

9/14 Schmidt/Field:
That the Elections Bylaw #4 be given third reading and finally adopted.

CARRIED

10/14 Field/Garrett
That the Board go into an in-camera session to deal with personnel and legal matters.

CARRIED

**PERSONNEL
COMMITTEE** Secretary Treasurer John Martin left the meeting at 5:13 p.m. and Superintendent of Schools Scott Benwell assumed his responsibilities.

On behalf of the Personnel Committee, Trustee Garrett recommended that the Board approve a written proposal from the Secretary Treasurer regarding his future employment.

11/14 Prescott/Schmidt:
That the recommendation of the Personnel Committee regarding the Secretary Treasurer be approved.

CARRIED

Secretary Treasurer John Martin returned to the meeting and Superintendent of Schools Scott Benwell left the meeting at 5:18 p.m.

On behalf of the Personnel Committee, Trustee Garrett recommended that the Board approve a written proposal from the Superintendent regarding his compensation. Under the proposal, the Superintendent's total annual compensation would increase to the average of the Island Zone comparator market. This increase would occur through an increase to base salary effective August 1, 2014.

Trustee Garrett noted that this approach is consistent with the Board's Compensation Philosophy, and Chairperson Wishart stated that he had contacted BCPSEA and confirmed that the proposal is based on a fair and market-driven approach to compensation. Trustees recognized that the Superintendent of Schools had been significantly underpaid during his first three years in the district, in relation to compensation paid in comparator districts. It was agreed that there is a need to provide a fair level of compensation for all employees. The proposal from the Superintendent included a formal review of compensation every 24 months, to take place at the same time as the Board's scheduled review of CEO performance.

- 12/14** Schmidt/Prescott:
That the recommendation of the Personnel Committee regarding the Superintendent of Schools/CEO be approved.
CARRIED
Trustee Field opposed.
Superintendent of Schools Scott Benwell returned to the meeting at 5:47 p.m.
- TOWN HALL MEETING** Trustees discussed the upcoming Town Hall meeting in Port Hardy being sponsored by VINTA. Several trustees indicated that they plan to attend as observers.
- AGREEMENTS WITH RDMW** The Secretary Treasurer introduced the Heat Recovery System Tie-In Agreement and the Heat Loop Energy Sharing Agreement with the RDMW, related to the current HVAC project at NISS and recommended that the Board give its approval to both.
- 13/14** Prescott/Field:
That the Heat Recovery System Tie-In Agreement with RDMW be approved by the Board of Education.
CARRIED
- 14/14** Garrett/Schmidt:
That the Heat Recovery System Tie-In Agreement with RDMW be approved by the Board of Education.
CARRIED
- BOARD LETTER** The Board discussed amendments to a letter to be sent to the Premier, the Minister of Education, and the President of the BCTF.
- 15/14** Prescott/Field:
That the draft letter, as amended, be approved by the Board of Education.
CARRIED
- ADJOURNMENT**
16/14 Schmidt:
That the special meeting of August 27, 2014 be adjourned (6:35 p.m.)
CARRIED

Chairperson of the Board

Secretary-Treasurer