



**THE BOARD OF EDUCATION OF SCHOOL DISTRICT 34**

**(ABBOTSFORD)**

**EXECUTIVE COMPENSATION DISCLOSURE**

**FISCAL YEAR 2011/2012**

**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 any of the positions noted below at this time.



**Summary Compensation Table: Fiscal 2011-12 (year ending June 30, 2012)**

Name and Principal Position (a)	Salary (\$) (b)	Bonus and/or Incentive Plan Compensation Paid (\$) (c)	Benefits (\$) (d)	Pension (\$) (e)	All Other Compensation (\$) (f)	Total (\$) (g)	Previous 2 Years Totals (h)*
<b>Godden, Kevin<sup>*7</sup></b> (Superintendent)	\$ 158,250		\$12,664	\$ 22,717	Severance: \$0 Vacation: \$0 Leave: \$0 Perquisites: \$4,900 Other: \$1,624	\$ 200,155	2010/11=\$ 0 2009/10=\$ 0
<b>MacRae, Julie<sup>*1</sup></b> (Superintendent)	\$ 25,699		\$1,322	\$ 3,811	Severance: \$0 Vacation: \$8,862 Leave: \$0 Perquisites: \$0 Other: \$20,000	\$ 59,694	2010/11=\$ 194,176 2009/10=\$ 188,242
<b>Velestuk, Raymond<sup>*2</sup></b> (Secretary Treasurer)	\$ 137,547		\$12,090	\$ 12,778	Severance: \$0 Vacation: \$6,304 Leave: \$0 Perquisites: \$4,900 Other: \$1,120	\$ 174,739	2010/11=\$ 113,716 2009/10=\$ 0
<b>Lee, Mark<sup>*5</sup></b> (Secretary Treasurer)							2010/11=\$ 0 2009/10=\$ 252,287
<b>Godden, Kevin<sup>*3,*4</sup></b> (Acting, Secretary - Treasurer)							2010/11=\$ 56,887 2009/10=\$ 27,489
<b>Godden, Kevin<sup>*3,*4</sup></b> (Deputy Superintendent)							2010/11=\$ 121,035 2009/10=\$ 141,590
<b>Carlton, Steve<sup>*3,*4</sup></b> (Acting Deputy Superintendent)							2010/11=\$ 68,576 2009/10=\$ 160,220
<b>Carlton, Steve<sup>*6</sup></b> (Assistant Superintendent)	\$ 129,790		\$9,303	\$ 18,496	Severance: \$0 Vacation: \$0 Leave: \$0 Perquisites: \$2,646 Other: \$1,624	\$ 161,859	2010/11=\$ 101,871 2009/10=\$ 160,220
<b>Mackay, Angus<sup>*6</sup></b> (Assistant Superintendent)	\$ 129,790		\$9,628	\$ 18,496	Severance: \$0 Vacation: \$0 Leave: \$0 Perquisites: \$2,638 Other: \$1,624	\$ 162,176	2010/11=\$ 159,341 2009/10=\$ 0
<b>Smirle, Mary-Anne<sup>*6</sup></b> (Assistant Superintendent)	\$ 118,974		\$12,984	\$ 16,168	Severance: \$0 Vacation: \$0 Leave: \$0 Perquisites: \$2,427 Other: \$1,624	\$ 152,177	2010/11=\$ 0 2009/10=\$ 0
<b>Ivany, Bruce<sup>*5</sup></b> (Assistant Superintendent)							2010/11=\$ 46,405 2009/10=\$ 160,220