



**VSB** Vancouver  
School District

# Statement of Financial Information

FOR THE YEAR ENDED JUNE 30, 2025

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

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

**Fiscal Year Ended June 30, 2025**

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Ministry  
of Education

## SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

6049

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

### DECLARATION AND SIGNATURES

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

*for School District No. \_\_\_\_\_ as required under Section 2 of the Financial Information Act.*

|  |                  |
|--|------------------|
| SIGNATURE OF CHAIRPERSON OF THE BOARD OF EDUCATION | DATE SIGNED      |
| Original Signed by Victoria Jung                   | December 1, 2025 |
| SIGNATURE OF SUPERINTENDENT                        | DATE SIGNED      |
| Original Signed by Helen McGregor                  | December 1, 2025 |
| SIGNATURE OF SECRETARY TREASURER                   | DATE SIGNED      |
| Original Signed by Flavia Coughlan                 | December 1, 2025 |

EDUC. 6049 (REV. 2008/09)

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

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

**Fiscal Year Ended June 30, 2025**

**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>  |

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

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

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

**Fiscal Year Ended June 30, 2025**

**MANAGEMENT REPORT**

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

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

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

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

On behalf of the Board of Education of School District No. 39 (Vancouver)

\_\_\_\_\_  
Original Signed

Helen McGregor

Superintendent

Date: December 1, 2025

\_\_\_\_\_  
Original Signed

Flavia Coughlan

Secretary Treasurer

Date: December 1, 2025

Prepared as required by *Financial Information Regulation*, Schedule 1, section 9

Audited Financial Statements of

# **School District No. 39 (Vancouver)**

And Independent Auditors' Report thereon

June 30, 2025

# School District No. 39 (Vancouver)

June 30, 2025

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# School District No. 39 (Vancouver)

## MANAGEMENT REPORT

Version: 4682-3937-1954

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

The accompanying financial statements of School District No. 39 (Vancouver) have been prepared by management in accordance with the accounting requirements of Section 23.1 of the Budget Transparency and Accountability Act of British Columbia, supplemented by Regulations 257/2010 and 198/2011 issued by the Province of British Columbia Treasury Board, and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

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

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

The Board of Education of School District No. 39 (Vancouver) (called the "Board") is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control and exercises these responsibilities through the Board. The Board reviews internal financial statements on a monthly basis and externally audited financial statements yearly.

The external auditors, 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)

|  |                 |
|--|-----------------|
| Original Signed  | October 1, 2025 |
| Signature of the Chairperson of the Board of Education | Date Signed     |
| Original Signed  | October 1, 2025 |
| Signature of the Superintendent                        | Date Signed     |
| Original Signed  | October 1, 2025 |
| Signature of the Secretary Treasurer                   | Date Signed     |





**KPMG LLP**

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

## **INDEPENDENT AUDITOR'S REPORT**

To the Board of Education of School District No. 39 (Vancouver)  
To the Minister of Education and Child Care, 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, 2025
- 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 "***Auditor's Responsibilities for the Audit of the Financial Statements***" section of our auditor's report.

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

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

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

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

Our opinion is not modified in respect of this matter.

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



### ***Other Information***

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

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

We have nothing to report in this regard.

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

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

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

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

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

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

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



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

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

We also:

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

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

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

Chartered Professional Accountants

Vancouver, Canada  
October 1, 2025

# School District No. 39 (Vancouver)

## Statement of Financial Position

As at June 30, 2025

Statement 1

|  | 2025<br>Actual       | 2024<br>Actual       |
|--|----------------------|----------------------|
|  | \$                   | \$                   |
| <b>Financial Assets</b>                                  |                      |                      |
| Cash and Cash Equivalents                                | 204,874,430          | 207,569,433          |
| Accounts Receivable                                      |                      |                      |
| Due from Province - Ministry of Education and Child Care | 5,187,360            | 5,392,460            |
| Due from Province - Other                                |                      | 140,408              |
| Other (Note 3)   | 30,175,838           | 32,445,386           |
| Portfolio Investments (Note 4)                           | 30,208,956           | 50,410,724           |
| <b>Total Financial Assets</b>                            | <b>270,446,584</b>   | <b>295,958,411</b>   |
| <b>Liabilities</b>                                       |                      |                      |
| Accounts Payable and Accrued Liabilities                 |                      |                      |
| Due to Province - Other                                  | 233,539              | 234,839              |
| Other (Note 5)   | 93,376,357           | 115,565,109          |
| Unearned Revenue (Note 6)                                | 63,079,517           | 57,056,260           |
| Deferred Revenue (Note 7)                                | 38,960,835           | 41,662,438           |
| Deferred Capital Revenue (Note 8)                        | 966,409,034          | 953,310,706          |
| Employee Future Benefits (Note 9)                        | 33,892,379           | 33,850,560           |
| Asset Retirement Obligation (Note 10)                    | 70,320,233           | 66,971,650           |
| Capital Lease Obligations (Note 11)                      | 2,607,996            | 2,572,960            |
| <b>Total Liabilities</b>                                 | <b>1,268,879,890</b> | <b>1,271,224,522</b> |
| <b>Net Debt</b>  | <b>(998,433,306)</b> | <b>(975,266,111)</b> |
| <b>Non-Financial Assets</b>                              |                      |                      |
| Tangible Capital Assets (Note 12)                        | 1,056,645,885        | 1,045,745,806        |
| Prepaid Expenses   | 3,008,153            | 3,051,811            |
| Supplies Inventory                                       | 1,411,838            | 1,285,659            |
| Other Assets   |                      |                      |
| <b>Total Non-Financial Assets</b>                        | <b>1,061,065,876</b> | <b>1,050,083,276</b> |
| <b>Accumulated Surplus (Deficit) (Note 14)</b>           | <b>62,632,570</b>    | <b>74,817,165</b>    |
| Contractual Obligations (Note 15)                        |                      |                      |
| Contingent Assets (Note 16)                              |                      |                      |
| Contingent Liabilities (Note 17)                         |                      |                      |

Approved by the Board

|  |                 |
|--|-----------------|
| Original Signed  | October 1, 2025 |
| Signature of the Chairperson of the Board of Education | Date Signed     |
| Original Signed  | October 1, 2025 |
| Signature of the Superintendent                        | Date Signed     |
| Original Signed  | October 1, 2025 |
| Signature of the Secretary Treasurer                   | Date Signed     |

# School District No. 39 (Vancouver)

Statement 2

Statement of Operations

Year Ended June 30, 2025

|   | 2025<br>Budget<br>(Note 18) | 2025<br>Actual                  | 2024<br>Actual           |
|---|-----------------------------|---------------------------------|--------------------------|
|   | \$                          | \$                              | \$                       |
| <b>Revenues</b>   |                             |                                 |                          |
| Provincial Grants   |                             |                                 |                          |
| Ministry of Education and Child Care                                    | 681,578,366                 | <b>682,302,605</b>              | 646,100,708              |
| Other   | 8,872,382                   | <b>10,062,363</b>               | 9,211,318                |
| Federal Grants  | 3,407,449                   | <b>3,375,678</b>                | 3,192,037                |
| Tuition   | 24,842,423                  | <b>26,400,962</b>               | 26,789,970               |
| Other Revenue   | 25,507,536                  | <b>31,365,552</b>               | 27,649,234               |
| Rentals and Leases  | 7,730,139                   | <b>8,925,174</b>                | 7,988,402                |
| Investment Income   | 6,247,968                   | <b>7,521,963</b>                | 9,235,795                |
| Amortization of Deferred Capital Revenue                                | 30,157,151                  | <b>30,286,834</b>               | 26,533,602               |
| <b>Total Revenue</b>  | <u>788,343,414</u>          | <u><b>800,241,131</b></u>       | <u>756,701,066</u>       |
| <b>Expenses (Note 19)</b>   |                             |                                 |                          |
| Instruction   | 638,753,229                 | <b>640,907,933</b>              | 601,753,079              |
| District Administration   | 34,134,395                  | <b>32,601,794</b>               | 28,750,251               |
| Operations and Maintenance  | 126,424,971                 | <b>127,294,158</b>              | 119,009,276              |
| Transportation and Housing  | 4,651,884                   | <b>4,450,335</b>                | 3,720,473                |
| Debt Services   | 186,498                     | <b>108,274</b>                  | 129,538                  |
| Write-off/down of Buildings and Sites                                   |                             | <b>3,714,650</b>                |                          |
| ARO Accretion   |                             | <b>3,348,582</b>                |                          |
| <b>Total Expense</b>  | <u>804,150,977</u>          | <u><b>812,425,726</b></u>       | <u>753,362,617</u>       |
| <b>Surplus (Deficit) for the year</b>                                   | <u>(15,807,563)</u>         | <u><b>(12,184,595)</b></u>      | <u>3,338,449</u>         |
| <b>Accumulated Surplus (Deficit) from Operations, beginning of year</b> |                             | <b>74,817,165</b>               | 71,478,716               |
| <b>Accumulated Surplus (Deficit) from Operations, end of year</b>       |                             | <u><u><b>62,632,570</b></u></u> | <u><u>74,817,165</u></u> |

**School District No. 39 (Vancouver)**

Statement 4

Statement of Changes in Net Debt

Year Ended June 30, 2025

|   | 2025<br>Budget<br>(Note 18) | 2025<br>Actual | 2024<br>Actual |
|---|-----------------------------|----------------|----------------|
|   | \$                          | \$             | \$             |
| <b>Surplus (Deficit) for the year</b>   | (15,807,563)                | (12,184,595)   | 3,338,449      |
| <b>Effect of change in Tangible Capital Assets</b>                              |                             |                |                |
| Acquisition of Tangible Capital Assets  | (61,389,591)                | (49,769,179)   | (90,168,921)   |
| Amortization of Tangible Capital Assets   | 38,673,698                  | 38,792,405     | 35,252,334     |
| ARO Change in Estimate  |                             |                | 215,950        |
| ARO Retirement  |                             | 76,695         |                |
| <b>Total Effect of change in Tangible Capital Assets</b>                        | (22,715,893)                | (10,900,079)   | (54,700,637)   |
| Acquisition of Prepaid Expenses   |                             | (5,731,916)    | (7,285,114)    |
| Use of Prepaid Expenses   |                             | 5,775,574      | 5,919,330      |
| Acquisition of Supplies Inventory   |                             | (1,469,009)    | (1,702,603)    |
| Use of Supplies Inventory   |                             | 1,342,830      | 1,529,062      |
| <b>Total Effect of change in Other Non-Financial Assets</b>                     | -                           | (82,521)       | (1,539,325)    |
| <b>(Increase) Decrease in Net Debt, before Net Remeasurement Gains (Losses)</b> | (38,523,456)                | (23,167,195)   | (52,901,513)   |
| <b>Net Remeasurement Gains (Losses)</b>   |                             |                |                |
| <b>(Increase) Decrease in Net Debt</b>  |                             | (23,167,195)   | (52,901,513)   |
| <b>Net Debt, beginning of year</b>  |                             | (975,266,111)  | (922,364,598)  |
| <b>Net Debt, end of year</b>  |                             | (998,433,306)  | (975,266,111)  |

# School District No. 39 (Vancouver)

Statement 5

Statement of Cash Flows

Year Ended June 30, 2025

|   | 2025<br>Actual      | 2024<br>Actual      |
|---|---------------------|---------------------|
|   | \$                  | \$                  |
| <b>Operating Transactions</b>                                 |                     |                     |
| Surplus (Deficit) for the year                                | (12,184,595)        | 3,338,449           |
| Changes in Non-Cash Working Capital                           |                     |                     |
| Decrease (Increase)   |                     |                     |
| Accounts Receivable   | 2,615,056           | (13,375,770)        |
| Supplies Inventories  | (126,179)           | (173,541)           |
| Prepaid Expenses  | 43,658              | (1,365,784)         |
| Increase (Decrease)   |                     |                     |
| Accounts Payable and Accrued Liabilities                      | (22,190,052)        | 27,765,982          |
| Unearned Revenue  | 6,023,257           | 738,199             |
| Deferred Revenue  | (2,701,603)         | (632,100)           |
| Employee Future Benefits                                      | 41,819              | 614,446             |
| Asset Retirement Obligations                                  | 3,348,583           | (146,061)           |
| Amortization of Tangible Capital Assets                       | 38,792,405          | 35,252,334          |
| Amortization of Deferred Capital Revenue                      | (30,286,834)        | (26,533,602)        |
| Write-Off Work in Progress                                    | 3,714,650           |                     |
| <b>Total Operating Transactions</b>                           | <b>(12,909,835)</b> | <b>25,482,552</b>   |
| <b>Capital Transactions</b>                                   |                     |                     |
| Tangible Capital Assets Purchased                             | (1,696,872)         | (2,542,379)         |
| Tangible Capital Assets -WIP Purchased                        | (50,516,302)        | (87,119,917)        |
| Tangible Capital Assets - WIP Purchased Prior Period          |                     | 1,599,972           |
| <b>Total Capital Transactions</b>                             | <b>(52,213,174)</b> | <b>(88,062,324)</b> |
| <b>Financing Transactions</b>                                 |                     |                     |
| Capital Revenue Received                                      | 45,858,650          | 60,757,905          |
| Capital Lease Payments  | (1,804,084)         | (1,466,624)         |
| DCR Transfers and other items                                 | (1,828,328)         |                     |
| <b>Total Financing Transactions</b>                           | <b>42,226,238</b>   | <b>59,291,281</b>   |
| <b>Investing Transactions</b>                                 |                     |                     |
| Investments in Portfolio Investments                          | 20,201,768          | (49,991,208)        |
| <b>Total Investing Transactions</b>                           | <b>20,201,768</b>   | <b>(49,991,208)</b> |
| <b>Net Increase (Decrease) in Cash and Cash Equivalents</b>   | <b>(2,695,003)</b>  | <b>(53,279,699)</b> |
| <b>Cash and Cash Equivalents, beginning of year</b>           | <b>207,569,433</b>  | <b>260,849,132</b>  |
| <b>Cash and Cash Equivalents, end of year</b>                 | <b>204,874,430</b>  | <b>207,569,433</b>  |
| <b>Cash and Cash Equivalents, end of year, is made up of:</b> |                     |                     |
| Cash  | 204,874,430         | 207,569,433         |
|   | <b>204,874,430</b>  | <b>207,569,433</b>  |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

---

**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 and Child Care ("MECC"). School District No. 39 (Vancouver) is exempt from federal and provincial income taxes.

**2 Summary of Significant Accounting Policies**

**a) Basis of Accounting**

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

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

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

**b) Cash and Cash Equivalents**

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

**c) Accounts Receivable**

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

**d) Portfolio Investments**

The School District has investments in Guaranteed Investment Certificates (GIC's), Short-term Investment Certificate 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.



**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**2 Summary of Significant Accounting Policies (continued)**

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, 2025 and projected to June 30, 2025. The next valuation will be performed at March 31, 2028 for use at June 30, 2028. 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.

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**2 Summary of Significant Accounting Policies (continued)**

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

Estimated useful life is as follows:

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

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**2 Summary of Significant Accounting Policies (continued)**

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.

The liability for the removal of asbestos and other hazardous material in several of the buildings owned by the School District has been initially recognized using the modified retroactive method. The liability has been measured at current cost as the timing and amounts of future cash flows cannot be estimated. The resulting costs have been capitalized into the carrying amount of tangible capital assets and are being amortized on the same basis as the related tangible capital asset (see Note 2h). Assumptions used in the calculations are reviewed annually.

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 and membership dues 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.

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**2 Summary of Significant Accounting Policies (continued)**

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 that are government transfers 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 from transactions with performance obligations is recognized when (or as) the performance obligation is satisfied (by providing the promised goods or services to a payer).

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

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

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

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**2 Summary of Significant Accounting Policies (continued)**

**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, Deputy Superintendent, Associate Superintendents, Secretary-Treasurer, Directors, 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.

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**2 Summary of Significant Accounting Policies (continued)**

p) Financial Instruments (continued)

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) 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.

r) 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.

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**3 Other Receivables**

Other Receivables include an amount for unpaid ground lease revenue. On December 22, 2024, the Supreme Court Of British Columbia set aside an arbitration award related to market value of Kingsgate Mall for setting rent on the property. As a result of this ruling, the District now invoices the tenant a lower amount and the balance due from the tenant based on the arbitration award has been reduced with a corresponding reduction in the allowance for doubtful accounts. Previously, the District had been invoicing the tenant based on the initial arbitration ruling and the tenant had been paying a lower rental amount which resulted in the difference being included in the allowance for doubtful accounts.

|                                 | <u>June 30, 2025</u> | <u>June 30, 2024</u> |
|---------------------------------|----------------------|----------------------|
| Due from Federal Government     | \$ 1,253,366         | \$ 488,059           |
| Due from Municipalities         | 19,695,743           | 18,046,322           |
| Due from Other School Districts | 192,325              | 305,000              |
| Rentals and Leases              | 3,995,814            | 56,766,410           |
| Other Receivables               | 5,038,590            | 13,199,305           |
| Total Receivables               | 30,175,838           | 88,805,096           |
| Allowance for Doubtful Accounts | -                    | (56,359,710)         |
| Net Balance                     | <u>\$ 30,175,838</u> | <u>\$ 32,445,386</u> |

**4 Portfolio Investments**

Investments included in portfolio investments are Guaranteed Investment Certificates (GIC's) held with local banking institutions and earn average interest at 3.77%. Senior government bonds held earn average interest at 2.71% (2024 – 2.56%).

|                                   | <u>June 30, 2025</u> | <u>June 30, 2024</u> |
|-----------------------------------|----------------------|----------------------|
| Short-term Investment Certificate | \$ -                 | \$ 50,000,000        |
| Senior Government Bonds           | 107,910              | 309,139              |
| GIC's                             | 30,101,046           | 101,585              |
| Net Balance                       | <u>\$ 30,208,956</u> | <u>\$ 50,410,724</u> |

**5 Accounts Payable and Accrued Liabilities – Other**

|                               | <u>June 30, 2025</u> | <u>June 30, 2024</u>  |
|-------------------------------|----------------------|-----------------------|
| Trade Payables                | \$ 9,239,004         | \$ 12,906,605         |
| Salaries and Benefits Payable | 46,918,812           | 43,978,045            |
| Accrued Vacation Pay          | 12,007,994           | 11,430,503            |
| Other                         | 25,210,547           | 47,249,956            |
|                               | <u>\$ 93,376,357</u> | <u>\$ 115,565,109</u> |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**6 Unearned Revenue**

|  | <u>June 30, 2025</u> | <u>June 30, 2024</u> |
|--|----------------------|----------------------|
| <b>Balance, beginning of year</b>        |                      |                      |
| Tuition fees                             | \$ 23,904,730        | \$ 24,072,040        |
| Rental and lease of facilities           | 13,369,523           | 13,398,856           |
| Other                                    | 19,782,007           | 18,847,165           |
|  | <u>57,056,260</u>    | <u>56,318,061</u>    |
| <br><b>Amounts received</b>              |                      |                      |
| Tuition fees                             | 22,328,544           | 25,557,293           |
| Rental and lease of facilities           | 24,046,924           | 7,889,069            |
| Other                                    | 742,712              | 934,842              |
|  | <u>47,118,180</u>    | <u>34,381,204</u>    |
| <br><b>Amounts recognized in revenue</b> |                      |                      |
| Tuition fees                             | 24,840,975           | 25,724,603           |
| Rental and lease of facilities           | 16,253,948           | 7,918,402            |
| Other                                    | -                    | -                    |
|  | <u>41,094,923</u>    | <u>33,643,005</u>    |
| <br><b>Balance, end of year</b>          |                      |                      |
| Tuition fees                             | 21,392,299           | 23,904,730           |
| Rentals and lease of facilities          | 21,162,499           | 13,369,523           |
| Other                                    | 20,524,719           | 19,782,007           |
|  | <u>\$ 63,079,517</u> | <u>\$ 57,056,260</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.



**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**7 Deferred Revenue (continued)**

|  | <u>June 30, 2025</u> | <u>June 30, 2024</u> |
|--|----------------------|----------------------|
| Balance, beginning of year                               |                      |                      |
| Provincial Grants - Ministry of Education and Child Care | \$ 5,529,722         | \$ 5,001,078         |
| Provincial Grants - Other                                | 28,574,738           | 30,831,936           |
| Other Grants   | 6,034,264            | 5,971,894            |
| Investment Income  | 1,523,714            | 489,630              |
|  | <u>41,662,438</u>    | <u>42,294,538</u>    |
| Increases during the year                                |                      |                      |
| Provincial Grants - Ministry of Education and Child Care | 89,785,748           | 78,189,881           |
| Provincial Grants - Other                                | 7,086,507            | 6,891,871            |
| Other  | 8,157,842            | 7,544,821            |
| Interest Income  | 1,241,225            | 1,982,248            |
|  | <u>106,271,322</u>   | <u>94,608,821</u>    |
| Allocated to Revenue                                     |                      |                      |
| Provincial Grants - Ministry of Education and Child Care | 88,213,490           | 76,601,848           |
| Provincial Grants - Other                                | 10,000,114           | 9,149,069            |
| Other Grants   | 7,903,665            | 7,482,451            |
| Interest Income  | 888,037              | 948,164              |
|  | <u>107,005,306</u>   | <u>94,181,532</u>    |
| Recoveries   |                      |                      |
| Provincial Grants - Ministry of Education and Child Care | <u>1,967,619</u>     | <u>1,059,389</u>     |
| Balance, end of year                                     |                      |                      |
| Provincial Grants - Ministry of Education and Child Care | 5,134,361            | 5,529,722            |
| Provincial Grants - Other                                | 25,661,131           | 28,574,738           |
| Other Grants   | 6,288,441            | 6,034,264            |
| Investment Income  | 1,876,902            | 1,523,714            |
|  | <u>\$ 38,960,835</u> | <u>\$ 41,662,438</u> |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

**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>June 30, 2025</u>  | <u>June 30, 2024</u>  |
|--|-----------------------|-----------------------|
| Deferred Capital Revenue, Completed Projects                           |                       |                       |
| Balance, beginning of year   | \$ 870,737,396        | \$ 754,002,130        |
| Increases  |                       |                       |
| Transfers from Work in Progress  | 62,761,884            | 141,496,348           |
| Transferred to Deferred Revenue Other from Bylaw                       | -                     | 1,853,508             |
|  | <u>62,761,884</u>     | <u>143,349,856</u>    |
| Decreases  |                       |                       |
| Amortization - ByLaw Capital   | 28,676,459            | 25,378,458            |
| Amortization - Other Provincial Capital                                | 443,404               | 424,933               |
| Amortization - Other Capital   | 1,166,971             | 730,211               |
| ARO Settlement   | -                     | 76,695                |
| Transfer from Completed DCR to Unspent DCR                             | 1,634,413             | -                     |
| Other items, net   | 76,695                | 4,293                 |
|  | <u>31,997,942</u>     | <u>26,614,590</u>     |
| Balance, end of year   | <u>901,501,338</u>    | <u>870,737,396</u>    |
| Deferred Capital Revenue, Work in Progress                             |                       |                       |
| Balance, beginning of year   | 59,820,334            | 120,562,774           |
| Increases  |                       |                       |
| Transfers from Deferred Revenue – Unspent funds                        | 47,595,064            | 80,918,603            |
| Decreases  |                       |                       |
| Transfers to Deferred Revenue Other from Bylaw                         | -                     | 164,695               |
| Transfers to Deferred Capital Revenue – Completed projects             | 62,761,884            | 141,496,348           |
| Funding for Project Definition Reports for capital projects not funded | 568,465               | -                     |
| Balance, end of year   | <u>44,085,049</u>     | <u>59,820,334</u>     |
| Balance DCR - Completed Projects and WIP, end of year                  | <u>945,586,387</u>    | <u>930,557,730</u>    |
| Deferred Capital Revenue, Unspent                                      |                       |                       |
| Balance, beginning of year   | 22,752,976            | 42,990,369            |
| Increases  |                       |                       |
| Provincial Grants – Ministry of Education and Child Care               | 39,636,921            | 51,851,883            |
| Other Grants   | 3,570,873             | 8,552,315             |
| Investment Income  | 939,748               | 2,392,327             |
| Transfer from Completed DCR to Unspent DCR                             | 1,634,413             | -                     |
| Others   | 76,695                | -                     |
|  | <u>45,858,650</u>     | <u>62,796,525</u>     |
| Decreases  |                       |                       |
| Transferred to Deferred Capital Revenue, WIP                           | 47,595,064            | 80,918,603            |
| Reversal of investment income  | 193,915               | -                     |
| Settlement of Asset Retirement Obligations                             | -                     | 76,695                |
| Transfers to Deferred Revenue Other from Bylaw                         | -                     | 2,038,620             |
|  | <u>47,788,979</u>     | <u>83,033,918</u>     |
| Balance, DCR - Unspent, end of year                                    | <u>20,822,647</u>     | <u>22,752,976</u>     |
| Total Deferred Capital Revenue   | <u>\$ 966,409,034</u> | <u>\$ 953,310,706</u> |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**9 Employee Future Benefits**

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

|  | <u>June 30, 2025</u>   | <u>June 30, 2024</u>   |
|--|------------------------|------------------------|
| <b>Reconciliation of Accrued Benefit Obligation</b>          |                        |                        |
| Accrued Benefit Obligation – April 1                         | \$ 25,988,416          | \$ 26,388,850          |
| Service Cost   | 1,702,176              | 1,730,689              |
| Interest Cost  | 1,123,534              | 1,070,063              |
| Benefit Payments   | (2,020,968)            | (1,909,561)            |
| Increase (Decrease) in obligation due to Plan Amendment      | -                      | -                      |
| Actuarial (Gain) Loss  | 1,730,962              | (1,291,625)            |
| Accrued Benefit Obligation – March 31                        | <u>\$ 28,524,120</u>   | <u>\$ 25,988,416</u>   |
| <b>Reconciliation of Funded Status at End of Fiscal Year</b> |                        |                        |
| Accrued Benefit Obligation - March 31                        | \$ 28,524,120          | \$ 25,988,416          |
| Market Value of Plan Assets - March 31                       | -                      | -                      |
| Funded Status - Surplus (Deficit)                            | (28,524,120)           | (25,988,416)           |
| Employer Contributions After Measurement Date                | 1,419,325              | 1,357,261              |
| Benefits Expense After Measurement Date                      | (735,425)              | (706,428)              |
| Unamortized Net Actuarial (Gain) Loss                        | (6,052,159)            | (8,512,977)            |
| Accrued Benefit Asset (Liability) - June 30                  | <u>\$ (33,892,379)</u> | <u>\$ (33,850,560)</u> |
| <b>Reconciliation of Change in Accrued Benefit Liability</b> |                        |                        |
| Accrued Benefit Liability (Asset) - July 1                   | \$ 33,850,559          | \$ 33,236,114          |
| Net Expense for Fiscal Year                                  | 2,124,851              | 2,720,471              |
| Employer Contributions                                       | (2,083,031)            | (2,106,025)            |
| Accrued Benefit Liability (Asset) - June 30                  | <u>\$ 33,892,379</u>   | <u>\$ 33,850,560</u>   |
| <b>Components of Net Benefit Expense</b>                     |                        |                        |
| Service Cost   | 1,726,420              | 1,723,561              |
| Interest Cost  | 1,128,287              | 1,083,431              |
| Immediate Recognition of Plan Amendment                      | -                      | -                      |
| Amortization of Net Actuarial (Gain)/Loss                    | (729,856)              | (86,521)               |
| Net Benefit Expense (Income)                                 | <u>\$ 2,124,851</u>    | <u>\$ 2,720,471</u>    |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**9 Employee Future Benefits (continued)**

|                                    | <u>June 30, 2025</u> | <u>June 30, 2024</u> |
|------------------------------------|----------------------|----------------------|
| <b>Assumptions</b>                 |                      |                      |
| Discount Rate - April 1            | 4.25%                | 4.00%                |
| Discount Rate - March 31           | 4.00%                | 4.25%                |
| Long Term Salary Growth - April 1  | 2.50% + seniority    | 2.50% + seniority    |
| Long Term Salary Growth - March 31 | 2.50% + seniority    | 2.50% + seniority    |
| EARSL - March 31                   | 11.1                 | 11.0                 |

The impact of changes in assumptions between the March 31, 2025 measurement date and June 30, 2025 reporting date have been considered and are not considered to be material.

**10 Asset Retirement Obligation**

Legal liabilities exist for the removal and disposal of asbestos and other environmentally hazardous materials (lead in paint, fuel tanks) within some School District owned buildings that will undergo major renovations or demolition in the future. The obligation has been measured at current cost as the timing of future cash flows cannot be reasonably determined. These costs have been capitalized as part of the assets' carrying value and are amortized over the assets' estimated useful lives.

|  | <u>June 30, 2025</u> | <u>June 30, 2024</u> |
|--|----------------------|----------------------|
| Asset Retirement Obligation, beginning of year | \$ 66,971,650        | \$ 67,117,711        |
| Change of accounting estimate                  | -                    | 146,585              |
| Settlements during the year                    | -                    | (292,646)            |
| Accretion Expense                              | 3,348,583            |                      |
| Asset Retirement Obligation, end of year       | <u>\$ 70,320,233</u> | <u>\$ 66,971,650</u> |

**11 Capital Lease Obligations**

Repayments are due as follows:

|                   | <u>June 30, 2025</u> | <u>June 30, 2024</u> |
|-------------------|----------------------|----------------------|
| Fiscal year ended |                      |                      |
| 2025              | \$ -                 | 1,587,477            |
| 2026              | 1,587,178            | 1,057,384            |
| 2027              | 632,838              | 101,024              |
| 2028              | 499,192              | -                    |
|                   | <u>2,719,208</u>     | <u>2,745,885</u>     |
| Interest portion  | (111,212)            | (172,925)            |
| Total             | <u>\$ 2,607,996</u>  | <u>\$ 2,572,960</u>  |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

**12 Tangible Capital Assets**

**2025**

| <b>Cost</b>                 | <b>July 1, 2024</b>     | <b>Additions &amp; ARO</b> | <b>Disposals &amp; ARO</b> | <b>Transfers</b> | <b>June 30, 2025</b>    |
|-----------------------------|-------------------------|----------------------------|----------------------------|------------------|-------------------------|
| Sites                       | \$ 20,781,543           | \$ -                       | \$ -                       | \$ -             | \$ 20,781,543           |
| Buildings                   | 1,486,467,041           | -                          | (76,695)                   | 63,622,455       | 1,550,012,801           |
| Buildings – WIP             | 71,270,110              | 50,201,141                 | (4,283,115)                | (63,622,455)     | 53,565,681              |
| Furniture & Equipment       | 21,014,530              | 1,363,882                  | (1,432,938)                | 315,161          | 21,260,635              |
| Furniture & Equipment - WIP | -                       | 315,161                    | -                          | (315,161)        | -                       |
| Vehicles                    | 1,727,699               | -                          | (191,448)                  | -                | 1,536,251               |
| Computer Software           | 100,244                 | -                          | -                          | -                | 100,244                 |
| Computer Hardware           | 16,014,429              | 2,172,110                  | (2,244,045)                | -                | 15,942,494              |
| <b>Total</b>                | <b>\$ 1,617,375,596</b> | <b>\$ 54,052,294</b>       | <b>\$ (8,228,241)</b>      | <b>\$ -</b>      | <b>\$ 1,663,199,649</b> |

| <b>Accumulated Amortization</b> | <b>July 1, 2024</b>   | <b>Amortization &amp; ARO</b> | <b>Disposals &amp; ARO</b> | <b>June 30, 2025</b>  |
|---------------------------------|-----------------------|-------------------------------|----------------------------|-----------------------|
| Buildings                       | \$ 552,397,841        | \$ 33,299,707                 | \$ -                       | \$ 585,697,548        |
| Furniture & Equipment           | 8,319,273             | 2,113,758                     | 1,432,938                  | 9,000,093             |
| Vehicles                        | 1,051,429             | 163,197                       | 191,448                    | 1,023,178             |
| Computer Software               | 51,612                | 20,049                        | -                          | 71,661                |
| Computer Hardware               | 9,809,635             | 3,195,694                     | 2,244,045                  | 10,761,284            |
| <b>Total</b>                    | <b>\$ 571,629,790</b> | <b>\$ 38,792,405</b>          | <b>\$ 3,868,431</b>        | <b>\$ 606,553,764</b> |

**2024**

| <b>Cost</b>                 | <b>July 1, 2023</b>     | <b>Additions &amp; ARO</b> | <b>Disposals &amp; ARO</b> | <b>Transfers</b> | <b>June 30, 2024</b>    |
|-----------------------------|-------------------------|----------------------------|----------------------------|------------------|-------------------------|
| Sites                       | \$ 20,781,543           | \$ -                       | \$ -                       | \$ -             | \$ 20,781,543           |
| Buildings                   | 1,342,488,647           | -                          | (68,842)                   | 144,047,236      | 1,486,467,041           |
| Buildings – WIP             | 130,060,761             | 85,256,585                 | -                          | (144,047,236)    | 71,270,110              |
| Furniture & Equipment       | 19,275,665              | 2,185,791                  | (2,324,151)                | 1,877,225        | 21,014,530              |
| Furniture & Equipment - WIP | 13,893                  | 1,863,332                  | -                          | (1,877,225)      | -                       |
| Vehicles                    | 1,930,326               | -                          | (202,627)                  | -                | 1,727,699               |
| Computer Software           | 339,791                 | 10,113                     | (249,660)                  | -                | 100,244                 |
| Computer Hardware           | 20,528,739              | 705,992                    | (5,220,302)                | -                | 16,014,429              |
| <b>Total</b>                | <b>\$ 1,535,419,365</b> | <b>\$ 90,021,813</b>       | <b>\$ (8,065,582)</b>      | <b>\$ -</b>      | <b>\$ 1,617,375,596</b> |

| <b>Accumulated Amortization</b> | <b>July 1, 2023</b>   | <b>Amortization &amp; ARO</b> | <b>Disposals &amp; ARO</b> | <b>June 30, 2024</b>  |
|---------------------------------|-----------------------|-------------------------------|----------------------------|-----------------------|
| Buildings                       | \$ 523,041,238        | \$ 29,356,603                 | \$ -                       | \$ 552,397,841        |
| Furniture & Equipment           | 8,628,915             | 2,014,509                     | 2,324,151                  | 8,319,273             |
| Vehicles                        | 1,071,155             | 182,901                       | 202,627                    | 1,051,429             |
| Computer Software               | 257,269               | 44,003                        | 249,660                    | 51,612                |
| Computer Hardware               | 11,375,619            | 3,654,318                     | 5,220,302                  | 9,809,635             |
| <b>Total</b>                    | <b>\$ 544,374,196</b> | <b>\$ 35,252,334</b>          | <b>\$ 7,996,740</b>        | <b>\$ 571,629,790</b> |

| <b>Net Book Value</b>       | <b>June 30, 2025</b>    | <b>June 30, 2024</b>    |
|-----------------------------|-------------------------|-------------------------|
| Sites                       | \$ 20,781,543           | \$ 20,781,543           |
| Buildings                   | 964,315,253             | 934,069,200             |
| Buildings - WIP             | 53,565,681              | 71,270,110              |
| Furniture & Equipment       | 12,260,542              | 12,695,257              |
| Furniture & Equipment - WIP | -                       | -                       |
| Vehicles                    | 513,073                 | 676,270                 |
| Computer Software           | 28,583                  | 48,632                  |
| Computer Hardware           | 5,181,210               | 6,204,794               |
| <b>Total</b>                | <b>\$ 1,056,645,885</b> | <b>\$ 1,045,745,806</b> |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**12 Tangible Capital Assets (continued)**

As at June 30, 2025, there was work in progress of \$53,565,681 (2024 – \$71,270,110) included in Buildings and Furniture & Equipment and not being amortized. Included in disposals is a write down of WIP of \$3,714,650 (2024 - \$nil).

Included within tangible capital assets purchases is \$1,839,120 (2024 – \$359,517) of assets acquired through capital lease.

**13 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, 2024, the Teachers' Pension Plan has about 52,000 active members and approximately 43,000 retired members. As of December 31, 2024, the Municipal Pension Plan has about 273,000 active members, including approximately 32,000 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, 2023, indicated a \$4,572 million surplus for basic pension benefits on a going concern basis.

The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2021, indicated a \$3,761 million funding surplus for basic pension benefits on a going concern basis.

The School District paid \$54,146,757 (2024 – \$51,103,565) for employer contributions to these plans in the year ended June 30, 2025.

The next valuation for the Teachers' Pension Plan will be as at December 31, 2026 with results available in late 2027. The next valuation for the Municipal Pension Plan will be as at December 31, 2024, with results available in late 2025.

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

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

**14 Accumulated Surplus**

|  | <u>June 30, 2025</u>        | <u>June 30, 2024</u>        |
|--|-----------------------------|-----------------------------|
| <b>Local Capital Surplus</b>                                   |                             |                             |
| Internally Restricted (Appropriated) by the Board for:         |                             |                             |
| Restricted for Future Capital Cost Share                       |                             |                             |
| New Elementary School at Coal Harbour                          | \$ 1,996,488                | \$ 4,208,190                |
| Eric Hamber Secondary  | -                           | 280,000                     |
| Henry Hudson Elementary  | -                           | 322,500                     |
| Kitsilano Secondary  | 14,364                      | 50,798                      |
| Equipment Replacement  | 867,971                     | 500,000                     |
| Financial Provisions   | 200,000                     | 200,000                     |
| Parkade and Paid Parking Lots Renewal                          | 653,761                     | 622,257                     |
| Renewal of Leased Facilities                                   | 240,000                     | -                           |
| Replacement School at Lord Roberts Annex                       | 3,235,396                   | 3,418,029                   |
| Technology for Student Learning                                | 5,245                       | -                           |
| Automated External Defibrillators                              | 247,931                     | -                           |
| Contingency Reserve for Local Capital                          | 4,316,312                   | 3,284,142                   |
| <b>Total Internally Restricted Local Capital Surplus</b>       | <u>11,777,468</u>           | <u>12,885,916</u>           |
| <b>Invested in Capital Assets</b>                              | <u>25,856,261</u>           | <u>35,870,972</u>           |
| <b>Total Local Capital Surplus</b>                             | <u><b>37,633,729</b></u>    | <u><b>48,756,888</b></u>    |
| <br><b>Accumulated Operating Surplus</b>                       |                             |                             |
| Internally Restricted (Appropriated) by the Board for:         |                             |                             |
| <b>Planned Future Operations Spanning Multiple Years</b>       |                             |                             |
| Cafeteria Upgrades   | -                           | 50,000                      |
| Contractual Professional Development                           | -                           | 200,000                     |
| Education Plan   | 62,714                      | 62,714                      |
| Equity and Anti-Oppression                                     | 260,069                     | 150,954                     |
| Indigenous Education   | 295,461                     | 150,315                     |
| IT Capital Plan  | 155,924                     | 294,759                     |
| Long Range Facilities Plan                                     | 120,000                     | 120,000                     |
| Online Learning Funding for Courses in Progress                | 411,064                     | 313,467                     |
| Purchase Order Commitments                                     | 786,527                     | 1,007,020                   |
| Recruitment Strategy Review and Improvement                    | -                           | 50,000                      |
| School Budget Balances   | 2,850,281                   | 1,769,617                   |
| <b>Total Planned Future Operations Spanning Multiple Years</b> | <u>4,942,040</u>            | <u>4,168,846</u>            |
| <b>Anticipated Future Requirements</b>                         |                             |                             |
| Financial Provisions   | 1,352,974                   | 7,300,000                   |
| Risk Mitigation - Systems and Processes                        | 673,151                     | 700,000                     |
| <b>Total Anticipated Future Requirements</b>                   | <u>2,026,125</u>            | <u>8,000,000</u>            |
| <b>Restricted Due to Constraints on Funds</b>                  |                             |                             |
| Early Career Mentorship  | 257,976                     | 449,443                     |
| Grants and Donations   | 3,131,454                   | 2,904,611                   |
| Scholarships   | 813,527                     | 822,965                     |
| School Generated Funds   | 7,735,493                   | 6,973,706                   |
| <b>Total Restricted Due to Constraints on Funds</b>            | <u>11,938,450</u>           | <u>11,150,725</u>           |
| <b>Total Internally Restricted Operating Surplus</b>           | <u>18,906,615</u>           | <u>23,319,571</u>           |
| Operating Fund Contingency                                     | 15,443,012                  | 12,091,492                  |
| Unfunded Litigation Costs                                      | (9,350,786)                 | (9,350,786)                 |
| <b>Unrestricted Operating Fund Surplus (Contingency)</b>       | <u>6,092,226</u>            | <u>2,740,706</u>            |
| <b>Total Accumulated Operating Accumulated Surplus</b>         | <u><b>24,998,841</b></u>    | <u><b>26,060,277</b></u>    |
| <b>Accumulated Surplus</b>                                     | <u><b>\$ 62,632,570</b></u> | <u><b>\$ 74,817,165</b></u> |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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## 15 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.

|                                 | 2026                 | 2027                | 2028              | 2029              |
|---------------------------------|----------------------|---------------------|-------------------|-------------------|
| Approved Capital Projects       | \$ 22,118,804        | \$ 1,654,250        | \$ 803,159        | \$ 267,614        |
| Future operating lease payments | 407,918              | 190,917             | 160,658           | -                 |
|                                 | <u>\$ 22,526,722</u> | <u>\$ 1,845,167</u> | <u>\$ 963,817</u> | <u>\$ 267,614</u> |

## 16 Contingent Assets

In fiscal year ended June 30, 2019, 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 contractual right exists in the form of a construction lease. The issuance of the construction lease 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.

In January 2022, the School District received an arbitration award regarding the annual ground lease rent for the site on which Kingsgate Mall occupies. The School District has invoiced the tenant annual rent based on the arbitration ruling, and the tenant has been paying a lower rent amount. Beedie Development LP challenged the arbitration award determining the market value of Kingsgate Mall for setting rent for the next lease renewal period. On December 20, 2024, the court set aside the 2022 award and determined the market value based on the 1.0 FSR outright use, setting the rent for the third renewal period at \$1,650,000 per annum. The School District is appealing this decision. The collectability of the amount invoiced is dependent on the outcome of the appeal.

Contingent assets are not recorded in the financial statements.

## 17 Contingent Liabilities

In the ordinary course of business, VSB has legal proceedings brought against it. It is the opinion of management that final determination of these claims will not have a material impact on the financial positions or operations of VSB. The District is involved in ongoing legal proceedings initiated by the Conseil Scolaire Francophone de la Colombie-Britannique (the "Conseil") against His Majesty the King in Right of the Province of British Columbia, the MECC, and the District. The proceedings are related, in part, to the Conseil's claim that it is entitled to the fee simple transfer of specific school sites from the School District to the Conseil. The Conseil has also claimed that there should be court orders overriding the District's school closure and surplus disposal policies and compelling MECC to exercise powers under the School Act to require the fee simple transfer of such school sites.



**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**17 Contingent Liabilities (continued)**

The Conseil filed a Notice of Civil Claim on December 22, 2020, initiating the lawsuit and seeking the fee simple transfer of the Queen Elizabeth Annex (QEA) to the Conseil. The Conseil filed its Third Amended Notice of Civil Claim on August 26, 2022, expanding the relief sought to include additional sites in Vancouver and other communities. On July 28, 2023, the Conseil filed its Fourth Amended Notice of Civil Claim, seeking the fee simple transfer of the QEA site, the Laurier Annex site, and the Dr. A.R. Lord site. On May 23, 2025, after a 9 month long trial, the British Columbia Supreme Court issued reasons for judgment. Regarding the claims against the VSB, the Court dismissed the Conseil's claim that fee simple transfers were necessary to give effect to s. 23 rights under the Canadian Charter of Rights and Freedoms (minority French language education rights). Instead, the Court found that s. 23 rights could be fulfilled through the use of long term leases as suggested by the VSB.

The Court ordered that a transfer of tenure, either long term lease or fee simple, of QEA be made and the VSB is working diligently to fulfill that order. The Court ordered that the VSB must make Laurier Annex site available for a transfer of tenure, again either long term lease or fee simple transfer, subject to decisions being made by the MECC and the Conseil. The Court dismissed the Conseil's claim in relation to the Dr. A.R. Lord site because there was insufficient evidence of failed negotiations between the VSB and the Conseil at this point in the time to justify an order.

The Conseil filed an appeal of the Court's order and in particular the order dismissing their claim that a fee simple transfer is necessary to give effect to the s. 23 rights. The VSB filed a cross-appeal in relation to the order respecting the Laurier Annex site. This appeal will likely be heard in 2026.

An estimate of the remaining costs to defend the legal case are reported under Accumulated Operating Appropriated Surplus as Unfunded Litigation Expenses. The outcome of these legal proceedings is uncertain, and the financial impact on the School District cannot be determined at this time. The School District continues to defend against the Conseil's claims.

According to a directive from MECC, funding remedies through the CEF require an agreement with the school district's teachers' associations. As of September 10, 2025, VSB had not secured agreements with the teachers' associations for remedies earned during the 2024-25 fiscal year, making both the amount and likelihood of a payout indeterminable.

**18 Budget Figures**

Budget figures reflect the amended annual budget approved by the Board on March 11, 2025. The School 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 2024/25 Amended Annual Budget is used for comparative purposes, a reconciliation between the 2024/25 Annual and the 2024/25

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

Amended Annual Budgets is provided:

|   | <u>Annual Budget</u>      | <u>Change</u>              | <u>Amended Budget</u>      |
|---|---------------------------|----------------------------|----------------------------|
| <b>Revenues</b>                                     |                           |                            |                            |
| Provincial Grants                                   |                           |                            |                            |
| Ministry of Education and Child Care                | \$ 676,802,286            | \$ 4,776,080               | \$ 681,578,366             |
| Other   | 8,872,382                 | -                          | 8,872,382                  |
| Federal Grants                                      | 3,408,597                 | (1,148)                    | 3,407,449                  |
| Tuition   | 24,494,729                | 347,694                    | 24,842,423                 |
| Other Revenue                                       | 22,801,867                | 2,705,669                  | 25,507,536                 |
| Rentals and Leases                                  | 7,518,248                 | 211,891                    | 7,730,139                  |
| Investment Income                                   | 6,810,010                 | (562,042)                  | 6,247,968                  |
| Amortization of Deferred Capital Revenue            | 29,137,830                | 1,019,321                  | 30,157,151                 |
| Total Revenue                                       | <u>779,845,949</u>        | <u>8,497,465</u>           | <u>788,343,414</u>         |
| <b>Expenses</b>                                     |                           |                            |                            |
| Instruction   | 627,533,618               | 11,219,611                 | 638,753,229                |
| District Administration                             | 27,694,373                | 6,440,022                  | 34,134,395                 |
| Operations and Maintenance                          | 122,714,197               | 3,710,774                  | 126,424,971                |
| Transportation and Housing                          | 3,478,818                 | 1,173,066                  | 4,651,884                  |
| Debt Services                                       | 187,521                   | (1,023)                    | 186,498                    |
| Total Expense                                       | <u>781,608,527</u>        | <u>22,542,450</u>          | <u>804,150,977</u>         |
| <b>Surplus (Deficit) for the year</b>               | <u>(1,762,578)</u>        | <u>(14,044,985)</u>        | <u>(15,807,563)</u>        |
| Budgeted Allocation of Surplus                      | 929,104                   | 12,894,469                 | 13,823,573                 |
| <b>Budgeted Surplus (Deficit), for the year</b>     | <u>\$ (833,474)</u>       | <u>\$ (1,150,516)</u>      | <u>\$ (1,983,990)</u>      |
| <br><b>Budgeted Surplus (Deficit), for the year</b> | <br><u>\$ (1,762,578)</u> | <br><u>\$ (14,044,985)</u> | <br><u>\$ (15,807,563)</u> |
| <b>Effect of change in Tangible Capital Assets</b>  |                           |                            |                            |
| Acquisition of Tangible Capital Assets              | (54,479,293)              | (6,910,298)                | (61,389,591)               |
| Amortization of Tangible Capital Assets             | 37,358,698                | 1,315,000                  | 38,673,698                 |
| Total Effect of Change in Tangible Capital Assets   | <u>(17,120,595)</u>       | <u>(5,595,298)</u>         | <u>(22,715,893)</u>        |
| <b>Increase (Decrease) in Net Financial Debt</b>    | <u>\$ (18,883,173)</u>    | <u>\$ (19,640,283)</u>     | <u>\$ (38,523,456)</u>     |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
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**ENDED JUNE 30, 2025**

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**19 Expense by Object**

|                                | <b>2025</b>           | <b>2024</b>           |
|--------------------------------|-----------------------|-----------------------|
|                                | <b>Actual</b>         | <b>Actual</b>         |
| Salaries                       |                       |                       |
| Teachers                       | \$ 316,876,687        | \$ 299,794,225        |
| Principals and Vice Principals | 31,959,569            | 32,239,192            |
| Educational Assistants         | 60,481,519            | 56,329,934            |
| Support Staff                  | 73,638,981            | 72,286,652            |
| Other Professionals            | 18,569,341            | 17,877,806            |
| Substitutes                    | 19,336,312            | 18,483,764            |
|                                | <u>520,862,409</u>    | <u>497,011,573</u>    |
| Employee Benefits              | 148,383,898           | 134,187,878           |
| Services and supplies          | 100,930,157           | 86,781,293            |
| Amortization                   | 42,140,987            | 35,252,335            |
| Interest                       | 108,275               | 129,538               |
|                                | <u>\$ 812,425,726</u> | <u>\$ 753,362,617</u> |

**20 Interfund Transfers**

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

- \$1,029,238 from operating to capital for capital assets purchased
- \$1,901,262 from operating to capital for capital lease payments
- 1,039,780 from capital to operating for capital financing costs in prior periods
- \$170,285 from special purpose to capital for capital assets purchased
- \$11,098 from special purpose to capital for capital lease payments

**21 Economic Dependence**

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

**22 Related Party Transactions**

The School District is related through common ownership to all Province of British Columbia ministries, agencies, school districts, health authorities, colleges, universities and crown corporations. 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 School 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.

**23 Risk Management**

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

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

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2025**

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**23 Risk Management (continued)**

a) Credit risk

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

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. There have been no changes to risk exposure from 2024 related to credit, market or liquidity risks, with the exception of additional exposure to market risks from tariffs. The School District is monitoring the potential impacts and options to mitigate risks arising from tariffs and cross border trade.

# School District No. 39 (Vancouver)

Schedule 1 (Unaudited)

Schedule of Changes in Accumulated Surplus (Deficit) by Fund  
Year Ended June 30, 2025

|   | Operating<br>Fund  | Special Purpose<br>Fund | Capital<br>Fund     | 2025<br>Actual      | 2024<br>Actual   |
|---|--------------------|-------------------------|---------------------|---------------------|------------------|
|   | \$                 | \$                      | \$                  | \$                  | \$               |
| <b>Accumulated Surplus (Deficit), beginning of year</b>         | 26,060,277         |                         | 48,756,888          | <b>74,817,165</b>   | 71,478,716       |
| <b>Changes for the year</b>                                     |                    |                         |                     |                     |                  |
| Surplus (Deficit) for the year                                  | 829,284            | 181,383                 | (13,195,262)        | <b>(12,184,595)</b> | 3,338,449        |
| Interfund Transfers   |                    |                         |                     |                     |                  |
| Tangible Capital Assets Purchased                               | (1,029,238)        | (170,285)               | 1,199,523           | -                   |                  |
| Other   | (861,482)          | (11,098)                | 872,580             | -                   |                  |
| <b>Net Changes for the year</b>                                 | <b>(1,061,436)</b> | -                       | <b>(11,123,159)</b> | <b>(12,184,595)</b> | <b>3,338,449</b> |
| <b>Accumulated Surplus (Deficit), end of year - Statement 2</b> | <b>24,998,841</b>  | -                       | <b>37,633,729</b>   | <b>62,632,570</b>   | 74,817,165       |

# School District No. 39 (Vancouver)

Schedule 2 (Unaudited)

Schedule of Operating Operations

Year Ended June 30, 2025

|   | 2025<br>Budget<br>(Note 18) | 2025<br>Actual     | 2024<br>Actual     |
|---|-----------------------------|--------------------|--------------------|
|   | \$                          | \$                 | \$                 |
| <b>Revenues</b>   |                             |                    |                    |
| Provincial Grants   |                             |                    |                    |
| Ministry of Education and Child Care                            | 593,184,509                 | 594,089,115        | 569,422,165        |
| Other   | 78,135                      | 62,249             | 62,249             |
| Federal Grants  | 3,407,449                   | 3,375,678          | 3,192,037          |
| Tuition   | 24,842,423                  | 26,400,962         | 26,789,970         |
| Other Revenue   | 18,010,710                  | 23,010,327         | 19,709,498         |
| Rentals and Leases  | 5,631,738                   | 6,697,240          | 5,674,966          |
| Investment Income   | 5,583,506                   | 6,282,119          | 7,611,518          |
| <b>Total Revenue</b>  | <b>650,738,470</b>          | <b>659,917,690</b> | <b>632,462,403</b> |
| <b>Expenses</b>   |                             |                    |                    |
| Instruction   | 537,188,344                 | 536,552,340        | 512,138,877        |
| District Administration   | 33,506,773                  | 31,960,231         | 27,986,277         |
| Operations and Maintenance                                      | 85,448,522                  | 86,272,194         | 79,887,539         |
| Transportation and Housing                                      | 4,505,190                   | 4,303,641          | 3,573,966          |
| <b>Total Expense</b>  | <b>660,648,829</b>          | <b>659,088,406</b> | <b>623,586,659</b> |
| <b>Operating Surplus (Deficit) for the year</b>                 | <b>(9,910,359)</b>          | <b>829,284</b>     | <b>8,875,744</b>   |
| <b>Budgeted Appropriation (Retirement) of Surplus (Deficit)</b> | <b>13,823,573</b>           |                    |                    |
| <b>Net Transfers (to) from other funds</b>                      |                             |                    |                    |
| Tangible Capital Assets Purchased                               | (1,841,066)                 | (1,029,238)        | (2,024,567)        |
| Local Capital   | -                           | -                  | -                  |
| Other   | (2,072,148)                 | (861,482)          | (1,584,110)        |
| <b>Total Net Transfers</b>                                      | <b>(3,913,214)</b>          | <b>(1,890,720)</b> | <b>(3,608,677)</b> |
| <b>Total Operating Surplus (Deficit), for the year</b>          | <b>-</b>                    | <b>(1,061,436)</b> | <b>5,267,067</b>   |
| <b>Operating Surplus (Deficit), beginning of year</b>           |                             | <b>26,060,277</b>  | <b>20,793,210</b>  |
| <b>Operating Surplus (Deficit), end of year</b>                 |                             | <b>24,998,841</b>  | <b>26,060,277</b>  |
| <b>Operating Surplus (Deficit), end of year</b>                 |                             |                    |                    |
| Internally Restricted (Note 14)                                 |                             | <b>18,906,615</b>  | <b>23,319,571</b>  |
| Unrestricted  |                             | <b>6,092,226</b>   | <b>2,740,706</b>   |
| <b>Total Operating Surplus (Deficit), end of year</b>           |                             | <b>24,998,841</b>  | <b>26,060,277</b>  |

# School District No. 39 (Vancouver)

Schedule 2A (Unaudited)

Schedule of Operating Revenue by Source

Year Ended June 30, 2025

|   | 2025<br>Budget<br>(Note 18) | 2025<br>Actual     | 2024<br>Actual     |
|---|-----------------------------|--------------------|--------------------|
|   | \$                          | \$                 | \$                 |
| <b>Provincial Grants - Ministry of Education and Child Care</b>       |                             |                    |                    |
| Operating Grant, Ministry of Education and Child Care                 | 577,658,415                 | 579,188,435        | 551,127,508        |
| Other Ministry of Education and Child Care Grants                     |                             |                    |                    |
| Pay Equity  | 7,294,124                   | 7,294,124          | 7,294,124          |
| Funding for Graduated Adults  | 1,109,550                   | 1,683,352          | 1,525,321          |
| Student Transportation Fund   | 53,423                      | 53,423             | 53,423             |
| FSA Scorer Grant  | 43,871                      | 43,871             | 41,621             |
| Child Care Funding  | -                           | 44,495             | -                  |
| Labour Settlement Funding   | 5,781,415                   | 5,781,415          | 9,375,668          |
| Forecasted Enrolment Increase   | 1,243,711                   | -                  | -                  |
| Premier's Award for Excellence in Education - bursary funds           | -                           | -                  | 3,000              |
| Equity Scan   | -                           | -                  | 1,500              |
| <b>Total Provincial Grants - Ministry of Education and Child Care</b> | <b>593,184,509</b>          | <b>594,089,115</b> | <b>569,422,165</b> |
| <b>Provincial Grants - Other</b>                                      | <b>78,135</b>               | <b>62,249</b>      | <b>62,249</b>      |
| <b>Federal Grants</b>   | <b>3,407,449</b>            | <b>3,375,678</b>   | <b>3,192,037</b>   |
| <b>Tuition</b>  |                             |                    |                    |
| Summer School Fees  | 886,453                     | 897,373            | 679,539            |
| Continuing Education  | 422,300                     | 471,518            | 385,828            |
| International and Out of Province Students                            | 23,533,670                  | 25,032,071         | 25,724,603         |
| <b>Total Tuition</b>  | <b>24,842,423</b>           | <b>26,400,962</b>  | <b>26,789,970</b>  |
| <b>Other Revenues</b>   |                             |                    |                    |
| Other School District/Education Authorities                           | 1,804,825                   | 2,374,831          | 1,675,000          |
| Miscellaneous   |                             |                    |                    |
| Instructional Cafeteria Revenue                                       | 1,096,108                   | 945,774            | 874,837            |
| Miscellaneous Fees and Revenue  | 2,668,618                   | 3,884,042          | 4,177,535          |
| School Generated Funds  | 12,159,539                  | 14,558,775         | 12,418,243         |
| Other Grants  | 257,300                     | 1,246,905          | 563,883            |
| Other Grants - Child Care   | 24,320                      |                    |                    |
| <b>Total Other Revenue</b>  | <b>18,010,710</b>           | <b>23,010,327</b>  | <b>19,709,498</b>  |
| <b>Rentals and Leases</b>   | <b>5,631,738</b>            | <b>6,697,240</b>   | <b>5,674,966</b>   |
| <b>Investment Income</b>  | <b>5,583,506</b>            | <b>6,282,119</b>   | <b>7,611,518</b>   |
| <b>Total Operating Revenue</b>  | <b>650,738,470</b>          | <b>659,917,690</b> | <b>632,462,403</b> |

**School District No. 39 (Vancouver)****Schedule 2B (Unaudited)**

Schedule of Operating Expense by Object

Year Ended June 30, 2025

|                                     | 2025<br>Budget<br>(Note 18) | 2025<br>Actual     | 2024<br>Actual |
|-------------------------------------|-----------------------------|--------------------|----------------|
|                                     | \$                          | \$                 | \$             |
| <b>Salaries</b>                     |                             |                    |                |
| Teachers                            | 275,299,958                 | <b>275,775,846</b> | 267,750,776    |
| Principals and Vice Principals      | 31,313,342                  | <b>31,073,774</b>  | 31,184,491     |
| Educational Assistants              | 55,328,397                  | <b>53,240,124</b>  | 48,461,067     |
| Support Staff                       | 67,560,217                  | <b>66,540,040</b>  | 63,630,878     |
| Other Professionals                 | 13,771,044                  | <b>14,691,110</b>  | 13,202,853     |
| Substitutes                         | 17,874,622                  | <b>18,452,188</b>  | 17,733,813     |
| <b>Total Salaries</b>               | <b>461,147,580</b>          | <b>459,773,082</b> | 441,963,878    |
| <b>Employee Benefits</b>            | 127,250,081                 | <b>130,694,721</b> | 118,048,543    |
| <b>Total Salaries and Benefits</b>  | <b>588,397,661</b>          | <b>590,467,803</b> | 560,012,421    |
| <b>Services and Supplies</b>        |                             |                    |                |
| Services                            | 23,940,842                  | <b>21,055,363</b>  | 16,732,549     |
| Student Transportation              | 4,469,353                   | <b>4,257,455</b>   | 3,521,351      |
| Professional Development and Travel | 2,220,359                   | <b>1,439,884</b>   | 969,717        |
| Rentals and Leases                  | 954,016                     | <b>759,439</b>     | 828,267        |
| Dues and Fees                       | 1,040,840                   | <b>1,060,360</b>   | 744,045        |
| Insurance                           | 1,762,295                   | <b>1,588,197</b>   | 1,525,976      |
| Supplies                            | 26,374,309                  | <b>27,024,501</b>  | 27,848,954     |
| Utilities                           | 11,489,154                  | <b>11,435,404</b>  | 11,403,379     |
| <b>Total Services and Supplies</b>  | <b>72,251,168</b>           | <b>68,620,603</b>  | 63,574,238     |
| <b>Total Operating Expense</b>      | <b>660,648,829</b>          | <b>659,088,406</b> | 623,586,659    |



# School District No. 39 (Vancouver)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2025

|   | Teachers<br>Salaries | Principals and<br>Vice Principals<br>Salaries | Educational<br>Assistants<br>Salaries | Support<br>Staff<br>Salaries | Other<br>Professionals<br>Salaries | Substitutes<br>Salaries | Total<br>Salaries  |
|---|----------------------|---|---------------------------------------|------------------------------|------------------------------------|-------------------------|--------------------|
|   | \$                   | \$  | \$                                    | \$                           | \$                                 | \$                      | \$                 |
| <b>1 Instruction</b>                            |                      |   |                                       |                              |                                    |                         |                    |
| 1.02 Regular Instruction                        | 205,919,713          | 4,206,572                                     | 266,797                               | 4,154,879                    | 4,715                              | 13,322,406              | 227,875,082        |
| 1.03 Career Programs                            | 98,313               | 183,732                                       | 146                                   | 89,808                       | -                                  | 20,203                  | 392,202            |
| 1.07 Library Services                           | 6,714,021            | -   | 1,316                                 | 144,539                      | -                                  | 444,571                 | 7,304,447          |
| 1.08 Counselling                                | 8,527,270            | -   | 177                                   | 505                          | 273,033                            | 564,993                 | 9,365,978          |
| 1.10 Inclusive Education                        | 33,083,217           | 1,419,173                                     | 48,033,077                            | 913,788                      | 347,628                            | 2,017,935               | 85,814,818         |
| 1.20 Early Learning and Child Care              | -                    | -   | 167,884                               | 3,917                        | -                                  | -                       | 171,801            |
| 1.30 English Language Learning                  | 11,496,988           | 171,223                                       | 2,855,799                             | 486,538                      | 221,970                            | 797,849                 | 16,030,367         |
| 1.31 Indigenous Education                       | 1,006,273            | 393,165                                       | 1,195,165                             | 190,328                      | -                                  | 9,911                   | 2,794,842          |
| 1.41 School Administration                      | -                    | 21,414,943                                    | 570                                   | 11,901,742                   | 3,072                              | 949,953                 | 34,270,280         |
| 1.60 Summer School                              | 2,032,937            | 311,703                                       | 516,863                               | 235,917                      | -                                  | -                       | 3,097,420          |
| 1.61 Continuing Education                       | -                    | -   | -                                     | -                            | -                                  | -                       | -                  |
| 1.62 International and Out of Province Students | 6,897,114            | 175,878                                       | 183,790                               | 536,489                      | 355,219                            | 280,427                 | 8,428,917          |
| 1.64 Other                                      | -                    | -   | -                                     | 902,226                      | 177,000                            | 372                     | 1,079,598          |
| <b>Total Function 1</b>                         | <b>275,775,846</b>   | <b>28,276,389</b>                             | <b>53,221,584</b>                     | <b>19,560,676</b>            | <b>1,382,637</b>                   | <b>18,408,620</b>       | <b>396,625,752</b> |
| <b>4 District Administration</b>                |                      |   |                                       |                              |                                    |                         |                    |
| 4.11 Educational Administration                 | -                    | 2,579,920                                     | -                                     | 495,151                      | 1,678,665                          | 2,092                   | 4,755,828          |
| 4.20 Early Learning and Child Care              | -                    | -   | -                                     | -                            | -                                  | -                       | -                  |
| 4.40 School District Governance                 | -                    | -   | -                                     | 79,689                       | 886,969                            | 7,456                   | 974,114            |
| 4.41 Business Administration                    | -                    | 217,465                                       | 17,714                                | 3,260,384                    | 6,029,900                          | 34,020                  | 9,559,483          |
| <b>Total Function 4</b>                         | <b>-</b>             | <b>2,797,385</b>                              | <b>17,714</b>                         | <b>3,835,224</b>             | <b>8,595,534</b>                   | <b>43,568</b>           | <b>15,289,425</b>  |
| <b>5 Operations and Maintenance</b>             |                      |   |                                       |                              |                                    |                         |                    |
| 5.20 Early Learning and Child Care              | -                    | -   | -                                     | -                            | 89,269                             | -                       | 89,269             |
| 5.41 Operations and Maintenance Administration  | -                    | -   | -                                     | 1,718,500                    | 4,604,204                          | -                       | 6,322,704          |
| 5.50 Maintenance Operations                     | -                    | -   | 826                                   | 37,508,776                   | -                                  | -                       | 37,509,602         |
| 5.52 Maintenance of Grounds                     | -                    | -   | -                                     | 3,859,684                    | 19,466                             | -                       | 3,879,150          |
| 5.56 Utilities                                  | -                    | -   | -                                     | -                            | -                                  | -                       | -                  |
| <b>Total Function 5</b>                         | <b>-</b>             | <b>-</b>                                      | <b>826</b>                            | <b>43,086,960</b>            | <b>4,712,939</b>                   | <b>-</b>                | <b>47,800,725</b>  |
| <b>7 Transportation and Housing</b>             |                      |   |                                       |                              |                                    |                         |                    |
| 7.70 Student Transportation                     | -                    | -   | -                                     | 57,180                       | -                                  | -                       | 57,180             |
| <b>Total Function 7</b>                         | <b>-</b>             | <b>-</b>                                      | <b>-</b>                              | <b>57,180</b>                | <b>-</b>                           | <b>-</b>                | <b>57,180</b>      |
| <b>9 Debt Services</b>                          |                      |   |                                       |                              |                                    |                         |                    |
| <b>Total Function 9</b>                         | <b>-</b>             | <b>-</b>                                      | <b>-</b>                              | <b>-</b>                     | <b>-</b>                           | <b>-</b>                | <b>-</b>           |
| <b>Total Functions 1 - 9</b>                    | <b>275,775,846</b>   | <b>31,073,774</b>                             | <b>53,240,124</b>                     | <b>66,540,040</b>            | <b>14,691,110</b>                  | <b>18,452,188</b>       | <b>459,773,082</b> |

# School District No. 39 (Vancouver)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2025

|   | Total<br>Salaries  | Employee<br>Benefits | Total Salaries<br>and Benefits | Services and<br>Supplies | 2025<br>Actual     | 2025<br>Budget<br>(Note 18) | 2024<br>Actual     |
|---|--------------------|----------------------|--------------------------------|--------------------------|--------------------|-----------------------------|--------------------|
|   | \$                 | \$                   | \$                             | \$                       | \$                 | \$                          | \$                 |
| <b>1 Instruction</b>                            |                    |                      |                                |                          |                    |                             |                    |
| 1.02 Regular Instruction                        | 227,875,082        | 61,338,767           | 289,213,849                    | 17,149,909               | 306,363,758        | 309,913,919                 | 298,218,235        |
| 1.03 Career Programs                            | 392,202            | 114,318              | 506,520                        | 655,327                  | 1,161,847          | 1,779,074                   | 1,941,804          |
| 1.07 Library Services                           | 7,304,447          | 2,061,775            | 9,366,222                      | 2,003,895                | 11,370,117         | 12,202,573                  | 11,935,025         |
| 1.08 Counselling                                | 9,365,978          | 2,643,618            | 12,009,596                     | 489,406                  | 12,499,002         | 13,819,415                  | 13,390,132         |
| 1.10 Inclusive Education                        | 85,814,818         | 27,287,724           | 113,102,542                    | 2,237,856                | 115,340,398        | 109,230,166                 | 96,426,272         |
| 1.20 Early Learning and Child Care              | 171,801            | 48,676               | 220,477                        | 5,351                    | 225,828            | 302,863                     | 250,315            |
| 1.30 English Language Learning                  | 16,030,367         | 4,547,238            | 20,577,605                     | 462,086                  | 21,039,691         | 25,877,963                  | 25,368,811         |
| 1.31 Indigenous Education                       | 2,794,842          | 802,272              | 3,597,114                      | 538,377                  | 4,135,491          | 4,377,648                   | 3,819,059          |
| 1.41 School Administration                      | 34,270,280         | 9,673,202            | 43,943,482                     | 1,476,462                | 45,419,944         | 43,335,545                  | 41,761,109         |
| 1.60 Summer School                              | 3,097,420          | 874,278              | 3,971,698                      | 230,979                  | 4,202,677          | 4,262,102                   | 4,090,015          |
| 1.61 Continuing Education                       | -                  | -                    | -                              | -                        | -                  | -                           | -                  |
| 1.62 International and Out of Province Students | 8,428,917          | 2,386,020            | 10,814,937                     | 2,065,709                | 12,880,646         | 12,087,076                  | 14,938,100         |
| 1.64 Other                                      | 1,079,598          | 273,963              | 1,353,561                      | 559,380                  | 1,912,941          | -                           | -                  |
| <b>Total Function 1</b>                         | <b>396,625,752</b> | <b>112,051,851</b>   | <b>508,677,603</b>             | <b>27,874,737</b>        | <b>536,552,340</b> | <b>537,188,344</b>          | <b>512,138,877</b> |
| <b>4 District Administration</b>                |                    |                      |                                |                          |                    |                             |                    |
| 4.11 Educational Administration                 | 4,755,828          | 1,378,556            | 6,134,384                      | 1,346,514                | 7,480,898          | 7,818,346                   | 7,945,663          |
| 4.20 Early Learning and Child Care              | -                  | -                    | -                              | -                        | -                  | -                           | -                  |
| 4.40 School District Governance                 | 974,114            | 275,401              | 1,249,515                      | 240,937                  | 1,490,452          | 1,406,978                   | 1,404,333          |
| 4.41 Business Administration                    | 9,559,483          | 3,031,323            | 12,590,806                     | 10,398,075               | 22,988,881         | 24,281,449                  | 18,636,281         |
| <b>Total Function 4</b>                         | <b>15,289,425</b>  | <b>4,685,280</b>     | <b>19,974,705</b>              | <b>11,985,526</b>        | <b>31,960,231</b>  | <b>33,506,773</b>           | <b>27,986,277</b>  |
| <b>5 Operations and Maintenance</b>             |                    |                      |                                |                          |                    |                             |                    |
| 5.20 Early Learning and Child Care              | 89,269             | 25,195               | 114,464                        | -                        | 114,464            | 168,712                     | -                  |
| 5.41 Operations and Maintenance Administration  | 6,322,704          | 1,559,462            | 7,882,166                      | 2,915,896                | 10,798,062         | 9,033,200                   | 8,420,779          |
| 5.50 Maintenance Operations                     | 37,509,602         | 11,166,607           | 48,676,209                     | 8,443,710                | 57,119,919         | 57,970,047                  | 53,995,272         |
| 5.52 Maintenance of Grounds                     | 3,879,150          | 1,190,188            | 5,069,338                      | 1,684,148                | 6,753,486          | 6,791,707                   | 6,217,723          |
| 5.56 Utilities                                  | -                  | -                    | -                              | 11,486,263               | 11,486,263         | 11,484,856                  | 11,253,765         |
| <b>Total Function 5</b>                         | <b>47,800,725</b>  | <b>13,941,452</b>    | <b>61,742,177</b>              | <b>24,530,017</b>        | <b>86,272,194</b>  | <b>85,448,522</b>           | <b>79,887,539</b>  |
| <b>7 Transportation and Housing</b>             |                    |                      |                                |                          |                    |                             |                    |
| 7.70 Student Transportation                     | 57,180             | 16,138               | 73,318                         | 4,230,323                | 4,303,641          | 4,505,190                   | 3,573,966          |
| <b>Total Function 7</b>                         | <b>57,180</b>      | <b>16,138</b>        | <b>73,318</b>                  | <b>4,230,323</b>         | <b>4,303,641</b>   | <b>4,505,190</b>            | <b>3,573,966</b>   |
| <b>9 Debt Services</b>                          |                    |                      |                                |                          |                    |                             |                    |
| <b>Total Function 9</b>                         | <b>-</b>           | <b>-</b>             | <b>-</b>                       | <b>-</b>                 | <b>-</b>           | <b>-</b>                    | <b>-</b>           |
| <b>Total Functions 1 - 9</b>                    | <b>459,773,082</b> | <b>130,694,721</b>   | <b>590,467,803</b>             | <b>68,620,603</b>        | <b>659,088,406</b> | <b>660,648,829</b>          | <b>623,586,659</b> |

# School District No. 39 (Vancouver)

Schedule 3 (Unaudited)

Schedule of Special Purpose Operations

Year Ended June 30, 2025

|   | 2025<br>Budget<br>(Note 18) | 2025<br>Actual            | 2024<br>Actual    |
|---|-----------------------------|---------------------------|-------------------|
|   | \$                          | \$                        | \$                |
| <b>Revenues</b>   |                             |                           |                   |
| Provincial Grants   |                             |                           |                   |
| Ministry of Education and Child Care                        | 88,393,857                  | <b>88,213,490</b>         | 76,601,848        |
| Other   | 8,794,247                   | <b>10,000,114</b>         | 9,149,069         |
| Other Revenue   | 7,050,304                   | <b>7,903,665</b>          | 7,482,451         |
| Investment Income   | 118,516                     | <b>888,037</b>            | 948,164           |
| <b>Total Revenue</b>  | <u>104,356,924</u>          | <u><b>107,005,306</b></u> | <u>94,181,532</u> |
| <b>Expenses</b>   |                             |                           |                   |
| Instruction   | 101,564,885                 | <b>104,355,593</b>        | 89,614,202        |
| District Administration                                     | 627,622                     | <b>641,563</b>            | 763,974           |
| Operations and Maintenance                                  | 1,350,489                   | <b>1,680,073</b>          | 3,139,824         |
| Transportation and Housing                                  | 146,694                     | <b>146,694</b>            | 146,507           |
| <b>Total Expense</b>  | <u>103,689,690</u>          | <u><b>106,823,923</b></u> | <u>93,664,507</u> |
| <b>Special Purpose Surplus (Deficit) for the year</b>       | <u>667,234</u>              | <u><b>181,383</b></u>     | <u>517,025</u>    |
| <b>Net Transfers (to) from other funds</b>                  |                             |                           |                   |
| Tangible Capital Assets Purchased                           | (661,685)                   | <b>(170,285)</b>          | (504,973)         |
| Other   | (5,549)                     | <b>(11,098)</b>           | (12,052)          |
| <b>Total Net Transfers</b>                                  | <u>(667,234)</u>            | <u><b>(181,383)</b></u>   | <u>(517,025)</u>  |
| <b>Total Special Purpose Surplus (Deficit) for the year</b> | <u>-</u>                    | <u>-</u>                  | <u>-</u>          |
| <b>Special Purpose Surplus (Deficit), beginning of year</b> |                             |                           |                   |
| <b>Special Purpose Surplus (Deficit), end of year</b>       |                             | <u>-</u>                  | <u>-</u>          |

# School District No. 39 (Vancouver)

Schedule 3A (Unaudited)

Changes in Special Purpose Funds and Expense by Object  
Year Ended June 30, 2025

|   | Annual<br>Facility<br>Grant | Learning<br>Improvement<br>Fund | Special<br>Education<br>Equipment | Scholarships<br>and<br>Bursaries | Special<br>Education<br>Technology | School<br>Generated<br>Funds | Strong<br>Start | Ready,<br>Set,<br>Learn | OLEP     |
|---|-----------------------------|---------------------------------|-----------------------------------|----------------------------------|------------------------------------|------------------------------|-----------------|-------------------------|----------|
|   | \$                          | \$                              | \$                                | \$                               | \$                                 | \$                           | \$              | \$                      | \$       |
| <b>Deferred Revenue, beginning of year</b>                                |                             | 590,674                         | -                                 | 564,323                          | 210,369                            | 4,360,912                    |                 | 11,632                  | 253,654  |
| <b>Add:</b> Restricted Grants   |                             |                                 |                                   |                                  |                                    |                              |                 |                         |          |
| Provincial Grants - Ministry of Education and Child Care                  | 2,238,403                   | 2,063,515                       |                                   |                                  | 9,792,997                          |                              | 608,000         | 218,050                 | 763,817  |
| Provincial Grants - Other   |                             |                                 |                                   | 10,360                           |                                    | 7,753,438                    |                 |                         |          |
| Other   |                             |                                 |                                   | 18,291                           | 37,918                             |                              |                 |                         | 18,045   |
| Investment Income   |                             |                                 |                                   |                                  |                                    |                              |                 |                         | (30,000) |
| Accrued Provincial Grants - Ministry of Education and Child Care          | (558,330)                   |                                 |                                   |                                  |                                    |                              |                 |                         |          |
|   | 1,680,073                   | 2,063,515                       | -                                 | 28,651                           | 9,830,915                          | 7,753,438                    | 608,000         | 218,050                 | 751,862  |
| <b>Less:</b> Allocated to Revenue   | 1,680,073                   | 1,823,925                       | -                                 | 15,350                           | 9,684,461                          | 7,634,170                    | 608,000         | 187,771                 | 824,404  |
| Recovered   |                             |                                 |                                   |                                  | 166,529                            |                              |                 |                         |          |
| Recovered Funds - Accounts Payable  |                             |                                 |                                   |                                  |                                    |                              |                 |                         |          |
| <b>Deferred Revenue, end of year</b>                                      | -                           | 830,264                         | -                                 | 577,624                          | 190,294                            | 4,480,180                    | -               | 41,911                  | 181,112  |
| <b>Revenues</b>   |                             |                                 |                                   |                                  |                                    |                              |                 |                         |          |
| Provincial Grants - Ministry of Education and Child Care                  | 1,680,073                   | 1,823,925                       |                                   |                                  | 9,646,543                          |                              | 608,000         | 187,771                 | 806,359  |
| Provincial Grants - Other   |                             |                                 |                                   |                                  |                                    |                              |                 |                         |          |
| Federal Grants  |                             |                                 |                                   | -                                |                                    |                              |                 |                         |          |
| Other Revenue   |                             |                                 |                                   | 15,350                           |                                    | 7,634,170                    |                 |                         |          |
| Investment Income   |                             |                                 |                                   |                                  | 37,918                             |                              |                 |                         | 18,045   |
|   | 1,680,073                   | 1,823,925                       | -                                 | 15,350                           | 9,684,461                          | 7,634,170                    | 608,000         | 187,771                 | 824,404  |
| <b>Expenses</b>   |                             |                                 |                                   |                                  |                                    |                              |                 |                         |          |
| Salaries  |                             |                                 |                                   |                                  |                                    |                              |                 |                         |          |
| Teachers  |                             |                                 |                                   |                                  | 2,542,630                          |                              |                 |                         | 115,636  |
| Principals and Vice Principals  |                             |                                 |                                   |                                  | 329,522                            |                              |                 |                         | 13,089   |
| Educational Assistants  |                             | 1,338,061                       |                                   |                                  | 367                                | 522                          | 424,053         | 143                     |          |
| Support Staff   | 1,023,265                   |                                 |                                   |                                  | 1,340,161                          | 70,266                       |                 | 59,081                  |          |
| Other Professionals   |                             |                                 |                                   |                                  | 25,699                             |                              |                 |                         |          |
| Substitutes   |                             |                                 |                                   |                                  | 2,556                              |                              |                 | 25,514                  | 58,621   |
|   | 1,023,265                   | 1,338,061                       | -                                 | -                                | 4,240,935                          | 70,788                       | 424,053         | 84,738                  | 187,346  |
| Employee Benefits   | 288,300                     | 485,864                         |                                   |                                  | 1,289,627                          | 14,067                       | 155,327         | 27,486                  | 46,385   |
| Services and Supplies   | 368,508                     |                                 |                                   | 15,350                           | 4,153,899                          | 7,455,746                    | 28,620          | 75,547                  | 590,673  |
|   | 1,680,073                   | 1,823,925                       | -                                 | 15,350                           | 9,684,461                          | 7,540,601                    | 608,000         | 187,771                 | 824,404  |
| <b>Net Revenue (Expense) before Interfund Transfers</b>                   | -                           | -                               | -                                 | -                                | -                                  | 93,569                       | -               | -                       | -        |
| <b>Interfund Transfers</b>  |                             |                                 |                                   |                                  |                                    |                              |                 |                         |          |
| Tangible Capital Assets Purchased   |                             |                                 |                                   |                                  |                                    | (82,471)                     |                 |                         |          |
| Other   |                             |                                 |                                   |                                  |                                    | (11,098)                     |                 |                         |          |
|   | -                           | -                               | -                                 | -                                | -                                  | (93,569)                     | -               | -                       | -        |
| <b>Net Revenue (Expense)</b>  | -                           | -                               | -                                 | -                                | -                                  | -                            | -               | -                       | -        |
| <b>Additional Expenses funded by, and reported in, the Operating Fund</b> |                             |                                 |                                   |                                  |                                    |                              |                 |                         |          |

# School District No. 39 (Vancouver)

Schedule 3A (Unaudited)

Changes in Special Purpose Funds and Expense by Object  
Year Ended June 30, 2025

|   | 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 | Seamless Day Kindergarten | Early Childhood Education Dual Credit Program |
|---|----------------|---------------------------------------|---------------------------------------|---------------------------------------|-------------------------------------|--------------------------|-------------------------------------|---------------------------|---|
|   | \$             | \$                                    | \$                                    | \$                                    | \$                                  | \$                       | \$                                  | \$                        | \$  |
| <b>Deferred Revenue, beginning of year</b>                                | 64,971         |                                       |                                       | 1,370,830                             |                                     | 4,902                    | 6,173                               |                           | 44,634  |
| <b>Add:</b> Restricted Grants   |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Provincial Grants - Ministry of Education and Child Care                  | 10,647,334     | 4,604,881                             | 41,910,572                            | 3,345,582                             | 146,694                             | 47,000                   | 11,250                              | 55,400                    | 70,000  |
| Provincial Grants - Other   |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Other   |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Investment Income   |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Accrued Provincial Grants - Ministry of Education and Child Care          |                |                                       |                                       | 1,183,981                             |                                     |                          |                                     |                           |   |
|   | 10,647,334     | 4,604,881                             | 41,910,572                            | 4,529,563                             | 146,694                             | 47,000                   | 11,250                              | 55,400                    | 70,000  |
| <b>Less:</b> Allocated to Revenue   | 10,127,669     | 4,604,881                             | 41,873,584                            | 3,174,257                             | 146,694                             | 20,402                   | 15,196                              | 55,400                    | 41,074  |
| Recovered   |                |                                       |                                       | 1,971,247                             |                                     |                          |                                     |                           |   |
| Recovered Funds - Accounts Payable  |                |                                       |                                       | (600,417)                             |                                     |                          |                                     |                           |   |
| <b>Deferred Revenue, end of year</b>                                      | <b>584,636</b> | <b>-</b>                              | <b>36,988</b>                         | <b>1,355,306</b>                      | <b>-</b>                            | <b>31,500</b>            | <b>2,227</b>                        | <b>-</b>                  | <b>73,560</b>                                 |
| <b>Revenues</b>   |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Provincial Grants - Ministry of Education and Child Care                  | 10,127,669     | 4,604,881                             | 41,873,584                            | 3,174,257                             | 146,694                             | 20,402                   | 15,196                              | 55,400                    | 41,074  |
| Provincial Grants - Other   |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Federal Grants  |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Other Revenue   |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Investment Income   |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
|   | 10,127,669     | 4,604,881                             | 41,873,584                            | 3,174,257                             | 146,694                             | 20,402                   | 15,196                              | 55,400                    | 41,074  |
| <b>Expenses</b>   |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Salaries  |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Teachers  | 2,122,789      |                                       | 32,834,301                            | 1,420,053                             |                                     |                          |                                     |                           | 14,308  |
| Principals and Vice Principals  | 187,973        |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Educational Assistants  | 2,993,751      | 2,337,417                             |                                       |                                       |                                     |                          |                                     | 40,658                    |   |
| Support Staff   | 230,110        |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Other Professionals   | 1,572,239      | 503,187                               |                                       |                                       |                                     |                          |                                     |                           |   |
| Substitutes   | 17,347         | 576,971                               |                                       | 155,429                               |                                     |                          | 6,325                               |                           |   |
|   | 7,124,209      | 3,417,575                             | 32,834,301                            | 1,575,482                             | -                                   | -                        | 6,325                               | 40,658                    | 14,308  |
| Employee Benefits   | 2,181,069      | 1,107,173                             | 9,039,283                             | 425,667                               |                                     |                          | 1,421                               | 14,742                    | 3,939   |
| Services and Supplies   | 822,391        | 80,133                                |                                       | 1,173,108                             | 146,694                             | 20,402                   | 7,450                               |                           | 22,827  |
|   | 10,127,669     | 4,604,881                             | 41,873,584                            | 3,174,257                             | 146,694                             | 20,402                   | 15,196                              | 55,400                    | 41,074  |
| <b>Net Revenue (Expense) before Interfund Transfers</b>                   | <b>-</b>       | <b>-</b>                              | <b>-</b>                              | <b>-</b>                              | <b>-</b>                            | <b>-</b>                 | <b>-</b>                            | <b>-</b>                  | <b>-</b>                                      |
| <b>Interfund Transfers</b>  |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Tangible Capital Assets Purchased   |                |                                       |                                       |                                       |                                     |                          |                                     |                           |   |
| Other   | -              | -                                     | -                                     | -                                     | -                                   | -                        | -                                   | -                         | -   |
| <b>Net Revenue (Expense)</b>  | <b>-</b>       | <b>-</b>                              | <b>-</b>                              | <b>-</b>                              | <b>-</b>                            | <b>-</b>                 | <b>-</b>                            | <b>-</b>                  | <b>-</b>                                      |
| <b>Additional Expenses funded by, and reported in, the Operating Fund</b> |                | 1,398,289                             |                                       |                                       |                                     |                          |                                     |                           |   |

# School District No. 39 (Vancouver)

Schedule 3A (Unaudited)

Changes in Special Purpose Funds and Expense by Object  
Year Ended June 30, 2025

|   | Student &<br>Family<br>Affordability | SEY2KT<br>(Early Years to<br>Kindergarten) | ECL<br>(Early Care<br>& Learning) | Feeding<br>Futures<br>Fund | Professional<br>Learning<br>Grant | National<br>School Food<br>Program | Community<br>Link<br>Other | CAYA              | Assistive<br>Technology<br>AT-BC |
|---|--------------------------------------|--|-----------------------------------|----------------------------|-----------------------------------|------------------------------------|----------------------------|-------------------|----------------------------------|
|   | \$                                   | \$   | \$                                | \$                         | \$                                | \$                                 | \$                         | \$                | \$                               |
| <b>Deferred Revenue, beginning of year</b>                                | 2,038,068                            | 20,101                                     | 61,738                            |                            |                                   |                                    | 438,863                    | 16,442,900        | 13,606,313                       |
| <b>Add:</b> Restricted Grants   |                                      |  |                                   |                            |                                   |                                    |                            |                   |                                  |
| Provincial Grants - Ministry of Education and Child Care                  | -                                    | 19,000                                     | 175,000                           | 5,653,374                  | 204,125                           | 125,725                            |                            |                   |                                  |
| Provincial Grants - Other   |                                      |  |                                   |                            |                                   |                                    | 170,000                    |                   | 6,828,507                        |
| Other   |                                      |  |                                   |                            |                                   |                                    | 29,990                     |                   |                                  |
| Investment Income   |                                      |  |                                   |                            |                                   |                                    |                            | 576,337           | 511,866                          |
| Accrued Provincial Grants - Ministry of Education and Child Care          | -                                    | 19,000                                     | 175,000                           | 5,653,374                  | 204,125                           | 125,725                            | 199,990                    | 576,337           | 7,340,373                        |
| <b>Less:</b> Allocated to Revenue   | 1,649,037                            | 11,753                                     | 210,926                           | 5,653,374                  | 6,668                             | 8,812                              | 226,543                    | 4,195,641         | 6,479,696                        |
| Recovered   |                                      |  |                                   |                            |                                   |                                    |                            |                   |                                  |
| Recovered Funds - Accounts Payable  |                                      |  |                                   |                            |                                   |                                    |                            |                   |                                  |
| <b>Deferred Revenue, end of year</b>                                      | <b>389,031</b>                       | <b>27,348</b>                              | <b>25,812</b>                     | <b>-</b>                   | <b>197,457</b>                    | <b>116,913</b>                     | <b>412,310</b>             | <b>12,823,596</b> | <b>14,466,990</b>                |
| <b>Revenues</b>   |                                      |  |                                   |                            |                                   |                                    |                            |                   |                                  |
| Provincial Grants - Ministry of Education and Child Care                  | 1,649,037                            | 11,753                                     | 210,926                           | 5,653,374                  | 6,668                             | 8,812                              |                            |                   |                                  |
| Provincial Grants - Other   |                                      |  |                                   |                            |                                   |                                    | 104,780                    | 3,896,902         | 5,998,432                        |
| Federal Grants  |                                      |  |                                   |                            |                                   |                                    |                            |                   |                                  |
| Other Revenue   |                                      |  |                                   |                            |                                   |                                    | 121,763                    |                   |                                  |
| Investment Income   |                                      |  |                                   |                            |                                   |                                    |                            | 298,739           | 481,264                          |
|   | 1,649,037                            | 11,753                                     | 210,926                           | 5,653,374                  | 6,668                             | 8,812                              | 226,543                    | 4,195,641         | 6,479,696                        |
| <b>Expenses</b>   |                                      |  |                                   |                            |                                   |                                    |                            |                   |                                  |
| Salaries  |                                      |  |                                   |                            |                                   |                                    |                            |                   |                                  |
| Teachers  |                                      |  |                                   |                            |                                   |                                    |                            |                   |                                  |
| Principals and Vice Principals  |                                      |  | 170,067                           |                            |                                   |                                    |                            |                   |                                  |
| Educational Assistants  |                                      | 1,780                                      |                                   |                            |                                   |                                    |                            |                   |                                  |
| Support Staff   |                                      |  |                                   | 1,907,653                  |                                   | 5,665                              |                            | 713,458           | 732,871                          |
| Other Professionals   |                                      |  |                                   | 84,404                     |                                   |                                    |                            | 301,662           | 1,029,163                        |
| Substitutes   |                                      | 2,016                                      |                                   |                            | 5,345                             |                                    |                            |                   |                                  |
|   | -                                    | 3,796                                      | 170,067                           | 1,992,057                  | 5,345                             | 5,665                              | -                          | 1,015,120         | 1,762,034                        |
| Employee Benefits   |                                      | 741  | 39,910                            | 618,122                    | 1,201                             | 1,457                              |                            | 340,978           | 507,171                          |
| Services and Supplies   | 1,649,037                            | 7,216                                      | 949                               | 3,043,195                  | 122                               | 1,690                              | 226,543                    | 2,839,543         | 4,210,491                        |
|   | 1,649,037                            | 11,753                                     | 210,926                           | 5,653,374                  | 6,668                             | 8,812                              | 226,543                    | 4,195,641         | 6,479,696                        |
| <b>Net Revenue (Expense) before Interfund Transfers</b>                   | <b>-</b>                             | <b>-</b>                                   | <b>-</b>                          | <b>-</b>                   | <b>-</b>                          | <b>-</b>                           | <b>-</b>                   | <b>-</b>          | <b>-</b>                         |
| <b>Interfund Transfers</b>  |                                      |  |                                   |                            |                                   |                                    |                            |                   |                                  |
| Tangible Capital Assets Purchased   |                                      |  |                                   |                            |                                   |                                    |                            |                   |                                  |
| Other   | -                                    | -  | -                                 | -                          | -                                 | -                                  | -                          | -                 | -                                |
| <b>Net Revenue (Expense)</b>  | <b>-</b>                             | <b>-</b>                                   | <b>-</b>                          | <b>-</b>                   | <b>-</b>                          | <b>-</b>                           | <b>-</b>                   | <b>-</b>          | <b>-</b>                         |
| <b>Additional Expenses funded by, and reported in, the Operating Fund</b> |                                      |  |                                   |                            |                                   |                                    |                            |                   |                                  |

# School District No. 39 (Vancouver)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2025

Schedule 3A (Unaudited)

|   | PRP            | PRCVI            | Miscellaneous  | Work<br>Experience<br>Grant | TOTAL             |
|---|----------------|------------------|----------------|-----------------------------|-------------------|
|   | \$             | \$               | \$             | \$                          | \$                |
| <b>Deferred Revenue, beginning of year</b>                                | 151,352        | 1,012,352        | 407,677        |                             | 41,662,438        |
| <b>Add:</b> Restricted Grants   |                |                  |                |                             |                   |
| Provincial Grants - Ministry of Education and Child Care                  | 3,178,553      | 3,260,825        | -              | 50,000                      | 89,190,097        |
| Provincial Grants - Other   |                | 88,000           |                |                             | 7,086,507         |
| Other   |                |                  | 364,054        |                             | 8,157,842         |
| Investment Income   |                | 54,071           | 24,697         |                             | 1,241,225         |
| Accrued Provincial Grants - Ministry of Education and Child Care          |                |                  |                |                             | 595,651           |
|   | 3,178,553      | 3,402,896        | 388,751        | 50,000                      | 106,271,322       |
| <b>Less:</b> Allocated to Revenue   | 3,025,952      | 2,887,148        | 132,382        | 63                          | 107,005,306       |
| Recovered   | 151,352        | 278,908          |                |                             | 2,568,036         |
| Recovered Funds - Accounts Payable  |                |                  |                |                             | (600,417)         |
| <b>Deferred Revenue, end of year</b>                                      | <b>152,601</b> | <b>1,249,192</b> | <b>664,046</b> | <b>49,937</b>               | <b>38,960,835</b> |
| <b>Revenues</b>   |                |                  |                |                             |                   |
| Provincial Grants - Ministry of Education and Child Care                  | 3,025,952      | 2,835,077        |                | 63                          | 88,213,490        |
| Provincial Grants - Other   |                |                  |                |                             | 10,000,114        |
| Federal Grants  |                |                  |                |                             | -                 |
| Other Revenue   |                |                  | 132,382        |                             | 7,903,665         |
| Investment Income   | -              | 52,071           |                |                             | 888,037           |
|   | 3,025,952      | 2,887,148        | 132,382        | 63                          | 107,005,306       |
| <b>Expenses</b>   |                |                  |                |                             |                   |
| Salaries  |                |                  |                |                             |                   |
| Teachers  | 1,829,616      | 221,508          |                |                             | 41,100,841        |
| Principals and Vice Principals  | 185,144        |                  |                |                             | 885,795           |
| Educational Assistants  | 97,110         |                  | 7,533          |                             | 7,241,395         |
| Support Staff   | 135,705        | 880,706          |                |                             | 7,098,941         |
| Other Professionals   | 12,108         | 349,769          |                |                             | 3,878,231         |
| Substitutes   | 34,000         |                  |                |                             | 884,124           |
|   | 2,293,683      | 1,451,983        | 7,533          | -                           | 61,089,327        |
| Employee Benefits   | 631,842        | 464,671          | 2,734          |                             | 17,689,177        |
| Services and Supplies   | 100,427        | 970,494          | 34,301         | 63                          | 28,045,419        |
|   | 3,025,952      | 2,887,148        | 44,568         | 63                          | 106,823,923       |
| <b>Net Revenue (Expense) before Interfund Transfers</b>                   | <b>-</b>       | <b>-</b>         | <b>87,814</b>  | <b>-</b>                    | <b>181,383</b>    |
| <b>Interfund Transfers</b>  |                |                  |                |                             |                   |
| Tangible Capital Assets Purchased   |                |                  | (87,814)       |                             | (170,285)         |
| Other   |                |                  |                |                             | (11,098)          |
|   | -              | -                | (87,814)       | -                           | (181,383)         |
| <b>Net Revenue (Expense)</b>  | <b>-</b>       | <b>-</b>         | <b>-</b>       | <b>-</b>                    | <b>-</b>          |
| <b>Additional Expenses funded by, and reported in, the Operating Fund</b> |                |                  |                |                             | <b>1,398,289</b>  |

# School District No. 39 (Vancouver)

Schedule 4 (Unaudited)

## Schedule of Capital Operations

Year Ended June 30, 2025

|  | 2025<br>Budget<br>(Note 18) | 2025 Actual                            |                    |                     | 2024<br>Actual     |
|--|-----------------------------|--|--------------------|---------------------|--------------------|
|  |                             | Invested in Tangible<br>Capital Assets | Local<br>Capital   | Fund<br>Balance     |                    |
|  | \$                          | \$                                     | \$                 | \$                  | \$                 |
| <b>Revenues</b>  |                             |  |                    |                     |                    |
| Provincial Grants  |                             |  |                    |                     |                    |
| Ministry of Education and Child Care                     |                             |  |                    | -                   | 76,695             |
| Other Revenue  | 446,522                     | 171,678                                | 279,882            | 451,560             | 457,285            |
| Rentals and Leases                                       | 2,098,401                   |  | 2,227,934          | 2,227,934           | 2,313,436          |
| Investment Income  | 545,946                     |  | 351,807            | 351,807             | 676,113            |
| Amortization of Deferred Capital Revenue                 | 30,157,151                  | 30,286,834                             |                    | 30,286,834          | 26,533,602         |
| <b>Total Revenue</b>                                     | <b>33,248,020</b>           | <b>30,458,512</b>                      | <b>2,859,623</b>   | <b>33,318,135</b>   | <b>30,057,131</b>  |
| <b>Expenses</b>  |                             |  |                    |                     |                    |
| Operations and Maintenance                               | 952,262                     |  | 549,486            | 549,486             | 729,579            |
| Amortization of Tangible Capital Assets                  |                             |  |                    |                     |                    |
| Operations and Maintenance                               | 38,673,698                  | 38,792,405                             |                    | 38,792,405          | 35,252,334         |
| Write-off/down of Buildings and Sites                    |                             | 3,714,650                              |                    | 3,714,650           |                    |
| Debt Services  |                             |  |                    |                     |                    |
| Capital Lease Interest                                   | 186,498                     |  | 108,274            | 108,274             | 129,538            |
| ARO Accretion  |                             | 3,348,582                              |                    | 3,348,582           |                    |
| <b>Total Expense</b>                                     | <b>39,812,458</b>           | <b>45,855,637</b>                      | <b>657,760</b>     | <b>46,513,397</b>   | <b>36,111,451</b>  |
| <b>Capital Surplus (Deficit) for the year</b>            | <b>(6,564,438)</b>          | <b>(15,397,125)</b>                    | <b>2,201,863</b>   | <b>(13,195,262)</b> | <b>(6,054,320)</b> |
| <b>Net Transfers (to) from other funds</b>               |                             |  |                    |                     |                    |
| Tangible Capital Assets Purchased                        | 2,502,751                   | 1,199,523                              |                    | 1,199,523           | 2,529,540          |
| Tangible Capital Assets - Work in Progress               | -                           |  |                    | -                   |                    |
| Capital Lease Payment                                    | 2,077,697                   |  | 1,912,360          | 1,912,360           | 1,596,162          |
| Other  |                             | (1,039,780)                            |                    | (1,039,780)         |                    |
| <b>Total Net Transfers</b>                               | <b>4,580,448</b>            | <b>159,743</b>                         | <b>1,912,360</b>   | <b>2,072,103</b>    | <b>4,125,702</b>   |
| <b>Other Adjustments to Fund Balances</b>                |                             |  |                    |                     |                    |
| Tangible Capital Assets Purchased from Local Capital     |                             | 497,349                                | (497,349)          | -                   |                    |
| Tangible Capital Assets WIP Purchased from Local Capital |                             | 2,921,238                              | (2,921,238)        | -                   |                    |
| Principal Payment  |                             |  |                    |                     |                    |
| Capital Lease  |                             | 1,804,084                              | (1,804,084)        | -                   |                    |
| <b>Total Other Adjustments to Fund Balances</b>          |                             | <b>5,222,671</b>                       | <b>(5,222,671)</b> | <b>-</b>            |                    |
| <b>Total Capital Surplus (Deficit) for the year</b>      | <b>(1,983,990)</b>          | <b>(10,014,711)</b>                    | <b>(1,108,448)</b> | <b>(11,123,159)</b> | <b>(1,928,618)</b> |
| <b>Capital Surplus (Deficit), beginning of year</b>      |                             | <b>35,870,972</b>                      | <b>12,885,916</b>  | <b>48,756,888</b>   | <b>50,685,506</b>  |
| <b>Capital Surplus (Deficit), end of year</b>            |                             | <b>25,856,261</b>                      | <b>11,777,468</b>  | <b>37,633,729</b>   | <b>48,756,888</b>  |



# School District No. 39 (Vancouver)

Schedule 4A (Unaudited)

Tangible Capital Assets  
Year Ended June 30, 2025

|  | Sites             | Buildings            | Furniture and<br>Equipment | Vehicles       | Computer<br>Software | Computer<br>Hardware | Total                |
|--|-------------------|----------------------|----------------------------|----------------|----------------------|----------------------|----------------------|
|  | \$                | \$                   | \$                         | \$             | \$                   | \$                   | \$                   |
| <b>Cost, beginning of year</b>                     | 20,781,543        | 1,486,467,041        | 21,014,530                 | 1,727,699      | 100,244              | 16,014,429           | <b>1,546,105,486</b> |
| <b>Changes for the Year</b>                        |                   |                      |                            |                |                      |                      |                      |
| Increase:  |                   |                      |                            |                |                      |                      |                      |
| Purchases from:                                    |                   |                      |                            |                |                      |                      |                      |
| Operating Fund                                     |                   |                      | 755,591                    |                |                      | 273,647              | <b>1,029,238</b>     |
| Special Purpose Funds                              |                   |                      | 110,942                    |                |                      | 59,343               | <b>170,285</b>       |
| Local Capital                                      |                   |                      | 497,349                    |                |                      |                      | <b>497,349</b>       |
| Capital Lease                                      |                   |                      |                            |                |                      | 1,839,120            | <b>1,839,120</b>     |
| Transferred from Work in Progress                  |                   | 63,622,455           | 315,161                    |                |                      |                      | <b>63,937,616</b>    |
|  | -                 | 63,622,455           | 1,679,043                  | -              | -                    | 2,172,110            | <b>67,473,608</b>    |
| Decrease:  |                   |                      |                            |                |                      |                      |                      |
| Deemed Disposals                                   |                   |                      | 1,432,938                  | 191,448        |                      | 2,244,045            | <b>3,868,431</b>     |
| ARO Retirement                                     |                   | 76,695               |                            |                |                      |                      | <b>76,695</b>        |
|  | -                 | 76,695               | 1,432,938                  | 191,448        | -                    | 2,244,045            | <b>3,945,126</b>     |
| <b>Cost, end of year</b>                           | 20,781,543        | 1,550,012,801        | 21,260,635                 | 1,536,251      | 100,244              | 15,942,494           | <b>1,609,633,968</b> |
| <b>Work in Progress, end of year</b>               |                   | 53,565,681           |                            |                |                      |                      | <b>53,565,681</b>    |
| <b>Cost and Work in Progress, end of year</b>      | 20,781,543        | 1,603,578,482        | 21,260,635                 | 1,536,251      | 100,244              | 15,942,494           | <b>1,663,199,649</b> |
| <b>Accumulated Amortization, beginning of year</b> |                   | 552,397,841          | 8,319,273                  | 1,051,429      | 51,612               | 9,809,635            | <b>571,629,790</b>   |
| <b>Changes for the Year</b>                        |                   |                      |                            |                |                      |                      |                      |
| Increase: Amortization for the Year                |                   | 33,299,707           | 2,113,765                  | 163,193        | 20,048               | 3,195,692            | <b>38,792,405</b>    |
| Decrease:  |                   |                      |                            |                |                      |                      |                      |
| Deemed Disposals                                   |                   |                      | 1,432,938                  | 191,448        |                      | 2,244,045            | <b>3,868,431</b>     |
|  |                   | -                    | 1,432,938                  | 191,448        | -                    | 2,244,045            | <b>3,868,431</b>     |
| <b>Accumulated Amortization, end of year</b>       |                   | 585,697,548          | 9,000,100                  | 1,023,174      | 71,660               | 10,761,282           | <b>606,553,764</b>   |
| <b>Tangible Capital Assets - Net</b>               | <b>20,781,543</b> | <b>1,017,880,934</b> | <b>12,260,535</b>          | <b>513,077</b> | <b>28,584</b>        | <b>5,181,212</b>     | <b>1,056,645,885</b> |

**School District No. 39 (Vancouver)**

Schedule 4B (Unaudited)

Tangible Capital Assets - Work in Progress

Year Ended June 30, 2025

|   | <b>Buildings</b>         | <b>Furniture and<br/>Equipment</b> | <b>Computer<br/>Software</b> | <b>Computer<br/>Hardware</b> | <b>Total</b>               |
|---|--------------------------|------------------------------------|------------------------------|------------------------------|----------------------------|
|   | \$                       | \$                                 | \$                           | \$                           | \$                         |
| <b>Work in Progress, beginning of year</b>      | 71,270,110               |                                    |                              |                              | <b>71,270,110</b>          |
| <b>Changes for the Year</b>                     |                          |                                    |                              |                              |                            |
| Increase:                                       |                          |                                    |                              |                              |                            |
| Deferred Capital Revenue - Bylaw                | 37,106,355               | 157,857                            |                              |                              | <b>37,264,212</b>          |
| Deferred Capital Revenue - Other                | 10,173,548               | 157,304                            |                              |                              | <b>10,330,852</b>          |
| Local Capital                                   | 2,921,238                |                                    |                              |                              | <b>2,921,238</b>           |
|   | <u>50,201,141</u>        | <u>315,161</u>                     | <u>-</u>                     | <u>-</u>                     | <u><b>50,516,302</b></u>   |
| Decrease:                                       |                          |                                    |                              |                              |                            |
| Transferred to Tangible Capital Assets          | 63,622,455               | 315,161                            |                              |                              | <b>63,937,616</b>          |
| Cost of PDR's for Capital Projects Not Approved | 4,283,115                |                                    |                              |                              | <b>4,283,115</b>           |
|   | <u>67,905,570</u>        | <u>315,161</u>                     | <u>-</u>                     | <u>-</u>                     | <u><b>68,220,731</b></u>   |
| <b>Net Changes for the Year</b>                 | <u>(17,704,429)</u>      | <u>-</u>                           | <u>-</u>                     | <u>-</u>                     | <u><b>(17,704,429)</b></u> |
| <b>Work in Progress, end of year</b>            | <u><b>53,565,681</b></u> | <u><b>-</b></u>                    | <u><b>-</b></u>              | <u><b>-</b></u>              | <u><b>53,565,681</b></u>   |

# School District No. 39 (Vancouver)

Schedule 4C (Unaudited)

Deferred Capital Revenue

Year Ended June 30, 2025

|   | Bylaw<br>Capital                 | Other<br>Provincial             | Other<br>Capital                | Total<br>Capital                 |
|---|----------------------------------|---------------------------------|---------------------------------|----------------------------------|
|   | \$                               | \$                              | \$                              | \$                               |
| <b>Deferred Capital Revenue, beginning of year</b>          | 818,755,849                      | 13,457,359                      | 38,524,188                      | <b>870,737,396</b>               |
| <b>Changes for the Year</b>                                 |                                  |                                 |                                 |                                  |
| Increase:   |                                  |                                 |                                 |                                  |
| Transferred from Work in Progress                           | 50,658,377                       | 208,604                         | 11,894,903                      | <b>62,761,884</b>                |
| Transfer from Bylaw Capital to Other Provincial             | (2,926,557)                      | 2,926,557                       |                                 | -                                |
|   | <u>47,731,820</u>                | <u>3,135,161</u>                | <u>11,894,903</u>               | <u><b>62,761,884</b></u>         |
| Decrease:   |                                  |                                 |                                 |                                  |
| Amortization of Deferred Capital Revenue                    | 28,676,459                       | 443,404                         | 1,166,971                       | <b>30,286,834</b>                |
| Transfer from DCR to Unspent DCR                            | 217,710                          | 1,416,703                       |                                 | <b>1,634,413</b>                 |
| ARO Retirement  | 76,695                           |                                 |                                 | <b>76,695</b>                    |
|   | <u>28,970,864</u>                | <u>1,860,107</u>                | <u>1,166,971</u>                | <u><b>31,997,942</b></u>         |
| <b>Net Changes for the Year</b>                             | <u>18,760,956</u>                | <u>1,275,054</u>                | <u>10,727,932</u>               | <u><b>30,763,942</b></u>         |
| <b>Deferred Capital Revenue, end of year</b>                | <u><u>837,516,805</u></u>        | <u><u>14,732,413</u></u>        | <u><u>49,252,120</u></u>        | <u><u><b>901,501,338</b></u></u> |
| <b>Work in Progress, beginning of year</b>                  | 31,085,811                       | 19,197,830                      | 9,536,693                       | <b>59,820,334</b>                |
| <b>Changes for the Year</b>                                 |                                  |                                 |                                 |                                  |
| Increase  |                                  |                                 |                                 |                                  |
| Transferred from Deferred Revenue - Work in Progress        | 37,264,212                       | 7,972,642                       | 2,358,210                       | <b>47,595,064</b>                |
|   | <u>37,264,212</u>                | <u>7,972,642</u>                | <u>2,358,210</u>                | <u><b>47,595,064</b></u>         |
| Decrease  |                                  |                                 |                                 |                                  |
| Transferred to Deferred Capital Revenue                     | 50,658,377                       | 208,604                         | 11,894,903                      | <b>62,761,884</b>                |
| Funding for Cost of PDR's for Capital Projects Not Approved | 568,465                          |                                 |                                 | <b>568,465</b>                   |
|   | <u>51,226,842</u>                | <u>208,604</u>                  | <u>11,894,903</u>               | <u><b>63,330,349</b></u>         |
| <b>Net Changes for the Year</b>                             | <u>(13,962,630)</u>              | <u>7,764,038</u>                | <u>(9,536,693)</u>              | <u><b>(15,735,285)</b></u>       |
| <b>Work in Progress, end of year</b>                        | <u>17,123,181</u>                | <u>26,961,868</u>               | <u>-</u>                        | <u><b>44,085,049</b></u>         |
| <b>Total Deferred Capital Revenue, end of year</b>          | <u><u><b>854,639,986</b></u></u> | <u><u><b>41,694,281</b></u></u> | <u><u><b>49,252,120</b></u></u> | <u><u><b>945,586,387</b></u></u> |

# School District No. 39 (Vancouver)

Schedule 4D (Unaudited)

Changes in Unspent Deferred Capital Revenue

Year Ended June 30, 2025

|  | Bylaw<br>Capital | MECC<br>Restricted<br>Capital | Other<br>Provincial<br>Capital | Land<br>Capital | Other<br>Capital | Total       |
|--|------------------|-------------------------------|--------------------------------|-----------------|------------------|-------------|
|  | \$               | \$                            | \$                             | \$              | \$               | \$          |
| <b>Balance, beginning of year</b>                        |                  | 22,752,976                    |                                |                 |                  | 22,752,976  |
| <b>Changes for the Year</b>                              |                  |                               |                                |                 |                  |             |
| Increase:  |                  |                               |                                |                 |                  |             |
| Provincial Grants - Ministry of Education and Child Care | 40,989,292       |                               |                                |                 |                  | 40,989,292  |
| Provincial Grants - Other                                |                  |                               | 1,212,663                      |                 |                  | 1,212,663   |
| Other  |                  |                               |                                |                 | 2,358,210        | 2,358,210   |
| Investment Income  |                  | 939,748                       |                                |                 |                  | 939,748     |
| Transfer from DCR to Unspent DCR                         |                  |                               | 1,416,703                      |                 |                  | 1,416,703   |
| Other items, net   | (1,057,966)      |                               |                                |                 |                  | (1,057,966) |
|  | 39,931,326       | 939,748                       | 2,629,366                      | -               | 2,358,210        | 45,858,650  |
| Decrease:  |                  |                               |                                |                 |                  |             |
| Transferred to DCR - Work in Progress                    | 37,264,212       | 6,334,042                     | 1,638,600                      |                 | 2,358,210        | 47,595,064  |
| Reversal of Investment Income Credited in Prior Years    |                  |                               | 193,915                        |                 |                  | 193,915     |
|  | 37,264,212       | 6,334,042                     | 1,832,515                      | -               | 2,358,210        | 47,788,979  |
| <b>Net Changes for the Year</b>                          | 2,667,114        | (5,394,294)                   | 796,851                        | -               | -                | (1,930,329) |
| <b>Balance, end of year</b>                              | 2,667,114        | 17,358,682                    | 796,851                        | -               | -                | 20,822,647  |

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

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

**Fiscal Year Ended June 30, 2025**

**SCHEDULE OF DEBT**

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

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

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

**Fiscal Year Ended June 30, 2025**

**SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS**

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

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

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

**Fiscal Year Ended June 30, 2025**

**STATEMENT OF SEVERANCE AGREEMENTS**

There were two severance agreements under which payment commenced between the Board of Education of School District No.39 (Vancouver) and its non-unionized employees during fiscal year 2024/2025.

These agreements represent from six to eight months of compensation.

**The Board of Education of School District No. 39 (Vancouver)**  
**Fiscal Year Ended June 30, 2025**

**SCHEDULE OF REMUNERATION AND EXPENSES PAID IN RESPECT OF EACH EMPLOYEE**

**Elected Officials**

| Last Name               | First Name  | Position        | Remuneration | Expenses  |
|-------------------------|-------------|-----------------|--------------|-----------|
| Chien                   | Alfred      | Trustee         | \$ 36,221    | \$ -      |
| Faridkot                | Gurpreet    | Trustee         | 36,221       | 2,323     |
| Fraser                  | Janet       | Trustee         | 37,472       | 2,841     |
| Jung                    | Victoria    | Trustee         | 39,239       | 2,340     |
| Liu                     | Mia         | Student Trustee | 60           | 624       |
| Mah                     | Suzie       | Trustee         | 36,221       | 2,163     |
| Pedley                  | Sheung      | Trustee         | 36,221       | 1,998     |
| Reddy                   | Jennifer    | Trustee         | 36,221       | 803       |
| Richardson              | Christopher | Trustee         | 36,221       | 737       |
| Yu                      | Yi          | Student Trustee | 2,579        | 3,340     |
| Zhang                   | Joshua      | Trustee         | 37,143       | -         |
| Total Elected Officials |             |                 | \$ 333,819   | \$ 17,169 |

**Employees with Remuneration Exceeding \$75,000**

| Last Name  | First Name  | Position                       | Remuneration | Expenses |
|------------|-------------|--------------------------------|--------------|----------|
| Abarquez   | Richard     | Teacher Elementary             | \$ 105,731   | \$ -     |
| Abbot      | Douglas     | Teacher Secondary              | 103,064      | 1,990    |
| Abenojar   | John        | Teacher Secondary              | 76,973       | -        |
| Aberle     | Kecia       | Teacher Elementary             | 90,371       | -        |
| Adams      | Sheri       | Teacher Elementary             | 111,894      | -        |
| Adams      | Genvieve    | Teacher Elementary             | 92,025       | -        |
| Adamson    | Ashley      | Teacher Secondary              | 110,353      | 1,308    |
| Affleck    | Jodie       | Teacher Elementary             | 102,026      | -        |
| Agius      | Lisa        | Education Coordinator          | 114,289      | 356      |
| Ahluwalia  | Jasprit     | Teacher Elementary             | 102,190      | -        |
| Ahn        | Michael     | Teacher Elementary             | 100,600      | -        |
| Aird       | Michael     | Teacher Elementary             | 91,628       | 24       |
| Akagami    | Narumi      | Teacher Elementary             | 79,106       | -        |
| Akita      | Emily       | Teacher Elementary             | 113,318      | 100      |
| Akladios   | Tamer       | Assistant Building Engineer    | 80,226       | -        |
| Akrap      | Nicky       | Secondary Principal            | 170,427      | 50       |
| Al-Assadi  | Abdelfattah | Teacher Secondary              | 111,815      | -        |
| Alber      | Margarete   | Technical & Resource Support D | 78,422       | -        |
| Albrecht   | Michael     | Teacher Secondary              | 112,386      | -        |
| Albrecht   | Shanna      | Teacher Secondary              | 90,313       | -        |
| Albutat    | Jennifer    | Teacher Elementary             | 112,374      | -        |
| Alderman   | Christopher | Manager-Staffing               | 144,468      | 529      |
| Alexander  | Janet       | Teacher Elementary             | 109,373      | 80       |
| Alexander  | Stacey      | Director of Labour Relations   | 196,952      | 2,054    |
| Ali        | Seema       | Teacher Secondary              | 105,378      | -        |
| Ali Shaw   | Shareeda    | Teacher Elementary             | 111,894      | 36       |
| Aliphtiras | Georgia     | Elementary Vice-Principal      | 134,349      | -        |
| Allan      | Lisa        | Teacher Elementary             | 95,313       | 1,200    |
| Allan      | Nicholas    | Teacher Elementary             | 81,358       | 20       |
| Allen      | Jaime       | Teacher Elementary             | 103,112      | 60       |
| Allen      | Chris       | Director of Enterprise Risk Mg | 186,338      | 5,904    |
| Alley      | Frances     | Teacher Secondary              | 111,368      | 35       |
| Allison    | Heather     | Teacher Elementary             | 111,909      | 140      |
| Almeida    | Susan       | Teacher Elementary             | 117,553      | 524      |
| Alojado    | Sherrise    | Teacher Elementary             | 111,343      | -        |



|                  |             |                              |         |       |
|------------------|-------------|------------------------------|---------|-------|
| Alport           | Alexandra   | Teacher Elementary           | 103,643 | -     |
| Alstad           | Gregory     | Teacher Elementary           | 113,185 | -     |
| Altman           | Jennifer    | Teacher Elementary           | 109,856 | -     |
| Alvares          | Anne        | Teacher Secondary            | 110,555 | -     |
| Alves            | Hermano     | Teacher Secondary            | 98,288  | -     |
| Ambrose          | Dale        | Secondary Vice-Principal     | 149,769 | 12    |
| Amenu-Tekaa      | Nigel       | District Resource Secondary  | 102,881 | 95    |
| An               | Paul        | Elementary Principal         | 153,371 | -     |
| An               | Joseph      | Teacher Secondary            | 102,668 | -     |
| Anchant          | Samantha    | Teacher Elementary           | 104,900 | 50    |
| Anctil           | Richer      | Teacher On Call - Elementary | 85,362  | -     |
| Andersen         | Leif        | Electrician                  | 84,609  | 13    |
| Anderson         | Laurel      | Teacher Secondary            | 114,992 | 24    |
| Anderson         | Linda       | Teacher Secondary            | 111,894 | 1,000 |
| Anderson         | Natalie     | Teacher Elementary           | 82,544  | -     |
| Anderson         | Lisa        | Teacher Elementary           | 78,450  | 150   |
| Andres           | Monica      | Teacher Elementary           | 112,185 | 180   |
| Anema            | Melissa     | Teacher Secondary            | 117,493 | -     |
| Ang              | Genalyne    | Teacher Elementary           | 112,506 | -     |
| Angelis          | Panorea     | Teacher Elementary           | 102,667 | -     |
| Angel-Lara       | Angela      | Teacher Elementary           | 102,232 | -     |
| Annas            | Richard     | Teacher Secondary            | 102,247 | -     |
| Anokwuru         | Joann       | District Resource Secondary  | 112,182 | 34    |
| Ansley           | Kandice     | Teacher Elementary           | 90,792  | -     |
| Anthony          | Thea        | Teacher Elementary           | 102,321 | 43    |
| Antunes          | Nelson      | Cement Mason                 | 88,962  | -     |
| Ao               | Timothy     | Teacher Secondary            | 107,075 | -     |
| Appleby          | Katherine   | District Resource Elementary | 110,431 | -     |
| Appleby          | Chantelle   | Teacher Elementary           | 75,869  | 490   |
| Applegarth       | Rebecca     | Teacher Elementary           | 102,075 | 140   |
| Appleton         | Karen       | Teacher Elementary           | 111,894 | -     |
| Aprim            | Benjamin    | Teacher Secondary            | 106,910 | 177   |
| Arbour-Polley    | Ashlie      | Teacher Elementary           | 110,587 | -     |
| Arbuckle         | Liam        | Teacher Elementary           | 110,264 | -     |
| Archer           | Liza        | Teacher Elementary           | 109,203 | -     |
| Archer           | Christopher | Teacher Elementary           | 102,148 | 1,403 |
| Arduini          | Anabela     | Teacher Elementary           | 110,509 | 60    |
| Argiroudis       | Sophia      | Teacher Elementary           | 83,100  | -     |
| Arkiletian       | Robert      | Teacher Secondary            | 110,916 | -     |
| Armstrong        | Christopher | Carpenter                    | 78,093  | -     |
| Arnold           | Yann        | Teacher Secondary            | 111,939 | 73    |
| Arnold           | Sharon      | Teacher Elementary           | 99,250  | -     |
| Arnold           | Leslie      | Teacher Secondary            | 94,664  | -     |
| Arnold           | Forest      | Teacher Elementary           | 84,245  | -     |
| Arthurs          | Shayne      | Teacher Secondary            | 83,958  | 282   |
| Asad             | Dema        | Teacher Elementary           | 103,037 | -     |
| Ascher           | Christopher | Teacher Secondary            | 110,587 | -     |
| Asdrubale        | Steven      | Teacher Secondary            | 86,661  | -     |
| Ash Anderson     | Chloe       | Teacher Elementary           | 110,368 | -     |
| Ashburner        | Ashlee      | Teacher Elementary           | 89,818  | -     |
| Ashley           | Robert      | Senior Project Manager       | 141,163 | 1,684 |
| Askey            | Bernadett   | Teacher Elementary           | 93,202  | -     |
| Asmani           | Marya       | Teacher Secondary            | 102,147 | -     |
| Asmoucha         | Samuel      | Teacher Elementary           | 110,431 | 30    |
| Assadipour       | Sonia       | Teacher Elementary           | 119,061 | -     |
| Assman           | Erin        | Elementary Vice-Principal    | 118,958 | -     |
| Atkinson         | Michael     | Teacher Elementary           | 112,021 | -     |
| Attali-Netherton | Brigitte    | Teacher Elementary           | 111,697 | 1,021 |
| Atterton         | Carl        | Teacher Elementary           | 102,160 | -     |
| Au               | Jonathan    | Teacher Secondary            | 95,618  | -     |
| Au               | Laurelin    | Teacher Secondary            | 83,928  | -     |

|                   |             |  |         |       |
|-------------------|-------------|--|---------|-------|
| Au Yeung          | Nicole      | Teacher Elementary                           | 84,510  | -     |
| Audet             | Steven      | Teacher Elementary                           | 101,881 | -     |
| Aujla             | Gurinder    | Teacher Elementary                           | 82,394  | 996   |
| Austria           | Regino Jr   | Building Engineer                            | 80,319  | 120   |
| Aweida            | Dana        | Elementary Principal                         | 144,435 | -     |
| Axen              | Elizabeth   | Teacher Elementary                           | 94,142  | 256   |
| Ba                | Ruby        | Teacher Elementary                           | 110,354 | 346   |
| Babajee           | Vanesha     | Teacher Secondary                            | 99,890  | -     |
| Babbitt           | Katie       | Teacher Elementary                           | 97,424  | -     |
| Babcock           | Heather     | Teacher Secondary                            | 102,147 | 125   |
| Bacchus           | Jonathan    | Electrician                                  | 92,002  | 12    |
| Bacchus           | Britta      | Teacher Secondary                            | 86,776  | -     |
| Bach              | David       | Secondary Vice-Principal                     | 149,149 | 5,058 |
| Bae               | Joshua      | Teacher Elementary                           | 80,826  | -     |
| Baerg             | Julie       | Teacher Secondary                            | 102,842 | 125   |
| Bagnall           | Daniel      | Teacher Secondary                            | 91,454  | 315   |
| Bailis            | Laura       | Teacher Elementary                           | 81,552  | 691   |
| Bain              | Deirdre     | Teacher Elementary                           | 105,183 | -     |
| Bains             | Kamaljit    | Teacher Elementary                           | 111,370 | 1,000 |
| Bains             | Surbjit     | Teacher Elementary                           | 110,447 | 105   |
| Bains             | Ranjit      | Director of Instruction                      | 196,688 | 8,685 |
| Baker             | Jean        | Teacher Secondary                            | 110,431 | 210   |
| Baker             | Brandi      | Teacher Elementary                           | 105,679 | -     |
| Baker             | Benjamin    | Grounds Foreperson                           | 101,857 | 459   |
| Baker             | Arielle     | Teacher Elementary                           | 88,266  | 534   |
| Bal               | Surinder    | Building Engineer                            | 101,343 | 240   |
| Bal               | Varinder    | Coordinator-Labour Relations                 | 85,755  | 991   |
| Baldarelli        | Deborah     | Teacher Elementary                           | 110,797 | 545   |
| Balde             | Ramatoulaye | Teacher Elementary                           | 101,661 | -     |
| Ball              | Tamara      | Teacher Elementary                           | 91,162  | -     |
| Ballarin          | Ricardo     | Teacher Secondary                            | 111,973 | -     |
| Balzarini         | Sharon      | Teacher Elementary                           | 112,588 | -     |
| Banaie-Yazdi      | Amanjit     | Consultant-ATBC                              | 91,802  | -     |
| Bangsund          | Ashley      | Coordinator-Sustainability                   | 82,011  | 7     |
| Bankonin          | Susan       | Teacher Secondary                            | 99,031  | 210   |
| Barber            | Amanda      | Teacher Gifted Program                       | 102,156 | 540   |
| Barber            | Joshua      | Adult Education Instructor Structured Course | 78,436  | -     |
| Barley            | Marin       | Teacher Secondary                            | 117,271 | -     |
| Barnes            | James       | Teacher Secondary                            | 95,442  | -     |
| Baron             | Tanya       | Teacher Secondary                            | 116,961 | -     |
| Barone            | Giovanna    | Office Support D                             | 88,260  | 51    |
| Barratt           | Olivia      | Teacher Secondary                            | 101,060 | -     |
| Barreira          | Deanna      | District Resource Elementary                 | 104,618 | 73    |
| Barrera           | David       | Plumber                                      | 107,071 | -     |
| Barros            | Melania     | Teacher Elementary                           | 102,306 | -     |
| Barry             | Jessica     | Teacher Secondary                            | 81,442  | 1,000 |
| Barski            | Matthew     | Teacher Secondary                            | 108,241 | -     |
| Bartlett          | Steven      | Teacher Elementary                           | 111,894 | -     |
| Bartlett          | Gretchen    | Teacher Elementary                           | 101,544 | -     |
| Barton Challenger | Breanna     | Teacher Elementary                           | 78,767  | -     |
| Basi              | Deveena     | Teacher Elementary                           | 90,607  | -     |
| Basra             | Manvir      | Teacher Elementary                           | 89,512  | -     |
| Bassi             | Baldeep     | Teacher Secondary                            | 124,751 | -     |
| Batsoulas         | Janet       | Teacher Elementary                           | 102,190 | -     |
| Bauer             | Lina        | Speech Language Pathologist                  | 78,643  | 1,075 |
| Bauer             | Melanie     | Teacher Secondary                            | 75,534  | -     |
| Baulcomb          | Craig       | Teacher Secondary                            | 123,335 | -     |
| Bausback          | Kirk        | Teacher Secondary                            | 102,147 | -     |
| Bautista          | Edwin       | Teacher Elementary                           | 102,147 | -     |
| Baxter            | Ian         | Teacher Secondary                            | 95,987  | -     |
| Bayne             | Norma       | Teacher Elementary                           | 109,778 | -     |

|                   |              |                              |         |       |
|-------------------|--------------|------------------------------|---------|-------|
| Beadle            | Evelyn       | Teacher Elementary           | 111,815 | -     |
| Beale             | Caleb        | Teacher Elementary           | 78,978  | -     |
| Beale-Dala        | Rosalind     | Teacher Elementary           | 91,416  | -     |
| Beatch            | Patricia     | Manager-Employee Wellness    | 148,353 | 451   |
| Beaton            | Brittany     | Teacher Secondary            | 109,967 | 370   |
| Beaton            | Gregory      | Teacher Secondary            | 102,247 | -     |
| Beaton            | Blake        | Teacher Secondary            | 91,311  | -     |
| Beatty            | Andrew       | Teacher Elementary           | 78,315  | -     |
| Beaty             | Karen        | Teacher Elementary           | 110,559 | -     |
| Beaver            | Matthew      | Teacher Secondary            | 83,785  | -     |
| Beck              | Randell      | Gasfitter                    | 89,827  | -     |
| Beck              | Daphne       | Teacher Elementary           | 79,123  | -     |
| Becker            | Robin        | Teacher Elementary           | 104,832 | 146   |
| Bedard            | Marie-Claude | Teacher Elementary           | 106,665 | 252   |
| Bedford           | Lucas        | Teacher Elementary           | 77,251  | -     |
| Beeman            | Jill         | Teacher Elementary           | 111,894 | -     |
| Beetlestone       | Emma         | Teacher On Call - Secondary  | 82,303  | -     |
| Beggache          | Dalila       | Teacher Elementary           | 108,565 | 897   |
| Beggs             | Lachlan      | Teacher Secondary            | 75,067  | -     |
| Begin             | Marc         | Teacher Secondary            | 95,348  | -     |
| Beharry           | Peter        | Teacher Secondary            | 119,169 | -     |
| Behm              | Bronwyn      | Teacher Elementary           | 101,623 | -     |
| Behrenz           | Nicole       | Teacher Elementary           | 102,993 | -     |
| Behrmann          | Caitlin      | Teacher Elementary           | 87,228  | -     |
| Bekkering         | Emily        | Teacher Secondary            | 81,147  | -     |
| Belanger          | Daniel       | Elementary Principal         | 160,409 | 3,110 |
| Belanger          | Jennifer     | Teacher Secondary            | 96,925  | -     |
| Belegris          | Mihalia      | Teacher Elementary           | 102,162 | -     |
| Bell              | Elizabeth    | Secondary Vice-Principal     | 143,938 | 2,645 |
| Bell-Irving       | Charmaine    | Teacher Secondary            | 111,894 | 143   |
| Belliveau         | Susan        | District Resource Elementary | 111,815 | -     |
| Bemister          | Jesse        | Elementary Principal         | 155,524 | 699   |
| Bemister          | Kelsey       | Mentor Secondary             | 112,486 | 143   |
| Bender            | Erin         | Teacher Elementary           | 112,767 | 284   |
| Bendl             | Andrew       | Teacher Elementary           | 111,352 | 75    |
| Bendsen           | Douglas      | Carpenter                    | 80,590  | -     |
| Benke             | Anna         | Teacher Elementary           | 96,633  | 50    |
| Bennett           | Andreea      | Teacher Secondary            | 87,228  | -     |
| Benson            | Mara         | Teacher Secondary            | 102,190 | -     |
| Benson            | Heidi        | Coordinator-Community School | 100,790 | -     |
| Benson-Mah        | Jessica      | Teacher Elementary           | 89,696  | 250   |
| Bentley Fernandes | Pamela       | Elementary Vice-Principal    | 134,580 | -     |
| Bercic            | Thomas       | Teacher Secondary            | 111,994 | -     |
| Berger            | Fiona        | Teacher Elementary           | 110,891 | -     |
| Berger-Bodolec    | Charlotte    | Teacher Elementary           | 102,327 | -     |
| Bernabe           | Loraine      | Teacher Elementary           | 97,011  | -     |
| Bernard           | Martin       | Teacher Elementary           | 83,527  | -     |
| Berry             | Ashley       | Teacher Elementary           | 91,057  | -     |
| Bessie            | Ashley       | Teacher Elementary           | 89,736  | -     |
| Best              | Kathryn      | Teacher Secondary            | 110,916 | 158   |
| Beutel            | Markus       | District Resource Elementary | 101,680 | 45    |
| Bharwani-Kassam   | Farzana      | Teacher Elementary           | 110,587 | 169   |
| Bhatia            | Balbinder    | Assistant Building Engineer  | 77,694  | -     |
| Bhatti            | Daljit       | Project Manager-ST Office    | 140,897 | -     |
| Bighorn           | Jelana       | Teacher Secondary            | 110,431 | 175   |
| Bigioli           | Angela       | Teacher Secondary            | 117,106 | 300   |
| Bildstein         | Lucia        | Teacher Elementary           | 102,147 | 100   |
| Billingsley       | Jennifer     | Teacher Elementary           | 111,894 | 1,000 |
| Biln              | David        | Teacher Elementary           | 117,553 | -     |
| Biln              | Susan        | Teacher Elementary           | 110,431 | -     |
| Bilodeau          | Shane        | Teacher Elementary           | 111,942 | 88    |

|               |           |                               |         |       |
|---------------|-----------|-------------------------------|---------|-------|
| Bilodeau      | Stephanie | Teacher Secondary             | 99,476  | 3,366 |
| Binder        | Anita     | Teacher Secondary             | 110,587 | -     |
| Birkenthal    | Dana      | Teacher Elementary            | 104,596 | -     |
| Birkinshaw    | Andrew    | Machinist                     | 92,689  | 13    |
| Birks         | Carole    | Teacher Secondary             | 113,136 | -     |
| Birnie        | Clinton   | Teacher Secondary             | 81,890  | -     |
| Bisset        | Heather   | Teacher Elementary            | 102,945 | 352   |
| Bistriceanu   | Deanna    | Teacher Elementary            | 90,322  | 115   |
| Blackwell     | Roy       | Floor Layer                   | 75,088  | -     |
| Blair         | Sonia     | Secondary Principal           | 162,046 | 5     |
| Blair         | Alycia    | Teacher Elementary            | 99,179  | 50    |
| Blair         | Sophia    | Teacher Elementary            | 78,448  | -     |
| Blake         | Karen     | Secondary Vice-Principal      | 149,301 | 5,987 |
| Blanaru       | Liv       | Teacher Elementary            | 77,692  | -     |
| Blanchard     | Nicholas  | Teacher Elementary            | 107,999 | -     |
| Bland         | Charmian  | Teacher Elementary            | 110,431 | -     |
| Blaney        | Julie     | Teacher Secondary             | 102,321 | 215   |
| Blessin       | Sylvia    | Program Advisor-AEC           | 110,171 | -     |
| Block         | Courtney  | Teacher Elementary            | 84,807  | -     |
| Blue          | Daniel    | Executive Director of Finance | 202,687 | 3,468 |
| Boardman      | Donna     | Teacher Elementary            | 110,477 | -     |
| Bocolas       | George    | Electrician                   | 91,780  | -     |
| Bodnaruk      | Elena     | Teacher Elementary            | 106,084 | -     |
| Bohachewski   | Lisa      | Electrician                   | 95,349  | 294   |
| Bohmer        | Aaron     | Plumber                       | 103,161 | -     |
| Boisvert      | Roch      | Teacher Elementary            | 91,667  | 276   |
| Boitard       | Daniel    | Teacher Elementary            | 102,147 | -     |
| Bolanos       | Jessica   | Teacher Secondary             | 116,619 | -     |
| Bondi         | Linda     | Teacher Elementary            | 102,190 | -     |
| Bone          | Graeme    | Teacher Elementary            | 111,815 | -     |
| Bonetti       | Amanda    | Teacher Elementary            | 103,160 | -     |
| Bonilla Gomez | Angela    | Teacher Elementary            | 111,815 | -     |
| Booker        | Nicholas  | Teacher Secondary             | 102,075 | -     |
| Bordon        | Robert    | Teacher Secondary             | 106,834 | -     |
| Borg          | Tammy     | Teacher Elementary            | 111,204 | 140   |
| Borges        | Danny     | Teacher Secondary             | 116,454 | -     |
| Borsato       | Justin    | Teacher Elementary            | 112,588 | -     |
| Bortnick      | Allan     | Electrician                   | 95,750  | 8     |
| Bossut        | Benedicte | Teacher Elementary            | 81,560  | -     |
| Boswell       | Erin      | Speech Language Pathologist   | 110,570 | 2,615 |
| Botic         | Amanda    | Area Counsellor - Elementary  | 113,199 | 2,138 |
| Boucetta      | Soumeiya  | Teacher Secondary             | 115,187 | 225   |
| Boucher       | Robert    | Teacher Secondary             | 110,888 | 362   |
| Boucher       | Aimee     | Teacher Elementary            | 102,148 | 104   |
| Boucher       | Kelsy     | Advisor-Staffing              | 95,550  | 543   |
| Bouchet       | Brigitte  | Teacher Elementary            | 110,477 | -     |
| Boudet        | Katia     | Teacher Secondary             | 102,082 | 321   |
| Boulding      | Nicholas  | Teacher Secondary             | 101,544 | -     |
| Boulet        | Ariel     | Teacher Secondary             | 110,499 | 166   |
| Bourgh        | Kyla      | Teacher Secondary             | 111,324 | 79    |
| Bourque       | Nancy     | Teacher Elementary            | 129,421 | -     |
| Boyd          | Arielle   | Teacher Secondary             | 113,526 | -     |
| Boyd          | Brent     | Pest Control Operator         | 76,812  | -     |
| Boyes         | Cody      | Teacher Secondary             | 102,075 | -     |
| Boylan        | Brenda    | Teacher Elementary            | 110,818 | -     |
| Boylard       | Shannon   | Teacher Elementary            | 102,075 | 105   |
| Bozinowski    | Nova      | Teacher Secondary             | 92,261  | -     |
| Braaten       | Donna     | Teacher Secondary             | 112,004 | 1,157 |
| Bradley       | Agnes     | Teacher Elementary            | 110,802 | 115   |
| Brady         | Colleen   | Teacher Elementary            | 101,044 | 2,877 |
| Braich        | Rachel    | Teacher Secondary             | 76,096  | -     |

|              |             |  |         |       |
|--------------|-------------|--|---------|-------|
| Braletic     | Katharina   | Teacher Elementary                           | 96,278  | -     |
| Branion      | Hailey      | Teacher Elementary                           | 87,275  | -     |
| Branson      | Megan       | Teacher Secondary                            | 94,514  | -     |
| Braun        | Jennifer    | Teacher Secondary                            | 116,701 | 25    |
| Braun        | David       | Teacher Secondary                            | 114,842 | 145   |
| Braun        | Barton      | Teacher Elementary                           | 111,894 | -     |
| Braverman    | Michael     | Teacher Secondary                            | 116,455 | -     |
| Breakingbury | Christie    | Teacher Secondary                            | 102,190 | -     |
| Bredenkamp   | Shan        | Teacher Secondary                            | 88,129  | -     |
| Bredin       | Shauna      | Teacher Elementary                           | 102,277 | -     |
| Breg         | Martin      | Foreman Fleet & Equipment Mtn                | 90,738  | 25    |
| Breheny      | Darcy       | Teacher Elementary                           | 81,393  | -     |
| Brett        | Allison     | Teacher Secondary                            | 118,759 | 919   |
| Brewster     | Madeline    | Teacher Secondary                            | 109,756 | 175   |
| Brichta      | Jean-Paul   | Teacher Secondary                            | 128,256 | -     |
| Bring        | Jason       | Teacher Elementary                           | 92,829  | -     |
| Brion        | Peter       | Teacher Secondary                            | 102,147 | -     |
| Brisebois    | Laurent     | Elementary Principal                         | 162,046 | 3,486 |
| Broadland    | Holly       | Teacher Secondary                            | 113,218 | 974   |
| Brodie       | Keira       | Teacher Elementary                           | 75,538  | -     |
| Broman       | Pamela      | Teacher Elementary                           | 110,477 | 1,098 |
| Bromige      | Christopher | Teacher Secondary                            | 110,539 | -     |
| Bromley      | Lindsay     | District Resource Elementary                 | 110,376 | 299   |
| Brown        | Jesse       | Elementary Principal                         | 153,814 | 136   |
| Brown        | Angela      | Teacher Elementary                           | 110,118 | 1,014 |
| Brown        | Kayne       | Information Technology Supervisor - Systems  | 110,724 | 409   |
| Brown        | Dana        | Teacher Secondary                            | 107,810 | -     |
| Brown        | Zoi         | Teacher Elementary                           | 104,371 | -     |
| Brown        | Andrea      | Teacher Elementary                           | 99,387  | -     |
| Brown        | Mathew      | Teacher Elementary                           | 92,607  | -     |
| Brown        | Tina        | Assistant-Staffing                           | 86,223  | 529   |
| Brown        | Kyra        | Teacher Elementary                           | 82,936  | 500   |
| Browne       | Corin       | Teacher Secondary                            | 96,264  | -     |
| Brownrigg    | Richard     | Teacher Secondary                            | 110,431 | -     |
| Bruce        | Tyler       | District Resource Secondary                  | 102,325 | 618   |
| Bruchet      | Lucas       | Teacher Secondary                            | 85,832  | -     |
| Bruyere      | Johnathon   | Teacher Elementary                           | 110,353 | 292   |
| Bryce        | Keith       | Teacher Elementary                           | 94,001  | -     |
| Buckley      | Deena       | Elementary Principal                         | 162,046 | 1,253 |
| Budden       | Shaun       | Plumber                                      | 94,992  | -     |
| Buder        | Tyler       | Journey person with Premium                  | 103,742 | -     |
| Bui          | Michael     | Teacher Secondary                            | 117,454 | -     |
| Buis         | Kenneth     | Adult Education Instructor Structured Course | 137,669 | -     |
| Bullard      | Tristan     | Teacher Elementary                           | 85,830  | 914   |
| Buntain      | Gary        | Teacher Secondary                            | 116,642 | -     |
| Bunton       | Claire      | Teacher Elementary                           | 93,137  | -     |
| Buonassisi   | Nicoletta   | Teacher Secondary                            | 100,156 | -     |
| Burditt      | Natasha     | Teacher Elementary                           | 96,391  | -     |
| Burdon       | Shirley     | Teacher Secondary                            | 116,536 | -     |
| Burgis       | Lisa        | Teacher Elementary                           | 109,402 | 65    |
| Burke        | Shannon     | Elementary Principal                         | 154,037 | -     |
| Burma        | Amber       | Teacher Elementary                           | 111,989 | -     |
| Burrell      | Scott       | Teacher Elementary                           | 102,147 | -     |
| Burrus       | Adrian      | Teacher Elementary                           | 108,688 | -     |
| Burton       | Shannon     | Director of Instruction                      | 215,457 | 7,278 |
| Butler       | David       | Teacher Elementary                           | 112,037 | 590   |
| Butler       | Joelle      | Teacher Elementary                           | 110,431 | -     |
| Butler       | Vivian      | Teacher Elementary                           | 110,431 | -     |
| Buttle       | Andrew      | Teacher Elementary                           | 75,176  | -     |
| Bylsma       | Alan        | Teacher Secondary                            | 112,052 | -     |
| Byrne        | Meghan      | Teacher Secondary                            | 125,979 | 223   |

|                  |             |                             |         |       |
|------------------|-------------|-----------------------------|---------|-------|
| Byron            | Shane       | Teacher Secondary           | 111,988 | 115   |
| Byron            | Andrea      | Teacher Elementary          | 91,277  | -     |
| Cabrone          | Elvi        | Area Resource - Elementary  | 112,737 | 1,253 |
| Cacapit          | Rowena      | Teacher Elementary          | 101,363 | 110   |
| Cacchioni        | David       | Secondary Vice-Principal    | 149,517 | 78    |
| Cagandahan       | Alliah      | Teacher Secondary           | 80,594  | -     |
| Cai              | Xuewei      | Teacher Elementary          | 110,206 | -     |
| Cain             | Amy         | Teacher Secondary           | 84,219  | 110   |
| Calder           | Alison      | Teacher Secondary           | 101,616 | -     |
| Calder           | Corry       | Teacher Secondary           | 96,166  | -     |
| Callaway         | Vanessa     | Teacher Elementary          | 80,057  | -     |
| Calman           | Shelby      | Teacher Secondary           | 114,875 | 831   |
| Calogero         | Celina      | Teacher Elementary          | 78,521  | 171   |
| Caluori          | Joanna      | Teacher Elementary          | 101,962 | 100   |
| Cameron          | Steven      | Teacher Secondary           | 111,853 | 1,750 |
| Campbell         | Sandra      | Psychologist - Secondary    | 128,568 | 1,765 |
| Campbell         | Scott       | Teacher Secondary           | 115,213 | -     |
| Campbell         | Caelen      | Teacher Elementary          | 112,311 | 275   |
| Campbell         | Jessica     | Teacher Elementary          | 109,035 | 936   |
| Campbell         | Shawn       | Teacher Elementary          | 103,060 | -     |
| Campbell         | Melissa     | Teacher Secondary           | 92,552  | -     |
| Campbell         | Louise      | Teacher Elementary          | 85,274  | 1,075 |
| Campbell         | Lyndsay     | Teacher Elementary          | 84,867  | 140   |
| Campese          | Mario       | Teacher Elementary          | 107,315 | -     |
| Campos           | Gissela     | Teacher Elementary          | 110,630 | 379   |
| Campos           | Nancy       | Teacher Secondary           | 106,910 | 173   |
| Candido          | Marnie      | Teacher Elementary          | 109,786 | -     |
| Canning          | Gregory     | Teacher Elementary          | 113,311 | 13    |
| Cannon           | Ian         | Elementary Admin On Call    | 76,806  | -     |
| Cano             | Jose        | Floor Layer                 | 78,347  | -     |
| Canosa           | Massimo     | Journey person with Premium | 103,774 | 12    |
| Cantelon         | Amanda      | Teacher Secondary           | 111,815 | -     |
| Cantor           | Diana       | Teacher Elementary          | 111,894 | -     |
| Cao              | Dac Tung    | Teacher Secondary           | 107,758 | -     |
| Cao              | Jennifer    | Teacher Elementary          | 88,200  | -     |
| Carbonneau       | Nicola      | Teacher Elementary          | 94,199  | 276   |
| Card             | Kelly       | Teacher Elementary          | 89,659  | -     |
| Carle            | Laura       | Teacher Elementary          | 111,214 | -     |
| Carmichael       | Mark        | Teacher Secondary           | 109,961 | -     |
| Carnegie         | Sarah       | Teacher Secondary           | 96,198  | 61    |
| Caron            | Guillaume   | Teacher Secondary           | 112,751 | -     |
| Carpenter-Boesch | Genevieve   | Teacher Gifted Program      | 85,757  | 75    |
| Carrara          | Daniele     | Teacher Elementary          | 111,329 | 587   |
| Carrasco         | Erin        | Teacher Secondary           | 98,941  | -     |
| Carrell          | Christopher | Journey person with Premium | 108,698 | -     |
| Carrier          | Joseph      | Teacher Elementary          | 102,190 | -     |
| Carroll          | Reeghan     | Teacher Elementary          | 78,496  | 170   |
| Carruthers       | Matthew     | Teacher Elementary          | 111,957 | -     |
| Carruthers       | Allison     | Teacher Elementary          | 90,592  | -     |
| Carscadden       | Sarah       | Teacher Elementary          | 87,615  | -     |
| Carswell         | Ankie       | District Principal          | 175,786 | 6,500 |
| Carter           | Michael     | Teacher Elementary          | 101,215 | -     |
| Cassap-Hanson    | Alexis      | Teacher Elementary          | 97,821  | -     |
| Cassidy          | Yvette      | Teacher Elementary          | 110,431 | 40    |
| Cassie           | Laurie      | Teacher Secondary           | 119,104 | 1,740 |
| Caswell          | Jesse       | Teacher Secondary           | 101,617 | 193   |
| Catlin           | Michelle    | Teacher Elementary          | 110,340 | 35    |
| Cavaletto        | Michael     | Teacher Secondary           | 100,551 | -     |
| Caverzan         | Renata      | Teacher Elementary          | 109,779 | -     |
| Celio            | Giuseppe    | Machinist                   | 97,373  | -     |
| Celle            | Roberta     | Teacher Elementary          | 94,573  | -     |

|             |             |   |         |       |
|-------------|-------------|---|---------|-------|
| Chadwick    | Phonesanith | Teacher Secondary   | 107,630 | 2,545 |
| Chagnon     | Andreanne   | Teacher Elementary  | 77,484  | -     |
| Chahal      | Jatinder    | Teacher Secondary   | 82,278  | 33    |
| Chai        | Steven      | Teacher Elementary  | 106,665 | -     |
| Chalmers    | Holly       | Teacher Secondary   | 118,247 | -     |
| Chamberlain | Sydney      | Teacher Elementary  | 91,510  | 25    |
| Chan        | Sylvia      | Teacher Secondary   | 115,554 | -     |
| Chan        | Betty       | Teacher Elementary  | 112,688 | -     |
| Chan        | Yong Yong   | Teacher Elementary  | 111,815 | 23    |
| Chan        | Paul        | Teacher Secondary   | 110,758 | 943   |
| Chan        | Genevieve   | Teacher Elementary  | 110,509 | 210   |
| Chan        | Sophia      | Teacher Elementary  | 110,358 | 50    |
| Chan        | Jonathan    | Teacher Secondary   | 110,242 | -     |
| Chan        | Ramona      | Teacher Elementary  | 109,751 | 435   |
| Chan        | Vivian      | Teacher Elementary  | 109,742 | -     |
| Chan        | Jeanie      | Teacher Elementary  | 109,345 | 1,069 |
| Chan        | Jennie      | Teacher Secondary   | 106,714 | -     |
| Chan        | Vince       | Teacher Secondary   | 106,256 | -     |
| Chan        | Siu Man     | Technical & Resource Support E                            | 105,061 | 1,497 |
| Chan        | Justina     | Teacher Secondary   | 102,768 | 90    |
| Chan        | Debbie      | Teacher Secondary   | 102,291 | 37    |
| Chan        | Aileen      | Teacher Elementary  | 101,349 | -     |
| Chan        | Brendan     | Teacher Secondary   | 100,361 | -     |
| Chan        | Tiffany     | Teacher Elementary  | 99,061  | -     |
| Chan        | Wally       | Teacher Secondary   | 95,302  | -     |
| Chan        | Harinder    | Teacher Secondary   | 92,104  | -     |
| Chan        | Ivy         | Teacher Elementary  | 88,429  | -     |
| Chan        | Eden        | Teacher Elementary  | 88,200  | 744   |
| Chan        | Edwan       | Teacher Secondary   | 88,057  | -     |
| Chan        | Evelyn      | Psychologist - Secondary                                  | 85,419  | 3,021 |
| Chan        | Fung        | Coordinator-Project                                       | 86,320  | -     |
| Chan        | Calvin      | Teacher Elementary  | 83,966  | -     |
| Chan        | Becky       | Teacher Elementary  | 83,309  | 950   |
| Chan        | Ching Ching | Information Technology Support C                          | 78,073  | 415   |
| Chan        | Siu Wai     | Technical & Resource Support D                            | 76,261  | 253   |
| Chang       | Chiung-Fang | Teacher Secondary   | 112,386 | 207   |
| Chang       | Irma        | Teacher Elementary  | 111,973 | -     |
| Chang       | Huy Leng    | Teacher Elementary  | 110,441 | -     |
| Chang       | Ivy         | Teacher Elementary  | 104,609 | 50    |
| Chang       | Lisa        | Teacher Secondary   | 102,075 | -     |
| Chan-Henry  | Gregory     | Teacher Secondary   | 111,815 | -     |
| Chao        | Linda       | Teacher Secondary   | 110,348 | -     |
| Chao        | Sarah       | Education Coordinator - Learning Information & Technology | 101,316 | 1,994 |
| Chao        | Kevan       | Teacher Elementary  | 94,293  | -     |
| Chapelski   | Jessica     | Teacher Elementary  | 109,567 | -     |
| Chapman     | Katherine   | Teacher Elementary  | 117,553 | -     |
| Charette    | Jacinthe    | Teacher Elementary  | 108,325 | -     |
| Charlton    | Ryan        | Teacher Secondary   | 80,332  | -     |
| Charney     | Peter       | Steamfitter   | 80,356  | -     |
| Chater      | Madelaine   | Teacher Elementary  | 83,573  | -     |
| Chau        | Danny       | Electrician   | 100,954 | -     |
| Chau        | Johnny      | Electrician   | 95,768  | 13    |
| Chee        | Cynthia     | Teacher Elementary  | 110,555 | -     |
| Chelak      | Jessica     | Teacher Elementary  | 103,823 | 872   |
| Chelladurai | Arockiam    | Teacher Secondary   | 113,532 | -     |
| Chen        | Bell        | Teacher Secondary   | 129,135 | -     |
| Chen        | Emily       | Teacher Secondary   | 114,097 | 75    |
| Chen        | Hsin-Hou    | Teacher Secondary   | 111,815 | 35    |
| Chen        | Hattie      | Teacher Secondary   | 110,353 | -     |
| Chen        | Liwen       | Teacher Elementary  | 103,319 | -     |
| Chen        | Man Hsin    | Teacher Elementary  | 84,301  | 1,008 |

|                      |            |                                |         |       |
|----------------------|------------|--------------------------------|---------|-------|
| Cheng                | Leo        | Teacher Secondary              | 123,383 | -     |
| Cheng                | Wendy      | Teacher Elementary             | 112,878 | -     |
| Cheng                | Elizabeth  | Teacher Elementary             | 111,909 | -     |
| Cheng                | Quyen      | Teacher Elementary             | 109,778 | -     |
| Cheng                | Michelle   | Teacher Secondary              | 106,652 | -     |
| Chenoweth            | Matthew    | Teacher Secondary              | 111,894 | -     |
| Cheung               | Kelly      | Senior Medical Adjudicator     | 113,141 | -     |
| Cheung               | Jocelyn    | Teacher Secondary              | 102,667 | 180   |
| Cheung               | Julia      | Teacher Elementary             | 102,190 | -     |
| Cheung               | Teresa     | Assistant-Staffing             | 84,025  | 529   |
| Chevrier             | Caitlin    | Teacher Secondary              | 78,315  | -     |
| Chiang               | Musica     | Consultant-Exempt On Call      | 152,097 | 13    |
| Chiang               | Yi Chun    | Teacher Secondary              | 127,731 | -     |
| Chin                 | Magdalene  | Teacher Secondary              | 100,361 | -     |
| Chinack              | Byron      | Material Services Foreperson   | 87,681  | -     |
| Chittenden           | Katharine  | Teacher Secondary              | 110,854 | -     |
| Chiu                 | Nathan     | Teacher                        | 114,207 | -     |
| Chiu                 | Odelia     | Teacher                        | 113,120 | 58    |
| Cho                  | David      | Teacher Secondary              | 122,495 | 99    |
| Cho                  | Alyson     | Teacher Elementary             | 118,904 | -     |
| Cho                  | Caroline   | Teacher Elementary             | 112,019 | -     |
| Cho                  | Shirla     | Teacher Elementary             | 80,691  | -     |
| Chobotiuk            | Jennifer   | Teacher Elementary             | 111,822 | -     |
| Chohan               | Jennifer   | Teacher Elementary             | 78,360  | -     |
| Choi                 | James      | Teacher Secondary              | 110,431 | -     |
| Choi                 | Michael    | Teacher Secondary              | 106,533 | -     |
| Choi                 | Shin Ji    | Teacher Elementary             | 90,251  | -     |
| Chong                | Joyce      | Elementary Principal           | 155,472 | -     |
| Chong                | Paul       | Teacher Secondary              | 117,504 | -     |
| Chong                | Genevieve  | Teacher Gifted Program         | 111,963 | -     |
| Chong                | Linda      | Teacher Secondary              | 111,942 | 290   |
| Chong                | Charlene   | Teacher Secondary              | 109,242 | 25    |
| Chong                | Nancy      | Area Counsellor - Elementary   | 108,110 | -     |
| Chong                | Philip     | Teacher Elementary             | 102,873 | -     |
| Chong                | Vickie     | Teacher Elementary             | 102,075 | -     |
| Chong                | Vivian     | Teacher Secondary              | 102,076 | -     |
| Chong-Ping           | Kimberley  | Teacher Secondary              | 120,796 | 564   |
| Chou                 | Andy       | Teacher Secondary              | 88,927  | -     |
| Chow                 | Jiana      | Manager-Communications         | 156,517 | 5,807 |
| Chow                 | Gordon     | Teacher Secondary              | 110,445 | 211   |
| Chow                 | Shirley    | Teacher Elementary             | 110,477 | -     |
| Chow                 | Allan      | Teacher Secondary              | 110,353 | -     |
| Chow                 | Cynthia    | Teacher Elementary             | 109,406 | 126   |
| Chow                 | Henry      | Journey person with Premium    | 99,360  | -     |
| Chow                 | Molina     | Teacher Elementary             | 90,147  | 261   |
| Chow                 | Jacqueline | Teacher Elementary             | 89,875  | -     |
| Chow                 | Kenneth    | Foreman Fleet & Equip Mtn Asst | 80,955  | -     |
| Chow-Humphries       | Mary       | Teacher Elementary             | 118,426 | -     |
| Choy                 | Liza       | Teacher Elementary             | 116,104 | -     |
| Christie             | Jessica    | Teacher Elementary             | 100,858 | -     |
| Chrzastowski-Wachtel | Pawel      | Teacher Secondary              | 111,988 | 100   |
| Chu                  | Jennifer   | Teacher Elementary             | 111,894 | 175   |
| Chu                  | Kevin      | Teacher Secondary              | 99,313  | -     |
| Chu                  | Daniel     | Assistant Building Engineer    | 76,181  | 120   |
| Chu                  | Marjorie   | Technical & Resource Support D | 75,553  | -     |
| Chuah                | Kerry      | Project Manager                | 127,668 | 1,098 |
| Chuaqui              | Maria      | Teacher Secondary              | 102,160 | -     |
| Chun                 | Peggy      | Teacher Secondary              | 110,541 | 125   |
| Chung                | Ting Fong  | Teacher Elementary             | 117,139 | 43    |
| Chung                | Jeeyeon    | Teacher Elementary             | 98,467  | -     |
| Chuu                 | Carol      | Teacher Secondary              | 111,815 | -     |



|            |             |                                      |         |        |
|------------|-------------|--------------------------------------|---------|--------|
| Cimino     | David       | Teacher Secondary                    | 94,542  | -      |
| Clancy     | Juli        | Teacher Elementary                   | 91,955  | 910    |
| Clark      | Denise      | Secondary Vice-Principal             | 149,616 | 3,094  |
| Clark      | Julia       | Elementary Principal                 | 136,426 | -      |
| Clark      | Katie       | Elementary Vice-Principal            | 134,600 | 24     |
| Clark      | Gavin       | Coordinator-Community School         | 112,156 | 1,069  |
| Clark      | Jennifer    | Teacher Elementary                   | 99,550  | 126    |
| Clarke     | Hollis      | Teacher Secondary                    | 80,655  | 175    |
| Clasper    | Rylie       | Teacher Elementary                   | 81,618  | -      |
| Clements   | Lisa        | Teacher Elementary                   | 110,857 | -      |
| Clinton    | Christopher | Teacher Elementary                   | 78,536  | -      |
| Cloutier   | John        | Teacher Secondary                    | 108,247 | 3,463  |
| Clover     | Dylan       | Teacher Elementary                   | 99,347  | 40     |
| Clutche    | Corrie      | Teacher Secondary                    | 116,454 | -      |
| Coderre    | Stephen     | Teacher Secondary                    | 111,312 | 140    |
| Codrington | Angela      | Teacher Elementary                   | 100,666 | -      |
| Coelho     | Andrew      | Elementary Vice-Principal            | 136,228 | -      |
| Coffin     | Steven      | Teacher On Call Limited - Elementary | 87,432  | -      |
| Cole       | Noli        | Coordinator-Community Connect        | 90,095  | 14     |
| Colero     | Julie       | Teacher Elementary                   | 101,881 | -      |
| Coletta    | Vittorio    | Teacher Secondary                    | 108,208 | -      |
| Collet     | Tamara      | Teacher Elementary                   | 112,281 | 105    |
| Collier    | Michael     | Teacher Secondary                    | 117,539 | 276    |
| Collier    | Curtis      | Teacher Secondary                    | 101,278 | -      |
| Collins    | Marion      | Teacher Elementary                   | 109,783 | -      |
| Collum     | Shawn       | Electrician                          | 92,843  | 12     |
| Colobong   | Krystle     | Teacher Secondary                    | 95,851  | 75     |
| Colpitts   | James       | Teacher Elementary                   | 102,147 | -      |
| Condon     | Sean        | Journey person with Premium          | 126,332 | 300    |
| Congo      | Karalee     | Teacher Elementary                   | 88,106  | -      |
| Conklin    | Marnie      | Teacher Elementary                   | 110,730 | -      |
| Conley     | Tanya       | Teacher Elementary                   | 109,856 | -      |
| Conrad     | Danielle    | Teacher Elementary                   | 111,894 | -      |
| Coo        | Duncan      | Teacher Elementary                   | 110,353 | -      |
| Cook       | Rebecca     | Teacher Elementary                   | 111,894 | 140    |
| Cook       | Jessica     | Teacher Elementary                   | 83,541  | -      |
| Cook       | Cameron     | Teacher Secondary                    | 82,545  | -      |
| Cooper     | Romy        | Teacher Secondary                    | 113,136 | -      |
| Cooper     | Alixandra   | Teacher Elementary                   | 96,196  | -      |
| Cooper     | Cassidy     | Teacher Elementary                   | 76,126  | -      |
| Cordingley | Sarah       | Teacher Elementary                   | 99,178  | 660    |
| Corkum     | Rachel      | Teacher Elementary                   | 86,425  | -      |
| Cormack    | Mark        | Teacher Elementary                   | 123,068 | -      |
| Cornies    | Chad        | Teacher Secondary                    | 110,587 | -      |
| Correia    | Grace       | Teacher Secondary                    | 110,431 | -      |
| Corrie     | Natacha     | Teacher Elementary                   | 110,431 | -      |
| Corsi      | Viviana     | Teacher Elementary                   | 100,173 | 111    |
| Cortens    | John        | Teacher Elementary                   | 90,038  | 27     |
| Cosentino  | Emily       | Teacher Elementary                   | 82,230  | -      |
| Costa      | Maria       | Teacher Elementary                   | 108,905 | -      |
| Costa      | Kailee      | Teacher Elementary                   | 99,883  | -      |
| Costello   | Jesse       | Teacher Elementary                   | 115,717 | -      |
| Cote       | Chantal     | Teacher Elementary                   | 87,949  | 115    |
| Cotton     | Graeme      | Teacher Elementary                   | 117,553 | -      |
| Coughlan   | Kamala      | Teacher Elementary                   | 109,208 | -      |
| Coughlan   | Flavia      | Secretary-Treasurer                  | 286,736 | 11,206 |
| Coulter    | Lorinda     | Teacher Elementary                   | 111,973 | 60     |
| Coulter    | Alissa      | Teacher Secondary                    | 86,020  | -      |
| Coutts     | Graeme      | Teacher Elementary                   | 117,553 | 115    |
| Coval      | Maggie      | Teacher Elementary                   | 80,917  | 50     |
| Covert     | Jorden      | Teacher Elementary                   | 112,875 | 105    |

|                   |              |                                 |         |        |
|-------------------|--------------|---------------------------------|---------|--------|
| Coward            | Mara         | Teacher Elementary              | 86,207  | 71     |
| Craddock          | Carrie       | Teacher Elementary              | 90,821  | -      |
| Craig             | Noella       | Teacher Elementary              | 111,292 | -      |
| Craig             | Tori         | Teacher Secondary               | 78,095  | 254    |
| Craigie           | Robyn        | Teacher Elementary              | 93,295  | 178    |
| Cranston          | Erin         | Elementary Principal            | 120,254 | -      |
| Crawford          | Cole         | Teacher Secondary               | 75,261  | 170    |
| Crehan            | James        | Teacher Elementary              | 75,051  | -      |
| Crewdson          | Murray       | Assistant Building Engineer     | 77,371  | 236    |
| Crimp             | Emma         | Teacher Elementary              | 97,226  | -      |
| Cripps            | Russell      | Teacher Secondary               | 110,431 | -      |
| Crisp             | James        | Teacher Elementary              | 111,005 | 203    |
| Cristall          | Aven         | Teacher Elementary              | 110,619 | -      |
| Cross             | Mira         | Teacher Secondary               | 116,701 | 240    |
| Cross             | Nolan        | Carpenter                       | 81,368  | -      |
| Cruickshank       | Maryanne     | Teacher Elementary              | 109,981 | -      |
| Cruz              | Edilberto    | Teacher Elementary              | 110,353 | -      |
| Csanyi-Robah      | Gina         | Teacher Secondary               | 91,490  | 150    |
| Cu                | Maria        | Teacher Elementary              | 83,350  | -      |
| Culhane           | Stephen      | Teacher Secondary               | 103,025 | 116    |
| Cullingworth      | Erin         | Teacher Secondary               | 111,894 | 155    |
| Cultum            | Irene        | Teacher Elementary              | 102,634 | -      |
| Cumming           | Drew         | Electrician                     | 99,828  | 25     |
| Cummings          | Jaclyn       | Elementary Vice-Principal       | 135,180 | -      |
| Cupit             | Melissa      | Teacher Elementary              | 85,565  | -      |
| Curnow            | Michaela     | Teacher Elementary              | 113,901 | 50     |
| Currie            | Kimberly     | Teacher Secondary               | 88,435  | -      |
| Curtis            | Jill         | Teacher Elementary              | 81,732  | -      |
| Cutting           | Samuel       | Teacher Secondary               | 83,583  | -      |
| Cuzzetto          | Simona       | Teacher Elementary              | 84,867  | -      |
| Da Silva          | Pedro        | Associate Superintendent        | 280,619 | 10,068 |
| Damot             | Jose         | Assistant Building Engineer     | 87,429  | -      |
| Dancer            | Susan        | Teacher Elementary              | 102,075 | -      |
| Daniel            | Catherine    | Teacher Secondary               | 98,605  | -      |
| Danilovic         | Tania        | Teacher Elementary              | 108,265 | -      |
| Danzig            | Shani        | Teacher Elementary              | 106,426 | -      |
| Dao               | Nhat         | Teacher Secondary               | 101,363 | -      |
| Dare              | Katherine    | Teacher Elementary              | 95,745  | 283    |
| Darwish Sharma    | Mitra        | Senior Advisor-Labour Relations | 80,554  | 49     |
| Dash              | Sarah        | Elementary Principal            | 161,415 | -      |
| Davidson          | Ilona        | Teacher Secondary               | 111,376 | -      |
| Davie             | Caitlin      | Teacher Secondary               | 112,102 | 75     |
| Davies            | Megan        | Elementary Principal            | 161,814 | -      |
| Davis             | Nathalie     | Consultant Modern Language      | 116,701 | 3,293  |
| Davis             | Aaron        | Director of Instruction         | 220,124 | 7,514  |
| Davitt            | Cameron      | Teacher Elementary              | 81,560  | 140    |
| Dawson            | Joanne       | Teacher Elementary              | 91,221  | -      |
| Day               | Michael      | Teacher Secondary               | 103,927 | 1,086  |
| De Camargo Reydon | Juliana      | Teacher Elementary              | 104,000 | 451    |
| De Groot          | Paul         | Teacher Secondary               | 93,209  | 181    |
| de Hoop           | James        | Senior Manager-Planning         | 76,920  | 668    |
| De Iaco           | Rosa         | Teacher Secondary               | 113,470 | -      |
| De Jager          | Rebecca-Anne | Teacher Elementary              | 91,296  | -      |
| De Jardin         | Linda        | Teacher Elementary              | 110,523 | -      |
| De Leon           | Melani       | Teacher Elementary              | 113,711 | -      |
| De Leon           | Anthony      | Teacher Elementary              | 95,805  | -      |
| de Levie          | Alexandra    | Psychologist - Secondary        | 92,002  | 2,245  |
| De Loof           | Juliette     | Teacher Secondary               | 80,932  | -      |
| De Santis         | Michael      | Teacher Secondary               | 116,536 | -      |
| De Santis         | Nicholas     | Teacher Secondary               | 101,589 | -      |
| De Verteuil       | Glenn        | Teacher Elementary              | 109,516 | -      |

|                |             |                              |         |       |
|----------------|-------------|------------------------------|---------|-------|
| De Vita        | Kelly       | Teacher Elementary           | 111,244 | -     |
| Dean           | Tamara      | Teacher Elementary           | 111,894 | 280   |
| Dearlove       | Amanda      | Teacher Elementary           | 88,113  | 50    |
| Deblasio       | Jeffrey     | Teacher Secondary            | 102,083 | -     |
| Deegan         | William     | Carpenter                    | 85,873  | 13    |
| Dekerf         | Jaden       | Teacher Elementary           | 84,872  | 747   |
| DeLong         | Ian         | Area Counsellor - Elementary | 113,823 | 100   |
| Delorenzi      | Duncan      | Teacher Elementary           | 78,993  | -     |
| Delorme        | David       | District Principal           | 167,771 | 6,472 |
| Delorme        | Patrick     | Teacher Secondary            | 110,353 | -     |
| Delville-Pratt | Ruth        | Teacher Secondary            | 101,730 | -     |
| Demarco        | Dion        | Teacher Secondary            | 110,431 | -     |
| Demers         | Guy         | Teacher Secondary            | 119,284 | -     |
| Demiris        | Soultana    | Senior Advisor-Recruitment   | 136,026 | 3,841 |
| Demmers        | Melissa     | Teacher Elementary           | 99,079  | -     |
| Demosten       | Paraskevi   | Teacher Elementary           | 94,585  | -     |
| Dempster       | Kyle        | Teacher Secondary            | 105,051 | -     |
| Dent           | Susan       | Elementary Principal         | 153,947 | 405   |
| Deragopian     | Aida        | Teacher Elementary           | 111,233 | 966   |
| Derban         | Elyssa      | Elementary Principal         | 153,814 | 5,964 |
| Derganc        | Scott       | Teacher Secondary            | 97,185  | -     |
| Dermott        | Michelle    | Teacher Secondary            | 87,663  | -     |
| Derrah         | Jayme       | Teacher Secondary            | 81,398  | -     |
| Derreth        | Eugene      | Teacher Secondary            | 95,918  | -     |
| Deschner       | Wynn        | Teacher Secondary            | 126,582 | -     |
| Desjarlais     | Juanita     | Director of Instruction      | 201,080 | 8,213 |
| Despotakis     | Nick        | Secondary Vice-Principal     | 149,553 | -     |
| Despotovska    | Ana         | Teacher Secondary            | 110,541 | -     |
| Dewreede       | Christopher | Teacher Secondary            | 111,894 | -     |
| Deyell         | Scott       | Coordinator-Community School | 104,626 | -     |
| DeYoung        | Michelle    | Teacher Secondary            | 116,596 | 396   |
| Dhadwal        | Pavandeep   | Teacher Secondary            | 91,296  | -     |
| Dhaliwal       | Balwinder   | Building Engineer            | 106,505 | -     |
| Dhaliwal       | Rupy        | Teacher Secondary            | 98,220  | -     |
| Dhaliwal       | Ramandip    | Teacher Elementary           | 80,993  | -     |
| Dhaliwal       | Sarah       | Teacher Elementary           | 75,589  | -     |
| Dhanani        | Tanaz       | Teacher Secondary            | 80,852  | -     |
| Dhesi          | Jasveer     | Teacher Elementary           | 96,655  | -     |
| Dhillon        | Ramandeep   | District Resource Secondary  | 110,736 | 72    |
| Dhillon        | Sukhwinder  | Teacher Elementary           | 85,744  | -     |
| Dhillon        | Sonia       | Teacher Elementary           | 81,261  | -     |
| Di Francesco   | Rosanna     | Area Counsellor - Elementary | 114,479 | 92    |
| Di Giacinto    | Paul        | Teacher Elementary           | 102,175 | -     |
| Dial           | Harbinder   | Teacher Secondary            | 110,994 | 25    |
| Diep           | Bianca      | Advisor-Disability and RTW   | 94,635  | 1,097 |
| Dignum         | James       | Teacher Elementary           | 81,560  | -     |
| Dilgir         | Zohreen     | Teacher Elementary           | 102,075 | -     |
| Dimas          | Maria       | Teacher Secondary            | 111,894 | -     |
| Ding           | Jane        | Teacher Elementary           | 103,519 | -     |
| Dinning        | Alina       | Teacher Elementary           | 101,012 | 1,067 |
| Dionne         | Karline     | Teacher Elementary           | 95,171  | -     |
| Dionne         | Gabriella   | Teacher Elementary           | 80,400  | 152   |
| Dirk           | Michael     | Teacher Elementary           | 111,524 | 375   |
| Dissegna       | Darren      | Teacher Secondary            | 102,249 | -     |
| Dixon          | Alison      | Teacher Elementary           | 110,353 | -     |
| Dixon          | Shantelle   | Teacher Elementary           | 102,075 | -     |
| Dixon          | Karen       | Teacher Elementary           | 101,311 | -     |
| Dixon          | Allison     | Teacher Secondary            | 94,857  | 162   |
| Dixon          | Caroline    | Teacher Secondary            | 93,086  | -     |
| Dizy           | William     | Teacher Secondary            | 112,021 | -     |
| Dobie          | Polly       | Teacher Secondary            | 106,834 | -     |

|                  |            |                                      |         |       |
|------------------|------------|--------------------------------------|---------|-------|
| Dobry            | Janine     | Teacher Elementary                   | 102,291 | 664   |
| Dodd             | Thomas     | Teacher On Call Limited - Elementary | 80,546  | -     |
| Dodds            | Patrick    | Teacher Elementary                   | 107,801 | -     |
| Dodge            | Heather    | Teacher Secondary                    | 112,089 | -     |
| Dohan            | Trevor     | Teacher Elementary                   | 76,873  | -     |
| Doherty-Hwang    | Kimberley  | Teacher Elementary                   | 116,664 | -     |
| Dolder           | Ria        | Teacher Secondary                    | 111,072 | 164   |
| Dolen            | Shannon    | Teacher Elementary                   | 110,512 | 172   |
| Dolinski         | Ian        | Plumber                              | 94,666  | -     |
| Donaldson        | Lindsay    | Teacher Secondary                    | 122,425 | 175   |
| Donegan          | Chris      | Acting Elementary Vice-Principal     | 105,969 | 325   |
| Dong             | Timothy    | Teacher Elementary                   | 97,219  | -     |
| Dong             | Dana       | Teacher Elementary                   | 83,918  | -     |
| Donison          | Cheryl     | Teacher Secondary                    | 102,147 | -     |
| Donnelly         | Allyson    | Teacher Elementary                   | 111,682 | -     |
| Donovan          | Maria      | Elementary Principal                 | 162,046 | 14    |
| Doolaar          | Victoria   | Technical & Resource Support D       | 76,261  | -     |
| Doolan           | Bryan      | Teacher Elementary                   | 102,147 | -     |
| Dos Santos Filho | Jose       | Information Technology Support D     | 85,331  | -     |
| Dosdall          | Leah       | Teacher Elementary                   | 102,147 | 581   |
| Dosen            | Emma       | Teacher Elementary                   | 75,923  | 866   |
| Dou              | Teresa     | Teacher Secondary                    | 111,115 | 32    |
| Douglas          | Cheryl     | Manager-Recruitment&Retention        | 145,734 | 8,260 |
| Douglas          | Tiffany    | Teacher Elementary                   | 118,165 | 1,004 |
| Douglas          | Julie      | Teacher Secondary                    | 108,630 | -     |
| Douglas          | Ryan       | Carpenter                            | 93,207  | -     |
| Douglas          | Jane       | Teacher On Call - Elementary         | 81,634  | -     |
| Dousti           | Kamelia    | Teacher Secondary                    | 100,353 | 3,328 |
| Dowla            | Aziz       | Teacher Secondary                    | 102,291 | 220   |
| Dowle            | Brenda     | Secondary Vice-Principal             | 144,728 | 4,380 |
| Dowle            | Sian       | Teacher Elementary                   | 100,457 | -     |
| Downey-MacDonald | Brittanny  | Teacher Secondary                    | 102,592 | -     |
| Doyle            | Elissa     | Teacher Elementary                   | 87,240  | -     |
| Doyle            | Kathryn    | Teacher Elementary                   | 78,371  | 330   |
| Dragic           | Zoran      | Supervisor-Printing & Dist           | 96,796  | -     |
| Dredge           | Alexandria | Teacher Elementary                   | 87,653  | -     |
| Dubrovin         | Natasha    | Speech Language Pathologist          | 98,980  | 4,893 |
| Duffield         | Lauren     | Teacher Elementary                   | 90,652  | -     |
| Duffield         | Blair      | Teacher Elementary                   | 85,099  | -     |
| Dumont           | Marjorie   | Teacher Elementary                   | 123,065 | -     |
| Dunfield         | Emma       | Teacher Elementary                   | 85,354  | -     |
| Dunne            | Graham     | Teacher Secondary                    | 102,681 | -     |
| Duong            | John       | Manager-Maintenance                  | 142,026 | 1,039 |
| Duong            | Peter      | Journey person with Premium          | 98,727  | 12    |
| Duong            | Lawrence   | Teacher Secondary                    | 93,230  | -     |
| Duran            | Lorena     | Teacher Secondary                    | 113,710 | 761   |
| Durand           | Elodie     | Teacher Elementary                   | 108,911 | -     |
| Durant           | Danielle   | Teacher Elementary                   | 111,292 | 330   |
| Durward          | Magdalena  | Teacher Elementary                   | 110,431 | -     |
| Duttchen         | Christa    | Teacher Secondary                    | 111,324 | 169   |
| Duy              | Darlene    | Teacher Secondary                    | 100,262 | -     |
| Dwyer            | Kevin      | Teacher Elementary                   | 102,075 | -     |
| Dyck             | Kennedy    | Teacher Elementary                   | 80,058  | -     |
| Dykstra          | Simon      | Teacher Secondary                    | 110,069 | -     |
| Dymond           | Michele    | Teacher Elementary                   | 100,052 | -     |
| Dyson            | Janice     | Teacher Elementary                   | 88,591  | -     |
| Earle            | Danielle   | Teacher Elementary                   | 77,099  | -     |
| Eberding         | Marleen    | Coordinator-Community School         | 97,287  | -     |
| Eckart           | Dana       | Teacher Elementary                   | 84,365  | 921   |
| Eckels           | Patricia   | Teacher                              | 112,114 | -     |
| Eckert           | Jonah      | Teacher Secondary                    | 93,548  | -     |

|                         |             |                              |         |       |
|-------------------------|-------------|------------------------------|---------|-------|
| Edalatmand              | Roya        | Teacher Elementary           | 85,221  | -     |
| Edge                    | Richard     | District Vice Principal      | 153,024 | 18    |
| Ediger                  | Krista      | Secondary Principal          | 170,102 | 4,844 |
| Edmonds                 | Victoria    | Teacher Elementary           | 110,477 | -     |
| Edmondson               | Michael     | Teacher Secondary            | 85,011  | -     |
| Edwards                 | Lisa        | Teacher Secondary            | 102,147 | 115   |
| Ee                      | Brian       | Teacher Secondary            | 120,058 | 115   |
| Egan                    | Gabrielle   | Teacher Secondary            | 84,912  | -     |
| Eggo                    | Alistair    | Teacher Secondary            | 90,396  | 300   |
| Egilsson                | Kelly       | Secondary Vice-Principal     | 149,769 | 4,156 |
| Ehn                     | Zsuzsanna   | Teacher Secondary            | 116,479 | -     |
| Elbo                    | Genesee     | Coordinator-Labour Relations | 89,484  | 529   |
| Elfarse                 | Mustapha    | Teacher Secondary            | 87,789  | -     |
| Elia                    | Therisa     | Teacher Secondary            | 110,431 | -     |
| Elke                    | Mark        | Coordinator-Community School | 94,153  | 95    |
| Elliott                 | Elizabeth   | Teacher Secondary            | 93,701  | -     |
| Elliott                 | Melissa     | Teacher Elementary           | 91,499  | 80    |
| Elliott                 | Reece       | Teacher Elementary           | 88,896  | -     |
| Elliott                 | Jenna       | Teacher Elementary           | 85,251  | 100   |
| Ellis                   | Jackie      | Area Counsellor - Elementary | 115,151 | -     |
| Ellis                   | Lauren      | Teacher Elementary           | 85,994  | -     |
| Ellis                   | Katrina     | Teacher Secondary            | 76,565  | -     |
| Emanouilidis            | Thomas      | Teacher Secondary            | 105,178 | -     |
| Embree                  | James       | Elementary Principal         | 157,552 | 5,425 |
| Emeno                   | Donna       | District Resource Elementary | 75,726  | -     |
| Emerick                 | Michael     | Teacher Elementary           | 110,353 | -     |
| Emery                   | Deborah     | Teacher Elementary           | 102,332 | -     |
| Emperador               | Georgina    | Teacher Elementary           | 105,700 | -     |
| Empey                   | Sarah       | Teacher Elementary           | 102,327 | -     |
| Eng                     | Jason       | Elementary Principal         | 162,046 | 3,686 |
| Eng                     | Carmen      | Teacher Elementary           | 111,259 | -     |
| Eng                     | Jesseca     | Elementary Vice-Principal    | 82,551  | -     |
| Eng                     | Christopher | Building Engineer            | 75,420  | 14    |
| Engelstad               | Caroline    | Teacher Elementary           | 88,641  | 115   |
| Engh                    | Emma        | Teacher Elementary           | 87,407  | -     |
| English                 | Todd        | Teacher Elementary           | 108,115 | -     |
| English                 | Clayton     | Painter                      | 94,390  | -     |
| English                 | Emma        | Teacher Elementary           | 88,541  | 300   |
| Enns                    | Kelly       | Teacher Elementary           | 111,204 | 764   |
| Enns                    | W.T. Dale   | Teacher Secondary            | 107,758 | 592   |
| Enns                    | Hayley      | Teacher Elementary           | 89,283  | 1,029 |
| Enojo                   | Corrine     | Teacher Elementary           | 85,827  | -     |
| Enthoven                | Anjuli      | Teacher Secondary            | 102,147 | 1,205 |
| Epting                  | Bernard     | Teacher Elementary           | 102,848 | 115   |
| Erickson                | Bryan       | Teacher Secondary            | 116,536 | -     |
| Erwin                   | Katy        | Teacher Elementary           | 112,767 | -     |
| Erwin                   | Jessica     | Teacher Secondary            | 92,144  | -     |
| Escobar                 | Felipe      | Teacher Secondary            | 75,349  | -     |
| Esnault-Oka             | Adele       | Teacher Secondary            | 113,588 | 75    |
| Essar                   | Candice     | Teacher Elementary           | 110,376 | 22    |
| Estate of Belecosh Shaw | Anastasia   | Teacher Elementary           | 95,438  | -     |
| Estate of Joe           | Tammy       | Teacher Elementary           | 110,445 | 23    |
| Estate of Yeung         | Celia       | Area Counsellor - Elementary | 80,508  | 100   |
| Evans                   | Tyler       | Secondary Principal          | 164,079 | 2,789 |
| Evans                   | Lisa        | Teacher Elementary           | 110,477 | 1,125 |
| Eves                    | Timothy     | Teacher Elementary           | 113,318 | 50    |
| Eviston                 | Janet       | Teacher Secondary            | 110,539 | -     |
| Eviston                 | Vivienne    | Teacher Secondary            | 83,610  | -     |
| Ewan                    | Greg        | Electrician                  | 94,768  | 13    |
| Fabian                  | Katelyn     | Teacher Elementary           | 86,190  | -     |
| Fabry                   | Natalie     | Teacher Elementary           | 102,147 | -     |

|             |               |                                  |         |       |
|-------------|---------------|----------------------------------|---------|-------|
| Falardeau   | Paul          | Teacher Secondary                | 77,901  | 175   |
| Falbo       | Mariana       | Teacher Secondary                | 78,309  | -     |
| Falconer    | Sheena        | Teacher Secondary                | 105,039 | 276   |
| Falcus      | Robert        | Teacher Secondary                | 116,119 | -     |
| Fan         | Xiao Ke       | Teacher Secondary                | 106,769 | -     |
| Fanning     | Carolyn       | Teacher Elementary               | 111,292 | 29    |
| Fanning     | Benjamin      | Teacher Elementary               | 110,888 | 144   |
| Farley      | Laura         | Teacher Elementary               | 97,822  | 37    |
| Farnham     | Cheryl        | Teacher Elementary               | 84,622  | -     |
| Farrell     | Sandra        | Teacher Elementary               | 117,474 | -     |
| Farrell     | Imelda        | Teacher Elementary               | 110,431 | -     |
| Farry       | Julia         | Teacher Secondary                | 76,613  | 465   |
| Fawley      | Clifford      | Teacher Elementary               | 108,980 | -     |
| Fayowski    | Sheena        | Teacher Elementary               | 77,270  | -     |
| Fazylau     | Serg          | Speech Language Pathologist      | 99,848  | 3,508 |
| Fearman     | Amy           | Teacher Elementary               | 102,147 | -     |
| Federico    | Jessica-Joyce | Teacher Elementary               | 94,870  | -     |
| Felker      | Jennifer      | Teacher Elementary               | 100,482 | 210   |
| Feller      | Caitlin       | Teacher Elementary               | 87,989  | -     |
| Feng        | Janet         | Teacher Elementary               | 102,607 | 23    |
| Feng        | Zoie          | Teacher Elementary               | 78,821  | 75    |
| Fenlon      | Peter         | Teacher Secondary                | 87,742  | 115   |
| Fenton      | Brenda        | Teacher Elementary               | 110,555 | -     |
| Fenton      | Dave          | Building Engineer                | 85,016  | -     |
| Ferguson    | Samuel        | Teacher Secondary                | 93,137  | -     |
| Ferguson    | Melanie       | Teacher Elementary               | 92,495  | 170   |
| Fergusson   | Nancy         | Teacher Elementary               | 110,065 | 884   |
| Fergusson   | Megan         | Teacher Secondary                | 104,933 | -     |
| Fernandes   | Tony          | Painter                          | 104,645 | -     |
| Fernandes   | David         | Teacher Secondary                | 102,219 | -     |
| Fernando    | Miyuru        | Teacher Secondary                | 91,989  | -     |
| Ferraro-Hsu | Liana         | Teacher Secondary                | 87,506  | -     |
| Ferri       | Severine      | Teacher Elementary               | 103,823 | 872   |
| Fetterly    | Linda         | Teacher Secondary                | 101,346 | -     |
| Fidgett     | Chelsea       | Teacher Elementary               | 97,368  | -     |
| Fielden     | Kathleen      | Teacher Elementary               | 101,419 | -     |
| Fierro      | Carlo         | Sheet Metal Worker               | 105,809 | -     |
| Finch-Cowie | Melanie       | Teacher Elementary               | 110,353 | 618   |
| Findlay     | Jody          | Teacher Secondary                | 110,445 | 149   |
| Finnerty    | Pearse        | Teacher Elementary               | 83,501  | -     |
| Finucane    | Connor        | Teacher Elementary               | 84,384  | -     |
| Fischer     | Jennifer      | Teacher Elementary               | 92,449  | 445   |
| Fisher      | Andrew        | Teacher Elementary               | 113,359 | -     |
| Fiskilis    | Maria         | Teacher Elementary               | 86,362  | 75    |
| Fitzgerald  | Ross          | Painter                          | 96,234  | -     |
| Fleming     | Pamela        | Teacher Secondary                | 114,940 | -     |
| Fleming     | Stephen       | Teacher Secondary                | 114,761 | 220   |
| Fleming     | Joel          | Teacher Elementary               | 100,791 | -     |
| Florian     | Natalie       | Teacher Secondary                | 77,329  | -     |
| Florio      | Robert        | Teacher Secondary                | 113,203 | -     |
| Floyd       | Gregory       | Teacher On Call - Elementary     | 76,144  | -     |
| Foell       | Lindsey       | Teacher Secondary                | 111,815 | 110   |
| Foell       | Allison       | Teacher Elementary               | 76,332  | -     |
| Folk        | Steven        | Information Technology Support D | 90,604  | -     |
| Follett     | Pawandeep     | Elementary Vice-Principal        | 134,543 | -     |
| Fong        | Bowie         | Teacher Elementary               | 101,361 | 140   |
| Foran       | Paula         | District Counsellor - Elementary | 113,817 | 94    |
| Forbes      | Krista        | District Resource Elementary     | 112,470 | 236   |
| Forbes      | Lynn          | Teacher Secondary                | 102,147 | 30    |
| Forbes      | Caroline      | Teacher Secondary                | 83,156  | -     |
| Foreman-Ng  | Kate          | Teacher Elementary               | 88,014  | 1,185 |

|               |              |                                |         |       |
|---------------|--------------|--------------------------------|---------|-------|
| Forgeron      | Terrance     | Supervisor-Maintenance         | 129,356 | 2,565 |
| Forgeron      | Jann Marie   | Teacher Secondary              | 113,376 | 1,190 |
| Forsey        | Sara         | Teacher Secondary              | 99,015  | -     |
| Forsselius    | Gail         | Teacher Elementary             | 102,592 | 16    |
| Foster        | Maria-Teresa | Area Counsellor - Elementary   | 113,525 | 111   |
| Foster        | Jason        | Teacher Secondary              | 111,894 | -     |
| Fournier      | Jolayne      | Teacher Elementary             | 112,767 | 115   |
| Fowler        | Cameron      | Teacher Elementary             | 75,070  | -     |
| Fox           | Sandra       | District Resource Elementary   | 112,578 | 53    |
| Fracca        | Sandro       | Teacher Secondary              | 112,052 | -     |
| Francis       | Nicholas     | Teacher Secondary              | 112,465 | -     |
| Francis       | Mona         | Teacher Elementary             | 110,587 | 68    |
| Francisco     | Gilberto     | Manager-Operations             | 152,517 | 1,024 |
| Francom       | Stewart      | Secondary Vice-Principal       | 142,156 | 50    |
| Franken       | Sheldon      | Area Counsellor - Elementary   | 104,716 | 2,255 |
| Fraser        | Lara         | Teacher Elementary             | 110,587 | 115   |
| Fraser        | Arielle      | Teacher Secondary              | 93,714  | 41    |
| Fraser        | Carly        | Psychologist - Secondary       | 81,087  | 1,051 |
| Freeman       | Keel         | Teacher Elementary             | 107,029 | 190   |
| Freeze        | Lori         | Teacher Elementary             | 108,418 | 977   |
| French        | Kirsten      | Teacher Elementary             | 81,560  | -     |
| Frenks        | Meaghan      | Area Counsellor - Elementary   | 75,753  | -     |
| Friesan       | Aaron        | Teacher Secondary              | 102,147 | -     |
| Friesen       | Manuella     | Teacher Elementary             | 109,856 | -     |
| Friesen       | Matthew      | Teacher Secondary              | 96,807  | 287   |
| Friesen       | Evan         | Teacher Elementary             | 92,055  | -     |
| Friesen       | Olivia       | Teacher Secondary              | 82,770  | -     |
| Friess        | Lourdes      | Teacher Elementary             | 110,620 | 100   |
| Frigault      | Kathleen     | Teacher Elementary             | 107,930 | -     |
| Fritz         | Sharon       | Teacher Secondary              | 113,690 | 250   |
| Frizell       | Holly        | Teacher Elementary             | 102,147 | -     |
| Frosst        | Erica        | Teacher Elementary             | 75,071  | -     |
| Froste        | Heather      | Teacher Secondary              | 108,904 | 1,390 |
| Fujita        | Allison      | Teacher Elementary             | 110,509 | 50    |
| Fullerton     | Ryan         | District Principal             | 169,712 | 1,087 |
| Fung          | Judy         | Teacher Elementary             | 112,588 | 90    |
| Fung          | Katherine    | Teacher Secondary              | 111,815 | 113   |
| Fung          | Ted          | Teacher Secondary              | 96,104  | -     |
| Gaal          | Frank        | Painter                        | 78,145  | -     |
| Gabelman      | Brett        | Teacher Secondary              | 111,894 | -     |
| Gabelman      | Nicola       | Teacher Secondary              | 102,147 | 215   |
| Gaglardi      | Emerson      | Teacher Secondary              | 81,756  | -     |
| Gagne         | Collette     | Teacher Elementary             | 111,292 | -     |
| Gagnon        | Eve          | Elementary Principal           | 162,046 | 645   |
| Gallmann      | Tanya        | Teacher Elementary             | 102,147 | -     |
| Garland       | Michael      | Painter                        | 100,758 | -     |
| Garneau       | Carolyn      | District Resource Elementary   | 110,730 | 913   |
| Garnett       | Bruce        | District Principal             | 174,685 | 151   |
| Garrod        | Stephen      | Teacher Secondary              | 131,151 | -     |
| Gaster        | Kathryn      | Teacher Elementary             | 110,436 | 40    |
| Gates         | Natasha      | Secondary Vice-Principal       | 145,963 | 1,745 |
| Gavrieli      | Ilana        | Teacher Elementary             | 110,431 | 195   |
| Gee           | Crystal      | Teacher Elementary             | 114,642 | -     |
| Gee           | Tiffany      | Teacher Elementary             | 98,293  | -     |
| Gee           | Michael      | Technical & Resource Support D | 75,591  | 500   |
| Gelb          | Megan        | Teacher Elementary             | 111,312 | 144   |
| Gelbart       | Ligeia       | Teacher Secondary              | 94,730  | -     |
| Geldart       | David        | Teacher Secondary              | 102,075 | 35    |
| Gelson        | Julie        | Teacher Elementary             | 110,927 | -     |
| Gelson        | Carrie       | Teacher Elementary             | 110,353 | -     |
| Georgiopoulos | Denise       | Teacher Elementary             | 110,477 | 28    |

|                   |              |                                     |         |       |
|-------------------|--------------|-------------------------------------|---------|-------|
| Gerlak            | Jade         | Teacher Secondary                   | 102,147 | 210   |
| Germain           | Leslie       | Area Counsellor - Elementary        | 110,799 | 733   |
| Germain-MacArthur | Hope         | Teacher Elementary                  | 88,262  | -     |
| Germani           | Mary         | Teacher Elementary                  | 100,286 | -     |
| Geronimo          | Rica         | Teacher Elementary                  | 79,268  | -     |
| Gerritsen         | Shylo        | Teacher Secondary                   | 95,977  | -     |
| Ghag              | Michelle     | Teacher Elementary                  | 79,292  | -     |
| Ghahremani        | Faran        | Teacher Secondary                   | 111,819 | 175   |
| Ghani             | Nassim       | Teacher Secondary                   | 110,319 | 1,200 |
| Ghislieri         | Celisa       | Teacher Elementary                  | 102,075 | -     |
| Ghobrial          | Heba         | Speech Language Pathologist         | 90,585  | 1,075 |
| Ghtaura           | Sumeet       | Teacher Secondary                   | 103,455 | 2,360 |
| Giardina          | Simone       | Teacher Elementary                  | 102,147 | -     |
| Gibb              | Jacey        | Teacher Elementary                  | 100,951 | 945   |
| Gibson            | Robert       | Teacher Secondary                   | 112,465 | -     |
| Giesbrecht        | Christine    | Teacher Secondary                   | 111,391 | 102   |
| Gifford           | Rachel       | Teacher Secondary                   | 101,433 | 454   |
| Gill              | Jaspreet     | Teacher Secondary                   | 192,295 | -     |
| Gill              | Iqbal        | District Principal                  | 173,052 | 500   |
| Gill              | Raman        | Teacher Elementary                  | 120,444 | -     |
| Gill              | Sukhvir      | Teacher Elementary                  | 116,531 | -     |
| Gill              | Jasjit       | Teacher Secondary                   | 110,509 | -     |
| Gill              | Alison       | Teacher Secondary                   | 93,126  | -     |
| Gill              | Japleen Kaur | Teacher Elementary                  | 91,577  | -     |
| Gill              | Gurpreet     | Teacher Elementary                  | 84,355  | -     |
| Gill              | Parminder    | Building Engineer                   | 83,587  | -     |
| Gilmore           | Jessica      | Teacher Elementary                  | 103,502 | 848   |
| Ginther           | Ruth Ann     | Teacher Secondary                   | 113,024 | 379   |
| Girn              | Parneet      | Teacher Elementary                  | 77,923  | -     |
| Gladstone         | Toni         | Teacher Secondary                   | 81,382  | 135   |
| Glickman          | Roanna       | Teacher Elementary                  | 111,448 | 1,200 |
| Glynianyi         | Stephanie    | Teacher Secondary                   | 118,446 | 156   |
| Goard Baker       | Joshua       | Teacher Secondary                   | 102,147 | -     |
| Gobbi             | Nichole      | Teacher Elementary                  | 110,431 | -     |
| Gock              | Darren       | Secondary Vice-Principal            | 149,553 | 816   |
| Godfrey           | Paul         | Secondary Vice-Principal            | 154,285 | 50    |
| Godfrey           | Laura        | Teacher Elementary                  | 102,147 | -     |
| Godin             | Astrid       | Teacher Elementary                  | 90,178  | 784   |
| Godt              | Konrad       | Teacher Secondary                   | 91,207  | -     |
| Godwin            | Natalie      | Teacher Secondary                   | 75,467  | 162   |
| Goleco            | Jensen       | Technical & Resource Support D      | 76,602  | 13    |
| Golinsky          | Aleyna       | Teacher Elementary                  | 88,132  | -     |
| Goltz             | Emily        | Teacher Secondary                   | 84,579  | 178   |
| Gomes             | Meghan       | Elementary Principal                | 153,380 | -     |
| Gomes             | Deborah      | Teacher Secondary                   | 106,939 | 1,198 |
| Goodacre          | Sandra       | Teacher On Call Limited - Secondary | 103,637 | -     |
| Goodman           | David        | Teacher Secondary                   | 111,894 | -     |
| Goodwin           | Katarzyna    | Area Counsellor - Elementary        | 78,523  | 330   |
| Goolieff          | Treena       | Teacher Secondary                   | 111,979 | 94    |
| Gordon            | Victoria     | Teacher On Call - Secondary         | 83,846  | -     |
| Gordon            | Sarah        | Teacher Secondary                   | 79,572  | -     |
| Gore              | Daniel       | Teacher Secondary                   | 82,003  | -     |
| Gosal             | Ajiab        | Teacher Secondary                   | 111,894 | -     |
| Goundouvas        | Georgia      | Teacher Elementary                  | 79,651  | -     |
| Govorchin         | Danica       | Teacher Secondary                   | 100,264 | -     |
| Grabowski         | Colin        | Teacher Secondary                   | 100,190 | -     |
| Grace             | Patrick      | Teacher Elementary                  | 96,740  | -     |
| Grad              | Lori         | Teacher Secondary                   | 94,776  | -     |
| Graham            | Alexander    | Teacher Elementary                  | 89,170  | -     |
| Graham            | Jennifer     | Teacher Elementary                  | 84,341  | -     |
| Graham            | Stephanie    | Teacher Elementary                  | 81,486  | -     |



|                 |             |  |         |        |
|-----------------|-------------|--|---------|--------|
| Grandy          | Simon       | Teacher Elementary                           | 91,728  | -      |
| Grant           | Aleeta      | Teacher                                      | 113,815 | -      |
| Grant           | Katherine   | Teacher Elementary                           | 92,356  | 992    |
| Grassi          | Pamela      | Teacher Elementary                           | 111,909 | -      |
| Gray            | Kerria      | Teacher Elementary                           | 112,510 | 445    |
| Gray            | Pamela      | Teacher Elementary                           | 111,815 | 27     |
| Gray            | Michael     | Executive Director of ES                     | 267,822 | 6,511  |
| Green           | Bryan       | Teacher Secondary                            | 102,079 | 896    |
| Greenhalgh      | Andrea      | Elementary Principal                         | 153,371 | 4,538  |
| Greening        | Donna       | Teacher Elementary                           | 101,020 | -      |
| Greenshields    | Robert      | Teacher On Call Limited - Secondary          | 82,846  | -      |
| Greenwood       | Robin       | Teacher Secondary                            | 82,426  | -      |
| Greer           | Elizabeth   | Teacher Secondary                            | 110,445 | -      |
| Gresley-Jones   | Jessie      | Executive Director of Facilities             | 178,843 | 16,969 |
| Grewal          | Jasvinder   | Teacher Elementary                           | 116,090 | -      |
| Grewal          | Amandeep    | Teacher Secondary                            | 111,815 | -      |
| Grewal          | Amandeep    | Teacher Gifted Program                       | 111,815 | -      |
| Grewal          | Harinder    | Teacher Elementary                           | 102,075 | -      |
| Grier           | Kent        | Project Manager                              | 143,958 | 1,316  |
| Grier           | Sandra      | Teacher Secondary                            | 100,651 | -      |
| Griffiths       | Michael     | Teacher Secondary                            | 106,944 | -      |
| Griffiths       | Emily       | Teacher Elementary                           | 78,315  | 50     |
| Grimm           | Colin       | Teacher Elementary                           | 94,121  | 546    |
| Groberman       | Maiky       | Area Case Manager                            | 118,379 | 338    |
| Grudman         | Rachel      | Teacher Elementary                           | 102,076 | -      |
| Gruft           | Geraldine   | Elementary Principal                         | 153,354 | 2,069  |
| Gruger          | Sandra      | Teacher Elementary                           | 101,544 | -      |
| Gu              | Vicky       | Teacher Elementary                           | 96,297  | -      |
| Guadagni        | Marco       | Plumber                                      | 99,900  | -      |
| Guadagni        | Celina      | Teacher Secondary                            | 80,722  | -      |
| Gudmundson      | Hilary      | Teacher Elementary                           | 85,746  | 1,144  |
| Gunter          | Megan       | Teacher Elementary                           | 103,089 | -      |
| Guerin          | Ann         | Teacher Elementary                           | 85,209  | -      |
| Guillen         | Lucas       | Teacher Secondary                            | 99,111  | -      |
| Gummow          | Kirk        | Teacher Secondary                            | 112,184 | 645    |
| Gunn            | Dervla      | Teacher Elementary                           | 85,495  | -      |
| Guo             | Jiayu       | Teacher Secondary                            | 85,709  | -      |
| Guraliuk        | Corrie-Anne | Teacher Secondary                            | 94,256  | -      |
| Gurney          | Daphne      | Teacher Elementary                           | 102,088 | 628    |
| Gurr            | Catherine   | Teacher Elementary                           | 84,401  | -      |
| Gurumeta        | Marc        | Teacher Elementary                           | 112,859 | -      |
| Gustafson Faena | Gina        | Teacher Elementary                           | 102,233 | -      |
| Gutkowski       | Barbara     | Teacher Elementary                           | 102,178 | 75     |
| Gwynn           | Christene   | Teacher Elementary                           | 100,667 | -      |
| Habekost        | Kevin       | Machinist                                    | 94,489  | 13     |
| Hache           | Amy         | Teacher Elementary                           | 90,648  | -      |
| Hadaway         | Tanya       | Teacher Elementary                           | 111,896 | -      |
| Hagedorn        | Amy         | Teacher Elementary                           | 88,819  | -      |
| Hagglund        | Leanne      | Teacher Secondary                            | 113,606 | 200    |
| Hahn            | Amanda      | Teacher Elementary                           | 94,609  | -      |
| Haines          | Terri       | Teacher Elementary                           | 102,240 | -      |
| Haji            | Deenu       | Teacher Secondary                            | 111,815 | -      |
| Hales           | Sharon      | Teacher Elementary                           | 111,815 | -      |
| Haley           | Allan       | Adult Education Instructor Structured Course | 128,083 | 75     |
| Hall            | Meredith    | Teacher Elementary                           | 105,544 | -      |
| Hall            | Stephen     | Teacher Secondary                            | 102,147 | -      |
| Hall-Stevenson  | Linda       | Area Counsellor - Elementary                 | 115,085 | -      |
| Hamar           | David       | Teacher Secondary                            | 114,842 | -      |
| Hamazaki        | Edward      | Teacher Secondary                            | 110,523 | -      |
| Hamer-Hayley    | Tara        | Facilities Supervisor                        | 122,728 | 157    |
| Hamilton        | Mori        | Teacher Secondary                            | 113,272 | 227    |

|                |            |   |         |       |
|----------------|------------|---|---------|-------|
| Hamilton       | Joseph     | Teacher Secondary                                 | 88,050  | 205   |
| Hampson        | Kevin      | Teacher Secondary                                 | 110,587 | -     |
| Hamtaee        | Leila      | Teacher Secondary                                 | 104,792 | 270   |
| Han            | Nah Rae    | Teacher Secondary                                 | 102,075 | -     |
| Handscomb      | Kerry      | Teacher Secondary                                 | 152,358 | -     |
| Hannah         | Andrew     | Teacher Secondary                                 | 76,300  | -     |
| Hannay         | Scott      | Journey person with Premium                       | 113,819 | 63    |
| Hanosh         | Lamia      | Teacher Secondary                                 | 89,504  | -     |
| Hansen         | Carolyn    | Teacher Secondary                                 | 102,075 | 1,000 |
| Hansen         | Tara       | Teacher Secondary                                 | 78,426  | -     |
| Hansman        | Glen       | Teacher Elementary                                | 112,588 | 141   |
| Hanson         | Eartha Ann | Teacher Elementary                                | 107,462 | 981   |
| Hanson         | Ruth       | Speech Language Pathologist                       | 90,649  | 1,184 |
| Hanvey         | Todd       | Teacher Elementary                                | 111,815 | -     |
| Haraga         | Allison    | Teacher Elementary                                | 79,233  | -     |
| Harcus         | Evelyn     | Elementary Principal                              | 151,802 | -     |
| Hardie         | Elizabeth  | Teacher Elementary                                | 84,551  | -     |
| Hardman        | Leanne     | Teacher Secondary                                 | 116,454 | 86    |
| Hardman        | Andrew     | Teacher Secondary                                 | 111,815 | -     |
| Hargrave       | Kimberely  | Teacher Elementary                                | 101,011 | 50    |
| Harkness       | Elizabeth  | Teacher Secondary                                 | 93,206  | 932   |
| Harmel         | Karen      | Teacher Elementary                                | 110,493 | 50    |
| Harpell        | Stacey     | Client Service Manager-CAYA                       | 129,696 | 2,372 |
| Harris         | Richard    | Teacher Secondary                                 | 116,536 | -     |
| Harris         | Teresa     | Teacher Elementary                                | 109,437 | 1,259 |
| Harris         | Emma       | Teacher Elementary                                | 77,295  | 1,482 |
| Harris-Cornick | Trudi      | Technical & Resource Support D                    | 88,050  | 487   |
| Harrison       | Nicole     | Elementary Vice-Principal                         | 134,694 | 785   |
| Harrison       | Jennifer   | Teacher Elementary                                | 107,924 | -     |
| Harrison       | Travis     | Carpenter   | 89,069  | -     |
| Hartley-Folz   | Jon        | Teacher Secondary                                 | 116,836 | -     |
| Hartwick       | Peter      | Teacher Elementary                                | 117,927 | 828   |
| Hasan          | Ajaz       | Project Office Director                           | 209,069 | 3,676 |
| Hashimoto      | Nana       | Teacher Elementary                                | 104,102 | -     |
| Hassard        | Kimberley  | Teacher Elementary                                | 103,717 | -     |
| Hatch          | Kevin      | Teacher Elementary                                | 94,697  | -     |
| Hauck          | Martin     | Teacher Secondary                                 | 102,147 | -     |
| Haveman        | Angela     | Secondary Principal                               | 170,629 | 4,662 |
| Hawbolt        | Kelly      | Teacher Secondary                                 | 116,668 | 8     |
| Hawke          | Shannon    | Teacher Elementary                                | 102,291 | -     |
| Hawksworth     | Sheri      | Teacher Elementary                                | 114,517 | -     |
| Haydon         | Adam       | Teacher Secondary                                 | 97,774  | 75    |
| Hayes          | Kyle       | Teacher Elementary                                | 91,109  | 624   |
| Hayes          | Simon      | Teacher Elementary                                | 89,875  | -     |
| Hayre          | Onkar      | Teacher Secondary                                 | 103,138 | 22    |
| Healy          | Sean       | Information Technology Manager - Service Delivery | 131,796 | 245   |
| Healy          | Tracy      | District Resource Secondary                       | 111,075 | 2,444 |
| Healy          | Christina  | Speech Language Pathologist                       | 87,494  | 1,075 |
| Heaney         | Stephen    | Consultant-ATBC                                   | 100,592 | -     |
| Heap           | Verity     | Teacher Elementary                                | 76,908  | -     |
| Heba           | Gerta      | Teacher On Call - Elementary                      | 81,966  | -     |
| Hedley         | Sarah      | Teacher Elementary                                | 85,743  | 75    |
| Heer           | Irenddeep  | Teacher Secondary                                 | 113,443 | 5,975 |
| Hefti          | Stephanie  | Teacher Elementary                                | 95,618  | -     |
| Heine          | Diane      | Teacher On Call Limited - Secondary               | 77,132  | -     |
| Heinrichs      | Kimberley  | Teacher Secondary                                 | 115,131 | 9,941 |
| Hellyer        | Nicole     | Teacher Elementary                                | 77,281  | -     |
| Hemrich        | David      | Journey person with Premium                       | 117,127 | 13    |
| Henderson      | Bianca     | Teacher Secondary                                 | 111,894 | -     |
| Henderson      | Gregory    | Teacher Secondary                                 | 102,147 | -     |
| Henderson      | Allan      | Sheet Metal Worker                                | 84,958  | -     |

|               |             |                                      |         |       |
|---------------|-------------|--------------------------------------|---------|-------|
| Hendren       | Christian   | Teacher Elementary                   | 95,378  | -     |
| Hendren       | Dara        | Teacher Secondary                    | 87,503  | -     |
| Hengeveld     | Mike        | Teacher Secondary                    | 116,536 | -     |
| Hepburn       | Laura       | Teacher Elementary                   | 102,075 | -     |
| Herman        | Carly       | District Resource Elementary         | 112,403 | 100   |
| Hermanson     | Sandra      | Teacher Secondary                    | 80,564  | -     |
| Hermesmann    | Micah       | Teacher Elementary                   | 76,616  | -     |
| Heron         | Adrienne    | Teacher Elementary                   | 110,436 | -     |
| Herrera       | Silvana     | Teacher Secondary                    | 95,473  | -     |
| Hewett        | Kari        | Teacher Secondary                    | 95,319  | 178   |
| Hewko         | James       | Electrician                          | 105,076 | -     |
| Heywood       | Susan       | Teacher Elementary                   | 120,043 | 356   |
| Hickey        | Aisling     | Teacher On Call - Elementary         | 75,170  | -     |
| Hickman       | Jamine      | Teacher Elementary                   | 111,204 | 725   |
| Hickman       | Rodney      | Journey person with Premium          | 107,726 | -     |
| Higenbottam   | Wendy       | Teacher Secondary                    | 113,627 | 75    |
| Higgs         | Zoe         | Secondary Vice-Principal             | 143,314 | 43    |
| Hill          | River       | Planner - Maintenance & Construction | 102,148 | 838   |
| Hills         | Jesse       | Teacher Elementary                   | 102,148 | -     |
| Hills         | Elizabeth   | Teacher Elementary                   | 76,739  | 794   |
| Himer         | Alexa       | Teacher Elementary                   | 95,967  | -     |
| Hinds         | Barbara     | Teacher Elementary                   | 102,045 | -     |
| Hingson       | Susan       | Teacher Elementary                   | 110,523 | 54    |
| Hitotsuyanagi | Kota        | Assistant Building Engineer          | 80,382  | -     |
| Ho            | Charmaine   | Elementary Vice-Principal            | 118,548 | 577   |
| Ho            | Nina        | Teacher Secondary                    | 111,825 | -     |
| Ho            | Pamela      | Teacher Secondary                    | 111,830 | -     |
| Ho            | Sing Hay    | Teacher Secondary                    | 110,353 | 102   |
| Ho            | Ping        | Teacher Elementary                   | 108,150 | -     |
| Ho            | Vanessa     | Teacher Elementary                   | 104,691 | -     |
| Ho            | Ivan        | Teacher Secondary                    | 102,147 | -     |
| Ho            | Winnie      | Teacher Secondary                    | 95,314  | 152   |
| Ho            | Jessica     | Teacher Elementary                   | 94,023  | -     |
| Hoang         | Eliza       | Teacher Elementary                   | 111,815 | -     |
| Hoang         | Wayne       | Teacher Secondary                    | 81,471  | -     |
| Hoang         | Edward      | Teacher Secondary                    | 75,149  | 110   |
| Hodges        | Christopher | Teacher Secondary                    | 102,803 | 30    |
| Hodgson       | Jeffrey     | Teacher Secondary                    | 114,679 | -     |
| Hodgson       | William     | Teacher Secondary                    | 110,431 | -     |
| Hodson        | Jasper      | Teacher Elementary                   | 112,085 | -     |
| Hodson        | Helen       | Teacher Elementary                   | 110,927 | -     |
| Hoffman       | Peggy       | Supervisor-Food Services             | 93,156  | 725   |
| Hoffmann      | Thomas      | Teacher Secondary                    | 101,921 | 177   |
| Hoflin        | Christopher | Teacher Secondary                    | 100,056 | -     |
| Hofmann       | David       | Painter                              | 89,950  | -     |
| Holdaway      | Catherine   | Teacher Secondary                    | 112,052 | 110   |
| Holdaway      | Erica       | Teacher Secondary                    | 102,147 | -     |
| Holdham       | Mike        | Teacher Elementary                   | 101,954 | -     |
| Holland       | Lynda       | Teacher Elementary                   | 112,767 | 1,106 |
| Holland       | Kimberly    | Teacher Elementary                   | 110,431 | -     |
| Hollands      | Anita       | Teacher Secondary                    | 88,243  | -     |
| Hollett       | Heather     | Teacher Secondary                    | 110,353 | 165   |
| Hollifield    | Catherine   | Area Counsellor - Elementary         | 92,140  | 125   |
| Holmes        | Tonya       | Teacher Elementary                   | 75,035  | -     |
| Hong          | Vickie      | Area Resource - Elementary           | 112,446 | 1,119 |
| Hong          | Jennifer    | Teacher Secondary                    | 109,439 | 222   |
| Hong          | Samuel      | Truck Driver                         | 78,517  | 25    |
| Hong          | David       | Teacher Secondary                    | 78,223  | 175   |
| Hooper        | Ludmilla    | Teacher Elementary                   | 102,075 | -     |
| Hooton        | Graham      | Teacher Secondary                    | 114,036 | -     |
| Hoppen        | Bonita      | Teacher Secondary                    | 111,894 | -     |

|                |              |                            |         |       |
|----------------|--------------|----------------------------|---------|-------|
| Hornberg       | Brian        | Teacher Elementary         | 112,634 | 75    |
| Hornby         | Susan        | Teacher Secondary          | 119,486 | 75    |
| Horner         | Victoria     | Teacher Elementary         | 86,338  | -     |
| Hornng         | Stella       | Teacher Secondary          | 78,033  | -     |
| Horrocks-Denis | Gabrielle    | Teacher Elementary         | 81,618  | 65    |
| Horspool       | Nicole       | Manager-Health & Safety    | 139,417 | 904   |
| Houle          | Karina       | Teacher Elementary         | 92,356  | 1,200 |
| Hounsell       | Miranda      | Teacher Elementary         | 112,767 | -     |
| House          | Liisa        | Elementary Vice-Principal  | 119,677 | 1,200 |
| House          | Ashley       | Teacher Elementary         | 111,233 | 1,356 |
| How            | Denise       | Teacher Elementary         | 77,117  | -     |
| Howard         | Lincoln      | Pest Control Operator      | 77,043  | -     |
| Howatson       | Audrey       | Teacher Elementary         | 85,327  | -     |
| Howes          | Alanna       | Teacher Elementary         | 84,867  | 316   |
| Howey          | Mitchell     | Sheet Metal Worker         | 77,313  | -     |
| Howorth        | Alexandra    | Teacher Elementary         | 87,570  | -     |
| Hrehorak       | Alexandra    | Teacher Secondary          | 75,542  | -     |
| Hrennikoff     | Margo        | Teacher Elementary         | 111,815 | 1,423 |
| Hristova       | Tanya        | Teacher Secondary          | 110,994 | -     |
| Hsieh          | Yi           | Teacher Elementary         | 117,729 | 23    |
| Hsu            | Chiang       | Teacher Secondary          | 122,221 | 801   |
| Hsu            | Lorraine     | Teacher Elementary         | 110,509 | -     |
| Hsu            | Rita         | Teacher Elementary         | 108,492 | -     |
| Hsu            | Min Luen     | Teacher Secondary          | 102,075 | -     |
| Huang          | Yifan        | Teacher Secondary          | 121,730 | -     |
| Huang          | April        | Teacher Elementary         | 93,275  | 137   |
| Huang          | Shih Han     | Teacher Elementary         | 92,146  | -     |
| Huber          | Darryl       | Heat & Frost Insulator     | 85,666  | -     |
| Huey           | Sharon       | Teacher Secondary          | 111,815 | 110   |
| Hufty          | Susan        | Teacher Elementary         | 100,023 | 27    |
| Hughes         | Scott        | Elementary Principal       | 136,386 | -     |
| Hughes         | Paul         | Teacher Elementary         | 117,553 | -     |
| Hughes         | Victoria     | Teacher Secondary          | 115,953 | -     |
| Hughes         | Jonathan     | Teacher Elementary         | 115,041 | -     |
| Hughes         | Sean         | Teacher Elementary         | 111,894 | 115   |
| Hughes         | Elizabeth    | Teacher Elementary         | 92,994  | -     |
| Hughes         | Mary         | Teacher Elementary         | 88,227  | -     |
| Hughes         | Paul         | Teacher Secondary          | 85,361  | -     |
| Hui            | Persis       | Secondary Vice-Principal   | 144,147 | -     |
| Hultquist      | Jonathan     | Teacher Secondary          | 93,272  | 142   |
| Hundal         | Amrit        | Elementary Vice-Principal  | 132,065 | -     |
| Hundal         | Susan        | Teacher Elementary         | 101,721 | -     |
| Hundal         | Bianca       | Teacher Elementary         | 83,101  | -     |
| Hunt           | Yvonne       | Teacher Elementary         | 115,145 | 416   |
| Hunt           | Leslie       | Mentor Elementary          | 110,586 | 1,343 |
| Hunt           | Kristen      | Teacher Elementary         | 102,150 | 1,000 |
| Hunter         | Jaeger       | Teacher Elementary         | 101,615 | 827   |
| Hurst          | Keri         | Teacher Elementary         | 115,102 | 510   |
| Hutchinson     | Elena        | Teacher Secondary          | 83,744  | -     |
| Hutchison      | Petra        | Teacher Secondary          | 110,431 | -     |
| Huynh          | Chi Cuong    | Teacher Secondary          | 102,183 | -     |
| Huynh          | Jenny        | Teacher Elementary         | 77,557  | -     |
| Hwang          | Chiung Hsien | Teacher Elementary         | 110,587 | 23    |
| Hyde           | Nathaniel    | Teacher Elementary         | 87,632  | -     |
| Ihekwoaba      | Bernadine    | Teacher Elementary         | 110,841 | -     |
| Ikeda          | Lynda        | Teacher Elementary         | 102,850 | 115   |
| Imrie          | Jody         | Teacher Elementary         | 82,343  | -     |
| Inglis         | Jeanette     | Teacher Elementary         | 111,973 | -     |
| Ingram         | Nicola       | Teacher Secondary          | 110,967 | 580   |
| Init           | Hersie       | Teacher Secondary          | 110,358 | 125   |
| Innes          | Steven       | Journeyperson with Premium | 112,086 | -     |

|              |             |  |         |       |
|--------------|-------------|--|---------|-------|
| Ionta        | Caterina    | Teacher Elementary                                       | 111,746 | 270   |
| Ip           | Hiu Ying    | Teacher Secondary  | 111,815 | 270   |
| Ip           | Holly       | Teacher Elementary                                       | 111,402 | -     |
| Ireta Gordon | Octavia     | Teacher Elementary                                       | 78,504  | 1,000 |
| Ironside     | Melissa     | District Resource Elementary                             | 93,230  | 105   |
| Irvine       | Karen       | Teacher Secondary  | 102,291 | -     |
| Ishihara     | Atsuko      | Elementary Principal                                     | 136,460 | 20    |
| Ismaguilova  | Alina       | Teacher Secondary  | 93,928  | 44    |
| Ismail       | Tazmeen     | Teacher Elementary                                       | 109,405 | 155   |
| Itakura      | Katherine   | Teacher Elementary                                       | 95,819  | -     |
| Ivey         | Jennifer    | Area Counsellor - Elementary                             | 92,075  | -     |
| Izat         | Lindsay     | Teacher Elementary                                       | 111,894 | 1,861 |
| Jabillo      | Don         | Teacher Secondary  | 110,587 | 177   |
| Jack         | Byron       | Teacher Secondary  | 95,907  | -     |
| Jack         | Jennifer    | Teacher Elementary                                       | 84,561  | 293   |
| Jackson      | Larissa     | Psychologist - Secondary                                 | 125,642 | 2,163 |
| Jackson      | Sylvia      | Teacher Elementary                                       | 110,523 | 1,384 |
| Jackson      | Nicole      | Teacher Elementary                                       | 91,100  | -     |
| Jackson      | Valerie     | Teacher Elementary                                       | 88,516  | 220   |
| Jackson      | Christopher | Teacher Secondary  | 78,474  | 177   |
| Jacobson     | Margo       | Teacher Elementary                                       | 90,653  | -     |
| Jaeger       | Courtney    | Teacher Elementary                                       | 85,717  | 977   |
| Jagger-Doe   | Jessica     | Teacher Elementary                                       | 110,619 | -     |
| Jagore       | James       | Building Engineer  | 82,401  | -     |
| Jahanshir    | Andy        | Information Technology Supervisor - Cloud & Applications | 113,390 | 559   |
| Jakoy        | Lawrence    | Teacher Secondary  | 110,284 | -     |
| Jakoy        | Patricia    | Teacher Elementary                                       | 89,592  | 75    |
| Jallad       | Giselle     | Teacher Secondary  | 84,006  | 117   |
| Jamen        | Mona        | Teacher Elementary                                       | 102,233 | -     |
| James        | Edna        | Teacher Secondary  | 113,114 | 356   |
| James        | Susanna     | Teacher Secondary  | 111,312 | 169   |
| James        | Sarah       | Teacher Secondary  | 110,431 | 132   |
| Janes        | Charlene    | Teacher Elementary                                       | 102,160 | -     |
| Jang         | Jihoon      | Teacher Elementary                                       | 90,313  | -     |
| Jang         | Carlene     | Teacher Secondary  | 87,636  | -     |
| Jang         | Waverley    | Teacher Elementary                                       | 81,273  | -     |
| Jang         | Taryn       | Teacher Elementary                                       | 77,057  | -     |
| Janicas      | Cristovao   | Teacher Elementary                                       | 110,507 | 77    |
| Janze        | Carl        | Teacher Secondary  | 123,585 | -     |
| Janzen       | Andrea      | Teacher Elementary                                       | 110,266 | -     |
| Janzen       | Jessie-Ann  | Teacher Elementary                                       | 108,390 | -     |
| Jarvis       | Sara        | Teacher Elementary                                       | 102,147 | -     |
| Jasper       | Cabot       | Teacher Elementary                                       | 80,305  | -     |
| Jauca        | Halena      | Teacher Elementary                                       | 109,654 | -     |
| Javier       | Joey        | Information Technology Support B                         | 122,613 | -     |
| Jawanda      | Jaspal      | Teacher On Call - Elementary                             | 94,542  | -     |
| Jay          | Bernice     | Teacher Elementary                                       | 116,012 | -     |
| Jay          | Caroline    | Teacher Secondary  | 110,431 | -     |
| Jay          | Norman      | Teacher Secondary  | 109,856 | -     |
| Jay          | Edmond      | Teacher Secondary  | 107,708 | -     |
| Jaye         | Michelle    | Teacher Secondary  | 112,053 | -     |
| Jefferson    | Matthew     | Teacher Secondary  | 113,134 | -     |
| Jefferson    | Ashleigh    | Teacher Secondary  | 94,698  | 359   |
| Jenkins      | Douglas     | Painter  | 86,333  | -     |
| Jensen       | Marea       | Secondary Principal                                      | 170,482 | 3,291 |
| Jensen       | Christian   | Teacher Elementary                                       | 107,945 | -     |
| Jensen       | Heather     | Teacher Secondary  | 106,714 | -     |
| Jeram        | Paula       | Teacher Elementary                                       | 102,291 | -     |
| Jerome       | Gillian     | Teacher Secondary  | 108,123 | 472   |
| Jesso        | Jennifer    | Teacher Elementary                                       | 110,013 | 1,597 |
| Jhutti       | Amanpreet   | Teacher Secondary  | 110,358 | 75    |

|                |           |                                     |         |       |
|----------------|-----------|-------------------------------------|---------|-------|
| Jivraj-Sangara | Shaheen   | Teacher Elementary                  | 93,799  | 914   |
| Jo             | Elaine    | Teacher Elementary                  | 90,522  | -     |
| Jo             | Kyuil     | Technical & Resource Support C      | 75,219  | -     |
| Jodhan         | Marcus    | Carpenter Apprentice                | 82,097  | -     |
| Joe            | Alison    | Teacher Secondary                   | 111,815 | -     |
| Joe            | Elizabeth | Teacher Elementary                  | 102,155 | -     |
| Johal          | Kavanjeet | Teacher Elementary                  | 116,012 | 900   |
| John           | Sheela    | Teacher Elementary                  | 110,651 | 416   |
| Johnson        | David     | Teacher Elementary                  | 122,669 | -     |
| Johnson        | Jennifer  | Teacher Elementary                  | 110,144 | -     |
| Johnson        | Nathan    | Teacher Secondary                   | 102,160 | -     |
| Johnson        | Kylie     | Teacher Elementary                  | 101,356 | -     |
| Johnson        | Aaron     | Electrician                         | 90,500  | -     |
| Johnson        | Seth      | Teacher Secondary                   | 81,561  | 200   |
| Johnston       | Andrew    | Teacher Secondary                   | 116,454 | -     |
| Johnston       | David     | Teacher On Call Limited - Secondary | 113,408 | -     |
| Johnston       | Mark      | Teacher On Call Limited - Secondary | 112,591 | -     |
| Johnston       | Terrance  | Teacher Elementary                  | 111,942 | -     |
| Johnston       | Cole      | Teacher Elementary                  | 109,856 | -     |
| Johnston       | Sara      | Teacher Elementary                  | 102,190 | -     |
| Jones          | Gabriel   | Teacher Secondary                   | 112,052 | -     |
| Jones          | Jennifer  | Teacher Elementary                  | 111,292 | 172   |
| Jones          | Susan     | Teacher Secondary                   | 102,147 | -     |
| Jong           | Celia     | Office Support C                    | 76,561  | 98    |
| Joseph         | Andrea    | Teacher Elementary                  | 102,859 | -     |
| Joshi          | Anjula    | Area Counsellor - Elementary        | 114,406 | 135   |
| Joshi          | Neeraja   | Speech Language Pathologist         | 87,138  | 1,108 |
| Jou            | Karen     | Technical & Resource Support D      | 77,310  | 16    |
| Judson         | Ian       | Elementary Vice-Principal           | 134,543 | -     |
| Jukic          | Josip     | Building Engineer                   | 93,826  | -     |
| Jung           | Randolph  | Teacher Secondary                   | 115,154 | -     |
| Jung           | April     | Teacher Secondary                   | 111,841 | -     |
| Jung           | Susan     | Teacher Elementary                  | 110,353 | -     |
| Jung           | Jennie    | District Resource Elementary        | 102,435 | 128   |
| Jung           | Michelle  | Teacher Elementary                  | 96,459  | -     |
| Jungclaus      | Alice     | Elementary Vice-Principal           | 133,798 | -     |
| Jurgeleit      | Ejay      | Painter                             | 84,237  | -     |
| Juric          | Sanja     | Teacher Elementary                  | 94,114  | -     |
| Kabele         | Nicholas  | Teacher Elementary                  | 102,250 | -     |
| Kakushkin      | Laura     | Teacher Secondary                   | 102,249 | -     |
| Kalogeropoulos | Maria     | Teacher Secondary                   | 98,956  | 154   |
| Kam            | Colin     | Teacher Secondary                   | 116,666 | -     |
| Kam            | Vincie    | Teacher Secondary                   | 113,296 | -     |
| Kan            | Hannes    | Teacher Secondary                   | 88,442  | -     |
| Kanavos        | George    | Secondary Vice-Principal            | 142,115 | 50    |
| Kang           | Amandeep  | Teacher Secondary                   | 102,321 | -     |
| Kang           | Anita     | Teacher Elementary                  | 102,219 | -     |
| Kanou          | Syuku     | Teacher On Call - Elementary        | 76,843  | -     |
| Kao            | Wen-Hsuan | Teacher Elementary                  | 96,289  | -     |
| Kapetanovic    | Alina     | Teacher Elementary                  | 110,555 | 891   |
| Kapoor         | Seema     | Technical & Resource Support D      | 76,261  | -     |
| Karacabeyli    | Saniye    | Manager-Project Office              | 145,253 | 1,576 |
| Karakanta      | Christina | Teacher Secondary                   | 100,261 | 75    |
| Karkouch       | Marianna  | Area Case Manager                   | 121,830 | -     |
| Karmali        | Hanif     | Teacher Secondary                   | 102,320 | -     |
| Kassis         | Omar      | Teacher Secondary                   | 107,448 | 175   |
| Katoch         | Jaininder | Teacher Elementary                  | 85,712  | 115   |
| Katsamakis     | Georgia   | Teacher Elementary                  | 95,590  | -     |
| Katz           | Nurit     | Teacher Elementary                  | 86,128  | 58    |
| Kauldher       | Sangeeta  | Secondary Principal                 | 162,046 | 158   |
| Kay            | Duncan    | Teacher Elementary                  | 102,147 | -     |

|             |           |  |         |        |
|-------------|-----------|--|---------|--------|
| Kazuta      | Rose      | Teacher Elementary                           | 84,064  | -      |
| Keaney      | Rebecca   | Labourer                                     | 77,628  | -      |
| Keddie      | Bronwen   | Teacher Secondary                            | 102,886 | 662    |
| Kefalas     | Andrew    | Teacher Secondary                            | 110,353 | -      |
| Kehler      | Bronagh   | Teacher Elementary                           | 93,131  | -      |
| Keiver      | Micayla   | Teacher Elementary                           | 90,299  | 270    |
| Kelland     | Christine | Teacher Elementary                           | 102,325 | 50     |
| Keller      | Dustin    | Teacher Secondary                            | 113,842 | 41     |
| Keller      | Amanda    | Teacher Elementary                           | 85,385  | 892    |
| Kelly       | Ciara     | Teacher Elementary                           | 107,167 | 140    |
| Kelly       | Dawn      | Teacher Secondary                            | 106,788 | -      |
| Kelly       | Stephen   | Electrician                                  | 88,957  | -      |
| Kemp        | Scott     | Teacher Elementary                           | 102,708 | -      |
| Kendler     | Elizabeth | Teacher Secondary                            | 95,084  | -      |
| Keng        | Govan     | Teacher Secondary                            | 113,247 | 82     |
| Kennedy     | Lynne     | Teacher Elementary                           | 110,523 | -      |
| Kenney      | Caylin    | Teacher On Call - Elementary                 | 108,329 | -      |
| Kent        | Kelly     | Teacher Elementary                           | 107,199 | 305    |
| Keon        | K.Sheila  | Teacher Secondary                            | 102,155 | -      |
| Kernohan    | Kristina  | Teacher Secondary                            | 76,946  | 1,525  |
| Kershaw     | Mark      | Teacher Elementary                           | 102,075 | 463    |
| Keyserlingk | Emmett    | Teacher Secondary                            | 80,751  | -      |
| Khan        | Nancy     | Teacher Elementary                           | 99,416  | -      |
| Khan        | Anjum     | Teacher Elementary                           | 75,110  | -      |
| Ki          | Ho In     | Psychologist - Secondary                     | 119,289 | 2,723  |
| Kikawa      | Hana      | Teacher Secondary                            | 111,832 | -      |
| Kilback     | Kenneth   | Teacher Elementary                           | 111,114 | -      |
| Kilburn     | Amanda    | Teacher Secondary                            | 105,422 | 2,722  |
| Killam      | Sisley    | Teacher Elementary                           | 107,738 | -      |
| Kim         | Irene     | District Counsellor - Secondary              | 111,277 | -      |
| Kim         | Hyun Jung | Teacher Elementary                           | 100,195 | -      |
| Kim         | Kyung Bin | Teacher Elementary                           | 94,692  | -      |
| Kim         | Jennifer  | Teacher Elementary                           | 87,069  | -      |
| Kim         | Eunsoo    | Assistant Building Engineer                  | 77,958  | 120    |
| Kim         | Rose      | Technical & Resource Support D               | 78,264  | 25     |
| Kimmick     | Heidi     | Teacher Elementary                           | 111,894 | -      |
| King        | Catherine | Teacher Secondary                            | 116,454 | -      |
| King        | Maria     | Teacher Elementary                           | 111,815 | 955    |
| King        | Tina      | Teacher Elementary                           | 105,156 | -      |
| King        | Marnie    | Teacher Elementary                           | 84,807  | -      |
| Kinna       | Nadine    | Teacher Elementary                           | 111,292 | 115    |
| Kinzel      | Adrienne  | Teacher Elementary                           | 96,864  | -      |
| Kirby       | Steven    | Teacher Elementary                           | 102,147 | -      |
| Kirkwood    | Kyle      | Adult Education Instructor Structured Course | 126,812 | -      |
| Kit         | Jeffrey   | Teacher Elementary                           | 95,089  | -      |
| Kitagawa    | G. Nadine | Teacher Elementary                           | 111,438 | -      |
| Kitamura    | Mark      | Steamfitter Apprentice                       | 117,299 | -      |
| Kitts       | Dustin    | Teacher Elementary                           | 92,197  | -      |
| Klaassen    | Adam      | Teacher Secondary                            | 111,973 | -      |
| Klassen     | Allan     | Teacher Elementary                           | 108,514 | -      |
| Klassen     | Debbie    | Teacher Secondary                            | 103,629 | 45     |
| Klassen     | Arika     | Speech Language Pathologist                  | 91,074  | 12,846 |
| Klich       | Emily     | Teacher Elementary                           | 77,312  | -      |
| Klimko      | Travis    | Coordinator-Community School                 | 96,115  | 65     |
| Klubi       | Hailey    | Teacher Elementary                           | 111,503 | -      |
| Knapper     | Danyon    | Teacher Elementary                           | 88,492  | -      |
| Knibbs      | Daniel    | Elementary Principal                         | 161,984 | -      |
| Knight      | Rita      | Teacher Elementary                           | 111,292 | -      |
| Knyazyeva   | Irina     | Technical & Resource Support D               | 80,062  | 150    |
| Ko          | Warren    | Advisor-Health & Safety                      | 104,802 | 2,176  |
| Kobbi       | Faten     | Teacher Secondary                            | 111,821 | 801    |

|              |            |  |         |       |
|--------------|------------|--|---------|-------|
| Kobelka      | Jason      | Teacher Elementary                           | 110,431 | 81    |
| Koblbauer    | Christina  | Teacher Secondary                            | 114,679 | -     |
| Koch         | Brenda     | Teacher Secondary                            | 110,353 | -     |
| Kodelja      | Jennifer   | Teacher Elementary                           | 102,147 | -     |
| Koe          | Darryl     | Teacher Elementary                           | 102,075 | -     |
| Kokan        | Marjorie   | Teacher Secondary                            | 111,618 | -     |
| Koke         | Shelley    | Teacher Elementary                           | 110,461 | 43    |
| Kollar       | Oliver     | Teacher Secondary                            | 112,052 | -     |
| Koloska      | Irmgard    | Teacher On Call - Secondary                  | 87,867  | -     |
| Kong         | Gowa       | Elementary Principal                         | 162,046 | -     |
| Kong         | Judah      | Teacher Elementary                           | 96,848  | -     |
| Konsmo       | Everett    | Teacher Secondary                            | 112,085 | 325   |
| Kontos       | Stamatoula | Teacher Elementary                           | 102,306 | 436   |
| Koo          | Allana     | Teacher Elementary                           | 110,906 | -     |
| Koo          | Maria      | Teacher Secondary                            | 110,431 | -     |
| Koo          | Jacky      | Teacher Secondary                            | 110,431 | -     |
| Kool         | Catherine  | Teacher On Call Limited - Secondary          | 107,035 | -     |
| Kooner       | Jaspreet   | Teacher Elementary                           | 110,619 | -     |
| Kooner       | Danit      | Adult Education Instructor Structured Course | 78,974  | -     |
| Korchinski   | Jennifer   | Teacher Elementary                           | 110,044 | 50    |
| Korf         | Janice     | Teacher Elementary                           | 111,988 | 50    |
| Koroluk      | Paige      | Speech Language Pathologist                  | 81,842  | 1,075 |
| Koropatnisky | Maya       | Teacher Elementary                           | 77,163  | 50    |
| Kos          | Tanya      | Teacher Elementary                           | 116,012 | -     |
| Kosaka       | Noriko     | Teacher Secondary                            | 102,138 | 870   |
| Koscal       | Vladimir   | Teacher Secondary                            | 90,949  | 50    |
| Kotsaridas   | Alexandra  | Teacher Secondary                            | 102,147 | -     |
| Kourtessis   | Vassiliki  | Teacher Elementary                           | 110,431 | -     |
| Kowalski     | Richard    | Teacher Secondary                            | 102,160 | -     |
| Koyanagi     | Alison     | Teacher Secondary                            | 92,294  | -     |
| Krause       | Kia        | Teacher Elementary                           | 91,293  | -     |
| Krebs        | Lisa       | Grounds Foreperson                           | 88,345  | 549   |
| Krickan      | Alita      | Teacher Secondary                            | 98,889  | 250   |
| Krieg        | Elizabeth  | Teacher Secondary                            | 109,486 | -     |
| Krowchuk     | Gregory    | Electrician                                  | 108,505 | -     |
| Kudryk       | Nataliia   | Teacher Elementary                           | 98,722  | 1,270 |
| Kuepfer      | Zachary    | Teacher Secondary                            | 81,698  | -     |
| Kuiper       | Antonia    | Teacher Secondary                            | 110,431 | -     |
| Kuk          | Helen      | Teacher Secondary                            | 116,536 | 777   |
| Kumar        | Rohit      | Teacher Secondary                            | 110,916 | -     |
| Kumar        | Cheston    | Teacher Secondary                            | 110,619 | 209   |
| Kumar        | Sandy      | Teacher Elementary                           | 102,868 | 276   |
| Kung         | Emily      | Teacher Secondary                            | 115,537 | -     |
| Kurbis       | Susan      | Teacher Elementary                           | 111,942 | -     |
| Kurzak       | Oliver     | Teacher Secondary                            | 110,687 | 538   |
| Kuzmiski     | Sheila     | Teacher Elementary                           | 110,745 | -     |
| Kwan         | Kim        | Teacher Secondary                            | 116,264 | 38    |
| Kwan         | Pinky      | Teacher Elementary                           | 111,307 | -     |
| Kwan         | Linda      | Teacher Elementary                           | 110,353 | -     |
| Kwan         | David      | Teacher Secondary                            | 102,896 | -     |
| Kwan         | Ann        | Teacher Secondary                            | 95,025  | 205   |
| Kwok         | Yik Ling   | Teacher Elementary                           | 110,431 | -     |
| Kwok         | Neva       | Teacher Elementary                           | 102,147 | -     |
| Kwok         | Albert     | Teacher Secondary                            | 101,148 | 75    |
| Kwok         | Stephanie  | Teacher Elementary                           | 98,955  | 26    |
| Kwok         | Elsa       | Technical & Resource Support D               | 75,905  | -     |
| Kwon         | Bernita    | Secondary Principal                          | 170,714 | 6,045 |
| Kwon         | Anthony    | Supervisor-Material Services                 | 143,981 | -     |
| Kwon         | Julia      | Teacher Elementary                           | 116,012 | -     |
| Kwon         | Paulina    | Teacher Secondary                            | 110,431 | -     |
| Kwong        | John       | Building Engineer                            | 119,492 | 120   |



|               |            |                                     |         |       |
|---------------|------------|-------------------------------------|---------|-------|
| Kwong         | Annie      | Teacher Secondary                   | 115,154 | 633   |
| Kwong         | Kelsey     | Teacher Secondary                   | 111,815 | 175   |
| Kwong         | Vincent    | Teacher Secondary                   | 111,815 | -     |
| La Grange     | Danielle   | Teacher Elementary                  | 80,500  | 41    |
| Labrie        | Sonya      | Teacher Secondary                   | 93,521  | 229   |
| Lachelt       | Herbert    | Teacher Secondary                   | 101,033 | -     |
| Lacroix       | Brynn      | Teacher Elementary                  | 93,763  | -     |
| Lacroix       | Iryna      | Teacher Elementary                  | 84,968  | 50    |
| Lacroix       | Joan       | Teacher Elementary                  | 82,858  | -     |
| Ladouceur     | John       | Electrician                         | 96,556  | -     |
| Lafleur       | Madeleine  | Coordinator-Community School        | 101,726 | 238   |
| Lafontaine    | Elaine     | Teacher Elementary                  | 110,432 | 115   |
| Lai           | Daniel     | Teacher Secondary                   | 122,142 | -     |
| Lai           | Lam        | Teacher Secondary                   | 102,147 | -     |
| Lai           | Adam       | Teacher Secondary                   | 100,433 | 1,133 |
| Lai           | Curtis     | Teacher Elementary                  | 98,273  | 115   |
| Lake          | Erica      | Teacher Elementary                  | 108,665 | -     |
| Lakhani       | Omeed      | Teacher Elementary                  | 96,609  | 1,037 |
| Lalonde       | Steven     | Teacher Secondary                   | 88,616  | -     |
| Lam           | Mark       | Teacher Secondary                   | 118,265 | -     |
| Lam           | Victor     | Teacher Secondary                   | 115,072 | -     |
| Lam           | Kenny      | Teacher Elementary                  | 112,085 | -     |
| Lam           | Eric       | Teacher Secondary                   | 111,815 | 232   |
| Lam           | Deborah    | Teacher Elementary                  | 111,214 | -     |
| Lam           | Kara       | Teacher Elementary                  | 110,431 | -     |
| Lam           | Yvonne     | Teacher Elementary                  | 110,353 | 23    |
| Lam           | Bianca     | Teacher Elementary                  | 108,816 | 50    |
| Lam           | Eddie      | Teacher Elementary                  | 102,291 | -     |
| Lam           | Julia      | Teacher Elementary                  | 102,291 | 40    |
| Lam           | Amelia     | Teacher Secondary                   | 102,075 | -     |
| Lam           | Karyn      | Teacher Elementary                  | 84,769  | -     |
| Lam           | Gary       | Building Engineer                   | 76,775  | 67    |
| Lamb          | Janine     | Elementary Principal                | 157,535 | 13    |
| Lambert       | Joanne     | Teacher Elementary                  | 101,544 | -     |
| LaMonde       | Anne-Marie | Teacher Elementary                  | 110,084 | -     |
| Lan           | Lisa       | Teacher Secondary                   | 114,724 | -     |
| Lancaster     | Margaret   | Elementary Principal                | 140,895 | 770   |
| Land          | Meredith   | Speech Language Pathologist         | 113,757 | 1,231 |
| Land          | Kelsey     | Teacher Elementary                  | 91,379  | -     |
| Landreth      | Gavin      | Elementary Principal                | 151,249 | 34    |
| Lang          | Christine  | Teacher Elementary                  | 117,474 | 124   |
| Lang          | Holli      | Teacher Secondary                   | 95,712  | 178   |
| Langford      | Michael    | Teacher On Call Limited - Secondary | 77,002  | -     |
| Langley       | Chantal    | Teacher Elementary                  | 83,678  | -     |
| Langlois      | Sara       | Teacher Secondary                   | 100,105 | -     |
| Lao           | Christina  | Teacher Elementary                  | 103,417 | -     |
| Lao           | Daniel     | Information Technology Support B    | 76,271  | -     |
| Lapos         | Lindsay    | Teacher Elementary                  | 86,774  | 276   |
| Larock        | Anthony    | Teacher Secondary                   | 114,191 | -     |
| Larose-Farmer | Genevieve  | Teacher Elementary                  | 111,396 | 1,249 |
| Larpent       | Laure      | Teacher Elementary                  | 98,505  | 580   |
| Larratt       | Blair      | Teacher Elementary                  | 89,263  | -     |
| Larrivee      | Chantal    | Teacher Elementary                  | 99,251  | -     |
| Larson        | Craig      | Elementary Principal                | 151,397 | -     |
| Larson        | Thomas     | Teacher Elementary                  | 116,214 | -     |
| Latondresse   | Carolyn    | Teacher Elementary                  | 87,927  | -     |
| Latosky       | Avia       | Teacher Elementary                  | 84,385  | -     |
| Lattimer      | Michael    | Teacher Secondary                   | 118,916 | -     |
| Lau           | Wendy      | Teacher Elementary                  | 112,397 | 285   |
| Lau           | Evelyn     | Teacher Secondary                   | 111,894 | -     |
| Lau           | Elaine     | Teacher Elementary                  | 110,431 | -     |

|            |              |                                |         |       |
|------------|--------------|--------------------------------|---------|-------|
| Lau        | Gillian      | Teacher Secondary              | 110,362 | -     |
| Lau        | Shawn        | District Resource Elementary   | 110,167 | 312   |
| Lau        | Joanne       | Teacher Elementary             | 108,630 | 43    |
| Lau        | Tina         | Advisor-Health & Safety        | 110,521 | 1,516 |
| Lau        | Irving       | Teacher Secondary              | 108,337 | 255   |
| Lau        | Corinne      | Teacher Secondary              | 107,048 | 44    |
| Lau        | Yvonne       | Teacher Secondary              | 102,075 | -     |
| Lau        | Wing Ling    | Teacher Elementary             | 102,254 | -     |
| Lau        | Brian        | Consultant-ATBC                | 101,058 | -     |
| Lau        | Ying Chu     | Teacher Secondary              | 94,597  | -     |
| Lau        | Bryan        | Technical & Resource Support D | 89,724  | -     |
| Lau        | Wai Ki Dicky | Teacher On Call - Secondary    | 79,878  | -     |
| Lau        | Pui Kei      | School & Student Support B     | 77,276  | 183   |
| Laudon     | Cara         | Teacher Elementary             | 102,153 | 1,037 |
| Laumen     | Teresa       | Teacher Secondary              | 102,075 | -     |
| Lauzon     | Jason        | Secondary Principal            | 170,714 | -     |
| Laven      | Brittany     | Teacher Elementary             | 87,194  | -     |
| Lavoie     | Sylvie       | Teacher Elementary             | 102,193 | -     |
| Law        | Angela       | Teacher Secondary              | 80,071  | -     |
| Lawrence   | John         | Teacher Secondary              | 78,922  | -     |
| Lawson     | Shand        | Carpenter                      | 88,053  | -     |
| Le         | David        | Teacher Secondary              | 88,641  | -     |
| Le Rolland | Monique      | Teacher Secondary              | 112,052 | 27    |
| Leahy      | Marguerite   | Teacher Elementary             | 117,647 | -     |
| Leahy      | Ernest       | Carpenter                      | 92,793  | -     |
| Learmonth  | Leslie       | Teacher Elementary             | 111,894 | 902   |
| Leblond    | Michael      | Journey person with Premium    | 101,262 | 25    |
| Lee        | Tony         | Teacher Secondary              | 134,189 | 178   |
| Lee        | Cindy        | Teacher Secondary              | 123,093 | 1,250 |
| Lee        | Amy          | Elementary Vice-Principal      | 118,404 | -     |
| Lee        | Stella       | District Resource Elementary   | 117,474 | 10    |
| Lee        | Pui Shan     | Comp and Benefits Specialist   | 116,668 | 1,500 |
| Lee        | Jade         | Teacher Elementary             | 114,183 | -     |
| Lee        | Grace        | Teacher Secondary              | 113,717 | -     |
| Lee        | Patricia     | District Resource Secondary    | 112,368 | 298   |
| Lee        | Phillip      | Teacher Secondary              | 111,894 | -     |
| Lee        | Lieh-Min     | Teacher Elementary             | 111,815 | 71    |
| Lee        | Juliana      | Teacher Elementary             | 111,925 | 507   |
| Lee        | Seon Young   | Teacher Elementary             | 112,006 | -     |
| Lee        | Joseph       | Teacher Secondary              | 111,713 | 75    |
| Lee        | Lawrence     | Teacher Secondary              | 110,994 | -     |
| Lee        | DL           | District Resource Teacher-SOGI | 111,013 | 107   |
| Lee        | Anita        | Teacher Secondary              | 110,916 | -     |
| Lee        | Melina       | Teacher Secondary              | 110,916 | 408   |
| Lee        | Christopher  | Teacher Elementary             | 110,668 | -     |
| Lee        | Michael      | Teacher Secondary              | 110,431 | 650   |
| Lee        | Andrea       | Teacher Secondary              | 110,431 | 190   |
| Lee        | Rickie       | Teacher Elementary             | 110,431 | -     |
| Lee        | Cynthia      | Teacher Secondary              | 110,477 | 140   |
| Lee        | Gregory      | Teacher Secondary              | 110,493 | -     |
| Lee        | Alice        | Teacher Elementary             | 110,353 | -     |
| Lee        | Brenda       | Teacher Elementary             | 109,856 | 140   |
| Lee        | Vivian       | Advisor-Recruitment            | 111,946 | 529   |
| Lee        | Kevin        | Teacher Secondary              | 109,045 | 210   |
| Lee        | Joann        | Teacher Secondary              | 108,376 | 175   |
| Lee        | Daniel       | Teacher Secondary              | 107,894 | -     |
| Lee        | Jenny        | Teacher Secondary              | 107,793 | -     |
| Lee        | Patrick      | Teacher Secondary              | 106,714 | -     |
| Lee        | Jillian      | Teacher Elementary             | 106,409 | -     |
| Lee        | Janet        | Teacher Elementary             | 106,183 | -     |
| Lee        | Jason        | Teacher Elementary             | 104,026 | -     |

|                |                   |   |         |        |
|----------------|-------------------|---|---------|--------|
| Lee            | Jieun             | Teacher Secondary                       | 103,750 | -      |
| Lee            | Cindy             | Teacher Elementary                      | 102,945 | -      |
| Lee            | Vivian            | Teacher Elementary                      | 102,075 | -      |
| Lee            | Christopher       | Teacher Secondary                       | 102,083 | 278    |
| Lee            | Kelly             | District Resource Elementary            | 101,615 | -      |
| Lee            | Justine           | Teacher Secondary                       | 101,036 | -      |
| Lee            | Caitlin           | Teacher Secondary                       | 99,629  | 1,508  |
| Lee            | Fanny             | Teacher Secondary                       | 98,231  | 75     |
| Lee            | Yeonjoon          | Teacher Secondary                       | 96,465  | -      |
| Lee            | Christina         | Teacher Elementary                      | 93,137  | -      |
| Lee            | Sharon            | Psychologist - Secondary                | 90,767  | 1,961  |
| Lee            | Cynthia           | Coordinator-Community School            | 92,230  | -      |
| Lee            | Joanna            | Teacher Elementary                      | 88,874  | 40     |
| Lee            | Holly Hoi Yan     | Teacher Elementary                      | 86,667  | 483    |
| Lee            | Jaereem           | Teacher Elementary                      | 84,497  | -      |
| Lee            | Alvin             | Information Technology Support B        | 80,295  | 13     |
| Lee            | Maggie            | Office Support D                        | 78,486  | -      |
| Lee            | Shara             | Advisor-Communications                  | 75,932  | 138    |
| Lee            | Frank             | Information Technology Support B        | 75,032  | 29     |
| Leechik        | Stephanie         | Teacher Secondary                       | 102,668 | 184    |
| Lefaivre       | Mary              | Teacher Secondary                       | 102,147 | -      |
| Lefebvre       | Vanessa           | Teacher Elementary                      | 107,246 | -      |
| Lefebvre       | Alexis            | Teacher Elementary                      | 89,727  | 486    |
| Leff           | Mika              | Teacher Secondary                       | 92,054  | 175    |
| Lefsrud        | Wesley            | Teacher Secondary                       | 111,902 | -      |
| Legg           | Patricia          | District Vice Principal                 | 152,287 | 28     |
| Legge          | Catriona          | Teacher Elementary                      | 75,251  | -      |
| Lehmann        | Renate            | Teacher Secondary                       | 111,988 | -      |
| Lehmann        | Birgid            | District Resource Elementary            | 111,909 | -      |
| Lei            | Jun Li            | Teacher Secondary                       | 85,209  | -      |
| Leishman       | Anne              | Teacher Elementary                      | 102,071 | -      |
| Lekakis        | John              | Teacher Secondary                       | 102,075 | -      |
| Lemay          | Robin             | Plumber                                 | 110,586 | -      |
| Lemes Da Silva | Jessica           | Teacher Elementary                      | 88,222  | 280    |
| Lemieux        | Michel            | Advisor-Staffing                        | 107,216 | 529    |
| Lemmon         | Stephanie         | Teacher Secondary                       | 113,367 | 753    |
| Lenko          | Maxwell           | Teacher Secondary                       | 78,504  | 171    |
| Leong          | Susan             | Teacher Secondary                       | 110,353 | -      |
| Leong          | Andrew            | Teacher Secondary                       | 82,935  | -      |
| Lerch          | Stephen           | Teacher Elementary                      | 89,687  | 140    |
| Lesage         | Ashley            | Teacher Elementary                      | 113,154 | 165    |
| Leslie         | Sarah             | Teacher Secondary                       | 114,667 | -      |
| Less           | Shannon           | Teacher Secondary                       | 111,894 | -      |
| Leung          | Stephen           | Elementary Principal                    | 162,046 | -      |
| Leung          | Iris *            | Manager-International Business          | 156,817 | 71,517 |
| Leung          | Cecilia           | Financial Supervisor - Capital Projects | 152,941 | 1,245  |
| Leung          | Helen             | Teacher Secondary                       | 116,639 | -      |
| Leung          | Edward            | Teacher Secondary                       | 113,588 | -      |
| Leung          | Jessica           | Teacher Elementary                      | 111,906 | 35     |
| Leung          | Ronda             | Teacher Secondary                       | 111,989 | -      |
| Leung          | Lily              | Teacher Elementary                      | 110,431 | 23     |
| Leung          | Dorothy           | Teacher Secondary                       | 110,353 | -      |
| Leung          | Louise            | Teacher Elementary                      | 109,883 | 391    |
| Leung          | Jessie            | Teacher Secondary                       | 104,991 | -      |
| Leung          | Angela            | Teacher Elementary                      | 102,945 | 40     |
| Leung          | Phung             | Teacher Elementary                      | 100,361 | -      |
| Leung          | Yee Lun Aldebaran | Technical & Resource Support E          | 96,074  | 1,497  |
| Leung          | Yee Nga           | Teacher Gifted Program                  | 89,477  | 1,800  |
| Leung          | Ricky             | Teacher Secondary                       | 87,240  | -      |
| Lever          | Anita             | Teacher Secondary                       | 100,747 | -      |
| Lever          | Kay               | Teacher Secondary                       | 95,376  | -      |

|             |          |  |         |       |
|-------------|----------|--|---------|-------|
| Levesque    | Connor   | Teacher Secondary                            | 97,409  | -     |
| Lew         | Jeannie  | Teacher Elementary                           | 110,477 | -     |
| Lewis       | Jill     | Teacher Elementary                           | 111,821 | 39    |
| Lewis       | Hannah   | Teacher Elementary                           | 92,572  | -     |
| Lewis       | William  | Teacher Elementary                           | 81,412  | -     |
| Li          | Maggie   | Coordinator-Community School                 | 118,866 | 1,748 |
| Li          | Jennifer | Teacher Elementary                           | 110,872 | -     |
| Li          | Kenny    | Teacher Secondary                            | 110,541 | -     |
| Li          | Cindy    | Teacher Elementary                           | 109,778 | -     |
| Li          | Tong     | Teacher Secondary                            | 103,414 | -     |
| Li          | Tina     | Teacher Secondary                            | 99,109  | 588   |
| Li          | Bin Hua  | Teacher Elementary                           | 90,980  | -     |
| Li          | Duncan   | Teacher Secondary                            | 86,110  | -     |
| Li          | Yulong   | Teacher Elementary                           | 84,022  | 270   |
| Liakouras   | Vicky    | Teacher Elementary                           | 89,939  | 134   |
| Liang       | Feng     | Teacher Elementary                           | 112,010 | 43    |
| Liang       | Nicholas | Teacher Elementary                           | 110,431 | -     |
| Liang       | Jackson  | Teacher Secondary                            | 89,727  | 75    |
| Liang       | Jimmy    | Teacher Elementary                           | 78,822  | -     |
| Lida        | Nilo     | Building Engineer                            | 90,618  | 13    |
| Lievens     | Ine Aa   | Teacher Elementary                           | 106,561 | -     |
| Liew        | Jessica  | Teacher Secondary                            | 94,664  | 140   |
| Liguori     | Anna     | Teacher Elementary                           | 106,776 | -     |
| Lin         | Eva      | Elementary Vice-Principal                    | 120,383 | -     |
| Lin         | Danniel  | Teacher Secondary                            | 116,536 | 75    |
| Lin         | Milly    | Teacher Secondary                            | 112,465 | -     |
| Lin         | Tina     | Teacher Secondary                            | 112,465 | -     |
| Lin         | Xuepei   | Teacher Secondary                            | 111,957 | -     |
| Lin         | Jenny    | Teacher Elementary                           | 111,815 | 23    |
| Lin         | Alice    | Teacher Elementary                           | 99,108  | 324   |
| Lin         | Jin      | Information Technology Support D             | 84,294  | -     |
| Lin Tong    | Ai Lun   | Technical & Resource Support E               | 86,261  | 2,041 |
| Lindahl     | Kathryn  | Adult Education Instructor Structured Course | 87,226  | -     |
| Linde       | Markus   | Gardener                                     | 75,146  | 30    |
| Lindsay     | Carissa  | Teacher Secondary                            | 111,815 | 43    |
| Lindsay     | Kenneth  | Teacher Secondary                            | 80,297  | 270   |
| Ling        | Lena     | Elementary Principal                         | 153,371 | 5,816 |
| Ling        | Pearl    | Teacher Secondary                            | 97,923  | -     |
| Ling        | Karine   | Teacher Secondary                            | 84,099  | -     |
| Lipsky      | Adam     | Teacher Secondary                            | 111,815 | 161   |
| Lirenman    | Karen    | Teacher Elementary                           | 111,013 | 579   |
| Lirenman    | Deborah  | Teacher Elementary                           | 107,364 | -     |
| Lirenman    | Janet    | Teacher Elementary                           | 90,502  | 50    |
| Liu         | Yu-Lin   | Elementary Vice-Principal                    | 128,322 | 9     |
| Liu         | Joann    | Teacher Secondary                            | 111,815 | 175   |
| Liu         | Linh     | Teacher Elementary                           | 110,353 | -     |
| Liu         | Wendy    | Teacher Elementary                           | 109,796 | 88    |
| Liu         | Helen    | Teacher Secondary                            | 108,904 | -     |
| Liu         | Ming Wen | Building Engineer                            | 99,464  | 120   |
| Liu         | Kun      | Teacher Elementary                           | 88,189  | -     |
| Liu         | Michelle | Teacher Secondary                            | 87,636  | -     |
| Livesey     | Mary-Ann | Teacher                                      | 114,084 | 145   |
| Lloyd       | Rachel   | Teacher Elementary                           | 112,688 | -     |
| Lloyd       | Warren   | Teacher Secondary                            | 109,539 | -     |
| Lo          | Eugene   | Teacher Secondary                            | 110,509 | -     |
| Lo          | Kit-Ming | Teacher Elementary                           | 108,710 | -     |
| Lo          | Pauline  | Teacher Secondary                            | 95,851  | -     |
| Lo          | Meilang  | Teacher Elementary                           | 75,784  | -     |
| Lockey      | Sara     | Teacher Elementary                           | 112,767 | 178   |
| Lockhart    | Ryan     | Plumber                                      | 93,216  | -     |
| Loeffelholz | Hans     | Director of Enterprise Safety Mgt            | 177,624 | 5,282 |

|            |             |                                  |         |        |
|------------|-------------|----------------------------------|---------|--------|
| Loeman     | Paul        | Supervisor-Operations            | 113,167 | 1,473  |
| Logie      | Amber       | Elementary Principal             | 135,128 | 55     |
| Logie      | Janet       | Teacher Elementary               | 111,815 | 54     |
| Lohr       | Sieglinde   | Teacher Secondary                | 102,233 | 300    |
| Loi        | Jenny       | Teacher Elementary               | 84,402  | -      |
| Lombardi   | Lukas       | Teacher Elementary               | 75,070  | -      |
| Long       | Trevor      | Teacher Secondary                | 106,789 | -      |
| Long       | Romdoulpich | Manager-Early Learning           | 88,763  | 11     |
| Loo        | Roberta     | Teacher Secondary                | 111,894 | -      |
| Loo        | Lisa        | Speech Language Pathologist      | 79,117  | 2,133  |
| Loong      | Gary        | Area Counsellor - Elementary     | 104,227 | 565    |
| Lopetrone  | Theresa     | Teacher Secondary                | 108,872 | 300    |
| Lopez      | David       | Teacher Secondary                | 111,894 | -      |
| Lopez      | Lesley      | Teacher Elementary               | 110,866 | 804    |
| Lopez      | Marissa     | Teacher Elementary               | 75,251  | 506    |
| Lopez      | Ricardo     | Director of Instruction          | 205,978 | 10,781 |
| Lorne      | Jonathan    | Teacher Secondary                | 102,668 | -      |
| Lougheed   | Mei         | Teacher Elementary               | 110,461 | -      |
| Louie      | Michael     | Teacher Secondary                | 111,894 | 424    |
| Louie      | Nicole      | Teacher Elementary               | 94,554  | 126    |
| Louie      | Michael     | Teacher Secondary                | 86,787  | -      |
| Loui-Ying  | Sara        | Teacher Elementary               | 96,908  | 87     |
| Loukas     | Mary        | Teacher Elementary               | 88,219  | 1,096  |
| Loutit     | Duncan      | Teacher Elementary               | 102,160 | 989    |
| Love       | Kimberly    | Teacher Secondary                | 113,216 | -      |
| Low        | Benny       | Teacher Secondary                | 112,401 | -      |
| Low        | Terrie      | Teacher Elementary               | 111,968 | 932    |
| Low        | Adrian      | Teacher Elementary               | 110,509 | 26     |
| Low        | Amanda      | Teacher Elementary               | 94,080  | -      |
| Lowrie     | Megan       | Teacher Elementary               | 82,066  | -      |
| Loy        | Audrey      | Teacher Secondary                | 106,616 | 23     |
| Lu         | Cui         | Information Technology Support D | 84,498  | -      |
| Lu         | Collin      | Technical & Resource Support D   | 76,261  | 1,497  |
| Lubin      | David       | Teacher Secondary                | 106,718 | -      |
| Lubinizki  | Benjamin    | Teacher Secondary                | 102,147 | -      |
| Lublow     | Florence    | Teacher Elementary               | 110,353 | 654    |
| Lucas      | Caitlin     | Teacher Elementary               | 95,990  | 61     |
| Ludski     | Melody      | Teacher Elementary               | 112,070 | 15     |
| Lui        | Janice      | Teacher Elementary               | 102,147 | -      |
| Luistro    | Maria       | District Resource Elementary     | 113,476 | 402    |
| Luk        | Sabrina     | Teacher Elementary               | 107,048 | -      |
| Lum        | Christopher | Manager-Energy & Climate Act     | 124,552 | 880    |
| Lum        | Auton       | Teacher Secondary                | 116,536 | -      |
| Lum        | Carol       | Teacher Secondary                | 111,061 | 2,944  |
| Lum        | Maryna      | Teacher                          | 103,415 | -      |
| Lum        | John        | Psychologist - Secondary         | 99,450  | 2,326  |
| Lum        | Jennifer    | Teacher Elementary               | 95,163  | -      |
| Lum-Tong   | Kristin     | Teacher Elementary               | 104,561 | 796    |
| Lundell    | Scott       | Teacher Elementary               | 109,390 | 16     |
| Lundin     | Kiley       | Teacher Elementary               | 78,329  | 1,066  |
| Lung       | Darion      | Teacher Elementary               | 80,848  | -      |
| Luo        | Yunshi      | Technical & Resource Support E   | 84,035  | -      |
| Lynch      | Maxine      | Teacher                          | 114,202 | 5      |
| Lynch      | Stephanie   | Teacher Elementary               | 77,214  | -      |
| Ma         | Timothy     | District Vice Principal          | 151,200 | 3,896  |
| Ma         | Melissa     | Teacher Elementary               | 111,815 | -      |
| Ma         | Veronica    | Teacher Secondary                | 108,818 | 296    |
| Ma         | Siu         | Teacher Secondary                | 102,147 | -      |
| Macaulay   | Marlis      | Teacher Elementary               | 82,176  | 220    |
| Macculloch | Deborah     | Teacher Secondary                | 102,075 | -      |
| Macdonald  | Elizabeth   | Teacher Elementary               | 110,651 | -      |

|                  |              |  |         |       |
|------------------|--------------|--|---------|-------|
| Macdonald        | Scott        | Teacher Elementary                                   | 102,147 | -     |
| MacDonald        | Bryden       | Teacher Elementary                                   | 81,560  | -     |
| Macdonald        | Ronald       | Director Facilities Ops Maint                        | 85,872  | 63    |
| Macdougall Bruce | Christine    | Teacher Secondary                                    | 110,353 | 590   |
| Macer            | Christine    | Senior Manager-Community Connections                 | 149,178 | 1,280 |
| MacFadden        | Erin         | Elementary Vice-Principal                            | 134,504 | -     |
| MacFarlane       | Kathryn      | Teacher Elementary                                   | 79,071  | 100   |
| Macgarvie        | Noemi        | Teacher Secondary                                    | 92,236  | -     |
| Mach             | Helen        | Manager-Payroll and Benefits                         | 144,321 | 2,120 |
| MacInnes         | J. Alexander | Secondary Admin On Call                              | 140,271 | -     |
| Macintosh        | Mark         | Teacher Secondary                                    | 116,090 | -     |
| Maciura          | Blair        | Teacher Elementary                                   | 116,090 | 276   |
| MacIvor          | Motion       | Carpenter  | 91,959  | -     |
| Mackay           | Jodi         | Teacher Elementary                                   | 110,888 | -     |
| MacKenzie        | Rose         | District Principal                                   | 175,699 | 1,416 |
| Mackenzie        | Nicole       | Teacher Elementary                                   | 99,178  | -     |
| Mackey           | Jenna        | Teacher Elementary                                   | 85,651  | -     |
| Mackie           | Deborah      | Teacher Secondary                                    | 109,359 | 125   |
| Mackowetsky      | Teala        | Teacher Secondary                                    | 102,852 | -     |
| MacLean          | James        | Teacher Secondary                                    | 96,631  | -     |
| Macleod          | Ian          | Teacher Secondary                                    | 110,445 | -     |
| Macleod          | Anne         | Teacher Secondary                                    | 90,397  | -     |
| Macmillan        | Grant        | Teacher Secondary                                    | 102,075 | -     |
| MacNeil          | Hannah       | Teacher Elementary                                   | 75,516  | -     |
| MacNeil          | Patricia     | Director of Communications                           | 205,677 | 4,774 |
| Macphee          | Ian          | Senior Advisor-Recruitment                           | 116,665 | 944   |
| Macphee          | Dimitra      | Teacher Secondary                                    | 102,075 | -     |
| Macphee          | Ian          | Teacher Secondary                                    | 98,884  | -     |
| MacPhee          | Adrienne     | Teacher Secondary                                    | 81,560  | -     |
| Macrae           | Anna         | Teacher Secondary                                    | 110,594 | 204   |
| Madeira          | Manuel       | Building Engineer                                    | 96,525  | -     |
| Madsen           | Kellianne    | Teacher Elementary                                   | 110,147 | 164   |
| Maggiolo         | Dominic      | Teacher Elementary                                   | 138,226 | -     |
| Maguire          | Karis        | Manager-Labour Relations                             | 137,945 | 529   |
| Maguire          | Jillian      | Teacher Secondary                                    | 110,353 | 478   |
| Mah              | Sue          | Comp and Benefits Specialist                         | 151,768 | 2,907 |
| Mah              | Pung Jean    | Executive Coord-Sec Treasurer                        | 124,326 | 310   |
| Mah              | Erica        | Psychologist - Secondary                             | 116,178 | 1,957 |
| Mah              | Gessica      | Teacher Secondary                                    | 112,006 | 215   |
| Mah              | Lisa         | Teacher Elementary                                   | 110,477 | -     |
| Mah              | Gordon       | Teacher Elementary                                   | 110,074 | -     |
| Mah              | Wayne        | Teacher Secondary                                    | 109,631 | -     |
| Mah              | Wendy        | Teacher Elementary                                   | 102,945 | -     |
| Mah              | Gelaina      | Teacher Secondary                                    | 99,497  | 215   |
| Mah              | Shannon      | Teacher Elementary                                   | 83,243  | 50    |
| Maher            | Joseph       | Elementary Principal                                 | 153,980 | 4,401 |
| Mahnger          | Rupinder     | Teacher Secondary                                    | 94,688  | 110   |
| Mahony           | Nicholas     | Teacher Elementary                                   | 110,619 | 170   |
| Mahovich-Little  | Mimi         | Teacher Secondary                                    | 111,993 | -     |
| Maier            | Sarah        | Teacher Elementary                                   | 85,771  | -     |
| Main             | Robert       | Teacher Secondary                                    | 76,529  | -     |
| Maitland         | Jennifer     | Teacher Secondary                                    | 110,431 | -     |
| Maitland         | Jeffrey      | Information Technology Supervisor - Service Delivery | 111,723 | 271   |
| Majcher          | Jo-Ann       | Area Counsellor - Elementary                         | 114,907 | -     |
| Majerski         | Sebastian    | Information Technology Support D                     | 84,317  | 409   |
| Mak              | Arthur       | Project Manager                                      | 135,372 | 1,262 |
| Mak              | Cherry       | Supervisor-Accting&Fin Report                        | 133,029 | 852   |
| Mak              | Lysanne      | Teacher Secondary                                    | 114,417 | 997   |
| Mak              | Olivia       | Teacher Secondary                                    | 102,249 | -     |
| Mak              | Eugene       | Information Technology Support D                     | 87,619  | 409   |
| Makarenko        | Serge        | Teacher Secondary                                    | 111,815 | -     |

|               |            |   |         |       |
|---------------|------------|---|---------|-------|
| Maley         | Andrea     | Teacher Secondary                             | 110,619 | -     |
| Mallett       | Brittney   | Teacher Secondary                             | 84,931  | 698   |
| Mallette      | Gregory    | Steamfitter                                   | 141,154 | -     |
| Mallette      | Michael    | Teacher Secondary                             | 102,075 | -     |
| Malli         | Parminder  | Supervisor-Operations                         | 126,962 | 1,194 |
| Malli         | Sukhjinder | Teacher Secondary                             | 102,160 | -     |
| Malloff       | Kollo      | Teacher Secondary                             | 114,761 | -     |
| Malone        | Jennifer   | Teacher Elementary                            | 100,093 | -     |
| Man           | Jany       | Teacher Elementary                            | 102,596 | -     |
| Managh        | Stacey     | Teacher Secondary                             | 82,650  | -     |
| Manansala     | Adonis     | Building Engineer                             | 91,335  | -     |
| Mang          | Betty      | Teacher Elementary                            | 111,894 | 1,000 |
| Mann          | Albert     | Secondary Vice-Principal                      | 142,156 | -     |
| Mann          | Julia      | Teacher Elementary                            | 111,815 | -     |
| Mann          | Harjinder  | Teacher Elementary                            | 111,815 | -     |
| Mann          | Carol      | Teacher Secondary                             | 111,414 | 95    |
| Mannella      | Daniella   | Teacher Elementary                            | 101,846 | 177   |
| Mar           | Wayne      | Teacher Secondary                             | 84,852  | -     |
| Maragos       | Maria      | Teacher Elementary                            | 98,888  | -     |
| Mariani       | Ray        | Painter                                       | 101,773 | -     |
| Marino        | Sandra     | Teacher Elementary                            | 110,965 | -     |
| Marino        | Nicholas   | Teacher Elementary                            | 110,555 | -     |
| Mark          | Jason      | Secondary Vice-Principal                      | 142,156 | -     |
| Mark          | Michelle   | Teacher Elementary                            | 100,259 | 55    |
| Markic        | Diana      | Teacher Secondary                             | 112,101 | 140   |
| Markus        | Laz        | Director of Learning & Information Technology | 187,687 | 4,076 |
| Marosits      | David      | Carpenter                                     | 96,287  | -     |
| Marqueda      | Juliene    | Teacher Elementary                            | 91,611  | -     |
| Marr          | Elizabeth  | Teacher Elementary                            | 78,448  | 130   |
| Marriott      | Samsara    | Teacher Elementary                            | 99,956  | 100   |
| Marsden       | Davita     | Elementary Vice-Principal                     | 137,459 | 2,068 |
| Marshall      | Jessica    | Teacher Elementary                            | 111,815 | 1,109 |
| Marshall      | Glen       | Teacher Secondary                             | 109,659 | 115   |
| Marsland-Root | Jennifer   | Teacher Elementary                            | 103,119 | -     |
| Marsten       | David      | Machinist                                     | 94,652  | 13    |
| Martel        | Carleigh   | Teacher Secondary                             | 93,144  | 75    |
| Martelli      | Dale       | Teacher Secondary                             | 116,552 | 1,722 |
| Martens       | Riley      | Teacher Elementary                            | 92,146  | 319   |
| Martin        | Suzanne    | Teacher Elementary                            | 121,595 | -     |
| Martin        | Joanne     | Teacher Secondary                             | 116,244 | 300   |
| Martin        | Alicia     | Teacher Elementary                            | 111,815 | -     |
| Martin        | Sean       | Teacher Elementary                            | 111,815 | 115   |
| Martin        | Alicia     | Adult Education Instructor Structured Course  | 103,416 | 275   |
| Martin        | Melissa    | Teacher Secondary                             | 98,317  | -     |
| Martin        | Michelle   | Teacher Elementary                            | 95,186  | 100   |
| Martin        | Colin      | Teacher Elementary                            | 94,609  | -     |
| Martin        | Heather    | Teacher On Call - Secondary                   | 89,983  | -     |
| Martin        | Stacey     | Teacher Elementary                            | 81,193  | 848   |
| Martinson     | Diane      | Elementary Principal                          | 85,051  | -     |
| Masih         | Chandra    | Building Engineer                             | 95,102  | -     |
| Mason         | Dana       | Payroll Specialist                            | 135,933 | 1,228 |
| Mason         | Julie      | Teacher Elementary                            | 110,603 | -     |
| Massis        | Barbara    | Teacher Elementary                            | 88,725  | -     |
| Matear        | Gillian    | Teacher Elementary                            | 86,522  | -     |
| Mathewson     | Curtis     | Elementary Vice-Principal                     | 134,543 | 115   |
| Matsuda       | Tomomi     | Teacher Secondary                             | 99,108  | -     |
| Matsuzaki     | Nicole     | Teacher Secondary                             | 110,525 | -     |
| Matthew       | Sarah      | Area Counsellor - Elementary                  | 116,750 | 1,341 |
| Matthews      | David      | Teacher Secondary                             | 88,496  | 25    |
| Matthews      | Sarah      | Teacher Secondary                             | 76,775  | -     |
| Maula Bux     | Aisha      | Teacher Elementary                            | 77,743  | -     |

|              |            |   |         |       |
|--------------|------------|---|---------|-------|
| Mavromihalis | Nicole     | Teacher Elementary                      | 80,219  | -     |
| May          | Tania      | Teacher Elementary                      | 101,640 | 50    |
| Mazariegos   | Melanie    | Teacher Elementary                      | 88,434  | -     |
| Mazo         | Jeffrey    | Teacher Secondary                       | 111,894 | 39    |
| Mazzei       | Eva        | Teacher Secondary                       | 111,828 | -     |
| Mc Cartin    | Bridget    | Teacher Secondary                       | 92,588  | -     |
| McAleese     | Corey      | Floor Layer                             | 76,672  | -     |
| McAlister    | Sarah      | Elementary Principal                    | 154,037 | 14    |
| Mcbride      | Matthew    | Teacher Elementary                      | 110,361 | -     |
| Mccallion    | Fergus     | Teacher Secondary                       | 111,420 | 110   |
| Mccarron     | Janet      | Teacher Secondary                       | 129,677 | -     |
| McClaflin    | Colton     | IT-Multimedia Specialist                | 92,771  | 405   |
| Mccleary     | Melissa    | Teacher Elementary                      | 111,894 | -     |
| Mcconnann    | Nadine     | Teacher Secondary                       | 110,353 | -     |
| McCrone      | Jeffrey    | Carpenter Apprentice                    | 80,502  | -     |
| McCulloch    | Emma       | Teacher Elementary                      | 81,563  | 1,200 |
| McDonald     | Stephanie  | Elementary Vice-Principal               | 120,453 | -     |
| Mcdonald     | Tara       | Teacher Elementary                      | 101,736 | -     |
| McDonald     | Jennifer   | Teacher Secondary                       | 95,123  | 1,121 |
| McDonald     | Connor     | Teacher Secondary                       | 88,762  | -     |
| McDonald     | Teghan     | Teacher Elementary                      | 78,181  | -     |
| Mcdonnell    | Maureen    | Elementary Principal                    | 161,814 | 3,910 |
| McDonough    | David      | Teacher Secondary                       | 82,503  | -     |
| McEachern    | Stacey     | Indigenous Education Current Consultant | 117,061 | 2,698 |
| Mcelhone     | Catherine  | District Resource Secondary             | 110,036 | 76    |
| McEwen       | Andrea     | Teacher Elementary                      | 108,706 | 965   |
| McFaul       | Daniel     | Teacher Elementary                      | 81,560  | -     |
| Mcgarry      | Margo      | Teacher Elementary                      | 79,032  | 15    |
| Mcgarry      | Sara       | Teacher Secondary                       | 75,279  | -     |
| McGhee       | Veronica   | Teacher Secondary                       | 116,652 | -     |
| Mcginn       | Anne-Marie | Teacher Secondary                       | 115,480 | -     |
| Mcgowan      | Robert     | Adult Education Instructor              | 137,446 | -     |
| Mcgowan      | Jennifer   | Teacher Secondary                       | 78,369  | 351   |
| McGregor     | Helen      | Superintendent                          | 420,126 | 9,188 |
| Mcguire      | Christine  | Teacher Elementary                      | 110,431 | 579   |
| Mcguire      | Simone     | Teacher Secondary                       | 102,291 | 280   |
| Mcguire      | Daniel     | Teacher Secondary                       | 87,831  | -     |
| Mchardy      | Mai        | Teacher Elementary                      | 112,052 | -     |
| McHugh       | Devon      | Teacher Elementary                      | 80,090  | -     |
| Mcintosh     | Tracey     | Teacher Secondary                       | 101,099 | 217   |
| Mckechnie    | Alexander  | Teacher Secondary                       | 110,069 | 220   |
| Mkeen        | Scott      | Teacher Secondary                       | 112,285 | -     |
| Mkeen        | Emma       | Teacher Secondary                       | 104,824 | -     |
| McKeen       | Christine  | Teacher Secondary                       | 97,113  | -     |
| Mckend       | Alison     | Teacher Elementary                      | 110,070 | 1,200 |
| McKenzie     | Mason      | Teacher Secondary                       | 88,609  | -     |
| McKnight     | Chloe      | Teacher Elementary                      | 109,281 | -     |
| Mclane       | Gerald     | Bricklayer                              | 87,134  | -     |
| McLean       | Catherine  | Secondary Vice-Principal                | 127,274 | -     |
| Mclean       | Colin      | Teacher Secondary                       | 110,353 | -     |
| Mclean       | Jennifer   | Teacher Secondary                       | 95,404  | 478   |
| Mcleod       | Campbell   | Teacher Secondary                       | 110,431 | 220   |
| Mcleod       | Joanne     | Program Advisor-AEC                     | 111,418 | 1,651 |
| Mcmillan     | Carol-Anne | Teacher Secondary                       | 110,353 | -     |
| McMitchell   | Riley      | Elementary Principal                    | 154,046 | -     |
| McMynn       | Christina  | Teacher Elementary                      | 77,632  | -     |
| McNair       | Zoe        | Teacher Elementary                      | 81,719  | 140   |
| Mcneil       | Craig      | Teacher Elementary                      | 110,445 | -     |
| McNeill      | Ashleigh   | Teacher Secondary                       | 89,189  | 75    |
| Mnicol       | Kateryna   | Elementary Vice-Principal               | 141,855 | -     |
| McPhee       | Megan      | Teacher Secondary                       | 89,576  | -     |



|                       |                 |                                |         |       |
|-----------------------|-----------------|--------------------------------|---------|-------|
| McPherson             | Taylor          | Teacher Elementary             | 89,898  | 178   |
| Mcquaid               | Luey            | Teacher Elementary             | 93,083  | -     |
| McRae-Stanger         | Maureen         | Associate Superintendent       | 241,097 | 9,626 |
| McVey                 | Taylor          | Teacher Secondary              | 81,670  | -     |
| Mcwhinney             | Kaitlin         | Teacher Elementary             | 101,115 | 562   |
| Medina                | Elsa            | District Resource Elementary   | 110,810 | -     |
| Meehan                | Judith          | Technical & Resource Support D | 76,261  | -     |
| Mehl                  | Rainer          | Teacher Secondary              | 116,668 | -     |
| Mehra                 | Aimee           | Teacher Elementary             | 116,012 | 2,864 |
| Mehta                 | Naina           | Teacher Secondary              | 97,139  | -     |
| Meister               | Richard         | Technical & Resource Support D | 84,471  | -     |
| Mejlholm              | Kevin           | Carpenter                      | 87,885  | -     |
| Melendez-Rodriguez    | Claudia         | Teacher Secondary              | 81,560  | -     |
| Menashy               | Ariella         | Teacher Elementary             | 108,984 | 1,150 |
| Mendes                | Melinda         | Teacher Elementary             | 112,052 | 50    |
| Mendgen               | Julie           | Teacher Secondary              | 109,672 | 1,590 |
| Menezla               | Paula           | Teacher Elementary             | 82,509  | 213   |
| Merani                | Alyssah-Jasmine | Teacher Elementary             | 79,919  | -     |
| Meredith              | Tyrel           | Teacher Elementary             | 112,085 | 152   |
| Mergens               | Joseph          | Elementary Vice-Principal      | 133,312 | 508   |
| Mergens               | Jolene          | Secondary Vice-Principal       | 123,330 | -     |
| Meroniuk              | Michael         | Teacher Elementary             | 95,420  | -     |
| Mesman                | Bruce           | Consultant-ATBC                | 102,527 | 9     |
| Mesropian De Gonzalez | Elisabet        | Teacher Secondary              | 94,584  | -     |
| Messamore             | Keith           | Plumber                        | 88,627  | -     |
| Metcalfe              | Allegra         | Area Counsellor - Elementary   | 100,701 | 472   |
| Mey                   | Michel          | Teacher Secondary              | 102,262 | -     |
| Meyer                 | Lisa            | Teacher Elementary             | 84,497  | -     |
| Michalowska           | Marzena         | Teacher Secondary              | 117,677 | 84    |
| Michel                | Marie           | Teacher Secondary              | 95,907  | 270   |
| Middleton             | Katherine       | Teacher Elementary             | 102,147 | 50    |
| Mieczanec             | Colleen         | Teacher Elementary             | 102,688 | 203   |
| Miflores              | Oscar           | Supervisor-Operations          | 133,438 | 1,029 |
| Mikulec               | Laura           | Teacher Secondary              | 100,317 | -     |
| Miladinovic           | Natasha         | Elementary Principal           | 161,979 | -     |
| Miladinovic           | Patricia        | Teacher Secondary              | 113,700 | -     |
| Miles                 | Maryanne        | Teacher Elementary             | 101,701 | -     |
| Milevskaia            | Elena           | Teacher Elementary             | 111,973 | -     |
| Milford               | Madison         | Teacher Elementary             | 91,100  | 120   |
| Milinzazzo            | Kathleen        | Teacher Secondary              | 101,964 | 284   |
| Milislavljevic        | Iva             | Teacher Elementary             | 75,124  | -     |
| Miller                | Bryan           | Manager-Construction           | 137,523 | 163   |
| Miller                | Robyn           | Teacher Elementary             | 111,894 | 613   |
| Miller                | Blair           | Teacher Secondary              | 102,292 | 140   |
| Miller                | Sarah           | Teacher Secondary              | 94,542  | -     |
| Miller                | Chelsea         | Teacher Elementary             | 81,308  | -     |
| Millette              | Roger           | Teacher Secondary              | 92,979  | -     |
| Millman               | Andrea          | Teacher Elementary             | 112,755 | 50    |
| Mills                 | Shannon         | Teacher Elementary             | 110,066 | 50    |
| Millway               | Todd            | Teacher Elementary             | 111,815 | 100   |
| Milne                 | Rosemary        | Teacher Secondary              | 113,216 | 23    |
| Milton                | Bernadette      | Teacher Elementary             | 101,543 | 276   |
| Minamimaye            | Dianne          | Teacher Elementary             | 103,017 | -     |
| Mirani                | Akhtar          | Secondary Principal            | 170,103 | 50    |
| Mirani                | Amir            | Teacher Elementary             | 84,113  | -     |
| Mirshafie             | Mitra           | Area Counsellor - Elementary   | 96,328  | -     |
| Misquitta             | Jennifer        | Teacher Elementary             | 102,321 | 200   |
| Mitchell              | Brittany        | Teacher Secondary              | 112,085 | 229   |
| Mitchell              | Lisa            | Teacher Elementary             | 110,430 | -     |
| Mitchell              | Jansen          | Teacher Elementary             | 108,340 | -     |
| Mittermaier           | Emma            | Teacher Elementary             | 80,770  | 100   |

|             |                   |                                |         |        |
|-------------|-------------------|--------------------------------|---------|--------|
| Mitzel      | Darren            | District Principal             | 174,567 | 14,223 |
| Mo          | Kwok Ning         | Technical & Resource Support D | 77,890  | -      |
| Mochrie     | Dee               | Teacher Elementary             | 86,226  | 108    |
| Moes        | Nathan            | Teacher Secondary              | 111,312 | 356    |
| Mohabir     | Deborah           | School & Student Support A     | 96,282  | 1,315  |
| Mohammed    | Saiqa             | Teacher Secondary              | 113,216 | -      |
| Moino       | Laura             | Teacher Elementary             | 110,022 | -      |
| Mok         | Wing Sum Samantha | Teacher Elementary             | 102,678 | 190    |
| Mokonen     | Rachel            | Teacher Elementary             | 110,353 | -      |
| Moldowan    | Michelle          | Teacher Secondary              | 110,431 | -      |
| Monk        | Winnie            | Teacher Secondary              | 110,353 | 244    |
| Monrad      | Melanie           | Elementary Principal           | 153,371 | 1,759  |
| Montagano   | Ebru              | Teacher Elementary             | 111,894 | -      |
| Montalvo    | Miguel            | Journeyperson with Premium     | 93,706  | 12     |
| Montgomery  | Winona            | Teacher Elementary             | 110,925 | 1,789  |
| Montroy     | Hilary            | Teacher Secondary              | 113,216 | 362    |
| Moon        | Jacqueline        | Teacher Secondary              | 116,454 | -      |
| Moon        | Christopher       | Teacher Secondary              | 101,013 | -      |
| Mooney      | Jennifer          | Teacher Elementary             | 102,945 | -      |
| Moore       | Rachel            | Teacher Elementary             | 102,933 | -      |
| Moore       | Kelly             | Teacher Elementary             | 102,078 | -      |
| Moore       | Melanie           | Teacher Elementary             | 99,488  | -      |
| Moore       | Alixandra         | Teacher Elementary             | 89,260  | -      |
| Moore       | Juliana           | Teacher Secondary              | 78,371  | -      |
| Moore-Ostry | Kathryn           | Teacher Elementary             | 112,085 | -      |
| Moran       | Mary              | Teacher Elementary             | 111,312 | 932    |
| Morcov      | Ioana             | Teacher Secondary              | 96,013  | 1,210  |
| Morden      | Lani              | Elementary Principal           | 162,046 | 645    |
| Morehouse   | Nancy             | Teacher Elementary             | 102,161 | -      |
| Morel       | Lukas             | Teacher Secondary              | 117,528 | 115    |
| Moreno      | Monica            | Advisor-Exempt Staff           | 103,577 | 599    |
| Morgan      | Scott             | Teacher Secondary              | 129,914 | 75     |
| Morgan      | Catherine         | Teacher Secondary              | 103,677 | 493    |
| Morgan      | Paul              | Teacher Secondary              | 88,050  | -      |
| Mori        | Deni              | Teacher Elementary             | 99,755  | 184    |
| Morin       | Stephanie         | Teacher Elementary             | 110,353 | 34     |
| Morishita   | Brandon           | District Principal             | 172,811 | 1,210  |
| Morita      | David             | District Vice Principal        | 151,519 | 650    |
| Moro        | Roberto           | Secondary Principal            | 170,629 | 1,275  |
| Morris      | Anna              | Teacher Elementary             | 110,358 | -      |
| Morris      | Sheryl            | Area Case Manager              | 108,589 | 43     |
| Morrison    | D. Hamish         | Teacher Secondary              | 106,910 | -      |
| Morton      | Elizabeth         | Teacher Secondary              | 96,652  | 356    |
| Mota        | Anna              | Teacher Elementary             | 110,431 | -      |
| Motola      | Keila             | Elementary Vice-Principal      | 118,486 | 178    |
| Mountali    | Carla             | District Resource Elementary   | 112,925 | -      |
| Moy         | Raymond           | Teacher Secondary              | 130,574 | -      |
| Moy         | Sharon            | Teacher Elementary             | 110,431 | 300    |
| Mrazek      | Shawn             | District Resource Elementary   | 99,322  | 37     |
| Much        | Jocelyn           | Teacher Elementary             | 92,491  | 1,030  |
| Muckle      | Zoe               | Teacher Secondary              | 79,964  | 861    |
| Mudaliar    | Sanjini           | Teacher Elementary             | 85,286  | -      |
| Mulhern     | Patricia          | Teacher Elementary             | 112,767 | -      |
| Mullen      | Roslyn            | Teacher Secondary              | 102,165 | 1,070  |
| Mullen      | Cameron           | Teacher Secondary              | 94,211  | -      |
| Muller      | Katharine         | Teacher Elementary             | 75,123  | 70     |
| Mulligan    | Stephen           | Elementary Vice-Principal      | 136,386 | 16     |
| Mung        | Bernadette        | Area Counsellor - Elementary   | 110,912 | 741    |
| Munk        | James             | Elementary Principal           | 162,002 | 4,535  |
| Munro       | Catherine         | Teacher Elementary             | 116,246 | 50     |
| Munroe      | Suzanne           | Teacher Elementary             | 102,075 | -      |

|                  |           |                             |         |       |
|------------------|-----------|-----------------------------|---------|-------|
| Munsamy          | Kementha  | Teacher Secondary           | 104,779 | -     |
| Munslow MacNeil  | Jaclyn    | Teacher Elementary          | 75,829  | -     |
| Murphy           | David     | Elementary Principal        | 158,881 | -     |
| Murphy           | Lisa      | Teacher Secondary           | 105,223 | -     |
| Murphy           | Jeanette  | Teacher Elementary          | 101,887 | -     |
| Murphy           | Meagan    | Psychologist - Secondary    | 96,581  | 1,855 |
| Murray           | Carole    | Teacher Elementary          | 111,214 | -     |
| Murray- Hemphill | Mattias   | Teacher Elementary          | 90,136  | -     |
| Murthi           | Jason     | Teacher Secondary           | 110,431 | 177   |
| Musgrove         | Hiroshi   | Teacher Secondary           | 102,147 | -     |
| Mushinski        | Mia       | Teacher Secondary           | 95,371  | 42    |
| Musholt          | Silvia    | Teacher Elementary          | 100,269 | -     |
| Musselle         | Patricia  | Teacher Elementary          | 111,894 | 105   |
| Mussenden        | Stefana   | Teacher Secondary           | 81,452  | 50    |
| Mustapic         | Michael   | Teacher Secondary           | 111,815 | -     |
| Muzyka           | Katherine | Teacher Elementary          | 110,730 | -     |
| Myers            | Dean      | Teacher Secondary           | 111,815 | 200   |
| Myers            | Thien     | Teacher Elementary          | 86,046  | -     |
| Myers            | Janis     | Associate Superintendent    | 219,805 | 9,766 |
| Myring           | Thomas    | Secondary Vice-Principal    | 149,785 | 3,293 |
| Mysuria          | Nidhi     | Teacher Secondary           | 123,763 | -     |
| Nadeau           | Marilyne  | Teacher Elementary          | 110,555 | -     |
| Nagata           | Clark     | Teacher Elementary          | 110,555 | 13    |
| Nakada           | Mark      | Secondary Vice-Principal    | 142,156 | -     |
| Nakamura         | Emy       | Teacher Secondary           | 112,341 | -     |
| Nakamura         | Lisa      | Teacher Secondary           | 110,619 | 300   |
| Nakamura         | Leanne    | Teacher Elementary          | 108,557 | 1,000 |
| Nakashima        | Marilyn   | Teacher Elementary          | 110,555 | -     |
| Nanda            | Sarika    | Teacher Elementary          | 113,503 | 1,210 |
| Nanda            | Gogae     | Teacher Secondary           | 113,136 | 25    |
| Nanji            | Rishma    | Teacher Elementary          | 92,089  | -     |
| Naples           | Katrina   | Teacher Elementary          | 102,596 | -     |
| Nash             | Celeste   | Secondary Vice-Principal    | 149,915 | -     |
| Naymie           | Cassandra | Teacher On Call - Secondary | 88,566  | -     |
| Neilson          | James     | Teacher Elementary          | 78,856  | 105   |
| Nejad            | Zahra     | Teacher Secondary           | 106,789 | -     |
| Nelson           | Joel      | Secondary Vice-Principal    | 130,465 | -     |
| Nerling          | Leslie    | Teacher Secondary           | 114,881 | 174   |
| Neufeld          | Harold    | Teacher Secondary           | 107,184 | -     |
| Neuman           | Pamela    | Teacher Secondary           | 87,932  | 167   |
| New              | Karina    | Teacher Secondary           | 95,842  | 457   |
| New              | Geoffrey  | Teacher Secondary           | 92,023  | -     |
| Newton           | Allison   | Teacher Secondary           | 112,365 | 918   |
| Newton           | Heather   | Teacher Elementary          | 94,695  | -     |
| Ng               | Barbara   | Teacher Secondary           | 119,796 | 75    |
| Ng               | Karine    | Teacher Elementary          | 117,401 | -     |
| Ng               | Yulanda   | Teacher Secondary           | 111,894 | 50    |
| Ng               | Raymond   | Teacher Elementary          | 111,815 | -     |
| Ng               | Mimi      | Teacher Elementary          | 110,431 | -     |
| Ng               | Sarah     | Teacher Secondary           | 110,419 | -     |
| Ng               | Alex      | Teacher Secondary           | 110,353 | -     |
| Ng               | Stephanie | Teacher Elementary          | 102,075 | 126   |
| Ng               | Eva       | Teacher Elementary          | 97,621  | -     |
| Ng               | Winnie    | Teacher Secondary           | 96,583  | 481   |
| Ng               | Oliver    | Teacher Elementary          | 89,723  | 276   |
| Ng               | Rosella   | Teacher Elementary          | 88,650  | -     |
| Ng               | Susan     | Teacher Secondary           | 79,459  | -     |
| Ng-Davis         | Jennifer  | Teacher Secondary           | 112,465 | -     |
| Ngo              | Cynthia   | Teacher Secondary           | 111,815 | -     |
| Ngo              | Thanh     | Teacher Elementary          | 86,207  | -     |
| Ngo              | Katie     | Teacher Elementary          | 75,521  | -     |

|                  |              |                              |         |        |
|------------------|--------------|------------------------------|---------|--------|
| Nguyen           | Fabienne     | Teacher Elementary           | 111,815 | -      |
| Nguyen           | Tuong        | Teacher Elementary           | 100,178 | -      |
| Nguyen           | Do Thanh     | Teacher Secondary            | 91,982  | -      |
| Nguyen           | An Johnathan | Carpenter                    | 88,427  | -      |
| Nguyen           | Tiffany      | Teacher Elementary           | 84,726  | -      |
| Nguyen           | Jennifer     | Teacher Elementary           | 79,578  | -      |
| Nicanor          | Ral          | Teacher Elementary           | 113,261 | -      |
| Nicholl          | Lucy         | Teacher Elementary           | 110,432 | -      |
| Nicholson        | Natalie      | Teacher Elementary           | 75,257  | 3,141  |
| Nickel           | Cynthia      | Teacher Elementary           | 111,894 | 827    |
| Nicks            | John         | District Principal           | 164,883 | 2,937  |
| Nicolas          | Megan        | Teacher Elementary           | 111,503 | 100    |
| Niebuhr          | Denae        | Teacher Elementary           | 76,427  | -      |
| Nielsen          | Deanne       | Teacher Secondary            | 112,646 | 875    |
| Nielsen          | Ellen        | Teacher Secondary            | 82,961  | -      |
| Nielson          | Jacqueline   | Teacher Elementary           | 102,147 | -      |
| Nijjar           | Kamil        | Teacher Elementary           | 104,683 | 140    |
| Nishi-Beckingham | Teresa       | Teacher Elementary           | 110,353 | 105    |
| Nobbs-Thiessen   | Kathy-Ann    | Teacher Secondary            | 111,895 | 190    |
| Noble            | Tanya        | Teacher Secondary            | 130,827 | -      |
| Noble            | Ceilidh      | Teacher Secondary            | 102,794 | 100    |
| Noel             | Alison       | Teacher Elementary           | 102,075 | -      |
| Noguchi          | Sachiko      | Teacher Secondary            | 111,815 | -      |
| Noon             | Cheryl       | Teacher Elementary           | 76,994  | 935    |
| Norcross         | Neil         | Teacher Secondary            | 111,040 | -      |
| Norick           | Jacqueline   | Teacher Elementary           | 90,066  | 15     |
| Norman           | Denise       | Teacher Secondary            | 132,440 | -      |
| North            | Denise       | Teacher Secondary            | 98,625  | 90     |
| Northey          | Madisen      | Teacher Elementary           | 95,780  | 115    |
| Nosyk            | Lianne       | Teacher Elementary           | 109,565 | 420    |
| Novak            | Kelly        | Teacher Elementary           | 104,748 | 25     |
| Nowland          | Sarah        | Speech Language Pathologist  | 111,844 | 1,288  |
| Nucich           | Lisa         | Elementary Principal         | 160,707 | 4,630  |
| Nugent           | Sean         | Teacher Secondary            | 95,974  | 50     |
| Nuhic            | Luna         | Teacher Secondary            | 76,754  | 54     |
| Nuij             | Peter        | Associate Superintendent     | 304,552 | 10,485 |
| Nussbaum         | Jonathan     | Teacher Secondary            | 101,270 | 415    |
| Nylund           | Kyle         | Teacher Elementary           | 97,251  | -      |
| Oades            | Christine    | Teacher Elementary           | 110,431 | -      |
| Oblette          | Jean-Michel  | Teacher Elementary           | 112,006 | -      |
| O'Connor         | Hayden       | Planner-Facilities           | 114,290 | 430    |
| O'Connor         | Sean         | Teacher Secondary            | 103,284 | -      |
| Odegaard         | Mark         | Carpenter                    | 92,319  | -      |
| O'Donnell        | Melissa      | Teacher Secondary            | 111,815 | -      |
| Ofreneo          | Roderick     | Teacher Secondary            | 104,933 | -      |
| Oftebro          | Tim          | Elementary Vice-Principal    | 134,543 | -      |
| Ogden            | Nancy        | Teacher Secondary            | 91,377  | 40     |
| Ogden            | Alison       | Associate Superintendent     | 252,967 | 9,985  |
| Ogura            | Tami         | District Resource Elementary | 116,090 | -      |
| O'Hara           | Patrick      | Teacher Elementary           | 101,745 | -      |
| Olaes            | Grace        | Teacher Elementary           | 96,655  | -      |
| Olafsson         | Kevin        | Teacher Secondary            | 95,918  | 220    |
| Olding           | Stacey       | Teacher Elementary           | 88,769  | -      |
| Ollerenshaw      | Keith        | Teacher Secondary            | 91,296  | -      |
| Olsen            | Jane         | Teacher Secondary            | 111,985 | -      |
| Olson            | Emily        | Teacher Secondary            | 108,352 | 3,253  |
| O'Malley         | Jason        | Teacher Secondary            | 110,509 | -      |
| O'Malley         | Deborah      | Teacher Elementary           | 109,491 | 115    |
| O'Neill          | Kevin        | Teacher Elementary           | 107,801 | -      |
| Ong              | Elaine       | Teacher Elementary           | 110,509 | 826    |
| Ong              | Levian       | Teacher Elementary           | 95,281  | -      |

|             |                 |  |         |        |
|-------------|-----------------|--|---------|--------|
| Ong         | Siew Ling Wendy | Teacher Elementary                           | 93,817  | -      |
| Onion       | Thomas          | Teacher Secondary                            | 100,361 | 150    |
| Onrubia     | Angelina        | Teacher Elementary                           | 81,846  | -      |
| Onstad      | Barbara *       | District Principal                           | 177,325 | 32,154 |
| O'Quinn     | Jillian         | Teacher Secondary                            | 100,263 | 660    |
| Or          | Kim             | Teacher Secondary                            | 113,156 | 4      |
| Orange      | Jonathan        | Teacher Elementary                           | 112,006 | 945    |
| O'Rourke    | Trevor          | Teacher Secondary                            | 81,605  | -      |
| Oser        | Shawna          | Teacher Elementary                           | 85,083  | -      |
| Osikowicz   | Nadja           | Teacher Elementary                           | 101,789 | 115    |
| Ostroff     | Lisa            | Teacher Secondary                            | 87,626  | -      |
| Oswin       | Laura           | Teacher Elementary                           | 98,104  | -      |
| Ou Yang     | Christie        | Teacher Elementary                           | 85,854  | 50     |
| Oudt        | Rosa            | Teacher Elementary                           | 110,587 | 57     |
| Overgaard   | Jeffrey         | Teacher Secondary                            | 123,115 | -      |
| Owen        | Sean            | Teacher Secondary                            | 102,075 | 175    |
| Pacheco     | Lisa            | Area Counsellor - Elementary                 | 115,722 | 269    |
| Padam       | Surinder        | Building Engineer                            | 78,168  | -      |
| Paez        | Rhea            | Teacher Secondary                            | 84,867  | 505    |
| Paget       | Nancy           | Elementary Principal                         | 161,954 | -      |
| Pagliacci   | Claudio         | Electrician                                  | 104,021 | 13     |
| Pai         | Elaine          | Teacher Elementary                           | 110,619 | -      |
| Palacio     | John            | Electrician                                  | 75,353  | -      |
| Palaiologos | Amber           | Teacher Elementary                           | 102,075 | -      |
| Palejko     | Nancy           | Teacher Secondary                            | 95,851  | 209    |
| Paley       | Tommy           | Area Counsellor - Elementary                 | 118,247 | 75     |
| Paley       | Lori            | Teacher Secondary                            | 102,291 | -      |
| Pall        | Sutpaul         | Grounds Foreperson                           | 98,714  | -      |
| Palmer      | Abigail         | Teacher Secondary                            | 88,425  | 175    |
| Panagsagan  | Romina          | Information Technology Support D             | 84,294  | -      |
| Panesar     | Balbinder       | Teacher Secondary                            | 115,732 | 401    |
| Pang        | Eleanor         | Teacher Secondary                            | 95,851  | -      |
| Pangalia    | Hardev          | Building Engineer                            | 90,534  | 120    |
| Pankratz    | Thomas          | Advisor-Staffing                             | 103,900 | 529    |
| Pannun      | Sukhjjevan      | Teacher Secondary                            | 96,864  | -      |
| Pantelle    | Troy            | Sheet Metal Worker                           | 102,325 | -      |
| Pao         | Alice           | Teacher Secondary                            | 123,222 | -      |
| Paone-Vunic | Elisabetta      | Teacher Elementary                           | 83,633  | -      |
| Papagiannis | Constantina     | Teacher Elementary                           | 110,353 | 111    |
| Paquette    | Terra           | Teacher Elementary                           | 79,819  | 2,962  |
| Parashar    | Alisha          | Teacher Elementary                           | 81,991  | -      |
| Parent      | Kyle            | Teacher Elementary                           | 101,790 | 470    |
| Paris       | Holly           | Elementary Vice-Principal                    | 134,349 | -      |
| Paris       | Melanie         | Teacher Elementary                           | 98,569  | -      |
| Park        | Douglas         | Elementary Principal                         | 152,196 | -      |
| Park        | Olivia          | Teacher Elementary                           | 110,673 | -      |
| Park        | Kyu Jin         | Teacher Elementary                           | 83,802  | 1,166  |
| Parker      | Christopher     | Secondary Principal                          | 170,679 | (94)   |
| Parker      | Ryan            | Teacher Secondary                            | 102,075 | 125    |
| Parkes      | Steven          | Teacher Secondary                            | 102,147 | -      |
| Parkin      | Barbara         | Teacher Elementary                           | 111,327 | 74     |
| Parmar      | Jatinder        | Adult Education Instructor Structured Course | 125,082 | -      |
| Parmar      | Mahima          | Teacher Elementary                           | 94,080  | -      |
| Parra       | Chantelle       | Technical & Resource Support D               | 76,261  | -      |
| Parsons     | D.Gregg         | Teacher On Call Limited - Secondary          | 77,148  | -      |
| Parungao    | Paul            | Teacher Elementary                           | 112,006 | 202    |
| Patel       | Saliha          | Teacher Elementary                           | 95,055  | -      |
| Paterson    | Derek           | Teacher Elementary                           | 98,019  | -      |
| Paterson    | Sharon          | Teacher Elementary                           | 95,801  | 342    |
| Paterson    | Matthew         | Teacher Elementary                           | 83,386  | -      |
| Paterson    | Aleyan          | Teacher Elementary                           | 82,191  | 184    |

|                   |           |                                     |         |       |
|-------------------|-----------|-------------------------------------|---------|-------|
| Pathyil           | Lisa      | Elementary Principal                | 153,371 | -     |
| Patrick           | Miles     | Teacher Elementary                  | 95,764  | -     |
| Pattenaude        | Mathew    | Carpenter                           | 98,284  | -     |
| Patterson         | Rebecca   | Teacher Secondary                   | 88,200  | 108   |
| Patterson-Morris  | Liam      | Teacher Elementary                  | 84,068  | -     |
| Patton            | Barbara   | Teacher Secondary                   | 102,075 | 70    |
| Paul              | Karen     | Teacher Elementary                  | 111,043 | 407   |
| Paul              | Sarah     | Teacher Elementary                  | 88,959  | -     |
| Paulsen           | Sarah     | Teacher Secondary                   | 113,216 | -     |
| Pavelick          | Hillary   | Teacher Elementary                  | 88,429  | 50    |
| Pavlovic          | Ivana     | District Resource Elementary        | 99,947  | -     |
| Pawliuk           | Nidia     | Teacher Elementary                  | 111,815 | -     |
| Peacock           | Michelle  | Assistant-Recruitment & Retention   | 80,978  | 540   |
| Pearce            | Alanna    | Teacher Secondary                   | 110,353 | 220   |
| Pearce            | Stephanie | Teacher Elementary                  | 93,917  | -     |
| Pearce            | Kaylin    | Teacher Elementary                  | 79,671  | 914   |
| Pearce-Marvell    | Emma      | Teacher Elementary                  | 84,875  | -     |
| Pears             | Gregory   | Teacher Secondary                   | 115,072 | -     |
| Pearson           | Steven    | Journey person with Premium         | 98,641  | 12    |
| Pearson           | Elise     | Teacher Elementary                  | 95,695  | 2,500 |
| Pearson           | Bailey    | Area Counsellor - Elementary        | 91,281  | 125   |
| Pedersen-Arseneau | Chloe     | Teacher Elementary                  | 88,986  | -     |
| Pedra             | Jason     | Teacher Elementary                  | 111,043 | -     |
| Pedro             | Sarah     | Teacher Elementary                  | 85,350  | -     |
| Peeters           | Vital     | Elementary Principal                | 162,046 | -     |
| Pegg              | Karen     | Teacher Elementary                  | 84,099  | -     |
| Pella             | Stefano   | Teacher Secondary                   | 114,991 | -     |
| Pelletier         | Leonard   | Teacher Secondary                   | 111,815 | -     |
| Pender            | Kathleen  | Teacher Elementary                  | 102,147 | 85    |
| Peng              | Ming-I    | Teacher Elementary                  | 110,431 | 210   |
| Penner            | Mona      | Teacher Secondary                   | 110,353 | 105   |
| Penner            | Peter     | Plumber                             | 100,417 | -     |
| Penner            | Dustin    | Plumber                             | 95,900  | -     |
| Penney            | Karen     | Teacher Secondary                   | 111,894 | -     |
| Pequeno           | Paulo     | Teacher Secondary                   | 111,815 | -     |
| Perdriau          | Raphael   | Teacher Elementary                  | 99,148  | -     |
| Perks             | Nelson    | Teacher Secondary                   | 88,657  | 115   |
| Perrella          | Jane      | Teacher Elementary                  | 111,233 | -     |
| Perrett           | Maryline  | Teacher Secondary                   | 104,248 | -     |
| Perrett           | Megan     | Teacher Elementary                  | 78,448  | -     |
| Perun             | Audrey    | Teacher Elementary                  | 111,925 | 168   |
| Petaccia          | Tony      | Journey person with Premium         | 117,896 | -     |
| Peters            | Henry     | Elementary Principal                | 161,954 | 164   |
| Peters            | Brandon   | Teacher Elementary                  | 119,419 | 490   |
| Peters            | Ginaya    | District Resource Secondary         | 111,030 | -     |
| Peters            | Mary      | Teacher Secondary                   | 99,587  | -     |
| Peters            | Diane     | Coordinator-Community School        | 95,536  | 498   |
| Peters            | Melanie   | Teacher Elementary                  | 84,926  | -     |
| Petersen          | Leslie    | Teacher Elementary                  | 87,963  | -     |
| Peterson          | Dana      | Teacher Elementary                  | 110,481 | -     |
| Petrak            | John      | Teacher On Call Limited - Secondary | 119,479 | -     |
| Petrick           | Aubryanna | Teacher Elementary                  | 89,727  | -     |
| Pettifer          | Michael   | Teacher Secondary                   | 77,683  | -     |
| Peverelle         | Randall   | Electrician                         | 91,917  | -     |
| Pewsey            | Jennifer  | Teacher Elementary                  | 103,089 | -     |
| Pham-Fraser       | Hieu      | District Principal                  | 175,758 | 637   |
| Phan              | Sue       | Teacher Elementary                  | 106,413 | -     |
| Phan              | Sandy     | Teacher Gifted Program              | 78,872  | -     |
| Phelps            | Julie     | Teacher Elementary                  | 102,874 | -     |
| Phillips          | Diane     | Secondary Vice-Principal            | 149,769 | -     |
| Phillips          | Andrew    | Teacher Secondary                   | 101,622 | -     |

|                 |             |  |         |       |
|-----------------|-------------|--|---------|-------|
| Phillips-Sim    | Janice      | Teacher Secondary                            | 117,902 | 96    |
| Phongmany-Trieu | Tuctic      | Teacher Elementary                           | 110,431 | 1,000 |
| Phung           | Thuy Quyen  | Teacher Elementary                           | 102,132 | -     |
| Picard          | Sarah       | Teacher Elementary                           | 111,894 | 292   |
| Pickel          | William     | Teacher Secondary                            | 92,236  | -     |
| Pickell         | Kelly       | Journey person with Premium                  | 88,830  | -     |
| Pieters         | Andrea      | Teacher Elementary                           | 102,829 | -     |
| Pietzsch        | Sonia       | Teacher Elementary                           | 112,042 | 1,131 |
| Pijanowski      | Claire      | Area Counsellor - Elementary                 | 110,329 | -     |
| Pilotte         | Catherine   | Teacher Elementary                           | 99,501  | 684   |
| Pincott         | Linda       | Teacher Secondary                            | 113,231 | -     |
| Pirie           | Andrew      | Teacher Secondary                            | 111,894 | 954   |
| Pitchford-Yeung | Cindy       | Teacher Secondary                            | 111,973 | -     |
| Pitman          | Carolyn     | Teacher On Call Limited - Secondary          | 112,956 | 85    |
| Pitre           | Soley       | District Resource Elementary                 | 84,931  | 690   |
| Plakhotnyk      | Dmytro      | Senior Manager-Maint & Constr                | 146,379 | 275   |
| Plant           | Kimberly    | Teacher Elementary                           | 110,431 | 140   |
| Plant           | David       | Teacher Secondary                            | 78,233  | 291   |
| Plante          | Louise      | Elementary Vice-Principal                    | 134,349 | 899   |
| Plattner        | Alexander   | Teacher Secondary                            | 117,269 | -     |
| Plavan          | Christina   | Teacher Elementary                           | 90,020  | -     |
| Pocard          | Morgane     | Teacher Elementary                           | 85,506  | -     |
| Pocnic          | Mira        | Teacher Elementary                           | 89,955  | 177   |
| Poetschke       | Rosemarie   | Director of Instruction                      | 232,879 | 7,414 |
| Polonijo        | Kristopher  | Teacher Secondary                            | 116,536 | -     |
| Polukoshko      | Jody        | Teacher Elementary                           | 117,480 | -     |
| Polukoshko      | Jill        | Teacher Secondary                            | 111,275 | -     |
| Polzin          | Suzanne     | District Principal                           | 169,486 | 3,136 |
| Pomponio        | Concetta    | Teacher Elementary                           | 110,646 | 50    |
| Ponce           | Emma        | Teacher Elementary                           | 95,286  | -     |
| Pontalti        | Daniel      | Adult Education Instructor Structured Course | 105,343 | 75    |
| Poole           | Ian         | Teacher Elementary                           | 111,989 | -     |
| Poon            | Melina      | Teacher Secondary                            | 108,616 | 140   |
| Poon            | Amanda      | Coordinator-FOI & Privacy                    | 96,456  | 6,219 |
| Poon            | Bo Man      | Teacher Elementary                           | 89,411  | 50    |
| Poon            | Carolyn     | Technical & Resource Support D               | 77,358  | -     |
| Pope            | Douglas     | Teacher Secondary                            | 112,052 | -     |
| Pope            | Misty       | Teacher Secondary                            | 110,587 | -     |
| Port            | Anne        | Teacher Secondary                            | 111,815 | -     |
| Poulos          | Chrisoula   | Teacher Secondary                            | 88,492  | 1,600 |
| Powell          | Tracy       | Teacher Elementary                           | 90,414  | 504   |
| Power           | Amelia      | Teacher Secondary                            | 97,005  | 43    |
| Poy             | Blair       | Supervisor-Maintenance                       | 122,561 | 228   |
| Prasad          | Ashwin      | Teacher Elementary                           | 109,062 | -     |
| Prasad          | Vicki       | Teacher Elementary                           | 77,121  | -     |
| Pratt           | Jeffrey     | Teacher Secondary                            | 112,244 | -     |
| Pratt           | Lori        | Teacher Secondary                            | 102,292 | 61    |
| Preda           | Lorena      | Teacher Secondary                            | 110,599 | 290   |
| Presley         | Monica      | Teacher Elementary                           | 102,291 | -     |
| Preston         | Sharon      | Teacher Elementary                           | 94,896  | -     |
| Preston         | Sherry      | Teacher Secondary                            | 90,876  | -     |
| Preston Brown   | Dawn        | Teacher Elementary                           | 102,262 | -     |
| Prevec          | Jessica     | Teacher Elementary                           | 82,789  | -     |
| Price           | Jacqueline  | Program Advisor-AEC                          | 113,528 | -     |
| Printz          | Lisa        | Teacher Secondary                            | 102,147 | 199   |
| Prior           | Tilia       | Teacher Elementary                           | 108,073 | -     |
| Prodan          | Lori        | Elementary Principal                         | 162,046 | -     |
| Pronger         | Alan        | Teacher Secondary                            | 111,294 | 95    |
| Przyborowska    | J. Margaret | Teacher Secondary                            | 94,651  | -     |
| Przystupa       | Katarzyna   | Teacher Secondary                            | 89,696  | -     |
| Pugh            | Kevin       | Teacher Elementary                           | 83,218  | -     |

|              |             |                                    |         |       |
|--------------|-------------|------------------------------------|---------|-------|
| Puil         | Taryn       | Teacher Elementary                 | 102,191 | -     |
| Purewal      | Kam         | Teacher Elementary                 | 110,431 | -     |
| Puri         | Amrit       | Teacher Elementary                 | 111,402 | -     |
| Puzio        | Karen       | Teacher Secondary                  | 116,536 | 356   |
| Pydee        | Emma        | Teacher Elementary                 | 88,113  | -     |
| Qi           | Lijuan      | Teacher Secondary                  | 129,261 | -     |
| Qiu          | Moran       | Teacher Elementary                 | 102,667 | 50    |
| Quan         | Gregory     | Teacher Secondary                  | 111,894 | -     |
| Quan         | Tina        | Teacher Secondary                  | 106,503 | 157   |
| Quinlan      | Kelly       | Teacher Elementary                 | 116,090 | -     |
| Quiroga      | Jorge       | Information Technology Support C   | 103,527 | -     |
| Quon         | Lillian     | Teacher Secondary                  | 112,759 | 7,215 |
| Quon         | Johnson     | Painter                            | 87,508  | -     |
| Radford      | Hannah-Rose | Teacher Elementary                 | 77,070  | -     |
| Radic        | Jelena      | Teacher Secondary                  | 119,306 | 314   |
| Radies       | Doug        | Teacher Elementary                 | 102,160 | -     |
| Rafael       | Caryl       | Teacher Elementary                 | 85,890  | 742   |
| Rafael       | Nicole      | Teacher Elementary                 | 83,966  | -     |
| Rahim        | Ahmed       | Teacher Secondary                  | 91,676  | 149   |
| Raino        | Sacha       | Teacher Elementary                 | 102,914 | -     |
| Ram          | Kavithajeet | Projects Coordinator-PRCVI         | 85,780  | 2,003 |
| Ram          | Neel        | Senior Assistant Building Engineer | 80,863  | 5,055 |
| Ramamonjisoa | Cynthia     | Elementary Vice-Principal          | 135,844 | -     |
| Ramazzeni    | Gracia      | Teacher Elementary                 | 102,692 | -     |
| Ramharakh    | Amanda      | Teacher Elementary                 | 101,218 | -     |
| Ramirez      | Maria       | Teacher Secondary                  | 112,022 | -     |
| Ramsay       | Scott       | Teacher Secondary                  | 110,739 | -     |
| Ramsell      | Anthony     | Teacher Elementary                 | 101,610 | 40    |
| Randhawa     | Natasha     | Teacher Secondary                  | 102,154 | 75    |
| Rankin       | Robyn       | Teacher Secondary                  | 114,744 | 289   |
| Rantamaa     | Andrea      | Teacher Elementary                 | 102,075 | -     |
| Rao          | Shalvin     | Plumber                            | 97,916  | 12    |
| Raoul        | Alain       | Teacher Secondary                  | 111,894 | -     |
| Raoul        | Stephanie   | Teacher Elementary                 | 95,289  | -     |
| Raposo       | Susan       | Teacher Elementary                 | 109,060 | -     |
| Rasotto      | Nicole      | Teacher Elementary                 | 101,356 | -     |
| Rassias      | Viki        | Teacher Elementary                 | 110,461 | -     |
| Rattanaraj   | Ella        | Teacher Elementary                 | 108,591 | 50    |
| Rattray      | Adam        | Teacher Secondary                  | 132,217 | 2,275 |
| Ratzlaff     | Roderick    | Teacher Elementary                 | 111,815 | -     |
| Raunet       | Stephanie   | Teacher Elementary                 | 109,448 | 13    |
| Rayat        | Jaison      | Mechanic                           | 76,056  | 25    |
| Read         | Zoe         | Teacher Secondary                  | 113,923 | 890   |
| Recsky       | Bryce       | District Principal                 | 149,620 | -     |
| Reddy        | Yashoda     | Teacher Secondary                  | 113,136 | -     |
| Redkwich     | Matthew     | Manager-Business Development       | 118,846 | -     |
| Reed         | Roslyn      | Elementary Vice-Principal          | 135,143 | 13    |
| Reed         | Karen       | Teacher Secondary                  | 112,021 | -     |
| Reedman      | Nigel       | Teacher Secondary                  | 116,536 | 269   |
| Regan        | Patricia    | Teacher Secondary                  | 105,043 | -     |
| Reibin       | Marilyn     | Teacher Elementary                 | 112,021 | -     |
| Reid         | Mark        | Teacher Secondary                  | 121,303 | 4,945 |
| Reid         | Alyssa      | Teacher Secondary                  | 116,536 | -     |
| Reid         | Candace     | Supervisor-Payroll                 | 117,637 | 1,200 |
| Reid         | Jessica     | Teacher Secondary                  | 112,217 | 206   |
| Reid         | Joanne      | Teacher Elementary                 | 110,268 | -     |
| Reid         | Amanda      | Teacher Secondary                  | 93,027  | 1,270 |
| Reid         | David       | Teacher Secondary                  | 89,875  | -     |
| Reid         | Emily       | Teacher Elementary                 | 80,718  | -     |
| Reilly       | Aoife       | Teacher Elementary                 | 78,618  | -     |
| Reist        | Justin      | Teacher Elementary                 | 95,550  | 554   |



|               |             |                                  |         |       |
|---------------|-------------|----------------------------------|---------|-------|
| Renshaw       | Janet       | Teacher Elementary               | 89,862  | 381   |
| Rentz         | Alana       | Teacher Secondary                | 111,973 | -     |
| Renwick       | Christopher | Teacher Secondary                | 116,634 | -     |
| Repo          | Stefania    | Painter                          | 90,858  | -     |
| Repo          | Andrew      | Painter                          | 84,949  | -     |
| Reyes         | Isabel      | Teacher Elementary               | 83,753  | 1,200 |
| Rezler        | Michaela    | Teacher Secondary                | 115,950 | -     |
| Rhead         | Laura       | Elementary Principal             | 162,046 | -     |
| Ricard        | Michel      | Teacher Elementary               | 111,894 | -     |
| Ricci         | Alexis      | Teacher Elementary               | 87,121  | -     |
| Rice          | Jason       | Sheet Metal Worker               | 89,398  | -     |
| Richardson    | Lee         | Teacher Elementary               | 112,252 | 579   |
| Richardson    | Jacob       | Teacher Secondary                | 81,348  | 210   |
| Richmond      | Jeffrey     | Teacher Secondary                | 90,487  | 27    |
| Richter       | Sara        | Teacher Secondary                | 109,856 | 100   |
| Rickbeil      | Erin        | Teacher Secondary                | 89,664  | -     |
| Rieder        | Maureen     | Teacher Secondary                | 106,789 | -     |
| Riegert       | Elizabeth   | Teacher Secondary                | 86,511  | 60    |
| Rino          | Gisella     | Teacher Elementary               | 102,075 | -     |
| Risbey-Haines | Samantha    | Teacher Elementary               | 111,894 | 250   |
| Ritchie       | Anne        | Teacher Elementary               | 87,486  | 817   |
| Robb          | Emily       | Teacher On Call - Elementary     | 132,199 | -     |
| Roberge       | Jolynn      | Teacher Elementary               | 78,071  | -     |
| Robert        | Guillaume   | Teacher Elementary               | 89,939  | -     |
| Roberts       | Stephanie   | Teacher Elementary               | 111,548 | 140   |
| Roberts       | Susan       | Teacher Elementary               | 110,555 | 773   |
| Roberts       | Robin       | Teacher Secondary                | 96,948  | 110   |
| Roberts       | Mariann     | Digital Communication Specialist | 85,520  | 14    |
| Robertson     | Laura       | Area Counsellor - Elementary     | 110,478 | -     |
| Robertson     | Travis      | Teacher Elementary               | 104,644 | -     |
| Robertson     | Kerry       | Maintenance Engineer             | 101,321 | 483   |
| Robertson     | Gordon      | Teacher Secondary                | 87,597  | -     |
| Robidoux      | Guillaume   | Teacher Elementary               | 97,020  | -     |
| Robinet       | Kristen     | Teacher Elementary               | 78,181  | -     |
| Robinson      | Andrew      | Teacher Secondary                | 112,085 | -     |
| Robinson      | Katherine   | Teacher Elementary               | 102,147 | 150   |
| Robinson      | Julie       | Teacher Elementary               | 95,780  | -     |
| Rocchetta     | Massimo     | Teacher Secondary                | 116,907 | 124   |
| Roch          | Douglas     | District Principal               | 173,617 | -     |
| Rocke         | Lindy       | Teacher Elementary               | 101,615 | 115   |
| Rodgers       | Anne        | Speech Language Pathologist      | 113,204 | 2,725 |
| Rodrigues     | Aimilia     | Teacher Elementary               | 115,026 | 1,046 |
| Rodriguez     | Jorge       | Information Technology Support B | 133,893 | 1,500 |
| Roff          | Eleanor     | Speech Language Pathologist      | 113,287 | 1,075 |
| Rogers        | Heidi       | Teacher Secondary                | 102,147 | -     |
| Rogers        | Elizabeth   | Teacher Secondary                | 102,075 | -     |
| Roggeveen     | Nicolas     | Teacher Secondary                | 75,184  | -     |
| Rogness       | Emily       | Executive Assistant-LS & SS      | 81,493  | 14    |
| Rohrbach      | Katrin      | Adult Education Instructor       | 79,045  | -     |
| Roijackers    | Suzanne     | Teacher Elementary               | 114,276 | 1,345 |
| Roland        | Valerie     | Teacher Secondary                | 112,100 | 174   |
| Rolland       | Marie       | Teacher Secondary                | 78,069  | 23    |
| Roller        | Ed          | Building Engineer                | 80,637  | 120   |
| Romanelli     | Maria       | Teacher Secondary                | 121,535 | 8,161 |
| Romano        | Antonio     | Elementary Principal             | 153,326 | 2,607 |
| Rondeau       | Daniel      | Teacher Elementary               | 102,233 | -     |
| Rondestvedt   | Sonja       | Elementary Principal             | 155,522 | 4     |
| Rondpre       | John        | Teacher On Call - Elementary     | 85,149  | -     |
| Ronne         | Jana        | Teacher Secondary                | 109,570 | -     |
| Roopra        | Monica      | Teacher Elementary               | 91,296  | -     |
| Roosa         | Leslie      | Teacher Elementary               | 117,647 | 167   |

|                 |             |  |         |       |
|-----------------|-------------|--|---------|-------|
| Roosma          | Gregory     | Teacher Secondary                            | 76,045  | -     |
| Ropchan         | Kate        | Teacher Secondary                            | 111,894 | -     |
| Rosati          | Krista      | Teacher Elementary                           | 87,013  | -     |
| Rosberg         | Paul        | Manager-Budget & Forecast & Planning         | 141,616 | 5,444 |
| Rosellini       | Sarah       | Teacher Secondary                            | 115,654 | 441   |
| Rosenbaum       | Noah        | Teacher Elementary                           | 92,451  | -     |
| Rosenblatt      | Jessica     | Teacher Elementary                           | 90,479  | -     |
| Ross            | Kaera       | Teacher Secondary                            | 113,226 | 466   |
| Ross            | James       | Journey person with Premium                  | 94,585  | -     |
| Ross            | Fiona       | Teacher Secondary                            | 87,058  | 215   |
| Ross-Ewart      | Jacob       | Teacher Secondary                            | 105,870 | -     |
| Rossi           | Michael     | Director of Instruction                      | 264,325 | 5,818 |
| Rossignol       | Christie    | Teacher Elementary                           | 98,911  | 356   |
| Roussel         | Monika      | Teacher Elementary                           | 102,966 | -     |
| Routledge       | Debra       | Elementary Principal                         | 153,326 | 6,408 |
| Royle           | Emilie      | Teacher Elementary                           | 103,542 | -     |
| Rozak           | Joshua      | Plumber                                      | 91,779  | -     |
| Rozitis         | Christopher | Teacher Secondary                            | 106,162 | -     |
| Rubin           | Joyita      | Teacher Elementary                           | 102,147 | -     |
| Rudolph         | Jay         | Teacher Secondary                            | 99,249  | 300   |
| Ruggeri-Soliman | Isabel      | Teacher Elementary                           | 111,214 | -     |
| Rupert          | Sean        | Elementary Principal                         | 153,380 | -     |
| Russell         | Bruce       | Teacher Secondary                            | 111,894 | -     |
| Russell         | Susan       | Teacher Elementary                           | 112,021 | 1,133 |
| Russell         | Lorelei     | Director of Employee Services                | 194,172 | 9,474 |
| Rutckyj         | Madeline    | Teacher Elementary                           | 81,753  | -     |
| Rutledge        | Aaron       | Teacher Secondary                            | 111,894 | -     |
| Rutley          | Jim         | Elementary Principal                         | 170,629 | 115   |
| Ruus            | Sally       | Teacher Elementary                           | 110,619 | 823   |
| Ryan            | Keeley      | Adult Education Instructor Structured Course | 121,950 | 105   |
| Ryan            | Megan       | Teacher Elementary                           | 111,898 | -     |
| Ryan            | Kayleigh    | Teacher Elementary                           | 88,233  | 100   |
| Ryder           | Eva         | Teacher Elementary                           | 85,523  | -     |
| Sabbagha        | Raja        | Teacher Elementary                           | 111,329 | 1,180 |
| Sabbagha        | Sarah       | Teacher Elementary                           | 110,874 | 1,259 |
| Sabourin        | David       | Teacher Secondary                            | 110,555 | -     |
| Sadhra Sran     | Sharanjeet  | Teacher Elementary                           | 111,894 | -     |
| Sadri           | Sophie      | Teacher Elementary                           | 99,915  | -     |
| Safarik         | Amy         | Teacher Secondary                            | 117,504 | 150   |
| Sahdra          | Rupinder    | Teacher Secondary                            | 119,729 | 628   |
| Sahota          | Sharon      | Elementary Vice-Principal                    | 136,535 | -     |
| Saii            | Sepideh     | Teacher Secondary                            | 92,250  | 436   |
| Sakamoto        | Varsha      | Teacher Secondary                            | 88,113  | -     |
| Saksman         | Natalia     | Project Manager                              | 144,592 | 4,643 |
| Salatellis      | Helen       | Teacher Secondary                            | 98,006  | 85    |
| Sale            | Corey       | Teacher Secondary                            | 106,789 | 54    |
| Salkey          | Jordan      | Teacher Secondary                            | 77,328  | -     |
| Salov           | Salvatore   | Cement Mason                                 | 88,732  | -     |
| Salter          | April       | Teacher On Call Limited - Secondary          | 114,270 | -     |
| Salter          | Suzanne     | Teacher Elementary                           | 111,973 | 1,476 |
| Salvas          | Olivier     | Elementary Vice-Principal                    | 109,566 | -     |
| Salway          | Brianna     | Teacher Elementary                           | 111,293 | -     |
| Sam             | Michelle    | Teacher Elementary                           | 110,431 | -     |
| Sam             | Juliana     | Teacher Secondary                            | 110,353 | 100   |
| Samenirad       | Naghme      | Teacher Elementary                           | 112,771 | 145   |
| Samiei          | Armin       | Elementary Principal                         | 161,954 | 1,894 |
| Sampson         | Brian       | Teacher Elementary                           | 102,147 | -     |
| Samra-Thind     | Karen       | District Resource Secondary                  | 117,121 | 355   |
| Sandher         | Kevin       | Teacher Secondary                            | 112,085 | -     |
| Sandhu          | Harjinder   | Elementary Principal                         | 161,814 | -     |
| Sandhu          | Nirmaljeet  | Teacher Secondary                            | 116,984 | 208   |

|                   |            |                                |         |       |
|-------------------|------------|--------------------------------|---------|-------|
| Sandor            | Oliver     | Teacher Secondary              | 110,666 | -     |
| Sangra            | Harjinder  | Teacher Elementary             | 111,815 | -     |
| Sangster          | Brendan    | Teacher Secondary              | 111,815 | 125   |
| Sank              | Cordelia   | Teacher Elementary             | 79,787  | -     |
| Sankey            | Benjamin   | Teacher Elementary             | 85,362  | -     |
| Sans              | Renald     | Teacher Secondary              | 111,815 | 270   |
| Saplamaeff        | Matthew    | Teacher Secondary              | 105,111 | 66    |
| Sardinha          | Daniel     | Teacher Secondary              | 127,996 | 100   |
| Sardinha          | Stephanie  | Teacher Elementary             | 111,973 | -     |
| Sargood           | Lee        | Plumber                        | 85,634  | -     |
| Savic             | Dragana    | Teacher Secondary              | 88,050  | -     |
| Sawatsky          | Rachel     | Teacher Secondary              | 102,147 | -     |
| Sawka             | Karli      | Teacher Secondary              | 98,000  | 125   |
| Saxelby           | Brick      | Journey person with Premium    | 124,017 | -     |
| Sayn-Wittgenstein | Jeanne     | Teacher Elementary             | 101,544 | -     |
| Scaglione         | Giuseppe   | Teacher Secondary              | 115,554 | -     |
| Schaedeli         | Carmen     | Teacher Secondary              | 120,954 | 12    |
| Schan             | Rebecca    | Teacher Elementary             | 78,371  | -     |
| Schenkel          | Sonia      | Teacher Elementary             | 80,009  | -     |
| Schepers          | Kathleen   | Teacher Elementary             | 92,298  | 1,195 |
| Schick            | Paula      | Psychologist - Secondary       | 90,585  | 478   |
| Schick            | Emmanuelle | Teacher Elementary             | 82,138  | -     |
| Schiebelbein      | Kate       | Teacher Elementary             | 81,560  | -     |
| Schieman          | Brent      | Secondary Principal            | 170,482 | 50    |
| Schleppe          | Christine  | Teacher Elementary             | 113,260 | -     |
| Schmidt           | Jann       | Elementary Principal           | 154,455 | 94    |
| Schmidt           | Sabrina    | Teacher Elementary             | 111,815 | 20    |
| Schmidt           | Stefanie   | Teacher Secondary              | 109,296 | -     |
| Schmitt           | Stefan     | Teacher Secondary              | 102,075 | 100   |
| Schnieder         | Katrina    | Teacher Secondary              | 97,402  | 1,299 |
| Schoeber          | Tyson      | Teacher Elementary             | 110,571 | -     |
| Schoenmakers      | Adam       | Teacher Secondary              | 77,164  | -     |
| Schofield         | Andrew     | Secondary Principal            | 170,482 | 5,208 |
| Schouls           | Rita       | Teacher Elementary             | 109,936 | -     |
| Schratter         | Michael    | Teacher Elementary             | 112,037 | -     |
| Schumacher        | Sarah      | Teacher Secondary              | 91,271  | 605   |
| Schwartzentruber  | Kirstie    | Teacher Secondary              | 113,961 | 1,262 |
| Scipioni          | Ginetta    | Teacher Elementary             | 81,535  | -     |
| Scop              | Clarice    | Teacher Secondary              | 80,736  | 270   |
| Scorda            | Sammy      | Teacher Secondary              | 125,685 | -     |
| Scott             | Kristofer  | Teacher Secondary              | 112,386 | 434   |
| Scott             | James      | Teacher Secondary              | 105,051 | 276   |
| Scott             | Sheena     | Teacher Elementary             | 101,068 | 80    |
| Scott             | Deanna     | Teacher Elementary             | 84,372  | 1,456 |
| Scramstad         | Alayna     | Teacher Elementary             | 76,590  | 50    |
| Segal             | Brittany   | Teacher Elementary             | 104,000 | 609   |
| Segran            | Salochna   | Teacher Elementary             | 107,801 | -     |
| Sehmbi            | Inderpal   | Teacher Secondary              | 112,302 | -     |
| Sehmbi            | Jill       | Secondary Vice-Principal       | 84,697  | -     |
| Sekhon            | Baldeep    | Teacher Elementary             | 111,815 | -     |
| Selby             | Ross       | Project Manager                | 85,631  | -     |
| Selinger          | Craig      | Technical & Resource Support D | 76,261  | 7     |
| Seltenrich        | Louise     | Teacher Elementary             | 102,848 | -     |
| Senga             | Nozomi     | Teacher Elementary             | 102,010 | 1,000 |
| Serbic            | Sonya      | Teacher Elementary             | 112,592 | -     |
| Seto              | Melissa    | Teacher Elementary             | 111,555 | 140   |
| Seto              | Louise     | Teacher Elementary             | 111,114 | 115   |
| Seto              | Kimberley  | Teacher Elementary             | 110,264 | -     |
| Seto              | Robin      | Teacher Secondary              | 109,981 | -     |
| Seto              | Stefanie   | Teacher Secondary              | 94,609  | 276   |
| Seto              | Jennifer   | Teacher On Call - Elementary   | 88,583  | -     |

|                |                 |                                  |         |       |
|----------------|-----------------|----------------------------------|---------|-------|
| Shabangiz      | Afrooz          | Information Technology Support C | 80,826  | 257   |
| Shahin         | Ali             | Painter                          | 100,241 | 61    |
| Shaman         | Tiffiny         | Teacher Elementary               | 111,894 | -     |
| Shand          | Tamara          | Teacher Elementary               | 88,554  | 395   |
| Shannon        | Carly           | Teacher Elementary               | 95,283  | -     |
| Shannon Jung   | Sheila          | Teacher Elementary               | 111,815 | -     |
| Shapcott       | Anstie          | Teacher Secondary                | 102,075 | -     |
| Shapiro Grant  | Lindsay         | Teacher Secondary                | 102,321 | -     |
| Sharples       | Joanne          | Teacher Secondary                | 134,340 | 151   |
| Shaw           | Dorothy         | Teacher Elementary               | 111,312 | -     |
| Shawwash       | Khaled          | Teacher Elementary               | 75,482  | -     |
| Shea           | Christy         | Teacher Elementary               | 110,509 | -     |
| Sheardown      | Dean            | Teacher Secondary                | 94,005  | -     |
| Sheldan        | Dory            | Teacher Secondary                | 121,808 | -     |
| Sheldan        | Alex            | Teacher Elementary               | 110,431 | 27    |
| Shen           | Uyen            | Teacher Secondary                | 110,541 | -     |
| Sheng          | Hai Tao         | Building Engineer                | 75,449  | 117   |
| Shepelev       | Ludmila         | Teacher Secondary                | 111,360 | 1,310 |
| Shepherd-Dynes | Diane           | Teacher Elementary               | 116,795 | 90    |
| Sheppard       | Melanie         | Teacher Elementary               | 111,973 | 33    |
| Sherbaniuk     | Donald          | Teacher Elementary               | 110,461 | -     |
| Shetty         | Kirthana        | Teacher Elementary               | 116,826 | -     |
| Shieh          | Victor          | Teacher Secondary                | 111,871 | -     |
| Shieh          | Hsien Hang      | Teacher Secondary                | 82,368  | 50    |
| Shields        | Courtney        | Teacher Secondary                | 94,542  | -     |
| Shin           | Sojung          | Teacher Secondary                | 76,890  | 637   |
| Shirai         | Hanami          | Teacher Elementary               | 117,139 | -     |
| Shmyr          | Tyson           | Manager-Community Connections    | 125,946 | 86    |
| Shomura        | Michelle        | Elementary Vice-Principal        | 136,426 | 34    |
| Short          | Nicole          | District Resource Secondary      | 111,345 | 934   |
| Shrive         | Andrea          | Teacher Elementary               | 80,974  | -     |
| Shudra         | Viktoriya       | Teacher Elementary               | 110,431 | -     |
| Shukla         | Seema           | Teacher Elementary               | 97,528  | -     |
| Shum           | Alvin           | Teacher Elementary               | 113,423 | -     |
| Shum           | Cindy           | Teacher Secondary                | 91,989  | -     |
| Shum           | Annie           | Teacher Secondary                | 88,429  | 175   |
| Shum           | Yee Yen         | Teacher Elementary               | 84,593  | 126   |
| Sicklesteel    | Stephen         | Carpenter                        | 94,574  | 6     |
| Siddeeq        | Sharween        | Teacher Secondary                | 85,919  | -     |
| Sidhu          | Ravinder        | Teacher Elementary               | 110,372 | -     |
| Sidhu          | Mandeep         | Teacher Secondary                | 110,353 | -     |
| Sidhu          | Parminder Singh | Information Technology Support C | 80,483  | -     |
| Sihota         | Nelum           | Area Counsellor - Elementary     | 115,646 | 397   |
| Silver         | True            | Teacher Secondary                | 120,509 | -     |
| Silvers        | A. Tish         | Teacher Secondary                | 119,674 | 100   |
| Silvestre      | Jose            | Teacher Secondary                | 115,154 | -     |
| Simard         | Annie           | Teacher Elementary               | 111,815 | 1,000 |
| Simister       | Christine       | Teacher Secondary                | 111,815 | -     |
| Simon          | Mary            | Teacher Elementary               | 102,147 | -     |
| Simonetto      | Amanda          | Teacher Elementary               | 85,011  | 190   |
| Simons         | Alyssa          | Teacher Elementary               | 95,565  | -     |
| Simonson       | Kaitlee         | Teacher Secondary                | 93,137  | -     |
| Simpson        | Elizabeth       | Teacher Elementary               | 102,075 | -     |
| Sinclair       | Helen           | Teacher Secondary                | 116,454 | 127   |
| Sinclair       | Matthew         | Teacher Secondary                | 116,652 | 122   |
| Sinclair       | Jamie           | Teacher Elementary               | 115,354 | 1,077 |
| Sinfield       | Geoffrey        | Information Technology Support B | 76,300  | 25    |
| Singer         | Anna-Lisa       | Teacher Secondary                | 108,131 | -     |
| Singh          | Michael         | Elementary Principal             | 155,522 | 25    |
| Singh          | Aaron           | Elementary Principal             | 153,148 | -     |
| Singh          | Ranjot          | Elementary Vice-Principal        | 126,860 | 8     |

|            |           |                                   |         |       |
|------------|-----------|-----------------------------------|---------|-------|
| Singh      | Amrita    | Senior Advisor-Labour Relations   | 109,436 | 405   |
| Singh      | Kamaljit  | Teacher Elementary                | 102,075 | -     |
| Singh      | Shamsher  | Teacher Secondary                 | 89,471  | -     |
| Singh      | Melissa   | Teacher Elementary                | 85,673  | -     |
| Singh      | Natalie   | Assistant-Recruitment & Retention | 83,073  | 577   |
| Singh      | Ramendra  | Building Engineer                 | 76,924  | 40    |
| Situ       | Jane      | Teacher Secondary                 | 85,020  | -     |
| Siu        | Marco     | Assistant Building Engineer       | 78,032  | 64    |
| Skarsgard  | Paul      | Teacher Secondary                 | 103,048 | -     |
| Skipper    | Lucy      | Teacher Elementary                | 108,839 | 20    |
| Skipper    | Peter     | Teacher Elementary                | 102,249 | 276   |
| Slaney     | Erin      | Teacher Secondary                 | 111,894 | -     |
| Slapsys    | Algirdas  | Teacher Secondary                 | 102,247 | -     |
| Sleep      | Carrie    | Elementary Principal              | 161,954 | 2,668 |
| Sleep      | Lael      | Teacher Secondary                 | 113,758 | 33    |
| Smathers   | James     | Teacher Elementary                | 99,822  | -     |
| Smedley    | Karla     | Teacher Secondary                 | 116,536 | -     |
| Smith      | Teena     | Elementary Principal              | 161,750 | 5,087 |
| Smith      | Douglas   | Secondary Vice-Principal          | 127,197 | -     |
| Smith      | Tracy     | Teacher Secondary                 | 123,351 | 100   |
| Smith      | Merton    | Teacher Secondary                 | 117,902 | -     |
| Smith      | Kerridwen | Area Counsellor - Elementary      | 113,824 | -     |
| Smith      | Paul      | Teacher Elementary                | 112,021 | -     |
| Smith      | Sean      | Teacher Elementary                | 110,272 | -     |
| Smith      | Mary      | Teacher Elementary                | 108,321 | -     |
| Smith      | Julianne  | Teacher Secondary                 | 107,235 | -     |
| Smith      | Veronica  | Senior Advisor-Labour Relations   | 105,804 | 529   |
| Smith      | Darcy     | Teacher Secondary                 | 102,075 | -     |
| Smith      | Kathleen  | Teacher Elementary                | 97,217  | 175   |
| Smith      | Karen     | Teacher Elementary                | 94,851  | 270   |
| Smith      | James     | Teacher Secondary                 | 94,612  | -     |
| Smith      | Davin     | Teacher Secondary                 | 77,790  | -     |
| Smith      | Kate      | Teacher Elementary                | 76,133  | -     |
| Smitna     | Trevor    | Teacher Elementary                | 112,052 | 140   |
| Smyth      | Alexander | Teacher Secondary                 | 75,898  | -     |
| Smythe     | David     | Greenskeeper                      | 78,006  | -     |
| Snodden    | Hilary    | Teacher Secondary                 | 102,019 | -     |
| So         | Emily     | Teacher Elementary                | 97,325  | -     |
| Sobral     | Manuel    | Teacher Secondary                 | 114,344 | 125   |
| Soderlund  | Carina    | Teacher Secondary                 | 110,431 | -     |
| Sodhi      | Jaswinder | Teacher Secondary                 | 112,085 | -     |
| Sohal      | Gurpaul   | Secondary Principal               | 162,046 | 50    |
| Sokukawa   | Janice    | Teacher Elementary                | 103,030 | -     |
| Soleimani  | Foroozan  | Technical & Resource Support D    | 78,762  | 25    |
| Solmes     | Robert    | Teacher Secondary                 | 107,758 | -     |
| Sommer     | Alyssa    | Teacher Elementary                | 78,510  | -     |
| Sommerfeld | Carl      | Teacher Secondary                 | 97,792  | -     |
| Sones      | Elisabeth | Teacher Elementary                | 111,815 | 1,139 |
| Soo        | Carly     | Teacher Secondary                 | 108,351 | -     |
| Soong      | Bernard   | Secondary Vice-Principal          | 149,769 | 300   |
| Soong      | Derek     | Teacher Elementary                | 97,456  | -     |
| Soper      | Shannon   | Teacher Elementary                | 99,562  | 82    |
| Sorochan   | Shannon   | Secondary Admin On Call           | 87,295  | -     |
| Sose       | Holly     | Teacher Elementary                | 111,894 | -     |
| Souren     | Chrystel  | Teacher Elementary                | 111,815 | -     |
| Soursos    | Evangelia | Teacher Elementary                | 81,756  | -     |
| Sowerby    | Timothy   | Teacher Secondary                 | 96,976  | -     |
| Spence     | Jeffrey   | District Principal                | 174,214 | 10    |
| Spence     | Katherine | Teacher Elementary                | 112,085 | -     |
| Spencer    | Jane      | Teacher Elementary                | 110,431 | -     |
| Spicer     | Sandra    | Teacher Elementary                | 111,894 | 115   |

|                   |            |                              |         |       |
|-------------------|------------|------------------------------|---------|-------|
| Spisak            | Allan      | Teacher Elementary           | 75,256  | -     |
| Spiteri           | Janet      | Teacher Elementary           | 91,425  | -     |
| Spooner           | Owen       | Supervisor-Maintenance       | 117,651 | 2,298 |
| Spotzl            | Lauren     | Teacher Elementary           | 111,214 | -     |
| Spring            | Colleen    | Teacher Secondary            | 110,431 | -     |
| Sproule           | Allan      | Teacher Secondary            | 91,361  | -     |
| Sproule           | Sylvana    | Teacher Elementary           | 80,481  | 190   |
| Spurr             | Kathryn    | Teacher Elementary           | 108,706 | -     |
| Squire            | Jordan     | Teacher Secondary            | 88,492  | -     |
| St. Pierre        | Alison     | Teacher Elementary           | 85,997  | 140   |
| Stadel            | Cari       | Supervisor-Payroll           | 78,441  | -     |
| Stainsby-Anderson | Erin       | Teacher Elementary           | 91,838  | -     |
| Stamp             | Shannon    | Teacher Elementary           | 84,737  | 1,158 |
| Stancombe         | Terin      | Teacher Secondary            | 231,220 | 950   |
| Stanton           | Alexandria | Teacher Elementary           | 88,113  | -     |
| Stanway           | Phoenix    | Heat & Frost Insulator       | 77,122  | -     |
| Stapledon         | Adam       | Teacher Secondary            | 110,431 | -     |
| Stassinopoulos    | Jim        | Teacher Secondary            | 106,648 | -     |
| Steel             | Wendy      | Teacher Elementary           | 97,746  | -     |
| Steele            | Sharlene   | Elementary Principal         | 155,517 | 2,139 |
| Steer             | Shelley    | Teacher Elementary           | 114,319 | 100   |
| Steeves           | Cory       | Teacher Secondary            | 111,391 | -     |
| Stefanek          | Deianeira  | Teacher Secondary            | 80,799  | 100   |
| Stefanucci        | Kristy     | Speech Language Pathologist  | 112,897 | 1,156 |
| Stephen           | Philip     | Teacher Elementary           | 78,315  | -     |
| Stephenson        | Bruce      | Teacher Secondary            | 117,504 | 50    |
| Stepien           | Christina  | Teacher Elementary           | 77,986  | -     |
| Sterling          | Hope       | Elementary Principal         | 163,686 | -     |
| Stevens           | Alexander  | Teacher Secondary            | 115,559 | -     |
| Stevenson         | Jennifer   | Teacher Secondary            | 112,401 | -     |
| Stewardson        | Adrienne   | District Principal           | 165,708 | 5     |
| Stewart           | Angela     | Elementary Principal         | 151,854 | 4,539 |
| Stewart           | Shaun      | Teacher Secondary            | 108,465 | 928   |
| Stewart           | Allison    | Teacher Elementary           | 103,141 | -     |
| Stewart           | Mark       | Teacher Elementary           | 95,712  | 490   |
| Stewart Hunter    | Ann        | District Resource Secondary  | 117,603 | 159   |
| Stipec            | Tara       | Teacher Elementary           | 85,285  | 42    |
| Stoelting         | Damon      | Teacher Secondary            | 111,762 | 1,400 |
| Stokes            | Trevor     | Teacher Secondary            | 104,996 | 38    |
| Stokovac          | Lucio      | Teacher Secondary            | 110,445 | -     |
| Stone             | Jenien     | Teacher Elementary           | 111,612 | 23    |
| Storey            | Brent      | Maintenance Engineer         | 80,579  | -     |
| Stratidakis       | Steven     | Carpenter                    | 92,499  | -     |
| Strazicich        | Allegra    | Teacher Elementary           | 84,807  | -     |
| Stroemich         | Anna       | Speech Language Pathologist  | 87,695  | 1,410 |
| Su                | Zhi        | District Principal           | 180,260 | 1,921 |
| Su                | Queenie    | Teacher Elementary           | 83,395  | -     |
| Sugar             | Hannah     | Teacher Secondary            | 99,347  | -     |
| Sulit             | Daryl      | Teacher Elementary           | 75,015  | -     |
| Sullivan          | Shelley    | Area Counsellor - Elementary | 130,711 | 37    |
| Sullivan          | Erica      | Teacher Elementary           | 112,672 | 1,249 |
| Sullivan          | Erin       | Teacher Elementary           | 88,575  | -     |
| Sullivan          | James      | Painter                      | 85,966  | -     |
| Sullivan-Phillips | Maxine     | Teacher Elementary           | 81,330  | 661   |
| Sulyma            | Larissa    | Teacher Elementary           | 109,504 | 705   |
| Sum               | Raymond    | Teacher Elementary           | 110,353 | 24    |
| Sum               | Andrea     | Teacher Secondary            | 95,918  | 75    |
| Sun               | Yuanfang   | Teacher Secondary            | 92,941  | -     |
| Sundvick          | Joshua     | Teacher Secondary            | 81,618  | -     |
| Sung              | Nathan     | Teacher Secondary            | 113,699 | -     |
| Sunner            | Kuljit     | Elementary Principal         | 151,948 | 1,222 |

|            |              |                                 |         |       |
|------------|--------------|---------------------------------|---------|-------|
| Surilla    | Mary Andrea  | Teacher Elementary              | 88,262  | -     |
| Sveistrup  | Stacey       | Elementary Vice-Principal       | 141,691 | -     |
| Swain      | Andrew       | Teacher Elementary              | 111,602 | 115   |
| Switzer    | Danielle     | Teacher Elementary              | 112,878 | -     |
| Sy         | Melanie      | Teacher Elementary              | 100,379 | 1,210 |
| Symons     | Heather      | Teacher Secondary               | 100,020 | -     |
| Symons     | Andrea       | Teacher Elementary              | 78,687  | -     |
| Szampias   | Julia        | Teacher Elementary              | 94,363  | -     |
| Sze        | Blanche      | Senior Advisor-Labour Relations | 111,102 | 3,972 |
| Szeto      | Jennifer     | Teacher Elementary              | 108,321 | -     |
| Szeto      | May          | Teacher Elementary              | 102,219 | -     |
| Tabak      | Marinko      | Teacher Secondary               | 102,291 | -     |
| Tabert     | Laura        | Teacher Elementary              | 90,223  | -     |
| Taeidi     | Monica       | Teacher Elementary              | 77,533  | 140   |
| Tagseth    | Cassie       | Teacher Elementary              | 94,576  | 50    |
| Taha       | Jihane-Sarah | Teacher Elementary              | 86,993  | -     |
| Tai        | Sui Ki       | Teacher Secondary               | 95,851  | -     |
| Taiji      | Mika         | Teacher Secondary               | 88,230  | -     |
| Tait       | Nancy        | Teacher On Call - Secondary     | 80,831  | -     |
| Tak        | Christine    | District Resource Elementary    | 84,872  | -     |
| Tally      | Frankie      | Steamfitter                     | 140,018 | -     |
| Talmatchi  | Ala          | Teacher Elementary              | 110,353 | -     |
| Tam        | Hoy Yen      | Teacher Elementary              | 117,493 | -     |
| Tam        | Carol        | Teacher Elementary              | 112,377 | -     |
| Tam        | David        | Teacher Secondary               | 111,989 | -     |
| Tam        | Vincent      | Teacher Elementary              | 110,353 | 45    |
| Tam        | Alina        | Teacher Elementary              | 109,327 | 984   |
| Tam        | Jessica      | Teacher Secondary               | 79,305  | -     |
| Tam        | Hilary       | Teacher Secondary               | 78,466  | 180   |
| Tamkee     | Maylin       | Teacher Elementary              | 102,190 | -     |
| Tan        | Michelle     | Teacher Elementary              | 98,102  | 50    |
| Tan        | Marie        | Teacher Elementary              | 95,382  | -     |
| Tanabe     | Ryan         | Teacher Secondary               | 123,319 | -     |
| Tanaka     | Melanie      | District Resource Secondary     | 111,450 | 18    |
| Tang       | Rebecca      | Teacher Secondary               | 127,831 | -     |
| Tang       | Debbie       | Teacher Elementary              | 110,587 | -     |
| Tang       | Vincent      | Teacher Secondary               | 102,075 | -     |
| Tang       | Karen        | Teacher Elementary              | 96,494  | 913   |
| Tang       | Irene        | Area Counsellor - Elementary    | 76,268  | 166   |
| Tanino     | Reiko        | Teacher Secondary               | 122,033 | -     |
| Tanliao    | James        | Psychologist - Secondary        | 123,988 | 2,500 |
| Tapscott   | Alexandra    | Teacher Elementary              | 84,236  | -     |
| Tarbuck    | Erin         | Teacher Secondary               | 102,075 | 150   |
| Tarnowsky  | Sarah        | Teacher Secondary               | 97,362  | -     |
| Tassioulas | Fotiny       | Teacher Secondary               | 107,937 | 350   |
| Tatomir    | Ksena        | Teacher Secondary               | 103,223 | 169   |
| Taverna    | Michael      | Teacher Secondary               | 76,211  | -     |
| Tayler     | Michelle     | Teacher Elementary              | 100,552 | 165   |
| Taylor     | Jesse        | Teacher Secondary               | 116,718 | 25    |
| Taylor     | Louise       | Teacher Elementary              | 112,767 | 50    |
| Taylor     | Jasmin       | Teacher Secondary               | 102,147 | -     |
| Taylor     | Teresa       | Teacher Elementary              | 102,075 | -     |
| Taylor     | Alexandra    | Teacher Secondary               | 96,864  | 764   |
| Taylor     | Lydia        | Teacher Secondary               | 84,232  | 164   |
| Taylor     | Haley        | Area Counsellor - Elementary    | 78,444  | -     |
| Taylor     | Jacqueline   | Teacher Secondary               | 77,178  | 150   |
| Teed       | Jeff         | Teacher Elementary              | 102,075 | -     |
| Tehennepe  | Christina    | Teacher Elementary              | 109,204 | 50    |
| Teir       | Naima        | Teacher On Call - Secondary     | 80,840  | -     |
| Templar    | Louisa       | Teacher Elementary              | 90,059  | -     |
| Tenta      | Jonathan     | Teacher Secondary               | 109,778 | 198   |

|                 |              |                                  |         |       |
|-----------------|--------------|----------------------------------|---------|-------|
| Tereposky       | Darren       | Teacher Elementary               | 114,608 | -     |
| Tesan           | Bianca       | Teacher Elementary               | 79,952  | -     |
| Teschner        | Andrea       | Teacher Elementary               | 99,466  | -     |
| Tetu            | Barbara      | Plumber                          | 92,670  | -     |
| Thale           | Anuradha     | Teacher Secondary                | 113,010 | 300   |
| Theodoropoulos  | Sophia       | Teacher Secondary                | 102,190 | -     |
| Thevarge        | Dustin       | Teacher Secondary                | 85,307  | 139   |
| Thi             | Jennifer     | Teacher Secondary                | 78,135  | -     |
| Thibault        | Ciara        | Teacher Elementary               | 84,867  | 319   |
| Thiessen        | Matthew      | Teacher Secondary                | 102,075 | -     |
| Thomas          | Rosemary     | Elementary Principal             | 161,984 | 4,330 |
| Thomas          | Catherine    | Elementary Principal             | 161,814 | -     |
| Thomas          | Stephen      | Supervisor-Maintenance           | 130,489 | 150   |
| Thomas          | Alison       | Teacher Secondary                | 112,734 | -     |
| Thomas          | Regina       | Teacher Secondary                | 106,789 | 462   |
| Thomas          | Craig        | Teacher Elementary               | 102,277 | 1,475 |
| Thomas          | Haley        | Teacher Secondary                | 98,957  | -     |
| Thomas          | Meagan       | Teacher Secondary                | 94,815  | 1,355 |
| Thomas          | Raphael      | Teacher Elementary               | 91,010  | -     |
| Thomas          | Nathan       | Gardener                         | 82,645  | -     |
| Thompson        | Lindsay      | Elementary Principal             | 163,391 | 2,829 |
| Thompson        | Janet        | Secondary Vice-Principal         | 142,156 | 13    |
| Thomsen         | Lori         | District Principal               | 174,537 | -     |
| Thomson         | David        | Teacher Secondary                | 85,020  | -     |
| Thorkelsson     | Dustin       | Teacher Secondary                | 112,869 | 1,565 |
| Thrift          | Gordon       | Teacher Secondary                | 110,587 | 115   |
| Thurmeier       | Katharine    | Teacher Elementary               | 79,785  | -     |
| Tichelman       | Mary         | Teacher Secondary                | 76,015  | -     |
| Tien            | Chi-Yuen     | Information Technology Support D | 86,809  | -     |
| Tin Tun         | Deborah      | Teacher Elementary               | 82,493  | 1,062 |
| Ting            | Camilla      | Teacher Elementary               | 111,292 | -     |
| Ting            | Pierre       | Teacher Secondary                | 110,353 | -     |
| Tirona          | Maria        | Coordinator-Rentals              | 89,220  | -     |
| To              | Jessy        | Teacher Secondary                | 112,764 | 1,163 |
| To              | Sophia       | Teacher Secondary                | 79,408  | 141   |
| Tobin           | Elaine       | Teacher Elementary               | 110,147 | 50    |
| Todd            | Maxwell      | Teacher Secondary                | 102,597 | 200   |
| Toews           | Bradley      | Elementary Principal             | 155,522 | 13    |
| Tom             | Lisa         | Teacher Elementary               | 111,251 | -     |
| Tom             | Karen        | Teacher Secondary                | 110,353 | -     |
| Tomassetti      | Vincenzo     | Senior Manager-ATBC              | 175,420 | -     |
| Tome            | Ana          | Teacher Elementary               | 102,075 | -     |
| Tomlin-Hood     | Laura        | Teacher Elementary               | 102,150 | -     |
| Tomsics         | Teresa       | Teacher Elementary               | 110,431 | 1,401 |
| Tong            | Jaime        | Teacher Secondary                | 111,815 | -     |
| Tong            | Aileen       | Teacher Elementary               | 102,075 | -     |
| Tooriram-Doucet | Jean-Marc    | Teacher Elementary               | 89,939  | 115   |
| Tooshkenig      | Audrey       | Teacher Elementary               | 102,147 | -     |
| Tosczak         | Ian          | Teacher Elementary               | 112,827 | -     |
| Touzel          | Ericka-Jade  | Coordinator-Human Resources      | 92,021  | 862   |
| Townley         | Nicholas     | Teacher Secondary                | 111,819 | 1,124 |
| Townsend        | Ruth         | Teacher Elementary               | 112,683 | -     |
| Toye            | Lynda        | Technical & Resource Support E   | 93,718  | -     |
| Train           | Clayton      | District Resource Elementary     | 106,011 | 30    |
| Tran            | Thi Thao Chi | Teacher Elementary               | 89,153  | -     |
| Tran            | Tanya        | Teacher Elementary               | 75,578  | -     |
| Treacher        | Patricia     | Teacher Elementary               | 112,352 | 900   |
| Treloar         | Laura        | District Resource Elementary     | 117,581 | -     |
| Trifkovic       | Katarina     | Teacher Elementary               | 85,961  | -     |
| Trovao          | Margaret     | Elementary Principal             | 159,942 | 13    |
| Truchi          | Adrienne     | Teacher Elementary               | 112,614 | -     |



|                     |             |   |         |       |
|---------------------|-------------|---|---------|-------|
| Truong              | Lara        | International Education - Student Support Coordinator | 134,166 | 134   |
| Tryssenaar          | Jason       | Teacher Secondary                                     | 115,121 | 29    |
| Tsai                | Stephanie   | Teacher Secondary                                     | 94,685  | 43    |
| Tsai                | Jodie       | Teacher Elementary                                    | 77,318  | -     |
| Tsang               | Christopher | Teacher Secondary                                     | 111,894 | 276   |
| Tsang               | Dora        | Teacher Elementary                                    | 104,884 | -     |
| Tsang               | Vivian      | Teacher Secondary                                     | 102,668 | -     |
| Tsang               | Clara       | Teacher Elementary                                    | 102,147 | -     |
| Tsang               | Tsz Yu      | Teacher Elementary                                    | 95,884  | 140   |
| Tsang               | Pok Him     | Teacher Secondary                                     | 94,209  | -     |
| Tsarouchas          | Demetrios   | Teacher Elementary                                    | 75,076  | -     |
| Tse                 | Christopher | Teacher Secondary                                     | 114,253 | 50    |
| Tse                 | Jeff        | Teacher Elementary                                    | 94,864  | 276   |
| Tseng               | Yung-Chen   | Teacher Secondary                                     | 121,361 | -     |
| Tso                 | Katherine   | Elementary Vice-Principal                             | 134,348 | -     |
| Tso                 | John        | Teacher Secondary                                     | 115,169 | 47    |
| Tsolinas            | Stefanos    | Steamfitter   | 125,198 | -     |
| Tsolinas            | Irene       | Teacher Elementary                                    | 111,894 | -     |
| Tsonis              | Georgia     | Teacher Secondary                                     | 102,075 | -     |
| Tsoulos             | Garufalia J | Teacher Elementary                                    | 112,427 | -     |
| Tsoulos             | Kostantina  | Teacher Secondary                                     | 111,815 | -     |
| Tsui                | Germaine    | Secondary Vice-Principal                              | 149,769 | -     |
| Tsui                | Stephanie   | Teacher Secondary                                     | 118,103 | 13    |
| Tuan                | Carla       | Teacher Elementary                                    | 103,422 | 913   |
| Tuerlings           | Adam        | Secondary Principal                                   | 160,528 | 4,494 |
| Tuerlings           | Natalie     | Teacher Elementary                                    | 112,767 | 100   |
| Tufts               | Eleanor     | Teacher Elementary                                    | 97,011  | -     |
| Tumak               | Laura       | Teacher Secondary                                     | 95,024  | 28    |
| Tun                 | Kam         | Building Engineer                                     | 85,292  | 120   |
| Turkington          | Heather     | Teacher Elementary                                    | 111,208 | 115   |
| Turner              | Janet       | Senior Manager-CAYA                                   | 152,336 | 3,387 |
| Turner              | Sean        | Teacher Elementary                                    | 117,348 | -     |
| Turner              | Steven      | Teacher Elementary                                    | 110,523 | -     |
| Turner              | Brittany    | Teacher Elementary                                    | 92,248  | -     |
| Turner              | Hayden      | Carpenter   | 88,360  | -     |
| Turner              | Corey       | Teacher Elementary                                    | 84,239  | -     |
| Tuson               | Taylor      | Teacher Secondary                                     | 100,261 | 240   |
| Tutte               | Jacqueline  | Teacher Elementary                                    | 100,865 | -     |
| Tuytel              | Selena      | Teacher Elementary                                    | 82,301  | -     |
| Tweedale            | Timothy     | Teacher Elementary                                    | 84,646  | 30    |
| Twiss               | Ursula      | Teacher Secondary                                     | 87,298  | -     |
| Tycho               | Leanne      | Teacher Secondary                                     | 134,136 | 485   |
| Ubial               | Ana Angela  | Teacher Elementary                                    | 75,198  | -     |
| Ulman               | Grazyna     | Teacher Secondary                                     | 110,523 | -     |
| Umbert Guevara      | Manuel      | Senior Manager-Purchase & Admin                       | 135,116 | 664   |
| Umeki               | Takuya      | Teacher Secondary                                     | 76,164  | 1,763 |
| Underwood           | Shauna      | Secondary Vice-Principal                              | 144,170 | 2,541 |
| Underwood           | Camille     | Teacher Secondary                                     | 85,027  | -     |
| Unger               | Lisa        | Teacher Secondary                                     | 100,191 | 1,000 |
| Ungurean            | Bianca      | Teacher Secondary                                     | 112,052 | -     |
| Unrau               | Doreen      | Teacher Elementary                                    | 110,571 | 218   |
| Unruh               | Alexander   | Teacher Elementary                                    | 80,845  | -     |
| Unsworth            | Gregory     | Teacher Elementary                                    | 111,815 | 115   |
| Urbauer             | Sara        | Area Counsellor - Elementary                          | 100,965 | -     |
| Urquhart            | Nicholas    | Teacher Secondary                                     | 111,894 | -     |
| Usman               | Nafisa      | Teacher Elementary                                    | 81,313  | -     |
| Utle                | Kathleen    | Teacher Elementary                                    | 86,305  | -     |
| Vadacchino          | Emilia      | Teacher Secondary                                     | 88,432  | 81    |
| Valdecantos         | Michelle    | Teacher Elementary                                    | 81,219  | 136   |
| Valizadeh Moghaddam | Tahereh     | Teacher Elementary                                    | 83,037  | -     |
| Vallis              | Blair       | Electrician   | 96,326  | -     |

|                 |            |                                      |         |       |
|-----------------|------------|--------------------------------------|---------|-------|
| Van             | Lan        | Teacher Elementary                   | 91,296  | -     |
| Van             | Anne       | Teacher Elementary                   | 88,743  | -     |
| Van Camp        | Miranda    | Teacher Secondary                    | 102,778 | 150   |
| Van Damme       | James      | Teacher Secondary                    | 127,750 | -     |
| Van Der Woerd   | Wendie     | Teacher Elementary                   | 110,731 | -     |
| Van Iersel      | Nicholas   | Teacher Secondary                    | 114,854 | 75    |
| Van Kreuningen  | Jeffrey    | Teacher Secondary                    | 102,147 | -     |
| Van Luven       | Riley      | Teacher Secondary                    | 90,726  | 276   |
| Van Vliet       | Amy        | Elementary Principal                 | 140,971 | 32    |
| Van Vliet       | Andre      | Teacher Elementary                   | 102,075 | 276   |
| Van Vliet       | Melissa    | Teacher Elementary                   | 85,859  | -     |
| Van Wyck        | Tamara     | Elementary Principal                 | 157,554 | 513   |
| Vance           | Kirsten    | Teacher Secondary                    | 113,136 | -     |
| Vanden Dungen   | Debra      | Teacher Secondary                    | 97,309  | -     |
| Vandenberg      | Maurice    | Carpenter                            | 95,943  | -     |
| VanderKlippe    | Maureen    | Teacher Secondary                    | 77,999  | -     |
| Vanier          | Katelyn    | Teacher Elementary                   | 83,233  | -     |
| Vanstone        | Rachel     | Teacher Secondary                    | 81,239  | -     |
| Varlamova       | Olga       | Teacher Secondary                    | 102,147 | -     |
| Vassilakis      | Maria      | Teacher Elementary                   | 112,472 | 64    |
| Vastardis       | Michael    | Teacher Secondary                    | 115,991 | 183   |
| Vatta           | Matthew    | Teacher Secondary                    | 110,994 | 963   |
| Vaz             | Andre      | Teacher Secondary                    | 102,147 | -     |
| Veenstra        | Line       | Teacher Secondary                    | 77,096  | 637   |
| Vellescig       | Daniel     | Teacher Secondary                    | 106,789 | -     |
| Veness Kehler   | Tina       | Teacher Secondary                    | 110,509 | -     |
| Vermaas         | Natalie    | Teacher Elementary                   | 96,162  | 122   |
| Veverka         | Bradley    | Teacher Secondary                    | 102,219 | -     |
| Vey-Chilton     | C. Annette | Interim District Principal           | 105,169 | 42    |
| Vickers         | Starr      | Teacher                              | 113,237 | 81    |
| Vieira          | Sharon     | Elementary Principal                 | 155,472 | -     |
| Vincent         | Lois       | Teacher Elementary                   | 97,030  | -     |
| Violi           | Paula      | Teacher Secondary                    | 109,281 | 272   |
| Visser          | Linda      | Teacher Elementary                   | 100,135 | 1,021 |
| Vitkovic        | Vanja      | Teacher Elementary                   | 91,412  | -     |
| Vogel           | Matthew    | Learning Services Manager-ATBC       | 143,738 | -     |
| Von Keyserlingk | Gesa       | Teacher Secondary                    | 116,454 | -     |
| Vosburg         | Carole     | Teacher Elementary                   | 78,027  | -     |
| Vose            | Susanna    | Teacher Elementary                   | 109,874 | 90    |
| Vranakis        | Catherine  | Teacher Secondary                    | 102,147 | -     |
| Vulgaris        | Mike       | Elementary Principal                 | 153,444 | 487   |
| Vuong           | Chanh      | Teacher Secondary                    | 107,556 | 100   |
| Vuu             | Sandra     | Teacher Secondary                    | 114,991 | 125   |
| Wagner          | E. Susan   | Teacher Elementary                   | 110,477 | -     |
| Wagner          | Jennifer   | Teacher Secondary                    | 87,565  | 60    |
| Wagner          | Mikayla    | Teacher Elementary                   | 80,712  | -     |
| Wai             | Natalie    | Teacher Secondary                    | 124,634 | 896   |
| Waight          | Noriko     | Teacher Secondary                    | 123,192 | -     |
| Waisberg        | David      | Teacher Secondary                    | 112,386 | 75    |
| Walker          | Christina  | Teacher Secondary                    | 112,113 | 1,025 |
| Walker          | Ellen      | Teacher Secondary                    | 105,006 | -     |
| Walker          | Cameron    | Teacher Elementary                   | 95,618  | 276   |
| Walks           | Kathryn    | Teacher Secondary                    | 113,136 | -     |
| Wall            | Jacqueline | Teacher Secondary                    | 93,177  | 183   |
| Wallace         | Jody       | Teacher Elementary                   | 111,894 | -     |
| Wallace         | Rochelle   | Teacher Elementary                   | 111,815 | 257   |
| Waller          | Wendy      | Teacher Secondary                    | 115,224 | 575   |
| Walls           | Catherine  | Teacher On Call Limited - Elementary | 89,291  | -     |
| Walsh           | Christine  | Teacher Elementary                   | 110,353 | -     |
| Waltham         | Susanna    | Teacher Elementary                   | 110,431 | 156   |
| Wan             | Lena       | Teacher Elementary                   | 116,012 | -     |

|             |             |   |         |       |
|-------------|-------------|---|---------|-------|
| Wan         | Shiu San    | Teacher Secondary                                     | 112,135 | 262   |
| Wan         | J-P Bernard | Teacher Elementary                                    | 85,375  | -     |
| Wang        | Terence     | Teacher Secondary                                     | 123,192 | -     |
| Wang        | Sarah       | Teacher Secondary                                     | 112,285 | 904   |
| Wang        | Yanbin      | Teacher Secondary                                     | 111,973 | 75    |
| Wang        | Peter       | Building Engineer                                     | 87,366  | -     |
| Wang        | Xin Wu      | Building Engineer                                     | 76,663  | -     |
| Wansink     | Anita       | Teacher Elementary                                    | 102,147 | -     |
| Waraich     | Harnek      | Teacher Secondary                                     | 113,063 | -     |
| Ward        | Angela      | Teacher Elementary                                    | 102,154 | 429   |
| Ward        | Anna        | Teacher Elementary                                    | 94,584  | 175   |
| Wardrop     | Alison      | Teacher Elementary                                    | 97,168  | -     |
| Warkentin   | Mark        | Teacher Elementary                                    | 110,431 | -     |
| Warkentin   | Nicole      | Teacher Elementary                                    | 79,647  | -     |
| Warner      | Sarah       | Teacher Elementary                                    | 111,894 | 235   |
| Warrington  | Michael     | Teacher Secondary                                     | 98,969  | -     |
| Wasserman   | Stephanie   | Teacher Elementary                                    | 94,609  | 50    |
| Wasylynchuk | Alanna      | Teacher Secondary                                     | 105,158 | 1,751 |
| Watanabe    | Elizabeth   | Teacher Secondary                                     | 131,102 | 339   |
| Watanabe    | Robert      | Information Technology Supervisor - M365 & Compliance | 113,274 | 1,574 |
| Watchorn    | Thomas      | Teacher Secondary                                     | 124,065 | -     |
| Waterman    | Michael     | Teacher Secondary                                     | 117,744 | -     |
| Watkins     | Denise      | Teacher Elementary                                    | 109,866 | -     |
| Watkins     | Lori        | Teacher Elementary                                    | 90,994  | -     |
| Watkins     | Dorothy     | Elementary Admin On Call                              | 82,744  | -     |
| Watson      | Jenni       | Teacher Elementary                                    | 112,262 | -     |
| Watson      | Christine   | Teacher Elementary                                    | 109,856 | -     |
| Watson      | Sonja       | Teacher Elementary                                    | 102,190 | -     |
| Watson      | Kristy      | Teacher Secondary                                     | 98,438  | -     |
| Watson      | Dawn        | Teacher Elementary                                    | 93,968  | 250   |
| Watson      | Stephanie   | Teacher Secondary                                     | 85,361  | 32    |
| Watt        | Peter       | Teacher Elementary                                    | 87,701  | 140   |
| Watters     | Marc        | Carpenter   | 83,892  | -     |
| Waugh       | Michael     | Teacher Elementary                                    | 113,690 | 90    |
| Webb        | Nolan       | Teacher Elementary                                    | 102,704 | -     |
| Webber      | Jason       | Elementary Principal                                  | 154,850 | 96    |
| Wee         | Christopher | Elementary Principal                                  | 151,313 | 4     |
| Wee         | Janette     | Teacher Elementary                                    | 108,325 | -     |
| Wehner      | Rebecca     | Teacher Secondary                                     | 94,549  | -     |
| Weiler      | Elizabeth   | Teacher Secondary                                     | 81,467  | -     |
| Weiss       | Michael     | Teacher Elementary                                    | 99,015  | -     |
| Weissig     | Isaac       | Heat & Frost Insulator                                | 82,616  | -     |
| Wen         | Winnie      | Teacher Elementary                                    | 88,642  | -     |
| Wen         | Zhendong    | Maintenance Engineer                                  | 78,487  | -     |
| Werbowski   | Shelley     | Teacher Elementary                                    | 110,509 | -     |
| Weresch     | Jonathan    | Elementary Principal                                  | 162,029 | -     |
| Werfl       | Melissa     | Coordinator-Community School                          | 111,316 | 189   |
| Werner      | Sonia       | Teacher Secondary                                     | 102,075 | -     |
| West        | Erika       | Teacher Elementary                                    | 110,431 | -     |
| West        | Tara        | Teacher Elementary                                    | 90,231  | -     |
| Westereng   | Jeremy      | Teacher Secondary                                     | 110,509 | -     |
| Whaley      | Kimberley   | Teacher Elementary                                    | 95,052  | -     |
| Wharram     | Robyn       | Teacher Elementary                                    | 86,861  | 16    |
| Wharton     | Hannah      | Teacher Elementary                                    | 98,172  | -     |
| Wheeler     | Kathryne    | Teacher Secondary                                     | 112,587 | 965   |
| Wheeler     | Daniel      | Teacher Secondary                                     | 110,353 | 26    |
| Whelan      | Eilis       | Teacher Elementary                                    | 93,109  | 218   |
| Whitcroft   | Natalie     | Teacher Elementary                                    | 112,052 | -     |
| White       | Jillian     | Teacher Secondary                                     | 107,470 | 268   |
| White       | Kathleen    | Teacher Secondary                                     | 88,946  | -     |
| Whitehead   | Leah-Mae    | Teacher Elementary                                    | 98,958  | 50    |

|                  |           |  |         |       |
|------------------|-----------|--|---------|-------|
| Whiteside        | Steven    | Teacher Secondary                            | 102,276 | -     |
| Whitham          | Jo Ann    | Teacher Elementary                           | 89,160  | -     |
| Wiebe            | Christina | Teacher Elementary                           | 80,310  | -     |
| Wielinga         | Aleah     | Teacher Elementary                           | 77,501  | 102   |
| Wiens            | Christy   | Teacher Elementary                           | 111,386 | 240   |
| Wiens            | Michelle  | District Resource Elementary                 | 108,582 | 1,000 |
| Wiesinger        | Marielle  | Teacher Elementary                           | 117,128 | -     |
| Wightman         | Adam      | Teacher Secondary                            | 110,994 | -     |
| Wigley           | Caroline  | Teacher Secondary                            | 97,313  | -     |
| Wigod            | Stephanie | Teacher Elementary                           | 102,739 | 522   |
| Wilband          | Patrick   | Teacher Secondary                            | 102,075 | -     |
| Wilcott          | Victoria  | Teacher Secondary                            | 112,006 | -     |
| Wilkes           | Jessica   | Teacher Elementary                           | 102,873 | -     |
| Wilkie           | Jonathan  | Teacher Secondary                            | 106,714 | -     |
| Wilkins          | Joseph    | Journeyperson with Premium                   | 103,654 | -     |
| Wilkinson        | Baylee    | Area Counsellor - Elementary                 | 109,007 | 170   |
| Williams         | Hollie    | District Principal                           | 167,953 | 705   |
| Williams         | Jeremy    | Sheet Metal Worker                           | 122,237 | -     |
| Williams         | Aimee     | Teacher Elementary                           | 110,603 | -     |
| Williams         | Warren    | School & Student Support B                   | 101,981 | -     |
| Williams         | Jennifer  | Teacher Elementary                           | 97,085  | -     |
| Williams         | Robert    | Painter                                      | 90,274  | -     |
| Williams         | Ashley    | Teacher Secondary                            | 90,404  | -     |
| Williams         | Nicole    | Teacher Elementary                           | 80,394  | -     |
| Williamson       | Amanda    | Teacher Elementary                           | 82,670  | -     |
| Williston        | Christina | Teacher Elementary                           | 102,076 | 115   |
| Willms           | Beverly   | Teacher Elementary                           | 108,138 | -     |
| Wilmann          | Damian    | Secondary Principal                          | 170,629 | -     |
| Wilson           | Erika     | Teacher Elementary                           | 111,815 | 50    |
| Wilson           | Brenda    | Teacher Secondary                            | 110,431 | 147   |
| Wilson           | Alexa     | Teacher Secondary                            | 92,378  | -     |
| Wilson           | Nicholas  | Teacher Secondary                            | 88,113  | -     |
| Wilson           | Joan      | Teacher Secondary                            | 87,576  | -     |
| Wilson           | Sandra    | Teacher Elementary                           | 83,454  | -     |
| Wilson           | Talia     | Teacher Elementary                           | 78,391  | -     |
| Wilson-Haffenden | Gillian   | Teacher Elementary                           | 102,075 | -     |
| Wilting          | Kristina  | Teacher On Call Limited - Elementary         | 77,639  | -     |
| Wilton           | Adam      | Senior Manager-PRCVI                         | 165,468 | 7,690 |
| Wilton           | Michael   | Teacher Elementary                           | 101,616 | 115   |
| Winston          | Elizabeth | Teacher Elementary                           | 103,892 | -     |
| Wint             | Danielle  | Area Counsellor - Elementary                 | 99,111  | 132   |
| Wise             | Kavita    | Teacher Elementary                           | 89,799  | -     |
| Wiskar           | Michael   | Teacher Secondary                            | 116,391 | 75    |
| With             | Cathleen  | Adult Education Instructor Structured Course | 132,780 | 125   |
| Witoski          | Meredith  | Teacher Elementary                           | 85,296  | -     |
| Witt             | Alexis    | Teacher Elementary                           | 78,983  | 566   |
| Wittrin          | Caroline  | Teacher Secondary                            | 110,704 | -     |
| Woelders         | Victoria  | Teacher Secondary                            | 113,303 | 6,206 |
| Wolber           | Elizabeth | Teacher Elementary                           | 100,587 | 350   |
| Wolfe            | Michael   | Teacher Secondary                            | 118,165 | 75    |
| Wolfe            | Robert    | Teacher Secondary                            | 78,312  | -     |
| Wolkenbrod       | Michelle  | Teacher Elementary                           | 112,316 | -     |
| Wolska           | Edyta     | Teacher Secondary                            | 111,973 | 60    |
| Wong             | Daniel    | Teacher Elementary                           | 122,137 | 50    |
| Wong             | Donna     | Executive Coord-Superintendent               | 120,972 | 1,837 |
| Wong             | Marco     | Electrician                                  | 117,380 | 13    |
| Wong             | Wing Chee | Teacher Secondary                            | 116,454 | -     |
| Wong             | Darryl    | Teacher On Call Limited - Secondary          | 114,973 | 994   |
| Wong             | Wendy     | Teacher Elementary                           | 112,981 | 50    |
| Wong             | Nellie    | Teacher Elementary                           | 112,736 | -     |
| Wong             | Katrina   | Teacher Elementary                           | 111,894 | -     |

|           |              |                                      |         |        |
|-----------|--------------|--------------------------------------|---------|--------|
| Wong      | Anthony      | Teacher Elementary                   | 111,815 | 115    |
| Wong      | Jennifer     | Teacher Secondary                    | 111,815 | 81     |
| Wong      | Hubert       | Teacher Secondary                    | 111,973 | 25     |
| Wong      | Christina    | Teacher Elementary                   | 110,539 | -      |
| Wong      | Nyuk         | Teacher Elementary                   | 110,353 | 102    |
| Wong      | Sally        | Teacher Secondary                    | 110,353 | 888    |
| Wong      | Wendy        | Teacher Elementary                   | 110,509 | -      |
| Wong      | Brian        | Teacher Elementary                   | 110,509 | -      |
| Wong      | Garth        | Teacher Secondary                    | 110,541 | -      |
| Wong      | Naleen       | Teacher Elementary                   | 110,148 | 553    |
| Wong      | Sharon       | Teacher Elementary                   | 109,141 | -      |
| Wong      | Michelle     | Supervisor-Benefits                  | 109,601 | 457    |
| Wong      | Angela       | Teacher Elementary                   | 106,980 | -      |
| Wong      | Samantha     | Teacher Elementary                   | 105,791 | -      |
| Wong      | Benson       | District Resource Elementary         | 105,370 | 130    |
| Wong      | Gail         | Teacher Secondary                    | 105,005 | -      |
| Wong      | Beth         | Teacher Elementary                   | 102,262 | -      |
| Wong      | Elisa        | Teacher Secondary                    | 102,147 | -      |
| Wong      | Johnson      | Teacher Elementary                   | 102,133 | -      |
| Wong      | Wayne        | Teacher Secondary                    | 102,075 | -      |
| Wong      | Leonard      | Teacher Secondary                    | 102,071 | -      |
| Wong      | Sabrina      | Teacher Elementary                   | 102,075 | -      |
| Wong      | Victoria     | Teacher Elementary                   | 102,075 | -      |
| Wong      | Ailin        | Teacher Secondary                    | 102,075 | -      |
| Wong      | Rachel       | Teacher Elementary                   | 99,108  | -      |
| Wong      | Vive         | Coordinator-Community School         | 100,016 | 260    |
| Wong      | Celeste      | Teacher Elementary                   | 96,631  | -      |
| Wong      | Cecilia      | Technical & Resource Support E       | 96,103  | 1,497  |
| Wong      | Gina         | District Resource Elementary         | 93,470  | 54     |
| Wong      | Taneia       | Teacher Secondary                    | 92,140  | -      |
| Wong      | Marlene      | Executive Assistant-LIT              | 93,152  | 1,108  |
| Wong      | Andrea       | Teacher Elementary                   | 91,296  | -      |
| Wong      | Lik Ka Kelly | Information Technology Support D     | 91,204  | 171    |
| Wong      | Kimberley    | Teacher Elementary                   | 89,629  | 1,067  |
| Wong      | Nicole       | Teacher Elementary                   | 89,270  | -      |
| Wong      | Delta        | Technical & Resource Support E       | 88,789  | -      |
| Wong      | Monique      | Teacher On Call Limited - Elementary | 84,682  | -      |
| Wong      | Adeline      | Teacher Secondary                    | 83,292  | 175    |
| Wong      | Shirley      | Teacher Elementary                   | 82,936  | -      |
| Wong      | Madalene     | Teacher Elementary                   | 81,618  | -      |
| Wong      | Tasia        | Teacher Elementary                   | 81,135  | -      |
| Wong      | Emily        | Teacher Elementary                   | 80,265  | 1,060  |
| Wong      | Eva          | Coordinator-Health & Safety          | 79,530  | 529    |
| Wong      | Kristine     | Teacher Elementary                   | 77,887  | -      |
| Wong      | Linda        | Teacher Elementary                   | 77,447  | -      |
| Wong      | Christopher  | Director of Instruction              | 224,245 | 10,338 |
| Wong-Moon | Leah         | Teacher Secondary                    | 115,455 | -      |
| Woo       | Peter        | Elementary Principal                 | 161,814 | -      |
| Woo       | Diane        | Manager-HR Service Delivery          | 161,314 | 3,008  |
| Woo       | Calvin       | Teacher Secondary                    | 110,619 | 140    |
| Woo       | Matthew      | Teacher Secondary                    | 94,080  | 406    |
| Wood      | Michelle     | Secondary Principal                  | 162,046 | -      |
| Wood      | Andrea       | Teacher Secondary                    | 93,784  | -      |
| Wood      | Rosalie      | Teacher Secondary                    | 90,805  | 75     |
| Wood      | Joanna       | Teacher Elementary                   | 84,755  | -      |
| Woodberg  | Stephanie    | Teacher On Call - Elementary         | 89,551  | 215    |
| Woods     | Patricia     | Manager-Food Services                | 118,497 | 845    |
| Woods     | James        | Teacher Secondary                    | 106,869 | -      |
| Woodworth | Scott        | Teacher Elementary                   | 104,694 | -      |
| Woo-Lei   | Frances      | Teacher Elementary                   | 116,012 | 50     |
| Worth     | Reece        | Teacher Secondary                    | 102,147 | 200    |

|             |           |                                  |         |       |
|-------------|-----------|----------------------------------|---------|-------|
| Worthington | Susan     | Elementary Vice-Principal        | 136,828 | -     |
| Woudzia     | John      | Psychologist - Secondary         | 115,075 | 1,957 |
| Wright      | Trevor    | Teacher Elementary               | 110,353 | -     |
| Wrinch      | Trevor    | Elementary Principal             | 161,750 | 1,255 |
| Wu          | Chien-Ren | Manager-SWIS Workers             | 138,297 | -     |
| Wu          | Chong Hao | Elementary Vice-Principal        | 135,180 | -     |
| Wu          | Michael   | Area Counsellor - Elementary     | 115,151 | 100   |
| Wu          | Paul      | Teacher Secondary                | 111,894 | -     |
| Wu          | Kuan-I    | Consultant-ATBC                  | 102,108 | -     |
| Wu          | You       | Teacher Secondary                | 98,503  | -     |
| Wu          | Hui Ying  | Teacher Secondary                | 94,597  | -     |
| Wu          | Lina      | Teacher Elementary               | 92,555  | -     |
| Wyatt       | Sharon    | Teacher Elementary               | 112,024 | 110   |
| Wyss        | Jennifer  | Teacher Elementary               | 104,812 | 915   |
| Xie         | Andrew    | Electrician                      | 97,439  | 13    |
| Yaghmour    | Sana      | Teacher Secondary                | 113,447 | 100   |
| Yamakami    | Brenda    | Teacher Elementary               | 101,486 | -     |
| Yan         | Yongzhe   | Teacher Secondary                | 79,620  | 356   |
| Yang        | Mathilde  | Teacher Secondary                | 102,204 | -     |
| Yang        | Aaron     | Teacher Secondary                | 96,917  | -     |
| Yang        | Ken       | Information Technology Support D | 98,190  | 99    |
| Yang        | Erika     | Teacher Elementary               | 92,539  | -     |
| Yang        | Grace     | Teacher Elementary               | 92,565  | -     |
| Yang        | Samantha  | Teacher Secondary                | 78,321  | 25    |
| Yannakoulis | George    | Teacher Secondary                | 111,989 | -     |
| Yao         | Jiasi     | Teacher Elementary               | 105,600 | -     |
| Yau         | Yeuk Tung | Psychologist - Secondary         | 115,491 | 1,765 |
| Yee         | Jason     | Teacher Secondary                | 116,536 | 1,188 |
| Yee         | Marilyn   | Area Counsellor - Elementary     | 115,004 | 30    |
| Yee         | Wanda     | Teacher Secondary                | 113,324 | -     |
| Yee         | Bryan     | Teacher Secondary                | 113,296 | -     |
| Yeh         | Helen     | Teacher Elementary               | 110,555 | -     |
| Yeh         | Billy     | Teacher Elementary               | 102,291 | 115   |
| Yeh         | Raymond   | Teacher Secondary                | 82,382  | -     |
| Yeo         | Julia     | Teacher Elementary               | 79,937  | 132   |
| Yeoman      | Lisa      | Teacher Secondary                | 98,805  | 345   |
| Yeomans     | Lois      | Teacher Elementary               | 84,066  | 151   |
| Yetman      | John      | Teacher Secondary                | 109,007 | -     |
| Yim         | Andrea    | Teacher Elementary               | 110,587 | 100   |
| Yip         | Stacey    | Teacher Secondary                | 114,991 | 749   |
| Yip         | Tiffany   | Teacher Secondary                | 111,251 | 1,120 |
| Yip         | Priscilla | Teacher Elementary               | 101,200 | -     |
| Yiu         | Lai Lai   | Teacher Secondary                | 115,935 | 591   |
| Yiu         | Amy       | Teacher Secondary                | 93,076  | -     |
| Yong        | Gloria    | Teacher Elementary               | 102,147 | -     |
| York        | Lori      | Teacher Secondary                | 99,747  | 1,570 |
| York        | Maria     | Teacher Elementary               | 83,892  | -     |
| Yoshida     | Esther    | Teacher Elementary               | 102,945 | -     |
| You         | Yi Jia    | Teacher Secondary                | 88,134  | -     |
| Young       | Monika    | Teacher Elementary               | 117,712 | 105   |
| Young       | Karen     | Teacher Elementary               | 107,360 | -     |
| Young       | Jennifer  | Teacher Elementary               | 102,291 | 115   |
| Young       | Serina    | Teacher Secondary                | 96,421  | -     |
| Yu          | Brian     | Teacher Secondary                | 116,619 | 40    |
| Yu          | Jeanne    | Teacher Secondary                | 112,386 | 166   |
| Yu          | Wendy     | Teacher Elementary               | 110,587 | 4,093 |
| Yu          | Angelina  | Teacher Elementary               | 106,266 | -     |
| Yu          | Catherine | Teacher Secondary                | 87,799  | -     |
| Yu          | Maggie    | Teacher Elementary               | 87,408  | -     |
| Yuen        | Sze Man   | Teacher Secondary                | 123,093 | 1,535 |
| Yuen        | Pamela    | Elementary Vice-Principal        | 120,208 | -     |

|   |             |                                |                       |                      |
|---|-------------|--------------------------------|-----------------------|----------------------|
| Yuen  | Carl        | Teacher Elementary             | 95,101                | 140                  |
| Yuen  | Ernest      | Teacher Secondary              | 92,496                | -                    |
| Yuen  | Matthew     | Teacher Secondary              | 88,868                | 25                   |
| Yuill   | Craig       | Teacher Secondary              | 122,941               | -                    |
| Yung  | Mary        | Advisor-Staffing               | 111,638               | 529                  |
| Yurashak  | Laurissa    | Medical Adjudicator            | 100,592               | -                    |
| Zajac   | Laura       | Teacher Elementary             | 98,767                | 1,257                |
| Zaleski   | John        | Teacher Elementary             | 109,778               | -                    |
| Zallen  | Jessica     | Teacher Secondary              | 84,460                | -                    |
| Zaman   | Mimuza      | Teacher Secondary              | 88,579                | -                    |
| Zambito Orazio  | Giuseppina  | Teacher Elementary             | 110,589               | -                    |
| Zambrano  | Tanya       | Teacher Secondary              | 104,058               | -                    |
| Zaremba   | Paul        | Teacher Secondary              | 122,049               | 155                  |
| Zaremba   | Lauren      | Teacher Elementary             | 94,992                | 500                  |
| Zeoli   | Nathalie    | Teacher Elementary             | 78,468                | -                    |
| Zerbinos  | Panagiotis  | Teacher Secondary              | 110,431               | -                    |
| Zhang   | Hu          | Teacher Secondary              | 111,973               | -                    |
| Zhang   | Minhua      | Teacher Secondary              | 111,815               | 75                   |
| Zhang   | Shuo        | HR Systems Specialist          | 113,819               | -                    |
| Zhang   | Tian Qi     | Teacher Elementary             | 102,876               | 150                  |
| Zhang   | Ellis       | Teacher Elementary             | 83,186                | -                    |
| Zhang   | Wanjuan     | Technical & Resource Support D | 80,247                | -                    |
| Zhen  | Suzanne     | Teacher Secondary              | 78,465                | -                    |
| Zheng   | Marcus      | Teacher Elementary             | 94,146                | -                    |
| Zheng   | Mary        | Teacher Elementary             | 93,791                | 60                   |
| Zhong   | Titi Minhua | Coordinator-Leaves             | 98,138                | 529                  |
| Zhu   | Jing Yi     | Teacher Secondary              | 100,869               | 1,000                |
| Zimmermann  | Douglas     | Electrician                    | 106,673               | -                    |
| Zisman  | Kate        | Teacher Elementary             | 104,199               | 115                  |
| Zukowski  | Shirley     | Teacher Elementary             | 102,147               | -                    |
| Zwaagstra   | Wendy       | Teacher Elementary             | 110,431               | 490                  |
| Total for employees with remuneration exceeding \$75,000, excluding Elected Officials |             |                                | \$ 353,889,803        | \$ 1,208,681         |
| Total for employees with remuneration less than \$75,000                              |             |                                | \$ 181,896,261        | \$ 219,532           |
| Total remuneration and expenses paid, excluding Elected Officials                     |             |                                | \$ 535,786,064        | \$ 1,428,213         |
| Total remuneration and expenses paid to Elected Officials                             |             |                                | \$ 333,819            | \$ 17,169            |
| <b>Consolidated total of remuneration paid</b>  |             |                                | <b>\$ 536,119,883</b> | <b>\$ 1,445,382</b>  |
| <b>Total employer premiums for Canada Pension Plan and Employment Insurance</b>       |             |                                |                       | <b>\$ 31,799,876</b> |

\* Expenses include travel expenses for International Student Recruitment

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

**The Board of Education of School District No. 39 (Vancouver)**  
**Fiscal Year Ended June 30, 2025**

**SCHEDULE OF PAYMENTS MADE FOR THE PROVISION OF GOODS OR SERVICES**

List of suppliers with payments exceeding \$25,000

| Supplier Name   | Aggregate amount paid to<br>supplier |
|---|--------------------------------------|
| 4th Utility Inc.  | \$ 41,176                            |
| A W Fireguard Supplies (1991) Ltd                           | 109,405                              |
| A.S.T.C. Science World Society                              | 59,487                               |
| ABC Property Maintenance Ltd.                               | 33,233                               |
| Accent Inns Inc.  | 25,657                               |
| Acklands-Grainger Inc                                       | 42,857                               |
| Action Athleticwear & Promotions                            | 28,355                               |
| Action Holdings Ltd T/A Custom Blacktop                     | 455,865                              |
| Advance Sales Centre  | 30,518                               |
| Advanced Systems Roofing & Waterproofing                    | 280,236                              |
| Affordable Security Systems                                 | 34,046                               |
| Ainsworth Inc.  | 71,451                               |
| Air Canada  | 31,017                               |
| Airplus Industrial Corp.                                    | 75,182                               |
| AIRS Program Society  | 146,612                              |
| Allegion Canada Access Inc.                                 | 102,727                              |
| Alliance Medical Monitoring                                 | 29,061                               |
| Alma Mater Society of UBC                                   | 42,542                               |
| Amazon  | 1,083,580                            |
| Ameresco Asset Sustainability Group                         | 60,323                               |
| Andornot Consulting Inc.                                    | 61,647                               |
| Andrew Sheret Limited                                       | 338,454                              |
| Angus Corporate Centre Ltd                                  | 937,328                              |
| Angus Corporate Centre Ltd c/o Transpacific Realty Advisors | 187,459                              |
| Annex Agency LLC  | 28,500                               |
| Aon Reed Stenhouse Inc.                                     | 82,040                               |
| Apple Canada Inc  | 3,289,504                            |
| Apply to Education  | 34,979                               |
| Applyboard Inc  | 36,120                               |
| ARI Financial Services                                      | 79,605                               |
| Artona Group Inc.   | 72,748                               |
| Arts Umbrella   | 114,989                              |
| Association of Neighbourhood Houses BC                      | 37,104                               |



|  |            |
|--|------------|
| AVI-SPL Canada Ltd.                                | 44,737     |
| B.A. Robinson Co. Ltd.                             | 142,630    |
| Backpack Buddies                                   | 30,091     |
| BC Centre for Ability                              | 299,371    |
| BC Hardwood Floors Co                              | 155,526    |
| BC Housing   | 64,010     |
| BC Hydro   | 3,058,340  |
| BC Institute of Technology                         | 113,477    |
| BC Principals & Vice Principals Association        | 282,100    |
| BC School Sports                                   | 87,685     |
| BC School Trustees Association                     | 153,950    |
| BC Teachers' Federation                            | 12,086,752 |
| BCRCC Benefit Plan Industry Fund                   | 177,828    |
| Belfor Restoration Services                        | 420,315    |
| Belmar Consulting Group                            | 306,458    |
| Best Buy Canada Ltd.                               | 517,675    |
| Bird Construction Company                          | 10,764,938 |
| Bothwell - Accurate Company (BC) Ltd.              | 518,639    |
| Boys & Girls Clubs                                 | 42,645     |
| Bridges Canada                                     | 719,799    |
| Bright Can-Achieve Limited                         | 207,159    |
| Brightly Software, Inc                             | 31,794     |
| Buckwold Western Ltd                               | 44,415     |
| Bunzl Canada Inc dba Bunzl Safety                  | 1,434,544  |
| C.E.S. Engineering Ltd.                            | 42,242     |
| Calhoun's Catering                                 | 30,194     |
| Cambie Roofing Contractors Ltd.                    | 143,159    |
| Camp Fircom Society of the United Church of Canada | 52,859     |
| Camp Jubilee Retreat & Conference Centre           | 185,748    |
| Camp Squeah  | 66,787     |
| Camp Summit  | 198,193    |
| Canada Co., Ltd                                    | 37,370     |
| Canada Post Corporation                            | 52,111     |
| Canadian Assistive Technology Ltd.                 | 356,545    |
| Canadian National Institute for the Blind          | 102,097    |
| Canadian Union of Public Employees, Local 15       | 1,703,069  |
| Canadian Union of Public Employees, Local 407      | 137,267    |
| Canon Canada Inc.                                  | 233,297    |
| Canstar Restorations LP                            | 2,537,014  |
| Canuel Caterers                                    | 164,486    |
| CBC Radio Canada                                   | 39,200     |
| Cecitech Inc.                                      | 213,390    |
| Centaur Products Inc                               | 41,239     |
| Chan Centre for the Performing Arts                | 88,501     |

|  |            |
|--|------------|
| Chandos Construction Ltd.                | 713,646    |
| Chaos Technical Services                 | 31,076     |
| Chen, Yanrong                            | 153,000    |
| Chubb Fire & Security                    | 89,952     |
| CIBC Mellon                              | 249,164    |
| Cineplex Entertainment LP                | 28,225     |
| City of Vancouver                        | 33,434,042 |
| Clean Harbors Canada, Inc.               | 119,106    |
| Cloverdale Paint Inc                     | 143,931    |
| Coastal Ford Sales Ltd.                  | 69,563     |
| Coastal Reign Printing Ltd.              | 49,371     |
| College Board                            | 112,042    |
| Collingwood Neighbourhood House          | 25,273     |
| Commander Warehouse Equipment Ltd        | 66,555     |
| Compass Group Canada Ltd.                | 220,607    |
| Concept Interactive Inc.                 | 149,507    |
| Co-operators Life                        | 112,327    |
| Cora Bike Rack (1995) Ltd.               | 47,662     |
| Costco Wholesale                         | 166,008    |
| Covenant House Vancouver                 | 27,918     |
| CP Packaging Corp                        | 31,308     |
| Craftsman Collision                      | 33,656     |
| Craig A & Son Ltd                        | 580,125    |
| Creative Energy Vancouver Platform Inc.  | 30,446     |
| Creative Insignia Ltd.                   | 114,113    |
| Crescent Beach Publishing                | 237,442    |
| CRS Commercial Carpet Maintenance        | 147,663    |
| CS Mounting Systems 2005 Co.             | 189,098    |
| D.G. MacLachlan Ltd.                     | 29,096     |
| Dafco Filtration Group                   | 89,113     |
| Dance, Jess                              | 67,322     |
| Davey Tree Expert Co. of Canada, Limited | 397,939    |
| David Grendovich Microscope Servicing    | 28,423     |
| De Lage Landen Financial Services Canada | 1,460,127  |
| Dell Canada Inc.                         | 1,640,082  |
| Dell Financial Services Canada Ltd.      | 601,381    |
| Deloitte Management Services LP          | 445,751    |
| Delta Continuing Education               | 34,030     |
| Desjardins Securite Financiere, CIE      | 809,724    |
| Domino's Pizza                           | 64,716     |
| Doublethink Inc.                         | 229,210    |
| Dunlevy Food Equipment Ltd.              | 233,643    |
| Dynamic Classroom Inc.                   | 25,232     |
| EarthBites Society                       | 66,963     |

|  |           |
|--|-----------|
| Ecowaste Industries                                | 66,051    |
| Educan Institutional Furniture Ltd                 | 41,356    |
| Educational World Tours                            | 299,225   |
| Educorock Productions Inc.                         | 53,102    |
| Edvantage Interactive                              | 28,366    |
| Elevate Disc Sports Inc.                           | 32,018    |
| Ellison Travel & Tours Ltd.                        | 840,045   |
| EMCO Corporation                                   | 58,327    |
| Emelle's Catering Ltd.                             | 33,906    |
| Enterprise Paper Ltd.                              | 140,572   |
| Erin Levine Nutrition + Wellness                   | 32,117    |
| Evans Lake Forest Education Society                | 231,788   |
| Executive Mat Service                              | 111,696   |
| Executive Suites Hotel & Resort                    | 29,047    |
| Fairmont Hotel Vancouver                           | 51,766    |
| Farm-Tek Turf Services Inc.                        | 88,414    |
| FAST + EPP   | 91,219    |
| FBM Canada GSD, Inc.                               | 53,301    |
| Finning Ltd  | 46,770    |
| First Class Planners                               | 120,620   |
| FirstCanada ULC                                    | 4,143,435 |
| Focused Education Resources Society                | 133,297   |
| Follett Content Solutions LLC                      | 78,416    |
| Foreign Student Services                           | 65,218    |
| FortisBC   | 3,678,944 |
| Fraser Health Authority                            | 230,847   |
| Fraser Valley Equipment                            | 96,738    |
| Freshslice Pizza                                   | 34,468    |
| Friesens Yearbooks                                 | 242,037   |
| Fujitec Canada, Inc.                               | 53,982    |
| Full Line Specialties Inc.                         | 59,546    |
| FutureBook Printing, Inc.                          | 241,014   |
| G S Battery Canada                                 | 31,906    |
| Galaxie Signs Ltd.                                 | 33,551    |
| Garaventa Lift Canada                              | 190,693   |
| George Bubas Motors Ltd.                           | 35,045    |
| Gescan - Div. of Sonepar Canada, Inc.              | 35,070    |
| Global Industrial Canada Inc.                      | 29,658    |
| Gordon Neighbourhood House                         | 31,857    |
| Grand & Toy  | 1,965,627 |
| GRC Columbia Roofing Inc.                          | 1,095,503 |
| Greater Vancouver Basketball Officials Association | 75,059    |
| Greenbarn Potters Supply Ltd.                      | 77,385    |
| Growing Chefs Society                              | 433,878   |

|   |            |
|---|------------|
| Guava Systems Ltd.                                    | 171,996    |
| Guillevin Int. Inc.                                   | 93,012     |
| GWL Realty Advisors Inc. ITF                          | 122,708    |
| H.R. MacMillan Space Centre                           | 33,154     |
| Habitat Systems Inc                                   | 789,797    |
| Harris & Company                                      | 6,415,068  |
| Harvard University                                    | 28,495     |
| Hayes, Michele  | 50,531     |
| Hazmasters Inc.                                       | 89,551     |
| HCMA Architecture + Design                            | 1,112,243  |
| Heat & Frost Insulators Union Local 118               | 73,991     |
| Heatherbrae Builders Company Ltd.                     | 14,823,333 |
| Heidelberg Materials Canada Ltd.                      | 51,376     |
| Hellenic Community of Vancouver                       | 29,660     |
| Herff Jones, LLC                                      | 31,145     |
| HME Home Health Ltd.                                  | 151,350    |
| Horsman E B & Son Ltd                                 | 380,913    |
| HP Financial Services Canada Company                  | 728,107    |
| Huang, Yi   | 52,175     |
| Huatong Xinnuo Int'l Cultural Exchange                | 175,600    |
| I.T. Blueprint Solutions Consulting Inc.              | 76,321     |
| iA Financial Group                                    | 4,183,118  |
| Infospec Systems Inc.                                 | 63,299     |
| Interior Health                                       | 439,960    |
| International Association of Machinists, Local 692    | 26,363     |
| International Baccalaureate Organization              | 124,512    |
| International Distribution Network                    | 93,343     |
| International Stage Lines Inc.                        | 44,643     |
| International Union of Operating Engineers, Local 963 | 1,586,384  |
| International Union of Painters & Allied Trades DC38  | 123,727    |
| Irie-AT, Inc.   | 54,008     |
| Island Health   | 497,566    |
| ISMP Educational Service Inc                          | 29,925     |
| Italian Cultural Centre Society                       | 83,054     |
| Ivanti Software Canada Inc.                           | 91,677     |
| Jamf Software   | 181,870    |
| Jasonbel Creations Inc.                               | 40,459     |
| Joseph S. Chow Ltd.                                   | 175,145    |
| Just Mechanical Ltd.                                  | 512,820    |
| K & E Equipment Repair Ltd.                           | 142,581    |
| Kal Tire  | 34,166     |
| Ken Deitcher Sales Co. Ltd.                           | 74,445     |
| Kerrisdale Lumber Co. Ltd.                            | 106,092    |
| KEV Software Inc.                                     | 661,446    |

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| Kidsafe Project Society                              | 60,000  |
| Kinetic Electronics Inc.                             | 43,327  |
| Kings Printer Book St                                | 25,846  |
| Kitsilano Gymnastics Incorporated                    | 29,993  |
| KMS Tools and Equipment Ltd.                         | 75,351  |
| Knowledge Space International Education              | 319,250 |
| Koffman Kalef  | 127,513 |
| Kone Inc.  | 434,128 |
| Konica Minolta Business Solutions (Can.)             | 184,255 |
| KPMG LLP   | 142,802 |
| Langara College                                      | 30,711  |
| Langley Roofing Co. Ltd                              | 275,079 |
| Leaders International Executive Search               | 50,096  |
| Learning A-Z, Llc                                    | 39,882  |
| Learning Management System                           | 64,281  |
| Lenmark Industries Ltd.                              | 25,098  |
| Lenovo Canada  | 60,812  |
| LesPlan Educational Services Ltd.                    | 34,280  |
| Liberator Communications Canada                      | 238,250 |
| LinkedIn Corporation                                 | 46,786  |
| Loblaw Companies Ltd                                 | 26,707  |
| Local 213 Electrical Workers' Welfare & Pension Plan | 225,011 |
| Long & McQuade Musical Instruments                   | 235,902 |
| Loomis Express                                       | 89,430  |
| Loon Lake Camp                                       | 47,661  |
| Loon Lake Lodge & Retreat Centre                     | 45,832  |
| Lord, Destine  | 53,928  |
| Luckett Wenman & Associates                          | 35,332  |
| Lynch Bus Lines Ltd.                                 | 365,502 |
| Magnem Engine Service Ltd.                           | 44,516  |
| Mainland Construction Materials ULC                  | 28,883  |
| Manning Park Resort                                  | 103,292 |
| Marsh Canada Limited                                 | 90,977  |
| Martin Vseticka                                      | 26,235  |
| McEwan Cooper Dennis LLP                             | 75,636  |
| McEwan Cooper Kirkpatrick LLP                        | 279,339 |
| McFarland Marceau Architects Ltd.                    | 646,177 |
| McIntyre Media Inc.                                  | 38,972  |
| McLeod, Gordon                                       | 29,537  |
| McRae's Environmental Services                       | 25,978  |
| MDW Consulting Inc.                                  | 29,012  |
| Medicine Wheel Education                             | 26,799  |
| Metal Supermarkets                                   | 34,435  |
| Microserve Business Computer Services                | 657,062 |

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| Microsoft                                | 27,865     |
| Minister of Finance                      | 2,396,775  |
| Moniz,Beatriz Martins DBA Thyme Rosemary | 42,286     |
| Moresports BC                            | 25,580     |
| Mt. Seymour Resorts Ltd.                 | 84,659     |
| Municipal Pension Plan                   | 23,686,647 |
| Museum of Vancouver                      | 27,596     |
| Musqueam Indian Band                     | 151,032    |
| MYK Enterprises Ltd.                     | 165,000    |
| National Glass (2015) Ltd                | 25,591     |
| Natural Pod                              | 39,554     |
| Nedco (Div. of Rexel Canada Electrical)  | 44,665     |
| Nelson Education Ltd.                    | 127,559    |
| Network Hearing Health Ltd.              | 83,021     |
| New City Contracting Ltd.                | 1,587,581  |
| No Frills                                | 36,939     |
| Northern Building Supply Ltd.            | 290,694    |
| Northern Computer                        | 870,674    |
| Northern Health                          | 144,069    |
| Northland Properties Corporation         | 35,522     |
| Nucor Environmental Solutions Ltd.       | 27,881     |
| Oddball Workshop Inc.                    | 43,141     |
| Odin Books                               | 51,183     |
| Olympic International Sales              | 93,437     |
| ONETeam Sports Group                     | 28,441     |
| Opus Framing Ltd.                        | 53,945     |
| Oracle Canada ULC                        | 3,088,960  |
| Otis Canada Inc                          | 67,603     |
| Outward Bound Canada                     | 54,150     |
| Pace Solutions Corp.                     | 28,129     |
| Pacific Blue Cross                       | 21,697,357 |
| Pacific Coast Catering Group Ltd.        | 46,165     |
| Pacific National Exhibition              | 68,661     |
| Pacificom Integration Ltd.               | 158,639    |
| Pan Pacific Vancouver                    | 224,176    |
| Panago Pizza Inc.                        | 28,659     |
| Park Place Technologies Canada ULC       | 34,743     |
| PC Express                               | 57,894     |
| Pearson Canada Inc.                      | 166,420    |
| Pebble Star Artists                      | 58,297     |
| PerfectMind                              | 40,572     |
| Perimeter Transportation                 | 27,048     |
| PFAFF Sewing Centre of Vancouver Ltd.    | 72,261     |
| Pinchin Ltd.                             | 197,527    |

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| Pinnacle Food Equipment Services LLP                     | 72,759      |
| Pinnacle Hotel Harbourfront                              | 42,955      |
| Pinnacle Pursuits Inc.                                   | 25,305      |
| PiQ Inc.   | 39,858      |
| PowerSchool Canada ULC                                   | 46,350      |
| PrairieCoast Equipment                                   | 57,673      |
| Premier Automation and Design                            | 105,016     |
| Premier Pacific Seed Ltd.                                | 57,020      |
| Prism Engineering  | 31,079      |
| Prismatic Data Solutions Inc.                            | 89,360      |
| Progressive Fundraising Inc.                             | 501,460     |
| Province of British Columbia - Employer Health Tax (EHT) | 10,306,521  |
| PSL Partition Systems Ltd.                               | 112,670     |
| Public Architecture + Design Inc.                        | 336,131     |
| Public Education Benefits Trust                          | 14,883,490  |
| Quadient Canada Ltd.                                     | 83,762      |
| Quality Enterprise Management                            | 26,200      |
| R. Bright Enterprises                                    | 46,636      |
| Real Canadian Superstore                                 | 124,277     |
| Receiver General of Canada                               | 141,895,994 |
| Regal Controls Ltd                                       | 67,216      |
| Richelieu Hardware Canada Ltd.                           | 74,203      |
| Ricoh Canada Inc   | 754,618     |
| Ridgeway Mechanical Ltd.                                 | 36,345      |
| River Rock Casino Resort                                 | 43,373      |
| Rollins Machinery Ltd                                    | 45,999      |
| Rona Inc.  | 52,755      |
| Sabre Industrial Supplies                                | 115,345     |
| Safeway  | 46,111      |
| Saleema Noon   | 33,954      |
| Salesforce Canada Corp                                   | 255,299     |
| Saputo Dairy Products Canada GP                          | 304,715     |
| Sasamat Outdoor Centre                                   | 28,767      |
| Save-On-Foods  | 72,772      |
| Scholastic Book Fairs Canada Inc.                        | 67,809      |
| School Specialty Canada Ltd.                             | 27,144      |
| Schoolhouse Products                                     | 2,524,623   |
| Schoolhouse Publications Inc.                            | 40,722      |
| Sea to Sky Outdoor School                                | 34,689      |
| Seccan Inc.  | 109,559     |
| Secrest Resources Ltd.                                   | 180,144     |
| Shanghai Chenjingbo Business Consulting                  | 34,200      |
| Shaw Industries Inc.                                     | 45,685      |
| Sheet Metal Workers Local 280                            | 87,104      |

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| Skyline Athletics Inc.                           | 138,617    |
| SMcN Consulting Inc.                             | 139,571    |
| Softchoice LP                                    | 703,887    |
| Software4Schools.ca                              | 71,225     |
| Solution Tree Education Canada Inc.              | 61,892     |
| Soontaree Teerapreedakul                         | 39,000     |
| Source Office Furnishings                        | 166,227    |
| Southern Butler Price                            | 199,307    |
| Spaces Inc. (CDI Spaces)                         | 54,114     |
| SPI Health and Safety Inc.                       | 25,566     |
| Spicers Canada ULC                               | 66,329     |
| Spirit Works Limited                             | 37,518     |
| Sportfactor Inc.                                 | 25,261     |
| Spur Communication Inc.                          | 69,379     |
| SSA Quantity Surveyors Ltd                       | 50,915     |
| Stagefab Custom Manufacturing Inc.               | 47,160     |
| Stantec Consulting Ltd.                          | 164,507    |
| Staples  | 568,913    |
| Sterling Fence Co. Ltd.                          | 183,632    |
| Stierman Consulting Inc.                         | 85,528     |
| Stillwood Camp and Conference Centre             | 53,472     |
| Strathcona Park Lodge & Outdoor Education Centre | 285,138    |
| STRIVE Staffing Inc.                             | 92,926     |
| Strong Nations Publishing Inc.                   | 45,279     |
| STS Tours Inc.                                   | 198,615    |
| StudyForge                                       | 30,000     |
| Sulston, Ingrid                                  | 33,286     |
| Sunbelt Rentals of Canada, Inc.                  | 82,286     |
| SWTCH Energy Inc.                                | 90,918     |
| Sysco Canada, Inc.                               | 2,516,056  |
| Tapestry Music Ltd.                              | 115,887    |
| TC Media Livres Inc.                             | 37,150     |
| Teacher Pension Plan                             | 80,853,820 |
| Technical Safety BC                              | 146,118    |
| Telus Communication Inc.                         | 943,802    |
| Telus Health (Canada) Ltd.                       | 955,664    |
| Tennis XL Agency Inc.                            | 51,300     |
| TForce Logistics Canada Inc.                     | 26,278     |
| The Home Depot                                   | 41,105     |
| The Lazy Gourmet Inc.                            | 25,772     |
| The Master Group Inc.                            | 43,060     |
| The MEHRIT Centre Ltd.                           | 31,707     |
| The Terry Fox Foundation                         | 54,405     |
| The Westin Bayshore Vancouver                    | 28,784     |



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| The Yoga Buggy  | 27,607    |
| Thinktel A Division of Bell Canada                            | 31,905    |
| Thirdwave Bus Services  | 225,747   |
| Thomas Distributors Inc.                                      | 44,822    |
| Thurber Engineering Ltd.                                      | 223,823   |
| TicketLeader  | 61,317    |
| Timberline Ranch Camp & Retreat Centre                        | 109,761   |
| TK Elevator (Canada) Limited                                  | 34,222    |
| TKL Construction Management Ltd.                              | 675,981   |
| Tobii Dynavox Canada  | 289,539   |
| Total Media Technology  | 41,741    |
| Trane Canada ULC  | 76,033    |
| Travel Healthcare Insurance Solutions Inc                     | 430,052   |
| Turner & Townsend   | 39,459    |
| Tyco Integrated Fire & Security                               | 86,207    |
| UBCJA (BC & Yukon) Benefit Plan                               | 31,660    |
| Uline Canada Corporation                                      | 282,898   |
| Uniglobe Specialty Travel Ltd.                                | 46,858    |
| United Library Services Inc.                                  | 325,203   |
| United Pacific Patrol Ltd                                     | 181,292   |
| Universal Coach Line Ltd.                                     | 62,245    |
| University of British Columbia                                | 130,272   |
| University of Toronto Press                                   | 112,555   |
| Univerus Software Canada Inc.                                 | 159,182   |
| Upper Canada Forest Products                                  | 102,251   |
| Valery Black Draperies Ltd.                                   | 183,082   |
| Vancouver Association of Secondary School Administrators      | 83,160    |
| Vancouver Board of Parks and Recreation                       | 70,149    |
| Vancouver Civic Theatres                                      | 40,532    |
| Vancouver Coastal Health                                      | 293,371   |
| Vancouver Community College                                   | 265,767   |
| Vancouver Elementary and Adult Educators' Society             | 1,699,702 |
| Vancouver Elementary Principal and Vice-Principal Association | 132,106   |
| Vancouver Film School   | 45,450    |
| Vancouver Glass (1990) Ltd.                                   | 156,506   |
| Vancouver Kidsbooks   | 160,350   |
| Vancouver Outdoor School                                      | 64,588    |
| Vancouver PartyWorks Interactive                              | 26,582    |
| Vancouver Public Education Alliance                           | 56,000    |
| Vancouver School Bus Charters Ltd.                            | 79,702    |
| Vancouver Secondary Schools Athletic Association              | 36,544    |
| Vancouver Secondary Teachers' Association                     | 1,168,527 |
| Vancouver Symphony Society                                    | 31,660    |
| Victor Morris   | 25,000    |

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| Victory Trophies Ltd.                    | 39,554    |
| Viking Fire Protection Inc.              | 293,421   |
| Viking-Alexander Metal Products Ltd.     | 57,778    |
| VWR International Co.                    | 39,612    |
| Walmart                                  | 37,161    |
| Wang, Fengxia                            | 28,000    |
| Waste Connections of Canada              | 802,859   |
| Waste Management                         | 261,868   |
| Waterfront Hospitality Inc               | 59,974    |
| Wesco Distribution Canada LP             | 50,813    |
| Western Campus Resources                 | 384,409   |
| Westin Resort & Spa, Whistler            | 33,974    |
| Westlab                                  | 50,186    |
| Whistler Blackcomb Mountain Resorts Ltd. | 32,723    |
| White Cap Supply Canada Inc.             | 42,413    |
| Williams Machinery                       | 108,279   |
| Wilson's Transportation Ltd.             | 45,901    |
| Wolseley Mechanical Group - BC Region    | 99,053    |
| WorkSafeBC                               | 7,882,756 |
| WSP Canada Inc.                          | 73,724    |
| Yellowridge Construction Ltd.            | 177,946   |
| YMCA Camp Elphinstone                    | 213,250   |
| Young Actors Project                     | 27,520    |
| Zavosh Consulting Inc.                   | 69,748    |
| Zeemac Vehicle Lease                     | 1,161,957 |
| Zoom Communications Inc.                 | 28,505    |

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| Total payments to suppliers exceeding \$25,000 each       | <u>\$</u>        | <u>486,285,370</u>        |
| Total payments to suppliers less than \$25,000 each       | <u>\$</u>        | <u>15,887,396</u>         |
| <b>Consolidated total payments for goods and services</b> | <u><b>\$</b></u> | <u><b>502,172,766</b></u> |

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

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

**Fiscal Year Ended June 30, 2025**

**EXPLANATION OF DIFFERENCES TO AUDITED FINANCIAL STATEMENTS**

As the SOFI is reported on a cash basis and the audited financial statements of the Board of Education of School District No. 39 (Vancouver) are prepared on an accrual basis, differences may exist between these separate sets of statements.

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.

Differences between the audited financial statements (Statement 2 – Statement of Operations) and the combined totals of the Schedule of Remuneration and Expenses are primarily as follows:

- Remuneration includes any form of salary, wages, taxable benefits, payment into trust or any form of income deferral paid by the Board to an employee but does not include anything payable under a severance agreement.
- Remuneration for individual employees can include payouts for vacation, retirement allowances, and compensatory time not taken in addition to regular salary and taxable benefits for auto allowances for employees who regularly use their personal vehicles for school district business.
- Salary and benefits amounts recovered from third parties are not deducted from remuneration for SOFI purposes.
- Expenses include travel expenses, memberships, tuition, relocation, vehicle leases, registration fees and similar amounts paid directly to an employee, or to a third party on behalf of an employee, and which have not been included in remuneration.
- Employee benefits and overhead costs are allocated to the same programs, and in the same proportions as the individual's salary, but are not included in remuneration for SOFI purposes.
- 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 or Services for payments made to benefit carriers.

Differences between the audited financial statements (Statement 2 – Statement of Operations) and the Schedule of Payments Made for the Provision of Goods or Services are primarily as follows:

- Payments made for the provision of goods and services include all payments made from operating, special purpose, and capital funds for the supply of goods and services.
- Supplier payments include amounts deducted from employees' pay for tax remittances, contributions to pension and employee benefit plans (including the employees' share of contributions), union dues, and contractors for capital projects.
- The list of payments to suppliers may include 100% of sales taxes paid, whereas the expenditures in the financial statements are shown net of the GST rebate.
- Payments to suppliers may be reported on the financial statements as Prepaid Expenses, Tangible Capital Assets, or Services and Supplies, as appropriate.
- The schedule may include expenditures which are wholly or partially recovered or reimbursed from other organizations, thereby reducing the amount reported in the operating expenditures within the financial statements.