



MEMORANDUM

May 27, 2025
Regular Board Meeting

TO	Board of Trustees
FROM	Eric Cameron, Audit Committee Chair
ORIGINATOR	Scott McFadyen, Associate Superintendent
RESOURCE	Jason Krefting, Director Financial Services
GOVERNANCE POLICY	Board Policy 8: Board Committees
ADDITIONAL REFERENCE	BP 8: Appendix 8.5 Audit Committee Terms of Reference
SUBJECT	TRUSTEE REMUNERATION FOR BARGAINING COMMITTEES

PURPOSE

For approval. Recommendation required.

RECOMMENDATION

The Audit Committee recommends that starting 2024-2025 school year that members of the 3 bargaining committees who exceed 40 meeting hours may, on request, receive \$250 compensation for each additional 20 hours or portion thereof that exceeds 40 hours and if approved, the Board shall direct the Policy Committee to update the relevant policy.

BACKGROUND

The Board's Trustee compensation model 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 8.5 Section 2.3.3.1 requires the Audit Committee to review trustee compensation and expenditures with final recommendations presented to the Board for resolution prior to the end of June in an election year.

REPORT SUMMARY

Administration has conducted an evaluation for Trustee time commitments for the committees that have Board representation for the 2024-2025 and 2023-2024 school years. After discussion with Corporate Supports

& Services staff, the Audit Committee recommends the Board to direct the Policy Committee to update relevant policies to included compensation for members of bargaining committees based on additional time commitments.

Attached appendices provide data for the trustee time commitments.

Administration would be pleased to respond to any questions.

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2024-2025 COMMITTEES WITH TRUSTEE REPRESENTATIVES	Number of Meetings	Number of Hrs / Meeting	2024-2025 Total Time Commitment	2023-2024 Total Time Commitment
ASBA Zone 2/3 Representatives - 2 (Two) Representatives *	9	5 hours	45 hours	50 hours
ASBA Conference & AGM - 2 (Two) Representatives	2, 3-day conferences	20 hours / conference	40 hours	40 hours
ATA Labour Relations - 3 (Three) Representatives	<i>The number of meetings varies per round of negotiations</i>	8 hours <i>Generally full day meetings</i>	TBD	24 hours
Audit Committee - 3 (Three) Representatives	4	2 hours	8 hours	10 hours
Benefit Plan Advisory Committee - 1 (One) Representative	3	1.5 hours	4.5 hours	3 hours
CUPE Labour Relations - 3 (Three) Representatives	<i>The number of meetings varies per round of negotiations</i>	8 hours <i>Generally full day meetings</i>	80 hours	72 hours
Council of School Councils (COSC) - 1 (One) Representative	6	2 hours	12 hours	10 hours
Edwin Parr Committee - 3 (Three) Representatives	1	1-2 hours	1-2 hours	1-2 hours
IUOE Labour Relations - 3 (Three) Representatives	<i>The number of meetings varies per round of negotiations</i>	8 hours <i>Generally full day meetings</i>	32 hours	32 hours
PSBAA Council Representatives (PSBC Meetings) - 2 (Two) Representatives	4, 2-day meetings	20 hours	80 hours	80 hours
PSBAA Conference & AGM - 2 (Two) Representatives	2, 3-day conferences	25 hours / conference	50 hours	50 hours
Rural Caucus of Alberta School Boards - 1 (One) Representative	2	2 hours	4 hours	6-9 hours
Spruce Grove Joint Use Committee - 1 (One) Representative	2	2 hours	4 hours	1.5-3 hours
Stony Plain Joint Use Committee - 1 (One) Representative	N/A	N/A	0 Hours	0 Hours
Teacher Board Advisory Committee (TBAC) - 3 (Three) Representatives	4	2 hours	8 hours	8 hours
Teacher Employers' Bargaining Association (TEBA) - 1 (One) Representative	9	2 hours	18 hours	18 hours

* Along with the ASBA Zone 2/3 meetings, representatives will typically attend the Edwin Parr Banquet (the Banquet was not attended in 2024-2025)

The three union settle 4 year agreements so 25/26, 26/27 and 27/28 should have zero committee meetings