



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:

Re: **Executive Compensation**

This will confirm that the Board of Education of School District No. 37(Delta) 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.

Yours truly,

Dale Saip
Board Chair

Delta School District Management Compensation

Compensation Philosophy

As a key element in the pursuit of our bold vision to be a "leading district for innovative teaching and learner success", the Delta School District seeks to attract, engage and inspire a highly skilled management team. It is therefore necessary to make School District No. 37(Delta) an attractive employer of choice. To do so the District must, in addition to other factors, compensate management staff competitively.

It is also important to provide sufficient differentials to successively more responsible positions. This will ensure that staff in these positions are appropriately compensated for the additional responsibility and thereby increase retention. As well, these positions will be more attractive to staff in more junior positions which in turn will assist with succession planning.

Labour Market Competitiveness

To maintain competitiveness, the District makes compensation decisions based on information obtained from the B.C. Public School Employers' Association (BCPSEA), supplemented by information from other external sources. Every three years the BCPSEA conducts a compensation survey of school districts and other relevant public sector employers both within BC and in other selected provinces. The District also seeks guidance from the BCPSEA regarding appropriate comparator employers and positions.

In balancing external competitiveness with fiscal responsibility, the Board has considered that the reference point for management compensation is the 65th to 75th percentile of the relevant comparator labour market, recognizing that this is based on a given point in time. In order to maintain competitiveness, the Delta Board of Education has approved a motion that management compensation be reviewed every two years.

Definition of Compensation

In this report compensation includes base salary, allowances for vehicle and vehicle operating expenses, payout of unused vacation, severance pay, professional development, and employer contributions to health benefits (basic medical, extended medical, dental, group life), pension (Teachers or Municipal Pension Plan) and statutory benefits (Employment Insurance and Canada Pension Plan).

Accountability

Compensation administration in the K-12 public education sector operates within the following legislative and regulatory context:

- the *Public Sector Employers Act*, which establishes the legislative policy framework for exempt staff compensation administration in the public sector.
- the BCPSEA exempt staff compensation management plan (Policy 95-06, *Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement*), which is an approved compensation plan under the legislation.

- To ensure consistency with the legislative and regulatory requirements, the District works with BCPSEA throughout compensation plan development. Finally, prior to implementation, compensation adjustments are submitted to BCPSEA for review and, where required approval.

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

Name and Principal Position (a)	Salary (\$) (b)	Bonus or Incentive Plan Compensation Paid (c)	Benefits (\$) (d)	Pension (\$) (e)	All Other Compensation (\$) (f)	Total (\$) (g)	Previous 2 Years Totals (h)
Dianne Turner Superintendent	\$168,115		\$8,791	\$24,180	Car allowance \$8,268 Car operation \$9,415 Pro-D \$6,433	\$225,202	2010/11 - \$216,631 2009/10 - \$169,672*
Garnet Ayres Deputy Superintendent	\$147,260		\$6,021	\$21,087	Car allowance \$7,917 Car operation \$8,958	\$191,243	2010/11 - \$192,917 2009/10 - \$177,912**
Joe Strain Secretary Treasurer/ Director of Human Resources	\$132,639		\$8,735	\$13,163	Car allowance \$7,917 Car operation \$8,907	\$171,361	2010/11 - \$163,094 2009/10 - n/a
Doug Sheppard Assistant Superintendent	\$132,639		\$8,900	\$18,919	Car allowance \$7,917 Car operation \$6,236	\$174,611	2010/11 - \$166,953 2009/10 - \$65,987***
Kathy Guild Director of Learning Services	\$126,895		\$8,737	\$18,067	Car allowance \$7,917 Car operation \$3,783	\$165,399	2010/11 - \$164,731 2009/10 - n/a

Notes:

- * Appointed as Superintendent in Spring of 2010.
- ** Appointed as Deputy Superintendent in Spring of 2010.
- *** Commenced employment after the start of the fiscal year.
- n/a Not applicable.