

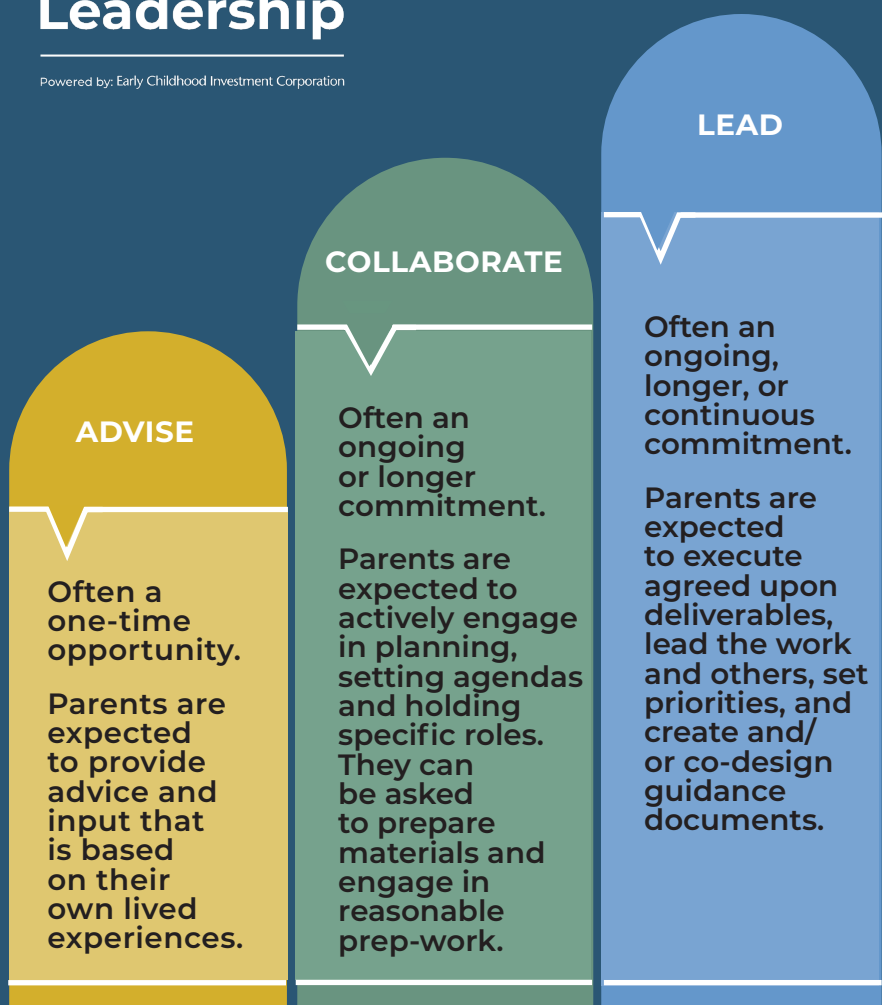
Guidance & Best Practices: Parent Leader Compensation Scale

Aligning Payments with Roles

NATIONAL CENTER FOR

Family & Parent Leadership

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The National Center for Family and Parent Leadership recognizes that family leaders often serve in different types of roles that require varying levels of engagement. Therefore, as a best practice, compensation should be aligned with the level of collaboration and expertise that the family and parent leader is contributing.

This resource serves as guidance for approaching a compensation scale in alignment with the National Center's three pillars of engagement.

ADVISE

For example, parents and families might participate in a focus group to help inform your direction and receive a follow-up email with the results of the focus group learnings.

Child care reimbursements can be done based on actual expenses, or a set daily maximum amount.

Stipends can range from **\$20.00-\$25.00/hr**, not including travel or child care reimbursements.

COLLABORATE

All collaborators have an active voice and represent their communities - they serve as a vehicle to many lived experiences.

For example, a parent serves as the co-chair for a workgroup and helps with creating the agendas for those meetings, along with preparing parents in the workgroup to participate in the meeting.

Stipends can range from **\$25.00 - \$50.00/hr**, not including travel or child care reimbursements. The amount depends on the project scope and funding stream.

For project or deliverable-based collaborations, stipends can range from **\$150.00 - \$600.00/project**. Examples of this might include participation as a panelist on a webinar or recording a video sharing their story or other message. *Please note, if choosing this option, remember to calculate amount of hours worked to ensure the hourly rate for the project is not lower than other hourly stipends.

LEAD

For example, leading includes when parents are creating content, working directly with other parent leaders in a leading/coaching capacity, engaged in planning, directly responsible for deliverables and/or action steps, facilitating, chairing a group, etc.

Stipends for parents who are leading work should follow market rate for the field and/or consultancy needed.



Expenses can be reimbursed at approved state rates i.e. mileage, meals, or post meeting work.



Remember to budget for hours that parents engage in preparation or post meeting work.



Compensation for time and reimbursement for travel and child care should be paid separately to consider taxable income guidelines.

BEST PRACTICES

- **Set goals and expectations for each lived experience consultancy.**
- **Set payment rates that are aligned with local cost-of-living.**
- **Set a rate for travel/travel-related expenses, providing advances as necessary.**
- **Set a rate for child care reimbursements.**
- **Set a clear process for making payments and reimbursements, including accessible forms and instructions.**