

Garfield Federation Of Teachers

Executive Director / CEO

EIN 222316907

NJ · NTEE J40

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Justin Serfozo, Executive Director / CEO** (\$6,520) against **every comparable organization** that fit the selection criteria — **153** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Justin Serfozo — 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 (J40).
BUDGET	Total revenue between \$152,004 and \$340,309 — 0.67x to 1.50x the subject's \$226,873 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

153 organizations qualified on sector, size, and geography → **153** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,236	\$5,479	\$12,777	\$27,435	\$79,390	\$6,520
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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 NJ 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
Manchester Police Patrolmans	NH	\$227,019	President	\$7,000	\$7,239	2024
San Joaquin County Probation Officers	CA	\$227,028	President	\$1,125	\$1,088	2024
Building & Construction Trades Council	NY	\$227,078	President	\$6,000	\$6,252	2023
Monroe County Sheriff Police Benevolent	NY	\$226,620	Out-going President	\$4,231	\$4,409	2023
Neca-ibew Joint Apprenticeship &	IL	\$226,048	Trustee	\$46,888	\$51,629	2024
American Postal Workers Union	FL	\$225,472	President	\$17,064	\$18,485	2023
Ubc & Ja Local 352	NH	\$228,364	Warden	\$700	\$705	2025
Oklahoma Holstein-friesian Association	OK	\$224,282	Secretary	\$2,500	\$3,175	2023
Carpinteria Association United School	CA	\$223,099	President	\$43,103	\$40,612	2025
Local Union No 349 Of The United Brotherhood Of Carpenters And Join	ME	\$222,099	Warden	\$499	\$545	2025
Winona Education Association	MN	\$221,862	Co President	\$6,000	\$6,640	2024
International Association Of	ND	\$221,290	President	\$55	\$68	2024
Onondaga County Deputy Sheriff	NY	\$220,670	President	\$12,527	\$13,053	2023
Amalgamated Transit Union-division 956	PA	\$233,203	President	\$19,719	\$22,025	2024
Amalgamated Transit Union	CT	\$233,362	President	\$32,592	\$34,226	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Letter Carriers Branch 4065 Association Of Letter Carriers	TX	\$234,656	President, Shop Steward	\$24,734	\$27,711	2024
Las Vegas Peace Officers Association	NV	\$234,866	President	\$6,681	\$7,308	2025
Milpitas Police Officers Association	CA	\$235,488	President	\$10,900	\$10,270	2025
International Association Of Sheet Metal Air Rail & Transportation	NE	\$218,104	President	\$10,757	\$13,341	2023
The Labor Temple Association Inc	MN	\$217,728	President	\$10,400	\$11,510	2024
Hacienda La Puente Teachers Assoc	CA	\$217,068	President	\$2,300	\$2,224	2024
Harford County Deputy Sheriff 1989	MD	\$216,810	President	\$13,491	\$14,127	2024
Sheet Metal Workers Local 441 Ap Trust	AL	\$215,868	Training Coordinator	\$68,891	\$83,358	2024
American Federation Of State County &	NY	\$215,654	President	\$19,600	\$19,837	2024
Westerly Teachers' Association	RI	\$214,652	President	\$10,350	\$10,829	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **153** organizations. Compensation range \$20–\$315,890; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$226,873); for reference, expenses \$274,079 and assets \$167,444.
ROLE MATCH	Justin Serfozo, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	29 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	29 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 (Justin Serfozo) 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 153 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,520 is reasonable (approximately the 29th 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.