

# Montana Iec Education

Executive Director / CEO

EIN 200931777

MT · NTEE B300

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Heather St Thomas, Executive Director / CEO** (\$72,336) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49<sup>th</sup>** percentile of comparable organizations within the typical range

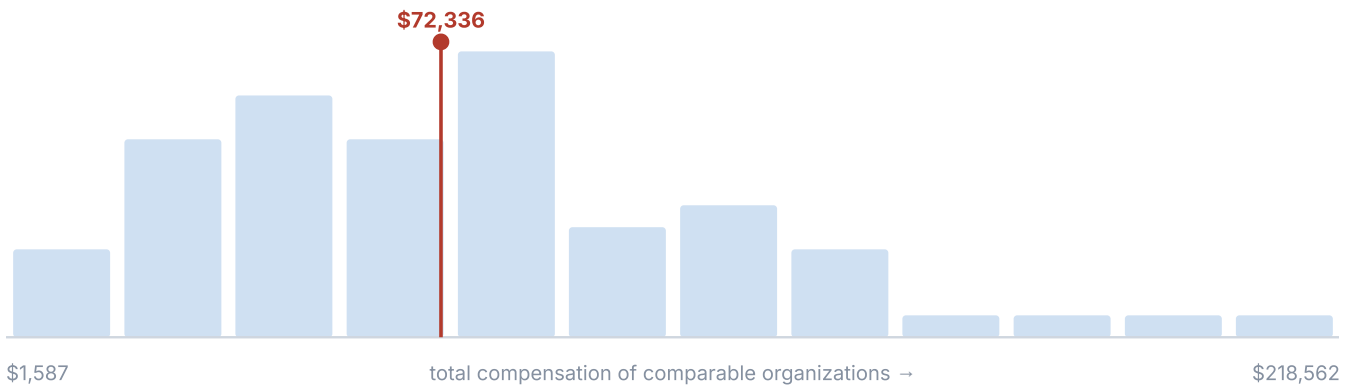
**Benchmarked executive:** Heather St Thomas — reported title "School Admin", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B300).
BUDGET	Total revenue between \$326,321 and \$730,570 — 0.67x to 1.50x the subject's \$487,047 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B30), nationwide + budget 0.67–1.5x revenue.

**65** organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,656	\$43,137	\$73,390	\$103,236	\$128,675	<b>\$72,336</b>
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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 MT 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="#">Aim Inc - Ambitious Imaginative Motivated</a>	NJ	\$488,357	Director Ceo	\$57,890	<b>\$47,949</b>	2024
<a href="#">Friends Of Amateur Rocketry Inc</a>	CA	\$485,160	President	\$8,532	<b>\$7,037</b>	2023
<a href="#">Regional Training Institute Inc</a>	AL	\$489,416	Director Of Education	\$38,540	<b>\$39,766</b>	2023
<a href="#">Plumbing-heating-cooling Contractors Academy Of San Diego</a>	CA	\$497,446	Cheif Executive Officer	\$30,720	<b>\$25,335</b>	2023
<a href="#">Journi Incorporated</a>	MI	\$500,222	Chief Executive Officer	\$96,427	<b>\$92,332</b>	2024
<a href="#">Total Beauty Institute</a>	FL	\$465,191	President	\$51,269	<b>\$44,681</b>	2024
<a href="#">Berkeley Herbal Center</a>	CA	\$460,216	Exec Directo	\$91,616	<b>\$73,390</b>	2024
<a href="#">Bell Tech Career Institute</a>	TX	\$452,245	Trustee	\$81,816	<b>\$75,924</b>	2024
<a href="#">Chedvas Bais Yaakov</a>	OH	\$451,871	Trustee	\$49,756	<b>\$48,889</b>	2024
<a href="#">Restore Texas Ministries</a>	TX	\$449,381	Ceo	\$68,624	<b>\$65,563</b>	2023
<a href="#">Open Roads Academy Inc</a>	CA	\$530,969	Secretary	\$60,000	<b>\$48,064</b>	2024
<a href="#">Ironworkers Local #12 Education And</a>	NY	\$434,499	Trustee	\$75,954	<b>\$63,671</b>	2024
<a href="#">York Community Resource Center</a>	PA	\$540,353	Executive Director	\$114,544	<b>\$103,236</b>	2025
<a href="#">Plumbers &amp; Steamfitters Local 568 Appren</a>	MS	\$433,287	Former Union Trustee	\$49,040	<b>\$50,669</b>	2024
<a href="#">York Electrical Institute</a>	PA	\$540,839	Training Director	\$141,313	<b>\$127,362</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cast Metals Institute</a>	IL	\$540,912	Chief Executive Officer	\$35,509	<b>\$33,342</b>	2023
<a href="#">Rise Program Inc</a>	OK	\$543,737	Executive Di	\$84,423	<b>\$86,240</b>	2024
<a href="#">Memphis Plumbers Joint Apprenticeship Committee</a>	TN	\$544,247	Training Director	\$64,720	<b>\$63,111</b>	2024
<a href="#">Chicago School Of Violin Making Inc</a>	IL	\$427,305	Executive Director	\$95,699	<b>\$87,281</b>	2024
<a href="#">International Association Of Bridge</a>	IN	\$547,878	Coordinator	\$162,126	<b>\$158,609</b>	2024
<a href="#">Colorado Springs Electrical Joint</a>	CO	\$551,017	Training Director	\$125,080	<b>\$111,264</b>	2024
<a href="#">Metro Detroit Barber College</a>	MI	\$551,570	President	\$27,508	<b>\$26,340</b>	2024
<a href="#">Wisconsin Education Innovations Inc</a>	WI	\$421,906	Executive Director	\$57,720	<b>\$55,922</b>	2024
<a href="#">Roofers Local 149 Se Joint Apprenticeship Committee Fund</a>	MI	\$555,271	Instructor	\$95,133	<b>\$91,093</b>	2024
<a href="#">Northeast Iowa Ironworkers</a>	IA	\$413,362	Trustee Alte	\$9,513	<b>\$9,414</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 **65** organizations. Compensation range \$1,587–\$218,562; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$487,047); for reference, expenses \$395,075 and assets \$512,142.

ROLE MATCH	Heather St Thomas, reported title "School Admin", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	49 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	51 <sup>st</sup>
All sources (D + E + F), adjusted	40 <sup>th</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 (Heather St Thomas) 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 65 similarly situated organizations (Same NTEE sector (B30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,336 is reasonable (approximately the 49<sup>th</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.