

Ichabod Crane Teachers Association

Executive Director / CEO

EIN 542149403

NY · NTEE Y43

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Judith Ooms, Executive Director / CEO** (\$1,584) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Judith Ooms — reported title “Membership/benefits coordinator”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

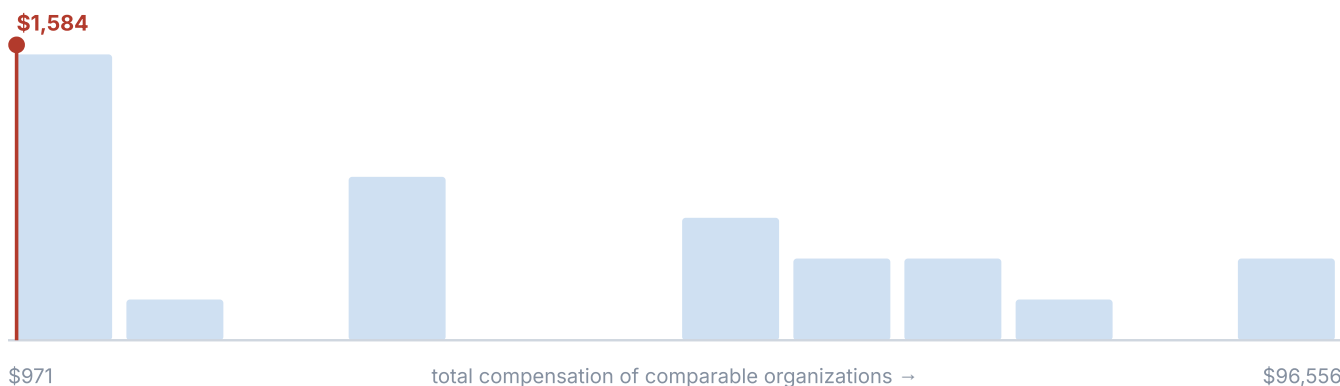
SECTOR Organizations sharing the subject's NTEE classification (Y43).

BUDGET Total revenue between \$218,330 and \$488,799 — 0.67x to 1.50x the subject's \$325,866 (the band tightens as size grows).

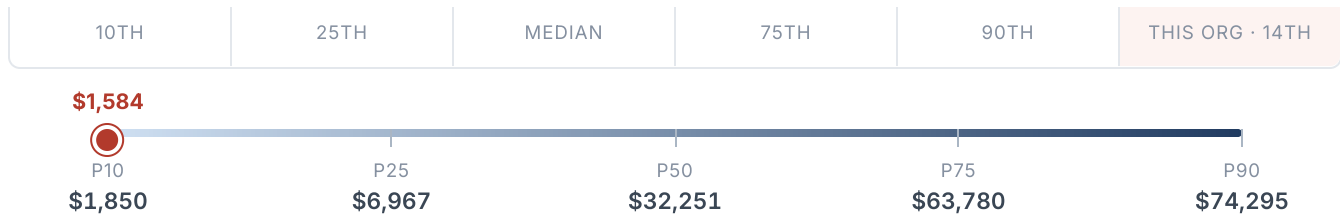
GEOGRAPHY Same NTEE sector (Y43), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,850	\$6,967	\$32,251	\$63,780	\$74,295	\$1,584
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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
Police Officers Association Of	MI	\$333,252	President	\$45,930	\$50,958	2024
Upstate Union Health And Welfare Fund	NY	\$335,133	Chairman	\$66,708	\$64,794	2024
Western Sullivan United Teachers &	NY	\$345,557	Treasurer	\$1,000	\$971	2024
Nreca Post-employment Health Reimbursement	VA	\$304,180	Cfo	\$90,364	\$96,556	2023
Central Plumbing & Heating Inc	MT	\$291,943	Plan Administrator	\$44,781	\$53,419	2023
District 6 Health Plan	NY	\$367,523	Indep Fiduciary	\$5,550	\$5,391	2024
Houston Policeman's Burial Fund Association Inc	TX	\$279,757	Treasurer	\$12,000	\$12,903	2024
Employer-contribution Veba Trust Depauw University	IN	\$276,649	Vice President For Finance And Administration (Beginning 7/15/22))	\$58,924	\$68,766	2023
Boces Teacher Association Benefit Trust	NY	\$384,227	Chairperson	\$6,500	\$6,500	2023
Naval Academy Athletic Association	MD	\$385,774	Naaa President	\$61,918	\$62,224	2024
Plumbers And Steamfitters Local 521	WV	\$264,667	Trustee	\$81,605	\$94,976	2024
Rockford Police Relief Association	IL	\$261,632	President	\$1,010	\$1,067	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Udw Afscme Local 3930 Sutter County	CA	\$402,018	Trustee	\$55,936	\$51,918	2024
Public Service Health Club	TX	\$237,782	Treasurer	\$5,905	\$6,537	2023
Rfa Post Retirement Medical Life	DC	\$235,171	President	\$30,515	\$28,784	2024
Ufcw Vacation Compensation Trust	CA	\$421,591	Trustee	\$26,876	\$25,683	2023
United Association Of Journeymen Lu 286	TX	\$229,110	President	\$59,799	\$64,298	2024
College Foundation Voluntary Employee Beneficiary Association	NC	\$426,343	Trustee	\$28,632	\$32,740	2023
Catskill Teachers Association	NY	\$223,625	President	\$1,500	\$1,457	2024
Obi Retiree Medical Voluntary	NH	\$221,928	Trustee	\$32,000	\$31,761	2024
Eastportsouth Manor Teachers	NY	\$439,607	Coordinator	\$8,500	\$8,256	2024
Ibew Local Union 697 Sub Fund	IN	\$484,800	Trustee	\$66,084	\$74,909	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 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	22 organizations. Compensation range \$971–\$96,556; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$325,866); for reference, expenses \$306,712 and assets \$190,132.
ROLE MATCH	Judith Ooms, reported title " <i>Membership/benefits coordinator</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	14 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 (Judith Ooms) 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 22 similarly situated organizations (Same NTEE sector (Y43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,584 is reasonable (approximately the 14th 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.