



**Chilliwack
School District**

THE BOARD OF EDUCATION

School District #33 (Chilliwack)

Regular Board Meeting Held in Public

(Live streamed; attendees may be recorded)

AGENDA

October 13, 2026

5:30 pm

1. CALL TO ORDER – School District Office

1.1. Call to Order

(Welcome, Acknowledgment of Traditional Territory and Diversity Statement)

1.2. Adoption of the Agenda

(THAT the agenda be adopted as circulated.)

1.3. Approval of the Minutes

(THAT the minutes of the September 22, 2026 Regular Board Meeting be approved as circulated.)

2. INFORMATION ITEMS

2.1. Trustee Written Reports

2.2. BCSTA Report

2.3. Indigenous Education Council Report

2.4. Long Range Facilities Plan Update

3. PUBLIC PARTICIPATION – COMMENTS/QUESTIONS CONCERNING THE AGENDA

4. ACTION ITEMS

4.1. Schedule of Board Meetings - Revised

4.2. Bylaw 4 Appeal Procedure - Revised

4.3. Policy Amendments: BCSTA Board Policy Review

4.3.1. Trustee Remuneration and Supports

4.4. Trustee Remuneration

5. MEETING SUMMARIES

6. PUBLIC PARTICIPATION – COMMENTS/QUESTIONS CONCERNING THE AGENDA

7. SUPERINTENDENT'S UPDATE

8. ADJOURNMENT

8.1. Next Board of Education Meetings:

Inaugural Board Meeting: November 17, 2026, at 5:30 p.m.

Regular Board Meeting: November 24, 2026, at 5:30 p.m.

Note: The Trustee Oath of Office Ceremony will be held on November 10, 2026, at 11:30 a.m.



**MINUTES OF THE REGULAR MEETING
The Board of Education
School District #33 (Chilliwack)**

Date of Meeting: Tuesday, September 22, 2026

Location: School District Office

Members Present:

Chair	David Swankey
Vice Chair	Margaret Reid
Trustee	Carin Bondar
Trustee	Willow Reichelt
Trustee	Teri Westerby

Regrets: Trustee Richard Procee

Staff Present:

Superintendent	Rohan Arul-pragasam
Secretary Treasurer	Raman Brar
Assistant Superintendent	Paula Jordan
Assistant Superintendent	Kirk Savage
Assistant Superintendent	David Manuel
Director of Facilities & Transportation	Allan Van Tassel
Executive Assistant	Talana McNally

1. CALL TO ORDER

1.1. Call to Order

The meeting was called to order at 5:32 p.m.

The Chair opened the meeting with a welcome, an acknowledgment of Traditional Territory, and the Board's Diversity Statement.

1.2. Adoption of the Agenda

111.26 Moved by: Trustee Reid
Seconded by: Trustee Bondar

THAT the agenda be adopted as circulated.

CARRIED

1.3. Approval of the Minutes

112.26 Moved by: Trustee Reichelt

Seconded by: Trustee Westerby

THAT the minutes of the June 16, 2026 Regular Board Meeting be approved as circulated.

CARRIED

2. INFORMATION ITEMS

2.1. Audit Working Committee Report

Trustee Swankey provided an overview of the Audit Working Committee's meeting held on September 8, 2026.

2.2. Trustee Written Reports

Trustees submitted written reports listing key activities since the last public board meeting as well as upcoming events.

2.3. BCSTA Report

Trustee Reid provided an update on matters related to the BCSTA.

2.4. Indigenous Education Council Report

The Board received an update from the Indigenous Education Council (IEC).

2.5. Facilities and Enrolment Plan Update

The Board received a Facilities and Enrolment Plan Update.

3. PUBLIC PARTICIPATION – COMMENTS/QUESTIONS CONCERNING THE AGENDA

- No comments or questions were received.

4. ACTION ITEMS

4.1. Framework for Enhancing Student Learning Report (FESL)

113.26 Moved by: Trustee Bondar
Seconded by: Trustee Reichelt

THAT the Board of Education approve the Framework for Enhancing Student Learning Report to be submitted to the Ministry by September 30, 2026.

CARRIED

4.2. 2025-26 Audited Financial Statements, Accumulated Surplus & Financial Statement Discussion and Analysis (FSDA)

114.26 Moved by: Trustee Reichelt

Seconded by: Trustee Bondar

THAT the Board of Education approve the interfund transfer of \$538,310 from the Operating Fund to Local Capital for the year ended June 30, 2026.

AND

THAT the Board approve the Internal Restrictions of Accumulated Surplus included within Note 20 of the 2025-26 Year End Financial Statements.

CARRIED

115.26 Moved by: Trustee Swankey
Seconded by: Trustee Reid

THAT the Board approve the 2025-2026 Audited Financial Statements as presented.

CARRIED

Meeting recessed at 6:42 p.m.

Meeting called back to order at 6:51 p.m.

4.3. Annual Five-Year Capital Plan, (Minor Capital)

116.26 Moved by: Trustee Reid
Seconded by: Trustee Reichelt

THAT the Board of Education of School District No. 33 (Chilliwack), in accordance with provisions under section 142(4) of the *School Act*, hereby approves the proposed Five-Year Capital Plan (School Food Infrastructure Program) for 2027/28, as provided on the Five-Year Capital Plan Summary for 2027/28 submitted to the Ministry of Infrastructure. (*Resolution No. R2027-01*)

CARRIED

117.26 Moved by: Trustee Reichelt
Seconded by: Trustee Westerby

THAT the Board of Education of School District No. 33 (Chilliwack), in accordance with provisions under section 142(4) of the *School Act*, hereby approves the proposed Five-Year Capital Plan (Building Envelope Program) for 2027/28, as provided on the Five-Year Capital Plan Summary for 2027/28 submitted to the Ministry of Infrastructure. (*Resolution No. R2027-02*)

CARRIED

118.26 Moved by: Trustee Westerby
Seconded by: Trustee Bondar

THAT the Board of Education of School District No. 33 (Chilliwack), in accordance with provisions under section 142(4) of the *School Act*, hereby approves the proposed Five-Year Capital Plan (Minor Capital Programs) for 2027/28, as provided on the Five-Year

Capital Plan Summary for 2027/28 submitted to the Ministry of Infrastructure (*Resolution No.2027-03*).

CARRIED

4.4. Policy Amendments: BCSTA Board Policy Review

4.4.1. Policy 160 Board Committees

119.26

Moved by: Trustee Bondar
Seconded by: Trustee Reichelt

THAT the Board of Education approve the consolidation of Policies 160, 161, 162 and 163 into a revised **Policy 160 Board Committees**, in alignment with the BCSTA Board Policy Review guidance.

CARRIED

4.4.2. Policy 168 Trustee Representation and Liaison Assignments

120.26

Moved by: Trustee Reichelt
Seconded by: Trustee Westerby

THAT the Board of Education approve the consolidation of Policies 168 and 169 into a revised **Policy 168 Trustee Representation and Liaison Assignments**, in alignment with the BCSTA Board Policy Review guidance.

CARRIED

4.4.3. Policy 190 Trustee Remuneration and Supports

121.26

Moved by: Trustee Reichelt
Seconded by: Trustee Bondar

THAT the Board of Education refer proposed Policy 190: Trustee Remuneration and Supports back to staff to clarify expense and professional development funding provisions, and bring the revised policy to the next Regular Board Meeting.

CARRIED

4.5. Trustee Remuneration

122.26

Moved by: Trustee Reid
Seconded by: Trustee Reichelt

THAT the Board of Education direct staff to conduct a comparative review of trustee remuneration in relevant British Columbia school districts and bring forward a comparison and recommendation for the Board's consideration at its October 2026 meeting, with any approved changes to take effect for the incoming Board.

CARRIED

5. MEETING SUMMARIES

Meeting summaries were provided listing In-Camera items since the last Regular Public Board Meeting.

6. PUBLIC PARTICIPATION – COMMENTS/QUESTIONS CONCERNING THE AGENDA

- Framework for Enhancing Student Learning Report: student attendance, public health, mental health supports, and barriers to attendance.
- New east side elementary: parent communication for students transitioning to the new school, including from Rosedale Elementary/Middle and Chilliwack Middle.
- Audited Financial Statements: Jordan's Principle carry forward and other spending opportunities.

7. SUPERINTENDENT'S UPDATE

The Superintendent provided an update on September enrolment, and Principal Sean Wicker presented the 2026 Summer Learning Program, including participation, expanded course offerings, Indigenous Summer Learning, access supports, and future growth areas.

8. ADJOURNMENT

The meeting was adjourned at 8:28 p.m.

8.1. Next Board of Education Meeting Date

**Tuesday, October 13, 2026
5:30 p.m.
School District Office**

Board Chair

Secretary Treasurer

TRUSTEE REPORT

Trustee: David Swankey

Report Date: October 7th, 2026

KEY ACTIVITIES SINCE LAST BOARD MEETING

List of key dates/activities related to the Trustee role, including school visits and school initiatives/events, committee attendance, conference attendance, etc.

- Sept 17th – Attended UBC Faculty of Education Hosted presentation “Public Education on the Ballot”
- Sept 23rd – Attended Joint BCPSEA/BCSTA Board Mtg
- Sept 24th – Attended BCSTA Board Mtg
- Sept 24th – Joined Chilliwack DPAC for their regular business meeting
- Oct 3rd – Attended Orange Shirt Day Pow Wow at CSS
- Oct 5th – Visited district sites to acknowledge World Teacher Day
 - Leary, Strathcona, Rosedale Traditional, East Chilliwack, Cheam, District Learning Services, ADR, Imagine, CSS, LME
- Oct 6th – Participated in Board Learning Session
 - <https://sd33.bc.ca/board-strategic-learning-sessions-2026-2027>

The Chair/Vice Chair Committee met on Sept 16th, 22nd, 29th & Oct 6th.

Thank you for the opportunity to work as one of seven in service of public education of Chilliwack. It has been a privilege to serve on the Board of Education over the past four-year term and to hold the confidence of the board as chair over the past two years.

UPCOMING EVENTS OF INTEREST TO THE BOARD

- October 17th 2026 – BC Local Government Elections
 - <https://bcsta.org/trustee-elections/>
- October 24th 2026 – Provincial Election
 - <https://elections.bc.ca/2026-provincial-election/>
- November 26th-28th 2026 – BCSTA Trustee Academy & New Trustee Orientation 2026
 - <https://bcsta.org/trustee-academy/>
- December 3rd-5th 2026 – FNEESC Education Conference
 - <https://www.fnesc.ca/conference/>

TRUSTEE REPORT

Trustee: Bondar

Report Date: October 2026

KEY ACTIVITIES SINCE LAST BOARD MEETING

Serving as a school trustee has been one of the great privileges of my life. I am particularly proud of helping advance policies and practices around inclusion, acceptance, transgender and 2SLGBTQ+ students, and Indigenous education and reconciliation—including supporting district-wide recognition of Indigenous Day. I am equally proud that, when faced with bullying and political pressure, I chose to stand firmly for integrity, respectful discourse, and good governance.

Perhaps my greatest lesson has been seeing what is possible when people with different perspectives commit to honest, open and deeply human conversations. I have enormous respect for the dedicated people who serve our students every day, and I have learned as much about leadership by watching them as I have through my own work.

Serving this community has taught me that meaningful change is built on courage, compassion, integrity and a willingness to listen. I leave this chapter deeply grateful for the experience and proud of the contributions I have made. Thank you, Chilliwack, thank you SD33!

TRUSTEE REPORT

Trustee: Teri Westerby

Report Date: October 7, 2026

As I write my final trustee report, I keep coming back to one thing: what a privilege it has been to serve this community.

For the past four years, I have had a front-row seat to the care, complexity and responsibility that goes into public education in Chilliwack. I have learned that good governance is rarely about having the loudest voice in the room. It is about listening carefully, asking better questions, doing the homework, respecting the roles of the people around you and keeping students at the centre of every decision.

There have been difficult moments, important conversations and times when we have not all seen things the same way. But I have also seen what is possible when people choose to work together. I am proud that, even through disagreement, this Board was often able to find common ground when it mattered most.

Most of all, I leave this role with enormous gratitude for our students, families, educators, staff, Indigenous partners, community members and everyone who gives so much of themselves to public education.

Serving as a trustee has changed me. It has challenged me, taught me and reminded me again and again that leadership is not about having all the answers. It is about being willing to learn, to remain curious, and to use the responsibility you have been given with care.

Thank you, Chilliwack, for trusting me with that responsibility.

It has been one of the greatest honours of my life.

Mr. Teri Westerby

TRUSTEE REPORT

Trustee: Richard Procee

Report Date: October 9, 2026

I would like to take this opportunity to thank the members of our community who work hard to give students the opportunity to be informed, to be educated, and to be inspired. Thank you for the dedication of all involved in School District 33. I appreciate the opportunity given to me to serve our community in a small way.

Richard Procee

INFORMATION REPORT

Regular Board Meeting

DATE: October 13, 2026

TO: Board of Education

FROM: Margaret Reid, BCSTA Representative

RE: **BC SCHOOL TRUSTEES ASSOCIATION (BCSTA) UPDATE**

Margaret Reid will provide an update on BCSTA matters.

INFORMATION REPORT

Regular Board Meeting

DATE: October 13, 2026
TO: Board of Education
FROM: David Manuel, Assistant Superintendent
RE: **INDIGENOUS EDUCATION COUNCIL UPDATE**

IEC Meeting Summary – October 13th, at Ch'íyáqtel (Tzeachten FN)

David Manuel will provide an update on behalf of the Indigenous Education Council.

Next Meeting: Regular IEC meeting is scheduled for November 10th, 2026.

INFORMATION REPORT

Regular Board Meeting

DATE: October 13, 2026

TO: Board of Education

FROM: Rohan Arul-pragasam, Superintendent

RE: **LONG RANGE FACILITIES PLAN (LRFP) UPDATE**

The district is beginning an update of its Long-Range Facilities Plan (LRFP), with a target of Board approval by June 2027. This report explains the role of the LRFP, its relationship to capital planning, and the proposed approach and timeline. It is provided for information; no approval of specific facilities projects is being sought through this report.

What is a Long Range Facilities Plan

An LRFP provides a district-wide framework for managing school buildings, sites and other facilities to support student learning. Ministry guidelines expect the plan to look ahead at least ten years, bringing together projected student enrolment, educational programming, school capacity, building condition and community development.

The plan helps the Board assess where space will be needed, how existing facilities can be used effectively, and where investment may be required. It considers options such as additions, new schools, building renewal or replacement, site acquisition and changes in the use of existing space. Transportation, child care and community use are also important considerations.

How the LRFP supports capital planning

The LRFP provides the long-term planning framework and supporting rationale for the district's annual Five-Year Capital Plan. The capital plan identifies and prioritizes projects submitted to the Province for funding consideration. The LRFP explains the needs behind those requests, considers alternatives and shows how proposed investments fit within the district's broader educational and facilities priorities.

Approval of an LRFP establishes the Board's planning direction. Provincial funding approval is a separate process, subject to program criteria, available funding and provincial priorities. Major projects also require further planning and approvals before construction can proceed. The LRFP therefore guides advocacy and investment decisions without guaranteeing project funding or completion dates.

School space needs depend on where students live, the programs they attend and the space those programs require. Available space in one part of the district may not address pressure in another. Planning must also consider the condition of buildings, site constraints, transportation and the ongoing costs of operating and maintaining facilities.

The district's 2022 LRFP identified enrolment growth, limited suitable land, Agricultural Land Reserve and floodplain constraints, and transportation challenges. The update will reassess these factors using current information. Because development patterns, enrolment and funding can change, the LRFP must be reviewed over time and adjusted as needed.

Proposed approach

The update will build on the 2022 LRFP and align facilities planning with the district's 2025–2029 Strategic Plan. Initial planning began in September 2026. The district is developing the scope of work and considering consultant support to assist with analysis, options development and preparation of the updated plan.

The proposed work includes:

- Updating enrolment projections, community growth information and school capacity analysis across the district.
- Reviewing school and site inventories, building condition, safety considerations and projects completed or underway since the previous plan.
- Identifying facilities needs associated with educational programs, Indigenous education, accessibility, child care and community use.
- Comparing feasible options, including the implications of continuing with existing facilities and planned investments, and developing recommended priorities.
- Engaging with First Nations, local governments, district partner groups and the public to inform the plan.

The engagement approach and opportunities for input will be developed as part of project planning and communicated as the work progresses. Draft findings and recommendations will be brought forward for Board review before the final plan is presented for approval.

Proposed timeline

Timing	Work stream
September–October 2026	Project planning and scope development; determine consultant support.
November 2026–January 2027	Update data, enrolment projections, facilities inventory and program needs.
February–March 2027	Develop and assess options; prepare the draft plan and proposed priorities.
April–May 2027	Board review, partner and public feedback, and revisions to the draft plan.
June 2027	Present the final LRFP for Board consideration and approval.

Timing is preliminary and will be refined as the scope, consultant arrangements and engagement process are confirmed. Some work streams will overlap.

DECISION REPORT

Regular Board Meeting

DATE: October 13, 2026
TO: Board of Education
FROM: Rohan Arul-pragasam, Superintendent
RE: **SCHEDULE OF BOARD MEETINGS 2026 – 2027 (REVISED)**

RECOMMENDATION:

THAT the Board of Education approve the amended schedule of Board of Education meetings for the 2026–2027 school year, with the inaugural meeting on November 17, 2026.

11 Board of Education Meetings:

- | | |
|---|----------------------|
| 1. September 22, 2026 | 7. February 16, 2027 |
| 2. October 13, 2026 | 8. March 9, 2027 |
| 3. November 17, 2026 (<i>Inaugural</i>) | 9. April 20, 2027 |
| 4. November 24, 2026 | 10. May 18, 2027 |
| 5. December 8, 2026 | 11. June 15, 2027 |
| 6. January 26, 2027 | |

Trustee Oath of Office and Onboarding

- **November 10, 2026:** Oath of Office ceremony at 11:30 a.m.
- **November 12 and 13, 2026:** Trustee onboarding sessions

RATIONALE:

The proposed schedule provides for newly elected trustees to take their oath of office on November 10 and participate in onboarding on November 12 and 13 before the inaugural Board meeting on November 17, 2026. The oath ceremony and onboarding sessions are separate from the Board meetings listed above. In accordance with Board Meeting Procedures Bylaw 5, the inaugural meeting will be the first meeting of the new Board. At that meeting, trustees will elect the Board Chair and Vice-Chair, as well as the BCSTA Provincial Councillor and BCPSEA representative and their alternates.

DECISION REPORT

Regular Board Meeting

DATE: October 13, 2026
TO: Board of Education
FROM: Rohan Arul-pragasam, Superintendent
RE: **BYLAW 4: APPEAL PROCEDURE (REVISED)**

RECOMMENDATION:

1. THAT the Board of Education approve three readings of revised Bylaw 4: Appeal Procedure, as presented. (*vote must be unanimous*)
2. THAT the Board of Education give revised Bylaw 4: Appeal Procedure first, second, and third reading and adopt the bylaw.

BACKGROUND:

Bylaw 4 establishes the process through which a student or parent may appeal an employee decision, including a failure to make a decision, that significantly affects a student's education, health or safety under section 11 of the School Act. The [current bylaw](#) was adopted on February 8, 2022.

A review of the bylaw identified opportunities to improve clarity, reduce duplication and establish clearer expectations for students, parents and staff. The proposed revisions support a fair and accessible appeal process and emphasize opportunities to resolve concerns at the school and district levels before an appeal proceeds to the Board.

PROPOSED REVISIONS:

The revised bylaw clarifies the appeal process and supports resolution of concerns before Board review. Key changes include:

- Requiring completion of the three-step pre-appeal process.
- Clarifying appealable decisions and outcomes within the Board's authority.
- Clarifying submission requirements and allowing incomplete submissions to be addressed.
- Establishing written submissions as the usual format, with oral hearings where warranted.
- Providing more flexible procedural response times while retaining filing and Board decision deadlines.
- Explicitly recognizing privacy protection alongside procedural fairness and confidentiality.

ATTACHMENT:

- Revised Bylaw 4: Appeal Procedure (Revised)

THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 33 (CHILLIWACK) Board Bylaws



BYLAW 4 APPEAL PROCEDURE

The Board of Education of School District No. 33 (Chilliwack) (the “Board”) is committed to fair, transparent and respectful decision-making. This Bylaw seeks to ensure students and their parents/guardians have a clear, open and respectful process to request the review of employee decisions that significantly affect a student’s education, health or safety.

To ensure that all parties to disputes understand the concerns of the other parties and make good faith efforts to resolve disputes to mutual satisfaction, the parties are expected to participate in a non-confrontational, respectful conflict resolution process before proceeding to appeal.

If the dispute or complaint is not resolved to the satisfaction of the student or the parent/guardian of the student affected, the Board recognizes the right of a student and/or their parents (including guardians and persons acting in place of parents) to appeal certain employee decisions to the Board.

Definitions:

- a) **"Appellant"** is the student and/or Parent initiating an appeal.
- b) **"Decision"** means a decision of an employee of the Board, and includes a failure to make a decision.
- c) **"Parent"** has the meaning set out in the School Act.
- d) **"Student Appellant"** means an Appellant who is a student under the age of 19.

Fairness Principles:

Appeals to the Board of Education are to be carried out in accordance with principles of fairness. This includes providing Appellants with:

- a) the right to be heard,
- b) the right to reasonable notice and timely receipt of relevant information to be considered in an appeal,
- c) the right to reasons for Decisions,
- d) the right to an impartial decision maker,
- e) a respectful process, free from retaliation, and
- f) appropriate protection of privacy and the maintenance of confidentiality.

Procedures:

1. Decisions Which May Be Appealed

The Board of Education recognizes the right of a student and/or Parent of a student to appeal

certain decisions of an employee of the Board under Section 11 of the *School Act*, where such decisions significantly affect the education, health or safety of the student.

It is the responsibility of the Board to determine whether a Decision significantly affects the education, health or safety of the student. The Board may receive or invite the advice of staff on such matters.

Matters that are generally considered to significantly affect a student's education, health or safety include the following decisions:

- a disciplinary suspension from school for more than five (5) days;
- a transfer to a different educational program for disciplinary reasons;
- removal from an educational program, if no other educational program is provided by the Board;
- an expulsion from the School District;
- a refusal to offer an educational program to a student who is sixteen (16) years of age or older;
- a requirement to complete all or part of an educational program by distributed learning, or in an alternate program, as a disciplinary measure, where space and facilities are available in a school;
- a decision not to provide an Individual Education Plan to a student with a disability or diverse abilities;
- a failure to offer to consult with a parent/guardian/caregiver regarding the placement or Individual Education Plan of a student with a disability or diverse abilities;
- denial of an educational program by failure to take action in respect of a complaint of bullying, intimidation, harassment, racism or threat or use of weapons or violence by one or more students against another student; and
- any other decision that, in the opinion of the Board, significantly affects the education, health or safety of the student on whose behalf an appeal is sought to be brought.

The appeal must be directed to a decision or failure to make a decision that affects the student on whose behalf the appeal is brought. General policy decisions made by the Board are not subject to appeal under this Bylaw.

Decisions on appeals are made on a case-by-case basis and do not create precedent for any future circumstance.

2. Refusal to Hear Appeals

The Board reserves the right to decline to hear an appeal where:

- the appeal has not been filed within a reasonable time of the decision being appealed;
- the Appellant has not followed the Pre-Appeal Procedures outlined in this Bylaw or discussed the Decision with one or more persons as directed by the Board or Superintendent;

- the Board determines that the Decision does not significantly affect the student's education, health or safety; or
- no effective remedy is available, the outcome sought is outside of the Board's authority or where the matter has otherwise been rendered moot.

3. Pre-Appeal Procedures

Before an appeal is filed, the Appellant shall take the dispute resolution steps outlined below (the "Pre-Appeal Procedures").

Step 1:

The Appellant will meet with and discuss the issue or dispute with the teacher/employee who made the Decision. The teacher/employee will review the information provided by the Appellant and will inform the Appellant of their response as soon as practicable.

Step 2:

Should the response at Step 1 (the "Step 1 Decision") not resolve the dispute, the Appellant will meet with and discuss the issue with the principal (or designate appointed by the principal) where the Decision was made at the school level, or the responsible district administrator, where the Step 1 Decision was made by the principal or at the district level. The principal or administrator will review the Step 1 Decision and the information provided by the Appellant and will inform the Appellant of their response as soon as practicable (the "Step 2 Decision").

Step 3:

Should the Step 2 Decision not resolve the dispute, the Appellant will meet with and discuss the issue with the Superintendent, or a delegate appointed by the Superintendent. The Superintendent (or delegate) will review the initial Decision, the Step 1 Decision and the Step 2 Decision, together with any new information provided by the Appellant, and will provide a written response to the Appellant as soon as practicable (the "Step 3 Decision").

The Step 2 and Step 3 Decisions shall be accompanied by a copy of this Board Appeal Procedure Bylaw.

The Board may provide the services of an uninvolved staff member (or other neutral third party) to assist the Appellant in understanding and following Board processes.

4. Time Limit for Filing an Appeal

An appeal must be filed within thirty (30) days of the date the student or Parent was informed of the Step 3 Decision. If the Appellant can demonstrate that there are reasonable grounds to extend this time limit, the Board may extend it.

5. Filing an Appeal

An appeal must be initiated by an Appellant by filing a completed Notice of Appeal in writing with

the Secretary Treasurer. The Notice of Appeal must contain:

- the name, address, email address (if applicable), and phone number of the Appellant and the student's name, school, and grade level;
- a description of the issue arising from the Step 3 Decision that is being appealed;
- the name of the employee who made the initial Decision;
- particulars of the effect of the initial Decision on the student's education, health or safety;
- the date the Appellant was informed of the initial Decision from which the issue being appealed arose;
- a clear statement of the grounds of the appeal;
- a clear statement of the action requested from the Board. The action requested must relate to the specific issue being appealed and should be directed to remedying the significant impact on the student caused by the decision under appeal;
- confirmation that the Appellant has followed the Pre-Appeal Procedures;
- whether the Appellant requests an oral hearing, and if so, full reasons why an oral hearing is requested;
- whether the Appellant requires any special accommodation in order to proceed with the appeal (such as interpretation services).

An appeal shall be considered on the basis of written submissions unless the Board determines that an oral hearing is warranted. The Board may hold an oral hearing, where appropriate, on its own motion, or at the request of the Appellant or Superintendent.

6. Referrals or Preliminary Dismissal of Appeals

Upon receipt, the Notice of Appeal shall be reviewed by the Secretary Treasurer who shall be responsible to confirm whether, in their opinion, the Notice of Appeal has satisfied the requirements set out above and the Decision being appealed significantly affects the education, health or safety of the student. If so, the Secretary Treasurer shall proceed to schedule the consideration of the appeal by the Board. The Secretary Treasurer is authorized to establish the schedule for the exchange of any documents or submissions to be considered at the Appeal.

Where, in the opinion of the Secretary Treasurer, the matters sought to be appealed set out in the Notice of Appeal do not satisfy the requirements of this Bylaw for the consideration of an appeal by the Board, the Secretary Treasurer may:

- a. provide the Appellant with an opportunity to amend the Notice of Appeal; and/or
- b. refer the Notice of Appeal to the Board for a determination on whether the Appeal will be heard ("Preliminary Determination").

The Secretary Treasurer will provide notice to the Appellant and the Superintendent if a matter has been referred to the Board for a Preliminary Determination.

The Board will issue its Preliminary Determination as soon as practicable after receiving a referral from the Secretary Treasurer. In its Preliminary Determination the Board may make a decision to:

- a. hear or decline to hear any one or more or all of the issues arising from the Notice of Appeal;
- b. require the Appellant to complete the Pre-Appeal Procedures before proceeding further with the Appeal; or
- c. require the Appellant to meet with any other Board employee to discuss the Appeal before refileing it.

A Preliminary Determination will be in writing and include reasons. The Board may invite submissions from the Appellant before making a Preliminary Determination. The Secretary Treasurer will provide notice of any Preliminary Determination to the Appellant and the Superintendent.

7. Information to be Provided to the Appellant

Upon acceptance of an appeal for hearing under section 6 of this Bylaw, the Secretary Treasurer shall provide notice to the Appellant, the Superintendent and to the Parent of a Student Appellant. The notice will be in writing and shall provide:

- a statement of the issues to be addressed in the appeal;
- how the appeal will be conducted, such as an oral hearing, through written submissions, or both;
- the scheduled date and location for the appeal, if an oral hearing is held;
- timing and expectations regarding the exchange of documents and written submissions in advance of the consideration of the appeal;
- expectations regarding privacy, confidentiality and information-sharing; and
- any other information required under this Bylaw, that the Board directs or the Secretary Treasurer deems appropriate.

8. Board Hearing Procedure

8.1. Where the Board decides to hold an oral hearing, the Appellant, the Superintendent and the employee whose decision is being appealed shall be provided with written notice of the date, time and location of the hearing. The correspondence will outline the purpose of the hearing which is to provide:

- 8.1.1. an opportunity for the parties to make representations and provide evidence in support of their respective positions to the Board on the issues to be considered. The information may be both written and verbal; and
- 8.1.2. the Board with the means to receive information and to review the issues in dispute and reach a fair and impartial decision.

8.2. In connection with the hearing of an appeal, whether written or oral:

- 8.2.1. The Superintendent and/or designate(s) will have an opportunity to explain the Step 3 Decision and any prior decision, the reasons for them and to respond to information presented by the Appellant.
- 8.2.2. The Appellant will have an opportunity to respond to the information presented by the Superintendent or designate(s).
- 8.2.3. The Board will have the opportunity to ask questions or request clarification from both parties.
- 8.2.4. No cross-examination of the parties shall be allowed. However, the Board may ask questions of any person appearing at an oral appeal hearing.
- 8.2.5. The Board shall consider any requests for adjournments in relation to the hearing of appeals and will notify the parties in writing of their decision regarding the adjournment.
- 8.2.6. The Board may adjourn the hearing at any time to obtain additional information where it considers such information would assist the Board in determining the appeal. If the Board requires additional information or clarification in order to make its decision, both parties to the appeal will be provided the opportunity to comment on the additional information.
- 8.2.7. During the appeal process, the Appellant may be supported by an advocate, support person and/or interpreter/translator.

9. Delegation

The Superintendent and Secretary Treasurer may delegate all or any part of their duties and responsibilities under this Bylaw.

10. Board Decision

The Board may make any decision that it considers appropriate in respect of the matter that is being appealed and any preliminary matters. The Board shall make its decision based solely on the material presented during the appeal, including any additional information requested.

The Board must make a decision within 45 days from the date the Notice of Appeal was received.

The Board shall promptly notify the Appellant, the Superintendent and the employee whose decision was appealed of the decision of the Board and shall provide written reasons for the decision as soon as practicable following the Board's determination of the appeal.

An Appellant may have a right to appeal a decision of the Board made under this Bylaw to the Superintendent of Appeals appointed pursuant to the School Act.

Postal Address: Registrar, Student Appeals
Ministry of Education and Child Care
Governance and Legislation Branch
PO Box 9179 Stn Prov Govt
Victoria, BC V8W 9H8

Email: EDUC.studentappeals@gov.bc.ca

Website: <https://www2.gov.bc.ca/gov/content/education-training/k-12/support/student-disputes-and-appeals?>

READ A FIRST TIME THE 13th day of October 2026

READ A SECOND TIME THE 13th day of October 2026

READ A THIRD TIME, RECONSIDERED AND ADOPTED THE 13th day of October 2026

Board Chair

Secretary Treasurer

DECISION REPORT

Regular Board Meeting

DATE: October 13, 2026
TO: Board of Education
FROM: Rohan Arul-pragasam, Superintendent
RE: **POLICY AMENDMENTS – BCSTA BOARD POLICY REVIEW**

RECOMMENDATION:

THAT the Board of Education approve the consolidation of Policies [181](#), [190](#), [191](#) and [192](#) into a single **Policy 190 Trustee Remuneration and Supports** policy, in alignment with the BCSTA Board Policy Review guidance.

RATIONALE:

Consolidation brings trustee remuneration, professional learning, expenses, communication and resources into one policy, reducing duplication and providing a clearer, more accessible framework for trustees. It forms part of the Board's ongoing policy modernization work while preserving Board oversight and accountability.

Key changes include:

- **Remuneration review:** Requires a review of trustee remuneration and supports in the final year of each Board term, with approved changes taking effect at the start of the next term.
- **Professional learning:** Strengthens expectations for learning relevant to trustee duties and consistent with legal obligations and Board policies, including the Trustee Code of Conduct.
- **Learning allocation:** Reduces the annual discretionary allocation from \$2,500 to \$1,000 and the maximum accumulated balance from \$5,000 to \$4,000.
- **Expense funding:** Clarifies that eligible professional learning expenses are charged to the Trustee's discretionary allocation, except for separately funded BCSTA and provincial representative events.
- **Separately funded learning:** Adds BCSTA Trustee Academies to the learning opportunities funded separately from trustees' discretionary allocations.

POLICY 190 TRUSTEE REMUNERATION AND SUPPORTS

TRUSTEE REMUNERATION

As provided for in the School Act, a Board of Education may authorize the remuneration of trustees.

The Board of Education sets annual Trustee remuneration as follows:

Trustee	\$ 26,834.93
Vice Chair	\$ 28,418.66
Chair	\$ 30,378.82

Trustee remuneration will be adjusted annually effective July 1, based on the change in the Canadian Consumer Price Index over the previous 12 months.

During the final year of its term, the Board will initiate a review of trustee remuneration and supports. Any changes approved through the review will take effect at the beginning of the next Board's term.

TRUSTEE PROFESSIONAL LEARNING

Trustees are expected to keep their knowledge and skills current through learning opportunities that are relevant to Trustee duties and consistent with Board policies and legal obligations.

Professional learning expenses are subject to the Trustee Expenses section below.

Guidelines

1. Each Trustee's annual discretionary professional learning allocation of \$1,000 will be available on July 1 and prorated in the year of an election. It may be used for relevant professional learning opportunities and related eligible expenses. Unspent funds may be carried over to the next year, up to a maximum balance of \$4,000. Any remaining balance expires at the end of the Board's term, including for reelected Trustees.
2. District staff will make Trustees aware of learning opportunities to support their professional learning planning. Group activities with the Board may also be recommended.
3. Before registering or making a financial commitment, Trustees will advise the Board of their intention to participate in a seminar, conference, workshop, or other learning opportunity.
4. Trustees may use their discretionary professional learning allocation for books, subscriptions, reports, and similar learning resources related to their duties.

TRUSTEE EXPENSES

Eligible professional learning expenses are charged to the Trustee's discretionary allocation, except those funded separately below. All expenses are subject to the following guidelines.

Guidelines

1. Registration and eligible travel, meal, and accommodation expenses for attendance at British Columbia School Trustees Association (BCSTA) Annual General Meetings and Trustee Academies will be funded by the school district and will not be deducted from the Trustee's discretionary professional learning allocation.
2. Travel expenses not covered by BCSTA or the British Columbia School Employers' Association (BCPSEA) for Trustees elected by the Board as representatives to either organization will be funded separately by the school district.
3. Trustees must use the school district expense claim form to claim eligible expenses. Eligible expenses may include registration, travel, meals, accommodation, and learning resources related to Trustee duties. The following reimbursement rules apply:
 - 3.1. For out-of-district trips, the maximum car travel reimbursement will not exceed the economy class airfare for the equivalent trip.
 - 3.2. Reimbursement of actual costs of ferries, buses, or taxis will be based upon receipts submitted.
 - 3.3. Air travel must be economy class.
 - 3.4. Trustees are responsible for their own travel insurance coverage.
 - 3.5. Meals included in a conference package or otherwise prepaid must be deducted from any per diem claim.
 - 3.6. Reimbursement is limited to the Trustee's own eligible expenses. Expenses incurred by accompanying persons will not be reimbursed.
 - 3.7. The cost of alcohol will not be reimbursed.
 - 3.8. Trustees will be reimbursed in accordance with district rates for exempt employees.
4. Expense claims are approved by the Secretary Treasurer through the established administrative process.
 - 4.1. Any claim discrepancies will be brought to the Trustee's attention.

4.2. A dispute about reimbursement amounts will be resolved by the Board.

TRUSTEE COMMUNICATION AND RESOURCES

The Board of Education provides Trustees with the resources they need to fulfill their responsibilities and maintain regular communication.

Guidelines

1. The school district will provide each Trustee with a laptop computer and necessary supplies. Any additional equipment must receive Board approval through the budget process.

1.1. All Trustee computers will have access to a suite of productivity tools and will be configured to securely connect to the school district's wireless networks and computing services. Installation, set-up, maintenance, and operating costs are the responsibility of the school district.

2. Trustees will receive \$600.00 per year, paid in two equal installments through payroll, to help offset external communication fees. The amount will be prorated based on the number of months the Trustee holds office during the year.

3. Equipment provided to Trustees will remain the property of the school district. At the end of the Trustee's term of office, equipment must be returned unless the Trustee purchases it at the depreciated book value determined by the Secretary Treasurer.

3.1. Before purchased equipment is transferred to a Trustee, all Board-licensed software and access to school district services must be removed for security and licensing reasons.

POLICY 190 TRUSTEE REMUNERATION AND SUPPORTS

~~POLICY 190~~ TRUSTEE REMUNERATION

As provided for in the School Act, a Board of Education may authorize the remuneration of trustees.

The Board of Education ~~has~~ sets the annual Trustee remuneration ~~for each trustees is~~ as follows:

Trustee	\$ 26,834.93
Vice Chair	\$ 28,418.66
Chair	\$ 30,378.82

~~The~~ trustee remuneration ~~amount~~ will be adjusted annually effective July ~~1st~~ 1, based on the change in ~~The adjustment will reflect~~ the Canadian Consumer ~~P~~price ~~l~~index established for July of each year for over the previous 12 months.

During the final year of its term, the Board will initiate a review of trustee remuneration and supports. Any changes approved through the review will take effect at the beginning of the next Board's term.

~~POLICY 181~~ TRUSTEE PROFESSIONAL LEARNING

~~To fulfill their Board responsibilities, requires~~ Trustees are expected to to remain informed and develop their keep their knowledge and skills current by participating in. Trustees are encouraged to seek, identify and attend seminars, conferences, or workshops, or other relevant through learning opportunities related that are relevant to their roles and responsibilities Trustee duties and consistent with Board policies and legal obligations.

Professional learning expenses are subject to the Trustee Expenses section below.

~~The Board shall include funds in the governance budget each fiscal year to cover trustee professional learning expenses. These funds will be prorated in the year of an election. The amount is available on July 1 of each year.~~

Guidelines

1. Each Trustee's annual discretionary budget professional learning allocation of \$2,500 1,000 will be available on July 1 and prorated in the year of an election. The allocation It may be used is for attendance at relevant professional development learning opportunities and related eligible expenses. Unspent professional development funds can may be carried over to the next year, for up to a maximum annual balance of \$54,000. Any remaining balance expires at the end of the Board's term, including for reelected Trustees. Attendance at British Columbia School Trustees Association Annual General Meetings is reimbursed under a separate budget line.

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2. District staff will make Trustees aware of learning opportunities ~~available to assist with to support~~ their professional learning planning. ~~From time to time, g~~Group activities with the Board may also be recommended.

3. ~~Before registering or making a financial commitment. Regarding learning experiences such as seminars, conferences and workshops,~~ Trustees will advise the Board of their intention in advance of their intentions, prior to making any commitments to participate in a seminar, conference, workshop, or other learning opportunity.

4. Trustees may use their discretionary professional learning allocation ~~for to purchase books, subscriptions, reports, and othersimilar learning resources related to their duties. Publications related to a Trustee's duties can be reimbursed from a Trustee's professional learning budget.~~

~~5. Reimbursement will be made in accordance with the Trustee Expense Policy.~~

~~POLICY 191~~ TRUSTEE EXPENSES

~~The Board of Education recognizes that fulfillment of Board responsibilities may require that Trustees may incur expenses while carrying out their Board responsibilities. Eligible professional learning expenses are charged to the Trustee's discretionary allocation, except those funded separately below. All expenses are subject to the following guidelines.~~

~~Trustee expense reimbursement parameters and processes are clarified below.~~

Guidelines

1. ~~Registration and eligible travel, meal, and accommodation E~~expenses ~~will be reimbursed for attendance at British Columbia School Trustees Association (BCSTA) Annual General Meetings, and Trustee Academies will be reimbursed under a separate budget line funded by the school district and will not be deducted from the Trustee's discretionary professional learning allocation.~~

2. ~~Travel expenses not covered by BCSTA or the British Columbia School Employers' Association (BCPSEA) for Trustees elected by the Board as representatives to either organization will be funded separately by the school district. Reimbursement will be provided for travel expenses incurred, but not covered by the BCSTA or the British Columbia School Employers' Association (BCPSEA) for those Trustees elected by the Board as provincial representatives to BCSTA or BCPSEA.~~

3. Trustees must use the school district expense claim form to claim ~~shall submit out of district eligible~~ expenses. Eligible expenses may include registration, travel, meals, accommodation, and learning resources related to Trustee duties. The following reimbursement rules apply:

Related Legislation: School Act [RSBC 1996, Part 8, Division 8, Section 156]

Related Contract Article: Nil

Adopted: January 22, 1991

Amended: November 13, 2001; January 15, 2008; December 16, 2008; March 23, 2010; June 18, 2019; January 26, 2021; June 1, 2021, September 12, 2023

THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 33 (CHILLIWACK) Policy Manual



~~incurred using the school district expense claim form.~~

3.1. For out-of-district trips, the maximum car travel reimbursement will ~~equal~~ not exceed the economy class airfare for the equivalent trip.

3.2. Reimbursement of actual costs of ferries, buses, or taxis will be based upon receipts submitted.

3.3. Air travel ~~shall~~ must be ~~by~~ economy class.

3.4. Trustees are responsible for ~~any~~ their own travel insurance coverage.

3.5. ~~If a meal or meals are~~ Meals included in a conference package or ~~are otherwise~~ pre- paid ~~in some other manner, those meals shall~~ must be deducted from any per diem claim ~~made~~.

3.6. ~~Reimbursement is limited to the Trustee's own eligible expenses. Expenses incurred by accompanying persons will not be reimbursed. The Board will only reimburse travel costs and hotel lodging for the Trustee.~~

3.7. The cost of alcohol will not be reimbursed.

3.8. Trustees will be reimbursed in accordance with district rates for exempt employees.

4. ~~Trustees must submit~~ Expense claims are approved by the Secretary Treasurer through the established administrative process. ~~are to be submitted to the Secretary Treasurer for payment.~~

4.1. Any claim discrepancies ~~regarding in the claim~~ will be brought to the Trustee's attention.

4.2. A dispute ~~regarding about reimbursement~~ amounts ~~authorized for reimbursement~~ will be ~~adjudicated~~ resolved by the Board.

~~POLICY 192~~ TRUSTEE COMMUNICATION AND RESOURCES

The Board of Education provides ~~resources for~~ Trustees with the resources they needed to fulfill their responsibilities and maintain regular communication.

THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 33 (CHILLIWACK) Policy Manual



~~Equipment provided to Trustees will remain the property of the school district and will be returned to the school district upon completion of the Trustee's term of office.~~

Guidelines

1. The school district ~~shall~~ will provide each Trustees with a laptop computer and necessary supplies. ~~Other~~ Any additional equipment ~~needs will require~~ must receive Board approval through the budget process.

1.1. All ~~T~~trustee ~~computers~~ computers will ~~be formatted with~~ have access to a ~~complete~~ suite of productivity tools and ~~computers~~ will be preconfigured to securely connect to the school district's wireless networks and computing services. ~~The~~ Installation, set-up, maintenance, and operational ~~operating~~ costs are the responsibility of the school district.

2. Trustees ~~shall~~ will receive \$600.00 per year, paid in two equal installments through payroll, to help offset external communication fees, ~~associated with their responsibilities.~~ The amount will be prorated based on the number of months the Trustee holds office during the year.

3. Equipment provided to Trustees will remain the property of the school district. At the end of the Trustee's term of office, ~~the equipment must be returned unless the~~ Trustee ~~may~~ purchases ~~equipment~~ it at the depreciated book value ~~as~~ determined by the Secretary ~~Treasurer~~.

3.1. Before purchased equipment is transferred to a Trustee, all Board-licensed software and connections access to school district services must be removed to meet contractual and for security and licensing reasons requirements. ~~To ensure compliance with Board contracts and security practices, all Board-licensed software and service connectivity shall be removed from equipment at the end of the term before any purchased equipment is transferred to the trustee.~~

DECISION REPORT

Regular Board Meeting

DATE: October 13, 2026

TO: Board of Education

FROM: Raman Brar, Secretary Treasurer

RE: **TRUSTEE REMUNERATION**

RECOMMENDATION:

THAT the Board of Education approve an adjustment to Trustee remuneration, effective at the beginning of the next Board's term, as follows:

- Board Chair: \$35,000
- Vice-Chair: \$33,250, representing 95% of the Board Chair remuneration
- Trustee: \$29,750, representing 85% of the Board Chair remuneration

AND THAT all remuneration amounts be adjusted annually in accordance with the Consumer Price Index provisions of Policy 190.

BACKGROUND:

The Board last reviewed Trustee remuneration in 2019. The current review assesses whether remuneration remains fair, transparent, and reasonably aligned with British Columbia school districts with comparable school-aged enrolment. Comparator districts included Delta, Maple Ridge-Pitt Meadows, Nanaimo-Ladysmith, North Vancouver, and Sooke.

The review examined annual remuneration for the positions of Board Chair, Vice-Chair, and Trustee, as well as the differential between chair, vice chair, and trustees.

Current annual remuneration in Chilliwack is:

- Chair: \$30,379
- Vice-Chair: \$28,419
- Trustee: \$26,835

The analysis identified that remuneration in Chilliwack is below the average of the comparator group across all three positions.

Position	Chilliwack	Comparator Average
Chair	\$30,379	\$34,342
Vice-Chair	\$28,419	\$32,565
Trustee	\$26,835	\$31,086

Chilliwack's Board Chair remuneration is approximately 12% below the comparator average, while Vice-Chair and Trustee remuneration are approximately 13% and 14% below their respective averages.

RATIONALE:

Chilliwack trustees report significant time commitments across all Board roles, reflecting the range of responsibilities associated with their work. Duties include meeting preparation and attendance, committee and school liaison work, regular learning and onboarding sessions, and engagement with partner groups and First Nations governors. The Chair and Vice-Chair also meet at least weekly with district leadership and carry additional responsibilities under Policy 121.

The Board Chair position provides a clear benchmark for establishing the remuneration framework. Setting Chair remuneration at \$35,000 places the position within the range identified through the comparator review without relying on a precise average that may fluctuate based on the districts included. Establishing Vice-Chair remuneration at 95% and Trustee remuneration at 85% of the Chair amount creates a transparent position differential that will be maintained through annual CPI adjustments.

Policy 190 will be updated to reflect the remuneration approved by the Board.

FINANCIAL IMPACT:

The annualized financial impact of the proposed adjustment is estimated as follows:

Position	Current	Proposed	Increase
Board Chair	\$30,379	\$35,000	\$4,621
Vice-Chair	\$28,419	\$33,250	\$4,831
Trustee	\$26,835	\$29,750	\$2,915 per Trustee

The estimated total annual financial impact is \$24,028 and can be accommodated within the Board governance budget.

ATTACHMENT:

- Appendix A - Trustee Remuneration Comparator Analysis

Board of Education Trustee Remuneration Comparison

District	School-Aged FTE's	Chair			Vice-Chair			Trustee		
		Actual Salary	\$ Chwk vs Other	% Chwk vs Other	Actual Salary	\$ Chwk vs Other	% Chwk vs Other	Actual Salary	\$ Chwk vs Other	% Chwk vs Other
Chilliwack	15,763	30,379			28,419			26,835		
North Vancouver	16,480	35,408	(5,029)	(14.2%)	33,621	(5,203)	(15.5%)	32,666	(5,832)	(17.9%)
Maple Ridge-Pitt Meadows	16,352	36,256	(5,877)	(16.2%)	34,711	(6,292)	(18.1%)	33,166	(6,331)	(19.1%)
Delta	15,654	41,878	(11,499)	(27.5%)	39,872	(11,454)	(28.7%)	37,987	(11,152)	(29.4%)
Nanaimo-Ladysmith	15,275	31,915	(1,536)	(4.8%)	30,114	(1,695)	(5.6%)	28,856	(2,022)	(7.0%)
Sooke	14,060	26,256	4,123	16%	24,506	3,913	16%	22,755	4,080	18%
Average w/o Chilliwack		34,342			32,565			31,086		
Chilliwack vs Avg (\$)		(3,964)			(4,146)			(4,251)		
Chilliwack vs Avg (%)		(11.5%)			(12.7%)			(13.7%)		
Recommendation										
FY2526 Salary		30,379			28,419			26,835		
FY2627 Salary Adj. (\$)		4,621			4,831			2,915		
FY2627 Salary Adj. (%)		15.2%			17.0%			10.9%		
FY2627 Salary		35,000			33,250			29,750		

Board of Education - CVC to Trustee Remuneration Comparison

District	Chair vs Vice-Chair		% Diff	Vice-Chair vs Trustee		% Diff	Chair vs Trustee		% Diff
Chilliwack	1,960	6.9%		1,584	5.9%		3,544	13.2%	
North Vancouver	1,787	5.3%		955	2.9%		2,742	8.4%	
Maple Ridge-Pitt Meadows	1,545	4.5%		1,545	4.7%		3,090	9.3%	
Delta	2,005	5.0%		1,885	5.0%		3,890	10.2%	
Nanaimo-Ladysmith	1,800	6.0%		1,258	4.4%		3,058	10.6%	
Sooke	1,750	7.1%		1,751	7.7%		3,501	15.4%	
Average w/o Chilliwack	1,778			1,479			3,256		
Chilliwack vs Avg (\$)	183			105			288		
Chilliwack vs Avg (%)	10%			7%			9%		

MEETING SUMMARIES

In-Camera Meeting – September, 2026

Trustees: David Swankey, Margaret Reid, Carin Bondar, Willow Reichelt, Teri Westerby

Regrets: Richard Procee

Staff: Rohan Arul-pragasam, Raman Brar, Rachael Green, Talana McInally

1. Equity Hiring Special Program
2. HR Annual Report
3. Bargaining Update
4. BC Labour Board Application
5. BCPSEA Report
6. Audit Working Committee Minutes