



The Board of Education of School District No. 34 (Abbotsford)

September 13, 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. 34 (Abbotsford) 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,

Cindy Schafer
Board Chair

Board of Education Office

THE BOARD OF EDUCATION OF SCHOOL DISTRICT 34

(ABBOTSFORD)

FISCAL YEAR 2010/2011

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 any of the positions noted below at this time.

Abbotsford School District No. 34

Summary Compensation Table: Fiscal 2010-11 (year ending June 30, 2011)

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	\$ -	\$ -	\$ 22,142	\$ 17,843	\$ 194,176	2009/10=\$ 188,242 2008/09=\$ 150,803
Mark Lee ^{*5} (Secretary Treasurer)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	2009/10=\$ 252,287 2008/09=\$ 88,954
Ray Velestuk ^{*2} (Secretary Treasurer)	\$ 91,698	\$ -	\$ -	\$ 7,886	\$ 22,018	\$113,716	2009/10=\$ 0 2008/09=\$ 0
Godden, Kevin ^{*3,*4} (Acting, Secretary - Treasurer)	\$ 45,849	\$ -	\$ -	\$ 6,799	\$ 4,238	\$ 56,887	2009/10=\$ 27,489 2008/09=\$ 85,959
Godden, Kevin ^{*3,*4} (Deputy Superintendent)	\$ 91,698	\$ -	\$ -	\$ 12,874	\$ 16,463	\$ 121,035	2009/10=\$ 141,590 2008/09=\$ 79,264
Des Mckay ^{*5} (Superintendent)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	2009/10=\$ 0 2008/09=\$ 66,680
George Murray ^{*5} (Secretary Treasurer)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	2009/10=\$ 0 2008/09=\$ 88,954
Steve Carlton ^{*3} (Acting Deputy Superintendent)	\$ 56,665	\$ -	\$ -	\$ 8,000	\$ 3,911	\$ 68,576	2009/10=\$ 160,220 2008/09=\$ 0
Steve Carlton ^{*6} (Assistant Superintendent)	\$ 75,711	\$ -	\$ -	\$ 10,503	\$ 15,656	\$ 101,871	2009/10=\$ 160,220 2008/09=\$ 0
Bruce Ivany ^{*6} (Assistant Superintendent)	\$ 21,632	\$ -	\$ -	\$ 3,208	\$ 21,565	\$ 46,405	2009/10=\$ 160,220 2008/09=\$ 88,954
Angus Mackay ^{*6} (Assistant Superintendent)	\$ 128,035	\$ -	\$ -	\$ 18,263	\$ 13,043	\$ 159,341	2009/10=\$ 2008/09=\$

*1 Includes estimated parking of \$100/year, vehicle allowance of \$300 /month, \$508.59/month for employer paid Health & Welfare flexible benefits, \$2,548.56 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 \$400 /month, \$508.59/month for employer paid Health & Welfare flexible benefits and \$1,726.56/year LTD premiums, employer paid CPP, EI and WCB benefit premiums, professional association fees, and severance.

*3 Includes estimated parking of \$100/year, vehicle allowance of \$300 /month, \$488.59/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, 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 and resignation

*6 Includes estimated parking of \$100/year, vehicle allowance of \$212.16 /month, \$488.59/month for employer paid Health & Welfare flexible benefits, employer paid CPP, EI and WCB benefit premiums, and professional association fees.