



August 29, 2008

**School District No. 6 (Rocky Mountain)
Statement of Executive Compensation**

Compensation Philosophy:

The material principles underlying policies and decisions for compensation provided to the CEO and NEOs of the District are as follows:

- The Board of Education has a responsibility to attract and retain the finest leadership talent available - - high potential individuals who are committed to supporting an educational program of the highest quality
- Compensation for senior executive positions must be competitive relative to other jurisdictions in the sector
- Compensation levels for senior executive positions must be set in accordance with Government guidelines and applicable law
- The Board must have defensible criteria for setting compensation levels

The responsibility for determining executive compensation lies with the whole Board of Education, with Human Resources staff providing the supporting information to enable the Board to make informed decisions in this regard.

The objective of the compensation program is to set a fair and reasonable level of compensation for the duties performed by executives on behalf of the Board. Specifically, the rationale for setting the base salary of the CEO was chosen from a number of available options. In years past, the Western Compensation & Benefits Consultants Report on Total Compensation Paid to Exempt Employees had been used to determine the base salary; the Board determined that, taking into account the relative size of the District, the salary would be set at the 60th percentile of the range of salaries for CEOs in Districts with an enrolment between 2001 and 6000 students. Considering the increasing salary compression coming about as a result of the 2006 Teacher Collective Agreement, the Labour Market Adjustment process impacting salaries of Principals and Vice Principals, and the lack of an up-to-date Western Compensation Report to use as a guide, the Board determined at its December, 2007 meeting that the salary of the Superintendent would be set, effective January 1, 2008, at the 65th percentile of the minimum-maximum base salary range for CEOs of Districts with a student population of between 2001-6000 students as outlined in Appendix 1 of Policy 95-06, [Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement (July 1, 2007)]. The salaries of the NEOs of the District were set by maintaining the ratio between the previously existing salaries and the new, adjusted salary of the CEO.

Senior executives are paid, in addition to base salary, a monthly vehicle allowance (taxable benefit). The amount of this allowance was increased by the Board in 2006

to \$425.00/month, and is intended to be part of the reimbursement to executives for vehicle expenses incurred while on Board business (senior executives receive a per kilometer allowance for using a vehicle in the performance of their duties of \$.27 per kilometre). The vehicle allowance was adjusted after completing a review of allowances paid to other senior executives in the sector.

Other than paid vacation, remaining compensation takes the form of statutory benefits, determined by formula.

The Board does not currently pay incentive compensation or bonuses to the CEO or NEOs of the District.

Below is the summary compensation table, which is provided pursuant to Bill 33-2008, *Miscellaneous Statutes Amendment Act*.

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING GUIDELINES
June 1, 2008
Statement of Executive Compensation - School District No. 6 (Rocky Mountain)

ITEM 3 - SUMMARY COMPENSATION TABLE

Name and Principal Position (a)	Salary (\$) (b)	Bonus (\$) (c)	Incentive Plan Compensation Paid (\$) (d)	Pension (\$) (e)	All Other Compensation (\$) (f)	Total (\$) (g)	Previous 2 Years Totals (h)*
CEO Bendina Miller, Superintendent	\$116,327.52	n/a	n/a	\$16,071.36 Teachers Pension Plan	\$11,032.62 Total (below) \$5,100.00 Vehicle Allowance \$2,049.30 CPP \$839.03 EI \$464.30 WCB \$417.60 Group Life Insurance \$648.00 Medical Services \$890.77 Dental \$623.62 Extended Health 6 weeks per year Paid Vacation Entitlement	\$137,498.88	2007/08 = \$