



The Board of Education of School
District No. 39 (Vancouver)

Statement of Financial Information For the year ended June 30, 2019



**SCHEDULES AS REQUIRED BY THE
FINANCIAL INFORMATION ACT**

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**SCHOOL DISTRICT 39
STATEMENT OF FINANCIAL INFORMATION
(SOFI)**

6049

SCHOOL DISTRICT NUMBER		NAME OF SCHOOL DISTRICT	YEAR
39		Vancouver	2018/2019
OFFICE LOCATIONS			TELEPHONE NUMBER
MAILING ADDRESS			604-713-5000
1580 West Broadway			
CITY	PROVINCE	POSTAL CODE	
Vancouver	BC	V6J 5K8	
NAME OF SUPERINTENDENT			TELEPHONE NUMBER
Suzanne Hoffman			604-713-5000
NAME OF SECRETARY-TREASURER			TELEPHONE NUMBER
J. David Green			604-713-5000

DECLARATION AND SIGNATURES

We, the undersigned, certify that the attached is a correct and true copy of the Statement of Financial Information for the year ended 2019 June 30 for School District No.39 (Vancouver) as required under Section 2 of the Financial Information Act.

SIGNATURE OF CHAIRPERSON OF THE BOARD OF SCHOOL TRUSTEES	DATE SIGNED
_____	27/11/19
SIGNATURE OF SUPERINTENDENT	DATE SIGNED
_____	Nov. 28/19
SIGNATURE OF SECRETARY-TREASURER	DATE SIGNED
_____	Nov. 27/19

Statement of Financial Information for Year Ended June 30, 2019

Financial Information Act-Submission Checklist

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

School District No. 39 (Vancouver)

**STATEMENT OF FINANCIAL INFORMATION
SCHOOL DISTRICT NO.39 (VANCOUVER)
FISCAL YEAR ENDED JUNE 30, 2019**

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 the other schedules of financial information and for ensuring that 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, Office of the Auditor General, 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 School District No.39 (Vancouver)

Suzanne Hoffman
Superintendent
December 2019

J. David Green
Secretary Treasurer
December 2019

This statement is prepared pursuant to the Financial Information Regulation, Schedule 1, Section 9.

Audited Financial Statements of

School District No. 39 (Vancouver)

June 30, 2019

School District No. 39 (Vancouver)

MANAGEMENT REPORT

Version: 3164-2418-9436

Management's Responsibility for the Financial Statements.

The accompanying financial statements of School District No. 39 (Vancouver) 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. 39 (Vancouver) (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 monthly basis and externally audited financial statements yearly.

The external auditors, Office of the Auditor General of British Columbia, 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. 39 (Vancouver) 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. 39 (Vancouver)

Signature of the Chairperson of the Board of Education

Sept. 23, 2019
Date Signed

Signature of the Superintendent

Sept. 23, 2019
Date Signed

Signature of the Secretary Treasurer

Sept. 23, 2019
Date Signed



INDEPENDENT AUDITOR'S REPORT

*To the Members of the Board of Education of School District No. 39 (Vancouver), and
To the Minister of Education, Province of British Columbia*

Qualified Opinion

I have audited the accompanying financial statements of School District No. 39 (Vancouver) “the entity”, which comprise the statement of financial position as at June 30, 2019, and the statements of operations, changes in net financial assets (debt), and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In my opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of my report, the financial statements present fairly, in all material respects, the financial position of School District No. 39 (Vancouver) as at June 30, 2019, and the results of its operations, change in its net financial assets (debt), and its cash flows for the year then ended in accordance with Canadian Public Sector Accounting Standards (PSAS).

Basis for Qualified Opinion

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

As described in Note 2 to the Financial Statements, the entity’s accounting treatment for contributions received from governments and for externally restricted contributions received from non-government sources is to initially record them as deferred revenue (a liability) and then recognize revenue in the statement of operations either on the same basis as the related expenditures occur or, in the case of funds for the purchase or construction of capital assets, to recognize revenue on the same basis as the related assets are amortized. The entity was required to adopt this accounting policy as prescribed by Province of British Columbia Treasury Board Regulation 198/2011.

Under Canadian Public Sector Accounting Standards, the entity’s method of accounting for contributions is only appropriate in circumstances where the funding meets the definition of a liability. Otherwise, the appropriate accounting treatment is to record contributions as revenue when they are received or receivable. In my opinion, certain contributions of the entity do not meet the definition of a liability, and as such the entity’s method of accounting for those contributions represents a departure from Canadian Public Sector Accounting Standards.

This departure has existed since the inception of the standard, which applies to periods beginning on or after April 1, 2012. Had the entity made an adjustment for this departure in the current year, as at June 30, 2019, the liability for deferred revenue would have been lower by \$23 million, the liability for deferred capital contributions would have been lower by \$562 million,

revenue, annual surplus and accumulated surplus would have been higher by \$585 million and net debt would have been lower by \$585 million.

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the entity in accordance with the ethical requirements that are relevant to my audit of the entity's financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements.

Other Accompanying Information

Management is responsible for the other information accompanying the financial statements. The other information comprises the information included in the unaudited schedules, and the financial statement discussion and analysis, but does not include the financial statements and my auditor's report thereon.

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

In connection with my audit of the financial statements, my responsibility is to read the other information that I have obtained prior to the date of my auditor's report and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained during the audit or otherwise appears to be materially misstated.

Prior to the date of my auditor's report I obtained the unaudited schedules and the financial statement discussion and analysis. If, based on the work I have performed on this other information, I conclude that there is a material misstatement therein, I am required to report that fact in this auditor's report.

As described in the Basis for Qualified Opinion section above, the entity has inappropriately deferred certain of its revenues from government transfers. I have concluded that the other information is materially misstated for the same reason with respect to the amounts or other items in the unaudited schedules and the financial statement discussion and analysis affected by this departure from PSAS.

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

Those charged with governance are responsible for the oversight of the financial reporting process. Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian Public Sector Accounting Standards, and for such



internal control as management determines is necessary to enable the preparation of the 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 when the entity will continue its operations for the foreseeable future.

Auditor's Responsibilities for the Audit of Financial Statements

My objectives are to obtain reasonable assurance about whether the entity's 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 my 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 aggregate, they could reasonably be expected to influence the economic decision of users taken on the basis of these financial statements.

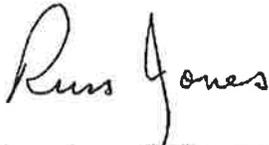
As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- 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 my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than 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 I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



I 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 I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and communicated with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.



Russ Jones, FCPA, FCA
Deputy Auditor General

Victoria, British Columbia, Canada
September 26, 2019



School District No. 39 (Vancouver)

Statement 1

Statement of Financial Position

As at June 30, 2019

	2019 Actual \$	2018 Actual \$
Financial Assets		
Cash and Cash Equivalents	240,548,009	143,405,503
Accounts Receivable		
Due from Province - Ministry of Education	4,942,307	8,068,198
Due from Province - Other	132,675	
Other (Note 3)	7,046,469	5,297,735
Portfolio Investments (Note 4)	996,966	1,914,800
Total Financial Assets	253,666,426	158,686,236
Liabilities		
Accounts Payable and Accrued Liabilities		
Due to Province - Ministry of Education	185,434	181,114
Due to Province - Other	3,741,338	219,245
Other (Note 5)	70,347,072	60,665,630
Unearned Revenue (Note 6)	46,853,440	29,380,200
Deferred Revenue (Note 7)	38,431,885	30,617,007
Deferred Capital Revenue (Note 8)	669,517,976	599,129,507
Employee Future Benefits (Note 9)	27,947,342	25,676,796
Capital Lease Obligations (Note 10)	3,579,816	1,825,785
Other Liabilities	1,686,023	987,023
Total Liabilities	862,290,326	748,682,307
Net Financial Assets (Debt)	(608,623,900)	(589,996,071)
Non-Financial Assets		
Tangible Capital Assets (Note 11)	740,854,968	703,860,418
Prepaid Expenses	3,855,200	3,554,679
Supplies Inventory	934,237	952,851
Total Non-Financial Assets	745,644,405	708,367,948
Accumulated Surplus (Deficit) (Note 16)	137,020,505	118,371,877

Approved by the Board

Signature of the Chairperson of the Board of Education

Sept. 23, 2019
Date Signed

Signature of the Superintendent

Sept. 23, 2019
Date Signed

Signature of the Secretary Treasurer

Sept. 23, 2019
Date Signed

School District No. 39 (Vancouver)

Statement of Operations
Year Ended June 30, 2019

	2019 Budget \$	2019 Actual \$	2018 Actual \$
Revenues			
Provincial Grants			
Ministry of Education	529,481,950	527,030,604	509,318,308
Other	5,230,468	6,327,769	5,744,555
Federal Grants	2,259,915	2,259,914	2,364,846
Tuition	28,878,599	29,847,950	28,517,730
Other Revenue	37,924,246	32,057,017	36,398,608
Rentals and Leases	4,716,950	5,555,704	5,334,936
Investment Income	2,981,137	3,945,348	2,712,102
Gain (Loss) on Disposal of Tangible Capital Assets	16,237,469	12,008,555	
Amortization of Deferred Capital Revenue	17,461,901	17,466,107	15,841,256
Total Revenue	645,172,635	636,498,968	606,232,341
Expenses			
Instruction	516,880,582	499,036,105	492,382,329
District Administration	24,385,967	24,392,628	20,071,774
Operations and Maintenance	91,876,338	91,371,275	87,353,245
Transportation and Housing	2,959,355	2,988,963	2,847,157
Debt Services	152,988	61,369	134,484
Total Expense	636,255,230	617,850,340	602,788,989
Surplus (Deficit) for the year	8,917,405	18,648,628	3,443,352
Accumulated Surplus (Deficit) from Operations, beginning of year		118,371,877	114,928,525
Accumulated Surplus (Deficit) from Operations, end of year		137,020,505	118,371,877

School District No. 39 (Vancouver)

Statement of Changes in Net Financial Assets (Debt)

Year Ended June 30, 2019

	2019 Budget	2019 Actual	2018 Actual
	\$	\$	\$
Surplus (Deficit) for the year	8,917,405	18,648,628	3,443,352
Effect of change in Tangible Capital Assets			
Acquisition of Tangible Capital Assets	(52,798,855)	(62,868,369)	(57,752,841)
Amortization of Tangible Capital Assets	25,335,342	25,807,374	23,989,574
Net carrying value of Tangible Capital Assets disposed of	12,531	66,445	-
Total Effect of change in Tangible Capital Assets	(27,450,982)	(36,994,550)	(33,763,267)
Acquisition of Prepaid Expenses		(4,193,855)	(3,580,877)
Use of Prepaid Expenses		3,893,333	1,912,803
Acquisition of Supplies Inventory		(1,719,054)	(2,087,112)
Use of Supplies Inventory		1,737,669	2,332,710
Total Effect of change in Other Non-Financial Assets	-	(281,907)	(1,422,476)
(Increase) Decrease in Net Financial Assets (Debt), before Net Remeasurement Gains (Losses)	(18,533,577)	(18,627,829)	(31,742,391)
Net Remeasurement Gains (Losses)			
(Increase) Decrease in Net Financial Assets (Debt)		(18,627,829)	(31,742,391)
Net Financial Assets (Debt), beginning of year		(589,996,071)	(558,253,680)
Net Financial Assets (Debt), end of year		(608,623,900)	(589,996,071)

School District No. 39 (Vancouver)

Statement of Cash Flows
Year Ended June 30, 2019

	2019 Actual \$	2018 Actual \$
Operating Transactions		
Surplus (Deficit) for the year	18,648,628	3,443,352
Changes in Non-Cash Working Capital		
Decrease (Increase)		
Accounts Receivable	1,244,482	(7,824,333)
Supplies Inventories	18,615	245,598
Prepaid Expenses	(300,523)	(1,668,075)
Increase (Decrease)		
Accounts Payable and Accrued Liabilities	13,207,857	4,559,342
Unearned Revenue	17,473,241	1,942,687
Deferred Revenue	7,814,878	(1,489,252)
Employee Future Benefits	2,270,546	1,427,406
Other Liabilities	699,000	(908,644)
Loss (Gain) on Disposal of Tangible Capital Assets	(12,008,555)	
Amortization of Tangible Capital Assets	25,807,374	23,989,574
Amortization of Deferred Capital Revenue	(17,466,107)	(15,841,256)
Total Operating Transactions	57,409,436	7,876,399
Capital Transactions		
Tangible Capital Assets Purchased	(3,957,793)	(7,110,384)
Tangible Capital Assets -WIP Purchased	(55,100,423)	(49,972,454)
District Portion of Proceeds on Disposal	12,075,000	-
Sale and Leaseback of Equipment / Capital Lease (non cash)		(464,575)
Insurance claim		(387,035)
Total Capital Transactions	(46,983,216)	(57,934,448)
Financing Transactions		
Capital Revenue Received	87,854,576	51,948,614
Capital Lease Payments	(2,056,124)	(1,660,044)
Total Financing Transactions	85,798,452	50,288,570
Investing Transactions		
Investments in Portfolio Investments	917,834	182,682
Total Investing Transactions	917,834	182,682
Net Increase (Decrease) in Cash and Cash Equivalents	97,142,506	413,203
Cash and Cash Equivalents, beginning of year	143,405,503	142,992,300
Cash and Cash Equivalents, end of year	240,548,009	143,405,503
Cash and Cash Equivalents, end of year, is made up of:		
Cash	240,548,009	143,405,503
	240,548,009	143,405,503

SCHOOL DISTRICT No. 39 (Vancouver)
NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
ENDED JUNE 30, 2019

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. 39 (Vancouver)", and operates as "School District No. 39 (Vancouver)." A board of education (Board) elected for a four-year term governs the School District. The School District provides educational programs to students enrolled in schools in the district, and is principally funded by the Province of British Columbia through the Ministry of Education. School District No. 39 is exempt from federal and provincial income taxes.

2 Summary of Significant Accounting Policies

a) Basis of Accounting

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

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

As noted in notes 2(f) and 2(n), 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) Cash and Cash Equivalents

Cash and cash equivalents include cash and 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.

c) Accounts Receivable

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

SCHOOL DISTRICT No. 39 (Vancouver)
NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
ENDED JUNE 30, 2019

d) Portfolio Investments

The School District has investments in Guaranteed Investment Certificates (GIC's), term deposits and bonds that have a period to maturity of greater than three months at the time of acquisition. These investments are not quoted in an active market and are reported at amortized cost, and the associated transaction costs are added to the carrying value of these investments upon initial recognition. Transaction costs are incremental costs directly attributable to the acquisition or issuance of a financial asset.

e) Unearned Revenue

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

f) Deferred Revenue and Deferred Capital Revenue

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

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.

g) Employee Future Benefits

i) Post-employment 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.

SCHOOL DISTRICT No. 39 (Vancouver)
NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
ENDED JUNE 30, 2019

The most recent valuation of the obligation was performed at March 31, 2019 and projected to March 31, 2022. The next valuation will be performed at March 31, 2022 for use at June 30, 2022. For the purposes of determining the financial position of the plans and the employee future benefit costs, a measurement date of March 31 was adopted for all periods subsequent to July 1, 2004.

ii) Pension Plans

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

h) Tangible Capital Assets

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

SCHOOL DISTRICT No. 39 (Vancouver)
NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
ENDED JUNE 30, 2019

i) Asset Retirement Obligations

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

- (a) there is a legal obligation to incur retirement costs in relation to a tangible capital asset;
- (b) the past transaction or event giving rise to the liability has occurred;
- (c) it is expected that future economic benefits will be given up; and
- (d) 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 obligations are measured initially at fair value, determined using present value methodology, and the resulting costs capitalized into the carrying amount of the related tangible capital asset. In subsequent periods, the liability is adjusted for accretion and any changes in the amount or timing of the underlying future cash flows. The capitalized asset retirement cost is amortized on the same basis as the related asset and accretion expense is included in the Statement of Operations.

j) 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 executory costs, e.g., insurance or maintenance costs. 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.

k) Prepaid Expenses

Prepaid annual maintenance contracts, prepaid rent, membership dues, and medical benefit plan premiums are included as a prepaid expense and stated at acquisition cost, and are charged to expense over the periods expected to benefit from it.

l) Supplies Inventory

Supplies inventory held for consumption or use are recorded at the lower of historical cost and replacement cost.

m) 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.

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n) 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 lives 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 governments 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 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 is performed is deferred and recognized when the fee is earned or service performed.

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

o) 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.

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- The Superintendent, Assistant Superintendent, Secretary-Treasurer, 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 aboriginal 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.

p) 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, portfolio investments, accounts receivable, accounts payable and other current liabilities.

Except for portfolio investments in equity instruments quoted in an active market, or items designated by management, that are recorded at fair value, all financial assets and liabilities are recorded at cost or amortized cost and the associated transaction costs are added to the carrying value of these investments upon initial recognition. Transaction costs are incremental costs directly attributable to the acquisition or issue of a financial asset or a financial liability. The School District has not invested in any equity instruments that are actively quoted in the market and has not designated any financial instruments to be recorded at fair value. The School District has no instruments in the fair value category.

For financial instruments measured using amortized cost, the effective interest rate method is used to determine interest revenue or expense. Interest and dividends attributable to financial instruments are reported in the statement of operations.

Unless otherwise noted, it is management's opinion that the School District is not exposed to significant interest, currency or credit risks arising from its financial instruments. The fair values of these financial instruments approximate their carrying value, unless otherwise noted.

SCHOOL DISTRICT No. 39 (Vancouver)
NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
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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.

q) Measurement Uncertainty

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

r) Liability for Contaminated Sites

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

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

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

SCHOOL DISTRICT No. 39 (Vancouver)
NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
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3 Other Receivables

	30-Jun-19	30-Jun-18
Due from Federal Government	\$ 370,893	\$ 362,324
Due from Municipalities	3,616,639	2,783,342
Due from Other School Districts	75,490	75,543
Rentals and Leases	330,826	210,548
Other Receivables	3,005,814	2,212,974
Allowance for Doubtful Accounts	<u>(353,193)</u>	<u>(346,996)</u>
Total	\$ 7,046,469	\$ 5,297,735

4 Portfolio Investments

GIC's and term deposits included in portfolio investments are held with local banking institutions and earn average interest at 1.60% (2018 – 1.34%). Senior government bonds held earn average interest at 2.57% (2018 - 2.15%).

	30-Jun-19	30-Jun-18
GIC's	\$ 207,119	\$ 546,113
Term deposits	215,190	457,192
Senior Government Bonds	<u>574,657</u>	<u>911,495</u>
	\$ 996,966	\$ 1,914,800

5 Accounts Payable and Accrued Liabilities – Other

	30-Jun-19	30-Jun-18
Accrued vacation pay	\$ 8,935,601	\$ 8,824,173
Other	12,397,073	11,457,068
Salaries and benefits payable	34,910,522	27,887,614
Trade payables	<u>14,103,876</u>	<u>12,496,775</u>
	\$ 70,347,072	\$ 60,665,630

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NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
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6 Unearned Revenue

	<u>30-Jun-19</u>	<u>30-Jun-18</u>
Balance, beginning of year	\$ 29,380,200	\$ 27,437,512
Amounts received		
Tuition fees	24,858,225	27,845,657
Rental/Lease of facilities	5,622,434	5,272,297
Other	17,179,930	103,390
	<u>47,660,589</u>	<u>33,221,344</u>
Amounts earned		
Tuition fees	24,926,285	26,979,865
Rental/Lease of facilities	5,136,912	4,161,296
Other	124,151	137,495
	<u>30,187,348</u>	<u>31,278,656</u>
Net changes for the year	<u>17,473,241</u>	<u>1,942,688</u>
Balance, end of year	\$ 46,853,440	\$ 29,380,200

7 Deferred Revenue

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

	<u>30-Jun-19</u>	<u>30-Jun-18</u>
Deferred revenue, beginning of year	\$ 30,617,007	\$ 32,106,259
Increase		
Provincial Grants - Ministry of Education	68,068,534	57,168,021
Provincial Grants - Other	12,772,152	3,315,862
Other	26,335,436	30,902,954
Investment Income	960,684	741,420
	<u>108,136,806</u>	<u>92,128,257</u>
Decrease		
Allocated to Revenue	97,446,991	93,617,509
Recoveries	2,438,119	-
Transfer to nonprofit organizations	436,818	-
	<u>100,321,928</u>	<u>93,617,509</u>
Deferred revenue, end of year	\$ 38,431,885	\$ 30,617,007

SCHOOL DISTRICT No. 39 (Vancouver)
NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
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8 Deferred Capital Revenue

Deferred Capital Revenue (DCR) 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 Regulation 198/2011 issued by the Treasury Board. Once spent, the contributions are amortized into revenue over the life of the asset acquired.

	<u>30-Jun-19</u>	<u>30-Jun-18</u>
DCR, Completed Projects		
Balance, beginning of year	\$ 453,280,499	\$ 464,331,277
Increases		
Transfers from DCR, WIP	126,276,150	4,646,408
Other Capital Additions	<u>117,337</u>	<u>144,070</u>
	126,393,487	4,790,478
Decreases		
Amortization - ByLaw Capital	17,019,495	15,445,630
Amortization - Other Provincial Capital	255,872	204,885
Amortization - Other Capital	<u>190,740</u>	<u>190,741</u>
	17,466,107	15,841,256
Balance, end of year	<u>562,207,879</u>	<u>453,280,499</u>
DCR, Work in Progress (WIP)		
Balance, beginning of year	144,005,432	98,679,386
Increases		
Transfers from DR – spent funds	51,124,175	49,972,454
Decreases		
Transfers to DCR – completed projects	<u>126,276,150</u>	<u>4,646,408</u>
Balance, end of year	<u>68,853,457</u>	<u>144,005,432</u>
Balance DCR Completed Projects and WIP, end of year	<u>631,061,336</u>	<u>597,285,931</u>
DCR, Unspent		
Balance, beginning of year	1,843,576	398,521
Increases		
Provincial Grants – Ministry of Education	41,451,578	47,229,283
Other	9,285,581	4,700,292
Investment Income	892,417	19,039
MEd Restricted Portion of Proceeds on Disposal	<u>36,225,000</u>	<u>-</u>
	87,854,576	51,948,614
Decreases		
Transferred to DCR, WIP	51,124,175	49,972,454
Insurance netted with expenditure	-	387,035
Other Capital Additions Transferred to DCR	<u>117,337</u>	<u>144,070</u>
	<u>51,241,512</u>	<u>50,503,559</u>
Balance, DCR, Unspent, end of year	<u>38,456,640</u>	<u>1,843,576</u>
Total Deferred Capital Revenue	<u>\$ 669,517,976</u>	<u>\$ 599,129,507</u>

SCHOOL DISTRICT No. 39 (Vancouver)
NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
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9 Employee Future Benefits

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

	30-Jun-19	30-Jun-18
Reconciliation of Accrued Benefit Obligation		
Accrued Benefit Obligation – April 1	\$ 29,839,114	\$ 29,153,642
Service Cost	2,029,697	1,906,916
Interest Cost	845,874	825,019
Benefit Payments	(1,520,360)	(2,291,600)
Increase (Decrease) in obligation due to Plan Amendment	42,868	-
Actuarial (Gain) Loss	(2,935,399)	245,137
Accrued Benefit Obligation – March 31	\$ 28,301,794	\$ 29,839,114
Reconciliation of Funded Status at End of Fiscal Year		
Accrued Benefit Obligation - March 31	\$ 28,301,794	\$ 29,839,114
Market Value of Plan Assets - March 31	-	-
Funded Status - Deficit	28,301,794	29,839,114
Employer Contributions After Measurement Date	(676,319)	(857,271)
Benefits Expense After Measurement Date	662,094	718,893
Unamortized Net Actuarial Loss	(340,228)	(4,023,939)
Accrued Benefit Liability - June 30	\$ 27,947,342	\$ 25,676,798
Reconciliation of Change in Accrued Benefit Liability		
Accrued Benefit Liability - July 1	\$ 25,676,796	\$ 24,249,391
Net Expense for Fiscal Year	3,609,953	3,494,463
Employer Contributions	(1,339,408)	(2,067,058)
Accrued Benefit Liability - June 30	\$ 27,947,342	\$ 25,676,796
Components of Net Benefit Expense		
Service Cost - June 30	\$ 2,003,153	\$ 1,937,611
Interest Cost - June 30	815,619	830,233
Immediate Recognition of Plan Amendment	42,868	-
Amortization of Net Actuarial (Gain)/Loss	748,312	726,619
Net Benefit Expense (Income)	\$ 3,609,953	\$ 3,494,463

SCHOOL DISTRICT No. 39 (Vancouver)
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Assumptions		
Discount Rate - April 1	2.75%	2.75%
Discount Rate - March 31	2.50%	2.75%
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	11.20	11.30

10 Capital Lease Obligations

Repayments are due as follows:

	<u>30-Jun-19</u>	<u>30-Jun-18</u>
2019	\$ -	\$ 960,240
2020	2,071,151	842,351
2021	1,313,718	119,952
2022	255,786	-
2023	255,786	-
	<u>3,896,441</u>	<u>1,922,543</u>
<i>Interest portion - ranging from 2.3% to 6.9%</i>	<u>(316,625)</u>	<u>(96,758)</u>
Total	\$ 3,579,816	\$ 1,825,785

SCHOOL DISTRICT No. 39 (Vancouver)
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11 Tangible Capital Asset

2019

Cost	July 1, 2018	Additions	Disposals	Transfers	June 30, 2019
Sites	\$ 20,848,131	\$ -	\$ (66,445.00)	\$ -	\$ 20,781,686
Buildings	857,482,120	717,276	-	125,841,969	984,041,365
Buildings – WIP	143,811,882	54,856,384	-	(125,841,969)	72,826,297
Furniture & Equipment	16,239,505	1,083,210	(1,664,237)	434,181	16,092,659
Furniture & Equipment - WIP	193,550	244,038	-	(434,181)	3,407
Vehicles	1,716,604	497,499	-	-	2,214,103
Computer Software	3,027,369	249,659	(145,091)	-	3,131,937
Computer Hardware	12,493,704	5,220,302	(1,433,009)	-	16,280,997
Total	\$1,055,812,865	\$ 62,868,368	\$ (3,308,782)	\$ -	\$1,115,372,451

Accumulated Amortization	July 1, 2018	Amortization	Disposals	June 30, 2019
Buildings	\$ 336,238,348	\$ 20,500,908	\$ -	\$ 356,739,256
Furniture & Equipment	7,849,810	1,616,547	1,664,237	7,802,120
Vehicles	906,719	196,535	-	1,103,254
Computer Software	1,202,650	615,913	145,091	1,673,472
Computer Hardware	5,754,920	2,877,471	1,433,009	7,199,382
Total	\$ 351,952,447	\$ 25,807,374	\$ 3,242,337	\$ 374,517,484

2018

Cost	July 1, 2017	Additions	Disposals	Transfers	June 30, 2018
Sites	\$ 20,848,131	\$ -	\$ -	\$ -	\$ 20,848,131
Buildings	851,777,574	1,289,717	-	4,414,829	857,482,120
Buildings – WIP	98,439,431	49,787,280	-	(4,414,829)	143,811,882
Furniture & Equipment	15,270,261	1,772,642	(1,034,977)	231,579	16,239,505
Furniture & Equipment - WIP	239,955	185,174	-	(231,579)	193,550
Vehicles	1,902,915	-	(186,311)	-	1,716,604
Computer Software	2,682,359	355,327	(10,317)	-	3,027,369
Computer Hardware	12,415,895	4,362,701	(4,284,892)	-	12,493,704
Total	\$1,003,576,521	\$ 57,752,841	\$ (5,516,497)	\$ -	\$1,055,812,865

Accumulated Amortization	July 1, 2017	Amortization	Disposals	June 30, 2018
Buildings	\$ 317,379,050	\$ 18,859,298	\$ -	\$ 336,238,348
Furniture & Equipment	7,309,329	1,575,458	1,034,977	7,849,810
Vehicles	912,054	180,976	186,311	906,719
Computer Software	641,994	570,973	10,317	1,202,650
Computer Hardware	7,236,943	2,802,869	4,284,892	5,754,920
Total	\$ 333,479,370	\$ 23,989,574	\$ 5,516,497	\$ 351,952,447

Net Book Value	June 30, 2019	June 30, 2018
Sites	\$ 20,781,686	\$ 20,848,131
Buildings	627,302,109	521,243,772
Buildings - WIP	72,826,297	143,811,882
Furniture & Equipment	8,290,539	8,389,695
Furniture & Equipment - WIP	3,407	193,549
Vehicles	1,110,849	809,885
Computer Software	1,458,465	1,824,719
Computer Hardware	9,081,615	6,738,784
Total	\$ 740,854,967	\$ 703,860,418

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As at June 30, 2019, there was work in progress of \$72,829,704 (\$144,005,432 in 2018) included in Buildings and Furniture & Equipment and not being amortized. Amortization of these assets will commence when the asset is put into service.

Included within tangible capital assets purchases is \$3,810,153 (2018: \$670,003) of assets acquired through capital lease.

12 Employee Pension Plans

The school district and its employees contribute to the Teachers' Pension Plan and Municipal Pension Plan (jointly trustee pension plans). The boards of trustees for these plans, representing plan members and employers, are responsible for administering the pension plans, including investing assets and administering benefits. The plans are multi-employer defined benefit pension plans. Basic pension benefits are based on a formula. As at December 31, 2017, the Teachers' Pension Plan had about 46,000 active members and approximately 38,000 retired members. As of December 31, 2017, the Municipal Pension Plan had about 197,000 active members, including approximately 24,000 from school districts.

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

The most recent actuarial valuation of the Teachers' Pension Plan as at December 31, 2017, indicated a \$1,656 million surplus for basic pension benefits on a going concern basis. As a result of the 2017 basic account actuarial valuation surplus, plan enhancements and contribution rate adjustments were made; the remaining \$644 million surplus was transferred to the rate stabilization account.

The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2015, indicated a \$2,224 million funding surplus for basic pension benefits on a going concern basis. As a result of the 2015 basic account actuarial valuation surplus and pursuant to the joint trustee agreement, \$1,927 million was transferred to the rate stabilization account and \$297 million of the surplus ensured the required contribution rate remained unchanged.

The School District paid \$44,716,710 (2018 - \$47,397,164) for employer contributions to these plans in the year ended June 30, 2019.

The next valuation for the Teachers' Pension Plan will be as at December 31, 2020, with results available in 2021. The next valuation for the Municipal Pension Plan will be as at December 31, 2018, with results available in 2019.

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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.

13 Contractual Obligations

The School District has entered into a number of multiple-year contracts for the delivery of services and the construction of tangible capital assets. These contractual obligations will become liabilities in the future when the terms of the contracts are met.

	2020	2021	2022	2023	2024
Approved Capital Projects -					
Unperformed portion	\$ 35,008,287	\$ 18,833,581	\$ -	\$ -	\$ -
Future operating lease payments	641,406	470,743	315,333	222,675	7,682
Service agreements	483,206				
	<u>\$ 36,132,899</u>	<u>\$ 19,304,324</u>	<u>\$ 315,333</u>	<u>\$ 222,675</u>	<u>\$ 7,682</u>

14 Budget Figures

Budget figures included in the financial statements are audited. The figures reflect the amended annual budget approved by the Board on February 25, 2019. The District has elected to present the amended annual budget as it reflects a budget based on funding as a result of final enrollment numbers versus estimated annual projections.

	<u>Amended Budget</u>	<u>Annual Budget</u>
Ministry Operating Grant Funded FTEs		
School-Age	49,332	48,916
Adult	264	256
Other	1,598	1,658
Total Ministry Operating Grant Funded FTEs	<u>51,194</u>	<u>50,830</u>

SCHOOL DISTRICT No. 39 (Vancouver)
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	<u>Amended Budget</u>	<u>Annual Budget</u>
Revenues		
Provincial Grants		
Ministry of Education	\$ 529,481,950	\$ 516,394,334
Other	5,230,468	5,263,141
Federal Grants	2,259,915	2,236,492
Tuition	28,878,599	29,798,303
Other Revenue	37,924,246	37,095,713
Rentals and Leases	4,716,950	5,031,351
Investment Income	2,981,137	2,410,895
Gain (Loss) on Disposal of Tangible Capital Assets	16,237,469	-
Amortization of Deferred Capital Revenue	17,461,901	17,522,416
Total Revenue	645,172,635	615,752,645
 Expenses		
Instruction	516,880,582	506,258,701
District Administration	24,385,967	20,063,125
Operations and Maintenance	91,876,338	90,626,309
Transportation and Housing	2,959,355	2,892,176
Debt Services	152,988	178,808
Total Expense	636,255,230	620,019,119
 Net Revenue (Expense)	8,917,405	(4,266,474)
 Budgeted Allocation (Retirement) of Surplus (Deficit)	5,210,896	2,034,222
Budgeted Surplus (Deficit), for the year	\$ 14,128,301	\$ (2,232,252)
 Budgeted Surplus (Deficit), for the year comprised of:		
Capital Fund Surplus (Deficit)	\$ 14,128,301	\$ (2,232,252)
Budgeted Surplus (Deficit), for the year	\$ 14,128,301	\$ (2,232,252)

15 Expense by Object

	<u>30-Jun-19</u>	<u>30-Jun-18</u>
Amortization	\$ 25,807,374	\$ 23,989,573
Interest	61,698	136,847
Salaries and benefits	512,071,839	498,694,068
Services and supplies	79,909,429	79,968,501
	\$ 617,850,340	\$ 602,788,989

SCHOOL DISTRICT No. 39 (Vancouver)
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16 Accumulated Surplus

	30-Jun-19	30-Jun-18
Invested in Capital Assets	\$ 107,253,594	\$ 105,788,480
Local Capital Fund	9,897,980	128,330
Capital Fund Balance	117,151,574	105,916,810
Operations Spanning Future School Years	7,792,091	3,768,805
Anticipated Unusual Expenses Identified	2,503,785	1,640,864
Nature of Constraints on the Funds		
Donated Funds for School Programs	3,095,065	2,873,077
Special Grant for Schools and Mentorship	107,305	1,200,000
Special Grant for Special Education	1,479,601	-
	4,681,971	4,073,077
Contingency Reserve	2,474,567	-
Unrestricted Operating Surplus	2,416,518	2,972,321
Accumulated Surplus	\$ 137,020,505	\$ 118,371,877

(in accordance with VBE Policy 19 - Accumulated Operating Surplus)

17 Interfund Transfers

Interfund Transfers between the operating, special purpose and capital funds for the year were as follows:

- \$3,531,799 from operating to capital for capital assets purchased and work in progress
- \$477,274 from special purpose to capital for capital assets purchased
- \$5,488 from special purpose to capital for capital lease payments
- \$2,112,003 from operating to capital for capital lease payments

18 Contingent Liabilities

Discussions have taken place during the year between the District and the contractor about the respective responsibility of each party for the hazardous material and contaminated soil that was discovered during the construction of Kitsilano Secondary. The contractor has filed a civil claim against the District in the form of two liens. Much of the amounts claimed are already recognized

SCHOOL DISTRICT No. 39 (Vancouver)
NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
ENDED JUNE 30, 2019

by the District as payable under the construction contract and do not represent an additional cost outside the contract value. The final outcome of the ongoing discussions for the remaining amounts is not determinable as at June 30, 2019, and accordingly, no provision has been made in these financial statements for any liability that may result over and above what the District has already recognized.

As per a directive from the Ministry of Education, any funding for Remedy with the Classroom Enhancement Fund requires an agreement for payout with the School District's teachers' associations. On June 30, 2019 the District did not have an agreement with the elementary teachers' association for 2018, and the amount and likelihood of a payout are not measurable.

19 Contingent Assets

During the year, the School District entered into an agreement with BC Hydro for the sale of an underground air parcel at Lord Roberts Annex for the construction of an electrical substation. As a result of that sale, a contingent asset exists in the form of a construction lease starting August 1, 2023. The issuance of the construction lease in 2023 is dependent on BC Hydro receiving a Certificate of Public Convenience and Necessity from the British Columbia Utilities Commission for the construction of the substation. Contingent assets are not recorded in the financial statements.

20 Economic Dependence

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

21 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. The School District is also related to key management personnel who have the authority and responsibility for planning, directing and controlling the activities of the District. The key management personnel are the Board of Education, Superintendent of Schools and the Secretary Treasurer. All transactions with these entities, unless disclosed separately, are considered to be in the normal course of operations and are recorded at the exchange amount.

SCHOOL DISTRICT No. 39 (Vancouver)
NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
ENDED JUNE 30, 2019

22 Risk Management

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

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

a) Credit risk

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

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

It is management's opinion that the School District is not exposed to significant credit risk associated with its cash deposits and investments as they are held by recognized British Columbia institutions and the School District invests solely in guaranteed investment certificates, term deposits, Senior Government Bonds and the Central Deposit Program of BC.

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 because it invests solely in guaranteed investment certificates, term deposits, and Senior Government Bonds.

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.

SCHOOL DISTRICT No. 39 (Vancouver)
NOTES TO FINANCIAL STATEMENTS FOR THE YEAR
ENDED JUNE 30, 2019

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.

School District No. 39 (Vancouver)

Schedule 1 (Unaudited)

Schedule of Changes in Accumulated Surplus (Deficit) by Fund
Year Ended June 30, 2019

	Operating Fund	Special Purpose Fund	Capital Fund	2019 Actual	2018 Actual
	\$	\$	\$	\$	\$
Accumulated Surplus (Deficit), beginning of year	12,455,067		105,916,810	118,371,877	114,928,525
Changes for the year					
Surplus (Deficit) for the year	13,057,666	482,762	5,108,200	18,648,628	3,443,352
Interfund Transfers					
Tangible Capital Assets Purchased	(3,350,003)	(477,274)	3,827,277	-	
Tangible Capital Assets - Work in Progress	(181,796)		181,796	-	
Other	(2,112,003)	(5,488)	2,117,491	-	
Net Changes for the year	7,413,864	-	11,234,764	18,648,628	3,443,352
Accumulated Surplus (Deficit), end of year - Statement 2	19,868,931	-	117,151,574	137,020,505	118,371,877

School District No. 39 (Vancouver)

Schedule 2 (Unaudited)

Schedule of Operating Operations

Year Ended June 30, 2019

	2019 Budget	2019 Actual	2018 Actual
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education	460,563,800	461,968,200	452,867,890
Other	68,719	77,811	46,686
Federal Grants	2,259,915	2,259,914	2,364,846
Tuition	28,878,599	29,847,950	28,517,730
Other Revenue	5,699,825	6,519,772	5,414,945
Rentals and Leases	3,722,214	4,522,920	4,351,960
Investment Income	2,581,732	2,774,350	1,935,923
Total Revenue	503,774,804	507,970,917	495,499,980
Expenses			
Instruction	414,885,882	405,891,228	404,527,999
District Administration	20,743,440	22,990,328	18,804,178
Operations and Maintenance	66,189,164	63,042,732	60,838,741
Transportation and Housing	2,959,355	2,988,963	2,847,157
Total Expense	504,777,841	494,913,251	487,018,075
Operating Surplus (Deficit) for the year	(1,003,037)	13,057,666	8,481,905
Budgeted Appropriation (Retirement) of Surplus (Deficit)	5,210,896		
Net Transfers (to) from other funds			
Tangible Capital Assets Purchased	(2,111,648)	(3,350,003)	(3,727,429)
Tangible Capital Assets - Work in Progress		(181,796)	
Other	(2,096,211)	(2,112,003)	(2,253,744)
Total Net Transfers	(4,207,859)	(5,643,802)	(5,981,173)
Total Operating Surplus (Deficit), for the year	-	7,413,864	2,500,732
Operating Surplus (Deficit), beginning of year		12,455,067	9,954,335
Operating Surplus (Deficit), end of year		19,868,931	12,455,067
Operating Surplus (Deficit), end of year			
Internally Restricted		17,452,413	9,482,746
Unrestricted		2,416,518	2,972,321
Total Operating Surplus (Deficit), end of year		19,868,931	12,455,067

School District No. 39 (Vancouver)

Schedule 2A (Unaudited)

Schedule of Operating Revenue by Source

Year Ended June 30, 2019

	2019 Budget	2019 Actual	2018 Actual
	\$	\$	\$
Provincial Grants - Ministry of Education			
Operating Grant, Ministry of Education	451,104,845	451,134,199	441,454,591
Other Ministry of Education Grants			
Pay Equity	7,294,124	7,294,124	7,294,124
Funding for Graduated Adults	1,032,592	1,119,705	950,153
Transportation Supplement	53,423	53,423	53,423
Economic Stability Dividend	584,082	561,139	306,895
Return of Administrative Savings			2,251,318
Carbon Tax Grant	420,113	478,280	492,086
Employer Health Tax Grant		1,249,709	
Strategic Priorities - Mental Health Grant	30,000	30,000	
Equity Scan Implementation	3,000	3,000	
Foundation Skills Assessment	41,621	41,621	41,621
MyEd BC Travel		3,000	
Shoulder Tappers			23,679
Total Provincial Grants - Ministry of Education	460,563,800	461,968,200	452,867,890
Provincial Grants - Other	68,719	77,811	46,686
Federal Grants	2,259,915	2,259,914	2,364,846
Tuition			
Summer School Fees	1,351,226	1,378,520	1,357,936
Continuing Education	522,916	1,011,750	784,107
International and Out of Province Students	27,004,457	27,457,680	26,375,687
Total Tuition	28,878,599	29,847,950	28,517,730
Other Revenues			
Other School District/Education Authorities	1,150,000	1,150,000	950,000
Miscellaneous			
Instructional Cafeteria Revenue	1,194,017	1,082,198	1,194,017
Miscellaneous Fees and Revenues	3,252,544	4,044,417	3,145,549
Other Grants	103,264	243,157	125,379
Total Other Revenue	5,699,825	6,519,772	5,414,945
Rentals and Leases	3,722,214	4,522,920	4,351,960
Investment Income	2,581,732	2,774,350	1,935,923
Total Operating Revenue	503,774,804	507,970,917	495,499,980

School District No. 39 (Vancouver)

Schedule 2B (Unaudited)

Schedule of Operating Expense by Object
Year Ended June 30, 2019

	2019 Budget	2019 Actual	2018 Actual
	\$	\$	\$
Salaries			
Teachers	222,989,251	222,087,465	227,048,691
Principals and Vice Principals	24,067,002	23,993,358	22,757,385
Educational Assistants	38,331,986	36,966,930	34,436,424
Support Staff	54,912,383	53,670,115	53,052,511
Other Professionals	9,993,449	9,885,282	8,769,140
Substitutes	10,245,458	10,151,901	8,650,473
Total Salaries	360,539,529	356,755,051	354,714,624
Employee Benefits	95,006,484	94,499,119	92,290,601
Total Salaries and Benefits	455,546,013	451,254,170	447,005,225
Services and Supplies			
Services	17,140,103	16,399,860	12,838,594
Student Transportation	2,972,401	2,999,259	2,861,122
Professional Development and Travel	1,308,829	1,247,070	1,019,232
Rentals and Leases	1,558,775	950,286	1,214,709
Dues and Fees	905,790	893,453	866,214
Insurance	1,316,329	907,774	973,852
Interest	2,363	328	2,363
Supplies	14,903,514	10,701,905	12,073,409
Utilities	9,123,724	9,559,146	8,163,355
Total Services and Supplies	49,231,828	43,659,081	40,012,850
Total Operating Expense	504,777,841	494,913,251	487,018,075

School District No. 39 (Vancouver)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2019

	Teachers Salaries	Principals and Vice Principals Salaries	Educational Assistants Salaries	Support Staff Salaries	Other Professionals Salaries	Substitutes Salaries	Total Salaries
	\$	\$	\$	\$	\$	\$	\$
1 Instruction							
1.02 Regular Instruction	165,722,504	41,818	529,276	6,194,360	202,537	8,196,421	180,886,916
1.03 Career Programs	674,793	61,991		133,387	92,808	29,450	992,429
1.07 Library Services	5,244,852	803,220	7,900	255,851	141	235,057	6,547,021
1.08 Counselling	8,689,955	708,827			175,753	181,768	9,756,303
1.10 Special Education	21,082,307	2,178,318	32,717,562	171,658	4,307	629,448	56,783,600
1.30 English Language Learning	10,870,227	1,752,073	2,170,298	410,355	172,495	374,484	15,749,932
1.31 Aboriginal Education	707,952	116,388	1,095,949	92,054	837	29,285	2,042,465
1.41 School Administration	34	16,307,812	7,679	10,171,872	3,240	19,448	26,510,085
1.60 Summer School	2,092,915	278,493	252,880	411,167	7,546	5,959	3,048,960
1.62 International and Out of Province Students	6,994,908	142,451	174,429	482,298	220,178	202,929	8,217,193
1.64 Other							-
Total Function 1	222,080,447	22,391,391	36,955,973	18,323,002	879,842	9,904,249	310,534,904
4 District Administration							
4.11 Educational Administration		1,581,529	2,674	323,313	1,839,989	965	3,748,470
4.40 School District Governance				60,595	524,932		585,527
4.41 Business Administration	6,622	20,438	6,330	2,936,263	3,952,085	9,815	6,931,553
Total Function 4	6,622	1,601,967	9,004	3,320,171	6,317,006	10,780	11,265,550
5 Operations and Maintenance							
5.41 Operations and Maintenance Administration	164		171	1,369,740	2,424,839	171,150	3,966,064
5.50 Maintenance Operations	232		1,782	27,692,694	261,577	65,722	28,022,007
5.52 Maintenance of Grounds				2,917,032	2,018		2,919,050
5.56 Utilities							-
Total Function 5	396	-	1,953	31,979,466	2,688,434	236,872	34,907,121
7 Transportation and Housing							
7.70 Student Transportation				47,476			47,476
Total Function 7	-	-	-	47,476	-	-	47,476
9 Debt Services							
Total Function 9	-	-	-	-	-	-	-
Total Functions 1 - 9	222,087,465	23,993,358	36,966,930	53,670,115	9,885,282	10,151,901	356,755,051

School District No. 39 (Vancouver)

Operating Expense by Function, Program and Object

Year Ended June 30, 2019

Schedule 2C (Unaudited)

	Total Salaries	Employee Benefits	Total Salaries and Benefits	Services and Supplies	2019 Actual	2019 Budget	2018 Actual
	\$	\$	\$	\$	\$	\$	\$
1 Instruction							
1.02 Regular Instruction	180,886,916	47,727,585	228,614,501	7,525,114	236,139,615	239,203,261	240,397,817
1.03 Career Programs	992,429	266,660	1,259,089	237,541	1,496,630	1,575,961	1,245,873
1.07 Library Services	6,547,021	1,745,930	8,292,951	587,530	8,880,481	9,259,863	9,211,142
1.08 Counselling	9,756,303	2,613,845	12,370,148	81,141	12,451,289	12,577,290	12,074,231
1.10 Special Education	56,783,600	16,166,558	72,950,158	929,895	73,880,053	77,826,647	70,508,028
1.30 English Language Learning	15,749,932	4,257,798	20,007,730	197,096	20,204,826	20,683,698	20,094,889
1.31 Aboriginal Education	2,042,465	579,876	2,622,341	165,106	2,787,447	3,181,572	2,653,413
1.41 School Administration	26,510,085	6,764,361	33,274,446	704,269	33,978,715	34,401,274	32,743,085
1.60 Summer School	3,048,960	829,937	3,878,897	216,309	4,095,206	4,227,118	3,833,129
1.62 International and Out of Province Students	8,217,193	2,233,047	10,450,240	1,505,591	11,955,831	11,932,802	11,749,606
1.64 Other	-	-	-	21,135	21,135	16,396	16,786
Total Function 1	310,534,904	83,185,597	393,720,501	12,170,727	405,891,228	414,885,882	404,527,999
4 District Administration							
4.11 Educational Administration	3,748,470	896,431	4,644,901	1,509,748	6,154,649	5,817,289	5,870,972
4.40 School District Governance	585,527	91,672	677,199	128,685	805,884	893,331	705,864
4.41 Business Administration	6,931,553	1,851,088	8,782,641	7,247,154	16,029,795	14,032,820	12,227,342
Total Function 4	11,265,550	2,839,191	14,104,741	8,885,587	22,990,328	20,743,440	18,804,178
5 Operations and Maintenance							
5.41 Operations and Maintenance Administration	3,966,064	1,008,130	4,974,194	1,643,922	6,618,116	6,628,951	6,304,472
5.50 Maintenance Operations	28,022,007	6,811,506	34,833,513	7,239,756	42,073,269	45,915,585	41,386,220
5.52 Maintenance of Grounds	2,919,050	640,582	3,559,632	1,424,989	4,984,621	4,661,756	5,105,051
5.56 Utilities	-	-	-	9,366,726	9,366,726	8,982,872	8,042,998
Total Function 5	34,907,121	8,460,218	43,367,339	19,675,393	63,042,732	66,189,164	60,838,741
7 Transportation and Housing							
7.70 Student Transportation	47,476	14,113	61,589	2,927,374	2,988,963	2,959,355	2,847,157
Total Function 7	47,476	14,113	61,589	2,927,374	2,988,963	2,959,355	2,847,157
9 Debt Services							
Total Function 9	-	-	-	-	-	-	-
Total Functions 1 - 9	356,755,051	94,499,119	451,254,170	43,659,081	494,913,251	504,777,841	487,018,075

School District No. 39 (Vancouver)

Schedule 3 (Unaudited)

Schedule of Special Purpose Operations
Year Ended June 30, 2019

	2019 Budget	2019 Actual	2018 Actual
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education	68,918,150	65,062,404	56,450,418
Other	5,161,749	6,249,958	5,697,869
Other Revenue	31,980,540	25,253,531	30,728,022
Investment Income	364,426	881,098	741,200
Total Revenue	106,424,865	97,446,991	93,617,509
Expenses			
Instruction	101,994,700	93,144,877	87,854,330
District Administration	3,642,527	1,402,300	1,267,596
Operations and Maintenance	269,610	2,417,052	2,442,584
Total Expense	105,906,837	96,964,229	91,564,510
Special Purpose Surplus (Deficit) for the year	518,028	482,762	2,052,999
Net Transfers (to) from other funds			
Tangible Capital Assets Purchased	(518,028)	(477,274)	(2,047,510)
Other		(5,488)	(5,489)
Total Net Transfers	(518,028)	(482,762)	(2,052,999)
Total Special Purpose Surplus (Deficit) for the year	-	-	-
Special Purpose Surplus (Deficit), beginning of year			
Special Purpose Surplus (Deficit), end of year		-	-

School District No. 39 (Vancouver)

Schedule 3A (Unaudited)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2019

	Annual Facility Grant	Learning Improvement Fund	Aboriginal Education Technology	Scholarships and Bursaries	Special Education Technology	School Generated Funds	Strong Start	Ready, Set, Learn	OLEP
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year			11,130	900,668	2,540,859	9,592,855	64,195	45,998	52,970
Add: Restricted Grants									
Provincial Grants - Ministry of Education	2,237,985	1,725,642			8,072,715		608,000	220,500	661,193
Provincial Grants - Other									
Other				14,490	6,402	22,818,786			
Investment Income	4,406		312	13,192	70,925	266,018	6,236	3,355	2,427
	2,242,391	1,725,642	312	27,682	8,150,042	23,084,804	614,236	223,855	663,620
Less: Allocated to Revenue	2,242,391	1,725,642	-	96,500	7,972,166	22,066,574	626,955	229,813	658,979
Recovered					555,295				27,851
Transfer to nonprofit organizations				271,818					
Deferred Revenue, end of year	-	-	11,442	560,032	2,163,440	10,611,085	51,476	40,040	29,760
Revenues									
Provincial Grants - Ministry of Education	2,237,985	1,725,642			7,849,120		620,719	226,458	657,090
Provincial Grants - Other									
Other Revenue				88,498	52,121	21,800,556			
Investment Income	4,406			8,002	70,925	266,018	6,236	3,355	1,889
	2,242,391	1,725,642	-	96,500	7,972,166	22,066,574	626,955	229,813	658,979
Expenses									
Salaries									
Teachers					1,813,435				93,619
Principals and Vice Principals					510,827				
Educational Assistants		1,340,575					454,540	926	523
Support Staff	1,469,748				1,056,808	60,815	5,166	47,397	1,031
Other Professionals					47,645				
Substitutes					4,376	683		4,943	56,491
	1,469,748	1,340,575	-	-	3,433,091	61,498	459,706	53,266	151,664
Employee Benefits	316,663	385,067			944,149	9,811	133,101	14,986	36,686
Services and Supplies	455,980			96,500	3,558,254	21,955,387	34,148	161,561	433,404
	2,242,391	1,725,642	-	96,500	7,935,494	22,026,696	626,955	229,813	621,754
Net Revenue (Expense) before Interfund Transfers	-	-	-	-	36,672	39,878	-	-	37,225
Interfund Transfers									
Tangible Capital Assets Purchased					(36,672)	(34,390)			(37,225)
Other						(5,488)			
	-	-	-	-	(36,672)	(39,878)	-	-	(37,225)
Net Revenue (Expense)	-	-	-	-	-	-	-	-	-

School District No. 39 (Vancouver)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2019

Schedule 3A (Unaudited)

	CommunityLINK	Classroom Enhancement Fund - Overhead	Classroom Enhancement Fund - Staffing	Classroom Enhancement Fund - Remedies	CommunityLINK Other	PRP	ERAC	CAYA	Assistive Technology AT-BC
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year	382,301			1,571,953	795,582	300,592	1,220,636	2,989,654	7,994,778
Add: Restricted Grants									
Provincial Grants - Ministry of Education	9,092,315	5,755,366	31,698,349	3,025,589		2,193,693	700,000		
Provincial Grants - Other								9,300,000	3,238,175
Other					822,960		2,029,235	75	4,350
Investment Income	33,473		86,382		23,794	8,464	41,534	144,464	215,388
	9,125,788	5,755,366	31,784,731	3,025,589	846,754	2,202,157	2,770,769	9,444,539	3,457,913
Less: Allocated to Revenue	9,153,614	4,529,730	30,058,567	2,925,385	810,920	2,159,411	2,883,058	3,006,832	2,949,510
Recovered				1,571,953		283,020			
Transfer to nonprofit organizations							165,000		
Deferred Revenue, end of year	354,475	1,225,636	1,726,164	100,204	831,416	60,318	943,347	9,427,361	8,503,181
Revenues									
Provincial Grants - Ministry of Education	9,120,141	4,529,730	29,972,185	2,925,385		2,150,947	937,705		
Provincial Grants - Other								2,932,251	2,727,266
Other Revenue					790,307		1,903,819		6,856
Investment Income	33,473		86,382		20,613	8,464	41,534	74,581	215,388
	9,153,614	4,529,730	30,058,567	2,925,385	810,920	2,159,411	2,883,058	3,006,832	2,949,510
Expenses									
Salaries									
Teachers	380,081	231,628	23,730,851	1,437,637		1,444,172			
Principals and Vice Principals		10,010		391		6,754			
Educational Assistants	2,541,476	1,840,466			11,510	48,211			
Support Staff	1,348,675	121,870				54,856	125,835	456,259	586,547
Other Professionals	1,208,284	352,474			459,514	8,956	79,696	210,555	705,254
Substitutes	2,405	900,500	27,658	449,378		51,885			
	5,480,921	3,456,948	23,758,509	1,887,406	471,024	1,614,834	205,531	666,814	1,291,801
Employee Benefits	1,452,575	868,465	6,300,058	479,765	45,576	422,519	53,858	194,391	328,899
Services and Supplies	2,220,118	127,442		558,214	293,024	100,269	2,623,669	2,101,531	1,327,539
	9,153,614	4,452,855	30,058,567	2,925,385	809,624	2,137,622	2,883,058	2,962,736	2,948,239
Net Revenue (Expense) before Interfund Transfers	-	76,875	-	-	1,296	21,789	-	44,096	1,271
Interfund Transfers									
Tangible Capital Assets Purchased		(76,875)			(1,296)	(21,789)		(44,096)	(1,271)
Other									
	-	(76,875)	-	-	(1,296)	(21,789)	-	(44,096)	(1,271)
Net Revenue (Expense)	-	-	-	-	-	-	-	-	-

School District No. 39 (Vancouver)

Changes in Special Purpose Funds and Expense by Object
Year Ended June 30, 2019

Schedule 3A (Unaudited)

	PRCVI	Settlement Workers In School	Miscellaneous	TOTAL
	\$	\$	\$	\$
Deferred Revenue, beginning of year	584,406	467,328	1,101,102	30,617,007
Add: Restricted Grants				
Provincial Grants - Ministry of Education	2,077,187			68,068,534
Provincial Grants - Other			233,977	12,772,152
Other		76,000	563,138	26,335,436
Investment Income	16,469	14,819	9,026	960,684
	2,093,656	90,819	806,141	108,136,806
Less: Allocated to Revenue	2,157,655	67,728	1,125,561	97,446,991
Recovered				2,438,119
Transfer to nonprofit organizations				436,818
Deferred Revenue, end of year	520,407	490,419	781,682	38,431,885
Revenues				
Provincial Grants - Ministry of Education	2,109,297			65,062,404
Provincial Grants - Other		47,745	542,696	6,249,958
Other Revenue	31,889	5,164	574,321	25,253,531
Investment Income	16,469	14,819	8,544	881,098
	2,157,655	67,728	1,125,561	97,446,991
Expenses				
Salaries				
Teachers	85,928		40,783	29,258,134
Principals and Vice Principals				527,982
Educational Assistants			14,792	6,253,019
Support Staff	673,763	12,636	14,431	6,495,351
Other Professionals	175,467	397		2,788,728
Substitutes			5,204	1,503,523
	935,158	13,033	75,210	46,826,737
Employee Benefits	255,562	2,786	20,155	12,265,072
Services and Supplies	959,171	51,909	814,300	37,872,420
	2,149,891	67,728	909,665	96,964,229
Net Revenue (Expense) before Interfund Transfers	7,764	-	215,896	482,762
Interfund Transfers				
Tangible Capital Assets Purchased	(7,764)		(215,896)	(477,274)
Other				(5,488)
	(7,764)	-	(215,896)	(482,762)
Net Revenue (Expense)	-	-	-	-

School District No. 39 (Vancouver)

Schedule 4 (Unaudited)

Schedule of Capital Operations

Year Ended June 30, 2019

	2019 Budget	2019 Actual			2018 Actual
		Invested in Tangible Capital Assets	Local Capital	Fund Balance	
	\$	\$	\$	\$	\$
Revenues					
Other Revenue	243,881		283,714	283,714	255,641
Rentals and Leases	994,736		1,032,784	1,032,784	982,976
Investment Income	34,979		289,900	289,900	34,979
Gain (Loss) on Disposal of Tangible Capital Assets	16,237,469	12,008,555		12,008,555	
Amortization of Deferred Capital Revenue	17,461,901	17,466,107		17,466,107	15,841,256
Total Revenue	34,972,966	29,474,662	1,606,398	31,081,060	17,114,852
Expenses					
Operations and Maintenance	82,222		104,117	104,117	82,346
Amortization of Tangible Capital Assets					
Operations and Maintenance	25,335,342	25,807,374		25,807,374	23,989,574
Debt Services					
Capital Lease Interest	152,988		61,369	61,369	134,484
Total Expense	25,570,552	25,807,374	165,486	25,972,860	24,206,404
Capital Surplus (Deficit) for the year	9,402,414	3,667,288	1,440,912	5,108,200	(7,091,552)
Net Transfers (to) from other funds					
Tangible Capital Assets Purchased	2,629,676	3,827,277		3,827,277	5,774,939
Tangible Capital Assets - Work in Progress		181,796		181,796	
Capital Lease Payment	2,096,211		2,117,491	2,117,491	2,259,233
Total Net Transfers	4,725,887	4,009,073	2,117,491	6,126,564	8,034,172
Other Adjustments to Fund Balances					
District Portion of Proceeds on Disposal		(12,075,000)	12,075,000	-	
Tangible Capital Assets Purchased from Local Capital		13,179	(13,179)	-	
Tangible Capital Assets WIP Purchased from Local Capital		3,794,452	(3,794,452)	-	
Principal Payment					
Capital Lease		2,056,122	(2,056,122)	-	
Total Other Adjustments to Fund Balances		(6,211,247)	6,211,247	-	
Total Capital Surplus (Deficit) for the year	14,128,301	1,465,114	9,769,650	11,234,764	942,620
Capital Surplus (Deficit), beginning of year		105,788,480	128,330	105,916,810	104,974,190
Capital Surplus (Deficit), end of year		107,253,594	9,897,980	117,151,574	105,916,810

School District No. 39 (Vancouver)

Schedule 4A (Unaudited)

Tangible Capital Assets
Year Ended June 30, 2019

	Sites	Buildings	Furniture and Equipment	Vehicles	Computer Software	Computer Hardware	Total
	\$	\$	\$	\$	\$	\$	\$
Cost, beginning of year	20,848,131	857,482,120	16,239,505	1,716,604	3,027,369	12,493,704	911,807,433
Changes for the Year							
Increase:							
Purchases from:							
Deferred Capital Revenue - Bylaw		(117,164)		117,164			-
Deferred Capital Revenue - Other			117,337				117,337
Operating Fund		773,401	678,720	475,197	53,736	1,368,949	3,350,003
Special Purpose Funds		47,860	287,153	(94,862)		237,123	477,274
Local Capital		13,179					13,179
Capital Lease					195,923	3,614,230	3,810,153
Transferred from Work in Progress		125,841,969	434,181				126,276,150
	-	126,559,245	1,517,391	497,499	249,659	5,220,302	134,044,096
Decrease:							
Disposed of	66,445						66,445
Deemed Disposals			1,664,237		145,091	1,433,009	3,242,337
	66,445	-	1,664,237	-	145,091	1,433,009	3,308,782
Cost, end of year	20,781,686	984,041,365	16,092,659	2,214,103	3,131,937	16,280,997	1,042,542,747
Work in Progress, end of year		72,826,298	3,407				72,829,705
Cost and Work in Progress, end of year	20,781,686	1,056,867,663	16,096,066	2,214,103	3,131,937	16,280,997	1,115,372,452
Accumulated Amortization, beginning of year		336,238,348	7,849,810	906,719	1,202,650	5,754,920	351,952,447
Changes for the Year							
Increase: Amortization for the Year		20,500,908	1,616,547	196,535	615,913	2,877,471	25,807,374
Decrease:							
Deemed Disposals			1,664,237		145,091	1,433,009	3,242,337
			1,664,237		145,091	1,433,009	3,242,337
Accumulated Amortization, end of year		356,739,256	7,802,120	1,103,254	1,673,472	7,199,382	374,517,484
Tangible Capital Assets - Net	20,781,686	700,128,407	8,293,946	1,110,849	1,458,465	9,081,615	740,854,968

School District No. 39 (Vancouver)

Schedule 4B (Unaudited)

Tangible Capital Assets - Work in Progress

Year Ended June 30, 2019

	Buildings	Furniture and Equipment	Computer Software	Computer Hardware	Total
	\$	\$	\$	\$	\$
Work in Progress, beginning of year	143,811,882	193,550	-	-	144,005,432
Changes for the Year					
Increase:					
Deferred Capital Revenue - Bylaw	41,435,444	244,038			41,679,482
Deferred Capital Revenue - Other	9,444,693				9,444,693
Operating Fund	181,796				181,796
Local Capital	3,794,452				3,794,452
	<u>54,856,385</u>	<u>244,038</u>	<u>-</u>	<u>-</u>	<u>55,100,423</u>
Decrease:					
Transferred to Tangible Capital Assets	125,841,969	434,181			126,276,150
	<u>125,841,969</u>	<u>434,181</u>	<u>-</u>	<u>-</u>	<u>126,276,150</u>
Net Changes for the Year	<u>(70,985,584)</u>	<u>(190,143)</u>	<u>-</u>	<u>-</u>	<u>(71,175,727)</u>
Work in Progress, end of year	<u>72,826,298</u>	<u>3,407</u>	<u>-</u>	<u>-</u>	<u>72,829,705</u>

School District No. 39 (Vancouver)

Schedule 4C (Unaudited)

Deferred Capital Revenue
Year Ended June 30, 2019

	Bylaw Capital	Other Provincial	Other Capital	Total Capital
	\$	\$	\$	\$
Deferred Capital Revenue, beginning of year	432,592,622	6,477,213	14,210,664	453,280,499
Changes for the Year				
Increase:				
Transferred from Deferred Revenue - Capital Additions		117,337		117,337
Transferred from Work in Progress	123,232,545	3,043,605		126,276,150
	123,232,545	3,160,942	-	126,393,487
Decrease:				
Amortization of Deferred Capital Revenue	17,019,495	255,872	190,740	17,466,107
	17,019,495	255,872	190,740	17,466,107
Net Changes for the Year	106,213,050	2,905,070	(190,740)	108,927,380
Deferred Capital Revenue, end of year	538,805,672	9,382,283	14,019,924	562,207,879
Work in Progress, beginning of year	134,227,638	3,043,638	6,734,156	144,005,432
Changes for the Year				
Increase				
Transferred from Deferred Revenue - Work in Progress	41,679,482	55,344	9,389,349	51,124,175
	41,679,482	55,344	9,389,349	51,124,175
Decrease				
Transferred to Deferred Capital Revenue	123,232,545	3,043,605		126,276,150
	123,232,545	3,043,605	-	126,276,150
Net Changes for the Year	(81,553,063)	(2,988,261)	9,389,349	(75,151,975)
Work in Progress, end of year	52,674,575	55,377	16,123,505	68,853,457
Total Deferred Capital Revenue, end of year	591,480,247	9,437,660	30,143,429	631,061,336

School District No. 39 (Vancouver)

Schedule 4D (Unaudited)

Changes in Unspent Deferred Capital Revenue
Year Ended June 30, 2019

	Bylaw Capital	MEd Restricted Capital	Other Provincial Capital	Land Capital	Other Capital	Total
	\$	\$	\$	\$	\$	\$
Balance, beginning of year	1,026,028	583,492	130,288	-	103,768	1,843,576
Changes for the Year						
Increase:						
Provincial Grants - Ministry of Education	41,319,517					41,319,517
Provincial Grants - Other			132,061			132,061
Other					9,285,581	9,285,581
Investment Income		889,717	2,700			892,417
MEd Restricted Portion of Proceeds on Disposal		36,225,000				36,225,000
Transfer project surplus to MEd Restricted (from) Bylaw	(666,063)	666,063				-
	40,653,454	37,780,780	134,761	-	9,285,581	87,854,576
Decrease:						
Transferred to DCR - Capital Additions			117,337			117,337
Transferred to DCR - Work in Progress	41,679,482	55,344			9,389,349	51,124,175
	41,679,482	55,344	117,337	-	9,389,349	51,241,512
Net Changes for the Year	(1,026,028)	37,725,436	17,424	-	(103,768)	36,613,064
Balance, end of year	-	38,308,928	147,712	-	-	38,456,640

SCHEDULE OF DEBTS

Information on all long term debt is included in the Notes of the School District Audited Financial Statements.

This statement is prepared pursuant to the Financial Information Regulation, Schedule 1, Section 4.

SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS

School District No. 39 (Vancouver) has not given any guarantee or indemnity under the Guarantees and Indemnities Regulation.

This statement is prepared pursuant to the Financial Information Regulation, Schedule 1, Section 5.

STATEMENT OF SEVERANCE AGREEMENTS

There were four severance agreements under which payment commenced between School District No. 39 (Vancouver) and its non-unionized employees during fiscal year 2019.

These agreements represent twenty-six months' compensation.

This statement is prepared pursuant to the Financial Information Regulation, Schedule 1, Subsection 6(7).

Schedule of Remuneration and Expenses

<u>Elected Officials</u>			<u>Remuneration</u>	<u>Expenses</u>
Alexander	Joy	Trustee	9,707	-
Ballantyne	Fraser	Trustee	28,021	2,332
Bercic	Carrie	Trustee	9,707	-
Cho	Carmen	Trustee	18,531	1,133
Dominato	Lisa	Trustee	9,707	-
Fraser	Janet	Trustee	30,356	3,254
Hanson	Oliver	Trustee	18,531	660
Martin-Gonzalez	Estrellita	Trustee	28,021	2,528
Pangilinan	Hazel	Student Trustee	2,188	2,575
Parrott	Barbara	Trustee	18,531	1,732
Pedley	Sheung	Trustee	18,531	2,149
Reddy	Jennifer	Trustee	18,531	2,026
Wong	Allan	Trustee	28,021	3,943
Zaichkowsky	Judith	Trustee	9,707	90
			248,090	22,422

<u>Employees with Remuneration Exceeding \$75,000</u>			<u>Remuneration</u>	<u>Expenses</u>
Abarquez	Richard	Teacher Elementary	82,473	279
Abercrombie	Elisa	Senior Advisor-LR	76,302	1,500
Abri	Sama	Plannner-Project Office	88,417	162
Adams	James	Elementary Principal	128,992	3,778
Adams	Barbara	Teacher Elementary	90,182	-
Adams	Sheri	Teacher Elementary	90,182	-
Adams	Sarah	Teacher Elementary	84,689	-
Adams	Susan	Teacher Elementary	89,031	-
Adams	Genvieve	Teacher Elementary	78,966	-
Adamson	Ashley	Teacher Secondary	84,289	379
Adrian	Vanessa	Teacher Elementary	89,286	-
Adrian-Hamazaki	Edward	Teacher Secondary	91,800	-
Affleck	Jodie	Teacher Elementary	82,671	60
Agius	Lisa	Teacher Secondary	79,460	-
Agyeman	Kingsley	Teacher Secondary	82,269	-
Ahluwalia	Jasprit	Teacher Elementary	82,620	-
Akita	Emily	Teacher Elementary	86,381	20
Akrap	Nicky	Secondary Principal	119,440	3,759
Alain	Claudette	Teacher Secondary	119,613	3,345
Alaouze	Alyse	Coordinator-Community School	76,154	955
Alary	Dale	Analyst	83,504	-
Al-Assadi	Abdelfattah	Teacher Secondary	87,244	150
Albrecht	Michael	Teacher Secondary	90,453	-
Albutat	Jennifer	Teacher Elementary	91,036	87
Alderman	Christopher	Manager-Staffing	109,394	834
Alexander	Stacey	Manager-Labour Relations	105,537	147
Alexander	Janet	Teacher Elementary	87,264	-
Ali	Seema	Teacher Secondary	99,948	110
Ali Shaw	Shareeda	Teacher Elementary	94,860	-
Aliphtiras	Georgia	Teacher Elementary	89,170	435
Alkalay	Andrea	Teacher Secondary	91,444	-
Allan	Lisa	Teacher Elementary	81,986	-
Allen	Chris	Director of Enterprise Risk Mg	101,157	1,713
Allen	Jeff	Electrician	93,377	65
Alley	Frances	Special Education - Sec	95,626	102
Allison	Heather	Teacher Elementary	90,484	-
Almeda	Kandice	Teacher Elementary	76,800	100
Alojado	Sherrise	Teacher Elementary	81,679	75
Alstad	Gregory	Teacher Elementary	92,579	-
Altman	Jennifer	Teacher Elementary	88,943	150

Alvares	Anne	Teacher Secondary	93,931	-
Ambrose	Dale	Secondary Vice-Principal	114,506	1,313
An	Paul	Elementary Vice-Principal	90,984	879
An	Joseph	Teacher Secondary	79,766	-
Andersen	Ronald	Carpenter	81,270	68
Anderson	Linda	Teacher Secondary	88,309	75
Andrews	Linda	Teacher Elementary	90,407	10
Andrews	Rochelle	Coordinator-Health & Safety	75,763	233
Anema	Melissa	Teacher Elementary	82,274	-
Ang	Genalyne	Teacher Elementary	91,890	-
Angel-Lara	Angela	Teacher Elementary	82,616	-
Annas	Richard	Teacher Secondary	86,757	76
Appleby	Katherine	Teacher Elementary	89,225	-
Appleton	Karen	Teacher Elementary	89,498	-
Aprim	Benjamin	Teacher Secondary	87,701	-
Arbuckle	Liam	Teacher Elementary	78,423	45
Archer	Christopher	Teacher Elementary	81,028	-
Archer	Liza	Teacher Elementary	88,712	77
Arduini	Anabela	Teacher Elementary	89,315	-
Arkiletian	Robert	Teacher Secondary	89,170	-
Armitage	Marla	Teacher Elementary	88,247	-
Arnold	Leslie	Teacher Secondary	88,997	-
Arnold	Yann	Special Education - Sec	90,194	87
Arnold	Sharon	Teacher Elementary	80,311	75
Asai	Cynthia	Teacher Elementary	84,488	-
Ascher	Christopher	Teacher Secondary	89,472	-
Ashdown	Joanne	Special Education - Elem	83,134	17
Asmani	Marya	Teacher Secondary	79,363	-
Asmoucha	Samuel	Teacher Elementary	88,970	-
Assadipour	Sonia	Teacher Elementary	95,283	162
Atkinson	Laura	Teacher Elementary	90,407	-
Atkinson	Michael	Teacher Elementary	89,155	-
Attali-Netherton	Brigitte	Teacher Elementary	85,539	30
Atterton	Carl	Teacher Elementary	82,368	-
Au	Henry	Elementary Principal	125,922	2,165
Aubichon	Franklin	Teacher Secondary	90,534	140
Aulakh	Harkiran	Teacher Secondary	86,605	230
Aweida	Dana	Teacher Elementary	90,407	92
Babajee	Vanesha	Teacher Secondary	88,959	75
Bach	David	Secondary Vice-Principal	119,778	-
Baerg	Julie	Teacher Secondary	83,181	-
Bailie	Ronald	Plumber	75,003	-
Bain	Deirdre	Teacher Elementary	87,572	25
Bains	Ranjit	Secondary Principal	132,073	5,913
Bains	Suman	Teacher Secondary	90,182	-
Bains	Surbjit	Teacher Elementary	89,000	60
Bains	Kamaljit	Teacher Elementary	89,365	175
Baird	Cecil	Teacher Secondary	91,022	-
Baker	Lorraine	Elementary Vice-Principal	112,733	-
Baker	Jean	Teacher Secondary	78,993	150
Bakken	Lorraine	Teacher Elementary	89,000	-
Baldwin	Eric	Teacher Elementary	84,148	-
Ballarin	Ricardo	Teacher Secondary	94,878	-
Balzarini	Sharon	Teacher Elementary	90,116	-
Bamburak	Megan	Speech Language Pathologist	89,917	84
Bankonin	Susan	Teacher Secondary	81,786	339
Barber	Amanda	Teacher Secondary	82,260	-
Barber	Catherine	Teacher Elementary	82,340	-
Barclay	Jill	Teacher Elementary	94,827	129
Barley	Marin	Teacher Secondary	89,139	702
Baron	Tanya	Teacher Secondary	84,384	600
Barre	Marc	Teacher Secondary	89,355	-
Barrera	David	Plumber	75,051	-
Barros	Melania	Teacher Elementary	82,698	-

Barski	Matthew	Teacher Secondary	75,603	279
Bartha	Patricia	Teacher Elementary	82,069	-
Bartlett	Steven	Elementary Vice-Principal	108,063	-
Bartlett	Gretchen	Teacher Elementary	81,850	155
Bassi	Baldeep	Teacher Secondary	82,464	100
Batchelor	Bernice	Teacher Elementary	87,932	85
Batista	Carmen	Associate Superintendent	192,961	10,929
Batsoulas	Janet	Teacher Elementary	87,359	-
Baulcomb	Craig	Provl Resource Program - Elem	97,763	-
Bausback	Kirk	Teacher Secondary	80,770	-
Bautista	Edwin	Teacher Elementary	82,491	90
Baxter	Ian	Teacher Secondary	92,312	-
Bayne	Norma	Teacher Elementary	88,945	150
Beadle	Evelyn	Teacher Elementary	85,643	160
Beamish	Wendy	Teacher Secondary	77,420	-
Bean	Roxanne	Teacher Secondary	90,861	-
Beatch	Patricia	Manager-Employee Wellness	112,438	569
Beaton	Gregory	Teacher Secondary	82,976	-
Beattie	Karen	Teacher Elementary	82,485	40
Beaucock	Kim	Teacher Secondary	86,352	165
Beaudry	Cheryl	Teacher Elementary	83,438	91
Beck	Daphne	Teacher Elementary	79,100	-
Beck	Randell	Gasfitter	79,484	10
Becker	Robin	Teacher Elementary	89,170	-
Bedard	Marie-Claude	Teacher Elementary	82,035	75
Beeman	Jill	Teacher Elementary	82,176	-
Begg	Leslie	Teacher Secondary	82,722	-
Beharry	Peter	Teacher Secondary	90,376	164
Belanger	Daniel	Elementary Principal	123,379	-
Belecos Shaw	Anastasia	Teacher Elementary	78,884	-
Bell	Robert	Teacher Elementary	89,170	-
Bell-Irving	Charmaine	Teacher Secondary	79,811	-
Belliveau	Susan	Teacher Elementary	90,351	-
Bemister	Jesse	Elementary Vice-Principal	108,092	-
Bender	Erin	Teacher Elementary	90,182	305
Benson	Alexander	Teacher Secondary	82,616	-
Benson	Mara	Teacher Secondary	82,170	-
Bercic	Thomas	Distance Education - Sec	95,159	279
Berger	Fiona	Teacher Elementary	91,493	40
Bernauer	Karin	Teacher Elementary	90,244	40
Berner	Christiane	Teacher Secondary	94,001	-
Bigioli	Angela	Teacher Secondary	93,270	-
Bildstein	Lucia	Teacher Elementary	82,176	209
Billingsley	Jennifer	Teacher Elementary	90,182	58
Biln	David	Teacher Elementary	96,481	-
Bilodeau	Shane	Teacher Elementary	90,206	87
Bilodeau	Stephanie	Teacher Elementary	81,774	-
Binder	Anita	Teacher Secondary	88,642	-
Bion	Elizabeth	Teacher Elementary	82,543	-
Biorn	Birgitte	Elementary Principal	123,587	-
Bird	Lora	Teacher Elementary	90,322	-
Bird	Naomi	Teacher Secondary	87,595	-
Birkenhead	Sandra	Teacher Secondary	90,962	-
Birks	Carole	Teacher Secondary	91,448	77
Birring	Navjot	Teacher Elementary	89,173	-
Birsan	Irina	Teacher Secondary	92,468	-
Birsan	Alina	Teacher Secondary	86,724	-
Bisset	Heather	Teacher Elementary	82,536	175
Black	Paul	Teacher Elementary	89,170	-
Blair	Sonia	Secondary Vice-Principal	117,065	-
Blake	Karen	Secondary Vice-Principal	94,291	7,150
Blanchard	Nicholas	Teacher Elementary	80,836	-
Bland	Charmian	Teacher Elementary	89,578	141
Block	Ellen	Teacher Elementary	82,565	-

Bodnar	Michael	Teacher Secondary	76,844	-
Bohachewski	Lisa	Electrician	76,349	109
Bohl	Bonnie	Special Education - Sec	89,251	-
Bohmer	Aaron	Plumber	82,786	-
Boily	Brigitte	Teacher Elementary	83,565	279
Boitard	Daniel	Teacher Elementary	82,536	-
Bolanos	Jessica	Special Education - Sec	89,225	-
Bolton	S. Ann	Teacher Secondary	94,010	-
Bombino	Giovanna	Teacher Secondary	85,874	-
Bondi	Linda	Teacher Elementary	82,170	-
Bone	Graeme	Teacher Elementary	79,153	-
Bonnis	Elisha	Teacher Elementary	90,554	-
Bonvillain	Lynda	District Vice Principal	143,765	1,146
Boomer	Brian	Carpenter	75,153	-
Booth	Lorraine	Teacher Elementary	80,791	20
Borason	Michael-Don	Special Education - Sec	90,052	121
Bordon	Robert	Teacher Secondary	85,105	140
Borg	Tammy	Teacher Elementary	95,524	-
Borges	Danny	Teacher Secondary	97,895	-
Borsato	Justin	Teacher Elementary	83,970	-
Bortnick	Allan	Electrician	75,935	-
Boswell	Erin	Speech Language Pathologist	91,804	181
Botero	Ivan	AE Instructor Structured Cours	88,379	-
Boucetta	Soumeya	Teacher Secondary	78,196	270
Bouchard	Helene	Teacher Elementary	82,311	-
Boucher	Robert	Special Education - Sec	89,642	-
Boucher	Aimee	Teacher Elementary	78,567	175
Boulanger	Chantelle	Teacher Elementary	81,403	-
Boulding	Nicholas	Special Education - Sec	82,485	-
Boulet	Ariel	Teacher Secondary	89,429	179
Bourque	Nancy	Elementary Principal	110,957	515
Boxall	Sula	Teacher Elementary	81,009	973
Boyanton	Victoria	Teacher Elementary	82,621	-
Boyes	Cody	Teacher Secondary	82,484	77
Boylan	Brenda	Teacher Elementary	89,316	-
Braaten	Donna	Teacher Secondary	85,120	-
Brack	Donna	AE Instructor	92,847	-
Bradley	Agnes	Teacher Elementary	89,479	-
Bramhoff	Anita	Teacher Elementary	90,499	346
Bratberg	Ian	Teacher Secondary	76,531	-
Braun	Jennifer	Teacher Secondary	94,392	-
Braun	David	Teacher Secondary	90,425	-
Braun	Barton	Teacher Elementary	90,126	77
Braverman	Michael	Teacher Secondary	90,126	-
Bray	Kelvin	Painter	83,441	10
Bredin	Shauna	Teacher Elementary	82,671	-
Brehey	Darcy	Teacher Elementary	81,659	-
Breton	Lorraine	Teacher Secondary	93,997	-
Brett	Allison	Teacher Secondary	89,079	308
Brion	Peter	Teacher Secondary	82,413	-
Brix	Patricia	Psychologist - Elem	81,628	107
Broadbent	Marion	Elementary Principal	130,767	689
Broman	Pamela	Teacher Elementary	82,395	-
Bromige	Christopher	Special Education - Sec	89,273	-
Brooks	Margaret	Teacher Secondary	84,905	-
Brown	Jesse	Elementary Vice-Principal	113,258	3,790
Brown	Dana	Teacher Secondary	89,357	30
Brown	Zoi	Teacher Elementary	90,035	-
Brown	Angela	Mentor Elementary	87,711	99
Brownrigg	Richard	Teacher Secondary	89,225	-
Bruce	Tyler	Teacher Elementary	82,487	-
Bruechert	Walter	Teacher Elementary	90,524	207
Brumwell	Craig	Teacher Secondary	93,161	540
Bruyere	Johnathon	Teacher Elementary	88,725	77

Bryce	Keith	Teacher Elementary	89,578	77
Bui	Michael	Teacher Secondary	79,538	135
Buis	Kenneth	AE Instructor Structured Cours	97,076	-
Burdon	Shirley	Teacher Secondary	94,308	300
Burgess	Leslie	District Resource	89,214	1,880
Burke	Shannon	Area Case Manager	96,467	9
Burma	Amber	Elementary Vice-Principal	100,115	108
Burrell	Scott	Teacher Elementary	77,041	77
Burrus	Adrian	Teacher Elementary	89,006	30
Burton	Shannon	Elementary Principal	128,819	2,803
Buschau	Tanya	Senior Medical Adjudicator	76,776	-
Butler	David	Teacher Elementary	89,866	190
Butler	Vivian	Teacher Elementary	89,392	27
Bylsma	Alan	Teacher Secondary	91,553	-
Byrne	Meghan	Teacher Secondary	86,676	250
Byron	Shane	Teacher Secondary	90,146	-
Cabrone	Elvi	Area Resource - Elem	91,728	2,057
Cacchioni	David	Secondary Vice-Principal	90,525	87
Calder	Alison	Teacher Secondary	82,597	-
Calman	Shelby	Teacher Secondary	80,867	209
Caluori	Joanna	Teacher Elementary	82,648	-
Calvert	Kyle	Teacher Elementary	89,341	-
Cameron	Glenn	Teacher Secondary	86,061	77
Cameron	Steven	Teacher Secondary	76,699	-
Campbell	Sandra	Area Case Manager	110,902	180
Campbell	Jessica	Teacher Elementary	87,834	55
Campbell	Shawn	Teacher Elementary	82,671	-
Campbell	Joshua	Set BC Provincial - Sec	84,373	-
Campbell	Shoshanna	Provl Resource Program - Sec	86,977	763
Campos	Nancy	Teacher Secondary	86,262	-
Cancar	Miya	Teacher Secondary	100,639	199
Candido	Marnie	Teacher Elementary	88,920	200
Canning	Gregory	Teacher Elementary	89,370	75
Cannon	Ian	Elementary Principal	129,261	-
Canosa	Massimo	Electrician	85,379	5
Cantelon	Amanda	Special Education - Sec	95,238	279
Cantor	Diana	Teacher Elementary	91,887	335
Cao	Dac Tung	Teacher Secondary	82,265	-
Car	Susie	Elementary Principal	129,217	-
Carelse-Borzel	Esther	Transition Teacher - Sec	90,979	-
Cargo	Stacy	Teacher Elementary	82,485	-
Carle	Laura	Teacher Elementary	88,945	252
Carlick	Frances	Teacher Elementary	89,431	-
Carmichael	Mark	Teacher Secondary	100,691	-
Caros	Jennifer	Psychologist - Elem	91,441	-
Carrara	Daniele	Teacher Elementary	86,083	-
Carrea	Alessandra	Teacher Elementary	78,305	80
Carrell	Christopher	Plumber	83,357	-
Carrier	Joseph	Teacher Elementary	82,620	-
Carriere	Valerie	Elementary Vice-Principal	113,033	-
Carruthers	Matthew	Elementary Principal	116,333	14
Carry	Suzanne	Teacher Elementary	93,300	-
Carson	Jodine	Teacher Elementary	89,001	-
Carswell	Ankie	Elementary Principal	123,587	344
Cassidy	Yvette	Teacher Elementary	89,000	90
Cassie	Laurie	Teacher Elementary	92,776	-
Cauchon	Linda	Teacher Elementary	82,368	60
Cavaletto	Michael	Teacher Secondary	82,310	195
Cavanagh	Michelle	Teacher Elementary	82,671	45
Caverzan	Renata	Teacher Elementary	90,351	395
Cavezza	Tammy	Teacher Elementary	82,260	-
Cavin	Edwin	Teacher Secondary	84,875	-
Celle	Roberta	Teacher Elementary	82,671	234
Chadwick	Phonesanith	Set BC Provincial - Sec	76,535	50

Chai	Steven	Teacher Elementary	78,645	-
Chalmers	Holly	Teacher Secondary	102,177	140
Chamberlain	James	Elementary Vice-Principal	115,195	-
Chan	Vivian	Teacher Elementary	88,759	185
Chan	Vince	Teacher Secondary	89,768	10
Chan	Debbie	Teacher Secondary	88,768	155
Chan	Paul	Teacher Secondary	90,233	-
Chan	Betty	Teacher Elementary	89,879	307
Chan	Genevieve	Teacher Elementary	88,865	-
Chan	Jennie	Teacher Secondary	86,487	-
Chan	Yong Yong	Teacher Elementary	86,099	175
Chan	Harinder	Teacher Secondary	77,705	-
Chan	Sylvia	Teacher Secondary	80,300	-
Chan	Justina	Teacher Secondary	79,566	-
Chan	Jeanie	Teacher Elementary	78,958	150
Chan	Judy	Teacher Secondary	77,290	-
Chang	Irma	Teacher Elementary	89,810	-
Chang	Lisa	Teacher Secondary	82,328	-
Chang	Chiung-Fang	Teacher Secondary	81,160	162
Chang	Ivy	Teacher Elementary	77,649	177
Chan-Henry	Gregory	Teacher Secondary	90,330	-
Chao	Ngoc Tram	Teacher Secondary	80,247	210
Chao	Linda	Teacher Secondary	79,162	-
Chapman	Katherine	Teacher Elementary	79,327	-
Charbonneau	Alfred	Carpenter	78,999	-
Charette	Jacinte	Teacher Elementary	88,496	-
Chau	Johnny	Electrician Apprentice	80,271	-
Chee	Cynthia	Teacher Elementary	89,373	75
Chelladurai	Arockiam	Teacher Secondary	91,875	-
Chen	Bell	Distance Education - Sec	104,332	-
Chen	Hattie	Teacher Secondary	98,367	384
Chen	Emily	Teacher Secondary	92,400	-
Chen	Hsin-Hou	Teacher Secondary	90,107	77
Cheng	Elizabeth	Teacher Elementary	89,109	274
Cheng	Michelle	Teacher Secondary	82,369	-
Cheng	Wendy	Teacher Elementary	77,448	366
Chenoweth	Matthew	Teacher Secondary	83,554	-
Chew	Shirley	Teacher Secondary	82,565	-
Chiang	Musica	Advisor-Student Info Systems	108,344	1,275
Chiang	Yi Chun	Teacher Secondary	84,767	-
Chin Petersen	Jenny	Elementary Principal	131,291	70
Chiu	Chi Kin	Elementary Principal	122,917	-
Chiu	Odelia	Deaf and Hard of Hearing	92,747	138
Chiu	Nathan	Deaf and Hard of Hearing	76,005	121
Cho	David	Teacher Secondary	93,924	150
Cho	Alyson	Teacher Elementary	88,992	30
Cho	Caroline	Teacher Elementary	83,872	175
Chobotiuk	Jennifer	Teacher Elementary	82,055	-
Choi	James	Teacher Secondary	93,778	600
Choi	Michael	Teacher Secondary	86,437	61
Chong	Genevieve	Teacher Elementary	94,324	163
Chong	Joyce	Elementary Vice-Principal	99,339	-
Chong	Linda	Teacher Secondary	90,022	-
Chong	Vickie	Teacher Elementary	82,485	-
Chong	Philip	Teacher Elementary	82,231	-
Chong-Ping	Kimberley	Teacher Secondary	93,883	-
Chow	Cynthia	Teacher Elementary	88,679	140
Chow	Stella	Elementary Vice-Principal	95,448	1,313
Chow	Gordon	Teacher Secondary	95,810	150
Chow	Shirley	Teacher Elementary	88,955	-
Chow	Karen	Teacher Elementary	88,857	149
Chow	Allan	Teacher Secondary	85,383	-
Chow-Humphries	Mary	Teacher Elementary	90,407	-
Choy	Liza	Teacher Elementary	93,200	-

Christison	Lynn	Teacher Elementary	80,536	-
Chrzastowski-Wachtel	Pawel	Teacher Secondary	90,509	165
Chu	Jennifer	Teacher Elementary	89,246	-
Chua Martinez	Armando	Teacher Secondary	87,834	-
Chuaqui	Maria	Teacher Secondary	82,442	-
Chun	Peggy	Teacher Secondary	76,717	-
Chung	Ting Fong	Teacher Elementary	84,849	-
Chung	Jeeyeon	Teacher Elementary	82,620	-
Chuu	Carol	Teacher Secondary	90,126	-
Clark	Denise	Secondary Vice-Principal	94,366	100
Clark	Julia	Teacher Elementary	92,724	200
Clark	Hudson	Teacher Secondary	91,345	-
Clark	Heidi	Teacher Elementary	87,337	35
Clark	Gavin	Coordinator-Community School	83,268	338
Clarke	Elizabeth	Teacher Elementary	89,341	-
Clarke	Lori	Teacher Secondary	82,566	-
Clay	Jaimie	Teacher Secondary	87,650	1,664
Clifton	Robert	Indigenous Educ Curr Consult	86,335	155
Cloutier	John	Teacher Elementary	89,147	-
Clutchey	Corrie	Teacher Secondary	94,455	-
Coderre	Stephen	Special Education - Sec	92,266	-
Codrington	Angela	Teacher Elementary	82,671	-
Coelho	Andrew	Teacher Elementary	104,071	36
Coflin	Karen	Secondary Vice-Principal	119,015	3,126
Cohen	Sharon	Teacher Elementary	82,485	45
Coit	Stephanie	Teacher Gifted Program	77,266	155
Collins	Diane	Teacher Elementary	76,778	-
Colpitts	James	Teacher Elementary	82,485	-
Conklin	Marnie	Teacher Elementary	83,477	14
Conley	Tanya	Teacher Elementary	78,317	215
Connaughton	William	Teacher Elementary	82,616	-
Conrad	Danielle	Teacher Elementary	90,752	55
Conzon	Grant	Steamfitter	84,515	-
Coo	Duncan	Teacher Elementary	88,945	-
Cook	Jennifer	Manager-Food Services	110,896	2,855
Cook	Rebecca	Teacher Elementary	89,429	-
Coombs	Edward	Teacher Elementary	88,945	-
Cooper	Romy	Teacher Secondary	89,091	140
Cordoni	Christopher	Teacher Secondary	91,863	45
Cornies	Chad	Teacher Secondary	88,222	-
Correia	Grace	Teacher Secondary	91,606	-
Corrie	Natacha	Teacher Elementary	89,170	-
Corsi	Viviana	Teacher Elementary	82,672	-
Cortens	John	Elementary Principal	125,941	1,665
Costa	Maria	Teacher Elementary	89,654	-
Costea	Kenneth	Teacher Elementary	82,311	102
Costello	Jesse	Teacher Elementary	94,316	170
Cotton	Graeme	Teacher Elementary	90,182	-
Cottrell	Mary	Teacher Elementary	80,145	135
Coughlan	Kamala	Elementary Vice-Principal	80,332	-
Coughlan	Liam	Fac Supervisor-Rent/Lease	78,523	730
Coutts	Graeme	Teacher Elementary	94,761	159
Covert	Jorden	Teacher Elementary	75,641	80
Cozma	Alina	Teacher Secondary	89,014	24
Creanga-Kurth	Odette	Teacher Secondary	82,745	195
Creighton	Debra	Special Education - Elem	82,142	-
Crisp	James	Teacher Elementary	88,775	-
Cristall	Aven	Teacher Elementary	89,181	50
Cross	Mira	Teacher Secondary	90,686	475
Cruickshank	Maryanne	Teacher Elementary	88,549	110
Cuccurullo	Lia	Teacher Elementary	89,502	-
Cuerrier	Alin	Teacher Secondary	90,353	-
Culhane	Stephen	Teacher Secondary	98,983	-
Cultum	Irene	Teacher Elementary	82,536	159

Cumming	Wendy	Teacher Elementary	81,299	499
Cumming	Drew	Electrician	78,188	10
Cunha	Mario	Plumber	91,020	75
Cvekic	Tanja	Teacher Elementary	76,648	175
Da Silva	Pedro	Director of Learning Info Tech	147,689	8,340
Da Silva	Aldina	Teacher Secondary	89,294	-
Dalla-Zanna	Gaye	Teacher Elementary	81,638	-
Dallyn	Susan	Teacher Elementary	90,501	150
Dancer	Susan	Teacher Elementary	82,485	150
Danilovic	Tania	Teacher Elementary	88,205	-
Dao	Nhat	Teacher Secondary	82,183	-
Das	Gunnie	Bld Eng 100001-160000 sqft	105,968	78
David	Carolyn	Teacher Elementary	89,333	-
Davidson	Andrea	Dist Principal-Alt Prg & Comm	134,382	2,328
Davidson	Marilyn	Teacher Elementary	89,370	541
Davies	Megan	Elementary Principal	125,941	-
Davies	D. James	Teacher Secondary	82,586	-
Davis	Aaron	Director of Instruction-SS	147,823	7,646
Davis	Nathalie	Teacher Elementary	81,921	-
Davis	Michelle	Provl Resource Program - Sec	78,238	547
Davis	Denise	Special Education - Sec	82,341	-
Dawson	John	Director Edu Plan Student Info	138,162	7,279
De Couto	Jason	Teacher Secondary	84,363	-
de Hoop	James	Senior Manager-Planning	116,715	4,107
De Iaco	Rosa	Special Education - Sec	93,087	-
De Jardin	Linda	Teacher Elementary	89,311	90
De Santis	Michael	Teacher Secondary	90,511	-
De Verteuil	Glenn	Teacher Elementary	81,007	265
De Vita	Kelly	Teacher Elementary	89,230	-
Dean	Tamara	Teacher Elementary	81,952	24
Delafenetre	Frederic	Teacher Secondary	86,382	-
DeLong	Ian	Teacher Elementary	79,875	45
Delorme	Patrick	Teacher Secondary	88,643	140
Demarco	Dion	Teacher Secondary	81,757	-
Demers	Guy	Teacher Secondary	95,425	-
Demiris	Soultana	Senior Advisor-Recruitment	92,789	9,499
Dempster	Kyle	Teacher Secondary	84,708	-
Dent	Susan	Elementary Vice-Principal	108,454	1,200
Deo	Rajnil	Elementary Vice-Principal	95,773	-
Deragopian	Aida	Teacher Elementary	89,199	-
Derban	Elyssa	Elementary Vice-Principal	107,838	17
DeRosa	Christine	Teacher Elementary	81,407	-
Derreth	Eugene	Teacher Secondary	95,169	140
Des Mazes	Andrea	Teacher Secondary	89,047	190
Desai	Jagruti	Secondary Vice-Principal	117,501	4,612
Deschner	Wynn	Teacher Secondary	93,396	-
Desjarlais	Juanita	Dist Principal-Indigenous Ed	117,158	4,518
Despotakis	Nick	Secondary Vice-Principal	115,681	379
Despotovska	Ana	Special Education - Sec	84,261	-
Desrochers	Darren	Perm Sub - Elem	76,970	-
Dewreede	Christopher	Teacher Secondary	90,407	-
DeYoung	Michelle	Teacher Secondary	79,385	159
Dhaliwal	Rupy	Teacher Secondary	81,081	-
Dhaliwal	Ramandip	Teacher Elementary	90,156	-
Dhami	Sandeep	Area Counsellor - Elem	85,881	293
Di Carlo	Teresa	Teacher Elementary	82,260	-
Di Giacinto	Paul	Teacher Elementary	82,395	-
Di Giovanni	Vita	Teacher Elementary	90,292	-
Dial	Harbinder	Teacher Secondary	82,536	-
Dias	John	Plumber	83,972	-
Dicesare	Diana	Elementary Vice-Principal	108,375	-
Dickie	Colleen	Manager-Early Learning	100,711	1,885
Diesvelt	Alison	Teacher Elementary	80,951	200
Dilasser	Louise	Teacher Elementary	87,857	75

Dilgir	Zohreen	Teacher Elementary	82,260	-
Dimitropoulos	Ekaterina	Teacher Elementary	98,176	-
Dinning	Alina	Teacher Elementary	82,485	117
Dionne	Karen	Teacher Secondary	76,673	195
Dirk	Michael	Teacher Elementary	79,153	60
Dissegna	Darren	Teacher Secondary	77,898	-
Dixon	Caroline	Teacher Secondary	90,296	-
Dixon	Alison	Teacher Elementary	89,170	22
Dixon	Shantelle	Teacher Elementary	82,260	-
Dixon	Karen	Teacher Elementary	82,315	-
Dizy	William	Special Education - Sec	90,597	39
Dobie	Polly	Teacher Secondary	82,620	-
Dobry	Janine	Teacher Elementary	82,184	190
Dodd	Thomas	Teacher Elementary	82,593	279
Dolinski	Ian	Plumber	76,484	22
Donaldson	Lindsay	Teacher Secondary	94,596	-
Donegan	Chris	Teacher Elementary	81,752	-
Donnelly	Allyson	Teacher Elementary	89,571	-
Donovan	Maria	Elementary Principal	123,249	10
Doolan	Bryan	Teacher Elementary	77,266	150
Dorchester	Melanie	Teacher Elementary	84,275	175
Dou	Teresa	Teacher Secondary	90,453	-
Douglas	Cheryl	Manager-Recruitment&Retention	107,694	5,302
Douglas	Julie	Teacher Secondary	89,149	77
Dowla	Aziz	Teacher Secondary	83,105	150
Dowle	Brenda	Teacher Secondary	91,015	997
Doyle	Tony	Manager-Information Systems	108,558	-
Dragun	Efim	Electrician	78,666	66
Driver	Diane	Teacher Elementary	90,351	175
Duarte	Gissela	Teacher Elementary	85,147	160
Dulai	Sohan	Indigenous Education - Sec	82,244	323
Dumont	Marjorie	Teacher Elementary	90,861	-
Dunne	Graham	Teacher Secondary	82,311	-
Duong	John	Manager-Maintenance	101,884	4,160
Duong	Peter	Carpenter	85,593	16
Duran	Lorena	Set BC Provincial - Sec	82,878	40
Durno	Gregory	Teacher Secondary	80,892	-
Durrieu	Marlene	Teacher Elementary	89,256	-
Durward	Magdalena	Teacher Elementary	89,228	-
Duttchen	Christa	Teacher Secondary	75,025	-
Dwyer	Kevin	Teacher Elementary	82,265	-
Dyer	Brenda	Teacher Elementary	82,368	45
Dykstra	Simon	Teacher Secondary	90,636	-
Dykstra	Michael	Teacher Elementary	80,523	-
Ebeling	Susanne	Teacher Secondary	82,260	-
Eckert	Jonah	Teacher Secondary	85,710	140
Eddy	Akemi	Teacher Elementary	89,901	113
Eddy	Gordon	Manager-LIT SET BC	87,427	-
Edge	Richard	Teacher Secondary	99,720	107
Ediger	Krista	Secondary Vice-Principal	117,065	840
Edwards	Vincent	Elementary Principal	112,142	-
Edwards	Lisa	Teacher Secondary	82,540	279
Ee	Brian	Teacher Elementary	94,904	645
Egilsson	Kelly	Secondary Vice-Principal	114,582	-
Ehn	Zsuzsanna	Teacher Secondary	90,183	-
Eisner	Elizabeth	Teacher Secondary	82,565	-
Elia	Therisa	Teacher Secondary	89,000	-
Ellis	Jackie	Teacher Secondary	90,299	-
Ellison	Michael	Plumber	77,134	10
Emanouilidis	Thomas	Special Education - Sec	89,047	-
Embree	James	Elementary Vice-Principal	108,151	100
Emeno	Donna	Administrator On Call	84,638	-
Emerick	Michael	Teacher Elementary	84,097	24
Eng	Jason	Elementary Principal	129,305	-

Eng	Eydie	Teacher Secondary	90,347	-
Eng	Brian	Teacher Secondary	85,494	1,500
Eng	Carmen	Teacher Elementary	83,646	175
Engler	Kevin	Teacher Secondary	79,924	-
English	Todd	Teacher Elementary	83,282	45
Enns	Kelly	Teacher Elementary	89,408	117
Enns	Michael	Teacher Secondary	82,536	-
Enns	W.T. Dale	Teacher Secondary	86,830	-
Enthoven	Anjuli	Teacher Secondary	77,491	390
Epp	Elfriede	Teacher Elementary	90,126	-
Epting	Bernard	Teacher Elementary	82,485	879
Erickson	Bryan	Teacher Secondary	87,933	-
Erwin	Katy	Teacher Elementary	90,182	-
Erwin	Bradley	Heat & Frost Insulator	80,541	10
Esmail	Shahenaaz	Supervisor-Purchasing	87,253	-
Esnault-Oka	Adele	Teacher Secondary	85,402	49
Estate of Weremchuk	Kenneth	Teacher Secondary	94,178	-
Evans	Peter	Elementary Principal	131,289	600
Evans	Rosemary	Special Education - Sec	90,049	-
Evans	Lisa	Teacher Elementary	88,865	322
Evans	Russell	Teacher Secondary	82,593	-
Evans	Jodi	Teacher Elementary	79,940	-
Everaars	Laurence	AE Instructor Structured Cours	96,811	-
Eves	Timothy	Teacher Elementary	92,537	91
Eviston	Janet	Special Education - Sec	89,249	-
Ewan	Greg	Electrician	75,173	34
Faizabadi	Giti	Teacher Secondary	82,485	-
Falconer	Sheena	Teacher Secondary	79,283	175
Falcus	Robert	Special Education - Sec	79,395	-
Fanning	Benjamin	Teacher Elementary	90,575	279
Fanthorpe	Ernest	Senior Manager-Project Office	117,073	396
Farias	John	Manager-Operations	108,490	2,793
Farquharson	Michele	Teacher Elementary	77,006	-
Farrell	Imelda	Teacher Elementary	88,309	-
Fawley	Clifford	Teacher Elementary	75,280	-
Fazio	Rosa	Elementary Principal	134,199	-
Feeley	Paul	Teacher Elementary	82,260	82
Fell	Graeme	Teacher Elementary	83,648	110
Feng	Janet	Teacher Elementary	82,260	45
Fenton	Brenda	Teacher Elementary	88,920	87
Ferguson	Robert	Teacher Secondary	93,114	1,711
Fergusson	Megan	Teacher Secondary	82,638	75
Fergusson	Nancy	Teacher Elementary	89,170	-
Fernandes	Tony	Painter	88,461	2
Fielden	Kathleen	Teacher Elementary	82,176	-
Finch	Rosemaire	Director of Human Resources	134,510	4,121
Finch-Cowie	Melanie	Teacher Elementary	89,170	12
Findlay	Jody	Teacher Secondary	89,301	-
Fisher	Andrew	Teacher Elementary	90,529	-
Fitzgerald	Ross	Painter	75,360	10
Fleming	Stephen	Teacher Secondary	90,349	195
Fleming	Nina	Teacher Secondary	77,810	264
Florio	Robert	Teacher Secondary	94,493	100
Foell	Lindsey	Teacher Secondary	93,699	30
Fogell	Jessie	Coordinator-Education	85,837	-
Foran	Lesley	Teacher Elementary	88,775	175
Foran	Paula	Area Counsellor - Elem	91,110	75
Forbes	Lynn	Teacher Secondary	82,638	63
Forbes	Krista	Teacher On Call - Elem	87,786	-
Foreman	Suzanne	Teacher Secondary	89,225	-
Foreman-Ng	Kate	Teacher Elementary	89,943	494
Forgeron	Terrance	Supervisor-Maintenance	107,325	1,631
Forgeron	Jann	Teacher Secondary	89,574	240
Forsey	Sara	Teacher Secondary	77,704	180

Forsselius	Gail	Teacher Elementary	80,899	65
Forsyth	Deborah	Teacher Elementary	89,858	80
Foster	Jason	Teacher Secondary	90,182	-
Foster	Maria-Teresa	Area Counsellor - Elem	91,549	269
Fouracres	Wendy	Teacher Elementary	82,893	-
Fournier	Jolayne	Teacher Elementary	96,706	77
Fox	Sandra	Teacher Elementary	88,633	152
Fracca	Sandro	Teacher Secondary	90,182	-
Francis	Mona	Teacher Elementary	88,707	202
Francis	Nicholas	Teacher Secondary	86,337	-
Francisco	Gilberto	Supervisor-Operations	109,160	3,616
Franco	Julio	Teacher Elementary	83,118	-
Francom	Stewart	Teacher Secondary	98,764	200
Franken	Sheldon	Area Counsellor - Elem	87,226	353
Fraser	Christine	Area Resource - Elem	93,650	45
Fraser	Lara	Teacher Elementary	82,932	-
Freeze	Lori	Teacher Elementary	86,522	-
Frehlick	Kim	Teacher Elementary	81,796	40
Frcigang	Kelly	Sheet Metal Worker	86,228	85
Fremont	Ronald	Teacher Elementary	90,411	430
Frers	Allison	District Resource	85,522	1,880
Friesan	Aaron	Teacher Secondary	92,158	-
Friesen	Betty-Anne	Teacher Elementary	86,668	-
Friesen	Manuella	Teacher Elementary	86,531	-
Friesen	Carla	Teacher Elementary	82,311	-
Friesen	Donald	Sheet Metal Worker	75,208	201
Friess	Lourdes	Teacher Elementary	83,435	-
Frigault	Kathleen	Teacher Elementary	82,459	160
Fritz	Sharon	Teacher Secondary	77,090	-
Frizell	Holly	Teacher Elementary	81,925	25
Froebe	Karen	Teacher Elementary	75,086	40
Froese	Carole	Elementary Principal	123,544	1,720
Fryer-Mangan	Susan	Teacher Elementary	82,260	-
Fullerton	Ryan	Secondary Vice-Principal	114,402	-
Fung	Douglas	Teacher Secondary	89,311	-
Fung	Ted	Teacher Secondary	90,253	-
Fung	Judy	Teacher Elementary	90,126	80
Fung	Annette	Teacher Elementary	81,820	-
Gabelman	Brett	Special Education - Sec	90,407	-
Gabelman	Nicola	Teacher Secondary	82,187	-
Gagnon	Eve	Elementary Principal	110,507	-
Gagnon	Christine	Teacher Elementary	78,562	40
Gallant	Eugene	Teacher Secondary	89,592	155
Gallmann	Tanya	Teacher Elementary	81,881	159
Garfinkel	Sandra	Provl Resource Program - Sec	90,438	56
Garnett	Bruce	District Principal	132,028	59
Garzitto	Emi	Area Counsellor - Elem	91,682	122
Gascoigne	Heather	Elementary Principal	130,870	2,951
Gates	Natasha	Area Counsellor - Sec	92,397	693
Gatti	Antonietta	Teacher Secondary	90,126	-
Gauthier	Johanne	Teacher Elementary	76,374	160
Geisler	Gerald	Teacher Secondary	88,705	-
Gelb	Megan	Teacher Elementary	90,407	67
Gelbart	Ligeia	Teacher Secondary	76,167	-
Gelson	Carrie	Teacher Elementary	88,720	85
Gelson	Julie	Teacher Elementary	88,712	75
George	Nicole	Teacher Elementary	89,879	-
Georgiopoulos	Denise	Teacher Elementary	89,950	-
Germain	Leslie	Area Counsellor - Elem	75,528	512
Gessaroli	Karen	Teacher Elementary	82,593	-
Ghobrial	Heba	Speech Language Pathologist	92,074	118
Gibbens	Trevor	Teacher Secondary	90,126	-
Gibson	Robert	Teacher Secondary	90,713	77
Giesbrecht	Christine	Mentor Elementary	83,357	59

Gill	Kalwant	Secondary Principal	134,322	-
Gill	Iqbal	Secondary Vice-Principal	116,840	-
Gill	Raman	Teacher Secondary	95,122	24
Gill	Jaspreet	Distance Education - Sec	101,372	-
Gill	Jasjit	Teacher Secondary	89,552	-
Gill	Rowena	AE Instructor Structured Cours	76,195	-
Gill	Ritu	Senior Advisor-LR	76,967	748
Gilmour	Wendy	District Resource	96,465	244
Glickman	Roanna	Teacher Elementary	89,130	-
Glynianyi	Stephanie	Teacher Secondary	84,148	-
Gobbi	Nichole	Teacher Elementary	88,534	87
Gock	Darren	Secondary Vice-Principal	116,830	-
Goddard	Anita	Home Instruction - Elem	84,419	40
Godfrey	Paul	Secondary Vice-Principal	116,838	1,184
Godfrey	Laura	Teacher Elementary	82,541	-
Golby	Risha	Elementary Principal	125,941	2,083
Gomes	Deborah	Teacher Secondary	89,799	1,555
Goncalves	Oscar	Teacher Secondary	92,967	-
Goodacre	Sandra	Teacher Secondary	84,145	-
Goodison	Dorothy	Teacher Elementary	89,571	175
Goodman	David	Teacher Secondary	90,590	-
Goolieff	Treena	Teacher Secondary	101,272	-
Grad	Lori	Teacher Secondary	76,058	-
Grant	Lynn	Teacher Elementary	90,524	-
Grant	Kelley	Teacher Secondary	82,515	209
Grant	Aleeta	Deaf and Hard of Hearing	93,167	33
Grassi	Pamela	Teacher Elementary	88,583	19
Green	John David	Secretary-Treasurer	221,728	7,154
Green	Debra	Teacher Secondary	88,767	225
Green	Sheldon	Teacher Elementary	91,073	-
Greenhalgh	Andrea	Elementary Vice-Principal	90,554	-
Greer	Elizabeth	Teacher Secondary	89,388	-
Greig	Karen	Teacher Secondary	90,979	-
Grenier	Francois	Teacher Elementary	89,376	-
Grenzberg	Anica	Area Counsellor - Elem	93,161	241
Greveling	Paul	Teacher Elementary	90,728	60
Grewal	Jasvinder	Teacher Elementary	91,397	-
Grewal	Amandeep	Teacher Secondary	90,557	-
Grewal	Harinder	Teacher Elementary	82,485	-
Grewal	Amandeep	Teacher Gifted Program	75,326	-
Grier	Sandra	Teacher Secondary	82,323	-
Grier	Kent	Manager-Project Office	94,659	3,046
Griffiths	Michael	Teacher Secondary	82,786	-
Grills	Rhiann	Speech Language Pathologist	77,997	81
Groberman	Maiky	Teacher Elementary	90,100	175
Groombridge	Isabella	Teacher Secondary	80,053	77
Grudman	Rachel	Teacher Elementary	82,282	22
Gruft	Geraldine	Teacher Elementary	90,407	-
Gruger	Sandra	Teacher Elementary	82,059	30
Guadagni	Marco	Plumber	77,907	70
Gudmundson	Hilary	Teacher Elementary	75,400	-
Guraliuk	Corrie-Anne	Teacher Secondary	79,373	-
Gurney	Daphne	Teacher Elementary	83,119	-
Gutkowski	Barbara	Teacher Elementary	76,861	-
Haas	Christopher	Teacher Secondary	94,308	-
Habibian	Masoud	Teacher Secondary	83,476	-
Hageleit	Selma	District Principal	131,274	6,711
Hagglund	Leanne	Special Education - Sec	84,810	1,150
Haji	Deenu	Teacher Secondary	94,251	-
Hales	Sharon	Teacher Elementary	90,126	40
Haley	Allan	AE Instructor Structured Cours	100,045	-
Halim	Peter	Teacher Secondary	92,335	207
Hall	Stephen	Teacher Secondary	82,722	-
Hall	Meredith	Teacher Elementary	77,218	-

Hall-Stevenson	Linda	Area Counsellor - Elem	93,029	-
Hamaguchi	Mette	Director of Instruction-LS	145,531	11,834
Hambly	Jonathan	Teacher Secondary	78,368	419
Hamer-Hayley	Tara	Fac Supervisor-Rent/Lease	83,084	-
Hamilton	Mori	Teacher Secondary	76,628	10
Hamlen	Glen	Teacher Secondary	77,971	-
Hampson	Kevin	Special Education - Sec	89,178	-
Hampton	Alan	Teacher Secondary	91,448	-
Handscomb	Kerry	Secondary Vice-Principal	119,737	45
Hannay	Scott	Electrician	79,219	10
Hansed	Simon	Teacher Elementary	76,710	-
Hansen	Tara	Teacher Secondary	90,182	-
Hansen	Pamela	Teacher Elementary	94,329	321
Hansen	Carolyn	Teacher Secondary	83,001	-
Hansman	Glen	Learning Services Consultant	91,111	-
Hanvey	Todd	Teacher Elementary	90,806	-
Haraga	Allison	Teacher Elementary	82,620	-
Hardman	Leanne	Teacher Secondary	81,997	-
Hardwick	Troy	Special Education - Sec	82,975	91
Hargrave	Kimberely	Teacher Elementary	82,497	175
Harker	Stacey	AE Instructor	91,152	50
Harmel	Karen	Teacher Elementary	88,917	175
Harpell	Stacey	Speech Language Pathologist	93,875	-
Harper	Cynthia	Teacher Elementary	77,651	-
Harris	Tassie	Elementary Principal	121,800	-
Harris	Richard	Teacher Secondary	90,407	-
Harris	Teresa	Teacher Elementary	87,776	180
Harrison	Nicole	Area Resource - Elem	90,468	1,442
Hartley-Folz	Jon	Teacher Secondary	94,951	-
Hartman	Eric	Teacher Elementary	90,235	-
Hartwick	Peter	Teacher Elementary	76,405	-
Hasan	Ajaz	Senior Manager-Project Office	106,923	2,536
Hashigasako	Satoko	Teacher Secondary	90,223	150
Hauck	Martin	Teacher Secondary	82,724	220
Haveman	Angela	Secondary Principal	130,536	-
Hawbolt	Kelly	Teacher Secondary	101,037	722
Hawke	Shannon	Teacher Elementary	82,037	190
Hayes	Tracy	Teacher Secondary	88,822	-
Hayes-Brown	Elizabeth	Dist Principal-Learn Support	126,196	1,250
Haynes	Paul	Teacher Elementary	82,485	-
Hayre	Onkar	Special Education - Sec	88,537	23
Healy	Sean	Manager-IT Service Delivery	96,566	269
Heaney	Stephen	Consultant-ATBC	82,233	-
Heap	Verity	Teacher Elementary	75,008	48
Heer	Ireendeep	Set BC Provincial - Sec	82,811	-
Heine	Diane	Special Education - Sec	97,125	-
Heinrichs	Kimberley	Set BC Provincial - Sec	89,027	1,160
Hemrich	David	Machinist	82,716	-
Henderson	Bianca	Teacher Secondary	94,364	239
Henderson	Gregory	Teacher Secondary	92,185	-
Henderson	Stephanie	Teacher Secondary	76,545	-
Hengeveld	Mike	Teacher Secondary	99,111	-
Hepburn	Laura	Teacher Elementary	82,485	324
Herman	Carly	Set BC Provincial - Sec	79,662	50
Hethey	James	Special Education - Sec	85,552	-
Heyworth	Judith	Teacher Elementary	81,839	-
Hickman	Jamine	Teacher Elementary	82,116	80
Hickman	Rodney	Steamfitter	93,941	-
Higgins	Peter	Carpenter	81,761	5
Higgs	Zoe	Teacher Secondary	95,417	24
Hildebrand	Jay	Teacher Elementary	88,948	223
Hill	Patricia	Teacher Elementary	89,315	-
Hinds	Barbara	Teacher Elementary	89,225	-
Hingson	Susan	Teacher Elementary	88,886	48

Hinkson	Chelsea	Teacher Elementary	82,112	-
Ho	Janson	Project Office Director	190,260	3,392
Ho	Nina	Teacher Secondary	94,563	150
Ho	Pamela	Teacher Secondary	91,978	279
Ho	Ping	Teacher Elementary	88,627	-
Ho	Sing Hay	Teacher Secondary	89,047	140
Ho	Ivan	Teacher Secondary	86,895	-
Hobson	Shannon	Teacher Elementary	87,461	87
Hock	Renee	District Resource	91,379	65
Hodges	Christopher	Special Education - Sec	83,991	88
Hodgson	Jeffrey	Teacher Secondary	87,623	-
Hodson	Jasper	Teacher Elementary	90,532	-
Hoffman	Suzanne	Superintendent	276,397	16,576
Hoflin	Christopher	Teacher Elementary	81,881	279
Holburn	Robin	Teacher Elementary	90,975	87
Holdaway	Erica	Teacher Secondary	84,288	-
Holland	Lynda	Teacher Elementary	90,182	175
Holland	Kimberly	Teacher Elementary	82,311	-
Hollands	Anita	Teacher Secondary	90,555	25
Hollifield	Catherine	Area Counsellor - Elem	92,681	402
Holm	Janet	Teacher Secondary	81,820	-
Holmes	Tonya	Teacher Elementary	90,407	-
Homeniuk	Katrina	Elementary Vice-Principal	94,065	4,279
Homick	Bradley	Teacher Elementary	82,530	40
Hong	Vickie	Teacher Elementary	93,270	134
Hong	Jennifer	Teacher Elementary	87,389	200
Hong	Remus	Teacher Elementary	85,042	279
Hooker	Rowena	Teacher Elementary	90,494	-
Hooper	Ludmilla	Teacher Elementary	82,485	55
Hornberg	Brian	Teacher Elementary	89,806	175
Hornby	Susan	Teacher Secondary	91,833	-
Hornig	Stella	Teacher Secondary	95,214	-
Horsley-Holwill	Joann	Director of Labour Relations	144,157	2,149
Houle	Karina	Teacher Elementary	88,270	200
Hounsell	Miranda	Teacher Elementary	90,182	49
Howell	Margaret	Teacher Secondary	91,352	150
Hristova	Tanya	Teacher Secondary	89,503	-
Hsieh	Yi	Teacher Elementary	82,776	180
Hsu	Chia-Wei	Mgr-Budget & Forecast & Planning	103,109	3,543
Hsu	Lorraine	Teacher Elementary	89,120	-
Hsu	Chiang	Teacher Secondary	85,178	-
Huang	Yifan	Special Education - Sec	78,337	-
Hudson	Sarah	Teacher Elementary	82,312	100
Hudson	Geoffrey	Teacher Secondary	82,717	-
Huey	Sharon	Teacher Secondary	92,496	-
Hufty	Susan	Teacher Elementary	81,880	101
Hughes	Angela	Elementary Principal	129,261	20
Hughes	Darlene	Secondary Vice-Principal	119,262	-
Hughes	Paul	Teacher Elementary	96,520	202
Hughes	Amy	Teacher Secondary	93,875	-
Hughes	Sean	Teacher Elementary	91,040	77
Hughes	Victoria	Teacher Secondary	95,675	203
Hughes	Mary	Teacher Elementary	82,671	175
Hughes	Paul	Teacher Secondary	76,906	-
Hugli	Wendy	Teacher Elementary	88,944	-
Hui	Persis	Teacher Secondary	101,419	47
Hum	Nathan	Teacher Elementary	82,446	-
Humeniuk	Marion	Teacher Elementary	82,350	-
Humphries	Andrew	Secondary Vice-Principal	117,009	2,368
Hundal	Nancy	Teacher Elementary	89,257	-
Hunt	Yvonne	Teacher Elementary	90,351	264
Hunt	Leslie	Teacher Elementary	89,625	-
Hunter	Jaeger	Teacher Elementary	77,266	77
Hurst	Sherry	District Vice Principal SET BC	96,902	9

Husak	Karen	Teacher Elementary	82,279	25
Hutchinson	Ioannis	AE Instructor Structured Cours	114,129	-
Hutchinson	Elena	Special Education - Sec	88,309	-
Hutchison	Petra	Teacher Secondary	89,327	-
Hwang	Daphne	Teacher Elementary	89,349	19
Iameo	Lorenzo	Teacher Secondary	82,035	-
Ikeda	Lynda	Teacher Elementary	83,118	175
Inglis	Jeanette	Teacher Elementary	90,275	-
Ingram	Nicola	Area Counsellor - Elem	92,866	464
Innes	Steven	Electrician	82,155	70
Irvine	Karen	Teacher Secondary	82,684	-
Ismail	Tazmeen	Teacher Elementary	88,901	-
Ito	Celine	Teacher Elementary	88,202	-
Iuele	Franco	Special Education - Sec	82,643	-
Izat	Lindsay	Teacher Elementary	89,052	-
Jabillo	Don	Teacher Secondary	80,121	-
Jack	Byron	Teacher Secondary	90,386	-
Jack	Jennifer	Teacher Secondary	91,110	-
Jackson	Larissa	Psychologist - Elem	100,380	237
Jackson	Sylvia	Special Education - Elem	82,954	162
Jahanshir	Andy	Info Tech Support C	85,675	21
Jakoy	Lawrence	Teacher Secondary	89,370	-
Jamal	Soraya	Teacher Elementary	82,311	274
Jambor	Allison	Teacher Elementary	93,361	160
James	Susanna	Teacher Secondary	90,407	-
James	Monica	Teacher Elementary	81,995	-
James	Edna	Teacher Secondary	77,644	85
Janes	Charlene	Teacher Elementary	82,565	-
Janicas	Cristovao	Teacher Elementary	76,030	-
Janze	Carl	Teacher Secondary	91,267	-
Janze	Tracy	Teacher Elementary	88,712	-
Janzen	Andrea	Teacher Elementary	81,096	105
Jarvis	Sara	Teacher Elementary	79,956	-
Jay	Norman	Teacher Secondary	93,676	-
Jay	Caroline	Teacher Secondary	88,775	-
Jay	Bernice	Teacher Elementary	94,786	-
Jay	Edmond	Teacher Secondary	81,435	-
Jaye	Michelle	Teacher Secondary	77,441	100
Jeeva	Jasmine	Teacher Secondary	90,351	-
Jefferson	Matthew	Teacher Secondary	90,917	-
Jensen	Marea	Secondary Principal	137,656	-
Jensen	Heather	Teacher Secondary	86,385	-
Jeram	Paula	Teacher Elementary	82,684	-
Jesso	Jennifer	Set BC Provincial - Elem	86,396	-
Joe	Elizabeth	Teacher Elementary	82,537	-
Joe	Tammy	Teacher Elementary	89,301	19
Joe	Alison	Teacher On Call - Elem	85,239	-
Joe	Cheryl	Teacher Elementary	78,781	58
Johal	Kavanjeet	Teacher Elementary	89,290	-
Johal	Parveen	Teacher Elementary	85,788	80
Johal	Baljit	Electrician	79,821	76
John	Sheela	Teacher Elementary	89,437	165
Johnson	David	Teacher Elementary	98,320	-
Johnson	Diana	Teacher Elementary	89,086	55
Johnson	Jennifer	Teacher Elementary	88,067	-
Johnson	Kylie	Teacher Elementary	81,902	-
Johnson	Nathan	Teacher Secondary	82,592	-
Johnson	Aaron	Electrician	81,518	-
Johnston	Mark	Teacher Secondary	90,554	77
Johnston	Jordan	Teacher Elementary	89,371	80
Johnston	Andrew	Teacher Secondary	94,149	-
Johnston	Julie	Teacher Elementary	90,213	-
Johnston	Terrance	Teacher Elementary	90,499	-
Johnston	Sara	Teacher Elementary	86,608	-

Johnston	Cole	Teacher Elementary	77,933	-
Jones	Susan	Teacher Secondary	85,792	327
Jones	Paul	Teacher Secondary	93,104	214
Jones	Keith	Teacher Elementary	90,534	77
Jones	Jennifer	Teacher Elementary	88,967	-
Jordan	Peter	Set BC Provincial - Sec	79,069	-
Judson	Ian	Teacher Elementary	89,971	-
Jung	Helen	Teacher Elementary	89,236	10
Jung	Michael	Teacher Elementary	87,096	-
Jung	Jennie	Consultant Inclusion	85,988	86
Jung	Susan	Teacher Elementary	88,945	-
Jung	Randolph	Teacher Secondary	89,417	-
Jung	Susan	Teacher Secondary	82,485	-
Jurgeleit	Ejay	Painter	83,394	-
Kachmar	Dennis	Special Education - Sec	84,200	-
Kakushkin	Laura	Teacher Secondary	82,426	-
Kallergis	Sherry	Manager-ERAC	79,673	2,267
Kam	Vincie	Teacher Secondary	92,240	137
Kam	Colin	Teacher Secondary	86,607	-
Kan	Katharine	Teacher Elementary	90,153	-
Kanavos	George	Teacher Secondary	92,659	-
Kapetanovic	Alina	Teacher Elementary	83,064	140
Karacabeyli	Saniye	Manager-Project Office	104,849	838
Kargut	Rebecca	Teacher Elementary	75,175	-
Karmali	Hanif	Teacher Secondary	84,956	87
Kartsonas	Nancy	Teacher Secondary	96,529	350
Kassam	Farzana	Teacher Elementary	87,434	-
Kassis	Magdalena	Director of Instruction-SS	172,988	5,670
Kassis	Omar	Special Education - Sec	88,847	146
Kauldher	Sangeeta	Secondary Vice-Principal	114,621	-
Kaur	Ravinder	Teacher Secondary	91,399	-
Kay	Duncan	Teacher Elementary	83,148	-
Kefalas	Andrew	Teacher Secondary	90,618	-
Keizer	Patricia	Teacher Elementary	90,284	-
Keller	Dustin	Teacher Secondary	93,375	271
Kelly	Michele	Manager - Purchasing	98,348	1,119
Kelly	Chloe	Area Counsellor - Elem	92,773	468
Keng	Govan	Home Instruction - Sec	166,137	83
Kennedy	Lynne	Teacher Elementary	91,840	-
Kenny	Erin	Teacher Secondary	88,847	15
Kenon	Patricia	Teacher Elementary	89,633	-
Kent	Bonnie	Elementary Principal	129,044	-
Keo	Katie	Teacher Elementary	78,556	140
Keon	K.Sheila	Teacher Secondary	81,690	-
Keough	Adrian	Director of Instruction-LS	148,743	23,577
Kernohan	Kristina	Teacher Elementary	108,132	-
Kerr	Allison	Elementary Principal	123,362	1,947
Kershaw	Mark	Teacher Elementary	82,260	17
Khan	Nancy	Teacher Elementary	80,948	75
Kilback	Kenneth	Teacher Elementary	89,145	252
Kilburn	Amanda	Teacher Secondary	77,825	195
Kim	Jennifer	Teacher Elementary	79,670	260
Kimnick	Heidi	Teacher Elementary	77,535	33
King	Clea	Teacher Elementary	90,184	45
King	Catherine	Teacher Secondary	91,468	170
King	Maria	Teacher Elementary	90,351	25
King	Tina	Teacher Elementary	75,906	150
Kinna	Nadine	Teacher Elementary	89,226	87
Kinnon	Corrine	Secondary Vice-Principal	104,767	-
Kinsey	Trevor	Teacher Secondary	82,698	110
Kirby	Steven	Teacher Elementary	82,536	-
Kirkegaard	Sandra	Teacher Elementary	89,326	100
Kirkpatrick	Scott	Gasfitter	81,167	-
Kirkwood	Kyle	AE Instructor Structured Cours	106,729	-

Kishi	Neil	Teacher Elementary	89,887	-
Kit	Jeffrey	Teacher Elementary	82,311	-
Klaassen	Adam	Teacher Secondary	90,049	-
Klemm	Richard	Teacher Elementary	82,142	-
Knibbs	Daniel	Elementary Principal	129,036	-
Knight	Rita	Teacher Elementary	89,225	77
Ko	Warren	Advisor-Health & Safety	81,834	1,346
Kobbi	Faten	Teacher Secondary	85,832	-
Kobelka	Jason	Teacher Elementary	77,288	394
Koch	Brenda	Special Education - Elem	83,871	363
Kocken	Nicolaas	AE Instructor	83,316	-
Koe	Darryl	Teacher Elementary	82,404	-
Kokan	Marjorie	Teacher Secondary	79,370	-
Kolber	Patricia	Consultant Modern Language	89,251	-
Komar	Elizabeth	Special Education - Sec	90,494	-
Kong	Gowa	Elementary Principal	126,041	2,413
Kontos	Stamatoula	Teacher Elementary	82,473	192
Koo	Jacky	Teacher Secondary	89,306	150
Koo	Maria	Teacher Secondary	89,173	-
Koo	Allana	Teacher Elementary	80,429	-
Kool	Catherine	Teacher Secondary	82,395	162
Kooner	Jaspreet	Teacher Elementary	89,504	-
Korf	Janice	Teacher Elementary	82,392	45
Korsch	Kenneth	Machinist	87,244	-
Kos	Tanya	Teacher Elementary	91,343	-
Kosman	Gregory	Teacher Secondary	90,438	-
Kotsaridas	Alexandra	Teacher Secondary	82,689	-
Kourtessis	Vassiliki	Teacher Elementary	89,170	-
Kowalski	Richard	Special Education - Sec	82,354	-
Krickan	Alita	Teacher Secondary	78,462	-
Krieg	Elizabeth	Indigenous Education - Sec	89,546	-
Krowchuk	Gregory	Electrician	85,188	10
Krug	Timothy	Elementary Principal	128,965	2,629
Kucherhan	Arlene	Teacher Elementary	82,391	-
Kuchmistrz	Janek	AE Instructor	100,134	-
Kugi	Harald	Teacher Secondary	82,260	-
Kuhn	Brian	Director of Learning Info Tech	152,286	4,820
Kuiper	Antonia	Teacher Secondary	89,327	-
Kuk	Helen	Teacher Secondary	90,713	-
Kumar	Sandy	Teacher Elementary	88,945	-
Kumar	Rohit	Teacher Secondary	82,513	140
Kung	Emily	Teacher Secondary	83,116	1,305
Kurbis	Susan	Teacher Elementary	85,121	-
Kuzmiski	Sheila	Teacher Elementary	90,019	244
Kvist	Brenda	Transition Teacher - Sec	98,160	142
Kwan	Linda	Teacher Elementary	88,945	-
Kwan	Michael	Teacher Secondary	89,231	155
Kwan	Pinky	Teacher Elementary	89,301	-
Kwok	Neva	Teacher Elementary	81,887	175
Kwon	Bernita	Secondary Principal	130,374	1,158
Kwon	Paulina	Teacher Secondary	89,327	-
Kwon	Julia	Teacher Elementary	91,002	-
Kwon	Anthony	Supervisor-Material Services	94,083	2,321
Kwong	Vincent	Teacher Secondary	90,354	-
Kwong	Danita	Teacher Elementary	90,499	240
Kwong	Kelsey	Teacher Secondary	79,189	-
Lachelt	Herbert	Teacher Secondary	82,394	-
Lacoumentas	Nektaria	Teacher Secondary	94,206	-
Lacroix	Remi	Teacher Elementary	90,182	-
Lacroix	Joan	Teacher Elementary	82,536	125
Ladouceur	John	Electrician	75,225	5
Lafond	David	Teacher Elementary	90,104	-
Lafontaine	Elaine	Teacher Elementary	89,000	87
Lai	Daniel	Teacher Secondary	99,013	-

Lai	Lam	Teacher Secondary	82,637	-
Lake	Erica	Teacher Elementary	82,485	-
Lam	Kara	Teacher Elementary	89,225	45
Lam	Virginia	Teacher Secondary	93,390	346
Lam	Janice	Teacher Secondary	90,537	-
Lam	Eric	Teacher Secondary	90,126	-
Lam	Deborah	Teacher Elementary	89,230	255
Lam	Eddie	Teacher Elementary	81,816	77
Lam	Yvonne	Teacher Elementary	88,945	19
Lam	Kathy	Teacher Elementary	89,174	-
Lam	Amelia	Teacher Secondary	86,789	-
Lam	Victor	Teacher Secondary	75,008	-
Lam	Karyn	Teacher Elementary	82,647	-
Lamb	Janine	Elementary Vice-Principal	108,470	-
Lamb	David	Teacher Secondary	81,939	-
Lambert	Joanne	Teacher Elementary	82,485	-
Lancaster	Margaret	Teacher Elementary	89,887	-
Land	J. Kevin	Secondary Principal	137,881	10
Land	Meredith	Speech Language Pathologist	92,784	73
Landreth	Gavin	Teacher Elementary	91,537	131
Landry	Lisa	Assistant Secretary Treasurer	162,958	4,795
Landry	Arran	Teacher Elementary	85,210	-
Lang	Christine	Teacher Elementary	81,105	-
Langevin	Dominique	Teacher Elementary	90,351	-
Langford	Michael	Teacher Secondary	82,368	125
Langlois	Jocelyn	Associate Superintendent	184,417	9,717
Laporte	Fiona	Teacher Elementary	79,483	63
Larochelle	Karen	Teacher Elementary	89,149	-
Larock	Anthony	Teacher Secondary	90,441	27
Larson	Thomas	Teacher Elementary	91,465	-
Lascelles	Anne-Marie	Teacher Elementary	88,669	-
Latimer	Brian	Teacher Secondary	89,413	140
Lattimer	Michael	Teacher Secondary	95,693	-
Lau	Evelyn	Teacher Secondary	95,895	-
Lau	Elaine	Teacher Elementary	89,225	-
Lau	Yvonne	Teacher Secondary	82,086	-
Lau	Wendy	Teacher Elementary	89,901	490
Lau	Joanne	Teacher Elementary	88,945	169
Lau	Irving	Teacher Secondary	86,918	-
Lau	Ying Chu	Teacher Secondary	75,112	-
Laumen	Teresa	Teacher Secondary	87,650	-
Lauzon	Jason	Secondary Principal	133,594	3,629
Lauzon	Louise	Teacher Elementary	87,517	-
Lavallee	Spirit	Special Education - Sec	81,880	76
Lavoie	Jacqueline	Elementary Principal	131,315	188
Lavoie	Sylvie	Teacher Elementary	82,311	-
Lawrence	Duane	Teacher Secondary	89,149	-
Lawrence	Richard	Teacher Secondary	86,676	-
Lay	Caroline	Mentor Elementary	89,046	73
Le Rolland	Monique	Teacher Secondary	87,531	225
Leahy	Marguerite	Teacher Elementary	92,401	175
Leahy	Ernest	Carpenter	75,779	75
Learmonth	Leslie	Teacher Elementary	88,790	-
Leblond	Michael	Heat & Frost Insulator	83,291	23
Lechner	Andre	Special Education - Sec	87,337	75
Lee	Phillip	Teacher Secondary	90,407	-
Lee	Joseph	Teacher Secondary	90,073	-
Lee	Linda	Teacher Elementary	88,775	-
Lec	Lawrence	Teacher Secondary	89,000	-
Lec	Pui Shan	Comp and Benefits Specialist	102,700	-
Lee	Janey	Teacher Elementary	89,373	972
Lee	Justine	Teacher Secondary	88,908	39
Lee	Laurie	Teacher Elementary	87,376	-
Lec	Jillian	Teacher Elementary	87,169	156

Lee	Tony	Teacher Secondary	94,835	154
Lee	Grace	Teacher Secondary	94,653	-
Lee	Cynthia	Teacher Secondary	94,261	150
Lee	Patrick	Teacher Secondary	93,094	-
Lee	Stella	Teacher Elementary	93,266	86
Lee	Andrea	Teacher Secondary	92,967	150
Lee	Monica	Set BC Provincial - Sec	93,458	83
Lee	Vivian	Advisor-Staffing	95,183	-
Lee	Jade	Teacher Elementary	89,208	-
Lee	Lieh-Min	Teacher Elementary	90,126	150
Lee	Juliana	Teacher Elementary	90,274	175
Lee	Meredith	Teacher Elementary	82,536	-
Lee	Cindy	Teacher Elementary	82,536	-
Lee	Rickie	Teacher Elementary	81,887	91
Lee	Patricia	Teacher Elementary	89,887	-
Lee	Brenda	Teacher Elementary	88,992	75
Lee	Anita	Teacher Secondary	89,374	-
Lee	Gregory	Teacher Secondary	89,192	-
Lee	Donna	Teacher Secondary	89,090	135
Lee	Janet	Teacher Elementary	89,315	-
Lee	Melina	Teacher Secondary	87,796	-
Lee	Joann	Teacher Secondary	86,384	-
Lee	Kelly	Teacher Elementary	75,628	102
Lee	Christopher	Teacher Secondary	81,713	-
Lee	Alice	Teacher Elementary	82,485	-
Lee	Kashminder	Teacher Elementary	82,593	-
Lee	Grace	Teacher Secondary	82,054	-
Lee	Jackie	Assist Supervisor-Food Service	80,716	1,035
Lee	Anne	Planning Consultant	76,953	-
Leechik	Stephanie	Teacher Secondary	82,740	-
Lefavre	Mary	Special Education - Sec	82,536	-
Legg	Patricia	Secondary Vice-Principal	119,778	334
Lehmann	Renate	Teacher Secondary	90,641	-
Lehmann	Birgid	Teacher Elementary	90,259	82
Lekich	Janet	Teacher Elementary	81,465	-
Lemaire	Rose	Teacher Elementary	93,635	70
Lemay	Robin	Plumber	81,595	10
Lemieux	Michel	Advisor-Staffing	94,343	1,500
Lemmon	Stephanie	Teacher Secondary	87,884	321
Leong	Diana	Teacher Elementary	90,469	66
Leong	Susan	Teacher Secondary	89,272	-
Lerch	Stephen	Teacher Elementary	90,115	105
Lercher	Lynn	Teacher Secondary	78,682	-
Lesage	Ashley	Teacher Elementary	82,119	-
Leslie	Sarah	Teacher Secondary	76,506	-
Less	Shannon	Teacher Secondary	92,789	-
Letourneau	Claire	Teacher Elementary	90,351	-
Leung	Stephen	Elementary Principal	127,339	487
Leung	Edward	Teacher Secondary	106,047	34
Leung	Helen	Teacher Secondary	95,003	-
Leung	Iris	Manager-International Business	101,040	43,267
Leung	Cecilia	Financial Sup-Capital Projects	97,887	2,515
Leung	Katie	Teacher Secondary	92,447	-
Leung	Angela	Teacher Elementary	82,311	150
Leung	Ronda	Teacher Secondary	90,631	47
Leung	Dorothy	Teacher Secondary	89,170	-
Leung	Lily	Teacher Elementary	89,173	45
Leung	Louise	Teacher Elementary	88,845	150
Levan Hunter	Monique	Teacher Elementary	89,225	-
Leveille	C. Jay	Teacher Secondary	89,301	392
Lever	Anita	Teacher Secondary	82,464	-
Levine	S. Joel	Elementary Principal	123,587	4,410
Lew	Jeannie	Teacher Elementary	89,315	-
Lew	Frances	Special Education - Sec	77,627	-

Lewis	Danielle	Teacher Elementary	90,408	-
Lewis	Jill	Special Education - Elem	82,128	296
Lewsley	Marie	Teacher Elementary	82,392	205
Li	Kenny	Teacher Secondary	91,294	-
Li	Cindy	Teacher Elementary	81,536	-
Liang	Nicholas	Teacher Elementary	90,674	87
Lichimo	Caroline	Teacher Elementary	86,979	-
Liew	Jessica	Teacher Secondary	89,225	-
Liguori	Anna	Teacher Elementary	90,502	-
Lin	Tina	Teacher Secondary	90,059	-
Lin	Jenny	Teacher Elementary	90,126	19
Lin	Xuepei	Teacher Secondary	90,274	-
Lin	Eva	Teacher Elementary	81,977	120
Lin	Teresa	Teacher Elementary	81,574	160
Lind-Petersen	Adam	Carpenter	75,763	-
Lindsay	Carissa	Teacher Secondary	90,351	77
Ling	Lena	District Vice Principal SET BC	118,203	471
Ling	Pearl	Teacher Secondary	76,766	155
Linzmeier	Siegfried	Sheet Metal Worker	75,092	65
Lipsky	Adam	Teacher Secondary	91,549	-
Lirenman	Karen	Teacher Elementary	89,282	45
Lirenman	Deborah	Teacher Elementary	88,974	20
Liu	Yu-Lin	Teacher Elementary	95,329	190
Liu	Minnie	Teacher Secondary	93,285	180
Liu	Linh	Teacher Elementary	78,272	-
Liu	Helen	Teacher Secondary	76,548	-
Liu	Ming Wen	Bld Eng 160001-250000 sqft	77,625	60
Livesey	Mary-Ann	Deaf and Hard of Hearing	93,376	192
Lloyd	Rachel	Teacher Elementary	90,126	-
Lo	Amy	Teacher Elementary	95,763	160
Lo	Eugene	Teacher Secondary	83,081	217
Lockey	Sara	Teacher Elementary	90,224	145
Logie	Janet	Teacher Elementary	90,751	142
Lohr	Sieglinde	Teacher Secondary	82,642	210
Long	Trevor	Teacher Secondary	86,437	-
Loo	Roberta	Teacher Secondary	76,163	-
Loong	Gary	Teacher Elementary	82,647	212
Lopetrone	Theresa	Teacher Elementary	80,998	-
Lopez	Ricardo	Secondary Principal	130,002	1,269
Lopez	David	Teacher Secondary	90,580	-
Lopez	Lesley	Teacher Elementary	82,938	90
Lougheed	Mei	Teacher Elementary	89,090	472
Louie	Michael	Teacher Secondary	92,345	207
Louie	Michael	Teacher Secondary	79,015	-
Loui-Ying	Sara	Teacher Elementary	82,214	344
Loutit	Duncan	Teacher Elementary	86,942	-
Love	Kimberly	Teacher Secondary	86,257	-
Low	Tricia	Elementary Principal	129,276	106
Low	Terrie	Teacher Elementary	92,919	269
Low	Benny	Teacher Secondary	89,421	-
Low	Adrian	Teacher Elementary	89,315	45
Lowe	Sharon	Teacher Elementary	89,672	83
Lubinizki	Benjamin	Teacher Secondary	81,344	-
Lublow	Florence	Teacher Elementary	89,170	50
Lui Hu	Brenda	Teacher Elementary	89,094	-
Luistro	Maria	Teacher Elementary	92,123	195
Lum	Auton	Teacher Secondary	92,687	-
Lum	Carol	Teacher Elementary	89,400	-
Lum	Maryna	Deaf and Hard of Hearing	84,615	137
Lum	Lorraine	Teacher Secondary	90,228	-
Lum	Julisa	Teacher Elementary	83,020	-
Lum	Helen	Teacher Elementary	82,593	80
Lundell	Scott	Teacher Elementary	86,851	232
Lynch	Jeffrey	Teacher Elementary	88,630	-

Lyons	Celia	Area Counsellor - Elem	92,658	-
Ma	Siu	Teacher Secondary	86,916	77
Ma	Gloria	Teacher Elementary	80,016	-
Maccormack	John	Elementary Principal	122,229	-
Macculloch	Deborah	Teacher Secondary	82,260	-
Macdonald	Lorna	Teacher Secondary	102,296	-
Macdonald	Ronald	Manager-Sustainability	105,396	3,220
Macdonald	Scott	Teacher Elementary	82,311	-
Macdonald	Elizabeth	Teacher Elementary	90,126	-
Macdonald	Kyla	Teacher Elementary	82,024	240
Macer	Christine	Manager-Community School Teams	102,630	2,570
Macfadden	Erin	Teacher Elementary	89,145	-
Macinnes	J. Alexander	Secondary Principal	133,369	300
Macintosh	Mark	Teacher Elementary	77,186	-
Macintyre	Brin	Teacher Elementary	90,187	-
Macintyre	Catherine	Teacher Elementary	82,220	195
Maciura	Blair	Teacher Elementary	86,436	155
Mackay	Jodi	Teacher Elementary	90,361	-
MacKenzie	Rose	Elementary Principal	124,570	211
Mackenzie	Linda	Teacher Secondary	77,699	-
Mackinnon	Stuart	Teacher Secondary	91,054	-
Mackinnon	Belinda	Special Education - Sec	82,412	24
Mackinnon	Peter	Teacher Secondary	82,536	-
Mackinnon	Karen	Teacher Elementary	90,122	83
Mackinnon	Marguerite	Teacher Elementary	88,926	-
Macleod	Ian	Teacher Secondary	93,247	-
Macleod	Travis	Teacher Secondary	94,931	-
Macmaster	Maria	Teacher Elementary	92,354	-
Macmillan	Phoebe	Secondary Vice-Principal	114,582	-
Macmillan	Grant	Teacher Secondary	77,443	-
MacNeil	Patricia	Director of Communications	140,460	3,820
Macniel	Tenley	Teacher Secondary	79,945	1,894
Macphee	Ian	Teacher Secondary	82,035	-
Macphee	Dimitra	Teacher Secondary	82,587	30
Macphee	Ian	Advisor-Recruitment	81,794	-
Macrac	Anna	Teacher Secondary	88,092	40
Maddalozzo	Richard	Teacher Secondary	86,613	-
Madsen	Kellianne	Teacher Elementary	90,723	55
Maekubo	Aiko	Technical & Resource Support E	75,087	1,146
Maggiolo	Dominic	Elementary Vice-Principal	108,507	-
Maguire	Shelagh	Teacher Elementary	89,199	252
Maguire	Jillian	Teacher Secondary	89,578	335
Maguire	Karis	Senior Advisor-LR	75,645	-
Mah	Sue	Comp and Benefits Specialist	111,585	-
Mah	Suzie	Distance Education - Sec	94,679	27
Mah	Wayne	Teacher Secondary	94,853	-
Mah	Erica	Psychologist - Elem	93,275	33
Mah	Wendy	Teacher Elementary	82,536	40
Mah	Lisa	Teacher Elementary	89,500	-
Mah	Gordon	Teacher Elementary	89,170	-
Mahony	Nicholas	Teacher Elementary	88,056	140
Mahovlich-Little	Mimi	Teacher Secondary	90,449	-
Main	Heather	Area Counsellor - Elem	91,557	431
Major	Sharon	Teacher Elementary	82,311	150
Mak	Lysanne	Teacher Secondary	100,287	-
Mak	Olivia	Teacher Secondary	91,738	-
Makarenko	Serge	Teacher Secondary	99,672	-
Maley	Andrea	Teacher Secondary	83,142	-
Mallette	Michael	Teacher Secondary	83,403	-
Mallette	Gregory	Steamfitter	81,963	10
Malli	Sukhjinder	Teacher Secondary	84,865	-
Maltais	Louise	Teacher Elementary	82,485	-
Manery	Glen	Area Counsellor - Elem	92,626	661
Manetta	Angela	Teacher Secondary	86,160	-

Manhas	Rajinder	Teacher Secondary	81,846	165
Manley	Christine	Teacher Elementary	82,536	-
Mann	Albert	Teacher Secondary	101,662	30
Mann	Carol	Teacher Secondary	89,277	-
Manninen	Melissa	Teacher Elementary	82,671	-
Mao	Huan Ming	Teacher Secondary	82,035	150
Mar	Gregory	Secondary Vice-Principal	119,737	-
Marchioro	David	Teacher Elementary	89,116	155
Marino	Nicholas	Teacher Elementary	89,370	-
Marino	Sandra	Teacher Elementary	88,945	-
Mark	Jason	Teacher Secondary	94,953	-
Markic	Diana	Special Education - Sec	91,585	150
Markus	Laz	Supervisor-IT Communications	90,094	265
Marlyn	Sean	Elementary Principal	124,939	603
Marpole Cotter	Angela	Teacher Elementary	89,311	-
Marriott	Samsara	Teacher Elementary	82,354	-
Marshall	Glen	Special Education - Sec	99,962	87
Marshall	Colleen	Teacher Secondary	86,885	86
Marshall	Jessica	Teacher Elementary	75,090	195
Marsland-Root	Jennifer	Teacher Elementary	81,776	200
Martelli	Dale	Teacher Secondary	94,271	-
Martin	Joanne	Teacher Secondary	92,673	-
Martin	Sean	Teacher Elementary	90,351	91
Martin	Suzanne	Teacher Elementary	79,395	25
Martin	Alicia	AE Instructor Structured Cours	83,576	-
Martin	Catherine	Psychologist - Elem	83,154	22
Martin	Heather	Teacher Secondary	78,794	-
Martinkova	Monika	Teacher Elementary	82,311	-
Martinson	Diane	Elementary Principal	128,819	700
Marwaha	Amaritpal	Elementary Vice-Principal	89,407	-
Mason	Dana	Payroll Specialist	106,079	2,664
Mason	Julie	Teacher Elementary	89,400	-
Matear	Douglas	Dist Principal-Alternate Prog	131,279	1,036
Mathewson	Curtis	Teacher Elementary	84,498	230
Matsuda	Martha	Teacher Elementary	82,536	-
Matsuo	Mari	Teacher Elementary	88,246	843
Matsuzaki	Nicole	Teacher Secondary	89,397	-
Matthew	Sarah	Area Counsellor - Elem	94,375	1,431
Matthews	Cheryll	Elementary Principal	114,108	-
Matthews	Sarah	Teacher Secondary	88,927	24
Mattock	Kristin	Teacher Secondary	90,359	-
Maxwell-Smith	Eliner	Teacher Secondary	90,632	-
May	James	Teacher Elementary	88,992	-
May	Andrea	Teacher Secondary	79,862	-
Mayer	Colin	Teacher Secondary	80,069	-
Mazo	Jeffrey	Teacher Secondary	90,284	75
Mazzei	Eva	Special Education - Sec	80,512	27
Mazzone	Kathryn	Teacher Elementary	82,341	-
McAlister	Sarah	Elementary Vice-Principal	108,169	14
Mcbride	Matthew	Teacher Elementary	88,498	-
Mccabe	James	Special Education - Sec	81,625	-
Mccallion	Fergus	Teacher Secondary	92,143	100
Mccarron	Janet	Teacher Secondary	91,373	-
Mcclary	Douglas	Senior Manager-Maint & Constr	134,201	8,403
Mccleary	Melissa	Teacher Elementary	90,582	279
McClenahan	Laura	Teacher Elementary	89,220	470
Mcconnan	Nadine	Teacher Secondary	89,782	-
Mcdonald	Tara	Teacher Elementary	79,978	-
Mcdonald	Cari	Teacher Secondary	76,495	-
Mcdonnell	Maureen	Elementary Principal	123,379	3,087
Mceachern	Stacey	Teacher Secondary	93,816	140
Mcelhone	Catherine	District Resource	90,722	86
Mcewen	Andrea	Teacher Elementary	88,542	250
Mcgeer	Timothy	Secondary Principal	136,431	40

Mcgillivray	Carolee	Teacher Secondary	89,599	-
Mcginn	Anne-Marie	Teacher Secondary	97,071	215
Mcgowan	Robert	AE Instructor	93,331	-
Mcguire	Daniel	Teacher Secondary	84,854	200
Mcguire	Christine	Teacher Elementary	75,847	155
Mcguire	Simone	Teacher Secondary	83,142	155
Mchardy	Mai	Teacher Elementary	94,904	195
Mcintosh	Susan	Teacher Secondary	94,909	-
Mcisaac	Scott	Teacher Elementary	91,132	-
Mckay	Tamara	Teacher Secondary	94,080	-
Mckeen	Scott	Teacher Secondary	102,473	-
Mcknight	Chloe	Teacher Elementary	85,568	-
Mclean	Colin	Teacher Secondary	81,425	100
McLennan	Peter	Teacher Secondary	93,247	425
McLeod	Joanne	District Vice Principal	111,506	-
Mcneil	Craig	Teacher Elementary	89,058	-
Mcnicol	Kateryna	Elementary Vice-Principal	89,884	20
Mcphce	Brian	Carpenter	80,526	30
Mcpherson	Shelley	Teacher Secondary	75,826	79
McRae	Camille	Teacher Elementary	76,062	130
Mctaggart	Malcolm	Teacher Secondary	87,178	-
Mehl	Rainer	Teacher Secondary	94,462	-
Mehra	Aimee	Teacher Elementary	93,925	60
Melville	Donna	Coordinator-Disability&RtnWrk	89,244	-
Menard	Nathalie	Teacher Secondary	89,047	87
Mendes	Melinda	Teacher Elementary	82,026	20
Mergens	Joseph	Teacher Elementary	91,957	-
Meschino	Gino	Director of Facilities	154,889	5,205
Mesman	Bruce	Consultant-ATBC	82,485	1,885
Messamore	Keith	Plumber	75,997	-
Mey	Michel	Teacher Secondary	87,377	-
Mezzarobba	Dianna	Teacher Elementary	89,000	25
Mgbemena	Chinenyenwa	Speech Language Pathologist	83,167	363
Michalowska	Marzena	Teacher Secondary	90,641	-
Michel	Marie	Teacher Elementary	86,904	-
Micozzi	Angela	Teacher Elementary	89,170	100
Middleton	Katherine	Teacher Elementary	77,266	-
Miflores	Oscar	Supervisor-Operations	105,628	1,045
Mihaldzic	Jelica	Teacher Secondary	79,927	-
Miladinovic	Patricia	Teacher Secondary	91,565	-
Miles	Maryanne	Teacher Elementary	82,643	-
Miletic	Maryann	Teacher Elementary	82,260	-
Milevskaia	Elena	Teacher Elementary	82,455	155
Miller	Bryan	Manger-Construction	102,446	188
Miller	Cynthia	Teacher Secondary	90,453	390
Miller	Anne	Teacher Elementary	82,005	10
Miller	Amanda	Teacher Secondary	84,323	-
Miller	Alicia	Teacher Elementary	82,035	-
Miller	Annie	Teacher Secondary	82,362	203
Mills	Ian	Teacher Elementary	89,685	77
Millway	Todd	Teacher Elementary	89,901	-
Milne	Rosemary	Teacher Secondary	88,945	150
Minamimaye	Dianne	Teacher Elementary	82,620	25
Minato	M.R. Joylenc	Teacher Elementary	82,485	-
Mingo	Barbara	Teacher Secondary	94,313	-
Minyard	Colleen	Teacher Elementary	82,593	385
Mioch	Lisa	Teacher Elementary	77,273	160
Mirani	Akhtar	Secondary Vice-Principal	119,778	560
Mitchell	Lana	Teacher Elementary	88,652	175
Mitchell	Susan	Teacher Elementary	82,395	-
Mitchell	Brittany	Special Education - Sec District	78,245	365
Mitzel	Darren	Elementary Principal	128,594	460
Mohammed	Saiqa	Teacher Secondary	87,279	-
Mohan	Christina	Teacher Secondary	88,375	-

Moino	Laura	Teacher Elementary	90,370	-
Mokonen	Rachel	Teacher Elementary	89,170	-
Moldowan	Michelle	Teacher Secondary	82,412	-
Momeyer	Jason	Teacher Secondary	90,351	1,501
Monk	Winnie	Teacher Secondary	90,782	-
Montagano	Ebru	Teacher Elementary	89,463	6
Montgomery	Winona	Teacher Elementary	85,491	1,357
Montroy	Hilary	Teacher Secondary	91,810	190
Moon	Jacqueline	Teacher Secondary	94,332	66
Mooney	Jennifer	Teacher Elementary	82,311	10
Moore	Melanie	Teacher Elementary	82,086	85
Moore	Blake	Teacher Elementary	82,536	-
Moore	Shannon	Teacher Secondary	90,631	-
Moore	Carolyn	Teacher Secondary	86,837	-
Moore	Kelly	Teacher Elementary	81,840	-
Moore-Ostry	Kathryn	Teacher Elementary	90,182	180
Moran	Mary	Teacher Elementary	92,844	-
Morden	Lani	Elementary Principal	129,261	100
Morchouse	Nancy	Teacher Elementary	82,657	-
Morel	Lukas	Teacher Secondary	87,323	77
Morgan	Parin	Elementary Principal	122,781	-
Morgan	Janine	Teacher Elementary	89,403	289
Morgan	Scott	Teacher Secondary	90,502	128
Morgan	Andrea	Teacher Elementary	80,590	30
Mori	David	Area Counsellor - Elem	94,144	342
Morin	Stephanic	Teacher Elementary	90,190	20
Morissette	Natalie	Elementary Principal	128,819	-
Morita	David	AE Principal	123,125	1,076
Moro	Roberto	Secondary Principal	138,094	164
Morris	Sheryl	District Resource	84,053	140
Morrison	D. Hamish	Teacher Secondary	82,671	-
Moshchenko	Anna	Teacher Elementary	89,033	-
Mota	Anna	Teacher Elementary	89,000	-
Motola	Keila	Teacher Elementary	92,987	-
Mould	Laura	Teacher Elementary	88,919	-
Mountali	Carla	Teacher Elementary	76,423	100
Mowatt	Janet	Teacher Secondary	88,877	154
Moy	Raymond	Teacher Secondary	102,669	14
Moy	Sharon	Teacher Elementary	82,721	110
Mueller	Peter	Teacher Secondary	90,744	-
Mueller	John	Teacher Secondary	89,149	-
Mugford	Patricia	Mentor Elementary	82,670	61
Mugford	Duane	Teacher Secondary	82,587	-
Mulder	Dana	Teacher Elementary	78,750	305
Mulhern	Patricia	Teacher Elementary	90,182	-
Mulligan	Stephen	Teacher Elementary	80,341	-
Mumford	Jeanette	Teacher Elementary	82,485	135
Mung	Bernadette	Teacher Elementary	88,542	137
Munk	James	Elementary Principal	123,483	-
Munro	Catherine	Teacher Elementary	89,370	-
Munroe	Suzanne	Teacher Elementary	82,049	35
Muess	Marvin	Teacher Elementary	95,950	77
Murphy	David	Elementary Principal	123,587	-
Murphy	David	Teacher Elementary	89,341	-
Murray	Carole	Teacher Elementary	88,945	-
Murthi	Jason	Teacher Secondary	89,102	-
Murton	Bruce	Elementary Principal	130,910	-
Musgrove	Hiroshi	Teacher Secondary	82,311	-
Musselle	Patricia	Teacher Elementary	90,407	150
Mustapic	Mike	Teacher Secondary	90,351	-
Myers	Janis	Elementary Principal	126,403	7,424
Myers	Dean	Teacher Secondary	90,228	215
Myring	Thomas	Secondary Vice-Principal	114,621	172
Mysuria	Nidhi	Teacher Secondary	94,416	-

Nadeau	Marilyne	Teacher Elementary	89,370	-
Nagata	Clark	Teacher Elementary	89,370	-
Nakada	Mark	Special Education - Sec	83,132	-
Nakamura	Emy	Teacher Secondary	93,144	-
Nakamura	Leanne	Teacher Elementary	93,199	381
Nakanishi	Brenda	Teacher Elementary	90,494	125
Nakashima	Marilyn	Teacher Elementary	89,370	40
Nalos	Brenda	Teacher Elementary	89,311	-
Nanda	Gogac	Teacher Secondary	93,825	267
Nathan	Priscilla	Area Counsellor - Elem	88,586	277
Navin	Nona	Set BC Provincial - Sec	90,470	-
Naylor	Paula	Teacher Elementary	90,019	-
Naylor	Kenneth	Maintenance Planner	79,786	3,384
Neer	Danielle	Teacher Elementary	90,751	160
Nejad	Zahra	Teacher Secondary	86,314	150
Nelson	David	Deputy Superintendent	210,106	7,095
Nerling	Leslie	Teacher Secondary	79,572	-
Neufeld	Cynthia	Elementary Vice-Principal	108,433	100
Neufeld	Harold	Teacher Secondary	89,286	125
Newton	Allison	District Resource	82,992	521
Ng	Barbara	Special Education - Sec	95,363	-
Ng	Sarah	Teacher Secondary	91,279	180
Ng	Mimi	Teacher Elementary	89,000	-
Ng	Raymond	Teacher Elementary	94,701	237
Ng	Yulanda	Teacher Secondary	90,453	-
Ng	Alex	Teacher Secondary	89,476	-
Ng	Stephanie	Teacher Elementary	82,140	140
Ng	Eva	Teacher Elementary	79,699	-
Ng-Davis	Jennifer	Teacher Secondary	89,254	-
Nguyen	Fabienne	Teacher Elementary	89,991	-
Niccoli-Mullett	Anna	Elementary Principal	131,297	-
Nicholl	Lucy	Teacher Elementary	86,019	205
Nichols	Susan	Elementary Principal	130,070	-
Nicholson	Kathleen	Teacher Secondary	94,604	25
Nickel	Cynthia	Teacher Elementary	90,807	185
Nickel	Peter	Teacher Elementary	90,351	-
Nicks	John	Secondary Vice-Principal	114,543	1,454
Niek	Rainer	Teacher Secondary	90,532	-
Nielson	Jacqueline	Teacher Elementary	82,711	432
Nijjar	Kamil	Teacher Elementary	89,472	-
Nikon	Colleen	Teacher Elementary	90,182	-
Nishi-Beckingham	Teresa	Teacher Elementary	84,135	-
Niziolek	Krystyna	Elementary Principal	131,001	-
Noble	Tracey	Special Education - Elem	90,407	-
Noble	Tanya	Teacher Secondary	94,701	335
Noel	Alison	Teacher Elementary	82,054	189
Noel-Bentley	Karen	Elementary Vice-Principal	111,528	1,784
Noguchi	Sachiko	Teacher Secondary	79,437	-
Norcross	Neil	Teacher Secondary	89,315	-
Norman	Denise	Teacher Secondary	103,398	-
North	Denise	Teacher Secondary	92,834	235
Nosyk	Lianne	Teacher Elementary	85,503	-
Nothstein	Debra	Elementary Principal	130,540	-
Novak	Kelly	Teacher Elementary	87,468	-
Novotny	Gabriela	Teacher Elementary	83,370	-
Nucich	Lisa	Elementary Principal	126,153	-
Nugent	Sean	Teacher Secondary	75,602	24
Oblette	Jean-Michel	Teacher Elementary	90,356	-
O'Connor	Sean	Teacher Secondary	85,562	90
Odegaard	Mark	Carpenter	79,933	-
O'Donnell	Melissa	Teacher Secondary	93,924	475
Ofreneo	Roderick	Special Education - Sec	84,055	-
Ogden	Alison	Secondary Principal	131,807	3,160
Ogilvie	Mark	Teacher Elementary	89,002	-

Ogura	Tami	Teacher Elementary	95,524	165
O'Hara	Patrick	Teacher Elementary	82,671	-
Oliver	Aaron	Special Education - Sec	88,221	62
O'Malley	Jason	Special Education - Sec	93,989	10
O'Malley	Deborah	Teacher Elementary	89,170	150
O'Neill	Kevin	Teacher Elementary	87,323	77
O'Neill	Patricia	Teacher Elementary	81,645	140
Ong	Elaine	Teacher Elementary	93,694	-
Onstad	Barbara	District Principal - Int'l Ed	146,197	43,715
Or	Kim	Teacher Secondary	96,562	10
O'Reilly	Collette	Manager - Health & Safety	120,127	3,625
Ormiston	Julius	Distance Education - Elem	90,182	-
Orr	Kim	Teacher Secondary	90,407	-
Ostonal	Ashley	Teacher Elementary	80,796	150
Oudt	Rosa	Teacher Elementary	89,400	-
Overgaard	Jeffrey	Teacher Secondary	94,308	-
Pace	Carla	Teacher Elementary	82,260	150
Pacheco	Lisa	Teacher Secondary	90,386	-
Pack	Glenn	Teacher Elementary	86,915	77
Paget	Nancy	Elementary Principal	123,544	-
Pagliacci	Claudio	Electrician	83,225	-
Palaiologos	Amber	Teacher Elementary	82,485	279
Palejko	Nancy	Teacher Secondary	87,344	-
Paley	Tommy	Teacher Secondary	92,179	-
Palylyk	Douglas	Teacher Elementary	89,170	-
Panagopoulos	George	Teacher Secondary	82,362	-
Panagsagan	Romina	Info Tech Support C	92,296	-
Panesar	Balbinder	Teacher Secondary	93,022	150
Pante	Celeste	Secondary Vice-Principal	117,018	-
Pao	Alice	Teacher Secondary	99,379	225
Pao	Ernest	Teacher Secondary	105,280	234
Papagiannis	Constantina	Teacher Elementary	89,345	-
Parada	Wolfang	Project Manage - Facilities	76,398	746
Parashar	Alisha	Teacher Secondary	78,545	-
Parent	Kyle	Teacher Elementary	81,469	-
Paris	Holly	Teacher Elementary	89,657	-
Paris	Melanie	Teacher Elementary	81,374	50
Paris	Nicole	Teacher Secondary	76,119	-
Paris-Mccallum	Julie	Teacher Elementary	81,471	-
Park	Patricia	Teacher Elementary	86,138	-
Parker	Christopher	Secondary Principal	133,594	3,561
Parke	Steven	Special Education - Sec	82,535	-
Parkin	Barbara	Teacher Elementary	90,067	225
Parmar	Jatinder	AE Instructor Structured Cours	117,254	-
Parsons	Laura	Teacher Elementary	82,485	157
Parungao	Paul	Teacher Elementary	78,706	-
Pathyil	Lisa	Elementary Vice-Principal	108,192	1,313
Patrick	Kelly	Teacher Secondary	91,552	-
Patrick	Sandra	Teacher Elementary	82,311	-
Patrick	Miles	Teacher Elementary	82,486	-
Patton	Barbara	Teacher Secondary	81,837	-
Paul	Heather	Teacher Secondary	91,703	-
Paulsen	Sarah	Teacher Secondary	91,508	240
Pavao	Maria	Teacher Elementary	82,536	-
Payne	Elizabeth	Speech Language Pathologist	91,753	114
Paynter	Karen	Teacher Elementary	82,368	175
Payson	Leone	Teacher Elementary	80,848	-
Pearce	Stephanie	Teacher Elementary	82,105	210
Pearmain	Geoffrey	Supervisor-Grounds Maintenance	93,036	199
Pearson	Susan	Teacher Secondary	91,360	738
Peeters	Vital	Elementary Principal	122,919	56
Pella	Stefano	Teacher Secondary	93,809	-
Pelletier	Jacques	Teacher Secondary	104,107	-
Pelletier	Leonard	Teacher Secondary	90,351	-

Peltzer	Heidi	Teacher Secondary	89,047	65
Pender	Kathleen	Teacher Elementary	82,311	100
Peng	Ming-I	Teacher Elementary	75,642	-
Penner	Joseph	Set BC Provincial - Sec	86,390	-
Penner	Mona	Teacher Secondary	89,047	-
Penney	Karen	Teacher Secondary	84,117	-
Pequeno	Paulo	Teacher Secondary	90,351	-
Perez	Eva	Teacher Elementary	86,066	225
Perrett	Maryline	Teacher Secondary	93,221	-
Persoon	Maryann	Teacher Elementary	89,943	-
Perun	Audrey	Teacher Elementary	83,427	-
Petaccia	Tony	Electrician	90,271	-
Peters	Henry	Elementary Principal	130,956	-
Peters	Ginaya	Teacher Gifted Program	82,806	61
Peters	Mary	Teacher Secondary	79,921	-
Petersen	Leslie	Teacher Elementary	79,167	150
Peterson	Dana	Teacher Elementary	87,917	-
Petheriotis	Nick	Teacher Secondary	97,737	-
Petrakis	Cynthia	Special Education - Sec	90,636	-
Peverelle	Randall	Electrician	75,449	85
Pewsey	Jennifer	Teacher Elementary	81,583	-
Phan	Sue	Teacher Elementary	87,795	279
Phelps	Julie	Teacher Elementary	77,589	80
Phillips	Diane	Secondary Vice-Principal	115,498	1,400
Phillips	Katherine	Teacher Elementary	85,081	-
Phillips	Marlene	Executive Assist-Sec Treasurer	90,921	2,533
Phillips-Sim	Janice	Teacher Secondary	94,852	-
Phongmany-Trieu	Tuctic	Teacher Elementary	89,170	266
Phyall	David	Teacher Elementary	90,182	-
Picard	Sarah	Teacher Elementary	77,257	324
Pickell	Kelly	Electrician	76,845	-
Pidherny	Brenda	Teacher Elementary	88,945	-
Pieters	Andrea	Teacher Elementary	81,265	135
Pietzsch	Sonia	Teacher Elementary	89,000	412
Pilotte	Catherine	Teacher Elementary	82,593	-
Pincott	Linda	Teacher Secondary	91,822	-
Pineo	Katharine	Teacher Secondary	77,415	-
Pirie	Andrew	Teacher Secondary	90,611	200
Pitchford-Yeung	Cindy	Teacher Secondary	90,529	-
Pitman	Carolyn	Teacher Secondary	91,498	-
Plant	Kimberly	Teacher Elementary	81,871	77
Plattner	Alexander	Teacher Secondary	82,271	-
Polonijo	Kristopher	Teacher Secondary	86,073	-
Polukoshko	Jody	Teacher Elementary	94,658	-
Polukoshko	Jill	Teacher Secondary	89,102	-
Polzin	Suzanne	Elementary Vice-Principal	109,814	100
Pomponio	Concetta	Teacher Elementary	88,942	-
Poole	Ian	Teacher Elementary	88,720	-
Poon	Melina	Teacher Secondary	88,945	150
Pope	Douglas	Teacher Secondary	90,671	180
Port	Anne	Teacher Secondary	90,126	-
Pospisil	Petr	Teacher Secondary	99,828	-
Postian	Melissa	AE Instructor Structured Cours	84,666	-
Powell	Peter	Manager - IS	125,770	185
Poy	Blair	Supervisor-Maintenance	93,228	724
Prasad	Ashwin	Teacher Elementary	109,524	147
Prasad	Vicki	Teacher Elementary	90,126	-
Pratt	Jeffrey	Teacher Secondary	90,268	-
Pratt	Lori	Teacher Secondary	82,447	-
Presley	Monica	Teacher Elementary	82,684	-
Price	Pamela	Teacher Elementary	89,031	-
Price	Thomas	Teacher Secondary	76,900	469
Price	Jacqueline	District Vice-Principal AE	78,143	-
Prins	Marianne	Teacher Elementary	89,387	375

Prodan	Lori	Elementary Principal	123,483	-
Przyborowska	J. Margaret	Teacher Secondary	93,024	-
Pu	Xinjian	Teacher Secondary	99,861	-
Puil	Taryn	Teacher Elementary	82,536	7
Purewal	Kam	Teacher Elementary	89,342	349
Puri	Amrit	Teacher Elementary	87,859	-
Puzio	Karen	Teacher Secondary	94,149	-
Qi	Lijuan	Distance Education - Sec	97,696	-
Quan	Susana	Teacher Secondary	107,578	23
Quan	Gregory	Teacher Secondary	90,407	-
Quan	Tina	Teacher Secondary	82,620	135
Quiroga	Jorge	Info Tech Support C	80,980	-
Quon	Lillian	Set BC Provincial - Sec	88,082	-
Quon	Jean	Teacher Secondary	89,434	-
Radic	Jelena	Teacher Secondary	90,351	-
Radies	Doug	Teacher Elementary	82,593	-
Rai Dhari	Indira	Area Counsellor - Elem	93,035	439
Ramamonjisoa	Cynthia	Elementary Vice-Principal	89,400	-
Ramazzeni	Gracia	Teacher Elementary	82,593	-
Ramirez	Maria	Teacher Secondary	77,465	-
Ramsay	Scott	Teacher Secondary	90,571	-
Ramsell	Anthony	Teacher Elementary	82,778	155
Ramsey	Carollyne	Teacher Secondary	97,497	140
Rankin	Robyn	Teacher Secondary	92,781	2,244
Rantamaa	Andrea	Teacher Elementary	82,450	-
Raoul	Alain	Teacher Secondary	90,611	-
Rasiuk	Paul	Teacher Elementary	81,882	-
Rassias	Viki	Teacher Elementary	91,563	47
Rattray	Adam	Set BC Provincial - Sec	92,531	-
Ratzlaff	Roderick	Teacher Elementary	90,351	45
Ravenel	Heidi	Teacher Elementary	83,439	140
Ravening	Calvin	Teacher Elementary	91,158	227
Read	Zoe	Teacher Secondary	78,311	80
Recsky	Bryce	District VP Alternative Prog	114,240	49
Redden	Scott	Teacher Secondary	90,453	-
Reddy	Yashoda	Teacher Secondary	78,781	50
Redkwich	Karen	Advisor-Exempt Staff	101,654	438
Reed	Karen	Teacher Secondary	89,612	41
Reedman	Nigel	Teacher Secondary	87,213	130
Reeve	Brenda	Teacher Secondary	93,422	100
Regan	Patricia	Teacher Secondary	82,503	-
Reibin	Marilyn	Teacher Elementary	90,554	-
Reid	Alyssa	Teacher Secondary	85,239	68
Reid	Jessica	Special Education - Sec	90,418	112
Reid	Joanne	Teacher Elementary	82,671	125
Reid	Mark	District Resource	90,725	-
Reid	Candace	Supervisor-Payroll	90,571	889
Reimer	Lisa	Teacher Secondary	82,536	-
Reimer	Karen	Teacher Elementary	82,486	175
Renk	Georg	Teacher Secondary	89,256	210
Rentz	Alana	Teacher Secondary	92,781	-
Renwick	Christopher	Teacher Secondary	94,345	-
Renzullo-Cuzzetto	Frances	Teacher Secondary	91,827	150
Rezler	Michaela	Teacher Secondary	92,793	-
Rhead	Laura	Elementary Principal	123,154	1,265
Ricard	Michel	Teacher Elementary	90,182	279
Richards	Devon	Teacher Secondary	79,079	140
Richardson	Paul	Teacher Secondary	97,597	225
Richardson	Susan	Teacher Secondary	89,413	529
Richdale	Ryan	Elementary Principal	95,584	-
Riddell	Robert	Teacher Elementary	90,438	-
Rieder	Maureen	Teacher Secondary	82,311	-
Riley	Jeffrey	Senior Manager-CAYA	116,155	1,574
Rino	Gisella	Teacher Elementary	82,260	40

Risbey-Haines	Samantha	Teacher Elementary	89,943	-
Ritchie	Helen	Area Counsellor - Elem	91,070	317
Ritchie	Joey	Teacher Secondary	75,673	-
Robbie	Heather	Teacher Secondary	82,464	250
Robert	Patrick	Teacher Elementary	90,129	279
Roberts	Susan	Teacher Elementary	89,370	30
Robertson	Sandra	Teacher Elementary	89,170	237
Robinson	Nicola	Teacher Elementary	90,292	3
Robinson	Eva	Teacher Elementary	83,898	75
Robinson	Andrew	Teacher Secondary	82,662	279
Robson	Donna	Teacher Elementary	90,561	-
Rocchetta	Massimo	Teacher Secondary	95,067	250
Roch	Douglas	Elementary Principal	123,526	3,476
Rocke	Lindy	Teacher Elementary	82,113	82
Rodgers	Anne	Speech Language Pathologist	92,197	399
Rodrigues	Aimmilia	Teacher Elementary	82,483	-
Rodriguez	G. Nadine	Teacher Elementary	90,554	20
Roff	Eleanor	Speech Language Pathologist	86,107	-
Rogers	Heidi	Teacher Secondary	82,536	600
Rogers	Elizabeth	Teacher Secondary	82,485	-
Rogers	Jennifer	Special Education - Sec	76,278	150
Roggeveen	P.Gregory	Teacher Secondary	85,027	140
Roland	Valerie	Teacher Secondary	90,453	-
Romanelli	Maria	Teacher Elementary	89,321	169
Romano	Tracy	Teacher Secondary	89,225	-
Romell	Karen	Area Counsellor - Elem	88,496	-
Rondeau	Daniel	Teacher Elementary	82,391	-
Roos	Deborah	Teacher Elementary	90,494	-
Roosa	Leslie	Teacher Elementary	92,457	-
Roque	Gloria	Teacher Elementary	89,222	87
Roselli	Gianfranco	Teacher Secondary	84,366	-
Rosellini	Sarah	Provl Resource Program - Elem	84,191	-
Rosenblatt	Jessica	Teacher Elementary	90,584	-
Ross	James	Sheet Metal Worker	76,319	70
Rossi	Michael	District Principal-Ed Planning	121,482	295
Routledge	Debra	Elementary Vice-Principal	93,173	18
Rowland	Barbara	AE Instructor Structured Cours	86,015	-
Rozitis	Christopher	Distance Education - Sec	94,824	-
Rubin	Joyita	Teacher Elementary	82,536	-
Ruggeri-Soliman	Isabel	Teacher Elementary	89,170	-
Rupert	Sean	Elementary Vice-Principal	109,285	-
Rushton	Marilyn	Visually Impaired - Elem	89,974	534
Russell	Lorelei	Director of Human Resources	141,485	3,999
Russell	Susan	Teacher Elementary	90,554	40
Russell	Bruce	Teacher Secondary	88,655	-
Russell	Diane	Teacher Secondary	90,346	-
Rutledge	Aaron	Special Education - Sec	79,202	53
Rutley	James	Secondary Principal	133,548	141
Ruus	Sally	Teacher Elementary	75,345	77
Saatchi	Parvaneh	Teacher Secondary	82,283	-
Sabbagha	Sarah	Teacher Elementary	82,024	180
Sabbagha	Raja	Teacher Elementary	89,372	-
Sabourin	David	Teacher Secondary	89,417	-
Sadhra Sran	Sharanjeet	Teacher Elementary	90,002	-
Sadler	Dawn	Elementary Principal	129,036	100
Sadri	Sophie	Teacher Elementary	90,182	-
Sahdra	Rupinder	Teacher Secondary	78,977	-
Sahota	Kamaljit	Teacher Elementary	89,315	-
Sahota	Sharon	Teacher Elementary	82,054	25
Saksman	Natalia	Manager-Project Office	95,962	1,278
Salatellis	Helen	Provl Resource Program - Sec	82,006	50
Sale	Corey	Teacher Secondary	85,987	-
Sallee	Bruce	Elementary Principal	123,587	-
Salter	April	Teacher Secondary	90,695	-

Salter	Suzanne	Teacher Elementary	89,571	-
Salvas	Olivier	Teacher Elementary	79,081	-
Salway	Brianna	Teacher Elementary	81,062	-
Sam	Juliana	Teacher Secondary	89,022	92
Samiei	Armin	Elementary Principal	124,980	-
Samra-Thind	Karen	Teacher Elementary	92,749	182
Sandher	Kevin	Teacher Secondary	93,340	-
Sandhu	Harjinder	Elementary Principal	129,059	2,658
Sandhu	Money	Teacher Elementary	90,554	-
Sandhu	Nirmaljeet	Teacher Secondary	94,539	-
Sandor	Oliver	Teacher Secondary	84,688	-
Sandri	Doris	Secondary Vice-Principal	119,522	-
Sangra	Harjinder	Teacher Elementary	90,351	87
Sans	Renald	Teacher Elementary	90,351	101
Sapic	Dragan	Teacher Elementary	86,950	155
Saplamaeff	Matthew	Special Education - Sec	77,525	55
Sardinha	Daniel	Teacher Secondary	99,849	304
Sardinha	Stephanie	Teacher Elementary	90,534	-
Sawatsky	Rachel	Teacher Secondary	82,744	-
Saxelby	Brick	Plumber	78,331	-
Scaglione	Giuseppe	Teacher Secondary	93,126	-
Schaedeli	Carmen	Teacher Secondary	89,002	-
Schenkeveld	T. Grace	Teacher Elementary	91,132	-
Schick	Paula	Psychologist - Elem	94,464	127
Schieman	Brent	Secondary Principal	130,336	-
Schindel	Robert	Associate Superintendent	190,834	6,245
Schleppe	Christine	Teacher Elementary	91,840	10
Schmedding	Barry	Electrician	78,842	-
Schoeber	Tyson	Special Education - Elem	87,762	-
Schoenfelder	Stefanie	Teacher Secondary	87,252	257
Schofield	Andrew	Secondary Principal	131,813	-
Schofield	Pamela	Teacher Elementary	82,161	116
Schouls	Rita	Visually Impaired - Elem	92,959	9
Schratter	Michael	Teacher Elementary	94,704	-
Schwartzentruber	Kirstie	Special Education - Sec	82,435	1,045
Scorda	Sammy	Teacher Secondary	96,979	-
Scoretz	Erin	Teacher Elementary	89,000	77
Scott	James	Special Education - Sec	84,953	183
Scott	Sarah	Teacher Elementary	89,170	-
Scott	Ronald	Coordinator-Community School	81,704	1,280
Scott	Jennifer	Coordinator-Community School	79,680	77
Scrimshaw	Stephen	Area Counsellor - Elem	90,666	-
Segers	Susan	Teacher Elementary	90,584	1,307
Sehmbi	Jill	Secondary Vice-Principal	114,396	-
Sehmbi	Inderpal	Teacher Secondary	87,369	-
Sekhon	Baldeep	Teacher Elementary	78,744	-
Seltenrich	Louise	Teacher Elementary	83,118	25
Semail	Sonya	Teacher Secondary	90,351	180
Senior	Susanna	Teacher Elementary	88,865	-
Serbic	Sonya	Teacher Elementary	89,345	293
Seto	Robin	Teacher Secondary	89,472	14
Seto	Louise	Teacher Elementary	89,373	237
Seto	Sylvia	Teacher Elementary	82,645	-
Seto	Jennifer	Teacher On Call - Elem	78,290	-
Shaman	Tiffany	Teacher Elementary	90,182	30
Shan	Cynthia	Teacher Elementary	85,940	195
Shannon Jung	Sheila	Teacher Elementary	90,351	-
Shapiro Grant	Lindsay	Teacher Secondary	82,698	-
Sharples	Joanne	Teacher Secondary	92,170	-
Shaw	Dorothy	Teacher Elementary	90,171	25
Shaw	Sabine	Teacher Secondary	89,133	-
Sheardown	Dean	Prov1 Resource Program - Sec	88,945	-
Sheldan	Alex	Teacher Elementary	89,000	-
Sheldan	Dory	Teacher Secondary	89,374	-

Shen	Uyen	Teacher Secondary	80,136	-
Shepelev	Ludmila	Provl Resource Program - Sec	92,781	14
Shepherd-Dynes	Diane	Teacher Elementary	93,676	50
Sheppard	Melanie	Teacher Elementary	91,132	-
Sherbaniuk	Donald	Teacher Elementary	89,550	-
Sherrett	Doug	Teacher Elementary	88,292	-
Shetty	Kirthana	Teacher Elementary	96,294	-
Shieh	Victor	Teacher Secondary	84,061	-
Shields	Joan	Teacher Secondary	82,769	-
Shiple	Katherine	Teacher Secondary	94,877	-
Shmyr	Tyson	Coordinator-Community School	81,930	153
Shomura	Michelle	Teacher Elementary	99,992	2
Short	Nicole	Special Education - Elem	90,520	-
Shudra	Viktoriya	Teacher Elementary	88,997	205
Sicklesteel	Stephen	Carpenter	77,684	-
Sidhu	Jagdeep	Teacher Elementary	89,935	80
Sidhu	Ravinder	Teacher Elementary	88,716	-
Sidhu	Mandeep	Teacher Secondary	80,083	-
Silver	True	Teacher Secondary	89,374	-
Silvers	A. Tish	Teacher Secondary	90,335	10
Silverwood	Leslie	Area Counsellor - Elem	91,259	221
Silvestre	Jose	Teacher Secondary	107,355	-
Simard	Annie	Teacher Elementary	90,574	200
Simister	Christine	Teacher Elementary	83,725	279
Simon	Eve	Teacher Elementary	82,368	50
Simpson	Elizabeth	Teacher Elementary	82,260	-
Sinclair	Helen	Teacher Secondary	93,903	305
Sinclair	Matthew	Teacher Secondary	92,812	49
Sinclair	Sharon	Special Education - Sec	82,054	-
Singh	Michael	Elementary Vice-Principal	109,285	10
Singh	Aaron	Elementary Vice-Principal	99,164	-
Singh	Shamsher	Teacher Secondary	79,480	-
Siracusa	Gabriella	Teacher Secondary	92,938	143
Skarsgard	Paul	Teacher Secondary	99,981	300
Skarsgard	Mary	Teacher Elementary	89,782	45
Skeldon	Timothy	Teacher Secondary	94,415	-
Skutelnik	Sandra	Teacher Elementary	82,457	-
Slaney	Erin	Special Education - Sec	90,182	-
Slapsys	Algirdas	Teacher Secondary	87,305	-
Sleep	Carrie	Elementary Principal	126,360	505
Sleep	Lael	District Resource	92,279	126
Smathers	James	Teacher Elementary	89,145	87
Smedley	Karla	Teacher Secondary	94,083	58
Smith	Teena	Elementary Vice-Principal	109,484	20
Smith	Mariette	Elementary Vice-Principal	107,893	-
Smith	Sean	Teacher Elementary	95,309	-
Smith	Paul	Teacher Elementary	90,329	-
Smith	Merton	Teacher Secondary	90,632	-
Smith	Ramona	Teacher Elementary	90,500	-
Smith	Mary	Teacher Secondary	89,256	-
Smith	Mary	Teacher Elementary	88,032	-
Smith	Davin	Teacher Secondary	79,575	-
Smith	Douglas	Teacher Secondary	79,057	100
Smith	Darcy	Teacher Secondary	82,587	-
Smith	Julianne	Teacher Secondary	82,201	-
Smith	Randal	Carpenter	75,166	5
Smyk	Robyn	Teacher Elementary	84,374	-
Snell	Marilyn	Teacher Secondary	96,470	-
Snider	Jaclyn	Area Counsellor - Elem	75,904	146
Snyder	Steven	Manager-Project Office	101,188	1,473
So	Debbie	Teacher Elementary	89,000	45
Sobral	Manuel	Special Education - Sec	76,236	102
Soderlund	Carina	Teacher Secondary	84,229	140
Sodhi	Jaswinder	Teacher Secondary	79,405	135

Sokukawa	Janice	Teacher Elementary	82,657	-
Solmes	Robert	Teacher Secondary	82,035	-
Somji	Shehzad	Assistant Secretary Treasurer	159,038	5,253
Sones	Elisabeth	Teacher Elementary	90,351	180
Soo	Carly	Teacher Secondary	82,587	-
Soong	Bernard	Secondary Vice-Principal	119,801	-
Soong	Derek	Teacher Elementary	89,315	-
Soucy	France	Teacher Elementary	90,462	1,500
Souther	Janet	Elementary Principal	131,271	-
Spence	Jeffrey	Secondary Vice-Principal	104,865	100
Spencer	Jane	Teacher Elementary	89,225	22
Spicer	Sandra	Teacher Elementary	90,582	77
Spino	Pascal	Teacher Elementary	82,486	-
Spooner	Owen	Carpenter	80,303	15
Spring	Colleen	Teacher Secondary	89,408	-
Springer	Germanita	Teacher Secondary	89,170	-
Sprintzios	Michelle	Teacher Elementary	88,716	-
Spurr	Kathryn	Teacher Elementary	89,226	279
Stamp	Shannon	Teacher Elementary	88,781	175
Stancombe	Terin	Teacher Secondary	87,593	200
Stanway	Terrence	Teacher Secondary	98,114	-
Stapledon	Adam	Teacher Secondary	79,427	72
Stassinopoulos	Jim	Distance Education - Sec	97,190	-
Steel	Wendy	Teacher Elementary	89,954	-
Steele	Sharlene	Elementary Vice-Principal	108,470	-
Steeves	Cory	Teacher Secondary	82,744	-
Stefanucci	Kristy	Speech Language Pathologist	85,138	427
Steinmann	Stanley	Manager-SACY	98,607	2
Steinruck	Anthony	Teacher Secondary	90,488	199
Stephenson	Bruce	Teacher Secondary	89,110	-
Sterling	Hope	Elementary Principal	130,316	-
Studel	Jeffrey	Teacher Secondary	85,422	-
Stevenson	Jennifer	Teacher Secondary	96,166	168
Stewardson	Adrienne	Elementary Vice-Principal	108,057	-
Stewart	Angela	Elementary Vice-Principal	108,063	-
Stewart Hunter	Ann	Consultant ESL - Sec	98,981	1,229
Stoelting	Damon	Teacher Secondary	90,992	-
Stokes	Trevor	Special Education - Sec	89,559	-
Stokovac	Lucio	Teacher Secondary	89,286	-
St-Onge	Christine	Teacher Elementary	83,848	-
Sturrock	Colleen	Teacher Elementary	90,407	200
Stutz	Daniel	Teacher Secondary	79,175	159
Styles	Douglas	Elementary Vice-Principal	110,518	1,037
Sugimoto	Sandra	Teacher Secondary	88,945	654
Suk	Hannah	Teacher Elementary	82,324	-
Sullivan	Shelley	Area Counsellor - Elem	91,880	125
Sum	Andrea	Teacher Secondary	90,299	-
Sun	Yuanfang	Teacher Secondary	90,228	-
Sung	Nathan	Teacher Secondary	87,973	-
Sutherland	Joanne	Teacher Elementary	99,134	-
Sutherland	Maryann	Teacher Elementary	88,658	90
Sveistrup	Stacey	Elementary Vice-Principal	95,865	2,721
Swain	Andrew	Teacher Elementary	85,763	-
Swartile	Shirley	Teacher Elementary	90,115	-
Symons	Jacqueline	Teacher Elementary	89,654	77
Symons	Heather	Teacher Secondary	83,052	-
Szeto	May	Special Education - Elem	82,620	-
Szeto	Jennifer	Teacher Elementary	82,584	-
Tabak	Marinko	Teacher Secondary	82,647	-
Tai	Sui Ki	Teacher On Call - Sec	81,798	-
Tak	Christine	Teacher Elementary	86,314	140
Takahara-Mark	Elizabeth	Teacher Elementary	89,341	-
Takahashi	Noreen	Program Advisor-AEC	88,841	-
Takizawa	Akemi	Teacher Secondary	89,901	115

Talmatchi	Ala	Teacher Elementary	89,012	150
Tam	Evelyn	Teacher Elementary	89,225	-
Tam	Carol	Teacher Elementary	88,309	-
Tam	Vincent	Teacher Elementary	88,945	-
Tam	Hoy Yen	Teacher Elementary	87,884	-
Tam	David	Teacher Secondary	88,239	-
Tan	Chong	Teacher Secondary	91,403	-
Tan	Hui Lu	Teacher Elementary	88,727	-
Tanabe	Sharon	Teacher Secondary	91,576	-
Tanabe	Ryan	Teacher Secondary	76,228	120
Tanaka	Melanie	Teacher Elementary	88,775	-
Tandoc	Rowena	Manager-Payroll and Benefits	84,351	2,507
Tang	Debbie	Teacher Elementary	93,500	-
Tang	Rebecca	Teacher Secondary	90,228	135
Tang	Vincent	Teacher Secondary	82,770	145
Tarbuck	Erin	Teacher Secondary	83,408	-
Tassioulas	Fotiny	Teacher Secondary	82,427	-
Tatomir	Ksena	Teacher Secondary	99,447	257
Taylor	Michelle	Teacher Gifted Program	82,311	77
Taylor	P.Geoffrey	Secondary Principal	135,840	1,069
Taylor	Louise	Teacher Elementary	89,796	-
Taylor	Jasmin	Teacher Secondary	82,944	-
Taylor	Mary	Teacher Secondary	90,540	-
Taylor	Teresa	Teacher Elementary	82,485	-
Teed	Jeff	Teacher Elementary	86,830	-
Teeuwesen	Donald	Teacher Elementary	90,438	-
Tenta	Jonathan	Special Education - Sec	89,374	125
Tereposky	Darren	Teacher Elementary	90,353	210
Terretta	Lorraine	Elementary Principal	129,044	-
Tetu	Barbara	Plumber	79,581	10
Theodoropoulos	Sophia	Teacher Secondary	82,824	-
Thibault	Monique	Teacher Elementary	88,359	-
Thiessen	Matthew	Teacher Secondary	77,680	-
Thind	Amardeep Singh	Teacher Secondary	89,448	-
Thomas	Catherine	Elementary Principal	125,716	-
Thomas	Rosemary	Elementary Principal	123,483	1,980
Thomas	Stephen	Supervisor-Maintenance	108,057	120
Thomas	Alison	Provl Resource Program - Elem	90,980	524
Thomas	Craig	Teacher Elementary	82,671	65
Thomas	Albert	Plumber	79,213	-
Thompson	Lindsay	Elementary Principal	112,011	3,478
Thomson	Katrina	Secondary Vice-Principal	116,830	-
Thornton	Carol	Provl Resource Program - Sec	97,845	599
Thorpe-Mactavish	Kendal	Teacher Elementary	82,620	-
Thurmeier	Katharine	Teacher Elementary	77,577	125
Tiganis	Kaliopi	Teacher Elementary	82,620	-
Tilston	Jacy	Teacher Elementary	88,021	207
Ting	Camilla	Teacher Elementary	89,225	429
Ting	Pierre	Teacher Secondary	88,945	-
To	Jessy	Set BC Provincial - Sec	91,768	25
Tobin	Elaine	Teacher Elementary	84,134	-
Todd	Maxwell	Teacher Secondary	82,689	-
Toews	Bradley	Elementary Vice-Principal	109,389	65
Tolksdorff	David	Teacher Secondary	94,132	-
Tom	Karen	Teacher Secondary	89,173	-
Tomassetti	Vincenzo	Senior Manager-ATBC	129,457	582
Tome	Ana	Teacher Elementary	82,485	70
Tomsics	Teresa	Teacher Elementary	87,618	375
Tong	Jaime	Teacher Secondary	90,453	150
Tong	Aileen	Teacher Elementary	82,260	42
Toomer	Yvonne	Teacher Elementary	87,292	635
Tooshkenig	Audrey	Teacher Elementary	87,098	70
Tornroos	Linda	Teacher Elementary	82,565	-
Tosczak	Ian	Teacher Elementary	91,219	77

Townsend	Ruth	Teacher Elementary	90,078	125
Trachtenberg	Jennifer	Teacher Elementary	88,724	55
Tran	Thi Thao Chi	Teacher Elementary	76,287	205
Treacher	Patricia	Teacher Elementary	86,014	87
Treanor	Monica	Teacher Elementary	82,607	-
Trogrlich	Sharon	Teacher Elementary	89,643	55
Trotti	Vito	Electrician	85,823	10
Trovao	Margaret	Elementary Principal	123,154	46
Tryssenaar	Jason	Teacher Secondary	93,425	-
Tsagaris	Maria	Teacher Elementary	89,443	215
Tsang	Christopher	Teacher Secondary	91,753	-
Tsang	Pok Him	Teacher Secondary	84,174	195
Tse	Christopher	Teacher Secondary	90,529	-
Tseng	Yun-Lin	Supervisor-Accounting&Treasury	78,563	2,245
Tso	John	Teacher Secondary	92,732	-
Tso	Katherine	Teacher Elementary	88,720	-
Tsolinas	Irene	Teacher Elementary	90,407	-
Tsolinas	Stefanos	Steamfitter	78,762	10
Tsonis	Georgia	Teacher Secondary	82,974	-
Tsoulos	Garufalia J	Teacher Elementary	90,351	240
Tsoulos	Kostantina	Teacher Secondary	85,653	-
Tsui	Germaine	Secondary Vice-Principal	119,553	34
Tsui	Stephanie	Teacher Secondary	92,669	199
Tuerlings	Adam	Secondary Vice-Principal	113,777	-
Tuerlings	Natalie	Teacher Elementary	90,361	-
Turner	Steven	Teacher Elementary	89,355	-
Turner	Janet	Client Service Manager-CAYA	96,963	1,588
Turner	Sean	Teacher Elementary	83,453	-
Tycho	Leanne	Teacher Secondary	89,212	230
Uchida	Christine	Teacher Elementary	87,852	-
Ulman	Grazyna	Special Education - Sec	89,953	-
Underwood	Shauna	Teacher Secondary	94,167	124
Underwood	Marie	Teacher Elementary	86,942	-
Ungurean	Bianca	Teacher Secondary	90,656	-
Unrau	Doreen	Teacher Elementary	89,145	45
Unsworth	Gregory	Teacher Elementary	90,351	77
Urbauer	Sara	Area Counsellor - Elem	87,794	125
Vadacchino	Emilia	Teacher Secondary	84,644	99
Valdecantos	Michelle	Teacher Elementary	75,083	-
Vallis	Blair	Electrician	81,312	10
Van Alstyne	Audrey	Dist Principal - Learning Tech	154,077	847
Van Damme	James	Teacher Secondary	90,646	-
Van Der Woerd	Wendie	Teacher Elementary	90,407	-
Van Deventer	Linda	Teacher Elementary	90,115	45
Van Iersel	Nicholas	Teacher Secondary	93,268	-
Van Kreuningen	Jeffrey	Teacher Secondary	82,740	-
Van Wyck	Tamara	Elementary Vice-Principal	101,526	14
Van Wynsberghe	Brenden	Teacher Elementary	89,029	77
Vance	Kirsten	Teacher Secondary	89,226	250
Vandenberg	Maurice	Carpenter	79,536	10
Varlamova	Olga	Special Education - Sec	81,989	-
Vassilakis	Maria	Teacher Elementary	96,084	-
Vatta	Matthew	Teacher Secondary	81,178	24
Vaz	Andre	Teacher Secondary	82,536	75
Vellecig	Daniel	Teacher Secondary	85,988	-
Veness Kehler	Tina	Teacher Secondary	89,084	-
Vera	Alejandro	Teacher Secondary	84,760	-
Verin	Marion	Teacher Elementary	89,884	150
Veverka	Bradley	Teacher Secondary	83,021	-
Vey-Chilton	C. Annette	Secondary Principal	138,086	940
Vickars	Sherry	Teacher Elementary	82,486	150
Vieira	Sharon	Elementary Vice-Principal	110,694	-
Villavicencio	Emily	Teacher Elementary	90,294	195
Vine	Gary	Teacher Secondary	93,294	-

Violi	Paula	Teacher Secondary	78,694	175
Visser	Linda	Teacher Elementary	82,395	-
Vogel	Matthew	Learning Services Manager-ATBC	90,393	-
Von Holtum	Brenda	Teacher Elementary	89,311	-
Von Keyserlingk	Gesa	Teacher Secondary	94,026	77
Vosahlo	Regina	Elementary Vice-Principal	107,973	1,313
Vose	Susanna	Teacher Elementary	86,873	177
Vranakis	Catherine	Teacher Secondary	82,536	-
Vulgaris	Mike	Secondary Vice-Principal	117,249	-
Vuong	Chanh	Teacher Secondary	89,430	-
Vuu	Sandra	Teacher Secondary	89,170	-
Wadge	Patrick	Teacher Secondary	92,687	77
Wagner	E. Susan	Teacher Elementary	89,315	-
Wai	Natalie	Teacher Secondary	101,825	170
Waight	Noriko	Teacher Secondary	99,774	-
Waisberg	David	Teacher Secondary	90,432	-
Wale	Daphne	Indigenous Education - Elem	90,244	-
Walker	Amelia	Teacher Elementary	81,894	-
Walker	Ellen	Teacher Secondary	82,168	-
Walks	Kathryn	Teacher Secondary	95,981	50
Wall	Charlene	Special Education - Elem	89,335	-
Wall	Lisa	Teacher Elementary	81,719	-
Wallace	Jody	Teacher Elementary	90,407	-
Wallace	Joanne	Teacher Elementary	82,086	-
Wallace	Rochelle	Teacher Elementary	89,901	58
Wallace	Paul	Teacher Secondary	89,256	-
Wallbridge	Caroline	Elementary Principal	130,870	-
Waller	Wendy	Teacher Secondary	89,315	309
Walls	Catherine	Teacher Elementary	93,435	-
Walsh	Christine	Teacher Elementary	89,170	-
Walsh	Patrick	Supervisor-Printing & Dist	90,426	-
Walter	Alexander	Teacher Elementary	83,254	-
Wan	Shiu San	Teacher Elementary	89,108	10
Wan	Lena	Teacher Elementary	88,720	-
Wan	J-P Bernard	Teacher Elementary	82,260	-
Wane	Gina	Teacher Elementary	82,536	270
Wang	Terence	Teacher Secondary	95,011	-
Wang	Xianen	Teacher Secondary	90,540	-
Wang	Sarah	Teacher Secondary	90,358	227
Wansink	Anita	Teacher Elementary	81,263	25
Waraich	Harneck	Teacher Secondary	93,723	-
Ward	Karen	Teacher Elementary	82,311	-
Wardrop	Amanda	Teacher Elementary	89,945	140
Warkentin	Mark	Teacher Elementary	89,225	150
Warner	Sarah	Teacher Elementary	83,261	-
Warrington	Michael	Teacher Secondary	82,367	-
Watanabe	Elizabeth	Teacher Secondary	91,715	75
Waterman	Michael	Teacher Secondary	76,143	-
Watkins	Dorothy	Elementary Principal	125,885	100
Watkins	Denise	Teacher Elementary	84,420	-
Watson	Jenni	Special Education - Sec	83,419	15
Watson	Dawn	Teacher Elementary	82,470	40
Watson	Sonja	Teacher Elementary	82,620	107
Watt	Peter	Teacher Elementary	82,671	145
Waugh	Michael	Teacher Secondary	86,012	205
Weatherall	Julie	Elementary Principal	124,558	540
Weatherall	Jacquelyn	Area Counsellor - Elem	97,294	1,465
Weatherall	Jill	Teacher Elementary	82,260	-
Webb	Nolan	Teacher Gifted Program	81,991	-
Webber	Jason	Elementary Vice-Principal	108,507	1,491
Wee	Christopher	Teacher Elementary	78,947	55
Weger	Cindy	Teacher Elementary	84,757	160
Wells	Teresa	Elementary Vice-Principal	108,415	276
Welton	Sarah	Area Counsellor - Elem	78,977	586

Welwyn	Heather	Special Education - Elem	82,541	-
Werboweski	Shelley	Teacher Elementary	88,633	87
Weresch	Jonathan	Elementary Principal	126,378	1,513
Werfl	Melissa	Coordinator-Community School	78,424	1,662
Werner	Sonia	Teacher Secondary	82,791	-
West	Erika	Teacher Elementary	89,225	200
Westereng	Jeremy	Teacher Secondary	89,753	-
Weston	Linda	Visually Impaired - Elem	91,323	10
Wheelhouse	Sonya	Teacher Elementary	82,340	-
Whelan	Kathleen	Teacher Secondary	82,311	-
Whitcroft	Natalie	Teacher Elementary	90,134	-
White	Bradley	Teacher Secondary	91,004	90
Whitham	Jo Ann	Teacher Elementary	90,182	83
Wiens	Michelle	Teacher Elementary	89,762	298
Wiens	Christy	Teacher Elementary	89,726	155
Wiesinger	Marielle	Teacher Elementary	90,554	-
Wightman	Adam	Teacher Secondary	88,356	-
Wilkes	Jessica	Teacher Elementary	82,529	-
Wilkie	Jonathan	Teacher Secondary	86,486	-
Wilkin	Carel	Teacher Elementary	87,894	-
Wilkins	Joseph	Plumber	75,866	9
Willan	Roger	Teacher Secondary	90,775	75
Willetts	Kailey	Teacher Secondary	76,252	-
Williams	Hollie	AE Instructor	106,925	-
Williams	Stephen	Teacher Secondary	93,971	165
Williams	Aimee	Teacher Elementary	89,426	-
Williams	Warren	School & Student Support B	92,939	-
Williston	Christina	Teacher Elementary	82,485	279
Wills	Nadia	Teacher Elementary	83,307	-
Wilmann	Damian	Secondary Principal	130,427	1,298
Wilson	Brenda	Teacher Secondary	89,531	-
Wilson	Joan	Teacher Secondary	82,565	-
Wilson-Haffenden	Gillian	Teacher Elementary	82,260	159
Wilting	Kristina	Teacher Elementary	95,218	35
Wilton	Adam	Senior Manager-PRCVI	111,232	719
Winn	Miranda	Area Case Manager	102,286	387
Wiskar	Michael	Teacher Secondary	79,469	-
Wittrin	Caroline	Teacher Secondary	88,877	207
Wolkenbrod	Michelle	Teacher Elementary	90,182	30
Wong	Christopher	District Principal-Ed Planning	126,736	427
Wong	Florence	Set BC Provincial - Sec	105,707	-
Wong	Darryl	Teacher Secondary	106,826	1,146
Wong	Sharon	Teacher Elementary	90,584	-
Wong	Christina	Teacher Elementary	89,370	110
Wong	Marco	Electrician	99,356	5
Wong	Nellie	Teacher Elementary	95,101	87
Wong	Gina	Teacher Elementary	96,514	4,754
Wong	Wing Chee	Teacher Secondary	94,149	180
Wong	Donna	Executive Assistant to Supt	95,525	537
Wong	Elisa	Teacher Secondary	82,310	-
Wong	Jennifer	Teacher Secondary	90,555	-
Wong	Anthony	Teacher Elementary	90,351	87
Wong	Beth	Teacher Elementary	82,671	-
Wong	Nyuk	Teacher Elementary	88,945	-
Wong	Sally	Teacher Secondary	88,945	45
Wong	Wendy	Teacher Elementary	89,120	-
Wong	Manna	Teacher Secondary	89,315	-
Wong	Brian	Teacher Elementary	88,635	175
Wong	Ailin	Teacher Secondary	87,124	130
Wong	Jenny	Teacher Secondary	78,988	140
Wong	Wayne	Teacher Secondary	86,932	-
Wong	Angela	Teacher Elementary	81,232	279
Wong	Michelle	Teacher Secondary	85,026	30
Wong	Leonard	Teacher Secondary	84,640	123

Wong	Naleen	Teacher Elementary	82,313	195
Wong	Edna	Teacher Secondary	82,367	-
Wong-Moon	Leah	Teacher Secondary	81,709	155
Woo	Peter	Elementary Principal	129,044	568
Woo	Diane	HR Business Specialist	107,536	230
Wood	Michelle	Secondary Vice-Principal	114,301	225
Wood	Adrienne	Teacher Elementary	83,078	52
Wood	Andrea	Special Education - Sec	82,082	280
Woodham	Brigitte	Teacher Elementary	82,485	-
Woods	James	Special Education - Sec	89,174	-
Woodward	Elizabeth	Teacher Elementary	82,391	35
Woodworth	Scott	Teacher Elementary	87,013	-
Woo-Lei	Frances	Teacher Elementary	89,170	-
Worth	Reece	Teacher Secondary	82,519	-
Worthington	Susan	District Resource	92,592	597
Wou	Amy	Teacher Elementary	82,593	-
Woudzia	John	Psychologist - Elem	94,122	117
Wright	Trevor	Teacher Elementary	88,945	-
Wrinch	Trevor	Elementary Vice-Principal	109,814	1,635
Wu	Michael	Area Counsellor - Elem	93,122	471
Wu	Chien-Ren	Manager-SWIS Workers	99,881	118
Wu	Xue	Teacher Secondary	90,601	-
Wyatt	Sharon	Teacher Elementary	90,554	-
Wyllychuk	Jane	Area Counsellor - Elem	92,922	647
Wyss	Jennifer	Teacher Elementary	81,733	205
Yaghmour	Sana	Teacher Secondary	82,229	95
Yamakami	Brenda	Teacher Elementary	77,072	-
Yang	Mathilde	Teacher Secondary	82,722	-
Yannakoulis	George	Teacher Secondary	94,976	-
Yao	Marivie	Teacher Elementary	78,855	-
Yee	Helen	Mgr-Acctg & Fin Rpt & Compliance	114,831	4,925
Yee	Jason	Teacher Secondary	93,704	180
Yee	Marilyn	Area Counsellor - Elem	93,064	374
Yee	Bryan	Teacher Secondary	89,855	-
Yee	Wanda	Teacher Secondary	77,715	-
Yeh	Helen	Teacher Elementary	93,435	30
Yeh	Billy	Teacher Elementary	82,671	173
Yelizarov	Michael	Electrician	91,095	71
Yeo	Julia	Teacher Elementary	91,137	25
Yeomans	Susan	Teacher Elementary	89,173	-
Yetman	John	Teacher Secondary	89,204	10
Yeung	Celia	Teacher Secondary	90,288	140
Yeung	Olivia	Teacher Elementary	76,023	339
Yim	Andrea	Teacher Elementary	88,920	75
Yip	Stacey	Teacher Secondary	92,742	-
Yip	Eugene	Electrician	84,350	-
Yiu	Lai Lai	Provl Resource Program - Elem	89,400	-
Yiu	Amy	Teacher Secondary	92,799	24
York	Lori	Teacher Secondary	87,607	-
Yoshida	Esther	Teacher Elementary	82,311	-
Young	Karen	Teacher Elementary	89,341	-
Young	Jennifer	Teacher Elementary	83,071	80
Young	Linda	Teacher Elementary	82,418	575
Young	Tonia	Teacher Elementary	87,305	-
Young	Serina	Special Education - Sec	77,515	-
Yu	Angelina	Teacher Elementary	89,625	-
Yu	Wendy	Teacher Elementary	89,235	-
Yu	Jeanne	Teacher Secondary	90,006	58
Yu	Brian	Teacher Secondary	90,027	-
Yu	Lisa	Teacher Elementary	82,485	-
Yuen	Ernest	Teacher Secondary	88,775	-
Yuen	Grace	Teacher Elementary	88,945	-
Yuen	Sze Man	Teacher Secondary	81,239	-
Yuill	Craig	Teacher Secondary	91,043	200

Yung	Mary	Advisor-Staffing	95,819	-
Zambito Orazio	Giuseppina	Teacher Elementary	88,920	35
Zambrano	Tanya	Teacher Secondary	86,388	190
Zarembo	Paul	Teacher Secondary	82,341	135
Zdriluk	Kathryn	Teacher Elementary	79,116	50
Zeitz	Andrea	Elementary Vice-Principal	112,942	3,111
Zerbe	Richard	Director of Instruction-SS	143,202	13,591
Zerbinos	Panagiotis	Teacher Secondary	92,384	-
Zhang	Hu	Teacher Secondary	90,406	-
Zhang	Minhua	Teacher Secondary	90,453	-
Zhang	Eric	Technical & Resource Support E	76,060	1,146
Zimmermann	Douglas	Electrician	87,630	10
Zrymiak	Carol	Area Counsellor - Elem	94,102	543
Zukowski	Shirley	Teacher Elementary	82,311	-
Zwaagstra	Wendy	Teacher Elementary	89,225	-
Zylstra	Patricia	Teacher Elementary	88,301	-

Total Remuneration Exceeding \$75,000	<u>214,625,203</u>	<u>725,206</u>
Total for Employees with Remuneration less than \$75,000	<u>204,416,457</u>	<u>452,421</u>
Total Remuneration and Expenses paid (including Elected Officials)	<u>419,289,750</u>	<u>1,200,049</u>
Employer Payments for CPP and EI		<u>21,944,198</u>

Schedule of Vendor Payments

<u>Supplier Name</u>	<u>Total Payment</u>
0922475 BC Ltd.	41,991
4th Utility Inc.	669,520
A Star Society	47,885
A W Fireguard Supplies (1991) Ltd	66,442
Able Tech Assistive Technologies	70,115
Absolute Value Publications Inc.	44,416
ACCO Brands	27,176
ACM Environmental Corporation	82,510
Action Holdings Ltd T/A Custom Blacktop	90,375
Acton Ostry Architects Inc.	767,705
Air Canada	94,744
ALC Micro (B.C.) Inc.	50,345
Alliance Medical Monitoring	81,907
Alma Mater Society of UBC Vancouver	30,905
Altivon	43,055
Amazon	262,685
Andornot Consulting Inc.	111,172
Angus Corporate Centre Ltd	966,589
Anixter Canada Inc	29,499
Aon Reed Stenhouse Inc.	43,367
AP Exams	28,938
Apple Canada, Inc.	1,927,472
ARI Financial Services	104,147
Arora Comfrotechs	31,658
Artona Group Inc.	114,864
Arts Umbrella	52,085
AV Solutions	329,683
B C Hardwood Floors Co	96,306
B.A. Robinson Co. Ltd.	225,031
Bamfield Marine Sciences Centre	54,631
Baragar Enterprises Ltd.	131,744
Baziere, Frank Darier	25,000
BC Carpenters Fund	219,139
BC Ferries	25,097
BC Hydro	3,554,870
BC Principals & Vice Principals Assoc	232,769
BC School Sports	60,397
BC School Superintendents Association	50,339
BC School Trustees Association	101,892
BC Teachers' Federation	10,001,280
BC#1185608	30,007
Beau Photo Supplies, Inc	27,927
Belfor Restoration Services	35,823
Best Buy	49,622
Brackett Contracting	57,883
Branded Distribution	179,222
Bricklayers & Mason Local # 2	36,160
Bridges Canada	342,768
Brink's Canada Limited	26,291
British Columbia Institute of Technology	83,762

BTY Group	45,355
Bubas George Motors Ltd.	52,459
Bunt & Associates Engineering (B.C.) Ltd	44,100
Bush, Bohlman & Partners	116,845
Butler Workplace Solutions	55,003
Calhoun's Catering	52,526
Cambie Roofing & Drainage Contractors	260,526
Camp Jubilee	177,685
Camp Squeah	36,010
Camp Summit	116,435
Can-Achieve International Education Ltd.	222,451
Canada Co., Ltd.	41,823
Canada Post Corporation	51,929
Canadialog	101,807
Canadian Assistive Technology Ltd.	194,919
Canadian Refrigeration and Air	76,941
Canadian Union of Public Employees, Local 407	108,790
Canadian Western Trust	2,889,874
Canon Business Solutions Canada Inc.	478,806
Canstar Restorations LP	38,881
Canuel Caterers	252,278
Carousel Theatre for Young People	31,876
CBC Radio Canada	54,761
CDW Canada	51,610
Cedars at Cobble Hill	25,340
Cesium, Inc.	52,824
Chan Centre for the Performing Arts	70,642
Chandos Construction Ltd.	1,308,174
ChangeMakers Communications Inc. DbA Context Research Ltd.	56,194
Charter Bus Lines of British Columbia	46,191
Cheakamus Centre	35,801
Chen Yanrong	76,163
Cherwell Software	26,132
Chubb Security Systems	46,903
CIBC - Mellon	187,351
CIEEC - Cdn Int'l Educ Exchange Centre	29,100
City of Vancouver	4,034,807
Clark Builders	28,472
Clean Harbors Canada, Inc.	53,286
Cloverdale Paint Inc	47,979
Coast Hotels	28,855
Coast Wholesale Appliances Inc.	49,355
Coastal Reign Apparel	48,661
Colborne Architect Group	814,572
Colliers Project Leaders	25,855
Collingwood Neighbourhood House	29,544
Community Savings Credit Union	1,292,802
Concept Interactive Inc.	225,347
Corporate Express Canada Inc	494,103
Costco Wholesale	34,282
Covenant House Vancouver	72,184
CP Packaging Corp	27,841
Creative Insignia Ltd	65,562
Creative Transportation Solutions	37,981

Crescent Beach Publishing	143,464
CRS Commercial Carpet Maintenance	149,456
CS Mounting Systems 2005 Co.	125,281
CUMIS Retirement Services	180,477
CUPE, Local 15	1,286,761
Cypress Mountain	40,847
D.G.S. Construction Co. Ltd.	14,119,414
D2L Corporation	348,843
Dafco Filtration Group	37,425
Dan, William F.	32,413
Dance, Jess	35,005
Davey Tree Expert Co. of Canada, Limited	89,167
Deitcher, Ken	29,930
Dell Canada Inc.	29,449
Dell Financial Services Canada Ltd.	749,888
Delta Continuing Education	26,425
District Council 38 Membership Services	142,856
Doublethink Inc.	73,885
Driving Force Inc.	102,787
Dulux Paints	52,028
Dunbar Lumber	32,393
Dunlevy Food Equip Ltd	151,356
EAK.L. Consulting	52,369
Ebsco Canada Ltd.	254,612
Ecorana Environmental Ltd.	152,585
Ecowaste Industries	51,783
Educan Institutional Furniture Ltd	43,133
Ellison Travel & Tours Ltd.	749,733
EMCO Corporation	56,812
Entity Mechanical Ltd.	161,123
ERAC-BCEM Services Society	100,000
ERC Roof Management Ltd	59,900
ESC Automation Inc	37,048
ETP Service Ltd.	110,336
Evans Lake Forest Education Society	84,139
EWT Educational World Tours	86,951
Excalibur Data Systems Corporation	44,599
Executive Mat Service	91,998
Family Maintenance Enforcement Program	33,707
Farm-Tek Turf Services Inc.	82,446
FBM Canada, Inc.	60,031
Finning Ltd	34,097
First Class Planners Ltd.	29,270
First Student Canada	32,824
FirstCanada ULC	3,102,838
Fitzpatrick, Stephen Robert	28,963
Flynn Canada Ltd.	395,949
Follett School Solutions, Inc	80,229
Foreign Student Services	52,173
FortisBC-Natural Gas	1,681,929
Francl Architecture	981,880
Fraser Health Authority	153,617
Fraser Valley Equipment	48,638
Fresh Roots Urban Farm Society	41,963

Fresh Slice Pizza	38,381
Friesen Yearbooks	264,327
Fujitec Canada, Inc.	56,189
FutureBook Printing, Inc.	150,067
Garaventa Canada Ltd	26,057
GEEP Canada Inc.	129,464
Geminder, Dan	25,000
Geopacific Consultants Ltd.	34,556
Gescan - Div. of Sonepar Canada, Inc.	39,918
Gossamer Threads, Inc.	100,800
Graines de Chefs	27,263
Grand & Toy	1,189,852
GRC Columbia Roofing Inc.	241,874
Great West Life Assurance	480,209
Greater Vancouver Basketball Officials	66,955
Greater Vancouver Food Bank	63,046
Green Roots Play Equipment Ltd.	39,913
Greenbarn Potters Supply Ltd	28,497
Grouse Mountain: GM Resorts LP	58,592
Guard.me International Insurance	601,962
Guillevin Int Inc	232,448
GWL Realty Advisors Inc. ITF	71,890
Gym Sense Gymnastics	40,293
Habitat Systems Inc	236,196
Hanscomb Limited	37,695
Harbour Publishing Co. Ltd.	30,319
Harris & Co	146,736
Harry, James	83,891
Hayes, Michele	37,860
Hazmasters Inc.	113,948
HCMA Architecture + Design	1,441,516
HDR / CEI Architecture Associates Inc.	83,580
Heat & Frost Insulator Local 118	61,220
Heatherbrae Builders Company Ltd.	10,650,870
Henriquez Partners Architects	41,691
Herff Jones Canada	48,256
Heritage Office Furnishings Ltd	27,148
Horsman E B & Son Ltd	618,675
HP Financial Services Canada Company	1,230,738
HR MacMillan Space Centre	25,723
Humanware Western Canada	88,362
Hyatt Hotel	219,325
iA Financial Group	119,832
IBI Group	90,824
ICEF GmbH	27,452
iDesign Solutions, Inc.	28,153
IMA Solutions	38,640
Indigo Books & Music Inc.	71,189
Interior Health	291,198
Interior Turf Equipment Ltd.	53,368
International Stage Lines	72,994
Int'l Brotherhood of Electrical Workers	221,495
Island Health	115,941
ISMP Service	27,000

Italian Cultural Centre Society	39,708
James International Sales Ltd.	28,817
Jasmine Rae Consulting	66,444
Jeff Schramm Brand Design	49,153
John Lewis Executive Advisor Inc.	101,265
Johnston, Cindi	65,250
Joseph S. Chow Ltd.	110,988
Jumpstreet Tours	43,617
K & E Equipment Repair Ltd.	67,447
Kahunaverse Sports Group Inc.	235,174
Kal Tire	25,107
Kane, Maureen	53,865
KBAM! Kevin Bruce Arts Management	42,962
Keats Camps	93,603
Kerr, Brian	26,482
KEV Software Inc.	488,131
Kidsafe Project Society	77,258
Kidsbooks	173,911
Kiwassa Neighbourhood House	46,003
Klondike Contracting Corporation	487,185
KMS Tools and Equipment Ltd.	54,385
Koffman Kalef	148,897
Konica Minolta Business Solutions (Can.)	94,738
KPMG LLP	55,282
Langara College	993,845
L'auberge Du Mont	28,230
LEC Quantity Surveying & Project Mgmt	63,840
Lee Valley Tools Ltd	27,251
Lehigh Materials	37,210
Lenovo (Canada) Inc.	79,894
LesPlan Educational Services Ltd	30,715
Liberator Communications Canada	472,086
Librairie Gallimard	57,864
Long & McQuade Musical Instruments Ltd	127,582
Long View Systems Corporation	113,964
Loomis Express	41,655
Loon Lake Camp	66,168
Lockett Wenman & Associates	25,830
Lynch Bus Lines	310,773
MacQuarie Equipment Finance Ltd.	1,038,145
Magnem Engine Serv Ltd	49,244
Mancorp Industrial Sales Ltd	38,836
Manning Park Resort	77,932
Marathon Surfaces	42,311
Marpole Oakridge Family Place	108,948
Marsh Canada Limited	59,980
McFarland Marceau Architects Ltd.	484,840
McGregor Hardware Dist	140,419
MECiarniello Consulting FM 0697872	116,891
MediaSmarts	35,469
Medical Services Plan of B.C.	3,660,610
Metal Supermarkets	30,881
Microserve Business Computer Services	192,251
Microsoft Corporation	150,693

Minister of Finance	51,016
Ministry of Finance	2,265,256
Modu-Loc Fence Rentals	27,141
Montgomery, Steve	51,500
More Sports	100,000
Morneau Shepell Ltd.	1,123,759
Mt. Seymour Resorts Ltd.	59,729
Municipal Pension Plan	18,744,480
MYK Enterprises Ltd.	119,759
National Film Board	35,010
Nedco (Div. of Rexel Canada Electrical)	136,751
Nelson Education Ltd.	377,408
New City Contracting Ltd.	524,643
New York Food Ltd	142,899
North America Investment & Consulting	29,388
Northern Building Supply Ltd.	184,368
Northern Health	82,870
Norton Rose Fulbright Canada LLP	46,991
Norwest Architectural Millwork	151,200
Nova Food Services Ltd.	846,954
Ocean Wise Conservation Association	33,306
Odin Books	67,659
Open Storage Solutions	86,964
Opus Art Supplies	59,126
Oracle Canada ULC	339,285
Pace Chemicals Ltd	26,343
Pacific Blue Cross	12,197,441
Pacific Coast Catering Group Ltd.	35,338
Pacific National Exhibition	79,354
Pan Pacific Vancouver	110,744
Panago Pizza Inc.	49,938
Partnerships British Columbia Inc.	320,648
Patricia Sheaves and Associates Inc.	114,656
Pearson Canada Inc.	231,926
PerfectMind	72,425
Perimeter Transportation	32,470
Personal Travel Management Ltd.	201,759
Pfaff Sewing Centre Of Vancouver Ltd	35,326
Pinnacle Hotel Harbourfront	31,039
Pitney Bowes Can Ltd	138,569
Pitney Works	52,500
PJS Systems Inc.	98,300
PlanetClean (Vancouver) Ltd.	345,344
Pohl, Louise	28,131
Premier School Agendas Ltd	59,431
Pro Can Construction Group Corp.	6,818,266
Proactive Resolutions Inc.	41,816
Progressive Fundraising Inc.	58,414
Project Chef Culinary Education Ltd.	46,668
Prominent Product Marketing	35,022
Prostock Athletic Supply Ltd	31,821
Province of British Columbia	2,018,659
Public Education Benefits Trust	8,397,655
Quality Inn & Suites	32,040

Ray-Cam Community Association	90,500
Real Canadian Superstore	41,036
Receiver General of Canada	105,841,235
Rectec Industries Inc	100,933
Regal Controls Ltd	70,482
Regency Travel	45,459
Richelieu Building Specialties	90,078
Richmond Children First	51,408
Richmond Elevator	142,574
Ricoh Canada Inc	390,815
Rocky Mountain Flatbread	45,079
Rollins Machinery Ltd	398,696
Rona Inc.	38,518
Russell Hendrix Foodservice Equipment	74,462
Safeteen	35,264
Sahota, Amanjeet	85,864
Salmon's Rentals Ltd	25,232
Saputo Dairy Products Canada GP	200,745
Sasamat Outdoor Centre	72,705
Sasco Contractors Ltd.	525,108
Save-On-Foods BC	45,765
Scholastic Canada Ltd	246,018
School District #23 (Central Okanagan)	84,475
School District #36 (Surrey)	88,008
School District #41 (Burnaby)	26,312
School Source	25,873
School Specialty Canada	111,624
Schoolhouse Products	334,314
Science World	34,355
Sea to Sky Outdoor School	110,003
Secrest Resources Ltd.	102,123
SES Consulting Inc.	37,650
Seymour Painting Ltd.	212,848
Shape Architecture Inc	532,240
Sheet Metal Workers - Local 280-In Trust	83,041
Shell Energy North America (Canada) Inc.	2,498,279
Sheraton Hotels	193,403
Sheret Andrew Ltd	159,556
Silverton, Mike	43,398
Skeans Pneumatic & Automation Inc	32,485
Skyline Athletics Inc	106,269
Sloan Consultants Ltd	56,971
SMcN Consulting Inc.	45,675
Snow Cap Enterprises	41,363
SOCAN	156,694
Softchoice LP	2,031,236
Softlanding Solutions Inc.	29,122
Software4Schools.ca	83,487
Soontaree Paungsiri	31,700
Soper's Supply Ltd.	29,543
Source Office Furnishings	98,682
South Vancouver Neighbourhood House	31,140
Spark Industries	30,373
Sparrow, Chrystal	39,086

Special Needs Computers	25,745
Spectrum Educational Supplies Ltd	29,029
Spicers Canada ULC	124,464
Spirit Works Limited	25,200
Sports Unlimited	44,227
SSA Quantity Surveyors Ltd	36,078
St. John Ambulance	67,559
Stantec Consulting Ltd.	463,072
Staples	61,203
Sterling Fence Co. Ltd.	39,994
Stillwood Camp and Conference Centre	29,671
Strathcona Park Lodge	248,373
Strive Recruitment Inc	72,554
Strong Nations Publishing Inc.	30,803
STS Tours Inc.	34,124
Studio Stone Creative	25,651
StudioHuB Architects Ltd.	70,210
Sunbelt Rentals of Canada, Inc.	38,820
Swish Maintenance Limited	34,802
Sydney Stone West	29,235
Sysco Vancouver	1,150,234
Tapestry Music Ltd.	125,287
Tautz, Lisa	30,000
TC Media Livres Inc.	26,105
TDS West Systems Inc.	51,230
Teacher Pension Plan	69,228,000
Teacher Regulation Branch	311,840
Technical Safety BC	99,766
Techtone Media Inc.	64,131
Telus Communications Inc.	1,698,817
Tennis XL Agency	45,104
The Butler Did It Catering Co Inc.	46,443
The Peake Of Catering	26,663
The Terry Fox Foundation	101,541
Thinkspace Architecture, Planning, Interior Design	452,825
Thirdwave Bus Services	122,366
Timberline Ranch	78,568
TMT-Total Media Technology Sound and Communications	48,162
Tobii Dynavox Canada	484,556
Trane Canada	54,120
Translink	261,992
Transtar Sanitation Supply Ltd	26,688
Turner & Townsend	87,801
Tyco Integrated Fire & Security	50,882
Uline Canada Corporation	35,382
United Library Services	170,325
United Pacific Patrol Ltd	81,944
United Way	25,482
Univar Canada Ltd	84,499
Universal Coach Lines	42,572
University of British Columbia	283,397
University of Toronto	90,083
Upper Canada Forest Products	32,425
Valery Black Draperies Ltd.	50,083

Van City Savings Credit Union	2,559,812
Vancouver Bullion & Currency	33,520
Vancouver Coastal Health	294,600
Vancouver Community College	170,655
Vancouver Firefighters CPR + First Aid	75,478
Vancouver Foundation	275,145
Vancouver Glass (1990) Ltd.	31,834
Vancouver International Children's Festival	26,091
Vancouver Island Health Authority	100,544
Vancouver Public Education Alliance	68,150
Vancouver School Bus Charters Ltd	38,563
Vancouver Secondary Teachers Association	558,214
Vancouver Society of Children's Centres	25,704
Viking Fire Protection Inc.	119,561
Viking-Alexander Metal Products Ltd	52,241
Visual Education Centre	164,988
VWR International Co	54,208
Waste Management	737,504
Wesclean Equipment &	575,122
Wesco Distribution Canada LP	37,440
West Unified Communications	90,962
Western Athletic Ltd.	27,691
Western Campus Resources	308,875
Western Compensation & Benefits Consultants	30,317
Western Institute for the Deaf and Hard of Hearing	39,740
Western Safety Products	46,015
Westin Hotels	103,743
Westlab	44,362
WESTPAC Solutions Ltd.	71,872
Whistler Blackcomb	131,534
Windworks Musical Instrument Repair	25,610
WorkSafeBC	2,863,392
World Book Educational Products of Canada	234,242
WSP Canada Group Limited	26,373
YMCA	194,832
Zeemac Vehicle Lease	175,668
Total payments to suppliers exceeding \$25,000 each	<u>356,635,383</u>
Total payments to suppliers less than \$25,000 each	<u>14,235,595</u>
Total payments for goods and services	<u>370,870,978</u>

**STATEMENT OF FINANCIAL INFORMATION
EXPLANATION OF DIFFERENCES TO AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED JUNE 30, 2019**

The salaries paid to employees as well as the payments disbursed to suppliers for goods and services and employee benefit premiums are disclosed on the audited financial statements as expenses, net revenues, capitalized costs or changes in accounts receivable and accounts payable.

The differences between the audited financial statements (Statement 2 – Statement of Operations) and the combined totals of the Schedule of Remuneration and Expenses and the Schedule of Payments Made for the Provision of Goods and Services are primarily as follows:

- Amounts reflected in the schedules are prepared on a cash basis, whereas expenditures included on the financial statements are prepared on an accrual basis.
- The list of payments to suppliers may include 100% of the GST/PST paid, whereas the expenditures in the financial statements are shown net of the GST/PST rebate.
- The taxable benefits are included in the Remuneration column of the Schedule of Remuneration and Expenses. The same amount is included in the Schedule of Payments Made for the Provision of Goods and Services for payments made to benefit carriers.
- Payments to suppliers may be reported in the Financial Statements as Prepaid Expenses, Tangible Capital Assets, or Services and Supplies, as appropriate.
- The schedule includes payments for capital purchases, related to the employer portion of benefits (other than CPP and EI) as well as goods and services.
- The schedule does not include accrued expenditures included in services and supplies on the financial statements.