

MN School Board Compensation Analysis Summary

Based on the [MSBA MN Board Compensation](#) (recommended opening in MS Excel) detailed data report run on 6/2/26, the following are key elements when evaluating current board compensation in Edina Public Schools.

Board Member Compensation

1. Based on 2024-25 enrollment statistics via MDE, Edina is the 17th largest district in MN by students (8,616).
2. The range of size across the Top 50 districts is from a low of 3,680 to a high of 38,354 enrolled students
3. Avg. annual compensation amongst Top 50 districts ≈ \$6524
4. Edina currently provides \$4,500 annually, ranking as the 36th out of the top 50 districts in compensation to board members.
5. Avg. annual compensation amongst Lake Conference districts ≈ \$5616.38.
 - a. Given the large range of sizes of districts representing the Lake Conference, the median compensation for the 8 districts is \$4650.
 - b. Please refer to the Lake Conference Tab on Board Compensation spreadsheet for details.

Board Officer Compensation

1. 45 of the top 50 districts provide extra compensation for their Board Chair in addition to the board member compensation - Edina does not.
2. Edina is the only Lake Conference district that doesn't provide any extra compensation to its Board Chair
3. Avg. additional compensation for Board Chairs ≈ 10-20% above the Board Member annual compensation
4. Avg. additional compensation in Lake Conference for Board Chairs ≈ 18.4%
5. ≈10% of all districts provide some additional compensation for the Board officers other than Chair. Most of these districts provide something to the Vice Chair role with only a handful offering something to the Clerk & Treasurer. Often it is less than half of the extra compensation to the Board Chair.

Questions to consider:

1. Compensation levels for Edina school board members doesn't change very often and hasn't in the last 5+ years. How often, if at all, should the board consider compensation levels for the board?
2. The [roles and responsibilities](#) among board members – are they equal? Does the Chair have a sizably larger responsibility and workload than the average board member? If other roles have a heavier workload, does that warrant different compensation?
3. How important is board compensation in the potential recruitment and retention of community members to seek election to the board? Does compensation need to reflect the perceived value of the time and commitment of those that serve? Is the role of board members accessible to a majority of community stakeholders? What would make it more accessible to more stakeholders?
4. Other than the annual stipend, are there any other areas of compensation and benefits that the board might consider to properly acknowledge and value the service of board members?