

THE BOARD OF EDUCATION OF SCHOOL DISTRICT 34

(ABBOTSFORD)

FISCAL YEAR 2008/2009

Compensation Philosophy

The Board of Education of School District 34 (Abbotsford) follows the BC Public School Employers Association (BCPSEA)'s exempt compensation management plan.

Health & Welfare Benefits

The Executive receives the same health & welfare flexible benefits as those received by other exempt employee groups at the school district. The school district provides a dollar amount to the employee who then selects the choice levels from a menu of flexible benefits. In addition, the school district provides as additional amount for LTD premiums. This package includes Extended Health Care, Dental Care, Life Insurance, Accidental Death & Dismemberment Insurance, Dependent Life Insurance, and Employee & Family Assistance Program.

Vacation Leave

Vacation entitlements are as per the individual contracts. All positions noted below are entitled to 30 days of annual vacation in each School Year.

Bonus

A Bonus scheme is not applicable to either of the two positions noted below at this time.

Abbotsford School District No. 34

Summary Compensation Table: Fiscal 2008-09 (year ending June 30, 2009)

| Name and Principal Position | Salary | Bonus | Incentive Plan Compensation Paid | Pension | All Other Compensation | Total | Previous 2 Years Totals |
|--|---------------|--------------|---|----------------|-------------------------------|--------------|--------------------------------|
| (a) | (\$) | (\$) | (\$) | (\$) | (\$) | (\$) | (h)* |
| | (b) | (c) | (d) | (e) | (f) | (g) | |
| Des McKay ^{*1,*5} Superintendent | \$ 23,808 | \$ - | \$ - | \$ 3,283 | \$ 39,589 | \$ 66,680 | 2007/08=\$ 172,811 |
| Julie MacRae ^{*2,*5} Superintendent | \$113,325 | \$ - | \$ - | \$14,366 | \$ 23,112 | \$150,803 | 2007/08=\$ 0.00 |
| George Murray ^{*3,*5} Secretary-Treasurer | \$ 67,425 | \$ - | \$ - | \$ 5,960 | \$ 15,569 | \$ 88,954 | 2007/08=\$ 156,841 |
| Kevin Godden ^{*4,*5} Acting, Secretary-Treasurer | \$ 67,425 | \$ - | \$ - | \$ 8,603 | \$ 9,931 | \$ 85,959 | 2007/08=\$ 0.00 |
| Kevin Godden ^{*4,*5} Deputy Superintendent | \$ 64,067 | \$ - | \$ - | \$ 9,162 | \$ 6,035 | \$ 79,264 | 2007/08=\$ 145,694 |

* Column (h) Boards completed the first Executive compensation reporting at the close of Fiscal Year 2007-2008.

*1 Includes estimated parking of \$100/year, vehicle allowance of \$150/month, out of district mileage reimbursement, \$391/month for employer paid Health & Welfare benefits and \$400/year in LTD premiums, employer paid CPP, EI and WCB benefit premiums and professional association fees.

*2 Includes estimated parking of \$100/year, vehicle allowance of \$300/month, out of district mileage reimbursement, \$391/month for employer paid Health & Welfare flexible benefits and \$1,877/year in LTD premiums, employer paid CPP, EI and WCB benefits premiums and professional association fees.

*3 Includes estimated parking of \$100/year, vehicle allowance of \$125/month, out of district mileage reimbursement, \$391/month for employer paid Health & Welfare flexible benefits and \$1,134/year in LTD premiums, employer paid CPP, EI and WCB benefit premiums and professional association fees.

*4 Includes estimated parking of \$100/year, vehicle allowance of \$212/month, out of district mileage reimbursement, \$383/month for employer paid Health & Welfare flexible benefits, employer paid CPP, EI and WCB benefit premiums and professional association fees.

*5 Information reported for the executive positions are part year due to retirements, resignations, hires, and temporary assignments throughout the fiscal year