

# EXECUTIVE COMPENSATION DISCLOSURE

School District 68 (Nanaimo-Ladysmith)

Appendix B

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
Scott Bradley Saywell, Superintendent	\$ 230,911	-	\$ 12,161	\$ 26,093	\$ 17,856	\$ 287,021	\$ 278,834	\$ 278,984
Don Balcombe, Assistant Superintendent	\$ 176,784	-	\$ 11,103	\$ 19,976	-	\$ 207,863	\$ 198,053	\$ 186,681
Jacqueline Poulin, Assistant Superintendent	\$ 166,859	-	\$ 11,942	\$ 18,855	-	\$ 197,656		
Laura Tait, Deputy Superintendent	\$ 184,105	-	\$ 11,858	\$ 20,803	-	\$ 216,766	\$ 214,875	\$ 205,965
Mark Walsh, Secretary Treasurer	\$ 195,451	-	\$ 11,711	\$ 18,191	-	\$ 225,353	\$ 221,387	\$ 211,181



## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

Scott Bradley Saywell, Superintendent	<p><b>General Note:</b>            Scott Saywell received a 5% performance-based salary increase as of July 1, 2022 in accordance with the K-12 sector-based process for annual, performance-based salary increases for exempt staff.            Scott Saywell received a 5% performance-based salary increase as of August 1, 2022 in accordance with the K-12 sector-based process for annual, performance-based salary increases for exempt staff.</p>
Don Balcombe, Assistant Superintendent	<p><b>General Note:</b>            Don Balcombe received a 5% performance-based salary increase as of August 1, 2022 in accordance with the K-12 sector-based process for annual, performance-based salary increases for exempt staff.</p>
Jacqueline Poulin, Assistant Superintendent	<p><b>General Note:</b>            Jacqueline Poulin received a 6.502% salary increase as a result of their promotion to the position of Assistant Superintendent effective date August 1, 2022.            Jacqueline Poulin received a 9.82% performance-based salary increase as of December 31, 2022 in accordance with the K-12 sector-based process for annual, performance-based salary increases for exempt staff.</p>
Laura Tait, Deputy Superintendent	<p><b>General Note:</b>            Laura Tait received a 3.76 % salary increase as a result of their promotion to the position of Deputy Superintendent effective date August 1, 2022.</p>
Mark Walsh, Secretary Treasurer	<p><b>General Note:</b>            Mark Walsh received a 8% performance-based salary increase as of July 1, 2022 in accordance with the K-12 sector-based process for annual, performance-based salary increases for exempt staff.</p>