



**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 <b>39</b>	NAME OF SCHOOL DISTRICT <b>Vancouver</b>	YEAR <b>2024/2025</b>
OFFICE LOCATION(S) <b>1580 West Broadway</b>		TELEPHONE NUMBER <b>604-713-5000</b>
MAILING ADDRESS <b>1580 West Broadway</b>		
CITY <b>Vancouver</b>	PROVINCE <b>BC</b>	POSTAL CODE <b>V6J 5K8</b>
NAME OF SUPERINTENDENT <b>Helen McGregor</b>		TELEPHONE NUMBER <b>604-713-5000</b>
NAME OF SECRETARY TREASURER <b>Flavia Coughlan</b>		TELEPHONE NUMBER <b>604-713-5000</b>

### DECLARATION AND SIGNATURES

We, the undersigned, certify that the attached is a correct and true copy of the Statement of Financial Information for the year ended **June 30, 2025**

for School District No. **39** as required under Section 2 of the Financial Information Act.

SIGNATURE		DATE SIGNED <b>Dec. 1, 2025</b>
SIGNATURE		DATE SIGNED <b>Dec 1, 2025</b>
SIGNATURE		DATE SIGNED <b>Dec 1, 202</b>

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.

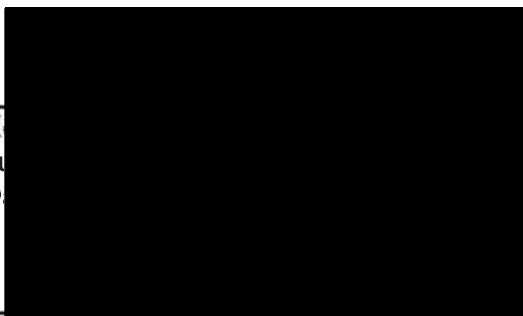
Management is also responsible for all other schedules of financial information and for ensuring this information is consistent, where appropriate, with the information contained in the financial statements and for implementing and maintaining a system of internal controls to provide reasonable assurance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

H  
S  
D



Flavia Coughlan  
Secretary Treasurer

Date: Dec 1, 2025

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

Audited Financial Statements of

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

And Independent Auditors' Report thereon

June 30, 2025

# School District No. 39 (Vancouver)

June 30, 2025

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# School District No. 39 (Vancouver)

## MANAGEMENT REPORT

Version: 4682-3937-1954

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

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

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

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

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

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

On behalf of School District No. 39 (Vancouver)

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



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

## INDEPENDENT AUDITOR'S REPORT

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

### **Opinion**

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

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

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

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

### **Basis for Opinion**

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

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

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

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

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

Our opinion is not modified in respect of this matter.

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### ***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.

*KPMG LLP*

Chartered Professional Accountants

Vancouver, Canada  
October 1, 2025

# School District No. 39 (Vancouver)

Statement 1

## Statement of Financial Position

As at June 30, 2025

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

Approved by the Board

original signed October 1, 2025

\_\_\_\_\_  
Signature of the Chairperson of the Board of Education Date Signed

original signed October 1, 2025

\_\_\_\_\_  
Signature of the Superintendent Date Signed

original signed October 1, 2025

\_\_\_\_\_  
Signature of the Secretary Treasurer Date Signed

# School District No. 39 (Vancouver)

Statement 2

Statement of Operations  
Year Ended June 30, 2025

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

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

# School District No. 39 (Vancouver)

Statement of Cash Flows  
Year Ended June 30, 2025

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

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

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**1 Authority and Purpose**

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

**2 Summary of Significant Accounting Policies**

a) Basis of Accounting

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

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

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

b) Cash and Cash Equivalents

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

c) Accounts Receivable

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

d) Portfolio Investments

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

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

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

e) Unearned Revenue

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

f) Deferred Revenue and Deferred Capital Revenue

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

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

g) Employee Future Benefits

i) Post-employment benefits

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

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

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

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

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

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

i) Pension Plans

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

h) Tangible Capital Assets

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

Estimated useful life is as follows:

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

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

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

**i) Asset Retirement Obligations**

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

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

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

**j) Capital Leases**

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

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

**k) Prepaid Expenses**

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

**l) Supplies Inventory**

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

**m) Funds and Reserves**

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

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

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

n) Revenue Recognition

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

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

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

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

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

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

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

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

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

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

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

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

**o) Expenditures**

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

**Categories of Salaries**

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

**Allocation of Costs**

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

**p) Financial Instruments**

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

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

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

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

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

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

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

p) Financial Instruments (continued)

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

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

q) Liability for Contaminated Sites

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

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

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

r) Measurement Uncertainty

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

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

**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	<u>5,038,590</u>	<u>13,199,305</u>
Total Receivables	30,175,838	88,805,096
Allowance for Doubtful Accounts	<u>-</u>	<u>(56,359,710)</u>
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	<u>30,101,046</u>	<u>101,585</u>
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	<u>25,210,547</u>	<u>47,249,956</u>
	<u>\$ 93,376,357</u>	<u>\$ 115,565,109</u>

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

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**6 Unearned Revenue**

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

**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>
<b>Reconciliation of Accrued Benefit Obligation</b>		
Accrued Benefit Obligation – April 1	\$ 25,988,416	\$ 26,388,850
Service Cost	1,702,176	1,730,689
Interest Cost	1,123,534	1,070,063
Benefit Payments	(2,020,968)	(1,909,561)
Increase (Decrease) in obligation due to Plan Amendment	-	-
Actuarial (Gain) Loss	<u>1,730,962</u>	<u>(1,291,625)</u>
Accrued Benefit Obligation – March 31	<u>\$ 28,524,120</u>	<u>\$ 25,988,416</u>
<b>Reconciliation of Funded Status at End of Fiscal Year</b>		
Accrued Benefit Obligation - March 31	\$ 28,524,120	\$ 25,988,416
Market Value of Plan Assets - March 31	<u>-</u>	<u>-</u>
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	<u>(6,052,159)</u>	<u>(8,512,977)</u>
Accrued Benefit Asset (Liability) - June 30	<u>\$ (33,892,379)</u>	<u>\$ (33,850,560)</u>
<b>Reconciliation of Change in Accrued Benefit Liability</b>		
Accrued Benefit Liability (Asset) - July 1	\$ 33,850,559	\$ 33,236,114
Net Expense for Fiscal Year	2,124,851	2,720,471
Employer Contributions	<u>(2,083,031)</u>	<u>(2,106,025)</u>
Accrued Benefit Liability (Asset) - June 30	<u>\$ 33,892,379</u>	<u>\$ 33,850,560</u>
<b>Components of Net Benefit Expense</b>		
Service Cost	1,726,420	1,723,561
Interest Cost	1,128,287	1,083,431
Immediate Recognition of Plan Amendment	-	-
Amortization of Net Actuarial (Gain)/Loss	<u>(729,856)</u>	<u>(86,521)</u>
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>
<b>Assumptions</b>		
Discount Rate - April 1	4.25%	4.00%
Discount Rate - March 31	4.00%	4.25%
Long Term Salary Growth - April 1	2.50% + seniority	2.50% + seniority
Long Term Salary Growth - March 31	2.50% + seniority	2.50% + seniority
EARSL - March 31	11.1	11.0

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

**10 Asset Retirement Obligation**

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

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

**11 Capital Lease Obligations**

Repayments are due as follows:

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

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

**12 Tangible Capital Assets**

**2025**

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

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

**2024**

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

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

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

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

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**12 Tangible Capital Assets (continued)**

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

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

**13 Employee Pension Plans**

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

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

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

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

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

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

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

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

**14 Accumulated Surplus**

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

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

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**15 Contractual Obligations**

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

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

**16 Contingent Assets**

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

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

Contingent assets are not recorded in the financial statements.

**17 Contingent Liabilities**

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

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

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**17 Contingent Liabilities (continued)**

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

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

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

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

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

**18 Budget Figures**

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

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

Amended Annual Budgets is provided:

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

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

**19 Expense by Object**

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

**20 Interfund Transfers**

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

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

**21 Economic Dependence**

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

**22 Related Party Transactions**

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

**23 Risk Management**

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

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

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

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**23 Risk Management (continued)**

a) Credit risk

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

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

b) Market risk

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

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

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

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

c) Liquidity risk

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

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

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

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

Schedule 1 (Unaudited)

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

	Operating 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
<b>Changes for the year</b>					
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	-	
<b>Net Changes for the year</b>	<b>(1,061,436)</b>	<b>-</b>	<b>(11,123,159)</b>	<b>(12,184,595)</b>	<b>3,338,449</b>
Accumulated Surplus (Deficit), end of year - Statement 2	<b>24,998,841</b>	<b>-</b>	<b>37,633,729</b>	<b>62,632,570</b>	<b>74,817,165</b>

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

# 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
	\$	\$	\$
<b>Provincial Grants - Ministry of Education and Child Care</b>			
Operating Grant, Ministry of Education and Child Care	577,658,415	<b>579,188,435</b>	551,127,508
Other Ministry of Education and Child Care Grants			
Pay Equity	7,294,124	<b>7,294,124</b>	7,294,124
Funding for Graduated Adults	1,109,550	<b>1,683,352</b>	1,525,321
Student Transportation Fund	53,423	<b>53,423</b>	53,423
FSA Scorer Grant	43,871	<b>43,871</b>	41,621
Child Care Funding	-	<b>44,495</b>	-
Labour Settlement Funding	5,781,415	<b>5,781,415</b>	9,375,668
Forecasted Enrolment Increase	1,243,711	-	-
Premier's Award for Excellence in Education - bursary funds	-	-	3,000
Equity Scan	-	-	1,500
<b>Total Provincial Grants - Ministry of Education and Child Care</b>	<b>593,184,509</b>	<b>594,089,115</b>	569,422,165
<b>Provincial Grants - Other</b>	<b>78,135</b>	<b>62,249</b>	62,249
<b>Federal Grants</b>	<b>3,407,449</b>	<b>3,375,678</b>	3,192,037
<b>Tuition</b>			
Summer School Fees	886,453	<b>897,373</b>	679,539
Continuing Education	422,300	<b>471,518</b>	385,828
International and Out of Province Students	23,533,670	<b>25,032,071</b>	25,724,603
<b>Total Tuition</b>	<b>24,842,423</b>	<b>26,400,962</b>	26,789,970
<b>Other Revenues</b>			
Other School District/Education Authorities	1,804,825	<b>2,374,831</b>	1,675,000
Miscellaneous			
Instructional Cafeteria Revenue	1,096,108	<b>945,774</b>	874,837
Miscellaneous Fees and Revenue	2,668,618	<b>3,884,042</b>	4,177,535
School Generated Funds	12,159,539	<b>14,558,775</b>	12,418,243
Other Grants	257,300	<b>1,246,905</b>	563,883
Other Grants - Child Care	24,320	-	-
<b>Total Other Revenue</b>	<b>18,010,710</b>	<b>23,010,327</b>	19,709,498
<b>Rentals and Leases</b>	<b>5,631,738</b>	<b>6,697,240</b>	5,674,966
<b>Investment Income</b>	<b>5,583,506</b>	<b>6,282,119</b>	7,611,518
<b>Total Operating Revenue</b>	<b>650,738,470</b>	<b>659,917,690</b>	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 \$
<b>Salaries</b>			
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
<b>Total Salaries</b>	<b>461,147,580</b>	<b>459,773,082</b>	<b>441,963,878</b>
<b>Employee Benefits</b>	127,250,081	130,694,721	118,048,543
<b>Total Salaries and Benefits</b>	<b>588,397,661</b>	<b>590,467,803</b>	<b>560,012,421</b>
<b>Services and Supplies</b>			
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
<b>Total Services and Supplies</b>	<b>72,251,168</b>	<b>68,620,603</b>	<b>63,574,238</b>
<b>Total Operating Expense</b>	<b>660,648,829</b>	<b>659,088,406</b>	<b>623,586,659</b>

**School District No. 39 (Vancouver)**  
 Operating Expense by Function, Program and Object  
 Year Ended June 30, 2025

Schedule 2C (Unaudited)

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

**School District No. 39 (Vancouver)**  
 Operating Expense by Function, Program and Object  
 Year Ended June 30, 2025

Schedule 2C (Unaudited)

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

# School District No. 39 (Vancouver)

Schedule 3 (Unaudited)

Schedule of Special Purpose Operations

Year Ended June 30, 2025

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

**School District No. 39 (Vancouver)**  
 Changes in Special Purpose Funds and Expense by Object  
 Year Ended June 30, 2025

Schedule 3A (Unaudited)

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

**School District No. 39 (Vancouver)**  
 Changes in Special Purpose Funds and Expense by Object  
 Year Ended June 30, 2025

Schedule 3A (Unaudited)

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

**School District No. 39 (Vancouver)**  
 Changes in Special Purpose Funds and Expense by Object  
 Year Ended June 30, 2025

Schedule 3A (Unaudited)

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

**School District No. 39 (Vancouver)**  
 Changes in Special Purpose Funds and Expense by Object  
 Year Ended June 30, 2025

Schedule 3A (Unaudited)

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

# School District No. 39 (Vancouver)

Schedule 4 (Unaudited)

## Schedule of Capital Operations

Year Ended June 30, 2025

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

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

Schedule 4A (Unaudited)

Tangible Capital Assets  
Year Ended June 30, 2025

	Sites	Buildings	Furniture and Equipment	Vehicles	Computer Software	Computer Hardware	Total
	\$	\$	\$	\$	\$	\$	\$
<b>Cost, beginning of year</b>	20,781,543	1,486,467,041	21,014,530	1,727,699	100,244	16,014,429	1,546,105,486
<b>Changes for the Year</b>							
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
<b>Cost, end of year</b>	20,781,543	1,550,012,801	21,260,635	1,536,251	100,244	15,942,494	1,609,633,968
<b>Work in Progress, end of year</b>		53,565,681					53,565,681
<b>Cost and Work in Progress, end of year</b>	20,781,543	1,603,578,482	21,260,635	1,536,251	100,244	15,942,494	1,663,199,649
<b>Accumulated Amortization, beginning of year</b>		552,397,841	8,319,273	1,051,429	51,612	9,809,635	571,629,790
<b>Changes for the Year</b>							
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
<b>Accumulated Amortization, end of year</b>		585,697,548	9,000,100	1,023,174	71,660	10,761,282	606,553,764
<b>Tangible Capital Assets - Net</b>	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
	\$	\$	\$	\$	\$
<b>Work in Progress, beginning of year</b>	71,270,110				71,270,110
<b>Changes for the Year</b>					
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>
<b>Net Changes for the Year</b>	<u>(17,704,429)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(17,704,429)</u>
<b>Work in Progress, end of year</b>	<u><u>53,565,681</u></u>	<u>-</u>	<u>-</u>	<u>-</u>	<u><u>53,565,681</u></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
	\$	\$	\$	\$
<b>Deferred Capital Revenue, beginning of year</b>	818,755,849	13,457,359	38,524,188	870,737,396
<b>Changes for the Year</b>				
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>
<b>Net Changes for the Year</b>	<u>18,760,956</u>	<u>1,275,054</u>	<u>10,727,932</u>	<u>30,763,942</u>
<b>Deferred Capital Revenue, end of year</b>	<u>837,516,805</u>	<u>14,732,413</u>	<u>49,252,120</u>	<u>901,501,338</u>
<b>Work in Progress, beginning of year</b>	31,085,811	19,197,830	9,536,693	59,820,334
<b>Changes for the Year</b>				
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>
<b>Net Changes for the Year</b>	<u>(13,962,630)</u>	<u>7,764,038</u>	<u>(9,536,693)</u>	<u>(15,735,285)</u>
<b>Work in Progress, end of year</b>	<u>17,123,181</u>	<u>26,961,868</u>	<u>-</u>	<u>44,085,049</u>
<b>Total Deferred Capital Revenue, end of year</b>	<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)**  
 Changes in Unspent Deferred Capital Revenue  
 Year Ended June 30, 2025

Schedule 4D (Unaudited)

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

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

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

**Fiscal Year Ended June 30, 2025**

**SCHEDULE OF DEBT**

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

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

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

**Fiscal Year Ended June 30, 2025**

**SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS**

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

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

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

**Fiscal Year Ended June 30, 2025**

**STATEMENT OF SEVERANCE AGREEMENTS**

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

These agreements represent from six to eight months of compensation.

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

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

**Elected Officials**

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

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

Last Name	First Name	Position	Remuneration	Expenses
Abarquez	Richard	Teacher Elementary	\$ 105,731	\$ -
Abbot	Douglas	Teacher Secondary	103,064	1,990
Abenojar	John	Teacher Secondary	76,973	-
Aberle	Kecia	Teacher Elementary	90,371	-
Adams	Sheri	Teacher Elementary	111,894	-
Adams	Genvieve	Teacher Elementary	92,025	-
Adamson	Ashley	Teacher Secondary	110,353	1,308
Affleck	Jodie	Teacher Elementary	102,026	-
Agius	Lisa	Education Coordinator	114,289	356
Ahluwalia	Jaspit	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	Vanessa	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	Lorraine	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	Soumeya	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	-
Boyland	Shannon	Teacher Elementary	102,075	105
Bozinoski	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
Brehey	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	Marnic	Teacher Elementary	109,786	-
Canning	Gregory	Teacher Elementary	113,311	13
Cannon	Ian	Elementary Admin On Call	76,806	-
Cano	Jose	Floor Layer	78,347	-
Canosa	Massimo	Journey person with Premium	103,774	12
Cantelon	Amanda	Teacher Secondary	111,815	-
Cantor	Diana	Teacher Elementary	111,894	-
Cao	Dac Tung	Teacher Secondary	107,758	-
Cao	Jennifer	Teacher Elementary	88,200	-
Carbonneau	Nicola	Teacher Elementary	94,199	276
Card	Kelly	Teacher Elementary	89,659	-
Carle	Laura	Teacher Elementary	111,214	-
Carmichael	Mark	Teacher Secondary	109,961	-
Carnegie	Sarah	Teacher Secondary	96,198	61
Caron	Guillaume	Teacher Secondary	112,751	-
Carpenter-Boesch	Genevieve	Teacher Gifted Program	85,757	75
Carrara	Daniele	Teacher Elementary	111,329	587
Carrasco	Erin	Teacher Secondary	98,941	-
Carrell	Christopher	Journey person with Premium	108,698	-
Carrier	Joseph	Teacher Elementary	102,190	-
Carroll	Reeghan	Teacher Elementary	78,496	170
Carruthers	Matthew	Teacher Elementary	111,957	-
Carruthers	Allison	Teacher Elementary	90,592	-
Carscadden	Sarah	Teacher Elementary	87,615	-
Carswell	Ankie	District Principal	175,786	6,500
Carter	Michael	Teacher Elementary	101,215	-
Cassap-Hanson	Alexis	Teacher Elementary	97,821	-
Cassidy	Yvette	Teacher Elementary	110,431	40
Cassie	Laurie	Teacher Secondary	119,104	1,740
Caswell	Jesse	Teacher Secondary	101,617	193
Catlin	Michelle	Teacher Elementary	110,340	35
Cavaletto	Michael	Teacher Secondary	100,551	-
Caverzan	Renata	Teacher Elementary	109,779	-
Celio	Giuseppe	Machinist	97,373	-
Celle	Roberta	Teacher Elementary	94,573	-

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

Cheng	Leo	Teacher Secondary	123,383	-
Cheng	Wendy	Teacher Elementary	112,878	-
Cheng	Elizabeth	Teacher Elementary	111,909	-
Cheng	Quyen	Teacher Elementary	109,778	-
Cheng	Michelle	Teacher Secondary	106,652	-
Chenoweth	Matthew	Teacher Secondary	111,894	-
Cheung	Kelly	Senior Medical Adjudicator	113,141	-
Cheung	Jocelyn	Teacher Secondary	102,667	180
Cheung	Julia	Teacher Elementary	102,190	-
Cheung	Teresa	Assistant-Staffing	84,025	529
Chevrier	Caitlin	Teacher Secondary	78,315	-
Chiang	Musica	Consultant-Exempt On Call	152,097	13
Chiang	Yi Chun	Teacher Secondary	127,731	-
Chin	Magdalene	Teacher Secondary	100,361	-
Chinack	Byron	Material Services Foreperson	87,681	-
Chittenden	Katharine	Teacher Secondary	110,854	-
Chiu	Nathan	Teacher	114,207	-
Chiu	Odelia	Teacher	113,120	58
Cho	David	Teacher Secondary	122,495	99
Cho	Alyson	Teacher Elementary	118,904	-
Cho	Caroline	Teacher Elementary	112,019	-
Cho	Shirla	Teacher Elementary	80,691	-
Chobotiuk	Jennifer	Teacher Elementary	111,822	-
Chohan	Jennifer	Teacher Elementary	78,360	-
Choi	James	Teacher Secondary	110,431	-
Choi	Michael	Teacher Secondary	106,533	-
Choi	Shin Ji	Teacher Elementary	90,251	-
Chong	Joyce	Elementary Principal	155,472	-
Chong	Paul	Teacher Secondary	117,504	-
Chong	Genevieve	Teacher Gifted Program	111,963	-
Chong	Linda	Teacher Secondary	111,942	290
Chong	Charlene	Teacher Secondary	109,242	25
Chong	Nancy	Area Counsellor - Elementary	108,110	-
Chong	Philip	Teacher Elementary	102,873	-
Chong	Vickie	Teacher Elementary	102,075	-
Chong	Vivian	Teacher Secondary	102,076	-
Chong-Ping	Kimberley	Teacher Secondary	120,796	564
Chou	Andy	Teacher Secondary	88,927	-
Chow	Jiana	Manager-Communications	156,517	5,807
Chow	Gordon	Teacher Secondary	110,445	211
Chow	Shirley	Teacher Elementary	110,477	-
Chow	Allan	Teacher Secondary	110,353	-
Chow	Cynthia	Teacher Elementary	109,406	126
Chow	Henry	Journeyperson 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
Clutchey	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	Journeyperson 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	Jaelyn	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	Journeyperson 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	Jessica	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 Belecoshaw	Anastasia	Teacher Elementary	95,438	-
Estate of Joe	Tammy	Teacher Elementary	110,445	23
Estate of Yeung	Celia	Area Counsellor - Elementary	80,508	100
Evans	Tyler	Secondary Principal	164,079	2,789
Evans	Lisa	Teacher Elementary	110,477	1,125
Eves	Timothy	Teacher Elementary	113,318	50
Eviston	Janet	Teacher Secondary	110,539	-
Eviston	Vivienne	Teacher Secondary	83,610	-
Ewan	Greg	Electrician	94,768	13
Fabian	Katelyn	Teacher Elementary	86,190	-
Fabry	Natalie	Teacher Elementary	102,147	-

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

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

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

Grandy	Simon	Teacher Elementary	91,728	-
Grant	Aleeta	Teacher	113,815	-
Grant	Katherine	Teacher Elementary	92,356	992
Grassi	Pamela	Teacher Elementary	111,909	-
Gray	Kerria	Teacher Elementary	112,510	445
Gray	Pamela	Teacher Elementary	111,815	27
Gray	Michael	Executive Director of ES	267,822	6,511
Green	Bryan	Teacher Secondary	102,079	896
Greenhalgh	Andrea	Elementary Principal	153,371	4,538
Greening	Donna	Teacher Elementary	101,020	-
Greenshields	Robert	Teacher On Call Limited - Secondary	82,846	-
Greenwood	Robin	Teacher Secondary	82,426	-
Greer	Elizabeth	Teacher Secondary	110,445	-
Gresley-Jones	Jessie	Executive Director of Facilities	178,843	16,969
Grewal	Jasvinder	Teacher Elementary	116,090	-
Grewal	Amandeep	Teacher Secondary	111,815	-
Grewal	Amandeep	Teacher Gifted Program	111,815	-
Grewal	Harinder	Teacher Elementary	102,075	-
Grier	Kent	Project Manager	143,958	1,316
Grier	Sandra	Teacher Secondary	100,651	-
Griffiths	Michael	Teacher Secondary	106,944	-
Griffiths	Emily	Teacher Elementary	78,315	50
Grimm	Colin	Teacher Elementary	94,121	546
Groberman	Maiky	Area Case Manager	118,379	338
Grudman	Rachel	Teacher Elementary	102,076	-
Gruft	Geraldine	Elementary Principal	153,354	2,069
Gruger	Sandra	Teacher Elementary	101,544	-
Gu	Vicky	Teacher Elementary	96,297	-
Guadagni	Marco	Plumber	99,900	-
Guadagni	Celina	Teacher Secondary	80,722	-
Gudmundson	Hilary	Teacher Elementary	85,746	1,144
Guenther	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	-
Hamtae	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	Irendcep	Teacher Secondary	113,443	5,975
Hefi	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	Journeyperson 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	-
Hornig	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	-
Hrechorak	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	-
Kalogeropoulou	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	Journeyperson 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
Lefavre	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	-
Macauley	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
Mahovlich-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	-
McClaffin	Colton	IT-Multimedia Specialist	92,771	405
Mccleary	Melissa	Teacher Elementary	111,894	-
Mcconnan	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	-
Mcgary	Margo	Teacher Elementary	79,032	15
Mcgary	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
Mckeen	Scott	Teacher Secondary	112,285	-
Mckeen	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
Mcnicol	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
Mieczaniec	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
Milimazzo	Kathleen	Teacher Secondary	101,964	284
Milisavljevic	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
Mokonon	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	-
Pancesar	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	-
Pavlick	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	Journeyperson 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	Journeyperson 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	Journeyperson 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	-
Pocrnic	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	Stephanic	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	Aimmilia	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	Naghmeh	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	Journeyperson 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	Afroz	Information Technology Support C	80,826	257
Shahin	Ali	Painter	100,241	61
Shaman	Tiffany	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	-
Taylor	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	-
Toyc	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	-
Twecdale	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	-
Utley	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
Vellecig	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	Harneek	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	Taneaia	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
Yecomans	Lois	Teacher Elementary	84,066	151
Yetman	John	Teacher Secondary	109,007	-
Yim	Andrea	Teacher Elementary	110,587	100
Yip	Stacey	Teacher Secondary	114,991	749
Yip	Tiffany	Teacher Secondary	111,251	1,120
Yip	Priscilla	Teacher Elementary	101,200	-
Yiu	Lai Lai	Teacher Secondary	115,935	591
Yiu	Amy	Teacher Secondary	93,076	-
Yong	Gloria	Teacher Elementary	102,147	-
York	Lori	Teacher Secondary	99,747	1,570
York	Maria	Teacher Elementary	83,892	-
Yoshida	Esther	Teacher Elementary	102,945	-
You	Yi Jia	Teacher Secondary	88,134	-
Young	Monika	Teacher Elementary	117,712	105
Young	Karen	Teacher Elementary	107,360	-
Young	Jennifer	Teacher Elementary	102,291	115
Young	Serina	Teacher Secondary	96,421	-
Yu	Brian	Teacher Secondary	116,619	40
Yu	Jeanne	Teacher Secondary	112,386	166
Yu	Wendy	Teacher Elementary	110,587	4,093
Yu	Angelina	Teacher Elementary	106,266	-
Yu	Catherine	Teacher Secondary	87,799	-
Yu	Maggie	Teacher Elementary	87,408	-
Yuen	Sze Man	Teacher Secondary	123,093	1,535
Yuen	Pamela	Elementary Vice-Principal	120,208	-

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

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

\* Expenses include travel expenses for International Student Recruitment

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

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

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

List of suppliers with payments exceeding \$25,000

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

**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.