

American Federation Of Teachers

Executive Director / CEO

EIN 411955543

MN · NTEE J40

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jason Dockter, Executive Director / CEO** (\$82,437) against **every comparable organization** that fit the selection criteria — **162** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

Benchmarked executive: Jason Dockter — 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 \$163,506 and \$366,060 — 0.67x to 1.50x the subject's \$244,040 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

162 organizations qualified on sector, size, and geography

→ **162** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,418

\$5,393

\$11,868

\$25,637

\$76,496

\$82,437



● 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 MN 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
Intl Brotherhood Of Boilermaker Mppb	CA	\$243,849	President	\$7,598	\$6,815	2024
Brass City Local Ccap Inc	CT	\$243,248	President	\$11,811	\$11,844	2023
International Association Of Sheet Metal Air Rail & Transportation 0023td	CA	\$243,029	President	\$5,696	\$5,110	2024
Protective Service Officers United	MD	\$242,695	President	\$18,969	\$18,423	2024
International Association Of Machinists & Aerospace Workers	IL	\$242,334	President	\$4,650	\$4,749	2024
Local No 1560 Amalgamated Transit Union	LA	\$242,327	President	\$22,245	\$25,446	2024
American Postal Workers Union	PA	\$242,172	President	\$7,250	\$7,511	2024
Smith Steel Workers' Directly Affiliated	WI	\$246,381	Trustee	\$26,540	\$28,793	2024
Brotherhood Of Railroad Signalmen	NM	\$241,426	President	\$2,426	\$2,791	2023
Shreveport Professional Firefighters	LA	\$241,319	President	\$12,600	\$14,412	2024
Essex County Correctional Officers	MA	\$247,319	President	\$3,250	\$3,034	2024
Local Union 1483 Of The International	NE	\$247,702	President	\$11,758	\$13,526	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cheektowaga Central Teachers Association Benefit Trust	NY	\$247,737	Fund Advisor	\$3,500	\$3,201	2025
Sheet Metal Morkers Local 202	MO	\$247,758	President/business Mgr	\$65,082	\$73,722	2023
American Postal Workers Union II	IL	\$247,856	President	\$11,686	\$11,934	2024
Local Union No 900 latse And	AL	\$248,404	President	\$252	\$283	2024
Edinburg American Federation Of Teachers	TX	\$250,981	President	\$19,200	\$19,437	2025
Utility Workers United Association	PA	\$252,237	Executive Bo	\$2,466	\$2,554	2024
International Union Uaw Local 2377	CT	\$252,512	President	\$5,000	\$5,014	2023
Milpitas Police Officers Association	CA	\$235,488	President	\$10,900	\$9,525	2025
Las Vegas Peace Officers Association	NV	\$234,866	President	\$6,681	\$6,777	2025
Letter Carriers Branch 4065 Association Of Letter Carriers	TX	\$234,656	President, Shop Steward	\$24,734	\$25,701	2024
International Alliance Of Theatrical Stage Employe	LA	\$253,761	Business Agent	\$53,980	\$61,746	2024
North Tucson Firefighters	AZ	\$253,937	President	\$14,500	\$14,487	2024
American Train Dispatchers Assoc	TX	\$253,997	Vice General Chairman	\$42,283	\$43,938	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	162 organizations. Compensation range \$18–\$292,985; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$244,040); for reference, expenses \$128,568 and assets \$220,540. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jason Dockter, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	91 st
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	89 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 (Jason Dockter) 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 162 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,437 is reasonable (approximately the 91st 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.