



# The Board of Education of School District #83 (North Okanagan-Shuswap)

## Public Sector Executive Compensation Reporting

### SUMMARY COMPENSATION TABLE FOR THE YEAR ENDED JUNE 30, 2009

Name & Position	Salary	Bonus	Incentive Plan Compensation Paid	Pension	All Other Compensation (1)	Total	Previous Year 2007/08
Doug Pearson CEO – Superintendent of Schools	\$130,714	N/A	N/A	\$16,400	\$8,039	<b>\$155,153</b>	147,660

#### Compensation Philosophy:

The Compensation Program of the Board of Education of School District No. 83 is designed to target executive, management and professional salary grids and benefits at the median of the labour market.

The Board uses the services of an external consultant to assist with salary policy matters. Compensation for all management salaries is determined through a point based job evaluation plan. Positions are evaluated through analysis of predetermined standard compensable factors. The purpose of the compensation plan is to ensure that the Board can recruit and retain qualified staff and maintain a salary structure that has internal equity.

#### Leaves:

The Superintendent is entitled to 40 days vacation per year, and up to 10 days of professional development.

Notes: (1) This amount includes a taxable vehicle allowance of \$1,587, employer paid CPP and EI benefit premiums, and employer paid health benefit premiums.