



Compensation Philosophy

The Board of Education of School District No.51 (Boundary) encourages and supports practices that enable the District to attract, retain and reward qualified, high-performing employees who are critical to the delivery of quality public education programs to students in the Boundary 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.

The Board supports a compensation philosophy based on an integrated view of compensation and rewards. Compensation is a mix of monetary and non-monetary elements, including the traditional salary and benefits and the more intangible elements such as career opportunities and development, work challenge, a supportive district culture and positive lifestyle prospects. Further, the Board understands that the competitive market place can play a role in a total compensation package.

Inherent in the Board's compensation philosophy are 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.

SUMMARY COMPENSATION TABLE - 2008-2009

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)*
Michael Strukoff, Superintendent/CEO	119,226.00			16,379.13	11,257.27	146,862.40	136,201.03

*First reporting year was fiscal 2007-2008.