



## SD42 POLICY 2920

### TRUSTEE REMUNERATION

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#### PHILOSOPHY

The Board of Education recognizes that Trustees elected to serve the School District carry significant responsibilities in representing the public interest, providing strategic leadership, and governing the public education system.

The Board believes that Trustees should receive fair and reasonable remuneration in recognition of the time commitment, responsibility, and accountability associated with the role, while maintaining public trust, transparency, and fiscal responsibility.

#### GUIDING PRINCIPLES

In fulfilling its responsibilities related to Trustee remuneration, the Board is guided by the following principles:

##### 1. Legislative Authority

Trustee remuneration shall be established in accordance with section 71 of the [School Act](#), which authorizes Boards of Education to provide remuneration and reasonable expense allowances to Trustees.

##### 2. Fairness and Comparability

Trustee remuneration should be fair and reflective of the size, complexity, and governance responsibilities of the School District. In setting remuneration, the Board will consider practices in comparable British Columbia school districts.

##### 3. Transparency and Accountability

Decisions related to Trustee remuneration shall be made openly and reported publicly, ensuring accountability to the community.

##### 4. Predictability and Stability

Trustee remuneration should be reviewed and adjusted through a consistent and understood framework that supports continuity across Board terms.

#### TRUSTEE REMUNERATION

The Board may authorize annually the payment of remuneration to the Chairperson, Vice-Chairperson, and other Trustees, and may authorize annually the payment of a reasonable allowance for expenses necessarily incurred in the discharge of Trustee duties.

In recognition of the additional responsibilities associated with their respective roles:

- the remuneration paid to the Chairperson shall be set at 12% above the base Trustee remuneration; and
- the remuneration paid to the Vice-Chairperson shall be set at 6% above the base Trustee remuneration.

Trustee remuneration and any annual adjustments shall be authorized by formal Board motion, duly recorded in the minutes.

Approved Trustee remuneration amounts, including any applicable allowances, shall be reported publicly through the Board's agenda materials.

### **REVIEW AND ADJUSTMENT**

The Board shall review Trustee remuneration in the year prior to a general school election to ensure ongoing comparability and appropriateness for the upcoming term.

In conducting this review, the Board shall be guided by the remuneration practices of the following comparable British Columbia school districts:

- School District No. 34 (Abbotsford)
- School District No. 35 (Langley)
- School District No. 37 (Delta)
- School District No. 38 (Richmond)
- School District No. 41 (Burnaby)
- School District No. 44 (North Vancouver)

Trustee remuneration may be adjusted annually effective July 1, including through a cost-of-living adjustment, based on the Metro Vancouver Consumer Price Index (CPI) differential comparing the annual average indexes of the previous two years. Any cost-of-living adjustment will be rounded to the nearest \$100.

Any changes to Trustee remuneration shall be established by Board resolution.

**APPROVED: January 29, 2014**

**UPDATED: March 2026**

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Trustees elected to serve on the Board of Education ("Board") are to be compensated for their work related to the business of the Board. The Board believes the size and complexity of the School District can reasonably be compared to other school districts in the Lower Mainland and as such, annual remuneration for Trustees should be similar to the remuneration paid to Trustees in other comparable districts.

The *School Act* stipulates that a Board may authorize annually the payment of remuneration to the Chairperson, Vice-Chairperson and other Trustees; and authorize annually the payment of a reasonable allowance for expenses necessarily incurred by Trustees in the discharge of their duties.

Trustee remuneration may be adjusted for a cost of living adjustment on July 1st each year, based on the Metro Vancouver Consumer Price Index (CPI) differential comparing annual average indexes of the previous two years. The cost of living adjustment will be rounded to the nearest \$100.

In recognition of the added responsibilities of the Chairperson and Vice-chairperson, the remuneration paid to the Chairperson and Vice-Chairperson will be set at respectively higher rates than the base rate.

**APPROVED: January 29, 2014****REVISED: April 2021**