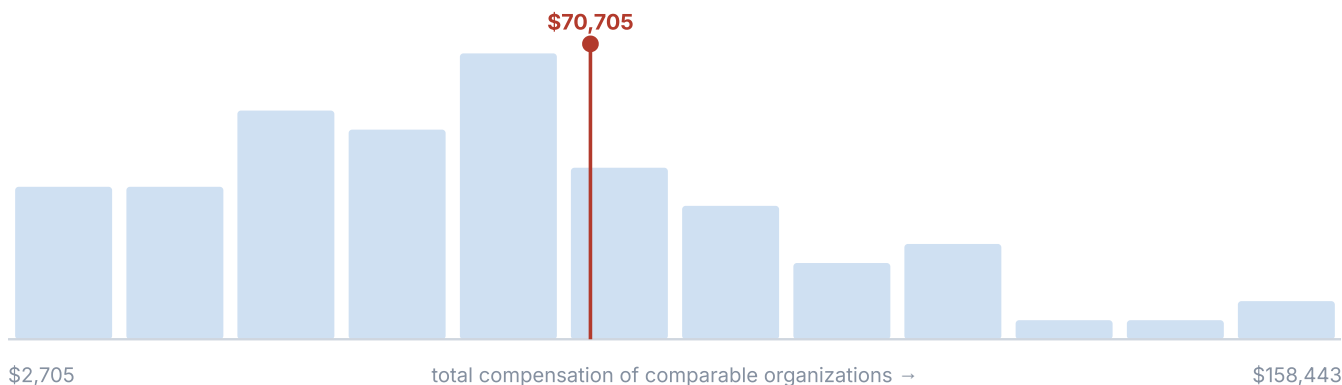
**Benchmarked executive:** Renee Jolley — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

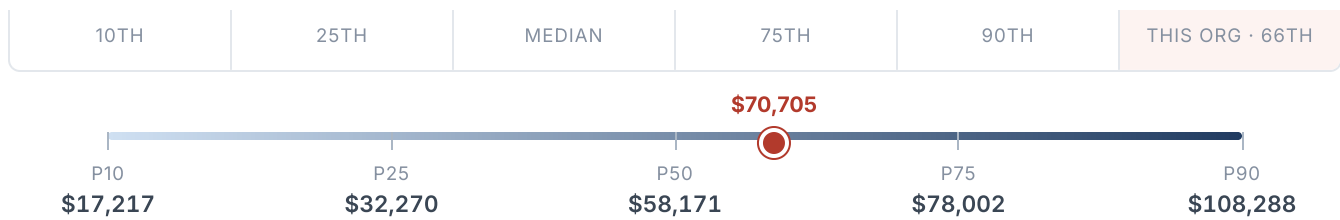
SECTOR	Organizations sharing the subject's NTEE classification (B28).
BUDGET	Total revenue between \$270,806 and \$606,283 — 0.67x to 1.50x the subject's \$404,189 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

**83** organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,217	\$32,270	\$58,171	\$78,002	\$108,288	\$70,705
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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
<a href="#">Blazing Stars Montessori School Inc</a>	FL	\$403,928	Officer	\$57,876	<b>\$58,769</b>	2024
<a href="#">The Social Engineering Project</a>	CA	\$405,321	Director	\$92,308	<b>\$86,156</b>	2024
<a href="#">Exceptional Education Outreach Inc</a>	FL	\$402,749	President & Ceo	\$26,606	<b>\$27,814</b>	2023
<a href="#">Spectrum Of Joy Inc</a>	AZ	\$407,281	President	\$10,854	<b>\$10,992</b>	2025
<a href="#">No More Sidelines</a>	MI	\$408,828	Ceo	\$26,000	<b>\$29,007</b>	2024
<a href="#">Clarke County Education Foundation Inc</a>	VA	\$397,863	Executive Dir.	\$40,040	<b>\$41,788</b>	2024
<a href="#">Snowdrop Montessori School Inc</a>	MA	\$396,087	President	\$60,000	<b>\$58,279</b>	2024
<a href="#">Hope Springs Christian Learning Center Inc</a>	GA	\$413,039	Ceo	\$39,930	<b>\$43,396</b>	2024
<a href="#">The Italian American Club Foundation</a>	MN	\$391,509	President	\$9,000	<b>\$9,613</b>	2024
<a href="#">Huaxia Chinese School At Bergen Inc</a>	NJ	\$390,653	Principal	\$8,713	<b>\$8,409</b>	2024
<a href="#">Alexsander Academy Inc</a>	GA	\$390,034	Executive Di	\$100,130	<b>\$108,823</b>	2024
<a href="#">The Exceptional Way Inc</a>	GA	\$421,142	Executive Di	\$59,908	<b>\$65,109</b>	2024
<a href="#">Mission Empower</a>	PA	\$386,847	Executive Dir.	\$33,877	<b>\$36,516</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Clover Montessori School</a>	PA	\$383,799	Board President, Founding Teacher Leader	\$67,000	<b>\$74,353</b>	2023
<a href="#">New Castle Learning Advantage</a>	CO	\$382,113	Executive Di	\$14,834	<b>\$15,374</b>	2024
<a href="#">Inspiring Minds</a>	ND	\$380,097	President	\$74,778	<b>\$88,701</b>	2024
<a href="#">Azalea Montessori Elementary Nature School</a>	OH	\$378,989	Executive Director	\$60,000	<b>\$68,690</b>	2024
<a href="#">Take Note Studio Inc</a>	WI	\$378,193	Executive Director	\$98,083	<b>\$110,721</b>	2024
<a href="#">Matthew 19 14</a>	KS	\$432,166	Executive Director	\$44,871	<b>\$53,945</b>	2023
<a href="#">Kingsport Christian Academy</a>	TN	\$376,169	Director/administrator	\$25,603	<b>\$28,339</b>	2025
<a href="#">Shenandoah Autism Center</a>	VA	\$436,300	Executive Di	\$69,357	<b>\$72,384</b>	2024
<a href="#">Arizona Spellers Academy</a>	AZ	\$439,070	Ceo	\$13,846	<b>\$14,022</b>	2025
<a href="#">Westerhoff School Of Music &amp; Art Inc</a>	NJ	\$441,879	Director	\$133,086	<b>\$128,437</b>	2024
<a href="#">Wisteria Montessori Inc</a>	MA	\$444,264	President	\$56,657	<b>\$55,032</b>	2024
<a href="#">Flor De Loto Montessori Corp</a>	PR	\$364,110	Employee	\$36,321	<b>\$35,279</b>	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 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

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PEER COUNT	83 organizations. Compensation range \$2,705–\$158,443; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$404,189); for reference, expenses \$434,725 and assets \$532,762.
ROLE MATCH	Renee Jolley, reported title " <i>President &amp; CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	67 <sup>th</sup>
All sources (D + E + F), adjusted	66 <sup>th</sup>

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

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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 (Renee Jolley) 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 83 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,705 is reasonable (approximately the 66<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.