

Dalton Learning Academy Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Gail Dawkins, Executive Director / CEO** (\$80,250) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

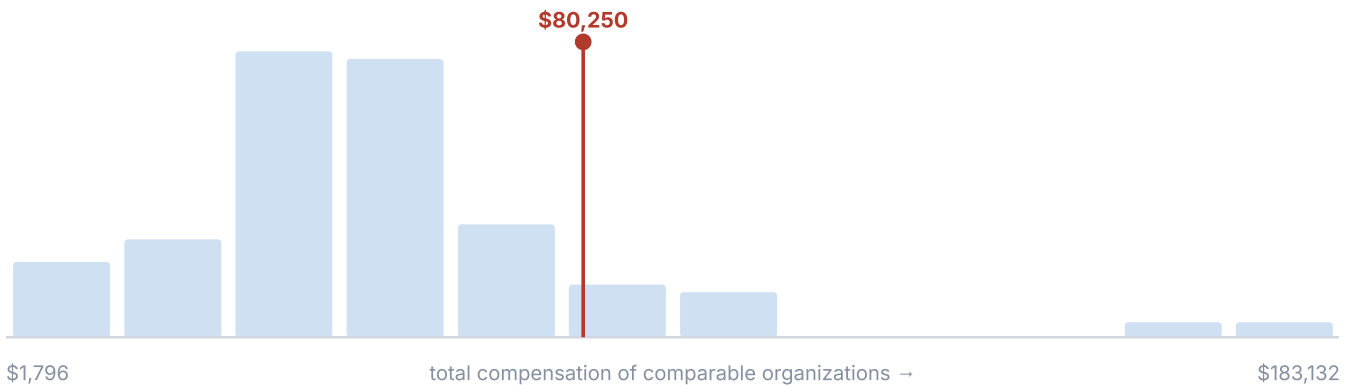
Benchmarked executive: Gail Dawkins — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$294,293 and \$658,866 — 0.67x to 1.50x the subject's \$439,244 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

130 organizations qualified on sector, size, and geography → **130** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,275	\$35,718	\$48,240	\$61,807	\$83,814	\$80,250
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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 FL 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
Azalea City Montessori Cooperative	AL	\$439,120	Head Of School	\$30,000	\$35,519	2023
Atx Kids Club	TX	\$438,372	Executive Dir.	\$87,717	\$93,402	2024
Evergreen Garden School	WA	\$437,214	Director	\$55,725	\$54,677	2023
Binyan Yisroel Inc	MD	\$437,133	Executive Dir.	\$52,699	\$53,995	2023
Brighton Academy	OR	\$435,945	Chairman/pre	\$38,900	\$38,454	2024
Cornerstone Christian Academy	NJ	\$435,583	Director	\$37,392	\$35,538	2024
The Academy For Children Inc	NJ	\$434,561	President	\$100,008	\$95,049	2024
The New School Of Syracuse	NY	\$432,680	Director	\$51,500	\$48,261	2025
Gainesville Georgia Homeschool	GA	\$432,378	Fmr Mbr; Cr	\$1,800	\$1,927	2024
Phoenix Academic Center Inc	OK	\$432,153	Head Administrator	\$65,660	\$76,963	2024
Fayette Street Educational Foundation	NM	\$432,037	President	\$37,400	\$44,085	2023
Realms Of Inquiry	UT	\$448,232	Executive Di	\$54,021	\$58,854	2024
Up Christian Academy Inc	WI	\$429,619	Administrator	\$15,000	\$16,676	2024
Heritage Christian School	NH	\$428,738	Board Member/principal	\$30,000	\$29,487	2024
Vardaman Street Christian Academy Inc	MS	\$428,231	Secretary/treasurer	\$22,450	\$25,930	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Brookeside Montessori	PA	\$427,878	Head Of Scho	\$56,647	\$58,583	2025
Mighty Oaks Enrichment Center	KS	\$454,779	President	\$25,000	\$28,750	2024
Secret Garden Montessori	NJ	\$423,643	Head Of School	\$53,821	\$51,152	2024
Highlands Latin School Inc	FL	\$423,358	President	\$33,333	\$34,318	2023
Belle Creek Education Center	CO	\$421,210	Executive Director	\$47,077	\$48,052	2024
Fhl Academy Inc	MN	\$457,508	President	\$32,048	\$33,709	2024
The Masters Study Inc	IN	\$457,523	Director	\$1,600	\$1,796	2024
Wild Fern Montessori School	VA	\$459,360	Head Of School	\$48,499	\$49,848	2024
The Open School	CA	\$459,653	Chairman	\$47,321	\$44,782	2023
Carter Christian Academy Inc	KY	\$459,674	Teacher	\$33,417	\$37,233	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 130 organizations. Compensation range \$1,796–\$183,132; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$439,244); for reference, expenses \$438,896 and assets \$348.

ROLE MATCH Gail Dawkins, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	88 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	87 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 (Gail Dawkins) 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 130 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,250 is reasonable (approximately the 88th 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.