



## Compensation and Benefits for Board Members Policy Series: 1000 Board of Education

Policy No. 1700

### Overview:

As permitted by Utah State law, members of local school boards of education are permitted to receive a small amount of compensation for their services. Board members are also eligible to receive benefits through the district.

### Compensation-Honorarium

Board member compensation is ~~\$480~~ **\$750** per month. Board leadership will receive an additional amount of ~~\$120~~ **\$150** per month. This nominal amount is to offset the personal expenses and time required. **It is to be noted that most board members expend at least 50 hours in board-related duties per month, with board leadership in excess of 60 hours per month. This compensation aligns with hourly employees at a lane one, step one rate. As a result, if the salary of a lane one, step one employee increases, the salary of the board members would reflect the same increase, as long as the hours of work toward board duties are in excess of 50 hours. Board compensation will be reviewed every five years. Terri recommended 4 years and also taking it to CCC.**

### Technology and Connectivity

Technology necessary to perform board-related duties will be issued to each board member. Normally, this would be in the form of a laptop/desktop/tablet. A monthly connectivity allowance for internet access will also be provided.

41 **Benefits**

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43 The district will cover the medical and dental insurance costs associated with each plan board  
44 members choose. This does not cover any HSA or FSA contributions. Individual, two-party  
45 (spousal), or family benefits may be selected by board members per individual circumstances.  
46 Board members shall not receive sick leave, paid time off (PTO), or vacation pay. The district  
47 will also cover the cost of a UHSAA state athletic pass for each board member.  
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50 **Reimbursements:**

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52 Allowable expenses are eligible for reimbursement by board members. This could include  
53 mileage outside of Utah County, conference attendance, etc. These reimbursements are  
54 specific to board assignments and are in addition to the compensation and benefits listed  
55 above. The compensation and benefits in this section will be in addition to reimbursement for  
56 allowable expenses. Board members may choose not to receive any/all of the items noted in  
57 this policy by notifying the superintendent in writing.  
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61 **Board Approved:**  
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