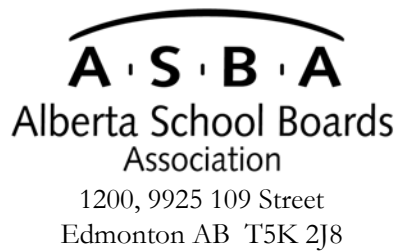


**ASBA – 2011
TRUSTEE REMUNERATION REPORT**



DATE: April 12, 2011

TO: Secretary-Treasurers
Superintendents
Board Chairs

FROM: Kendra King, Labour Relations Consultant

SUBJECT: **TRUSTEE REMUNERATION REPORT**

The following report summarizes information gathered from school boards regarding the honoraria and expense rates in effect JANUARY 31, 2011 for trustees in Alberta. It also provides a historical summary of the actual rates that were paid during the 2009/10 school year. You will notice the usual provincial summary is provided as well as several summaries of the main financial data have been provided based on FTE student count.

I would like to extend many thanks to the Secretary-Treasurers and their staff who provided the information for this report. In total, 44 of 62 (71%) boards responded to the survey.

School boards compensate their trustees in many different ways. Some pay one sum for the whole year, others a set amount per month, or a flat rate plus an amount per day or per meeting. Although remuneration methods vary widely, I have attempted to summarize common practices.

**ASBA – 2011
TRUSTEE REMUNERATION REPORT**

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

| Per Annum <i>Only</i> | Responses (# & %) | Range | Average |
|-----------------------|----------------------|---------------------|----------|
| Chair | 14 of 44 (32%) | \$11,340 - \$40,880 | \$21,327 |
| Vice-Chair | 14 of 44 (32%) | \$10,155 - \$36,226 | \$19,315 |
| Trustee | 14 of 44 (32%) | \$8,976 - \$31,446 | \$17,682 |

| Per Day <i>Only</i> | Responses (# & %) | Range | Average |
|---------------------|----------------------|---------------------|----------|
| Chair | 11 of 44 (25%) | \$171.00 - \$235.81 | \$203.41 |
| Vice-Chair | 11 of 44 (25%) | \$178.00 - \$230.00 | \$195.56 |
| Trustee | 12 of 44 (27%) | \$171.00 - \$230.00 | \$193.52 |

| Per Annum + Per Day | Responses (# & %) | Per Annum Range | Per Annum Average | + \$/Day Range | + \$/Day Average |
|---------------------|----------------------|--------------------|-------------------------|---------------------|---------------------|
| Chair | 18 of 44 (41%) | \$2,520 - \$26,987 | \$10,420 | \$135.00 - \$240.60 | \$181.91 |
| Vice-Chair | 18 of 44 (41%) | \$1,800 - \$25,738 | \$9,026 | \$125.00 - \$240.60 | \$178.20 |
| Trustee | 17 of 44 (39%) | \$1,800 - \$24,495 | \$7,916 | \$125.00 - \$240.60 | \$178.20 |

The average number of regularly scheduled meetings reported was fourteen (14) per year and in camera meetings was thirteen (13) per year. Seven (7) boards noted that the board goes in-camera at all regularly scheduled public meetings. Additional meetings noted were: policy development, special meetings, negotiation, facility, student advisory council, capital planning, educational committee, Board of Directors, zone meetings, audit committee, trustee committee, and town hall meetings. Additional daily rates are also provided for basic jurisdiction business or “prep” days. One board stated that the per day rate is only paid on specified duties outside normal activities.

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

| Per Day | Responses (# & %) | Range | Average |
|------------|----------------------|---------------------|----------|
| Chair | 37 of 44 (84%) | \$100.00 - \$268.12 | \$182.73 |
| Vice-Chair | 36 of 44 (82%) | \$100.00 - \$268.12 | \$181.01 |
| Trustee | 37 of 44 (84%) | \$100.00 - \$268.12 | \$180.75 |

Some boards provide additional compensation for travel expenses, and for evening meetings. A few boards state that the rate is based on an 8 hour day. One board states a maximum amount payable per day and one board states that when working in any capacity for another provincial organization, the expectation is to claim expenses through that organization.

**ASBA – 2011
TRUSTEE REMUNERATION REPORT**

C. HONORARIUMS - SPECIAL

Twenty-one (21) boards provide a conference call honorarium. The full-day rate ranges from \$75 to \$214, and the hourly rate ranges from \$18.81 - \$27.67.

CHANGES: Eighteen boards (41%) report that their honoraria rates have increased from last year. One board reported a decrease in honoraria rates.

D. EXPENSES:

| Board/Committee Meetings | Responses (# and %) | Range | Average |
|-----------------------------|---------------------|--------------------|----------|
| Flat Daily Rate | 4 of 44 (9%) | \$10.00 - \$210.00 | \$136.51 |
| Expenses as per receipt | 22 of 44 (50%) | | |
| Lodging only as per receipt | 27 of 44 (61%) | | |
| Rate for: Lodging | 6 of 44 (14%) | \$25.00 - \$145.00 | \$65.00 |
| Breakfast | 23 of 44 (52%) | \$9.00 - \$15.00 | \$10.76 |
| Lunch | 23 of 44 (52%) | \$11.50 - \$20.00 | \$14.63 |
| Dinner | 23 of 44 (52%) | \$18.00 - \$30.00 | \$23.28 |
| Travel (/km) | 35 of 44 (80%) | \$0.45 - \$0.52 | \$0.50 |

| Conventions/Seminars | Responses (# and %) | Range | Average |
|-----------------------------|---------------------|--------------------|----------|
| Flat Daily Rate | 5 of 44 (11%) | \$10.00 - \$210.00 | \$147.20 |
| Expenses as per receipt | 25 of 44 (57%) | | |
| Lodging only as per receipt | 28 of 44 (64%) | | |
| Rate for: Lodging | 5 of 44 (11%) | \$25.00 - \$145.00 | \$67.00 |
| Breakfast | 28 of 44 (64%) | \$9.00 - \$15.00 | \$10.62 |
| Lunch | 28 of 44 (64%) | \$11.50 - \$20.00 | \$14.59 |
| Dinner | 28 of 44 (64%) | \$18.00 - \$30.00 | \$23.37 |
| Travel (/km) | 37 of 44 (84%) | \$0.45 - \$0.52 | \$0.49 |

Many boards indicated reimbursing expenses as per receipt; some reimburse the stated rates if receipts are unavailable. Other expenses noted were: travel reimbursement, transportation allowance, travel time, communication expenses, technology allowance, higher mileage paid for first 5000km and lower thereafter, PD allowance, division purchasing card, division vehicle (if available) and an advance on vehicle expenses.

CHANGES: Eight boards (18%) report that their expense rates have increased from last year.

**ASBA – 2011
TRUSTEE REMUNERATION REPORT**

E. TOTALS:

| 2009/10 Amounts Collected | Responses (# and %) | Range | Average |
|---------------------------|---------------------|----------------------|-----------|
| Minimum Honoraria | 39 of 44 (89%) | \$1,468 - \$38,355 | \$12,351 |
| Maximum Honoraria | 40 of 44 (91%) | \$9,781 - \$50,378 | \$21,192 |
| Minimum Expense | 39 of 44 (89%) | \$0 - \$8,477 | \$2,680 |
| Maximum Expense | 40 of 44 (91%) | \$4,943 - \$30,282 | \$11,357 |
| Total Honoraria | 40 of 44 (91%) | \$30,252 - \$376,143 | \$113,482 |
| Total Expenses | 41 of 44 (93%) | \$11,710 - \$122,396 | \$47,716 |
| Average Honoraria | 39 of 44 (89%) | \$5,374 - \$36,084 | \$15,411 |
| Average Expenses | 40 of 44 (91%) | \$2,342 - \$18,772 | \$6,647 |

F. BENEFITS:

Forty-three (98%) boards provide access to a benefit plan for trustees. The boards' contribution to these plans varies widely from 0% to 100%, and the average contribution is 80%. The amount contributed ranges from \$0 - \$6,333, with an average of \$2,902.

Most boards provide access to life/ADD, EHC, dental, vision, and AHC. Eighteen boards stated that they use ASEBP for their benefit carrier. Eleven boards provide a health care spending account. One board stated they provide single coverage and the employee has the option to pay the difference for family coverage.

Information Based on FTE Student Count

0 - 2,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

| Per Annum Only | Responses | Range | Average |
|----------------|-----------|-------|---------|
| Chair | 0 of 5 | n/a | n/a |
| Vice-Chair | 0 of 5 | n/a | n/a |
| Trustee | 0 of 5 | n/a | n/a |

| Per Day Only | Responses | Range | Average |
|--------------|-----------|---------------|---------|
| Chair | 2 of 5 | \$230 - \$236 | \$233 |
| Vice-Chair | 3 of 5 | \$180 - \$230 | \$202 |
| Trustee | 3 of 5 | \$180 - \$230 | \$202 |

| Per Annum + Per Day | Responses | Per Annum Range | Per Annum Average | + Per Day Range | + Per Day Average |
|---------------------|-----------|-------------------|-------------------|-----------------|-------------------|
| Chair | 3 of 5 | \$3,120 - \$5,400 | \$4,260 | \$150 - \$180 | \$165 |
| Vice-Chair | 2 of 5 | \$1,800 - \$3,600 | \$2,700 | \$150 - \$165 | \$158 |
| Trustee | 2 of 5 | \$1,800 - \$2,700 | \$2,250 | \$150 - \$165 | \$158 |

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

| Per Day | Responses | Range | Average |
|------------|-----------|---------------|---------|
| Chair | 5 of 5 | \$180 - \$236 | \$202 |
| Vice-Chair | 5 of 5 | \$180 - \$230 | \$194 |
| Trustee | 5 of 5 | \$180 - \$230 | \$194 |

E. TOTALS:

| 2009/10 Amounts Collected | Responses | Range | Average |
|---------------------------|-----------|---------------------|----------|
| Min. Honoraria | 5 of 5 | \$1,468 - \$7,694 | \$4,469 |
| Max. Honoraria | 5 of 5 | \$10,390 - \$21,235 | \$15,065 |
| Min. Expense | 5 of 5 | \$363 - \$3,070 | \$1,545 |
| Max. Expense | 5 of 5 | \$5,600 - \$14,633 | \$10,048 |
| Total Honoraria | 5 of 5 | \$30,252 - \$90,798 | \$55,593 |
| Total Expense | 5 of 5 | \$19,624 - \$48,343 | \$35,960 |
| Average Honoraria | 5 of 5 | \$6,050 - \$11,350 | \$8,875 |
| Average Expense | 5 of 5 | \$3,925 - \$8,057 | \$5,837 |

2,001 - 3,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

| Per Annum Only | Responses | Range | Average |
|----------------|-----------|-------|----------|
| Chair | 1 of 6 | n/a | \$18,566 |
| Vice-Chair | 1 of 6 | n/a | \$16,456 |
| Trustee | 1 of 6 | n/a | \$16,456 |

| Per Day Only | Responses | Range | Average |
|--------------|-----------|---------------|---------|
| Chair | 2 of 6 | \$200 - \$214 | \$207 |
| Vice-Chair | 2 of 6 | \$178 - \$180 | \$179 |
| Trustee | 2 of 6 | \$178 - \$180 | \$179 |

| Per Annum + Per Day | Responses | Per Annum Range | Per Annum Average | + Per Day Range | + Per Day Average |
|---------------------|-----------|--------------------|-------------------|-----------------|-------------------|
| Chair | 3 of 6 | \$4,800 - \$11,800 | \$7,573 | \$160 - \$200 | \$182 |
| Vice-Chair | 3 of 6 | \$2,040 - \$11,050 | \$5,463 | \$160 - \$200 | \$182 |
| Trustee | 3 of 6 | \$2,040 - \$10,300 | \$4,913 | \$160 - \$200 | \$182 |

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

| Per Day | Responses | Range | Average |
|------------|-----------|---------------|---------|
| Chair | 6 of 6 | \$100 - \$214 | \$173 |
| Vice-Chair | 6 of 6 | \$100 - \$200 | \$167 |
| Trustee | 6 of 6 | \$100 - \$200 | \$167 |

E. TOTALS:

| 2009/10 Amounts Collected | Responses | Range | Average |
|---------------------------|-----------|----------------------|----------|
| Min. Honoraria | 6 of 6 | \$2,410 - \$15,754 | \$6,784 |
| Max. Honoraria | 6 of 6 | \$10,950 - \$18,824 | \$13,907 |
| Min. Expense | 6 of 6 | \$0 - \$8,477 | \$2,326 |
| Max. Expense | 6 of 6 | \$4,943 - \$20,233 | \$10,835 |
| Total Honoraria | 6 of 6 | \$42,990 - \$120,096 | \$73,179 |
| Total Expense | 6 of 6 | \$11,710 - \$122,396 | \$49,531 |
| Average Honoraria | 6 of 6 | \$5,374 - \$16,887 | \$9,589 |
| Average Expense | 6 of 6 | \$2,342 - \$13,600 | \$5,833 |

3,001 - 3,500 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

| Per Annum Only | Responses | Range | Average |
|----------------|-----------|-------|----------|
| Chair | 1 of 6 | n/a | \$12,993 |
| Vice-Chair | 1 of 6 | n/a | \$12,042 |
| Trustee | 1 of 6 | n/a | \$11,733 |

| Per Day Only | Responses | Range | Average |
|--------------|-----------|---------------|---------|
| Chair | 2 of 6 | \$187 - \$201 | \$194 |
| Vice-Chair | 2 of 6 | \$187 - \$201 | \$194 |
| Trustee | 2 of 6 | \$187 - \$201 | \$194 |

| Per Annum + Per Day | Responses | Per Annum Range | Per Annum Average | + Per Day Range | + Per Day Average |
|---------------------|-----------|--------------------|-------------------|-----------------|-------------------|
| Chair | 3 of 6 | \$7,500 - \$10,020 | \$8,840 | \$135 - \$170 | \$152 |
| Vice-Chair | 3 of 6 | \$7,000 - \$9,420 | \$8,473 | \$125 - \$170 | \$148 |
| Trustee | 3 of 6 | \$6,500 - \$9,000 | \$8,107 | \$125 - \$170 | \$148 |

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

| Per Day | Responses | Range | Average |
|------------|-----------|---------------|---------|
| Chair | 5 of 6 | \$148 - \$201 | \$169 |
| Vice-Chair | 5 of 6 | \$148 - \$201 | \$169 |
| Trustee | 5 of 6 | \$148 - \$201 | \$169 |

E. TOTALS:

| 2009/10 Amounts Collected | Responses | Range | Average |
|---------------------------|-----------|----------------------|----------|
| Min. Honoraria | 6 of 6 | \$3,607 - \$16,202 | \$10,666 |
| Max. Honoraria | 6 of 6 | \$12,415 - \$22,989 | \$18,721 |
| Min. Expense | 6 of 6 | \$756 - \$4,332 | \$2,103 |
| Max. Expense | 6 of 6 | \$6,989 - \$15,918 | \$10,786 |
| Total Honoraria | 6 of 6 | \$76,538 - \$136,230 | \$92,616 |
| Total Expense | 6 of 6 | \$21,019 - \$63,623 | \$42,817 |
| Average Honoraria | 6 of 6 | \$10,934 - \$19,461 | \$14,051 |
| Average Expense | 6 of 6 | \$3,588 - \$9,366 | \$6,363 |

3,501 - 4,500 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

| Per Annum Only | Responses | Range | Average |
|----------------|-----------|---------------------|----------|
| Chair | 3 of 5 | \$11,340 - \$18,500 | \$15,546 |
| Vice-Chair | 3 of 5 | \$10,155 - \$17,800 | \$14,427 |
| Trustee | 3 of 5 | \$8,976 - \$17,100 | \$13,614 |

| Per Day Only | Responses | Range | Average |
|--------------|-----------|-------|---------|
| Chair | 1 of 5 | n/a | \$184 |
| Vice-Chair | 1 of 5 | n/a | \$184 |
| Trustee | 1 of 5 | n/a | \$184 |

| Per Annum + Per Day | Responses | Per Annum Range | Per Annum Average | + Per Day Range | + Per Day Average |
|---------------------|-----------|-----------------|-------------------|-----------------|-------------------|
| Chair | 1 of 5 | n/a | \$13,680 | n/a | \$182 |
| Vice-Chair | 1 of 5 | n/a | \$9,312 | n/a | \$182 |
| Trustee | 1 of 5 | n/a | \$4,944 | n/a | \$182 |

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

| Per Day | Responses | Range | Average |
|------------|-----------|---------------|---------|
| Chair | 5 of 5 | \$100 - \$184 | \$149 |
| Vice-Chair | 5 of 5 | \$100 - \$184 | \$149 |
| Trustee | 5 of 5 | \$100 - \$184 | \$149 |

E. TOTALS:

| 2009/10 Amounts Collected | Responses | Range | Average |
|---------------------------|-----------|----------------------|-----------|
| Min. Honoraria | 3 of 5 | \$9,567 - \$18,808 | \$13,099 |
| Max. Honoraria | 3 of 5 | \$13,202 - \$29,528 | \$21,025 |
| Min. Expense | 3 of 5 | \$1,408 - \$7,081 | \$3,550 |
| Max. Expense | 3 of 5 | \$6,566 - \$15,971 | \$11,338 |
| Total Honoraria | 4 of 5 | \$97,303 - \$167,933 | \$136,313 |
| Total Expense | 4 of 5 | \$32,313 - \$91,448 | \$50,555 |
| Average Honoraria | 3 of 5 | \$10,881 - \$23,990 | \$17,707 |
| Average Expense | 3 of 5 | \$3,590 - \$10,161 | \$6,723 |

4,501 - 6,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

| Per Annum Only | Responses | Range | Average |
|----------------|-----------|---------------------|----------|
| Chair | 2 of 4 | \$20,025 - \$22,232 | \$21,129 |
| Vice-Chair | 2 of 4 | \$17,297 - \$21,621 | \$19,459 |
| Trustee | 2 of 4 | \$15,528 - \$21,011 | \$18,270 |

| Per Day Only | Responses | Range | Average |
|--------------|-----------|-------|---------|
| Chair | 1 of 4 | n/a | \$210 |
| Vice-Chair | 1 of 4 | n/a | \$210 |
| Trustee | 1 of 4 | n/a | \$210 |

| Per Annum + Per Day | Responses | Per Annum Range | Per Annum Average | + Per Day Range | + Per Day Average |
|---------------------|-----------|-----------------|-------------------|-----------------|-------------------|
| Chair | 1 of 4 | n/a | \$8,940 | n/a | \$179 |
| Vice-Chair | 1 of 4 | n/a | \$8,160 | n/a | \$179 |
| Trustee | 1 of 4 | n/a | \$7,820 | n/a | \$179 |

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

| Per Day | Responses | Range | Average |
|------------|-----------|---------------|---------|
| Chair | 2 of 4 | \$179 - \$210 | \$194 |
| Vice-Chair | 2 of 4 | \$179 - \$210 | \$194 |
| Trustee | 2 of 4 | \$179 - \$210 | \$194 |

E. TOTALS:

| 2009/10 Amounts Collected | Responses | Range | Average |
|---------------------------|-----------|-----------------------|-----------|
| Min. Honoraria | 3 of 4 | \$14,756 - \$21,443 | \$17,095 |
| Max. Honoraria | 3 of 4 | \$19,457 - \$34,502 | \$27,741 |
| Min. Expense | 4 of 4 | \$2,085 - \$7,048 | \$4,397 |
| Max. Expense | 4 of 4 | \$6,050 - \$30,282 | \$18,864 |
| Total Honoraria | 4 of 4 | \$103,092 - \$187,411 | \$134,066 |
| Total Expense | 4 of 4 | \$28,273 - \$112,629 | \$66,221 |
| Average Honoraria | 3 of 4 | \$15,957 - \$20,823 | \$19,131 |
| Average Expense | 4 of 4 | \$4,039 - \$18,772 | \$10,027 |

6,001 - 7,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

| Per Annum Only | Responses | Range | Average |
|----------------|-----------|-------|---------|
| Chair | 0 of 4 | n/a | n/a |
| Vice-Chair | 0 of 4 | n/a | n/a |
| Trustee | 0 of 4 | n/a | n/a |

| Per Day Only | Responses | Range | Average |
|--------------|-----------|---------------|---------|
| Chair | 2 of 4 | \$171 - \$200 | \$186 |
| Vice-Chair | 1 of 4 | n/a | \$200 |
| Trustee | 2 of 4 | \$171 - \$200 | \$186 |

| Per Annum + Per Day | Responses | Per Annum Range | Per Annum Average | + Per Day Range | + Per Day Average |
|---------------------|-----------|--------------------|-------------------|-----------------|-------------------|
| Chair | 2 of 4 | \$6,620 - \$20,343 | \$13,482 | \$166 - \$241 | \$203 |
| Vice-Chair | 2 of 4 | \$5,296 - \$17,432 | \$11,364 | \$166 - \$241 | \$203 |
| Trustee | 2 of 4 | \$3,972 - \$14,522 | \$9,247 | \$166 - \$241 | \$203 |

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

| Per Day | Responses | Range | Average |
|------------|-----------|---------------|---------|
| Chair | 3 of 4 | \$171 - \$241 | \$194 |
| Vice-Chair | 2 of 4 | \$200 - \$241 | \$202 |
| Trustee | 3 of 4 | \$171 - \$241 | \$194 |

E. TOTALS:

| 2009/10 Amounts Collected | Responses | Range | Average |
|---------------------------|-----------|----------------------|-----------|
| Min. Honoraria | 4 of 4 | \$8,573 - \$19,880 | \$14,275 |
| Max. Honoraria | 4 of 4 | \$21,362 - \$34,960 | \$25,798 |
| Min. Expense | 3 of 4 | \$1,215 - \$6,041 | \$2,819 |
| Max. Expense | 3 of 4 | \$6,266 - \$14,415 | \$10,746 |
| Total Honoraria | 4 of 4 | \$96,001 - \$199,538 | \$129,400 |
| Total Expense | 4 of 4 | \$20,313 - \$65,158 | \$43,235 |
| Average Honoraria | 3 of 4 | \$14,136 - \$24,942 | \$19,228 |
| Average Expense | 3 of 4 | \$4,063 - \$8,307 | \$6,326 |

7,001 - 10,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

| Per Annum Only | Responses | Range | Average |
|----------------|-----------|---------------------|----------|
| Chair | 3 of 5 | \$13,000 - \$19,600 | \$16,757 |
| Vice-Chair | 3 of 5 | \$11,000 - \$17,300 | \$14,453 |
| Trustee | 3 of 5 | \$9,000 - \$15,700 | \$12,731 |

| Per Day Only | Responses | Range | Average |
|--------------|-----------|-------|---------|
| Chair | 1 of 5 | n/a | \$204 |
| Vice-Chair | 1 of 5 | n/a | \$204 |
| Trustee | 1 of 5 | n/a | \$204 |

| Per Annum + Per Day | Responses | Per Annum Range | Per Annum Average | + Per Day Range | + Per Day Average |
|---------------------|-----------|-----------------|-------------------|-----------------|-------------------|
| Chair | 1 of 5 | n/a | \$21,327 | n/a | \$168 |
| Vice-Chair | 1 of 5 | n/a | \$15,960 | n/a | \$168 |
| Trustee | 1 of 5 | n/a | \$12,739 | n/a | \$168 |

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

| Per Day | Responses | Range | Average |
|------------|-----------|---------------|---------|
| Chair | 5 of 5 | \$150 - \$204 | \$172 |
| Vice-Chair | 5 of 5 | \$150 - \$204 | \$172 |
| Trustee | 5 of 5 | \$150 - \$204 | \$172 |

E. TOTALS:

| 2009/10 Amounts Collected | Responses | Range | Average |
|---------------------------|-----------|----------------------|-----------|
| Min. Honoraria | 5 of 5 | \$6,525 - \$17,187 | \$13,264 |
| Max. Honoraria | 5 of 5 | \$9,781 - \$25,301 | \$20,263 |
| Min. Expense | 5 of 5 | \$526 - \$3,800 | \$2,169 |
| Max. Expense | 5 of 5 | \$6,746 - \$12,886 | \$9,632 |
| Total Honoraria | 5 of 5 | \$53,814 - \$140,709 | \$101,307 |
| Total Expense | 5 of 5 | \$26,158 - \$54,943 | \$34,816 |
| Average Honoraria | 5 of 5 | \$7,688 - \$20,188 | \$15,626 |
| Average Expense | 5 of 5 | \$3,737 - \$7,849 | \$5,314 |

10,001 - 80,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

| Per Annum Only | Responses | Range | Average |
|----------------|-----------|---------------------|----------|
| Chair | 3 of 5 | \$29,438 - \$40,880 | \$36,880 |
| Vice-Chair | 3 of 5 | \$29,438 - \$36,226 | \$33,660 |
| Trustee | 3 of 5 | \$29,438 - \$31,446 | \$30,400 |

| Per Day Only | Responses | Range | Average |
|--------------|-----------|-------|---------|
| Chair | 0 of 5 | n/a | n/a |
| Vice-Chair | 0 of 5 | n/a | n/a |
| Trustee | 0 of 5 | n/a | n/a |

| Per Annum + Per Day | Responses | Per Annum Range | Per Annum Average | + Per Day Range | + Per Day Average |
|---------------------|-----------|--------------------|-------------------|-----------------|-------------------|
| Chair | 2 of 5 | \$2,520 - \$26,987 | \$14,754 | \$210 - \$232 | \$221 |
| Vice-Chair | 2 of 5 | \$2,520 - \$25,738 | \$14,129 | \$210 - \$232 | \$221 |
| Trustee | 2 of 5 | \$2,520 - \$24,495 | \$13,508 | \$210 - \$232 | \$221 |

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

| Per Day | Responses | Range | Average |
|------------|-----------|---------------|---------|
| Chair | 5 of 5 | \$181 - \$268 | \$223 |
| Vice-Chair | 5 of 5 | \$181 - \$268 | \$223 |
| Trustee | 5 of 5 | \$181 - \$268 | \$223 |

E. TOTALS:

| 2009/10 Amounts Collected | Responses | Range | Average |
|---------------------------|-----------|-----------------------|-----------|
| Min. Honoraria | 4 of 5 | \$8,193 - \$38,355 | \$26,309 |
| Max. Honoraria | 4 of 5 | \$20,244 - \$50,378 | \$37,278 |
| Min. Expense | 4 of 5 | \$785 - \$6,186 | \$3,485 |
| Max. Expense | 4 of 5 | \$8,052 - \$14,341 | \$10,507 |
| Total Honoraria | 4 of 5 | \$135,278 - \$376,143 | \$233,450 |
| Total Expense | 4 of 5 | \$35,600 - \$91,386 | \$61,495 |
| Average Honoraria | 3 of 5 | \$15,035 - \$36,084 | \$27,340 |
| Average Expense | 3 of 5 | \$5,086 - \$10,154 | \$7,722 |