



SCHOOL DISTRICT No. 51 (BOUNDARY)

July 25, 2013

Mr. Lee Doney
Interim President and CEO
Public Sector Employers' Council Secretariat
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. 51 is aware of the total compensation paid to executive staff during the 2012-2013 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,

Teresa Rezansoff
Board Chair

TR:cw
Encl.



Compensation Philosophy

The Board of Education of School District No.51 (Boundary) encourages and supports 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 the Boundary School District. 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 Board supports a compensation philosophy based on an integrated view of compensation and rewards. Compensation is a mix of monetary and non-monetary elements, including the traditional salary and benefits and the more intangible elements such as career opportunities and development, work challenge, a supportive district culture and positive lifestyle prospects. Further, the Board understands that the competitive market place can play a role in a total compensation package.

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 overarching 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.

Summary Compensation Table at Fiscal 2013 (year ending June 30, 2013)

Name and Position (a)	Salary (b)	Bonus and/or Incentive Plan Compensation (c)	Benefits (d)*	Pension (e)	All Other Compensation (f)	2012/13 Total (g)	Previous 2 Years Totals (h)
Michael Strukoff, Superintendent/CEO	\$127,347.00	\$ -	\$7,721	\$ -	\$ -	\$138,905	2010-2011: \$157,441 2011-2012: \$124,127

Summary Other Compensation Table at FISCAL, 2013 (page 2)

Name and Position (a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Michael Strukoff, Superintendent/CEO	\$ -	\$ -	\$3,837	\$ -	\$ -	\$ -	\$ -

Notes:

*This amount includes employer-paid CPP, EI and WCB benefit premiums of \$3,741.79, and employer-paid health and welfare benefits premiums of \$3,979.20.