

Ministry of Education

Deputy Minister

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Ministère de l'Éducation

Sous-ministre

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December 20, 2017

Robin Pilkey
Chair of the Board
Toronto District School Board
5050 Yonge Street, 5th Floor
Toronto, ON M2N 5N8

Dear Robin Pilkey:

The Executive Compensation Framework Regulation (the Regulation), established under the Broader Public Sector Executive Compensation Act, 2014 (BPSECA), sets out requirements that designated broader public sector (BPS) employers must meet when determining executive compensation programs.

The Regulation requires all designated employers to seek overseeing Minister approval on two components of proposed executive compensation programs – the comparator organizations used to benchmark compensation caps for executive positions and the proposed maximum rate of increase to the executive compensation envelope.

The Toronto District School Board's selected comparator organizations and the proposed maximum rate of increase to the executive salary and performance-related pay envelope have been approved, pursuant to the authority delegated to me by the Minister of Education.

A designated employer may adopt its executive compensation program once the program is publicly posted. It is important to note:

- The approved maximum rate of increase to the salary and performance-related pay envelope applies to all years that an executive compensation program is in effect.
- The rate of increase to the salary and performance-related pay envelope for a given pay year cannot exceed the maximum rate of increase.
- A designated employer may increase its executive salary and performance-related pay envelope no more than once per pay year.
- Pursuant to the Executive Compensation Framework Compliance Report Directive, the chair of the employer's board must submit an attestation with the date the program becomes effective and the location of where it is publicly posted using the Executive Compensation Program Compliance Report (see attached).

The government expects all boards to have complied with the Broader Public Sector Accountability Act (BPSAA) and may require your board's cooperation should a further more detailed review of compliance be conducted.

If you have any questions, please call Joshua Paul, Assistant Deputy Minister of the Capital & Business Support Division, at 416-325-6127.

Sincerely,

Original signed by

Bruce Rodrigues
Deputy Minister
Ministry of Education

- c. John Malloy, Director of Education, Toronto District School Board
Hon. Mitzie Hunter, Minister of Education
Joshua Paul, Assistant Deputy Minister, Capital and Business Support Division, Ministry of Education
Cheri Hayward, Director, School Board Business Support Branch, Ministry of Education
Michael Vannelli, Director, Total Compensation Strategies Branch, Centre for Public Sector Labour Relations and Compensation, Treasury Board Secretariat
Laurie French, President, Ontario Public School Boards' Association