



## MEMORANDUM

April 15, 2025

Regular Board Meeting

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<b>TO</b>	Board of Trustees
<b>FROM</b>	Eric Cameron, Audit Committee Chair
<b>ORIGINATOR</b>	Scott McFadyen, Associate Superintendent
<b>RESOURCE</b>	Jason Krefting, Director Financial Services
<b>GOVERNANCE POLICY</b>	Board Policy 8: Board Committees
<b>ADDITIONAL REFERENCE</b>	BP 8: Audit Committee Board Annual Work Plan <i>Education Act</i>
<b>SUBJECT</b>	<b>TRUSTEE REMUNERATION</b>

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### PURPOSE

For approval. Recommendation required.

### RECOMMENDATION

That the Board of Trustees approves Trustee Remuneration Scenario 3 as recommended by the Audit Committee and presented at the Regular Meeting of April 15, 2025.

### BACKGROUND

The Board has a Trustee compensation model that provides Trustees with equal base compensation covering their time for attending meetings and events with some modifiers for the distance of the wards from CFE, and the positions of Board Chair and Vice Chair.

Board Policy 8: Appendix 8.7 Section 2.2.1.5 requires the Audit Committee to review Trustee compensation and expenditure annually; and Section 2.2.1.6 requires the Audit Committee to conduct a full review of the Trustee honoraria and expenses with final recommendations to be presented to the Board for resolution prior to the end of June in an election year.

**REPORT SUMMARY**

Administration has conducted a comprehensive review of trustee remuneration data from various school boards across the province. This analysis includes data from boards of comparable size, metro Edmonton boards, and surrounding boards to provide a well-rounded comparison.

Based on this review, potential scenarios (Appendix A) were developed for the Audit Committee's consideration, the Audit Committee reviewed the scenarios and chose the following to be presented to the Board:

1. **No increase**
2. **No increase with a \$250 annual increase to the Health Spending Account**
3. **No increase with a \$250 annual increase to the Health Spending Account and an increase of \$2,980 per year to the Chair allowance**

The Audit Committee recommends scenario 3 to the Board of Trustees.

Appendix B provides comparative data of trustee remuneration.

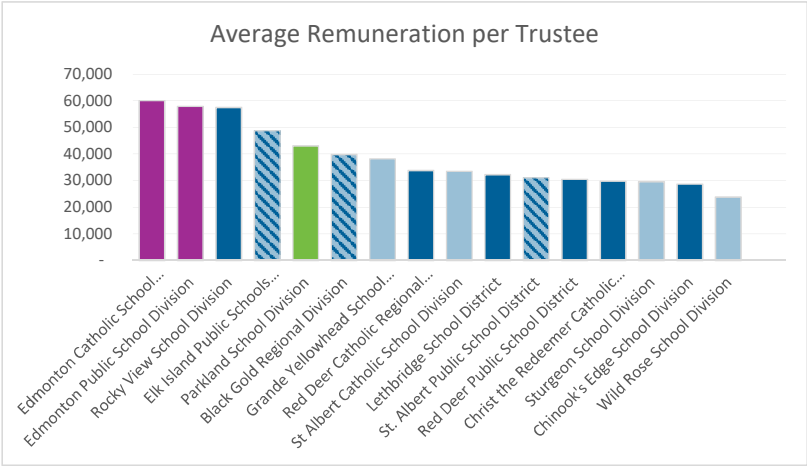
Administration would be pleased to respond to any questions.

SM: kz

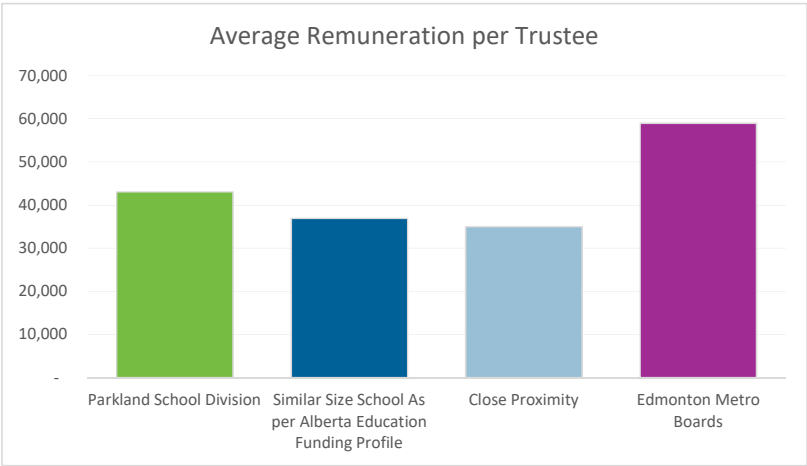
Appendix A

	2024-2025 Actuals			Scenario 1			Scenario 2			Scenario 3		
	Base	Allowance	Total Salary	Base	Allowance	Total Salary	Base	Allowance	Total Salary	Base	Allowance	Total Salary
Trustee Remuneration	31,828	-	31,828	31,828	-	31,828	31,828	-	31,828	31,828	-	31,828
Board Chair	31,828	13,020	44,848	31,828	13,020	44,848	31,828	13,020	44,848	31,828	16,000	47,828
Board Vice-Chair	31,828	5,661	37,489	31,828	5,661	37,489	31,828	5,661	37,489	31,828	5,661	37,489
Distance Allowances												
Ward 1		3,800	3,800		3,800	3,800		3,800	3,800		3,800	3,800
Ward 2		800	800		800	800		800	800		800	800
Ward 3		1,050	1,050		1,050	1,050		1,050	1,050		1,050	1,050
<b>Total Salary and Allowances</b>			<b>119,815</b>			<b>119,815</b>			<b>119,815</b>			<b>122,795</b>
Benefits			27,557			27,557			29,307			29,993
<b>Total including Benefits</b>			<b>147,372</b>			<b>147,372</b>			<b>149,122</b>			<b>152,788</b>
				No Changes			Increase in Health Spending Account from \$750 to \$1,000 per year			Increase in Health Spending Account from \$750 to \$1,000 per year Board Chair Allowance increase to \$16K per year		
				<b>Total 4 Years</b>		<b>589,489.80</b>	<b>Total 4 Years</b>		<b>596,489.80</b>	<b>Total 4 Years</b>		<b>611,151.40</b>

Appendix B



Parkland School Division  
Edmonton Metro Boards  
Boards in close proximity to PSD  
Boards similar in student FTE to PSD



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Edmonton Metro Boards  
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