

Cptkd Academy Inc

Executive Director / CEO

EIN 852436155

NY · NTEE B28

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rachel Robidoux, Executive Director / CEO** (\$149,946) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Rachel Robidoux — reported title “OFFICE MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

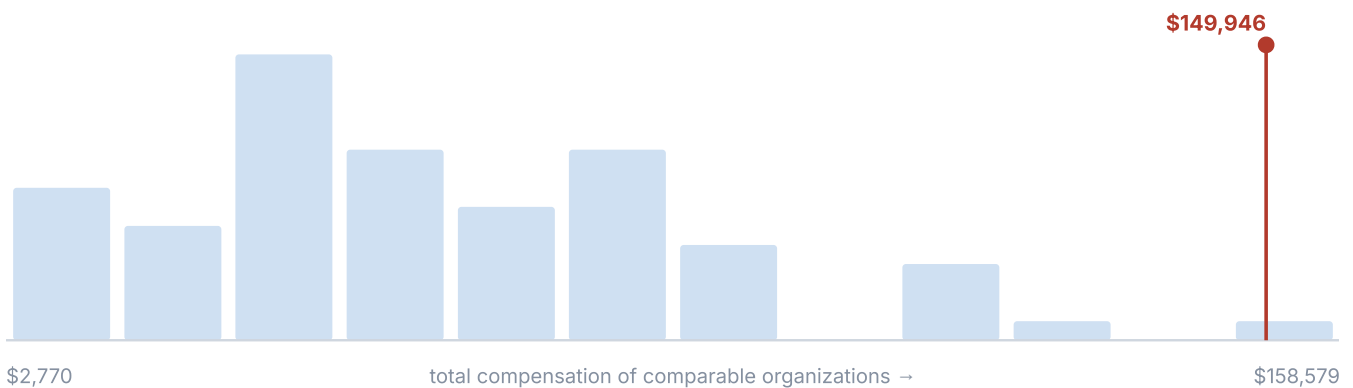
SECTOR Organizations sharing the subject's NTEE classification (B28).

BUDGET Total revenue between \$171,614 and \$384,211 — 0.67x to 1.50x the subject's \$256,141 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,087	\$32,088	\$45,869	\$72,996	\$90,496	\$149,946
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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
Longleaf Academy Inc	NC	\$255,509	Executive Director	\$72,549	\$82,957	2024
The Shane Center For Therapeutic	OH	\$252,632	Executive Director	\$63,540	\$74,476	2024
Options For College Success	IL	\$261,650	Executive Director And Pre	\$48,934	\$54,811	2023
The Shooting Star Foundation Inc	MN	\$250,498	Executive Director	\$38,010	\$41,564	2024
Humane Equine Aid & Rapid Transport Inc	VA	\$262,910	President	\$7,200	\$7,495	2025
Community Alliance For Special Education	CA	\$265,586	Executive Director	\$12,002	\$11,808	2023
Suzuki Academy Of Columbia	SC	\$267,327	Executive Director	\$37,129	\$41,761	2025
Goldenrod Montessori	OH	\$242,242	Head Of Scho	\$39,655	\$46,480	2024
Montessori Intergenerational Learning Communities	CO	\$242,078	Ceo	\$72,229	\$76,645	2024
Minnesota Yucai Chinese School	MN	\$241,151	Chair Principal	\$38,721	\$42,341	2024
Flame Lily Montessori	CO	\$241,009	Director	\$55,000	\$58,363	2024
Education Destination	LA	\$273,913	Vice Preside	\$27,550	\$33,572	2024
Monarch Home School Inc	OH	\$238,294	President	\$64,246	\$73,363	2025
Illuminations Center For Dyslexia	MS	\$274,388	Executive Director	\$43,753	\$53,927	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dream Catcher Therapy Center Inc	CO	\$235,687	Director	\$25,000	\$27,312	2023
Samara Learning Center	OR	\$279,040	Executive Director	\$35,397	\$35,440	2025
Westside Support Services Foundation	CA	\$227,652	Cfo	\$14,760	\$14,105	2024
Walton County Christian Learning Ce	GA	\$285,357	Executive Director	\$27,817	\$31,867	2023
Appalachian Banner Academy	TN	\$225,870	Executive Director	\$8,325	\$9,684	2024
Resoarcnes Inc	KY	\$224,564	Executive Director	\$45,760	\$54,406	2024
Lotus Montessori Academy Inc	MA	\$224,038	President	\$36,923	\$37,803	2023
Dahlia Montessori	NJ	\$223,136	Vice President	\$57,210	\$56,527	2024
Ludic Spectrum Center Inc	TN	\$290,098	Executive Director, President	\$104,000	\$117,859	2025
Chabad Girls Academy Inc	NY	\$291,966	Executive Director	\$68,249	\$68,249	2024
Woolly Farms Foundation	KS	\$220,051	President	\$31,110	\$37,194	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 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 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	67 organizations. Compensation range \$2,770–\$158,579; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$256,141); for reference, expenses \$1,776,727 and assets \$3,252,492. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Rachel Robidoux, reported title "OFFICE MANAGER", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	1 peer 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	97 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 (Rachel Robidoux) 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 67 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$149,946 is reasonable (approximately the 99th 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.