

# Carpinteria Association United School

Executive Director / CEO

EIN 237283173  
 CA · NTEE J40  
 FY ending 2025-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **John Hotchner, Executive Director / CEO** (\$43,103) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** John Hotchner — 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).

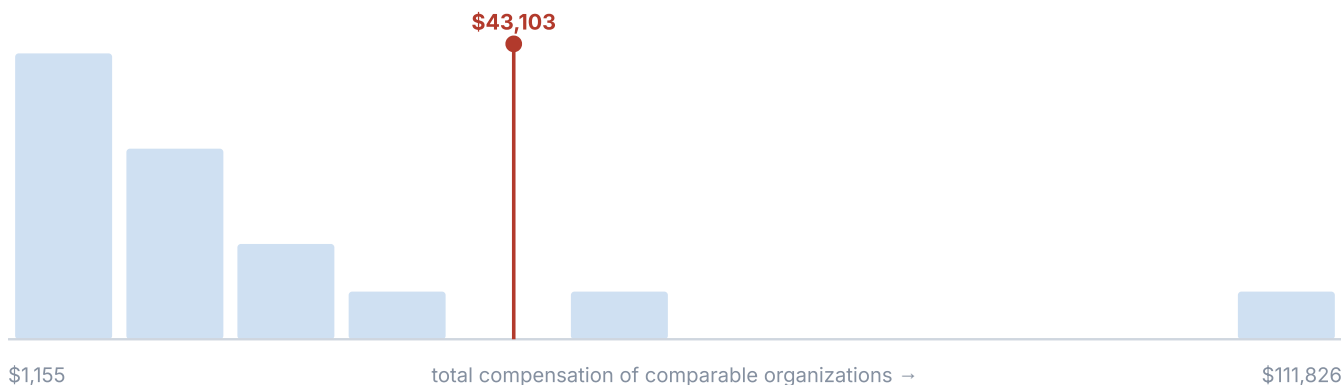
**BUDGET** Total revenue between \$149,476 and \$334,648 — 0.67x to 1.50x the subject's \$223,099 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (J40) + CA + budget 0.67–1.5x revenue.

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

→ **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,017	\$5,493	\$13,333	\$25,299	\$44,127	\$43,103
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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="#">San Joaquin County Probation Officers</a>	CA	\$227,028	President	\$1,125	<b>\$1,155</b>	2024
<a href="#">Hacienda La Puente Teachers Assoc</a>	CA	\$217,068	President	\$2,300	<b>\$2,361</b>	2024
<a href="#">Milpitas Police Officers Association</a>	CA	\$235,488	President	\$10,900	<b>\$10,900</b>	2025
<a href="#">Federation Of Public Service Employees</a>	CA	\$209,980	Secretary-treas	\$17,400	<b>\$18,388</b>	2023
<a href="#">Petaluma Staff Nurse Partnership</a>	CA	\$204,364	President	\$46,620	<b>\$49,267</b>	2023
<a href="#">International Association Of Sheet Metal Air Rail &amp; Transportation 0023td</a>	CA	\$243,029	President	\$5,696	<b>\$5,847</b>	2024
<a href="#">Intl Brotherhood Of Boilermaker Mpbp</a>	CA	\$243,849	President	\$7,598	<b>\$7,799</b>	2024
<a href="#">Rescue Union Federation Of Teachers</a>	CA	\$195,711	President	\$4,000	<b>\$4,000</b>	2025
<a href="#">Afge Tsa Local 1230</a>	CA	\$167,733	President	\$5,006	<b>\$5,138</b>	2024
<a href="#">Sacramento County Administrative</a>	CA	\$166,621	President	\$13,600	<b>\$13,600</b>	2025
<a href="#">Seiu Local 721 Training Trust Fund</a>	CA	\$163,512	Trustee Chair	\$35,478	<b>\$36,417</b>	2024
<a href="#">Afge Nbpc 2554</a>	CA	\$301,527	President	\$23,791	<b>\$24,420</b>	2024
<a href="#">Turlock Emergency Medical Services</a>	CA	\$309,825	President	\$25,502	<b>\$26,177</b>	2024
<a href="#">Orange County Managers Association</a>	CA	\$322,370	Executive Dir.	\$108,944	<b>\$111,826</b>	2024
<a href="#">International Association Of Sheet Metal Air Rail &amp; Transportation</a>	CA	\$328,349	President	\$12,989	<b>\$13,333</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 2025 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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

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PEER COUNT	15 organizations. Compensation range \$1,155–\$111,826; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$223,099); for reference, expenses \$226,021 and assets \$81,233.
ROLE MATCH	John Hotchner, reported title " <i>President</i> ", 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.
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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	87 <sup>th</sup>
All sources (D + E + F), adjusted	80 <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

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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 (John Hotchner) 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 15 similarly situated organizations (Same NTEE sector (J40) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,103 is reasonable (approximately the 87<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.