

Extraordinary Education Family Learning

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Chad Hall, Executive Director / CEO** (\$29,685) against **every comparable organization** that fit the selection criteria — **133** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

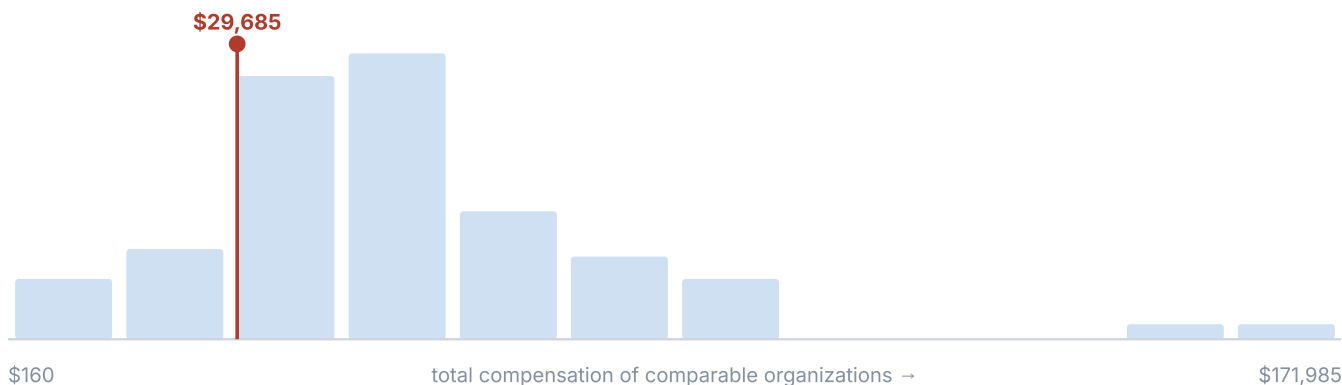
Benchmarked executive: Chad Hall — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$330,186 and \$739,222 — 0.67x to 1.50x the subject's \$492,815 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

133 organizations qualified on sector, size, and geography → **133** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,893	\$35,253	\$47,155	\$62,847	\$83,168	\$29,685
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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
Ormewood School Inc	GA	\$493,801	Executive Director	\$58,702	\$59,006	2024
Lagond Music School Inc	NY	\$502,382	President	\$50,000	\$45,167	2024
Dieu Est Notre Espoir Inc	FL	\$504,125	President	\$65,000	\$62,847	2023
Valley Christian School	WY	\$479,070	Administrator/principal	\$37,344	\$39,976	2024
Salt Private School Inc	FL	\$507,576	President	\$59,664	\$56,032	2024
Red Fox Community School Inc	VT	\$477,511	Head Of School	\$75,000	\$75,466	2024
Noor Academy Inc	NE	\$509,700	Director	\$35,600	\$39,409	2023
All Saints Elementary Of Tipperary Hill	NY	\$475,487	Principal	\$54,474	\$49,209	2024
Springfield School Volunteers Inc	MA	\$512,510	President & Ceo	\$95,047	\$85,384	2024
Violeta Montessori School Inc	MA	\$471,218	Head Of School	\$39,793	\$36,803	2023
Masjidullahs New Medina Learning Institute	PA	\$471,177	Secretary	\$8,085	\$8,298	2023
Wild Oak Independent School	NC	\$470,269	Vp	\$45,000	\$45,284	2025
Lake Country Christian School Inc	OK	\$515,927	President	\$47,265	\$52,029	2024
The Corner School	NY	\$517,303	Education Director	\$62,988	\$56,900	2024
Richmond Primary School	VA	\$467,254	Founder/executive Director	\$65,976	\$65,564	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Heartland Christian Academy Inc	MN	\$467,140	Director Of Operations	\$44,752	\$44,206	2024
Island Park Elementary	ID	\$520,327	School Operator	\$91,223	\$94,512	2025
Living Word Christian Academy	TX	\$464,702	Waco, Tx	\$38,588	\$38,588	2024
Weaver Child Development Center	OH	\$464,055	Exec Director/vice President	\$72,921	\$75,220	2025
Carter Christian Academy Inc	KY	\$459,674	Teacher	\$33,417	\$34,966	2025
The Open School	CA	\$459,653	Chairman	\$47,321	\$42,056	2023
Wild Fern Montessori School	VA	\$459,360	Head Of School	\$48,499	\$46,813	2024
Cocoplum Nature School Inc	FL	\$527,366	Executive Director	\$33,541	\$31,499	2024
Buckhannon Christian Academy Inc	WV	\$527,781	Administrator	\$40,212	\$42,403	2025
The Masters Study Inc	IN	\$457,523	Director	\$1,600	\$1,687	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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 133 organizations. Compensation range \$160–\$171,985; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$492,815); for reference, expenses \$495,743 and assets \$720,285.

ROLE MATCH	Chad Hall, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	16 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	16 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 (Chad Hall) 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 13, 2026, comparing compensation against 133 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,685 is reasonable (approximately the 16th 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 13, 2026.