

Stipend Presentation to School Committee



Budget Presentation

Purpose

- ✓ Educate School Committee and public on key areas of PSB including programs, services, and departments
- ✓ Presentations typically will include a combination of background information about area, and also costs, cost drivers, staffing, and challenges
- ✓ Presentations on areas requested by School Committee, ongoing public interest, and those identified by Superintendent

Intention is to provide a level of transparency and detail not typically provided about programming and costs



Budget Presentation

Purpose

- ✓ Educate School Committee and public on district-wide stipends
- ✓ The role stipends and additional compensation work play in providing support, programs, and services in our schools



Types of Stipends

Student-Facing

- ✓ Club Advisors
- ✓ Coaches
- ✓ Intra- Extramurals

Student Support

- ✓ School Climate Team
- ✓ Child Study Team/Student

Teacher/Administrative Support Stipends

- ✓ MCAS
- ✓ Teacher Mentors, Mentor Leaders, Mentor Professional Learning Coaches
- ✓ PD Council

All new stipends are meant to be negotiated with the BEU



Stipends Not Included in Schedule B of the Unit A Contract

- ✓ Child Study Team
- ✓ BHS SIT Team
- ✓ Mentor Professional Learning Coach
- ✓ Culture & Climate Committee
- ✓ MCAS Support
- ✓ Anti-Defamation League
- ✓ Other



Other

- ✓ As work arises employees receive stipends
- ✓ Hourly and Additional Compensation is not captured or reported as stipends they are paid as hourly work based on the Unit A contract workshop rate



Benefits & Challenges

Benefits:

- ✓ Provide enrichment and support opportunities for students
- ✓ Make leadership opportunities for students
- ✓ Interscholastic athletics runs on stipends
- ✓ Provide leadership opportunities for staff (committees)
- ✓ Provide administrative support for schools (MCAS
- ✓ Provide essential services for student support (CST and SIT)



Benefits & Challenges

Challenges:

- ✓ Inconsistencies in what stipended work looks like across the district
- ✓ Varied workload between positions with the same pay
- ✓ Difference between positions at BHS and K - 8 Schools
- ✓ Paraprofessionals Unit doing Unit A work (Open us up to Wage-and-Hour law violations, and contract violations)
- ✓ Budgeting and financial controls for Stipends and Additional Compensation work have not been strong enough
- ✓ Stipends are created outside of the contract and not negotiated



Costs



Categories	FY 2017	FY 2018	FY 2019
Athletic Stipends	\$400,292	\$468,450	\$469,657
Non-Athletic Stipends	\$196,516	\$194,589	\$197,190

Categories	FY 2017	FY 2018	FY 2019
Unbudgeted Personnel Costs identified during Fiscal Year	\$309k	\$1.1m	\$345k



Improving Budgeting and Financial Controls

- ✓ All stipends must be budgeted for during annual budgeting process
- ✓ All stipended positions must have a job description and be posted in Recruit and Hire (PSB personnel hiring and budgeting system)
- ✓ Posting in Recruit and Hire creates requisition for position, requires budget approval for the position, and ensures proper and timely payment to the staff doing the work

