SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)

STATEMENT OF FINANCIAL INFORMATION FOR FISCAL YEAR ENDED JUNE 30, 2023

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH) Statement of Financial Information (SOFI) Fiscal Year Ended June 30, 2023

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EDUC. 6049 (REV. 2008/09)

SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

			6049
SCHOOL DISTRICT NUMBER	NAME OF SCHOOL DISTRICT		YEAR
OFFICE LOCATION(S)			TELEPHONE NUMBER
MAILING ADDRESS			
CITY			
CITY		PROVINCE	POSTAL CODE
NAME OF SUPERINTENDENT			TELEPHONE NUMBER
NAME OF SECRETARY TREAS	URER		TELEPHONE NUMBER
DECLARATION AN	D SIGNATURES		
We, the undersigned	l, certify that the attached is a correct and true copy of the Sta	tement of Financial Information	on for the year ended
for School District No	as required under Section 2 of the Financial In	formation Act.	
SIGNATURE OF CHAIRPERSO	N OF THE BOARD OF EDUCATION		DATE SIGNED
SIGNATURE OF SUPERINTEND	DENT		DATE SIGNED
SIGNATURE OF SECRETARY T	REASURER		DATE SIGNED

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH) Statement of Financial Information for Year Ended June 30, 2023

Financial Information Act-Submission Checklist

			Due Date
a)		A statement of assets and liabilities (audited financial statements).	September 30
b)		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)	September 30
c)		A schedule of debts (audited financial statements).	September 30
d)		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).	September 30
e)		A schedule of remuneration and expenses, including:	December 31
		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.	
		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	
		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)		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.	December 31
g)		Approval of Statement of Financial Information.	December 31
h)	П	A management report approved by the Chief Financial Officer	December 31

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH) Statement of Financial Information (SOFI) Fiscal Year Ended June 30, 2023

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 Sch	ool District No. 68 (Nanaimo-Ladysmith)
	<u> </u>
Scott Saywell, Superintendent	
Date: December, 2023	
	<u></u>
Mark Walsh, Secretary Treasurer	
Date: December, 2023	

Audited Financial Statements of

School District No. 68 (Nanaimo-Ladysmith)

And Independent Auditors' Report thereon

June 30, 2023

June 30, 2023

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MANAGEMENT REPORT

Version: 8452-7706-5724

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)

An Tur	1. 2.2/22
July face	Sept 27/33
Signature of the Chairperson of the Board of Education	Date Signed
/X //	
/XXIImelf	ded 27/23
Signature of the Superintendent	Date Signed
	-
	depta7/a3
Signature of the Secretary Treasurer	Date Signed
Tauma Sutton Associate Secretory-Treasurer	•
Towns Sulton Associate Secretary-Treasurer on behalf of Mark Walsh, Secretary-Treasurer	



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 AUDITOR'S REPORT

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

Opinion

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

- the statement of financial position as at June 30, 2023
- · the statement of operations for the year then ended
- the statement of changes in net debt for the year then ended
- · the statement of cash flows for the year then ended
- · and notes to the financial statements, including a summary of significant accounting policies

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

In our opinion, the accompanying financial statements as at and for the year ended June 30, 2023 of the Entity are prepared, in all material respects, in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

Basis for Opinion

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

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

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

Emphasis of Matter – Financial Reporting Framework

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

Our opinion is not modified in respect of this matter.



Emphasis of Matter - Comparative Information

We draw attention to Note 24 to the financial statements which explains that certain comparative information presented for the year ended June 30, 2022 has been restated. Note 24 explains the reason for the restatement and also explains the adjustments that were applied to restate certain comparative information.

Our opinion is not modified in respect of this matter.

Other Matter - Comparative Information

As part of our audit of the financial statements for the year ended June 30, 2023, we also audited the adjustments that were applied to restate certain comparative information presented for the year ended June 30, 2022. In our opinion, such adjustments are appropriate and have been properly applied.

Other Information

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

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

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

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

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

We have nothing to report in this regard.

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

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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



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

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

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

We also:

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

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

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

Chartered Professional Accountants

Victoria, Canada September 27, 2023

LPMG LLP

Statement of Financial Position

As at June 30, 2023

As at June 50, 2025	2023	2022
	Actual	Actual
		(Restated - Note 24)
Financial Assets	S	\$
Cash and Cash Equivalents	37,468,620	40,186,886
Accounts Receivable	, ,	
Due from Province - Ministry of Education and Child Care (Note 3)	2,221,556	5,191,409
Due from First Nations	114,644	251,157
Other (Note 3)	3,727,960	3,215,847
Portfolio Investments (Note 5)	4,504,876	3,756,121
Mortgage Receivable	67,035	74,019
Total Financial Assets	48,104,691	52,675,439
Liabilities		
Accounts Payable and Accrued Liabilities		
Other (Note 6)	19,793,465	19,673,756
Unearned Revenue (Note 7)	4,120,448	4,107,590
Deferred Revenue (Note 8)	2,559,642	3,035,963
Deferred Capital Revenue (Note 9)	159,684,276	150,878,118
Employee Future Benefits (Note 10)	1,678,760	1,653,889
Asset Retirement Obligation (Note 20)	25,854,364	25,854,364
Capital Lease Obligations (Note 11)	488,926	,,
Other Liabilities	2,024,057	2,202,656
Total Liabilities	216,203,938	207,406,336
N.4 D.L4	(169 000 247)	(154 720 907)
Net Debt	(168,099,247)	(154,730,897)
Non-Financial Assets		
Tangible Capital Assets (Note 12)	210,975,944	197,358,533
Prepaid Expenses	254,051	320,978
Total Non-Financial Assets	211,229,995	197,679,511
Accumulated Surplus (Deficit) (Note 13)	43,130,748	42,948,614
Accumulated Surplus (Deficit) is comprised of:		
Accumulated Surplus (Deficit) from Operations	43,130,748	42,948,614
Accumulated Surptus (Deficit) from Operations Accumulated Remeasurement Gains (Losses)	45,150,740	42,740,014
Accumulated Remeasurement Gams (Losses)	43,130,748	42,948,614
Contractual Obligations (Note 19)		
Contractual Rights (Note 18)		
Contingent Assets (Note 21)		
Approved by the Board		
And littles	10	A77/2
Signature the Chairperson of the Board of Education	Date S	Signed
	1	1 100
Manney	Al.	012/103
Signature of the Superintendent	Date	Signed
	Ao.	at 27/a3
Signature of the Secretary Treasurer	Date	igned
Tauma Sutton Associate Secretory-Treasurer On behalf of Mark Walsh, Secretory-Treasurer		
on behalf of Mark Walsh, Secretory - Treasurer		

Statement of Operations Year Ended June 30, 2023

	2023 Budget	2023 Actual	2022 Actual (Restated - Note 24)
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	164,642,558	171,511,148	159,804,504
Other	384,987	372,944	509,025
Municipal Grants Spent on Sites		124,379	
Tuition	5,206,015	5,764,336	4,464,819
Other Revenue	5,724,543	5,968,768	5,687,948
Rentals and Leases	530,000	671,436	481,958
Investment Income	1,165,000	1,455,471	356,420
Amortization of Deferred Capital Revenue	6,800,000	6,822,508	6,181,594
Total Revenue	184,453,103	192,690,990	177,486,268
Expenses			
Instruction	150,682,817	153,616,649	142,614,619
District Administration	7,133,363	7,181,373	6,638,007
Operations and Maintenance	29,781,851	29,664,577	27,844,420
Transportation and Housing	2,136,210	2,046,257	2,202,459
Total Expense	189,734,241	192,508,856	179,299,505
Surplus (Deficit) for the year	(5,281,138)	182,134	(1,813,237)
Accumulated Surplus (Deficit) from Operations, beginning of year		42,948,614	44,761,851
Accumulated Surplus (Deficit) from Operations, end of year	-	43,130,748	42,948,614

Statement of Changes in Net Debt Year Ended June 30, 2023

	2023	2023	2022
	Budget	Actual	Actual
			(Restated - Note 24)
	\$	\$	\$
Surplus (Deficit) for the year	(5,281,138)	182,134	(1,813,237)
Effect of change in Tangible Capital Assets			
Acquisition of Tangible Capital Assets	(26,700,000)	(24,174,546)	(52,837,543)
Amortization of Tangible Capital Assets	10,400,000	10,557,135	9,850,901
Total Effect of change in Tangible Capital Assets	(16,300,000)	(13,617,411)	(42,986,642)
Acquisition of Prepaid Expenses		(254,051)	(320,978)
Use of Prepaid Expenses		320,978	384,017
Total Effect of change in Other Non-Financial Assets		66,927	63,039
(Increase) Decrease in Net Debt, before Net Remeasurement Gains (Losses)	(21,581,138)	(13,368,350)	(44,736,840)
Net Remeasurement Gains (Losses)	-		
(Increase) Decrease in Net Debt		(13,368,350)	(44,736,840)
Net Debt, beginning of year		(154,730,897)	(109,994,057)
Net Debt, end of year	0 1	(168,099,247)	(154,730,897)

Statement of Cash Flows Year Ended June 30, 2023

real Ended Julie 50, 2025	2023	2022
	Actual	Actual
		Restated - Note 24)
On we than Transportions	\$	\$
Operating Transactions	102 124	(1.012.327)
Surplus (Deficit) for the year	182,134	(1,813,237)
Changes in Non-Cash Working Capital		
Decrease (Increase)	2 50 4 2 52	(165.511)
Accounts Receivable	2,594,253	(165,744)
Prepaid Expenses	66,927	63,039
Increase (Decrease)		
Accounts Payable and Accrued Liabilities	119,710	2,495,398
Unearned Revenue	12,858	1,111,853
Deferred Revenue	(476,321)	390,612
Employee Future Benefits	24,871	(33,103)
Other Liabilities	(178,599)	444,856
Amortization of Tangible Capital Assets	10,557,135	9,850,901
Amortization of Deferred Capital Revenue	(6,822,508)	(6,181,594)
Recognition of Deferred Capital Revenue Spent on Sites	(124,379)	
Non-capital expenditures from capital fund	(112,385)	(129,434)
WIP reclassification	18,111	-
Total Operating Transactions	5,861,807	6,033,547
Capital Transactions		
Tangible Capital Assets Purchased	(18,119,392)	(5,520,072)
Tangible Capital Assets -WIP Purchased	(5,584,339)	(21,463,107)
Total Capital Transactions	(23,703,731)	(26,983,179)
Financing Transactions		
Capital Revenue Received	15,865,429	27,085,050
Total Financing Transactions	15,865,429	27,085,050
Investing Transactions		
Decrease (Increase) in Mortgage Receivable	6,984	1,150
Investments in Portfolio Investments	(748,755)	(3,756,121)
Total Investing Transactions	(741,771)	(3,754,971)
Total Investing Transactions	(141,111)	(3,734,771)
Net Increase (Decrease) in Cash and Cash Equivalents	(2,718,266)	2,380,447
Cash and Cash Equivalents, beginning of year	40,186,886	37,806,439
Cash and Cash Equivalents, end of year	37,468,620	40,186,886
Cook and Cook Fourierlants and of your to words up of		
Cash and Cash Equivalents, end of year, is made up of:	22 007 027	22 420 156
Cash	33,807,827	32,438,156
Cash Equivalents	3,660,793	7,748,730
	37,468,620	40,186,886

NOTE 1 AUTHORITY AND PURPOSE

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

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a) Basis of Accounting

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

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

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

b) Basis of Consolidation

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

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

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

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

c) Cash and Cash Equivalents

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

d) Accounts and Mortgage Receivables

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

e) Portfolio Investments

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

Detailed information regarding portfolio investments is disclosed in Note 5.

f) Unearned Revenue

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

g) Deferred Revenue and Deferred Capital Revenue

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

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

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

h) Employee Future Benefits

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

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

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

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

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

i) Asset Retirement Obligations

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

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

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

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

i) Asset Retirement Obligations (continued)

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

j) Liability for Contaminated Sites

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

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

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

k) Tangible Capital Assets

The following criteria apply:

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

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

k) Tangible Capital Assets (continued)

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

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

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

1) Capital Leases

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

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

m) Prepaid Expenses

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

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

n) Funds and Reserves

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

o) Revenue Recognition

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

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

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

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

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

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

Revenue 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.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

o) Revenue Recognition (continued)

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

p) Expenditures

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

Categories of Salaries

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

Allocation of Costs

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

q) Financial Instruments

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

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

All financial assets and liabilities are recorded at cost or amortized cost and the associated transaction costs are added to the carrying value of these investments upon initial recognition.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

q) Financial Instruments (continued)

Transaction costs are incremental costs directly attributable to the acquisition or issue of a financial asset or a financial liability.

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

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

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

r) Measurement Uncertainty

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

s) Future Changes in Accounting Policies

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

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

- s) Future Changes in Accounting Policies (continued)
 - (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.

NOTE 3 ACCOUNTS RECEIVABLE – OTHER RECEIVABLES

Due from Province – Ministry of Education		
	2023	2022
Bylaw – Capital Funding French Programs Other	\$ 2,126,094 95,462	\$ 4,726,453 99,888 365,068
	\$ 2,221,556	\$ 5,191,409
Other Receivables	2023	2022
Due from Federal Government - GST Benefit Premium Balance Other	\$ 237,839 2,539,431 950,690	\$ 313,976 2,575,232 326,639
	\$ 3,727,960	\$ 3,215,847
NOTE 4 MORTGAGE RECEIVABLE	2023	2022
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. Renewal discussions are currently underway.	\$ 67,035	\$ 74,019
	\$ 67,035	\$ 74,019

Interest received during the year was \$1,417 (2022-\$250).

NOTE 5 PORTFOLIO INVESTMENTS

GIC's included in portfolio investments are held with local banking institutions and earn average interest at 4.99% (2022 - 2.53%) per year.

NOTE 5 PORTFOLIO INVESTMENTS (Continued)

	2023	2022
RBC Income Building GIC	•	\$ 1,256,121
First West Credit Union GIC	4,000,000	-
Coast Capital Savings GIC		2,500,000
	\$ 4,504,876	\$ 3,756,121

NOTE 6 ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

Other Accounts Payable and Accrued Liabilities

	,_	2023	2022
Trade payables	\$	4,000,459	\$ 4,720,287
Salaries and benefits payable		13,056,339	12,139,870
Accrued vacation pay		1,534,715	1,415,143
Construction holdbacks		1,201,952	1,398,456
	\$	19,793,465	\$ 19,673,756

NOTE 7 UNEARNED REVENUE

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

	2023	2022
Balance, beginning of year	\$ 4,107,590	\$ 2,995,737
Changes for the year:		
Increase:		
Tuition fees/Rentals	5,656,832	5,398,054
Decrease:		
Tuition fees/Rentals	5,643,974	4,286,201
Net changes for the year	12,858	1,111,853
Balance, end of year	\$ 4,120,448	\$ 4,107,590

NOTE 8 DEFERRED REVENUE

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

	2023	2022
Balance, beginning of year	\$ 3,035,963	\$ 2,645,351
Changes for the year:		

NOTE 8 DEFERRED REVENUE (Continued)

Increase:		
Provincial Grants – Ministry of Education	18,238,293	16,888,380
Ministry of Education CEF Adjustment	(40,722)	(28,119)
Provincial Grants – Other	30,216	35,000
Other	3,345,141	2,861,741
Investment income	79,630	16,456
	21,652,558	19,773,458
Decrease:	:	
Expenses	21,364,325	18,937,848
Transfers – tangible capital assets purchased	764,554	444,998
	22,128,879	19,382,846
Net changes for the year	(476,321)	390,612
Balance, end of year	\$ 2,559,642	\$ 3,035,963

NOTE 9 DEFERRED CAPITAL REVENUE

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

			Total	Total
		Unspent	Deferred	Deferred
	Deferred	Deferred	Capital	Capital
	Capital	Capital	Revenue	Revenue
	2023	2023	2023	2022
Balance, beginning of year	\$142,959,378	\$7,918,740	\$150,878,118	\$130,104,096
Changes for the year:				
Increase:				
Transfer from Unspent – Capital	13,584,030	-	13,584,030	2,193,612
Additions				
Transfer from Unspent - Work	4,322,187	_	4,322,187	20,836,507
in Progress	4,522,107	_	7,522,107	20,030,307
Provincial Grants – Ministry of	_	14,327,897	14,327,897	22,265,461
Education and Child Care				
Provincial Grants – Other	-	1,377,319	1,377,319	4,819,404
Investment income	-	843	843	185
Other		159,370	159,370	
	17,906,217	15,865,429	33,771,646	50,115,169
Decrease:				
Amortization of Deferred Capital	6,822,508	-	6,822,508	6,181,594
Capital additions – transfer to	_	13,584,030	13,584,030	2,193,612
Deferred Capital		15,504,050	15,504,050	2,173,012

NOTE 9 DEFERRED CAPITAL REVENUE (Continued)

Work in Progress – transfer to Deferred Capital	-	4,322,187	4,322,187	20,836,507
Other	12,395	224,368	236,763	129,434
	6,834,903	18,130,585	24,965,488	29,341,147
Net changes for the year	11,071,314	(2,265,156)	8,806,158	20,774,022
Balance, end of year	\$154,030,692	\$5,653,584	\$159,684,276	\$150,878,118

NOTE 10 EMPLOYEE FUTURE BENEFITS

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

	2023	2022
Reconciliation of Accrued Benefit Obligation		
Accrued Benefit Obligation – April 1	\$ 2,003,804	\$ 1,611,035
Service Cost	144,676	124,931
Interest Cost	64,614	41,135
Benefit Payments	(259,380)	(271,827)
Increase (Decrease) in obligation due to Plan Amendment	-	-
Actuarial (Gain) Loss	(76,945)	498,530
Accrued Benefit Obligation – March 31	\$ 1,876,769	\$ 2,003,804
Reconciliation of Funded Status at End of Fiscal Year		
Accrued Benefit Obligation – March 31	\$ 1,876,769	\$ 2,003,804
Market Value of Plan Assets – March 31	ψ 1,070,705 -	Ψ 2,005,004
Funded Status – Surplus (Deficit)	(1,876,769)	(2,003,804)
Employer Contributions After Measurement Date	29,008	84,042
Benefits Expense After Measurement Date	(54,549)	(52,323)
Unamortized Net Actuarial (Gain) Loss	223,550	318,196
Accrued Benefit Asset (Liability) – June 30	\$ (1,678,760)	\$ (1,653,889)
Reconciliation of Change in Accrued Benefit Liability	# 1 CEO 000	# 1 (0) (000
Accrued Benefit Liability – July 1	\$ 1,653,889	\$ 1,686,992
Net expense for Fiscal Year	229,218	188,525
Employer Contributions	(204,347)	(221,628)
Accrued Benefit Liability – June 30	\$ 1,678,760	\$ 1,653,889
Components of Net Benefit Expense		
Service Cost	\$ 143,799	\$ 129,867
Interest Cost	67,718	47,005
Immediate Recognition of Plan Amendment		
Amortization of Net Actuarial (Gain)/Loss	17,701	11,653

NOTE 10 EMPLOYEE FUTURE BENEFITS (Continued)

Net Benefit Expense (Income)	\$ 229,218	\$ 188,525

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

	2023	2022
Discount Rate – April 1	2.25%	2.25%
Discount Rate – March 31	4.00%	3.25%
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	10.4 years	10.4 years

NOTE 11 CAPITAL LEASE OBLIGATIONS

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

\$ 125,161
125,161
125,161
125,161
125,161
625,805
136,879
\$ 488,926
\$

Total interest on leases for the year was \$nil (2022: nil).

NOTE 12 TANGIBLE CAPITAL ASSETS

Net Book Value:

		Net Book
		Value 2022
	Net Book	(restated –
	Value 2023	note 24)
Sites	\$ 16,034,046	\$ 15,673,196
Buildings	171,117,730	137,732,070
Buildings – work in progress	5,621,330	28,211,514
Furniture & Equipment	8,801,732	7,990,936
Furniture & Equipment – work in progress	1,095,886	715,555
Vehicles	3,753,110	2,957,358
Computer Software	142,458	218,423
Computer Hardware	4,409,652	3,859,481
Total	\$ 210,975,944	\$ 197,358,533

NOTE 12 TANGIBLE CAPITAL ASSETS (Continued)

June 30, 2023

		Opening Cost					
	(r	estated – note				Transfers	Total
		24)	Additions	Disposals		(WIP)	2023
Sites	\$	15,673,196	\$ 360,850	\$ -	\$	-	\$ 16,034,046
Buildings		317,550,781	14,118,054	-		27,243,126	358,007,537
Buildings – work in progress		28,211,514	3,766,629	-	(27,261,237)	5,621,330
Furniture & Equipment		12,506,597	1,624,795	(231,853)		532,956	14,432,495
Furniture & Equipment – work in progress		715,555	913,287	-		(532,956)	1,095,886
Vehicles		5,176,333	1,341,029	(788,151)		-	5,729,211
Computer Software		399,289	-	(38,933)		-	360,356
Computer Hardware		7,890,375	2,068,013	(2,670,362)			7,288,026
Total	\$	388,123,640	\$ 24,192,657	\$ (3,729,299)	\$	(18,111)	\$ 408,568,887

	Opening			
	Accumulated			
	Amortization			
	(restated –			Total
	note 24)	Additions	Disposals	2023
Buildings	\$ 179,818,711	\$ 7,071,096	\$ -	\$ 186,889,807
Furniture & Equipment	4,515,661	1,346,955	(231,853)	5,630,763
Vehicles	2,218,975	545,277	(788,151)	1,976,101
Computer Software	180,866	75,965	(38,933)	217,898
Computer Hardware	4,030,894	1,517,842	(2,670,362)	2,878,374
Total	\$ 190,765,107	\$10,557,135	\$ (3,729,299)	\$ 197,592,943

June 30, 2022

	Opening Cost estated – note 24)	Additions	Disposals	Transfers (WIP)	2	Total 022 (restated – note 24)
Sites	\$ 15,673,196	\$ -	\$ -	\$ -	\$	15,673,196
Buildings	311,435,046	1,599,143	_	4,516,592		317,550,781
Buildings – work in progress	12,309,999	20,418,107	-	(4,516,592)		28,211,514
Furniture & Equipment	11,154,531	1,210,634	(188,013)	329,445		12,506,597
Furniture & Equipment – work in progress	-	1,045,000	-	(329,445)		715,555
Vehicles	4,945,771	888,087	(657,525)	-		5,176,333
Computer Software	417,923	_	(18,634)	-		399,289
Computer Hardware	7,683,750	1,822,208	(1,615,583)			7,890,375
Total	\$ 363,620,216	\$ 26,983,179	\$ (2,479,755)	\$ -	\$	388,123,640

NOTE 12 TANGIBLE CAPITAL ASSETS (Continued)

	Opening			
	Accumulated			Total
	Amortization			2022
	(restated –	Additions		(restated –
	note 24)	(restated)	Disposals	note 24)
Buildings	\$ 173,296,109	\$ 6,522,602	\$ -	\$ 179,818,711
Furniture & Equipment	3,520,617	1,183,057	(188,013)	4,515,661
Vehicles	2,370,395	506,105	(657,525)	2,218,975
Computer Software	117,778	81,722	(18,634)	180,866
Computer Hardware	4,089,062	1,557,415	(1,615,583)	4,030,894
Total	\$ 183,393,961	\$ 9,850,901	\$ (2,479,755)	\$ 190,765,107

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

Additions to furniture and equipment do not include any contributed tangible capital assets (2022 – \$nil).

Additions to computer hardware include \$488,926 (2022 - \$nil), in assets acquired under capital lease.

NOTE 13 ACCUMULATED SURPLUS

Interfund transfers between the operating, special purpose and capital funds for the year ended June 30, 2023, were as follows:

- A transfer in the amount of \$2,311,749 was made from the operating fund to the capital fund for capital purchases made during the year.
- A transfer in the amount of \$764,554 was made from the special purpose fund to the capital fund for capital purchase made during the year.

Accumulated Surplus is comprised of the following:

OPERATING	2023	2022 (restated – note 24)
Accumulated Operating Surplus	\$ 8,579,310	\$ 7,818,360
Restricted Surplus Reserve for Anticipated Unusual Expenses:		
Staffing Contingencies	\$ 250,000	\$ 600,000
Replacement Cost Contingencies	250,000	400,000
2023/24 Staffing Additions for ELL and EA Support	484,271	-
•	984,271	1,000,000
Restricted Surplus Reserve for Financial Constraints/Targeted Funds:		
District Benefit Plans – Premium Balance	\$ 2,539,431	\$ 2,575,232
Revenue for 23/24 received in 22/23 for ICY Team	717,241	_
Teacher Mentorship Grant - Jointly managed with NDTA	259,621	261,758

NOTE 13	ACCUMULA	TED SURPLU	S (Continued)
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Indigenous Education Programs	131,664	415,443
Bargaining/CUPE Table Money Carry-Over	41,020	-
Trustee Professional Development/Travel	19,716	-
Outreach Program	· <u>-</u>	55,938
Seamless Day Kindergarten Pilot	-	50,000
Health & Safety	_	17,800
,	3,708,693	3,376,171
Restricted Surplus Reserve Operations Spanning Multiple School		
Years:		
School Opening Costs – Yr 1 Operating Costs	600,000	-
School Equipment (Enrolment)	250,000	-
School Supplies	223,356	134,367
Undelivered purchase orders/outstanding obligations at June 30	100,490	563,343
Active Transportation	12,500	
	1,186,346	697,710
Unrestricted Operating Surplus Reserve	2,700,000	2,744,479
Summary of Accumulated Operating Surplus	5 070 210	5 072 001
Total Internally Restricted Surplus Appropriated by Board	5,879,310	5,073,881
Total Unrestricted Surplus	2,700,000	2,744,479
Total Accumulated Operating Surplus	8,579,310	7,818,360
CAPITAL		
Investment in Tangible Capital Assets	29,935,253	27,909,196
Local Capital	4,616,185	7,221,058
Capital Surplus	34,551,438	35,130,254
	- , ,	, ,
TOTAL ACCUMULATED SURPLUS	43,130,748	42,948,614
Proposed transfer to Local Capital	2,700,000	1,000,000
Revised Unrestricted Operating Surplus Balance, pending Board	_	1,744,479
approval	-	1,/77,7/9
Revised Local Capital Balance, pending Board approval	7,316,185	8,221,058
	•	

NOTE 14 BUDGET FIGURES

Budget figures included in the financial statements were approved by the Board through the adoption of an amended annual budget on February 22, 2023. 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:

BUDGET FIGURES (Continued) NOTE 14

	2023	2023	
	Amended	Preliminary	Difference
Revenues			
Provincial Grants			
Ministry of Education	\$164,642,558	\$160,868,871	\$3,773,687
Other	384,987	235,416	149,571
Tuition	5,206,015	4,579,200	626,815
Other Revenue	5,724,543	4,980,905	743,638
Rentals and Leases	530,000	500,000	30,000
Investment Income	1,165,000	270,000	895,000
Amortization of Deferred Capital Revenue	6,800,000	6,600,000	200,000
Total Revenue	\$184,453,103	\$178,034,392	\$6,418,711
Expenses			
Instruction	\$150,682,817	\$144,313,494	\$6,369,323
District Administration	7,133,363	6,936,426	196,937
Operations and Maintenance	29,781,851	28,503,662	1,278,189
Transportation and Housing	2,136,210	1,956,750	179,460
Debt Services	_	_	_
Total Expenses	\$189,734,241	\$181,710,332	\$8,023,909
Surplus (deficit) for the year	\$ (5,281,138)	\$ (3,675,940)	\$ (1,605,198)
Effects of change in Tangible Capital Assets			
Acquisition of Tangible Capital Assets	(26,700,000)	(24,500,000)	(2,200,000)
Amortization of Tangible Capital Assets	10,400,000	10,200,000	200,000
Total Effect of change in Tangible	(16,300,000)	(14,300,000)	(2,000,000)
Capital Assets	(10,200,000)	(11,500,000)	(2,000,000)
Increase in Net Financial Debt	\$(21,581,138)	\$(17,975,940)	\$(3,605,198)
NOTE 15 EXPENSE BY OBJECT			
		2023	2022 (restated
			- Note 24)
Salaries	-	\$129,067,602	\$121,846,881
Benefits		31,801,372	29,904,275
Services and supplies		21,082,747	17,697,448
Amortization		10,557,135	9,850,901
A ASSAY A VARIOUS V 2 S			-,,

\$179,299,505

\$192,508,856

NOTE 16 EMPLOYEE PENSION PLANS

The School District and its employees contribute to the Teachers' Pension Plan and Municipal Pension Plan (jointly trusteed 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, 2022, the Teachers' Pension Plan has about 51,000 active members and approximately 41,000 retired members. As of December 31, 2022, the Municipal Pension Plan has about 240,000 active members, including approximately 30,000 from school districts.

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

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

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

The school district paid \$13,429,418 for employer contributions to the plans for the year ended June 30, 2023 (2022: \$12,723,973).

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

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

NOTE 17 NANAIMO-LADYSMITH SCHOOLS FOUNDATION

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

NOTE 17 NANAIMO-LADYSMITH SCHOOLS FOUNDATION (Continued)

The School District provided contributions of \$187,434 (2022: \$186,288) 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 18 CONTRACTUAL RIGHTS

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

Contractual rights	2024	2025	2026	2027	2028	Thereafter
Future lease/rental revenue	\$299,007	\$256,710	\$192,515	\$170,489	\$100,819	\$1,150

NOTE 19 CONTRACTUAL OBLIGATIONS AND CONTINGENCIES

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

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

2024	\$ 159,521
2025	78,737
2026	46,347
2027	36,792
2028	36,792
Thereafter	
	\$ 358,189

Anticipated contractual payments related to purchase orders for operating expenses and capital construction during 2024 total \$7,905,403.

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

NOTE 19 CONTRACTUAL OBLIGATIONS AND CONTINGENCIES (Continued)

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 20 ASSET RETIREMENT OBLIGATION

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

Asset Retirement Obligation, July 1, 2021, and 2022 (see Note	\$	25,854,364
24)		
Settlements during the year	_	<u>-</u> _
Asset Retirement Obligation, closing balance, June 30, 2023	\$	25,854,364

NOTE 21 CONTINGENT ASSETS

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

Microsoft Class Action Lawsuit Vouchers	\$ 1,030,000
Zero Emission Transit Fund (ZETF)	627,787

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

NOTE 22 RELATED PARTY TRANSACTIONS

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

NOTE 23 ECONOMIC DEPENDENCE

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

NOTE 24 PRIOR PERIOD ADJUSTMENT

On July 1, 2022 the School District adopted Canadian public sector accounting standard PS 3280 Asset Retirement Obligations. This new standard addresses the recognition, measurement, presentation and disclosure of legal obligations associated with the retirement of certain tangible capital assets such as asbestos removal in buildings that will undergo major renovation or demolition in the future (see Note 20). This standard was adopted using the modified retroactive approach, which results in the restatement of the comparative information as at and for the year ended June 30, 2022.

The impact of the prior period adjustment on the June 30, 2022 comparative amounts is as follows:

	Increase
	(Decrease)
Tangible Capital Assets – cost Tangible Capital Assets – accumulated amortization	\$ 25,854,364 25,716,730
Asset Retirement Obligation	25,854,364
Accumulated Surplus, July 1, 2021	(25,716,730)
Amortization Expense	48,741
Annual Surplus for the year ending June 30, 2022	(48,741)
Accumulated Surplus, June 30, 2022	\$ (25,765,471)

NOTE 25 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.

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH) NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2023

NOTE 26 RISK MANAGEMENT (Continued)

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

b) Market risk:

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

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

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

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

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

c) Liquidity risk:

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

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

Risk Management and insurance services for all School Districts in British Columbia are provided by the Risk Management Branch of the Ministry of Finance. There have been no changes to risk exposure from 2022 related to credit, market or liquidity risks.

Schedule of Changes in Accumulated Surplus (Deficit) by Fund Year Ended June 30, 2023

				2023	2022
	Operating	Special Purpose	Capital	Actual	Actual
	Fund	Fund	Fund		(Restated - Note 24)
	\$	\$	\$	\$	\$
Accumulated Surplus (Deficit), beginning of year	7,818,360		35,130,254	42,948,614	70,429,840
Prior Period Adjustments					(25,667,989)
Accumulated Surplus (Deficit), beginning of year, as restated	7,818,360	-	35,130,254	42,948,614	44,761,851
Changes for the year					
Surplus (Deficit) for the year	3,072,699	764,554	(3,655,119)	182,134	(1,813,237)
Interfund Transfers		•	, , , ,		(,,,,,
Tangible Capital Assets Purchased	(1,276,203)	(689,468)	1,965,671	_	
Tangible Capital Assets - Work in Progress		(75,086)	75,086	_	
Local Capital	(1,035,546)		1,035,546	-	
Net Changes for the year	760,950	-	(578,816)	182,134	(1,813,237)
Accumulated Surplus (Deficit), end of year - Statement 2	8,579,310	_	34,551,438	43,130,748	42,948,614

Schedule of Operating Operations

Total Dilata valle 50, 2025	2023	2023	2022
	Budget	Actual	Actual
	2		(Restated - Note 24)
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	146,190,852	152,904,386	143,134,229
Other	286,862	284,891	348,112
Tuition	5,206,015	5,764,336	4,464,819
Other Revenue	2,407,572	2,501,949	3,023,312
Rentals and Leases	530,000	671,436	481,958
Investment Income	900,000	1,138,420	293,955
Total Revenue	155,521,301	163,265,418	151,746,385
Expenses			
Instruction	130,396,032	133,637,611	125,164,436
District Administration	6,958,363	6,708,771	6,091,133
Operations and Maintenance	18,184,187	17,965,334	17,197,476
Transportation and Housing	1,863,857	1,881,003	1,985,719
Total Expense	157,402,439	160,192,719	150,438,764
Operating Surplus (Deficit) for the year	(1,881,138)	3,072,699	1,307,621
Budgeted Appropriation (Retirement) of Surplus (Deficit)	2,881,138		
Net Transfers (to) from other funds			
Tangible Capital Assets Purchased	-	(1,276,203)	(1,348,501)
Tangible Capital Assets - Work in Progress	-		
Local Capital	(1,000,000)	(1,035,546)	(5,299,500)
Total Net Transfers	(1,000,000)	(2,311,749)	(6,648,001)
Total Operating Surplus (Deficit), for the year		760,950	(5,340,380)
Operating Surplus (Deficit), beginning of year		7,818,360	13,158,740
Operating Surplus (Deficit), end of year		8,579,310	7,818,360
Operating Surplus (Deficit), end of year	_		
Internally Restricted		8,579,310	5,073,881
Unrestricted		0,3/7,310	2,744,479
Total Operating Surplus (Deficit), end of year	-	8,579,310	7,818,360
Total Operating out plus (Deticit), ellu of year	-	0,377,310	7,010,000

Schedule of Operating Revenue by Source

Tear Ended June 30, 2023	2023	2023	2022
	Budget	Actual	Actual
			(Restated - Note 24)
	\$	\$	\$
Provincial Grants - Ministry of Education and Child Care			
Operating Grant, Ministry of Education and Child Care	147,298,662	146,989,366	144,630,088
ISC/LEA Recovery	(1,498,724)	(1,381,100)	(2,118,120)
Other Ministry of Education and Child Care Grants	(-,, /	(=,==,==,	(-,,
Pay Equity	160,000	160,000	160,000
Funding for Graduated Adults	22,006	20,434	21,692
Student Transportation Fund	244,630	244,630	244,630
Support Staff Benefits Grant	162,920	169,872	166,310
FSA Scorer Grant	15,693	15,693	15,693
Child Care Funding	•	13,073	10,104
	40,416	2 221	
Early Learning Framework (ELF) Implementation	2,221	2,221	3,832
Labour Settlement Funding	-	5,896,786	
Miscellaenous Revenue	21,000	-	-
Equity Scan	2,381	2,381	-
Estimated Enrolment Reduction	(280,353)	-	-
K-12 ICY Clinical Counsellor Funding	-	717,241	-
Seat Belt Pilot	-	66,862	-
Total Provincial Grants - Ministry of Education and Child Care	146,190,852	152,904,386	143,134,229
Provincial Grants - Other	286,862	284,891	348,112
Federal Grants			-
Tuition			
Summer School Fees	-	_	-
Continuing Education	_	_	_
International and Out of Province Students	5,206,015	5,764,336	4,464,819
Total Tuition	5,206,015	5,764,336	4,464,819
Total Tullon	3,200,013	3,704,330	4,404,612
Other Revenues			
School Referendum Taxes	464.690	210.005	522.200
Other School District/Education Authorities	464,680	319,885	532,398
Funding from First Nations	1,498,724	1,381,100	2,118,120
Miscellaneous			
Cafeteria Revenue	220,000	410,563	223,226
BC Hydro Energy Manager Grant	50,000	59,134	50,000
Other	174,168	331,267	99,568
Total Other Revenue	2,407,572	2,501,949	3,023,312
Rentals and Leases	530,000	671,436	481,958
Investment Income	900,000	1,138,420	293,955
Total Operating Payanus	155,521,301	163 268 410	151,746,385
Total Operating Revenue	133,321,301	163,265,418	131,740,383

Schedule of Operating Expense by Object Year Ended June 30, 2023

	2023	2023	2022
	Budget	Actual	Actual
			(Restated - Note 24)
	\$	\$	\$
Salaries			
Teachers	68,734,754	71,880,669	67,367,202
Principals and Vice Principals	9,078,112	9,189,332	8,590,327
Educational Assistants	11,358,923	11,445,371	10,655,729
Support Staff	12,672,136	12,925,774	12,597,376
Other Professionals	4,873,454	5,071,198	4,743,476
Substitutes	5,596,052	5,705,002	5,678,401
Total Salaries	112,313,431	116,217,346	109,632,511
Employee Benefits	28,252,635	28,595,698	26,851,113
Total Salaries and Benefits	140,566,066	144,813,044	136,483,624
Services and Supplies			
Services	5,111,190	4,494,707	4,001,685
Student Transportation	114,268	116,791	67,906
Professional Development and Travel	935,277	896,957	642,752
Rentals and Leases	8,395	8,088	52,963
Dues and Fees	722,033	633,775	751,755
Insurance	373,800	392,571	375,632
Interest	-	-	-
Supplies	6,986,707	6,116,009	5,303,818
Utilities	2,584,703	2,720,777	2,758,629_
Total Services and Supplies	16,836,373	15,379,675	13,955,140
Total Operating Expense	157,402,439	160,192,719	150,438,764

School District No. 68 (Nanaimo-Ladysmith) Operating Expense by Function, Program and Object

	Teachers Salaries	Principals and Vice Principals Salaries	Educational Assistants Salaries	Support Staff Salaries	Other Professionals Salaries	Substitutes Salaries	Total Salaries
	S	\$	\$	\$	\$	\$	\$
1 Instruction							
1.02 Regular Instruction	55,641,730	1,683,477	269,962	108,543	454,713	4,158,220	62,316,645
1.03 Career Programs	-	-	218,814	-	-	7,387	226,201
1.07 Library Services	2,118,339	-	-	298,858	-	103,129	2,520,326
1.08 Counselling	2,586,590	-	-	-	-	2,842	2,589,432
1.10 Special Education	8,608,252	-	9,441,372	-	-	769,596	18,819,220
1.20 Early Learning and Child Care	-	-	40,327	-	-	253	40,580
1.30 English Language Learning	782,450	-	41,603	-	-	899	824,952
1.31 Indigenous Education	1,824,446	_	1,106,371	58,937	149,580	68,043	3,207,377
1.41 School Administration	49,253	7,229,429	-	2,857,584	^ -	319,721	10,455,987
1.60 Summer School	-		_	, , , <u>-</u>	_	· -	_
1.61 Continuing Education	_	-	-	_	-	-	_
1.62 International and Out of Province Students	269,609	276,426	-	126,611	199,468	26,301	898,415
1.64 Other		,	259,419	,			259,419
Total Function 1	71,880,669	9,189,332	11,377,868	3,450,533	803,761	5,456,391	102,158,554
			, , , , , , , , , , , , , , , , , , , ,				
4 District Administration							
4.11 Educational Administration	-	-	-	272,394	1,133,407	820	1,406,621
4.20 Early Learning and Child Care	-	-	-	-	-	-	
4.40 School District Governance	-	-	-	47,957	443,074	-	491,031
4.41 Business Administration	-	-		824,481	1,621,077	77,558	2,523,116
Total Function 4			-	1,144,832	3,197,558	78,378	4,420,768
5 Operations and Maintenance							
5.20 Early Learning and Child Care	-	-	-	-	-		
5.41 Operations and Maintenance Administration	-	-	67,503	730,474	697,976	47,161	1,543,114
5.50 Maintenance Operations	-	-	· -	5,913,241	266,425	126,989	6,306,655
5.52 Maintenance of Grounds	-	-	-	569,147	· -		569,147
5.56 Utilities	-	-	_	80,376		-	80,376
Total Function 5			67,503	7,293,238	964,401	174,150	8,499,292
7 Transportation and Housing							
7.41 Transportation and Housing Administration	-	-	-	57,265	105,478	_	162,743
7.70 Student Transportation	_	_	_	979,906	-	(3,917)	975,989
7.73 Housing	_	_	_	<i>515</i> ,500	_	(5,517)	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Total Function 7			-	1,037,171	105,478	(3,917)	1,138,732
9 Debt Services							
Total Function 9		-	-	-	-		
Total Functions 1 - 9	71 900 ((0)	0.100.222	11 445 251	12.025.554	E 071 100	E 70E 003	116 217 24
Total Punctions 1 - 9	71,880,669	9,189,332	11,445,371	12,925,774	5,071,198	5,705,002	116,217,346

Operating Expense by Function, Program and Object

1 car Enace Juic 30, 2023					2023	2023	2022
	Total	Employee	Total Salaries	Services and	Actual	Budget	Actual
	Salaries	Benefits	and Benefits	Supplies			(Restated - Note 24)
	\$	\$	\$	\$	\$	\$	\$
1 Instruction							
1.02 Regular Instruction	62,316,645	15,439,138	77,755,783	3,359,502	81,115,285	79,036,644	76,540,902
1.03 Career Programs	226,201	52,776	278,977	410,563	689,540	489,478	480,972
1.07 Library Services	2,520,326	643,307	3,163,633	88,038	3,251,671	3,069,634	3,057,596
1.08 Counselling	2,589,432	647,592	3,237,024	2,360	3,239,384	2,999,673	2,864,950
1.10 Special Education	18,819,220	4,924,063	23,743,283	356,001	24,099,284	24,331,875	22,538,439
1.20 Early Learning and Child Care	40,580	12,212	52,792	54	52,846	-	_
1.30 English Language Learning	824,952	204,897	1,029,849	4,620	1,034,469	556,594	1,051,435
1.31 Indigenous Education	3,207,377	775,298	3,982,675	218,295	4,200,970	4,345,158	3,906,019
1.41 School Administration	10,455,987	2,417,618	12,873,605	135,248	13,008,853	12,790,845	12,403,524
1.60 Summer School	-	-	-		· · ·	222,394	
1.61 Continuing Education	_	_	-	-	_	_	-
1.62 International and Out of Province Students	898,415	192,569	1,090,984	1,528,796	2,619,780	2,230,097	2,105,288
1,64 Other	259,419	64,694	324,113	1,416	325,529	323,640	215,311
Total Function 1	102,158,554	25,374,164	127,532,718	6,104,893	133,637,611	130,396,032	125,164,436
			,	-,,			,,
4 District Administration							
4.11 Educational Administration	1,406,621	282,487	1,689,108	313,719	2,002,827	1,968,131	1,774,296
4.20 Early Learning and Child Care	•	-		_	-	-	
4.40 School District Governance	491,031	73,261	564,292	337,515	901,807	997,993	672,199
4.41 Business Administration	2,523,116	592,001	3,115,117	689,020	3,804,137	3,992,239	3,644,638
Total Function 4	4,420,768	947,749	5,368,517	1,340,254	6,708,771	6,958,363	6,091,133
f On anti-on and Maintanana							
5 Operations and Maintenance							
5.20 Early Learning and Child Care		222 221	1 0/5 /25	1 000 104	-		0.146.040
5.41 Operations and Maintenance Administration	1,543,114	322,321	1,865,435	1,000,194	2,865,629	2,305,511	2,146,343
5.50 Maintenance Operations	6,306,655	1,552,153	7,858,808	3,356,089	11,214,897	12,213,345	11,209,060
5.52 Maintenance of Grounds	569,147	127,077	696,224	265,664	961,888	888,082	886,791
5.56 Utilities	80,376	18,067	98,443	2,824,477	2,922,920	2,777,249	2,955,282
Total Function 5	8,499,292	2,019,618	10,518,910	7,446,424	17,965,334	18,184,187	17,197,476
7 Transportation and Housing							
7.41 Transportation and Housing Administration	162,743	36,787	199,530	24,003	223,533	195,726	230,753
7.70 Student Transportation	975,989	217,380	1,193,369	464,101	1,657,470	1,668,131	1,754,966
7.73 Housing			-	· -			, , , , ,
Total Function 7	1,138,732	254,167	1,392,899	488,104	1,881,003	1,863,857	1,985,719
9 Debt Services							
	-		-				
Total Function 9	9	-				-	
Total Functions 1 - 9	116,217,346	28,595,698	144,813,044	15,379,675	160,192,719	157,402,439	150,438,764

Schedule of Special Purpose Operations

rear Effect Julie 30, 2023	2022	0000	0000
	2023	2023	2022
	Budget	Actual	Actual
			(Restated - Note 24)
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	18,451,706	18,494,377	16,540,841
Other	98,125	88,053	160,913
Federal Grants	-		-
Other Revenue	3,316,971	3,466,819	2,664,636
Rentals and Leases	-		-
Investment Income	65,000	79,630	16,456
Income (Loss) from Investments in Government Business Enterprises	-		-
Total Revenue	21,931,802	22,128,879	19,382,846
Expenses			
Instruction	20,286,785	19,979,038	17,450,183
District Administration	175,000	472,602	546,874
Operations and Maintenance	1,197,664	747,431	724,051
Transportation and Housing	272,353	165,254	216,740
Deht Services		•	_
Total Expense	21,931,802	21,364,325	18,937,848
Special Purpose Surplus (Deficit) for the year		764,554	444,998
Net Transfers (to) from other funds			
Tangible Capital Assets Purchased	_	(689,468)	(420,106)
Tangible Capital Assets - Work in Progress	_	(75,086)	(24,892)
Total Net Transfers		(764,554)	(444,998)
Total Special Purpose Surplus (Deficit) for the year			-
Special Purpose Surplus (Deficit), beginning of year			
Special Purpose Surplus (Deficit), end of year	=	-	-

Changes in Special Purpose Funds and Expense by Object

	Annual Facility Grant	Learning Improvement Fund	Special Education Equipment	School Generated Funds	Strong Start	Ready, Set, Learn	OLEP	CommunityLINK 1	Classroom Enhancement Fund - Overhead
	\$	\$	\$	\$	\$	\$	S	\$	\$
Deferred Revenue, beginning of year	17,499	3	17,863	1,628,370	32,849	37,086	35,628	83,949	9
Add: Restricted Grants									
Provincial Grants - Ministry of Education and Child Care	555,747	517,471	-	-	256,000	66,150	255,636	2,433,283	1,454,622
Provincial Grants - Other	-	-	-	-	-		-	-	-
Federal Grants	-	54	-	-	-	×		-	360
Other	-	-	-	3,154,329	-	-	-	-	-
Investment Income				79,630		-	-		
	555,747	517,471	-	3,233,959	256,000	66,150	255,636	2,433,283	1,454,622
Less: Allocated to Revenue	555,746	517,471	12,044	3,224,654	274,232	73,220	291,264	2,498,007	1,454,622
Deferred Revenue, end of year	17,500	<u>-</u>	5,819	1,637,675	14,617	30,016		19,225	
Revenues									
Provincial Grants - Ministry of Education and Child Care	555,746	517,471	12,044	-	274,232	73,220	291,264	2,498,007	1,454,622
Provincial Grants - Other	-		-	-	-	÷.	-	-	596
Federal Grants	-	-	-	-	-	7		-	
Other Revenue	-		-	3,145,024	-	-	-	-	-
Investment Income				79,630					365_
P	555,746	517,471	12,044	3,224,654	274,232	73,220	291,264	2,498,007	1,454,622
Expenses Salaries									
Teachers						25 702	127.000	200 452	
Principals and Vice Principals	-	-	-	-	-	25,782	127,900	380,453	277 206
Educational Assistants	-	389,424	-	-	197,947		-	1,384,504	277,296
Support Staff	•	309,424	-	14,662	177,747		-	1,364,304	475,760
Other Professionals	-		-	14,002	-		-	109,827	109,827
Substitutes	-	18,244	-	6,596	1,441	ē	-	72,218	298,222
Substitutes		407,668		21,258	199,388	25,782	127,900	1,947,002	1,161,105
Employee Benefits	_	109,803	_	5,102	58,997	5,232	29,251	491,521	254,017
Services and Supplies	297,138	107,005	12,044	3,091,559	15,847	42,206	114,042	59,484	39,500
of reco and supplies	297,138	517,471	12,044	3,117,919	274,232	73,220	271,193	2,498,007	1,454,622
Net Revenue (Expense) before Interfund Transfers	258,608	-		106,735		-	20,071		
Total of a Transfer									
Interfund Transfers	(250 (20)			(10/ 707)			(20.0=1)		
Tangible Capital Assets Purchased	(258,608)	-	-	(106,735)	-	-	(20,071)	-	-
Tangible Capital Assets - Work in Progress	(258,608)		-	(106,735)	-		(20,071)	-	7.
Net Revenue (Expense)							, , ,		
Het wescume (wybense)			-		-			-	

School District No. 68 (Nanaimo-Ladysmith) Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2023

	Classroom Enhancement Fund - Staffing	Classroom Enhancement Fund - Remedies	First Nation Student Transportation	Mental Health in Schools	Changing Results for Young Children	Safe Return to School / Restart: Health & Safety Grant	Federal Safe Return to Class / Ventilation Fund	Seamless Day Kindergarten	Early Childhood Education Dual Credit Program
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year	-	40,722	80,406	86,838	19,135	6,147	249,739	-	34,218
Add: Restricted Grants									
Provincial Grants - Ministry of Education and Child Care	10,311,105	356,778	191,947	51,000	11,250			55,400	29,000
Provincial Grants - Other	-	-	-	-	-			-	-
Federal Grants	-	-	-	-	-			-	-
Other	-	-	-	-	-			-	-
Investment Income	-	0.7.6.770	****	-				-	***
	10,311,105	356,778	191,947	51,000	11,250	-		55,400	29,000
Less: Allocated to Revenue	10,311,105	391,049	165,251	95,254 42,584	15,126 15,259	- C 147	249,739	52,974 2,426	48,557
Deferred Revenue, end of year		6,451	107,102	42,384	15,259	6,147	<u> </u>	2,420	14,661
Revenues									
Provincial Grants - Ministry of Education and Child Care	10,311,105	391,049	165,251	95,254	15,126	-	249,739	52,974	48,557
Provincial Grants - Other	-	-	-	-	-	-	-	-	-
Federal Grants	~	≆	-	-	-			-	-
Other Revenue	-		-	-	-	-	-	-	-
Investment Income	-	-	-	-	-				-
n - 5-000	10,311,105	391,049	165,251	95,254	15,126	-	249,739	52,974	48,557
Expenses									
Salaries Teachers	8,226,922				9,102				43,352
Principals and Vice Principals	6,220,922		-	-	9,102	-	-	-	43,332
Educational Assistants	-		-	42,428	-	-	-	38,158	-
Support Staff	-		126,358	42,426	-	-	-	36,136	
Other Professionals	-	-	120,336	_	•	-	-	-	0.50
Substitutes	-	312,170	3,917	373	_	ē		2,559	1,773
Substitutes	8,226,922	312,170	130,275	42,801	9,102			40,717	45,125
Employee Benefits	2,084,183	78,879	34,976	4,695		_	_	10,933	2,662
Services and Supplies	2,004,103	70,077	21,270	47,758			_	1,324	770
Derroes and Supplies	10,311,105	391,049	165,251	95,254		-	-	52,974	48,557
Net Revenue (Expense) before Interfund Transfers	<u> </u>				-	-	249,739		
Interfund Transfers									
Tangible Capital Assets Purchased	_	-	_	2	_	-	(249,739)	-	_
Tangible Capital Assets - Work in Progress	<u> </u>		-		_	_		-	-
	-	-	-		-	-	(249,739)	-	-
Net Revenue (Expense)		-	-			<u> </u>			
V A /									

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School District No. 68 (Nanaimo-Ladysmith) Changes in Special Purpose Funds and Expense by Object

	Student & Family Affordability	SEY2KT (Early Years to Kindergarten)	ECL (Early Care & Learning)	Other Misc. Grants	TOTAL
	\$	\$	S	\$	\$
Deferred Revenue, beginning of year	-	-	-	665,514	3,035,963
Add: Restricted Grants					
Provincial Grants - Ministry of Education and Child Care	1,458,182	19,000	175,000	-	18,197,571
Provincial Grants - Other	-		· -	30,216	30,216
Federal Grants	-	-		-	-
Other	-	-	-	190,812	3,345,141
Investment Income			-	-	79,630
	1,458,182	19,000	175,000	221,028	21,652,558
Less: Allocated to Revenue	1,302,742	10,974	175,000	409,848	22,128,879
Deferred Revenue, end of year	155,440	8,026	-	476,694	2,559,642
Revenues					
Provincial Grants - Ministry of Education and Child Care	1,302,742	10,974	175,000	_	18,494,377
Provincial Grants - Other	-		-	88,053	88,053
Federal Grants	=	-	-	-	· -
Other Revenue	-	-	-	321,795	3,466,819
Investment Income	_	-	_		79,630
	1,302,742	10,974	175,000	409,848	22,128,879
Expenses					
Salaries					
Teachers	-	2,372	-	3,444	8,819,327
Principals and Vice Principals	-	-	142,331	-	419,627
Educational Assistants	-	-	-	-	2,052,461
Support Staff	-	-	-	-	616,780
Other Professionals	-	-	-	4,894	224,548
Substitutes		•		-	717,513
	-	2,372	142,331	8,338	12,850,256
Employee Benefits		521	31,379	1,718	3,205,671
Services and Supplies	1,302,742	8,081	1,290	270,391	5,308,398
	1,302,742	10,974	175,000	280,447	21,364,325
Net Revenue (Expense) before Interfund Transfers				129,401	764,554
Interfund Transfers					
Tangible Capital Assets Purchased	-	-	-	(54,315)	(689,468)
Tangible Capital Assets - Work in Progress	_	_	-	(75,086)	(75,086)
	_	-	-	(129,401)	(764,554)
Net Revenue (Expense)					
(mpono)					

Schedule of Capital Operations Year Ended June 30, 2023

Year Ended June 30, 2023	2023	202	23 Actual		2022
	Budget	Invested in Tangible	Local	Fund	Actual
		Capital Assets	Capital	Balance	(Restated - Note 24)
	\$	S	\$	\$	\$
Revenues					
Provincial Grants					
Ministry of Education and Child Care		112,385		112,385	129,434
Other	-	-		-	-
Municipal Grants Spent on Sites	_	124,379		124,379	-
Federal Grants	-	-		-	-
Other Revenue	-	-	-	_	-
Rentals and Leases	_		-	-	-
Investment Income	200,000		237,421	237,421	46,009
Gain (Loss) on Disposal of Tangible Capital Assets	-	_		_	-
Amortization of Deferred Capital Revenue	6,800,000	6,822,508		6,822,508	6,181,594
Total Revenue	7,000,000	7,059,272	237,421	7,296,693	6,357,037
-	.,,.	.,			
Expenses					
Operations and Maintenance	_	112,385	282,292	394,677	71,992
Transportation and Housing	_	-		-	
Amortization of Tangible Capital Assets					
Operations and Maintenance	10,400,000	10,557,135		10,557,135	9,850,901
Transportation and Housing	10,400,000	10,557,155		10,557,155	,,000,,001
Write-off/down of Buildings and Sites				_	_
Debt Services	_	-			
Capital Lease Interest	_		_	_	_
Capital Loan Interest			_	_	_
Total Expense	10,400,000	10,669,520	282,292	10,951,812	9,922,893
Total Expense	10,400,000	10,007,520	202,272	10,731,012	7,722,073
Capital Surplus (Deficit) for the year	(3,400,000)	(3,610,248)	(44,871)	(3,655,119)	(3,565,856)
Not Transfore (to) from other funds					
Net Transfers (to) from other funds		1 065 671		1 065 671	1,768,607
Tangible Capital Assets Purchased	-	1,965,671		1,965,671	
Tangible Capital Assets - Work in Progress	1 000 000	75,086	1 025 546	75,086	24,892
Local Capital	1,000,000		1,035,546	1,035,546	5,299,500
Capital Lease Payment	-		-	-	-
Capital Loan Payment	-		-	-	-
Settlement of Asset Retirement Obligation	1 000 000	2 0 40 555	1.025.546	2.056.202	7,002,000
Total Net Transfers	1,000,000	2,040,757	1,035,546	3,076,303	7,092,999
Oden A.P. donata A. Ford Delance					
Other Adjustments to Fund Balances		2 445 212	(2.445.212)		
Tangible Capital Assets Purchased from Local Capital	1	2,445,312	(2,445,312)	-	
Tangible Capital Assets WIP Purchased from Local Capita	ıl	1,187,066	(1,187,066)	-	
Principal Payment					
Capital Lease		-	-	-	
Capital Loan		-	-	-	
Settlement of Asset Retirement Obligation		-	-	-	
Project Reclassification		(36,830)	36,830		
Total Other Adjustments to Fund Balances		3,595,548	(3,595,548)		
Total Capital Surplus (Deficit) for the year	(2,400,000)	2,026,057	(2,604,873)	(578,816)	3,527,143
- Capital Surplus (Deficit), beginning of year		27,909,196	7 221 059	35,130,254	57,271,100
		41,303,130	7,221,058	33,130,234	21,211,100
Prior Period Adjustments To Researcing Asset Petirement Obligation					(25 667 000)
To Recognize Asset Retirement Obligation		27 000 107	7 221 050	25 120 354	(25,667,989)
Capital Surplus (Deficit), beginning of year, as restated		27,909,196	7,221,058	35,130,254	31,603,111
Capital Surplus (Deficit), end of year		29,935,253	4,616,185	34,551,438	35,130,254
Capital Sul pius (Delicit), chu ol year		27,733,233	7,010,103	37,331,730	33,130,434

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Tangible Capital Assets Year Ended June 30, 2023

	Sites	Buildings	Furniture and Equipment	Vehicles	Computer Software	Computer Hardware	Total
	S	\$	S	S	\$	S	S
Cost, beginning of year	15,673,196	291,696,417	12,506,597	5,176,333	399,289	7,890,375	333,342,207
Prior Period Adjustments	,,		, ,	-,,	,	.,,	,,
To Recognize Asset Retirement Obligation	-	25,854,364	_		_	_	25,854,364
Cost, beginning of year, as restated	15,673,196	317,550,781	12,506,597	5,176,333	399,289	7,890,375	359,196,571
Changes for the Year							
Increase:							
Purchases from:							
Deferred Capital Revenue - Bylaw	-	9,400,709	854,100	692,253	-	56,531	11,003,593
Deferred Capital Revenue - Other	124,379	2,155,576	52,657	372,204	-	-	2,704,816
Operating Fund		-	283,191	46,936	-	946,076	1,276,203
Special Purpose Funds		508,347	152,482		-	28,639	689,468
Local Capital	236,471	1,148,999	282,365	229,636	-	547,841	2,445,312
Capital Lease					-	488,926	488,926
Transferred from Work in Progress		27,243,126	532,956				27,776,082
	360,850	40,456,757	2,157,751	1,341,029	-	2,068,013	46,384,400
Decrease:		, ,		, ,			
Deemed Disposals			231,853	788,151	38,933	2,670,362	3,729,299
Written-off/down During Year	_	-	•	-	-	-	-
5	-		231,853	788,151	38,933	2,670,362	3,729,299
Cost, end of year	16,034,046	358,007,538	14,432,495	5,729,211	360,356	7,288,026	401,851,672
Work in Progress, end of year		5,621,329	1,095,886		·		6,717,215
Cost and Work in Progress, end of year	16,034,046	363,628,867	15,528,381	5,729,211	360,356	7,288,026	408,568,887
Accumulated Amortization, beginning of year Prior Period Adjustments		154,101,981	4,515,661	2,218,975	180,866	4,030,894	165,048,377
To Recognize Asset Retirement Obligation		25,716,730	-	-	_	-	25,716,730
Accumulated Amortization, beginning of year, as restated	-	179,818,711	4,515,661	2,218,975	180,866	4,030,894	190,765,107
Changes for the Year							
Increase: Amortization for the Year		7,071,096	1,346,955	545,277	75,965	1,517,842	10,557,135
Decrease:			, ,	•	·		
Disposed of		-	_	_	-	_	-
Deemed Disposals			231,853	788,151	38,933	2,670,362	3,729,299
Written-off During Year		-		_			
-	-	-	231,853	788,151	38,933	2,670,362	3,729,299
Accumulated Amortization, end of year	9	186,889,807	5,630,763	1,976,101	217,898	2,878,374	197,592,943
Tangible Capital Assets - Net	16,034,046	176,739,060	9,897,618	3,753,110	142,458	4,409,652	210,975,944

Tangible Capital Assets - Work in Progress Year Ended June 30, 2023

	Buildings	Furniture and Equipment	Computer Software	Computer Hardware	Total
	\$	S	\$	S	\$
Work in Progress, beginning of year	28,211,514	715,555	-	-	28,927,069
Changes for the Year					
Increase:					
Deferred Capital Revenue - Bylaw	2,072,680	13,803	-	-	2,086,483
Deferred Capital Revenue - Other	2,227,371	8,333	_	-	2,235,704
Operating Fund	-		-	-	-
Special Purpose Funds	53,597	21,489	-	-	75,086
Local Capital	317,404	869,662			1,187,066
-	4,671,052	913,287		-	5,584,339
Decrease:					
Transferred to Tangible Capital Assets	27,243,126	532,956	-	-	27,776,082
WIP Reclassification	18,111				18,111
	27,261,237	532,956			27,794,193
Net Changes for the Year	(22,590,185)	380,331			(22,209,854)
Work in Progress, end of year	5,621,329	1,095,886			6,717,215

Deferred Capital Revenue Year Ended June 30, 2023

	Bylaw Capital	Other Provincial	Other Capital	Total Capital
	\$	\$	\$	\$
Deferred Capital Revenue, beginning of year	109,043,843	6,597,726	1,001,081	116,642,650
Changes for the Year				
Increase:				
Transferred from Deferred Revenue - Capital Additions	11,003,593	2,468,599	111,838	13,584,030
Transferred from Work in Progress	21,291,158	4,144,736		25,435,894
	32,294,751	6,613,335	111,838	39,019,924
Decrease:				
Amortization of Deferred Capital Revenue	6,257,163	381,650	183,695	6,822,508
Revenue Recognized on Disposal of Buildings	-	-	-	-
Revenue Recognized on Write-off/down of Buildings	-	-	-	-
	6,257,163	381,650	183,695	6,822,508
Net Changes for the Year	26,037,588	6,231,685	(71,857)	32,197,416
Deferred Conital Dayanus and of year	135,081,431	12,829,411	929,224	148,840,066
Deferred Capital Revenue, end of year	133,081,431	12,629,411	929,224	140,040,000
Work in Progress, beginning of year	22,065,856	4,250,872	-	26,316,728
Changes for the Year				
Increase				
Transferred from Deferred Revenue - Work in Progress	2,086,483	2,235,704	-	4,322,187
	2,086,483	2,235,704	-	4,322,187
Decrease				
Transferred to Deferred Capital Revenue	21,291,158	4,144,736	-	25,435,894
District Entered	12,395			12,395
	21,303,553	4,144,736	-	25,448,289
Net Changes for the Year	(19,217,070)	(1,909,032)	_	(21,126,102)
Work in Progress, end of year	2,848,786	2,341,840	-	5,190,626
Total Deferred Capital Revenue, end of year	137,930,217	15,171,251	929,224	154,030,692

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Changes in Unspent Deferred Capital Revenue Year Ended June 30, 2023

	Bylaw Capital	MECC Restricted Capital	Other Provincial Capital	Land Capital	Other Capital	Total
	\$	\$	\$	\$	\$	\$
Balance, beginning of year	81,099	19,844	7,693,418	124,379	-	7,918,740
Changes for the Year						
Increase:						
Provincial Grants - Ministry of Education and Child Care	13,169,665		1,158,232			14,327,897
Provincial Grants - Other			1,377,319			1,377,319
Other				47,532	111,838	159,370
Investment Income	-	843	-	-	-	843
MECC Restricted Portion of Proceeds on Disposal		-				-
Transfer project surplus to MECC Restricted (from) Bylaw	-	_				-
	13,169,665	843	2,535,551	47,532	111,838	15,865,429
Decrease:						
Transferred to DCR - Capital Additions	11,003,593	_	2,468,599		111,838	13,584,030
Transferred to DCR - Work in Progress	2,086,483	-	2,235,704		-	4,322,187
Transferred to Revenue - Site Purchases	-	_	-	124,379	-	124,379
Transferred to Revenue - Settlement of Asset Retirement Obligation	-	-	-	-	-	_
Non Capital Expenditures	99,989	-	-	_	-	99,989
	13,190,065		4,704,303	124,379	111,838	18,130,585
Net Changes for the Year	(20,400)	843	(2,168,752)	(76,847)	-	(2,265,156)
Balance, end of year	60,699	20,687	5,524,666	47,532		5,653,584

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.

Schedule of Guarantee and Indemnity Agreements

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

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

Schedule of Remuneration and Expenses

		TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
TRUSTEES:			
TROSTEES.			
BAILEY, NAOMI	TRUSTEE	25,939	3,329
BRZOVIC, TANIA ANE	TRUSTEE	24,921	4,236
HIGGINSON, STEPHANIE K.	TRUSTEE	7,712	-
KELLER, GREGORY B	TRUSTEE AND BOARD CHAIR	27,725	3,776
LEE, LEANNE V	TRUSTEE	17,208	4,693
MCKAY, CHARLENE L	TRUSTEE AND VICE CHAIR	27,452	4,111
MORVAY, CHANTELLE	TRUSTEE	17,208	4,984
O'NEILL, CHANTEL M	TRUSTEE	8,731	-
PELLEGRIN, LEANA	TRUSTEE	17,208	4,376
ROBINSON, JAMES (BILL) W	TRUSTEE	8,731	420
ROBINSON, MARK A	TRUSTEE	17,208	2,589
ROKEBY, THOMAS	TRUSTEE	17,208	3,439
STANLEY, JESSICA L	TRUSTEE	8,731	-
WILKINSON, ELAINE M	TRUSTEE	8,731	-
TOTAL ELECTED OFFICIALS		234,713	35,955

EMPLOYEES WHOSE REMUNERATION EXCEEDS \$ 75,000

		TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
ADDISON, JENNIFER	TEACHER	99,247	_
ADELBORG GOLDSBURY, TANYA A	TEACHER	89,623	56
AITKEN, ALYSON L	TEACHER	92,777	-
AITKEN, AMANDA	TEACHER	98,789	-
AITKEN, CLAY D	TEACHER	101,918	26
AITKEN, STACY D	ADMINISTRATIVE OFFICER	122,645	-
AL-HAJJ, TERESA	TEACHER	101,723	733
ALEXANDRA, PHOENIX	TEACHER	93,565	-
AMODEO, KELLY-ANNE	TEACHER	91,232	-
ANDERSON, BRIANNE M	TEACHER	80,594	-
ANDERSON, HEIDI	TEACHER	79,730	-
ANDERSON, KERRY	TEACHER	101,748	-
ANDERSON, LISE C	COORD LEVEL 2-1	102,986	394
ANTON, SARAH	TEACHER	101,841	-
APLAND, SHANNON	ADMINISTRATIVE OFFICER	143,361	-
ARMOUR, TRISHA D	ADMINISTRATIVE OFFICER	130,528	14
ARMSTRONG, CINDY L	TEACHER	101,229	229
ARMSTRONG, JOANNA D	TEACHER	77,249	-
ARMSTRONG, SARAH	TEACHER	89,932	17
ARNOLD, HEATHER	DEPT HEAD MAJOR 1-1	85,052	109
ASHBEE, ERIN E.	TEACHER	101,425	374
ASHWORTH CLARKE, DANIELLE L	ADMINISTRATIVE OFFICER	122,386	2,069
ASPEN, EMMA J	TEACHER	79,956	-
AUSMUS, LISA M	TEACHER	78,844	-
AUSTIN, SARAH	TEACHER	80,932	-

	DOCUTION AT HINE DO DOCU	TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
BAE, HAN GIL	TEACHER	92,946	-
BAETZ, LAUREN A	TEACHER	97,475	-
BAIRD, MICHAEL	TEACHER	101,689	-
BAKER, ANTHONY J	TEACHER	99,377	_
BAKER, EMILY	TEACHER	80,299	1,155
BAKER, LESLIE	TEACHER	97,809	-
BAKEWELL, ERICA J	TEACHER	78,586	_
BAKEWELL, KELSEY	MANAGER FACILITIES & PLANNING	104,499	235
BALCOMBE, DON	ADMINISTRATIVE OFFICER	177,527	2,267
BALCOMBE, ELISABETH	TEACHER	92,669	231
BALDWIN, LINDA E	TEACHER	101,749	_
BALL, MICHAEL J	TEACHER	101,636	_
BAMFORD, DONALD S	TEACHER	92,306	_
BARKHOUSE, PHILLIP E	MANAGER OF MAINTENANCE DEPT	91,588	4,289
BARNUM, KELLY	DEPT HEAD MAJOR 1-1	105,392	908
BARRITT-FLATT, MEGAN	TEACHER	79,070	-
BARTLETT, RICKI	ADMINISTRATIVE OFFICER	149,523	5,218
BARTON, KIMBERLEY P	TEACHER	99,237	-
BATTIE, TANNIS M	TEACHER	92,339	_
BAYLISS, CHARLOTTE	TEACHER	77,098	_
BEATON, WENDY	COORD LEVEL 2-1	109,018	465
BEAUDRY, JUSTINE	TEACHER	83,127	13
BECK, KENDRA	TEACHER	92,653	_
BEEDIE, MOYA	TEACHER	101,433	_
BEERLING, ASHLEY	DEPT HEAD MAJOR 1-2	94,289	_
BEESTON, DEREK A	ADMINISTRATIVE OFFICER	145,877	2,332
BEGIN, STEFANE	TEACHER	92,753	-
BEGOUM-KAKE, ARLETTE	ADMINISTRATIVE OFFICER	143,361	752
BELEZNAY, ASHLEY	TEACHER	84,111	-
BENEDICT, DIANNE M	TEACHER	91,726	_
BENNETT, JOEL E	TEACHER	92,668	_
BENSON, ROBERT F	MECHANIC/BUS DRIVER	75,480	972
BERG, RUSSELL	TEACHER	92,723	-
BERGMAN, KATHY	ADMINISTRATIVE OFFICER	143,361	41
BERKEY, ANDREA	TEACHER	101,416	875
BERLANDA, LAURA	TEACHER	80,550	1,634
BERLANDA, MARY	TEACHER	96,608	-
BERNAQUEZ, KATHRYN S	TEACHER	79,934	_
BERNAQUEZ, YANN J	TEACHER	81,502	594
BERNIER, CHANTAL	TEACHER	101,664	-
BETTS, KRISTA	TEACHER	91,651	_
BEUERLEIN, KALVIN L	TEACHER	92,470	428
BHATTI, SATBINDER	TEACHER	101,723	50
BIBBS, LORI	TEACHER	77,141	-
BIELING, AMELIA M	TEACHER	86,516	443
BIGGS, MICHAEL SHAWN	TEACHER	92,393	-
BILD, OLIVER	TEACHER	92,393 80,119	- 999
BILLARD, HANNAH MARY KATHR		79,956	203
	TEACHER TEACHER		203
BIRCH, CHRIS BIRCH, JOSEE	TEACHER TEACHER	99,402 101,707	-
BINCH, JUSEE	TEACHER	101,/0/	-

	DOCITION AT HANE 20, 2022	TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
BIRCHETT, CHRISSY	TEACHER	99,750	-
BIRO, BRUCE	TEACHER	80,938	-
BLACHURAS, LISA HOLLY M	TEACHER	76,979	-
BLACK, JAMES W L	TEACHER	99,402	-
BLOW, AIMEE E	COORD LEVEL 2-1	106,790	3,241
BOHM, CHRISTINE	ADMINISTRATIVE OFFICER	142,073	21
BOOTH, CARENE L	TEACHER	92,645	-
BOROSA, JACQUELINE E.	ADMINISTRATIVE OFFICER	108,849	35
BOTTER, BARBARA JUDITH	TEACHER	92,722	138
BOUDREAU, MARCY	TEACHER	101,110	767
BOURGOIN, ALY JANE	TEACHER	75,952	-
BOURKE, PAUL L	TEACHER	101,689	-
BOWN, DANIEL	TEACHER	79,911	-
BOYD, ELIZA JANE G	TEACHER	99,248	-
BOYD, HEATHER LOUISE	TEACHER	100,804	-
BOYKO, ROXANNE	TEACHER	92,505	-
BRADBURY, ROBERT F	TEACHER	99,012	-
BRADLEY, MARISSA R	TEACHER	99,435	-
BRAWNER, BRAD	TEACHER	92,645	_
BRAYDEN, ANN-MARIE L.	TEACHER	101,664	_
BREBBER, DARLENE M	TEACHER	80,074	_
BRENNAN, ALEX P.	TEACHER	76,507	_
BRETT, LISA ANN	TEACHER	91,749	_
BRICK, DARREN	ADMINISTRATIVE OFFICER	143,361	_
BRINK, SIMON J	TEACHER	85,039	_
BROADHURST, CAROLYN	COORD LEVEL 2-1	101,577	5,938
BROOKER, KATHLEEN	TEACHER	101,723	-
BROOKS, JESSICA	TEACHER	101,503	_
BROOKS, ROBERT	ADMINISTRATIVE OFFICER	125,755	292
BROWN, LYNN ALISON	ASS'T DIR COMPLEXMENTAL HEALTH	109,757	4,403
BROWN, MEAGAN A.	TEACHER	92,754	, 103
BROWN, MELISSA M	TEACHER	101,841	_
BROWNING, JULIA M	TEACHER	88,753	_
BRUCE, AARON A	TEACHER	89,500	_
BUCK, JEFFREY L.	TEACHER	78,304	_
BUCKINGHAM, TONJA KATHERINE	TEACHER	92,547	_
BUECKERT, RUSSELL M	TEACHER	101,748	55
BURGOS, DALE	DIRECTOR OF COMMUNICATIONS	127,111	3,439
BURNHAM, NANCY J	TEACHER	92,645	-
BUSBY, GENEVIEVE	COORD LEVEL 2-1	106,771	891
BUSCHE, MICHAEL L	TEACHER	92,700	-
BUSH, SAM	TEACHER	92,753	_
CABRAL, NICOLE L	TEACHER	93,872	68
CAIRNS, TANYA	TEACHER	101,710	-
CALDER, TANNIS	COORD LEVEL 2-1	106,882	1,872
CAMPBELL, CHERYL L	TEACHER	92,362	1,872
CAMPBELL, KAREN KRISTEN	TEACHER	92,562 81,593	-
CAMPOSANO, AUDREY MEGHAN	TEACHER	91,527	-
CANTY, JOLAINE E		86,913	- 27
CARLSON, LORRAINE	TEACHER IN CHARGE 1-1 TEACHER	95,500	-
CANLOUN, LONNAINE	ILACILIN	33,300	-

		TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
CARMICHAEL, MELANIE J.	TEACHER	96,351	37
CARRUTHERS, MEGAN I	TEACHER	91,686	-
CATHCART, WESLEY W	DEPT HEAD MAJOR 1-2	96,330	-
CAWTHORNE, MEGAN	DEPT HEAD MINOR 1-1	77,611	-
CHAHIL, SHARON	TEACHER	91,930	-
CHANTRELL, GARY	TEACHER	100,675	-
CHAPMAN, HEATHER	TEACHER	101,712	-
CHARLES, DIANE C	ADMINISTRATIVE OFFICER	143,361	-
CHELSOM, NATALIE C	TEACHER	80,990	-
CHESHER, BRANDI N	TEACHER	95,122	170
CHEW, LISA	TEACHER	100,803	-
CHICKITE, SARAH	TEACHER IN CHARGE 1-1	90,068	15
CHRISTENSEN, JANE E	TEACHER	101,358	-
CHRISTIANSON, SCOTT D	ADMINISTRATIVE OFFICER	132,491	439
CHYPLYK, CHAD	TEACHER	77,836	-
CIZERON, ERIC	TEACHER	101,492	-
CLACKSON, ASHLEY G	ADMINISTRATIVE OFFICER	119,017	1,492
CLARK, KELLY A	TEACHER	101,783	-,
CLOUTHIER, COLLEEN	TEACHER	92,723	_
COEY, SHAUNA MARIE	ADMINISTRATIVE OFFICER	135,680	54
COLLINS, KIMBERLEE	TEACHER	101,723	-
COLLINS, TONIA A	ADMINISTRATIVE OFFICER	140,603	_
COMPANION, JEANNINE	TEACHER	99,318	_
COOPER, DAVID	ADMINISTRATIVE OFFICER	143,361	_
CORCORAN, SEAN	TEACHER	91,745	_
CORNTHWAITE, JOANNA	TEACHER	104,764	85
COSENS, JENNIFER L	TEACHER	103,504	-
COULTHARD, KENDALL D	HR MANAGER	79,781	1,666
COWAN, MICHELLE L	TEACHER	82,138	1,000
COX, JAMES	TEACHER	99,377	200
	DEPT HEAD MAJOR 1-1		-
CRAWFORD, JODI CREIGHTON, CHRISTINE	TEACHER	101,110 92,362	-
·			2 612
CRNKOVIC, FRANJO M	TEACHER	96,501	2,612
CRNKOVIC, MICHELLE N CROGHAN, LESLEY E	TEACHER	101,783 86,227	100
	TEACHER TEACHER		-
CRONAN, DEBBIE	TEACHER	92,646	-
CRONAN, LANNY		101,664	
CRONIN, CAROL	TEACHER TEACHER	101,748	50
CULBERTSON, MIRANDA		85,462 118,541	7 100
CUNNIAN, JOHN D	ADMINISTRATIVE OFFICER	·	7,100
CUNNIAN, LISA	TEACHER	99,157	60
CURRELL, BRUCE L	TEACHER	99,976	-
CURRIE, ERIN M	TEACHER	78,361	-
CYR, JENNIFER	TEACHER	101,723	379
DALY, LACEY D	TEACHER	99,530	524
DALY, STEVEN	TEACHER	99,434	-
DANCE, MICHELE RENE	SENIOR MANAGER-HUMAN RESOURCES	109,757	520
DANCY, ALITA	TEACHER	83,587	252
DANEAULT, MARC	ADMINISTRATIVE OFFICER	125,755	-
DANG, MICHAEL K	TEACHER	99,466	901

		TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
DARBYSHIRE, DEAN R	TEACHER	78,231	847
DAVEY, NICOLE R	ADMINISTRATIVE OFFICER	132,789	19,346
DAVIDSON, ANDREA ALLANA EVA	ADMINISTRATIVE OFFICER	150,460	60
DAVIDSON, JACQUELINE	TEACHER	99,071	14
DAVIDSON, SARAH D	TEACHER	101,440	-
DAVIE, KIMBERLY DIANA	TEACHER	97,101	_
DAVIES, ROSLYN D	TEACHER	89,978	_
DAVIS, SUSAN	TEACHER	88,959	857
DAVIS, THOMAS A	TEACHER	101,664	-
DAWES, DANIEL	TEACHER	99,318	191
DAWSON, KIMBERLEY	TEACHER	102,460	205
DE GROOT, WENDY	TEACHER	101,357	26
DEAN, LAWRENCE(LARRY)	ADMINISTRATIVE OFFICER	143,361	-
DELAGE, DEANNE	TEACHER	81,830	_
DENDES, EVANGELOS	TEACHER	101,689	_
DENNISON, CRYSTAL	MANAGER SCHOLARSHIPS & BURSARY	77,693	73
DENSMORE, OLIVIA S	TEACHER	101,807	278
DER, RUSSELL	TEACHER	101,600	353
DEROSA, SUSAN	ADMINISTRATIVE OFFICER	110,259	13
DEWARLE, JESSICA L	TEACHER	95,426	-
DHILLON, ROBBIE	ADMINISTRATIVE OFFICER	143,361	_
DICK, CRAIG A	TEACHER	92,700	_
DICKIE, CATHERINE	TEACHER	91,736	_
DICKIE, DARREN L	ADMINISTRATIVE OFFICER	140,980	_
DIMTER, JODINE	TEACHER	90,104	_
DLAY, HARPREET	TEACHER	99,623	_
DOAK, ANDREA	TEACHER	76,983	_
DODD, SUZANNE	TEACHER	101,784	_
DOLAN, KELLI	DIRECTOR OF LABOUR RELATIONS	151,554	6,062
DOLEN, MOIRA P	TEACHER	101,270	388
DOMINO, LESLEY	TEACHER	98,398	48
DOUCETTE, KIRSTEN	TEACHER	92,698	-
DOVEY, ERIN	TEACHER	82,418	_
DROWN, IAN	TEACHER	92,470	_
DUBE, AMY M	TEACHER	87,446	_
DUCKLOW, JOSEPH	TEACHER IN CHARGE 1-1	93,224	200
DUNLOP, NANETTE	TEACHER	92,646	-
DURMULLER-LIM, JULIE	TEACHER	93,869	_
DUTTON, DAVID W	DEPT HEAD MINOR 1-2	102,245	_
DYCK, LAURIE D	TEACHER IN CHARGE 1-1	93,676	_
EAST, KATHLEENA	TEACHER	88,627	61
EASTHOM, NOELLE D	TEACHER	91,271	13
EATHORNE, ALISON	TEACHER	78,832	-
EDGAR, KATHLEEN E	TEACHER	92,768	_
EDWARDS, HELEN	TEACHER	91,804	_
			-
EDWARDS, KRISTY-LEIGH KATHERIN ELLIOTT, TAMMY N	TEACHER TEACHER	92,318 78,599	_
ELWOOD, STEPHEN		78,599 87,139	-
ELZINGA, NADIA	TEACHER TEACHER	92,700	- 35
ENDRIZZI, KRISTA	TEACHER	92,700 92,417	-
LINDINIZZI, KINDIA	ILACILIN	J2,411	-

ENTINER, COLINA TEACHER 92,546 - ENTINER, COLINA TEACHER 92,546 - ERHART, KEVIN B ENV SYSTEMS TECH-HVACR 129,123 68 ERHART, KEVIN B ENV SYSTEMS TECH-HVACR 78,816 566 EVANS, TANYA C TEACHER 91,736 - EVRES, MICHAEL TEACHER 101,49 - FALL, HELEN MARGARET TEACHER 101,182 - FAWELLE, LANNETTE TEACHER 81,379 - FENDIEN, MARK TEACHER 85,061 - FENDIEN, SRIANNE TEACHER 85,061 - FERDINARD, DUBM FACILITIES TECHNICAL ASS'T 93,749 130 FERDINARD, DUBM FACHER 79,231 - FELLOWS, BRIANNE TEACHER 79,231 - FERDINARD, DUBM FACHER 79,231 - FILLDEN, STEVEN D GENERAL FOREMAN 87,052 57 FINISTI, JENA E TEACHER 79,232 57 FINISTI, JENA E <td< th=""><th></th><th></th><th>TOTAL</th><th>TOTAL</th></td<>			TOTAL	TOTAL
EPP, STEPHEN M ADMINISTRATIVE OFFICER 129,123 68 ERHART, KEVIN B ENV SYSTEMS TECH-HVACR 78,816 566 EVANS, TANYA C TEACHER 91,736 - EYRES, MICHAEL TEACHER 101,749 - EVRES, MICHAEL TEACHER 101,182 - FALL, HELEM MARGARET TEACHER 101,182 - FAWDRY, MARK TEACHER 81,379 - FELLOWS, BRIANNE TEACHER 85,061 - FENNER, DAVID M FACILITIES TECHNICAL ASST 93,749 130 FEILLOWS, BRIANNE TEACHER 79,231 362 FINDER, DAVID M FACHER 79,231 362 FENNER, DAVID M FACHER 98,622 37 FINEITI, JENA E TEACHER 98,622 37 FINEITI, JENA E TEACHER 98,622 37 FINISTI, JENA E TEACHER 75,541 - FISCHER, HEID MANAGER OF PAYROLL & BENEFITS 106,439 2,691 FISCOEN, SERVER		POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
EPP, STEPHEN M ADMINISTRATIVE OFFICER 129,123 68 ERHART, KEVIN B ENV SYSTEMS TECH-HVACR 78,816 566 EVANS, TANYA C TEACHER 91,736 - EYRES, MICHAEL TEACHER 101,749 - EVRES, MICHAEL TEACHER 101,182 - FALL, HELEM MARGARET TEACHER 101,182 - FAWINT, MARK TEACHER 81,379 - FELLOWS, BRIANNE TEACHER 85,061 - FENNER, DAVID M FACILITIES TECHNICAL ASST 93,749 130 FEILLOWS, BRIANNE TEACHER 79,231 362 FENNER, DAVID M FACHER 79,231 362 FENNER, DAVID M FACHER 98,622 57 FINETI, JENA E TEACHER 98,622 57 FINKLI, JENNER TEACHER 98,622 57 FINKLI, JENA E TEACHER 75,541 - FISCHER, HEID MANAGER OF PAYROLL & BENEFITS 106,439 2,691 FISCHER, HEID	ENTNER, COLIN A	TEACHER	92.546	-
ERHABT, KEVINI B ENV SYSTEMS TECH-HVACR 78,816 566 EYARS, TANYA C TEACHER 91,736 EYRES, MICHAEL TEACHER 91,732 FALL, HELEN MARGARET TEACHER 92,722 FAWELLE, ANNETTE TEACHER 101,182 FAWDRY, MARK TEACHER 81,379 FERNER, DAVID M FACILITIES TECHNICAL ASST 93,749 FERNER, DAVID M FACILITIES TECHNICAL ASST 93,749 FERNER, DAVID M FACILITIES TECHNICAL ASST 93,749 FERNER, DAVID M FACHER 79,231 FERDINADIO, DESIREE TEACHER 79,231 FERDINER, DAVID M GENERAL FOREMAN 87,052 FINETI, JENAE TEACHER 78,597 FINETI, JENAE TEACHER 75,541 FISCHER, HEID MANAGER OF PAYROLL & BENEFITS 106,439 2,691 FILLON, JOELESY TEACHER 78,507 <td></td> <td>ADMINISTRATIVE OFFICER</td> <td>•</td> <td>68</td>		ADMINISTRATIVE OFFICER	•	68
EVANDS, TANYAC TEACHER 91,736 - EYRES, MICHAEL TEACHER 101,749 - FALL, HELEM MARGARET TEACHER 101,182 - FAVELLE, L. ANNETTE TEACHER 101,182 - FAWDRY, MARK TEACHER 81,379 - FELLOWS, BRIANNE TEACHER 85,061 - FENNER, DAVID M FACILITIES TECHNICAL ASS'T 93,749 30 FERDINANDI, DESIREE TEACHER 79,231 - FIELDEN, STEVEN D GENERAL FOREMAN 87,052 352 FILLE, BANDER TEACHER 75,541 - FILLE, BANDER TEACHER 75,541 - FILLO, DOLLESEY TEACHER 78,907 - FRANCESCUTIT, S				
FALL, HELEN MARGARET TEACHER 92,722 7-				-
FALL, HELEN MARGARET TEACHER 101,182 7 FAVELLE, L. ANNETTE TEACHER 101,182 7 FAVELLE, L. ANNETTE TEACHER 101,182 7 FAVELLE, L. ANNETTE TEACHER 183,379 7 FELLOWS, BRIANNE TEACHER 185,061 7 FENNER, DAVID M FACLITIES TECHNICAL ASS'T 39,749 130 FERDINANDI, DESIREE TEACHER 79,231 7 FIELDEN, STEVEN D GENRAL FOREMAN 87,052 362 FIELDEN, STEVEN D TEACHER 79,541 7 FIELDEN, STEVEN D TEACHER 75,541 7 FINE, IENNIFER TEACHER 75,541 7 FINE, IENNIFER TEACHER 75,541 7 FIOLOD, CHELSEY TEACHER 79,009 28 FOSTER, KARYN G TEACHER 78,907 7 FRANCESCUTTI, SOPHIAV TEACHER 78,907 7 FRANCESCUTTI, SOPHIAV TEACHER 78,907 7 FRANCESCUTTI, SOPHIAV TEACHER 78,204 7 FRANCESCUTTI, SOPHIAV TEACHER 78,204 7 FRIER, DARLENE TEACHER 101,686 1,699 7 FRIESEN, GLAND ADMINISTRATIVE OFFICER 130,853 7 FRIER, DARLENE TEACHER 101,686 1,699 7 FRIESEN, GLEN W TEACHER 83,144 7 FRIESEN, GLEN W TEACHER 83,144 7 FUIKAWA, LISA TEACHER 83,144 7 FUIKAWA, LISA TEACHER 80,635 105 7 FUIKAWA, LISA TEACHER 80,635 105 7 FUIKA ROBINSON, KIRSTIN A ADMINISTRATIVE OFFICER 80,635 105 7 FUIKA ROBINSON, KIRSTIN A ADMINISTRATIVE OFFICER 80,635 105 7 FUIKA ROBINSON, KIRSTIN A ADMINISTRATIVE OFFICER 80,489 -7 FUIKA ROBINSON, KIRSTIN A ADMINISTRATIVE OFFICER 80,489 -7 GALLOWAY, ANDREW T TEACHER 99,395 -7 GALLOWAY, ANDREW T TEACHER 99,2720 -7 GANNON, LAUNA D DEPT HEAD MAJOR 1-1 90,535 105 -7 GANNON, LAUNA D DEPT HEAD MAJOR 1-2 81,435 -7 GONDALES BLANCA TEACHER 90,438 -7 GONDALES BLANCA TEACHER 90,438			·	_
FAVELLE L. ANNETTE				_
FAWDRY, MARK TEACHER 81,379				_
FELLOWS, BRIANNE TEACHER 85,061 - FENNER, DAVID M FACILITIES TECHNICAL ASS'T 93,749 130 FERDINANDI, DESIREE TEACHER 79,231 - FIELDEN, STEVEN D GENERAL FOREMAN 37,052 362 FINETTI, JENNE E TEACHER 37,052 57 FINK, JENNIFER TEACHER 75,541 - FISCHER, HEIDI MANAGER OF PAYROLL & BENEFITS 106,439 2,691 FLOOD, CHELSEY TEACHER 37,099 2.8 FOSTER, KARYN G TEACHER 38,907 - FRASER, ELAINE JOY TEACHER 38,907 - FRASER, ELAINE JOY TEACHER 48,687 - FREY, USA D ADMINISTRATIVE OFFICER 143,085 - FRIENDE, ZAKENYJ TEACHER 192,133 - FRIENDE, DARLENE TEACHER 101,686 1,169 FRIESTOE, ANDELY TEACHER 30,438 - FRIESTOE, ANGELA TEACHER 30,438 - FRIESTOE,	•		,	_
FENNER, DAVID M FACILITIES TECHNICAL ASS'T 93,49 130 FERDINANDI, DESIREE TEACHER 79,231 - FIELDEN, STEVEN D GENERAL FOREMAN 87,052 362 FINETTI, JENA E TEACHER 98,622 57 FINK, SENNIFER TEACHER 75,541 - FISCHER, HEIDI MANAGER OF PAYROLL & BENEFITS 106,439 2,691 FLOOD, CHELSEY TEACHER 97,089 28 FOSTER, KARYN G TEACHER 78,907 - FOSTER, KARYN G TEACHER 78,907 - FRASER, ELAINE JOY TEACHER 75,234 - FRESE, LIANE JOY TEACHER 134,305 - FRIEZ, DARLENE TEACHER 10,666 1,169 FRIEZ, DARLENE TEACHER 10,666 1,169 FRIESEN, GLEN W TEACHER 76,536 68 FRIESEN, GLEN W TEACHER 10,666 1,169 FRIESEN, GLEN W TEACHER 30,44 2,272 FULTON, JODI				_
FERDINANDI, DESIREE TEACHER 79,231 - FIELDEN, STEVEN D GENERAL FOREMAN 87,052 362 FINETTI, JENA E TEACHER 98,622 57 FINK, JENNIFER TEACHER 75,541 - FISCHER, HEIDI MANAGER OF PAYROLL & BENEFITS 106,439 2,691 FICODO, CHELSEY TEACHER 79,089 2,82 FOSTER, KARN'N G TEACHER 78,907 - FRASER, ELAINE JOY TEACHER 84,687 - FRASER, ELAINE JOY TEACHER 143,085 - FRIED, ZACKARY J TEACHER 92,133 - FRIED, ZACKARY J TEACHER 101,686 1,169 FRIESD, GLEN W TEACHER 76,536 68 FRIESTOE, ANGELA TEACHER 83,144 - FULIKON, JODI TEACHER 92,722 - FULIKA ROBINSON, KIRSTIN A TEACHER 92,722 - FULIKE ROBINSON, KIRSTIN A TEACHER 92,395 - GALLOWAY, ANDREA G <td>•</td> <td></td> <td></td> <td>130</td>	•			130
FIELDEN, STEVEN D GENERAL FOREMAN 87,052 57 FINKETTI, JENA E TEACHER 98,622 57 FINK, JENNIBER TEACHER 75,541 - FISCHER, HEIDI MANAGER OF PAYROLL & BENEFITS 106,439 2,691 FLOOD, CHELSEY TEACHER 97,089 28 FOSTER, KARYN G TEACHER 76,234 - FOSTER, KARYN G TEACHER 75,234 - FRASER, ELAINE JOY TEACHER 75,234 - FRES, LISA D ADMINISTRATIVE OFFICER 143,085 - FRIESD, ZACKARY J TEACHER 101,686 1,169 FRIESD, BLEN W TEACHER 101,686 1,169 FRIESD, ANGELA TEACHER 92,732 - FRIESD, ANGELA TEACHER 92,722 - FULTON, JODI TEACHER 83,144 - FULTON, JODI TEACHER 80,683 - FULK, CAROL M DEPT HEAD MAJOR 1-1 96,335 105 FULK, CAROL M TEA				
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GONZALEZ, BLANCA TEACHER 101,723 17 GORBATUK, CARISSA TEACHER 80,883 37 GOSSETT-JACKSON, MATTHEW TEACHER 75,094 - GOWAN-SMITH, ROBERT S CO-ORD 12 MONTH 98,784 4,460 GOYER, ISABELLE M TEACHER 92,132 13 GRAATEN, LARA TEACHER 92,504 - GRAF, EDWARD W TEACHER 90,438 - GRAHAM, PAM D HR CONSULTANT - TEMP 86,750 2,811 GRANT, JULIE TEACHER 99,499 - GRANT, SARAH ADMINISTRATIVE OFFICER 108,849 - GRAW, CASEY TEACHER 81,348 327 GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -	GISKE, GRAHAM	DEPT HEAD MINOR 1-1	103,952	126
GORBATUK, CARISSA TEACHER 80,883 37 GOSSETT-JACKSON, MATTHEW TEACHER 75,094 - GOWAN-SMITH, ROBERT S CO-ORD 12 MONTH 98,784 4,460 GOYER, ISABELLE M TEACHER 92,132 13 GRAATEN, LARA TEACHER 92,504 - GRAF, EDWARD W TEACHER 90,438 - GRAHAM, PAM D HR CONSULTANT - TEMP 86,750 2,811 GRANT, JULIE TEACHER 99,499 - GRANT, SARAH ADMINISTRATIVE OFFICER 108,849 - GRAW, CASEY TEACHER 81,348 327 GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -		DEPT HEAD MAJOR 1-2	81,435	-
GOSSETT-JACKSON, MATTHEW TEACHER 75,094 - GOWAN-SMITH, ROBERT S CO-ORD 12 MONTH 98,784 4,460 GOYER, ISABELLE M TEACHER 92,132 13 GRAATEN, LARA TEACHER 92,504 - GRAF, EDWARD W TEACHER 90,438 - GRAHAM, PAM D HR CONSULTANT - TEMP 86,750 2,811 GRANT, JULIE TEACHER 99,499 - GRANT, SARAH ADMINISTRATIVE OFFICER 108,849 - GRAW, CASEY TEACHER 81,348 327 GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -	· ·	TEACHER		
GOWAN-SMITH, ROBERT S CO-ORD 12 MONTH 98,784 4,460 GOYER, ISABELLE M TEACHER 92,132 13 GRAATEN, LARA TEACHER 92,504 - GRAF, EDWARD W TEACHER 90,438 - GRAHAM, PAM D HR CONSULTANT - TEMP 86,750 2,811 GRANT, JULIE TEACHER 99,499 - GRANT, SARAH ADMINISTRATIVE OFFICER 108,849 - GRAW, CASEY TEACHER 81,348 327 GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -	GORBATUK, CARISSA	TEACHER	80,883	37
GOYER, ISABELLE M TEACHER 92,132 13 GRAATEN, LARA TEACHER 92,504 - GRAF, EDWARD W TEACHER 90,438 - GRAHAM, PAM D HR CONSULTANT - TEMP 86,750 2,811 GRANT, JULIE TEACHER 99,499 - GRANT, SARAH ADMINISTRATIVE OFFICER 108,849 - GRAW, CASEY TEACHER 81,348 327 GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -	GOSSETT-JACKSON, MATTHEW	TEACHER	75,094	-
GRAATEN, LARA TEACHER 92,504 - GRAF, EDWARD W TEACHER 90,438 - GRAHAM, PAM D HR CONSULTANT - TEMP 86,750 2,811 GRANT, JULIE TEACHER 99,499 - GRANT, SARAH ADMINISTRATIVE OFFICER 108,849 - GRAW, CASEY TEACHER 81,348 327 GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -	GOWAN-SMITH, ROBERT S	CO-ORD 12 MONTH	98,784	4,460
GRAF, EDWARD W TEACHER 90,438 - GRAHAM, PAM D HR CONSULTANT - TEMP 86,750 2,811 GRANT, JULIE TEACHER 99,499 - GRANT, SARAH ADMINISTRATIVE OFFICER 108,849 - GRAW, CASEY TEACHER 81,348 327 GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -	GOYER, ISABELLE M	TEACHER	92,132	13
GRAHAM, PAM D HR CONSULTANT - TEMP 86,750 2,811 GRANT, JULIE TEACHER 99,499 - GRANT, SARAH ADMINISTRATIVE OFFICER 108,849 - GRAW, CASEY TEACHER 81,348 327 GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -	GRAATEN, LARA	TEACHER	92,504	-
GRANT, JULIE TEACHER 99,499 - GRANT, SARAH ADMINISTRATIVE OFFICER 108,849 - GRAW, CASEY TEACHER 81,348 327 GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -	GRAF, EDWARD W	TEACHER	90,438	-
GRANT, SARAH ADMINISTRATIVE OFFICER 108,849 - GRAW, CASEY TEACHER 81,348 327 GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -	GRAHAM, PAM D	HR CONSULTANT - TEMP	86,750	2,811
GRAW, CASEY TEACHER 81,348 327 GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -	GRANT, JULIE	TEACHER	99,499	-
GRAY, MICHAEL D DEPT HEAD MINOR 1-1 101,236 -	GRANT, SARAH	ADMINISTRATIVE OFFICER	108,849	-
	GRAW, CASEY	TEACHER	81,348	327
GREEN, JOELLE L TEACHER 91,011 -	GRAY, MICHAEL D	DEPT HEAD MINOR 1-1	101,236	-
	GREEN, JOELLE L	TEACHER	91,011	-

		TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
GREEN, JUSTIN R	TEACHER	101,417	-
GREENWAY, RUSSELL	TEACHER	92,643	-
GREENWOOD, KIMBERLEY	TEACHER	77,585	63
GRIFFIN, ROBERT D	GENERAL FOREMAN	79,157	470
GRIGOLETTO, NEIL	TEACHER	91,005	-
GRIMMER, MONIQUE	TEACHER	82,787	-
GUEULETTE, SUSAN K	TEACHER	101,664	200
GURR, KATHY LYNN	TEACHER	91,443	-
GUSTAFSON, KATE L	DEPT HEAD MAJOR 1-1	105,451	-
GVOJICH, SHELLEY L	ADMINISTRATIVE OFFICER	116,681	1,394
HAACK, CINDY LEAH	ADMINISTRATIVE OFFICER	135,680	-
HACKWOOD, BRIAN	ASS'T DIRECTOR PLANNING & OPERATIONS	118,266	1,283
HAGEN, TARA-LYN	TEACHER	80,671	44
HALFYARD, GREGG	ADMINISTRATIVE OFFICER	130,167	26
HALL, KATHLEEN	TEACHER	96,904	-
HAMBLETT, JOHN WILLIAM	TEACHER	84,096	-
HANCOCK, BRETT M	ADMINISTRATIVE OFFICER	151,041	1,146
HANOWSKI, JESSICCA LYNN	TEACHER	88,857	-
HARDY, JACOB	DEPT HEAD MAJOR 1-1	85,430	-
HARMS, JENNIFER	TEACHER	92,700	50
HARQUAIL, SANDRA	TEACHER	75,666	19
HART, KIM	ADMINISTRATIVE OFFICER	132,491	445
HART, RICHARD NEIL	TEACHER	87,202	1,077
HARTIG, DIANNA M	TEACHER	99,400	-
HARVEY, BRUCE	TEACHER	92,224	_ *
HARVEY, TANYA	TEACHER	84,293	_
HASENAUER, JEFF	ADMINISTRATIVE OFFICER	132,491	77
HE, TAO	SYS ANALYST/PRGMR+MKT ADJ	77,437	-
HEBERT, DEBBIE L	TEACHER	96,579	_
HENDERSON, VICKI	DEPT HEAD MAJOR 1-2	103,559	_
HEPPLES, JANE L	TEACHER	92,723	56
	TEACHER	81,643	-
HICKS, TARA L			
HILL, COURTNEY L	ADMINISTRATIVE OFFICER	99,292	1,492
HILLAND, APRIL	TEACHER	93,074	200
HILLBRECHT, DEBORAH	TEACHER IN CHARGE 1.2	101,748	469
HOCKER, CHARLES R	TEACHER IN CHARGE 1-2	99,592	200
HOFFMAN, MARY JO	TEACHER	106,937	72
HOLDOM, DAWN	TEACHER	86,199	-
HOLLMAN, CHRISTINA	TEACHER	87,280	-
HOLMBERG, STEVEN J	TEACHER	101,749	-
HOLME, JENNIFER	TEACHER	92,723	13
HOLMES, MARYLEE	TEACHER	94,250	-
HOOPER, KEVIN L	TEACHER	101,748	-
HOOPER, TERESA	TEACHER	101,748	-
HOOYBERG, TERRA	TEACHER	101,111	-
HORNBY, LANCE	TEACHER	91,495	-
HORNCASTLE, CRAIG R	DEPT HEAD MAJOR 1-2	85,419	-
HOVEY, SANDRA LEE	TEACHER	92,569	-
HUGGINS, BREIGH A	TEACHER	99,168	94
HUNEAULT, RODNEY	TEACHER	101,595	-

		TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
LILITCHING DODERT D	A DAMINICTO ATIVE OFFICED	147 200	20.200 *
HUTCHINS, ROBERT R	ADMINISTRATIVE OFFICER	147,200	29,309 *
HUYNH, CHANTELLE	TEACHER	99,096	-
INGALLS, MICHAEL	ADMINISTRATIVE OFFICER	129,000	-
INGLIS, KELLY	TEACHER	106,882	205
INSCHO, JEREMY	TEACHER	106,877	158
IRVING, MICHAEL	TEACHER	101,690	141
IRVING, RUTH	TEACHER	101,660	-
ISAACHSEN, GENEVIEVE	TEACHER	91,036	-
ISABEL, CINDY	TEACHER	99,377	-
JACK, TAMMY HELEN	TEACHER	91,530	-
JACKSON, CRAIG	TEACHER	99,401	-
JACOBS, LAURA	TEACHER IN CHARGE 1-1	92,112	14
JAMES, CLARE	TEACHER	85,088	-
JAMES, MICHELLE R	DEPT HEAD MAJOR 1-1	105,416	-
JAMIESON, NICOLE	TEACHER	92,723	-
JAMONT, STERLING	TEACHER	101,705	135
JANZEN, NICK	DEPT HEAD MAJOR 1-1	86,732	-
JENSEN, DIANE	TEACHER	92,671	-
JOBE, CHAD W	COORD LEVEL 2-1	98,373	129
JOHN, BONEY	SENIOR MANAGER IT	104,616	1,527
JOHNSON, CHARLENE	TEACHER	92,777	-
JOHNSON, GLENN ALLEN	TEACHER	92,717	616
JOHNSON, KYLA	TEACHER	86,088	-
JOHNSON, LEAH M	TEACHER	101,417	131
JOHNSON, LORNE CHRISTOPHE	TEACHER	96,117	-
JOHNSON, WILLIAM ROBERT	TEACHER	92,776	-
JOHNSTON, SHAWN	EXECUTIVE DIRECTOR OF HR	151,954	7,052
JONES, ELLIOT	TEACHER	81,076	36
JONES, JENNIFER L	TEACHER	92,470	-
JONES, KEITH	TEACHER	100,581	1,112
JONES, SHANNON M	TEACHER	99,128	-
JONES, VERNA	TEACHER	87,301	-
JORDAN, JUDY	TEACHER	92,588	-
KAMSTEEG, MARK	TEACHER	92,824	-
KANACHOWSKI, TAMARA	TEACHER	99,070	-
KANHOFFEN, KITTY	TEACHER	83,521	305
KARPUIK, WENDY Y	TEACHER	92,534	-
KEEN, NOREEN	TEACHER	101,680	-
KEENLEYSIDE, DEBORAH	TEACHER	92,700	-
KEITH, SHAUNA JOY	TEACHER	101,442	-
KELLY, JANE M.	BUDGET MANAGER	104,370	-
KELLY, QUINCY	TEACHER	101,753	-
KEMP, ELENA	COORD LEVEL 2-1	78,788	1,315
KEMP, KARI	TEACHER	83,058	-
KENNEDY, MICHELLE JEANETTE	TEACHER	101,721	-
KENNING, LOUISE ELAINE	TEACHER	83,791	19
KIATIPIS, AMANDA	TEACHER	100,865	27
KING, ALEX	TEACHER	76,774	200
KING, ALISTAIR	DEPT HEAD MAJOR 1-1	81,255	740
KING, LAURA	ADMINISTRATIVE OFFICER	134,249	-
	. Similario (17) Con Ticell	137,273	

		TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
KINGSBURY, PAUL H	MANAGER OF OPERATIONS	97,979	2,458
KLAN, PAUL A	TEACHER	80,612	-
KLOPPENBURG, JEAN M	TEACHER	101,535	11
KNEZEVICH, KAITLYN	TEACHER	92,377	200
KNIGHT, DALLAS R	TEACHER	99,128	-
KNOX, HOLLY H	DEPT HEAD MAJOR 1-2	93,409	48
KOHLI, GLENDA	TEACHER	90,149	-
KOHLRUSS, BRENDA	TEACHER	100,873	129
KONST, DAVID	TEACHER	99,343	37
KOTAI, DAVID	TEACHER	93,172	35
KRAEKER, THERESA	ADMINISTRATIVE OFFICER	139,513	184
KRAFT, MICHELE	TEACHER	92,570	-
KRAUSE, LINDA	TEACHER	91,571	_
KRISTIANSEN, MELISSA K	TEACHER	101,503	_
KROEGER-ANDERSON, AMANDA	TEACHER	99,460	_
		92,672	-
KUKTA, JULIA A	TEACHER		-
KUZMINSKI, MATTHEW	TEACHER	100,893	-
LA BOUNTY, CURTIS E	TEACHER	100,833	-
LA BOUNTY, M. SOFIA	TEACHER	101,458	-
LAFLEUR, DENISE G	TEACHER	92,775	242
LAFOREST, ADAM STUART	TEACHER	92,753	113
LAFOREST, ELIZABETH EUDORA	TEACHER	88,442	-
LAJ, ANDREA N	TEACHER	101,893	66
LAMBERT, DEBORAH	TEACHER	90,957	-
LARSEN, DONNA M	TEACHER	92,743	-
LARSEN, KARL R	TEACHER	92,753	-
LARSSON, JODI	TEACHER	91,640	-
LATOUR, SUSAN	TEACHER	92,668	-
LAVERY, ALANA LYNN	ADMINISTRATIVE OFFICER	122,386	-
LAVOIE, ISABELLE	COORD LEVEL 2-1	85,449	852
LAZAROFF, WESLEY	TEACHER	101,052	-
LEBANS, TANYA	TEACHER	101,230	1,357
LECHTHALER, TAUNYA	TEACHER	101,723	-
LEDINGHAM, GRACE	TEACHER	92,340	392
LEMOINE, JANELLE	TEACHER	87,417	36
LEMON, ANDREW C	TEACHER	81,397	-
LENNOX, BRIAN	TEACHER	101,664	109
LENZ, DEBORAH LYNNE	TEACHER	92,724	-
LEONG, KIMBERLEY	TEACHER	101,808	-
LETHAM, MARINA L	TEACHER	98,539	-
LETOURNEAU, CRAIG	TEACHER	101,723	1,581
LETOURNEAU, KRISTINE	TEACHER	102,053	158
LETWIN, KIM E	TEACHER	99,377	-
LEVEQUE, SARAH	TEACHER	90,644	-
LEVINE, CHERYL A	TEACHER	92,645	37
LEWIS, NICOLE	TEACHER	76,362	-
LIMBERIS, ANGELA	TEACHER	85,607	-
LINN, CRYSTAL R	TEACHER	86,417	-
LLOYD, NANCY	TEACHER	83,248	200
LONSDALE, ERIN LYNNE	TEACHER	76,870	1,805

		TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
LONSDALE, KATIE	TEACHER	76,893	-
LOOS, KATHERINE	TEACHER	100,020	-
LOSELL, JENNIFER	TEACHER	96,500	-
LOUGHLIN, SHANNON	DEPT HEAD MAJOR 1-1	105,477	847
LOUIS, MELINDA WAI YUN	TEACHER	76,137	-
LOUWERS, ROBERT	TEACHER	101,664	-
LOVSTAD, LAUREL R	TEACHER	90,743	-
LOWE, KYLIE RIANNE	DIR OF FIN-ACCOUNTING/FIN REP	121,089	5,863
LOWRENCE, SEAN R	TEACHER	83,976	-
LOWRY, ADAM J	TEACHER	91,713	-
LOWRY, SARAH J	DEPT HEAD MINOR 1-1	75,614	-
LUM, KIRKLAN	TEACHER	101,783	-
LUNDINE, MICHAEL P	ADMINISTRATIVE OFFICER	143,361	-
LUPICHUK, JENNIFER	TEACHER	92,087	-
LUVISOTTO, CARMELLA	TEACHER	92,700	-
LYNCH, JAMES	COORD LEVEL 2-1	83,829	9,029
LYONS, HEATHER	TEACHER	101,476	- -
MACDONALD, CAROL	TEACHER	92,700	-
MACK, CHRISTOPHER	TEACHER	101,750	75
MACK, DAVID JOHN	DEPT HEAD MAJOR 1-2	104,669	39
MACK, TANYA	TEACHER	100,907	-
MACLENNAN, RICHARD JAMES	GENERAL FOREMAN LEVEL 13	85,742	2,563
MAHMOUD, MOYASSER	TEACHER	83,010	-
MALENICA, ZVONKO	TEACHER	92,362	_
MALTHOUSE, ALICE MARY	TEACHER	89,498	_
MANN, KRISTINA L.	HR MANAGER	87,704	553
MARK, CAREY	TEACHER	100,733	32
MARK, JUSTIN	ADMINISTRATIVE OFFICER	147,200	-
MARQUIS, CAITLIN	TEACHER	83,728	17
MARREN, KATHLEEN A	ADMINISTRATIVE OFFICER	114,681	939
MARRIOTT, SAMANTHA B	TEACHER	75,029	-
MARSHALL, GRANT T	TEACHER	81,621	_
MARSHALL, HEATHER	TEACHER	99,318	-
MARSHALL, LISA	COORD LEVEL 2-1	97,860	205
MARSHALL, SARAH	COORD LEVEL 2-1	108,555	1,205
MARTIN, TERESA M	TEACHER	100,993	1,203
MARTINEAU, VALERIE	TEACHER	92,056	_
		132,491	-
MARUSIC, STACY	ADMINISTRATIVE OFFICER	·	21
MASSEY, LOUISE C	TEACHER	101,734	21
MATTE DAVID	TEACHER	92,518	-
MATTIE ME KARENI	TEACHER	91,638	
MATTHEWS, KAREN L	MANAGER ADMINISTRATIVE SERVICE	99,159	4,975
MCADAMS, JENNIFER	TEACHER	92,752	68
MCBRIDE, KERRY	TEACHER	99,841	-
MCCARNEY, MIKE	TEACHER	82,485	-
MCCLINTON, ADAM	TEACHER	99,548	-
MCCONNIE, TARA A	TEACHER	75,995	-
MCDONALD, KRISTEN M	TEACHER	81,335	-
MCDONALD, LINDA	TEACHER	101,358	-
MCDOUGAL, KELLI T	TEACHER	83,067	-

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH) Statement of Financial Information (SOFI)

Fiscal Year Ended June 30, 2023

	POSITION AT JUNE 30, 2023	TOTAL REMUNERATION	TOTAL EXPENSES
MCGEACHY, GORDON	TEACHER	92,723	-
MCGONIGLE, DIANE	ADMINISTRATIVE OFFICER	146,503	8,179
MCINTYRE, TREVOR C	COORD LEVEL 2-1	104,594	697
MCKIBBON, MARYAH	DEPT HEAD MAJOR 1-1	103,130	-
MCLENNAN, MARIE-CLAUDE	TEACHER	90,289	-
MCMULLEN-NOSEWORTHY, CHRISTIE	TEACHER IN CHARGE 1-2	93,168	-
MCRAE, NICOLE	DEPT HEAD MAJOR 1-2	102,699	761
MCRAE, SHANNON	TEACHER	89,464	38
MCWHINNIE, HEIDI	DEPT HEAD MAJOR 1-2	104,047	969
MCWHINNIE, WILLIAM F	DEPT HEAD MAJOR 1-2	103,894	200
MEIER, KATHERINE E	TEACHER	79,139	-
MEMBERY, RONALD	TEACHER	92,644	-
MERCHANT, ZEYAD	DIRECTOR OF INFO TECHNOLOGY	137,794	3,923
METHERAL, PATRICIA D	TEACHER	101,748	30
MICHALOPOULOS, ROBERT JOHN	TEACHER	89,581	-
MIDDLETON, RUSS A	TEACHER IN CHARGE 1-2	102,150	-
MIDGLEY, MELANIE D	TEACHER	100,914	13
MIKULIN, JEFF	DEPT HEAD MAJOR 1-2	95,073	119
MILLHOFF, COURTNEY L	TEACHER	98,645	712
MILLIGAN, ANGELA	TEACHER	79,522	-
MIRAU, TERI M	TEACHER	79,296	35
MISCAVISH, THEA A	COORD LEVEL 2-1	98,178	170
MITCHELL, GITANJALI	TEACHER IN CHARGE 1-1	104,844	170
MITCHELL, KATIE S	TEACHER	79,911	-
MITCHELL, KELLIE	TEACHER	80,872	1,063
MITCHELL, PAUL K	TEACHER	90,932	-
MORRIS, SANDRA J	TEACHER	91,761	2,406
MOSLIN, NORA	TEACHER	101,307	21
MOTLEY, SCOTT	TEACHER	91,659	-
MOULD, JANELLE	TEACHER IN CHARGE 1-1	103,011	-
MOUNTAIN, PATRICIA S	TEACHER	101,065	847
MOWAT, TRACY	TRANSPORTATION SUPERVISOR	103,530	2,638
MOYNIHAN, MICHAEL T	TEACHER	101,891	-
MUIR, VALERIE	TEACHER	99,381	-
MURDOCH, KERRY	TEACHER	92,872	-
MURDOCH, LINDA L	TEACHER	100,707	1,648
MURRAY, MATTHEW	TEACHER	89,819	2,201
MURRAY, TRACEY	TEACHER	90,395	-
NAGRA, JATINDER	TEACHER	85,168	-
NEAVE, RACHELLE E	TEACHER	81,435	-
NEEDHAM, KIM	ADMINISTRATIVE OFFICER	125,755	-
NELSON, DAVID	TEACHER	101,749	2,299
NELSON, JANET	DEPT HEAD MINOR 1-1	94,587	39
NELSON, MELITTA C	MGR OF FINANCE-STUDENT DATA	98,356	-
NEUMANN, GARRICK	TEACHER	92,753	-
NEWMAN, STACEY L	TEACHER	83,798	-
NEWTON, CHRIS	TEACHER	77,613	-
NICKS, DALE	TEACHER	101,664	-
NIELSEN, JANELLE	TEACHER	97,549	-
NIELSEN, WENDY	TEACHER	98,846	-
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	тотл		TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
NIXON, PAUL	TEACHER	97,126	_
NOBLE, JOHN	TEACHER	89,548	_
NOLD, RYAN V	TEACHER	92,700	_
NOLD, VICTORIA	TEACHER	92,700	_
NOON, MONICA K E	TEACHER	100,055	_
	TEACHER	99,402	35
NORCUTT, MELANIE	ADMINISTRATIVE OFFICER	108,703	
NORGAN, TRINA		·	3,657
NOVOTNY, GABRIELA	TEACHER	98,569	-
O'CONNELL, DANIEL R	TEACHER IN CHARGE 1.1	96,330	-
O'HARA, CLINTON D	TEACHER IN CHARGE 1-1	102,050	-
ODYNSKI, HOLLY	TEACHER	88,468	-
OLDHAM, CATHERINE G	DEPT HEAD MAJOR 1-2	103,557	52
OLIVEIRA, KARINA V V	TEACHER	92,915	-
OLSEN, BLAKE W	TEACHER	99,022	-
OLSEN-LEAF, HOLLY	TEACHER	92,186	-
OLSON, QUINN	ADMINISTRATIVE OFFICER	105,710	3,104
ORTON, ELISA	TEACHER	101,029	-
ORTON, RYAN	DEPT HEAD MINOR 1-1	103,584	1,006
OSSA, MARCELO	TEACHER	92,394	508
OTTENBREIT, JENNIFER	TEACHER	83,184	-
PAISLEY, MARISA	TEACHER	100,770	-
PAKOSZ, MARTIN	TEACHER	101,723	-
PAKULAK, SHANNON M	TEACHER	92,261	-
PALMER, KAELAN L	TEACHER	83,213	-
PARADIS, CAMILLE S	TEACHER	98,794	-
PARK, CAMERON	TEACHER	91,775	833
PARMAR, NICOLE	TEACHER	92,780	-
PASCOE, JAMES W	ADMINISTRATIVE OFFICER	132,491	152
PATERSON, GREG	MANAGER OF MAINTENANCE DEPT	104,272	1,462
PATERSON, OWEN	TEACHER	100,772	- -
PATTERN-REGIER, JENNIFER	COORD LEVEL 2-1	97,921	1,832
PAUGH, CHRISTOPHER	ADMINISTRATIVE OFFICER	123,651	-
PAYNE, KELLY	ADMINISTRATIVE OFFICER	130,365	-
PAZIUK, LEAH	TEACHER	98,955	-
PEACE, TANYA M	TEACHER	99,781	-
PEDERSEN, TINA	TEACHER	94,381	-
PEFFERS, RORY B	TEACHER	101,620	270
PENNER, NATASHA UNNI	MGR OF FNCE - ACCT & CASH MGMT	98,356	3,640
PEPLER, KIMBERLY M	TEACHER	101,717	-
PERKINS, DONALD GEORGE	TEACHER	101,664	_
PERRIER-EVELY, CHRISTOPHER	TEACHER	103,788	42
PETTIT, G. KATHLEEN	TEACHER	101,664	-
PHELAN, NICOLE T	TEACHER	96,906	_
•	TEACHER		_
PHILLIPS, WENDY		91,254	-
PINDER, PAMELA MARLENE	TEACHER	92,129	-
PINKERTON, NEIL A	TEACHER	83,063	-
PITRE, ROXANE	TEACHER	79,429	-
POULIN, COURTNEY J	TEACHER	85,164	-
POULIN, FABIAN	TEACHER	100,546	-
POULIN, JACQUELINE	ADMINISTRATIVE OFFICER	167,572	15,504

		TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
			_
POWELL, CHRISTOPHER W	ELECTRICIAN	75,505	406
POYNER, OLGA	COORD LEVEL 2-1	106,037	205
PREFONTAINE, LOUISE	TEACHER	92,723	-
PRESTON, TRAVIS	TEACHER	92,723	-
PRICE, KELSEY A	TEACHER	95,738	36
PROCTOR, NATASCHA	TEACHER	101,689	-
PRONK, MELANIE G	DEPT HEAD MAJOR 1-2	78,264	-
PUSKA, PAMELA	TEACHER	99,461	-
PYE, DURWIN	TEACHER	89,623	47
PYNE, JOANNE	TEACHER	99,319	222
QUEZADA, SHERILENE MARIE	TEACHER	101,723	-
QUIGG, NICOLE RENEE	TEACHER	92,700	-
QUISTBERG, ALEXIS L	COORD LEVEL 2-1	104,570	966
RACZ, HEATHER C	TEACHER	92,671	-
RADIGAN, MARGARET	TEACHER	92,055	-
RADU, TIA A	TEACHER	98,330	-
RADUTA, MIRELA	TEACHER	100,522	_
RANGER, SCOTT N	TEACHER	84,327	_
RATZLAFF, LORNE	TEACHER	99,402	26
RECEVEAUX, CAROLE	TEACHER	103,317	-
REID, AERON M	TEACHER	83,846	_
RENNEBERG, CHRISTINA M	TEACHER	103,138	390
REYNOLDS, JANE E	ADMINISTRATIVE OFFICER	151,041	956
REYNOLDS, TAMMY	TEACHER	81,475	-
RICHARDSON, LEIGH MARY	TEACHER	81,083	_
RICHARDSON, LOA E	TEACHER	101,748	_
RILEY, DARCEY	TEACHER	92,033	_
RINALD, DONALD MILES	TEACHER	92,144	
ROBERTS, LAURA MARGARET	ADMINISTRATIVE OFFICER	151,041	_
ROBERTSON, ALODIE T	TEACHER	98,847	132
ROBERTSON, D. MARK	TEACHER IN CHARGE 1-1	103,735	-
ROBERTSON, FIONA MARGARET	TEACHER IN CHARGE 1-1	81,296	_
ROBERTSON, SCOTT	DEPT HEAD MAJOR 1-2	100,513	1,944
ROBERTSON, WENDY	TEACHER	89,741	1,344
ROBINSON, JENNIFER M	ADMINISTRATIVE OFFICER	133,075	_
ROBINSON, LISA	ADMINISTRATIVE OFFICER	147,200	639
RODGERS, DARYL	DEPT HEAD MINOR 1-1	99,156	607
RODGERS, LISA JOY	TEACHER	92,722	007
ROGERS, RYLAN	TEACHER	78,794	-
ROKEBY, LISA	TEACHER	92,294	420
ROLLS, MATTHEW	TEACHER	99,402	420
	TEACHER	•	-
ROSENAU, J MARK ROSENAU, TAMARA LEA	TEACHER	99,377 92,700	-
ROUNIS, LENE DAWN	TEACHER	101,781	-
ROY, CHANTELLE A			-
,	TEACHER	101,748	-
ROYLE, KYLA	TEACHER	85,491 80,071	-
RUNDEL, DEBORAH ANNE	TEACHER	89,971	-
RUSSELL, KATHLEEN MAE	ADMINISTRATIVE OFFICER	142,809	-
RUSSELL, TRACEY J	TEACHER	90,090	-
RUTHERFORD, KYLIE	TEACHER	99,459	-

		TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
RYAN, ALANA L	TEACHER	85,472	14
RYAN, CAITLIN B	TEACHER	102,836	261
RYYNANEN, BETH P	TEACHER	92,723	126
SABO, PETER	EXEC DIRECTOR PLANNING & OPERATIONS	163,988	4,389
SANFORD, LEANNE IRENE	TEACHER	101,748	-
SAVAGE, TRACY	TEACHER	92,087	_
SAYWELL, SCOTT BRADLEY	SUPT./CHIEF EXEC.OFFICER	249,725	24,651
SCHAFFER, JONATHAN L	TEACHER	86,676	200
SCHAUB, CHRISTOPH	TEACHER	80,524	-
SCHLITZ, RAYMOND T	TEACHER	91,476	_
SCHLITZ, SUSAN	TEACHER	91,476	_
SCHMIDT, JENNIFER L	TEACHER	96,688	_
SCHOLEFIELD, ERIN A	TEACHER	81,481	_
SCHULTZ, JEFFREY	TEACHER	101,748	_
SCOTT, JANICE LYNN	TEACHER	92,394	27
SERENIUS, LENA K	TEACHER	83,568	-
SERTIC, ANDJELKO	TEACHER	101,723	71
SERTIC, TANIA V	TEACHER	98,457	-
SHAHI, JASKARN	TEACHER	92,777	_
SHAHI, SANDRA	TEACHER	101,748	_
SHAHI, SHAWN	ADMINISTRATIVE OFFICER	132,491	142
SHANNON, LEEANN M	TEACHER	85,009	189
SHAW, LINDEN	TEACHER	101,765	-
SHEEHAN, NANCY E	TEACHER	101,575	_
SHELTON, HOLLY ANNE	TEACHER	92,141	_
SIEBEN, ROBERT J	TEACHER	77,568	_
SILICKAS, NIKA	TEACHER	100,734	41
SILVERTON, KIALA R	TEACHER	101,783	-
SIMMER, MEGAN	TEACHER	100,896	71
SIMONEAU, CATHERINE R	TEACHER	81,406	-
SINGBEIL, KRISTIN L	TEACHER	101,783	_
SKARBO, JAIME	TEACHER	92,722	_
SKILL, LEIANNE	TEACHER	99,343	_
SKLAPSKY, TAYA	TEACHER	84,827	_
SLATER, ANNA E	ADMINISTRATIVE OFFICER	97,880	_
SLATER, JEREMY	TEACHER	101,808	473
SLED, PAULA A	EA TO ASST SUPERINTENDENTS	77,693	3,504
SMITH, CHRISTINA LYN	TEACHER	80,873	-
SMITH, DENISE F	TEACHER	85,399	_
SMITH, JASON R.D.	TEACHER	87,716	_
SMITH, JOEL PAUL	TEACHER	98,185	2,724
SMITH, JOSEPH	TEACHER	99,344	-,, -
SMITH, KENDRA	TEACHER	101,724	_
SMITH, MICHELLE	TEACHER	106,646	15
SMITH, SIGAL C	TEACHER	91,854	27
SNEDDON, SHONA	ADMINISTRATIVE OFFICER	143,361	-
SNOWDEN, DEREK W.C.	ADMINISTRATIVE OFFICER	143,361	143
SOKOLOSKI, MICHELLE	TEACHER	99,459	993
SORENSEN, NATALIE	TEACHER	102,736	-
SORENSEN, SEAN	SYSTEM/SUPPORT SPECIALIST	77,805	205
JOILINGER, JEAN	SISTEM/SOLI ONI SI ECIMEISI	17,003	203

SOUCY, FRANCE TEACHER 101,664 - SOUCY, LOUISE-ANDREE TEACHER 101,664 - SPENCE, ULRIKA TEACHER 101,555 - SPENCER, COLLEEN N TEACHER 79,160 950 SPENCER, CERT TEACHER 79,360 950 SPENCER, PETER TEACHER 100,748 619 SPILLMAN, JOSEPH W TEACHER 79,930 2,511 SPRINIGFORD, ERIN L TEACHER 79,930 2,511 SPRINIGORD, ERIN L TEACHER 79,930 2,511 SPRI, SONNIE MANAGER HEALTH & WELLNESS 93,182 83 STACKY, ROBERT BRADLEY GENERAL FOREMAN 83,112 232 STACKY, ROBERT BRADLEY GENERAL FOREMAN 83,112 232 STEEL, GEOFFREY ADMINISTRATIVE OFFICER 157,916 12,745 STEEL, GEOFFREY ADMINISTRATIVE OFFICER 157,916 12,745 STEVENSON, NOBERT EIR TEACHER 100,748 75 STEVEL, RERNI ADMINISTRATIVE OFFICER 141,154			TOTAL	TOTAL
SOUCY, LOUISE-ANDRE TEACHER 92,724 - SPENCER, CULIRINA TEACHER 92,724 - SPENCER, COLLIERN TEACHER 79,500 950 SPENCER, COLLIERN TEACHER 101,748 619 SPELLEAN, JOSEPH W TEACHER 79,930 2,511 SPRILINGRO, DERIN L TEACHER 78,977 - SPRIL, SPRINGFORD, ERIN L TEACHER 78,977 - SPRI, SPRINGROER MANAGER HEALTH & WELLINESS 93,182 383 ST-ARNARD, EVELYNE E TEACHER 92,436 - STACEY, ROBERT BRADLEY GENERAL FOREMAN 83,112 326 STACKEY, ROBERT BRADLEY GENERAL FOREMAN 83,112 326 STELLE, EGOFFREY ADMINISTRATIVE OFFICER 151,041 7,75 STELLE, EGOFFREY ADMINISTRATIVE OFFICER 151,041 7,75 STELL, TEARY TEACHER 98,165 - STELLE, TEARY TEACHER 101,148 75 STELLE, TEARY ADMINISTRATIVE OFFICER 101,748		POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
SOUCY, LOUISE-ANDRE TEACHER 92,724 - SPENCER, CULIRINA TEACHER 92,724 - SPENCER, COLLIERN TEACHER 79,500 950 SPENCER, COLLIERN TEACHER 101,748 619 SPELLEAN, JOSEPH W TEACHER 79,930 2,511 SPRILINGRO, DERIN L TEACHER 78,977 - SPRIL, SPRINGFORD, ERIN L TEACHER 78,977 - SPRI, SPRINGROER MANAGER HEALTH & WELLINESS 93,182 383 ST-ARNARD, EVELYNE E TEACHER 92,436 - STACEY, ROBERT BRADLEY GENERAL FOREMAN 83,112 326 STACKEY, ROBERT BRADLEY GENERAL FOREMAN 83,112 326 STELLE, EGOFFREY ADMINISTRATIVE OFFICER 151,041 7,75 STELLE, EGOFFREY ADMINISTRATIVE OFFICER 151,041 7,75 STELL, TEARY TEACHER 98,165 - STELLE, TEARY TEACHER 101,148 75 STELLE, TEARY ADMINISTRATIVE OFFICER 101,748	SOUCY, FRANCE	TEACHER	101.664	-
SPENCER, COLLER N TEACHER 79,160 950 SPENCER, COLLER N TEACHER 79,160 950 SPENCER, CETTR TEACHER 79,160 250 SPENLER, PETER TEACHER 79,930 2,511 SPILLANAN, JOSEPH W TEACHER 78,977 - SPRY, BONNIE MANAGER HEALTH & WELLINESS 33,182 833 STARNAUD, CYELVINE E TEACHER 20,436 - STARNAUD, CYELVINE E TEACHER 101,069 - STEACEY, ROBERT BRADLEY GENERAL FOREMAN 33,112 326 STANNAUD, CRESECCA TEACHER 101,069 - STELL, EEGRI ADMINISTRATIVE OFFICER 151,041 7,758 STELL, EERRY TEACHER 40,1154 15 STEVENSON, ROBERT E IR DEPT HEAD MINISTRATIVE OFFICER 141,154 15 STEVENSON, ROBERT E IR DEPT HEAD MINISTRATIVE OFFICER 141,154 15 STEWART, TAMARA TEACHER 79,566 - STEWART, TAMBRA TEACHER 79,566				_
SPENCER, PETER TEACHER 19,160 990 SPENCER, PETER TEACHER 10,1748 619 SPELLMAN, JOSEPH W TEACHER 79,930 2,511 SPRILMORI, JOSEPH W TEACHER 79,930 2,511 SPRIN, BONNIE MANAGER HEALTH & WELLNESS 31,822 83 STARNARD, EVELYNE E TEACHER 92,436 - STACKY, ROBERT BRADLEY GENERAL FOREMAN 83,112 326 STACKY, ROBERT BRADLEY GENERAL FOREMAN 83,112 326 STELL, KERR ADMINISTRATIVE OFFICER 151,041 7,758 STEEL, KERRI ADMINISTRATIVE OFFICER 157,916 12,745 STEELE, TERRY TEACHER 98,165 - STEVENSON, NATHAN TEACHER 101,748 75 STEVENSON, ROBERT E IR DEPT HEAD MINOR 1-1 96,252 180 STEWART, RACHEL TEACHER 91,652 - STEWART, RACHEL TEACHER 91,654 92 STOKES, MEGAN N TEACHER 11,069 92				_
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STEVENSON, NATHAN TEACHER 101,748 75 STEVENSON, ROBERT E JR DEPT HEAD MINOR 1-1 96,252 180 STEWART, RACHEL TEACHER 79,566 - STEWART, TAMARA TEACHER 98,694 92 STOKES, MEGAN N TEACHER 81,669 - STRONG, KARINA TEACHER 77,540 73 SUHR, NICOL R ADMINISTRATIVE OFFICER 131,981 - SULLIVAN, DOMINIQUE M TEACHER 93,721 - SULLIVAN, LONNY TEACHER 93,721 - SUNDE, LISA ADMINISTRATIVE OFFICER 101,466 441 SUTTON, TAUNIA ASSISTANT SECRETARY TREASURER 127,660 5,574 SWANSON, DANIELLE FRANCIS TEACHER 81,677 - TATI, LAURA DEPUTY SUPERINTENDENT 184,882 5,919 TAYLOR, HULIAR TEACHER 101,749 - TAYLOR, NATALIE TEACHER 101,722 - THOM, RAVINDER COORD LEVEL 2-1 93,946 2,128				
STEVENSON, ROBERT E JR DEPT HEAD MINOR 1-1 96,252 180 STEWART, RACHEL TEACHER 79,566 - STEWART, TAMARA TEACHER 98,694 92 STOKES, MEGAN N TEACHER 81,669 - STRONG, KARINA TEACHER 77,540 73 SUHR, NICOL R ADMINISTRATIVE OFFICER 131,981 - SULLIVAN, DOMINIQUE M TEACHER 93,721 - SULLIVAN, LONNY TEACHER 93,721 - SULLIVAN, LONNY TEACHER 98,459 - SUNTON, TAUNIA ASSISTANT SECRETARY TREASURER 101,466 441 SUTTON, TAUNIA ASSISTANT SECRETARY TREASURER 18,677 - TAIT, LAURA DEPUTY SUPERINTENDENT 184,882 5,919 TAYLOR, HUNG KHANH TEACHER 92,654 - TAYLOR, DEBBIE E TEACHER 92,394 - TAYLOR, NETACLEY RAE DEPT HEAD MINOR 1-1 101,721 2,964 TENORY, SULLIVAN DEPT HEAD MINOR 1-1 101,722 <td< td=""><td>•</td><td></td><td></td><td></td></td<>	•			
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TAYLOR, DEBBIE E TEACHER 101,749 - TAYLOR, NATALIE TEACHER 92,394 - TAYLOR, WILLIAM DEPT HEAD MINOR 1-1 101,721 2,964 TENEYCKE, TRACEY RAE DEPT HEAD MINOR 1-1 101,722 - THIND, RAJVINDER COORD LEVEL 2-1 98,946 2,128 THOM, JACOB TEACHER 80,298 - THOM, LISA M ADMINISTRATIVE OFFICER 129,123 26,869 * THOMAS, KRISTIN TEACHER 78,590 619 * THOMPSON, DANIEL JAMES ADMINISTRATIVE OFFICER 115,041 - THOMPSON, REBECCA TEACHER 92,447 - THOMPSON, SIERRA R TEACHER 79,119 - TISSINGTON, LYNN TEACHER 79,119 - TOHANA, GUY TEACHER 92,645 - TOLSMA, MELISSA TEACHER 101,664 1,077 TOMIYAMA, JOANNE TEACHER 100,228 - TOMKINS, MEGHAN LYNN TEACHER 89,181				5,919
TAYLOR, NATALIE TEACHER 92,394 - TAYLOR, WILLIAM DEPT HEAD MINOR 1-1 101,721 2,964 TENEYCKE, TRACEY RAE DEPT HEAD MINOR 1-1 101,722 - THIND, RAJVINDER COORD LEVEL 2-1 98,946 2,128 THOM, JACOB TEACHER 80,298 - THOM, LISA M ADMINISTRATIVE OFFICER 129,123 26,869 * THOMAS, KRISTIN TEACHER 78,590 619 * THOMPSON, DANIEL JAMES ADMINISTRATIVE OFFICER 115,041 - * THOMPSON, REBECCA TEACHER 92,447 - * <td< td=""><td></td><td></td><td></td><td>-</td></td<>				-
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THOM, JACOB TEACHER 80,298 - THOM, LISA M ADMINISTRATIVE OFFICER 129,123 26,869 * THOMAS, KRISTIN TEACHER 78,590 619 THOMPSON, DANIEL JAMES ADMINISTRATIVE OFFICER 115,041 - THOMPSON, REBECCA TEACHER 92,447 - THOMPSON, SIERRA R TEACHER 88,608 - THOMSON, HAMISH TEACHER 79,119 - TISSINGTON, LYNN TEACHER 101,664 1,077 TOHANA, GUY TEACHER 92,645 - TOLSMA, MELISSA TEACHER 101,689 15 TOMIYAMA, JOANNE TEACHER 100,228 - TOMKINS, MEGHAN LYNN TEACHER 89,181 - TOOLE, KIRSTEN MARIE DEPT HEAD MINOR 1-1 103,626 625 TRAVERS, DAVID ADMINISTRATIVE OFFICER 151,041 599 TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242				-
THOM, LISA M ADMINISTRATIVE OFFICER 129,123 26,869 * THOMAS, KRISTIN TEACHER 78,590 619 THOMPSON, DANIEL JAMES ADMINISTRATIVE OFFICER 115,041 - THOMPSON, REBECCA TEACHER 92,447 - THOMPSON, SIERRA R TEACHER 88,608 - THOMSON, HAMISH TEACHER 79,119 - TISSINGTON, LYNN TEACHER 101,664 1,077 TOHANA, GUY TEACHER 92,645 - TOLISMA, MELISSA TEACHER 101,689 15 TOMIYAMA, JOANNE TEACHER 100,228 - TOMKINS, MEGHAN LYNN TEACHER 89,181 - TOOLE, KIRSTEN MARIE DEPT HEAD MINOR 1-1 103,626 625 TRAVERS, DAVID ADMINISTRATIVE OFFICER 151,041 599 TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242				2,128
THOMAS, KRISTIN TEACHER 78,590 619 THOMPSON, DANIEL JAMES ADMINISTRATIVE OFFICER 115,041 - THOMPSON, REBECCA TEACHER 92,447 - THOMPSON, SIERRA R TEACHER 88,608 - THOMSON, HAMISH TEACHER 79,119 - TISSINGTON, LYNN TEACHER 101,664 1,077 TOHANA, GUY TEACHER 92,645 - TOLSMA, MELISSA TEACHER 92,645 - TOMIYAMA, JOANNE TEACHER 100,228 - TOMKINS, MEGHAN LYNN TEACHER 89,181 - TOOLE, KIRSTEN MARIE DEPT HEAD MINOR 1-1 103,626 625 TRAVERS, DAVID ADMINISTRATIVE OFFICER 151,041 599 TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242	THOM, JACOB	TEACHER		-
THOMPSON, DANIEL JAMES ADMINISTRATIVE OFFICER 115,041 - THOMPSON, REBECCA TEACHER 92,447 - THOMPSON, SIERRA R TEACHER 88,608 - THOMSON, HAMISH TEACHER 79,119 - TISSINGTON, LYNN TEACHER 101,664 1,077 TOHANA, GUY TEACHER 92,645 - TOLSMA, MELISSA TEACHER 101,689 15 TOMIYAMA, JOANNE TEACHER 100,228 - TOMKINS, MEGHAN LYNN TEACHER 89,181 - TOOLE, KIRSTEN MARIE DEPT HEAD MINOR 1-1 103,626 625 TRAVERS, DAVID ADMINISTRATIVE OFFICER 151,041 599 TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242	THOM, LISA M	ADMINISTRATIVE OFFICER	129,123	26,869 *
THOMPSON, REBECCA TEACHER 92,447 - THOMPSON, SIERRA R TEACHER 88,608 - THOMSON, HAMISH TEACHER 79,119 - TISSINGTON, LYNN TEACHER 101,664 1,077 TOHANA, GUY TEACHER 92,645 - TOLSMA, MELISSA TEACHER 101,689 15 TOMIYAMA, JOANNE TEACHER 100,228 - TOMKINS, MEGHAN LYNN TEACHER 89,181 - TOOLE, KIRSTEN MARIE DEPT HEAD MINOR 1-1 103,626 625 TRAVERS, DAVID ADMINISTRATIVE OFFICER 151,041 599 TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242	THOMAS, KRISTIN	TEACHER	78,590	619
THOMPSON, SIERRA R TEACHER 88,608 - THOMSON, HAMISH TEACHER 79,119 - TISSINGTON, LYNN TEACHER 101,664 1,077 TOHANA, GUY TEACHER 92,645 - TOLSMA, MELISSA TEACHER 101,689 15 TOMIYAMA, JOANNE TEACHER 100,228 - TOMKINS, MEGHAN LYNN TEACHER 89,181 - TOOLE, KIRSTEN MARIE DEPT HEAD MINOR 1-1 103,626 625 TRAVERS, DAVID ADMINISTRATIVE OFFICER 151,041 599 TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242		ADMINISTRATIVE OFFICER		-
THOMSON, HAMISH TEACHER 79,119 - TISSINGTON, LYNN TEACHER 101,664 1,077 TOHANA, GUY TEACHER 92,645 - TOLSMA, MELISSA TEACHER 101,689 15 TOMIYAMA, JOANNE TEACHER 100,228 - TOMKINS, MEGHAN LYNN TEACHER 89,181 - TOOLE, KIRSTEN MARIE DEPT HEAD MINOR 1-1 103,626 625 TRAVERS, DAVID ADMINISTRATIVE OFFICER 151,041 599 TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242	THOMPSON, REBECCA	TEACHER	92,447	-
TISSINGTON, LYNN TEACHER 101,664 1,077 TOHANA, GUY TEACHER 92,645 - TOLSMA, MELISSA TEACHER 101,689 15 TOMIYAMA, JOANNE TEACHER 100,228 - TOMKINS, MEGHAN LYNN TEACHER 89,181 - TOOLE, KIRSTEN MARIE DEPT HEAD MINOR 1-1 103,626 625 TRAVERS, DAVID ADMINISTRATIVE OFFICER 151,041 599 TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242	THOMPSON, SIERRA R	TEACHER	88,608	-
TOHANA, GUY TEACHER 92,645 - TOLSMA, MELISSA TEACHER 101,689 15 TOMIYAMA, JOANNE TEACHER 100,228 - TOMKINS, MEGHAN LYNN TEACHER 89,181 - TOOLE, KIRSTEN MARIE DEPT HEAD MINOR 1-1 103,626 625 TRAVERS, DAVID ADMINISTRATIVE OFFICER 151,041 599 TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242	THOMSON, HAMISH	TEACHER	79,119	-
TOLSMA, MELISSA TEACHER 101,689 15 TOMIYAMA, JOANNE TEACHER 100,228 - TOMKINS, MEGHAN LYNN TEACHER 89,181 - TOOLE, KIRSTEN MARIE DEPT HEAD MINOR 1-1 103,626 625 TRAVERS, DAVID ADMINISTRATIVE OFFICER 151,041 599 TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242	TISSINGTON, LYNN	TEACHER	101,664	1,077
TOMIYAMA, JOANNETEACHER100,228-TOMKINS, MEGHAN LYNNTEACHER89,181-TOOLE, KIRSTEN MARIEDEPT HEAD MINOR 1-1103,626625TRAVERS, DAVIDADMINISTRATIVE OFFICER151,041599TYCE, CLARICEDEPT HEAD MAJOR 1-1102,298242	TOHANA, GUY	TEACHER	92,645	-
TOMKINS, MEGHAN LYNNTEACHER89,181-TOOLE, KIRSTEN MARIEDEPT HEAD MINOR 1-1103,626625TRAVERS, DAVIDADMINISTRATIVE OFFICER151,041599TYCE, CLARICEDEPT HEAD MAJOR 1-1102,298242	TOLSMA, MELISSA	TEACHER	101,689	15
TOOLE, KIRSTEN MARIEDEPT HEAD MINOR 1-1103,626625TRAVERS, DAVIDADMINISTRATIVE OFFICER151,041599TYCE, CLARICEDEPT HEAD MAJOR 1-1102,298242	TOMIYAMA, JOANNE	TEACHER	100,228	-
TRAVERS, DAVID ADMINISTRATIVE OFFICER 151,041 599 TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242	TOMKINS, MEGHAN LYNN	TEACHER	89,181	-
TYCE, CLARICE DEPT HEAD MAJOR 1-1 102,298 242	TOOLE, KIRSTEN MARIE	DEPT HEAD MINOR 1-1	103,626	625
	TRAVERS, DAVID	ADMINISTRATIVE OFFICER	151,041	599
TYE, JUDITH TEACHER 101,688 -	TYCE, CLARICE	DEPT HEAD MAJOR 1-1	102,298	242
	TYE, JUDITH	TEACHER	101,688	-

TYSON, SARA ADELE VALADE, ARLEN VALLENTGOED, MELA	ADMINISTRATIVE OFFICER SR. MANAGER HEALTH & WELLNESS TEACHER	REMUNERATION 113,890 95,693	8,293
VALADE, ARLEN	SR. MANAGER HEALTH & WELLNESS		8,293
•		95.693	
VALLENTGOED, MELA	TEACHER	,	2,440
		101,781	258
VAN GROOTEL, LUDOVICUS BERTON	TEACHER	101,723	285
VAN HORNE, DAVID	TEACHER	101,415	29
VAN WIJK, DANIEL	TEACHER	101,808	-
VANSTONE, RICHARD	TEACHER	101,337	-
VARNER, NEIL P	TEACHER	101,748	-
VINCENT, DANIEL R	TEACHER	101,810	-
VIRAG, TAMAS	TEACHER	77,565	-
VIRTANEN, CYNTHIA	TEACHER	78,545	-
VIRTANEN, JEFF LEO	C.U.P.E. PRESIDENT	112,021	49
VOLK, SUZANNE A	TEACHER IN CHARGE 1-1	100,438	-
VOSSHANS, COLLEEN	TEACHER	99,224	-
WAGNER, JONATHAN	TEACHER	87,007	-
WALKER, KRISTINE	TEACHER	101,385	-
WALLIS, LESLIE A	TEACHER	92,680	-
WALSH, MARK V	SECRETARY-TREASURER	196,214	13,197
WALSH, SEAN	ADMINISTRATIVE OFFICER	135,666	2,063
WALSH, STEPHEN P	TEACHER	75,820	-
WALTERHOUSE, CHRISTINE A	TEACHER	101,689	2,916
WATFORD, LINDSEY	ADMINISTRATIVE OFFICER	125,755	8,448
WATSON, KIMBERLY	TEACHER	87,772	-
WEBB, JOSEFINA	TEACHER	92,669	526
WEDHOLM, NICOLE	TEACHER	91,984	50
WEI, PO-JU	DEPT HEAD MAJOR 1-1	105,049	48
WEIGHILL, SHAUN RICHARD	TEACHER IN CHARGE 1-1	94,096	-
WELLS, TYLER	TEACHER	77,539	-
WELLWOOD, ANDREA S	TEACHER	92,400	-
WELSH, LISA M	TEACHER	92,645	-
WESTAWAY, MARGARET O	ADMINISTRATIVE OFFICER	107,072	1,105
WETMORE, JOEL P	TEACHER	92,655	-
WHITE, RANDALL	TEACHER	105,327	-
WHITE, TRACY	TEACHER	92,699	-
WHITING, TANYA NICOL	ADMINISTRATIVE OFFICER	128,779	-
WICKS, CATHERINE ANN	TEACHER	90,576	-
WICKS, DONNA L	TEACHER	99,835	-
WIDSTEN, JANINE L	TEACHER	101,807	-
WIGHT, LORENA	TEACHER	92,415	-
WILCOX, TRINA L	TEACHER	100,017	3,003
WILFORD, KEVIN R	TEACHER	92,766	62
WILLIAMS, CARSON J	DEPT HEAD MAJOR 1-1	97,832	200
WILLIAMS, INGRID C	TEACHER	92,110	-
WILLIAMS, KATHERINE L	TEACHER	89,978	-
WILLIAMS, SHEILA	TEACHER	93,871	60
WILSON, ANTHONY	TEACHER	101,723	-
WILSON, JANICE K	TEACHER	100,998	150
WILSON, KAREN E	TEACHER	99,377	-
WINCHELL, LESLEY	TEACHER	101,137	-
WINDECKER, CURRIN K	TEACHER	91,840	-

Schedule of Remuneration and Expenses

		TOTAL	TOTAL
	POSITION AT JUNE 30, 2023	REMUNERATION	EXPENSES
WINTER, WILLIAM JESSE	TEACHER	92,777	-
WONG, JASON C	GENERAL FOREMAN	83,751	406
WOOD, CARIE	ADMINISTRATIVE OFFICER	143,361	100
WOOD, DENISE	TEACHER	101,686	-
WOOD, KIP	TEACHER	101,483	-
WOODCOCK, MELISSA	TEACHER	97,856	-
WORK, JENNIFER S	TEACHER	75,943	-
WORTH, MADELYN	TEACHER	80,137	922
WRIGHT, LESLEY D	TEACHER	98,151	-
YOUNG, COLETTE	ADMINISTRATIVE OFFICER	143,361	50
YU, JULIA	TEACHER	83,150	-
ZEEMAN, AUBREY	TEACHER	92,418	-
ZIEMANSKI, JENNA	TEACHER	76,136	2,100
ZIEMANSKI, REBECCA L	TEACHER	101,748	1,715
ZIMMER, MICHAEL L	TEACHER	89,005	-
ZOLOB, THERESA	TEACHER	100,805	-
ZUCCARO, MARY C	ENERGY MANAGER	103,529	3,384
ZUYDERVELT, NICOLETTE	TEACHER	92,699	200
TOTAL OF EMPLOYEES, WHOSE RE	EMUNERATION EXCEEDS \$75,000	77,979,163	438,077
TOTAL REMUNERATION TO EMPLOYEES PAID \$75,000 OR LESS		54,894,945	232,252
TOTAL REMUNERATION TO EMPLO	DYEES	132,874,108	670,329
TOTAL REMUNERATION TO ELECTED OFFICIALS		234,713	35,955
TOTAL REMUNERATION AND EXP	ENSES	133,108,821	706,284
EMPLOYER PORTION OF EI AND C	PP	7,909,129	-

^{*}Includes travel expenses for international student recruitment

Prepared as required by $\it Financial\ Information\ Regulation$, Schedule 1, Section 6

Statement of Severance

There were no severance agreements made between School District No.68 (Nanaimo-Ladysmith) and its non-unionized employees during fiscal year 2023.
Prepared as required by Financial Information Regulation, Schedule 1, subsection 6(7)

Schedule of Payments made for the Provision of Goods and Services

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
3P LEARNING CANADA LIMITED	33,884
ACCESSSMT HOLDINGS LTD.	97,928
ACCURATE SCREEN LTD.	52,858
AINSWORTH INC.	167,160
ALL CANADA MOVING INC.	42,525
ALL OUT FENCING INC.	43,470
ALLFIRE ACCESS PRO INC.	59,387
AMAZON	267,756
ANDREW SHERET LTD.	160,818
APPLE CANADA INC.	375,099
ARCHIE JOHNSTONE PLUMBING	2,340,458
ARI FINANCIAL SERVICES	75,763
ARTSTARTS IN SCHOOLS	36,048
ATLAS ENGINEERED PRODUCTS LTD.	27,776
AURORA ROOFING LTD.	113,379
AV SOLUTIONS	40,905
BANK OF MONTREAL	49,784
BC FERRIES	63,342
BC HYDRO AND POWER AUTHORITY	988,331
BC SCHOOL SPORTS	34,051
BELFOR (CANADA) INC.	234,320
BEST BUY	26,156
BGE INDOOR AIR QUALITY SOLUTIONS	62,590
BRAND XPRESS	75,225
BRICK WAREHOUSE LP	26,144
BRIGHTLY SOFTWARE, INC	25,174
BRITISH COLUMBIA SCHOOL TRUSTEES ASSOCIATION	62,626
BUDGET BLINDS CVI	28,102
BUNZL CLEANING & HYGIENE	422,235
CAMP QWANOES	46,098
CANADA-CUBA SPORTS & CULTURAL	30,485
CANADIAN TIRE	28,483
CASCADE FIRE PROTECTION	26,536
CDI SPACES	385,703
CENTRAL WALK WOODGROVE	116,795
CITY OF NANAIMO	725,258
CLOVERDALE PAINT INC.	67,960
COLUMBIA FUELS	73,911
CONVOY SUPPLY LTD.	36,315
COSTCO WHOLESALE	258,134

Schedule of Payments made for the Provision of Goods and Services

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
COUNTRY GROCER	107,409
DELL CANADA INC	599,151
DENMAR ELECTRIC LTD.	171,458
DEVLIN ELECTRIC SIGN COMPANY INC.	147,253
DOLLARAMA	41,322
DYNAMIC SPECIALTY VEHICLES LTD.	94,228
E. MADILL OFFICE COMPANY	343,046
E.H. PRICE LTD.	27,104
MCO WATERWORKS	53,743
NCORE SPORT TOURS	49,135
SC AUTOMATION INC.	91,285
BM CANADA GSD, INC.	46,488
FIRST CLASS PLANNERS LTD.	32,718
TITNESS EXPERIENCE INC.	52,789
OCUSED EDUCATION RESOURCES SOCIETY	44,078
FOLLETT SCHOOL SOLUTIONS, LLC	28,557
OOTPRINTS SECURITY PATROL INC.	173,404
ORTISBC-NATURAL GAS	948,734
RIESENS CORPORATION	48,501
ULCRUM MANAGEMENT SOLUTIONS LTD.	25,931
§ & G ROOFING LTD.	450,534
GFL ENVIRONMENTAL INC.	160,777
GORDON FOOD SERVICE CANADA LTD.	190,964
GRAND & TOY LIMITED	43,997
GRAPHIC OFFICE INTERIORS	99,098
GREGG DISTRIBUTORS NANAIMO	53,200
GROESS ENVIRONMENTAL SERVICES	38,231
GUARD.ME INTERNATIONAL INSURANCE	154,709
GUILLEVIN INTERNATIONAL	345,467
HABITAT SYSTEMS INC.	159,161
HAZCAN SOLUTIONS LTD.	65,255
HEATHERBRAE BUILDERS CO. LTD.	4,802,391
HERALD STREET LAW - TRUST ACCOUNT	296,789
HEROLD ENGINEERING LTD.	378,712
HOMEWOOD HEALTH INC.	84,624
HOULE ELECTRIC LIMITED	241,637
HOURIGAN'S FLOORING	31,494
ICBC	32,171
INCHARGE ENERGY CANADA INC.	107,116
NDIGO	37,413
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Schedule of Payments made for the Provision of Goods and Services

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
INTRADO CANADA, INC.	37,267
IREDALE ARCHITECTURE	26,255
ISLAND FORD SUPERSTORE	90,639
SLAND OVERHEAD DOOR LTD.	44,156
SLAND SPORTS TURF SERVICES LTD.	81,080
IEMCO FOOD EQUIPMENT SERVICE	44,670
IOSTENS CANADA LTD.	41,754
K.M.S. TOOLS AND EQUIPMENT LTD.	39,633
KELLER DRYWALL & INTERIORS LTD.	30,117
KEV SOFTWARE INC.	36,253
KINETIC CONSTRUCTION LTD.	2,818,618
KMBR ARCHITECTS	113,732
KNIGHTWAY MOBILE HAULERS LTD.	45,812
KONE INC.	34,587
KONICA MINOLTA BUSINESS SOLUTIONS	214,489
KPMG LLP	26,250
LEUCO CONSTRUCTION INC.	181,311
EWKOWICH ENGINEERING ASSOC. LTD.	58,500
LION ELECTRIC COMPANY	878,684
LIVEWIRE CATERING	30,892
OBLAW	39,470
LONG & MCQUADE	71,042
MAKE A FUTURE	32,411
MASTER GROUP INC.	30,625
METRO MOTORS LTD.	83,720
MID ISLAND BUS LTD.	25,704
MID-ISLAND FENCE PRODUCTS LTD.	108,956
MILNER GROUP VENTURES INC.	671,908
MINISTER OF FINANCE (CLIMATE ACTION SECRETARIAT)	95,445
MINISTER OF FINANCE (RISK MANAGEMENT BRANCH)	44,758
MINISTER OF FINANCE (REVENUE SERVICES OF BC)	169,500
MINISTRY OF FINANCE-EMPLOYER HEALTH TAX	2,512,209
MONK OFFICE SUPPLY LTD.	30,729
MYBUDGET FILE INC.	30,678
NANAIMO BASKETBALL OFFICIALS	30,206
NANAIMO CHILD DEVELOPMENT CENTRE SOCIETY	178,287
NANAIMO DISTRICT TEACHERS ASSOCIATION	424,456
NANAIMO LADYSMITH SCHOOLS FOUNDATION	357,602
NANAIMO SCIENCE & SUSTAINABILITY SOCIETY	44,192
NANAIMO'S FLOORING DEPOT	47,623

Schedule of Payments made for the Provision of Goods and Services

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
NCI NORTHERN COMPUTER INC.	196,07
NEDCO-DIV. OF REXEL CANADA	33,78
NEW CITY CONTRACTING	37,94
NORTH CEDAR IMPROVEMENT DIST.	67,63
NOVACOM BUILDING PARTNERS LTD.	733,87
NSAA (PRO-D)	71,00
ODDBALL WORKSHOP INC.	38,46
ONO WORK & SAFETY	30,87
ONSITE ENGINEERING LTD.	25,62
PACIFIC BLUE CROSS	3,920,94
PACIFIC CONTROLS	27,57
PACIFICSPORT REGIONAL SPORT	88,05
PANAGO ENTERPRISES LTD.	50,42
PARKLAND CORPORATION	445,47
PASSION SPORTS	88,78
PENSION CORPORATION	10,860,21
PENSION CORPORATION	2,585,47
PETERBILT PACIFIC INC.	40,87
PINCHIN LTD.	60,49
POWERSCHOOL CANADA ULC	154,45
PREMIER FIRE PROTECTION LTD.	86,58
PRIME SPORT PERFORMANCE	38,50
PUBLIC EDUCATION BENEFITS TRUST	2,325,51
QUALITY FOODS	55,85
QUANTUM LIGHTING INC.	28,84
RE/MAX OF NANAIMO - IN TRUST	30,00
REAL CANADIAN SUPERSTORE	197,01
REGIONAL DISTRICT OF NANAIMO	84,60
ROCKY POINT ENGINEERING LTD.	208,47
RONA INC.	55,77
ROYAL PAVING LTD.	42,63
SAVE ON FOODS	102,06
SCHAFFERS EQUIPMENT	38,85
SCHOLASTIC BOOK FAIRS	46,81
SCHOOL SPECIALTY CANADA LTD.	28,37
SCHOOLHOUSE PRODUCTS INC.	83,33
SEAVIEW HOME AND AUTO	48,86
SECURCO SERVICES INC.	168,12
SHARECOST RENTALS	25,57
SHOPPERS DRUG MART	28,69

Schedule of Payments made for the Provision of Goods and Services

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
SKYLINE ATHLETICS	40,646
SLEGG LIMITED PARTNERSHIP	76,967
SNUNEYMUXW FIRST NATION	36,062
SOFTCHOICE CORPORATION	730,372
SOURCE OFFICE FURNISHINGS	88,020
SOUTHERN BUTLER PRICE LLP	30,678
SPICE OF LIFE CATERING LTD.	49,397
STAPLES	218,816
STEVE MARSHALL FORD	55,795
STRONG NATIONS PUBLISHING INC.	32,132
STUDIO 531 ARCHITECTS INC.	56,249
STZ'UMINUS FIRST NATION	112,021
SUPERIOR PROPANE	55,610
SYSCO VICTORIA	209,966
TEACHER'S FILE LTD.	132,449
TECHNICAL SAFETY BC	30,574
FELUS MOBILITY	151,244
TELUS COMMUNICATIONS	122,139
TELUS CUSTOM SECURITY SYSTEMS	28,597
TERRAWEST ENVIRONMENTAL INC.	30,710
TEXTHELP INC.	27,205
TILLICUM LELUM ABORIGINAL FRIENDSHIP CENTRE	55,040
TIM HORTONS	25,182
TINSMITH MECHANICAL LTD.	106,244
TLD COMPUTERS INC.	174,357
TOP DRAWER GRAPHICS INC.	30,483
TORO MARKETING	88,616
TOWN OF LADYSMITH	84,027
TYCO INTEGRATED FIRE & SECURITY	38,219
TYLER TECHNOLOGIES INC.	27,251
UNITECH CONSTRUCTION MANAGEMENT LTD.	1,333,478
UNIVERUS SOFTWARE CANADA INC.	46,515
URBAN SYSTEMS LTD.	26,291
VANCOUVER ISLAND CONFERENCE CENTRE	43,006
VANCOUVER ISLAND TREE SERVICE	37,240
VANCOUVER ISLAND UNIVERSITY	519,447
VI ISLAND CLEANING SUPPLIES LTD.	31,422
VIKE CONSTRUCTION LTD.	557,370
VIVOS SOLUTIONS INC.	38,640
WAL-MART SUPERCENTER	122,713

Schedule of Payments made for the Provision of Goods and Services

SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
WESCO DISTRIBUTION-CANADA, INC.	185,938
WESTCOAST ROOF INSPECTION	51,923
WESTERN CAMPUS RESOURCES	45,021
WESTWOOD METALS LTD.	60,012
WINDSOR PLYWOOD	216,292
WINTERGREEN LEARNING MATERIALS	33,932
WOLSELEY CANADA INC.	72,918
WORKSAFE BC	1,433,010
X10 TECHNOLOGIES INC.	631,468
XTEND RENTALS	25,980
YELLOW POINT DRYWALL LTD.	60,911
ZONAR SYSTEMS	34,389
TOTAL SUPPLIERS WHERE PAYMENTS EXCEED \$25,000	60,468,824
TOTAL SUPPLIERS PAID \$25,000 OR LESS	6,356,741
TOTAL PAYMENTS FOR GOODS AND SERVICES	66,825,565

Prepared as required by *Financial Information Regulation*, Schedule 1, Section 7

Reconciliation and Explanation of Differences to the Audited Financial Statements

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

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

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

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