

University Montessori School

Executive Director / CEO

EIN 721327983
 LA · NTEE B20Z
 FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Teddi Locke, Executive Director / CEO** (\$31,990) against **every comparable organization** that fit the selection criteria — **286** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

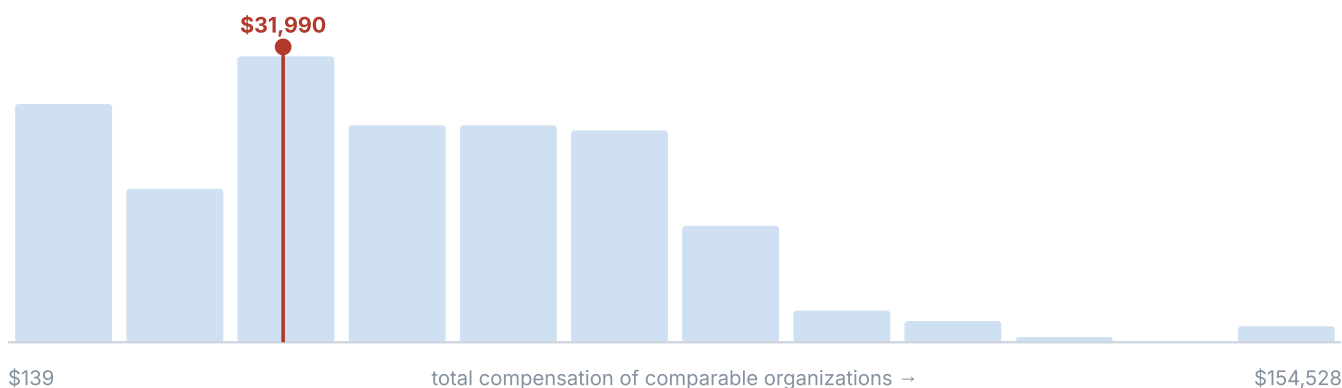
Benchmarked executive: Teddi Locke — reported title “CHAIRMAN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20Z).
BUDGET	Total revenue between \$324,300 and \$726,045 — 0.67x to 1.50x the subject's \$484,030 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

286 organizations qualified on sector, size, and geography → **286** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$7,943	\$25,097	\$43,972	\$64,864	\$80,274	\$31,990
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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 LA 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
Waldessori Schoolhouse	TX	\$484,528	Board President	\$13,573	\$11,977	2024
Green Mountain Montessori School	VT	\$482,315	President	\$80,077	\$73,197	2023
Faith Christian School And Institute	PA	\$486,139	President	\$28,778	\$26,063	2023
Pinnacle Christian School	TX	\$481,840	Head Of School	\$43,654	\$38,520	2024
East Orchard Christian Academy Inc	IL	\$487,462	Secretary/di	\$17,000	\$14,363	2025
Trinity Academy Inc	TN	\$487,742	Head Of School	\$52,000	\$46,972	2025
Fort Dodge Community School District Foundation	IA	\$487,946	Director	\$86,250	\$85,764	2023
Urban Village Montessori Inc	MA	\$489,946	President	\$91,069	\$70,327	2025
Arcadian Fellowship Church Inc	MD	\$476,640	Vice President	\$60,000	\$49,481	2024
Covenant Grace Christian Academy Inc	LA	\$491,799	Treasurer	\$32,000	\$30,281	2025
Sunrise Montessori School Inc	MA	\$492,126	Head Of Scho	\$80,120	\$65,384	2023
Hopi School Inc	AZ	\$492,215	Facilitator	\$55,000	\$46,658	2024
Cottonwood Alc Inc	MT	\$475,815	President	\$70,674	\$65,468	2025
National Association For Search	VA	\$475,413	Executive Director	\$93,149	\$79,336	2024
Next Generation Academics Inc	FL	\$493,292	Director	\$34,878	\$29,756	2023
New Mexico Society Of Cpas	NM	\$493,310	President	\$99,318	\$94,228	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mental Fitness 21st Century Learning Inc	GA	\$494,115	Exective Director	\$48,850	\$44,607	2023
Haven Education Solutions Inc	MD	\$473,044	President	\$12,250	\$10,401	2023
Mr Dad Fathers Club	IL	\$495,372	President &	\$40,000	\$34,688	2024
Amundsen Educational Center	AK	\$472,588	Executive Dir.	\$96,861	\$81,686	2024
Southwest Montessori Academy Inc	IN	\$472,283	Executive Dir.	\$47,464	\$44,152	2024
Shepherd's Heart Christian Ministries Inc	FL	\$471,530	President	\$25,000	\$20,183	2025
Nevada R-5 School District Public	MO	\$496,775	Executive Di	\$8,780	\$8,203	2024
Sapphire Early Learning Center	MT	\$497,778	Director	\$46,878	\$44,574	2024
North Star Montessori School Inc	IN	\$470,268	Director	\$64,972	\$60,439	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 286 organizations. Compensation range \$139–\$154,528; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$484,030); for reference, expenses \$464,527 and assets \$72,070.

ROLE MATCH Teddi Locke, reported title "*CHAIRMAN*", 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 7 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	34 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	32 nd

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 (Teddi Locke) 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 286 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,990 is reasonable (approximately the 34th 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.