



September 13, 2013 .

Lee Doney  
Interim President and CEO  
Public Sector Employers' Council Secretariat  
PO Box 9400 Stn Prov Govt  
Victoria, BC V8V 9V1

Dear Mr. Doney:

**Re: Executive Compensation**

This will confirm that the Board of Education of School District No. 37 (Delta) is aware of the total compensation paid to executive staff during the 2012-2013 fiscal year and further, that we verify the amount of compensation paid was within the compensation plan as approved by the Board and as reported in the Summary Compensation Table.

Yours truly,

Laura Dixon  
Chair, Delta Board of Education

LD/mg

# **Delta School District Management Compensation**

## **Compensation Philosophy**

As a key factor in the pursuit of our bold vision to be a “leading district for innovative teaching and learner success”, we seek to attract, engage and inspire a highly skilled management team. It is therefore necessary that the District be an attractive employer of choice. To do so requires that, in addition to other factors, management staff be compensated competitively.

It is also important to provide sufficient incentive to motivate existing staff to seek positions of greater responsibility. This will assist with succession planning and increase retention.

## **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 including the tri-annual BCPSEA compensation survey of school districts and other relevant public sector employers within BC and 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 65<sup>th</sup> to 75<sup>th</sup> 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.

## **Definition of Compensation**

In this report compensation includes base salary, allowances for vehicle and vehicle operating expenses, payout of unused vacation, severance pay, professional development, and employer contributions to health benefits (basic medical, extended medical, dental, group life), pension (Teachers or Municipal 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.
- 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, where required approval.

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Comp. (c)	Benefits (d)	Pension (e)	All Other Compensatio n (expanded below)	2012/13 Total	Previous Two Years Totals	
							2011 / 12	2010 / 11
Dianne Turner, Superintendent	\$ 175,000	\$ -	\$ 8,781	\$ 25,230	\$ 24,351	\$ 233,361	\$ 225,202	\$ 216,631
Garnet Ayres, Deputy Superintendent	\$ 146,696	\$ -	\$ 8,781	\$ 21,025	\$ 17,314	\$ 193,816	\$ 191,243	\$ 192,917
Doug Sheppard, Assist. Superintendent	\$ 132,131	\$ -	\$ 8,927	\$ 18,862	\$ 15,737	\$ 175,657	\$ 174,611	\$ 166,953
Joe Strain, Secretary- Treasurer	\$ 132,131	\$ -	\$ 8,781	\$ 13,372	\$ 10,422	\$ 164,707	\$ 171,361	\$ 163,094
Kathy Guild, Director of Learning Services	\$ 126,409	\$ -	\$ 8,781	\$ 18,011	\$ 11,501	\$ 164,703	\$ 165,399	\$ 164,731

Name and Position (a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Dianne Turner, Superintendent	\$ 24,351	\$ -	\$ -	\$ -	\$ 8,268	\$ 16,082	\$ -
Garnet Ayres, Deputy Superintendent	\$ 17,314	\$ -	\$ -	\$ -	\$ 7,917	\$ 9,397	\$ -
Doug Sheppard, Assistant Superintendent	\$ 15,737	\$ -	\$ -	\$ -	\$ 7,917	\$ 7,820	\$ -
Joe Strain, Secretary-Treasurer	\$ 10,422	\$ -	\$ -	\$ -	\$ 7,917	\$ 2,506	\$ -
Kathy Guild, Director of Learning Services	\$ 11,501	\$ -	\$ -	\$ -	\$ 7,917	\$ 3,585	\$ -