



School District No.59 (Peace River South)

October 18, 2016

Christina Zacharuk
President and CEO
Public Sector Employers' Council Secretariat
Suite 201, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Ms. Zacharuk:

This will confirm that the Board of Education of School District No.59 (Peace River South) is aware of the total compensation paid to executive staff during the 2016-2017 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,

Tamara Ziemer
Board Chair

School District #59 (Peace River South) Executive Compensation Report 2016/17

The Board of Education of School District #59 encourages and adopts practices that enable the district to attract, retain, incent, and reward qualified, high-performing employees, who are critical to the delivery of quality public education programs to students in School District No.59 (Peace River South)

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.

Compensation Philosophy

The Board's compensation philosophy is based upon 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.

The Board considers market data provided by the BC Public School Employers' Association, and direction from the government with respect to relevant statutes and public policy.

The Board's total compensation package for executive staff is comprised base salary, pension, and health and welfare benefits.

Compensation Administration

The Board engages in consistent and ongoing administration of the compensation structure to ensure that reality matches philosophy and that equity is maintained. An ongoing system of compensation review ensures that total compensation levels are benchmarked externally against the appropriate labour market and internally against appropriate job evaluation criteria.

The Board works with BCPSEA to obtain information and advice relating to the executive and exempt compensation structures. In addition, the Board utilizes the BCPSEA *Report on Total Compensation Paid to Exempt Employees* — the results of BCPSEA's triennial survey of total compensation paid to exempt benchmark positions in BC public school districts as well as school districts in Alberta, Saskatchewan, and Ontario, and other relevant public sector employers.

Accountability

Underlying the Board's compensation philosophy and approach is the understanding that legal and regulatory mandates are considered a baseline for implementing any compensation plan or practice. Compensation administration in the K-12 public education sector operates within the following 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, and
- the *Public Education Negotiating Framework Compensation Plan – Exempt Staff (2006-2010)*.

Under the current compensation administration system in the K-12 sector:

- the Board of Education is solely responsible for the establishment and maintenance of compensation levels for the position of Superintendent of Schools. As elected school trustees, we are accountable to our public and therefore ensure that we adhere to proper human resources practices with respect to executive and exempt staff compensation.
- the Board must submit proposed compensation adjustments for all other executive and exempt positions in the district to BCPSEA for review and approval prior to implementation.

School District 59 (Peace River South)

Summary Compensation Table at 2017

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2016/2017 Total Compensation	Previous Two Years Totals Total Compensation	
							2015/2016	2014/2015
Leslie Lambie, Superintendent of Schools	\$ 155,927	-	\$ 6,544	\$ 23,139	-	\$ 185,610	\$ 168,982	\$ 157,448
Candace Clouthier, Assistant Superintendent	\$ 133,770	-	\$ 9,243	\$ 18,313	-	\$ 161,326		
Christy Fennell, Director of Instruction	\$ 126,281	-	\$ 6,517	\$ 17,241	-	\$ 150,039		
Melissa Panoulias, Secretary Treasurer	\$ 39,497	-	\$ 577	\$ 3,614	-	\$ 43,688		

Summary Other Compensation Table at 2017

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Leslie Lambie, Superintendent of Schools	-	-	-	-	-	-	-
Candace Clouthier, Assistant Superintendent	-	-	-	-	-	-	-
Christy Fennell, Director of Instruction	-	-	-	-	-	-	-
Melissa Panoulias, Secretary Treasurer	-	-	-	-	-	-	-

Notes

Leslie Lambie, Superintendent of Schools	
Candace Clouthier, Assistant Superintendent	
Christy Fennell, Director of Instruction	
Melissa Panoulis, Secretary Treasurer	