

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)

			Select Board		Mayor/City Council		# members	Exec \$/person
	Structure	Pop.	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)

			School	School Committee		#
	Structure	Pop.	Enroll.	Members	Chair	members
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).