

# Southern California Academy Of

Executive Director / CEO

This analysis benchmarks the total compensation of **Avani S Chetty, Executive Director / CEO** (\$55,176) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Avani S Chetty — 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 (S40).

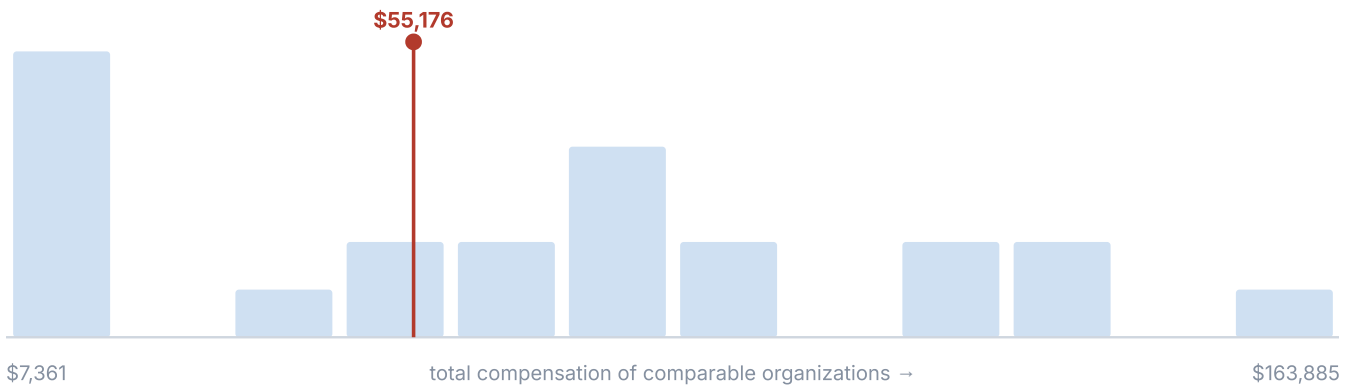
**BUDGET** Total revenue between \$98,578 and \$220,698 — 0.67x to 1.50x the subject's \$147,132 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,930	\$23,573	\$73,494	\$92,644	\$127,231	\$55,176
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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 CA 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="#">Waltham Educators Association</a>	MA	\$138,874	Co-president	\$13,725	<b>\$13,516</b>	2025
<a href="#">Unite Here Education And Support Fund</a>	NY	\$135,771	President & Director	\$82,648	<b>\$86,489</b>	2023
<a href="#">North Dakota Construction Council</a>	ND	\$132,470	Executive Dir.	\$12,000	<b>\$14,813</b>	2024
<a href="#">Manasota Air Conditioning Contractors</a>	FL	\$163,127	Secretary, Treasurer	\$6,766	<b>\$7,361</b>	2023
<a href="#">Mendocino Winegrowers Inc</a>	CA	\$164,067	Executive Director	\$56,909	<b>\$55,276</b>	2024
<a href="#">The Society Of Entrepreneurs Inc</a>	TN	\$127,102	Executive Director	\$102,250	<b>\$120,897</b>	2024
<a href="#">Physicians Research Institute Inc</a>	MD	\$170,200	President	\$90,046	<b>\$94,696</b>	2024
<a href="#">Westwater Financial Inc</a>	CA	\$183,506	Executive Director	\$78,049	<b>\$75,810</b>	2024
<a href="#">Big Apple Greeter Inc</a>	NY	\$184,029	Executive Director	\$60,045	<b>\$61,032</b>	2024
<a href="#">Greater Fort Lauderdale Transportation</a>	FL	\$185,216	Executive Director	\$127,589	<b>\$134,824</b>	2024
<a href="#">Better Business Bureau Education</a>	NE	\$185,980	President/ceo	\$102,708	<b>\$127,931</b>	2023
<a href="#">Egyptian Association Of Plumbing</a>	IL	\$187,230	Executive Di	\$32,250	<b>\$35,664</b>	2024
<a href="#">Florida Justice Association</a>	FL	\$190,296	President/secretary	\$18,495	<b>\$19,543</b>	2024
<a href="#">International Public Safety Institute</a>	NH	\$201,077	Secretary/treasurer	\$54,000	<b>\$56,087</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tech Bloc</a>	TX	\$203,547	Ceo	\$16,219	<b>\$18,789</b>	2023
<a href="#">Responsible Offshore Development Alliance</a>	DC	\$211,229	Executive Director - Former	\$166,028	<b>\$163,885</b>	2024
<a href="#">Florida Design And Construction Professionals Inc</a>	FL	\$211,348	Co-chair	\$67,359	<b>\$71,178</b>	2024
<a href="#">Unicoi County Chamber Of Commerce</a>	TN	\$213,166	Executive Di	\$70,426	<b>\$83,269</b>	2024
<a href="#">South 27th Street Business</a>	WI	\$214,468	Executive Dir.	\$66,000	<b>\$77,533</b>	2024
<a href="#">North Dakota Livestock Alliance</a>	ND	\$215,195	Executive Di	\$100,557	<b>\$120,929</b>	2025
<a href="#">Oswego Area Chamber Of Commerce</a>	IL	\$218,743	Executive Direc	\$72,726	<b>\$82,800</b>	2023
<a href="#">Hibernian Building Association Of</a>	MA	\$218,829	Clerk	\$15,813	<b>\$15,984</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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

PEER COUNT	22 organizations. Compensation range \$7,361–\$163,885; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$147,132); for reference, expenses \$114,494 and assets \$779,568.
ROLE MATCH	Avani S Chetty, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	45 <sup>th</sup>
All sources (D + E + F), adjusted	27 <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

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 (Avani S Chetty) 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 22 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,176 is reasonable (approximately the 32<sup>nd</sup> 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.