



February 10, 2026

MEMORANDUM

TO: Board of Education
FROM: Board Chair Brennan
SUBJECT: TRUSTEE REMUNERATION

RECOMMENDED MOTION:

That School District 57 undertake a review of the total remuneration of its Board. Considerations should include the time expectations (scheduled meetings and events, electronic communication, media liaising, travel) required to fulfill Trustee responsibilities and comparable provincial benchmarks including other school districts of a similar student population, and report back with a range of options and associated implications. This review to be completed for consideration by the Board as part of the 2026/27 budget cycle. Any changes to Trustee remuneration will be recommended to commence after the civic election to be held on Saturday, October 17, 2026.

BACKGROUND:

The role of a Trustee has expanded significantly in scope, complexity, and time commitment. Trustees are expected to attend regular and special meetings, prepare extensively in advance, participate in committee work, represent the District across the region, often during regular working hours, and the very real impact of social media. These responsibilities require a sustained and professional level of engagement with extraordinary levels of flexibility in one's personal or/and professional commitments.

A review of total remuneration, including realistic time expectations, is necessary to ensure transparency and fairness, and to assess whether current compensation reflects the work reasonably required to fulfill Trustee duties. Examining comparable provincial school districts provides an objective basis for this assessment while recognizing the complexity of this District and the engagement of its Trustees.

Options for consideration include: Extended Health and Dental benefits; Insurance (Accidental Death and Dismemberment); Technology Allowance (phone, hardware, home internet service); Employee and Family Assistance Program; Remuneration for Chair and Vice Chair; and other related items.

Undertaking this review does not presume a particular outcome. Rather, it ensures that decisions about remuneration are informed, evidence-based, and aligned with good governance practices. Reporting back with a range of options and associated implications allows the Board to consider sustainability, accessibility of service, and the long-term ability to attract and retain qualified Trustees willing to serve.