

This analysis benchmarks the total compensation of **Megan Fisher, Executive Director / CEO** (\$47,630) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

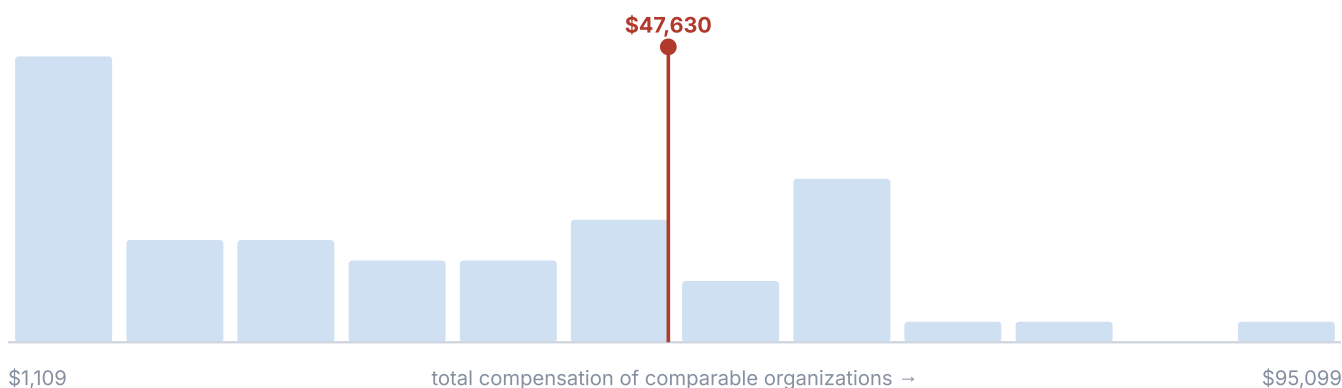
Benchmarked executive: Megan Fisher — reported title “VICE PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$120,494 and \$269,763 — 0.67x to 1.50x the subject's \$179,842 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,606	\$6,992	\$25,723	\$51,529	\$60,504	\$47,630
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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 TX 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
Boulder Sudbury School	CO	\$176,598	Secretary And Teacher	\$6,516	\$5,911	2025
Huaxia Chinese School At Bridgewater	NJ	\$184,351	Principal	\$8,480	\$7,352	2024
St Catherine Of Siena Academy	NY	\$186,368	Chair & Trea	\$4,090	\$3,589	2024
The Morgan Oliver School For Anti-racism Inc	GA	\$192,109	Ceo	\$14,583	\$14,658	2023
Solon Academy Inc	OH	\$166,891	Board Member	\$1,125	\$1,191	2023
Bnos Sarah Inc	NJ	\$194,438	Trustee	\$6,000	\$5,202	2024
Grace Christian Academy	NC	\$196,126	Teacher	\$26,667	\$26,065	2025
Alabama Association Of Elementary	AL	\$163,487	Aaesa Ast Ex Director	\$23,500	\$25,380	2023
Albert Lea Wrestling Boosters	MN	\$196,683	Trustee	\$33,900	\$32,525	2024
Kardia Classical School	WA	\$196,814	Head Of School	\$29,358	\$24,865	2025
Firefly Education	LA	\$162,356	Director	\$51,500	\$56,691	2023
Community Christian School Of	IN	\$161,955	Director	\$63,600	\$67,049	2023
Open Fields Inc	VT	\$158,919	Director/head Of School	\$4,320	\$4,222	2024
Faith Alive Christian Academy	VI	\$201,389	Teacher	\$27,288	\$27,288	2023
Mercy Christian Academy	LA	\$204,384	Board Member	\$32,296	\$35,551	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gaia Democratic School	MN	\$205,347	Officer-key Employee	\$40,000	\$38,378	2024
Life Point Christian University Inc	AZ	\$205,771	President	\$50,400	\$47,066	2024
Huaxia Chinese School At Montgomery Inc	NJ	\$153,698	Board Member	\$1,280	\$1,109	2024
Palmyra Christian Academy	MO	\$206,020	Director	\$3,550	\$3,759	2023
Mate School	CO	\$208,359	Chairman/pre	\$68,333	\$63,624	2024
Sunset Sudbury School Inc	FL	\$211,841	President	\$85,000	\$77,536	2024
Childrens Cottage	CA	\$212,633	Executive Dir.	\$65,301	\$53,342	2025
Desert Springs Christian Academy	NM	\$213,660	Headmaster 7	\$21,524	\$21,900	2025
Open Door Christian School	PA	\$214,476	Teacher & Assistant Administrator	\$20,736	\$20,079	2024
South Tulsa Academy Inc	OK	\$214,734	Board Member	\$15,000	\$15,625	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 52 organizations. Compensation range \$1,109–\$95,099; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$179,842); for reference, expenses \$191,663 and assets \$11,995.

ROLE MATCH Megan Fisher, reported title "*VICE PRESIDENT*", 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.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	73 rd
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	73 rd

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 (Megan Fisher) 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 52 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,630 is reasonable (approximately the 73rd 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.