

Southside Academy Incorporated

Executive Director / CEO

EIN 872120620
 NC · NTEE B20
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Jessica Levy, Executive Director / CEO** (\$55,710) against **every comparable organization** that fit the selection criteria — **269** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 61st percentile of comparable organizations

within the typical range

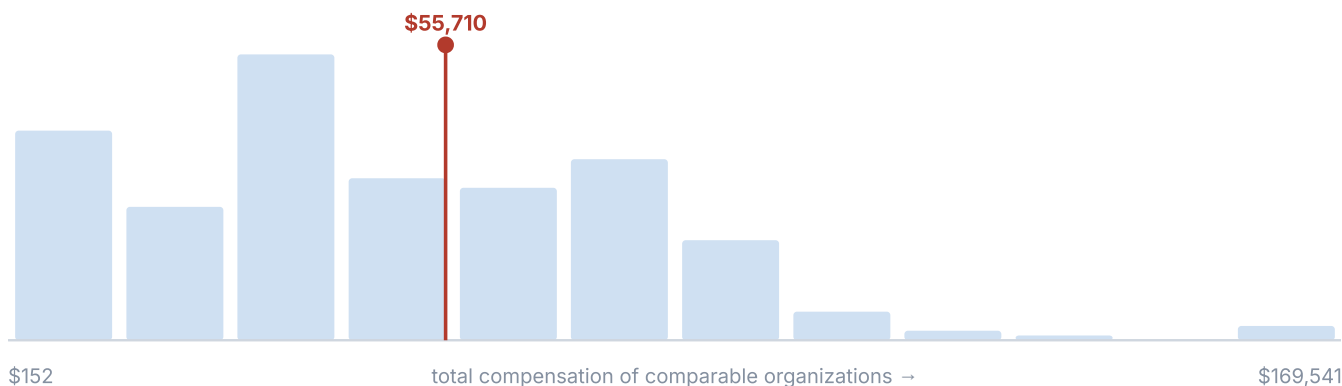
Benchmarked executive: Jessica Levy — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$287,779 and \$644,281 — 0.67x to 1.50x the subject's \$429,521 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

269 organizations qualified on sector, size, and geography → **269** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,937	\$26,791	\$42,945	\$71,157	\$87,103	\$55,710
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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 NC 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
Woodside School And Community	MA	\$429,686	President	\$46,640	\$40,562	2024
Splendor Bilingual Montessori School	NJ	\$428,488	Secretary	\$48,474	\$41,886	2024
Cor Deo Christian Academy	OR	\$431,689	Principal Director	\$93,037	\$83,618	2024
Global Connection Academy	OH	\$427,339	Board Member	\$65,000	\$66,629	2024
Sweet Tree Arts	ME	\$426,649	Executive Di	\$35,846	\$34,739	2024
Cornerstone Community School Association	KS	\$432,581	Director	\$33,327	\$33,947	2025
Morning Glory Montessori School	CA	\$434,705	President	\$187,650	\$156,819	2024
Pathway Academy	NM	\$434,930	Principal	\$69,008	\$73,954	2023
Diamante Montessori School	IL	\$422,764	President	\$8,000	\$7,612	2024
Alexandria Classical Christian	VA	\$436,415	Headmaster	\$34,854	\$32,570	2024
Tyler Ind School District Foundation	TX	\$422,347	Executive Director	\$82,014	\$79,398	2024
Windsor Street Montessori School	MO	\$436,941	President	\$24,000	\$23,967	2025
Ft Caroline Baptist Academy	FL	\$421,929	Academy Director	\$74,700	\$67,916	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Selle Valley Carden School Inc	ID	\$421,690	Director/teach	\$32,000	\$33,918	2023
Sheltering Tree Ranch Inc	TN	\$437,675	Vice-president	\$22,375	\$23,434	2023
Chesterton Academy Of Rochester	NY	\$438,015	Board Member	\$39,183	\$34,267	2024
Urban Christian Academy	IL	\$420,892	Executive Di	\$12,000	\$11,754	2023
The Education Foundation Of Indian River	FL	\$438,310	Executive Director	\$81,462	\$76,251	2023
Community Homeschool Education Center Inc	FL	\$420,200	Marler	\$45,880	\$42,945	2023
World Builders Academy	MO	\$417,807	President	\$14,583	\$15,390	2023
Communities In Schools Of	NC	\$416,635	President And Ceo	\$10,990	\$10,990	2024
Destiny Christian Academy	TX	\$416,116	Principal	\$36,000	\$34,852	2024
Foothills Christian School	WA	\$444,133	Member	\$8,000	\$6,932	2024
Axiom Christian Classical School	NM	\$444,326	President, Dean Of Athletics & Activities	\$25,000	\$26,791	2023
East Providence Education Association	RI	\$444,361	President	\$9,696	\$8,766	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2024 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 NC 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	269 organizations. Compensation range \$152–\$169,541; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$429,521); for reference, expenses \$489,415 and assets \$8,620.
ROLE MATCH	Jessica Levy, reported title "SECRETARY", 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	61 st
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	59 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 (Jessica Levy) 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 269 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,710 is reasonable (approximately the 61st 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.