Financial Statements of

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

And Independent Auditor's Report thereon

Year ended March 31, 2026

KPMG LLP
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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of the British Columbia Public School Employers' Association and to the Minister of the Ministry of Education and Child Care, Province of British Columbia

Report on the Audit of Financial Statements

Opinion

We have audited the financial statements of the British Columbia Public School Employers' Association (the "Association"), which comprise:

- the statement of financial position as at March 31, 2026
- the statement of operations for the year then ended
- the statement of changes in net financial assets 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 as at and for the year ended March 31, 2026 of the Association 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 Association 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 that financial reporting framework and Canadian public sector accounting standards.

Our opinion is not modified is respect of this matter.

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 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 Association'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 Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association'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 Association'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 Association'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 Association 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.

Report on Other Legal and Regulatory Requirements

As required by Section 117(1)(b) of the Societies Act (British Columbia), we are required to state:

- whether, in our opinion, these financial statements fairly reflect, in all material respects, for the period under review, the financial position of the Association and the results of its operations. In accordance with Canadian generally accepted auditing standards, because the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia are not considered a fair presentation financial reporting framework, our opinion stated above cannot contain this statement.
- whether, in our opinion, these financial statements are prepared in accordance with generally accepted accounting principles. These financial statements were prepared in accordance the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia. Note 2(a) to the financial statements describes the significant differences between such basis of accounting and Canadian public sector accounting standards. As a result, our opinion stated above refers to the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia and not to generally accepted accounting principles.

- whether these financial statements are prepared on a basis consistent with the basis on which the financial statements that related to the preceding period were prepared. We report that, in our opinion, the accounting policies applied in preparing financial statements in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia have been applied on a basis consistent with that of the preceding period.

KPMG LLP

Chartered Professional Accountants

Vancouver, Canada
May 28, 2026

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

Statement of Financial Position

March 31, 2026, with comparative information for 2025

	2026	2025
Financial assets:		
Cash	$ 3,349,110	$ 5,708,362
Restricted cash (note 3)	1,684,681	1,928,640
Portfolio investments (note 4)	2,000,000	-
Accounts receivable	128,014	178,749
	7,161,805	7,815,751
Liabilities:		
Accounts payable and accrued liabilities (note 5)	865,595	632,564
Deferred revenue	187,744	184,626
Capital lease obligation (note 6)	11,596	-
Deferred capital contributions (note 7)	44,531	52,628
Deferred contributions (note 8)	3,928,780	4,866,073
Deferred lease inducement	164,255	187,720
	5,202,501	5,923,611
Net financial assets	1,959,304	1,892,140
Non-financial assets:		
Tangible capital assets (note 9)	400,200	458,519
Prepaid expenses	175,313	178,413
Prepaid lease	40,219	45,964
	615,732	682,896
Contractual obligations and contingencies (note 11)		
Contractual rights (note 16)		
Accumulated surplus	$ 2,575,036	$ 2,575,036

See accompanying notes to financial statements.

Approved on behalf of the Board:

Eve Flynn, Director

Eve Flynn, Board Chair

Donna Sargent, Director

Donna Sargent, Finance Committee Chair

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

Statement of Operations

Year ended March 31, 2026, with comparative information for 2025

	Budget 2026 (note 14)	2026	2025
Revenue:			
Provincial government funding	$ 4,517,618	$ 3,895,568	$ 3,950,085
Restricted contribution revenue:			
Bargaining	1,235,666	867,510	880,612
Coordinated Labour Arbitration Support System	4,020,958	4,357,138	3,715,331
Attendance support and wellness		8,097	8,095
Job evaluation	137,431	135,391	91,554
Provincial French Teacher Recruitment Campaign	-	6,498	288,803
Northern BC Teacher Recruitment & Retention	19,000	9,430	59,874
Employment Data Analysis System Support	-	-	18,473
K-12 Workforce projects	139,529	133,895	328,813
Rural and Remote Recruitment		129,253	195,325
French Teacher Candidate Pool	600,000	523,120	87,828
Programs and events	1,008,966	1,225,375	1,396,094
Interest income	200,000	175,678	322,968
	11,879,168	11,466,953	11,343,855
Expenses (note 12):			
Member services	497,645	284,690	358,331
General and administrative	3,980,745	3,925,412	3,935,476
Bargaining	1,235,666	867,510	880,612
Coordinated Labour Arbitration Support System	4,020,958	4,357,138	3,715,331
Job evaluation	137,431	135,391	91,554
Provincial French Teacher Recruitment Campaign	-	6,498	288,803
Northern BC Teacher Recruitment & Retention	19,000	9,430	59,874
Employment Data Analysis System Support	-	-	18,473
K-12 Workforce projects	139,529	152,224	328,813
Rural and Remote Recruitment	-	129,253	195,325
French Teacher Candidate Pool	600,000	523,120	87,828
Professional development programs	211,600	43,580	412,500
Make a future	919,294	930,634	931,541
Governance	117,300	102,073	231,394
	11,879,168	11,466,953	11,535,855
Annual deficit	-	-	(192,000)
Accumulated surplus, beginning of year	2,575,036	2,575,036	2,767,036
Accumulated surplus, end of year	$ 2,575,036	$ 2,575,036	$ 2,575,036

See accompanying notes to financial statements.

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

Statement of Changes in Net Financial Assets

Year ended March 31, 2026, with comparative information for 2025

	Budget 2026	2026	2025
	(note 14)		
Annual deficit	$ -	$ -	$ (192,000)
Acquisition of tangible capital assets	(40,000)	(57,381)	(29,952)
Amortization of tangible capital assets	100,394	115,458	135,272
Loss on disposal of tangible capital assets	1,000	242	-
Acquisition of prepaid expenses	-	(164,165)	(170,994)
Use of prepaid expenses	-	167,264	212,433
Use of prepaid lease	-	5,746	5,746
Increase (decrease) in net financial assets for the year	61,394	67,164	(39,495)
Net financial assets, beginning of year	1,892,140	1,892,140	1,931,635
Net financial assets, end of year	$ 1,953,534	$ 1,959,304	$ 1,892,140

See accompanying notes to financial statements.

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

Statement of Cash Flows

Year ended March 31, 2026, with comparative information for 2025

	2026	2025
Cash provided by (used in):		
Operating transactions:		
Annual deficit	$ -	$ (192,000)
Items not involving cash:		
Amortization of tangible capital assets	115,458	135,272
Amortization of deferred capital contributions	(8,097)	(8,095)
Loss on disposal of tangible capital assets	242	-
	107,603	(64,823)
Changes in non-cash operating items:		
Accounts receivable	50,735	(39,717)
Prepaid expenses	3,100	41,439
Prepaid lease	5,745	5,746
Accounts payable and accrued liabilities	233,031	(1,437,701)
Deferred revenue	3,118	19,790
Deferred contributions	(937,293)	(404,923)
Deferred lease inducement	(23,465)	(23,465)
	(557,426)	(1,903,654)
Capital transactions:		
Acquisition of tangible capital assets	(44,681)	(29,952)
Investing transactions:		
Purchases of portfolio investments	(2,000,000)	-
Financing transactions:		
Payment of capital lease obligation	(1,104)	-
Decrease in cash	(2,603,211)	(1,933,606)
Cash, beginning of year	7,637,002	9,570,608
Cash, end of year	$ 5,033,791	$ 7,637,002
Cash consists of:		
Cash	$ 3,349,110	$ 5,708,362
Restricted cash (note 3)	1,684,681	1,928,640
	$ 5,033,791	$ 7,637,002
Non-cash financing arrangements:		
Tangible capital assets acquired by way of capital lease	$ 12,700	$ -

See accompanying notes to financial statements.

1. Nature of business:

The British Columbia Public School Employers' Association (the "Association") is incorporated under the Societies Act (British Columbia), and is exempt from income taxes under Section 149 of the Income Tax Act. The Association is controlled by the Province of British Columbia and is considered an other government organization under Canadian public sector accounting standards.

The primary objective of the Association is to develop and maintain human resource practices that maximize the benefits for students in British Columbia's public education system through effective use of resources and fair terms of employment.

Funding is provided by the Province of British Columbia and the Association is dependent on funding from this source.

2. Significant accounting policies:

The Association's significant accounting policies are as follows:

(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 supplemented by Regulations 257/2010 and 198/2011 issued by the Province of British Columbia Treasury Board, referred to as the financial reporting framework (the "framework").

The *Budget Transparency and Accountability Act* requires that the financial statements be prepared in accordance with the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada, or if the Treasury Board makes a regulation, the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada as modified by the alternate standard or guideline or part thereof adopted in the regulation.

Regulation 257/2010 requires all taxpayer supported organizations in the Schools, Universities, Colleges, and Hospitals sectors to adopt Canadian public sector accounting standards ("PSAS") issued by the Canadian Public Sector Accounting Board without any PS 4200 series.

Regulation 198/2011 requires that contributions for the purpose of acquiring or developing a depreciable tangible capital asset or contributions in the form of a depreciable tangible capital asset, in each case for use in providing services, are recorded and, referred to as deferred capital contributions and recognized in revenue at the same rate that amortization of the related tangible capital asset is recorded. The reduction of the deferred capital contributions and the recognition of the revenue are accounted for in the fiscal period during which the tangible capital asset is used to provide services. If the depreciable tangible capital asset funded by a deferred contribution is written down, a proportionate share of the deferred capital contribution is recognized as revenue during the same period.

2. Significant accounting policies (continued):

(a) Basis of accounting (continued):

For British Columbia taxpayer supported organizations, these contributions include government transfers and externally restricted contributions.

The accounting policy requirements under Regulation 198/2011 are significantly different from the requirements of PSAS which require that government transfers, which do not contain a stipulation that creates a liability, be recognized as revenue by the recipient when approved by the transferor and the eligibility criteria have been met in accordance with PS 3410 *Government Transfers*.

As a result, revenue recognized in the statement of operations and related deferred capital contributions would be recorded differently under PSAS.

(b) Revenue recognition:

Government transfers for operating purposes are recognized as revenue when the transfer is authorized and any eligibility criteria are met, except to the extent that transfer stipulations give rise to an obligation that meets the definition of a liability or are restricted for the purpose of depreciable tangible capital assets. Transfers are initially recorded as deferred contributions when transfer stipulations give rise to a liability. Revenue is recognized in the statement of operations as the stipulations are met.

Contributions restricted for the purpose of depreciable tangible capital assets are deferred and amortized to revenue at a rate corresponding with the amortization rate for the related tangible capital assets.

Revenues from transactions with performance obligations such as fees are recognized when (at a point in time) or as (over a period of time) the Association satisfies the performance obligations, which occurs when control of the benefits associated with the promised goods or services has passed to the payor.

Revenues from transactions without performance obligations are recognized at realizable value when the Association has the right to claim or retain an inflow of economic resources received or receivable and there is a past transaction or event that gives rise to the economic resources.

Revenue related to fees for services received in advance of the fee being earned or the service being performed is deferred and recognized when the fee is earned or service performed.

Interest income earned on cash is unrestricted and is recognized as revenue when earned.

Interest income earned on restricted cash is deferred and recognized as stipulations are met.

2. Significant accounting policies (continued):

(c) Tangible capital assets:

Tangible capital assets are recorded at cost and amortized on a straight-line basis as follows:

	Rate
Computer hardware	3 years
Human Resources ("HR") software system and attendance support	15 years
Other computer software	1 to 3 years
Coordinated Labour Arbitration Support System ("CLASS") management software system	3 years
Furniture and fixtures	7 years
Office equipment	5 years
Leasehold improvements	Term of the lease

Contributed tangible capital assets are recorded at their fair value at the date of contribution and recorded as revenue. When a tangible capital asset no longer contributes to the Association's ability to provide services, or when the value of future economic benefits associated with the tangible capital asset are less than its net book value, its carrying amount is written down to its residual value. The net write-downs are accounted for as expenses in the statement of operations.

Leases that transfer substantially all benefits and risks incidental to ownership of property are accounted for as leased tangible capital assets. All other leases are accounted for as operating leases and the related payments are expensed as incurred.

(d) Employee future benefits:

The Association and its employees participate in the Municipal Pension Plan ("MPP"). The MPP is a multi-employer contributory defined benefit pension plan. Contributions to the plan are expensed as incurred.

Employees are entitled to vacation which is accrued and expensed as service is provided.

(e) Lease inducements:

Lease inducements are amortized on a straight-line basis over the term of the lease agreement for the office premises.

(f) Use of estimates:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the reporting date and the reported amounts of revenues and expenses during the year. The actual outcome could differ from the estimates made in the preparation of the financial statements.

2. Significant accounting policies (continued):

(g) Financial instruments:

The Association's financial instruments consist of cash, restricted cash, portfolio investments, accounts receivable, and accounts payable and accrued liabilities. Financial instruments are measured initially at fair value and subsequently at cost or amortized cost.

Unrealized gains and losses from changes in the fair value of financial instruments would be recognized in the statement of remeasurement gains and losses until such time that the financial asset is derecognized due to disposal or impairment. At the time of derecognition, the related realized gains and losses are recognized in the statement of operations and accumulated surplus. Due to the short-term nature of the financial instruments, their fair values approximate book value and there are no unrealized gains or losses as at March 31, 2026 (2025 - nil). As a result, the Association does not have a statement of remeasurement gains and losses.

(h) Segment disclosure:

A segment is defined as a distinguishable activity or group of activities of a government for which it is appropriate to separately report financial information to achieve the objectives of the accounting standard. The Association's activities are in only one segment and hence no, additional disclosure is required.

3. Restricted cash:

	2026	2025
Coordinated Labour Arbitration Support System funds	$ 1,592,688	$ 1,928,640
Teachers Teaching on Call (TTOCs) Extended Health Benefit plan premium reimbursements (note 5)	91,993	-
	$ 1,684,681	$ 1,928,640

4. Portfolio investments:

Portfolio investments comprise of Guaranteed Investment Certificates held at a chartered bank bearing interest at 3.2% maturing on June 5, 2026.

5. Accounts payable and accrued liabilities:

		2026		2025
Trade accounts payable and accruals	$	756,198	$	522,689
Vacation accruals		109,397		109,875
	$	865,595	$	632,564

Included in trade accounts payable and accruals is $91,993, which relates to payables to individual Teachers Teaching on Call (TTOCs) to reimburse the difference in what they paid in Provincial TTOC EHB plan premiums and what they would have paid if enrolled in their district plan, as the result of Consent Award issued by Arbitrator Peltz on November 14, 2023.

6. Capital lease obligation:

In October 2025, the Association entered into a capital lease to acquire office equipment. This lease expires in September 2030.

Future minimum payments for the years ended March 31 are as follows:

2027	$	2,969
2028		2,969
2029		2,969
2030		2,969
2031		1,485
Capital lease payments		13,361
Less amount representing interest at 6.32% per annum		(1,765)
Present value of capital lease payments	$	11,596

7. Deferred capital contributions:

Deferred capital contributions represent the unamortized amount of funds received and spent for the purchase of tangible capital assets.

		2026		2025
Balance, beginning of year	$	52,628	$	60,723
Amortization during the year		(8,097)		(8,095)
Balance, end of year	$	44,531	$	52,628

	Balance, Beginning of year	Grants and contributions received	Interest income	Amounts recognized as revenue in the period	Balance, end of year
	$ 2,131,714	$ 632,076	$ -	$ (867,510)	$ 1,896,280
on Support					
	1,928,640	4,000,029	21,158	(4,357,138)	1,592,689
	-	135,391	-	(135,391)	-
raining	13,517	-	-	-	13,517
Recruitment Campaign	65,189	-	-	(6,498)	58,691
itment & Retention	21,660	-	-	(9,430)	12,230
System Support	19,523	-	-	-	19,523
	133,895	-	-	(133,895)	-
ent	120,060	166,000	-	(129,253)	156,807
Pool (note 5)	431,875	270,288	-	(523,120)	179,043
	$ 4,866,073	$ 5,203,784	$ 21,158	$ (6,162,235)	$ 3,928,780

Computer hardware	HR software system	HR software attendance support	Other computer software	CLASS management software system	Furniture and fixtures	Office equipment	Leasehold improvements	Total 2026	Total 2025
$ 219,946	$ 956,194	$ 121,448	$ 18,546	$ 94,095	$ 250,357	$ 61,459	$ 576,362	$ 2,298,407	$ 2,283,716
21,380	-	-	23,301	-	-	12,700	-	57,381	29,952
(109,151)	-	-	(13,608)	-	-	(61,459)	-	(184,218)	(15,261)
132,175	956,194	121,448	28,239	94,095	250,357	12,700	576,362	2,171,570	2,298,407
168,319	941,969	68,823	13,608	94,095	222,949	61,156	268,969	1,839,888	1,719,877
37,870	5,981	8,096	16,589	-	7,168	1,331	38,423	115,458	135,272
(109,151)	-	-	(13,608)	-	-	(61,217)	-	(183,976)	(15,261)
97,038	947,950	76,919	16,589	94,095	230,117	1,270	307,392	1,771,370	1,839,888
$ 35,137	$ 8,244	$ 44,529	$ 11,650	$ -	$ 20,240	$ 11,430	$ 268,970	$ 400,200	$ 458,519

10. Employee future benefits:

The Association and its employees contribute to the MPP (a jointly trusteed pension plan). The board of trustees, representing plan members and employers, is responsible for administering the plan, including investment of assets and administration of benefits. The plan is a multi-employer defined benefit pension plan. Basic pension benefits are based on a formula. As at December 31, 2024, the plan had about 273,000 active members and approximately 133,000 retired members.

The most recent valuation for the MPP as at December 31, 2024, indicated a $2.675 billion funding surplus for basic pension benefits on a going concern basis. Every three years, an actuarial valuation is performed to assess the financial position of the plan and adequacy of plan funding. The next valuation will be as at December 31, 2027.

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

The Association paid $417,516 (2025 - $398,061) for employer contributions to this plan for the year ended March 31, 2026.

11. Contractual obligations and contingencies:

(a) The Association is committed to make operating lease payments, including estimated operating costs, for office premises as follows:

2027	$ $265,606
2028	265,606
2029	276,436
2030	276,436
2031	276,436
Thereafter	552,872
	$ 1,913,392

(b) Trust funds:

The Association is holding funds in trust for the Support Staff Education and Adjustment Committee ("SSEAC"), which is a joint committee between support staff unions and the Association, to support the development and maintenance of a qualified sustainable support staff workforce in K-12 public education. As at March 31, 2026, the amount of cash held in trust was $34,583,801 (2025 - $28,388,114). This amount is not included in the financial statements of the Association.

12. Expenses by object:

	2026	2025
Advertising expense	$ 182,737	$ 261,019
Amortization of tangible capital assets	115,458	135,272
Communications	65,020	62,706
Contracted service	251,413	304,068
Dues and subscriptions	43,061	43,068
Equipment rental	87,051	99,061
Honorariums	105,996	76,335
Legal services	3,596,557	2,981,799
Meeting expense	52,697	376,302
Occupancy costs	301,638	302,207
Office supplies	11,242	13,541
Other expense	10,600	9,779
Professional development	39,851	66,559
Salaries and benefits (note 14)	6,058,292	6,095,653
Technical support	406,621	529,522
Training supplies	3,689	3,368
Travel and accommodation	134,788	175,596
Loss on disposal of tangible capital assets	242	-
	$ 11,466,953	$ 11,535,855

13. Financial risks:

The Association, through its financial assets and financial liabilities, is exposed to various risks as follows:

(a) Credit risk:

Credit risk is the risk that the Association will incur a loss due to the failure by its debtors to meet their contractual obligations. Financial instruments that potentially subject the Association to significant concentrations of credit risk consist primarily of cash, restricted cash and accounts receivable.

The maximum amount of credit risk exposure is limited to the carrying amount of the balances in the financial statements. Management has assessed the overall risk to be low given accounts receivable amounts are primarily owing from other government entities or and cash and portfolio investments are held with reputable financial institutions. There have been no changes to the credit risk from the prior year.

(b) Liquidity risk:

Liquidity risk is the risk that the Association will not be able to meet its obligations as they fall due. The Association maintains adequate levels of working capital to ensure all its obligations can be met when they fall due. There have been no changes to the liquidity risk from the prior year.

13. Financial risks (continued):

(c) Interest rate risk:

Interest rate risk relates to the risk that changes in interest rates will affect the fair value or future cash flows of financial instruments held by the Association. The Association has placed portfolio investments in fixed interest rate GICs and thus the risk is low.

The Association is not subject to any significant foreign exchange or other market risks related to its financial instruments.

14. Budget information:

The budget information reported in the statements of operations and changes in net financial assets was approved by the members of the Association at the Annual General Meeting on January 30, 2025.

15. Employee and contractor remuneration:

For the fiscal year ended March 31, 2026, the Association paid total remuneration of $4,415,799 (2025 - $4,392,390) to 33 (2025 - 34) employees and contractors for services, each of whom received total annual remuneration of $75,000 or greater.

The Association paid the following amounts of remuneration to each of its directors:

	2026	2025
Director - Chair - previous	$ 8,000	$ 8,000
Director - Chair - interim	11,787	10,781
Director - Chair - current	17,250	15,094
Director	28,373	9,200
Director	8,625	8,625
Director	8,625	8,625
Director	1,437	5,031
Director	12,075	8,266
Director	6,469	1,437

16. Contractual rights:

During fiscal 2020, the Association entered into a service agreement related to the Benefits Buying Group Program and the consulting and administrative services provided to certain school districts. The Association is entitled under this service agreement to 0.13% of the annual benefits cash flow collected from all participating employers under the program.