



# *Rainy River*

## DISTRICT SCHOOL BOARD

Corr: 2018-20

January 31, 2018

### EDUCATION CENTRE

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To Feedback Respondents:

The Trustees of the Rainy River District School Board have reviewed the feedback received on the proposed Executive Compensation Program.

Compensation inequities across the province are presenting increasing challenges for school boards to attract and retain the leadership needed to ensure continued progress in student achievement and well-being. School staff salaries have had increases over the past six years; however, executive salaries have been frozen for up to eight years.

The *Broader Public Sector Executive Compensation Act* and Ontario Regulation 304/16 require all Ontario broader public sector designated employers, including school boards, to develop an Executive Compensation Program, to ensure a responsible, transparent, and consistent approach across the province to setting executive salaries. The four trustee associations, along with supervisory officer and director of education associations, worked with an independent consultant that specializes in executive compensation to develop an Executive Compensation Framework. The Executive Compensation Framework received final approval by the Ministry of Education in August 2017, for use by all 72 Ontario school boards in their individual submissions.

The Rainy River District School Board of Trustees developed the Board's proposed Executive Compensation Program within this Framework to address the compensation levels for the four existing executive positions: a Superintendent of Business, two Superintendents of Education, and a Director of Education. The Board's submission to the Ministry of Education included a business case, recognizing the Board's unique challenges, including retention and attraction of senior staff, and an application to be designated a Level 2 board within the Framework. The Ministry of Education responded in November of 2017, approving this movement in levels, as the Board met the Ministry of Education's minimum threshold for movement – that is, have at least 33% of 3 out of the 5 Core Factors of Level 2 boards -- and in recognition of the Board's existing geographic complexity and many community partnerships.

The funding for executive salaries will be provided to the Board through the Board Administration and Governance Grant. This Grant is considered Non-Classroom, meaning that the Executive Compensation Program and the salaries for executives will not impact – and have not impacted - classroom budget lines, which include teaching and support staffing, instructional materials, and resources. It is also important to note that this Grant is enveloped, meaning that the amount funded cannot be exceeded by the Board. The pay envelope is also capped, meaning that the total increase for the four

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### WEB SITE:

[www.rrdsb.com](http://www.rrdsb.com)

### DIRECTOR

Heather Campbell

executive salaries will not be more than 5% of the previous year's budget for those salaries.

Following the Board's review of the feedback, the proposed Executive Compensation Program will now be submitted to the Ministry of Education, providing details regarding the feedback. The Minister of Education will review and determine if the Executive Compensation Program is approved. With the Minister of Education's final approval, the Rainy River District School Board will adopt its proposed Program, posting the approved Executive Compensation Program to the Board webpage. The Program will then take effect, retroactively to September 1, 2017. The entire process must be completed by the February 28, 2018 deadline.

Having a comprehensive framework available to provide fair and reasonable compensation to this Board's executives, compensation that is consistent with other school boards' executives across the province, is essential in attracting and retaining individuals, to fulfill the Board's goals and commitments to our students and their families, staff and communities. On behalf of the Board of Trustees, I would like to thank you for your time and consideration in providing feedback to the Board.

Sincerely,



Dianne McCormack  
Chair, Rainy River District School Board

c. Trustees  
Director of Education  
Supervisory Officers