

*Adopted: January 7, 2020  
March 2025  
Local/Recommended*

## **Policy 202.1 - ISD 282 BOARD COMPENSATION**

### **I. Compensation Philosophy**

The School Board of ISD 282 recognizes that board member compensation is a sensitive public policy matter. The Board believes that board members should be reasonably compensated for the time, efforts, and out-of-pocket costs incurred in serving the community as an elected official. The Board aspires to pay its members a wage that is:

- Commensurate with the responsibilities and time commitment of board members
- In alignment with compensation paid to board members at districts with similar characteristics to St. Anthony-New Brighton Schools
- Is reasonable and defensible to taxpayers and the community by demonstrating prudent use of public funds.

### **II. Board Member Compensation**

- a. Effective on January 1, 2025 board members' annual compensation will align with the basic general education formula percentage increase (2-3%).
- b. The Chair, Vice Chair, Clerk and Treasurer will receive an added stipend to reflect additional duties. The stipend will be, approximately, an additional 25% for the Chair, an additional 10% for the Vice Chair and Clerk, and an additional 5% for the Treasurer.
- c. School board compensation shall be paid in March, June, September and December, and shall have all applicable federal and state deductions withheld.

### **III. Expense Reimbursements**

School board members are eligible for reimbursement of expenses incurred that are directly related to fulfilling a board member's official responsibilities. Reimbursed expenses normally include:

- a. Mileage to and from school board member's home to seminars, committee meetings, association meetings (AMSD, MSBA, etc.), legislative hearings, and other meetings that are directly related to board service. Board members will not be reimbursed for mileage to and from regularly scheduled school board

meetings, or mileage to attend school functions and events such as athletic competitions, plays, concerts, etc.

- b. Parking and other required transportation costs will also be reimbursed, based on actual costs incurred.
- c. Meals in conjunction with official school board activities and duties will be reimbursed, based on actual costs not to exceed limits consistent with meal reimbursement as stated in Policy 412 Expense Reimbursement.