

2022 Study of Board Member Compensation

Background

1. At its April 27, 2021, meeting, the Board gave consideration to its compensation. At that time, the Board directed that a study of board member compensation with the findings to be reported back to the Board.

2. Wisconsin Statute 119.12(3) states, “Each member of the board shall be paid an annual salary in the amount set by the board. The salary shall be paid monthly.” At its meeting of November 2000, the Board directed that consideration of Board compensation take place at its Annual Organizational meetings. In each year since, the Board has acted to keep its compensation level unchanged from the amount set in November 2000.

Summary of Information and Options Related to Board Compensation

Analysis by the Office of Board Governance

3. The Office of Board Governance has completed its analysis of Board salaries. In conducting its study, the Office of Board Governance considered:

- National school board salary data compiled by the Council of Great City Schools;
- Information on school board salaries for various Wisconsin school districts compiled by the Wisconsin Association of School Boards;
- An analysis of the effect of inflation.
- An examination of compensation for other local governmental bodies.

Based on the study, the following list of compensation bases are available, with respect to Board salaries and compensation:

#		Annual Board Salaries	
		President	Members
	<i>Base compensation on internal factors</i>		
1	Eliminate Board salaries.	\$0	\$0
2	No change — leave the salary rates at \$18,667 for the Board president and \$18,121 for other Board members.	\$18,667	\$18,121
3	Budget: Increase Board salaries in proportion to the projected increase/decrease in the budget. The 2021-22 amended budget increased by 54.6% from 2020-21. A similar increase in Board salaries would result in \$18,145 for the Board president and \$17,614 for other Board members.	\$28,858	\$28,015
4	Enrollment: Adjust Board salary based on the percent-change in student enrollment from the prior year. Based on Third Friday count. Enrollment decreased 5.59% from 2020-2021 which would adjust salaries to \$18,041 for the Board president and \$17,513 for members.	\$17,513	18,041
	<i>Base compensation on inflationary measures</i>		
5	Adjust Board salaries based on cumulative inflation (2000-to-date)	\$31,166	\$30,255
6	Adjust Board salaries for inflation, to \$29,801 for the Board president and \$28,929 for other Board members, based upon changes in the Consumer Price Index (CPI) <i>since last year</i> .	\$29,801	\$28,929

#		Annual Board Salaries	
		President	Members
7	Adjust Board salaries for inflation, to \$29,893 for the Board president and \$29,754 for other Board members, based upon changes in the Consumer Price Index (CPI) <i>since November 2000</i> (the last time the Board approved a salary change).	\$29,893	\$29,754
	<i>Base compensation on other school districts</i>		
8	Set Board salary based on the average of board member compensation for the five largest school districts in Wisconsin after MPS in terms of population. (See below)	\$4,640	\$4,580
9	Set Board salary based on the average of the highest compensated school boards in Wisconsin, excluding the MBSD. (See below)	\$6,841	\$6,482
10	Increase Board salaries to \$28,448 for the Board President and \$27,574 for other Board members, which was the average annual salary of Board members in districts that responded to the most recent survey by the Council of Great City Schools.	\$28,448	\$27,574
	<i>Base compensation on other local units of government</i>		
11	Align Board salaries to that of the Metro Milwaukee Sewerage District (MMSD) Commission members.	\$12,370	\$10,683
12	Match Board salaries to that of the Milwaukee Common Council, which is currently \$77,614 per year, with the Common Council President receiving \$82,749.	\$82,849	\$77,614
13	Set Board salaries in a similar manner as that of the Milwaukee County Board of Supervisors, which is based on a statutorily mandated comparison of Consumer Price Index for urban consumers and the annual per capita income of Milwaukee County.	\$41,223	27,482

Five Largest Districts in Wisconsin by Population (Excluding MPS)*

2021-22 Third Friday Count	District	President	Member
25,497	Madison	\$ 8,300	\$ 8,000
19,166	Green Bay	4,800	4,800
19,381	Kenosha*		
16,516	Racine	3,600	3,600
15,217	Appleton	-	-
	<i>Average</i>	<i>\$ 4,640</i>	<i>\$ 4,580</i>

Five Highest District Compensation Levels in Wisconsin (Excluding MBSD)*

2021-22 Third Friday Count	District	President	Member
25,497	Madison	\$ 8,300	\$ 8,000
7,347	West Allis/West Milwaukee	8,405	7,274
12,080	Waukesha	6,400	6,400
5,534	Beloit	5,700	5,700
6,522	Oak Creek/Franklin	5,400	5,040
	Average	\$ 6,841	\$ 6,482

*At the time that WASB compiled this information, Kenosha had the third highest board compensation level (excluding the Milwaukee Board of School Directors). However, in September 2021, Kenosha electors cut the compensation for its school board. Members are now compensated at the rate of \$100 for regular meetings. There is no compensation for special and committee meetings.

There are 421 school districts in Wisconsin. For 23 of those districts, board members receive no compensation.

Other Board Compensation Options

1. In addition to an annual salary, provide Board members with a stipend or per-diem compensation for conducting Board business or participating in Board activities other than regular Board and committee meetings. (Salt Lake City, Utah, provides an annual salary of \$12,000 for each Board member, plus \$60 for meetings in excess of the initially approved meeting schedule.)
2. Increase Board salaries to an amount determined by the Board; however, direct that monthly pay be reduced by a fixed rate for each Board meeting or other Board-sponsored function missed. (California school districts follow this practice, as directed by state law.)
3. Eliminate salaries and compensate Board members based on the number of meetings attended. (According to the Council of Great City Schools stipend study, the average stipend paid to school board members who receive payment per meeting attended is about \$84. Jefferson County school board members receive the largest per meeting stipend of \$150 per meeting compared to the smallest per meeting stipend of \$25 at Oklahoma City and Tulsa Public Schools).
4. Eliminate salaries and compensate Board members per diem for conducting Board business and participating in Board activities, including regular Board and committee meetings. (Kentucky School Board members receive a \$75 per diem for attending Regular and Special meetings)
5. Board members may donate some or all of their compensation to the MPS Foundation to the benefit of students.
6. Individual Board members are able to refuse their salary, pursuant to Wisconsin Statute 119.13.

Recommendation

The Office of Board Governance recommends that the Board:

1. Continue the practice of reviewing its compensation annually at the Organizational Meeting and
2. Determine how it wishes to proceed relative to Board member compensation