

**THE BOARD OF EDUCATION OF SCHOOL DISTRICT 68  
BUSINESS COMMITTEE MEETING  
AGENDA**

**Wednesday, December 11, 2024, 6:00 PM  
ONLINE MICROSOFT TEAMS MEETING**

Please note that the proceedings of this meeting are being recorded to assist in the preparation of the minutes of the meeting. The recording of this meeting are records of the School District, as defined in the Freedom of Information and Protection of Privacy Act, and as such may be the subject of access requests under the Act.

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**Pages**

**1. CALL TO ORDER**

The Chair will call the meeting to order. With great respect and humility, we acknowledge and honour the lands of the Snuneymuxw people. The Snuneymuxw people maintain their profound, unique and spiritual connection to the land through ageless traditions, teachings, stewardship and expressions of reciprocity.

**2. ADDITIONS TO THE AGENDA**

**3. DELETIONS TO THE AGENDA**

**4. CHANGE IN ORDER**

**5. APPROVAL OF THE AGENDA**

*That the Agenda be approved.*

**6. APPROVAL OF THE MINUTES**

*That the minutes of the Business Committee meeting held on November 13, 2024, be approved.*

**7. PRESENTATIONS**

**8. SENIOR STAFF REPORTS**

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8.1	Mark Walsh, Secretary-Treasurer  Re: Internal Audit Report	8
8.2	Mark Walsh, Secretary-Treasurer  Re: Building Envelope	9
8.3	Mark Walsh, Secretary-Treasurer  Re: SOFI Report  <i>The Business Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) approve the School District Statement of Financial Information (SOFI Report), as presented, for the year ending June 30, 2024.</i>	12
8.4	Mark Walsh, Secretary-Treasurer  Re: Committee Structures  <i>The Business Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) approve the temporary suspension of the Business Committee and Education Committee to be replaced with a single once a month public Committee of the Whole entitled "Strategic Directions Committee" and a monthly Board working session entitled "Professional Learning Working Group" effective January 2025 and that the Board review the temporary structure in May 2025.</i>	95
8.5	Mark Walsh, Secretary-Treasurer  Re: Hammond Bay School - Multi-Purpose Space Facility Use Agreement  <i>The Business Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) approve the joint agreement with the City of Nanaimo to use the Multi-Purpose Space and washrooms at Hammond Bay Elementary on a non-exclusive basis for community purposes, and that the Secretary-Treasurer is authorized to execute the documents including such terms as the Secretary-Treasurer may consider advisable.</i>	97
8.6	Mark Walsh, Secretary-Treasurer  Re: Late French Immersion Program	109

*The Business Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) approve the recommendation of staff to discontinue intake for Late-French Immersion in the District for grade 6 for the 2025-26 school year and that late French Immersion will be discontinued for the 2026-27 school year.*

9. CORRESPONDENCE REFERRED FROM THE REGULAR BOARD MEETING

10. UNFINISHED BUSINESS

11. NEW BUSINESS

12. FOR INFORMATION

13. QUESTION PERIOD

Question Period is intended to enable the public to obtain clarifying information regarding a current agenda item.

Individuals wishing to ask questions of the Board upon completion of Committee and Board sessions shall do so in writing on the form provided which includes their name, street address and email address. The individual will be asked to verify his/her self and be afforded the opportunity to read out their own question. Each individual shall be limited to one follow-up question upon receiving a response. Forms are available in the information rack near the entrance of the Board Room.

If the meeting is being held online, individuals wishing to ask questions of the Board shall type their question in the Q&A compose box on the right side of the screen and then select send. Your question will be read by the Board or Committee Chair.

Questions and responses will be included in the video of the meeting and the meeting minutes and will be part of the public record.

14. ADJOURNMENT

*That the meeting be adjourned.*

**THE BOARD OF EDUCATION OF SCHOOL DISTRICT 68**  
**MINUTES OF THE BUSINESS COMMITTEE MEETING**

**November 13, 2024**

Trustees  
L. Lee, Chair  
M. Robinson, Vice Chair  
T. Brzovic  
N. Bailey  
G. Keller  
C. Morvay  
L. Pellegrin  
T. Rokeby  
T. Harris

Staff  
P. Langstraat, Superintendent/CEO  
M. Walsh, Secretary-Treasurer  
K. Matthews, Manager Admin. Services

Representatives  
CUPE Representative: Jeff Virtanen  
DPAC Representative: Angie Haslam  
NDTA Representative: Joanna Cornthwaite  
NSAA Representative: Lisa Frey

1. **CALL TO ORDER**  
The Chair called the meeting to order at 6:00 pm.
2. **ADDITIONS TO THE AGENDA**  
There were no additions.
3. **DELETIONS TO THE AGENDA**  
There were no deletions.
4. **CHANGE IN ORDER**  
There was no change in order.

**5. APPROVAL OF THE AGENDA**

B24/11/13-01

IT WAS MOVED BY Trustee Morvay

IT WAS SECONDED BY Trustee Keller

That the Agenda be approved.

**CARRIED UNANIMOUSLY**

**6. APPROVAL OF THE MINUTES**

B24/11/13-02

IT WAS MOVED BY Trustee Harris

IT WAS SECONDED BY Trustee Rokeby

That the minutes of the Business Committee meeting held on October 9, 2024, be approved.

**CARRIED UNANIMOUSLY**

**7. PRESENTATIONS**

**8. SENIOR STAFF REPORTS**

8.1 Mark Walsh, Secretary-Treasurer & Tania Sutton, Associate Secretary-Treasurer

Re: 1st Quarter Financial Report

Mark Walsh and Tania Sutton provided the financial results of the first quarter of the 2024-25 school year. Overall, the District is in a positive financial position and in line with expectations. An Information Sheet is attached to the Agenda.

8.2 Mark Walsh, Secretary-Treasurer & Gillian Robinson, Executive Director of Communications

Re: Rutherford Re-Opening – Catchment Boundary Minor Review

Mark Walsh advised that staff have reviewed some minor catchment boundary anomalies and presented some minor changes for the Committee's consideration. An action sheet is attached to the agenda.

B24/11/13-03  
IT WAS MOVED BY Trustee Pellegrin  
IT WAS SECONDED BY Trustee Bailey

The Business Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) approve the recommended minor catchment boundary changes as shown below in this Action Sheet.

**CARRIED UNANIMOUSLY**

8.3 Mark Walsh, Secretary-Treasurer

Re: Public Interest Disclosure Act: Annual Report

Mark Walsh presented the district's Public Interest Disclosure Report. An information sheet, together with the report is attached to the agenda.

8.4 Mark Walsh, Secretary-Treasurer

Re: Administrative Procedure 513 - Purchasing (Update)

Mark Walsh presented an updated AP 513 - Purchasing for the Committee's information. The AP has been updated to reflect recommendations from the District's Auditors. An information sheet, together with the updated AP 513 is attached to the agenda.

8.5 Piet Langstraat, Interim Superintendent

Re: Inclement Weather

Piet Langstraat presented on inclement weather and how the district plans for the possibility of snow events. An information sheet is attached to the agenda.

**9. CORRESPONDENCE REFERRED FROM THE REGULAR BOARD MEETING**

There was none.

**10. UNFINISHED BUSINESS**

There was no Unfinished Business.

**11. NEW BUSINESS**

11.1 Greg Keller, Board Chair

Re: Notice of Motion - Policy 2.1

B24/11/13-04  
IT WAS MOVED BY Trustee Keller  
IT WAS SECONDED BY Trustee Harris

That the Business Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) amend the policy committee work plan to include the review and update of Policy 2.1, Role of the Board.

**CARRIED UNANIMOUSLY**

**12. FOR INFORMATION**

**13. QUESTION PERIOD**

There were no questions.

**14. ADJOURNMENT**

The meeting adjourned at 7:13 pm.

B24/11/13-05

IT WAS MOVED BY Trustee Morvay

IT WAS SECONDED BY Trustee Keller

That the meeting be adjourned.

**CARRIED UNANIMOUSLY**



**NANAIMO LADYSMITH PUBLIC SCHOOLS  
BUSINESS COMMITTEE  
PUBLIC MEETING  
INFORMATION SHEET**

DATE: December 11, 2024  
TO: Business Committee  
FROM: Mark Walsh, Secretary-Treasurer  
SUBJECT: Internal Audit

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### **Background**

In April 2023, a formalized internal audit function was developed with a set of procedures to be performed at select schools each year. The following information sheet describes the results of the internal audit function since the last annual report provided to the Business Committee in December 2023.

### **Discussion**

Over the last year staff have completed internal audits at two elementary schools. The purpose of the internal audit is to review school's compliance with district processes, highlight best practices, share knowledge, and ensure that the central finance department is aligned with school needs. In unlikely cases, these audits should also uncover fraud or unnecessary risks to the district.

As a result of these audits, staff did not identify any significant areas of concern, however a number of recommendations for improvement were made. These recommendations were primarily around deposits, purchasing cards and budget processes.

As time permits staff will continue to perform these reviews over the course of the year. The next report will be provided in December 2025.



NANAIMO LADYSMITH PUBLIC SCHOOLS  
BUSINESS COMMITTEE  
PUBLIC MEETING  
INFORMATION SHEET

DATE: December 11, 2024  
TO: Business Committee  
FROM: Mark Walsh, Secretary-Treasurer  
Pete Sabo, Executive Director Facilities & Planning  
SUBJECT: Building Envelope Repairs

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### Background

Recently the facilities department has identified several building envelope related issues (failures) including:

- **Nanaimo District Secondary School** – *failing stucco*
- **Forest Park Elementary**– *rotten beam in hallway*
- **Ladysmith Intermediate School** – *rotten beams and posts at main entry*
- **John Barsby Community School** – *rotten floor structure*

These issues have multiple causes, but fundamentally, water penetration resulting from a failure in the building envelope is the primary factor.

This information sheet will discuss some specifics of the above projects, however, is more focused on informing trustees of past and current directions with respect to planning and repair.

The Ministry of Education and Child Care, Building Envelope Program (BEP) was established in 2002 to help B.C. school districts with remediation of schools suffering damage from water ingress due to premature building envelope failure. School facilities that are eligible for funding under the BEP are facilities built between 1985 and 2000 and supported by a risk assessment report facilitated by B.C. Housing. A total of 12 schools were on the official program of which 8 have been repaired: Gabriola, Ladysmith Secondary, Bayview, Quarterway, Syuwén'ct, Dover Bay, North Oyster, and Mountain View. Two are currently underway: Forest Park and John Barsby and 1 is pending at Ladysmith Intermediate School.

### Discussion

- The area of failure at Forest Park was constructed in 1997 and is the result of premature envelope failure. This area was made safe and referred to the Approved for Construction BEP project.

- The area of failure at Ladysmith Intermediate School was constructed in 1995 and is the result of premature envelope failure. This area was made safe and is actively being rebuilt by the District's Capital Implementation Department (CI) utilizing a combination of Insurance funding and if required emergent AFG.
- At John Barsby, the area needing repair is part of the 1955 section of the building and is caused by aged out wood windows and trim. This work is underway funded out of emergent AFG.
- At NDSS the areas are part of the 1951 and 1965 sections of the building and are the result of stucco failure due to age. This repair work is currently in the design phase and plans to be completed out of next years AFG funding.

Given the pending completion of the official Ministry BEP program for our District and recent changes in the Facilities organization structure staff have been revisiting maintenance, planning and repair processes.

The District has several longstanding programs which assist with building envelope repairs which are essentially ensconced in the Annual Facilities Grant (AFG) program. Staff vary the funding allocated to each program continually to attempt to keep up with required health and safety, regulatory requirements, funding realities and best practice.

As projects are now delivered by the Capital implementation (CI) department, the maintenance department has the opportunity to focus more on maintenance of existing space vs renovations or creating changes to space. However, it should be noted that even with prudent maintenance, portion or entire envelopes eventually reach the point of replacement. Based on this, and the size of the building inventory, there are always new building envelopes being created, portions recently upgraded, upgrades being planned, upgrades being constructed and unfortunately unaddressed portions that are aged out. This cycle of aging and renewal is continuous.

Staff are in the process of forming a new local building envelope program for the 25/26 AFG. This new program would be supported by regular detailed reporting of maintenance activities and conditions, move to planning review, triaging, prioritizing, budgeting, then carrying out the building repairs.

Careful coordination between areas of responsibility – maintenance, planning and construction is envisioned to result in an improvement in the delivery of building envelope upgrades. A further benefit of completing all three steps "in house" is the connection of staff in each area sharing their experience and learning to improve the overall process.

The focus on this work will likely affect funding availability to other programs in the AFG.

Attached are photos of the 4 repair projects mentioned above.



John Barsby Secondary School



Forest Park Elementary School



Ladysmith Intermediate School



Nanaimo District Secondary School



**NANAIMO LADYSMITH PUBLIC SCHOOLS  
BUSINESS COMMITTEE  
PUBLIC MEETING  
ACTION SHEET**

DATE: December 11, 2024  
TO: Business Committee  
FROM: Mark Walsh, Secretary-Treasurer  
SUBJECT: 2023/24 Statement of Financial Information (SOFI) Report

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**Recommendation**

***The Business Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) approve the School District Statement of Financial Information (SOFI Report), as presented, for the year ending June 30, 2024.***

**Background**

Subsequent to the preparation, presentation, and approval of the Annual Financial Statements, and in accordance with the Financial Information Act (the “Act”), the district is required to prepare a Statement of Financial Information (SOFI) report for each fiscal year within six months of the end of that fiscal year. In conjunction with the Audited Financial Statements approved by the Board each September, additional schedules of financial information and Management Report must be completed and approved by December, which together form the district’s Annual SOFI report.

The Financial Information Act, together with the related regulation and directive, prescribes the information that is required to be included within the report, all of which have now been completed for the year ending June 30, 2024.

- Management Report
- Audited Financial Statements (*Approved Sept 2024*)
- Schedule of Debt
- Schedule of Guarantee and Indemnity Agreements
- Schedule of Remuneration and Expenses
- Statement of Severance
- Schedule of Payments for the Provision of Goods and Services
- Reconciliation and Explanation of Differences to the Audited Financial Statements

Of note, the Schedule of Remuneration and Expenses individually lists employees with remuneration exceeding \$75,000. Section 6 of the Financial Information Act defines remuneration to include any form of salary, wages, bonuses, gratuities, taxable benefits, payment into trust or any form of income deferral paid by the district to an employee, or on behalf of the employee, whether or not such remuneration is

reported under the Income Tax Act (Canada). Remuneration for individual employees can include payouts for vacation, gratuity and compensatory time not taken, in addition to regular salary. Remuneration does not include anything payable under a severance agreement.

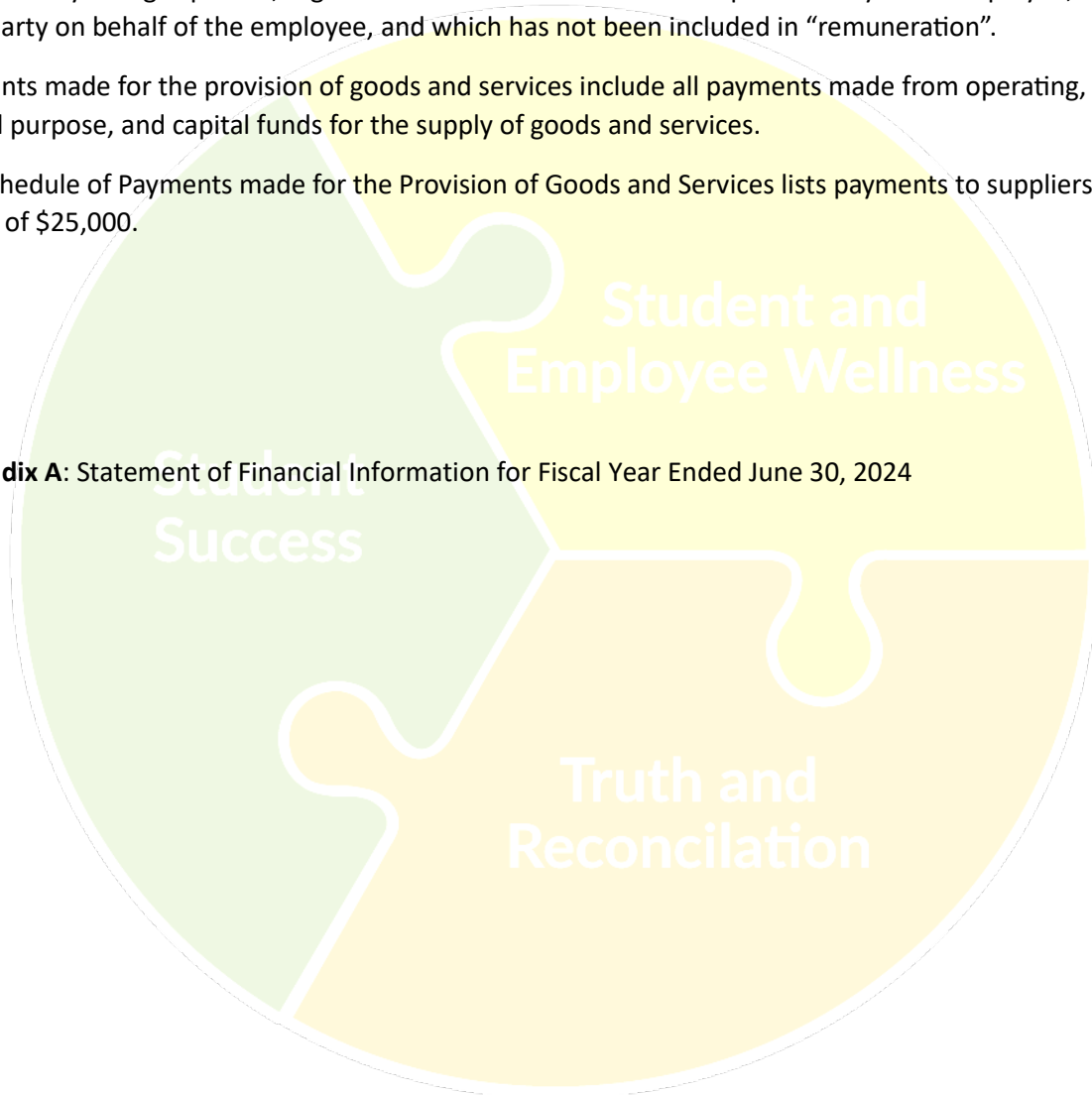
Taxable benefits include the employer-paid portion of certain employee benefits such as group life insurance.

Expenses are defined to include travel expenses, memberships, tuition, relocation, vehicle leases, extraordinary hiring expenses, registration fees and similar amounts paid directly to an employee, or to a third party on behalf of the employee, and which has not been included in “remuneration”.

Payments made for the provision of goods and services include all payments made from operating, special purpose, and capital funds for the supply of goods and services.

The Schedule of Payments made for the Provision of Goods and Services lists payments to suppliers in excess of \$25,000.

**Appendix A:** Statement of Financial Information for Fiscal Year Ended June 30, 2024



**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**

**STATEMENT OF  
FINANCIAL INFORMATION  
FOR FISCAL YEAR  
ENDED JUNE 30, 2024**

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

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1. Approval of Statement of Financial Information
2. Financial Information Act Submission Checklist
3. Management Report
4. Audited Financial Statements
5. Schedule of Debt
6. Schedule of Guarantee and Indemnity Agreements
7. Schedule of Remuneration and Expenses
8. Statement of Severance Agreements
9. Schedule of Payments made for the Provision of Goods and Services
10. Reconciliation and Explanation of Differences to Audited Financial Statements



# SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

6049

SCHOOL DISTRICT NUMBER <b>68</b>	NAME OF SCHOOL DISTRICT <b>School District #68 (Nanaimo-Ladysmith)</b>	YEAR <b>2024</b>
OFFICE LOCATION(S) <b>395 Wakesiah Avenue</b>		TELEPHONE NUMBER <b>250-754-5521</b>
MAILING ADDRESS <b>395 Wakesiah Avenue</b>		
CITY <b>Nanaimo</b>	PROVINCE <b>BC</b>	POSTAL CODE <b>V9R 3K6</b>
NAME OF SUPERINTENDENT <b>Robyn Gray</b>		TELEPHONE NUMBER <b>250-754-5521</b>
NAME OF SECRETARY TREASURER <b>Mark Walsh</b>		TELEPHONE NUMBER <b>250-754-5521</b>

### DECLARATION AND SIGNATURES

We, the undersigned, certify that the attached is a correct and true copy of the Statement of Financial Information for the year ended June 30, 2024

for School District No. 68 as required under Section 2 of the Financial Information Act.

SIGNATURE OF CHAIRPERSON OF THE BOARD OF EDUCATION	DATE SIGNED
SIGNATURE OF SUPERINTENDENT	DATE SIGNED
SIGNATURE OF SECRETARY TREASURER	DATE SIGNED



**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information for Year Ended June 30, 2024**

**Financial Information Act-Submission Checklist**

	<i><b>Due Date</b></i>
a) <input type="checkbox"/> A statement of assets and liabilities (audited financial statements).	<i>September 30</i>
b) <input type="checkbox"/> An operational statement including, i) a Statement of Income and ii) a Statement of Changes in Financial Position, or, if omitted, an explanation in the Notes to Financial Statements (audited financial statements)	<i>September 30</i>
c) <input type="checkbox"/> A schedule of debts (audited financial statements).	<i>September 30</i>
d) <input type="checkbox"/> A schedule of guarantee and indemnity agreements including the names of the entities involved and the amount of money involved. (Note: Nil schedules can be submitted December 31).	<i>September 30</i>
e) A schedule of remuneration and expenses, including:	<i>December 31</i>
<input type="checkbox"/> i) an alphabetical list of employees earning over \$75,000, the total amount of expenses paid to or on behalf of each employee for the year reported and a consolidated total for employees earning under \$75,000. If the total wages and expenses differs from the audited financial statements, an explanation is required.	
<input type="checkbox"/> ii) a list by name and position of Board Members with the amount of any salary and expenses paid to or on behalf of the member	
<input type="checkbox"/> iii) the number of severance agreements started during the fiscal year and the range of months' pay covered by the agreement, in respect of excluded employees. If there are no agreements to report, an explanation is required	
f) <input type="checkbox"/> An alphabetical list of suppliers receiving over \$25,000 and a consolidated total for those suppliers receiving less than \$25,000. If the total differs from the Audited Financial Statements, an explanation is required.	<i>December 31</i>
g) <input type="checkbox"/> Approval of Statement of Financial Information.	<i>December 31</i>
h) <input type="checkbox"/> A management report approved by the Chief Financial Officer	<i>December 31</i>

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Management Report**

The Financial Statements contained in this Statement of Financial Information under the *Financial Information Act* have been prepared by management in accordance with Canadian generally accepted accounting principles and the integrity and objectivity of these statements are management's responsibility.

Management is also responsible for all other schedules of financial information and for ensuring this information is consistent, where appropriate, with the information contained in the financial statements and for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Board of Education is responsible for ensuring that management fulfils its responsibilities for financial reporting and internal control and for approving the financial information included in the Statement of Financial Information.

The external auditors, KPMG LLP Chartered Professional Accountants, conduct an independent examination, in accordance with generally accepted auditing standards, and express their opinion on the financial statements as required by the *School Act*. Their examination does not relate to the other schedules of financial information required by the *Financial Information Act*. Their examination includes a review and evaluation of the board's system of internal control and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly.

On behalf of The Board of Education School District No. 68 (Nanaimo-Ladysmith)

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Robyn Gray, Superintendent  
Date: December \_\_\_\_, 2024

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Mark Walsh, Secretary Treasurer  
Date: December \_\_\_\_, 2024

Audited Financial Statements of

# **School District No. 68 (Nanaimo-Ladysmith)**

And Independent Auditors' Report thereon

June 30, 2024

# School District No. 68 (Nanaimo-Ladysmith)

June 30, 2024

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# School District No. 68 (Nanaimo-Ladysmith)

## MANAGEMENT REPORT

Version: 6980-6234-4252

### Management's Responsibility for the Financial Statements.

The accompanying financial statements of School District No. 68 (Nanaimo-Ladysmith) have been prepared by management in accordance with the accounting requirements of Section 23.1 of the Budget Transparency and Accountability Act of British Columbia, supplemented by Regulations 257/2010 and 198/2011 issued by the Province of British Columbia Treasury Board, and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.





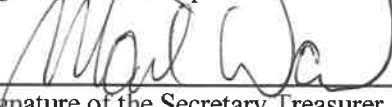

The preparation of financial statements necessarily involves the use of estimates based on management's judgment particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that assets are safeguarded, transactions are properly authorized and reliable financial information is produced.

The Board of Education of School District No. 68 (Nanaimo-Ladysmith) (called the "Board") is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control and exercises these responsibilities through the Board. The Board reviews internal financial statements on a quarterly basis and externally audited financial statements yearly.

The external auditors, KPMG LLP, conduct an independent examination, in accordance with Canadian generally accepted auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of School District No. 68 (Nanaimo-Ladysmith) and meet when required. The accompanying Independent Auditors' Report outlines their responsibilities, the scope of their examination and their opinion on the School District's financial statements.

On behalf of School District No. 68 (Nanaimo-Ladysmith)

	
Signature of the Chairperson of the Board of Education	Date Signed
	
Signature of the Superintendent	Date Signed
	
Signature of the Secretary Treasurer	Date Signed



**KPMG LLP**

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Victoria BC V8W 3Y7  
Canada  
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Fax 250 480 3539

**INDEPENDENT AUDITOR'S REPORT**

To the Board of Education of School District No. 68 (Nanaimo - Ladysmith), and  
To the Minister of Education and Child Care, Province of British Columbia

***Opinion***

We have audited the financial statements of School District No. 68 (Nanaimo - Ladysmith) (the Entity), which comprise:

- the statement of financial position as at June 30, 2024
- the statement of operations for the year then ended
- the statement of changes in net debt for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements as at and for the year ended June 30, 2024 of the Entity are prepared, in all material respects, in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

***Basis for Opinion***

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "***Auditor's Responsibilities for the Audit of the Financial Statements***" section of our auditor's report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

***Emphasis of Matter – Financial Reporting Framework***

We draw attention to Note 2(a) to the financial statements which describes the applicable financial reporting framework and the significant differences between the financial reporting framework and Canadian public sector accounting standards.

Our opinion is not modified in respect of this matter.

KPMG LLP, an Ontario limited liability partnership and member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. KPMG Canada provides services to KPMG LLP.



### ***Other Information***

Management is responsible for the other information. Other information comprises:

- Information included in Unaudited Schedules 1-4 attached to the audited financial statements
- Management's Financial Statement Discussion and Analysis

Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We obtained the Other Information included in the Unaudited Schedules 1-4 attached to the audited financial statements and Management's Financial Statement Discussion and Analysis as at the date of this auditor's report. If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in the auditor's report.

We have nothing to report in this regard.

### ***Responsibilities of Management and Those Charged with Governance for the Financial Statements***

Management is responsible for the preparation of the financial statements in accordance with the financial reporting provisions of Section 23.1 of the Budget and Transparency and Accountability Act of the Province of British Columbia and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.



Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in black ink that reads 'KPMG LLP' in a cursive, slightly slanted font.

Chartered Professional Accountants

Victoria, Canada  
September 25, 2024



# School District No. 68 (Nanaimo-Ladysmith)

## Statement of Financial Position

As at June 30, 2024

	2024 Actual	2023 Actual
	\$	\$
<b>Financial Assets</b>		
Cash and Cash Equivalents	42,159,314	37,468,620
Accounts Receivable		
Due from Province - Ministry of Education and Child Care (Note 3)	728,365	2,221,556
Due from First Nations	651,657	114,644
Other (Note 3)	4,585,921	3,727,960
Portfolio Investments (Note 5)	4,000,000	4,504,876
Mortgage Receivable	58,708	67,035
<b>Total Financial Assets</b>	<b>52,183,965</b>	<b>48,104,691</b>
<b>Liabilities</b>		
Accounts Payable and Accrued Liabilities		
Other (Note 6)	19,049,176	19,793,465
Unearned Revenue (Note 7)	4,487,314	4,120,448
Deferred Revenue (Note 8)	3,663,143	2,559,642
Deferred Capital Revenue (Note 9)	165,844,524	159,684,276
Employee Future Benefits (Note 10)	1,775,792	1,678,760
Asset Retirement Obligation (Note 20)	25,845,772	25,854,364
Capital Lease Obligations (Note 11)	532,503	488,926
Other Liabilities	2,375,604	2,024,057
<b>Total Liabilities</b>	<b>223,573,828</b>	<b>216,203,938</b>
<b>Net Debt</b>	<b>(171,389,863)</b>	<b>(168,099,247)</b>
<b>Non-Financial Assets</b>		
Tangible Capital Assets (Note 12)	215,896,464	210,975,944
Prepaid Expenses	941,960	254,051
<b>Total Non-Financial Assets</b>	<b>216,838,424</b>	<b>211,229,995</b>
<b>Accumulated Surplus (Deficit) (Note 13)</b>	<b>45,448,561</b>	<b>43,130,748</b>

Contractual Obligations (Note 19)

Contractual Rights (Note 18)

Contingent Assets (Note 21)

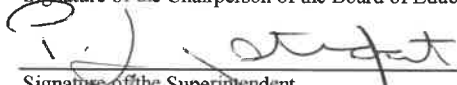
Approved by the Board



Sept 25/24

Signature of the Chairperson of the Board of Education

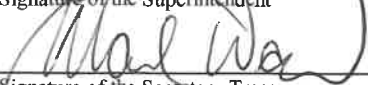
Date Signed



Sept 25/24

Signature of the Superintendent

Date Signed



Sept 25/24

Signature of the Secretary Treasurer

Date Signed

# School District No. 68 (Nanaimo-Ladysmith)

Statement of Operations  
Year Ended June 30, 2024

	2024 Budget (Note 14) \$	2024 Actual \$	2023 Actual \$
<b>Revenues</b>			
Provincial Grants			
Ministry of Education and Child Care	187,312,414	<b>188,590,720</b>	171,511,148
Other	515,436	<b>468,833</b>	372,944
Municipal Grants Spent on Sites			124,379
Tuition	5,725,000	<b>5,897,720</b>	5,764,336
Other Revenue	5,870,308	<b>7,238,057</b>	5,968,768
Rentals and Leases	600,000	<b>643,617</b>	671,436
Investment Income	1,365,000	<b>1,723,054</b>	1,455,471
Amortization of Deferred Capital Revenue	7,450,000	<b>7,554,649</b>	6,822,508
<b>Total Revenue</b>	<u>208,838,158</u>	<u><b>212,116,650</b></u>	<u>192,690,990</u>
<b>Expenses</b>			
Instruction	171,967,759	<b>168,082,670</b>	153,616,649
District Administration	8,800,147	<b>7,637,269</b>	7,181,373
Operations and Maintenance	31,653,625	<b>31,674,543</b>	29,664,577
Transportation and Housing	2,276,506	<b>2,349,944</b>	2,046,257
Debt Services (Note 11)		<b>54,411</b>	
<b>Total Expense</b>	<u>214,698,037</u>	<u><b>209,798,837</b></u>	<u>192,508,856</u>
<b>Surplus (Deficit) for the year</b>	<u>(5,859,879)</u>	<u><b>2,317,813</b></u>	<u>182,134</u>
<b>Accumulated Surplus (Deficit) from Operations, beginning of year</b>		<b>43,130,748</b>	42,948,614
<b>Accumulated Surplus (Deficit) from Operations, end of year</b>		<u><b>45,448,561</b></u>	<u>43,130,748</u>

**School District No. 68 (Nanaimo-Ladysmith)**

Statement of Changes in Net Debt

Year Ended June 30, 2024

	2024 Budget (Note 14) \$	2024 Actual \$	2023 Actual \$
<b>Surplus (Deficit) for the year</b>	(5,859,879)	<b>2,317,813</b>	182,134
<b>Effect of change in Tangible Capital Assets</b>			
Acquisition of Tangible Capital Assets	(12,300,000)	<b>(16,349,181)</b>	(24,174,546)
Amortization of Tangible Capital Assets	11,200,000	<b>11,428,661</b>	10,557,135
<b>Total Effect of change in Tangible Capital Assets</b>	<u>(1,100,000)</u>	<u><b>(4,920,520)</b></u>	<u>(13,617,411)</u>
Acquisition of Prepaid Expenses		<b>(941,960)</b>	(254,051)
Use of Prepaid Expenses		<b>254,051</b>	320,978
<b>Total Effect of change in Other Non-Financial Assets</b>	<u>-</u>	<u><b>(687,909)</b></u>	<u>66,927</u>
<b>(Increase) Decrease in Net Debt, before Net Remeasurement Gains (Losses)</b>	<u>(6,959,879)</u>	<u><b>(3,290,616)</b></u>	<u>(13,368,350)</u>
<b>Net Remeasurement Gains (Losses)</b>			
<b>(Increase) Decrease in Net Debt</b>		<b>(3,290,616)</b>	(13,368,350)
<b>Net Debt, beginning of year</b>		<b>(168,099,247)</b>	(154,730,897)
<b>Net Debt, end of year</b>		<u><b>(171,389,863)</b></u>	<u>(168,099,247)</u>

# School District No. 68 (Nanaimo-Ladysmith)

Statement of Cash Flows  
Year Ended June 30, 2024

	2024 Actual	2023 Actual
	\$	\$
<b>Operating Transactions</b>		
Surplus (Deficit) for the year	2,317,813	182,134
Changes in Non-Cash Working Capital		
Decrease (Increase)		
Accounts Receivable	98,216	2,594,253
Inventories for Resale	-	-
Supplies Inventories	-	-
Prepaid Expenses	(687,909)	66,927
Increase (Decrease)		
Accounts Payable and Accrued Liabilities	(744,289)	119,710
Unearned Revenue	366,866	12,858
Deferred Revenue	1,103,501	(476,321)
Employee Future Benefits	97,032	24,871
Asset Retirement Obligations	(8,592)	-
Other Liabilities	351,547	(178,599)
Amortization of Tangible Capital Assets	11,428,661	10,557,135
Amortization of Deferred Capital Revenue	(7,554,649)	(6,822,508)
Recognition of Deferred Capital Revenue Spent on Sites		(124,379)
Non Capital Expenditures from Capital Fund	(332,255)	(112,385)
WIP Reclassification	-	18,111
<b>Total Operating Transactions</b>	<u>6,435,942</u>	<u>5,861,807</u>
<b>Capital Transactions</b>		
Tangible Capital Assets Purchased	(11,472,298)	(18,119,392)
Tangible Capital Assets -WIP Purchased	(4,741,134)	(5,584,339)
<b>Total Capital Transactions</b>	<u>(16,213,432)</u>	<u>(23,703,731)</u>
<b>Financing Transactions</b>		
Loan Payments	(92,171)	-
Capital Revenue Received	14,047,152	15,865,429
<b>Total Financing Transactions</b>	<u>13,954,981</u>	<u>15,865,429</u>
<b>Investing Transactions</b>		
Decrease (Increase) in Mortgage Receivable	8,327	6,984
Proceeds on Disposal of Portfolio Investments	504,876	-
Investments in Portfolio Investments	-	(748,755)
<b>Total Investing Transactions</b>	<u>513,203</u>	<u>(741,771)</u>
<b>Net Increase (Decrease) in Cash and Cash Equivalents</b>	<u>4,690,694</u>	<u>(2,718,266)</u>
<b>Cash and Cash Equivalents, beginning of year</b>	<u>37,468,620</u>	<u>40,186,886</u>
<b>Cash and Cash Equivalents, end of year</b>	<u>42,159,314</u>	<u>37,468,620</u>
<b>Cash and Cash Equivalents, end of year, is made up of:</b>		
Cash	38,418,111	33,807,827
Cash Equivalents	3,741,203	3,660,793
	<u>42,159,314</u>	<u>37,468,620</u>

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

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**NOTE 1      AUTHORITY AND PURPOSE**

The School District, established on April 12, 1946 operates under authority of the *School Act* of British Columbia as a corporation under the name of "The Board of Education of School District No. 68 (Nanaimo-Ladysmith) and operates as "School District No. 68 (Nanaimo-Ladysmith)" and "Nanaimo Ladysmith Public Schools." A board of education ("Board") elected for a four-year term governs the School District. The School District provides educational programs to students enrolled in schools in the district and is principally funded by the Province of British Columbia through the Ministry of Education and Child Care. School District No. 68 (Nanaimo-Ladysmith) is exempt from federal and provincial corporate income taxes.

**NOTE 2      SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

a) Basis of Accounting

These financial statements have been prepared in accordance with Section 23.1 of the *Budget Transparency and Accountability Act of the Province of British Columbia*. This Section requires that the financial statements be prepared in accordance with Canadian public sector accounting standards except in regard to the accounting for government transfers as set out in Notes 2(g) and 2(o).

In November 2011, Treasury Board provided a directive through Restricted Contributions Regulation 198/2011 providing direction for the reporting of restricted contributions whether they are received or receivable by the School District before or after this regulation was in effect.

As noted in notes 2(g) and 2(o), Section 23.1 of the *Budget Transparency and Accountability Act* and its related regulations require the School District to recognize government transfers for the acquisition of capital assets into revenue on the same basis as the related amortization expense. As these transfers do not contain stipulations that create a liability, Canadian public sector accounting standards would require these grants to be fully recognized into revenue.

b) Basis of Consolidation

These financial statements reflect the assets, liabilities, revenues, and expenses of the reporting entity, which is comprised of all controlled entities. Inter-departmental balances and organizational transactions have been eliminated.

The School District does not control any significant external entities and accordingly no entities have been consolidated with the financial statements.

The School District does not administer any trust activities on behalf of external parties.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

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**NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** *(Continued)*

c) Cash and Cash Equivalents

Cash and cash equivalents include deposits held in commercial banks, deposits held by the Provincial Treasurer, as well as securities that are readily convertible to known amounts of cash and that are subject to an insignificant risk of change in value. These cash equivalents generally have a maturity of three months or less at acquisition and are held for the purpose of meeting short-term cash commitments rather than for investing.

d) Accounts and Mortgage Receivables

Accounts and mortgage receivable are measured at amortized cost and shown net of allowance for doubtful accounts.

e) Portfolio Investments

The School District has investments in Guaranteed Investment Certificates (GIC's) that have a maturity date of greater than 3 months at the time of acquisition. GIC's, term deposits, bonds and other investments not quoted in an active market are reported at cost or amortized cost.

Detailed information regarding portfolio investments is disclosed in Note 5.

f) Unearned Revenue

Unearned revenue includes tuition fees received for courses to be delivered in future periods and receipt of proceeds for services or products to be delivered in a future period. Revenue will be recognized in that future period when the courses, services, or products are provided.

g) Deferred Revenue and Deferred Capital Revenue

Deferred revenue includes contributions received with stipulations that meet the description of restricted contributions in the Restricted Contributions Regulation 198/2011 issued by Treasury Board. When restrictions are met, deferred revenue is recognized as revenue in the fiscal year in a manner consistent with the circumstances and evidence used to support the initial recognition of the contributions received as a liability as detailed in Note 2 (o).

Funding received for the acquisition of depreciable tangible capital assets is recorded as deferred capital revenue and amortized over the life of the asset acquired as revenue in the statement of operations. This accounting treatment is not consistent with the requirements of Canadian public sector accounting standards which require that government transfers be recognized as revenue when approved by the transferor and eligibility criteria have been met unless the transfer contains a stipulation that creates a liability in which case the transfer is recognized as revenue over the period that the liability is extinguished.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

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**NOTE 2      SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** *(Continued)*

h) Employee Future Benefits

The School District provides certain post-employment benefits including vested and non-vested benefits for certain employees pursuant to certain contracts and union agreements.

The School District accrues its obligations and related costs including both vested and non-vested benefits under employee future benefit plans. Benefits include vested sick leave, accumulating non-vested sick leave, early retirement, retirement/severance, vacation, overtime, and death benefits. The benefits cost is actuarially determined using the projected unit credit method pro-rated on service and using management's best estimate of expected salary escalation, termination rates, retirement rates and mortality. The discount rate used to measure obligations is based on the cost of borrowing.

The cumulative unrecognized actuarial gains and losses are amortized over the expected average remaining service lifetime of active employees covered under the plan.

The most recent valuation of the obligation was performed at March 31, 2022 and projected to March 31, 2025. The next valuation will be performed at March 31, 2025 for use at June 30, 2025. For the purposes of determining the financial position of the plans and the employee future benefit costs, a measurement date of March 31 was adopted for all periods subsequent to July 1, 2004.

The School District and its employees make contributions to the Teachers' Pension Plan and Municipal Pension Plan. The plans are multi-employer plans where assets and obligations are not separated. The costs are expensed as incurred.

i) Asset Retirement Obligations

A liability is recognized when, as at the financial reporting date:

- there is a legal obligation to incur retirement costs in relation to a tangible capital asset;
- the past transaction or event giving rise to the liability has occurred;
- it is expected that future economic benefits will be given up; and
- a reasonable estimate of the amount can be made.

Liabilities are recognized for statutory, contractual, or legal obligations associated with the retirement of tangible capital assets when those obligations result from the acquisition, construction, development, or normal operation of the assets. The liability includes costs for the removal of asbestos and other hazardous material in several of the buildings owned by the School District. The estimate of the asset retirement obligations includes costs directly attributable to the asset retirement activities. The resulting costs have been capitalized into the carrying amount of tangible capital assets and are being amortized on the same basis as the

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

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**NOTE 2      SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** *(Continued)*

i) Asset Retirement Obligations *(continued)*

related tangible capital asset (see note 2k)). The carrying value of the liability is reviewed at each financial reporting date with changes to the timing or amount of the original estimate of cash flows recorded as an adjustment to the liability and related tangible capital asset.

j) Liability for Contaminated Sites

Contaminated sites are a result of contamination being introduced into air, soil, water, or sediment of a chemical, organic, or radioactive material or live organism that exceeds an environmental standard. The liability is recorded net of any expected recoveries. A liability for remediation of contaminated sites is recognized when a site is not in productive use and all the following criteria are met:

- an environmental standard exists;
- contamination exceeds the environmental standard;
- the School District:
  - is directly responsible; or
  - accepts responsibility;
- it is expected that future economic benefits will be given up; and
- a reasonable estimate of the amount can be made.

The liability is recognized as management's estimate of the cost of post-remediation including operation, maintenance and monitoring that are an integral part of the remediation strategy for a contaminated site.

k) Tangible Capital Assets

The following criteria apply:

- Tangible capital assets acquired or constructed are recorded at cost which includes amounts that are directly related to the acquisition, design, construction, development, improvement, or betterment of the assets. Cost also includes overhead directly attributable to construction as well as interest costs that are directly attributable to the acquisition or construction of the asset.
- Donated tangible capital assets are recorded at their fair market value on the date of donation, except in circumstances where fair value cannot be reasonably determined, which are then recognized at nominal value. Transfers of capital assets from related parties are recorded at carrying value.
- Work-in-progress is recorded as an acquisition to the applicable asset class at substantial completion.



**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

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**NOTE 2      SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** *(Continued)*

k) Tangible Capital Assets *(continued)*

- Tangible capital assets are written down to residual value when conditions indicate they no longer contribute to the ability of the School District to provide services or when the value of future economic benefits associated with the sites and buildings are less than their net book value. The write-downs are accounted for as expenses in the Statement of Operations.
- Buildings that are demolished or destroyed are written-off.
- Works of art, historic assets and other intangible assets are not recorded as assets in these financial statements.
- The cost, less residual value, of tangible capital assets (excluding sites), is amortized on a straight-line basis over the estimated useful life of the asset. It is management's responsibility to determine the appropriate useful lives for tangible capital assets. These useful lives are reviewed on a regular basis or if significant events initiate the need to revise. Estimated useful life is as follows:

Buildings	40 years
Furniture & Equipment	10 years
Vehicles	10 years
Computer Software	5 years
Computer Hardware	5 years

In the year of acquisition amortization is recorded as half of the annual rate for the year.

l) Capital Leases

Leases that, from the point of view of the lessee, transfer substantially all the benefits and risks incident to ownership of the property to the School District are considered capital leases. These are accounted for as an asset and an obligation. Capital lease obligations are recorded at the present value of the minimum lease payments excluding executor costs, e.g., insurance, maintenance costs, etc. The discount rate used to determine the present value of the lease payments is the lower of the School District's rate for incremental borrowing or the interest rate implicit in the lease.

All other leases are accounted for as operating leases and the related payments are charged to expenses as incurred.

m) Prepaid Expenses

Amounts for services paid relating to future periods are included as a prepaid expense and stated at acquisition cost and are charged to expense over the periods expected to benefit from it.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

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**NOTE 2      SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** *(Continued)*

n) Funds and Reserves

Certain amounts, as approved by the Board are set aside in accumulated surplus for future operating and capital purposes. Transfers to and from funds and reserves are an adjustment to the respective fund when approved (see Note 13 – Interfund Transfers and Accumulated Surplus).

o) Revenue Recognition

Revenues are recorded on an accrual basis in the period in which the transactions or events occurred that gave rise to the revenues, the amounts are considered to be collectible and can be reasonably estimated.

Contributions received or where eligibility criteria have been met are recognized as revenue except where the contribution meets the criteria for deferral as described below. Eligibility criteria are the criteria that the School District has to meet in order to receive the contributions including authorization by the transferring government.

For contributions subject to a legislative or contractual stipulation or restriction as to their use, revenue is recognized as follows:

- Non-capital contributions for specific purposes are recorded as deferred revenue and recognized as revenue in the year related expenses are incurred,
- Contributions restricted for site acquisitions are recorded as revenue when the sites are purchased, and
- Contributions restricted for tangible capital assets acquisitions other than sites are recorded as deferred capital revenue and amortized over the useful life of the related assets.

Donated tangible capital assets other than sites are recorded at fair market value and amortized over the useful life of the assets. Donated sites are recorded as revenue at fair market value when received or receivable.

The accounting treatment for restricted contributions is not consistent with the requirements of Canadian public sector accounting standards which require that government transfers be recognized as revenue when approved by the transferor and eligibility criteria have been met unless the transfer contains a stipulation that meets the criteria for liability recognition in which case the transfer is recognized as revenue over the period that the liability is extinguished.

Revenue from transactions with performance obligations is recognized when (or as) the performance obligation is satisfied (by providing the promised goods or services to a payor).

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

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**NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** *(Continued)*

o) Revenue Recognition *(continued)*

Revenue from transactions with no performance obligations is recognized when the district:

- (a) has the authority to claim or retain an inflow of economic resources; and
- (b) identifies a past transaction or event that gives rise to an asset.

Investment income is reported in the period earned. When required by the funding party or related Act, investment income earned on deferred revenue is added to the deferred revenue balance.

p) Expenditures

Expenses are reported on an accrual basis. The cost of all goods consumed, and services received during the year is expensed.

Categories of Salaries

- Principals, Vice-Principals, and Directors of Instruction employed under an administrative officer contract are categorized as Principals and Vice-Principals.
- Superintendents, Assistant Superintendents, Secretary-Treasurers, Trustees and other employees excluded from union contracts are categorized as Other Professionals.

Allocation of Costs

- Operating expenses are reported by function, program, and object. Whenever possible, expenditures are determined by actual identification. Additional costs pertaining to specific instructional programs, such as special and indigenous education, are allocated to these programs. All other costs are allocated to related programs.
- Actual salaries of personnel assigned to two or more functions or programs are allocated based on the time spent in each function and program. School-based clerical salaries are allocated to school administration and partially to other programs to which they may be assigned. Principals and Vice-Principals salaries are allocated to school administration and may be partially allocated to other programs to recognize their other responsibilities.
- Employee benefits and allowances are allocated to the same programs, and in the same proportions, as the individual's salary.
- Supplies and services are allocated based on actual program identification.

q) Financial Instruments

A contract establishing a financial instrument creates, at its inception, rights and obligations to receive or deliver economic benefits. The financial assets and financial liabilities portray these rights and obligations in the financial statements. The School District recognizes a financial instrument when it becomes a party to a financial instrument contract.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

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**NOTE 2      SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** *(Continued)*

q) Financial Instruments *(continued)*

Financial instruments consist of cash and cash equivalents, accounts receivable, portfolio investments, mortgage receivable, accounts payable and accrued liabilities, debt, and other liabilities.

All financial assets and liabilities are recorded at cost or amortized cost and the associated transaction costs are added to the carrying value of these investments upon initial recognition. Transaction costs are incremental costs directly attributable to the acquisition or issue of a financial asset or a financial liability.

Unrealized gains and losses from changes in the fair value of financial instruments are recognized in the statement of remeasurement gains and losses. Upon settlement, the cumulative gain or loss is reclassified from the statement of remeasurement gains and losses and recognized in the statement of operations. Interest and dividends attributable to financial instruments are reported in the statement of operations. There are no measurement gains or losses during the periods presented; therefore, no statement of remeasurement gains or losses is included in these financial statements.

All financial assets except derivatives are tested annually for impairment. When financial assets are impaired, impairment losses are recorded in the statement of operations. A write-down of a portfolio investment to reflect a loss in value is not reversed for a subsequent increase in value.

For financial instruments measured using amortized cost, the effective interest rate method is used to determine interest revenue or expense.

r) Measurement Uncertainty

Preparation of financial statements in accordance with the basis of accounting described in note 2 requires management to make estimates and assumptions that impact reported amounts of assets and liabilities at the date of the financial statements and revenues and expenses during the reporting periods. Areas requiring the use of management estimates relate to the potential impairment of tangible capital assets, liabilities for contaminated sites, rates for amortization and estimated employee future benefits. Actual results could differ from those estimates.

s) Adoption of New Accounting Standards

On July 1, 2023, the School District adopted Canadian Public Sector Accounting Standard PS 3400, Revenue (“PS 3400”). Under the new accounting standard, there are two categories of revenue – exchange and non-exchange. If the transaction gives rise to one or more performance obligations, it is an exchange transaction. If no performance obligations are present, it is a non-exchange transaction. Management has assessed the impact of adopting PS 3400 on the financial statements of the School District and has found no adjustments based on the requirements of the standard.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

**NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

s) Adoption of New Accounting Standards (continued)

On July 1, 2023, the School District adopted Canadian Public Sector Accounting Standard PS 3160, Public Private Partnerships (“PS 3160”). The new accounting standard addresses the recognition, measurement, presentation, and disclosure of infrastructure procured by public sector entities through certain types of public private partnership arrangements. Management has assessed the impact of adopting PS 3160 on the financial statements of the School District and has found that at present no such items meet the criteria to be recognized as a public private partnership.

On July 1, 2023, the School District adopted Public Sector Guideline PSG-8, Purchased Intangibles, applied on a prospective basis (“PSG-8”). PSG-8 defines purchased intangibles as identifiable non-monetary economic resources without physical substance acquired through an arm’s length exchange transaction between knowledgeable, willing parties who are under no compulsion to act. Intangibles acquired through a transfer, contribution, or inter-entity transaction, are not purchased intangibles. Management has assessed the impact of adopting PSG-8 and found that at present no such items meet the criteria to be recognized as a purchased intangible.

**NOTE 3 ACCOUNTS RECEIVABLE – OTHER RECEIVABLES**

**Due from Province – Ministry of Education**

	2024	2023
Bylaw – Capital Funding	\$ 728,365	\$ 2,126,094
French Programs	-	95,462
	\$ 728,365	\$ 2,221,556

**Other Receivables**

	2024	2023
Due from Federal Government - GST	\$ 110,760	\$ 237,839
Benefit Premium Balance	2,124,518	2,539,431
Other	2,350,643	950,690
	\$ 4,585,921	\$ 3,727,960

**NOTE 4 MORTGAGE RECEIVABLE**

	2024	2023
Mortgage on 4985 Christie Road, Ladysmith (former Diamond Elementary School property); blended payments are \$1,000 per month including interest at 2% p.a., for a term of 5 years ending March 1, 2029.	\$ 58,708	\$ 67,035
	\$ 58,708	\$ 67,035

Interest received during the year was \$1,273 (2023- \$1,417).

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

**NOTE 5 PORTFOLIO INVESTMENTS**

GIC's included in portfolio investments are held with local banking institutions and earn average interest at 5.45% (2023 – 4.99%) per year.

	<b>2024</b>	<b>2023</b>
RBC Income Building GIC	\$ -	\$ 504,876
Coast Capital Savings GIC	4,000,000	4,000,000
	\$ 4,000,000	\$ 4,504,876

**NOTE 6 ACCOUNTS PAYABLE AND ACCRUED LIABILITIES**

**Other Accounts Payable and Accrued Liabilities**

	<b>2024</b>	<b>2023</b>
Trade payables	\$ 3,420,142	\$ 4,000,459
Salaries and benefits payable	13,656,030	13,056,339
Accrued vacation pay	1,526,564	1,534,715
Construction holdbacks	446,440	1,201,952
	\$ 19,049,176	\$ 19,793,465

**NOTE 7 UNEARNED REVENUE**

Unearned revenue consists of contributions received for services to be delivered in a future period. Changes in unearned revenue are as follows:

	<b>2024</b>	<b>2023</b>
Balance, beginning of year	\$ 4,120,448	\$ 4,107,590
Changes for the year:		
Increase:		
Tuition fees/Rentals	6,002,465	5,656,832
Decrease:		
Tuition fees/Rentals	5,635,599	5,643,974
Net changes for the year	366,866	12,858
Balance, end of year	\$ 4,487,314	\$ 4,120,448

**NOTE 8 DEFERRED REVENUE**

Deferred revenue includes unspent grants and contributions received that meet the description of a restricted contribution in the Restricted Contributions Regulation 198/2011 issued by Treasury Board, i.e., the stipulations associated with those grants and contributions have not yet been fulfilled. Changes in deferred revenue are as follows:

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

**NOTE 8 DEFERRED REVENUE (Continued)**

	2024	2023
Balance, beginning of year	\$ 2,559,642	\$ 3,035,963
Changes for the year:		
Increase:		
Provincial Grants – Ministry of Education	22,358,062	18,238,293
Ministry of Education CEF Adjustment	(6,452)	(40,722)
Provincial Grants – Other	187,020	30,216
Other	4,173,923	3,345,141
Investment income	101,883	79,630
	<u>26,814,436</u>	<u>21,652,558</u>
Decrease:		
Expenses	25,367,219	21,364,325
Transfers – tangible capital assets purchased	343,716	764,554
	<u>25,710,935</u>	<u>22,128,879</u>
Net changes for the year	1,103,501	(476,321)
Balance, end of year	<u>\$ 3,663,143</u>	<u>\$ 2,559,642</u>

**NOTE 9 DEFERRED CAPITAL REVENUE**

Deferred capital revenue includes grants and contributions received that are restricted by the contributor for the acquisition of tangible capital assets that meet the description of a restricted contribution in the Restricted Contributions Regulation 198/2011 issued by Treasury Board. Once spent, the contributions are amortized into revenue over the life of the asset acquired. Changes to deferred capital revenue are as follows:

	Deferred Capital 2024	Unspent Deferred Capital 2024	Total Deferred Capital Revenue 2024	Total Deferred Capital Revenue 2023
Balance, beginning of year	\$154,030,692	\$5,653,584	\$159,684,276	\$150,878,118
Changes for the year:				
Increase:				
Transfer from Unspent – Capital Additions	8,705,956	-	8,705,956	13,584,030
Transfer from Unspent – Work in Progress	4,055,917	-	4,055,917	4,322,187
Provincial Grants – Ministry of Education and Child Care	-	12,995,920	12,995,920	14,327,897
Provincial Grants – Other	-	224,594	224,594	1,377,319
Investment income	-	103,795	103,795	843
Other	-	722,843	722,843	159,370
	<u>12,761,873</u>	<u>14,047,152</u>	<u>26,809,025</u>	<u>33,771,646</u>

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

**NOTE 9 DEFERRED CAPITAL REVENUE (Continued)**

Decrease:				
Amortization of Deferred Capital	7,554,649	-	7,554,649	6,822,508
Capital additions – transfer to Deferred Capital	-	8,705,956	8,705,956	13,584,030
Work in Progress – transfer to Deferred Capital	-	4,055,917	4,055,917	4,322,187
Other	-	332,255	332,255	236,763
	<u>7,554,649</u>	<u>13,094,128</u>	<u>20,648,777</u>	<u>24,965,488</u>
Net changes for the year	5,207,224	953,024	6,160,248	8,806,158
Balance, end of year	<u>\$159,237,916</u>	<u>\$6,606,608</u>	<u>\$165,844,524</u>	<u>\$159,684,276</u>

**NOTE 10 EMPLOYEE FUTURE BENEFITS**

Benefits include vested sick leave, accumulating non-vested sick leave, early retirement, retirement/severance, vacation, overtime and death benefits. Funding is provided when the benefits are paid and accordingly, there are no plan assets. Although no plan assets are uniquely identified, the School District has provided for the payment of these benefits.

	<u>2024</u>	<u>2023</u>
<b>Reconciliation of Accrued Benefit Obligation</b>		
Accrued Benefit Obligation – April 1	\$ 1,876,769	\$ 2,003,804
Service Cost	141,166	144,676
Interest Cost	77,031	64,614
Benefit Payments	(133,217)	(259,380)
Increase (Decrease) in obligation due to Plan Amendment	-	-
Actuarial (Gain) Loss	(82,136)	(76,945)
Accrued Benefit Obligation – March 31	<u>\$ 1,879,613</u>	<u>\$ 1,876,769</u>
<b>Reconciliation of Funded Status at End of Fiscal Year</b>		
Accrued Benefit Obligation – March 31	\$ 1,879,613	\$ 1,876,769
Market Value of Plan Assets – March 31	-	-
Funded Status – Surplus (Deficit)	(1,879,613)	(1,876,769)
Employer Contributions After Measurement Date	40,349	29,008
Benefits Expense After Measurement Date	(55,136)	(54,549)
Unamortized Net Actuarial (Gain) Loss	118,608	223,550
Accrued Benefit Asset (Liability) – June 30	<u>\$ (1,775,792)</u>	<u>\$ (1,678,760)</u>
<b>Reconciliation of Change in Accrued Benefit Liability</b>		
Accrued Benefit Liability – July 1	\$ 1,678,760	\$ 1,653,889
Net expense for Fiscal Year	241,590	229,218
Employer Contributions	(144,558)	(204,347)
Accrued Benefit Liability – June 30	<u>\$ 1,775,792</u>	<u>\$ 1,678,760</u>



**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

**NOTE 10 EMPLOYEE FUTURE BENEFITS** *(Continued)*

**Components of Net Benefit Expense**

Service Cost	\$ 140,623	\$ 143,799
Interest Cost	78,161	67,718
Immediate Recognition of Plan Amendment	-	-
Amortization of Net Actuarial (Gain)/Loss	22,806	17,701
Net Benefit Expense (Income)	\$ 241,590	\$ 229,218

The significant actuarial assumptions adopted for measuring the School District's accrued benefit obligations are:

	<b>2024</b>	<b>2023</b>
Discount Rate – April 1	4.00%	2.25%
Discount Rate – March 31	4.25%	4.00%
Long Term Salary Growth – April 1	2.50% + seniority	2.50% + seniority
Long Term Salary Growth – March 31	2.50% + seniority	2.50% + seniority
EARSL – March 31	10.4 years	10.4 years

**NOTE 11 CAPITAL LEASE OBLIGATIONS**

The School District entered into a capital lease for multi-function printer devices. The payments are over 5 years and include interest of 8.3%. Repayments are due as follows:

2025	\$ 159,908
2026	159,908
2027	159,908
2028	159,908
2029	13,214
Thereafter	-
Total minimum lease payments	652,846
Less amounts representing interest	120,343
Present value of net minimum capital lease payments	\$ 532,503

Total interest on leases for the year was \$54,411 (2023: nil).

**NOTE 12 TANGIBLE CAPITAL ASSETS**

**Net Book Value:**

	Net Book Value 2024	Net Book Value 2023
Sites	\$ 16,063,545	\$ 16,034,046
Buildings	175,127,228	171,117,730
Buildings – work in progress	5,632,538	5,621,330
Furniture & Equipment	10,073,830	8,801,732
Furniture & Equipment – work in progress	535,990	1,095,886
Vehicles	4,383,792	3,753,110

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

**NOTE 12 TANGIBLE CAPITAL ASSETS (Continued)**

Computer Software	72,051	142,458
Computer Hardware	4,007,490	4,409,652
<b>Total</b>	<b>\$ 215,896,464</b>	<b>\$ 210,975,944</b>

**June 30, 2024**

	<b>Opening Cost</b>	<b>Additions</b>	<b>Disposals</b>	<b>Transfers (WIP)</b>	<b>Total 2024</b>
Sites	\$ 16,034,046	\$ 29,499	\$ -	\$ -	\$ 16,063,545
Buildings	358,007,538	7,178,918	-	4,523,072	369,709,528
Buildings – work in progress	5,621,329	4,534,281	-	(4,523,072)	5,632,538
Furniture & Equipment	14,432,495	2,078,328	(250,499)	766,749	17,027,073
Furniture & Equipment – work in progress	1,095,886	206,853	-	(766,749)	535,990
Vehicles	5,729,211	1,233,489	(635,768)	-	6,326,932
Computer Software	360,356	-	(16,637)	-	343,719
Computer Hardware	7,288,026	1,087,813	(764,135)	-	7,611,704
<b>Total</b>	<b>\$ 408,568,887</b>	<b>\$ 16,349,181</b>	<b>\$ (1,667,039)</b>	<b>\$ -</b>	<b>\$ 423,251,029</b>

	<b>Opening Accumulated Amortization</b>	<b>Additions</b>	<b>Disposals</b>	<b>Total 2024</b>
Buildings	\$ 186,889,807	\$ 7,692,493	\$ -	\$ 194,582,300
Furniture & Equipment	5,630,763	1,572,979	(250,499)	6,953,243
Vehicles	1,976,101	602,807	(635,768)	1,943,140
Computer Software	217,898	70,407	(16,637)	271,668
Computer Hardware	2,878,374	1,489,975	(764,135)	3,604,214
<b>Total</b>	<b>\$ 197,592,943</b>	<b>\$ 11,428,661</b>	<b>\$ (1,667,039)</b>	<b>\$ 207,354,565</b>

**June 30, 2023**

	<b>Opening Cost</b>	<b>Additions</b>	<b>Disposals</b>	<b>Transfers (WIP)</b>	<b>Total 2023</b>
Sites	\$ 15,673,196	\$ 360,850	\$ -	\$ -	\$ 16,034,046
Buildings	317,550,781	13,213,631	-	27,243,126	358,007,538
Buildings – work in progress	28,211,514	4,671,052	-	(27,261,237)	5,621,329
Furniture & Equipment	12,506,597	1,624,795	(231,853)	532,956	14,432,495
Furniture & Equipment – work in progress	715,555	913,287	-	(532,956)	1,095,886
Vehicles	5,176,333	1,341,029	(788,151)	-	5,729,211
Computer Software	399,289	-	(38,933)	-	360,356
Computer Hardware	7,890,375	2,068,013	(2,670,362)	-	7,288,026
<b>Total</b>	<b>\$ 388,123,640</b>	<b>\$ 24,192,657</b>	<b>\$ (3,729,299)</b>	<b>\$ (18,111)</b>	<b>\$ 408,568,887</b>

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

**NOTE 12 TANGIBLE CAPITAL ASSETS** *(Continued)*

	<b>Opening Accumulated Amortization</b>	<b>Additions</b>	<b>Disposals</b>	<b>Total 2023</b>
Buildings	\$ 179,818,711	\$ 7,071,096	\$ -	\$ 186,889,807
Furniture & Equipment	4,515,661	1,346,955	(231,853)	5,630,763
Vehicles	2,218,975	545,277	(788,151)	1,976,101
Computer Software	180,866	75,965	(38,933)	217,898
Computer Hardware	4,030,894	1,517,842	(2,670,362)	2,878,374
<b>Total</b>	<b>\$ 190,765,107</b>	<b>\$ 10,557,135</b>	<b>\$ (3,729,299)</b>	<b>\$ 197,592,943</b>

Building and Furniture & Equipment – work in progress has not been amortized. Amortization of these assets will commence when the asset is put into use.

Additions to furniture and equipment do not include any contributed tangible capital assets (2022 – \$nil). Additions to computer hardware include \$135,749 (2023 - \$488,926), in assets acquired under capital lease.

**NOTE 13 ACCUMULATED SURPLUS**

Interfund transfers between the operating, special purpose and capital funds for the year ended June 30, 2024, were as follows:

- A transfer in the amount of \$951,884 was made from the operating fund to the capital fund for capital purchases made during the year.
- A transfer in the amount of \$2,000,000 was made from the operating fund to the capital fund for capital purchases.
- A transfer in the amount of \$343,716 was made from the special purpose fund to the capital fund for capital purchase made during the year.

Accumulated Surplus is comprised of the following:

<b>OPERATING</b>	<b>2024</b>	<b>2023</b>
Accumulated Operating Surplus	\$11,593,188	\$ 8,579,310
Restricted Surplus Reserve for Anticipated Unusual Expenses:		
Staffing Contingencies (one-time anticipated expense)	\$ 500,000	\$ 250,000
Replacement Costs	250,000	250,000
2024/25 EA Staffing Supplement	150,000	484,271
Trustee By-Election Costs	100,000	-
SD68 Website Redesign	23,700	-
	<u>1,023,700</u>	<u>984,271</u>
Restricted Surplus Reserve for Financial Constraints/Targeted Funds:		
District Benefit Plans – Premium Balance	\$ 2,124,518	\$ 2,539,431
ICY Team (23/24 year-end balance & 24/25 funding)	1,112,851	717,241
Indigenous Education Program (23/24 year-end balance)	290,414	131,664
NDTA Teacher Mentorship Grant (23/24 year-end balance)	255,026	259,621

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

**NOTE 13 ACCUMULATED SURPLUS (Continued)**

Energy Initiatives	50,000	-
District Before & After School Care Reserves	37,600	-
Trustee Professional Development/Travel (23/24 balance)	29,355	19,716
Bargaining/CUPE Table Money Carry-Over	-	41,020
	3,899,764	3,708,693

Restricted Surplus Reserve Operations Spanning Multiple School Years:

School Equipment Costs	600,000	250,000
School Opening Costs	250,000	600,000
School Year-end Balances	240,733	223,356
Child Care Reserve	75,000	-
Undelivered Purchase Orders	-	100,490
Active Transportation	-	12,500
	1,165,733	1,186,346

Summary of Accumulated Operating Surplus

Total Restricted Operating Surplus	6,089,197	5,879,310
Total Unrestricted Surplus	5,503,991	2,700,000
Total Accumulated Operating Surplus	11,593,188	8,579,310

**CAPITAL**

Investment in Tangible Capital Assets	29,644,677	29,935,253
Local Capital	4,210,696	4,616,185
Capital Surplus	33,855,373	34,551,438

**TOTAL ACCUMULATED SURPLUS** **45,448,561** **43,130,748**

**NOTE 14 BUDGET FIGURES**

Budget figures included in the financial statements were approved by the Board through the adoption of an amended annual budget on February 28, 2024. The amended budget is used for comparison purposes, as these are based on actual student enrollments. The difference between the preliminary (annual) and amended budgets is as follows:

	2024 Amended	2024 Preliminary	Difference
<b>Revenues</b>			
Provincial Grants			
Ministry of Education	\$187,312,414	\$177,451,910	\$9,860,504
Other	515,436	260,416	255,020

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

**NOTE 14 BUDGET FIGURES (Continued)**

Tuition	5,725,000	5,250,250	474,750
Other Revenue	5,870,308	4,910,724	959,584
Rentals and Leases	600,000	600,000	-
Investment Income	1,365,000	1,365,000	-
Amortization of Deferred Capital Revenue	7,450,000	7,350,000	100,000
<b>Total Revenue</b>	<u>\$208,838,158</u>	<u>\$197,188,300</u>	<u>\$11,649,858</u>
<b>Expenses</b>			
Instruction	\$171,967,759	\$159,762,510	\$12,205,249
District Administration	8,800,147	8,195,244	604,903
Operations and Maintenance	31,653,625	30,521,658	1,131,967
Transportation and Housing	2,276,506	2,108,888	167,618
Debt Services	-	-	-
<b>Total Expenses</b>	<u>\$214,698,037</u>	<u>\$200,588,300</u>	<u>\$14,109,737</u>
<b>Surplus (deficit) for the year</b>	<u>\$ (5,859,879)</u>	<u>\$ (3,400,000)</u>	<u>\$ (2,459,879)</u>
<b>Effects of change in Tangible Capital Assets</b>			
Acquisition of Tangible Capital Assets	(12,300,000)	(12,268,000)	(32,000)
Amortization of Tangible Capital Assets	11,200,000	10,950,000	250,000
<b>Total Effect of change in Tangible Capital Assets</b>	<u>(1,100,000)</u>	<u>(1,318,000)</u>	<u>218,000</u>
<b>Increase in Net Financial Debt</b>	<u>\$(6,959,879)</u>	<u>\$(4,718,000)</u>	<u>\$(2,241,879)</u>

**NOTE 15 EXPENSE BY OBJECT**

	<u>2024</u>	<u>2023</u>
Salaries	\$140,606,717	\$129,067,602
Benefits	35,869,554	31,801,372
Services and supplies	21,839,494	21,082,747
Interest	54,411	-
Amortization	11,428,661	10,557,135
	<u>\$209,798,837</u>	<u>\$192,508,856</u>

**NOTE 16 EMPLOYEE PENSION PLANS**

The School District and its employees contribute to the Teachers' Pension Plan and Municipal Pension Plan (jointly trustee pension plans). The boards of trustees for these plans, representing plan members and employers, are responsible for administering the pension plans, including investing assets and administering benefits. The plans are multi-employer defined benefit pension plans. Basic pension benefits are based on a formula. As at December 31, 2023, the Teachers' Pension Plan has about 51,000 active members and approximately 42,000 retired members. As of December 31, 2023, the Municipal Pension Plan has about 256,000 active

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

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**NOTE 16    EMPLOYEE PENSION PLANS** *(Continued)*

members, including approximately 31,000 from school districts.

Every three years, an actuarial valuation is performed to assess the financial position of the plans and adequacy of plan funding. The actuary determines an appropriate combined employer and member contribution rate to fund the plans. The actuary's calculated contribution rate is based on the entry-age normal cost method, which produces the long-term rate of member and employer contributions sufficient to provide benefits for average future entrants to the plans.

This rate may be adjusted for the amortization of any actuarial funding surplus and will be adjusted for the amortization of any unfunded actuarial liability.

The most recent actuarial valuation of the Teachers' Pension Plan as at December 31, 2020, indicated a \$1,584 million surplus for basic pension benefits on a going concern basis.

The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2021, indicated a \$3.761 million funding surplus for basic pension benefits on a going concern basis.

The school district paid \$14,690,166 for employer contributions to the plans for the year ended June 30, 2024 (2023: \$13,429,418).

The next valuation for the Teachers' Pension Plan will be as at December 31, 2023, with results available late in 2024. The next valuation for the Municipal Pension Plan will be as at December 31, 2024, with results available in 2025.

Employers participating in the plans record their pension expense as the amount of employer contributions made during the fiscal year (defined contribution pension plan accounting). This is because the plans record accrued liabilities and accrued assets for each plan in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plans.

**NOTE 17    NANAIMO-LADYSMITH SCHOOLS FOUNDATION**

The School District and the Nanaimo-Ladysmith Schools Foundation (the "Foundation") have a mutually supportive relationship whereby the Foundation acts as a fundraising agency for the students in School District No. 68, and the School District provides the Foundation with financial and administrative support. The Foundation is a separate legal entity, has its own Board of Directors and is a registered charity under the provisions of the Income Tax Act of Canada.

The School District provided contributions of \$210,351 (2023: \$187,434) for administrative assistance and support to the Foundation and also provided office space free of charge. The Foundation provided miscellaneous grants directly to Schools.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

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**NOTE 18 CONTRACTUAL RIGHTS**

Contractual rights are rights to economic resources arising from contracts or agreements that will result in revenues and assets in the future. The School District’s contractual rights arise because of contracts entered into for School District facilities leases. The following table summarizes the contractual rights of the School District for future assets:

Contractual rights	2025	2026	2027	2028	2029	Thereafter
Future lease/rental revenue	\$304,186	\$244,606	\$223,428	\$156,498	\$4,953	-

**NOTE 19 CONTRACTUAL OBLIGATIONS AND CONTINGENCIES**

The School District has entered into a number of multiple-year contracts for the delivery of services. These contractual obligations will become liabilities in the future when the terms of the contracts are met. Disclosure relates to the unperformed portion of the contracts.

Operating Expenses: anticipated contractual payments due over the terms of the contracts are as follows:

2025	\$ 209,521
2026	42,500
2027	36,792
2028	36,792
2029	3,632
Thereafter	-
	\$ 329,237

Anticipated contractual payments related to purchase orders for operating expenses and capital construction during 2025 total \$4,370,560.

Each year the School District is involved with a number of legal actions and arbitrations. Although the outcomes of these matters are not determinable at this time, management believes they will not have a material adverse effect on the School District’s financial position or results of operations.

The District is subject to environmental laws and regulations enacted by the Province and local authorities. Certain schools in the School District contain asbestos. Upon the retirement of these District buildings, either through demolition or sale, the District may incur removal costs or realize reduced sale proceeds because of the presence of asbestos.

**NOTE 20 ASSET RETIREMENT OBLIGATION**

Legal liabilities exist for the removal and disposal of asbestos and other environmentally hazardous materials within some district owned buildings that will undergo major renovations or demolition in the future. The timing of future settlement is unknown.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)  
NOTES TO FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2024**

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**NOTE 20 ASSET RETIREMENT OBLIGATION** *(Continued)*

	<b>2024</b>	<b>2023</b>
Asset Retirement Obligation, beginning of year	\$ 25,854,364	\$ 25,854,364
Settlements during the year	8,592	-
Asset Retirement Obligation, closing balance, end of year	\$ 25,845,772	\$ 25,854,364

**NOTE 21 CONTINGENT ASSETS**

The School District has the following contingent asset(s) for which the probability of receipt of funds occurring is likely.

Microsoft Class Action Lawsuit Vouchers	\$ 1,030,000
Zero Emission Transit Fund (ZETF)	377,545

The future receipt of these assets is dependent on the district making eligible purchases prior to the expiry of the funds. The Microsoft vouchers have an expiry of June 30, 2028, and can be redeemed for the purchase of approved hardware and/or professional development directly related to the approved products being purchased. The ZETF funding has an expiry of December 31, 2025, and is to be used for up to 50% for chargers and infrastructure upgrades, and 30% for electric buses. Contingent assets are not recorded in the financial statements.

**NOTE 22 RELATED PARTY TRANSACTIONS**

The School District is related through common ownership to all Province of British Columbia ministries, agencies, school districts, health authorities, colleges, universities, and crown corporations. Transactions with these entities, as well as key management personnel, if any, unless disclosed separately, are considered to be in the normal course of operations and are recorded at the exchange amount.

**NOTE 23 ECONOMIC DEPENDENCE**

The operations of the School District are dependent on continued funding from the Ministry of Education and Child Care and various governmental agencies to carry out its programs. These financial statements have been prepared on a going concern basis.

**NOTE 24 RISK MANAGEMENT**

The School District has exposure to the following risks from its use of financial instruments: credit risk, market risk and liquidity risk.

The Board ensures that the School District has identified its risks and ensures that management monitors and controls them.



**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2024**

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**NOTE 24 RISK MANAGEMENT** *(Continued)*

a) Credit risk:

Credit risk is the risk of financial loss to an institution if a customer or counterparty to a financial instrument fails to meet its contractual obligations. Such risks arise principally from certain financial assets held consisting of cash, amounts receivable and investments.

The School District is exposed to credit risk in the event of non-performance by a debtor. This risk is mitigated as most amounts receivable are due from the Province and are collectible.

It is management's opinion that the School District is not exposed to significant credit risk associated with its cash deposits as they are placed in recognized British Columbia institutions.

b) Market risk:

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is comprised of currency risk and interest rate risk.

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in the foreign exchange rates.

It is management's opinion that the School District is not exposed to significant currency risk, as amounts held and purchases made in foreign currency are insignificant.

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in the market interest rates.

The School District is exposed to interest rate risk through its investments. It is management's opinion that the School District is not exposed to significant interest rate risk.

c) Liquidity risk:

Liquidity risk is the risk that the School District will not be able to meet its financial obligations as they become due.

The School District manages liquidity risk by continually monitoring actual and forecasted cash flows from operations and anticipated investing activities to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the School District's reputation.

Risk Management and insurance services for all School Districts in British Columbia are provided by the Risk Management Branch of the Ministry of Finance. There have been no changes to risk exposure from 2023 related to credit, market or liquidity risks.

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 1 (Unaudited)

Schedule of Changes in Accumulated Surplus (Deficit) by Fund  
Year Ended June 30, 2024

	Operating Fund	Special Purpose Fund	Capital Fund	2024 Actual	2023 Actual
	\$	\$	\$	\$	\$
<b>Accumulated Surplus (Deficit), beginning of year</b>	8,579,310		34,551,438	43,130,748	42,948,614
<b>Changes for the year</b>					
Surplus (Deficit) for the year	5,965,762	343,716	(3,991,665)	2,317,813	182,134
Interfund Transfers					
Tangible Capital Assets Purchased	(805,301)	(343,716)	1,149,017	-	
Local Capital	(2,000,000)		2,000,000	-	
Other	(146,583)		146,583	-	
<b>Net Changes for the year</b>	<b>3,013,878</b>	<b>-</b>	<b>(696,065)</b>	<b>2,317,813</b>	<b>182,134</b>
<b>Accumulated Surplus (Deficit), end of year - Statement 2</b>	<b>11,593,188</b>	<b>-</b>	<b>33,855,373</b>	<b>45,448,561</b>	<b>43,130,748</b>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 2 (Unaudited)

Schedule of Operating Operations

Year Ended June 30, 2024

	2024 Budget (Note 14)	2024 Actual	2023 Actual
	\$	\$	\$
<b>Revenues</b>			
Provincial Grants			
Ministry of Education and Child Care	165,379,077	166,835,735	152,904,386
Other	368,416	321,813	284,891
Tuition	5,725,000	5,897,720	5,764,336
Other Revenue	2,500,101	3,198,755	2,501,949
Rentals and Leases	600,000	643,617	671,436
Investment Income	1,100,000	1,320,701	1,138,420
<b>Total Revenue</b>	<u>175,672,594</u>	<u>178,218,341</u>	<u>163,265,418</u>
<b>Expenses</b>			
Instruction	148,640,388	144,354,389	133,637,611
District Administration	7,638,873	7,090,453	6,708,771
Operations and Maintenance	19,740,651	18,678,427	17,965,334
Transportation and Housing	1,962,561	2,129,310	1,881,003
<b>Total Expense</b>	<u>177,982,473</u>	<u>172,252,579</u>	<u>160,192,719</u>
<b>Operating Surplus (Deficit) for the year</b>	<u>(2,309,879)</u>	<u>5,965,762</u>	<u>3,072,699</u>
<b>Budgeted Appropriation (Retirement) of Surplus (Deficit)</b>	<u>4,309,879</u>		
<b>Net Transfers (to) from other funds</b>			
Tangible Capital Assets Purchased	-	(805,301)	(1,276,203)
Local Capital	(2,000,000)	(2,000,000)	(1,035,546)
Other	-	(146,583)	-
<b>Total Net Transfers</b>	<u>(2,000,000)</u>	<u>(2,951,884)</u>	<u>(2,311,749)</u>
<b>Total Operating Surplus (Deficit), for the year</b>	<u>-</u>	<u>3,013,878</u>	<u>760,950</u>
<b>Operating Surplus (Deficit), beginning of year</b>		<u>8,579,310</u>	<u>7,818,360</u>
<b>Operating Surplus (Deficit), end of year</b>		<u>11,593,188</u>	<u>8,579,310</u>
<b>Operating Surplus (Deficit), end of year</b>			
Internally Restricted		<u>6,089,197</u>	<u>5,879,310</u>
Unrestricted		<u>5,503,991</u>	<u>2,700,000</u>
<b>Total Operating Surplus (Deficit), end of year</b>		<u>11,593,188</u>	<u>8,579,310</u>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 2A (Unaudited)

Schedule of Operating Revenue by Source

Year Ended June 30, 2024

	2024 Budget (Note 14)	2024 Actual	2023 Actual
	\$	\$	\$
<b>Provincial Grants - Ministry of Education and Child Care</b>			
Operating Grant, Ministry of Education and Child Care	163,276,728	164,224,574	146,989,366
ISC/LEA Recovery	(1,381,101)	(1,752,835)	(1,381,100)
Other Ministry of Education and Child Care Grants			
Pay Equity	160,000	160,000	160,000
Funding for Graduated Adults	-	28,903	20,434
Student Transportation Fund	244,630	244,630	244,630
Support Staff Benefits Grant	67,920	67,920	169,872
FSA Scorer Grant	15,693	15,693	15,693
Child Care Funding	-	75,522	-
Early Learning Framework (ELF) Implementation	2,221	-	2,221
Labour Settlement Funding	2,783,091	2,783,091	5,896,786
K-12 ICY Clinical Counsellor Funding	114,895	886,285	717,241
PFA 2019 Benefit Agreement	95,000	101,952	-
Seat Belt Pilot	-	-	66,862
Equity Scan	-	-	2,381
<b>Total Provincial Grants - Ministry of Education and Child Care</b>	<b>165,379,077</b>	<b>166,835,735</b>	<b>152,904,386</b>
<b>Provincial Grants - Other</b>	<b>368,416</b>	<b>321,813</b>	<b>284,891</b>
<b>Tuition</b>			
International and Out of Province Students	5,725,000	5,897,720	5,764,336
<b>Total Tuition</b>	<b>5,725,000</b>	<b>5,897,720</b>	<b>5,764,336</b>
<b>Other Revenues</b>			
Other School District/Education Authorities	385,000	400,493	319,885
Funding from First Nations	1,381,101	1,752,835	1,381,100
Miscellaneous			
Cafeteria Revenue	465,000	558,442	410,563
BC Hydro Energy Manager Grant	50,000	60,000	59,134
Child Care Fees	122,000	132,886	-
Other	97,000	294,099	331,267
<b>Total Other Revenue</b>	<b>2,500,101</b>	<b>3,198,755</b>	<b>2,501,949</b>
<b>Rentals and Leases</b>	<b>600,000</b>	<b>643,617</b>	<b>671,436</b>
<b>Investment Income</b>	<b>1,100,000</b>	<b>1,320,701</b>	<b>1,138,420</b>
<b>Total Operating Revenue</b>	<b>175,672,594</b>	<b>178,218,341</b>	<b>163,265,418</b>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 2B (Unaudited)

## Schedule of Operating Expense by Object

Year Ended June 30, 2024

	2024 Budget (Note 14)	2024 Actual	2023 Actual
	\$	\$	\$
<b>Salaries</b>			
Teachers	77,892,867	76,310,840	71,880,669
Principals and Vice Principals	9,948,961	9,667,218	9,189,332
Educational Assistants	13,280,306	12,244,918	11,445,371
Support Staff	14,032,062	13,671,982	12,925,774
Other Professionals	5,702,869	5,607,744	5,071,198
Substitutes	6,598,767	7,467,871	5,705,002
<b>Total Salaries</b>	<b>127,455,832</b>	<b>124,970,573</b>	<b>116,217,346</b>
<b>Employee Benefits</b>	<b>32,695,666</b>	<b>31,888,928</b>	<b>28,595,698</b>
<b>Total Salaries and Benefits</b>	<b>160,151,498</b>	<b>156,859,501</b>	<b>144,813,044</b>
<b>Services and Supplies</b>			
Services	5,383,715	4,877,166	4,494,707
Student Transportation	119,544	119,479	116,791
Professional Development and Travel	1,050,611	943,628	896,957
Rentals and Leases	78,395	79,413	8,088
Dues and Fees	715,033	695,642	633,775
Insurance	428,800	484,105	392,571
Interest	-	-	-
Supplies	7,229,377	5,807,442	6,116,009
Utilities	2,825,500	2,386,203	2,720,777
<b>Total Services and Supplies</b>	<b>17,830,975</b>	<b>15,393,078</b>	<b>15,379,675</b>
<b>Total Operating Expense</b>	<b>177,982,473</b>	<b>172,252,579</b>	<b>160,192,719</b>

# School District No. 68 (Nanaimo-Ladysmith)

## Operating Expense by Function, Program and Object

Year Ended June 30, 2024

	Teachers Salaries	Principals and Vice Principals Salaries	Educational Assistants Salaries	Support Staff Salaries	Other Professionals Salaries	Substitutes Salaries	Total Salaries
	\$	\$	\$	\$	\$	\$	\$
<b>1 Instruction</b>							
1.02 Regular Instruction	58,652,021	1,670,500	233,659	115,296	389,847	5,299,091	66,360,414
1.03 Career Programs	-	-	157	-	-	260	417
1.07 Library Services	2,236,761	-	-	311,430	-	123,780	2,671,971
1.08 Counselling	2,869,248	-	63,246	14,233	249,352	14,447	3,210,526
1.10 Special Education	9,535,761	-	10,542,314	-	-	965,001	21,043,076
1.20 Early Learning and Child Care	-	-	109,853	-	-	30,976	140,829
1.30 English Language Learning	759,077	-	39,211	-	-	4,643	802,931
1.31 Indigenous Education	1,890,781	56,549	1,018,530	68,550	99,285	84,812	3,218,507
1.41 School Administration	52,956	7,626,083	-	2,943,238	-	559,435	11,181,712
1.60 Summer School	-	-	-	-	-	-	-
1.61 Continuing Education	-	-	-	-	-	-	-
1.62 International and Out of Province Students	314,235	293,557	-	124,295	219,811	44,657	996,555
1.64 Other	-	-	170,493	-	-	-	170,493
<b>Total Function 1</b>	<b>76,310,840</b>	<b>9,646,689</b>	<b>12,177,463</b>	<b>3,577,042</b>	<b>958,295</b>	<b>7,127,102</b>	<b>109,797,431</b>
<b>4 District Administration</b>							
4.11 Educational Administration	-	-	-	283,761	1,187,828	883	1,472,472
4.20 Early Learning and Child Care	-	20,529	-	7,774	12,932	-	41,235
4.40 School District Governance	-	-	-	60,117	437,806	-	497,923
4.41 Business Administration	-	-	-	918,315	1,860,401	24,201	2,802,917
<b>Total Function 4</b>	<b>-</b>	<b>20,529</b>	<b>-</b>	<b>1,269,967</b>	<b>3,498,967</b>	<b>25,084</b>	<b>4,814,547</b>
<b>5 Operations and Maintenance</b>							
5.20 Early Learning and Child Care	-	-	-	227	-	-	227
5.41 Operations and Maintenance Administration	-	-	67,455	809,701	726,363	35,332	1,638,851
5.50 Maintenance Operations	-	-	-	6,277,373	312,747	257,409	6,847,529
5.52 Maintenance of Grounds	-	-	-	556,768	-	22,944	579,712
5.56 Utilities	-	-	-	86,792	-	-	86,792
<b>Total Function 5</b>	<b>-</b>	<b>-</b>	<b>67,455</b>	<b>7,730,861</b>	<b>1,039,110</b>	<b>315,685</b>	<b>9,153,111</b>
<b>7 Transportation and Housing</b>							
7.41 Transportation and Housing Administration	-	-	-	94,627	111,372	-	205,999
7.70 Student Transportation	-	-	-	999,485	-	-	999,485
7.73 Housing	-	-	-	-	-	-	-
<b>Total Function 7</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,094,112</b>	<b>111,372</b>	<b>-</b>	<b>1,205,484</b>
<b>9 Debt Services</b>							
9.92 Interest on Bank Loans	-	-	-	-	-	-	-
9.94 Interest on Temporary Borrowing	-	-	-	-	-	-	-
<b>Total Function 9</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total Functions 1 - 9</b>	<b>76,310,840</b>	<b>9,667,218</b>	<b>12,244,918</b>	<b>13,671,982</b>	<b>5,607,744</b>	<b>7,467,871</b>	<b>124,970,573</b>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2024

	Total Salaries	Employee Benefits	Total Salaries and Benefits	Services and Supplies	2024 Actual	2024 Budget (Note 14)	2023 Actual
	\$	\$	\$	\$	\$	\$	\$
<b>1 Instruction</b>							
1.02 Regular Instruction	66,360,414	17,357,650	83,718,064	3,436,156	87,154,220	88,726,587	81,115,285
1.03 Career Programs	417	102	519	558,442	558,961	465,000	689,540
1.07 Library Services	2,671,971	695,806	3,367,777	99,488	3,467,265	3,622,394	3,251,671
1.08 Counselling	3,210,526	824,320	4,034,846	39,624	4,074,470	4,446,274	3,239,384
1.10 Special Education	21,043,076	5,541,806	26,584,882	364,633	26,949,515	28,016,805	24,099,284
1.20 Early Learning and Child Care	140,829	36,231	177,060	11,546	188,606	185,000	52,846
1.30 English Language Learning	802,931	198,571	1,001,502	3,834	1,005,336	670,120	1,034,469
1.31 Indigenous Education	3,218,507	751,861	3,970,368	277,553	4,247,921	4,538,332	4,200,970
1.41 School Administration	11,181,712	2,640,949	13,822,661	136,028	13,958,689	14,973,672	13,008,853
1.60 Summer School	-	-	-	-	-	-	-
1.61 Continuing Education	-	-	-	-	-	-	-
1.62 International and Out of Province Students	996,555	219,666	1,216,221	1,314,810	2,531,031	2,782,793	2,619,780
1.64 Other	170,493	46,494	216,987	1,388	218,375	213,411	325,529
<b>Total Function 1</b>	<b>109,797,431</b>	<b>28,313,456</b>	<b>138,110,887</b>	<b>6,243,502</b>	<b>144,354,389</b>	<b>148,640,388</b>	<b>133,637,611</b>
<b>4 District Administration</b>							
4.11 Educational Administration	1,472,472	309,230	1,781,702	308,103	2,089,805	2,137,559	2,002,827
4.20 Early Learning and Child Care	41,235	10,112	51,347	-	51,347	-	-
4.40 School District Governance	497,923	70,310	568,233	294,839	863,072	924,374	901,807
4.41 Business Administration	2,802,917	610,556	3,413,473	672,756	4,086,229	4,576,940	3,804,137
<b>Total Function 4</b>	<b>4,814,547</b>	<b>1,000,208</b>	<b>5,814,755</b>	<b>1,275,698</b>	<b>7,090,453</b>	<b>7,638,873</b>	<b>6,708,771</b>
<b>5 Operations and Maintenance</b>							
5.20 Early Learning and Child Care	227	38	265	11,686	11,951	-	-
5.41 Operations and Maintenance Administration	1,638,851	350,078	1,988,929	696,127	2,685,056	2,652,347	2,865,629
5.50 Maintenance Operations	6,847,529	1,782,282	8,629,811	3,847,489	12,477,300	13,085,385	11,214,897
5.52 Maintenance of Grounds	579,712	140,802	720,514	196,154	916,668	974,662	961,888
5.56 Utilities	86,792	19,506	106,298	2,481,154	2,587,452	3,028,257	2,922,920
<b>Total Function 5</b>	<b>9,153,111</b>	<b>2,292,706</b>	<b>11,445,817</b>	<b>7,232,610</b>	<b>18,678,427</b>	<b>19,740,651</b>	<b>17,965,334</b>
<b>7 Transportation and Housing</b>							
7.41 Transportation and Housing Administration	205,999	43,985	249,984	29,216	279,200	268,429	223,533
7.70 Student Transportation	999,485	238,573	1,238,058	612,052	1,850,110	1,694,132	1,657,470
7.73 Housing	-	-	-	-	-	-	-
<b>Total Function 7</b>	<b>1,205,484</b>	<b>282,558</b>	<b>1,488,042</b>	<b>641,268</b>	<b>2,129,310</b>	<b>1,962,561</b>	<b>1,881,003</b>
<b>9 Debt Services</b>							
9.92 Interest on Bank Loans	-	-	-	-	-	-	-
9.94 Interest on Temporary Borrowing	-	-	-	-	-	-	-
<b>Total Function 9</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total Functions 1 - 9</b>	<b>124,970,573</b>	<b>31,888,928</b>	<b>156,859,501</b>	<b>15,393,078</b>	<b>172,252,579</b>	<b>177,982,473</b>	<b>160,192,719</b>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 3 (Unaudited)

Schedule of Special Purpose Operations

Year Ended June 30, 2024

	2024 Budget (Note 14)	2024 Actual	2023 Actual
	\$	\$	\$
<b>Revenues</b>			
Provincial Grants			
Ministry of Education and Child Care	21,933,337	21,422,730	18,494,377
Other	147,020	147,020	88,053
Other Revenue	3,370,207	4,039,302	3,466,819
Investment Income	65,000	101,883	79,630
<b>Total Revenue</b>	<b>25,515,564</b>	<b>25,710,935</b>	<b>22,128,879</b>
<b>Expenses</b>			
Instruction	23,327,371	23,728,281	19,979,038
District Administration	1,161,274	546,816	472,602
Operations and Maintenance	712,974	871,488	747,431
Transportation and Housing	313,945	220,634	165,254
<b>Total Expense</b>	<b>25,515,564</b>	<b>25,367,219</b>	<b>21,364,325</b>
<b>Special Purpose Surplus (Deficit) for the year</b>	<b>-</b>	<b>343,716</b>	<b>764,554</b>
<b>Net Transfers (to) from other funds</b>			
Tangible Capital Assets Purchased		(343,716)	(689,468)
Tangible Capital Assets - Work in Progress			(75,086)
<b>Total Net Transfers</b>	<b>-</b>	<b>(343,716)</b>	<b>(764,554)</b>
<b>Total Special Purpose Surplus (Deficit) for the year</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Special Purpose Surplus (Deficit), beginning of year</b>			
<b>Special Purpose Surplus (Deficit), end of year</b>		<b>-</b>	<b>-</b>



**School District No. 68 (Nanaimo-Ladysmith)**

Schedule 3A (Unaudited)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2024

	Annual Facility Grant	Learning Improvement Fund	Special Education Equipment	School Generated Funds	Strong Start	Ready, Set, Learn	OLEP	CommunityLINK	Classroom Enhancement Fund - Overhead
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Deferred Revenue, beginning of year</b>	17,500	-	5,819	1,637,675	14,617	30,016	-	19,225	-
<b>Add: Restricted Grants</b>									
Provincial Grants - Ministry of Education and Child Care	555,747	604,136			256,000	66,150	373,820	2,567,164	1,534,626
Provincial Grants - Other									
Other				3,646,408					
Investment Income				101,883					
	555,747	604,136	-	3,748,291	256,000	66,150	373,820	2,567,164	1,534,626
<b>Less: Allocated to Revenue</b>	555,747	604,136	3,132	3,559,242	270,617	72,355	373,820	2,538,426	1,534,626
<b>Deferred Revenue, end of year</b>	<b>17,500</b>	<b>-</b>	<b>2,687</b>	<b>1,826,724</b>	<b>-</b>	<b>23,811</b>	<b>-</b>	<b>47,963</b>	<b>-</b>
<b>Revenues</b>									
Provincial Grants - Ministry of Education and Child Care	555,747	604,136	3,132		270,617	72,355	373,820	2,538,426	1,534,626
Provincial Grants - Other									
Other Revenue				3,457,359					
Investment Income				101,883					
	555,747	604,136	3,132	3,559,242	270,617	72,355	373,820	2,538,426	1,534,626
<b>Expenses</b>									
Salaries									
Teachers							211,000	359,571	
Principals and Vice Principals									297,546
Educational Assistants		464,105		21,748	217,009			1,541,057	
Support Staff									316,232
Other Professionals									186,730
Substitutes		22,028		29,209		41,542	31,979	49,199	387,455
	-	486,133	-	50,957	217,009	41,542	242,979	1,949,827	1,187,963
Employee Benefits		118,003		12,229	52,310	8,527	59,485	492,157	296,663
Services and Supplies	555,747		3,132	3,336,305	1,298	22,286	65,320	96,442	50,000
	555,747	604,136	3,132	3,399,491	270,617	72,355	367,784	2,538,426	1,534,626
<b>Net Revenue (Expense) before Interfund Transfers</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>159,751</b>	<b>-</b>	<b>-</b>	<b>6,036</b>	<b>-</b>	<b>-</b>
<b>Interfund Transfers</b>									
Tangible Capital Assets Purchased				(159,751)			(6,036)		
	-	-	-	(159,751)	-	-	(6,036)	-	-
<b>Net Revenue (Expense)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Additional Expenses funded by, and reported in, the Operating Fund</b>					<b>30,207</b>				<b>38,552</b>

**School District No. 68 (Nanaimo-Ladysmith)**

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2024

	Classroom Enhancement Fund - Staffing	Classroom Enhancement Fund - Remedies	First Nation Student Transportation	Mental Health in Schools	Changing Results for Young Children	Safe Return to School / Restart: Health & Safety Grant	Seamless Day Kindergarten	Early Childhood Education Dual Credit Program	Student & Family Affordability
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Deferred Revenue, beginning of year</b>	-	6,451	107,102	42,584	15,259	6,147	2,426	14,661	155,440
<b>Add: Restricted Grants</b>									
Provincial Grants - Ministry of Education and Child Care	12,719,608	545,885	206,843	51,000	11,250		55,400	26,000	495,000
Provincial Grants - Other									
Other									
Investment Income									
	12,719,608	545,885	206,843	51,000	11,250	-	55,400	26,000	495,000
<b>Less: Allocated to Revenue</b>	12,719,608	552,336	220,634	73,256	20,928	6,147	57,826	18,515	181,164
<b>Deferred Revenue, end of year</b>	-	-	93,311	20,328	5,581	-	-	22,146	469,276
<b>Revenues</b>									
Provincial Grants - Ministry of Education and Child Care	12,719,608	552,336	220,634	73,256	20,928	6,147	57,826	18,515	181,164
Provincial Grants - Other									
Other Revenue									
Investment Income									
	12,719,608	552,336	220,634	73,256	20,928	6,147	57,826	18,515	181,164
<b>Expenses</b>									
Salaries									
Teachers	10,114,996								
Principals and Vice Principals									
Educational Assistants				46,932			41,994		
Support Staff			171,034						
Other Professionals									
Substitutes		441,869	5,473		15,155		1,909		
	10,114,996	441,869	176,507	46,932	15,155	-	43,903	-	-
Employee Benefits	2,604,612	110,467	44,127	14,436	3,082		10,843		
Services and Supplies				11,888	2,691	6,147	3,080	18,515	181,164
	12,719,608	552,336	220,634	73,256	20,928	6,147	57,826	18,515	181,164
<b>Net Revenue (Expense) before Interfund Transfers</b>	-	-	-	-	-	-	-	-	-
<b>Interfund Transfers</b>									
Tangible Capital Assets Purchased	-	-	-	-	-	-	-	-	-
<b>Net Revenue (Expense)</b>	-	-	-	-	-	-	-	-	-
<b>Additional Expenses funded by, and reported in, the Operating Fund</b>		155,743							

**School District No. 68 (Nanaimo-Ladysmith)**

Changes in Special Purpose Funds and Expense by Object  
Year Ended June 30, 2024

	SEY2KT (Early Years to Kindergarten)	ECL (Early Care & Learning)	Feeding Futures Fund	Health Career Grants	Project Penny	School Age Child Care Spaces	Other Misc. Grants	TOTAL
	\$	\$	\$	\$	\$	\$	\$	\$
<b>Deferred Revenue, beginning of year</b>	8,026	-	-	-	-	-	476,694	2,559,642
<b>Add: Restricted Grants</b>								
Provincial Grants - Ministry of Education and Child Care	19,000	175,000	1,663,981	50,000	15,000	360,000		22,351,610
Provincial Grants - Other							187,020	187,020
Other							527,515	4,173,923
Investment Income								101,883
	19,000	175,000	1,663,981	50,000	15,000	360,000	714,535	26,814,436
<b>Less: Allocated to Revenue</b>	10,170	175,000	1,390,835	40,529	2,341	582	728,963	25,710,935
<b>Deferred Revenue, end of year</b>	<b>16,856</b>	<b>-</b>	<b>273,146</b>	<b>9,471</b>	<b>12,659</b>	<b>359,418</b>	<b>462,266</b>	<b>3,663,143</b>
<b>Revenues</b>								
Provincial Grants - Ministry of Education and Child Care	10,170	175,000	1,390,835	40,529	2,341	582		21,422,730
Provincial Grants - Other							147,020	147,020
Other Revenue							581,943	4,039,302
Investment Income								101,883
	10,170	175,000	1,390,835	40,529	2,341	582	728,963	25,710,935
<b>Expenses</b>								
Salaries								
Teachers			102,175					10,787,742
Principals and Vice Principals		142,580						440,126
Educational Assistants			237,614				51,932	2,622,391
Support Staff					813		6,403	494,482
Other Professionals								186,730
Substitutes	4,167		36,693				37,995	1,104,673
	4,167	142,580	376,482	-	813	-	96,330	15,636,144
Employee Benefits	883	30,576	107,725		203		14,298	3,980,626
Services and Supplies	5,120	1,844	906,628	40,529	1,325	582	440,406	5,750,449
	10,170	175,000	1,390,835	40,529	2,341	582	551,034	25,367,219
<b>Net Revenue (Expense) before Interfund Transfers</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>177,929</b>	<b>343,716</b>
<b>Interfund Transfers</b>								
Tangible Capital Assets Purchased							(177,929)	(343,716)
	-	-	-	-	-	-	(177,929)	(343,716)
<b>Net Revenue (Expense)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Additional Expenses funded by, and reported in, the Operating Fund</b>		<b>17,053</b>						<b>241,555</b>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 4 (Unaudited)

Schedule of Capital Operations

Year Ended June 30, 2024

	2024	2024 Actual			2023
	Budget (Note 14)	Invested in Tangible Capital Assets	Local Capital	Fund Balance	Actual
	\$	\$	\$	\$	\$
<b>Revenues</b>					
Provincial Grants					
Ministry of Education and Child Care		332,255		332,255	112,385
Municipal Grants Spent on Sites				-	124,379
Investment Income	200,000		300,470	300,470	237,421
Amortization of Deferred Capital Revenue	7,450,000	7,554,649		7,554,649	6,822,508
<b>Total Revenue</b>	<u>7,650,000</u>	<u>7,886,904</u>	<u>300,470</u>	<u>8,187,374</u>	<u>7,296,693</u>
<b>Expenses</b>					
Operations and Maintenance		323,663	372,304	695,967	394,677
Amortization of Tangible Capital Assets					
Operations and Maintenance	11,200,000	11,428,661		11,428,661	10,557,135
Debt Services					
Capital Lease Interest			54,411	54,411	
<b>Total Expense</b>	<u>11,200,000</u>	<u>11,752,324</u>	<u>426,715</u>	<u>12,179,039</u>	<u>10,951,812</u>
<b>Capital Surplus (Deficit) for the year</b>	<u>(3,550,000)</u>	<u>(3,865,420)</u>	<u>(126,245)</u>	<u>(3,991,665)</u>	<u>(3,655,119)</u>
<b>Net Transfers (to) from other funds</b>					
Tangible Capital Assets Purchased		1,149,017		1,149,017	1,965,671
Tangible Capital Assets - Work in Progress				-	75,086
Local Capital	2,000,000		2,000,000	2,000,000	1,035,546
Capital Lease Payment			146,583	146,583	
<b>Total Net Transfers</b>	<u>2,000,000</u>	<u>1,149,017</u>	<u>2,146,583</u>	<u>3,295,600</u>	<u>3,076,303</u>
<b>Other Adjustments to Fund Balances</b>					
Tangible Capital Assets Purchased from Local Capital		1,617,325	(1,617,325)	-	
Tangible Capital Assets WIP Purchased from Local Capital		685,217	(685,217)	-	
Principal Payment					
Capital Lease		92,171	(92,171)	-	
District Entered		31,114	(31,114)	-	
<b>Total Other Adjustments to Fund Balances</b>		<u>2,425,827</u>	<u>(2,425,827)</u>	<u>-</u>	
<b>Total Capital Surplus (Deficit) for the year</b>	<u>(1,550,000)</u>	<u>(290,576)</u>	<u>(405,489)</u>	<u>(696,065)</u>	<u>(578,816)</u>
<b>Capital Surplus (Deficit), beginning of year</b>		29,935,253	4,616,185	34,551,438	35,130,254
<b>Capital Surplus (Deficit), end of year</b>		<u>29,644,677</u>	<u>4,210,696</u>	<u>33,855,373</u>	<u>34,551,438</u>

# School District No. 68 (Nanaimo-Ladysmith)

Tangible Capital Assets  
Year Ended June 30, 2024

	Sites	Buildings	Furniture and Equipment	Vehicles	Computer Software	Computer Hardware	Total
	\$	\$	\$	\$	\$	\$	\$
<b>Cost, beginning of year</b>	16,034,046	358,007,538	14,432,495	5,729,211	360,356	7,288,026	401,851,672
<b>Changes for the Year</b>							
Increase:							
Purchases from:							
Deferred Capital Revenue - Bylaw		6,454,275	866,660	356,288			7,677,223
Deferred Capital Revenue - Other		440,541	127,063	461,129			1,028,733
Operating Fund			575,894	42,562		186,845	805,301
Special Purpose Funds		99,050	207,365			37,301	343,716
Local Capital	29,499	185,052	301,346	373,510		727,918	1,617,325
District Entered						135,749	135,749
Transferred from Work in Progress		4,523,072	766,749				5,289,821
	29,499	11,701,990	2,845,077	1,233,489	-	1,087,813	16,897,868
Decrease:							
Deemed Disposals			250,499	635,768	16,637	764,135	1,667,039
	-	-	250,499	635,768	16,637	764,135	1,667,039
<b>Cost, end of year</b>	16,063,545	369,709,528	17,027,073	6,326,932	343,719	7,611,704	417,082,501
<b>Work in Progress, end of year</b>		5,632,538	535,990				6,168,528
<b>Cost and Work in Progress, end of year</b>	16,063,545	375,342,066	17,563,063	6,326,932	343,719	7,611,704	423,251,029
<b>Accumulated Amortization, beginning of year</b>		186,889,807	5,630,763	1,976,101	217,898	2,878,374	197,592,943
<b>Changes for the Year</b>							
Increase: Amortization for the Year		7,692,493	1,572,979	602,807	70,407	1,489,975	11,428,661
Decrease:							
Deemed Disposals			250,499	635,768	16,637	764,135	1,667,039
			-	250,499	16,637	764,135	1,667,039
<b>Accumulated Amortization, end of year</b>		194,582,300	6,953,243	1,943,140	271,668	3,604,214	207,354,565
<b>Tangible Capital Assets - Net</b>	16,063,545	180,759,766	10,609,820	4,383,792	72,051	4,007,490	215,896,464

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 4B (Unaudited)

Tangible Capital Assets - Work in Progress

Year Ended June 30, 2024

	Buildings	Furniture and Equipment	Computer Software	Computer Hardware	Total
	\$	\$	\$	\$	\$
<b>Work in Progress, beginning of year</b>	5,621,329	1,095,886			6,717,215
<b>Changes for the Year</b>					
Increase:					
Deferred Capital Revenue - Bylaw	1,229,685				1,229,685
Deferred Capital Revenue - Other	2,758,758	67,474			2,826,232
Local Capital	545,838	139,379			685,217
	<u>4,534,281</u>	<u>206,853</u>	-	-	<u>4,741,134</u>
Decrease:					
Transferred to Tangible Capital Assets	4,523,072	766,749			5,289,821
	<u>4,523,072</u>	<u>766,749</u>	-	-	<u>5,289,821</u>
<b>Net Changes for the Year</b>	<u>11,209</u>	<u>(559,896)</u>	-	-	<u>(548,687)</u>
<b>Work in Progress, end of year</b>	<u>5,632,538</u>	<u>535,990</u>	-	-	<u>6,168,528</u>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 4C (Unaudited)

Deferred Capital Revenue  
Year Ended June 30, 2024

	Bylaw Capital	Other Provincial	Other Capital	Total Capital
	\$	\$	\$	\$
<b>Deferred Capital Revenue, beginning of year</b>	135,081,431	12,829,411	929,224	148,840,066
<b>Changes for the Year</b>				
Increase:				
Transferred from Deferred Revenue - Capital Additions	7,677,223	665,136	363,597	8,705,956
Transferred from Work in Progress	2,058,851	2,190,225		4,249,076
	<u>9,736,074</u>	<u>2,855,361</u>	<u>363,597</u>	<u>12,955,032</u>
Decrease:				
Amortization of Deferred Capital Revenue	6,825,938	524,300	204,411	7,554,649
	<u>6,825,938</u>	<u>524,300</u>	<u>204,411</u>	<u>7,554,649</u>
<b>Net Changes for the Year</b>	<u>2,910,136</u>	<u>2,331,061</u>	<u>159,186</u>	<u>5,400,383</u>
<b>Deferred Capital Revenue, end of year</b>	<u>137,991,567</u>	<u>15,160,472</u>	<u>1,088,410</u>	<u>154,240,449</u>
<b>Work in Progress, beginning of year</b>	2,848,786	2,341,840		5,190,626
<b>Changes for the Year</b>				
Increase				
Transferred from Deferred Revenue - Work in Progress	1,229,685	2,758,758	67,474	4,055,917
	<u>1,229,685</u>	<u>2,758,758</u>	<u>67,474</u>	<u>4,055,917</u>
Decrease				
Transferred to Deferred Capital Revenue	2,058,851	2,190,225		4,249,076
	<u>2,058,851</u>	<u>2,190,225</u>	<u>-</u>	<u>4,249,076</u>
<b>Net Changes for the Year</b>	<u>(829,166)</u>	<u>568,533</u>	<u>67,474</u>	<u>(193,159)</u>
<b>Work in Progress, end of year</b>	<u>2,019,620</u>	<u>2,910,373</u>	<u>67,474</u>	<u>4,997,467</u>
<b>Total Deferred Capital Revenue, end of year</b>	<u>140,011,187</u>	<u>18,070,845</u>	<u>1,155,884</u>	<u>159,237,916</u>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 4D (Unaudited)

Changes in Unspent Deferred Capital Revenue

Year Ended June 30, 2024

	Bylaw Capital	MECC Restricted Capital	Other Provincial Capital	Land Capital	Other Capital	Total
	\$	\$	\$	\$	\$	\$
<b>Balance, beginning of year</b>	60,699	20,687	5,524,666	47,532	-	<b>5,653,584</b>
<b>Changes for the Year</b>						
Increase:						
Provincial Grants - Ministry of Education and Child Care	11,863,985		1,131,935			<b>12,995,920</b>
Provincial Grants - Other			224,594			<b>224,594</b>
Other				291,772	431,071	<b>722,843</b>
Investment Income		93,902		9,893		<b>103,795</b>
Transfer project surplus to MECC Restricted (from) Bylaw	(2,594,842)	2,594,842				<b>-</b>
	<b>9,269,143</b>	<b>2,688,744</b>	<b>1,356,529</b>	<b>301,665</b>	<b>431,071</b>	<b>14,047,152</b>
Decrease:						
Transferred to DCR - Capital Additions	7,677,223		665,136		363,597	<b>8,705,956</b>
Transferred to DCR - Work in Progress	1,229,685		2,758,758		67,474	<b>4,055,917</b>
Transferred to Revenue - Settlement of Asset Retirement Obligation	8,592					<b>8,592</b>
Non Capital Expenditures	323,663					<b>323,663</b>
	<b>9,239,163</b>	<b>-</b>	<b>3,423,894</b>	<b>-</b>	<b>431,071</b>	<b>13,094,128</b>
<b>Net Changes for the Year</b>	<b>29,980</b>	<b>2,688,744</b>	<b>(2,067,365)</b>	<b>301,665</b>	<b>-</b>	<b>953,024</b>
<b>Balance, end of year</b>	<b>90,679</b>	<b>2,709,431</b>	<b>3,457,301</b>	<b>349,197</b>	<b>-</b>	<b>6,606,608</b>



**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Debt**

Information about long term debt is included in the School District's Audited Financial Statements.

Prepared as required by the *Financial Information Regulation*, Schedule 1, Section 4.

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Guarantee and Indemnity Agreements**

School District No.68 (Nanaimo-Ladysmith) has not given any guarantees or indemnities under the Guarantees and Indemnities Regulation.

Prepared as required by the *Financial Information Regulation*, Schedule 1, Section 5

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Remuneration and Expenses**

<b>TRUSTEES:</b>	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
BAILEY, NAOMI	TRUSTEE	27,699	3,977
BRZOVIC, TANIA ANE	TRUSTEE	27,026	9,224
KELLER, GREGORY B	TRUSTEE AND BOARD CHAIR	29,832	4,094
LEE, LEANNE V	TRUSTEE	27,026	5,415
MCKAY, CHARLENE L	TRUSTEE	25,254	4,312
MORVAY, CHANTELLE	TRUSTEE	27,026	6,918
PELLEGRIN, LEANA	TRUSTEE	27,026	4,240
ROBINSON, MARK A	TRUSTEE	27,026	3,293
ROKEBY, THOMAS	TRUSTEE	27,026	8,261
<b>TOTAL ELECTED OFFICIALS</b>		<b>244,939</b>	<b>49,733</b>

**EMPLOYEES WHOSE REMUNERATION EXCEEDS \$ 75,000**

	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
ADDISON, JENNIFER	TEACHER	106,463	-
ADELBORG GOLDSBURY, TANYA A	TEACHER	96,345	-
AGONIS, NATHAN DANIEL	CARPENTER	76,141	-
AGOPSOWICZ, EMILY	TEACHER	97,619	956
AITKEN, ALYSON L	TEACHER	99,022	-
AITKEN, AMANDA	TEACHER	90,610	-
AITKEN, CLAY D	TEACHER	109,037	-
AITKEN, STACY D	ADMINISTRATIVE OFFICER	137,205	1,318
AL-HAJJ, TERESA	TEACHER	108,809	628
ALEXANDRA, PHOENIX	TEACHER	116,841	-
ALLISON, WILLIAM	TEACHER	80,833	185
AMODEO, KELLY-ANNE	TEACHER	104,781	-
ANDERSON, BRIANNE M	TEACHER	105,480	34
ANDERSON, HEIDI	TEACHER	89,461	-
ANDERSON, KERRY	TEACHER	108,978	-
ANDERSON, LISE C	COORD LEVEL 2-1	111,359	1,166
APLAND, SHANNON	ADMINISTRATIVE OFFICER	152,691	244
ARMOUR, TRISHA D	ADMINISTRATIVE OFFICER	143,968	-
ARMSTRONG, CINDY L	TEACHER	105,821	-
ARMSTRONG, JOANNA D	TEACHER	79,176	-
ARMSTRONG, JULIA K	TEACHER	108,996	-
ARMSTRONG, SARAH	TEACHER	102,290	-
ARNOLD, AARON	SYSTEM/SUPPORT SPECIALIST	89,396	2,271
ARNOLD, HEATHER	DEPT HEAD MAJOR 1-1	99,479	17
ASHBEE, ERIN E.	TEACHER	108,869	80
ASHWORTH CLARKE, DANIELLE L	ADMINISTRATIVE OFFICER	141,121	1,277
ASPEN, EMMA J	TEACHER	85,356	-
AUSMUS, LISA M	TEACHER	85,041	-
AUSTIN, SARAH	TEACHER	89,192	-
AVENDER, KATHLEENA MICHELINA	TEACHER	76,815	-
BAETZ, LAUREN A	TEACHER	107,139	-

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Remuneration and Expenses**

<u>POSITION AT JUNE 30, 2024</u>	<u>TOTAL REMUNERATION</u>	<u>TOTAL EXPENSES</u>
BAIRD, MICHAEL	108,917	-
BAKER, ANTHONY J	106,094	-
BAKER, LESLIE	105,307	-
BAKEWELL, ERICA J	80,641	-
BAKEWELL, KELSEY	111,487	370
BALCOMBE, DON	196,319	1,956
BALCOMBE, ELISABETH	99,133	37
BALDWIN, ELIZABETH J	92,500	-
BALDWIN, LINDA E	108,632	-
BAMFORD, DAVID	79,154	-
BAMFORD, DONALD S	98,733	15
BARKHOUSE, PHILLIP E	85,546	861
BARNUM, KELLY	113,059	595
BARRITT-FLATT, MEGAN	90,043	-
BARRON, ADAM	85,018	37
BARTLETT, RICKI	171,014	3,083
BARTON, KIMBERLEY P	105,965	-
BASI, KULDEEP	107,619	-
BATTIE, TANNIS M	99,161	-
BAYANS, ELIZABETH F	86,488	-
BAYLISS, CHARLOTTE	86,261	-
BEATON, WENDY	114,401	830
BEEDIE, MOYA	106,265	-
BEERLING, ASHLEY	101,156	-
BEGIN, STEFANE	99,268	-
BEGOUM-KAKE, ARLETTE	152,707	-
BELEZNAY, ASHLEY	99,329	-
BENEDICT, DIANNE M	99,162	-
BENNETT, JOEL E	99,260	-
BENSON, AMANDA M	80,756	-
BENSON, ROBERT F	82,985	3,648
BERG, RUSSELL	98,410	-
BERKEY, ANDREA	108,869	-
BERLANDA, LAURA	86,481	2,306
BERLANDA, MARY	103,768	-
BERNAQUEZ, KATHRYN S	88,604	-
BERNAQUEZ, YANN J	90,880	-
BETTS, KRISTA	98,273	-
BEUERLEIN, KALVIN L	99,194	-
BHATTI, SATBINDER	108,833	-
BIBBS, LORI	78,363	-
BIELING, AMELIA M	98,184	1,432
BIGGS, MICHAEL SHAWN	99,214	-
BILD, OLIVER	90,489	950
BILLARD, HANNAH MARY KATHR	89,199	37
BIRCH, CHRIS	106,467	-
BIRCH, JOSEE	109,038	-
BIRCHETT, CHRISSY	108,929	-
BIRKLAND, KIMBERLY	79,540	-
BIRO, BRUCE	78,517	12

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	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
BISSOONDATT, DEBORAH	TEACHER	81,074	-
BITTER, RACHEL	HR MANAGER	83,923	2,821
BLACHURAS, LISA HOLLY M	TEACHER	86,665	-
BLACK, TIFFANY D	TEACHER	88,760	-
BLOW, AIMEE E	TEACHER	111,779	294
BOHM, CHRISTINE	ADMINISTRATIVE OFFICER	151,349	-
BOOTH, CARENE L	TEACHER	100,080	-
BORMAN, SARAH	TEACHER	76,900	-
BOROSA, JACQUELINE E.	ADMINISTRATIVE OFFICER	127,692	135
BOTTER, BARBARA JUDITH	TEACHER	99,281	1,078
BOUDREAU, MARCY	TEACHER	105,584	-
BOULTON, ROSE M	TEACHER	98,566	29
BOURGOIN, ALY JANE	TEACHER	85,238	-
BOURKE, PAUL L	TEACHER	106,409	-
BOWN, DANIEL	TEACHER	88,768	-
BOYD, ELIZA JANE G	TEACHER	106,466	-
BOYD, HEATHER LOUISE	TEACHER	108,524	-
BOYKO, ROXANNE	TEACHER	99,098	-
BRADBROOKE, THOMAS	TEACHER	85,029	11
BRADBURY, ROBERT F	TEACHER	106,267	-
BRADLEY, MARISSA R	TEACHER	81,382	-
BRAND, KEVIN A	TEACHER	108,241	-
BRAWNER, BRAD	TEACHER	99,160	155
BRAYDEN, ANN-MARIE L.	TEACHER	108,462	-
BREBBER, DARLENE M	TEACHER	87,238	-
BRETT, LISA ANN	TEACHER	99,261	-
BRICK, DARREN	ADMINISTRATIVE OFFICER	98,340	-
BRINK, SIMON J	TEACHER	98,323	-
BROADHURST, CAROLYN	COORD LEVEL 2-1	111,974	542
BROOKER, KATHLEEN	TEACHER	93,268	-
BROOKS, JESSICA	TEACHER	108,864	-
BROOKS, ROBERT	ADMINISTRATIVE OFFICER	133,953	-
BROWN, LYNN ALISON	ASS'T DIR COMPLEXMENTAL HEALTH	89,062	2,065
BROWN, MEAGAN A.	TEACHER	97,981	-
BROWN, MELISSA M	TEACHER	104,519	-
BROWN, STACEY ELISABETH	TEACHER	78,235	-
BROWNING, JULIA M	TEACHER	103,284	-
BRUCE, AARON A	TEACHER	99,269	594
BRYCE, TONY DAVID	TEACHER	108,983	-
BUCKINGHAM, TONJA KATHERINE	TEACHER	99,417	-
BUECKERT, RUSSELL M	TEACHER	108,979	76
BURGOS, DALE	DIRECTOR OF COMMUNICATIONS	90,828	5,100
BURNHAM, NANCY J	TEACHER	99,160	-
BUSBY, GENEVIEVE	COORD LEVEL 2-1	114,274	1,335
BUSBY, SHANNON R	TEACHER	95,040	-
BUSCHE, MICHAEL L	TEACHER	99,214	-
BUSH, SAM	TEACHER	106,519	-
BUYDENS, DANA	TEACHER	93,183	-
CABRAL, NICOLE L	TEACHER	108,630	-
CAIRNS, TANYA	TEACHER	105,599	-

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	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
CAMPBELL, CHERYL L	TEACHER	97,726	-
CAMPBELL, KAREN KRISTEN	TEACHER	87,397	-
CAMPOSANO, AUDREY MEGHAN	TEACHER	99,270	-
CANTY, JOLAINE E	TEACHER IN CHARGE 1-1	99,492	-
CARLSON, LORRAINE	TEACHER	106,461	-
CARMICHAEL, MELANIE J.	TEACHER	106,518	38
CASEY, ALEXANDRA	TEACHER	81,171	-
CASWELL, KATHLEEN	TEACHER	77,891	2,534
CATHCART, WESLEY W	DEPT HEAD MAJOR 1-2	108,375	-
CAWTHORNE, MEGAN	TEACHER	88,821	-
CHAHIL, SHARON	TEACHER	99,215	-
CHAISSON, DANIELLE	TEACHER	81,737	-
CHALKER, SHANE A	FOREMAN LEVEL 13	78,313	1,418
CHANTRELL, GARY	TEACHER	108,574	-
CHAPMAN, HEATHER	TEACHER	108,808	-
CHARLES, DIANE C	ADMINISTRATIVE OFFICER	152,707	-
CHAYTORS, RAJENE K	TEACHER	81,542	-
CHELSOM, NATALIE C	TEACHER	95,601	-
CHESHER, BRANDI N	TEACHER	105,459	-
CHEW, LISA	TEACHER	107,682	-
CHICKITE, SARAH	TEACHER	99,749	-
CHIN, DAVID ALANSAMUEL	TEACHER	77,750	661
CHIN, HEATHER	TEACHER	79,631	-
CHRISTENSEN, JANE E	TEACHER	108,226	-
CHRISTIANSON, SCOTT D	ADMINISTRATIVE OFFICER	141,129	193
CHYPLYK, CHAD	TEACHER	86,357	-
CIZERON, ERIC	TEACHER	108,090	151
CLACKSON, ASHLEY G	ADMINISTRATIVE OFFICER	126,777	140
CLARK, KELLY A	TEACHER	108,928	-
CLARK, MARNI	TEACHER	105,829	-
CLOUTHIER, COLLEEN	TEACHER	99,314	-
COEY, SHAUNA MARIE	ADMINISTRATIVE OFFICER	144,525	30
COLBY, MORIAH	TEACHER	76,020	-
COLLINS, KIMBERLEE	TEACHER	108,869	-
COLLINS, MICHAEL G	ELECTRICIAN	76,528	48
COLLINS, TONIA A	ADMINISTRATIVE OFFICER	152,155	30
COMPANION, JEANNINE	TEACHER	106,301	-
CONNOLLY, JANA MICHELLE	TEACHER	84,243	-
COOPER, DAVID	ADMINISTRATIVE OFFICER	152,707	-
COPP, DOUGLAS A	FOREMAN LEVEL 13	78,732	298
CORCORAN, SEAN	TEACHER	106,483	-
CORNTHWAITE, JOANNA	TEACHER	114,838	94
COSENS, JENNIFER L	TEACHER	109,044	-
COULTHARD, KENDALL D	HR MANAGER	103,229	4,191
COWAN, MICHELLE L	TEACHER	104,051	-
COX, JAMES	TEACHER	106,362	-
CRAWFORD, JODI	DEPT HEAD MAJOR 1-1	112,758	-
CRAWFORD, KELSEY L	TEACHER	87,856	-
CRAWFORD, VANESSA A	TEACHER	98,975	-
CREIGHTON, CHRISTINE	TEACHER	98,579	-

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<u>POSITION AT JUNE 30, 2024</u>	<u>TOTAL REMUNERATION</u>	<u>TOTAL EXPENSES</u>
CRNKOVIC, FRANJO M	98,890	78
CRNKOVIC, MICHELLE N	108,578	40
CROGHAN, LESLEY E	98,501	-
CRONAN, DEBBIE	98,799	-
CRONIN, CAROL	108,905	-
CULBERTSON, MIRANDA	95,004	-
CUNNIAN, JOHN D	148,182	35
CUNNIAN, LISA	106,178	101
CURLEY, ADAM	76,060	250
CURRELL, BRUCE L	106,340	34
CURRIE, ERIN M	85,242	-
CURRIE, NICOLE	82,126	-
CUTHBERT, BRIAN S	77,616	-
CYR, JENNIFER	108,809	275
DALY, LACEY D	106,417	1,285
DALY, STEVEN	106,417	-
DANCE, MICHELE R.	117,079	547
DANCY, ALITA	97,228	21
DANEALT, MARC	143,533	110
DANG, MICHAEL K	106,465	1,136
DARBYSHIRE, DEAN R	84,345	-
DAVEY, NICOLE R	86,434	6,019
DAVIDSON, ANDREA ALLANA EVA	160,888	69
DAVIDSON, JACQUELINE	106,013	-
DAVIDSON, SARAH D	105,416	-
DAVIE, KIMBERLY DIANA	101,467	-
DAVIES, ROSLYN D	102,944	-
DAVIS, SUSAN	84,108	446
DAVIS, THOMAS A	108,462	-
DAWES, DANIEL	106,301	608
DAWSON, KIMBERLEY	104,274	650
DE GROOT, WENDY	108,463	32
DEAN, LAWRENCE(LARRY)	152,707	162
DEBODT, SHAUNA M	79,525	1,252
DEJONG, DEBORAH L	86,613	-
DELAGE, CHANTELE C	75,253	17
DELAGE, DEANNE	102,971	-
DENDES, EVANGELOS	108,489	-
DENNISON, CRYSTAL	84,770	573
DENSMORE, OLIVIA S	109,042	47
DER, RUSSELL	108,833	1,617
DEROSA, SUSAN	143,969	30
DESNOYERS, LEAH FRANCES	79,997	32
DEWARLE, JESSICA L	108,836	-
DHILLON, ROBBIE	152,707	-
DICK, CRAIG A	99,160	-
DICKIE, CATHERINE	99,977	-
DICKIE, DARREN L	149,325	-
DIMTER, JODINE	96,842	-
DLAY, HARPREET	106,245	-

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	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
DOAK, ANDREA	TEACHER	97,258	-
DOLAN, KELLI	DIRECTOR OF LABOUR RELATIONS	169,102	2,812
DOLEN, MOIRA P	TEACHER	106,150	416
DOMINO, LESLEY	TEACHER	105,075	-
DONNAN, SONJA J	ADMINISTRATIVE OFFICER	121,334	-
DOUCETTE, KIRSTEN	TEACHER	98,867	177
DOVEY, ERIN	TEACHER	84,678	-
DROWN, IAN	TEACHER	99,021	-
DUBE, AMY M	TEACHER	98,002	-
DUCKLOW, JOSEPH	TEACHER	101,809	75
DUNLOP, NANETTE	TEACHER	99,160	35
DURMULLER-LIM, JULIE	TEACHER	108,450	-
DUSTING, ZOE M	TEACHER	82,160	-
DYCE, ANGELA	TEACHER	99,235	-
DYCK, LAURIE D	TEACHER IN CHARGE 1-1	98,192	-
EASTHOM, NOELLE D	TEACHER	97,926	-
EATHORNE, ALISON	TEACHER	98,461	-
EDGAR, KATHLEEN E	TEACHER	99,268	-
EDWARDS, HELEN	TEACHER	98,967	22
EDWARDS, KRISTY-LEIGH KATHERINE	TEACHER	99,120	-
ELLIOTT, TAMMY N	TEACHER	87,999	-
ELWOOD, STEPHEN	TEACHER	161,173	-
ELZINGA, NADIA	TEACHER	99,214	-
ENDRIZZI, KRISTA	TEACHER	99,140	-
ENTNER, COLIN A	TEACHER	99,214	-
EPP, STEPHEN M	ADMINISTRATIVE OFFICER	151,283	1,604
ERHART, KEVIN B	ENV SYSTEMS TECH-HVACR	85,885	180
EVANS, TANYA C	TEACHER	108,869	10
EYRES, MICHAEL	TEACHER	107,050	-
FALL, HELEN MARGARET	TEACHER	98,818	-
FAST, BENJAMIN J	TEACHER	76,481	-
FAVELLE, L. ANNETTE	TEACHER	107,203	-
FAWDRY, MARK	TEACHER	90,497	-
FENNER, DAVID M	MANAGER FACILITES & PLANNING	102,524	143
FIELDEN, STEVEN D	GENERAL FOREMAN	89,575	452
FINETTI, JENA E	TEACHER	109,030	76
FINK, JENNIFER	TEACHER	79,275	-
FISCHER, HEIDI	MANAGER OF PAYROLL & BENEFITS	97,190	2,965
FITZGERALD, RYAN S	ELECTRICIAN	75,729	147
FLOOD, CHELSEY	TEACHER	104,754	-
FRANCESCUTTI, SOPHIA V	TEACHER	99,367	-
FRANCOEUR, RICHARD J	PAINTER/SIGN PAINTER	75,426	180
FREY, LISA D	ADMINISTRATIVE OFFICER	152,707	-
FRIEND, ZACKARY J	TEACHER	105,435	-
FRIESEN, GLEN W	TEACHER	99,214	464
FRIESEN, JENNIFER HAYLEY	TEACHER	82,907	-
FRISTOE, ANGELA	TEACHER	93,597	-
FUJIKAWA, LISA	TEACHER	95,011	-
FULTON, JODI	TEACHER	108,542	-
FUNK, CAROL M	DEPT HEAD MAJOR 1-1	103,177	-



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FUNKE ROBINSON, KIRSTIN A	ADMINISTRATIVE OFFICER	159,277	14,114
GALLAZIN, KRISTY	TEACHER	84,371	-
GALLOWAY, ANDREA G	TEACHER	98,694	-
GALLOWAY, ANDREW T	TEACHER	99,359	-
GANNON, DONNA	TEACHER	99,214	-
GANNON, LAUNA D	DEPT HEAD MAJOR 1-2	94,408	38
GARLAND, MICHAEL P	CAPITAL PROJECT CO-ORDINATOR	79,891	-
GAUTHIER, CARLY J	TEACHER	110,110	-
GILLINGHAM, JOSHUA M	CO-ORD 12 MONTH	104,835	-
GISKE, GRAHAM	DEPT HEAD MAJOR 1-2	100,689	657
GOLBECK, NATALIE	DEPT HEAD MAJOR 1-1	93,591	-
GONZALEZ, BLANCA	TEACHER	108,869	-
GORBATUK, CARISSA	TEACHER	83,665	-
GORDON, MICHELLE J	TEACHER	75,070	15
GOSSETT-JACKSON, MATTHEW	TEACHER	84,970	38
GOWAN-SMITH, ROBERT S	CO-ORD 12 MONTH	105,359	5,671
GOYER, ISABELLE M	TEACHER	98,965	-
GRAATEN, LARA	TEACHER	99,246	-
GRAF, EDWARD W	TEACHER	99,106	-
GRAHAM, PAM D	HR CONSULTANT - TEMP	92,537	3,244
GRANT, JULIE	TEACHER	106,461	-
GRANT, SARAH	ADMINISTRATIVE OFFICER	127,692	-
GRAW, CASEY	TEACHER	91,452	454
GRAY, MICHAEL D	DEPT HEAD MAJOR 1-1	107,255	-
GREEN, JOELLE L	TEACHER	99,216	-
GREEN, JUSTIN R	TEACHER	108,523	-
GREENWOOD, KIMBERLEY	TEACHER	87,039	-
GRENON, ELIZABETH M	TEACHER	86,619	-
GRIFFIN, ROBERT D	GENERAL FOREMAN	84,540	-
GRIGOLETTO, NEIL	TEACHER	99,176	-
GRIMMER, MONIQUE	TEACHER	91,643	-
GUEULETTE, SUSAN K	TEACHER	108,809	-
GURR, KATHY LYNN	TEACHER	98,222	-
GVOJICH, SHELLEY L	ADMINISTRATIVE OFFICER	133,953	1,469
HAACK, CINDY LEAH	ADMINISTRATIVE OFFICER	144,525	-
HACKWOOD, BRIAN	ASS'T DIRECTOR PLANNING & OPS	126,155	1,311
HACKWOOD, LUCAS MICHEAL	TEACHER	75,650	-
HADDOU, MARJORIE	TEACHER	87,708	-
HALFYARD, GREGG	ADMINISTRATIVE OFFICER	152,707	35
HALL, KATHLEEN	TEACHER	89,209	385
HALLIDAY, AMY J	TEACHER	82,828	-
HALSALL, AARON WILLIAM	TEACHER	76,293	388
HAMBLETT, JOHN WILLIAM	TEACHER	85,433	-
HAMBLETT, TESS AMANDA	TEACHER	78,721	14
HAMEL, STYLES L	CARPENTER	75,305	543
HANCOCK, BRETT M	ADMINISTRATIVE OFFICER	160,888	2,012
HANOWSKI, JESSICA LYNN	TEACHER	99,789	-
HANSON, BRENNAN J	TEACHER	103,369	-
HARDY, JACOB	TEACHER	101,237	-
HARMS, JENNIFER	TEACHER	97,826	-

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<u>POSITION AT JUNE 30, 2024</u>	<u>TOTAL REMUNERATION</u>	<u>TOTAL EXPENSES</u>
HARPER, HANNAH	85,991	34
HARQUAIL, SANDRA	82,840	94
HART, KIM	141,129	197
HART, RICHARD NEIL	108,571	1,134
HARTIG, DIANNA M	106,462	-
HARVEY, BRUCE	99,160	-
HASENAUER, JEFF	141,129	128
HAWKINS, SAMANTHA	82,555	-
HE, TAO	83,041	-
HEALEY, HALEY	110,404	19
HENDERSON, VICKI	110,477	75
HEPPLES, JANE L	98,273	-
HEWLIN, FRANKLIN W	76,618	250
HICKS, TARA L	82,521	-
HILL, AMY A M	81,079	-
HILL, COURTNEY L	126,816	1,708
HILLAND, APRIL	81,763	-
HILLBRECHT, DEBORAH	108,979	461
HOBDDAY, JOANNE M	96,788	-
HOCKER, CHARLES R	105,965	-
HOFFMAN, MARY JO	100,342	-
HOLDOM, DAWN	85,030	-
HOLMBERG, STEVEN J	108,982	111
HOLME, JENNIFER	99,141	-
HOLMES, MARYLEE	108,934	-
HOOPER, KEVIN L	108,919	-
HOOPER, TERESA	108,978	-
HOOPYBERG, TERRA	108,523	-
HORNBY, LANCE	96,934	-
HORNCastle, CRAIG R	101,327	115
HUGGINS, BREIGH A	106,235	-
HUNEALTY, RODNEY	107,593	17
HUTCHINS, ROBERT R	156,797	55,572 *
HUYNH, CHANTELE	106,467	-
INGALLS, MICHAEL	144,526	33
INGLIS, KELLY	108,637	-
IRVING, MICHAEL	108,921	-
IRVING, RUTH	109,277	-
ISAACHSEN, GENEVIEVE	98,023	-
ISABEL, CINDY	106,186	-
JACK, TAMMY HELEN	100,033	-
JACKSON, CRAIG	105,932	-
JACOBS, LAURA	105,463	-
JAHELKA, BRITTANY A	99,190	-
JAMES, CLARE	91,261	-
JAMES, MICHELLE R	112,834	17
JAMIESON, NICOLE	99,314	-
JAMONT, STERLING	109,033	-
JANZEN, HAYLEY JANE	87,221	1,226
JANZEN, NICK	97,552	-

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	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
JELKS, DIONTE	ADMINISTRATIVE OFFICER	138,321	1,131
JENSEN, DIANE	TEACHER	99,262	-
JOBE, CHAD W	COORD LEVEL 2-1	105,046	-
JOHN, BONEY	SENIOR MANAGER IT	111,506	1,280
JOHNSON, CHARLENE	TEACHER	99,369	-
JOHNSON, GLENN ALLEN	TEACHER	99,259	92
JOHNSON, LEAH M	TEACHER	107,408	-
JOHNSON, LORNE CHRISTOPHE	TEACHER	105,073	-
JOHNSON, WILLIAM ROBERT	TEACHER	99,367	-
JOHNSTON, SHAWN	EXECUTIVE DIRECTOR OF HR	164,499	6,570
JOHNSTON, TROY	TEACHER	81,865	-
JONES, ELLIOT	TEACHER	90,754	48
JONES, JENNIFER L	TEACHER	98,635	-
JONES, KEITH	TEACHER	108,342	478
JONES, SHANNON M	TEACHER	106,071	-
JONES, VERNA	TEACHER	97,839	37
JORDAN, JUDY	TEACHER	99,183	-
JUHASZ, MELISSA	TEACHER	86,928	-
JUHASZ, OLIVER	FACILITIES PLANNER	84,390	169
KAMSTEEG, MARK	TEACHER	99,368	-
KANACHOWSKI, TAMARA	TEACHER	106,360	-
KANHOFFEN, KITTY	TEACHER	92,373	-
KARPUK, WENDY Y	TEACHER	98,803	-
KAUR, HARDEEP	EDUCATION ASSISTANT 2	80,910	-
KAY, REBECCA MARIE	TEACHER	106,328	-
KEEN, NOREEN	TEACHER	108,807	-
KEENLEYSIDE, DEBORAH	TEACHER	98,640	-
KEITH, SHAUNA JOY	TEACHER	108,980	-
KELLY, JANE M.	BUDGET MANAGER	111,277	4,043
KELLY, QUINCY	ADMINISTRATIVE OFFICER	121,446	1,941
KEMP, ELENA	ADMINISTRATIVE OFFICER	99,790	1,675
KEMP, KARI	TEACHER	92,902	-
KEMPF, SANDRA	TEACHER	84,573	-
KENNEDY, MICHELLE JEANETTE	TEACHER	108,885	-
KENNING, LOUISE ELAINE	TEACHER	79,249	-
KIATIPIS, AMANDA	TEACHER	108,754	-
KIBBLE, SUSAN M	TEACHER	105,228	562
KILSHAW, ALEXANDRA JOHANNA	TEACHER	83,087	41
KING, ALEX	TEACHER	84,057	19
KING, ALISTAIR	DEPT HEAD MAJOR 1-1	93,154	799
KING, DAWN L	TEACHER	106,246	-
KING, LAURA	ADMINISTRATIVE OFFICER	86,216	-
KINGSBURY, PAUL H	MANAGER OF OPERATIONS	104,917	2,800
KLAN, PAUL A	TEACHER	91,715	-
KLASSEN, BRIAN R	PLUMBER/GASFITTER "B"	76,742	241
KLOPPENBURG, JEAN M	TEACHER	108,915	28
KNEZEVICH, KAITLYN	TEACHER	105,579	509
KNIGHT, DALLAS R	TEACHER	106,153	15
KNOX, HOLLY H	TEACHER	106,649	76
KOHLI, GLENDA	TEACHER	93,347	464

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<u>POSITION AT JUNE 30, 2024</u>	<u>TOTAL REMUNERATION</u>	<u>TOTAL EXPENSES</u>
KOHLRUSS, BRENDA	108,976	-
KONST, DAVID	106,409	27
KOTAI, DAVID	99,570	-
KOVACS, DAVID H	75,706	-
KRAEKER, THERESA	152,707	311
KRAFT, MICHELE	98,968	-
KRAUSE, LINDA	96,277	-
KRISTIANSEN, MELISSA K	107,050	-
KROEGER-ANDERSON, AMANDA	101,364	-
KUKTA, JULIA A	98,764	-
KULLMAN, MELISSA AR	107,572	25
KUZMINSKI, MATTHEW	106,023	-
LA BOUNTY, CURTIS E	108,631	-
LA BOUNTY, M. SOFIA	108,358	-
LAFLEUR, DENISE G	99,368	-
LAFOREST, ADAM STUART	96,893	287
LAFOREST, ELIZABETH EUDORA	92,280	-
LAJ, ANDREA N	108,930	-
LANGE, CHRISTINE	76,581	-
LARSEN, KARL R	99,268	-
LARSSON, JODI	97,884	-
LATOURE, SUSAN	99,260	-
LAVERY, ALANA LYNN	129,863	-
LAVERY, SCOTT	108,596	-
LAVOIE, ISABELLE	89,670	24
LAZAROFF, WESLEY	106,880	-
LEBANS, TANYA E	108,648	-
LECHTHALER, TAUNYA	108,869	-
LEDINGHAM, GRACE	97,773	-
LEMOINE, JANELLE	97,929	158
LEMON, ANDREW C	86,770	-
LENNOX, BRIAN	108,266	85
LENZ, DEBORAH LYNNE	99,318	-
LEONG, KIMBERLEY	108,408	-
LETHAM, MARINA L	105,654	-
LETOURNEAU, CRAIG	108,869	639
LETOURNEAU, KRISTINE	108,927	-
LETWIN, KIM E	104,442	-
LEVEQUE, SARAH	99,272	-
LEVERETTE, DAVID	78,878	-
LEVESQUE, KEVIN C	99,332	-
LEVINE, CHERYL A	99,160	27
LEWIS, BRANDIE	78,462	250
LEWIS, NICOLE	91,864	-
LIMBERIS, ANGELA	98,617	-
LINN, CRYSTAL R	100,153	-
LLOYD, DALLAS	82,034	-
LLOYD, NANCY	93,597	-
LONSDALE, ERIN LYNNE	83,388	262
LONSDALE, KATIE	86,350	-

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	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
LOOS, KATHERINE	TEACHER	107,258	-
LOSELL, JENNIFER	TEACHER	106,516	-
LOUGH, KASIE	TEACHER	76,897	-
LOUGHLIN, SHANNON	DEPT HEAD MAJOR 1-1	112,955	17
LOUIS, MELINDA WAI YUN	TEACHER	86,072	135
LOUWERS, ROBERT	TEACHER	108,809	-
LOVSTAD, LAUREL R	TEACHER	99,178	-
LOWE, KYLIE RIANNE	DIR OF FIN-ACCOUNTING/FIN REP	130,107	6,561
LOWRENCE, SEAN R	TEACHER	97,429	-
LOWRY, ADAM J	TEACHER	106,523	-
LOWRY, SARAH J	TEACHER	92,006	-
LUM, KIRKLAN	TEACHER	108,928	-
LUNDINE, MICHAEL P	ADMINISTRATIVE OFFICER	152,707	-
LUNDY, CATHERINE	TEACHER	80,761	75
LUPICHUK, JENNIFER	TEACHER	99,215	-
LUVISOTTO, CARMELLA	TEACHER	99,214	-
LYNCH, JAMES	COORD LEVEL 2-1	93,482	4,685
LYONS, HEATHER	TEACHER	108,235	-
MACDONALD, CAROL	TEACHER	99,214	-
MACGREGOR, JENNIFER	TEACHER	90,893	-
MACK, CHRISTOPHER	TEACHER	108,979	-
MACK, DAVID JOHN	DEPT HEAD MAJOR 1-2	111,642	336
MACK, TANYA	TEACHER	109,508	-
MACKENZIE, KIRA MYCHELLE	TEACHER	88,020	-
MACKINNON, JESSICA	TEACHER	77,107	-
MACLENNAN, RICHARD JAMES	GENERAL FOREMAN LEVEL 13	94,188	2,239
MAGYAR, EMILY PAIGE	ADMINISTRATIVE OFFICER	112,599	1,271
MAHMOUD, MOYASSER	TEACHER	93,198	-
MALENICA, ZVONKO	TEACHER	98,914	-
MALTHOUSE, ALICE MARY	TEACHER	99,269	-
MANN, KRISTINA L.	HR MANAGER	79,269	-
MANN, NIAL B	TEACHER	78,024	-
MANSON, ADAM	TEACHER	78,504	-
MANSON, COLLEEN	TEACHER	77,146	-
MARK, CAREY	TEACHER	108,980	-
MARK, JUSTIN	ADMINISTRATIVE OFFICER	156,797	-
MARK, TAMARA LEA	TEACHER	104,794	-
MARKS, BRYSON H	TEACHER	75,220	50
MARQUIS, CAITLIN	TEACHER	95,167	-
MARRIOTT, SAMANTHA B	TEACHER	98,865	-
MARSHALL, GRANT T	TEACHER	87,357	-
MARSHALL, HEATHER	TEACHER	106,302	-
MARSHALL, LISA	COORD LEVEL 2-1	101,844	-
MARSHALL, SARAH	TEACHER	98,307	315
MARTIN, TERESA M	TEACHER	106,505	-
MARTINEAU, VALERIE	TEACHER	98,912	-
MARUSIC, STACY	ADMINISTRATIVE OFFICER	141,129	34
MASSEY, LOUISE C	TEACHER	108,869	-
MATHIESON, LAURIE C	TEACHER	99,369	-
MATTE, DAVID	TEACHER	98,652	815

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	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
MATTHEWS, KAREN L	MANAGER ADMINISTRATIVE SERVICE	114,226	9,338
MCADAMS, JENNIFER	TEACHER	99,268	-
MCBRIDE, KERRY	TEACHER	108,723	-
MCCARNEY, MIKE	TEACHER	81,737	-
MCCLINTON, ADAM	TEACHER	77,567	-
MCCONNIE, TARA A	TEACHER	84,589	-
MCCREATH, FLYNN R	TEACHER	81,786	-
MCCREATH, JACQUELINE G	TEACHER	80,193	-
MCDONALD, KRISTEN M	TEACHER	87,445	-
MCDONALD, LINDA	TEACHER	108,779	-
MCDOUGAL, KELLI T	TEACHER	94,572	-
MCGEACHY, GORDON	TEACHER	99,298	-
MCGONIGLE, DIANE	ADMINISTRATIVE OFFICER	157,062	2,842
MCINTYRE, TREVOR C	COORD LEVEL 2-1	112,009	1,407
MCKENZIE, JONATHAN	TEACHER	84,254	-
MCKIBBON, MARYAH	DEPT HEAD MAJOR 1-1	110,439	-
MCKINNON, RYAN	ELECTRICIAN	76,806	246
MCLEAN, ROBERT WILLIAM	TEACHER	99,294	-
MCLEOD, ALLISON L	DEPT HEAD MAJOR 1-1	78,252	175
MCMULLEN-NOSEWORTHY, CHRISTIE	TEACHER	94,250	-
MCNEIL, TINA L	TEACHER	88,644	-
MCRAE, NICOLE	DEPT HEAD MAJOR 1-2	110,671	953
MCRAE, SHANNON	TEACHER	100,311	1,093
MCWHINNIE, HEIDI	DEPT HEAD MAJOR 1-2	109,737	308
MCWHINNIE, WILLIAM F	DEPT HEAD MAJOR 1-2	113,543	582
MEIER, KATHERINE E	TEACHER	108,626	-
MEMBERY, RONALD	TEACHER	99,219	-
MERCHANT, ZEYAD	DIRECTOR OF INFO TECHNOLOGY	143,331	4,578
METHERAL, PATRICIA D	TEACHER	108,979	114
MICHALOPOULOS, ROBERT JOHN	TEACHER	98,926	622
MIDDLETON, RUSS A	TEACHER IN CHARGE 1-2	109,503	-
MIKULIN, JEFF	TEACHER	102,090	528
MILLER, LINDSAY	TOC - IN LIEU OF BENEFITS	82,995	-
MILLHAM, TYLER S	CARPENTER	75,285	844
MILLHOFF, COURTNEY L	TEACHER	114,350	1,700
MILLIGAN, ANGELA	TEACHER	85,172	-
MIRAU, TERI M	TEACHER	106,148	-
MISCAVISH, THEA A	COORD LEVEL 2-1	112,969	-
MITCHELL, BRITTANY L	TEACHER	86,834	-
MITCHELL, GITANJALI	TEACHER IN CHARGE 1-1	111,445	474
MITCHELL, KATIE S	TEACHER	89,462	-
MITCHELL, KELLIE	TEACHER	108,334	950
MITCHELL, PAUL K	TEACHER	99,338	-
MORALWAR, ANIKET A	CAPITAL PROJECT CO-ORDINATOR	79,746	-
MORRIS, SANDRA J	TEACHER	96,879	2,429
MOSLIN, NORA	TEACHER	81,513	1,115
MOTLEY, SCOTT	TEACHER	106,464	-
MOULD, JANELLE	TEACHER	109,366	-
MOUNTAIN, PATRICIA S	TEACHER	108,289	221
MOWAT, TRACY	TRANSPORTATION SUPERVISOR	110,437	2,969

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	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
MOXAM, JENNIFER IRENE	TEACHER	78,716	94
MOYNIHAN, MICHAEL T	TEACHER	108,919	-
MUIR, VALERIE	TEACHER	106,359	-
MUJICA VELASQUEZ, EDGAR ALEJAN	TEACHER	78,469	146
MUNRO, VANESSA E	TEACHER	75,430	-
MURDOCH, KERRY	TEACHER	106,173	-
MURDOCH, LINDA L	TEACHER	90,109	1,710
MURRAY, MATTHEW	TEACHER	99,361	2,797
MURRAY, TRACEY	TEACHER	98,767	-
NARDUZZI, DWAYNE L.	ELECTRICIAN	75,202	432
NAYAK, PRABAL M	DATA BUSINESS ANALYST	82,807	-
NEAVE, RACHELLE E	TEACHER	89,120	-
NEEDHAM, KIM	ADMINISTRATIVE OFFICER	134,809	30
NELSON, DAVID	TEACHER	108,978	882
NELSON, JANET	DEPT HEAD MAJOR 1-2	105,658	547
NELSON, MELITTA C	MGR OF FINANCE-STUDENT DATA	104,918	32
NEUMANN, GARRICK	TEACHER	99,268	-
NEWMAN, STACEY L	TEACHER	95,008	-
NEWTON, CHRIS	TEACHER	86,397	-
NICKS, DALE	TEACHER	108,809	-
NIELSEN, JANELLE	TEACHER	105,833	-
NIELSEN, WENDY	TEACHER	106,371	-
NIXON, PAUL	TEACHER	105,719	-
NOLD, RYAN V	TEACHER	99,160	34
NOLD, VICTORIA	TEACHER	99,160	-
NOON, MONICA K E	TEACHER	107,689	626
NORCUTT, MELANIE	TEACHER	105,716	-
NORGAN, TRINA	ADMINISTRATIVE OFFICER	130,366	4,043
NOVOTNY, GABRIELA	TEACHER	105,678	-
O'CONNELL, DANIEL R	TEACHER	106,417	-
O'HARA, CLINTON D	TEACHER IN CHARGE 1-1	108,812	-
O'REILLY, ERIN	TEACHER	77,161	-
ODYNSKI, HOLLY	TEACHER	103,127	-
OLDHAM, CATHERINE G	DEPT HEAD MAJOR 1-2	110,477	104
OLIVEIRA, KARINA V V	TEACHER	109,005	-
OLSEN, BLAKE W	TEACHER	106,521	-
OLSEN-LEAF, HOLLY	TEACHER	98,814	37
OLSON, CHERYL LYNN	MGR OF FNCE - ACCT & CASH MGMT	90,600	307
OLSON, QUINN	ADMINISTRATIVE OFFICER	127,256	105
ORTON, ELISA	TEACHER	108,808	-
ORTON, RYAN	DEPT HEAD MAJOR 1-2	110,936	1,698
OSLIE, TANYA	TEACHER	77,004	-
OSSA, MARCELO	TEACHER	99,214	11
OTTENBREIT, JENNIFER	TEACHER	95,180	446
PAISLEY, MARISA	TEACHER	106,448	-
PAKOSZ, MARTIN	TEACHER	108,869	-
PAKULAK, SHANNON M	TEACHER	99,313	-
PALMER, KAELAN L	TEACHER	94,969	-
PARADIS, CAMILLE S	TEACHER	105,424	-
PARK, CAMERON	TEACHER	98,737	-

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	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
PARKER, DAN	TEACHER	92,546	14
PARMAR, NICOLE	TEACHER	99,364	-
PARSONS, SUNNY	TEACHER	99,971	-
PASCOE, JAMES W	ADMINISTRATIVE OFFICER	141,129	497
PATERSON, GREG	MANAGER OF MAINTENANCE DEPT	94,210	27
PATERSON, OWEN	TEACHER	108,236	-
PATRICK, COLIN MICHAEL	TEACHER	100,059	-
PATTEN, JESSICA	TEACHER	82,674	-
PATTERN-REGIER, JENNIFER	COORD LEVEL 2-1	104,850	1,240
PATTON, CAROLANNE	TEACHER	76,170	-
PAUGH, CHRISTOPHER	TEACHER IN CHARGE 1-2	110,255	-
PAYJACK, CRAIG	TEACHER	77,761	-
PAZIUK, LEAH	TEACHER	105,417	-
PEACE, TANYA M	TEACHER	104,665	-
PEDERSEN, TINA	DEPT HEAD MINOR 1-2	98,865	-
PEFFERS, RORY B	TEACHER	108,257	-
PEPLER, KIMBERLY M	TEACHER	108,987	-
PERKINS, DONALD GEORGE	TEACHER	108,809	-
PERRIER-EVELY, CHRISTOPHER	TEACHER	111,798	94
PETTIT, G. KATHLEEN	TEACHER	108,779	-
PHELAN, NICOLE T	TEACHER	107,418	-
PHILLIPS, WENDY	TEACHER	97,880	-
PIKE, SARAH	TEACHER	83,321	25
PINDER, PAMELA MARLENE	TEACHER	99,314	-
PINKERTON, NEIL A	TEACHER	98,814	-
PIPE, JESSE W	TEACHER	76,538	-
PITRE, ROXANE	TEACHER	85,080	-
POULIN, COURTNEY J	TEACHER	99,367	-
POULIN, JACQUELINE	ADMINISTRATIVE OFFICER	193,514	14,891
POWELL, CHRISTOPHER W	FOREMAN LEVEL 13	80,003	432
POYNER, OLGA	COORD LEVEL 2-1	113,542	-
PREFONTAINE, LOUISE	TEACHER	99,314	-
PRESTON, TRAVIS	TEACHER	99,314	19
PRICE, KELSEY A	TEACHER	106,518	48
PRIDY-JENSEN, MONICA	TEACHER	77,018	-
PRLIC, ADRIANA Z	TEACHER	98,706	-
PROCTOR, ELLIOTT JAMES	FACILITIES PLANNER	81,441	140
PROCTOR, NATASCHA	TEACHER	108,572	-
PRONK, MELANIE G	TEACHER	93,103	-
PUSKA, PAMELA	TEACHER	105,485	-
PYE, DURWIN	TEACHER	99,178	-
PYNE, JOANNE	TEACHER	106,301	99
QUEZADA, SHERILENE MARIE	TEACHER	108,833	-
QUIGG, NICOLE RENEE	TEACHER	98,173	-
QUISTBERG, ALEXIS L	TEACHER	110,138	183
RACZ, HEATHER C	TEACHER	99,249	-
RADIGAN, MARGARET	TEACHER	99,260	-
RADU, TIA A	TEACHER	87,602	-
RADUCU, CARMEN	TEACHER	105,780	-
RADUTA, MIRELA	TEACHER	108,634	-



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	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
RAMPANEN, DAVID W	FOREMAN LEVEL 13	78,364	385
RANGER, SCOTT N	TEACHER	98,237	-
RATZLAFF, LORNE	TEACHER	105,081	32
RAWNSLEY, MAIJA T	DEPT HEAD MINOR 1-2	93,374	-
RECEVEAUX, CAROLE	TEACHER	108,809	-
REED, DUNCAN M	TEACHER	75,700	-
REICH, CURTIS	TEACHER	84,337	-
REID, AERON M	TEACHER	103,077	-
REIS, TANNIS MICHELLE	COORD LEVEL 2-1	113,595	729
RENNEBERG, CHRISTINA M	COORD LEVEL 2-1	109,214	-
REYNOLDS, JANE E	ADMINISTRATIVE OFFICER	96,138	21
RIBICIC, MICHAEL A.J.	TEACHER	77,336	-
RICHARDSON, ASHLEY L	TEACHER	108,996	-
RICHARDSON, DANIEL	TEACHER	82,746	-
RICHARDSON, LEIGH MARY	TEACHER	76,529	-
RICHARDSON, LOA E	TEACHER	108,979	-
RILEY, DARCEY	TEACHER	99,161	-
RINALD, DONALD MILES	DEPT HEAD MAJOR 1-1	98,922	345
ROBBINS, KAYLEE A	TEACHER	94,924	-
ROBERTSON, ALODIE T	TEACHER	106,177	-
ROBERTSON, D. MARK	TEACHER IN CHARGE 1-1	109,900	15
ROBERTSON, FIONA MARGARET	TEACHER	91,707	-
ROBERTSON, SCOTT	DEPT HEAD MAJOR 1-2	108,076	2,003
ROBERTSON, WENDY	TEACHER	101,236	-
ROBINSON, JORDAN G	ELECTRICIAN	75,686	432
ROBINSON, LISA	ADMINISTRATIVE OFFICER	156,797	2,510
RODGERS, DARYL	DEPT HEAD MINOR 1-1	108,074	483
RODGERS, LISA JOY	TEACHER	99,312	-
ROGERS, RYLAN	TEACHER	89,547	-
ROGUSKI, ANGELA M	TEACHER	76,238	13
ROKEBY, LISA	TEACHER	98,748	35
ROLLS, MATTHEW	TEACHER	106,467	-
ROSE, LINDSAY	TEACHER	89,398	35
ROSENAU, J MARK	TEACHER	106,359	-
ROSENAU, TAMARA LEA	TEACHER	99,214	-
ROSIORU, STEFANIA	TEACHER	82,828	523
ROSS, DEREK ALLAN	LEADHAND LEVEL 13	75,738	298
ROTH, ASHLEY K	TEACHER	81,598	-
ROUNIS, LENE DAWN	TEACHER	108,869	-
ROUVROYE, MARIELA S	TEACHER	82,549	-
ROWBOTHAM, EMILY MARIE	TEACHER	82,847	-
ROY, CHANTELE A	TEACHER	108,979	-
ROYLE, KYLA	TEACHER	91,558	-
RUNDEL, DEBORAH ANNE	TEACHER	76,202	100
RUSKOWSKY, MORGAN E	TEACHER	77,620	-
RUSSELL, TRACEY J	TEACHER	99,214	-
RUTHERFORD, KYLIE	TEACHER	106,525	-
RYAN, ALANA L	TEACHER	91,164	-
RYAN, CAITLIN B	TEACHER	110,135	229
RYYNANEN, BETH P	TEACHER	99,261	-

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SABO, PETER	174,901	3,722
SANDEGREN, VIRGINIA	108,967	-
SANFORD, CASSIDY M.	75,896	-
SANFORD, LEANNE IRENE	108,977	-
SATERMO, RAYMOND	81,524	-
SAVAGE, TRACY	97,827	-
SAYWELL, SCOTT BRADLEY	288,545	7,455
SCHAFFER, JONATHAN L	106,520	-
SCHAUB, CHRISTOPH	91,464	-
SCHLITZ, RAYMOND T	97,826	-
SCHLITZ, SUSAN	97,826	-
SCHMIDT, JENNIFER L	106,472	-
SCHOLEFIELD, ERIN A	91,140	-
SCHULTZ, JEFFREY	108,979	55
SCORER, ANGELA D	77,951	-
SCOTT, CHRISTINA L	75,618	-
SCOTT, HOLLY ANGELA	97,802	-
SCOTT, JANICE LYNN	99,214	-
SEIFRIDT, SHELLY A	89,338	-
SEPPANEN, ELISA J	75,447	950
SERENIUS, LENA K	98,886	-
SERTIC, ANDJELKO	108,869	-
SERTIC, TANIA V	106,014	-
SEWARD-WILSON, REGENA	79,041	-
SEYFOLLAHY, NEGAR	79,926	350
SHAHI, JASKARN	96,496	-
SHAHI, SANDRA	129,340	100
SHAHI, SHAWN	151,620	1,798
SHANNON, LEEANN M	86,723	122
SHAW, LINDEN	108,974	-
SHEEHAN, NANCY E	108,720	-
SHELTON, HOLLY ANNE	108,045	-
SHEWAGA, JAMIE LYNN	84,268	-
SHORE, ALYSSA M	79,398	-
SIEBEN, ROBERT J	86,961	-
SILICKAS, NIKA	108,917	-
SILVERTON, KIALA R	108,892	-
SIMMER, MEGAN	110,763	94
SIMONEAU, CATHERINE R	79,070	-
SINGBEIL, KRISTIN L	108,235	-
SINGH, KIRANDEEP	83,521	509
SKARBO, JAIME	98,789	-
SKILL, LEIANNE	105,716	-
SKLAPSKY, TAYA	98,963	-
SLADE, ERIC	81,100	14
SLATER, ANNA E	126,532	1,779
SLATER, JEREMY	109,284	366
SLED, PAULA A	82,864	1,412
SMITH, CHRISTINA LYN	90,685	-
SMITH, DENISE F	99,275	-

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SMITH, JASON R.D.	TEACHER	99,124	-
SMITH, JOEL PAUL	TEACHER	109,029	6,843
SMITH, JOSEPH	TEACHER	103,960	-
SMITH, KENDRA	TEACHER	108,869	-
SMITH, MICHELLE	ADMINISTRATIVE OFFICER	121,450	2,117
SMITH, SIGAL C	TEACHER	96,795	-
SNEDDON, SHONA	ADMINISTRATIVE OFFICER	152,707	-
SNOWDEN, DEREK W.C.	ADMINISTRATIVE OFFICER	152,707	122
SOKOLOSKI, MICHELLE	COORD LEVEL 2-1	106,525	195
SORENSEN, NATALIE	TEACHER	108,921	60
SORENSEN, SEAN	SYSTEM/SUPPORT SPECIALIST	77,465	341
SOUCY, FRANCE	TEACHER	108,809	-
SOUCY, LOUISE-ANDREE	TEACHER	108,692	-
SPEERT, NATE	TEACHER	76,580	-
SPENCE, ULRIKA	TEACHER	97,887	-
SPENCER, COLLEEN N	TEACHER	76,242	950
SPERLING, KIRSTIN	TEACHER	79,795	-
SPILLMAN, BROOKE	TEACHER	87,936	-
SPILLMAN, JOSEPH W	TEACHER	89,546	219
SPRINGFORD, ERIN L	TEACHER	84,894	-
SPRY, BONNIE	MANAGER HEALTH & WELLNESS	106,881	639
SPRY, MORGAN	TEACHER	78,646	-
ST JULES, DANIELLE	TEACHER	87,985	-
STACEY, ROBERT BRADLEY	GENERAL FOREMAN	88,015	1,355
STANNARD, REBECCA	TEACHER	107,692	-
STEEL, GEOFFREY	ADMINISTRATIVE OFFICER	160,888	176
STEEL, KERRI	ADMINISTRATIVE OFFICER	173,796	13,648
STEELE, TERRY	TEACHER	103,063	82
STEFANUCCI, CELINA NATASHA	TEACHER	81,330	-
STEPHENS, STEPHANIE J	ADMINISTRATIVE OFFICER	123,268	-
STEVENSON, CAPUCINE	COORD LEVEL 2-1	85,086	-
STEVENSON, NATHAN	TEACHER	108,977	-
STEVENSON, ROBERT E JR	TEACHER	101,107	63
STEWART, TAMARA	TEACHER	105,048	333
STOKES, MEGAN N	TEACHER	87,404	-
STORY, GREG D	FOREMAN LEVEL 13	76,221	250
STRONG, KARINA	TEACHER	86,733	188
SUHR, NICOL R	ADMINISTRATIVE OFFICER	115,010	-
SULLIVAN, DOMINIQUE M	TEACHER	108,285	-
SULLIVAN, LONNY	TEACHER	106,361	-
SUNDE, LISA	ADMINISTRATIVE OFFICER	133,953	2,005
SUTTON, TAUNIA	ASSISTANT SECRETARY TREASURER	157,513	5,891
SVENSSON, SUSAN	TEACHER	96,932	54
SWATEZ, RAY ZEEV	TEACHER	82,912	-
TAIT, LAURA	DEPUTY SUPERINTENDENT	225,529	12,167
TANG, HUNG KHANH	TEACHER	99,160	-
TAYLOR, CRAIG ALLEN	FOREMAN LEVEL 13	78,459	335
TAYLOR, DEBBIE E	TEACHER	108,979	-
TAYLOR, NATALIE	TEACHER	99,040	-
TAYLOR, WILLIAM	DEPT HEAD MAJOR 1-1	110,780	2,879

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Remuneration and Expenses**

	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
TAYLOR, WILLIAM J	ASS'T DIRECTOR PLANNING & OPS	112,625	687
TENEYCKE, TRACEY RAE	DEPT HEAD MAJOR 1-1	110,825	381
TENISCI, MARIO	ADMINISTRATIVE OFFICER	121,334	-
THOM, JACOB	DEPT HEAD MAJOR 1-1	79,611	-
THOM, LISA M	ADMINISTRATIVE OFFICER	137,541	38,268 *
THOMAS, KRISTIN	TEACHER	84,663	260
THOMPSON, DANIEL JAMES	TEACHER	99,331	-
THOMPSON, KAREN LESLEY	TEACHER	106,946	-
THOMPSON, MEGAN E	TEACHER	79,409	-
THOMPSON, REBECCA	TEACHER	99,095	-
THOMPSON, SIERRA R	TEACHER	98,285	-
THOMSON, HAMISH	TEACHER	86,323	30
TISSINGTON, LYNN	TEACHER	108,809	987
TOHANA, GUY	TEACHER	98,094	-
TOLSMA, MELISSA	TEACHER	108,918	17
TOMIYAMA, JOANNE	TEACHER	109,140	60
TOMKINS, MEGHAN LYNN	TEACHER	89,309	-
TONNELIER, NICOLE	TEACHER	77,595	-
TOOLE, KIRSTEN MARIE	TEACHER	110,997	568
TRASPEDINI, ERIKA	TEACHER	80,761	-
TRAVERS, DAVID	ADMINISTRATIVE OFFICER	160,888	2,471
TRAWICK, HEATHER	TEACHER	78,083	-
TURNER, MADISON A	TEACHER	82,146	-
TYCE, CLARICE	DEPT HEAD MAJOR 1-1	111,132	17
TYE, JUDITH	TEACHER	108,912	-
TYSON, SARA ADELE	ADMINISTRATIVE OFFICER	144,526	-
UPTON, JAILYN	TEACHER	77,435	-
VALADE, ARLEN	SR. MANAGER HEALTH & WELLNESS	111,506	429
VALLENTGOED, MELA	TEACHER	108,900	86
VAN GROOTEL, LUDOVICUS BERTON	TEACHER	104,613	18
VAN HORNE, DAVID	TEACHER	108,522	-
VAN WIJK, DANIEL	TEACHER	108,463	-
VANDERLINDEN, SHARON	TEACHER	75,092	-
VANSTONE, RICHARD	TEACHER	108,523	-
VANZANDWYK, JENESSA REANN	TEACHER	88,608	-
VANZELLA, AMY	CAPITAL PROJECT CO-ORDINATOR	78,119	-
VARNER, NEIL P	TEACHER	107,644	-
VINAYAGAM, MURUGAN	TEACHER	89,071	-
VINCENT, DANIEL R	TEACHER	109,035	-
VIRAG, TAMAS	TEACHER	86,961	-
VIRTANEN, CYNTHIA	TEACHER	106,549	-
VIRTANEN, JEFF LEO	C.U.P.E. PRESIDENT	117,140	63
VOLK, SUZANNE A	TEACHER IN CHARGE 1-1	105,172	-
VOSSHANS, COLLEEN	TEACHER	106,360	-
WAGNER, JONATHAN	TEACHER	90,930	-
WALKER, KRISTINE	TEACHER	108,919	-
WALLACE, MICALLA G	TEACHER	76,967	-
WALSH, MARK V	SECRETARY-TREASURER	211,639	14,438
WALSH, SEAN	ADMINISTRATIVE OFFICER	144,525	-
WALSH, STEPHEN P	TEACHER	77,382	-

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Remuneration and Expenses**

	<b>POSITION AT JUNE 30, 2024</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
WALTERHOUSE, CHRISTINE A	TEACHER	114,218	2,824
WARD, SHANNON	TEACHER	82,120	-
WARRY, VINCENT	DEPT HEAD MAJOR 1-2	101,232	-
WATFORD, LINDSEY	ADMINISTRATIVE OFFICER	133,953	1,855
WATSON, KIMBERLY	TEACHER	80,582	-
WEBB, DAWN	TEACHER	81,062	-
WEBB, JOSEFINA	TEACHER	99,261	609
WEBER, KAITLIN MARIE	TEACHER	78,447	-
WEDHOLM, NICOLE	COORD LEVEL 2-1	98,502	50
WEI, PO-JU	DEPT HEAD MAJOR 1-1	112,497	57
WEIGHILL, SHAUN RICHARD	ADMINISTRATIVE OFFICER	114,933	30
WELLS, TYLER	TEACHER	86,744	-
WELLWOOD, ANDREA S	TEACHER	99,040	-
WESTAWAY, MARGARET O	ADMINISTRATIVE OFFICER	126,777	1,852
WETMORE, JOEL P	TEACHER	108,462	-
WHITE, KELLY PATRICIA	ADMINISTRATIVE OFFICER	144,525	1,800
WHITE, RANDALL	TEACHER	108,807	354
WHITE, TRACY	TEACHER	99,160	-
WHITING, TANYA NICOL	ADMINISTRATIVE OFFICER	144,526	-
WICKS, CATHERINE ANN	TEACHER	99,309	-
WICKS, DONNA L	TEACHER	107,877	-
WIDSTEN, JANINE L	TEACHER	108,341	-
WIGHT, LORENA	TEACHER	98,617	-
WILCOX, TRINA L	TEACHER	108,977	-
WILFORD, KEVIN R	TEACHER	99,201	-
WILLIAMS, CARSON J	DEPT HEAD MAJOR 1-1	92,456	166
WILLIAMS, INGRID C	TEACHER	99,315	-
WILLIAMS, KATHERINE L	TEACHER	103,063	-
WILLIAMS, SHEILA	TEACHER	108,288	104
WILSON, ANTHONY	TEACHER	108,869	-
WILSON, JANICE K	TEACHER	108,418	-
WILSON, KAREN E	TEACHER	106,013	-
WINCHELL, LESLEY	TEACHER	108,458	186
WINDECKER, CURRIN K	TEACHER	98,923	-
WINDLEY, JODY	TEACHER	78,388	-
WINTER, WILLIAM JESSE	TEACHER	99,368	-
WONG, JASON C	GENERAL FOREMAN	88,154	2,432
WOOD, CARIE	ADMINISTRATIVE OFFICER	152,707	-
WORK, JENNIFER S	TEACHER	79,171	-
WORTH, MADELYN	TEACHER	94,874	2,005
WRIGHT, LESLEY D	TEACHER	101,527	-
WRIGHT, PAUL A	TEACHER	81,100	83
WRIGHT, TARA ELEANOR	TEACHER	77,842	310
YOUNG, COLETTE	ADMINISTRATIVE OFFICER	152,707	-
YOUNG, PATRICK D	ADMINISTRATIVE OFFICER	138,366	-
YU, JULIA	TEACHER	93,498	-
ZEEMAN, AUBREY	TEACHER	99,317	398
ZIEMANSKI, JENNA	TEACHER	86,072	1,587
ZIEMANSKI, REBECCA L	TEACHER	108,286	1,715
ZIMMER, MICHAEL L	TEACHER	99,220	-

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Remuneration and Expenses**

<u>POSITION AT JUNE 30, 2024</u>	<u>TOTAL REMUNERATION</u>	<u>TOTAL EXPENSES</u>
ZOLOB, THERESA	107,784	-
ZUCCARO, MARY C	110,437	4,673
ZUYDERVELT, NICOLETTE	98,174	-
ZWICK, OLIVIA	77,611	-
<b>TOTAL OF EMPLOYEES, WHOSE REMUNERATION EXCEEDS \$75,000</b>	95,383,000	431,832
<b>TOTAL REMUNERATION TO EMPLOYEES PAID \$75,000 OR LESS</b>	<u>49,969,029</u>	<u>243,315</u>
<b>TOTAL REMUNERATION TO EMPLOYEES</b>	145,352,029	675,147
<b>TOTAL REMUNERATION TO ELECTED OFFICIALS</b>	244,939	49,733
<b>TOTAL REMUNERATION AND EXPENSES</b>	<u><u>145,596,967</u></u>	<u><u>724,880</u></u>
<b>EMPLOYER PORTION OF EI AND CPP</b>	<u><u>8,704,196</u></u>	-

\*Includes travel expenses for international student recruitment

Prepared as required by *Financial Information Regulation*, Schedule 1, Section 6

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Statement of Severance**

There were four severance agreements under which payment commenced between the Board of Education of School District No. 68 (Nanaimo-Ladysmith) and its non-unionized employees during the fiscal year ended June 30, 2024. Three of the agreements represented approximately 1.5 months of salary continuance each, and the other was approximately 3.5 months of salary continuance.

Prepared as required by *Financial Information Regulation*, Schedule 1, subsection 6(7)

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Payments made for the Provision of Goods and Services**

**SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000**

<b>NAME OF INDIVIDUAL, FIRM OR CORPORATION</b>	<b>AMOUNT</b>
3P LEARNING CANADA LIMITED	30,937
ACCESSMT HOLDINGS LTD.	73,700
AD ASTRA INTERNATIONAL INC.	28,298
AINSWORTH INC.	710,775
ALLFIRE ACCESS PRO INC.	46,938
AMAZON	376,631
ANDREW SHERET LTD.	129,362
ARCHIE JOHNSTONE PLUMBING	1,831,073
ARTSTARTS IN SCHOOLS	33,734
AURORA ROOFING LTD.	306,868
B & C FOOD DISTRIBUTORS LTD	38,771
BC FERRIES	76,184
BC HOUSING	80,340
BC HYDRO AND POWER AUTHORITY	978,256
BC SCHOOL SPORTS	33,830
BELFOR (CANADA) INC.	361,293
BGE INDOOR AIR QUALITY SOLUTIONS	48,036
BRAND XPRESS	69,856
BRIGHTLY SOFTWARE, INC	28,015
BRITISH COLUMBIA SCHOOL TRUSTEES ASSOCIATION	66,164
BROWN, NOEL	33,210
BUDGET BLINDS CVI	33,102
BUNZL CLEANING & HYGIENE	393,272
CAPERNWRAY HARBOUR	25,367
CDI SPACES	168,291
CHATTERHIGH COMMUNICATIONS INC	30,030
CITY OF NANAIMO	1,508,846
CLOVERDALE PAINT INC.	69,245
COLUMBIA FUELS	55,998
COPCAN CIVIL LTD.	382,758
COSTCO WHOLESALE	264,229
COUNTRY GROCER	49,925
D.G. MACLACHLAN LTD.	28,480
DELL CANADA INC	385,990
DEVLIN ELECTRIC SIGN COMPANY INC.	29,375
DOLLARAMA	41,431
DOUBLETHINK INC.	30,899
DYNAMIC SPECIALTY VEHICLES LTD	566,370
E. MADILL OFFICE COMPANY	294,895
EMCO WATERWORKS	29,379



**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Payments made for the Provision of Goods and Services**

**SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000**

<b>NAME OF INDIVIDUAL, FIRM OR CORPORATION</b>	<b>AMOUNT</b>
ENCORE SPORT TOURS	36,807
FGL SPORTS LTD. DBA SPORTCHEK	34,114
FITNESS EXPERIENCE INC.	25,412
FOCUSED EDUCATION RESOURCES SOCIETY	42,537
FOOTPRINTS SECURITY PATROL INC	122,730
FORTISBC-NATURAL GAS	688,894
FRIESENS CORPORATION	129,004
FULCRUM MANAGEMENT SOLUTIONS LTD.	27,227
G & G ROOFING LTD	722,904
GESCAN	82,884
GFL ENVIRONMENTAL INC.	165,515
GORDON FOOD SERVICE CANADA LTD	345,631
GRAPHIC OFFICE INTERIORS	97,041
GREEN ROOTS PLAY EQUIPMENT INC	45,054
GREENFIELD LEARNING INC.	34,281
GREGG DISTRIBUTORS NANAIMO	41,421
GUARD.ME INTERNATIONAL INSURANCE	131,612
GUILLEVIN INTERNATIONAL	250,175
HARRIS & COMPANY	25,801
HAZCAN SOLUTIONS LTD.	86,940
HEATHERBRAE BUILDERS CO. LTD.	2,103,827
HEROLD ENGINEERING LTD.	272,781
HOME DEPOT	33,392
HOMEWOOD HEALTH INC.	87,064
HUB CITY PAVING LTD.	28,698
ICBC	35,713
ICS CLEAN SUPPLIES	27,698
INCHARGE ENERGY CANADA INC.	52,007
IREDALE ARCHITECTURE	72,581
ISLAND AGGREGATES LTD.	46,241
ISLAND SPORTS TURF SERVICES LTD.	210,593
JEMCO FOOD EQUIPMENT SERVICE	59,307
JONATHAN MORGAN & COMPANY LIMITED	256,003
K.M.S. TOOLS AND EQUIPMENT LTD	32,894
KEV SOFTWARE INC	38,764
KINETIC CONSTRUCTION LTD.	1,099,833
KIRBY'S SOURCE FOR SPORTS	38,801
KMBR ARCHITECTS	129,017
KNIGHTWAY MOBILE HAULERS LTD.	76,193
KONE INC.	71,487

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Payments made for the Provision of Goods and Services**

**SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000**

<b>NAME OF INDIVIDUAL, FIRM OR CORPORATION</b>	<b>AMOUNT</b>
KONICA MINOLTA BUSINESS SOLUTIONS	354,478
KPMG LLP	38,199
LEADERS INTERNATIONAL	45,937
LEWKOWICH ENGINEERING ASSOC. LTD.	175,439
LICKER GEOSPATIAL CONSULTING CO.	58,017
LONG & MCQUADE	69,504
LOUIE, DR. DUSTIN	69,213
MACK SALES & SERVICE OF NANAIMO	109,967
METRO MOTORS LTD.	364,082
MID ISLAND BUS LTD.	30,980
MID-ISLAND FENCE PRODUCTS LTD.	50,491
MILNER GROUP VENTURES INC.	436,180
MINISTER OF FINANCE (CLIMATE ACTION SECRETARIAT)	91,035
MINISTER OF FINANCE (RISK MANAGEMENT BRANCH)	80,119
MINISTER OF FINANCE (REVENUE SERVICES OF BC)	174,900
MINISTER OF FINANCE (MCFD FINANCE & ADMIN BRANCH)	36,180
MINISTRY OF FINANCE-EMPLOYER HEALTH TAX	2,743,081
MITCHELL, LAWRENCE	25,900
MVP ATHLETIC SUPPLIES LTD.	48,457
MYBUDGET FILE INC.	32,723
N DALE CONTRACTING INC.	74,550
NANAIMO BASKETBALL OFFICIALS	33,319
NANAIMO CHILD DEVELOPMENT CENTRE SOCIETY	169,203
NANAIMO DISTRICT TEACHERS ASSOCIATION	476,988
NANAIMO LADYSMITH SCHOOLS FOUNDATION	798,149
NANAIMO'S FLOORING DEPOT	125,979
NEWCASTLE ENGINEERING LTD.	36,461
NORTH CEDAR IMPROVEMENT DIST.	46,722
NOVACOM BUILDING PARTNERS LTD.	143,237
NSAA (PRO-D)	69,000
ODDBALL WORKSHOP INC.	45,787
ON SIDE RESTORATION	395,506
ONO WORK & SAFETY	28,219
PACIFIC BLUE CROSS	4,594,887
PACIFICSPORT REGIONAL SPORT	147,020
PANAGO ENTERPRISES LTD	54,748
PARKLAND CORPORATION	409,042
PASSION SPORTS	70,234
PAYPAL	27,112
PENSION CORPORATION	11,841,072

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Payments made for the Provision of Goods and Services**

**SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000**

<b>NAME OF INDIVIDUAL, FIRM OR CORPORATION</b>	<b>AMOUNT</b>
PENSION CORPORATION	2,839,849
PETERBILT PACIFIC INC	130,394
PINCHIN LTD.	62,130
POWERSCHOOL CANADA ULC	202,260
PRAIRIECOAST EQUIPMENT	136,908
PREMIER FIRE PROTECTION LTD	70,292
PREMIER PACIFIC SEEDS LTD.	25,190
PRIME SPORT PERFORMANCE	29,275
PUBLIC EDUCATION BENEFITS TRUST	2,553,824
QUALITY FOODS	28,157
READ JONES CHRISTOFFERSEN LTD.	78,394
REAL CANADIAN SUPERSTORE	95,339
REGIONAL DISTRICT OF NANAIMO	59,363
RICHMOND ELEVATOR MAINTENANCE	27,400
ROCKY POINT ENGINEERING LTD.	46,764
RONA INC	38,474
ROYAL PAVING LTD.	49,824
SAVE ON FOODS	46,945
SAVE ON SEPTIC SERVICES INC	64,656
SCHOLASTIC BOOK FAIRS	48,197
SCHOOLHOUSE PRODUCTS INC	39,017
SEAVIEW HOME AND AUTO	32,457
SECURCO SERVICES INC	77,747
SEISMIC RESILIENCE INNOVATION	31,500
SES CONSULTING	76,931
SHOPPERS DRUG MART	26,179
SINO-CA EDUCATION AND TRAINING	49,769
SKYLINE ATHLETICS	36,779
SLEGG LIMITED PARTNERSHIP	58,142
SMCN CONSULTING INC.	62,375
SOFTCHOICE CORPORATION	555,660
SOURCE OFFICE FURNISHINGS	77,456
SPICE OF LIFE CATERING LTD	53,130
SPORTFACTOR INC.	26,202
STAPLES	203,757
STRATHCON INDUSTRIES	27,306
STUDIO 531 ARCHITECTS INC.	27,015
STZ'UMINUS FIRST NATION	31,000
SUPERIOR PROPANE	29,460
SYSCO VICTORIA	82,330

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Payments made for the Provision of Goods and Services**

**SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000**

<b>NAME OF INDIVIDUAL, FIRM OR CORPORATION</b>	<b>AMOUNT</b>
TEACHER'S FILE LTD.	181,595
TECHNICAL SAFETY BC	37,685
TELUS MOBILITY	154,016
TELUS COMMUNICATIONS	117,011
TERRACOM SYSTEMS LTD.	34,066
TEXTHelp INC.	28,565
TILLICUM LELUM ABORIGINAL FRIENDSHIP CENTRE	46,383
TLD COMPUTERS INC.	90,036
TOP DRAWER GRAPHICS INC.	29,236
TOP QUALITY COATINGS LTD.	216,857
TORO MARKETING	56,752
TOWN OF LADYSMITH	71,078
TREECO	51,142
TURNER & ASSOCIATES LAND SURVEYING INC.	32,447
TYCO INTEGRATED FIRE & SECURITY	37,661
UNIVERUS SOFTWARE CANADA INC.	46,515
VANCOUVER ISLAND CONFERENCE CENTRE	37,569
VANCOUVER ISLAND UNIVERSITY	614,938
VIVOS SOLUTIONS INC.	38,640
WAL-MART SUPERCENTER	59,955
WESCO DISTRIBUTION-CANADA, INC	67,001
WESTCOAST ROOF INSPECTION	48,633
WESTERN CAMPUS RESOURCES	52,722
WESTERN CANOEING & KAYAKING INC.	35,966
WESTWOOD METALS LTD.	38,251
WHEATON MOTORS LTD	44,145
WILDPLAY LTD	26,271
WINDSOR PLYWOOD	215,415
WOLSELEY CANADA INC.	71,968
WOOD WYANT CANADA INC.	25,391
WORKSAFE BC	1,876,164
X10 TECHNOLOGIES INC.	321,904
YELLOW POINT DRYWALL LTD.	57,184
ZONAR SYSTEMS	34,962
<b>TOTAL SUPPLIERS WHERE PAYMENTS EXCEED \$25,000</b>	<b>55,437,122</b>
<b>TOTAL SUPPLIERS PAID \$25,000 OR LESS</b>	<b>6,530,368</b>
<b>TOTAL PAYMENTS FOR GOODS AND SERVICES</b>	<b>61,967,490</b>

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Schedule of Payments made for the Provision of Goods and Services**

**SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000**

<b>NAME OF INDIVIDUAL, FIRM OR CORPORATION</b>	<b>AMOUNT</b>
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Prepared as required by *Financial Information Regulation*, Schedule 1, Section 7

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2024**

**Reconciliation and Explanation of Differences to the Audited Financial Statements**

For the Schedule of Remuneration and Expenses, reconciling items for remuneration include the following:

- The financial statements are prepared on an accrual basis, whereas the remuneration and expenses included in the SOFI are reported on a cash basis.
- Salary and benefit amounts recovered from third parties are included in remuneration for SOFI purposes but are reported net of the recovered amount in the financial statements.
- All expenses for conferences, training, business meetings, parking and travel paid by the district on behalf of the employee are reported, even those that were subsequently reimbursed to the employer. The financial statement expenses are not included if subsequently reimbursed by the employee.
- Expenses paid in respect of employees include 100% of the Goods and Services Tax (GST) paid, whereas the expenditures in the financial statements are shown net of the GST rebate.
- The Schedule includes payments to employees for salaries and benefits which have been capitalized in the financial statements and would not be reflected in the expenses of the district.

For the Schedule of Payments for the Provision of Goods and Services, reconciling items include the following:

- The financial statements are prepared on an accrual basis, whereas the Schedule is prepared on a cash basis.
- Payments to suppliers include 100% of Goods and Services Tax (GST). Financial Statement expenditures are net of eligible GST rebates.
- Amounts paid by recovery from Ministry of Education and Child Care operating grants for School Protection Plan Insurance, Employment Practices Liability Program, Next Generation Network, MyEd BC, and Capital Asset Management System are included in Service and Supplies expenditures in the Financial Statements, whereas they are not included in this Schedule.
- Depreciation of fixed assets is recorded as an expenditure on the Financial Statements whereas the Schedule includes fixed asset expenditures which are capitalized on the Financial Statements.
- The Schedule may include expenditure which are wholly or partially recovered or reimbursed from other organizations or employees thereby reducing the district's operating expenditures in the financial statements.

**NANAIMO LADYSMITH PUBLIC SCHOOLS  
BUSINESS COMMITTEE  
PUBLIC MEETING  
ACTION SHEET**

DATE: December 11, 2024  
TO: Business Committee  
FROM: Mark Walsh, Secretary-Treasurer  
SUBJECT: Committee Structure and Trustee Professional Learning

---

***Recommendation:***

***The Business Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) approve the temporary suspension of the Business Committee and Education Committee to be replaced with a single once a month public Committee of the Whole entitled “Strategic Directions Committee” and a monthly Board working session entitled “Professional Learning Working Group” effective January 2025 and that the Board review the temporary structure in May 2025.***

***Background:***

Recently, staff brought a proposal to change the structure of the Board’s meeting structure. The Board requested that the matter be brought for consideration at a later time.

Subsequently, the interim Superintendent in consultation with the new Superintendent, have determined that a new structure could have significant benefits for the District. This action sheet outlines the proposed temporary changes, rationale and the process to institute the changes. It will also outline the review process.

***Discussion:***

***New Structure and Rationale***

The proposed new structure would create a new Committee and Working Group:

1. Strategic Directions Committee; and
2. Professional Learning Working Group.

***Strategic Directions Committee***

The Strategic Directions Committee (“SDC”) will be an amalgamation of the Business Committee and Education Committee. It will have co-chairs who will rotate month to month in the role of Chair. The co-chairs shall be the currently elected Education and Business Chairs. The meeting will be the second Wednesday of the month from 5:00 -8:00 pm with a set end time of 8:00 pm so that partner groups and staff have a consistent schedule. The meeting would be online so that it is more accessible for committee members, partner groups, Right’s Holders, and the community to attend.

The agenda will begin with staff directed action sheets that require Board motions. It will then deal with information items which will have corresponding information sheets. If all action items are not dealt with

by the 8:00 pm finish, the SDC may extend the time of the meeting by motion. In the event that information items are not discussed, trustees may request that item be added to a future meeting.

With the exception of the hard finish and the priority order of action items, Policy 2.6 will apply to SDC meetings. If questions are submitted for question period and are not addressed due to time, responses will be posted.

SDC will be the main forum for Board business to proceed and allow for robust feedback from stakeholders.

### **Professional Learning Working Group**

The Professional Learning Working Group (“PLWG”) is intended as a purposeful planned but less formal mechanism for Trustees to learn. Currently, the structure of the Business and Education Committee provide limited flexibility for free-flowing conversation facilitated by staff or third parties or partners on issues of importance outside of the specific oversight mechanism of the Board (e.g. FESL and other reporting).

The PLWG would have two Trustees who would facilitate sessions on a rotating month to month basis. The co-facilitators shall be the currently elected Education and Business Vice Chairs. The sessions would be more informal and Roberts’ Rules would not apply. The session agenda would be set with the Chair of the Board, the co-facilitators of the PLWG and the Superintendent. The PLWG would take place in person, from 4:00 – 6:00 pm, the first Wednesday of the month.

From a structure perspective the agenda would have up to three items with a set time of 45 minutes each. The topics may range from governance issues to District structures to emerging topics in education. Given that the PLWG is not a Board meeting, it is not the intention for Board business to proceed and debate should not occur. For instance, if the topic was District boundaries the issues would be generic as it is important the Board’s business is subject to public scrutiny and senior staff will provide guidance on this issue as it arises.

The intention would be to have trustees, the Superintendent and appropriate District staff and/or outside experts attend. The meetings would have an agenda but not minutes.

PLWG will allow for more open discussion and learning of topics and allow for a yearly learning plan that will focus on areas that will serve trustees without the pressure of immediate action and/or the formal structures of Robert’s Rules of Order.

### **Process to Institute Changes and Review**

The recommended motion, if supported by the Board, is sufficient for staff to create temporary policy changes which will include minor changes to Policy 2.5 and Policy. These changes can be completed in time for Board consideration at the December Board meeting and will be based on information in this action sheet.

If supported, the structure would be in place for January 2025.

Finally, the Board’s workplan would be amended to include a review in June of 2025 and include consultation with partner groups and Right’s Holders to either make the changes permanent, revert to the current structure and/or make additional changes.





**NANAIMO LADYSMITH PUBLIC SCHOOLS  
BUSINESS COMMITTEE  
PUBLIC MEETING  
ACTION SHEET**

DATE: December 11, 2024  
TO: Business Committee  
FROM: Mark Walsh, Secretary-Treasurer  
SUBJECT: Hammond Bay School Multi-Purpose Space Facility Use Agreement

---

### **Recommendation**

***The Business Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) approve the joint agreement with the City of Nanaimo to use the Multi-Purpose Space and washrooms at Hammond Bay Elementary on a non-exclusive basis for community purposes, and that the Secretary-Treasurer is authorized to execute the documents including such terms as the Secretary-Treasurer may consider advisable.***

### **Background**

Attached to this action sheet is the draft – Facility Use Agreement and Schedule B showing the “License Area”.

### **Discussion**

As part of the space addition to Ecole Hammond Bay a full-sized multi-purpose space was built, previously the school used a portable classroom for this function. Shortly after the completion of the addition to Ecole Hammond Bay staff began discussions with Nanaimo Parks, Recreation & Culture to determine interest in a possible Facility Use Agreement for the Hammond Bay Multi-Purpose Room.

The district’s consideration to engage in discussions included adding value to the community by expanding access to district spaces recognizing that the City has a distinct user base. This direction also affords the city to assess the value from their perspective, while advancing/strengthening the spirit of partnership that created the Q'unq'inuqstuxw Stadium Field agreement, the Harewood Artificial Turf Field agreement as well as the various parks use and parking agreements that benefits both parties. Further, the new facility offers improved accessibility, and the shared use of space offers shared mutual cost savings, reduced maintenance responsibilities, and the potential to increase community ownership.

City staff reviewed the space and enthusiastically responded to the opportunity. Benefits indicated by city staff include access to space in an area of town which does not have a facility, the attributes of the space including access and accessibility, and consistency of access which allows planning and development of programs.

Previously the portable was not rented out as a Multipurpose room therefore the agreement will have a neutral effect on space provision via the districts rental program.

It is important to highlight that the partners have two other agreements: one for public use of the Hammond Bay parking lot in support of neck point, and another for Schools use of the city tennis courts during the school hours. Both agreements make use of the other partners' facilities during times of underutilization during certain times of the day and weekends, thereby avoiding the need for capital expenditures to create these facilities. These agreements have been in place with little administrative efforts required.

As per the collective agreement janitorial will be provided by District forces (CUPE staff). Additional cleaning paid for via rental fees, will result in additional employment via supplementary hours.

Consultation on district operational impacts included the principal, the assistant superintendent and facilities departments feedback was reviewed and incorporated into the document as appropriate. Detailed feedback will be discussed via the operating committee process.

Notable items in the agreement include:

**1. Term:**

- (a) 10 years with a 6-month cancellation notice

**2. School Access to the Licence Area:**

- (a) from 6:00 a.m. to 6:00 p.m. on days when school is in session during the regular school year
- (b) exclusive use on Wednesday evenings, September through June, or other specified Ecole Hammond Bay designated evening for which school is to be in session.
- (c) the Board shall be entitled to book the Licence Area for School Use outside of School Times, without incurring charges/fees, if the booking is within five (5) business days of the date of the requested use, and subject to availability.
- (d) During the Term, the City will manage all bookings of the Licence Area (outside of School Times) as per the City of Nanaimo Facility Use Guidelines, and rental rates will be determined by the NLPS Fees and Charges structure.

**3. City Access to the Licence Area:**

- (a) from 6:00 p.m. to 10:00 p.m. on days when school is in session during the regular school year;
- (b) with no restricted times on days when school is not in session; and
- (c) the City will, at its discretion, permit use of the Licence Area to third parties, as a community service.

**4. An operating committee to oversee the agreement:**

- (a) Same structure has been used in both the Q- Field and HATF agreements to the party's mutual satisfaction, resulting in ongoing positive improvements.

**Appendix A:** Facility Use Agreement

**HAMMOND BAY SCHOOL – MULTI-PURPOSE SPACE  
FACILITY USE AGREEMENT**

**THIS AGREEMENT** made as of the 1<sup>st</sup> day of January 2025 (the “**Effective Date**”) is

BETWEEN:

**THE BOARD OF EDUCATION OF SCHOOL  
DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
395 Wakesiah Avenue, Nanaimo, BC, V9R 3K6

(the “**Board**”)

AND:

**CITY OF NANAIMO**  
455 Wallace Street, Nanaimo, BC, V9R 5J6

(the “**City**”)

**WHEREAS**

A. The Board is the registered owner of the lands located in the City of Nanaimo, Province of British Columbia and legally described as:

Parcel Identifier Number 003-796-957  
LOT A, DISTRICT LOT 41, WELLINGTON DISTRICT, PLAN 18839, HAMMOND BAY SCHOOL

(the “**Lands**”) as shown on Schedule A;

B. The City wishes to use, on a non-exclusive basis, the multi-purpose space and washrooms (the “**Licence Area**”, Schedule B) for community use purposes during those times that the Licence Area is not in use by the Board; and

C. In return for the Board providing the City with use of the Licence Area, the City will pay to the Board all revenues realized from third party users of the Licence Area, as well as rent for City use of the Licence Area, net of any maintenance, janitorial and/or utility costs charged by the Board to the City.

**NOW THEREFORE THIS AGREEMENT WITNESSES THAT** the Board and the City (the “**Parties**”), in consideration of the covenants and agreements herein contained, covenant and agree with each other as follows:

**1.0 PURPOSE**

(a) The purpose of this Agreement is to provide a framework within which the Parties can cooperate to maximize the use of the Licence Area, and to provide for the efficient and effective management and administration of the Licence Area, without compromising the Parties' respective authority and mandate.

- (b) This Agreement does not grant any interest in the Board Lands to the City.

## 2.0 LICENCE AREA

### 2.1 Maintenance and Repairs

- (a) Any maintenance of the Licence Area is to be performed by the Board as detailed in this section 2.1, unless otherwise mutually agreed upon between the Parties.
- (b) The Board will notify the City of the scheduled times allocated for regular daily and weekly maintenance of the Licence Area. The Parties will cooperate in establishing mutually agreeable timing for scheduled maintenance. The Board reserves the right to change the scheduled times for maintenance. If the Board requires a change to the timing of the scheduled maintenance, it will provide notice to the City representative.
- (c) The Board shall be responsible for the repair, maintenance and upkeep of the Licence Area. The Board shall maintain, or cause to be maintained, the Licence Area in a lawful, sanitary, neat, tidy and safe condition and free from nuisance.
- (d) Indoor equipment maintenance and repair requirements, including but not limited to, chairs, mats and tables, will be determined by the Operating Committee (defined in 6.1) evaluating equipment inventory deemed to be commonly available to both Parties. Equipment that is owned by one party for its own use exclusively, and that is clearly marked as such by that party, shall only be used by the other party if written permission is first obtained from the owner.
- (e) In consideration for the Board's foreseeably additional/incremental required utility costs, as well as janitorial and maintenance costs of the Licence Area due to the City's use of the space, including additional wear and tear attributable by the City's use, the City will pay the board all revenues realized from third party users of the Licence Area, as well as rent for City use of the Licence Area, net of any maintenance, janitorial and/or utility costs charged by the Board to the City. This amount may be reviewed annually, and adjusted going forward, only after agreement by both Parties.
- (f) All parties and third parties will adhere to the City of Nanaimo Facility Use Guidelines and to relevant Nanaimo Ladysmith Public Schools ("**NLPS**") Facility Use Guidelines, Terms and Conditions ("**Facility Use Guidelines**"). Rental rates will be determined by the NLPS Fees and Charges structure. The Board will not in any circumstances be required to pay any fee or charge for any use of the Licence Area during School Times (defined in section 3.1(a)).

### 3.0 JOINT USE OF LICENCE AREA

#### 3.1 School Access to the Licence Area

Throughout the Term, the Board shall have first right of access to use the Licence Area for the purposes of Board educational or recreational programs (“**School Use**”) as follows:

- (a) from 6:00 a.m. to 6:00 p.m. on days when school is in session during the regular school year (“**School Times**”), and as previously scheduled under section 6.3(c)(ii), subject to maintenance and security requirements;
- (b) exclusive use on Wednesday evenings, September through June, or other specified Ecole Hammond Bay designated evening for which school is to be in session;
- (c) the Board will provide the City with dates in which the Licence Area will be reserved exclusively for School Use (“**Blackout Dates**”), and those Blackout Dates will be provided each year as follows:
  - by June 30<sup>th</sup>, prior to the September to June school year and
  - by December 31<sup>st</sup>, for the following June to Labour Day school summer break;
- (d) the Board shall be entitled to book the Licence Area for School Use outside of School Times, without incurring charges/fees, if the booking is within five (5) business days of the date of the requested use, and subject to availability;
- (e) During the Term, the City will manage all bookings of the Licence Area (outside of School Times) as per the City of Nanaimo Facility Use Guidelines, and rental rates will be determined by the NLPS Fees and Charges structure.

#### 3.2 City Access to the Licence Area

Throughout the Term (defined in section 8.1), and subject to section 3.1 above, the City shall have first right of access to use the Licence Area for public recreation purposes, including authorizing third-party associations/organizations (“**City Use**”) as follows:

- (a) from 6:00 p.m. to 10:00 p.m. on days when school is in session during the regular school year;
- (b) with no restricted times on days when school is not in session; and
- (c) the City will, at its discretion, permit use of the Licence Area to third parties, as a community service. Any inquiries regarding the Licence Area by third parties, will be forwarded to the City for consideration, with booking requirements and consent possibly subject to conditions or reasonably withheld by the City.

3.3 The City must ensure, and convey to authorized third-party users, that prior to vacating the Licence Area at the time under 3.2(a), and after any period of use of the Licence Area, that the space is left clean and litter-free.

#### 3.4 Maintenance and Security Access Hours

The costs of any additional maintenance or security requirements for any planned activity by the City, outside of the times outlined in section 2.1(b), shall be agreed to in advance by the Operating Committee. Such maintenance and security requirements shall be consistent with the provisions

of Board and City bylaws and regulations, as well as the collective agreements entered into by the Board and the City from time to time with their respective unions.

### 3.5 Equipment

The purchase or replacement of jointly used program equipment by the Board and the City thereof shall be agreed to in advance by the Operating Committee and as per section 2.1(d) of this agreement.

### 3.6 Smoking and Tobacco Use/Alcohol

The City acknowledges that the *Tobacco Control Act* prohibits the use of tobacco, cannabis or other smoked/vaped substance (the “**Smoking Ban**”) and the Board prohibits the consumption of alcohol (the “**Drinking Ban**”) in all school district buildings and on all school district lands, and the City agrees that during the Term, while the City occupies the Licence Area, the City will comply with, and cause all its invitees to comply with, the Smoking Ban and the Drinking Ban, and will use its best efforts to enforce the Smoking Ban and the Drinking Ban in and about the Licence Area.

### 3.7 Taxes

The City will pay when due all Goods and Services Taxes payable in respect of its administration and use of the Licence Area.

## 4.0 **CITY USE OF OTHER SCHOOL FACILITIES**

### 4.1 Parking

- (a) The Board agrees that incidental use of the Board’s parking area located on the Lands, by users of the Licence Area, will be an acceptable use of the Lands outside of regular school hours.
- (b) The City, through a third-party contractor, will maintain parking lot access for evenings and weekends.

### 4.2 City Access to other School Facilities

The Board and the City will explore City use of other school facilities outside of regular School Use and School Times, including use of the special education / inclusion room, gymnasium and fields.

## 5.0 **ADMINISTRATIVE RESPONSIBILITY**

### 5.1 Authority

For the purposes of implementing and administering this Agreement, the administrative authority of the City shall be exercised by the Chief Administrative Officer, and the administrative authority of the Board shall be exercised by the Secretary Treasurer of the Board, or their respective

designates (the “**Designated Representatives**”). These two persons or their designates shall be responsible for determining operating parameters affecting the Licence Area and for the delegation of operating authority within those parameters to the Operating Committee, subject to section 5.2 following.

## 5.2 Operation Policies

The use and operation of the Licence Area shall be subject to the policies, regulations and conditions of the Board and City respectively, as they shall from time to time be determined. Without limiting the foregoing, each Party shall ensure that it and its invitees only use the Licence Area in compliance with all applicable laws, regulations and orders of government authorities and courts having jurisdiction, and in a manner that does not constitute a nuisance to any other owner or occupant of the Lands or any neighbouring lands.

## 5.3 No Conflict

The Parties will use their best efforts to ensure that the activities under this Joint Use Agreement are not in conflict with the terms of any applicable collective agreement. If more than one collective agreement applies and they contain conflicting provisions, then the Parties will work diligently and in good faith to achieve a resolution acceptable to both Parties, acting reasonably.

## 6.0 **OPERATING COMMITTEE**

### 6.1 Composition

The "**Operating Committee**" shall be comprised of the following members:

- (a) two staff representatives appointed by the Secretary Treasurer of the Board; and
- (b) two staff representatives appointed by the City’s Director of Recreation & Culture.

### 6.2 Operating Committee Mandate

The Operating Committee's mandate shall be to work in consultation with local residents, local associations/organizations, the City and the Board to provide an inclusive and coordinated community-based approach to the planning, programming and scheduling of the Licence Area in accordance with the terms of this Agreement. The Operating Committee shall consult, and cooperate to develop, maintain, amend and coordinate an overall annual schedule of approved uses for the Licence Area in order to assure maximum use of the Licence Area while meeting the needs of the Board, the City, local residents and the community at large and complying with the provisions of this Agreement. The Operating Committee shall have no authority to amend or terminate this Agreement.

### 6.3 Operating Committee Guidelines

The Operating Committee shall work within policy guidelines and operating authorities established from time to time by the Board and City, which shall include the following:

(a) Meetings/Reporting;

The Operating Committee shall meet as required, to be determined by mutual agreement. Minutes shall be taken of all matters discussed at each meeting and shall be considered accurate if signed by at least one representative of each of the Parties.

(b) Budget/Operating Costs;

- i. The Parties agree that annual costs relating to the operations, repair and maintenance of the Licence Area will be paid by the Board. These include identified demand and current service levels of security services, janitorial/custodian services, equipment purchase and repair costs, utilities, maintenance, and will be reviewed each Operating Year. Exceptions shall include willful damage arising from City Use, not in compliance with Facility Use Guidelines; the cost of such damage would be charged to and paid by the City, net of any insurance coverage.
- ii. The Operating Committee, when deemed necessary, will review and refer any electrical, structural, mechanical, ventilation and plumbing fixture maintenance needs to the Board, and the allocation of costs thereof for approval by the Board and City respectively.
- iii. By May 31<sup>st</sup> of each year of the Term, or such other date as the Parties may agree, the representative appointed by the City's Director of Recreation & Culture shall provide to the representative appointed by the Secretary Treasurer of the Board, an annual report pertaining to the joint use of the Licence Area with details of all bookings, revenue and expenditures, including information as the Board may reasonably request.
- iv. By June 30<sup>th</sup> of each year of the Term, or such other date as the Parties may agree, the representative appointed by the Secretary Treasurer of the Board shall meet with the representative appointed by the City's Director of Recreation & Culture to review the budget and to discuss any additional anticipated operation, maintenance and equipment costs pertaining to the future joint use of the Licence Area as set out in article 3.0. Both Parties agree that all net positive revenues that the Board receives from the City regarding the use of the Licence Area are to be applied to Licence Area maintenance and improvements, and thus no carry forward of surplus revenue is to occur from one year to the next.

(c) Scheduling/Time Availability

- i. The Operating Committee may provide input for the priority of use and access to the Licence Area in order to maintain a schedule that meets the needs of the Board and the City.
- ii. The Operating Committee may provide input on special event bookings of the Licence Area outside of School Times, as outlined in section 3.2 as follows:



- A. by the end of June for the following September through March; and
- B. by the end of December for the following April through August.
- iii. Any changes to the agreed upon allocation, by either the Board or the City, requires a minimum of ten (10) business days' notice prior to the event date.

(d) Rental of Licence Area

Agreements for use of the Licence Area shall be regulated by the City of Nanaimo Facility Use Guidelines and follow the NLPS Fees and Charges per the Parties' mutually agreed upon form of rental agreement. All revenues for use of the Licence Area by third parties shall be payable to the Board.

(e) Insurance/Liability/Security

- i. The City agrees that any City Use of the Licence Area will be at the City's own risk and the City agrees to indemnify and save harmless the Board from and against all actions, costs, claims and demands of every kind, description or nature arising out of or in any way connected with such use, including claims arising pursuant to the Occupiers' Liability Act or the Builders Lien Act, except to the extent that any such actions, costs, claims and demands arise from the negligent or wrongful acts or omissions of the Board or anyone for whom the Board is in law responsible.
- ii. The Board agrees that any School Use of the Licence Area will be at the Board's own risk and the Board agrees to indemnify and save harmless the City from and against all actions, costs, claims and demands of every kind, description or nature arising out of or in any way connected with such use, except to the extent any such actions, costs, claims and demands arise from the negligent or wrongful acts or omissions of the City or anyone for whom the City is in law responsible.
- iii. The City and the Board, subject to limitations placed on the Board by the Ministry of Education and Child Care, further agree that each Party shall maintain liability insurance for the Licence Area, in the amount of two million dollars (\$2,000,000) per occurrence or such higher limit as the Parties may deem prudent from time to time.
- iv. Any agreements for use of the Licence Area by any third party shall require such third party to obtain comprehensive general liability insurance as specified in the rental agreement and such insurance shall name the City and the Board, each as "Additional Insured". Such agreement shall also specify that the third party shall indemnify the City, its elected officials, officers, employees and agents and the Board, its officers, employees and agents from and against any and all suits or claims alleging damage or injury (including death) to any person or property that may occur or that may be alleged to have occurred, in the course of the rental or other use of the Licence Area included in the agreement.

- v. The security provisions established by the Board or by the City from time to time with respect to Licence Area shall be set out in the rental agreement and shall be strictly enforced and adhered to by all parties using the Licence Area.

(f) **Monitoring/Evaluating/Recommendations**

The Operating Committee shall monitor the implementation of this Agreement and the participation by staff of the City and Board in the implementation of the joint use of the Licence Area. The Committee shall recommend policy changes or operating authority guidelines to the Board and City for the better coordination of programs and the effective use of the Licence Area consistent with the mandate of the Operating Committee as defined in section 6.2 herein.

(g) **Resolution of Disputes**

The Operating Committee shall mediate problems and concerns related to the use of the Licence Area. If the Designated Representatives are unable to resolve the dispute, they shall refer the dispute as follows:

- i. first to Board's applicable Assistant Superintendent and the Board's Executive Director of Planning & Operations, and to the City's Director of Parks, Recreation and Culture and Deputy CAO, and if no resolution to the dispute is agreed upon within a reasonable period, then
- ii. the dispute shall then be referred to the Board's Secretary Treasure and to the City's CAO, and if no resolution to the dispute is agreed upon by the Board and the City within a reasonable period, then
- iii. the dispute shall be referred to arbitration pursuant to the Arbitration Act of British Columbia, for a final and binding decision on the Parties.

## **7.0 DISPOSITION OF INTEREST**

### **7.1 Assignment**

The City shall not assign its interest in this Agreement or any renewal thereof without the prior written consent of the Board, which consent may be subject to conditions or withheld.

## **8.0 TERM / RENEWAL**

### **8.1 Term**

This Agreement shall be for a term of ten (10) years, commencing January 1<sup>st</sup>, 2025 and ending December 31<sup>st</sup>, 2034, subject to earlier termination or renewal pursuant to this Agreement (the "Term").

## 8.2 Renewal

Prior to expiry of the initial Term, the Parties may enter into negotiations to renew this Agreement for a further ten (10) years on the same or amended terms and conditions. If no further written agreement is executed by both Parties prior to the expiry of the Term, then this Agreement will expire at the end of the initial Term.

## 9.0 **TERMINATION**

### 9.1 Damage or Destruction

If the Licence Area is substantially damaged or destroyed to the extent that the Licence Area or a substantial portion thereof is rendered unusable, or convenient access to the Licence Area cannot be had, all as determined by the Board acting reasonably, then the Board may, at its option, elect to not rebuild or repair the Licence Area and may terminate this Agreement and all responsibility for payment under section 2.1(e) will end effective the date of such damage or destruction, and such termination will operate so as to relieve the Parties of any liability arising from such damage or destruction. There will be no compensation to either party on account of such termination.

### 9.2 Termination on Default

Either Party may terminate this Agreement immediately on written notice if the other Party is in material default of its obligations under this Agreement and such default continues without being remedied for at least three (3) months after receipt of a written notice specifying the default and referencing this section 9.2.

### 9.3 Early Termination

Either Party may terminate this Agreement at any time without cause or liability by delivering to the other Party written notice of such intention to terminate at least six (6) months prior to the date of effective termination.

## 10.0 **MISCELLANEOUS**

### 10.1 Headings

The headings preceding the text of clauses and sections included in this Agreement and the headings to Schedules attached to this Agreement are for convenience only and shall not be deemed part of this Agreement or be given any effect in interpreting this Agreement.

### 10.2 Enurement

This Agreement shall enure to the benefit of and be binding upon the Parties hereto and their respective successor and permitted assigns.

10.3 No Interest in Land

The rights of the City pursuant to this Agreement are contractual only and this Agreement does not grant the City an interest in land. The Parties acknowledge and agree that the Licence Area and the other fixtures constituting the Licence Area constitute fixtures forming part of the Lands as they are constructed, and will be legally and beneficially owned by the Board, notwithstanding any other provision of this Agreement, and notwithstanding any payment of capital or operating costs by the City.

10.4 Force Majeure

The obligations of a Party under this Agreement shall be suspended during any period when that Party is prevented from fulfilling its obligations for reasons beyond its reasonable control including, without limitation, a strike, lockout, riot or other civil disorder, fire, flood, earthquake, or other natural disaster or act of God.

10.5 Relationship

The Parties expressly disclaim any intention to create a legal partnership, joint venture, trust or agency relationship, and nothing in this Agreement shall constitute either Party as the legal partner, joint venturer, trustee or agent of the other Party. No Party shall have, or represent that it has, the authority or power to act for or to undertake or create any obligation or responsibility, express or implied, on behalf of, or in the name of, any other Party or shall be, or represent that it is, the agent or legal representative of any other Party.

**IN WITNESS WHEREOF** the Parties have executed and delivered this Agreement by their duly authorized signing officers on the Effective Date.

**CITY OF NANAIMO**

by its authorized signatories:

**THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**

By its authorized signatories:

\_\_\_\_\_  
Name:  
Title:

\_\_\_\_\_  
Name:  
Title:

\_\_\_\_\_  
Name:  
Title:

\_\_\_\_\_  
Name:  
Title:

NANAIMO LADYSMITH PUBLIC SCHOOLS  
BUSINESS COMMITTEE  
PUBLIC MEETING  
ACTION SHEET

DATE: December 11, 2024  
TO: Business Committee  
FROM: Mark Walsh, Secretary-Treasurer  
SUBJECT: Late French Immersion

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**Recommendation:**

***The Business Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) approve the recommendation of staff to discontinue intake for Late-French Immersion in the District for grade 6 for the 2025-26 school year and that late French Immersion will be discontinued for the 2026-27 school year.***

**Background:**

This action sheet will provide background information on late-French Immersion and the reasoning for staff's recommendation to phase out the program in the District.

**Discussion:**

Late French Immersion was instituted approximately 10 years ago in the District. The program provides a later opportunity for students to begin their journey with Immersion. At the time the program started, the District had high demand for early Immersion leading to some families not being able to access Immersion and this program offered families a second opportunity to access secondary French Immersion.

Since that time the District has both expanded access to early Immersion and seen low uptake on late French Immersion in addition to consistent attrition from grade 6 to 7. This demand shift has been particularly pronounced since COVID, with spaces remaining available in both early and late French Immersion. From the beginning of Late French Immersion through to this year, neither the grade 6 or grade 7 classes has been at full capacity. There has never been a waitlist for Late French Immersion. For the 2024-25 school year, late French Immersion at Quarterway has two classes: grade 6 - 20 students; and grade 7 - 25 students. In addition, the complexity of the classrooms in late French Immersion has typically been lower than in the regular program.

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
LFI - Grade 6	23	18	27	26	19	16	27	20	26	26	20
LFI - Grade 7	0	20	19	25	22	18	17	28	17	25	25
<b>Total</b>	<b>23</b>	<b>38</b>	<b>46</b>	<b>51</b>	<b>41</b>	<b>34</b>	<b>44</b>	<b>48</b>	<b>43</b>	<b>51</b>	<b>45</b>

In addition to declining demand there are four operational considerations for the Board to consider:

**1. Financial**

Based on the numbers, after 2026-27 the financial impact to the District is up to \$420,722 as follows:

**French Immersion Program Costing Synopsis**

*November 25, 2024*

**1) FI Program Costs (Budgeted)**

Costs/Site	HB	NOE	PH	QW
AO	369,113	98,315	196,630	369,113
Teaching	2,635,605	1,110,058	1,576,365	2,609,094
Clerical	98,153	39,902	71,100	98,153
X-Guard	-	7,346	-	-
Supervision	17,847	5,949	17,847	17,847
Subtotal	3,120,718	1,261,570	1,861,942	3,094,207
EA's	136,548	46,310	133,587	181,077
Operating Budget	38,482	17,100	23,939	37,826
<b>Total Costs</b>	<b>3,295,748</b>	<b>1,324,980</b>	<b>2,019,468</b>	<b>3,313,110</b>

**2) FI Program Costs without Late FI (Budgeted)**

Costs/Site	HB	NOE	PH	QW
AO	369,113	98,315	196,630	196,630
Teaching	2,635,605	1,110,058	1,576,365	2,373,125
Clerical	98,153	39,902	71,100	89,450
X-Guard	-	7,346	-	-
Supervision	17,847	5,949	17,847	17,847
Subtotal	3,120,718	1,261,570	1,861,942	2,677,052
EA's	136,548	46,310	133,587	181,077
Operating Budget	38,482	17,100	23,939	34,259
<b>Total Costs</b>	<b>3,295,748</b>	<b>1,324,980</b>	<b>2,019,468</b>	<b>2,892,388</b>

Variance	-	-	-	(420,722)
<b>Total Cost(Savings)</b>				<b>(420,722)</b>

NOTE 1: Costs above are best estimates

NOTE 2: Custodial, Transportation, Maintenance and District Overhead Costs not included

NOTE 3: Future costs have not been incremented for GWI's and/or inflation

Essentially, the savings would stem from two divisions being folded in addition to the school population dropping below the ratio to have a vice principal. Note that if increased enrollment occurs, the school may continue to be entitled to a vice principal. Further, the students not attending late French Immersion could lead to another school requiring an additional classroom. The

classroom would be organized in a similar fashion to other schools and class size would be more equitable. However, there is little doubt that the late French Immersion program is costlier than the regular program on a per student basis. Notably, the drop in early French Immersion demand and attrition of students from the program also indicates there is a subsidy for this program. However, staff continue to monitor and are not making any recommended changes at this time with respect to early French Immersion.

## **2. Impact on NDSS**

As staff have previously reported, the year prior to the opening of École Hammond Bay's expansion, the District allowed enrollment in a 3<sup>rd</sup> cohort of kindergarteners in the school. As these students pass grade 7, they will attend NDSS. Without any other change over a period of 5 years they would add a minimum of 100 additional students to the school. By removing late French Immersion from Quarterway, the impact will be muted. It should be noted that some of the late French Immersion students would attend NDSS in any event due to their regular program catchments. However, as the District continues to advocate for NDSS it will be able to show that between potentially moving some students to Wellington it is also lessening NDSS' potential growth.

## **3. No Impact on Current Students**

The recommendation is intended to limit the impact on current students. The students currently in grade 6 would be able to continue to grade seven, despite the extremely small class size (compared to other grade 6 classes across the District). They would also be able to move onto NDSS as in the past. However, it should be recognized that there will be parents who were interested in late French Immersion who will no longer have access to the program.

## **4. Consultation**

While the decision would not impact current students enrolled in late French Immersion, there are likely parents who are anticipating enrolling in this program. However, given enrollment begins in January setting an extensive consultation period would put a decision outside of the enrollment window and would result in some students being enrolled and then required to go back to their home schools. This would create uncertainty at Quarterway, impacted catchment schools, for enrollment forecasts and budgeting and most importantly for families. Further, delaying the decision for a year means postponing the reallocation of the savings to other District priorities and/or using the money to prevent service cuts depending on the District's preliminary budget presumptions.

## **Conclusion**

The proposal before the Board is a difficult decision. It will impact educational choices for approximately 22 prospective students (based on the 10-year average enrollment) immediately and up to 45 over two years. However, the short-term impacts on equity and the finances of the District, consistent attrition, declining demand in early French Immersion and the longer term impact on NDSS enrollment make the decision timely as we attempt to focus our resources on the priorities of the strategic plan.