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**School District No. 6
(Rocky Mountain)**
Quest for Quality

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June 30, 2011

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. 6 (Rocky Mountain) is aware of the total compensation paid to executive staff during the 2010-2011 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,

Greg Anderson, Board Chair

cc: C. Dow, Secretary Treasurer
Trustees



June 30, 2011

School District No. 6 (Rocky Mountain) Statement of Executive Compensation

Compensation Philosophy:

The material principles underlying policies and decisions for compensation provided to the CEO and NEOs of the District are as follows:

- The Board of Education has a responsibility to attract and retain the finest leadership talent available - - high potential individuals who are committed to supporting an educational program of the highest quality
- Compensation for senior executive positions must be competitive relative to other jurisdictions in the sector
- Compensation levels for senior executive positions must be set in accordance with Government guidelines and applicable law
- The Board must have defensible criteria for setting compensation levels

The responsibility for determining executive compensation lies with the whole Board of Education, with Human Resources staff providing the supporting information to enable the Board to make informed decisions in this regard.

The objective of the compensation program is to set a fair and reasonable level of compensation for the duties performed by executives on behalf of the Board. Specifically, the rationale for setting the base salary of the CEO was chosen from a number of available options. In years past, the Western Compensation & Benefits Consultants Report on Total Compensation Paid to Exempt Employees had been used to determine the base salary; the Board determined that, taking into account the relative size of the District, the salary would be set at the 60th percentile of the range of salaries for CEOs in Districts with an enrolment between 2001 and 6000 students.

Considering the increasing salary compression coming about as a result of the 2006 Teacher Collective Agreement, the Labour Market Adjustment process impacting salaries of Principals and Vice Principals, and the lack of an up-to-date Western Compensation Report to use as a guide, the Board determined at its December, 2007 meeting that the salary of the Superintendent would be set, effective January 1, 2008, at the 65th

percentile of the minimum-maximum base salary range for CEOs of Districts with a student population of between 2001-6000 students as outlined in Appendix 1 of Policy 95-06, [Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement (July 1, 2007)]. The salaries of the NEOs of the District were then set by maintaining the ratio between the previously existing salaries and the new, adjusted salary of the CEO.

In September, 2009, the Board again revised CEO/NEO compensation in light of the significant impact of continued teacher salary adjustments connected to the 2006 Teacher Collective Agreement (including the provision of a recruitment/retention allowance paid to all District teachers commencing in September of 2008), as well as the ongoing effect of the Labour Market Adjustment process on Principal and Vice Principal compensation. Specifically, the Board revised CEO/NEO salaries retroactive to July 1, 2009, such that the ratio of the salary of the highest paid teacher to the various executive compensation levels that existed in June of 2006 was re-established.

Senior executives are paid, in addition to base salary, a monthly vehicle allowance (taxable benefit). The amount of this allowance was increased by the Board in 2006 to \$425.00/month, and is intended to be part of the reimbursement to executives for vehicle expenses incurred while on Board business (senior executives also receive a per kilometer rate for using a vehicle in the performance of their duties of \$.27 per kilometre). The vehicle allowance was adjusted after completing a review of allowances paid to other senior executives in the sector.

Other than paid vacation, remaining compensation takes the form of statutory benefits, determined by formula.

The Board does not currently pay incentive compensation or bonuses to the CEO or NEOs of the District.

Below is the summary compensation table for fiscal 2010-2011:

**PUBLIC SECTOR EXECUTIVE COMPENSATION
REPORTING GUIDELINES**

June 30, 2011

Statement of Executive Compensation - School District No. 6 (Rocky Mountain)

ITEM 3 - SUMMARY COMPENSATION TABLE

Name and Principal Position (a)	Salary (\$) (b)	Bonus (\$) (c)	Incentive Plan Compensation Paid (\$) (d)	Pension (\$) (e)	All Other Compensation (\$) (f)	Total (\$) (g)	Previous 2 Years Totals (h)
*CEO Paul Carriere, Superintendent	\$127,771.00	n/a	n/a	\$18,092.96 Teachers Pension Plan	\$12,703.51 Total (below) \$0.00 Vacation Payout \$5,100.00 Vehicle Allowance \$2,217.60 CPP \$929.18 EI \$71.78 EI Rebate \$464.62 WCB \$509.13 Group Life Insurance \$120.00 College of Teachers Dues \$1,410.00 Medical Services \$1,248.88 Dental \$632.32 Extended Health 6 weeks Paid Vacation per year Entitlement	\$158,567.47	*09-10 = \$11,648.02

*Appointed to the position of Superintendent of Schools effective August 1, 2010.