



SCHOOL DISTRICT No. 51 (BOUNDARY)

August 23, 2017

Christina Zacharuk
President and CEO
Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Ms. Zacharuk:

This will confirm that the Board of Education of School District No. 51 (Boundary) is aware of the total compensation paid to executive staff during the 2016-2017 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,

A handwritten signature in blue ink, appearing to be 'Teresa Rezansoff', written in a cursive style.

Teresa Rezansoff
Board Chair

TR/cw
Encl.

SD51 (Boundary) Executive Compensation Philosophy

The Board of Education encourages and supports practices that enable the District to attract, retain, and reward qualified, high-performing employees who are critical to the delivery of quality public education programs to students in School District No. 51 (Boundary). A key component of this approach is the development and maintenance of a framework for executive and exempt staff compensation that is rational, defensible, competitive and able to be effectively administered.

Compensation Philosophy

The Board supports a compensation philosophy based on an integrated view of compensation and rewards. Compensation is a mix of monetary and non-monetary elements, including the traditional salary and benefits and the more intangible elements such as career opportunities, learning and career development, work challenge, a supportive district culture and positive lifestyle prospects. Further, the Board understands that the competitive market place can play a role in a total compensation package.

Inherent in the Board's compensation philosophy are the following objectives:

- To attract and retain qualified, experienced, motivated, and high-potential employees who are committed to the Board's overarching goal of delivering a high-quality public education experience to our students.
- To support employees through the provision of meaningful career growth and development opportunities.

School District 51 (Boundary)

Summary Compensation Table at 2017

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2016/2017 Total Compensation	Previous Two Years Totals Total Compensation	
							2015/2016	2014/2015
Kevin Argue, Superintendent of Schools	\$ 143,043	-	\$ 9,252	\$ 19,640	\$ 2,536	\$ 174,471	\$ 164,035	\$ 160,213
Jeanette Marianne Hanlon, Secretary-Treasurer	\$ 127,384	-	\$ 8,467	\$ 13,683	-	\$ 149,534		
Doug Lacey, Director of Learning	\$ 123,957	-	\$ 8,465	\$ 16,909	-	\$ 149,331		

Summary Other Compensation Table at 2017

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Kevin Argue, Superintendent of Schools	\$ 2,536	-	\$ 2,536	-	-	-	-
Jeanette Marianne Hanlon, Secretary-Treasurer	-	-	-	-	-	-	-
Doug Lacey, Director of Learning	-	-	-	-	-	-	-

Notes

Kevin Argue, Superintendent of Schools	
Jeanette Marianne Hanlon, Secretary-Treasurer	
Doug Lacey, Director of Learning	