

Trinity Classical Academy

Executive Director / CEO

EIN 852071450

MS · NTEE B24

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Amy Arrington, Executive Director / CEO** (\$8,167) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

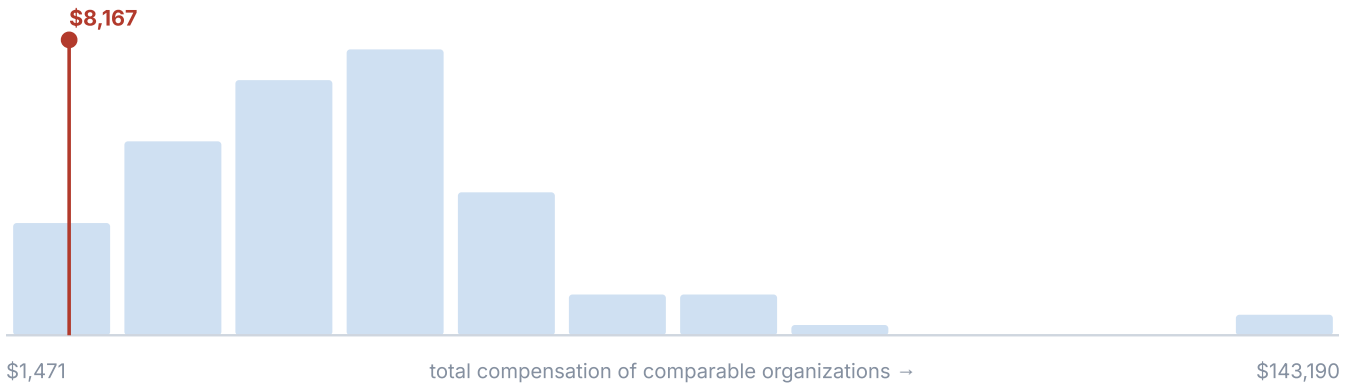
Benchmarked executive: Amy Arrington — reported title “Head of School”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$206,092 and \$461,401 — 0.67x to 1.50x the subject's \$307,601 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

108 organizations qualified on sector, size, and geography → **108** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,432	\$23,740	\$36,466	\$48,037	\$60,997	\$8,167
----------	----------	----------	----------	----------	----------------



■ 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 MS 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
Birch School Inc	NY	\$311,558	Executive Di	\$62,250	\$49,057	2024
Kingston Montessori Academy	TX	\$303,350	President	\$35,000	\$31,435	2023
Quality Education Institute Of Durham Inc Q E I D	NC	\$302,989	Principal	\$36,000	\$32,440	2024
St Sophia Classical Academy Foundation	OK	\$302,320	President	\$4,553	\$4,259	2025
Rochester Classical Academy	NY	\$313,821	Head Of School	\$50,000	\$40,567	2023
Gardenview Montessori School	WA	\$314,374	Director	\$54,819	\$42,803	2024
The Learning Well	WA	\$300,447	Director Of Education	\$31,717	\$25,496	2023
Big Leaf Montessori	WA	\$314,984	Head Of Scho	\$35,395	\$28,453	2023
Cape Cod Christian Academy Inc	MA	\$297,994	Executive Di	\$47,400	\$37,147	2024
Reach Academy Inc	FL	\$317,631	Director	\$55,814	\$44,548	2025
Mercy Prepratory Academy	TX	\$319,962	Founder	\$20,833	\$18,711	2023
Mid Cities Christian Academy	TX	\$294,632	Director	\$42,000	\$37,722	2023
Aurora School	VT	\$322,056	President	\$38,136	\$32,613	2025
Great River Montessori Inc	WI	\$322,872	Secretary Co-founder	\$55,328	\$51,881	2023
Maranatha Academy Inc	WI	\$323,010	Administratortrustee	\$32,011	\$29,156	2024
Magnolia Montessori	KY	\$290,390	President	\$26,308	\$24,649	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Down To Earth Nonprofit	OR	\$326,089	Executive Director	\$48,583	\$39,347	2024
Copeland Run Academy	PA	\$288,066	Director	\$41,538	\$36,125	2024
Cambria School Of Excellence Inc	NY	\$327,723	Director	\$24,000	\$18,913	2024
Brite Bringing Relief International	FL	\$285,994	Trustee	\$16,154	\$13,235	2024
Bloom Community School Inc	IL	\$280,544	Board Member	\$62,738	\$53,791	2024
Summit Academy Of Southwest Ohio Inc	OH	\$335,504	Administrator	\$48,250	\$44,569	2024
Mysa School Inc	DC	\$337,850	President	\$192,053	\$143,190	2025
Capitol Hill Academy	UT	\$276,029	Officer	\$39,000	\$35,839	2023
Eddlemon Child Development Center	SC	\$274,329	Cdc Director	\$40,755	\$38,175	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	108 organizations. Compensation range \$1,471–\$143,190; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$307,601); for reference, expenses \$274,919 and assets \$164,557.
ROLE MATCH	Amy Arrington, reported title <i>"Head of School"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	7 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 (Amy Arrington) 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 108 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,167 is reasonable (approximately the 7th 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.