

# EXECUTIVE COMPENSATION DISCLOSURE

School District 23 (Central Okanagan)

Summary Compensation Table at 2023

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2022/2023 Total Compensation	Previous Two Years Totals Total Compensation	
							2021/2022	2020/2021
Kevin Kaardal, Superintendent/CEO	\$ 277,472	-	\$ 15,592	\$ 31,293	\$ 8,602	\$ 332,959	\$ 294,602	\$ 291,576
Terry-Lee Beaudry, Deputy Superintendent	\$ 208,270	-	\$ 10,388	\$ 23,510	\$ 8,602	\$ 250,770	\$ 234,364	\$ 233,513
Delta Carmichael, Secretary Treasurer/CFO	\$ 207,230	-	\$ 15,830	\$ 18,763	\$ 8,602	\$ 250,425	\$ 211,807	
Alan Lalonde, Assistant Superintendent	\$ 187,294	-	\$ 15,361	\$ 21,129	\$ 6,900	\$ 230,684	\$ 218,998	
Jon Rever, Assistant Superintendent	\$ 194,583	-	\$ 15,569	\$ 22,175	\$ 6,900	\$ 239,227	\$ 229,528	\$ 222,671

# EXECUTIVE COMPENSATION DISCLOSURE

**Summary Other Compensation Table at 2023**

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Kevin Kaardal, Superintendent/CEO	\$ 8,602	-	-	-	\$ 8,602	-	-
Terry-Lee Beaudry, Deputy Superintendent	\$ 8,602	-	-	-	\$ 8,602	-	-
Delta Carmichael, Secretary Treasurer/CFO	\$ 8,602	-	-	-	\$ 8,602	-	-
Alan Lalonde, Assistant Superintendent	\$ 6,900	-	-	-	\$ 6,900	-	-
Jon Rever, Assistant Superintendent	\$ 6,900	-	-	-	\$ 6,900	-	-

## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

Kevin Kaardal, Superintendent/CEO	<p><b>General Note:</b> Kevin received a 14.45% performance-based salary increase as of date in accordance with the K-12 sector-based process for annual, performance-based salary increases for exempt staff. This increase is supported by a Board of Education board motion dated 22-June-22. With an increase in salary, EHT and pension costs increase plus CPP, EI &amp; WCB rates increased over the prior year which caused on overall increase in benefit costs.</p>
Terry-Lee Beaudry, Deputy Superintendent	<p><b>General Note:</b> Terry received a 7.39% performance-based salary increase as of date in accordance with the K-12 sector-based process for annual, performance-based salary increases for exempt staff. With an increase in salary, EHT and pension costs increase plus CPP, EI &amp; WCB rates increased over the prior year which caused on overall increase in benefit costs.</p>
Delta Carmichael, Secretary Treasurer/CFO	<p><b>General Note:</b> Delta received a 9.53% performance-based salary increase as of date in accordance with the K-12 sector-based process for annual, performance-based salary increases for exempt staff. In the prior year, Delta held both the Assistant ST and ST positions so the prior year base salary was a combination of the 2 positions. With an increase in salary, EHT and pension costs increase plus CPP, EI &amp; WCB rates increased over the prior year which caused on overall increase in benefit costs.</p>
Alan Lalonde, Assistant Superintendent	<p><b>General Note:</b> Al received a 6.39% performance-based salary increase as of date in accordance with the K-12 sector-based process for annual, performance-based salary increases for exempt staff. With an increase in salary, EHT and pension costs increase plus CPP, EI &amp; WCB rates increased over the prior year which caused on overall increase in benefit costs.</p>
Jon Rever, Assistant Superintendent	<p><b>General Note:</b> Jon received a 5.00% performance-based salary increase as of date in accordance with the K-12 sector-based process for annual, performance-based salary increases for exempt staff.. With an increase in salary, EHT and pension costs increase plus CPP, EI &amp; WCB rates increased over the prior year which caused on overall increase in benefit costs.</p>