

# Catskill Wheelhouse

Executive Director / CEO

EIN 811061941

NY · NTEE B29

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Frank Tuccio, Executive Director / CEO** (\$35,799) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39<sup>th</sup>** percentile of comparable organizations within the typical range

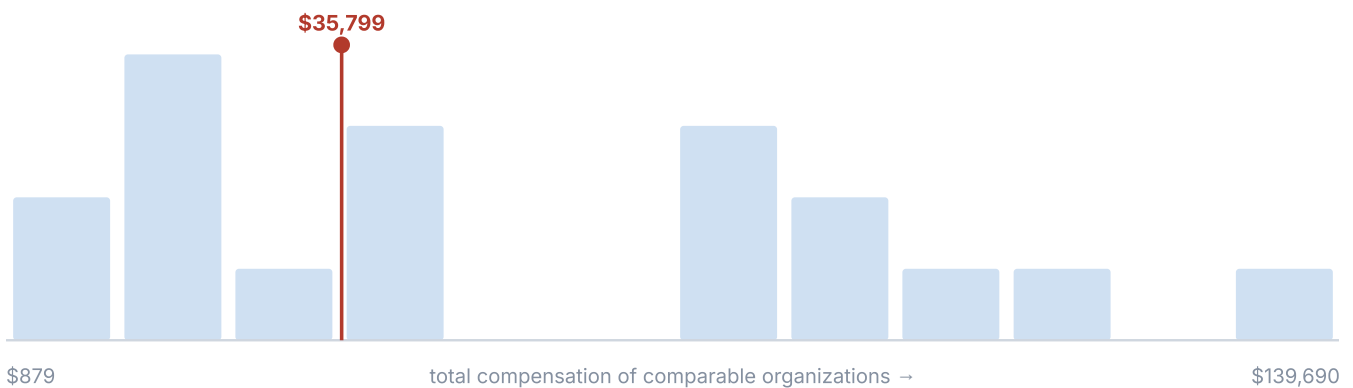
**Benchmarked executive:** Frank Tuccio — reported title “SECRETARY/STAFF REPRESENTA”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B29).
BUDGET	Total revenue between \$249,219 and \$557,955 — 0.67x to 1.50x the subject's \$371,970 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B29), nationwide + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,053	\$19,456	\$43,079	\$83,657	\$105,890	\$35,799
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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
<a href="#">Franklin Schools Foundation</a>	UT	\$370,141	Director	\$34,083	<b>\$38,603</b>	2024
<a href="#">Imagine Akron Academy</a>	OH	\$380,475	Treasurer	\$18,500	<b>\$21,684</b>	2024
<a href="#">Do &amp; Be Arts Academy Of Excellence</a>	NV	\$391,413	Executive Di	\$104,020	<b>\$112,413</b>	2025
<a href="#">Robert Frost Charter School</a>	NH	\$394,924	Head Of Scho	\$72,084	<b>\$75,834</b>	2023
<a href="#">Kalmiopsis Community Arts High School</a>	OR	\$348,553	Secretary & Staff Representat	\$15,417	<b>\$15,844</b>	2024
<a href="#">Hinckley Preparatory Academy</a>	OH	\$409,647	Board Member	\$750	<b>\$879</b>	2024
<a href="#">Nextgen Global Leadership Academies</a>	TX	\$409,688	Superintendent	\$75,000	<b>\$85,477</b>	2023
<a href="#">City On A Hill Foundation Inc</a>	MA	\$332,706	Clerk	\$23,761	<b>\$24,327</b>	2023
<a href="#">The Bryan Allen Stevenson School Of</a>	DE	\$432,712	Executive Dir.	\$128,915	<b>\$139,690</b>	2024
<a href="#">Progressnow Colorado</a>	CO	\$301,925	Executive Director	\$1,000	<b>\$1,061</b>	2024
<a href="#">One Dearborn Inc</a>	IN	\$291,294	Executive Di	\$88,339	<b>\$103,094</b>	2024
<a href="#">Everyblackgirl Inc</a>	SC	\$453,377	Executive Director	\$68,667	<b>\$79,276</b>	2024
<a href="#">Fore Life Inc</a>	FL	\$271,296	Director	\$18,000	<b>\$18,713</b>	2024
<a href="#">Deer Valley Charter Schools Inc</a>	AZ	\$482,697	Executive Di	\$12,692	<b>\$13,907</b>	2023
<a href="#">St Louis Voices Academy Of Media Arts</a>	MO	\$255,669	Executive Director	\$65,550	<b>\$79,101</b>	2023
<a href="#">Community First School Inc</a>	CT	\$489,223	School Leader	\$82,032	<b>\$85,117</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cumberland County Charter School Network</a>	NJ	\$526,728	Executive Director	\$45,000	<b>\$45,776</b>	2023
<a href="#">Jardin De La Infancia</a>	CA	\$537,928	Executive Di	\$43,375	<b>\$40,381</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 18 organizations. Compensation range \$879–\$139,690; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$371,970); for reference, expenses \$499,695 and assets \$428,927.

**ROLE MATCH** Frank Tuccio, reported title "*SECRETARY/STAFF REPRESENTA*", 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** 1 peer 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	33 <sup>rd</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 (Frank Tuccio) 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 18 similarly situated organizations (Same NTEE sector (B29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,799 is reasonable (approximately the 39<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.