



Public Sector Executive Compensation Reporting

Fiscal Year 2008 / 09

Statement of Executive Compensation for the Superintendent of Schools / CEO

Compensation Philosophy

The Board of Education encourages practices that enable the district to attract and retain qualified, high-performing employees who help deliver quality public education programs to students in School District No. 91 (Nechako Lakes).

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

- To attract, support 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 develop and maintain executive compensation that is rational, defensible, competitive and able to be effectively administered.

Labour Market Comparators

The compensation philosophy needs to maintain a meaningful level of competitiveness with the external labour market. For executive positions in the BC K-12 public education sector, the relevant labour market is:

1. Other BC school districts
2. Other Canadian school districts
3. Other public sector organizations
4. Selected private sector organizations.

Compensation Administration

Compensation administration for the Superintendent of Schools operates within the context of the *Public Sector Employers Act*, which establishes the legislative policy framework for exempt staff compensation administration in the public sector.

For 2008/09, the Board of Education is solely responsible for the establishment and maintenance of compensation levels for the position of Superintendent of Schools. In previous years, the compensation administration for the Superintendent of Schools was capped by BCPSEA and PSEC and any proposed compensation adjustments were submitted to BCPSEA for review and approval prior to implementation.

Summary Compensation Table: Fiscal 2008/09 (for the year ending June 30, 2009)

Name and Principal Position	Salary (\$) (a)	Bonus or Incentive Plan (\$) (b)	All Other Compensation (\$) (c)	Total (\$)	Total (\$) 2007/08 (d)
Ray LeMoigne, Superintendent	\$126,939	\$ 0	\$42,577	\$169,516	\$153,221

(a) Includes Recruitment/Retention Allowance

(b) There are no bonus or incentive plans.

(c) Includes employer paid pension, health, dental, group life, LTD, AD&D, CPP and EI. Also includes vacation payout of \$2,319.

(d) Compensation included eleven months as Superintendent of Schools and one month as Director of Instruction.