

THE BOARD OF EDUCATION OF SCHOOL DISTRICT 34

(ABBOTSFORD)

FISCAL YEAR 2008/2009

Compensation Philosophy

The Board of Education of School District 34 (Abbotsford) follows the BC Public School Employers Association (BCPSEA)'s exempt compensation management plan.

Health & Welfare Benefits

The Executive receives the same health & welfare flexible benefits as those received by other exempt employee groups at the school district. The school district provides a dollar amount to the employee who then selects the choice levels from a menu of flexible benefits. In addition, the school district provides an additional amount for LTD premiums. This package includes Extended Health Care, Dental Care, Life Insurance, Accidental Death & Dismemberment Insurance, Dependent Life Insurance, and Employee & Family Assistance Program.

Vacation Leave

Vacation entitlements are as per the individual contracts. All positions noted below are entitled to 30 days of annual vacation in each School Year.

Bonus

A Bonus scheme is not applicable to either of the two positions noted below at this time.

Abbotsford School District No. 34

Summary Compensation Table: Fiscal 2008-09 (year ending June 30, 2009)

Name and Principal Position	Salary	Bonus	Incentive Plan Compensation Paid	Pension	All Other Compensation	Total	Previous 2 Years Totals
(a)	(\$) (b)	(\$) (c)	(\$) (d)	(\$) (e)	(\$) (f)	(\$) (g)	(h)*
Des McKay ^{*1,*5} Superintendent	\$ 23,808	\$ -	\$ -	\$ 3,283	\$ 39,589	\$ 66,680	2007/08=\$ 172,811
Julie MacRae ^{*2,*5} Superintendent	\$113,325	\$ -	\$ -	\$14,366	\$ 23,112	\$150,803	2007/08=\$ 0.00
George Murray ^{*3,*5} Secretary-Treasurer	\$ 67,425	\$ -	\$ -	\$ 5,960	\$ 15,569	\$ 88,954	2007/08=\$ 156,841
Kevin Godden ^{*4,*5} Acting, Secretary-Treasurer	\$ 67,425	\$ -	\$ -	\$ 8,603	\$ 9,931	\$ 85,959	2007/08=\$ 0.00
Kevin Godden ^{*4,*5} Deputy Superintendent	\$ 64,067	\$ -	\$ -	\$ 9,162	\$ 6,035	\$ 79,264	2007/08=\$ 145,694

* Column (h) Boards completed the first Executive compensation reporting at the close of Fiscal Year 2007-2008.

*1 Includes estimated parking of \$100/year, vehicle allowance of \$150/month, out of district mileage reimbursement, \$391/month for employer paid Health & Welfare benefits and \$400/year in LTD premiums, employer paid CPP, EI and WCB benefit premiums and professional association fees.

*2 Includes estimated parking of \$100/year, vehicle allowance of \$300/month, out of district mileage reimbursement, \$391/month for employer paid Health & Welfare flexible benefits and \$1,877/year in LTD premiums, employer paid CPP, EI and WCB benefits premiums and professional association fees.

*3 Includes estimated parking of \$100/year, vehicle allowance of \$125/month, out of district mileage reimbursement, \$391/month for employer paid Health & Welfare flexible benefits and \$1,134/year in LTD premiums, employer paid CPP, EI and WCB benefit premiums and professional association fees.

*4 Includes estimated parking of \$100/year, vehicle allowance of \$212/month, out of district mileage reimbursement, \$383/month for employer paid Health & Welfare flexible benefits, employer paid CPP, EI and WCB benefit premiums and professional association fees.

*5 Information reported for the executive positions are part year due to retirements, resignations, hires, and temporary assignments throughout the fiscal year