

Cheektowaga Central Teachers Association Benefit Trust

Executive Director / CEO

EIN 166406258
 NY · NTEE J40
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Michelle Dantonio, Executive Director / CEO** (\$3,500) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

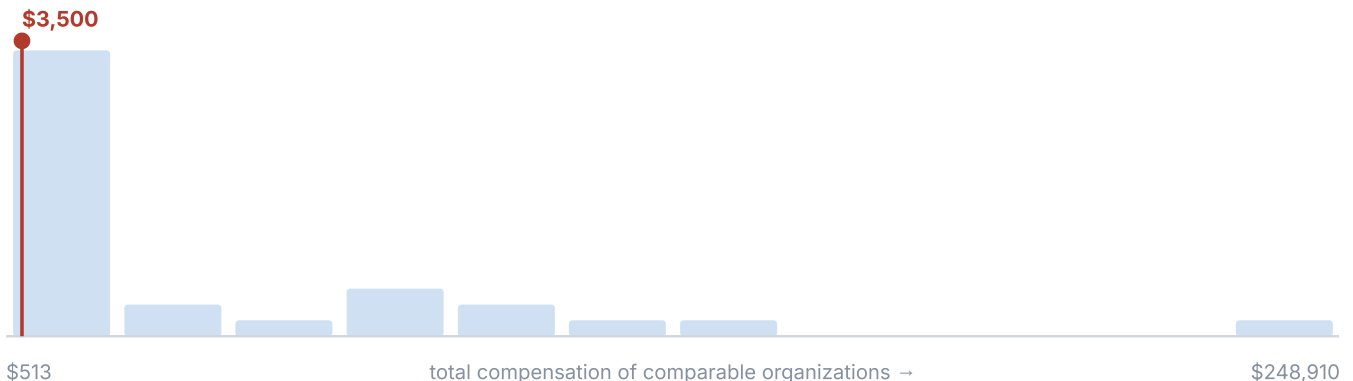
Benchmarked executive: Michelle Dantonio — reported title “FUND ADVISOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J40).
BUDGET	Total revenue between \$165,983 and \$371,605 — 0.67x to 1.50x the subject's \$247,737 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40) + NY + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,503 10TH	\$8,802 25TH	\$19,331 MEDIAN	\$70,286 75TH	\$102,506 90TH	\$3,500 THIS ORG · 3RD
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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 NY 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
International Association Of Sheet Metal Air Rail & Transportation	NY	\$262,067	Local Chairman	\$108,021	\$114,154	2023
Bridge And Tunnel Officers Benevolent	NY	\$264,549	President	\$18,192	\$18,673	2024
Iron Workers Local 60 Education	NY	\$265,020	Business Manager	\$94,233	\$99,583	2023
Building & Construction Trades Council	NY	\$227,078	President	\$6,000	\$6,341	2023
Monroe County Sheriff Police Benevolent	NY	\$226,620	Out-going President	\$4,231	\$4,471	2023
United Steelworkers Local Union 00420	NY	\$272,738	President	\$68,474	\$70,286	2024
Onondaga County Deputy Sheriff	NY	\$220,670	President	\$12,527	\$13,238	2023
American Federation Of State County &	NY	\$215,654	President	\$19,600	\$20,119	2024
American Federation Of Teachers	NY	\$211,609	President	\$14,150	\$14,524	2024
Orange County Boces Teachers'	NY	\$286,094	President	\$5,000	\$5,284	2023
Police Assoc Inc - Town Of Greenburgh	NY	\$286,210	President	\$9,500	\$10,039	2023
International Association Of Sheet Metal Air Rail &	NY	\$203,574	President	\$126,371	\$133,546	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Transportation						
Cwa Staff Union	NY	\$201,347	President	\$19,873	\$19,873	2025
Long Beach Schools Employees Associ	NY	\$197,143	President	\$5,259	\$5,558	2023
Professional Staff Association	NY	\$192,325	President	\$7,800	\$8,006	2024
American Federation Of Teachers	NY	\$305,097	President	\$21,068	\$21,068	2025
United Automotive Sales And Service	NY	\$308,722	President	\$97,027	\$99,594	2024
American Federation Of Teachers	NY	\$184,706	President	\$18,292	\$19,331	2023
81359 Local	NY	\$319,994	President	\$500	\$513	2024
International Association Of Sheet Metal Air Rail & Transportation	NY	\$323,228	President	\$27,009	\$27,724	2024
International Association Of Heat &	NY	\$328,995	Business Manager/secretary	\$71,505	\$73,397	2024
Suffolk County Probation Officers Association Inc	NY	\$329,489	President	\$6,600	\$6,775	2024
American Postal Workers Union 2577	NY	\$337,706	President	\$56,967	\$58,474	2024
Jewish Labor Committee	NY	\$344,292	Executive Director	\$75,000	\$79,258	2023
Brewster Teachers Association	NY	\$347,711	President	\$12,300	\$12,300	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	29 organizations. Compensation range \$513–\$248,910; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$247,737); for reference, expenses \$237,120 and assets \$176,416.
ROLE MATCH	Michelle Dantonio, reported title " <i>FUND ADVISOR</i> ", 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	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	3 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 (Michelle Dantonio) 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 29 similarly situated organizations (Same NTEE sector (J40) + NY + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$3,500 is reasonable (approximately the 3rd 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.