



Ontario Catholic School
Trustees' Association

Box 2064, Suite 1804
20 Eglinton Avenue West
Toronto, Ontario M4R 1K8
T. 416.932.9460 F. 416.932.9459
ocsta@ocsta.on.ca www.ocsta.on.ca

Patrick Daly, *President*
Beverley Eckensweiler, *Vice President*
Nick Milanetti, *Executive Director*

February 6, 2017

TO: Chairpersons and Directors of Education
- All Catholic District School Boards

FROM: Patrick Daly, President

SUBJECT: Executive Compensation Framework

Further to our previous updates, the four publicly funded school systems agreed to work together with a Steering Committee to create a provincial executive compensation framework. This framework would support member boards in the process of meeting the compliance requirements and deadline of September 2017 legislated in the *Broader Public Sector Executive Compensation Act, 2014*. Since that time, also released from the Treasury were an Executive Compensation Framework Regulation, an Executive Compensation Guide (September 2016) and a Compliance Directive (January 2017).

A Steering Committee was established composed of representatives from the leadership in the four publicly funded school systems through their various Associations, including directors of education, supervisory officers and trustees. Nick Milanetti, Sharon Duffy and I represent and have attended the Steering Committee meetings on behalf of OCSTA. Working with an external third party expert in employee compensation programs, the focus of the Steering Committee is to develop a provincial executive compensation framework for school boards that is based on the principles of effective compensation management and meets the requirements of the legislation and regulations.

The Steering Committee agreed to the following considerations and guiding principles that would be used to guide the development of a provincial Executive Compensation Framework for use at the local level to produce locally driven public sector comparators and salary ranges:

Considerations

- Equity,
- Flexibility,
- Transparency and;
- Local autonomy.

Guiding Principles

1. Partner associations collaboration,
2. Locally driven decision-making,
3. Development of a common, operational, flexible, provincial framework that produces opportunity for locally driven public sector comparators and salary range,
4. Recognition of the school board as the employer, and;
5. Expertise of Mercer Consulting compensation specialists, a third party neutral expert to overlay the parameters of the Regulation on the research that was previously completed for directors and supervisory officer compensation.

Being mindful of the compliance deadline of September 2017 for school boards, work is well underway.

The Steering Committee has held two meetings and several discussions as we move the work forward in consultation with both the Mercer specialists and Treasury representatives. Two more meetings are planned along with teleconferences, where necessary, with a focus on sharing a completed Executive Compensation Framework package with boards in March.

March was selected to give boards as much time as possible to:

- work on their local Executive Compensation Plans between April and June,
- post the plan on a public website for 30 days, and;
- collect the feedback and post the final plan by the deadline date of September 5, 2017.

Since Mercer's is the organization that developed the original Executive Compensation Framework for CODE, the Steering Committee agreed to continue to work with Mercer compensation specialists to develop a new provincial executive compensation framework consistent with effective compensation practice and compliant with the Executive Compensation Act and Regulation. To help inform their work, it is understood that Mercer's consultants will use the original executive compensation framework developed for directors prior to the BPS legislation.

The Steering Committee, working with Mercer's and with advice from Treasury, agreed to create: a common provincial framework, compensation plan content and implementation tools; a compensation philosophy; and a simple communications, posting and consultation strategy.

Progress reports will be provided as the Steering Committee work progresses in its work.

If you have any questions regarding this matter please call us.