



## **2016 TRUSTEE REMUNERATION REPORT**

DATE: August 31, 2016

TO: Secretary-Treasurers  
Superintendents  
Board Chairs

FROM: Kimberly Ayers, Labour Relations

SUBJECT: **2016 TRUSTEE REMUNERATION REPORT**

The following report summarizes information gathered from school boards regarding the honoraria and expense rates in effect JANUARY 31, 2016 for trustees in Alberta. It also provides a historical summary of the actual rates that were paid during the 2014/15 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, 53 of 61 (87%) 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.

**A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:**

Per Annum <i>Only</i>	Responses (# & %)	Range	Average
Chair	24 of 53 (45%)	\$2,760 - \$55,000	\$22,858
Vice-Chair	24 of 53 (45%)	\$2,160- \$50,000	\$20,180
Trustee	24 of 53 (45%)	\$2,160 - \$45,000	\$18,512

Per Day <i>Only</i>	Responses (# & %)	Range	Average
Chair	12 of 53 (23%)	\$175.00- \$317.00	\$214.00
Vice-Chair	12 of 53 (23%)	\$175.00 - \$265.00	\$207.00
Trustee	13 of 53 (25%)	\$150.00- \$265.00	\$203.00

Per Annum + Per Day	Responses (# & %)	Per Annum Range	Per Annum Average	+ \$/Day Range	+ \$/Day Average
Chair	19 of 53 (36%)	\$2796- \$29,947	\$11,805	\$150.00- \$273.00	\$204.00
Vice-Chair	18 of 53 (34%)	\$2040- \$28,646	\$10,409	\$150.00 - \$273.00	\$202.00
Trustee	17 of 53 (32%)	\$2,040- \$27,327	\$24,022	\$150.00 - \$273.00	\$199.00

Regular meetings: The average number of regularly scheduled meetings reported was fourteen (14) per year and in-camera meetings was eleven (11) per year.

In-Camera meetings: Three (3) boards noted that the board goes in-camera at all regularly scheduled public meetings, one (1) board stated it is only used if there is an agenda item to be discussed related to land, legal or labour issues, two (2) boards include in-camera sessions during regular scheduled public meetings, one (1) board does not regularly schedule but are held as needed and one (1) board held two during budget deliberations.

Additional meetings noted were: Policy Development, Board Planning Sessions, Education committee, Advocacy committee, Special Board meetings, Zone meetings, Committee of the Whole, ASBA meetings, PSBAA meetings, School Council, Council of School Councils, Board and/or CEO Self Evaluation and Board Strategic Planning workshops, Teacher/Bus Driver/Support Staff Negotiations, Teacher Board Advisory Committee, Administrators' Association, Governance, Hearings, Chamber of Commerce, MLA and City Councilor meetings, Social events, School tours, Retirement parties, Christmas concerts, Modernization/value management session, Board retreats, Community engagement committee, TEBA, Facility meetings, Treaty meetings, NETCA, Special projects and Report compilation.

**B. HONORARIUMS - CONVENTIONS OR SEMINARS:**

Per Day	Responses (# & %)	Range	Average
Chair	47 of 53 (88%)	\$100.00 - \$317.00	\$198.00
Vice-Chair	45 of 53 (85%)	\$100.00 - \$273.00	\$198.00
Trustee	46 of 53 (87%)	\$100.00 - \$273.00	\$197.00

Some boards provide additional compensation for travel expenses, evening meetings and communications allowance. Many boards note that the rate is broken into the amount of hours/day or by half/full/extended day. A few boards also stated an annual allowance for trustees for professional development. (e.g. Conferences, Conventions, Events, Seminars and Workshops). A few boards have a per hour rate with a yearly maximum and term maximum.

**C. HONORARIUMS - SPECIAL**

Twenty-five (25) boards provide a conference call honorarium. The full day rate ranges from \$75 to \$309 and the hourly rate ranges from \$23 - \$40. One (1) board noted this is included in the monthly amount of remuneration.

CHANGES: Seventeen (17) boards (32%) report that their honoraria rates have increased from last year.

**D. EXPENSES:**

Board/Committee Meetings	Responses (# and %)	Range	Average
Flat Daily Rate	7 of 53 (13%)	\$30.00 - \$273.00	\$175.22
Expenses as per receipt	31 of 53 (58%)		
Lodging only as per receipt	34 of 53 (64%)		
Rate for: Lodging	10 of 53 (19%)	\$40.00 - \$139.00	\$79.83
Breakfast	34 of 53 (64%)	\$7.00 - \$20.00	\$12.17
Lunch	34 of 53 (64%)	\$9.00 - \$30.00	\$16.11
Dinner	34 of 53 (64%)	\$18.00 - \$50.00	\$25.02
Travel (/km)	43 of 53 (81%)	\$0.45 - \$0.55	\$0.51

Conventions/Seminars	Responses (# and %)	Range	Average
Flat Daily Rate	9 of 53 (17%)	\$60.00 - \$273.00	\$89.84
Expenses as per receipt	34 of 53 (64%)		
Lodging only as per receipt	36 of 53 (68%)		
Rate for: Lodging	11 of 53 (21%)	\$15.00 - \$139.00	\$70.57
Breakfast	41 of 53 (77%)	\$7.00 - \$20.00	\$12.03
Lunch	41 of 53 (77%)	\$9.00 - \$30.00	\$15.92
Dinner	41 of 53 (77%)	\$18.00 - \$50.00	\$25.31
Travel (/km)	48 of 53 (91%)	\$0.44 - \$0.55	\$0.51

Many boards indicated reimbursing expenses as per receipt; some reimburse the stated rates if receipts are unavailable. Some boards noted an annual honoraria. Other expenses noted were: travel reimbursement, transportation allowance, travel time, parking, communication expenses, technology allowance, higher mileage paid for first 5000km and lower thereafter, host gift for accommodation in lieu of hotel charges. One (1) board pays mileage on board and committee meetings only for rural trustees. One (1) board noted a three year carry forward allowed.

CHANGES: Eight (8) boards (15%) report that their expense rates have increased from last year. Of these Eight (8) boards, one (1) board stated increase was only for annual expense allowance.

**E. TOTALS:**

2014/15 Amounts Collected	Responses (# and %)	Range	Average
Minimum Honoraria	52 of 53 (98%)	\$0 - \$40,317	\$13,233
Maximum Honoraria	52 of 53 (98%)	\$4,595 - \$59,280	\$22,610
Minimum Expense	52 of 53 (98%)	\$0 - \$47,255	\$3,337
Maximum Expense	52 of 53 (98%)	\$1,363 - \$47,255	\$10,099
Total Honoraria	53 of 53 (100%)	\$5,695 - \$316,973	\$129,143
Total Expenses	53 of 53 (100%)	\$6,285 - \$114,460	\$40,919
Average Honoraria	52 of 53 (98%)	\$1,424 - \$45,282	\$17,808
Average Expenses	52 of 53 (96%)	\$0 - \$47,255	\$6,294

**F. BENEFITS:**

Fifty boards (94%) 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 75%. The amount contributed ranges from \$0 - \$6119, with an average of \$2448.67.

Most boards provide access to life/AD&D, EHC, dental, vision, and AHC. Thirty-Nine (39) boards stated that they use ASEBP for their benefit carrier. Two (2) boards use Blue Cross. One (1) other uses ARTA (Alberta Retired Teacher's Association) as their benefit carrier (as well as ASEBP). Other carriers noted are Great West Life, SSQ, Sunlife, Manulife. Twenty (20) boards provide a health care spending account. One (1) board stated Trustees over 75 were not eligible. One (1) Board stated in lieu of other benefits, trustees receive a payment equal to \$4500 less the cost of the life insurance and AD&D. One (1) board noted is does not directly contribute to health plans but the base honoraria means to offset some of this type of trustee costs.

**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 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	1 of 4	\$317	n/a
Vice-Chair	1 of 4	\$265	n/a
Trustee	1 of 4	\$265	n/a

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	3 of 4	\$4500 - \$6600	\$5,500	\$150 - \$250	\$188
Vice-Chair	3 of 4	\$2,400 - \$4200	\$3,400	\$150 - \$250	\$188
Trustee	3 of 4	\$2,100 - \$3000	\$2,600	\$150 - \$250	\$188

### B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	4 of 4	\$75 - \$317	\$207
Vice-Chair	4 of 4	\$75 - \$265	\$194
Trustee	4 of 4	\$75 - \$265	\$194

### E. TOTALS:

2014/15 Amounts Collected	Responses	Range	Average
Min. Honoraria	4 of 4	\$0 - \$4,555	\$2,775
Max. Honoraria	4 of 4	\$9,780 - \$20,275	\$13,517
Average Honoraria	4 of 4	\$5,890 - \$11,943	\$8,503
Total Honoraria	4 of 4	\$29,453 - \$83,600	\$53,369
Min. Expense	4 of 4	\$119 - \$2,007	\$1,110
Max. Expense	4 of 4	\$7,303 - \$15,586	\$11,645
Average Expense	4 of 4	\$4,789 - \$5,752	\$5,252
Total Expense	4 of 4	\$23,945 - \$40,914	\$32,763
Min. Ben/Allow	3 of 4	\$0 - \$4,005	\$1,390
Max. Ben/Allow	3 of 4	\$504 - \$4,939	\$3,339
Average Ben/Allow	3 of 4	\$219 - \$4,324	\$2,575
Total Ben/Allow	3 of 4	\$1,536 - \$34,595	\$17,347

## 2,001 - 3,000 Students

### A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	2 of 8	\$2760 - \$20258	\$11,509
Vice-Chair	2 of 8	\$2160 - \$17956	\$10,058
Trustee	2 of 8	\$2160 - \$17956	\$10,058

Per Day Only	Responses	Range	Average
Chair	5 of 8	\$180 - \$206	\$195
Vice-Chair	4 of 8	\$180 - \$206	\$193
Trustee	5 of 8	\$150 - \$206	\$185

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	2 of 8	\$4,080 - \$10,100	\$7,090	\$170 - \$206	\$188
Vice-Chair	2 of 8	\$2,040 - \$9,100	\$5,570	\$170 - \$206	\$188
Trustee	2 of 8	\$2,040 - \$8,075	\$5,058	\$170 - \$206	\$188

### B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	8 of 8	\$100 - \$206	\$185
Vice-Chair	7 of 8	\$100 - \$206	\$183
Trustee	8 of 8	\$100 - \$206	\$179

### E. TOTALS:

2014/15 Amounts Collected	Responses	Range	Average
Min. Honoraria	7 of 8	\$720 - \$17956	\$7,798
Max. Honoraria	7 of 8	\$9580 - \$20258	\$17,070
Average Honoraria	7 of 8	\$5565 - \$18531	\$12,269
Total Honoraria	7 of 8	\$44520 - \$122,100	\$79,603
Min. Expense	7 of 8	\$70 - \$2988	\$1,289
Max. Expense	7 of 8	\$2570 - \$10210	\$6,855
Average Expense	7 of 8	\$1,257 - \$6393	\$3,997
Total Expense	7 of 8	\$6285 - \$47498	\$29,031
Min. Ben/Allow	7 of 8	\$53 - \$3579	\$1,265
Max. Ben/Allow	7 of 8	\$537 - \$4787	\$2,934
Average Ben/Allow	7 of 8	\$172 - \$4187	\$2,390
Total Ben/Allow	7 of 8	\$1,376 - \$34431	\$17,507

## 3,001 - 4,000 Students

### A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	4 of 9	\$8200 - \$17989	\$14,151
Vice-Chair	4 of 9	\$6200 - \$16079	\$12,146
Trustee	4 of 9	\$5200 - \$13,968	\$11,080

Per Day Only	Responses	Range	Average
Chair	2 of 9	\$175 - \$214	\$195
Vice-Chair	2 of 9	\$175 - \$214	\$195
Trustee	2 of 9	\$175 - \$214	\$195

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	4 of 9	\$9,600 - \$14,700	\$11,319	\$150 - \$225	\$188
Vice-Chair	4 of 9	\$9,000 - \$9,996	\$9,468	\$150 - \$200	\$182
Trustee	4 of 9	\$5,292 - \$9276	\$7,992	\$150 - \$200	\$182

### B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	8 of 9	\$150 - \$214	\$188
Vice-Chair	8 of 9	\$150 - \$214	\$188
Trustee	8 of 9	\$150 - \$214	\$188

### E. TOTALS:

2014/15 Amounts Collected	Responses	Range	Average
Min. Honoraria	9 of 9	\$6,240 - \$19,968	\$12,254
Max. Honoraria	9 of 9	\$9,840 - \$28,512	\$20,625
Average Honoraria	9 of 9	\$7,040 - \$23,438	\$16,593
Total Honoraria	9 of 9	\$42,240 - \$167,532	\$122,112
Min. Expense	9 of 9	\$0 - \$3,225	\$1,605
Max. Expense	9 of 9	\$4,250 - \$18,672	\$9,950
Average Expense	9 of 9	\$2,750 - \$10,251	\$5,249
Total Expense	9 of 9	\$17,789 - \$76,879	\$39,747
Min. Ben/Allow	8 of 9	\$13 - \$3,189	\$1,484
Max. Ben/Allow	8 of 9	\$503 - \$5,825	\$3,170
Average Ben/Allow	8 of 9	\$309 - \$5,215	\$2,745
Total Ben/Allow	8 of 9	\$2,468 - \$36,507	\$19,204



## 4,001 - 5000 Students

### A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	3 of 5	\$13,800 - \$19,599	\$17,333
Vice-Chair	3 of 5	\$12,200 - \$17,050	\$15,196
Trustee	3 of 5	\$10,700 - \$16,500	\$14,109

Per Day Only	Responses	Range	Average
Chair	1 of 5	\$210	N/A
Vice-Chair	1 of 5	\$210 - \$220	\$215
Trustee	1 of 5	\$210 - \$220	\$215

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	1 of 5	\$3,300	N/A	220	N/A
Vice-Chair	0 of 5	N/A	N/A	N/A	N/A
Trustee	0 of 5	N/A	N/A	N/A	N/A

### B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	5 of 5	\$145 - \$220	\$183
Vice-Chair	4 of 5	\$150 - \$220	\$193
Trustee	4 of 5	\$150 - \$220	\$193

### E. TOTALS:

2014/15 Amounts Collected	Responses	Range	Average
Min. Honoraria	5 of 5	\$457 - \$19,600	\$10,738
Max. Honoraria	5 of 5	\$5,320 - \$29,464	\$17,735
Average Honoraria	5 of 5	\$2,383 - \$18,489	\$13,275
Total Honoraria	5 of 5	\$16,683 - \$166,398	\$118,522
Min. Expense	5 of 5	\$0 - \$7199	\$4,259
Max. Expense	5 of 5	\$2,099 - \$17,271	\$9,855
Average Expense	5 of 5	\$3,327 - \$12,010	\$6,899
Total Expense	5 of 5	\$28,948 - \$108,091	\$60,434
Min. Ben/Allow	5 of 5	\$237 - \$18,361	\$2,371
Max. Ben/Allow	5 of 5	\$1,708 - \$23,131	\$7,447
Average Ben/Allow	5 of 5	\$1,239 - \$19,278	\$6,431
Total Ben/Allow	5 of 5	\$11,151 - \$134,948	\$50,168

## 5,001 - 7,000 Students

### A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	5 of 9	\$9,532 - \$24,291	\$16,019
Vice-Chair	5 of 9	\$8,700 - \$23,624	\$15,161
Trustee	5 of 9	\$8,340 - \$22,957	\$14,413

Per Day Only	Responses	Range	Average
Chair	1 of 9	\$200 - \$256	\$256
Vice-Chair	1 of 9	\$211 - \$241	\$211
Trustee	1 of 9	\$211 - \$241	\$211

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	4 of 9	\$10,200 - \$21,682	\$16,271	\$200 - \$273	\$239
Vice-Chair	4 of 9	\$7,380 - \$18,584	\$11,872	\$200 - \$273	\$239
Trustee	3 of 9	\$6,120 - \$8,466	\$7,293	\$200 - \$273	\$263

### B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	8 of 9	\$100 - \$273	\$200
Vice-Chair	8 of 9	\$100 - \$273	\$200
Trustee	8 of 9	\$100 - \$273	\$200

### E. TOTALS:

2014/15 Amounts Collected	Responses	Range	Average
Min. Honoraria	9 of 9	\$4,658 - \$18,394	\$12,734
Max. Honoraria	9 of 9	\$15,710 - \$35,439	\$23,138
Average Honoraria	9 of 9	\$13,521 - \$26,386	\$17,490
Total Honoraria	9 of 9	\$74,448 - \$237,473	\$129,308
Min. Expense	9 of 9	\$0 - \$7,423	\$1,646
Max. Expense	9 of 9	\$1,474 - \$19,589	\$8,311
Average Expense	9 of 9	\$2,420 - \$7,996	\$5,149
Total Expense	9 of 9	\$19,360 - \$63,967	\$38,240
Min. Ben/Allow	9 of 9	\$0 - \$4603	\$1,909
Max. Ben/Allow	9 of 9	\$480 - \$8,146	\$4,047
Average Ben/Allow	9 of 9	\$290 - \$6,392	\$3,145
Total Ben/Allow	9 of 9	\$1,475 - \$54,203	\$23,106

## 7,001 - 9,000 Students

### A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	4 of 7	\$16,620 - \$35,018	\$23,785
Vice-Chair	4 of 7	\$14,034 - \$30,913	\$20,714
Trustee	4 of 7	\$12,520 - \$29,068	\$19,064

Per Day Only	Responses	Range	Average
Chair	2 of 7	\$200 - \$220	\$210
Vice-Chair	2 of 7	\$200 - \$220	\$210
Trustee	2 of 7	\$200 - \$220	\$210

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	1 of 7	\$2,796	n/a	\$201	n/a
Vice-Chair	1 of 7	n/a	n/a	\$201	n/a
Trustee	1 of 7	n/a	n/a	\$201	n/a

### B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	6 of 7	\$166- \$220	\$197
Vice-Chair	6 of 7	\$166- \$220	\$197
Trustee	6 of 7	\$166- \$220	\$197

### E. TOTALS:

2014/15 Amounts Collected	Responses	Range	Average
Min. Honoraria	7 of 7	\$12,480 - \$19,800	\$16,414
Max. Honoraria	7 of 7	\$19,659 - \$33,650	\$26,393
Average Honoraria	7 of 7	\$16,211 - \$24,579	\$21,418
Total Honoraria	7 of 7	\$100,893 - \$138,260	\$118,199
Min. Expense	7 of 7	\$0 - \$6,270	\$3,284
Max. Expense	7 of 7	\$5,199 - \$21,398	\$11,499
Average Expense	7 of 7	\$0 - \$11,424	\$6,177
Total Expense	7 of 7	\$22,667 - \$68,546	\$40,701
Min. Ben/Allow	7 of 7	\$0 - \$5,473	\$1,804
Max. Ben/Allow	7 of 7	\$305 - \$5,728	\$3,164
Average Ben/Allow	7 of 7	\$305 - \$5,607	\$2,696
Total Ben/Allow	7 of 7	\$1,526 - \$39,246	\$5,997

## 9,001 - 22,000 Students

### A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	3 of 8	28,980 - 42,073	\$34,806
Vice-Chair	3 of 8	26,220 - 36,715	\$29,890
Trustee	3 of 8	21,634 - 31,357	\$25,484

Per Day 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 Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	5 of 8	6,408 - 29,947	\$18,686	\$175 - \$254	\$209
Vice-Chair	5 of 8	4,884 - 28,646	\$16,426	\$175 - \$254	\$209
Trustee	5 of 8	3,360 - 27,237	\$14,959	\$175 - \$254	\$209

### B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	7 of 8	\$175 - \$254	\$209
Vice-Chair	7 of 8	\$175 - \$254	\$209
Trustee	7 of 8	\$175 - \$254	\$209

### E. TOTALS:

2014/15 Amounts Collected	Responses	Range	Average
Min. Honoraria	8 of 8	\$11,845 - \$40,317	\$22,408
Max. Honoraria	8 of 8	\$15,723 - \$42,195	\$28,720
Average Honoraria	8 of 8	\$12,508 - \$34,784	\$24,578
Total Honoraria	8 of 8	\$100,069 - \$298,287	\$186,721
Min. Expense	8 of 8	\$0 - \$9,655	\$4,393
Max. Expense	8 of 8	\$1,363 - \$21,829	\$9,984
Average Expense	8 of 8	\$1,941 - \$12,718	\$6,511
Total Expense	8 of 8	\$17,468 - \$114,460	\$51,410
Min. Ben/Allow	8 of 8	\$909 - \$6,161	\$3,084
Max. Ben/Allow	8 of 8	\$1,272 - \$8,910	\$5,254
Average Ben/Allow	8 of 8	\$1,106 - \$6,328	\$4,310
Total Ben/Allow	8 of 8	\$7,744 - \$46,328	\$33,456

## 35,000+ Students

### A. HONORARIUMS - BOARD OR COMMITTEE MEETINGS:

Per Annum Only	Responses	Range	Average
Chair	3 of 3	\$38,669 - \$55,000	\$45,775
Vice-Chair	3 of 3	\$34,721 - \$50,000	\$40,569
Trustee	3 of 3	\$30,774 - \$45,000	\$37,586

Per Day Only	Responses	Range	Average
Chair	0 of 3	n/a	n/a
Vice-Chair	0 of 3	n/a	n/a
Trustee	0 of 3	n/a	n/a

Per Annum + Per Day	Responses	Per Annum Range	Per Annum Average	+ Per Day Range	+ Per Day Average
Chair	0 of 3	n/a	n/a	n/a	n/a
Vice-Chair	0 of 3	n/a	n/a	n/a	n/a
Trustee	0 of 3	n/a	n/a	n/a	n/a

### B. HONORARIUMS - CONVENTIONS OR SEMINARS:

Per Day	Responses	Range	Average
Chair	1 of 3	\$181	n/a
Vice-Chair	1 of 3	\$181	n/a
Trustee	1 of 3	\$181	n/a

### E. TOTALS:

2014/15 Amounts Collected	Responses	Range	Average
Min. Honoraria	2 of 3	\$4,327 - \$32,042	\$18,185
Max. Honoraria	2 of 3	\$38,073 - \$59,280	\$48,677
Average Honoraria	2 of 3	\$34,127 - \$45,282	\$39,704
Total Honoraria	3 of 3	\$238,890 - \$316,973	\$286,685
Min. Expense	2 of 3	\$0 - \$4,131	\$2,066
Max. Expense	2 of 3	\$3,543 - \$5,816	\$4,680
Average Expense	2 of 3	\$2,445 - \$4,688	\$3,567
Total Expense	3 of 3	\$17,118 - \$36,990	\$28,975
Min. Ben/Allow	2 of 3	\$1,319 - \$1,956	\$1,638
Max. Ben/Allow	2 of 3	\$4,342 - \$11,194	\$7,768
Average Ben/Allow	2 of 3	\$4,001 - \$10,287	\$7,144
Total Ben/Allow	3 of 3	\$28,008 - \$72,008	\$48,683