

# Associated Calxico Teachers

Executive Director / CEO

EIN 330215403

CA · NTEE J40

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Xavier Rodriguez, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Xavier Rodriguez — 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).

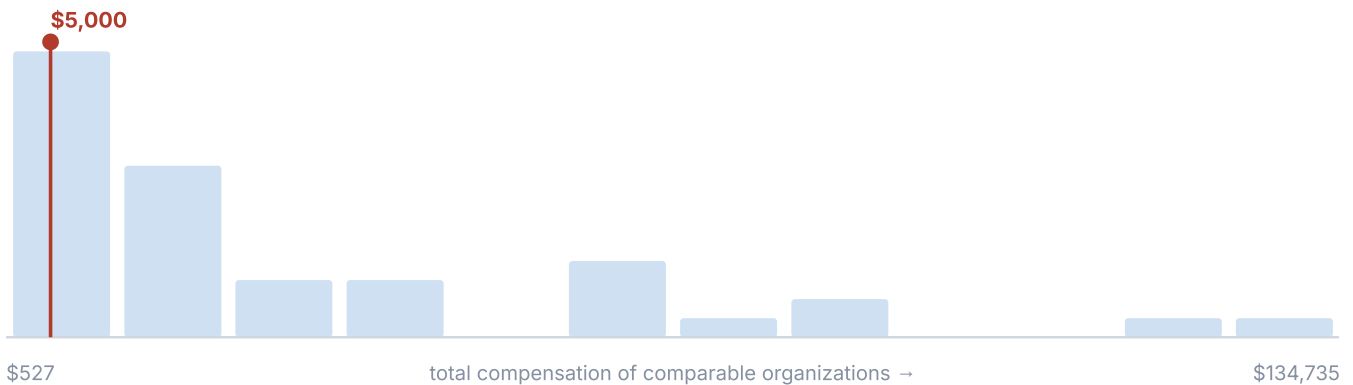
**BUDGET** Total revenue between \$51,030 and \$114,247 — 0.67x to 1.50x the subject's \$76,165 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

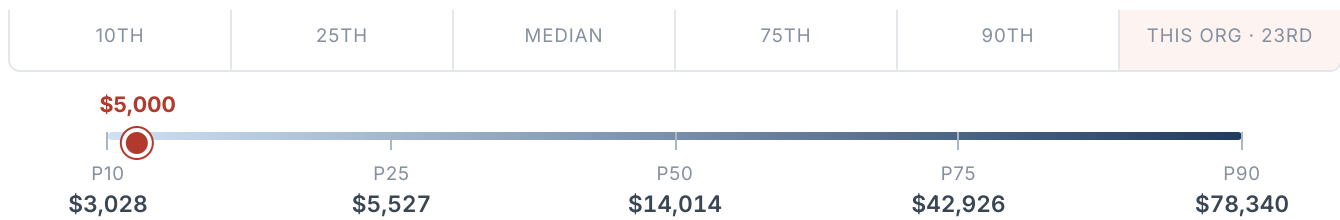
**39** organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,028	\$5,527	\$14,014	\$42,926	\$78,340	\$5,000
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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="#">Nonprofit Transformation Inc</a>	TX	\$75,608	President	\$55,296	<b>\$65,949</b>	2023
<a href="#">Local Union 773 Labor Management Fund</a>	NY	\$75,090	Trustee	\$114,100	<b>\$119,402</b>	2024
<a href="#">Abilities At Crestview Ii Inc</a>	FL	\$79,180	President/ceo	\$38,173	<b>\$42,756</b>	2023
<a href="#">Decatur Pbpa Labor Committee</a>	IL	\$79,292	President	\$2,400	<b>\$2,732</b>	2024
<a href="#">Rhode Island Association Of School Maintenance Directors</a>	RI	\$72,732	Director	\$11,250	<b>\$12,861</b>	2023
<a href="#">Lica Educational Foundation For Veterans</a>	IL	\$81,987	Director	\$66,000	<b>\$77,362</b>	2023
<a href="#">The Bean Factory</a>	CO	\$70,084	Ceo (Thru 06/25)	\$3,339	<b>\$3,612</b>	2025
<a href="#">Hudson Valley Community College Non-instructional Employees Union</a>	NY	\$69,950	President	\$6,600	<b>\$6,907</b>	2024
<a href="#">Professional Air Traffic Controller</a>	FL	\$69,420	President	\$20,120	<b>\$21,889</b>	2024
<a href="#">Yowearth Academy</a>	TN	\$68,205	Director	\$53,484	<b>\$65,106</b>	2024
<a href="#">Solon Education Association</a>	OH	\$85,198	President	\$4,700	<b>\$5,765</b>	2024
<a href="#">Centurion Professional Training Inc</a>	NY	\$66,284	Director	\$63,750	<b>\$64,993</b>	2025
<a href="#">Woodbridge Police Supervisory</a>	NJ	\$65,533	President	\$3,000	<b>\$3,102</b>	2024
<a href="#">Law Enforcement Alliance Of South-</a>	CT	\$64,981	President	\$3,000	<b>\$3,354</b>	2023
<a href="#">Afscome Local 151</a>	MN	\$88,804	President	\$2,162	<b>\$2,547</b>	2023
<a href="#">Avixa Foundation Inc</a>	VA	\$88,891	Executive Director	\$14,158	<b>\$16,298</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Maryland Automobile Dealers Association</a>	MD	\$62,766	President	\$77,888	<b>\$86,820</b>	2023
<a href="#">International Association Of Firefighters Local 475</a>	IN	\$89,663	President	\$1,540	<b>\$1,881</b>	2024
<a href="#">B3 Coffee</a>	NC	\$89,992	Executive Dir.	\$15,750	<b>\$19,403</b>	2023
<a href="#">Wayne Westland Education</a>	MI	\$90,142	Exec Director	\$10,000	<b>\$11,953</b>	2024
<a href="#">Kusanya Cafe Inc</a>	IL	\$61,057	Exec Dir/tre	\$22,000	<b>\$25,048</b>	2024
<a href="#">Occupational Development Center</a>	PA	\$91,544	Secretary	\$4,036	<b>\$4,798</b>	2023
<a href="#">Human Resources Development</a>	IL	\$60,363	Director	\$11,956	<b>\$14,014</b>	2023
<a href="#">Probability Management Inc</a>	CA	\$93,319	Executive Director	\$12,750	<b>\$12,750</b>	2024
<a href="#">Imsa Educational Foundation</a>	NH	\$94,686	Secretary/treasurer	\$126,000	<b>\$134,735</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 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 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

PEER COUNT	39 organizations. Compensation range \$527–\$134,735; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$76,165); for reference, expenses \$74,356 and assets \$58,498.
ROLE MATCH	Xavier Rodriguez, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 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	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	28 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	15 <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 (Xavier Rodriguez) 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 39 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 23<sup>rd</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.