

The Board of Education of School District No. 34 (Abbotsford)

October 25, 2012

Lee Doney
President and CEO
Public Sector Employer's Council
PO Box 9400 Stn Prov Govt
Victoria, BC V8V 9V1

Dear Mr. Doney:

This will confirm that the Board of Education of School District No. 34 (Abbotsford) 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,



John R. Sutherland
Board Chair

JRS:db

C: Trustees



John Sutherland, Board Chair



THE BOARD OF EDUCATION OF SCHOOL DISTRICT 34

(ABBOTSFORD)

EXECUTIVE COMPENSATION DISCLOSURE

FISCAL YEAR 2011/2012

Compensation Philosophy

The Board of Education of School District 34 (Abbotsford) follows the BC Public School Employers Association (BCPSEA)'s exempt compensation management plan.

Health & Welfare Benefits

The Executive receives the same health & welfare flexible benefits as those received by other exempt employee groups at the school district. The school district provides a dollar amount to the employee who then selects the choice levels from a menu of flexible benefits. In addition, the school district provides an additional amount for LTD premiums. This package includes Extended Health Care, Dental Care, Life Insurance, Accidental Death & Dismemberment Insurance, Dependent Life Insurance, and Employee & Family Assistance Program.

Vacation Leave

Vacation entitlements are as per the individual contracts. All positions noted below are entitled to 30 days of annual vacation in each School Year.

Bonus

A bonus scheme is not applicable to any of the positions noted below at this time.



ABBOTSFORD
SCHOOL DISTRICT
RESPECT OPPORTUNITY INNOVATION

Summary Compensation Table: Fiscal 2011-12 (year ending June 30, 2012)

Name and Principal Position (a)	Salary (\$) (b)	Bonus and/or Incentive Plan Compensation Paid (\$) (c)	Benefits (\$) (d)	Pension (\$) (e)	All Other Compensation (\$) (f)	Total (\$) (g)	Previous 2 Years Totals (h)*
Godden, Kevin^{**} (Superintendent)	\$ 158,250		\$12,664	\$ 22,717	Severance: \$0 Vacation: \$0 Leave: \$0 Perquisites: \$4,900 Other: \$1,624	\$ 200,155	2010/11=\$ 0 2009/10=\$ 0
MacRae, Julie^{*1} (Superintendent)	\$ 25,699		\$1,322	\$ 3,811	Severance: \$0 Vacation: \$8,862 Leave: \$0 Perquisites: \$0 Other: \$20,000	\$ 59,694	2010/11=\$ 194,176 2009/10=\$ 188,242
Velestuk, Raymond^{**2} (Secretary Treasurer)	\$ 137,547		\$12,090	\$ 12,778	Severance: \$0 Vacation: \$6,304 Leave: \$0 Perquisites: \$4,900 Other: \$1,120	\$ 174,739	2010/11=\$ 113,716 2009/10=\$ 0
Lee, Mark^{**5} (Secretary Treasurer)							2010/11=\$ 0 2009/10=\$ 252,287
Godden, Kevin^{**3,**4} (Acting, Secretary - Treasurer)							2010/11=\$ 56,887 2009/10=\$ 27,489
Godden, Kevin^{**3,**4} (Deputy Superintendent)							2010/11=\$ 121,035 2009/10=\$ 141,590
Carlton, Steve^{**3,**4} (Acting Deputy Superintendent)							2010/11=\$ 68,576 2009/10=\$ 160,220
Carlton, Steve^{**6} (Assistant Superintendent)	\$ 129,790		\$9,303	\$ 18,496	Severance: \$0 Vacation: \$0 Leave: \$0 Perquisites: \$2,646 Other: \$1,624	\$ 161,859	2010/11=\$ 101,871 2009/10=\$ 160,220
Mackay, Angus^{**6} (Assistant Superintendent)	\$ 129,790		\$9,628	\$ 18,496	Severance: \$0 Vacation: \$0 Leave: \$0 Perquisites: \$2,638 Other: \$1,624	\$ 162,176	2010/11=\$ 159,341 2009/10=\$ 0
Smirle, Mary-Anne^{**6} (Assistant Superintendent)	\$ 118,974		\$12,984	\$ 16,168	Severance: \$0 Vacation: \$0 Leave: \$0 Perquisites: \$2,427 Other: \$1,624	\$ 152,177	2010/11=\$ 0 2009/10=\$ 0
Ivany, Bruce^{**5} (Assistant Superintendent)							2010/11=\$ 46,405 2009/10=\$ 160,220