

# Veritas Christian School Inc

Executive Director / CEO

EIN 853935107

AL · NTEE B20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jill Hill, Executive Director / CEO** (\$26,383) against **every comparable organization** that fit the selection criteria — **179** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39<sup>th</sup>** percentile of comparable organizations within the typical range

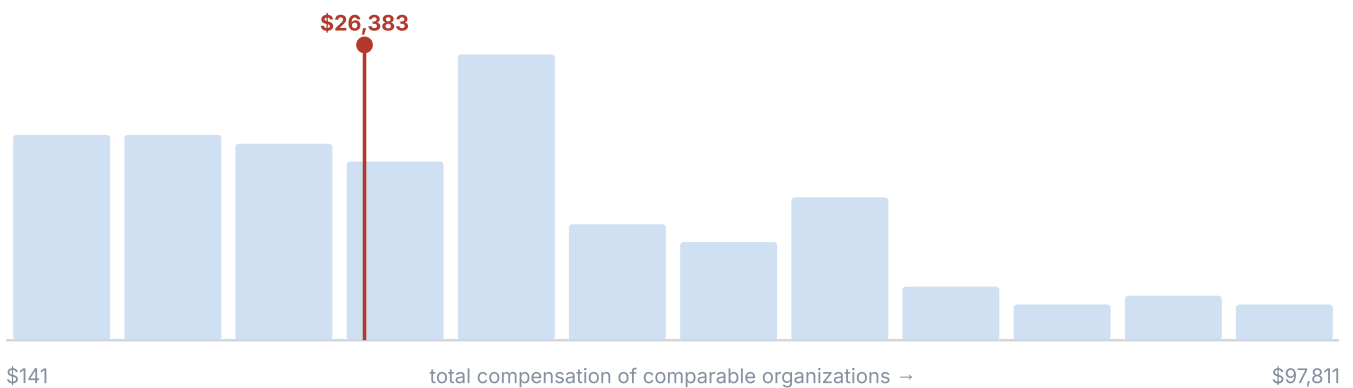
**Benchmarked executive:** Jill Hill — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$168,835 and \$377,991 — 0.67x to 1.50x the subject's \$251,994 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**179** organizations qualified on sector, size, and geography → **179** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,507	\$15,875	\$33,458	\$49,728	\$66,083	<b>\$26,383</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 AL 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="#">Hametown Christian Academy Inc</a>	OH	\$252,451	Principal	\$30,000	<b>\$27,831</b>	2025
<a href="#">Nevada School Of Inquiry</a>	NV	\$252,707	Director	\$69,000	<b>\$60,581</b>	2025
<a href="#">Putnam City Public Schools</a>	OK	\$252,756	Executive Di	\$32,048	<b>\$32,665</b>	2023
<a href="#">Delaware School Boards Association</a>	DE	\$251,003	Executive Di	\$78,000	<b>\$66,896</b>	2025
<a href="#">Rising Stars Academy Inc</a>	FL	\$250,957	President	\$2,139	<b>\$1,860</b>	2023
<a href="#">Jacqueline B Vaughn Graduate School For</a>	IL	\$250,942	Director; Instructor	\$41,500	<b>\$36,682</b>	2024
<a href="#">Padre Pio Learning Center</a>	VA	\$250,261	Executive Director	\$25,432	<b>\$22,077</b>	2024
<a href="#">Batavia Foundation For Educational</a>	IL	\$253,959	Administrator	\$6,148	<b>\$5,435</b>	2024
<a href="#">Ignite Hybrid School Inc</a>	KS	\$249,884	Chairman	\$43,667	<b>\$42,414</b>	2024
<a href="#">Little Rock Electrical Joint</a>	AR	\$248,295	Admin Assist	\$39,000	<b>\$39,414</b>	2024
<a href="#">House Of Emmanuel Inc</a>	OH	\$256,940	President	\$15,086	<b>\$14,790</b>	2023
<a href="#">Ashland Schools Foundation</a>	OR	\$246,090	Executive Director	\$77,231	<b>\$64,483</b>	2024
<a href="#">Columbus Classical Christian School</a>	OH	\$244,916	Board Member & Teacher	\$12,053	<b>\$11,477</b>	2024
<a href="#">Veritas Montessori Academy</a>	TX	\$259,856	Director	\$15,500	<b>\$13,940</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Central Washington District 5</a>	WA	\$261,225	District Dir	\$26,200	<b>\$21,090</b>	2024
<a href="#">Sacred Journey Academy</a>	MN	\$261,390	President	\$22,972	<b>\$19,882</b>	2025
<a href="#">Highland Montessori School</a>	TX	\$242,439	Executive Director And Property Owner	\$76,879	<b>\$67,360</b>	2025
<a href="#">Roman Avery Academy</a>	OH	\$241,765	Secretary	\$36,250	<b>\$33,629</b>	2025
<a href="#">Logos Classical Academy</a>	LA	\$241,518	President	\$60,585	<b>\$58,434</b>	2025
<a href="#">Berean Christian Academy Inc</a>	ID	\$241,320	President	\$52,800	<b>\$49,198</b>	2025
<a href="#">Mesa Christian Academy Inc</a>	AZ	\$240,338	President / Ceo	\$23,500	<b>\$20,320</b>	2024
<a href="#">Central Texas Education Center</a>	TX	\$264,163	President	\$41,266	<b>\$37,113</b>	2024
<a href="#">Bellevue Home School Enrichment</a>	TN	\$264,300	Co-director	\$15,326	<b>\$14,111</b>	2025
<a href="#">Christian Cottage Prep</a>	TX	\$239,363	Head Of School	\$42,600	<b>\$38,313</b>	2024
<a href="#">Deep Waters Academy</a>	TX	\$265,042	President	\$15,490	<b>\$13,572</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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    **179** organizations. Compensation range \$141–\$97,811; filing years 2023–2025.

SIZE BASIS     Matched on total revenue (\$251,994); for reference, expenses \$317,091 and assets \$0.

ROLE MATCH Jill Hill, reported title "BOARD MEMBER", 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 6 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	37 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	37 <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 (Jill Hill) 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 179 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,383 is reasonable (approximately the 39<sup>th</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.