

## **SASKATCHEWAN RIVERS PUBLIC SCHOOL DIVISION TRUSTEE REMUNERATION GUIDELINES**

The Trustee Remuneration Guidelines are reviewed annually at each Organizational Meeting. These guidelines are also subject to complete review by a committee struck by the board triennially or at other times determined by the Board.

### **A. SALARY**

#### **1. General Description**

The annual salary that is received in each of the 12 months of the year is expected to compensate trustees for the work of the Board that they do as trustees. It is recognized that trustees are serving the community in an elected position and salary should not be perceived as payment for hours worked. Although trustees volunteer their time and expertise, they should not be required to suffer financial loss as a result of work they are elected to do. Salary is expected to pay costs for essential/required trustee duties such as those described below.

(Note that the list is not exhaustive, but is provided for context and reference)

- a) Regular, Management and Special meetings and related work
- b) School Board committee meetings/work
- c) External committee meetings/work that occurs within SRPSD boundaries (ex. Trustee representing the Board on a city committee)
- d) SCC meetings and events
- e) School events (ex. grads, awards ceremonies, track & field days, etc.)
- f) Linkage meetings/work (ex. Meetings with Teachers, MLAs, City, RMs, etc.)
- g) Events hosted by external agencies (ex. Chamber luncheons, PAATA Teacher induction, etc.)
- h) Division social events (ex. School Division Art Show, grand openings, Christmas banquets, Welcome Back BBQ, etc.)

If trustees are required by the Board to travel outside City of Prince Albert in order to fulfill their duties, travel costs will be reimbursed at the rate established by the Board.

#### **2. Salary Rates**

Annual Base Rate is 18% of Class VI maximum on Teachers Provincial Salary Grid which renders a current monthly base rate of \$1,401.50. Salary rates change on effective date of any new Provincial Teacher's contract.

- Trustee .....\$16,817.94 (1.0 x annual base rate) (Monthly amount = \$1,401.50)
- Vice-Chair .....\$18,499.73 (1.1 x annual base rate) (Monthly amount = \$1,541.64)
- Chair .....\$20,181.53 (1.2 x annual base rate) (Monthly amount = \$1,681.79)

#### **3. Deductions**

An individual trustee can miss a maximum of four Board meetings (Regular and/or Management) in a 12 month period (such period commencing immediately following each year's Organizational Meeting) without experiencing a salary deduction. A trustee who misses more than four Board

meetings (Regular and/or Management) in a 12 month period will experience a salary deduction of \$200 for each meeting missed beginning with the fifth meeting, unless the Board has passed a resolution supporting such absence with no deduction.

## **B. ADDITIONAL INDEMNITIES**

### **1. General Description**

When trustees engage in activities beyond what is required of a trustee, and that are approved by the Board on an annual or case-by-case basis, an indemnity additional to salary shall be paid. This additional indemnity shall be paid for Board-approved activities such as the items listed below. (Note that the list is not exhaustive, but is provided for context and reference)

- a) External committee meetings/work that is outside SRPSD, unless payment is provided by that external agency. (Ex. SSBA, SHSAA, SAMA, etc.)
- b) School tours
- c) Student Voice
- d) Activities when the Board hosts dignitaries (Ex. Minister, Premier, Lieutenant Governor, etc.)
- e) Workshops and Seminars led by an external facilitator (ex. C. Melvin, L. Sloan, SCC workshop)
- f) Board-Director Seminar
- g) Attendance at workshops, conferences and meetings outside the SRPSD

If trustees are required by the Board to travel outside City of Prince Albert in order to fulfill their duties, travel costs will be reimbursed at the rate established by the Board.

### **2. Indemnity Rate**

The indemnity rate is 6.25% of monthly salary base rate (currently \$87.59 per hour) to a maximum of 25% of monthly base rate (currently \$350.36 per day)