

BOARD MEETING

AGENDA

Wednesday, November 26, 2025, 7:00 to 9:00 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. ANNUAL ORGANIZATIONAL MEETING MATTERS

2.1 Annual Report – Board Chairperson

2.2 Election of Chairperson and Vice-Chairperson of the Board

3. APPROVAL OF AGENDA

That the agenda be approved as presented.

4. ADOPTION OF MINUTES

4.1 Public Delegation Meeting of October 27, 2025

4.2 Meeting of October 29, 2025

4.3 Matters Arising from the Minutes

That the minutes of the October 27, 2025 Public Delegation Board meeting and October 29, 2025 Board meeting be adopted as circulated.

5. SUPERINTENDENT'S UPDATE

5.1 Superintendent's Highlights

6. COMMITTEE REPORTS

6.1 EDUCATION PLAN COMMITTEE

6.1.1 Report: Meeting of November 5, 2025

6.1.2 Matters Arising

6.2 FACILITIES PLANNING COMMITTEE

6.2.1 Report: Meeting of November 5, 2025

6.2.2 Matters Arising

6.2.2.1 Downtown Catchment Boundary Change

That the Board approve the school catchment boundary change outlined in Option C for the downtown area and that staff implement the new catchment boundary for the 2026 - 2027 school year.

6.2.2.2 Naming of Elementary School at Coal Harbour

THAT the Board approve the name "Seaside Elementary", the name cəwəs gifted by the the xʷməθkʷəy̓əm (Musqueam) & səliłwətał (Tsleil-Waututh Nation) and the name Ch'elxwá7elch Skwuláwtxw gifted by the Skwxwú7mesh Úxwumixw for the new school facility located at 482 Broughton Street.

6.3 FINANCE AND PERSONNEL COMMITTEE

6.3.1 Report: Meeting of November 12, 2025

6.3.2 Matters Arising

6.3.2.1 Statement of Financial Information

That the Board approve the Statement of Financial Information for the fiscal year ended June 30, 2025.

6.3.2.2 2026-2027 Financial Planning Process

That the Board approve the 2026-2027 Financial Planning Process.

6.4 POLICY AND GOVERNANCE COMMITTEE

6.4.1 Report: Meeting of November 12, 2025

6.4.2 Matters Arising

7. STUDENT TRUSTEE REPORT

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

8. REPORTS FROM TRUSTEE REPRESENTATIVES

9. NEW BUSINESS

10. NOTICES OF MOTION

10.1 Notices of Motion from Trustee Jung: Reinstating funding for graduated students under the age of 19 who are continuing the second year of their trades training program with school districts

10.2 Notice of Motion from Trustee Faridkot: Feasibility and Cost Assessment for Secure Bike Storage at Elementary Schools

11. PUBLIC QUESTION PERIOD (Submitted through the online link)

12. REPORT ON PRIVATE SESSION

12.1 Meeting of October 29, 2025

12.2 Special Meeting of November 6, 2025

12.3 Special Meeting of November 26, 2025

12.4 Meeting of November 26, 2025

13. ADJOURNMENT

VSB Vancouver
School Board

CHAIR'S ANNUAL REPORT

November 19, 2025



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).

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Chair's message



This year brought progress and transformation across the Vancouver School Board. Together, as a Board, we advanced our vision for public education with a

dedicated commitment to students – their learning and well-being.

It was also a year of profound challenges. Tragic events and shifting social and economic conditions tested our community in ways few could have anticipated. From moments of celebration that turned to sorrow, to evolving policies and global currents, these changes touched our school communities. Through it all, our community showed resilience and strength, and our staff demonstrated commitment in supporting students and families every day. Thank you to all VSB employees for your dedication and care.

As a Board, we focused governance by enhancing transparency, prioritized fiscal responsibility and redirected resources to classrooms. Together, we advocated for sustainable funding, enhanced food security for students and invested in capital projects that create better learning environments.

Trustees engaged with families, participated in student and staff-led initiatives and deepened relationships with inherent rights holders and our formal stakeholder groups. Trustees also served on civic committees, were active through the BC School Trustees Association and engaged with NGOs, officials at every level of

government and other key partners – helping to shape policy and strengthen collaborations that support public education. I am profoundly appreciative of their commitment and contributions.

I am especially grateful to Janet Fraser, vice-chair, for her continued support and collaborative leadership. Her partnership has been invaluable to me and to our Board's accomplishments.

This year, the Board adopted the 2025–2026 financial plan to support long-term sustainability, while continuing to prioritize investments in classrooms and enhancements to supports for students. In addition, policy revisions strengthened our governance and enabled the Board to remain responsive to the evolving needs of our community. Board operational improvements also increased efficiency and accessibility.

I am proud of what we've achieved on behalf of students and residents of Vancouver. We fostered inclusive learning environments, strengthened partnerships and championed equity. As we look ahead, I am confident this Board will continue to ensure public education in Vancouver remains strong, responsive and forward-thinking.

A handwritten signature in grey ink that reads "Victoria Jung".

Victoria Jung
Chair, Vancouver School Board

Advancing policy & governance

The Board is committed to reviewing all its policies during its elected term and remains on track to meet this goal. This work ensures the Board's governance framework reflects best practices and responds to the evolving needs of our schools and community.

Policy updates

This year, the Board advanced governance by approving key policy revisions that strengthen accountability and transparency. Updates included:

- [Policy 19: Accumulated Surplus](#)
- [Policy 9: Board Representatives](#)
- [Policy 2: Role of the Board](#)
- [Policy 11: Board Delegation of Authority](#)
- [Policy 7: Board Operations](#)
- [Policy 8: Board Committees](#)

These policy updates clarify roles, reinforce fiscal stewardship and ensure decisions reflect best practices in governance.

The updated policies modernize procedures and improve alignment with current operational needs. The revisions incorporate feedback from inherent rights holders, the Board's formal stakeholder groups and members of the public.

Ahead of finalizing Board Policy 7: Board Operations, the Board adopted a new schedule for regular public meetings and public delegation meetings based on the feedback received from the policy and governance committee attendees. Publishing agendas in advance provides more time for public participation and improves transparency in decision-making. This new schedule is now confirmed in policy.

Financial planning

As financial stewards, the Board responded to economic uncertainty with unknown tariff impacts and changing federal immigration policies with fiscal prudence while prioritizing the needs of students. The Board approved a [financial plan for the 2025–2026 school year](#) with spending of more than \$794 million.

This financial plan directly met the calls heard from students' families for more supports in the classroom to advance student learning and improve inclusive education. The Board reallocated resources, resulting in additional school and student support workers (SSAs) and maintaining teacher staffing above provincially funded ratios. Investments also included the purchase and installation of automated external defibrillators (AEDs) in all VSB facilities. Before the resumption of classes in September, all VSB facilities were equipped with AEDs, enhancing emergency preparedness and safety. The Board also allocated funds to expand summer clinic psycho-educational assessments, enabling nearly 10 per cent more students to receive evaluations during the summer break.





Henry Hudson Elementary school and playground

Enhancing facilities to support student learning

Each year, the Board undertakes a comprehensive review of its capital plans before submitting them to the provincial government for funding consideration and approval. The Board's major and minor capital plans focused on new construction and essential upgrades to existing facilities to ensure learning environments remain safe, accessible and responsive to student and community needs.

Work on a new school in Olympic Village remains a key focus. The project will offer modern learning spaces, energy-efficient features and improved accessibility, all with a strong commitment to sustainability and community integration.

At Henry Hudson Elementary, a new addition is helping to accommodate rising enrolment. This expansion was designed to align with current educational standards and prepare for future needs. Henry Hudson Elementary also includes a new rooftop child care facility, funded by the City of Vancouver, providing 65 spaces for children ages 0-5 years plus an additional 30 spaces for school-aged care.

For Sir Wilfred Grenfell Elementary, the Board prioritized seismic upgrades to keep

students safe. That work continues and includes reinforcing the structure, enhancing safety systems and updating core building infrastructure to meet provincial earthquake resilience requirements.

Through the Board's minor capital plan, the Board directed funds from the annual facilities grant toward infrastructure improvements. Accessibility upgrades, including ramps, elevators, automatic doors and accessible washrooms, make schools more welcoming for all students, staff and visitors, while supporting inclusive education and creating welcoming spaces for the broader community. Enhancements to heating, ventilation and air conditioning systems improve air quality, comfort and energy efficiency, creating healthier learning spaces – as seen at 5xwəq'wəθət Crosstown Elementary School, where these upgrades make a real difference for students and staff. The Board's capital spending plans also provided for roof replacements, playground improvements, plumbing updates and technology upgrades to ensure school buildings and grounds remain functional, modern and ready for evolving educational needs.



Funding announcement for the National School Food Program held at David Thompson Secondary

Advancing public education through advocacy

The Board has a long-standing commitment to advocacy to improve outcomes for students. This year, the Board adopted an advocacy plan that guides advocacy efforts aimed at federal, provincial and local governments, as well as other organizations. It supports the [Education Plan](#) by focusing on student needs, equity and safe, inclusive schools. It guides advocacy with governments and partners to secure better funding, resources and policies. Key priorities include fair and sufficient funding for all students as well as fully funding government mandated directions, improving staff recruitment and retention, promoting inclusive and culturally responsive education and upgrading school facilities for safety, accessibility and sustainability. The plan aims to create learning environments where every student can thrive.

The Board's advocacy subcommittee assisted the Board in developing and implementing advocacy tactics that advance the objectives outlined in the advocacy plan.

In June 2025, chair Jung presented the Board's budget priorities to the Select Standing Committee on Finance and Government Services. The submission was informed by the Board's advocacy plan, ensuring consistent engagement at the provincial level. The chair's presentation focused on:

- Equitable and sufficient funding to address rising costs, support Indigenous learners and students with diverse abilities and ease staffing shortages;
- Investments in technology and future-ready learning to provide students and educators with modern tools, strengthen digital infrastructure and offer professional development for educators; and
- Safe, accessible and inclusive school facilities with continued investment in seismic upgrades, maintenance and accessibility improvements.

Provincial collaboration in action: adopts VSB motions

Each year, school boards throughout the province participate in the BC School Trustees Association's annual general meeting. At the 2025 AGM, held April 24-26, VSB presented motions calling for provincial funding of AEDs in all public school buildings and for the Middle Years Development Instrument (MDI) to be funded for all BC school districts. Both motions were passed at the AGM and shaped provincial advocacy efforts.

Improving food security for students

The Board continued to call for, and delivered, improved student nutrition through advocacy and donor support. It worked with the City of Vancouver to secure funding for meal programs, resulting in the City maintaining its Food4Schools investment at the 2024 funding level for the 2024-2025 school year. This support provided greater stability for VSB food programs and helped address food insecurity among students. The Board continues to urge the mayor and council to continue supporting meal programs for Vancouver students.

Additionally, trustees joined the Honourable Jenna Sudds, Minister of Families, Children and Social Development and the Honourable Lisa Beare, British Columbia's Minister of Education and Child Care, who announced an agreement to enable BC to enhance school food programs for 90,000 students across the province. This event highlighted the importance of collaboration across all levels of government and reinforced a shared commitment to student well-being.

Federal and provincial funding was secured to support student meal programs at VSB. The Board was allocated \$125,725 from the National School Food Program to upgrade equipment enabling the preparation and distribution of meals to students. Later in the year, the Board was notified about year two funding; \$903,520 was allocated to support student food programs.

Throughout the year, the Board continued to advocate for a fully funded universal school food program and directed that a report be prepared to identify barriers and guide future action, ensuring VSB's efforts remain focused and effective.

Trustees at the BC School Trustees Association's annual general meeting





Vancouver District Science Fair



VSB Gives Back with Backpack Buddies

Connecting with Our VSB community

Throughout the year, trustees demonstrated strong engagement with VSB school communities. In addition to their governance responsibilities, trustees attended events, participated in staff-led initiatives and celebrated student achievements in academics, sports and the arts while strengthening relationships with staff, student families and the Vancouver public.

Trustees also deepened connections with inherent rights holders and participated in cultural gatherings including National Indigenous Peoples Day.

Their participation at events such as the VSB Gives Back Pancake Breakfast – a staff fundraising event supporting students – as well as student-led initiatives like the annual Diversity, Equity and Inclusion (DEI) Youth Conference reflects its commitment to fostering an inclusive, supportive and vibrant school district. This ongoing engagement underscores the Board's dedication to collaborative leadership, responsive governance and meaningful community partnerships.

2025 JUNO Host Committee organized a Music Industry Career Pathways panel at John Oliver Secondary



Lord Byng Secondary house post unveiling ceremony





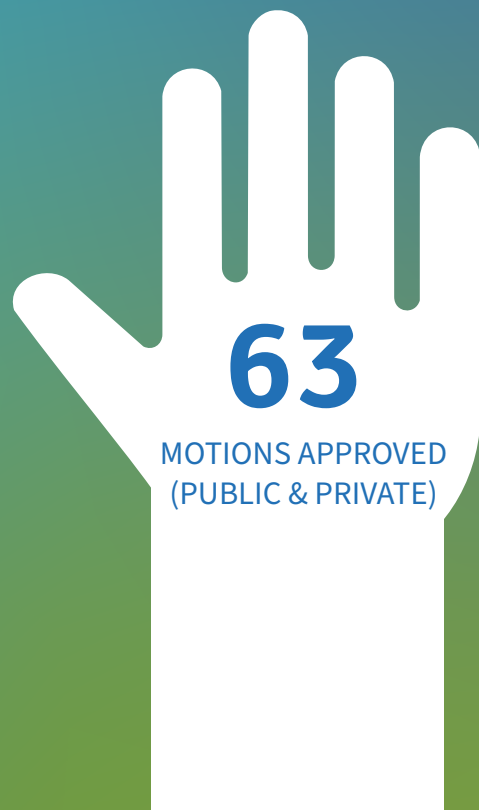
2025 Pride Parade

A year of impact and connection

The year was marked by unwavering commitment to student success and well-being, staff support and community engagement. Trustees also carried out their responsibilities as liaisons to schools and civic agencies, encouraging collaboration that benefits all learners and interest holders. These collective

efforts reflect a steadfast dedication to enhancing educational outcomes and nurturing a strong sense of community. As the year concludes, the Board remains committed to building on these achievements and continuing to serve with integrity, vision and inclusiveness – always keeping students at the center.

Work in action



November 26, 2025

ITEM 2.2

TO: Board of Education

FROM: Flavia Coughlan, Secretary Treasurer | CFO

RE: Election of Chairperson and Vice-Chairperson of the Board

*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

In accordance with Board Policy 7, the Secretary Treasurer conducts the election of Chairperson and Vice Chairperson of the Board following the Chairperson and Vice Chairperson Nomination and Election Procedure.

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 2026."
- 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 2026.

"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 2026."

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 2026."
- 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 2026.

"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 2026."

3. ELECTION PROCEDURE

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 2026."

- (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.

PUBLIC DELEGATION BOARD MEETING MINUTES

Monday, October 27, 2025 at 5:00pm

The Board of Education of School District No. 39 (Vancouver) met on Teams on Monday, October 27, 2025 at 5:00pm. The meeting was live-streamed.

Trustees Present: Victoria Jung, Chairperson
Lois Chan-Pedley
Preeti Faridkot
Janet Fraser
Jennifer Reddy
Christopher Richardson

Trustees Absent with Regrets: Alfred Chien
Suzie Mah
Joshua Zhang

Senior Team Members Present: Flavia Coughlan, Secretary Treasurer
Helen McGregor, Superintendent

Also Present: Cornelia Haack, 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 was one registered delegate to present at this meeting on Public Participation and Transparency in the Vancouver School Board.

Prior to introducing the delegate, she emphasized the importance of board policies and bylaws, noting that updates to Policy 7 Board Operations and Policy 8 Board Committees have been under review since November 2024 and that input from trustees, stakeholder representatives, and inherent rights holders had been gathered through Policy & Governance Committee meetings. She also noted that revised versions of the policies reflecting this feedback were included in the October 29, 2025 public board meeting agenda.

Delegations

1. Christopher Lee re: Public Participation and Transparency in the Vancouver School Board

The delegate presented his views on Public Participation and Transparency in the Vancouver School Board and provided feedback regarding Policy 7 Board Operations and Policy 8 Board Committees. A report was provided and retained for the Board's records.

Trustees asked questions and the delegate provided responses pertaining to his presentation.

3. ADJOURNMENT

Trustees agreed to adjourn by consensus.

The meeting adjourned at 5:18 pm.

Flavia Coughlan, Secretary Treasurer

Victoria Jung, Chairperson

BOARD MEETING MINUTES

Wednesday, October 29, 2025 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 Wednesday, October 29, 2025, at 7:00pm. The meeting was live streamed.

Trustees Present: Victoria Jung, Chairperson
Janet Fraser, Vice-Chairperson
Lois Chan-Pedley
Alfred Chien
Preeti Faridkot
Jennifer Reddy
Christopher Richardson
Freddie Zhang (Student Trustee)

Trustees Absent with Regrets: Suzie Mah
Joshua Zhang

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

Also Present: Patricia MacNeil, Communications Director
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 to the meeting. She reviewed meeting decorum, and the process for submitting questions to the Board during question period. She noted that members of the audience could also submit questions for the Public Question Period using the device in the boardroom. She then encouraged all participants to put their phones away or on silent to ensure effective engagement and interactive discussion.

In her opening remarks, the Chairperson acknowledged Dyslexia Awareness Month and extended her gratitude to all educators and staff for providing an inclusive and supportive learning environment for students with dyslexia. She highlighted the engagement sessions held in October and thanked members of the school community, inherent rights holders and stakeholders for sharing valuable perspectives to inform the Board's decisions. This included staff engaging with school communities in the downtown area to gather feedback on

the catchment redesign options of Lord Roberts, Elsie Roy, Ƶxʷwəqʷəθət Crosstown, and establishing a catchment for the new school in Coal Harbour. She also noted that other engagement opportunities were provided to address the proposed closure of Carleton Elementary and to gather input from inherent rights holders and stakeholder groups on revisions to Policy 7 and Policy 8, which would be presented for Board approval at the October 29, 2025 Public Board meeting.

2. APPROVAL OF AGENDA

Moved by V. Jung, seconded by C. Richardson, that the agenda be approved as presented.

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

APPROVED UNANIMOUSLY

3. ADOPTION OF MINUTES

2.1 Meeting of October 1, 2025

Moved by P. Faridkot, seconded by A Chien, that the minutes of the October 1, 2025 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

4. SUPERINTENDENT'S UPDATE

4.1. Superintendent's Highlights

The Superintendent shared a presentation that highlighted recent events and achievements for the District, and their alignment with the VSB Education Plan, including the following:

- Superintendent's tribute and recognition for positive contributions and leadership from Sue Bains, volunteer at John Oliver Secondary School and South Vancouver Community.
- Celebrating teachers and principals on October 5th World Teacher's Day and October as National Principals' Month.
- STEAM Discovery Day at Kitsilano Secondary School for intermediate elementary school students.
- Pro-D: Inclusive Education including staff participation in a variety of workshops designed to support diverse learners.
- After the Bell podcasts featuring admissions staff from post-secondary institutions and an upcoming podcast highlighting Learning Updates. Other learning sessions included a virtual presentation on raising AI Ready Youth and an information session on social media awareness, digital citizenship and cyber-bulling.
- VSB's support of literacy proficiency for all learners including the use of literacy screeners for kindergarten students beginning in 2025-2026 and 2026-2027 for students in grades 1-3, as mandated by the Ministry of Education and Child Care's K-12 literacy supports initiative.
- Athletics Update including elementary school annual district cross country meet, elementary soccer city championships with Brock and Kitchener claiming the championships for the boys and girls teams.
- Indigenous Student Leadership group visited the Musqueam Cultural Centre for a day of learning with Musqueam elders.
- Priority Kindergarten Registration opened from November 1, 2025 to January 31, 2026.

5. STUDENT TRUSTEE REPORT

The Student Trustee presented a report highlighting recent activities and upcoming initiatives for the Vancouver District Students' Council (VDSC) for the 2025-2026 school year, including the October 14, 2025 General Meeting where VDSC junior executives and Board Standing Committees Representatives were elected; and upcoming student-led initiatives such as the CANley Cup, an annual initiative addressing food insecurity and the

VDSC annual leadership retreat on November 25, 2025. He also noted that the process for accepting Student Leadership Grant applications had opened and will remain so until December 1, 2025. He concluded his presentation by thanking the Board for their support of students in the District.

Trustees provided comments and asked questions and the student trustee responded.

6. COMMITTEE REPORTS

6.1. POLICY AND GOVERNANCE COMMITTEE

6.1.1 Report: Meeting of October 15, 2025

The Chairperson of the Committee, L. Chan-Pedley, presented the report of the October 15, 2025 meeting, a copy of which is filed with these minutes. The report includes information on the following items:

- Receipt of Advocacy Subcommittee Report
- Policy Review: Policy 7 Board Operations and Policy 8 Board Committees

Moved by L. Chan-Pedley, seconded by C. Richardson, that the report of the October 15, 2025 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

6.1.2 Matters Arising

6.1.2.1 Policy Review: Policy 7: Board Operations and Policy 8: Board Committees

Trustee Chan-Pedley informed the Board that there was a recommendation from the Ad hoc Committee for the approval of the revised Policy 7: Board Operations and Policy 8: Board Committees. She reported that feedback collected to date from inherent rights holder representatives and stakeholder representatives on the Policy and Governance Committee and from board members had help inform the updated draft policies included in the October 29, 2025 Public Board agenda package.

MAIN MOTION #1:

Moved by L. Chan-Pedley, seconded by C. Richardson, that the Board approve Policy 7 Board Operations;

AND FURTHER

That the Board approve the amendment of paragraph 2.6 in Policy 3 Role of the Trustee as follows:

2.6 A Trustee may submit motions for consideration by the Board. ~~Notices of motion must be submitted to the Board Chair, the Superintendent and the Secretary Treasurer by no later than noon on the Wednesday prior to the public board meeting to be included in the Board meeting agenda.~~

Trustee Chan-Pedley summarized the key changes to Policy 7 and explained that the amendment to Policy 3 had been made to ensure alignment with the revised Policy 7.

Trustees provided comments and asked questions pertaining to the revised Policy 7 and Trustee Chan-Pedley provided clarifying responses.

Trustee Reddy asked to make an amendment to Policy 7.

Trustee Fraser called a point of order to clarify the process for considering the motion should additional changes to the policies be proposed by trustees at the meeting. In response to the question, the Board Chair informed Board members that the draft policies would be referred back

to the Policy and Governance Committee for further review should additional changes be proposed to the policies.

The Board Chair agreed to Trustee Reddy's request to have her amendment to Policy 7 considered at the meeting.

Amendment #1:

She asked to amend the wording of number 7, under Public Delegation Guidelines.

The Board Chair asked that Trustee Reddy provide the amendments in writing to staff so that it could be captured on the screen.

Moved by J. Reddy, seconded by J. Fraser, that Policy 7 be amended as follows:

The delegate has not presented on the same ~~topic during the current term of the Board~~ issue.

In response to a trustee's inquiry, the Secretary Treasurer indicated to the Board that the current draft of Policy 7 permits delegates to present on the same topic more than once if the item appears on the Board agenda again, citing delegations regarding the annual budget as an example.

Trustee Reddy provided rationale for her motion. Board members provided comments and discussion ensued.

DEFEATED

For: J. Reddy

Against: A. Chien, L. Chan-Pedley, P. Faridkot, J. Fraser, V. Jung, C. Richardson

Amendment #2

Trustee Reddy asked to make an amendment to Policy 7, so that current policy wording is struck and replaced with wording from the *School Act*.

The Board Chair requested that Trustee Reddy provide her amendments to Policy 7 to staff in writing.

The Board Chair called a recess at 7:52 pm to provide staff with sufficient time to accurately capture Trustee Reddy's amendment. The meeting resumed at 8:05 pm.

Trustee Reddy moved her amendment to Policy 7, reading it a loud.

Before the amendment could be seconded by another trustee, the Board Chair addressed a disturbance in the boardroom. She informed a member of the audience that recording the proceedings in the boardroom was prohibited and requested that he stop doing so.

The Chair called a recess at 8:07 pm to address the disruption. The meeting resumed at 8:14 pm. She reminded audience members to respect the decorum of the Board.

Trustees returned to the amendment that had been moved by Trustee Reddy.

Moved by J. Reddy, seconded by C. Richardson, that Policy 7 be amended as follows:

~~To ensure operational readiness, trustees must submit a request for virtual participation to the Board Chairperson at least forty-eight (48) hours prior to the meeting. This notice period allows for appropriate planning and verification of technological capabilities. The Chairperson retains discretion to approve or deny such requests based on the nature of the circumstances and the availability of resources. The forty-eight hour notice requirement may be waived in situations where virtual attendance is necessary to achieve quorum.~~

The board may allow trustees to participate in or attend a meeting of the board by telephone or other means of communication if all trustees and other persons participating in or attending the meeting are able to communicate with each other.

Trustees provided comments and asked questions.

In response to a trustee's question, the Secretary Treasurer informed the Board that the 48 hour notice period would allow for the required technology to be in place to facilitate the participation of a trustee by virtual means.

Following discussion, trustees voted on the motion that was on the floor.

DEFEATED

For: J. Reddy

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

Abstained: P. Faridkot

Trustees returned to the main motion that had been moved and seconded. Following discussion, trustees voted on the motion:

MAIN MOTION #1:

That the Board approve Policy 7 Board Operations;

AND FURTHER

That the Board approve the amendment of paragraph 2.6 in Policy 3 Role of the Trustee as follows:

2.6 A Trustee may submit motions for consideration by the Board. ~~Notices of motion must be submitted to the Board Chair, the Superintendent and the Secretary Treasurer by no later than noon on the Wednesday prior to the public board meeting to be included in the Board meeting agenda.~~

CARRIED

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

Against: J. Reddy

MAIN MOTION #2:

Moved by L. Chan-Pedley, seconded by P. Faridkot, that the Board direct an Ad hoc Committee to work with the Secretary Treasurer to develop a draft Trustee Remuneration and Expenses Policy for review by the Policy and Governance Committee and approval consideration by the Board.

Trustee Chan-Pedley presented her rationale for the motion, and discussion ensued. In response to a trustee's question, the Board Chair informed board members that the Ad hoc Committee for the development of a draft Trustee Remuneration and Expense Policy has yet to be formed and encouraged trustees to volunteer for this opportunity.

The Secretary Treasurer responded to a trustee's question by explaining that the function and role of the ad hoc committee is to work with staff to develop a draft policy that would then be presented to the Policy and Governance Committee before being brought to the Board for approval consideration.

Trustees voted on the motion that was on the floor.

CARRIED

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

Against: J. Reddy

MAIN MOTION #3:

Moved by L. Chan-Pedley, seconded by P. Faridkot, that the Board approve Policy 8 Board Committees.

Trustee Reddy requested amendments to Policy 8.

The Chair called a recess at 8:45 pm to provide staff with adequate time to ensure the amendments were accurately captured. The meeting resumed at 8:52 pm.

Trustee Reddy moved the following recommendation to amend Policy 8:

Recommendation #1

That the Board amend Policy 8: Board Committees as follows:

The agenda for Board committee meetings is determined through a monthly Agenda Setting meeting. This meeting is guided by the committee's work plan, matters referred to the committee by the Board, and input from the Committee Chairperson. ~~Final decisions regarding agenda items are made by the Board Chairperson and the Board Vice Chairperson in consultation with the Superintendent of Schools and the Secretary Treasurer.~~

The recommendation was not seconded. The Board Chair asked Trustee Reddy to present the next recommendation to amend Policy 8.

Trustee Reddy moved the following recommendation to amend Policy 8:

Recommendation #2

That the Board amend Policy 8: Board Committees as follows:

The Board has established ~~four~~ five standing committees:

- A. Policy and Governance Committee
- B. Facilities Planning Committee
- C. Education Plan Committee
- D. Finance ~~and Personnel~~ Committee
- E. Personnel Committee

~~The responsibilities of the Personnel Committee to be defined.~~

The recommendation was not seconded. Trustees returned to the motion that was on the floor.

MAIN MOTION #3:

Moved by L. Chan-Pedley, seconded by P. Faridkot, that the Board approve Policy 8 Board Committees.

CARRIED

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

Against: J. Reddy

6.2. EDUCATION PLAN COMMITTEE

6.2.1 Report: Meeting of October 15, 2025

The Chairperson of the Committee, A. Chien, presented the report of the October 15, 2025 meeting, a copy of which is filed with these minutes. The report includes information on the following items:

- Board/Authority Authorized Course: First Peoples Visual Arts 12
- Framework for Enhancing Student Learning (FESL) K-12 Literacy Supports

Moved by A. Chien, seconded by L. Chan-Pedley, that the report of the October 15, 2025 meeting be received.

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

APPROVED UNANIMOUSLY

6.2.2 Matters Arising

6.2.2.1 Board/Authority Authorized Course: First Peoples Visual Arts 12

Moved by A. Chien, seconded by C. Richardson, that the Board approve the Board/Authority Authorized course: First Peoples Visual Arts 12.

CARRIED UNANIMOUSLY

The Chairperson announced the online link for submitting questions to the meeting would now be closed.

7. REPORT ON PRIVATE SESSION

7.1 Meeting of October 1, 2025

The Board authorized the Board Chair to report to the October 29, 2025 Public Meeting that, at the Private Session of October 1, 2025 the Board discussed personnel, property, legal matters and business interests.

7.2 Special Meeting of October 15, 2025

The Board authorized the Board Chair to report to the October 29, 2025 Public Meeting that, at the Special Private Session of October 15, 2025 the Board discussed a legal matter.

7.3 Special Meeting of October 22, 2025

The Board authorized the Board Chair to report to the October 29, 2025 Public Meeting that, at the Special Private Session of October 22, 2025 the Board discussed a legal matter.

7.4 Meeting of October 29, 2025

The Board authorized the Board Chair to report to the October 29, 2025 Public Meeting that, at the Private Session of October 29, 2025 the Board discussed personnel, property, legal matters and business interests.

8. REPORTS FROM TRUSTEE REPRESENTATIVES

8.1 Report from Trustee Mah on the City of Vancouver Children, Youth and Families Advisory Committee meeting held on September 25, 2025.

8.2 Report from Trustee Reddy on the Older Persons Advisory Committee meeting held on June 27, 2025.

8.3 Report from Trustee Fraser on the City of Vancouver Urban Indigenous Peoples' Advisory Committee meeting held on September 22, 2025.

9. NEW BUSINESS

The Chair informed the Board that there were no items under New Business.

10. NOTICES OF MOTION

Trustee Jung informed the Board that she would be presenting the following two Notices of Motion for the Board's consideration at the November 26, 2025 Public Board meeting:

1. BCSTA AGM Motion regarding reinstating funding for graduated students under the age of 19 who are continuing the second year of their trades training program with school districts.
2. Advocacy to industry leaders, trade organizations and post-secondary institutions to garner support for reinstating funding for graduated students under the age of 19 who are continuing the second year of their trades training program with school districts.

In response to Trustee Reddy's request to submit a notice of motion for the November 26, 2025 Public Board meeting, the Chairperson asked that the notice of motion be submitted to staff.

11. PUBLIC QUESTION PERIOD

The Chairperson informed the Board that no questions had been received for the public question period.

12. ADJOURNMENT

The meeting adjourned by consensus at 9:07 pm.

Flavia Coughlan, Secretary Treasurer

Victoria Jung, Chairperson

EDUCATION PLAN COMMITTEE

Wednesday, November 5, 2025

Committee Report to the Board, November 26, 2025

The Chairperson of the Committee called the meeting to order at 5.00 pm. He 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 presentation detailing the flow of the agenda was shown throughout the meeting, a copy of which is on file with the meeting agenda.

1. Supporting the Framework for Enhancing Student Learning (FESL) Priorities

Associate Superintendent M. McRae-Stanger presented a report, titled ***Supporting the Framework for Enhancing Student Learning (FESL) Priorities***. The report provided information on the Ministry of Education and Child Care's Framework for Enhancing Student Learning (FESL) goals in the areas of intellectual development, human and social development, and career development, and the alignment of these key priority areas with the VSB Education Plan. The presentation also outlined how the goals helped guide and determine VSB's focus on four FESL priorities: literacy and numeracy proficiency, quality instruction and assessment, support for priority learners and well-being and connections. During the presentation, Associate Superintendent McRae-Stanger referred to the ***VSB Framework for Enhancing Student Learning Annual Report 2024-2025***, specifically *Part 2: Respond to Results*, which outlined current and ongoing initiatives to support student success.

Following the presentation, committee members rotated through three learning stations where they engaged in small group facilitated discussions with district and school-based staff to gain insight into various initiatives undertaken by VSB to advance the three FESL priority areas and to review the impact these initiatives have on student success. Participants were provided the opportunity to ask questions at each station, and the following guiding questions were provided for consideration:

- What is effective about this initiative? How does it support the FESL priorities?
- How will success with this initiative be measured?
- What has the student response been to this initiative?
- Where could we go next with this initiative?

The meeting adjourned at 6.30 pm.

Alfred Chien, Chairperson

Committee Members Present:	Alfred Chien (Chair) Christopher Richardson (Vice-Chair) Lois Chan-Pedley Victoria Jung (Alt.)
Committee Members Absent:	Suzie Mah
Other Trustees Present:	Janet Fraser
Senior Team Members Present:	Helen McGregor, Superintendent Pedro da Silva, Associate Superintendent Maureen McRae-Stanger, Associate Superintendent Janis Myers, Associate Superintendent Alison Ogden, Associate Superintendent
Inherent Rights Holder Representatives Present:	Lucetta George-Grant, xʷməθkʷəy̓əm (Musqueam) Kirsten Touring, səliłwətał (Tsleil-Waututh Nation)
Association Representatives Present:	Sherry Breshears, DPAC Bruce Garnett, VASSA Theo Huberman, VDSC Deborah Tin Tun, VEAES Riley McMitchell, VEPVPA John Silver, VSTA
Also Present:	Ranjit Bains, Director of Instruction Tyler Bruce, Numeracy Teacher, Elementary Shannon Burton, Director of Instruction Edward Carter, Vice-Principal, Elementary Bell Chen, Distance Education, Secondary, VLN Aaron Davis, Director of Instruction David Delorme, District Principal, Indigenous Education Richard Edge, District Vice-Principal, Alternate Programs Ryan Fullerton, District Principal, VLN Iqbal Gill, District Principal, Alternate Programs Liisa House, Vice-Principal, Elementary Rose Mackenzie, District Principal, Inclusive Education David Nicks, District Principal, Inclusive Education Andrew Pirie, Numeracy Teacher, Secondary Suzie Polzin, District Principal, Learning and Instruction Rosie Poetschke, Director of Instruction Mark Reid, Teacher, Secondary Nikki Short, District Resource Secondary Gurpaul Sohal, District Principal Amy Van Vliet, Director of Instruction Mike Vulgaris, Principal, Elementary Christopher Wong, Director of Instruction Hollie Williams, District Principal, Adult Education Rochita Gondhalekar (Recorder)

FACILITIES PLANNING COMMITTEE

Wednesday, November 5, 2025

Committee Report to the Board, November 26, 2025

The Chairperson of the Committee called the meeting to order at 7:00 pm. She 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 presentation detailing the flow of the agenda was shown throughout the meeting, a copy of which is on file with the meeting agenda.

1. Downtown Catchment Boundary Change

The Executive Director of Facilities and Manager of Communications presented a report dated November 5, 2025 titled ***Downtown Catchment Boundary Change***. The report outlines the rationale for redefining the downtown catchment boundaries and details the methodology used to develop three proposed boundary options for consideration. These options were initially introduced at the Facilities Planning Committee meeting held on September 17, 2025.

The report also describes the community engagement process undertaken to inform the development of new catchment areas. Between September and October 2025, the Vancouver School Board engaged with the community to gather feedback on the proposed changes. Engagement activities included stakeholder discussion, public information sessions, and an online survey.

Among the three options presented, Option C received the strongest support from participants and emerged as the preferred option. Option C modifies the Elsie Roy catchment to better address enrolment pressure in this part of downtown and will also enable future changes to be more readily considered when the new school at Olympic Village opens.

Committee participants provided feedback and staff answered questions and provided clarification on various points.

There was unanimous consent from committee members to forward the following recommendation to the board for consideration:

That the Board approve the school catchment boundary change outlined in Option C for the downtown area and that staff implement the new catchment boundary for the 2026 - 2027 school year.

2. Naming of Elementary School at Coal Harbour

The Director of Instruction presented a report dated November 5, 2025 titled ***Naming of Elementary School at Coal Harbour***. The report outlines the naming process for the elementary school in Coal Harbour and includes a recommendation. Additional information was provided in the PowerPoint presentation.

Inherent rights holder representatives provided feedback on the process to date.

The Chair called a recess at 7:43 pm for inherent rights holder representatives from the three Host Nations to discuss and provide guidance on the process for gifting Indigenous language names for the new school.

The meeting resumed at 8:10 pm.

Inherent rights holders representatives advised that Skwxwú7mesh Úxwumixw (Squamish Nation) has gifted a name for the new school and that xʷməθkʷəy̓əm (Musqueam) and səliłwətał (Tsleil-Waututh Nation) are working together on providing a name before the November 26, 2025 Board meeting.

Discussion ensued regarding the revised recommendation.

Following discussion, there was unanimous consent from committee members to forward the following recommendation to the Board for consideration:

That the Board approve the name “Seaside Elementary” for the new school facility located at 482 Broughton Street, Vancouver;

AND FURTHER,

That the names gifted by the three Host Nations be brought forward to the Board.

3. Potential Closure of Sir Guy Carleton Elementary

The Executive Director of Facilities and Manager of Communications presented a report dated November 5, 2025 titled ***Potential Closure of Sir Guy Carleton Elementary***. The report provides an update on the ongoing process regarding the potential closure of the school, outlines the key factors considered by staff in recommending closure, and highlights the engagement process to date.

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

The following points were noted:

- Representatives from VEAES and DPAC inquired about a subdivision application to the City of Vancouver submitted in 2022. Staff clarified that there are no active subdivision applications with the City of Vancouver for this property.
- A trustee inquired about the existence of any court order requiring the transfer of the Carleton school site to the Conseil scolaire francophone de la Colombie-Britannique (CSF). The Secretary Treasurer confirmed that no such court order exists and further noted that the CSF has submitted a written request for the Carleton school site, which the VSB is required to consider.
- A trustee requested information on actions taken so far to obtain funding for building restoration and remarked that, without closure, VSB would continue to pay annual maintenance costs. Staff responded that several requests for funding have been submitted to the provincial government, including an insurance claim under the School Protection Program and capital plan submissions. None of these requests have been approved, and VSB does not have sufficient funds to finance the restoration independently.

Following the presentation, committee participants heard from two stakeholder groups who had registered to speak at the meeting and had submitted written responses included in the agenda.

The DPAC representative spoke in opposition to the proposed closure noting their concerns about residential growth in the immediate area and potential impacts on future enrolment.

The PASA representative referred participants to the written submission included in the agenda package and spoke in support of the Carleton closure.

Inherent rights holder representatives and stakeholder representatives who have not already presented, were provided the opportunity to share their views on the item. The VSTA representative spoke in opposition to the sale of any VSB properties.

Following discussion, the Chair informed the committee that all feedback obtained through the engagement process, including the perspectives shared at this meeting, would be provided to Trustees prior to the December 17, 2025, Special Board meeting where the proposed closure would be considered.

4. Child Care Update

The District Principal of Early Learning and Child Care presented a report dated November 5, 2025 titled ***Child Care Update***. The report provides an update regarding child care on VSB grounds including information on child care expansion and funding, an update on child care spaces and child care cost recovery model.

The report outlines key priorities for the 2025–2026 school year, including continued collaboration with community partners, support for child care operators, and finalization of the Child Care Capital Plan aligned with the VSB's Five-Year Capital Plan. Additional goals include submitting new funding applications, identifying future child care sites, and implementing a cost recovery model by 2027–2028 to ensure sustainable child care operations.

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

This was provided for information.

5. Facilities Updates: Major Capital Projects, Annual Facilities Grant, and BC Parks Foundation Grants

The Executive Director of Facilities presented a report dated November 5, 2025 titled ***Facilities Updates: Major Capital Projects, Annual Facilities Grant, and BC Parks Foundation Grants***. The report provided updates on key initiatives, including progress on Major Capital Projects, the Annual Facilities Grant, and the new BC Parks Foundation Grants. As part of the Nature Parks Program funded by the BC Parks Foundation Grants, the Vancouver School Board received a grant for its first “nature park” at Grenfell Elementary, aimed at creating an outdoor learning space. The co-design session held at Grenfell will serve as a model for similar projects in other BC school districts.

Due to the meeting extending beyond its scheduled end time, the presentation was kept brief, and participants were encouraged to review the full report in the agenda package. An opportunity for questions was provided, but none were raised.

The meeting adjourned at 9:07 pm.

Preeti Faridkot, Chairperson

Committee Members Present:

Preeti Faridkot (Chair)
Victoria Jung
Christopher Richardson
Jennifer Reddy (Alt.)

Committee Members Absent:	Joshua Zhang (Vice-Chair)
Other Trustees Present:	Lois Chan-Pedley Janet Fraser
Senior Team Members Present:	Flavia Coughlan, Secretary Treasurer Helen McGregor, Superintendent Maureen McRae-Stanger, Associate Superintendent Janis Myers, Associate Superintendent Jessie Gresley-Jones, Executive Director, Facilities
Inherent Rights Holder Representatives Present:	Kirsten Baker-Williams, Skwxwú7mesh Úxwumixw (Squamish Nation) Kirsten Touring, səliłwətał (Tsleil-Waututh Nation) Lucetta George-Grant, xʷməθkʷəy̓əm (Musqueam)
Association Representatives Present:	Melanie Cheng, DPAC Paul Loeman, PASA Dale Ambrose, VASSA Françoise Raunet, VEAES Riley McMitchell, VEPVPA John Silver, VSTA
Also Present:	Ray Natraoro, Skwxwú7mesh Úxwumixw (Squamish Nation) Shannon Burton Jiana Chow David Delorme Hayden O'Connor Adrienne Stewardson Ana Chau (recorder)

November 26, 2025

TO: Board of Education

FROM: Facilities Planning Committee

RE: Downtown Catchment Boundary Change

*Reference to
Education Plan*

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

OBJECTIVE:

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

INTRODUCTION

This report contains a recommendation from the Facilities Planning Committee for the Board to approve new boundary catchments for the downtown area of Vancouver.

A new elementary school in the Coal Harbour neighbourhood is slated to open by September 2026. To support enrolment planning and ensure clarity for students' families, a catchment area must now be established for this new school.

This report outlines the process undertaken to establish new catchment boundaries that will enable families to plan for future school enrolment and to provide administrative clarity to the school district for downtown student enrolment. Changes to school catchment boundaries are approved by the Board of Education at the recommendation of the Superintendent.

BACKGROUND

The new elementary school located in Coal Harbour will require a defined catchment area to be established out of the currently existing downtown school catchment areas. The downtown area of VSB is geographically bounded by False Creek to the south, Coal Harbour to the north, Stanley Park to the west and Main Street to the east. It will be comprised of one secondary school (King George) and four K-7 elementary schools (Lord Roberts, Elsie Roy, ʃxʷwəḏʷəθət Crosstown, and the new school at Coal Harbour).

Students and staff who will attend the new school at Coal Harbour when it is complete, are currently accommodated at both Lord Roberts Elementary and Lord Roberts Annex buildings. These classes will be relocated to the new school when the new school building is ready for move-in.

The current catchment areas are shown in Figure 1 below.

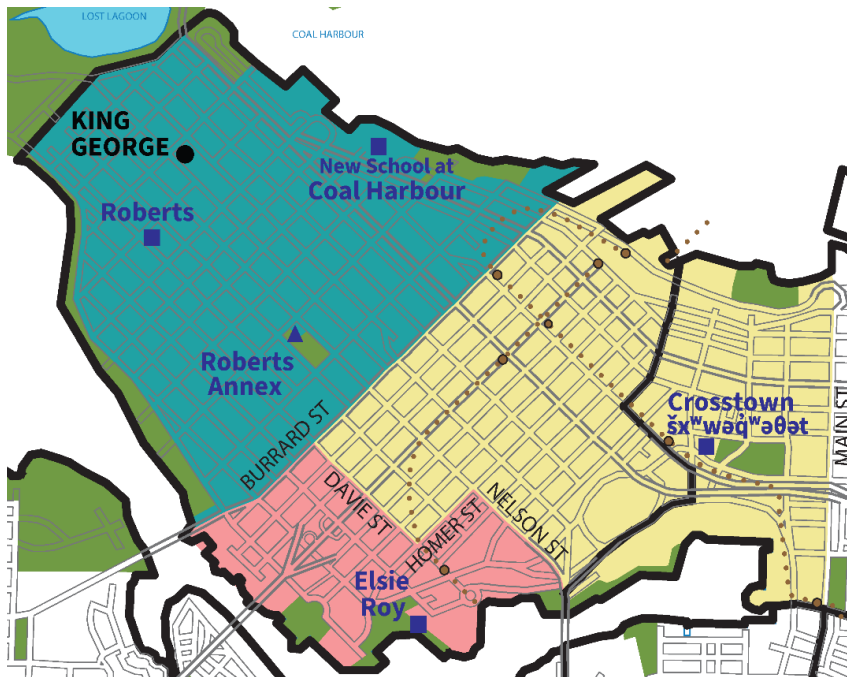


Figure 1: Existing Downtown Catchments.

CATCHMENT REVIEW METHODOLOGY

To establish new school catchment areas, it is necessary to delineate youth populations on a block-by-block basis. These blocks (sub-areas) within each school catchment area can then be consolidated in various iterations and analyzed according to various planning factors.

The establishment of catchment areas is directed by Administrative Procedure 305, and included the consideration of several key factors including:

- Population distribution and corresponding school capacity
- Natural boundaries
- Walking distances
- Neighbourhood connectivity and continuity
- Student safety - including major roads and bike lanes

These considerations were outlined in the initial Facilities Planning Committee report and were part of the materials available at the public engagement sessions and online. These publicly available materials are included within the appendix.

An "all programs" metric has been utilized to quantify the approximate size of the VSB student population within a given area, facilitating the strategic distribution of projected enrolment demand across available school facilities. For the analysis of sub-areas, the most recent five-year average of students residing in each sub-area was compiled. Additionally, consideration is given to students enrolled in any VSB program from kindergarten through Grade 7, to better estimate potential enrolments and facility utilization for each school. Accordingly, catchment students in "all programs" encompass all VSB students living within the catchment area—this includes those attending the designated catchment school, those attending alternative schools, as well as students participating in district choice programs or district learning services programs located at other schools.

SCHOOL ENROLMENT, CAPACITY AND UTILIZATION

The new school at Coal Harbour has been constructed to address enrolment needs in the local area. Figure 2 illustrates the increase in operating capacity in 2017 with the opening of ʔxʷwəqʷəθət Crosstown, followed by an additional increase in 2026 with the opening of the school at Coal Harbour. The projected operating capacity for the downtown area is also shown upon the completion of a new school building at the Lord Roberts Annex site. In the chart, youth population is represented by area of residence based on current catchment boundaries. As the school at Coal Harbour does not yet have an established catchment, students enrolled there are recorded on the graph under one of the existing downtown school catchments.

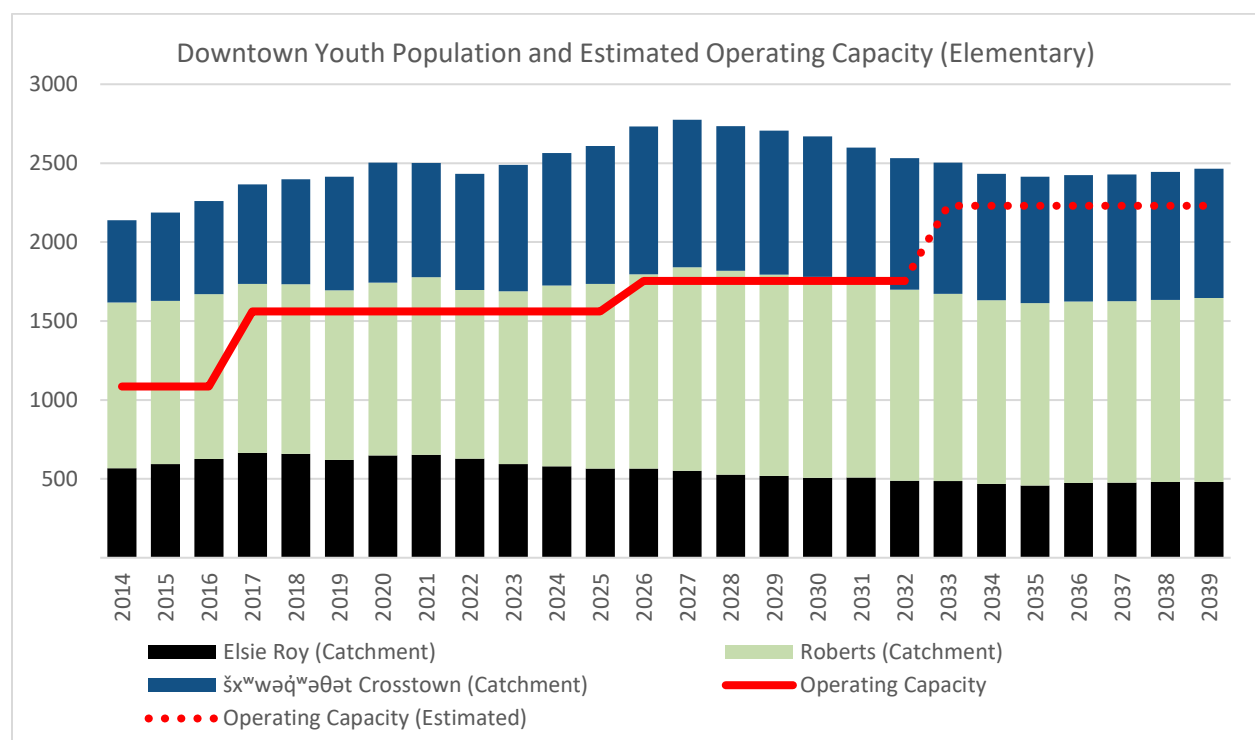


Figure 2: Youth Population and Estimated Operating Capacity using baseline with local knowledge.

Capacities for the schools in the chart below are identified with current operating capacity. Total enrolment does not include students who cannot be accommodated in their catchment school due to space constraints - these students may be on the catchment waitlist and are currently placed at another VSB school. The demand for enrolment outpaces the available capacity currently, and this is anticipated to be the case in future years.

In 2025-2026, the new school at Coal Harbour has enrolled 227 students in grades K to 6. These students are temporarily learning in swing spaces at Lord Roberts (3 divisions) and Lord Roberts Annex (7 divisions). The students temporarily learning in Lord Roberts and Lord Roberts Annex are not included in the calculation of capacity utilization for the swing space host schools.

School	Operating Capacity	Enrolment 2024-2025	2024-2025 Capacity Utilization	2025-2026 Enrolment	2025-2026 Capacity Utilization
Elsie Roy	387	420	108%	428	110%
ᓄᓐᓄᓐᓄᓐᓄᓐᓄᓐ Crosstown	476	477	100%	480	101%
Lord Roberts	574	648	113%	573	100%
Lord Roberts Annex	124	147	119%	N/A	N/A
New School at Coal Harbour	317	N/A	N/A	227	72%

Figure 3: Capacities and existing enrolments at downtown schools. 2025-2026 enrolment numbers reflect the District's 1701 submission for September 2025.

DOWNTOWN CATCHMENT OPTIONS

As part of the public engagement process for establishing new downtown catchment areas, three options were developed for consideration. Overall, the boundary lines produced for the new catchments aim to reduce walking distances, where possible, while calibrating each catchment's enrolment with the corresponding school's operating capacity.

The boundary line between the new school in Coal Harbour and Roberts Elementary in each option jogs at points as it extends towards the southeast and considers walking distances, roadways and bike lanes. This balances neighbourhood delineation, safety considerations and suitable enrolment numbers. The options were presented during the initial Facilities Planning Committee in September and as part of all publicly available materials and in-person at engagement events.

PUBLIC ENGAGEMENT

The District is committed to engaging the community in decisions that impact students, families and the future of our schools. Between September and October 2025, the Vancouver School Board (VSB) engaged the community to gather feedback about the proposed school catchment changes to the downtown area.

VSB reached more than 3,700 participants through direct outreach. This included current students and future students' families living in the Lord Roberts, Elsie Roy and ᕐᓄᗴᗵᑦᔨᑲᑦ Crosstown catchments, staff working in these schools, as well as VSB's formal stakeholder groups and inherent rights holders. Participants reviewed three proposed catchment options and shared their preferences and priorities through the following engagement opportunities:

- September 17, 2025: A stakeholder group discussion at the Facilities Planning Committee.
- October 7 – 9, 2025: Three public information sessions at Elsie Roy, ᓄᓐᓄᓐᓄᓐᓄᓐᓄᓐ Crosstown and Lord Roberts Elementary schools, with a combined attendance of approximately 190 participants.
- October 7-17, 2025: An online survey that received 77 complete submissions.
- October 20, 2025: Inherent rights holder engagement at the Indigenous Education Council meeting. Inherent rights holders received an overview of the proposed catchment changes. No further feedback was submitted.
- September 25 – October 24, 2025: Email feedback submission via engage@vsb.bc.ca. One email was received.
- October 27, 2025: The opportunity to delegate directly to the Board. No delegations were received.

What we heard

Across engagement opportunities, including the stakeholder discussion, public information sessions and online survey, option C consistently emerged as the most supported configuration. Participants identified it as the option that best balances school capacity, walkability and equitable access for downtown families.

When asked to identify a secondary preference, option B was most frequently selected across engagement opportunities. While survey results showed a close split between options A and C in first-choice selections, option B was clearly favoured as the second-preferred configuration by the majority of participants. Option C was the most preferred, selected by 36 per cent of participants (26 respondents). Option A followed closely at 35 per cent (25 respondents), while option B was the least preferred, with 29 per cent (21 respondents).

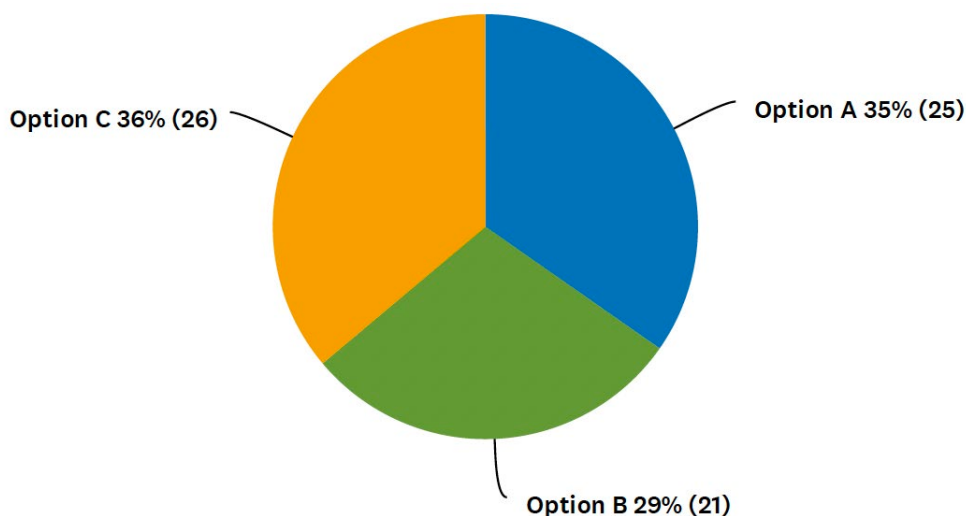


Figure 4: survey preference for catchment options

In the online survey, participants were asked to rank the factors that matter most when determining school catchment boundaries. Results showed:

- Walking distance was ranked the most important factor (39%),
- Followed by population and capacity balance (27%),
- Student safety was ranked third (26%)
- Neighbourhood connectivity was ranked lowest (8%).

These findings suggest that, overall, participants view options C and B as the most viable approaches for achieving balanced enrolment and accessible neighbourhood schools in the downtown core. Families place the greatest importance on proximity and accessibility, followed by effective enrolment management and safety considerations.

Overall, participants rated the engagement process positively. More than 94 per cent of survey respondents agreed that the information was clear, the process was easy to participate in and the timeline was well communicated. For the Board, this feedback demonstrates that the engagement process met its intended outcomes: participants understood the purpose, felt informed about the options, and recognized how their input contributes to the Board's upcoming decision.

For more information, read the engagement summary report in Appendix A.

CONCLUSION

Through the engagement process, including feedback from the public survey, Option C emerged as a balanced and slightly preferred option.

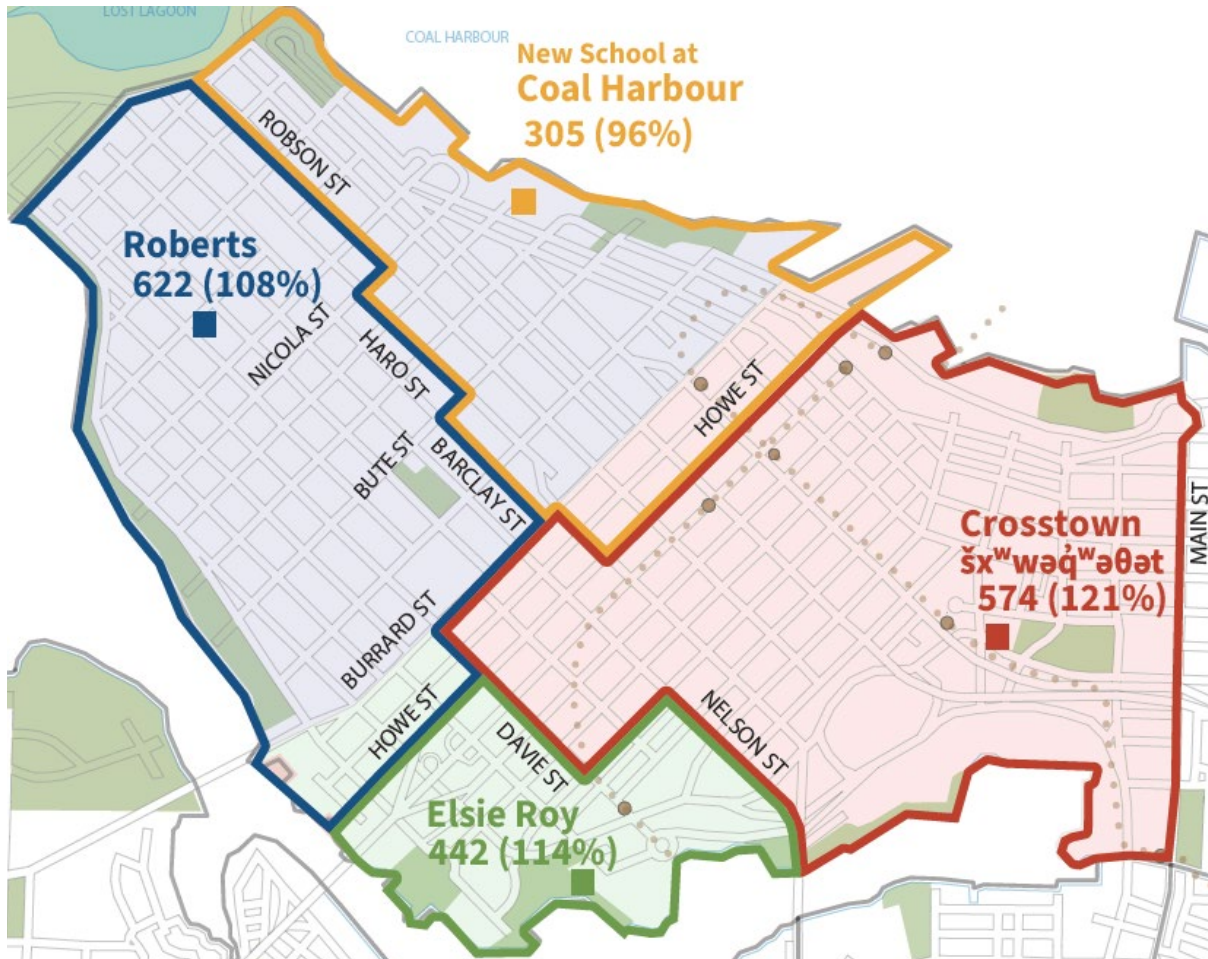


Figure 5: 2020-2024 average K-7 all program VSB enrolment residing in catchment boundaries. An estimation of a maximum capacity utilization is shown to describe the general magnitude of the catchment area in terms of in-catchment VSB students.

The analysis of this option and overall impacts includes:

ᓄᓐᓄᓐᓄᓐᓄᓐ Crosstown catchment impacts:

- Option C does **not** move any part of the ᓄᓐᓄᓐᓄᓐᓄᓐ Crosstown catchment into the Roberts catchment.
- The boundary between ᓄᓐᓄᓐᓄᓐᓄᓐ Crosstown Elementary and the new Coal Harbour school follows Howe Street southwest to Smithe Street, then northwest to Burrard Street.

Elsie Roy catchment impacts:

- A portion of the current Elsie Roy catchment—bounded by Burrard Street, False Creek, Howe Street, and Davie Street—is reassigned to the Roberts catchment.

- This change helps reduce the number of students in the Elsie Roy catchment, bringing it closer to the school's operating capacity.
- However, it increases walking distances for some families currently living in the northwest part of the Elsie Roy catchment.

Overall impacts:

- This option helps balance enrolment at Elsie Roy by reducing the number of students in its catchment.

OPTION C	Lord Roberts	New School Coal Harbour	ᕐᓂᑦᑐᑦ ᕐᓄᑦᑐᑦ Crosstown	Elsie Roy
Operating Capacity	574	317	476	387
Estimated Enrolment	622	305	574	442
Utilization	108%	96%	121%	114%

Future stages of catchment changes will be presented to align with the opening of future schools. These will include:

- **A new school at Olympic Village:** changes are anticipated to be required in conjunction with the opening of the new school at Olympic Village which has been approved for funding (2024) and is currently in the design process with completion anticipated in 2029.
- **A replacement school at Roberts Annex site:** changes are pending the outcome of the capital plan funding request for a new elementary school at the Lord Roberts Annex site which has a tentative completion date of 2032.

Option C modifies the Elsie Roy catchment to better address enrolment pressure in this part of downtown and will also enable future changes to be more readily considered when the new school at Olympic Village opens. Inclusion of a portion of the South-East ʃxʷwəq̓ʷəθət Crosstown catchment could reduce downtown enrolment pressure, while optimizing available space in the new school.

This report concludes the downtown area catchment review process and recommends that the preferred option (Option C) be adopted by the Board. The Board approved catchment areas will be implemented for the 2026-2027 school year registrations and student placement.

RECOMMENDATION

THAT the Board approve the school catchment boundary change outlined in Option C for the downtown area and that staff implement the new catchment boundary for the 2026 - 2027 school year.

Attachment:

Appendix A – Downtown Catchment Review Engagement Summary Report (Nov 2025)

Engagement summary report

Downtown catchment review

November 2025

Land Acknowledgement

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the x^wməθ k^wəyəm (Musqueam), Sk̓wxwú7mesh Úxwumixw (Squamish Nation) & səliłwətał (Tsleil-Waututh Nation).

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1.0 Executive summary

1.0 EXECUTIVE SUMMARY

Between September and October 2025, the Vancouver School Board (VSB) engaged the community to gather feedback about the proposed school catchment changes to the downtown area. The review was initiated in anticipation of the new school in Coal Harbour opening in 2026.

VSB reached more than 3,700 participants through direct outreach. This included current and future families living in the Lord Roberts, Elsie Roy and ƛxʷwəqʷəθət Crosstown catchments, staff working in these schools, as well as VSB's formal stakeholder groups and inherent rights holders. Participants reviewed three proposed catchment options and shared their preferences and priorities through the following engagement opportunities:

- September 17, 2025: A stakeholder group discussion at the facilities planning committee
- October 7 – 9, 2025: Three public information sessions at Elsie Roy, ƛxʷwəqʷəθət Crosstown and Lord Roberts Elementary schools, with a combined attendance of approximately 190 participants.
- October 7-17, 2025: An online survey that received 77 complete submissions.
- October 20, 2025: Inherent rights holder engagement at the Indigenous education council meeting. Inherent rights holders received an overview of the proposed catchment changes. No further feedback was submitted.
- September 25 – October 24, 2025: Email feedback submission via engage@vsb.bc.ca. One email was received.
- October 27, 2025: The opportunity to delegate directly to the Board. No delegations were received.

Across all engagement activities, more than 270 individuals participated.

What we heard:

Across engagement opportunities, including the stakeholder discussion, public information sessions and online survey, option C consistently emerged as the most supported configuration. Participants identified it as the option that best balances school capacity, walkability and equitable access for downtown families.

When asked to identify a secondary preference, option B was most frequently selected across engagement opportunities. While survey results showed a close split between options A and C in first-choice selections, option B was clearly favoured as the second-preferred configuration by the majority of participants.

In the online survey, participants were asked to rank the factors that matter most when determining school catchment boundaries. Results showed:

- Walking distance was ranked the most important factor (39%),
- Followed by population and capacity balance (27%),
- Student safety was ranked third (26%), and
- Neighbourhood connectivity was ranked lowest (8%).

These findings suggest that, overall, participants view options C and B as the most viable approaches for achieving balanced enrolment and accessible neighbourhood schools in the downtown core.

Families place the greatest importance on proximity and accessibility, followed by effective enrolment management and safety considerations.

Overall, participants rated the engagement process positively. More than 94 per cent of survey respondents agreed that the information was clear, the process was easy to participate in and the timeline was well communicated. For the Board, this feedback demonstrates that the engagement process met its intended outcomes: participants understood the purpose, felt informed about the options, and recognized how their input contributes to the Board's upcoming decision.

Feedback collected through this process will help inform the Board before it makes its decision at the November 26, 2025 public Board meeting.

2.0 Project overview

2.0 PURPOSE OF ENGAGEMENT

A new elementary school is being built in the Coal Harbour neighbourhood to help meet enrolment demand in Vancouver's downtown area. To prepare for its opening, the Vancouver School Board must establish a new catchment area and update existing boundaries for nearby schools.

Administrative Procedure (AP) 305 – School Catchment Boundaries requires the District to engage with impacted school communities before recommending boundary changes to the Board.

Engagement for the downtown catchment review ran from September 25 to October 24, 2025.

The purpose of the engagement was to:

- Build understanding of why a new catchment is required.
- Provide families, staff and residents with clear information about proposed options.
- Gather feedback to help inform a recommendation to the Board by the November 26, 2025 Board meeting. A decision must be made in November so families registering for kindergarten know their options before priority kindergarten registration ends on January 31, 2026.

2.1 ENGAGEMENT BEST PRACTICES

The District implements best practices for engagement as set by the International Association for Public Participation standards (IAP2) spectrum under **AP106: District public engagement**.

The engagement aimed to understand community perceptions about the proposed catchment changes, evaluate audiences' assessment of benefits and challenges as well as gather insights from participants and stakeholders about their catchment preferences.

Engagement efforts also aimed to provide clear, accessible information about the existing catchment boundaries, the factors guiding the development of new catchment options and the three proposed catchment options as well as the engagement process and timeline.

Aligned with the **IAP2 Spectrum of Public Participation**, this process operated at the **consult** level of the spectrum, meaning the District sought feedback from participants to help inform the Board's decision-making.

iap² international association
for public participation

INCREASING IMPACT ON THE DECISION

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Communications efforts aimed to ensure all participants had the information they needed to meaningfully participate in the engagement process. Based on the IAP2 spectrum of engagement, communications objectives are at the inform level of the spectrum. Sharing information enabled thoughtful, informed feedback and input. The need is to communicate before we engage.



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Agenda Package Page 47 of 232

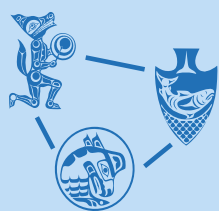


Flyers to child care centres, community centres and libraries across the downtown area.

Together, these efforts ensured outreach to both current and future downtown families.

2.3 PARTICIPANT OUTREACH

To ensure an inclusive process, VSB reached out to a diverse range of participants, focusing on those most impacted by the proposed downtown catchment changes. Outreach efforts included:



3 inherent rights holders, including representatives from x^wməθk^wəyəm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation), and səliwətaʔ (Tsleil-Waututh Nation);



10 stakeholder groups:

- 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)



3,600 families with students currently attending a downtown school including:

- šx^wwəq^wəθət Crosstown Elementary
- Elsie Roy Elementary
- Lord Roberts Elementary
- New school at Coal Harbour



Families living in the downtown area who plan to enrol their children in VSB within the next five years. Including key contacts at:

- YMCA (daycare and community centre)
- VSOCC (daycare)
- Vancouver Parks Board (community centre)
- West End Community Centre
- Coal Harbour Community Centre
- Gordon Neighbourhood House
- Round House Community Centre
- Vancouver Public Library

2.4 ENGAGEMENT

The downtown catchment review followed a structured process designed to provide clarity, transparency and multiple opportunities for feedback. Engagement efforts included:



More than 270
individuals participated in the engagement activities.

2.5 REPORT PREPARATION

This report leveraged artificial intelligence (AI) to enhance and expedite the data analysis process. AI enables staff to quickly identify high-level themes and patterns within large datasets, providing an efficient way to sort and categorize qualitative feedback. This enables staff to focus on validating and interpreting insights. AI's ability to identify trends across diverse engagement inputs ensures we capture a comprehensive view of participant feedback while maintaining accuracy and consistency.

Before using AI, staff take deliberate steps to protect participants' privacy by removing all personal details from the data. This ensures compliance with privacy standards. Once AI identifies initial themes, staff validates the results manually. This step ensures the findings are accurate, contextually relevant and reflect participants' feedback. Combining AI's efficiency with staff expertise delivers a thorough and thoughtful analysis that supports evidence-based decision-making.

3.0

What we heard

3.1 STAKEHOLDER WORKSHOP

3.1.1 Approach

On September 17, 2025, during the facilities planning committee meeting, staff presented an overview about the downtown catchment review. The [presentation](#) included background analysis, key factors considered and three proposed catchment options. Following a question-and-answer period, participants were divided into two groups. One group reviewed and provided feedback on the existing and proposed catchment boundaries, while the other discussed the engagement process and timeline. The groups then rotated to ensure all participants had the opportunity contribute feedback about both topics.

Participants also took part in a *dotmocracy* exercise to indicate their preferred catchment option. A green dot represented their most preferred option, a yellow dot their second choice and a red dot their least preferred option.

The following seven stakeholder representatives were in attendance:

- Suzette Magri, CUPE 15
- Melanie Cheng, DPAC
- Tim Chester, IUOE
- Paul Loeman, PASA
- Dale Ambrose, VASSA
- Laura Rhead, VEPVPA
- Carl Janze, VSTA

The following three trustees observed the process:

- Board chair Victoria Jung
- Vice chair Janet Fraser
- Trustee Suzie Mah

3.1.2 What we heard

Feedback from the workshop indicated a clear preference for **option C**, with five green dots indicating this as participant's first preferred choice. **Option B** received two green dots, identifying it as the second preferred option. No participant indicated a preference for **option A**, identifying it as the least preferred overall.

Feedback about the proposed engagement process was generally positive. Stakeholders identified opportunities and considerations to:

- Ensure information is simple, clear and easy to understand.
- Leverage parent/guardian networks to increase awareness and participation.
- Identify a staff contact for individual questions during the process
- Consider the need for translation support.
- Ensure sufficient time and opportunities for engagement.

See [Appendix E](#) for the full list of stakeholder comments

3.2.1 Approach

- On October 7, 2025, a drop-in public information session was held in the gym at Elsie Roy Elementary. Eighteen members of the community participated in the event.
- On October 8, 2025, a drop-in public information session was held at šx^wwəq^wəθət Crosstown Elementary. The session began outdoors to engage families during student pick-up and was later moved inside the school. Approximately 75 community members participated in the event.
- On October 9, 2025, a drop-in public information session was held at Roberts Elementary. The session began outdoors to engage families during student pick-up and was later moved inside the school. Approximately 100 community members participated in the event.

While Participants had the opportunity to provide written feedback on post-it notes and place them on display boards, participants were mainly encouraged to share their feedback through the online survey after reviewing the display boards.

In response to feedback from school communities prior to the information session, translation support was provided at Crosstown (Farsi and Spanish) and Lord Roberts (Farsi and Arabic). Elsie Roy families indicated that translation support was not required.

Several attendees indicated that they did not submit feedback because they were unaffected by the proposed catchment changes.

Across all three information sessions, a total of three written comments were received. Two participants expressed a preference for **option C**, and one participant preferred **option B**. No comments were received in support of **option A**. This identifies option C as the first choice, option B as the second choice and option A as the least preferred choice.

“I like this one (option B) the most.”

“Current population at 428 (Elsie Roy) is already too packed”
 “Families need more exercise. Option C is the way to go”



Oct 7 - Elsie Roy Elementary



Oct 8 - Crosstown Elementary



Oct 9 - Roberts Elementary

3.3 ONLINE SURVEY

3.3.1 Approach

The online survey was open from October 7 to 17, 2025, and received 77 responses. The survey was promoted directly to current and future families of VSB students in the downtown area and staff at those schools. The survey was also promoted during the in-person information sessions and shared with stakeholders.

Before completing the survey, participants had the opportunity to watch a [10-minute video](#) outlining the catchment review process, key considerations and the three proposed catchment options. The background information included in the survey was consistent with the materials shared on VSB's project webpage, as well as the information presented to stakeholders at the facilities planning committee and during the in-person engagement sessions.

The survey included both multiple-choice and open-ended questions. Four demographic questions gathered information about participants' connections to schools. Five questions focused on catchment priorities and preferred options. Another four asked about the clarity and accessibility of the communications and engagement process.

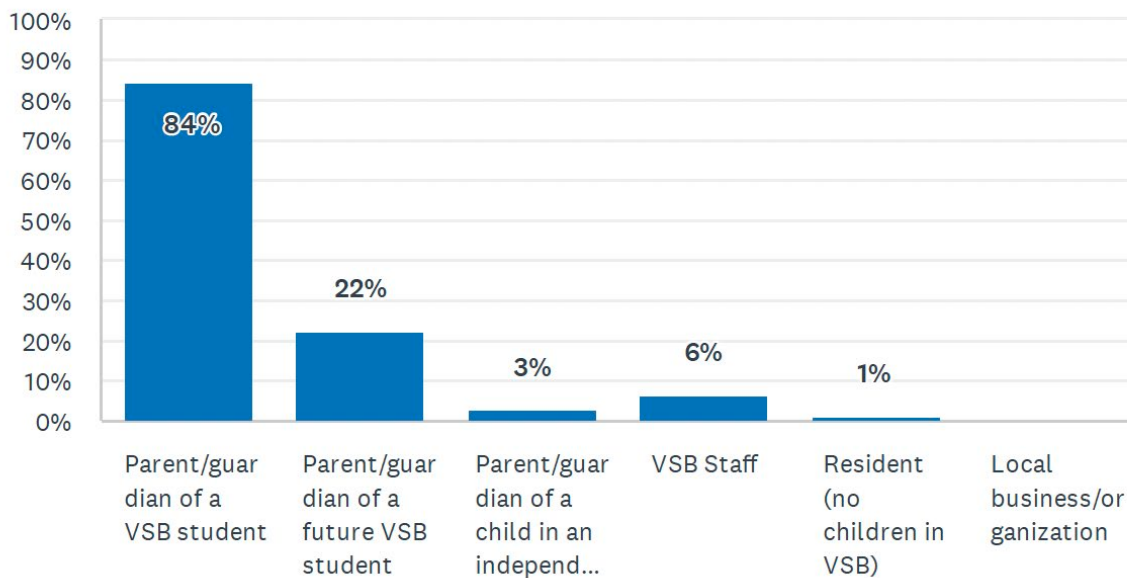
3.3.2 What we heard

Demographics

Participants were asked: **how are you connected to downtown schools? (Select all that apply)**

A strong majority (84 per cent; 64 participants) of participants identified as parents or guardians of current VSB students, with an additional 21 per cent (16 participants) identifying as parents or guardians of future VSB students. A smaller number of respondents included staff, families with a child attending an independent school and residents without children in VSB, indicating some engagement beyond the immediate school communities.

This demonstrates that feedback largely reflects the perspectives of families with a direct and ongoing connection to the District's downtown schools. The strong representation of now and soon to be student-families with direct ties to downtown schools means the feedback gathered is both relevant and impactful, helping inform the Board's decisions with insight from those most affected.

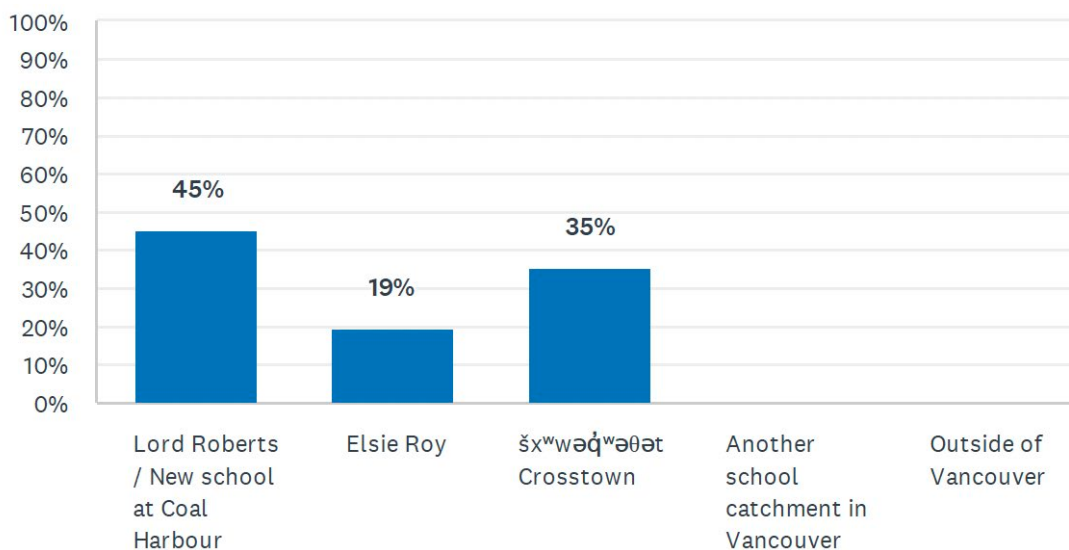


Note: some participants selected more than one category, and thus the percentage total is more than 100 per cent.

Participants were asked **which catchment do you live in?**

Geographically, the largest proportion of participants (45 per cent; 35 participants) lived in the Lord Roberts catchment, followed by 35 per cent (27 participants) in the ʂxʷwəqʷəθəʈ Crosstown catchment and 19 per cent (15 participants) in the Elsie Roy catchment.

This distribution suggests balanced representation across the three affected school communities, with slightly higher participation from Lord Roberts families, consistent with its larger catchment size and enrolment base.



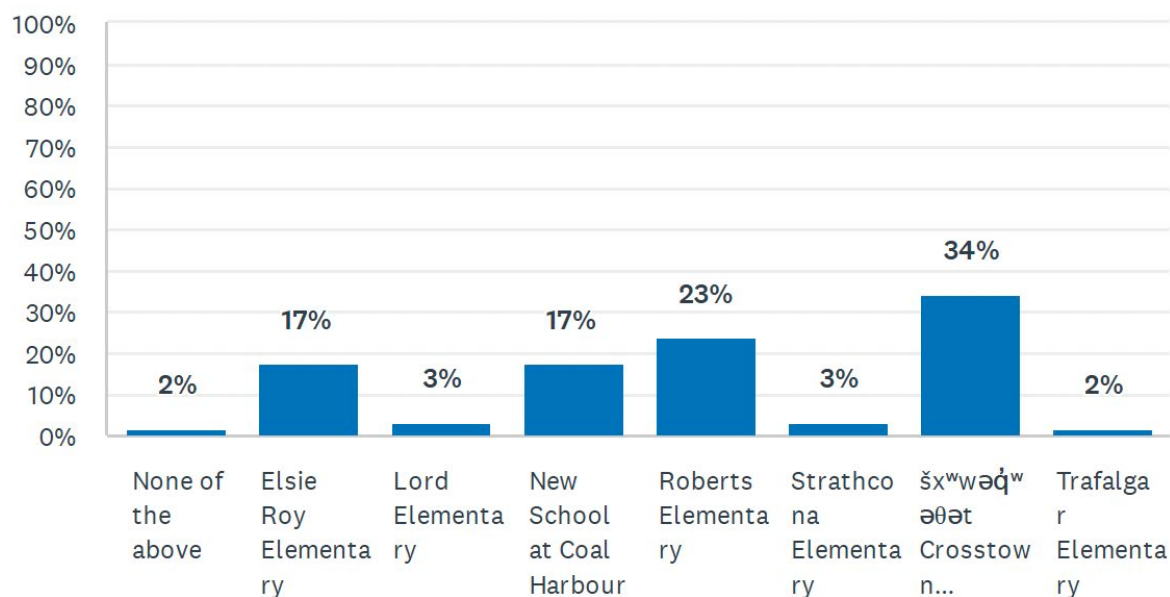
Note: due to differences in decimal rounding, the total equates to 99 per cent.

Participants were then asked: **if you are a VSB family member, what elementary school does your child/(ren) currently attend?**

The survey responses show that most respondents have (34 per cent, 22 participants) children attending šxʷwəqʷəθət Crosstown Elementary, followed by Roberts Elementary at 23 per cent (15 participants). Smaller proportions of families reported connections to Elsie Roy Elementary (17 per cent, 11 participants each). A small number of respondents identified schools outside the downtown area.

This distribution indicates that feedback was primarily received from families living within the downtown core, particularly those connected to šxʷwəqʷəθət Crosstown and Roberts Elementary, the two communities that would see the most changes to their catchment. Representation from Elsie Roy was somewhat lower but still meaningful, suggesting that the engagement reached families across all affected downtown school communities.

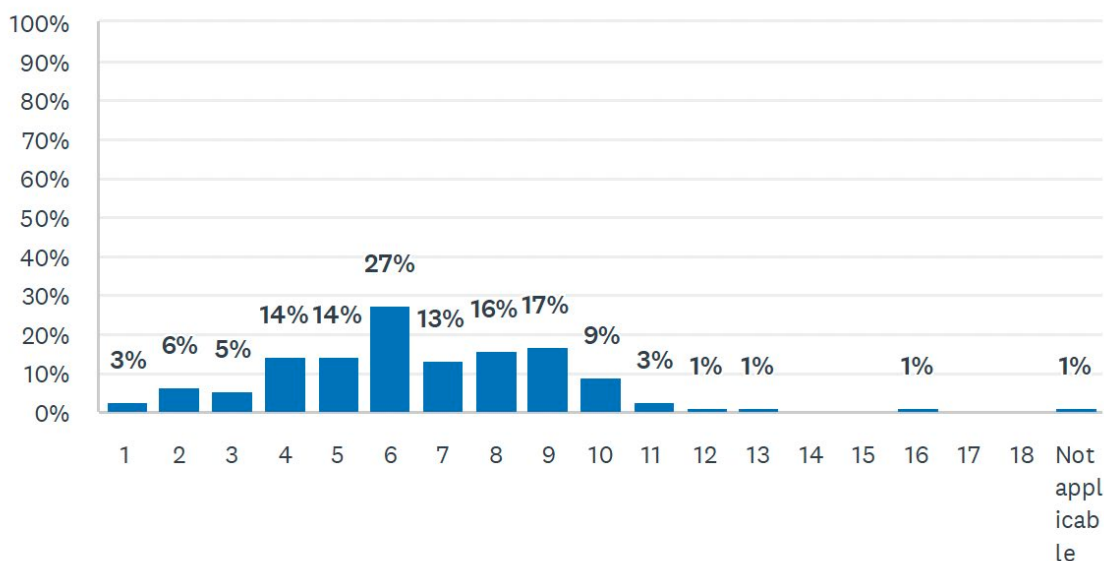
Overall, these results demonstrate that the survey successfully captured input from families across the main catchment areas under review, with particularly strong participation from the Crosstown and Roberts communities.



Note: due to differences in decimal rounding, the total equates to 101 per cent.

Participants who identified as a parent/guardian were asked: **How old is/are your child(ren) currently? (Select all that apply)**

Families who participated represented a range of student ages, though most had children in the elementary grades, aligning with the focus of the review. This confirms that the engagement effectively captured input from those most directly impacted by potential boundary adjustments.



Note: some participants selected more than one category, and thus the percentage total is more than 100 per cent.

Catchment Preferences

Several factors are considered when changing catchment boundaries, and are guided by [AP 305 School Catchment Boundaries](#). These include: population and school capacity, natural boundaries, walking distances, neighbourhood connectivity and student safety.

Participants were asked to **rank the importance of these considerations when considering school catchments**. Note: natural boundaries in the downtown context are well defined by the Burrard Inlet and False Creek and are therefore not included in this ranking.

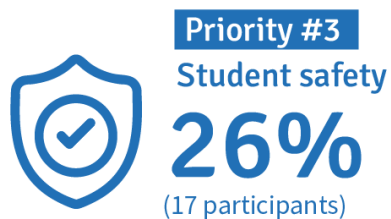
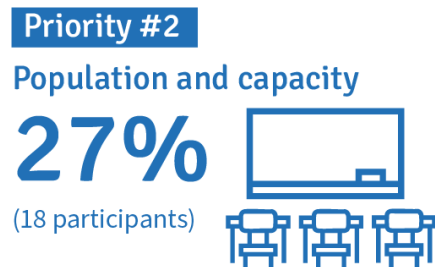
Those who responded, ranked:

1. Walking distances as the number one priority at 39 per cent (26 participants).
2. The second priority was population and capacity at 27 per cent (18 participants).
3. Student safety was ranked as a third priority at 26 per cent (17 participants).
4. Neighbourhood connectivity was ranked as the least important factor, at eight per cent (5 participants).

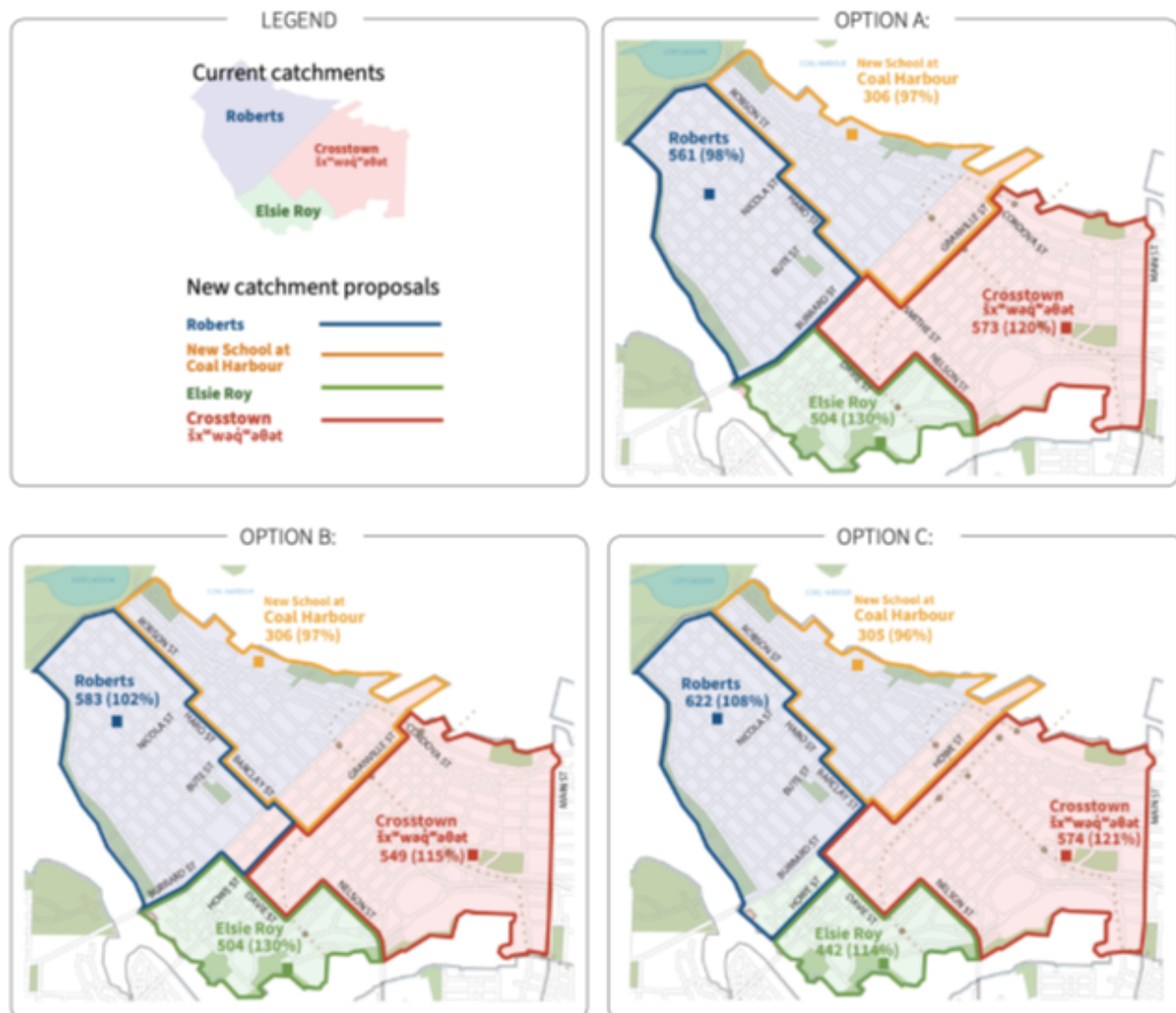
The results indicate that participants place the greatest importance on proximity to school and balanced enrolment, with student safety viewed as a complementary but secondary factor. Families value being able to attend a neighbourhood school within a short walking distance and expect that enrolment pressures will be managed equitably across the downtown peninsula.

While safety ranked as a lower priority in the survey, it remains an essential planning consideration, particularly as new developments and traffic patterns continue to shape the downtown area. Coordination with the City of Vancouver and other partners on pedestrian safety, crossings and transportation planning will be critical to ensuring students can travel safely to and from school.

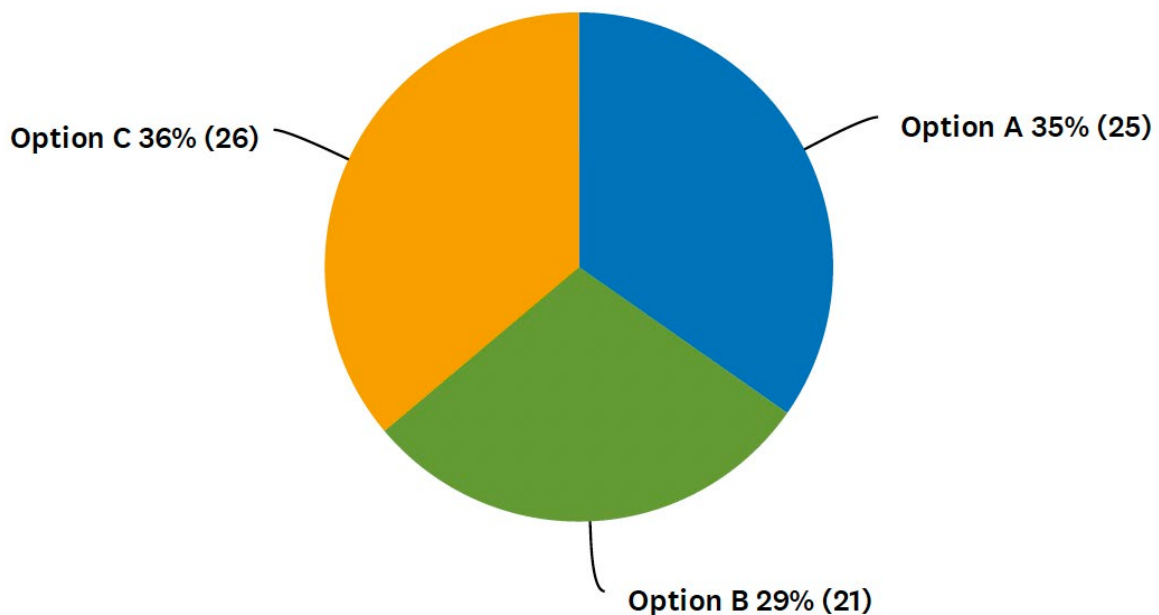
Overall, this feedback supports a planning approach that prioritizes walkable access and equitable distribution of enrolment, while continuing to monitor urban growth and safety needs through ongoing collaboration with the City of Vancouver.



Out of the three catchment options, participants were asked **which one was their preferred choice**.



Option C was the most preferred, selected by 36 per cent of participants (26 respondents). Option A followed closely at 35 per cent (25 respondents), while option B was the least preferred, with 29 per cent (21 respondents).



Participants were then asked **to select their top three reasons for choosing their preferred option, from the following list:**

- Minimizing walking distances for students to the catchment school.
- Optimization of the use of available school capacity.
- Managing the demand for enrolling spaces amongst nearby schools.
- Minimizing the major roadways a student needs to cross to attend their catchment school.
- Planning for future residential developments.

The results were similar to the previous question. Across all options, the data shows strong alignment around three central values:

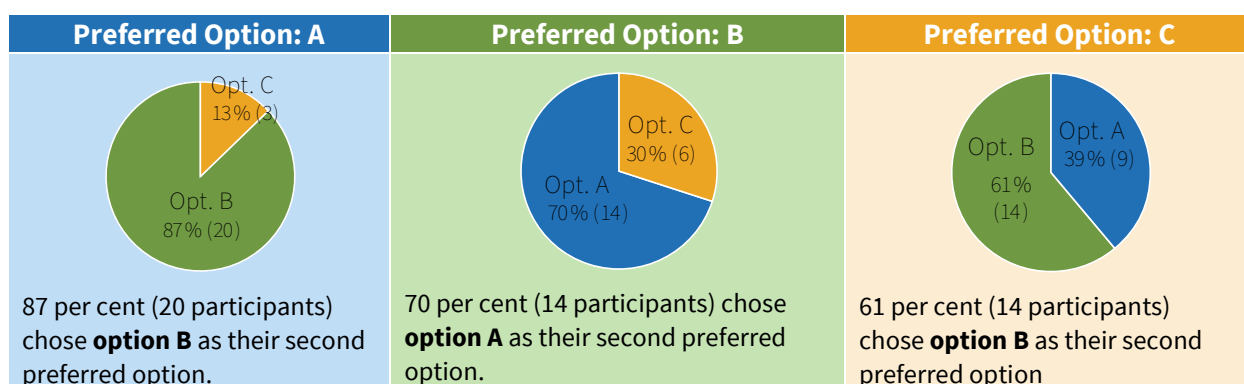
1. Proximity and accessibility: Families want their children to attend schools within a short, safe walking distance.
2. Balanced enrolment: Participants support boundaries that balance enrolment across schools to prevent overcrowding.
3. Safety and predictability: Minimizing major crossings remains important but is secondary to access and balance.

For the Board, these findings provide clear direction: families are seeking a solution that maintains walkable access while ensuring long-term enrolment stability and efficient use of new capacity. Option C aligns most closely with these goals, which may explain its strong overall preference.

Preferred Option: A	Preferred Option: B	Preferred Option: C
Top 3 reasons: #1 & 2. <i>Minimizing walking distances for students to the catchment school</i> and <i>managing the demand for enrolling spaces amongst nearby schools</i> were identified as the top priorities, each receiving 57 per cent support (12 participants). #3. <i>Minimizing the number of major roadways students must cross to reach their catchment school</i> ranked third, with 52 per cent support (11 participants).	Top 3 reasons: #1. <i>Minimizing walking distances for students to the catchment school</i> was identified as the top priority, selected by 65 per cent of respondents (13 participants). #2. <i>Optimization of the use of available school capacity</i> was a second priority for 40 per cent of respondents (8 participants). #3. <i>Managing the demand for enrolling spaces amongst nearby schools</i> was ranked third at 35 per cent (7 participants).	Top 3 reasons: #1. <i>Managing the demand for enrolling spaces among nearby schools</i> was identified as the top priority, selected by 77 per cent of respondents (17 participants). #2. <i>Optimization of the use of available school capacity</i> was a second priority for 68 per cent of respondents (15 participants). #3. <i>Managing the demand for enrolling spaces amongst nearby schools</i> was ranked third at 45 per cent (10 participants).

Participants were asked to **choose a second preferred option**.

While first-choice responses were nearly evenly split between options A and C (36 per cent and 35 per cent, respectively), option B was most frequently selected as the second-preferred configuration. This suggests that Option B was viewed as a **reasonable and balanced alternative** by a majority of respondents, even if it was not their top choice.



Participants were then asked to select their top three reasons for choosing their second preferred option, from the following list:

- Minimizing walking distances for students to the catchment school.
- Optimization of the use of available school capacity.
- Managing the demand for enrolling spaces amongst nearby schools.
- Minimizing the major roadways a student needs to cross to attend their catchment school.
- Planning for future residential developments.

The reasons behind these second preferences were consistent with the themes identified in the first-choice analysis — emphasizing walkability, balanced enrolment, and efficient use of school capacity. For the Board, these findings suggest that Option B serves as a moderate and broadly acceptable configuration. While it was not the most popular first choice, its repeated selection as a second

preference indicates that it aligns with the community's core values: walkable access, equitable distribution of students and efficient use of space.

Preferred Option: A Second Option B	Preferred Option: B Second Option A	Preferred Option: C Second Option: B
Top 3 reasons: #1. <i>Minimizing walking distances for students to the catchment school</i> was identified as the top priority, selected by 59 per cent of respondents (13 participants). #2&3 <i>Managing the demand for enrolling spaces amongst nearby schools</i> and <i>optimization of the use of available school capacity</i> were tied as the next highest priorities, each receiving 41 per cent support (9 participants).	Top 3 reasons: #1. <i>Managing the demand for enrolling spaces amongst nearby schools</i> was identified as the top priority for 70 per cent of respondents (14 participants). #2. <i>Optimization of the use of available school capacity</i> was identified as the top priority, selected by 65 per cent of respondents (13 participants). #2. <i>Minimizing walking distances for students to the catchment school</i> was ranked third at 30 per cent (6 participants).	Top 3 reasons: #1. <i>Minimizing walking distances for students to the catchment school</i> was identified as the top priority, selected by 67 per cent of respondents (14 participants). #2. <i>Optimization of the use of available school capacity</i> was identified as the top priority, selected by 62 per cent of respondents (13 participants). #3. <i>Managing the demand for enrolling spaces amongst nearby schools</i> was ranked third at 48 per cent (10 participants).

Participants also invited to provide **additional open text comments** specific to the catchment boundary changes being proposed.

Twenty-eight participants provided written comments. The following themes emerged:

Theme	What we heard	Key learnings	Quotes
SUPPORT FOR CATCHMENT CHANGE	Respondents indicated general agreement with the proposed options or preference for option C, viewing it as the most balanced approach. Participants expressed appreciation for the opportunity to provide feedback and encouraged VSB to continue communicating clearly as decisions are finalized.	This feedback indicates broad awareness and acceptance of the need for change. Transparent and ongoing communication during implementation will help maintain trust and understanding among families.	"New school = boundary changes. I support changes. Prefer Option C." "Consider turning Roberts Annex into a middle school to relieve pressure."

NEIGHBOURHOOD CONNECTIVITY	Several respondents stated that Burrard Street represents a clear and long-recognized boundary that should define catchments. Participants described strong community ties within Yaletown or the West End and expressed concern that some proposed boundaries would divide established neighbourhoods.	Participants equate neighbourhood cohesion with accessibility, safety and community belonging. Feedback reinforces the importance of aligning catchment boundaries with existing neighbourhood identities to preserve community cohesion and ensure boundaries reflect how families experience and navigate their surroundings.	“Burrard Street is the cut-off between ‘West End’ and ‘Yaletown’—this should be reflected in catchments.” “The borders for Lord Roberts should be Robson and Burrard; anything else introduces an artificial division.” “We live at Richards and feel our community is very much Yaletown, not Crosstown.”
WALKING DISTANCE AND ACCESSIBILITY	Many respondents described significant walking distances between their homes and assigned catchment schools, suggesting some boundaries do not reflect daily travel realities. Participants described the practical challenges of getting young children to school safely in a dense urban setting and felt that current routes did not always reflect real walking patterns. Participants suggested walking distances could be verified through on-the-ground conditions to ensure they reflect actual experience. Several noted that attending their designated school would require long commutes or vehicle use, contrary to VSB’s emphasis on local access.	Families clearly value short, safe, and practical routes to school. For future planning, continued collaboration with the City of Vancouver on pedestrian crossings and safe routes will be essential to maintaining confidence in the accessibility of neighbourhood schools.	“It’s a 30-minute walk to Crosstown but only five minutes to Elsie Roy.” “We would prefer to walk safely to a nearby school instead of having to drive 15 minutes.” “The walking route from Seymour and Davie to Lord Roberts is not shorter than to Elsie Roy; your methodology feels questionable.”

CAPACITY AND FUTURE GROWTH	Several comments referenced ongoing capacity pressures and the need for additional downtown school space beyond Coal Harbour, such as a fourth or even fifth downtown elementary school. Some participants referenced overcrowding and urged VSB to consider long-term solutions rather than short-term redistribution. Others linked boundary changes to the need for clarity about upcoming school projects, such as the King George Secondary upgrade and replacement of Roberts Annex.	While respondents understood the need to rebalance enrolment, many perceived it as reflecting broader downtown infrastructure challenges. These insights point to community awareness of long-term capacity challenges. Incorporating this feedback into the Long-Range Facilities Plan will help ensure that future capital investments continue to support equitable access as the downtown population increases.	“A fourth school is needed to maintain capacity below 100%.” “All of these elementary schools feed into King George, which was built for 375 students and now has over 600.”
ENROLMENT CONCERNS	Some questioned why students from the Coal Harbour area continue attending Lord Roberts, limiting space for in-catchment Roberts students. Others asked whether families living on the boundary edge could have flexibility or transitional options. Maintaining sibling continuity was frequently mentioned as important for family stability.	This feedback highlights the need for clear and consistent policy communication, particularly around sibling priority, grandfathering provisions, and transition timing, to ensure families can plan with confidence.	“It’s frustrating for kids in the new Coal Harbour catchment to stay at Roberts while Roberts families are sent elsewhere.” “If we live on the edge of a new catchment, will there be a choice of school?”

Pedestrian safety	Participants mentioned specific intersections (Georgia Street, Alberni, and Broughton) as needing improved crossings to ensure safe routes to school. Some expressed concerns about the design and shared use of the new Coal Harbour school site, citing limited open space and its integration with residential buildings.	While safety ranked lower in the survey's quantitative results, the open-text responses reinforce its continued importance at the local level. The District should continue to work with the City of Vancouver on intersection improvements and consider outdoor space design in future urban school projects.	"We need improved pedestrian crossings at Georgia and Alberni." "Coal Harbour school doesn't have a big playground—it feels poorly planned."
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See [Appendix F](#) for a list of the verbatim comments.

Communications and engagement

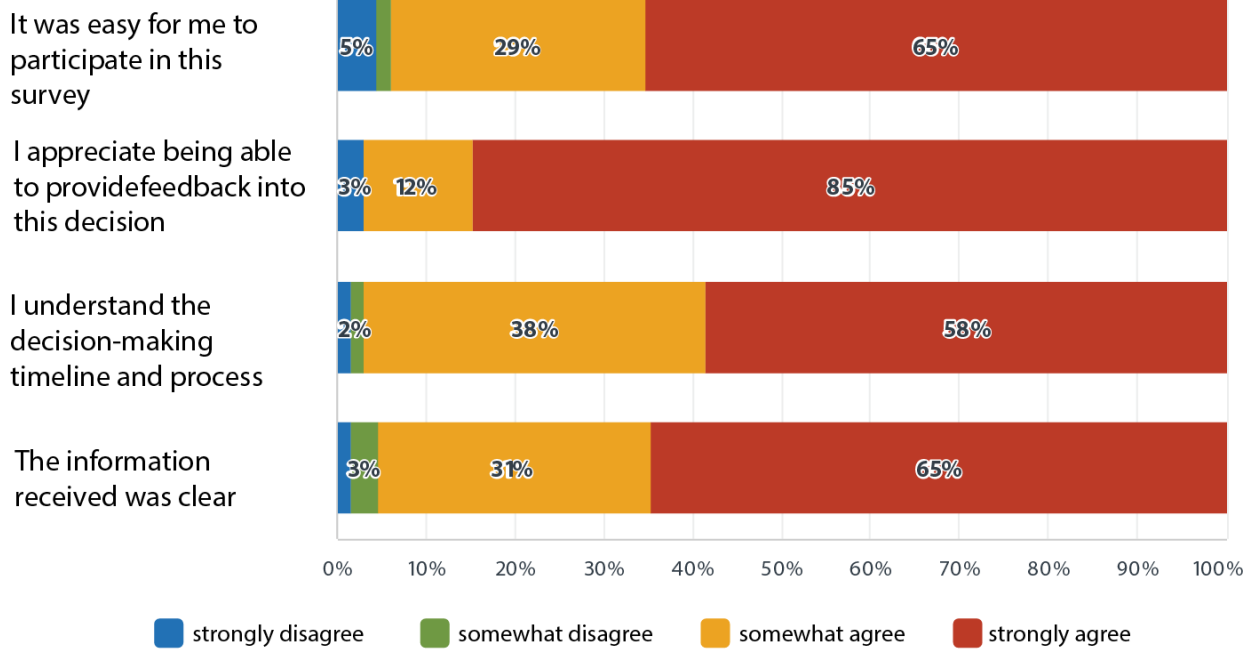
Next, participants **rated their engagement experience**.

Survey feedback indicates strong satisfaction with the engagement process. Most all of respondents appreciated the opportunity to provide input, found the information clear, understood the decision-making timeline, and reported that participating in the survey was easy.

- 97 per cent somewhat agreed or strongly agreed that they were appreciative for the opportunity to provide feedback.
- 96 per cent somewhat agreed or strongly agreed that they understood the decision-making timeline and process.
- 96 per cent somewhat agreed or strongly agreed that the information provided to be clear.
- 94 per cent somewhat agreed or strongly agreed that it was easy to participate in the survey.

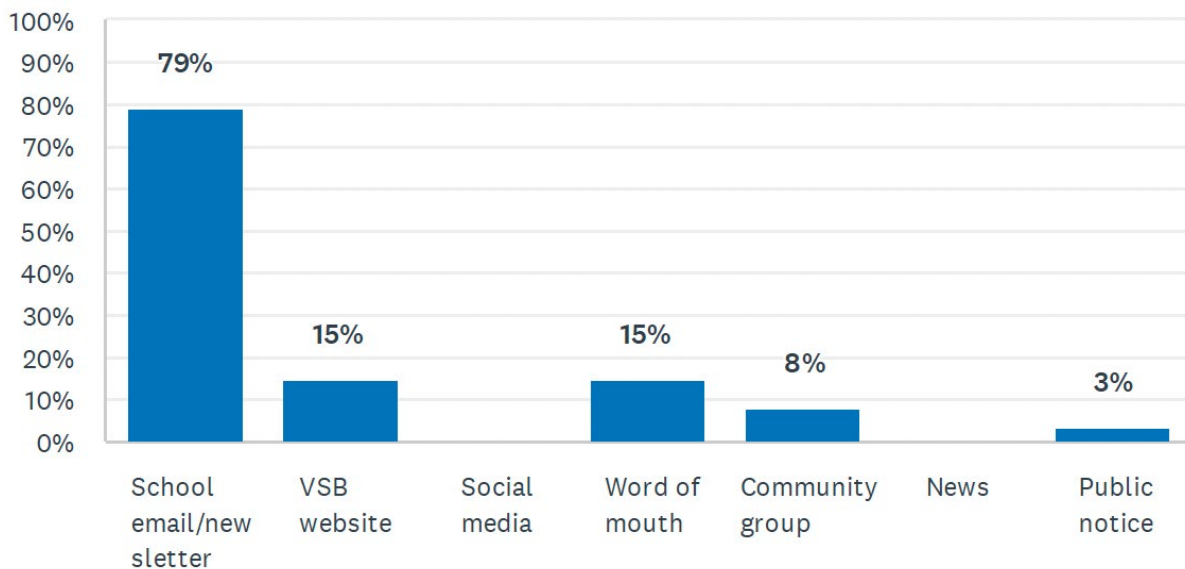
These findings indicate that the communications and engagement effectively achieved the objectives identified early in the engagement process to:

- **Build understanding of why a new catchment is required.** Feedback shows that families were well informed about the purpose of the review and the need to establish a catchment for the new Coal Harbour school.
- **Provide families, staff, and residents with clear information about proposed options.** Ninety-six per cent of participants agreed that the information was clear, suggesting that the background materials, maps, and video presentation successfully supported comprehension and transparency.
- **Gathering feedback to inform a recommendation to the Board.** Ninety-seven per cent of respondents appreciated the opportunity to share input, indicating that participants felt their perspectives would be considered in the decision-making process.



Participants were asked how they **heard about the survey**.

The majority of respondents were informed about the survey via email or school newsletter (79 per cent, 49 participants), with smaller proportions citing the VSB website and word of mouth as their sources (15 per cent, 9 participants each). For future engagements, this shows that direct email or school communications continues to be the most effective way of reaching our audiences.



Lastly, participants had the opportunity to **provide their email address** to receive updates about the project's progress. A total of 39 participants submitted their email address.

3.4 INHERENT RIGHTS HOLDERS ENGAGEMENT

3.4.1 Approach

At the Indigenous education council on October 20, 2025, staff invited feedback about the downtown catchment review. Staff first outlined the catchment review process, key considerations and the three proposed boundary options. The information presented was similar to that presented to stakeholders at the facilities planning committee. Inherent rights holders from x^wməθk^wəyəm (Musqueam) and Skwxwú7mesh Úxwumixw (Squamish Nation) were present.

3.4.2 What we heard

The host nations representatives who were present did not provide immediate feedback. Staff outlined additional ways to provide feedback should they want to add feedback at a later date. This included written feedback via email, through the existing structures of the Facilities Planning Committee and the Public Delegation Board meeting, or through direct conversation with District Staff. No additional feedback was received.

3.5 EMAIL FEEDBACK

3.5.1 Approach

Between September 25 to October 24, 2025, community members had the opportunity to submit written feed about the proposed catchment options to the Board via engage@vsb.bc.ca. Only one email was received. It emphasized the importance of prioritizing over-enrolment relief at Lord Roberts and Elsie Roy. The full email submission has been provided to the Board.

3.6 PUBLIC DELEGATIONS

3.6.1 Approach

Public delegation Board meetings are intended to provide members of the community with an opportunity to present directly to the Board about matters relating to governance and/or budget. On October 27, 2024, as part of the regular delegation process, families, students and community members were invited to present their feedback about the downtown catchment review directly to the Board. VSB informed more than 3700 current and future VSB families about this opportunity during the email reminders, as part of the invitation to participate in the engagement activities. No participants registered to provide delegation presentation to the Board.

4.0 Next Steps

4.0 NEXT STEPS

The engagement findings from the downtown catchment review will help VSB determine a catchment configuration that supports balanced enrolment, improved access and long-term sustainability for families in the downtown area.

The Facilities planning committee will review this engagement summary report and staff recommendations at its meeting on November 5, 2025. Following, the committee will make a recommendation to the Board. The Board is scheduled to make a final decision about the new downtown catchment boundaries at its public meeting on November 26, 2025.

Following the Board's decision:

- Updated catchment maps will be posted on VSB's website and shared with impacted families.
- Impacted school communities will receive direct communication outlining any changes to boundaries and their registration process.
- Information will be available before priority kindergarten registration closes on January 31, 2026.

Deep appreciation is extended to the families, stakeholder representatives, members of the IEC, staff and community members who participated in this engagement process. Their feedback supports informed, evidence-based decisions and reflects a shared commitment to equitable and accessible learning environments for all students.

Staff will work with impacted families and school communities throughout implementation to support a smooth transition to the new catchment structure.

Appendices

APPENDIX A - EMAIL NOTIFICATION

The following emails were sent to families within the impacted catchments (Lord Roberts, Elsie Roy, ʂxʷwəq̓ʷəθət Crosstown) and the new Coal Harbour school, inviting and reminding them to participate in the engagement process.



Vancouver School District
1580 West Broadway
Vancouver, B.C. V6J 5K8

vsb.bc.ca
info@vsb.bc.ca
604-713-5000

Subject: Downtown catchment review

September 5, 2025

IMPORTANT INFORMATION - PLEASE TRANSLATE

Informations importantes - Veuillez traduire * 这是一份重要信息 — 请找人为您翻译

Mahalagang Impormasyon - Paki salin sa sariling wika * Thông tin quan trọng - Xin tìm phiên dịch

ਮਹੱਤਵਪੂਰਨ ਜਾਣਕਾਰੀ-ਸ਼ਿਹਰਬਾਨੀ ਕਰਕੇ ਅਨੁਵਾਦ ਕਰੋ/ਕਰਵਾਓ * महत्वपूर्ण जानकारी - कृपया अनुवाद करें

Información importante - Por favor traducir * 重要な情報-翻訳してください

중요한 정보 - 번역 부탁드립니다 * معلومات مهمة - الرجاء الترجمة

معلومات مهمة - الرجاء الترجمة * Важная информация - переведите, пожалуйста

Good afternoon VSB families residing in downtown,

The Coal Harbour neighbourhood is getting a new school that will help meet the growing enrolment demand in downtown Vancouver. Initial enrolment planning has been undertaken, but the District needs to update the catchment boundaries in the downtown area to effectively plan for future years.

On September 17, 2025, staff will present potential catchment options to the Facilities Planning Committee. The report can be found [here](#) and the meeting can be livestreamed [here](#). We want to hear from you to help inform a decision on these changes in the coming weeks! Engagement with the impacted school communities will take place in October 2025 and will include in-person events as well as an online survey. More details will be shared on our website in advance.

Public Engagement Meetings

1. Public engagement meeting at Elsie Roy Elementary:
Oct 7, 2025, 3:00 p.m. – 7:00 p.m.
2. Public engagement meeting at ʂxʷwəq̓ʷəθət Crosstown Elementary:
Oct 8, 2025, 3:00 p.m. – 7:00 p.m.
3. Public engagement meeting at Lord Roberts Elementary:
Oct 9, 2025, 3:00 p.m. – 7:00 p.m.

It is important for the Board to be able to make a decision on a new catchment at the November 26, 2025 Board meeting to provide clarity to families, particularly those registering for Kindergarten for the 2026-2027 school year, which begins in November 2025 and ends on January 31, 2026.

We look forward to hearing from you and for more information, please visit govsb.ca/DTreview

Regards,
VSB engage

Follow Us: @VSB39

OUR VSB

Subject: REMINDER: Share your feedback!

October 6, 2025

IMPORTANT INFORMATION - PLEASE TRANSLATE

Informations importantes - Veuillez traduire • 这是一份重要信息 — 请找人为您翻译
Mahalagang Impormasyon - Paki salin sa sariling wika • Thông tin quan trọng - Xin tìm phiên dịch
ਮਹੱਤਵਪੂਰਨ ਜਾਣਕਾਰੀ-ਮਿਹਰਬਾਨੀ ਕਰਕੇ ਅਨੁਵਾਦ ਕਰੋ/ਕਰਵਾਓ • महत्वपूर्ण जानकारी - कृपया अनुवाद करें
Información importante - Por favor traducir • 重要な情報-翻訳してください
중요한 정보 - 번역 부탁드립니다 • معلومات مهمة - الرجاء الترجمة
اطلاعات مهم - لطفاً ترجمه کنید • Важная информация - переведите, пожалуйста

Good morning/afternoon [school name] school community,

Last week, the District shared public engagement opportunities currently underway in regards to the downtown catchment review. We are updating downtown catchment boundaries to accommodate the new school in Coal Harbour. Feedback received will be provided to the Board for their consideration in advance of it making a decision on November 26, 2025.

Share your feedback!

There is still time to participate in one of the following engagement sessions:

1. In-person engagement session

Drop-in and speak to staff during one of the dates below. You'll learn about the proposed catchment options, criteria used to shape them and enrolment impacts.

- Elsie Roy Elementary: Oct 7, 2025, 3:00 – 7:00 p.m in the gym
- ڤاسي ۽ سڀني ٻولي ڳالهائڻ واري ڪراسٽاڻي ڪيڊيٽري: Oct 8, 2025, 3:00 – 7:00 p.m. in the gym
 - Farsi and Spanish interpreters will be on site
- Lord Roberts Elementary: Oct 9, 2025, 3:00 – 7:00 p.m. in the gym
 - Farsi, Russian and Arabic interpreters will be on site

2. Survey (Oct 7-17)

Not able to attend in person? We still want to hear from you! Watch a [brief explainer](#), then [complete the survey](#) anytime from Oct. 7–17.

3. Email feedback

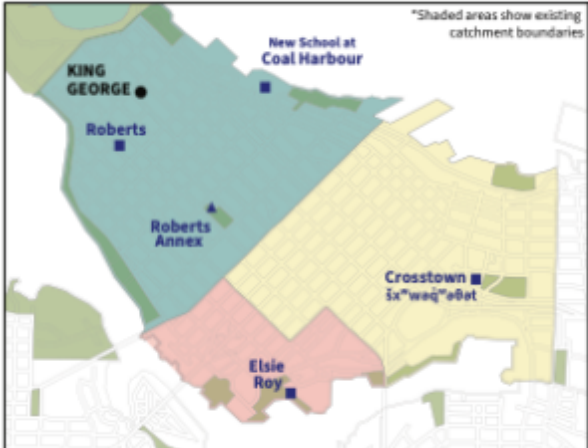
Not available to attend or complete the engagement activities mentioned above? Send your feedback to engage@vsb.bc.ca by October 24 at noon. All emails received will be shared with the Board as part of the final engagement report.

Follow Us: @VSB39



APPENDIX B - FLYER

The below flyer was sent to child care centres, community centres and libraries across the downtown area to promote the downtown review engagement opportunities.



*Shaded areas show existing catchment boundaries

Important Information – Please Translate
這是一份重要資訊 — 請找人為您翻譯 這是一份重要信息 — 請找人為您翻譯
Mahalagang Impormasyon - Paki salin sa sariling wika
Thông tin quan trọng - Xin tìm phiên dịch
ਮਹੱਤਵਪੂਰਨ ਜਾਣਕਾਰੀ - ਕੁਪਸ਼ਾ ਅਨੁਵਾਦ ਕਰੋ
Información importante - Por favor traducir
重要な情報-翻訳してください 중요한 정보 - 번역 부탁드립니다
معلومات مهمة - الرجاء الترجمة

Public Engagement Session DOWNTOWN CATCHMENT REVIEW

A new school is coming to Coal Harbour. VSB is updating downtown catchment boundaries and wants your input!

Live in or near downtown Vancouver? Share your feedback to help the Board make an informed decision on future catchments.

In person (drop-in) engagement sessions:

Elsie Roy Elementary:

- Oct 7, 3:00 – 7:00 p.m.
- 150 Drake Street, Vancouver (School Gymnasium)

sx'waq'a8at Crosstown Elementary:

- Oct 8, 3:00 – 7:00 p.m.
- 55 Expo Blvd, Vancouver (School Gymnasium)

Lord Roberts Elementary:

- Oct 9, 3:00 – 7:00
- 1100 Bidwell St, Vancouver (School Gymnasium)

For more information, visit govsb.ca/DTreview



APPENDIX C – DISPLAY BOARDS

The following display boards were used during the public information sessions.

1. Welcome and Purpose

ABOUT THIS EVENT

We are updating catchment boundaries in the downtown area to accommodate the new school in Coal Harbour.

Before the Board makes a decision in November 2025, we want to hear from you as a community member in downtown.

Staff are here to answer questions and we encourage you to take the survey.

DOWNTOWN CATCHMENT REVIEW SURVEY



<https://ca.research.net/r/dtcatchment>

BACKGROUND

The new school in Coal Harbour will help meet growing enrolment demand in downtown Vancouver. The proposed catchment options consider catchment changes to downtown schools including:

- ʂxʷwəqʷəθət Crosstown Elementary,
- Elsie Roy Elementary,
- Roberts Elementary and
- the new school in Coal Harbour.

These proposed changes are being considered as part of managing enrolment at these schools and throughout the downtown area and take into consideration distance between student residences and catchment schools.



Photos of the new school currently under construction

VSB Vancouver School Board

2. New School at Coal Harbour: History and Catchment Planning

THE NEW SCHOOL AT COAL HARBOUR

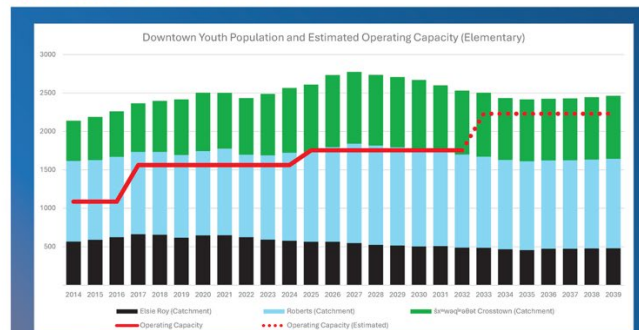
The new school is part of a multi-use building that is jointly funded by VSB and the City of Vancouver. The construction is being led by the City. It includes:

- A three-story elementary school with a capacity of 340 students
- 69 school-aged child care before & after school care spaces
- A separate 4th floor child care space for 65 children aged 0-5
- 60 affordable rental homes

Students and staff who will attend the new school at Coal Harbour when it is complete are currently accommodated at both Lord Roberts Elementary and at Lord Roberts Annex. They will move to the new school when the new school building is ready.

VSB Vancouver School Board

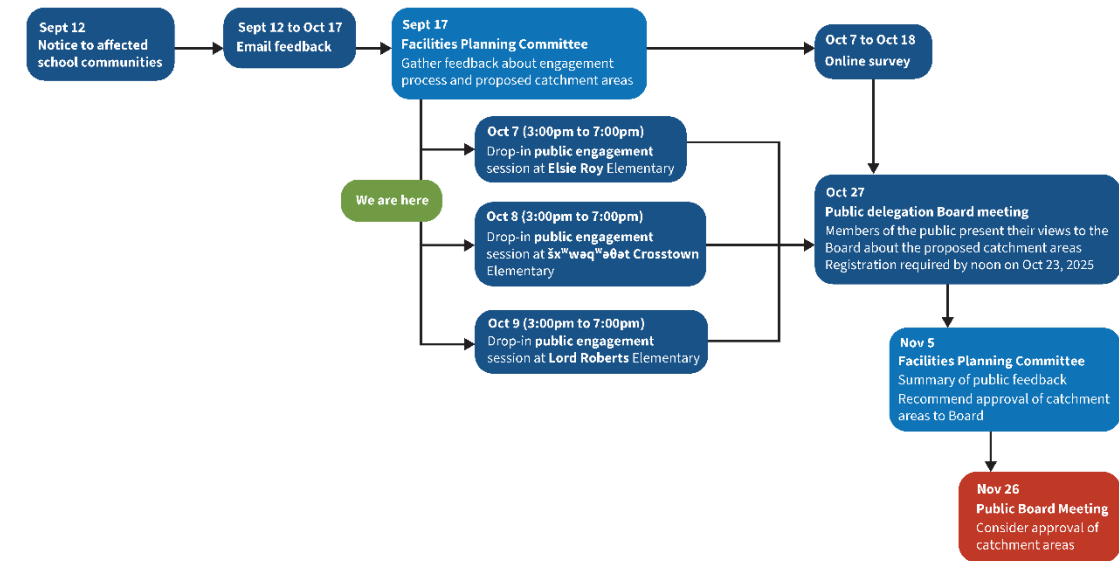
ENROLMENT & CAPACITY



The new school at Coal Harbour has been constructed to address enrolment needs in the local area. The graph above shows the increase in operating capacity in 2017 with the opening of ʂxʷwəqʷəθət Crosstown, followed by an additional increase in 2025 with the opening of the new school at Coal Harbour. The projected operating capacity for the downtown area is also shown upon the completion of a new school building at the Lord Roberts Annex site.

Youth population is represented by area of residence based on current catchment boundaries. As the new school at Coal Harbour does not yet have an established catchment, students enrolled there are recorded on the graph under one of the existing downtown school catchments.

3. Timeline for Engagement + Process



VSB Vancouver School Board

4a. Guiding AP + Consideration

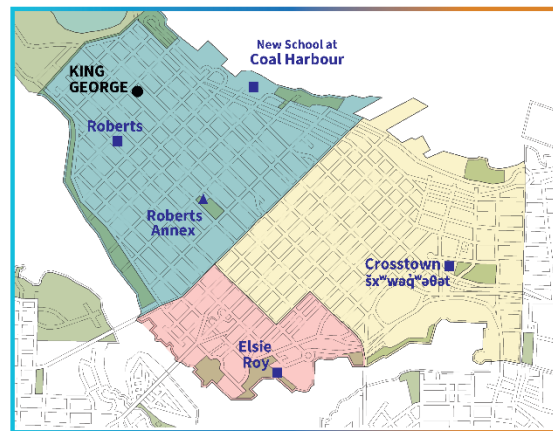
SCHOOL ACT AND ADMINISTRATIVE PROCEDURE 305

A student may enrol in an educational program at any school in our school district, providing that the application to enrol is received by a specified date and there is space.

Changes to school catchment boundaries are approved by the Board of Education.

Several factors were considered when establishing proposed new catchments including:

- Population distribution and corresponding capacity at schools
- Natural boundaries
- Walking distances
- Neighbourhood connectivity and continuity
- Student safety - including major roads and bike lanes



The current downtown catchment map

VSB Vancouver School Board

4b. Guiding AP + Consideration

BUILDING NEW CATCHMENTS

An “all programs” metric is used to determine the approximate VSB student population and can be broken by sub areas to create new catchments.

Students in “all programs” include all VSB students living within the catchment area including those attending the designated catchment school, those attending alternative schools and students participating in District choice programs or District learning services programs located at other schools.

NATURAL BOUNDARIES



The downtown schools are located on a peninsula bounded by English Bay, False Creek, Coal Harbour and Stanley Park.

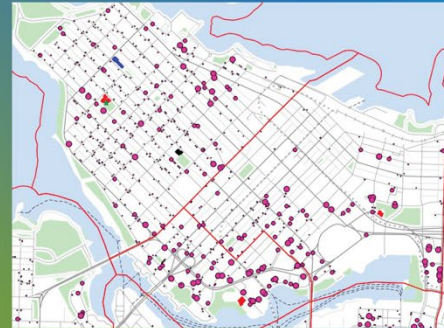
Although it is possible to cross False Creek via the Burrard, Granville or Cambie bridges, proposed catchments in this study maintain the existing consideration of False Creek as a natural boundary line.

VSB Vancouver School Board

POPULATION DISTRIBUTION AND CORRESPONDING CAPACITY

The new catchments must consider existing school capacities in the distribution of students in the catchment areas, through the lens of optimizing school capacity utilization where possible.

In addition, future potential changes in student populations in the study areas that could result from local residential development must be considered.



Current student population clusters in the downtown area

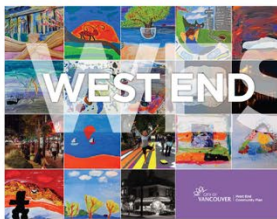
4c. Guiding AP + Consideration

NEIGHBOURHOOD CONTINUITY AND CONNECTIVITY

The downtown area is made up of many neighbourhoods. These are identified in City of Vancouver planning documents as well as observed in the ways residents relate to their immediate area. The downtown is formally made up of the following community plan areas:

- » WEST END
- » COAL HARBOUR
- » CENTRAL BUSINESS DISTRICT
- » DOWNTOWN SOUTH
- » YALETOWN
- » FALSE CREEK NORTH
- » NORTHEAST FALSE CREEK
- » GASTOWN
- » CHINATOWN

These can be further divided to areas like West of Denman and Georgia Corridor. Each of these areas help inform catchments to better keep related sub-areas together as these often contribute to a sense of community and belonging.

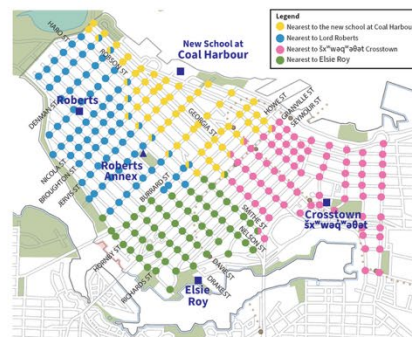


VSB Vancouver School Board

WALKING DISTANCES

Walking distances for all blocks in comparison to the adjacent schools have been mapped to minimize walking distance within catchments.

These distances are established based on the suitable walking path that would likely be taken by a family or student. Although distance is an important measure, barriers along these routes and neighbourhood composition play an equally important role.



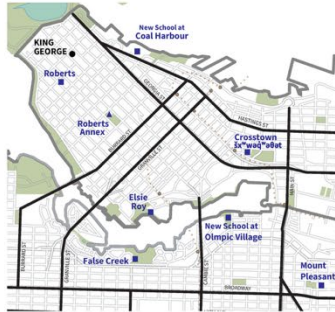
4d. Guiding AP + Consideration

STUDENT SAFETY

Major roads play an important role in safe travel to and from school. While road and traffic improvements (such as upgraded intersections and adjusted signal timing) can help reduce risks, these factors still need to be considered.

Georgia Street is one of the main roads to consider in this catchment change process as it is the main east-west arterial dividing downtown. The area to the north of Georgia Street does not include a sufficient student population to optimize the use of available capacity at the new school. This arterial crossing will need to be managed in collaboration with the City of Vancouver. Pedestrian crossings to access the new school in Coal Harbour from south of Georgia Street include Cardero Street, Broughton Street and Jervis Street.

MAJOR ROADS DOWNTOWN



BIKE LANES DOWNTOWN



VSB Vancouver School Board

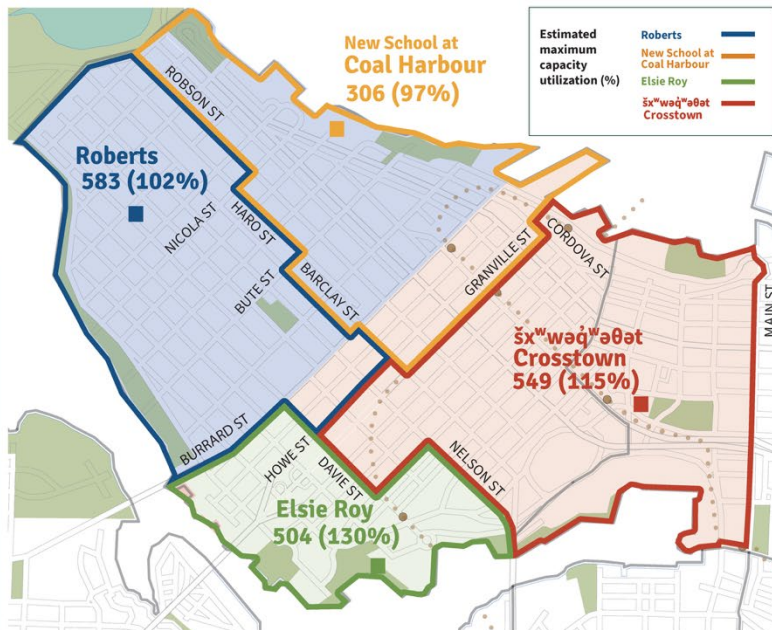
5a. Option A

In this option:

The average number of kindergarten to Grade 7 students living in each proposed catchment is relatively balanced under this option.

Compared to now, more families will live within walking distance of their catchment school.

Please add your comments here!



OPTION A - CATCHMENT PROPOSAL

VSB Vancouver School Board

5b. Option B

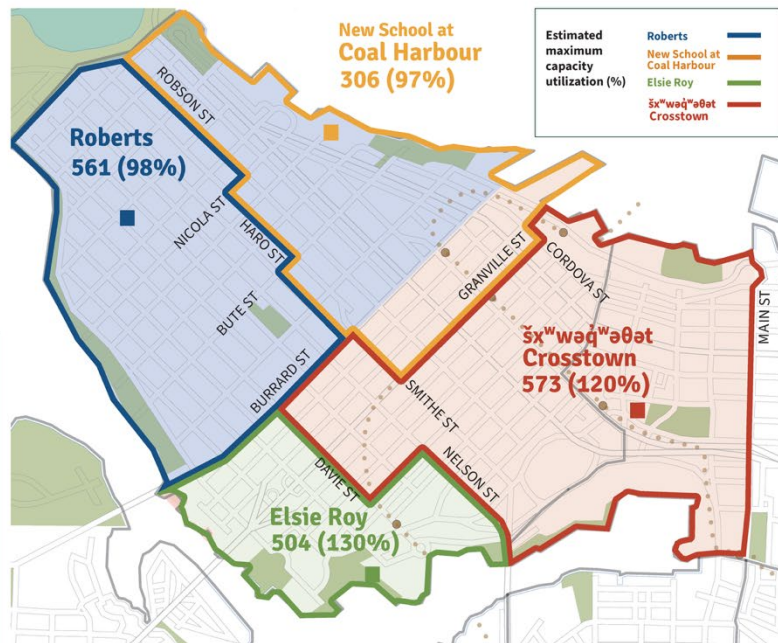
In this option:

The population is relatively balanced.

Roberts Elementary's enrolment is closer to its capacity. However, it results in less balance for ʂxʷwəqʷəθət Crosstown Elementary.

It does not improve walking distances for some families living in the southwest part of the current Crosstown catchment. However, most families are either closer to or the same distance to their catchment school.

Please add your comments [here!](#)



OPTION B - CATCHMENT PROPOSAL

VSBC Vancouver School Board

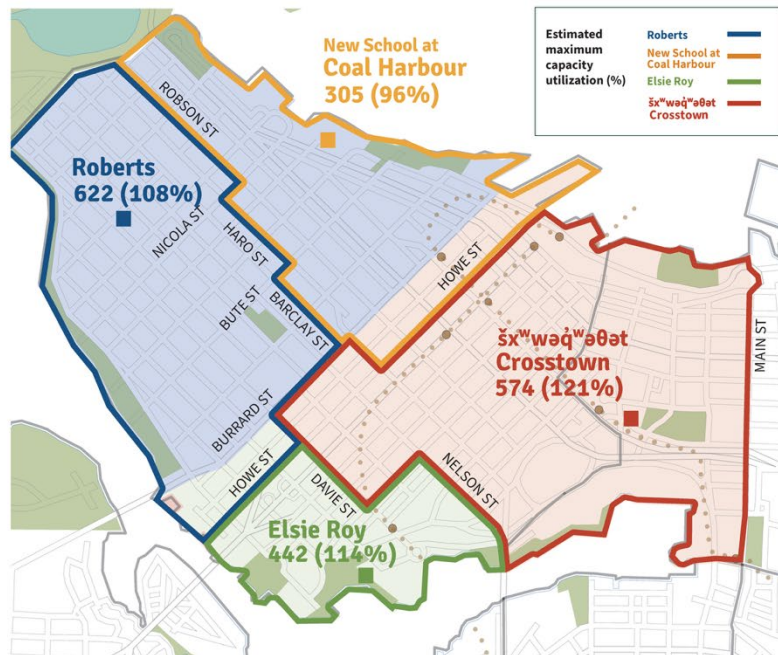
5c. Option C

In this option:

This option helps balance enrolment at Elsie Roy by reducing the number of students in its catchment. However, it increases walking distances for some families.

It results in less balanced enrolment at Roberts and ʂxʷwəqʷəθət Crosstown, where the student population would exceed school capacity.

Please add your comments [here!](#)



OPTION C - CATCHMENT PROPOSAL

VSBC Vancouver School Board

6. Sibling Priority

Priority kindergarten registration is open every year from **November 1 to January 31**.

If a child has an older sibling already attending a school, they can register to attend the same school – even if the catchment has changed.

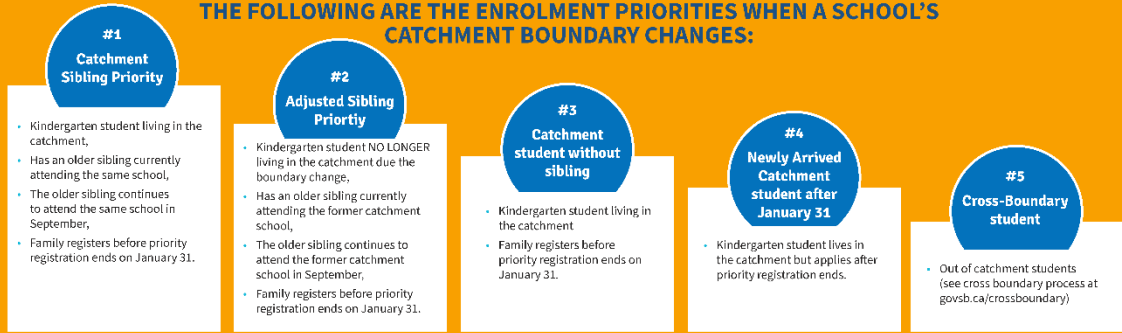
- To get this sibling priority, families must register during the priority registration period.
- This helps keep siblings together and supports continuity for families.

Families can also choose to register in their **new catchment school**.

- If they do, the child will be placed there **if space is available**.



THE FOLLOWING ARE THE ENROLMENT PRIORITIES WHEN A SCHOOL'S CATCHMENT BOUNDARY CHANGES:



7. Common Questions and Answers

Will King George Secondary, the only public high school in the downtown area, be impacted by this catchment change?

No, this proposal does not change the catchment boundary for secondary schools.

When will I know about the catchment change decision?

The Board will decide the new catchment boundaries at its meeting scheduled for November 26, 2025.

This timing gives families clear information before kindergarten registration starts.

How does kindergarten registration work?

Priority Kindergarten registration runs from November 1 to January 31, 2026.

The registration process is not first come, first served. All families who register during this period will be included in the applicable priority registration groupings (catchment siblings, adjusted catchment sibling priority, catchment students).

Learn more at govsb.ca/kindergarten.

If I live downtown, which school do I register at?

Families new to VSB should apply through VSB Apply Now: <https://applynow.vsb.bc.ca>. If your child currently attends a VSB school and your family has recently moved into a downtown catchment, please contact your current catchment school for information about transferring. They can guide you through next steps.

What if my family is new to VSB or recently moved?

Families new to VSB should apply through VSB Apply Now: <https://applynow.vsb.bc.ca>.

If you are a current VSB student and have moved into a downtown catchment, contact your previous catchment school for transfer information.

The new school is enrolling students now, but the building at 482 Broughton Street is not finished yet. As such, students are attending classes at temporary sites until the building is ready. The City expects the new building to open for the start of the 2026/27 school year. If construction finishes sooner, students will move in earlier.

What is happening to the Roberts Annex school building and students?

BC Hydro will build an underground substation at the Lord Roberts Annex property. The school building is now used as a temporary site for students from the new school at Coal Harbour.

Once students move to the new school in Coal Harbour, the Annex building will be demolished for the BC Hydro project and a new elementary school. The District has included a new school on the Lord Roberts Annex site in the District's Capital Plan, thereby requesting Ministry of Education and Childcare funding for this project.

Will these catchment changes impact my school's capacity?

The goal is to balance enrolment across downtown schools. School building layouts will not change. Adjusting boundaries means more students can attend their catchment school and live closer to it. Each option changes how full each school is, as shown in the maps.

APPENDIX D – STAKEHOLDER POWERPOINT PRESENTATION

The following was presented at the stakeholder engagement session during the facilities planning committee on September 17, 2025.

ITEM 3.1
Downtown Catchment Boundary Change Process
Jessie Gresley-Jones, Executive Director of Facilities

Catchment Boundary Change

- Catchment needs to be defined for new elementary school in Coal Harbour
- Changes to school catchment boundaries are approved by the Board of Education at the recommendation of the Superintendent
- This report is presented for information and initiates the public engagement process



Considerations & Approach

VSB Administrative Procedure 305 - School Catchment Boundaries
Considerations that guide the process for establishing revised catchments:

- Population Distribution and Corresponding Capacity
- Natural Boundaries
- Walking Distances
- Neighbourhood Continuity and Connectivity
- Student Safety

Considerations: Population

Population

- To establish new school catchment areas, it is necessary to delineate youth populations on a block-by-block basis
- An "all programs" metric is utilised to quantify the approximate size of the VSB student population within a given area



Considerations: Natural Boundaries

Natural Boundaries
The downtown schools are located on a peninsula bounded by:

- English Bay
- False Creek
- Coal Harbour
- Stanley Park

Although it is possible to cross False Creek, the proposed catchments maintain the existing consideration of False Creek as a natural boundary line.



Considerations: Walking Distance

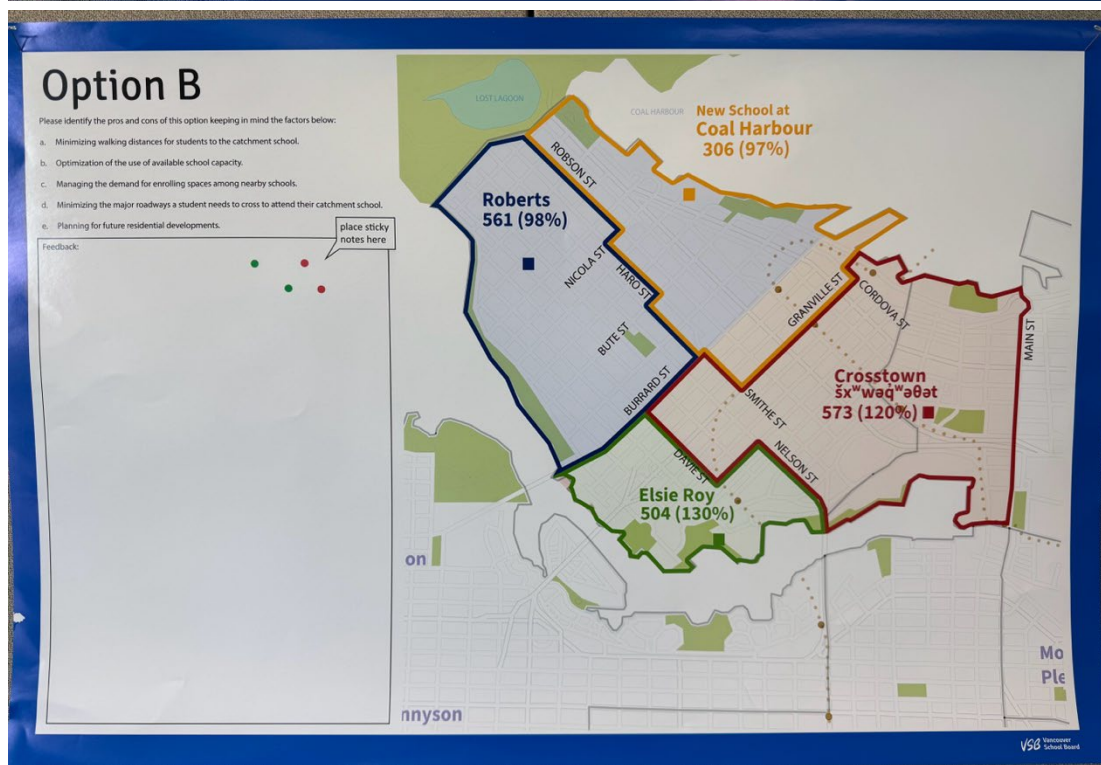
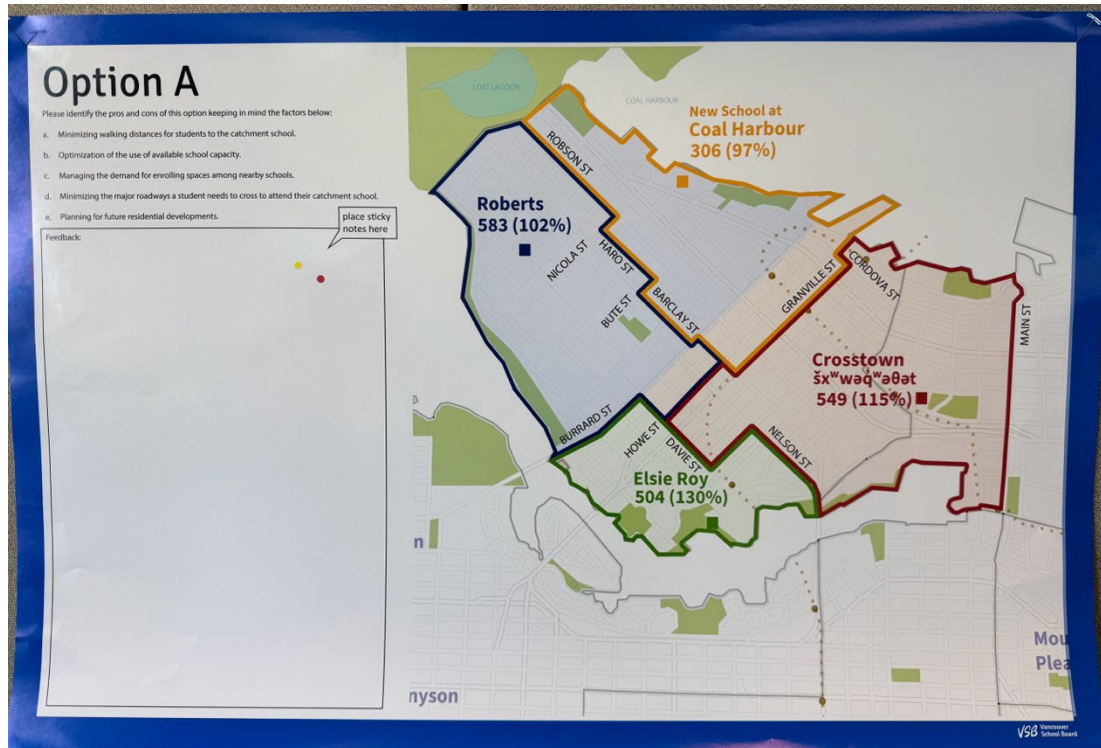
Walking Distances
Walking distances for all blocks in comparison to the adjacent schools have been mapped.

- These distances are established based on the suitable walking path that would likely be taken by a family or student
- Although distance is an important measure, barriers along these routes, and neighbourhood composition play an equally important role



APPENDIX E – STAKEHOLDER COMMENTS

The following verbatim comments were received through the stakeholder group discussion. Participants took part in a *dotmocracy* exercise to indicate their preferred catchment option. A green dot represented their most preferred option, a yellow dot their second choice and a red dot their least preferred option. The group also discussed the engagement process and timeline and provided their feedback on post-it notes.



Option C

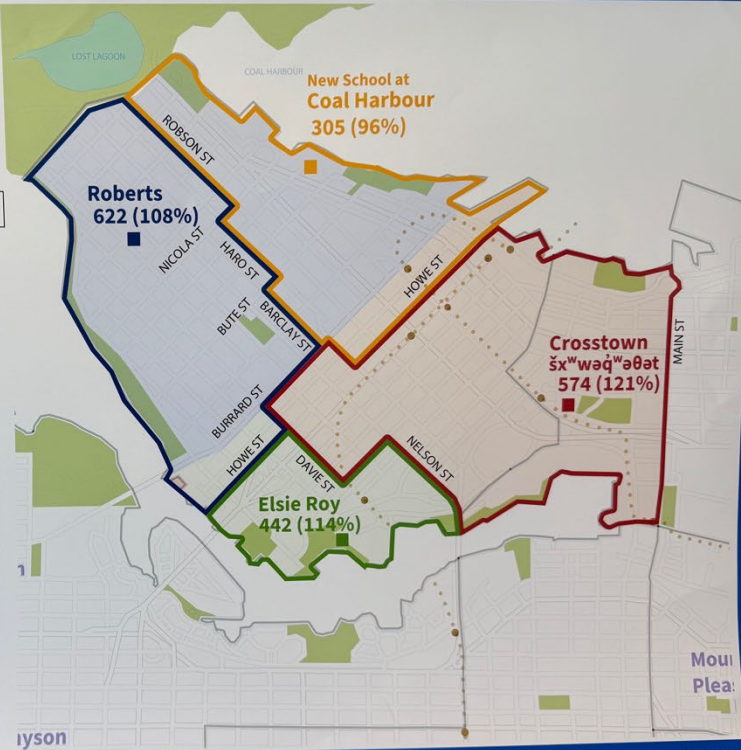
Please identify the pros and cons of this option keeping in mind the factors below:

- Minimizing walking distances for students to the catchment school.
- Optimization of the use of available school capacity.
- Managing the demand for enrolling spaces among nearby schools.
- Minimizing the major roadways a student needs to cross to attend their catchment school.
- Planning for future residential developments.

Feedback:

★
Melanie likes this one

place sticky notes here



Timeline

Feedback:

place sticky notes here

Sept 12	Notice to affected school communities	
Sept 12 to Oct 17	Email feedback	
Sept 17	Facilities Planning Committee Gather feedback on engagement process and proposed catchment areas	SPECIAL NEEDS SUPPORT RESOURCES + SERVICES FOR INDIVIDUALS WITH LEARNING DIFFICULTIES
Oct 7 to Oct 18	Online survey	don't change to engage, rather the way
Oct 7 (3:00pm to 7:00pm)	Drop-in public engagement session at Elsie Roy Elementary	Provide info in different languages
Oct 8 (3:00pm to 7:00pm)	Drop-in public engagement session at Crosstown Elementary	Use parent networks to increase engagement
Oct 9 (3:00pm to 7:00pm)	Drop-in public engagement session at Lord Roberts Elementary	Online engagement session to offer another option to engage
Oct 27	Public delegation Board meeting Members of the public present their views to the Board about the proposed catchment areas Registration required by noon on Oct 23, 2025	Keep the info simple
Nov 5	Facilities Planning Committee Summary of public feedback Recommend approval of catchment areas to Board	Provide District Contact Person for individual help!
Nov 26	Public Board Meeting Consider approval of catchment areas	

VSB Vancouver School Board

APPENDIX F – SURVEY VERBATIM COMMENTS

The following verbatim comments were received through the open-ended question in the survey.

#	RESPONSES	DATE
1	I think the most important factor to consider is neighbourhood continuity. I've lived in the West End for 15 years and both my kids were born here, so I'm familiar with the natural neighbourhood. The borders for Lord Roberts should be Robson and Burrard, none of this Haro / Barclay stuff. That is introducing an artificial division. Also, I saw in the video that you spent a great deal of time working on the shortest normal walking routes map, but in no world is the walking route from Seymour and Davie closer to Lord Roberts than Elsie Roy, so I think your methodology is pretty questionable.	10/14/2025 9:31 AM
2	I think regardless, if you look at the downtown map of Vancouver burrard street is the the cut off between “west end and “Yaletown” - so this should be reflected in catchments. So west of burrard would fall under lord Roberts in west and east of burrard stays Elsie Roy.	10/12/2025 3:44 PM
3	Elsie Roy could definitely have a wider catchment boundary to cover areas on Davie St and up to Burrard St. Students living there would have less difficulty going to school than to Crosstown Elementary.	10/11/2025 11:31 AM
4	A fourth school is needed to maintain capacity below 100%	10/10/2025 7:59 PM
5	Changing Roberts catchment to include past Burrard would help decreasing the burden on Crosstown capacity and decreasing the walk distance considerable because I'm living the furthest from my current catchment (Crosstown). I found a bit confusing that the order of options from the report file (https://media.vsb.bc.ca/media/Default/medialib/open-facilities- planning-agenda-2025-sep-17.fd7a1383266.pdf) and the survey has changed.	10/10/2025 6:56 PM
6	All of the present Robert's encatchment children should be allowed to enroll in coal Harbour until the annex is rebuilt. This will allow children to attend a smaller elementary school if desired.	10/9/2025 7:55 PM
7	Yes, please can you also consider an option that includes at least one more block past Davie in the Elsie Roy boundary? We live at the corner of Seymour and Davie (across from Emory Barnes park) and it is a significant distance for us to get to crosstown as compared to Elsie Roy. My partner works from home and starts work at 9, being a 5 minute walk from school (as we would be at Elsie Roy) would allow him to drop our daughter off safely and get to work on time. As I am a teacher in the district I will not be able to drop off as I will need to be present for my own students. This presents a very difficult dilemma for us as getting her to crosstown will not be easily feasible and before/after school spaces are extremely limited. As such we are having to consider private school options that are walking distance for us instead although this is not our preference. We know many other kids in our building/area have also ended up opting to go with alternative options as crosstown is so far away and just not easily workable from our location.	10/9/2025 3:57 PM
8	School must be individual building that has big playground and open space. For Coal Harbour school it has not included both of them. I never seen school that mixed with residence which is bad planning of city of Vancouver	10/9/2025 3:31 PM
9	No.	10/9/2025 3:28 PM
10	It seems that the Coal Harbour catchment is marginally under capacity in all options, whereas Crosstown is over capacity in all options.	10/9/2025 6:27 AM

- | | | |
|----|--|-----------------------|
| 11 | I think that the options may not reflect fairly based on walking distance for families. My home is on [REDACTED] which is excluded from Elsie Roy very close by. As parents of three children, we hope to be included in Elsie Roy catchment, so we don't have to drive 15 minutes to Strathcona (44 min walk), walk 30 minutes to Crosstown, or walk 20 minutes to Roberts. And that is twice a day for commuting. We choose 15 minutes "drive" option to Strathcona because we also have two daughters to send to daycare., who will go to kindergarten next year. Elsie Roy is only 14 minutes walk, very close to us. I hope families like us can be accepted to Elsie Roy next year. Or perhaps hope for the 5th school in downtown | 10/8/2025
10:39 PM |
| 12 | What is the current status of the King George High School upgrade?? All of these elementary schools are funneling into a school built for 375 students. Build a middle school on the Roberts Annex site. | 10/8/2025
9:41 PM |
| 13 | If we border on the edge of new catchments would there be a choice of catchment? | 10/8/2025
7:56 PM |
| 14 | What is the status of the seismic upgrades to King George going to be when our kids reach grade 8 AND what will the capacity be at by then? The high school was built for 375 kids and the last two years had had enrollment of 635 and 644, respectively. It's rated an H1, which is the most severe for seismic risk and isn't even on the list of 16 schools currently in the approval process. This is the school that all of the kids in this catchment will be moving into eventually and it's only getting more populated. Something for the VSB to consider is, to turn the current Roberts Annex site into a middle school for 6, 7, 8 when it rebuilt. This will to relieve some pressure for the Elementary and High School in our area. I see in the latest VSB Long Range Plan that King George has requested an expansion of an additional 625 seats as well, but it is till not approved and I am skeptical that will be enough by the time it get completed. | 10/8/2025
5:14 PM |
| 15 | Best to alleviate school demand for students living deep in the downtown core - these students require a further commute to any other nearby school. Students within the Crosstown catchment are geographically closer to other nearby schools with capacity and can also be re- allocated to the new school in Olympic Village at a future date. There will be no further option to re-allocate students deeper within downtown. | 10/8/2025
2:16 PM |
| 16 | Need to ensure replacement school at the current annex site is a full school to address the demand on the downtown peninsula. | 10/8/2025
11:43 AM |
| 17 | There's definitely a need to improve pedestrian crossing at Georgia st and Alberni. | 10/7/2025
9:24 PM |
| 18 | We live at [REDACTED] and our community is very much Yaletown. We have met and befriended dozens of parents and children in the Elsie Roy catchment and yet it is not our catchment. It seems so odd to be in the Crosstown Catchment given we have zero neighborhood connectivity there. This will force us to move before our son is due to be enrolled in Kindergarten as the Crosstown catchment meets none of our requirements. | 10/7/2025
4:33 PM |
| 19 | I wished the Coal Harbour school is finally ready after so many delays | 10/7/2025
3:55 PM |
| 20 | New school = boundary changes. I support changes. Prefer option C. | 10/7/2025
3:21 PM |
| 21 | I would like to understand better how an additional school is actually resulting in higher capacity ratios | 10/7/2025
3:11 PM |

- | | | |
|----|--|----------------------|
| 22 | Option A leaves the capacity problem solved for Roberts and Coal Harbour and leaves room to find a solution for capacity between Crosstown and Elsie Roy | 10/7/2025
1:57 PM |
| 23 | No | 10/7/2025
8:17 AM |
| 24 | Build one more school 😞 ...maybe? Please and thank you! | 10/6/2025
8:31 PM |
| 25 | No | 10/6/2025
8:15 PM |
| 26 | Looking forward to improved crossing at Alberni/Broughton. This intersection has been difficult even for cars. | 10/6/2025
6:53 PM |
| 27 | No | 10/6/2025
6:05 PM |
| 28 | I think if you are in a specific catchment that is the school you should attend. It's frustrating for kids who live in the new Coal Harbour catchment but choose to still attend Robert's while kids in the Robert's catchment are still sent elsewhere. | 10/6/2025
5:59 PM |

November 26, 2025

TO: Board of Education
FROM: Facilities Planning Committee
RE: Naming of Elementary School at Coal Harbour

*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.

Goal 3: The Vancouver School Board will continue its Reconciliation journey with First Nations, Métis and Inuit by...

- Engaging and gathering with the xʷməθkʷəyəm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səliłwətaʔ (Tsleil-Waututh Nation).

INTRODUCTION

This report outlines the naming process for the new elementary school in Coal Harbour and includes a recommendation from the Facilities Planning Committee for the Board to approve the name “Seaside Elementary”, the name “cəwas” gifted by the xʷməθkʷəyəm (Musqueam) & səliłwətaʔ (Tsleil-Waututh Nation) and the name “Ch’elxwá7elch Skwuláwtxw” gifted by the Skwxwú7mesh Úxwumixw for the new school facility located at 482 Broughton Street.

BACKGROUND

The new elementary school at Coal Harbour is currently under construction and is expected to be completed by summer 2026. The school has been temporarily referred to as “the new school at Coal Harbour”.

The naming process followed the guidelines set out in [Administrative Procedure 541: Naming New Facilities](#). These guidelines emphasize the importance of place-based names that reflect the significant geography of the area and honor the history of Indigenous Peoples.

A Naming Committee was formed to:

- liaise with the three Host Nations in determining First Nations languages place-based name(s);
- consider a dual English and Indigenous languages place-based name for the school and,
 - if a dual name is to be given, seek community input on possible place-based name(s);
 - provide guidance on the development of an education plan to support understanding the history and significance of the new school name(s);
- make a naming recommendation to the Facilities Planning Committee through the Superintendent.

The committee consisted of:

- Director of Instruction, Educational Services (Chair)
- Director of Instruction, Indigenous Education
- Representatives of the three host Nations
- District Parent Advisory Council (DPAC) representative
- Vancouver Elementary and Adult Educators' Society (VEAES) Representative
- Elementary School Administrator Representative
- Student representative from Vancouver District Students' Council (VDSC)

TIMELINE

On January 15, 2025, the naming process was presented at the Facilities Planning Committee.

The Naming Committee convened on seven occasions:

- February 28, 2025 (online)
- April 14, 2025 (in person)
- May 20, 2025 (in person)
- June 24, 2025 (in person)
- September 4, 2025 (online)
- October 6, 2025 (online)
- October 28, 2025 (online)

On November 5, 2025, the proposed English Language name was presented to the Facilities Planning Committee.

PROCESS OVERVIEW

The meetings focused on various aspects of the naming process for the new elementary school at Coal Harbour. At each meeting, the AP 541 and process were reviewed and the committee had discussions about the meaning of the place known as Coal Harbour.

The June meeting was held in Coal Harbour at the site where the new school is located. At that meeting, the school community presented their process for determining an English language name and the committee discussed and decided upon the most appropriate English name. The English language name that was selected is Seaside. In addition, at that meeting, Skwxwú7mesh Úxwumixw (Squamish Nation) graciously shared a Skwxwú7mesh sníchim name.

Due to varied attendance at the meetings and a need for input from all three Host Nations, following the June meeting, there was a request for the three Inherent Rights Holders to have a conversation about the school naming and agree upon next steps.

English Language Name

At the October 28, 2025, Naming Committee meeting, it was decided to present an English language name of "Seaside Elementary School" to the Facilities Planning Committee for consideration.

At the November 5, 2025, Facilities Planning Committee the inherent rights holder representatives agreed that the three Host Nations would discuss gifting names for the school in hə́nqə́mihə́n and Skwxwú7mesh sníchim languages.

hənqəminəḥ Language Name

xʷməθkʷəyəm (Musqueam) & səliwətaʔ (Tsleil-Waututh Nation) gifted the hənqəminəḥ language name cəwas for the new school and noted “As good partners, it is our intent to gift this name with all parties mindsets and abilities in mind. While this name pays homage to our language, we hope that the easy pronunciation will make it seamless for all at Seaside elementary (faculty, students and parents) to use this name and to be proud of it.” The meaning of cəwas is facing out onto the water, facing away from the shore.

“Our hənqəminəḥ language is grounded in our homelands, our culture, and informs our laws and legal systems, it is the essence of who we are. Through the act of providing hənqəminəḥ terms, our goal for hənqəminəḥ is supporting ʔəncawəyest, “restoring to life what was thought dead”.

Skwxwú7mesh Sníchim Language Name

Skwxwú7mesh Úxwumixw gifted the Skwxwú7mesh sníchim language name Ch’elxwá7elch Skwuláwtxw (Lost Lagoon School) for the new school near the area now known as Lost Lagoon. They noted “The language commission and elders thought this would be fitting as the school overlooks, not only the harbour but also the land of Ch’elxwá7elch Lost Lagoon. The name is in relation to the tide; when it goes out the area appears to be all dried up. When the tide came in at its highest point our ancestors were able to canoe right through from one side to the other.”

Next Steps

The school community is deeply committed to learning, and a plan will be developed to ensure both staff and students understand the historical and cultural significance and responsibility of receiving an Indigenous name(s).

RECOMMENDATION

THAT the Board approve the name “Seaside Elementary School”, the name “cəwas” gifted by the the xʷməθkʷəyəm (Musqueam) & səliwətaʔ (Tsleil-Waututh Nation) and the name “Ch’elxwá7elch Skwuláwtxw” gifted by the Skwxwú7mesh Úxwumixw for the new school facility located at 482 Broughton Street.

FINANCE AND PERSONNEL COMMITTEE

Wednesday, November 12, 2025

Committee Report to the Board, November 26, 2025

The Chairperson of the Committee called the meeting to order at 5:00 pm. She 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) & səliwətaʔ (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 presentation detailing the flow of the agenda was shown throughout the meeting, a copy of which is on file with the meeting agenda.

1.1 Statement of Financial Information (SOFI)

The Executive Director of Finance presented a report dated November 12, 2025 titled **Statement of Financial Information**. The report included information on the Statement of Financial Information (SOFI) for School District No. 39 (Vancouver) for the period of July 1, 2024 to June 30, 2025.

She outlined the items included in the SOFI report 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 unanimous consent from committee members to forward the following recommendation to the Board for consideration:

THAT the Board approve the Statement of Financial Information for the fiscal year ended June 30, 2025.

1.2 2026-2027 Financial Planning Process

The Secretary Treasurer presented a report dated November 12, 2025 titled **2026-2027 Financial Planning Process**. She provided background information on the 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 budget estimates development process, goals of the engagement process, and the financial plan engagement timeline.

The Director of Communications presented an overview of the public engagement process.

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

The majority of committee members agreed to forward the following recommendation to the Board for consideration:

THAT the Board approve the 2026-2027 Financial Planning Process.

2.1 National School Food Program

The Executive Director of Finance presented a report dated November 12, 2025 titled **National School Food Program**. The report summarized the current VSB meal program funding, outlined Food Infrastructure Program (FIP) project submissions for 2026–2027, and an introduction to develop the 2025–2026 National School Food Spending Plan. This plan will incorporate the Federal Government’s allocation of \$903,520 and be included in the 2025–2026 Amended Budget.

She informed the Committee that questions in the report would guide small group discussions to gather feedback on allocation priorities for the 2025–2026 National School Food Program grant with discussions focused on two topics: student needs and equity, and program expansion and enhancements. Questions on student needs and equity addressed principles for funding decisions to ensure accessibility, inclusivity, and equity for students experiencing food insecurity. Questions on program expansion and enhancements explored priorities for improving meal quality, expanding access, and identifying infrastructure upgrades to support school meal delivery.

Feedback from participants highlighted the importance of engaging students, families, and school-level stakeholders in spending decisions, supporting universal access and recognizing food as a fundamental right. Suggestions for program expansion included building new partnerships, upgrading commissary kitchens, increasing school participation, and offering more varied meal options and times. Additional feedback noted the value of student involvement in meal preparation, culturally aware and nutritious meals, collaboration with food providers, and investment in infrastructure and training to ensure safe, accessible meal programs.

The live broadcast ended as committee members, trustees and stakeholder representatives engaged in small group discussion and dialogue to gather input on allocation priorities for the 2025-2026 National Food Program grant.

3.1 2025-26 First Quarter Financial Update

The 2025-26 First Quarter Financial Update report was provided in the agenda package for information but due to time constraints it was not formally presented during the meeting.

The meeting adjourned at 6:40 pm.

Janet Fraser, Chairperson

Committee Members Present:

Janet Fraser (Chair)
Alfred Chien (Vice-Chair)
Jennifer Reddy (Alternate)
Victoria Jung

Committee Members Absent:

Preeti Faridkot
Joshua Zhang

Other Trustees Present:

Suzie Mah
Christopher Richardson

Senior Team Members Present:

Flavia Coughlan, Secretary Treasurer
Lorelei Russell, Executive Director, Finance
Michael Gray, Executive Director, Employee Services
Alison Ogden, Associate Superintendent

Association Representatives Present:

Suzette Magri, CUPE 15
David Schaub, DPAC
Tyson Shmyr, PASA
Benita Kwon, VASSA
Floyd Tuting, VDSC
Jody Polukoshko, VEAES
Dana Aweida, VEPVPA
Carl Janze, VSTA

Also Present:

Patricia MacNeil, Director of Communications
Cherry Mak, Supervisor, Accounting and Financial Reporting
Paul Rosberg, Manager, Financial Planning and Analysis
Manuel Umbert Guevara, Manager, Purchasing and Admin.
Services
Trish Woods, Manager, Food Services
Cornelia Haack (recorder)

November 26, 2025

TO: Board of Education

FROM: Finance and Personnel Committee

RE: Statement of Financial Information

Reference to Education Plan

GOAL: Goal 2: 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.

RECOMMENDATION

THAT the Board approve the Statement of Financial Information for the fiscal year ended June 30, 2025.

Attachment: Statement of Financial Information June 30, 2025



VSB Vancouver
School District

Statement of Financial Information

FOR THE YEAR ENDED JUNE 30, 2025

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

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

Fiscal Year Ended June 30, 2025

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Ministry
of Education

SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

6049

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

DECLARATION AND SIGNATURES

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

for School District No. _____ as required under Section 2 of the Financial Information Act.

SIGNATURE OF CHAIRPERSON OF THE BOARD OF EDUCATION	DATE SIGNED
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, 2025

FINANCIAL INFORMATION ACT – SUBMISSION CHECKLIST

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

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

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

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

Fiscal Year Ended June 30, 2025

MANAGEMENT REPORT

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

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

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

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

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

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, 2025

School District No. 39 (Vancouver)

June 30, 2025

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School District No. 39 (Vancouver)

MANAGEMENT REPORT

Version: 4682-3937-1954

Management's Responsibility for the Financial Statements.

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

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

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

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

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

On behalf of School District No. 39 (Vancouver)

original signed	October 1, 2025
Signature of the Chairperson of the Board of Education	Date Signed
original signed	October 1, 2025
Signature of the Superintendent	Date Signed
original signed	October 1, 2025
Signature of the Secretary Treasurer	Date Signed



KPMG LLP

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

INDEPENDENT AUDITOR'S REPORT

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

Opinion

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

- The statement of financial position as at June 30, 2025
- the statement of operations for the year then ended
- the statement of changes in net debt for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

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

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

Basis for Opinion

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

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

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

Emphasis of Matter – Financial Reporting Framework

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

Our opinion is not modified in respect of this matter.

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



Other Information

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

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

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

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

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

We have nothing to report in this regard.

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

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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



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

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

We also:

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

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

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

Chartered Professional Accountants

Vancouver, Canada
October 1, 2025

School District No. 39 (Vancouver)

Statement of Financial Position

As at June 30, 2025

Statement 1

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

Approved by the Board

original signed	October 1, 2025
Signature of the Chairperson of the Board of Education	Date Signed
original signed	October 1, 2025
Signature of the Superintendent	Date Signed
original signed	October 1, 2025
Signature of the Secretary Treasurer	Date Signed

School District No. 39 (Vancouver)

Statement 2

Statement of Operations

Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Statement 4

Statement of Changes in Net Debt

Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Statement 5

Statement of Cash Flows

Year Ended June 30, 2025

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

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

1 Authority and Purpose

The School District, established on April 12, 1946, operates under authority of the *School Act* of British Columbia as a corporation under the name of "The Board of Education of School District No. 39 (Vancouver)", and operates as "School District No. 39 (Vancouver)." A Board of Education (Board) elected for a four-year term governs the School District. The School District provides educational programs to students enrolled in schools in the District, and is principally funded by the Province of British Columbia through the Ministry of Education and Child Care ("MECC"). School District No. 39 (Vancouver) is exempt from federal and provincial income taxes.

2 Summary of Significant Accounting Policies

a) Basis of Accounting

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

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

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

b) Cash and Cash Equivalents

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

c) Accounts Receivable

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

d) Portfolio Investments

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

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

2 Summary of Significant Accounting Policies (continued)

e) Unearned Revenue

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

f) Deferred Revenue and Deferred Capital Revenue

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

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

g) Employee Future Benefits

i) Post-employment benefits

The School District provides certain post-employment benefits, including vested and non-vested benefits, for certain employees pursuant to certain contracts and union agreements. The School District accrues its obligations and related costs, including both vested and non-vested benefits under employee future benefit plans. Benefits include vested sick leave, accumulating non-vested sick leave, early retirement, retirement/severance, vacation, overtime and death benefits.

The benefits cost is actuarially determined using the projected unit credit method pro-rated on service and using management's best estimate of expected salary escalation, termination rates, retirement rates and mortality.

The discount rate used to measure obligations is based on the cost of borrowing. The cumulative unrecognized actuarial gains and losses are amortized over the expected average remaining service lifetime of active employees covered under the plan.

The most recent valuation of the obligation was performed at March 31, 2025 and projected to June 30, 2025. The next valuation will be performed at March 31, 2028 for use at June 30, 2028. For the purposes of determining the financial position of the plans and the employee future benefit costs, a measurement date of March 31 was adopted for all periods subsequent to July 1, 2004.

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

2 Summary of Significant Accounting Policies (continued)

i) Pension Plans

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

h) Tangible Capital Assets

- Tangible capital assets acquired or constructed are recorded at cost which includes amounts that are directly related to the acquisition, design, construction, development, improvement or betterment of the assets. Cost also includes overhead directly attributable to construction, as well as interest costs that are directly attributable to the acquisition or construction of the asset.
- Donated tangible capital assets are recorded at their fair market value on the date of donation, except in circumstances where fair value cannot be reasonably determined in which case the assets are recognized at nominal value. Transfers of capital assets from related parties are recorded at carrying value.
- Work-in-progress is recorded as an acquisition to the applicable asset class at substantial completion.
- Amortization of tangible capital assets commences when the asset is available for productive use.
- Tangible capital assets are written down to residual value when conditions indicate they no longer contribute to the ability of the School District to provide services or when the value of future economic benefits associated with the sites and buildings are less than their net book value. The write-downs are accounted for as expenses in the Statement of Operations.
- Buildings that are demolished or destroyed are written-off.
- Works of art, historic assets and other intangible assets are not recorded as assets in these financial statements.
- The cost, less residual value, of tangible capital assets (excluding sites), is amortized on a straight-line basis over the estimated useful life of the asset. It is management's responsibility to determine the appropriate useful lives for tangible capital assets. These useful lives are reviewed on a regular basis or if significant events indicate the need to revise.

Estimated useful life is as follows:

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

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

2 Summary of Significant Accounting Policies (continued)

i) Asset Retirement Obligations

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

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

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

j) Capital Leases

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

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

k) Prepaid Expenses

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

l) Supplies Inventory

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

m) Funds and Reserves

Certain amounts, as approved by the Board, are set aside in accumulated surplus for future operating and capital purposes. Transfers to and from funds and reserves are an adjustment to the respective fund when approved.

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

2 Summary of Significant Accounting Policies (continued)

n) Revenue Recognition

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

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

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

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

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

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

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

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

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

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

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

2 Summary of Significant Accounting Policies (continued)

o) Expenditures

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

Categories of Salaries

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

Allocation of Costs

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

p) Financial Instruments

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

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

Except for portfolio investments in equity instruments quoted in an active market, or items designated by management, that are recorded at fair value, all financial assets and liabilities are recorded at cost or amortized cost and the associated transaction costs are added to the carrying value of these investments upon initial recognition. Transaction costs are incremental costs directly attributable to the acquisition or issue of a financial asset or a financial liability.

The School District has not invested in any equity instruments that are actively quoted in the market and has not designated any financial instruments to be recorded at fair value. The School District has no instruments in the fair value category.

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

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

2 Summary of Significant Accounting Policies (continued)

p) Financial Instruments (continued)

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

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

q) Liability for Contaminated Sites

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

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

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

r) Measurement Uncertainty

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

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

3 Other Receivables

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

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

4 Portfolio Investments

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

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

5 Accounts Payable and Accrued Liabilities – Other

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

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

6 Unearned Revenue

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

7 Deferred Revenue

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

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

7 Deferred Revenue (continued)

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

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

8 Deferred Capital Revenue

Deferred Capital Revenue (DCR) includes grants and contributions received that are restricted by the contributor for the acquisition of tangible capital assets that meet the description of a restricted contribution in Regulation 198/2011 issued by the Treasury Board. Once spent, the contributions are amortized into revenue over the life of the asset acquired.

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

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

9 Employee Future Benefits

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

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

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

9 Employee Future Benefits (continued)

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

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

10 Asset Retirement Obligation

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

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

11 Capital Lease Obligations

Repayments are due as follows:

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

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

12 Tangible Capital Assets

2025

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

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

2024

Cost	July 1, 2023	Additions & ARO	Disposals & ARO	Transfers	June 30, 2024
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
Total	\$ 1,535,419,365	\$ 90,021,813	\$ (8,065,582)	\$ -	\$ 1,617,375,596

Accumulated Amortization	July 1, 2023	Amortization & ARO	Disposals & ARO	June 30, 2024
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
Total	\$ 544,374,196	\$ 35,252,334	\$ 7,996,740	\$ 571,629,790

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

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

12 Tangible Capital Assets (continued)

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

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

13 Employee Pension Plans

The School District and its employees contribute to the Teachers' Pension Plan and Municipal Pension Plan (jointly trustee pension plans). The boards of trustees for these plans, representing plan members and employers, are responsible for administering the pension plans, including investing assets and administering benefits. The plans are multi-employer defined benefit pension plans. Basic pension benefits are based on a formula. As at December 31, 2024, the Teachers' Pension Plan has about 52,000 active members and approximately 43,000 retired members. As of December 31, 2024, the Municipal Pension Plan has about 273,000 active members, including approximately 32,000 from School Districts.

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

The most recent actuarial valuation of the Teachers' Pension Plan as at December 31, 2023, indicated a \$4,572 million surplus for basic pension benefits on a going concern basis.

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

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

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

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

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

14 Accumulated Surplus

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

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

15 Contractual Obligations

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

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

16 Contingent Assets

In fiscal year ended June 30, 2019, the School District entered into an agreement with BC Hydro for the sale of an underground air parcel at Lord Roberts Annex for the construction of an electrical substation. As a result of that sale, a contingent contractual right exists in the form of a construction lease. The issuance of the construction lease is dependent on BC Hydro receiving a Certificate of Public Convenience and Necessity from the British Columbia Utilities Commission for the construction of the substation.

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

Contingent assets are not recorded in the financial statements.

17 Contingent Liabilities

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

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

17 Contingent Liabilities (continued)

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

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

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

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

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

18 Budget Figures

Budget figures reflect the amended annual budget approved by the Board on March 11, 2025. The School District has elected to present the amended annual budget as it reflects a budget based on funding as a result of final enrollment numbers versus estimated annual projections. As the 2024/25 Amended Annual Budget is used for comparative purposes, a reconciliation between the 2024/25 Annual and the 2024/25

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

Amended Annual Budgets is provided:

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

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

19 Expense by Object

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

20 Interfund Transfers

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

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

21 Economic Dependence

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

22 Related Party Transactions

The School District is related through common ownership to all Province of British Columbia ministries, agencies, school districts, health authorities, colleges, universities and crown corporations. The School District is also related to key management personnel who have the authority and responsibility for planning, directing and controlling the activities of the School District. The key management personnel are the Board of Education, Superintendent of Schools and the Secretary Treasurer. All transactions with these entities, unless disclosed separately, are considered to be in the normal course of operations and are recorded at the exchange amount.

23 Risk Management

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

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

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

23 Risk Management (continued)

a) Credit risk

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

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

b) Market risk

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

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

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

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in the market interest rates. The School District is exposed to interest rate risk through its investments. It is management's opinion that the School District is not exposed to significant interest rate risk because it invests solely in guaranteed investment certificates, term deposits, and Senior Government Bonds.

c) Liquidity risk

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

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

Risk management and insurance services for all School Districts in British Columbia are provided by the Risk Management Branch of the Ministry of Finance. There have been no changes to risk exposure from 2024 related to credit, market or liquidity risks, with the exception of additional exposure to market risks from tariffs. The School District is monitoring the potential impacts and options to mitigate risks arising from tariffs and cross border trade.

School District No. 39 (Vancouver)

Schedule 1 (Unaudited)

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

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

School District No. 39 (Vancouver)

Schedule 2 (Unaudited)

Schedule of Operating Operations

Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Schedule 2A (Unaudited)

Schedule of Operating Revenue by Source

Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Schedule 2B (Unaudited)

Schedule of Operating Expense by Object

Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Schedule 3 (Unaudited)

Schedule of Special Purpose Operations

Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Schedule 3A (Unaudited)

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

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

School District No. 39 (Vancouver)

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

Schedule 3A (Unaudited)

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

School District No. 39 (Vancouver)

Schedule 3A (Unaudited)

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

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

School District No. 39 (Vancouver)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2025

Schedule 3A (Unaudited)

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

School District No. 39 (Vancouver)

Schedule 4 (Unaudited)

Schedule of Capital Operations

Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Schedule 4A (Unaudited)

Tangible Capital Assets
Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Schedule 4B (Unaudited)

Tangible Capital Assets - Work in Progress

Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Schedule 4C (Unaudited)

Deferred Capital Revenue

Year Ended June 30, 2025

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

School District No. 39 (Vancouver)

Schedule 4D (Unaudited)

Changes in Unspent Deferred Capital Revenue

Year Ended June 30, 2025

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

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

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

Fiscal Year Ended June 30, 2025

SCHEDULE OF DEBT

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

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

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

Fiscal Year Ended June 30, 2025

SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS

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

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

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

Fiscal Year Ended June 30, 2025

STATEMENT OF SEVERANCE AGREEMENTS

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

These agreements represent from six to eight months of compensation.

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

SCHEDULE OF REMUNERATION AND EXPENSES PAID IN RESPECT OF EACH EMPLOYEE

Elected Officials

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

Employees with Remuneration Exceeding \$75,000

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Yuen	Carl	Teacher Elementary	95,101	140
Yuen	Ernest	Teacher Secondary	92,496	-
Yuen	Matthew	Teacher Secondary	88,868	25
Yuill	Craig	Teacher Secondary	122,941	-
Yung	Mary	Advisor-Staffing	111,638	529
Yurashak	Laurissa	Medical Adjudicator	100,592	-
Zajac	Laura	Teacher Elementary	98,767	1,257
Zaleski	John	Teacher Elementary	109,778	-
Zallen	Jessica	Teacher Secondary	84,460	-
Zaman	Mimuza	Teacher Secondary	88,579	-
Zambito Orazio	Giuseppina	Teacher Elementary	110,589	-
Zambrano	Tanya	Teacher Secondary	104,058	-
Zaremba	Paul	Teacher Secondary	122,049	155
Zaremba	Lauren	Teacher Elementary	94,992	500
Zeoli	Nathalie	Teacher Elementary	78,468	-
Zerbinos	Panagiotis	Teacher Secondary	110,431	-
Zhang	Hu	Teacher Secondary	111,973	-
Zhang	Minhua	Teacher Secondary	111,815	75
Zhang	Shuo	HR Systems Specialist	113,819	-
Zhang	Tian Qi	Teacher Elementary	102,876	150
Zhang	Ellis	Teacher Elementary	83,186	-
Zhang	Wanjuan	Technical & Resource Support D	80,247	-
Zhen	Suzanne	Teacher Secondary	78,465	-
Zheng	Marcus	Teacher Elementary	94,146	-
Zheng	Mary	Teacher Elementary	93,791	60
Zhong	Titi Minhua	Coordinator-Leaves	98,138	529
Zhu	Jing Yi	Teacher Secondary	100,869	1,000
Zimmermann	Douglas	Electrician	106,673	-
Zisman	Kate	Teacher Elementary	104,199	115
Zukowski	Shirley	Teacher Elementary	102,147	-
Zwaagstra	Wendy	Teacher Elementary	110,431	490

Total for employees with remuneration exceeding \$75,000, excluding Elected Officials	\$ 353,889,803	\$ 1,208,681
Total for employees with remuneration less than \$75,000	\$ 181,896,261	\$ 219,532
Total remuneration and expenses paid, excluding Elected Officials	\$ 535,786,064	\$ 1,428,213
Total remuneration and expenses paid to Elected Officials	\$ 333,819	\$ 17,169
Consolidated total of remuneration paid	\$ 536,119,883	\$ 1,445,382
Total employer premiums for Canada Pension Plan and Employment Insurance		\$ 31,799,876

* Expenses include travel expenses for International Student Recruitment

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

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

SCHEDULE OF PAYMENTS MADE FOR THE PROVISION OF GOODS OR SERVICES

List of suppliers with payments exceeding \$25,000

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Fiscal Year Ended June 30, 2025

EXPLANATION OF DIFFERENCES TO AUDITED FINANCIAL STATEMENTS

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

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

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

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

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

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

November 26, 2025

TO: Board of Education

FROM: Finance and Personnel Committee

RE: 2026-2027 Financial Planning Process

[Reference to
Education Plan](#)**GOAL:** Goal 2: 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 2026-2027 Financial Planning Process is being presented to the Board for approval consideration at the recommendation of the Finance and Personnel Committee.

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 Board [Policy 2](#), the Board must approve the budget process and timeline at the outset of the budget process.

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. 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.

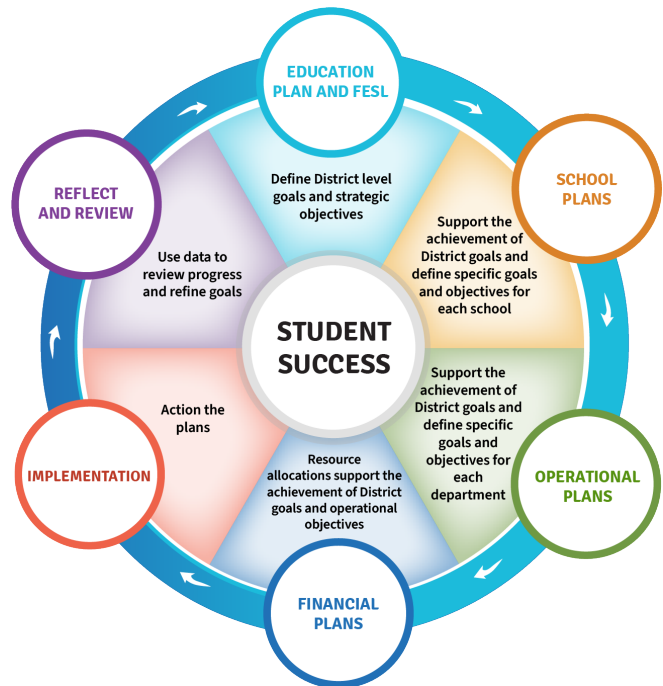
VSB will foster school communities where students can learn, see themselves, feel supported and connected so that they develop a love of learning and become lifelong learners.

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 inherent 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 [2024-2025 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 2024-2025 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.



In accordance with the [Budget Transparency and Accountability Act](#) the Minister of Finance must present to the Legislative Assembly, on or before the fourth Tuesday in February in a fiscal year, the main estimates for the immediately following fiscal year. In 2026 this would be February 24.

Under this timeline the deadline for Trustees to submit motions to amend the Draft Financial Plan 2026-2027 will be April 17 at noon and the agenda for the April 20, 2025 Special Public Board meeting will be published on April 17 by 5pm.

INDIGENOUS EDUCATION COUNCIL

The approval of spending plans related to Indigenous Education Targeted is done in accordance with Section 87.002 of the [School Act](#):

“87.002 If the minister provides a direction for a targeted grant under section 106.4 and the targeted grant is related to Indigenous students, the Indigenous education council must,

(a) before the grant is spent by the board, approve the board's plan for the grant and the board's spending of the grant, and

(b) after the grant is spent, approve the board's report, if any, on the grant's spending.”

BUDGET ESTIMATES DEVELOPMENT PROCESS

In developing the balanced budget for the operating fund for 2026-2027 the overall goal is to provide, to the extent possible, a comparable level of programs and services as provided in 2025-2026. 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 and benefits lifts and costs of maintaining older buildings which may not be offset by additional funding. The development of the annual budget for 2026-2027 will include:

- development and approval of the 2025-2026 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.

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 VSB 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 approve the 2026-2027 Financial Planning Process.

POLICY AND GOVERNANCE COMMITTEE

Wednesday, November 12, 2025

Committee Report to the Board, November 26, 2025

The Chairperson of the Committee called the meeting to order at 5:00 pm. She 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 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 Subcommittee Report

Trustee Richardson, Vice-Chair of the Advocacy Subcommittee presented the November 5, 2025 Advocacy Subcommittee report, a copy of which is on file with the meeting agenda.

He highlighted that the focus of the November 5, 2025 meeting was on developing coordinated advocacy strategies for VSB to secure enhanced, stable funding for inclusive education and expand affordable, equitable before and after school child care in Vancouver, while strengthening collaboration with other agencies to achieve shared advocacy goals.

The report of the November 5, 2025 Advocacy Subcommittee meeting was received by consensus.

2. Policies Review:

Policy 1: Foundational Statements

Policy 18: Student Trustee

Policy 21: Anti-racism & Non-discrimination

The Secretary Treasurer presented a report dated November 12, 2025 titled **Policies Review**. The report noted the responsibility of the Policy and Governance Committee to ensure Board Policies are reviewed at least once in a four-year term to maintain compliance with legislation, regulations and legislative mandate.

She informed the Committee that questions in the report will guide small group discussions, allowing participants to provide feedback on updates to three policies. For Policy 18 – Student Trustee, questions focused on alignment with current practice, other board policies, provincial guidance, legislation, and suggestions for improvement. For Policy 1 – Foundational Statements and Policy 21 – Anti-racism & Non-discrimination, questions addressed who should be involved in the review process, approaches for gathering diverse perspectives, and ensuring updates reflect lived experiences and current best practices.

The Secretary Treasurer informed participants that all input received will be compiled and shared with the Board for their review and feedback and will inform future policy review and update processes.

The live broadcast ended as Committee members, trustees and stakeholder representatives engaged in small group discussion and dialogue to gather input on the Policy 1 - Foundational Statements, Policy 18 - Student Trustee and Policy 21 - Anti-racism & Non-discrimination.

Trustee Reddy, Denise Clark and Suzette Magri left the meeting at 7:55 pm

Participants shared detailed feedback in addition to specific wording updates across the three policies.

- Policy 18 - Student Trustee: Feedback highlighted the need to update outdated sections, clarify language for inclusivity, and ensure the election and participation processes align with current practices.
- Policy 1 - Foundational Statements: Suggestions emphasized gathering diverse perspectives through accessible surveys and focus groups, explicitly including underrepresented and marginalized voices, and using appreciative inquiry to ensure updates reflect lived experiences and best practices.
- Policy 21: Anti-racism & Non-discrimination: Feedback noted the importance of gathering input from diverse groups including Indigenous, Black, and People of Colour (IBPoC) students and families, staff, and Diversity, Equity, and Inclusion (DEI) representatives prioritizing the collection of data from impacted groups, and using reporting based on lived experiences to inform policy updates.

The meeting adjourned at 8:09 pm.

Lois-Chan Pedley, Chairperson

Committee Members Present:

Lois Chan-Pedley (Chair)
Suzie Mah (Vice-Chair)
Janet Fraser
Jennifer Reddy
Christopher Richardson (alt.)

Other Trustees Present:

Victoria Jung

Senior Team Members Present:

Flavia Coughlan, Secretary Treasurer
Pedro da Silva, Associate Superintendent
Maureen McRae-Stanger, Associate Superintendent
Janis Myers, Associate Superintendent
Alison Ogden, Associate Superintendent

**Inherent Rights Holder
Representatives:**

Kirsten Baker-Williams, Skwxwú7mesh Úxwumixw
(Squamish Nation)

Stakeholder Representatives Present:

Suzette Magri, CUPE 15
Ishi Dinim, DPAC
Hayden O'Connor, PASA
Denise Clark, VASSA
Zakaria Tucker, VDSC
Trevor Wrinch, VEPVPA
Carl Janze, VSTA

Also Present:

Patricia MacNeil, Director of Communications
Cornelia Haack (recorder)

STUDENT TRUSTEE REPORT

Date of Meeting: November 26, 2025

Student Trustee: Freddie Zhang

In this report, I will provide an update on VDSC's annual CANley Cup fundraiser, leadership retreat, as well as other initiatives advancing student leadership and engagement.

The annual CANley Cup launched on November 3rd, and schools across the district have been hard at work on their promotional and fundraising efforts. The competition runs until December 12th, and we are already seeing strong participation across the district.

On Tuesday, November 25th, VDSC held its annual retreat, bringing together student representatives for workshops focused on leadership development, collaboration, and team building. The activities focused on strengthening collaboration, exploring the role and importance of student perspectives, and gathering input to inform our initiatives for the upcoming school year.

Council members at the retreat also discussed new ways to expand our reach, raise student awareness of valuable and interesting opportunities, and boost overall engagement. The group further discussed how VDSC can ensure students know that a platform for their voices exists and is ready to listen and support them.

Additionally, at the retreat, VDSC's student representatives on the Board's standing committees delivered reports on the November meetings, relaying key discussion topics of interest to students. VDSC looks forward to continuing to represent students in Board discussions.

Finally, to further promote the VSB Leadership Fund, VDSC has published a short informational video on Instagram (@vds council). The video has garnered a reach of over 10,000 views so far, reflecting student interest across the district, and we are excited to continue raising awareness of this important opportunity for student projects.

I am grateful for these opportunities to share student perspectives. Thank you for your time, and I look forward to providing further updates about student initiatives.

November 26, 2025

ITEM 10.1

TO: Board of Education

FROM: Victoria Jung, Trustee

RE: Notice of Motion – Reinstating funding for graduated students under the age of 19 who are continuing the second year of their trades training program with school districts

Reference to Education Plan

GOAL:

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

OBJECTIVE:

- Improving school environments to ensure they are safe, caring, welcoming, and inclusive places for students and families.

PROPOSED MOTIONS

(1) *That the Board approve the following motion to be submitted to the 2026 BC School Trustees Association (BCSTA) AGM:*

That the BCSTA write to the Minister of Education and Child Care and the Minister of Finance asking them to reinstate funding for graduated students under the age of 19 who are continuing the second year of their trades training program with school districts.

(Supported by BCSTA October 2020 Provincial Council)

(2) That the Board authorize the Board Chairperson to advocate to industry leaders, trade organizations and post-secondary institutions to garner support for reinstating funding for graduated students under the age of 19 who are continuing the second year of their trades training program with school districts

RATIONALE

The Vancouver School Board has seen a significant and sustained increase in student interest in skilled trades pathways, including from historically underrepresented demographics. From 2019/2020 to 2024/2025, we have observed a 300% increase in students seeking information and support for dual credit pathways. Despite this growing demand and the critical need for skilled trades in our economy, students who begin trades training in Grade 12 and graduate that year are no longer eligible for Ministry of Education funding to complete their second year, even if they are still under 19 years of age.

This funding gap presents a major barrier to student success. Without continued support, students are forced to pay out-of-pocket to complete their training, which disproportionately affects those from lower-income backgrounds and undermines the province's goals of equity and workforce development.

The impact of our Career Programs is substantial. Our students have completed over 200,000 hours of registered, paid apprenticeship work, generating over \$4 million in direct economic and educational benefit. Apprenticeship registrations have grown from 98 in 2021–2022 to 146 in 2023–2024, with many

more in progress. Dual credit training registrations have also increased significantly, and our students consistently earn national recognition at Skills Canada competitions.

The current funding policy limits our ability to help students complete their training and enter the workforce fully prepared.

We would like to see the Ministry of Education and Child Care reinstate funding for graduated students under the age of 19 who are continuing their trades training through school district programs. This change would remove a critical barrier and ensure that students who begin their apprenticeship journey in high school can complete it without financial hardship.

Supporting youth in trades is not only a matter of educational equity, it is a strategic investment in the future of our economy. As industries across British Columbia face growing shortages of skilled workers, empowering young people to pursue trades careers is essential to maintaining a resilient and competitive workforce. The surge in student interest, particularly among underrepresented groups, reflects a broader shift toward valuing hands-on, high-demand professions. By removing financial barriers and ensuring continued support for students post-graduation, we can help build a pipeline of skilled, motivated workers who contribute meaningfully to our communities and drive economic growth across the province.

November 26, 2025

ITEM 10.2

TO: Board of Education

FROM: Preeti Faridkot, Trustee

RE: Notice of Motion – Feasibility and Cost Assessment for Secure Bike Storage at Elementary Schools

*Reference to
Education Plan*

**GOAL:
OBJECTIVE:**

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.

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.
- ☒ This is an action motion and does not change or contradict any existing policies from the Board Policy Handbook

PROPOSED MOTION

That the Board direct staff to investigate the feasibility and cost of installing secure bicycle storage infrastructure — such as locked bike cages — at all elementary schools within the District, and report back to the Board with findings and recommendations.

RATIONALE

The Board has received correspondence from parents expressing concern about multiple incidents of bicycle theft and vandalism on school grounds during and after school hours. These incidents highlight the need for improved bike security measures to ensure that students and staff can safely store their bicycles while at school.

Providing secure bike storage aligns with the District's sustainability, safety, and active transportation goals. It encourages environmentally friendly travel to school and supports families who choose cycling as a mode of transportation.

A staff report outlining options, cost estimates, potential funding sources, and implementation considerations would assist the Board in determining appropriate next steps to enhance bike security across all elementary schools.