



Mark Fisher, Director of Education and Secretary

2021 April 8

The Honourable Doug Ford
Premier of Ontario
Legislative Building of Ontario
Queen's Park
Toronto, ON M7A 1A1

The Honourable Stephen Lecce
Minister of Education
438 University Avenue, 5th Floor
Toronto, Ontario M7A 2A5

Treasury Board of Ontario
315 Front Street 7th Floor
Toronto Ontario M7A 0B8

Dear Premier Ford, Minister Lecce and Treasury Ministry:

I am writing to share with you that the Thames Valley District School Board passed the following motion on 2021 March 23.

"That the Chair write a letter to the Premier, the Minister of Education and the Treasury Ministry regarding the unfreezing of executive compensation."

This motion reflects the unanimous views of Trustees that there is an increasing and concerning disparity in the current compensation for our Senior Management team, namely the Director of Education, Associate Directors, and Supervisory Officers. This has posed to be challenging for both the recruitment and retention of senior staff members due to the compensation compression and the increased opportunities for alternative employment in external labour market. Principal, Manager and Teacher salaries, through collective bargaining, have increased annually wherein executive salaries have been fixed for a decade at the Thames Valley District School Board, except for the one increase in 2017 based on our approved Ontario School Board Compensation Framework.

During 2017, the Thames Valley District School Board selected comparator organizations and proposed a maximum rate increase to the executive salary and performance-related pay envelope, which was approved by the Ministry. This plan took many months of hard work and data gathering undertaken by our Board to develop a fair and equitable compensation plan. As you are aware, in the education sector, a competitive, fair and responsible Executive Compensation Program is vital to ensure continued progress in student achievement and success.

Thames Valley District School Board - Organizational Support Services

1250 Dundas Street, London, Ontario, N5W 5P2 Tel: 519-452-2000 Fax: 519-452-1499 website: www.tvdsb.ca

We build each student's tomorrow, every day.

As indicated above, due to the subsequent executive compensation freeze prior to implementation of the aforementioned plan, the compensation framework for Supervisory positions within Thames Valley District School Board is significantly out of alignment. Over the past several years, there has been difficulty attracting and retaining executive talent at the Thames Valley District School Board, in large due to salary compression and a lack of competitiveness with external labour markets.

As elected public school Trustees, we acknowledge the generous commitment this government has made to fund public education in Ontario. However, it is our responsibility to identify what we believe is a serious inequity in support for our senior leaders. As a Board, we agree that students benefit the most when all parties feel respected and valued. This is even more critical, following this past year, wherein our Senior Leaders have been faced with unrelenting and excessive workload demands to ensure the safe operations of our school during the pandemic.

Sincerely,



William (Bill) McKinnon, Chair
Thames Valley District School Board

BMck:sh

CC Trustees
M. Fisher, Director of Education