

# Savannah Classical Academy

Executive Director / CEO

EIN 814766728  
 GA · NTEE B11  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Terri O'neil, Executive Director / CEO** (\$110,557) against **every comparable organization** that fit the selection criteria — **105** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

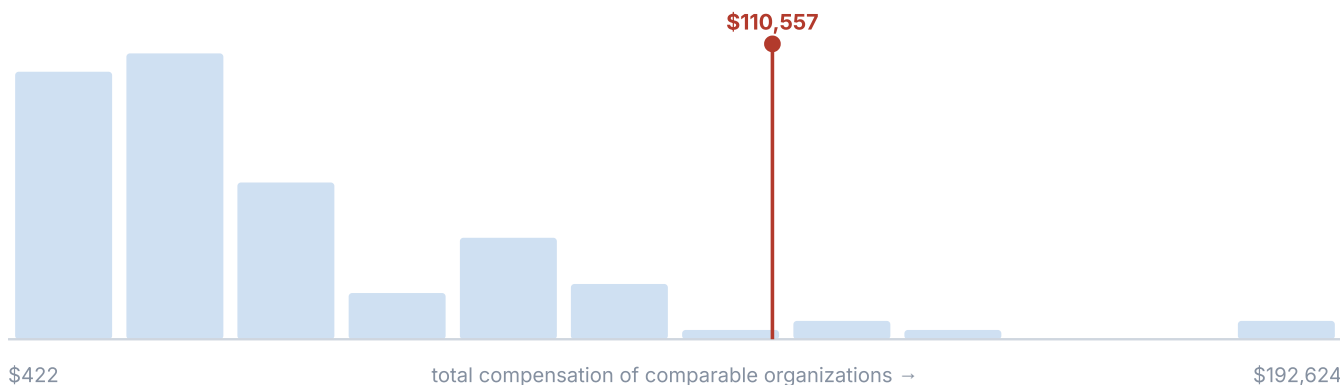
**Benchmarked executive:** Terri O'neil — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B11).
BUDGET	Total revenue between \$120,082 and \$268,840 — 0.67x to 1.50x the subject's \$179,227 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

**105** organizations qualified on sector, size, and geography → **105** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,903	\$15,633	\$25,764	\$50,844	\$81,648	<b>\$110,557</b>
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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 GA 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="#">Mike Steele Foundation For Communities In Schools</a>	TX	\$180,023	President & Ceo	\$8,035	<b>\$7,764</b>	2024
<a href="#">St Charles City County Library</a>	MO	\$180,821	Library Foundation Directo	\$17,144	<b>\$17,541</b>	2024
<a href="#">Winchester Education Foundation Inc</a>	VA	\$181,748	Executive Director	\$14,394	<b>\$13,822</b>	2023
<a href="#">Concordia Lutheran Schools Of Omaha</a>	NE	\$183,176	President	\$67,643	<b>\$72,357</b>	2023
<a href="#">Lee County Education Foundation</a>	NC	\$184,531	Executive Director	\$4,500	<b>\$4,624</b>	2023
<a href="#">Chico Cheer All Stars Inc</a>	CA	\$184,735	Director And President	\$30,000	<b>\$25,024</b>	2024
<a href="#">Friends Of Upland Choral Music</a>	CA	\$172,068	Treasurer	\$7,200	<b>\$5,851</b>	2025
<a href="#">Harbor Springs Ram Boosters</a>	MI	\$186,815	Treasurer	\$3,600	<b>\$3,590</b>	2024
<a href="#">Microenterprise Collaborative</a>	CA	\$187,555	Executive Dir.	\$106,411	<b>\$91,385</b>	2023
<a href="#">Eccs Building Company</a>	MN	\$170,500	Chair	\$17,689	<b>\$17,383</b>	2023
<a href="#">Lancaster-lebanon Education Foundat</a>	PA	\$168,501	Exec Dir At	\$92,968	<b>\$89,560</b>	2024
<a href="#">Marine Military Academy Foundation</a>	TX	\$168,034	President	\$67,778	<b>\$65,494</b>	2024
<a href="#">Westerville South Athletic Boosters</a>	OH	\$167,335	Concession C	\$6,000	<b>\$5,981</b>	2025
<a href="#">Flt Holding Inc</a>	OK	\$165,816	President	\$5,608	<b>\$6,141</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Heritage Mission Foundation Inc</a>	IN	\$192,847	Secretary	\$23,800	<b>\$24,245</b>	2024
<a href="#">University Of Northern California</a>	CA	\$165,491	President	\$30,000	<b>\$25,764</b>	2023
<a href="#">Santa Rosa Academy Foundation</a>	CA	\$165,173	President	\$53,021	<b>\$44,228</b>	2024
<a href="#">The Fay School Endowment Fund</a>	TX	\$164,447	Head Of School	\$28,931	<b>\$28,782</b>	2023
<a href="#">La Vega Pirates Education Foundation</a>	TX	\$194,234	Executive Director	\$10,000	<b>\$9,663</b>	2024
<a href="#">Argyle Education Foundation</a>	TX	\$197,529	Aef Director	\$77,120	<b>\$74,522</b>	2024
<a href="#">Clark-pleasant Education Foundation</a>	IN	\$197,871	Executive Di	\$19,100	<b>\$19,457</b>	2024
<a href="#">Vanguard School Foundation Inc</a>	FL	\$198,554	Head Of School	\$18,159	<b>\$16,966</b>	2023
<a href="#">Cap And Gown Project</a>	AL	\$159,392	Executive Director	\$27,000	<b>\$28,177</b>	2024
<a href="#">Nacs Foundation</a>	OH	\$159,133	Ceo	\$21,014	<b>\$21,500</b>	2024
<a href="#">Cdu Foundation</a>	CA	\$158,600	Treasurer	\$35,190	<b>\$30,221</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **105** organizations. Compensation range \$422–\$192,624; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$179,227); for reference, expenses \$155,063 and assets \$12,340,749.
ROLE MATCH	Terri O'neil, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	56 <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 (Terri O'neil) 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 105 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,557 is reasonable (approximately the 95<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.