### **School District**

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



School District No. 63 (Saanich)

Fiscal Year Ended June 30, 2023

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

School District No. 63 (Saanich)

### Fiscal Year Ended June 30, 2023

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  - Reconciliation or explanation of differences to Audited Financial Statements
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  - Reconciliation or explanation of differences to Audited Financial Statements



# SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

SCHOOL DISTRICT NUMBER	NAME OF SCHOOL DISTRICT	YEAR
63	Saanich	2022/2023
OFFICE LOCATION(S)		TELEPHONE NUMBER
2125 Keatin	g Cross Road	250-652-730
MAILING ADDRESS		
2125 Keatin	g Cross Road	
CITY		PROVINCE POSTAL CODE
Saanichton		BC V8M 2A5
NAME OF SUPERINTENDENT		TELEPHONE NUMBER
Dave Eberw	rein	250-652-730
NAME OF SECRETARY TREAS	SURER	TELEPHONE NUMBER
Jason Reid		
Jason Reid		250-652-730
DECLARATION AN	d, certify that the attached is a correct and true	
DECLARATION AN	d, certify that the attached is a correct and true	250-652-730 copy of the Statement of Financial Information for the year ended
DECLARATION AN We, the undersigned June 30, 2	d, certify that the attached is a correct and true	250-652-730 copy of the Statement of Financial Information for the year ended
DECLARATION AN We, the undersigned June 30, 2	d, certify that the attached is a correct and true	copy of the Statement of Financial Information for the year ended the Financial Information Act.
DECLARATION AN We, the undersigned June 30, 2	d, certify that the attached is a correct and true	copy of the Statement of Financial Information for the year ended the Financial Information Act.
DECLARATION AN We, the undersigned June 30, 2	d, certify that the attached is a correct and true	copy of the Statement of Financial Information for the year ended the Financial Information Act.
DECLARATION AN We, the undersigned June 30, 2	d, certify that the attached is a correct and true	250-652-730  copy of the Statement of Financial Information for the year ended  see Financial Information Act.  DATE SIGNED  DATE SIGNED
DECLARATION AN We, the undersigned June 30, 2	d, certify that the attached is a correct and true	250-652-730  copy of the Statement of Financial Information for the year ended  see Financial Information Act.  DATE SIGNED  DATE SIGNED
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DECLARATION AN We, the undersigned June 30, 2	d, certify that the attached is a correct and true	copy of the Statement of Financial Information for the year ended the Financial Information Act.  DATE SIGNED  DATE SIGNED

### Statement of Financial Information for Year Ended June 30, 2023

### **Financial Information Act-Submission Checklist**

			Due Date
a)	$\overline{\checkmark}$	A statement of assets and liabilities (audited financial statements).	September 30
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)	September 30
c)	$\overline{\checkmark}$	A schedule of debts (audited financial statements).	September 30
d)	V	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).	September 30
e)		A schedule of remuneration and expenses, including:	December 31
	Ø	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.	
	Ø	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)	V	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.	December 31
g)	$\overline{\checkmark}$	Approval of Statement of Financial Information.	December 31
h)	$\overline{\checkmark}$	A management report approved by the Chief Financial Officer	December 31

School District Number & Name School District No.63 (Saanich)

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

School District No. 63 (Saanich)

Fiscal Year Ended June 30, 2023

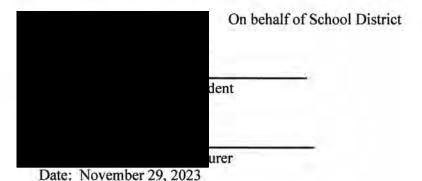
### MANAGEMENT REPORT

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, the Office of the Auditor General of BC, 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.



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

Audited Financial Statements of

### School District No. 63 (Saanich)

And Independent Auditors' Report thereon

June 30, 2023

June 30, 2023

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#### MANAGEMENT REPORT

Version: 4166-3421-1438

Management's Responsibility for the Financial Statements

The accompanying financial statements of School District No. 63 (Saanich) 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. 63 (Saanich) (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 regularly throughout the year and externally audited financial statements yearly.

The external auditors, Office of the Auditor General of British Columbia, 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. 63 (Saanich) 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. 63 (Saanich)

Date Signed

September 20, 2023

Date Signed

September 20, 2023

Date Signed



P: 250.419.6100 F: 250.387.1230

bcauditor.com

### **Independent Auditor's Report**

To the Board of Education of School District No. 63 (Saanich), and To the Minister of Education and Child Care, Province of British Columbia

### **Qualified Opinion**

I have audited the accompanying financial statements of School District No. 63 (Saanich) ("the entity"), which comprise the statement of financial position as at June 30, 2023 and the statements of operations, changes in net debt, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In my opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of my report, the financial statements present fairly, in all material respects, the financial position of the entity as at June 30, 2023, and the results of its operations, change in its net debt, and cash flows for the year then ended in accordance with Canadian Public Sector Accounting Standards (PSAS).

### Basis for Qualified Opinion

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

As described in Note 2a to the financial statements, the entity's accounting treatment for contributions received from governments and for externally restricted contributions received from non-government sources is to initially record them as deferred revenue (a liability) and then recognize revenue in the statement of operations either on the same basis as the related expenditures occur or, in the case of funds for the purchase or construction of capital assets, to recognize revenue on the same basis as the related assets are amortized. The entity was required to adopt this accounting policy as prescribed by Province of British Columbia Treasury Board Regulation 198/2011.

Under Canadian Public Sector Accounting Standards, the entity's method of accounting for contributions is only appropriate in circumstances where the funding meets the definition of a liability. Otherwise, the appropriate accounting treatment is to record contributions as revenue when they are received or receivable. In my opinion, certain contributions of the entity do not meet the definition of a liability, and as such the entity's method of accounting for those contributions represents a departure from Canadian Public Sector Accounting Standards.

This departure has existed since the inception of the standard, which applies to periods beginning on or after April 1, 2012. Had the entity made an adjustment for this departure in the current year, the liability for deferred capital revenue as at June 30, 2023 would have been lower by \$114.2 million, the liability for deferred revenue would have been lower by \$.5 million, revenue, annual surplus and accumulated surplus would have been higher by \$114.7 million and net debt would have been lower by \$114.7 million.



### Independent Auditor's Report

School District No. 63 (Saanich)

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the entity in accordance with the ethical requirements that are relevant to my audit of the entity's financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements.

### Other Accompanying Information

Management is responsible for the other information accompanying the financial statements. The other information comprises Unaudited Schedules 1 - 4 attached to the audited financial statements, and the information included in the Financial Statement Discussion and Analysis, but does not include the financial statements and my auditor's report thereon.

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

In connection with my audit of the financial statements, my responsibility is to read the other information that I have obtained prior to the date of my auditor's report and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or my knowledge obtained during the audit or otherwise appears to be materially misstated.

Prior to the date of my auditor's report, I obtained a copy of the Financial Statement Discussion and Analysis. If, based on the work I have performed on the other information, I conclude that there is a material misstatement therein, I am required to report that fact in this auditor's report.

As described in the Basis for Qualified Opinion section above, the entity has inappropriately deferred certain amounts of its revenues from government transfers. I have concluded that the other information is materially misstated for the same reason with respect to the amounts or other items in the Financial Statement Discussion and Analysis affected by this departure from PSAS.

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

Those charged with governance are responsible for the oversight of the financial reporting process. Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian Public Sector Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of the 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 when the entity will continue its operations for the foreseeable future.



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

My objectives are to obtain reasonable assurance about whether the entity's 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 my 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 aggregate, they could reasonably be expected to influence the economic decision of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I 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 my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than 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 I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I 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 I identify during my audit.



### Independent Auditor's Report

School District No. 63 (Saanich)

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and communicated with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

Michael A. Pickup, FCPA, FCA Auditor General of British Columbia

Victoria, British Columbia, Canada September 25, 2023



Statement of Financial Position

As at June 30, 2023

	2023	2022
	Actual	Actual
		(Restated - Note 23)
	S	\$
Financial Assets	39/14/200	50000000
Cash and Cash Equivalents	22,012,831	21,801,778
Accounts Receivable	40.000	6.55.7
Due from Province - Ministry of Education and Child Care	676,380	757,785
Due from Province - Other	65,019	
Due from First Nations	877,020	993,555
Other (Note 3)	1,681,035	1,680,240
Portfolio Investments (Note 4)	211,584	208,765
Construction Security Deposit (Note 5)	587,929	87,100
Total Financial Assets	26,111,798	25,529,223
Liabilities		
Accounts Payable and Accrued Liabilities		
Due to Province - Ministry of Education and Child Care	12,720	Sec. 15.
Other (Note 6)	10,212,568	9,142,040
Unearned Revenue (Note 7)	5,764,611	5,055,707
Deferred Revenue (Note 8)	2,149,937	2,023,392
Deferred Capital Revenue (Note 9)	118,349,608	119,585,324
Employee Future Benefits (Note 10)	4,080,077	4,061,261
Asset Retirement Obligation (Note 11)	12,688,641	12,688,641
Total Liabilities	153,258,162	152,556,365
Net Debt	(127,146,364)	(127,027,142
Non-Financial Assets		
Tangible Capital Assets (Note 12)	144,083,042	144,363,384
Prepaid Expenses	421,978	368,575
Total Non-Financial Assets	144,505,020	144,731,959
Accumulated Surplus (Deficit) (Note 13)	17,358,656	17,704,817
Accumulated Surplus (Deficit) is comprised of:		
Accumulated Surplus (Deficit) from Operations	17,358,656	17,704,817
Accumulated Remeasurement Gains (Losses)	17,358,656	17,704,817

Contractual Obligations (Note 14) Contractual Rights (Note 15) Contingent Liabilities (Note 16)

September 20, WE3

Date Signed

Date Signed

September 20, 2023

Statement of Operations Year Ended June 30, 2023

	2023	2023	2022
	Budget	Actual	Actual
	(Note 17)		(Restated - Note 23)
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	87,510,103	90,859,714	85,322,825
Other	53,760	181,545	183,610
Federal Grants			39,492
Tuition	4,048,515	4,193,697	3,708,763
Other Revenue	9,262,687	10,161,076	8,365,862
Rentals and Leases	390,000	415,440	380,542
Investment Income	487,120	791,767	208,900
Amortization of Deferred Capital Revenue	4,805,000	5,320,843	5,136,108
Total Revenue	106,557,185	111,924,082	103,346,102
Expenses (Note 18)			
Instruction	89,265,357	90,184,042	85,552,617
District Administration	3,612,839	3,499,815	3,060,284
Operations and Maintenance	16,994,277	16,780,996	16,470,791
Transportation and Housing	2,068,297	1,805,390	1,761,041
Total Expense	111,940,770	112,270,243	106,844,733
Surplus (Deficit) for the year	(5,383,585)	(346,161)	(3,498,631)
Accumulated Surplus (Deficit) from Operations, beginning of year		17,704,817	21,203,448
Accumulated Surplus (Deficit) from Operations, end of year	_	17,358,656	17,704,817

Statement of Changes in Net Debt Year Ended June 30, 2023

	2023	2023	2022
	Budget (Note 17)	Actual	Actual (Restated - Note 23)
	\$	\$	\$
Surplus (Deficit) for the year	(5,383,585)	(346,161)	(3,498,631)
Effect of change in Tangible Capital Assets			
Acquisition of Tangible Capital Assets	(850,000)	(6,877,314)	(5,126,726)
Amortization of Tangible Capital Assets	6,981,468	7,157,656	6,860,991
Prior Period Adjustment - Adoption of Asset Retirement Obligations			(12,688,641)
Total Effect of change in Tangible Capital Assets	6,131,468	280,342	(10,954,376)
Acquisition of Prepaid Expenses Use of Prepaid Expenses		(421,978) 368,575	(368,575) 304,713
Total Effect of change in Other Non-Financial Assets		(53,403)	(63,862)
(Increase) Decrease in Net Debt, before Net Remeasurement Gains (Losses)	747,883	(119,222)	(14,516,869)
Net Remeasurement Gains (Losses)			
(Increase) Decrease in Net Debt		(119,222)	(14,516,869)
Net Debt, beginning of year		(127,027,142)	(112,510,273)
Net Debt, end of year	_	(127,146,364)	(127,027,142)

Statement of Cash Flows Year Ended June 30, 2023

Teal Elided Julie 30, 2023	2023 Actual	2022 Actual
	(F	Restated - Note 23)
	\$	\$
Operating Transactions	(246.464)	(2.400.621)
Surplus (Deficit) for the year	(346,161)	(3,498,631)
Changes in Non-Cash Working Capital		
Decrease (Increase)		
Accounts Receivable	132,126	302,112
Prepaid Expenses	(53,403)	(63,862)
Increase (Decrease)		
Accounts Payable and Accrued Liabilities	1,083,248	99,855
Unearned Revenue	708,904	860,793
Deferred Revenue	126,545	161,797
Employee Future Benefits	18,816	(26,852)
Amortization of Tangible Capital Assets	7,157,656	6,860,991
Amortization of Deferred Capital Revenue	(5,320,843)	(5,136,108)
Construction Works Deposit	(500,829)	334,200
Total Operating Transactions	3,006,059	(105,705)
Capital Transactions		
Tangible Capital Assets Purchased	(2,889,926)	(1,664,436)
Tangible Capital Assets -WIP Purchased	(3,987,388)	(3,462,290)
Total Capital Transactions	(6,877,314)	(5,126,726)
Financing Transactions		
Capital Revenue Received	4,085,127	5,263,875
<b>Total Financing Transactions</b>	4,085,127	5,263,875
Investing Transactions		
Proceeds on Disposal of Portfolio Investments	(2,819)	(5,856)
Total Investing Transactions	(2,819)	(5,856)
Net Increase (Decrease) in Cash and Cash Equivalents	211,053	25,588
Cash and Cash Equivalents, beginning of year	21,801,778	21,776,190
Cash and Cash Equivalents, end of year	22,012,831	21,801,778
Cash and Cash Equivalents, end of year, is made up of:		
Cash	11,498,886	6,316,765
Cash Equivalents	10,513,945	15,485,013
	22,012,831	21,801,778

#### NOTE 1 AUTHORITY AND PURPOSE

The school district 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. 63 (Saanich)", and operates as "School District No. 63 (Saanich)". A board of education ("Board") is elected for a four-year term and 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. School District No. 63 (Saanich) is exempt from federal and provincial corporate income taxes.

The COVID 19 outbreak was declared a pandemic by the World Health Organization in March 2020 and has had a significant financial, market and social dislocating impact worldwide. Under direction of the Provincial Health Officer, all schools suspended in-class instruction in March 2020 and the school district remained open to continue to support students and families in a variety of ways. Parents were given the choice to send their children back to school on a gradual and part-time basis beginning June 1, 2020 and full-time beginning September 1, 2020 with new health and safety guidelines. The ongoing impact of the pandemic presents uncertainty over future cash flows, may have a significant impact on future operations including decreases in revenue, impairment of receivables, reduction in investment income and delays in completing capital project work. As the situation is dynamic and the ultimate duration and magnitude of the impact are not known, an estimate of the future financial effect on the school district is not practicable at this time.

#### NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements of the school district are prepared by management in accordance with the basis of accounting described below. Significant accounting policies of the school district are as follows:

### a) Basis of Accounting

These financial statements have been prepared in accordance with Section 23.1 of the *Budget Transparency and Accountability Act* of the Province of British Columbia. 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(m).

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(m), 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 that:

- government transfers, which do not contain a stipulation that creates a liability, be recognized as
  revenue by the recipient when approved by the transferor and the eligibility criteria have been
  met in accordance with public sector accounting standard PS3410; and
- externally restricted contributions be recognized as revenue in the period in which the resources
  are used for the purpose or purposes specified in accordance with public sector accounting
  standard PS3100.

### NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### a) Basis of Accounting (continued)

As a result, revenue recognized in the statement of operations and certain related deferred capital revenue would be recorded differently under Canadian Public Sector Accounting Standards.

### b) Cash and Cash Equivalents

Cash and cash equivalents include cash and highly liquid 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 (GICs) with terms to maturity of greater than one year. GICs are reported at cost.

### e) <u>Unearned Revenue</u>

Unearned revenue includes tuition fees received for courses to be delivered in future periods and receipt of proceeds for services or products to be delivered in a future period. Revenue will be recognized in that future period when the courses, services, or products are provided.

#### 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 (m).

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.

### NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### f) <u>Deferred Revenue and Deferred Capital Revenue (continued)</u>

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

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 prorated 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 (EARSL) of active employees covered under the plan.

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

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) 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 2 j). Assumptions used in the calculations are reviewed annually.

### NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### i) <u>Liability for Contaminated Sites</u>

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;
- o the school district:
  - is directly responsible; or
  - accepts responsibility;
- o it is expected that future economic benefits will be given up; and
- o a reasonable estimate of the amount can be made.

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

#### i) Tangible Capital Assets

The following criteria apply:

- 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, which are then 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.
- 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. Work in progress is not amortized until available for productive use. It is management's responsibility to determine the appropriate useful lives for tangible capital assets. These useful lives are reviewed on a

### NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### j) Tangible Capital Assets (continued)

regular basis or if significant events initiate 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

#### k) Prepaid Expenses

Amounts for insurance and other services are included as a prepaid expense and stated at acquisition cost and are charged to expense over the periods expected to benefit from it.

### I) 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 (see Note 13 – Accumulated Surplus).

### m) Revenue Recognition

Revenues are recognized 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 life 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 government transfers be recognized as revenue when approved by the transferor and eligibility criteria have been met

### NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

#### m) Revenue Recognition (continued)

unless the transfer contains a stipulation that meets the criteria for liability recognition in which case the transfer is recognized as revenue over the period that the liability is extinguished.

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

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.

#### n) 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 and Vice-Principals employed under an administrative officer contract are categorized as Principals and Vice-Principals.
- Superintendents, Assistant Superintendents, Secretary-Treasurers, Directors of Instruction, 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 indigenous 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.

### o) 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, accounts receivable, portfolio investments, and accounts payable and accrued liabilities. 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 instruments

### NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

#### o) Financial Instruments (continued)

upon initial recognition. Transaction costs are incremental costs directly attributable to the acquisition or issue of a financial asset or a financial liability.

All financial assets 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.

For financial instruments measured using amortized cost, the effective interest rate method is used to determine interest revenue or expense.

### p) 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, liability for asset retirement obligations, rates for amortization and estimated employee future benefits. Actual results could differ from those estimates.

### q) Future Changes in Accounting Policies

PS 3400 Revenue issued November 2018 establishes standards on how to account for and report on revenue and is effective July 1, 2023. Specifically, it differentiates between revenue arising from transactions that include performance obligations, referred to as "exchange transactions", and transactions that do not have performance obligations, referred to as "non-exchange transactions.

Revenue from transactions with performance obligations should be recognized when (or as) the school district satisfies a performance obligation by providing the promised goods or services to a payor.

Revenue from transactions with no performance obligations should be recognized when a 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 an asset.

This standard may be applied retroactively or prospectively. Management is in the process of assessing the impact of adopting this standard on the school district's financial results.

### r) Comparative Figures

Certain comparative figures presented in the financial statements have been reclassified to conform to the financial statement presentation adopted in the current year and the change in accounting policy referred to in note 23.

NOTE 3	ACCOUNTS RECEIVABLE – OTHER RECEIVABLES

	June 30, 2023	June 30, 2022
	\$	\$
Due from Federal Government	180,336	105,995
Other	100,062	42,913
BCPSEA and PEBT benefit surplus	1,400,637	1,531,332
	1,681,035	1,680,240

### NOTE 4 PORTFOLIO INVESTMENTS

	June 30, 2023	June 30, 2022
Investments measured at cost:	\$	\$
GIC's	211,584	208,765

### NOTE 5 CONSTRUCTION SECURITY DEPOSIT

The school district has paid construction security deposits as security for performance of various obligations during construction in progress.

	June 30, 2023	June 30, 2022
	\$	\$
District of Saanich	6,680	87,100
District of Central Saanich	581,249	-
	587,929	87,100

NOTE 6	ACCOUNTS PAYABLE AND ACCRUED LIABILITIES – OTH	ER	
		June 30, 2023	June 30, 2022
		\$	\$
Trade payabl	es	1,526,541	1,219,357
Salaries and	benefits payable	8,180,782	7,430,193
Accrued vaca	tion pay	505,245	492,490
		10,212,568	9,142,040
NOTE 7	UNEARNED REVENUE	June 30, 2023	June 30, 2022
		\$	\$
Balance, beg	inning of year	5,055,707	4,194,914
Changes for t			
Tuit	ion fees collected	4,646,942	4,247,847
Hor	nestay fees collected	2,621,179	2,534,994
Decrea	se:	7,268,121	6,782,841

(4,193,697)

(2,365,520)

708,904

5,764,611

(3,708,763)

(2,213,285)

860,793

5,055,707

Tuition and other fees recognized as revenue

Homestay fees recognized as revenue

Net changes for the year

Balance, end of year

### NOTE 8 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 Treasury Board, i.e., the stipulations associated with those grants and contributions have not yet been fulfilled. Detailed information about the changes in deferred revenue is included in Schedule 3A.

	June 30, 2023	June 30, 2022
	\$	\$
Balance, beginning of year	2,023,392	1,861,595
Changes for the year:		
Increase:		
Provincial Grants	13,474,963	10,801,601
Other	3,715,161	2,890,672
Investment Income	4,999	6,283
	17,195,123	13,698,556
Decrease:		
Transfers to Revenue	(17,068,578)	(13,508,935)
Recovered	-	(27,824)
Net changes for the year	126,545	161,797
Balance, end of year	2,149,937	2,023,392

### NOTE 9 DEFERRED CAPITAL REVENUE

Deferred capital revenue 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 the Restricted Contributions Regulation 198/2011 issued by Treasury Board. Once spent, the contributions are amortized into revenue over the life of the asset acquired. Detailed information about the changes in deferred capital revenue is included in Schedules 4C and 4D.

	June 30, 2023	June 30, 2022
Balance, deferred capital revenue, subject to	\$	\$
amortization, beginning of year	117,452,523	116,175,381
Changes for the year:		
Increase:		
Capital Additions	1,184,480	628,501
Transfer from work in progress	880,648	5,784,749
Decrease:		
Amortization	(5,320,843)	(5,136,108)
Net changes for the year	(3,255,715)	1,277,142
Balance, deferred capital revenue, subject to		_
amortization, end of year	114,196,808	117,452,523
Balance, deferred capital revenue, not subject to amortization,	874,074	3,196,533
beginning of year		
Transfer from unspent deferred capital revenue – work in progress	3,987,388	3,462,290
Transfer completed projects to deferred capital revenue	(880,648)	(5,784,749)
Balance, deferred capital revenue not subject to amortization,		
end of year	3,980,814	874,074

NOTE 9 DEFERRED CAPITAL REVENUE (continued)		
Balance, unspent deferred capital revenue,		
beginning of year	1,258,727	85,643
Changes for the year:		
Increase:		
Provincial Grants, Ministry of Education and Child Care	3,363,265	3,543,925
Provincial Grants, Other	-	1,186,419
Other	149,561	359,512
Investment income	2,100	1,974
Receivable from Ministry of Education and Child Care – COA Draws	48,567	172,045
Receivable from Ministry of Education and Child Care - Daycare	521,634	-
Decrease:		
Transferred to DCR – Capital Additions	(1,184,480)	(628,501)
Transferred to DCR – Work in Progress	(3,987,388)	(3,462,290)
Net changes for the year	(1,086,741)	1,173,084
Balance, unspent deferred capital revenue,		
end of year	171,986	1,258,727
Balance, end of year	118,349,608	119,585,324

### NOTE 10 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.

	June 30, 2023	June 30, 2022
Reconciliation of Accrued Benefit Obligation		
neconciliation of Accided Bellent Obligation	\$	\$
Accrued Benefit Obligation – April 1	4,414,972	4,498,120
Service Cost	336,442	368,344
Interest Cost	146,862	116,935
Benefit Payments	(556,874)	(524,716)
Actuarial Loss	39,228	(43,711)
Accrued Benefit Obligation – March 31	4,380,630	4,414,972
Reconciliation of Funded Status at End of Fiscal Year		
Accrued Benefit Obligation – March 31	4,380,630	4,414,972
Market Value of Plan Assets – March 31	-	-
Funded Status – Deficit	(4,380,630)	(4,414,972)
Employer Contributions After Measurement Date	329,763	284,738
Benefits Expense After Measurement Date	(126,850)	(120,826)
Unamortized Net Actuarial Loss	97,640	189,799
Accrued Benefit Liability – June 30	(4,080,077)	(4,061,261)
Reconciliation of Change in Accrued Benefit Liability		
Accrued Benefit Liability – July 1	4,061,261	4,088,113
Net expense for Fiscal Year	620,714	616,454
Employer Contributions	(601,898)	(643,306)
Accrued Benefit Liability – June 30	4,080,077	4,061,261
Components of Net Benefit Expense		
	\$	\$
Service Cost	328,154	360,369
Interest Cost	181,087	124,417
Amortization of Net Actuarial (Gain)/Loss	75,459	131,669
Net Benefit Expense (Income)	584,700	616,455

### NOTE 10 EMPLOYEE FUTURE BENEFITS (continued)

The significant actuarial assumptions adopted for measuring the school district's accrued benefit obligations are:

	June 30, 2023	June 30, 2022
Discount Rate – April 1	3.25%	2.50%
Discount Rate – March 31	4.00%	3.25%
Long Term Salary Growth – April 1	2.50% +	2.50% +
Long Term Salary Growth – April 1	seniority	seniority
Long Torm Salary Crowth March 21	2.50% +	2.50% +
Long Term Salary Growth – March 31	seniority	seniority
EARSL – March 31	11.1 years	11.1 years

#### NOTE 11 ASSET RETIREMENT OBLIGATION

Legal liabilities exist for the removal and disposal of asbestos within some district owned buildings that will undergo major renovations or demolition in the future. A reasonable estimate of the fair value of the obligation has been recognized using the modified retroactive approach as at July 1, 2022 (see Note 23 – Prior Period Adjustment – Change in Accounting Policy). 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.

	\$
Asset Retirement Obligation, July 1, 2022 (see Note 23)	12,688,641
Settlements during the year	-
Asset Retirement Obligation, closing balance	12,688,641

#### NOTE 12 TANGIBLE CAPITAL ASSETS

#### **Net Book Value:**

	Net Book Value 2023	Net Book Value 2022 (restated see Note 23)
	\$	\$
Sites	6,088,418	6,088,418
Buildings	125,031,774	129,172,178
Buildings - Work in Progress	2,793,079	384,116
Furniture & Equipment	5,804,800	5,524,770
Furniture & Equipment - Work in Progress	1,187,735	489,958
Vehicles	871,411	916,684
Computer Software	6,753	21,213
Computer Hardware	2,299,072	1,766,047
Total	144,083,042	144,363,384

### NOTE 12 TANGIBLE CAPITAL ASSETS (continued)

### June 30, 2023

Cost:	<b>Opening Cost</b>	Additions	Disposals	Disposals Transfers	
	\$	\$	\$	\$	\$
Sites	6,088,418	-	-	-	6,088,418
Buildings	240,471,751	905,100	-	349,847	241,726,698
Work in Progress	384,116	2,758,810	-	(349,847)	2,793,079
Furniture & Equipment	8,870,039	645,742	(986,362)	530,801	9,060,220
Work in Progress	489,958	1,228,578	-	(530,801)	1,187,735
Vehicles	1,579,837	118,499	(2,746)	-	1,695,590
Computer Software	98,444	-	(52,285)	-	46,159
Computer Hardware	3,039,001	1,220,585	(422,988)	-	3,836,598
Total	261,021,564	6,877,314	(1,464,381)	-	266,434,497

Accumulated Amortization:	Opening Accumulated Amortization (Restated – Note 23)	Additions	Disposals	Transfers	Total 2023
	\$	\$	\$	\$	\$
Sites	-	-	-	-	-
Buildings	111,299,573	5,395,351	-	-	116,694,924
Furniture & Equipment	3,345,269	896,513	(986,362)	-	3,255,420
Vehicles	663,153	163,772	(2,746)	-	824,179
Computer Software	77,231	14,460	(52,285)	-	39,406
Computer Hardware	1,272,954	687,560	(422,988)	-	1,537,526
Total	116,658,180	7,157,656	(1,464,381)	-	122,351,455

### NOTE 12 TANGIBLE CAPITAL ASSETS (continued)

### June 30, 2022

	Opening	ARO (see				
Cost:	Cost	Note 23)	Additions	Disposals	Transfers	Total 2022
	\$		\$	\$	\$	\$
Sites	6,088,418		-	-	-	6,088,418
Buildings	222,395,624	12,688,641	507,661	-	4,879,825	240,471,751
Work in Progress	3,153,760		2,110,181	-	(4,879,825)	384,116
Furniture &	8,020,025		377,455	(432,368)	904,927	8,870,039
Equipment						
Work in Progress	42,776		1,352,109	-	(904,927)	489,958
Vehicles	1,668,425		92,447	(181,035)	-	1,579,837
Computer Software	121,484		-	(23,040)	-	98,444
Computer Hardware	2,584,204		686,873	(232,076)	-	3,039,001
Total	244,074,716	12,688,641	5,126,726	(868,519)	-	261,021,564
	Opening					Total 2022
Accumulated	Accumulated	ARO (see				(restated –
Amortization:	Amortization	Note 23)	Additions	Disposals	Transfers	Note 23)
	\$		\$	\$	\$	\$
Sites	-		-	-	-	-
Buildings	93,341,169	12,688,641	5,269,763	-	-	111,299,573
Furniture &	2,933,136		844,501	(432,368)	-	3,345,269
Equipment						
Vehicles	681,775		162,413	(181,035)	-	663,153
Computer Software	78,278		21,993	(23,040)	-	77,231
Computer Hardware	942,709		562,321	(232,076)	-	1,272,954
Total	97,977,067	12,688,641	6,860,991	(868,519)	-	116,658,180

### NOTE 13 ACCUMULATED SURPLUS

Accumulated surplus consists of individual fund surplus and reserves and reserve funds as follows:

June 30, 2023	June 30, 2022 (restated – Note 23)
\$	\$
13,221,588	13,352,955
477,625	356,905
3,659,443	3,994,957
17,358,656	17,704,817
	\$ 13,221,588 477,625 3,659,443

Inter-fund transfers between the operating, special purpose and capital funds for the year ended June 30, 2023, were as follows:

- \$1,641,865 was transferred from the operating fund to the capital fund and \$63,581 was transferred from the special purpose fund to the capital fund for the purchase of capital assets.
- \$116,820 was transferred from the operating fund to the local capital fund for future purchases of capital assets.

The operating surplus has been internally restricted (appropriated) by the Board for the 2023/2024 budget.

		June 30, 2023
		\$
School Activities	252,928	
District Activities	522,701	
Appropriated for 2023/24 Budget	1,384,307	
Subtotal Internally Restricted		2,159,936
Unrestricted Operating Surplus		1,499,507
Total Available for Future Operations		3,659,443

#### NOTE 14 CONTRACTUAL OBLIGATIONS

The school district has entered into contracts related to capital projects with a remaining cost of approximately \$4,249,359.

The following table summarizes other contractual obligations of the school district:

\$						
Contractual Obligations	2024	2025	2026	2027	2028	Thereafter
Various purchase contracts	273,761	284,714	293,956	38,600	41,035	-

#### NOTE 15 CONTRACTUAL RIGHTS

Contractual rights are rights to economic resources arising from contracts or agreements that will result in revenues and assets in the future. The school district's contractual rights arise because of contracts entered into for the license or lease of district facilities. The following table summarizes the contractual rights of the school district for future assets:

\$						
Contractual Rights	2024	2025	2026	2027	2028	Thereafter
Leases of Property	405,126	430,067	416,643	423,737	154,460	706,846

#### NOTE 16 CONTINGENT LIABILITIES

The school district, in conducting its usual business activities, is involved in various legal claims and litigation. In the event any unsettled claims are successful, management believes that such claims are not expected to have a material effect on the school district's financial position, and accordingly, no provision has been made in these financial statements for any liability that may result. Any losses arising from these actions will be recorded in the year in which the related litigation is settled.

### NOTE 17 BUDGET FIGURES

Budget figures included in the financial statements were approved by the Board through the adoption of an amended annual budget bylaw on February 15, 2023. The original annual budget was adopted on June 15, 2022. The original and amended budgets are presented below.

	2023 Amended Annual Budget	2023 Annual Budget
Revenues		
	\$	\$
Provincial Grants	87,563,863	82,160,738
Tuition	4,048,515	4,137,850
Other Revenue	9,262,687	9,142,187
Rentals and Leases	390,000	390,000
Investment Income	487,120	200,000
Amortization of Deferred Capital Revenue	4,805,000	5,000,000
Total Revenue	106,557,185	101,030,775
Expenses		
Instruction	89,265,357	82,506,152
District Administration	3,612,839	3,600,145
Operations and Maintenance	16,994,277	16,579,057
Transportation and Housing	2,068,297	1,854,543
Total Expense	111,940,770	104,539,897
Net Revenue (Expense)	(5,383,585)	(3,509,122)
Budgeted Allocation of Surplus	4,174,237	2,530,968
Budgeted Surplus (Deficit) for the year	(1,209,348)	(978,154)

NOTE 18	EXPENSE BY OBJECT		
		June 30, 2023	June 30, 2022
		\$	\$
Salaries and be	enefits	88,966,754	85,976,663
Services and su	upplies	16,145,833	14,007,076
Amortization		7,157,656	6,860,994
		112,270,243	106,844,733

### NOTE 19 EMPLOYEE PENSION PLANS

The school district and its employees contribute to the Teachers' Pension Plan and Municipal Pension Plan (jointly trusteed 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, 2022, the Teachers' Pension Plan has about 51,000 active members and approximately 41,000 retired members. As of December 31, 2022, the Municipal Pension Plan has about 240,000 active members, including approximately 30,000 from school districts.

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

The most recent actuarial valuation of the Teachers' Pension Plan as at December 31, 2020, indicated a \$1.584 million surplus for basic pension benefits on a going concern basis.

The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2021, indicated a \$3.761 million funding surplus for basic pension benefits on a going concern basis.

The school district paid \$7,331,367 for employer contributions to the plans for the year ended June 30, 2023 (2022: \$7,130,907).

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

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

# SCHOOL DISTRICT No. 63 (SAANICH) NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2023

#### NOTE 20 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. Related parties also include key management personnel and close family members. Transactions with these entities, unless disclosed separately, are considered to be in the normal course of operations and are recorded at the exchange amount.

#### NOTE 21 ECONOMIC DEPENDENCE

The operations of the school district are dependent on continued funding from the Ministry of Education and Child Care and various governmental agencies to carry out its programs. These financial statements have been prepared on a going concern basis.

#### NOTE 22 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.

#### 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 and cash equivalents, amounts receivable and investments.

The school district is exposed to credit risk in the event of non-performance by a borrower. This risk is mitigated as most amounts receivable are due from the Province and are collectible.

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 placed in recognized British Columbia institutions and the school district invests solely in guaranteed investment certificates.

#### 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

# SCHOOL DISTRICT No. 63 (SAANICH) NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2023

### NOTE 22 RISK MANAGEMENT (continued)

### b) Market Risk (continued)

rate risk as they invest solely in guaranteed investment certificates that have a maturity date of no more than 3 years.

#### 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 2022 related to credit, market or liquidity risks.

#### NOTE 23 PRIOR PERIOD ADJUSTMENT – CHANGE IN ACCOUNTING POLICY

On July 1, 2022 the School District adopted Canadian public sector accounting standard PS 3280 Asset Retirement Obligations. This new standard addresses the recognition, measurement, presentation and disclosure of legal obligations associated with the retirement of certain tangible capital assets such as asbestos removal in buildings that will undergo major renovation or demolition in the future (see Note 11). This standard was adopted using the modified retroactive approach.

On July 1, 2022 the School District recognized an asset retirement obligation relating to several owned buildings that contain asbestos. The liability has been measured at current cost as the timing and amounts of future cash flows cannot be estimated. The associated costs have been reported as an increase to the carrying value of the associated tangible capital assets. Accumulated amortization has been recorded from the later of, the date of acquisition of the related asset or April 1, 1988 (effective date of the Hazardous Waste Regulation (April 1, 1988) – Part 6 – Management of Specific Hazardous Wastes).

The impact of the prior period adjustment on the June 30, 2022 comparative amounts is as follows:

	Increase
	(Decrease)
Asset Retirement Obligation (liability)	\$ 12,688,641
Tangible Capital Assets – cost	\$ 12,688,641
Tangible Capital Assets – accumulated amortization	\$ 12,688,641
Operations & Maintenance Expense – Asset amortization (2022)	-
Accumulated Surplus – Invested in Capital Assets	(\$12,688,641)

Schedule of Changes in Accumulated Surplus (Deficit) by Fund Year Ended June 30, 2023

				2023	2022
	Operating	Special Purpose	Capital	Actual	Actual
	Fund	Fund	Fund		(Restated - Note 23)
	\$	\$	\$	\$	\$
Accumulated Surplus (Deficit), beginning of year	3,994,957		13,709,860	17,704,817	33,892,089
Prior Period Adjustments					(12,688,641)
Accumulated Surplus (Deficit), beginning of year, as restated	3,994,957	-	13,709,860	17,704,817	21,203,448
Changes for the year					
Surplus (Deficit) for the year	1,423,171	63,581	(1,832,913)	(346,161)	(3,498,631)
Interfund Transfers					
Tangible Capital Assets Purchased	(1,641,865)	(63,581)	1,705,446	-	
Local Capital	(116,820)		116,820	-	
Net Changes for the year	(335,514)	-	(10,647)	(346,161)	(3,498,631)
Accumulated Surplus (Deficit), end of year - Statement 2	3,659,443	-	13,699,213	17,358,656	17,704,817

Schedule of Operating Operations

Year Ended June 30, 2023

Year Ended June 30, 2023			
	2023	2023	2022
	Budget	Actual	Actual
	(Note 17)		(Restated - Note 23)
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	74,188,020	77,514,902	74,605,455
Other	53,760	181,545	183,610
Federal Grants			39,492
Tuition	4,048,515	4,193,697	3,708,763
Other Revenue	6,277,687	6,442,309	5,574,297
Rentals and Leases	390,000	415,440	380,542
Investment Income	480,000	782,868	205,968
Total Revenue	85,437,982	89,530,761	84,698,127
Expenses			
Instruction	73,700,164	73,776,687	72,922,289
District Administration	3,526,204	3,413,180	2,973,649
Operations and Maintenance	9,767,530	9,217,468	9,025,217
Transportation and Housing	1,658,321	1,700,255	1,553,652
Total Expense	88,652,219	88,107,590	86,474,807
•			
Operating Surplus (Deficit) for the year	(3,214,237)	1,423,171	(1,776,680)
<b>Budgeted Appropriation (Retirement) of Surplus (Deficit)</b>	4,174,237		
Net Transfers (to) from other funds			
Tangible Capital Assets Purchased	(850,000)	(1,641,865)	(1,035,089)
Local Capital	(110,000)	(116,820)	(109,982)
Total Net Transfers	(960,000)	(1,758,685)	(1,145,071)
Total Operating Surplus (Deficit), for the year		(335,514)	(2,921,751)
Operating Surplus (Deficit), beginning of year		3,994,957	6,916,708
Operating Surplus (Deficit), end of year	_	3,659,443	3,994,957
Operating Sumby (Deficit) and of year			
Operating Surplus (Deficit), end of year Internally Restricted		2,159,936	3,527,484
Unrestricted		1,499,507	467,473
Total Operating Surplus (Deficit), end of year	_	3,659,443	3,994,957
Total Operating outplus (Deficit), thu of year	=	3,032,443	3,777,731

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Schedule of Operating Revenue by Source Year Ended June 30, 2023

	2023	2023	2022
	Budget	Actual	Actual
	(Note 17)		(Restated - Note 23)
	\$	\$	\$
Provincial Grants - Ministry of Education and Child Care			
Operating Grant, Ministry of Education and Child Care	76,774,842	76,627,629	76,549,164
ISC/LEA Recovery	(3,552,472)	(3,190,534)	(3,079,193)
Other Ministry of Education and Child Care Grants			
Pay Equity	377,315	377,315	377,315
Funding for Graduated Adults	362,048	335,439	463,074
Student Transportation Fund	280,000	280,000	280,000
FSA Scorer Grant	15,214	15,214	12,964
Early Learning Framework (ELF) Implementation	1,442	1,442	2,131
Labour Settlement Funding		3,068,397	
Operating Grant Enrolment Adjustment Special Needs	(70,369)	-	-
Total Provincial Grants - Ministry of Education and Child Care	74,188,020	77,514,902	74,605,455
Provincial Grants - Other	53,760	181,545	183,610
Federal Grants		-	39,492
The decision of the decision o			
Tuition  International and Out of Province Students	4.049.515	4 102 607	2 709 762
	4,048,515	4,193,697	3,708,763
Total Tuition	4,048,515	4,193,697	3,708,763
Other Revenues			
Funding from First Nations	3,552,472	3,192,947	2,723,698
Miscellaneous			
Miscellaneous and School Generated	234,065	529,491	428,694
Cafeteria	68,000	247,679	184,506
Reading Recovery	-	-	69,292
Textbook Deposits and Distance Ed Fees	75,000	63,077	108,010
International and Out of Province Homestay Fees	2,348,150	2,365,520	2,029,855
Community Use		43,595	30,242
Total Other Revenue	6,277,687	6,442,309	5,574,297
Rentals and Leases	390,000	415,440	380,542
Investment Income	480,000	782,868	205,968
Total Operating Revenue	85,437,982	89,530,761	84,698,127
		, , , -	, , ,

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Schedule of Operating Expense by Object Year Ended June 30, 2023

	2023	2023	2022
	Budget	Actual	Actual
	(Note 17)		(Restated - Note 23)
	\$	\$	\$
Salaries			
Teachers	33,619,707	34,010,766	35,576,010
Principals and Vice Principals	4,906,441	4,782,113	4,636,514
Educational Assistants	6,230,650	5,802,868	5,214,769
Support Staff	8,917,970	8,494,814	8,463,733
Other Professionals	3,333,828	3,342,948	3,151,514
Substitutes	3,778,550	4,336,063	3,919,473
Total Salaries	60,787,146	60,769,572	60,962,013
<b>Employee Benefits</b>	15,477,935	16,021,019	15,168,799
<b>Total Salaries and Benefits</b>	76,265,081	76,790,591	76,130,812
Services and Supplies			
Services	5,151,057	5,134,765	4,823,714
Professional Development and Travel	807,922	560,033	445,956
Rentals and Leases	169,000	157,541	137,659
Dues and Fees	327,528	304,967	385,591
Insurance	165,460	208,047	187,184
Supplies	4,158,136	3,344,988	2,879,215
Utilities	1,608,035	1,606,658	1,484,676
Total Services and Supplies	12,387,138	11,316,999	10,343,995
<b>Total Operating Expense</b>	88,652,219	88,107,590	86,474,807

Operating Expense by Function, Program and Object

Year Ended June 30, 2023

	Teachers	Principals and Vice Principals	Educational Assistants	Support Staff	Other Professionals	Substitutes	Total
	Salaries	Salaries	Salaries	Salaries	Salaries	Salaries	Salaries
47 / //	\$	\$	\$	\$	\$	\$	\$
1 Instruction	25.256.016	514 520	70.004	220 205		2 (70 541	20.000.050
1.02 Regular Instruction	25,256,816	514,520	78,994	339,205		3,679,541	29,869,076
1.03 Career Programs	398,446		149,851	64,208		694	613,199
1.07 Library Services	944,319	4.0.		369,270		1,235	1,314,824
1.08 Counselling	1,183,121	16,957				8,494	1,208,572
1.10 Special Education	4,030,881	184,289	5,282,923	285,827	757,327	254,841	10,796,088
1.30 English Language Learning	831,154						831,154
1.31 Indigenous Education	416,777	146,213	291,100	36,575	72,444	2,370	965,479
1.41 School Administration		3,773,261		1,737,295		45,794	5,556,350
1.62 International and Out of Province Students	843,135	146,873		376,825	169,174	2,167	1,538,174
Total Function 1	33,904,649	4,782,113	5,802,868	3,209,205	998,945	3,995,136	52,692,916
4 District Administration							
4.11 Educational Administration				41,304	843,000		884,304
4.40 School District Governance					124,268		124,268
4.41 Business Administration				432,327	776,475	1,643	1,210,445
Total Function 4	-	-	-	473,631	1,743,743	1,643	2,219,017
5 Operations and Maintenance							
5.41 Operations and Maintenance Administration	106,117			100,256	485,889	39,221	731,483
5.50 Maintenance Operations	ŕ			3,577,340	ŕ	234,457	3,811,797
5.52 Maintenance of Grounds				492,069		,	492,069
5.56 Utilities				,,,,,,,			-
Total Function 5	106,117	-	-	4,169,665	485,889	273,678	5,035,349
7 Transportation and Housing							
7.41 Transportation and Housing Administration				83,519	114,371		197,890
7.70 Student Transportation				558,794	11.,0,1	65,606	624,400
Total Function 7		-	-	642,313	114,371	65,606	822,290
9 Debt Services							
Total Function 9	-	•	-	-	-	-	-
Total Functions 1 - 9	34,010,766	4,782,113	5,802,868	8,494,814	3,342,948	4,336,063	60,769,572

Operating Expense by Function, Program and Object

Year Ended June 30, 2023

Teal Effect Julie 30, 2023	Total Salaries	Employee Benefits	Total Salaries and Benefits	Services and Supplies	2023 Actual	2023 Budget (Note 17)	2022 Actual (Restated - Note 23)
	\$	\$	\$	\$	\$	\$	\$
1 Instruction							
1.02 Regular Instruction	29,869,076	8,247,840	38,116,916	2,460,407	40,577,323	39,894,182	42,801,306
1.03 Career Programs	613,199	141,697	754,896	696,579	1,451,475	1,439,079	1,395,818
1.07 Library Services	1,314,824	325,003	1,639,827	55,620	1,695,447	1,482,042	1,444,087
1.08 Counselling	1,208,572	238,687	1,447,259	-	1,447,259	1,203,168	1,365,495
1.10 Special Education	10,796,088	2,889,859	13,685,947	525,475	14,211,422	15,480,307	12,707,883
1.30 English Language Learning	831,154	194,579	1,025,733	5,187	1,030,920	737,019	1,050,191
1.31 Indigenous Education	965,479	225,789	1,191,268	78,142	1,269,410	1,528,660	1,189,533
1.41 School Administration	5,556,350	1,309,226	6,865,576	106,899	6,972,475	6,598,061	6,420,694
1.62 International and Out of Province Students	1,538,174	401,601	1,939,775	3,181,181	5,120,956	5,337,646	4,547,282
Total Function 1	52,692,916	13,974,281	66,667,197	7,109,490	73,776,687	73,700,164	72,922,289
4 District Administration							
4.11 Educational Administration	884,304	175,395	1,059,699	103,462	1,163,161	1,156,772	1,041,900
4.40 School District Governance	124,268	6,048	130,316	111,597	241,913	308,050	190,148
4.41 Business Administration	1,210,445	302,626	1,513,071	495,035	2,008,106	2,061,382	1,741,601
Total Function 4	2,219,017	484,069	2,703,086	710,094	3,413,180	3,526,204	2,973,649
5 Operations and Maintenance							
5.41 Operations and Maintenance Administration	731,483	120,369	851,852	334,278	1,186,130	1,292,511	1,146,189
5.50 Maintenance Operations	3,811,797	1,072,804	4,884,601	745,428	5,630,029	6,058,593	5,649,561
5.52 Maintenance of Grounds	492,069	137,883	629,952	164,699	794,651	808,391	744,791
5.56 Utilities		,	, <u>-</u>	1,606,658	1,606,658	1,608,035	1,484,676
Total Function 5	5,035,349	1,331,056	6,366,405	2,851,063	9,217,468	9,767,530	9,025,217
7 Transportation and Housing							
7.41 Transportation and Housing Administration	197,890	42,380	240,270	6,056	246,326	314,104	199,818
7.70 Student Transportation	624,400	189,233	813,633	640,296	1,453,929	1,344,217	1,353,834
Total Function 7	822,290	231,613	1,053,903	646,352	1,700,255	1,658,321	1,553,652
9 Debt Services							
Total Function 9	-	-	-	-	-	-	-
Total Functions 1 - 9	60,769,572	16,021,019	76,790,591	11,316,999	88,107,590	88,652,219	86,474,807

Schedule of Special Purpose Operations Year Ended June 30, 2023

	2023	2023	2022
	Budget	Actual	Actual
	(Note 17)		(Restated - Note 23)
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	13,322,083	13,344,812	10,717,370
Other Revenue	2,985,000	3,718,767	2,791,565
Investment Income		4,999	
Total Revenue	16,307,083	17,068,578	13,508,935
Expenses			
Instruction	15,565,193	16,407,355	12,630,328
District Administration	86,635	86,635	86,635
Operations and Maintenance	405,872	405,872	705,639
Transportation and Housing	249,383	105,135	86,333
Total Expense	16,307,083	17,004,997	13,508,935
Special Purpose Surplus (Deficit) for the year		63,581	-
Net Transfers (to) from other funds			
Tangible Capital Assets Purchased		(63,581)	
Total Net Transfers	-	(63,581)	-
Total Special Purpose Surplus (Deficit) for the year		-	-
Special Purpose Surplus (Deficit), beginning of year			
Special Purpose Surplus (Deficit), end of year	 	_	-

Changes in Special Purpose Funds and Expense by Object Year Ended June 30, 2023

Poterred Revenue, beginning of year		Annual Facility Grant	Learning Improvement Fund	Scholarships and Bursaries	School Generated Funds	Strong Start	Ready, Set, Learn	OLEP	CommunityLINK	Classroom Enhancement Fund - Overhead
Modi: Restricted Grants		\$	\$	\$	\$	\$	\$	\$	\$	\$
Provincial Grants - Ministry of Education and Child Care Other Other Hovestment Income   233,268   3,482,893   1,960   19,600   172,006   440,482   880,374   1,960	Deferred Revenue, beginning of year	-	61,314	247,181	1,486,632	-	14,948	23,274	-	-
Chicago   182,268   3,482,893   182,904   182,905   182,006   18	Add: Restricted Grants									
Investment Income	Provincial Grants - Ministry of Education and Child Care	305,872	266,534			96,000	19,600	172,006	440,482	880,374
See   See	Other			232,268	3,482,893					
Provincial Grants - Ministry of Education and Child Care   1908	Investment Income			4,999						
Percentage		305,872	266,534	237,267	3,482,893	96,000	19,600	172,006	440,482	880,374
Revenues         Provincial Grants - Ministry of Education and Child Care Other Revenue Investment Income         305,872 264,794 264,794 213,332 3,510,434 29,90 16,579 173,395 440,482 880,374 49,995         440,982 40,882 880,374 49,995           Expenses         305,872 264,794 213,332 3,510,434 93,940 16,579 173,395 440,482 880,374 49,995         440,882 880,374 49,882 880,374 48,882 88		305,872							440,482	880,374
Provincial Grants - Ministry of Education and Child Care   305,872   264,794   213,332   3,510,434   16,579   173,395   440,482   880,374   16,579   173,395   173,3	Deferred Revenue, end of year		63,054	271,116	1,459,091	2,060	17,969	21,885	<u> </u>	<u>-</u>
Other Revenue Investment Income         208,333 4,999         3,510,434         4,999         4,999         4,999         4,999         4,999         4,999         4,999         4,999         4,999         4,999         4,999         4,999         4,999         4,999         4,999         4,999         4,990         16,579         173,395         440,482         880,374         8	Revenues									
Newstment Income	Provincial Grants - Ministry of Education and Child Care	305,872	264,794			93,940	16,579	173,395	440,482	880,374
Salaries	Other Revenue			208,333	3,510,434					
Salaris	Investment Income			4,999						
Salaries		305,872	264,794	213,332	3,510,434	93,940	16,579	173,395	440,482	880,374
Teachers	Expenses									
Principals and Vice Principals   214,882   8,810   147,059   198,240   198	Salaries									
Educational Assistants   214,882   56,897   287,425   79,296   7	Teachers							45,316		
Support Staff Other Professionals Other Professionals	Principals and Vice Principals								64,418	147,059
Other Professionals Substitutes         72,803           Substitutes         19,797         216,450           Employee Benefits         - 214,882         56,897         - 74,923         351,843         713,848           Employee Benefits         49,423         14,584         21,869         88,639         15,526           Services and Supplies         305,872         489         213,332         3,446,853         22,459         16,579         76,603         12,000           Net Revenue (Expense) before Interfund Transfers         63,581              Interfund Transfers         63,581              Tangible Capital Assets Purchased         63,581	Educational Assistants		214,882					9,810		198,240
Substitutes         19,797         216,450           Employee Benefits         49,423         - 14,882         - 56,897         - 74,923         351,843         713,848           Employee Benefits         49,423         14,584         21,869         88,639         154,526           Services and Supplies         305,872         489         213,332         3,446,853         22,459         16,579         76,603         12,000           Net Revenue (Expense) before Interfund Transfers         63,581						56,897			287,425	79,296
Complete Remark   Complete R	Other Professionals									72,803
Employee Benefits	Substitutes							19,797		216,450
Services and Supplies         305,872         489         213,332         3,446,853         22,459         16,579         76,603         12,000           Net Revenue (Expense) before Interfund Transfers         -         -         -         63,581         -		-		-	-		-		,	713,848
Net Revenue (Expense) before Interfund Transfers	Employee Benefits		49,423			14,584		21,869	88,639	154,526
Net Revenue (Expense) before Interfund Transfers         -         -         63,581         -	Services and Supplies	305,872	489		3,446,853	22,459	16,579	76,603		12,000
Interfund Transfers         (63,581)           Tangible Capital Assets Purchased         -		305,872	264,794	213,332	3,446,853	93,940	16,579	173,395	440,482	880,374
Tangible Capital Assets Purchased (63,581) (63,581)	Net Revenue (Expense) before Interfund Transfers		-	-	63,581	-	_	-	-	<u>-</u>
Tangible Capital Assets Purchased (63,581) (63,581)										<u>-</u>
(63,581)										
	Tangible Capital Assets Purchased				(63,581)					
Net Revenue (Expense)		-	-	-	(63,581)	-	-	-	-	-
	Net Revenue (Expense)									

Changes in Special Purpose Funds and Expense by Object Year Ended June 30, 2023

		Classroom Enhancement Fund - Remedies		Mental Health in Schools	Changing Results for Young Children		Federal Safe Return to Class / Ventilation Fund	Student & Family Affordability	ECL (Early Care & Learning)
Deferred Revenue, beginning of year	<b>\$</b> -	\$ -	<b>\$</b> 164,383	<b>\$</b> -	\$ 25,660	\$ -	\$ -	\$	\$
Add: Restricted Grants Provincial Grants - Ministry of Education and Child Care Other Investment Income	8,788,760	1,473,693	42,480	52,000	25,000			737,162	175,000
	8,788,760	1,473,693	42,480	52,000	25,000	-	-	737,162	175,000
Less: Allocated to Revenue	8,788,760	1,473,693	105,135	52,000	21,421	-	-	644,524	83,843
Deferred Revenue, end of year		-	101,728	-	29,239	-	-	92,638	91,157
Revenues									
Provincial Grants - Ministry of Education and Child Care	8,788,760	1,473,693	105,135	52,000	21,421			644,524	83,843
Other Revenue									
Investment Income									
	8,788,760	1,473,693	105,135	52,000	21,421	-	-	644,524	83,843
Expenses									
Salaries									
Teachers	7,087,710								
Principals and Vice Principals									59,070
Educational Assistants				16,521					
Support Staff			45,165						
Other Professionals									
Substitutes		1,228,078			12,779				4,648
	7,087,710	1,228,078	45,165	16,521	12,779	-	-	-	63,718
Employee Benefits	1,701,050	245,615	11,992	3,479	2,276				16,346
Services and Supplies			47,978	32,000	6,366			644,524	3,779
	8,788,760	1,473,693	105,135	52,000	21,421	-	-	644,524	83,843
Net Revenue (Expense) before Interfund Transfers	-	-	-	-	-	-	-	-	-
Interfund Transfers  Tangible Capital Assets Purchased									
	-	-	-	-	-	-	-	-	-
Net Revenue (Expense)	-	-		-	-	-		-	-

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2023

		TOTAL
		\$
Defer	red Revenue, beginning of year	2,023,392
Add:	Restricted Grants	
	Provincial Grants - Ministry of Education and Child Care	13,474,963
	Other	3,715,161
	Investment Income	4,999
		17,195,123
	Allocated to Revenue	17,068,578
Defer	red Revenue, end of year	2,149,937
Reven	nuec .	
Keven	Provincial Grants - Ministry of Education and Child Care	13,344,812
	Other Revenue	3,718,767
	Investment Income	4,999
		17,068,578
Expen	ses	
•	Salaries	
	Teachers	7,133,026
	Principals and Vice Principals	270,547
	Educational Assistants	439,453
	Support Staff	468,783
	Other Professionals	72,803
	Substitutes	1,481,752
		9,866,364
	Employee Benefits	2,309,799
	Services and Supplies	4,828,834
		17,004,997
Not D	evenue (Expense) before Interfund Transfers	63,581
Net K	evenue (Expense) before interfund Transfers	03,361
Interf	und Transfers	
	Tangible Capital Assets Purchased	(63,581)
		(63,581)
Net R	evenue (Expense)	
	• • •	

Schedule of Capital Operations Year Ended June 30, 2023

Budget	Invested in Tangible	Local	- ·	_
		Local	Fund	Actual
(Note 17)	Capital Assets	Capital	Balance	(Restated - Note 23)
\$	\$	\$	\$	\$
7,120		3,900	3,900	2,932
4,805,000	5,320,843		5,320,843	5,136,108
4,812,120	5,320,843	3,900	5,324,743	5,139,040
6,820,875	7,157,656		7,157,656	6,739,935
160,593			-	121,056
6,981,468	7,157,656	-	7,157,656	6,860,991
(2,169,348)	(1,836,813)	3,900	(1,832,913)	(1,721,951)
850,000	1,705,446		1,705,446	1,035,089
110,000		116,820	116,820	109,982
960,000	1,705,446	116,820	1,822,266	1,145,071
(1,209,348)	(131,367)	120,720	(10,647)	(576,880)
	13,352,955	356,905	13,709,860	26,975,381
				(12,688,641)
	13,352,955	356,905	13,709,860	14,286,740
	13.221.588	477.625	13,699,213	13,709,860
	\$ 7,120 4,805,000 4,812,120  6,820,875 160,593 6,981,468  (2,169,348)  850,000 110,000 960,000	\$ \$ \$ 7,120 4,805,000 5,320,843 4,812,120 5,320,843 6,820,875 7,157,656 160,593 6,981,468 7,157,656 (2,169,348) (1,836,813) 850,000 1,705,446 110,000 960,000 1,705,446 (1,209,348) (131,367) 13,352,955	\$ \$ \$ 3,900 4,805,000 5,320,843 3,900 4,812,120 5,320,843 3,900 6,820,875 7,157,656 160,593 6,981,468 7,157,656 - (2,169,348) (1,836,813) 3,900 850,000 1,705,446 110,000 116,820 960,000 1,705,446 116,820 (1,209,348) (131,367) 120,720 13,352,955 356,905	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$

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Tangible Capital Assets Year Ended June 30, 2023

			Furniture and		Computer	Computer	
	Sites	Buildings	Equipment	Vehicles	Software	Hardware	Total
	\$	\$	\$	\$	\$	\$	\$
Cost, beginning of year	6,088,418	227,783,110	8,870,039	1,579,837	98,444	3,039,001	247,458,849
Prior Period Adjustments							
To Recognize Asset Retirement Obligation		12,688,641					12,688,641
Cost, beginning of year, as restated	6,088,418	240,471,751	8,870,039	1,579,837	98,444	3,039,001	260,147,490
Changes for the Year							
Increase:							
Purchases from:							
Deferred Capital Revenue - Bylaw		742,930	291,966				1,034,896
Deferred Capital Revenue - Other		149,561	23				149,584
Operating Fund		12,609	290,172	118,499		1,220,585	1,641,865
Special Purpose Funds			63,581				63,581
Transferred from Work in Progress		349,847	530,801				880,648
	=	1,254,947	1,176,543	118,499	-	1,220,585	3,770,574
Decrease:							
Deemed Disposals			986,362	2,746	52,285	422,988	1,464,381
		-	986,362	2,746	52,285	422,988	1,464,381
Cost, end of year	6,088,418	241,726,698	9,060,220	1,695,590	46,159	3,836,598	262,453,683
Work in Progress, end of year		2,793,079	1,187,735				3,980,814
Cost and Work in Progress, end of year	6,088,418	244,519,777	10,247,955	1,695,590	46,159	3,836,598	266,434,497
Accumulated Amortization, beginning of year		98,610,932	3,345,269	663,153	77,231	1,272,954	103,969,539
Prior Period Adjustments		12,688,641					12,688,641
Accumulated Amortization, beginning of year, as restated	_	111,299,573	3,345,269	663,153	77,231	1,272,954	116,658,180
Changes for the Year	_	111,299,373	3,343,209	003,133	77,231	1,272,934	110,050,100
Increase: Amortization for the Year		5,395,351	896,513	163,772	14,460	687,560	7,157,656
Decrease:		3,393,331	690,313	103,772	14,400	087,300	7,137,030
Deemed Disposals			986,362	2,746	52,285	422,988	1,464,381
Declifed Disposals	_		986,362	2,746	52,285	422,988	1,464,381
Accumulated Amortization, end of year	_	116,694,924	3,255,420	824,179	39,406	1,537,526	122,351,455
Tangible Capital Assets - Net	6,088,418	127,824,853	6,992,535	871,411	6,753	2,299,072	144,083,042
Tangibic Capital Assets - Net	0,000,410	141,044,055	0,774,333	0/1,411	0,755	4,499,074	144,000,042

Tangible Capital Assets - Work in Progress Year Ended June 30, 2023

	Buildings	Furniture and Equipment	Computer Software	Computer Hardware	Total
	\$	\$	\$	\$	\$
Work in Progress, beginning of year	384,116	489,958	-	-	874,074
Changes for the Year					
Increase:					
Deferred Capital Revenue - Bylaw	805,274	1,228,578			2,033,852
Deferred Capital Revenue - Other	1,953,536				1,953,536
	2,758,810	1,228,578	-	-	3,987,388
Decrease:					
Transferred to Tangible Capital Assets	349,847	530,801			880,648
C 1	349,847	530,801	-	-	880,648
Net Changes for the Year	2,408,963	697,777	-	-	3,106,740
Work in Progress, end of year	2,793,079	1,187,735	-	-	3,980,814

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Deferred Capital Revenue Year Ended June 30, 2023

	Bylaw Capital	Other Provincial	Other Capital	Total Capital
	\$	\$	\$	\$
Deferred Capital Revenue, beginning of year	106,022,900	10,476,722	952,901	117,452,523
Changes for the Year Increase:				
Transferred from Deferred Revenue - Capital Additions Transferred from Work in Progress	1,034,896 880,648	23	149,561	1,184,480 880,648
C	1,915,544	23	149,561	2,065,128
Decrease:				
Amortization of Deferred Capital Revenue	4,849,316	400,551	70,976	5,320,843
•	4,849,316	400,551	70,976	5,320,843
Net Changes for the Year	(2,933,772)	(400,528)	78,585	(3,255,715)
Deferred Capital Revenue, end of year	103,089,128	10,076,194	1,031,486	114,196,808
Work in Progress, beginning of year	844,793	29,281	-	874,074
Changes for the Year Increase				
Transferred from Deferred Revenue - Work in Progress	2,033,852	1,953,536		3,987,388
· ·	2,033,852	1,953,536	-	3,987,388
Decrease				
Transferred to Deferred Capital Revenue	880,648			880,648
	880,648	-	-	880,648
Net Changes for the Year	1,153,204	1,953,536	-	3,106,740
Work in Progress, end of year	1,997,997	1,982,817	-	3,980,814
Total Deferred Capital Revenue, end of year	105,087,125	12,059,011	1,031,486	118,177,622

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Changes in Unspent Deferred Capital Revenue Year Ended June 30, 2023

	Bylaw Capital	MECC Restricted Capital	Other Provincial Capital	Land Capital	Other Capital	Total
Balance, beginning of year	\$ -	\$ 62,602	<b>\$</b> 1,192,581	\$	<b>\$</b> 3,544	\$ 1,258,727
Changes for the Year						
Increase:						
Provincial Grants - Ministry of Education and Child Care	3,172,488		760,978			3,933,466
Other					149,561	149,561
Investment Income		1,100	1,000			2,100
Transfer project surplus to MECC Restricted (from) Bylaw	(103,740)	103,740				-
· · · · · · · · · · · · · · · · · · ·	3,068,748	104,840	761,978	-	149,561	4,085,127
Decrease:						
Transferred to DCR - Capital Additions	1,034,896		23		149,561	1,184,480
Transferred to DCR - Work in Progress	2,033,852		1,953,536			3,987,388
· ·	3,068,748	-	1,953,559	-	149,561	5,171,868
Net Changes for the Year		104,840	(1,191,581)	-	-	(1,086,741)
Balance, end of year		167,442	1,000	-	3,544	171,986

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

School District No. 63 (Saanich)

Fiscal Year Ended June 30, 2023

### **SCHEDULE OF DEBT**

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

Prepared as required by Financial Information Regulation, Schedule 1, section 4

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

School District No. 63 (Saanich)

Fiscal Year Ended June 30, 2023

### SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS

School District No. 63 (Saanich) has not given any guarantee or indemnity under the Guarantees and Indemnities Regulation.

Prepared as required by Financial Information Regulation, Schedule 1, section 5

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

School District No. 63 (Saanich)

Fiscal Year Ended June 30, 2023

### **STATEMENT OF SEVERANCE AGREEMENTS**

There was one severance agreement made between School District No. 63 (Saanich) and its non-unionized employees during fiscal year 2023.

This agreement represented 12 months' compensation.

Prepared as required by Financial Information Regulation, Schedule 1, subsection 6(7)

#### SCHEDULE OF REMUNERATION AND EXPENSES

#### **ELECTED OFFICIALS**

IAME POSITION REMUNERATION		JUNERATION	EXPENSES	
DUNFORD, TIMOTHY E	CHAIR	\$	21,446 \$	6,721
ELDER, KEVEN	TRUSTEE		11,609	1,443
HICKMAN, SUSAN E	TRUSTEE		11,609	3,222
HOLMAN, ALICIA P	TRUSTEE		6,146	-
MCMURPHY, ELSIE E	VICE CHAIR		19,072	1,648
SILZER, NOLA MARIE	TRUSTEE		17,755	2,405
STELCK, SHEILA E	TRUSTEE		6,146	-
VANDALL, JOYCE B	TRUSTEE		11,609	3,186
VANWELL, TERI LYN	TRUSTEE		18,454	4,265
TOTAL FOR ELECTED OFFICIALS		\$	123,847 \$	22,900

Prepared under the Financial Information Regulation, Schedule 1, subsection 6(2)(a).

#### **DEFINITIONS**

The Financial Information Regulation, Schedule 1, subsection 6(1) provides the following definitions in relation to remuneration and expenses paid in respect of employees.

#### Remuneration

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

#### Expenses

- (a) includes travel expenses, memberships, tuition, relocation, vehicle leases, extraordinary hiring expenses, registration fees and similar amounts paid directly to an employee, or to a third party on behalf of the employee, and which has not been included in "remuneration",
- (b) is not limited to expenses that are generally perceived as perquisites, or bestowing personal benefit, and may include expenditures required for employees to perform their job functions, and
- (c) excludes benefits of a general nature applicable to all employees pursuant to an agreement such as medical, dental, counselling, insurance and similar plans.

NAME	POSITION	REMUNERATION	<b>EXPENSES</b>
ADAMS, LESLIE ALLISON	TEACHER	\$ 102,758 \$	-
AITCHISON, AMBER	TEACHER	100,330	-
ALBERRING, JENNIFER	TEACHER	100,890	-
ALEXANDER, LISA R	TEACHER	84,026	-
ALFORD, SARAH A	TEACHER	98,409	1,016
AMARILLI, CHRISTINA	TEACHER	83,743	-
ANDULAJEVIC, DEJAN	TEACHER	92,688	-
ARCHER, RHAYNA E	TEACHER	83,983	-
ARNOLD, DONALD L S	PROGRAMMER ANALYST	81,555	1,013
ARSENAULT, GARRY W	TEACHER	101,407	125
ASHCROFT, TRACIE L	TEACHER	91,810	-
AUSTIN, MELISSA	DISTRICT PRINCIPAL	146,096	6,970
AZIM, OMAR A	TEACHER	101,450	-
BACKHAUS, JUDY	TEACHER	89,634	-
BAER, DANIEL	TEACHER	95,524	30
BAILEY, AARON L	TEACHER	97,423	786
BAILEY, JENNIFER M	TEACHER	91,762	-
BAINS, HARMINDER	TEACHER	76,367	1
BALES, JOLENE	TEACHER	83,605	-
BANCROFT, AIMEE L	TEACHER	102,623	_
BARBER, ERIN L	TEACHER	92,604	_
BARKER, PHIL	TEACHER	82,839	_
BARNES, KAREN	TEACHER	101,449	19
BARTLETT, ALICIA J	TEACHER	89,933	_
BATALLAS, JENNIFER A	ELEMENTARY PRINCIPAL	142,296	1,275
BEAUCAMP, TARA	TEACHER	92,499	- -
BEAUDRY, JODENE A	ELEMENTARY VICE PRINCIPAL	109,421	1,047
BELANGER, KRISTA L	TEACHER	79,203	- -
BELVEDERE, MATT R	TEACHER	93,280	169
BENETTI, HEIDI T	TEACHER	92,688	-
BERGER, DAN	TEACHER	92,893	-
BERISTAIN, ELENA E	TEACHER	82,614	-
BEVAN, DANICA	TEACHER	80,524	-
BEZJAK, KEVIN	TEACHER	78,775	-
BIRRELL, SARAH	TEACHER	98,742	108
BISHOP, JEFFREY L	TEACHER	100,952	-
BLACK, SHELLY	TEACHER	75,728	-
BLACKIE, JENI-LYNN	TEACHER	92,684	-
BLAIKIE, JANICA L	TEACHER	99,438	-
BLAKE, LAURA C	TEACHER	76,351	-
BOSMAN, SONJE M	TEACHER	84,271	-
BOSSENCE, HEATHER	TEACHER	76,520	-
BOURDON, MELISSA A	TEACHER	75,435	-
BOWES, NATALIE	TEACHER	77,624	30
BOYD, LINDA	TEACHER	99,029	-
BRAUN, RYAN M	SECONDARY VICE PRINCIPAL	127,933	1,676
BRIDGES, GORDON C	MANAGER OF TRANSPORTATION	114,267	4,437
BRIGGS, ALLISON M	TEACHER	100,795	-

NAME	POSITION	REMUNERATION	EXPENSES
BROOKS, ABBY C	SPEECH PATHOLOGIST	\$ 80,333 \$	1,717
BROUWER, RICHARD	TEACHER	80,753	-
BROWN, LORREE	TEACHER	90,791	-
BUCKHAM, WESLEY AARON	SECONDARY PRINCIPAL	141,499	1,198
BURKE, NICOLE	TEACHER	99,318	111
BURNHAM, DAVID	TEACHER	99,475	-
BUSSOLI, REMO	TEACHER	102,800	2,476
BUXCEY, LIANE	TEACHER	92,604	-
CADDELL, TYLER M	TEACHER	92,604	-
CALTON, LARA	TEACHER	87,438	327
CANNADY, MELISSA	TEACHER	81,334	-
CANNON, PATRICK D	TEACHER	100,019	-
CARDINAL, WENDY	TEACHER	85,500	-
CARROLL, JUDITH L	TEACHER	101,449	-
CARRUTHERS, PAMELA J	TEACHER	101,270	-
CAVALLIN, GERALDINE	TEACHER	92,604	-
CHAMBERS, MARNIE V	TEACHER	98,130	-
CHAMBERS, PATRICK R	TEACHER	99,805	-
CHAN, CHRISTOPHER	TEACHER	92,520	-
CHAPMAN, MAREN	TEACHER	101,256	-
CHISHOLM, SUZANNE	SECONDARY VICE PRINCIPAL	127,933	2,508
CHOO, GARY	TEACHER	102,967	220
CIMAGLIA, MEGAN C	DIRECTOR OF FINANCE	131,162	6,145
CLESLE, ANDREAS	ELEMENTARY VICE PRINCIPAL	121,245	628
CLOSE, ASHLEY L	TEACHER	90,037	-
COCKAYNE, RHIANNON	TEACHER	103,310	1,049
COLES, EMMA J	TEACHER	99,821	700
COLLINS, LARA M	TEACHER	101,450	-
COLLINS, MICHAEL A	TEACHER	101,450	237
COPPOCK, CARLA A	TEACHER	100,808	-
COSTIN, JEFFERY	MAINTENANCE SUPERVISOR	78,750	120
COTTIER, EMMA J	TEACHER	101,133	27
COUTRE, CORI	TEACHER	91,022	-
COYNE, GILLIAN C	TEACHER	95,758	-
CUNNINGHAM, MICHELLE	TEACHER	100,124	-
CURNOW, MICHAELA E	TEACHER	91,317	-
CUTHILL, ALISON S	TEACHER	78,340	-
DAGG, COLE	TEACHER	80,278	-
DANIEL, JENNIFER	TEACHER	78,686	-
DAVIDSON, RYAN	TEACHER	81,994	-
DAVIES, GREGORY OWEN	TEACHER	92,604	-
DAVIES, LINDSAY MARIE	FINANCE & PAYROLL MANAGER	104,599	5,852
DE JONG, JACQUELINE	TEACHER	100,366	-
DE KLERK, KELLY A	SECONDARY PRINCIPAL	143,884	3,262
DE LEEUW, DARRYL M	TEACHER	92,218	-
DENNETT, PATRICIA RAE	MIDDLE PRINCIPAL	144,127	512
DIBBLEE, KIRSTEN	TEACHER	93,845	13
DILDY, JESSICA E	TEACHER	97,223	-

NAME	POSITION	REMUNERATION	EXPENSES
DOEHRING, SHAUNA	TEACHER	\$ 101,035	\$ -
DOUGLAS, LUKE M	TEACHER	99,030	125
DROLET, MELISSA	TEACHER	75 <i>,</i> 956	-
DUFF, JENNIFER	TEACHER	92,310	327
DUNLOP, BRANDON	TEACHER	88,930	968
DUPREE, FELICITY ROBIN	TEACHER	92,199	-
EARNSHAW, JASON	SECONDARY VICE PRINCIPAL	131,527	743
EBERWEIN, DAVID W	SUPERINTENDENT	247,742	26,930
ELLIS, RYAN J	SECONDARY VICE PRINCIPAL	130,427	-
ELLISON, ALYSSA	TEACHER	92,688	-
ENGLISH, JESSICA R	TEACHER	101,449	-
ENS, PAMELA E	TEACHER	92,685	-
ERICKSON, JENNIFER L	TEACHER	101,537	-
ESPEDIDO, MARY ANN	TEACHER	101,449	22
EVANS, DAVID W	TEACHER	105,650	-
EWAN, MICHAEL	TEACHER	102,125	1,129
EWART, SARAH A	TEACHER	92,243	-
FARR, KATHRYN A	MANAGER HUMAN RESOURCES	109,569	-
FEDRIGO, MARA	TEACHER	93,348	-
FINE, ERIC	TEACHER	96,810	-
FISHER, JULIE	TEACHER	92,604	-
FLELLO, KAREN	SECONDARY PRINCIPAL	184,055	-
FOURNIER, GENEVIEVE ADELE	TEACHER	79,411	-
FRADETTE, ALLISON	SPEECH PATHOLOGIST	92,016	1,137
FREEBURN, SCOTT	TEACHER	94,128	1,791
FRITH, STACEY E	TEACHER	92,604	· <u>-</u>
FULLER, ANNE-MARIE	TEACHER	98,428	-
GABRIEL, PATRICIA	PSYCHOLOGIST	100,350	2,600
GABRIEL, ROBERT JOHN	TEACHER	81,835	· -
GALLANT, RENEE	TEACHER	81,160	-
GARDNER, DAVID A.H.	TEACHER	101,450	700
GARTRELL YEO, LISA L	TEACHER	99,255	99
GIESE, AMANDA L	TEACHER	101,542	-
GILL, CHLOE P	TEACHER	98,891	-
GILLESPIE, ALBERT D	TEACHER	98,662	-
GIORDANO, CHELSEA D	TEACHER	101,201	15
GIULIANI, DAVID M.	TEACHER	99,147	-
GLADWIN, ROSE E	TEACHER	98,743	-
GLANCIE, LEIGH K	SENIOR EXECUTIVE ASSISTANT	87,045	846
GLUBE, STEPHANIE	TEACHER	102,204	120
GOGOL, ANDRE J	TEACHER	81,602	-
GOLUMBIA, PATRICIA A	TEACHER	101,449	-
GORDON-COOPER, TARA L	TEACHER	94,040	-
GOY, KYLE	TEACHER	101,542	-
GRAVES, KIM E	MIDDLE VICE PRINCIPAL	126,442	1,711
GRAY, SPENCER	INTERNATIONAL PRINCIPAL	146,756	53,636
GREGORY, ALISSA M	TEACHER	91,795	-
GUIGON, ELLISE	TEACHER	90,282	-

NAME	POSITION	REMUNERATION	EXPENSES
GUIGUET, COLIN J	MANAGER INTERNATIONAL	\$ 109,023	\$ 34,003
GUILLEMETTE, ANDREE-ANNE	TEACHER	88,276	-
GUNN, CAITLIN R	TEACHER	99,148	-
HACKMAN, HEIDI	TEACHER	106,837	150
HARDCASTLE, SHELLEY	ELEMENTARY PRINCIPAL	189,692	1,245
HARRIS, TASSIE A.	ELEMENTARY PRINCIPAL	142,296	914
HARRISON-VAGLE, SYLVIA	TEACHER	92,604	35
HART, BRAD	TEACHER	84,245	2,124
HARTE, KINDRA	TEACHER	107,511	3,409
HARWARD, LISA	TEACHER	99,148	-
HASSETT, CAROLINE M	TEACHER	81,302	-
HATLEY JONES, DENISE	TEACHER	84,026	322
HAUER, MALLORY	TEACHER	76,544	-
HAUGEN, SARAH	TEACHER	101,288	-
HAYES, AUDREY J	TEACHER	79,333	-
HAYES, SEAN	SECONDARY PRINCIPAL	145,814	3,518
HEINEKEY, DOUGLAS	TEACHER	85,933	-
,		,	
HENSCHEL, CODY	DIRECTOR OF INFORMATION TECHNOLOGY	140,019	-
HEPPELL, PATRICE F.	TEACHER	101,440	-
HERON, MARY LYNN	ELEMENTARY PRINCIPAL	142,296	1,642
HERRMANN, SKYE C	TEACHER	99,148	-
HESS, EDNA C.	TEACHER	109,778	-
HEYER, BRANDON	TEACHER	75,292	979
HEYWOOD, PETER	TEACHER	92,687	30
HILL, ERIN ANN	TEACHER	101,076	-
HILL, VIRGINIA LOUISE	TEACHER	75,072	-
HILTON, JEFF	TEACHER	92,604	179
HILTON, MARIA	TEACHER	93,280	-
HOLDSTOCK, LEO	TEACHER	106,934	2,151
HOMAN, CHRISTOPHER A	TEACHER	101,449	1,960
HONER, MORGAN	TEACHER	75,975	656
HORNCASTLE, JEFFREY K	TEACHER	95,140	-
HOULE, AMY M	TEACHER	88,987	-
HOWAT, DONALD RAND	TEACHER	92,604	-
HOYLAND, SARAH	TEACHER	76,574	-
HRYNYK-FOREMAN, CRYSTAL L.	TEACHER	99,863	-
HUNTER, CARLY	DIRECTOR OF LEARNING & INNOVATION	159,560	7,870
IRVING, CHRISTINE L	TEACHER	101,239	-
ISBISTER, SARAH	TEACHER	79,758	-
JAGT, CORINNE	TEACHER	78,263	-
JARDEY, CALLAYNA	TEACHER	101,450	3
JENSEN, CHRISTINE	TEACHER	89,966	-
JENSEN, TERRI-LYNN N.	TEACHER	90,627	-
JOHNSON, AYALA	TEACHER	101,463	-
JOHNSON, KATHLEEN	TEACHER	84,867	-
JOHNSON, SANDRA A	TEACHER	101,542	-
JONES, KIMBERLY	TEACHER	79,749	-
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NAME	POSITION	REMUNERATION	EXPENSES
JONES, MARYKE	TEACHER	\$ 103,227	\$ -
JORGENSEN, JULIE A	TEACHER	92,231	-
JULIEN, MATTHEW R	TEACHER	87,578	-
JUNGEN, PHILIP	ELEMENTARY PRINCIPAL	133,205	1,718
KAERCHER, MARY L	ELEMENTARY VICE PRINCIPAL	124,840	664
KARDASH, DARLENE FAY	TEACHER	100,810	-
KEDVES, ALICE A	TEACHER	101,352	-
KENNY, SEAN M	ELEMENTARY VICE PRINCIPAL	128,764	2,549
KENNY, STEPHANIE C	TEACHER	101,176	-
KERR, CRYSTAL T	TEACHER	106,885	9
KINSHELLA, LISA	TEACHER	120,844	3,219
KLEINE-BUNING, ANGELA	TEACHER	85,429	-
KO, ANITA K	ELEMENTARY PRINCIPAL	142,296	368
KOENIG, GEORGE	TEACHER	96,835	-
KOVACS, CHARLES R	TEACHER	101,450	-
KOVACS, STEPHANIE S.	TEACHER	100,943	-
KRATOFIL, GERALDINE M	TEACHER	100,615	-
	ASSOCIATE DIRECTOR CAPITAL PLANNING &		
LACASSE, RYAN A J	OPERATIONS	115,411	5,477
LAIL, SATWANT	ELEMENTARY VICE PRINCIPAL	124,840	702
LAMBERT, ALLISON C	TEACHER	81,936	778
LAMPARD, AIMEE I	TEACHER	102,883	-
LANGRAN-DESBRISAY, HENRIETTA	TEACHER	105,717	344
LANOUETTE, MARTINE	TEACHER	113,906	-
LARSEN, GARRET J	TEACHER	89,552	-
LATON, JENAKA K	TEACHER	99,227	-
LAWS, WENDY L	SECONDARY VICE PRINCIPAL	131,527	1,571
LEBRUN, MARCEL	TEACHER	99,112	-
LEDET, LINDA	TEACHER	81,160	-
LEE, CANDICE	TEACHER	99,238	-
LEE, CHRISTINE	TEACHER	116,625	-
LEVESQUE, CHANTAL R	TEACHER	92,604	-
LEVESQUE, GWEN	TEACHER	114,654	-
LIBERATORE, TASHA M	TEACHER	109,847	30
LISTER, CINDY	TEACHER	112,222	3,287
LIZAMA, ISABEL	TEACHER	100,387	467
LLOYD, DAVID V	TEACHER	99,238	-
LOBB, JULIE	TEACHER	87,061	-
LOCKHART, SANDRA	TEACHER	79,324	-
LOCKHART, TIM	TEACHER	75,728	-
LOMAS, ALISON	TEACHER	82,241	-
LORD, STEPHANIE VM	TEACHER	101,168	-
LUMB, ROBERT M	DIRECTOR OF FACILITIES	148,443	2,886
LURIE, MATTHEW	TEACHER	99,708	-
LYON, ANNETTE	TEACHER	101,449	-
MACDONALD, ROD	TEACHER	101,542	-
MACEWAN, KAREN	MIDDLE PRINCIPAL	146,096	649
MACEWAN, MICHAEL	TEACHER	115,397	-

NAME	POSITION	REMUNERATION	EXPENSES
MACGREGOR, JOHN STEPHEN	ELEMENTARY PRINCIPAL	\$ 142,296	\$ 830
MACGREGOR, MARKETA	TEACHER	92,688	24
MACKAY, MARY E.A.	TEACHER	87,045	200
MACKINNON, PATRICIA ANNE	TEACHER	102,023	-
MAIR, HOLLY A	TEACHER	109,249	-
MAKUCH, MATTHEW A	TEACHER	102,184	153
MALLI, CAITLIN	SPEECH PATHOLOGIST	88,281	1,515
MANNING, MAUREEN R	TEACHER	99,239	1
MARK, DAVID C.	MIDDLE PRINCIPAL	142,015	2,326
MARSHALL, JILL	TEACHER	94,040	500
MASON, BREAGH	TEACHER	93,511	-
MAZZOCCHI, LEAH C	TEACHER	100,967	-
MCAULAY, MARTA	SPEECH PATHOLOGIST	100,634	2,507
MCAVOY, ERIN F	TEACHER	107,793	-
MCCARTER, PATRICIA	TEACHER	102,778	-
MCCRON, NICOLE B	TEACHER	101,450	-
MCCULLY, MICHAEL D	TEACHER	91,795	123
MCDONALD, CHRISTOPHER J	TEACHER	76,732	4,301
MCDONNELL, CAROLIN M	TEACHER	101,450	-
MCINTYRE, NADINE	TEACHER	89,517	-
MCKENZIE, PAUL S	ASSISTANT SUPERINTENDENT	184,638	24,952
MCKINNEY, DAVID	TEACHER	99,388	-
MCLEAY, KATHRYN L	TEACHER	101,449	-
MCNAMEE, COLLEEN	TEACHER	98,047	880
MCNEE, DARCY L	TEACHER	112,222	2,292
MCTAVISH, CHRISTINE M	HR ADVISOR	83,457	21
MEADOWS, GEOFFREY E	TEACHER	79,922	-
MENZIES, IAN A	TEACHER	89,599	-
MICKELSON, TYNUS P	TEACHER	100,320	-
MILL, LESLEY	TEACHER	92,688	-
MILLER, SARAH	TEACHER	101,542	1,468
MILNE, VICKIE	TEACHER	92,687	-
MITCHELL, GRAEME	TEACHER	101,542	1,603
MITCHELL, KERRI A	TEACHER	101,542	-
MOLLBERG, HAYLEY D	TEACHER	76,944	-
MOORE, SHANNON S	SECONDARY VICE PRINCIPAL	115,616	1,171
MORGAN, JESSICA	TEACHER	113,042	1,672
MORGAN, SALLY	TEACHER	106,484	1,239
MORLEY, CURTIS	TEACHER	75,022	-
MORRIS, RACHEL	TEACHER	102,800	-
MOSHER, FIONA	TEACHER	101,449	-
MUELLER, AARON	TEACHER	101,449	-
MURPHY, KAREN E	TEACHER	94,115	-
NELSON, ROBERT KELLY	TEACHER	110,838	55
NEUFELD, MARK	TEACHER	93,069	1,960
NEWLOVE, STEPHEN M	MIDDLE VICE PRINCIPAL	128,184	548
NEYRINCK, CHRISTINA J	CUSTODIAL MANAGER	87,198	2,602
NIEDJALSKI, GORDON MARK	TEACHER	92,688	-

NORRISS, SHERISSE         TEACHER         \$ 101,542         \$ 1.00           O'CONNOR, MATTHEW G         TEACHER         98,618         -           O'CONNOR, STEPHANIE         TEACHER         76,582         20           OGDEN, STEPHANIE         TEACHER         85,604         -           OINONEN, ERIK T         TEACHER         108,245         103           O'LEARY, JOAN         ELEMENTARY VICE PRINCIPAL         124,840         1,489           O'STROVSKY, IRINA M.         TEACHER         99,875         7           PAAN, MEANIE D         SECONDARY PRINCIPAL         142,296         550           PAAS, MELANIE D         SECONDARY PRINCIPAL         142,296         550           PAHOR, KAREN L         TEACHER         96,473         253           PAMAR, RONATO         TEACHER         98,946         -1           PAINE, J. SESICA K         TEACHER         98,946         -2           POTER, J. SON W         TEACHER         98,946         -2 </th <th>NAME</th> <th>POSITION</th> <th>REMUNERATION</th> <th>EXPENSES</th>	NAME	POSITION	REMUNERATION	EXPENSES
O'CONNOR, MATTHEW G         TEACHER         76,582         20           O'CONNOR, STEPHANIE         TEACHER         85,604            OGDEN, STEPHANIE M         TEACHER         85,604            OINONEN, ERIK T         TEACHER         108,245         103           O'LEARY, JOAN         ELEMENTARY VICE PRINCIPAL         124,840         1,489           OSTROVSKY, IRINA M.         TEACHER         101,542            PAANA, MELANIE D         SECONDARY PRINCIPAL         142,296         550           PAAS, MELANIE D         SECONDARY PRINCIPAL         142,296         550           PARICH, JASON W         TEACHER         96,673         253           PAINEY, ESSICA K         TEACHER         89,496         -2-           PETERSON, DONNIE L         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         91,006         -3-           PORTER, MICHELE         TEACHER         91,006         -3- </td <td>NORRIS, SHERISSE</td> <td>TEACHER</td> <td>\$ 101,542 \$</td> <td>-</td>	NORRIS, SHERISSE	TEACHER	\$ 101,542 \$	-
O'CONNOR, STEPHANIE         TEACHER         76,582         20           OGDEN, STEPHANIE M         TEACHER         85,604         103           OILGARY, JOAN         ELEMENTARY VICE PRINCIPAL         128,245         103           O'LEARY, JOAN         ELEMENTARY VICE PRINCIPAL         124,840         1,489           OSTROVSKY, RINA M.         TEACHER         199,875         7           PAAS, MELANIE D         TEACHER         99,875         7           PACHECO MCKINNON, RAQUEL         TEACHER         96,473         253           PAMA, RONATO         TEACHER         96,673         253           PAMA, RONATO         TEACHER         96,936         720           PATTEN, JESSICA K         TEACHER         98,946         -           PATTEN, JESSICA K         TEACHER         101,450         86,936         720           PETERSON, DONNIE L         TEACHER         101,450         86,936         720           PETERSON, DONNIE L         TEACHER         94,285         -           POATTE, MICHELLE         TEACHER         91,006         -           PORTE, MICHELLE         TEACHER         91,006         -           PORTE, MICHELLE         TEACHER         93,665         - </td <td>O'BRIEN, MEAGHAN</td> <td>SECONDARY VICE PRINCIPAL</td> <td>127,251</td> <td>1,205</td>	O'BRIEN, MEAGHAN	SECONDARY VICE PRINCIPAL	127,251	1,205
GOEN, STEPHANIE M         TEACHER         108,245         103           OINONEN, ERIKT         TEACHER         108,245         103           OTLEARY, JOAN         ELEMENTARY VICE PRINCIPAL         124,840         1,489           OSTROWSKY, IRINA M.         TEACHER         101,542         -           PAAS, MELANIE D         SECONDARY PRINCIPAL         142,296         550           PAAS, MELANIE D         SECONDARY PRINCIPAL         142,296         550           PAAR, MELANIE D         SECONDARY PRINCIPAL         142,296         550           PARAR, RONATO         TEACHER         96,473         253           PAMA, RONATO         TEACHER         92,402         -           PAPICH, JASON W         TEACHER         89,946         -           PATTEN, ISSISCIA         TEACHER         89,946         -           PATTEN, ISSISCIA         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         111,574         -           PLANT, COLIN S         TEACHER         111,574         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         93,665         -	O'CONNOR, MATTHEW G	TEACHER	98,618	-
OINDINEN, ERIK T         TEACHER         103           O'LEARY, JOAN         ELEMENTARY VICE PRINCIPAL         124,840         1,489           O'STROYSKY, IRINA M.         TEACHER         101,542         -           PAANAMEN, RODNEY         TEACHER         199,875         7           PAAS, MELANIE D         SECONDARY PRINCIPAL         142,296         550           PACHECO MCKINNON, RAQUEL         TEACHER         96,473         253           PAMR, RONATO         TEACHER         106,837         3,119           PANG, KARBE L         TEACHER         29,402         -           PARISEL, JASON W         TEACHER         80,936         720           PEDEN, GARY         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         101,450         802           PETERSON, MICHELLE         TEACHER         94,285         -           POSTER, MICHELLE         TEACHER         91,006         -           POSTER, MICHELLE         TEACHER         92,604         -           POSTER, MICHELLE         TEACHER         93,665         -           POSTER, MICHELLE         TEACHER         99,666         1,634           POSTER, MICHELLE         TEACHER	O'CONNOR, STEPHANIE	TEACHER	76,582	20
O'LEARY, JOAN         ELEMENTARY VICE PRINCIPAL         124,840         1,489           OSTROVSKY, IRINA M.         TEACHER         101,542         -           PAANANEN, RODNEY         TEACHER         99,875         7           PAAS, MELANIE D         SECONDARY PRINCIPAL         142,296         550           PACHECO MCKINNON, RAQUEL         TEACHER         96,473         3,119           PAMA, RONATO         TEACHER         106,837         3,119           PANG, KAREN L         TEACHER         92,402         -           PAPICH, JASON W         TEACHER         99,896         -           PATTEN, JESSICA K         TEACHER         101,450         802           PEDER, GARY         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         91,006         -           POSTETER, MICHELLE         TEACHER         91,006         -           POSTETER, MICHELLE         TEACHER         92,604         -           POSTLETH, MATTE, SARA         MIDDLE VICE PRINCIPAL         128,148         -           POSTLETH, MATTE, SARA         MIDDLE VICE PRINCIPAL         128,148         -	OGDEN, STEPHANIE M	TEACHER	85,604	-
OSTROVSKY, IRINA M.         TEACHER         101,542	OINONEN, ERIK T	TEACHER	108,245	103
PAANANEN, RODNEY         TEACHER         99,875         7           PAAS, MELANIE D         SECONDARY PRINCIPAL         114,2296         550           PACHECO MCKINNON, RAQUEL         TEACHER         96,473         253           PAMA, RONATO         TEACHER         96,473         3,119           PANG, KAREN L         TEACHER         106,837         3,119           PANGE, JASON W         TEACHER         98,946         -           PATTEN, JESSICA K         TEACHER         86,936         720           PEDEN, GARY         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         91,006         -           PORTER, MICHELLE         TEACHER         91,006         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         93,665         -           PUGH, KATHLEEN         TEACHER         99,560         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,666         1,634           RASH	O'LEARY, JOAN	ELEMENTARY VICE PRINCIPAL	124,840	1,489
PAAS, MELANIE D         SECONDARY PRINCIPAL         142,296         550           PACHECO MCKINNON, RAQUEL         TEACHER         96,473         253           PAMA, RONATO         TEACHER         106,837         3,119           PANG, KAREN L         TEACHER         92,402         -           PAPICH, JASON W         TEACHER         86,936         720           PATTEN, ISSICA K         TEACHER         86,936         720           PEDEN, GARY         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         111,574         -           POATTE, MICHELLE         TEACHER         191,006         -           PORTER, MICHELLE         TEACHER         91,006         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         92,604         -           POWELL, ANNE-MARIE E         TEACHER         99,666         1,634           RASHLEIGH, KEBECCA         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         82,310         -           RASHLEIGH, REBECCA         TEACHER         82,310         -           REID, ROSYN L	OSTROVSKY, IRINA M.	TEACHER	101,542	-
PACHECO MCKINNON, RAQUEL         TEACHER         96,473         253           PAMA, RONATO         TEACHER         106,837         3,119           PANG, KAREN L         TEACHER         92,402         -           PAPICH, JASON W         TEACHER         98,946         -           PATTEN, JESSICA K         TEACHER         86,936         720           PEDEN, GARY         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         111,574         -           PORTER, MICHELLE         TEACHER         91,006         -           PORTER, MICHELLE         TEACHER         91,006         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         92,604         -           POUGH, KATHLEEN         TEACHER         93,665         -           PUGH, KATHLEEN         TEACHER         93,665         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         193,209         13,268           REID, JASON D	PAANANEN, RODNEY	TEACHER	99,875	7
PAMA, RONATO         TEACHER         106,837         3,119           PANG, KAREN L         TEACHER         92,402         -           PAPICH, JASON W         TEACHER         98,946         -           PATTEN, JESSICA K         TEACHER         86,936         720           PEDER, GARY         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         111,574         -           PLANT, COLIN S         TEACHER         191,006         -           POSTER, MICHELLE         TEACHER         91,006         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         93,665         -           POUGH, KATHLEEN         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         83,652         -           RASWEIGH, REBECCA         TEACHER         82,310         -           REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L <t< td=""><td>PAAS, MELANIE D</td><td>SECONDARY PRINCIPAL</td><td>142,296</td><td>550</td></t<>	PAAS, MELANIE D	SECONDARY PRINCIPAL	142,296	550
PANG, KAREN L         TEACHER         92,402         -           PAPICH, JASON W         TEACHER         98,946         -           PATTEN, JESSICA K         TEACHER         86,936         720           PEDEN, GARY         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         111,574         -           PLANT, COLIN S         TEACHER         91,006         -           PORTER, MICHELLE         TEACHER         91,006         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         92,604         -           POWELL, ANNE-MARIE E         TEACHER         92,604         -           POWELL, ANNE-MARIE E         TEACHER         99,850         -           PUGH, KATHLEEN         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,850         -           RASHLEIGH, REBECCA         TEACHER         99,850         1,634           RASHLEIGH, REBECCA         TEACHER         193,209         13,268           REID, ASON D         SECRETARY TREASURER         193,209         13,268           REID, JASON D	PACHECO MCKINNON, RAQUEL	TEACHER	96,473	253
PAPICH, JASON W         TEACHER         98,946         -           PATTEN, JESSICA K         TEACHER         86,936         720           PEDEN, GARY         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         111,574         -           PLANT, COLIN S         TEACHER         94,285         -           PORTER, MICHELLE         TEACHER         94,285         -           PORTER, MICHELLE         TEACHER         91,006         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         91,604         -           POWLL, ANNE-MARIE E         TEACHER         93,665         -           POWELL, ANNE-MARIE E         TEACHER         93,665         -           PUGH, KATHLEEN         TEACHER         99,666         1,634           ROULK, JULIE C         TEACHER         99,666         1,634           RASANDELLE, SARAH A         TEACHER         82,310         -           RAVENSDALE, SARAH A         TEACHER         82,310         -           REID, ROSYN L         DIRECTOR OF	PAMA, RONATO	TEACHER	106,837	3,119
PATTEN, JESSICA K         TEACHER         86,936         720           PEDEN, GARY         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         111,574         -           PLANT, COLIN S         TEACHER         94,285         -           PORTER, MICHELLE         TEACHER         94,285         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         92,604         -           POWELL, ANNE-MARIE E         TEACHER         93,665         -           PROULX, JULIE C         TEACHER         99,850         -           PUGH, KATHLEEN         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,866         1,634           RASHLEIGH, REBECCA         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         82,310         -           REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ASON D         DIRECTOR OF HUMAN RESOURCES         159,547         2,391	PANG, KAREN L	TEACHER	92,402	-
PEDEN, GARY         TEACHER         101,450         802           PETERSON, DONNIE L         TEACHER         111,574         -           PLANT, COLIN S         TEACHER         94,285         -           PORTER, MICHELLE         TEACHER         91,006         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         92,604         -           PROULX, JULIE C         TEACHER         93,665         -           PUGH, KATHLEEN         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         76,678         -           RASHLEIGH, REBECCA         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         99,166         1,634           RASHLEIGH, REBECCA         TEACHER         93,209         13,268           REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROSWIN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391	PAPICH, JASON W	TEACHER	98,946	-
PETERSON, DONNIE L         TEACHER         94,285            PLANT, COLIN S         TEACHER         94,285            PORTER, MICHELLE         TEACHER         91,006            POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184            POWELL, ANNE-MARIE E         TEACHER         92,604            PROULX, JULIE C         TEACHER         93,665            PUGH, KATHLEEN         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         82,310            RAVENSDALE, SARAH A         TEACHER         82,310            REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REISIG, DARREN E         TEACHER         99,148            RICKSON, MELISA         TEACHER         77,693            RICKSON, MELISA         TEACHER         77,693            R	PATTEN, JESSICA K	TEACHER	86,936	720
PLANT, COLIN S         TEACHER         94,285         -           PORTER, MICHELLE         TEACHER         91,006         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         92,604         -           PROULX, JULIE C         TEACHER         93,665         -           PUGH, KATHLEEN         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,850         -           RASHLEIGH, REBECCA         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         82,310         -           REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REIG, DARREN E         TEACHER         4,553         1668           RICKSON J. HEIDI         TEACHER         76,683         -           RICKSON, HEIDI         TEACHER         77,693         -           RIDGELL, LAURA         TEACHER         101,450         -           ROCHON, LIND	PEDEN, GARY	TEACHER	101,450	802
PORTER, MICHELLE         TEACHER         91,006         -           POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         92,604         -           PROULX, JULIE C         TEACHER         93,665         -           PUGH, KATHLEEN         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         82,310         -           RAVENSDALE, SARAH A         TEACHER         82,310         -           REID, ASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REISIG, DARREN E         TEACHER         85,781         -           RICKSON, MEDIDI         TEACHER         99,148         -           RICKSON, MELISSA         TEACHER         101,450         -           RIDELL, LAURA         TEACHER         101,450         -           RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         99,823         10           ROSE, MONIKA L <td>PETERSON, DONNIE L</td> <td>TEACHER</td> <td>111,574</td> <td>-</td>	PETERSON, DONNIE L	TEACHER	111,574	-
POSTLETHWAITE, SARA         MIDDLE VICE PRINCIPAL         128,184         -           POWELL, ANNE-MARIE E         TEACHER         92,604         -           PROULX, JULIE C         TEACHER         93,665         -           PUGH, KATHLEEN         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         82,310         -           RAVENSDALE, SARAH A         TEACHER         82,310         -           REID, ASON D         SECRETARY TREASURER         193,209         13,268           REID, ASON D         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REID, ASON D         TEACHER         106,842         4,553           RICKSON, HEIDI         TEACHER         85,781         -           RICKSON, HEIDI         TEACHER         77,693         -           RICKSON, MELISA         TEACHER         101,450         - <td>PLANT, COLIN S</td> <td>TEACHER</td> <td>94,285</td> <td>-</td>	PLANT, COLIN S	TEACHER	94,285	-
POWELL, ANNE-MARIE E         TEACHER         92,604         -           PROULX, JULIE C         TEACHER         93,665         -           PUGH, KATHLEEN         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         76,878         -           RAVENSDALE, SARAH A         TEACHER         82,310         -           REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REISIG, DARREN E         TEACHER         85,781         -           RICKSON, HEIDI         TEACHER         85,781         -           RICKSON, MELISSA         TEACHER         99,148         -           RIDDELL, LAURA         TEACHER         101,450         -           RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         82,652         368           ROMEL, KAREN         TEACHER         99,823         10           ROSE, MONIKA L         TEACHER         99,823         10           ROSS, JULIE         TEACHER <td>PORTER, MICHELLE</td> <td>TEACHER</td> <td>91,006</td> <td>-</td>	PORTER, MICHELLE	TEACHER	91,006	-
PROULX, JULIE C         TEACHER         93,665         -           PUGH, KATHLEEN         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,666         1,634           RASHLEIGH, REBBECCA         TEACHER         76,878         -           RAVENSDALE, SARAH A         TEACHER         82,310         -           REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REISIG, DARREN E         TEACHER         106,842         4,553           RICK, AMANDA E         TEACHER         85,781         -           RICKSON, MELISSA         TEACHER         99,148         -           RICKSON, MELISSA         TEACHER         101,450         -           RIODELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROMELL, KAREN         TEACHER         82,652         368           ROOME, ANDREW J         TEACHER         99,823         10           ROSS, JULIE         TEACHER         99,823         10           ROSS, JULIE         TEACHER </td <td>POSTLETHWAITE, SARA</td> <td>MIDDLE VICE PRINCIPAL</td> <td>128,184</td> <td>-</td>	POSTLETHWAITE, SARA	MIDDLE VICE PRINCIPAL	128,184	-
PUGH, KATHLEEN         TEACHER         99,850         -           QUESTED, MICHAEL DOUGLAS         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         76,878         -           RAVENSDALE, SARAH A         TEACHER         82,310         -           REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REISIG, DARREN E         TEACHER         106,842         4,553           RICE, AMANDA E         TEACHER         85,781         -           RICKSON, HEIDI         TEACHER         99,148         -           RICKSON, MELISSA         TEACHER         77,693         -           RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROCHON, LINDSAY         TEACHER         82,652         368           ROOMEL, KAREN         TEACHER         99,823         10           ROSS, JULIE         TEACHER         99,823         10           ROSS, JULIE         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER </td <td>POWELL, ANNE-MARIE E</td> <td>TEACHER</td> <td>92,604</td> <td>-</td>	POWELL, ANNE-MARIE E	TEACHER	92,604	-
QUESTED, MICHAEL DOUGLAS         TEACHER         99,666         1,634           RASHLEIGH, REBECCA         TEACHER         76,878         -           RAVENSDALE, SARAH A         TEACHER         82,310         -           REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REISIG, DARREN E         TEACHER         106,842         4,553           RICK, AMANDA E         TEACHER         85,781         -           RICKSON, HEIDI         TEACHER         99,148         -           RICKSON, MELISSA         TEACHER         77,693         -           RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROCHON, LINDSAY         TEACHER         82,652         368           ROMELL, KAREN         TEACHER         92,692         -           ROSE, JULIE         TEACHER         99,823         10           ROSE, JULIE         TEACHER         99,823         10           ROSS, JULIE         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER	PROULX, JULIE C	TEACHER	93,665	-
RASHLEIGH, REBECCA         TEACHER         76,878         -           RAVENSDALE, SARAH A         TEACHER         82,310         -           REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REISIG, DARREN E         TEACHER         106,842         4,553           RICE, AMANDA E         TEACHER         85,781         -           RICKSON, HEIDI         TEACHER         99,148         -           RICKSON, MELISSA         TEACHER         77,693         -           RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROMELL, KAREN         TEACHER         82,652         368           ROOME, ANDREW J         TEACHER         109,894         -           ROSE, MONIKA L         TEACHER         99,823         10           ROSS, JULIE         TEACHER         99,823         10           ROSS, JULIE         TEACHER         99,823         10           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, ALISA C.         TEACHER	PUGH, KATHLEEN	TEACHER	99,850	-
RAVENSDALE, SARAH A         TEACHER         82,310         -           REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REISIG, DARREN E         TEACHER         106,842         4,553           RICE, AMANDA E         TEACHER         85,781         -           RICKSON, HEIDI         TEACHER         99,148         -           RICKSON, MELISSA         TEACHER         77,693         -           RICKSON, MELISSA         TEACHER         101,450         -           RIDDELL, LAURA         TEACHER         81,663         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROCHON, LINDSAY         TEACHER         82,652         368           ROMELL, KAREN         TEACHER         82,652         368           ROMEL, KAREN         TEACHER         99,823         10           ROSS, JULIE         TEACHER         99,823         10           ROSS, JULIE         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KALW         SECONDARY PRINCIPAL	QUESTED, MICHAEL DOUGLAS	TEACHER	99,666	1,634
REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REISIG, DARREN E         TEACHER         106,842         4,553           RICE, AMANDA E         TEACHER         85,781         -           RICKSON, HEIDI         TEACHER         99,148         -           RICKSON, MELISSA         TEACHER         77,693         -           RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROMELL, KAREN         TEACHER         82,652         368           ROME, ANDREW J         TEACHER         109,894         -           ROSE, MONIKA L         TEACHER         92,692         -           ROSS, JULIE         TEACHER         99,823         10           ROZON, CHARLENE A         TEACHER         98,732         -           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER </td <td>RASHLEIGH, REBECCA</td> <td>TEACHER</td> <td>76,878</td> <td>-</td>	RASHLEIGH, REBECCA	TEACHER	76,878	-
REID, JASON D         SECRETARY TREASURER         193,209         13,268           REID, ROBYN L         DIRECTOR OF HUMAN RESOURCES         159,547         2,391           REISIG, DARREN E         TEACHER         106,842         4,553           RICE, AMANDA E         TEACHER         85,781         -           RICKSON, HEIDI         TEACHER         99,148         -           RICKSON, MELISSA         TEACHER         77,693         -           RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROMELL, KAREN         TEACHER         82,652         368           ROME, ANDREW J         TEACHER         109,894         -           ROSE, MONIKA L         TEACHER         92,692         -           ROSS, JULIE         TEACHER         99,823         10           ROZON, CHARLENE A         TEACHER         98,732         -           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER </td <td>RAVENSDALE, SARAH A</td> <td>TEACHER</td> <td>82,310</td> <td>-</td>	RAVENSDALE, SARAH A	TEACHER	82,310	-
REISIG, DARREN E         TEACHER         106,842         4,553           RICE, AMANDA E         TEACHER         85,781         -           RICKSON, HEIDI         TEACHER         99,148         -           RICKSON, MELISSA         TEACHER         77,693         -           RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROMELL, KAREN         TEACHER         82,652         368           ROOME, ANDREW J         TEACHER         109,894         -           ROSE, MONIKA L         TEACHER         92,692         -           ROSS, JULIE         TEACHER         99,823         10           ROZON, CHARLENE A         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         77,260         -           RYALL, LINDA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER         81,424         -           RYAN, SHON         TEACHER         101,449         943		SECRETARY TREASURER	193,209	13,268
RICE, AMANDA E         TEACHER         85,781         -           RICKSON, HEIDI         TEACHER         99,148         -           RICKSON, MELISSA         TEACHER         77,693         -           RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROMELL, KAREN         TEACHER         82,652         368           ROOME, ANDREW J         TEACHER         109,894         -           ROSE, MONIKA L         TEACHER         92,692         -           ROSS, JULIE         TEACHER         99,823         10           ROZON, CHARLENE A         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         77,260         -           RYALL, LINDA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER         81,424         -           RYAN, SHON         TEACHER         101,449         943           SADDLEMYER, THEODORA         TEACHER         112,198         3	REID, ROBYN L	DIRECTOR OF HUMAN RESOURCES	159,547	2,391
RICKSON, HEIDI         TEACHER         99,148         -           RICKSON, MELISSA         TEACHER         77,693         -           RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROMELL, KAREN         TEACHER         82,652         368           ROOME, ANDREW J         TEACHER         109,894         -           ROSE, MONIKA L         TEACHER         92,692         -           ROSS, JULIE         TEACHER         99,823         10           ROZON, CHARLENE A         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         77,260         -           RYALL, LINDA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER         81,424         -           RYAN, SHON         TEACHER         101,449         943           SADDLEMYER, THEODORA         TEACHER         112,198         3,826           SAUNDERS, KRISTIN         TEACHER         81,312	REISIG, DARREN E	TEACHER	106,842	4,553
RICKSON, MELISSA         TEACHER         77,693         -           RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROMELL, KAREN         TEACHER         82,652         368           ROOME, ANDREW J         TEACHER         109,894         -           ROSE, MONIKA L         TEACHER         92,692         -           ROSS, JULIE         TEACHER         99,823         10           ROZON, CHARLENE A         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         77,260         -           RYALL, LINDA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER         81,424         -           RYAN, SHON         TEACHER         101,449         943           SADDLEMYER, THEODORA         TEACHER         112,198         3,826           SAUNDERS, KRISTIN         TEACHER         81,312         335	RICE, AMANDA E	TEACHER	85,781	-
RIDDELL, LAURA         TEACHER         101,450         -           ROCHON, LINDSAY         TEACHER         81,663         -           ROMELL, KAREN         TEACHER         82,652         368           ROOME, ANDREW J         TEACHER         109,894         -           ROSE, MONIKA L         TEACHER         92,692         -           ROSS, JULIE         TEACHER         99,823         10           ROZON, CHARLENE A         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         77,260         -           RYALL, LINDA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER         81,424         -           RYAN, SHON         TEACHER         101,449         943           SADDLEMYER, THEODORA         TEACHER         112,198         3,826           SAUNDERS, KRISTIN         TEACHER         81,312         335	RICKSON, HEIDI	TEACHER	99,148	-
ROCHON, LINDSAY         TEACHER         81,663         -           ROMELL, KAREN         TEACHER         368           ROOME, ANDREW J         TEACHER         109,894         -           ROSE, MONIKA L         TEACHER         92,692         -           ROSS, JULIE         TEACHER         99,823         10           ROZON, CHARLENE A         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         77,260         -           RYALL, LINDA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER         81,424         -           RYAN, SHON         TEACHER         101,449         943           SADDLEMYER, THEODORA         TEACHER         112,198         3,826           SAUNDERS, KRISTIN         TEACHER         81,312         335	RICKSON, MELISSA	TEACHER	77,693	-
ROMELL, KAREN         TEACHER         82,652         368           ROOME, ANDREW J         TEACHER         109,894         -           ROSE, MONIKA L         TEACHER         92,692         -           ROSS, JULIE         TEACHER         99,823         10           ROZON, CHARLENE A         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         77,260         -           RYALL, LINDA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER         81,424         -           RYAN, SHON         TEACHER         101,449         943           SADDLEMYER, THEODORA         TEACHER         112,198         3,826           SAUNDERS, KRISTIN         TEACHER         81,312         335	RIDDELL, LAURA	TEACHER	101,450	-
ROOME, ANDREW J       TEACHER       109,894       -         ROSE, MONIKA L       TEACHER       92,692       -         ROSS, JULIE       TEACHER       99,823       10         ROZON, CHARLENE A       TEACHER       96,377       200         RUSSELL, ALISA C.       TEACHER       98,732       -         RUSSELL, KAL W       SECONDARY PRINCIPAL       149,897       1,977         RUSTAD, BRITTA       TEACHER       77,260       -         RYALL, LINDA       TEACHER       101,449       -         RYAN, JACQUELINE       TEACHER       81,424       -         RYAN, SHON       TEACHER       101,449       943         SADDLEMYER, THEODORA       TEACHER       112,198       3,826         SAUNDERS, KRISTIN       TEACHER       81,312       335	ROCHON, LINDSAY	TEACHER	81,663	-
ROSE, MONIKA L         TEACHER         92,692         -           ROSS, JULIE         TEACHER         99,823         10           ROZON, CHARLENE A         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         77,260         -           RYALL, LINDA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER         81,424         -           RYAN, SHON         TEACHER         101,449         943           SADDLEMYER, THEODORA         TEACHER         112,198         3,826           SAUNDERS, KRISTIN         TEACHER         81,312         335	ROMELL, KAREN	TEACHER	82,652	368
ROSS, JULIE         TEACHER         99,823         10           ROZON, CHARLENE A         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         77,260         -           RYALL, LINDA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER         81,424         -           RYAN, SHON         TEACHER         101,449         943           SADDLEMYER, THEODORA         TEACHER         112,198         3,826           SAUNDERS, KRISTIN         TEACHER         81,312         335		TEACHER	109,894	-
ROZON, CHARLENE A         TEACHER         96,377         200           RUSSELL, ALISA C.         TEACHER         98,732         -           RUSSELL, KAL W         SECONDARY PRINCIPAL         149,897         1,977           RUSTAD, BRITTA         TEACHER         77,260         -           RYALL, LINDA         TEACHER         101,449         -           RYAN, JACQUELINE         TEACHER         81,424         -           RYAN, SHON         TEACHER         101,449         943           SADDLEMYER, THEODORA         TEACHER         112,198         3,826           SAUNDERS, KRISTIN         TEACHER         81,312         335	ROSE, MONIKA L	TEACHER	92,692	-
RUSSELL, ALISA C. TEACHER 98,732 - RUSSELL, KAL W SECONDARY PRINCIPAL 149,897 1,977 RUSTAD, BRITTA TEACHER 77,260 - RYALL, LINDA TEACHER 101,449 - RYAN, JACQUELINE TEACHER 81,424 - RYAN, SHON TEACHER 101,449 943 SADDLEMYER, THEODORA TEACHER 112,198 3,826 SAUNDERS, KRISTIN TEACHER 81,312 335	ROSS, JULIE	TEACHER	99,823	10
RUSSELL, KAL W SECONDARY PRINCIPAL 149,897 1,977 RUSTAD, BRITTA TEACHER 77,260 - RYALL, LINDA TEACHER 101,449 - RYAN, JACQUELINE TEACHER 81,424 - RYAN, SHON TEACHER 101,449 943 SADDLEMYER, THEODORA TEACHER 112,198 3,826 SAUNDERS, KRISTIN TEACHER 81,312 335	ROZON, CHARLENE A	TEACHER	96,377	200
RUSTAD, BRITTA TEACHER 77,260 - RYALL, LINDA TEACHER 101,449 - RYAN, JACQUELINE TEACHER 81,424 - RYAN, SHON TEACHER 101,449 943 SADDLEMYER, THEODORA TEACHER 112,198 3,826 SAUNDERS, KRISTIN TEACHER 81,312 335	RUSSELL, ALISA C.	TEACHER	98,732	-
RYALL, LINDA TEACHER 101,449 - RYAN, JACQUELINE TEACHER 81,424 - RYAN, SHON TEACHER 101,449 943 SADDLEMYER, THEODORA TEACHER 112,198 3,826 SAUNDERS, KRISTIN TEACHER 81,312 335	RUSSELL, KAL W	SECONDARY PRINCIPAL	149,897	1,977
RYAN, JACQUELINE TEACHER 81,424 - RYAN, SHON TEACHER 101,449 943 SADDLEMYER, THEODORA TEACHER 112,198 3,826 SAUNDERS, KRISTIN TEACHER 81,312 335	RUSTAD, BRITTA	TEACHER	77,260	-
RYAN, SHONTEACHER101,449943SADDLEMYER, THEODORATEACHER112,1983,826SAUNDERS, KRISTINTEACHER81,312335	RYALL, LINDA	TEACHER	101,449	-
SADDLEMYER, THEODORATEACHER112,1983,826SAUNDERS, KRISTINTEACHER81,312335	RYAN, JACQUELINE	TEACHER	81,424	-
SAUNDERS, KRISTIN TEACHER 81,312 335	RYAN, SHON	TEACHER	101,449	943
	SADDLEMYER, THEODORA	TEACHER	112,198	3,826
	SAUNDERS, KRISTIN	TEACHER	81,312	335
	SCHULTZ, MONIKA E	TEACHER	99,238	-

NAME	POSITION	REMUNERATION	EXPENSES
SEARLE, CHRISTINE H	TEACHER	\$ 88,918	\$ -
SHAW, JUSTINE L	TEACHER	93,340	-
SHERIDAN, KAREN	TEACHER	92,690	279
SHOOK, AMANDA W	TEACHER	102,034	-
SHUCK, MICHELLE	TEACHER	111,667	-
SHUH, CAROLINE A	TEACHER	99,315	-
SIDHU, ASHA	TEACHER	77,150	207
SIEBERT, JON E	TEACHER	106,391	698
SIMMONDS, BROCK	TEACHER	119,666	1,012
SIMMONDS, LINDSAY S	TEACHER	99,238	1,647
SIMPSON, STEPHANIE T	TEACHER	89,219	-
SINATS, KRISTEN M	TEACHER	101,045	-
SINCLAIR-WISE, LEILA	ELEMENTARY VICE PRINCIPAL	124,840	23
SKANKS, MARK	TEACHER	101,248	-
SLY, KENNETH	TEACHER	92,688	-
SOUSA, CRISTINA M	TEACHER	90,502	-
STACHIW, DONNA L	TEACHER	101,500	-
STANCHFIELD, BEN D	TEACHER	98,865	-
STEELE, JOANNE	TEACHER	101,543	-
STEVENS, SHANNON R	TEACHER	101,510	-
STEWART, ANNE S.T.	TEACHER	101,539	-
STEWART, RAYMOND	TEACHER	92,688	-
STINSON, ERIN V	TEACHER	102,024	-
STOEHR, ERIC A	TEACHER	102,125	-
STOFER, NADINE D	TEACHER	101,117	63
STOKES-BENNETT, TAMARA P.	TEACHER	91,038	-
STRUTYNSKI, STEPHEN E	TEACHER	92,688	-
SUM, GARY	TEACHER	76,315	-
SURRY, CLINT	TEACHER	108,451	1,985
SUTTON, BRYAN R	TEACHER	96,926	373
SWIEDNICKI, MARK	TEACHER	101,450	-
SWIFT-FRY, CHRISTOPHER	TEACHER	86,154	-
SZCZEPANOWSKI, JOSHUA M	TEACHER	81,340	-
TAKHAR, HELENA	ELEMENTARY PRINCIPAL	137,096	2,559
TAMBOLINE, CAMILLE R.	TEACHER	75,852	-
TATE, ROXANNE H	TEACHER	85,498	-
THIBADEAU, NICOLE	TEACHER	75,989	1,079
THOMAS, TYLER N	TEACHER	92,604	-
THOMASSON, NAYDA	TEACHER	101,542	-
THOMPSON, KRISTINE H	TEACHER	93,361	377
THOMPSON, SUSAN E	TEACHER	120,842	-
TIMMERMANS, KRISTINE L	TEACHER	101,542	-
TISSARI, TIMO	TEACHER	124,309	-
TORONITZ, SHANNON	TEACHER	101,015	-
TRERICE, SPENCER	TEACHER	79,350	-
TRIBE, DEREK	TEACHER	99,238	441
TUDELA, JOSE-IGNACIO	TEACHER	103,667	-
TURNBULL, MELISSA B	TEACHER	84,954	-

NAME	POSITION	RE	MUNERATION	EXPENSES
UNDERWOOD, VIRGINIA	TEACHER	\$	80,821	\$ -
VALLANCE, ANNIE J.	TEACHER		92,009	-
VAN HELVOIRT, SARA	TEACHER		89,245	-
VANDERDONCK, HELENA M	TEACHER		88,431	-
VICKERS, THOMAS K	ELEMENTARY PRINCIPAL		136,742	-
VIVIER, HOLLY	TEACHER		92,346	-
VLITOS, AMANDA L	TEACHER		101,169	-
VOPNFJORD, CHARLENE	TEACHER		79,179	-
WADSWORTH, RUTH	TEACHER		92,688	-
WALIA, LUKHWINDERPAL	TEACHER		102,125	-
WALKER, ASHLEY	TEACHER		101,541	-
WALLACE, CATHERINE E	TEACHER		92,279	4,297
WARREN, KRISTA J	TEACHER		117,153	625
WERGELAND, LISA	TEACHER		93,339	-
WERK, JESSICA A	TEACHER		84,565	-
WESTHAVER, PETER	DIRECTOR OF DIVERSITY & INCLUSION		158,060	12,765
WESTWOOD, TRACEY J	TEACHER		120,884	-
WHEATLEY, HARRIET H.	TEACHER		99,238	-
WHEELDON, ROY	TEACHER		92,604	-
WHITE, ADRIAN E	TEACHER		80,008	70
WHITE, SHAUNA VL	TEACHER		101,450	-
WIGGINS, HEATHER	TEACHER		75,578	-
WILLOCK, LYNNE	TEACHER		82,216	24
WILSON, AMANDA G	TEACHER		79,585	-
WINDLE, SARAH G	TEACHER		101,239	-
WONG, CAMERON J	TEACHER		86,974	-
WOODLAND-HUCK, HEATHER J	TEACHER		100,504	-
YORK, SHAWNA	TEACHER		75,359	-
YOUNG, ERIN L	TEACHER		101,539	181
ZIEGLER, NORBERT	TEACHER		96,537	1,500
TOTAL FOR EMPLOYEES EXCEEDING	G \$75,000	\$	41,262,935	\$ 345,525
TOTAL EMPLOYEES EQUAL TO OR I	LESS THAN \$75,000	\$	31,472,366	\$ 105,438
REMUNERATION TO ELECTED OFFI	CIALS	\$	123,847	\$ 22,900
CONSOLIDATED TOTAL		\$	72,859,148	\$ 473,863
TOTAL EMPLOYER PREMIUM FOR	CANADA PENSION PLAN AND EMPLOYMENT	INSURAN	ICE	\$ 4,275,144

# Unaudited Statement of Financial Information (SOFI) School District No. 63 (Saanich) Fiscal Year Ended June 30, 2023

SUPPLIER NAME	EXPENDITURE
0848631 BC LTD DBA THE ECKLUNDSON CONSTRUCTION GROUP	\$ 270,451
AMAZON.COM.CA INC.	173,751
APEX STEEL & GAS LTD.	112,669
ARCHIE JOHNSTONE PLUMBING & HEATING	569,526
AURORA CASCADE	1,357,265
BARAGAR ENTERPRISES LTD	46,762
BARTLE & GIBSON	65,874
BC EMPLOYER HEALTH TAX	1,376,200
BC FERRIES SERVICES INC	25,788
BC HYDRO	561,491
BCSTA	51,670
BEACON COMMUNITY SERVICES	165,969
BOULDERS CLIMBING GYM	27,100
BRADLEY SHUYA ARCHITECT INC	66,330
BRITISH COLUMBIA PENSION CORPORATION	7,525,576
BUNZL CANADA INC, DBA ACME SUPPLIES	188,345
CAMOSUN COLLEGE	192,336
CDW CANADA CORP.	60,290
CITY OF VICTORIA	40,940
COLLIERS MACAULAY NICOLLS INC.	144,915
COSTCO WHOLESALE	112,894
COUNTRY GROCER	73,943
CRESCENT BEACH PUBLISHING	47,192
CRUIKSHANK, CHRISTINA OR RANDY	29,700
DELAGE, CHEREEN OR DENIS	25,124
DISTRICT OF CENTRAL SAANICH	42,994
DISTRICT OF CENTRAL SAANICH - PERMITS	643,850
DISTRICT OF NORTH SAANICH	64,445
DISTRICT OF SAANICH	626,646
DOMINOS PIZZA	59,725
E.S. WILLIAMS & ASSOCIATES INC	25,572
EARTHSERVICE DRAIN-MASTER	28,347
ELLISON TRAVEL & TOURS	46,034
EVERGREEN TREE SERVICE	30,004
FAIRWAY MARKET	39,759
FIVE STAR PAVING CO. LTD.	256,681

# Unaudited Statement of Financial Information (SOFI) School District No. 63 (Saanich) Fiscal Year Ended June 30, 2023

SUPPLIER NAME	EXPENDITURE
FORTE WORKPLACE LAW	31,270
FORTIS BC NATURAL GAS	424,322
FRASER, TAMARA OR RONALD	29,926
FRIESENS CORPORATION	39,966
FUTUREBOOK PRINTING, INC.	37,108
GALCON PRECAST LTD.	30,298
GARAVENTA (CANADA) LTD.	48,577
GORDON FOOD SERVICE CANADA LTD	112,381
GREEN ROOTS PLAY EQUIPMENT INC	161,152
GUSTAVSON, KATHY	27,402
GVI GLOBAL VISION INTERNATIONAL	52,544
HABITAT SYSTEMS INC.	36,717
HAMPTON INN	25,181
HARRIS & COMPANY LLP	34,319
HEATHERBRAE BUILDERS CO. LTD.	57,377
HIGHLAND PACIFIC GOLF	28,886
HILL, CAROL	27,927
IBM CANADA LTD.	1,151,235
ICBC	28,073
INTERNATIONAL BACCALAUREATE	49,785
INTRADO CANADA INC	29,447
ISLAND HEALTH	203,885
ISLAND SPORTS TURF SERVICES	53,375
KIRBYS SPORTS INC	28,086
LVISSAA	31,968
MANULIFE FINANCIAL	99,272
MCELHANNEY	36,921
MICHELL EXCAVATING LTD	65,268
MEDICAL SERVICE PLAN OF BC - PAID FOR NON-EMPLOYEES	56,475
MINISTER OF FINANCE	110,196
MODERN PURAIR VICTORIA	51,083
MONK OFFICE	281,145
NELSON EDUCATION LTD	28,875
NEXT GENERATION NETWORK	324,393
NOBLE BRITISH COLUMBIA	69,994
OLYMPIC INTERNATIONAL SALES LTD	296,666

# Unaudited Statement of Financial Information (SOFI) School District No. 63 (Saanich) Fiscal Year Ended June 30, 2023

SUPPLIER NAME	EXPENDITURE
ONE DIVERSIFIED AUDIO VISUAL CANADA LTD	28,181
OUT OF THE BLUE DESIGNS	169,047
P AND R TRUCK CENTRE	44,968
PACIFIC BLUE CROSS	1,999,410
PALADIN TECHNOLOGIES INC	115,853
PENINSULA CO-OP	445,921
POWERSCHOOL CANADA	139,350
PUBLIC EDUCATION BENEFITS TRUST	1,163,600
REAL CDN WHOLESALE	68,358
REDE ENERGY SOLUTIONS LTD	131,979
RICOH CANADA INC	150,499
ROBIN, JENNIFER	28,373
SAANICH TEACHERS ASSOCIATION	112,611
SAANICH UTILITY BILLING	55,279
SAVE ON FOODS	49,836
SCHOOL DISTRICT 23	25,564
SERVICEMASTER OF VICTORIA	60,573
SLEGG BUILDING MATERIALS	74,078
SMCN CONSULTING INC	135,902
SOFTCHOICE LP	151,698
STILLBUILT SOLUTIONS	54,859
SYSCO VICTORIA	51,875
TELUS	104,474
TELUS MOBILITY	62,467
THRIFTY FOODS	95,702
TINA LEIST & ASSOCIATES INC	223,232
TLD COMPUTERS	71,713
TRANSTAR SANITATION SUPPLY LTD	123,268
TRAVEL HEALTH CARE INSURANCE SOLUTIONS	85,366
TRI-METAL FABRICATORS LTD	47,678
UNITED RENTALS OF CANADA, INC.	29,111
UNIVERSAL SHEET METAL	559,857
VANCOUVER ISLAND UNIVERSITY	325,142
VICTORIA ATHLETIC SERVICES	28,796
WAL MART	112,470
WASTE MANAGEMENT	44,978

# Unaudited Statement of Financial Information (SOFI) School District No. 63 (Saanich) Fiscal Year Ended June 30, 2023

SUPPLIER NAME	EXPENDITURE
WESCO DISTRIBUTION CANADA	41,663
WESTCOAST ROOF INSPECTION SERVICES LTD	29,725
WESTJET	32,775
WILSONS TRANSPORTATION	62,349
WORKSAFEBC	748,439
YAMAMOTO NORIKO	28,725
YMCA-YWCA OF VANCOUVER ISLAND	27,290
ZONAR SYSTEMS	 34,946
TOTAL FOR SUPPLIERS WHERE PAYMENTS EXCEED \$25,000.00	\$ 27,555,633
TOTAL (SUPPLIERS WITH PAYMENTS \$25,000 OR LESS)	 6,926,279
TOTAL PAYMENTS TO SUPPLIERS	\$ 34,481,911

### **Unaudited Statement of Financial Information (SOFI)**

### School District No. 63 (Saanich)

### Reconciliation to Financial Statements For the Year Ended June 30, 2023

### **Expenditures Per SOFI**

1	Total Remuneration	(Schedule 7)		72,859,148
E	EI & CPP Payments	(Schedule 7)		4,275,144
E	Employee Reimbursed Expe	enses	(Schedule 7)	473,863
F	Payments for Goods and Se	rvices	(Schedule 8)	34,481,911
				112,090,066
Expenditure	es per Financial Statements	•		
7	Total Expenses (F/S Stmt 2)	Less Amortizati	on	105,112,587
A	Acquisition of TCA (F/S Stm	t 5)		2,889,926
A	Acquisition of TCA - WIP (F/	S Stmt 5)		3,987,388
				111,989,901
Difference b	petween SOFI and Financia	Statements		100,165
Difference b		l Statements		100,165
Difference d				100,165
Difference d	lue to:	unts Payable	nefits	·
Difference d	<b>lue to:</b> (Increase) Decrease in Acco	unts Payable oyee Future Be	nefits	(1,083,248)
Difference d ( (	<b>lue to:</b> (Increase) Decrease in Acco (increase) Decrease in Empl	unts Payable oyee Future Be	nefits	(1,083,248) (18,816)
Difference d ( ( I	<b>lue to:</b> (Increase) Decrease in Acco (increase) Decrease in Empl ncrease (Decrease) in Prep	unts Payable oyee Future Be	nefits	(1,083,248) (18,816) 53,403
Difference d ( ( ( )	<b>lue to:</b> (Increase) Decrease in Acco (increase) Decrease in Empl Increase (Decrease) in Prep AFG - CAMS/NGN	unts Payable oyee Future Be aid Expenses	nefits	(1,083,248) (18,816) 53,403 (350,425)
Difference d ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( (	lue to: (Increase) Decrease in Acco (increase) Decrease in Empl Increase (Decrease) in Prep AFG - CAMS/NGN School Protection Program	unts Payable oyee Future Be aid Expenses	nefits	(1,083,248) (18,816) 53,403 (350,425) (147,884)
Difference d ( ( I F	lue to: (Increase) Decrease in Acco (increase) Decrease in Empl Increase (Decrease) in Prep AFG - CAMS/NGN School Protection Program Recoverable portion of GST	unts Payable oyee Future Be aid Expenses	nefits	(1,083,248) (18,816) 53,403 (350,425) (147,884) (452,753)
Difference d ( ( I F	due to: (Increase) Decrease in Acco (increase) Decrease in Empl Increase (Decrease) in Prep AFG - CAMS/NGN School Protection Program Recoverable portion of GST Wage Recoveries/Secondm	unts Payable oyee Future Be aid Expenses	nefits	(1,083,248) (18,816) 53,403 (350,425) (147,884) (452,753) (669,750)

Prepared as required by Financial Information Regulation, Schedule 1, Section 7