

Saint Andrews Academy Inc

Executive Director / CEO

EIN 922723577
 KY · NTEE B25
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Patrick Kuplack, Executive Director / CEO** (\$31,250) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

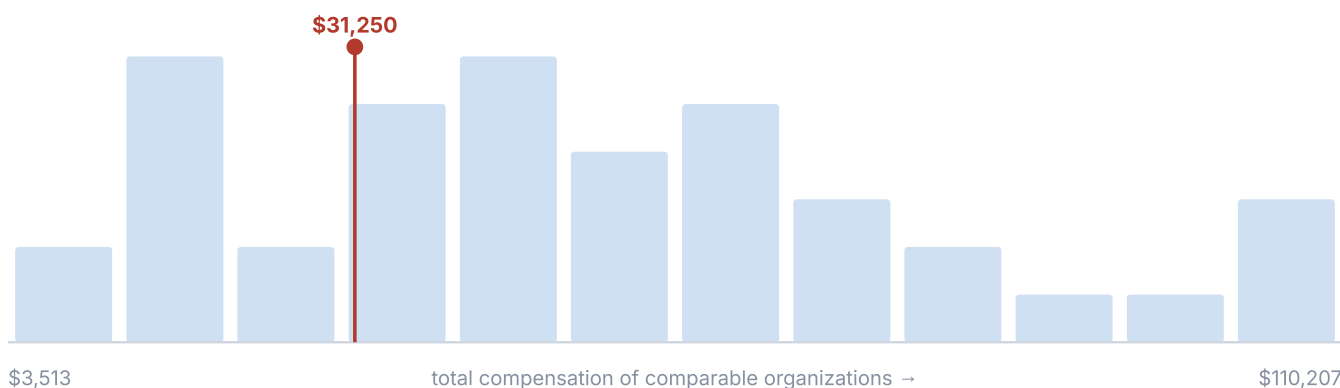
Benchmarked executive: Patrick Kuplack — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B25).
- BUDGET** Total revenue between \$215,344 and \$482,113 — 0.67x to 1.50x the subject's \$321,409 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B25), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,509	\$33,582	\$46,766	\$65,706	\$86,786	\$31,250
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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 KY 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
The Bridge Avenue School	OH	\$319,490	Teacher	\$40,365	\$39,793	2025
Unlimited Dreams Christian Learning Center	MS	\$314,000	Administrator/executive Director	\$33,000	\$36,152	2023
Commonwealth Christian Academy Inc	VA	\$308,169	President	\$19,000	\$17,528	2024
Be Academy Of Steam	TN	\$305,946	Principal	\$65,000	\$65,277	2024
Jewish Teen Learning Connectioninc	CT	\$342,599	Executive Di	\$84,276	\$75,495	2024
Zion Academy	UT	\$343,350	Teacher	\$51,391	\$51,736	2023
Questa Middle School Inc	FL	\$296,242	President	\$66,078	\$59,307	2024
Oldham County Athletic Boosters Inc	KY	\$295,877	Treasurer	\$4,800	\$4,927	2024
Kinetic Bridges	MO	\$355,361	Exec Dir Of Education	\$17,136	\$17,340	2024
Career Tech High School	OR	\$287,163	Executive Director	\$25,012	\$22,847	2023
Hx Chinese School At Plainsboro	NJ	\$358,021	Trustee	\$4,000	\$3,513	2023
Concordia Academy-wichita	KS	\$283,423	Headmaster	\$90,000	\$92,894	2024
Doing Art Together Inc	NY	\$279,391	Creative Director	\$61,200	\$54,397	2023
Pleasant Ridge Christian Academy Inc	FL	\$273,043	Director Of Operations	\$17,308	\$15,535	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rural Education And Workforce Alliance	KS	\$270,521	Member	\$103,710	\$110,207	2023
Insight Colearning Center	NC	\$268,088	Executive Director	\$60,000	\$60,981	2023
Lotts Creek Community School	KY	\$375,955	President	\$24,480	\$25,870	2023
Dietrich Bonhoeffer Academy Inc	TX	\$265,390	Head Of School	\$86,592	\$80,623	2025
East Burke School Inc	VT	\$264,402	Co Head Of School	\$62,001	\$59,622	2024
Banner Learning Corp	FL	\$379,328	President/director	\$68,604	\$61,574	2024
Global Recovery Initiatives Foundation	MD	\$254,208	Director	\$120,000	\$107,186	2024
St John Bosco Association	OK	\$250,093	Director	\$36,000	\$36,897	2025
The Patrick School Inc	NJ	\$403,755	President	\$45,000	\$38,386	2024
Mesivta Meromei Tzvi Inc	NJ	\$403,891	President	\$84,200	\$71,825	2024
Chesterton Academy Of The	FL	\$237,751	Board Member	\$22,500	\$20,194	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY cost of living and 2025 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 KY 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 **40** organizations. Compensation range \$3,513–\$110,207; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$321,409); for reference, expenses \$302,652 and assets \$28,870.

ROLE MATCH Patrick Kuplack, 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 3 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	25 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	23 rd

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 (Patrick Kuplack) 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 40 similarly situated organizations (Same NTEE sector (B25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,250 is reasonable (approximately the 25th 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.