

Reach Academy Inc

Executive Director / CEO

EIN 460812482

FL · NTEE B24

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Carol Holcomb, Executive Director / CEO** (\$55,814) against **every comparable organization** that fit the selection criteria — **113** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Carol Holcomb — reported title “Director”, 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).

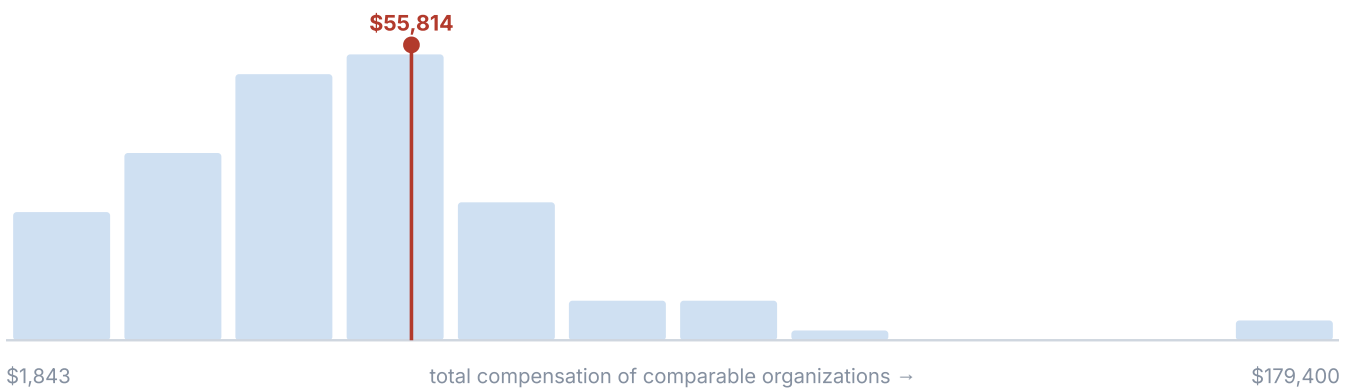
BUDGET Total revenue between \$212,812 and \$476,446 — 0.67x to 1.50x the subject's \$317,631 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

113 organizations qualified on sector, size, and geography

→ **113** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,760

\$29,510

\$45,261

\$59,372

\$74,991

\$55,814



● 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 FL 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
Mercy Prepratory Academy	TX	\$319,962	Founder	\$20,833	\$23,443	2023
Big Leaf Montessori	WA	\$314,984	Head Of Scho	\$35,395	\$35,648	2023
Gardenview Montessori School	WA	\$314,374	Director	\$54,819	\$53,627	2024
Rochester Classical Academy	NY	\$313,821	Head Of School	\$50,000	\$50,826	2023
Aurora School	VT	\$322,056	President	\$38,136	\$40,860	2025
Great River Montessori Inc	WI	\$322,872	Secretary Co-founder	\$55,328	\$65,000	2023
Maranatha Academy Inc	WI	\$323,010	Administratortrustee	\$32,011	\$36,528	2024
Birch School Inc	NY	\$311,558	Executive Di	\$62,250	\$61,462	2024
Down To Earth Nonprofit	OR	\$326,089	Executive Director	\$48,583	\$49,296	2024
Trinity Classical Academy	MS	\$307,601	Head Of School	\$8,167	\$10,233	2023
Cambria School Of Excellence Inc	NY	\$327,723	Director	\$24,000	\$23,696	2024
Kingston Montessori Academy	TX	\$303,350	President	\$35,000	\$39,384	2023
Quality Education Institute Of Durham Inc Q E I D	NC	\$302,989	Principal	\$36,000	\$40,644	2024
St Sophia Classical Academy Foundation	OK	\$302,320	President	\$4,553	\$5,337	2025
The Learning Well	WA	\$300,447	Director Of Education	\$31,717	\$31,944	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Summit Academy Of Southwest Ohio Inc	OH	\$335,504	Administrator	\$48,250	\$55,839	2024
Cape Cod Christian Academy Inc	MA	\$297,994	Executive Di	\$47,400	\$46,541	2024
Mysa School Inc	DC	\$337,850	President	\$192,053	\$179,400	2025
Mid Cities Christian Academy	TX	\$294,632	Director	\$42,000	\$47,262	2023
Phoenix Learning Academy	FL	\$341,934	Director	\$23,181	\$23,794	2024
Seton Foundation	NH	\$344,088	Trustee/teacher	\$42,273	\$43,909	2023
Magnolia Montessori	KY	\$290,390	President	\$26,308	\$30,883	2024
Copeland Run Academy	PA	\$288,066	Director	\$41,538	\$45,261	2024
International School Of Greenville	SC	\$348,825	President	\$22,800	\$25,989	2024
Brite Bringing Relief International	FL	\$285,994	Trustee	\$16,154	\$16,581	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2025 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 FL 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	113 organizations. Compensation range \$1,843–\$179,400; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$317,631); for reference, expenses \$379,110 and assets \$171,003.
ROLE MATCH	Carol Holcomb, reported title " <i>Director</i> ", 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	2 peers 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	71 st
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	70 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 (Carol Holcomb) 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 113 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,814 is reasonable (approximately the 71st 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.