

School Board Compensation 2025

OVERVIEW

Each year, as a Board and District, we have the opportunity and responsibility to evaluate the payment structure for Board related work and activities. On an annual basis, the school district needs to be able to budget appropriately in order to allocate funds. The current payment structure leverages a mix of payment vouchers, where board members are responsible for logging their time for work outside of regular governance meetings; and District recorded payments for governance meetings such as Regular, Work and Special Sessions. There is currently variation in how the payment vouchers are applied across the Board. The primary goals of this proposal are to simplify the process, provide clarity for when vouchers should be submitted and calibrate compensation commensurate for the work requested of the School Board.

HISTORY

At Rockford Areas Schools, board members are able to submit vouchers for meetings that occur outside of the formal governance meetings. This includes board approved committee appointments as well as ad hoc working meetings that occur between the District and Board. The challenge is that submission of vouchers for meetings outside of the formal governance slate of meetings is varied. In addition, vouchers have not universally been submitted in a timely manner or submitted at all. Furthermore, school board members have had the same compensation rate for at least the past six years.

DATA COLLECTION

Research was conducted on school board pay from schools in Wright County, school districts similar in size to Rockford Area Schools, and schools within the conference. Eighteen school districts were compared and analyzed. From the analysis, it is clear that there is variation across all Districts in how school boards are compensated. This variation ranges from stipends, to per meeting rates, to hourly compensation, to leadership stipends.

ADDITIONAL INFORMATION

Required School Board Committees

New in accordance with Policy 213, there are four required school board committees.. Three of these governance related committees will have a more predictable level of responsibility, meeting schedule and requirements similar to our other governance related meetings. Therefore, we should consider a stipend payment model for participation in these committees (finance, policy and building and grounds). Furthermore, it is understood that the Negotiations Committee meeting schedule will vary by contract and calendar year; therefore, these members will be compensated for their time during active contract negotiations.

- FINANCE COMMITTEE - Board Chair, Treasurer and a Director serve on this committee and work with the Director of Finance and Operations and Superintendent.
- POLICY COMMITTEE – Vice Chair, Clerk and a Director serve on this committee and work with the Superintendent and Executive Assistant.
- DISTRICT OPERATIONS COMMITTEE - Board Chair, Treasurer and another board member serve on this committee and work with the Director of Buildings and Grounds and the Superintendent.
- NEGOTIATIONS COMMITTEE - The three board member committee works with Director of Human Resources, Director of Finance and Operations and Superintendent.

Ad Hoc School Board Committees

There are thirteen ad hoc committees that vary in frequency of meetings. When adding up the number of meetings throughout the committees per year, there are a rough total of seventy-two meetings per year for the ad hoc school board committees, for which the District would budget \$7200 compensation to be distributed across the Board for attendance at ad hoc committee meetings. As described above, there is variation in the intensity, duration and responsibility associated with each of the committee appointments. Most meetings run from 1-2 hours; with the exception of the Delegate Assembly, which is a two day event, with one prep session, held once per year; and some committee meetings require work outside of committee in greater intensity than others.

PROPOSAL

1. All board members will receive a yearly stipend of \$3,000. This stipend covers all regular, work session and special session meetings called during the calendar year. In addition, this stipend covers any and all board member participation ceremonial, recognition and district related events.

2. The Board Chair will receive a stipend of \$500 to cover duties associated with chair responsibilities that occur outside of normal governance meetings. This is unchanged from past precedent.
3. The Clerk will receive a stipend of \$300, this is new and is commensurate for additional roles and responsibilities associated with the clerkship. Responsibilities include but are not limited to: reviewing meeting minutes and preparing for the policy committee in partnership with District leadership.
4. The Treasurer will receive a stipend of \$300, this is new and is commensurate for additional roles and responsibilities associated with treasurer. Examples include: detailed review of treasurers report and budget on a regular basis with District Leadership, preliminary audit review prior to presentation to Finance Committee and Board, availability to the District to authorize funds transfer and other board delegated responsibilities.
5. Board members on the Finance, Policy and District Operations required board committees will receive a stipend of \$400 per required committee.
6. Board members on the negotiations committee will be compensated a monthly stipend of \$250 for when the contract is actively in negotiations. Compensation for the monthly stipend requires the board member to document meeting attendance at a minimum of one time that calendar month for an active negotiation session. This request will be logged monthly and paid out monthly.
7. All board members will receive \$50 per ad hoc committee meeting of 45 minutes or less. Members will receive \$100 for all meetings over 45 minutes to 4 hours, and \$125 for meetings over 4 hours. This request for payment will be logged monthly and paid out monthly.
8. Board members will be paid twice a year for all stipends (yearly stipend, leadership stipends, and membership on the three required Board committees of finance, building and grounds and policy).
9. Board members will have the opportunity to submit vouchers at \$50 for meetings 45 minutes or less, meetings over 45 minutes to 4 hours \$100 and for meetings over 4 hours \$125. This payment rate applies to any meeting not already described above where the District has requested active participation by a Board Member. This request will be logged monthly and paid out monthly. Additionally, we value and in many instances require participation in continuing education for Board Members. Participation in MSBA related training, inclusive of activities of annual conference and associated workshop offerings will be compensated at this rate.
10. During the years where the Board is actively engaged in Superintendent Search responsibilities, meetings that occur outside of the regularly scheduled meetings will be compensated at the standard meeting rates as described above in item 9. This includes,

but is not limited to special sessions required for interview, community engagement and other best practices associated with comprehensive and thoughtful superintendent search and hiring activities.