

EDMONTON PUBLIC SCHOOLS

May 8, 2007

TO: Board of Trustees

FROM: Trustee K. Gibson, Conference Committee Chair

SUBJECT: Report #13 of the Conference Committee (From the Meetings Held April 24, 2007 and May 1, 2007)

RECOMMENDATION

1. That report #13 of the Conference Committee from the meetings held April 24, 2007 and May 1, 2007 be received and considered.

Principal Designations

2. That the designation of Maureen Yates-Millions as principal to the district, effective September 1, 2007 to August 31, 2009 be confirmed.
3. That the designation of Ken LeLacheur as principal to the district, effective September 1, 2007 to August 31, 2009 be confirmed.
4. That the designation of John Hrdlicka as principal to the district, effective September 1, 2007 to August 31, 2009 be confirmed.
5. That the designation of Darryl Sutherland as principal to the district, effective September 1, 2007 to August 31, 2009 be confirmed.
6. That the designation of Darrin Degrande as principal to the district, effective September 1, 2007 to August 31, 2009 be confirmed.
7. That the designation of Leona Gordey as principal to the district, effective September 1, 2007 to August 31, 2009 be confirmed.
8. That the designation of Tiziana Fiorillo as principal to the district, effective September 1, 2007 to August 31, 2009 be confirmed.

9. That the designation of Wolf Kolb as principal to the district, effective September 1, 2007 to August 31, 2009 be confirmed.

Proposed Changes in Trustee Remuneration

For 2006-2007:

10. That the following changes be made to the per annum honoraria for the Chair, Vice-Chair, Conference Chair, and trustees of Edmonton Public Schools:

	<u>Effective</u> <u>September 1, 2006</u>	<u>Effective</u> <u>January 1, 2007</u>
Chair	\$28,960	\$29,320
Vice-Chair and Conference Chair	\$25,370	\$25,685
Trustee	\$21,775	\$22,045

11. That the following change be made to the per diem rate of \$109.20 for attendance at special meetings of the board and committees of the whole, budget and results review meetings, negotiation committee bargaining sessions and the annual meetings of the Public School Boards' Association of Alberta, the Alberta School Boards Association, and either the Canadian School Boards Association or Canadian Education Association:

- \$113.55, effective September 1, 2006.

12. That, effective May 1, 2007, trustees eligible for coverage under the Alberta School Employee Benefit Plan be enrolled in Extended Health Care, Plan 1.
13. That, effective September 1, 2006, trustees be provided with a health spending account similar to that provided to the exempt staff.

For 2007-2008 and 2008-2009:

14. That the attached Trustee Remuneration Philosophy (Appendix I) be approved by the board.

15. That, in accordance with the Trustee Remuneration Philosophy (Appendix I), the per diem remuneration for trustee attendance at results and budget review committee meetings, trustee retreat and board working sessions, and general meetings of associations of which the board is a member (ASBA, PSBAA) be incorporated into the per annum honoraria.
16. That the following changes to the per annum honoraria for the Chair, Vice-Chair, Conference Chair, and trustees of Edmonton Public Schools be approved:

	<u>Effective September 1, 2007</u>	<u>Effective January 1, 2008</u>
Chair	\$35,060	\$35,360
Vice-Chair and Conference Chair	\$30,710	\$30,970
Trustee	\$26,360	\$26,585

	<u>Effective September 1, 2008</u>	<u>Effective January 1, 2009</u>
Chair	\$36,390	\$36,780
Vice-Chair and Conference Chair	\$31,875	\$32,220
Trustee	\$27,360	\$27,655

17. That the following changes be made to the per diem rate of \$113.55 for attendance at special meetings of the board and committees of the whole, negotiation committee bargaining sessions and Interpretation Committee meetings, meetings as appointed board representatives on external organizations where no remuneration is provided by the external organization (e.g., ASBA Zone 23, PSBC, ASBALE, and Linkages Committee), and the Canadian School Boards Association Annual General Meeting Conference:
- \$117.55, effective September 1, 2007;
  - \$122.25, effective September 1, 2008.

18. That, effective September 1, 2007, and at the end of each trustee's service, such trustee shall receive deferred remuneration to ease the transition from such service. Such payment shall be made at the rate of two weeks per year of service as a trustee, and shall be determined by multiplying the number of years and part-years served by 1/26 of the "trustee per annum honoraria plus the average annual per diem honoraria" prevailing at the end of such service. The maximum amount payable to any individual shall not exceed one-half of the total trustee per annum honoraria plus the average annual per diem honoraria amount. A year of service as a trustee may only be counted once in any calculation of deferred remuneration.

Avalon/Lendrum Dry Pond

19. That the disposition of a portion of the Avalon School and Lendrum School lands to the City of Edmonton for the purposes of constructing and operating a storm water dry pond be confirmed.

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AS:mmf

APPENDIX I – Trustee Remuneration Philosophy and Principles

TRUSTEE REMUNERATION PHILOSOPHY AND PRINCIPLES  
(Effective September 1, 2007)

1. The primary purpose of trustee remuneration is to recognize the importance of the publicly elected office of trustee for Edmonton Public Schools and to attract and retain quality individuals to this valuable public service.
2. The total trustee remuneration package should recognize the role and responsibilities undertaken by the collective board, individual trustees and the time required in fulfilling their responsibilities.
3. The remuneration package offered for trustees is comprised of per annum honoraria, per diem honoraria, an advance on vehicle expenses, optional group benefits coverage, and deferred remuneration for transition from the role of trustee.
4. For the purposes of and in accordance with the *Income Tax Act*, total annual remuneration is comprised of 2/3 honorarium and 1/3 general expense allowance. The 1/3 general expense allowance is non-taxable and is intended to cover all incidental expenses that trustees may be expected to incur in carrying out their responsibilities.
5. Per annum honoraria are based on the following four roles: Board Chair, Vice-Chair, Conference Chair, and Trustee.
6. The per annum honorarium provides remuneration for activities required of all trustees, including:
  - a) Attendance on regularly scheduled and reserved meeting dates for board and conference committee;
  - b) Attendance at results and budget review meetings, committees of the board, and trustees' retreats and working sessions;
  - c) Attendance at general meetings of associations of which the board is a member, e.g. the ASBA and PSBAA;
  - d) Attendance at other meetings as appointed or directed by the Board, such as meetings with other school boards, MLAs, City Councillors, board-hosted functions, social events, etc.
  - e) Ward-related activities, including school and school council meetings;

NOTE: committees of the board normally hold up to four meetings per year and it is the expectation that responsibilities for committee work and board representation will be distributed equitably among all trustees.

7. Per annum honoraria are established as per the following requirements:
  - a) The per annum honorarium for the Board Chair is established at approximately 33% higher than the per annum honoraria established for trustees;
  - b) The per annum honorarium for the Vice-Chair and Conference Chair is established at approximately 16.5% higher than the per annum honoraria established for trustees.
8. Per diem honoraria provide remuneration for special meetings of the board and committees of the whole and for activities of some, but not all trustees, including:
  - a) Attendance at scheduled meetings of negotiating committee bargaining sessions and the Interpretations Committee, as established under the collective agreements;
  - b) Attendance at meetings as appointed board representatives on external organizations where no remuneration is provided by the external organization (e.g., ASBA Zone 23, PSBC, ASBALE, and Linkages Committee),
  - c) Attendance at the Canadian School Boards Association Annual General Meeting and Conference
  - d) Attendance at meetings of committees of the board in excess of four meetings in a school year as requested and authorized by the board.
9. Trustees receive an advance on vehicle expenses at the district occasional use rate to cover in-town travel expenses related to other trustee duties. This amount is included in the calculation of annual remuneration and is one-third non-taxable. In-town travel expenses do not include travel to and from meetings of the board and committees.
10. Trustees are extended the option of participating in the group medical and hospitalization plans offered by the board:
  - a) Alberta Health Care
  - b) Alberta School Employee Benefits Plan (ASEBP):
    - Life and Accidental Death and Dismemberment Insurance (Plans 3 & 4)
    - Extended Health Care (Plan 1)
    - Dental Care (Plan 3)
    - Vision Care (Plan 3)
    - Health Spending Account
  - c) Travel Accident Insurance
  - d) Supplemental Accidental Death and Dismemberment Insurance

The board will pay the portion of premiums for the above benefits based on the portion of premiums the board pays for benefits on behalf of exempt management staff.

11. For a trustee aged 65 or older at the time of election or re-election, the district will reimburse the trustee for the cost of premiums for similar benefits coverage (i.e., extended health care, dental care, vision care) with an external agency. Reimbursement of premiums will be up to the maximum premium cost for similar coverage under the district's benefit plan for exempt management employees.
12. At the end of each trustee's service, such trustee shall receive deferred remuneration to ease the transition from such service. Such payment shall be made at the rate of two weeks per year of service as a trustee, and shall be determined by multiplying the number of years and part-years served by  $\frac{1}{26}$  of the "trustee per annum honoraria plus the average annual per diem honoraria" prevailing at the end of such service. The maximum amount payable to any individual shall not exceed one-half of the total trustee per annum honoraria plus the average annual per diem honoraria amount. A year of service as a trustee may only be counted once in any calculation of deferred remuneration.
13. The administration will conduct and present to board periodic remuneration surveys to compare the trustee's total remuneration package to remuneration packages provided to other publicly elected officials in Alberta.