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**Head Office**

P.O. Box 3110  
968 Airport Road  
North Bay, ON  
P1B 8H1  
Fax: 705.472.9927

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Main switchboard  
for all offices  
705.472.8170

Toll free:  
1.800.278.4922

Web site:  
[www.nearmorthschools.ca](http://www.nearmorthschools.ca)

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Thank you,



David Thompson

Chair



# PROPOSED EXECUTIVE COMPENSATION PROGRAM FOR ONTARIO'S PUBLICLY FUNDED SCHOOL BOARDS

September 2017

## Background Information

The 72 Ontario school boards of the four publicly funded education systems worked through a Steering Committee to develop a Province-wide sector-based proposed Executive Compensation Program for Directors of Education, Associate Directors, Supervisory Officers, and other executive positions, as per the Act and the Government Regulations.

The Steering Committee was comprised of leadership from the following groups:

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Near North DSB, the proposed Executive Compensation Program applies to the following designated executives:

Designated Executive	Executive Class
Director of Education	Director of Education

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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 for the effective performance of the executive's job. At this time, the Near North DSB does not provide additional car allowance, however, our Board encompasses a very wide geographic area (over 17,000 km<sup>2</sup>) and we hold the expectation that our executives will have frequent, in person contact with the schools they supervise and, as such, the Near North DSB should have the authority over any decision to offer this additional allowance.

## Executive Accountability & Complexity Matrix

An Accountability & Complexity Matrix was developed to systematically group the school boards into seven levels. This Matrix uses a set of five Core and two Non-Core factors to rate, rank, and review each school board based on accountabilities, size, and other complexity criteria.

The table below presents the five Core factors:

Core Factor Dimensions	Levels						
	1	2	3	4	5	6	7
	P1 < P20	P20 < P40	P40 < P60	P60 < P80	P80 < P99	P99 +	P99 ++
Projected Operating Budget (\$Millions)	\$1 - \$60	\$61 - \$140	\$141 - \$230	\$231 - <del>\$300</del>			







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 the Near North District School Board and the proposed maximum rate of increase.

Envelope	Proposed Maximum Rate of Increase
1,007,245.00	5%

