



Delta School District
Inspired Learning

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October 17, 2016

Christina Zacharuk
CEO and President
Public Sector Employers' Council Secretariat
Suite 201, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Ms. Zacharuk:

Re: **Executive Compensation**

This will confirm that the Board of Education of School District No. 37(Delta) is aware of the total compensation paid to executive staff during the 2015-2016 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,

Laura Dixon,
Chair, Delta Board of Education

September 2016

Delta School District Management Compensation

Compensation Philosophy

As a key factor in the pursuit of our bold vision to be a "leading district for innovative teaching and learner success", we seek to attract, engage, inspire and retain a highly skilled management team. It is therefore necessary that the District be an attractive employer of choice. To do so requires that, in addition to other factors, management staff be compensated competitively.

It is also important to reward exceptional performance and provide sufficient incentive to motivate existing staff to seek positions of greater responsibility. This will assist with succession planning and increase retention.

Labour Market Competitiveness

To maintain competitiveness, the District makes compensation decisions based on information obtained from the B.C. Public School Employers' Association (BCPSEA), supplemented by information from other external sources including the tri-annual BCPSEA compensation survey of school districts and other relevant public sector employers within BC and other selected provinces. The District also seeks guidance from the BCPSEA regarding appropriate comparator employers and positions.

In balancing external competitiveness with fiscal responsibility, the Board has considered that the reference point for management compensation is the 65th to 75th percentile of the relevant comparator labour market, recognizing that this is based on a given point in time. In order to maintain competitiveness, the Delta Board of Education has approved a motion that management compensation be reviewed every two years.

Definition of Compensation

In this report compensation includes base salary, allowances for vehicle and vehicle operating expenses, payout of unused vacation, severance pay, professional development, and employer contributions to health benefits (basic medical, extended medical, dental, group life), pension (Teachers or Municipal Pension Plan) and statutory benefits (Employment Insurance and Canada Pension Plan).

Accountability

Compensation administration in the K-12 public education sector operates within the following legislative and regulatory context:

- the *Public Sector Employers Act*, which establishes the legislative policy framework for exempt staff compensation administration in the public sector.
- the BCPSEA exempt staff compensation management plan (Policy 95-06, *Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement*), which is an approved compensation plan under the legislation.
- To ensure consistency with the legislative and regulatory requirements, the District works with BCPSEA throughout compensation plan development. Finally, prior to implementation, compensation adjustments are submitted to BCPSEA for review and, where required approval.

Summary Compensation Table at FISCAL, 2016

| Name and Position (a) | Salary (b) | Holdback / Bonus / Incentive Plan Compensation (c) | Benefits (d) | Pension (e) | All Other Compensation (expanded below) | 2015/16 Total | Previous Two Years Totals | |
|---|---------------|--|-----------------|----------------|--|------------------|------------------------------|------------|
| | | | | | | | 2014/15 | 2013/14 |
| Dianne Turner, Superintendent | \$ 192,192 | \$ - | \$ 9,302 | \$ 31,002 | \$ 24,701 | \$ 257,198 | \$ 259,266 | \$ 234,146 |
| Doug Sheppard, Assistant Superintendent | \$ 133,656 | \$ - | \$ 9,454 | \$ 21,309 | \$ 17,824 | \$ 182,243 | \$ 178,483 | \$ 177,273 |
| Joe Strain, Secretary- Treasurer | \$ 133,656 | \$ - | \$ 9,289 | \$ 14,750 | \$ 16,645 | \$ 174,340 | \$ 169,569 | \$ 166,809 |
| Nancy Gordon, Assistant Superintendent | \$ 131,835 | \$ - | \$ 9,467 | \$ 20,977 | \$ 14,278 | \$ 176,556 | \$ 94,237 | \$ - |
| Brad Bauman, Director of Learning Services | \$ 131,550 | \$ - | \$ 9,456 | \$ 20,467 | \$ 14,107 | \$ 175,579 | \$ 158,071 | \$ - |

Summary Other Compensation Table at FISCAL, 2016

| Name and Position (a) | All Other Compensation | Severance (f) | Vacation payout (g) | Leave payout (h) | Vehicle / Transportation Allowance (i) | Perquisites / other Allowances (j) | Other (k) |
|---|---------------------------|------------------|---------------------------|------------------------|---|---|--------------|
| Dianne Turner, Superintendent | \$ 24,701 | \$ - | \$ 8,769 | \$ - | \$ 15,932 | \$ - | \$ - |
| Doug Sheppard, Assistant Superintendent | \$ 17,824 | \$ - | \$ - | \$ - | \$ 17,824 | \$ - | \$ - |
| Joe Strain, Secretary- Treasurer | \$ 16,645 | \$ - | \$ - | \$ - | \$ 16,645 | \$ - | \$ - |
| Nancy Gordon, Assistant Superintendent | \$ 14,278 | \$ - | \$ - | \$ - | \$ 14,278 | \$ - | \$ - |
| Brad Bauman, Director of Learning Services | \$ 14,107 | \$ - | \$ - | \$ - | \$ 14,107 | \$ - | \$ - |