



School District No. 20 (Kootenay-Columbia) Public Sector Executive Compensation Report August, 2008

In spring 2008, government of BC amended the Public Sector Employers Act (PSEA) to require public sector organizations to disclose the major elements of compensation. This includes base salary, benefits (including taxable benefits), employer pension contributions, and performance payments. The enhanced disclosure requirements, will apply to chief executive officers and the next four highest ranking executives where these positions hold an annual base salary of \$125,000 or more.

Given the amendments described above, The Board of Education is required to report by August 30th. At the current time no executive or exempt base salaries are above the threshold of \$125,000 but we must still report on our chief executive officer – Superintendent of Schools.

The Board of Education is supported in determining exempt compensation through the British Columbia Public School Employers' Association (BCPSEA). It is also guided by Public Education Negotiating Framework Compensation Plan – Exempt Staff (PENFCP) and provincial committees such as Exempt Staff Compensation Working Group (ESCWG), comprised of representatives from the BC School Superintendents' Association, the BC School District Secretary Treasurers' Association, the BC Principals' and Vice Principals' Association, a district human resources practitioner, the Public Sector Employers' Council Secretariat, and BCPSEA. The ESCWG is moderated by an external compensation consultant. The Board of Education is solely responsible for the establishment and maintenance of compensation levels for the position of Superintendent of Schools. Lastly, any increase to salary or any other element of the total compensation package for executive and exempt positions contemplated by a school board must be submitted to BCPSEA for review.

Exempt staff compensation is based on an objective to attract and retain qualified, experienced, motivated, and high-potential employees who are committed to the Board's overarching desire of "supporting the journey of all learners".

Another key to the compensation level is the need to maintain competitiveness with the labour market. For executive and exempt staff positions in the BC K-12 public education sector, the relevant labour market is:

1. Other BC school districts
2. Other Canadian school districts
3. Other public sector organizations
4. Selected private sector organizations.

Compensation provided comes in the form of:

Cash compensation

- Annual base salary

Base salaries must fit within the Public Sector Employers' Council (PSEC) approved revised salary ranges for the position of Superintendent and Secretary-Treasurer. The base salary structure is a single rate structure.

- Vehicle allowance

Due to the numerous schools and work sites in the district and the need to visit these, the Board provides an annual vehicle allowance to the Superintendent and some other senior management positions. The monthly vehicle allowance is set at a level competitive with the vehicle allowances provided to Superintendents and other senior managers in districts of similar size and geography.

Non-cash compensation

- Health and welfare benefits

Provided are: basic medical, extended medical, dental, group life, short-term and long-term disability, employee and family assistance program, etc. consistent with such benefits as offered in the K-12 sector generally.

- Pension benefits

Exempt staff are enrolled in either the Teachers Pension Plan or the Municipal Pension Plan.

- Paid time off

Executive staff have an annual vacation entitlement of 30 days. Pursuant to the Public Sector Employers Act, carry forward of unused accumulated vacation is not permitted. If, however, the individual employment contract does allow for carry forward of unused accumulated vacation, then such vacation may be carried forward for one year only and at the end of that year, the unused accumulated vacation must be used in full, paid out, or a combination of the two.

Summary Compensation Table: Fiscal 2007-2008 (year ending June 30, 2008)

Name and Principal Position (a)	Salary (\$) (b)	Pension (\$) (e)	All Other Compensation (\$) (f)*	Total (\$) (g)	Previous 2 Years Totals (h)**
Jean Borsa, Superintendent	\$114,365	\$15,278	\$19,538	\$149,181	n/a

Notes:

*This amount includes vehicle allowance (\$4,930), payout of unused accumulated vacation (\$5,446), employer-paid CPP and EI benefits premiums (\$2,933), employer-paid health and welfare benefits premiums (\$4,277) and LTD repayments (\$1,952).

**The first reporting year is fiscal 2007-2008.

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