



# District School Board Ontario North East

Schumacher Board Office

226 of 226

Street Address

153 Croatia Avenue, Schumacher, ON P0N 1G0

Mailing Address

P.O. Box 1020, Timmins, ON P4N 7H7

705-360-1151

New Liskeard Board Office

198022 River Road

New Liskeard, ON P0J 1P0

705-647-7394

November 18, 2020

The Honorable Stephen Lecce  
Minister of Education  
Ministry of Education  
22<sup>nd</sup> Floor, Mowat Block  
900 Bay Street  
Toronto, ON  
M7A 1L2

Dear Minister Lecce,

Re: District School Board Ontario North East Executive Compensation

On behalf of District School Board Ontario North East (DSB1), I am writing to advocate for the fair compensation for our Supervisory Officers and to request that you expedite the exemption process for salary freezes recently introduced. This letter is also being written in support of York Region's DSB letter dated November 10, 2020.

Extensive work was done in DSB1 to create an equitable executive compensation framework for our Supervisory Officers. This framework was also approved by the Ministry.

The role of Supervisory Officer is key to the success of DSB1 and is clearly articulated in the *Education Act*. The morale of our Supervisory Officers has been severely impacted with the salary freeze. This is particularly relevant when all other employee groups in education have received wage increases.

Since the Supervisory Officer's salaries have been frozen, increases have been provided to principals and managers. This will lead to a salary inversion in future years. Most salaries keep pace with inflation. Since the freeze of the last ten years, with one year of increases, there has been a salary erosion of up to 20 percent. As a result, pensions for our senior leaders are also being impacted.

In the next two years, the senior team in DSB1 may face a 50 percent turnover. We need to hire the most outstanding individuals to continue to do the excellent work that has begun. To do so, we need competitive and equitable salaries for our Supervisory Officers.

We sincerely hope the Ministry will remove the salary freeze and reinstate the already approved executive compensation grids.

Sincerely,

A handwritten signature in black ink that reads "Robert Brush".

Bob Brush  
Chair of the Board  
cc. Ontario Public School Boards' Association