

October 4, 2010

Paul Straszak
President and CEO
Public Sector Employers' Council
PO Box 9400 Stn Prov Govt
Victoria, BC V8V 9V1

Dear Mr. Straszak:

This will confirm that the Board of Education of School District No. 34 (Abbotsford) is aware of the total compensation paid to executive staff during the 2009-2010 fiscal year and further, that we verify the amount of compensation paid was within the compensation plan as approved by the Board and as reported in the Summary Compensation Table.

Yours truly,



Cindy Schafer
Board Chair

Cindy Schafer, Board Chair

2790 Tims Street, Abbotsford, BC V2T 4M7 | T: 604.859.4891 | F: 604.859.5898 | www.sd34.bc.ca

Uultsje DeJong
Joanne Field

Korky Neufeld, Vice Chair
Preet Rai

John R. Sutherland
Shirley Wilson

THE BOARD OF EDUCATION OF SCHOOL DISTRICT 34

(ABBOTSFORD)

FISCAL YEAR 2009/2010

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 & 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. All 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 2009-10 (year ending June 30, 2010)

Name and Principal Position	Salary	Bonus	Incentive Plan Compensation Paid	Pension	All Other Compensation	Total	Previous 2 Years Totals
(a)	(\$) (b)	(\$) (c)	(\$) (d)	(\$) (e)	(\$) (f)	(\$) (g)	(h)*
MacRae, Julie ^{*1} (Superintendent)	\$ 154,191	\$ -	\$ -	\$ 20,555	\$ 13,496	\$ 188,242	2008/09=\$ 150,803 2007/08=\$ 0
Mark Lee ^{*2, *4} (Secretary Treasurer)	\$ 117,261	\$ -	\$ -	\$ 10,922	\$ 124,104	\$ 252,287	2008/09=\$ 88,954 2007/08=\$ 0
Godden, Kevin ^{*3, *4} (Acting, Secretary - Treasurer)	\$ 22,925	\$ -	\$ -	\$ 3,161	\$ 1,403	\$ 27,489	2008/09=\$ 85,959 2007/08=\$ 0
Godden, Kevin ^{*3, *4} (Deputy Superintendent)	\$ 114,623	\$ -	\$ -	\$ 15,098	\$ 11,869	\$ 141,590	2008/09=\$ 79,264 2007/08=\$ 0
Des Mckay ^{*5} (Superintendent)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	2008/09=\$ 66,680 2007/08=\$ 172,811
George Murray ^{*5} (Secretary Treasurer)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	2008/09=\$ 88,954 2007/08=\$ 156,841
Steve Carlton ^{*6} (Assistant Superintendent)	\$ 129,789	\$ -	\$ -	\$ 17,190	\$ 13,241	\$ 160,220	2008/09=\$ 0 2007/08=\$ 0
Bruce Ivany ^{*3} (Assistant Superintendent)	\$ 129,789	\$ -	\$ -	\$ 17,190	\$ 13,241	\$ 160,220	2008/09=\$ 0 2007/08=\$ 0

* Column (h) First executive compensation reporting at the close of Fiscal Year 2007-2008

*¹ Includes estimated parking of \$100/year, vehicle allowance of \$300 /month, \$472.08/month for employer paid Health & Welfare flexible benefits \$2,552.38 in LTD premiums, employer paid CPP, EI and WCB benefit premiums, and professional association fees.

*² Includes estimated parking of \$100/year, vehicle allowance of \$300 /month, \$472.08/month for employer paid Health & Welfare flexible benefits, \$1,918.70 in LTD premiums, employer paid CPP, EI and WCB benefit premiums, and professional association fees.

*³ Includes estimated parking of \$100/year, vehicle allowance of \$212.17/month, \$452.08/month for employer paid Health & Welfare flexible benefits, employer paid CPP, EI and WCB benefit premiums, and professional association fees.

*⁴ Information reported for the executive positions are part year due to retirements, severance, resignations, hires, and temporary assignments throughout the fiscal year.

*⁵ Information reported for previous year only. No current year information to report due to retirement or resignation.

*⁶ Includes estimated parking of \$100/year, vehicle allowance of \$211.41 /month, \$452.08/month for employer paid Health & Welfare benefits, employer paid CPP, EI and WCB benefit premiums, and professional association fees.

*⁷ Includes estimated parking of \$100/year, \$447.28/month for employer paid Health & Welfare flexible benefits, employer paid CPP, EI, and WCB benefit premiums, and professional association fees.