



The Board of Education of School District No. 83 (North Okanagan - Shuswap)

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August 19, 2013

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. 83 (North Okanagan-Shuswap) 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 .

Sincerely,

Bobbi Johnson,
Board Chair

The Board of Education of School District No. 83 North Okanagan-Shuswap)
PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING

Summary Compensation Table at FISCAL, 2013

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2012/13 Total	Previous Two Years Totals	
							2011 / 12	2010 / 11
Dave Witt, CEO - Superintendent	\$ 141,388	\$ -	\$ 5,310	\$ 20,201	\$ 3,847	\$ 170,746	\$ 170,530	n/a
Doug Pearson, CEO - Superintendent	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 71,279	\$ 162,459
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Summary Other Compensation Table at FISCAL, 2013

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)
Dave Witt, CEO - Superintendent	\$ 3,847	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Doug Pearson, CEO - Superintendent	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Notes:

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) D. Pearson only: The amount included a taxable vehicle allowance of \$1,567 and vacation payout of \$40,794. It reflects employer paid CPP and EI benefit premiums, and employer paid health benefit premiums for both employees.