



# FINAL EXECUTIVE COMPENSATION PROGRAM FOR THE SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

SEPTEMBER 2017





**ONTARIO SCHOOL BOARD PROPOSED EXECUTIVE COMPENSATION PROGRAM**



If you have feedback on the program please email GerriLynn Christianson, Administrative Assistant to the Director at [gchristianson@sgdsb.on.ca](mailto:gchristianson@sgdsb.on.ca). We will be accepting public input until January 22, 2017. All feedback is appreciated and will be kept on record. All feedback must be accompanied by the name of the respondent and email/phone contact information.

Thank you,

Pinky McRae  
Chair of the Board

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## Key Development Steps

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## Executive Compensation Philosophy

### Executive Talent Needs

The school boards require highly skilled and highly principled leaders to lead the organization in providing,



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### Compensation Elements

The school boards provide maximum compensation for executives up to the 50th percentile of the selected external comparator organizations, as per the Government Regulations. Compensation for school board executives consists of base salaries, pensions, and benefits. Each component of compensation plays an important role in the attraction, retention, reward, and recognition of the executives needed to carry out the

**Base Salaries:** Base salaries provide regular compensation to executives for their contributions to the organization. The proposed Provincial Program outlines a base salary range for school board executives. Individual base salaries may vary across executives considering their tenure, experience, relative accountabilities, and relative scope within the organization and across school boards.

**Pension and Benefits:** Consistent with the Government Regulations, our school board provides similar pension and benefits arrangements to those provided to non-executive managers in our board. Additional coverage or elements are only provided to executives if there is a critical business need and / or it is needed

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## Proposed Comparator Organizations

The Government Regulations stipulate that a minimum of eight comparators must be used in the Comparative Analysis and development of the Executive Compensation Framework. In addition, all comparator organizations must be comparable with respect to three or more of the following factors:



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Our Board is accountable for determining the appropriate placement of our designated executives within the base salary range. The following criteria will be considered when determining their placement in the base salary range:

- The scope of the executive work, including the accountabilities and complexities of the position;
- External public sector comparators and internal school board comparators (at the same level as well as the levels directly above and below); and,
- The tenure, experience, and other individual characteristics (often a composite) of incumbents.

The table below details the Director of Education and Executive base salary ranges for Level 1 school boards, including our Board:

<b>Director of Education</b>	\$166 - \$198
<b>Executives</b>	\$140 - \$157

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## Executive Pay Envelope and Proposed Maximum Rate of Increase

The Government Regulations requires the calculation of a pay envelope (total of all actual base salaries paid to executives) and an annual maximum rate of increase. The table below outlines the pay envelope at Superior-Greenstone DSB and the proposed maximum rate of increase.

Envelope	Proposed Maximum Rate of Increase
\$561,919	5.0%

Actual annual increases paid to executives may be less than the proposed maximum rate of increase and individuals may receive more or less than the proposed maximum rate of increase, considering a variety of criteria, including their tenure in the designated executive position. Increases will not be provided beyond the range maximum. Upon implementation of the Framework, the envelope may be prioritized for executives below the minimum of the range or executives in other unique circumstances.

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