

**THE BOARD OF EDUCATION OF SCHOOL DISTRICT 68**  
**REGULAR BOARD MEETING**  
**AGENDA**

**Wednesday, December 15, 2021, 6:00 PM**

**BOARD ROOM**

**395 Wakesiah Avenue**

**Nanaimo, BC V9R 3K6**

**Policy 2.6 Meetings and Board Operations**

Subject matter is restricted to salary negotiations; personnel matters- acquisition, sale, lease, exchange, legal matters, confidential communication

**Policy 2.4 Role of the Chair and Vice-Chair**

The Chairperson, or designate, shall be the official spokesperson to the news media for the Board.

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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. TRANSFER OF ITEMS TO OPEN MEETING AGENDA**

**3. ADDITIONS**

**4. DELETIONS**

**5. CHANGE IN ORDER**

**6. APPROVAL OF THE AGENDA**

That the Agenda be approved.

**7. APPROVAL OF THE MINUTES**

That the minutes from the Special Board of Education meeting on November 18, 2021, Regular Board of Education meeting held on November 24, 2021, and the Annual General Meeting held on December 1, 2021, be adopted.

## **8. SECTION 72(3) REPORT**

### **8.1. Section 72(3) Report**

12

That the Section 72(3) Report from the Special Closed Board of Education meetings on November 18, 2021, December 8, 2021, and the Closed Board of Education meeting on November 24, 2021, be received.

## **9. ANNOUNCEMENTS AND REMINDERS**

Education Committee Meeting: January 5, 2022

Business Committee Meeting: January 12, 2022

Board of Education Meeting: January 26, 2022

Trustee By-Election (General Voting Day): January 15, 2022

For all information on the By-Election, including advance and special voting opportunities, please visit the district's website.

## **10. PRESENTATIONS**

## **11. CORRESPONDENCE**

### **11.1. J&C Slater; G. Rouse; C. Broekhuizen**

15

Re: Cancellation of School Activities/Non-Essential Travel

That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) refer the above correspondence from J&C Slater, G. Rouse and C. Broekhuizen to the Board Chair for response.

### **11.2. Deputy Minister Shauna Brouwer, Ministry of Citizens' Services**

21

Re: FOIPPA Amendments 2021

That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) refer the correspondence from the Deputy Minister Shauna Brouwer, Ministry of Citizens' Services to be received and filed.

## **12. COMMITTEE REPORTS**

### **12.1. Business Committee**

12.1.1.	2020/21 SOFI Report	23
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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, 2021.

12.1.2.	Environmental Stewardship and Sustainability Advisory Committee	
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That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) approve the Terms of Reference for the Environmental Stewardship and Sustainability Advisory Committee.

## 12.2. Education Committee

## 13. SENIOR STAFF REPORTS

13.1.	Scott Saywell, Superintendent and Joan Brown, SFN Knowledge Keeper	103
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Re: Long House Learning & Healing Framework

***That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) endorse Snuneymuxw First Nation's Long House Learning and Healing Framework and direct the Board Chair to write a letter of support to Snuneymuxw First Nation to assist them in receiving funding from external sources.***

13.2.	Mark Walsh, Secretary-Treasurer	114
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Re: 2022 By-Election

13.3.	Mark Walsh, Secretary-Treasurer	116
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Re: South Wellington - Lease to the Regional District of Nanaimo

## 14. UNFINISHED BUSINESS

## 15. NEW BUSINESS

## 16. FOR INFORMATION

16.1.	Board Motions Report	
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**17. 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.

**18. ADJOURNMENT**

That the meeting be adjourned.

**THE BOARD OF EDUCATION OF SCHOOL DISTRICT 68**  
**MINUTES OF THE SPECIAL BOARD MEETING**

**November 18, 2021**

Trustees	C. McKay, Chair J. Stanley, Vice-Chair T. Brzovic S. Higginson	G. Keller B. Robinson C. O'Neill E. Wilkinson
Staff	S. Saywell, Superintendent/CEO M. Walsh, Secretary-Treasurer T. Davie, Deputy Superintendent	D. Burgos, Ex. Dir. of Communications K. Matthews, Manager Admin. Services

**1. CALL TO ORDER**

The Chair called the meeting to order at 4:34 pm.

**2. ADDITIONS**

There were no additions.

**3. DELETIONS**

There were no deletions.

**4. CHANGE IN ORDER**

There was no change in order.

**5. APPROVAL OF THE AGENDA**

SO/21/11/18-01

That the Agenda be approved.

**CARRIED UNANIMOUSLY**

**6. BUSINESS COMMITTEE**

6.1 Mark Walsh, Secretary-Treasurer

Re: Trustee Elections Bylaw No. 2

SO/21/11/18-02

IT WAS MOVED BY Trustee Keller

IT WAS SECONDED BY Trustee O'Neill

That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) give all three readings of the amended Bylaw No. 2 – Trustee Elections at one meeting today, the 18th of November, 2021.

**CARRIED UNANIMOUSLY**

SO/21/11/18-03

IT WAS MOVED BY Trustee Keller

IT WAS SECONDED BY Trustee Higginson

That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) adopt the amended Bylaw No. 2 – Trustee Elections, as shown on Appendix A to the attached Action Sheet.

Read for a first time this 18th day of November, 2021.

**CARRIED UNANIMOUSLY**

SO/21/11/18-04

IT WAS MOVED BY Trustee O'Neill

IT WAS SECONDED BY Trustee Keller

That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) adopt the amended Bylaw No. 2 – Trustee Elections, as shown on Appendix A to the attached Action Sheet.

Read for a second time this 18th day of November, 2021.

**CARRIED UNANIMOUSLY**

SO/21/11/18-05

IT WAS MOVED BY Trustee Brzovic

IT WAS SECONDED BY Trustee Keller

That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) adopt the amended Bylaw No. 2 – Trustee Elections, as shown on Appendix A to the attached Action Sheet.

Read for a third time and adopted this 18th day of November, 2021.

**CARRIED UNANIMOUSLY**

7. **ADJOURNMENT**

The meeting adjourned at 4:44 pm.

SO/21/11/18-06

IT WAS MOVED BY Trustee O'Neill

IT WAS SECONDED BY Trustee Wilkinson

That the meeting be adjourned.

**CARRIED UNANIMOUSLY**

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Mark Walsh, Secretary-Treasurer

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Charlene McKay, Chair

**THE BOARD OF EDUCATION OF SCHOOL DISTRICT 68**  
**MINUTES OF THE ANNUAL GENERAL MEETING**

**December 1, 2021**

Trustees	C. McKay E. Wilkinson T. Brzovic S. Higginson G. Keller	B. Robinson C. O'Neill J. Stanley
Staff	S. Saywell, Superintendent/CEO M. Walsh, Secretary-Treasurer T. Davie, Deputy Superintendent	D. Burgos, Ex. Dir. of Communications K. Matthews, Manager Admin. Services

**1. CALL TO ORDER**

The Secretary-Treasurer called the meeting to order at 5:03 pm.

**2. INTRODUCTIONS**

Secretary-Treasurer Mark Walsh introduced the senior staff and Trustees attending this evening's meeting.

**3. APPROVAL OF THE AGENDA**

AGM21/12/01-01

IT WAS MOVED BY Trustee McKay

IT WAS SECONDED BY Trustee Stanley

That the Agenda be approved.

**Carried Unanimously**

**4. PROCEDURE FOR ONLINE VOTING**

Secretary-Treasurer Mark Walsh explained the voting process for this evening's meeting.



**5. ELECTION OF BOARD CHAIRPERSON**

Secretary-Treasurer Walsh called for nominations for the position of Chairperson of the Board.

Trustee Wilkinson nominated Trustee McKay for the position of Board Chairperson. Trustee McKay confirmed her acceptance of the nomination.

Secretary-Treasurer Walsh called for nominations a second time and for a third time.

Secretary-Treasurer Walsh declared Trustee McKay as Board Chairperson by acclamation.

Secretary-Treasurer Mark Walsh vacated the Chair turned the meeting over to Chair McKay.

**6. ELECTION OF VICE-CHAIRPERSON**

Chair McKay called for nominations for the position of Vice-Chairperson of the Board.

Trustee Higginson nominated Trustee Stanley for the position of Vice-Chairperson of the Board. Trustee Stanley confirmed her acceptance of the nomination.

Chair McKay called for nominations a second time and for a third time.

Chair McKay declared that Trustee Stanley is the Vice-Chairperson of the Board by acclamation.

**7. ELECTION OF BUSINESS COMMITTEE CHAIRPERSON**

Chair McKay called for nominations for the position of Chair of the Business Committee.

Trustee O'Neill nominated Trustee Keller for the position of Chair of the Business Committee. Trustee Keller confirmed his acceptance of the nomination.

Chair McKay called for nominations a second and for a third time.

Chair McKay declared that Trustee Keller is the Chair of the Business Committee by acclamation.

**8. ELECTION OF BUSINESS COMMITTEE VICE-CHAIRPERSON**

Chair McKay called for nominations for the position of Vice-Chair of the Business Committee.

Trustee Keller nominated Trustee O'Neill for the position of Vice-Chair of the Business Committee. Trustee O'Neill confirmed her acceptance of the nomination.

Chair McKay called for nominations a second time and for a third time.

Chair McKay declared that Trustee O'Neill is the Vice-Chair of the Business Committee by acclamation.

**9. ELECTION OF EDUCATION COMMITTEE CHAIRPERSON**

Chair McKay called for nominations for the position of Chair of the Education Committee.

Trustee Stanley nominated Trustee Brzovic for the position of Chair of the Education Committee. Trustee Brzovic confirmed her acceptance of the nomination.

Chair McKay called for nominations a second time and for a third time.

Chair McKay declared that Trustee Brzovic is the Chair of the Education Committee by acclamation.

**10. ELECTION OF EDUCATION COMMITTEE VICE-CHAIRPERSON**

Chair McKay called for nominations for the position of Vice-Chair of the Education Committee.

Trustee Brzovic nominated Trustee Higginson for the position of Vice-Chair of the Education Committee. Trustee Higginson confirmed her acceptance of the nomination.

Chair McKay called for nominations a second and for a third time.

Chair McKay declared Trustee Higginson the Vice-Chair of the Education Committee by acclamation.

**11. ELECTION OF BCSTA PROVINCIAL COUNCILLOR REPRESENTATIVE**

Chair McKay called for nominations for the position of BCSTA Provincial Councillor Representative.

Trustee Stanley nominated Trustee Wilkinson for the position of BCSTA Provincial Councillor. Trustee Wilkinson confirmed her acceptance of the nomination.

Chair McKay called for nominations a second and for a third time.

Chair McKay declared that Trustee Wilkinson is the BCSTA Provincial Councillor Representative by acclamation.

**12. ELECTION OF BCSTA PROVINCIAL COUNCILLOR ALTERNATE REPRESENTATIVE**

Chair McKay called for nominations for the position of Alternate BCSTA Provincial Councillor Representative.

Trustee Higginson nominated Trustee Stanley for the position of Alternate BCSTA Provincial Councillor Representative. Trustee Stanley confirmed her acceptance of the nomination.

Chair McKay called for nominations a second and for a third time.

Chair McKay declared that Trustee Stanley is the Alternate BCSTA Provincial Councillor Representative by acclamation.

**13. ADJOURNMENT**

The meeting adjourned at 5:16 pm.

AGM21/12/01-02

IT WAS MOVED BY Trustee O'Neill

IT WAS SECONDED BY Trustee Stanley

That the meeting be adjourned.

**Carried Unanimously**

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Charlene McKay, Chair

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Mark Walsh, Secretary-Treasurer

**BOARD OF EDUCATION OF SCHOOL DISTRICT 68  
(NANAIMO-LADYSMITH)**

Report of the Special Closed Board Meeting November 18, 2021

Minutes – Section 72(3) Report

(3) A board must prepare a record containing a general statement as to the nature of the matters discussed and the general nature of the decisions reached at a meeting from which persons other than trustees or officers of the board, or both, were excluded and the record must be open for inspection at all reasonable times by any person, who may make copies and extracts on payment of a fee set by the board.

**Trustees**

C. McKay  
S. Higginson  
G. Keller  
T. Brzovic  
B. Robinson  
E. Wilkinson  
C. O'Neill

**Absent**

J. Stanley

**General Decisions Made by the Board**

- Personnel Matters

**General Matters Discussed by the Board**

- Personnel Matters

**BOARD OF EDUCATION OF SCHOOL DISTRICT 68  
(NANAIMO-LADYSMITH)**

Report of the Closed Board Meeting November 24, 2021

Minutes – Section 72(3) Report

(3) A board must prepare a record containing a general statement as to the nature of the matters discussed and the general nature of the decisions reached at a meeting from which persons other than trustees or officers of the board, or both, were excluded and the record must be open for inspection at all reasonable times by any person, who may make copies and extracts on payment of a fee set by the board.

**Trustees**

C. McKay  
S. Higginson  
G. Keller  
T. Brzovic  
B. Robinson  
E. Wilkinson  
C. O'Neill  
J. Stanley

**Absent**

**General Decisions Made by the Board**

- Personnel Matters
- Asset Management

**General Matters Discussed by the Board**

- Personnel Matters
- Asset Management

**BOARD OF EDUCATION OF SCHOOL DISTRICT 68  
(NANAIMO-LADYSMITH)**

Report of the Special Closed Board Meeting December 8, 2021

Minutes – Section 72(3) Report

(3) A board must prepare a record containing a general statement as to the nature of the matters discussed and the general nature of the decisions reached at a meeting from which persons other than trustees or officers of the board, or both, were excluded and the record must be open for inspection at all reasonable times by any person, who may make copies and extracts on payment of a fee set by the board.

**Trustees**

C. McKay  
S. Higginson  
G. Keller  
T. Brzovic  
B. Robinson  
E. Wilkinson  
C. O'Neill  
J. Stanley

**Absent**

N/A

**General Decisions Made by the Board**

- Asset Management
- Teacher Bargaining

**General Matters Discussed by the Board**

- Asset Management
- Teacher Bargaining

November 23, 2021

**Attention: Board Chair and Trustees of School District 68**

**Re: Cancellation of School Activities (School Sports)**

Yesterday we were advised that School District 68 has directed that before and after school sporting activities would be cancelled in order to eliminate non-essential travel. This impacts both elementary and secondary school aged children.

There are not many things that would prompt either of us to write a letter to the Trustees of the School District - but this is definitely one of those things.

The decision of School District 68 to cancel all school activities including children's sports is not at all in the best interests of the students of SD68.

The Provincial Ministerial Orders include two things:

- 1) Restrictions on purchasing vehicle fuel up to 30 liters, and
- 2) Restrictions on non-essential travel along severely damaged highways

The orders do not restrict personal travel, and we believe the School District is being unrealistic with its reaction to the ministerial orders. Many school age children live in the catchment area for the school that they attend, meaning they can walk or bike to get there. If they don't live in the catchment area, their parents will be driving them to school anyways, because school is an essential service.

Many schools are not long distances from each other. As an example, McGirr Elementary, Uplands Elementary, and Randerson Elementary are all in close proximity. It is frustrating that in this scenario the very first thing the School District decides is to blanket cancel all school activities. This is not consistent with the actions of other School Districts on Vancouver Island.

The cancellation of kids sports and activities (at all levels) doesn't come without consequences. There are large amounts of children in SD68 that are already dealing with the mental and physical impacts of COVID-19. Children in sport (and children with other creative interests) have finally been able to resume participating in active, productive, lifestyles and then everything that they enjoy doing is cancelled because the School District is over-interpreting orders from the Province?

Our children attend both McGirr Elementary and Dover Bay Secondary, and both are able to walk or bike to school. Sporting activities including volleyball and basketball are huge parts of their lives, and take place directly before or after school starts. At the very least, they could remain practicing or playing other teams within a certain number of kilometers around them.

The impact that the cancellation of all sports has on kids is massive from both a physical health and mental health perspective. I have watched it with my own two children - as they spend more time on electronic devices and less time exercising and socializing with other kids their own age.

Our kids are fortunate, they have other sports programs that they can continue on with that are outside of the School District. For many less fortunate children, school sports programs are all they have to rely on.

Honestly, we are surprised that the School District would make this decision so lightly and we would urge the District to reconsider this decision, as we don't believe that it is in the best interests of any of the SD68 students in the long-term.

As residents of BC we are all responsible for curbing our fuel usage, and that there are ways to make that happen without having a directly negative impact on our children.

Thank you for your consideration,



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Jamie Slater, CPA, CA



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Curtis Slater, CPA, CA



**From:** [Karen Matthews](#)  
**To:** [Karen Matthews](#)  
**Subject:** FW: Letter: Non-Essential Travel and Fuel Restrictions  
**Date:** December 6, 2021 4:31:18 PM

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**From:** Graeme Rouse < >  
**Sent:** December 1, 2021 8:33 PM  
**To:** Superintendent <[Superintendent@sd68.bc.ca](mailto:Superintendent@sd68.bc.ca)>; Charlene Mckay <[Charlene.Mckay@sd68.bc.ca](mailto:Charlene.Mckay@sd68.bc.ca)>  
**Subject:** Re: Letter: Non-Essential Travel and Fuel Restrictions

**CAUTION:** External Message

Charlene, Scott and the board,

I am writing as a parent, taxpayer, voter, and community member in SD68.

I'm seeing that you have good intentions with these policies. However, I'm concerned that you are underestimating the value of all activities of education. By splitting the aspects of education into buckets of 'essential' and 'non-essential', you are throwing the baby out with the bathwater.

Please consider that it's important to provide a consistent and stable environment to support learners. Talk to your teachers about how having to cancel field trips affects their success in the classroom. Ask them how it affects the mood and success of their students.

Consider the value of sporting practices or field trips and how they challenge and inspire kids and contribute towards an "inclusive and personalized learning community". Consider how losing these opportunities affects kids on the margins. And then consider the impacts on the Vision of "success for all."

Consider the message that you can send to children by advocating for them. What better way to inspire a "courageous, innovative" community than leading it by example.

All aspects of education are essential. They all need to continue for the benefit of the children in our community.

I am sure that if you start from this standpoint that you will come up with dozens of good reasons to continue to provide all the same educational programs for learners. You are the subject matter experts.

There has been a lot of instability in our lives for the past couple years. Children have quietly borne the brunt of the shifting policies. As a group, they don't have a voice yet. Show them that they have value by standing up for them. Defend their needs and defend the values of NLPS. Earn their trust and confidence by demonstrating your accountability and integrity.

You've been elected and hired to be advocates for education and children in our community. You owe it to them to try harder to protect them.

Graeme Rouse

P.S. I took a lot of inspiration from your Vision, Mission and Values:

<https://www.sd68.bc.ca/district/vision-mission-and-values/>

On Wed, Dec 1, 2021 at 11:54 AM NLPS Communications <[broadcasts@schoolmessengermail.com](mailto:broadcasts@schoolmessengermail.com)> wrote:

Dear NLPS families:

On November 19, the Province of B.C. implemented [two temporary emergency Orders](#) as a response to the recent flooding and mudslides. The order was originally in place until the end of November, however due to the prolonged fuel supply shortage, the [order](#) was extended to Tuesday, December 14.

The Province of B.C. has requested that school districts continue to limit non-essential travel and take measurements to reduce fuel consumption. This may include field trips and extracurricular sporting events.

Our decision to limit non-essential travel was a difficult decision and one we did not take lightly. We understand how important school field trips and sporting events are for our student's social development and mental health, especially during a global pandemic.

Moving forward, we want to do our part to limit non-essential travel while acknowledging that it may not be practicable to cancel or postpone some events.

The following changes will be implemented starting today:

- Continue to encourage schools to postpone or reschedule events and/or games wherever possible.
- If schools and/or teams are not able to reschedule events and/or games and they must travel, we encourage the use of school buses or approved larger vehicles.
- Field trips can occur when we can use public transportation, walking or buses to transport students as a class, instead of volunteer parent drivers.

We ask that everyone do their best to reduce fuel consumption while the temporary emergency Orders are in effect.

Thank you for your ongoing support and patience. We will provide updates that concern you as soon as new information becomes available.

Sincerely,

Charlene McKay, Board Chair  
Scott Saywell, Superintendent/CEO

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Nanaimo Ladysmith District 68 would like to continue connecting with you via email. If you prefer to be removed from our list, please contact Nanaimo Ladysmith District 68 directly. To stop receiving all email

messages distributed through our SchoolMessenger service, follow this link and confirm: [Unsubscribe](#)

SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.

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**From:** [Karen Matthews](#)  
**To:** [Karen Matthews](#)  
**Subject:** FW: Letter to families: Travel and Fuel Restrictions  
**Date:** December 6, 2021 4:53:29 PM

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**From:** Colleen Broekhuizen <>  
**Sent:** November 24, 2021 8:45 AM  
**To:** Charlene Mckay <[Charlene.Mckay@sd68.bc.ca](mailto:Charlene.Mckay@sd68.bc.ca)>; Superintendent <[Superintendent@sd68.bc.ca](mailto:Superintendent@sd68.bc.ca)>  
**Subject:** Re: Letter to families: Travel and Fuel Restrictions

**CAUTION:** External Message

Good Morning Charlene and Scott,

I just wanted to take a moment to express my disappointment and frustration with SD68's decision to restrict travel for extracurricular events. I have three school aged children who all enjoy the extracurricular activities you have now postponed with the stroke of a pen. This decision seems really short sighted and is disproportionately affecting children. I understand that in a time of crisis we all have a role to play and I'm not saying that youth sport or field trips should be put ahead of any public safety measure, however the decision to restrict these activities seems to go above and beyond what the Public Safety Minister has outlined in the Ministerial Order. By putting further restrictions in place you are either misinterpreting the Order or are undermining the Public Safety Order itself.

Please reconsider this decision and effectively immediately allow school age children to resume extracurricular activities that are so important to mental health and support physical activity.

Thanks for your time.

Colleen Broekhuizen

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**From:** [Karen Matthews](#)  
**To:** [Karen Matthews](#)  
**Subject:** FOIPPA Amendments 2021  
**Date:** December 2, 2021 8:29:07 AM

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**From:** CITZ Deputy Minister, CITZ:EX <[CITZDeputyMinister@gov.bc.ca](mailto:CITZDeputyMinister@gov.bc.ca)>  
**Sent:** November 29, 2021 10:13 AM  
**Cc:** IMIT Policy CITZ:EX <[IM.ITpolicy@gov.bc.ca](mailto:IM.ITpolicy@gov.bc.ca)>  
**Subject:** FOIPPA Amendments 2021

**CAUTION:** External Message

Good Morning:

I am pleased to let you know that government has recently passed amendments to B.C.'s *Freedom of Information and Privacy Act* (FOIPPA). Apart from some minor changes in 2019, the Act has not been updated since 2011 and technology and peoples' expectations have changed substantially since that time, especially during the COVID-19 pandemic.

With royal assent on November 25, these amendments will help B.C. keep pace with new technology, ensure timely access to information, strengthen privacy protections and improve services for people in B.C.

Highlights of the amendments include:

- Updated data-residency provisions so public bodies can use modern tools while continuing to protect the personal information people entrust to us.
- Enhanced public-sector privacy protections and increased accountability by implementing mandatory privacy breach reporting and increasing penalties for offences.
- Introduction of an application fee for non-personal FOI requests.
- Demonstration of the Province's commitment to diversity, inclusion, reconciliation and equity by increasing information sharing with Indigenous peoples, adding Indigenous cultural protections and replacing non-inclusive language.

We have also developed some resource materials to support public bodies to understand the changes which can be found [here](#).

We are hosting information sessions for public bodies' executive leaders, and more detailed sessions for privacy and information management practitioners in early December to provide an overview of the changes, implementation requirements and where to find support resources. Please visit [www.gov.bc.ca/privacytraining](http://www.gov.bc.ca/privacytraining) for more information and to register.

If you have any questions in advance of the sessions, please contact [IM.ITPolicy@gov.bc.ca](mailto:IM.ITPolicy@gov.bc.ca)

Thank you for your support on this important update to B.C.'s information and privacy protection legislation.

Sincerely,

Shauna Brouwer  
Deputy Minister  
Ministry of Citizens' Services

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

**STATEMENT OF  
FINANCIAL INFORMATION  
FOR FISCAL YEAR  
ENDED JUNE 30, 2021**

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2021**

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Ministry  
of Education

## SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

6049

SCHOOL DISTRICT NUMBER	NAME OF SCHOOL DISTRICT	YEAR
OFFICE LOCATION(S)	TELEPHONE NUMBER	
MAILING ADDRESS		
CITY	PROVINCE	POSTAL CODE
NAME OF SUPERINTENDENT	TELEPHONE NUMBER	
NAME OF SECRETARY TREASURER	TELEPHONE NUMBER	

### 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*

*for School District No. \_\_\_\_\_ 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

EDUC. 6049 (REV. 2008/09)

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information for Year Ended June 30, 2021**

**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, 2021**

**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)

---

Scott Saywell, Superintendent

Date: December \_\_\_\_, 2021

---

Mark Walsh, Secretary Treasurer

Date: December \_\_\_\_, 2021

Audited Financial Statements of

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

And Independent Auditors' Report thereon

June 30, 2021

# School District No. 68 (Nanaimo-Ladysmith)

June 30, 2021

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# School District No. 68 (Nanaimo-Ladysmith)

## MANAGEMENT REPORT

Version: 4624-3878-1896

### 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.



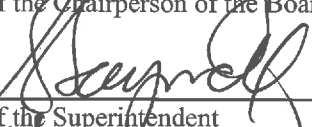
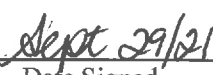
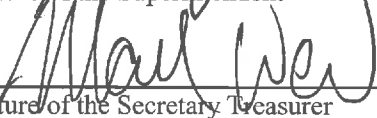
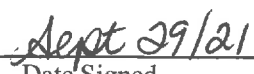
The preparation of financial statements necessarily involves the use of estimates based on management's judgment particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

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  
St. Andrew's Square II  
800-730 View Street  
Victoria BC V8W 3Y7  
Canada  
Telephone 250-480-3500  
Fax 250-480-3539

## INDEPENDENT AUDITORS' REPORT

To the Board of Education of School District No. 68 (Nanaimo-Ladysmith), and  
To the Minister of Education, 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, 2021
- 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 of the Entity as at and for the period ended June 30, 2021 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 "**Auditors' Responsibilities for the Audit of the Financial Statements**" section of our auditors' 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 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.

### **Other Information**

Management is responsible for the other information. Other information comprises

- Information, other than the financial statements and the auditors' report thereon, included in the Financial Statement Discussion & Analysis
- Unaudited Schedules 1-4 attached to the audited financial statements

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 information, other than the financial statements and the auditors' report thereon, included in the Financial Statement Discussion and Analysis and Unaudited Schedules 1-4 attached to the audited financial statements as at the date of this auditors' 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 auditors' 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.

***Auditors' 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 auditors' 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 auditors' 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 auditors' 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'. The signature is written in a cursive, stylized font and is positioned above a horizontal line.

Chartered Professional Accountants

Victoria, Canada  
September 29, 2021

# School District No. 68 (Nanaimo-Ladysmith)

Statement 1

## Statement of Financial Position

As at June 30, 2021

	2021 Actual	2020 Actual (Restated - Note 20)
	\$	\$
<b>Financial Assets</b>		
Cash and Cash Equivalents	37,806,439	36,133,183
Accounts Receivable		
Due from Province - Ministry of Education (Note 3)	2,229,110	970,119
Due from First Nations	64,133	95,237
Other (Note 3)	6,199,426	5,562,634
Mortgage Receivable	75,169	78,163
<b>Total Financial Assets</b>	<b>46,374,277</b>	<b>42,839,336</b>
<b>Liabilities</b>		
Accounts Payable and Accrued Liabilities		
Other (Note 5)	17,178,358	14,825,364
Unearned Revenue (Note 6)	2,995,737	1,260,920
Deferred Revenue (Note 7)	2,645,351	2,555,816
Deferred Capital Revenue (Note 8)	129,824,519	124,470,402
Employee Future Benefits (Note 9)	1,686,992	1,763,384
Other Liabilities	1,757,800	570,181
<b>Total Liabilities</b>	<b>156,088,757</b>	<b>145,446,067</b>
<b>Net Debt</b>	<b>(109,714,480)</b>	<b>(102,606,731)</b>
<b>Non-Financial Assets</b>		
Tangible Capital Assets (Note 10)	179,108,613	170,277,216
Prepaid Expenses	384,017	
<b>Total Non-Financial Assets</b>	<b>179,492,630</b>	<b>170,277,216</b>
<b>Accumulated Surplus (Deficit) (Note 11)</b>	<b>69,778,150</b>	<b>67,670,485</b>

Contractual Obligations (Note 17)

Approved by the Board

Signature of the Chairperson of the Board of Education

Date Signed

Signature of the Superintendent

Date Signed

Signature of the Secretary Treasurer

Date Signed

# School District No. 68 (Nanaimo-Ladysmith)

Statement 2

Statement of Operations

Year Ended June 30, 2021

	2021 Budget	2021 Actual	2020 Actual (Restated - Note 20)
	\$	\$	\$
<b>Revenues</b>			
Provincial Grants			
Ministry of Education	159,974,769	163,234,460	151,107,877
Other	232,416	321,170	383,966
Tuition	1,344,190	1,842,060	3,353,180
Other Revenue	5,497,617	3,400,034	4,563,775
Rentals and Leases	400,000	490,916	565,820
Investment Income	250,000	306,208	473,738
Amortization of Deferred Capital Revenue	5,900,000	6,010,475	5,903,792
<b>Total Revenue</b>	<u>173,598,992</u>	<u>175,605,323</u>	<u>166,352,148</u>
<b>Expenses</b>			
Instruction	144,360,053	137,372,613	128,388,305
District Administration	6,492,355	5,870,028	6,038,864
Operations and Maintenance	27,680,246	28,425,126	25,568,856
Transportation and Housing	1,962,583	1,829,891	1,710,440
<b>Total Expense</b>	<u>180,495,237</u>	<u>173,497,658</u>	<u>161,706,465</u>
<b>Surplus (Deficit) for the year</b>	<u>(6,896,245)</u>	<u>2,107,665</u>	<u>4,645,683</u>
<b>Accumulated Surplus (Deficit) from Operations, beginning of year</b>		<u>67,670,485</u>	<u>63,024,802</u>
<b>Accumulated Surplus (Deficit) from Operations, end of year</b>		<u><u>69,778,150</u></u>	<u><u>67,670,485</u></u>

# School District No. 68 (Nanaimo-Ladysmith)

Statement 4

Statement of Changes in Net Debt

Year Ended June 30, 2021

	2021 Budget	2021 Actual	2020 Actual (Restated - Note 20)
	\$	\$	\$
<b>Surplus (Deficit) for the year</b>	<u>(6,896,245)</u>	<u>2,107,665</u>	<u>4,645,683</u>
<b>Effect of change in Tangible Capital Assets</b>			
Acquisition of Tangible Capital Assets	(16,540,000)	(18,425,629)	(9,502,651)
Amortization of Tangible Capital Assets	9,490,000	9,594,232	9,152,938
<b>Total Effect of change in Tangible Capital Assets</b>	<u>(7,050,000)</u>	<u>(8,831,397)</u>	<u>(349,713)</u>
Acquisition of Prepaid Expenses		(384,017)	
Use of Prepaid Expenses			10,000
<b>Total Effect of change in Other Non-Financial Assets</b>	<u>-</u>	<u>(384,017)</u>	<u>10,000</u>
<b>(Increase) Decrease in Net Debt, before Net Remeasurement Gains (Losses)</b>	<u>(13,946,245)</u>	<u>(7,107,749)</u>	<u>4,305,970</u>
<b>Net Remeasurement Gains (Losses)</b>			
<b>(Increase) Decrease in Net Debt</b>		<u>(7,107,749)</u>	<u>4,305,970</u>
<b>Net Debt, beginning of year</b>		<u>(102,606,731)</u>	<u>(106,912,701)</u>
<b>Net Debt, end of year</b>		<u>(109,714,480)</u>	<u>(102,606,731)</u>

# School District No. 68 (Nanaimo-Ladysmith)

Statement 5

## Statement of Cash Flows

Year Ended June 30, 2021

	2021 Actual	2020 Actual
	(Restated - Note 20)	
	\$	\$
<b>Operating Transactions</b>		
Surplus (Deficit) for the year	2,107,665	4,645,683
Changes in Non-Cash Working Capital		
Decrease (Increase)		
Accounts Receivable	(1,864,679)	(1,919,653)
Prepaid Expenses	(384,017)	10,000
Increase (Decrease)		
Accounts Payable and Accrued Liabilities	2,352,992	1,176,575
Unearned Revenue	1,734,817	(897,656)
Deferred Revenue	89,535	66,013
Employee Future Benefits	(76,391)	(55,213)
Other Liabilities	1,187,620	(602,597)
Amortization of Tangible Capital Assets	9,594,232	9,152,938
Amortization of Deferred Capital Revenue	(6,010,475)	(5,903,792)
CRC Demolition	(1,895,490)	
<b>Total Operating Transactions</b>	<b>6,835,809</b>	<b>5,672,298</b>
<b>Capital Transactions</b>		
Tangible Capital Assets Purchased	(7,963,921)	(6,803,259)
Tangible Capital Assets -WIP Purchased	(10,461,708)	(2,699,392)
<b>Total Capital Transactions</b>	<b>(18,425,629)</b>	<b>(9,502,651)</b>
<b>Financing Transactions</b>		
Capital Revenue Received	13,290,939	9,935,316
Return MCFD Funds	(30,857)	
<b>Total Financing Transactions</b>	<b>13,260,082</b>	<b>9,935,316</b>
<b>Investing Transactions</b>		
Decrease (Increase) in Mortgage Receivable	2,994	9,299
<b>Total Investing Transactions</b>	<b>2,994</b>	<b>9,299</b>
<b>Net Increase (Decrease) in Cash and Cash Equivalents</b>	<b>1,673,256</b>	<b>6,114,262</b>
<b>Cash and Cash Equivalents, beginning of year</b>	<b>36,133,183</b>	<b>30,018,921</b>
<b>Cash and Cash Equivalents, end of year</b>	<b>37,806,439</b>	<b>36,133,183</b>
<b>Cash and Cash Equivalents, end of year, is made up of:</b>		
Cash	37,806,439	36,133,183
	<b>37,806,439</b>	<b>36,133,183</b>

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

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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. School District No. 68 (Nanaimo-Ladysmith) is exempt from federal and provincial corporate income taxes.

The COVID-19 outbreak was declared a pandemic by the World Health Organization in March 2020 and has had a significant financial, market and social dislocating impact worldwide. Under direction of the Provincial Health Officer, all schools suspended in-class instruction in March 2020 and the District remained open to continue to support students and families in a variety of ways. Parents were given the choice to send their children back to school on a gradual and part-time basis beginning June 1, 2020 and full-time beginning September 1, 2020 with new health and safety guidelines. The ongoing impact of the pandemic presents uncertainty over future cash flows, may have a significant impact on future operations including decreases in revenue, impairment of receivables, reduction in investment income and delays in completing capital project work. As the situation is dynamic and the ultimate duration and magnitude of the impact are not known, an estimate of the future financial effect on the District is not practicable at this time.

**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(f) and 2(l).

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(f) and 2(l), 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.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

---

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

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.

c) Cash and Cash Equivalents

Cash and cash equivalents include deposits held in commercial banks as well as deposits held by the Provincial Treasurer.

d) Accounts and Mortgage Receivables

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

e) 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.

f) 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 (l).

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, 2021**

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

g) 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, 2019 and projected to March 31, 2022. The next valuation will be performed at March 31, 2022 for use at June 30, 2022. 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.

h) 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.



**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

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

**h) Liability for Contaminated Sites** *(Continued)*

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.

**i) 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.
- 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.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

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

j) 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.

k) 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 11 – Interfund Transfers and Accumulated Surplus).

l) 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.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

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

**l) Revenue Recognition** *(continued)*

Revenue related to fees or services received in advance of the fee being earned or the service performed is deferred and recognized when the fee is earned, or service performed.

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.

**m) 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.

**n) 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, 2021**

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

n) Financial Instruments (*continued*)

Financial instruments consist of cash and cash equivalents, accounts receivable, 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.

o) Measurement Uncertainty

Preparation of financial statements in accordance with the basis of accounting described in note 2 a) 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.

p) Future Changes in Accounting Policies

***PS 3280 Asset Retirement Obligations*** issued August 2018 establishes standards for recognition, measurement, presentation and disclosure of legal obligations associated with the retirement of tangible capital assets and is effective July 1, 2022. A liability will be recognized when, as at the financial reporting date:

- (a) there is a legal obligation to incur retirement costs in relation to a tangible capital asset;
- (b) the past transaction or event giving rise to the liability has occurred;
- (c) it is expected that future economic benefits will be given up; and

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

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- (d) a reasonable estimate of the amount can be made.

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

p) Future Changes in Accounting Policies (*Continued*)

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 obligations are measured initially at fair value, determined using present value methodology, and the resulting costs capitalized into the carrying amount of the related tangible capital asset. In subsequent periods, the liability is adjusted for accretion and any changes in the amount or timing of the underlying future cash flows. The capitalized asset retirement cost is amortized on the same basis as the related asset and accretion expense is included in the Statement of Operations.

A modified retroactive application has been recommended by Government. Management is in the process of assessing the impact of adopting this standard on the School District's financial results.

**PS 3400 Revenue** issued November 2018 establishes standards on how to account for and report on revenue and is effective July 1, 2023. Specifically, it differentiates between revenue arising from transactions that include performance obligations, referred to as "exchange transactions", and transactions that do not have performance obligations, referred to as "non-exchange transactions".

Revenue from transactions with performance obligations should be recognized when (or as) the school district satisfies a performance obligation by providing the promised goods or services to a payor.

Revenue from transactions with no performance obligations should be recognized when a school 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.

This standard may be applied retroactively or prospectively. Management is in the process of assessing the impact of adopting this standard on the School District's financial results.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

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**NOTE 3      ACCOUNTS RECEIVABLE – OTHER RECEIVABLES**

**Due from Province – Ministry of Education**

	2021	2020
Bylaw – Capital Funding	\$ 1,769,024	\$ 909,344
French Programs	66,749	60,775
Other	393,337	-
	<u>\$ 2,229,110</u>	<u>\$ 970,119</u>

**Other Receivables**

	2021	2020 (restated)
Due from Federal Government - GST	\$ 240,598	\$ 117,041
Benefit Premium Balance	5,663,366	4,760,306
Other	295,462	685,287
	<u>\$ 6,199,426</u>	<u>\$ 5,562,634</u>

**NOTE 4      MORTGAGE RECEIVABLE**

	2021	2020
Mortgage on 4985 Christie Road, Ladysmith (former Diamond Elementary School property); blended payments are \$700 per month including interest at 2% p.a., for a term of 5 years ending April 1, 2023.	\$ 75,169	\$ 78,163
	<u>\$ 75,169</u>	<u>\$ 78,163</u>

Interest received during the year was \$511 (2020- \$1,397).

**NOTE 5      ACCOUNTS PAYABLE AND ACCRUED LIABILITIES**

**Other Accounts Payable and Accrued Liabilities**

	2021	2020
Trade payables	\$ 3,886,609	\$ 3,658,805
Salaries and benefits payable	11,369,305	9,706,854
Accrued vacation pay	1,457,642	1,388,289
Construction holdbacks	464,802	71,416
	<u>\$ 17,178,358</u>	<u>\$ 14,825,364</u>

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

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**NOTE 6      UNEARNED REVENUE**

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

	2021	2020
Balance, beginning of year	\$ 1,260,920	\$ 2,158,576
Changes for the year:		
Increase:		
Tuition fees	3,276,217	2,153,799
Decrease:		
Tuition fees	1,541,400	3,051,455
Net changes for the year	1,734,817	(897,656)
Balance, end of year	\$ 2,995,737	\$ 1,260,920

**NOTE 7      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:

	2021	2020
Balance, beginning of year	\$ 2,555,816	\$ 2,489,803
Changes for the year:		
Increase:		
Provincial Grants – Ministry of Education	23,025,879	16,373,899
Ministry of Education CEF Adjustment	(76,637)	(481,218)
Provincial Grants – Other	118,305	243,750
Other	1,790,089	2,668,222
Investment income	15,823	30,944
	24,873,459	18,835,597
Decrease:		
Expenses	23,799,152	18,410,071
Transfers – tangible capital assets purchased	984,772	359,513
	24,783,924	18,769,584
Net changes for the year	89,535	66,013
Balance, end of year	\$ 2,645,351	\$ 2,555,816

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

**NOTE 8      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 2021	Unspent Deferred Capital 2021	Total Deferred Capital Revenue 2021	Total Deferred Capital Revenue 2020
Balance, beginning of year	\$119,346,329	\$5,124,073	\$124,470,402	\$120,438,878
Changes for the year:				
Increase:				
Transfer from Unspent – Capital Additions	3,808,890	-	3,808,890	3,785,815
Transfer from Unspent – Work in Progress	8,686,532	-	8,686,532	1,698,478
Provincial Grants – Ministry of Education	-	13,289,493	13,289,493	5,211,387
Provincial Grants – Other	-	-	-	4,723,311
Investment income	-	1,446	1,446	618
Other	-	-	-	-
	12,495,422	13,290,939	25,786,361	15,419,609
Decrease:				
Amortization of Deferred Capital	6,010,475	-	6,010,475	5,903,792
Capital additions – transfer to Deferred Capital	-	3,808,890	3,808,890	3,785,815
Work in Progress – transfer to Deferred Capital	-	8,686,532	8,686,532	1,698,478
Other	-	1,926,347	1,926,347	-
	6,010,475	14,421,769	20,432,244	11,388,085
Net changes for the year	6,484,947	(1,130,830)	5,354,117	4,031,524
Balance, end of year	\$125,831,276	\$3,993,243	\$129,824,519	\$124,470,402



**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

**NOTE 9 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.

	2021	2020
<b>Reconciliation of Accrued Benefit Obligation</b>		
Accrued Benefit Obligation – April 1	\$ 1,654,391	\$ 1,708,048
Service Cost	124,845	118,912
Interest Cost	38,005	42,653
Benefit Payments	(198,996)	(209,536)
Increase (Decrease) in obligation due to Plan Amendment	-	-
Actuarial (Gain) Loss	(7,210)	(5,686)
Accrued Benefit Obligation – March 31	<u>\$ 1,611,035</u>	<u>\$ 1,654,391</u>

**Reconciliation of Funded Status at End of Fiscal Year**

Accrued Benefit Obligation – March 31	\$ 1,611,035	\$ 1,654,391
Market Value of Plan Assets – March 31	-	-
Funded Status – Surplus (Deficit)	(1,611,035)	(1,654,391)
Employer Contributions After Measurement Date	134,240	76,251
Benefits Expense After Measurement Date	(41,517)	(40,713)
Unamortized Net Actuarial (Gain) Loss	(168,680)	(144,531)
Accrued Benefit Asset (Liability) – June 30	<u>\$ (1,686,992)</u>	<u>\$ (1,763,384)</u>

**Reconciliation of Change in Accrued Benefit Liability**

Accrued Benefit Liability – July 1	\$ 1,763,384	\$ 1,818,596
Net expense for Fiscal Year	180,593	179,430
Employer Contributions	(256,985)	(234,642)
Accrued Benefit Liability – June 30	<u>\$ 1,686,992</u>	<u>\$ 1,763,384</u>

**Components of Net Benefit Expense**

Service Cost	\$ 124,867	\$ 120,395
Interest Cost	38,788	41,491
Immediate Recognition of Plan Amendment	-	-
Amortization of Net Actuarial (Gain)/Loss	16,938	17,544
Net Benefit Expense (Income)	<u>\$ 180,593</u>	<u>\$ 179,430</u>

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

	2021	2020
Discount Rate – April 1	2.25%	2.50%
Discount Rate – March 31	2.50%	2.25%
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	9.4 years	9.4 years

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

**NOTE 10 TANGIBLE CAPITAL ASSETS**

**Net Book Value:**

	Net Book Value 2021	Net Book Value 2020
Sites	\$ 15,673,196	\$ 15,673,196
Buildings	137,952,562	139,634,078
Buildings – work in progress	12,309,999	2,704,879
Furniture & Equipment	7,571,518	6,922,332
Vehicles	2,275,869	1,353,988
Computer Software	227,613	445,285
Computer Hardware	3,097,856	3,543,458
<b>Total</b>	<b>\$ 179,108,613</b>	<b>\$ 170,277,216</b>

**June 30, 2021**

	Opening Cost	Additions	Disposals	Transfers (WIP)	Total 2021
Sites	\$ 15,673,196	\$ -	\$ -	\$ -	\$ 15,673,196
Buildings	281,487,536	3,665,464	(428,906)	856,588	285,580,682
Buildings – work in progress	2,704,879	10,461,708	-	(856,588)	12,309,999
Furniture & Equipment	9,830,934	1,718,190	(394,593)	-	11,154,531
Vehicles	3,726,814	1,362,698	(400,957)	-	4,688,555
Computer Software	385,452	32,471	-	-	417,923
Computer Hardware	7,560,941	1,185,098	(1,062,289)	-	7,683,750
<b>Total</b>	<b>\$321,369,752</b>	<b>\$18,425,629</b>	<b>(\$1,857,839)</b>	<b>\$ -</b>	<b>\$337,508,636</b>

	Opening Accumulated Amortization	Additions	Disposals	Total 2021
Buildings	\$141,683,653	\$6,373,373	\$ (428,906)	\$147,628,120
Furniture & Equipment	2,908,602	1,069,004	(394,593)	3,583,013
Vehicles	2,372,826	440,817	(400,957)	2,412,686
Computer Software	109,972	80,338	-	190,310
Computer Hardware	4,017,483	1,630,700	(1,062,289)	4,585,894
<b>Total</b>	<b>\$151,092,536</b>	<b>\$9,594,232</b>	<b>(\$1,857,839)</b>	<b>\$158,400,023</b>

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

**NOTE 10 TANGIBLE CAPITAL ASSETS (Continued)**

**June 30, 2020**

	Opening Cost	Additions	Disposals	Transfers (WIP)	Total 2020
Sites	\$ 15,673,196	\$ -	\$ -	\$ -	\$ 15,673,196
Buildings	276,167,061	3,681,804	-	1,468,866	281,317,731
Buildings – work in progress	1,474,353	2,699,392	-	(1,468,866)	2,704,879
Furniture & Equipment	8,993,126	949,538	(111,731)	-	9,830,933
Vehicles	3,492,515	412,086	(177,787)	-	3,726,814
Computer Software	74,203	311,249	-	169,805	555,257
Computer Software – work in progress	169,805	-	-	(169,805)	-
Computer Hardware	6,867,303	1,448,582	(754,943)	-	7,560,942
<b>Total</b>	<b>\$312,911,562</b>	<b>\$9,502,651</b>	<b>(\$1,044,461)</b>	<b>\$ -</b>	<b>\$321,369,752</b>

	Opening Accumulated Amortization	Additions	Disposals	Total 2020
Buildings	\$135,411,647	\$6,272,006	\$ -	\$141,683,653
Furniture & Equipment	2,073,543	946,790	(111,731)	2,908,602
Vehicles	2,180,757	369,856	(177,787)	2,372,826
Computer Software	64,006	45,966	-	109,972
Computer Hardware	3,254,106	1,518,320	(754,943)	4,017,483
<b>Total</b>	<b>\$142,984,059</b>	<b>\$9,152,938</b>	<b>(\$1,044,461)</b>	<b>\$151,092,536</b>

Building– 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 (2020 – \$nil).

**NOTE 11 ACCUMULATED SURPLUS**

Interfund transfers between the operating, special purpose and capital funds for the year ended June 30, 2021, were as follows:

- A transfer in the amount of \$3,968,355 was made from the operating fund to the capital fund for capital purchases made during the year.
- A transfer in the amount of \$984,772 was made from the special purpose fund to the capital fund for capital purchase made during the year.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

**NOTE 11 ACCUMULATED SURPLUS (continued)**

Accumulated Surplus is comprised of the following:

<b>OPERATING</b>	2021	2020(restated)
Internally Restricted (appropriated) by Board for:		
Staffing/Unusual Expense Reserve:		
Staffing Contingencies	\$ 750,000	\$ 750,000
Replacement Cost Contingencies	750,000	750,000
COVID – Enhanced Cleaning Protocols	400,000	-
	1,900,000	1,500,000
Planning Reserve (Multiple Years):		
International Education Supplement	\$ -	\$1,050,053
	-	1,050,053
Targeted/Constraints Reserve:		
NEW - Benefit Premium Balance	\$ 5,663,366	\$ 4,760,306
Indigenous Education - Target	457,476	337,364
Outreach Program	278,348	-
Teacher Mentorship Grant	277,051	-
COVID Response Fund	240,000	-
International Student Program Contingency	200,000	-
School Year-End Balance Rollover	189,061	276,500
2021/22 Annual Budget Balancing	157,684	-
Support for SD84 Incoming Programs	139,000	-
Summer Outreach Program	127,212	-
Multi-Year Painting Program	100,000	-
Administrator Professional Development Program	76,000	-
School Bus Seat Belt Pilot Program	65,104	-
Support for Collective Bargaining	50,000	-
Seamless Day Kindergarten Pilot	50,000	-
Trustee Professional Development/Travel	40,000	-
Student Management System Upgrade for ICE	30,000	-
Ecole Hammond Bay Welcome Pole	20,000	-
Wellington School External Upgrade	20,000	-
CUPE Professional Development	17,419	-
Health & Safety Confined Space Program	15,000	-
COVID Costs – Staffing & Supplies	-	300,000
COVID Revenue Loss – Transfers to DL	-	200,000
Dual Credit	-	160,000
Confined Space Study	-	120,000
COVID Costs - Secondary Q1 Staffing	-	107,670
Fire Plans	-	55,000
Curriculum & Learning Support Funding	-	54,685
Asbestos Reassessments	-	19,000
Powerschool (HR)	-	10,000
Health & Safety Support	-	10,000

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

Vehicle Modernization	-	5,000
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**NOTE 11 ACCUMULATED SURPLUS** *(continued)*

Total Targeted/Constraints Reserve	8,212,721	6,415,525
Subtotal Internally Restricted	10,112,721	8,965,578
Unrestricted Operating Surplus	3,046,019	3,641,473
Total Available for Future Operations	13,158,740	12,607,051
Proposed transfer to Local Capital	(1,248,000)	(1,030,000)
Total Available for Future Operations	11,910,740	11,577,051

**CAPITAL**

Investment in Tangible Capital Assets	52,641,742	50,295,292
Local Capital	3,977,668	4,768,142
Capital Surplus	56,619,410	55,063,434
Proposed transfer from Operating Fund	1,248,000	1,030,000
Capital Surplus	57,867,410	56,093,434

<b>TOTAL ACCUMULATED SURPLUS</b>	<b>\$ 69,778,150</b>	<b>\$ 67,670,485</b>
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**NOTE 12 BUDGET FIGURES**

Budget figures included in the financial statements were approved by the Board through the adoption of an amended annual budget on February 24, 2021. 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:

	2021 Amended	2021 Preliminary	Difference
<b>Revenues</b>			
Provincial Grants			
Ministry of Education	\$159,974,769	\$148,652,235	\$11,322,534
Other	232,416	385,416	(153,000)
Tuition	1,344,190	944,190	400,000
Other Revenue	5,497,617	5,063,977	433,640
Rentals and Leases	400,000	600,000	(200,000)
Investment Income	250,000	250,000	-
Amortization of Deferred Capital Revenue	5,900,000	5,854,198	45,802
<b>Total Revenue</b>	<b>\$173,598,992</b>	<b>\$161,750,016</b>	<b>\$11,848,976</b>
<b>Expenses</b>			
Instruction	\$144,360,053	\$130,644,790	\$13,715,263
District Administration	6,492,355	6,340,068	152,287
Operations and Maintenance	27,680,246	26,564,621	1,115,625
Transportation and Housing	1,962,583	1,875,093	87,490
Debt Services	-	-	-
<b>Total Expenses</b>	<b>\$180,495,237</b>	<b>\$165,424,572</b>	<b>\$15,070,665</b>
<b>Surplus (deficit) for the year</b>	<b>\$ (6,896,245)</b>	<b>\$ (3,674,556)</b>	<b>\$ (3,221,689)</b>

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

**NOTE 12 BUDGET FIGURES** *(continued)*

<b>Effects of change in Tangible Capital Assets</b>			
Acquisition of Tangible Capital Assets	(16,540,000)	(16,162,500)	(377,500)
Amortization of Tangible Capital Assets	9,490,000	9,066,809	423,191
<b>Total Effect of change in Tangible Capital Assets</b>	<b>(7,050,000)</b>	<b>(7,095,691)</b>	<b>45,691</b>
<b>Decrease in Net Financial Debt</b>	<b>\$(13,946,245)</b>	<b>\$(10,770,247)</b>	<b>\$(3,175,998)</b>

**NOTE 13 EXPENSE BY OBJECT**

	2021	2020 (restated)
Salaries	\$118,375,771	\$110,439,868
Benefits	28,034,275	26,128,754
Services and supplies	17,493,380	15,984,905
Amortization	9,594,232	9,152,938
	<u>\$173,497,658</u>	<u>\$161,706,465</u>

**NOTE 14 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, 2020, the Teachers' Pension Plan has about 49,000 active members and approximately 40,000 retired members. As of December 31, 2020, the Municipal Pension Plan has about 220,000 active members, including approximately 28,000 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, 2017, indicated a \$1,656 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, 2018, indicated a \$2,866 million funding surplus for basic pension benefits on a going concern basis.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

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**NOTE 14     EMPLOYEE PENSION PLANS** *(Continued)*

The school district paid \$12,327,351 for employer contributions to the plans for the year ended June 30, 2021 (2020: \$11,593,239).

The next valuation for the Teachers' Pension Plan will be as at December 31, 2020, with results available in 2021. The next valuation for the Municipal Pension Plan will be as at December 31, 2021, with results available in 2022.

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 15     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 \$177,185 (2020: \$173,251) for administrative assistance and support to the Foundation and also provided office space free of charge. The Foundation provided miscellaneous grants directly to Schools.

**NOTE 16     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	2022	2023	2024	2025	2026	Thereafter
Future lease/rental revenue	\$225,960	\$74,869	\$42,960	\$42,960	\$10,737	-

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

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**NOTE 17 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:

2022	302,020
2023	95,784
2024	95,784
2025	15,000
2026	15,000
Thereafter	30,000
	<u>\$ 553,588</u>

Anticipated contractual payments related to purchase orders for operating expenses and capital construction during 2022 total \$24,447,178.

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. No amount has been recorded in the financial statements with regard to this potential liability. 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. The District has made no provision for the financial impact of removal costs or reduced sale proceeds as they cannot be reasonably estimated due to the indeterminate nature and date of potential future retirements.

**NOTE 18 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 19 ECONOMIC DEPENDENCE**

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



**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

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**NOTE 20      PRIOR PERIOD ADJUSTMENT**

During the year it was determined that certain benefit plans have balances that arose where contributions to the plan exceeded the claims paid. These balances can be applied as a benefit holiday to reduce future benefit expense or partially withdrawn as a cash refund. These balances are controlled by the School District and were not previously recorded as an asset. As a result, a retroactive restatement was recorded to increase accumulated surplus and other receivables at July 1, 2019 by \$3,425,049. Annual Surplus for the year ending June 30, 2020 increased by \$1,335,256 and other receivables at June 30, 2020 increased by \$1,335,256 due to an increase in the surplus during the year. The surplus has been presented as an internally restricted surplus to be used to reduce future benefit payments on certain benefit plans.

**NOTE 21      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.

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.

**SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)**  
**NOTES TO FINANCIAL STATEMENTS**  
**YEAR ENDED JUNE 30, 2021**

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**NOTE 21     RISK MANAGEMENT** *(continued)*

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 2020 related to credit, market or liquidity risks.

# School District No. 68 (Nanaimo-Ladysmith)

Schedule of Changes in Accumulated Surplus (Deficit) by Fund  
Year Ended June 30, 2021

Schedule 1 (Unaudited)

	Operating Fund	Special Purpose Fund	Capital Fund	2021 Actual	2020 Actual (Restated - Note 20)
	\$	\$	\$	\$	\$
<b>Accumulated Surplus (Deficit), beginning of year</b>	12,607,051		55,063,434	67,670,485	59,599,753
Prior Period Adjustments					3,425,049
<b>Accumulated Surplus (Deficit), beginning of year, as restated</b>	<b>12,607,051</b>	<b>-</b>	<b>55,063,434</b>	<b>67,670,485</b>	<b>63,024,802</b>
<b>Changes for the year</b>					
Surplus (Deficit) for the year	4,520,044	984,772	(3,397,151)	2,107,665	4,645,683
Interfund Transfers					
Tangible Capital Assets Purchased	(965,855)	(984,772)	1,950,627	-	
Local Capital	(3,002,500)		3,002,500	-	
<b>Net Changes for the year</b>	<b>551,689</b>	<b>-</b>	<b>1,555,976</b>	<b>2,107,665</b>	<b>4,645,683</b>
<b>Accumulated Surplus (Deficit), end of year - Statement 2</b>	<b>13,158,740</b>	<b>-</b>	<b>56,619,410</b>	<b>69,778,150</b>	<b>67,670,485</b>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 2 (Unaudited)

## Schedule of Operating Operations

Year Ended June 30, 2021

	2021 Budget	2021 Actual	2020 Actual (Restated - Note 20)
	\$	\$	\$
<b>Revenues</b>			
Provincial Grants			
Ministry of Education	136,966,601	138,305,681	134,956,052
Other	232,416	237,116	231,966
Tuition	1,344,190	1,842,060	3,353,180
Other Revenue	2,065,954	1,560,281	2,128,959
Rentals and Leases	400,000	490,916	565,820
Investment Income	205,000	264,181	365,376
<b>Total Revenue</b>	<b>141,214,161</b>	<b>142,700,235</b>	<b>141,601,353</b>
<b>Expenses</b>			
Instruction	118,533,427	113,900,164	110,229,355
District Administration	6,492,355	5,870,028	6,038,864
Operations and Maintenance	17,570,041	16,580,108	16,143,124
Transportation and Housing	1,962,583	1,829,891	1,710,440
<b>Total Expense</b>	<b>144,558,406</b>	<b>138,180,191</b>	<b>134,121,783</b>
<b>Operating Surplus (Deficit) for the year</b>	<b>(3,344,245)</b>	<b>4,520,044</b>	<b>7,479,570</b>
<b>Budgeted Appropriation (Retirement) of Surplus (Deficit)</b>	<b>6,346,745</b>		
<b>Net Transfers (to) from other funds</b>			
Tangible Capital Assets Purchased		(965,855)	
Tangible Capital Assets - Work in Progress			(422,225)
Local Capital	(3,002,500)	(3,002,500)	(2,337,000)
<b>Total Net Transfers</b>	<b>(3,002,500)</b>	<b>(3,968,355)</b>	<b>(2,759,225)</b>
<b>Total Operating Surplus (Deficit), for the year</b>	<b>-</b>	<b>551,689</b>	<b>4,720,345</b>
<b>Operating Surplus (Deficit), beginning of year</b>		<b>12,607,051</b>	<b>4,461,657</b>
Prior Period Adjustments			
Benefit Premium Balance			3,425,049
<b>Operating Surplus (Deficit), beginning of year, as restated</b>		<b>12,607,051</b>	<b>7,886,706</b>
<b>Operating Surplus (Deficit), end of year</b>		<b>13,158,740</b>	<b>12,607,051</b>
<b>Operating Surplus (Deficit), end of year</b>			
Internally Restricted		10,112,721	8,965,578
Unrestricted		3,046,019	3,641,473
<b>Total Operating Surplus (Deficit), end of year</b>		<b>13,158,740</b>	<b>12,607,051</b>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 2A (Unaudited)

Schedule of Operating Revenue by Source

Year Ended June 30, 2021

	2021 Budget	2021 Actual	2020 Actual (Restated - Note 20)
	\$	\$	\$
<b>Provincial Grants - Ministry of Education</b>			
Operating Grant, Ministry of Education	133,578,580	134,492,365	132,461,131
ISC/LEA Recovery	(1,174,655)	(781,318)	(1,202,281)
Other Ministry of Education Grants			
Pay Equity	160,000	160,000	160,000
Funding for Graduated Adults		31,958	19,989
Student Transportation Fund	244,630	244,630	244,630
Carbon Tax Grant			41,232
Employer Health Tax Grant			1,057,711
Support Staff Benefits Grant	163,439	163,439	67,920
Support Staff Wage Increase Funding			577,175
Teachers' Labour Settlement Funding	3,645,082	3,645,082	1,505,020
Early Career Mentorship Funding	280,000	280,000	-
FSA Scorer Grant	15,693	15,693	15,693
Premiers Excellence Award	-	-	2,000
Other	53,832	53,832	5,832
<b>Total Provincial Grants - Ministry of Education</b>	<b>136,966,601</b>	<b>138,305,681</b>	<b>134,956,052</b>
<b>Provincial Grants - Other</b>	<b>232,416</b>	<b>237,116</b>	<b>231,966</b>
<b>Tuition</b>			
International and Out of Province Students	1,344,190	1,842,060	3,353,180
<b>Total Tuition</b>	<b>1,344,190</b>	<b>1,842,060</b>	<b>3,353,180</b>
<b>Other Revenues</b>			
Other School District/Education Authorities	519,299	519,299	492,036
Funding from First Nations	1,174,655	781,318	1,202,281
Miscellaneous			
Cafeteria Revenue	205,000	86,954	145,948
BC Hydro Energy Manager Grant	50,000	50,000	50,000
Other	117,000	122,710	238,694
<b>Total Other Revenue</b>	<b>2,065,954</b>	<b>1,560,281</b>	<b>2,128,959</b>
<b>Rentals and Leases</b>	<b>400,000</b>	<b>490,916</b>	<b>565,820</b>
<b>Investment Income</b>	<b>205,000</b>	<b>264,181</b>	<b>365,376</b>
<b>Total Operating Revenue</b>	<b>141,214,161</b>	<b>142,700,235</b>	<b>141,601,353</b>

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

Schedule 2B (Unaudited)

Schedule of Operating Expense by Object

Year Ended June 30, 2021

	2021 Budget	2021 Actual	2020 Actual (Restated - Note 20)
	\$	\$	\$
<b>Salaries</b>			
Teachers	62,830,681	62,658,938	61,247,952
Principals and Vice Principals	8,341,593	8,307,004	7,749,350
Educational Assistants	10,446,059	10,291,790	10,061,923
Support Staff	12,310,889	11,556,327	11,549,456
Other Professionals	4,687,880	4,672,855	4,501,492
Substitutes	4,384,343	4,247,308	3,275,568
<b>Total Salaries</b>	103,001,445	101,734,222	98,385,741
<b>Employee Benefits</b>	25,667,275	24,057,294	23,189,571
<b>Total Salaries and Benefits</b>	128,668,720	125,791,516	121,575,312
<b>Services and Supplies</b>			
Services	3,994,921	3,222,627	4,017,123
Student Transportation	109,918	43,274	91,715
Professional Development and Travel	858,240	494,281	718,931
Rentals and Leases	8,295	4,556	8,060
Dues and Fees	521,668	621,642	584,832
Insurance	347,800	375,558	377,453
Interest	-	-	-
Supplies	7,844,144	5,336,234	4,830,354
Utilities	2,204,700	2,290,503	1,918,003
<b>Total Services and Supplies</b>	15,889,686	12,388,675	12,546,471
<b>Total Operating Expense</b>	144,558,406	138,180,191	134,121,783

# School District No. 68 (Nanaimo-Ladysmith)

Operating Expense by Function, Program and Object

Year Ended June 30, 2021

Schedule 2C (Unaudited)

	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	48,336,914	1,354,057	246,053	54,260	418,416	2,842,471	53,252,171
1.03 Career Programs	-	-	224,637	-	-	962	225,599
1.07 Library Services	1,815,062	94,464	-	262,355	-	80,980	2,252,861
1.08 Counselling	2,326,691	-	-	-	-	35,153	2,361,844
1.10 Special Education	8,057,489	-	8,643,337	-	-	651,039	17,351,865
1.30 English Language Learning	677,269	-	39,300	-	-	727	717,296
1.31 Indigenous Education	1,304,675	47,579	929,243	56,261	142,250	62,244	2,542,252
1.41 School Administration	19,091	6,676,236	-	2,623,170	-	314,318	9,632,815
1.60 Summer School	-	-	-	-	-	-	-
1.61 Continuing Education	-	-	-	-	-	-	-
1.62 International and Out of Province Students	121,747	134,668	-	67,035	105,272	3,148	431,870
1.64 Other	-	-	149,875	-	-	-	149,875
<b>Total Function 1</b>	<b>62,658,938</b>	<b>8,307,004</b>	<b>10,232,445</b>	<b>3,063,081</b>	<b>665,938</b>	<b>3,991,042</b>	<b>88,918,448</b>
<b>4 District Administration</b>							
4.11 Educational Administration	-	-	-	305,743	1,103,653	193	1,409,589
4.40 School District Governance	-	-	-	48,001	356,056	-	404,057
4.41 Business Administration	-	-	-	701,794	1,623,076	37,355	2,362,225
<b>Total Function 4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,055,538</b>	<b>3,082,785</b>	<b>37,548</b>	<b>4,175,871</b>
<b>5 Operations and Maintenance</b>							
5.41 Operations and Maintenance Administration	-	-	59,345	556,718	589,899	34,694	1,240,656
5.50 Maintenance Operations	-	-	-	5,307,736	236,617	164,662	5,709,015
5.52 Maintenance of Grounds	-	-	-	528,678	-	-	528,678
5.56 Utilities	-	-	-	66,508	-	6,795	73,303
<b>Total Function 5</b>	<b>-</b>	<b>-</b>	<b>59,345</b>	<b>6,459,640</b>	<b>826,516</b>	<b>206,151</b>	<b>7,551,652</b>
<b>7 Transportation and Housing</b>							
7.41 Transportation and Housing Administration	-	-	-	51,641	97,616	-	149,257
7.70 Student Transportation	-	-	-	926,427	-	12,567	938,994
7.73 Housing	-	-	-	-	-	-	-
<b>Total Function 7</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>978,068</b>	<b>97,616</b>	<b>12,567</b>	<b>1,088,251</b>
<b>9 Debt Services</b>							
<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>62,658,938</b>	<b>8,307,004</b>	<b>10,291,790</b>	<b>11,556,327</b>	<b>4,672,855</b>	<b>4,247,308</b>	<b>101,734,222</b>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2021

	Total Salaries	Employee Benefits	Total Salaries and Benefits	Services and Supplies	2021 Actual	2021 Budget	2020 Actual (Restated - Note 20)
	\$	\$	\$	\$	\$	\$	\$
<b>1 Instruction</b>							
1.02 Regular Instruction	53,252,171	12,742,629	65,994,800	2,492,532	68,487,332	72,327,544	66,047,055
1.03 Career Programs	225,599	64,284	289,883	89,163	379,046	465,479	445,804
1.07 Library Services	2,252,861	581,347	2,834,208	85,246	2,919,454	2,917,031	2,645,668
1.08 Counselling	2,361,844	537,433	2,899,277	4,661	2,903,938	2,937,580	2,894,884
1.10 Special Education	17,351,865	4,331,028	21,682,893	331,700	22,014,593	22,289,590	20,797,538
1.30 English Language Learning	717,296	184,541	901,837	4,417	906,254	535,055	863,979
1.31 Indigenous Education	2,542,252	643,597	3,185,849	189,042	3,374,891	3,832,364	3,433,767
1.41 School Administration	9,632,815	2,132,874	11,765,689	129,032	11,894,721	12,037,932	11,667,809
1.60 Summer School	-	-	-	-	-	-	-
1.61 Continuing Education	-	-	-	-	-	-	-
1.62 International and Out of Province Students	431,870	81,815	513,685	314,299	827,984	874,224	1,163,786
1.64 Other	149,875	39,506	189,381	2,570	191,951	316,628	269,065
<b>Total Function 1</b>	<b>88,918,448</b>	<b>21,339,054</b>	<b>110,257,502</b>	<b>3,642,662</b>	<b>113,900,164</b>	<b>118,533,427</b>	<b>110,229,355</b>
<b>4 District Administration</b>							
4.11 Educational Administration	1,409,589	285,681	1,695,270	96,901	1,792,171	1,813,078	1,641,038
4.40 School District Governance	404,057	64,604	468,661	181,106	649,767	723,572	646,981
4.41 Business Administration	2,362,225	513,127	2,875,352	552,738	3,428,090	3,955,705	3,750,845
<b>Total Function 4</b>	<b>4,175,871</b>	<b>863,412</b>	<b>5,039,283</b>	<b>830,745</b>	<b>5,870,028</b>	<b>6,492,355</b>	<b>6,038,864</b>
<b>5 Operations and Maintenance</b>							
5.41 Operations and Maintenance Administration	1,240,656	246,221	1,486,877	769,677	2,256,554	2,643,188	1,987,042
5.50 Maintenance Operations	5,709,015	1,268,700	6,977,715	3,927,872	10,905,587	11,493,208	11,070,565
5.52 Maintenance of Grounds	528,678	116,959	645,637	308,923	954,560	989,965	975,834
5.56 Utilities	73,303	16,442	89,745	2,373,662	2,463,407	2,443,680	2,109,683
<b>Total Function 5</b>	<b>7,551,652</b>	<b>1,648,322</b>	<b>9,199,974</b>	<b>7,380,134</b>	<b>16,580,108</b>	<b>17,570,041</b>	<b>16,143,124</b>
<b>7 Transportation and Housing</b>							
7.41 Transportation and Housing Administration	149,257	34,030	183,287	54,436	237,723	231,272	246,569
7.70 Student Transportation	938,994	172,476	1,111,470	480,698	1,592,168	1,731,311	1,463,871
7.73 Housing	-	-	-	-	-	-	-
<b>Total Function 7</b>	<b>1,088,251</b>	<b>206,506</b>	<b>1,294,757</b>	<b>535,134</b>	<b>1,829,891</b>	<b>1,962,583</b>	<b>1,710,440</b>
<b>9 Debt Services</b>							
<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>101,734,222</b>	<b>24,057,294</b>	<b>125,791,516</b>	<b>12,388,675</b>	<b>138,180,191</b>	<b>144,558,406</b>	<b>134,121,783</b>



# School District No. 68 (Nanaimo-Ladysmith)

Schedule 3 (Unaudited)

Schedule of Special Purpose Operations

Year Ended June 30, 2021

	2021 Budget	2021 Actual	2020 Actual (Restated - Note 20)
	\$	\$	\$
<b>Revenues</b>			
Provincial Grants			
Ministry of Education	23,008,168	23,033,289	16,151,825
Other		84,054	152,000
Other Revenue	3,431,663	1,650,758	2,434,816
Investment Income	7,000	15,823	30,944
<b>Total Revenue</b>	<u>26,446,831</u>	<u>24,783,924</u>	<u>18,769,585</u>
<b>Expenses</b>			
Instruction	25,826,626	23,472,449	18,158,950
Operations and Maintenance	620,205	326,703	251,122
<b>Total Expense</b>	<u>26,446,831</u>	<u>23,799,152</u>	<u>18,410,072</u>
<b>Special Purpose Surplus (Deficit) for the year</b>	<u>-</u>	<u>984,772</u>	<u>359,513</u>
<b>Net Transfers (to) from other funds</b>			
Tangible Capital Assets Purchased		(984,772)	(359,513)
<b>Total Net Transfers</b>	<u>-</u>	<u>(984,772)</u>	<u>(359,513)</u>
<b>Total Special Purpose Surplus (Deficit) for the year</b>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Special Purpose Surplus (Deficit), beginning of year</b>			
<b>Special Purpose Surplus (Deficit), end of year</b>		<u>-</u>	<u>-</u>
<b>Special Purpose Surplus (Deficit), end of year</b>			
Related Entities		-	-
Endowment Contributions		-	-
<b>Total Special Purpose Surplus (Deficit), end of year</b>		<u>-</u>	<u>-</u>

# School District No. 68 (Nanaimo-Ladysmith)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2021

Schedule 3A (Unaudited)

	Annual Facility Grant	Learning Improvement Fund	Aboriginal Education Technology	Special Education Equipment	School Generated Funds	Strong Start	Ready, Set, Learn	OLEP	CommunityLINK
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year	64,563	11,312	12,012	27,909	1,581,685	12,338	22,119	90,273	109,812
Add: Restricted Grants									
Provincial Grants - Ministry of Education	555,642	488,486		-		256,000	63,700	222,497	2,311,113
Provincial Grants - Other									
Other					1,347,893				
Investment Income					15,823				
19/20 CEF Adjustment									
	555,642	488,486	-	-	1,363,716	256,000	63,700	222,497	2,311,113
Less: Allocated to Revenue	555,642	499,798	2,986	6,899	1,450,110	234,483	46,753	265,159	2,373,382
Deferred Revenue, end of year	64,563	-	9,026	21,010	1,495,291	33,855	39,066	47,611	47,543
Revenues									
Provincial Grants - Ministry of Education	555,642	499,798	2,986	6,899		234,483	46,753	265,159	2,373,382
Provincial Grants - Other									
Other Revenue					1,434,287				
Investment Income					15,823				
	555,642	499,798	2,986	6,899	1,450,110	234,483	46,753	265,159	2,373,382
Expenses									
Salaries									
Teachers								120,857	355,579
Principals and Vice Principals									
Educational Assistants		376,236				170,662			1,350,493
Support Staff									
Other Professionals									103,307
Substitutes		17,551			80		12,165		55,890
	-	393,787	-	-	80	170,662	12,165	120,857	1,865,269
Employee Benefits		105,658			20	56,932	2,309	28,627	452,624
Services and Supplies	326,703	353	2,986	6,899	1,422,593	6,889	32,279	104,459	55,489
	326,703	499,798	2,986	6,899	1,422,693	234,483	46,753	253,943	2,373,382
Net Revenue (Expense) before Interfund Transfers	228,939	-	-	-	27,417	-	-	11,216	-
Interfund Transfers									
Tangible Capital Assets Purchased	(228,939)				(27,417)			(11,216)	
	(228,939)	-	-	-	(27,417)	-	-	(11,216)	-
Net Revenue (Expense)	-	-	-	-	-	-	-	-	-
Additional Expenses funded by, and reported in, the Operating Fund									

# School District No. 68 (Nanaimo-Ladysmith)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2021

Schedule 3A (Unaudited)

	Classroom Enhancement Fund - Overhead	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 Grant	Federal Safe Return to Class Fund	Other Misc. Grants
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Deferred Revenue, beginning of year</b>	-	-	76,637	46,123	22,227	11,381	-	-	467,425
<b>Add:</b> Restricted Grants									
Provincial Grants - Ministry of Education	1,402,180	10,413,172	253,125	244,052	51,000	11,250	1,068,252	5,535,410	
Provincial Grants - Other									118,305
Other									442,196
Investment Income									
19/20 CEF Adjustment			(76,637)						
	1,402,180	10,413,172	176,488	244,052	51,000	11,250	1,068,252	5,535,410	560,501
<b>Less:</b> Allocated to Revenue	1,402,180	10,413,172	225,006	219,797	27,269	7,101	1,068,252	5,535,410	300,525
<b>Deferred Revenue, end of year</b>	-	-	28,119	70,378	45,958	15,530	-	-	727,401
<b>Revenues</b>									
Provincial Grants - Ministry of Education	1,402,180	10,413,172	225,006	219,797	27,269	7,101	1,068,252	5,535,410	
Provincial Grants - Other									84,054
Other Revenue									216,471
Investment Income									
	1,402,180	10,413,172	225,006	219,797	27,269	7,101	1,068,252	5,535,410	300,525
<b>Expenses</b>									
Salaries									
Teachers		8,361,353						2,606,556	
Principals and Vice Principals	274,070								
Educational Assistants								183,123	
Support Staff	402,336			168,064			524,734	662,923	
Other Professionals	104,665								
Substitutes	326,900		185,241	5,210		3,623		222,610	3,196
	1,107,971	8,361,353	185,241	173,274	-	3,623	524,734	3,675,212	3,196
Employee Benefits	254,709	2,051,819	39,765	46,523		683	136,269	788,336	735
Services and Supplies	39,500				27,269	2,795	253,787	613,944	190,774
	1,402,180	10,413,172	225,006	219,797	27,269	7,101	914,790	5,077,492	194,705
<b>Net Revenue (Expense) before Interfund Transfers</b>	-	-	-	-	-	-	153,462	457,918	105,820
<b>Interfund Transfers</b>									
Tangible Capital Assets Purchased							(153,462)	(457,918)	(105,820)
							(153,462)	(457,918)	(105,820)
<b>Net Revenue (Expense)</b>	-	-	-	-	-	-	-	-	-
<b>Additional Expenses funded by, and reported in, the Operating Fund</b>		436,507							

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

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2021

Schedule 3A (Unaudited)

	<b>Rapid Response Team</b>	<b>TOTAL</b>
	<b>\$</b>	<b>\$</b>
<b>Deferred Revenue, beginning of year</b>	-	2,555,816
<b>Add: Restricted Grants</b>		
Provincial Grants - Ministry of Education	150,000	23,025,879
Provincial Grants - Other		118,305
Other		1,790,089
Investment Income		15,823
19/20 CEF Adjustment		(76,637)
	150,000	24,873,459
<b>Less: Allocated to Revenue</b>	150,000	24,783,924
<b>Deferred Revenue, end of year</b>	-	<b>2,645,351</b>
<b>Revenues</b>		
Provincial Grants - Ministry of Education	150,000	23,033,289
Provincial Grants - Other		84,054
Other Revenue		1,650,758
Investment Income		15,823
	150,000	24,783,924
<b>Expenses</b>		
Salaries		
Teachers		11,444,345
Principals and Vice Principals		274,070
Educational Assistants		2,080,514
Support Staff		1,758,057
Other Professionals	44,125	252,097
Substitutes		832,466
	44,125	16,641,549
Employee Benefits	11,972	3,976,981
Services and Supplies	93,903	3,180,622
	150,000	23,799,152
<b>Net Revenue (Expense) before Interfund Transfers</b>	-	<b>984,772</b>
<b>Interfund Transfers</b>		
Tangible Capital Assets Purchased		(984,772)
	-	(984,772)
<b>Net Revenue (Expense)</b>	-	-
<b>Additional Expenses funded by, and reported in, the Operating Fund</b>		<b>436,507</b>

# School District No. 68 (Nanaimo-Ladysmith)

Schedule 4 (Unaudited)

## Schedule of Capital Operations

Year Ended June 30, 2021

	2021 Budget	2021 Actual			2020 Actual (Restated - Note 20)
		Invested in Tangible Capital Assets	Local Capital	Fund Balance	
	\$	\$	\$	\$	\$
<b>Revenues</b>					
Provincial Grants					
Ministry of Education		1,895,490		1,895,490	
Other Revenue			188,995	188,995	
Investment Income	38,000		26,204	26,204	77,418
Amortization of Deferred Capital Revenue	5,900,000	6,010,475		6,010,475	5,903,792
<b>Total Revenue</b>	<u>5,938,000</u>	<u>7,905,965</u>	<u>215,199</u>	<u>8,121,164</u>	<u>5,981,210</u>
<b>Expenses</b>					
Operations and Maintenance		1,895,490	28,593	1,924,083	21,672
Amortization of Tangible Capital Assets					
Operations and Maintenance	9,490,000	9,594,232		9,594,232	9,152,938
<b>Total Expense</b>	<u>9,490,000</u>	<u>11,489,722</u>	<u>28,593</u>	<u>11,518,315</u>	<u>9,174,610</u>
<b>Capital Surplus (Deficit) for the year</b>	<u>(3,552,000)</u>	<u>(3,583,757)</u>	<u>186,606</u>	<u>(3,397,151)</u>	<u>(3,193,400)</u>
<b>Net Transfers (to) from other funds</b>					
Tangible Capital Assets Purchased		1,950,627		1,950,627	781,738
Local Capital	3,002,500		3,002,500	3,002,500	2,337,000
<b>Total Net Transfers</b>	<u>3,002,500</u>	<u>1,950,627</u>	<u>3,002,500</u>	<u>4,953,127</u>	<u>3,118,738</u>
<b>Other Adjustments to Fund Balances</b>					
Tangible Capital Assets Purchased from Local Capital		2,204,404	(2,204,404)	-	
Tangible Capital Assets WIP Purchased from Local Capital		1,775,176	(1,775,176)	-	
<b>Total Other Adjustments to Fund Balances</b>		<u>3,979,580</u>	<u>(3,979,580)</u>	<u>-</u>	
<b>Total Capital Surplus (Deficit) for the year</b>	<u>(549,500)</u>	<u>2,346,450</u>	<u>(790,474)</u>	<u>1,555,976</u>	<u>(74,662)</u>
<b>Capital Surplus (Deficit), beginning of year</b>		<u>50,295,292</u>	<u>4,768,142</u>	<u>55,063,434</u>	<u>55,138,096</u>
<b>Capital Surplus (Deficit), end of year</b>		<u>52,641,742</u>	<u>3,977,668</u>	<u>56,619,410</u>	<u>55,063,434</u>

# School District No. 68 (Nanaimo-Ladysmith)

Tangible Capital Assets

Year Ended June 30, 2021

Schedule 4A (Unaudited)

	Sites	Buildings	Furniture and Equipment	Vehicles	Computer Software	Computer Hardware	Total
	\$	\$	\$	\$	\$	\$	\$
Cost, beginning of year	15,673,196	281,317,731	9,830,934	3,726,814	555,257	7,560,941	318,664,873
Prior Period Adjustments							
District Entered		169,805			(169,805)		-
Cost, beginning of year, as restated	15,673,196	281,487,536	9,830,934	3,726,814	385,452	7,560,941	318,664,873
<b>Changes for the Year</b>							
Increase:							
Purchases from:							
Deferred Capital Revenue - Bylaw		3,059,279	227,627	521,772			3,808,678
Deferred Capital Revenue - Other			212				212
Operating Fund			389,152	185,447		391,256	965,855
Special Purpose Funds		228,939	487,461			268,372	984,772
Local Capital		377,246	613,738	655,479	32,471	525,470	2,204,404
Transferred from Work in Progress		856,588					856,588
	-	4,522,052	1,718,190	1,362,698	32,471	1,185,098	8,820,509
Decrease:							
Deemed Disposals			394,593	400,957		1,062,289	1,857,839
Written-off/down During Year		428,906					428,906
	-	428,906	394,593	400,957	-	1,062,289	2,286,745
Cost, end of year	15,673,196	285,580,682	11,154,531	4,688,555	417,923	7,683,750	325,198,637
Work in Progress, end of year		12,309,999					12,309,999
Cost and Work in Progress, end of year	15,673,196	297,890,681	11,154,531	4,688,555	417,923	7,683,750	337,508,636
<b>Accumulated Amortization, beginning of year</b>		141,683,653	2,908,602	2,372,826	109,972	4,017,483	151,092,536
<b>Changes for the Year</b>							
Increase: Amortization for the Year		6,373,373	1,069,004	440,817	80,338	1,630,700	9,594,232
Decrease:							
Deemed Disposals			394,593	400,957		1,062,289	1,857,839
Written-off During Year		428,906					428,906
		428,906	394,593	400,957	-	1,062,289	2,286,745
Accumulated Amortization, end of year		147,628,120	3,583,013	2,412,686	190,310	4,585,894	158,400,023
<b>Tangible Capital Assets - Net</b>	<b>15,673,196</b>	<b>150,262,561</b>	<b>7,571,518</b>	<b>2,275,869</b>	<b>227,613</b>	<b>3,097,856</b>	<b>179,108,613</b>

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

Schedule 4B (Unaudited)

Tangible Capital Assets - Work in Progress

Year Ended June 30, 2021

	<b>Buildings</b>	<b>Furniture and Equipment</b>	<b>Computer Software</b>	<b>Computer Hardware</b>	<b>Total</b>
	\$	\$	\$	\$	\$
<b>Work in Progress, beginning of year</b>	2,704,879	-	-	-	2,704,879
<b>Changes for the Year</b>					
Increase:					
Deferred Capital Revenue - Bylaw	7,623,695				7,623,695
Deferred Capital Revenue - Other	1,062,837				1,062,837
Local Capital	1,775,176				1,775,176
	10,461,708	-	-	-	10,461,708
Decrease:					
Transferred to Tangible Capital Assets	856,588				856,588
	856,588	-	-	-	856,588
<b>Net Changes for the Year</b>	9,605,120	-	-	-	9,605,120
<b>Work in Progress, end of year</b>	12,309,999	-	-	-	12,309,999

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

Schedule 4C (Unaudited)

Deferred Capital Revenue

Year Ended June 30, 2021

	Bylaw Capital	Other Provincial	Other Capital	Total Capital
	\$	\$	\$	\$
Deferred Capital Revenue, beginning of year	109,637,010	6,641,030	1,364,325	117,642,365
<b>Changes for the Year</b>				
Increase:				
Transferred from Deferred Revenue - Capital Additions	3,808,678	212		3,808,890
Transferred from Work in Progress	395,527			395,527
	4,204,205	212	-	4,204,417
Decrease:				
Amortization of Deferred Capital Revenue	5,593,189	235,664	181,622	6,010,475
	5,593,189	235,664	181,622	6,010,475
<b>Net Changes for the Year</b>	(1,388,984)	(235,452)	(181,622)	(1,806,058)
<b>Deferred Capital Revenue, end of year</b>	108,248,026	6,405,578	1,182,703	115,836,307
<b>Work in Progress, beginning of year</b>	1,703,964			1,703,964
<b>Changes for the Year</b>				
Increase:				
Transferred from Deferred Revenue - Work in Progress	7,623,695	1,062,837		8,686,532
	7,623,695	1,062,837	-	8,686,532
Decrease:				
Transferred to Deferred Capital Revenue	395,527			395,527
	395,527	-	-	395,527
<b>Net Changes for the Year</b>	7,228,168	1,062,837	-	8,291,005
<b>Work in Progress, end of year</b>	8,932,132	1,062,837	-	9,994,969
<b>Total Deferred Capital Revenue, end of year</b>	117,180,158	7,468,415	1,182,703	125,831,276



# School District No. 68 (Nanaimo-Ladysmith)

Changes in Unspent Deferred Capital Revenue

Year Ended June 30, 2021

Schedule 4D (Unaudited)

	Bylaw Capital	MEd Restricted Capital	Other Provincial Capital	Land Capital	Other Capital	Total
	\$	\$	\$	\$	\$	\$
<b>Balance, beginning of year</b>	26,794	240,508	9,081	124,379	4,723,311	5,124,073
Prior Period Adjustments						
Move MCFD Child Care Sites to Other Provincial			4,723,311		(4,723,311)	-
<b>Balance, beginning of year, as restated</b>	26,794	240,508	4,732,392	124,379	-	5,124,073
<b>Changes for the Year</b>						
Increase:						
Provincial Grants - Ministry of Education	13,289,493					13,289,493
Investment Income		1,446				1,446
	13,289,493	1,446	-	-	-	13,290,939
Decrease:						
Transferred to DCR - Capital Additions	3,808,678		212			3,808,890
Transferred to DCR - Work in Progress	7,623,695		1,062,837			8,686,532
MCFD Funds Returned			30,857			30,857
CRC Demolition	1,673,195	222,295				1,895,490
	13,105,568	222,295	1,093,906	-	-	14,421,769
<b>Net Changes for the Year</b>	183,925	(220,849)	(1,093,906)	-	-	(1,130,830)
<b>Balance, end of year</b>	210,719	19,659	3,638,486	124,379	-	3,993,243

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2021**

**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, 2021**

**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, 2021**

**Schedule of Remuneration and Expenses**

	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
<b>TRUSTEES:</b>			
BARRON, LISA M	TRUSTEE	\$ 19,797	\$ 211
BRZOVIC, TANIA ANE	TRUSTEE	19,797	1,772
HIGGINSON, STEPHANIE K.	TRUSTEE	19,797	164
KELLER, GREGORY B	TRUSTEE	19,797	362
MCKAY, CHARLENE L	TRUSTEE AND BOARD CHAIR	21,797	612
O'NEILL, CHANTEL M	TRUSTEE	19,797	280
ROBINSON, JAMES (BILL) W	TRUSTEE	19,797	240
STANLEY, JESSICA L	TRUSTEE	19,797	175
WILKINSON, ELAINE M	TRUSTEE	19,797	296
<b>TOTAL ELECTED OFFICIALS</b>		<b>\$ 180,173</b>	<b>\$ 4,112</b>

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

	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
ADDISON, JENNIFER	TEACHER	\$ 87,787	\$ -
ADELBORG GOLDSBURY, TANYA A	TEACHER	87,672	-
AEBIG, LAUREN MARIKO	TEACHER	84,541	-
AITKEN, ALYSON L	TEACHER	87,791	-
AITKEN, AMANDA	TEACHER	87,618	-
AITKEN, CLAY D	TEACHER	96,472	37
AITKEN, STACY D	ADMINISTRATIVE OFFICER	101,079	5
AL-HAJJ, TERESA	TEACHER	96,219	180
ALEXANDRA, PHOENIX	TEACHER	78,876	-
ALLAIR, JOANNE E	TEACHER	87,087	-
ALSOP, DONALD RODNEY	TEACHER	87,725	-
ALTHOUSE, TARA	TEACHER	76,882	-
ANDERSON, KERRY	TEACHER	96,312	-
ANDERSON, LISE C	TEACHER	96,310	-
ANDREWS, RAYMOND K	TEACHER	96,241	-
ANGELL, DARREN A	CARPENTER/LOCKSMITH	92,873	-
ANTIFAVE, LORI D	TEACHER	96,303	-
ANTON, SARAH	TEACHER	84,624	-
APLAND, SHANNON	ADMINISTRATIVE OFFICER	134,086	6,825
ARMOUR, TRISHA D	ADMINISTRATIVE OFFICER	117,330	6,830
ARMSTRONG, CINDY L	TEACHER	100,333	-
ARMSTRONG, JULIA K	TEACHER	87,175	-

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
ASHBEE, ERIN E.	TEACHER	87,645	-
ASHWORTH CLARKE, DANIELLE L	ADMINISTRATIVE OFFICER	89,192	-
AUSMUS, LISA M	TEACHER	75,717	-
BACKHOUSE, MAUREEN	TEACHER	87,579	-
BAE, HAN GIL	TEACHER	81,608	-
BAIRD, ISLAY	TEACHER	87,579	-
BAIRD, MICHAEL	TEACHER	96,260	-
BAKER, ANTHONY J	TEACHER	91,073	-
BAKER, EMILY	TEACHER	96,311	1,289
BAKER, LESLIE	TEACHER	91,359	-
BAKEWELL, KELSEY	MANAGER, FACILITIES & PLANNING	96,785	120
BALCOMBE, DON	ADMINISTRATIVE OFFICER	160,481	6,968
BALCOMBE, ELISABETH	TEACHER	87,727	26
BALDWIN, ELIZABETH J	TEACHER	96,308	-
BALDWIN, LINDA E	TEACHER	96,308	-
BALL, MICHAEL J	TEACHER	96,149	-
BAMFORD, DONALD S	TEACHER	87,485	-
BARKHOUSE, PHILLIP E	HVAC/REFRIGERATION TECHNICIAN	79,440	760
BARNUM, KELLY	DEPT HEAD MAJOR 1-1	99,864	77
BARTLETT, RICKI	ADMINISTRATIVE OFFICER	134,086	2,200
BARTON, KIMBERLEY P	TEACHER	86,085	-
BASI, KULDEEP	TEACHER	96,021	-
BATTIE, TANNIS M	TEACHER	87,579	-
BECKER, CLAUDIA	TEACHER	87,000	-
BECKER, RICHARD A	TEACHER	77,051	-
BEEDIE, MOYA	TEACHER	97,398	-
BEERLING, ASHLEY	TEACHER	77,182	-
BEESTON, DEREK A	ADMINISTRATIVE OFFICER	137,676	316
BEGIN, STEFANE	TEACHER	87,693	-
BEGOUM-KAKE, ARLETTE	ADMINISTRATIVE OFFICER	134,086	-
BENEDICT, DIANNE M	TEACHER	87,598	-
BENNETT, JOEL E	TEACHER	87,662	-
BENNIE, JOHN E	GENERAL FOREMAN	96,082	-
BERG, RUSSELL	TEACHER	87,728	-
BERGMAN, KATHY	ADMINISTRATIVE OFFICER	134,086	-
BERKEY, ANDREA	TEACHER	96,219	-
BERLANDA, MARY	TEACHER	93,620	-
BERNIER, CHANTAL	TEACHER	96,149	-
BETTS, KRISTA	TEACHER	87,791	-

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
BEUERLEIN, KALVIN L	TEACHER	87,789	-
BHATTI, SATBINDER	TEACHER	96,219	-
BIBBS, LORI	TEACHER	94,151	-
BIELING, AMELIA M	TEACHER	76,155	305
BIGGS, MICHAEL SHAWN	TEACHER	87,644	-
BIRCH, CHRIS	TEACHER	94,080	-
BIRCHETT, CHRISSY	TEACHER	87,714	-
BLACK, JAMES W L	TEACHER	88,994	-
BLOW, AIMEE E	COORD LEVEL 2-1	93,730	277
BOHM, CHRISTINE	ADMINISTRATIVE OFFICER	133,055	17
BOOTH, CARENE L	TEACHER	87,642	-
BOTTER, BARBARA JUDITH	TEACHER	87,123	170
BOUDREAU, MARCY	TEACHER	101,094	231
BOUDREAU, ROBERT	TEACHER	79,001	-
BOULTON, ROSE M	TEACHER	87,724	-
BOURKE, PAUL L	TEACHER	96,239	-
BOYD, ELIZA JANE G	TEACHER	94,078	-
BOYD, HEATHER LOUISE	TEACHER	96,219	-
BOYKO, ROXANNE	TEACHER	87,470	-
BRADBURY, ROBERT F	TEACHER	93,990	-
BRADLEY, MARISSA R	TEACHER	86,743	-
BRAND, KEVIN A	ADMINISTRATIVE OFFICER	134,086	-
BRAWNER, BRAD	TEACHER	87,581	-
BRAYDEN, ANN-MARIE L.	TEACHER	96,389	-
BREBBER, DARLENE M	TEACHER	76,978	-
BRETT, LISA ANN	TEACHER	87,727	-
BRICK, DARREN	ADMINISTRATIVE OFFICER	134,086	99
BROADHURST, CAROLYN	TEACHER	82,947	21
BROOKER, KATHLEEN	TEACHER	96,219	-
BROOKS, JESSICA	TEACHER	94,909	-
BROOKS, ROBERT	TEACHER	124,748	-
BROWN, LYNN ALISON	MGR OF MENTAL HEALTH & ADDICT	102,608	1,933
BROWN, MEAGAN A.	TEACHER	78,709	-
BROWN, MELISSA M	TEACHER	96,290	-
BRUCE, AARON A	TEACHER	75,513	-
BRYCE, TONY DAVID	TEACHER	96,329	-
BUCK, JEFFREY L.	TEACHER	87,662	-
BUECKERT, RUSSELL M	TEACHER	96,313	-
BURGOS, DALE	DIRECTOR OF COMMUNICATIONS	123,627	2,170

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
BURNHAM, NANCY J	TEACHER	87,580	-
BURTON, CARMELINA M	TEACHER	84,941	-
BUSBY, GENEVIEVE	COORD LEVEL 2-1	101,094	1,131
BUSBY, SHANNON R	TEACHER	93,921	-
BUSCHE, MICHAEL L	TEACHER	87,644	-
BUSH, SAM	TEACHER	87,717	-
BUYDENS, DANA	TEACHER	75,129	-
CABRAL, NICOLE L	TEACHER	80,340	778
CADWALLADER, TED	ADMINISTRATIVE OFFICER	142,982	1,665
CAIRNS, TANYA	TEACHER	96,082	-
CALDER, TANNIS	COORD LEVEL 2-1	101,227	127
CAMPBELL, CHERYL L	TEACHER	87,362	-
CAMPBELL, KAREN KRISTEN	TEACHER	77,135	-
CAMPBELL, ROBYN	TEACHER	77,135	-
CAMPOSANO, AUDREY MEGHAN	TEACHER	87,708	-
CARLSON, LORRAINE	TEACHER	87,425	-
CARMICHAEL, MELANIE J.	TEACHER	80,979	-
CATHCART, WESLEY W	TEACHER	75,504	-
CAVERS, PATTI-GAYLE	TEACHER	87,881	99
CHAHIL, SHARON	TEACHER	87,708	-
CHANTRELL, GARY	TEACHER	96,241	-
CHAPMAN, HEATHER	TEACHER	94,588	-
CHARLES, DIANE C	ADMINISTRATIVE OFFICER	88,315	5
CHATTON, MARISOL	ADMINISTRATIVE OFFICER	132,562	55
CHELSOM, NATALIE C	TEACHER	95,985	-
CHEW, LISA	TEACHER	96,219	-
CHRISTENSEN, JANE E	TEACHER	96,149	-
CHRISTIANSON, SCOTT D	ADMINISTRATIVE OFFICER	123,918	426
CIZERON, ERIC	TEACHER	96,312	-
CLARK, KELLY A	TEACHER	96,504	-
CLOUTHIER, COLLEEN	TEACHER	87,644	-
CLOUTHIER, WAYNE D	TEACHER	96,149	-
COEY, SHAUNA MARIE	ADMINISTRATIVE OFFICER	115,327	7,168
COLLINS, KIMBERLEE	TEACHER	96,203	-
COLLINS, TONIA A	ADMINISTRATIVE OFFICER	134,086	-
COMPANION, JEANNINE	TEACHER	93,938	-
COOPER, DAVID	ADMINISTRATIVE OFFICER	134,086	5
CORCORAN, SEAN	TEACHER	78,233	-
CORNTHWAITE, JOANNA	TEACHER	99,078	44

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
COSENS, JENNIFER L	TEACHER	94,945	-
COWAN, MICHELLE L	TEACHER	83,780	-
COX, DANN	IS INFRASTRUCTURE ADMINISTRATO	77,882	-
COX, JAMES	TEACHER	93,974	-
CRANE, DARLENE	ADMINISTRATIVE OFFICER	134,086	297
CRAVEN, SARA K	TEACHER	96,149	-
CRAWFORD, JODI	TEACHER	96,219	7
CREIGHTON, CHRISTINE	TEACHER	87,662	-
CRNKOVIC, FRANJO M	DEPT HEAD MAJOR 1-1	91,765	64
CRNKOVIC, MICHELLE N	TEACHER	95,838	-
CROGHAN, LESLEY E	TEACHER	87,373	-
CRONAN, DEBBIE	TEACHER	87,362	-
CRONAN, LANNY	TEACHER	96,167	-
CRONIN, CAROL	TEACHER	96,311	-
CUNNIAN, JOHN D	ADMINISTRATIVE OFFICER	134,086	-
CUNNIAN, LISA	TEACHER	87,492	-
CURRELL, BRUCE L	TEACHER	95,173	-
CURRIE, ERIN M	TEACHER	94,071	-
CYR, JENNIFER	TEACHER	96,219	-
DALY, LACEY D	TEACHER	94,057	96
DALY, STEVEN	TEACHER	87,708	-
DANCE, MICHELE RENE	SENIOR MANAGER-HUMAN RESOURCES	98,172	1,850
DANEALT, MARC	ADMINISTRATIVE OFFICER	117,618	6,830
DANG, MICHAEL K	TEACHER	89,518	568
DARBYSHIRE, DEAN R	TEACHER	76,243	-
DARBYSHIRE, KIMBERLEY M	COORD LEVEL 2-1	101,100	955
DAVIDSON, ANDREA ALLANA EVA	ADMINISTRATIVE OFFICER	141,268	-
DAVIDSON, JACQUELINE	TEACHER	96,501	-
DAVIDSON, SARAH D	TEACHER	96,377	-
DAVIE, KIMBERLY DIANA	TEACHER	87,343	-
DAVIE, TIM	DEPUTY SUPERINTENDENT	200,800	10,464
DAVIES, ROSLYN D	TEACHER	77,597	-
DAVIS, GERALYN D	TEACHER	88,079	-
DAVIS, THOMAS A	TEACHER	96,219	-
DAWES, DANIEL	TEACHER	94,155	-
DAWSON, KIMBERLEY	TEACHER	95,527	467
DE GROOT, WENDY	TEACHER	96,071	38
DEAN, LAWRENCE(LARRY)	ADMINISTRATIVE OFFICER	134,086	13
DEJONG, DEBORAH L	TEACHER	86,438	-



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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
DENDES, EVANGELOS	TEACHER	96,243	-
DENSMORE, OLIVIA S	COORD LEVEL 2-1	101,264	206
DER, RUSSELL	TEACHER	96,243	-
DEROSA, SUSAN	TEACHER	95,353	-
DEWARLE, JESSICA L	TEACHER	96,297	-
DHILLON, ROBBIE	ADMINISTRATIVE OFFICER	134,086	38
DICK, CRAIG A	TEACHER	87,644	-
DICKIE, CATHERINE	TEACHER	75,551	-
DICKIE, DARREN L	ADMINISTRATIVE OFFICER	134,086	-
DIMTER, JODINE	TEACHER	87,644	-
DIRKSEN, WILLIAM C.	SR. MANAGER HEALTH & WELLNESS	102,608	2,245
DIXON, KATIA ANN	TEACHER	78,887	-
DLAY, HARPREET	TEACHER	94,142	-
DOAK, ANDREA	TEACHER	81,888	-
DODD, SUZANNE	TEACHER	96,241	-
DOLAN, ELENE	TEACHER	88,254	1,288
DOLAN, KELLI	DIRECTOR OF LABOUR RELATIONS	146,565	2,076
DOLEN, MOIRA P	DEPT HEAD MINOR 1-1	93,460	-
DOMINO, LESLEY	TEACHER	88,032	9
DONALD, JOHN M	TEACHER	87,498	-
DOUCETTE, KIRSTEN	TEACHER	87,708	-
DRESSEL, ROBYN	TEACHER	96,400	-
DROWN, IAN	TEACHER	87,790	-
DUCKLOW, JOSEPH	TEACHER	87,709	-
DUNLOP, NANETTE	TEACHER	87,952	-
DURMULLER-LIM, JULIE	TEACHER	80,254	-
DUTTON, DAVID W	DEPT HEAD MINOR 1-2	98,003	-
DYCE, ANGELA	TEACHER	86,232	-
DYCK, LAURIE D	TEACHER	87,794	-
EASTHOM, NOELLE D	TEACHER	76,945	-
EDWARDS, HELEN	TEACHER	88,066	-
EDWARDS, KRISTY-LEIGH KATHERIN	TEACHER	77,256	-
EGGLESTONE, GARY	TEACHER	97,783	-
ELWOOD, STEPHEN	TEACHER	83,231	-
ELZINGA, NADIA	TEACHER	87,407	-
ENDRIZZI, KRISTA	TEACHER	87,427	-
ENTNER, COLIN A	TEACHER	87,644	-
EPP, STEPHEN M	ADMINISTRATIVE OFFICER	111,228	568
EYRES, MICHAEL	TEACHER	96,311	-

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
FALL, HELEN MARGARET	TEACHER	87,908	255
FARGO, HEIDI	TEACHER	76,817	-
FAVELLE, L. ANNETTE	TEACHER	88,297	-
FERDINANDI, DESIREE	TEACHER	94,079	-
FINETTI, JENA E	TEACHER	82,833	-
FISCHER, HEIDI	MANAGER OF PAYROLL & BENEFITS	93,634	559
FLOOD, CHELSEY	TEACHER	81,022	17
FRASER, ELAINE JOY	TEACHER	96,388	-
FREY, LISA D	ADMINISTRATIVE OFFICER	134,086	5
FRIEND, ZACKARY J	TEACHER	78,647	-
FRIER, DARLENE	TEACHER	95,918	1,556
FUJIKAWA, LISA	TEACHER	87,726	-
FULTON, JODI	TEACHER	95,617	-
FUNK, CAROL M	DEPT HEAD MAJOR 1-1	91,125	230
FUNKE ROBINSON, KIRSTIN A	ADMINISTRATIVE OFFICER	114,180	5
GALE, COLLEEN L	SENIOR MANAGER-HUMAN RESOURCES	120,869	53
GALLOWAY, ANDREA G	TEACHER	87,657	-
GALLOWAY, ANDREW T	TEACHER	75,636	-
GANNON, DONNA	TEACHER	87,644	-
GANNON, LAUNA D	DEPT HEAD MAJOR 1-2	85,092	-
GARRETT, CHERYL	TEACHER	95,030	-
GISKE, GRAHAM	TEACHER	93,385	134
GLAROS, DEIRDRE M	TEACHER	87,547	-
GOATER, S. MARY ANNE	TEACHER	96,156	-
GONZALEZ, BLANCA	TEACHER	96,220	-
GOWAN-SMITH, ROBERT S	CO-ORD 12 MONTH	92,315	353
GOYER, ISABELLE M	TEACHER	76,889	-
GRAATEN, LARA	TEACHER	87,165	-
GRAF, EDWARD W	TEACHER	87,579	13
GRAHAM, PAM D	HR CONSULTANT - TEMP	78,744	524
GRANT, JULIE	TEACHER	94,149	-
GRAY, MICHAEL D	DEPT HEAD MINOR 1-1	95,927	16
GRAYDON, JUSTINE E	TEACHER	80,394	-
GREEN, JOELLE L	TEACHER	87,644	-
GREEN, JUSTIN R	TEACHER	95,918	-
GREENWAY, RUSSELL	TEACHER	88,788	-
GRENON, ELIZABETH M	TEACHER	76,089	-
GREY, DAVID	TEACHER	77,062	-
GRIGOLETTO, NEIL	TEACHER	87,646	-

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
GUEULETTE, SUSAN K	TEACHER	96,149	-
GURR, KATHY LYNN	TEACHER	86,982	-
GVOJICH, SHELLEY L	COORD LEVEL 2-1	101,016	578
HAACK, CINDY LEAH	ADMINISTRATIVE OFFICER	117,618	5
HACKWOOD, BRIAN	ASS'T DIRECTOR PLANNING & OPS	111,836	411
HADDOU, MARJORIE	TEACHER	75,516	-
HAGEN, TARA-LYN	TEACHER	76,203	-
HALL, KATHLEEN	TEACHER	94,889	-
HAMBLEY, MAUREEN	ASSISTANT SECRETARY TREASURER	142,524	408
HANCOCK, BRETT M	ADMINISTRATIVE OFFICER	137,347	657
HARMS, JENNIFER	TEACHER	87,408	-
HARRISON, LAURA	ADMINISTRATIVE OFFICER	123,630	80
HART, KIM	ADMINISTRATIVE OFFICER	134,086	406
HART, RICHARD NEIL	TEACHER	96,310	-
HARTIG, DIANNA M	TEACHER	94,079	-
HARVEY, BRUCE	TEACHER	87,579	-
HARVEY, TANYA	TEACHER	100,642	-
HASENAUER, JEFF	ADMINISTRATIVE OFFICER	123,918	123
HASTINGS, DEBORAH L	TEACHER	76,977	-
HEALEY, HALEY	TEACHER	95,467	-
HENDERSON, VICKI	DEPT HEAD MAJOR 1-2	88,363	-
HENIGMAN, TONJA	TEACHER	87,644	-
HEPPLES, JANE L	TEACHER	87,726	-
HILL, AMY A M	TEACHER	76,764	-
HILLAND, APRIL	TEACHER	86,545	-
HILLBRECHT, DEBORAH	TEACHER	97,817	-
HOCKER, CHARLES R	TEACHER	80,716	-
HOFFMAN, MARY JO	TEACHER	85,424	141
HOLDOM, DAWN	DEPT HEAD MAJOR 1-2	80,932	-
HOLLAND, KENNETH G	TEACHER	96,720	14
HOLLMAN, CHRISTINA	TEACHER	80,396	98
HOLMBERG, STEVEN J	TEACHER	96,314	21
HOLME, JENNIFER	TEACHER	87,790	-
HOLMES, MARYLEE	TEACHER	87,708	-
HOLMES, NEIL	TEACHER	96,383	-
HOOPER, KEVIN L	TEACHER	96,311	-
HOOPER, TERESA	TEACHER	96,311	-
HOOYBERG, TERRA	TEACHER	96,219	-
HOVEY, SANDRA LEE	TEACHER	87,726	-

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
HUGGINS, BREIGH A	TEACHER	86,456	25
HUNEAULT, RODNEY	TEACHER	96,393	-
HUTCHINS, ROBERT (ROB) R	ADMINISTRATIVE OFFICER	133,758	4,882
HUYNH, CHANTELE	TEACHER	94,080	-
INGALLS, MICHAEL	ADMINISTRATIVE OFFICER	114,180	280
INGLIS, KELLY	COORD LEVEL 2-1	102,845	158
INSCHO, JEREMY	TEACHER	99,256	-
IRVING, MICHAEL	TEACHER	96,313	-
IRVING, RUTH	TEACHER	96,069	-
ISAACHSEN, GENEVIEVE	TEACHER	87,327	-
ISABEL, CINDY	TEACHER	93,745	-
JACK, TAMMY HELEN	TEACHER	84,920	-
JACKSON, CRAIG	TEACHER	94,056	-
JACOBS, LAURA	TEACHER	78,728	-
JAKOBSEN, KATHLEEN MARIE	DEPT HEAD MAJOR 1-1	91,257	-
JAMES, CLARE	TEACHER	80,754	-
JAMES, MICHELLE R	DEPT HEAD MAJOR 1-1	99,910	-
JAMIESON, NICOLE	TEACHER	87,575	-
JAMONT, STERLING	TEACHER	81,463	-
JANZEN, HAYLEY JANE	TEACHER	77,113	920
JELKS, DIONTE	ADMINISTRATIVE OFFICER	134,086	9
JENSEN, DIANE	TEACHER	87,662	-
JOBE, CHAD W	COORD LEVEL 2-1	92,607	96
JOHNSON, DARCY E C	TEACHER	96,240	-
JOHNSON, GLENN ALLEN	TEACHER	91,203	-
JOHNSON, LEAH M	TEACHER	96,219	-
JOHNSON, LORNE CHRISTOPHE	TEACHER	76,708	-
JOHNSON, STEPHANIE M	MGR TRUTH & RECONCILIATION	78,858	185
JOHNSON, WILLIAM ROBERT	TEACHER	87,791	-
JONES, JENNIFER L	TEACHER	87,488	-
JONES, KEITH	TEACHER	97,269	18
JONES, SHANNON M	TEACHER	94,064	-
JONES, VERNA	TEACHER	77,051	-
JORDAN, JUDY	TEACHER	87,787	-
KAMSTEEG, MARK	TEACHER	85,184	-
KANACHOWSKI, TAMARA	TEACHER	93,993	-
KEEN, NOREEN	TEACHER	96,312	-
KEENLEYSIDE, DEBORAH	TEACHER	87,644	-
KEITH, SHAUNA JOY	TEACHER	96,309	-

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
KELLY, JANE M.	BUDGET MANAGER	97,625	735
KELLY, QUINCY	COORD LEVEL 2-1	96,407	2,831
KENNEDY, MICHELLE JEANETTE	TEACHER	96,217	5
KENNING, LOUISE ELAINE	TEACHER	88,803	-
KIATIPIS, AMANDA	TEACHER	96,354	178
KIRKPATRICK, MOIRA	TEACHER	93,906	-
KLOPPENBURG, JEAN M	TEACHER	96,238	-
KNIGHT, DALLAS R	TEACHER	80,716	-
KNOX, HOLLY H	DEPT HEAD MINOR 1-1	89,151	158
KOHLRUSS, BRENDA	TEACHER	81,384	16
KONST, DAVID	TEACHER	87,662	-
KONYNENBELT, TWILA	TEACHER	87,579	-
KOTAI, DAVID	TEACHER	87,868	-
KOZUBAL, JASON EDWARD	MANAGER OF OPERATIONS	84,274	624
KRAEKER, THERESA	ADMINISTRATIVE OFFICER	123,918	6,881
KRAFT, MICHELE	TEACHER	87,727	-
KRAFT-URKOW, CATHERINE A	TEACHER	76,049	1,769
KRAL, JAMES K	TEACHER	96,114	244
KRAUSE, LINDA	TEACHER	86,433	-
KRISTIANSEN, MELISSA K	TEACHER	95,778	-
KROEGER-ANDERSON, AMANDA	TEACHER	94,149	-
KUFFLER, PAULA	TEACHER	90,553	21
KUKTA, JULIA A	TEACHER	79,116	-
KUZMINSKI, MATTHEW	TEACHER	77,589	-
LA BOUNTY, CURTIS E	TEACHER	87,794	-
LA BOUNTY, M. SOFIA	TEACHER	96,027	-
LAFLEUR, DENISE G	TEACHER	79,294	-
LAFOREST, ADAM STUART	TEACHER	87,708	-
LAJ, ANDREA N	TEACHER	96,287	-
LAMBERT, DEBORAH	TEACHER	87,652	-
LARSEN, DONNA M	TEACHER	87,662	-
LARSEN, KARL R	TEACHER	87,708	-
LARSSON, JODI	TEACHER	87,817	-
LATOUR, SUSAN	TEACHER	87,225	100
LAVERY, ALANA LYNN	ADMINISTRATIVE OFFICER	101,157	420
LAVERY, SCOTT	TEACHER	96,241	-
LAVOIE, ISABELLE	COORD LEVEL 2-1	99,895	337
LAZAROFF, WESLEY	TEACHER	96,310	-
LE BRASSEUR, LOUISE	TEACHER	87,663	-

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
LEBANS, TANYA	TEACHER	96,243	-
LECHTHALER, TAUNYA	TEACHER	97,960	16
LEDINGHAM, GRACE	TEACHER	87,644	-
LEHTOVAARA, JENNIFER L	TEACHER	79,550	-
LENNOX, BRIAN	TEACHER	96,149	-
LENZ, DEBORAH LYNNE	TEACHER	86,766	-
LEONG, KIMBERLEY	TEACHER	96,079	-
LEPAGE, CAROL	TEACHER	87,568	-
LETHAM, MARINA L	TEACHER	86,470	-
LETOURNEAU, CRAIG	TEACHER	96,069	-
LETOURNEAU, KRISTINE	TEACHER	96,237	-
LETWIN, KIM E	TEACHER	93,688	-
LEVESQUE, KEVIN C	TEACHER	87,764	-
LIMBERIS, ANGELA	TEACHER	79,021	-
LINN, CRYSTAL R	TEACHER	88,150	488
LOOS, KATHERINE	TEACHER	96,617	-
LOSELL, JENNIFER	TEACHER	94,147	-
LOUGHLIN, SHANNON	DEPT HEAD MAJOR 1-1	99,982	-
LOUWERS, ROBERT	TEACHER	96,388	-
LOVSTAD, LAUREL R	TEACHER	87,568	-
LOWE, KYLIE RIANNE	DIR OF FIN-ACCOUNTING/FIN REP	80,177	1,404
LOWRY, ADAM J	TEACHER	78,567	-
LUDTKE, JONATHAN W	TEACHER	93,843	-
LUDWINOWSKI, JULIANA	TEACHER	87,567	-
LUM, KIRKLAN	TEACHER	96,290	-
LUMSDEN, ROBERT N	ENERGY MANAGER	93,091	-
LUNDINE, MICHAEL P	ADMINISTRATIVE OFFICER	134,086	685
LUPICHUK, JENNIFER	TEACHER	87,708	-
LUVISOTTO, CARMELLA	TEACHER	87,644	-
LYONS, HEATHER	TEACHER	96,290	-
MACK, CHRISTOPHER	TEACHER	96,314	-
MACK, DAVID JOHN	TEACHER	96,417	-
MACK, TANYA	TEACHER	96,311	-
MAGYAR, EMILY PAIGE	TEACHER	82,716	75
MALENICA, ZVONKO	TEACHER	87,727	-
MALTHOUSE, ALICE MARY	TEACHER	75,501	-
MANN, KRISTINA L.	HR MANAGER	77,428	414
MARK, CAREY	TEACHER	96,312	-
MARK, JUSTIN	ADMINISTRATIVE OFFICER	132,580	173

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
MARSHALL, GRANT T	TEACHER	77,118	-
MARSHALL, HEATHER	TEACHER	93,921	-
MARSHALL, LISA	COORD LEVEL 2-1	92,607	-
MARTIN, TERESA M	TEACHER	100,445	-
MARTINEAU, VALERIE	TEACHER	87,666	-
MARUSIC, STACY	ADMINISTRATIVE OFFICER	123,918	30
MASSEY, LOUISE C	CO-ORD 12 MONTH	101,095	13
MATHIESON, LAURIE C	TEACHER	87,777	-
MATTE, DAVID	TEACHER	87,386	-
MATTHEWS, KAREN L	MANAGER ADMINISTRATIVE SERVICE	93,100	940
MCADAMS, JENNIFER	TEACHER	87,713	-
MCBRIDE, KERRY	TEACHER	96,043	-
MCCARNEY, MIKE	TEACHER	81,290	1,133
MCCAW, MARY ELIZABETH	TEACHER	78,558	-
MCCLINTON, ADAM	TEACHER	83,901	-
MCCULLOCH, SANDRA	TEACHER	96,132	-
MCDONALD, KRISTEN M	TEACHER	77,191	-
MCDONALD, LINDA	TEACHER	96,165	-
MCGEACHY, GORDON	TEACHER	87,727	-
MCGONIGLE, DIANE	ADMINISTRATIVE OFFICER	134,086	22
MCINTYRE, TREVOR C	COORD LEVEL 2-1	90,000	121
MCKIBBON, MARYAH	DEPT HEAD MAJOR 1-1	91,276	51
MCLEAN, RAMONA LINDA	HR MANAGER	75,999	566
MCMULLEN-NOSEWORTHY, CHRISTIE	TEACHER	80,848	-
MCRAE, NICOLE	DEPT HEAD MAJOR 1-2	99,774	-
MCWHINNIE, HEIDI	DEPT HEAD MAJOR 1-2	99,745	-
MCWHINNIE, WILLIAM F	DEPT HEAD MAJOR 1-2	97,999	-
MEIER, KATHERINE E	TEACHER	87,728	-
MEMBERY, RONALD	TEACHER	87,578	-
MERCHANT, ZEYAD	DIRECTOR OF INFO TECHNOLOGY	124,756	16,399
METHERAL, PATRICIA D	TEACHER	96,368	-
MIDDLETON, RUSS A	TEACHER IN CHARGE 1-2	94,123	-
MIKULIN, JEFF	TEACHER	82,052	185
MILLER, LINDSAY	TEACHER	87,655	100
MILLHOFF, COURTNEY L	TEACHER	82,966	1,289
MILLIGAN, ANGELA	TEACHER	75,992	-
MIRON, SUSAN A	TEACHER	93,921	-
MISCAVISH, THEA A	TEACHER	86,736	-
MITCHELL, GITANJALI	TEACHER IN CHARGE 1-1	96,071	872

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
MITCHELL, PAUL K	TEACHER	87,792	-
MITCHELL, TERA JANE MARIE	TEACHER	80,515	-
MOSLIN, NORA	TEACHER	96,149	-
MOTLEY, SCOTT	TEACHER	78,564	-
MOULD, JANELLE	TEACHER IN CHARGE 1-1	97,124	-
MOUNCE, KIRSTEN ELAINE	TEACHER	94,108	-
MOUNTAIN, PATRICIA S	TEACHER	86,013	-
MOYNIHAN, MICHAEL T	TEACHER	96,311	-
MUIR, VALERIE	TEACHER	80,716	-
MULROONEY, EDWARD	TEACHER	77,139	-
MURDOCH, KERRY	TEACHER	87,792	-
MURRAY, MATTHEW	TEACHER	84,235	548
MURRAY, TRACEY	TEACHER	85,142	-
MYHRER, GUNNAR V	TEACHER	96,241	-
NADEAU, CELINE J	TEACHER	77,034	-
NEEDHAM, KIM	ADMINISTRATIVE OFFICER	117,330	180
NELSON, DAVID	TEACHER	96,311	-
NELSON, JANET	DEPT HEAD MINOR 1-1	89,454	-
NELSON, MELITTA C	MGR OF FINANCE-STUDENT DATA	89,532	-
NEUMANN, GARRICK	TEACHER	87,709	-
NICKS, DALE	TEACHER	96,219	-
NIELSEN, JANELLE	TEACHER	94,149	-
NIELSEN, WENDY	TEACHER	94,008	-
NIXON, PAUL	TEACHER	94,008	-
NOBLE, ANNETTE	ADMINISTRATIVE OFFICER	134,086	5
NOBLE, JOHN	TEACHER	85,487	-
NOLD, RYAN V	TEACHER	87,641	-
NOLD, VICTORIA	TEACHER	87,644	-
NOON, MONICA K E	TEACHER	96,290	-
NORCUTT, MELANIE	TEACHER	94,078	3
NORGAN, TRINA	COORD LEVEL 2-1	101,215	8,462
NOVOTNY, GABRIELA	TEACHER	90,723	-
O'HARA, CLINTON D	TEACHER IN CHARGE 1-1	96,451	-
O'TOOLE, SYDNEY	TEACHER	87,579	-
OLSEN, BLAKE W	TEACHER	82,650	-
OLSEN, MARGARET A	ADMINISTRATIVE OFFICER	133,766	1,219
OLSEN-LEAF, HOLLY	TEACHER	87,493	-
ORTON, ELISA	TEACHER	96,311	-
ORTON, RYAN	TEACHER	96,312	81



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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
OSSA, MARCELO	TEACHER	87,493	-
PAISLEY, MARISA	TEACHER	96,240	-
PAKOSZ, MARTIN	TEACHER	96,219	1,190
PAKULAK, SHANNON M	TEACHER	87,727	-
PARADIS, CAMILLE S	TEACHER	82,609	-
PARK, CAMERON	TEACHER	87,661	-
PARKER, DAN	TEACHER	84,643	-
PARKER, MARTHA E	TEACHER	96,149	-
PARMAR, NICOLE	TEACHER	77,062	-
PASCOE, JAMES W	ADMINISTRATIVE OFFICER	123,630	70
PATERSON, GREG	MANAGER OF MAINTENANCE DEPT	94,044	82
PATERSON, OWEN	TEACHER	87,709	-
PATTON, CAROLANNE	TEACHER	75,376	-
PAUGH, CHRISTOPHER	ADMINISTRATIVE OFFICER	112,316	-
PAVAN, CARLO D	DEPT HEAD MINOR 1-1	92,949	-
PAYNE, DOMINIQUE	TEACHER IN CHARGE 1-1	77,465	-
PAYNE, KELLY	ADMINISTRATIVE OFFICER	114,180	5
PAZIUK, LEAH	TEACHER	87,720	-
PEACE, TANYA M	TEACHER	96,159	-
PEDERSEN, TINA	TEACHER	87,644	-
PEFFERS, RORY B	TEACHER	93,501	-
PEPLER, KIMBERLY M	TEACHER	96,146	61
PERKINS, DONALD GEORGE	TEACHER	96,149	-
PERRIER-EVELY, CHRISTOPHER	TEACHER	85,178	-
PETTIT, G. KATHLEEN	TEACHER	96,150	-
PHELAN, NICOLE T	TEACHER IN CHARGE 1-1	94,710	-
PHILLIPS, WENDY	TEACHER	83,838	-
PICKERELL, STEPHANIE	TEACHER	94,148	-
PINDER, PAMELA MARLENE	TEACHER	87,722	-
PISTOR, KEVIN T	TEACHER	96,148	-
PLACE, SUSAN	TEACHER	96,529	-
POULIN, FABIAN	TEACHER	96,243	-
POULIN, JACQUELINE	ADMINISTRATIVE OFFICER	139,286	4,332
POYNER, OLGA	COORD LEVEL 2-1	81,367	177
PREFONTAINE, LOUISE	TEACHER	87,714	-
PRESTON, TRAVIS	TEACHER	87,727	-
PREVOST, DAVID	TRANSPORTATION SUPERVISOR	100,311	511
PRICE, KELSEY A	TEACHER	75,581	-
PROCTOR, NATASCHA	TEACHER	96,241	-

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
PUSKA, PAMELA	TEACHER	94,382	-
PYE, DURWIN	TEACHER	89,386	-
PYNE, JOANNE	TEACHER	93,990	-
QUEZADA, SHERILENE MARIE	TEACHER	96,216	-
QUIGG, NICOLE RENEE	TEACHER	87,026	-
RADIGAN, MARGARET	TEACHER	87,661	-
RADU, TIA A	TEACHER	87,788	-
RADUCU, CARMEN	TEACHER	93,736	-
RADUTA, MIRELA	TEACHER	96,312	-
RAINBOTH, ANN C	TEACHER	87,547	-
RATZLAFF, LORNE	TEACHER	93,929	21
RENNEBERG, CHRISTINA M	TEACHER	93,381	-
REYNOLDS, JANE E	ADMINISTRATIVE OFFICER	137,347	7,111
REYNOLDS, TAMMY	TEACHER	86,233	-
RICHARDSON, ASHLEY L	TEACHER	96,384	-
RICHARDSON, LOA E	TEACHER	101,190	125
RILEY, DARCEY	TEACHER	87,643	-
ROADHOUSE, TRACY	TEACHER	80,877	-
ROBBINS, KAYLEE A	TEACHER	87,353	-
ROBERTS, LAURA MARGARET	ADMINISTRATIVE OFFICER	137,347	6,871
ROBERTSON, ALODIE T	TEACHER	86,739	-
ROBERTSON, D. MARK	TEACHER IN CHARGE 1-1	97,465	-
ROBERTSON, SCOTT	DEPT HEAD MAJOR 1-2	87,794	-
ROBERTSON, WENDY	TEACHER	92,229	-
ROBINSON, JENNIFER M	ADMINISTRATIVE OFFICER	117,330	38
ROBINSON, LISA	ADMINISTRATIVE OFFICER	137,676	350
RODGERS, DARYL	DEPT HEAD MINOR 1-1	95,885	16
RODGERS, LISA JOY	TEACHER	87,786	-
ROKEBY, LISA	TEACHER	87,718	-
ROLLS, MATTHEW	TEACHER	94,314	-
ROSENAU, J MARK	TEACHER	93,990	-
ROSENAU, TAMARA LEA	TEACHER	87,644	-
ROUNIS, LENE DAWN	TEACHER	96,118	-
ROY, CHANTELE A	TEACHER	96,311	-
RUSSELL, KATHLEEN MAE	ADMINISTRATIVE OFFICER	130,165	63
RUSSELL, TRACEY J	TEACHER	87,644	-
RUTHERFORD, KYLIE	TEACHER	94,090	-
RYAN, ALANA L	TEACHER	75,015	-
RYAN, CAITLIN B	TEACHER	97,353	-

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
RYYNANEN, BETH P	TEACHER	87,728	-
SABO, PETER	EXEC DIRECTOR PLANNING & OPS	147,107	1,577
SANFORD, LEANNE IRENE	TEACHER	96,308	-
SAREEN, SHAILLY	TEACHER	78,638	-
SAVAGE, TRACY	TEACHER	87,708	-
SAYWELL, SCOTT BRADLEY	SUPT./CHIEF EXEC.OFFICER	246,307	3,336
SCHLITZ, RAYMOND T	TEACHER	87,644	-
SCHLITZ, SUSAN	TEACHER	87,644	-
SCHMIDT, JENNIFER L	TEACHER	80,733	-
SCHULTZ, JEFFREY	TEACHER	96,311	-
SCOTT, JANICE LYNN	TEACHER	87,209	-
SERENIUS, LENA K	TEACHER	86,917	-
SERTIC, ANDJELKO	TEACHER	96,290	-
SERTIC, TANIA V	TEACHER	94,063	-
SHAHI, JASKARN	TEACHER	87,352	-
SHAHI, SANDRA	TEACHER	95,902	-
SHAHI, SHAWN	ADMINISTRATIVE OFFICER	123,918	490
SHARUN, RUTH	TEACHER	87,210	-
SHAW, LINDEN	TEACHER	96,551	-
SHEEHAN, NANCY E	TEACHER	96,043	-
SHELTON, HOLLY ANNE	TEACHER	80,475	-
SILICKAS, NIKA	TEACHER	96,311	510
SILVERTON, KIALA R	TEACHER	87,175	-
SIMMER, MEGAN	TEACHER	97,765	82
SINGBEIL, KRISTIN L	TEACHER	88,797	44
SINGH, DHANOOK D	TEACHER	96,241	106
SKARBO, JAIME	TEACHER	87,788	-
SKILL, LEIANNE	TEACHER	93,544	-
SKLAPSKY, TAYA	TEACHER	75,549	-
SLATER, ANNA E	TEACHER IN CHARGE 1-1	94,140	-
SLATER, JEREMY	TEACHER	95,456	-
SMITH, JASON R.D.	TEACHER	76,998	-
SMITH, JOEL PAUL	TEACHER	87,794	-
SMITH, JOSEPH	TEACHER	94,010	-
SMITH, KENDRA	TEACHER	96,219	-
SMITH, MICHELLE	DEPT HEAD MAJOR 1-1	96,219	180
SMITH, SUZANNE	TEACHER	87,578	-
SNEDDON, SHONA	ADMINISTRATIVE OFFICER	134,086	-
SNOWDEN, DEREK W.C.	ADMINISTRATIVE OFFICER	128,970	6,830

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
SOKOLOSKI, MICHELLE	TEACHER	92,438	-
SORENSEN, NATALIE	TEACHER	98,709	458
SORENSEN, SEAN	SYSTEM/SUPPORT SPECIALIST	77,734	105
SOUCY, LOUISE-ANDREE	TEACHER	96,080	-
SPENCE, ULRIKA	TEACHER	86,520	-
SPENCER, PETER	TEACHER	96,551	30
SPRINGFORD, ERIN L	TEACHER	86,023	-
STANNARD, REBECCA	TEACHER	86,824	-
STEEL, GEOFFREY	ADMINISTRATIVE OFFICER	141,268	1,871
STEEL, KERRI	ADMINISTRATIVE OFFICER	142,753	2,382
STEELE, TERRY	COORD LEVEL 2-1	92,606	-
STEPHENS, STEPHANIE J	ADMINISTRATIVE OFFICER	130,165	7
STEVENSON, NATHAN	TEACHER	97,973	-
STEVENSON, ROBERT E JR	TEACHER	89,386	-
STEWART, RACHEL	TEACHER	87,398	-
STEWART, TAMARA	TEACHER	93,696	-
SUHR, NICOL R	ADMINISTRATIVE OFFICER	123,918	-
SULLIVAN, DOMINIQUE M	TEACHER	85,055	-
SULLIVAN, LONNY	TEACHER	87,644	-
SUNDE, LISA	DEPT HEAD MAJOR 1-1	97,459	2,618
SUTTON, TAUNIA	DIR OF FINANCE-BUDGET/SYS DEVE	117,219	564
SVENSSON, SUSAN	TEACHER	87,892	-
TAIT, LAURA	ADMINISTRATIVE OFFICER	177,963	10,544
TALKINGTON, GRANT D	CARPENTER	83,350	-
TANG, HUNG KHANH	TEACHER	87,644	-
TAYLOR, BOBBIE-JEAN	DEPT HEAD MAJOR 1-1	100,514	71
TAYLOR, DEBBIE E	TEACHER	96,311	-
TAYLOR, NATALIE	TEACHER	87,223	-
TAYLOR, WILLIAM	DEPT HEAD MAJOR 1-1	97,956	16
TENEYCKE, TRACEY RAE	TEACHER IN CHARGE 1-2	96,202	98
THERRIEN, CLAUDE	TEACHER	96,308	-
THOM, LISA M	ADMINISTRATIVE OFFICER	118,467	11
THOMPSON, CHERYLYNN	TEACHER	76,997	-
THOMPSON, DANIEL JAMES	ADMINISTRATIVE OFFICER	117,618	26
THOMPSON, KAREN LESLEY	TEACHER	96,149	-
THOMPSON, MEGAN E	TEACHER	78,551	-
THOMPSON, REBECCA	TEACHER	87,559	-
THOMPSON, SIERRA R	TEACHER	87,456	-
TISSINGTON, LYNN	TEACHER	95,547	1,500

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
TOFT, KATRINA	TEACHER	87,731	-
TOHANA, GUY	TEACHER	87,579	-
TOLSMA, MELISSA	TEACHER	94,554	-
TOMIYAMA, JOANNE	TEACHER	97,480	542
TOOLE, KIRSTEN MARIE	DEPT HEAD MINOR 1-1	100,321	474
TRAVERS, DAVID	ADMINISTRATIVE OFFICER	141,268	151
TREBETT, SUSAN H	TEACHER	86,674	-
TRICK, PATRICIA	EXECUTIVE DIRECTOR OF HR	156,013	433
TUCK, CAROL	TEACHER	87,644	-
TYCE, CLARICE	DEPT HEAD MAJOR 1-2	98,169	-
TYE, JUDITH	TEACHER	96,235	-
TYSON, SARA ADELE	TEACHER	96,427	-
UHLMANN, DEANA	TEACHER	87,360	-
VALLENTGOED, MELA	TEACHER	94,846	158
VAN GROOTEL, LUDOVICUS BERTON	TEACHER	96,365	665
VAN HORNE, DAVID	DEPT HEAD MINOR 1-1	97,961	16
VAN WIJK, DANIEL	TEACHER	81,822	-
VANSTONE, RICHARD	TEACHER	84,021	-
VARNER, NEIL P	TEACHER	96,142	-
VINCENT, DANIEL R	TEACHER	89,518	-
VIRTANEN, CYNTHIA	TEACHER	96,158	-
VOLK, SUZANNE A	TEACHER IN CHARGE 1-1	95,709	-
VOSSHANS, COLLEEN	TEACHER	93,990	-
WALKER, KRISTINE	TEACHER	96,241	-
WALLIS, LESLIE A	TEACHER	80,768	-
WALSH, MARK V	SECRETARY-TREASURER	181,989	14,818
WALSH, SEAN	ADMINISTRATIVE OFFICER	118,508	5
WALTERHOUSE, CHRISTINE A	TEACHER	96,240	3,319
WARRY, VINCENT	TEACHER	84,848	-
WATFORD, LINDSEY	COORD LEVEL 2-1	101,190	263
WEBB, JOSEFINA	TEACHER	87,663	-
WEI, PO-JU	TEACHER	97,727	126
WEIGHILL, SHAUN RICHARD	TEACHER	87,666	-
WELLWOOD, ANDREA S	TEACHER	76,735	-
WELSH, LISA M	TEACHER	87,579	-
WHITE, RANDALL	DEPT HEAD MAJOR 1-1	99,815	-
WHITE, TRACY	TEACHER IN CHARGE 1-1	88,550	-
WHITING, TANYA NICOL	ADMINISTRATIVE OFFICER	101,144	437
WICKS, CATHERINE ANN	TEACHER	87,726	-

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	<b>POSITION AT JUNE 30, 2021</b>	<b>TOTAL REMUNERATION</b>	<b>TOTAL EXPENSES</b>
WICKS, DONNA L	TEACHER	87,343	-
WIDSTEN, JANINE L	TEACHER	96,468	-
WIGHT, LORENA	TEACHER	87,572	-
WILCOX, TRINA L	TEACHER	95,708	-
WILFORD, KEVIN R	TEACHER	79,292	-
WILLIAMS, CARSON J	DEPT HEAD MAJOR 1-1	80,920	-
WILLIAMS, INGRID C	TEACHER	87,341	-
WILLIAMS, KATHERINE L	TEACHER	76,927	-
WILLIAMS, SEAN MA	TEACHER	79,311	-
WILLIAMS, SHEILA	TEACHER	80,343	-
WILSON, ANTHONY	TEACHER	96,290	55
WILSON, KAREN E	TEACHER	93,990	-
WINCHELL, LESLEY	TEACHER	96,311	17
WINDECKER, CURRIN K	TEACHER	76,381	-
WINTER, WILLIAM JESSE	TEACHER	87,776	-
WONG, JASON C	GENERAL FOREMAN	79,806	92
WOOD, CARIE	ADMINISTRATIVE OFFICER	134,086	17
WOOD, DENISE	TEACHER	100,532	-
WOOD, KIP	TEACHER	96,167	-
WOODCOCK, MELISSA	TEACHER	86,485	-
WRIGHT, LESLEY D	TEACHER	90,957	-
YOUNG, CHARLES FRANKLIN	TEACHER	87,663	-
YOUNG, COLETTE	ADMINISTRATIVE OFFICER	134,086	10
YOUNG, EDWARD L	ADMINISTRATIVE OFFICER	125,765	-
YOUNG, PATRICK D	ADMINISTRATIVE OFFICER	141,268	26
YOUNGREN, MARY	TEACHER	77,062	-
ZEEMAN, AUBREY	TEACHER	80,057	-
ZIEMANSKI, REBECCA L	TEACHER	96,219	1,021
ZIMMER, MICHAEL L	TEACHER	87,644	-
ZOLOB, THERESA	TEACHER	96,219	-
ZUYDERVELT, NICOLETTE	TEACHER	87,644	-
ZVER, ROBERT	C.U.P.E. PRESIDENT	96,139	-
<b>TOTAL OF EMPLOYEES, WHOSE REMUNERATION EXCEEDS \$75,000</b>		\$ 67,992,712	\$ 210,591
<b>TOTAL REMUNERATION TO EMPLOYEES PAID \$75,000 OR LESS</b>		\$ 52,514,880	\$ 85,473
<b>TOTAL REMUNERATION TO EMPLOYEES</b>		\$ 120,507,592	\$ 296,063

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2021**

**Schedule of Remuneration and Expenses**

<u>POSITION AT JUNE 30, 2021</u>	<u>TOTAL REMUNERATION</u>	<u>TOTAL EXPENSES</u>
<b>TOTAL REMUNERATION TO ELECTED OFFICIALS</b>	\$ 180,173	\$ 4,112
<b>TOTAL REMUNERATION AND EXPENSES</b>	<b><u>\$ 120,687,766</u></b>	<b><u>\$ 300,175</u></b>
 <b>EMPLOYER PORTION OF EI AND CPP</b>	 <b><u>\$ 6,441,882</u></b>	 <b><u>\$ -</u></b>

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, 2021**

**Statement of Severance**

There were no severance agreements made between School District No.68 (Nanaimo-Ladysmith) and its non-unionized employees during fiscal year 2021.

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, 2021**

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

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

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
3P LEARNING CANADA LIMITED	26,506
639258 BC LTD.	30,914
A.R. MOWER & SUPPLY LTD.	61,228
ABELL PEST CONTROL INC.	28,628
ACCESSSMT HOLDINGS LTD.	99,405
AMAZON	248,040
ANDREW SHERET LTD.	98,016
APPLE CANADA INC.	39,043
ARCHIE JOHNSTONE PLUMBING	634,410
ARI FINANCIAL SERVICES	68,415
AURORA ROOFING	369,102
BARAGAR ENTERPRISES LTD.	45,990
BC FERRIES	45,676
BC HOUSING	121,815
BC HYDRO AND POWER AUTHORITY	951,765
BELFOR (CANADA) INC.	210,193
BEST BUY	310,813
BJK ARCHITECTURE INC.	31,956
BLACKBOARD INC.	25,990
BRADLEY SHUYA ARCHITECT INC.	292,516
BRAND XPRESS	78,910
BRITISH COLUMBIA SCHOOL TRUSTEES	59,562
BUDGET BLINDS CVI	91,934
BUNZL CLEANING & HYGIENE	1,175,921
CDI SPACES	39,366
CDW CANADA INC.	673,357
CITY OF NANAIMO (USER RATES)	333,797
CITY OF NANAIMO	363,172
CLOVERDALE PAINT INC.	63,090
CONCISE SYSTEMS CORP.	62,503
COSTCO WHOLESALE	101,829
DAFCO FILTRATION GROUP CORPORATION	47,230
DENMAR ELECTRIC LTD.	56,255
DESJARDINS FINANCIAL SECURITY	109,012
DOLLARAMA	28,334
DYNAMIC SPECIALTY VEHICLES LTD.	48,077
E & K PAINTING LTD.	35,175
ESC AUTOMATION INC.	73,828
ESCRIBE SOFTWARE LTD.	33,124
FOCUSED EDUCATION RESOURCES SOCIETY	43,950

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2021**

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

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

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
FOLLETT SCHOOL SOLUTIONS, INC.	32,099
FOOTPRINTS SECURITY PATROL INC.	201,241
FORTISBC-NATURAL GAS	674,826
FRESHGRADE EDUCATION INC.	42,000
FRIESENS CORPORATION	27,317
GASPARD & SONS LTD.	28,248
GFL ENVIRONMENTAL INC.	149,279
GORDON FOOD SERVICE	68,376
GPI NORTH AMERICA	41,048
GRAND & TOY	156,714
GRAPHIC OFFICE INTERIORS	44,361
GREGG DISTRIBUTORS NANANIMO	66,702
GUARD.ME INTERNATIONAL INSURANCE	52,885
GUILLEVIN INTERNATIONAL	210,788
HABITAT SYSTEMS INC.	81,564
HARRIS & COMPANY	36,199
HARRIS OCEANSIDE CHEVROLET	188,103
HEROLD ENGINEERING LTD.	858,752
HOURIGAN'S FLOORING	77,479
INDIGO	50,631
INTRADO CANADA, INC.	34,018
INVISION WEB	31,480
ISLAND AGGREGATES LTD.	50,902
IWC EXCAVATION LTD.	156,071
JAMES BUSH & ASSOCIATES LTD.	47,198
JOSTENS	46,488
KEV SOFTWARE INC.	58,236
KINETIC CONSTRUCTION LTD.	1,312,283
KMBR ARCHITECTS	334,423
KONICA MINOLTA BUSINESS SOLUTION	173,895
KPMG LLP	25,725
LEWKOWICH ENGINEERING ASSOC. LTD.	66,871
LICKER GEOSPATIAL CONSULTING CO.	48,540
LONG & MCQUADE	48,154
LRD CONTRACTING LTD.	56,049
MADILL THE OFFICE COMPANY	269,473
MASTER GROUP INC., THE	63,963
MERTIN CHEVROLET CADILLAC BUICK	49,078
METRO MOTORS LTD.	322,327
MID-ISLAND FENCE PRODUCTS LTD.	30,047

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2021**

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

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

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
MIDLAND TOOLS	70,112
MINISTER OF FINANCE (CLIMATE ACTION)	72,634
MINISTER OF FINANCE (BUILDING PROGRAM)	75,935
MINISTER OF FINANCE (REVENUE SERVICES OF BC)	35,438
MINISTER OF FINANCE (MINISTRY OF CHILDREN & FAMILY DEVELOPMENT)	30,857
MINISTRY OF FINANCE-EMPLOYER HEALTH TAX	2,268,410
MONK OFFICE SUPPLY LTD.	25,407
MORNEAU SHEPELL LTD.	89,981
MORRISON HERSHFIELD LIMITED	140,440
MOUNT BENSON MECHANICAL LTD.	104,244
MWL DEMOLITION LTD.	2,163,425
MYBUDGET FILE INC.	29,784
NANAIMO CHILD DEVELOPMENT CENTRE SOCIETY	159,550
NANAIMO DISTRICT TEACHERS ASSOCIATION	378,314
NANAIMO SCIENCE & SUSTAINABILITY SOCIETY	52,882
NANAIMO'S FLOORING DEPOT	82,180
NCI NORTHERN COMPUTER INC.	123,794
NELSON EDUCATION LTD.	29,459
NEW CITY CONTRACTING	3,335,202
NEW IMAGE INTERIORS	74,491
NEW PATH ADVISORY GROUP INC.	63,000
NORTH CEDAR IMPROVEMENT DIST.	60,515
NSAA (PRO-D)	67,000
OAKCREEK GOLF & TURF INC.	198,302
ODDBALL WORKSHOP INC.	29,022
ONO WORK & SAFETY	53,633
PACIFIC BLUE CROSS	4,115,039
PACIFICSPORT REGIONAL SPORT CENTRE	75,000
PARKLAND CORPORATION	320,106
PEAK APPAREL LTD.	39,448
PENSION CORPORATION	9,795,654
PENSION CORPORATION	2,528,627
PETERBILT PACIFIC INC.	48,035
POWERSCHOOL CANADA ULC	179,368
PRAIRIECOAST EQUIPMENT	145,282
PREMIER FIRE PROTECTION LTD.	89,077
PUBLIC EDUCATION BENEFITS TRUST	2,092,461
REAL CANADIAN SUPERSTORE	41,615
REVENUE SERVICES OF BRITISH COLUMBIA	31,350
RICHMOND ELEVATOR MAINTENANCE	25,363

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2021**

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

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

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
ROCKY POINT ENGINEERING LTD.	72,609
RONA INC.	28,593
SAVE ON FOODS	27,803
SCHAFFERS EQUIPMENT	42,306
SCHOLASTIC CANADA LTD.	28,964
SCHOOLHOUSE PRODUCTS INC.	67,394
SHAW ELECTRICAL SERVICES	41,581
SLEGG LIMITED PARTNERSHIP	66,819
SOFTCHOICE CORPORATION	283,831
SOURCE OFFICE FURNISHINGS	96,390
SPRINT ELECTRICAL SERVICES	91,011
STAPLES	304,095
SUPERIOR PROPANE	25,092
SWING TIME DISTRIBUTORS LTD.	71,534
SYSCO VICTORIA	94,338
SYSTEMICS CONSULTING INC.	31,050
TALIUS	38,147
TEACHER'S FILE LTD.	57,122
TECHNICAL SAFETY BC	27,532
TELUS MOBILITY	133,185
TELUS COMMUNICATIONS	110,520
TELUS CUSTOM SECURITY SYSTEMS	53,891
TEXTHELP INC.	27,205
THOMAS, ANN V.	31,117
TILLICUM LELUM ABORIGINAL	103,390
TINSMITH MECHANICAL LTD.	73,585
TLD COMPUTERS INC.	103,753
TOP QUALITY COATINGS LTD.	52,185
TOWN OF LADYSMITH	55,457
TURNER & ASSOCIATES LAND	25,160
TYCO INTEGRATED FIRE & SECURITY	37,690
ULINE CANADA CORPORATION	45,090
UNITECH CONSTRUCTION MANAGEMENT LTD.	1,038,375
UNIVERSAL SHEET METAL LTD.	998,311
VANCOUVER ISLAND UNIVERSITY	565,160
VI ISLAND CLEANING SUPPLIES LTD.	116,780
WAL-MART SUPERCENTE	33,309
WESCO DISTRIBUTION-CANADA, INC.	368,292
WESTERN CAMPUS RESOURCES	101,834
WESTERN CANADA BUS INC.	569,046

**SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**  
**Statement of Financial Information (SOFI)**  
**Fiscal Year Ended June 30, 2021**

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

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

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
WESTWOOD METALS LTD.	33,543
WINDSOR PLYWOOD	169,413
WOLSELEY CANADA INC.	61,907
WORKSAFE BC	1,081,869
X10 NETWORKS	1,205,153
ZONAR SYSTEMS	36,537
<b>TOTAL SUPPLIERS WHERE PAYMENTS EXCEED \$25,000</b>	<b>\$ 51,641,085</b>
<b>TOTAL SUPPLIERS PAID \$25,000 OR LESS</b>	<b>\$ 5,716,516</b>
<b>TOTAL PAYMENTS FOR GOODS AND SERVICES</b>	<b>\$ 57,357,601</b>

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, 2021**

**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 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.



**Snuneymuxw  
First Nation**

# **LONGHOUSE LEARNING + HEALING FRAMEWORK**

# INTRODUCTION

**Federal, Provincial and Municipal knowledge partners and collaborators support Snuneymuxw First Nation's ancestral knowledge system because it addresses the urgent need for true curative learning and healing environments, in the context of the climate crisis and recent Residential School discoveries.**

Snuneymuxw is one of the few Nations in B.C. to have a pre-Confederation treaty with the Crown. The Snuneymuxw Treaty of 1854 is indicative of Snuneymuxw's history of prioritizing its peoples' wellness, knowledge and Land.

The living Longhouse Learning and Healing Framework (LLHF), co-developed by Nanaimo Ladysmith Public Schools and Snuneymuxw First Nation, invokes an ancient Snuneymuxw Longhouse healing and learning model. LLHF offers a whole person approach and an intersectional solution for healing and learning. It is a holistic guide for the user, a guide that understands the intrinsic relationships within our Ancestors' knowledge system and the vital relationships between the Land, Sacred Sites, the community<sup>1</sup>, the individual, and Spirit<sup>2</sup>.

1 Community includes all beings that hold Spirit – wildlife, plant life and human life.

2 Everything in the natural world has a spiritual energy. The spiritual energy of the universe, found in the air, water and earth, encompasses all. We are all connected by this universal energy, and we can draw energy from these natural elements. Spirit provides a lens that reveals a knowledge and healing system. A knowledge system that has sustained our people through unimaginable trauma, since time immemorial. Credit: Kwulasulwut (Ellen Rice White)

## CHALLENGE

The mainstream health, education and environmental systems continue to work within a deficit model, operating in isolation. The inter-jurisdictional, siloed approach is limited and creates gaps. Current funding is insufficient for the immediate high demand and perpetuates the impacts of historical trauma and short-sighted planning.

## OPPORTUNITY

LLHF is holistic, perpetual, and proven over thousands of years. The Framework eases collaboration, providing educators and health providers a common reference. LLHF cannot exist within current legislative models, therefore we have forged a “third model” and the results have been transformative. Results that affirm the brilliance and wisdom of our ancestors. **We are seeking permanent funding to expand our intersectional infrastructure in support of health, education and housing.**



# OUR STORY SNUNEYMUXW

The Coast Salish<sup>3</sup> Snuneymuxw First Nation is one of the largest Nations in British Columbia, located on Vancouver Island, neighbouring Nanaimo, and across the water from Vancouver. Snuneymuxw Ancestors were brilliant to protect our culture, way of life, Land, waters and resources by entering into the strongest treaty agreement available to Canada. The pre-confederation Snuneymuxw Treaty of 1854 preserves and protects Snuneymuxw villages, fields, and rights to hunt and fisheries. The Memorandum of Understanding that Snuneymuxw signed with Canada and B.C. in 2021 is a fundamental and transformative shift from extinguishment to recognition and implementation of the Snuneymuxw Treaty of 1854. We are reclaiming our rightful place as stewards and beneficiaries of the Land.

Much was done over the last 165+ years to deny or erase Snuneymuxw rights, knowledge and sovereignty. While fighting and prevailing against the weight of oppressive systems, Snuneymuxw has persistently prioritized its wellness and learning through ritual, ceremony and access to the Land.

While the Potlach Ban was in place, the Ancestors were prohibited from the Longhouse. Therefore, they embraced a new way to keep Snuneymuxw learning and wellness alive. They engaged the canoe as a teacher and a means of maintaining the important protocol and practices connected to a Longhouse way of life. Like the Longhouse, the canoe is a vessel that restores the balance between the physical and spiritual realm.

Complex and compounded historical and contemporary trauma is not new to our people. Well before contact, throughout an illustrious history, the Ancestors endured unimaginable traumatic events<sup>4</sup>. They relied on the curative properties found in their Ancestral wellness and learning methodologies to rebuild and thrive. These enduring gifts from our Ancestors have been proven and lived over thousands of years.

"We are honoured to share the powerful knowledge of our Snuneymuxw Ancestors and encouraged to see our partners embrace its practical applications. We warmly welcome you to reach out and learn more."

**- Chief Mike Wyse**



<sup>3</sup> Snuneymuxw is part of the Coast Salish world. The Coast Salish Territory extends throughout present-day British Columbia and Washington State. The Salish Sea is part of the marine areas of our Territory. The Coast Salish world is bound together by certain shared values and relations, and a worldview that recognizes the interconnectedness and spirit within all things. See: <https://www.snuneymuxw.ca/nation/culture/coast-salish-culture>

<sup>4</sup> Traumatic events experienced include serious illness; war; injury; natural disasters.

# THI LELUM LONGHOUSE

**The Longhouse is more than a residency.  
The Longhouse is the physical, social,  
ceremonial, constitutional and spiritual  
centre of our world.**

Built on the foundation of natural laws,  
the Longhouse is modeled after the  
natural world and therefore, is a complete  
ecosystem. It is a continuation of the  
Land; our first teacher and healer.

The brilliance of our Ancestors  
recognizes the Longhouse as a conduit to  
Spirit, and when combined with complex  
ancestral knowledge systems, it breathes  
life into its people.



# OVERVIEW: OBTAIN AND STAY IN SPIRIT

**In the past, we were more Spirit than human, and today we are more human than Spirit.<sup>5</sup> True wellness and healing rely on us knowing the spiritual energies of the Land and our unique relationship with those energies.**

The Longhouse Learning and Healing Framework addresses the complex relationship between the emotional, physical, and mental self, in the context of Spirit. Spirituality is the essence of our people and the cornerstone of our connectivity.

LLHF offers a holistic guide to support the user's lifelong learning and wellness quest. On this quest, the user walks the sacred and eternal path, one that presents new levels of knowledge needed to heal, raise awareness of Spirit, and stay in Spirit. Through Spirit, the Framework reveals doorways to a supernatural spiritual strength that restores unmatched resiliency and coping skills.

The Snuneymuxw First Nation disciplines of the mind and body are critical to understanding and accessing Spirit. For example, the Snuneymuxw Sacred Bundle is an essential component of our ancestral knowledge system and this Framework.

**All those on the Land can benefit from a deeper understanding of the Land.**

**LLHF supports a lifelong way of being and is not confined to a period of time.**

**Ancient Sacred Sites are sources of knowledge and healing. They have their own gifts and spiritual tools.**

<sup>5</sup> Ancestors understood the benefits of humbling themselves in order to walk in Spirit. This is where we began and where we are returning.

# SHARING THE SACRED BUNDLE

The Sacred Bundle is our sacred inheritance, a precious gift from our Ancestors, that provides knowledge and healing throughout the cycle of life.

The Sacred Bundle illuminates the sacred and eternal path, the path that provides what is needed to awaken, heal and stay in Spirit. The deep codes that are necessary to sustain wellness through Spirit are still embedded in the Sacred Bundle.

The curative ingredients shared below make up the Sacred Bundle and create the safe space needed to gain a deeper understanding of self. The Bundle lives in relationship with seasonal rounds<sup>6</sup>. Its ingredients are not tiered in importance; they are employed in full and equal measure. By engaging with the entirety of our Ancestors' complex knowledge system, including the Sacred Bundle, we can access the path to purposeful, higher knowledge and deeper healing.

## Sacred Pure Intentions | uy shqwaluwun

The intention is crucial to the outcome. Pure intentions move us away from a sense of entitlement to a sense of responsibility. We are taught to ask ourselves, what is our intention? Our Ancestors would ask, "What have you learned?".

As understood by our ancestral world view, if we don't share our gifts in support of the collective, they become our sickness. We must act with pure intentions. Without Sacred Pure Intentions, we become devoid of Spirit.

## Shared Sacred Breath | Language

The supernatural being, hul'q'umi'num', the language of the Land, is a spiritual life force that we are connected to through a shared breath. It presents itself and grounds us on the sacred and eternal path towards healing. It is a gift, voice of humility, love, respect, peace, and happiness and is experienced through songs, prayers and stories.

Ancestors have stored oral records in the language. The Ancestors endured more than we can possibly imagine, post and precontact. hul'q'umi'num' stores their learning experiences and healing resolutions.

## Sacred Lens | Knowledge of self

For Indigenous populations, resilience is rooted in traditional knowledge. The Ancestors describe true knowledge as, relational knowledge. It is a deep understanding of place names, Sacred Sites, history, culture, protocols, ceremonies, rituals, and self.

The teachings of the Ancestors encourage implicit learning, knowing that learning about our relationship to the Land is inherently linked to learning about self, language and culture.

People are given the opportunity to reach the critical first step: understanding how contemporary and historical trauma has impacted self (physical, mental and emotional)/the Land/community. In the safe space created by the Sacred Bundle, we can learn about ourselves through experiencing the Land and Spirit. This deeper level of knowledge opens the path to relational, curative healing.

## Sacred Spiritual Touch | Deep healing

In the Longhouse we have ceremoniously used plant medicines to stay in Spirit and heal self, community, and the Land. This Framework combines the curative properties of plants with other Sacred Bundle ingredients. Like hul'q'umi'num', the plants ground us on the sacred and eternal path towards healing. They reconnect the individual to themselves and to their bodies.

The Longhouse reminds us, that trauma and the related survival techniques, including operating outside of the body, prevents us from moving through trauma and truly acknowledging the pain of loss and disconnection. We have absorbed the violence in our body, and now, through the Sacred Bundle, we are releasing it.

6 Snuneymuxw Seasonal Round: Spring: prepare to be with the people. Use medicines, as they are at their most potent at this time; Summer: engage in activities that bring people together. Social happenings including berry picking, paddling, and naming ceremonies; Fall: prepare the mind for spiritual growth. Visit sacred sites, meditate, and pray; Winter: Engage with this most sacred time. Ceremonial events and rituals in line with the intense spiritual energy of the Land.

# WALKING TOGETHER

## RESULTS THAT AFFIRM THE KNOWLEDGE OF OUR ANCESTORS

The following are examples of how we have implemented our teachings in support of relatives throughout our community. We have made great strides by walking in both worlds alongside trusted partners.

The impact of historical trauma has left Snuneymuxw with a great need, with each generation experiencing a deep impact. Ancestral teachings led us to a natural and profound order of healing and learning, beginning with children and the most vulnerable.



**In partnership with**  
**Nanaimo Ladysmith Public School**

**Qwam Qwum Stuwixwulh Community School**  
Snuneymuxw First Nation's commitment to holistic wellness, collaboration and childhood education produced Qwam Qwum Stuwixwulh Community School. The school is open to all students, as all children are affected by historical trauma and benefit from Snuneymuxw knowledge. The \$10.8 million federally and provincially funded project is the result of a unique "third model" partnership between the Nanaimo-Ladysmith School District and the Snuneymuxw First Nation. Typically, the school would be governed by a board of trustees, but in this case, it is co-governed. School curriculum prioritizes traditional Snuneymuxw teachings, supported by contemporary and ancestral technology. We strive to support all aspects of education, going beyond intellect alone. We celebrate this example of how we can reimagine what is possible and create lasting positive change to all those connected to this great Land, together.



# WALKING TOGETHER

## RESULTS THAT AFFIRM THE KNOWLEDGE OF OUR ANCESTORS

**In partnership with  
Nanaimo Ladysmith Public Schools**

### **Syeytsus Framework**

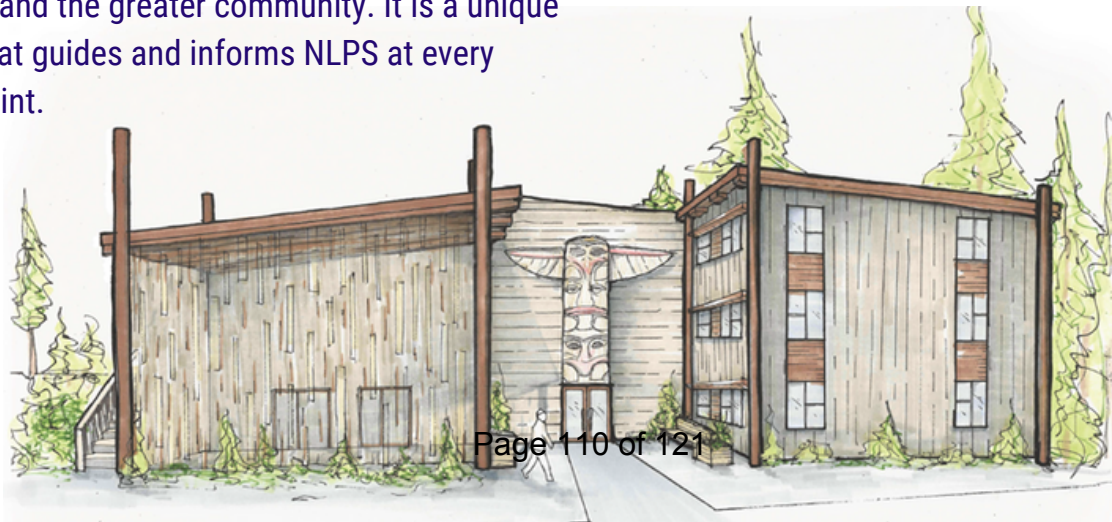
Nanaimo Ladysmith Public Schools (NLPS) has adopted the Syeytsus Framework as a means to improving the overall wellness of the community we serve. This policy honours Snuneymuxw as the original owners of the Lands throughout Snuneymuxw Territory. It lives and honours the teachings of the Land and First Peoples, while navigating the ever-changing complexities of today's world and society.

The Framework recognizes NLPS and Snuneymuxw's connection to Snuneymuxw Territory including the spiritual and cultural importance of Snuneymuxw values and way of life. Teachings of the Land are integrated throughout, as a means to improving the overall wellness of children and the greater community. It is a unique policy that guides and informs NLPS at every touch point.

**In partnership with  
BC Housing**

### **Cedar Woman House**

Cedar Woman House serves the immediate need for emergency shelter and services for women and children fleeing violence. It is designed around the Land, Indigenous values, cultural knowledge and learning programming. Cedar Woman House also provides inter-agency linking services, creating an ongoing, reliable women-centered relationship.



# WALKING TOGETHER

## RESULTS THAT AFFIRM THE KNOWLEDGE OF OUR ANCESTORS

**In partnership with Oshio Traditional  
Chinese Medicine College of Acupuncture**

### **Snuneymuxw Wellness Centre and Acupuncture Program**

The Snuneymuxw Acupuncture Program continues a longstanding relationship with the Chinese community. We recognize the connection between Snuneymuxw Ancestral healing and wellness knowledge with other traditional practices, including Chinese Acupuncture. The Snuneymuxw Wellness Centre delivers wellness and healing to the whole community through traditional knowledge.

A common trauma response is to disconnect from Spirit and body, and this disconnection needs to be acknowledged through Sacred Touch before moving forward towards healing. Acupuncture helps users connect to self, a critical first step in connecting to sources of holistic healing.

**In partnership with  
BC Housing**

### **Snuneymuxw culturally appropriate housing**

The signed memorandum of understanding, the first of its kind in B.C., between BC Housing and the Snuneymuxw First Nation was established in order to revitalize a sense of place for Snuneymuxw people through housing.

All Snuneymuxw learning and wellness knowledge built by our ancestors, was done so by watching the relationships within, and being a part of, the natural world. Therefore, reestablishing our presence on the Land and reconnecting with our Sacred Sites, is essential to our learning and wellness.

Ancestral housing, the Longhouse, is a continuation of the Land. Therefore, the Land needs to be healed before building.

All Snuneymuxw x BC Housing developments recognize this way of being.

# WALKING TOGETHER

## RESULTS THAT AFFIRM THE KNOWLEDGE OF OUR ANCESTORS

**In partnership with City of Nanaimo and  
Nanaimo Ladysmith Public Schools**

### **Welcome Pole**

The Welcome Pole is a 49-foot-tall carving by Snuneymuxw Master Carver Noel Brown, located on the Sway'a'Lana ancient village site (Maffeo Sutton Park, Nanaimo). It restores the healing energy to the Land and is an important source of knowledge.

From an Ancestral perspective art is and always has been an important source of knowledge, speaking to connectivity, humility, a way of being with the natural world and a gentle reminder that these great lands touch every aspect of our life. In a modern context, the installation of the Welcome Pole is an invitation to think more deeply about the Land and its great teachings. That ultimately these teachings offer a gift of deeper wellness, deeper healing and access to higher level of knowledge.

This important collaboration is intended to create a sense of belonging and pride for Indigenous and non-Indigenous people on this Land.





# ACKNOWLEDGEMENTS

Snuneymuxw Ancestors

Nanaimo-Ladysmith Public Schools

BC Housing

Oshio Traditional Chinese Medicine College  
of Acupuncture

City of Nanaimo

**WE THANK YOU**  
FOR YOUR CONTINUED SUPPORT

Snuneymuxw First Nation  
668 Centre St., Nanaimo, B.C. V9R 4Z4  
[www.snuneymuxw.ca](http://www.snuneymuxw.ca)

Joan Brown, Chief Administration Officer  
[Joanb@snuneymuxw.ca](mailto:Joanb@snuneymuxw.ca)

**NANAIMO LADYSMITH PUBLIC SCHOOLS  
BOARD OF EDUCATION  
PUBLIC MEETING  
INFORMATION SHEET**

DATE: December 15, 2021  
TO: Board of Education  
FROM: Mark Walsh, Secretary-Treasurer  
SUBJECT: By-Election

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### **Background**

This Information Sheet is intended to provide the Board an update on the status of the upcoming by-election.

### **Information**

#### ***Nominations***

The nomination period closed on December 10, 2021. At the time of closure of nomination there were two duly nominated candidates. The declared candidates are as follows:

1. Naomi Bailey
2. Steven Rae

Candidates have until December 17, 2021 to rescind their nominations.

#### ***Voting Opportunities***

The District will be offering 10 days of voting in total split between general voting day, advance voting and special voting opportunities. The intention is to provide as many opportunities to vote and in a variety of geographic locations. However, the opportunities on each day will be limited. We have also chosen locations with accessible facilities and where access to the gym (particularly on school days) is well separated from the school. This is to ensure that in the current labour market we are able to properly staff polling station. The opportunities will be as follows:

#### **General Election Day – Saturday, January 15, 2022**

Polling stations will be available from 8:00 am – 8:00 pm at the following locations on general election day:

1. Dover Bay Secondary School Gym
2. Nanaimo District Secondary School Gym
3. Ladysmith Secondary Gym
4. Cedar Secondary Gym

## **Advance Voting Opportunities:**

***Wednesday, January 5, 2022 and Saturday, January 8, 2022***

A polling station will be available at the District Administrative Centre's Board Room from 8:00 am - 8:00 pm for advance voting opportunities.

## **Special Voting Opportunities**

Polling stationing will be available for special voting opportunities at the following locations and times:

1. Tuesday, January 4, 2022 – Gabriola Elementary School Gym (3:00 – 7:00 pm)
2. Thursday, January 6, 2022 – Chase River Elementary Gym (3:00 – 7:00 pm)
3. Friday, January 7, 2022 – DAC Annex/Elections Office (10:00 am – 2:00 pm)
4. Tuesday, January 11, 2022 – Seaview Elementary Gym (3:00 – 7:00 pm)
5. Wednesday, January 12, 2022 – Ladysmith Primary School Gym (3:00 – 7:00 pm)
6. Thursday, January 13, 2022 – Gabriola Elementary School Gym (3:00 – 7:00 pm)
7. Friday, January 14, 2022 – DAC Annex/Elections Office (10:00 am – 2:00 pm)

## **Voting Rules**

All residents of the school district may register and vote at any of the opportunities above by providing identification documents as set out sections 57 or 57.1 of the *Local Government Act*. For more information on voting rules, please visit our district's website.

## **COVID Protocols**

The District will maintain its COVID protocols and will require all electors to be masked the entire time they are within a District facility. Individuals unable to wear a mask will be accommodated at the DAC Annex/Elections Office pre-voting opportunity on January 7<sup>th</sup> and 14<sup>th</sup>. Individuals requiring such an accommodation must make an appointment by contacting [electionofficers@sd68.bc.ca](mailto:electionofficers@sd68.bc.ca).

## **Communication**

The information with respect to polling dates and locations, candidates, and voting requirements will be published widely.

## **Vote Counting**

The vote will be counted on election night at the four polling stations. In addition, the ballots from advance and special voting opportunities will be performed at the DAC on the evening of the election, starting at 7:00 pm.

**For the most up-to-date information on the By-Election, please visit our district website at [www.sd68.bc.ca](http://www.sd68.bc.ca)**

NANAIMO LADYSMITH PUBLIC SCHOOLS

BOARD OF EDUCATION  
PUBLIC MEETING  
INFORMATION SHEET

**DATE:** December 15, 2021  
**TO:** Board of Education  
**FROM:** Mark Walsh, Secretary-Treasurer  
**SUBJECT:** South Wellington – Lease to the Regional District of Nanaimo

---

**Background**

On September 29, 2021, the Board Passed the following motion:

That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) apply to the Minister of Education for Ministerial Approval, pursuant to Section 5 of the Disposal of Land or Improvements Order, for a long-term lease of the former South Wellington Elementary School to the Regional District of Nanaimo.

**Discussion**

On December 9, 2021, the District received ministerial approval to pass a bylaw to complete the disposition. We note that the Regional District of Nanaimo (RDN) continues with its processes and the lease will not be executed until such time they are complete. Once the RDN has completed its process, this matter will be brought back to the Board in order for the Disposal of Real Property Bylaw to be adopted.

**References**

Appendix A: December 9, 2021 Letter from Francois Bertrand, Ministry of Education  
Appendix B: Ministerial Approval Document – Disposal of Land or Improvements



December 09, 2021

Ref: 251472

Mark Walsh, Secretary-Treasurer  
School District No. 68 (Nanaimo-Ladysmith)  
395 Wakesiah Ave.  
Nanaimo BC, V9R 3K6  
**Email:** [Mark.Walsh@sd68.bc.ca](mailto:Mark.Walsh@sd68.bc.ca)

Dear Mark Walsh:

I am writing regarding the request from the Nanaimo-Ladysmith Board of Education seeking ministerial approval, under authority of section 5 of the Disposal of Land or Improvements Order, to dispose of the South Wellington Elementary School located in the Regional District of Nanaimo. The School was closed by the Board of Education in 2013 due to decreased student enrolment and building condition issues.

I understand that the Nanaimo-Ladysmith School District and Regional District of Nanaimo will be entering into a 25-year lease agreement. Under the lease, the Regional District of Nanaimo will provide a prepaid lease payment of \$10 for the term of the lease. The Regional District will then be responsible for funding needed seismic upgrades and renovations to make the facility usable as a local community space.

Enclosed, please find a signed Disposal of Land or Improvements Approval Form, which has been signed by D. Scott MacDonald, Deputy Minister. This signed form will be required by Land Title Office for the registration of the lease on title for the Board-owned property.

Please be aware that the Disposal of Land or Improvements Order also requires boards to provide the Ministry with written notification regarding the execution of the lease and the allocation of any resulting lease revenues between restricted capital funds and local capital funds. A copy of a final disposal bylaw adopted by the Board once this disposal process has been executed must also be provided to the Ministry.

A copy of the Disposal of Land or Improvements Order may be found here:

[https://www2.gov.bc.ca/assets/gov/education/administration/legislation-policy/legislation/schoollaw/e/m193\\_08.pdf](https://www2.gov.bc.ca/assets/gov/education/administration/legislation-policy/legislation/schoollaw/e/m193_08.pdf)

.../2

If required, a Disposals of Sites and Buildings tool for use in calculating the resulting journal entries for financial statement reporting purposes may be found on the School District Financial Reporting website at:

<http://www2.gov.bc.ca/gov/content/education-training/administration/resource-management/school-district-financial-reporting/financial-statement-reporting>

I wish you every success in finalizing the lease arrangements with the Regional District of Nanaimo. As noted in your letter, this indeed is a laudable example of multiple public sector parties coming together in an action that will directly benefit the local community.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Francois Bertrand', with a stylized flourish at the end.

Francois Bertrand, Executive Director  
Capital Management Branch

Enclosure: Disposal of Land or Improvements Approval Form; Title Search Print

pc: John Woycheshin, Regional Director, Capital Programs Unit  
Geoff Croshaw, A/Regional Director, Capital Projects Unit,  
Eric Millette, Planning Officer, Capital Projects Unit



## DISPOSAL OF LAND OR IMPROVEMENTS

The Board of Education of School District No. 68 (Nanaimo-Ladysmith) is seeking to dispose of land or improvements in accordance with Section 96 (3) of the *School Act* and Section 5 of the Disposal of Land or Improvements Order (M193/08), as follows:

<u>          </u> Sale of Land or Improvements	<u>          </u> Conveyance	<u>          </u> Dedication
<u>          </u> Exchange	<u>  X  </u> Lease of Land or Improvements	<u>          </u> Other

### Property Description:

The Board of Education of School District No. 68 (Nanaimo-Ladysmith) requests that ministerial approval be granted to dispose of the Property commonly known as the South Wellington Elementary School, in whole or in part, located at 1536 Morden Road in the Regional District of Nanaimo, and more particularly described as:

Parcel Identifier:  
006-308-376

Legal Description:  
LOT 4 SECTION 11 RANGE 7 CRANBERRY DISTRICT PLAN 3153

with boundaries approximately as shown in the attached Subdivision Plan.

The request and supporting documentation have been reviewed and the granting of ministerial approval for the disposal of the Property is recommended.

  
\_\_\_\_\_  
ADM, Resource Management Division

  
\_\_\_\_\_  
Date

### Approved:

  
\_\_\_\_\_  
Deputy Minister

December 8, 2021  
\_\_\_\_\_  
Date

Ministry of  
Education

Capital Management Branch  
Resource Management Division

Mailing Address:  
PO Box 9151 Stn Prov Govt  
Victoria BC V8W 9H1

Location:  
5<sup>th</sup> Floor, 620 Superior St  
Victoria BC V8V 1V2

## **Nanaimo Community Wellness Network**

### **Governance Working Group**

#### **Meeting Notes**

**November 29, 2021, 10:30 to 12pm**

#### **Zoom Meeting**

**Participants:** Brenda Adams, Christy Wood, Oliver Jacobson, Jane Vinet, Erin Hemmens, Charlene McKay, Dave Stewart, Dyan Dunsmoor Farley

#### **Discussion Topics**

##### **Land acknowledgements, group updates and check in**

- Dyan Dunsmoor-Farley did the land acknowledgement this morning in Hulqumini
- Dave has accepted a new position with City of Nanaimo as Environmental Planner in the new year.

##### **Updates on RDN Board meeting funding and Social Needs Assessment**

- The group discussed the [Social Needs Assessment Strategy Report](#) and the decision by the RDN Board to not add a social planning service at this time. The report contains a lot of very good information that can help inform our Network work going forward.

##### **Funding and Budgeting**

- The Island Health Nanaimo contract for funding for the Nanaimo network expires on November 30<sup>th</sup>, 2022. We need to be able to demonstrate results of our work to date and how it is addressing the strategic goals of the funders and contract holders in creating a wellness network for this region.

**Community Engagement Process** – adding members to the Coordinating Circle and bringing more diverse voices into the Network, ensuring a culture of safety and a collaborative approach to community wellness based on our values, vision, and guiding principles.

- Joan Brown, CAO of the Snuneymuxw First Nation has accepted the invitation carried by Charlene from our Circle, to be a Knowledge Keeper and Aunty, helping ground us, and teaching us about ancestral ways and how we can apply it in modern day world to make a difference.
- **Action Item:** Erin will reach out to Executive Director of VIRC and someone from Lantzville Council to see if they have a desire to be a part of the Coordinating Circle.
- Dyan suggested reaching out to Amy Dawley.
- **Action Item:** Christy will have a conversation with Karen Love at the Boys and Girls Club
- **Action Item:** Jane will have a conversation with Gwen Vonex at Youth 2020 CAN and Dr. Sandra Allison, Central Island MHO, Island Health
- **Action Item:** Charlene will have a conversation with Allan MacDonald at Kwumut Lelum, and Crystal Dennison at Nanaimo Ladysmith Schools Foundation.



- **Action Item:** Jane V will ask Jane O to follow up on her conversation with Qui Sepulvedo, Youth Coordinator at Literacy Central
- Brainstorming other names and organizations we can consider approaching are John Howard Society (John Horn), Haven society and SEIA (women's equity and violence against women) Dyan has contacts, faith based organizations, food security (Jen Cody, Marlene Stewart, Chrys Labsorbo), Marlene also can represent seniors as she is part of Age Friendly City network, Lantzville Council, Lantzville Legion, Lantzville Boys and Girls Club, community minded physicians Sandy Allison, Erin has some other names of other community doctors she is willing to approach. Jane mentioned Patricia O'Hagan at VIU, Dean of Health Sciences Faculty, we also need the name of the woman from Lantzville who Jane O mentioned at a previous meeting and confirmation from Jane O regarding Ireen Chibinga.
- Seats which have already been filled include Brenda (NDFP), Christy (Community Policing) Erin (At Large Member), Dyan Dunsmoor (GCHWC), Jane O (BCCRN), Charlene (SD68)
- Seats remaining to be heard from new Social Planner from City of Nanaimo, Marlene from FNHA and Oliver from Island Health
- Invitations to process Joan Brown (SFN), Karen Love, (BGC), Gwen Vonex (Youth 2020 CAN), Sandra Allison (Island Health), Allan MacDonald (Kwumut Lelum), Crystal Dennison (NLSF), Qui Sepulvedo (LCVI)
- Group discussion on invitation process Coordinating Circle (CC) seats

**Next meeting December 13th– 10:30 to 12:00 on Zoom.**

**Suggested Discussion Topics**

- Mentor seat process discussion
- Presentation of NCHN financial position and 2022 draft budget
- Updates on Coordinating Circle invitations
- Update on Plan H project
- No meeting December 27th