



**SCHOOL DISTRICT 5**  
S O U T H E A S T K O O T E N A Y

October 6, 2020

Mr. Chris Rathbone  
Acting President and CEO  
Public Sector Employers' Council Secretariat  
Suite 201, 880 Douglas Street  
Victoria, BC V8W 2B7

Dear Mr. Rathbone:

This will confirm that the Board of Education of School District No. 05 (Southeast Kootenay) is aware of the total compensation paid to executive staff during the 2019-2020 fiscal year and further, that we verify the amount of compensation paid was within the compensation plan as approved by the Board and reported to the Public Sector Employers' Council Secretariat.

Yours truly,

Frank Lento  
Board Chair

# **Public Sector Executive Compensation Disclosure Report 2019-2020 School District No. 05 (Southeast Kootenay)**

The Board of Education encourages and adopts practices that enable the district to attract, retain and reward qualified loyal, high-performing employees, who are dedicated to the delivery of quality public education programs, services, relationships, and communications that benefit the students in School District No. 05 Southeast Kootenay.

The Board's compensation philosophy is based upon a set of principles and guidelines 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 (total compensation) but also more intangible and intrinsic elements such as career opportunities, learning and career development, work challenge, and a supportive disciplined culture. The model further integrates with plans that establish the Board's overall objective, education, business and human resources.

## **Objectives**

To attract and retain qualified, experienced, motivated and loyal employees who are committed to the Board's overarching goal of delivering distinctive services and opportunities to our students better than any other school district.

To promote an understanding among exempt staff about the purpose of their assignments and how essential each member is to the achievement of the Board's strategic directions.

To promote an understanding of how essential it is for Board member to support employees in their achievement of their personal and professional goals.

## **Educational Purpose**

The Board will nurture the talents and aspirations of all students so that upon graduation every student feels they have a place to belong and a gift to bring to our society.

## **Business Purpose**

The Board will preserve its core values, its strategic direction and purpose, allowing the business strategies and operating practices to meet the sanctity of the public and respect the democratic governance of elected trustees.

## **Human Resources Purpose**

The Board will treat ALL employees fairly and respectfully based on the principles of performance, accountability, transparency, and differentiation within a climate of trust where employees feel proud, connected and committed.

## **Guidelines**

The Board believes that total compensation packages including benefits and allowances must be sufficient to attract and retain great people.

The Board believes the maintaining of compensation will include consideration of the compensation granted to public school teachers.

The Board acknowledges the idea that structures, models and framework of executive and exempt staff compensation as a key driver in performance is not supported by data and the review of the literature, however, a compensation structure provides an efficient and effective administrative mechanism.

The Board believes compensation acknowledges and reflects the values of trust, loyalty, accountability, respect, fairness, collaboration integrity and teamwork.

**The Board believes increases to compensation levels must reflect the School District's budget and ability to fund increases.**

The Board believes compensation should be considered as a total rewards structure, which includes all the elements of the total compensation package in personal services contracts.

The Board recognizes that time is considered an important factor in order for executive and exempt staff to carry out their performance of responsibility and duties in the Districts modified school calendar.

The Board believes that compensation decisions must be objective and based upon clear, well documented, and relevant business rationale that demonstrates the appropriate expenditure of public funds.

The Board acknowledges BCPSEA's labour market definition (the recruitment pool and destination Sector) for exempt staff and the articulation of a relevant labour market for the district.

#### **Core Principles:**

##### **Performance**

Executive and exempt staff compensation packages must support and promote a performance based organizational culture.

Executive and exempt staff compensation increases must be based on performance reviews with formal feedback sources that include not only supervisors and peers but also other stakeholders including students, parents, Trustees and community leaders.

The Board values annual discussions regarding total compensation packages, terms of personal services contracts and changes to job descriptions.

##### **Differentiation**

The Board believes differentiation of salary is supported where there are differences in the scope and in the complexity of the position and or due to extraordinary individual contributions that benefit students and the district.

The Board believes exempt staff compensation decisions must be based on relevant data that reflects the District's functions and its transformation to a culture of discipline.

The Board recognizes an appropriate compensation relationship exists among exempt positions in the District.

## **Accountability**

The Board recognizes compensation decisions must reflect the sensitive, complex, and personal nature of individuals while addressing the individuals' overall role in their respective unique settings and environment.

The Board believes compensation decisions must take into account the needs and functions of the district and the unique demographics and dynamics of its urban and rural schools and communities.

The Board understands that compensation must demonstrate the appropriate expenditure of public funds.

The Board understands the Public Sector Employers Act, which establishes the legislative policy framework for exempt staff compensation administrators in the public sector.

The Board understands the BCPSEA exempt staff compensation management plan which is an approved compensation plan under the legislation.

## **Transparency**

The Board recognizes that compensation must be designed, managed and communicated in a manner that ensures compensation decisions are clearly understood by employees and the public while protecting individual personal information.

The Board believes that effective, objective, and fair total exempt staff compensation packages that respect the expenditures of public funds will not have to be defended.

The Board believes that total exempt staff compensation with annual base salaries exceeding \$100,000 should be disclosed to the public in a similar manner that is required for executive disclosures with salaries exceeding \$125,000.

## **Relevant Labour Market**

- School District No. 5 Southeast Kootenay is an Urban and Rural district
- 10 schools considered urban in one community by the province
- 7 schools considered rural in four communities by the province
- School District No. 5 consists of:
  - 5671 FTE students
  - 690 FTE employees
  - 56 FTE exempt staff
- School Districts annual operating budget is \$61.9 million
- Exempt Staff compensation accounts for approximately \$7.0 million
- School District No. 5 has a modified calendar with 173 days of instruction and 180 days in session

## **Recruitment Pool**

1. Primary labour market- current employees  
(School District's development model provides various district committees teacher in charge opportunities, department head opportunities, school leadership opportunities and mentorship experiences).
2. Secondary labour market- adjacent School Districts, particularly School District 6 (Communities in SD6 are closer to SD5's urban center than the rural communities of SD5, with recent exempt hiring from SD6.)
3. Tertiary labour market - other 13 School Districts
4. Fourth labour market - other Canadian school Districts

## **Destination Sector**

Employees have the opportunity:

1. To remain and pursue maximum compensation levels
2. To remain and pursue promotions
3. To pursue other opportunities outside the District
4. To remain and continue to contribute

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

## **Cash Compensation**

Total cash compensation includes annual base salary and monthly vehicle allowance.

## **Annual Base Salary**

Annual base salary is considered in the context of the total compensation package.

## **Vehicle Provisions**

Due to the diverse geography of the district and the need to visit schools and other district worksites, the Board provides a monthly vehicle allowance to certain senior management positions. The monthly vehicle allowance is set at a level competitive with the vehicle allowance provided to other senior managers in districts of similar size and geography.

## **Non-cash Compensation**

The non-cash elements of total compensation include:

**Health and welfare benefits**, such as basic medical, extended medical, dental, group life, short-term and long-term disability, employee and family assistance program, etc. consistent with such benefits as offered in the K-12 sector generally.

**Pension Benefits**, executive/senior management employees are enrolled in either the Teacher's Pension Plan or the Municipal Pension Plan.

**Long Service Recognition**, in addition, upon retirement executive/senior management employees are eligible to receive a long-service recognition award based on the following criteria: Payment of one month of salary upon retirement, after five years of continuous service.

**Paid time off**, including annual vacation entitlement for employees under new contracts is set at 6 weeks. There are employees who receive 5 or 6 weeks plus the winter and spring break as laid out in the school calendar under their respective contract. Pursuant to the *Public Sector Employers Act*, carry forward of unused accumulated vacation is not permitted. If, however, the individual employment contract does allow for carry forward of unused accumulated vacation, then such vacation may be carried forward.

