ABBOTSFORD
SCHOOL DISTRICT

September 23, 2025

**Public Sector Employers' Council Secretariat**
Suite 201, 880 Douglas Street
Victoria, BC V8W 2B7

**Attention: Mr. John Davison, President, Chief Executive Officer**

Dear Mr. Davison:

**Re: 2024-25 Executive Compensation**

This will confirm the Board of Education of School District No. 34 (Abbotsford), is aware of the total compensation paid to executive staff during the 2024-25 fiscal year and further, that we verify the amount of compensation paid was within the compensation plan as approved by the Board and reported to the Public Sector Employers' Council Secretariat.

Yours truly,

Shirley Wilson, Board Chairperson
Abbotsford Board of Education

2790 Tims Street
Abbotsford BC V2T 4M7
Tel 604.859.4891
Fax 604.852.8587
abbyschools.ca

ABBOTSFORD SCHOOL DISTRICT

## Excluded Compensation – Disclosure

Fiscal Year 2024/25

The Board of Education ("Board") adopts practices that enable the district to attract, retain, incent and reward qualified, high-performance employees who are essential to the delivery of public education programs to students in the Abbotsford 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.

### Compensation Philosophy

The Board's compensation philosophy aligns with the statutory system of exempt staff compensation administration in the K-12 public education sector and the British Columbia Public School Employers' Association (BCPSEA) exempt staff compensation management plan (BCPSEA 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 *Public Sector Employers Act*.

Compensation mandates adopted by the Public Sector Employers' Council (PSEC) from time to time are the official policy of BCPSEA and any adjustments to exempt staff compensation levels must align with the parameters of the prevailing compensation mandate.

The Board supports the common public sector compensation philosophy based on the core principles of performance, differentiation, accountability and transparency as well as a common sector wide approach to benchmarking.

Inherent in the compensation philosophy are the following core principles:

- Performance: The compensation structure and administration of the structure supports and promotes meaningful career growth and development opportunities, and a performance-based (merit) organizational culture.
- Differentiation: Differentiation of salary is supported where there are differences in the scope of the position within an organization or due to superior individual team contributions.
- Accountability: Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.
- Transparency: The compensation program is designed, managed, administered, and communicated in a manner that ensures the program is clearly understood by employees and the public while protecting individual personal information.

This common compensation philosophy generally supports the *progressive workforce* pillar in the Strategic Plan of Abbotsford Board of Education.

**Labour Market Comparators**

Key to the compensation philosophy is the need to maintain a meaningful level of competitiveness with the relevant external labour market. Based on the common compensation philosophy implemented in the K-12 education sector for exempt employees, the following considerations guide articulation of the relevant labour market:

- Degree of recruitment from these jurisdictions/organizations
- Size of the organization, as size drives the span of control and scope of accountability
- Geographic location
- Transferability of skills
- Comparability of qualifications and experience

For executive and exempt staff positions, the relevant labour market includes:

- BC Public Sector Organizations – crown corporations, health sector, K-12 education, post-secondary, core public service, community social services, regional government, municipalities and various public bodies.
- Other provincial jurisdictions were relevant, excluding territories.
- Private sector – utilized only in cases of talent in high demand with significant recruitment pressure from the private sector.

The Board's approach includes:

- Consideration of all components of the total rewards model.
- Consideration of the relevant labour market for compensation comparison purposes.
- Linking pay ranges to neutral, relevant factors (e.g., job content (specific duties/responsibilities), required skill level, required competencies, required qualifications).
- Ensuring appropriate relationships exist between positions in the district's organizational hierarchy.
- Considering the ways in which appropriate organizational and individual performance measures may be linked to the administration of the compensation system.

The Board's total compensation package for executive staff is comprised of the following elements.

**Cash Compensation**

Total cash compensation includes annual base annual salary

**Annual base salary**
Annual base salary is considered in the context of the total compensation package.

**Vehicle**
The Board pays annual car allowances to senior management, plus mileage allowance based on the district rate.

**Non-cash Compensation**

The non-cash elements of the total compensation package include:

**BENEFITS AND PENSION PROVISIONS**

a) Medical insurance;
b) Extended Health insurance;
c) Dental insurance;
d) Group life insurance and accidental death and dismemberment insurance; and
e) Long-term disability insurance.

Management staff and their dependents will participate in a Flexible Benefits Plan arranged by the Board of Education. Participation is mandatory in the Group Life, Accidental Death and Dismemberment, and Long-Term Disability plans. Operations Management staff may waive coverage in the medical, extended health and dental benefit plans, provided they have alternate coverage through a spouse. Voluntary Accidental Death & Dismemberment and Dependent Life are optional. The Board will contribute a monthly sum for each employee towards the Flexible Benefits Plan to pay for benefit premiums.

At the time of enrolment, Management staff will have the option to direct payment of any surplus monies remaining after benefit premiums have been paid to either:

a) monthly credit to be paid as taxable income, or
b) monthly credit to be deposited to Health Spending Account, or
c) a combination of (i) and (ii) above.

**Pension Plans**

Non-Educational Leaders must participate in the Municipal Pension Plan in accordance with current legislative requirements as updated from time to time by the Government of BC.

Educational Leaders participate in the Teacher's Pension Plan. An employer contribution rate (as defined by the plan) and the employee contribution rate (as defined by the plan) will apply.

**Short Term Salary Continuance Plan**

Executive Management Staff, as a condition of employment with the district, will participate in the Short-Term Salary Continuance Plan, which entitles members to 100% of earnings from day

- 1 through day 45 of absence due to illness or injury and the commencement of the Long-Term Disability benefit.
- The Secretary Treasurer Position receives 100% of earnings from day 1 through day 90 of absence due to illness or injury and the commencement of the Long-Term Disability benefit

**Long Term Disability Plan**

Operations Management Staff, as a condition of employment with the district, will participate in the Long-Term Disability Plan arranged by the Board of Education through the Flexible Benefit Plan. The staff member will contribute 100% of required monthly premium.

**Early Retirement Incentive Plan**
The Board will pay an allowance to senior managers who resign from the School District before reaching age 65 for Education Sr. Managers and age 64 for Operations Sr. Managers, subject to the following conditions:

The employee must:

- be age 55 or over,
- have completed ten (10) years of service in this district
- retire from employment in this district prior to his/her 65th birthday (Education Sr. Managers) and 64 (Operations Sr. Managers).

**ANNUAL VACATIONS:**
Senior leaders are entitled to an annual paid vacation of six (6) weeks in addition to any other statutory holidays normally observed by the district administration office.

In recognition of extraordinary hours and workloads, the Superintendent may grant up to five (5) compensatory days off with pay annually.

**Professional Development**
Pursuant to district policy, the Board agrees to grant leaves to attend professional conferences at the discretion of the Superintendent of Schools. Expenses incurred on such conference leaves shall be reimbursed by the Board.

The Board shall pay the annual membership fees in the BC School Superintendents' Association and the BC Association of School Business Officials.

**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.

**Annual Base Salary Administration**
The salary structure for the position of Superintendent of Schools is based on placement at the appropriate salary range in the structure reflective of labour market competitiveness and internal equity. Placement and progression through the salary range is dependent upon performance.

The decision whether to grant a salary increase to the position of Superintendent is at the sole discretion of the Board. In determining whether a salary increase is warranted, the Board considers such factors as performance, competence, external competitiveness, and internal equity including the maintenance of appropriate salary differentials through the organization. Potential increases are considered within the Board's overall compensation budget.

**Performance Management**
The performance of the Superintendent is reviewed formally by the Board.

In the case of the Secretary-Treasurer, the Board provides input to the Superintendent.

The performance of all other management/exempt personnel is reviewed by the Superintendent, or designate, on an annual basis.

**BC Public Sector Executive Compensation Freeze Policy: 2020-2021 Performance Year**
Further to BCPSEA *Exempt Staff Issues* bulletin No. 2020-04 dated August 31, 2020, as directed by the Minister of Finance in her letter dated August 31, BCPSEA amended the exempt staff compensation management plan for the K-12 public education sector (BCPSEA 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 *Public Sector Employers Act*, "…to indicate there will be no increases or adjustments paid to executive-level employees for the 2020/21 performance year."

The following positions in the K-12 public education sector are affected by the *BC Public Sector Executive Compensation Freeze Policy* for the performance year 2020-2021 (July 1, 2020 – June 20, 2021):

- Superintendent of Schools
- Secretary Treasurer
- Second-level education-side position regardless of position title —Deputy/Assistant/Associate Superintendent.

In acknowledging that Boards of Education in the K-12 public education sector have sole purview to determine compensation decisions for the position of Superintendent of Schools, in her August 31, 2020, letter, the Minister stated as follows:

"I am confident that Boards will see the value in ensuring this policy direction is applied equitably across all executive positions in the school system and that Superintendent compensation will, like other executives in the public sector, not be increased during this time."

**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 currently 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
- BCPSEA – 2014 Public Sector Compensation Review
- 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 *Public Sector Employers Act*.
- Compensation mandates are adopted by the Public Sector Employers' Council from time to time. Any adjustments to exempt staff compensation levels are considered within the context of the applicable compensation mandate.

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.
- the Board supports and has adopted the current common public sector compensation philosophy as well as the common benchmarking and development of position salary ranges.
- the Board is also accountable to the public and therefore ensures adherence to proper human resources practices with respect to executive and exempt staff compensation.
- proposed compensation adjustments for all other executive and exempt positions in the district must be reviewed and approved by BCPSEA prior to implementation.

**School District 34 (Abbotsford)**

**Summary Compensation Table at 2025**

| Name and Position | Salary | Holdback/Bonus/ Incentive Plan Compensation | Benefits | Pension | All Other Compensation (expanded below) | 2024/2025 Total Compensation | Previous Two Years Totals Total Compensation | |
|---|---|---|---|---|---|---|---|---|
| | | | | | | | 2023/2024 | 2022/2023 |
| Sean Nosek, Superintendent of Schools | $ 306,000 | - | $ 17,003 | $ 34,578 | $ 22,551 | $ 380,132 | $ 343,107 | |
| Bruce Cunnings, Assistant Superintendent | $ 218,514 | - | $ 17,270 | $ 24,693 | $ 9,472 | $ 269,949 | $ 187,235 | |
| Carla Danielsson, Assistant Superintendent | $ 218,514 | - | $ 20,093 | $ 28,575 | $ 30,581 | $ 297,763 | $ 198,105 | $ 243,008 |
| Nathan Ngieng, Deputy Superintendent | $ 235,256 | - | $ 16,072 | $ 27,714 | $ 23,185 | $ 302,227 | $ 258,529 | $ 240,155 |
| Pete Nuij, Assistant Superintendent | $ 10,435 | - | $ 1,028 | $ 972 | $ 580 | $ 13,015 | | |
| Jay Pankratz, Assistant Superintendent | $ 218,514 | - | $ 17,764 | $ 24,693 | $ 23,769 | $ 284,740 | $ 221,643 | |
| Ray Velestuk, Secretary Treasurer | $ 196,225 | - | $ 15,546 | $ 18,269 | $ 29,951 | $ 259,991 | $ 264,997 | $ 268,831 |

## Summary Other Compensation Table at 2025

| Name and Position | All Other Compensation | Severance | Vacation Payout | Paid Leave | Vehicle / Transportation Allowance | Perquisites / Other Allowances | Other |
|---|---|---|---|---|---|---|---|
| Sean Nosek, Superintendent of Schools | $ 22,551 | - | $ 10,551 | - | $ 12,000 | - | - |
| Bruce Cunnings, Assistant Superintendent | $ 9,472 | - | $ 2,512 | - | $ 6,960 | - | - |
| Carla Danielsson, Assistant Superintendent | $ 30,581 | - | $ 23,621 | - | $ 6,960 | - | - |
| Nathan Ngieng, Deputy Superintendent | $ 23,185 | - | $ 16,225 | - | $ 6,960 | - | - |
| Pete Nuij, Assistant Superintendent | $ 580 | - | - | - | $ 580 | - | - |
| Jay Pankratz, Assistant Superintendent | $ 23,769 | - | $ 16,809 | - | $ 6,960 | - | - |
| Ray Velestuk, Secretary Treasurer | $ 29,951 | - | $ 24,151 | - | $ 5,800 | - | - |

**Notes**

| | |
|---|---|
| Sean Nosek, Superintendent of Schools | **General Note:**<br>Received a 6.25% performance-based salary increase effective July 1 2024 |
| Bruce Cunnings, Assistant Superintendent | **General Note:**<br>Received a 6% performance-based salary increase effective July 1 2024. |
| Carla Danielsson, Assistant Superintendent | **General Note:**<br>Received a 6% performance-based salary increase effective July 1 2024. Carla is on leave since April 1 2024 |
| Nathan Ngieng, Deputy Superintendent | **General Note:**<br>Received a 6.06% performance-based salary increase effective July 1 2024 |
| Pete Nuij, Assistant Superintendent | **General Note:**<br>New Hire June 16 2025 as Assistant Superintendent |
| Jay Pankratz, Assistant Superintendent | **General Note:**<br>Received a 6% performance-based salary increase effective July 1st 2024 - Jay is on Salary continuance effective Feb. 5 2025 to August 5 2026, for 18 months, amount over the 18 months = $327,771 |
| Ray Velestuk, Secretary Treasurer | **General Note:**<br>Received a 4.75% performance-based salary increase effective July 1 2024. Ray resigned from the district April 22 2025 |