

EXECUTIVE COMPENSATION DISCLOSURE

School District 68 (Nanaimo-Ladysmith)

APPENDIX B

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Scott Bradley Saywell, Superintendent	\$ 210,554	-	\$ 10,881	\$ 23,792	\$ 33,607	\$ 278,834	\$ 278,984	\$ 243,496
Don Balcombe, Assistant Superintendent	\$ 169,034	-	\$ 9,919	\$ 19,100	-	\$ 198,053	\$ 186,681	\$ 154,869
Tim B Davie, Deputy Superintendent	\$ 181,127	-	\$ 10,733	\$ 20,467	\$ 21,944	\$ 234,271	\$ 230,161	\$ 219,082
Laura Tait, Assistant Superintendent	\$ 177,945	-	\$ 10,660	\$ 20,107	\$ 6,163	\$ 214,875	\$ 205,965	\$ 191,212
Mark Walsh, Secretary Treasurer	\$ 181,127	-	\$ 11,499	\$ 17,225	\$ 11,536	\$ 221,387	\$ 211,181	\$ 41,016

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Summary Other Compensation Table at 2022

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Scott Bradley Saywell, Superintendent	\$ 33,607	-	\$ 33,607	-	-	-	-
Don Balcombe, Assistant Superintendent	-	-	-	-	-	-	-
Tim B Davie, Deputy Superintendent	\$ 21,944	-	\$ 21,944	-	-	-	-
Laura Tait, Assistant Superintendent	\$ 6,163	-	\$ 6,163	-	-	-	-
Mark Walsh, Secretary Treasurer	\$ 11,536	-	\$ 11,536	-	-	-	-

# EXECUTIVE COMPENSATION DISCLOSURE

## Notes

Scott Bradley Saywell, Superintendent	<b>General Note:</b> While compensation decisions for the role of Superintendent rest solely with the Board of Education, there was an expectation that compensation decisions for this position would be included within the spirit of the public sector compensation freeze as announced by the Minister of Finance on August 31, 2020. The Board has elected to apply this policy to the Superintendent position and no performance-based salary increase was awarded in recognition of the 2020/21 performance year.
Don Balcombe, Assistant Superintendent	<b>General Note:</b> This position did not meet criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was eligible to receive a performance-based increase for the 2020/21 performance year. SD 68 (Nanaimo Ladysmith Public Schools) provided a 5.71% performance-based increase effective July 1, 2021 for the 2020/21 performance year.
Tim B Davie, Deputy Superintendent	<b>General Note:</b> This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.
Laura Tait, Assistant Superintendent	<b>General Note:</b> This position did not meet criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was eligible to receive a performance-based increase for the 2020/21 performance year. SD 68 (Nanaimo Ladysmith Public Schools) provided a 4.93% performance-based increase effective July 1, 2021 for the 2020/21 performance year.
Mark Walsh, Secretary Treasurer	<b>General Note:</b> This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.