



KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

POLICY STATEMENT

Section: Human Resources

- **Compensation**

Policy Code: HR-2.1

Policy: COMPENSATION FOR EMPLOYEES

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It is the policy of the Board that employees will be compensated in a fair and equitable manner, taking into account the funding formula set out by the Government of the Province of Ontario, the Board's approved operating budget, pay equity legislation, and/or the provisions of a collective agreement. By definition, the Board believes that employee compensation includes wages paid to employees, benefits, and other terms and conditions of employment such as sick leave, recognized holidays and hours of work. Within these parameters, it is the philosophy of the Board to obtain the best available combination of wages and benefits for its employees, through the collective bargaining process, where applicable.

The Board will administer benefit plans in accordance with the provincial Employee Life and Health Trust for non-union employees, and/or in accordance with current and valid terms and conditions of employment or collective agreement approved by the Board.

It is the policy of the Board that the right to administer the benefit plans not provided for through a Provincial Employee Health and Life Trust and to select the carrier for such plans will be the prerogative of the Board, or in accordance with the provisions of a collective agreement for employees subject to the terms and conditions of a collective agreement. The appointment of a benefit consultant is subject to approval by the Board.

1. Compensation for Senior Administrative Positions¹

Compensation for senior administrative positions¹ will be as outlined in the terms and conditions of the individual personal services contracts as approved by the Board.

2. Compensation for Non-union Administrative Leadership Positions and Principal and Vice-principal Positions

2.1 It is the policy of the Kawartha Pine Ridge District School Board to ensure that its Non-union Administrative and Leadership Employee Group and Principals and Vice-principals, are paid equitably in relation to one another based on job responsibilities as determined through a formal job evaluation process (where applicable) in compliance with Pay Equity legislation; that salary ranges for jobs are competitive with the community-at-large in order to attract and retain qualified employees; and that the effective control of compensation costs is maintained within the Board's ability to pay.

¹ For purposes of this policy, senior administrative position will mean the positions of Director of Education and Secretary, and Superintendent.

