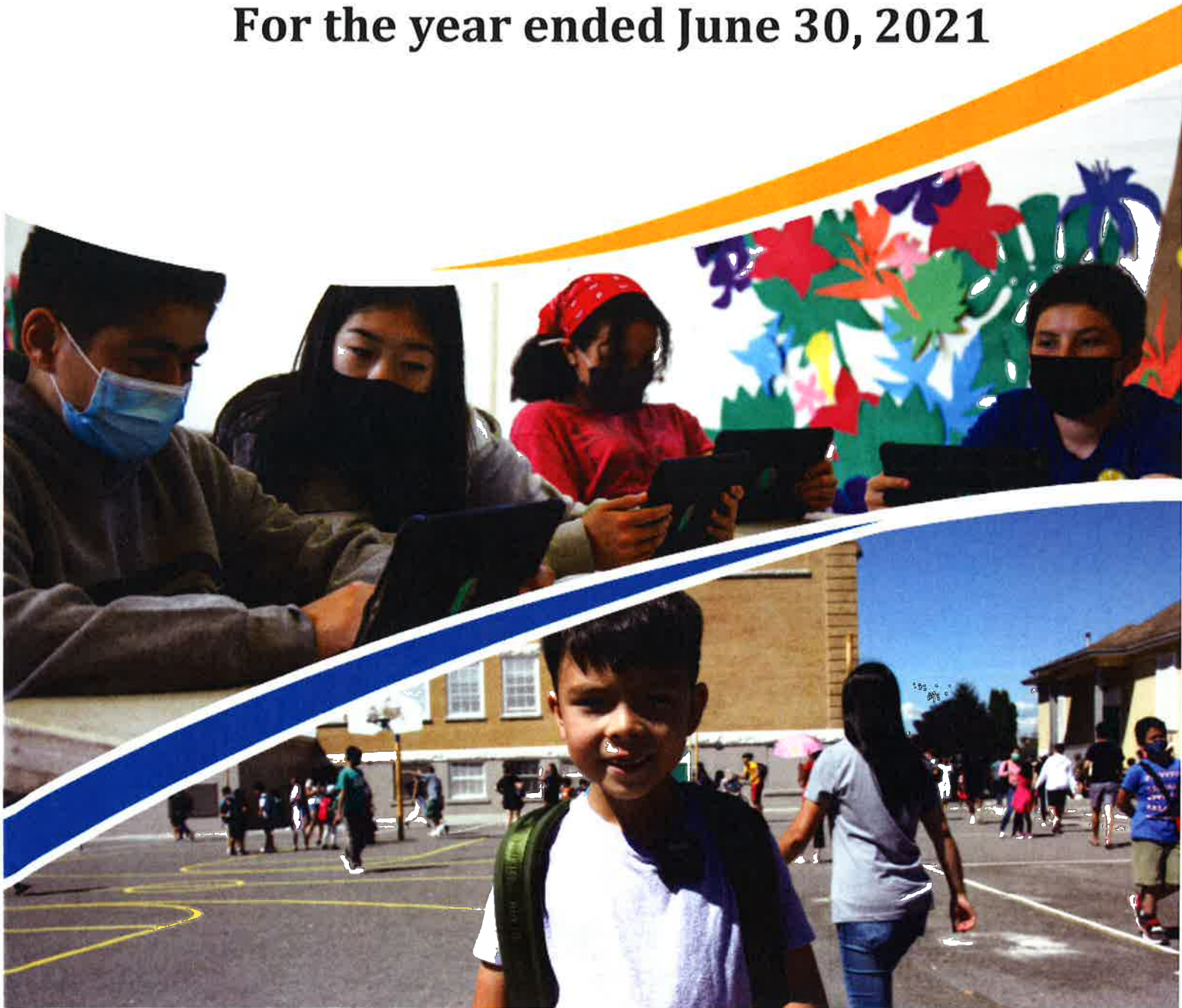




The Board of Education of School
District No. 39 (Vancouver)

Statement of Financial Information For the year ended June 30, 2021



**School District
Statement of Financial Information (SOFI)**

School District No. 39 (Vancouver)

Fiscal Year Ended June 30, 2021

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Ministry of Education

SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

6049

SCHOOL DISTRICT NUMBER 39	NAME OF SCHOOL DISTRICT Vancouver	YEAR 2020/2021
OFFICE LOCATION(S)		TELEPHONE NUMBER 604-713-5000
MAILING ADDRESS 1580 West Broadway		
CITY Vancouver	PROVINCE BC	POSTAL CODE V6J 5K8
NAME OF SUPERINTENDENT Jan Unwin		TELEPHONE NUMBER 604-713-5000
NAME OF SECRETARY TREASURER J. David Green		TELEPHONE NUMBER 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
June 30, 2021
for School District No. 39 as required under Section 2 of the Financial Information Act.

SIGNATURE OF CHAIRPERSON OF THE BOARD OF EDUCATION	DATE SIGNED <i>Dec 1, 2021</i>
SIGNATURE OF SUPERINTENDENT	DATE SIGNED <i>Dec 2, 2021</i>
SIGNATURE OF SECRETARY TREASURER	DATE SIGNED <i>Dec 2, 2021</i>

Statement of Financial Information for Year Ended June 30, 2021

Financial Information Act-Submission Checklist

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

School District No. 39 (Vancouver)

**School District
Statement of Financial Information (SOFI)**

**School District No. 39 (Vancouver)
Year Ended June 30, 2021**

MANAGEMENT REPORT

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

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

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

The external auditors, 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)

Jan Unwin, Superintendent

Date: Dec 2, 2021

J. David Green, Secretary Treasurer

Date: Dec. 2, 2021

Audited Financial Statements of

School District No. 39 (Vancouver)

And Independent Auditors' Report thereon

June 30, 2021

School District No. 39 (Vancouver)

June 30, 2021

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School District No. 39 (Vancouver)

MANAGEMENT REPORT

Version: 5287-4542-2559

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 quarterly basis and externally audited financial statements yearly.

The external auditors, KPMG LLP, conduct an independent examination, in accordance with Canadian generally accepted auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of School District No. 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

sep 28, 2021

Date Signed

Signature of the Superintendent

Sep. 28/21

Date Signed

Signature of the Secretary Treasurer

Sep. 28/21

Date Signed



KPMG LLP
11th Floor 777 Dunsmuir Street
Vancouver, BC V7Y 1K3
Canada
Telephone (604) 691-3000
Fax (604) 691-3031

INDEPENDENT AUDITORS' REPORT

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

Opinion

We have audited the financial statements of School District No. 39 (Vancouver) (the "Entity"), which comprise:

- The statement of financial position as at June 30, 2021
- the statement of operations for the year then ended
- the statement of changes in net debt for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

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

In our opinion, the accompanying financial statements are prepared, in all material respects, in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

Basis for Opinion

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

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

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

Emphasis of Matter – Financial Reporting Framework

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

Our opinion is not modified in respect of this matter.



Other Information

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

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

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

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

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

We have nothing to report in this regard.

Other Matter – Comparative Information

The financial statements for the year ended June 30, 2020 were audited by another auditor who expressed a qualified opinion on those financial statements on September 28, 2020 because those financial statements were not prepared in accordance with Canadian public sector accounting standards.

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

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

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

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



Auditors' Responsibilities for the Audit of the Financial Statements

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

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

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

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

We also:

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

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

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

KPMG LLP

Chartered Professional Accountants
Vancouver, Canada
September 28, 2021

School District No. 39 (Vancouver)

Statement 1

Statement of Financial Position

As at June 30, 2021

	2021 Actual	2020 Actual
	\$	\$
Financial Assets		
Cash and Cash Equivalents	263,953,000	252,446,220
Accounts Receivable		
Due from Province - Ministry of Education	6,036,568	10,146,510
Due from Province - Other		168,200
Other (Note 3)	4,366,205	5,167,290
Portfolio Investments (Note 4)	420,402	712,341
Total Financial Assets	<u>274,776,175</u>	<u>268,640,561</u>
Liabilities		
Accounts Payable and Accrued Liabilities		
Due to Province - Ministry of Education		173,857
Due to Province - Other	3,725,722	4,050,173
Other (Note 5)	83,615,767	74,080,929
Unearned Revenue (Note 6)	52,117,464	57,368,400
Deferred Revenue (Note 7)	25,330,450	35,125,057
Deferred Capital Revenue (Note 8)	783,059,363	717,744,982
Employee Future Benefits (Note 9)	31,073,303	29,545,276
Capital Lease Obligations (Note 10)	3,920,517	2,098,085
Other Liabilities	361,750	1,349,000
Total Liabilities	<u>983,204,336</u>	<u>921,535,759</u>
Net Debt	<u>(708,428,161)</u>	<u>(652,895,198)</u>
Non-Financial Assets		
Tangible Capital Assets (Note 11)	863,849,162	797,124,254
Prepaid Expenses	1,984,622	2,137,471
Supplies Inventory	948,967	860,921
Total Non-Financial Assets	<u>866,782,751</u>	<u>800,122,646</u>
Accumulated Surplus (Deficit) (Note 16)	<u>158,354,590</u>	<u>147,227,448</u>

Approved by the Board

Signature of the Chairperson of the Board of Education

Sep 28, 2021

Date Signed

Signature of the Superintendent

Sep. 28/21

Date Signed

Signature of the Secretary Treasurer

Sept. 28/21

Date Signed

School District No. 39 (Vancouver)

Statement 2

Statement of Operations
Year Ended June 30, 2021

	2021 Budget	2021 Actual	2020 Actual
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education	566,926,935	570,436,010	542,083,299
Other	5,587,910	6,358,160	6,469,984
Federal Grants	2,414,888	2,351,073	2,280,857
Tuition	21,792,177	22,278,790	29,951,775
Other Revenue	28,360,434	22,129,523	26,063,173
Rentals and Leases	4,325,482	4,104,897	5,541,059
Investment Income	2,614,202	2,442,137	3,881,363
Gain (Loss) on Disposal of Tangible Capital Assets		11,107	
Amortization of Deferred Capital Revenue	20,519,181	20,512,904	19,148,025
Total Revenue	652,541,209	650,624,601	635,419,535
Expenses			
Instruction	530,816,788	507,423,609	505,557,058
District Administration	24,251,184	23,056,622	23,457,736
Operations and Maintenance	105,185,301	105,512,605	93,677,099
Transportation and Housing	3,799,504	3,314,949	2,409,292
Debt Services	111,712	189,674	111,407
Total Expense	664,164,489	639,497,459	625,212,592
Surplus (Deficit) for the year	(11,623,280)	11,127,142	10,206,943
Accumulated Surplus (Deficit) from Operations, beginning of year		147,227,448	137,020,505
Accumulated Surplus (Deficit) from Operations, end of year		158,354,590	147,227,448

School District No. 39 (Vancouver)

Statement of Changes in Net Debt

Year Ended June 30, 2021

	2021 Budget \$	2021 Actual \$	2020 Actual \$
Surplus (Deficit) for the year	(11,623,280)	11,127,142	10,206,943
Effect of change in Tangible Capital Assets			
Acquisition of Tangible Capital Assets	(107,318,841)	(96,336,100)	(84,060,205)
Amortization of Tangible Capital Assets	29,280,495	29,611,049	27,790,919
Net carrying value of Tangible Capital Assets disposed of		143	
Total Effect of change in Tangible Capital Assets	(78,038,346)	(66,724,908)	(56,269,286)
Acquisition of Prepaid Expenses		(4,458,161)	(4,086,682)
Use of Prepaid Expenses		4,611,012	5,804,411
Acquisition of Supplies Inventory		(1,703,911)	(1,612,903)
Use of Supplies Inventory		1,615,863	1,686,219
Total Effect of change in Other Non-Financial Assets	-	64,803	1,791,045
(Increase) Decrease in Net Debt, before Net Remeasurement Gains (Losses)	(89,661,626)	(55,532,963)	(44,271,298)
Net Remeasurement Gains (Losses)			
(Increase) Decrease in Net Debt		(55,532,963)	(44,271,298)
Net Debt, beginning of year		(652,895,198)	(608,623,900)
Net Debt, end of year		(708,428,161)	(652,895,198)

School District No. 39 (Vancouver)

Statement 5

Statement of Cash Flows

Year Ended June 30, 2021

	2021 Actual	2020 Actual
	\$	\$
Operating Transactions		
Surplus (Deficit) for the year	11,127,142	10,206,943
Changes in Non-Cash Working Capital		
Decrease (Increase)		
Accounts Receivable	5,079,228	(3,360,549)
Supplies Inventories	(88,047)	73,316
Prepaid Expenses	152,851	1,717,729
Increase (Decrease)		
Accounts Payable and Accrued Liabilities	9,036,529	4,031,115
Unearned Revenue	(5,250,938)	(2,790,117)
Deferred Revenue	(9,794,607)	(3,306,828)
Employee Future Benefits	1,528,028	1,597,933
Other Liabilities	(987,250)	(337,024)
Loss (Gain) on Disposal of Tangible Capital Assets	(11,107)	
Amortization of Tangible Capital Assets	29,611,049	27,790,919
Amortization of Deferred Capital Revenue	(20,512,904)	(19,148,025)
Insurance Claim	(512,579)	(86,652)
Total Operating Transactions	19,377,395	16,388,760
Capital Transactions		
Tangible Capital Assets Purchased	(5,943,472)	(5,045,550)
Tangible Capital Assets -WIP Purchased	(86,269,725)	(78,289,901)
District Portion of Proceeds on Disposal	11,250	
Total Capital Transactions	(92,201,947)	(83,335,451)
Financing Transactions		
Capital Revenue Received	86,339,864	80,766,760
Capital Lease Payments	(2,300,472)	(2,206,484)
Total Financing Transactions	84,039,392	78,560,276
Investing Transactions		
Investments in Portfolio Investments	291,940	284,626
Total Investing Transactions	291,940	284,626
Net Increase (Decrease) in Cash and Cash Equivalents	11,506,780	11,898,211
Cash and Cash Equivalents, beginning of year	252,446,220	240,548,009
Cash and Cash Equivalents, end of year	263,953,000	252,446,220
Cash and Cash Equivalents, end of year, is made up of:		
Cash	263,953,000	252,446,220
	263,953,000	252,446,220

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.

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

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.

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, receipt of proceeds for services or products to be delivered in a future period and the remaining balance of a 99-year ground lease. For tuition fees and the receipt of proceeds for services or products to be delivered, revenue will be recognized in that future period when the courses, services, or products are provided. For the ground lease, revenue will be recognized on a straight line basis over the remaining term of the lease.

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.

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

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.

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.
- 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.

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.

3 Other Receivables

	<u>30-Jun-21</u>	<u>30-Jun-20</u>
Due from Federal Government	\$ 558,551	\$ 1,151,655
Due from Municipalities	2,376,740	2,417,237
Due from Other School Districts	1,550	4,213
Rentals and Leases	529,257	176,404
Other Receivables	901,715	1,420,787
Allowance for Doubtful Accounts	(1,608)	(3,006)
Total	<u>\$ 4,366,205</u>	<u>\$ 5,167,290</u>

4 Portfolio Investments

GIC's and term deposits included in portfolio investments are held with local banking institutions and earn average interest at 0.71% (2020 – 1.58%). Senior government bonds held earn average interest at 2.66% (2020 - 2.72%).

	<u>30-Jun-21</u>	<u>30-Jun-20</u>
GIC's	\$ 100,256	\$ 100,637
Term deposits	-	238,166
Senior Government Bonds	320,146	373,538
	<u>\$ 420,402</u>	<u>\$ 712,341</u>

5 Accounts Payable and Accrued Liabilities – Other

	<u>30-Jun-21</u>	<u>30-Jun-20</u>
Accrued vacation pay	\$ 11,575,777	\$ 9,605,585
Other	17,424,435	12,069,687
Salaries and benefits payable	41,837,654	36,631,590
Trade payables	12,777,901	15,774,067
	<u>\$ 83,615,767</u>	<u>\$ 74,080,929</u>

6 Unearned Revenue

	<u>30-Jun-21</u>	<u>30-Jun-20</u>
Balance, beginning of year	\$ 57,368,400	\$ 60,158,517
Amounts received		
Tuition fees	12,467,166	22,365,492
Rental/Lease of facilities	2,410,526	1,935,378
Other	257,376	451,646
	<u>15,135,068</u>	<u>24,752,516</u>
Amounts earned		
Tuition fees	17,453,618	25,073,179
Rental/Lease of facilities	2,911,962	2,342,083
Other	20,424	127,371
	<u>20,386,004</u>	<u>27,542,633</u>
Net changes for the year	<u>(5,250,936)</u>	<u>(2,790,117)</u>
Balance, end of year	<u>\$ 52,117,464</u>	<u>\$ 57,368,400</u>

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-21</u>	<u>30-Jun-20</u>
Deferred revenue, beginning of year	\$ 35,125,057	\$ 38,431,885
Increase		
Provincial Grants - Ministry of Education	85,908,295	65,877,660
Provincial Grants - Other	4,199,355	3,799,005
Other	3,991,410	21,270,393
Investment Income	450,653	998,857
	<u>94,549,713</u>	<u>91,945,915</u>
Decrease		
Allocated to Revenue	94,182,144	90,278,475
Recoveries	2,663,489	3,139,254
Other	7,498,687	-
Transfer to nonprofit organizations	-	1,835,014
	<u>104,344,320</u>	<u>95,252,743</u>
Deferred revenue, end of year	<u>\$ 25,330,450</u>	<u>\$ 35,125,057</u>

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-21</u>	<u>30-Jun-20</u>
DCR, Completed Projects		
Balance, beginning of year	\$ 555,153,875	\$ 548,902,802
Increases		
Transfers from DCR, WIP	90,010,313	24,807,570
Other Capital Additions		591,528
	<u>90,010,313</u>	<u>25,399,098</u>
Decreases		
Amortization - ByLaw Capital	19,970,256	18,810,645
Amortization - Other Provincial Capital	325,819	312,484
Amortization - Other Capital	216,829	24,896
	<u>20,512,904</u>	<u>19,148,025</u>
Balance, end of year	<u>624,651,284</u>	<u>555,153,875</u>
DCR, Work in Progress (WIP)		
Balance, beginning of year	121,065,974	68,853,457
Increases		
Transfers from DR – spent funds	85,235,623	77,020,087
Decreases		
Transfers to DCR – completed projects	90,010,313	24,807,570
Balance, end of year	<u>116,291,284</u>	<u>121,065,974</u>
Balance DCR Completed Projects and WIP, end of year	<u>740,942,568</u>	<u>676,219,849</u>
DCR, Unspent		
Balance, beginning of year	41,525,133	38,456,640
Increases		
Provincial Grants – Ministry of Education	81,980,707	72,637,413
Other	3,717,193	7,106,836
Investment Income	608,214	1,022,511
MEd Restricted Portion of Proceeds on Disposal	33,750	
	<u>86,339,864</u>	<u>80,766,760</u>
Decreases		
Transferred to DCR, WIP	85,235,623	77,020,087
Insurance netted with expenditure	512,579	86,652
Other Capital Additions Transferred to DCR		591,528
	<u>85,748,202</u>	<u>77,698,267</u>
Balance, DCR, Unspent, end of year	<u>42,116,795</u>	<u>41,525,133</u>
Total Deferred Capital Revenue	<u>\$ 783,059,363</u>	<u>\$ 717,744,982</u>

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-21	30-Jun-20
Reconciliation of Accrued Benefit Obligation		
Accrued Benefit Obligation – April 1	\$ 29,075,749	\$ 28,301,794
Service Cost	2,032,539	1,923,522
Interest Cost	674,288	724,855
Benefit Payments	(1,525,565)	(1,426,797)
Actuarial (Gain) Loss	(1,344,386)	(447,625)
Accrued Benefit Obligation – March 31	\$ 28,912,625	\$ 29,075,749
Reconciliation of Funded Status at End of Fiscal Year		
Accrued Benefit Obligation - March 31	\$ 28,912,625	\$ 29,075,749
Market Value of Plan Assets - March 31	-	-
Funded Status - Deficit	28,912,625	29,075,749
Employer Contributions After Measurement Date	(914,654)	(800,799)
Benefits Expense After Measurement Date	691,070	676,707
Unamortized Net Actuarial Gain (Loss)	2,384,262	593,621
Accrued Benefit Liability - June 30	\$ 31,073,303	\$ 29,545,277
Reconciliation of Change in Accrued Benefit Liability		
Accrued Benefit Liability - July 1	\$ 29,545,277	\$ 27,947,342
Net Expense for Fiscal Year	3,167,446	3,149,213
Employer Contributions	(1,639,420)	(1,551,277)
Accrued Benefit Liability - June 30	\$ 31,073,303	\$ 29,545,277
Components of Net Benefit Expense		
Service Cost - June 30	\$ 2,029,629	\$ 1,950,776
Interest Cost - June 30	691,562	712,213
Amortization of Net Actuarial (Gain)/Loss	446,257	486,223
Net Benefit Expense (Income)	\$ 3,167,448	\$ 3,149,213

	<u>30-Jun-21</u>	<u>30-Jun-20</u>
Assumptions		
Discount Rate - April 1	2.25%	2.50%
Discount Rate - March 31	2.50%	2.25%
Long Term Salary Growth - April 1	2.50% + seniority	2.50% + seniority
Long Term Salary Growth - March 31	2.50% + seniority	2.50% + seniority
EARSLS - March 31	11.20	11.20

10 Capital Lease Obligations

Repayments are due as follows:

	<u>30-Jun-21</u>	<u>30-Jun-20</u>
2021	\$ -	\$ 1,433,453
2022	1,655,738	514,764
2023	1,398,609	255,785
2024	521,015	-
2025	521,015	-
	<u>4,096,377</u>	<u>2,204,002</u>
<i>Interest portion - ranging from 0% to 6.6%</i>	<u>(175,860)</u>	<u>(105,917)</u>
Total	<u>\$ 3,920,517</u>	<u>\$ 2,098,085</u>

11 Tangible Capital Asset

2021

Cost	July 1, 2020	Additions	Disposals	Transfers	June 30, 2021
Sites	\$ 20,781,686	\$ -	\$ (143,00)	\$ -	\$ 20,781,543
Buildings	1,009,498,440	517,382	-	89,643,302	1,099,659,124
Buildings – WIP	125,833,866	86,139,529	-	(89,643,302)	122,330,093
Furniture & Equipment	17,307,756	2,436,808	(1,548,119)	367,010	18,563,455
Furniture & Equipment - WIP	296,373	130,196	-	(367,010)	59,559
Vehicles	2,362,731	-	(63,448)	-	2,299,283
Computer Software	2,580,692	45,272	(291,938)	-	2,334,026
Computer Hardware	13,693,408	7,066,913	(434,431)	-	20,325,890
Total	\$1,192,354,952	\$ 96,336,100	\$ (2,338,079)	\$ -	\$1,286,352,973
Accumulated Amortization	July 1, 2020	Amortization	Disposals		June 30, 2021
Buildings	\$ 379,062,691	\$ 23,690,985	\$ -		\$ 402,753,676
Furniture & Equipment	8,226,173	1,793,561	1,548,119		8,471,615
Vehicles	883,173	233,101	63,448		1,052,826
Computer Software	1,693,472	491,471	291,938		1,893,005
Computer Hardware	5,365,189	3,401,931	434,431		8,332,689
Total	\$ 395,230,698	\$ 29,611,049	\$ 2,337,936		\$ 422,503,811

2020

Cost	July 1, 2019	Additions	Disposals	Transfers	June 30, 2020
Sites	\$ 20,781,686	\$ -	\$ -	\$ -	\$ 20,781,686
Buildings	984,041,365	677,708	-	24,779,367	1,009,498,440
Buildings – WIP	72,826,298	77,786,935	-	(24,779,367)	125,833,866
Furniture & Equipment	16,092,659	2,250,999	(1,245,902)	210,000	17,307,756
Furniture & Equipment - WIP	3,407	502,966	-	(210,000)	296,373
Vehicles	2,214,103	597,551	(448,923)	-	2,362,731
Computer Software	3,131,937	-	(551,245)	-	2,580,692
Computer Hardware	16,280,997	2,244,046	(4,831,635)	-	13,693,408
Total	\$1,115,372,452	\$ 84,060,205	\$ (7,077,705)	\$ -	\$1,192,354,952
Accumulated Amortization	July 1, 2019	Amortization	Disposals		June 30, 2020
Buildings	\$ 356,739,256	\$ 22,323,436	\$ -		\$ 379,062,692
Furniture & Equipment	7,802,120	1,669,955	1,245,902		8,226,173
Vehicles	1,103,254	228,842	448,923		883,173
Computer Software	1,673,472	571,245	551,245		1,693,472
Computer Hardware	7,199,382	2,997,442	4,831,635		5,365,189
Total	\$ 374,517,484	\$ 27,790,920	\$ 7,077,705		\$ 395,230,699

Net Book Value	June 30, 2021	June 30, 2020
Sites	\$ 20,781,543	\$ 20,781,686
Buildings	696,905,448	630,435,748
Buildings - WIP	122,330,093	125,833,866
Furniture & Equipment	10,091,840	9,081,583
Furniture & Equipment - WIP	59,559	296,373
Vehicles	1,246,457	1,479,558
Computer Software	441,021	887,220
Computer Hardware	11,993,201	8,328,219
Total	\$ 863,849,162	\$797,124,254

As at June 30, 2021, there was work in progress of \$122,389,652 (2020: \$126,130,239) 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 \$4,122,903 (2020: \$724,754) 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, 2019, the Teachers' Pension Plan had about 49,000 active members and approximately 39,000 retired members. As of December 31, 2019, the Municipal Pension Plan had about 213,000 active members, including approximately 27,000 from school districts.

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

The most recent actuarial valuation of the Teachers' Pension Plan as at December 31, 2017, indicated a \$1,656 million surplus for basic pension benefits on a going concern basis.

The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2018, indicated a \$2,866 million funding surplus for basic pension benefits on a going concern basis.

The School District paid \$45,249,461 (2020 - \$43,784,235) for employer contributions to these plans in the year ended June 30, 2021.

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

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

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.

	2022	2023	2024	2025	2026
Approved Capital Projects -					
Unperformed portion	\$ 78,736,794	\$ 62,599,804	\$ 16,220,936		
Future operating lease payments	594,873	635,332	491,979	308,341	149,664
	<u>\$ 79,331,667</u>	<u>\$ 63,235,136</u>	<u>\$ 16,712,915</u>	<u>\$ 308,341</u>	<u>\$ 149,664</u>

14 Budget Figures

Budget figures reflect the amended annual budget approved by the Board on February 22, 2021. 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. As the 2020/21 Amended Annual Budget is used for comparative purposes, a reconciliation between the 2020/21 Annual and the 2020/21 Amended Annual Budgets is provided:

	<u>Amended Budget</u>	<u>Annual Budget</u>
Ministry Operating Grant Funded FTEs		
School-Age	48,854	48,953
Adult	131	200
Other	420	375
Total Ministry Operating Grant Funded FTEs	<u>49,405</u>	<u>49,528</u>

	<u>Amended Budget</u>	<u>Annual Budget</u>
Revenues		
Provincial Grants		
Ministry of Education	\$ 566,926,935	\$ 542,992,891
Other	5,587,910	5,625,964
Federal Grants	2,414,888	2,414,888
Tuition	21,792,177	23,450,232
Other Revenue	28,360,434	28,758,472
Rentals and Leases	4,325,482	5,959,512
Investment Income	2,614,202	2,767,124
Amortization of Deferred Capital Revenue	20,519,181	20,348,602
Total Revenue	<u>652,541,209</u>	<u>632,317,685</u>
Expenses		
Instruction	530,816,788	521,509,187
District Administration	24,251,184	22,658,179
Operations and Maintenance	105,185,301	95,252,104
Transportation and Housing	3,799,504	3,586,598
Debt Services	111,712	151,064
Total Expense	<u>664,164,489</u>	<u>643,157,132</u>
Net Revenue (Expense)	<u>(11,623,280)</u>	<u>(10,839,447)</u>
Budgeted Allocation (Retirement) of Surplus (Deficit)	12,861,091	8,949,210
Budgeted Surplus (Deficit), for the year	<u>\$ 1,237,811</u>	<u>\$ (1,890,237)</u>
Budgeted Surplus (Deficit), for the year comprised of:		
Capital Fund Surplus (Deficit)	<u>\$ 1,237,811</u>	<u>\$ (1,890,237)</u>
Budgeted Surplus (Deficit), for the year	<u>\$ 1,237,811</u>	<u>\$ (1,890,237)</u>

15 Expense by Object

	<u>30-Jun-21</u>	<u>30-Jun-20</u>
Amortization	\$ 29,611,049	\$ 27,790,925
Interest	189,964	113,648
Salaries and benefits	545,229,348	530,388,724
Services and supplies	64,467,098	66,919,295
	<u>\$ 639,497,459</u>	<u>\$ 625,212,592</u>

16 Accumulated Surplus

	<u>30-Jun-21</u>	<u>30-Jun-20</u>
Invested in Capital Assets	\$ 107,064,135	\$ 106,712,698
Local Capital Fund	<u>10,628,727</u>	<u>10,385,062</u>
Capital Fund Balance	117,692,862	117,097,760
Operations Spanning Future School Years	14,131,325	14,499,276
Anticipated Unusual Expenses Identified	2,589,139	2,876,397
Nature of Constraints on the Funds		
Donated Funds for School Programs	10,549,421	3,106,404
Special Grant for Special Education	374,610	692,284
Unspent Targeted Funding - Indigenous Education	399,568	64,498
September Return to School Recovery Plan	<u>1,509,159</u>	<u>-</u>
	12,832,758	3,863,186
Contingency Reserve	5,178,279	5,049,436
Unrestricted Operating Surplus	5,930,227	3,841,394
Accumulated Surplus	<u>\$ 158,354,590</u>	<u>\$ 147,227,448</u>

(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:

- \$3,109,774 from operating to capital for capital assets purchased
- \$2,833,698 from special purpose to capital for capital assets purchased
- \$2,490,146 from operating to capital for capital lease payments

18 Contingent Assets

In fiscal 2018-19 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, 2024. The issuance of the construction lease in 2024 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. Originally the construction lease was to commence in 2023 but the School District has provided notice of a one-year delay to BC Hydro as per the terms of the agreement. Contingent assets are not recorded in the financial statements.

19 Contingent Liabilities

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, 2021 the District did not have agreements with the teachers' associations, and the amount and likelihood of a payout are not measurable.

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.

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.

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, 2021

	Operating Fund	Special Purpose Fund	Capital Fund	2021 Actual	2020 Actual
	\$	\$	\$	\$	\$
Accumulated Surplus (Deficit), beginning of year	30,129,688		117,097,760	147,227,448	137,020,505
Changes for the year					
Surplus (Deficit) for the year	16,131,960	2,833,698	(7,838,516)	11,127,142	10,206,943
Interfund Transfers					
Tangible Capital Assets Purchased	(3,109,774)	(2,833,698)	5,943,472	-	
Other	(2,490,146)		2,490,146	-	
Net Changes for the year	<u>10,532,040</u>	<u>-</u>	<u>595,102</u>	<u>11,127,142</u>	<u>10,206,943</u>
Accumulated Surplus (Deficit), end of year - Statement 2	<u>40,661,728</u>	<u>-</u>	<u>117,692,862</u>	<u>158,354,590</u>	<u>147,227,448</u>

School District No. 39 (Vancouver)

Schedule 2 (Unaudited)

Schedule of Operating Operations

Year Ended June 30, 2021

	2021 Budget \$	2021 Actual \$	2020 Actual \$
Revenues			
Provincial Grants			
Ministry of Education	482,286,608	486,262,040	478,575,986
Other	62,249	62,249	62,249
Federal Grants	2,414,888	2,351,073	2,280,857
Tuition	21,792,177	22,278,790	29,951,775
Other Revenue	4,610,408	18,407,099	6,048,486
Rentals and Leases	2,904,384	2,749,958	4,288,039
Investment Income	1,962,779	1,848,548	2,706,834
Total Revenue	516,033,493	533,959,757	523,914,226
Expenses			
Instruction	431,894,403	429,361,891	419,298,454
District Administration	23,213,124	22,008,009	22,184,140
Operations and Maintenance	64,224,141	64,042,410	63,296,102
Transportation and Housing	2,758,293	2,415,487	2,409,292
Total Expense	522,089,961	517,827,797	507,187,988
Operating Surplus (Deficit) for the year	(6,056,468)	16,131,960	16,726,238
Budgeted Appropriation (Retirement) of Surplus (Deficit)	12,861,091		
Net Transfers (to) from other funds			
Tangible Capital Assets Purchased	(3,674,295)	(3,109,774)	(4,147,591)
Other	(3,130,328)	(2,490,146)	(2,317,890)
Total Net Transfers	(6,804,623)	(5,599,920)	(6,465,481)
Total Operating Surplus (Deficit), for the year	-	10,532,040	10,260,757
Operating Surplus (Deficit), beginning of year		30,129,688	19,868,931
Operating Surplus (Deficit), end of year		40,661,728	30,129,688
Operating Surplus (Deficit), end of year			
Internally Restricted		34,731,501	26,288,294
Unrestricted		5,930,227	3,841,394
Total Operating Surplus (Deficit), end of year		40,661,728	30,129,688

School District No. 39 (Vancouver)

Schedule 2A (Unaudited)

Schedule of Operating Revenue by Source

Year Ended June 30, 2021

	2021 Budget	2021 Actual	2020 Actual
	\$	\$	\$
Provincial Grants - Ministry of Education			
Operating Grant, Ministry of Education	458,901,610	462,718,337	456,996,745
Other Ministry of Education Grants			
Pay Equity	7,294,124	7,294,124	7,294,124
Funding for Graduated Adults	1,394,088	1,552,793	1,642,050
Student Transportation Fund	53,423	53,423	53,423
Carbon Tax Grant			183,298
Employer Health Tax Grant			4,112,510
Support Staff Wage Increase Funding			2,652,898
Teachers' Labour Settlement Funding	13,505,685	13,505,685	5,588,260
Early Career Mentorship Funding	1,060,000	1,060,000	
FSA Scorer Grant	41,621	41,621	41,621
Dogwood 25	27,000	27,000	
Early Learning Framework	9,057	9,057	9,057
Equity Scan			2,000
Total Provincial Grants - Ministry of Education	482,286,608	486,262,040	478,575,986
Provincial Grants - Other	62,249	62,249	62,249
Federal Grants	2,414,888	2,351,073	2,280,857
Tuition			
Summer School Fees	616,640	617,090	1,321,138
Continuing Education	578,513	844,475	966,125
International and Out of Province Students	20,597,024	20,817,225	27,664,512
Total Tuition	21,792,177	22,278,790	29,951,775
Other Revenues			
Other School District/Education Authorities	1,150,000	1,150,000	1,150,000
Miscellaneous			
Instructional Cafeteria Revenue			774,397
Miscellaneous Fees and Revenue	3,345,908	3,149,410	3,444,506
Other Grants	114,500	428,389	679,583
School Generated Funds		13,679,300	
Total Other Revenue	4,610,408	18,407,099	6,048,486
Rentals and Leases	2,904,384	2,749,958	4,288,039
Investment Income	1,962,779	1,848,548	2,706,834
Total Operating Revenue	516,033,493	533,959,757	523,914,226

School District No. 39 (Vancouver)

Schedule 2B (Unaudited)

Schedule of Operating Expense by Object

Year Ended June 30, 2021

	2021 Budget	2021 Actual	2020 Actual
	\$	\$	\$
Salaries			
Teachers	235,492,004	231,329,310	230,201,588
Principals and Vice Principals	26,371,368	26,418,272	24,915,066
Educational Assistants	41,679,879	40,635,867	40,720,409
Support Staff	55,103,468	54,380,018	55,348,489
Other Professionals	11,690,338	12,150,679	11,833,466
Substitutes	11,508,029	9,858,547	7,743,430
Total Salaries	381,845,086	374,772,693	370,762,448
Employee Benefits	99,309,223	99,381,794	98,063,910
Total Salaries and Benefits	481,154,309	474,154,487	468,826,358
Services and Supplies			
Services	14,236,197	12,180,270	14,127,461
Student Transportation	2,677,627	2,334,372	2,448,469
Professional Development and Travel	1,057,750	1,029,301	1,080,664
Rentals and Leases	852,232	838,163	696,123
Dues and Fees	1,011,635	858,360	1,141,145
Insurance	1,073,038	1,153,583	1,031,860
Interest			1,680
Supplies	11,880,800	17,214,008	10,085,406
Utilities	8,146,373	8,065,253	7,748,822
Total Services and Supplies	40,935,652	43,673,310	38,361,630
Total Operating Expense	522,089,961	517,827,797	507,187,988

School District No. 39 (Vancouver)

Operating Expense by Function, Program and Object

Year Ended June 30, 2021

Schedule 2C (Unaudited)

	Teachers Salaries	Principals and Vice Principals Salaries	Educational Assistants Salaries	Support Staff Salaries	Other Professionals Salaries	Substitutes Salaries	Total Salaries
	\$	\$	\$	\$	\$	\$	\$
1 Instruction							
1.02 Regular Instruction	171,306,286	276,619	465,787	5,399,688	219,350	7,343,317	185,011,047
1.03 Career Programs	656,622	68,053		142,722	109,482	31,654	1,008,533
1.07 Library Services	5,491,022	881,765	20,226	236,763	127	202,758	6,832,661
1.08 Counselling	8,806,039	792,364		2,904	281,331	314,009	10,196,647
1.10 Special Education	25,542,840	2,416,869	36,656,973	734,429	5,624	795,597	66,152,332
1.30 English Language Learning	11,260,352	1,922,608	2,216,026	359,365	182,348	385,476	16,326,175
1.31 Indigenous Education	650,403	225,791	1,089,587	129,150	1,632	98,643	2,195,206
1.41 School Administration	33	17,674,140	11,388	10,590,229	221,405	8,340	28,505,535
1.60 Summer School	728,306	87,763		119,719	18,071	1,460	955,319
1.62 International and Out of Province Students	6,875,272	165,625	173,818	476,327	338,565	289,780	8,319,387
1.64 Other	11,904						11,904
Total Function 1	231,329,079	24,511,597	40,633,805	18,191,296	1,377,935	9,471,034	325,514,746
4 District Administration							
4.11 Educational Administration		1,776,691	363	387,085	2,155,604	6,451	4,326,194
4.40 School District Governance				63,771	744,728		808,499
4.41 Business Administration		2,550	391	3,407,380	4,881,991	333,384	8,625,696
Total Function 4	-	1,779,241	754	3,858,236	7,782,323	339,835	13,760,389
5 Operations and Maintenance							
5.41 Operations and Maintenance Administration		127,434	182	1,385,334	2,699,651	36,311	4,248,912
5.50 Maintenance Operations	231		1,126	29,959,734	290,770	11,367	30,263,228
5.52 Maintenance of Grounds				937,767			937,767
5.56 Utilities							-
Total Function 5	231	127,434	1,308	32,282,835	2,990,421	47,678	35,449,907
7 Transportation and Housing							
7.70 Student Transportation				47,651			47,651
Total Function 7	-	-	-	47,651	-	-	47,651
9 Debt Services							
Total Function 9	-	-	-	-	-	-	-
Total Functions 1 - 9	231,329,310	26,418,272	40,635,867	54,380,018	12,150,679	9,858,547	374,772,693

School District No. 39 (Vancouver)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object
Year Ended June 30, 2021

	Total Salaries	Employee Benefits	Total Salaries and Benefits	Services and Supplies	2021 Actual	2021 Budget	2020 Actual
	\$	\$	\$	\$	\$	\$	\$
1 Instruction							
1.02 Regular Instruction	185,011,047	49,229,161	234,240,208	11,902,237	246,142,445	247,167,011	239,636,887
1.03 Career Programs	1,008,533	268,718	1,277,251	221,210	1,498,461	1,547,909	1,546,169
1.07 Library Services	6,832,661	1,810,036	8,642,697	1,164,538	9,807,235	9,548,169	8,992,375
1.08 Counselling	10,196,647	2,706,859	12,903,506	10,086	12,913,592	13,211,219	13,151,326
1.10 Special Education	66,152,332	18,683,626	84,835,958	1,129,982	85,965,940	86,666,172	79,898,384
1.30 English Language Learning	16,326,175	4,378,070	20,704,245	260,835	20,965,080	21,267,189	20,863,739
1.31 Indigenous Education	2,195,206	609,552	2,804,758	146,791	2,951,549	3,503,006	3,164,794
1.41 School Administration	28,505,535	7,200,036	35,705,571	965,446	36,671,017	36,348,526	35,086,135
1.60 Summer School	955,319	256,855	1,212,174	111,082	1,323,256	1,371,898	3,953,073
1.62 International and Out of Province Students	8,319,387	2,241,091	10,560,478	547,715	11,108,193	11,250,831	12,989,748
1.64 Other	11,904	3,219	15,123	-	15,123	12,473	15,824
Total Function 1	325,514,746	87,387,223	412,901,969	16,459,922	429,361,891	431,894,403	419,298,454
4 District Administration							
4.11 Educational Administration	4,326,194	1,029,426	5,355,620	504,536	5,860,156	6,372,343	5,982,382
4.40 School District Governance	808,499	130,728	939,227	410,467	1,349,694	1,351,274	1,020,230
4.41 Business Administration	8,625,696	2,258,722	10,884,418	3,913,741	14,798,159	15,489,507	15,181,528
Total Function 4	13,760,389	3,418,876	17,179,265	4,828,744	22,008,009	23,213,124	22,184,140
5 Operations and Maintenance							
5.41 Operations and Maintenance Administration	4,248,912	1,086,055	5,334,967	1,614,316	6,949,283	7,422,862	7,457,118
5.50 Maintenance Operations	30,263,228	7,265,329	37,528,557	10,268,392	47,796,949	47,251,999	42,554,639
5.52 Maintenance of Grounds	937,767	210,248	1,148,015	318,383	1,466,398	1,604,380	5,793,571
5.56 Utilities	-	-	-	7,829,780	7,829,780	7,944,900	7,490,774
Total Function 5	35,449,907	8,561,632	44,011,539	20,030,871	64,042,410	64,224,141	63,296,102
7 Transportation and Housing							
7.70 Student Transportation	47,651	14,063	61,714	2,353,773	2,415,487	2,758,293	2,409,292
Total Function 7	47,651	14,063	61,714	2,353,773	2,415,487	2,758,293	2,409,292
9 Debt Services							
Total Function 9	-	-	-	-	-	-	-
Total Functions 1 - 9	374,772,693	99,381,794	474,154,487	43,673,310	517,827,797	522,089,961	507,187,988

School District No. 39 (Vancouver)

Schedule 3 (Unaudited)

Schedule of Special Purpose Operations

Year Ended June 30, 2021

	2021 Budget	2021 Actual	2020 Actual
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education	84,640,327	84,173,970	63,507,313
Other	5,525,661	6,295,911	6,407,735
Other Revenue	23,535,870	3,338,848	19,566,028
Investment Income	426,145	373,415	797,399
Total Revenue	<u>114,128,003</u>	<u>94,182,144</u>	<u>90,278,475</u>
Expenses			
Instruction	98,922,385	78,061,718	86,258,604
District Administration	1,038,060	1,048,613	1,273,596
Operations and Maintenance	11,445,293	11,338,653	2,459,936
Transportation and Housing	1,041,211	899,462	
Total Expense	<u>112,446,949</u>	<u>91,348,446</u>	<u>89,992,136</u>
Special Purpose Surplus (Deficit) for the year	<u>1,681,054</u>	<u>2,833,698</u>	<u>286,339</u>
Net Transfers (to) from other funds			
Tangible Capital Assets Purchased	(1,681,054)	(2,833,698)	(286,339)
Total Net Transfers	<u>(1,681,054)</u>	<u>(2,833,698)</u>	<u>(286,339)</u>
Total Special Purpose Surplus (Deficit) for the year	<u>-</u>	<u>-</u>	<u>-</u>
Special Purpose Surplus (Deficit), beginning of year			
Special Purpose Surplus (Deficit), end of year		<u>-</u>	<u>-</u>

School District No. 39 (Vancouver)
 Changes in Special Purpose Funds and Expense by Object
 Year Ended June 30, 2021

Schedule 3A (Unaudited)

	Annual Facility Grant	Learning Improvement Fund	Aboriginal Education Technology	Scholarships and Bursaries	Special Education Technology	School Generated Funds	Strong Start	Ready, Set, Learn	OLEP
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year		273,793	11,727	537,702	2,483,957	11,300,961	52,208	31,461	261,262
Add: Restricted Grants									
Provincial Grants - Ministry of Education	2,237,984	1,672,482			7,954,589		608,000	218,050	616,256
Provincial Grants - Other				11,532	10,369	2,709,810			
Other				5,391	35,819				
Investment Income	4,447		165				2,157	562	2,652
Transfer from other fund									
	2,242,431	1,672,482	165	16,923	8,000,777	2,709,810	610,157	218,612	618,908
Less: Allocated to Revenue Recovered	2,242,431	1,520,580	-	22,555	7,886,644	2,207,404	634,874	219,639	789,541
Transfer to other funds					753,268				
Deferred Revenue, end of year	-	425,695	11,892	532,070	1,846,822	4,348,254	10,917	30,434	90,629
Revenues									
Provincial Grants - Ministry of Education	2,237,984	1,520,580			7,850,827		632,717	219,077	786,889
Provincial Grants - Other									
Other Revenue				20,764		2,207,404			
Investment Income	4,447			1,791	35,817		2,157	562	2,652
	2,242,431	1,520,580	-	22,555	7,886,644	2,207,404	634,874	219,639	789,541
Expenses									
Salaries									
Teachers					292,834				105,191
Principals and Vice Principals					1,829,843				
Educational Assistants		1,125,709					461,185	21,061	
Support Staff	1,640,545	55,813			1,054,557	98,258	754	50,366	
Other Professionals					19,683				
Substitutes								2,726	8,800
	1,640,545	1,181,522	-	-	3,196,917	98,258	461,939	74,153	113,991
Employee Benefits	350,971	339,058			856,821	13,116	132,724	21,108	27,521
Services and Supplies	250,915			22,555	3,547,837	1,955,061	38,287	124,378	570,997
	2,242,431	1,520,580	-	22,555	7,601,575	2,066,435	632,950	219,639	712,509
Net Revenue (Expense) before Interfund Transfers	-	-	-	-	285,069	140,969	1,924	-	77,032
Interfund Transfers									
Tangible Capital Assets Purchased					(285,069)	(140,969)	(1,924)		(77,032)
	-	-	-	-	(285,069)	(140,969)	(1,924)	-	(77,032)
Net Revenue (Expense)	-	-	-	-	-	-	-	-	-

School District No. 39 (Vancouver)
 Changes in Special Purpose Funds and Expense by Object
 Year Ended June 30, 2021

Schedule 3A (Unaudited)

	CommunityLINK	Classroom Enhancement Fund - Overhead	Classroom Enhancement Fund - Staffing	Classroom Enhancement Fund - Remedies	First Nation Student Transportation	Mental Health in Schools	Changing Results for Young Children	Safe Return to School Grant	Federal Safe Return to Class Fund
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year	117,678	162,812	1,525,054	65,748	49,503	21,999	25,954		
Add: Restricted Grants									
Provincial Grants - Ministry of Education	9,404,107	4,037,077	30,139,380	982,692	47,791	47,000	6,000	3,556,154	19,561,821
Provincial Grants - Other									
Other									
Investment Income	12,436	44,235				304	217	23,456	82,203
Transfer from other fund							16,574		
	9,416,543	4,081,312	30,139,380	982,692	47,791	47,304	22,791	3,579,610	19,644,024
Less: Allocated to Revenue									
Recovered	9,364,428	4,026,487	28,893,118	745,536	49,242	66,306	18,853	3,579,610	19,644,024
Transfer to other funds		162,812	1,525,054	65,748					
Deferred Revenue, end of year	169,793	54,825	1,246,262	237,156	48,052	2,997	2,892	-	-
Revenues									
Provincial Grants - Ministry of Education	9,351,992	3,982,332	28,893,118	745,536	49,242	66,047	18,732	3,556,154	19,561,821
Provincial Grants - Other									
Other Revenue									
Investment Income	12,436	44,155				259	121	23,456	82,203
	9,364,428	4,026,487	28,893,118	745,536	49,242	66,306	18,853	3,579,610	19,644,024
Expenses									
Salaries									
Teachers	435,029	181,595	22,227,083	390,020					5,114,677
Principals and Vice Principals		8,185							267,546
Educational Assistants	2,615,967	2,600,031					4,120		407,572
Support Staff	1,253,690	14,267						1,912,215	1,671,772
Other Professionals	1,383,217	511,558						12,398	539,806
Substitutes		531,194	668,456	279,813			2,495		692,933
	5,687,903	3,846,830	22,895,539	669,833	-	-	6,615	1,924,613	8,694,306
Employee Benefits	1,506,604	89,266	5,997,579	75,703			1,747	485,560	1,966,197
Services and Supplies	2,167,467	90,391			49,242	66,306	10,491	899,132	7,130,893
	9,361,974	4,026,487	28,893,118	745,536	49,242	66,306	18,853	3,309,305	17,791,396
Net Revenue (Expense) before Interfund Transfers	2,454	-	-	-	-	-	-	270,305	1,852,628
Interfund Transfers									
Tangible Capital Assets Purchased	(2,454)							(270,305)	(1,852,628)
	(2,454)							(270,305)	(1,852,628)
Net Revenue (Expense)	-	-	-	-	-	-	-	-	-

School District No. 39 (Vancouver)
 Changes in Special Purpose Funds and Expense by Object
 Year Ended June 30, 2021

Schedule 3A (Unaudited)

	COVID Rapid Response	CommunityLINK Other	PRP	CAYA	Assistive Technology AT-BC	PRCVI	Settlement Workers In School	Miscellaneous	TOTAL
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year		851,641	224,046	6,471,844	8,963,439	454,678	426,485	809,105	35,125,057
Add: Restricted Grants									
Provincial Grants - Ministry of Education	175,000		2,418,447			2,225,465			85,908,295
Provincial Grants - Other		101,625			4,097,730				4,199,355
Other		362,271						880,854	3,974,836
Investment Income		14,371	3,609	71,459	130,064	5,566	5,894	5,646	450,653
Transfer from other fund									16,574
	175,000	478,267	2,422,056	71,459	4,227,794	2,231,031	5,894	886,500	94,549,713
Less: Allocated to Revenue Recovered	175,000	445,088	2,292,985	2,900,449	3,501,145	2,242,112	13,831	700,262	94,182,144
Transfer to other funds			156,607						2,663,489
Deferred Revenue, end of year	-	884,820	196,510	3,642,854	9,690,888	443,597	418,548	995,343	25,330,450
Revenues									
Provincial Grants - Ministry of Education	175,000		2,289,376			2,236,546			84,173,970
Provincial Grants - Other		17,532		2,900,449	3,371,014		6,916		6,295,911
Other Revenue		414,972			68		1,021	694,619	3,338,848
Investment Income		12,584	3,609		130,063	5,566	5,894	5,643	373,415
	175,000	445,088	2,292,985	2,900,449	3,501,145	2,242,112	13,831	700,262	94,182,144
Expenses									
Salaries									
Teachers			1,503,356			100,493		69,366	30,419,644
Principals and Vice Principals	21,737								2,127,311
Educational Assistants		9,196	66,690					7,877	7,319,408
Support Staff		2,505	57,687	526,437	597,259	720,629	906	21,861	9,679,521
Other Professionals	60,562	61,917	9,418	232,524	792,197	212,610			3,835,890
Substitutes			54,958				82	8,011	2,249,468
	82,299	73,618	1,692,109	758,961	1,389,456	1,033,732	988	107,115	55,631,242
Employee Benefits	15,777	17,081	446,320	214,501	354,278	280,835	197	27,846	13,220,810
Services and Supplies	76,924	351,177	111,227	1,872,567	1,740,363	917,723	12,646	489,815	22,496,394
	175,000	441,876	2,249,656	2,846,029	3,484,097	2,232,290	13,831	624,776	91,348,446
Net Revenue (Expense) before Interfund Transfers	-	3,212	43,329	54,420	17,048	9,822	-	75,486	2,833,698
Interfund Transfers									
Tangible Capital Assets Purchased		(3,212)	(43,329)	(54,420)	(17,048)	(9,822)		(75,486)	(2,833,698)
	-	(3,212)	(43,329)	(54,420)	(17,048)	(9,822)	-	(75,486)	(2,833,698)
Net Revenue (Expense)	-	-	-	-	-	-	-	-	-

School District No. 39 (Vancouver)

Schedule 4 (Unaudited)

Schedule of Capital Operations

Year Ended June 30, 2021

	2021 Budget	2021 Actual			2020 Actual
		Invested in Tangible Capital Assets	Local Capital	Fund Balance	
	\$	\$	\$	\$	\$
Revenues					
Other Revenue	214,156	171,679	211,897	383,576	448,659
Rentals and Leases	1,421,098		1,354,939	1,354,939	1,253,020
Investment Income	225,278		220,174	220,174	377,130
Gain (Loss) on Disposal of Tangible Capital Assets		11,107		11,107	
Amortization of Deferred Capital Revenue	20,519,181	20,512,904		20,512,904	19,148,025
Total Revenue	<u>22,379,713</u>	<u>20,695,690</u>	<u>1,787,010</u>	<u>22,482,700</u>	<u>21,226,834</u>
Expenses					
Operations and Maintenance	235,372		520,493	520,493	130,142
Amortization of Tangible Capital Assets					
Operations and Maintenance	29,280,495	29,611,049		29,611,049	27,790,919
Debt Services					
Capital Lease Interest	111,712		189,674	189,674	111,407
Total Expense	<u>29,627,579</u>	<u>29,611,049</u>	<u>710,167</u>	<u>30,321,216</u>	<u>28,032,468</u>
Capital Surplus (Deficit) for the year	<u>(7,247,866)</u>	<u>(8,915,359)</u>	<u>1,076,843</u>	<u>(7,838,516)</u>	<u>(6,805,634)</u>
Net Transfers (to) from other funds					
Tangible Capital Assets Purchased	5,355,349	5,943,472		5,943,472	4,433,930
Capital Lease Payment	3,130,328		2,490,146	2,490,146	2,317,890
Total Net Transfers	<u>8,485,677</u>	<u>5,943,472</u>	<u>2,490,146</u>	<u>8,433,618</u>	<u>6,751,820</u>
Other Adjustments to Fund Balances					
District Portion of Proceeds on Disposal		(11,250)	11,250	-	
Tangible Capital Assets WIP Purchased from Local Capital		1,034,102	(1,034,102)	-	
Principal Payment					
Capital Lease		2,300,472	(2,300,472)	-	
Total Other Adjustments to Fund Balances		<u>3,323,324</u>	<u>(3,323,324)</u>	<u>-</u>	
Total Capital Surplus (Deficit) for the year	<u>1,237,811</u>	<u>351,437</u>	<u>243,665</u>	<u>595,102</u>	<u>(53,814)</u>
Capital Surplus (Deficit), beginning of year		<u>106,712,698</u>	<u>10,385,062</u>	<u>117,097,760</u>	<u>117,151,574</u>
Capital Surplus (Deficit), end of year		<u>107,064,135</u>	<u>10,628,727</u>	<u>117,692,862</u>	<u>117,097,760</u>

School District No. 39 (Vancouver)

Tangible Capital Assets
Year Ended June 30, 2021

Schedule 4A (Unaudited)

	Sites	Buildings	Furniture and Equipment	Vehicles	Computer Software	Computer Hardware	Total
	\$	\$	\$	\$	\$	\$	\$
Cost, beginning of year	20,781,686	1,009,498,440	17,307,756	2,362,731	2,580,692	13,693,408	1,066,224,713
Changes for the Year							
Increase:							
Purchases from:							
Operating Fund		517,382	1,288,340		45,272	1,258,780	3,109,774
Special Purpose Funds			1,148,468			1,685,230	2,833,698
Capital Lease						4,122,903	4,122,903
Transferred from Work in Progress		89,643,302	367,010				90,010,312
	-	90,160,684	2,803,818	-	45,272	7,066,913	100,076,687
Decrease:							
Disposed of	143						143
Deemed Disposals			1,548,119	63,448	291,938	434,431	2,337,936
	143	-	1,548,119	63,448	291,938	434,431	2,338,079
Cost, end of year	20,781,543	1,099,659,124	18,563,455	2,299,283	2,334,026	20,325,890	1,163,963,321
Work in Progress, end of year		122,330,093	59,559				122,389,652
Cost and Work in Progress, end of year	20,781,543	1,221,989,217	18,623,014	2,299,283	2,334,026	20,325,890	1,286,352,973
Accumulated Amortization, beginning of year		379,062,691	8,226,173	883,173	1,693,472	5,365,189	395,230,698
Changes for the Year							
Increase: Amortization for the Year		23,690,985	1,793,561	233,101	491,471	3,401,931	29,611,049
Decrease:							
Deemed Disposals			1,548,119	63,448	291,938	434,431	2,337,936
		-	1,548,119	63,448	291,938	434,431	2,337,936
Accumulated Amortization, end of year		402,753,676	8,471,615	1,052,826	1,893,005	8,332,689	422,503,811
Tangible Capital Assets - Net	20,781,543	819,235,541	10,151,399	1,246,457	441,021	11,993,201	863,849,162

School District No. 39 (Vancouver)

Schedule 4B (Unaudited)

Tangible Capital Assets - Work in Progress

Year Ended June 30, 2021

	Buildings	Furniture and Equipment	Computer Software	Computer Hardware	Total
	\$	\$	\$	\$	\$
Work in Progress, beginning of year	125,833,866	296,373			126,130,239
Changes for the Year					
Increase:					
Deferred Capital Revenue - Bylaw	81,326,440	101,637			81,428,077
Deferred Capital Revenue - Other	3,778,987	28,559			3,807,546
Local Capital	1,034,102				1,034,102
	<u>86,139,529</u>	<u>130,196</u>	-	-	<u>86,269,725</u>
Decrease:					
Transferred to Tangible Capital Assets	89,643,302	367,010			90,010,312
	<u>89,643,302</u>	<u>367,010</u>	-	-	<u>90,010,312</u>
Net Changes for the Year	<u>(3,503,773)</u>	<u>(236,814)</u>	-	-	<u>(3,740,587)</u>
Work in Progress, end of year	<u>122,330,093</u>	<u>59,559</u>	-	-	<u>122,389,652</u>

School District No. 39 (Vancouver)

Schedule 4C (Unaudited)

Deferred Capital Revenue

Year Ended June 30, 2021

	Bylaw Capital	Other Provincial	Other Capital	Total Capital
	\$	\$	\$	\$
Deferred Capital Revenue, beginning of year	544,335,898	9,661,327	1,156,650	555,153,875
Changes for the Year				
Increase:				
Transferred from Work in Progress	75,157,452	50,152	14,802,709	90,010,313
	<u>75,157,452</u>	<u>50,152</u>	<u>14,802,709</u>	<u>90,010,313</u>
Decrease:				
Amortization of Deferred Capital Revenue	19,970,256	325,819	216,829	20,512,904
	<u>19,970,256</u>	<u>325,819</u>	<u>216,829</u>	<u>20,512,904</u>
Net Changes for the Year	<u>55,187,196</u>	<u>(275,667)</u>	<u>14,585,880</u>	<u>69,497,409</u>
Deferred Capital Revenue, end of year	<u>599,523,094</u>	<u>9,385,660</u>	<u>15,742,530</u>	<u>624,651,284</u>
Work in Progress, beginning of year	98,150,844	151,488	22,763,642	121,065,974
Changes for the Year				
Increase				
Transferred from Deferred Revenue - Work in Progress	81,428,077	140,353	3,667,193	85,235,623
	<u>81,428,077</u>	<u>140,353</u>	<u>3,667,193</u>	<u>85,235,623</u>
Decrease				
Transferred to Deferred Capital Revenue	75,157,452	50,152	14,802,709	90,010,313
	<u>75,157,452</u>	<u>50,152</u>	<u>14,802,709</u>	<u>90,010,313</u>
Net Changes for the Year	<u>6,270,625</u>	<u>90,201</u>	<u>(11,135,516)</u>	<u>(4,774,690)</u>
Work in Progress, end of year	<u>104,421,469</u>	<u>241,689</u>	<u>11,628,126</u>	<u>116,291,284</u>
Total Deferred Capital Revenue, end of year	<u>703,944,563</u>	<u>9,627,349</u>	<u>27,370,656</u>	<u>740,942,568</u>

School District No. 39 (Vancouver)

Schedule 4D (Unaudited)

Changes in Unspent Deferred Capital Revenue
Year Ended June 30, 2021

	Bylaw Capital	MEd Restricted Capital	Other Provincial Capital	Land Capital	Other Capital	Total
	\$	\$	\$	\$	\$	\$
Balance, beginning of year	1,160	39,224,290	2,299,683			41,525,133
Changes for the Year						
Increase:						
Provincial Grants - Ministry of Education	81,980,707					81,980,707
Provincial Grants - Other			50,000			50,000
Other					3,667,193	3,667,193
Investment Income		575,947	32,267			608,214
MEd Restricted Portion of Proceeds on Disposal		33,750				33,750
	<u>81,980,707</u>	<u>609,697</u>	<u>82,267</u>	<u>-</u>	<u>3,667,193</u>	<u>86,339,864</u>
Decrease:						
Transferred to DCR - Work in Progress	81,428,077	78,678	61,675		3,667,193	85,235,623
Insurance claim	512,579					512,579
	<u>81,940,656</u>	<u>78,678</u>	<u>61,675</u>	<u>-</u>	<u>3,667,193</u>	<u>85,748,202</u>
Net Changes for the Year	<u>40,051</u>	<u>531,019</u>	<u>20,592</u>	<u>-</u>	<u>-</u>	<u>591,662</u>
Balance, end of year	<u>41,211</u>	<u>39,755,309</u>	<u>2,320,275</u>	<u>-</u>	<u>-</u>	<u>42,116,795</u>

**School District
Statement of Financial Information (SOFI)**

School District No. 39 (Vancouver)

Fiscal Year Ended June 30, 2021

SCHEDULE OF DEBT

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

**School District
Statement of Financial Information (SOFI)**

School District No. 39 (Vancouver)

Fiscal Year Ended June 30, 2021

SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS

School District No.30 (Vancouver) has not given any guarantee or indemnity under the Guarantees and Indemnities Regulation.

**School District
Statement of Financial Information (SOFI)**

School District No. 39 (Vancouver)

Fiscal Year Ended June 30, 2021

STATEMENT OF SEVERANCE AGREEMENTS

There were three severance agreements made between School District No.39 (Vancouver) and its non-unionized employees during fiscal year 2021.

These agreements represent twenty-one months' compensation.

Schedule of Remuneration and Expenses

<u>Elected Officials</u>			<u>Remuneration</u>	<u>Expenses</u>
Ballantyne	Fraser	Trustee	32,682	673
Cho	Carmen	Trustee	34,078	257
Fraser	Janet	Trustee	34,012	2,140
Hanson	Oliver	Trustee	32,682	-
Harris	Joshua	Student Trustee	21	-
Huang	Jia Hong	Student Trustee	2,138	-
Martin-Gonzalez	Estrellita	Trustee	33,678	1,036
Parrott	Barbara	Trustee	32,682	127
Pedley	Sheung	Trustee	32,682	581
Reddy	Jennifer	Trustee	32,681	562
Wong	Allan	Trustee	32,682	253
			300,018	5,629

<u>Employees with Remuneration Exceeding \$75,000</u>			<u>Remuneration</u>	<u>Expenses</u>
Abarquez	Richard	Teacher Elementary	87,588	-
Abercrombie	Elisa	Senior Advisor-LR	94,495	22
Adams	Sheri	Teacher Elementary	95,800	265
Adams	Genvieve	Teacher Elementary	76,655	-
Adams	Sarah	Teacher Elementary	91,041	-
Adamson	Ashley	Teacher Secondary	94,511	75
Adrian	Vanessa	Teacher Elementary	94,635	-
Adrian-Hamazaki	Edward	Teacher Secondary	94,663	-
Affleck	Jodie	Teacher Elementary	87,559	-
Agius	Lisa	Teacher Secondary	98,384	100
Agyeman	Kingsley	Teacher Secondary	86,829	40
Ahluwalia	Jasprit	Teacher Elementary	87,533	-
Aird	Michael	Teacher Elementary	78,047	-
Akita	Emily	Teacher Elementary	88,237	-
Akrap	Nicky	Secondary Principal	134,019	-
Alain	Claudette	Teacher Secondary	99,395	-
Alaouze	Alyse	Coordinator-Community School	88,351	-
Al-Assadi	Abdelfattah	Teacher Secondary	95,771	-
Albrecht	Michael	Teacher Secondary	95,771	-
Albutat	Jennifer	Teacher Elementary	96,753	-
Alderman	Christopher	Manager-Staffing	119,153	-
Alexander	Stacey	Manager-Labour Relations	119,153	29
Alexander	Janet	Teacher Elementary	94,631	-
Ali	Seema	Teacher Secondary	102,233	-
Ali Shaw	Shareeda	Teacher Elementary	95,800	100
Aliphtiras	Georgia	Teacher Elementary	95,771	100
Allan	Nicholas	Teacher Elementary	75,618	-
Allen	Jacqueline	Area Counsellor - Elem	85,190	-
Allen	Chris	Director of Enterprise Risk Mg	142,065	2,672
Alley	Frances	Special Education - Sec	96,721	42
Allison	Heather	Teacher Elementary	95,896	130
Almeida	Susan	Teacher Elementary	77,863	-
Alstad	Gregory	Teacher Elementary	93,804	-
Altman	Jennifer	Teacher Elementary	95,207	50
Alvares	Anne	Teacher Secondary	96,618	468
Ambrose	Dale	Secondary Vice-Principal	120,165	-
An	Paul	Elementary Vice-Principal	110,786	-
An	Joseph	Teacher Secondary	87,416	-

Anchant	Samantha	Teacher Elementary	78,420	-
Andersen	Ronald	Carpenter	84,800	9
Anderson	Linda	Teacher Secondary	95,800	-
Anderson	Laurel	Teacher Secondary	79,627	-
Andres	Monica	Teacher Elementary	95,800	101
Andres	Carolyn	Teacher Elementary	94,512	-
Andrews	Rochelle	Coordinator-Health & Safety	82,937	-
Anema	Melissa	Teacher Elementary	77,495	-
Ang	Genalyne	Teacher Elementary	95,800	-
Angelis	Panorea	Teacher Elementary	75,945	-
Angel-Lara	Angela	Teacher Elementary	88,170	-
Annas	Richard	Teacher Secondary	87,530	-
Ansley	Kandice	Teacher Elementary	76,917	-
Anthony	Thea	Teacher Elementary	80,983	100
Antunes	Nelson	Cement Mason	77,984	-
Appleby	Katherine	Teacher Elementary	94,540	100
Applegarth	Rebecca	Teacher Elementary	75,617	35
Appleton	Karen	Teacher Elementary	95,800	-
Aprim	Benjamin	Teacher Secondary	91,573	-
Arbour-Polley	Ashlie	Teacher Elementary	86,311	-
Arbuckle	Liam	Teacher Elementary	88,241	-
Archer	Christopher	Teacher Elementary	87,416	-
Archer	Liza	Teacher Elementary	94,511	-
Arduini	Anabela	Teacher Elementary	94,667	-
Arkiletian	Robert	Teacher Secondary	94,511	-
Arnold	Yann	Special Education - Sec	95,223	-
Arnold	Sharon	Teacher Elementary	86,958	-
Arnold	Leslie	Teacher Secondary	94,540	100
Arvanitis	Aphrodite	Teacher Elementary	94,704	-
Arya	Shalini	Psychologist - Elem	79,670	1,565
Asai	Cynthia	Teacher Elementary	87,390	-
Ascher	Christopher	Teacher Secondary	94,695	-
Asdrubale	Steven	Teacher Elementary	75,789	-
Ashdown	Joanne	Special Education - Elem	87,389	-
Ashley	Robert	Senior Manager-Project Office	110,827	1,028
Asmani	Marya	Teacher Secondary	87,420	40
Asmoucha	Samuel	Teacher Elementary	94,270	50
Assadipour	Sonia	Teacher Elementary	97,056	100
Atkinson	Michael	Teacher Elementary	95,957	-
Atkinson	Laura	Teacher Elementary	95,800	-
Attali-Netherton	Brigitte	Teacher Elementary	95,925	-
Atterton	Carl	Teacher Elementary	87,504	-
Au	Henry	Elementary Principal	132,916	-
Au	Karen	Teacher Elementary	80,260	-
Aubichon	Franklin	Special Education - Sec	94,067	-
Audet	Steven	Teacher Elementary	75,640	-
Aulakh	Harkiran	Teacher Secondary	87,390	-
Aweida	Dana	Elementary Vice-Principal	89,910	406
Ba	Ruby	Teacher Elementary	79,512	85
Babajee	Vanesha	Teacher Secondary	82,052	-
Babcock	Heather	Teacher Secondary	81,248	-
Bacchus	Jonathan	Electrician	80,735	-
Bach	David	Secondary Vice-Principal	123,298	-
Baerg	Julie	Teacher Secondary	88,584	-
Bailes	Joanna	Speech Language Pathologist	83,535	1,409
Bailey	Talia	Teacher Elementary	75,218	-
Bain	Deirdre	Teacher Elementary	84,626	-
Bains	Ranjit	Secondary Principal	137,010	-

Bains	Kamaljit	Teacher Elementary	94,667	100
Bains	Surbjit	Teacher Elementary	77,259	-
Bains	Suman	Teacher Secondary	95,800	-
Baird	Cecil	Teacher Secondary	96,944	-
Baker	Lorraine	Elementary Vice-Principal	116,948	-
Baker	Benjamin	Gardener	76,734	-
Baker	Jean	Teacher Secondary	94,543	-
Bakken	Lorraine	Teacher Elementary	94,540	75
Ball	Tamara	Teacher Elementary	76,515	300
Ballarin	Ricardo	Teacher Secondary	95,961	-
Balzarini	Sharon	Teacher Elementary	96,439	70
Bankonin	Susan	Teacher Secondary	87,533	50
Barber	Catherine	Teacher Elementary	87,475	-
Barber	Amanda	Teacher Gifted Program	87,390	-
Barclay	Jill	Teacher Elementary	98,163	19
Barley	Marin	Teacher Secondary	95,236	-
Baron	Tanya	Teacher Secondary	89,820	275
Barreira	Deanna	Special Education - Elem	86,102	65
Barrera	David	Plumber	82,221	-
Barros	Melania	Teacher Elementary	87,588	-
Barski	Matthew	Teacher Secondary	85,336	45
Bartlett	Gretchen	Teacher Elementary	87,390	-
Bartlett	Steven	Teacher Elementary	118,205	-
Bassi	Baldeep	Teacher Secondary	87,390	-
Batchelor	Bernice	Teacher Elementary	94,540	173
Batista	Carmen	Associate Superintendent	220,719	4,750
Batsoulas	Janet	Teacher Elementary	87,518	-
Baulcomb	Craig	Provl Resource Program - Elem	100,808	-
Bausback	Kirk	Teacher Secondary	87,146	-
Bautista	Edwin	Teacher Elementary	87,416	-
Baxter	Ian	Teacher Secondary	98,348	-
Bayne	Norma	Teacher Elementary	94,511	-
Beadle	Evelyn	Teacher Elementary	87,390	-
Beatch	Patricia	Manager-Employee Wellness	125,832	506
Beaton	Gregory	Teacher Secondary	87,530	-
Beattie	Karen	Teacher Elementary	87,390	-
Beaty	Karen	Teacher Elementary	94,532	50
Beaucock	Kim	Teacher Secondary	94,540	50
Beck	Randell	Gasfitter	82,435	-
Beck	Kevin	Plumber	77,975	109
Beck	Daphne	Teacher Elementary	87,391	100
Becker	Robin	Teacher Elementary	94,511	-
Bedard	Marie-Claude	Teacher Elementary	87,390	68
Beeman	Jill	Teacher Elementary	95,299	-
Beetlestone	Emma	Teacher Secondary	81,196	-
Beggache	Dalila	Teacher Elementary	78,994	-
Begin	Marc	Teacher Secondary	83,107	-
Beharry	Peter	Teacher Secondary	94,425	-
Behrenz	Nicole	Teacher Elementary	78,549	-
Belanger	Daniel	Elementary Principal	129,610	-
Belecosh Shaw	Anastasia	Teacher Elementary	87,391	-
Bell	Erin	Teacher Elementary	85,080	151
Belliveau	Susan	Teacher Elementary	81,231	-
Bemister	Jesse	Elementary Vice-Principal	114,679	-
Bender	Erin	Teacher Elementary	95,800	160
Bendle	Carole	Speech Language Pathologist	97,128	1,203
Benson	Mara	Teacher Secondary	87,518	-
Bentley	Meghan	Teacher Secondary	86,127	-

Bercic	Thomas	Distance Education - Sec	112,325	-
Berger	Fiona	Teacher Elementary	94,667	-
Best	Kathryn	Teacher Secondary	84,380	-
Bhatti	Navjit	Special Education - Sec	75,547	-
Bigioli	Angela	Teacher Secondary	100,789	204
Bildstein	Lucia	Teacher Elementary	87,416	45
Billingsley	Jennifer	Teacher Elementary	95,814	760
Biln	Susan	Teacher Elementary	78,225	36
Biln	David	Teacher Elementary	95,800	-
Bilodeau	Stephanie	Teacher Elementary	87,533	-
Bilodeau	Shane	Teacher Elementary	95,929	-
Binder	Anita	Teacher Secondary	94,695	-
Bion	Elizabeth	Teacher Elementary	87,390	-
Biorn	Birgitte	Elementary Principal	129,837	-
Bird	Naomi	Teacher Secondary	87,416	-
Birkenhead	Sandra	Teacher Secondary	98,620	367
Birks	Carole	Teacher Secondary	96,915	-
Birsan	Alina	Teacher Secondary	98,255	-
Birsan	Irina	Teacher Secondary	98,255	-
Bisset	Heather	Teacher Elementary	87,416	50
Blair	Sonia	Secondary Vice-Principal	123,298	-
Blake	Karen	Secondary Vice-Principal	116,826	234
Blanchard	Nicholas	Teacher Elementary	87,390	-
Bland	Charmian	Teacher Elementary	94,511	-
Blaney	Julie	Teacher Secondary	75,789	-
Boardman	Donna	Teacher Elementary	78,021	50
Bocolas	George	Electrician	78,979	-
Bodnaruk	Elena	Teacher Elementary	94,878	-
Bohachewski	Lisa	Electrician	79,772	38
Bohl	Bonnie	Special Education - Sec	94,511	-
Bohmer	Aaron	Plumber	81,992	-
Boily	Brigitte	Teacher Elementary	94,511	50
Boitard	Daniel	Teacher Elementary	87,416	-
Bolanos	Jessica	Special Education - Sec	94,540	-
Bombino	Giovanna	Teacher Secondary	89,911	80
Bondi	Linda	Teacher Elementary	88,188	-
Bone	Graeme	Teacher Elementary	89,176	-
Bonilla Gomez	Angela	Teacher Elementary	89,176	45
Bonvillain	Lynda	District Vice Principal	117,031	-
Booker	Nicholas	Teacher Secondary	87,395	-
Boomer	Brian	Journeyman with Premium	76,376	-
Borason	Michael-Don	Special Education - Sec	95,800	-
Bordon	Robert	Teacher Secondary	91,546	-
Borg	Tammy	Teacher Elementary	94,540	-
Borges	Danny	Teacher Secondary	99,777	40
Borsato	Justin	Teacher Elementary	96,369	-
Bortnick	Allan	Electrician	80,055	28
Boswell	Erin	Speech Language Pathologist	96,943	1,125
Botero	Ivan	AE Instructor Structured Cours	90,955	-
Boucetta	Soumeya	Teacher Secondary	88,416	-
Bouchard	Lynne	Elementary Principal	133,361	430
Boucher	Robert	Special Education - Sec	95,957	-
Bouchet	Brigitte	Teacher Elementary	79,112	-
Boulding	Nicholas	Special Education - Sec	87,390	-
Boulet	Ariel	Teacher Secondary	96,944	45
Bourgh	Kyla	Teacher Secondary	79,271	-
Bourque	Nancy	Elementary Principal	125,757	-
Boyes	Cody	Teacher Secondary	87,390	-

Boylan	Brenda	Teacher Elementary	94,874	30
Boyland	Shannon	Teacher Elementary	87,395	101
Braaten	Donna	Teacher Secondary	95,896	-
Brack	Donna	AE Instructor	99,459	50
Bradley	Agnes	Teacher Elementary	95,800	-
Braich	Jenna	Area Counsellor - Elem	75,008	-
Bramhoff	Anita	Teacher Elementary	95,929	-
Braun	Barton	Teacher Elementary	95,800	-
Braun	David	Teacher Secondary	95,957	-
Braun	Jennifer	Teacher Secondary	99,971	-
Braverman	Michael	Teacher Secondary	95,771	-
Bray	Kelvin	Journeyperson with Premium	82,491	-
Breakingbury	Christie	Teacher Secondary	91,550	-
Bredin	Shauna	Teacher Elementary	87,559	-
Breheny	Darcy	Teacher Elementary	87,416	-
Breton	Lorraine	Teacher Secondary	99,938	50
Brett	Allison	Teacher Secondary	109,486	20
Brion	Peter	Teacher Secondary	87,416	-
Brisebois	Laurent	Elementary Principal	120,689	-
Broadbent	Marion	Elementary Admin On Call	83,230	-
Broman	Pamela	Teacher Elementary	94,667	100
Bromige	Christopher	Special Education - Sec	94,663	-
Bromley	Lindsay	Teacher Elementary	84,438	-
Brown	Jesse	Elementary Vice-Principal	116,826	-
Brown	Angela	Mentor Elementary	95,270	50
Brown	Zoi	Teacher Elementary	95,929	-
Brown	Dana	Teacher Secondary	87,390	-
Brownrigg	Richard	Teacher Secondary	94,540	-
Bruce	Tyler	Teacher Elementary	87,390	-
Bruichert	Walter	Teacher Elementary	95,893	-
Brumwell	Craig	Teacher Secondary	98,676	-
Bruyere	Johnathon	Teacher Elementary	94,511	105
Bryce	Keith	Teacher Elementary	95,179	-
Buckley	Deena	Director of Instruction-SS	152,076	1,751
Buder	Tyler	Journeyperson with Premium	91,560	-
Bui	Michael	Teacher Secondary	84,872	75
Buis	Kenneth	AE Instructor Structured Cours	112,220	-
Buis	Pamela	Teacher Elementary	81,383	500
Buntain	Gary	Teacher Secondary	86,932	-
Burdon	Shirley	Teacher Secondary	99,807	-
Burghall	Megan	Teacher Elementary	87,395	-
Burke	Shannon	Elementary Vice-Principal	110,491	-
Burke	Allison	Teacher Elementary	77,664	150
Burma	Amber	Elementary Vice-Principal	110,570	-
Burrell	Scott	Teacher Elementary	87,416	-
Burrus	Adrian	Teacher Elementary	94,540	45
Burton	Shannon	Elementary Principal	133,379	289
Butler	Joelle	Teacher Elementary	92,028	30
Butler	Vivian	Teacher Elementary	94,540	-
Butler	David	Teacher Elementary	95,957	85
Bylsma	Alan	Teacher Secondary	95,957	-
Byrne	Meghan	Teacher Secondary	108,457	631
Byron	Shane	Teacher Secondary	95,893	-
Cabrone	Elvi	Area Resource - Elem	96,086	85
Cacchioni	David	Secondary Vice-Principal	117,700	-
Cai	Xuwei	Teacher Elementary	79,958	-
Calder	Alison	Teacher Secondary	86,503	-
Calman	Shelby	Teacher Secondary	87,804	-

Caluori	Joanna	Teacher Elementary	87,562	100
Calvert	Kyle	Teacher Elementary	94,663	-
Cameron	Wendy	Teacher Elementary	75,355	-
Cameron	Glenn	Teacher Secondary	91,396	-
Cameron	Xin Xin	Teacher Secondary	95,829	-
Campbell	Shoshanna	Provl Resource Program - Sec	97,894	403
Campbell	Sandra	Psychologist - Elem	109,213	735
Campbell	Shawn	Teacher Elementary	87,559	-
Campbell	Jessica	Teacher Elementary	94,540	-
Campbell	Scott	Teacher Secondary	85,677	788
Campese	Mario	Teacher Elementary	85,982	-
Campos	Nancy	Teacher Secondary	91,573	16
Cancar	Miya	Teacher Secondary	103,188	100
Candido	Marnie	Teacher Elementary	94,679	35
Canning	Gregory	Teacher Elementary	94,695	50
Cannon	Ian	Elementary Admin On Call	96,238	-
Canosa	Massimo	Journey person with Premium	85,674	-
Cantelon	Amanda	Special Education - Sec	101,112	-
Cantor	Diana	Teacher Elementary	95,800	-
Cao	Dac Tung	Teacher Secondary	97,236	-
Car	Susie	Elementary Principal	134,101	-
Carle	Laura	Teacher Elementary	95,179	-
Carmichael	Mark	Teacher Secondary	102,434	-
Caros	Jennifer	Psychologist - Elem	97,128	-
Carrara	Daniele	Teacher Elementary	95,857	-
Carrell	Christopher	Plumber	90,204	-
Carrier	Joseph	Teacher Elementary	87,533	-
Carruthers	Matthew	Teacher Elementary	108,179	-
Carry	Suzanne	Teacher Elementary	94,511	535
Carswell	Ankie	Elementary Principal	130,577	578
Cassidy	Yvette	Teacher Elementary	94,540	-
Cassie	Laurie	Set BC Provincial - Sec	95,925	-
Caswell	Jesse	Special Education - Sec	75,640	-
Catlin	Michelle	Teacher Elementary	82,118	-
Cauchon	Linda	Teacher Elementary	87,504	-
Cavaletto	Michael	Teacher Secondary	87,416	150
Cavanagh	Michelle	Teacher Elementary	87,559	-
Caverzan	Renata	Teacher Elementary	95,771	-
Cavin	Edwin	Teacher Secondary	94,540	50
Celle	Roberta	Teacher Elementary	87,501	-
Chadwick	Phonesanith	Set BC Provincial - Sec	83,331	18
Chahal	Jatinder	Set BC Provincial - Sec	83,312	-
Chai	Steven	Teacher Elementary	81,223	-
Chalmers	Holly	Teacher Secondary	95,800	-
Chan	Genevieve	Teacher Elementary	94,667	-
Chan	Vivian	Teacher Elementary	94,540	100
Chan	Aileen	Teacher Elementary	87,416	-
Chan	Yong Yong	Teacher Elementary	95,771	-
Chan	Tiffany	Teacher Elementary	77,047	-
Chan	Betty	Teacher Elementary	95,771	-
Chan	Jonathan	Teacher Elementary	77,301	-
Chan	Judy	Teacher Secondary	82,096	60
Chan	Paul	Teacher Secondary	94,667	-
Chan	Sylvia	Teacher Secondary	98,518	-
Chan	Debbie	Teacher Secondary	92,480	-
Chan	Jennie	Teacher Secondary	91,396	40
Chan	Harinder	Teacher Secondary	85,113	-
Chan	Justina	Teacher Secondary	87,338	40

Chang	Irma	Teacher Elementary	95,929	-
Chang	Ivy	Teacher Elementary	94,514	-
Chang	Lisa	Teacher Secondary	77,469	-
Chang	Chiung-Fang	Teacher Secondary	95,773	50
Chan-Henry	Gregory	Teacher Secondary	95,771	-
Chao	Linda	Teacher Secondary	91,294	-
Chao	Sarah	Technical & Resource Support D	75,777	-
Chapelski	Jessica	Teacher Elementary	94,797	150
Charbonneau	Alfred	Carpenter	78,814	-
Charette	Jacinthe	Teacher Elementary	95,771	193
Chau	Danny	Electrician	87,646	-
Chau	Johnny	Electrician Apprentice	83,598	28
Chau	Tammie	Teacher Elementary	94,698	100
Chee	Cynthia	Teacher Elementary	94,695	-
Chelladurai	Arockiam	Teacher Secondary	96,958	-
Chen	Peggy	Coordinator - Community School	78,776	1,189
Chen	Bell	Distance Education - Sec	112,199	-
Chen	Liwen	Teacher Elementary	87,398	96
Chen	Hattie	Teacher Secondary	94,511	560
Chen	Hsin-Hou	Teacher Secondary	100,696	50
Chen	Emily	Teacher Secondary	99,642	-
Cheng	Quyen	Teacher Elementary	94,543	-
Cheng	Wendy	Teacher Elementary	76,843	135
Cheng	Elizabeth	Teacher Elementary	95,770	-
Chenoweth	Matthew	Teacher Secondary	87,416	-
Cheung	Kelly	Senior Medical Adjudicator	88,545	-
Cheung	Yu Ting	Set BC Provincial - Sec	91,463	720
Cheung	Julia	Teacher Elementary	75,742	131
Cheung	Jocelyn	Teacher Secondary	75,975	60
Chew	Shirley	Teacher Secondary	87,475	-
Chiang	Musica	Student Info System Specialist	114,439	-
Chiang	Yi Chun	Teacher Secondary	96,369	50
Chin Petersen	Jenny	Teacher On Call Limited - Elem	97,215	-
Chinack	Byron	Labourer	84,383	-
Chiu	Odelia	Deaf and Hard of Hearing	97,754	39
Chiu	Nathan	Deaf and Hard of Hearing	85,635	23
Chiu	Chi Kin	Elementary Principal	129,610	-
Cho	Alyson	Teacher Elementary	94,540	-
Cho	Caroline	Teacher Elementary	94,456	309
Cho	David	Teacher Secondary	104,529	85
Chobotiuk	Jennifer	Teacher Elementary	86,717	-
Choi	Michael	Teacher Secondary	91,423	-
Choi	James	Teacher Secondary	94,540	-
Chong	Joyce	Elementary Vice-Principal	113,598	-
Chong	Genevieve	Teacher Elementary	96,036	-
Chong	Philip	Teacher Elementary	87,390	151
Chong	Linda	Teacher Secondary	95,913	50
Chong	Vivian	Teacher Secondary	87,390	50
Chong	Paul	Teacher Secondary	81,223	-
Chong-Ping	Kimberley	Teacher Secondary	94,540	95
Chou	Chen-Yu	Teacher Elementary	78,421	-
Chou	Andy	Teacher Elementary	76,879	-
Chow	Henry	Carpenter	78,957	-
Chow	Stella	Elementary Vice-Principal	82,034	-
Chow	Jacqueline	Teacher Elementary	76,893	-
Chow	Cynthia	Teacher Elementary	94,695	-
Chow	Karen	Teacher Elementary	94,667	499
Chow	Shirley	Teacher Elementary	94,667	-

Chow	Gordon	Teacher Secondary	94,635	-
Chow	Allan	Teacher Secondary	94,511	-
Chow-Humphries	Mary	Teacher Elementary	95,800	-
Choy	Liza	Teacher Elementary	94,635	-
Chrzastowski-Wa	Pawel	Teacher Secondary	95,893	50
Chu	Jennifer	Teacher Elementary	95,800	30
Chua Martinez	Armando	Teacher Secondary	95,957	-
Chuah	Kerry	Manager-Facilities	101,223	619
Chuaqui	Maria	Teacher Secondary	91,487	99
Chun	Peggy	Teacher Secondary	82,305	-
Chung	Bithia	Advisor-FOI-Privacy Compliance	78,145	1,503
Chung	Jeeyeon	Teacher Elementary	87,533	85
Chung	Ting Fong	Teacher Elementary	94,729	-
Chuu	Carol	Teacher Secondary	96,758	-
Clark	Gavin	Coordinator-Community School	93,565	13
Clark	Julia	Elementary Vice-Principal	90,714	-
Clark	Denise	Secondary Vice-Principal	117,031	-
Clark	Heidi	Teacher Elementary	95,771	-
Clark	Jennifer	Teacher Elementary	76,119	100
Clark	Hudson	Teacher Secondary	96,955	-
Clarke	Alice	Special Education - Elem	76,928	129
Clarke	Elizabeth	Teacher Elementary	94,680	-
Cloutier	John	Teacher Elementary	93,028	-
Clutchev	Corrie	Teacher Secondary	99,777	75
Coblentz	Trysten	Teacher Secondary	78,421	-
Coderre	Stephen	Special Education - Sec	76,660	-
Codrington	Angela	Teacher Elementary	87,559	-
Coelho	Andrew	Teacher Elementary	96,785	50
Coffin	Steven	Teacher On Call Limited - Elem	76,156	-
Cohen	Sharon	Teacher Elementary	87,390	-
Collet	Tamara	Teacher Elementary	87,750	-
Collier	Michael	Special Education - Sec	89,683	-
Collier	Curtis	Teacher Secondary	77,600	-
Collins	Diane	Teacher Elementary	76,917	-
Collum	Shawn	Electrician	78,906	-
Colobong	Krystle	Teacher Secondary	82,100	50
Colpitts	James	Teacher Elementary	87,416	-
Condon	Sean	Journey person with Premium	83,983	10
Conley	Tanya	Teacher Elementary	92,035	-
Connelly	Stephanie	Teacher Elementary	88,452	-
Conrad	Danielle	Teacher Elementary	95,800	20
Coo	Duncan	Teacher Elementary	94,511	-
Cook	Jennifer	Manager-Food Services	141,908	-
Cook	Rebecca	Teacher Elementary	95,299	100
Cooper	Romy	Teacher Secondary	94,682	-
Cordoni	Christopher	Teacher Secondary	97,861	100
Cormack	Mark	Elementary Vice-Principal	111,543	-
Cornies	Chad	Teacher Secondary	96,081	-
Correia	Grace	Teacher Secondary	96,944	-
Corrie	Natacha	Teacher Elementary	94,540	-
Corsi	Viviana	Teacher Elementary	87,120	-
Cortens	John	Elementary Principal	133,174	-
Costa	Maria	Teacher Elementary	95,521	-
Costea	Kenneth	Teacher Elementary	87,416	230
Costello	Jesse	Teacher Elementary	95,989	90
Cote	Chantal	Teacher Elementary	75,107	50
Coughlan	Kamala	Elementary Vice-Principal	110,570	121
Coughlan	Liam	Supervisor-Maintenance	105,852	75

Coulter	Lorinda	Teacher Elementary	78,787	50
Coutts	Graeme	Teacher Elementary	95,800	-
Covert	Jorden	Teacher Elementary	89,767	-
Cozma	Alina	Teacher Secondary	98,518	-
Crabtree	Sarah	Teacher Elementary	95,979	-
Cripps	Russell	Teacher Secondary	88,276	100
Crisp	James	Teacher Elementary	94,540	104
Cristall	Aven	Teacher Elementary	94,726	50
Cronk	Kathleen	Teacher Elementary	77,105	52
Cross	Mira	Teacher Secondary	100,005	407
Cruickshank	Maryanne	Teacher Elementary	94,695	525
Cruz	Edilberto	Special Education - Elem	94,511	-
Cuccurullo	Lia	Elementary Vice-Principal	91,340	-
Cuerrier	Alin	Teacher Secondary	94,754	-
Culhane	Stephen	Teacher Secondary	95,771	-
Cullingworth	Erin	Teacher Secondary	90,317	32
Cultum	Irene	Teacher Elementary	87,416	45
Cumming	Wendy	Teacher Elementary	87,475	-
Cunha	Mario	Plumber	88,676	-
Cvekic	Tanja	Teacher Elementary	86,159	-
Da Silva	Pedro	Associate Superintendent	193,773	5,116
Dalla-Zanna	Gaye	Teacher Elementary	87,390	-
Dallyn	Susan	Teacher Elementary	95,887	-
Dancer	Susan	Teacher Elementary	87,390	-
Danilovic	Tania	Teacher Elementary	86,987	-
Dao	Nhat	Teacher Secondary	86,883	50
Dash	Sarah	Elementary Principal	126,678	-
David	Carolyn	Teacher Elementary	95,957	-
Davidson	Marilyn	Teacher Elementary	94,679	-
Davie	Caitlin	Teacher Secondary	82,004	-
Davies	Megan	Elementary Principal	133,682	-
Davies	D. James	Teacher Secondary	87,390	-
Davis	Aaron	Director of Instruction-SS	178,173	1,904
Davis	Michelle	Provl Resource Program - Sec	95,871	149
Davis	Nathalie	Teacher Secondary	95,989	50
Dawson	John	Director Edu Plan Student Info	160,062	1,623
Dawson	Lynn	Teacher Elementary	95,935	-
Dawson	Joanne	Teacher Elementary	85,561	50
De Couto	Jason	Teacher Secondary	94,726	-
de Hoop	James	Senior Manager-Planning	132,296	395
De Iaco	Rosa	Teacher Secondary	95,771	-
De Jardin	Linda	Teacher Elementary	94,631	845
De Santis	Michael	Teacher Secondary	99,807	-
De Verteuil	Glenn	Teacher Elementary	88,008	110
De Vita	Kelly	Teacher Elementary	95,030	1,118
Dean	Tamara	Teacher Elementary	95,800	-
Deegan	William	Carpenter	78,406	-
Delachoux	Jaelyn	Area Counsellor - Elem	79,029	-
Delafenetre	Frederic	Perm Sub - Sec	79,958	-
Delevallee	Mariette	Teacher Elementary	75,968	45
DeLong	Ian	Teacher Elementary	83,266	-
Delorme	David	District VP Indigenous Ed	90,867	331
Delorme	Patrick	Teacher Secondary	94,511	150
Delville-Pratt	Ruth	Teacher Secondary	87,559	-
Demarco	Dion	Teacher Secondary	94,543	-
Demers	Guy	Teacher Secondary	102,227	-
Demiris	Soultana	Senior Advisor-Recruitment	105,801	-
Dempster	Kyle	Teacher Secondary	89,967	-

Dent	Susan	Elementary Vice-Principal	113,858	-
Deragopian	Aida	Teacher Elementary	95,771	-
Derban	Elyssa	Elementary Vice-Principal	113,699	15
Dermott	Michelle	Teacher Secondary	75,059	-
Derreth	Eugene	Teacher Secondary	95,800	-
Deschner	Wynn	Teacher Secondary	99,437	-
Desjarlais	Juanita	Dist Principal-Indigenous Ed	133,174	-
Despotakis	Nick	Secondary Vice-Principal	123,083	-
Dewreede	Christopher	Teacher Secondary	95,800	524
Deyell	Scott	Coordinator-Community School	81,590	152
Dhaliwal	Ramandip	Teacher Elementary	95,800	-
Dhaliwal	Rupy	Teacher Secondary	101,035	-
Dhesi	Jasveer	Teacher Elementary	79,772	-
Di Carlo	Teresa	Teacher Elementary	87,390	-
Di Giacinto	Paul	Teacher Elementary	87,504	-
Di Giovanni	Vita	Teacher Elementary	95,957	-
Dial	Harbinder	Teacher Secondary	87,532	-
Dickie	Colleen	Manager-Early Learning	110,660	45
Diesvelt	Alison	Teacher Elementary	88,363	-
Dilgir	Zohreen	Teacher Elementary	86,932	-
Dimas	Maria	Teacher Secondary	95,800	-
Dionne	Karen	Teacher Secondary	82,096	85
Dirk	Michael	Teacher Elementary	88,952	230
Dissegna	Darren	Teacher Secondary	87,562	20
Dixon	Alison	Teacher Elementary	94,511	50
Dixon	Karen	Teacher Elementary	82,921	-
Dixon	Shantelle	Teacher Elementary	87,390	-
Dixon	Caroline	Teacher Secondary	95,925	155
Dixon	Allison	Teacher Secondary	85,192	75
Dizy	William	Special Education - Sec	95,957	200
Dobie	Polly	Teacher Secondary	89,175	-
Dobry	Janine	Teacher Elementary	87,533	-
Dodd	Thomas	Teacher Elementary	87,515	12
Dodds	Patrick	Teacher Elementary	79,753	-
Dodge	Heather	Teacher Secondary	87,421	-
Doherty-Hwang	Kimberley	Teacher Elementary	89,504	-
Dolen	Shannon	Indigenous Education - Elem	78,601	-
Donaldson	Lindsay	Teacher Secondary	100,005	70
Donegan	Chris	Teacher Elementary	87,416	-
Donison	Cheryl	Teacher Secondary	87,416	-
Donnelly	Allyson	Teacher Elementary	95,929	-
Donovan	Maria	Elementary Principal	129,837	-
Doolan	Bryan	Teacher Elementary	87,416	-
Dosdall	Leah	Teacher Elementary	87,295	1,200
Dou	Teresa	Teacher Secondary	95,771	50
Douglas	Cheryl	Manager-Recruitment&Retention	117,310	-
Douglas	Tiffany	Teacher Elementary	95,800	90
Douglas	Julie	Teacher Secondary	94,516	-
Dowla	Aziz	Teacher Secondary	87,559	-
Dowle	Brenda	Secondary Vice-Principal	105,796	-
Doyle	Tony	Manager-Information Systems	119,111	-
Dragic	Zoran	Supervisor-Printing & Dist	77,090	-
Dragun	Efim	Electrician	78,545	-
Dricot	Michele	Teacher Elementary	87,403	50
Duarte	Gissela	Teacher Elementary	87,588	50
Duey	Pierre	Teacher Secondary	78,593	-
Dulai	Sohan	Teacher On Call Limited - Sec	80,149	50
Dumont	Marjorie	Teacher Elementary	97,378	50

Dunne	Graham	Teacher Secondary	87,416	-
Duong	Peter	Journeyperson with Premium	86,660	-
Duong	John	Manager-Maintenance	125,969	459
Duran	Lorena	Set BC Provincial - Sec	96,085	-
Durand	Elodie	Teacher Elementary	79,955	-
Durant	Danielle	Teacher Elementary	82,118	141
Durno	Gregory	Teacher Secondary	87,391	-
Durward	Magdalena	Teacher Elementary	94,540	-
Duttchen	Christa	Teacher Secondary	95,971	98
Dwyer	Kevin	Teacher Elementary	87,390	-
Dyer	Brenda	Teacher Elementary	87,475	100
Dykstra	Michael	Teacher Elementary	94,514	-
Dykstra	Simon	Teacher Secondary	95,771	201
Ebeling	Susanne	Teacher Secondary	87,390	-
Eckert	Jonah	Teacher Secondary	95,800	-
Edge	Richard	Secondary Vice-Principal	114,508	750
Ediger	Krista	Secondary Vice-Principal	123,167	1,047
Edmonds	Victoria	Teacher Elementary	94,397	-
Edwards	Vincent	Elementary Principal	126,264	-
Edwards	Lisa	Teacher Secondary	87,412	-
Edwards	Alexandra	Teacher Secondary	78,634	-
Ee	Brian	Teacher Elementary	95,957	377
Egilsson	Kelly	Secondary Vice-Principal	120,165	-
Ehn	Zsuzsanna	Teacher Secondary	100,697	-
Elia	Therisa	Teacher Secondary	94,540	-
Elliott	Melissa	Teacher Elementary	76,773	60
Ellis	Jackie	Teacher Secondary	96,911	-
Ellison	Michael	Journeyperson with Premium	87,140	-
Emanouilidis	Thomas	Teacher Secondary	94,511	-
Embrece	James	Elementary Vice-Principal	115,228	-
Emeno	Donna	Elementary Admin On Call	108,749	-
Emerick	Michael	Teacher Elementary	94,511	50
Emery	Deborah	Teacher Elementary	87,567	-
Eng	Jason	Elementary Principal	133,429	-
Eng	Carmen	Teacher Elementary	94,511	100
Eng	Eydie	Teacher Secondary	95,880	-
Engel-Aiello	Jessica	Area Counsellor - Elem	98,471	-
English	Todd	Teacher Elementary	88,217	-
Eng-Reyes	Jennifer	Teacher Secondary	85,456	-
Enns	Kelly	Teacher Elementary	95,207	50
Enns	Michael	Teacher Secondary	87,416	75
Enns	W.T. Dale	Teacher Secondary	87,390	240
Enojo	Corrine	Teacher Elementary	87,593	415
Enthoven	Anjuli	Teacher Secondary	91,423	-
Epting	Bernard	Teacher Elementary	88,057	-
Erickson	Bryan	Teacher Secondary	99,807	-
Erwin	Bradley	Journeyperson with Premium	76,046	-
Erwin	Katy	Teacher Elementary	95,800	-
Esmail	Shahenaaz	Supervisor-Purchasing	99,081	-
Evans	Peter	Elementary Principal	133,361	-
Evans	Tyler	Secondary Vice-Principal	127,342	-
Evans	Rosemary	Special Education - Sec	95,913	-
Evans	Lisa	Teacher Elementary	94,900	125
Evans	Jodi	Teacher Elementary	87,161	30
Evans	Russell	Teacher Secondary	87,489	-
Everaars	Laurence	AE Instructor Structured Cours	93,332	-
Eves	Timothy	Teacher Elementary	88,571	-
Eviston	Janet	Special Education - Sec	94,635	-

Ewan	Greg	Electrician	78,069	38
Ewert	Sandeep	Area Counsellor - Elem	98,471	730
Fabry	Natalie	Teacher Elementary	87,416	-
Faizabadi	Giti	Teacher On Call Limited - Sec	79,590	-
Falconer	Sheena	Teacher Secondary	89,971	-
Falcus	Robert	Special Education - Sec	95,035	-
Fanning	Benjamin	Teacher Elementary	95,957	-
Fanthorpe	Ernest	Senior Manager-Project Office	130,944	1,089
Fantini	Maria	Teacher Elementary	83,218	-
Farias	John	Manager-Operations	118,429	759
Farrell	Sandra	Teacher Elementary	95,020	-
Farrell	Imelda	Teacher Elementary	94,540	35
Fawley	Clifford	Teacher Elementary	86,128	-
Fazio	Rosa	Elementary Principal	133,257	2,500
Feng	Janet	Teacher Elementary	87,390	101
Fenton	Brenda	Teacher Elementary	94,695	-
Ferguson	Robert	Teacher Secondary	97,245	-
Fergusson	Nancy	Teacher Elementary	94,511	-
Fergusson	Megan	Teacher Secondary	87,416	-
Fernandes	Tony	Painter	90,433	60
Fernandes	David	Teacher Secondary	87,533	40
Ferraro-Hsu	Liana	Teacher Secondary	87,401	-
Ferri	Severine	Teacher Elementary	76,902	-
Fester	Nikitha	Teacher Secondary	79,975	-
Fielden	Kathleen	Teacher Elementary	87,416	450
Finch-Cowie	Melanie	Teacher Elementary	94,511	50
Findlay	Chad	Teacher Elementary	83,052	-
Findlay	Jody	Teacher Secondary	94,635	-
Fisher	Andrea	Manager-Communications	105,336	1,848
Fisher	Andrew	Teacher Elementary	91,254	-
Fitzgerald	Ross	Painter	75,901	-
Fleming	Pamela	Teacher Secondary	94,698	-
Fleming	Stephen	Teacher Secondary	95,961	-
Florio	Robert	Teacher Secondary	99,971	40
Foell	Lindsey	Teacher Secondary	99,777	-
Fogale	Cristina	Teacher Secondary	81,160	-
Follett	Pawandeep	Teacher Elementary	95,826	151
Fong	Claire Ka Ki	Teacher Elementary	86,271	154
Foran	Paula	District Resource Teacher	96,753	1,107
Foran	Lesley	Teacher Elementary	94,540	100
Forbes	Krista	Teacher Elementary	95,771	-
Forbes	Lynn	Teacher Secondary	87,416	155
Foreman-Ng	Kate	Teacher Elementary	95,800	266
Forgeron	Terrance	Supervisor-Maintenance	107,789	120
Forgeron	Jann	Teacher Secondary	94,695	80
Forsey	Sara	Teacher Secondary	82,096	297
Forsselius	Gail	Teacher Elementary	87,536	-
Foster	Maria-Teresa	Area Counsellor - Elem	98,099	292
Foster	Jason	Teacher Secondary	95,800	-
Foster	Jonathan	Teacher Secondary	77,492	50
Fournier	Jolayne	Teacher Elementary	95,800	-
Fox	Sandra	Teacher Elementary	94,540	-
Fracca	Sandro	Teacher Secondary	95,800	40
Francis	Mona	Teacher Elementary	94,695	-
Francis	Nicholas	Teacher Secondary	95,801	-
Francisco	Gilberto	Supervisor-Operations	116,955	1,111
Franco	Julio	Teacher Elementary	87,389	-
Francom	Stewart	Teacher Secondary	113,497	-

Franken	Sheldon	Area Counsellor - Elem	95,479	242
Fraser	Lara	Teacher Elementary	87,328	1,715
Fraser	Arielle	Teacher Secondary	78,444	60
Freeze	Lori	Teacher Elementary	94,540	-
Frehlick	Kim	Teacher Elementary	87,501	-
Freigang	Kelly	Sheet Metal Worker	79,940	10
Friesan	Aaron	Teacher Secondary	97,262	-
Friesen	Betty-Anne	Teacher Elementary	94,540	-
Friesen	Manuella	Teacher Elementary	94,543	-
Frigault	Kathleen	Teacher Elementary	87,559	-
Fritz	Sharon	Teacher Secondary	82,120	-
Frizell	Holly	Teacher Elementary	87,416	-
Froese	Carole	Elementary Principal	128,283	485
Fryer-Mangan	Susan	Teacher Elementary	87,390	131
Fujita	Allison	Teacher Elementary	87,552	-
Fullerton	Ryan	Secondary Vice-Principal	120,049	-
Fulton	Nancy	Teacher Secondary	78,606	257
Fung	Judy	Teacher Elementary	95,771	130
Fung	Annette	Teacher Elementary	87,390	-
Fung	Ted	Teacher Secondary	95,929	-
Fung	Katherine	Teacher Secondary	82,593	110
Gabelman	Brett	Special Education - Sec	95,800	-
Gabelman	Nicola	Teacher Secondary	87,416	-
Gagne	Collette	Teacher Elementary	85,192	-
Gagnon	Eve	Elementary Principal	126,308	-
Gallant	Eugene	Teacher Secondary	95,800	-
Gallmann	Tanya	Teacher Elementary	87,416	-
Garfinkel	Sandra	Provl Resource Program - Sec	97,338	12
Garneau	Carolyn	Teacher Elementary	79,043	-
Garnett	Bruce	District Principal	136,981	-
Garrod	Stephen	Teacher Secondary	99,213	-
Garzitto	Emi	Area Counsellor - Elem	98,600	14
Gascoigne	Heather	Elementary Principal	133,174	-
Gates	Natasha	Area Counsellor - Sec	96,886	207
Gatti	Antonietta	Teacher Secondary	95,771	-
Gee	Crystal	Teacher Elementary	89,191	104
Geisler	Gerald	Teacher Secondary	87,032	-
Gelb	Megan	Teacher Elementary	95,800	78
Gelbart	Ligeia	Teacher Secondary	81,149	-
Geldart	David	Teacher Secondary	76,986	-
Gelson	Carrie	Teacher Elementary	94,511	-
Gelson	Julie	Teacher Elementary	94,511	50
George	Nicole	Teacher Elementary	95,771	-
Georgiopoulos	Denise	Teacher Elementary	95,320	-
Gerlak	Jade	Teacher On Call - Sec	82,991	-
Germain	Leslie	Area Counsellor - Elem	83,579	936
Germain	Katy	Teacher Elementary	75,066	-
Ghahremani	Faran	Teacher Secondary	78,727	64
Ghislieri	Celisa	Teacher Elementary	80,798	-
Ghobrial	Heba	Speech Language Pathologist	97,091	1,147
Ghtaura	Sumeet	Set BC Provincial - Sec	75,478	-
Giardina	Simone	Teacher Elementary	76,918	-
Gibbs	Erin	Elementary Principal	129,610	-
Gibson	Robert	Teacher Secondary	95,800	-
Giesbrecht	Christine	Mentor Elementary	95,933	-
Gill	Rowena	AE Instructor Structured Cours	101,327	-
Gill	Jaspreet	Distance Education - Sec	130,367	-
Gill	Kalwant	Secondary Principal	141,244	102

Gill	Ritu	Senior Advisor-LR	96,995	350
Gill	Sukhvir	Teacher Elementary	86,271	-
Gill	Christina	Teacher Elementary	75,618	-
Gill	Raman	Teacher Secondary	100,906	-
Gill	Jasjit	Teacher Secondary	94,667	-
Gill	Iqbal	Vice Princ-Student School Serv	123,471	-
Ginther	Ruth Ann	Provl Resource Program - Sec	97,798	100
Glickman	Roanna	Teacher Elementary	94,695	50
Glyniani	Stephanie	Teacher Secondary	96,609	100
Goard Baker	Joshua	Teacher Secondary	78,444	-
Gobbi	Nichole	Teacher Elementary	75,646	-
Gock	Darren	Secondary Vice-Principal	123,083	265
Goddard	Anita	Home Instruction - Elem	89,021	45
Godfrey	Paul	Secondary Vice-Principal	123,342	-
Godfrey	Laura	Teacher Elementary	87,416	-
Gogag	Alonzo	Teacher Elementary	78,444	-
Golby	Risha	Elementary Principal	133,174	-
Gomes	Meghan	Elementary Vice-Principal	100,171	-
Gomes	Deborah	Teacher Secondary	91,186	114
Goncalves	Oscar	Teacher Secondary	95,481	100
Goodacre	Sandra	Teacher Secondary	87,390	-
Goodison	Dorothy	Teacher Elementary	95,771	60
Goodman	David	Teacher Secondary	95,771	50
Goolieff	Treena	Teacher Secondary	109,738	-
Gosal	Ajiab	Teacher Secondary	78,444	-
Grad	Lori	Teacher Secondary	86,232	-
Grant	Aleeta	Deaf and Hard of Hearing	97,094	-
Grant	Lynn	Teacher Elementary	95,909	-
Grant	Kelley	Teacher Secondary	87,281	-
Grassi	Pamela	Teacher Elementary	95,864	-
Gray	Pamela	Teacher Elementary	95,785	50
Gray	Kerria	Teacher Elementary	79,978	-
Green	John David	Secretary-Treasurer	235,339	1,179
Green	C. Phillip	Teacher Elementary	76,995	-
Green	Bryan	Teacher Secondary	75,618	75
Greenhalgh	Andrea	Elementary Vice-Principal	111,503	-
Greenshields	Robert	Teacher On Call Limited - Sec	77,558	-
Greer	Elizabeth	Teacher Secondary	93,630	-
Greig	Karen	Teacher Secondary	95,864	-
Grenzberg	Anica	Area Counsellor - Elem	98,600	88
Greveling	Paul	Teacher Elementary	96,581	-
Grewal	Jasvinder	Teacher Elementary	94,540	-
Grewal	Harinder	Teacher Elementary	87,390	-
Grewal	Amandeep	Teacher Gifted Program	86,102	45
Grewal	Amandeep	Teacher Secondary	95,771	350
Grier	Kent	Manager-Project Office	113,596	1,037
Grier	Sandra	Teacher Secondary	87,530	-
Griffiths	Michelle	Teacher Elementary	81,223	86
Griffiths	Michael	Teacher Secondary	87,559	50
Grills	Rhiann	Speech Language Pathologist	87,424	750
Groberman	Maiky	District Resource Teacher	96,542	1,604
Groombridge	Isabella	Teacher Secondary	87,416	-
Grudman	Rachel	Teacher Elementary	87,416	-
Gruft	Geraldine	Elementary Vice-Principal	110,763	965
Gruger	Sandra	Teacher Elementary	87,390	-
Guadagni	Marco	Plumber	81,694	-
Gumley	Katelin	Teacher Elementary	86,303	-
Guraliuk	Corrie-Anne	Teacher Secondary	87,530	155

Gurney	Daphne	Teacher Elementary	88,057	60
Gurumeta	Marc	Teacher Elementary	83,215	109
Gustafson Faena	Gina	Teacher Elementary	87,501	-
Gutkowski	Barbara	Teacher Elementary	87,416	-
Gwynn	Christene	Teacher Elementary	87,564	100
Habibian	Masoud	Teacher Secondary	87,475	50
Hagglund	Leanne	Special Education - Sec	80,827	1,033
Haines	Terri	Teacher Elementary	87,530	-
Haji	Deenu	Teacher Secondary	99,777	-
Hales	Sharon	Teacher Elementary	95,771	33
Haley	Allan	AE Instructor Structured Cours	112,181	-
Hall	Meredith	Teacher Elementary	87,390	-
Hall	Stephen	Teacher Secondary	87,416	-
Hall-Stevenson	Linda	Area Counsellor - Elem	98,567	-
Hamaguchi	Mette	Admin On Call	162,030	1,681
Hamar	David	Teacher Secondary	75,764	-
Hamer-Hayley	Tara	Fac Supervisor-Rent/Lease	101,077	-
Hamilton	Mori	Teacher Secondary	86,500	-
Hamlen	Glen	Teacher Secondary	82,120	-
Hampson	Kevin	Perm Sub - Sec	94,726	-
Hampton	Alan	Teacher Secondary	96,915	-
Han	Nah Rae	Teacher Secondary	78,421	-
Handscomb	Kerry	Secondary Vice-Principal	123,255	10
Hannay	Scott	Electrician	83,612	-
Hansen	Carolyn	Teacher Secondary	87,388	-
Hansman	Glen	Teacher Elementary	95,771	50
Hanvey	Todd	Teacher Elementary	95,771	-
Haraga	Allison	Teacher Elementary	87,520	-
Hardman	Leanne	Teacher Secondary	99,837	-
Hargrave	Kimberely	Teacher Elementary	87,390	-
Harmel	Karen	Teacher Elementary	94,667	-
Harpell	Stacey	Client Service Manager-CAYA	101,791	108
Harper	Cynthia	Teacher Elementary	88,241	-
Harper	Allison	Teacher Elementary	75,968	-
Harris	Tassie	Elementary Principal	129,419	-
Harris	Teresa	Teacher Elementary	94,201	100
Harris	Richard	Teacher Secondary	95,800	-
Harrison	Nicole	Area Resource - Elem	95,285	42
Harrison	Travis	Carpenter	79,956	-
Hartley-Folz	Jon	Teacher Secondary	101,112	-
Hasan	Ajaz	Senior Manager-Project Office	127,503	1,784
Hashigasako	Satoko	Teacher Secondary	95,771	125
Hashimoto	Nana	Teacher Elementary	78,470	-
Hauck	Martin	Teacher Secondary	87,416	-
Hauszner	Lauren	Teacher Elementary	75,640	50
Haveman	Angela	Secondary Principal	137,539	-
Hawbolt	Kelly	Teacher Secondary	99,971	-
Hawkes	Andrea	Teacher Elementary	76,588	-
Hawksworth	Sheri	Teacher Elementary	95,800	207
Haydon	Adam	Area Counsellor - Elem	84,803	-
Hayes-Brown	Elizabeth	Dist Principal-Learn Support	140,296	23
Haynes	Paul	Teacher Elementary	87,390	-
Hayre	Onkar	Special Education - Sec	87,389	-
Healy	Sean	Manager-IT Service Delivery	106,456	1,481
Heaney	Stephen	Consultant-ATBC	82,937	-
Heap	Verity	Teacher Elementary	87,421	-
Heer	Irenddeep	Set BC Provincial - Sec	95,962	439
Heine	Diane	Special Education - Sec	99,904	-

Heinrichs	Kimberley	Set BC Provincial - Sec	95,326	38
Hellyer	Nicole	Teacher Elementary	83,827	-
Hemrich	David	Machinist	94,364	-
Henderson	Allan	Sheet Metal Worker	75,112	-
Henderson	Bianca	Teacher Secondary	95,800	23
Henderson	Gregory	Teacher Secondary	87,416	40
Henderson	Stephanie	Teacher Secondary	81,040	-
Hengeveld	Mike	Teacher Secondary	99,807	-
Henning	Julia	Teacher Secondary	87,010	400
Hepburn	Laura	Teacher Elementary	87,390	131
Herman	Carly	Teacher Elementary	91,355	-
Heron	Adrienne	Teacher Elementary	75,972	-
Herrera	Silvana	Teacher Secondary	94,898	125
Hewett	Kari	Perm Sub - Sec	82,226	50
Hewko	James	Electrician	76,824	-
Heywood	Susan	Teacher Elementary	79,581	-
Heyworth	Judith	Teacher Elementary	87,390	131
Hickman	Rodney	Journey person with Premium	94,206	-
Hickman	Jamine	Teacher Elementary	94,541	-
Higenbottam	Wendy	Teacher Secondary	96,782	-
Higgs	Zoe	Teacher Secondary	108,877	145
Hildebrand	Jay	Teacher Elementary	94,511	50
Hill	Patricia	Teacher Elementary	94,667	-
Hills	Jesse	Special Education - Elem	81,248	-
Hinds	Barbara	Teacher Elementary	94,540	-
Hingson	Susan	Teacher Elementary	94,663	230
Ho	Charmaine	Coordinator-Education	77,743	495
Ho	Janson	Project Office Director	196,520	266
Ho	Ping	Teacher Elementary	94,540	-
Ho	Vanessa	Teacher Elementary	82,095	50
Ho	Nina	Teacher Secondary	95,864	110
Ho	Sing Hay	Teacher Secondary	94,511	40
Ho	Pamela	Teacher Secondary	95,771	50
Ho	Ivan	Teacher Secondary	87,390	1,000
Hobson	Shannon	Teacher Elementary	95,896	-
Hock	Renee	Teacher Secondary	82,738	-
Hodges	Christopher	Special Education - Sec	87,415	267
Hodgson	William	Teacher Secondary	92,107	-
Hodson	Jasper	Teacher Elementary	95,961	-
Hoffman	Suzanne	Superintendent	263,074	5,135
Hofflin	Christopher	Teacher Elementary	94,540	-
Hofmann	David	Painter	76,362	-
Holburn	Robin	Teacher Secondary	84,283	-
Holdaway	Erica	Teacher Secondary	88,376	-
Holdaway	Catherine	Teacher Secondary	77,878	-
Holdham	Mike	Teacher Elementary	87,538	-
Holland	Lynda	Teacher Elementary	95,800	50
Holland	Kimberly	Teacher Elementary	94,543	75
Hollands	Anita	Teacher Secondary	97,435	50
Hollett	Heather	Teacher Secondary	85,291	-
Hollifield	Catherine	Area Counsellor - Elem	81,802	55
Holm	Janet	Teacher Secondary	87,475	-
Holmes	Tonya	Teacher Elementary	91,274	-
Homick	Bradley	Teacher Elementary	87,533	-
Hong	Jennifer	Teacher Elementary	95,800	100
Hong	Vickie	Teacher Elementary	96,036	488
Hong	Remus	Teacher Elementary	93,795	-
Hooper	Ludmilla	Teacher Elementary	87,390	-

Hoppen	Bonita	Teacher Secondary	95,800	-
Hornberg	Brian	Teacher Elementary	95,957	-
Hornby	Susan	Teacher Secondary	96,907	-
Hornig	Stella	Teacher Secondary	103,829	-
Horsley-Holwill	Joann	Director of Labour Relations	162,269	1,652
Houle	Karina	Teacher Elementary	77,978	-
Hounsell	Miranda	Teacher Elementary	95,800	-
House	Ashley	Teacher Elementary	94,270	210
Housego	Debra	Teacher Elementary	77,147	250
How	Denise	Teacher Elementary	84,439	-
Howell	Margaret	Teacher Secondary	97,075	-
Howes	Forman	Teacher Secondary	95,974	599
Hristova	Tanya	Teacher Secondary	94,540	68
Hsieh	Yi	Teacher Elementary	83,190	-
Hsu	Chia-Wei	Mgr-Budget & Forecast & Planning	134,657	1,112
Hsu	Lorraine	Teacher Elementary	94,698	-
Hsu	Min Luen	Teacher Secondary	92,663	-
Hsu	Chiang	Teacher Secondary	104,549	-
Huang	Yifan	Special Education - Sec	88,856	-
Hudson	Sarah	Teacher Elementary	87,416	-
Hudson	Susan	Teacher Elementary	79,977	176
Hudson	Geoffrey	Teacher Secondary	87,501	-
Huey	Sharon	Teacher Secondary	95,771	-
Hufty	Susan	Teacher Elementary	87,416	-
Hughes	Angela	Elementary Principal	133,388	-
Hughes	Darlene	Secondary Vice-Principal	123,034	-
Hughes	Scott	Teacher Elementary	95,929	50
Hughes	Mary	Teacher Elementary	87,559	-
Hughes	Sean	Teacher Elementary	96,467	100
Hughes	Paul	Teacher Elementary	95,800	-
Hughes	Amy	Teacher Secondary	99,938	-
Hughes	Paul	Teacher Secondary	77,030	42
Hughes	Victoria	Teacher Secondary	96,915	-
Hugli	Wendy	Teacher Elementary	95,771	-
Hui	Persis	Secondary Vice-Principal	109,680	-
Hum	Nathan	Teacher Elementary	87,530	-
Humphries	Andrew	Secondary Vice-Principal	122,948	-
Hunt	Yvonne	Teacher Elementary	95,771	100
Hunt	Kristen	Teacher Elementary	81,248	50
Hunt	Leslie	Teacher Elementary	94,511	206
Hunter	Jaeger	Teacher Elementary	87,418	-
Hurst	Sherry	District Vice Principal SET BC	122,934	-
Hutchinson	Elena	Special Education - Sec	90,674	-
Hutchison	Petra	Teacher Secondary	94,540	75
Hwang	Daphne	Teacher Elementary	94,698	-
Iameo	Lorenzo	Teacher Secondary	87,390	-
Ikeda	Lynda	Teacher Elementary	88,057	-
Inch	Kaitlin	Teacher Secondary	81,383	7
Inglis	Jeanette	Teacher Elementary	95,929	200
Ingram	Nicola	Area Counsellor - Sec	98,625	85
Init	Hersie	Teacher Secondary	79,043	300
Innes	Steven	Electrician	96,617	-
Ionta	Caterina	Teacher Elementary	77,796	-
Ip	Holly	Teacher Elementary	81,383	-
Ip	Hiu Ying	Teacher Secondary	79,780	85
Irvine	Karen	Teacher Secondary	87,559	-
Irving	Ceilidh	Special Education - Sec	75,965	-
Ishihara	Atsuko	Elementary Vice-Principal	87,133	406

Ismail	Tazmeen	Teacher Elementary	94,695	480
Iuele	Franco	Special Education - Sec	87,530	-
Ivey	Jennifer	Area Counsellor - Elem	78,911	80
Izat	Lindsay	Teacher Elementary	95,800	-
Jabillo	Don	Teacher Secondary	87,588	54
Jack	Byron	Teacher Secondary	95,800	-
Jackson	Larissa	Psychologist - Elem	108,198	1,264
Jackson	Sylvia	Special Education - Elem	81,204	-
Jacobson	Margo	Teacher Elementary	76,969	-
Jagger-Doe	Jessica	Teacher Elementary	86,784	100
Jagpal	Sonia	Teacher Elementary	83,053	-
Jahanshir	Andy	IT Supvsr-Compliance & Privacy	85,269	-
Jakoy	Lawrence	Teacher Secondary	94,695	-
Jambor	Allison	Teacher Elementary	101,593	-
James	Sarah	Special Education - Sec	80,225	-
James	Monica	Teacher Elementary	87,516	-
James	Edna	Teacher Secondary	83,647	-
James	Susanna	Teacher Secondary	95,688	-
Jamieson	Laura	Teacher Secondary	94,611	-
Janes	Charlene	Teacher Elementary	87,475	-
Jang	Taryn	Teacher Elementary	88,318	-
Janicas	Cristovao	District Resource Teacher	85,727	4,393
Janze	Tracy	Teacher Elementary	76,296	-
Janze	Carl	Teacher Secondary	94,928	-
Janzen	Andrea	Teacher Elementary	94,543	50
Jarvis	Sara	Teacher Elementary	87,416	-
Jauca	Halena	Teacher Elementary	75,472	-
Javier	Joey	Info Tech Support B	85,490	837
Jay	Bernice	Teacher Elementary	94,017	1,729
Jay	Edmond	Teacher Secondary	86,334	-
Jay	Norman	Teacher Secondary	94,540	-
Jay	Caroline	Teacher Secondary	94,540	-
Jaye	Michelle	Teacher Secondary	82,269	101
Jeeva	Jasmine	Teacher Secondary	95,771	-
Jefferson	Matthew	Teacher Secondary	95,800	100
Jeffery	Kate	Teacher Elementary	81,879	-
Jelstad	Christopher	Machinist Apprentice	76,889	-
Jensen	Marea	Secondary Principal	140,307	-
Jensen	Heather	Teacher Secondary	91,396	25
Jeram	Paula	Teacher Elementary	87,559	-
Jesso	Jennifer	Set BC Provincial - Elem	94,866	-
Joe	Cheryl	Teacher Elementary	87,489	-
Joe	Tammy	Teacher Elementary	94,635	-
Joe	Alison	Teacher Elementary	96,025	-
Johal	Kavanjeet	Teacher Elementary	91,789	-
John	Sheela	Teacher Elementary	95,771	100
Johnson	Aaron	Electrician	82,950	-
Johnson	David	Teacher Elementary	104,390	-
Johnson	Kylie	Teacher Elementary	87,416	-
Johnson	Jennifer	Teacher Elementary	94,540	-
Johnson	Nathan	Teacher Secondary	87,504	-
Johnston	Terrance	Teacher Elementary	95,412	-
Johnston	Jordan	Teacher Elementary	94,695	100
Johnston	Cole	Teacher Elementary	88,268	100
Johnston	Sara	Teacher Elementary	87,518	-
Johnston	Andrew	Teacher Secondary	99,777	-
Johnston	Mark	Teacher Secondary	96,939	100
Jones	Keith	Teacher Elementary	95,771	-

Jones	Jennifer	Teacher Elementary	94,540	-
Jones	Susan	Teacher Secondary	91,423	-
Jones	Paul	Teacher Secondary	98,646	-
Jones	Gabriel	Teacher Secondary	83,192	-
Joshi	Anjula	Area Counsellor - Elem	98,220	100
Joy	Christopher	Teacher Elementary	87,036	-
Juco	Robert	Coordinator-Community School	79,225	105
Judson	Ian	Teacher Elementary	96,439	-
Jung	Jennie	Consultant Inclusion	88,361	51
Jung	Susan	Teacher Elementary	94,511	-
Jung	Michael	Teacher Elementary	95,207	25
Jung	Randolph	Teacher Secondary	94,667	-
Jung	Susan	Teacher Secondary	87,390	-
Jurgleit	Ejay	Painter	81,582	23
Jutras	Daniel	Teacher Elementary	89,213	-
Kabele	Nicholas	Teacher Elementary	75,618	-
Kachmar	Dennis	Teacher Secondary	94,511	-
Kakushkin	Laura	Teacher Secondary	87,562	-
Kam	Vincie	Teacher Secondary	97,107	80
Kam	Colin	Teacher Secondary	89,068	-
Kan	Katharine	Teacher Elementary	95,771	100
Kanavos	George	Teacher Secondary	98,255	59
Kang	Amandeep	Teacher Elementary	75,789	-
Kapetanovic	Alina	Teacher Elementary	94,695	-
Karacabeyli	Saniye	Manager-Project Office	117,556	1,101
Karkouch	Marianna	District Resource Teacher	92,747	494
Karmali	Hanif	Teacher Secondary	89,967	-
Kassam	Farzana	Teacher Elementary	87,559	-
Kassis	Omar	Special Education - Sec	94,769	-
Katz	Nurit	Teacher Elementary	75,968	-
Kauldher	Sangeeta	Secondary Vice-Principal	120,947	234
Kaur	Ravinder	Teacher Secondary	105,779	-
Kay	Duncan	Teacher Elementary	88,084	-
Kazuta	Rose	Teacher Elementary	76,332	-
Kefalas	Andrew	Teacher Secondary	94,511	85
Kelland	Christine	Teacher Elementary	81,414	-
Keller	Dustin	Teacher Secondary	94,511	-
Kelly	Chloe	Area Counsellor - Elem	98,442	214
Kelly	Stephen	Electrician	75,872	28
Kelly	Ciara	Teacher Elementary	94,726	50
Kelly	Dawn	Teacher Secondary	91,428	60
Keng	Govan	Home Instruction - Sec	202,302	2
Kennedy	Lynne	Teacher Elementary	94,540	-
Kenny	Erin	Teacher Secondary	96,891	-
Kenon	Patricia	Teacher Elementary	95,207	-
Kent	Kelly	Teacher Elementary	87,416	205
Keon	K.Sheila	Teacher Secondary	87,416	-
Keough	Adrian	Admin On Call	194,485	1,277
Kepinski	Rafal	Teacher On Call - Sec	75,944	-
Kerklaan	Michael	Teacher Secondary	89,352	-
Kernohan	Kristina	Teacher Elementary	79,136	-
Kershaw	Mark	Teacher Elementary	87,390	-
Khan	Nancy	Teacher Elementary	87,390	-
Khan	Anjum	Teacher Elementary	75,355	-
Ki	Ho In	Psychologist - Elem	85,157	1,267
Kidd	Alexander	Teacher Secondary	76,803	-
Kikawa	Hana	Teacher Secondary	89,180	125
Kilback	Kenneth	Teacher Elementary	94,663	100

Kilburn	Amanda	Teacher Secondary	87,588	-
Killam	Sisley	Teacher Elementary	83,027	-
Killion	Melissa	Special Education - Sec	75,640	-
Kim	Damyun	Planner-Facilities	78,120	32
Kim	Jennifer	Teacher Elementary	76,995	100
Kim	Irene	Teacher Secondary	85,181	-
Kim	Hailey	Teacher Secondary	82,677	-
Kimmick	Heidi	Teacher Elementary	89,202	-
King	Maria	Teacher Elementary	95,778	-
King	Catherine	Teacher Secondary	99,777	-
Kinnon	Corrine	Secondary Vice-Principal	120,532	234
Kirby	Steven	Teacher Elementary	87,416	-
Kirkpatrick	Scott	Gasfitter	87,457	-
Kirkwood	Kyle	AE Instructor Structured Cours	109,200	-
Kishi	Neil	Teacher Elementary	95,771	-
Kit	Jeffrey	Teacher Elementary	87,416	70
Kitamura	Mark	Steamfitter Apprentice	80,663	-
Klaassen	Adam	Teacher Secondary	95,929	40
Klassen	Allan	Teacher Elementary	93,339	-
Klassen	Debbie	Visually Impaired - Sec	77,843	-
Knibbs	Daniel	Elementary Principal	133,361	-
Knight	Rita	Teacher Elementary	94,540	-
Ko	Warren	Advisor-Health & Safety	92,238	370
Kobbi	Faten	Teacher Secondary	91,396	50
Kobelka	Jason	Teacher Elementary	88,268	-
Koblbauer	Christina	Teacher Secondary	98,204	-
Koch	Brenda	Special Education - Elem	94,511	-
Kodelja	Jennifer	Teacher Elementary	87,387	-
Koe	Darryl	Teacher Elementary	87,390	-
Kokan	Marjorie	Teacher Secondary	89,292	-
Kolber	Patricia	Consultant Modern Language	100,994	43
Kollar	Oliver	Teacher Secondary	86,301	224
Koloff	Timothy	Special Education - Sec	93,892	-
Kolpin	Tyler	Teacher Elementary	83,052	-
Komar	Elizabeth	Special Education - Sec	95,893	-
Kong	Gowa	Elementary Principal	133,408	-
Konsmo	Everett	Teacher Secondary	96,008	-
Kontos	Stamatoula	Teacher Elementary	87,588	-
Koo	Allana	Teacher Elementary	94,729	5
Koo	Maria	Teacher Secondary	94,511	50
Koo	Jacky	Teacher Secondary	94,540	-
Kool	Catherine	Teacher Secondary	87,504	-
Kooner	Jaspreet	Teacher Elementary	77,836	-
Korf	Janice	Teacher Elementary	87,530	50
Korsch	Kenneth	Journeyperson with Premium	89,094	10
Kos	Tanya	Teacher Elementary	94,511	-
Kosaka	Noriko	Teacher Secondary	95,626	-
Kotsaridas	Alexandra	Teacher Secondary	92,736	-
Kourtessis	Vassiliki	Teacher Elementary	77,991	-
Kowalski	Richard	Special Education - Sec	87,475	-
Krickan	Alita	Teacher Secondary	86,948	145
Krieg	Elizabeth	Indigenous Education - Sec	95,637	-
Krowchuk	Gregory	Electrician	91,214	58
Krug	Timothy	Elementary Principal	133,361	-
Kuchmistrz	Janek	AE Instructor	121,892	-
Kugi	Harald	Teacher Secondary	87,390	-
Kuiper	Antonia	Teacher Secondary	94,540	-
Kuk	Helen	Teacher Secondary	95,800	-

Kumar	Sandy	Teacher Elementary	94,511	-
Kumar	Cheston	Teacher Elementary	79,199	145
Kumar	Rohit	Teacher Secondary	88,241	96
Kung	Emily	Teacher Secondary	93,395	606
Kurbis	Susan	Teacher Elementary	95,913	-
Kuzmiski	Sheila	Teacher Elementary	95,896	450
Kvist	Brenda	Transition Teacher - Sec	105,651	75
Kwan	Kim	Special Education - Sec	77,826	-
Kwan	Pinky	Teacher Elementary	94,635	-
Kwan	Linda	Teacher Elementary	94,511	-
Kwan	Michael	Teacher Secondary	110,153	-
Kwan	David	Teacher Secondary	75,133	-
Kwok	Neva	Teacher Elementary	87,416	-
Kwok	Dora	Teacher Elementary	94,730	120
Kwok	Yik Ling	Teacher Elementary	85,192	-
Kwok	Stephanie	Teacher Elementary	76,902	-
Kwon	Bernita	Secondary Principal	136,981	289
Kwon	Anthony	Supervisor-Material Services	113,753	-
Kwon	Julia	Teacher Elementary	94,511	-
Kwon	Paulina	Teacher Secondary	94,540	-
Kwong	Danita	Teacher Elementary	95,929	70
Kwong	Annie	Teacher Secondary	98,713	-
Kwong	Vincent	Teacher Secondary	95,771	-
Lachelt	Herbert	Teacher Secondary	87,533	-
Lacoumentas	Nektaria	Teacher Secondary	102,109	-
Lacroix	Joan	Teacher Elementary	87,416	45
Lacroix	Remi	Teacher Elementary	95,800	-
Ladouceur	John	Electrician	80,208	-
Lafond	David	Teacher Elementary	95,925	-
Lafontaine	Elaine	Teacher Elementary	94,540	-
Lai	Lam	Teacher Secondary	87,416	-
Lai	Daniel	Teacher Secondary	109,628	-
Lai	Adam	Teacher Secondary	83,507	-
Lake	Erica	Teacher Elementary	87,161	-
Lam	Yvonne	Teacher Elementary	94,511	-
Lam	Kara	Teacher Elementary	94,540	-
Lam	Eddie	Teacher Elementary	87,559	-
Lam	Julia	Teacher Elementary	87,568	43
Lam	Deborah	Teacher Elementary	94,511	101
Lam	Karyn	Teacher Elementary	87,562	-
Lam	Kathy	Teacher Elementary	94,523	-
Lam	Bianca	Teacher Elementary	85,336	-
Lam	Kenny	Teacher Elementary	83,215	-
Lam	Janice	Teacher Secondary	93,494	50
Lam	Virginia	Teacher Secondary	98,175	20
Lam	Amelia	Teacher Secondary	97,236	-
Lam	Eric	Teacher Secondary	95,771	20
Lam	Victor	Teacher Secondary	87,421	-
Lam	Mark	Teacher Secondary	85,602	-
Lam Mrazek	Catherine	Teacher Elementary	76,261	-
Lamb	Janine	Elementary Principal	125,081	344
Lambert	Joanne	Teacher Elementary	86,933	131
Lambert	Michelle	Teacher Elementary	84,722	-
LaMonde	Anne-Marie	Teacher Elementary	79,184	-
Lan	Lisa	Teacher Secondary	92,400	-
Lancaster	Margaret	Elementary Vice-Principal	110,777	-
Land	Meredith	Speech Language Pathologist	98,640	1,158
Landreth	Gavin	Elementary Vice-Principal	100,682	-

Landry	Arran	Teacher Elementary	95,800	176
Lang	Christine	Teacher Elementary	95,771	-
Langevin	Dominique	Teacher Elementary	95,771	-
Langford	Michael	Teacher Secondary	87,504	-
Langlois	Jocelyn	Associate Superintendent	203,633	4,921
LaPorte	Fiona	Teacher Elementary	86,666	-
Larock	Anthony	Teacher Secondary	98,320	-
Larose-Farmer	Genevieve	Teacher Elementary	79,983	65
Larpent	Laure	Teacher Elementary	81,356	235
Larrivee	Chantal	Teacher Elementary	95,161	50
Larson	Thomas	Teacher Elementary	94,695	-
Larson	Craig	Teacher Elementary	75,931	-
Lascelles	Anne-Marie	Teacher Elementary	95,925	-
Latimer	Brian	Teacher Secondary	94,631	-
Latondresse	Carolyn	Teacher Elementary	75,198	-
Lattimer	Michael	Teacher Secondary	101,394	-
Lau	Tina	Advisor-Health & Safety	92,676	3,051
Lau	Brian	Consultant-ATBC	83,265	-
Lau	Wendy	Teacher Elementary	95,771	-
Lau	Elaine	Teacher Elementary	94,540	-
Lau	Joanne	Teacher Elementary	94,511	100
Lau	Yvonne	Teacher Secondary	87,416	50
Lau	Sylvia	Teacher Secondary	95,800	35
Lau	Ying Chu	Teacher Secondary	81,017	40
Lau	Corinne	Teacher Secondary	87,390	50
Lau	Irving	Teacher Secondary	87,390	114
Laumen	Teresa	Teacher Secondary	92,732	-
Lauzon	Jason	Secondary Principal	141,052	-
Lauzon	Louise	Teacher Elementary	96,036	-
Lavallee	Spirit	Special Education - Sec	90,056	-
Laviolette	Andrea	Teacher Elementary	85,462	-
Lavoie	Jacqueline	Elementary Principal	133,388	-
Lavoie	Sylvie	Teacher Elementary	87,416	-
Law	Ngok	Teacher Elementary	83,070	-
Lawrence	Duane	Teacher Secondary	81,007	-
Le	Thi Kieu	Area Counsellor - Elem	76,627	69
Leahy	Ernest	Carpenter	77,177	-
Leahy	Marguerite	Teacher Elementary	95,893	-
Learmonth	Leslie	Teacher Elementary	95,800	-
Leblond	Michael	Journeyperson with Premium	91,453	9
Lechner	Andre	Special Education - Sec	94,511	-
Leduc	Tim	Heat & Frost Insulator	76,501	-
Lee	Vivian	Advisor-Staffing	93,471	-
Lee	Pui Shan	Comp and Benefits Specialist	125,505	-
Lee	Yurim	Set BC Provincial - Sec	98,916	-
Lee	Caitlin	Special Education - Elem	80,111	70
Lee	Jackie	Supervisor-Food Service	95,112	378
Lee	Laurie	Teacher Elementary	81,645	-
Lee	Vivian	Teacher Elementary	87,406	100
Lee	Janet	Teacher Elementary	94,667	-
Lee	Jillian	Teacher Elementary	92,560	-
Lee	Holly Hoi Yan	Teacher Elementary	94,511	50
Lee	Lieh-Min	Teacher Elementary	95,771	-
Lee	Meredith	Teacher Elementary	87,416	-
Lee	Cindy	Teacher Elementary	87,416	-
Lee	Patricia	Teacher Elementary	83,470	50
Lee	Juliana	Teacher Elementary	95,896	40
Lee	Rickie	Teacher Elementary	87,418	-

Lee	Jade	Teacher Elementary	94,511	-
Lee	Kelly	Teacher Elementary	79,722	-
Lee	Brenda	Teacher Elementary	94,540	-
Lee	Alice	Teacher Elementary	87,390	-
Lee	Stella	Teacher Elementary	89,363	50
Lee	Christopher	Teacher Elementary	94,701	-
Lee	Pamela	Teacher Elementary	76,451	-
Lee	Seon Young	Teacher Elementary	75,371	-
Lee	Jason	Teacher Elementary	76,341	-
Lee	Grace	Teacher Secondary	86,474	-
Lee	Patrick	Teacher Secondary	91,396	-
Lee	Cynthia	Teacher Secondary	94,667	-
Lee	Gregory	Teacher Secondary	94,667	-
Lee	Joann	Teacher Secondary	91,396	-
Lee	Donna	Teacher Secondary	94,667	50
Lee	Anita	Teacher Secondary	94,511	899
Lee	Justine	Teacher Secondary	94,216	-
Lee	Michael	Teacher Secondary	85,192	-
Lee	Andrea	Teacher Secondary	94,511	-
Lee	Christopher	Teacher Secondary	87,120	45
Lee	Joseph	Teacher Secondary	96,665	50
Lee	Lawrence	Teacher Secondary	94,540	-
Lee	Melina	Teacher Secondary	94,511	-
Lee	Grace	Teacher Secondary	97,925	-
Lee	Tony	Teacher Secondary	106,444	75
Lee	Phillip	Teacher Secondary	95,800	-
Lee	Cindy	Teacher Secondary	83,066	43
Lee	Kevin	Teacher Secondary	77,693	-
Lee	Jieun	Teacher Secondary	75,945	-
Leechik	Stephanie	Teacher Secondary	87,416	-
Lefavre	Mary	Special Education - Sec	87,416	-
Lefsrud	Wesley	Teacher Secondary	79,979	-
Legg	Patricia	Secondary Vice-Principal	123,298	-
Lehmann	Birgid	Teacher Elementary	95,896	-
Lehmann	Renate	Teacher Secondary	95,925	40
Lekakis	John	Perm Sub - Sec	77,511	-
Lemaire	Rose	Teacher Elementary	94,635	-
Lemay	Robin	Plumber	78,392	-
Lemieux	Michel	Advisor-Staffing	96,465	-
Lemmon	Stephanie	Teacher Secondary	97,115	-
Leong	Katie	Teacher Elementary	77,824	104
Leong	Susan	Teacher Secondary	94,511	-
Lerch	Stephen	Teacher Elementary	95,989	-
Lercher	Lynn	Teacher Secondary	81,792	-
Lesage	Ashley	Teacher Elementary	96,135	50
Leslie	Sarah	Teacher Secondary	94,511	-
Less	Shannon	Teacher Secondary	98,204	-
Leung	Stephen	Elementary Principal	133,175	-
Leung	Cecilia	Financial Sup-Capital Projects	111,311	1,559
Leung	Iris	Manager-International Business	120,467	-
Leung	Louise	Teacher Elementary	94,635	-
Leung	Angela	Teacher Elementary	87,416	65
Leung	Lily	Teacher Elementary	94,511	-
Leung	Dorothy	Teacher Secondary	94,511	-
Leung	Helen	Teacher Secondary	94,511	-
Leung	Edward	Teacher Secondary	97,878	-
Leung	Katie	Teacher Secondary	95,432	-
Leung	Ronda	Teacher Secondary	95,961	423

Levan Hunter	Monique	Teacher Elementary	94,540	-
Leveille	C. Jay	Teacher Secondary	94,663	-
Levens	Aprile	Teacher Elementary	84,679	35
Lever	Kay	Special Education - Elem	76,896	280
Levine	S. Joel	Elementary Principal	129,818	735
Lew	Frances	Special Education - Sec	89,639	-
Lew	Jeannie	Teacher Elementary	94,667	-
Lewis	Jill	Special Education - Elem	94,268	-
Li	Cindy	Teacher Elementary	94,514	-
Li	Jennifer	Teacher Elementary	77,255	-
Li	Kenny	Teacher Secondary	99,623	-
Liakouras	Vicky	Teacher Elementary	76,918	-
Liang	Nicholas	Teacher Elementary	94,540	5
Liang	Feng	Teacher Elementary	80,111	-
Lichimo	Caroline	Teacher Elementary	87,501	-
Liew	Jessica	Mentor Secondary	91,274	50
Liguori	Anna	Teacher Elementary	95,957	151
Lin	Eva	Teacher Elementary	95,930	-
Lin	Jenny	Teacher Elementary	95,771	-
Lin	Xuepei	Teacher Secondary	94,760	-
Lin	Milly	Teacher Secondary	95,800	-
Lin	Tina	Teacher Secondary	95,859	-
Lindsay	Carissa	Teacher Secondary	95,771	-
Ling	Lena	Elementary Vice-Principal	127,916	-
Ling	Pearl	Teacher Secondary	93,325	155
Linkie	Lauren	Speech Language Pathologist	80,771	1,254
Linton	Laurie	Teacher Elementary	76,995	-
Linzmeier	Siegfried	Sheet Metal Worker	78,644	9
Lipsky	Adam	Teacher Secondary	94,511	-
Lirenman	Janet	Teacher Elementary	77,372	20
Lirenman	Karen	Teacher Elementary	94,511	50
Lirenman	Deborah	Teacher Elementary	83,301	-
Lising	Hazel	Special Education - Sec	90,972	-
Liu	Yu-Lin	Teacher Elementary	95,800	-
Liu	Linh	Teacher Elementary	94,514	-
Liu	Wendy	Teacher Elementary	75,629	-
Liu	Minnie	Teacher Secondary	105,622	50
Liu	Michelle	Teacher Secondary	77,352	-
Liu	Joann	Teacher Secondary	87,878	150
Livesey	Mary-Ann	Deaf and Hard of Hearing	98,738	596
Lloyd	Rachel	Teacher Elementary	95,771	40
Lo	Amy	Teacher Elementary	96,450	-
Lo	Kit-Ming	Teacher Elementary	86,959	-
Lo	Eugene	Teacher Secondary	88,816	384
Lockey	Sara	Teacher Elementary	93,294	-
Logie	Janet	Teacher Elementary	95,771	50
Lohr	Sieglinde	Teacher Secondary	87,530	35
Long	Trevor	Teacher Secondary	91,423	-
Loo	Roberta	Teacher Secondary	95,837	-
Loong	Gary	Teacher Elementary	87,533	-
Lopez	Ricardo	Secondary Principal	136,552	-
Lopez	Lesley	Teacher Elementary	92,468	20
Lopez	David	Teacher Secondary	95,800	-
Lorne	Jonathan	Teacher Elementary	78,444	-
Lougheed	Mei	Teacher Elementary	94,635	-
Louie	Michael	Teacher Secondary	95,800	565
Loui-Ying	Sara	Teacher Elementary	87,075	176
Loutit	Duncan	Teacher Elementary	87,475	50

Love	Kimberly	Teacher Secondary	96,944	-
Low	Terrie	Teacher Elementary	95,929	50
Low	Adrian	Teacher Elementary	94,667	50
Low	Benny	Teacher Secondary	91,396	-
Lowe	Sharon	Teacher Elementary	95,771	50
Lowe	Pamela	Teacher Elementary	87,421	100
Loy	Audrey	Teacher Secondary	94,546	40
Lubin	David	Teacher Secondary	81,223	-
Lubiniski	Benjamin	Teacher Secondary	87,416	-
Lublow	Florence	Teacher Elementary	94,511	110
Luchenski	Chelsea	Teacher Elementary	75,963	-
Ludski	Melody	Teacher Elementary	76,369	50
Lui	Janice	Teacher Elementary	75,618	50
Luistro	Maria	Teacher Elementary	95,800	312
Luk	Sabrina	Teacher Elementary	78,010	5
Luke	Asia	Teacher Elementary	83,256	-
Lum	Maryna	Deaf and Hard of Hearing	88,628	3
Lum	Julisa	Teacher Elementary	87,504	-
Lum	Helen	Teacher Elementary	87,504	33
Lum	Carol	Teacher Elementary	94,726	-
Lum	Auton	Teacher Secondary	99,807	20
Lum	Lorraine	Teacher Secondary	95,771	-
Lundell	Scott	Teacher Elementary	94,663	-
Ma	Gloria	Teacher Elementary	83,027	56
Ma	Melissa	Teacher Elementary	93,879	-
Ma	Siu	Teacher Secondary	89,162	-
Ma	Veronica	Teacher Secondary	82,256	85
Maccormack	John	Elementary Principal	129,818	-
Macculloch	Deborah	Teacher Secondary	87,390	-
Macdonald	Ronald	Director of Facilities	135,594	503
MacDonald	Andrew	Electrician	84,127	-
Macdonald	Elizabeth	Teacher Elementary	97,696	199
Macdonald	Scott	Teacher Elementary	86,975	-
Macdonald	Lorna	Teacher Secondary	100,886	-
Macdougall	Erin	Teacher Secondary	78,164	-
Macer	Christine	Manager-Community School Teams	112,958	-
Macfadden	Erin	Teacher Elementary	94,695	-
Mach	Helen	Supervisor-Benefits	94,713	131
MacInnes	J. Alexander	Secondary Principal	140,307	234
Macintosh	Mark	Teacher Elementary	95,155	-
Macintyre	Catherine	Teacher Elementary	86,146	85
Macintyre	Brin	Teacher Elementary	96,467	-
Maciura	Blair	Teacher Elementary	87,416	-
Mackay	Jodi	Teacher Elementary	95,957	-
MacKenzie	Rose	Elementary Principal	129,610	2,978
Mackenzie	Linda	Teacher Elementary	85,919	-
Mackinnon	Marguerite	Teacher Elementary	94,635	-
Mackinnon	Karen	Teacher Elementary	95,771	-
Mackinnon	Peter	Teacher Secondary	87,417	-
MacIennan	Scott	Teacher Secondary	95,935	-
Macleod	Anne	Teacher Secondary	76,917	155
Macleod	Ian	Teacher Secondary	95,708	-
Macmaster	Maria	Teacher Elementary	95,800	-
Macmillan	Phoebe	Secondary Vice-Principal	120,165	-
Macmillan	Grant	Teacher Secondary	87,390	-
MacNeil	Patricia	Director of Communications	158,305	5,496
Macniel	Tenley	Teacher Secondary	87,395	-
Macphee	Ian	Advisor-Recruitment	92,263	-

Macphee	Dimitra	Teacher Secondary	87,386	-
Macphee	Ian	Teacher Secondary	87,390	-
Macrae	Anna	Teacher Secondary	98,417	20
Maddalozzo	Richard	Teacher Secondary	91,755	-
Maekubo	Aiko	Technical & Resource Support E	77,768	1,301
Maggiolo	Dominic	Elementary Vice-Principal	113,939	-
Maguire	Karis	Senior Advisor-LR	94,288	-
Maguire	Shelagh	Teacher Elementary	95,771	111
Maguire	Jillian	Teacher Secondary	94,511	407
Mah	Sue	Comp and Benefits Specialist	122,987	-
Mah	Suzie	Distance Education - Sec	105,747	-
Mah	Erica	Psychologist - Elem	102,011	1,409
Mah	Wendy	Teacher Elementary	87,416	-
Mah	Lisa	Teacher Elementary	95,336	-
Mah	Gordon	Teacher Elementary	94,511	155
Mah	Wayne	Teacher Secondary	94,667	-
Mah	Gessica	Teacher Secondary	83,191	1,092
Maher	Joseph	Elementary Vice-Principal	100,542	406
Mahony	Nicholas	Teacher Elementary	94,542	75
Mahovlich-Little	Mimi	Teacher Secondary	95,771	-
Main	Heather	Area Counsellor - Elem	98,479	-
Maitland	Jennifer	Teacher Secondary	94,549	-
Majcher	Jo-Ann	Area Counsellor - Elem	78,800	-
Mak	Arthur	Plannner-Project Office	100,367	386
Mak	Lysanne	Teacher Secondary	98,518	-
Mak	Olivia	Teacher Secondary	87,562	40
Makarenko	Serge	Teacher Secondary	105,622	-
Makris	Christina	Teacher Secondary	85,710	-
Maley	Andrea	Teacher Secondary	94,451	-
Mallette	Gregory	Steamfitter	89,285	-
Mallette	Michael	Teacher Secondary	87,390	-
Malli	Parminder	Supervisor-Operations	92,050	934
Malli	Sukhjinder	Teacher Secondary	89,820	-
Malloff	Kolya	Teacher Secondary	86,243	-
Maltais	Louise	Teacher Elementary	87,390	-
Manery	Glen	Area Counsellor - Elem	88,744	921
Manetta	Angela	Teacher Secondary	91,396	-
Manhas	Rajinder	Teacher Secondary	87,476	-
Manji	Tazmin	Elementary Vice-Principal	99,992	1,841
Mann	Julia	Teacher Elementary	95,807	-
Mann	Mandeep	Teacher Elementary	88,599	70
Mann	Harjinder	Teacher Elementary	95,777	-
Mann	Albert	Teacher Secondary	103,310	-
Mann	Carol	Teacher Secondary	98,027	339
Manninen	Melissa	Teacher Elementary	87,559	-
Mao	Huan Ming	Teacher Secondary	87,390	-
Mar	Gregory	Secondary Vice-Principal	123,255	-
Maragos	Maria	Teacher Elementary	87,429	-
Marchioro	David	Teacher Elementary	94,698	-
Mariani	Ray	Painter	79,281	-
Marino	Nicholas	Teacher Elementary	94,695	-
Marino	Sandra	Teacher Elementary	94,511	75
Marino	Michael	Teacher Elementary	94,663	-
Mark	Jason	Teacher Secondary	102,935	-
Markic	Diana	Special Education - Sec	95,982	-
Markus	Laz	Manager-Infrastructure and Ops	110,081	-
Marlyn	Sean	Elementary Principal	129,745	-
Marpole Cotter	Angela	Teacher Elementary	94,631	-

Marriott	Samsara	Teacher Elementary	87,390	-
Marsden	Davita	Indigenous Education - Sec	96,334	179
Marsella	Christopher	Teacher Secondary	79,997	-
Marshall	Glen	Special Education - Sec	95,925	-
Marshall	Jessica	Teacher Elementary	83,027	-
Marshall	Colleen	Teacher Secondary	91,543	40
Marsland-Root	Jennifer	Teacher Elementary	87,588	-
Martelli	Dale	Teacher Secondary	99,874	-
Martin	Alicia	AE Instructor Structured Cours	87,909	-
Martin	Suzanne	District Resource Teacher	94,773	7
Martin	Sean	Teacher Elementary	95,771	-
Martin	Joanne	Teacher Secondary	98,547	-
Martin	Heather	Teacher Secondary	84,409	190
Martinkova	Monika	Teacher Elementary	87,416	-
Martinson	Diane	Elementary Principal	132,639	-
Marwaha	Amaritpal	Elementary Vice-Principal	104,351	-
Mason	Dana	Payroll Specialist	132,750	135
Mason	Julie	Teacher Elementary	94,726	-
Masuhara	Douglas	Teacher Elementary	87,532	-
Matear	Douglas	Dist Principal-Alternate Prog	136,911	-
Mathewson	Curtis	Teacher Elementary	95,395	85
Matsuda	Martha	Teacher Elementary	85,129	-
Matsuzaki	Nicole	Teacher Secondary	94,698	-
Matterson	Kimberly	Teacher Elementary	77,478	-
Matthew	Sarah	Area Counsellor - Elem	100,964	544
Matthews	Cheryll	Elementary Principal	133,313	-
Matthews	Sarah	Teacher Secondary	105,166	100
Maxwell	Edward	Sr Asst Building Engineer-BRIT	90,038	107
May	James	Teacher Elementary	94,045	-
May	Andrea	Teacher Secondary	87,390	-
Mayer	Colin	Teacher Secondary	90,134	50
Mayor	Natalia	Teacher Secondary	78,444	268
Mazo	Jeffrey	Teacher Secondary	95,800	-
Mazzei	Eva	Special Education - Sec	89,476	45
Mazzone	Kathryn	Teacher Elementary	85,644	-
Mc Namara	Aoife	Speech Language Pathologist	81,439	1,152
McAlister	Sarah	Elementary Vice-Principal	114,662	-
McAlpine	Jordan	Teacher Secondary	79,326	-
Mcbride	Matthew	Teacher Elementary	95,771	-
Mccague	Jane	Teacher Elementary	87,416	-
Mccallion	Fergus	Teacher Secondary	99,971	101
Mccandless	Kasey	Teacher Elementary	77,436	-
Mccarron	Janet	Teacher Secondary	106,601	-
Mccleary	Melissa	Teacher Elementary	95,800	-
Mcclenahan	Laura	Teacher Elementary	95,975	-
Mconnan	Nadine	Teacher Secondary	94,511	-
Mcdonald	Tara	Teacher Elementary	87,774	-
Mcdonald	Jennifer	Teacher Elementary	78,629	157
Mcdonald	Maya	Teacher Secondary	80,497	175
Mcdonnell	Maureen	Elementary Principal	129,610	-
Mceachern	Stacey	Teacher Secondary	93,798	-
Mcelhone	Catherine	District Resource Teacher	96,296	25
Mcewen	Andrea	Teacher Elementary	94,540	253
Mcgeer	Timothy	Secondary Principal	140,482	234
McGhee	Veronica	Teacher Secondary	95,961	-
Mcginn	Anne-Marie	Teacher Secondary	96,944	48
Mcgowan	Robert	AE Instructor	92,792	-
Mcguire	Christine	Teacher Elementary	82,118	75

Mcguire	Simone	Teacher Secondary	87,263	47
Mcguire	Daniel	Teacher Secondary	87,146	-
Mchardy	Mai	Teacher Elementary	95,957	-
Mcisaac	Scott	Set BC Provincial - Sec	97,447	-
Mckechnie	Alexander	Teacher Secondary	95,771	-
Mckeen	Scott	Teacher Secondary	106,444	-
Mckend	Alison	Teacher Elementary	95,829	-
Mcknight	Chloe	Teacher Elementary	87,806	50
Mclean	Colin	Teacher Secondary	94,514	-
McLennan	Peter	Teacher Secondary	98,659	100
McLeod	Joanne	Program Advisor-AEC	91,894	251
Mcmillan	Carol-Anne	Teacher Secondary	82,094	-
McMitchell	Riley	Elementary Vice-Principal	100,207	-
Mcneil	Craig	Teacher Elementary	94,603	50
Mcnicol	Kateryna	Elementary Vice-Principal	110,763	-
Mcphee	Brian	Carpenter	76,324	60
Mcwhinney	Kaitlin	Teacher Elementary	80,826	75
Medina	Elsa	Special Education - Elem	87,981	-
Mehl	Rainer	Teacher Secondary	99,971	-
Mehra	Aimee	Teacher Elementary	94,144	-
Melville	Donna	Coordinator-Disability&RtnWrk	91,366	-
Mendes	Melinda	Teacher Elementary	95,989	303
Mendgen	Julie	Teacher Secondary	81,041	-
Mercier	Edith	Teacher Elementary	75,945	136
Mergens	Joseph	Teacher Elementary	95,800	-
Meschino	Gino	Director of Facilities	99,579	2,304
Mesman	Bruce	Consultant-ATBC	82,998	2,545
Mesropian De Go	Elisabet	Teacher Secondary	83,941	50
Messamore	Keith	Plumber	80,380	-
Mey	Michel	Teacher Secondary	87,544	-
Mezzarobba	Dianna	Teacher Elementary	94,540	-
Mgbemena	Chinenyenwa	Speech Language Pathologist	99,597	1,493
Michel	Marie	Teacher Elementary	95,800	100
Micozzi	Angela	Teacher Elementary	95,179	100
Middleton	Katherine	Teacher Elementary	87,416	-
Mieczanec	Colleen	Teacher Elementary	87,412	-
Miflores	Oscar	Supervisor-Operations	107,074	892
Mihaldzic	Jelica	Teacher Secondary	86,509	-
Mikulec	Laura	Teacher Secondary	83,191	-
Miladinovic	Natasha	Elementary Principal	133,312	-
Miladinovic	Patricia	Teacher Secondary	98,348	-
Miles	Maryanne	Teacher Elementary	87,515	-
Milevskaia	Elena	Teacher Elementary	88,986	105
Miller	Bryan	Manger-Construction	111,647	10
Miller	Blair	Mentor Secondary	85,717	-
Miller	Anne	Teacher Elementary	87,416	-
Miller	Robyn	Teacher Elementary	95,800	-
Miller	Alicia	Teacher Elementary	87,390	-
Miller	Cynthia	Teacher Secondary	95,771	724
Miller	Annie	Teacher Secondary	95,773	300
Mills	Shannon	Teacher Elementary	91,952	30
Mills	Ian	Teacher Elementary	96,814	-
Millway	Todd	Teacher Elementary	95,771	-
Milne	Rosemary	Teacher Secondary	96,915	80
Minamimaye	Dianne	Teacher Elementary	87,533	-
Minato	M.R. Joylene	Teacher Elementary	87,390	160
Minyard	Colleen	Teacher Elementary	87,475	50
Mirani	Akhtar	Secondary Principal	133,408	-

Misquitta	Jennifer	Teacher Elementary	81,408	-
Mitchell	Brittany	Special Education - Sec	87,980	-
Mitchell	Lana	Teacher Elementary	94,540	-
Mitchell	Lisa	Teacher Elementary	76,146	-
Mitchell	Jansen	Teacher Elementary	75,617	-
Mitzel	Darren	District Principal-SET BC	140,591	634
Mochrie	Dee	Teacher Elementary	75,835	-
Moes	Nathan	Teacher Elementary	78,444	-
Mohabir	Deborah	School & Student Support A-6.5	80,154	-
Mohammed	Saiqa	Teacher Secondary	89,820	-
Mohan	Christina	Teacher Secondary	94,635	-
Mokonen	Rachel	Teacher Elementary	94,511	-
Moldowan	Michelle	Teacher Secondary	87,418	-
Momeyer	Jason	Teacher Secondary	95,771	63
Monk	Winnie	Teacher Secondary	94,511	-
Monrad	Melanie	Elementary Vice-Principal	111,543	10
Montagano	Ebru	Teacher Elementary	95,800	50
Montgomery	Winona	Teacher Elementary	95,686	18
Montroy	Hilary	Teacher Secondary	96,944	80
Moon	Jacqueline	Teacher Secondary	99,777	-
Moon	Christopher	Teacher Secondary	81,226	-
Mooney	Jennifer	Teacher Elementary	87,416	131
Moore	Blake	Teacher Elementary	87,417	-
Moore	Kelly	Teacher Elementary	87,390	100
Moore	Melanie	Teacher Elementary	87,416	401
Moore	Carolyn	Teacher Secondary	95,771	-
Moran	Mary	Teacher Elementary	95,800	176
Morcov	Ioana	Teacher Secondary	86,841	50
Morden	Lani	Elementary Principal	133,408	-
Morehouse	Nancy	Teacher Elementary	87,530	-
Morel	Lukas	Teacher Secondary	95,771	-
Morgan	Parin	Elementary Principal	139,495	-
Morgan	Catherine	Provl Resource Program - Sec	79,001	100
Morgan	Janine	Teacher Elementary	95,395	2,071
Morgan	Scott	Teacher Secondary	100,546	100
Mori	Deni	Teacher Elementary	80,412	-
Morin	Stephanie	Teacher Elementary	94,511	-
Morishita	Brandon	Elementary Principal	121,123	-
Morissette	Natalie	Elementary Admin On Call	97,662	-
Morita	David	AE Vice-Principal	118,809	-
Moro	Roberto	Secondary Principal	140,504	234
Morris	Sheryl	District Resource Teacher	88,075	59
Morrison	D. Hamish	Teacher Secondary	87,559	-
Morton	Elizabeth	Teacher Secondary	79,992	-
Mota	Anna	Teacher Elementary	94,540	-
Motola	Keila	Teacher Elementary	95,929	-
Mountali	Carla	Teacher Elementary	86,268	-
Moy	Sharon	Teacher Elementary	87,412	-
Moy	Raymond	Teacher Secondary	95,664	-
Much	Jocelyn	Teacher Elementary	75,915	-
Mueller	John	Teacher Secondary	94,511	-
Mugford	Patricia	Mentor Secondary	87,390	50
Mugford	Duane	Teacher Secondary	87,390	-
Mulder	Dana	Teacher Elementary	95,771	75
Mulhern	Patricia	Teacher Elementary	95,800	-
Mulligan	Stephen	Teacher Elementary	95,802	-
Mullins	Sheila	Teacher Elementary	81,223	-
Mumford	Jeanette	Teacher Elementary	87,390	-

Munk	James	Elementary Principal	129,737	-
Munro	Catherine	Teacher Elementary	94,695	-
Munroe	Suzanne	Teacher Elementary	87,255	-
Muress	Marvin	Teacher Elementary	95,128	-
Murphy	David	Elementary Principal	129,837	-
Murphy	Conor	Teacher Elementary	95,925	-
Murray	Carole	Teacher Elementary	94,511	529
Murthi	Jason	Teacher Secondary	94,540	54
Musgrove	Hiroshi	Teacher Secondary	87,416	-
Musselle	Patricia	Teacher Elementary	95,800	50
Mustapic	Mike	Teacher Secondary	95,771	-
Myers	Janis	District Principal	144,917	840
Myers	Thien	Teacher Elementary	75,370	-
Myers	Dean	Teacher Secondary	95,771	50
Myring	Thomas	Secondary Vice-Principal	120,207	-
Mysuria	Nidhi	Teacher Secondary	105,622	50
Nadeau	Marilyne	Teacher Elementary	94,695	-
Nagata	Clark	Teacher Elementary	94,695	-
Nakada	Mark	Special Education - Sec	101,279	3
Nakamura	Leanne	Teacher Elementary	95,989	50
Nakamura	Emy	Teacher Secondary	99,677	-
Nakamura	Lisa	Teacher Secondary	84,593	50
Nakashima	Marilyn	Teacher Elementary	94,679	50
Nalos	Brenda	Teacher Elementary	94,631	-
Nanda	Sarika	Teacher Elementary	85,362	-
Nanda	Gogae	Teacher Secondary	94,511	-
Naples	Katrina	Teacher Elementary	94,511	-
Neibel	Shirley	Teacher Elementary	77,018	-
Nejad	Zahra	Teacher Secondary	91,423	175
Nelson	David	Deputy Superintendent	230,944	4,623
Nerling	Leslie	Teacher Secondary	95,800	-
Neufeld	Harold	Teacher Secondary	94,635	-
Neuman	Pamela	Transition Teacher - Sec	76,628	60
Newton	Allison	District Resource Teacher	87,388	192
Ng	Barbara	Special Education - Sec	102,427	-
Ng	Raymond	Teacher Elementary	95,771	-
Ng	Mimi	Teacher Elementary	94,540	50
Ng	Rosella	Teacher Elementary	77,919	201
Ng	Stephanie	Teacher Elementary	87,390	-
Ng	Eva	Teacher Elementary	75,772	-
Ng	Sarah	Teacher Secondary	96,944	80
Ng	Yulanda	Teacher Secondary	95,771	40
Ng	Alex	Teacher Secondary	94,511	-
Ng-Davis	Jennifer	Teacher Secondary	95,800	-
Nguyen	Fabienne	Teacher Elementary	95,771	-
Nicholl	Lucy	Teacher Elementary	95,455	-
Nickel	Cynthia	Teacher Elementary	95,800	-
Nickel	Peter	Teacher Elementary	95,771	-
Nicks	John	Secondary Vice-Principal	120,122	-
Nicolas	Megan	Teacher Elementary	86,272	73
Niek	Rainer	Teacher Secondary	96,089	-
Nielson	Jacqueline	Teacher Elementary	87,750	-
Nishi-Beckingham	Teresa	Teacher Elementary	94,511	100
Nitins	Janet	Teacher Elementary	83,375	-
Nobbs-Thiessen	Kathy-Ann	Teacher Secondary	95,800	170
Noble	Tracey	Special Education - Elem	95,771	-
Noble	Tanya	Teacher Secondary	108,025	-
Noel	Alison	Teacher Elementary	87,390	-

Noel-Bentley	Karen	Elementary Principal	127,783	2,764
Noguchi	Sachiko	Teacher Secondary	89,176	-
Norcross	Neil	Teacher Secondary	94,667	-
Nordman	Lisa	Teacher Secondary	90,807	-
Norick	Jacqueline	Teacher Elementary	77,043	-
Norman	Denise	Teacher Secondary	111,095	-
North	Denise	Teacher Secondary	97,378	80
Nosyk	Lianne	Teacher Elementary	95,299	-
Novak	Kelly	Teacher Elementary	94,667	-
Nowland	Sarah	Speech Language Pathologist	77,802	1,384
Nucich	Lisa	Elementary Principal	133,408	-
Nugent	Sean	Teacher Secondary	95,929	-
Nuij	Peter	Director of Human Resources	108,959	653
Nyden	Gale	Teacher Elementary	87,395	-
Oades	Christine	Teacher Elementary	87,421	-
Oblette	Jean-Michel	Teacher Elementary	95,771	50
O'Connor	Hayden	Planner-Facilities	89,718	395
O'Connor	Sean	Teacher Secondary	90,766	-
Odegaard	Mark	Carpenter	83,986	-
O'Donnell	Melissa	Teacher Secondary	95,783	-
Ofreco	Roderick	Special Education - Sec	89,820	70
Oftebro	Tim	Teacher Elementary	82,228	-
Ogden	Alison	Director of Instruction-SS	145,289	2,666
Ogilvie	Mark	Teacher Elementary	94,540	-
Ogura	Tami	Teacher Elementary	94,540	50
O'Hara	Patrick	Teacher Elementary	87,101	-
Olaes	Grace	Teacher Elementary	78,238	100
Oliver	Aaron	Special Education - Sec	94,540	-
Olmr	Monica	Teacher Elementary	87,416	-
O'Malley	Jason	Special Education - Sec	94,667	-
O'Malley	Deborah	Teacher Elementary	94,511	50
O'Neill	Patricia	Teacher Elementary	87,390	-
O'Neill	Kevin	Teacher Elementary	87,249	-
O'Neill	Susan	Teacher Elementary	76,895	100
Ong	Elaine	Teacher Elementary	94,667	-
Onstad	Barbara	District Principal - Int'l Ed	162,242	-
Or	Kim	Teacher Secondary	95,657	-
Orange	Jonathan	Teacher Elementary	95,961	-
O'Reilly	Collette	Director Enterprise Safety Mgt	151,390	256
O'Rourke	Trevor	Teacher Secondary	85,442	-
Orr	Kim	Teacher Secondary	95,299	90
Osikowicz	Nadja	Teacher Elementary	87,562	-
Ostroff	Lisa	Special Education - Sec	75,038	-
O'Sullivan	Kathleen	Elementary Admin On Call	104,173	-
Oudt	Rosa	Teacher Elementary	94,695	-
Overgaard	Jeffrey	Teacher Secondary	99,807	-
Owen	Sean	Special Education - Sec	87,395	-
Pace	Carla	Teacher Elementary	87,390	-
Pacheco	Lisa	Teacher Secondary	102,263	-
Pachler	Richard	Teacher Elementary	77,191	-
Pack	Glenn	Teacher Elementary	87,475	-
Paget	Nancy	Elementary Principal	129,772	-
Pagliacci	Claudio	Electrician	89,652	28
Pai	Elaine	Teacher Elementary	85,361	-
Palaiologos	Amber	Teacher Elementary	87,390	-
Palejko	Nancy	Teacher Secondary	95,771	-
Paley	Tommy	Teacher Secondary	98,255	-
Paley	Lori	Teacher Secondary	77,852	-

Pall	Sutpaul	Grounds Foreman	83,529	271
Panagopoulos	George	Teacher Secondary	87,390	-
Panagsagan	Romina	Info Tech Support C	78,954	-
Panesar	Balbinder	Teacher Secondary	98,676	100
Pang	Eleanor	Teacher Secondary	82,096	-
Pankratz	Thomas	Advisor-Recruitment	79,368	-
Pante	Celeste	Secondary Vice-Principal	123,342	234
Pao	Ernest	Teacher Secondary	105,622	-
Pao	Alice	Teacher Secondary	105,651	-
Papagiannis	Constantina	Teacher Elementary	94,511	-
Parent	Kyle	Teacher Elementary	85,804	-
Paris	Melanie	Teacher Elementary	87,559	-
Paris	Holly	Teacher Elementary	95,973	-
Paris	Nicole	Teacher Secondary	82,096	-
Park	Patricia	Teacher Elementary	87,416	-
Parker	Christopher	Secondary Principal	140,312	-
Parker	Ryan	Teacher Secondary	87,395	240
Parkes	Steven	Special Education - Sec	87,416	-
Parkin	Barbara	Teacher Elementary	95,914	70
Parmar	Jatinder	AE Instructor Structured Cours	112,703	-
Parsons	Laura	Teacher Elementary	87,390	-
Parungao	Paul	Teacher Elementary	95,962	-
Patenaude	Brigitte	Teacher On Call Limited - Sec	83,375	-
Pathyil	Lisa	Elementary Vice-Principal	113,939	-
Patrick	Miles	Teacher Elementary	87,390	-
Patrick	Kelly	Teacher Secondary	97,010	20
Patton	Barbara	Teacher Secondary	87,390	-
Paul	Heather	Teacher Secondary	95,808	75
Paulsen	Sarah	Teacher Secondary	96,944	40
Pavao	Maria	Teacher Elementary	87,416	-
Pavlovic	Ivana	Teacher Elementary	87,395	-
Pawliuk	Nidia	Teacher Elementary	95,771	-
Paxton	Margaret	Elementary Principal	134,101	2,764
Payne	Elizabeth	Speech Language Pathologist	97,734	1,153
Paynter	Karen	Teacher Elementary	87,489	100
Pearce	Stephanie	Teacher Elementary	87,416	-
Pearmain	Geoffrey	Supervisor-Grounds Maintenance	93,582	1,098
Pears	Gregory	Teacher Secondary	98,547	155
Pearson	Steven	Carpenter	79,662	-
Pearson	Susan	Teacher Secondary	96,944	-
Pedra	Jason	Teacher Elementary	88,288	131
Peeters	Vital	Elementary Principal	129,879	44
Pella	Stefano	Teacher Secondary	94,511	-
Pelletier	Jacques	Teacher Secondary	112,199	-
Pelletier	Leonard	Teacher Secondary	95,771	-
Pender	Kathleen	Teacher Elementary	87,416	-
Peng	Ming-I	Teacher Elementary	94,542	-
Peng	Jennifer	Teacher Elementary	82,094	199
Penner	Dustin	Plumber	81,426	-
Penner	Mona	Teacher Secondary	94,511	-
Penney	Karen	Teacher Secondary	95,800	-
Pequeno	Paulo	Teacher Secondary	95,771	-
Perez	Eva	Elementary Vice-Principal	89,813	-
Perrella	Jane	Teacher Elementary	86,127	-
Perrett	Maryline	Teacher Secondary	99,777	-
Perun	Audrey	Teacher Elementary	95,896	-
Petaccia	Tony	Journeyperson with Premium	101,419	-
Peters	Ginaya	District Resource Teacher	94,432	1,632

Peters	Henry	Elementary Principal	133,313	-
Peters	Brandon	Indigenous Education - Sec	79,977	-
Peters	Mary	Teacher Secondary	86,102	-
Peterson	Dana	Teacher Elementary	94,651	-
Petheriotis	Nick	Teacher Secondary	98,518	-
Petrak	John	Teacher On Call Limited - Elem	88,212	-
Peverelle	Randall	Electrician	79,991	75
Pewsey	Jennifer	Teacher Elementary	87,559	-
Phelps	Julie	Teacher Elementary	87,390	-
Phillips	Marlene	Executive Assist-Sec Treasurer	93,571	-
Phillips	Diane	Secondary Vice-Principal	120,003	77
Phillips	Katherine	Teacher Elementary	84,032	100
Phillips-Sim	Janice	Teacher Secondary	101,037	-
Phongmany-Trieu	Tuctic	Teacher Elementary	94,511	100
Picard	Sarah	Teacher Elementary	95,800	100
Pickell	Kelly	Journeyperson with Premium	85,374	-
Pieters	Andrea	Teacher Elementary	87,416	70
Pietzsch	Sonia	Teacher Elementary	94,540	65
Pijanowski	Claire	Area Counsellor - Elem	98,474	-
Pilotte	Catherine	Teacher Elementary	87,504	-
Pincott	Linda	Teacher Secondary	97,010	-
Pirie	Andrew	Teacher Secondary	95,800	50
Pitchford-Yeung	Cindy	Teacher Secondary	95,929	-
Pitman	Carolyn	Teacher Secondary	97,736	-
Plant	Kimberly	Teacher Elementary	90,268	75
Platt	David	District Principal	153,984	10
Plattner	Alexander	Teacher Secondary	95,773	-
Plavan	Christina	Teacher Elementary	76,991	-
Poetschke	Rosemarie	Director of Instruction-LS	147,831	2,758
Politylo	Ihor	Senior Manager-Maint & Constr	112,034	230
Polonijo	Kristopher	Teacher Secondary	99,777	-
Polukoshko	Jody	Teacher Elementary	100,584	-
Polukoshko	Jill	Teacher Secondary	94,540	-
Polzin	Suzanne	Elementary Principal	125,910	785
Pomponio	Concetta	Teacher Elementary	95,207	-
Ponce	Emma	Teacher Elementary	81,248	40
Poole	Ian	Teacher Elementary	95,961	-
Poon	Melina	Teacher Secondary	94,511	50
Pope	Douglas	Teacher Secondary	95,957	-
Pope	Misty	Teacher Secondary	81,373	-
Port	Anne	Teacher Secondary	95,771	-
Pospisil	Petr	Secondary Vice-Principal	94,891	406
Postian	Melissa	AE Instructor Structured Cours	88,014	-
Poy	Blair	Supervisor-Maintenance	98,205	147
Prasad	Ashwin	Teacher Elementary	95,929	-
Pratt	Deborah	Senior Advisor-Wellness	89,851	1,261
Pratt	Jeffrey	Teacher Secondary	96,386	-
Pratt	Lori	Teacher Secondary	87,559	-
Preda	Lorena	Teacher Secondary	95,957	-
Presley	Monica	Teacher Elementary	87,559	-
Preston	Sherry	Teacher Secondary	77,444	-
Preston Brown	Dawn	Teacher Elementary	81,415	-
Price	Jacqueline	Program Advisor-AEC	91,731	657
Price	Lynn	Special Education - Sec	94,809	-
Prins	Marianne	Teacher Elementary	95,800	-
Printz	Lisa	Teacher Secondary	75,614	-
Prodan	Lori	Elementary Principal	130,477	-
Pronger	Alan	Teacher Secondary	81,644	-

Przyborowska	J. Margaret	Teacher Secondary	98,547	50
Pu	Xinjian	Teacher Secondary	95,864	-
Pugh	Kevin	Teacher Elementary	75,643	-
Puil	Taryn	Teacher Elementary	87,416	100
Purewal	Kam	Teacher Elementary	94,540	80
Puzio	Karen	Teacher Secondary	99,807	-
Qi	Lijuan	Distance Education - Sec	112,357	-
Quan	Tina	Teacher Secondary	87,533	-
Quan	Gregory	Teacher Secondary	95,800	-
Quinlan	Kelly	Teacher Elementary	89,570	-
Quiroga	Jorge	Info Tech Support C	84,170	-
Quon	Johnson	Painter	75,164	-
Quon	Lillian	Set BC Provincial - Sec	95,891	-
Quon	Fai	Teacher Elementary	76,895	-
Quon	Jean	Teacher Secondary	99,389	-
Radic	Jelena	Teacher Secondary	102,233	126
Radies	Doug	Teacher Elementary	87,504	-
Rahim	Ahmed	Teacher Gifted Program	80,084	592
Rai Dhari	Indira	Area Counsellor - Elem	98,727	316
Ramamonjisoa	Cynthia	Elementary Vice-Principal	110,570	-
Ramazzeni	Gracia	Teacher Elementary	87,504	-
Ramirez	Maria	Teacher Secondary	88,385	-
Ramsay	Scott	Teacher Secondary	94,540	-
Ramsey	Carollyne	Teacher Secondary	94,511	146
Rankin	Robyn	Teacher Secondary	98,336	19
Rantamaa	Andrea	Teacher Elementary	87,390	-
Raoul	Alain	Teacher Secondary	82,112	-
Raposo	Susan	Teacher Elementary	95,896	-
Rasiuk	Paul	Teacher Elementary	95,925	-
Rassias	Viki	Teacher Elementary	96,812	-
Ratcliffe	Hollie	Teacher Elementary	87,504	-
Rattray	Adam	Set BC Provincial - Sec	106,469	-
Ratzlaff	Roderick	Teacher Elementary	95,771	-
Raunet	Stephanie	Teacher Elementary	82,536	-
Read	Zoe	Teacher Secondary	88,268	-
Recsky	Bryce	Elementary Principal	126,282	785
Redden	Scott	Teacher Secondary	95,771	-
Reddy	Yashoda	Teacher Secondary	83,420	-
Redkwich	Karen	Advisor-Exempt Staff	92,260	29
Redkwich	Matthew	Manager-Business Development	98,197	-
Reed	Roslyn	Teacher Elementary	95,771	-
Reed	Karen	Teacher Secondary	102,518	-
Reedman	Nigel	Teacher Secondary	91,423	408
Reeve	Brenda	Teacher Secondary	96,622	10
Regan	Patricia	Teacher Secondary	94,669	-
Reibin	Marilyn	Teacher Elementary	95,957	-
Reid	Mark	District Resource Teacher	96,162	37
Reid	Jessica	Special Education - Sec	96,009	112
Reid	Candace	Supervisor-Payroll	103,888	-
Reid	Joanne	Teacher Elementary	87,559	50
Reid	Alyssa	Teacher Secondary	104,791	-
Reimer	Karen	Teacher Elementary	87,390	-
Reimer	Dawn	Teacher Secondary	87,416	-
Renk	Georg	Teacher Secondary	94,873	-
Renshaw	Janet	Teacher Elementary	76,329	100
Rentz	Alana	Teacher Secondary	98,336	514
Renwick	Christopher	Teacher Secondary	99,938	-
Repo	Andrew	Painter	75,598	-

Repo	Stefania	Painter	76,916	-
Rezler	Michaela	Teacher Secondary	97,885	-
Ricard	Michel	Teacher Elementary	95,800	-
Richard-Krafchek	Francois	Teacher Elementary	78,444	-
Richards	Devon	Teacher Secondary	89,202	75
Richardson	Susan	Teacher Secondary	94,631	-
Richter	Sara	Special Education - Sec	82,970	-
Rieder	Maureen	Teacher Secondary	87,416	50
Rino	Gisella	Teacher Elementary	87,390	-
Risbey-Haines	Samantha	Teacher Elementary	95,800	-
Ritchie	Helen	Area Counsellor - Elem	97,989	1,100
Ritchie	Joey	Teacher Secondary	82,591	-
Robbie	Heather	Teacher Secondary	87,390	-
Roberge	Jolynn	Teacher Elementary	95,961	-
Robert	Patrick	Teacher Elementary	95,989	-
Roberts	Susan	Teacher Elementary	94,679	100
Roberts	Stephanie	Teacher Gifted Program	88,442	-
Roberts	Michelle	Teacher Secondary	96,971	-
Robertson	Kerry	Maintenance Engineer	76,005	168
Robertson	Laura	Special Education - Elem	94,540	1,614
Robertson	Sandra	Teacher Elementary	94,511	-
Robertson	John Gordon	Teacher Secondary	79,627	85
Robinson	Katherine	Teacher Elementary	86,520	-
Robinson	Andrew	Teacher Secondary	91,945	436
Robson	Donna	Teacher Elementary	96,231	-
Rocchetta	Massimo	Teacher Secondary	99,777	300
Roch	Douglas	Elementary Principal	130,519	-
Rocke	Lindy	Teacher Elementary	86,959	-
Rodgers	Anne	Speech Language Pathologist	99,283	1,125
Rodrigues	Aimmilia	Teacher Elementary	79,734	100
Rodriguez	G. Nadine	Teacher Elementary	95,957	50
Roff	Eleanor	Speech Language Pathologist	94,279	1,208
Rogers	Elizabeth	Teacher Secondary	87,390	-
Rogers	Heidi	Teacher Secondary	87,416	-
Roggeveen	P.Gregory	Teacher Secondary	89,922	30
Roijackers	Suzanne	Teacher Elementary	89,349	50
Roland	Valerie	Teacher Secondary	95,771	-
Romanelli	Maria	Set BC Provincial - Sec	95,255	15
Romano	Antonio	Elementary Vice-Principal	117,031	-
Romano	Tracy	Teacher Secondary	99,516	100
Romell	Karen	Area Counsellor - Elem	97,941	-
Rondeau	Daniel	Teacher Elementary	87,501	-
Rondestvedt	Sonja	Elementary Principal	122,588	234
Roosa	Leslie	Teacher Elementary	95,893	-
Ropchan	Kate	Teacher Secondary	95,800	-
Roque	Gloria	Teacher Elementary	94,511	50
Roselli	Gianfranco	Teacher Secondary	89,564	-
Rosellini	Sarah	Provl Resource Program - Elem	94,540	-
Rosenblatt	Jessica	Teacher Elementary	76,796	-
Ross	James	Journeyperson with Premium	86,837	9
Ross	Kyle	Teacher Secondary	77,292	136
Rossi	Michael	District Principal-Ed Planning	133,399	-
Routledge	Debra	Elementary Vice-Principal	110,763	-
Rozitis	Christopher	Distance Education - Sec	104,139	-
Rubin	Joyita	Teacher Elementary	87,416	-
Rudell	Christina	Teacher Secondary	81,408	175
Ruggeri-Soliman	Isabel	Teacher Elementary	94,511	-
Rupert	Sean	Elementary Vice-Principal	89,033	-

Russell	Lorelei	Director of Human Resources	166,201	1,526
Russell	Susan	Teacher Elementary	95,957	40
Russell	Diane	Teacher Secondary	95,896	-
Russell	Bruce	Teacher Secondary	95,800	-
Rutherford	Sarah	Manager-Enhanced Services	97,883	107
Rutledge	Aaron	Special Education - Sec	89,202	-
Rutley	James	Secondary Principal	140,262	1,541
Ruus	Sally	Teacher Elementary	85,361	-
Ryan	Megan	Teacher Elementary	79,043	-
Saatchi	Parvaneh	Teacher Secondary	87,390	50
Sabbagha	Sarah	Teacher Elementary	93,953	101
Sabbagha	Raja	Teacher Elementary	95,364	75
Sabourin	David	Teacher Secondary	94,667	-
Sadhra Sran	Sharanjeet	Teacher Elementary	95,800	-
Sadler	Dawn	Elementary Principal	133,408	-
Sadri	Sophie	Teacher Elementary	95,048	-
Safarik	Amy	Provl Resource Program - Sec	83,027	99
Sahdra	Rupinder	Teacher Secondary	87,562	-
Sahota	Kamaljit	Teacher Elementary	94,667	-
Saksman	Natalia	Manager-Project Office	115,201	255
Sale	Corey	Teacher Secondary	91,423	-
Sallee	Bruce	Elementary Principal	129,837	785
Salov	Salvatore	Cement Mason	76,706	-
Salter	Suzanne	Teacher Elementary	95,929	45
Salter	April	Teacher Secondary	98,381	-
Salvas	Olivier	Teacher Elementary	95,801	-
Salway	Brianna	Teacher Elementary	87,416	40
Sam	Michelle	Teacher Elementary	75,640	-
Samenirad	NaghmeH	Teacher Elementary	76,902	-
Samiei	Armin	Elementary Principal	129,791	-
Sampson	Brian	Teacher Elementary	76,308	40
Samra-Thind	Karen	Teacher Elementary	94,667	468
Sandher	Kevin	Teacher Secondary	100,005	-
Sandhu	Harjinder	Elementary Principal	133,174	-
Sandhu	Money	Teacher Elementary	95,925	-
Sandhu	Nirmaljeet	Teacher Secondary	102,832	437
Sandor	Oliver	Teacher Secondary	87,187	-
Sandri	Doris	Secondary Vice-Principal	123,976	-
Sangra	Harjinder	Teacher Elementary	95,800	50
Sangster	Brendan	Teacher Secondary	75,646	-
Sans	Renald	Teacher Secondary	95,771	-
Sapic	Dragan	Teacher Elementary	95,299	-
Saplamaeff	Matthew	Special Education - Sec	87,588	-
Sardinha	Stephanie	Teacher Elementary	95,929	-
Sardinha	Daniel	Teacher Secondary	109,792	90
Savage	Carla	District Resource Teacher	89,172	66
Sawatsky	Rachel	Teacher Secondary	87,416	-
Saxelby	Brick	Plumber	83,788	-
Scaglione	Giuseppe	Teacher Secondary	98,518	-
Schaedeli	Carmen	Teacher Secondary	94,292	-
Schellenberg	Miriam	Special Education - Elem	93,790	-
Schenkel	Sonia	Teacher Elementary	76,515	-
Schenkeveld	T. Grace	Teacher Elementary	88,059	-
Schick	Paula	Psychologist - Elem	77,749	773
Schieman	Brent	Secondary Principal	137,480	-
Schindel	Robert	Associate Superintendent	202,475	4,623
Schleppe	Christine	Teacher Elementary	94,540	-
Schmedding	Barry	Journeyperson with Premium	82,894	-

Schmidt	Sabrina	Teacher Elementary	95,800	-
Schmidt	Stefanie	Teacher Secondary	87,600	313
Schmitt	Stefan	Teacher Secondary	87,395	-
Schoeber	Tyson	Special Education - Elem	94,695	-
Schofield	Andrew	Secondary Principal	140,066	-
Schofield	Pamela	Teacher Elementary	87,504	-
Schouls	Rita	Visually Impaired - Elem	97,526	-
Schratter	Michael	Teacher Elementary	95,957	-
Schwartzentruber	Kirstie	Special Education - Sec	91,535	485
Scorda	Sammy	Teacher Secondary	108,025	40
Scoretz	Erin	Teacher Elementary	94,540	-
Scott	Ronald	Coordinator-Community School	91,788	-
Scott	Jennifer	Coordinator-Community School	92,839	-
Scott	James	Special Education - Sec	87,681	-
Scott	Sarah	Teacher Elementary	94,511	50
Scott	Sheena	Teacher Elementary	75,643	-
See	Courtenay	Teacher On Call - Sec	85,001	-
Segal	Brittany	Teacher Elementary	77,058	-
Segers	Susan	Teacher Elementary	95,989	-
Segran	Salochna	Teacher Elementary	81,256	-
Sehmbi	Jill	Secondary Vice-Principal	120,207	-
Sehmbi	Inderpal	Teacher Secondary	95,800	-
Sekhon	Baldeep	Teacher Elementary	87,390	-
Seltenrich	Louise	Teacher Elementary	88,057	-
Semail	Sonya	Teacher Secondary	95,771	50
Serbic	Sonya	Teacher Elementary	94,511	-
Seto	Louise	Teacher Elementary	94,394	37
Seto	Sylvia	Teacher Elementary	87,530	-
Seto	Melissa	Teacher Elementary	114,056	100
Seto	Kimberley	Teacher Elementary	77,053	-
Seto	Robin	Teacher Secondary	94,679	-
Shafer-Rickles	Rowan	Teacher Elementary	89,177	-
Shaman	Tiffany	Teacher Elementary	95,800	570
Shannon Jung	Sheila	Teacher Elementary	86,506	-
Shapcott	Anstie	Teacher Secondary	87,390	-
Shapiro Grant	Lindsay	Teacher Secondary	87,588	-
Sharples	Joanne	Teacher Secondary	98,255	100
Shaw	Dorothy	Teacher Elementary	95,800	-
Shaw	Sabine	Teacher Secondary	94,603	-
Shea	Christy	Teacher Elementary	95,821	-
Sheardown	Dean	Provl Resource Program - Sec	94,511	-
Sheldan	Alex	Teacher Elementary	94,540	-
Sheldan	Dory	Teacher Secondary	104,386	-
Shen	Uyen	Teacher Secondary	99,623	-
Shepelev	Ludmila	Provl Resource Program - Sec	98,320	-
Shepherd-Dynes	Diane	Teacher Elementary	94,384	80
Sheppard	Melanie	Teacher Elementary	96,598	-
Sherbaniuk	Donald	Teacher Elementary	94,635	-
Sherrett	Doug	Teacher Elementary	94,540	-
Shetty	Kirthana	Teacher Elementary	94,695	25
Shieh	Victor	Teacher Secondary	95,771	-
Shiple	Katherine	Mentor Secondary	100,584	80
Shirai	Hanami	Teacher Elementary	85,336	1,565
Shmyr	Tyson	Coordinator-Community School	92,155	44
Shomura	Michelle	Teacher Elementary	96,785	-
Shoub	Jeffrey	Teacher Elementary	82,782	-
Shudra	Viktoriya	Teacher Elementary	94,540	-
Sicklesteel	Stephen	Carpenter	76,774	-

Sidhu	Jagdeep	Teacher Elementary	95,800	90
Sidhu	Ravinder	Teacher Elementary	94,511	-
Sidhu	Mandeep	Teacher Secondary	85,167	-
Silver	Truc	Teacher Secondary	94,511	45
Silvers	A. Tish	Teacher Secondary	96,779	-
Silverwood	Leslie	Area Counsellor - Elem	96,939	104
Silvestre	Jose	Teacher Secondary	108,530	-
Simard	Annie	Teacher Elementary	95,771	-
Simister	Christine	Teacher Elementary	89,202	102
Simon	Eve	Teacher Elementary	81,428	-
Simon	Mary	Teacher Elementary	87,427	-
Simpson	Elizabeth	Teacher Elementary	87,390	-
Sinclair	Sharon	Special Education - Sec	89,941	-
Sinclair	Jamie	Teacher Elementary	75,640	109
Sinclair	Helen	Teacher Secondary	99,777	75
Sinclair	Matthew	Teacher Secondary	98,369	35
Singer	Anna-Lisa	Teacher Elementary	85,047	-
Singh	Michael	Elementary Vice-Principal	114,640	-
Singh	Aaron	Elementary Vice-Principal	85,536	-
Singh	Kamaljit	Teacher Elementary	87,390	50
Singh	Shamsher	Teacher Secondary	86,761	-
Siracusa	Gabriella	Teacher Secondary	99,874	-
Skarsgard	Mary	Teacher Elementary	93,921	-
Skarsgard	Paul	Teacher Secondary	95,800	-
Skeldon	Timothy	Teacher Secondary	78,106	-
Skutelnik	Sandra	Teacher Elementary	87,530	-
Slaney	Erin	Special Education - Sec	95,800	200
Slapsys	Algirdas	Teacher Secondary	87,530	-
Sleep	Lael	District Resource Teacher	95,957	1,728
Sleep	Carrie	Elementary Principal	133,128	1,020
Smathers	James	Teacher Elementary	93,982	-
Smedley	Karla	Teacher Secondary	99,807	20
Smith	Randal	Carpenter	77,712	-
Smith	Kevin	Carpenter	75,158	-
Smith	Teena	Elementary Principal	126,308	-
Smith	Mariette	Elementary Principal	125,037	-
Smith	John	Manager-Project Office	78,272	-
Smith	Julianne	Perm Sub - Sec	95,771	-
Smith	Sean	Teacher Elementary	95,957	-
Smith	Ramona	Teacher Elementary	95,929	50
Smith	Kerridwen	Teacher Elementary	82,794	-
Smith	Mary	Teacher Elementary	95,771	-
Smith	Merton	Teacher Secondary	100,552	-
Smith	Davin	Teacher Secondary	87,416	-
Smith	Darcy	Teacher Secondary	87,390	-
Smith	Douglas	Teacher Secondary	89,417	50
Smitna	Trevor	Teacher Elementary	83,187	100
Snyder	Steven	Manager-Project Office	122,091	377
Sobral	Manuel	Special Education - Sec	98,726	315
Soderlund	Carina	Teacher Secondary	81,040	120
Sodhi	Jaswinder	Teacher Secondary	89,202	35
Soga	Dana	Teacher Elementary	86,341	-
Sokukawa	Janice	Teacher Elementary	87,530	-
Solmes	Robert	Teacher Secondary	87,390	-
Soloway	Leon	Painter	93,657	-
Somji	Shehzad	Assistant Secretary Treasurer	188,296	1,870
Sones	Elisabeth	Teacher Elementary	95,771	-
Soo	Carly	Teacher Secondary	91,427	-

Soong	Bernard	Secondary Vice-Principal	123,298	234
Soong	Derek	Teacher Elementary	94,667	-
Soper	Shannon	Teacher Elementary	81,945	50
Soucy	France	Teacher Elementary	95,941	-
Spence	Jeffrey	Dist Princ-Learning & InfoTech	121,387	-
Spencer	Jane	Teacher Elementary	94,540	50
Spicer	Sandra	Teacher Elementary	95,800	-
Spino	Pascal	Teacher Elementary	87,416	-
Spooner	Owen	Supervisor-Hazardous Materials	95,039	139
Spotzl	Lauren	Teacher Elementary	94,511	50
Spring	Colleen	Teacher Secondary	94,540	155
Springer	Germanita	Teacher Secondary	94,511	-
Sprintzios	Michelle	Teacher Elementary	94,264	-
Spurr	Kathryn	Teacher Elementary	94,540	100
Srivastava	Smita	Teacher Secondary	77,340	-
Stacey	Erin	Teacher Secondary	78,421	580
Stacombe	Terin	Teacher Secondary	98,555	346
Stangeland	Rhonda	Coordinator-Career Programs	104,297	400
Stanger	James	Director of Instruction-SS	119,970	128
Stanick	Jennifer	Teacher Elementary	80,961	50
Stanway	Terrence	Teacher Secondary	108,156	-
Stapledon	Adam	Teacher Secondary	91,958	-
Stassinopoulos	Jim	Distance Education - Sec	111,241	-
Steel	Wendy	Teacher Elementary	95,800	-
Steele	Sharlene	Elementary Principal	120,404	273
Steer	Shelley	Teacher Elementary	85,277	-
Steeves	Cory	Teacher Secondary	88,885	-
Stefanucci	Kristy	Speech Language Pathologist	97,022	1,245
Steinmann	Stanley	Manager-SACY	108,399	-
Steinruck	Anthony	Teacher Secondary	98,255	244
Stephenson	Bruce	Teacher Secondary	105,622	40
Sterling	Hope	Elementary Principal	134,779	-
Stevens	Alexander	Teacher Secondary	79,961	-
Stevenson	Jennifer	Teacher Secondary	105,115	-
Stewardson	Adrienne	Elementary Principal	126,064	836
Stewart	Lisa	AE Instructor Structured Cours	81,571	36
Stewart	Angela	Elementary Vice-Principal	113,699	-
Stewart Hunter	Ann	Consultant ESL - Sec	103,375	97
Stoelting	Damon	Teacher Secondary	95,989	-
Stokes	Trevor	Special Education - Sec	89,941	-
Stokovac	Lucio	Teacher Secondary	94,603	-
Stone	Jenien	Teacher Elementary	88,506	-
St-Onge	Christine	Teacher Elementary	92,100	-
Stotesbury	Ian	Teacher Elementary	77,884	-
Stouten	Sheila	Teacher Elementary	77,004	-
Stutz	Daniel	Teacher Secondary	89,176	100
Sugimoto	Sandra	Teacher Secondary	94,519	550
Sullivan	Erica	Teacher Elementary	79,395	25
Sullivan	Shelley	Teacher Secondary	94,382	-
Sum	Raymond	Teacher Elementary	75,640	-
Sum	Andrea	Teacher Secondary	83,127	100
Sung	Nathan	Teacher Secondary	96,915	-
Sunner	Kuljit	Elementary Vice-Principal	111,236	-
Sutherland	Maryann	Teacher Elementary	94,663	-
Sutherland	Joanne	Teacher Elementary	102,976	-
Sveistrup	Stacey	Elementary Vice-Principal	111,310	10
Swain	Andrew	Teacher Elementary	95,800	-
Swartile	Shirley	Teacher Elementary	95,771	-

Switzer	Danielle	Teacher Elementary	95,961	-
Symons	Jacqueline	Teacher Elementary	95,800	-
Symons	Heather	Teacher Secondary	95,988	50
Sze	Blanche	Advisor-Recruitment	85,297	-
Szeto	May	Special Education - Elem	87,533	70
Tabak	Marinko	Teacher Secondary	87,562	-
Tabert	Laura	Teacher Elementary	87,568	-
Tabrizi	Mehrdad	Teacher Secondary	87,390	-
Tai	Sui Ki	Teacher Secondary	91,645	-
Tak	Christine	Teacher Elementary	87,518	100
Takahara-Mark	Elizabeth	Teacher Elementary	94,631	-
Takahashi	Noreen	Program Advisor-AEC	82,145	-
Takizawa	Akemi	Teacher Secondary	82,096	535
Tally	Frankie	Steamfitter	85,903	-
Talmatchi	Ala	Teacher Elementary	94,511	48
Tam	Vincent	Teacher Elementary	94,511	-
Tam	Carol	Teacher Elementary	96,467	-
Tam	David	Teacher Secondary	95,961	-
Tan	Michelle	Teacher Elementary	82,297	-
Tan	Hui Lu	Teacher Elementary	95,521	-
Tan	Chong	Teacher Secondary	95,893	-
Tanabe	Rodney	Teacher On Call Limited - Sec	83,117	-
Tanabe	Ryan	Teacher Secondary	89,679	-
Tanaka	Melanie	Teacher Elementary	94,540	-
Tandoc	Rowena	Manager-Payroll and Benefits	131,188	387
Tang	Debbie	Teacher Elementary	94,695	-
Tang	Vincent	Teacher Secondary	87,390	-
Tang	Rebecca	Teacher Secondary	95,771	50
Tanino	Reiko	Teacher Secondary	94,511	-
Tanliao	James	Psychologist - Elem	90,821	1,128
Tarbuck	Erin	Teacher Secondary	87,390	-
Tarnowsky	Sarah	Teacher Secondary	85,225	-
Tassioulas	Fotiny	Teacher Secondary	87,562	-
Tatomir	Ksena	Teacher Secondary	102,341	35
Taylor	Michelle	Teacher Gifted Program	87,416	1,565
Taylor	P.Geoffrey	Secondary Principal	140,453	-
Taylor	Teresa	Teacher Elementary	87,390	35
Taylor	Louise	Teacher Elementary	95,800	-
Taylor	Jasmin	Teacher Secondary	87,416	-
Taylor	Jesse	Teacher Secondary	87,231	50
Teed	Jeff	Teacher Elementary	87,390	-
Tencheva-Hristov	Kameliya	Manager-Project Office	101,800	1,244
Tenta	Jonathan	Special Education - Sec	94,511	-
Tereposky	Darren	Teacher Elementary	100,555	-
Teschner	Andrea	Teacher Elementary	83,055	-
Tessier	Nathan	Carpenter	76,123	-
Tetu	Barbara	Plumber	82,265	-
Thale	Anuradha	Teacher Secondary	78,676	-
Theodoropoulos	Sophia	Teacher Secondary	87,533	-
Thiessen	Matthew	Teacher Secondary	88,141	-
Thind	Amardeep Singh	Teacher Secondary	94,540	-
Thomas	Rosemary	Elementary Principal	130,431	353
Thomas	Catherine	Elementary Principal	132,942	-
Thomas	Albert	Plumber	81,482	-
Thomas	Alison	Provl Resource Program - Elem	92,069	-
Thomas	Stephen	Supervisor-Maintenance	116,464	120
Thomas	Craig	Teacher Elementary	87,559	-
Thomas	Regina	Teacher Secondary	79,301	-

Thomas	Haley	Teacher Secondary	81,851	-
Thompson	Lindsay	Elementary Principal	127,561	459
Thomsen	Lori	Elementary Principal	131,803	-
Thomson	Katrina	Secondary Vice-Principal	123,083	-
Thomson	John	Set BC Provincial - Elem	96,772	-
Thornton	Carol	Provl Resource Program - Sec	105,580	39
Thorpe-Mactavist	Kendal	Teacher Elementary	87,518	-
Thrift	Gordon	Teacher Secondary	82,253	-
Tiganis	Kaliopi	Teacher Elementary	87,533	-
Tilston	Jacy	Teacher Secondary	93,570	100
Ting	Camilla	Teacher Elementary	94,540	-
Ting	Pierre	Teacher Secondary	94,511	-
To	Jessy	Set BC Provincial - Sec	98,227	-
Tobin	Elaine	Teacher Elementary	95,800	-
Todd	Maxwell	Teacher Secondary	87,390	-
Toews	Bradley	Elementary Vice-Principal	114,679	-
Tolksdorff	David	Teacher Secondary	94,663	-
Tom	Karen	Teacher Secondary	94,511	-
Tomassetti	Vincenzo	Senior Manager-ATBC	142,781	1,854
Tome	Ana	Teacher Elementary	87,390	-
Tomlin-Hood	Laura	Teacher Elementary	75,640	-
Tomsics	Teresa	Teacher Elementary	92,084	144
Tong	Aileen	Teacher Elementary	87,390	-
Tong	Jaime	Teacher Secondary	95,771	590
Toomer	Yvonne	Teacher Elementary	90,024	-
Tooriram-Doucet	Jean-Marc	Teacher Elementary	76,918	-
Tooshkenig	Audrey	Teacher Elementary	87,416	50
Torrance	Manjit	Teacher Elementary	87,535	-
Tosczak	Ian	Teacher Elementary	96,658	-
Townsend	Ruth	Teacher Elementary	95,925	-
Toye	Lynda	Technical & Resource Support E	75,343	-
Tran	Thi Thao Chi	Teacher Elementary	82,476	100
Treacher	Patricia	Teacher Elementary	94,540	275
Tregidgo	Paul	Teacher Secondary	76,969	-
Trogrlich	Sharon	Teacher Elementary	95,771	-
Trotti	Vito	Journeyperson with Premium	78,252	-
Trovao	Margaret	Elementary Principal	129,610	-
Truong	Lara	IE-Student Support Coordinator	108,157	-
Tryssenaar	Jason	Teacher Secondary	98,680	-
Tsagaris	Maria	Teacher Elementary	94,511	100
Tsai	Stephanie	Teacher Secondary	78,421	-
Tsang	Vivian	Perm Sub - Sec	79,588	-
Tsang	Clara	Teacher Elementary	87,432	-
Tsang	Christopher	Teacher Secondary	95,800	50
Tse	Christopher	Teacher Secondary	97,925	-
Tseng	Yun-Lin	Supervisor-Accounting&Treasury	93,827	2,108
Tseng	Yung-Chen	Teacher Secondary	86,102	-
Tso	Katherine	Teacher Elementary	94,763	-
Tso	John	Teacher Secondary	98,175	-
Tsolinas	Stefanos	Steamfitter	83,603	-
Tsolinas	Irene	Teacher Elementary	95,800	-
Tsonis	Georgia	Teacher Secondary	87,390	-
Tsoulos	Garufalia J	Teacher Elementary	95,771	-
Tsoulos	Kostantina	Teacher Secondary	91,705	-
Tsui	Germaine	Secondary Vice-Principal	123,298	-
Tsui	Stephanie	Teacher Secondary	97,273	-
Tuan	Carla	Teacher Elementary	77,462	-
Tuerlings	Adam	Secondary Vice-Principal	119,954	-

Tuerlings	Natalie	Teacher Elementary	95,800	-
Turkington	Heather	Teacher Elementary	79,043	213
Turner	Janet	Senior Manager-CAYA	121,632	927
Turner	Steven	Teacher Elementary	94,663	-
Turner	Sean	Teacher Elementary	89,202	100
Tycho	Leanne	Teacher Secondary	89,793	45
Uchida	Christine	Teacher Elementary	94,540	116
Ulman	Grazyna	Special Education - Sec	94,631	-
Underwood	Shauna	Secondary Vice-Principal	100,005	481
Underwood	Marie	Teacher Elementary	87,475	-
Unger	Lisa	Teacher Secondary	75,292	-
Ungurean	Bianca	Teacher Secondary	100,882	50
Unrau	Doreen	Teacher Elementary	94,695	-
Unsworth	Gregory	Teacher Elementary	95,771	-
Urquhart	Nicholas	Teacher Secondary	95,773	908
Vallis	Blair	Electrician	81,754	-
Van Alstyne	Audrey	Dist Principal - Learning Tech	185,698	493
Van Damme	James	Teacher Secondary	101,109	-
Van Der Woerd	Wendie	Teacher Elementary	95,800	-
Van Iersel	Nicholas	Teacher Secondary	107,853	-
Van Kreuningen	Jeffrey	Teacher Secondary	87,416	-
Van Vliet	Andre	Teacher Elementary	87,390	-
Van Wyck	Tamara	Elementary Vice-Principal	115,009	1,040
Vance	Kirsten	Teacher Secondary	94,511	-
Vandenberg	Maurice	Carpenter	83,221	-
Varlamova	Olga	Teacher Secondary	87,416	-
Vassilakis	Maria	Teacher Elementary	94,695	-
Vastardis	Michael	Distance Education - Sec	109,953	-
Vatta	Matthew	Teacher Secondary	87,395	-
Vaz	Andre	Teacher Secondary	87,416	-
Vellescig	Daniel	Teacher Secondary	91,423	-
Veness Kehler	Tina	Teacher Secondary	96,071	-
Verin	Marion	Teacher Elementary	95,800	-
Veverka	Bradley	Teacher Secondary	87,533	-
Vey-Chilton	C. Annette	Secondary Principal	140,504	868
Vickers	Sherry	Teacher Elementary	87,390	-
Vickers	Starr	Deaf and Hard of Hearing	84,441	55
Vieira	Sharon	Elementary Vice-Principal	117,031	-
Villavicencio	Emily	Teacher Elementary	95,460	135
Vincent	Lois	Teacher Elementary	79,088	50
Violi	Paula	Teacher Secondary	96,944	-
Visser	Linda	Teacher Elementary	87,559	50
Vockeroth	Robert	Teacher On Call Limited - Elem	89,901	-
Vogel	Matthew	Learning Services Manager-ATBC	110,729	-
Von Holtum	Brenda	Teacher Elementary	94,631	-
Von Keyserlingk	Gesa	Teacher Secondary	99,777	-
Vosahlo	Regina	Elementary Vice-Principal	114,439	-
Vose	Susanna	Teacher Elementary	94,511	156
Vranakis	Catherine	Teacher Secondary	87,416	-
Vulgaris	Mike	Secondary Vice-Principal	123,545	-
Vuong	Chanh	Teacher Secondary	94,624	101
Vuu	Sandra	Teacher Secondary	97,134	60
Wadge	Patrick	Teacher Secondary	98,204	-
Wagner	E. Susan	Teacher Elementary	94,667	-
Wai	Natalie	Teacher Secondary	106,444	672
Waight	Noriko	Teacher Secondary	105,622	-
Waisberg	David	Teacher Secondary	97,736	-
Walker	Ellen	Teacher Secondary	89,939	-

Walker	Christina	Teacher Secondary	78,599	-
Walks	Kathryn	Teacher Secondary	84,707	20
Wall	Charlene	Special Education - Elem	94,698	-
Wall	Lisa	Teacher Elementary	87,504	-
Wallace	Chelan	Coordinator-Community School	81,892	395
Wallace	Jody	Teacher Elementary	95,800	-
Wallace	Rochelle	Teacher Elementary	95,771	20
Waller	Wendy	Teacher Secondary	94,667	150
Walls	Catherine	Teacher Elementary	94,540	-
Walsh	Christine	Teacher Elementary	94,511	-
Walter	Alexander	Teacher Elementary	88,187	-
Waltham	Susanna	Teacher Elementary	85,465	201
Wan	J-P Bernard	Teacher Elementary	87,390	-
Wan	Lena	Teacher Elementary	94,511	-
Wan	Shiu San	Teacher Elementary	94,663	-
Wang	Sarah	Teacher Secondary	95,771	130
Wang	Terence	Teacher Secondary	105,622	-
Wang	Yanbin	Teacher Secondary	95,929	50
Wansink	Anita	Teacher Elementary	87,417	-
Waraich	Harneek	Teacher Secondary	94,511	-
Ward	Karen	Teacher Elementary	87,416	-
Wardrop	Alison	Teacher Elementary	77,690	181
Wardrop	Amanda	Teacher Elementary	95,800	-
Warkentin	Mark	Teacher Elementary	94,540	-
Warner	Sarah	Teacher Elementary	87,390	-
Warrington	Michael	Teacher Secondary	87,504	-
Watanabe	Robert	IT Supervisor-Cloud & O365	86,272	81
Watanabe	Elizabeth	Teacher Secondary	103,813	99
Watchorn	Thomas	Teacher Secondary	75,617	-
Waterman	Michael	Teacher Secondary	86,271	-
Watkins	Dorothy	Elementary Principal	133,361	-
Watkins	Lori	Teacher Elementary	78,694	-
Watkins	Denise	Teacher Elementary	94,540	-
Watson	Sonja	Teacher Elementary	87,520	-
Watson	Jenni	Teacher Elementary	98,141	-
Watson	Virginia	Teacher Secondary	79,176	-
Watt	Hilary	Secondary Vice-Principal	117,031	-
Watt	Peter	Teacher Elementary	87,314	-
Waugh	Michael	Teacher Secondary	94,314	75
Weatherall	Jacquelyn	Area Counsellor - Elem	100,458	240
Weatherall	Julie	Elementary Principal	128,974	-
Weatherall	Jill	Teacher Elementary	87,390	-
Webb	Nolan	Teacher Gifted Program	87,573	-
Webber	Jason	Elementary Principal	125,865	-
Webber	Randall	Teacher Elementary	94,603	-
Wee	Christopher	Elementary Vice-Principal	95,773	852
Weger	Cindy	Teacher Elementary	95,771	50
Welton	Sarah	Area Counsellor - Elem	80,010	45
Werboweski	Shelley	Teacher Elementary	94,667	20
Weresch	Jonathan	Elementary Principal	133,408	-
Werfl	Melissa	Coordinator-Community School	88,697	85
Werner	Sonia	Teacher Secondary	87,390	-
West	Erika	Teacher Elementary	94,540	-
Westereng	Jeremy	Teacher Secondary	94,667	-
Weston	Linda	Visually Impaired - Elem	96,087	-
Wheeler	Kathryne	Teacher Secondary	91,924	50
Wheeler	Daniel	Teacher Secondary	75,620	-
Whelan	Jenna	Teacher Elementary	94,775	-

Whelan	Kathleen	Teacher Secondary	87,416	-
Whitcroft	Natalie	Teacher Elementary	95,989	-
White	Bradley	Teacher Secondary	98,630	155
Whitehead	Leah	Teacher Elementary	87,417	-
Whitham	Jo Ann	Teacher Elementary	95,800	-
Wichmann	Jessica	Senior Advisor-LR	86,268	1,500
Wicki	Naomi	Set BC Provincial - Sec	96,102	-
Wiens	Christy	Teacher Elementary	94,451	154
Wiens	Michelle	Teacher Elementary	94,667	-
Wiesinger	Marielle	Teacher Elementary	95,957	-
Wightman	Adam	Teacher Secondary	94,511	-
Wigod	Stephanie	Teacher Elementary	75,968	499
Wilband	Patrick	Teacher Secondary	87,395	-
Wilkes	Jessica	Teacher Elementary	87,390	35
Wilkie	Jonathan	Teacher Secondary	91,396	-
Wilkin	Carel	Teacher Elementary	95,893	-
Willetts	Kailey	Teacher Secondary	85,930	50
Williams	Hollie	AE Principal	123,038	-
Williams	Robert	Painter	81,207	-
Williams	Warren	School & Student Support B	91,406	-
Williams	Jeremy	Sheet Metal Worker	79,025	-
Williams	Aimee	Teacher Elementary	94,726	104
Williston	Christina	Teacher Elementary	87,390	100
Willms	Beverly	Teacher Elementary	95,771	-
Wilmann	Damian	Secondary Principal	136,573	-
Wilson	Erika	Teacher Elementary	83,027	50
Wilson	Brenda	Teacher Secondary	94,540	-
Wilson-Haffender	Gillian	Teacher Elementary	87,390	-
Wilton	Adam	Senior Manager-PRCVI	131,411	312
Wilton	Michael	Teacher Elementary	87,421	330
Winn	Miranda	Area Case Manager	104,742	35
Wise	Arlene	Teacher Elementary	76,616	100
Wiskar	Michael	Teacher Secondary	90,739	-
With	Cathleen	AE Instructor Structured Cours	130,488	-
Wittrin	Caroline	Teacher Secondary	94,540	-
Wolkenbrod	Michelle	Teacher Elementary	95,800	-
Wong	Vive	Coordinator - Community School	78,099	50
Wong	Christopher	District Principal-Ed Planning	133,174	1,046
Wong	Marco	Electrician	99,125	-
Wong	Donna	Executive Assistant to Supt	89,118	49
Wong	Christina	Teacher Elementary	94,663	60
Wong	Nellie	Teacher Elementary	95,771	-
Wong	Nyuk	Teacher Elementary	94,511	-
Wong	Anthony	Teacher Elementary	95,771	-
Wong	Beth	Teacher Elementary	87,544	-
Wong	Sabrina	Teacher Elementary	81,223	-
Wong	Wendy	Teacher Elementary	94,698	12
Wong	Linda	Teacher Elementary	94,511	50
Wong	Sharon	Teacher Elementary	95,989	774
Wong	Brian	Teacher Elementary	94,667	-
Wong	Victoria	Teacher Elementary	75,618	50
Wong	Samantha	Teacher Elementary	87,420	-
Wong	Naleen	Teacher Elementary	89,204	249
Wong	Josephine	Teacher Elementary	75,640	-
Wong	Katrina	Teacher Elementary	75,640	-
Wong	Gina	Teacher Elementary	102,448	776
Wong	Cora	Teacher Elementary	76,232	-
Wong	Monique	Teacher Elementary	96,262	-

Wong	Darryl	Teacher Secondary	111,480	329
Wong	Wayne	Teacher Secondary	87,390	-
Wong	Sally	Teacher Secondary	94,511	60
Wong	Leonard	Teacher Secondary	89,794	80
Wong	Manna	Teacher Secondary	94,667	-
Wong	Jennifer	Teacher Secondary	95,771	-
Wong	Wing Chee	Teacher Secondary	99,777	50
Wong	Michelle	Teacher Secondary	95,961	-
Wong	Elisa	Teacher Secondary	87,416	102
Wong	Gail	Teacher Secondary	87,390	-
Wong	Ailin	Teacher Secondary	87,390	45
Wong	Garth	Teacher Secondary	95,454	-
Wong	Jenny	Teacher Secondary	95,024	50
Wong	Hubert	Teacher Secondary	98,860	-
Wong-Moon	Leah	Teacher Secondary	99,971	-
Woo	Peter	Elementary Principal	133,914	300
Woo	Diane	HR Business Specialist	119,835	-
Woo	Calvin	Teacher Secondary	94,729	232
Wood	Michelle	Secondary Vice-Principal	123,104	402
Wood	Andrea	Special Education - Sec	97,103	-
Woodham	Brigitte	Teacher Elementary	87,397	-
Woods	James	Special Education - Sec	94,568	-
Woodward	Elizabeth	Teacher Elementary	87,501	43
Woodworth	Scott	Teacher Elementary	87,390	-
Woo-Lei	Frances	Teacher Elementary	94,511	-
Worth	Reece	Teacher Secondary	87,416	150
Worthington	Susan	Area Case Manager	101,847	300
Woudzia	John	Psychologist - Elem	98,069	785
Wright	Trevor	Teacher Elementary	94,511	-
Wright	Lauren	Teacher Secondary	80,628	-
Wrinch	Trevor	Elementary Principal	127,827	785
Wu	Kuan-I	Consultant-ATBC	90,411	1,648
Wu	Michael	Elementary Vice-Principal	84,067	97
Wu	Chien-Ren	Manager-SWIS Workers	110,798	141
Wu	Chong Hao	Teacher Elementary	82,080	-
Wu	Wing	Teacher Elementary	80,542	-
Wu	Xue	Teacher Secondary	95,913	-
Wu	Hui Ying	Teacher Secondary	81,041	-
Wu	Paul	Teacher Secondary	95,081	120
Wyatt	Sharon	Teacher Elementary	95,957	-
Wyss	Jennifer	Teacher Elementary	94,697	48
Yaghmour	Sana	Teacher Secondary	97,236	40
Yamakami	Brenda	Teacher Elementary	95,929	-
Yang	Erika	Teacher Elementary	77,862	-
Yang	Mathilde	Teacher Secondary	87,533	40
Yannakoulis	George	Teacher Secondary	95,909	-
Yao	Marivic	Teacher Elementary	94,511	-
Yao	Chaoran	Teacher Elementary	78,601	-
Yau	Yeuk Tung	Psychologist - Elem	88,399	1,127
Yee	Marilyn	Area Counsellor - Elem	98,554	85
Yee	Helen	Mgr-Acctg & Fin Rpt & Compliance	129,261	2,184
Yee	Jason	Teacher Secondary	99,807	-
Yee	Bryan	Teacher Secondary	94,698	-
Yee	Wanda	Teacher Secondary	96,498	-
Yeh	Helen	Teacher Elementary	94,695	50
Yeh	Billy	Teacher Elementary	87,559	104
Yelizarov	Michael	Electrician	88,881	-
Yeoman	Lisa	Teacher Secondary	86,826	-

Ycomans	Susan	Teacher Elementary	94,511	50
Yeung	Olivia	Teacher Elementary	81,002	-
Yeung	Celia	Teacher Elementary	95,929	75
Yim	Andrea	Teacher Elementary	94,695	-
Yip	Stacey	Teacher Secondary	98,518	-
Yiu	Lai Lai	Provl Resource Program - Elem	94,726	-
Yiu	Amy	Teacher Secondary	94,511	385
Yong	Gloria	Teacher Elementary	87,421	-
York	Lori	Teacher Secondary	94,540	-
Yoshida	Esther	Teacher Elementary	87,416	-
Young	Serina	Special Education - Sec	82,096	-
Young	Karen	Teacher Elementary	94,416	-
Young	Jennifer	Teacher Elementary	87,559	-
Young	Monika	Teacher Elementary	89,352	100
Young	Sonya	Teacher Elementary	79,977	100
Yu	Wendy	Teacher Elementary	94,695	-
Yu	Angelina	Teacher Elementary	94,540	-
Yu	Linda	Teacher On Call - Elem	78,876	20
Yu	Brian	Teacher Secondary	99,941	45
Yu	Jeanne	Teacher Secondary	95,771	345
Yuen	Pamela	Teacher Elementary	75,669	-
Yuen	Ernest	Teacher Secondary	94,695	-
Yuill	Craig	Teacher Secondary	97,143	-
Yung	Mary	Advisor-Staffing	93,692	-
Yurashak	Laurissa	Medical Adjudicator	82,333	-
Zambito Orazio	Giuseppina	Teacher Elementary	94,695	50
Zambrano	Tanya	Teacher Secondary	91,396	-
Zaremba	Paul	Teacher Secondary	89,586	-
Zerbe	Richard	Director of Instruction-SS	155,339	5,160
Zerbinos	Panagiotis	Teacher Secondary	94,540	155
Zhang	Tian Qi	Teacher Elementary	75,065	-
Zhang	Hu	Teacher Secondary	96,915	-
Zhang	Minhua	Teacher Secondary	95,771	330
Zimmermann	Douglas	Electrician	98,205	-
Zirtilides	Nicholas	Special Education - Sec	75,789	-
Zisman	Kate	Teacher Elementary	76,789	100
Zrymiak	Carol	Area Counsellor - Elem	99,722	147
Zukowski	Shirley	Teacher Elementary	87,416	-
Zwaagstra	Wendy	Teacher Elementary	94,540	-
Zylstra	Patricia	Teacher Elementary	94,540	35

<u>248,412,602</u>	<u>297,037</u>
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Total for Employees with Remuneration less than \$75,000

<u>187,119,988</u>	<u>227,315</u>
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Total Remuneration and Expenses paid (including Elected Officials)

<u>435,832,608</u>	<u>529,981</u>
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Employer Payments for CPP and EI

<u>23,352,176</u>

Schedule of Vendor Payments

Supplier Name	Total Payment
0966452 BC Ltd DBA Eco Sanitizer	88,262
A W Fireguard Supplies (1991) Ltd	72,754
ABC Property Maintenance Ltd.	28,665
Able Tech Assistive Technologies	55,218
Absolute Value Publications Inc.	27,375
ACI Argyle Communications Inc.	97,516
Action Holdings Ltd	193,925
Acton Ostry Architects Inc.	366,641
Affordable Security Systems	33,007
Airplus Industrial Corp.	87,404
Alliance EHS Consulting Inc.	27,801
Amazon	456,798
American Printing House For The Blind	33,070
Andornot Consulting Inc.	125,898
Angus Corporate Centre Ltd	892,679
Aon Reed Stenhouse Inc.	112,258
Apple Canada Inc	2,641,231
ARI Financial Services	130,063
Arts Umbrella	27,103
Associated Foreign Exchange	59,684
B C Hardwood Floors Co	161,175
B.A. Robinson Co. Ltd.	103,989
Backpack Buddies	28,900
Baragar Enterprises Ltd.	97,724
BC Hydro	3,393,394
BC Principals & Vice Principals Assoc.	235,684
BC School Superintendents Association	25,961
BC School Trustees Association	96,271
BC Teachers' Federation	10,002,181
BC Technology for Learning Society	27,820
BCRCC Benefit Plan Industry Fund	167,433
Beastvan Graphics and Apparel	26,620
Beau Photo Supplies Inc.	25,603
Belfor Restoration Services	35,149
Best Buy Canada Ltd.	145,258
Bird Construction Company	7,662,619
Branded Distribution	80,664
Bridges Canada	254,322
Bright Can-Achieve Limited	79,043
Brite-Lite Vancouver Inc	30,494
British Columbia Institute of Technology	109,690
BTY Group	32,676
Buckwold Western Ltd	28,009
Bullfrog Technologies Group Inc.	58,565
Bunzl Canada Inc dba Bunzl Safety	658,667
Buric Consulting	38,043
C.E.S. Engineering Ltd.	57,173

CADRE	25,260
Cambie Roofing & Drainage Contractors	136,500
Canada Post Corporation	51,354
Canadian Assistive Technology Ltd.	312,114
Canadian Tire	39,241
Canadian Union of Public Employees, Local 407	119,274
Canadian Union of Public Employees, Local 15	1,308,096
Canon Canada Inc	131,271
Canuel Caterers	502,787
Carbon60 Operating Co. Ltd.	100,800
Carl Duisberg Centren gmbH	27,377
CC-METGroup	80,569
CDW Canada	93,809
Cedars at Cobble Hill	28,440
Chandos Construction Ltd.	15,750,196
Cherwell Software	29,175
Chubb Security Systems	25,408
CIBC Mellon	211,213
CIEEC - Cdn Int 'l Educ Exchange Centre	37,910
City of Vancouver	3,497,807
Clark Builders	1,753,520
Clean Harbors Canada, Inc.	53,948
Cloverdale Paint Inc	98,951
CNIB	85,437
Coast Wholesale Appliances Inc.	32,287
Coastal Reign Printing Ltd.	61,662
Colborne Architect Group	1,165,095
College Board	133,109
Commander Warehouse Equipment Ltd	27,812
Complex Trauma Resources Inc	45,385
Concept Interactive Inc.	117,284
Corporate Express Canada Inc.	573,987
Costco Wholesale	35,815
Covenant House	57,015
CPI	31,291
Craig A & Son Ltd	527,940
Cratex Container Sales	44,629
Creative Insignia Ltd.	83,305
Crescent Beach Publishing	141,355
Crisis Intervention & Suicide Prevention	77,875
CRS Commercial Carpet Maintenance	156,275
CUMIS Life Insurance Company	153,523
D.G.S. Construction Co. Ltd.	8,545,323
D2L Corporation	184,308
Dafco Filtration Group	241,566
Davey Tree Expert Co. of Canada, Limited	71,490
DC38 Membership Services	106,416
De Lage Landen Financial Services Canada	417,377
Debra Anne Sparrow	40,000
Dell Financial Services Canada Ltd.	1,175,556
Delta Continuing Education	26,715

Desjardins Securite Financiere, CIE	267,506
Dorli M. Duffy	25,988
Doublethink Inc.	89,611
Dude Solutions, Inc.	35,473
Dunlevy Food Equipment Ltd.	165,895
E.B. Horsman & Son Ltd	376,473
EarthBites Society	57,854
Ecowaste Industries	59,009
Educan Institutional Furniture Ltd	175,508
Edvantage Interactive	28,885
Elevate Disc Sports Inc.	26,464
EMCO Corporation	31,990
Envirosafety Confined Space Safety	55,398
ERC Roof Management Ltd	72,677
ESC Automation Inc	149,078
Executive Mat Service	73,615
Farm-Tek Turf Services Inc.	79,375
FAST + EPP	430,675
First Class Planners Ltd.	104,209
FirstCanada ULC	3,077,648
Flynn Canada Ltd.	1,388,149
Focused Education Resources Society	119,825
Follett School Solutions, Inc	221,605
Foreign Student Services Inc.	47,130
FortisBC-Natural Gas	3,067,760
Francel Architecture	527,739
Frank Darier Baziere	42,500
Fraser Academy	53,525
Fraser Health Authority	153,221
Fraser Valley Equipment	83,316
Friesens Yearbooks	290,806
Frog Hollow Neighbourhood House	29,197
Fujitec Canada, Inc.	58,488
FutureBook Printing, Inc.	151,814
Gale/Cengage Learning	61,750
Geopacific Consultants Ltd.	62,901
Global Industrial Canada Inc.	52,664
Go Futures HR	40,493
Grand & Toy	2,323,764
Grant Kovacs Norell	31,987
Greater Vancouver Food Bank	41,747
Guard.me International Insurance	63,040
Guillevin Int. Inc.	119,492
GWL Realty Advisors Inc. ITF	89,890
Habitat Systems Incorporated	384,525
Harris & Company	223,744
Hazmasters Inc.	117,504
Hazzard Printing	65,958
HCMA Architecture + Design	1,149,858
HealthLinc Medical Equipment Ltd.	86,203
Heat & Frost Insulators Local 118	77,502

Heatherbrae Builders Company Ltd.	19,507,841
Herff Jones Inc.	57,250
Heritage Office Furnishings Ltd	317,534
HP Financial Services Canada Company	1,409,760
I.B.E.W Local 213	53,388
iA Financial Group	3,218,680
Indigo Books & Music Inc.	66,038
Intercontinental Truck Body Inc.	27,323
Interior Health	367,743
International Baccalaureate Organization	104,116
Intrado Canada, Inc.	45,481
Island Health	325,936
IUOE Local 963	1,239,009
JAMF Software	105,055
Johnson Controls	75,745
Johnston Equipment	30,438
Joseph S. Chow Ltd.	39,555
Just Mechanical Ltd.	327,884
K & E Equipment Repair Ltd.	202,763
Kahunaverse Sports Group Inc.	84,400
Kal Tire	31,391
Ken Deitcher Sales Co. Ltd.	58,003
KEV Software Inc.	548,577
Kidsafe Project Society	345,044
Kinetic Construction Ltd.	7,792,885
KMS Tools and Equipment Ltd.	51,816
Koffman Kalef	133,555
Kone Inc.	269,618
Konica Minolta Business Solutions (Can.)	84,715
KPMG LLP	79,013
Langara College	244,056
Learning A-Z	49,398
LEC Quantity Surveying & Project Mgmt	71,670
Lehigh Materials	52,263
Lenovo (Canada) Inc.	179,207
LesPlan Educational Services Ltd.	34,887
Liberator Communications Canada	201,379
Librairie Gallimard	46,725
LifeWorks (Canada) Ltd.	69,797
Loblaw Companies Limited	77,844
Local 213 Electrical Workers' Welfare	149,034
London Drugs	52,913
Long & McQuade Musical Instruments	97,013
Loomis Express	40,034
Lynch Bus Lines	853,494
Machinist Lodge 692	30,473
Mack Kirk Roofing & Sheet Metal Ltd.	114,190
MacQuarie Equipment Finance Ltd.	520,936
Magnem Engine Service Ltd.	66,370
Mancorp Industrial Sales Ltd	44,315
Marathon Surfaces Inc.	94,166

Marsh Canada Limited	45,230
Massive Media	131,828
MB Scambi Culturali srl	29,513
McEwan Cooper Dennis LLP	254,199
McFarland Marceau Architects Ltd.	381,939
McGregor Hardware Dist	129,283
Memory Express	119,359
Metal Supermarkets	28,905
Michele Hayes	41,097
Micro Assistive Tech Inc.	26,837
Microserve Business Computer Services	631,072
Microsoft Corporation	75,331
Mid-World Technologies	65,272
Minister of Finance	4,212,420
Modu-Loc Fence Rentals Lp	30,814
Monk Office Supply Ltd.	34,606
Morneau Shepell Ltd.	958,256
Morrison Hershfield Ltd.	32,249
Motion Industries (Canada) Ltd.	28,731
Mounting Systems 2005 Co.	96,157
Municipal Pension Plan	19,273,355
Munro Thompson Communications Inc.	34,345
Musqueam Indian Band	50,127
Navigate Apparel Inc.	28,109
NCI Northern Computer	120,164
Nedco (Div. of Rexel Canada Electrical)	51,555
Nelson Education Ltd.	201,424
Northern Building Supply Ltd.	290,769
Northern Computer	51,093
Northern Health	135,318
Northwest Landscape Supply	121,367
Nova Food Services Ltd.	952,214
Nucor Environmental Solutions Ltd.	42,257
Nutrien AG Solutions (Canada)	44,453
Odin Books	89,927
Opus Art Supplies	50,715
Oracle Canada ULC	366,971
Oxford University Press	37,238
Pace Solutions Corp.	70,560
Pacific Blue Cross	15,666,297
Pearson Canada Inc.	205,252
Phonak Canada Ltd.	74,950
Pinchin Ltd.	58,595
Pine Meadows Tree Farms Ltd.	33,361
Pinnacle Food Equipment Services LLP	46,005
Pitney Bowes Inc.	42,209
PlanetClean (Vancouver) Ltd.	381,787
PML Professional Mechanical Ltd.	272,717
PowerSchool Group LLC	27,609
Pro Can Construction Group Corp.	1,257,219
Province of British Columbia	10,922,256

Public Education Benefits Trust	10,172,505
Quadiant Canada Ltd.	26,250
Quantum Lifecycle Partners LP	43,581
Quantum Lighting, Inc.	37,506
Real Canadian Superstore	66,249
Receiver General for Canada	108,767,040
Rectec Industries Inc	72,367
Regal Controls Ltd	96,427
Retro Specialty Contractors	188,475
Richelieu Inc.	124,692
Ricoh Canada Inc.	655,942
RJ & Associates Environment Consulting	62,732
RK Publishing	29,460
Rona Inc.	35,906
Sabre Industrial Supplies	30,912
Safir & Associates LLC	38,336
Salesforce Canada Corp C/O 914540	105,730
Saputo Dairy Products Canada GP	45,459
Save-On-Foods	56,692
Scholastic Canada Ltd.	56,952
School District #23 (Central Okanagan)	75,810
School District #61 (Greater Victoria)	76,508
School District #73 (Kamloops/Thompson)	100,862
School Source	59,343
Schoolhouse Products	210,000
Secrest Resources Ltd.	60,730
SES Consulting Inc.	41,942
Shape Architecture Inc	86,914
Sheet Metal Workers Local 280	69,552
Sheret Andrew Ltd	267,336
Simply Computing Inc.	35,948
Skyline Athletics Inc.	111,069
SMcN Consulting Inc.	77,700
Softchoice LP	1,748,122
Software4Schools.ca	100,577
Solution Tree Education Canada Inc.	31,604
Soontaree Paungsiri	31,320
Soper's Supply Ltd.	87,025
Source Office Furnishings	111,467
Southern Butler Price	154,631
SPI Canada Distribution, Inc.	30,848
SPI Health and Safety Inc.	118,852
Spicers Canada ULC	44,872
Sports Unlimited	29,327
Spur Communication Inc.	153,114
SSA Quantity Surveyors Ltd	35,810
St. John Ambulance	56,592
Stanley Access Technologies	32,670
Stantec Consulting Ltd.	154,856
Staples	75,583
Sterling Fence Co. Ltd.	65,898

Stitches Creation Inc.	957,600
Strive Recruitment Inc	63,741
StudyForge	77,455
Sunbelt Rentals of Canada, Inc.	35,909
Swing Time Distributors Ltd.	54,094
Sysco Canada Inc.	1,146,062
Tapestry Music Ltd.	69,640
TC Media Livres Inc.	35,444
Teacher Pension Plan	67,323,678
Technical Safety BC	111,298
Telus Communications Inc.	1,567,405
Terratek Energy Solutions, Inc.	44,055
Tetra Tech Canada Inc.	29,299
The Artona Group Inc.	89,903
The Great Canadian Landscaping Company	48,738
The Home Depot	39,657
The Learning Partnership	64,978
Thinkspace Architecture, Planning, Interior Design	172,165
TMT - Total Media Technology	30,352
Tobii Dynavox Canada	399,568
Trane Canada	48,232
Translink	181,903
Transtar Sanitation Supply Ltd	25,985
Tucker Canada	39,466
Turner & Townsend	59,766
UA Piping Industry College of B.C.	70,592
Uline Canada Corporation	159,878
United Library Services Inc.	206,841
United Pacific Patrol Ltd	74,249
Univar Canada Ltd	65,515
University Neighbourhoods Association	91,352
University of British Columbia	98,975
University of Toronto Press	115,078
Upper Canada Forest Products	62,284
Urban Systems	124,730
Valery Black Draperies Ltd.	92,630
Vancouver Association of Secondary School Administrators	59,125
Vancouver Coastal Health	400,178
Vancouver Community College	326,362
Vancouver Elementary School Teachers' Association	1,412,878
Vancouver Glass (1990) Ltd.	97,282
Vancouver Hebrew Academy	50,000
Vancouver Kidsbooks	177,292
Vancouver Secondary Teachers' Association	959,606
Vancouver Sign Group 1191398BC Ltd.	47,161
VEPVPA	151,597
Viking Fire Protection Inc.	104,557
Viking-Alexander Metal Products Ltd.	26,982
Vintage Woodworks Inc.	42,362
Visual Impact Corporate Apparel	34,837
VWR International Co	36,884

W.D.I. Services Ltd	56,123
Walid Wahba dba Guava	99,553
Waste Management	901,546
Wavefront Centre for Communication	28,367
Wesco Distribution Canada LP	34,197
Western Campus Resources	209,666
Western System Controls Ltd.	26,444
Westlab	31,638
WESTPAC Solutions Ltd.	130,397
WoodRidge Homes Corp. dba Vancouver Hand	54,463
WorkSafeBC	3,501,099
Yellowridge Construction Ltd.	8,266,116
Zeemac Vehicle Lease Ltd.	502,938
Total payments to suppliers exceeding \$25,000 each	<u>399,749,057</u>
Total payments to suppliers less than \$25,000 each	<u>8,030,145</u>
Total payments for goods and services	<u>407,779,202</u>

**STATEMENT OF FINANCIAL INFORMATION
EXPLANATION OF DIFFERENCES TO AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED JUNE 30, 2021**

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 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.