

WA 37 SC Stipends

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w/ thanks to Neil Wishinsky, Mariah Nobrega, Nicole McClelland, & others

School Committee

2020-10-15

**Serving on the
(Select Board and)
School Committee
is a lot of work!**

Work w/o pay is inequitable & unprofessional

Brookline has a proud tradition of volunteerism, and this should be honored and preserved. However, once the demands of a position get to a certain point, continuing without pay is:

- **Inequitable**. Only those who can ‘afford’ to donate this much time to the town are able to serve. Diverse viewpoints are not represented. (2019 ATM WA 29)
- **Unprofessional**. We struggle to attract ‘the best’ candidates for office, because private sector values their expertise much higher than the Town does.
- **Fiscally irresponsible**. Our elected officials are entrusted with vital decisions and important oversight roles. These get short-changed when Town business has to take a back seat to a paying job.

A modest proposal

This is not a wholesale reinvention of Town government. This will not eliminate the need for elected officials to sacrifice their time and earnings to serve our town.

For a job requiring 20+ hours/week (**half time employment**), a stipend of:

- **\$30,000** (Select Board) - **5** members (WA36)
- **\$15,000** (School Committee) - **9** members (WA37)

This is approximately **0.1%** of the Town and School budgets, respectively, increasing the overall Select Board budget from **\$706,626** (FY21) to **\$843,126** (**19%**) and would increase the overall School Committee budget from **\$123,324** (FY21) to **\$263,324** (**114%**).

Changes from 2019

- Stipend **amounts lowered** (BFAC committee recommendations, COVID-19).
- The gap between **chair** and other members has been **eliminated**.
 - Avoids perverse incentives for chair; acknowledges complexity of current co- and vice-chair situations.
 - The role of chair is still a volunteer service to our Town.
- In response to concerns about pension impact, the wording has changed to **“total cost of compensation”**.
- **School committee included**, to address concerns about inequity raised in 2019 debate.
- **“Proper timing”**
 - BFAC recommends articles w/ budget implications be brought in the Spring; which this was!
 - Still the right time to allow stipends to be included in the Spring 2021 budget process

Comparative Data: Norfolk County Commissioner

- Paid slightly more than \$40k/yr
- One meeting a week, 30 minutes long

(compared to 20+ hrs/wk for SC members)

Still will be paid more the SC members (for less work) if this WA passes!

Restoring SB compensation to ~1901 levels

| Year | Chair Stipend (\$) | Current Value (\$)² | Member Stipend (\$) | Current Value (\$) |
|-----------|--------------------|---------------------|---------------------|--------------------|
| 1895 | 1,200 | 36,592 | 400 | 12,197 |
| 1901 | 1,350 | 40,750 | 750 | 22,639 |
| 1902-1915 | 1,500 | 44,676 | 1,000 | 29,784 |
| 1916-1947 | 2,500 | 58,748 | 1,500 | 35,249 |
| 1948-2010 | 3,500 | 37,199 | 2,500 | 26,570 |
| 2011- | 4,500 | | 3,500 | |

² according to the CPI Inflation calculator at <http://www.in2013dollars.com/us/inflation/>.

Calculation on current value done for first year of range, i.e. current \$ values done for years of 1902, 1916 and 1948.

Our Neighboring Cities and Towns (SB)

| | Structure | Pop. | Select Board | | Mayor/City Council | | # members | Exec \$/person |
|-------------------------|-------------|---------------|-----------------|-----------------|--------------------|-----------|-----------|----------------|
| | | | Members | Chair | Council | Mayor | | |
| Brookline (FY21) | Town | 59,000 | \$3,500 | \$4,500 | | | 5 | \$0.31 |
| Brookline (FY22) | Town | 59,000 | \$30,000 | \$30,000 | | | 5 | \$2.54 |
| Boston | City | 694,600 | | | \$103,500 | \$207,000 | 13 | \$2.24 |
| Cambridge | City | 119,000 | | | \$83,600 | \$118,000 | 9 | \$7.31 |
| Quincy | City | 94,600 | | | \$29,700 | \$150,000 | 9 | \$4.41 |
| Newton | City | 89,000 | | | \$9,750 | \$125,000 | 24 | \$4.03 |
| Somerville | City | 75,800 | | | \$25,000 | \$145,000 | 11 | \$5.54 |
| Malden | City | 61,000 | | | \$17,500 | \$105,000 | 11 | \$4.88 |
| Medford | City | 57,888 | | | \$0 | \$142,000 | 7 | \$2.45 |
| Lexington | Town | 31,400 | \$0 | \$0 | | | 5 | \$0.00 |
| Easton | Town | 23,100 | \$1,800 | \$1,800 | | | 5 | \$0.39 |
| Grafton | Town | 17,800 | \$1,000 | \$1,000 | | | 5 | \$0.28 |
| Raynham | Town | 13,400 | \$6,200 | \$6,200 | | | 3 | \$1.39 |

Our Neighboring Cities and Towns (SC)

| | Structure | Pop. | School | School Committee | | # members |
|-------------------------|-------------|---------------|--------------|------------------|-----------------|-----------|
| | | | Enroll. | Members | Chair | |
| Whately | Town | 1,496 | 127 | \$357 | \$357 | 3 |
| Deerfield | Town | 5,125 | 386 | \$100 | \$150 | 5 |
| Berkley | Town | 6,411 | 915 | \$924 | \$924 | 5 |
| Southern Berkshire | Town(s) | 7,446 | 675 | \$200 | \$200 | 10 |
| Carver | Town | 11,509 | 1,577 | \$600 | \$750 | 5 |
| Palmer | Town | 12,140 | 1,304 | \$1,200 | \$1,200 | 5 |
| Millbury | Town | 13,261 | 1,700 | \$1,948 | \$2,435 | 5 |
| Seekonk | Town | 14,371 | 2,080 | \$1,000 | \$1,400 | 5 |
| East Longmeadow | City | 15,720 | 2,588 | \$1,250 | \$1,750 | 5 |
| Bellingham | Town | 16,332 | 2,138 | \$1,000 | \$1,000 | 5 |
| Agawam | City | 28,613 | 3,670 | \$5,000 | Mayor | 6 |
| Woburn | City | 38,120 | 4,451 | \$6,500 | \$8,199 | 7 |
| Marlborough | City | 38,499 | 4,757 | \$3,500 | Mayor | 7 |
| Beverly | City | 42,936 | 4,700 | \$5,867 | \$6,167 | 6 |
| Methuen | City | 47,255 | 6,851 | \$2,500 | Mayor | 7 |
| Peabody | City | 51,251 | 5,994 | \$5,100 | Mayor | 6 |
| Brookline (FY21) | Town | 58,732 | 7,777 | \$0 | \$0 | 9 |
| Brookline (FY22) | Town | 58,732 | 7,777 | \$15,000 | \$15,000 | 9 |
| Brockton | City | 95,708 | 16,024 | \$5,000 | Mayor | 7 |
| Cambridge | City | 105,162 | 7,091 | \$38,000 | \$38,000 | 6 |
| Springfield | City | 153,606 | 25,007 | \$12,000 | Mayor | 7 |
| Worcester | City | 181,045 | 25,044 | \$14,900 | Mayor | 6 |
| Boston | City | 692,600 | 50,480 | \$7,500 | \$7,500 | 7 |

Sources:

<https://www.masc.org/publications-2/misc/163-misc-2018-school-committee-compensation/file>

<https://www.masc.org/publications-2/misc/164-misc-2018-school-committee-composition/file>

<http://profiles.doe.mass.edu/profiles/student.aspx?orgcode=00460000&orgtypecode=5&>

<https://www.cambridgeday.com/2017/10/06/including-meetings-canceled-til-nov-21-school-committee-is-best-paid-less-busy/>

Stipend amendment 9-14-2020

WA 36: Select Board

BE IT RESOLVED that the Town should raise the annual stipends of the Select Board to a total cost of compensation of \$30,000 (members) and \$35,000 (chair) effective for the Fiscal Year beginning July 1, 2021; and

WA 37: School committee

BE IT RESOLVED that the Town should budget for annual stipends to voting members of the School Committee at a total cost of compensation of \$15,000 (members) and \$20,000 (chair and vice chair) effective for the Fiscal Year beginning July 1, 2021; and

Please recommend FAVORABLE ACTION for EQUITY, INCLUSION, & RESPONSIBLE QUALITY GOV'T

In 2019 recommendation of FAVORABLE ACTION with none opposed by Commission on Women and CDICR. SB abstained in 2019, and stipend article narrowly missed passage in 2019 STM, 100-103-12.

On Oct 6, 2020, SB voted 2-1-2 in favor of School Committee stipends (WA37).