



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

P.O. Box 129 ~ 220 Shuswap St. N.E. ~ Salmon Arm, B.C. V1E 4N2
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31 August 2012

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

Dear Mr. Straszak:

This will confirm that the Board of Education of School District No. 83 (North Okanagan-Shuswap) 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,

Bobbi Johnson
Board Chair



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, 2012

Name & Position	Salary	Bonus	Incentive Plan Compensation Paid	Pension	All Other Compensation (1)	Total	Previous Years
Doug Pearson, CEO – Superintendent of Schools (retired 31/08/11)	\$24,858	n/a	n/a	\$4,627	\$41,794	\$71,279	2009/10: \$161,233 2010/11: \$162,459
Dave Witt, CEO – Superintendent of Schools (2) (effective 01/08/11)	\$139,097	n/a	n/a	\$19,957	\$9,185	\$168,239	n/a

The Board of Education encourages and adopts practices that enable the district to attract, retain, and reward qualified, high-performing employees who are critical to the delivery of quality public education programs to students in School District No. 83 (North Okanagan-Shuswap).

A key component of this approach is the development and maintenance of a framework for executive and exempt staff compensation that is rational, defensible, competitive and able to be effectively administered. The framework includes a point based job evaluation plan.

Compensation Philosophy:

The Board's compensation philosophy is based upon a set of principles that guide development, maintenance, and decision-making. At its core is an integrated view of compensation and rewards – not only traditional, quantifiable elements such as salary and benefits (compensation), but also more intangible elements such as career opportunities, learning and career development, work challenge, and supportive culture (rewards). This total rewards model further integrates with plans that establish the Board's overall education, business, and human resources strategies and objectives.

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

- To attract and retain qualified, experienced, motivated and high-potential employees who are committed to the Board's goal of delivering a high-quality public education experience to our students.
- To support employees through the provision of meaningful career growth and development opportunities, and a performance-based organizational culture.

Leaves:

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

Notes: (1) **Superintendent (retired):** This amount includes a taxable vehicle allowance of \$288, payout of unused accumulated vacation of \$40,799, employer paid CPP and EI benefit premiums, and employer paid health benefit premiums.

(1) **Superintendent:** This amount includes a taxable vehicle allowance of \$3,430, employer paid CPP and EI benefit premiums, and employer paid health benefit premiums.

(2) Previously Assistant Superintendent of Schools.