

# NOTICE OF MEETING

## POLICY AND GOVERNANCE COMMITTEE

Secretary Treasurer's Office  
February 11, 2026  
Public viewing via live broadcast

Lois Chan-Pedley (Chair)

Suzie Mah (Vice-Chair)

Janet Fraser

Christopher Richardson

Helen McGregor, Superintendent of Schools

Flavia Coughlan, Secretary Treasurer

### Notice of Meeting

A Meeting of the **Policy and Governance Committee** will be held in room 180 of the VSB Education Centre (1580 West Broadway, Vancouver BC) for participating trustees, staff, inherent rights holder representatives, and stakeholder representatives on **Wednesday, February 11, 2026 at 7:00 pm**. The meeting will be live broadcast for the public.

Other Trustees:	Alfred Chien	Jennifer Reddy (Alternate)
	Preeti Faridkot	Joshua Zhang (Alternate)
	Victoria Jung	

Student Trustee:	Freddie Zhang
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Other Senior Team Staff:	Pedro da Silva	Janis Myers
	Michael Gray	Alison Ogden
	Jessie Gresley-Jones	Lorelei Russell
	Maureen McRae-Stanger	

Inherent Rights Holder Representatives:	Faye Mitchell, xʷməθkʷəy̓əm (Musqueam)
	Kirsten Baker-Williams, Sḵwxwú7mesh Úxwumixw (Squamish Nation)
	Kirsten Touring, səlilwətaɬ (Tsleil-Waututh Nation)

Representatives:	Justin Chapman, BCVSBCMTU	Alternates:	Tyler Gaudet, BCVSBCMTU
	Suzette Magri, CUPE 15		Valerie Coombes, CUPE 15 (Alt 1)
	Henry Munns, CUPE 407		Adam Crawford, CUPE 407
	Ishi Dinim, DPAC		Elizabeth Klaiber-Noble, DPAC
	Tim Chester, IUOE		Tim De Vivo, IUOE
	Hayden O'Connor, PASA		Diane Peters, PASA
	Denise Clark, VASSA		Catherine McLean, VASSA
	Zakaria Tucker, VDSC		
	Deanna Brady, VEAES		Marjorie Dumont, VEAES
	Trevor Wrinch, VEPVPA		Andrea Greenhalgh, VEPVPA
	Carl Janze, VSTA		John Silver, VSTA

# POLICY AND GOVERNANCE COMMITTEE

## MEETING AGENDA

Wednesday, February 11, 2026, 7:00 to 8:30pm  
Room 180, VSB Education Centre

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaʔ (Tsleil-Waututh Nation).

The meeting is currently being broadcasted live, and both the audio and video recordings will be accessible to the public for viewing even after the meeting ends. Footage from this meeting may be viewed from Canada or anywhere else in the world.

### Meeting Decorum:

The Board has a strong commitment to ethical conduct. This includes the responsibility of committee participants (i.e., committee members, staff, inherent rights holder representatives, stakeholder representatives) to conduct themselves with appropriate decorum and professionalism. It is the responsibility of the Chairperson of the Committee to see that decorum is maintained at Committee meetings:

- Committee participants engage in discussion by requesting to speak through the Chairperson, ensuring inclusive and orderly dialogue.
- A respectful and collegial environment is maintained as participants share diverse perspectives and contribute to meaningful discussions.
- Staff are trusted to provide objective, high-quality reports that reflect their professional expertise. Their contributions are respected and form a vital part of informed committee decision-making, free from external pressure or influence.
- Committee discussions are conducted in a constructive manner, with participants avoiding language or actions that could be perceived as personal, inflammatory, or accusatory.
- All participants are expected to demonstrate professionalism and courtesy in their interactions, contributing to a positive and productive committee culture.

Please see reverse for the Purpose/Function and Power and Duties of this Committee.

1. Items for Approval	Presenters
None	
2. Information Items	
2.1 Receipt of Advocacy Subcommittee Report	Christopher Richardson, Advocacy Subcommittee Chair
2.1.1 Meeting of January 21, 2026	
3. Discussion Items	
3.1 Draft Policy Review - Trustee Remuneration and Expense Policy	Flavia Coughlan, Secretary Treasurer   CFO

## Policy and Governance Committee

### A. Responsibilities:

- A.1 Review the policy framework for the organization and make policy recommendations to the Board.
- A.2 Assess and make recommendations regarding Board governance structures.
- A.3 Ensure Board Policies are reviewed at least once in a four-year term and that compliance with legislation, regulations and legislative mandate is maintained.
- A.4 Review and make recommendations to the Board on the school district's compliance with legislative requirements.
- A.5 Annually review and recommend an Advocacy Plan to the Board that supports the achievement of the Board's strategic objectives.
- A.6 Review matters referred to the committee by the Board and make recommendations as requested.

# ADVOCACY SUBCOMMITTEE

Wednesday, January 21, 2026

## Subcommittee Report to the Policy and Governance Committee, February 11, 2026

The Chairperson of the Subcommittee called the meeting to order at 2:35 pm. She acknowledged that with deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaʔ (Tsleil-Waututh Nation).

### 1. Advocacy Subcommittee Report of November 5, 2025

The Chairperson welcomed all participants and advised that the November 5, 2025 Advocacy Subcommittee report was received by the Policy and Governance Committee on November 12, 2025 and included in the agenda package for information.

### 2. BCSTA Advocacy Motions

The Chairperson introduced the discussion topic regarding proposed BCSTA advocacy motions and invited subcommittee members to engage in small-group dialogue to review the motions, consider alignment with VSB priorities, and strengthen the clarity and effectiveness of each advocacy request to the Province.

#### Draft Motion 1: Review of \$10-a-Day Policy for Equitable Access

**“That BCSTA urge the Provincial Government to conduct a time bound, equity focused review of the \$10 a Day Child Care Program to ensure equitable access and to prioritize availability for families most in need; and**

**That BCSTA request that this review include the development of transparent prioritization criteria, regional equity considerations, performance targets, public reporting, and mechanisms for school district input, particularly where child care is delivered on school district property.”**

Subcommittee members discussed how to best articulate a time-bound, equity-focused review of the \$10-a-Day Child Care Program. Participants emphasized:

- The need for clearer definitions of “equity focus,” including consideration of regional cost-of-living differences and transparent prioritization criteria.
- The importance of requesting a specific completion date (June 30, 2027) and an interim public report shared with partner groups.
- The value of including examples and rationale for elements such as regional equity considerations, performance targets, and mechanisms for school district input.
- Ensuring transparency in how decisions are made, particularly where child care is delivered on school district property.

Participants also noted the need to provide background information (e.g., federal guidance) and circulate relevant links to trustees prior to the BCSTA AGM.

#### **Key Takeaways:**

- Add a concrete time frame for the review and reporting.
- Clarify and expand rationale for equity considerations, targets, and prioritization criteria.
- Request improved transparency and publicly shared interim and final reports.
- Provide contextual federal information to support the motion.

### **Draft Motion 2: Enabling Before- and After-School Care in New School Builds**

**“That BCSTA request the Provincial Government to review and revise capital child care policies, guidelines, and funding criteria to enable the creation of additional before and afterschool care spaces within new school construction and major additions, including the explicit eligibility of dual purpose instructional spaces and shared use design features.”**

The subcommittee examined ways to strengthen this motion to ensure provincial support for creating additional before- and after-school care spaces in new builds and major additions.

Participants discussed:

- The importance of equity-focused capital funding to ensure a consistent and adequate number of spaces across districts.
- The need to consider shared-use and dual-purpose design, including multi-use rooms and flexible furniture.
- Issues related to age-appropriateness, accessibility, and diverse learning needs when designing multi-use spaces.
- The role of partnerships with the City and other organizations in planning and implementation.
- The value of requesting a clear provincial formula tied to school enrolment to guide the number of spaces required.
- Including a one-year time frame for completion of the review and report-back.

#### **Key Takeaways:**

- Add an equity lens to capital funding criteria.
- Highlight need for accessible, age-appropriate, and multi-functional space design.
- Request development of an enrolment-based formula for determining spaces.
- Add a completion timeline for provincial review.

### **Draft Motion 3: School Act Review to Clarify Roles of DPACs and PACs**

**“That BCSTA request the Provincial Government to review and, where appropriate, amend the *School Act* and associated regulations to provide clear, current, and consistent definitions of the roles, responsibilities, and authorities of District Parent Advisory Councils (DPACs) and Parent Advisory Councils (PACs); and**

**That BCSTA request this review be conducted in consultation with Boards of Education, BCCPAC, DPACs, PACs, and Indigenous Rights holders to ensure alignment with best practices in parent engagement and with other relevant sections of the Act and regulations.”**

The subcommittee examined ways to strengthen this motion to ensure provincial support for the clarification of the roles, responsibilities, and authorities of DPACs and PACs within the School Act.

Participants noted:

- Significant variation across districts in how DPACs and PACs operate, emphasizing the need for consistent provincial definitions.
- Existing confusion about roles due to incremental changes to the Act over time.
- The need to incorporate an explicit equity lens, given differences in school community resources and fundraising capacities.
- Strong support for broad engagement with BCCPAC, DPACs, PACs, Inherent Rights Holders, and additional groups including BCTF, administrators, students, unions, and district leaders.
- The importance of requesting a one-year time frame for review and reporting.
- Recent motions and work already underway by DPAC and BCCPAC, which should be aligned with the proposed BCSTA motion.

**Key Takeaways:**

- Add a clear equity lens to the motion.
- Expand required consultation to include a wider range of educational partners.
- Request a one-year timeline for completion and report-back.
- Align with ongoing DPAC and BCCPAC work.

The meeting adjourned at 4:02 pm.

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Suzie Mah, Chairperson

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**Subcommittee Members Present:**

Suzie Mah (Chair)  
Christopher Richardson (Vice-Chair)  
Victoria Jung (Alt.)

**Subcommittee Members Absent:**

Lois Chan-Pedley

**Senior Team Members Present:**

Helen McGregor, Superintendent

**Inherent Rights Holder Representatives Present:**

Faye Mitchell, xʷməθkʷəy̓əm (Musqueam)  
Lucetta George Grant, xʷməθkʷəy̓əm (Musqueam)  
Kirsten Baker Williams, Skwxwú7mesh Úxwumixw (Squamish Nation)  
Kirsten Touring, səlilwətaɬ (Tsleil-Waututh Nation)

**Association Representatives Present:**

Suzette Magri, CUPE 15  
Melanie Cheng, DPAC  
Benita Kwon, VASSA  
Stephanie Lee, VDSC  
John Silver, VSTA

**Also Present:**

Devika Krishnan (recorder)  
Donna Wong (recorder)

February 11, 2026

**TO:** Policy and Governance Committee  
**FROM:** Flavia Coughlan, Secretary Treasurer | CFO

**RE:** Draft Policy Review – Trustee Remuneration and Expense Policy

<u>Reference to Education Plan</u>	<b>GOAL:</b>	Goal 2: The Vancouver School Board will increase equity by...
	<b>OBJECTIVE:</b>	<ul style="list-style-type: none"><li>Improving stewardship of the district's resources by focusing on effectiveness, efficiency, and sustainability.</li></ul>

## INTRODUCTION

Pursuant to Section 71 of the *School Act*, a board of education may authorize annual remuneration for the Board Chair, Vice-Chair, and other trustees. At present, the VSB's trustee remuneration and expenses guidelines are set out in Appendix B of [Policy 7 - Board Operations](#), rather than existing as a stand-alone policy. While this approach establishes authority for remuneration, it does not include a defined framework for determining appropriate remuneration levels over time beyond annual indexing.

Establishing a clear and transparent policy framework specific to trustee remuneration and expenses is an important governance practice.

At the October 29, 2025 Public Board Meeting, the Board approved a motion directing an Ad hoc Committee, working with the Secretary Treasurer, to develop a draft Trustee Remuneration and Expenses Policy for review by the Policy and Governance Committee and subsequent consideration by the Board.

This report is provided in response to that direction and is presented for discussion. It outlines potential options for structuring a mechanism to determine trustee remuneration levels within a new stand-alone policy.

## TRUSTEE REMUNERATION

The current policy states that effective September 1 each year, trustee remuneration will be adjusted based on the annual change in the Vancouver Consumer Price Index (CPI). As of September 1, 2025, the annual remuneration is:

- Chair: \$40,315
- Vice-Chair \$39,448
- Trustees: \$37,215

While CPI adjustment provides annual indexing, the existing framework does not specify how base remuneration levels are initially established or periodically reviewed for appropriateness relative to governance responsibilities, organizational scale, or public-sector comparators.

## POLICY OPTIONS FOR DETERMINING TRUSTEE REMUNERATION

The following three options for determining Trustee Remuneration are presented for Committee consideration.

### **Option 1: Benchmarking Against Comparable British Columbia School Districts**

Under this option, trustee remuneration would be determined through periodic benchmarking against school districts with comparable characteristics, such as student enrolment, operating budget, and governance complexity.

This option emphasizes sector-specific comparability and reflects similarities in legislative mandate and trustee responsibilities across public school boards.

Key Considerations:

- Strong alignment with education-sector governance roles
- Relies on availability and consistency of comparator data
- Requires clear criteria for selecting peer districts

**Sample Policy Statements:**

[Surrey School District](#)

*"On an annual basis, a survey will be taken of the metro school districts to ensure the current honorarium is competitive with school districts in the region. The survey results will be presented to the Surrey Board of Education by the Secretary-Treasurer along with information on the current honorarium increased by the CPI for Vancouver rounded to the nearest \$100.*

*To account for the increased responsibilities associated with their roles, the honorarium for the chairperson will be set at 15% higher than the trustee base rate, and for the vice-chairperson it will be set at 7.5% higher than the trustee base rate. "*

[Richmond School District](#)

*"Trustee stipend levels will be approved annually as a separate line item in conjunction with the district operational budget. Trustee stipends will be adjusted annually according to the rate change in the Vancouver Consumer Price Index (CPI) for the previous year.*

*Before the end of the trustees' term, the trustee stipend will be reviewed to ensure the current value is comparable with school districts in the region whose stipend similarly includes an undocumented allowance for expenses incurred within the district."*

### **Option 2: Benchmarking Against City of Vancouver Municipal Elected Officials**

Under this option, trustee remuneration would be benchmarked against compensation provided to elected officials of the City of Vancouver, with adjustments to recognize differences in statutory authority and scope of responsibilities.

This option recognizes the shared public accountability and elected nature of trustees and municipal councillors.

Key Considerations:

- High public transparency and familiarity
- Local comparator easily understood by the public
- Requires clear methodology to normalize differences in roles

**Sample Policy Statement**

[Coquitlam School District](#)

“12.1.1 The trustee indemnity will be adjusted annually on January 1st and will be based on the average of Coquitlam, Port Moody and Port Coquitlam councillors’ indemnities in effect at that time.

12.1.2 The Chair shall be paid an additional indemnity of 10% and the Vice-Chair shall be paid an additional indemnity of 5%, calculated on the base indemnity determined in 12.1.1”

**Option 3: Alignment with Provincial Public-Sector Remuneration Guidance**

Under this option, trustee remuneration would be determined with reference to provincially established remuneration principles for public-sector boards, such as those set out in Treasury Board guidelines. (Attachment B)

Although these guidelines apply to appointed boards and not elected trustees, they provide a structured framework that emphasizes proportionality, organizational complexity, and the public-service nature of board service.

Key Considerations:

- Strong alignment with public-sector governance principles
- Provides a defensible, structured framework
- Requires adaptation to reflect local and elected governance context

<b>Current VSB Approach</b>	<b>Treasury Board Directive –Modeled Approach</b>
Flat annual remuneration	Retainer + meeting fees
CPI-indexed annually	Periodic structural review
Limited differentiation	Role- and workload-based differentiation
Education-sector specific	Broader public-sector comparator

**Sample Policy Statement**

*Trustee remuneration shall be established with reference to provincially recognized public-sector board remuneration frameworks, including Treasury Board Directive 2/24. The framework shall be used as a proportional and comparative guide, adapted to reflect the elected nature of trustees and the scale and complexity of the Vancouver School Board, and shall be reviewed periodically and approved by Board resolution.*

Possible Structure (illustrative only):

Role	Illustrative Structure
<b>Chair</b>	<i>Chair specific annual retainer + meeting fees</i>
<b>Vice-Chair</b>	<i>Vice-Chair specific annual retainer between Chair and Trustee levels</i>
<b>Trustee</b>	<i>Trustee specific annual retainer + meeting fees</i>
<b>Committee Chairs</b>	<i>Modest additional retainers</i>

## TRUSTEE EXPENSES

Under Section 71 of the *School Act*, the Board may authorize a reasonable allowance for expenses necessarily incurred by trustees in the performance of their duties.

The Board will reimburse Trustees the cost of accommodation and economy air fare, verified by receipts, plus a per-diem allowance at a rate set by the Board to cover meals and miscellaneous expenses.

Trustees are not eligible for reimbursement of vehicle mileage expenses.

The Board will approve the total annual trustee expense budget each year. Individual expense claims will not be approved by the Board on a case-by-case basis.

The Schools Protection Program provides blanket liability insurance coverage for all school districts in British Columbia. This coverage indemnifies the Board, its members, and agents for official actions taken in service of the Board of Education of School District No. 39 (Vancouver). Additional indemnification for trustees is outlined in [Policy 16 – Indemnification Bylaw](#).

## POLICY DISCUSSION

In order to develop a draft Trustee Remuneration and Expenses Policy for Board consideration, the Policy and Governance Committee will discuss the following three core policy design questions.

### Policy Discussion 1: Comparator for Determining Remuneration Levels

**At the meeting, participants will engage in small group discussion to consider if:**

- School district benchmarking, or
- Municipal elected official benchmarking,

**should form the primary basis for determining trustee remuneration levels**

### Option A: Comparison to Similar British Columbia School Districts

This approach would determine remuneration based on benchmarking against school districts with similar:

- Student enrolment
- Budget size
- Urban complexity
- Governance responsibilities

#### Policy Implications:

- High relevance to the education sector
- Reflects comparable legislative and operational mandates

- Supports consistency within the K-12 system
- Relies on availability and consistency of peer data

#### **Option B: Comparison to City of Vancouver Municipal Elected Officials**

This approach would use remuneration for City of Vancouver Councillors as a primary comparator, with adjustments reflecting differences in mandate and authority.

#### **Policy Implications:**

- Strong public transparency and familiarity
- Shared elected status and public accountability
- Local comparator easily understood by the community
- Requires normalization to account for differing statutory powers

#### **Policy Discussion 2: Trustee Remuneration Structure**

**At the meeting, participants will engage in small group discussion to consider if:**

- A flat annual remuneration model with differentiated roles, or
- A retainer-plus-meeting-fee model

**is most appropriate for the Vancouver School Board.**

#### **Option A: Flat Annual Remuneration with Role Differentiation**

Under this approach, trustees would receive:

- A fixed annual amount for trustees; and
- Differentiated flat amounts for the Chair and Vice-Chair.

#### **Policy Implications:**

- Simple, predictable, and easily understood by the public
- Reflects the elected nature of trusteeship
- Minimizes administrative complexity
- Less directly responsive to variations in workload or meeting volume

#### **Option B: Annual Retainers plus Meeting Fees**

Under this approach, trustee remuneration would be structured as:

- A base annual retainer recognizing overall governance responsibilities; and
- Meeting and committee fees recognizing time spent in meetings and committee work.

#### **Policy Implications:**

- Explicitly links remuneration to workload and governance activity
- Allows differentiation for Chair, Vice-Chair, and committee leadership
- Commonly used in provincial Crown agencies and other public boards
- Introduces variability in annual compensation based on meeting volume

### Policy Discussion 3: Remuneration Review Cycle and Indexing

**At the meeting, participants will engage in small group discussion to consider if trustee remuneration should:**

- Be reviewed once per term with annual CPI indexing, or
- Be reviewed on an annual basis.

#### **Option A: Once-per-Term Review with Annual CPI Indexing**

Under this approach:

- Base remuneration would be reviewed once per trustee term; and
- Annual adjustments would be applied using CPI indexing.

#### **Policy Implications:**

- Balances stability with cost-of-living responsiveness
- Reduces frequency of remuneration decisions during a term
- Aligns with existing VSB practice
- Periodic review supports structural relevance

#### **Option B: Annual Review without Term-Based Reset**

Under this approach:

- Remuneration would be reviewed annually, with or without CPI indexing.

#### **Policy Implications:**

- Allows frequent responsiveness to external comparators
- Increases transparency but also governance and reputational risk
- Requires annual Board consideration

### Policy Discussion 4: Trustee Expenses

**At the meeting, participants will engage in small group discussion to consider if:**

- The current policy and guidelines are sufficient, or
- Refinements are required (i.e. provide specific suggestions for changes)

Groups are encouraged to consider, and comment on, the following areas:

- Are eligible and ineligible expenses clearly defined?
- Is the policy clear enough to support consistent application and public understanding?
- Are there areas where interpretation relies on informal practice rather than written policy?
- Does the policy adequately account for differences in travel, geography, or trustee roles?
- Are expense provisions applied consistently across all trustees?
- Does the current approach align with broader public-sector expense practices for elected officials or public boards?
- Is the balance between reimbursement and personal responsibility appropriate for trustees?

## NEXT STEPS

The information collected will be shared with the Ad Hoc committee and the Board and will inform the development of a new Draft Trustee Remuneration and Expenses Policy for Board consideration.

**Attachments:**

- A. VSB Policy 7 Appendix B – Board Operations (Trustee Remuneration and Expenses)
- B. VSB Guidelines for Trustee Expense Reimbursement and Provision of Resources
- C. Treasury Board Directive (Remuneration guidelines for appointees to Ministry and Crown Agency Boards)

**APPENDIX B****TRUSTEE REMUNERATION AND EXPENSES**Trustee Remuneration

Under Section 71 of the *School Act*, the Board may authorize annual remuneration for the Chair, Vice-Chair, and other trustees.

Effective September 1 each year, trustee remuneration will be adjusted based on the annual change in the Vancouver Consumer Price Index (CPI). As of September 1, 2025, the annual remuneration was:

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Trustee Expenses

Under Section 71 of the *School Act*, the Board may authorize a reasonable allowance for expenses necessarily incurred by trustees in the performance of their duties.

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Trustees are not eligible for reimbursement of vehicle mileage expenses.

The Board will approve the total annual trustee expense budget each year. Individual expense claims will not be approved by the Board on a case-by-case basis.

The Schools Protection Program provides blanket liability insurance coverage for all school districts in British Columbia. This coverage indemnifies the Board, its members, and agents for official actions taken in service of the Board of Education of School District No. 39 (Vancouver). Additional indemnification for trustees is outlined in **Policy 16 – Indemnification Bylaw**.

## Guidelines for Trustee Expense Reimbursement and Provision of Resources

### Professional Development

In order to fulfill their role in a dynamic, complex school district like Vancouver, trustees are encouraged and have a responsibility to attend and participate in appropriate conferences, conventions, seminars, workshops and other programs that will contribute to their growth as a school trustee. Each trustee is allocated \$3,000 annually for professional development.

“Appropriate” conferences and programs are not limited to, but include those where:

- (a) Representatives of educational systems meet to debate and formulate positions to be taken and submissions to be made to higher levels of government regarding educational matters. Examples include the annual general meetings of the BC School Trustees’ Association (BCSTA), the Canadian School Board Association (CSBA), and the BC Public School Employers’ Association (BCPSEA). This definition would also include specially called BCSTA and BCPSEA conferences, called from time to time as issues arise, at which the School District should be represented.
- (b) Conferences and training workshop programs supporting professional development and learning to assist trustees with meeting their responsibilities and duties.

Attendance must be pre-approved by the Board Chairperson for all trustees and by the Board Vice-Chairperson for the Board Chairperson. All professional development and learning opportunities must be arranged through the Secretary Treasurer’s office.

### Professional development and learning resources:

- [BC School Trustees’ Association](#)
- [Canadian School Board Association](#)
- [Crown Agencies and Board Resourcing Office](#)
- [BC Public School Employers’ Association](#)
- [Institute of Corporate Directors](#)
- [National School Boards Association](#)

### Travel and Accommodation Expenses

Hotel accommodation must be booked in hotels that offer a government rate. The choice of hotel and room must be safe, economical and near where the trustee is travelling for business. Exceptions related to the unavailability of government rate accommodation require the approval of the Secretary Treasurer.

Hotel accommodation should be limited only to the time necessary to conduct Board of Education business. If trustees choose to stay longer than the time required to conduct business, the school district is not to be billed for this cost.

Hotel accommodation for trustees attending Vancouver events shall only be reimbursed in exceptional circumstances pre-approved by the Board Chair and Vice-Chair.

Trustees may, on occasion, due to distance, time commitment, cost, and individual workload use air travel. In all cases, economy class is to be used.

## Automobile Expenses

**Parking** – Trustees who choose to park in VSB paid parking facilities are required to contribute to the cost of parking through a monthly payroll deduction. The applicable parking rate is established and reviewed on an annual basis. Parking is managed by a third-party operator using license plate recognition; Trustees are responsible for ensuring their vehicle information is kept up to date with the Secretary-Treasurer's Office.

**Mileage** - Vehicle mileage expenses incurred by trustees are not eligible for reimbursement.

Trustees are encouraged to consult a tax expert regarding expenses not reimbursed by VSB that they are entitled to claim on their annual income tax return.

## Cell Phone Expenses

Trustees are not usually provided with District cell phones and instead use personal cell phones and receive monthly reimbursement for the basic use of the phone and reasonable long distance and data costs.

To receive reimbursement for costs incurred, trustees must submit cell phone invoices to the Secretary Treasurer's office on a monthly basis.

## Child Care Expenses

Trustees may occasionally have to incur childminding expenses to attend meetings.

Child care expenses can only be claimed for individuals who meet the CRA definition of an eligible child. The claim for child care expenses must include: receipt from the child care provider, date of the board meeting, number of hours of child minding claimed, rate per hour. Reimbursement is based on the minimum wage in British Columbia, regardless of what is paid to the childminder.

Child care expenses reimbursed will be reported to the CRA as a taxable benefit.

To receive reimbursement for costs incurred, trustees must submit child care expense claims to the Secretary Treasurer's office on a monthly basis.

## Resources

### Technology

Trustees are provided with a laptop which is the primary tool used to access Board and Committee agendas, keep track of email and calendar and take notes at meetings.

### Insurance

**Director and Officers' Liability Insurance** – Trustees have liability insurance coverage under Policy 16 of the Board Policy Handbook (By-law No. 3 (I) – Indemnification).

**Automobile Insurance** - When a trustee driver has an accident while operating an owned or borrowed licensed vehicle for an approved school activity, Schools Protection Program provides automobile liability coverage in excess of the owner's primary automobile liability limit. The vehicle owner's automobile liability is always the primary coverage to the full extent of the limit of coverage carried.

**TREASURY BOARD DIRECTIVE**

**TO ALL:** MINISTERS  
DEPUTY MINISTERS  
ASSOCIATE DEPUTY MINISTERS  
ASSISTANT DEPUTY MINISTERS, CORPORATE SERVICES  
SENIOR FINANCIAL OFFICERS

**DIRECTIVE:** 2/24

**SUBJECT:** Remuneration Guidelines for Appointees to Ministry and Crown Agency Boards

**AUTHORITY:** This Directive is issued pursuant to sections 4 and 27 of the *Financial Administration Act* and other applicable enactments

**APPLICATION:** This Directive applies to appointees to Ministry and Crown Agency Boards

**POLICY:** SEE APPENDIX 1

**REPEAL OF EXISTING POLICIES:** Treasury Board Directive 2/20

**EFFECTIVE DATE:** April 1, 2023



Honourable Katrine Conroy  
Chair, Treasury Board

July 13, 2023

Date

**TREASURY BOARD DIRECTIVE**

**APPENDIX 1**

**REMUNERATION GUIDELINES  
FOR APPOINTEES TO  
MINISTRY AND CROWN AGENCY BOARDS**

## **1. POLICY OBJECTIVES**

- 1.1 Ministry and Crown agency boards play a vital role in advancing the Government of British Columbia's policy priorities and objectives and in providing valuable public services such as hydro-electric operations, schools, and health and social services. Strong and effective ministry and Crown agency board governance is an important element of government's commitment to transparent and accountable government.
- 1.2 Appropriate remuneration for work performed by appointees to ministry and Crown agency boards is part of good governance. In the public sector, the maximum remuneration level should underscore the importance and professional nature of board work and attract and retain qualified individuals to serve. At the same time, there is underlying recognition that service on the board of a ministry or Crown agency entails an element of public service, varying in degree depending on the nature of the organization.
- 1.3 The policy objectives of these Remuneration Guidelines are to:
  - 1.3.1 Ensure a consistent and transparent approach to remuneration and expense reimbursement for appointees.
  - 1.3.2 Affirm the importance and professional nature of the work that appointees perform.
  - 1.3.3 Establish proportionality of remuneration between ministry and Crown agency boards.
  - 1.3.4 Attract and retain highly-qualified individuals who reflect the diverse identities of British Columbians and the province's commitment to gender equity and to true and lasting reconciliation with Indigenous peoples in British Columbia.
  - 1.3.5 Recognize there is a varying degree of public service expected from all appointees to ministry and Crown agency boards.

## **2. DEFINITIONS**

**“advisory board”** means a board that does not hold or exercise governance responsibilities over a legal entity and includes ad hoc, time limited, or project-specific entities tasked with public engagement and/or delivering formal reports or recommendations to government.

**“appointee”** means an individual appointed by the Lieutenant Governor in Council, a minister responsible, or another individual with delegated authority, to serve on the board of a ministry or Crown agency. The appointee may be designated chair, director, member, or some such equivalent description.

**“Appointee Remuneration Committee”** means the committee established by Treasury Board to administer these Remuneration Guidelines.

**“board”** means a governing agency, board, commission, committee, council, advisory board, or such equivalent description, established by government, a minister or Crown agency, with or without governing legislation.

**“board committee”** means any committee established on a permanent or ongoing basis by the board of a ministry or Crown agency to assist the board in carrying out its work.

**“Crown agency”** means an organization, other than a ministry, within the Government Reporting Entity that is administered with varying levels of independence from Government. Crown agencies are within Government’s control under standards defined in the Public Sector Accounting Handbook. The primary test for control is that Government appoints more than fifty percent of the appointees. Crown agencies typically include commercial Crown corporations, service delivery Crown corporations, boards of education, health authorities, and post secondary colleges and institutions, universities, Crown agency subsidiaries, and advisory boards.

**“Crown Agency Registry”** means the list of all Government of British Columbia Crown agencies as maintained by the Crown Agencies and Board Resourcing Office.

**“Crown agency subsidiary”** means a wholly owned or majority owned subsidiary of a Crown agency.

**“meeting fee”** means a payment made to an appointee as remuneration for attending a board meeting or board committee meeting, or for other meetings and/or work undertaken attending to the business of the board.

**“Minister”** means the Minister who is accountable to government for the board. The Minister may delegate authority to another individual to carry out the responsibilities of the Minister in these Remuneration Guidelines.

**“Remuneration Grid”** means the grid of six remuneration levels into which ministry and Crown agency boards may be classified by the Appointee Remuneration Committee. These provisions are set out in section 5 of these Remuneration Guidelines.

**“retainer”** means a fixed annual amount payable to an appointee for overall board service including preparation time and travel time.

### **3. APPLICATION**

- 3.1 These Remuneration Guidelines govern the maximum remuneration and expense reimbursement payable to appointees who serve on the boards of ministries and Crown agencies except administrative tribunals and regulatory boards which are governed by Treasury Board Directive 1/24.
- 3.2 The criteria used to determine whether a ministry or Crown agency board falls within the scope of application of these Remuneration Guidelines are:
  - The Government of British Columbia appoints more than fifty percent of the members on the board.
  - The organization is within the Government Reporting Entity.
  - The board is operating within an area of direct and active interest of the Government of British Columbia (this is an overarching criterion).
- 3.3 Classification determinations under these Remuneration Guidelines are made by the Appointee Remuneration Committee.
- 3.4 Unless classification has been determined by the Appointee Remuneration Committee, appointees are entitled only to reimbursement for expenses in accordance with section 7 of these Remuneration Guidelines.
- 3.5 Treasury Board may provide direction to the Appointee Remuneration Committee to grant exceptions to the Remuneration Guidelines.

### **4. ROLES AND RESPONSIBILITIES**

- 4.1 **Treasury Board** establishes, and may revise from time to time, these Remuneration Guidelines and may consider requests for exceptions to these Remuneration Guidelines.
- 4.2 **The Appointee Remuneration Committee:**
  - 4.2.1 Classifies new, or reviews for re-classification existing ministry or Crown agency boards upon application by the minister, or under its own initiative.
  - 4.2.2 May approve remuneration exceptions that fall within the following parameters:
    - 4.2.2.1 With respect to a Level 1 advisory board, the Appointee Remuneration Committee may provide an exception for some or all of the appointees to be remunerated up to the relevant maximums for a Level 2 board;
    - 4.2.2.2 With respect to a time-limited or project-specific Level 1 advisory board, the Appointee Remuneration Committee may provide an exception for

some or all of the appointees to be remunerated up to the relevant maximums for a Level 4 board for a period not to exceed 18 months.

4.2.2.3 With respect to extraordinary circumstance where a board or its chair is required to contribute time over and above the ‘ordinary’ expected commitment, the Appointee Remuneration Committee may provide an exception for some or all of the appointees to receive additional remuneration not to exceed 50 percent of the remuneration that is otherwise available to the appointees, for a period not to exceed six months.

4.2.2.4 The criteria used to determine an exception are:

- time-commitment;
- level of expertise required of the board members;
- significance of impact of the advice provided;
- contribution towards reconciliation with Indigenous peoples in British Columbia; and
- gender and diversity factors.

4.2.3 Administers requests for exceptions to these Remuneration Guidelines to Treasury Board for decision and provide support and recommendations to Treasury Board in its deliberations.

4.2.4 Meets at the call of the Appointee Remuneration Committee Chair.

4.2.5 Maintains and makes available publicly on the Public Sector Employers’ Council Secretariat website these Remuneration Guidelines, lists of the boards by classification level, links to relevant provisions such as the *Terms and Conditions of Employment for Excluded Employees and Appointees*, and other relevant documents and information.

4.2.6 Monitors annual appointee remuneration disclosure and may post a single remuneration disclosure document on the Public Sector Employers’ Council Secretariat website.

4.2.7 May prescribe the format and timelines in which disclosure must occur.

4.2.8 Reviews these Remuneration Guidelines and makes recommendations to Treasury Board as required, or at least every three years.

4.3 **The Public Sector Employers’ Council Secretariat** acts as the secretariat to the Appointee Remuneration Committee and ensures remuneration and classification information is publicly available.

4.4 **The Crown Agencies and Board Resourcing Office** maintains the Crown Agency Registry.

4.5 **The minister** responsible for a board:

- 4.5.1 Makes applications to the Appointee Remuneration Committee:
  - 4.5.1.1 To classify a new ministry or Crown agency board prior to appointing its members;
  - 4.5.1.2 To re-evaluate a classification where there is material change to a ministry or Crown agency board mandate;
  - 4.5.1.3 To seek a time-limited remuneration exception for extraordinary circumstances where a board or its chair is required to contribute time over and above the ‘ordinary’ expected commitment or if it is expected that there will be a significant temporary decline from the ‘ordinary’ expected commitment;
  - 4.5.1.4 To seek a permanent exception to these Remuneration Guidelines for Treasury Board decision.
- 4.5.2 Establishes or approves a remuneration policy for a board that:
  - 4.5.2.1 Sets the retainer amount and meeting fees up to the maximum amounts permitted in the Remuneration Grid for appointees to their ministry and Crown agencies.
  - 4.5.2.2 May differentiate retainer amounts provided to appointees within boards, up to the maximum amounts in the Remuneration Grid, to recognize varying skills and experience or to provide internal equity when recognizing varying travel requirements.
  - 4.5.2.3 Determines the number of meetings up to the maximum number permitted in section 5.9 of these Remuneration Guidelines for appointees in their ministry and Crown agencies.
  - 4.5.2.4 May specify other remuneration policies consistent with these Remuneration Guidelines.
  - 4.5.2.5 Provides an explanation as to the treatment of appointees for the purposes of the Personal Income Tax withholdings, Goods and Services Tax (GST), Canada Pension Plan (CPP), and Employment Insurance Act (EI) schemes.
- 4.5.3 Ensures the remuneration payable to appointees is in accordance with these Remuneration Guidelines and the remuneration policy established under section 4.5.2.

- 4.5.4 Provides actual remuneration information and the remuneration policy established under section 4.5.2 to the Appointee Remuneration Committee as per its request and makes such information available on the ministry website, if there is no agency or board website.
- 4.5.5 Notifies the Appointee Remuneration Committee and the Crown Agencies Board Resourcing Office when a new ministry or Crown agency board is created, regardless of whether its appointees receive remuneration, and when any other changes are required to the Crown Agency Registry.

**4.6 The ministry or Crown agency staff:**

- 4.6.1 Administers the remuneration, benefits, and expenses payable to appointees in accordance with these Remuneration Guidelines and the remuneration policy established under section 4.5.2.
- 4.6.2 Ensures actual remuneration information, as requested by the Appointee Remuneration Committee, is provided to the minister and this information, along with the remuneration policy established under section 4.5.2 is publicly available on the board, Crown agency or ministry website.

4.7 **The board chair** oversees the remuneration and expenses paid to appointees in accordance with section 4.6 of these Remuneration Guidelines.

## **5. REMUNERATION FRAMEWORK**

- 5.1 Upon application by the relevant minister, or upon its own initiative, the Appointee Remuneration Committee will classify a ministry or Crown agency board into one of six level. In determining the classification of each ministry or Crown agency, the Appointee Remuneration Committee shall consider the following criteria:
  - 5.1.1 The type of ministry and Crown agency (commercial, service delivery or advisory board).
  - 5.1.2 The complexity of the service provided (provide advice or produce a product; provide a service or deliver a program; direct agents or manage contracts; coordinate service or program delivery).
  - 5.1.3 The size and complexity of the operation (budget; multiple lines of business; organizational structure; geographical representation).
  - 5.1.4 The degree of knowledge and specialized skills required.
  - 5.1.5 The board's strategic importance to the Province (financial policy, social policy, economic policy, and infrastructure).

5.1.6 Comparability among the ministry and Crown agency boards for internal consistency and fairness.

5.2 No one criterion will be determinative, but the general expectation will be that the classification will align with the following:

Level 1	Advisory Boards
Level 2	Small Service Delivery Crown Corporations Decision Making Boards (not a separate legal entity) Other Boards with Service/Program Responsibilities (not a separate legal entity)
Level 3	Mid-size Service Delivery Crown Corporations
Level 4	Small Commercial Crown Corporations Large Service Delivery Crown Corporations
Level 5	Health Authorities Large Commercial Crown Corporations Major Service Delivery Crown Corporations
Level 6	Major Commercial Crown Corporations

5.3 There is no requirement that appointees be paid, nor that they be paid at maximum rates.

5.4 Remuneration amounts provided to appointees within a board may be differentiated to recognize varying skills, experience and knowledge, or to provide internal equity when recognizing varying travel requirements.

5.5 Remuneration cannot be provided in excess of the maximum amounts specified for the level at which the applicable ministry or Crown agency board is classified unless an exception has been approved by the Appointee Remuneration Committee or Treasury Board.

5.6 All appointees are eligible for reimbursement of expenses in accordance with section 7 of these Remuneration Guidelines.

**5.7 Meeting fees:**

5.7.1 May be provided for travel time to and from board business when the destination location for meetings is more than 32 kilometres from the appointee's residence and the appointee does not receive a retainer.

5.7.2 Meeting fees are not provided for preparation time for board meetings, or appointee education, conferences, or social functions associated with board business.

5.7.3 The amount of the meeting fee may be prorated to the length of the meeting (including applicable travel time) and must not exceed the maximum amounts set out for the level in the Remuneration Grid assigned to the board. If the

meeting lasts longer than four hours in a twenty-four-hour day, up to the full meeting fee may be payable. If the meeting lasts four hours or less in a twenty-four-hour day, up to one-half of the meeting fee may be payable.

#### **5.8 Retainers:**

- 5.8.1 May be payable to appointees in levels 3 through 6 for overall board service, including preparation time and travel time.
- 5.8.2 Appointees receiving retainers are not eligible for meeting fees provided to remunerate for travel time.
- 5.8.3 Retainers may be paid for services rendered, quarterly or annually.
- 5.8.4 Retainers may be paid in advance of service, quarterly for example, subject to reimbursement for no service provided (if an appointee received a quarterly retainer on January 1 but resigned or the appointment was rescinded on January 31, the appointee must reimburse the amount associated with the subsequent three months).

#### **5.9 Level 1 appointees:**

- 5.9.1 Level 1 chairs are eligible for meeting fees in accordance with sections 4 and 5 of these Remuneration Guidelines and at the discretion of the minister.
- 5.9.2 Level 1 appointees, other than the chairs, do not receive any form of remuneration (neither retainers nor meeting fees) unless an exception has been provided under section 4.2.2.

**5.10 Level 2 appointees**, including the chairs, are eligible for meeting fees in accordance with sections 4 and 5 of these Remuneration Guidelines and at the discretion of the minister.

**5.11 Level 3 through 6 appointees**, including the chairs, are eligible for annual retainers and meeting fees in accordance with sections 4 and section 5 of these Remuneration Guidelines and at the discretion of the minister.

#### **5.12 Crown agency subsidiary board appointees:**

- 5.12.1 Appointees are not entitled to additional remuneration for time spent on business of the Crown agency subsidiary unless:
  - 5.1.1.1 The subsidiary operates as a stand-alone operating entity with its own board.
  - 5.1.1.2 The Crown agency subsidiary board has been classified by the Appointee Remuneration Committee.

5.1.1.3 In general, the classification of a Crown agency subsidiary board, and associated remuneration, would not be higher than the remuneration paid in respect of the Crown agency parent board.

5.12.2 Appointees to Crown agency subsidiary boards are eligible for reimbursement of expenses in accordance with section 7 of these Remuneration Guidelines.

### 5.13 Remuneration Grid:

Maximum Remuneration	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
<b>Retainer – Chair</b>	0	0	6,900	17,250	25,875	34,500
<b>Retainer – Appointee</b>	0	0	3,450	8,625	12,940	17,250
<b>Retainer – Audit Cttee Chair</b>	0	0	2,300	3,450	5,750	5,750
<b>Retainer – Other Cttee Chair</b>	0	0	1,150	2,300	3,450	3,450
<b>Meeting Fee – Chair</b>	400	400	350	575	720	865
<b>Meeting Fee – Appointee</b>	0	300	350	575	720	865

5.14 The maximum number of full day meeting fees is limited as follows:

5.14.1 Level 1 board chairs – 18 meetings per year.

5.14.2 Level 2, 3, 4, 5, and 6 board appointees, other than the chairs – 30 meeting fees per year.

5.14.3 Level 2, 3, 4, 5, and 6 board chairs – 60 meeting fees per year.

5.15 Not more than the equivalent of one full day meeting fees will be paid to any appointee for each twenty-four-hour day in respect of attendance at board or subcommittee meetings and for other meetings attending to the business of the board. An appointee may receive additional remuneration during the same day in respect of meetings of another board.

## 6. ADDITIONAL REMUNERATION PAYMENT GUIDELINES

6.1 Appointees who receive remuneration in respect of their membership on a ministry or Crown agency board from a source outside government (e.g., industry) shall not receive any additional remuneration under these Remuneration Guidelines.

6.2 Members of the Legislative Assembly are not generally eligible for appointment to a ministry or Crown agency board. In the unusual event that they are appointed, Members

of the Legislative Assembly will not receive any additional remuneration beyond the remuneration and rates of reimbursement for travel expenses to which they are entitled by virtue of their position or employment. Travel expenses incurred as a result of their ministry or Crown agency board duties will be reimbursed by the ministry responsible for the organization, and not by the board.

- 6.3 Government employees are not generally eligible for appointment to a ministry or Crown agency board. Government employees may only be appointed in limited instances such as periods of transition (e.g., start-up and wind-down) and for limited purpose entities established for a limited term. Employees who are appointed to a ministry or Crown agency board as part of their employment will not receive any additional remuneration beyond the remuneration and rates of reimbursement for travel expenses to which they are entitled by virtue of their position or employment. Travel expenses incurred as a result of their ministry or Crown agency board duties will be reimbursed by the ministry responsible for the board, and not by the board.
- 6.4 An employee of a Crown agency, in his or her individual capacity, may on occasion be appointed to the board of a ministry or another Crown agency whose mandate and operations are wholly unrelated to the appointee's Crown agency employer. In such circumstances, and provided that the appointee is appointed in his or her individual capacity, the appointee shall be entitled to remuneration and expenses in accordance with these Remuneration Guidelines.
- 6.5 Remuneration will be paid only to the individual named on the instrument appointing that individual to a ministry or Crown agency board.
- 6.6 Appointees to ministry and Crown agency boards are not employees and are not covered by the Government of British Columbia's *Terms and Conditions of Employment for Excluded Employees and Appointees*. Ministers must ensure that at no time is an employer/employee relationship established.
- 6.7 Remuneration paid to appointees is subject to Personal Income Tax withholding and is to be reported annually to the Canada Revenue Agency on a T4 Supplementary Slip.
- 6.8 Limited reimbursements and risk management losses may be provided consistent with part 10 of the *Terms and Conditions of Employment for Excluded Employees and Appointees* for Category D appointees.

## **7. BUSINESS TRAVEL AND EXPENSE REIMBURSEMENT GUIDELINES**

- 7.1 Appointees incurring transportation, accommodation, meal and out of pocket expenses in the course of their duties as members of a ministry or Crown agency board will be reimbursed in accordance with Group 2 rates, policies, and procedures as outlined in the *Terms and Conditions of Employment for Excluded Employees and Appointees*.
- 7.2 Appointees will not be reimbursed for professional dues or membership fees.

## **8. EXCEPTIONS**

These Remuneration Guidelines apply to the Electoral Boundaries Commission and Judicial Compensation Commission except for the classification and remuneration rate. The remuneration rate will be reviewed and approved by the Appointee Remuneration Committee when required.

## **9. EFFECTIVE DATE**

These Remuneration Guidelines are effective on April 1, 2023.

## Treasury Board Remuneration Directive 2/24

### Classification List

Classification	Crown Agency Board
<b>Level 1</b>	<p>Accounting Policy Advisory Committee  <a href="#"><u>British Columbia Council on Admissions and Transfer</u></a></p> <p>Chinese Canadian Community Advisory Committee</p> <p>Drug Benefit Council*</p> <p>Forensic Psychiatric Services Commission</p> <p>Forest and Range Practices Advisory Council</p> <p>Gender Based Violence Action Plan External Advisory Committee*</p> <p>Hydraulic Fracturing Scientific Review Panel</p> <p>Independent Review Panel for the K-12 Public Education Funding Allocation System Review  <a href="#"><u>Independent School Teaching Certificate Standards Committee (ISTCSC)</u></a></p> <p><a href="#"><u>Indigenous Climate Adaptation Working Group*</u></a></p> <p><a href="#"><u>B.C. Indigenous Advisory Council on Agriculture and Food*</u></a></p> <p>Minister of Agriculture's Advisory Committee on Agricultural Land Reserve and Agricultural Land Commission Revitalization</p> <p>Minister's Advisory Group on Regenerative Agriculture and Agritech*</p> <p>Multiculturalism Advisory Council*</p> <p>Period Poverty Task Force*  <a href="#"><u>Poverty Reduction Advisory Committee</u></a></p> <p><a href="#"><u>Provincial Accessibility Committees</u></a></p> <p><a href="#"><u>Provincial Anti-Racism Data Committee</u></a></p> <p><a href="#"><u>Provincial Child Care Council</u></a></p> <p>Provincial Laboratory Advisory Committee  <a href="#"><u>Small Business Roundtable</u></a></p> <p><a href="#"><u>Small Business Task Force*</u></a></p> <p><a href="#"><u>BC Student Assistance Programs Appeal Committee</u></a></p> <p><a href="#"><u>Timber Sales Advisory Council</u></a></p>
<b>Level 2</b>	<p><a href="#"><u>BC Games Society</u></a></p> <p><a href="#"><u>BC Patient Safety &amp; Quality Council</u></a></p> <p><a href="#"><u>BC Teachers' Council</u></a></p> <p><a href="#"><u>British Columbia Arts Council</u></a></p> <p><a href="#"><u>Combined Forces Special Enforcement Unit of BC</u></a></p> <p><a href="#"><u>Data Stewardship Committee</u></a></p> <p><a href="#"><u>Degree Quality Assessment Board</u></a></p> <p><a href="#"><u>Hydraulic Fracturing Scientific Review Panel</u></a></p> <p><a href="#"><u>Insurance Council of British Columbia</u></a></p> <p><a href="#"><u>Judicial Council of BC</u></a></p> <p><a href="#"><u>Local Government Audit Council</u></a></p> <p><a href="#"><u>Minister's Advisory Council on Indigenous Women</u></a></p>

Updated August 2023

\*Exception under s.4.2.2.1 of Directive 2/24 in place to provide remuneration at up to Level 2 rates.

## **Treasury Board Remuneration Directive 2/24**

### **Classification List**

	<a href="#"><u>Patient Care Quality Review Boards</u></a>
<b>Level 3</b>	<a href="#"><u>BC Assessment</u></a> <a href="#"><u>BC Family Maintenance Agency</u></a> <a href="#"><u>BC Energy Regulator</u></a> <a href="#"><u>Columbia Basin Trust</u></a> <a href="#"><u>Destination British Columbia</u></a> <a href="#"><u>First Peoples' Cultural Council</u></a> <a href="#"><u>Forestry Innovation Investment</u></a> <a href="#"><u>Innovate BC</u></a> <a href="#"><u>Knowledge Network</u></a> <a href="#"><u>Legal Aid BC</u></a> <a href="#"><u>Powertech Labs Inc. (BC Hydro Subsidiary)</u></a> <a href="#"><u>Royal BC Museum Corporation</u></a> <a href="#"><u>Skilled Trades BC</u></a>  <b>Colleges:</b>  <a href="#"><u>Camosun College</u></a> <a href="#"><u>College of New Caledonia</u></a> <a href="#"><u>College of the Rockies</u></a> <a href="#"><u>Douglas College</u></a> <a href="#"><u>Langara College</u></a> <a href="#"><u>North Island College</u></a> <a href="#"><u>Northern Lights College</u></a> <a href="#"><u>Coast Mountain College</u></a> <a href="#"><u>Okanagan College</u></a> <a href="#"><u>Selkirk College</u></a> <a href="#"><u>Vancouver Community College</u></a>  <b>Institutes:</b>  <a href="#"><u>BC Institute of Technology</u></a> <a href="#"><u>Justice Institute of BC</u></a> <a href="#"><u>Nicola Valley Institute of Technology</u></a>  <b>Universities:</b>  <a href="#"><u>Capilano University</u></a> <a href="#"><u>Emily Carr University of Art and Design</u></a> <a href="#"><u>Kwantlen Polytechnic University</u></a>

Updated August 2023

\*Exception under s.4.2.2.1 of Directive 2/24 in place to provide remuneration at up to Level 2 rates.

## Treasury Board Remuneration Directive 2/24

### Classification List

<b>Level 3</b> ... Continued	<a href="#">Royal Roads University</a> <a href="#">Simon Fraser University</a> <a href="#">Thompson Rivers University</a> <a href="#">University of British Columbia</a> <a href="#">University of the Fraser Valley</a> <a href="#">University of Northern BC</a> <a href="#">University of Victoria</a> <a href="#">Vancouver Island University</a>
<b>Level 4</b>	<a href="#">BC Emergency Health Services</a> <a href="#">BC Housing Management Commission</a> (including Provincial Rental Housing Corp) <a href="#">BC Immigrant Investment Fund</a> (including BC Renaissance Capital Fund – subsidiary) <a href="#">BC Infrastructure Benefits Inc.</a> <a href="#">BC Pavilion Corporation</a> <a href="#">BC Transit</a> <a href="#">Columbia Power Corporation</a> <a href="#">Community Living British Columbia</a> <a href="#">Health Employers' Association of British Columbia</a> <a href="#">InBC Investment Corp.</a> <a href="#">Partnerships British Columbia</a> <a href="#">Transportation Investment Corporation</a>
<b>Level 5</b>	<a href="#">BC Lottery Corporation</a> (including BC Lotto Technology International - subsidiary) <a href="#">BC Clinical and Support Services Society</a> <a href="#">Fraser Health Authority</a> <a href="#">Interior Health Authority</a> <a href="#">Northern Health Authority</a> <a href="#">Provincial Health Services Authority</a> <a href="#">Vancouver Coastal Health Authority</a> <a href="#">Island Health Authority</a>
<b>Level 6</b>	<a href="#">BC Hydro and Power Authority</a> (including <a href="#">Powerex Corporation</a> - subsidiary) <a href="#">Insurance Corporation of British Columbia</a>

**Out of Scope List on the following pages.**

## Treasury Board Remuneration Directive 2/24

### Classification List

<b>Out of Scope</b>	<b>Reason for Out of Scope</b>		
	<b>&lt;50% Appointed by Govt.</b>	<b>Out of the Govt. Reporting Entity</b>	<b>Direct or Active Interest of Govt.</b>
From December 2016 forward, if any of these organizations are to be reactivated; become predominantly appointed by the provincial government; be brought into the GRE; become of greater interest to government, they may require (re)classification.			
Any of the above changes should be brought to the attention of the Appointee Remuneration Committee.			
Assayer Certification Board of Examiners	NO (100%)	OUT	NO
<a href="#">BC Broiler Hatching Egg Commission</a>	YES	OUT	NO
<a href="#">BC Chicken Marketing Board</a>	NO (60%)	OUT	NO
<a href="#">British Columbia College of Social Workers</a>	YES	OUT	NO
<a href="#">BC Cranberry Marketing Commission</a>	YES	OUT	NO
<a href="#">BC Egg Marketing Board</a>	YES	OUT	NO
<a href="#">BC Ferry Authority</a>	YES	OUT	NO
<a href="#">BC Forest Revitalization Trust Advisory Board</a>	YES	OUT	NO
<a href="#">BC Hog Marketing Commission</a>	YES	OUT	NO
<a href="#">BC Law Institute</a>	YES	OUT	NO
<a href="#">BC Milk Marketing Board</a>	YES	OUT	NO
<a href="#">B.C. Transportation Financing Authority</a> (no board)	NO (100%)	IN	---
<a href="#">BC Treaty Commission</a>	YES	OUT	NO
<a href="#">BC Turkey Marketing Board</a>	YES	OUT	NO
<a href="#">BC Vegetable Marketing Commission</a>	YES	OUT	NO
<a href="#">Local government staff learning and development (Board of Examiners)</a>	YES	OUT	NO
<a href="#">Board of Examiners in Podiatry</a>	YES	OUT	NO
<a href="#">The Canada Line</a>		OUT	
<a href="#">College of Applied Biologists</a>	YES	OUT	NO
<a href="#">College of: Chiropractors... Traditional Chinese</a>	YES	OUT	NO
<a href="#">College of Veterinarians of British Columbia</a>	YES	OUT	NO
Education Advisory Council	NO	OUT	NO
<a href="#">Emerging Economy Task Force</a>	NO (100%)	OUT	NO
<a href="#">Emergency Medical Assistants Licensing Board</a>	YES	OUT	NO
<a href="#">Habitat Conservation Trust Foundation</a>	YES	OUT	NO
<a href="#">Haida Gwaii Management Council</a>	YES	OUT	NO
Hospital Boards			
○ <a href="#">Wrinch Memorial Hospital</a>	YES	OUT	NO
○ <a href="#">Louis Brier Home and Hospital</a>	YES	OUT	NO
○ <a href="#">Menno Hospital</a>	YES	OUT	NO
○ <a href="#">Mount St. Mary Hospital</a>	YES	OUT	NO
○ <a href="#">Providence Health Care</a>	YES	OUT	NO
○ <a href="#">St. Joseph's General Hospital</a>	YES	OUT	NO

## Treasury Board Remuneration Directive 2/24

### Classification List

○ <a href="#">St. Michael's Centre</a>	YES	OUT	NO
Integrated Cadastral Information Society	YES	OUT	NO
<a href="#">Island Coastal Development Initiative Trust</a>	YES	OUT	NO
<a href="#">Islands Trust Fund Board</a>	YES	OUT	NO
<a href="#">Leading Edge Endowment Fund Board</a>	YES	OUT	NO
<a href="#">Medical Services Commission</a>	---	---	NO
<a href="#">Minister's Council on Employment &amp; Accessibility (finite funds)</a>	NO (100%)	IN	---
<a href="#">Muskwa Kechika Advisory Board</a>	NO (100%)	IN	NO
<a href="#">Nechako-Kitamaat Development Fund Society</a>	YES	OUT	NO
<a href="#">Nisga'a Valley Health Authority</a>	YES	OUT	NO
<a href="#">Northern Development Initiative Trust</a>	NO (100%)	IN	NO
Notaries Public Board of Examiners	YES	OUT	NO
<a href="#">Pension Corporation</a>	NO (80/90%)	OUT	NO
<a href="#">Police Boards</a>	YES	OUT	NO
<a href="#">Premier's Technology Council</a>	YES	IN	NO
<a href="#">Private Career Training Institutions Agency</a>	YES	OUT	NO
<a href="#">Private Managed Forest Land Council</a>	NO (100%)	OUT	NO
<a href="#">Rapid Transit Project 2000 Ltd.</a>	YES	OUT	NO
<a href="#">Real Estate Council of BC</a>	YES (57%)	OUT	NO
<a href="#">Real Estate Foundation of BC</a>	YES	OUT	NO
<a href="#">Securities Policy Advisory Committee</a>	YES	OUT	NO
<a href="#">Securities Law Advisory Committee</a>	YES	OUT	NO
<a href="#">Skagit Environmental Endowment Commission</a>	YES	OUT	NO
<a href="#">Southern Interior Development Initiative Trust</a>	YES	OUT	NO
<a href="#">Timber Export Advisory Committee</a>	NO	IN	NO
<a href="#">Victoria Regional Transit Commission</a>			NO
<a href="#">Commission on Tax Competitiveness</a> (approved exception)			
<a href="#">Judicial Compensation Commission</a> (approved exception)			

Updated August 2023

\*Exception under s.4.2.2.1 of Directive 2/24 in place to provide remuneration at up to Level 2 rates.