

# BOARD MEETING

## AGENDA

Monday, November 25, 2024 at 7:00 pm

In the Boardroom

### 1. CALL MEETING TO ORDER

#### 1.1 LAND ACKNOWLEDGEMENT

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) and səliłwətał (Tsleil-Waututh Nation).

#### 1.2 OPENING REMARKS

The meeting is currently being broadcasted live, and both the audio and video recordings will be accessible to the public for viewing even after the meeting ends. Footage from this meeting may be viewed from Canada or anywhere else in the world.

### 2. RECEIVING AND CONSIDERING REPORTS

#### 2.1 Annual Report – Board Chair

#### 2.2 Chairperson and Vice-Chairperson Nomination and Election Procedure

*That the Board proceed to elect a new Board Chairperson and Vice-Chairperson following the nomination and election procedure.*

### 3. ANNUAL ORGANIZATIONAL MEETING MATTERS

#### 3.1 Election of Board Chairperson and Vice-Chairperson

##### 3.1.1 Board Chairperson and Vice-Chairperson's Remarks

### 4. ADOPTION OF MINUTES

#### 4.1 Meeting of October 28, 2024

#### 4.2 Matters Arising from the Minutes

#### 4.3 Public Delegation Board Meeting of November 18, 2024

#### 4.4 Matters Arising from the Minutes

### 5. SUPERINTENDENT'S UPDATE

#### 5.1 Superintendent's Highlights

### 6. STUDENT TRUSTEE REPORT

### 7. COMMITTEE REPORTS

#### 7.1 EDUCATION PLAN COMMITTEE

##### 7.1.1 Report: Meeting of November 6, 2024

7.1.2 Matters Arising

7.1.2.1 International Baccalaureate Middle Years Program

*That the Board close the Middle Years Programme effective June 27, 2025, and direct staff to develop a closure plan.*

**7.2 FINANCE AND PERSONNEL COMMITTEE**

7.2.1 Report: Meeting of November 13, 2024

7.2.2 Matters Arising

7.2.2.1 Statement of Financial Information (SOFI)

*That the Board approve the Statement of Financial Information for the period July 1, 2023 to June 30, 2024, for the Board of Education of School District No. 39 (Vancouver).*

7.2.2.2 2025-2026 Financial Planning Process

*That the Board of Education approve the 2025-2026 Financial Planning Process.*

**7.3 POLICY AND GOVERNANCE COMMITTEE**

7.3.1 Report: Meeting of November 13, 2024

7.3.2 Matters Arising

**(The online link for submitting questions to this meeting will now be closed.)**

**8. REPORT ON PRIVATE SESSION**

8.1 Special Meeting of November 18, 2024

8.2 Meeting of November 18, 2024

8.3 Special Meeting of November 18, 2024

8.4 Special Meeting of November 20, 2024

8.5 Special Meeting of November 25, 2024

8.6 Meeting of November 25, 2024

**9. REPORTS FROM TRUSTEE REPRESENTATIVES**

**10. NEW BUSINESS**

**11. NOTICES OF MOTION**

11.1 Notice of Motion from Trustee Reddy: Democracy, Accountability and Public Participation at VSB Board and Committee Meetings

**12. PUBLIC QUESTION PERIOD** (Submitted through the online link)

**13. ADJOURNMENT**

# 2023-2024

## CHAIR'S ANNUAL REPORT







*With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the x<sup>w</sup>məθk<sup>w</sup>əy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səliłwətał (Tsleil-Waututh Nation).*

## CONTENTS

|  |    |
|--|----|
| Chair's message                              | 3  |
| Reconciliation, equity and inclusion         | 4  |
| Improving student achievement and well-being | 6  |
| Governance and stewardship                   | 8  |
| Advocacy                                     | 10 |
| Closing                                      | 11 |

# Chair's message



As we reflect on the past year, I am filled with pride and gratitude for the collective efforts that have driven our progress. Our commitment to

reconciliation, equity and inclusion has been unwavering.

This year, we celebrated numerous student achievements that underscore the excellence within our schools. From improvements in literacy and numeracy consistently above provincial rates, to the inspiring participation in events like the District Science Fair and the Indigenous Graduation Ceremony, VSB students have demonstrated remarkable growth and resilience.

Governance excellence has also been a cornerstone of our success. The Board's strategic initiatives, such as the adoption of policies promoting focused learning environments and online safety, and the approval of a comprehensive financial plan, have been pivotal in enhancing student well-being and achievement. Our collaborative efforts with the three Host Nations – xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətał (Tsleil-Waututh Nation) – and the development of a four-year policy review plan ensures that our governance practices are inclusive, transparent and aligned with legislative requirements.

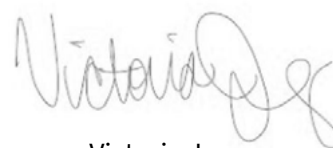
I extend my heartfelt appreciation to my fellow trustees for their collaboration and thoughtfulness as we govern together in the best interest of our public education system.

In addition to participating in committee and Board meetings, as well as reviewing reports and information to guide our responsibilities as a Board, trustees also attend gatherings and sessions with various education partners and stakeholder groups at the local, regional, and provincial levels. Their leadership and dedication are instrumental to students and our education system.

On behalf of the Board, we are deeply grateful for the invaluable insights rights holders shared with us. Their advice is a bright and guiding light on our continued reconciliation journey.

To staff, our deep appreciation for their support to us as a Board and for their tireless dedication to students and families. And we also appreciate the contributions and input by representatives of the VSB's formal stakeholder groups, which are informative to our Board's decisions. Together, we are building a future where every student can feel a deep sense of belonging and is empowered to pursue their unique pathways of learning.

As my second term as chair draws to a close, I want to extend my personal gratitude to everyone who throughout the year shared their perspectives while always keeping students' learning and needs at the center of our collective work. Thank you for your continued support and partnership.



Victoria Jung  
Chair, Vancouver School Board



# Reconciliation, equity and inclusion

The Board's equity statement is central to its service to students. In its considerations and activities this past year, the Board maintained a focus on creating an equitable learning environment where every child can experience a deep sense of belonging and is free to pursue pathways of learning in ways that are authentic to themselves. Reconciliation through relationship building

Indigenous ways of learning and being are deeply respected and embraced by the Board which leads the education system that operates on the unceded and ancestral lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaʔ (Tsleil-Waututh Nation).

To learn more about the histories, traditions and cultures of Indigenous people, trustees gathered with staff in the Indigenous Education department to partake in a drum making session in December 2023. Trustees learned drum teachings of various Nations and the benefits that drum making and drumming bring to education.



Furthering the school district's reconciliation journey is fundamental to the Board and its work. As such the Board gathers with the three Host Nations to increase knowledge, awareness, appreciation of and respect for Indigenous histories, traditions, cultures and contributions. In May, trustees joined VSB's Red

Dress honour ceremony hosted by the Indigenous Education Department. The ceremony was solemn, sacred and poignant. And, on June 21, 2024, trustees joined with staff and students at the Education Centre in celebration of National Indigenous Peoples' Day. Activities celebrated Indigenous peoples and heritages with speeches, performances and cultural workshops. Throughout the year, trustees also attended several events honouring Indigenous ways of being and learning including house post unveilings and community gatherings.

Additionally, engaging with members of the Host Nations for guidance to the education system is also fundamental to the Board's work. This past year, much of that guidance was received during meetings of the Indigenous Education Council (IEC) and the language and governance sub-committees. The IEC met four times; once at VSB's Education Centre and three times within each of the communities of Musqueam, Squamish and Tsleil-Waututh Nations. Some topics discussed and advanced this year included:

- Revised Land Acknowledgement and communications roll out
- Discussed hiring process and Indigenous staff mentorship
- Three host nations actively participated in Indigenous leadership hiring processes.

## Building equity

The Board's equity building efforts extend beyond learning activities and formal events. The Board believes in creating a school system where students can see themselves in their curriculum and their learning spaces. To further enable this, it adopted a motion for submission at the B.C. School Trustees Association (BCSTA) 2024 AGM to help address workforce planning for the education system. The resulting motion was adopted at the AGM held in the spring.

“ That the BCSTA request that the Ministry of Education and child Care in collaboration with the Parliamentary Secretary for Anti Racism Initiatives conduct a voluntary census of all K-12 employees to provide data on Diversity, Equity and Inclusion in the workforce.”

Trustees also attended several school-based events throughout the year that focus on student voice, diversity, equity and inclusion. Among many included were:

- Pink Shirt Day
- The annual Diversity, Equity + Inclusion Conference
- International Women's Day
- Vancouver Pride Parade

At school events and during monthly public meetings the Board also marked other commemorative occasions including heritage months, Chanukah, Christmas, Lunar New Year, Black History Month, Vaisakhi, Pride Month, Orange Shirt Day/National Day for Truth & Reconciliation and Diwali to note a few.

*2024 student-led DEI Youth Conference*





## Improving student achievement and well-being

Through its work, the Board enables improvements in student achievement, physical and mental well-being, and belonging. Several student achievement and well-being events highlight advancements this past year.

### Improving conditions for students

In September, as the new school year began, trustees attended the opening of the new seismically safe Eric Hamber Secondary School. The new school, with capacity for 1,700 students, was built to LEED gold standards that include energy-saving measures to reduce greenhouse-gas emissions. The school integrates Indigenous designs, including a five-metre (16 foot) female welcome figure and weaving creations thanks to the talents and skills of x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam) artists. This reflects the VSB's commitment to reconciliation and to honour the rich cultural traditions and history of the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam) people. The new Eric Hamber is also the first secondary school in Vancouver to feature a dedicated child care centre for children under age five.

In June, Deputy Prime Minister Freeland visited Roberts Elementary's LunchLAB program to

announce a national school food program. At the event, students and staff heard Deputy Prime Minister Freeland speak about the importance of food programs in schools. Along with the Deputy Prime Minister, Minister Beech, B.C. Education Minister Singh, federal Minister Sajjan and VSB chair Jung served food to students and enjoyed lunch.



Another foundational component to student achievement and well-being is their classroom environments. In June 2023, the Board passed a motion, "Promoting Focused Learning Environments and Online Safety." As a result, and



in alignment with the provincial government's direction to all B.C. school boards, all VSB school code of conducts were updated to include restrictions to student use of personal devices at schools ahead of the 2024-2025 school year. Additionally, within the financial planning process, the Board allocated funding to promote student online safety – essential skills also needed beyond the classroom environment.

## Advancing outcomes for students

At its first public meeting of the 2024-2025 school year, the Board reviewed and approved VSB's Framework for Enhancing Student Learning (FESL) Annual Report for submission to the Ministry. This year's report indicates that student achievement results show continued proficiency in all areas of overall student achievement and well-being. Literacy and numeracy results are consistently above provincial rates for all grades. This year's FESL report also reveals that inequities remain for priority learners: students who are Indigenous, students with diverse needs and students who are in-care. Elimination of gaps in outcomes for these students requires strategic supports. As such, this year's report details further focus on literacy and numeracy supports, instruction and assessments as well as enhancing student well-being and connections to their school communities to improve outcomes

for students this school year, with particular emphasis on supports for those students.

## Celebrating student learning and accomplishments

Each month, numerous activities and events at schools showcase student learning. This year, trustees attended many, including the:

- District Science Fair
- AIRS Opening Ceremony
- District Applied Design, Skills & Technology Celebration
- VSB Cross Country event



Trustees also joined staff, students and their families at the Grade 7 Moving Ahead Ceremony as well as the Indigenous Graduation Ceremony and secondary school graduations.

*2024 Annual District Cross Country Meet*



# Governance and stewardship

The Board's role is to provide strategic direction and leadership to ensure the success of students through effective resource management and alignment with district goals, while being accountable for delivering appropriate educational programs and services

## Advancing Policy

The Board created a four-year policy review plan with input from the Policy & Governance Committee to ensure regular policy reviews and compliance with legislation, regulations, and mandate directions. As part of this work, the Board updated several policies this past year.

- Policy 3: Role of the Trustee
- Policy 4: Trustee Code of Conduct
- Policy 8: Board Committees
- Policy 10: Policy Development

The Board approves Board/Authority Authorized (BAA) courses under policy and the B.C. School Act to meet local school and community needs, offering students choice and flexibility. This year, the Board approved two courses developed by VSB educators for 2024-2025 school year:

- Application of Artificial Intelligence (AI) – Grade 12
- Queer and Trans History of B.C. – Grade 12

One of the Board's objectives within the Education Plan is to align its policies and practices in a manner consistent with the United Nations Declaration on the Rights of Indigenous Peoples and the calls-to-action of the Truth and Reconciliation Commission. The update to policy 8 including adding representation to rights holders of the three Host Nations (xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səliwətaʔ (Tsleil-Waututh Nation) to participate in all of the Board's standing committees.

There are four trustee members of each Board standing committee. Representatives of the District's formal stakeholder groups (unions/

labour and associations, plus the Vancouver District Student Council and the District Parent Advisory Committee) are also invited to attend committee meetings. Standing committees act in an advisory capacity to the Board and support good governance and informed decision making by the Board. In addition to expanding the invitation to include perspectives of Host Nations, the Board also streamlined its committee structure to reflect effective practices and efficiency. There are now four Board standing committees:

- Policy and Governance Committee
- Facilities Planning Committee
- Education Plan Committee
- Finance and Personnel Committee

## Financial Planning

Annually, under legislation the Board is required to approve a balanced budget for the upcoming school year. Once again, the Board's financial decisions were informed with input and feedback from rights holders, representatives of the formal stakeholder groups, members of the public and staff. The Board approved 2024-2025 financial plan includes spending of nearly \$785 million next school year, and provides:

- Additional staffing to support students with key literacy, numeracy as well as critical and creative thinking skills
- More support for arts education focusing on the fine arts, drama, dance and music
- Funding to expand student access to technology/devices
- Support dedicated to digital literacy and students' safety online.



The 2024-2025 financial plan also includes supports for improvements through process simplification, digital infrastructure upgrades, staff training and user-centric service delivery, and to advance the District's recruitment and retention initiatives.

## Capital Planning

In April, the Board received funding approval from the Ministry of Education and Child Care to build a new school in Olympic Village and expand Henry Hudson Elementary. The government will provide \$150 million for a new four-story school in Olympic Village to serve 630 students. It will include a neighbourhood learning centre, providing space for 60 school-age children in need of before- and after-school child care. The school will also feature an active rooftop, providing space for students to engage in various active or outdoor activities. The expansion project at Henry Hudson, with a funding approval of \$15 million, will add another six classrooms, more library space, additional resource rooms and a covered outdoor area for the recently completed seismically safe school. Through the expansion works, the school will have a capacity of 535 student seats.

The Board also approved capital plans for submission to the Ministry. This year, this Ministry approved several minor capital projects at six schools to provide for window replacement, roofing work, HVAC system projects, accessible playground equipment and kitchen upgrades.

In addition, the Board approved a five-year major capital plan includes several seismic mitigation program (SMP) requests and new school and school addition requests for consideration by the Ministry. Minor capital plan priorities were submitted to the Ministry in September and requests funding approval for accessible equipment (elevators, lifts and playground equipment), safety systems, heating and cooling upgrades, window replacement and roof upgrades as well as kitchen upgrades and equipment at 13 schools.



*Funding announcement for Olympic Village school and Henry Hudson Elementary*



Trustees at BCSTA trustee academy

## Advocacy

School boards in BC have a pivotal role as advocates for public education. Through work with elected officials at the local and provincial level, the Board highlighted key areas to enhance the education system, so it better serves students and society at large.

### Leadership at the provincial level

One of the primary advocacy avenues for the Board is through the BCSTA through trustee academy, leadership sessions and its annual advocacy day.

In addition to the motion requesting baseline education workforce data (noted above), the Board also approved a second motion for submission to the BCSTA AGM seeking collective advocacy for inclusive education funding and for more support for early childhood educators (ECEs) and education assistants. This motion was also adopted at the provincial AGM in the spring. This BCSTA adopted motion was a key part of the provincial advocacy efforts by all school trustees and was included in BCSTA's advocacy plan ahead of the 2024 provincial election. This plan underscores BCSTA's commitment to improving public education across British Columbia through strategic advocacy on pivotal issues.

### Advocating for Vancouver students, their families and communities

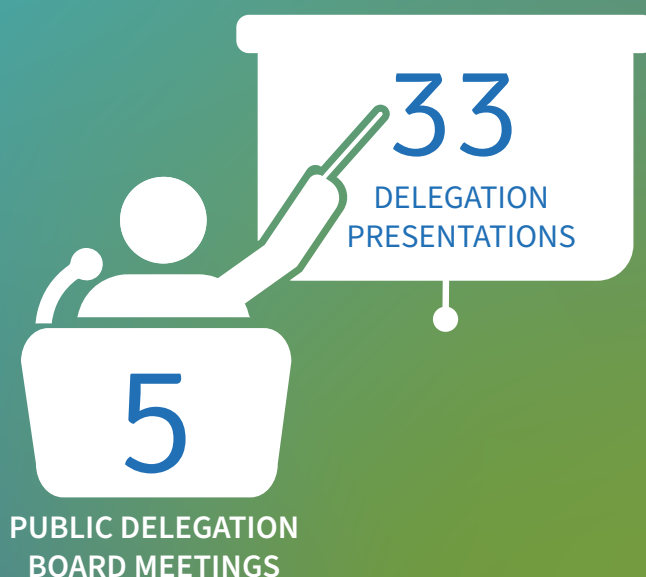
The Board also advocated for enhanced child care services in Vancouver, recognizing the important role these services play in the Vancouver community. The Board also developed an advocacy plan to guide VSB's advocacy efforts aimed at federal, provincial and local governments, as well as other outside organizations. Through targeted advocacy, the Board aims to ensure equitable and sufficient funding, enhance recruitment and retention, improve facilities and promote inclusive education.

The Board further worked with the Minister of Education and Child Care, members of the legislative assembly, City of Vancouver Mayor and Council and Board of Parks and Recreation to align our work thereby benefiting students, their families and school communities.

**“That the BCSTA advocate to the Ministry of Education and Child Care and the Ministry of Post Secondary Education and Future Skills, to address recruitment and retention barriers for Early Childhood Educators and Education Assistants.”**

# Closing

As this year marks the mid-point of the Board's term, much pride can be taken in its accomplishments in alignment with the VSB Education Plan. We diligently worked to provide clear strategic direction and wisely utilized available resources to support the achievement of the goals outlined in the Education Plan. Together, trustees remain committed to further building an equitable learning environment where every child can experience a deep sense of belonging and is free to pursue pathways of learning in ways that are authentic to themselves.





November 25, 2024

ITEM 2.2

**TO:** Board of Education

**FROM:** Flavia Coughlan, Secretary Treasurer | CFO

**RE:** Chairperson and Vice-Chairperson Nomination and Election Procedure

*Reference to  
Education Plan*

**GOALS AND  
OBJECTIVES:**

Goal 1: The Vancouver School Board will improve student achievement, physical and mental well-being, and belonging by...

- Ensuring the alignment among school, district, and provincial education plans.

Goal 2: The Vancouver School Board will increase equity by ...

- Improving stewardship of the District's resources by focusing on effectiveness, efficiency and sustainability.

## INTRODUCTION

Prior to the commencement of the election, the process for the election of the Board Chairperson and Vice-Chairperson will be approved at the public Board meeting by Board Resolution.

## CHAIRPERSON AND VICE-CHAIRPERSON NOMINATION AND ELECTION PROCEDURE

The Secretary Treasurer will chair the meeting during the nomination and election process for Chairperson and Vice-Chairperson.

Upon completion of the nomination and election process for Board Chairperson, the Secretary Treasurer as Chairperson will proceed with the process for the nomination and election of Board Vice-Chairperson.

### 1. APPOINTMENT OF SCRUTINEERS

The Chairperson will call for a motion to appoint scrutineers. The motion will read as follows:

**THAT \_\_\_\_\_ and \_\_\_\_\_ be appointed scrutineers for the election of Board Chairperson and Vice-Chairperson.**

### 2. NOMINATION PROCEDURE

The scrutineers will provide each trustee with **one** nomination ballot for Chairperson and **one** nomination ballot for Vice-Chairperson.

#### 2.1 CHAIRPERSON NOMINATION

- The Chairperson will call for nominations by ballot, for Board Chairperson for a one-year term. Any trustee may be nominated for Board Chairperson.  
**"I now call for nominations by ballot for the office of Board Chairperson for a one (1) year period ended November 2025."**
- Ballots will be collected by the scrutineers and the names of the trustees nominated for Board Chairperson shall be communicated to the Chairperson.

- iii. The Chairperson will ask each nominee whether they agree to let their name stand for election and if they want to speak to the nomination. Nominee speeches shall be brief with a maximum allotted time of 3 minutes per nominee.
- iv. If there is only one nominee for the office, and that nominee accepts the nomination, the Chairperson declares that person the duly elected Chairperson of the Board of Education of School District No. 39 (Vancouver), for a one (1) year period ended November 2025.

**"I declare that trustee \_\_\_\_\_ is the duly elected Chairperson of the Board of Education of School District No. 39 (Vancouver), for a one (1) year period ended November 2025."**

## **2.2 VICE-CHAIRPERSON NOMINATION**

- i. The Chairperson will call for nominations by ballot, for Board Vice-Chairperson for a one-year term. Any trustee other than the elected Board Chairperson may be nominated for Board Vice-Chairperson.  
**"I now call for nominations by ballot for the office of Board Vice-Chairperson for a one (1) year period ended November 2025."**
- ii. Ballots will be collected by the scrutineers and the names of the trustees nominated for Board Vice-Chairperson shall be communicated to the Chairperson.
- iii. The Chairperson will ask each nominee whether they agree to let their name stand for election and if they want to speak to the nomination. Nominee speeches shall be brief with a maximum allotted time of 3 minutes per nominee.
- iv. If there is only one nominee for the office, and that nominee accepts the nomination, the Chairperson declares that person the duly elected Vice-Chairperson of the Board of Education of School District No. 39 (Vancouver), for a one (1) year period ended November 2025.

**"I declare that trustee \_\_\_\_\_ is the duly elected Vice-Chairperson of the Board of Education of School District No. 39 (Vancouver), for a one (1) year period ended November 2025."**

## **3. ELECTION PROCEDURE - IN PERSON BOARD MEETING**

This procedure is used if all trustees are present in person.

- (a) If more than one person is nominated, the Chairperson will call on scrutineers to distribute, collect and count the election ballots.
- (b) All trustees present at the meeting shall vote by secret ballot.
- (c) Scrutineers will report the results of each ballot only to the Chairperson of the meeting, who shall announce the Trustee who has received a clear majority of the votes cast.
- (d) The Trustee receiving the majority of votes cast shall be declared elected.

**"I declare that trustee \_\_\_\_\_ is the duly elected Chairperson [or Vice-Chairperson] of the Board of Education of School District No. 39 (Vancouver), for a one (1) year period ended November 2025."**

- (e) If on the first ballot a nominee does not receive a clear majority the candidate receiving the lowest number of votes on the first ballot shall be dropped from the list and a second ballot, shall be held in like manner to the first ballot. If by reason of an equality of votes it is not possible to determine which name shall be dropped, then a special ballot shall be taken for that purpose.
- (f) If at the completion of the third ballot the results of the election cannot be declared because there is an equality of valid votes for 2 or more nominees and all nominees continue to let their name stand for election, the Chairperson will ask for a motion that election results be determined by lot.

**THAT the results for the election of Chairperson [or Vice-Chairperson] will be determined by lot in accordance with the following:**

- i. **the name of each nominee is to be written on a separate piece of paper, as similar as possible to all other pieces prepared for the determination;**
  - ii. **the pieces of paper are to be folded in a uniform manner in such a way that the names of the nominees are not visible;**
  - iii. **the pieces of paper are to be placed in a container that is sufficiently large to allow them to be shaken for the purpose of making their distribution random, and the container is to be shaken for this purpose;**
  - iv. **the Chairperson will direct a scrutineer to withdraw one paper;**
  - v. **the Chairperson will declare elected the nominee whose name is on the paper that was drawn.**
- (g) Upon completion of the nomination and election process for Board Chairperson and Board Vice-Chairperson the Chairperson will call for the following motion:
- THAT the scrutineers destroy the ballots for the nomination of Chairperson and Vice-Chairperson and election of Chairperson [ or Vice-Chairperson] [or Chairperson and Vice-Chairperson], and that the scrutineers are discharged.**
- (h) The newly elected Chairperson and Vice-Chairperson will be invited to provide brief remarks.
- (i) The newly elected Chairperson will preside over the balance of the meeting.

## **RECOMMENDATION**

*That the Board proceed to elect a new Board Chairperson and Vice-Chairperson following the nomination and election procedure.*

# BOARD MEETING MINUTES

Monday, October 28, 2024 at 7:00pm

The Board of Education of School District No. 39 (Vancouver) met in room 114 (the Boardroom), VSB Education Centre, 1580 West Broadway, Vancouver, B.C. on Monday, October 28, 2024, at 7:00pm. The meeting was live streamed.

**Trustees Present:** Victoria Jung, Chairperson  
Joshua Zhang, Vice-Chairperson  
Lois Chan-Pedley  
Alfred Chien  
Janet Fraser  
Suzie Mah  
Christopher Richardson  
Athena Yu (Student Trustee)

**Trustees Absent with Regrets:** Preeti Faridkot  
Jennifer Reddy

**Senior Team Members Present:** Helen McGregor, Superintendent of Schools  
Flavia Coughlan, Secretary Treasurer  
Pedro da Silva, Associate Superintendent  
Maureen McRae-Stanger, Associate Superintendent  
Pete Nuij, Associate Superintendent  
Alison Ogden, Associate Superintendent  
Daniel Blue, Executive Director, Finance  
Michael Gray, Executive Director, Employee Services  
Jessie Gresley-Jones, Executive Director, Facilities

**Also Present:** Patricia MacNeil, Director of Communications  
Judy Mah, Executive Coordinator (Recorder)

## 1. CALL MEETING TO ORDER

### 1.1. Land Acknowledgement

The Chairperson called the meeting to order and acknowledged with deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) and səliłwətał (Tsleil-Waututh Nation).

### 1.2. Opening Remarks

The Chairperson welcomed members of the audience, including Tupper Secondary School students, the Superintendent tributes and their guests to the meeting.

In her opening remarks, the Chairperson acknowledged the following on behalf of the Board:

- October celebrations including Thanksgiving and Halloween.
- Learning Disabilities and Dyslexia awareness month.
- Gratitude for VSB School and District staff for supporting students with learning disabilities.



## **2. ADOPTION OF MINUTES**

### **2.1. Meeting of September 23, 2024**

**Moved by J. Fraser, seconded by C. Richardson, that the minutes of the September 23, 2024 Board meeting be adopted.**

The Chairperson asked if there were any trustees not in support of the motion. There being none, the minutes were

**APPROVED UNANIMOUSLY**

### **2.2. Matters Arising from the Minutes – None**

### **2.3. Meeting of September 25, 2024**

**Moved by A. Chien, seconded by J. Zhang, that the minutes of the September 25, 2024 Board meeting be adopted.**

The Chairperson asked if there were any trustees not in support of the motion. There being none, the minutes were

**APPROVED UNANIMOUSLY**

### **2.4. Matters Arising from the Minutes**

Trustee Mah asked when the lease price for the Fleming Ground Lease would be disclosed to the public and asked that the question be recorded in the minutes. In response to this question, the Secretary Treasurer informed the Board that the price would be shared publicly in the quarterly financial statements after the transaction closes.

## **3. SUPERINTENDENT'S UPDATE**

### **3.1. Superintendent's Highlights**

The Superintendent shared a presentation that highlighted recent events and achievements for the District, including the following:

- Superintendent's tribute and recognition for positive contributions from teachers, Winnie Monk, David Thompson Secondary School and Katie Muzyka, Nootka Elementary School.
- Gratitude for VSB teachers and principals and acknowledgement of World Teachers' Day and Principal's Month.
- Staff Learning and Professional Development Day with various professional development sessions hosted by VSB staff. VSB math teachers attended a workshop with Dr. Marian Small and VSB Principals and Vice-Principals participated in a workshop with Dr. Shree Walker.
- District Cross County Meet on October 22<sup>nd</sup>, 2024 at Trout Lake with over 3,500 students across the district participating.
- Indigenous Student Leadership Learning at the Musqueam Cultural Centre on October 16<sup>th</sup>.
- After the Bell podcast with District Principals Jeff Spence and Zhi Siu highlighting AI Learning in Schools and noting that the VSB uses Microsoft Copilot throughout the District.

#### **4. STUDENT TRUSTEE REPORT**

The Student Trustee presented a report highlighting recent activities and upcoming initiatives for the Vancouver District Students' Council (VDSC) for the 2024-2025 school year, including the VDSC General Meeting on October 15, 2024, where student representatives discussed student concerns, including facilities-related matters. She reported on upcoming events such as the VDSC retreat, and the CANley Cup, an annual initiative that encourages donations of non-perishable food items and funds through friendly competition amongst participating schools. She also noted the VDSC's effort to ensure inclusivity and accessibility for student-led events by using guiding questions to support event planning. She concluded her presentation by expressing gratitude to the Board for their support for VDSC and for all students in the District.

Trustees asked questions and the Student Trustee responded.

#### **5. COMMITTEE REPORTS**

##### **5.1. POLICY AND GOVERNANCE COMMITTEE**

###### **5.1.1 Matters Arising from meeting of May 15, 2024**

###### **5.1.1.1 Policy 10 – Policy Development**

Trustee Fraser informed the Board that Board Policy 10, Policy Development, was reviewed at the May 15, 2024 Policy and Governance Committee meeting. She referred to the report in the agenda package and noted that the feedback collected from the meeting was included in the revised Policy 10, attached to the report. She briefly summarized the changes that had been incorporated in the revised policy, then moved the following motion:

**Moved by J. Fraser, seconded by L. Chan-Pedley, that the Board approve Board Policy 10 – Policy Development.**

**CARRIED UNANIMOUSLY**

###### **5.2.1 Report: Meeting of October 9, 2024**

The Chairperson of the Committee, J. Fraser, presented the report of the October 9, 2024 meeting, a copy of which is filed with these minutes. The report includes information on the following items:

- Policies Review: Policy 5 – Role of the Board Chair and Policy 6 – Role of the Vice Chair.

**Moved by J. Fraser, seconded by S. Mah, that the report of the October 9, 2024 meeting be received.**

The Chairperson asked if there were any trustees not in support of the motion. There being none, the motion was

**APPROVED UNANIMOUSLY**

###### **5.2.2 Matters Arising - None**

The Chairperson announced the on-line link for submitting questions to the meeting would now be closed.

## **6. REPORT ON PRIVATE SESSION**

### **6.1 Meeting of September 23, 2024**

The Board authorized the Board Chair to report to the October 28, 2024 Public Meeting that, at the Private Session of September 23, 2024 the Board discussed personnel, property, legal matters and business interests.

### **6.2 Meeting of October 9, 2024**

The Board authorized the Board Chair to report to the October 28, 2024 Public Meeting that, at the Private Session of October 9, 2024 the Board discussed personnel, property, legal matters and business interests.

### **6.3 Meeting of October 21, 2024**

The Board authorized the Board Chair to report to the October 28, 2024 Public Meeting that, at the Private Session of October 21, 2024 the Board discussed personnel, property, legal matters and business interests.

### **6.4 Special Meeting of October 23, 2024**

The Board authorized the Board Chair to report to the October 28, 2024 Public Meeting that, at the Private Session of October 23, 2024 the Board discussed a personnel matter and Trustees Chan-Pedley and Mah recused themselves from the meeting due to a potential conflict of interest.

### **6.5 Special Meeting of October 28, 2024**

The Board authorized the Board Chair to report to the October 28, 2024 Public Meeting that, at the Private Session of October 28, 2024 the Board discussed a personnel matter and Trustees Chan-Pedley and Mah recused themselves from the meeting due to a potential conflict of interest.

### **6.6 Meeting of October 28, 2024**

The Board authorized the Board Chair to report to the October 28, 2024 Public Meeting that, at the Private Session of October 28, 2024 the Board discussed personnel, property, legal matters and business interests.

## **7. REPORTS FROM TRUSTEE REPRESENTATIVES**

**7.1. Report from Trustee Mah** on the City of Vancouver Children, Youth, and Family Advisory Committee meeting held on September 19, 2024

**7.2. Report from Trustee Fraser** on the Urban Indigenous Peoples' Advisory Committee meeting held on September 16, 2024

## **8. NEW BUSINESS - None**

## **9. NOTICES OF MOTION**

### **9.1 Notice of Motion from Trustee Zhang: Academic Achievement**

Trustee Zhang presented the following motion and requested that it be considered at the meeting:

**Moved by J. Zhang, seconded by A. Chien, that the Board direct staff to investigate avenues to strengthen academic achievement and excellence at its secondary schools, and report back to the Board with recommendations on how to move forward no later than June 2025.**

Trustee Zhang provided rationale for the motion and discussion ensued.

Trustees asked questions and Trustee Zhang responded. Following discussion, trustees voted on the motion that had been moved and seconded.

**CARRIED**

For: L. Chan-Pedley, A. Chien, J. Fraser, V. Jung, C. Richardson, J. Zhang

Against: S. Mah

#### **10. PUBLIC QUESTION PERIOD**

The Chairperson reported that no questions were received during the public question period.

#### **11. ADJOURNMENT**

The meeting adjourned by consensus at 7:49 pm.

---

Flavia Coughlan, Secretary Treasurer

---

Victoria Jung, Chairperson

# PUBLIC DELEGATION BOARD MEETING MINUTES

Monday, November 18, 2024 at 5:00pm

The Board of Education of School District No. 39 (Vancouver) met in Room 114 (The Boardroom), VSB Education Centre, 1580 West Broadway, Vancouver, B.C. on November 18, 2024 at 5:00pm. The meeting was live-streamed.

**Trustees Present:**

Victoria Jung, Chairperson  
Joshua Zhang, Vice-Chairperson  
Lois Chan-Pedley  
Alfred Chien  
Preeti Faridkot  
Janet Fraser  
Suzie Mah  
Jennifer Reddy  
Christopher Richardson

**Senior Team Members Present:**

Helen McGregor, Superintendent  
Flavia Coughlan, Secretary Treasurer

**Also Present in the Room:**

Amanda Poon, Executive Assistant (recorder)

## 1. CALL MEETING TO ORDER

### 1.1. Indigenous Land Acknowledgement

The Chairperson called the meeting to order and acknowledged that with deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səliłwətał (Tsleil-Waututh Nation).

### 1.2. Opening Remarks

The Chairperson informed everyone the meeting was being live-streamed and the audio and visual recording would be available to the public for viewing after the meeting. The footage of the meeting could be viewed inside and outside of Canada. She reviewed meeting decorum for respectful behavior.

## 2. DELEGATIONS

The Chairperson reviewed the Procedure for Delegations to the Board and noted that there were three registered delegates presenting for this meeting. The Chairperson advised delegates that if any personal information of another individual is disclosed, the live broadcast would be paused, and the recording of the presentation would be deleted.

The following delegates presented their views. A PowerPoint presentation was provided and retained for the Board's records.

Those that presented were:

1. Tobias Zhang, Disha Chatrath, Mireille Stausgaard, Students for AEDs re: AEDs in VSB schools

**Delegations re: IB MYP**

1. Matthew Fong
2. Thomas Lane, Lord Roberts Elementary PAC

Trustees asked questions following each presentation, and the delegations provided responses pertaining to their presentations.

### **3. ADJOURNMENT**

Trustees agreed to adjourn by consensus.

The meeting adjourned at 5:34pm.

---

Flavia Coughlan, Secretary Treasurer

---

Victoria Jung, Chairperson

## STUDENT TRUSTEE REPORT

Date of Meeting: November 25, 2024

Student Trustee: Athena Yu

In this report, I will provide an update about the CANley Cup fundraiser, the annual VDSC leadership retreat, and other initiatives supporting student leadership and enhancing student engagement.

With the Canley Cup launching on November 1st, each participating school has begun promotional and fundraising efforts. Donation drives will be open until November 29th, and we look forward to reviewing the collective efforts of the students as a district in supporting the school communities and announcing the Canley Cup winners on December 10th.

At the beginning of the month, VDSC also released a video on our Instagram page (@vds council) to summarise and promote the VSB Student Leadership Fund. The video has accumulated over 9,800 views to date, and VDSC is excited to continue raising awareness of this valuable opportunity for student initiatives.

On Tuesday, November 19th, VDSC held our annual retreat, during which council members engaged in a team-building and leadership workshop. The activities focused on enhancing collaboration, understanding the role and responsibility of student voice, and setting intentions to guide our efforts for the remainder of the school year.

To increase student awareness of VDSC initiatives, the council also brainstormed marketing strategies to broaden VDSC's reach and ensure students are aware of VDSC as a resource and platform for their voices. The plans outlined include using social media platforms, particularly Instagram Reels, and continuing to publish and promote the VDSC Newsletter. To follow up on VDSC's focus on inclusivity, members shared updates on ongoing initiatives at their schools. They will continue to enhance inclusivity by building on diverse representation and participation in student-led events.

VDSC also held discussions regarding the Student Issues Box, an online platform where students can raise concerns or ask questions anonymously or openly. The Issues Box is accessible through VDSC's website (vds council.com) or links on our Instagram page. We look forward to expanding awareness of this resource through the work of our reps at each school, responding to questions efficiently, and following up on issues raised.

Additionally at the retreat, VDSC received reports from our student representatives on the Education Plan, Policy and Governance, and Finance and Personnel committees. These reports relayed key discussion topics of student interest from the November committee meetings, and VDSC looks forward to representing students more informedly.

Lastly, VDSC also received a FESL presentation, during which district-wide statistics regarding student safety, belonging, and feelings of being welcome were shared with the council, who then participated in sharing their own experiences and reflecting on them to propose potential measures to enhance and improve student experiences.

VDSC is grateful for these opportunities to share student feedback.

Thank you for your time, and I look forward to providing updates about student initiatives.



# EDUCATION PLAN COMMITTEE

Wednesday, November 6, 2024

## Committee Report to the Board, November 25, 2024

The Chairperson of the Committee called the meeting to order and acknowledged with deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səliłwətał (Tsleil-Waututh Nation).

This meeting was live-streamed, and both the audio and visual recordings were also available to the public for viewing after the meeting. Footage from this meeting may be viewed from Canada or anywhere else in the world.

A master PowerPoint presentation detailing the flow of the agenda was shown throughout the meeting, a copy of which is on file with the meeting agenda.

### **1. International Baccalaureate Middle Years Program**

Associate Superintendents McRae-Stanger and Ogden and the Manager of Communications presented a report dated November 6, 2024, entitled ***International Baccalaureate Middle Years Programme (MYP)***. The report includes information regarding the IB World MYP review and outlines the financial and logistical requirements for maintaining or closing the Middle Years Programme (MYP). It provides detailed budget estimates, scheduling needs, and engagement strategies to inform the Board's decision on the future of the MYP.

Committee members, trustees, rights holder representatives and stakeholder representatives participated in an engagement session to provide feedback to help inform the Board's decision about the future of MYP.

Trustee Mah left the meeting at 6:03 pm.

### **2. Supporting Framework for Enhancing Student Learning (FESL) Priorities**

Associate Superintendent Nuij presented a report dated November 6, 2024, entitled ***Supporting Framework for Enhancing Student Learning (FESL) Priorities***. The report and accompanying presentation provide an overview of the District's current work within two focus areas outlined in the District's Framework for Enhancing Student Learning Annual Report. Staff reviewed how the District has employed a cross-departmental approach to support literacy and numeracy proficiency through quality instruction and assessment and highlighted the collaborative efforts of the Learning Instruction, Learning Services, and Indigenous Education teams.

Following the presentation, committee members, rights holder representatives and stakeholder representatives participated in workshops led by district teams (Learning Services, Indigenous Education, Learning and Instruction) that highlighted quality instruction and assessment in support of literacy and numeracy proficiency.

Meeting adjourned at 7:02 pm.

---

Lois Chan-Pedley, Chairperson

---

|   |   |
|---|---|
| <b>Committee Members Present:</b>             | Lois Chan-Pedley (Chair)<br>Christopher Richardson (Vice-Chair)<br>Janet Fraser<br>Suzie Mah (Alternate)  |
| <b>Senior Team Members Present:</b>           | Helen McGregor, Superintendent<br>Maureen McRae-Stanger, Associate Superintendent<br>Pete Nuij, Associate Superintendent<br>Alison Ogden, Associate Superintendent  |
| <b>Rights Holder Representatives Present:</b> | Kirsten Baker-Williams, Skwxwú7mesh Úxwumixw (Squamish Nation)<br>Kirsten Touring, səliłwətał (Tsleil-Waututh Nation)   |
| <b>Stakeholder Representatives Present:</b>   | Lorena Spencer, CUPE 15<br>Ericka-Jade Mulherin, PASA<br>Bruce Garnett, VASSA<br>Salena Sharma, VDSC<br>Deborah Tin Tun, VEAES<br>Riley McMitchell, VEPVPA<br>Carl Janze, VSTA  |
| <b>Also Present:</b>                          | Ranjit Bains, Director of Instruction<br>Shannon Burton, Director of Instruction<br>Chas Desjarlais, Director of Instruction<br>Rosie Poetschke, Director of Instruction<br>Rose Mackenzie, District Principal<br>Suzie Polzin, District Principal<br>Jiana Chow, Manager of Communications<br>Shara Lee, Communications Advisor<br>Emily Rogness, Executive Assistant (Recorder) |

November 25, 2024

**TO:** Board of Education

**FROM:** Maureen McRae-Stanger, Associate Superintendent  
Alison Ogden, Associate Superintendent  
Jiana Chow, Communications Manager

**RE:** International Baccalaureate Middle Years Programme

*Reference to  
Education Plan*

**GOALS AND  
OBJECTIVES:**

Goal 1: The Vancouver School Board will improve student achievement, physical and mental well-being, and belonging by...

- Improving school environments to ensure they are safe, caring, welcoming and inclusive places for students and families.
- Increasing literacy, numeracy and deep, critical and creative thinking.
- Reporting student results about performance, well-being, and outcomes to the community and using the results to improve the quality and effectiveness of the education and supports provided to students.

Goal 2: The Vancouver School Board will increase equity by...

- Eliminating racism and discrimination in all forms.
- Eliminating gaps in achievement and outcomes among students.
- Evaluating and renewing plans for improvement of Indigenous learners' education

## INTRODUCTION

The Vancouver School Board (VSB) offers the International Baccalaureate (IB) Middle Years Programme (MYP) at three schools: Elsie Roy and Lord Roberts Elementary schools (grades 6-7), and King George Secondary school (grades 8-10). These schools provide both MYP and the B.C. curriculum.

Currently, MYP is not in compliance with IB requirements. An evaluation report by IB World identified several areas where significant investments in resources, staff training and program development are required to bring the program into compliance with IB standards. This includes an immediate investment of up to \$286,000 and ongoing annual funding of at least \$246,000 in each of the next three years.

At the same time, there has been a shift in the B.C. curriculum since 2016 where it now aligns more closely with the principles and philosophy of IB programs. As a result, there is now considerable overlap between the goals and teaching methodologies of the IB programs and the B.C. curriculum, reducing the distinctiveness that IB once offered.

At the Nov. 6, 2024, [Education Plan meeting](#), staff presented a report about MYP. The report included information regarding the IB World MYP review and outlined the financial and logistical requirements for maintaining or closing MYP. It also provided detailed budget estimates, scheduling needs and engagement strategies to inform the Board's decision on the future of the MYP. The full report can be found on the [District's website](#).

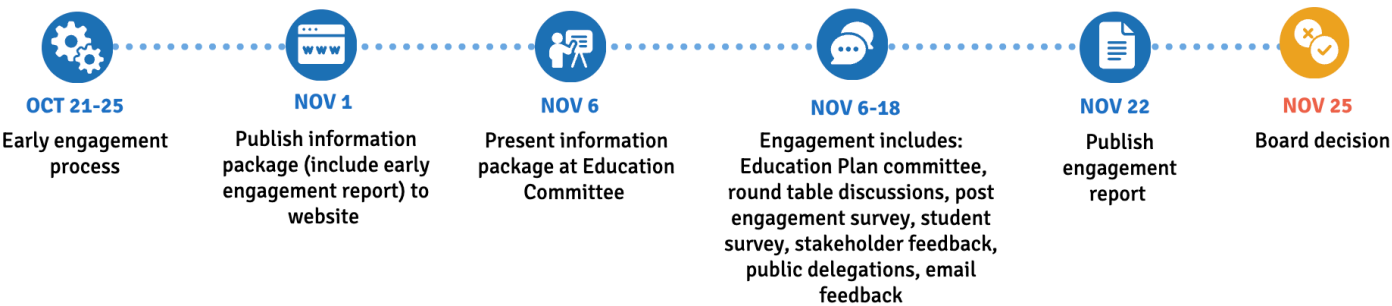
## ENGAGEMENT TIMELINE

A Board decision about the future of MYP is required by December 1, 2024. There are three reasons for this.

1. To ensure families and students maintain the opportunity to participate in the cross-boundary and mini-school application process in December and January.
2. This timeline ensures minimal scheduling, staffing and budget disruptions.
3. The Board needs to decide the future of MYP by December 1, 2024, as IB World mandated that the District begin implementing the recommendations outlined in its evaluation report by this date to retain its IB accreditation. For the Board to decide by December 1, 2024, this engagement report must be presented at the November 25, 2024, public Board meeting.

It is important to note the 2024 IB evaluation report was shared with VSB in the summer of 2024 and mandated implementation of the recommendations begin by December 1, 2024. Recognizing the summer break and the focus on back-to-school in September, the earliest the District could begin engaging with impacted community members was in October.

The following timeline was established to structure the engagement process with impacted community members, ensuring their feedback helps inform the Board's decision.



## PARTICIPANT OUTREACH

Before the Board makes a decision, staff gathered feedback from impacted community members. To ensure an inclusive process, VSB reached out to a diverse range of participants, focusing on those most impacted by the potential changes to MYP. Engagement efforts included:

- Rights holders, including representatives from xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation), and sə́lilwətaʔt (Tsleil-Waututh Nation);
- Formal stakeholders:
  - Canadian Union of Public Employees, Local 15 (CUPE 15)
  - Canadian Union of Public Employees, Local 407 (CUPE 407)
  - District Parent Advisory Council (DPAC)
  - International Union of Operating Engineers, Local 963 (IUOE 963)
  - Professional and Administrative Staff Association (PASA)
  - Vancouver Association of Secondary School Administrators (VASSA)
  - Vancouver District Students' Council (VDSC)
  - Vancouver Elementary and Adult Educators' Society (VEAES)
  - Vancouver Elementary Principal and Vice-Principal Association (VEPVPA)
  - Vancouver Secondary Teachers' Association (VSTA)
- MYP educators at Elsie Roy, Lord Roberts and King George schools (including principals, vice-principals, teachers and support staff)
- PAC Executives from Elsie Roy, Lord Roberts and King George schools
- Impacted school communities including:
  - Current MYP students and their families
    - Elsie Roy and Lord Roberts (grades 6-7)
    - King George Secondary (grades 8-10)
  - Future MYP families
    - Elsie Roy and Lord Roberts (grades k-5)
    - Roberts Annex (grades k-3)
    - šxʷwəḡʷəθət Crosstown Elementary (grades k-7)

## ENGAGEMENT RESULTS

Before the engagement activities began, District staff shared information about MYP, the evaluation report by IB World, details of the necessary investment to keep the program, a comparison of curricular differences and overlaps between MYP and the B.C. curriculum and outlined options for the future of MYP. The MYP presentation was grounded in the expertise and experience of VSB educators with both MYP and B.C. curricula. This step made sure participants were well-informed and equipped to engage meaningfully. After the presentation, the engagement commenced, with activities and questions tailored to suit the specific participant group, ensuring relevance and meaningful discussions.

The following details a high-level summary of what we heard. **See the full engagement summary report [here](#).**

The engagement process for evaluating the future of MYP highlighted significant alignment and notable differences among various groups. The majority of educators and stakeholders, as well as some families and PAC executives, shared concerns about MYP including its overlap with the B.C. curriculum, the strain on teacher workloads, compliance costs and challenges in maintaining equitable access for all students,

particularly those with disabilities and diverse abilities. A significant proportion of students did not fully understand the purpose or impact of MYP. A significant number of families highlighted MYP's potential for academic rigour and international recognition, widely recognizing this as a benefit for student learning and development. There was widespread agreement that the program requires significant financial and resource investments to meet IB compliance, with many stakeholders questioning if these costs are justified given the perceived redundancy with the B.C. curriculum.

## RECOMMENDATIONS

While MYP has operated as a school-based program since its inception in the early 2000s, a Board motion from September 19, 2011, states *"That the International Baccalaureate (IB) Middle Years Program in the King George Family of Schools and the Primary Years Program at Southlands, be designated District Programs."* A review of Board minutes shows this decision was intended to secure ongoing District financial support for these IB programs, in addition to the standard school-based budget allocated to each school. As a result of this motion, MYP is subject to [Administrative Procedure - 220 District Programs \(Choice\)](#) which requires Board approval should there be a decision to discontinue a program.

The following options were considered during the engagement period.

### Option 1: Maintain MYP

To maintain MYP, an additional budget allocation of up to \$286,040 will need to be made for this school year. This additional allocation will fund the required staff training, policy updates, collaboration time, curriculum planning and the creation of the Programme Development Plan. Additional budget allocations will need to be made for future years to ensure compliance with training requirements and program fidelity. These cost estimates may need to be adjusted in future years based on actual costs.

Currently, MYP is designated as a District program as per the Board motion in 2011 and has run as a school-based program. These schools are operating over capacity, and this means MYP is only available to in-catchment students and is not able to operate as a District program.

*Under this option the recommendation to the Board would be that the Board allocate additional funds of up to \$286,040 for the 2024-2025 school year, up to \$264,920 for the 2025-2026 school year, up to \$538,740 for the 2026-2027 school year and up to \$264,920 for the 2027-2028 school year, and designate the Middle Years Programme as a school-based program.*

### Option 2: Close MYP

Given the substantial overlap between the B.C. curriculum and MYP, closing MYP will not significantly impact student learning outcomes. Both the B.C. curriculum and MYP focus on inquiry-based learning, critical thinking and personalized learning approaches, ensuring that students continue to receive a high-quality education aligned with these principles. The B.C. curriculum has been designed to foster similar skills and competencies as the IB framework: both emphasize self-awareness, critical thinking and responsible citizenship.

The most noticeable change for students and families will be a shift from the IB 7-point grading scale to a 4-point scale for report cards. This change aligns with what families are already familiar with in grades k-5.

MYP is not a pre-requisite for the IB Diploma Programme and is not given any preferred consideration in mini school program applications, therefore closing it will not have any negative impacts for students wishing to apply to these programs.

Closing the program will also help address current challenges related to staffing, scheduling, recruitment, retention and on-going specialized IB required training. Funds that are currently allocated to MYP can be re-distributed to other learning priorities in the District in alignment with the [Education Plan](#).

As MYP was designated a District program in the September 19, 2011, Board motion, closing the program will require a Board motion as per [Policy 2 Role of the Board](#).

*Under this option the recommendation to the Board would be that the Board close the Middle Years Programme effective June 27, 2025, and direct staff to develop a closure plan.*

During the engagement most stakeholders and educators expressed support for the discontinuation of MYP while most families expressed a desire for the program to continue.

## RECOMMENDATION

That the Board close the Middle Years Programme effective June 27, 2025, and direct staff to develop a closure plan.



# FINANCE AND PERSONNEL COMMITTEE

Wednesday, November 13, 2024

## Committee Report to the Board, November 25, 2024

The Chairperson of the Committee called the meeting to order and acknowledged with deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səliłwətał (Tsleil-Waututh Nation).

This meeting was live-streamed, and both the audio and visual recordings were also available to the public for viewing after the meeting. Footage from this meeting may be viewed from Canada or anywhere else in the world.

A master PowerPoint presentation detailing the flow of the agenda was shown throughout the meeting, a copy of which is on file with the meeting agenda.

### **1. Statement of Financial Information (SOFI)**

The Executive Director of Finance presented a report dated November 13, 2024, entitled, **Statement of Financial Information**. The report includes information on the Statement of Financial Information (SOFI) for School District No. 39 (Vancouver) for the period of July 1, 2023 to June 30, 2024. He outlined the items included in the SOFI as required by Section 2 of the *Financial Information Act*, including audited financial statements, schedule of debts, guarantee and indemnity agreements, severance agreements, remuneration for employees earning greater than \$75,000, and identification of suppliers of goods and services greater than \$25,000.

Committee members, trustees and stakeholder representatives provided feedback and staff answered questions and provided clarification on various points.

There was consensus from committee trustees to forward the following recommendation to the Board for approval:

That the Board approve the Statement of Financial Information for the period July 1, 2023 to June 30, 2024, for the Board of Education of School District No. 39 (Vancouver).

### **2. Financial Planning Process**

The Secretary Treasurer presented a report dated November 13, 2024, entitled **2025-2026 Financial Planning Process**. She provided background information on provincial policy and legislative requirements that must be considered when the District's financial planning process is created. She noted that a balanced budget must be adopted by bylaw and submitted to the Ministry

of Education and Child Care by June 30 each year for the next fiscal year. Lastly, she reviewed the goals of the engagement process, and the financial plan engagement timeline.

Committee members, trustees, rights holder representatives and stakeholder representatives provided feedback and staff answered questions and provided clarification on various points.

There was consensus from committee trustees to forward the following recommendation to the Board for approval:

That the Board of Education approve the 2025-2026 Financial Planning Process.

### 3. 2024-25 First Quarter Financial Update

The Executive Director of Finance presented a report dated November 13, 2024, entitled **2024-25 First Quarter Financial Update**. The report includes information on the financial results of the operating fund for the three months ended September 30, 2024, compared to the budget for the same period.

He reviewed the year-to-date results compared to budget amounts and provided background information on variances identified. The District reported an operating fund deficit of \$9.65M compared to a budgeted deficit of \$8.47M, these financial results are due primarily to timing differences between when the operating grant received and when expenses are incurred throughout the fiscal year.

Committee members, trustees, rights holder representatives and stakeholder representatives provided feedback and staff answered questions and provided clarification on various points.

This report was provided for information

Meeting adjourned at 5:33 pm.

---

Joshua Zhang, Chairperson

---

**Committee Members Present:**

Joshua Zhang (Chair)  
Alfred Chien (Vice-Chair)  
Preeti Faridkot  
Suzie Mah

**Other Trustees Present:**

Janet Fraser (Alternate)  
Victoria Jung (Alternate)  
Christopher Richardson

**Senior Team Members Present:**

Flavia Coughlan, Secretary Treasurer  
Helen McGregor, Superintendent

Dan Blue, Executive Director, Finance

**Rights Holder Representatives  
Present:**

Lucetta George Grant, x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam)

**Stakeholder Representatives Present:**

Suzette Magri, CUPE 15  
Tim de Vivo, IUOE  
Tyson Shmyr, PASA  
Kai Nishimura, VDSC  
Vanessa Lefebvre, VEAES  
Dana Aweida, VEPVPA  
Carl Janze, VSTA (5:05pm)

**Also Present:**

Cherry Mak, Supervisor of Accounting and Treasury  
Paul Rosberg, Manager, Financial Planning and Analysis  
Amanda Poon, Executive Assistant (recorder)

November 25, 2024

ITEM 7.2.2.1

TO: Board of Education

FROM: Finance and Personnel Committee

RE: Statement of Financial Information

---

[Reference to  
Education Plan](#)

**GOAL:** The Vancouver School Board will increase equity by:

**OBJECTIVE:** Improving stewardship of the district's resources by focusing on effectiveness, efficiency, and sustainability.

## INTRODUCTION

In accordance with Section 2(3) of the *Financial Information Act* a school district must, within six months after the end of each fiscal year, prepare a statement of financial information (SOFI) for that fiscal year. Section 2(1) of the *Financial Information Act* directs that the statement of financial information be prepared in a form and containing information prescribed by the Lieutenant Governor in Council. This requirement is detailed in *Financial Information Regulation 371/93*.

This report contains a recommendation from the Finance and Personnel Committee.

## BACKGROUND

*Financial Information Regulation 371/93* provides that the statements of financial information required by Section 2 of the *Financial Information Act* must be prepared in the form set out in Schedule 1 of the regulation. In addition to the audited financial statements the following additional schedules are also included, as stipulated in the Regulation:

- Schedule of debts
- Schedule of guarantee and indemnity agreements
- Schedule of employees earning greater than \$75,000, the total remuneration paid to the employee and the total amount paid for the employee's expenses and a consolidated total of remuneration paid to all other employees
- Schedule of severance agreement
- Schedule identifying suppliers of goods and services greater than \$25,000 and a consolidated total of all other payments made to suppliers of goods and services during the year

The financial statements contained in the SOFI report have been prepared by management in accordance with the accounting requirements of British Columbia Treasury Board Regulations 257/2010 and 198/2011 as directed by Section 23.1 of the *Budget Transparency and Accountability Act of British Columbia*. The financial statements are management's responsibility and have been prepared objectively and with integrity. Management is also responsible for implementing and maintaining a system of internal controls.

The external auditors, KPMG LLP, conducted an independent examination, in accordance with generally accepted Canadian auditing standards, and expressed their opinion on the financial statements that are included in the SOFI Report. As stated, the *Financial Information Act* requires additional schedules be included as part of the SOFI Report. However, the external auditors' examination does not extend to these other schedules.

## DISCUSSION

*Financial Information Regulation 371/93* prescribes the following definitions for the information included in the SOFI Report:

### **Debt**

Long term debts secured by debt instruments such as debentures, mortgages, and bonds.

### **Guarantee and Indemnity Agreements**

Any financial guarantee and indemnity agreements in force which required government approval prior to being given under the *Indemnities and Guarantees Regulation*.

### **Severance**

An agreement made in lieu of a notice period, between an employee and employer, that may provide for one or more of the following:

1. A lump sum payment or periodic payments.
2. Payment based on the employee's base salary, benefits, and length of service.
3. Compensation, except compensation in the form of an early retirement incentive plan.

### **Remuneration**

The amounts listed under the column "remuneration" are defined as follows:

**compensation** means the sum of gross salary plus the value of benefits, where the employee's remuneration exceeds \$75,000.

**remuneration** includes any form of salary, wages, bonuses, gratuities, taxable benefits, payment into trust or any form of income deferral paid by the corporation to the employee or on behalf of the employee during the fiscal year being reported upon, whether or not such remuneration is reported under the Income Tax Act (Canada) and does not include anything payable under a severance agreement.

### **Employee Expenses**

The amount reported under expenses includes travel expenses, memberships, tuition, relocation, vehicle leases, extraordinary hiring expenses, registration fees and similar amounts paid directly to an employee, or to a third party on behalf of the employee, and which has not been included in remuneration and is not limited to expenses that are generally perceived as perquisites, or bestowing personal benefit, and may include expenditures required for employees to perform their job functions.

It is important to note that the report does not include any recovery of expenses. If an employee reimburses the District for any portion of an expenditure, the reimbursed amount is not deducted in the

SOFI report. If an external grant reimburses the District for a portion (or all) of the costs, the gross amount of the expenditure is reported, and the recovery is not offset.

#### **Supplier Payments**

The Act defines the amounts to be included for payments made for the provision of goods or services as follows:

The schedule of payments for the provision of goods and services must list the aggregate amount paid by the corporation during the fiscal year for the supply of goods or services rendered if the aggregate amount paid to each individual supplier exceeds \$25,000.

A significant portion of the supplier payments represents contributions to pension and employee benefit plans and contractors for capital projects. Payments for employer contributions for statutory deductions (EI, CPP etc.) and employee benefit plans are included in this schedule.

## **CONCLUSION**

*Financial Information Regulation 371/93* requires that a statement of financial information prepared by a corporation, must be approved by its Board. The attached report complies with the disclosure requirements of the *Financial Information Act* and upon approval by the Board, it will be filed with the Ministry of Education and Child Care as required.

## **RECOMMENDATIONS**

That the Board approve the Statement of Financial Information for the period July 1, 2023 to June 30, 2024, for the Board of Education of School District No. 39 (Vancouver).

**Attachment:** Statement of Financial Information June 30, 2024



**VSB** Vancouver  
School District

# Statement of Financial Information

FOR THE YEAR ENDED JUNE 30, 2024



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

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

**Fiscal Year Ended June 30, 2024**

**TABLE OF CONTENTS**

Documents are arranged in the following order:

|   |     |
|---|-----|
| 1. Approval of Statement of Financial Information               | 1   |
| 2. Financial Information Act Submission Checklist               | 2   |
| 3. Management Report  | 3   |
| 4. Audited Financial Statements                                 | 4   |
| 5. Schedule of Debt   | 50  |
| 6. Schedule of Guarantee and Indemnity Agreements               | 51  |
| 7. Schedule of Severance Agreements                             | 52  |
| 8. Schedule of Remuneration and Expenses                        | 53  |
| 9. Schedule of Payments for the Provision of Goods and Services | 105 |
| 10. Explanation of Differences to Audited Financial Statements  | 116 |



Ministry  
of Education

## SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

6049

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

### DECLARATION AND SIGNATURES

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

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

|  |             |
|--|-------------|
| SIGNATURE OF CHAIRPERSON OF THE BOARD OF EDUCATION | DATE SIGNED |
| SIGNATURE OF SUPERINTENDENT                        | DATE SIGNED |
| SIGNATURE OF SECRETARY TREASURER                   | DATE SIGNED |

EDUC. 6049 (REV. 2008/09)

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

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

**Fiscal Year Ended June 30, 2024**

**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, 2024**

**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)

---

Helen McGregor  
Superintendent  
Date:

---

Flavia Coughlan  
Secretary Treasurer  
Date:

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, 2024



# School District No. 39 (Vancouver)

June 30, 2024

## Table of Contents

|   |      |
|---|------|
| Management Report .....   | 1    |
| Independent Auditors' Report .....  | 2-4  |
| Statement of Financial Position - Statement 1 .....   | 5    |
| Statement of Operations - Statement 2 .....   | 6    |
| Statement of Changes in Net Debt - Statement 4 .....  | 7    |
| Statement of Cash Flows - Statement 5 .....   | 8    |
| Notes to the Financial Statements .....   | 9-28 |
| Schedule of Changes in Accumulated Surplus (Deficit) by Fund - Schedule 1 (Unaudited) ..... | 29   |
| Schedule of Operating Operations - Schedule 2 (Unaudited) .....                             | 30   |
| Schedule 2A - Schedule of Operating Revenue by Source (Unaudited) .....                     | 31   |
| Schedule 2B - Schedule of Operating Expense by Object (Unaudited) .....                     | 32   |
| Schedule 2C - Operating Expense by Function, Program and Object (Unaudited) .....           | 33   |
| Schedule of Special Purpose Operations - Schedule 3 (Unaudited) .....                       | 35   |
| Schedule 3A - Changes in Special Purpose Funds and Expense by Object (Unaudited) .....      | 36   |
| Schedule of Capital Operations - Schedule 4 (Unaudited) .....                               | 40   |
| Schedule 4A - Tangible Capital Assets (Unaudited) .....                                     | 41   |
| Schedule 4B - Tangible Capital Assets - Work in Progress (Unaudited) .....                  | 42   |
| Schedule 4C - Deferred Capital Revenue (Unaudited) .....                                    | 43   |
| Schedule 4D - Changes in Unspent Deferred Capital Revenue (Unaudited) .....                 | 44   |

# School District No. 39 (Vancouver)

## MANAGEMENT REPORT

Version: 3713-2968-9985

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

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

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

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

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

The external auditors, KPMG LLP, conduct an independent examination, in accordance with Canadian generally accepted auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of School District No. 39 (Vancouver) and meet when required. The accompanying Independent Auditors' Report outlines their responsibilities, the scope of their examination and their opinion on the School District's financial statements.

On behalf of School District No. 39 (Vancouver)

|  |               |
|--|---------------|
| Original Signed  | Sept 23, 2024 |
| Signature of the Chairperson of the Board of Education | Date Signed   |
| Original Signed  | Sept 23, 2024 |
| Signature of the Superintendent                        | Date Signed   |
| Original Signed  | Sept 23, 2024 |
| Signature of the Secretary Treasurer                   | Date Signed   |



## INDEPENDENT AUDITOR'S REPORT

## Opinion

- the statement of financial position as at June 30, 2024
- 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

In our opinion, the accompanying financial statements as at and for the year ended June 30, 2024 of the Entity are prepared, in all material respects, in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

### ***Basis for Opinion***

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

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

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

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

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



### ***Other Information***

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

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

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

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

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

We have nothing to report in this regard.

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

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

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

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

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

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

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



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

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

We also:

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

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

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

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font and is underlined with a single horizontal stroke.

Chartered Professional Accountants

Vancouver, Canada  
September 23, 2024



# School District No. 39 (Vancouver)

Statement 1

## Statement of Financial Position

As at June 30, 2024

|  | 2024<br>Actual       | 2023<br>Actual       |
|--|----------------------|----------------------|
|  | \$                   | \$                   |
| <b>Financial Assets</b>                                  |                      |                      |
| Cash and Cash Equivalents                                | 207,569,433          | 260,849,132          |
| Accounts Receivable                                      |                      |                      |
| Due from Province - Ministry of Education and Child Care | 5,392,460            | 5,702,015            |
| Due from Province - Other                                | 140,408              | 94,000               |
| Other (Note 3)   | 32,445,386           | 18,806,469           |
| Portfolio Investments (Note 4)                           | 50,410,724           | 419,516              |
| <b>Total Financial Assets</b>                            | <b>295,958,411</b>   | <b>285,871,132</b>   |
| <b>Liabilities</b>                                       |                      |                      |
| Accounts Payable and Accrued Liabilities                 |                      |                      |
| Due to Province - Other                                  | 234,839              | 641,332              |
| Other (Note 5)   | 115,565,109          | 87,392,634           |
| Unearned Revenue (Note 6)                                | 57,056,260           | 56,318,061           |
| Deferred Revenue (Note 7)                                | 41,662,438           | 42,294,538           |
| Deferred Capital Revenue (Note 8)                        | 953,310,706          | 917,555,273          |
| Employee Future Benefits (Note 9)                        | 33,850,560           | 33,236,114           |
| Asset Retirement Obligation (Note 10)                    | 66,971,650           | 67,117,711           |
| Capital Lease Obligations (Note 11)                      | 2,572,960            | 3,680,067            |
| <b>Total Liabilities</b>                                 | <b>1,271,224,522</b> | <b>1,208,235,730</b> |
| <b>Net Debt</b>  | <b>(975,266,111)</b> | <b>(922,364,598)</b> |
| <b>Non-Financial Assets</b>                              |                      |                      |
| Tangible Capital Assets (Note 12)                        | 1,045,745,806        | 991,045,169          |
| Prepaid Expenses   | 3,051,811            | 1,686,027            |
| Supplies Inventory                                       | 1,285,659            | 1,112,118            |
| <b>Total Non-Financial Assets</b>                        | <b>1,050,083,276</b> | <b>993,843,314</b>   |
| <b>Accumulated Surplus (Deficit) (Note 14)</b>           | <b>74,817,165</b>    | <b>71,478,716</b>    |
| Contractual Obligations (Note 15)                        |                      |                      |
| Contingent Assets (Note 16)                              |                      |                      |
| Contingent Liabilities (Note 17)                         |                      |                      |

Approved by the Board

|  |             |
|--|-------------|
| Signature of the Chairperson of the Board of Education | Date Signed |
|--|-------------|

|                                 |             |
|---------------------------------|-------------|
| Signature of the Superintendent | Date Signed |
|---------------------------------|-------------|

|                                      |             |
|--------------------------------------|-------------|
| Signature of the Secretary Treasurer | Date Signed |
|--------------------------------------|-------------|

# School District No. 39 (Vancouver)

Statement 2

Statement of Operations

Year Ended June 30, 2024

|   | 2024<br>Budget<br>(Note 18) | 2024<br>Actual                  | 2023<br>Actual           |
|---|-----------------------------|---------------------------------|--------------------------|
|   | \$                          | \$                              | \$                       |
| <b>Revenues</b>   |                             |                                 |                          |
| Provincial Grants   |                             |                                 |                          |
| Ministry of Education and Child Care                                    | 643,916,830                 | <b>646,100,708</b>              | 590,032,562              |
| Other   | 8,806,736                   | <b>9,211,318</b>                | 7,910,330                |
| Federal Grants  | 3,221,311                   | <b>3,192,037</b>                | 2,686,892                |
| Tuition   | 25,707,509                  | <b>26,789,970</b>               | 23,467,077               |
| Other Revenue   | 24,140,133                  | <b>27,649,234</b>               | 27,837,780               |
| Rentals and Leases  | 7,202,499                   | <b>7,988,402</b>                | 7,727,957                |
| Investment Income   | 7,838,848                   | <b>9,235,795</b>                | 7,232,917                |
| Amortization of Deferred Capital Revenue                                | 26,556,801                  | <b>26,533,602</b>               | 24,553,444               |
| <b>Total Revenue</b>  | <u>747,390,667</u>          | <u><b>756,701,066</b></u>       | <u>691,448,959</u>       |
| <b>Expenses (Note 19)</b>   |                             |                                 |                          |
| Instruction   | 605,655,880                 | <b>601,753,079</b>              | 556,351,264              |
| District Administration   | 29,454,810                  | <b>28,750,251</b>               | 26,288,842               |
| Operations and Maintenance  | 116,681,473                 | <b>119,009,276</b>              | 113,433,643              |
| Transportation and Housing  | 3,450,503                   | <b>3,720,473</b>                | 3,477,279                |
| Debt Services   | 186,908                     | <b>129,538</b>                  | 185,328                  |
| <b>Total Expense</b>  | <u>755,429,574</u>          | <u><b>753,362,617</b></u>       | <u>699,736,356</u>       |
| <b>Surplus (Deficit) for the year</b>                                   | <u>(8,038,907)</u>          | <u><b>3,338,449</b></u>         | <u>(8,287,397)</u>       |
| <b>Accumulated Surplus (Deficit) from Operations, beginning of year</b> |                             | <b>71,478,716</b>               | 79,766,113               |
| <b>Accumulated Surplus (Deficit) from Operations, end of year</b>       |                             | <u><u><b>74,817,165</b></u></u> | <u><u>71,478,716</u></u> |

# School District No. 39 (Vancouver)

Statement 4

Statement of Changes in Net Debt

Year Ended June 30, 2024

|   | 2024<br>Budget<br>(Note 18) | 2024<br>Actual       | 2023<br>Actual |
|---|-----------------------------|----------------------|----------------|
|   | \$                          | \$                   | \$             |
| <b>Surplus (Deficit) for the year</b>   | (8,038,907)                 | <b>3,338,449</b>     | (8,287,397)    |
| <b>Effect of change in Tangible Capital Assets</b>                              |                             |                      |                |
| Acquisition of Tangible Capital Assets  | (92,832,750)                | <b>(90,168,921)</b>  | (84,917,201)   |
| Amortization of Tangible Capital Assets   | 35,357,674                  | <b>35,252,334</b>    | 34,346,700     |
| ARO Change in Estimate  |                             | <b>215,950</b>       |                |
| <b>Total Effect of change in Tangible Capital Assets</b>                        | (57,475,076)                | <b>(54,700,637)</b>  | (50,570,501)   |
| Acquisition of Prepaid Expenses   |                             | <b>(7,285,114)</b>   | (8,364,408)    |
| Use of Prepaid Expenses   |                             | <b>5,919,330</b>     | 8,109,569      |
| Acquisition of Supplies Inventory   |                             | <b>(1,702,603)</b>   | (1,853,639)    |
| Use of Supplies Inventory   |                             | <b>1,529,062</b>     | 1,730,500      |
| <b>Total Effect of change in Other Non-Financial Assets</b>                     | -                           | <b>(1,539,325)</b>   | (377,978)      |
| <b>(Increase) Decrease in Net Debt, before Net Remeasurement Gains (Losses)</b> | <u>(65,513,983)</u>         | <b>(52,901,513)</b>  | (59,235,876)   |
| <b>Net Remeasurement Gains (Losses)</b>   |                             |                      |                |
| <b>(Increase) Decrease in Net Debt</b>  |                             | <b>(52,901,513)</b>  | (59,235,876)   |
| <b>Net Debt, beginning of year</b>  |                             | <b>(922,364,598)</b> | (863,128,722)  |
| <b>Net Debt, end of year</b>  |                             | <b>(975,266,111)</b> | (922,364,598)  |

# School District No. 39 (Vancouver)

Statement 5

## Statement of Cash Flows

Year Ended June 30, 2024

|   | 2024<br>Actual      | 2023<br>Actual      |
|---|---------------------|---------------------|
|   | \$                  | \$                  |
| <b>Operating Transactions</b>                                 |                     |                     |
| Surplus (Deficit) for the year                                | 3,338,449           | (8,287,397)         |
| Changes in Non-Cash Working Capital                           |                     |                     |
| Decrease (Increase)   |                     |                     |
| Accounts Receivable   | (13,375,770)        | (5,834,034)         |
| Supplies Inventories  | (173,541)           | (123,139)           |
| Prepaid Expenses  | (1,365,784)         | (254,839)           |
| Increase (Decrease)   |                     |                     |
| Accounts Payable and Accrued Liabilities                      | 27,765,982          | 3,518,734           |
| Unearned Revenue  | 738,199             | 3,703,275           |
| Deferred Revenue  | (632,100)           | 16,906,834          |
| Employee Future Benefits                                      | 614,446             | 848,998             |
| Asset Retirement Obligations                                  | (146,061)           | -                   |
| Other Liabilities   | -                   | (99,369)            |
| Amortization of Tangible Capital Assets                       | 35,252,334          | 34,346,700          |
| Amortization of Deferred Capital Revenue                      | (26,533,602)        | (24,553,444)        |
| <b>Total Operating Transactions</b>                           | <b>25,482,552</b>   | <b>20,172,319</b>   |
| <b>Capital Transactions</b>                                   |                     |                     |
| Tangible Capital Assets Purchased                             | (2,542,379)         | (2,648,014)         |
| Tangible Capital Assets -WIP Purchased                        | (87,119,917)        | (81,926,677)        |
| Tangible Capital Assets - WIP Purchased Prior Period          | 1,599,972           |                     |
| <b>Total Capital Transactions</b>                             | <b>(88,062,324)</b> | <b>(84,574,691)</b> |
| <b>Financing Transactions</b>                                 |                     |                     |
| Capital Revenue Received                                      | 60,757,905          | 81,143,163          |
| Capital Lease Payments  | (1,466,624)         | (2,187,221)         |
| <b>Total Financing Transactions</b>                           | <b>59,291,281</b>   | <b>78,955,942</b>   |
| <b>Investing Transactions</b>                                 |                     |                     |
| Investments in Portfolio Investments                          | (49,991,208)        | (6,999)             |
| <b>Total Investing Transactions</b>                           | <b>(49,991,208)</b> | <b>(6,999)</b>      |
| <b>Net Increase (Decrease) in Cash and Cash Equivalents</b>   | <b>(53,279,699)</b> | <b>14,546,571</b>   |
| <b>Cash and Cash Equivalents, beginning of year</b>           | <b>260,849,132</b>  | <b>246,302,561</b>  |
| <b>Cash and Cash Equivalents, end of year</b>                 | <b>207,569,433</b>  | <b>260,849,132</b>  |
| <b>Cash and Cash Equivalents, end of year, is made up of:</b> |                     |                     |
| Cash  | 207,569,433         | 260,849,132         |
|   | <b>207,569,433</b>  | <b>260,849,132</b>  |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

---

**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, 2024**

---

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



**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

---

**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, 2024**

---

**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, 2024**

---

**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, 2024**

---

**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, 2024**

---

**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.

s) Adoption of New Accounting Standards

- On July 1, 2023, the School District adopted Canadian Public Sector Accounting Standard PS 3400, *Revenue* ("PS 3400"). The new accounting standard establishes a single framework to categorize revenue to enhance the consistency of revenue recognition and its measurement. Under the new accounting standard, there are two categories of revenue – exchange and non-exchange. If the transaction gives rise to one or more performance obligations, it is an exchange transaction. If no performance obligations are present, it is a non-exchange transaction. Management has assessed the impact of adopting PS 3400 on the financial statements of the School District and has found no adjustments based on the requirements of the standard.

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

---

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

s) Adoption of New Accounting Standards (continued)

- On July 1, 2023, the School District adopted Canadian Public Sector Accounting Standard PS 3160, *Public Private Partnerships* ("PS 3160"). The new accounting standard addresses the recognition, measurement, presentation, and disclosure of infrastructure procured by public sector entities through certain types of public private partnership arrangements. Management has assessed the impact of adopting PS 3160 on the financial statements of the School District and has found that at present no such items meet the criteria to be recognized as a public private partnership.
- On July 1, 2023, the School District adopted Public Sector Guideline PSG-8, *Purchased Intangibles*, applied on a prospective basis ("PSG-8"). PSG-8 defines purchased intangibles as identifiable non-monetary economic resources without physical substance acquired through an arm's length exchange transaction between knowledgeable, willing parties who are under no compulsion to act. Intangibles acquired through a transfer, contribution, or inter-entity transaction, are not purchased intangibles. Management has assessed the impact of adopting PSG-8 and found that at present no such items meet the criteria to be recognized as a purchased intangible.

**3 Other Receivables**

Other Receivables include an amount for unpaid ground lease revenue. Included in Rentals and Leases is \$56.36 million which is reported under Allowance for Doubtful Accounts due to uncertainty surrounding the collectability of this amount (refer to Note 18, Contingent Assets for additional information).

|                                 | <u>June 30, 2024</u> | <u>June 30, 2023</u> |
|---------------------------------|----------------------|----------------------|
| Due from Federal Government     | \$ 488,059           | \$ 520,359           |
| Due from Municipalities         | 18,046,322           | 10,651,904           |
| Due from Other School Districts | 305,000              | 206,138              |
| Rentals and Leases              | 56,766,410           | 48,460,646           |
| Other Receivables               | 13,199,305           | 7,365,882            |
| Total Receivables               | 88,805,096           | 67,204,929           |
| Allowance for Doubtful Accounts | (56,359,710)         | (48,398,460)         |
| Net Balance                     | <u>\$ 32,445,386</u> | <u>\$ 18,806,469</u> |

**4 Portfolio Investments**

Investments included in portfolio investments are held with local banking institutions and earn average interest at 5.54% (2023 – 4.83%). Senior government bonds held earn average interest at 2.56% (2023 – 2.51%).

|                                   | <u>June 30, 2024</u> | <u>June 30, 2023</u> |
|-----------------------------------|----------------------|----------------------|
| Short-term Investment Certificate | \$ 50,000,000        | \$ -                 |
| Senior Government Bonds           | 309,139              | 318,219              |
| GIC's                             | 101,585              | 101,297              |
| Net Balance                       | <u>\$ 50,410,724</u> | <u>\$ 419,516</u>    |



**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

---

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

|                               | <u>June 30, 2024</u>  | <u>June 30, 2023</u> |
|-------------------------------|-----------------------|----------------------|
| Trade Payables                | \$ 12,906,605         | \$ 15,388,112        |
| Salaries and Benefits Payable | 43,978,045            | 40,359,078           |
| Accrued Vacation Pay          | 11,430,503            | 11,273,531           |
| Other                         | 47,249,956            | 20,371,913           |
|                               | <u>\$ 115,565,109</u> | <u>\$ 87,392,634</u> |

**6 Unearned Revenue**

|                                | <u>June 30, 2024</u> | <u>June 30, 2023</u> |
|--------------------------------|----------------------|----------------------|
| Balance, beginning of year     |                      |                      |
| Tuition fees                   | \$ 24,072,040        | \$ 21,165,567        |
| Rental and lease of facilities | 13,398,856           | 13,426,071           |
| Other                          | 18,847,165           | 18,023,148           |
|                                | <u>56,318,061</u>    | <u>52,614,786</u>    |
| Amounts received               |                      |                      |
| Tuition fees                   | 25,557,293           | 21,330,098           |
| Rental and lease of facilities | 7,889,069            | 10,858,247           |
| Other                          | 934,842              | 829,442              |
|                                | <u>34,381,204</u>    | <u>33,017,787</u>    |
| Amounts recognized in revenue  |                      |                      |
| Tuition fees                   | 25,724,603           | 18,423,625           |
| Rental and lease of facilities | 7,918,402            | 10,885,462           |
| Other                          | -                    | 5,425                |
|                                | <u>33,643,005</u>    | <u>29,314,512</u>    |
| Balance, end of year           |                      |                      |
| 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           |
| Balance, end of year           | <u>\$ 57,056,260</u> | <u>\$ 56,318,061</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, 2024**

---

**7 Deferred Revenue (continued)**

|  | <u>June 30, 2024</u> | <u>June 30, 2023</u> |
|--|----------------------|----------------------|
| Balance, beginning of year                               |                      |                      |
| Provincial Grants - Ministry of Education and Child Care | \$ 5,001,078         | \$ 4,409,708         |
| Provincial Grants - Other                                | 30,831,936           | 14,616,490           |
| Other Grants   | 5,971,894            | 6,318,363            |
| Investment Income  | 489,630              | 43,143               |
|  | <u>42,294,538</u>    | <u>25,387,704</u>    |
| Increases during the year                                |                      |                      |
| Provincial Grants - Ministry of Education and Child Care | 78,189,881           | 71,795,961           |
| Provincial Grants - Other                                | 6,891,871            | 24,063,527           |
| Other  | 7,544,821            | 7,197,314            |
| Interest Income  | 1,982,248            | 1,263,177            |
|  | <u>94,608,821</u>    | <u>104,319,979</u>   |
| Allocated to Revenue                                     |                      |                      |
| Provincial Grants - Ministry of Education and Child Care | 76,601,848           | 69,661,259           |
| Provincial Grants - Other                                | 9,149,069            | 7,848,081            |
| Other Grants   | 7,482,451            | 7,543,783            |
| Interest Income  | 948,164              | 816,690              |
|  | <u>94,181,532</u>    | <u>85,869,813</u>    |
| Recoveries   |                      |                      |
| Provincial Grants - Ministry of Education and Child Care | <u>1,059,389</u>     | <u>1,543,332</u>     |
| Balance, end 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> |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

**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.

|  | <b>June 30, 2024</b>  | <b>June 30, 2023</b>  |
|--|-----------------------|-----------------------|
| Deferred Capital Revenue, Completed Projects               |                       |                       |
| Balance, beginning of year                                 | \$ 754,002,130        | \$ 669,328,255        |
| Increases  |                       |                       |
| Transfers from Work in Progress                            | 141,496,348           | 109,227,319           |
| Transferred to Deferred Revenue Other from Bylaw           | 1,853,508             | -                     |
|  | <u>143,349,856</u>    | <u>109,227,319</u>    |
| Decreases  |                       |                       |
| Amortization - ByLaw Capital                               | 25,378,458            | 23,599,792            |
| Amortization - Other Provincial Capital                    | 424,933               | 353,719               |
| Amortization - Other Capital                               | 730,211               | 599,933               |
| ARO Settlement   | 76,695                | -                     |
| Other  | 4,293                 | -                     |
|  | <u>26,614,590</u>     | <u>24,553,444</u>     |
| Balance, end of year                                       | <u>870,737,396</u>    | <u>754,002,130</u>    |
| Deferred Capital Revenue, Work in Progress                 |                       |                       |
| Balance, beginning of year                                 | 120,562,774           | 149,529,463           |
| Increases  |                       |                       |
| Transfers from Deferred Revenue – Unspent funds            | 80,918,603            | 80,260,630            |
| Decreases  |                       |                       |
| Transferred to Deferred Revenue Other from Bylaw           | 164,695               | -                     |
| Transfers to Deferred Capital Revenue – Completed projects | 141,496,348           | 109,227,319           |
| Balance, end of year                                       | <u>59,820,334</u>     | <u>120,562,774</u>    |
| Balance DCR - Completed Projects and WIP, end of year      | <u>930,557,730</u>    | <u>874,564,904</u>    |
| Deferred Capital Revenue, Unspent                          |                       |                       |
| Balance, beginning of year                                 | 42,990,369            | 42,107,836            |
| Increases  |                       |                       |
| Provincial Grants – Ministry of Education and Child Care   | 51,851,883            | 70,381,970            |
| Other Grants   | 8,552,315             | 8,752,484             |
| Investment Income  | 2,392,327             | 2,008,709             |
|  | <u>62,796,525</u>     | <u>81,143,163</u>     |
| Decreases  |                       |                       |
| Transferred to Deferred Capital Revenue, WIP               | 80,918,603            | 80,260,630            |
| Settlement of Asset Retirement Obligations                 | 76,695                | -                     |
| Transferred to Deferred Revenue Other from Bylaw           | 2,038,620             | -                     |
|  | <u>83,033,918</u>     | <u>80,260,630</u>     |
| Balance, DCR - Unspent, end of year                        | <u>22,752,976</u>     | <u>42,990,369</u>     |
| Total Deferred Capital Revenue                             | <u>\$ 953,310,706</u> | <u>\$ 917,555,273</u> |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

---

**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, 2024</u> | <u>June 30, 2023</u> |
|---|----------------------|----------------------|
| Reconciliation of Accrued Benefit Obligation          |                      |                      |
| Accrued Benefit Obligation – April 1                  | \$ 26,388,850        | \$ 27,847,971        |
| Service Cost  | 1,730,689            | 1,832,149            |
| Interest Cost   | 1,070,063            | 913,961              |
| Benefit Payments                                      | (1,909,561)          | (1,932,724)          |
| Actuarial (Gain) Loss                                 | (1,291,625)          | (2,272,507)          |
| Accrued Benefit Obligation – March 31                 | <u>\$ 25,988,416</u> | <u>\$ 26,388,850</u> |
| Reconciliation of Funded Status at End of Fiscal Year |                      |                      |
| Accrued Benefit Obligation - March 31                 | \$ 25,988,416        | \$ 26,388,850        |
| Market Value of Plan Assets - March 31                | -                    | -                    |
| Funded Status - Surplus (Deficit)                     | 25,988,416           | 26,388,850           |
| Employer Contributions After Measurement Date         | (1,357,261)          | (1,160,797)          |
| Benefits Expense After Measurement Date               | 706,428              | 700,188              |
| Unamortized Net Actuarial (Gain) Loss                 | 8,512,977            | 7,307,873            |
| Accrued Benefit Asset (Liability) - June 30           | <u>\$ 33,850,560</u> | <u>\$ 33,236,114</u> |
| Reconciliation of Change in Accrued Benefit Liability |                      |                      |
| Accrued Benefit Liability (Asset) - July 1            | \$ 33,236,114        | \$ 32,387,116        |
| Net Expense for Fiscal Year                           | 2,720,471            | 2,886,127            |
| Employer Contributions                                | (2,106,025)          | (2,037,129)          |
| Accrued Benefit Liability (Asset) - June 30           | <u>\$ 33,850,560</u> | <u>\$ 33,236,114</u> |
| Components of Net Benefit Expense                     |                      |                      |
| Service Cost  | 1,723,561            | 1,806,784            |
| Interest Cost   | 1,083,431            | 952,987              |
| Amortization of Net Actuarial (Gain)/Loss             | (86,521)             | 126,356              |
| Net Benefit Expense (Income)                          | <u>\$ 2,720,471</u>  | <u>\$ 2,886,127</u>  |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

---

**9 Employee Future Benefits (continued)**

|                                    | <u>June 30, 2024</u> | <u>June 30, 2023</u> |
|------------------------------------|----------------------|----------------------|
| Assumptions                        |                      |                      |
| Discount Rate - April 1            | 4.00%                | 3.25%                |
| Discount Rate - March 31           | 4.25%                | 4.00%                |
| 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                   | 11.0                 | 11.0                 |

The impact of changes in assumptions between the March 31, 2024 measurement date and June 30, 2024 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, 2024</u> | <u>June 30, 2023</u> |
|---|----------------------|----------------------|
| Asset Retirement Obligations, beginning of year | \$ 67,117,711        | \$ 67,117,711        |
| Increased ARO Cost Estimate                     | 146,585              | -                    |
| ARO Settlement                                  | (292,646)            | -                    |
| Asset Retirement Obligation, end of year        | <u>\$ 66,971,650</u> | <u>\$ 67,117,711</u> |

**11 Capital Lease Obligations**

Repayments are due as follows:

|                   | <u>June 30, 2024</u> | <u>June 30, 2023</u> |
|-------------------|----------------------|----------------------|
| Fiscal year ended |                      |                      |
| 2024              | \$ -                 | \$ 1,493,108         |
| 2025              | 1,587,477            | 1,488,474            |
| 2026              | 1,057,384            | 956,360              |
| 2027              | 101,024              | -                    |
|                   | <u>2,745,885</u>     | <u>3,937,942</u>     |
| Interest portion  | 172,925              | 257,875              |
| Total             | <u>\$ 2,572,960</u>  | <u>\$ 3,680,067</u>  |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

**12 Tangible Capital Assets**

**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> |

**2023**

| <b>Cost</b>                 | <b>July 1, 2022</b>     | <b>Additions</b>     | <b>Disposals</b>      | <b>Transfers</b> | <b>June 30, 2023</b>    |
|-----------------------------|-------------------------|----------------------|-----------------------|------------------|-------------------------|
| Sites                       | \$ 20,781,543           | \$ -                 | \$ -                  | \$ -             | \$ 20,781,543           |
| Buildings                   | 1,233,403,733           | 278,301              | -                     | 108,806,613      | 1,342,488,647           |
| Buildings – WIP             | 157,342,036             | 81,525,338           | -                     | (108,806,613)    | 130,060,761             |
| Furniture & Equipment       | 18,985,751              | 1,529,310            | (1,660,102)           | 420,706          | 19,275,665              |
| Furniture & Equipment - WIP | 33,260                  | 401,339              | -                     | (420,706)        | 13,893                  |
| Vehicles                    | 2,125,351               | 36,731               | (231,756)             | -                | 1,930,326               |
| Computer Software           | 679,878                 | 15,240               | (355,327)             | -                | 339,791                 |
| Computer Hardware           | 23,760,497              | 1,130,942            | (4,362,700)           | -                | 20,528,739              |
| <b>Total</b>                | <b>\$ 1,457,112,049</b> | <b>\$ 84,917,201</b> | <b>\$ (6,609,885)</b> | <b>\$ -</b>      | <b>\$ 1,535,419,365</b> |

| <b>Accumulated Amortization</b> | <b>July 1, 2022</b>   | <b>Amortization</b>  | <b>Disposals</b>    | <b>June 30, 2023</b>  |
|---------------------------------|-----------------------|----------------------|---------------------|-----------------------|
| Buildings                       | \$ 495,341,289        | \$ 27,699,949        | \$ -                | \$ 523,041,238        |
| Furniture & Equipment           | 8,375,945             | 1,913,072            | 1,660,102           | 8,628,915             |
| Vehicles                        | 1,100,126             | 202,785              | 231,756             | 1,071,155             |
| Computer Software               | 510,628               | 101,968              | 355,327             | 257,269               |
| Computer Hardware               | 11,309,393            | 4,428,926            | 4,362,700           | 11,375,619            |
| <b>Total</b>                    | <b>\$ 516,637,381</b> | <b>\$ 34,346,700</b> | <b>\$ 6,609,885</b> | <b>\$ 544,374,196</b> |

| <b>Net Book Value</b>       | <b>June 30, 2024</b>    | <b>June 30, 2023</b>  |
|-----------------------------|-------------------------|-----------------------|
| Sites                       | \$ 20,781,543           | \$ 20,781,543         |
| Buildings                   | 934,069,200             | 819,447,409           |
| Buildings - WIP             | 71,270,110              | 130,060,761           |
| Furniture & Equipment       | 12,695,257              | 10,646,750            |
| Furniture & Equipment - WIP | -                       | 13,893                |
| Vehicles                    | 676,270                 | 859,171               |
| Computer Software           | 48,632                  | 82,522                |
| Computer Hardware           | 6,204,794               | 9,153,120             |
| <b>Total</b>                | <b>\$ 1,045,745,806</b> | <b>\$ 991,045,169</b> |



**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

---

**12 Tangible Capital Assets (continued)**

As at June 30, 2024 there was work in progress of \$71,270,110 (2023 – \$130,074,654) included in Buildings and Furniture & Equipment and not being amortized.

Included within tangible capital assets purchases is \$359,517 (2023 – \$342,510) 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, 2023, the Teachers' Pension Plan has about 51,000 active members and approximately 42,000 retired members. As of December 31, 2023, the Municipal Pension Plan has about 256,000 active members, including approximately 31,000 from School Districts.

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

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

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

The School District paid \$51,103,565 (2023 – \$46,976,307) for employer contributions to these plans in the year ended June 30, 2024.

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

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

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

**14 Accumulated Surplus**

|  | <u>June 30, 2024</u>        | <u>June 30, 2023</u>        |
|--|-----------------------------|-----------------------------|
| <b>Capital Fund Accumulated Surplus</b>                  |                             |                             |
| Internally Restricted (Appropriated) by the Board for:   |                             |                             |
| Capital Projects Cost Share                              |                             |                             |
| New Elementary School at Coal Harbour                    | \$ 4,208,190                | \$ 10,490,000               |
| Eric Hamber Secondary                                    | 280,000                     | 1,223,000                   |
| Henry Hudson Elementary                                  | 322,500                     | 722,500                     |
| Kitsilano Secondary                                      | 50,798                      | 52,101                      |
| Equipment Replacement                                    | 500,000                     | 500,000                     |
| Financial Provisions                                     | 200,000                     | -                           |
| Parkade Renewal  | 622,257                     | 300,000                     |
| Replacement School at Lord Roberts Annex                 | 3,418,029                   | 3,125,941                   |
| Contingency Reserve for Local Capital                    | 3,284,142                   | 168,060                     |
| <b>Total Internally Restricted Local Capital Surplus</b> | <u>12,885,916</u>           | <u>16,581,602</u>           |
| <b>Invested in Capital Assets</b>                        | <u>35,870,972</u>           | <u>34,103,904</u>           |
| <b>Total Capital Fund Accumulated Surplus</b>            | <u><b>48,756,888</b></u>    | <u><b>50,685,506</b></u>    |
| <b>Operating Fund Accumulated Surplus</b>                |                             |                             |
| Internally Restricted (Appropriated) by the Board for:   |                             |                             |
| <b>Operations Spanning Multiple School Years</b>         |                             |                             |
| Cafeteria Upgrades                                       | 50,000                      | 350,000                     |
| Contractual Professional Development                     | 200,000                     | -                           |
| Education Plan   | 62,714                      | 184,832                     |
| Equity and Anti-Oppression                               | 150,954                     | 231,972                     |
| Indigenous Education                                     | 150,315                     | 296,275                     |
| IT Capital Plan  | 294,759                     | 199,478                     |
| Long Range Facilities Plan                               | 120,000                     | 120,000                     |
| Online Learning Funding for Courses in Progress          | 313,467                     | 424,448                     |
| Purchase Order Commitments                               | 1,007,020                   | 221,697                     |
| Recruitment Strategy Review and Improvement              | 50,000                      | -                           |
| School Budget Balances                                   | 1,769,617                   | 1,350,656                   |
| <b>Total Operations Spanning Multiple School Years</b>   | <u>4,168,846</u>            | <u>3,379,358</u>            |
| <b>Anticipated Unusual Expenses Identified</b>           |                             |                             |
| Financial Provisions                                     | 7,300,000                   | 1,200,000                   |
| Risk Mitigation - Systems and Processes                  | 700,000                     | 700,000                     |
| <b>Total Anticipated Unusual Expenses Identified</b>     | <u>8,000,000</u>            | <u>1,900,000</u>            |
| <b>Nature of Constraints on the Funds</b>                |                             |                             |
| Early Career Mentorship                                  | 449,443                     | 543,264                     |
| Grants and Donations                                     | 2,904,611                   | 3,260,068                   |
| Scholarships   | 822,965                     | 720,039                     |
| School Generated Funds                                   | 6,973,706                   | 6,533,026                   |
| <b>Total Nature of Constraints on the Funds</b>          | <u>11,150,725</u>           | <u>11,056,397</u>           |
| <b>Total Internally Restricted Operating Surplus</b>     | <u>23,319,571</u>           | <u>16,335,755</u>           |
| Operating Fund Contingency                               | 12,091,492                  | 6,534,671                   |
| Unfunded Litigation Costs                                | (9,350,786)                 | (2,077,216)                 |
| <b>Unrestricted Operating Fund Surplus (Contingency)</b> | <u>2,740,706</u>            | <u>4,457,455</u>            |
| <b>Total Operating Fund Accumulated Surplus</b>          | <u><b>26,060,277</b></u>    | <u><b>20,793,210</b></u>    |
| <b>Accumulated Surplus</b>                               | <u><b>\$ 74,817,165</b></u> | <u><b>\$ 71,478,716</b></u> |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

---

**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.

|                                 | 2025                 | 2026                | 2027              | 2028              |
|---------------------------------|----------------------|---------------------|-------------------|-------------------|
| Approved Capital Projects       | \$ 14,413,422        | \$ 2,645,074        | \$ 40,449         | \$ -              |
| Future operating lease payments | 456,905              | 292,909             | 198,192           | 125,906           |
|                                 | <u>\$ 14,870,327</u> | <u>\$ 2,937,983</u> | <u>\$ 238,641</u> | <u>\$ 125,906</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. The tenant has appealed the arbitration decision and is paying a lower amount of rent. 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 operations, the School District has legal proceedings brought against it. It is the opinion of management that final determination of these claims will not have a material effect on the financial position or operations of the School District.

The School 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 School District. The proceedings are related, in part, to the Conseil's claim that it is entitled to the 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 School District's school closure and surplus disposal policies and compelling MECC to exercise powers under the School Act to require the transfer of such school sites.

The Conseil filed a Notice of Civil Claim on December 22, 2020, initiating the lawsuit and seeking the 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 transfer of the QEA site, the Laurier Annex site, and the Dr. A.R. Lord site.

An estimate of the 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.

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

**17 Contingent Liabilities (continued)**

According to a directive from MECC, funding remedies through the CEF require an agreement with the school district's teachers' associations. As of June 30, 2024, VSB had not secured agreements with the teachers' associations, 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 February 28, 2024. 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 2023/24 Amended Annual Budget is used for comparative purposes, a reconciliation between the 2023/24 Annual and the 2023/24 Amended Annual Budgets is provided:

|   | <u>Annual Budget</u>   | <u>Change</u>          | <u>Amended Budget</u>  |
|---|------------------------|------------------------|------------------------|
| Revenues                                    |                        |                        |                        |
| Provincial Grants                           |                        |                        |                        |
| Ministry of Education and Child Care        | \$ 631,919,255         | \$ 11,997,575          | \$ 643,916,830         |
| Other                                       | 6,401,250              | 2,405,486              | 8,806,736              |
| Federal Grants                              | 3,239,931              | (18,620)               | 3,221,311              |
| Tuition                                     | 25,093,091             | 614,418                | 25,707,509             |
| Other Revenue                               | 22,173,318             | 1,966,815              | 24,140,133             |
| Rentals and Leases                          | 7,237,018              | (34,519)               | 7,202,499              |
| Investment Income                           | 6,259,370              | 1,579,478              | 7,838,848              |
| Amortization of Deferred Capital Revenue    | 27,609,642             | (1,052,841)            | 26,556,801             |
| Total Revenue                               | <u>729,932,875</u>     | <u>17,457,792</u>      | <u>747,390,667</u>     |
| Expenses                                    |                        |                        |                        |
| Instruction                                 | 585,760,021            | 19,895,859             | 605,655,880            |
| District Administration                     | 25,433,774             | 4,021,036              | 29,454,810             |
| Operations and Maintenance                  | 115,676,630            | 1,004,843              | 116,681,473            |
| Transportation and Housing                  | 3,199,121              | 251,382                | 3,450,503              |
| Debt Services                               | 187,551                | (643)                  | 186,908                |
| Total Expense                               | <u>730,257,097</u>     | <u>25,172,477</u>      | <u>755,429,574</u>     |
| Deficit for the year                        | (324,222)              | (7,714,685)            | (8,038,907)            |
| Budgeted Allocation of Surplus              | -                      | 6,251,502              | 6,251,502              |
| Budgeted Surplus (Deficit), for the year    | <u>\$ (324,222)</u>    | <u>\$ (1,463,183)</u>  | <u>\$ (1,787,405)</u>  |
| Budgeted Surplus (Deficit), for the year    | <u>\$ (324,222)</u>    | <u>\$ (7,714,685)</u>  | <u>\$ (8,038,907)</u>  |
| Effect of change in Tangible Capital Assets |                        |                        |                        |
| Acquisition of Tangible Capital Assets      | (85,487,954)           | (7,344,796)            | (92,832,750)           |
| Amortization of Tangible Capital Assets     | 36,638,266             | (1,280,592)            | 35,357,674             |
|   | <u>(48,849,688)</u>    | <u>(8,625,388)</u>     | <u>(57,475,076)</u>    |
| Increase (Decrease) in Net Financial Debt   | <u>\$ (49,173,910)</u> | <u>\$ (16,340,073)</u> | <u>\$ (65,513,983)</u> |

**SCHOOL DISTRICT NO. 39 (VANCOUVER)**  
**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED JUNE 30, 2024**

---

**19 Expense by Object**

|                                | <b>2024</b>                  | <b>2023</b>                  |
|--------------------------------|------------------------------|------------------------------|
|                                | <b>Actual</b>                | <b>Actual</b>                |
| Salaries                       |                              |                              |
| Teachers                       | \$ 299,794,225               | \$ 275,243,198               |
| Principals and Vice Principals | 32,239,192                   | 28,407,291                   |
| Educational Assistants         | 56,329,934                   | 52,327,463                   |
| Support Staff                  | 72,286,652                   | 66,532,923                   |
| Other Professionals            | 17,877,806                   | 16,188,139                   |
| Substitutes                    | 18,483,764                   | 17,230,971                   |
|                                | <u>497,011,573</u>           | <u>455,929,985</u>           |
| Employee Benefits              | 134,187,878                  | 122,838,659                  |
| Services and supplies          | 86,781,294                   | 86,435,684                   |
| Amortization                   | 35,252,335                   | 34,346,700                   |
| Interest                       | 129,538                      | 185,328                      |
|                                | <u><u>\$ 753,362,617</u></u> | <u><u>\$ 699,736,356</u></u> |

**20 Interfund Transfers**

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

- \$2,024,567 from operating to capital for capital assets purchased
- \$504,973 from special purpose to capital for capital assets purchased
- \$1,584,110 from operating to capital for capital lease payments
- \$12,052 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, 2024**

---

**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 2023 related to credit, market or liquidity risks.



# School District No. 39 (Vancouver)

Schedule 1 (Unaudited)

Schedule of Changes in Accumulated Surplus (Deficit) by Fund  
Year Ended June 30, 2024

|  | Operating<br>Fund | Special Purpose<br>Fund | Capital<br>Fund | 2024<br>Actual | 2023<br>Actual |
|--|-------------------|-------------------------|-----------------|----------------|----------------|
|  | \$                | \$                      | \$              | \$             | \$             |
| Accumulated Surplus (Deficit), beginning of year         | 20,793,210        |                         | 50,685,506      | 71,478,716     | 79,766,113     |
| Changes for the year                                     |                   |                         |                 |                |                |
| Surplus (Deficit) for the year                           | 8,875,744         | 517,025                 | (6,054,320)     | 3,338,449      | (8,287,397)    |
| Interfund Transfers                                      |                   |                         |                 |                |                |
| Tangible Capital Assets Purchased                        | (2,024,567)       | (504,973)               | 2,529,540       | -              |                |
| Other  | (1,584,110)       | (12,052)                | 1,596,162       | -              |                |
| Net Changes for the year                                 | 5,267,067         | -                       | (1,928,618)     | 3,338,449      | (8,287,397)    |
| Accumulated Surplus (Deficit), end of year - Statement 2 | 26,060,277        | -                       | 48,756,888      | 74,817,165     | 71,478,716     |

# School District No. 39 (Vancouver)

Schedule 2 (Unaudited)

Schedule of Operating Operations

Year Ended June 30, 2024

|   | 2024<br>Budget<br>(Note 18)<br>\$ | 2024<br>Actual<br>\$ | 2023<br>Actual<br>\$ |
|---|-----------------------------------|----------------------|----------------------|
| <b>Revenues</b>   |                                   |                      |                      |
| Provincial Grants   |                                   |                      |                      |
| Ministry of Education and Child Care                            | 566,985,415                       | 569,422,165          | 520,371,303          |
| Other   | 62,249                            | 62,249               | 62,249               |
| Federal Grants  | 3,220,163                         | 3,192,037            | 2,686,892            |
| Tuition   | 25,707,509                        | 26,789,970           | 23,467,077           |
| Other Revenue   | 17,717,263                        | 19,709,498           | 18,655,824           |
| Rentals and Leases  | 4,894,454                         | 5,674,966            | 5,108,191            |
| Investment Income   | 6,900,645                         | 7,611,518            | 5,805,867            |
| <b>Total Revenue</b>  | <b>625,487,698</b>                | <b>632,462,403</b>   | <b>576,157,403</b>   |
| <b>Expenses</b>   |                                   |                      |                      |
| Instruction   | 518,530,212                       | 512,138,877          | 476,443,480          |
| District Administration   | 28,056,487                        | 27,986,277           | 25,112,768           |
| Operations and Maintenance                                      | 77,425,972                        | 79,887,539           | 74,730,709           |
| Transportation and Housing                                      | 3,303,996                         | 3,573,966            | 3,351,096            |
| <b>Total Expense</b>  | <b>627,316,667</b>                | <b>623,586,659</b>   | <b>579,638,053</b>   |
| <b>Operating Surplus (Deficit) for the year</b>                 | <b>(1,828,969)</b>                | <b>8,875,744</b>     | <b>(3,480,650)</b>   |
| <b>Budgeted Appropriation (Retirement) of Surplus (Deficit)</b> | <b>6,251,502</b>                  |                      |                      |
| <b>Net Transfers (to) from other funds</b>                      |                                   |                      |                      |
| Tangible Capital Assets Purchased                               | (2,284,222)                       | (2,024,567)          | (1,733,877)          |
| Other   | (2,138,311)                       | (1,584,110)          | (2,361,451)          |
| <b>Total Net Transfers</b>                                      | <b>(4,422,533)</b>                | <b>(3,608,677)</b>   | <b>(4,095,328)</b>   |
| <b>Total Operating Surplus (Deficit), for the year</b>          | <b>-</b>                          | <b>5,267,067</b>     | <b>(7,575,978)</b>   |
| <b>Operating Surplus (Deficit), beginning of year</b>           |                                   | <b>20,793,210</b>    | <b>28,369,188</b>    |
| <b>Operating Surplus (Deficit), end of year</b>                 |                                   | <b>26,060,277</b>    | <b>20,793,210</b>    |
| <b>Operating Surplus (Deficit), end of year</b>                 |                                   |                      |                      |
| Internally Restricted   |                                   | <b>23,319,571</b>    | <b>16,335,755</b>    |
| Unrestricted  |                                   | <b>2,740,706</b>     | <b>4,457,455</b>     |
| <b>Total Operating Surplus (Deficit), end of year</b>           |                                   | <b>26,060,277</b>    | <b>20,793,210</b>    |

# School District No. 39 (Vancouver)

Schedule 2A (Unaudited)

Schedule of Operating Revenue by Source

Year Ended June 30, 2024

|   | 2024<br>Budget<br>(Note 18) | 2024<br>Actual | 2023<br>Actual |
|---|-----------------------------|----------------|----------------|
|   | \$                          | \$             | \$             |
| <b>Provincial Grants - Ministry of Education and Child Care</b>       |                             |                |                |
| Operating Grant, Ministry of Education and Child Care                 | 549,018,493                 | 551,127,508    | 492,190,125    |
| Other Ministry of Education and Child Care Grants                     |                             |                |                |
| Pay Equity  | 7,294,124                   | 7,294,124      | 7,294,124      |
| Funding for Graduated Adults  | 1,197,586                   | 1,525,321      | 993,112        |
| Student Transportation Fund   | 53,423                      | 53,423         | 53,423         |
| FSA Scorer Grant  | 41,621                      | 41,621         | 41,621         |
| Early Learning Framework (ELF) Implementation                         |                             |                | 7,437          |
| Labour Settlement Funding   | 9,375,668                   | 9,375,668      | 19,788,461     |
| Premier's Award for Excellence in Education - bursary funds           | 3,000                       | 3,000          | 3,000          |
| Equity Scan   | 1,500                       | 1,500          |                |
| <b>Total Provincial Grants - Ministry of Education and Child Care</b> | 566,985,415                 | 569,422,165    | 520,371,303    |
| <b>Provincial Grants - Other</b>                                      | 62,249                      | 62,249         | 62,249         |
| <b>Federal Grants</b>   | 3,220,163                   | 3,192,037      | 2,686,892      |
| <b>Tuition</b>  |                             |                |                |
| Summer School Fees  | 679,539                     | 679,539        | 682,759        |
| Continuing Education  | 422,300                     | 385,828        | 424,576        |
| International and Out of Province Students                            | 24,605,670                  | 25,724,603     | 22,359,742     |
| <b>Total Tuition</b>  | 25,707,509                  | 26,789,970     | 23,467,077     |
| <b>Other Revenues</b>   |                             |                |                |
| Other School District/Education Authorities                           | 1,675,000                   | 1,675,000      | 1,150,000      |
| Miscellaneous   |                             |                |                |
| Instructional Cafeteria Revenue                                       | 881,507                     | 874,837        | 950,401        |
| Miscellaneous Fees and Revenue  | 3,337,436                   | 4,177,535      | 4,236,283      |
| School Generated Funds  | 11,823,320                  | 12,418,243     | 11,623,097     |
| Other Grants  |                             | 563,883        | 696,043        |
| <b>Total Other Revenue</b>  | 17,717,263                  | 19,709,498     | 18,655,824     |
| <b>Rentals and Leases</b>   | 4,894,454                   | 5,674,966      | 5,108,191      |
| <b>Investment Income</b>  | 6,900,645                   | 7,611,518      | 5,805,867      |
| <b>Total Operating Revenue</b>  | 625,487,698                 | 632,462,403    | 576,157,403    |

# School District No. 39 (Vancouver)

Schedule 2B (Unaudited)

Schedule of Operating Expense by Object

Year Ended June 30, 2024

|                                     | 2024<br>Budget<br>(Note 18) | 2024<br>Actual | 2023<br>Actual |
|-------------------------------------|-----------------------------|----------------|----------------|
|                                     | \$                          | \$             | \$             |
| <b>Salaries</b>                     |                             |                |                |
| Teachers                            | 270,225,692                 | 267,750,776    | 246,453,861    |
| Principals and Vice Principals      | 30,824,722                  | 31,184,491     | 27,796,286     |
| Educational Assistants              | 49,941,741                  | 48,461,067     | 45,784,653     |
| Support Staff                       | 63,332,680                  | 63,630,878     | 59,438,318     |
| Other Professionals                 | 13,031,831                  | 13,202,853     | 12,975,528     |
| Substitutes                         | 16,801,429                  | 17,733,813     | 16,240,835     |
| <b>Total Salaries</b>               | 444,158,095                 | 441,963,878    | 408,689,481    |
| <b>Employee Benefits</b>            | 121,554,767                 | 118,048,543    | 110,069,807    |
| <b>Total Salaries and Benefits</b>  | 565,712,862                 | 560,012,421    | 518,759,288    |
| <b>Services and Supplies</b>        |                             |                |                |
| Services                            | 17,448,659                  | 16,732,549     | 14,674,422     |
| Student Transportation              | 3,542,571                   | 3,521,351      | 3,311,929      |
| Professional Development and Travel | 1,070,388                   | 969,717        | 1,333,311      |
| Rentals and Leases                  | 968,447                     | 828,267        | 755,307        |
| Dues and Fees                       | 1,038,986                   | 744,045        | 1,125,935      |
| Insurance                           | 1,345,677                   | 1,525,976      | 1,179,924      |
| Supplies                            | 24,558,174                  | 27,848,954     | 26,852,730     |
| Utilities                           | 11,630,903                  | 11,403,379     | 11,645,207     |
| <b>Total Services and Supplies</b>  | 61,603,805                  | 63,574,238     | 60,878,765     |
| <b>Total Operating Expense</b>      | 627,316,667                 | 623,586,659    | 579,638,053    |

# School District No. 39 (Vancouver)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2024

|   | 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                        | 201,193,051          | 1,000,666                                     | 508,326                               | 6,353,496                    | 1,075                              | 13,730,057              | 222,786,671        |
| 1.03 Career Programs                            | 844,789              | 242,647                                       | -                                     | 96,222                       | 421                                | 41,711                  | 1,225,790          |
| 1.07 Library Services                           | 6,511,129            | 941,895                                       | 6,486                                 | 138,971                      | 114                                | 443,065                 | 8,041,660          |
| 1.08 Counselling                                | 8,797,530            | 934,147                                       | 63                                    | 155                          | 179,517                            | 534,460                 | 10,445,872         |
| 1.10 Special Education                          | 25,787,917           | 2,517,962                                     | 42,888,793                            | 581,786                      | 718                                | 1,282,880               | 73,060,056         |
| 1.20 Early Learning and Child Care              |                      |   | 56,241                                | 7,601                        | 124,585                            | 197                     | 188,624            |
| 1.30 English Language Learning                  | 13,343,697           | 2,069,028                                     | 2,661,568                             | 558,444                      | 228,204                            | 780,614                 | 19,641,555         |
| 1.31 Indigenous Education                       | 863,032              | 333,047                                       | 1,063,653                             | 193,411                      | 688                                | 112,024                 | 2,565,855          |
| 1.41 School Administration                      | 206                  | 20,312,540                                    | 10,195                                | 11,792,602                   | 213,898                            | 16,542                  | 32,345,983         |
| 1.60 Summer School                              | 1,804,341            | 327,627                                       | 582,172                               | 387,326                      | 5,617                              | 435                     | 3,107,518          |
| 1.62 International and Out of Province Students | 8,504,788            | 174,477                                       | 187,085                               | 526,252                      | 333,143                            | 461,396                 | 10,187,141         |
| <b>Total Function 1</b>                         | <b>267,650,480</b>   | <b>28,854,036</b>                             | <b>47,964,582</b>                     | <b>20,636,266</b>            | <b>1,087,980</b>                   | <b>17,403,381</b>       | <b>383,596,725</b> |
| <b>4 District Administration</b>                |                      |   |                                       |                              |                                    |                         |                    |
| 4.11 Educational Administration                 |                      | 2,132,391                                     |                                       | 503,109                      | 2,683,432                          | 4,240                   | 5,323,172          |
| 4.40 School District Governance                 |                      |   |                                       | 78,824                       | 829,393                            |                         | 908,217            |
| 4.41 Business Administration                    |                      | 18,455  | 15,524                                | 3,699,655                    | 4,996,905                          | 133,499                 | 8,864,038          |
| <b>Total Function 4</b>                         | <b>-</b>             | <b>2,150,846</b>                              | <b>15,524</b>                         | <b>4,281,588</b>             | <b>8,509,730</b>                   | <b>137,739</b>          | <b>15,095,427</b>  |
| <b>5 Operations and Maintenance</b>             |                      |   |                                       |                              |                                    |                         |                    |
| 5.41 Operations and Maintenance Administration  | 100,296              | 179,609                                       | 480,961                               | 1,576,553                    | 2,402,873                          | 120,756                 | 4,861,048          |
| 5.50 Maintenance Operations                     |                      |   |                                       | 34,156,390                   | 1,004,662                          | 71,937                  | 35,232,989         |
| 5.52 Maintenance of Grounds                     |                      |   |                                       | 2,923,743                    | 197,608                            |                         | 3,121,351          |
| 5.56 Utilities                                  |                      |   |                                       |                              |                                    |                         | -                  |
| <b>Total Function 5</b>                         | <b>100,296</b>       | <b>179,609</b>                                | <b>480,961</b>                        | <b>38,656,686</b>            | <b>3,605,143</b>                   | <b>192,693</b>          | <b>43,215,388</b>  |
| <b>7 Transportation and Housing</b>             |                      |   |                                       |                              |                                    |                         |                    |
| 7.70 Student Transportation                     |                      |   |                                       | 56,338                       |                                    |                         | 56,338             |
| <b>Total Function 7</b>                         | <b>-</b>             | <b>-</b>                                      | <b>-</b>                              | <b>56,338</b>                | <b>-</b>                           | <b>-</b>                | <b>56,338</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>267,750,776</b>   | <b>31,184,491</b>                             | <b>48,461,067</b>                     | <b>63,630,878</b>            | <b>13,202,853</b>                  | <b>17,733,813</b>       | <b>441,963,878</b> |

# School District No. 39 (Vancouver)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2024

|   | Total<br>Salaries  | Employee<br>Benefits | Total Salaries<br>and Benefits | Services and<br>Supplies | 2024<br>Actual     | 2024<br>Budget<br>(Note 18) | 2023<br>Actual     |
|---|--------------------|----------------------|--------------------------------|--------------------------|--------------------|-----------------------------|--------------------|
|   | \$                 | \$                   | \$                             | \$                       | \$                 | \$                          | \$                 |
| <b>1 Instruction</b>                            |                    |                      |                                |                          |                    |                             |                    |
| 1.02 Regular Instruction                        | 222,786,671        | 58,874,942           | 281,661,613                    | 16,556,622               | 298,218,235        | 297,746,604                 | 276,317,632        |
| 1.03 Career Programs                            | 1,225,790          | 318,690              | 1,544,480                      | 397,324                  | 1,941,804          | 1,827,387                   | 1,648,136          |
| 1.07 Library Services                           | 8,041,660          | 2,098,832            | 10,140,492                     | 1,794,533                | 11,935,025         | 12,132,227                  | 11,309,479         |
| 1.08 Counselling                                | 10,445,872         | 2,729,693            | 13,175,565                     | 214,567                  | 13,390,132         | 16,030,349                  | 14,564,622         |
| 1.10 Special Education                          | 73,060,056         | 21,330,484           | 94,390,540                     | 2,035,732                | 96,426,272         | 99,248,412                  | 90,574,164         |
| 1.20 Early Learning and Child Care              | 188,624            | 50,136               | 238,760                        | 11,555                   | 250,315            | 468,986                     | 281,127            |
| 1.30 English Language Learning                  | 19,641,555         | 5,267,249            | 24,908,804                     | 460,007                  | 25,368,811         | 25,673,830                  | 23,139,810         |
| 1.31 Indigenous Education                       | 2,565,855          | 724,279              | 3,290,134                      | 528,925                  | 3,819,059          | 4,060,585                   | 3,639,522          |
| 1.41 School Administration                      | 32,345,983         | 8,118,339            | 40,464,322                     | 1,296,787                | 41,761,109         | 42,799,258                  | 38,363,366         |
| 1.60 Summer School                              | 3,107,518          | 850,457              | 3,957,975                      | 132,040                  | 4,090,015          | 3,870,882                   | 3,034,596          |
| 1.62 International and Out of Province Students | 10,187,141         | 2,729,914            | 12,917,055                     | 2,021,045                | 14,938,100         | 14,671,692                  | 13,571,026         |
| <b>Total Function 1</b>                         | <b>383,596,725</b> | <b>103,093,015</b>   | <b>486,689,740</b>             | <b>25,449,137</b>        | <b>512,138,877</b> | <b>518,530,212</b>          | <b>476,443,480</b> |
| <b>4 District Administration</b>                |                    |                      |                                |                          |                    |                             |                    |
| 4.11 Educational Administration                 | 5,323,172          | 1,266,984            | 6,590,156                      | 1,355,507                | 7,945,663          | 7,569,850                   | 7,164,108          |
| 4.40 School District Governance                 | 908,217            | 160,908              | 1,069,125                      | 335,208                  | 1,404,333          | 1,422,377                   | 1,256,180          |
| 4.41 Business Administration                    | 8,864,038          | 2,415,658            | 11,279,696                     | 7,356,585                | 18,636,281         | 19,064,260                  | 16,692,480         |
| <b>Total Function 4</b>                         | <b>15,095,427</b>  | <b>3,843,550</b>     | <b>18,938,977</b>              | <b>9,047,300</b>         | <b>27,986,277</b>  | <b>28,056,487</b>           | <b>25,112,768</b>  |
| <b>5 Operations and Maintenance</b>             |                    |                      |                                |                          |                    |                             |                    |
| 5.41 Operations and Maintenance Administration  | 4,861,048          | 1,321,879            | 6,182,927                      | 2,237,852                | 8,420,779          | 8,101,414                   | 7,739,161          |
| 5.50 Maintenance Operations                     | 35,232,989         | 9,029,016            | 44,262,005                     | 9,733,267                | 53,995,272         | 52,872,978                  | 49,542,145         |
| 5.52 Maintenance of Grounds                     | 3,121,351          | 743,489              | 3,864,840                      | 2,352,883                | 6,217,723          | 6,539,339                   | 6,121,596          |
| 5.56 Utilities                                  | -                  | -                    | -                              | 11,253,765               | 11,253,765         | 9,912,241                   | 11,327,807         |
| <b>Total Function 5</b>                         | <b>43,215,388</b>  | <b>11,094,384</b>    | <b>54,309,772</b>              | <b>25,577,767</b>        | <b>79,887,539</b>  | <b>77,425,972</b>           | <b>74,730,709</b>  |
| <b>7 Transportation and Housing</b>             |                    |                      |                                |                          |                    |                             |                    |
| 7.70 Student Transportation                     | 56,338             | 17,594               | 73,932                         | 3,500,034                | 3,573,966          | 3,303,996                   | 3,351,096          |
| <b>Total Function 7</b>                         | <b>56,338</b>      | <b>17,594</b>        | <b>73,932</b>                  | <b>3,500,034</b>         | <b>3,573,966</b>   | <b>3,303,996</b>            | <b>3,351,096</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>441,963,878</b> | <b>118,048,543</b>   | <b>560,012,421</b>             | <b>63,574,238</b>        | <b>623,586,659</b> | <b>627,316,667</b>          | <b>579,638,053</b> |

# School District No. 39 (Vancouver)

Schedule of Special Purpose Operations

Year Ended June 30, 2024

Schedule 3 (Unaudited)

|   | 2024<br>Budget<br>(Note 18) | 2024<br>Actual           | 2023<br>Actual    |
|---|-----------------------------|--------------------------|-------------------|
|   | \$                          | \$                       | \$                |
| <b>Revenues</b>   |                             |                          |                   |
| Provincial Grants   |                             |                          |                   |
| Ministry of Education and Child Care                        | 76,931,415                  | <b>76,601,848</b>        | 69,661,259        |
| Other   | 8,744,487                   | <b>9,149,069</b>         | 7,848,081         |
| Federal Grants  | 1,148                       |                          | -                 |
| Other Revenue   | 6,148,027                   | <b>7,482,451</b>         | 7,543,783         |
| Investment Income   | 124,770                     | <b>948,164</b>           | 816,690           |
| <b>Total Revenue</b>  | <u>91,949,847</u>           | <u><b>94,181,532</b></u> | <u>85,869,813</u> |
| <b>Expenses</b>   |                             |                          |                   |
| Instruction   | 87,125,668                  | <b>89,614,202</b>        | 79,907,784        |
| District Administration                                     | 1,398,323                   | <b>763,974</b>           | 1,176,074         |
| Operations and Maintenance                                  | 2,661,105                   | <b>3,139,824</b>         | 4,012,838         |
| Transportation and Housing                                  | 146,507                     | <b>146,507</b>           | 126,183           |
| <b>Total Expense</b>  | <u>91,331,603</u>           | <u><b>93,664,507</b></u> | <u>85,222,879</u> |
| <b>Special Purpose Surplus (Deficit) for the year</b>       | <u>618,244</u>              | <u><b>517,025</b></u>    | <u>646,934</u>    |
| <b>Net Transfers (to) from other funds</b>                  |                             |                          |                   |
| Tangible Capital Assets Purchased                           | (618,244)                   | <b>(504,973)</b>         | (635,836)         |
| Other   |                             | <b>(12,052)</b>          | (11,098)          |
| <b>Total Net Transfers</b>                                  | <u>(618,244)</u>            | <u><b>(517,025)</b></u>  | <u>(646,934)</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, 2024

|   | Annual<br>Facility<br>Grant | Learning<br>Improvement<br>Fund | Scholarships<br>and<br>Bursaries | Special<br>Education<br>Technology | School<br>Generated<br>Funds | Strong<br>Start | Ready,<br>Set,<br>Learn | OLEP           | CommunityLINK |
|---|-----------------------------|---------------------------------|----------------------------------|------------------------------------|------------------------------|-----------------|-------------------------|----------------|---------------|
|   | \$                          | \$                              | \$                               | \$                                 | \$                           | \$              | \$                      | \$             | \$            |
| <b>Deferred Revenue, beginning of year</b>                                |                             | 589,531                         | 556,273                          | 459,047                            | 3,847,427                    |                 | 18,056                  | 184,732        | 377,234       |
| <b>Add:</b> Restricted Grants   |                             |                                 |                                  |                                    |                              |                 |                         |                |               |
| Provincial Grants - Ministry of Education and Child Care                  | 3,126,318                   | 2,030,415                       |                                  | 9,425,164                          |                              | 608,000         | 218,050                 | 820,003        | 10,395,657    |
| Provincial Grants - Other   |                             |                                 |                                  |                                    |                              |                 |                         |                |               |
| Other   |                             |                                 | 68,415                           |                                    | 7,209,163                    |                 |                         |                |               |
| Investment Income   | 13,506                      |                                 | 22,185                           | 12,996                             |                              | 3,622           | 3,029                   | 28,289         | 73,391        |
|   | 3,139,824                   | 2,030,415                       | 90,600                           | 9,438,160                          | 7,209,163                    | 611,622         | 221,079                 | 848,292        | 10,469,048    |
| <b>Less:</b> Allocated to Revenue   | 3,139,824                   | 2,029,272                       | 82,550                           | 9,427,791                          | 6,695,678                    | 611,622         | 227,503                 | 779,370        | 10,781,311    |
| Recovered   |                             |                                 |                                  | 259,047                            |                              |                 |                         |                |               |
| <b>Deferred Revenue, end of year</b>                                      | -                           | <b>590,674</b>                  | <b>564,323</b>                   | <b>210,369</b>                     | <b>4,360,912</b>             | -               | <b>11,632</b>           | <b>253,654</b> | <b>64,971</b> |
| <b>Revenues</b>   |                             |                                 |                                  |                                    |                              |                 |                         |                |               |
| Provincial Grants - Ministry of Education and Child Care                  | 3,126,318                   | 2,029,272                       |                                  | 9,276,905                          |                              | 608,000         | 224,474                 | 751,081        | 10,707,920    |
| Provincial Grants - Other   |                             |                                 |                                  |                                    |                              |                 |                         |                |               |
| Other Revenue   |                             |                                 | 82,505                           | 137,890                            | 6,695,678                    |                 |                         |                |               |
| Investment Income   | 13,506                      |                                 | 45                               | 12,996                             |                              | 3,622           | 3,029                   | 28,289         | 73,391        |
|   | 3,139,824                   | 2,029,272                       | 82,550                           | 9,427,791                          | 6,695,678                    | 611,622         | 227,503                 | 779,370        | 10,781,311    |
| <b>Expenses</b>   |                             |                                 |                                  |                                    |                              |                 |                         |                |               |
| Salaries  |                             |                                 |                                  |                                    |                              |                 |                         |                |               |
| Teachers  |                             |                                 |                                  | 2,364,277                          |                              |                 | -                       | 211,840        | 2,401,957     |
| Principals and Vice Principals  |                             |                                 |                                  | 340,954                            |                              |                 |                         | 8,205          | 227,713       |
| Educational Assistants  |                             | 1,529,395                       |                                  | 127                                |                              | 438,138         | 15,076                  |                | 3,391,957     |
| Support Staff   | 2,163,802                   |                                 |                                  | 1,280,540                          | 52,949                       | 308             | 56,247                  |                | 209,165       |
| Other Professionals   |                             |                                 |                                  | 24,497                             |                              |                 |                         |                | 1,502,658     |
| Substitutes   |                             |                                 |                                  | 1,156                              |                              |                 | 3,599                   | 34,705         | 54,400        |
|   | 2,163,802                   | 1,529,395                       | -                                | 4,011,551                          | 52,949                       | 438,446         | 74,922                  | 254,750        | 7,787,850     |
| Employee Benefits   | 573,438                     | 499,877                         |                                  | 1,185,218                          | 11,118                       | 143,215         | 23,720                  | 53,619         | 2,300,251     |
| Services and Supplies   | 402,584                     |                                 | 82,550                           | 4,231,022                          | 6,516,042                    | 29,961          | 128,861                 | 471,001        | 693,210       |
|   | 3,139,824                   | 2,029,272                       | 82,550                           | 9,427,791                          | 6,580,109                    | 611,622         | 227,503                 | 779,370        | 10,781,311    |
| <b>Net Revenue (Expense) before Interfund Transfers</b>                   | -                           | -                               | -                                | -                                  | 115,569                      | -               | -                       | -              | -             |
| <b>Interfund Transfers</b>  |                             |                                 |                                  |                                    |                              |                 |                         |                |               |
| Tangible Capital Assets Purchased   |                             |                                 |                                  |                                    | (115,569)                    |                 |                         |                |               |
| Other   |                             |                                 |                                  |                                    |                              |                 |                         |                |               |
|   | -                           | -                               | -                                | -                                  | (115,569)                    | -               | -                       | -              | -             |
| <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, 2024

|   | Classroom<br>Enhancement<br>Fund - Overhead | Classroom<br>Enhancement<br>Fund - Staffing | Classroom<br>Enhancement<br>Fund - Remedies | First Nation<br>Student<br>Transportation | Mental<br>Health<br>in Schools | Changing<br>Results for<br>Young Children | Seamless<br>Day<br>Kindergarten | Early Childhood<br>Education Dual<br>Credit Program | Student &<br>Family<br>Affordability |
|---|---|---|---|---|--------------------------------|---|---------------------------------|---|--------------------------------------|
|   | \$  | \$  | \$  | \$  | \$                             | \$  | \$                              | \$  | \$                                   |
| <b>Deferred Revenue, beginning of year</b>                                |   |   | 1,317,389                                   |   | 38,890                         | 7,607                                     | 53,759                          |   | 1,043,896                            |
| <b>Add:</b> Restricted Grants   |   |   |   |   |                                |   |                                 |   |                                      |
| Provincial Grants - Ministry of Education and Child Care                  | 4,418,408                                   | 32,432,766                                  | 730,387                                     | 146,507                                   | 47,000                         | 11,250                                    | 55,400                          | 45,000  | 2,026,000                            |
| Provincial Grants - Other   |   |   |   |   |                                |   | 37,715                          |   |                                      |
| Other   |   |   |   |   |                                |   |                                 |   |                                      |
| Investment Income   | -   |   |   |   | 1,646                          | 573                                       |                                 |   |                                      |
|   | 4,418,408                                   | 32,432,766                                  | 730,387                                     | 146,507                                   | 48,646                         | 11,823                                    | 93,115                          | 45,000  | 2,026,000                            |
| <b>Less:</b> Allocated to Revenue   | 4,418,408                                   | 32,432,766                                  | 179,788                                     | 146,507                                   | 82,634                         | 13,257                                    | 146,874                         | 366   | 1,031,828                            |
| Recovered   |   |   | 497,158                                     |   |                                |   |                                 |   |                                      |
| <b>Deferred Revenue, end of year</b>                                      | -   | -   | <b>1,370,830</b>                            | -   | <b>4,902</b>                   | <b>6,173</b>                              | -                               | <b>44,634</b>                                       | <b>2,038,068</b>                     |
| <b>Revenues</b>   |   |   |   |   |                                |   |                                 |   |                                      |
| Provincial Grants - Ministry of Education and Child Care                  | 4,418,408                                   | 32,432,766                                  | 179,788                                     | 146,507                                   | 80,988                         | 12,684                                    | 104,440                         | 366   | 1,031,828                            |
| Provincial Grants - Other   |   |   |   |   |                                |   | 42,434                          |   |                                      |
| Other Revenue   |   |   |   |   |                                |   |                                 |   |                                      |
| Investment Income   |   |   |   |   | 1,646                          | 573                                       |                                 |   |                                      |
|   | 4,418,408                                   | 32,432,766                                  | 179,788                                     | 146,507                                   | 82,634                         | 13,257                                    | 146,874                         | 366   | 1,031,828                            |
| <b>Expenses</b>   |   |   |   |   |                                |   |                                 |   |                                      |
| Salaries  |   |   |   |   |                                |   |                                 |   |                                      |
| Teachers  | -   | 25,125,377                                  |   |   |                                |   |                                 |   |                                      |
| Principals and Vice Principals  |   |   |   |   |                                |   |                                 |   |                                      |
| Educational Assistants  | 2,298,429                                   |   |   |   |                                | 1,425                                     | 110,007                         |   |                                      |
| Support Staff   |   |   |   |   |                                |   |                                 |   |                                      |
| Other Professionals   | 487,107                                     |   |   |   |                                |   |                                 |   |                                      |
| Substitutes   | 524,738                                     |   | 94,474                                      |   |                                | 6,103                                     |                                 |   |                                      |
|   | 3,310,274                                   | 25,125,377                                  | 94,474                                      | -   | -                              | 7,528                                     | 110,007                         | -   | -                                    |
| Employee Benefits   | 1,095,877                                   | 7,307,389                                   | 24,053                                      |   |                                | 2,019                                     | 36,017                          |   |                                      |
| Services and Supplies   | 12,257                                      |   | 61,261                                      | 146,507                                   | 82,634                         | 3,710                                     | 850                             | 366   | 1,031,828                            |
|   | 4,418,408                                   | 32,432,766                                  | 179,788                                     | 146,507                                   | 82,634                         | 13,257                                    | 146,874                         | 366   | 1,031,828                            |
| <b>Net Revenue (Expense) before Interfund Transfers</b>                   | -   | -   | -   | -   | -                              | -   | -                               | -   | -                                    |
| <b>Interfund Transfers</b>  |   |   |   |   |                                |   |                                 |   |                                      |
| Tangible Capital Assets Purchased   |   |   |   |   |                                |   |                                 |   |                                      |
| Other   | -   | -   | -   | -   | -                              | -   | -                               | -   | -                                    |
| <b>Net Revenue (Expense)</b>  | -   | -   | -   | -   | -                              | -   | -                               | -   | -                                    |
| <b>Additional Expenses funded by, and reported in, the Operating Fund</b> | 652,736                                     | 6,069,917                                   |   |   |                                |   |                                 |   |                                      |

# School District No. 39 (Vancouver)

Schedule 3A (Unaudited)

Changes in Special Purpose Funds and Expense by Object  
Year Ended June 30, 2024

|   | SEY2KT<br>(Early Years to<br>Kindergarten) | ECL<br>(Early Care<br>& Learning) | Feeding<br>Futures<br>Fund | CommunityLink<br>Other | CAYA              | Assistive<br>Technology<br>AT - BC | PRP            | PRCVI            | Settlement<br>Workers<br>in Schools |
|---|--|-----------------------------------|----------------------------|------------------------|-------------------|------------------------------------|----------------|------------------|-------------------------------------|
|   | \$   | \$                                | \$                         | \$                     | \$                | \$                                 | \$             | \$               | \$                                  |
| <b>Deferred Revenue, beginning of year</b>                                | 16,019                                     | 95,168                            |                            | 472,069                | 18,925,391        | 12,228,500                         | 277,706        | 864,196          | 303,583                             |
| <b>Add:</b> Restricted Grants   |  |                                   |                            |                        |                   |                                    |                |                  |                                     |
| Provincial Grants - Ministry of Education and Child Care                  | 19,000                                     | 175,000                           | 5,566,910                  | -                      |                   |                                    | 3,022,540      | 2,870,106        |                                     |
| Provincial Grants - Other   |  |                                   |                            | 170,000                |                   | 6,545,606                          |                | 138,550          |                                     |
| Other   |  |                                   |                            | 59,152                 |                   |                                    |                |                  |                                     |
| Investment Income   |  |                                   |                            | 27,745                 | 984,148           | 701,348                            | 13,800         | 50,592           | 17,132                              |
|   | 19,000                                     | 175,000                           | 5,566,910                  | 256,897                | 984,148           | 7,246,954                          | 3,036,340      | 3,059,248        | 17,132                              |
| <b>Less:</b> Allocated to Revenue   | 14,918                                     | 208,430                           | 5,566,910                  | 290,103                | 3,466,639         | 5,869,141                          | 2,859,510      | 2,911,092        | 320,715                             |
| Recovered   |  |                                   |                            |                        |                   |                                    | 303,184        |                  |                                     |
| <b>Deferred Revenue, end of year</b>                                      | <b>20,101</b>                              | <b>61,738</b>                     | <b>-</b>                   | <b>438,863</b>         | <b>16,442,900</b> | <b>13,606,313</b>                  | <b>151,352</b> | <b>1,012,352</b> | <b>-</b>                            |
| <b>Revenues</b>   |  |                                   |                            |                        |                   |                                    |                |                  |                                     |
| Provincial Grants - Ministry of Education and Child Care                  | 14,918                                     | 208,430                           | 5,566,910                  |                        |                   |                                    | 2,845,710      | 2,834,135        |                                     |
| Provincial Grants - Other   |  |                                   |                            | 142,255                | 3,466,639         | 5,167,793                          |                | 26,365           | 303,583                             |
| Other Revenue   |  |                                   |                            | 120,103                |                   |                                    |                |                  |                                     |
| Investment Income   |  |                                   |                            | 27,745                 |                   | 701,348                            | 13,800         | 50,592           | 17,132                              |
|   | 14,918                                     | 208,430                           | 5,566,910                  | 290,103                | 3,466,639         | 5,869,141                          | 2,859,510      | 2,911,092        | 320,715                             |
| <b>Expenses</b>   |  |                                   |                            |                        |                   |                                    |                |                  |                                     |
| Salaries  |  |                                   |                            |                        |                   |                                    |                |                  |                                     |
| Teachers  |  |                                   |                            | -                      |                   | -                                  | 1,726,443      | 213,556          |                                     |
| Principals and Vice Principals  |  | 169,717                           |                            | -                      |                   |                                    | 166,038        |                  |                                     |
| Educational Assistants  | 1,468                                      |                                   |                            | -                      |                   |                                    | 68,684         |                  |                                     |
| Support Staff   |  |                                   | 2,183,474                  | -                      | 647,233           | 695,364                            | 132,632        | 802,153          | 215,787                             |
| Other Professionals   |  |                                   | 64,610                     | -                      | 280,255           | 994,219                            | 11,354         | 292,151          | 162                                 |
| Substitutes   | 1,961                                      |                                   |                            | -                      |                   |                                    | 28,815         |                  |                                     |
|   | 3,429                                      | 169,717                           | 2,248,084                  | -                      | 927,488           | 1,689,583                          | 2,133,966      | 1,307,860        | 215,949                             |
| Employee Benefits   | 947  | 38,713                            | 657,213                    | -                      | 291,384           | 468,010                            | 595,869        | 393,884          | 70,456                              |
| Services and Supplies   | 10,542                                     |                                   | 2,661,613                  | 290,103                | 2,247,767         | 3,711,548                          | 129,675        | 1,203,623        | 34,310                              |
|   | 14,918                                     | 208,430                           | 5,566,910                  | 290,103                | 3,466,639         | 5,869,141                          | 2,859,510      | 2,905,367        | 320,715                             |
| <b>Net Revenue (Expense) before Interfund Transfers</b>                   | <b>-</b>                                   | <b>-</b>                          | <b>-</b>                   | <b>-</b>               | <b>-</b>          | <b>-</b>                           | <b>-</b>       | <b>5,725</b>     | <b>-</b>                            |
| <b>Interfund Transfers</b>  |  |                                   |                            |                        |                   |                                    |                |                  |                                     |
| Tangible Capital Assets Purchased   |  |                                   |                            | -                      |                   |                                    |                | (5,725)          |                                     |
| Other   |  |                                   |                            | -                      |                   |                                    |                |                  |                                     |
|   | -  | -                                 | -                          | -                      | -                 | -                                  | -              | (5,725)          | -                                   |
| <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)**

Schedule 3A (Unaudited)

Changes in Special Purpose Funds and Expense by Object  
Year Ended June 30, 2024

|   | Miscellaneous  | TOTAL             |
|---|----------------|-------------------|
|   | \$             | \$                |
| <b>Deferred Revenue, beginning of year</b>                                | 618,065        | 42,294,538        |
| <b>Add:</b> Restricted Grants   |                |                   |
| Provincial Grants - Ministry of Education and Child Care                  |                | 78,189,881        |
| Provincial Grants - Other   |                | 6,891,871         |
| Other   | 208,091        | 7,544,821         |
| Investment Income   | 28,246         | 1,982,248         |
|   | 236,337        | 94,608,821        |
| <b>Less:</b> Allocated to Revenue   | 446,725        | 94,181,532        |
| Recovered   |                | 1,059,389         |
| <b>Deferred Revenue, end of year</b>                                      | <b>407,677</b> | <b>41,662,438</b> |
| <b>Revenues</b>   |                |                   |
| Provincial Grants - Ministry of Education and Child Care                  |                | 76,601,848        |
| Provincial Grants - Other   |                | 9,149,069         |
| Other Revenue   | 446,275        | 7,482,451         |
| Investment Income   | 450            | 948,164           |
|   | 446,725        | 94,181,532        |
| <b>Expenses</b>   |                |                   |
| Salaries  |                |                   |
| Teachers  |                | 32,043,450        |
| Principals and Vice Principals  |                | 912,627           |
| Educational Assistants  | 14,157         | 7,868,863         |
| Support Staff   |                | 8,439,654         |
| Other Professionals   |                | 3,657,013         |
| Substitutes   |                | 749,951           |
|   | 14,157         | 53,671,558        |
| Employee Benefits   | 4,625          | 15,776,912        |
| Services and Supplies   | 32,212         | 24,216,037        |
|   | 50,994         | 93,664,507        |
| <b>Net Revenue (Expense) before Interfund Transfers</b>                   | <b>395,731</b> | <b>517,025</b>    |
| <b>Interfund Transfers</b>  |                |                   |
| Tangible Capital Assets Purchased   | (383,679)      | (504,973)         |
| Other   | (12,052)       | (12,052)          |
|   | (395,731)      | (517,025)         |
| <b>Net Revenue (Expense)</b>  | <b>-</b>       | <b>-</b>          |
| <b>Additional Expenses funded by, and reported in, the Operating Fund</b> |                | <b>6,722,653</b>  |

# School District No. 39 (Vancouver)

Schedule 4 (Unaudited)

## Schedule of Capital Operations

Year Ended June 30, 2024

|  | 2024<br>Budget<br>(Note 18) | 2024 Actual                            |                    |                    | 2023<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                                 |                    | 76,695             |                    |
| Other Revenue  | 274,843                     | 172,204                                | 285,081            | 457,285            | 1,638,173          |
| Rentals and Leases                                       | 2,308,045                   |  | 2,313,436          | 2,313,436          | 2,619,766          |
| Investment Income  | 813,433                     |  | 676,113            | 676,113            | 610,360            |
| Amortization of Deferred Capital Revenue                 | 26,556,801                  | 26,533,602                             |                    | 26,533,602         | 24,553,444         |
| <b>Total Revenue</b>                                     | <b>29,953,122</b>           | <b>26,782,501</b>                      | <b>3,274,630</b>   | <b>30,057,131</b>  | <b>29,421,743</b>  |
| <b>Expenses</b>  |                             |  |                    |                    |                    |
| Operations and Maintenance                               | 1,236,722                   | -                                      | 729,579            | 729,579            | 343,396            |
| Amortization of Tangible Capital Assets                  |                             |  |                    |                    |                    |
| Operations and Maintenance                               | 35,357,674                  | 35,252,334                             |                    | 35,252,334         | 34,346,700         |
| Debt Services  |                             |  |                    |                    |                    |
| Capital Lease Interest                                   | 186,908                     |  | 129,538            | 129,538            | 185,328            |
| <b>Total Expense</b>                                     | <b>36,781,304</b>           | <b>35,252,334</b>                      | <b>859,117</b>     | <b>36,111,451</b>  | <b>34,875,424</b>  |
| <b>Capital Surplus (Deficit) for the year</b>            | <b>(6,828,182)</b>          | <b>(8,469,833)</b>                     | <b>2,415,513</b>   | <b>(6,054,320)</b> | <b>(5,453,681)</b> |
| <b>Net Transfers (to) from other funds</b>               |                             |  |                    |                    |                    |
| Tangible Capital Assets Purchased                        | 2,902,466                   | 2,529,540                              |                    | 2,529,540          | 2,369,713          |
| Capital Lease Payment                                    | 2,138,311                   |  | 1,596,162          | 1,596,162          | 2,372,549          |
| <b>Total Net Transfers</b>                               | <b>5,040,777</b>            | <b>2,529,540</b>                       | <b>1,596,162</b>   | <b>4,125,702</b>   | <b>4,742,262</b>   |
| <b>Other Adjustments to Fund Balances</b>                |                             |  |                    |                    |                    |
| Tangible Capital Assets Purchased from Local Capital     |                             | 12,839                                 | (12,839)           | -                  |                    |
| Tangible Capital Assets WIP Purchased from Local Capital |                             | 6,227,898                              | (6,227,898)        | -                  |                    |
| Principal Payment  |                             |  |                    |                    |                    |
| Capital Lease  |                             | 1,466,624                              | (1,466,624)        | -                  |                    |
| <b>Total Other Adjustments to Fund Balances</b>          |                             | <b>7,707,361</b>                       | <b>(7,707,361)</b> | <b>-</b>           |                    |
| <b>Total Capital Surplus (Deficit) for the year</b>      | <b>(1,787,405)</b>          | <b>1,767,068</b>                       | <b>(3,695,686)</b> | <b>(1,928,618)</b> | <b>(711,419)</b>   |
| <b>Capital Surplus (Deficit), beginning of year</b>      |                             | <b>34,103,904</b>                      | <b>16,581,602</b>  | <b>50,685,506</b>  | <b>51,396,925</b>  |
| <b>Capital Surplus (Deficit), end of year</b>            |                             | <b>35,870,972</b>                      | <b>12,885,916</b>  | <b>48,756,888</b>  | <b>50,685,506</b>  |

# School District No. 39 (Vancouver)

Schedule 4A (Unaudited)

Tangible Capital Assets  
Year Ended June 30, 2024

|  | Sites             | Buildings            | Furniture and<br>Equipment | Vehicles       | Computer<br>Software | Computer<br>Hardware | Total                |
|--|-------------------|----------------------|----------------------------|----------------|----------------------|----------------------|----------------------|
|  | \$                | \$                   | \$                         | \$             | \$                   | \$                   | \$                   |
| <b>Cost, beginning of year</b>                     | 20,781,543        | 1,342,488,647        | 19,275,665                 | 1,930,326      | 339,791              | 20,528,739           | <b>1,405,344,711</b> |
| <b>Changes for the Year</b>                        |                   |                      |                            |                |                      |                      |                      |
| Increase:  |                   |                      |                            |                |                      |                      |                      |
| Purchases from:                                    |                   |                      |                            |                |                      |                      |                      |
| Operating Fund                                     |                   |                      | 1,754,908                  |                | 10,113               | 259,546              | <b>2,024,567</b>     |
| Special Purpose Funds                              |                   |                      | 418,044                    |                | -                    | 86,929               | <b>504,973</b>       |
| Local Capital                                      |                   |                      | 12,839                     |                |                      |                      | <b>12,839</b>        |
| Capital Lease                                      |                   | -                    | -                          |                | -                    | 359,517              | <b>359,517</b>       |
| ARO - Change in Estimate                           |                   | 147,108              |                            |                |                      |                      | <b>147,108</b>       |
| Transferred from Work in Progress                  |                   | 144,047,236          | 1,877,225                  |                |                      |                      | <b>145,924,461</b>   |
|  | -                 | 144,194,344          | 4,063,016                  | -              | 10,113               | 705,992              | <b>148,973,465</b>   |
| Decrease:  |                   |                      |                            |                |                      |                      |                      |
| Deemed Disposals                                   |                   |                      | 2,324,151                  | 202,627        | 249,660              | 5,220,302            | <b>7,996,740</b>     |
| ARO - Change in Estimate                           | -                 | 215,950              |                            |                |                      |                      | <b>215,950</b>       |
|  | -                 | 215,950              | 2,324,151                  | 202,627        | 249,660              | 5,220,302            | <b>8,212,690</b>     |
| <b>Cost, end 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>Work in Progress, end of year</b>               |                   | 71,270,110           |                            |                |                      |                      | <b>71,270,110</b>    |
| <b>Cost and Work in Progress, end of year</b>      | 20,781,543        | 1,557,737,151        | 21,014,530                 | 1,727,699      | 100,244              | 16,014,429           | <b>1,617,375,596</b> |
| <b>Accumulated Amortization, beginning of year</b> |                   | 523,041,238          | 8,628,915                  | 1,071,155      | 257,269              | 11,375,619           | <b>544,374,196</b>   |
| <b>Changes for the Year</b>                        |                   |                      |                            |                |                      |                      |                      |
| Increase: Amortization for the Year                |                   | 29,356,603           | 2,014,509                  | 182,901        | 44,003               | 3,654,318            | <b>35,252,334</b>    |
| Decrease:  |                   |                      |                            |                |                      |                      |                      |
| Deemed Disposals                                   |                   |                      | 2,324,151                  | 202,627        | 249,660              | 5,220,302            | <b>7,996,740</b>     |
| Written-off During Year                            |                   | -                    |                            |                |                      |                      | <b>-</b>             |
|  |                   | -                    | 2,324,151                  | 202,627        | 249,660              | 5,220,302            | <b>7,996,740</b>     |
| <b>Accumulated Amortization, end of year</b>       |                   | 552,397,841          | 8,319,273                  | 1,051,429      | 51,612               | 9,809,635            | <b>571,629,790</b>   |
| <b>Tangible Capital Assets - Net</b>               | <b>20,781,543</b> | <b>1,005,339,310</b> | <b>12,695,257</b>          | <b>676,270</b> | <b>48,632</b>        | <b>6,204,794</b>     | <b>1,045,745,806</b> |

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

Schedule 4B (Unaudited)

Tangible Capital Assets - Work in Progress

Year Ended June 30, 2024

|  | <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> | 130,060,761              | 13,893                             |                              |                              | <b>130,074,654</b>         |
| <b>Changes for the Year</b>                |                          |                                    |                              |                              |                            |
| Increase:                                  |                          |                                    |                              |                              |                            |
| Deferred Capital Revenue - Bylaw           | 50,263,223               | 1,787,418                          |                              |                              | <b>52,050,641</b>          |
| Deferred Capital Revenue - Other           | 28,792,048               | 75,914                             |                              |                              | <b>28,867,962</b>          |
| Local Capital                              | 6,227,898                |                                    |                              |                              | <b>6,227,898</b>           |
| Other                                      | (26,584)                 |                                    |                              |                              | <b>(26,584)</b>            |
|  | <u>85,256,585</u>        | <u>1,863,332</u>                   | <u>-</u>                     | <u>-</u>                     | <u><b>87,119,917</b></u>   |
| Decrease:                                  |                          |                                    |                              |                              |                            |
| Transferred to Tangible Capital Assets     | 144,047,236              | 1,877,225                          |                              |                              | <b>145,924,461</b>         |
|  | <u>144,047,236</u>       | <u>1,877,225</u>                   | <u>-</u>                     | <u>-</u>                     | <u><b>145,924,461</b></u>  |
| <b>Net Changes for the Year</b>            | <u>(58,790,651)</u>      | <u>(13,893)</u>                    | <u>-</u>                     | <u>-</u>                     | <u><b>(58,804,544)</b></u> |
| <b>Work in Progress, end of year</b>       | <u><b>71,270,110</b></u> | <u><b>-</b></u>                    | <u><b>-</b></u>              | <u><b>-</b></u>              | <u><b>71,270,110</b></u>   |

# School District No. 39 (Vancouver)

Schedule 4C (Unaudited)

Deferred Capital Revenue

Year Ended June 30, 2024

|  | Bylaw<br>Capital | Other<br>Provincial | Other<br>Capital | Total<br>Capital |
|--|------------------|---------------------|------------------|------------------|
|  | \$               | \$                  | \$               | \$               |
| <b>Deferred Capital Revenue, beginning of year</b>   | 718,985,913      | 10,893,274          | 24,122,943       | 754,002,130      |
| <b>Changes for the Year</b>                          |                  |                     |                  |                  |
| Increase:  |                  |                     |                  |                  |
| Transferred from Work in Progress                    | 125,229,382      | 1,135,510           | 15,131,456       | 141,496,348      |
| Transferred to Deferred Revenue Other from Bylaw     |                  | 1,853,508           | -                | 1,853,508        |
|  | 125,229,382      | 2,989,018           | 15,131,456       | 143,349,856      |
| Decrease:  |                  |                     |                  |                  |
| Amortization of Deferred Capital Revenue             | 25,378,458       | 424,933             | 730,211          | 26,533,602       |
| ARO Settlement                                       | 76,695           |                     |                  | 76,695           |
| Other  | 4,293            |                     |                  | 4,293            |
|  | 25,459,446       | 424,933             | 730,211          | 26,614,590       |
| <b>Net Changes for the Year</b>                      | 99,769,936       | 2,564,085           | 14,401,245       | 116,735,266      |
| <b>Deferred Capital Revenue, end of year</b>         | 818,755,849      | 13,457,359          | 38,524,188       | 870,737,396      |
| <b>Work in Progress, beginning of year</b>           | 102,486,929      | 1,960,011           | 16,115,834       | 120,562,774      |
| <b>Changes for the Year</b>                          |                  |                     |                  |                  |
| Increase   |                  |                     |                  |                  |
| Transferred from Deferred Revenue - Work in Progress | 52,050,641       | 20,315,647          | 8,552,315        | 80,918,603       |
| Transferred to Deferred Revenue Other from Bylaw     | 1,777,623        | (1,942,318)         |                  | (164,695)        |
|  | 53,828,264       | 18,373,329          | 8,552,315        | 80,753,908       |
| Decrease   |                  |                     |                  |                  |
| Transferred to Deferred Capital Revenue              | 125,229,382      | 1,135,510           | 15,131,456       | 141,496,348      |
|  | 125,229,382      | 1,135,510           | 15,131,456       | 141,496,348      |
| <b>Net Changes for the Year</b>                      | (71,401,118)     | 17,237,819          | (6,579,141)      | (60,742,440)     |
| <b>Work in Progress, end of year</b>                 | 31,085,811       | 19,197,830          | 9,536,693        | 59,820,334       |
| <b>Total Deferred Capital Revenue, end of year</b>   | 849,841,660      | 32,655,189          | 48,060,881       | 930,557,730      |

# School District No. 39 (Vancouver)

Schedule 4D (Unaudited)

Changes in Unspent Deferred Capital Revenue

Year Ended June 30, 2024

|  | 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>                                  |                   | 41,510,370                    | 1,479,999                      |                 |                  | <b>42,990,369</b>          |
| <b>Changes for the Year</b>  |                   |                               |                                |                 |                  |                            |
| Increase:  |                   |                               |                                |                 |                  |                            |
| Provincial Grants - Ministry of Education and Child Care           | 51,328,208        |                               | 523,675                        |                 |                  | <b>51,851,883</b>          |
| Other  |                   |                               |                                |                 | 8,552,315        | <b>8,552,315</b>           |
| Investment Income  |                   | 2,319,635                     | 72,692                         |                 |                  | <b>2,392,327</b>           |
| Transferred to Deferred Revenue Other from Bylaw                   | 799,128           | (2,235,545)                   | (602,203)                      |                 |                  | <b>(2,038,620)</b>         |
|  | <u>52,127,336</u> | <u>84,090</u>                 | <u>(5,836)</u>                 | <u>-</u>        | <u>8,552,315</u> | <u><b>60,757,905</b></u>   |
| Decrease:  |                   |                               |                                |                 |                  |                            |
| Transferred to DCR - Work in Progress                              | 52,050,641        | 18,841,484                    | 1,474,163                      |                 | 8,552,315        | <b>80,918,603</b>          |
| Transferred to Revenue - Settlement of Asset Retirement Obligation | 76,695            |                               |                                |                 |                  | <b>76,695</b>              |
|  | <u>52,127,336</u> | <u>18,841,484</u>             | <u>1,474,163</u>               | <u>-</u>        | <u>8,552,315</u> | <u><b>80,995,298</b></u>   |
| <b>Net Changes for the Year</b>                                    | <u>-</u>          | <u>(18,757,394)</u>           | <u>(1,479,999)</u>             | <u>-</u>        | <u>-</u>         | <u><b>(20,237,393)</b></u> |
| <b>Balance, end of year</b>  | <u>-</u>          | <u><b>22,752,976</b></u>      | <u>-</u>                       | <u>-</u>        | <u>-</u>         | <u><b>22,752,976</b></u>   |



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

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

**Fiscal Year Ended June 30, 2024**

**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, 2024**

**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, 2024**

**STATEMENT OF SEVERANCE AGREEMENTS**

There was one severance agreement under which payment commenced between the Board of Education of School District No.39 (Vancouver) and its non-unionized employees during the fiscal year ended June 30, 2024.

This agreement represents 3 months of compensation.

**The Board of Education of School District No. 39 (Vancouver)**  
**Fiscal Year Ended June 30, 2024**

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

**Elected Officials**

| Last Name               | First Name  | Position        | Remuneration | Expenses  |
|-------------------------|-------------|-----------------|--------------|-----------|
| Chien                   | Alfred      | Trustee         | \$ 35,304    | \$ 584    |
| Faridkot                | Gurpreet    | Trustee         | 36,200       | 4,955     |
| Fraser                  | Janet       | Trustee         | 35,304       | 1,742     |
| Jung                    | Victoria    | Trustee         | 38,246       | 1,665     |
| Liu                     | Mia         | Student Trustee | 3,098        | 1,899     |
| Mah                     | Suzie       | Trustee         | 35,304       | 3,485     |
| Pedley                  | Sheung      | Trustee         | 35,304       | 1,856     |
| Reddy                   | Jennifer    | Trustee         | 35,304       | 1,743     |
| Richardson              | Christopher | Trustee         | 35,304       | 1,372     |
| Zhang                   | Joshua      | Trustee         | 36,527       | 619       |
| Total Elected Officials |             |                 | \$ 325,895   | \$ 19,920 |

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

| Last Name  | First Name  | Position                       | Remuneration | Expenses |
|------------|-------------|--------------------------------|--------------|----------|
| Abarquez   | Richard     | Teacher Elementary             | \$ 105,687   | \$ -     |
| Abbot      | Douglas     | Teacher Secondary              | 95,643       | 2,107    |
| Aberle     | Kecia       | Teacher Elementary             | 97,586       | -        |
| Adams      | Sheri       | Teacher Elementary             | 108,572      | 55       |
| Adams      | Genvieve    | Teacher Elementary             | 88,504       | -        |
| Adamson    | Ashley      | Teacher Secondary              | 107,026      | -        |
| Adey       | Joanna      | Speech Language Pathologist    | 108,973      | 1,433    |
| Affleck    | Jodie       | Teacher Elementary             | 99,019       | -        |
| Agius      | Lisa        | Teacher Secondary              | 113,327      | 149      |
| Ahaja      | Abdulwahid  | Building Engineer              | 77,625       | -        |
| Ahluwalia  | Jaspri      | Teacher Elementary             | 99,124       | -        |
| Ahn        | So-Young    | Teacher Secondary              | 96,827       | 80       |
| Ahn        | Michael     | Teacher Elementary             | 95,340       | 102      |
| Aird       | Michael     | Teacher Elementary             | 88,948       | 55       |
| Akita      | Emily       | Teacher Elementary             | 109,849      | 130      |
| Akrap      | Nicky       | Secondary Principal            | 162,601      | 4,295    |
| Alaouze    | Alyse       | Coordinator-Community School   | 108,015      | -        |
| Al-Assadi  | Abdelfattah | Teacher Secondary              | 108,443      | -        |
| Albrecht   | Michael     | Teacher Secondary              | 110,919      | -        |
| Albrecht   | Shanna      | Teacher Secondary              | 78,776       | -        |
| Albutat    | Jennifer    | Teacher Elementary             | 108,985      | -        |
| Alderman   | Christopher | Manager-Staffing               | 141,420      | 37       |
| Alexander  | Janet       | Teacher Elementary             | 105,585      | -        |
| Alexander  | Stacey      | Director of Labour Relations   | 196,223      | 1,574    |
| Ali        | Seema       | Teacher Secondary              | 113,775      | -        |
| Ali Shaw   | Shareeda    | Teacher Elementary             | 108,572      | -        |
| Aliphtiras | Georgia     | Elementary Vice-Principal      | 117,710      | 10       |
| Allan      | Lisa        | Teacher Elementary             | 84,865       | -        |
| Allan      | Nicholas    | Teacher Elementary             | 84,286       | -        |
| Allen      | Jaime       | Teacher Elementary             | 89,750       | -        |
| Allen      | Chris       | Director of Enterprise Risk Mg | 177,353      | 5,211    |
| Alley      | Frances     | Teacher Secondary              | 109,805      | 10       |
| Allison    | Heather     | Teacher Elementary             | 108,562      | 160      |
| Almeida    | Susan       | Teacher Elementary             | 114,639      | -        |
| Alojado    | Sherrise    | Teacher Elementary             | 105,185      | -        |
| Alstad     | Gregory     | Teacher Elementary             | 110,112      | -        |
| Altman     | Jennifer    | Teacher Elementary             | 107,905      | 195      |
| Alvares    | Anne        | Teacher Secondary              | 107,562      | -        |

|                  |             |                                |         |       |
|------------------|-------------|--------------------------------|---------|-------|
| Alves            | Hermano     | Teacher Secondary              | 92,092  | -     |
| Ambrose          | Dale        | Secondary Vice-Principal       | 144,971 | 64    |
| Amenu-Tekaa      | Nigel       | Teacher Secondary              | 92,937  | 153   |
| An               | Paul        | Elementary Principal           | 147,209 | -     |
| An               | Joseph      | Teacher Secondary              | 99,542  | -     |
| Anchant          | Samantha    | Teacher Elementary             | 104,486 | -     |
| Anctil           | Richer      | Teacher On Call - Elementary   | 84,176  | -     |
| Andersen         | Leif        | Electrician                    | 90,918  | -     |
| Anderson         | Linda       | Teacher Secondary              | 108,572 | 540   |
| Anderson         | Laurel      | Teacher Secondary              | 103,510 | -     |
| Anderson         | Richard     | Advisor-FOI-Privacy Compliance | 94,004  | 139   |
| Anderson         | Natalie     | Teacher Elementary             | 77,628  | -     |
| Andres           | Monica      | Teacher Elementary             | 108,572 | 101   |
| Andres           | Carolyn     | Teacher Elementary             | 105,912 | -     |
| Anema            | Melissa     | Teacher Secondary              | 104,930 | -     |
| Ang              | Genalyne    | Teacher Elementary             | 106,879 | -     |
| Angelis          | Panorea     | Teacher Elementary             | 96,272  | 100   |
| Angel-Lara       | Angela      | Teacher Elementary             | 99,963  | -     |
| Angulo           | Hugo        | Plumber                        | 99,409  | 8     |
| Annas            | Richard     | Teacher Secondary              | 99,242  | -     |
| Anokwuru         | Joann       | Teacher Secondary              | 108,750 | -     |
| Ansley           | Kandice     | Teacher Elementary             | 91,282  | 100   |
| Anthony          | Thea        | Teacher Elementary             | 99,360  | 71    |
| Antunes          | Nelson      | Cement Mason                   | 86,065  | -     |
| Ao               | Timothy     | Teacher Secondary              | 100,511 | -     |
| Appleby          | Katherine   | Teacher Elementary             | 107,153 | 110   |
| Applegarth       | Rebecca     | Teacher Elementary             | 99,007  | 140   |
| Appleton         | Karen       | Teacher Elementary             | 108,572 | 170   |
| Aprim            | Benjamin    | Teacher Secondary              | 103,757 | -     |
| Arbour-Polley    | Ashlie      | Teacher Elementary             | 107,322 | -     |
| Arbuckle         | Liam        | Teacher Elementary             | 107,776 | 160   |
| Archambault      | Julie       | Teacher Elementary             | 99,178  | -     |
| Archer           | Christopher | Teacher Elementary             | 98,345  | -     |
| Archer           | Liza        | Teacher Elementary             | 107,026 | 130   |
| Arduini          | Anabela     | Teacher Elementary             | 106,637 | -     |
| Argiroudis       | Sophia      | Teacher Elementary             | 78,778  | 220   |
| Arkiletian       | Robert      | Teacher Secondary              | 107,026 | -     |
| Arnold           | Leslie      | Teacher Secondary              | 91,857  | 175   |
| Arnold           | Forest      | Teacher Elementary             | 80,458  | -     |
| Arnold           | Yann        | Teacher Secondary              | 108,413 | 69    |
| Arnold           | Sharon      | Teacher Elementary             | 79,945  | 386   |
| Asad             | Dema        | Teacher Elementary             | 90,365  | -     |
| Ascher           | Christopher | Teacher Secondary              | 107,322 | -     |
| Asdrubale        | Steven      | Teacher Elementary             | 105,241 | -     |
| Ashley           | Robert      | Senior Manager-Project Office  | 136,283 | 1,697 |
| Askey            | Bernadett   | Teacher Elementary             | 87,045  | -     |
| Asmani           | Marya       | Teacher Secondary              | 99,119  | -     |
| Asmoucha         | Samuel      | Teacher Elementary             | 106,833 | -     |
| Assadipour       | Sonia       | Teacher Elementary             | 111,439 | 110   |
| Atkinson         | Michael     | Teacher Elementary             | 107,608 | -     |
| Attali-Netherton | Brigitte    | Teacher Elementary             | 108,674 | 1,170 |
| Atterton         | Carl        | Teacher Elementary             | 99,093  | -     |
| Au               | Henry       | Elementary Principal           | 154,819 | -     |
| Au               | Jonathan    | Teacher Secondary              | 89,420  | 235   |
| Au               | Laurelin    | Teacher Secondary              | 78,050  | 495   |
| Au               | Karen       | Teacher Elementary             | 107,026 | 150   |
| Au Yeung         | Nicole      | Teacher Elementary             | 78,926  | -     |
| Audet            | Steven      | Teacher Elementary             | 99,125  | -     |
| Aujla            | Gurinder    | Teacher Elementary             | 81,351  | -     |
| Aulakh           | Harkiran    | Teacher Secondary              | 99,001  | -     |
| Austria          | Regino Jr   | Building Engineer              | 77,300  | -     |
| Aweida           | Dana        | Elementary Vice-Principal      | 131,486 | 3,711 |
| Axen             | Elizabeth   | Teacher Elementary             | 82,507  | -     |

|              |              |  |         |       |
|--------------|--------------|--|---------|-------|
| Ba           | Ruby         | Teacher Elementary                           | 105,360 | 330   |
| Babajee      | Vanesha      | Teacher Secondary                            | 92,737  | 1,000 |
| Babbitt      | Katie        | Teacher Elementary                           | 94,109  | -     |
| Babcock      | Heather      | Teacher Secondary                            | 99,119  | 10    |
| Bacchus      | Jonathan     | Electrician                                  | 82,908  | 3     |
| Bach         | David        | Secondary Vice-Principal                     | 145,724 | -     |
| Bae          | Joshua       | Teacher Elementary                           | 75,733  | -     |
| Baerg        | Julie        | Teacher Secondary                            | 99,796  | -     |
| Bagnall      | Daniel       | Teacher Secondary                            | 83,551  | 177   |
| Bailis       | Laura        | Teacher Elementary                           | 79,283  | -     |
| Bain         | Deirdre      | Teacher Elementary                           | 103,686 | -     |
| Bain         | McKenna      | Teacher Elementary                           | 85,227  | -     |
| Bains        | Kamaljit     | Teacher Elementary                           | 107,194 | 77    |
| Bains        | Surbjit      | Teacher Elementary                           | 86,548  | -     |
| Bains        | Ranjit       | Director of Instruction                      | 177,025 | 7,327 |
| Baker        | Lorraine     | Teacher Elementary                           | 109,425 | -     |
| Baker        | Brandi       | Teacher Elementary                           | 108,476 | -     |
| Baker        | Jean         | Teacher Secondary                            | 107,159 | -     |
| Baker        | Benjamin     | Grounds Foreperson                           | 88,257  | -     |
| Baker        | Arielle      | Teacher Elementary                           | 83,613  | -     |
| Bakken       | Lorraine     | Teacher Elementary                           | 107,153 | 252   |
| Bal          | Surinder     | Building Engineer                            | 87,376  | 164   |
| Ball         | Tamara       | Teacher Elementary                           | 88,336  | -     |
| Ballarin     | Ricardo      | Teacher Secondary                            | 108,614 | -     |
| Balzarini    | Sharon       | Teacher Elementary                           | 108,926 | -     |
| Banaie-Yazdi | Amanjit      | Consultant-ATBC                              | 85,950  | -     |
| Bangsund     | Ashley       | Coordinator of Sustainability                | 78,111  | 642   |
| Bankonin     | Susan        | Teacher Secondary                            | 99,156  | 150   |
| Barber       | Amanda       | Teacher Gifted Program                       | 99,001  | 131   |
| Barber       | Joshua       | Adult Education Instructor Structured Course | 79,233  | -     |
| Barley       | Marin        | Teacher Secondary                            | 112,410 | -     |
| Barnes       | James        | Teacher Secondary                            | 89,290  | -     |
| Baron        | Tanya        | Teacher Secondary                            | 111,277 | -     |
| Barone       | Giovanna     | Office Support D                             | 80,691  | 21    |
| Barratt      | Olivia       | Teacher Secondary                            | 87,013  | -     |
| Barreira     | Deanna       | District Resource                            | 110,315 | 82    |
| Barrera      | David        | Plumber                                      | 105,467 | 65    |
| Barros       | Melania      | Teacher Elementary                           | 99,306  | -     |
| Barski       | Matthew      | Teacher Secondary                            | 107,228 | 563   |
| Bartlett     | Gretchen     | Teacher Elementary                           | 98,743  | -     |
| Bartlett     | Steven       | Teacher Elementary                           | 109,323 | -     |
| Basi         | Deveena      | Teacher Elementary                           | 81,557  | -     |
| Basra        | Manvir       | Teacher Elementary                           | 83,454  | -     |
| Bassi        | Baldeep      | Teacher Secondary                            | 112,547 | -     |
| Batsoulas    | Janet        | Teacher Elementary                           | 99,124  | -     |
| Bauer        | Melanie      | Teacher Secondary                            | 75,655  | -     |
| Baulcomb     | Craig        | Teacher Elementary                           | 115,245 | -     |
| Bausback     | Kirk         | Teacher Secondary                            | 99,119  | -     |
| Bautista     | Edwin        | Teacher Elementary                           | 99,119  | -     |
| Baxter       | Ian          | Teacher Secondary                            | 108,674 | 10    |
| Bayne        | Norma        | Teacher Elementary                           | 107,026 | -     |
| Beadle       | Evelyn       | Teacher Elementary                           | 107,030 | -     |
| Beale-Dala   | Rosalind     | Teacher Elementary                           | 82,989  | -     |
| Beatch       | Patricia     | Manager-Employee Wellness                    | 143,076 | 555   |
| Beaton       | Gregory      | Teacher Secondary                            | 99,242  | -     |
| Beaton       | Brittany     | Teacher Secondary                            | 107,295 | -     |
| Beattie      | Karen        | Teacher Elementary                           | 99,001  | -     |
| Beattie      | Kenneth      | Teacher Elementary                           | 76,038  | 178   |
| Beaty        | Karen        | Teacher Elementary                           | 107,026 | -     |
| Beck         | Daphne       | Teacher Elementary                           | 97,920  | -     |
| Becker       | Robin        | Teacher Elementary                           | 107,026 | 171   |
| Bedard       | Marie-Claude | Teacher Elementary                           | 99,001  | -     |
| Beeman       | Jill         | Teacher Elementary                           | 108,572 | -     |

|                   |             |                                     |         |       |
|-------------------|-------------|-------------------------------------|---------|-------|
| Beetlestone       | Emma        | Teacher On Call - Secondary         | 78,047  | -     |
| Begg              | Leslie      | Teacher Secondary                   | 99,125  | -     |
| Beggache          | Dalila      | Teacher Elementary                  | 99,988  | -     |
| Begin             | Marc        | Teacher Secondary                   | 93,056  | 90    |
| Beharry           | Peter       | Teacher Secondary                   | 113,123 | 50    |
| Behrenz           | Nicole      | Teacher Elementary                  | 112,169 | 28    |
| Bekkering         | Emily       | Teacher Secondary                   | 100,961 | -     |
| Belanger          | Jennifer    | Teacher On Call Limited - Secondary | 108,798 | -     |
| Belanger          | Daniel      | Elementary Principal                | 156,604 | 1,437 |
| Belanger          | Anne-Marie  | Teacher Elementary                  | 81,521  | -     |
| Belecos Shaw      | Anastasia   | Teacher Elementary                  | 96,183  | 30    |
| Belegris          | Mihalia     | Teacher Elementary                  | 99,306  | -     |
| Bell              | Elizabeth   | Secondary Vice-Principal            | 138,702 | 12    |
| Bell-Irving       | Charmaine   | Teacher Secondary                   | 108,572 | 885   |
| Belliveau         | Susan       | Teacher Elementary                  | 108,349 | -     |
| Bemister          | Jesse       | Elementary Principal                | 149,901 | 186   |
| Bemister          | Kelsey      | Teacher Secondary                   | 108,621 | 97    |
| Bender            | Erin        | Teacher Elementary                  | 108,572 | 178   |
| Benke             | Anna        | Teacher Elementary                  | 92,166  | 156   |
| Bennett           | Victoria    | Teacher Elementary                  | 87,020  | -     |
| Benson            | Mara        | Teacher Secondary                   | 99,124  | -     |
| Benson            | Heidi       | Coordinator-Community School        | 96,889  | 93    |
| Benson            | Nathaniel   | Electrician                         | 83,425  | 42    |
| Benson-Mah        | Jessica     | Teacher Elementary                  | 85,623  | -     |
| Bensted           | Lee         | Teacher Secondary                   | 77,705  | 500   |
| Bentley Fernandes | Pamela      | Elementary Vice-Principal           | 130,277 | 38    |
| Berger            | Fiona       | Teacher Elementary                  | 110,105 | -     |
| Berger-Bodolec    | Charlotte   | Teacher Elementary                  | 92,075  | -     |
| Bernabe           | Loraine     | Teacher Elementary                  | 91,078  | -     |
| Bernard           | Martin      | Teacher Elementary                  | 80,293  | -     |
| Berry             | Ashley      | Teacher Elementary                  | 85,620  | -     |
| Best              | Kathryn     | Teacher Secondary                   | 106,470 | -     |
| Beutel            | Markus      | Teacher Elementary                  | 85,044  | 220   |
| Bharwani-Kassam   | Farzana     | Teacher Elementary                  | 107,327 | -     |
| Bhatti            | Daljit      | Project Manager                     | 135,200 | -     |
| Bighorn           | Jelana      | Teacher Secondary                   | 107,433 | 80    |
| Bigioli           | Angela      | Teacher Secondary                   | 113,633 | -     |
| Bildstein         | Lucia       | Teacher Elementary                  | 99,119  | 120   |
| Billingsley       | Jennifer    | Teacher Elementary                  | 108,572 | 1,268 |
| Biln              | Susan       | Teacher Elementary                  | 107,153 | -     |
| Biln              | David       | Teacher Elementary                  | 114,066 | -     |
| Bilodeau          | Stephanie   | Teacher Secondary                   | 99,072  | 2,663 |
| Bilodeau          | Shane       | Teacher Elementary                  | 106,042 | 180   |
| Binder            | Anita       | Teacher Secondary                   | 107,322 | -     |
| Bion              | Elizabeth   | Teacher Elementary                  | 99,001  | 100   |
| Biorn             | Birgitte    | Elementary Principal                | 155,040 | 253   |
| Birkenthal        | Dana        | Teacher Elementary                  | 92,197  | -     |
| Birks             | Carole      | Teacher Secondary                   | 109,727 | 185   |
| Bisset            | Heather     | Teacher Elementary                  | 99,119  | -     |
| Bistriceanu       | Deanna      | Teacher Elementary                  | 86,078  | -     |
| Black             | Christopher | Assistant-Staffing                  | 80,679  | -     |
| Blain             | Pierre-Luc  | Teacher Elementary                  | 96,343  | 152   |
| Blair             | Sonia       | Secondary Principal                 | 156,857 | 4,658 |
| Blair             | Alycia      | Teacher Elementary                  | 94,761  | 75    |
| Blair             | Sophia      | Teacher Elementary                  | 78,111  | 43    |
| Blake             | Karen       | Secondary Vice-Principal            | 142,415 | 50    |
| Blanchard         | Nicholas    | Teacher Elementary                  | 104,605 | -     |
| Bland             | Charmian    | Teacher Elementary                  | 107,136 | -     |
| Blaney            | Julie       | Teacher Secondary                   | 99,306  | -     |
| Blessin           | Sylvia      | Program Advisor-AEC                 | 106,903 | -     |
| Block             | Courtney    | Teacher Elementary                  | 79,188  | -     |
| Blue              | Daniel      | Executive Director of Finance       | 115,904 | 3,835 |
| Boardman          | Donna       | Teacher Elementary                  | 88,076  | 210   |

|               |             |                              |         |       |
|---------------|-------------|------------------------------|---------|-------|
| Bocolas       | George      | Electrician                  | 89,457  | -     |
| Bodnaruk      | Elena       | Teacher Elementary           | 107,423 | -     |
| Bohachewski   | Lisa        | Electrician                  | 93,448  | 12    |
| Bohmer        | Aaron       | Plumber                      | 98,161  | 210   |
| Boisvert      | Roch        | Teacher Elementary           | 85,148  | -     |
| Boitard       | Daniel      | Teacher Elementary           | 99,119  | -     |
| Bolanos       | Jessica     | Teacher Secondary            | 113,162 | 86    |
| Bondi         | Linda       | Teacher Elementary           | 99,124  | -     |
| Bone          | Graeme      | Teacher Elementary           | 108,443 | -     |
| Bonilla Gomez | Angela      | Teacher Elementary           | 108,161 | 125   |
| Bonvillain    | Lynda       | District Principal           | 149,842 | 50    |
| Booker        | Nicholas    | Teacher Secondary            | 99,001  | -     |
| Boomer        | Brian       | Journey person with Premium  | 91,452  | 10    |
| Bordon        | Robert      | Teacher Secondary            | 103,634 | -     |
| Borg          | Tammy       | Teacher Elementary           | 107,152 | 130   |
| Borges        | Danny       | Teacher Secondary            | 112,945 | -     |
| Borsato       | Justin      | Teacher Elementary           | 109,193 | -     |
| Bortnick      | Allan       | Electrician                  | 89,440  | 9     |
| Bossut        | Benedicte   | Teacher Elementary           | 75,644  | 88    |
| Boswell       | Erin        | Speech Language Pathologist  | 107,028 | 1,425 |
| Botic         | Amanda      | Area Counsellor - Elementary | 111,688 | 352   |
| Boucetta      | Soumeiya    | Teacher Secondary            | 111,740 | -     |
| Boucher       | Aimee       | Teacher Elementary           | 98,603  | -     |
| Boucher       | Robert      | Teacher Secondary            | 108,743 | 1,612 |
| Boucher       | Kelsy       | Advisor-Staffing             | 93,782  | 295   |
| Bouchet       | Brigitte    | Teacher Elementary           | 107,167 | -     |
| Boudet        | Katia       | Teacher Secondary            | 91,831  | 809   |
| Boulanger     | Chantelle   | Teacher Elementary           | 78,582  | 125   |
| Boulding      | Nicholas    | Teacher Secondary            | 99,001  | -     |
| Bourgh        | Kyla        | Teacher Secondary            | 94,144  | 127   |
| Bourque       | Nancy       | Elementary Principal         | 154,127 | -     |
| Bowen         | Willee      | Teacher Secondary            | 96,240  | 2,110 |
| Boxall        | Sula        | Teacher Elementary           | 86,352  | 303   |
| Boyd          | Arielle     | Teacher Secondary            | 115,625 | 125   |
| Boyes         | Cody        | Teacher Secondary            | 99,001  | 110   |
| Boylan        | Brenda      | Teacher Elementary           | 107,528 | -     |
| Boyland       | Shannon     | Teacher Elementary           | 99,001  | 340   |
| Boyle         | Maxwell     | Teacher Elementary           | 86,746  | -     |
| Bozinowski    | Nova        | Teacher Secondary            | 86,442  | 604   |
| Braaten       | Donna       | Teacher Secondary            | 108,709 | -     |
| Brady         | Colleen     | Teacher Elementary           | 93,932  | 100   |
| Branson       | Megan       | Teacher Secondary            | 86,098  | -     |
| Braun         | David       | Teacher Secondary            | 111,453 | 90    |
| Braun         | Barton      | Teacher Elementary           | 108,572 | -     |
| Braun         | Jennifer    | Teacher Secondary            | 113,258 | 175   |
| Braverman     | Michael     | Teacher Secondary            | 105,620 | -     |
| Breakingbury  | Christie    | Teacher Elementary           | 99,124  | -     |
| Bredin        | Shauna      | Teacher Elementary           | 104,760 | -     |
| Breheny       | Darcy       | Teacher Elementary           | 99,120  | 55    |
| Brennan       | Robyn       | Teacher Secondary            | 81,901  | -     |
| Breton        | Lorraine    | Teacher Secondary            | 108,126 | -     |
| Brett         | Allison     | Teacher Secondary            | 115,764 | 529   |
| Brewster      | Madeline    | Teacher Secondary            | 108,237 | 133   |
| Bring         | Jason       | Teacher Elementary           | 79,432  | -     |
| Brion         | Peter       | Teacher Secondary            | 99,119  | -     |
| Brisebois     | Laurent     | Elementary Principal         | 154,434 | -     |
| Broadland     | Holly       | Teacher Secondary            | 101,986 | 152   |
| Brodie        | Christine   | Teacher Elementary           | 86,050  | -     |
| Broman        | Pamela      | Teacher Elementary           | 107,160 | 457   |
| Bromige       | Christopher | Teacher Secondary            | 107,288 | -     |
| Bromley       | Lindsay     | District Resource            | 107,618 | 86    |
| Brown         | Zoi         | Teacher Elementary           | 107,455 | -     |
| Brown         | Angela      | Mentor Elementary            | 103,654 | 87    |



|             |           |  |         |       |
|-------------|-----------|--|---------|-------|
| Brown       | Jesse     | Elementary Principal                         | 142,484 | -     |
| Brown       | Tina      | Assistant-Staffing                           | 83,399  | -     |
| Brown       | Kayne     | Information Technology Supervisor - Systems  | 107,574 | -     |
| Brown       | Andrea    | Teacher Elementary                           | 93,864  | 596   |
| Brown       | Mathew    | Teacher Elementary                           | 79,188  | 130   |
| Brown       | Kyra      | Teacher Elementary                           | 76,038  | -     |
| Browne      | Corin     | Teacher Secondary                            | 89,530  | 258   |
| Brownrigg   | Richard   | Teacher Secondary                            | 107,153 | 750   |
| Bruce       | Tyler     | Teacher Elementary                           | 99,001  | -     |
| Bruchet     | Lucas     | Teacher Secondary                            | 76,185  | -     |
| Bruechert   | Walter    | Teacher Elementary                           | 105,916 | 105   |
| Bruyere     | Johnathon | Teacher Elementary                           | 107,026 | 150   |
| Bryce       | Keith     | Teacher Elementary                           | 107,455 | 20    |
| Buckley     | Deena     | Elementary Principal                         | 157,107 | 2,400 |
| Budden      | Shaun     | Plumber                                      | 94,391  | 216   |
| Buder       | Tyler     | Journeyperson with Premium                   | 104,220 | -     |
| Bui         | Michael   | Teacher Secondary                            | 106,588 | -     |
| Buis        | Kenneth   | Adult Education Instructor Structured Course | 125,316 | -     |
| Bullard     | Tristan   | Teacher Elementary                           | 76,182  | 15    |
| Buntain     | Gary      | Teacher Secondary                            | 105,562 | -     |
| Bunton      | Claire    | Teacher Elementary                           | 87,020  | -     |
| Buonassisi  | Nicoletta | Teacher Secondary                            | 95,805  | -     |
| Burditt     | Natasha   | Teacher Elementary                           | 90,171  | 150   |
| Burdon      | Shirley   | Teacher Secondary                            | 113,080 | -     |
| Burgis      | Lisa      | Teacher Elementary                           | 86,728  | -     |
| Burke       | Allison   | Teacher Elementary                           | 87,382  | -     |
| Burke       | Shannon   | Elementary Principal                         | 148,458 | 45    |
| Burma       | Amber     | Teacher Elementary                           | 108,152 | -     |
| Burrell     | Scott     | Teacher Elementary                           | 99,119  | 110   |
| Burrus      | Adrian    | Teacher Elementary                           | 103,705 | -     |
| Burton      | Shannon   | Director of Instruction                      | 204,298 | 8,230 |
| Butcher     | Daniel    | Teacher Elementary                           | 79,349  | -     |
| Butler      | Joelle    | Teacher Elementary                           | 107,153 | -     |
| Butler      | Vivian    | Teacher Elementary                           | 107,153 | -     |
| Butler      | David     | Teacher Elementary                           | 108,743 | 1,044 |
| Bylsma      | Alan      | Teacher Secondary                            | 107,050 | -     |
| Byrne       | Meghan    | Teacher Secondary                            | 122,706 | 250   |
| Byron       | Shane     | Teacher Secondary                            | 108,950 | -     |
| Cabrone     | Elvi      | Area Resource - Elementary                   | 109,251 | 1,287 |
| Cacapit     | Rowena    | Teacher Elementary                           | 89,487  | -     |
| Cacchioni   | David     | Secondary Vice-Principal                     | 142,645 | 12    |
| Cadwallader | Alanna    | Teacher Elementary                           | 82,157  | -     |
| Cain        | Amy       | Teacher Secondary                            | 79,937  | -     |
| Calder      | Alison    | Teacher Secondary                            | 98,088  | -     |
| Calder      | Corinna   | Teacher Secondary                            | 90,217  | -     |
| Calman      | Shelby    | Teacher Secondary                            | 114,188 | 1,331 |
| Caluori     | Joanna    | Teacher Elementary                           | 99,156  | 100   |
| Cameron     | Glenn     | Teacher Secondary                            | 103,504 | 59    |
| Cameron     | Steven    | Teacher Secondary                            | 82,026  | 1,200 |
| Campbell    | Sandra    | Psychologist - Elementary                    | 124,738 | 1,935 |
| Campbell    | Shawn     | Teacher Elementary                           | 99,242  | -     |
| Campbell    | Jessica   | Teacher Elementary                           | 107,153 | -     |
| Campbell    | Melissa   | Teacher Secondary                            | 88,930  | 150   |
| Campbell    | Louise    | Teacher Elementary                           | 89,689  | 393   |
| Campbell    | Scott     | Teacher Secondary                            | 114,129 | 220   |
| Campbell    | Lyndsay   | Teacher Elementary                           | 78,907  | -     |
| Campbell    | Caelen    | Teacher Elementary                           | 94,473  | 175   |
| Campbell    | Courtney  | Teacher Elementary                           | 77,736  | 100   |
| Campese     | Mario     | Teacher Elementary                           | 103,650 | -     |
| Campos      | Nancy     | Teacher Secondary                            | 103,774 | 100   |
| Campos      | Gissela   | Teacher Elementary                           | 108,494 | 100   |
| Cancar      | Miya      | Teacher Secondary                            | 121,062 | 61    |
| Candido     | Marnie    | Teacher Elementary                           | 109,474 | 100   |

|                  |             |                            |         |       |
|------------------|-------------|----------------------------|---------|-------|
| Canning          | Gregory     | Teacher Elementary         | 108,343 | 99    |
| Cano             | Jose        | Floor Layer                | 76,372  | 199   |
| Canosa           | Massimo     | Journeyperson with Premium | 100,802 | -     |
| Cantelon         | Amanda      | Teacher Secondary          | 108,443 | 110   |
| Cantor           | Diana       | Teacher Elementary         | 107,444 | 30    |
| Cao              | Dac Tung    | Teacher Secondary          | 104,515 | -     |
| Cao              | Jennifer    | Teacher Elementary         | 82,495  | 100   |
| Car              | Susie       | Elementary Principal       | 156,755 | -     |
| Carle            | Laura       | Teacher Elementary         | 107,778 | 110   |
| Carmichael       | Mark        | Teacher Secondary          | 113,394 | -     |
| Carnegie         | Sarah       | Teacher Secondary          | 89,532  | 332   |
| Carpenter-Boesch | Genevieve   | Teacher Gifted Program     | 87,189  | -     |
| Carrara          | Daniele     | Teacher Elementary         | 108,573 | -     |
| Carrasco         | Erin        | Teacher Secondary          | 82,707  | 185   |
| Carrell          | Christopher | Journeyperson with Premium | 102,513 | -     |
| Carrier          | Joseph      | Teacher Elementary         | 99,140  | -     |
| Carruthers       | Matthew     | Teacher Elementary         | 105,228 | -     |
| Carscadden       | Sarah       | Teacher Elementary         | 83,814  | -     |
| Carswell         | Ankie       | District Principal         | 171,981 | 3,808 |
| Carter           | Michael     | Teacher Elementary         | 99,595  | -     |
| Cassap-Hanson    | Alexis      | Teacher Elementary         | 94,109  | -     |
| Cassidy          | Yvette      | Teacher Elementary         | 107,153 | -     |
| Cassie           | Laurie      | Teacher Secondary          | 115,474 | 5,110 |
| Caswell          | Jesse       | Teacher Secondary          | 98,088  | -     |
| Catlin           | Michelle    | Teacher Elementary         | 112,646 | 54    |
| Cavaletto        | Michael     | Teacher Secondary          | 98,934  | -     |
| Cavanagh         | Michelle    | Teacher Elementary         | 99,242  | -     |
| Caverzan         | Renata      | Teacher Elementary         | 108,443 | -     |
| Caviglia         | Alexandra   | Teacher Elementary         | 81,134  | -     |
| Cavin            | Edwin       | Teacher Secondary          | 105,764 | 75    |
| Celio            | Giuseppe    | Machinist                  | 93,293  | 78    |
| Celle            | Roberta     | Teacher Elementary         | 93,314  | -     |
| Chadwick         | Phonesanith | Teacher Secondary          | 105,455 | 80    |
| Chai             | Steven      | Teacher Elementary         | 104,286 | -     |
| Chalmers         | Holly       | Teacher Secondary          | 120,297 | -     |
| Chamberlain      | Sydney      | Teacher Elementary         | 88,808  | -     |
| Chan             | Genevieve   | Teacher Elementary         | 106,637 | -     |
| Chan             | Paul        | Teacher Secondary          | 106,637 | 90    |
| Chan             | Vivian      | Teacher Elementary         | 107,153 | -     |
| Chan             | Sylvia      | Teacher Secondary          | 111,526 | -     |
| Chan             | Wally       | Teacher Secondary          | 106,418 | -     |
| Chan             | Aileen      | Teacher Elementary         | 99,119  | 43    |
| Chan             | Debbie      | Teacher Secondary          | 99,274  | 160   |
| Chan             | Yong Yong   | Teacher Elementary         | 107,879 | 41    |
| Chan             | Vince       | Teacher Secondary          | 108,808 | -     |
| Chan             | Jennie      | Teacher Secondary          | 103,504 | -     |
| Chan             | Jeanie      | Teacher Elementary         | 106,149 | 100   |
| Chan             | Harinder    | Teacher Secondary          | 91,437  | -     |
| Chan             | Justina     | Teacher Secondary          | 100,197 | -     |
| Chan             | Evelyn      | Psychologist - Elementary  | 86,324  | 2,689 |
| Chan             | Tiffany     | Teacher Elementary         | 94,212  | -     |
| Chan             | Becky       | Teacher Elementary         | 81,225  | -     |
| Chan             | Brendan     | Teacher Secondary          | 93,997  | -     |
| Chan             | Ramona      | Teacher Elementary         | 106,040 | 207   |
| Chan             | Betty       | Teacher Elementary         | 108,161 | -     |
| Chan             | Fung        | Project Coordinator        | 83,579  | -     |
| Chan             | Jonathan    | Teacher Secondary          | 107,228 | 220   |
| Chan             | Eden        | Teacher Elementary         | 83,080  | -     |
| Chan             | Ivy         | Teacher Elementary         | 84,609  | 500   |
| Chan             | Edwan       | Teacher Secondary          | 78,050  | -     |
| Chan             | Calvin      | Teacher Elementary         | 78,374  | -     |
| Chan             | Sophia      | Teacher Elementary         | 100,673 | 323   |
| Chang            | Irma        | Teacher Elementary         | 108,614 | -     |

|               |             |                                |         |       |
|---------------|-------------|--------------------------------|---------|-------|
| Chang         | Lisa        | Teacher Secondary              | 99,001  | -     |
| Chang         | Chiung-Fang | Teacher Secondary              | 108,443 | 158   |
| Chang         | Huy Leng    | Teacher Elementary             | 93,481  | -     |
| Chang         | Ivy         | Teacher Elementary             | 101,457 | 120   |
| Chan-Henry    | Gregory     | Teacher Secondary              | 108,443 | -     |
| Chao          | Linda       | Teacher Secondary              | 100,070 | -     |
| Chao          | Sarah       | Education Coordinator LIT      | 99,583  | 47    |
| Chao          | Kevan       | Teacher Elementary             | 87,289  | -     |
| Chapelski     | Jessica     | Teacher Elementary             | 105,469 | -     |
| Charette      | Jacinthe    | Teacher Elementary             | 104,261 | -     |
| Charney       | Peter       | Steamfitter                    | 84,459  | -     |
| Chater        | Madelaine   | Teacher Elementary             | 78,983  | -     |
| Chau          | Johnny      | Electrician                    | 90,115  | -     |
| Chau          | Tammie      | Teacher Elementary             | 107,228 | -     |
| Chau          | Danny       | Electrician                    | 101,462 | -     |
| Chee          | Cynthia     | Teacher Elementary             | 107,287 | -     |
| Chelak        | Jessica     | Teacher Elementary             | 97,395  | 105   |
| Chelladurai   | Arockiam    | Teacher Secondary              | 104,607 | -     |
| Chen          | Bell        | Teacher Secondary              | 126,040 | 304   |
| Chen          | Hattie      | Teacher Secondary              | 112,547 | 242   |
| Chen          | Hsin-Hou    | Teacher Secondary              | 108,443 | 280   |
| Chen          | Emily       | Teacher Secondary              | 111,208 | 141   |
| Chen          | Liwen       | Teacher Elementary             | 96,533  | -     |
| Cheng         | Quyen       | Teacher Elementary             | 107,026 | -     |
| Cheng         | Michelle    | Teacher Secondary              | 108,572 | -     |
| Cheng         | Wendy       | Teacher Elementary             | 107,021 | 50    |
| Cheng         | Leo         | Teacher Secondary              | 118,565 | -     |
| Cheng         | Elizabeth   | Teacher Elementary             | 108,544 | -     |
| Chenoweth     | Matthew     | Teacher Secondary              | 108,589 | -     |
| Cheung        | Teresa      | Assistant-Staffing             | 84,046  | -     |
| Cheung        | Yu Ting     | Teacher Secondary              | 111,717 | 2,060 |
| Cheung        | Julia       | Teacher Elementary             | 99,146  | -     |
| Cheung        | Jocelyn     | Teacher Secondary              | 96,225  | 200   |
| Cheung        | Kelly       | Senior Medical Adjudicator     | 109,801 | -     |
| Chiang        | Musica      | Manager-Student Info System    | 146,651 | -     |
| Chiang        | Yi Chun     | Teacher Secondary              | 112,945 | -     |
| Chin          | Magdalene   | Teacher Secondary              | 90,185  | -     |
| Chin Petersen | Jenny       | Teacher Elementary             | 85,532  | -     |
| Chinack       | Byron       | Material Services Foreperson   | 87,829  | -     |
| Chittenden    | Katharine   | Teacher Secondary              | 109,478 | -     |
| Chiu          | Odelia      | Teacher                        | 109,975 | 23    |
| Chiu          | Nathan      | Teacher                        | 110,724 | 2     |
| Cho           | David       | Teacher Secondary              | 107,287 | -     |
| Cho           | Alyson      | Teacher Elementary             | 112,646 | -     |
| Cho           | Shirla      | Teacher Elementary             | 78,262  | 190   |
| Cho           | Caroline    | Teacher Elementary             | 108,648 | -     |
| Cho           | Susanna     | Supervisor-Accounting&Treasury | 91,217  | 1,304 |
| Chobotiuk     | Jennifer    | Teacher Elementary             | 101,800 | -     |
| Chohan        | Jennifer    | Teacher Elementary             | 79,406  | -     |
| Choi          | Michael     | Teacher Secondary              | 102,598 | 85    |
| Choi          | James       | Teacher Secondary              | 107,153 | 90    |
| Choi          | Shin Ji     | Teacher Elementary             | 84,528  | -     |
| Chong         | Vickie      | Teacher Elementary             | 99,001  | -     |
| Chong         | Linda       | Teacher Secondary              | 108,313 | 286   |
| Chong         | Philip      | Teacher Elementary             | 99,001  | 109   |
| Chong         | Nancy       | Area Counsellor - Elementary   | 122,337 | -     |
| Chong         | Joyce       | Elementary Principal           | 145,425 | -     |
| Chong         | Vivian      | Teacher Secondary              | 98,680  | -     |
| Chong         | Paul        | Teacher Secondary              | 108,443 | -     |
| Chong-Ping    | Kimberley   | Teacher Secondary              | 117,217 | -     |
| Chou          | Andy        | Teacher Secondary              | 96,262  | -     |
| Chow          | Gordon      | Teacher Secondary              | 107,126 | 102   |
| Chow          | Jacqueline  | Teacher Elementary             | 87,169  | 40    |

|                     |           |                                      |         |       |
|---------------------|-----------|--------------------------------------|---------|-------|
| Chow                | Cynthia   | Teacher Elementary                   | 106,730 | -     |
| Chow                | Shirley   | Teacher Elementary                   | 107,160 | -     |
| Chow                | Allan     | Teacher Secondary                    | 107,026 | -     |
| Chow                | Stella    | Elementary Vice-Principal            | 128,575 | -     |
| Chow                | Kenneth   | Mechanic                             | 84,904  | -     |
| Chow                | Henry     | Carpenter                            | 91,277  | -     |
| Chow                | Jiana     | Manager-Communications               | 146,586 | 4,529 |
| Chow                | Molina    | Teacher Elementary                   | 82,287  | 213   |
| Chow                | Andy      | Technical & Resource Support E       | 84,751  | 1,369 |
| Chow-Humphries      | Mary      | Teacher Elementary                   | 114,066 | -     |
| Choy                | Liza      | Teacher Elementary                   | 112,635 | -     |
| Christie            | Jessica   | Teacher Elementary                   | 99,789  | -     |
| Chrastowski-Wachtel | Pawel     | Teacher Secondary                    | 107,071 | 150   |
| Chu                 | Jennifer  | Teacher Elementary                   | 108,009 | 323   |
| Chu                 | Kevin     | Teacher Secondary                    | 93,322  | -     |
| Chua Martinez       | Armando   | Teacher Secondary                    | 108,726 | -     |
| Chuah               | Kerry     | Manager-Facilities                   | 123,946 | 1,576 |
| Chuaqui             | Maria     | Teacher Secondary                    | 99,093  | 87    |
| Chun                | Peggy     | Teacher Secondary                    | 107,235 | 125   |
| Chung               | Jeeyeon   | Teacher Elementary                   | 99,156  | -     |
| Chung               | Ting Fong | Teacher Elementary                   | 112,848 | -     |
| Churko              | Anthony   | Teacher Elementary                   | 76,038  | 203   |
| Chuu                | Carol     | Teacher Secondary                    | 108,443 | -     |
| Cimino              | David     | Teacher Secondary                    | 88,641  | -     |
| Clancy              | Juli      | Teacher Elementary                   | 98,367  | -     |
| Clark               | Denise    | Secondary Vice-Principal             | 143,845 | -     |
| Clark               | Julia     | Elementary Vice-Principal            | 132,286 | -     |
| Clark               | Gavin     | Coordinator-Community School         | 108,485 | 106   |
| Clark               | Jennifer  | Teacher Elementary                   | 96,061  | -     |
| Clark               | Hudson    | Teacher Secondary                    | 109,849 | 135   |
| Clarke              | Alice     | Teacher Elementary                   | 86,365  | -     |
| Clasper             | Rylie     | Teacher Elementary                   | 77,415  | -     |
| Clements            | Lisa      | Teacher Elementary                   | 84,489  | -     |
| Cloutier            | John      | Teacher Secondary                    | 107,181 | 1,026 |
| Clover              | Dylan     | Teacher Elementary                   | 85,801  | -     |
| Clutche             | Corrie    | Teacher Secondary                    | 113,222 | -     |
| Coderre             | Stephen   | Teacher Secondary                    | 106,683 | 160   |
| Codrington          | Angela    | Teacher Elementary                   | 99,242  | -     |
| Coelho              | Andrew    | Elementary Vice-Principal            | 131,274 | -     |
| Coffin              | Steven    | Teacher On Call Limited - Elementary | 84,073  | -     |
| Cole                | Noli      | Coordinator-Community Connect        | 86,769  | 1,500 |
| Colero              | Julie     | Teacher Elementary                   | 99,119  | -     |
| Coletta             | Vittorio  | Teacher Secondary                    | 99,800  | 25    |
| Collet              | Tamara    | Teacher Elementary                   | 108,572 | -     |
| Collier             | Curtis    | Teacher Secondary                    | 99,000  | -     |
| Collier             | Michael   | Teacher Secondary                    | 113,999 | -     |
| Collins             | Marion    | Teacher Elementary                   | 103,143 | 100   |
| Collum              | Shawn     | Electrician                          | 91,552  | -     |
| Colobong            | Krystle   | Teacher Secondary                    | 92,399  | 150   |
| Colpitts            | James     | Teacher Elementary                   | 99,119  | 190   |
| Condon              | Sean      | Journeyman with Premium              | 143,892 | -     |
| Congo               | Karalee   | Teacher Elementary                   | 82,927  | -     |
| Conklin             | Marnie    | Teacher Elementary                   | 108,572 | -     |
| Conley              | Tanya     | Teacher Elementary                   | 107,188 | 165   |
| Conrad              | Danielle  | Teacher Elementary                   | 108,572 | -     |
| Coo                 | Duncan    | Teacher Elementary                   | 107,026 | -     |
| Cook                | Rebecca   | Teacher Elementary                   | 106,908 | 130   |
| Cook                | Jessica   | Teacher Elementary                   | 78,399  | 60    |
| Cook                | Cameron   | Teacher Secondary                    | 99,830  | -     |
| Cooper              | Romy      | Teacher Secondary                    | 112,715 | -     |
| Cooper              | Alixandra | Teacher Elementary                   | 90,473  | -     |
| Cooper-Smith        | Catherine | Psychologist - Elementary            | 79,355  | 2,656 |
| Cordingley          | Sarah     | Teacher Elementary                   | 92,881  | 320   |

|                |             |                                      |         |        |
|----------------|-------------|--------------------------------------|---------|--------|
| Cordoni        | Christopher | Teacher Secondary                    | 111,068 | -      |
| Corkum         | Rachel      | Teacher Elementary                   | 87,426  | -      |
| Cormack        | Mark        | Teacher Elementary                   | 120,886 | -      |
| Cornies        | Chad        | Teacher Secondary                    | 107,322 | -      |
| Correia        | Grace       | Teacher Secondary                    | 107,151 | -      |
| Corrie         | Natacha     | Teacher Elementary                   | 107,153 | -      |
| Corsi          | Viviana     | Teacher Elementary                   | 98,243  | -      |
| Cortens        | John        | Teacher On Call Limited - Elementary | 76,477  | -      |
| Cosentino      | Emily       | Teacher Elementary                   | 76,129  | -      |
| Costa          | Maria       | Teacher Elementary                   | 108,443 | 55     |
| Costa          | Kailee      | Teacher Elementary                   | 92,812  | -      |
| Costea         | Kenneth     | Teacher Elementary                   | 107,153 | 177    |
| Costello       | Jesse       | Teacher Elementary                   | 109,179 | 120    |
| Cote           | Chantal     | Teacher Elementary                   | 84,852  | -      |
| Cotter         | Ailish      | Teacher Elementary                   | 77,315  | 100    |
| Cotton         | Graeme      | Teacher Elementary                   | 113,937 | -      |
| Cottrell       | Emily       | Teacher Elementary                   | 76,288  | -      |
| Coughlan       | Flavia      | Secretary-Treasurer                  | 269,632 | 13,846 |
| Coulter        | Lorinda     | Teacher Elementary                   | 108,614 | -      |
| Coutts         | Graeme      | Teacher Elementary                   | 114,066 | -      |
| Couture        | Samuel      | Teacher Elementary                   | 82,381  | 352    |
| Covert         | Jorden      | Teacher Elementary                   | 108,572 | 130    |
| Coward         | Mara        | Teacher Elementary                   | 82,451  | 31     |
| Craddock       | Carrie      | Teacher Elementary                   | 85,490  | -      |
| Craig          | Noella      | Teacher Elementary                   | 106,182 | 120    |
| Craigie        | Robyn       | Teacher Elementary                   | 87,073  | 277    |
| Crawford       | Adam        | Blind and Drapery Repairperson       | 75,132  | 60     |
| Crewdson       | Murray      | Assistant Building Engineer          | 77,496  | -      |
| Crimp          | Emma        | Teacher Elementary                   | 96,477  | 100    |
| Cripps         | Russell     | Teacher Secondary                    | 107,153 | 175    |
| Crisp          | James       | Teacher Elementary                   | 107,153 | 100    |
| Cristall       | Aven        | Teacher Elementary                   | 111,873 | -      |
| Cross          | Mira        | Teacher Secondary                    | 113,258 | 173    |
| Cruickshank    | Maryanne    | Teacher Elementary                   | 105,059 | -      |
| Cruz           | Edilberto   | Teacher Elementary                   | 107,026 | -      |
| Csanyi-Robah   | Gina        | Teacher Secondary                    | 85,726  | 100    |
| Culhane        | Stephen     | Teacher Secondary                    | 102,753 | -      |
| Cullingworth   | Erin        | Teacher Secondary                    | 108,006 | 203    |
| Cultum         | Irene       | Teacher Elementary                   | 98,461  | 110    |
| Cumming        | Drew        | Electrician                          | 79,220  | 12     |
| Cupit          | Melissa     | Teacher Elementary                   | 83,449  | 30     |
| Curnow         | Michaela    | Teacher On Call - Elementary         | 107,092 | 100    |
| Currie         | Kimberly    | Teacher Secondary                    | 75,846  | -      |
| Curtis         | Jill        | Teacher Elementary                   | 76,157  | -      |
| Cutting        | Samuel      | Teacher Secondary                    | 80,109  | 495    |
| Cuzzetto       | Simona      | Teacher Elementary                   | 79,283  | -      |
| Da Silva       | Pedro       | Associate Superintendent             | 271,320 | 16,582 |
| Dale           | Nadia       | Teacher Secondary                    | 86,786  | 30     |
| Dancer         | Susan       | Teacher Elementary                   | 99,001  | -      |
| Daniel         | Catherine   | Teacher Secondary                    | 95,532  | 175    |
| Danilovic      | Tania       | Teacher Elementary                   | 106,705 | -      |
| Danzig         | Shani       | Teacher Elementary                   | 99,825  | -      |
| Dao            | Nhat        | Teacher Secondary                    | 98,349  | 150    |
| Dare           | Katherine   | Teacher Elementary                   | 89,581  | 127    |
| Darwish Sharma | Mitra       | Senior Advisor - Labour Relations    | 103,471 | 86     |
| Dash           | Sarah       | Elementary Principal                 | 154,044 | 16     |
| Davidson       | Marilyn     | Teacher Elementary                   | 107,287 | -      |
| Davidson       | Ilona       | Teacher Secondary                    | 114,611 | -      |
| Davie          | Caitlin     | Teacher Secondary                    | 103,053 | -      |
| Davies         | Megan       | Elementary Principal                 | 156,604 | -      |
| Davis          | Nathalie    | Teacher Secondary                    | 108,743 | -      |
| Davis          | Aaron       | Director of Instruction              | 213,895 | 6,808  |
| Davitt         | Cameron     | Teacher Elementary                   | 76,041  | -      |

|                   |              |                              |         |        |
|-------------------|--------------|------------------------------|---------|--------|
| Dawson            | Joanne       | Teacher Elementary           | 84,568  | -      |
| Dawson            | John         | Director of Instruction      | 223,485 | 2,078  |
| Day               | Michael      | Teacher Secondary            | 99,338  | 125    |
| De Camargo Reydon | Juliana      | Teacher Elementary           | 98,005  | -      |
| De Groot          | Paul         | Teacher Secondary            | 80,624  | -      |
| de Hoop           | James        | Senior Manager-Planning      | 154,527 | 423    |
| De Iaco           | Rosa         | Teacher Secondary            | 108,888 | -      |
| De Jager          | Rebecca-Anne | Teacher Elementary           | 85,490  | 220    |
| De Jardin         | Linda        | Teacher Elementary           | 107,253 | -      |
| De Leon           | Anthony      | Teacher Elementary           | 84,661  | 75     |
| de Levie          | Alexandra    | Psychologist - Elementary    | 81,532  | 2,552  |
| De Montigny       | Alexandra    | Teacher Elementary           | 78,872  | -      |
| De Santis         | Michael      | Teacher Secondary            | 113,080 | -      |
| De Verteuil       | Glenn        | Teacher Elementary           | 106,222 | 70     |
| De Vita           | Kelly        | Teacher Elementary           | 107,139 | 442    |
| Dean              | Tamara       | Teacher Elementary           | 108,572 | 130    |
| Dearlove          | Amanda       | Teacher Elementary           | 87,924  | -      |
| Deblasio          | Jeffrey      | Teacher Secondary            | 91,313  | -      |
| Deegan            | William      | Carpenter                    | 82,080  | -      |
| Dekerf            | Jaden        | Teacher Elementary           | 80,584  | -      |
| Delafenetre       | Frederic     | Teacher Secondary            | 99,001  | -      |
| DeLong            | Ian          | Area Counsellor - Elementary | 111,577 | 140    |
| Delorme           | David        | District Principal           | 157,129 | 193    |
| Delorme           | Patrick      | Teacher Secondary            | 107,026 | -      |
| Demarco           | Dion         | Teacher Secondary            | 106,875 | -      |
| Demers            | Guy          | Teacher Secondary            | 115,353 | 190    |
| Demiris           | Soultana     | Senior Advisor-Recruitment   | 131,211 | 1,973  |
| Demmers           | Melissa      | Teacher Elementary           | 94,105  | 329    |
| Dempster          | Kyle         | Teacher Secondary            | 101,968 | -      |
| Dent              | Susan        | Elementary Principal         | 148,389 | -      |
| Deragopian        | Aida         | Teacher Elementary           | 108,443 | -      |
| Derban            | Elyssa       | Elementary Principal         | 148,219 | -      |
| Derganc           | Scott        | Teacher Secondary            | 108,572 | -      |
| Dermott           | Michelle     | Teacher Secondary            | 85,089  | 50     |
| Derreth           | Eugene       | Teacher Secondary            | 94,189  | -      |
| Derzak            | Charleen     | Gardener                     | 78,399  | 40     |
| Deschner          | Wynn         | Teacher Secondary            | 122,594 | -      |
| Desjarlais        | Juanita      | Director of Instruction      | 191,258 | 11,732 |
| Despotakis        | Nick         | Secondary Vice-Principal     | 111,139 | -      |
| Despotovska       | Ana          | Teacher Secondary            | 107,228 | -      |
| Dewreede          | Christopher  | Teacher Secondary            | 108,572 | -      |
| Deyell            | Scott        | Coordinator-Community School | 100,144 | -      |
| DeYoung           | Michelle     | Teacher Secondary            | 114,783 | -      |
| Dhadwal           | Pavandeep    | Teacher Secondary            | 84,601  | -      |
| Dhaliwal          | Balwinder    | Building Engineer            | 95,276  | -      |
| Dhaliwal          | Rupy         | Teacher Secondary            | 87,348  | -      |
| Dhaliwal          | Ramandip     | Teacher Elementary           | 108,591 | -      |
| Dhesi             | Jasveer      | Teacher Elementary           | 103,681 | -      |
| Dhillon           | Sukhwinder   | Teacher Elementary           | 78,146  | -      |
| Dhillon           | Sonia        | Teacher Elementary           | 82,041  | -      |
| Di Giacinto       | Paul         | Teacher Elementary           | 99,124  | -      |
| Dial              | Harbinder    | Teacher Secondary            | 107,158 | -      |
| Dickie            | Colleen      | Manager-Early Learning       | 137,301 | 11     |
| Dickinson         | Anne         | Teacher Elementary           | 80,385  | -      |
| Dignum            | Kari         | Teacher Elementary           | 82,694  | -      |
| Dilgir            | Zohreen      | Teacher Elementary           | 99,001  | -      |
| Dimas             | Maria        | Teacher Secondary            | 108,572 | 150    |
| Ding              | Jane         | Teacher Elementary           | 99,017  | -      |
| Dinning           | Alina        | Teacher Elementary           | 98,485  | -      |
| Dirk              | Michael      | Teacher Elementary           | 107,597 | 210    |
| Dissegna          | Darren       | Teacher Secondary            | 99,188  | -      |
| Dixon             | Caroline     | Teacher Secondary            | 108,708 | -      |
| Dixon             | Alison       | Teacher Elementary           | 107,026 | -      |

|                  |            |                                  |         |       |
|------------------|------------|----------------------------------|---------|-------|
| Dixon            | Karen      | Teacher Elementary               | 98,259  | -     |
| Dixon            | Shantelle  | Teacher Elementary               | 99,001  | -     |
| Dizy             | William    | Teacher Secondary                | 108,726 | -     |
| Dobie            | Polly      | Teacher Secondary                | 103,638 | -     |
| Dobry            | Janine     | Teacher Elementary               | 99,275  | -     |
| Dodds            | Patrick    | Teacher Elementary               | 104,616 | -     |
| Dodge            | Heather    | Teacher Secondary                | 100,168 | -     |
| Doherty-Hwang    | Kimberley  | Teacher Elementary               | 112,646 | 220   |
| Dolder           | Ria        | Teacher Elementary               | 108,572 | -     |
| Dolen            | Shannon    | Teacher Elementary               | 104,425 | 151   |
| Dolinski         | Ian        | Plumber                          | 92,587  | -     |
| Donaldson        | Lindsay    | Teacher Secondary                | 116,037 | 125   |
| Donegan          | Chris      | Teacher Elementary               | 99,119  | -     |
| Dong             | Dana       | Teacher Elementary               | 82,979  | -     |
| Dong             | Timothy    | Teacher Elementary               | 92,562  | 130   |
| Donison          | Cheryl     | Teacher Secondary                | 99,119  | -     |
| Donnelly         | Allyson    | Teacher Elementary               | 106,639 | -     |
| Donovan          | Maria      | Elementary Principal             | 156,554 | 5,078 |
| Doolan           | Bryan      | Teacher Elementary               | 99,119  | 150   |
| Dos Santos Filho | Jose       | Information Technology Support D | 81,388  | 230   |
| Dosch            | Jolene     | Teacher Elementary               | 79,188  | 1,614 |
| Dosdall          | Leah       | Teacher Elementary               | 99,495  | 207   |
| Dou              | Teresa     | Teacher Secondary                | 108,443 | 150   |
| Douglas          | Julie      | Teacher Secondary                | 104,798 | 215   |
| Douglas          | Cheryl     | Manager-Recruitment&Retention    | 140,133 | 4,873 |
| Douglas          | Tiffany    | Teacher Elementary               | 114,066 | 1,125 |
| Douglas          | Ryan       | Carpenter                        | 90,976  | 12    |
| Dousti           | Kamelia    | Teacher Secondary                | 92,232  | 414   |
| Dow              | Timothy    | Teacher Secondary                | 83,389  | 90    |
| Dowla            | Aziz       | Teacher Secondary                | 99,274  | -     |
| Dowle            | Brenda     | Secondary Vice-Principal         | 138,881 | 50    |
| Downey-MacDonald | Brittanny  | Teacher Secondary                | 79,272  | -     |
| Doyle            | Elissa     | Teacher Elementary               | 75,720  | -     |
| Dredge           | Alexandria | Teacher Elementary               | 93,434  | -     |
| Dubois           | Anne-Marie | Teacher Elementary               | 87,688  | -     |
| Duffield         | Lauren     | Teacher Elementary               | 79,776  | 521   |
| Dumont           | Marjorie   | Teacher Elementary               | 119,406 | -     |
| Dunne            | Graham     | Teacher Secondary                | 84,969  | -     |
| Duong            | Peter      | Journeyperson with Premium       | 104,485 | -     |
| Duong            | John       | Manager-Maintenance              | 136,113 | 2,076 |
| Duong            | Lawrence   | Teacher Secondary                | 86,620  | 125   |
| Duran            | Lorena     | Teacher Secondary                | 112,016 | 590   |
| Durand           | Elodie     | Teacher Elementary               | 103,368 | -     |
| Durant           | Danielle   | Teacher Elementary               | 107,160 | 691   |
| Durno            | Gregory    | Teacher Secondary                | 95,391  | -     |
| Durward          | Magdalena  | Teacher Elementary               | 112,646 | -     |
| Duttchen         | Christa    | Teacher Secondary                | 104,473 | 10    |
| Duy              | Darlene    | Teacher Secondary                | 92,955  | -     |
| Dwyer            | Kevin      | Teacher Elementary               | 99,001  | -     |
| Dykstra          | Simon      | Teacher Secondary                | 108,442 | -     |
| Dymond           | Michele    | Teacher Elementary               | 107,326 | 84    |
| Dyson            | Janice     | Teacher Elementary               | 82,605  | -     |
| Eberding         | Marleen    | Coordinator-Community School     | 80,149  | 269   |
| Eckart           | Dana       | Teacher Elementary               | 79,189  | -     |
| Eckert           | Jonah      | Teacher Secondary                | 89,433  | -     |
| Edalatmand       | Roya       | Teacher Elementary               | 81,133  | -     |
| Edge             | Richard    | District Vice Principal          | 141,895 | 109   |
| Ediger           | Krista     | Secondary District Principal     | 160,660 | 3,831 |
| Edmonds          | Victoria   | Teacher Elementary               | 103,281 | -     |
| Edmondson        | Michael    | Teacher Secondary                | 79,432  | 990   |
| Edwards          | Lisa       | Teacher Secondary                | 99,121  | -     |
| Edwards          | Alexandra  | Teacher Secondary                | 107,423 | -     |
| Edwards          | David      | Teacher Secondary                | 85,652  | -     |

|                     |               |                                      |         |       |
|---------------------|---------------|--------------------------------------|---------|-------|
| Ee                  | Brian         | Teacher Secondary                    | 110,956 | -     |
| Egan                | Gabrielle     | Teacher Secondary                    | 83,314  | 30    |
| Egersdorfer         | Davor         | Teacher Elementary                   | 75,890  | -     |
| Egilsson            | Kelly         | Secondary Vice-Principal             | 144,971 | -     |
| Ehn                 | Zsuzsanna     | Teacher Secondary                    | 97,755  | -     |
| Elbo                | Genesee       | Coordinator-Labour Relations         | 85,855  | -     |
| Elfarse             | Mustapha      | Teacher Secondary                    | 84,590  | -     |
| Elia                | Therisa       | Teacher Secondary                    | 107,153 | -     |
| Elliott             | Melissa       | Teacher Elementary                   | 88,803  | 963   |
| Elliott             | Elizabeth     | Teacher Elementary                   | 87,826  | -     |
| Ellis               | Jackie        | Teacher Secondary                    | 110,403 | 200   |
| Emanouilidis        | Thomas        | Teacher Secondary                    | 107,026 | -     |
| Embree              | James         | Elementary Principal                 | 151,215 | 12    |
| Emeno               | Donna         | Teacher On Call Limited - Elementary | 109,028 | -     |
| Emerick             | Michael       | Teacher Elementary                   | 107,026 | -     |
| Emperador           | Georgina      | Teacher Elementary                   | 107,352 | -     |
| Empey               | Sarah         | Teacher Elementary                   | 95,241  | 198   |
| Eng                 | Jason         | Elementary Principal                 | 156,857 | 2,245 |
| Eng                 | Jessica       | Elementary Vice-Principal            | 109,175 | 10    |
| Engelstad           | Caroline      | Teacher Elementary                   | 82,658  | -     |
| English             | Todd          | Teacher Elementary                   | 99,908  | -     |
| English             | Emma          | Teacher Elementary                   | 80,409  | 82    |
| English             | Clayton       | Painter                              | 86,480  | -     |
| Eng-Reyes           | Jennifer      | Teacher Secondary                    | 109,586 | 486   |
| Enns                | Kelly         | Teacher Elementary                   | 107,152 | -     |
| Enns                | W.T. Dale     | Teacher Secondary                    | 104,287 | -     |
| Enns                | Hayley        | Teacher Elementary                   | 85,643  | -     |
| Enojo               | Corrine       | Teacher Elementary                   | 97,758  | -     |
| Epting              | Bernard       | Teacher Elementary                   | 99,751  | 28    |
| Erickson            | Bryan         | Teacher Secondary                    | 113,080 | -     |
| Erwin               | Katy          | Teacher Elementary                   | 108,572 | -     |
| Erwin               | Jessica       | Teacher Secondary                    | 88,245  | -     |
| Esmail              | Shahenaaz     | Supervisor-Purchasing                | 119,455 | -     |
| Esnault-Oka         | Adele         | Teacher Secondary                    | 108,641 | 135   |
| Essar               | Candice       | Teacher Elementary                   | 81,466  | -     |
| Evans               | Lisa          | Teacher Elementary                   | 107,160 | 81    |
| Evans               | Tyler         | Secondary Principal                  | 158,910 | 50    |
| Eves                | Timothy       | Teacher Elementary                   | 109,849 | -     |
| Eviston             | Janet         | Teacher Secondary                    | 94,002  | -     |
| Ewan                | Greg          | Electrician                          | 87,716  | 10    |
| Fabian              | Katelyn       | Teacher Elementary                   | 80,424  | -     |
| Fabry               | Natalie       | Teacher Elementary                   | 99,119  | 102   |
| Falbo               | Mariana       | Teacher Secondary                    | 85,471  | 75    |
| Falconer            | Sheena        | Teacher Secondary                    | 100,863 | -     |
| Falcus              | Robert        | Teacher Secondary                    | 112,674 | -     |
| Falk                | Olivia        | Speech Language Pathologist          | 77,683  | 1,061 |
| Fanning             | Carolyn       | Teacher Elementary                   | 107,153 | -     |
| Fanning             | Benjamin      | Teacher Elementary                   | 108,744 | -     |
| Fantuz              | Emilie        | Teacher Elementary                   | 77,726  | -     |
| Farley              | Laura         | Teacher Elementary                   | 94,452  | 84    |
| Farnham             | Cheryl        | Teacher Elementary                   | 85,682  | -     |
| Farrell             | Sandra        | Teacher Elementary                   | 108,443 | -     |
| Farrell             | Imelda        | Teacher Elementary                   | 107,153 | -     |
| Faunt               | Kristine      | Teacher Elementary                   | 78,726  | 300   |
| Fawley              | Clifford      | Teacher Elementary                   | 105,743 | 300   |
| Fazio               | Rosa          | Elementary Admin On Call             | 81,521  | -     |
| Fazylau             | Serg          | Speech Language Pathologist          | 100,927 | 4,885 |
| Fazylau Podvoiskaia | Lioubov       | Teacher Secondary                    | 82,619  | -     |
| Fearman             | Amy           | Teacher Elementary                   | 99,921  | 100   |
| Federico            | Jessica-Joyce | Teacher Elementary                   | 85,696  | -     |
| Felker              | Jennifer      | Teacher Elementary                   | 99,010  | -     |
| Feller              | Caitlin       | Teacher Elementary                   | 76,136  | -     |
| Feng                | Janet         | Teacher Elementary                   | 99,001  | -     |



|             |              |                                  |         |       |
|-------------|--------------|----------------------------------|---------|-------|
| Fenton      | Brenda       | Teacher Elementary               | 106,236 | -     |
| Fenton      | Dave         | Building Engineer                | 93,017  | 100   |
| Ferguson    | Robert       | Teacher Secondary                | 96,318  | -     |
| Ferguson    | Samuel       | Teacher Secondary                | 87,013  | 28    |
| Ferguson    | Melanie      | Teacher Elementary               | 87,199  | -     |
| Fergusson   | Megan        | Teacher Secondary                | 101,824 | -     |
| Fergusson   | Nancy        | Teacher Elementary               | 107,026 | -     |
| Fernandes   | Tony         | Painter                          | 98,612  | -     |
| Fernandes   | David        | Teacher Secondary                | 99,156  | 90    |
| Fernando    | Miyuru       | Teacher Secondary                | 85,857  | -     |
| Ferraro-Hsu | Liana        | Teacher Secondary                | 82,745  | -     |
| Ferri       | Severine     | Teacher Elementary               | 97,391  | 500   |
| Fetterly    | Linda        | Teacher Secondary                | 95,559  | -     |
| Fidgett     | Chelsea      | Teacher Elementary               | 91,901  | -     |
| Fielden     | Kathleen     | Teacher Elementary               | 99,119  | -     |
| Fierro      | Carlo        | Sheet Metal Worker               | 97,835  | -     |
| Finch-Cowie | Melanie      | Teacher Elementary               | 107,026 | 252   |
| Findlay     | Jody         | Teacher Secondary                | 107,143 | 129   |
| Fisher      | Andrew       | Teacher Elementary               | 108,614 | -     |
| Fiskilis    | Maria        | Teacher Elementary               | 77,140  | 100   |
| Fitzgerald  | Ross         | Painter                          | 91,126  | -     |
| Fleming     | Pamela       | Teacher Secondary                | 111,497 | -     |
| Fleming     | Stephen      | Teacher Secondary                | 111,320 | -     |
| Fleming     | Joel         | Teacher Elementary               | 85,592  | -     |
| Florian     | Natalie      | Teacher Secondary                | 84,831  | 240   |
| Florio      | Robert       | Teacher Secondary                | 112,991 | -     |
| Floyd       | Gregory      | Teacher On Call - Elementary     | 79,710  | -     |
| Foell       | Lindsey      | Teacher Secondary                | 108,443 | -     |
| Folk        | Steven       | Information Technology Support D | 86,474  | -     |
| Follett     | Pawandeep    | Elementary Vice-Principal        | 104,820 | -     |
| Fong        | Candace      | Teacher Elementary               | 104,520 | 150   |
| Fong        | Bowie        | Teacher Elementary               | 101,892 | 130   |
| Foran       | Paula        | District Counsellor - Elementary | 107,263 | 1,992 |
| Forbes      | Lynn         | Teacher Secondary                | 99,119  | 162   |
| Forbes      | Krista       | Teacher Elementary               | 108,443 | 140   |
| Foreman-Ng  | Kate         | Teacher Elementary               | 84,362  | 1,407 |
| Forgeron    | Jann Marie   | Teacher Secondary                | 110,029 | 210   |
| Forgeron    | Terrance     | Supervisor-Maintenance           | 124,082 | 2,137 |
| Forsey      | Sara         | Teacher Secondary                | 93,527  | -     |
| Forsselius  | Gail         | Teacher Elementary               | 99,532  | -     |
| Foster      | Jason        | Teacher Secondary                | 108,572 | 27    |
| Foster      | Jonathan     | Teacher Secondary                | 98,360  | 220   |
| Foster      | Maria-Teresa | Area Counsellor - Elementary     | 110,025 | 221   |
| Foster      | Shyanne      | Teacher Secondary                | 85,428  | -     |
| Fournier    | Jolayne      | Teacher Elementary               | 108,572 | 61    |
| Fox         | Sandra       | District Resource                | 106,690 | 1,255 |
| Fracca      | Sandro       | Teacher Secondary                | 108,743 | -     |
| Francis     | Mona         | Teacher Elementary               | 107,322 | -     |
| Francis     | Nicholas     | Teacher Secondary                | 108,572 | -     |
| Francisco   | Gilberto     | Manager-Operations               | 152,845 | 1,283 |
| Francom     | Stewart      | Secondary Vice-Principal         | 137,602 | 1,788 |
| Franken     | Sheldon      | Area Counsellor - Elementary     | 106,543 | 231   |
| Fraser      | Lara         | Teacher Elementary               | 105,097 | -     |
| Freeman     | Keel         | Teacher Elementary               | 88,309  | 170   |
| Freeze      | Lori         | Teacher Elementary               | 107,161 | -     |
| French      | Kirsten      | Teacher Elementary               | 76,044  | -     |
| Frenks      | Meaghan      | Teacher Elementary               | 82,405  | -     |
| Friesan     | Aaron        | Teacher Secondary                | 99,119  | -     |
| Friesen     | Manuella     | Teacher Elementary               | 106,875 | -     |
| Friesen     | Matthew      | Teacher Secondary                | 90,618  | 164   |
| Friesen     | Megan        | Teacher Elementary               | 87,013  | -     |
| Friesen     | Evan         | Teacher Elementary               | 85,512  | -     |
| Friesen     | Olivia       | Teacher Secondary                | 75,080  | -     |

|                   |              |                              |         |       |
|-------------------|--------------|------------------------------|---------|-------|
| Friess            | Lourdes      | Teacher Elementary           | 104,568 | -     |
| Frigault          | Kathleen     | Teacher Elementary           | 99,274  | -     |
| Frizell           | Holly        | Teacher Elementary           | 99,119  | 110   |
| Froste            | Heather      | Teacher Secondary            | 108,693 | 861   |
| Fujita            | Allison      | Teacher Elementary           | 107,199 | 55    |
| Fullerton         | Ryan         | District Vice Principal      | 150,409 | 5,144 |
| Fulton            | Nancy        | Teacher Secondary            | 98,642  | -     |
| Fung              | Judy         | Teacher Elementary           | 109,193 | 90    |
| Fung              | Ted          | Teacher Secondary            | 93,080  | 50    |
| Fung              | Katherine    | Teacher Secondary            | 108,591 | 167   |
| Gaal              | Frank        | Painter                      | 81,273  | -     |
| Gabelman          | Nicola       | Teacher Secondary            | 99,119  | -     |
| Gabelman          | Brett        | Teacher Secondary            | 108,572 | -     |
| Gaglardi          | Emerson      | Teacher Secondary            | 87,315  | -     |
| Gagne             | Collette     | Teacher Elementary           | 107,153 | -     |
| Gagnon            | Eve          | Elementary Principal         | 156,606 | 1,586 |
| Gallmann          | Tanya        | Teacher Elementary           | 99,119  | -     |
| Garland           | Michael      | Painter                      | 93,558  | -     |
| Garneau           | Carolyn      | Teacher Elementary           | 98,761  | 92    |
| Garnett           | Bruce        | District Principal           | 165,231 | 1,725 |
| Garrod            | Stephen      | Teacher Secondary            | 127,778 | -     |
| Gaster            | Kathryn      | Teacher Elementary           | 99,681  | -     |
| Gates             | Natasha      | Secondary Vice-Principal     | 148,337 | 50    |
| Gavrieli          | Ilana        | Teacher Elementary           | 107,111 | -     |
| Gee               | Crystal      | Teacher Elementary           | 114,066 | -     |
| Gelb              | Megan        | Teacher Elementary           | 106,879 | 32    |
| Gelbart           | Ligeia       | Teacher Secondary            | 91,892  | -     |
| Geldart           | David        | Teacher Secondary            | 99,001  | -     |
| Gelson            | Carrie       | Teacher Elementary           | 107,026 | -     |
| Gelson            | Julie        | Teacher Elementary           | 107,026 | -     |
| Georgiopoulos     | Denise       | Teacher Elementary           | 107,160 | 173   |
| Gerlak            | Jade         | Teacher Secondary            | 99,121  | -     |
| Germain           | Leslie       | Area Counsellor - Elementary | 108,852 | 237   |
| Germain-MacArthur | Hope         | Teacher Elementary           | 82,606  | -     |
| Germani           | Mary         | Teacher Elementary           | 99,237  | -     |
| Gerritsen         | Shylo        | Area Counsellor - Elementary | 109,537 | -     |
| Ghag              | Michelle     | Teacher Elementary           | 89,071  | -     |
| Ghahremani        | Faran        | Teacher Secondary            | 100,731 | 550   |
| Ghani             | Nassim       | Teacher Secondary            | 110,104 | 200   |
| Ghislieri         | Celisa       | Teacher Elementary           | 99,001  | -     |
| Ghobrial          | Heba         | Speech Language Pathologist  | 87,838  | 950   |
| Ghtaura           | Sumeet       | Teacher Secondary            | 98,893  | 984   |
| Giardina          | Simone       | Teacher Elementary           | 99,119  | -     |
| Gibb              | Jacey        | Teacher Elementary           | 94,800  | 769   |
| Gibson            | Robert       | Teacher Secondary            | 108,007 | 138   |
| Giesbrecht        | Christine    | Teacher Elementary           | 108,050 | 102   |
| Gifford           | Rachel       | Teacher Secondary            | 81,142  | -     |
| Gill              | Parminder    | Building Engineer            | 84,347  | 124   |
| Gill              | Raman        | Teacher Elementary           | 116,221 | 50    |
| Gill              | Jaspreet     | Teacher Secondary            | 182,763 | -     |
| Gill              | Iqbal        | District Principal           | 161,856 | 5,735 |
| Gill              | Varinder     | Coordinator-Labour Relations | 82,599  | -     |
| Gill              | Sukhvir      | Teacher Elementary           | 113,013 | -     |
| Gill              | Japleen Kaur | Teacher Elementary           | 80,767  | -     |
| Gill              | Christina    | Elementary Vice-Principal    | 109,123 | -     |
| Gill              | Jasjit       | Teacher Secondary            | 107,194 | 90    |
| Gill              | Gurpreet     | Teacher Elementary           | 80,579  | -     |
| Gill              | Alison       | Teacher Secondary            | 78,879  | 150   |
| Gillespie         | Riley        | Sheet Metal Worker           | 77,429  | -     |
| Ginther           | Ruth Ann     | Teacher Secondary            | 109,679 | 135   |
| Gislason          | Amie         | Teacher Secondary            | 82,438  | -     |
| Glass             | Emily        | Teacher Secondary            | 77,218  | 137   |
| Glickman          | Roanna       | Teacher Elementary           | 107,322 | -     |

|                 |             |                                  |         |        |
|-----------------|-------------|----------------------------------|---------|--------|
| Glyniani        | Stephanie   | Teacher Secondary                | 110,969 | 157    |
| Goard Baker     | Joshua      | Teacher Secondary                | 104,287 | -      |
| Gobbi           | Nichole     | Teacher Elementary               | 107,153 | -      |
| Gock            | Darren      | Secondary Vice-Principal         | 144,738 | 60     |
| Godfrey         | Laura       | Teacher Elementary               | 99,119  | -      |
| Godfrey         | Paul        | Secondary Vice-Principal         | 144,971 | 4,111  |
| Godin           | Astrid      | Teacher Elementary               | 85,973  | 166    |
| Godt            | Konrad      | Teacher Secondary                | 77,318  | -      |
| Golinsky        | Aleyna      | Teacher Elementary               | 85,525  | -      |
| Gomes           | Deborah     | Teacher Secondary                | 105,609 | 858    |
| Gomes           | Meghan      | Elementary Principal             | 149,677 | 612    |
| Goodacre        | Sandra      | Teacher Secondary                | 100,011 | -      |
| Goodman         | David       | Teacher Secondary                | 108,572 | 175    |
| Goodwin         | Katarzyna   | Area Counsellor - Elementary     | 102,186 | -      |
| Goolieff        | Treena      | Teacher Secondary                | 102,971 | 125    |
| Gosal           | Ajiab       | Teacher Secondary                | 106,686 | -      |
| Gould           | Emma        | Teacher Elementary               | 76,129  | -      |
| Govorchin       | Danica      | Teacher Secondary                | 88,930  | -      |
| Grabowski       | Colin       | Teacher Secondary                | 93,820  | -      |
| Grad            | Lori        | Teacher Secondary                | 95,185  | -      |
| Graham          | Alexander   | Teacher Elementary               | 80,575  | -      |
| Graham          | Jennifer    | Teacher Elementary               | 75,871  | -      |
| Graham          | Stephanie   | Teacher Elementary               | 77,777  | 125    |
| Grandy          | Simon       | Teacher Elementary               | 88,922  | -      |
| Grant           | Aleeta      | Teacher                          | 109,263 | -      |
| Grant           | Katherine   | Teacher Elementary               | 89,367  | 190    |
| Grassi          | Pamela      | Teacher Elementary               | 102,902 | -      |
| Gray            | Pamela      | Teacher Elementary               | 106,750 | 25     |
| Gray            | Kerria      | Teacher Elementary               | 100,852 | -      |
| Gray            | Michael     | Executive Director-ES            | 208,506 | 20,603 |
| Green           | Bryan       | Teacher Secondary                | 96,681  | 697    |
| Green           | John David  | Special Consultant               | 109,248 | 2,547  |
| Greenhalgh      | Andrea      | Elementary Principal             | 147,209 | 10     |
| Greening        | Donna       | Teacher Elementary               | 93,664  | -      |
| Greenwood       | Robin       | Teacher Secondary                | 78,491  | -      |
| Greer           | Elizabeth   | Teacher Secondary                | 106,570 | -      |
| Grenzberg       | Anica       | Area Counsellor - Elementary     | 111,869 | 128    |
| Grewal          | Jasvinder   | Teacher Elementary               | 112,646 | -      |
| Grewal          | Harinder    | Teacher Elementary               | 99,001  | -      |
| Grewal          | Amandeep    | Teacher Secondary                | 108,443 | -      |
| Grewal          | Amandeep    | Teacher Gifted Program           | 108,443 | -      |
| Grier           | Sandra      | Teacher Secondary                | 99,242  | -      |
| Grier           | Kent        | Manager-Project Office           | 143,547 | 3,167  |
| Griffiths       | Michael     | Teacher Secondary                | 98,241  | -      |
| Grills          | Rhiann      | Speech Language Pathologist      | 77,103  | 967    |
| Grimm           | Colin       | Teacher Elementary               | 87,180  | 1,219  |
| Groberman       | Maiky       | District Resource                | 107,774 | 2,681  |
| Grudman         | Rachel      | Teacher Elementary               | 98,477  | -      |
| Gruft           | Geraldine   | Elementary Principal             | 147,209 | -      |
| Gruger          | Sandra      | Teacher Elementary               | 97,972  | 200    |
| Gu              | Vicky       | Teacher Elementary               | 89,313  | -      |
| Guadagni        | Marco       | Plumber                          | 98,022  | 78     |
| Gudmundson      | Hilary      | Teacher Elementary               | 83,858  | -      |
| Guenter         | Megan       | Teacher Elementary               | 99,274  | 178    |
| Guillen         | Lucas       | Teacher Secondary                | 89,319  | -      |
| Gumley          | Katelin     | Teacher Elementary               | 108,845 | -      |
| Gummow          | Kirk        | District Counsellor - Elementary | 99,199  | -      |
| Gunn            | Dervla      | Teacher Elementary               | 82,507  | -      |
| Guraliuk        | Corrie-Anne | Teacher Secondary                | 92,004  | -      |
| Gurney          | Daphne      | Teacher Elementary               | 97,458  | -      |
| Gurr            | Catherine   | Teacher Elementary               | 83,594  | -      |
| Gurumeta        | Marc        | Teacher Elementary               | 108,536 | 124    |
| Gustafson Faena | Gina        | Teacher Elementary               | 99,211  | -      |

|                |            |  |         |       |
|----------------|------------|--|---------|-------|
| Gustainis      | Peter      | Teacher Secondary                            | 90,066  | -     |
| Gutkowski      | Barbara    | Teacher Elementary                           | 93,637  | -     |
| Guyevskey      | Victoria   | Teacher Elementary                           | 81,809  | -     |
| Gwynn          | Christene  | Teacher Elementary                           | 98,468  | 100   |
| Habibian       | Masoud     | Teacher Secondary                            | 99,093  | -     |
| Hadaway        | Tanya      | Teacher Elementary                           | 101,657 | -     |
| Hagglund       | Leanne     | Teacher Secondary                            | 109,125 | 2,272 |
| Hahn           | Amanda     | Teacher Elementary                           | 88,749  | 100   |
| Haines         | Terri      | Teacher Elementary                           | 94,567  | -     |
| Haji           | Deenu      | Teacher Secondary                            | 108,442 | -     |
| Hales          | Sharon     | Teacher Elementary                           | 108,443 | -     |
| Haley          | Allan      | Adult Education Instructor Structured Course | 120,003 | 50    |
| Hall           | Stephen    | Teacher Secondary                            | 99,119  | -     |
| Hall           | Meredith   | Teacher Elementary                           | 99,014  | -     |
| Hall-Stevenson | Linda      | Area Counsellor - Elementary                 | 111,681 | -     |
| Hamar          | David      | Teacher Secondary                            | 108,755 | 481   |
| Hamazaki       | Edward     | Teacher Secondary                            | 107,253 | -     |
| Hamer-Hayley   | Tara       | Facilities Supervisor                        | 120,140 | -     |
| Hamilton       | Mori       | Teacher Secondary                            | 86,876  | 100   |
| Hamilton       | Joseph     | Teacher Secondary                            | 82,338  | 375   |
| Hampson        | Kevin      | Teacher Secondary                            | 106,726 | -     |
| Hampton        | Alan       | Teacher Secondary                            | 107,023 | -     |
| Hamtaee        | Leila      | Teacher Secondary                            | 90,470  | -     |
| Han            | Nah Rae    | Teacher Secondary                            | 99,001  | -     |
| Handscomb      | Kerry      | Secondary District Vice-Principal            | 145,677 | -     |
| Hanna          | Megan      | Teacher Elementary                           | 76,038  | -     |
| Hannay         | Scott      | Journeyperson with Premium                   | 106,096 | 44    |
| Hanosh         | Lamia      | Teacher Secondary                            | 85,916  | -     |
| Hansen         | Carolyn    | Teacher Secondary                            | 99,001  | -     |
| Hansen         | Tara       | Teacher Secondary                            | 81,510  | -     |
| Hansman        | Glen       | Teacher Elementary                           | 109,193 | -     |
| Hanson         | Eartha Ann | Teacher Elementary                           | 80,638  | -     |
| Hanson         | Ruth       | Speech Language Pathologist                  | 88,054  | 1,198 |
| Hanvey         | Todd       | Teacher Elementary                           | 108,443 | 110   |
| Haraga         | Allison    | Teacher Elementary                           | 99,124  | -     |
| Harcus         | Evelyn     | Elementary Vice-Principal                    | 133,822 | -     |
| Hardie         | Elizabeth  | Teacher Elementary                           | 85,256  | -     |
| Hardman        | Leanne     | Teacher Secondary                            | 112,945 | -     |
| Hardman        | Andrew     | Teacher Secondary                            | 108,443 | -     |
| Hargrave       | Kimberely  | Teacher Elementary                           | 96,940  | -     |
| Harkness       | Elizabeth  | Teacher Secondary                            | 84,260  | 150   |
| Harmel         | Karen      | Teacher Elementary                           | 107,194 | -     |
| Harpell        | Stacey     | Client Service Manager                       | 124,309 | 3,985 |
| Harper         | Allison    | Teacher Elementary                           | 96,568  | -     |
| Harris         | Teresa     | Teacher Elementary                           | 106,959 | 435   |
| Harris         | Richard    | Teacher Secondary                            | 112,514 | -     |
| Harris-Cornick | Trudi      | Technical & Resource Support D               | 83,164  | 505   |
| Harrison       | Nicole     | Elementary Vice-Principal                    | 130,234 | 840   |
| Harrison       | Jennifer   | Teacher Elementary                           | 107,997 | -     |
| Harrison       | Travis     | Carpenter                                    | 86,590  | -     |
| Hartley-Folz   | Jon        | Teacher Secondary                            | 113,318 | -     |
| Hartman        | Eric       | Teacher Elementary                           | 88,478  | -     |
| Hartwick       | Peter      | Teacher Elementary                           | 97,853  | -     |
| Hasan          | Ajaz       | Project Office Director                      | 208,816 | 5,337 |
| Hashigasako    | Satoko     | Teacher Secondary                            | 108,443 | 300   |
| Hashimoto      | Nana       | Teacher Elementary                           | 99,001  | 645   |
| Hassard        | Kimberley  | Teacher Elementary                           | 96,020  | -     |
| Hatch          | Kevin      | Teacher Elementary                           | 88,940  | -     |
| Hauck          | Martin     | Teacher Secondary                            | 99,119  | -     |
| Hauptman       | Riley      | Teacher Elementary                           | 81,615  | -     |
| Haveman        | Angela     | Secondary Principal                          | 165,182 | 50    |
| Hawbolt        | Kelly      | Teacher Secondary                            | 113,240 | -     |
| Hawke          | Shannon    | Teacher Elementary                           | 99,290  | -     |

|               |             |   |         |       |
|---------------|-------------|---|---------|-------|
| Hawksworth    | Sheri       | Teacher Elementary  | 113,382 | -     |
| Haydon        | Adam        | Teacher Secondary   | 94,674  | -     |
| Hayes         | Kyle        | Teacher Elementary  | 81,130  | 110   |
| Hayes         | Simon       | Teacher Elementary  | 87,169  | -     |
| Hayes-Brown   | Elizabeth   | District Principal  | 170,585 | 3,644 |
| Haynes        | Paul        | Teacher Elementary  | 99,001  | -     |
| Haynes        | Ashley      | Area Counsellor - Elementary                              | 87,682  | -     |
| Hayre         | Onkar       | Teacher Secondary   | 99,000  | -     |
| Healy         | Sean        | Information Technology Manager - Service Delivery         | 129,092 | -     |
| Healy         | Tracy       | District Resource   | 100,315 | 786   |
| Healy         | Christina   | Speech Language Pathologist                               | 77,884  | 950   |
| Heaney        | Stephen     | Consultant-ATBC   | 99,450  | -     |
| Heap          | Verity      | Teacher Elementary  | 99,119  | -     |
| Heer          | Irenddeep   | Teacher Secondary   | 109,196 | 2,322 |
| Hefti         | Stephanie   | Teacher Elementary  | 89,420  | -     |
| Heine         | Diane       | Teacher Secondary   | 120,340 | -     |
| Heinrichs     | Kimberley   | Teacher Secondary   | 111,317 | 9,777 |
| Hellyer       | Nicole      | Teacher Elementary  | 98,515  | -     |
| Hemrich       | David       | Journeyperson with Premium                                | 110,216 | -     |
| Henderson     | Bianca      | Teacher Secondary   | 108,572 | -     |
| Henderson     | Gregory     | Teacher Secondary   | 99,119  | -     |
| Henderson     | Kate        | Teacher Elementary  | 92,777  | -     |
| Henderson     | Stephanie   | Teacher Secondary   | 91,857  | -     |
| Hendren       | Dara        | Teacher Secondary   | 84,868  | 685   |
| Hendren       | Christian   | Teacher Elementary  | 83,712  | 225   |
| Hengeveld     | Mike        | Teacher Secondary   | 113,080 | -     |
| Henning       | Julia       | Teacher Secondary   | 103,087 | -     |
| Hepburn       | Laura       | Teacher Elementary  | 99,001  | 307   |
| Herman        | Carly       | District Resource   | 109,545 | 55    |
| Hermanson     | Sandra      | Teacher Elementary  | 84,878  | -     |
| Heron         | Adrienne    | Teacher Elementary  | 99,324  | -     |
| Herrera       | Silvana     | Teacher Secondary   | 108,443 | -     |
| Hewett        | Kari        | Teacher Secondary   | 91,977  | 153   |
| Hewko         | James       | Electrician   | 95,887  | -     |
| Heywood       | Susan       | Teacher Elementary  | 119,460 | -     |
| Hickman       | Rodney      | Journeyperson with Premium                                | 111,756 | 64    |
| Hickman       | Jamine      | Teacher Elementary  | 107,153 | -     |
| Higenbottam   | Wendy       | Teacher Secondary   | 113,808 | -     |
| Higgs         | Zoe         | Secondary Vice-Principal                                  | 129,203 | 175   |
| Hildebrand    | Jay         | Teacher Elementary  | 107,026 | 44    |
| Hill          | Patricia    | Teacher Elementary  | 107,160 | 102   |
| Hill          | River       | Planner - Maintenance & Construction                      | 97,395  | 910   |
| Hills         | Jesse       | Teacher Elementary  | 98,861  | -     |
| Himer         | Alexa       | Teacher Elementary  | 83,346  | -     |
| Hinds         | Barbara     | Teacher Elementary  | 99,019  | -     |
| Hingson       | Susan       | Teacher Elementary  | 107,253 | -     |
| Hitotsuyanagi | Kota        | Assistant Building Engineer                               | 77,163  | 112   |
| Ho            | Nina        | Teacher Secondary   | 108,544 | -     |
| Ho            | Sing Hay    | Teacher Secondary   | 107,026 | -     |
| Ho            | Pamela      | Teacher Secondary   | 80,727  | 120   |
| Ho            | Ivan        | Teacher Secondary   | 99,119  | -     |
| Ho            | Ping        | Teacher Elementary  | 104,652 | -     |
| Ho            | Charmaine   | Education Coordinator - Learning Information & Technology | 109,537 | -     |
| Ho            | Vanessa     | Teacher Elementary  | 107,032 | -     |
| Ho            | Jessica     | Teacher Elementary  | 87,496  | 100   |
| Ho            | Winnie      | Teacher Secondary   | 89,098  | 924   |
| Hoang         | Mai         | Teacher Elementary  | 81,081  | -     |
| Hoang         | Eliza       | Teacher Elementary  | 100,750 | 1,145 |
| Hodges        | Christopher | Teacher Secondary   | 102,729 | 36    |
| Hodgson       | William     | Teacher Secondary   | 108,791 | -     |
| Hodgson       | Jeffrey     | Teacher Secondary   | 111,279 | 50    |
| Hodson        | Jasper      | Teacher Elementary  | 105,951 | -     |
| Hodson        | Helen       | Teacher Elementary  | 103,135 | -     |

|                |             |                                  |         |       |
|----------------|-------------|----------------------------------|---------|-------|
| Hoflin         | Christopher | Teacher Elementary               | 107,154 | -     |
| Hofmann        | David       | Painter                          | 91,118  | -     |
| Holdaway       | Erica       | Teacher Secondary                | 99,119  | -     |
| Holdaway       | Catherine   | Teacher Secondary                | 108,743 | -     |
| Holden         | Suzanne     | Teacher Elementary               | 85,440  | 112   |
| Holdham        | Mike        | Teacher Elementary               | 99,158  | -     |
| Holland        | Lynda       | Teacher Elementary               | 108,572 | -     |
| Holland        | Kimberly    | Teacher Elementary               | 107,153 | -     |
| Hollands       | Anita       | Teacher Secondary                | 89,420  | 165   |
| Hollett        | Heather     | Teacher Secondary                | 107,039 | 150   |
| Hollifield     | Catherine   | Area Counsellor - Elementary     | 89,425  | 300   |
| Hong           | Jennifer    | Teacher Secondary                | 113,825 | 203   |
| Hong           | Vickie      | Area Resource - Elementary       | 114,220 | 379   |
| Hong           | Remus       | Teacher Elementary               | 102,915 | 64    |
| Hooper         | Ludmilla    | Teacher Elementary               | 99,001  | -     |
| Hooton         | Graham      | Teacher Secondary                | 96,225  | 228   |
| Hoppen         | Bonita      | Teacher Secondary                | 108,572 | 177   |
| Hornberg       | Brian       | Teacher Elementary               | 108,744 | 190   |
| Hornby         | Susan       | Teacher Secondary                | 111,439 | -     |
| Horner         | Victoria    | Teacher Elementary               | 91,774  | -     |
| Hornng         | Stella      | Teacher Secondary                | 119,230 | -     |
| Horrocks-Denis | Gabrielle   | Teacher Elementary               | 76,129  | 1,850 |
| Horspool       | Nicole      | Manager-Health & Safety          | 134,361 | 1,660 |
| Houle          | Karina      | Teacher Elementary               | 89,379  | 318   |
| Hounsell       | Miranda     | Teacher Elementary               | 108,572 | -     |
| House          | Ashley      | Teacher Elementary               | 107,627 | -     |
| How            | Denise      | Teacher Elementary               | 79,843  | -     |
| Howell         | Margaret    | Teacher Secondary                | 109,874 | -     |
| Howes          | Forman      | Teacher Secondary                | 108,708 | -     |
| Howes          | Alanna      | Teacher Elementary               | 77,651  | 130   |
| Howorth        | Alexandra   | Teacher Elementary               | 80,401  | -     |
| Hrennikoff     | Margo       | Teacher Elementary               | 103,929 | -     |
| Hristova       | Tanya       | Teacher Secondary                | 107,075 | 50    |
| Hsieh          | Yi          | Teacher Elementary               | 107,500 | 87    |
| Hsu            | Lorraine    | Teacher Elementary               | 107,194 | -     |
| Hsu            | Chia-Wei    | Mgr-Budget & Forecast & Planning | 164,757 | 759   |
| Hsu            | Min Luen    | Teacher Secondary                | 99,001  | -     |
| Hsu            | Chiang      | Teacher Secondary                | 118,958 | 190   |
| Hsu            | Rita        | Teacher Elementary               | 101,892 | -     |
| Huang          | Yifan       | Teacher Secondary                | 110,715 | 86    |
| Huang          | April       | Teacher Elementary               | 87,610  | 451   |
| Hudson         | Susan       | Teacher Elementary               | 100,580 | -     |
| Huet           | Brianne     | Teacher Elementary               | 76,047  | -     |
| Huey           | Sharon      | Teacher Secondary                | 107,879 | 34    |
| Hufty          | Susan       | Teacher Elementary               | 97,058  | -     |
| Hughes         | Scott       | Elementary Vice-Principal        | 132,643 | -     |
| Hughes         | Paul        | Teacher Secondary                | 83,294  | 75    |
| Hughes         | Mary        | Teacher Elementary               | 107,324 | -     |
| Hughes         | Angela      | Elementary Principal             | 156,807 | 10    |
| Hughes         | Sean        | Teacher Elementary               | 108,572 | -     |
| Hughes         | Elizabeth   | Teacher Elementary               | 91,558  | -     |
| Hughes         | Victoria    | Teacher Secondary                | 115,282 | 105   |
| Hughes         | Paul        | Teacher Elementary               | 108,290 | 102   |
| Hui            | Persis      | Secondary Vice-Principal         | 138,926 | 10    |
| Hultquist      | Jonathan    | Teacher Secondary                | 84,563  | 107   |
| Humphries      | Andrew      | Secondary Vice-Principal         | 144,905 | 4,192 |
| Hundal         | Susan       | Teacher Elementary               | 94,605  | 430   |
| Hundal         | Bianca      | Teacher Elementary               | 78,045  | -     |
| Hunt           | Yvonne      | Teacher Elementary               | 110,006 | 435   |
| Hunt           | Kristen     | Teacher Elementary               | 97,571  | -     |
| Hunt           | Leslie      | Mentor Elementary                | 107,598 | 975   |
| Hunter         | Jaeger      | Teacher Elementary               | 99,119  | -     |
| Hunter         | Sean        | Teacher Elementary               | 97,467  | -     |

|            |              |  |         |       |
|------------|--------------|--|---------|-------|
| Hurst      | Keri         | Teacher Elementary                                       | 111,648 | 1,081 |
| Hurst      | Sherry       | District Vice Principal                                  | 121,494 | 24    |
| Hutchinson | Elena        | Teacher Secondary  | 100,252 | -     |
| Hutchison  | Petra        | Teacher Secondary  | 107,153 | 92    |
| Huynh      | Chi Cuong    | Teacher Secondary  | 78,019  | -     |
| Hwang      | Chiung Hsien | Teacher Elementary                                       | 106,748 | 45    |
| Hyde       | Nathaniel    | Teacher Elementary                                       | 81,931  | -     |
| Ihekwoaba  | Bernadine    | Teacher Elementary                                       | 107,509 | 209   |
| Ikeda      | Lynda        | Teacher Elementary                                       | 98,138  | -     |
| Imrie      | Jody         | Teacher Elementary                                       | 79,864  | -     |
| Inglis     | Jeanette     | Teacher Elementary                                       | 108,614 | -     |
| Inglis     | Ruth         | Teacher Secondary  | 78,916  | 200   |
| Ingram     | Nicola       | Teacher Secondary  | 109,686 | 150   |
| Init       | Hersie       | Teacher Secondary  | 99,681  | 199   |
| Innes      | Steven       | Journeyperson with Premium                               | 108,818 | -     |
| Ionta      | Caterina     | Teacher Elementary                                       | 108,743 | -     |
| Ip         | Holly        | Teacher Elementary                                       | 106,688 | -     |
| Ip         | Hiu Ying     | Teacher Secondary  | 108,450 | -     |
| Irvine     | Karen        | Teacher Secondary  | 99,274  | -     |
| Ishihara   | Atsuko       | Elementary Vice-Principal                                | 130,189 | 10    |
| Ismail     | Tazmeen      | Teacher Elementary                                       | 107,287 | 125   |
| Itakura    | Katherine    | Teacher Secondary  | 91,633  | 100   |
| Iuele      | Franco       | Teacher Secondary  | 99,214  | -     |
| Iversen    | Camille      | Advisor-Communications                                   | 79,776  | -     |
| Ivey       | Jennifer     | Area Counsellor - Elementary                             | 84,883  | -     |
| Izat       | Lindsay      | Teacher Elementary                                       | 108,572 | 20    |
| Jabillo    | Don          | Teacher Secondary  | 104,119 | -     |
| Jack       | Byron        | Teacher Secondary  | 108,572 | -     |
| Jackson    | Sylvia       | Teacher Elementary                                       | 107,273 | 623   |
| Jackson    | Valerie      | Teacher Elementary                                       | 79,861  | 220   |
| Jackson    | Larissa      | Psychologist - Elementary                                | 119,537 | 2,597 |
| Jackson    | Samuel       | Teacher Secondary  | 79,342  | -     |
| Jackson    | Nicole       | Teacher Elementary                                       | 80,206  | 539   |
| Jacobson   | Margo        | Teacher Elementary                                       | 87,250  | -     |
| Jaeger     | Courtney     | Teacher Elementary                                       | 86,112  | -     |
| Jagger-Doe | Jessica      | Teacher Elementary                                       | 107,356 | 55    |
| Jagore     | James        | Building Engineer  | 90,334  | 112   |
| Jahanshir  | Andy         | Information Technology Supervisor - Compliance & Privacy | 109,000 | 6,915 |
| Jakoy      | Lawrence     | Teacher Secondary  | 107,322 | -     |
| Jakoy      | Patricia     | Teacher Elementary                                       | 83,225  | -     |
| Jamal      | Soraya       | Teacher Elementary                                       | 99,126  | -     |
| Jamen      | Mona         | Teacher Elementary                                       | 99,211  | -     |
| James      | Edna         | Teacher Secondary  | 110,179 | -     |
| James      | Susanna      | Teacher Secondary  | 108,573 | 120   |
| James      | Sarah        | Teacher Secondary  | 107,153 | 55    |
| Janes      | Charlene     | Teacher Elementary                                       | 99,093  | -     |
| Jang       | Carlene      | Teacher Secondary  | 84,868  | 210   |
| Janicas    | Cristovao    | District Resource  | 112,909 | 383   |
| Janze      | Carl         | Teacher Secondary  | 116,643 | -     |
| Janzen     | Andrea       | Teacher Elementary                                       | 104,363 | 100   |
| Janzen     | Jessie-Ann   | Teacher Elementary                                       | 96,345  | 230   |
| Jarvis     | Sara         | Teacher Elementary                                       | 99,119  | -     |
| Jauca      | Halena       | Teacher Elementary                                       | 97,100  | -     |
| Javier     | Joey         | Information Technology Support B                         | 102,106 | -     |
| Jawanda    | Jaspal       | Teacher Secondary  | 107,869 | -     |
| Jay        | Edmond       | Teacher Secondary  | 99,001  | -     |
| Jay        | Bernice      | Teacher Elementary                                       | 112,116 | -     |
| Jay        | Norman       | Teacher Secondary  | 107,153 | -     |
| Jay        | Caroline     | Teacher Secondary  | 107,153 | -     |
| Jaye       | Michelle     | Teacher Secondary  | 110,854 | -     |
| Jeeva      | Jasmine      | Teacher Secondary  | 108,443 | -     |
| Jefferson  | Matthew      | Teacher Secondary  | 108,006 | -     |
| Jefferson  | Ashleigh     | Teacher Secondary  | 94,878  | -     |

|                |             |                                     |         |       |
|----------------|-------------|-------------------------------------|---------|-------|
| Jelstad        | Christopher | Machinist                           | 88,176  | -     |
| Jenkins        | Douglas     | Painter                             | 84,034  | -     |
| Jensen         | Marea       | Secondary Principal                 | 164,992 | 4,331 |
| Jensen         | Heather     | Teacher Secondary                   | 103,498 | -     |
| Jensen         | Christian   | Teacher Elementary                  | 100,966 | -     |
| Jeram          | Paula       | Teacher Elementary                  | 99,274  | -     |
| Jerome         | Gillian     | Teacher Secondary                   | 103,227 | -     |
| Jesso          | Jennifer    | Teacher Elementary                  | 105,390 | 1,073 |
| Jhutti         | Amanpreet   | Teacher Secondary                   | 99,681  | 110   |
| Jivraj-Sangara | Shaheen     | Teacher Elementary                  | 86,909  | -     |
| Jo             | Elaine      | Teacher Elementary                  | 81,696  | -     |
| Joe            | Tammy       | Teacher Elementary                  | 106,586 | 41    |
| Joe            | Alison      | Teacher Elementary                  | 108,443 | -     |
| Joe            | Elizabeth   | Teacher Elementary                  | 94,054  | -     |
| Johal          | Kavanjeet   | Teacher Elementary                  | 107,026 | 100   |
| John           | Sheela      | Teacher Elementary                  | 108,443 | 263   |
| Johnson        | Nathan      | Teacher Secondary                   | 99,093  | -     |
| Johnson        | David       | Teacher Elementary                  | 112,708 | -     |
| Johnson        | Aaron       | Electrician                         | 90,424  | -     |
| Johnson        | Kylie       | Teacher Elementary                  | 93,954  | -     |
| Johnson        | Jennifer    | Teacher Elementary                  | 106,039 | -     |
| Johnston       | Andrew      | Teacher Secondary                   | 112,945 | -     |
| Johnston       | Terrance    | Teacher Elementary                  | 108,579 | -     |
| Johnston       | Mark        | Teacher Secondary                   | 110,368 | -     |
| Johnston       | Cole        | Teacher Elementary                  | 107,153 | -     |
| Johnston       | Sara        | Teacher Elementary                  | 99,124  | -     |
| Johnston       | David       | Teacher On Call Limited - Secondary | 109,898 | -     |
| Johnstone      | Rebecca     | Teacher Elementary                  | 79,162  | -     |
| Jones          | Susan       | Teacher Secondary                   | 99,115  | -     |
| Jones          | Paul        | Teacher Secondary                   | 111,648 | 100   |
| Jones          | Keith       | Teacher Elementary                  | 105,622 | -     |
| Jones          | Gabriel     | Teacher Secondary                   | 108,750 | 380   |
| Jones          | Jennifer    | Teacher Elementary                  | 107,153 | -     |
| Joseph         | Andrea      | Teacher Elementary                  | 94,502  | -     |
| Joshi          | Anjula      | Area Counsellor - Elementary        | 111,577 | 160   |
| Jou            | Karen       | Technical & Resource Support D      | 75,406  | 124   |
| Judson         | Ian         | Elementary Vice-Principal           | 117,149 | -     |
| Jukic          | Josip       | Building Engineer                   | 82,726  | 10    |
| Jung           | Susan       | Teacher Elementary                  | 107,026 | -     |
| Jung           | Michael     | Teacher Elementary                  | 107,909 | -     |
| Jung           | Jennie      | Consultant Inclusion                | 99,806  | 119   |
| Jung           | Randolph    | Teacher Secondary                   | 111,702 | -     |
| Jung           | April       | Teacher Secondary                   | 78,638  | 105   |
| Jung           | Michelle    | Teacher Elementary                  | 89,482  | 100   |
| Jungclaus      | Alice       | Elementary Vice-Principal           | 131,486 | -     |
| Jurgeleit      | Ejay        | Painter                             | 93,810  | -     |
| Juric          | Sanja       | Teacher Elementary                  | 80,819  | -     |
| Kabele         | Nicholas    | Teacher Elementary                  | 98,165  | -     |
| Kakushkin      | Laura       | Teacher Secondary                   | 99,188  | 185   |
| Kalogeropoulou | Maria       | Teacher Secondary                   | 87,122  | 150   |
| Kam            | Vincie      | Teacher Secondary                   | 109,898 | 120   |
| Kam            | Colin       | Teacher Secondary                   | 88,512  | -     |
| Kan            | Hannes      | Teacher Secondary                   | 79,607  | -     |
| Kanavos        | George      | Secondary Vice-Principal            | 124,535 | 1,778 |
| Kang           | Amandeep    | Teacher Secondary                   | 99,312  | 80    |
| Kang           | Anita       | Teacher Elementary                  | 99,156  | -     |
| Kao            | Wen-Hsuan   | Teacher Elementary                  | 93,895  | -     |
| Kapetanovic    | Alina       | Teacher Elementary                  | 107,287 | -     |
| Karacabeyli    | Saniye      | Manager-Project Office              | 146,184 | 2,570 |
| Karakanta      | Christina   | Teacher Secondary                   | 93,932  | 75    |
| Karkouch       | Marianna    | Area Case Manager                   | 118,158 | -     |
| Karmali        | Hanif       | Teacher Secondary                   | 101,952 | -     |
| Kassis         | Omar        | Teacher Secondary                   | 105,060 | 236   |



|           |           |  |         |       |
|-----------|-----------|--|---------|-------|
| Katz      | Nurit     | Teacher Elementary                           | 97,665  | 100   |
| Kauldher  | Sangeeta  | Secondary Principal                          | 156,544 | 3,532 |
| Kay       | Duncan    | Teacher Elementary                           | 99,870  | -     |
| Kazuta    | Rose      | Teacher Elementary                           | 86,567  | 495   |
| Keddie    | Bronwen   | Teacher Elementary                           | 95,406  | -     |
| Kefalas   | Andrew    | Teacher Secondary                            | 107,026 | 75    |
| Kehler    | Bronagh   | Teacher Elementary                           | 88,750  | -     |
| Kelland   | Christine | Teacher Elementary                           | 96,727  | 45    |
| Keller    | Dustin    | Teacher Secondary                            | 111,526 | -     |
| Keller    | Amanda    | Teacher Elementary                           | 81,642  | -     |
| Kelly     | Dawn      | Teacher Secondary                            | 117,117 | 175   |
| Kelly     | Ciara     | Teacher Elementary                           | 95,366  | 150   |
| Kelly     | Stephen   | Electrician                                  | 84,177  | 55    |
| Kelly     | Chloe     | Area Counsellor - Elementary                 | 86,640  | 135   |
| Kemp      | Scott     | Teacher Elementary                           | 105,590 | -     |
| Kendler   | Elizabeth | Teacher Elementary                           | 85,586  | -     |
| Keng      | Govan     | Teacher Secondary                            | 110,480 | 21    |
| Kennedy   | Lynne     | Teacher Elementary                           | 107,253 | -     |
| Kenon     | Patricia  | Teacher Elementary                           | 107,903 | -     |
| Kent      | Kelly     | Teacher Elementary                           | 107,154 | 396   |
| Keon      | K.Sheila  | Teacher Secondary                            | 93,958  | -     |
| Kernohan  | Kristina  | Teacher Elementary                           | 83,305  | 1,529 |
| Kershaw   | Mark      | Teacher Elementary                           | 99,001  | 117   |
| Khan      | Nancy     | Teacher Elementary                           | 98,437  | -     |
| Ki        | Ho In     | Psychologist - Elementary                    | 113,508 | 1,593 |
| Kilback   | Kenneth   | Teacher Elementary                           | 104,495 | -     |
| Kilburn   | Amanda    | Teacher Secondary                            | 103,824 | 6     |
| Killam    | Sisley    | Teacher Elementary                           | 106,469 | -     |
| Killion   | Melissa   | Teacher Secondary                            | 102,335 | -     |
| Kim       | Jennifer  | Teacher Elementary                           | 92,764  | -     |
| Kim       | Rose      | Technical & Resource Support D               | 77,202  | 50    |
| Kim       | Hyun Jung | Teacher Elementary                           | 87,158  | -     |
| Kim       | Damyun    | Planner-Facilities                           | 95,332  | 199   |
| Kim       | Kyung Bin | Teacher Elementary                           | 82,404  | -     |
| Kimmick   | Heidi     | Teacher Elementary                           | 106,314 | 330   |
| King      | Maria     | Teacher Elementary                           | 108,443 | 45    |
| King      | Tina      | Teacher Elementary                           | 84,464  | -     |
| King      | Catherine | Teacher Secondary                            | 113,066 | 225   |
| King      | Marnie    | Teacher Elementary                           | 79,188  | -     |
| Kinna     | Nadine    | Teacher Elementary                           | 107,153 | -     |
| Kinzel    | Adrienne  | Teacher Elementary                           | 92,038  | 191   |
| Kirby     | Steven    | Teacher Elementary                           | 99,119  | -     |
| Kirkwood  | Kyle      | Adult Education Instructor Structured Course | 134,719 | 65    |
| Kit       | Jeffrey   | Teacher Elementary                           | 102,060 | 105   |
| Kitamura  | Mark      | Steamfitter Apprentice                       | 106,347 | -     |
| Kitts     | Dustin    | Teacher Elementary                           | 85,373  | 220   |
| Klaassen  | Adam      | Teacher Secondary                            | 108,615 | -     |
| Klassen   | Debbie    | Teacher Secondary                            | 96,271  | 377   |
| Klassen   | Allan     | Teacher Elementary                           | 105,979 | 177   |
| Klassen   | Arika     | Speech Language Pathologist                  | 85,281  | 6,701 |
| Klimko    | Travis    | Coordinator-Community School                 | 90,974  | 84    |
| Klubi     | Hailey    | Teacher Elementary                           | 108,735 | 789   |
| Knapper   | Danyon    | Teacher Elementary                           | 82,505  | -     |
| Knibbs    | Daniel    | Elementary Principal                         | 156,807 | 526   |
| Knight    | Rita      | Teacher Elementary                           | 107,153 | -     |
| Knyazyeva | Irina     | Technical & Resource Support D               | 78,213  | -     |
| Ko        | Warren    | Advisor-Health & Safety                      | 104,871 | 1,063 |
| Kobbi     | Faten     | Teacher Secondary                            | 99,001  | -     |
| Kobelka   | Jason     | Teacher Elementary                           | 106,102 | 50    |
| Koblbauer | Christina | Teacher Secondary                            | 111,277 | -     |
| Koch      | Brenda    | Teacher Elementary                           | 107,026 | -     |
| Kodelja   | Jennifer  | Teacher Elementary                           | 99,119  | -     |
| Koe       | Darryl    | Teacher Elementary                           | 99,001  | -     |

|            |            |  |         |       |
|------------|------------|--|---------|-------|
| Koh        | Sally      | Teacher Elementary                           | 97,275  | 122   |
| Kokan      | Marjorie   | Teacher Secondary                            | 108,562 | -     |
| Koke       | Shelley    | Teacher Elementary                           | 96,105  | -     |
| Kolber     | Patricia   | Consultant Modern Language                   | 108,444 | 6     |
| Kollar     | Oliver     | Teacher Secondary                            | 114,283 | 220   |
| Koloska    | Irmgard    | Teacher Secondary                            | 85,618  | 185   |
| Kong       | Gowa       | Elementary Principal                         | 156,857 | 3,374 |
| Kong       | Judah      | Teacher Elementary                           | 88,747  | -     |
| Konsmo     | Everett    | Teacher Secondary                            | 96,931  | 330   |
| Kontos     | Stamatoula | Teacher Elementary                           | 99,306  | 51    |
| Koo        | Maria      | Teacher Secondary                            | 107,030 | 125   |
| Koo        | Jacky      | Teacher Secondary                            | 107,153 | -     |
| Koo        | Allana     | Teacher Elementary                           | 107,423 | 51    |
| Kool       | Catherine  | Teacher Secondary                            | 99,124  | -     |
| Kooner     | Jaspreet   | Teacher Elementary                           | 106,241 | -     |
| Kooner     | Danit      | Adult Education Instructor Structured Course | 80,324  | -     |
| Korchinski | Jennifer   | Teacher Elementary                           | 107,362 | 100   |
| Korf       | Janice     | Teacher Elementary                           | 111,099 | -     |
| Korsch     | Kenneth    | Journeyperson with Premium                   | 77,612  | -     |
| Kos        | Tanya      | Teacher Elementary                           | 112,518 | -     |
| Kosaka     | Noriko     | Teacher Secondary                            | 97,828  | 68    |
| Koscal     | Vladimir   | Teacher Secondary                            | 85,638  | 865   |
| Kotsaridas | Alexandra  | Teacher Secondary                            | 98,995  | -     |
| Kourtessis | Vassiliki  | Teacher Elementary                           | 107,153 | -     |
| Kowalski   | Richard    | Teacher Secondary                            | 99,093  | -     |
| Koyanagi   | Alison     | Teacher Secondary                            | 82,438  | -     |
| Krause     | Kia        | Teacher Elementary                           | 79,035  | -     |
| Krebs      | Lisa       | Grounds Foreperson                           | 81,351  | -     |
| Krickan    | Alita      | Teacher Secondary                            | 95,394  | -     |
| Krieg      | Elizabeth  | Teacher Secondary                            | 105,067 | -     |
| Krowchuk   | Gregory    | Electrician                                  | 105,242 | 10    |
| Krug       | Timothy    | Teacher On Call Limited - Elementary         | 82,222  | -     |
| Kudryk     | Nataliia   | Teacher Elementary                           | 86,910  | 718   |
| Kuepfer    | Zachary    | Teacher Secondary                            | 76,182  | -     |
| Kuiper     | Antonia    | Teacher Secondary                            | 107,153 | -     |
| Kuk        | Helen      | Teacher Secondary                            | 111,951 | 475   |
| Kuleza     | Sara       | Teacher Secondary                            | 100,785 | 10    |
| Kumar      | Rohit      | Teacher Secondary                            | 107,428 | 150   |
| Kumar      | Cheston    | Teacher Secondary                            | 107,362 | 954   |
| Kung       | Emily      | Teacher Secondary                            | 112,693 | 185   |
| Kurbis     | Susan      | Teacher Elementary                           | 108,579 | -     |
| Kuzmiski   | Sheila     | Teacher Elementary                           | 106,852 | -     |
| Kwan       | Pinky      | Teacher Elementary                           | 107,143 | -     |
| Kwan       | Ann        | Teacher Secondary                            | 93,736  | 175   |
| Kwan       | Linda      | Teacher Elementary                           | 107,026 | -     |
| Kwan       | Michael    | Teacher Secondary                            | 125,710 | 2,922 |
| Kwan       | Kim        | Teacher Secondary                            | 112,783 | -     |
| Kwok       | Neva       | Teacher Elementary                           | 99,119  | -     |
| Kwok       | Albert     | Teacher Secondary                            | 94,094  | -     |
| Kwok       | Yik Ling   | Teacher Elementary                           | 106,595 | -     |
| Kwok       | Stephanie  | Teacher Elementary                           | 97,391  | 50    |
| Kwon       | Paulina    | Teacher Secondary                            | 107,153 | 102   |
| Kwon       | Anthony    | Supervisor-Material Services                 | 130,136 | 28    |
| Kwon       | Bernita    | Secondary Principal                          | 165,249 | 6,345 |
| Kwon       | Julia      | Teacher Elementary                           | 112,518 | 100   |
| Kwong      | John       | Building Engineer                            | 89,527  | -     |
| Kwong      | Annie      | Teacher Secondary                            | 111,702 | 673   |
| Kwong      | Kelsey     | Teacher Secondary                            | 108,443 | -     |
| Kwong      | Vincent    | Teacher Secondary                            | 108,443 | -     |
| Labrie     | Sonya      | Teacher Secondary                            | 85,469  | 728   |
| Lachelt    | Herbert    | Teacher Secondary                            | 98,351  | -     |
| Lacroix    | Joan       | Teacher Elementary                           | 77,883  | -     |
| Lacroix    | Iryna      | Teacher Elementary                           | 78,397  | -     |

|               |            |                                     |         |       |
|---------------|------------|-------------------------------------|---------|-------|
| Lacroix       | Brynn      | Teacher Elementary                  | 82,568  | -     |
| Ladouceur     | John       | Electrician                         | 91,993  | -     |
| Lafleur       | Madeleine  | Coordinator-Community School        | 95,024  | 408   |
| Lafond        | David      | Teacher Elementary                  | 108,708 | -     |
| Lafontaine    | Elaine     | Teacher Elementary                  | 104,801 | -     |
| Lai           | Lam        | Teacher Secondary                   | 99,119  | -     |
| Lai           | Daniel     | Teacher Secondary                   | 112,945 | -     |
| Lai           | Adam       | Teacher Secondary                   | 98,694  | 86    |
| Lai           | Curtis     | Teacher Elementary                  | 92,395  | 130   |
| Lake          | Erica      | Acting Elementary Vice-Principal    | 112,609 | -     |
| Lakhani       | Omeed      | Teacher Elementary                  | 87,098  | 970   |
| Lalonde       | Steven     | Teacher Secondary                   | 82,631  | 90    |
| Lam           | Yvonne     | Teacher Elementary                  | 107,026 | 42    |
| Lam           | Gary       | Building Engineer                   | 80,234  | 184   |
| Lam           | Kara       | Teacher Elementary                  | 107,155 | -     |
| Lam           | Amelia     | Teacher Secondary                   | 99,001  | -     |
| Lam           | Eddie      | Teacher Elementary                  | 99,274  | -     |
| Lam           | Julia      | Teacher Elementary                  | 99,274  | 71    |
| Lam           | Eric       | Teacher Secondary                   | 108,443 | 210   |
| Lam           | Victor     | Teacher Secondary                   | 111,659 | -     |
| Lam           | Deborah    | Teacher Elementary                  | 107,026 | 208   |
| Lam           | Karyn      | Teacher Elementary                  | 99,174  | -     |
| Lam           | Kathy      | Teacher Elementary                  | 94,703  | -     |
| Lam           | Bianca     | Teacher Elementary                  | 106,671 | -     |
| Lam           | Kenny      | Teacher Elementary                  | 109,586 | -     |
| Lam           | Mark       | Teacher Secondary                   | 114,171 | 16    |
| Lamb          | Janine     | Elementary Principal                | 149,885 | -     |
| Lambert       | Joanne     | Teacher Elementary                  | 98,487  | -     |
| LaMonde       | Anne-Marie | Teacher Elementary                  | 89,410  | -     |
| Lan           | Lisa       | Teacher Secondary                   | 108,572 | 210   |
| Lancaster     | Margaret   | Elementary Vice-Principal           | 135,207 | 197   |
| Land          | Meredith   | Speech Language Pathologist         | 109,966 | 1,085 |
| Land          | Kelsey     | Teacher Elementary                  | 79,863  | -     |
| Landreth      | Gavin      | Elementary Vice-Principal           | 131,529 | 2,288 |
| Landry        | Arran      | Teacher Elementary                  | 98,979  | -     |
| Landry        | Andrew     | Teacher Secondary                   | 109,054 | -     |
| Lang          | Christine  | Teacher Elementary                  | 113,937 | -     |
| Lang          | Holli      | Teacher Secondary                   | 100,551 | 220   |
| Langford      | Michael    | Teacher On Call Limited - Secondary | 105,170 | -     |
| Langley       | Chantal    | Teacher Elementary                  | 76,214  | -     |
| Langlois      | Sara       | Teacher Elementary                  | 90,351  | 125   |
| Langlois      | Jocelyn    | Associate Superintendent            | 212,704 | 5,323 |
| Lao           | Christina  | Teacher Elementary                  | 101,711 | 100   |
| Larock        | Anthony    | Teacher Secondary                   | 110,757 | -     |
| Larose-Farmer | Genevieve  | Teacher Elementary                  | 91,936  | 665   |
| Larpent       | Laure      | Teacher Elementary                  | 96,581  | 1,160 |
| Larrivee      | Chantal    | Teacher Elementary                  | 86,366  | -     |
| Larson        | Thomas     | Teacher Elementary                  | 112,780 | -     |
| Larson        | Craig      | Elementary Vice-Principal           | 130,234 | -     |
| Lascelles     | Anne-Marie | Teacher Elementary                  | 106,979 | -     |
| Latondresse   | Carolyn    | Teacher Elementary                  | 84,507  | -     |
| Latosky       | Avia       | Teacher Elementary                  | 78,781  | -     |
| Lattimer      | Michael    | Teacher Secondary                   | 115,398 | -     |
| Lau           | Yvonne     | Teacher Secondary                   | 99,001  | -     |
| Lau           | Wendy      | Teacher Elementary                  | 108,443 | -     |
| Lau           | Elaine     | Teacher Elementary                  | 107,153 | -     |
| Lau           | Ying Chu   | Teacher Secondary                   | 91,750  | -     |
| Lau           | Gillian    | Teacher Secondary                   | 92,959  | -     |
| Lau           | Shawn      | District Resource                   | 98,125  | 2,690 |
| Lau           | Joanne     | Teacher Elementary                  | 107,026 | 222   |
| Lau           | Corinne    | Teacher Secondary                   | 99,001  | -     |
| Lau           | Irving     | Teacher Secondary                   | 105,010 | 80    |
| Lau           | Wing Ling  | Teacher Elementary                  | 95,586  | -     |

|            |               |                                  |         |       |
|------------|---------------|----------------------------------|---------|-------|
| Lau        | Evelyn        | Teacher Secondary                | 108,038 | -     |
| Lau        | Brian         | Consultant-ATBC                  | 100,888 | -     |
| Lau        | Tina          | Advisor-Health & Safety          | 107,969 | 1,828 |
| Lau        | Bryan         | Technical & Resource Support D   | 81,701  | -     |
| Laudon     | Cara          | Teacher Elementary               | 97,784  | 2,298 |
| Laumen     | Teresa        | Teacher Secondary                | 98,995  | -     |
| Lauzon     | Louise        | Teacher Elementary               | 108,490 | -     |
| Lauzon     | Jason         | Secondary Principal              | 165,249 | 4,088 |
| Lavoie     | Jacqueline    | Elementary Principal             | 156,201 | 638   |
| Lawrence   | John          | Teacher Secondary                | 77,330  | -     |
| Lawson     | Shand         | Carpenter                        | 84,772  | -     |
| Le         | David         | Teacher Secondary                | 82,658  | -     |
| Le Rolland | Monique       | Teacher Secondary                | 108,743 | -     |
| Leahy      | Marguerite    | Teacher Elementary               | 114,167 | 100   |
| Leahy      | Ernest        | Carpenter                        | 89,076  | -     |
| Learmonth  | Leslie        | Teacher Elementary               | 108,572 | 428   |
| Leblond    | Michael       | Journey person with Premium      | 96,953  | 88    |
| Lechner    | Andre         | Teacher Secondary                | 106,469 | -     |
| Lee        | Jenny         | Teacher Secondary                | 104,549 | 185   |
| Lee        | Patrick       | Teacher Secondary                | 109,022 | -     |
| Lee        | Cynthia       | Teacher Secondary                | 107,177 | 160   |
| Lee        | Vivian        | Teacher Elementary               | 99,001  | -     |
| Lee        | Gregory       | Teacher Secondary                | 107,194 | -     |
| Lee        | Janet         | Teacher Elementary               | 106,637 | -     |
| Lee        | Joann         | Teacher Secondary                | 99,001  | 200   |
| Lee        | DL            | District Resource                | 107,396 | 248   |
| Lee        | Jillian       | Teacher Elementary               | 103,808 | -     |
| Lee        | Holly Hoi Yan | Teacher Elementary               | 85,998  | 10    |
| Lee        | Maggie        | Office Support D                 | 78,213  | -     |
| Lee        | Anita         | Teacher Secondary                | 107,026 | -     |
| Lee        | Lieh-Min      | Teacher Elementary               | 108,443 | 125   |
| Lee        | Justine       | Teacher Secondary                | 107,349 | -     |
| Lee        | Pui Shan      | Comp and Benefits Specialist     | 147,502 | -     |
| Lee        | Cindy         | Teacher Elementary               | 99,119  | 249   |
| Lee        | Alvin         | Information Technology Support B | 79,354  | 4,179 |
| Lee        | Michael       | Teacher Secondary                | 107,153 | -     |
| Lee        | Andrea        | Teacher Secondary                | 107,166 | 220   |
| Lee        | Patricia      | District Resource                | 108,563 | 2,684 |
| Lee        | Christopher   | Teacher Secondary                | 93,842  | 421   |
| Lee        | Joseph        | Teacher Secondary                | 107,885 | 102   |
| Lee        | Lawrence      | Teacher Secondary                | 107,153 | -     |
| Lee        | Melina        | Teacher Secondary                | 107,026 | -     |
| Lee        | Juliana       | Teacher Elementary               | 108,579 | 120   |
| Lee        | Rickie        | Teacher Elementary               | 107,153 | -     |
| Lee        | Vivian        | Advisor-Staffing                 | 110,707 | -     |
| Lee        | Jade          | Teacher Elementary               | 107,309 | 26    |
| Lee        | Kelly         | Teacher Elementary               | 99,119  | 110   |
| Lee        | Brenda        | Teacher Elementary               | 107,153 | -     |
| Lee        | Alice         | Teacher Elementary               | 107,030 | 100   |
| Lee        | Grace         | Teacher Secondary                | 110,308 | 5     |
| Lee        | Tony          | Teacher Secondary                | 129,396 | 10    |
| Lee        | Yurim         | Teacher Secondary                | 113,971 | 5     |
| Lee        | Christopher   | Teacher Elementary               | 107,228 | 220   |
| Lee        | Pamela        | Teacher Elementary               | 92,878  | 100   |
| Lee        | Cynthia       | Coordinator-Community School     | 91,477  | -     |
| Lee        | Amy           | Teacher Elementary               | 99,178  | 45    |
| Lee        | Seon Young    | Teacher Elementary               | 108,085 | 697   |
| Lee        | Phillip       | Teacher Secondary                | 108,572 | -     |
| Lee        | Jackie        | Manager-Food Services            | 117,418 | 290   |
| Lee        | Joanna        | Teacher Elementary               | 85,857  | 100   |
| Lee        | Cindy         | Teacher Secondary                | 120,174 | -     |
| Lee        | Kevin         | Teacher Secondary                | 93,398  | 80    |
| Lee        | Jieun         | Teacher Secondary                | 97,276  | -     |

|                |                   |   |         |        |
|----------------|-------------------|---|---------|--------|
| Lee            | Jaereem           | Teacher Elementary                      | 89,589  | -      |
| Lee            | Daniel            | Teacher Secondary                       | 100,866 | -      |
| Lee            | Christina         | Teacher Elementary                      | 83,923  | -      |
| Lee            | Jason             | Teacher Elementary                      | 99,001  | 52     |
| Lee            | Sharon            | Psychologist - Elementary               | 87,602  | 3,198  |
| Leechik        | Stephanie         | Teacher Secondary                       | 99,119  | 43     |
| Lefaivre       | Mary              | Teacher Secondary                       | 99,119  | -      |
| Lefebvre       | Vanessa           | Teacher Elementary                      | 104,064 | -      |
| Lefebvre       | Alexis            | Teacher Elementary                      | 83,712  | 60     |
| Lefsrud        | Wesley            | Teacher Secondary                       | 98,227  | -      |
| Legg           | Patricia          | Secondary District Vice-Principal       | 145,771 | 5,408  |
| Lehmann        | Birgid            | Teacher Elementary                      | 107,998 | -      |
| Lehmann        | Renate            | Teacher Secondary                       | 108,691 | 300    |
| Lei            | Jun Li            | Teacher Secondary                       | 78,902  | 80     |
| Leishman       | Anne              | Teacher Elementary                      | 87,345  | -      |
| Lekakis        | John              | Teacher Secondary                       | 99,001  | 225    |
| Lemay          | Robin             | Plumber                                 | 106,370 | -      |
| Lemes Da Silva | Jessica           | Teacher Elementary                      | 83,656  | 220    |
| Lemieux        | Michel            | Advisor-Staffing                        | 112,933 | -      |
| Lemmon         | Stephanie         | Teacher Secondary                       | 106,131 | 200    |
| Leong          | Susan             | Teacher Secondary                       | 107,026 | 12     |
| Leong          | Andrew            | Teacher Secondary                       | 86,020  | -      |
| Lerch          | Stephen           | Teacher Elementary                      | 103,965 | -      |
| Leroux         | Katrina           | Teacher Elementary                      | 76,921  | -      |
| Lesage         | Ashley            | Teacher Elementary                      | 108,948 | 100    |
| Leslie         | Sarah             | Teacher Secondary                       | 110,103 | -      |
| Less           | Shannon           | Teacher Secondary                       | 109,655 | -      |
| Leung          | Louise            | Teacher Elementary                      | 104,356 | 100    |
| Leung          | Dorothy           | Teacher Secondary                       | 107,026 | -      |
| Leung          | Iris *            | Manager-International Business          | 151,421 | 58,361 |
| Leung          | Helen             | Teacher Secondary                       | 112,580 | -      |
| Leung          | Edward            | Teacher Secondary                       | 115,294 | -      |
| Leung          | Ronda             | Teacher Secondary                       | 108,648 | 90     |
| Leung          | Angela            | Teacher Elementary                      | 99,119  | 100    |
| Leung          | Lily              | Teacher Elementary                      | 107,153 | 142    |
| Leung          | Yee Nga           | Teacher Gifted Program                  | 80,605  | 150    |
| Leung          | Stephen           | Elementary Principal                    | 156,857 | -      |
| Leung          | Phung             | Teacher Elementary                      | 91,068  | -      |
| Leung          | Jessie            | Teacher Secondary                       | 98,494  | 90     |
| Leung          | Cecilia           | Financial Supervisor - Capital Projects | 130,020 | 2,235  |
| Leung          | Yee Lun Aldebaran | Technical & Resource Support E          | 105,111 | 1,369  |
| Leung          | Ricky             | Teacher Secondary                       | 77,727  | -      |
| Leung          | Jessica           | Teacher Elementary                      | 97,627  | 54     |
| Leveille       | C. Jay            | Teacher Secondary                       | 100,719 | -      |
| Lever          | Anita             | Teacher Secondary                       | 95,911  | -      |
| Lever          | Kay               | Teacher Elementary                      | 87,178  | -      |
| Levesque       | Connor            | Teacher Secondary                       | 87,953  | -      |
| Lew            | Jeannie           | Teacher Elementary                      | 107,177 | -      |
| Lewis          | William           | Teacher Elementary                      | 78,581  | -      |
| Lewis          | Jill              | Teacher Elementary                      | 96,344  | -      |
| Li             | Maggie            | Coordinator-Community School            | 99,332  | 1,872  |
| Li             | Cindy             | Teacher Elementary                      | 107,026 | -      |
| Li             | Kenny             | Teacher Secondary                       | 106,115 | -      |
| Li             | Jennifer          | Teacher Elementary                      | 112,451 | -      |
| Li             | Tina              | Teacher Secondary                       | 91,566  | 401    |
| Li             | Tong              | Teacher Secondary                       | 88,905  | -      |
| Li             | Bin Hua           | Teacher Elementary                      | 75,362  | -      |
| Liakouras      | Vicky             | Teacher Elementary                      | 87,273  | -      |
| Liang          | Nicholas          | Teacher Elementary                      | 107,152 | 51     |
| Liang          | Feng              | Teacher Elementary                      | 100,966 | 102    |
| Liang          | Jackson           | Teacher Secondary                       | 88,671  | -      |
| Lida           | Nilo              | Building Engineer                       | 88,684  | 120    |
| Lievens        | Ine Aa            | Teacher Elementary                      | 107,346 | -      |

|             |           |                                  |         |       |
|-------------|-----------|----------------------------------|---------|-------|
| Liew        | Jessica   | Teacher Secondary                | 91,856  | -     |
| Lightburn   | Larissa   | Teacher Elementary               | 88,094  | -     |
| Liguori     | Anna      | Teacher Elementary               | 108,726 | -     |
| Lin         | Xuepei    | Teacher Secondary                | 117,383 | -     |
| Lin         | Eva       | Elementary Vice-Principal        | 108,614 | 10    |
| Lin         | Jin       | Information Technology Support D | 82,305  | -     |
| Lin         | Milly     | Teacher Secondary                | 108,572 | -     |
| Lin         | Tina      | Teacher Secondary                | 108,572 | -     |
| Lin         | Jenny     | Teacher Elementary               | 108,443 | 42    |
| Lin         | Alice     | Teacher Elementary               | 92,770  | -     |
| Lin         | Teresa    | Teacher Secondary                | 102,551 | -     |
| Lin         | Danniel   | Teacher Secondary                | 115,846 | -     |
| Lin Tong    | Ai Lun    | Technical & Resource Support E   | 84,222  | 1,894 |
| Lindsay     | Carissa   | Teacher Secondary                | 108,443 | 110   |
| Lindsay     | Kenneth   | Teacher Secondary                | 78,983  | -     |
| Ling        | Lena      | Elementary Principal             | 147,435 | -     |
| Ling        | Pearl     | Teacher Secondary                | 109,023 | -     |
| Ling        | Karine    | Teacher Secondary                | 82,342  | -     |
| Lipsky      | Adam      | Teacher Secondary                | 94,284  | 90    |
| Lirenman    | Janet     | Teacher Elementary               | 84,562  | -     |
| Lirenman    | Karen     | Teacher Elementary               | 107,026 | 220   |
| Lirenman    | Deborah   | Teacher Elementary               | 104,130 | -     |
| Liu         | Ming Wen  | Building Engineer                | 103,913 | -     |
| Liu         | Helen     | Teacher Secondary                | 108,512 | 80    |
| Liu         | Michelle  | Teacher Secondary                | 84,868  | -     |
| Liu         | Yu-Lin    | Teacher Elementary               | 119,156 | -     |
| Liu         | Linh      | Teacher Elementary               | 107,026 | -     |
| Liu         | Wendy     | Teacher Elementary               | 106,475 | -     |
| Liu         | Joann     | Teacher Secondary                | 108,996 | 1,000 |
| Livesey     | Mary-Ann  | Teacher                          | 110,747 | 155   |
| Lloyd       | Rachel    | Teacher Elementary               | 108,443 | -     |
| Lloyd       | Warren    | Teacher Secondary                | 98,429  | -     |
| Lo          | Eugene    | Teacher Secondary                | 107,026 | 110   |
| Lo          | Pauline   | Teacher Secondary                | 93,110  | -     |
| Lo          | Kit-Ming  | Teacher Elementary               | 99,416  | -     |
| Lockey      | Sara      | Teacher Elementary               | 108,641 | -     |
| Loeffelholz | Hans      | Director Enterprise Safety Mgt   | 174,937 | 2,374 |
| Loeman      | Paul      | Supervisor-Operations            | 110,117 | 2,988 |
| Logie       | Janet     | Teacher Elementary               | 108,443 | 72    |
| Logie       | Amber     | Elementary Vice-Principal        | 131,434 | -     |
| Lohr        | Sieglinde | Teacher Secondary                | 99,211  | 240   |
| Long        | Trevor    | Teacher Secondary                | 103,627 | -     |
| Loo         | Roberta   | Teacher Secondary                | 108,572 | -     |
| Loo         | Lisa      | Speech Language Pathologist      | 77,340  | 1,300 |
| Lopetrone   | Theresa   | Teacher Secondary                | 105,939 | 200   |
| Lopez       | Lesley    | Teacher Elementary               | 107,048 | 951   |
| Lopez       | David     | Teacher Secondary                | 108,572 | -     |
| Lopez       | Ricardo   | Director of Instruction          | 200,578 | 7,953 |
| Lorne       | Jonathan  | Teacher Secondary                | 99,119  | 300   |
| Lougheed    | Mei       | Teacher Elementary               | 107,160 | 284   |
| Louie       | Michael   | Teacher Secondary                | 108,572 | 1,043 |
| Louie       | Michael   | Teacher Secondary                | 96,475  | -     |
| Louie       | Nicole    | Teacher Elementary               | 89,315  | -     |
| Loui-Ying   | Sara      | Teacher Elementary               | 94,774  | 229   |
| Loukas      | Mary      | Teacher Elementary               | 85,991  | 50    |
| Loutit      | Duncan    | Teacher Elementary               | 99,093  | 744   |
| Love        | Kimberly  | Teacher Secondary                | 109,856 | 427   |
| Low         | Terrie    | Teacher Elementary               | 111,489 | 210   |
| Low         | Adrian    | Teacher Elementary               | 107,194 | -     |
| Low         | Benny     | Teacher Secondary                | 109,022 | -     |
| Low         | Amanda    | Teacher Elementary               | 89,834  | 100   |
| Loy         | Audrey    | Teacher Secondary                | 105,354 | 80    |
| Lu          | Cui       | Information Technology Support D | 82,479  | -     |

|                  |              |                                      |         |       |
|------------------|--------------|--------------------------------------|---------|-------|
| Lubin            | David        | Teacher Secondary                    | 99,001  | -     |
| Lubinizki        | Benjamin     | Teacher Secondary                    | 99,119  | -     |
| Lublow           | Florence     | Teacher Elementary                   | 104,241 | 130   |
| Lucas            | Caitlin      | Teacher Elementary                   | 85,858  | 80    |
| Ludski           | Melody       | Teacher Elementary                   | 88,761  | 72    |
| Lui              | Janice       | Teacher Elementary                   | 99,055  | 100   |
| Luistro          | Maria        | Teacher Elementary                   | 114,066 | 75    |
| Luk              | Sabrina      | Teacher Elementary                   | 99,001  | 51    |
| Lum              | Maryna       | Teacher                              | 100,198 | 94    |
| Lum              | Auton        | Teacher Secondary                    | 113,080 | 54    |
| Lum              | Carol        | Teacher Elementary                   | 107,322 | -     |
| Lum              | John         | Psychologist - Elementary            | 92,810  | 2,202 |
| Lum              | Jennifer     | Teacher Elementary                   | 88,946  | -     |
| Lum              | Christopher  | Manager- Energy & Climate Act        | 120,181 | 1,655 |
| Lum-Taylor       | Lorraine     | Teacher Secondary                    | 78,820  | -     |
| Lum-Tong         | Kristin      | Teacher Elementary                   | 97,275  | 123   |
| Lundell          | Scott        | Teacher Elementary                   | 107,288 | -     |
| Lung             | Darion       | Teacher Elementary                   | 79,829  | -     |
| Lynch            | Maxine       | Teacher                              | 102,691 | 40    |
| Ma               | Siu          | Teacher Secondary                    | 99,119  | -     |
| Ma               | Veronica     | Teacher Secondary                    | 107,226 | 40    |
| Ma               | Gloria       | Teacher Elementary                   | 75,589  | -     |
| Ma               | Melissa      | Teacher Elementary                   | 108,443 | -     |
| Ma               | Yves         | Teacher Elementary                   | 75,827  | -     |
| Ma               | Chantal      | Teacher Secondary                    | 79,605  | 199   |
| Macculloch       | Deborah      | Teacher Secondary                    | 99,001  | -     |
| Macdonald        | Elizabeth    | Teacher Elementary                   | 107,879 | -     |
| Macdonald        | Scott        | Teacher Elementary                   | 99,119  | -     |
| MacDonald        | Bryden       | Teacher Elementary                   | 76,038  | -     |
| Macdonald        | Ronald       | Director of Facilities               | 199,182 | 1,651 |
| Macdougall Bruce | Christine    | Teacher Secondary                    | 107,026 | -     |
| Macer            | Christine    | Sr Mgr-Community Connections         | 144,359 | 1,198 |
| MacFadden        | Erin         | Elementary Vice-Principal            | 130,153 | -     |
| Macgarvie        | Noemi        | Teacher Secondary                    | 88,641  | -     |
| Mach             | Kara         | Teacher Elementary                   | 94,092  | 175   |
| Mach             | Helen        | Manager-Payroll and Benefits         | 123,695 | 2,572 |
| Mach Thiessen    | Petra        | Teacher Secondary                    | 87,391  | -     |
| MacInnes         | J. Alexander | Secondary Admin On Call              | 143,162 | -     |
| Macintosh        | Mark         | Teacher Elementary                   | 112,367 | -     |
| Macintyre        | Brin         | Teacher Elementary                   | 109,323 | -     |
| Maciura          | Blair        | Teacher Elementary                   | 103,811 | 100   |
| MacIvor          | Motion       | Carpenter                            | 82,826  | -     |
| Mack             | Barbara      | Teacher Elementary                   | 99,125  | -     |
| Mackay           | Jodi         | Teacher Elementary                   | 108,743 | -     |
| Mackenzie        | Nicole       | Teacher Elementary                   | 92,923  | -     |
| MacKenzie        | Rose         | District Principal                   | 165,151 | -     |
| Mackie           | Deborah      | Teacher Secondary                    | 111,286 | 150   |
| Mackowetsky      | Teala        | Teacher Elementary                   | 75,376  | 135   |
| MacLean          | James        | Teacher Secondary                    | 90,365  | 80    |
| MacLellan        | Alexandra    | Teacher Secondary                    | 95,572  | -     |
| Macleod          | Anne         | Teacher Secondary                    | 92,236  | 150   |
| Macleod          | Ian          | Teacher Secondary                    | 111,310 | -     |
| Macmaster        | Maria        | Teacher On Call Limited - Elementary | 79,339  | -     |
| Macmillan        | Phoebe       | Secondary Vice-Principal             | 144,924 | -     |
| Macmillan        | Grant        | Teacher Secondary                    | 99,001  | -     |
| MacNeil          | Patricia     | Director of Communications           | 193,945 | 4,119 |
| Macphee          | Dimitra      | Teacher Secondary                    | 98,997  | -     |
| Macphee          | Ian          | Teacher Secondary                    | 99,001  | -     |
| Macphee          | Ian          | Advisor-Recruitment                  | 108,171 | 438   |
| MacPhee          | Adrienne     | Teacher Secondary                    | 76,045  | -     |
| Macrae           | Anna         | Teacher Secondary                    | 101,747 | 231   |
| Madeira          | Manuel       | Building Engineer                    | 95,970  | 112   |
| Madsen           | Kellianne    | Teacher Elementary                   | 105,745 | -     |

|                  |            |  |         |       |
|------------------|------------|--|---------|-------|
| Maggiolo         | Dominic    | Elementary Vice-Principal                            | 134,434 | -     |
| Maguire          | Jillian    | Teacher Secondary                                    | 106,191 | 297   |
| Maguire          | Karis      | Manager-Labour Relations                             | 132,097 | -     |
| Mah              | Sue        | Comp and Benefits Specialist                         | 145,787 | -     |
| Mah              | Wayne      | Teacher Secondary                                    | 107,194 | -     |
| Mah              | Wendy      | Teacher Elementary                                   | 99,119  | 100   |
| Mah              | Lisa       | Teacher Elementary                                   | 107,910 | -     |
| Mah              | Erica      | Psychologist - Elementary                            | 110,838 | 2,350 |
| Mah              | Gessica    | Teacher Secondary                                    | 108,655 | 1,896 |
| Mah              | Gordon     | Teacher Elementary                                   | 107,026 | 130   |
| Mah              | Gelaina    | Teacher Secondary                                    | 90,778  | 200   |
| Mah              | Shannon    | Teacher Elementary                                   | 80,803  | 45    |
| Mah              | Pung Jean  | Executive Coord-Sec Treasurer                        | 118,278 | -     |
| Maher            | Joseph     | Elementary Principal                                 | 147,678 | 12    |
| Mahnger          | Rupinder   | Teacher Secondary                                    | 91,270  | 20    |
| Mahony           | Nicholas   | Teacher Elementary                                   | 107,356 | -     |
| Mahovlich-Little | Mimi       | Teacher Secondary                                    | 101,264 | -     |
| Maitland         | Jennifer   | Teacher Secondary                                    | 107,153 | 397   |
| Maitland         | Jeffrey    | Information Technology Supervisor - Service Delivery | 109,711 | 688   |
| Majcher          | Jo-Ann     | Area Counsellor - Elementary                         | 111,444 | -     |
| Majerski         | Sebastian  | Information Technology Support D                     | 85,567  | 9     |
| Mak              | Lysanne    | Teacher Secondary                                    | 108,742 | 107   |
| Mak              | Eugene     | Information Technology Support D                     | 87,306  | -     |
| Mak              | Olivia     | Teacher Secondary                                    | 99,188  | -     |
| Mak              | Arthur     | Manager-Project Office                               | 128,797 | 1,954 |
| Makarenko        | Serge      | Teacher Secondary                                    | 108,443 | -     |
| Makris           | Christina  | Teacher Secondary                                    | 78,116  | -     |
| Maley            | Andrea     | Teacher Secondary                                    | 106,951 | 122   |
| Mallett          | Brittney   | Teacher Secondary                                    | 83,348  | 12    |
| Malette          | Michael    | Teacher Secondary                                    | 99,001  | -     |
| Malette          | Gregory    | Steamfitter  | 142,441 | -     |
| Malli            | Parminder  | Supervisor-Operations                                | 120,315 | 1,154 |
| Malli            | Sukhjinder | Teacher Secondary                                    | 84,966  | 65    |
| Malloff          | Kollo      | Teacher Secondary                                    | 111,315 | 61    |
| Malone           | Jennifer   | Teacher Elementary                                   | 93,027  | 122   |
| Malone           | Dora       | Speech Language Pathologist                          | 91,971  | 1,221 |
| Man              | Jany       | Teacher Elementary                                   | 87,188  | 40    |
| Manansala        | Adonis     | Building Engineer                                    | 86,995  | 184   |
| Manery           | Glen       | Area Counsellor - Elementary                         | 99,978  | 905   |
| Mang             | Betty      | Teacher Elementary                                   | 108,576 | 127   |
| Mann             | Julia      | Teacher Elementary                                   | 108,445 | -     |
| Mann             | Albert     | Secondary Vice-Principal                             | 137,601 | 945   |
| Mann             | Harjinder  | Teacher Elementary                                   | 108,161 | 110   |
| Mannella         | Daniella   | Teacher Elementary                                   | 95,961  | -     |
| Manninen         | Melissa    | Teacher Elementary                                   | 99,274  | -     |
| Maragos          | Maria      | Teacher Elementary                                   | 96,168  | -     |
| Mariani          | Ray        | Painter  | 100,089 | -     |
| Marino           | Nicholas   | Teacher Elementary                                   | 106,729 | -     |
| Marino           | Sandra     | Teacher Elementary                                   | 107,026 | -     |
| Mark             | Jason      | Secondary Vice-Principal                             | 125,377 | 20    |
| Mark             | Michelle   | Teacher Elementary                                   | 90,308  | 69    |
| Markic           | Diana      | Teacher Secondary                                    | 110,129 | 160   |
| Markus           | Laz        | Director of Learning & Information Technology        | 174,720 | 1,998 |
| Marosits         | David      | Carpenter  | 88,077  | -     |
| Marqueda         | Juliene    | Teacher Elementary                                   | 86,775  | -     |
| Marriott         | Samsara    | Teacher Elementary                                   | 79,841  | -     |
| Marsden          | Davita     | Elementary Vice-Principal                            | 103,755 | 77    |
| Marshall         | Colleen    | Teacher Secondary                                    | 103,757 | -     |
| Marshall         | Glen       | Teacher Secondary                                    | 108,691 | -     |
| Marshall         | Melissa    | Teacher Elementary                                   | 82,298  | -     |
| Marshall         | Jessica    | Teacher Elementary                                   | 108,451 | 1,000 |
| Marsland-Root    | Jennifer   | Teacher Elementary                                   | 99,306  | 178   |
| Marsten          | David      | Machinist  | 89,655  | -     |



|            |            |  |         |        |
|------------|------------|--|---------|--------|
| Martel     | Carleigh   | Teacher Secondary                              | 82,271  | -      |
| Martelli   | Dale       | Teacher Secondary                              | 113,051 | 258    |
| Martens    | Riley      | Teacher Elementary                             | 86,020  | -      |
| Martin     | Alicia     | Adult Education Instructor Structured Course   | 105,799 | 175    |
| Martin     | Suzanne    | Teacher Elementary                             | 117,393 | -      |
| Martin     | Joanne     | Teacher Secondary                              | 114,404 | 147    |
| Martin     | Alicia     | Teacher Elementary                             | 108,283 | -      |
| Martin     | Sean       | Teacher Elementary                             | 107,155 | 10     |
| Martin     | Heather    | Teacher Secondary                              | 87,795  | -      |
| Martin     | Colin      | Teacher Elementary                             | 88,776  | -      |
| Martin     | Melissa    | Teacher Elementary                             | 85,960  | 645    |
| Martinson  | Diane      | Elementary Principal                           | 156,604 | 3,582  |
| Masih      | Chandra    | Building Engineer                              | 87,450  | 110    |
| Mason      | Julie      | Teacher Elementary                             | 107,356 | -      |
| Mason      | Dana       | Payroll Specialist                             | 141,652 | 457    |
| Massis     | Barbara    | Teacher Elementary                             | 82,839  | -      |
| Matear     | Gillian    | Teacher Elementary                             | 79,283  | 50     |
| Mathewson  | Curtis     | Elementary Vice-Principal                      | 117,903 | 10     |
| Matsuda    | Martha     | Teacher Elementary                             | 99,119  | -      |
| Matsuda    | Tomomi     | Teacher Secondary                              | 92,770  | -      |
| Matsuzaki  | Nicole     | Teacher Secondary                              | 107,228 | -      |
| Matterson  | Kimberly   | Teacher Elementary                             | 108,572 | -      |
| Matthew    | Sarah      | Area Counsellor - Elementary                   | 113,580 | 297    |
| Matthews   | Sarah      | Teacher Secondary                              | 75,445  | -      |
| Matthews   | David      | Teacher Secondary                              | 76,129  | 185    |
| Mattock    | Kristin    | Teacher Secondary                              | 92,968  | 129    |
| Maunder    | Tara       | Teacher On Call - Secondary                    | 82,843  | -      |
| May        | Tania      | Teacher Elementary                             | 99,006  | -      |
| May        | Graham     | Teacher Secondary                              | 75,114  | 107    |
| Mayores    | Irvin      | Assistant Building Engineer                    | 76,406  | -      |
| Mazo       | Jeffrey    | Teacher Secondary                              | 108,572 | -      |
| Mazzei     | Eva        | Teacher Secondary                              | 106,945 | 1,950  |
| Mc Cartin  | Bridget    | Teacher Secondary                              | 85,551  | 195    |
| Mc Namara  | Aoife      | Speech Language Pathologist                    | 79,924  | 1,077  |
| McAlister  | Sarah      | Elementary Principal                           | 149,658 | 12     |
| McAlpine   | Jordan     | Teacher Secondary                              | 97,793  | -      |
| Mcbride    | Matthew    | Teacher Elementary                             | 106,754 | -      |
| Mccallion  | Fergus     | Teacher Secondary                              | 113,242 | -      |
| Mccandless | Kasey      | Teacher Elementary                             | 85,515  | -      |
| Mccarron   | Janet      | Teacher Secondary                              | 125,611 | -      |
| McClaflin  | Colton     | Information Technology - Multimedia Specialist | 90,021  | -      |
| Mccleary   | Melissa    | Teacher Elementary                             | 108,572 | 160    |
| Mcconnann  | Nadine     | Teacher Secondary                              | 107,026 | -      |
| McCrone    | Jeffrey    | Carpenter Apprentice                           | 78,285  | -      |
| Mcdonald   | Tara       | Teacher Elementary                             | 99,498  | -      |
| Mcdonald   | Maya       | Teacher Secondary                              | 92,649  | -      |
| McDonald   | Teghan     | Teacher Elementary                             | 76,120  | 2,500  |
| McDonald   | Jennifer   | Teacher Secondary                              | 80,984  | 150    |
| McDonald   | Connor     | Teacher On Call - Elementary                   | 81,797  | -      |
| Mcdonnell  | Maureen    | Elementary Principal                           | 157,404 | -      |
| McDonough  | David      | Teacher Elementary                             | 82,340  | -      |
| Mceachern  | Stacey     | Teacher Secondary                              | 106,596 | 130    |
| Mcelhone   | Catherine  | District Resource                              | 107,383 | -      |
| Mcewen     | Andrea     | Teacher Elementary                             | 107,153 | 1,376  |
| McFaul     | Daniel     | Teacher Elementary                             | 75,807  | -      |
| Mcgarry    | Margo      | Teacher Elementary                             | 84,557  | 100    |
| McGhee     | Veronica   | Teacher Secondary                              | 113,159 | 36     |
| Mcginn     | Anne-Marie | Teacher Secondary                              | 111,942 | -      |
| Mcgowan    | Robert     | Adult Education Instructor                     | 130,833 | 261    |
| McGregor   | Helen      | Superintendent                                 | 345,934 | 17,645 |
| Mcguire    | Simone     | Teacher Secondary                              | 99,274  | -      |
| Mcguire    | Daniel     | Teacher Secondary                              | 85,020  | -      |
| Mcguire    | Christine  | Teacher Elementary                             | 107,160 | 618    |

|                       |                 |   |         |       |
|-----------------------|-----------------|---|---------|-------|
| Mchardy               | Mai             | Teacher Elementary                          | 108,775 | -     |
| McHugh                | Devon           | Teacher Elementary                          | 77,203  | -     |
| Mcintosh              | Tracey          | Teacher Secondary                           | 97,625  | 99    |
| McKechnie             | Alexander       | Teacher Secondary                           | 108,443 | -     |
| McKeen                | Scott           | Teacher Secondary                           | 120,063 | -     |
| McKeen                | Christine       | Teacher Secondary                           | 96,622  | -     |
| McKeen                | Emma            | Teacher Secondary                           | 92,776  | -     |
| Mckend                | Alison          | Teacher Elementary                          | 108,443 | -     |
| McKendy               | Sarah           | Teacher Elementary                          | 78,885  | -     |
| McKenzie              | Mason           | Teacher Secondary                           | 89,313  | -     |
| Mcknight              | Chloe           | Teacher Elementary                          | 105,481 | -     |
| McLane                | Gerald          | Bricklayer                                  | 84,473  | 44    |
| McLean                | Colin           | Teacher Secondary                           | 107,026 | -     |
| McLean                | Jennifer        | Teacher Secondary                           | 100,066 | -     |
| McLeod                | Joanne          | Program Advisor-AEC                         | 108,136 | -     |
| McLeod                | Campbell        | Teacher Secondary                           | 107,153 | -     |
| McMillan              | Carol-Anne      | Teacher Secondary                           | 106,469 | -     |
| McMillan              | Marilyn         | Teacher Secondary                           | 94,007  | -     |
| McMitchell            | Riley           | Elementary Principal                        | 148,477 | 4,800 |
| McMynn                | Christina       | Teacher Elementary                          | 75,631  | -     |
| McNair                | Zoe             | Teacher Elementary                          | 77,952  | -     |
| Mcneil                | Craig           | Teacher Elementary                          | 106,863 | -     |
| Mcnicol               | Kateryna        | Elementary Vice-Principal                   | 135,162 | -     |
| McPhee                | Megan           | Teacher Secondary                           | 100,481 | -     |
| McPherson             | Taylor          | Teacher Elementary                          | 85,512  | 320   |
| McQuaid               | Luey            | Teacher Elementary                          | 85,754  | -     |
| McRae-Stanger         | Maureen         | Associate Superintendent                    | 107,854 | 8,559 |
| McWhinney             | Kaitlin         | Teacher Elementary                          | 98,143  | 901   |
| Medina                | Elsa            | Teacher Elementary                          | 108,051 | 887   |
| Mehl                  | Rainer          | Teacher Secondary                           | 113,240 | -     |
| Mehra                 | Aimee           | Teacher Elementary                          | 112,518 | 15    |
| Meister               | Richard         | Technical & Resource Support D              | 77,813  | -     |
| Melendez-Rodriguez    | Claudia         | Teacher Secondary                           | 81,587  | -     |
| Melville              | Donna           | Coordinator - Disability and Retention Work | 86,974  | -     |
| Menashy               | Ariella         | Teacher Elementary                          | 105,750 | 390   |
| Mendes                | Melinda         | Teacher Elementary                          | 108,743 | 55    |
| Mendgen               | Julie           | Teacher Secondary                           | 107,548 | 3,055 |
| Menezla               | Paula           | Teacher Elementary                          | 76,810  | 41    |
| Merani                | Alyssah-Jasmine | Teacher Elementary                          | 75,741  | -     |
| Meredith              | Tyrel           | Teacher Elementary                          | 108,845 | 130   |
| Mergens               | Joseph          | Elementary Vice-Principal                   | 128,294 | -     |
| Meroniuk              | Michael         | Teacher Elementary                          | 90,365  | 1,000 |
| Mesman                | Bruce           | Consultant-ATBC                             | 99,142  | 18    |
| Mesropian De Gonzalez | Elisabet        | Teacher Secondary                           | 107,026 | 75    |
| Messamore             | Keith           | Plumber                                     | 82,084  | -     |
| Mey                   | Michel          | Teacher Secondary                           | 99,242  | -     |
| Mezzarobba            | Dianna          | Teacher Elementary                          | 107,904 | -     |
| Michalowska           | Marzena         | Teacher Secondary                           | 106,684 | -     |
| Michel                | Marie           | Teacher Secondary                           | 108,573 | 260   |
| Middleton             | Katherine       | Teacher Elementary                          | 99,119  | 100   |
| Mieczanec             | Colleen         | Teacher Elementary                          | 98,129  | -     |
| Miflores              | Oscar           | Supervisor-Operations                       | 126,287 | 2,689 |
| Mikulec               | Laura           | Teacher Secondary                           | 80,364  | -     |
| Miladinovic           | Natasha         | Elementary Principal                        | 156,604 | 2,577 |
| Miladinovic           | Patricia        | Teacher Secondary                           | 111,439 | -     |
| Miles                 | Maryanne        | Teacher Elementary                          | 97,146  | -     |
| Miletic               | Maryann         | Teacher Elementary                          | 99,001  | -     |
| Milevskaia            | Elena           | Teacher Elementary                          | 106,208 | -     |
| Milford               | Madison         | Teacher Elementary                          | 83,173  | 100   |
| Milinzazzo            | Kathleen        | Teacher Secondary                           | 101,519 | 908   |
| Miller                | Bryan           | Manager-Construction                        | 134,107 | 250   |
| Miller                | Robyn           | Teacher Elementary                          | 108,572 | 857   |
| Miller                | Cynthia         | Teacher Secondary                           | 108,443 | 300   |

|            |                   |   |         |        |
|------------|-------------------|---|---------|--------|
| Miller     | Sarah             | Teacher Secondary                       | 88,413  | -      |
| Miller     | Blair             | Teacher Secondary                       | 99,016  | -      |
| Miller     | Jessica           | Teacher Secondary                       | 84,812  | 175    |
| Miller     | Chelsea           | Teacher Elementary                      | 76,050  | -      |
| Millette   | Roger             | Teacher Secondary                       | 91,029  | -      |
| Mills      | Shannon           | Teacher Elementary                      | 107,026 | -      |
| Millway    | Todd              | Teacher Elementary                      | 108,444 | 102    |
| Milne      | Rosemary          | Teacher Secondary                       | 109,856 | -      |
| Milton     | Bernadette        | Teacher Elementary                      | 99,000  | -      |
| Minamimaye | Dianne            | Teacher Elementary                      | 99,156  | -      |
| Mirani     | Akhtar            | Secondary Principal                     | 162,601 | 5,312  |
| Mirani     | Amir              | Teacher Elementary                      | 75,815  | 41     |
| Mirshafie  | Mitra             | Area Counsellor - Elementary            | 87,776  | -      |
| Misquitta  | Jennifer          | Teacher Elementary                      | 99,308  | 1,000  |
| Mitchell   | Brittany          | Teacher Secondary                       | 108,779 | 302    |
| Mitchell   | Lisa              | Teacher Elementary                      | 107,160 | -      |
| Mitchell   | Jansen            | Teacher Elementary                      | 99,007  | -      |
| Mitzel     | Darren            | District Principal                      | 169,842 | 16,236 |
| Mo         | Kwok Ning         | Technical & Resource Support D          | 75,320  | 34     |
| Mochrie    | Dee               | Teacher Elementary                      | 85,306  | -      |
| Moes       | Nathan            | Teacher Secondary                       | 108,577 | 670    |
| Mohabir    | Deborah           | School & Student Support A              | 100,641 | -      |
| Mohammed   | Saiqa             | Teacher Secondary                       | 108,948 | -      |
| Mohn       | Camille           | Teacher Elementary                      | 85,589  | -      |
| Moino      | Laura             | Teacher Elementary                      | 106,748 | 100    |
| Mok        | Wing Sum Samantha | Teacher Elementary                      | 88,641  | -      |
| Mokonon    | Rachel            | Teacher Elementary                      | 107,026 | 102    |
| Moldowan   | Michelle          | Teacher Secondary                       | 107,153 | -      |
| Momeyer    | Jason             | Teacher Secondary                       | 108,443 | 213    |
| Monk       | Winnie            | Teacher Secondary                       | 107,023 | 159    |
| Monrad     | Melanie           | Elementary Principal                    | 148,458 | 43     |
| Montagano  | Ebru              | Teacher Elementary                      | 108,575 | 19     |
| Montalvo   | Miguel            | Heat & Frost Insulator                  | 87,149  | 88     |
| Montgomery | Winona            | Teacher Elementary                      | 110,262 | 1,919  |
| Montroy    | Hilary            | Teacher Secondary                       | 109,856 | -      |
| Moon       | Jacqueline        | Teacher Secondary                       | 112,945 | -      |
| Moon       | Christopher       | Teacher Secondary                       | 99,001  | -      |
| Mooney     | Lulyann           | Office Support B                        | 85,287  | -      |
| Mooney     | Jennifer          | Teacher Elementary                      | 99,119  | -      |
| Moore      | Kelly             | Teacher Elementary                      | 97,453  | -      |
| Moore      | Melanie           | Teacher Elementary                      | 99,122  | -      |
| Moore      | Rachel            | Teacher Elementary                      | 86,035  | -      |
| Moran      | Mary              | Teacher Elementary                      | 107,440 | -      |
| Morcov     | Ioana             | Teacher Secondary                       | 93,139  | -      |
| Morden     | Lani              | Elementary Principal                    | 154,019 | 2,168  |
| Morehouse  | Nancy             | Teacher Elementary                      | 99,227  | -      |
| Morel      | Lukas             | Teacher Secondary                       | 112,785 | 186    |
| Moreno     | Monica            | Advisor-Exempt Staff                    | 102,381 | 45     |
| Morgan     | Scott             | Teacher Secondary                       | 109,719 | 154    |
| Morgan     | Parin             | Teacher On Call Limited - Elementary    | 78,902  | -      |
| Morgan     | Catherine         | Teacher Secondary                       | 100,058 | -      |
| Morgan     | Paul              | Teacher Secondary                       | 82,340  | 10     |
| Mori       | Deni              | Teacher Elementary                      | 98,089  | -      |
| Morin      | Stephanie         | Teacher Elementary                      | 106,941 | 50     |
| Morishita  | Brandon           | District Principal                      | 163,136 | 423    |
| Morita     | David             | Adult Education District Vice-Principal | 137,557 | 3,851  |
| Moro       | Roberto           | Secondary Principal                     | 165,182 | 8,241  |
| Morris     | Sheryl            | Area Case Manager                       | 106,054 | 106    |
| Morris     | Anna              | Teacher Elementary                      | 99,691  | 20     |
| Morrison   | D. Hamish         | Teacher Secondary                       | 103,774 | -      |
| Morton     | Elizabeth         | Teacher Secondary                       | 82,908  | -      |
| Mota       | Anna              | Teacher Elementary                      | 107,153 | -      |
| Motola     | Keila             | Teacher Elementary                      | 114,237 | 575    |

|                  |             |                               |         |       |
|------------------|-------------|-------------------------------|---------|-------|
| Mountali         | Carla       | Teacher Elementary            | 108,743 | 15    |
| Moussalli        | Seba        | Teacher Elementary            | 100,992 | -     |
| Moy              | Raymond     | Teacher Secondary             | 109,504 | -     |
| Moy              | Sharon      | Teacher Elementary            | 107,153 | 106   |
| Mrazek           | Shawn       | District Resource             | 92,199  | -     |
| Much             | Jocelyn     | Teacher Elementary            | 86,550  | 1,000 |
| Mugford          | Patricia    | Mentor Secondary              | 99,421  | 1,093 |
| Mugford          | Duane       | Teacher Secondary             | 99,001  | -     |
| Mulherin         | Ericka-Jade | Coordinator-Employee Wellness | 80,040  | -     |
| Mulhern          | Patricia    | Teacher Elementary            | 108,572 | -     |
| Mullen           | Roslyn      | Teacher Secondary             | 79,328  | 150   |
| Mullen           | Cameron     | Teacher Secondary             | 87,886  | -     |
| Mulligan         | Stephen     | Elementary Vice-Principal     | 131,443 | -     |
| Mullins          | Sheila      | Teacher Elementary            | 99,001  | -     |
| Mung             | Bernadette  | Area Counsellor - Elementary  | 111,577 | 263   |
| Munk             | James       | Elementary Principal          | 156,807 | -     |
| Munro            | Catherine   | Teacher Elementary            | 112,814 | -     |
| Munroe           | Suzanne     | Teacher Elementary            | 99,001  | 140   |
| Munsamy          | Kementha    | Teacher Secondary             | 111,659 | -     |
| Murphy           | David       | Elementary Principal          | 156,807 | 5,959 |
| Murphy           | Jeanette    | Teacher Elementary            | 94,476  | 28    |
| Murphy           | Lisa        | Teacher Secondary             | 96,611  | -     |
| Murphy           | Meagan      | Psychologist - Elementary     | 90,884  | 3,160 |
| Murray           | Carole      | Teacher Elementary            | 107,026 | 296   |
| Murray- Hemphill | Mattias     | Teacher Elementary            | 85,960  | -     |
| Murthi           | Jason       | Teacher Secondary             | 107,153 | 477   |
| Musgrove         | Hiroshi     | Teacher Secondary             | 99,123  | -     |
| Mushinski        | Mia         | Teacher Secondary             | 86,711  | 500   |
| Musholt          | Silvia      | Teacher Elementary            | 89,046  | -     |
| Musselle         | Patricia    | Teacher Elementary            | 108,572 | 361   |
| Mussenden        | Stefana     | Teacher Secondary             | 82,340  | -     |
| Mustapic         | Michael     | Teacher Secondary             | 108,443 | -     |
| Muzyka           | Katherine   | Teacher Elementary            | 107,718 | 120   |
| Myers            | Thien       | Teacher Elementary            | 80,525  | -     |
| Myers            | Dean        | Teacher Secondary             | 108,443 | 150   |
| Myers            | Janis       | Director of Instruction       | 212,325 | 7,016 |
| Myring           | Thomas      | Secondary Vice-Principal      | 144,996 | -     |
| Mysuria          | Nidhi       | Teacher Secondary             | 119,489 | -     |
| Nadeau           | Marilyne    | Teacher Elementary            | 107,287 | -     |
| Nagata           | Clark       | Teacher Elementary            | 107,287 | 102   |
| Nakada           | Mark        | Secondary Vice-Principal      | 124,577 | 10    |
| Nakamura         | Emy         | Teacher Secondary             | 111,279 | -     |
| Nakamura         | Leanne      | Teacher Elementary            | 108,743 | 100   |
| Nakamura         | Lisa        | Teacher Secondary             | 112,134 | -     |
| Nakashima        | Marilyn     | Teacher Elementary            | 107,287 | 43    |
| Nanda            | Sarika      | Teacher Elementary            | 107,682 | -     |
| Nanda            | Gogae       | Teacher Secondary             | 108,054 | 120   |
| Nanji            | Rishma      | Teacher Elementary            | 88,217  | -     |
| Naples           | Katrina     | Teacher Elementary            | 102,010 | -     |
| Naylor           | Hannah      | Teacher Secondary             | 87,831  | -     |
| Naymie           | Cassandra   | Teacher On Call - Secondary   | 79,660  | -     |
| Neale            | Aileen      | District Resource             | 105,154 | 38    |
| Neilson          | James       | Teacher Elementary            | 75,735  | -     |
| Nejad            | Zahra       | Teacher Secondary             | 103,627 | -     |
| Nelson           | David       | Deputy Superintendent         | 237,073 | 1,845 |
| Nerling          | Leslie      | Teacher Secondary             | 111,337 | 135   |
| Neufeld          | Harold      | Teacher Secondary             | 107,126 | -     |
| Neuman           | Pamela      | Teacher Secondary             | 86,593  | 149   |
| New              | Karina      | Teacher Secondary             | 75,857  | 23    |
| New              | Geoffrey    | Teacher Secondary             | 84,265  | -     |
| Ng               | Raymond     | Teacher Elementary            | 108,443 | -     |
| Ng               | Mimi        | Teacher Elementary            | 107,153 | -     |
| Ng               | Sarah       | Teacher Secondary             | 108,507 | -     |

|                  |              |                              |         |        |
|------------------|--------------|------------------------------|---------|--------|
| Ng               | Yulanda      | Teacher Secondary            | 108,572 | -      |
| Ng               | Rosella      | Teacher Elementary           | 87,098  | 220    |
| Ng               | Alex         | Teacher Secondary            | 109,277 | -      |
| Ng               | Karine       | Teacher Elementary           | 113,860 | -      |
| Ng               | Stephanie    | Teacher Elementary           | 99,001  | -      |
| Ng               | Barbara      | Teacher Secondary            | 113,258 | -      |
| Ng               | Winnie       | Teacher Secondary            | 84,941  | 90     |
| Ng               | Eva          | Teacher Elementary           | 96,327  | -      |
| Ng-Davis         | Jennifer     | Teacher Secondary            | 108,573 | -      |
| Ngo              | Thanh        | Teacher Elementary           | 80,593  | 658    |
| Ngo              | Cynthia      | Teacher Secondary            | 108,443 | -      |
| Ngo              | Katie        | Teacher Elementary           | 88,801  | -      |
| Nguyen           | Fabienne     | Teacher Elementary           | 108,443 | -      |
| Nguyen           | Do Thanh     | Teacher On Call - Secondary  | 86,878  | -      |
| Nguyen           | Jennifer     | Teacher Elementary           | 77,061  | 660    |
| Nguyen           | An Johnathan | Carpenter                    | 86,790  | 300    |
| Nicanor          | Ral          | Teacher Elementary           | 99,805  | -      |
| Nicholl          | Lucy         | Teacher Elementary           | 103,809 | -      |
| Nichols          | Hugh         | Teacher Secondary            | 78,559  | -      |
| Nickel           | Cynthia      | Teacher Elementary           | 108,572 | -      |
| Nicks            | John         | District Principal           | 145,677 | -      |
| Nicolas          | Megan        | Teacher Elementary           | 108,778 | -      |
| Nielson          | Jacqueline   | Teacher Elementary           | 99,119  | -      |
| Nijjar           | Kamil        | Teacher Elementary           | 102,133 | 223    |
| Nishi-Beckingham | Teresa       | Teacher Elementary           | 107,026 | -      |
| Nitins           | Janet        | Teacher Elementary           | 86,717  | -      |
| Nobbs-Thiessen   | Kathy-Ann    | Teacher Secondary            | 105,184 | 220    |
| Noble            | Tanya        | Teacher Secondary            | 126,715 | -      |
| Noel             | Alison       | Teacher Elementary           | 99,001  | -      |
| Noguchi          | Sachiko      | Teacher Secondary            | 108,443 | 150    |
| Noon             | Cheryl       | Teacher Elementary           | 90,644  | 470    |
| Norcross         | Neil         | Teacher Secondary            | 107,160 | -      |
| Norick           | Jacqueline   | Teacher Elementary           | 87,410  | -      |
| Norman           | Denise       | Teacher Secondary            | 129,265 | -      |
| Norrish          | Bryson       | Elementary Vice-Principal    | 84,599  | -      |
| North            | Denise       | Teacher Secondary            | 105,219 | -      |
| Nosyk            | Lianne       | Teacher Elementary           | 104,084 | 60     |
| Novak            | Kelly        | Teacher Elementary           | 106,086 | 332    |
| Nowland          | Sarah        | Speech Language Pathologist  | 108,740 | 1,232  |
| Nucich           | Lisa         | Elementary Principal         | 156,836 | 10     |
| Nugent           | Sean         | Teacher Secondary            | 108,614 | -      |
| Nuij             | Peter        | Associate Superintendent     | 287,725 | 16,721 |
| Nussbaum         | Jonathan     | Teacher Secondary            | 94,868  | -      |
| Nylund           | Kyle         | Teacher Elementary           | 92,679  | -      |
| Oades            | Christine    | Teacher Elementary           | 107,153 | -      |
| Oblotte          | Jean-Michel  | Teacher Elementary           | 108,843 | -      |
| O'Connor         | Sean         | Teacher Secondary            | 101,464 | -      |
| O'Connor         | Hayden       | Planner-Facilities           | 110,282 | 419    |
| Odegaard         | Mark         | Carpenter                    | 86,536  | -      |
| Odermatt         | Amaris       | Teacher Secondary            | 76,198  | -      |
| O'Donnell        | Melissa      | Teacher Secondary            | 108,443 | -      |
| Ofreneo          | Roderick     | Teacher Secondary            | 101,824 | 100    |
| Oftebro          | Tim          | Elementary Vice-Principal    | 113,574 | -      |
| Ogden            | Nancy        | Teacher Secondary            | 84,875  | 90     |
| Ogden            | Alison       | Associate Superintendent     | 235,098 | 16,073 |
| Ogura            | Tami         | Teacher Elementary           | 107,153 | -      |
| O'Hara           | Patrick      | Teacher Elementary           | 99,274  | -      |
| Olaes            | Grace        | Teacher Elementary           | 91,101  | 45     |
| Olafsson         | Kevin        | Teacher Secondary            | 93,216  | -      |
| Olding           | Stacey       | Teacher Elementary           | 86,820  | -      |
| Oliver           | Jeremy       | Material Services Foreperson | 85,688  | -      |
| Ollerenshaw      | Keith        | Teacher Secondary            | 88,156  | -      |
| Olsen            | Jane         | Teacher Secondary            | 93,547  | -      |

|             |                     |  |         |        |
|-------------|---------------------|--|---------|--------|
| O'Malley    | Deborah             | Teacher Elementary                           | 107,026 | 184    |
| O'Malley    | Jason               | Teacher Secondary                            | 107,194 | -      |
| O'Neill     | Kevin               | Teacher Elementary                           | 104,605 | -      |
| Ong         | Elaine              | Teacher Elementary                           | 107,194 | -      |
| Ong         | Levian              | Teacher Elementary                           | 88,641  | -      |
| Onion       | Thomas              | Teacher Secondary                            | 93,997  | -      |
| Onstad      | Barbara *           | District Principal                           | 171,786 | 24,312 |
| O'Quinn     | Jillian             | Teacher Secondary                            | 90,018  | 228    |
| Or          | Kim                 | Teacher Secondary                            | 110,633 | 18     |
| Orange      | Jonathan            | Teacher Elementary                           | 108,648 | -      |
| O'Rourke    | Trevor              | Teacher Secondary                            | 76,240  | -      |
| Orr         | Kim Margaret Ramona | Teacher Secondary                            | 91,287  | 129    |
| Osikowicz   | Nadja               | Teacher Elementary                           | 98,702  | -      |
| Ostroff     | Lisa                | Teacher Secondary                            | 85,129  | -      |
| Oswin       | Laura               | Teacher Elementary                           | 92,844  | -      |
| Ou Yang     | Christie            | Teacher Elementary                           | 79,978  | -      |
| Oudt        | Rosa                | Teacher Elementary                           | 107,322 | -      |
| Overgaard   | Jeffrey             | Teacher Secondary                            | 113,080 | -      |
| Owen        | Sean                | Teacher Secondary                            | 99,001  | -      |
| Ozkan       | Merve               | Teacher Elementary                           | 81,980  | -      |
| Pacheco     | Lisa                | Area Counsellor - Elementary                 | 112,859 | 79     |
| Paez        | Rhea                | Teacher Secondary                            | 79,283  | -      |
| Paget       | Nancy               | Elementary Principal                         | 156,755 | -      |
| Pagliacci   | Claudio             | Electrician                                  | 101,382 | -      |
| Pai         | Elaine              | Teacher Elementary                           | 107,356 | 74     |
| Palacio     | John                | Electrician                                  | 86,489  | -      |
| Palaiologos | Amber               | Teacher Elementary                           | 99,001  | -      |
| Palejko     | Nancy               | Teacher Secondary                            | 92,966  | 185    |
| Paley       | Tommy               | Teacher Secondary                            | 115,016 | -      |
| Paley       | Lori                | Teacher Secondary                            | 99,281  | -      |
| Pall        | Sutpaul             | Grounds Foreperson                           | 79,912  | 64     |
| Palmer      | Abigail             | Teacher Secondary                            | 81,793  | -      |
| Panagsagan  | Romina              | Information Technology Support D             | 86,574  | -      |
| Panesar     | Balbinder           | Teacher Secondary                            | 111,763 | -      |
| Pang        | Eleanor             | Teacher Secondary                            | 92,964  | -      |
| Pangalia    | Hardev              | Assistant Building Engineer                  | 79,011  | -      |
| Pankratz    | Kathleen            | Teacher Elementary                           | 84,768  | -      |
| Pannun      | Sukhjeevan          | Teacher Secondary                            | 90,647  | -      |
| Pantelle    | Troy                | Sheet Metal Worker                           | 92,314  | -      |
| Pao         | Alice               | Teacher Secondary                            | 119,961 | -      |
| Paone-Vunic | Elisabetta          | Teacher Elementary                           | 82,133  | -      |
| Papagiannis | Constantina         | Teacher Elementary                           | 107,026 | -      |
| Parent      | Kyle                | Teacher Elementary                           | 99,119  | 220    |
| Paris       | Nicole              | Teacher Secondary                            | 91,835  | -      |
| Paris       | Melanie             | Teacher Elementary                           | 99,276  | -      |
| Paris       | Holly               | Elementary Vice-Principal                    | 106,321 | -      |
| Park        | Douglas             | Elementary Vice-Principal                    | 137,602 | 10     |
| Parker      | Christopher         | Secondary Principal                          | 165,231 | 3,131  |
| Parker      | Ryan                | Teacher Secondary                            | 99,001  | -      |
| Parkes      | Steven              | Teacher Secondary                            | 99,119  | -      |
| Parkin      | Barbara             | Teacher Elementary                           | 107,979 | 192    |
| Parmar      | Jatinder            | Adult Education Instructor Structured Course | 131,472 | -      |
| Parmar      | Mahima              | Teacher Elementary                           | 89,249  | -      |
| Parsons     | D.Gregg             | Teacher Secondary                            | 109,107 | -      |
| Parungao    | Paul                | Teacher Elementary                           | 108,648 | -      |
| Patel       | Saliha              | Teacher Elementary                           | 89,420  | -      |
| Paterson    | Aleyan              | Teacher Elementary                           | 77,323  | -      |
| Paterson    | Sharon              | Teacher Elementary                           | 92,010  | 255    |
| Paterson    | Derek               | Teacher On Call - Elementary                 | 90,902  | -      |
| Paterson    | Matthew             | Teacher Elementary                           | 77,058  | -      |
| Pathyil     | Lisa                | Elementary Principal                         | 147,447 | -      |
| Patrick     | Miles               | Teacher Elementary                           | 99,001  | -      |
| Pattenaude  | Mathew              | Carpenter                                    | 87,610  | -      |

|                   |            |   |         |       |
|-------------------|------------|---|---------|-------|
| Patterson         | Rebecca    | Teacher Secondary                       | 82,067  | -     |
| Patterson-Morris  | Liam       | Teacher Elementary                      | 79,339  | -     |
| Patton            | Barbara    | Teacher Secondary                       | 99,001  | -     |
| Paul              | Karen      | Teacher Elementary                      | 107,153 | -     |
| Paul              | Sarah      | Teacher Elementary                      | 85,966  | -     |
| Paulsen           | Sarah      | Teacher Secondary                       | 109,856 | -     |
| Pavao             | Maria      | Teacher Elementary                      | 99,119  | -     |
| Pavelick          | Hillary    | Teacher Elementary                      | 79,863  | 10    |
| Pavlovic          | Ivana      | Teacher Elementary                      | 99,001  | 55    |
| Pawliuk           | Nidia      | Teacher Elementary                      | 107,316 | -     |
| Paxton            | Margaret   | Elementary Principal                    | 156,201 | 3,229 |
| Peacock           | Michelle   | Assistant - Recruitment & Retention     | 78,927  | 131   |
| Pearce            | Stephanie  | Teacher Elementary                      | 88,543  | -     |
| Pearce            | Alanna     | Teacher Secondary                       | 107,033 | 20    |
| Pearmain          | Geoffrey   | Supervisor-Grounds Maintenance          | 115,566 | 349   |
| Pears             | Gregory    | Teacher Secondary                       | 111,659 | -     |
| Pearson           | Steven     | Journey person with Premium             | 99,953  | -     |
| Pearson           | Bailey     | Area Counsellor - Elementary            | 81,085  | 249   |
| Pearson           | Elise      | Teacher Elementary                      | 80,508  | 239   |
| Pedersen-Arseneau | Chloe      | Teacher Elementary                      | 79,304  | -     |
| Pedra             | Jason      | Teacher Elementary                      | 107,153 | -     |
| Peeters           | Vital      | Elementary Principal                    | 156,251 | -     |
| Pegg              | Karen      | Teacher Elementary                      | 85,841  | -     |
| Pella             | Stefano    | Teacher Secondary                       | 111,527 | -     |
| Pelletier         | Jacques    | Teacher Secondary                       | 126,040 | -     |
| Pelletier         | Leonard    | Teacher Secondary                       | 108,443 | -     |
| Pender            | Kathleen   | Teacher Elementary                      | 99,119  | 134   |
| Peng              | Ming-I     | Teacher Elementary                      | 107,153 | -     |
| Peng              | Jennifer   | Teacher Elementary                      | 105,912 | -     |
| Penner            | Mona       | Teacher Secondary                       | 107,026 | 71    |
| Penner            | Dustin     | Plumber                                 | 90,916  | -     |
| Penner            | Peter      | Plumber                                 | 94,312  | -     |
| Penney            | Karen      | Teacher Secondary                       | 108,572 | -     |
| Pequeno           | Paulo      | Teacher Secondary                       | 108,443 | -     |
| Perdriau          | Raphael    | Teacher Elementary                      | 92,598  | -     |
| Perrella          | Jane       | Teacher Elementary                      | 106,819 | -     |
| Perrett           | Maryline   | Teacher Secondary                       | 103,369 | -     |
| Perron            | Patrice    | Building Engineer                       | 77,251  | 120   |
| Perun             | Audrey     | Teacher Elementary                      | 108,579 | -     |
| Petaccia          | Tony       | Journey person with Premium             | 114,532 | -     |
| Peters            | Henry      | Elementary Principal                    | 156,441 | 3,822 |
| Peters            | Ginaya     | Teacher Secondary                       | 106,928 | -     |
| Peters            | Brandon    | Indigenous Education Current Consultant | 106,856 | 597   |
| Peters            | Melanie    | Teacher Elementary                      | 79,312  | -     |
| Peters            | Ryan       | Teacher Secondary                       | 86,023  | -     |
| Peters            | Diane      | Coordinator-Community School            | 91,679  | 108   |
| Petersen          | Leslie     | Teacher Elementary                      | 79,906  | -     |
| Peterson          | Dana       | Teacher Elementary                      | 102,581 | -     |
| Petrak            | John       | Teacher On Call Limited - Secondary     | 80,702  | -     |
| Petrenko          | Lauren     | Teacher Elementary                      | 79,337  | -     |
| Petrick           | Aubryanna  | Teacher Elementary                      | 83,712  | -     |
| Peverelle         | Randall    | Electrician                             | 87,446  | -     |
| Pewsey            | Jennifer   | Teacher Elementary                      | 99,274  | -     |
| Pham-Fraser       | Hieu       | District Principal                      | 164,905 | 634   |
| Phan              | Sue        | Teacher Elementary                      | 105,761 | -     |
| Phelps            | Julie      | Teacher Elementary                      | 98,359  | -     |
| Philibert-Palmer  | Natasha    | Teacher Secondary                       | 84,852  | 220   |
| Phillips          | Diane      | Secondary Vice-Principal                | 144,971 | 4,018 |
| Phillips          | Andrew     | Teacher Secondary                       | 91,901  | -     |
| Phillips-Sim      | Janice     | Teacher Secondary                       | 113,268 | 91    |
| Phongmany-Trieu   | Tuctic     | Teacher Elementary                      | 107,153 | 55    |
| Phung             | Thuy Quyen | Teacher Elementary                      | 96,225  | -     |
| Picard            | Sarah      | Teacher Elementary                      | 108,572 | -     |

|                 |             |  |         |       |
|-----------------|-------------|--|---------|-------|
| Pickell         | Kelly       | Journey person with Premium                | 88,809  | -     |
| Pieters         | Andrea      | Teacher Elementary                         | 91,125  | 637   |
| Pietzsch        | Sonia       | Teacher Elementary                         | 108,585 | 184   |
| Pijanowski      | Claire      | Area Counsellor - Elementary               | 108,534 | 15    |
| Pilotte         | Catherine   | Teacher Elementary                         | 99,093  | -     |
| Pincott         | Linda       | Teacher Secondary                          | 109,828 | -     |
| Pirie           | Andrew      | Teacher Secondary                          | 108,572 | 150   |
| Pitchford-Yeung | Cindy       | Teacher Secondary                          | 108,615 | 813   |
| Pitman          | Carolyn     | Teacher Secondary                          | 110,655 | -     |
| Pitre           | Soley       | Teacher Elementary                         | 79,043  | 690   |
| Pizzolato       | Melisa      | Teacher Elementary                         | 77,832  | -     |
| Plakhotnyk      | Dmytro      | Senior Manager-Maint & Constr              | 146,617 | 859   |
| Plant           | Kimberly    | Teacher Elementary                         | 107,154 | 140   |
| Plante          | Louise      | Elementary Vice-Principal                  | 109,163 | -     |
| Platt           | David       | District Principal                         | 133,121 | 61    |
| Plattner        | Alexander   | Teacher Secondary                          | 113,455 | 110   |
| Plavan          | Christina   | Teacher Elementary                         | 83,721  | -     |
| Pocard          | Morgane     | Teacher Secondary                          | 83,900  | 185   |
| Poetschke       | Rosemarie   | Director of Instruction                    | 229,256 | 6,124 |
| Poljak          | Hana        | Teacher Elementary                         | 77,241  | -     |
| Polonijo        | Kristopher  | Teacher Secondary                          | 113,080 | -     |
| Polukoshko      | Jody        | Teacher Elementary                         | 119,406 | -     |
| Polukoshko      | Jill        | Teacher Secondary                          | 108,244 | -     |
| Polzin          | Suzanne     | District Principal                         | 165,188 | 4,265 |
| Pomponio        | Concetta    | Teacher Elementary                         | 107,904 | 10    |
| Ponce           | Emma        | Teacher Elementary                         | 99,173  | 36    |
| Poole           | Ian         | Teacher Elementary                         | 108,650 | -     |
| Poon            | Melina      | Teacher Secondary                          | 107,026 | 160   |
| Poon            | Bo Man      | Teacher Elementary                         | 87,889  | 100   |
| Poon            | Amanda      | Executive Assistant to Secretary Treasurer | 75,484  | 7     |
| Pope            | Douglas     | Teacher Secondary                          | 108,792 | -     |
| Pope            | Misty       | Teacher Secondary                          | 107,387 | 135   |
| Port            | Anne        | Teacher Secondary                          | 107,879 | -     |
| Pospisil        | Petr        | Secondary Vice-Principal                   | 138,960 | 1,629 |
| Poulos          | Chrisoula   | Teacher Secondary                          | 82,502  | -     |
| Powell          | Tracy       | Teacher Elementary                         | 88,765  | 565   |
| Power           | Amelia      | Teacher Secondary                          | 98,277  | -     |
| Poy             | Blair       | Supervisor-Maintenance                     | 119,571 | 2,212 |
| Prasad          | Ashwin      | Teacher Elementary                         | 108,614 | -     |
| Pratt           | Jeffrey     | Teacher Secondary                          | 107,822 | -     |
| Pratt           | Lori        | Teacher Secondary                          | 98,778  | -     |
| Preda           | Lorena      | Teacher Secondary                          | 105,599 | 1,290 |
| Presley         | Monica      | Teacher Elementary                         | 99,276  | -     |
| Preston         | Sharon      | Teacher Elementary                         | 93,431  | -     |
| Preston         | Sherry      | Teacher Secondary                          | 88,328  | -     |
| Preston Brown   | Dawn        | Teacher Elementary                         | 99,243  | 26    |
| Pretty          | Jonathan    | Teacher Secondary                          | 76,555  | 410   |
| Prevec          | Jessica     | Teacher Elementary                         | 75,982  | -     |
| Price           | Jacqueline  | Program Advisor-AEC                        | 108,136 | -     |
| Prigent         | Charlotta   | Teacher Elementary                         | 99,681  | 146   |
| Printz          | Lisa        | Teacher Secondary                          | 99,119  | -     |
| Prior           | Tilia       | Teacher Elementary                         | 104,835 | -     |
| Prodan          | Lori        | Elementary Principal                       | 156,857 | -     |
| Pronger         | Alan        | Teacher Secondary                          | 112,804 | -     |
| Przyborowska    | J. Margaret | Teacher Secondary                          | 111,659 | -     |
| Pugh            | Kevin       | Teacher Elementary                         | 91,895  | -     |
| Purewal         | Kam         | Teacher Elementary                         | 104,363 | -     |
| Puri            | Amrit       | Teacher Elementary                         | 107,228 | 4     |
| Puzio           | Karen       | Teacher Secondary                          | 113,080 | -     |
| Pydee           | Emma        | Teacher Elementary                         | 82,438  | -     |
| Qi              | Lijuan      | Teacher Secondary                          | 108,579 | 27    |
| Qiu             | Moran       | Teacher Elementary                         | 96,231  | -     |
| Quan            | Tina        | Teacher Secondary                          | 103,634 | 129   |



|              |             |                                    |         |        |
|--------------|-------------|------------------------------------|---------|--------|
| Quan         | Gregory     | Teacher Secondary                  | 108,572 | 500    |
| Quinlan      | Kelly       | Teacher Elementary                 | 112,088 | 105    |
| Quiroga      | Jorge       | Information Technology Support C   | 93,486  | -      |
| Quon         | Jean        | Teacher Secondary                  | 108,443 | -      |
| Quon         | Lillian     | Teacher Secondary                  | 111,929 | 2,928  |
| Quon         | Johnson     | Painter                            | 91,214  | -      |
| Raab         | Frances     | Teacher Secondary                  | 99,930  | -      |
| Radic        | Jelena      | Teacher Secondary                  | 111,208 | 273    |
| Radies       | Doug        | Teacher Elementary                 | 99,093  | -      |
| Rafael       | Caryl       | Teacher Elementary                 | 76,272  | -      |
| Rai Dhari    | Indira      | Area Counsellor - Elementary       | 111,805 | 319    |
| Raino        | Sacha       | Teacher Elementary                 | 93,482  | -      |
| Ram          | Neel        | Senior Assistant Building Engineer | 78,632  | -      |
| Ramamonjisoa | Cynthia     | Elementary Vice-Principal          | 91,260  | -      |
| Ramazzeni    | Gracia      | Teacher Elementary                 | 99,093  | -      |
| Ramharakh    | Amanda      | Teacher Elementary                 | 96,982  | -      |
| Ramirez      | Maria       | Teacher Secondary                  | 105,886 | -      |
| Ramsay       | Scott       | Teacher Secondary                  | 101,594 | 50     |
| Ramsell      | Anthony     | Teacher Elementary                 | 99,093  | 52     |
| Ramsey       | Carollyne   | Teacher Secondary                  | 107,023 | -      |
| Randhawa     | Natasha     | Teacher Secondary                  | 91,901  | 75     |
| Rankin       | Robyn       | Teacher Secondary                  | 111,873 | 4      |
| Rantamaa     | Andrea      | Teacher Elementary                 | 99,001  | 130    |
| Rao          | Shalvin     | Plumber                            | 89,836  | 8      |
| Raoul        | Alain       | Teacher Secondary                  | 108,586 | -      |
| Raoul        | Stephanie   | Teacher Elementary                 | 89,712  | -      |
| Raposo       | Susan       | Teacher Elementary                 | 108,611 | 690    |
| Rasotto      | Nicole      | Teacher Elementary                 | 91,903  | -      |
| Rassias      | Viki        | Teacher Elementary                 | 109,890 | -      |
| Rattanaraj   | Ella        | Teacher Elementary                 | 107,085 | 120    |
| Rattray      | Adam        | Teacher Secondary                  | 132,660 | 3,986  |
| Ratzlaff     | Roderick    | Teacher Elementary                 | 108,443 | -      |
| Raunet       | Stephanie   | District Resource                  | 109,039 | 808    |
| Rayat        | Jaison      | Mechanic                           | 79,686  | -      |
| Read         | Zoe         | Teacher Secondary                  | 111,661 | 254    |
| Recsky       | Bryce       | District Principal                 | 161,630 | -      |
| Reddy        | Yashoda     | Teacher Secondary                  | 109,725 | 60     |
| Redkwich     | Matthew     | Manager-Business Development       | 114,904 | 6      |
| Reed         | Karen       | Teacher Secondary                  | 114,574 | -      |
| Reed         | Roslyn      | Elementary Vice-Principal          | 110,152 | -      |
| Reedman      | Nigel       | Teacher Secondary                  | 109,296 | 245    |
| Reeve        | Brenda      | Teacher Secondary                  | 128,009 | -      |
| Regan        | Patricia    | Teacher Secondary                  | 104,931 | 540    |
| Reibin       | Marilyn     | Teacher Elementary                 | 108,726 | -      |
| Reid         | Candace     | Supervisor-Payroll                 | 121,316 | 1,938  |
| Reid         | Jessica     | Teacher Secondary                  | 108,830 | 97     |
| Reid         | Joanne      | Teacher Elementary                 | 107,292 | -      |
| Reid         | Mark        | District Resource                  | 115,590 | 13,620 |
| Reid         | Alyssa      | Teacher Secondary                  | 113,080 | 202    |
| Reid         | David       | Teacher Secondary                  | 87,173  | -      |
| Reid         | Amanda      | Teacher Secondary                  | 87,349  | 243    |
| Reimer       | Dawn        | Teacher Secondary                  | 97,095  | -      |
| Reist        | Justin      | Teacher Elementary                 | 89,313  | 60     |
| Renshaw      | Janet       | Teacher Elementary                 | 86,192  | -      |
| Rentz        | Alana       | Teacher Secondary                  | 108,614 | -      |
| Renwick      | Christopher | Teacher Secondary                  | 113,204 | -      |
| Repo         | Stefania    | Painter                            | 86,599  | -      |
| Rezler       | Michaela    | Teacher Secondary                  | 112,455 | -      |
| Rhead        | Laura       | Elementary Principal               | 158,063 | 5,072  |
| Ricard       | Michel      | Teacher Elementary                 | 108,572 | -      |
| Ricci        | Alexis      | Teacher Elementary                 | 76,129  | -      |
| Rice         | Jason       | Sheet Metal Worker                 | 81,413  | -      |
| Richardson   | Lee         | Teacher Elementary                 | 89,896  | -      |

|               |             |                                  |         |       |
|---------------|-------------|----------------------------------|---------|-------|
| Richardson    | Jacob       | Teacher Secondary                | 79,462  | 125   |
| Richmond      | Jeffrey     | Teacher Secondary                | 84,718  | -     |
| Richter       | Sara        | Teacher Secondary                | 109,301 | -     |
| Rickbeil      | Erin        | Teacher Elementary               | 83,612  | -     |
| Ridley        | Meghan      | Teacher Secondary                | 75,343  | -     |
| Rieder        | Maureen     | Teacher Secondary                | 103,627 | 175   |
| Riegert       | Elizabeth   | Teacher Secondary                | 79,497  | 60    |
| Rino          | Gisella     | Teacher Elementary               | 99,001  | 100   |
| Risbey-Haines | Samantha    | Teacher Elementary               | 108,575 | 90    |
| Ritchie       | Anne        | Teacher Elementary               | 84,857  | 10    |
| Ritchie       | Joey        | Secondary Vice-Principal         | 113,543 | -     |
| Roberge       | Jolynn      | Teacher Elementary               | 107,503 | -     |
| Robert        | Guillaume   | Teacher Elementary               | 87,273  | -     |
| Roberts       | Susan       | Teacher Elementary               | 107,287 | 171   |
| Roberts       | Robin       | Teacher Secondary                | 84,148  | 696   |
| Robertson     | Kerry       | Maintenance Engineer             | 101,450 | 221   |
| Robertson     | Gordon      | Teacher Secondary                | 89,515  | -     |
| Robertson     | Travis      | Teacher Elementary               | 88,333  | -     |
| Robertson     | Laura       | Teacher Elementary               | 75,028  | -     |
| Robidoux      | Guillaume   | Teacher Elementary               | 91,126  | 54    |
| Robinson      | Katherine   | Teacher Elementary               | 99,223  | -     |
| Robinson      | Julie       | Teacher Elementary               | 89,593  | 74    |
| Robinson      | Andrew      | Teacher Secondary                | 108,778 | 300   |
| Rocchetta     | Massimo     | Teacher Secondary                | 113,173 | 279   |
| Roch          | Douglas     | District Principal               | 165,928 | 1,319 |
| Rocke         | Lindy       | Teacher Elementary               | 99,119  | -     |
| Rodgers       | Anne        | Speech Language Pathologist      | 111,548 | 984   |
| Rodrigues     | Aimmilia    | Teacher Elementary               | 102,854 | -     |
| Rodriguez     | G. Nadine   | Teacher Elementary               | 108,161 | 102   |
| Rodriguez     | Jorge       | Information Technology Support B | 94,512  | 1,974 |
| Roff          | Eleanor     | Speech Language Pathologist      | 109,924 | 950   |
| Rogers        | Elizabeth   | Teacher Secondary                | 99,001  | -     |
| Rogers        | Heidi       | Teacher Secondary                | 99,119  | -     |
| Roijackers    | Suzanne     | Teacher Elementary               | 114,179 | 110   |
| Roland        | Valerie     | Teacher Secondary                | 108,996 | -     |
| Roller        | Ed          | Building Engineer                | 81,185  | -     |
| Romanelli     | Maria       | Teacher Secondary                | 119,684 | 3,848 |
| Romano        | Tracy       | Teacher Secondary                | 129,174 | 135   |
| Romano        | Pierre      | Teacher Elementary               | 78,410  | -     |
| Romano        | Antonio     | Elementary Principal             | 147,387 | -     |
| Rondeau       | Daniel      | Teacher Elementary               | 99,211  | -     |
| Rondestvedt   | Sonja       | Elementary Principal             | 149,901 | 24    |
| Ronne         | Jana        | Teacher Secondary                | 100,017 | -     |
| Roopra        | Monica      | Teacher Elementary               | 85,490  | 100   |
| Roosa         | Leslie      | Teacher Elementary               | 114,167 | -     |
| Ropchan       | Kate        | Teacher Secondary                | 108,581 | -     |
| Roque         | Gloria      | Teacher Elementary               | 107,026 | 254   |
| Rosellini     | Sarah       | Teacher Elementary               | 111,134 | 629   |
| Rosenbaum     | Noah        | Teacher Elementary               | 82,340  | -     |
| Rosenblatt    | Jessica     | Teacher Elementary               | 86,448  | -     |
| Ross          | James       | Journeyperson with Premium       | 93,464  | -     |
| Ross          | Kaera       | Teacher Secondary                | 108,784 | 185   |
| Ross-Ewart    | Jacob       | Teacher Secondary                | 99,334  | -     |
| Rossi         | Michael     | Director of Instruction          | 196,079 | 3,287 |
| Rossignol     | Christie    | Teacher Elementary               | 92,881  | 1,105 |
| Roussel       | Monika      | Teacher Elementary               | 85,779  | -     |
| Routledge     | Debra       | Elementary Principal             | 141,572 | -     |
| Rowley        | Amy         | Teacher Elementary               | 86,003  | 140   |
| Royle         | Emilie      | Teacher Elementary               | 96,340  | -     |
| Rozak         | Joshua      | Plumber                          | 87,121  | -     |
| Rozitis       | Christopher | Teacher Secondary                | 108,682 | 56    |
| Rubin         | Joyita      | Teacher Elementary               | 99,119  | 83    |
| Rudolph       | Jay         | Teacher Secondary                | 92,433  | 269   |

|                   |            |  |         |       |
|-------------------|------------|--|---------|-------|
| Ruggeri-Soliman   | Isabel     | Teacher Elementary                           | 107,026 | 31    |
| Rupert            | Sean       | Elementary Principal                         | 149,277 | 1,200 |
| Russell           | Bruce      | Teacher Secondary                            | 108,572 | -     |
| Russell           | Susan      | Teacher Elementary                           | 108,144 | -     |
| Russell           | Toni       | Teacher Elementary                           | 85,272  | -     |
| Russell           | Lorelei    | Director of Employee Services                | 204,985 | 7,374 |
| Rutledge          | Aaron      | Teacher Secondary                            | 108,572 | -     |
| Rutley            | Jim        | Elementary Principal                         | 179,356 | 21    |
| Ruus              | Sally      | Teacher Elementary                           | 107,356 | -     |
| Ryan              | Keeley     | Adult Education Instructor Structured Course | 112,057 | 75    |
| Ryan              | Megan      | Teacher Elementary                           | 100,852 | 102   |
| Sabbagha          | Sarah      | Teacher Elementary                           | 106,212 | -     |
| Sabbagha          | Raja       | Teacher Elementary                           | 107,287 | 175   |
| Sabouniha         | Jacqueline | Teacher Elementary                           | 84,077  | -     |
| Sabourin          | David      | Teacher Secondary                            | 107,177 | -     |
| Sadhra Sran       | Sharanjeet | Teacher Elementary                           | 108,572 | -     |
| Sadri             | Sophie     | Teacher Elementary                           | 102,608 | -     |
| Safarik           | Amy        | Teacher Secondary                            | 108,450 | 1,537 |
| Sahdra            | Rupinder   | Teacher Secondary                            | 116,330 | 192   |
| Sahota            | Sharon     | Elementary Vice-Principal                    | 131,205 | -     |
| Sakamoto          | Varsha     | Teacher Secondary                            | 82,438  | 175   |
| Saksman           | Natalia    | Manager-Project Office                       | 141,052 | 2,089 |
| Salatellis        | Helen      | Teacher Secondary                            | 99,585  | 35    |
| Sale              | Corey      | Teacher Secondary                            | 103,627 | 119   |
| Salter            | Suzanne    | Teacher Elementary                           | 108,614 | 313   |
| Salter            | April      | Teacher Secondary                            | 109,768 | -     |
| Salvas            | Olivier    | Teacher Elementary                           | 106,880 | -     |
| Salway            | Brianna    | Teacher Elementary                           | 105,482 | -     |
| Sam               | Juliana    | Teacher Secondary                            | 107,026 | 173   |
| Sam               | Michelle   | Teacher Elementary                           | 107,164 | -     |
| Samenirad         | Naghmeh    | Teacher Elementary                           | 100,852 | 100   |
| Samiei            | Armin      | Elementary Principal                         | 156,785 | -     |
| Sampson           | Brian      | Teacher Elementary                           | 99,125  | -     |
| Samra             | Baljit     | Head Custodian                               | 75,716  | 222   |
| Samra-Thind       | Karen      | District Resource                            | 118,331 | 1,718 |
| Sandher           | Kevin      | Teacher Secondary                            | 108,777 | -     |
| Sandhu            | Harjinder  | Elementary Principal                         | 156,604 | -     |
| Sandhu            | Nirmaljeet | Teacher Secondary                            | 114,599 | 276   |
| Sandor            | Oliver     | Teacher Secondary                            | 107,153 | -     |
| Sangra            | Harjinder  | Teacher Elementary                           | 108,443 | -     |
| Sangster          | Brendan    | Teacher Secondary                            | 108,579 | -     |
| Sank              | Cordelia   | Teacher Elementary                           | 82,209  | -     |
| Sankey            | Benjamin   | Teacher Elementary                           | 76,132  | 220   |
| Sans              | Renald     | Teacher Secondary                            | 108,443 | -     |
| Sapic             | Dragan     | Teacher Elementary                           | 108,708 | 177   |
| Saplamaeff        | Matthew    | Teacher Secondary                            | 99,436  | 55    |
| Sardinha          | Daniel     | Teacher Secondary                            | 124,170 | -     |
| Sardinha          | Stephanie  | Teacher Elementary                           | 108,614 | -     |
| Sargood           | Lee        | Plumber                                      | 85,437  | -     |
| Savic             | Dragana    | Teacher Secondary                            | 82,340  | -     |
| Sawatsky          | Rachel     | Teacher Secondary                            | 99,129  | -     |
| Sawka             | Karli      | Teacher Secondary                            | 99,188  | -     |
| Saxelby           | Brick      | Journeyperson with Premium                   | 141,163 | -     |
| Sayn-Wittgenstein | Jeanne     | Teacher Elementary                           | 99,001  | -     |
| Scaglione         | Giuseppe   | Teacher Secondary                            | 111,673 | -     |
| Schaedeli         | Carmen     | Teacher Secondary                            | 116,509 | -     |
| Schan             | Rebecca    | Teacher Elementary                           | 75,545  | -     |
| Schepers          | Kathleen   | Teacher Elementary                           | 87,149  | -     |
| Schick            | Paula      | Psychologist - Elementary                    | 89,518  | 2,450 |
| Schick            | Emmanuelle | Teacher Elementary                           | 78,380  | -     |
| Schiebelbein      | Kate       | Teacher Elementary                           | 76,052  | -     |
| Schieman          | Brent      | Secondary Principal                          | 166,192 | -     |
| Shindel           | Robert     | Associate Superintendent                     | 94,337  | -     |

|                  |            |                                  |         |       |
|------------------|------------|----------------------------------|---------|-------|
| Schleppe         | Christine  | Teacher Elementary               | 109,898 | -     |
| Schmedding       | Barry      | Electrician                      | 77,759  | -     |
| Schmidt          | Jann       | Elementary Principal             | 142,859 | 12    |
| Schmidt          | Sabrina    | Teacher Elementary               | 108,572 | -     |
| Schmitt          | Stefan     | Teacher Secondary                | 99,001  | -     |
| Schnieder        | Katrina    | Teacher Secondary                | 91,406  | 1,129 |
| Schoeber         | Tyson      | Teacher Elementary               | 107,322 | -     |
| Schofield        | Pamela     | Teacher Elementary               | 99,109  | -     |
| Schofield        | Andrew     | Secondary Principal              | 164,992 | 4,411 |
| Schouls          | Rita       | Teacher Elementary               | 110,006 | 24    |
| Schratter        | Michael    | Teacher Elementary               | 108,743 | -     |
| Schwartzentruber | Kirstie    | Teacher Secondary                | 109,704 | 1,435 |
| Scipioni         | Ginetta    | Teacher Elementary               | 77,712  | -     |
| Scorda           | Sammy      | Teacher Secondary                | 122,332 | -     |
| Scoretz          | Erin       | Teacher Elementary               | 107,153 | 175   |
| Scott            | James      | Teacher Secondary                | 100,919 | -     |
| Scott            | Sheena     | Teacher Elementary               | 99,120  | 171   |
| Scott            | Kristofer  | Teacher Secondary                | 106,430 | 652   |
| Scott            | Deanna     | Teacher Elementary               | 76,679  | 956   |
| Scott            | Amy        | Teacher Elementary               | 82,241  | -     |
| Sebastian        | Jennifer   | Teacher Elementary               | 91,907  | -     |
| Segal            | Brittany   | Teacher Elementary               | 97,575  | -     |
| Segran           | Salochna   | Teacher Elementary               | 94,488  | -     |
| Sehmbi           | Jill       | Secondary Vice-Principal         | 144,996 | 3,209 |
| Sehmbi           | Inderpal   | Teacher Secondary                | 106,878 | -     |
| Sekhon           | Baldeep    | Teacher Elementary               | 107,320 | -     |
| Seltenrich       | Louise     | Teacher Elementary               | 99,751  | -     |
| Semail           | Sonya      | Teacher Secondary                | 108,447 | 150   |
| Senga            | Nozomi     | Teacher Elementary               | 90,473  | -     |
| Serbic           | Sonya      | Teacher Elementary               | 86,478  | -     |
| Serviss          | Max        | Teacher Secondary                | 85,195  | -     |
| Seto             | Louise     | Teacher Elementary               | 106,174 | -     |
| Seto             | Robin      | Teacher Secondary                | 107,287 | -     |
| Seto             | Jennifer   | Teacher On Call - Elementary     | 78,688  | -     |
| Seto             | Melissa    | Teacher Elementary               | 100,944 | -     |
| Seto             | Kimberley  | Teacher Elementary               | 97,575  | 200   |
| Seto             | Stefanie   | Teacher Secondary                | 88,676  | 110   |
| Shabangiz        | Afroz      | Information Technology Support C | 79,701  | 42    |
| Shahin           | Ali        | Painter                          | 88,766  | -     |
| Shaman           | Tiffany    | Teacher Elementary               | 108,572 | 725   |
| Shan             | Cynthia    | Teacher Elementary               | 85,339  | 150   |
| Shand            | Tamara     | Teacher Elementary               | 82,533  | -     |
| Shannon          | Carly      | Teacher Elementary               | 78,426  | -     |
| Shannon Jung     | Sheila     | Teacher Elementary               | 108,443 | -     |
| Shapcott         | Anstie     | Teacher Secondary                | 99,001  | -     |
| Shapiro Grant    | Lindsay    | Teacher Secondary                | 99,306  | -     |
| Sharples         | Joanne     | Teacher Secondary                | 110,232 | 141   |
| Shaw             | Dorothy    | Teacher Elementary               | 108,572 | -     |
| Shawwash         | Khaled     | Teacher Elementary               | 76,129  | -     |
| Shea             | Christy    | Teacher Elementary               | 109,568 | 100   |
| Sheardown        | Dean       | Teacher Secondary                | 107,026 | -     |
| Sheldan          | Alex       | Teacher Elementary               | 107,153 | 50    |
| Sheldan          | Dory       | Teacher Secondary                | 118,198 | -     |
| Shen             | Uyen       | Teacher Secondary                | 107,228 | -     |
| Shepelev         | Ludmila    | Teacher Secondary                | 110,090 | 1,600 |
| Shepherd-Dynes   | Diane      | Teacher Elementary               | 112,746 | 190   |
| Sheppard         | Melanie    | Teacher Elementary               | 108,614 | 225   |
| Sherbaniuk       | Donald     | Teacher Elementary               | 107,160 | -     |
| Shetty           | Kirthana   | Teacher Elementary               | 112,797 | 362   |
| Shieh            | Victor     | Teacher Secondary                | 108,443 | -     |
| Shieh            | Hsien Hang | Teacher Secondary                | 76,092  | 106   |
| Shields          | Courtney   | Teacher Secondary                | 88,641  | -     |
| Shirai           | Hanami     | Teacher Elementary               | 112,848 | -     |

|             |           |                                     |         |       |
|-------------|-----------|-------------------------------------|---------|-------|
| Shmyr       | Tyson     | Supervisor-CS Prog and Partner      | 115,522 | 196   |
| Shomura     | Michelle  | Elementary Vice-Principal           | 131,486 | -     |
| Short       | Nicole    | District Resource                   | 107,183 | 2,713 |
| Shudra      | Viktoriya | Teacher Elementary                  | 107,153 | -     |
| Shukla      | Seema     | Teacher Elementary                  | 86,503  | -     |
| Shum        | Cindy     | Teacher Secondary                   | 85,857  | 734   |
| Shum        | Annie     | Teacher Secondary                   | 82,404  | 200   |
| Shum        | Alvin     | Teacher Elementary                  | 111,184 | 50    |
| Shum        | Yee Yen   | Teacher Elementary                  | 80,324  | -     |
| Sicklesteel | Stephen   | Carpenter                           | 86,435  | -     |
| Siddeeq     | Sharween  | Teacher Secondary                   | 84,547  | -     |
| Sidhu       | Mandeep   | Teacher Secondary                   | 107,026 | 80    |
| Sihota      | Nelum     | Area Counsellor - Elementary        | 112,469 | 245   |
| Silver      | True      | Teacher Secondary                   | 107,026 | 71    |
| Silvers     | A. Tish   | Teacher Secondary                   | 116,138 | 100   |
| Silvestre   | Jose      | Teacher Secondary                   | 111,702 | -     |
| Simard      | Annie     | Teacher Elementary                  | 108,443 | -     |
| Simister    | Christine | Teacher Elementary                  | 108,443 | -     |
| Simon       | Eve       | Teacher Secondary                   | 94,154  | -     |
| Simon       | Mary      | Teacher Elementary                  | 99,119  | -     |
| Simonetto   | Amanda    | Teacher Elementary                  | 79,453  | -     |
| Simons      | Alyssa    | Teacher Elementary                  | 94,772  | -     |
| Simonson    | Kaitlee   | Teacher Secondary                   | 88,342  | -     |
| Simpson     | Elizabeth | Teacher Elementary                  | 99,001  | -     |
| Sinclair    | Helen     | Teacher Secondary                   | 112,945 | 516   |
| Sinclair    | Matthew   | Teacher Secondary                   | 113,159 | -     |
| Sinclair    | Jamie     | Teacher Elementary                  | 108,029 | -     |
| Singer      | Anna-Lisa | Teacher Secondary                   | 107,153 | -     |
| Singh       | Ramendra  | Building Engineer                   | 75,673  | 117   |
| Singh       | Michael   | Elementary Principal                | 149,901 | 6,012 |
| Singh       | Melissa   | Teacher Elementary                  | 79,432  | 838   |
| Singh       | Aaron     | Elementary Principal                | 147,197 | -     |
| Singh       | Kamaljit  | Teacher Elementary                  | 99,001  | 151   |
| Singh       | Shamsher  | Teacher Secondary                   | 87,273  | -     |
| Singh       | Ranjot    | Elementary Vice-Principal           | 117,721 | 10    |
| Singh       | Natalie   | Assistant - Recruitment & Retention | 80,590  | -     |
| Singh       | Amrita    | Senior Advisor-LR                   | 105,164 | 456   |
| Siu         | Marco     | Assistant Building Engineer         | 75,827  | 119   |
| Skarsgard   | Paul      | Teacher Secondary                   | 120,106 | 12    |
| Skipper     | Lucy      | Teacher Elementary                  | 110,948 | -     |
| Skipper     | Peter     | Teacher On Call - Elementary        | 101,696 | 120   |
| Slaney      | Erin      | Teacher Secondary                   | 108,572 | -     |
| Slapsys     | Algirdas  | Teacher Secondary                   | 99,242  | -     |
| Sleep       | Carrie    | Elementary Principal                | 156,785 | 351   |
| Sleep       | Lael      | Teacher Secondary                   | 101,128 | 44    |
| Smathers    | James     | Teacher Elementary                  | 107,322 | 100   |
| Smedley     | Karla     | Teacher Secondary                   | 113,080 | 46    |
| Smith       | Harlan    | Building Engineer                   | 75,359  | 112   |
| Smith       | Merton    | Teacher Secondary                   | 112,948 | -     |
| Smith       | Sean      | Teacher Elementary                  | 105,319 | -     |
| Smith       | Ramona    | Teacher Elementary                  | 108,596 | 55    |
| Smith       | Davin     | Teacher Secondary                   | 94,477  | -     |
| Smith       | Teena     | Elementary Principal                | 154,127 | -     |
| Smith       | Darcy     | Teacher Secondary                   | 99,001  | -     |
| Smith       | Douglas   | Teacher Secondary                   | 113,080 | 150   |
| Smith       | Kerridwen | Area Counsellor - Elementary        | 109,886 | -     |
| Smith       | Julianne  | Teacher Secondary                   | 106,347 | -     |
| Smith       | Kathleen  | Teacher Elementary                  | 91,608  | -     |
| Smith       | Mary      | Teacher Elementary                  | 108,443 | -     |
| Smith       | Paul      | Teacher Elementary                  | 108,726 | -     |
| Smith       | James     | Teacher Secondary                   | 86,437  | -     |
| Smith       | Karen     | Teacher Elementary                  | 81,438  | 210   |
| Smitna      | Trevor    | Teacher Elementary                  | 108,750 | 20    |

|                |            |  |         |       |
|----------------|------------|--|---------|-------|
| So             | Emily      | Teacher Elementary                           | 95,364  | 125   |
| Sobral         | Manuel     | Teacher Secondary                            | 111,439 | 58    |
| Soderlund      | Carina     | Teacher Secondary                            | 107,153 | 909   |
| Sodhi          | Jaswinder  | Teacher Secondary                            | 108,778 | 129   |
| Soga           | Dana       | Teacher Elementary                           | 93,363  | -     |
| Sohal          | Gurpaul    | Secondary Principal                          | 155,525 | 6     |
| Sokukawa       | Janice     | Teacher Elementary                           | 99,228  | 102   |
| Solmes         | Robert     | Teacher Secondary                            | 104,287 | -     |
| Soloway        | Leon       | Painter                                      | 105,052 | 55    |
| Somji          | Shehzad    | Assistant Secretary Treasurer                | 147,233 | 46    |
| Sommerfeld     | Carl       | Teacher Secondary                            | 83,942  | -     |
| Sones          | Elisabeth  | Teacher Elementary                           | 108,443 | 607   |
| Soo            | Carly      | Teacher Secondary                            | 105,155 | -     |
| Soong          | Derek      | Teacher Elementary                           | 107,194 | 68    |
| Soong          | Bernard    | Secondary Vice-Principal                     | 144,971 | -     |
| Soper          | Shannon    | Teacher Elementary                           | 97,609  | 435   |
| Sose           | Holly      | Teacher Elementary                           | 108,611 | 93    |
| Souren         | Chrystel   | Teacher Elementary                           | 108,500 | -     |
| Soursos        | Evangelia  | Teacher Elementary                           | 76,180  | -     |
| Sowerby        | Timothy    | Teacher Secondary                            | 91,004  | -     |
| Spence         | Kenneth    | Teacher On Call Limited - Secondary          | 78,984  | -     |
| Spence         | Jeffrey    | District Principal                           | 160,545 | 3,322 |
| Spence         | Katherine  | Teacher Elementary                           | 108,785 | -     |
| Spencer        | Meghan     | Teacher Secondary                            | 82,125  | -     |
| Spencer        | Jane       | Teacher Elementary                           | 107,153 | 177   |
| Spicer         | Sandra     | Teacher Elementary                           | 108,572 | -     |
| Spiteri        | Janet      | Teacher Elementary                           | 85,016  | 100   |
| Spooner        | Owen       | Supervisor-Maintenance                       | 112,408 | 2,363 |
| Spotzl         | Lauren     | Teacher Elementary                           | 104,798 | -     |
| Spring         | Colleen    | Teacher Secondary                            | 101,572 | -     |
| Sproule        | Allan      | Teacher Secondary                            | 85,592  | 30    |
| Spurr          | Kathryn    | Teacher Elementary                           | 106,889 | -     |
| Squire         | Jordan     | Teacher Secondary                            | 82,401  | -     |
| Stamp          | Shannon    | Teacher Elementary                           | 79,342  | -     |
| Stancombe      | Terin      | Teacher Secondary                            | 108,626 | 610   |
| Stanton        | Alexandria | Teacher Elementary                           | 84,340  | -     |
| Stanway        | Terrence   | Teacher Secondary                            | 121,276 | -     |
| Stanway        | Phoenix    | Heat & Frost Insulator                       | 76,476  | 44    |
| Stapledon      | Adam       | Teacher Secondary                            | 107,160 | -     |
| Stassinopoulos | Jim        | Teacher Secondary                            | 108,572 | 180   |
| Steel          | Wendy      | Teacher Elementary                           | 108,572 | -     |
| Steele         | Sharlene   | Elementary Principal                         | 150,685 | -     |
| Steer          | Shelley    | Teacher Elementary                           | 109,144 | 384   |
| Steeves        | Cory       | Teacher Secondary                            | 108,614 | -     |
| Stefanucci     | Kristy     | Speech Language Pathologist                  | 110,022 | 1,011 |
| Steinwand      | Madisen    | Teacher Elementary                           | 89,589  | -     |
| Stephenson     | Bruce      | Teacher Secondary                            | 113,965 | -     |
| Sterling       | Hope       | Elementary Principal                         | 158,410 | 300   |
| Stevens        | Alexander  | Teacher Secondary                            | 101,587 | -     |
| Stevenson      | Jennifer   | Teacher Secondary                            | 108,794 | 50    |
| Stewardson     | Adrienne   | District Principal                           | 159,792 | -     |
| Stewart        | Angela     | Elementary Principal                         | 147,197 | -     |
| Stewart        | Lisa       | Adult Education Instructor Structured Course | 91,799  | 85    |
| Stewart        | Shaun      | Teacher Secondary                            | 101,900 | 100   |
| Stewart        | Mark       | Teacher Elementary                           | 89,482  | 452   |
| Stewart Hunter | Ann        | District Resource                            | 111,560 | 1,473 |
| Stoelting      | Damon      | Teacher Secondary                            | 108,743 | -     |
| Stokes         | Trevor     | Teacher Secondary                            | 99,434  | -     |
| Stokovac       | Lucio      | Teacher Secondary                            | 107,126 | -     |
| Stone          | Jenien     | Teacher Elementary                           | 107,442 | 87    |
| St-Onge        | Christine  | Teacher Elementary                           | 107,615 | -     |
| Storey         | Brent      | Maintenance Engineer                         | 75,378  | -     |
| Stotesbury     | Ian        | Teacher Elementary                           | 98,336  | 102   |

|                   |              |                                      |         |       |
|-------------------|--------------|--------------------------------------|---------|-------|
| Stratidakis       | Steven       | Carpenter                            | 86,543  | -     |
| Strazicich        | Allegra      | Teacher Elementary                   | 79,188  | -     |
| Stroemich         | Anna         | Speech Language Pathologist          | 81,417  | 2,087 |
| Su                | Zhi          | District Principal                   | 152,902 | 1,121 |
| Sugar             | Hannah       | Teacher Secondary                    | 93,098  | -     |
| Sullivan          | Shelley      | Teacher Secondary                    | 124,229 | -     |
| Sullivan          | James        | Painter                              | 84,241  | -     |
| Sullivan          | Erica        | Teacher Elementary                   | 100,852 | 220   |
| Sullivan-Phillips | Maxine       | Teacher Elementary                   | 79,272  | 163   |
| Sulyma            | Larissa      | Teacher Elementary                   | 91,799  | -     |
| Sum               | Andrea       | Teacher Secondary                    | 94,181  | 135   |
| Sum               | Raymond      | Teacher Elementary                   | 107,160 | -     |
| Sun               | Yuanfang     | Teacher Secondary                    | 91,552  | 75    |
| Sundvick          | Joshua       | Teacher Secondary                    | 76,038  | 175   |
| Sung              | Nathan       | Teacher Secondary                    | 109,993 | -     |
| Sunner            | Kuljit       | Elementary Vice-Principal            | 135,246 | -     |
| Sutherland        | Maryann      | Teacher Elementary                   | 107,481 | -     |
| Sveistrup         | Stacey       | Elementary Vice-Principal            | 134,989 | 2,773 |
| Swain             | Andrew       | Teacher Elementary                   | 108,572 | 40    |
| Switzer           | Danielle     | Teacher Elementary                   | 108,648 | 120   |
| Symons            | Heather      | Teacher Secondary                    | 98,603  | 102   |
| Szampias          | Julia        | Teacher Elementary                   | 86,899  | 43    |
| Sze               | Blanche      | Advisor-Recruitment                  | 106,761 | -     |
| Szeto             | Jennifer     | Teacher Elementary                   | 108,443 | 45    |
| Szeto             | May          | Teacher Elementary                   | 99,156  | -     |
| Tabak             | Marinko      | Teacher Secondary                    | 99,274  | -     |
| Tabert            | Laura        | Teacher Elementary                   | 87,901  | 110   |
| Tabrizi           | Mehrdad      | Teacher Secondary                    | 88,693  | -     |
| Taha              | Jihane-Sarah | Teacher Elementary                   | 82,716  | -     |
| Tai               | Sui Ki       | Teacher Secondary                    | 92,950  | -     |
| Taiji             | Mika         | Teacher Secondary                    | 84,969  | 175   |
| Tait              | Nancy        | Teacher On Call - Secondary          | 80,516  | -     |
| Tak               | Christine    | Teacher On Call Limited - Elementary | 109,225 | -     |
| Takahara-Mark     | Elizabeth    | Teacher Elementary                   | 107,253 | -     |
| Tally             | Frankie      | Steamfitter                          | 130,312 | -     |
| Talmatchi         | Ala          | Teacher Elementary                   | 106,469 | -     |
| Tam               | Vincent      | Teacher Elementary                   | 107,026 | -     |
| Tam               | Carol        | Teacher Elementary                   | 106,375 | -     |
| Tam               | David        | Teacher Secondary                    | 108,648 | -     |
| Tam               | Alina        | Teacher Elementary                   | 103,721 | 1,100 |
| Tamkee            | Maylin       | Teacher Elementary                   | 99,124  | 100   |
| Tan               | Michelle     | Teacher Elementary                   | 99,905  | 100   |
| Tan               | Hui Lu       | Teacher Elementary                   | 108,443 | -     |
| Tan               | Marie        | Teacher Elementary                   | 89,498  | -     |
| Tan               | Alexander    | Assistant Building Engineer          | 77,214  | -     |
| Tanabe            | Ryan         | Teacher Secondary                    | 116,873 | 100   |
| Tanaka            | Melanie      | District Resource                    | 108,691 | 13    |
| Tandoc            | Rowena       | Manager-Payroll and Benefits         | 150,044 | 1,512 |
| Tang              | Debbie       | Teacher Elementary                   | 107,322 | -     |
| Tang              | Vincent      | Teacher Secondary                    | 99,001  | -     |
| Tang              | Rebecca      | Teacher Secondary                    | 112,945 | 150   |
| Tang              | Karen        | Teacher Elementary                   | 91,905  | -     |
| Tanino            | Reiko        | Teacher Secondary                    | 118,756 | -     |
| Tanliao           | James        | Psychologist - Elementary            | 110,938 | 2,498 |
| Tapscott          | Alexandra    | Teacher Elementary                   | 76,132  | -     |
| Tarbuck           | Erin         | Teacher Secondary                    | 99,001  | 175   |
| Tarnowsky         | Sarah        | Teacher Secondary                    | 94,164  | -     |
| Tassioulas        | Fotiny       | Teacher Secondary                    | 104,720 | -     |
| Tatomir           | Ksena        | Teacher Secondary                    | 122,876 | 129   |
| Taverna           | Michael      | Teacher Elementary                   | 75,643  | -     |
| Tayler            | Michelle     | Teacher Elementary                   | 99,119  | -     |
| Taylor            | Teresa       | Teacher Elementary                   | 99,001  | 44    |
| Taylor            | Jasmin       | Teacher Secondary                    | 99,119  | -     |

|                 |           |   |         |       |
|-----------------|-----------|---|---------|-------|
| Taylor          | Louise    | Teacher Elementary                                    | 106,875 | -     |
| Taylor          | Jesse     | Teacher Secondary                                     | 113,315 | 150   |
| Taylor          | Alexandra | Teacher Secondary                                     | 90,644  | -     |
| Taylor          | Lydia     | Teacher Secondary                                     | 77,385  | 129   |
| Teed            | Jeff      | Teacher Elementary                                    | 104,086 | -     |
| Tehennepe       | Christina | Teacher Elementary                                    | 107,092 | -     |
| Tenta           | Jonathan  | Teacher Secondary                                     | 107,026 | -     |
| Tereposky       | Darren    | Teacher Elementary                                    | 113,860 | -     |
| Teschner        | Andrea    | Teacher Elementary                                    | 94,890  | -     |
| Tessier         | Nathan    | Carpenter   | 83,410  | -     |
| Tetu            | Barbara   | Plumber   | 92,986  | 175   |
| Thale           | Anuradha  | Teacher Secondary                                     | 103,128 | -     |
| Theodoropoulos  | Sophia    | Teacher Secondary                                     | 99,124  | -     |
| Thibault        | Ciara     | Teacher Elementary                                    | 79,283  | 26    |
| Thiessen        | Matthew   | Teacher Secondary                                     | 99,001  | -     |
| Thomas          | Rosemary  | Elementary Principal                                  | 157,607 | 61    |
| Thomas          | Stephen   | Supervisor-Maintenance                                | 129,501 | 154   |
| Thomas          | Craig     | Teacher Elementary                                    | 98,242  | -     |
| Thomas          | Alison    | Teacher Elementary                                    | 108,901 | -     |
| Thomas          | Regina    | Teacher Secondary                                     | 103,628 | -     |
| Thomas          | Raphael   | Teacher Elementary                                    | 92,022  | -     |
| Thomas          | Catherine | Elementary Principal                                  | 156,604 | -     |
| Thomas          | Haley     | Teacher Secondary                                     | 99,119  | 220   |
| Thomas          | Heather   | Teacher Elementary                                    | 83,277  | -     |
| Thomas          | Meagan    | Teacher Secondary                                     | 92,280  | 2,077 |
| Thompson        | Janet     | Secondary Vice-Principal                              | 124,633 | 1,889 |
| Thompson        | Lindsay   | Elementary Principal                                  | 155,674 | 12    |
| Thompson        | Erika     | Teacher Secondary                                     | 86,844  | -     |
| Thomsen         | Lori      | District Principal                                    | 169,494 | 1,158 |
| Thorkelsson     | Dustin    | Teacher Secondary                                     | 98,598  | 10    |
| Thrift          | Gordon    | Teacher Secondary                                     | 107,328 | -     |
| Tien            | Chi-Yuen  | Information Technology Support D                      | 79,612  | -     |
| Tin Tun         | Deborah   | Teacher Elementary                                    | 87,812  | 2,931 |
| Ting            | Pierre    | Teacher Secondary                                     | 107,026 | -     |
| Ting            | Camilla   | Teacher Elementary                                    | 107,153 | -     |
| Tirona          | Maria     | Coordinator-Rentals                                   | 87,291  | -     |
| To              | Sophia    | Teacher Secondary                                     | 75,601  | 105   |
| Tobin           | Elaine    | Teacher Elementary                                    | 108,572 | -     |
| Todd            | Maxwell   | Teacher Secondary                                     | 107,977 | -     |
| Toews           | Bradley   | Elementary Principal                                  | 151,101 | 546   |
| Tom             | Karen     | Teacher Secondary                                     | 107,026 | -     |
| Tomassetti      | Vincenzo  | Senior Manager-ATBC                                   | 165,653 | -     |
| Tome            | Ana       | Teacher Elementary                                    | 104,486 | -     |
| Tomlin-Hood     | Laura     | Teacher Elementary                                    | 97,625  | -     |
| Tomsics         | Teresa    | Teacher Elementary                                    | 107,156 | -     |
| Tong            | Aileen    | Teacher Elementary                                    | 99,001  | -     |
| Tong            | Jaime     | Teacher Secondary                                     | 108,443 | 18    |
| Tooriram-Doucet | Jean-Marc | Teacher Elementary                                    | 87,273  | 140   |
| Tooshkenig      | Audrey    | Teacher Elementary                                    | 99,119  | -     |
| Tornroos        | Linda     | Teacher Elementary                                    | 78,547  | -     |
| Torrance        | Manjit    | Teacher Elementary                                    | 95,977  | -     |
| Tosczak         | Ian       | Teacher Elementary                                    | 109,512 | 120   |
| Townley         | Nicholas  | Teacher Secondary                                     | 100,739 | 1,083 |
| Townsend        | Ruth      | Teacher Elementary                                    | 109,442 | -     |
| Toye            | Lynda     | Technical & Resource Support E                        | 92,926  | -     |
| Train           | Clayton   | Teacher Elementary                                    | 99,306  | -     |
| Treacher        | Patricia  | Teacher Elementary                                    | 112,646 | 542   |
| Tregidgo        | Paul      | Teacher Secondary                                     | 99,151  | -     |
| Treloar         | Laura     | Teacher Elementary                                    | 111,893 | 106   |
| Trovao          | Margaret  | Elementary Principal                                  | 153,575 | -     |
| Truong          | Lara      | International Education - Student Support Coordinator | 130,735 | 184   |
| Truong          | Ellise    | Teacher Secondary                                     | 83,454  | 345   |
| Tryssenaar      | Jason     | Teacher Secondary                                     | 111,666 | -     |



|                     |             |                              |         |       |
|---------------------|-------------|------------------------------|---------|-------|
| Tsai                | Jodie       | Teacher Elementary           | 78,235  | -     |
| Tsang               | Dora        | Teacher Elementary           | 96,421  | -     |
| Tsang               | Christopher | Teacher Secondary            | 108,572 | -     |
| Tsang               | Clara       | Teacher Elementary           | 99,119  | -     |
| Tsang               | Vivian      | Teacher Secondary            | 95,222  | -     |
| Tsang               | Tsz Yu      | Teacher Elementary           | 87,639  | 55    |
| Tse                 | Jeff        | Teacher Elementary           | 91,196  | 813   |
| Tse                 | Christopher | Teacher Secondary            | 109,201 | 135   |
| Tseng               | Yung-Chen   | Teacher Secondary            | 119,970 | -     |
| Tso                 | John        | Teacher Secondary            | 111,144 | 25    |
| Tso                 | Katherine   | Elementary Vice-Principal    | 112,018 | 21    |
| Tsolinas            | Irene       | Teacher Elementary           | 108,572 | -     |
| Tsolinas            | Stefanos    | Steamfitter                  | 134,981 | -     |
| Tsonis              | Georgia     | Teacher Secondary            | 99,001  | -     |
| Tsoulos             | Garufalia J | Teacher Elementary           | 108,443 | -     |
| Tsoulos             | Kostantina  | Teacher Secondary            | 108,443 | -     |
| Tsui                | Germaine    | Secondary Vice-Principal     | 144,971 | -     |
| Tsui                | Stephanie   | Teacher Secondary            | 113,459 | 99    |
| Tuan                | Carla       | Teacher Elementary           | 79,387  | -     |
| Tuerlings           | Natalie     | Teacher Elementary           | 108,572 | 85    |
| Tuerlings           | Adam        | Secondary Vice-Principal     | 144,738 | 50    |
| Tufts               | Eleanor     | Teacher Elementary           | 91,078  | -     |
| Tumak               | Laura       | Teacher Secondary            | 85,702  | 131   |
| Tun                 | Kam         | Building Engineer            | 78,102  | 10    |
| Turkington          | Heather     | Teacher Elementary           | 100,552 | -     |
| Turner              | Steven      | Teacher Elementary           | 107,270 | -     |
| Turner              | Sean        | Teacher Elementary           | 114,095 | -     |
| Turner              | Janet       | Senior Manager               | 147,639 | 3,688 |
| Turner              | Corey       | Teacher Secondary            | 83,133  | -     |
| Turner              | Hayden      | Carpenter                    | 84,976  | -     |
| Tuson               | Taylor      | Teacher Secondary            | 93,932  | 240   |
| Tutte               | Jacqueline  | Teacher Elementary           | 91,583  | -     |
| Tuytel              | Selena      | Teacher Elementary           | 94,541  | -     |
| Tweedale            | Timothy     | Teacher Elementary           | 79,283  | -     |
| Twiss               | Ursula      | Teacher Secondary            | 81,644  | 155   |
| Tycho               | Leanne      | Teacher Secondary            | 136,964 | -     |
| Ulman               | Grazyna     | Teacher Secondary            | 107,253 | -     |
| Umeki               | Takuya      | Teacher Secondary            | 82,662  | 27    |
| Underwood           | Shauna      | Secondary Vice-Principal     | 138,960 | -     |
| Unger               | Lisa        | Teacher Secondary            | 79,294  | -     |
| Ungurean            | Bianca      | Teacher Secondary            | 114,299 | -     |
| Unrau               | Doreen      | Teacher Elementary           | 107,325 | -     |
| Unsworth            | Gregory     | Teacher Elementary           | 108,443 | -     |
| Urbauer             | Sara        | Area Counsellor - Elementary | 75,283  | -     |
| Urquhart            | Nicholas    | Teacher Secondary            | 108,572 | -     |
| Usman               | Nafisa      | Teacher Elementary           | 75,511  | 100   |
| Vadacchino          | Emilia      | Teacher Secondary            | 84,868  | 75    |
| Vaillancourt        | Charles     | Teacher Elementary           | 99,194  | 862   |
| Valdecantos         | Michelle    | Teacher Elementary           | 79,499  | -     |
| Valizadeh Moghaddam | Tahereh     | Teacher Elementary           | 76,697  | -     |
| Vallis              | Blair       | Electrician                  | 88,476  | 12    |
| Van                 | Lan         | Teacher Elementary           | 85,490  | -     |
| Van Camp            | Miranda     | Teacher Secondary            | 84,563  | 175   |
| Van Damme           | James       | Teacher Secondary            | 118,883 | 698   |
| Van Der Woerd       | Wendie      | Teacher Elementary           | 105,187 | -     |
| Van Iersel          | Nicholas    | Teacher Secondary            | 114,740 | 135   |
| Van Kreuningen      | Jeffrey     | Teacher Secondary            | 99,119  | 817   |
| Van Luven           | Riley       | Teacher Secondary            | 81,589  | -     |
| Van Vliet           | Andre       | Teacher Elementary           | 99,001  | 10    |
| Van Vliet           | Melissa     | Teacher Elementary           | 99,165  | -     |
| Van Wyck            | Tamara      | Elementary Principal         | 151,664 | 5,457 |
| Vance               | Kirsten     | Teacher Secondary            | 107,026 | 1,000 |
| Vanden Dungen       | Debra       | Teacher Secondary            | 95,557  | 175   |

|                 |             |                                |         |       |
|-----------------|-------------|--------------------------------|---------|-------|
| Vandenberg      | Maurice     | Carpenter                      | 88,952  | -     |
| VanderKlippe    | Maureen     | Teacher Secondary              | 110,273 | -     |
| Varlamova       | Olga        | Teacher Secondary              | 99,119  | -     |
| Vassilakis      | Maria       | Teacher Elementary             | 115,436 | 161   |
| Vastardis       | Michael     | Teacher Secondary              | 114,714 | 185   |
| Vatta           | Matthew     | Teacher Secondary              | 102,335 | -     |
| Vaz             | Andre       | Teacher Secondary              | 99,119  | -     |
| Veenstra        | Line        | Teacher Secondary              | 76,895  | -     |
| Vellescig       | Daniel      | Teacher Secondary              | 103,627 | -     |
| Veness Kehler   | Tina        | Teacher Secondary              | 107,194 | -     |
| Vermaas         | Natalie     | Teacher Elementary             | 88,219  | 173   |
| Veverka         | Bradley     | Teacher Secondary              | 99,156  | -     |
| Vey-Chilton     | C. Annette  | Secondary Admin On Call        | 104,006 | -     |
| Vickers         | Starr       | Teacher                        | 110,448 | 184   |
| Vieira          | Sharon      | Elementary Principal           | 149,836 | 711   |
| Vincent         | Lois        | Teacher Elementary             | 94,358  | -     |
| Vincent         | Rebecca     | Teacher Secondary              | 91,792  | -     |
| Violi           | Paula       | Teacher Secondary              | 107,153 | 120   |
| Visser          | Linda       | Teacher Elementary             | 98,778  | 841   |
| Vitkovic        | Vanja       | Teacher Elementary             | 85,627  | -     |
| Vogel           | Matthew     | Learning Services Manager-ATBC | 136,645 | -     |
| Von Keyserlingk | Gesa        | Teacher Secondary              | 112,945 | -     |
| Vose            | Susanna     | Teacher Elementary             | 103,812 | 253   |
| Vranakis        | Catherine   | Teacher Secondary              | 99,119  | -     |
| Vulgaris        | Mike        | Elementary Principal           | 147,885 | 4,009 |
| Vuong           | Chanh       | Teacher Secondary              | 104,361 | 150   |
| Vuu             | Sandra      | Teacher Secondary              | 111,526 | 125   |
| Wagner          | E. Susan    | Teacher Elementary             | 107,177 | -     |
| Wagner          | Jennifer    | Teacher Secondary              | 85,098  | 150   |
| Wagner          | Mikayla     | Teacher Elementary             | 76,038  | -     |
| Wai             | Natalie     | Teacher Secondary              | 114,349 | -     |
| Waight          | Noriko      | Teacher Secondary              | 119,206 | -     |
| Waisberg        | David       | Teacher Secondary              | 108,443 | 175   |
| Wakabayashi     | Sarah       | Teacher Secondary              | 81,011  | 2,530 |
| Wale            | Daphne      | Teacher Elementary             | 108,743 | -     |
| Walker          | Ellen       | Teacher Secondary              | 101,863 | -     |
| Walker          | Christina   | Teacher Secondary              | 112,728 | 496   |
| Walker          | Cameron     | Teacher Elementary             | 89,420  | -     |
| Walks           | Kathryn     | Teacher Secondary              | 109,725 | -     |
| Wall            | Lisa        | Teacher Elementary             | 97,545  | -     |
| Wall            | Charlene    | Teacher Elementary             | 108,189 | -     |
| Wallace         | Jody        | Teacher Elementary             | 108,010 | -     |
| Wallace         | Rochelle    | Teacher Elementary             | 108,443 | 167   |
| Walls           | Catherine   | Teacher Elementary             | 107,220 | 33    |
| Walsh           | Christine   | Teacher Elementary             | 107,026 | -     |
| Waltham         | Susanna     | Teacher Elementary             | 107,153 | -     |
| Wan             | J-P Bernard | Teacher Elementary             | 99,001  | -     |
| Wan             | Lena        | Teacher Elementary             | 101,450 | 1,400 |
| Wan             | Shiu San    | Teacher Elementary             | 107,253 | -     |
| Wang            | Peter       | Building Engineer              | 77,525  | 190   |
| Wang            | Sarah       | Teacher Secondary              | 108,443 | -     |
| Wang            | Xin Wu      | Building Engineer              | 79,202  | 140   |
| Wang            | Terence     | Teacher Secondary              | 119,489 | -     |
| Wang            | Yanbin      | Teacher Secondary              | 108,614 | 75    |
| Wansink         | Anita       | Teacher Elementary             | 99,119  | 714   |
| Waraich         | Harnek      | Teacher Secondary              | 107,026 | -     |
| Ward            | Angela      | Teacher Elementary             | 91,901  | 60    |
| Wardrop         | Alison      | Teacher Elementary             | 86,958  | -     |
| Warkentin       | Mark        | Teacher Elementary             | 107,554 | -     |
| Warner          | Sarah       | Teacher Elementary             | 108,008 | 1,344 |
| Warrington      | Michael     | Teacher Secondary              | 97,555  | -     |
| Wasserman       | Stephanie   | Teacher Elementary             | 88,320  | -     |
| Wasylynchuk     | Alanna      | Teacher Secondary              | 97,903  | 2,028 |

|            |             |  |         |       |
|------------|-------------|--|---------|-------|
| Watanabe   | Robert      | Information Technology Supervisor - Cloud & Office 365 | 108,878 | 2,421 |
| Watanabe   | Elizabeth   | Teacher Secondary                                      | 127,045 | 209   |
| Watchorn   | Thomas      | Teacher Secondary                                      | 103,829 | -     |
| Waterman   | Michael     | Teacher Secondary                                      | 108,778 | -     |
| Watkins    | Lori        | Teacher Elementary                                     | 86,294  | 1,000 |
| Watkins    | Denise      | Teacher Elementary                                     | 105,207 | -     |
| Watson     | Dawn        | Teacher Elementary                                     | 90,664  | 50    |
| Watson     | Sonja       | Teacher Elementary                                     | 98,867  | -     |
| Watson     | Christine   | Teacher Elementary                                     | 107,153 | -     |
| Watson     | Virginia    | Teacher Secondary                                      | 99,985  | 110   |
| Watson     | Jenni       | Teacher Elementary                                     | 101,189 | 310   |
| Watson     | Stephanie   | Teacher Secondary                                      | 81,582  | -     |
| Watson     | Kristy      | Teacher Secondary                                      | 95,834  | -     |
| Watt       | Peter       | Teacher Elementary                                     | 76,490  | -     |
| Watt       | Hilary      | Secondary Vice-Principal                               | 142,598 | 50    |
| Watters    | Marc        | Carpenter  | 85,494  | -     |
| Waugh      | Michael     | Teacher Elementary                                     | 106,889 | 250   |
| Weatherall | Jill        | Teacher Elementary                                     | 99,001  | 100   |
| Weatherall | Julie       | Elementary Principal                                   | 156,755 | 3,521 |
| Weatherall | Jacquelyn   | Area Counsellor - Elementary                           | 112,026 | 2,558 |
| Webb       | Nolan       | Teacher Elementary                                     | 99,274  | -     |
| Webber     | Jason       | Elementary Principal                                   | 151,101 | 2,820 |
| Wee        | Christopher | Elementary Vice-Principal                              | 131,274 | 86    |
| Wee        | Janette     | Teacher Elementary                                     | 96,296  | 589   |
| Wehner     | Rebecca     | Teacher Secondary                                      | 88,900  | 55    |
| Weiss      | Michael     | Teacher Elementary                                     | 98,190  | -     |
| Weissig    | Isaac       | Heat & Frost Insulator                                 | 79,219  | -     |
| Wen        | Winnie      | Teacher Elementary                                     | 82,637  | -     |
| Werbowski  | Shelley     | Teacher Elementary                                     | 107,194 | 233   |
| Weresch    | Jonathan    | Elementary Principal                                   | 156,857 | -     |
| Werfl      | Melissa     | Coordinator-Community School                           | 108,073 | 972   |
| Werner     | Sonia       | Teacher Secondary                                      | 99,001  | -     |
| West       | Erika       | Teacher Elementary                                     | 107,153 | -     |
| West       | Tara        | Teacher Elementary                                     | 86,020  | -     |
| Westereng  | Jeremy      | Teacher Secondary                                      | 107,194 | -     |
| Wharram    | Robyn       | Teacher Elementary                                     | 78,204  | 102   |
| Wharton    | Hannah      | Teacher Elementary                                     | 77,683  | -     |
| Wheeler    | Kathryne    | Teacher Secondary                                      | 109,493 | -     |
| Wheeler    | Daniel      | Teacher Secondary                                      | 107,032 | -     |
| Whitcroft  | Natalie     | Teacher Elementary                                     | 108,760 | -     |
| White      | Kathleen    | Teacher Secondary                                      | 86,682  | -     |
| White      | Jillian     | Teacher Secondary                                      | 102,187 | 100   |
| Whitehead  | Leah-Mae    | Teacher Elementary                                     | 99,119  | -     |
| Whitham    | Jo Ann      | Teacher Elementary                                     | 108,572 | -     |
| Wicki      | Naomi       | Teacher Secondary                                      | 109,568 | -     |
| Wiens      | Christy     | Teacher Elementary                                     | 107,229 | -     |
| Wiesinger  | Marielle    | Teacher Elementary                                     | 105,888 | -     |
| Wightman   | Adam        | Teacher Secondary                                      | 107,026 | -     |
| Wigley     | Caroline    | Teacher On Call - Secondary                            | 85,469  | -     |
| Wigod      | Stephanie   | Teacher Elementary                                     | 96,340  | 42    |
| Wilband    | Patrick     | Teacher Secondary                                      | 99,001  | -     |
| Wilcott    | Victoria    | Teacher Secondary                                      | 108,655 | -     |
| Wild       | Renee       | Teacher Elementary                                     | 90,911  | -     |
| Wilkes     | Jessica     | Teacher Elementary                                     | 99,001  | -     |
| Wilkie     | Jonathan    | Teacher Secondary                                      | 103,504 | -     |
| Wilkins    | Joseph      | Journeyperson with Premium                             | 101,437 | -     |
| Wilkinson  | Baylee      | Area Counsellor - Elementary                           | 95,761  | -     |
| Williams   | Robert      | Painter  | 89,874  | -     |
| Williams   | Hollie      | Adult Education District Principal                     | 149,643 | -     |
| Williams   | Warren      | School & Student Support B                             | 101,983 | -     |
| Williams   | Aimee       | Teacher Elementary                                     | 107,356 | 285   |
| Williams   | Jeremy      | Sheet Metal Worker                                     | 139,905 | -     |
| Williams   | Jennifer    | Teacher Elementary                                     | 91,446  | -     |

|                  |           |  |         |       |
|------------------|-----------|--|---------|-------|
| Williams         | Zachary   | Teacher On Call - Secondary                  | 83,363  | -     |
| Williams         | Ashley    | Teacher Secondary                            | 77,510  | -     |
| Williams         | Nicole    | Teacher Elementary                           | 75,236  | -     |
| Willis           | Sophie    | Teacher Elementary                           | 88,495  | -     |
| Williston        | Christina | Teacher Elementary                           | 98,485  | -     |
| Willms           | Beverly   | Teacher Elementary                           | 108,580 | 400   |
| Wilmann          | Damian    | Secondary Principal                          | 164,863 | -     |
| Wilson           | Joan      | Teacher Secondary                            | 84,946  | -     |
| Wilson           | Brenda    | Teacher Secondary                            | 107,153 | 175   |
| Wilson           | Erika     | Teacher Elementary                           | 108,450 | -     |
| Wilson           | Nicholas  | Teacher Secondary                            | 82,438  | 81    |
| Wilson           | Sandra    | Teacher Elementary                           | 96,340  | 20    |
| Wilson           | Alexa     | Teacher Secondary                            | 78,115  | -     |
| Wilson-Haffenden | Gillian   | Teacher Elementary                           | 99,001  | -     |
| Wilton           | Michael   | Teacher Elementary                           | 99,119  | -     |
| Wilton           | Adam      | Senior Manager-PRCVI                         | 154,586 | 6,874 |
| Winn             | Miranda   | Area Case Manager                            | 119,425 | -     |
| Winston          | Elizabeth | Teacher Elementary                           | 91,432  | 55    |
| Wise             | Kavita    | Teacher Elementary                           | 81,584  | -     |
| Wiskar           | Michael   | Teacher Secondary                            | 112,936 | -     |
| With             | Cathleen  | Adult Education Instructor Structured Course | 124,685 | 50    |
| Witoski          | Meredith  | Teacher Elementary                           | 84,676  | -     |
| Witt             | Paul      | Bricklayer                                   | 78,021  | 198   |
| Wittrin          | Caroline  | Teacher Secondary                            | 107,153 | -     |
| Woelders         | Victoria  | Teacher Elementary                           | 109,178 | 750   |
| Wolber           | Elizabeth | Teacher Elementary                           | 75,345  | -     |
| Wolfe            | Michael   | Teacher Secondary                            | 114,606 | 135   |
| Wolkenbrod       | Michelle  | Teacher Elementary                           | 108,443 | -     |
| Wollenberg       | Joel      | Teacher Secondary                            | 95,032  | -     |
| Wong             | Darryl    | Teacher Secondary                            | 123,780 | 10    |
| Wong             | Christina | Teacher Elementary                           | 107,287 | -     |
| Wong             | Wayne     | Teacher Secondary                            | 99,001  | -     |
| Wong             | Nellie    | Teacher Elementary                           | 109,193 | -     |
| Wong             | Nyuk      | Teacher Elementary                           | 107,026 | 207   |
| Wong             | Sally     | Teacher Secondary                            | 107,026 | 285   |
| Wong             | Leonard   | Teacher Secondary                            | 103,504 | 25    |
| Wong             | Anthony   | Teacher Elementary                           | 108,443 | -     |
| Wong             | Beth      | Teacher Elementary                           | 101,431 | -     |
| Wong             | Manna     | Teacher Secondary                            | 91,878  | -     |
| Wong             | Marlene   | Executive Assistant - LIT                    | 92,476  | 1,538 |
| Wong             | Shirley   | Teacher Elementary                           | 95,423  | -     |
| Wong             | Jennifer  | Teacher Secondary                            | 108,443 | 58    |
| Wong             | Sabrina   | Teacher Elementary                           | 83,079  | 506   |
| Wong             | Wing Chee | Teacher Secondary                            | 112,945 | -     |
| Wong             | Donna     | Executive Coord-Superintendent               | 121,470 | 1,500 |
| Wong             | Wendy     | Teacher Elementary                           | 107,211 | -     |
| Wong             | Marco     | Electrician                                  | 108,457 | 44    |
| Wong             | Linda     | Teacher Elementary                           | 107,026 | 55    |
| Wong             | Sharon    | Teacher Elementary                           | 105,920 | -     |
| Wong             | Taneia    | Teacher Secondary                            | 90,299  | -     |
| Wong             | Brian     | Teacher Elementary                           | 107,194 | 105   |
| Wong             | Wendy     | Teacher Elementary                           | 106,913 | -     |
| Wong             | Victoria  | Teacher Elementary                           | 99,007  | -     |
| Wong             | Elisa     | Teacher Secondary                            | 99,119  | -     |
| Wong             | Gail      | Teacher Secondary                            | 101,893 | -     |
| Wong             | Ailin     | Teacher Secondary                            | 99,001  | -     |
| Wong             | Angela    | Teacher Elementary                           | 107,153 | -     |
| Wong             | Samantha  | Teacher Elementary                           | 102,081 | -     |
| Wong             | Garth     | Teacher Secondary                            | 107,188 | 150   |
| Wong             | Naleen    | Teacher Elementary                           | 108,412 | 102   |
| Wong             | Delta     | Technical & Resource Support D               | 75,591  | 58    |
| Wong             | Josephine | Teacher Elementary                           | 99,003  | -     |
| Wong             | Katrina   | Teacher Elementary                           | 108,579 | 135   |

|             |              |                                      |         |       |
|-------------|--------------|--------------------------------------|---------|-------|
| Wong        | Gina         | Teacher Elementary                   | 116,537 | 5,679 |
| Wong        | Harvey       | Teacher On Call - Secondary          | 82,207  | -     |
| Wong        | Johnson      | Teacher Elementary                   | 78,065  | -     |
| Wong        | Benson       | Teacher Elementary                   | 98,256  | -     |
| Wong        | Andrea       | Teacher Elementary                   | 85,490  | -     |
| Wong        | Rachel       | Teacher Elementary                   | 92,770  | -     |
| Wong        | Hubert       | Teacher Secondary                    | 108,613 | 550   |
| Wong        | Eva          | Coordinator-Health & Safety          | 77,182  | 32    |
| Wong        | Adeline      | Teacher Secondary                    | 76,182  | 200   |
| Wong        | Madalene     | Teacher Elementary                   | 76,129  | -     |
| Wong        | Nicole       | Teacher Elementary                   | 88,045  | -     |
| Wong        | Monique      | Teacher On Call Limited - Elementary | 76,130  | -     |
| Wong        | Kimberley    | Teacher Elementary                   | 88,046  | 40    |
| Wong        | Cecilia      | Technical & Resource Support E       | 82,585  | 1,369 |
| Wong        | Vive         | Coordinator-Community School         | 95,381  | 920   |
| Wong        | Tasia        | Teacher Elementary                   | 76,038  | -     |
| Wong        | Celeste      | Teacher Elementary                   | 88,021  | 698   |
| Wong        | Daniel       | Teacher Elementary                   | 134,104 | -     |
| Wong        | Lik Ka Kelly | Information Technology Support D     | 90,336  | 97    |
| Wong        | Christopher  | Director of Instruction              | 210,514 | 7,307 |
| Wong-Moon   | Leah         | Teacher Secondary                    | 112,559 | 57    |
| Woo         | Peter        | Elementary Principal                 | 157,404 | -     |
| Woo         | Diane        | Manager-HR Service Delivery          | 155,326 | -     |
| Woo         | Calvin       | Teacher Secondary                    | 107,356 | 160   |
| Woo         | Matthew      | Teacher Secondary                    | 87,889  | 393   |
| Wood        | Andrea       | Teacher Secondary                    | 104,376 | -     |
| Wood        | Michelle     | Secondary Principal                  | 156,863 | 496   |
| Woodham     | Brigitte     | Teacher Elementary                   | 99,001  | -     |
| Woods       | James        | Teacher Secondary                    | 107,030 | 30    |
| Woods       | Michelle     | Teacher Secondary                    | 79,683  | -     |
| Woods       | Patricia     | Supervisor-Food Service              | 96,034  | 1,687 |
| Woodworth   | Scott        | Teacher Elementary                   | 102,144 | -     |
| Woo-Lei     | Frances      | Teacher Elementary                   | 112,518 | -     |
| Worth       | Reece        | Teacher Secondary                    | 99,115  | 150   |
| Worthington | Susan        | Elementary Vice-Principal            | 131,274 | -     |
| Wou         | Amy          | Teacher Elementary                   | 99,093  | -     |
| Woudzia     | John         | Psychologist - Elementary            | 111,088 | 2,438 |
| Wright      | Trevor       | Teacher Elementary                   | 107,026 | -     |
| Wrinch      | Trevor       | Elementary Principal                 | 155,929 | 12    |
| Wu          | Xue          | Teacher Secondary                    | 108,648 | 130   |
| Wu          | Michael      | Area Counsellor - Elementary         | 111,824 | 200   |
| Wu          | Chong Hao    | Elementary Vice-Principal            | 117,062 | -     |
| Wu          | Hui Ying     | Teacher Secondary                    | 91,748  | 80    |
| Wu          | Kuan-I       | Consultant-ATBC                      | 100,712 | -     |
| Wu          | Chien-Ren    | Manager-SWIS Workers                 | 133,581 | -     |
| Wu          | Lina         | Teacher Elementary                   | 87,985  | 203   |
| Wu          | Paul         | Teacher Secondary                    | 113,965 | 203   |
| Wu          | You          | Teacher Secondary                    | 88,300  | 130   |
| Wyatt       | Sharon       | Teacher Elementary                   | 104,756 | 102   |
| Wynn        | Jonathan     | Teacher Secondary                    | 87,284  | -     |
| Wyss        | Jennifer     | Teacher Elementary                   | 101,712 | -     |
| Xie         | Andrew       | Electrician                          | 88,272  | 10    |
| Yaghmour    | Sana         | Teacher Secondary                    | 110,038 | 646   |
| Yamakami    | Brenda       | Teacher Elementary                   | 108,614 | -     |
| Yang        | Mathilde     | Teacher Secondary                    | 99,156  | -     |
| Yang        | Erika        | Teacher Elementary                   | 89,810  | -     |
| Yang        | Aaron        | Teacher Secondary                    | 88,808  | 72    |
| Yang        | Ken          | Information Technology Support D     | 81,756  | 103   |
| Yang        | Xiao Qian    | Teacher On Call - Elementary         | 91,140  | -     |
| Yannakoulis | George       | Teacher Secondary                    | 113,696 | -     |
| Yao         | Jiasi        | Teacher Elementary                   | 106,520 | -     |
| Yau         | Yeuk Tung    | Psychologist - Elementary            | 106,185 | 2,444 |
| Yee         | Marilyn      | Area Counsellor - Elementary         | 110,419 | 135   |

|                |             |                                      |         |       |
|----------------|-------------|--------------------------------------|---------|-------|
| Yee            | Jason       | Teacher Secondary                    | 113,080 | -     |
| Yee            | Bryan       | Teacher Secondary                    | 109,898 | -     |
| Yee            | Helen       | Mgr-Acctg &Fin Rpt &Compliance       | 160,522 | 619   |
| Yee            | Wanda       | Teacher Secondary                    | 109,924 | -     |
| Yee            | Gock        | Custodian                            | 93,864  | 61    |
| Yeh            | Helen       | Teacher Elementary                   | 107,287 | -     |
| Yeh            | Billy       | Teacher Elementary                   | 99,274  | -     |
| Yeo            | Julia       | Teacher Elementary                   | 107,228 | 55    |
| Yeoman         | Lisa        | Teacher Secondary                    | 98,403  | -     |
| Yeon           | Louise      | Teacher Elementary                   | 76,038  | 15    |
| Yetman         | John        | Teacher Secondary                    | 97,494  | -     |
| Yeung          | Olivia      | Teacher Elementary                   | 101,265 | 100   |
| Yeung          | Celia       | Area Counsellor - Elementary         | 111,584 | 125   |
| Yim            | Andrea      | Teacher Elementary                   | 107,322 | 140   |
| Yip            | Stacey      | Teacher Secondary                    | 111,526 | 238   |
| Yip            | Priscilla   | Teacher Elementary                   | 92,476  | 100   |
| Yiu            | Amy         | Teacher Secondary                    | 89,011  | 129   |
| Yiu            | Lai Lai     | Teacher Secondary                    | 112,799 | 600   |
| Yong           | Gloria      | Teacher Elementary                   | 98,876  | 100   |
| York           | Lori        | Teacher Secondary                    | 103,715 | 2,527 |
| Yoshida        | Esther      | Teacher Elementary                   | 99,119  | 220   |
| You            | Yi Jia      | Teacher Secondary                    | 77,030  | 150   |
| Young          | Karen       | Teacher Elementary                   | 106,933 | -     |
| Young          | Jennifer    | Teacher Elementary                   | 99,274  | -     |
| Young          | Serina      | Teacher Secondary                    | 92,964  | -     |
| Young          | Monika      | Teacher Elementary                   | 108,478 | 100   |
| Yu             | Brian       | Teacher Secondary                    | 113,123 | 714   |
| Yu             | Wendy       | Teacher Elementary                   | 107,322 | -     |
| Yu             | Angelina    | Teacher Elementary                   | 107,157 | -     |
| Yu             | Jeanne      | Teacher Secondary                    | 109,549 | 46    |
| Yu             | Sonya       | Teacher Elementary                   | 100,859 | -     |
| Yuen           | Ernest      | Teacher Secondary                    | 92,003  | -     |
| Yuen           | Sze Man     | Teacher Secondary                    | 119,908 | -     |
| Yuen           | Matthew     | Teacher Secondary                    | 87,070  | 72    |
| Yuen           | Carl        | Teacher Elementary                   | 95,303  | 175   |
| Yuill          | Craig       | Teacher Secondary                    | 119,069 | -     |
| Yung           | Mary        | Advisor-Staffing                     | 110,953 | -     |
| Yurashak       | Laurissa    | Medical Adjudicator                  | 97,234  | -     |
| Zahid          | Hira        | Teacher Elementary                   | 76,949  | -     |
| Zajac          | Laura       | Teacher Elementary                   | 94,543  | 278   |
| Zallen         | Jessica     | Teacher Secondary                    | 80,096  | -     |
| Zaman          | Mimuza      | Teacher Secondary                    | 83,664  | -     |
| Zambito Orazio | Giuseppina  | Teacher Elementary                   | 105,093 | 100   |
| Zambrano       | Tanya       | Teacher Secondary                    | 103,504 | 258   |
| Zaremba        | Paul        | Teacher Secondary                    | 105,039 | -     |
| Zdriluk        | Kathryn     | Teacher On Call Limited - Elementary | 94,378  | -     |
| Zerbinos       | Panagiotis  | Teacher Secondary                    | 107,153 | -     |
| Zhang          | Hu          | Teacher Secondary                    | 108,614 | -     |
| Zhang          | Wanjuan     | Technical & Resource Support D       | 78,288  | -     |
| Zhang          | Minhua      | Teacher Secondary                    | 108,443 | 75    |
| Zhang          | Tian Qi     | Teacher Elementary                   | 86,266  | -     |
| Zhang          | Shuo        | Technical & Resource Support E       | 84,537  | -     |
| Zheng          | Marcus      | Teacher Elementary                   | 81,183  | 185   |
| Zhong          | Titi Minhua | Coordinator- Leaves                  | 92,513  | -     |
| Zhu            | Jing Yi     | Teacher Secondary                    | 89,133  | -     |
| Zimmermann     | Douglas     | Electrician                          | 107,388 | -     |
| Zirtilides     | Nicholas    | Teacher Secondary                    | 99,312  | 25    |
| Zisman         | Kate        | Teacher Elementary                   | 94,766  | -     |
| Zrymiak        | Carol       | Area Counsellor - Elementary         | 112,392 | 234   |
| Zukowski       | Shirley     | Teacher Elementary                   | 99,119  | -     |
| Zwaagstra      | Wendy       | Teacher Elementary                   | 107,153 | -     |
| Zylstra        | Patricia    | Teacher Elementary                   | 88,751  | -     |

|   |                       |                      |
|---|-----------------------|----------------------|
| Total for employees with remuneration exceeding \$75,000, excluding Elected Officials | \$ 329,468,990        | \$ 1,044,624         |
| Total for employees with remuneration less than \$75,000                              | \$ 182,139,113        | \$ 225,830           |
| Total remuneration and expenses paid, excluding Elected Officials                     | \$ 511,608,103        | \$ 1,270,454         |
| Total remuneration and expenses paid to Elected Officials                             | \$ 325,895            | \$ 19,920            |
| <b>Consolidated total of remuneration paid</b>  | <b>\$ 511,933,998</b> | <b>\$ 1,290,374</b>  |
| <b>Total employer premiums for Canada Pension Plan and Employment Insurance</b>       |                       | <b>\$ 30,216,345</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, 2024**

**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 |
|---|--------------------------------------|
| A Star Society                            | \$ 37,005                            |
| A W Fireguard Supplies (1991) Ltd         | 113,135                              |
| ABC Property Maintenance Ltd.             | 37,328                               |
| Acklands-Grainger Inc                     | 27,461                               |
| Action Holdings Ltd T/A Custom Blacktop   | 445,740                              |
| Affordable Security Systems               | 42,289                               |
| Ainsworth Inc.                            | 82,294                               |
| Air Canada                                | 147,881                              |
| Airplus Industrial Corp.                  | 155,854                              |
| AIRS Program Society                      | 160,864                              |
| Airtec Energy Systems Ltd.                | 36,041                               |
| Allegion Canada Access Inc.               | 39,739                               |
| Alliance Medical Monitoring               | 27,468                               |
| Altus Group                               | 46,200                               |
| Amazon                                    | 1,033,624                            |
| Andornot Consulting Inc.                  | 31,170                               |
| Andrew Sheret Limited                     | 341,667                              |
| Angus Corporate Centre Ltd                | 1,057,619                            |
| Anixter Canada Inc                        | 35,383                               |
| Aon Reed Stenhouse Inc.                   | 86,153                               |
| Apollo Sheet Metal Ltd                    | 93,604                               |
| Apple Canada Inc                          | 2,753,564                            |
| Applyboard Inc                            | 63,840                               |
| Arbortech Consulting Ltd. (ACL Group)     | 43,453                               |
| ARI Financial Services                    | 78,289                               |
| Artona Group Inc.                         | 32,318                               |
| Arts Umbrella                             | 152,764                              |
| Association of Neighbourhood Houses of BC | 75,137                               |
| ASTC Science World Society                | 37,861                               |
| B.A. Robinson Co. Ltd.                    | 180,593                              |
| Backpack Buddies                          | 26,583                               |
| Bamfield Marine Sciences Centre           | 61,488                               |
| Baragar Enterprises Ltd.                  | 39,438                               |



|   |            |
|---|------------|
| BC Centre for Ability                         | 298,980    |
| BC Ferry Services Inc.                        | 39,253     |
| BC Hardwood Floors Co                         | 177,306    |
| BC Hydro                                      | 3,455,040  |
| BC Institute of Technology                    | 70,148     |
| BC Principals & Vice Principals Association   | 274,676    |
| BC School Sports                              | 65,329     |
| BC School Trustees Association                | 99,320     |
| BC Teachers' Federation                       | 11,683,331 |
| BCRCC Benefit Plan Industry Fund              | 193,284    |
| Beastvan Graphics and Apparel                 | 29,108     |
| Belfor Restoration Services                   | 652,281    |
| Best Buy Canada Ltd.                          | 387,372    |
| Bird Construction Company                     | 22,834,110 |
| Breka Bakery & Cafe                           | 27,490     |
| Bridges Canada                                | 580,704    |
| Bright Can-Achieve Limited                    | 231,600    |
| Brightly Software, Inc                        | 42,249     |
| Brightspark                                   | 38,172     |
| Brink's Canada Limited                        | 25,911     |
| Bubas George Motors Ltd.                      | 71,894     |
| Buckwold Western Ltd                          | 45,832     |
| Bunzl Canada Inc dba Bunzl Safety             | 1,469,689  |
| C.E.S. Engineering Ltd.                       | 52,889     |
| Calhoun's Catering                            | 44,638     |
| Cambie Roofing Contractors Ltd.               | 842,389    |
| Camp Jubilee Retreat and Conference Centre    | 221,058    |
| Camp Squeah                                   | 114,865    |
| Camp Summit                                   | 177,259    |
| Canada Mats                                   | 29,598     |
| Canada Post Corporation                       | 48,381     |
| Canadian Assistive Technology Ltd.            | 390,105    |
| Canadian Education Warehouse                  | 112,490    |
| Canadian National Institute for the Blind     | 28,679     |
| Canadian Tire                                 | 30,355     |
| Canadian Union of Public Employees, Local 15  | 1,619,049  |
| Canadian Union of Public Employees, Local 407 | 130,710    |
| Canon Business Solutions Canada Inc.          | 164,555    |
| Canon Canada Inc.                             | 73,858     |
| Canstar Restorations LP                       | 2,468,409  |
| Canuel Caterers                               | 172,333    |
| Cascades Recovery Inc.                        | 25,420     |
| CDW Canada                                    | 55,824     |
| Cecitech Inc.                                 | 110,210    |

|  |           |
|--|-----------|
| Cedars at Cobble Hill                    | 70,520    |
| Centaur Products Inc.                    | 25,821    |
| Center for Trauma Informed Practices     | 47,269    |
| Chandos Construction Ltd.                | 5,348,231 |
| Chaos Technical Services                 | 31,124    |
| Charter Bus Lines of BC                  | 27,183    |
| Cheakamus Centre                         | 35,890    |
| Chen, Yanrong                            | 184,100   |
| Chubb Fire & Security                    | 101,038   |
| CIBC Mellon                              | 227,479   |
| City of Vancouver                        | 4,392,394 |
| Clark Builders                           | 115,610   |
| Clark Wilson LLP                         | 25,565    |
| Clean Harbors Canada, Inc.               | 108,812   |
| Cloverdale Paint Inc                     | 160,067   |
| Clutch Solutions CA Incorporated         | 1,386,362 |
| Coast Hotel                              | 26,717    |
| Coastal Reign Printing Ltd.              | 55,330    |
| College Board                            | 112,527   |
| Collingwood Neighbourhood House          | 35,685    |
| Commander Warehouse Equipment Ltd        | 32,430    |
| Compass Group Canada Ltd.                | 253,805   |
| Complex Trauma Resources Inc             | 40,134    |
| Concept Interactive Inc.                 | 164,165   |
| Co-operators Life                        | 150,140   |
| Costco Wholesale                         | 217,333   |
| CP Packaging Corp                        | 33,012    |
| Craftsman Collision                      | 54,739    |
| Craig A & Son Ltd                        | 409,700   |
| Crawford Technologies, Inc.              | 73,051    |
| Creative Insignia Ltd.                   | 105,114   |
| Crescent Beach Publishing                | 155,650   |
| Crisis Prevention Institute, Inc.        | 30,306    |
| CRS Commercial Carpet Maintenance        | 156,389   |
| D.G. MacLachlan Ltd.                     | 26,568    |
| D.G.S. Construction Co. Ltd.             | 256,598   |
| Dafco Filtration Group                   | 186,003   |
| Davey Tree Expert Co. of Canada, Limited | 367,079   |
| David Grendovich                         | 34,728    |
| De Lage Landen Financial Services Canada | 417,377   |
| Dell Canada Inc.                         | 2,282,049 |
| Dell Financial Services Canada Ltd.      | 579,842   |
| Deloitte Management Services LP          | 66,625    |
| Delta Continuing Education               | 41,410    |

|  |           |
|--|-----------|
| Desjardins Securite Financiere, CIE                | 734,911   |
| Dobney Foundry Ltd.                                | 26,177    |
| Domino's Pizza                                     | 55,093    |
| Doublethink Inc.                                   | 124,710   |
| Dunlevy Food Equipment Ltd.                        | 411,313   |
| EarthBites Society                                 | 67,295    |
| Ecowaste Industries                                | 111,394   |
| Educan Institutional Furniture Ltd                 | 80,868    |
| Educational World Tours                            | 388,621   |
| Ellison Travel & Tours Ltd.                        | 613,199   |
| EMCO Corporation                                   | 83,394    |
| Emelle's Catering Ltd.                             | 40,572    |
| Evans Lake Forest Education Society                | 121,915   |
| Executive Mat Service                              | 67,484    |
| Fairmont Waterfront Hotel                          | 77,597    |
| Farm-Tek Turf Services Inc.                        | 91,605    |
| FAST + EPP   | 98,787    |
| Fastsigns  | 33,937    |
| Finning Ltd  | 88,916    |
| First Class Planners Ltd.                          | 115,183   |
| FirstCanada ULC                                    | 3,087,534 |
| Focused Education Resources Society                | 128,488   |
| Follett Content Solutions LLC                      | 77,757    |
| Forbo Flooring Canada Corp.                        | 30,729    |
| Foreign Student Services                           | 43,140    |
| Fort Garry Industries Ltd.                         | 31,827    |
| FortisBC   | 3,888,787 |
| Francel Architecture                               | 83,995    |
| Fraser Health Authority                            | 213,477   |
| Fraser Valley Equipment                            | 143,337   |
| Freshslice Pizza                                   | 44,669    |
| Friesens Yearbooks                                 | 270,008   |
| Fujitec Canada, Inc.                               | 56,307    |
| Full Line Specialties Inc.                         | 54,650    |
| FutureBook Printing, Inc.                          | 149,613   |
| Garaventa Lift Canada                              | 118,923   |
| Gary's Welding Ltd.                                | 144,376   |
| Gaspard  | 37,312    |
| Gescan - Div. of Sonepar Canada, Inc.              | 66,559    |
| Grand & Toy  | 2,066,420 |
| Graphic Office Interiors Ltd.                      | 25,500    |
| GRC Columbia Roofing Inc.                          | 903,569   |
| Greater Vancouver Basketball Officials Association | 63,783    |
| Green Roots Play Equipment Ltd.                    | 28,524    |

|   |            |
|---|------------|
| Greenbarn Potters Supply Ltd.                         | 55,538     |
| Growing Chefs Society                                 | 266,486    |
| Guava Systems Ltd.                                    | 85,256     |
| Guillevin Int. Inc.                                   | 128,996    |
| GWL Realty Advisors Inc. ITF                          | 103,809    |
| H.R. MacMillan Space Centre                           | 27,563     |
| Habitat Systems Inc                                   | 1,213,850  |
| Harris & Company                                      | 3,204,911  |
| Harrison Hot Springs Resort                           | 28,353     |
| Hayes, Michele  | 35,387     |
| Hazmasters Inc.                                       | 151,657    |
| HCMA Architecture + Design                            | 700,101    |
| Heat & Frost Insulators Union Local 118               | 69,235     |
| Heatherbrae Builders Company Ltd.                     | 18,349,224 |
| Heidelberg Materials Canada Ltd.                      | 58,147     |
| Herff Jones Inc.                                      | 56,926     |
| HME Home Health Ltd.                                  | 79,909     |
| Home Depot  | 47,674     |
| Horsman E B & Son Ltd                                 | 334,336    |
| HP Financial Services Canada Company                  | 741,295    |
| Huang, Yi   | 27,550     |
| Huatong Xinnuo Int'l Cultural Exchange                | 84,160     |
| I.B.E.W Local 213                                     | 60,715     |
| iA Financial Group                                    | 4,004,537  |
| Indigo Books & Music Inc.                             | 42,836     |
| Infospec Systems Inc.                                 | 118,604    |
| Interior Health                                       | 358,339    |
| International Association of Machinists, Local 692    | 25,502     |
| International Baccalaureate Organization              | 128,878    |
| International Distribution Network                    | 62,071     |
| International Stage Lines Inc.                        | 29,575     |
| International Union of Operating Engineers, Local 963 | 1,501,054  |
| International Union of Painters & Allied Trades DC38  | 127,422    |
| Intrado Canada, Inc.                                  | 48,940     |
| Iron Dog Books  | 26,212     |
| Island Health   | 349,537    |
| Italian Cultural Centre Society                       | 93,358     |
| JAMF Software   | 162,500    |
| Jess Dance  | 49,717     |
| JJL International Education Exchange                  | 32,400     |
| Jonathan Morgan & Company Limited                     | 61,902     |
| Joseph S. Chow Ltd.                                   | 196,568    |
| Just Mechanical Ltd.                                  | 80,325     |
| K & E Equipment Repair Ltd.                           | 115,226    |

|  |           |
|--|-----------|
| Kal Tire   | 52,705    |
| Keats Camps  | 28,362    |
| Ken Deitcher Sales Co. Ltd.                          | 58,005    |
| KEV Software Inc.                                    | 636,006   |
| Kidsafe Project Society                              | 194,000   |
| Kidsbooks  | 148,404   |
| Kinetic Construction Ltd.                            | 109,170   |
| Kinetic Electronics Inc.                             | 37,369    |
| Kings Printer Book St                                | 33,333    |
| KMS Tools & Equipment Ltd.                           | 52,503    |
| Knowledge Space International Education              | 380,298   |
| Koffman Kalef  | 159,096   |
| Kone Inc.  | 460,280   |
| Konica Minolta Business Solutions (Can.)             | 55,759    |
| KPMG LLP   | 101,607   |
| Langley Roofing Co. Ltd                              | 1,004,579 |
| Le Petite Atelier                                    | 25,789    |
| Learning A-Z, Llc                                    | 35,413    |
| Lenmark Industries Ltd.                              | 27,496    |
| Lenovo Canada  | 71,706    |
| LesPlan Educational Services Ltd.                    | 31,633    |
| Liberator Communications Canada                      | 168,601   |
| Librairie Gallimard                                  | 35,084    |
| LinkedIn Corporation                                 | 71,827    |
| Loblaw Companies Ltd                                 | 29,373    |
| Local 213 Electrical Workers' Welfare & Pension Plan | 171,711   |
| Long & McQuade Musical Instruments                   | 141,997   |
| Loomis Express                                       | 92,284    |
| Loon Lake Lodge & Retreat Centre                     | 30,120    |
| Luckett Wenman & Associates                          | 62,027    |
| Lynch Bus Lines Ltd.                                 | 144,868   |
| Mace Industrial Consulting Ltd                       | 67,233    |
| Magnem Engine Service Ltd.                           | 73,869    |
| Mainland Construction Materials ULC                  | 48,682    |
| Make a Future  | 35,444    |
| Manning Park Resort                                  | 68,506    |
| Marathon Surfaces Inc.                               | 242,069   |
| Marsh Canada Limited                                 | 30,920    |
| McEwan Cooper Kirkpatrick LLP                        | 480,252   |
| McFarland Marceau Architects Ltd.                    | 124,152   |
| McGregor Hardware Dist                               | 181,809   |
| McRaes Environmental                                 | 25,814    |
| Metal Supermarkets                                   | 32,685    |
| Microserve Business Computer Services                | 512,583   |

|   |            |
|---|------------|
| Microsoft                               | 30,658     |
| Minister of Finance                     | 2,762,638  |
| Mom2Mom Charity                         | 25,000     |
| Monk Office Supply Ltd.                 | 34,578     |
| Morrison Hershfield Ltd.                | 60,268     |
| Mounting Systems 2005 Co.               | 177,978    |
| Municipal Pension Plan                  | 22,563,752 |
| Munro Thompson Communications Inc.      | 78,699     |
| Museum of Vancouver                     | 29,958     |
| Musqueam Indian Band                    | 153,452    |
| Nedco (Div. of Rexel Canada Electrical) | 29,528     |
| Nelson Education Ltd.                   | 198,697    |
| Network Hearing Health Ltd.             | 38,231     |
| New City Contracting Ltd.               | 121,167    |
| No Frills                               | 26,070     |
| Northern Building Supply Ltd.           | 261,678    |
| Northern Computer                       | 241,586    |
| Northern Health                         | 191,987    |
| Northland Properties Corporation        | 40,518     |
| Oddball Workshop Inc.                   | 43,632     |
| Odin Books                              | 56,611     |
| Olympic Roofing Ltd.                    | 352,118    |
| OneTEAM Sports Group                    | 61,541     |
| Open Storage Solutions                  | 101,780    |
| Opus Framing Ltd.                       | 43,967     |
| Oracle Canada ULC                       | 2,904,080  |
| Outward Bound Canada                    | 49,999     |
| Oxford University Press                 | 27,118     |
| Pace Solutions Corp.                    | 107,744    |
| Pacific Blue Cross                      | 18,124,571 |
| Pacific Coast Catering Group Ltd.       | 74,620     |
| Pacific Leather & Fur Dressers Inc.     | 31,063     |
| Pacific National Exhibition             | 50,669     |
| Pacificom Integration Ltd.              | 268,688    |
| Pan Pacific Vancouver                   | 231,158    |
| Panago Pizza                            | 28,535     |
| PC Express                              | 44,166     |
| Peak Concrete Design Ltd.               | 27,248     |
| Pearson Canada Inc.                     | 202,862    |
| PerfectMind                             | 40,572     |
| Perimeter Transportation                | 31,133     |
| PFAFF Sewing Centre of Vancouver Ltd.   | 51,680     |
| Pinnacle Food Equipment Services LLP    | 101,007    |
| Pinnacle Hotel Harbourfront             | 41,275     |

|   |             |
|---|-------------|
| PiQ Inc.                                | 36,927      |
| PrairieCoast                            | 186,108     |
| Premier Pacific Seed Ltd.               | 72,742      |
| Prism Engineering                       | 48,668      |
| Prismatic Data Solutions Inc.           | 77,359      |
| Progressive Fundraising Inc.            | 107,023     |
| Prostock Athletic Supply Ltd.           | 34,223      |
| Province of British Columbia            | 9,767,972   |
| PSL Partition Systems Ltd.              | 68,598      |
| Public Architecture + Design Inc.       | 341,473     |
| Public Education Benefits Trust         | 12,323,448  |
| Quadiant Canada Ltd.                    | 83,716      |
| Quantum Lifecycle Partners LP           | 154,918     |
| Quantum Lighting, Inc.                  | 55,020      |
| Real Canadian Superstore                | 134,011     |
| Receiver General of Canada              | 136,240,892 |
| Regal Controls Ltd                      | 92,592      |
| Regency Travel                          | 29,066      |
| Rhythm Resource Inc.                    | 29,329      |
| Richelieu Hardware Canada Ltd.          | 96,747      |
| Ricoh Canada Inc                        | 970,089     |
| RJ & Associates Environment Consulting  | 30,345      |
| Robert Half                             | 120,106     |
| Rollins Machinery Ltd                   | 61,931      |
| Rona Inc.                               | 55,030      |
| Sabre Industrial Supplies               | 123,373     |
| Safeguard Business Systems Ltd          | 26,055      |
| Safeway                                 | 55,329      |
| Salesforce Canada Corp                  | 301,288     |
| Saputo Dairy Products Canada G.P.       | 271,473     |
| Save-On-Foods                           | 90,411      |
| Scholastic Book Fairs Canada Inc.       | 86,887      |
| School Specialty Canada Ltd.            | 59,541      |
| Schoolhouse Products Inc.               | 187,080     |
| Schoolhouse Publications Inc.           | 32,215      |
| Sea to Sky Outdoor School               | 46,902      |
| Secrest Resources Ltd.                  | 174,382     |
| SES Consulting Inc.                     | 39,217      |
| Shanghai Baihua Trading Co., Ltd.       | 37,500      |
| Shanghai Chenjingbo Business Consulting | 28,225      |
| Shaw Industries Inc.                    | 73,293      |
| Sheet Metal Workers Local 280           | 92,586      |
| Siney, Dan                              | 29,546      |
| Skyline Athletics Inc.                  | 153,981     |

|  |            |
|--|------------|
| SMcN Consulting Inc.                               | 131,892    |
| Softchoice LP                                      | 592,957    |
| Software4Schools.ca                                | 96,912     |
| Solution Tree Education Canada Inc.                | 51,208     |
| Source Office Furnishings                          | 128,298    |
| Southern Butler Price                              | 192,183    |
| Spaces Inc. (CDI Spaces)                           | 167,742    |
| Sparrow, Debra                                     | 32,500     |
| Spectrum Painting Ltd                              | 235,678    |
| Spicers Canada ULC                                 | 80,164     |
| Sports Unlimited                                   | 33,733     |
| Squamish Nation                                    | 84,000     |
| SSA Quantity Surveyors Ltd                         | 75,443     |
| St. John Society (BC & Yukon)                      | 54,287     |
| Stagefab Custom Manufacturing Inc.                 | 67,969     |
| Stantec Consulting Ltd.                            | 94,924     |
| Staples  | 422,235    |
| Sterling Fence Co. Ltd.                            | 244,985    |
| Stierman Consulting Inc.                           | 26,024     |
| Stillwood Camp and Conference Centre               | 61,369     |
| Strathcona Park Lodge & Outdoor Education Centre   | 245,218    |
| STRIVE Staffing Inc.                               | 154,871    |
| STS Tours Inc.                                     | 154,452    |
| StudyForge   | 25,000     |
| Sulston, Ingrid                                    | 38,805     |
| Sunbelt Rentals of Canada, Inc.                    | 83,692     |
| Swing Time Distributors Ltd.                       | 268,055    |
| Sysco Vancouver                                    | 2,343,716  |
| Talius   | 226,379    |
| Tapestry Music Ltd.                                | 115,820    |
| TC Media Livres Inc.                               | 29,412     |
| Teacher Pension Plan                               | 77,325,403 |
| Technical Safety BC                                | 131,416    |
| Telus Communication Inc.                           | 1,089,138  |
| Telus Health (Canada) Ltd.                         | 758,110    |
| Tennis XL Agency Inc.                              | 69,230     |
| TForce Logistics Canada Inc.                       | 25,576     |
| The Lazy Gourmet Inc.                              | 48,935     |
| The Master Group Inc.                              | 60,365     |
| The Terry Fox Foundation                           | 47,201     |
| The Yoga Buggy                                     | 31,524     |
| Thinkspace Architecture, Planning, Interior Design | 82,534     |
| Thirdwave Bus Services                             | 190,193    |
| ThorCan  | 30,578     |



|   |           |
|---|-----------|
| Thurber Engineering Ltd.                                      | 139,010   |
| Ticketleader  | 45,974    |
| Timberline Ranch Camp & Retreat Centre                        | 100,765   |
| TK Elevator (Canada) Limited                                  | 101,813   |
| TKL Construction Management Ltd.                              | 28,643    |
| Tobii Dynavox Canada  | 342,809   |
| Together We Can Drug & Alcohol Recovery                       | 38,610    |
| Total Media Technology  | 53,026    |
| Trail Appliances BC   | 33,346    |
| Trane Canada ULC  | 56,666    |
| Travel Healthcare Insurance Solutions Inc                     | 87,770    |
| Tyco Integrated Fire & Security                               | 189,225   |
| UA Piping Industry College of B.C.                            | 28,340    |
| Uline Canada Corporation                                      | 143,215   |
| Uniglobe Specialty Travel Ltd.                                | 133,346   |
| United Library Services Inc.                                  | 181,721   |
| United Pacific Patrol Ltd                                     | 161,184   |
| Universal Coach Line Ltd.                                     | 81,310    |
| University of British Columbia                                | 114,474   |
| University of Toronto   | 26,894    |
| University of Toronto Press                                   | 122,297   |
| Univerus Software Canada Inc.                                 | 39,858    |
| Upper Canada Forest Products                                  | 84,836    |
| Valery Black Draperies Ltd.                                   | 184,493   |
| Vancouver Association of Secondary School Administrators      | 93,421    |
| Vancouver Coastal Health                                      | 376,983   |
| Vancouver Community College                                   | 111,228   |
| Vancouver Elementary and Adult Educators' Society             | 1,622,202 |
| Vancouver Elementary Principal and Vice-Principal Association | 143,528   |
| Vancouver Glass (1990) Ltd.                                   | 209,372   |
| Vancouver Kidsbooks   | 46,812    |
| Vancouver Outdoor School                                      | 70,335    |
| Vancouver PartyWorks Interactive                              | 35,432    |
| Vancouver Public Education Alliance                           | 72,400    |
| Vancouver School Bus Charters Ltd.                            | 60,944    |
| Vancouver Secondary Teachers' Association                     | 1,148,893 |
| Van-Kel Irrigation, a division of EMCO                        | 25,315    |
| VerificationsCanada Inc                                       | 35,000    |
| Victory Trophies Ltd.   | 40,137    |
| Viking Fire Protection Inc.                                   | 224,074   |
| Viking-Alexander Metal Products Ltd.                          | 67,058    |
| VWR International Co  | 37,113    |
| Walmart   | 26,452    |
| Wang, Fengxia   | 29,600    |

|   |                                  |
|---|----------------------------------|
| Waste Management  | 1,004,426                        |
| Waterfront Hospitality Inc                                    | 40,000                           |
| WCLN-Western Cdn Learning Network                             | 30,839                           |
| Wescan Charter Bus Lines                                      | 29,185                           |
| Wesco Distribution Canada LP                                  | 34,002                           |
| Western Athletic Ltd.   | 27,994                           |
| Western Campus Resources                                      | 406,667                          |
| Westlab   | 53,335                           |
| WESTPAC Solutions Ltd.  | 49,886                           |
| Whistler Blackcomb Mountain Resorts Ltd.                      | 40,427                           |
| Whistler Holdings Limited                                     | 25,614                           |
| White Cap Supply Canada Inc                                   | 66,513                           |
| Williams Machinery  | 38,257                           |
| WMW PUBLIC: Architecture + Communication                      | 402,877                          |
| WorkSafeBC  | 6,625,413                        |
| YMCA BC   | 50,793                           |
| YMCA Camp Elphinstone   | 115,941                          |
| Young Actors Project  | 33,645                           |
| Zeemac Vehicle Lease  | 731,121                          |
| <br>Total payments to suppliers exceeding \$25,000 each       | <br><u>\$ 447,821,112</u>        |
| <br>Total payments to suppliers less than \$25,000 each       | <br><u>\$ 8,943,666</u>          |
| <br><b>Consolidated total payments for goods and services</b> | <br><b><u>\$ 456,764,778</u></b> |

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

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

**Fiscal Year Ended June 30, 2024**

**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.

November 25, 2024

**TO:** Board of Education

**FROM:** Finance and Personnel Committee

**RE:** 2025-2026 Financial Planning Process

*Reference to  
[Education Plan](#)*

**GOAL:**

The Vancouver School Board will increase equity by...

**OBJECTIVE:**

- Improving stewardship of the district's resources by focusing on effectiveness, efficiency, and sustainability.

## INTRODUCTION

The Board of Education is responsible, through the Superintendent of Schools, for overseeing the educational and operational activities of the District and for all statutory requirements of provincial legislation to implement educational standards and policies. The approval of the Annual Budget is one of those responsibilities under the *School Act*, specifically school districts must annually approve, by bylaw, a balanced budget for the next fiscal year and submit it to the Ministry of Education and Child Care by June 30 of the current fiscal year. In addition, under Section 9.1 of Board [Policy 2](#), the Board must approve the budget process and timeline at the outset of the budget process.

On November 13, 2024, the Finance and Personnel Committee reviewed the financial plan development process and timeline document and recommended that the 2025-2026 Financial Planning Process be approved by the Board at the November 25, 2024 Board meeting.

This report contains a recommendation from the Finance and Personnel Committee.

## BACKGROUND

The school district is required to prepare and submit budgets to the Minister of Education and Child Care, in the form, with the information, and at the time required by the Minister (see Appendix A). The annual budget must be prepared in accordance with the [Accounting Practices Order](#), Section 23.1 of the [Budget Transparency and Accountability Act](#), Regulations [257/2010](#) and [198/2011](#) issued by the Province of BC Treasury Board the [Financial Planning and Reporting Policy](#) and the [K-12 Accumulated Operating Surplus Policy](#).

The school district reports revenues and expenses under three separate funds as described below.

**OPERATING FUND:** The operating fund includes operating grants and other revenue used to fund instructional programs, school and district administration, facilities operations, maintenance and transportation.

**SPECIAL PURPOSE FUND:** The special purpose fund is comprised of separate funds established to track revenue and expenditures received from the Ministry of Education and Child Care and other sources that have restrictions on how they may be spent (e.g. Classroom Enhancement Fund, Annual Facilities Grant,

Feeding Futures School Food Programs Fund, Community LINK, Ready Set Learn and School Generated Funds).

**CAPITAL FUND:** The capital fund includes capital expenditures related to facilities (purchases and enhancements) and equipment (purchases) that are funded by Ministry of Education and Child Care capital grants, operating funds and special purpose funds. An annual deficit in the capital fund that is a result of amortization expense and budgeted capital assets purchased from operating and special purpose funds exceeding the amortization of deferred capital revenue plus budgeted local capital revenue is permitted under the Accounting Practices Order of the Ministry of Education and Child Care.

## FINANCIAL PLAN DEVELOPMENT

### GUIDING PRINCIPLES

All operating and financial decisions at VSB are informed by the [Education Plan 2026](#) and the priorities outlined in the [Framework for Enhancing Student Learning report](#). The Education Plan presents the District's values and its commitment to creating an equitable learning environment.

### EDUCATION PLAN

#### *Values Statement*

The Vancouver School Board believes an effective public education system will prepare students to be active, productive, and socially responsible citizens. Students who complete their education with the Vancouver School Board should possess a strong educational foundation; be disposed to treat others with respect and work cooperatively with them; act upon the values and principles that make us human; care for themselves, for others, and for the planet; and exercise a critical intelligence adaptable to new situations.

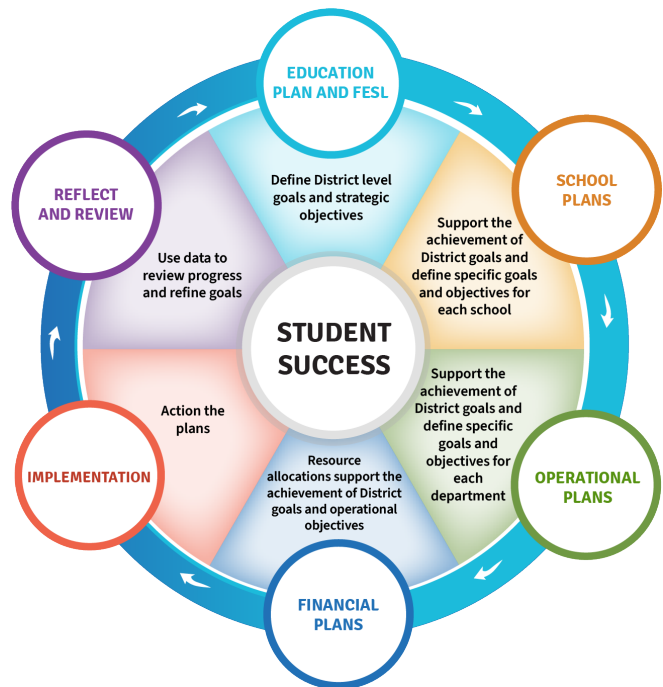
VSB will foster school communities where students can learn, see themselves, feel supported and connected so that they develop a love of learning and become lifelong learners.

#### *Equity Statement*

The Vancouver School Board – a large, urban school district located on the unceded, traditional lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) and səliłwətał (Tsleil-Waututh Nation) – respects and supports Indigenous ways of knowing and learning.

VSB will create an equitable learning environment where every child can experience a deep sense of belonging and is free to pursue pathways of learning in ways that are authentic to themselves. The VSB will achieve this by:

- having students see themselves and their communities in the curriculum and in the staff throughout the District;



- prioritizing student needs by making informed decisions and engaging in open communication with rights holders and stakeholders; and
- actively fighting systems of oppression through relationship building, ongoing communication and transparency.

#### *Goals and Priorities*

The Education Plan provides direction for the financial planning process as Goal 2 indicates that “improving stewardship of the District’s resources by focusing on effectiveness, efficiency and sustainability” is essential for VSB to achieve its goal of increasing equity.

The Framework for Enhancing Student Learning identifies the link between effective planning and enhanced student learning and success. The document includes a commitment to Indigenous rights holders and Indigenous peoples, education partners and communities to work together to continuously improve student learning.

### **FRAMEWORK FOR ENHANCING STUDENT LEARNING**

VSB provides an annual comprehensive update on its progress toward the goals outlined in the Education Plan. These goals are closely aligned with the [Framework for Enhancing Student Learning](#). The most recent update was presented in the [2023-2024 Framework for Enhancing Student Learning Report](#). Ongoing updates are provided regularly at the Education Plan committee.

The report centers around student success across three key areas: Intellectual Development, Human and Social Development and Career Development. To assess progress, VSB collects data from various sources, including the Foundation Skills Assessment, Graduation (Literacy and Numeracy) Assessments, Student Learning Surveys, report card information and Completion Rates.

Overall, VSB remains committed to enhancing student learning outcomes and addressing any disparities to ensure equitable education for all students.

### **FINANCIAL PLAN ENGAGEMENT PROCESS**

VSB’s financial planning process is guided by the Education Plan, the 2023-2024 Framework for Enhancing Student Learning (FESL) report and applicable Board and provincial policies. Engagement activities follow best practice standards set by the International Association of Public Participation (IAP2) and in alignment with the District’s administrative procedures.

Our goal is to actively seek and incorporate feedback from the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) and səliłwətał (Tsleil-Waututh Nation), District leaders and the District’s formal stakeholder groups, as well as feedback from students, their families, staff and the broader public in the annual budget and financial plan. We aim to provide clear information, ensure every voice is valued and make financial decisions that align with our community’s values and our District’s educational goals. All feedback will be considered by the Board. Any decisions regarding financial planning and engagement, will be made by the Board of Education.

A detailed engagement plan will be developed to ensure that the financial plan engagement goals are achieved.

A summary of key engagement timelines is provided below.



## BUDGET ESTIMATES DEVELOPMENT PROCESS

In developing the balanced budget for the operating fund for 2025-2026 the overall goal is to provide, to the extent possible, a comparable level of programs and services as provided in 2024-2025. Priority will be given to initiatives that support the goals in the Education Plan, while also ensuring that VSB maintains a balanced budget. VSB is exposed to potential cost pressures due to numerous factors such as inflation, collective agreement wages lifts and costs of maintaining older buildings which may not be offset by additional funding. The development of the annual budget for 2025-2026 will include:

- development and approval of the 2024-2025 amended annual budget;
- development and submission to MECC of three-year enrolment projections;
- development of base budget which includes revenue and expense estimates and budget assumptions validation through a zero-based budget review process, estimated enrolment driven changes to revenue and expenditures, estimated changes to employee salaries and benefits; estimated changes to services, supplies, and utilities due to contractual rate changes; and adjustments for one-time revenue or expenditures included in the prior year budget;
- the creation of the balanced status quo budget;
- inclusion of structural deficit reduction strategies and additional costs included in multi-year plans consideration of using prior years' surpluses to balance the budget.



It is important to note that due to the provincial election held on October 19, 2024, the timeline for presenting the provincial budget in 2025 will differ from the usual schedule which would require the Minister of Finance to do so on or before the fourth Tuesday in February. According to the [Budget Transparency and Accountability Act](#), when a general election occurs on the third Saturday in October, the minister must present the main estimates for the following fiscal year by April 30, 2025. However, if new appointments for the Premier and minister are made following the election, the deadline extends to no later than 150 days after the designated date of these appointments. This adjustment ensures that a new government has adequate time to prepare and present the budget, reflecting any changes in leadership and policy direction.

## CONCLUSION

The financial planning process detailed in this document represents a transparent and accountable approach to developing the annual budget for the Vancouver School Board. This process may be challenging due to the structural deficit and anticipated cost pressures, particularly those related to inflation and rising utility costs. In developing the budget, the focus should align with Goal 2 of the Education Plan, which addresses “increasing equity” by “improving stewardship of the District’s resources through effectiveness, efficiency, and sustainability.”

The Board is expected to carefully examine how the limited resources are allocated within the system so that the cost structure, primarily based on staffing and building operational costs, more closely aligns with the funding received. This examination should structurally review the budget and identify strategies where programs can be delivered more cost-effectively, where the costs of maintaining buildings can be reduced, where the cost of delivering educational programming per student can be lowered, and where unnecessary costs can be eliminated. Failure to do so may prevent the District from creating a balanced budget, as required by the School Act.

We believe that the budget development process outlined in this document provides a foundation for looking at resource allocation from a district perspective, striving for equity for students, and fostering cost consciousness; all of which aim to enhance learning experiences for Vancouver students.

## RECOMMENDATION

That the Board of Education approve the 2025-2026 Financial Planning Process.

# POLICY AND GOVERNANCE COMMITTEE

Wednesday, November 13, 2024

## Committee Report to the Board, November 25, 2024

The Chairperson of the Committee called the meeting to order and acknowledged with deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səliwətał (Tsleil-Waututh Nation).

This meeting was live-streamed, and both the audio and visual recordings were also available to the public for viewing after the meeting. Footage from this meeting may be viewed from Canada or anywhere else in the world.

A master PowerPoint presentation detailing the flow of the agenda was shown throughout the meeting, a copy of which is on file with the meeting agenda.

### 1. Receipt of Advocacy Plan Report:

Trustee Mah, Chair of the Advocacy Subcommittee presented a report entitled **Advocacy Subcommittee**, a copy of which is on file with the meeting agenda. She noted that the Advocacy Subcommittee meeting was held at 2:30pm on October 30, 2024 in Room 180 at the Education Centre. She highlighted that at the meeting with trustees and stakeholder engaged in facilitated group workshops, touching on objectives, priorities and strategic actions regarding the Board's Advocacy Plan.

The report for the October 30, 2024 Advocacy Subcommittee meeting was received by consensus.

### 2. Policies Review:

Prior to the presentation of the item, the Chairperson noted that the committee will continue the work of reviewing Board policies. She noted that the policies for review at the meeting are Policy 2 - Role of the Board, and Policy 11 – Board Delegation of Authority.

The Secretary Treasurer presented a report dated November 13, 2024 entitled **Policies Review**. She noted that the Board policies are reviewed at least once in a four-year term to ensure that compliance with legislation, regulations, and legislative mandate is maintained.

The live broadcast ended as Committee members, trustees and stakeholder representatives engaged in small group discussion and dialogue to gather feedback for the update of Policy 2 – Role of the Board, and Policy 11 – Board Delegation of Authority.

Trustee Mah left the meeting at 7:10pm.

Below are the three questions used to guide the table discussion:

1. **Alignment with current practice:** Which aspects of the policy are outdated or inconsistent with our current practices, and how might they be revised or updated?
2. **Alignment with other board policies provincial guidance and legislation:** How well does the existing policy align with other board policies and/or adhere to provincial guidance and legislation? Are there areas where the policy could be improved to create better alignment and/or ensure compliance?
3. **Suggestions for improvement:** Are there new considerations or emerging trends that the policy should address to remain relevant?

All input received will be considered by the Committee Chair and resource staff before draft policies are shared with the Board to inform policy updates.

Meeting adjourned at 8:10 pm.

---

Janet Fraser, Chairperson

---

|   |   |
|---|---|
| <b>Committee Members Present:</b>           | Janet Fraser (Chair)<br>Preeti Faridkot (Vice-Chair)<br>Jennifer Reddy<br>Christopher Richardson  |
| <b>Other Trustees present:</b>              | Victoria Jung (Alternate)<br>Suzie Mah  |
| <b>Senior Team Members Present:</b>         | Helen McGregor, Superintendent<br>Flavia Coughlan, Secretary Treasurer<br>Pedro da Silva, Associate Superintendent<br>Michael Gray, Executive Director – Employee Services<br>Jessie Gresley-Jones, Executive Director – Facilities<br>Dan Blue, Executive Director – Finance |
| <b>Stakeholder Representatives Present:</b> | Suzette Magri, CUPE 15<br>Ishi Dinim, DPAC<br>Hayden O'Connor, PASA<br>Angie Haveman, VASSA<br>Janine Lamb, VEPVPA<br>Freddie Zhang, VDSC<br>Carl Janze, VSTA   |
| <b>Also Present:</b>                        | Amanda Poon, Executive Assistant (Recorder)   |

November 25, 2024

**ITEM 11.1**

**TO:** Board of Education

**FROM:** Jennifer Reddy, Trustee

**RE:** Notice of Motion – Democracy, Accountability and Public Participation at VSB Board and Committee Meetings

*Reference to  
[Education Plan](#)*

**GOALS AND  
OBJECTIVES:**

Goal 1: The Vancouver School Board will improve student achievement, physical and mental well-being, and belonging by...

- Encouraging students to reach beyond previous boundaries in knowledge and experience.
- Improving school environments to ensure they are safe, caring, welcoming, and inclusive places for students and families.
- Increasing literacy, numeracy, and deep, critical, and creative thinking.
- Ensuring that students develop and can implement a plan for a successful transition upon completion of secondary school.
- Ensuring the alignment among school, district, and provincial education plans.
- Reporting student results about performance, well-being, and outcomes to the community and using the results to improve the quality and effectiveness of the education and supports provided to students.

Goal 2: The Vancouver School Board will increase equity by...

- Eliminating gaps in achievement and outcomes among students.
- Eliminating racism and discrimination in all forms.
- Evaluating and renewing plans for the improvement of Indigenous learners' education.
- Improving stewardship of the district's resources by focusing on effectiveness, efficiency, and sustainability.

**REFERENCE TO VSB POLICY**

*Please indicate if the proposed motion relates to an existing policies from the [Board Policy Handbook](#). You must check one or more boxes.*

- ☒ Relates to Policy No. 7, 8
- ☐ This is an action motion and does not change or contradict any existing policies from the Board Policy Handbook

## PROPOSED MOTION

That the VSB acknowledges the important, valuable and necessary contributions to public education from rights holders, stakeholders, members of the public, students, families, and employee groups in Vancouver;

That the VSB enhance opportunities for public input and public accountability at board meetings (Policy 7):

- Allow members of the public to speak to agenda items either in person or online;
- Publish agendas for all meetings online one full week (7 days) prior to the meeting.

And that the VSB enhance opportunities for public input and public accountability at standing committees and delegation meetings (Policy 7, 8):

- Allow members of the public to attend and/or choose to speak on agenda item either in person or online at committee meetings and delegation meetings (Policy 8);
- Ensure all discussions by trustees, rights holders and stakeholders in committees (including small group discussions) are live-streamed and minuted in detail so input can be widely shared;
- Allow rights holders and stakeholders including DPAC, VDSC, and union representatives to approve the agenda, and introduce new agenda items, information items, and/or new business at standing committee meetings;
- Ensure that all committee members can ask questions and receive answers at standing committee meetings on the public record (to further Policy 8), and specifically, improve participation and debate as provided by Policy 8;
- Reinstate the Personnel Committee as a stand-alone committee

And that the VSB enhance its public accountability (Policy 7):

- Restrict the decision-making role of Agenda Setting Committee to setting agendas only;
- Enforce policy 7, section 6.1 to restrict items being discussed in board private sessions to listed items in sections 6.1.1-6.1.12 only.

## RATIONALE

Whereas:

As a part of the publicly elected Vancouver School Board, Trustees must understand issues that impact students, families, staff and community.

At every meeting, Trustees make decisions on important issues, such as infrastructure, staff, student well-being, food programs, school supplies, working conditions and more.

In order to make those decisions, Trustees need to hear from those impacted by those decisions: rights holders, stakeholders, students, families, staff, and community.

Instead of decreasing public engagement, Trustees need more opportunities to hear from the public on decisions in front of them. When Trustees make decisions in an open meeting, with opportunities to hear from the public, it increases transparency and accountability.

In their June 11 2024 letter, the District Parent Advisory Council (DPAC) asks for the

*“VSB to take meaningful steps to rebuild trust with parents and caregivers. Vancouver DPAC urges the VSB to prioritize genuine collaboration and transparency.”*

Further, in the May 2024 survey by Unions representing VSB employee groups it is found that,

*“a significant portion of employees have expressed intentions to leave the district within the next five years, citing dissatisfaction with working conditions and a lack of appreciation.”*

And that,

*“75% of Vancouver teachers feel undervalued and unrecognized by their employer.” A reduction of classroom supports and complex student needs are taking a profound toll on mental health and stress levels.*

Trustees should improve opportunities for public engagement and participation in decision-making to address the issues of all our stakeholders including students, families, staff, and community.

# Vancouver School District Open Board Meeting

Monday, November 25, 2024

1



## LAND ACKNOWLEDGEMENT

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam), Sk̓wxwú7mesh Úxwumixw (Squamish Nation) & səliłwətał (Tsleil-Waututh Nation).



x<sup>w</sup>məθk<sup>w</sup>əyəm  
(Musqueam)



Sk̓wxwú7mesh Úxwumixw  
(Squamish Nation)



səliłwətał  
(Tsleil-Waututh Nation)

2

## Live-streamed

The meeting is currently being broadcasted live, and both the audio and video recordings will be accessible to the public for viewing even after the meeting ends.

Footage from this meeting may be viewed from Canada or anywhere else in the world.

3

## Meeting Decorum

The Board has a strong commitment to ethical conduct. It is our collective responsibility to ensure that our meetings are conducted in a safe and respectful manner.

As a Board of Education for a school district, it is important that we model the behaviour that we expect of students in their schools.

4



# Introductions

Introductions of Trustees and Staff

5

## ITEM 2.1 Annual Report – Board Chair

---

6

## **ITEM 2.2**

# **Chairperson and Vice-Chairperson Nomination and Election Procedure**

---

7

## **2.2 Chairperson and Vice-Chairperson Nomination and Election Procedure**

That the Board proceed to elect a new Board Chairperson and Vice-Chairperson following the nomination and election procedure.

8

# Appointment of Scrutineers

That Alison Ogden and Daniel Blue be appointed scrutineers for the nomination and election of Board Chairperson and Board Vice-Chairperson.

9

# Nominations for Board Chairperson

10

## Election for Board Chairperson

**VSB** Vancouver  
School Board

11

## Nominations for Board Vice-Chairperson

**VSB** Vancouver  
School Board

12

## Election for Board Vice-Chairperson

**VSB** Vancouver  
School Board

13

**VSB** Vancouver  
School Board

## Motion – Destroy Ballots and Discharge Scrutineers

That the scrutineers destroy the ballots for the nomination of Chairperson and Vice-Chairperson and election of Chairperson and Vice-Chairperson, and that the scrutineers are discharged.

14

# Board Chairperson and Board Vice-Chairperson's Remarks

---

15

# ITEM 4.0 ADOPTION OF MINUTES

---

16

## Meeting of October 28, 2024

That the minutes of the October 28, 2024 meeting be adopted.

17

## Public Delegation Board Meeting of November 18, 2024

That the minutes of the November 18, 2024 meeting be adopted.

18

# ITEM 5.0 SUPERINTENDENT'S UPDATE

---

19

# SUPERINTENDENT HIGHLIGHTS

---

November 25, 2024

20



## SUPERINTENDENT'S TRIBUTE



**Lynne Kennedy**  
Teacher – Hastings Elementary

21

## SUPERINTENDENT'S TRIBUTE



**Kirk Gummow**  
District Counsellor, Safe and Caring Schools

22



23



24



## Grade 12 Indigenous Leadership Retreat



25

## Indigenous Veterans Day and Remembrance Day



26

## Career Programs Trade Info Night



OUR VSB

27




**VSB  
After the  
Bell**




with guest Jesse Miller





**DIGITAL  
LITERACY**





28

# ITEM 6.0

## STUDENT TRUSTEE REPORT

---

29

# ITEM 7.0

## COMMITTEE REPORTS

---

30



## **7.1.1 Education Plan Committee Report**

That the report of the November 6, 2024 meeting be received.

31

## **7.1.2.1 Matters Arising International Baccalaureate Middle Years Program**

32

# Middle Years Programme (MYP)

---

33

## Context

- The Vancouver School Board has to make a decision about the future of the Middle Years Programme (MYP) – International Baccalaureate (IB) program for grades 6 to 10 students.
- An evaluation report from IB World, determined the program is not in compliance with IB World standards.
- A shift in the BC curriculum = considerable overlap between the goals and teaching methodologies between IB and BC curricula, reducing the distinctiveness that IB once offered.
- A detailed report was presented at the November 6 Education Plan committee meeting.

34

## Why now?

### A Board decision about the future of MYP is required by Dec. 1, 2024 because...

1. Cross-boundary and mini-school application process in December and January.
2. Minimal scheduling, staffing and budget disruptions.
3. IB World mandated that recommendations begin implementation by Dec. 1.
  - This means the latest the Board can make a decision is at the Nov. 25, 2024, public Board meeting.

35

## Purpose

- Before the Board makes a decision, District staff engaged with rights holders, stakeholders and impacted school communities to help inform the Board's decision.
- Purpose today is to share the engagement findings

36



# Communications & Engagement

37

## Communications

Developed project website, fact sheets, personalized invites, five letters



**Rights holders and Stakeholders**



**MYP educators**



**PAC Executives**

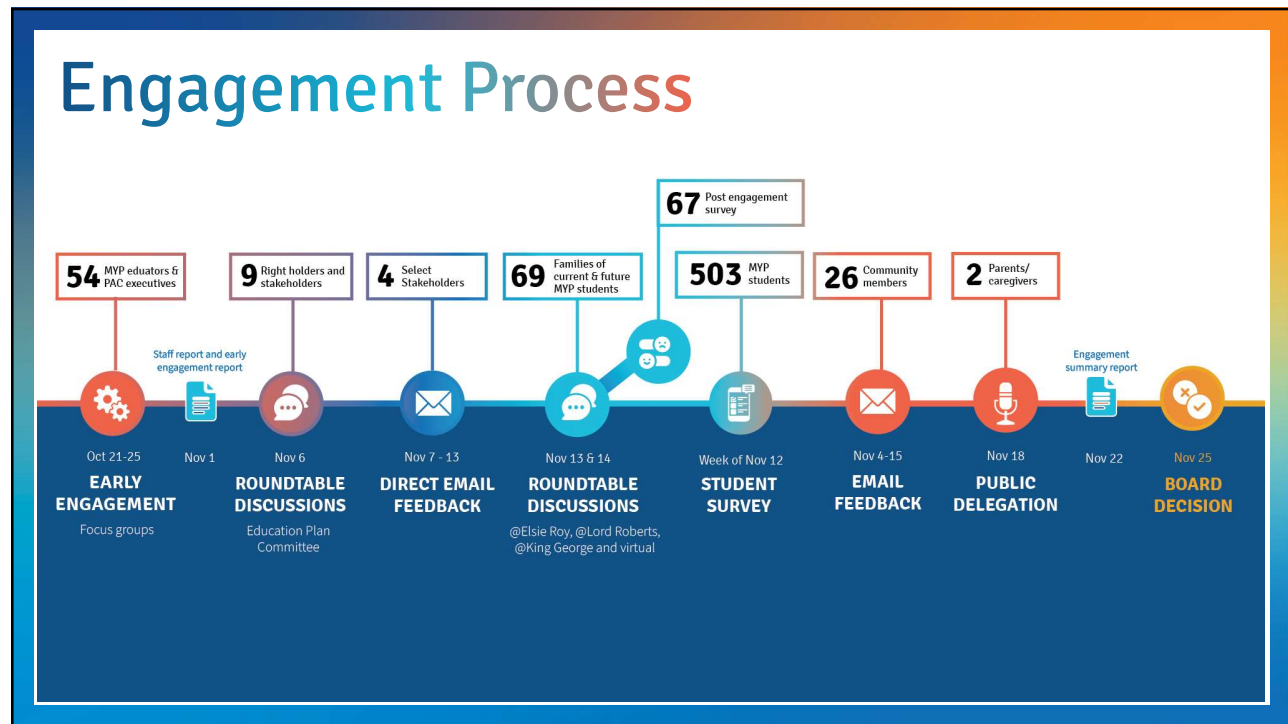
From Elsie Roy, Lord Roberts, and King George schools



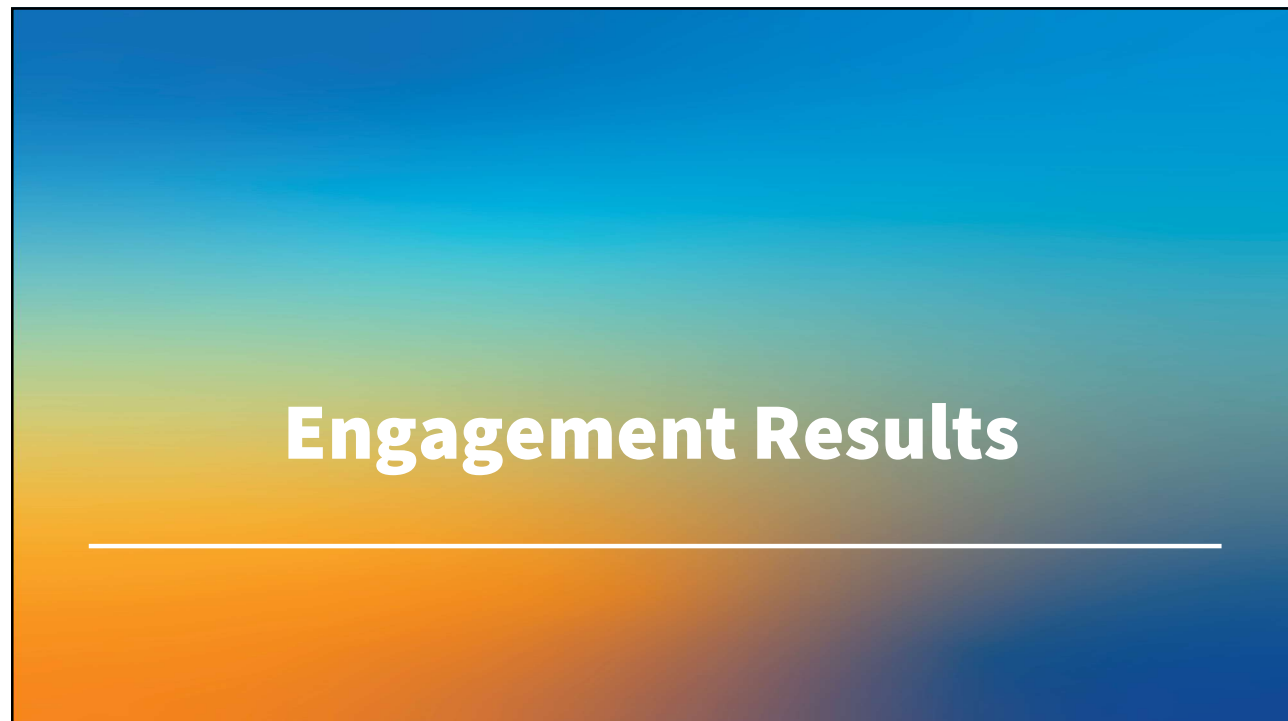
**Impacted families**

With current and future MYP students

38



39



40

## 9 Rights holders & stakeholders

78% in favour of discontinuing MYP

- recruitment and retention challenges overlap in curricula, high costs and misalignment with District equity values.

22% participants were neutral.

No one was in favour of continuing the program.

Direct email outreach showed no distinct value in continuing the program.

41

## 42 MYP Educators

Most educators were in favour of discontinuing MYP citing:

- overlap with the BC curriculum,
- an increased workload,
- high staff turnover,
- conflict with VSB's Equity Statement
- lack of collaborative time and disconnection between MYP schools

65% had no interest in being IB certified, 27% interested, 8% neutral

42

at least

# 69 Families

70% of roundtable participants supported continuing MYP.

- **Value:** MYP's academic rigour, international recognition and emphasis on skill development.
- **Concerns:** teacher training, resource allocation, and financial sustainability, alongside a perceived overlap with the BC curriculum.

43

# 503 MYP Students

- Significant portion did not fully understand MYP's purpose or impact.
- Benefits: enhanced critical thinking, global perspectives and project-based learning.
- Challenges: workload, grading complexity and added stress.
- 9% secondary students plan to proceed with IB, 33% did not want to proceed, 57% uncertain.

44

# Recommendation

---

45

## Recommendation

---

That the Board close the Middle Years Programme effective June 27, 2025, and direct staff to develop a closure plan.

46

## **7.2.1 Finance and Personnel Committee Report**

That the report of the November 13, 2024 meeting be received.

47

### **7.2.2.1 Matters Arising: Statement of Financial Information (SOFI)**

That the Board approve the Statement of Financial Information for the period July 1, 2023 to June 30, 2024, for the Board of Education of School District No. 39 (Vancouver).

48

## 7.2.2.2 Matters Arising: 2025-2026 Financial Planning Process

That the Board of Education approve the 2025-2026  
Financial Planning Process.

49

## 7.2.2.2 Matters Arising: 2025-2026 Financial Planning Process

That the Board of Education approve the 2025-2026  
Financial Planning Process and add April 16, 2025 as a  
second Public Delegation Board Meeting.

50

## **7.2.2.2 Matters Arising: 2025-2026 Financial Planning Process**

That the Board of Education approve the 2025-2026  
Financial Planning Process.

51

## **7.3.1 Policy and Governance Committee Report**

That the report of the November 13, 2024 meeting be received.

52



# **ITEM 8.0**

## **REPORT ON PRIVATE SESSION**

---

53

# **ITEM 9.0**

## **REPORTS FROM TRUSTEE REPRESENTATIVES**

---

54

# ITEM 10.0 NEW BUSINESS

---

55

# ITEM 11.0 NOTICES OF MOTION

---

56

### 11.1 Notice of Motion from Trustee Reddy: Democracy, Accountability and Public Participation at VSB Board and Committee Meetings



That the VSB acknowledges the important, valuable and necessary contributions to public education from rights holders, stakeholders, members of the public, students, families, and employee groups in Vancouver;

That the VSB enhance opportunities for public input and public accountability at board meetings (Policy 7):

- Allow members of the public to speak to agenda items either in person or online;
- Publish agendas for all meetings online one full week (7 days) prior to the meeting.

And that the VSB enhance opportunities for public input and public accountability at standing committees and delegation meetings (Policy 7, 8):

- Allow members of the public to attend and/or choose to speak on agenda item either in person or online at committee meetings and delegation meetings (Policy 8);
- Ensure all discussions by trustees, rights holders and stakeholders in committees (including small group discussions) are live-streamed and minuted in detail so input can be widely shared;
- Allow rights holders and stakeholders including DPAC, VDSC, and union representatives to approve the agenda, and introduce new agenda items, information items, and/or new business at standing committee meetings;
- Ensure that all committee members can ask questions and receive answers at standing committee meetings on the public record (to further Policy 8), and specifically, improve participation and debate as provided by Policy 8;
- Reinstate the Personnel Committee as a stand-alone committee

And that the VSB enhance its public accountability (Policy 7):

- Restrict the decision-making role of Agenda Setting Committee to setting agendas only;
- Enforce policy 7, section 6.1 to restrict items being discussed in board private sessions to listed items in sections 6.1.1-6.1.12 only.

57

### 11.1 Notice of Motion from Trustee Reddy: Democracy, Accountability and Public Participation at VSB Board and Committee Meetings



That the motion be referred to the Policy and Governance Committee to be considered as part of the policy review process.

58

# ITEM 12.0 PUBLIC QUESTION PERIOD

---

59

# ITEM 13.0 ADJOURNMENT

---

60



**THANK YOU  
FOR YOUR TIME**

---