



**THE BOARD OF EDUCATION OF SCHOOL DISTRICT 34
(ABBOTSFORD)**

FISCAL YEAR 2007/2008

Compensation Philosophy

The Board of Education of School District 34 (Abbotsford) follows the BC Public School Employers Association (BCPSEA)'s exempt compensation management plan.

Health and Welfare Benefits

The Executive receives the same health & welfare flexible benefits as those received by other exempt employee groups at the school district. The school district provides a dollar amount to the employee who then selects the choice levels from a menu of flexible benefits. In addition, the school district provides an additional amount for LTD premiums. This package includes Extended Health Care, Dental Care, Life Insurance, Accidental Death & Dismemberment Insurance, Dependent Life Insurance, and Employee & Family Assistance Program.

Vacation Leave

Vacation entitlements are as per the individual contracts. Both positions noted below are entitled to 30 days of annual vacation in each School Year.

Bonus

A Bonus scheme is not applicable to either of the two positions noted below at this time.

Abbotsford School District No. 34

Summary Compensation Table: Fiscal 2007-2008 (year ending June 30, 3008)

Name and Principal Position	Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total (\$)
(a)	(b)	(c)	(d)	(e)	(f)*	(g)
Des Mckay Superintendent* ¹	\$140,049.00	\$ -	\$ -	\$18,639.30	\$14,122.33	\$172,810.63
George Murray Secretary Treasurer* ²	\$132,206.04	\$ -	\$ -	\$11,409.36	\$13,225.52	\$156,840.92

*¹ Includes estimated parking of \$100/year, vehicle allowance of \$150 /month, \$391.20/month for employer paid Health & Welfare flexible benefits and \$2,329.17/year for LTD premiums, employer paid CPP, EI and WCB benefit premiums, and professional association fees.

*² Includes estimated parking of \$100/year, vehicle allowance of \$125 /month, \$391.20/month for employer paid Health & Welfare flexible benefits and \$2,213.64/year for LTD premiums, employer paid CPP, EI and WCB benefit premiums, and professional association fees.