

G.2.

**Monitoring Report
September 6, 2017**

To: Board of Trustees
From: C. Lewis, Superintendent of Schools
Subject: Trustee Honorarium
Originator: J. Karén, Assistant Superintendent – Business Services

RECOMMENDATION

In accordance with Policy 7 – Board Operations, clause 11.3.7, the Trustee Honoraria for 2017-2018 is to remain the same as for 2016 - 2017 effective September 1, 2017. It is also recommended, that the Policy Committee, to follow the Division's policy review procedure, will review the trustee per diem as per the clause 11.3.8 of the policy 7.

REPORT

Background:

On March 16, 2017, the Province released the Budget, which continues with the plan to reduce the deficit year-over-year and return to balance, but will also focus on providing stable funding for core public services for Albertans, including health, education, income support programs and social services. As a result for the Education budget, Base Instruction rates for 2017 - 2018 remain the same as for the 2016 – 2017 fiscal year (see the attached funding rate sheet.).

In accordance with Board Policy, which adjusts Trustee Honoraria rates by the amount equal to changes in Basic Instruction Funding Rate from the previous fiscal year, the daily honoraria amount will remain at \$138.42; and at \$69.20 for expenses; for a total of \$207.62 (\$207.62 previously).

See the attached latest (September 7, 2016 version) of Policy 7 and the latest ASBA Trustee Remuneration Report (August 31, 2016).

Context of the Recommendation:

Under the School Act, s.60(2)(e), a Board may:

“provide for the payment of travelling and other expenses and honoraria to
(i) trustees, and
(ii) persons appointed to committees of the board;”

Policy 7, Board Operations, under clause 11.3.7 states:

“Each September the rate specified in 11.3.1 will be adjusted by the percentage change in the current Basic Instructional Grant Rate from the previous fiscal year.”

The Policy, under clause 11.3.8 states:

“Every four (4) years, prior to a School Board election, the Board shall review and may adjust the trustee per diem to provincial average as reported in the most recent ASBA Trustee Remuneration Report. The grant increase identified in 11.3.7 will be added to the adjusted per diem.”

Conclusion:

In accordance with Board Policy, no increase is to be made for the 2017-2018 school year to Trustee Honoraria. The review under clause 11.3.8 is recommended to be performed by the Policy Committee.



2016 TRUSTEE REMUNERATION REPORT

DATE: August 31, 2016

TO: Secretary-Treasurers
Superintendents
Board Chairs

FROM: Kimberly Ayers, Labour Relations

SUBJECT: **2016 TRUSTEE REMUNERATION REPORT**

The following report summarizes information gathered from school boards regarding the honoraria and expense rates in effect JANUARY 31, 2016 for trustees in Alberta. It also provides a historical summary of the actual rates that were paid during the 2014/15 school year. You will notice the usual provincial summary is provided as well as several summaries of the main financial data have been provided based on FTE student count.

I would like to extend many thanks to the Secretary-Treasurers and their staff who provided the information for this report. In total, 53 of 61 (87%) boards responded to the survey.

School boards compensate their Trustees in many different ways. Some pay one sum for the whole year, others a set amount per month, or a flat rate plus an amount per day or per meeting. Although remuneration methods vary widely, I have attempted to summarize common practices.

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum <i>Only</i>	Responses (# & %)	Range	Average
Chair	24 of 53 (45%)	\$2,760 - \$55,000	\$22,858
Vice-Chair	24 of 53 (45%)	\$2,160- \$50,000	\$20,180
Trustee	24 of 53 (45%)	\$2,160 - \$45,000	\$18,512

Per Day <i>Only</i>	Responses (# & %)	Range	Average
Chair	12 of 53 (23%)	\$175.00- \$317.00	\$214.00
Vice-Chair	12 of 53 (23%)	\$175.00 - \$265.00	\$207.00
Trustee	13 of 53 (25%)	\$150.00- \$265.00	\$203.00

Per Annum + Per Day	Responses (# & %)	Per Annum Range	Per Annum Average	+ \$/Day Range	+ \$/Day Average
Chair	19 of 53 (36%)	\$2796- \$29,947	\$11,805	\$150.00- \$273.00	\$204.00
Vice-Chair	18 of 53 (34%)	\$2040- \$28,646	\$10,409	\$150.00 - \$273.00	\$202.00
Trustee	17 of 53 (32%)	\$2,040- \$27,327	\$24,022	\$150.00 - \$273.00	\$199.00

Regular meetings: The average number of regularly scheduled meetings reported was fourteen (14) per year and in-camera meetings was eleven (11) per year.

In-Camera meetings: Three (3) boards noted that the board goes in-camera at all regularly scheduled public meetings, one (1) board stated it is only used if there is an agenda item to be discussed related to land, legal or labour issues, two (2) boards include in-camera sessions during regular scheduled public meetings, one (1) board does not regularly schedule but are held as needed and one (1) board held two during budget deliberations.

Additional meetings noted were: Policy Development, Board Planning Sessions, Education committee, Advocacy committee, Special Board meetings, Zone meetings, Committee of the Whole, ASBA meetings, PSBAA meetings, School Council, Council of School Councils, Board and/or CEO Self Evaluation and Board Strategic Planning workshops, Teacher/Bus Driver/Support Staff Negotiations, Teacher Board Advisory Committee, Administrators' Association, Governance, Hearings, Chamber of Commerce, MLA and City Councilor meetings, Social events, School tours, Retirement parties, Christmas concerts, Modernization/value management session, Board retreats, Community engagement committee, TEBA, Facility meetings, Treaty meetings, NETCA, Special projects and Report compilation.

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses (# & %)	Range	Average
Chair	47 of 53 (88%)	\$100.00 - \$317.00	\$198.00
Vice-Chair	45 of 53 (85%)	\$100.00 - \$273.00	\$198.00
Trustee	46 of 53 (87%)	\$100.00 - \$273.00	\$197.00

Some boards provide additional compensation for travel expenses, evening meetings and communications allowance. Many boards note that the rate is broken into the amount of hours/day or by half/full/extended day. A few boards also stated an annual allowance for trustees for professional development. (e.g. Conferences, Conventions, Events, Seminars and Workshops). A few boards have a per hour rate with a yearly maximum and term maximum.

C. HONORARIUMS - SPECIAL

Twenty-five (25) boards provide a conference call honorarium. The full day rate ranges from \$75 to \$309 and the hourly rate ranges from \$23 - \$40. One (1) board noted this is included in the monthly amount of remuneration.

CHANGES: Seventeen (17) boards (32%) report that their honoraria rates have increased from last year.

D. EXPENSES:

Board/Committee Meetings	Responses (# and %)	Range	Average
Flat Daily Rate	7 of 53 (13%)	\$30.00 - \$273.00	\$175.22
Expenses as per receipt	31 of 53 (58%)		
Lodging only as per receipt	34 of 53 (64%)		
Rate for: Lodging	10 of 53 (19%)	\$40.00 - \$139.00	\$79.83
Breakfast	34 of 53 (64%)	\$7.00 - \$20.00	\$12.17
Lunch	34 of 53 (64%)	\$9.00 - \$30.00	\$16.11
Dinner	34 of 53 (64%)	\$18.00 - \$50.00	\$25.02
Travel (/km)	43 of 53 (81%)	\$0.45 - \$0.55	\$0.51

Conventions/Seminars	Responses (# and %)	Range	Average
Flat Daily Rate	9 of 53 (17%)	\$60.00 - \$273.00	\$89.84
Expenses as per receipt	34 of 53 (64%)		
Lodging only as per receipt	36 of 53 (68%)		
Rate for: Lodging	11 of 53 (21%)	\$15.00 - \$139.00	\$70.57
Breakfast	41 of 53 (77%)	\$7.00 - \$20.00	\$12.03
Lunch	41 of 53 (77%)	\$9.00 - \$30.00	\$15.92
Dinner	41 of 53 (77%)	\$18.00 - \$50.00	\$25.31
Travel (/km)	48 of 53 (91%)	\$0.44 - \$0.55	\$0.51

Many boards indicated reimbursing expenses as per receipt; some reimburse the stated rates if receipts are unavailable. Some boards noted an annual honoraria. Other expenses noted were: travel reimbursement, transportation allowance, travel time, parking, communication expenses, technology allowance, higher mileage paid for first 5000km and lower thereafter, host gift for accommodation in lieu of hotel charges. One (1) board pays mileage on board and committee meetings only for rural trustees. One (1) board noted a three year carry forward allowed.

CHANGES: Eight (8) boards (15%) report that their expense rates have increased from last year. Of these Eight (8) boards, one (1) board stated increase was only for annual expense allowance.

E. TOTALS:

2014/15 Amounts Collected	Responses (# and %)	Range	Average
Minimum Honoraria	52 of 53 (98%)	\$0 - \$40,317	\$13,233
Maximum Honoraria	52 of 53 (98%)	\$4,595 - \$59,280	\$22,610
Minimum Expense	52 of 53 (98%)	\$0 - \$47,255	\$3,337
Maximum Expense	52 of 53 (98%)	\$1,363 - \$47,255	\$10,099
Total Honoraria	53 of 53 (100%)	\$5,695 - \$316,973	\$129,143
Total Expenses	53 of 53 (100%)	\$6,285 - \$114,460	\$40,919
Average Honoraria	52 of 53 (98%)	\$1,424 - \$45,282	\$17,808
Average Expenses	52 of 53 (96%)	\$0 - \$47,255	\$6,294

F. BENEFITS:

Fifty boards (94%) provide access to a benefit plan for trustees. The boards' contribution to these plans varies widely from 0% to 100%, and the average contribution is 75%. The amount contributed ranges from \$0 - \$6119, with an average of \$2448.67.

Most boards provide access to life/AD&D, EHC, dental, vision, and AHC. Thirty-Nine (39) boards stated that they use ASEBP for their benefit carrier. Two (2) boards use Blue Cross. One (1) other uses ARTA (Alberta Retired Teacher's Association) as their benefit carrier (as well as ASEBP). Other carriers noted are Great West Life, SSQ, Sunlife, Manulife. Twenty (20) boards provide a health care spending account. One (1) board stated Trustees over 75 were not eligible. One (1) Board stated in lieu of other benefits, trustees receive a payment equal to \$4500 less the cost of the life insurance and AD&D. One (1) board noted is does not directly contribute to health plans but the base honoraria means to offset some of this type of trustee costs.

Information Based on FTE Student Count

0 - 2,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	0 of 4	n/a	n/a
Vice-Chair	0 of 4	n/a	n/a
Trustee	0 of 4	n/a	n/a

Per Day Only	Responses	Range	Average
Chair	1 of 4	\$317	n/a
Vice-Chair	1 of 4	\$265	n/a
Trustee	1 of 4	\$265	n/a

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	3 of 4	\$4500 - \$6600	\$5,500	\$150 - \$250	\$188
Vice-Chair	3 of 4	\$2,400 - \$4200	\$3,400	\$150 - \$250	\$188
Trustee	3 of 4	\$2,100 - \$3000	\$2,600	\$150 - \$250	\$188

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	4 of 4	\$75 - \$317	\$207
Vice-Chair	4 of 4	\$75 - \$265	\$194
Trustee	4 of 4	\$75 - \$265	\$194

E. TOTALS:

2014/15 Amounts Collected	Responses	Range	Average
Min. Honoraria	4 of 4	\$0 - \$4,555	\$2,775
Max. Honoraria	4 of 4	\$9,780 - \$20,275	\$13,517
Average Honoraria	4 of 4	\$5,890 - \$11,943	\$8,503
Total Honoraria	4 of 4	\$29,453 - \$83,600	\$53,369
Min. Expense	4 of 4	\$119 - \$2,007	\$1,110
Max. Expense	4 of 4	\$7,303 - \$15,586	\$11,645
Average Expense	4 of 4	\$4,789 - \$5,752	\$5,252
Total Expense	4 of 4	\$23,945 - \$40,914	\$32,763
Min. Ben/Allow	3 of 4	\$0 - \$4,005	\$1,390
Max. Ben/Allow	3 of 4	\$504 - \$4,939	\$3,339
Average Ben/Allow	3 of 4	\$219 - \$4,324	\$2,575
Total Ben/Allow	3 of 4	\$1,536 - \$34,595	\$17,347

2,001 - 3,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	2 of 8	\$2760 - \$20258	\$11,509
Vice-Chair	2 of 8	\$2160 - \$17956	\$10,058
Trustee	2 of 8	\$2160 - \$17956	\$10,058

Per Day Only	Responses	Range	Average
Chair	5 of 8	\$180 - \$206	\$195
Vice-Chair	4 of 8	\$180 - \$206	\$193
Trustee	5 of 8	\$150 - \$206	\$185

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	2 of 8	\$4,080 - \$10,100	\$7,090	\$170 - \$206	\$188
Vice-Chair	2 of 8	\$2,040 - \$9,100	\$5,570	\$170 - \$206	\$188
Trustee	2 of 8	\$2,040 - \$8,075	\$5,058	\$170 - \$206	\$188

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	8 of 8	\$100 - \$206	\$185
Vice-Chair	7 of 8	\$100 - \$206	\$183
Trustee	8 of 8	\$100 - \$206	\$179

E. TOTALS:

2014/15 Amounts Collected	Responses	Range	Average
Min. Honoraria	7 of 8	\$720 - \$17956	\$7,798
Max. Honoraria	7 of 8	\$9580 - \$20258	\$17,070
Average Honoraria	7 of 8	\$5565 - \$18531	\$12,269
Total Honoraria	7 of 8	\$44520 - \$122,100	\$79,603
Min. Expense	7 of 8	\$70 - \$2988	\$1,289
Max. Expense	7 of 8	\$2570 - \$10210	\$6,855
Average Expense	7 of 8	\$1,257 - \$6393	\$3,997
Total Expense	7 of 8	\$6285 - \$47498	\$29,031
Min. Ben/Allow	7 of 8	\$53 - \$3579	\$1,265
Max. Ben/Allow	7 of 8	\$537 - \$4787	\$2,934
Average Ben/Allow	7 of 8	\$172 - \$4187	\$2,390
Total Ben/Allow	7 of 8	\$1,376 - \$34431	\$17,507

3,001 - 4,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	4 of 9	\$8200 - \$17989	\$14,151
Vice-Chair	4 of 9	\$6200 - \$16079	\$12,146
Trustee	4 of 9	\$5200 - \$13,968	\$11,080

Per Day Only	Responses	Range	Average
Chair	2 of 9	\$175 - \$214	\$195
Vice-Chair	2 of 9	\$175 - \$214	\$195
Trustee	2 of 9	\$175 - \$214	\$195

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	4 of 9	\$9,600 - \$14,700	\$11,319	\$150 - \$225	\$188
Vice-Chair	4 of 9	\$9,000 - \$9,996	\$9,468	\$150 - \$200	\$182
Trustee	4 of 9	\$5,292 - \$9276	\$7,992	\$150 - \$200	\$182

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	8 of 9	\$150 - \$214	\$188
Vice-Chair	8 of 9	\$150 - \$214	\$188
Trustee	8 of 9	\$150 - \$214	\$188

E. TOTALS:

2013/14 Amounts Collected	Responses	Range	Average
Min. Honoraria	9 of 9	\$6,240 - \$19,968	\$12,254
Max. Honoraria	9 of 9	\$9,840 - \$28,512	\$20,625
Average Honoraria	9 of 9	\$7,040 - \$23,438	\$16,593
Total Honoraria	9 of 9	\$42,240 - \$167,532	\$122,112
Min. Expense	9 of 9	\$0 - \$3,225	\$1,605
Max. Expense	9 of 9	\$4,250 - \$18,672	\$9,950
Average Expense	9 of 9	\$2,750 - \$10,251	\$5,249
Total Expense	9 of 9	\$17,789 - \$76,879	\$39,747
Min. Ben/Allow	8 of 9	\$13 - \$3,189	\$1,484
Max. Ben/Allow	8 of 9	\$503 - \$5,825	\$3,170
Average Ben/Allow	8 of 9	\$309 - \$5,215	\$2,745
Total Ben/Allow	8 of 9	\$2,468 - \$36,507	\$19,204

4,001 - 5000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	3 of 5	\$13,800 - \$19,599	\$17,333
Vice-Chair	3 of 5	\$12,200 - \$17,050	\$15,196
Trustee	3 of 5	\$10,700 - \$16,500	\$14,109

Per Day Only	Responses	Range	Average
Chair	1 of 5	\$210	N/A
Vice-Chair	1 of 5	\$210 - \$220	\$215
Trustee	1 of 5	\$210 - \$220	\$215

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	1 of 5	\$3,300	N/A	220	N/A
Vice-Chair	0 of 5	N/A	N/A	N/A	N/A
Trustee	0 of 5	N/A	N/A	N/A	N/A

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	5 of 5	\$145 - \$220	\$183
Vice-Chair	4 of 5	\$150 - \$220	\$193
Trustee	4 of 5	\$150 - \$220	\$193

E. TOTALS:

2014/15 Amounts Collected	Responses	Range	Average
Min. Honoraria	5 of 5	\$457 - \$19,600	\$10,738
Max. Honoraria	5 of 5	\$5,320 - \$29,464	\$17,735
Average Honoraria	5 of 5	\$2,383 - \$18,489	\$13,275
Total Honoraria	5 of 5	\$16,683 - \$166,398	\$118,522
Min. Expense	5 of 5	\$0 - \$7199	\$4,259
Max. Expense	5 of 5	\$2,099 - \$17,271	\$9,855
Average Expense	5 of 5	\$3,327 - \$12,010	\$6,899
Total Expense	5 of 5	\$28,948 - \$108,091	\$60,434
Min. Ben/Allow	5 of 5	\$237 - \$18,361	\$2,371
Max. Ben/Allow	5 of 5	\$1,708 - \$23,131	\$7,447
Average Ben/Allow	5 of 5	\$1,239 - \$19,278	\$6,431
Total Ben/Allow	5 of 5	\$11,151 - \$134,948	\$50,168

5,001 - 7,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	5 of 9	\$9,532 - \$24,291	\$16,019
Vice-Chair	5 of 9	\$8,700 - \$23,624	\$15,161
Trustee	5 of 9	\$8,340 - \$22,957	\$14,413

Per Day Only	Responses	Range	Average
Chair	1 of 9	\$200 - \$256	\$256
Vice-Chair	1 of 9	\$211 - \$241	\$211
Trustee	1 of 9	\$211 - \$241	\$211

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	4 of 9	\$10,200 - \$21,682	\$16,271	\$200 - \$273	\$239
Vice-Chair	4 of 9	\$7,380 - \$18,584	\$11,872	\$200 - \$273	\$239
Trustee	3 of 9	\$6,120 - \$8,466	\$7,293	\$200 - \$273	\$263

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	8 of 9	\$100 - \$273	\$200
Vice-Chair	8 of 9	\$100 - \$273	\$200
Trustee	8 of 9	\$100 - \$273	\$200

E. TOTALS:

2013/14 Amounts Collected	Responses	Range	Average
Min. Honoraria	9 of 9	\$4,658 - \$18,394	\$12,734
Max. Honoraria	9 of 9	\$15,710 - \$35,439	\$23,138
Average Honoraria	9 of 9	\$13,521 - \$26,386	\$17,490
Total Honoraria	9 of 9	\$74,448 - \$237,473	\$129,308
Min. Expense	9 of 9	\$0 - \$7,423	\$1,646
Max. Expense	9 of 9	\$1,474 - \$19,589	\$8,311
Average Expense	9 of 9	\$2,420 - \$7,996	\$5,149
Total Expense	9 of 9	\$19,360 - \$63,967	\$38,240
Min. Ben/Allow	9 of 9	\$0 - \$4603	\$1,909
Max. Ben/Allow	9 of 9	\$480 - \$8,146	\$4,047
Average Ben/Allow	9 of 9	\$290 - \$6,392	\$3,145
Total Ben/Allow	9 of 9	\$1,475 - \$54,203	\$23,106

7,001 - 9,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	4 of 7	\$16,620 - \$35,018	\$23,785
Vice-Chair	4 of 7	\$14,034 - \$30,913	\$20,714
Trustee	4 of 7	\$12,520 - \$29,068	\$19,064

Per Day Only	Responses	Range	Average
Chair	2 of 7	\$200 - \$220	\$210
Vice-Chair	2 of 7	\$200 - \$220	\$210
Trustee	2 of 7	\$200 - \$220	\$210

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	1 of 7	\$2,796	n/a	\$201	n/a
Vice-Chair	1 of 7	n/a	n/a	\$201	n/a
Trustee	1 of 7	n/a	n/a	\$201	n/a

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	6 of 7	\$166- \$220	\$197
Vice-Chair	6 of 7	\$166- \$220	\$197
Trustee	6 of 7	\$166- \$220	\$197

E. TOTALS:

2013/14 Amounts Collected	Responses	Range	Average
Min. Honoraria	7 of 7	\$12,480 - \$19,800	\$16,414
Max. Honoraria	7 of 7	\$19,659 - \$33,650	\$26,393
Average Honoraria	7 of 7	\$16,211 - \$24,579	\$21,418
Total Honoraria	7 of 7	\$100,893 - \$138,260	\$118,199
Min. Expense	7 of 7	\$0 - \$6,270	\$3,284
Max. Expense	7 of 7	\$5,199 - \$21,398	\$11,499
Average Expense	7 of 7	\$0 - \$11,424	\$6,177
Total Expense	7 of 7	\$22,667 - \$68,546	\$40,701
Min. Ben/Allow	7 of 7	\$0 - \$5,473	\$1,804
Max. Ben/Allow	7 of 7	\$305 - \$5,728	\$3,164
Average Ben/Allow	7 of 7	\$305 - \$5,607	\$2,696
Total Ben/Allow	7 of 7	\$1,526 - \$39,246	\$5,997

9,001 - 22,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	3 of 8	28,980 - 42,073	\$34,806
Vice-Chair	3 of 8	26,220 - 36,715	\$29,890
Trustee	3 of 8	21,634 - 31,357	\$25,484

Per Day Only	Responses	Range	Average
Chair	0 of 8	n/a	n/a
Vice-Chair	0 of 8	n/a	n/a
Trustee	0 of 8	n/a	n/a

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	5 of 8	6,408 - 29,947	\$18,686	\$175 - \$254	\$209
Vice-Chair	5 of 8	4,884 - 28,646	\$16,426	\$175 - \$254	\$209
Trustee	5 of 8	3,360 - 27,237	\$14,959	\$175 - \$254	\$209

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	7 of 8	\$175 - \$254	\$209
Vice-Chair	7 of 8	\$175 - \$254	\$209
Trustee	7 of 8	\$175 - \$254	\$209

E. TOTALS:

2013/14 Amounts Collected	Responses	Range	Average
Min. Honoraria	8 of 8	\$11,845 - \$40,317	\$22,408
Max. Honoraria	8 of 8	\$15,723 - \$42,195	\$28,720
Average Honoraria	8 of 8	\$12,508 - \$34,784	\$24,578
Total Honoraria	8 of 8	\$100,069 - \$298,287	\$186,721
Min. Expense	8 of 8	\$0 - \$9,655	\$4,393
Max. Expense	8 of 8	\$1,363 - \$21,829	\$9,984
Average Expense	8 of 8	\$1,941 - \$12,718	\$6,511
Total Expense	8 of 8	\$17,468 - \$114,460	\$51,410
Min. Ben/Allow	8 of 8	\$909 - \$6,161	\$3,084
Max. Ben/Allow	8 of 8	\$1,272 - \$8,910	\$5,254
Average Ben/Allow	8 of 8	\$1,106 - \$6,328	\$4,310
Total Ben/Allow	8 of 8	\$7,744 - \$46,328	\$33,456

35,000+ Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	3 of 3	\$38,669 - \$55,000	\$45,775
Vice-Chair	3 of 3	\$34,721 - \$50,000	\$40,569
Trustee	3 of 3	\$30,774 - \$45,000	\$37,586

Per Day Only	Responses	Range	Average
Chair	0 of 3	n/a	n/a
Vice-Chair	0 of 3	n/a	n/a
Trustee	0 of 3	n/a	n/a

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	0 of 3	n/a	n/a	n/a	n/a
Vice-Chair	0 of 3	n/a	n/a	n/a	n/a
Trustee	0 of 3	n/a	n/a	n/a	n/a

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	1 of 3	\$181	n/a
Vice-Chair	1 of 3	\$181	n/a
Trustee	1 of 3	\$181	n/a

E. TOTALS:

2013/14 Amounts Collected	Responses	Range	Average
Min. Honoraria	2 of 3	\$4,327 - \$32,042	\$18,185
Max. Honoraria	2 of 3	\$38,073 - \$59,280	\$48,677
Average Honoraria	2 of 3	\$34,127 - \$45,282	\$39,704
Total Honoraria	3 of 3	\$238,890 - \$316,973	\$286,685
Min. Expense	2 of 3	\$0 - \$4,131	\$2,066
Max. Expense	2 of 3	\$3,543 - \$5,816	\$4,680
Average Expense	2 of 3	\$2,445 - \$4,688	\$3,567
Total Expense	3 of 3	\$17,118 - \$36,990	\$28,975
Min. Ben/Allow	2 of 3	\$1,319 - \$1,956	\$1,638
Max. Ben/Allow	2 of 3	\$4,342 - \$11,194	\$7,768
Average Ben/Allow	2 of 3	\$4,001 - \$10,287	\$7,144
Total Ben/Allow	3 of 3	\$28,008 - \$72,008	\$48,683

Part 9 — Payments to School Authorities

Section 9.1 School Jurisdiction Funding Rates

School Jurisdiction Funding Rates	2016/2017	2017/2018
For the 2017/2018 school year, funding rates remain the same as for the 2016/2017 school year.		
Base Instruction Funding		
ECS (per funded child)		
ECS Base Instruction Rate	\$3,339.90	\$3,339.90
ECS Class Size Base Rate	<u>\$ 760.84</u>	<u>\$ 760.84</u>
ECS Basic Child Grant	\$4,100.74	\$4,100.74
Grades 1 to 3 (per funded student)		
Grades 1 to 3 Base Instruction Rate	\$6,679.79	\$6,679.79
Grades 1 to 3 Class Size Base Rate	<u>\$1,521.68</u>	<u>\$1,521.68</u>
Grades 1 to 3 Basic Student Grant	\$8,201.47	\$8,201.47
Grades 4 to 6 Base Instruction Rate (per funded student)	\$6,679.79	\$6,679.79
Grades 7 to 9 Base Instruction Rate (per funded student)	\$6,679.79	\$6,679.79
Grades 10 to 12 (per CEU to a maximum of 45 CEUs per year per funded student)		
See section 10.1, CEU Funding Tiers list		
Tier 1 CEU Rate	\$190.85	\$190.85
Tier 2 CEU Rate (includes \$12.83 per CEU Class Size rate)	\$203.68	\$203.68
Tier 3 CEU Rate (includes \$36.18 per CEU Class Size rate)	\$227.03	\$227.03
Tier 4 CEU Rate (Work Experience and Special Projects)	\$114.50	\$114.50
ADLC course CEUs funded at 44% of the Tier 1 CEU Rate		
High School Base Rate = 35 Tier 1 CEUs (special needs, 550 & 640)	\$6,679.79	\$6,679.79
Building Collaboration and Capacity in Education (per eligible First Nations child/student attending a provincial school with an education services agreement)	\$335.00	\$335.00
ECS Program Unit Funding (PUF)		
Maximum per eligible funded child	\$25,051.20	\$25,051.20
Maximum for each additional funded child in a unit	\$6,215.88	\$6,215.88
Education Program in an Institution (see section 7.1)	net cost of program for eligible students	
English as a Second Language (per eligible FTE funded child/student)	\$1,178.10	\$1,178.10

REVISED



POLICY 7

BOARD OPERATIONS

The Board believes that its ability to discharge its obligations in an efficient, effective and transparent manner is dependent upon the development and implementation of a sound organization design. In order to fulfill its legislative capacity, the Board deems it necessary to meet on a regular basis to plan and monitor, consider problems, establish educational priorities, discuss alternative courses of action, examine possible consequences and make decisions within which the Division is to be administered. A quorum, which is a simple majority of the number of trustees, must be present for every duly constituted meeting. The Board has adopted policies so that the business of the Board can be conducted in an orderly and efficient manner.

The Board believes that its fundamental obligation is to provide an excellent education system and to enhance the public trust in education. Consistent with its objective to encourage the general public to contribute to the educational process, Board meetings will be open to the public. Towards this end, the Board believes its affairs should be conducted in public to the greatest extent possible.

The Board believes there are times when public interest is best served by private discussion of specific issues in "in-camera" sessions. The Board believes it is necessary to protect individual privacy and the Board's own position in negotiating either collective agreements or contracts and therefore expects to go in-camera for issues dealing with individual students, individual employees, land, labour, litigation or negotiation.

The Board further believes public interest can be enhanced by having members of the public make presentations at Board meetings and that the Board will actively encourage delegations from students, parents, School Councils and members of the public.

The Board also believes that public forums dealing with specific educational topics and held on a regular basis in various communities within the Division can enhance communications and effectiveness of the Board.

1. Wards

Within the stipulations of the Order in Council establishing Grande Yellowhead Public School Division, the Board has decided to provide for the nomination and election of trustees within the Division by wards, and electoral subdivisions where appropriate.

- 1.1 Ward 1 shall comprise all those lands within the previous Yellowhead School Division No. 12:

1.1.1 Electoral Subdivision #1 (Hinton and area) shall be comprised of that portion of the Division in Townships 49-54 (inclusive) west of the 22 Range line, and that portion of the Division in Townships 45-48 (inclusive) west of the 2/3 Range line, all west of the fifth meridian.

Electoral Subdivision #2 (Edson and area) shall be comprised of that portion of the Division east of the boundary described in 1.1.1 above and west of the 14 Range line, plus those portions of Townships 55-57 (inclusive), Range 13 west of the McLeod River, EXCEPTING sections 1-3 (inclusive), 10-15 (inclusive), 22-27 (inclusive), and 34-36 (inclusive) in Township 53, Range 14, all west of the fifth meridian.

Electoral Subdivision #3 (Lobstick area) shall be comprised of that portion of the Division to the easterly boundary described in 1.1.2 above.

Two (2) trustees shall be elected from Electoral Subdivision #1.

Two (2) trustees shall be elected from Electoral Subdivision #2

One (1) trustee shall be elected from Electoral Subdivision #3.

1.2 Ward 2 shall comprise all those lands within the previous Grande Cache School District No. 5258.

1.3 Ward 3 shall comprise all those lands within the previous Jasper School District No. 3063.

1.4 The total number of trustees to be elected from each of Ward 2 and Ward 3 shall be one (1).

1.5 The provisions of the Local Authorities Election Act respecting the election of trustees shall apply to every election in each ward and electoral subdivision in the same manner as if it were a subdivision in a school division.

2. Organizational Meeting

An organizational meeting of the Board shall be held annually in June except in an election year where it will occur no later than four weeks following Election Day when there has been a general election. The Superintendent or his/her designate will give notice of the organizational meeting to each trustee as if it were a special meeting.

Each trustee will take the oath/affirmation of office immediately following the call to order of the organizational meeting after a general election. Special provisions will be made for a trustee taking office following a by-election.

The Superintendent shall act as Chair of the meeting for the purpose of the election of the Board Chair and Vice Chair. The Board Chair and Vice Chair shall be elected at the

organizational meeting. Upon election, the Board Chair shall preside over the remainder of the organizational meeting.

The organizational meeting shall, in addition include, but not be restricted to, the following:

- 2.1 Create such standing or ad hoc committees of the Board as are deemed appropriate, and appoint members;
- 2.2 Appoint trustee(s) as Board representatives to the various Boards or committees of organizations or agencies where the Board has regular representation, as appropriate;
- 2.3 Review Board member conflict of interest stipulations and determine any disclosure of information requirements. Trustees shall bring notice of any changes to conflict of interest to a Public Board Meeting.
- 2.4 Appoint signing authorities for the Division, including the use of facsimile signatures or electronic transfer of funds.

3. Regular Meetings

- 3.1 Regular Board meetings will be held two times per month as a general rule except where holiday periods or other unavoidable occurrences interrupt the schedule. The schedule of meetings will be set for the coming year prior to the end of the previous school year.
 - 3.1.1 All meetings will ordinarily be held at the Education Services Centre in Edson, commencing at 10:00 a.m.
 - 3.1.2 Notwithstanding the schedule noted above, the Board may, by resolution, alter the schedule in such manner as it deems appropriate.
- 3.2 With prior knowledge of the Board Chair or Superintendent, trustees, who are unable to attend a meeting in person due to reasons such as inclement weather, other Board assigned commitments, or for personal reasons, may attend via tele-conference or video-conference. A maximum of two consecutive meetings may be attended via tele-conference or video-conference.
- 3.3 Delegations, school and system staff, GYPSD students, and members of the public who are unable to attend Public Board Meetings in person, may request that they be able to attend via video-conference when available.
- 3.4 All trustees, shall notify the Board Chair or the Superintendent if they are unable to attend a Board meeting.
- 3.5 All trustees who are absent from three consecutive regular meetings shall:

- 3.5.1 Obtain authorization by resolution of the Board to do so at the second or third Public Board Meeting; or
- 3.5.2 Provide to the Superintendent evidence of illness in the form of a medical certificate respecting the period of absence.

Failure to attend will result in disqualification.

- 3.6 If both the Chair or Vice-Chair through illness or other cause are unable to perform the duties of the office or are absent, the Board shall appoint from among its members an acting Chair, who on being so appointed has all the powers and shall perform all the duties of the Chair during the Chair's and Vice-Chair's inability to act or absence.
- 3.7 The Board believes that most matters discussed at its meetings are of direct interest and relevance to the staff of the Division. The Board, therefore, approves the attendance as a delegation of a representative of the Evergreen Local No. 11 of the Alberta Teachers' Association and a representative of the Canadian Union of Public Employees, Local 1357, at its regular and special meetings. Representatives as named by the Locals will be provided with agenda packages (minus confidential items) prior to the date of the Board meeting.

4. Special Meetings

Occasionally, unanticipated or emergent issues require immediate Board attention and/or action.

Special meetings of the Board may be held from time to time as provided for under section 67 of the School Act. These are public meetings.

The nature of the business to be transacted must be clearly specified in the notice of the meeting. Unless all trustees are present at the special meeting, no other business may be transacted. Items can be added to the agenda only by the unanimous consent of the entire Board.

5. In-Camera Sessions

The Board may, by resolution, schedule an in-camera session at a time or place agreeable to the Board or recess a meeting in progress for the purpose of meeting in-camera. Such resolutions shall be recorded in the minutes of the Board and shall specify those individuals eligible to attend in addition to trustees and the Superintendent. The reason for the in-camera session shall be stated prior to its approval and recorded in the minutes. The in-camera session shall be limited to discussion pertaining to the following stated reasons:

- 5.1 Individual students;

- 5.2 Individual employees;
- 5.3 Collective bargaining issues;
- 5.4 Litigation issues;
- 5.5 Acquisition/disposal of property; and
- 5.6 Other topics that a majority of the trustees present feel should be held in private, in the public interest.

Such sessions shall be closed to the public and press. The Board shall only discuss the matter which gave rise to the in-camera session. Board members and other persons attending shall maintain confidentiality and not disclose the substance of the in-camera discussions.

The Board shall, during the in-camera session, adopt only such resolution as is required to re-convene the Board in an open, public meeting.

6. Agenda for Regular Meetings

The Superintendent is responsible for preparing an agenda for Board Meetings in consultation with the Board Chair.

6.1 The order of business at a regular meeting shall be as follows:

- 6.1.1 Call to Order
 - Moment of Reflection
 - Approval of Agenda
- 6.1.2 Approval of Minutes
 - Minutes of Regular Board Meetings
 - Minutes of Special Board Meetings
- 6.1.3 Delegations
- 6.1.4 Action Items
 - Old Business
 - New Business
- 6.1.5 Public Question Period
- 6.1.6 Trustee Reports
- 6.1.7 Monitoring Reports

- 6.1.8 Superintendent's Reports
- 6.1.9 Public Question Period
- 6.1.10 Future Business
 - Meeting Dates
 - Notice of Motion
 - Topics for Future Agendas
- 6.1.11 Adjournment
- 6.2 The agenda will be supported by copies of letters, reports, contracts and other materials as are pertinent to the business which will come before the Board and will be of value to the Board in the performance of its duties.
- 6.3 Items may be placed on the agenda in one of the following ways:
 - 6.3.1 By notifying the Superintendent or Board Chair at least six days prior to the Board meeting.
 - 6.3.2 By notice of motion at the previous meeting of the Board.
 - 6.3.3 As a request from a committee of the Board.
 - 6.3.4 Issues that require Board action may arise after the agenda has been prepared. The Board Chair, at the beginning of the meeting, shall ask for additions to and/or deletions from the agenda prior to agenda approval. Changes to the agenda may be made by a majority of those present.
- 6.4 The agenda package, containing the agenda and supporting information, will be provided to each trustee at least three (3) days prior to the date of the meeting. Subsequently, emergent information may be sent electronically.
- 6.5 The list of agenda items shall be posted on the Division website and be available in the Division Office. Any elector may inspect the agenda and request a copy.
- 6.6 The Board will follow the order of business set by the agenda unless the order is altered or new items are added by agreement of the Board.
- 6.7 During the course of the Board meeting, the majority of trustees present may amend the agenda and place items before the Board for discussion. The Board may take action on such items.

7. Minutes for Regular or Special Meetings

The Board shall maintain and preserve by means of minutes a record of its proceedings and resolutions.

- 7.1 The minutes shall record:
 - 7.1.1 Date, time and place of meeting;
 - 7.1.2 Type of meeting;
 - 7.1.3 Name of presiding officer;
 - 7.1.4 Names of those trustees and administration in attendance;
 - 7.1.5 Approval of preceding minutes;
 - 7.1.6 A brief summary of the circumstances which gave rise to the matter being debated by the Board;
 - 7.1.7 All resolutions, including the Board's disposition of the same, placed before the Board, should be entered in full;
 - 7.1.8 Names of persons making the motion;
 - 7.1.9 Points of order and appeals;
 - 7.1.10 Appointments;
 - 7.1.11 Summarized reports of committees;
 - 7.1.12 Recording of the vote on a motion (when requested pursuant to the School Act); and
 - 7.1.13 Trustee declaration pursuant to the School Act.
- 7.2 The minutes shall:
 - 7.2.1 Be prepared as directed by the Superintendent;
 - 7.2.2 Be reviewed by the Superintendent prior to submission to the Board;
 - 7.2.3 Be considered an unofficial record of proceedings until such time as adopted by a resolution of the Board; and
 - 7.2.4 Upon adoption by the Board, be deemed to be the official and sole record of the Board's business.
- 7.3 The Superintendent shall ensure upon acceptance by the Board that appropriate initials are appended to each page of the minutes, and that appropriate signatures of the Division are affixed to the concluding page of the minutes.

- 7.4 The Superintendent shall establish a codification system for resolutions determined by the Board which will:
 - 7.4.1 Provide for ready identification as to the meeting at which it was considered;
 - 7.4.2 Provide for cross-referencing with resolutions of similar nature adopted by the Board at previous meetings; and
 - 7.4.3 Establish and maintain a file of all Board minutes.
- 7.5 Upon adoption by the Board, the minutes shall be open to public scrutiny through posting on the Division website or availability at the Board Office.

8. Motions

Motions do not require a seconder, except in rare instances as described below.

8.1 Notice of Motion

The notice of motion serves the purpose of officially putting an item on the agenda of the next or future regular meeting and gives notice to all trustees of the item to be discussed. A notice of motion is not debatable and may not be voted on.

A trustee may present a notice of motion for consideration at the next regular meeting of the Board or may specify another meeting date. A trustee may also provide the Superintendent with a written notice of motion and ask that it be placed on the agenda of the next regular meeting and read at the meeting. The trustee will need not be present during the reading of the motion, however if the trustee is not present, a seconder is required at the meeting at which the notice is given, otherwise the item will be dropped.

8.2 Discussion on Motions

The custom of addressing comments to the Board Chair should be followed by all persons in attendance.

A Board motion or a recommendation from administration must be placed before the Board prior to any discussion taking place on an issue. Once a motion is before the Board and until it is passed or defeated, all speakers shall confine their remarks to the motion or to the information pertinent to the motion.

8.3 Speaking to the Motion

The mover of a motion first and every trustee shall have an opportunity to speak to the motion before any trustee is allowed to speak a second time.

If the Board Chair wishes to speak on a motion, s/he is to vacate his/her seat as Chair and ask the Vice-Chair to preside. The Chair will normally speak just prior to the last speaker who will be the mover of the motion.

The mover of the motion is permitted to close debate on the motion. As a general guide, a trustee should not speak longer than five minutes on any motion. The Board Chair has the responsibility to limit the discussion by a trustee when such a discussion is repetitive or digresses from the topic at hand, or where discussion takes place prior to the acceptance of a motion.

No one shall interrupt a speaker, unless it is to ask for important clarification of the speaker's remarks, and any such interruption shall not be permitted without permission of the Board Chair.

Should a trustee arrive at the meeting after a motion has been made and prior to taking a vote, the trustee may request further discussion prior to the vote. The Board Chair shall rule on further discussion.

8.4 Reading of the Motion

A trustee may require the motion under discussion to be read at any time during the debate, except when a trustee is speaking.

8.5 Recorded Vote

Whenever a recorded vote is requested by a trustee before the vote is taken, the minutes shall record the names of the trustees who voted for or against the matter. Immediately after a vote is taken and on the request of a trustee, the minutes shall record the name of that trustee and whether that trustee voted for or against the matter.

8.6 Required Votes

The Board Chair, and all trustees present, unless excused by resolution of the Board or by the provisions of the School Act, shall vote on each question. Each question shall be decided by a majority of the votes of those trustees present. A simple majority of a quorum of the Board will decide in favour of the question. In the case of an equality of votes, the question is defeated. A vote on a question shall be taken by open vote, expressed by show of hands, or by a verbal indication of "aye" for the affirmative, or "nay" for the negative, except the vote to elect the Board Chair or Vice-Chair, which is by secret ballot, unless there is unanimous agreement among the trustees to use a show of hands.

8.7 Debate

In all debate, any matter of procedure in dispute shall be settled, if possible, by reference to Robert's Rules of Order. If this reference is inadequate, procedure

may be determined by motion supported by the majority of trustees in attendance.

9. Delegations to Board Meetings

For the purpose of this section the word “delegations” shall mean one or more persons.

- 9.1 All delegations wishing to appear before the Board shall give adequate notice thereof in writing to the Superintendent before the meeting at which they wish to appear. The notice shall contain sufficient information to enable the trustees to become acquainted with the subject beforehand. The delegation shall first discuss the request with the Superintendent. If an appearance before the Board is then desired, a copy of the request shall be sent to each trustee with the agenda for the meeting at which the delegation is to appear.
- 9.2 In an emergent situation where time does not permit adherence to these procedures, the Superintendent shall acquaint the trustees with the problem at the morning session and shall arrange for the delegation to meet with the Board in the afternoon.
- 9.3 In discussing matters with the delegation, the Board Chair shall act as spokesperson for the Board. Individual trustees may only seek clarification of items presented by the delegation. At no time during the presentation shall any trustee commit the Board to any specific course of action.
- 9.4 Upon completion of the presentation, the Board Chair shall inform the delegation when a decision, if required, will be made. Such decision will be communicated in writing to the spokesperson.
- 9.5 Additionally, representatives named by ATA Local 11 and CUPE Local 1357 will present information on Local activities under the "Delegations" section of the meeting agenda and are requested to take information including “key messages” back to their respective Locals.

10. Recording Devices

The Board expects that anyone wanting to use a recording device at a Public Board meeting shall obtain prior approval of the Chair.

11. Trustee Compensation

The Board believes that trusteeship, first and foremost, is a public service. The Board recognizes, however, that the discharge of this public service often results in the trustee incurring financial expenses and incurs considerable time demands.

Prior to a general election, the rates of compensation for trustees will be reviewed.

Trustees may claim honoraria and expenses at the following rates for attending to Board affairs:

- 11.1 Trustees will be paid a per diem and an expense allowance as set out below, plus meals, travel allowance, technology services, registration fees and accommodation:
- 11.2 Trustees will be paid a base monthly honorarium and an expense allowance as set out below:
 - 11.2.1 Board Chair: four (4) days per month, in accordance with 11.3.3.
 - 11.2.2 Board Vice Chair: three (3) days per month, in accordance with 11.3.3.
 - 11.2.3 Board Trustees: two and one-half (2.5) days per month, in accordance with 11.3.3.
 - 11.2.4 Base monthly honoraria is to cover: preparation for regular and special Board meetings; and locally, attendance at community meetings; phone calls; and other community, parent, and school stakeholder meetings.
 - 11.2.4.1 Community Meetings are defined as meetings in which only the local trustees attend to provide or receive information, and the Board was not requested to attend. Local Meetings do not include specifically identified committees as outlined in Policy 9 (e.g. Scholarship Committees) and Board Representatives outlined in Policy 9 (e.g. Chamber of Commerce) that are assigned at the Board's Organizational Meeting.
- 11.3 Per Diem
 - 11.3.1 For meetings up to and including 3 hours in duration: \$23.07 per hour honorarium and \$11.53 per hour expenses, for a total of \$34.60 per hour.
 - 11.3.2 For meeting more than 3 hours and up to and including 4 hours in duration (1/2Day): one-half (1/2) the full day meeting rates specified in 11.3.3 for honorarium and expenses.
 - 11.3.3 For meetings more than 4 hours and up to and including 8 hours in duration (Full Day): \$138.42 per day honorarium and \$69.20 per day expenses, for a total of \$207.62 per day.

- 11.3.4 For meetings more than 8 hours in duration, in a single day: one and one half (1 ½) the full day meeting rates specified in 11.3.3 for honorarium and expenses.
- 11.3.5 The hourly rate is determined at one sixth (1/6) the full day meeting rates specified in 11.3.3 for honorarium and expenses.
- 11.3.6 The duration of the meeting is determined by the lessor of:
 - 11.3.6.1 start and end time recorded in the minutes of the meeting or as declared by the meeting chair or lead; or
 - 11.3.6.2 substitution of the arrival or departure time of the trustee, for the start or end time noted in 11.3.6.1.
 - 11.3.6.3 Per diem is to cover: attendance at regular or Special Board meetings, Committee meetings, Board approved or directed meetings, and attendance at ASBA and PSBAA activities.
- 11.3.7 Each September the rate specified in 11.3.3 will be adjusted by the percentage change in the current Basic Instructional Grant Rate from the previous fiscal year.
- 11.3.8 Every four (4) years, prior to a School Board election, the Board shall review and may adjust the trustee per diem to provincial average as reported in the most recent ASBA Trustee Remuneration Report. The grant increase identified in 11.3.7 will be added to the adjusted per diem.

11.4 Subsistence

- 11.4.1 Subsistence allowances at the rates of \$10.00 for breakfast, \$14.00 for lunch, and \$22.00 for dinner. The breakfast allowance may be claimed if the trustee is away from home prior to 0700 hours and the dinner allowance may be claimed if the trustee does not arrive home until after 1900 hours. No subsistence allowance is claimable for a meal provided without additional cost in conjunction with a function or meeting.

11.5 Travel & Mileage

- 11.5.1 A travel allowance for the use of a personal automobile will be paid at a Division rate of \$0.47 per kilometer then adjusted monthly with the fuel escalator/de-escalator based on a \$.01 per kilometer increase or decrease in the Division travel allowance for every \$.08 change in fuel prices (with a base rate of \$.96 per litre for regular gasoline, Edson, Hinton, Grande Cache and Jasper prices), and based on an average

cost of two sample days of the month. Pooling of transportation is encouraged.

11.5.2 Travel by public carrier will be reimbursed at cost and receipts must support claims.

11.5.3 Kilometrage will be paid for additional meetings if the meeting is held in a different location and involves extra kilometrage, but not within the same community.

11.6 Travel Time

Trustee circumstances often require additional travel time based on geography and/or responsibility.

11.6.1 Trustees will be paid a time allowance of one-one hundredth (1/100th) of the hourly rate outlined in 11.3.1 for each kilometer traveled, while attending to Division business; or

11.6.2 Trustees will be paid a time allowance for each hour in transport on a commercial carrier (e.g., airline) as determined by the carrier's schedule or ticket between destination points, equal to the rate per hour in 11.3.1.

11.7 Accommodation expenses:

11.7.1 Will be reimbursed at cost and must be supported by receipts. Fiscal restraint is to be exercised in accommodation arrangements; or

11.7.2 An allowance of \$30.00 per night will be paid for the use of private accommodation.

11.8 Technology and Telecommunications:

11.8.1 At the start of each term following election, each trustee will be provided the following equipment:

11.8.1.1 a laptop computer, with standard divisional software installed;

11.8.1.2 an iPad; and

11.8.1.3 a printer.

11.8.2 Consumable supplies for the operation of the equipment outlined under 11.5.1 will be supplied to the trustee upon request.

11.8.3 An allowance of \$60.00 per month is to be paid to a trustee for reimbursement for the cost of internet access and other

telecommunication services, including long distance charges, facsimile lines, cellular charges, etc. in carrying out their role as trustee.

11.9 Other trustee expenses, supported by receipts, e.g. registration fees and other related expenses, etc. will be reimbursed at cost.

11.10 Leadership and Skills Development

11.10.1 The Board believes that trustees, by virtue of the fact that they have been elected, have been identified as leaders in their community. In order to nurture this quality of leadership, the Board believes that a culture or environment must be developed at the Board level that provides opportunities for trustees to exercise and enhance their leadership skills, and to be identified in their communities with name badges, logo wear, and identification tags. The Board will plan specific inservice activities designed to assist trustees in their efforts to improve their skills.

The Board will provide the opportunity for trustees to participate in school board conferences, workshops, and conventions held by provincial, national and international school board associations.

11.10.2 Trustees may, without reference to the Board, attend the following functions:

11.10.2.1 Alberta School Boards' Association conferences, workshops and meetings.

11.10.2.2 Alberta School Boards' Association Zone 2/3 general meetings.

11.10.2.3 Public School Boards' Association conferences, workshops and meetings.

11.10.2.4 Scheduled Board and Committee Meetings.

11.10.3 Trustees may attend up to two board/governance/education professional development events (conferences, workshops, etc) within the province each school year without prior authorization of the Board.

11.10.4 With prior approval of the Board, attend out-of-province meetings, conferences, conventions, seminars or workshops, or visit other school systems.

11.10.4.1 A Trustee must provide the Board at the meeting where approval is being sought, with information related to the number of any such events they have attended or have approval for, within that school year.

- 11.10.4.2 Trustees who have received approval, but will not be attending, must, at the earliest possible time, advise the Board at a public meeting of their intention to not attend.
- 11.10.4.3 Trustees attending such functions shall provide the Board with a report at an appropriate regular meeting of the Board.
- 11.10.5 Trustees shall apply to the Board in advance for authorization to attend community functions outside the boundaries of the Division.
- 11.10.6 Board Chair may attend, without prior authorization of the Board, any meetings or events called that invite the Board Chair's attendance as representation of the jurisdiction (e.g. Alberta Education, Capital Region Partners Meeting). The Board Chair will report on his/her attendance at these events at the next Public Board Meeting.
- 11.10.7 The Board Vice-Chair may attend, without prior authorization of the Board, any meetings or events called that invite the Board Chair's attendance as representation of the jurisdiction in the event the Board Chair is unable to attend. In these instances the Board Vice-Chair will report on his/her attendance at these events at the next Public Board Meeting.

11.11 Health Benefits

Trustees are able to participate in Division benefit plans with 100% cost coverage.

- 11.11.1 If a Trustee is ineligible for Division benefit plans, they will be reimbursed upon submission of receipts, to the maximum value of Division Plan premiums.

11.12 Compensation

Compensation will be contingent upon the completion of the appropriate forms and claims. Trustees shall submit claim forms for honoraria and reimbursement of expenses to the Assistant Superintendent – Business Services for authorization and payment. The Assistant Superintendent – Business Services shall not be expected to verify or otherwise substantiate the claims made by trustees.

- 11.12.1 Claim forms must be submitted within 30 calendar days of the end of the month for which the claim is made.
- 11.12.2 Claim forms submitted after 30 calendar days of the end of the month for which the claim is made, may be reimbursed, subject to the approval of the Board Chair.

11.12.3 Claim forms submitted after September 30th for claims in the previous fiscal year, will not be reimbursed.

11.13 Honoraria paid to trustees shall be allocated to unvouchered expenses and wages as established by Revenue Canada.

11.14 Public Disclosure of Trustee Compensation and Expenses.

In order to provide greater transparency and disclosure of Trustee Compensation, monthly summaries of Trustee honoraria and expenses shall be publicly disclosed.

11.14.1 Each month's summary is to be posted online, to the Grande Yellowhead Public School Division No. 77 website, for a period of 12 months.

11.14.2 Summaries are to be posted by the 10th of each month.

12. Trustee Conflict of Interest

The trustee is directly responsible to the electorate of the Division and to the Board.

Upon election to office, the trustee must complete a disclosure of personal interest statement and accept a position of public trust. The trustee is expected to act in a manner which will enhance the trust accorded the trustee, and through the trustee, the trust accorded to the Board.

The Board believes that its ability to discharge its obligations is dependent upon the trust and confidence of the electorate in its Board and its trustee members. Therefore, the Board believes in the requirement to declare conflict of interest.

12.1 The trustee is expected to be conversant with sections 80-91 of the School Act.

12.2 The trustee is solely responsible for declaring him/herself to be in possible conflict of interest.

12.2.1 The trustee shall make such declaration in open meeting prior to Board or committee discussion of the subject matter which may place the trustee in conflict of interest.

12.2.2 Following the declaration of conflict of interest by a trustee, all debate and action shall cease until the trustee has left the room.

12.3 It shall be the responsibility of the trustee in conflict to absent him/herself from the meeting in accordance with the requirements of the School Act and ensure that his/her declaration and absence is properly recorded within the minutes.

12.4 The recording secretary will record in the minutes:

- 12.4.1 The trustee's declaration;
- 12.4.2 The trustee's abstention from the debate and the vote; and
- 12.4.3 That the trustee left the room in which the meeting was held.

13. Board Self-Evaluation

- 13.1 The annual Board self-evaluation process will complement the Superintendent evaluation process described in the document entitled Superintendent Evaluation Process, Criteria and Timelines.
- 13.2 The purpose of the Board self-evaluation is to answer the following questions:
 - 13.2.1 How well have we fulfilled each of our defined roles in relation to our mission, goals and objectives as a Board this past year?
 - 13.2.2 How do we perceive our interpersonal working relationships?
 - 13.2.3 How well do we receive input and how well do we communicate?
 - 13.2.4 How well have we adhered to our annual work plan?
 - 13.2.5 How would we rate our Board-Superintendent relations?
 - 13.2.6 How well have we adhered to our governance policies?
 - 13.2.7 What have we accomplished this past year? How do we know?
- 13.3 The principles upon which the Board self-evaluation is based are as follows:
 - 13.3.1 A learning organization or a professional learning community is focused on the improvement of practice.
 - 13.3.2 A pre-determined process for evaluation strengthens the governance functions and builds credibility for the Board.
 - 13.3.3 An evidence-based approach provides objectivity.
- 13.4 The components of the Board self-evaluation are:
 - 13.4.1 Review of Board Role Performance
 - 13.4.2 Monitoring Interpersonal Working Relationships
 - 13.4.3 Monitoring Board Representation/Communication

- 13.4.4 Review of Annual Work Plan Completion
- 13.4.5 Monitoring Board-Superintendent Relations
- 13.4.6 Review of Board Motions
- 13.4.7 Review of Board Governance Policies
- 13.4.8 Creating a Positive Path Forward

Reference: Section 60, 64, 65, 66, 67, 68, 70, 71, 72, 73, 74, 75, 76, 80, 81, 82, 83, 145, School Act
Local Authorities Elections Act

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