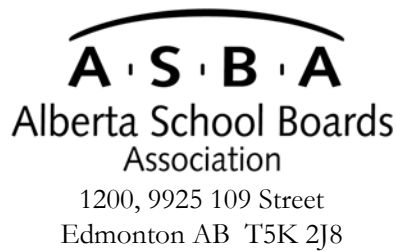


**ASBA – 2013
TRUSTEE REMUNERATION REPORT**



DATE: May 22, 2013

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, 2013 for trustees in Alberta. It also provides a historical summary of the actual rates that were paid during the 2011/12 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, 59 of 62 (95%) 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 – 2013
TRUSTEE REMUNERATION REPORT**

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum <i>Only</i>	Responses (# & %)	Range	Average
Chair	21 of 59 (36%)	\$9,532 - \$57,094	\$22,969
Vice-Chair	21 of 59 (36%)	\$8,700 - \$51,856	\$20,549
Trustee	22 of 59 (37%)	\$5,184 - \$46,618	\$18,164

Per Day <i>Only</i>	Responses (# & %)	Range	Average
Chair	7 of 59 (12%)	\$200 - \$247	\$226
Vice-Chair	11 of 59 (19%)	\$180 - \$230	\$204
Trustee	12 of 59 (20%)	\$180 - \$230	\$204

Per Annum + Per Day	Responses (# & %)	Per Annum Range	Per Annum Average	+ \$/Day Range	+ \$/Day Average
Chair	29 of 59 (49%)	\$2,796 - \$21,298	\$8,556	\$150 - \$241	\$191
Vice-Chair	25 of 59 (42%)	\$2,040 - \$18,256	\$7,367	\$150 - \$241	\$187
Trustee	23 of 59 (39%)	\$2,000 - \$15,213	\$6,627	\$150 - \$241	\$186

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 and one (1) board noted having two (2) in-camera sessions prior to special board meetings. Two (2) boards stated they only have in-camera sessions as required or in case of urgent matter. Additional meetings noted were: Policy Development, Board Planning Sessions, Special Board meetings, Zone meetings, ASBA meetings, PSBAA meetings, School Council, Organizational meetings, Trustee Committee/Retreat, PD meetings, Information sharing and Advisory meetings. One (1) boards Trustees are selected to participate in various committees throughout the year (e.g. Teacher/Bus Driver/Support Staff Negotiations). Eight (8) boards indicated that an additional amount is provided for evening or meetings that extend beyond 8 hours. One (1) board stated that travel time is paid in addition to the meeting amount, and another board stated it is included in the meeting hours calculation.

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses (# & %)	Range	Average
Chair	50 of 59 (85%)	\$100 - \$242	\$194
Vice-Chair	50 of 59 (85%)	\$100 - \$242	\$192
Trustee	51 of 59 (86%)	\$100 - \$242	\$191

Some boards provide additional compensation for travel expenses and for evening meetings. One board pays the actual cost of the convention/seminar, and one board reported a yearly amount that is paid.

**ASBA – 2013
TRUSTEE REMUNERATION REPORT**

C. HONORARIUMS - SPECIAL

Thirty-one (31) boards provide a conference call honorarium. The full day rate ranges from \$160 to \$220 with an average of \$188, the half day rate from \$80 - \$115 with an average of \$98 and the hourly rate ranges from \$20 - \$40 with an average of \$28.

CHANGES: Twenty-six (26) boards (46%) report that their honoraria rates have increased from last year. One (1) board reported a decrease in honoraria rates, and the remaining twenty-nine reported there has been no change.

D. EXPENSES:

Board/Committee Meetings	Responses (# and %)	Range	Average
Flat Daily Rate	8 of 59 (14%)	\$25 - \$220	\$153
Expenses as per receipt	34 of 59 (58%)		
Lodging only as per receipt	34 of 59 (58%)		
Rate for: Lodging	7 of 59(12%)	\$40 - \$120	\$66
Breakfast	36 of 59 (61%)	\$7.00 - \$20.00	\$11.57
Lunch	36 of 59 (61%)	\$9.00 - \$25.00	\$15.31
Dinner	36 of 59 (61%)	\$18.00 - \$35.00	\$23.71
Travel (/km)	45 of 59 (76%)	\$0.30 - \$0.54	\$0.50

Conventions/Seminars	Responses (# and %)	Range	Average
Flat Daily Rate	11 of 59 (19%)	\$10 - \$220	\$166
Expenses as per receipt	41 of 59 (69%)		
Lodging only as per receipt	39 of 59 (66%)		
Rate for: Lodging	7 of 59 (12%)	\$20 - \$75	\$44
Breakfast	43 of 59 (73%)	\$7.00 - \$20.00	\$11.42
Lunch	43 of 59 (73%)	\$9.00 - \$25.00	\$15.36
Dinner	43 of 59 (73%)	\$18.00 - \$35.00	\$24.25
Travel (/km)	48 of 59 (81%)	\$0.30 - \$0.54	\$0.50

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, division vehicle (if available), parking (as per receipt) and an advance on vehicle expenses. Two boards noted that per kilometer amounts paid vary based on fuel prices. One board provides a \$3000 per term flat rate for conventions/seminars.

CHANGES: Fifteen (15) boards (26%) report that their expense rates have increased from last year, one (1) board reported a decrease in rates and the remaining forty-two (42) stated there was no change.

**ASBA – 2013
TRUSTEE REMUNERATION REPORT**

E. TOTALS:

2011/12 Amounts Collected	Responses (# and %)	Range	Average
Minimum Honoraria	55 of 59 (93%)	\$600 - \$56,492	\$12,442
Maximum Honoraria	55 of 59 (93%)	\$1,485 - \$79,458	\$22,686
Average Honoraria	57 of 59 (97%)	\$925 - \$172,000	\$19,896
Total Honoraria	58 of 59 (98%)	\$5,550 - \$366,586	\$119,611
Minimum Expense	55 of 59 (93%)	\$0 - \$12,758	\$3,429
Maximum Expense	55 of 59 (93%)	\$941 - \$25,507	\$10,909
Average Expense	56 of 59 (95%)	\$1,341 - \$45,455	\$7,225
Total Expense	58 of 59 (98%)	\$4,569 - \$136,423	\$45,934
Minimum Benefit/Allowance	54 of 59 (92%)	\$0 - \$12,751	\$2,115
Maximum Benefit/Allowance	54 of 59 (92%)	\$276 - \$18,423	\$4,334
Average Benefit/Allowance	56 of 59 (95%)	\$133 - \$15,792	\$3,595
Total Benefit/Allowance	57 of 59 (97%)	\$931 - \$110,547	\$24,422

F. BENEFITS:

Fifty-five of the fifty-nine (93%) responding 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 77%. The amount contributed ranges from \$0 - \$6,100, with an average of \$3,055. Nineteen of these boards provide health spending accounts ranging from \$250 - \$2,450 and an average of \$775.

Most boards provide access to life/ADD, EHC, dental, and vision. Fifty-four boards specified the benefit plan they provide. Of these, forty (40) use ASEBP for their benefit carrier, eight (8) did not specify a carrier, three (3) use Sun Life, two (2) use Blue Cross, and one (1) uses Standard Life. Three (3) boards stated Trustees over 65 and one board has 3 trustees over 70 years of age. One board states they provide a taxable benefit package equivalent to 10% of the basic honorarium, and one board provides access to ASEBP with the understanding that the trustee(s) pay their premiums.

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 8	n/a	n/a
Vice-Chair	0 of 8	n/a	n/a
Trustee	0 of 8	n/a	n/a

Per Day Only	Responses	Range	Average
Chair	2 of 8	\$230 - \$238	\$234
Vice-Chair	3 of 8	\$198 - \$230	\$209
Trustee	3 of 8	\$198 - \$230	\$209

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	6 of 8	\$3,432 - \$10,100	\$6,835	\$150 - \$206	\$187
Vice-Chair	5 of 8	\$2,400 - \$9,100	\$5,576	\$150 - \$206	\$184
Trustee	5 of 8	\$2,000 - \$8,075	\$4,631	\$150 - \$206	\$184

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	8 of 8	\$185 - \$238	\$211
Vice-Chair	8 of 8	\$185 - \$230	\$206
Trustee	8 of 8	\$185 - \$230	\$206

E. TOTALS:

2011/12 Amounts Collected	Responses	Range	Average
Min. Honoraria	7 of 8	\$4,620 - \$9,127	\$6,422
Max. Honoraria	7 of 8	\$10,915 - \$19,020	\$15,243
Average Honoraria	7 of 8	\$6,807 - \$13,659	\$10,573
Total Honoraria	8 of 8	\$32,585 - \$109,270	\$60,720
Min. Expense	7 of 8	\$37 - \$8,881	\$2,707
Max. Expense	7 of 8	\$1,128 - \$15,832	\$10,807
Average Expense	6 of 8	\$4,308 - \$9,950	\$6,166
Total Expense	8 of 8	\$4,569 - \$59,700	\$30,711
Min. Ben/Allow	7 of 8	\$25 - \$4,399	\$833
Max. Ben/Allow	7 of 8	\$276 - \$5,616	\$1,855
Average Ben/Allow	7 of 8	\$133 - \$4,322	\$1,466
Total Ben/Allow	8 of 8	\$931 - \$33,247	\$9,666

2,001 - 3,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	1 of 7	\$19,734	n/a
Vice-Chair	1 of 7	\$17,491	n/a
Trustee	1 of 7	\$17,491	n/a

Per Day Only	Responses	Range	Average
Chair	1 of 7	\$230	n/a
Vice-Chair	2 of 7	\$180 - \$184	\$182
Trustee	2 of 7	\$180 - \$184	\$182

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	4 of 7	\$4,080 - \$7,595	\$5,712	\$160 - \$197	\$178
Vice-Chair	3 of 7	\$2,040 - \$3,480	\$2,840	\$160 - \$197	\$176
Trustee	3 of 7	\$2,040 - \$3,000	\$2,520	\$160 - \$197	\$176

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	6 of 7	\$100 - \$210	\$179
Vice-Chair	6 of 7	\$100 - \$210	\$179
Trustee	6 of 7	\$100 - \$210	\$179

E. TOTALS:

2011/12 Amounts Collected	Responses	Range	Average
Min. Honoraria	6 of 7	\$3,150 - \$17,237	\$7,147
Max. Honoraria	6 of 7	\$12,300 - \$21,765	\$16,270
Average Honoraria	7 of 7	\$5,452 - \$172,000	\$34,260
Total Honoraria	7 of 7	\$43,620 - \$172,000	\$95,119
Min. Expense	6 of 7	\$739 - \$5,036	\$2,576
Max. Expense	6 of 7	\$7,594 - \$14,640	\$10,508
Average Expense	7 of 7	\$3,865 - \$45,455	\$11,368
Total Expense	7 of 7	\$16,819 - \$73,032	\$43,724
Min. Ben/Allow	6 of 7	\$23 - \$2,753	\$574
Max. Ben/Allow	6 of 7	\$352 - \$5,225	\$3,047
Average Ben/Allow	7 of 7	\$216 - \$4,778	\$2,500
Total Ben/Allow	7 of 7	\$1,512 - \$33,446	\$15,355

3,001 - 4,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	2 of 11	\$13,584 - \$17,989	\$15,787
Vice-Chair	2 of 11	\$12,588 - \$16,079	\$14,334
Trustee	2 of 11	\$12,264 - \$13,152	\$12,708

Per Day Only	Responses	Range	Average
Chair	2 of 11	\$210 - \$229	\$220
Vice-Chair	2 of 11	\$210 - \$229	\$220
Trustee	2 of 11	\$210 - \$229	\$220

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	7 of 11	\$6,444 - \$13,090	\$9,771	\$150 - \$225	\$185
Vice-Chair	7 of 11	\$3,222 - \$11,784	\$8,627	\$150 - \$195	\$173
Trustee	7 of 11	\$3,222 - \$11,000	\$8,243	\$150 - \$195	\$173

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	9 of 11	\$173 - \$229	\$192
Vice-Chair	9 of 11	\$173 - \$229	\$189
Trustee	9 of 11	\$173 - \$229	\$189

E. TOTALS:

2011/12 Amounts Collected	Responses	Range	Average
Min. Honoraria	11 of 11	\$1,095 - \$18,612	\$11,173
Max. Honoraria	11 of 11	\$12,515 - \$29,053	\$19,621
Average Honoraria	11 of 11	\$12,409 - \$21,862	\$15,683
Total Honoraria	11 of 11	\$86,862 - \$174,894	\$117,732
Min. Expense	11 of 11	\$32 - \$9,339	\$3,205
Max. Expense	11 of 11	\$4,006 - \$18,872	\$10,547
Average Expense	11 of 11	\$3,888 - \$9,871	\$6,582
Total Expense	11 of 11	\$23,330 - \$78,966	\$49,701
Min. Ben/Allow	10 of 11	\$0 - \$4,572	\$1,856
Max. Ben/Allow	10 of 11	\$498 - \$5,751	\$3,815
Average Ben/Allow	10 of 11	\$290 - \$5,118	\$3,265
Total Ben/Allow	10 of 11	\$2,465 - \$37,401	\$22,463

4,001 - 5000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	5 of 9	\$9,532 - \$18,838	\$14,680
Vice-Chair	5 of 9	\$8,700 - \$17,050	\$13,081
Trustee	6 of 9	\$5,184 - \$16,500	\$11,023

Per Day Only	Responses	Range	Average
Chair	0 of 9	n/a	n/a
Vice-Chair	1 of 9	\$210	n/a
Trustee	1 of 9	\$210	n/a

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	3 of 9	\$3,150 - \$14,400	\$8,705	\$192 - \$210	\$199
Vice-Chair	2 of 9	\$6,424 - \$9,792	\$8,108	\$192 - \$195	\$193
Trustee	1 of 9	\$4,283	n/a	195	n/a

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	8 of 9	\$150 - \$210	\$189
Vice-Chair	8 of 9	\$150 - \$210	\$189
Trustee	9 of 9	\$145 - \$210	\$184

E. TOTALS:

2011/12 Amounts Collected	Responses	Range	Average
Min. Honoraria	8 of 9	\$5,461 - \$16,694	\$10,691
Max. Honoraria	8 of 9	\$13,900 - \$32,630	\$23,209
Average Honoraria	9 of 9	\$10,368 - \$24,554	\$17,313
Total Honoraria	9 of 9	\$67,353 - \$171,878	\$128,608
Min. Expense	8 of 8	\$805 - \$12,758	\$4,393
Max. Expense	8 of 8	\$1,063 - \$25,507	\$13,422
Average Expense	9 of 9	\$2,519 - \$13,475	\$7,644
Total Expense	9 of 9	\$22,672 - \$105,977	\$58,016
Min. Ben/Allow	8 of 8	\$0 - \$2,012	\$741
Max. Ben/Allow	8 of 8	\$411 - \$6,080	\$4,104
Average Ben/Allow	9 of 9	\$360 - \$4,826	\$3,226
Total Ben/Allow	9 of 9	\$1,800 - \$37,631	\$25,060

5,001 - 7,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	3 of 9	\$20,700 - \$22,232	\$21,289
Vice-Chair	3 of 9	\$17,297 - \$21,621	\$19,073
Trustee	3 of 9	\$16,232 - \$21,011	\$17,948

Per Day Only	Responses	Range	Average
Chair	1 of 9	\$247	n/a
Vice-Chair	1 of 9	\$204	n/a
Trustee	1 of 9	\$204	n/a

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	5 of 9	\$7,500 - \$21,298	\$11,501	\$160 - \$241	\$200
Vice-Chair	5 of 9	\$6,000 - \$18,256	\$9,674	\$160 - \$241	\$200
Trustee	5 of 9	\$4,500 - \$15,123	\$8,480	\$160 - \$241	\$200

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	7 of 9	\$160 - \$241	\$195
Vice-Chair	7 of 9	\$160 - \$241	\$195
Trustee	7 of 9	\$160 - \$241	\$195

E. TOTALS:

2011/12 Amounts Collected	Responses	Range	Average
Min. Honoraria	9 of 9	\$1,672 - \$18,365	\$10,287
Max. Honoraria	9 of 9	\$10,640 - \$32,710	\$21,695
Average Honoraria	9 of 9	\$7,130 - \$23,910	\$16,335
Total Honoraria	9 of 9	\$57,040 - \$191,279	\$108,126
Min. Expense	9 of 9	\$148 - \$9,805	\$2,965
Max. Expense	9 of 9	\$941 - \$17,625	\$8,883
Average Expense	9 of 9	\$1,341 - \$9,593	\$5,083
Total Expense	9 of 9	\$13,621 - \$57,560	\$37,361
Min. Ben/Allow	9 of 9	\$0 - \$8,161	\$3,073
Max. Ben/Allow	9 of 9	\$1,496 - \$11,781	\$4,815
Average Ben/Allow	9 of 9	\$700 - \$9,203	\$3,884
Total Ben/Allow	9 of 9	\$4,202 - \$51,386	\$25,184

7,001 - 9,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	3 of 6	\$13,591 - \$18,288	\$15,723
Vice-Chair	3 of 6	\$11,500 - \$15,240	\$13,276
Trustee	3 of 6	\$9,409 - \$14,112	\$11,845

Per Day Only	Responses	Range	Average
Chair	1 of 6	\$200	n/a
Vice-Chair	2 of 6	\$195 - \$200	\$198
Trustee	3 of 6	\$195 - \$212	\$202

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	2 of 6	\$2,796 - \$5,136	\$3,966	\$195 - \$212	\$204
Vice-Chair	1 of 6	\$2,568	n/a	\$212	n/a
Trustee	0 of 6	n/a	n/a	n/a	n/a

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	6 of 6	\$157 - \$212	\$190
Vice-Chair	6 of 6	\$157 - \$212	\$190
Trustee	6 of 6	\$157 - \$212	\$190

E. TOTALS:

2011/12 Amounts Collected	Responses	Range	Average
Min. Honoraria	6 of 6	\$9,409 - \$19,216	\$14,237
Max. Honoraria	6 of 6	\$20,185 - \$29,300	\$25,263
Average Honoraria	6 of 6	\$13,686 - \$22,829	\$19,030
Total Honoraria	6 of 6	\$89,044 - \$154,972	\$118,302
Min. Expense	6 of 6	\$175 - \$7,707	\$3,997
Max. Expense	6 of 6	\$6,262 - \$15,344	\$11,354
Average Expense	6 of 6	\$4,497 - \$10,610	\$7,221
Total Expense	6 of 6	\$26,816 - \$67,166	\$45,708
Min. Ben/Allow	6 of 6	\$0 - \$4,931	\$2,408
Max. Ben/Allow	6 of 6	\$1,140 - \$5,979	\$4,665
Average Ben/Allow	6 of 6	\$536 - \$5,078	\$4,014
Total Ben/Allow	6 of 6	\$2,680 - \$33,761	\$26,053

9,001 - 20,000 Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	3 of 5	\$17,881 - \$30,300	\$25,448
Vice-Chair	3 of 5	\$15,497 - \$26,949	\$22,565
Trustee	3 of 5	\$14,304 - \$25,632	\$20,382

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	\$4,968 - \$19,336	\$12,152	\$194 - \$218	\$206
Vice-Chair	2 of 5	\$3,756 - \$16,478	\$10,117	\$194 - \$218	\$206
Trustee	2 of 5	\$2,544 - \$14,767	\$8,656	\$194 - \$218	\$206

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	5 of 5	\$150 - \$242	\$201
Vice-Chair	5 of 5	\$150 - \$242	\$201
Trustee	5 of 5	\$150 - \$242	\$201

E. TOTALS:

2011/12 Amounts Collected	Responses	Range	Average
Min. Honoraria	5 of 5	\$600 - \$31,373	\$17,113
Max. Honoraria	5 of 5	\$1,485 - \$40,914	\$26,399
Average Honoraria	5 of 5	\$925 - \$37,061	\$21,320
Total Honoraria	5 of 5	\$5,550 - \$259,429	\$156,322
Min. Expense	5 of 5	\$0 - \$9,664	\$4,397
Max. Expense	5 of 5	\$5,020 - \$23,929	\$14,419
Average Expense	5 of 5	\$1,705 - \$15,158	\$8,508
Total Expense	5 of 5	\$10,228 - \$136,423	\$65,277
Min. Ben/Allow	5 of 5	\$0 - \$5,265	\$2,477
Max. Ben/Allow	5 of 5	\$741 - \$6,115	\$4,790
Average Ben/Allow	5 of 5	\$463 - \$5,456	\$4,044
Total Ben/Allow	5 of 5	\$2,775 - \$42,884	\$29,172

35,000+ Students

A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	4 of 4	\$30,774 - \$57,094	\$42,566
Vice-Chair	4 of 4	\$30,774 - \$51,856	\$38,807
Trustee	4 of 4	\$30,315 - \$46,618	\$35,010

Per Day 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 Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	0 of 4	n/a	n/a	n/a	n/a
Vice-Chair	0 of 4	n/a	n/a	n/a	n/a
Trustee	0 of 4	n/a	n/a	n/a	n/a

B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	1 of 4	\$181	n/a
Vice-Chair	1 of 4	\$181	n/a
Trustee	1 of 4	\$181	n/a

E. TOTALS:

2011/12 Amounts Collected	Responses	Range	Average
Min. Honoraria	3 of 4	\$21,341 - \$56,492	\$41,484
Max. Honoraria	3 of 4	\$26,549 - \$79,458	\$54,367
Average Honoraria	3 of 4	\$22,878 - \$52,369	\$41,370
Total Honoraria	3 of 4	\$160,146 - \$366,586	\$289,591
Min. Expense	3 of 4	\$2,074 - \$6,000	\$3,718
Max. Expense	3 of 4	\$5,707 - \$6,061	\$5,923
Average Expense	3 of 4	\$4,331 - \$6,000	\$5,080
Total Expense	3 of 4	\$30,319 - \$42,000	\$35,564
Min. Ben/Allow	3 of 4	\$4,184 - \$12,751	\$8,662
Max. Ben/Allow	3 of 4	\$6,479 - \$18,423	\$12,162
Average Ben/Allow	3 of 4	\$5,764 - \$15,792	\$10,868
Total Ben/Allow	3 of 4	\$40,350 - \$110,547	\$76,075