

BOARD MEMBER COMPENSATION AND EXPENSES

Board of Education members shall receive compensation and expenses as follows:

Salary – Starting with May 1, 2016, The Board President shall be paid \$8,405 annually (May 1 – April 30) and other Board members shall be paid \$7,274 annually (May 1 – April 30) for attendance at the following monthly meetings (effective May 2002), and thereafter all Board members will receive an automatic annual salary adjustment of CPI-U, with a maximum cap set at two percent (2%) in May of each year: (CPI-U as certified by Wisconsin Employment Relations Commission (WERC) as December 31 of the prior calendar year.)

Regular monthly Board meetings
Meeting of an ad hoc or temporary committee of the Board
Special meetings of the Board

Board members will be responsible for attendance at all meetings as outlined above; for all tasks that are inherent in preparing for these meetings, such as program visitations, discussions with citizens and staff members, reading background information, etc.; for attendance at conventions or conferences when designated as the Board delegate or observer; and, for representing the Board at various functions sponsored by local and state governmental units and federal and community agencies.

Expenses - Each member of the Board shall be reimbursed for costs incurred in the performance of his/her duties. Specifically, each member shall receive: (1) automobile expenses for travel outside the District's boundaries at the Federal Government approved reimbursement rate and (2) actual and necessary expenses for attendance at conventions or conferences sponsored by the National School Boards Association, the Wisconsin Association of School Boards or other appropriate organizations. Expenses shall be limited in accordance with Board policy.

Health and Dental Insurance

1. Vested Board Members – Board members in office as of January 1, 1998, who have served three, three-year terms shall have the opportunity to be included in the District's health and dental insurance program that is in effect for teaching personnel. The premiums for health and dental insurance shall be fully paid by the district. As of October 1, 2011, District portion of monthly health premium shall be paid at 90% of lowest cost plan. A Board member may continue in the group health insurance plan after completion of the Board member's term of office as set forth below. (See Section entitled "Grandfathering Exceptions to this Policy.") Dental insurance shall be terminated upon completion of a Board member's elected term of office. Board members wishing to do so may continue with dental coverage after service is completed at their own expense as required under federal and Wisconsin law (COBRA coverage).
2. Non-Vested Board Members – Board members in office as of April 11, 2000, who have not served three, three-year terms shall have the opportunity to be included in the District's health and dental insurance program that is in effect for teaching personnel. The premiums for health and dental insurance shall be fully paid by the district. As of October 1, 2011, District portion of monthly health premium shall be paid at 90% of lowest cost plan. District paid health and dental insurance shall be terminated upon completion of a Board member's service in office. Board members wishing to do so may continue health and dental coverage after service is completed at their own expense as required under federal and Wisconsin law (COBRA coverage). After a break in service, a Board member will be considered an "active" board member when re-elected to serve on the Board.

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3. Active Board Members – Board members who began their term of office in or after April 2000 shall have the opportunity to be included in the District’s health and dental insurance program that is in effect for teaching personnel. The premiums for health and dental insurance shall be paid for by the Board member. Health and dental insurance shall be terminated on the final day of the month in which a Board member’s elected term of office expires. Board members wishing to do so may continue with health and dental coverage after service is completed at their own expense as required under federal and Wisconsin law (COBRA coverage).

Grandfathering Exceptions to this Policy - The exceptions to this policy include retired Board members who, as of January 1, 1998, are enrolled in the insurance program and vested Board members in office on January 1, 1998, who will have completed three, three-year terms at the time their current terms of office end and who are eligible for either of the two plans detailed below.

- a. Such Board members who have reached the age of fifty-five upon leaving the Board shall be eligible to participate in the group health insurance by assuming fifty-percent of the payment for monthly premiums. The participant’s fifty percent contribution shall be adjusted each year based on the current premium rates in effect at that time.
- b. Such Board members who are not yet fifty-five upon leaving the Board may continue their group health insurance by assuming full payment of monthly premiums until such time as they reach age fifty-five, after which time the participant is responsible for fifty percent of the monthly premium payments. The participant’s fifty percent contribution shall be adjusted each year based on the current premium rates in effect at that time.

Liability Protection - The District shall provide legal counsel and/or pay reasonable attorney's fees and costs of providing a legal defense, including any judgments, for Board members as District officials or individuals who are the subject of litigation as a result of performing their duties as representatives of the District to the extent authorized by state law.

LEGAL REF.: Sections 66.185 Wisconsin Statutes
120.13(16) & (32)
120.43(3)
895.46

CROSS REF.: 163, Board Member Development Opportunities
671.1, Payday Schedules
671.2, Expense Reimbursements

APPROVED: June 1, 1981

REVISED:	December 3, 1984	September 8, 1992
	February 4, 1985	November 14, 1995
	July 1, 1985	December 9, 1997
	September 11, 1989	April 11, 2000
	February 11, 1992	December 20, 2004
	June 9, 1992	May 9, 2016