



# Memorandum to the Board of Education

## Meeting in Public`

**FROM:** Michael McLellan, Secretary-Treasurer  
**DATE:** April 15, 2022  
**SUBJECT:** Trustee Remuneration

**For Information**

### Introduction

Trustees' remuneration is set by the Board of Education, through its own Board policies. Periodically, the Board reviews the compensation paid to Trustees and its Policy 190 – Trustee Remuneration.

### Background

The last update of Trustee remuneration was in February 2019, as set forth in the table below. The policy was previously updated in December 2016.

Last Update: Per February, 2019 Resolution		
Chair	Vice-Chair	Trustee
\$13,888	\$12,298	\$11,238

### Information

In March of each year, the BC School Trustee Association surveys all school districts in the province regarding the remuneration paid to trustees and shares the results of the survey back to all Boards of Education. Compensation across the province as of March 2022, is as follows:

Comparative Trustee Remuneration in Other Districts			
	Chair	Vice-Chair	Trustee
Average All Districts	\$20,696	\$18,957	\$17,936
Average Kootenay Boundary Region (ex-SD10)	\$17,253	\$14,938	\$13,924

The vast majority of Boards of Education have policies which prescribe an automatic adjustment of trustee remuneration. Boards that don't have automatic adjustments typically conduct a review following receipt of the survey. Specifically, in the 59 other school districts, Trustee Remuneration is updated as follows: in 37 districts it is automatically adjusted based on CPI; in 4 districts it is linked to increases in other districts; in 3 districts it is linked to average pay changes to all employees; in 3 districts changes are linked to teacher pay increases; in 2 districts it is linked to regional pay or municipal counsellor pay; in 1 district it is linked to support staff wage rate increases; in 1 other district it is set at 2%, and; in 8 districts there is no automatic mechanism to adjust Trustee remuneration.



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Trustee remuneration has been unchanged for four years. If the proposed amended Policy 190 Trustee Remuneration were adopted, the next change in remuneration would take effect on July 1, 2022, based on the annual BC Consumer Price Index ("BC CPI") change at that time. For example, if BC CPI increase is 4.5%, then Trustee remuneration effective July 1, 2022, will be:

<b>Example Change in Annual Trustee Remuneration</b>			
	<b>Chair</b>	<b>Vice-Chair</b>	<b>Trustee</b>
Current	\$13,888	\$12,298	\$11,238
Increase if 4.0%	\$556	\$492	\$450
July 1, 2022	\$14,444	\$12,790	\$11,688

### **Conclusion/Recommendation**

It is recommended that the Board adopt the proposed amended Policy 190 Trustee Remuneration, which links any future adjustments in remuneration to CPI, in line with other school districts.