

Revised Salary Ranges for Positions of Superintendent and Secretary Treasurer

Further to *Exempt Staff Issues* bulletin No. 2007-01, dated September 6, 2007, attached please find the revised salary ranges for the positions of Superintendent and Secretary Treasurer.

The attached ranges include the 2% general wage adjustment available to exempt staff under the *Public Sector Negotiating Framework Compensation Plan – Exempt Staff* and are therefore noted as being effective as at July 1, 2007.

As noted in yesterday's bulletin, the current process for administration of exempt compensation remains in place. The salary ranges provide a framework; although the salary ranges have now increased, any increase to salary or any other element of the total compensation package for executive and exempt positions contemplated by a school board must be submitted to BCPSEA for review and approval prior to implementation.

You will note that the revised salary ranges include provision for re-earnable annual performance-based incentive pay. School boards must obtain approval from BCPSEA to proceed with development of a performance-based incentive plan for the Superintendent/CEO and/or Secretary Treasurer. Where a district wishes to pursue development of a plan, BCPSEA will work with the school district to develop the plan; such a plan must be consistent with the guidelines for performance-based incentive plans articulated by PSEC and must be approved by both the Board of School Trustees and BCPSEA. We will provide further information on the guidelines in the coming days. Upon approval and adoption of the plan, the district must make submission to BCPSEA for approval of any re-earnable payment under the plan prior to implementation by the school board.

Questions

If you have questions on these or any other matters related to executive or exempt compensation, please contact Deborah Stewart, Senior Human Resources Consultant (604.730.4506; deborahs@bcpsea.bc.ca).

Attachment: Revised Salary Ranges

Excerpt from Policy 95-06, *Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement*

Appendix 1

Executive Compensation in the K-12 Public Education Sector

Excerpt from 2.3 Compensation Administration

2.3.3 Annual Base Salary Ranges

- Salary ranges are established for the senior position on the education side — the Superintendent of Schools — and the senior position on the business side — the Secretary Treasurer.
- The annual base salary ranges are based on the number of full time equivalent students within a jurisdiction. The ranges are defined around the “best fit” regression line for these positions.
- If the position is within the range, any increase to the salary level will not be permitted to exceed the maximum allowable under the compensation mandate in effect from time to time.
- If the position exceeds the maximum of the range, the position must be red-circled until it falls within the range.
- If the position is below the minimum of the range, the school board may consider increasing the annual base salary to bring the position to the minimum point on the range, assuming there is an ability to pay.
- There is no obligation for an employer to increase the salary level even if the individual’s salary is below the minimum of the salary range.
- If the individual is newly hired to the position, the annual base salary must be set within the relevant salary range, but generally annual base salary should not be set at the maximum of the range.
- The portion of the salary range between the salary range maximum and the performance-based incentive plan maximum for the Superintendent/CEO is reserved for school districts that have an approved plan in place that provides for an annual re-earnable performance-based pay incentive. Such plans require prior approval of BCPSEA.
- Re-earnable pay is to be reported as part of total compensation in the year in which it is earned and must be reported as a separate component of the total compensation package (i.e., it cannot be “rolled into” annual base salary for reporting purposes).

Superintendent/CEO
Effective July 1, 2007

School District Size (by Student FTE Enrolment)			Base Salary Range			Performance- Based Incentive Plan Maximum
Enrolment Minimum	Enrolment Maximum	Enrolment Mid-point	Minimum	Mid-point	Maximum	
0	2000	1000	\$106,607	\$114,504	\$122,402	\$125,462
2001	6000	4001	109,251	117,344	125,437	128,572
6001	10000	8001	112,775	121,129	129,483	132,720
10001	20000	15001	118,942	127,752	136,563	139,977
20001	30000	25001	127,752	137,215	146,678	150,345
30001	40000	35001	136,562	146,677	156,793	160,713
40001	50000	45001	145,372	156,140	166,909	171,082
50001	60000	55001	154,181	165,602	177,024	181,450
60001	70000	65001	162,992	175,065	187,139	191,818

Secretary Treasurer
Effective July 1, 2007

School District Size (by Student FTE Enrolment)			Base Salary Range			Performance- Based Incentive Plan Maximum
Enrolment Minimum	Enrolment Maximum	Enrolment Mid-point	Minimum	Mid-point	Maximum	
0	2000	1000	\$94,468	\$101,466	\$108,464	\$111,175
2001	6000	4001	96,558	103,711	110,864	113,635
6001	10000	8001	99,344	106,703	114,063	116,914
10001	20000	15001	104,221	111,940	119,660	122,652
20001	30000	25001	111,186	119,422	127,658	130,850
30001	40000	35001	118,151	126,902	135,654	139,045
40001	50000	45001	125,116	134,384	143,652	147,243
50001	60000	55001	132,082	141,866	151,650	155,441
60001	70000	65001	139,047	149,346	159,646	163,638