

# Star Christian School

Executive Director / CEO

EIN 954850341

CA · NTEE B20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Silvia Santis, Executive Director / CEO** (\$30,700) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Silvia Santis — 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 (B20).

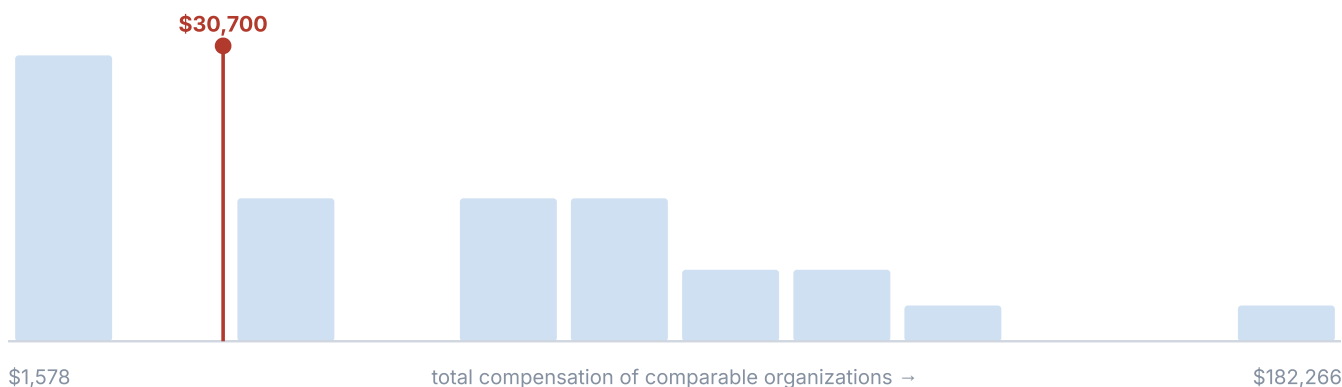
**BUDGET** Total revenue between \$306,100 and \$685,300 — 0.67x to 1.50x the subject's \$456,867 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B20) + CA + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,891	\$14,132	\$63,891	\$87,314	\$107,714	\$30,700
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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 CA 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="#">Excellence In Education</a>	CA	\$445,380	Executive Dir.	\$81,999	<b>\$79,646</b>	2024
<a href="#">Morning Glory Montessori School</a>	CA	\$434,705	President	\$187,650	<b>\$182,266</b>	2024
<a href="#">Whispering Pines Christian School</a>	CA	\$501,439	Secretary	\$9,000	<b>\$9,000</b>	2023
<a href="#">Friends Of Forensics</a>	CA	\$405,788	Executive Director	\$5,000	<b>\$4,857</b>	2024
<a href="#">Chesterton Academy Of St James</a>	CA	\$397,328	Member	\$108,428	<b>\$108,428</b>	2023
<a href="#">New Life Christian School</a>	CA	\$528,543	Treasurer	\$1,625	<b>\$1,578</b>	2024
<a href="#">Papermill Creek Childrens Corner</a>	CA	\$542,758	Executive Director	\$74,673	<b>\$74,673</b>	2023
<a href="#">Learning Springs Academy Inc</a>	CA	\$542,875	President & Ceo	\$125,000	<b>\$125,000</b>	2023
<a href="#">Al-hadi Inc</a>	CA	\$544,211	Vice President	\$14,000	<b>\$13,598</b>	2024
<a href="#">Lincoln Heights Tutorial Program</a>	CA	\$350,503	Exec. Director	\$75,000	<b>\$72,848</b>	2024
<a href="#">Legacy Christian School</a>	CA	\$565,353	Chair	\$43,750	<b>\$43,750</b>	2023
<a href="#">Global Conservation Leaders Inc</a>	CA	\$341,786	Ceo	\$4,679	<b>\$4,545</b>	2024
<a href="#">Geneva Childrens Center</a>	CA	\$340,806	Director	\$63,440	<b>\$63,440</b>	2023
<a href="#">Cager Athletic Association</a>	CA	\$338,390	Ceo	\$39,150	<b>\$38,027</b>	2024
<a href="#">Coastal Sage Montessori</a>	CA	\$576,934	Officer	\$90,000	<b>\$87,418</b>	2024
<a href="#">Crescent Academy</a>	CA	\$335,567	President & Ceo	\$107,000	<b>\$107,000</b>	2023
<a href="#">Los Altos Chinese School</a>	CA	\$578,349	Principal	\$87,000	<b>\$87,000</b>	2023
<a href="#">Stanza Education Corporation</a>	CA	\$332,157	Ceo	\$1,800	<b>\$1,748</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">La Salle Community Center</a>	CA	\$331,750	Ceo	\$16,200	<b>\$15,735</b>	2024
<a href="#">St John Of San Francisco Orthodox</a>	CA	\$583,937	School Principal	\$44,134	<b>\$44,134</b>	2023
<a href="#">Montessori Del Mar Community School</a>	CA	\$620,472	School Director	\$91,500	<b>\$86,584</b>	2025
<a href="#">Boys &amp; Girls Club Of Greater Shasta</a>	CA	\$625,391	Executive Of	\$100,001	<b>\$97,132</b>	2024
<a href="#">Bay Area Center For Waldorf Teacher</a>	CA	\$649,104	Executive Dir.	\$95,795	<b>\$95,795</b>	2023
<a href="#">Children Community Academy Inc</a>	CA	\$660,505	Ceo	\$43,800	<b>\$42,543</b>	2024
<a href="#">Cypress Education Foundation</a>	CA	\$663,658	President	\$66,242	<b>\$64,342</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 26 organizations. Compensation range \$1,578–\$182,266; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$456,867); for reference, expenses \$444,574 and assets \$209,528.

**ROLE MATCH** Silvia Santis, reported title "*President*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	31 <sup>st</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 (Silvia Santis) 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 26 similarly situated organizations (Same NTEE sector (B20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,700 is reasonable (approximately the 31<sup>st</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.