



SCHOOL DISTRICT No. 51 (BOUNDARY)

October 14, 2016

Christina Zacharuk
President and CEO
Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Ms. Zacharuk:

This will confirm that the Board of Education of School District No. 51 (Boundary) is aware of the total compensation paid to executive staff during the 2015-2016 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,

A handwritten signature in blue ink, appearing to read 'Teresa Rezansoff', is written over a light blue horizontal line.

Teresa Rezansoff
Board Chair



SCHOOL DISTRICT No. 51 (BOUNDARY)

Public Sector Executive Compensation Report

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

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.

Compensation Philosophy

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 at FISCAL, 2016

Name and Position (a)	Salary (b)	Holdback / Bonus / Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2015/16 Total	Previous Two Years Totals	
							2014/15	2013/14
Kevin Argue, Superintendent/CEO	\$ 131,606	\$ -	\$ 9,468	\$ 20,405	\$ 2,556	\$ 164,035	\$ 160,213	\$ 158,707

Summary Other Compensation Table at FISCAL, 2016

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)
Kevin Argue, Superintendent/CEO	\$ 2,556	\$ -	\$ 2,556	\$ -	\$ -	\$ -	\$ -