

Delta School District Management Compensation

Compensation Philosophy

As a key element in the provision of quality educational programs to the students of Delta, the Delta School District seeks to attract, retain and motivate a highly capable management team. It is therefore necessary to make School District No. 37(Delta) an attractive employer of choice. To do so the District must, in addition to other factors, compensate management staff competitively relative to other employers with whom we compete for staff.

Labour Market Competitiveness

To maintain competitiveness, the District makes compensation decisions based on information obtained from the B.C. Public School Employers' Association (BCPSEA), supplemented by information from other external sources. Every three years the BCPSEA conducts a compensation survey of school districts and other relevant public sector employers both within BC and in other selected provinces. The District also seeks guidance from the BCPSEA regarding appropriate comparator employers and positions.

In balancing external competitiveness with fiscal responsibility, the Board has considered that the reference point for management compensation is the 65th to 75th percentile of the relevant comparator labour market, recognizing that this is based on a given point in time. In order to maintain competitiveness, the Delta Board of Education has approved a motion that management compensation be reviewed every two years.

During the 23007 – 2008 Fiscal year, the District has had to recruit for nine management and senior management positions. The reason for turnover includes both improved opportunities as well as retirements. In four of these recruitments, the District's salary at that time was not sufficient to attract the desired candidate. The District worked with BCPSEA on these individual cases to recruit the desired candidate.

Definition of Compensation

In this report compensation includes base salary, allowances for vehicle and vehicle operating expenses, payout of unused vacation, professional development, and employer contributions to health benefits (basic medical, extended medical, dental, group life), pension (Teachers Pension Plan) and statutory benefits (Employment Insurance and Canada Pension Plan).

Accountability

Compensation administration in the K-12 public education sector operates within the following legislative and regulatory 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)*.

To ensure consistency with the legislative and regulatory requirements, the District works with BCPSEA throughout compensation plan development. Finally, prior to implementation, compensation adjustments are submitted to BCPSEA for review and approval.

Summary Compensation Table: Fiscal 2007-2008 (year ending June 30, 2008)

Name and Principal Position (a)	Salary (\$) (b)		Pension (\$) (d)	All Other Compensation (\$) (e)*	Total (\$) (f)	Previous 2 Years Totals (g)**
Steve Cardwell, Superintendent	\$138,552		\$19,462	\$20,966	\$178,980	n/a
John Anderson, Superintendent***	\$137,362		\$18,444	\$14,854	\$170,660	n/a

Notes:

*This amount includes vehicle allowance and expenses, payout of unused accumulated vacation, employer-paid CPP and EI benefits premiums, professional development, and employer-paid health and welfare benefits premiums.

**The first reporting year is fiscal 2007-2008.

*** Severance settlement via salary continuation.