



Memorandum

TO: All Staff

FROM: John Caputo - Chair of Board

DATE: December 20, 2017

RE: Executive Compensation Program

On December 15, 2017, the Ministry of Education approved the Huron-Superior Catholic District School Board's Executive Compensation Program. Following that approval, the Board of Trustees voted on December 19, 2017, to adopt the Program for implementation by the Board.

The Board's Program complies with 2014 provincial legislation (*Broader Public Sector Executive Compensation Act*) that requires all designated broader public sector designated employers to develop and adopt Executive Compensation Programs that ensure a responsible, transparent, and consistent approach to managing executive salaries.

As a result of the public consultation feedback, we were better positioned to further refine our Program before submitting it to the Ministry for final approval.

As per Regulation, our final Executive Compensation Program will be posted on the Board's public website.

To all those who provided their feedback on our Program during consultation, we appreciate your participation.