



School District No. 20 (Kootenay-Columbia)

Suite 120 – 1290 Esplanade, Trail, BC V1R 4T2
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September 13, 2012

Paul Straszak
President and CEO
Public Sector Employers' Council
PO Box 9400 Stn Prov Govt
Victoria, BC V8V 9V1

Dear Mr. Straszak:

Please find attached the required Public Sector Executive Compensation Disclosure Report for fiscal 2011-2012 (year ending June 30, 2012) for School District No. 20 (Kootenay-Columbia).

This letter confirms that the Board of Education of School District No. 20 (Kootenay-Columbia) is aware of the total compensation paid to executive staff during the 2011-2012 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.

Sincerely,

A handwritten signature in black ink that reads 'D. Ganzert'.

Darrel Ganzert
Chairperson, Board of Education

pc: Trustees



School District No. 20 (Kootenay-Columbia) Public Sector Executive Compensation Report September, 2012

The Public Sector Employers Act (PSEA) requires public sector organizations to disclose the major elements of executive compensation. This includes base salary, benefits (including taxable benefits), employer pension contributions, and performance payments. The enhanced disclosure requirements apply to chief executive officers and the next four highest ranking executives where these positions hold an annual base salary of \$125,000 or more.

Given the amendments described above, the Board of Education is required to submit and post such a disclosure a report. At the current time the only executive or exempt base salaries above the threshold of \$125,000 is our chief executive officer – Superintendent of Schools.

The Board of Education is supported in determining exempt compensation through the British Columbia Public School Employers' Association (BCPSEA). It is also guided by Public Education Negotiating Framework Compensation Plan – Exempt Staff (PENFCP) and provincial committees such as Exempt Staff Compensation Working Group (ESCWG), comprised of representatives from the BC School Superintendents' Association, the BC School District Secretary Treasurers' Association, the BC Principals' and Vice Principals' Association, a district human resources practitioner, the Public Sector Employers' Council Secretariat, and BCPSEA. The ESCWG is moderated by an external compensation consultant. The Board of Education is solely responsible for the establishment and maintenance of compensation levels for the position of Superintendent of Schools. Lastly, any increase to salary or any other element of the total compensation package for executive and exempt positions contemplated by a school board must be submitted to BCPSEA for review.

Exempt staff compensation is based on an objective to attract and retain qualified, experienced, motivated, and high-potential employees who are committed to the Board's overarching desire of "supporting the journey of all learners".

Another key to the compensation level is the need to maintain competitiveness with the labour market. For executive and exempt staff 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 provided comes in the form of:

Cash compensation

- Annual base salary

The base salary structure is a single rate structure.

- Vehicle allowance

Due to the numerous schools and work sites in the district and the need to visit these, the Board provides an annual vehicle allowance to the Superintendent and some other senior management positions. The monthly vehicle allowance is set at a level competitive with the vehicle allowances provided to Superintendents and other senior managers in districts of similar size and geography.

Non-cash compensation

- Health and welfare benefits

Provided are: basic medical, extended medical, dental, group life, short-term and long-term disability, employee and family assistance program, etc. consistent with such benefits as offered in the K-12 sector generally.

- Pension benefits

Exempt staff is enrolled in either the Teachers Pension Plan or the Municipal Pension Plan.

- Paid time off

Executive staff has an annual vacation entitlement of 30 days. Pursuant to the Public Sector Employers Act, carry forward of unused accumulated vacation is not permitted. If, however, the individual employment contract does allow for carry forward of unused accumulated vacation, then such vacation may be carried forward for one year only and at the end of that year, the unused accumulated vacation must be used in full, paid out, or a combination of the two.

Summary Compensation Table: Fiscal 2011-2012 (year ending June 30, 2012)

| Name and Principal Position (a) | Salary (\$) (b) | Pension (\$) (e) | All Other Compensation (\$) (f)* | Total (\$) (g) | Previous 2 Years Totals (h) |
|---|------------------------|-------------------------|---|-----------------------|--|
| Jean Borsa, Superintendent (Retired as of July 31, 2011) | \$10,462.25 | \$1,577.81 | \$8,317.37 | \$20,357.43 | 09/10 - \$161,126 10/11 - \$170,463 |
| Greg Luterbach, Superintendent (as of August 1, 2011) | \$115,084.75 | \$16,604.41 | \$20,519.83 | \$152,208.99 | n/a |

Notes:

*This amount for Jean Borsa includes:

- payout of unused accumulated vacation (\$6,974.83)
- employer-paid CPP and EI benefits and health and welfare benefits premiums (\$1,165.47)
- LTD repayments (\$177.07)

*This amount for Greg Luterbach includes:

- vehicle allowance (\$5,285)
- payout of unused accumulated vacation (\$4,329.21)
- employer-paid CPP and EI benefits and health and welfare benefits premiums (\$8,957.74)
- LTD repayments (\$1,947.88)

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