

## **Public Sector Executive Compensation Report Powell River Board of Education**

The Board of Education encourages and adopts 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 students in School District No. 47(Powell River).

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's compensation philosophy is based upon a set of principles that guide development, maintenance, and decision-making. At its core is an integrated view of compensation and rewards — not only traditional, quantifiable elements such as salary and benefits (compensation), but also more intangible elements such as career opportunities, learning and career development, work challenge, and supportive culture (rewards). This total rewards model further integrates with plans that establish the Board's overall education, business, and human resources strategies and objectives.

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, and a performance-based organizational culture.
- To provide a compensation package that is competitive with all Boards of Education in Canada regardless of student enrollment which will ensure the best possible candidates will be attracted and retained in Powell River.

### **Labour Market Comparators**

For executive and exempt staff positions in the BC K-12 public education sector, the relevant labour market is:

1. Other BC school districts
2. Other Canadian school districts
3. Other public sector organizations
4. Selected private sector organizations.

The Board's approach includes:

- Consideration of all components of the total rewards model.
- Consideration of the relevant labour market for compensation comparison purposes.

Linking pay ranges to neutral, relevant factors (e.g., required skill level, required competencies, job content, required qualifications).

In balancing external competitiveness with internal equity, the Board typically has determined that the reference point for executive and exempt total compensation is the top of the labour market.

The Board's total compensation package for executive staff is comprised of the following elements.

**Summary Compensation Table: Fiscal 2007-2008**

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)**
Superintendent	125,431	\$0	\$0	17,560	24,306	167,297	n/a