

Auburn Teacher's Association

Executive Director / CEO

EIN 237363576
 NY · NTEE B20C
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Justin Herrling, Executive Director / CEO** (\$7,500) against **every comparable organization** that fit the selection criteria — **255** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

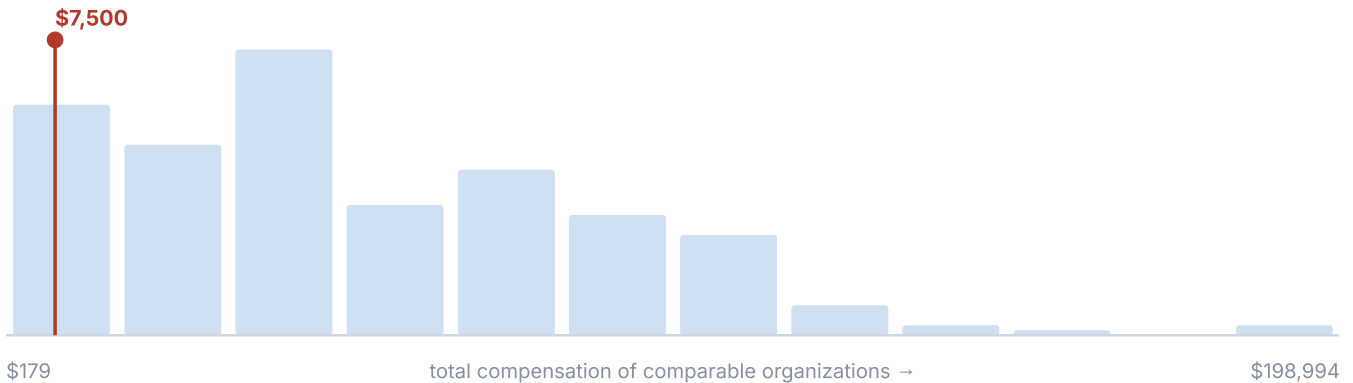
Benchmarked executive: Justin Herrling — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20C).
BUDGET	Total revenue between \$255,862 and \$572,827 — 0.67x to 1.50x the subject's \$381,885 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

255 organizations qualified on sector, size, and geography → **255** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,862	\$25,555	\$45,475	\$77,791	\$102,467	\$7,500
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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
Feat Of Southern Nevada	NV	\$382,327	Executive Dir.	\$73,350	\$83,519	2024
Classical Studies Of Central Indiana	IN	\$382,673	Executive Director	\$13,783	\$16,085	2025
Educational Services Corpus Christi Corp	PR	\$380,940	Principal	\$26,600	\$27,304	2024
Enrich Kids Now	GA	\$383,289	Executive Director	\$27,210	\$31,996	2023
Shalom Christian Academy And Daycare	MO	\$384,306	Secretary	\$111,363	\$133,983	2024
Huaxia Chinese School At Great Valley	PA	\$384,668	Principal	\$5,000	\$5,831	2023
Cornerstone Christian Academy	NY	\$378,306	Chairman	\$41,115	\$42,203	2024
Love & Grace Christian Academy Inc	GA	\$377,520	President	\$58,080	\$66,337	2024
Dominion Equippers Inc	TX	\$386,263	Pres	\$8,500	\$9,659	2024
Freedom Christian Schools Inc	PA	\$376,264	Principal	\$18,500	\$20,956	2024
Livingston Huaxia Chinese School	NJ	\$387,855	Principal	\$9,737	\$10,167	2023
Ivy League Christian Academy	VA	\$387,935	Chairman	\$40,600	\$45,845	2023
Excel Academy	WY	\$375,173	President	\$46,689	\$58,469	2023
Midwest Christian Montessori Academy	IL	\$373,593	School Director/non-officer	\$79,348	\$88,612	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Team Steam Nation Inc	AZ	\$390,250	Chief Executive	\$63,000	\$68,825	2024
Lag Academy	MS	\$391,574	Director	\$45,923	\$58,099	2024
The Helping House	TX	\$370,185	Teacher/director	\$73,327	\$85,781	2023
The Kineo School	WA	\$394,154	President & Teacher	\$56,250	\$57,206	2024
In Situ Explorers	NC	\$369,440	President	\$69,872	\$82,010	2024
Saint Ambrose Academy	PA	\$369,386	President And Treasurer	\$45,000	\$49,662	2025
Montessori School Of Peoria	IL	\$368,353	President	\$48,600	\$55,877	2023
Titus Christian Prep School Inc	KY	\$368,296	Head Of School	\$50,000	\$61,020	2024
Moorhead Legacy Education Foundation	MN	\$367,977	Executive Director	\$12,000	\$13,470	2024
Arrow Preparatory Academy	WA	\$396,196	Secretary	\$1,840	\$1,926	2023
Chesterton Academy Of St James	CA	\$397,328	Member	\$108,428	\$109,496	2023

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 255 organizations. Compensation range \$179–\$198,994; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$381,885); for reference, expenses \$331,695 and assets \$577,384.

ROLE MATCH	Justin Herrling, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	7 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 Herrling) 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 255 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,500 is reasonable (approximately the 7th 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.