



**NANAIMO LADYSMITH PUBLIC SCHOOLS
BOARD OF EDUCATION
PUBLIC MEETING
ACTION SHEET**

DATE: April 28, 2021
TO: Board of Education
FROM: Mark Walsh, Secretary-Treasurer
SUBJECT: Ad Hoc Committee Report

Background:

At the April 2021 Business Committee Meeting the Business Committee passed the following motion:

The Business Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) accept and implement the recommendations from the Ad Hoc Committee and receive the draft Policy 2.18 – Trustee Remuneration, Professional Development and Expenses and circulate as a notice of motion for 30 days, utilizing the consultation process as per Board Governance, Section 1, 2.7 – Policy Development, as amended.

The eight recommendations as shown on page two of this Action Sheet have been amended to include the changes recommended by the Business Committee.

On March 11, 2020, the Board of Education passed the following motions:

That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) strike a Board Ad/Hoc Committee that includes internal and external stakeholders to make recommendations to the Board of Education Policy Committee with regard to Policy 2.6, Section 7.0 (Board Governance Meetings and Board Operations, Trustee Remuneration and Expense Allowance).

That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) make a one-time salary adjustment to the trustee remuneration to be the average of like size districts, effective for the next elected Board of Education, maintaining a difference in salary for the Chair (\$2000 over trustee level); and establishing a difference in salary for the Vice-Chair (\$1000 over trustee level). Chair \$22,828; Vice-Chair \$21,828; Trustees \$20,828.

Pursuant to this motion an ad hoc committee on trustee remuneration was formed (the “Committee”). The Committee membership consisted of Scott Saywell, Superintendent, Mark Walsh, Secretary-Treasurer, Rob Zver, Present CUPE 606, Jeremy Inscho, VP NDTA, Nancy Seward, Leaders for Learning Representative, Leanne Lee, President DPAC, Jaime Brennan, former trustee and was supported by finance staff. The committee met on February 19, 2021 and March 12, 2021.

The Committee discussed the history of trustee remuneration in NLPS, various policies associated with remuneration and expenses as well as policies and procedures related to governing these issues. The Committee is making eight recommendations:

1. That trustee remuneration be set based on the average of like sized Districts (per the 1701 September count of student FTE) reviewed the spring prior to a trustee election to take effect upon the swearing in of a new Board;
2. That a yearly increase based on the June Consumer Price Index be applied to trustee salaries during the term of a Board to be effective July 1st each year;
3. That the additional stipend for the Chair and Vice-Chair be impacted by the like size review every 4 years and the CPI increase yearly;
4. That a stand alone policy that addresses trustee remuneration, expenses and professional development be implemented to replace the current policies and administrative procedures;
5. That childcare associated with conferences **and other accessibility related transportation and accommodation costs (e.g. barrier free accommodations)** be considered an appropriate trustee expense;
6. That a trustee's professional development amount can be carried over with the permission of the Chair;
7. That a trustee allowance equivalent to the employer's cost of benefits for an individual plan be instituted **until the end of the 2018-2022 term when BCPSEA extended benefits for trustees will cease to be applied to all trustees; and**
8. That an immediate increase be applied effective July, 2021 (the new fiscal year) to reflect like sized Districts and that the Vice-Chair stipend is put into effect immediately.

These recommendations were determined on a consensus based decision making process.

Rationale:

The Committee generally was of the opinion that trustees are hard working and that their remuneration needs to reflect that hard work and while it is unlikely that individuals become trustees for financial benefit, there should be incentive to attract and maintain good people.

Recommendation 1:

This recommendation, which is reflected in the draft policy, is intended to create an automatic mechanism that will ensure relative equity between like size Districts. Attached to this memo is the current comparison. The comparator Districts will change as student populations shift. The mechanism would be automatic and performed by finance staff and the policy would be updated reflecting current salaries.

Recommendation 2:

This interim measure is currently in policy and has been applied regularly. This is intended to ensure that the salary keeps up with inflation and is no change to current practice except to move the yearly implementation to July from September.

Recommendation 3:

Currently, the Chair (\$2000) and Vice-Chair (\$1000 to start in 2022) stipends are fixed amounts. We have reviewed other Districts and the practice is not consistent. The Committee recommends the stipend be subject to increases to reflect the additional duties of the Chair and Vice-Chair and reflected in the policy as the total amount.

Recommendation 4:

This recommendation is reflected in the draft attached policy. It is intended to replace the provisions in policy 2.6 and APs 203 and 213. We note that policy 2.6 did not appear to be the correct location for remuneration. Further, given that administrative procedures are the responsibility of the Superintendent, the professional development and expenses are more appropriately placed within a policy and therefore within the direct responsibility of the Board. Trustees will still need to follow reporting requirements (e.g. receipt submission etc.) but those requirements do not need to be governed by an AP.

Recommendation 5:

The Committee felt that expenses for childcare were generally appropriate but not necessarily in all circumstances. Consensus was reached on conferences (e.g. events outside of the regularly expected duties of trustees) and aligns with BCSTA policy.

Recommendation 6:

With respect to the carry forward of trustee professional development the Committee felt such a practice was appropriate. It does, however, recommend the permission of the Chair. The Committee felt there may be circumstances where professional development may not benefit the Board (e.g. a trustee who has announced they are not running again taking expensive professional development in their final few months) and therefore the involvement of the Chair to review such a carry forward request would be appropriate.

Recommendation 7:

Currently, a number of trustees are “grandfathered” into the employer’s benefit plan. A number of years ago BCPSEA informed the District that given that trustees are not employees they are not eligible for benefits. Trustees in our District prior to this change were grandfathered. This has created an inequity. This recommendation is to provide an allowance equivalent to the cost to the employer of an individual plan to be provided to a trustee who is not eligible for the “grandfathering”. While this allowance is still not equitable, it is closer to being so and also transparent for our public and trustees. The Committee also felt that the allowance should expire when the current “grandfathered” trustees are no longer serving.

Recommendation 8:

Based on the comparator attached, our trustees are behind their peers. We also note that the Board’s motion setting an amount of \$20,828 as of the inauguration of the new Board will be behind the current amount. In any event, the Committee recommends an increase effective July 1, 2021 to ensure that the new budget reflects the additional amounts.

Appendix A: Updated Policy 2.6**Appendix B:** New Draft Policy 2.18 – Trustee Remuneration, Professional Development and Expenses**Appendix C:** Updated Trustee Salary Information and Like-Sized Comparator Data