



Board Compensation Update Recommendations

This memo provides for discussion a recommendation revising the current Edina School Board compensation schedule for all board members and establishing new compensation specifically for the roles of Board Chair and Board Vice Chair. Any action the Board takes on these recommendations would not take effect until the newly elected Board is seated in January 2027.

Board Director Compensation

Current Level:

- 7 elected School Board Directors
- \$4,500 annual compensation, paid semi-monthly
- No update or revision in more than 10 years

Recommendation:

- Increase annual compensation to **\$7,000**.
 - This brings annual compensation in line with the average across the Top 50 districts in MN of \$6,524.
- Require a full analytical review of board compensation at least every 5 years, with any proposed changes taking effect after the next school board election.
 - The Board may review and act on compensation at its annual organizational meeting (the first meeting in January of each school year).
 - If no action is taken in a given year, a full review is still required within 5 years of the last one.

Board Officer Compensation

Current Level:

- Edina does not provide any additional compensation for any officer role on the School Board.
- Edina is 1 of 5 districts among the Top 50 in MN that does not provide any additional compensation for its board officers, particularly the Board Chair.

- Many districts that provide additional compensation for the Board Chair role also provide additional compensation for the Board Vice Chair role.
- The Board Chair and Board Vice Chair roles carry significantly greater time and commitment than the other School Board Director roles.

Recommendation:

- Establish new compensation levels specifically for the Board Chair and Board Vice Chair roles:
 - **Board Chair:** \$8,500 annual compensation — an additional \$1,500 above the standard Director rate.
 - **Board Vice Chair:** \$7,750 annual compensation — an additional \$750 above the standard Director rate.