

**SCHOOL DISTRICT NO. 43 (COQUITLAM)  
BOARD OF EDUCATION MINUTES**

**REGULAR PUBLIC BOARD MEETING  
EDUCATION LEARNING CENTRE, ROOM 104**

**TUESDAY, NOVEMBER 25, 2025**

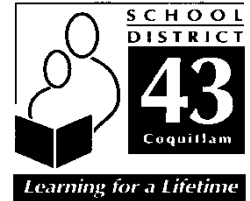
**Chair:** Michael Thomas  
**Vice Chair:** Craig Woods  
**Trustees:** Carol Brodie  
Chuck Denison  
Rosey Manhas  
Kerri Palmer Isaak  
Lisa Park  
Christine Pollock

**Regrets:** Zoë Royer

**Administration:**  
Superintendent of Schools/CEO Nadine Tambellini  
Secretary-Treasurer/CFO Nita Miki  
Assistant Superintendent Anthony Ciolfitto  
Jeremy Clarke  
Stephen Whiffin  
Andrea Hunter  
Executive Director, Facilities and Planning Ivano Cecchini  
Assistant Secretary-Treasurer, Patricia Bigonzi  
Corporate and Financial Services  
Assistant Director, Communication and Ken Hoff  
Community Relations  
Recording Secretary Colleen Stavert

Michael Thomas, Board Chair, called the meeting to order at 7:02 p.m.

The Acknowledgement of Territory was expressed by Trustee Manhas.



*Our mission is to ensure  
quality learning opportunities for  
all students of all ages*

**PRESENT**

**CALL TO ORDER**

**ACKNOWLEDGEMENT OF  
TERRITORY**

The Chair asked if there were any additions or deletions to the agenda.

**PALMER ISAAK/BRODIE moved acceptance of the agenda.**

**Question was called.**

**MOTION CARRIED UNANIMOUSLY**

Representatives in attendance from the Coquitlam Teachers' Association (CTA), District Parent Advisory Council (DPAC), and Coquitlam Principals' and Vice-Principals' Association (CPVPA) introduced themselves. There were no members of CUPE Local 561 or the Student Leadership Council (SLC) in attendance.

The District Leadership Team (DLT) members in attendance introduced themselves.

Michael Thomas, Board Chair, recognized November as Adoption and Permanency Awareness Month. This month highlights the need for support of children and youth in BC who are waiting for permanency and to celebrate those that have successfully welcomed children and teens into their families.

There were no education matters to report.

The Chair asked if there were any amendments to the consent agenda, which included the following items:

- a) Approval of October 21, 2025, Regular Board Meeting Minutes
- b) Trustee Calendar Planning Report for Information
- c) Trustee Reports for Information

**MANHAS/PARK moved approval of the consent agenda.**

**Question was called.**

**MOTION CARRIED UNANIMOUSLY**

*A copy of the Trustee Reports is attached to the official minutes.*

## **ACCEPTANCE OF AGENDA**

- a) Acceptance of Agenda**

## **INTRODUCTIONS**

- a) Partner Groups**
- b) DLT**

## **DELEGATIONS/ PRESENTATIONS**

- a) Adoption and Permanency Awareness Month**

## **EDUCATION**

## **APPROVAL OF CONSENT AGENDA**

There were no responses to previous delegations.

Nadine Tambellini, Superintendent, provided a brief overview of the ongoing work to develop the strategic plan, *Directions 2030*, Remembrance Day assemblies, and recent learning opportunities at both the district and community levels.

Trustee Pollock provided an update regarding the SD43 Education Foundation, which has recently completed an online auction that raised just over \$32,000.

Adrian Pettyfer, Energy Manager, and Katerin Osorio Vera, Energy Specialist, presented the SD43 Low Carbon Sustainability Action Plan (LCSAP). The plan defines the school district's commitment to environmental sustainability and guidance for climate action moving forward.

**PALMER ISAAK/POLLOCK moved to adopt the Low Carbon Sustainability Action Plan (LCSAP).**

Trustee inquiries regarding action plans in tandem with external organizations, and the costs attached to the plan were responded to.

**Question was called.**

**MOTION CARRIED UNANIMOUSLY**

***A copy of the Low Carbon Sustainability Action Plan (LCSAP) is attached to the official minutes.***

Patricia Bigonzi, Assistant Secretary-Treasurer, provided a Financial Update and 2025/2026 Cost Pressure Report .

Trustee questions regarding the \$479,000 contingency in operating funds, staffing of Education Assistants (EAs), and clarification of the acronym NGN (Next Generation Network) were responded to.

***A copy of the 2025/2026 Cost Pressure Report is attached to the official minutes.***

## RESPONSE TO PREVIOUS DELEGATIONS

### DISTRICT STAFF REPORTS

- a) Superintendent Report
- i) Superintendent's Update

### b) Secretary-Treasurer Report

- i) Low Carbon Sustainability Plan

- ii) Financial Update 2025/2026 – Cost Pressure Report

Nita Mikl, Secretary-Treasurer, provided an overview of the 2026/2027 Budget Process.

There were no questions or comments from trustees.

***A copy of the 2026/2027 Budget Process is attached to the official minutes.***

Nita Mikl, Secretary-Treasurer, provided an overview of the 2026/2027 Budget Consultation Guide.

There were no questions or comments from trustees.

***A copy of 2026/2027 Budget Consultation Guide is attached to the official minutes.***

Anthony Ciolfitto, Assistant Superintendent, and John Campbell, Principal, Facilities Initiatives, provided an overview of catchment area changes for the 2026/2027 school year.

A trustee inquiry regarding the number of catchment survey responses was responded to.

***A copy of the Catchment Area Changes is attached to the official minutes.***

At 7:51 p.m. the Chair opened the floor to questions.

There were no trustee questions.

CTA President Ken Christensen's inquiries about a decrease in K-12 teachers, and a decrease to school level budgets were responded to.

Patricia Bigonzi, Assistant Secretary-Treasurer, provided an overview of the Statement of Financial Information (SOFI) Report for the period July 1, 2024 – June 30, 2025. The statements and schedules of the Financial Information (SOFI) Report is an annual report that must be submitted to the Ministry of Education and Child Care within six months of the fiscal year end.

**ii) Budget Process  
2026/2027**

**iii) 2026/2027 Budget  
Consultation Guide**

**UNFINISHED BUSINESS**

- a) Catchment Area  
Changes:  
Moody Elementary,  
Mountain Meadows  
Elementary, and  
Eagle Ridge  
Elementary**

**QUESTION PERIOD**

- a) Trustees  
b) Gallery**

**NEW BUSINESS**

- a) Statement of Financial  
Information (SOFI)  
Report**

Several trustees commented regarding the SOFI Report's threshold amount of \$75,000 needing to be increased.

**POLLOCK/WOODS moved that the Board of Education approve the Statement of Financial Information (SOFI) Report for July 1, 2024 to June 30, 2025.**

**Question was called. MOTION CARRIED UNANIMOUSLY**

***A copy of the Statement of Financial Information Report is attached to the official minutes.***

Ivano Cecchini, Executive Director, Facilities and Planning, provided information regarding a Modification of Covenant bylaw required for the future elementary school site at 3631 Litchfield Avenue, Coquitlam, British Columbia (BC).

**b) 3631 Litchfield Avenue, Coquitlam, BC, Modification of Covenant Bylaw, 2025**

There were no trustee questions.

**PALMER ISAAK/POLLOCK moved to hold all three readings and have all three readings, final passage and adoption of the 3631 Litchfield Avenue, Coquitlam, BC, Modification of Covenant Bylaw, 2025.**

**Question was called. MOTION CARRIED UNANIMOUSLY**

**PALMER ISAAK/MANHAS moved first reading of the 3631 Litchfield Avenue, Coquitlam, BC, Modification of Covenant Bylaw, 2025.**

**Question was called. MOTION CARRIED UNANIMOUSLY**

**BRODIE/WOODS moved second reading of the 3631 Litchfield Avenue, Coquitlam, BC, Modification of Covenant Bylaw, 2025.**

**Question was called. MOTION CARRIED UNANIMOUSLY**

**BRODIE/MANHAS moved third and final reading, final passage, and adoption of the 3631 Litchfield Avenue, Coquitlam, BC, Modification of Covenant Bylaw, 2025.**

**Question was called. MOTION CARRIED UNANIMOUSLY**

***A copy of the 3631 Litchfield Avenue, Coquitlam, BC, Modification of Covenant Bylaw, 2025, is attached to the official minutes.***

There were no Notices of Motion.

## **NOTICES OF MOTION**

There were no items of Trustee business.

## **ITEMS OF TRUSTEE BUSINESS**

Board Chair Michael Thomas expressed gratitude to Assistant Superintendent Stephen Whiffin for his Artificial Intelligence (AI) presentation at the recent BCPSEA Symposium.

At 8:03 p.m. the Chair opened the floor to questions.

## **QUESTION PERIOD**

There were no trustee questions.

### **a) Trustees**

CTA President Ken Christensen's inquiry about advocacy at the provincial level to increase the SOFI Report's \$75,000 threshold limit was responded to.

### **b) Gallery**

Nita Mikl, Secretary-Treasurer, assumed the Chair for the election of the Chair and Vice-Chair.

## **ELECTION OF BOARD CHAIR**

The Secretary-Treasurer explained the process for the election of the Chair and Vice-Chair. The process to elect the Chair includes three calls for nominations. After all nominations have been received, the Secretary-Treasurer will ask for a motion for nominations to cease. Trustees will complete the voting ballots unless a nominee is acclaimed to the position of Chair.

The Secretary-Treasurer called for the first time for nominations for the position of Chair to serve until the annual election in November 2026.

Trustee Woods nominated Trustee Thomas for the position of Chair. Trustee Thomas accepted the nomination for Chair.

The Secretary-Treasurer called a second time for nominations for the position of Chair.

The Secretary-Treasurer called a third and final time for nominations for the position of Chair.

As there were no further nominations, a motion for nominations to cease was not called.

The Secretary-Treasurer announced that Trustee Thomas was acclaimed as Chair.

The process to elect the Vice-Chair is the same as that of the Chair.

The Secretary-Treasurer called for the first time for nominations for the position of Vice-Chair to serve until the annual election in November 2026.

Trustee Brodie nominated Trustee Manhas for the position of Vice-Chair. Trustee Manhas accepted the nomination for Vice-Chair.

The Secretary-Treasurer called a second time for nominations for the position of Vice-Chair.

The Secretary-Treasurer called a third and final time for nominations for the position of Vice-Chair.

As there were no further nominations, a motion for nominations to cease was not called.

The Secretary-Treasurer announced that Trustee Manhas was acclaimed as Vice-Chair.

Trustee Thomas thanked Trustee Woods for his hard work fulfilling the role of Vice-Chair for the past year. Trustee Thomas congratulated Trustee Manhas on her new role as Vice-Chair.

**POLLOCK/BRODIE moved to adjourn the meeting at 8:11 p.m.**

**Question was called.**

**MOTION CARRIED UNANIMOUSLY**

**ELECTION OF BOARD  
VICE-CHAIR**

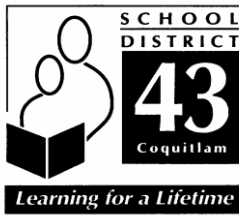
**ADJOURNMENT**

***“Original Signed by”***

Chair

***“Original Signed by”***

Secretary-Treasurer



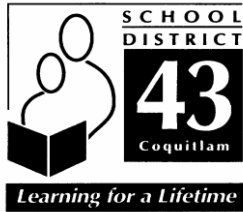
## **BOARD OF EDUCATION BCSTA ITEMS OF BUSINESS DPAC**

Vice Chair Craig Woods presents the following report for information:

### **DPAC General Meeting Wednesday, October 29th, 2025 – 7:00pm**

- ✧ DPAC President Jamie Manchester chaired the meeting and began by welcoming guests and parents.
- ✧ The School District report was provided by the Superintendent, Nadine Tambellini, and included:
  - An introduction to the District Leadership Team and changes due to recent retirements
  - An overview of Directions 2030 that included the process, plan and timelines
  - An overview of child care on school grounds, how many are available and how they are operated. Also spoke to our commitment to increase where we can, and the Ministry's push for more.
  - Updates on sites needing or under construction, including the recent announcement to move ahead with Hazel Trembath and progress at Burke Mountain
  - Speaking to the engagement process under way with the Burke Mountain parent community on the proposed catchment area and grades in the school. It was emphasized that no decisions are made yet and that survey results are being carefully reviewed.
- Questions responded to by the Superintendent included the following:
  - how were the surveys distributed?
  - what is to happen to the old Moody Elementary site once the new location is open?
  - how will middle school needs be met on Burke Mountain?
- ✧ The French Immersion Committee parent reps provided the following updates:
  - The program is healthy and is about more than language, it's about culture too
  - There is concern about the number of new student teachers available
- ✧ The BC Injury and Prevention Unit A presented on Concussion awareness and included the following:
  - 55 million affected, \$400 billion spent
  - There can be a subtle symptom onset, and can be immediate or delayed
  - There is a window of vulnerability for re-injury
  - Symptoms can last days, weeks or months
  - Best practice today reduces the amount of isolation that was previously a consequence of the recovery process
  - Concussion Awareness Training Tool (CATT) is a free resource and training for recognition, management, and recovery from concussion
  - There is a CATT for youth targeted at high school as well as a CATT for Parents & Caregivers and School Professionals
- ✧ Next meeting on November 26<sup>th</sup> and will include Dr Squires speaking on language and the benefits of bilingualism





## SCHOOL DISTRICT NO. 43 (COQUITLAM)

### MEMORANDUM

**TO:** Nita Mikl, Secretary Treasurer/CFO

**FROM:** Adrian Pettyfer, Energy Manager  
Katerin Osorio Vera, Energy Specialist  
Ivano Cecchini, Executive Director, Facilities and Planning Services

**DATE:** November 25, 2025

**SUBJECT:** Facilities Department – Low Carbon Sustainability Action Plan

**COPIED TO:** District Leadership Team

**Recommended Action:** That the Board adopt the Low Carbon Sustainability Action Plan (LCSAP).

#### **Background:**

The District continues to be a leader in energy conservation and environmental stewardship.

The Facilities Department, with the leadership of our Energy Manager and Energy Specialist, after consultation, have developed a Low Carbon Sustainability Action Plan (LCSAP). The plan is a strategic framework designed to guide future decisions that support long term environmental resilience and sustainability into every area of our organization. It also helps integrate sustainability into education, operations and capital planning.

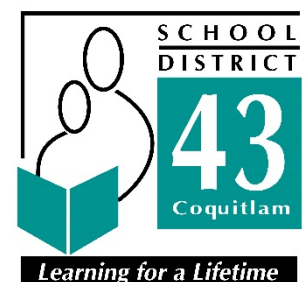
The LCSAP aligns with our Directions 2025 strategic plan along with the vision of our new strategic plan with a focus on achieving our long-term emissions and resilience goals.

The presentation will show how the plan was developed and how it will be implemented into the organization so that it is meaningful and helpful ensuring all departments are working together towards the same sustainability direction.



# LOW CARBON SUSTAINABILITY ACTION PLAN

*Version 1 Released: November 2025*





## Acknowledgement

*School District No. 43 (Coquitlam) resides on the ancestral unceded territory of the kʷikʷəłəm (Kwikwetlem First Nation). We thank the kʷikʷəłəm who continue to live on these lands and care for them, along with the waters, and all that is above and below. We acknowledge, with gratitude, this beautiful place where we live, work, play, and learn.*



# Message from the Executive Director of Facility and Planning Services

**IVANO CECCHINI**

The SD43 Low Carbon Sustainability Action Plan reflects the growing determination of our district to develop solutions to pressing global challenges.

This plan is built around three separate pillars that affect and include the entire organization in some way be it through Education and Engagement, Building and Grounds Innovation, or Operations Management.

These are broad pillars encompassing numerous related categories that all work towards achieving a focus on reduction and sustainability both at the school district and in our community.

To that end all of us have a role to play by taking action to make this ambitious plan a success. I encourage you to join these efforts in the classroom, in the office or even in your own homes. Weather it is through simple day actions or departmental initiatives, your efforts are critical in making this plan a success and ultimately making SD43 a sustainable organization.

Thank you for taking the time to read the plan and for continued support.



Ivano Cecchini  
Executive Director, Facilities & Planning Services



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# Introduction

## Overview

School District No. 43 (Coquitlam) is committed to combatting climate change and serving as an environmental steward to our community. We pledge to lead by example, demonstrate strong environmental leadership, commit to sustainable development, and use our financial resources wisely.

*The Low Carbon Sustainability Action Plan (LCSAP)* defines the school district's commitment to environmental sustainability and provides guidance for climate action moving forward. It is our strategic framework to continue to reduce our carbon emissions, manage our resources responsibly, and foster a culture of environmental care throughout our institutions and community.

This document outlines relevant connections to internal and external drivers, describes the school district's approach to building the *LCSAP*, defines core environmental sustainability pillars and supporting categories, includes a description of associated goals and strategies, and concludes with a discussion about implementation, monitoring, and reporting. The *Low Carbon Sustainability Action Plan* is our roadmap.

We must work together to achieve the goals outlined in this plan. By leveraging our collective expertise and resources, we can empower our students, staff, and communities to become environmental stewards and contribute to a greener, more resilient future for generations to come.



## About School District No. 43 (Coquitlam)

### ABOUT

School District No. 43 (Coquitlam) is the third largest district in British Columbia and meets the learning needs of approximately 33,000 students of all ages in Coquitlam, Port Coquitlam, Port Moody, Anmore, and Belcarra. The district employs approximately 4,370 employees, including 2,700 teachers. The school district provides K-12 education across fifty elementary schools (kindergarten-grade 5), fourteen middle schools (grades 6-8), nine secondary schools (grades 9-12), and four alternate education programs.

### OUR MISSION

To ensure quality learning opportunities for all students of all ages.

### OUR CORE BELIEFS AND PRINCIPLES

The Board of Education believes in:

- Public education and the need to advocate on its behalf.
- Instilling a passion for learning.
- Learners as the most important focus.
- High quality and equitable learning opportunities.
- Innovation, creativity, problem-solving, critical thinking and sustainability.
- The essential value of district, community, and global partnerships.
- Safe, inclusive, and socially responsible learning communities.

The Board of Education is committed to:

- Creating a culture of care and shared responsibility where every learner matters.
- Engaging and empowering lifelong learners.
- Providing flexible, integrated, diverse and active learning environments.
- Developing shared leadership through innovative, sustainable professional learning.



## Our Commitment

### ENVIRONMENTAL STEWARDSHIP

School District No. 43 (Coquitlam) is committed to a culture of care and shared responsibility, which extends to the environment around us. We are committed to the protection of the natural environment, ecosystem resilience, and human wellbeing through proactive management and responsible use of resources, education, engagement, research and innovation, and a fostered culture of sustainability across our institutions and communities. Through our mantra of “Education, Activation, and Innovation,” we aim to contribute to a healthier planet and a more resilient future for generations to come.

### DRIVERS

The development of this plan was shaped by a variety of internal and external influences, including:

#### EXTERNAL

|                                                                          |                                                                                                                                        |
|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| BC CLIMATE ACTION CHARTER                                                | A voluntary agreement, SD 43 has been a signatory since 2010.                                                                          |
| BC CLIMATE CHANGE ACCOUNTABILITY ACT (CCAA)                              | This legislation sets targets for reducing greenhouse gas emissions 40% below 2007 levels by 2030, 60% by 2040 and 80% by 2050.        |
| BC CARBON NEUTRAL GOVERNMENT PROGRAM AND CARBON NEUTRAL ACTION REPORTING | As legislated under the CCAA, all provincial public sector organizations must be carbon neutral and report on progress annually.       |
| MINISTRY OF EDUCATION AND CHILD CARE CLIMATE ACTION CHARTER              | SD 43 is a signatory to this charter, which forms an agreement between the Board of Education and the Ministry of Education.           |
| CLEANBC                                                                  | This Plan outlines various actions for the public sector, including policy initiatives, projects, and funding, in support of the CCAA. |

#### INTERNAL

|                                                               |                                                                                                                                                                                                                                                            |
|---------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| DIRECTIONS 2025 AND 2030                                      | This document outlines SD 43’s vision, strategic goals, and objectives as part of its 5-year plan, including our commitment to sustainability and environmental stewardship. In progress now, Directions 2030 will replace Directions 2025 once published. |
| RESOURCE AND ENERGY CONSERVATION ADMINISTRATIVE PROCEDURE 547 | This AP describes SD 43’s commitment to reducing its environmental impact through programs and initiatives.                                                                                                                                                |
| STRATEGIC ENERGY MANAGEMENT PLAN (SEMP)                       | This annual document outlines SD 43’s goals, targets, and long-term plan for managing its energy consumption and greenhouse gas emissions. The LCSAP will support the development of future SEMP’s.                                                        |

### OUR RESPONSIBILITY TO THE NEXT GENERATION

The way we manage our schools and facilities is our opportunity to lead by example and a reflection of our sustainability values. More than that, it is our duty. We have been given the privilege, the opportunity, and the responsibility to engage, direct, and rally our students, staff and communities in a world that needs change more than ever before. The goals and strategies outlined in the LCSAP will help us to reduce our carbon emissions, manage our resources responsibly, and foster a culture of environmental stewardship throughout our institutions and community. Together, we can contribute to a healthier planet and a more resilient future for generations to come.



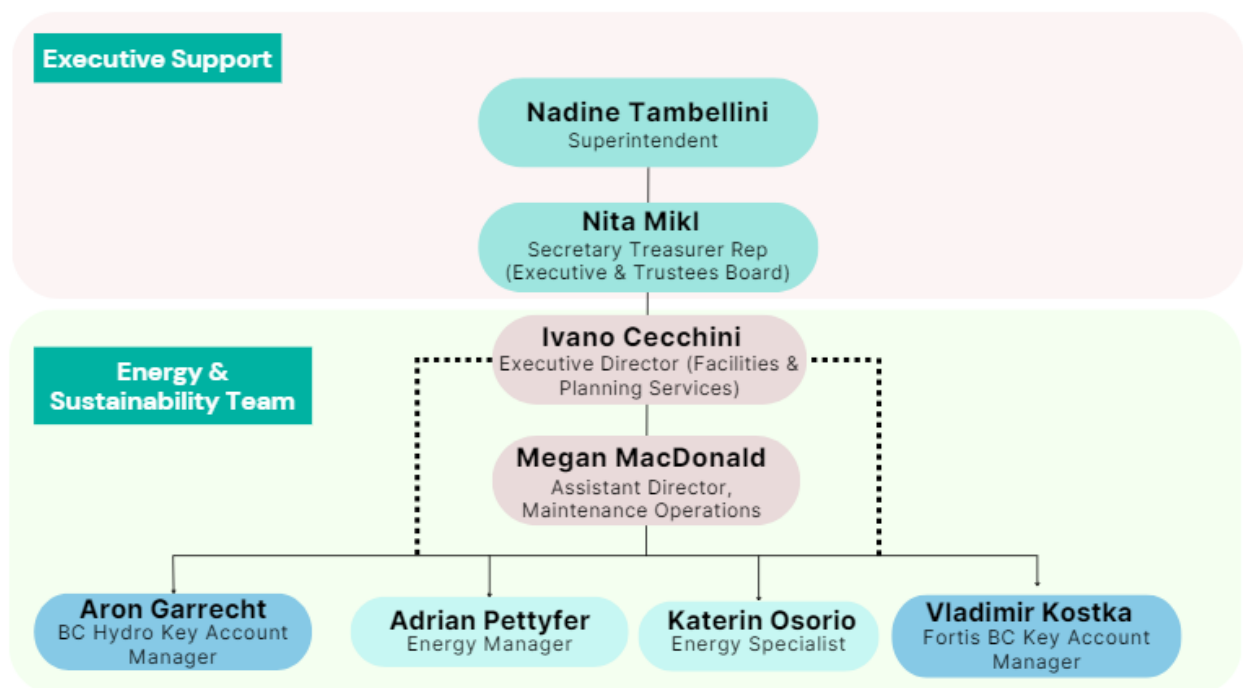
## Our Approach

### Our Team

SD 43's Energy and Sustainability Team is the owner of the *Low Carbon Sustainability Action Plan*, responsible for its development, implementation, and success. The Team operates under the guidance and support of the Superintendent, the Secretary Treasurer, and the District Leadership Team (DLT). This executive support provides strategic oversight and ensures the alignment of sustainability efforts with district-wide priorities and educational goals.

The Energy and Sustainability Team is comprised of an Energy and Sustainability Manager, Energy Specialist, Assistant Director of Maintenance Operations and Executive Director of Facilities and Planning Services. The Executive Director of Facilities and Planning Services and the Assistant Director of Maintenance Operations lead the team and are responsible for its overall direction and integration across the school district. The Energy and Sustainability Manager and Energy Specialist are responsible for identifying opportunities to reduce greenhouse gas emissions and to develop sustainable practices within the organization. The Team is supported by Key Account Managers from BC Hydro and FortisBC.

Additionally, the Energy and Sustainability Team actively work with students at all school levels to promote sustainability awareness, encourage student participation, and inspire future sustainability leaders across the district.





## Consultation and Collaboration

Consultation and collaboration with SD 43's District Leadership Team and Department representatives were integral in developing the *Low Carbon Sustainability Action Plan*. Using that feedback, the *LCSAP* provides direction for all departments in the organization to incorporate actions into their day-to-day operations that align with SD 43's overarching sustainability goals and carbon neutral strategies.

Looking ahead, continued stakeholder engagement will be essential for the successful implementation of the *LCSAP*. The Energy and Sustainability Management Team will work with departments, the Kwikwetlem First Nation and individuals across the organization to address barriers and support the adoption of the goals and strategies outlined in this document. By leveraging our collective expertise and resources, we will work towards a low-carbon and resilient future and inspire positive environmental stewardship across our school district and communities.

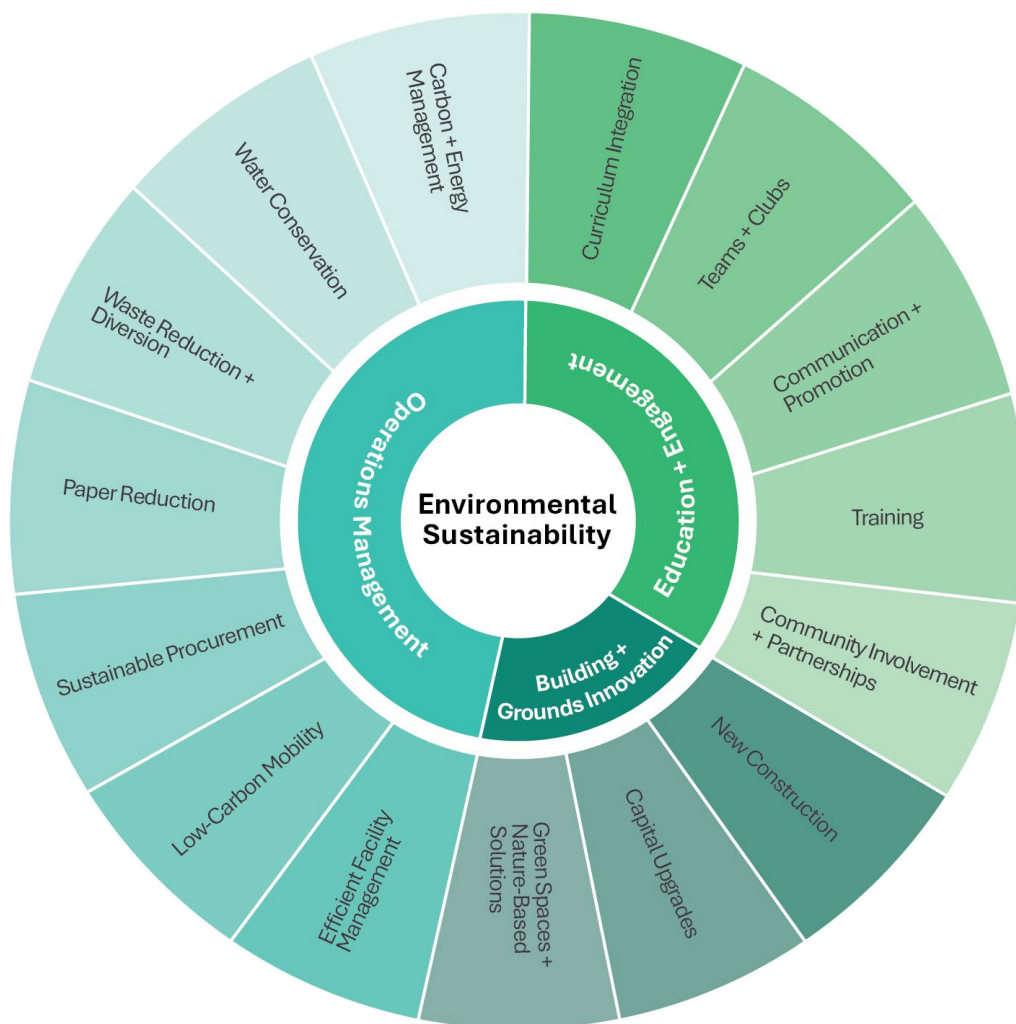
# Environmental Sustainability at SD 43

## The Framework

Environmental stewardship and sustainability at SD 43 are structured around three pillars:

- **Education + Engagement**
- **Building + Grounds Innovation**
- **Operations Management**

Each pillar encompasses specific sustainability categories with associated goals and strategies designed to integrate sustainability into every aspect of the district's operations, build a culture of environmental stewardship, and educate the next generation of responsible citizens. The pillars and categories are designed to be interconnected and use a holistic and practical approach that considers people, processes, and technology. The diagram, below, summarizes these pillars and categories and the following section of this document outlines their associated goals and strategies.



# Pillars and Categories

## EDUCATION + ENGAGEMENT

School District No. 43 (Coquitlam) is dedicated to nurturing a generation of leaders who are deeply committed to fostering positive environmental change and contributing to a sustainable future for our communities and beyond. By integrating sustainability principles into our curriculum and offering a variety of extracurricular opportunities, we aim to inspire students to address global sustainability challenges and promote responsible citizenship.

Our approach involves building awareness, considering diverse perspectives, and providing comprehensive education and training. We create opportunities for collaboration and engagement to cultivate a culture of sustainability within our schools. By engaging staff, parents, caregivers, and local communities as active partners, we strive to embed sustainability into every aspect of our educational experience.

## CURRICULUM INTEGRATION

**GOAL:** Embed sustainability principles across the curriculum to empower students with the knowledge, skills, and values to become responsible global citizens and environmental stewards.

### STRATEGIES

- **Identify and highlight sustainability connections within the curriculum and school event calendar**, providing visibility into how environmental learning is embedded throughout the year and supporting educators with relevant teaching resources.
- **Deliver grade-appropriate instructional and project-based learning resources** that connect environmental themes including land-based and place-based learning approaches that foster a deep, personal connection to the environment, community, and self, inspiring students to explore real-world sustainability challenges and develop practical solutions. **Deliver technology-based enhancements** to grade-appropriate instructional materials to improve access and engagement (e.g., virtual field trips, energy tracking, etc.).

## TEAMS AND CLUBS

**Goal:** Provide hands-on learning experiences and leadership opportunities for students to actively apply sustainability principles and make meaningful contributions to the environment and local communities.

### STRATEGIES

- **Support schools to develop and implement sustainability initiatives** by empowering students, staff, and leadership teams to take local action that aligns with district goals and values.
- **Develop district-wide sustainability programs** to foster a unified approach to environmental stewardship using pre-existing curriculum-based courses such as leadership, environmental science, etc.
- **Engage parents, caregivers, and the broader community as active partners** to create a supportive network that enhances the impact of our students' efforts and promotes sustainable practices throughout the community.

## COMMUNICATION AND PROMOTION

**GOAL:** Engage staff, students, parents, caregivers, and other community partners, through internal and external initiatives to promote and communicate sustainable practices.

### STRATEGIES

- **Develop a regular calendar of engagement campaigns** that underscore the importance of sustainability and individual environmental impact.
- **Organize sustainability events** to provide insights and inspire action among students, staff, and the broader community.
- **Use the district's communication channels** (e.g. digital platforms, social media, and newsletters) to share information, promote sustainable practices and highlight success stories.

## TRAINING

**GOAL:** Provide training opportunities, resources and guidance for teachers, staff, students, and other community groups to continuously improve their knowledge of sustainability concepts and ability to support student education, building innovation and operations management.

### STRATEGIES

- **Develop and implement workshops and seminars** for teachers, staff and students to enhance sustainability knowledge and practices. These initiatives may include collaboration with the Kwikwetlem First Nation to integrate Indigenous perspectives on environmental stewardship, place-based knowledge, and climate resilience
- **Develop and implement an Eco-Schools Program** that supports the education and implementation of sustainable practices across all schools, accompanied by resource materials that build sustainability knowledge and support practical application by staff and students.

## COMMUNITY INVOLVEMENT AND PARTNERSHIPS

**GOAL:** Collaborate with local organizations, government agencies and community groups to support environmental stewardship efforts, enrich our schools' cultures and positively impact the broader community.

### STRATEGIES

- **Develop and strengthen mutually beneficial relationships** with local organizations, government agencies, and community groups to advance both educational and sustainability goals.
- **Increase awareness of these partnerships and the resources they provide** to inspire community involvement and encourage broader participation and engagement in sustainability initiatives.
- **Launch joint educational and sustainability projects** to enrich the learning environment and promote environmental responsibility.
- **Support collaborative research and innovation** to explore solutions to environmental challenges.





## BUILDING + GROUNDS INNOVATION

Through sustainable design principles, material choices and available technology, School District No. 43 strives to create environmentally responsible and climate-resilient facilities that enhance learning environments, minimize our carbon footprint, and promote community health and well-being. Sustainability and climate change adaptation considerations are incorporated into all capital upgrades, new construction projects, and master planning.

## NEW CONSTRUCTION

**GOAL:** Design and construct environmentally responsible and resilient facilities that meet or exceed sustainable building code standards

### STRATEGIES

- **Collaborate with architects, engineers, construction contractors, and consultants** to seamlessly integrate sustainability and climate adaptation design principles from the earliest stages of project planning, including enhanced commissioning processes to proactively mitigate future remedy needs.
- **Support research and innovation in sustainable building technologies and practices and apply findings** to future projects as Provincial budgets allow to ensure that building projects incorporate the latest advancements in sustainability and climate adaptation.
- **Actively seek out and apply for incentives available for green building projects** to maximize financial and environmental benefits.
- **Incorporate flexibility into building designs to accommodate future needs**, such as expansions or further sustainability initiatives including future needs of green spaces, ensuring that facilities remain adaptable and resilient over time.
- **Prioritize the implementation of low-maintenance renewable energy systems** and explore opportunities for on-site energy generation to reduce dependency on external energy sources and minimize long-term operational costs.

## CAPITAL UPGRADES

**GOAL:** Plan and upgrade existing infrastructure in a timely manner, as budgets allow, to support the development and maintenance of environmentally responsible and resilient facilities.

### STRATEGIES

- **Assess existing infrastructure** to identify areas needing improvement or modernization. Prioritize upgrades that enhance environmental performance, such as improving energy efficiency, water conservation, and resilience to climate impacts through detailed energy consumption tracking and data-driven project identification.
- **Implement a strategic approach to scheduling and budgeting that aligns with sustainability goals**, ensuring that infrastructure improvements support long-term environmental and operational benefits.
- **Continuously review and adapt infrastructure plans to incorporate new technologies and best practices**, fostering an environment of ongoing innovation and resilience.

## GREEN SPACES AND NATURE-BASED SOLUTIONS

**GOAL:** Develop and maintain green spaces that 1) support biodiversity, ecosystem health, and a low-carbon resilient future; 2) provide outdoor learning opportunities; 3) foster a connection to the land; and 4) align with sustainable operations management practices.

### STRATEGIES

- **Design and create spaces that foster a deep connection to the land** for students and staff, encouraging a sense of responsibility and engagement with the natural world.
- **Ensure that the management of these green spaces aligns with sustainable operations practices**, including the use of eco-friendly maintenance methods and resource-efficient technologies.
- **Consider nature-based solutions** in the design and improvement of facilities.
- **Preserve or incorporate “natural assets”** during the design phase of new construction projects.



## OPERATIONS MANAGEMENT

School District No. 43 is committed to leading by example to responsibly and strategically manage its operations and resources. By considering people, processes, and technology, we aim to find efficiencies, minimize costs, meet or exceed regulatory requirements, decrease carbon emissions, reduce our burden on environmental resources, enhance organizational resilience and demonstrate our commitment to sustainability. We aim to embed a culture of sustainable operations management across our facilities.

## CARBON AND ENERGY MANAGEMENT

**GOAL:** Strategically manage energy and carbon emissions to maximize energy efficiency and minimize greenhouse gas emissions.

### STRATEGIES

- **Execute comprehensive energy efficiency measures and innovative technologies** to optimize performance and reduce environmental impact.
- **Conduct regular energy audits and assessments** to identify opportunities for improvement and integrate advanced solutions such as smart grids, energy-efficient lighting, high-performance HVAC systems and advanced building automation systems.
- **Establish and track measurable targets for reducing greenhouse gas emissions**, leveraging data-driven insights to guide decision-making and refine strategies.
- **Explore and integrate renewable energy systems**, as budgets allow, to reduce reliance on non-renewable sources and foster a culture of energy conservation across all operations.

## WATER CONSERVATION

**GOAL:** Manage water usage in our buildings and on our grounds through behavioural, operational, and capital water conservation measures and stormwater management.

### STRATEGIES

- **Implement actions to encourage water-saving habits and the importance of water** among students, teachers, staff members, and community groups, such as promoting awareness and training on efficient water use.
- **Optimize operational practices** by incorporating advanced water-efficient technologies.
- **Invest in capital projects that address stormwater management**, incorporating systems like rainwater harvesting, permeable paving and drip irrigation to reduce overall water consumption and improve resource management.
- **Monitor** water consumption through billing analysis to identify opportunities throughout the district.



## WASTE REDUCTION AND DIVERSION

**GOAL:** Reduce and divert waste to landfills across the school district's facilities by implementing circular economy practices. This includes enhancing recycling and composting programs, promoting item reuse and refurbishment, and collaborating with departments to purchase sustainable, recyclable materials.

### STRATEGIES

- **Develop and continually improve waste reduction and diversion programs**, including recycling, composting, and reducing single-use plastics.
- **Establish clear guidelines, signage and training** for staff and students on proper waste separation and disposal practices.
- **Develop complementary campaigns** to engage students, staff, and the community to participate in the district's waste reduction and diversion programs.
- **Regularly monitor and evaluate waste diversion efforts** to track progress and identify areas for improvement, ensuring that facilities contribute to a circular economy and environmental sustainability.
- **Expand waste reduction efforts** to include sustainable procurement and end-of-life management practices, such as minimizing packaging, selecting green-certified cleaning products, and establishing clear procedures for the responsible disposal of outdated materials.
- **Promote sustainable lunch practices** and supporting student-led initiatives and campaigns that advocate for zero-waste lifestyles and reduction of single-use items.

## PAPER REDUCTION

**GOAL:** Reduce paper consumption across the school district and use alternative paper products where feasible to lessen environmental impact and emissions.

### STRATEGIES

- **Encourage digital documentation, communication and filing systems** to minimize the need for physical documents.
- **When printing is still required, encourage sustainable practices** such as double-sided printing or reusing the backside of old documents.
- **Implement a procurement policy** that ensures a proper evaluation of the purchase of recycled or sustainably sourced paper products.
- **Engage staff and students** to participate in the strategies described above.
- **Regularly review paper consumption patterns, new technologies and methods**, such as the use of energy-efficient hand dryers, to minimize the district's overall paper footprint.

## SUSTAINABLE PROCUREMENT

**GOAL:** Define, prioritize and integrate sustainability considerations across procurement processes.

### STRATEGIES

- **Define sustainable procurement goals, metrics, and order of priority** across departments.
- **Develop and enforce evaluation criteria and guidelines** for selecting suppliers and products, including energy efficiency and environmental performance for technology devices.



- **Implement sustainable purchasing practices**, including integration across existing technology, processes, roles, and training.
- **Regularly review and refine procurement practices** based on progress against goals, feedback, changing conditions and emerging best practices.

## LOW-CARBON MOBILITY

**GOAL:** Develop a low-carbon fleet as budgets allow and encourage sustainable modes of transportation across our staff and school communities, including infrastructure requirements.

### STRATEGIES

- **Enhance infrastructure to encourage the adoption of sustainable transportation options for staff and students**, including installing bike racks, pedestrian pathways, and convenient transit links.
- **Evaluate the district's current transportation needs and fleet composition** to identify opportunities for electrification, fuel efficiency improvements, and conduct cost analysis to guide future electric fleet expansion.
- **Support initiatives that incentivize staff and students** to use sustainable transportation methods and integrate these practices into broader sustainability goals.
- **Regularly evaluate and adjust transportation strategies** to align with advancements in green technology and infrastructure improvements.
- Encourage a culture of shared responsibility by reminding students, staff, families, and visitors the reduction of vehicle idling to contribute to cleaner air and a healthier environment around schools.

## EFFICIENT FACILITY MANAGEMENT

**GOAL:** Effectively and efficiently manage facilities by considering people, processes, and technology, as well as aligning with sustainable operations management practices. This includes maintenance procedures, building system and equipment upgrades, and training.

### STRATEGIES

- **Establish a comprehensive protocol for regular maintenance, inspections, and performance reviews of building systems** to enhance the efficiency and longevity of school district facilities.
- **Prioritize and implement upgrades to building systems and equipment to reduce energy usage** and optimize operating controls. Focus on critical infrastructure upgrades and repairs based on condition assessments and lifecycle analysis.
- **Develop and maintain proactive preventative maintenance programs** to address issues promptly and avoid costly repairs.
- **Build in-house expertise** on mechanical building systems through targeted training.
- **Integrate energy system upgrades and smart building automation systems** into existing school buildings to improve operational efficiency and sustainability.
- **Promote energy-conscious behaviors by providing training and reminders** for staff, administrators, and caretakers on best practices—such as shutting down computers, turning off lights, and using appliances efficiently—to reduce unnecessary energy waste across school facilities.



## Implementation, Monitoring and Reporting

The *Low Carbon Sustainability Action Plan* will influence important decisions and support the implementation of selected actions in the future. It is complemented by the *LCSAP Implementation and Tracking Plan*.

Implementation, monitoring, and reporting will be a fluid process that includes the initiatives below to implement and track progress toward goals, evaluate the effectiveness of initiatives, and report on achievements. By using existing structures and processes, the Energy and Sustainability Team aims to successfully integrate the *LCSAP* across School District No. 43 and continue to foster a commitment to environmental stewardship.

### Implementation

The Energy and Sustainability Team will connect with department heads to discuss relevant goals, strategies, and next steps. The District Leadership Team will then communicate the *LCSAP* to the entire organization, with the approval and support of the Board of Education. The implementation and success of the *LCSAP* will require continued consultation and collaboration with each department to overcome barriers and provide individuals with the training and resources necessary to achieve the goals and strategies outlined in this document.

As a comprehensive and dynamic plan, the *LCSAP* will be updated as climate change modelling, knowledge, and technology advance. It will also continue aligning with SD 43's operations, core beliefs, and principles.

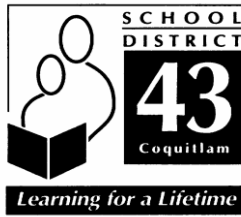
### Progress Monitoring and Communication

The *LCSAP* will be assessed periodically to review and share progress, and adjust course as needed.

|          |                                                                                                                                                                                                                                                                                          |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| WEEKLY   | · Progress planning, project management and tracking as part of the Energy and Sustainability Team's weekly meeting.                                                                                                                                                                     |
| MONTHLY  | · Progress reporting to the Executive Director of Facilities and Planning Services as part of a standing meeting agenda.                                                                                                                                                                 |
| ANNUALLY | · Progress reporting as part of the annual presentation to the School District No. 43 Board of Education.                                                                                                                                                                                |
| ONGOING  | · Implementation and progress review – Direct communication with departments and individuals as required.<br>· Internal sharing of initiatives and progress underway – Work with the Communications Department to share “good news stories” and inspire continued commitment and action. |

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
1080 WINSLOW AVENUE, COQUITLAM, BRITISH COLUMBIA V3J 0M6

[www.sd43.bc.ca](http://www.sd43.bc.ca)



# SCHOOL DISTRICT NO. 43 (COQUITLAM)

## Office of the Secretary-Treasurer

### MEMORANDUM

**TO:** Board of Education

**FROM:** Nita Mikl, Secretary-Treasurer/CFO  
Patricia Bigonzi, Assistant Secretary-Treasurer

**DATE:** November 25, 2025

**SUBJECT:** Financial Update 2025/26 – Cost Pressure Review

**COPIED TO:** District Leadership Team (DLT)

**Recommended Action:** The following is provided for information.

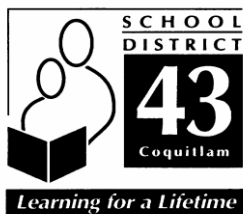
Following the September 1701 enrolment count, the district reported a decrease of 314.6 full-time equivalent (FTE) students in the standard K–12 category compared to the preliminary budget. This decline was partially offset by a combined increase of 35.2 FTE across alternate schools, continuing education, online learning, home schooling, and adult education programs. In addition to these shifts, the district experienced notable growth in unique learner categories. The number of English Language Learners increased by 244, Indigenous Education enrolment grew by 41 students, and inclusive learners levels 1 through 3 rose by 141. As a result of these changes, the net increase in grant funding following the September count was \$1.185 million.

| DESCRIPTION                                 | ENROLMENT                           |          | VARIANCE - FAV/(UNFAV) |                   |
|---------------------------------------------|-------------------------------------|----------|------------------------|-------------------|
|                                             | BUDGET                              | ACTUAL   | FTE                    | FUNDING           |
| <b>Enrolment-Based Funding (Sept):</b>      | <b>(FTE - Full Time Equivalent)</b> |          |                        | <b>in \$000's</b> |
| Standard (Regular) Schools                  | 32,460.0                            | 32,145.4 | (314.6)                | (\$2,836)         |
| Alternate Schools                           | 273.0                               | 284.0    | 11.0                   | \$99              |
| Continuing Education                        | 3.0                                 | 3.6      | 0.6                    | \$5               |
| Online Learning                             | 260.0                               | 262.3    | 2.3                    | \$17              |
| Course Challenges                           | 210.0                               | 210.0    | 0.0                    | \$0               |
| Home Schooling                              | 52.0                                | 67.0     | 15.0                   | \$4               |
| Adult Education                             | 65.0                                | 71.3     | 6.3                    | \$36              |
| <b>Supplement for Unique Student Needs:</b> |                                     |          |                        |                   |
| English Language Learning                   | 6,325.0                             | 6,569.0  | 244.0                  | \$443             |
| Indigenous Education                        | 1,194.0                             | 1,235.0  | 41.0                   | \$73              |
| Level 1 Inclusive Education                 | 21.0                                | 24.0     | 3.0                    | \$154             |
| Level 2 Inclusive Education                 | 1,700.0                             | 1,824.0  | 124.0                  | \$3,018           |
| Level 3 Inclusive Education                 | 310.0                               | 324.0    | 14.0                   | \$172             |
| <b>Estimated Grant Increase</b>             |                                     |          |                        | <b>\$1,185</b>    |

To ensure that additional funding is allocated effectively, the District Leadership Team conducts a cost pressure review, which is a standard part of the district's administrative procedures. This review identifies and evaluates any new financial demands that have arisen since the Preliminary Budget was approved in April. Decisions about how to allocate funds are guided by several key considerations, including staffing needs related to classroom organization, health and safety requirements, compliance with regulatory obligations, inflationary pressures, and initiatives that support the strategic goals outlined in Directions 2025.

The table below outlines how the additional funding has been allocated to address identified cost pressures as well as setting aside \$479k to manage uncertainties related to International Education enrolment for second semester, Classroom Enhancement Funding, and Salary Differential funding, which won't be confirmed until late December or early January.

| COST PRESSURE SUMMARY<br>BUDGET ADJUSTMENTS                              | ON-GOING | OPERATING           |                | SPECIAL PURPOSE     |              |
|--------------------------------------------------------------------------|----------|---------------------|----------------|---------------------|--------------|
|                                                                          | ☑        | INCREASE/(DECREASE) |                | INCREASE/(DECREASE) |              |
|                                                                          |          | FTE                 | in \$000's     | FTE                 | in \$000's   |
| <b>Staffing Additions:</b>                                               |          |                     |                |                     |              |
| Education Assistants (increase in inclusive learners)                    | ☑        | 42.00               | \$2,637        | -                   | \$0          |
| Staff Reorganization (resulting from retirement)                         | ☑        | 1.00                | \$39           | -                   | \$0          |
| 3 Noon Hour Supervisors (Coast Salish, Westwood, Miller Park)            | ☑        | 0.43                | \$19           | -                   | \$0          |
| Teachers (CEF class size & composition)                                  | ☑        | -                   | \$0            | 5.80                | \$846        |
| Temp Secretary 2 (Moody & Westwood enrolment increases)                  | one-time | 0.50                | \$32           | -                   | \$0          |
| Temp Meals Delivery Driver (Feeding Futures)                             | one-time | -                   | \$0            | 0.60                | \$35         |
| <b>Staffing Reductions:</b>                                              |          |                     |                |                     |              |
| Teacher staffing (due to lower enrolment)                                | ☑        | (15.40)             | (\$2,152)      | -                   | \$0          |
| <b>Other:</b>                                                            |          |                     |                |                     |              |
| Decrease School Budgets (due to lower enrolment)                         | ☑        |                     | (\$36)         |                     | \$0          |
| Decrease NGN & IT Licencing Costs (due to lower enrolment)               | ☑        |                     | (\$17)         |                     | \$0          |
| Increase support for Culinary Program                                    | ☑        |                     | \$112          |                     | \$0          |
| Increase Indigenous Ed targeted funding (due to higher enrolment)        | ☑        |                     | \$73           |                     | \$0          |
| Contingency (uncertainties - International Ed, CEF, Salary Differential) | ☑        |                     | \$479          |                     | \$0          |
| <b>TOTAL</b>                                                             |          | <b>28.53</b>        | <b>\$1,185</b> | <b>6.40</b>         | <b>\$881</b> |



## SCHOOL DISTRICT NO. 43 (COQUITLAM)

### Office of the Secretary-Treasurer

### MEMORANDUM

**TO:** Board of Education

**FROM:** Nita Mikl, Secretary-Treasurer/CFO  
Patricia Bigonzi, Assistant Secretary-Treasurer

**DATE:** November 25, 2025

**SUBJECT:** **Budget Process 2026/27**

**COPIED TO:** District Leadership Team

**Recommended Action:** The following is provided for information.

**Background:** The 2026/27 budget approach will follow the same process and timelines as in prior years. The process will begin with the Board meeting individually with each of the partner groups in January and February, followed by a Special Public Board meeting, to be held in mid-February where partner groups and interested parties will be provided an opportunity to publicly present their budget priorities for consideration for the 2026/27 school year.

This process is intended to be more consultative, by allowing partner groups and interested parties to provide their input into the budget, prior to the development of the preliminary annual budget. The process will continue to feature user-friendly documents and frame financial information in a manner that is more accessible to interested parties.

As in previous years, budget priorities and decisions will be based on the goals and objectives outlined in the revised Strategic Plan, *Directions 2030* and the Ministry's financial governance and accountability best practices.

The budget process will also include meetings with partner groups to review budgetary information and reaffirm ongoing budgetary discussions that occur throughout the year. The formal presentation of the preliminary budget by management will take place in April, followed by delegation comments mid-April and the presentation of the final preliminary budget at the end of April.



The proposed schedule of Board budget meetings is as follows:

1. Partner Group Meetings – January/February 2026

The Board will meet individually with each of the following Partner Groups for budget input and consultation: CTA, CPVPA, CUPE, DPAC and IEC.

2. Input into the 2026/27 Budget Development Process: February 17, 2026

Staff will make a brief presentation including:

- Budget Input Process,
- History of Budget Request Submissions
- Identified Financial Risks

The Board will receive input and comments.

3. Presentation of Preliminary Budget: April 14, 2026

The presentation of the preliminary budget at the Regular Public Board Meeting will allow interested parties to see the main themes and priorities in the budget, based on the strategic goals, and first ideas on how to achieve a balanced budget. The Board and public will have the opportunity to ask questions. The Board will have the opportunity to deliberate the proposed budget.

4. Board Deliberation and Comments on the Proposed Budget: April 21, 2026

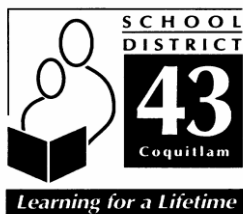
Interested parties will have the opportunity to comment on the proposed 2026/27 budget, at this Special Public Board Meeting. The Board will have the opportunity to engage staff and deliberate the budget.

5. Final Presentation and Board Approval of Budget: April 28, 2026

At the Regular Public Board Meeting, the budget will be presented for approval. This will incorporate any changes requested by the Board based on their deliberation.

The following user-friendly documents will be posted to the school district website during the budget process:

- Budget Consultation Guide
- Guidelines for Budget Feedback
- BC Ministry of Education Funding & Allocation Information
- SD43 Financial Statements
- Guide to Financial Statements
- Financial Statement Discussion & Analysis
- Budget Advertisement
- Preliminary Budget and Multi-Year Fiscal Plan
- Preliminary Budget Presentation



## SCHOOL DISTRICT NO. 43 (COQUITLAM)

### Office of the Secretary-Treasurer

### MEMORANDUM

**TO:** Board of Education

**FROM:** Nita Mikl, Secretary-Treasurer/CFO  
Patricia Bigonzi, Assistant Secretary-Treasurer

**DATE:** November 25, 2025

**SUBJECT:** **Budget Consultation Guide 2026-27**

**COPIED TO:** District Leadership Team

**Recommended Action:** This is provided to the Finance & Audit Committee for information.

**Background:** The attached Budget Consultation Guide has been updated for the 2026-27 budget process.

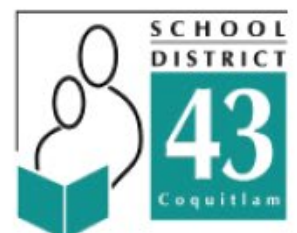
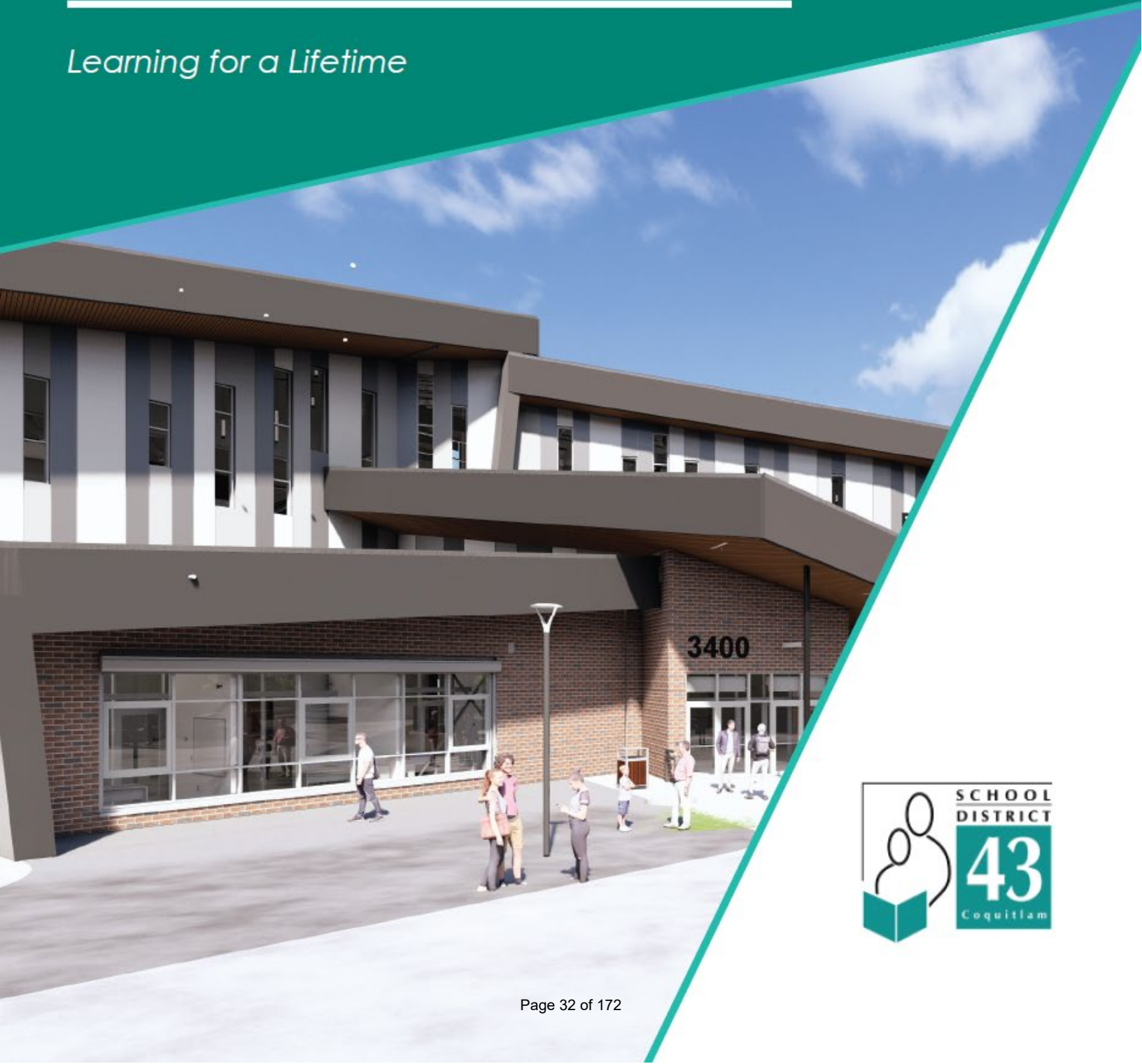
For the Fiscal Year Beginning July 1, 2026

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# BUDGET CONSULTATION GUIDE

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*Learning for a Lifetime*



# MESSAGE FROM THE BOARD OF EDUCATION

Welcome to the partner group and public consultation/engagement process for the 2026/2027 budget for School District No. 43 (Coquitlam). As the third largest school district in the province of British Columbia, we have a diverse and growing population which includes young families, new Canadians, professionals, and others who choose to relocate here for the quality of life and a thriving and successful public education system. Our student achievement levels are consistently above the provincial average and rank near the top among all 60 school districts.

The Board of Education is committed to having a consultative budget process that gives partner groups and the public an opportunity to provide input and key priorities to consider when developing the preliminary budget. The consultation is conducted in mid-February, in advance of Ministry funding announcements and before district staff present the preliminary budget to the Board in April. We value all comments and input into the budget while we work closely with our partner groups within the confines of our contracts and available resources. To ensure broad and thorough input, the Board also engages in a series of meetings with all partner groups and makes several presentations throughout the year to inform our school district community about the budget.

To ensure financial governance, the Board is committed to incorporating the *Taxpayer Accountability Principles*, as outlined on page 7 of this document, into the budget development process.

Each year, we strive to deliver a budget that provides certainty, long-term stability, and sustainability. This ensures we can overcome any unforeseen challenges and circumstances throughout the fiscal year. Guided by the goals and objectives within our current strategic plan, *Directions 2025*, we are fully committed to achieving student success, developing educated citizens, and continuing to foster a sustainable educational organization – all within a changing landscape of provincial funding. We look forward to unveiling our revised strategic plan, *Directions 2030*, in February 2026.

We invite you to **learn** about the budget process, **engage** in consultation and **contribute** feedback. This helps deepen our collective understanding and identify challenges and opportunities. It allows you to share your ideas for how we can make the best use of the funds available for our children, families, employees, and communities, while advancing our school district and sustaining our mission. Your input helps guide the Board’s decisions and actions.

Sincerely,

Board of Education  
School District No. 43 (Coquitlam)



Michael Thomas,  
Chair



Craig Woods,  
Vice Chair



Carol Brodie,  
Trustee



Chuck Denison,  
Trustee



Rosey Manhas,  
Trustee



Kerri Palmer Isaak,  
Trustee



Lisa Park,  
Trustee



Christine Pollock,  
Trustee



Zoe Royer,  
Trustee  
(on leave)

## BUDGET PROCESS 2026/2027

The Board of Education will continue to utilize a comprehensive strategy in creating the 2026/2027 budget to:

- identify potential cost pressures as well as areas of possible budget and related expenditure misalignment
- consult with partner groups and the public on how the Board can use or realign available resources to continue to foster a high achieving school district and sustainable organization for many years to come
- engage with partner groups and the public during the initial stages of budget development to encourage comments and suggestions so the Board can consider these prior to the finalization of the draft budget
- provide the public an opportunity to reflect and offer feedback on the proposed draft budget during the April budget deliberations

### *Our Goal*

*The Board of Education will embark on the budget process through a transparent, inclusive, and accountable process that engages the community for input.*

This budget strategy will consider the following:

#### **Students First**

Aligning decisions with a thriving public education system for students is a community value. As stewards of public education, School District No. 43 (SD43) must demonstrate a financial commitment to improve the learning environment for students.

#### **Fair Access for All Students**

Committing to deliver fair, effective, and positive learning environments for students today and in the future. All financial decisions must consider the current and future needs of students and employees.

#### **Lifelong Learning in Our Communities**

Delivering lifelong learning in our communities is part of the SD43's vision. We envision high quality, diverse, personalized and enriched education opportunities for all students of all ages. Ongoing financial review and community engagement will support this.

#### **Changing Landscape of Provincial Funding**

Recognizing and effectively managing the impact of underfunding from the provincial government for inflationary and capital funding pressures. Despite higher per student allocations, provincial funding has not adequately kept up with rising costs for supplies, utilities and benefit rate increases. The Ministry of Education and Child Care also expects school boards to contribute towards major capital projects, adding further financial pressure.

#### **Long Term Strategic Vision**

Aligning the budget process and connecting the allocation of resources with our strategic plan.



## School District No. 43 Guiding Beliefs and Principles



### VISION

Increasing Success in Life for All

### MISSION

Our mission is to ensure quality learning opportunities for all students of all ages.

### PURPOSE

The Board of Education accepts its responsibility to provide a quality and equitable public education for the success of all learners, within the limits and resources available.

## CORE BELIEFS AND PRINCIPLES

### The Board of Education believes in:

- Public Education and the need to advocate on its behalf;
- Instilling a passion for learning;
- Learners as the most important focus;
- High quality and equitable learning opportunities;
- Innovation, creativity, problem solving, critical thinking and sustainability;
- The essential value of District/Community/Global Partnerships;
- Safe, inclusive and socially responsible learning communities.

### The Board of Education is committed to:

- Creating a culture of care and shared responsibility where every learner matters;
- Engaging and empowering lifelong learners;
- Providing flexible, integrated, diverse, and active learning environments;
- Developing shared leadership through innovative, sustainable professional learning.

# DIRECTIONS 2025

## Strategic Goals and Objectives



## ALIGNING BUDGET PLANNING WITH STRATEGIC PLAN

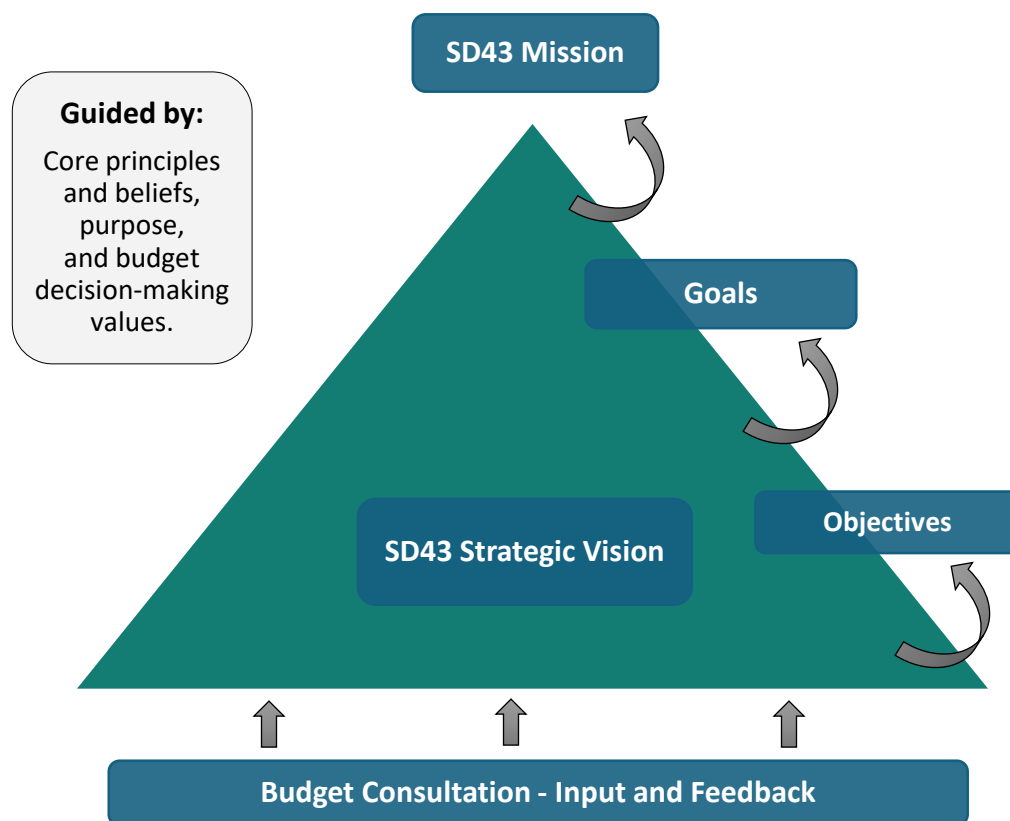
SD43 is committed to a model of transparent budget planning and resource allocation that is directly aligned with our strategic plan.

It is a consultative model that coordinates budget planning and resource allocation activities with inclusive partner group consultation and feedback based on the vision, goals and objectives identified in the district's strategic plan.

The model includes:

- providing timely and accurate budget information
- receiving budget input and feedback
- prioritizing budget requests for the upcoming budget year
- allocating available resources to best meet requests that align with the vision, goals, and objectives
- communicating the outcomes effectively for transparent accountability

The model will ensure that budget input and resource allocations are connected to and aligned with the strategic plan. This model is an integral part of the SD43's operating culture.



## FINANCIAL GOVERNANCE AND ACCOUNTABILITY

The Board has fully adopted the Ministry of Education and Child Care's recommended requirements pertaining to financial governance and accountability. This includes the following measures that the Office of the Auditor General of BC would define as best practices:

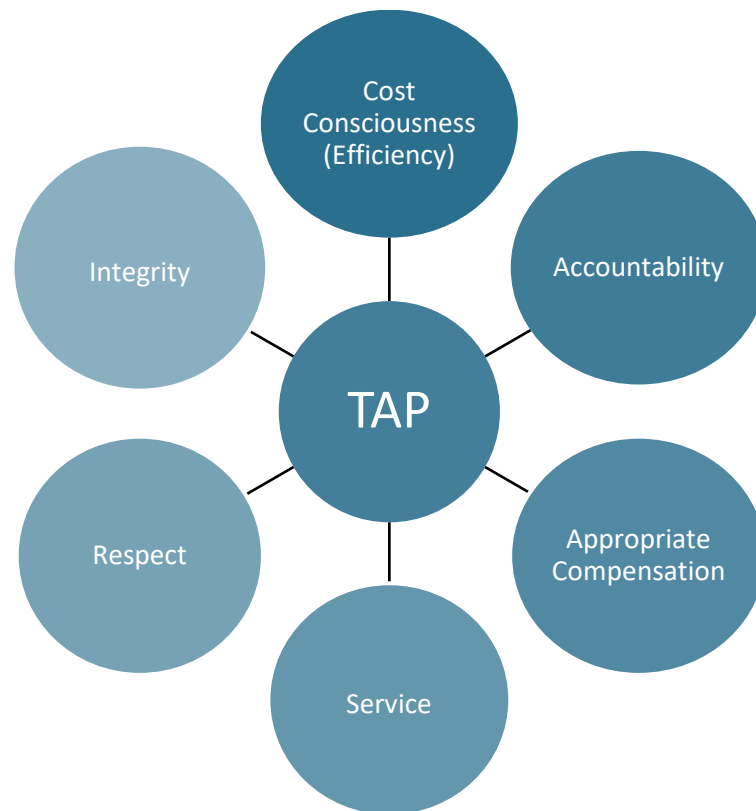
- a strategic plan and vision with clear goals and expectations
- a robust governance framework including standards of conduct and conflict of interest reporting requirements
- accountability practices including regular financial reporting
- an established Finance and Audit Committee
- direct engagement with external auditors
- a balanced budget with policy provisions to address unforeseen and emergent issues (Policy 23 – Accumulated Operating Surplus)





## TAXPAYER ACCOUNTABILITY PRINCIPLES

The Board has adopted and incorporated the six **Taxpayer Accountability Principles (TAP)** which are embedded within the strategic plan. Applicable to all provincial public sector organizations in B.C., these principals are designed to strengthen accountability, promote cost control, and ensure that the public sector operates in the best interest of taxpayers.



1. **Cost Consciousness (Efficiency)** – Strengthen cost management capabilities by providing educational services as efficiently and effectively as possible.
2. **Accountability** – Transparently manage responsibilities and enhance organizational efficiency and effectiveness in planning, reporting, and decision making.
3. **Appropriate Compensation** – Comply with a standardized approach to performance management and employee compensation.
4. **Service** – Maintain clear focus on positive outcomes for student success.
5. **Respect** – Engage in equitable, compassionate, respectful, and effective communications.
6. **Integrity** – Make decisions and take actions that are transparent, ethical, and free from conflict of interest.



## BUDGET GOALS

SD43's objective is to provide long-term stability and sustainability through multi-year financial planning.

**Carefully planned and responsible multi-year changes in measured amounts allow for long-term budget stability and sustainability, that:**

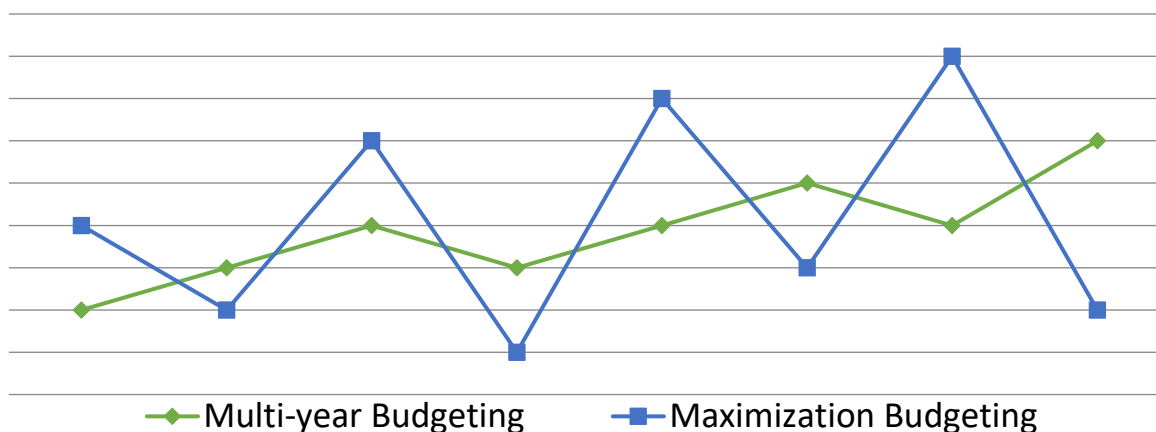
- allows for long-term sustainable planned budget additions
- smooths large fluctuations in budget changes
- helps manage unforeseen funding risks

**More consistent funding is required for schools to support and enhance teaching and learning.**



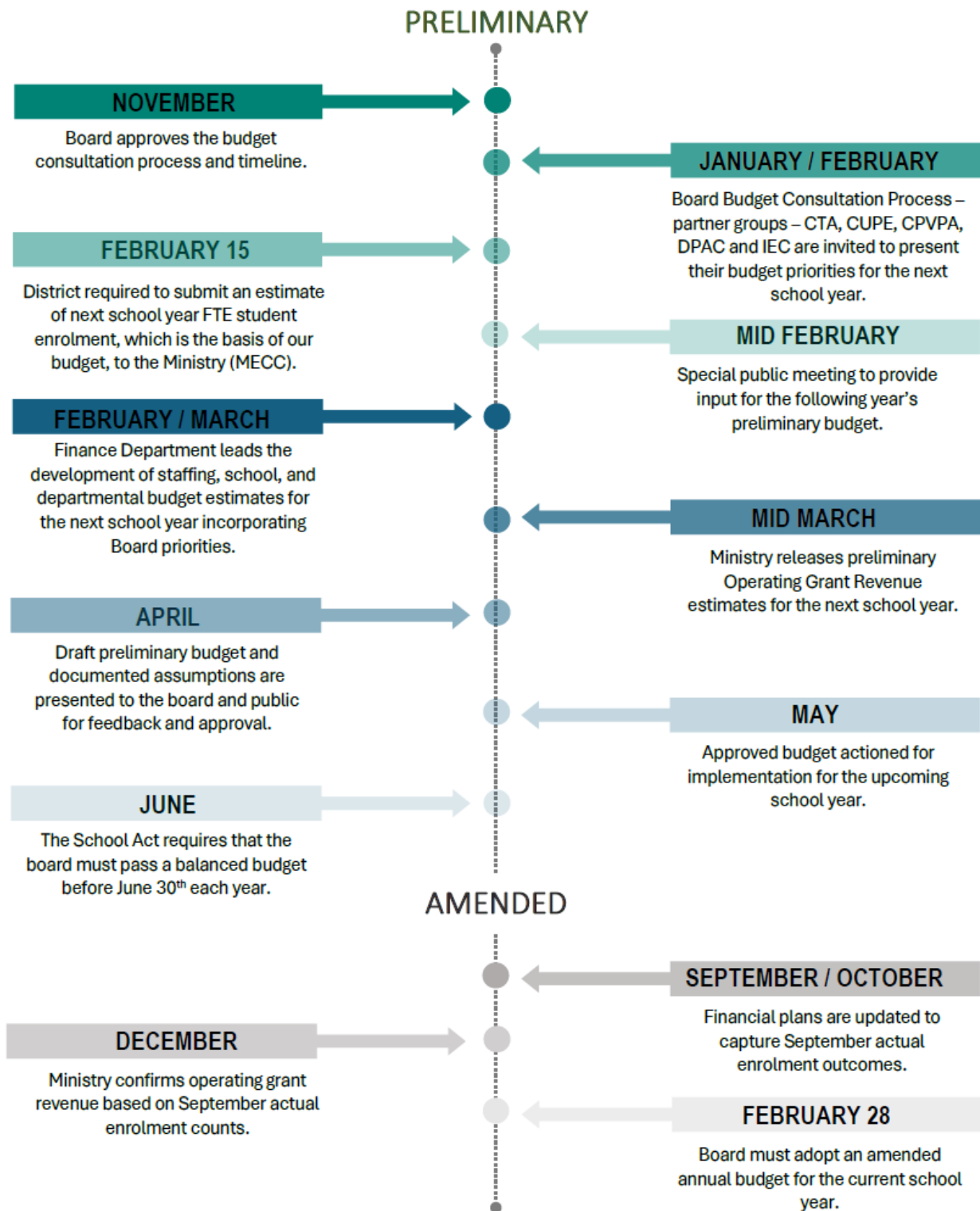
In general, school district budgeting is extremely complex due to the lack of multi-year funding certainty, insufficient funding to cover inflationary pressures, and shifting provincial expectations that often require school districts to allocate operational funds towards major capital projects and emerging provincial priorities such as child care. This complexity is further compounded by introduction of new initiatives or regulations without corresponding funding, making long-term financial planning and stability increasingly challenging.

Multi-year financial planning is a strategic approach to budget management that involves implementing well-considered and responsible changes in manageable increments over several years. This method helps to mitigate significant year-to-year variations in resources and staffing that can arise from unexpected costs or circumstances. By smoothing out these fluctuations, multi-year financial planning supports long-term stability and sustainability within the education system, enabling more consistent and reliable funding for schools.



As shown in blue in the graph, maximizing an annual budget surplus each year can lead to a pattern of adding and reducing resources which creates an unstable and uncertain education system for students, parents, and employees. As shown in green, a multi-year distribution of annual budget surplus over the medium term helps to smooth funding changes and avoid sudden and frequent program changes.

## BUDGET AND FINANCIAL PLANNING CYCLE



## THE DIFFERENCE BETWEEN BUDGETS AND FUNDS

The school district budget is comprised of three separate funds. Each fund has specific sources of funding and purpose.

**OPERATING FUND:** The operating fund includes Ministry grants and other revenues used to fund instructional programs, school and district administration, facilities operations, maintenance, and transportation. Over 90% of the operating budget is funded by the Ministry of Education and Child Care through allocations of grant funding. The remainder is funded through revenues generated by our International Education Program, facility rentals, investment income and other miscellaneous proceeds.

**SPECIAL PURPOSE FUND:** The special purpose fund is made up of various targeted funds that are intended for a specific purpose or program and may be provided as ongoing funding or one-time only. Approximately 75% of the funding comes from the Ministry of Education and Child Care, and the remaining comes from school generated funds, the Federal government and various other organizations.

**CAPITAL FUND:** The capital fund includes a combination of Ministry capital grants, locally generated funds (e.g., proceeds from disposition of unused SD43 sites, and transfers from the Operating Fund to the Capital Fund for local capital needs, such as portables), and school site acquisition charges collected from developers through local municipalities. These funds are used for facility operations including construction, enhancement, and maintenance of buildings, fields, infrastructure, and land purchases for future school development.

The budget process primarily focuses on areas where the Board can make changes, within the operational budget.

Funds within the capital budget may not be used for operational budget items.

Special purpose funds are for designated purposes that can supplement operational activities. Like capital funds, they may not be used for operational budget items.

## SCHOOL DISTRICT FUNDING

SD43 receives a basic student operating grant per full time equivalent (FTE) student and receives additional funding for unique student needs and other school district factors.

Provincial funding has not kept up with inflation over the years. Furthermore, because the Ministry provides funding protection for school districts experiencing declining enrolment, SD43 and the other districts not experiencing declining enrolment are funded less to make up the difference.

Unfortunately, when comparing based on total funding allocated to each school district, SD43 has historically ranked in the bottom 10 for per student funding levels among the 60 school districts in the province.

## A HISTORY OF STUDENT SUCCESS

Throughout the budget process, SD43 seeks to build on our past successes to maintain a high achieving and sustainable organization. We continue to pursue new and innovative ways to deliver our services to maximize the use of our budgets and ensure quality learning for all students.

SD43 has a history of student success; our student achievement results have regularly exceeded provincial averages on every measure.

The Board of Education's goals are, and will continue to be, focused on helping students acquire a series of attributes to help them become learners, thinkers, innovators, collaborators, and contributors. Our budget process will provide the answers needed for the difficult challenge of meeting our financial pressures while ensuring the continued success of our students.



# ENGAGE



## BOARD OF EDUCATION VALUES

The following values will guide the Board of Education in budget decision making.

1. **Inclusiveness:** We invite all partner groups and interested parties to participate in discussion and provide feedback.
2. **Integrity:** We respond to partner group and interested party input in an honest and forthright way, balancing the multiple needs of the various partner groups while meeting the legal requirement of maintaining a balanced budget under the *School Act*.
3. **Commitment:** We commit to first defining the issues, followed by reviewing engagement with partner groups and interested parties, then summarizing information and research, and finally reporting on decisions.
4. **Accountability:** We demonstrate that the results and outcomes of the process are consistent with the commitment made to partner groups at the beginning of the process.
5. **Transparency:** As decision makers, we ensure partner groups have opportunities to understand the scope, constraints, and process for a pending decision.

## BUDGET ENGAGEMENT COMMITMENT

### What is Budget Engagement?

Budget engagement is a two-way dialogue to allow the Board and our school district community to define opportunities and challenges and work together on solutions. It allows for valuable input to the School District's direction and decision making.

### Your Role as an Interested Party

To make the budget consultation process a success, your role is to learn, engage and contribute. Start by visiting the SD43 Budget website at [www.sd43.bc.ca/budget](http://www.sd43.bc.ca/budget) to:

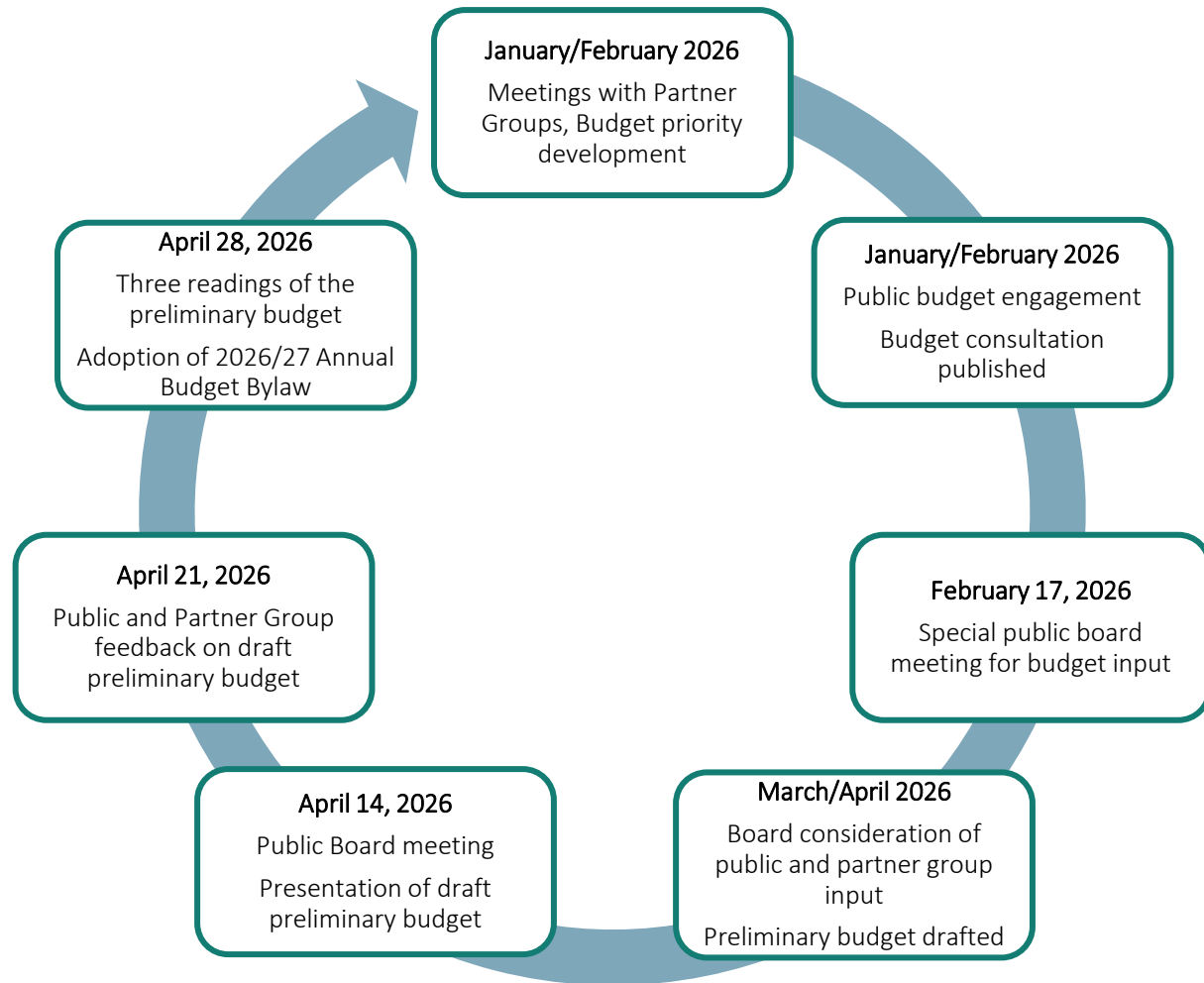
- learn about government funding and allocation
- learn about the SD43 budget process
- learn about *Directions 2025*, SD43's vision
- engage in the consultation by asking questions about the budget
- expect responses to your concerns and input
- contribute ideas that align with the goals and objectives from *Directions 2025*

### The Role of Trustees

Trustees are accountable to the interests of public education and our role is to:

- listen to you
- respond to your questions and concerns
- consider your ideas and input
- propose action and report back to you

## PUBLIC AND PARTNER GROUP ENGAGEMENT PROCESS



### Board Decision

There will be three public events leading up to the Board communicating its decisions on next steps for the budget. All partner groups and interested parties are invited to attend.

### Who We Consult

Everyone is invited to comment on SD43's activities and initiatives. Here is a sample of interested parties we hope to hear from:

- Parents and students
- Community partners
- Business groups
- Local and provincial governments
- First Nations
- Diversity groups
- Educators and administrators
- Community members and neighbours
- Local health authority
- Non-profit groups
- Recreation commissions and sports groups

# CONTRIBUTE

## LEARN. ENGAGE. CONTRIBUTE.

We use a variety of methods to help you **learn**, keep you informed so you can **engage** in this process, and provide several opportunities for you to **contribute**.

### School District Website

All information on this process is available at [www.sd43.bc.ca/budget](http://www.sd43.bc.ca/budget).

### Board Meetings

We have a series of Board meetings where budget information is shared and discussed by the Board of Education.

### Twitter, Instagram, and Facebook

Budget information and event reminders are communicated through SD43's Facebook, Instagram, and "X" channels:

[www.twitter.com/sd43bc](https://www.twitter.com/sd43bc)  
[www.instagram.com/schooldistrict43/](https://www.instagram.com/schooldistrict43/)  
[www.facebook.com/sd43bc](https://www.facebook.com/sd43bc)

## DECISION MAKING PROCESS

The Board values all feedback and considers it carefully in making budget decisions. The input will shape the options considered during the 2026/2027 budget process. As the elected body representing the school community, the Board will make the final decisions.

### Three-Phase Budget Planning Process

1. **Research** (ongoing through April 14, 2026): This phase includes background research, meetings with departments and partner groups for input, questions and answers, and public board meetings.
2. **Reporting** (April 15-27, 2026): This phase includes the presentation of the preliminary budget, feedback, report on findings and results, as well as early recommendations on the vision, planning ideas and overall direction.
3. **Next Steps** (April 28, 2026): This phase presents the final budget to the Board for approval.

### Evaluation

The Board makes decisions based on its strategic goals and objectives outlined in *Directions 2025*.

## PROVIDING YOUR FEEDBACK

### Wish to Provide Feedback to the Board?

The Board welcomes partner group feedback.

**Email:** [budgetfeedback@sd43.bc.ca](mailto:budgetfeedback@sd43.bc.ca)

**Mail:** Attn: Board of Education  
School District No. 43 (Coquitlam)  
1080 Winslow Avenue, Coquitlam, BC V3J 0M6

**In Person:** by attending one of the meetings detailed below.

## PUBLIC EVENTS SCHEDULE

Budget input and consultation events take place in April as outlined below.

- **Special Public Board Meeting – Input into the Budget Process**

Tuesday, February 17, 2026, 6:30 pm

This will be an opportunity for partner groups and interested parties to present input into the formulation of the 2026/2027 budget to the Board. If you or your group would like to present feedback, please review the *Guidelines for Budget Input* and submit the required information by 9:00 am on Wednesday, February 11, 2026, to [budgetfeedback@sd43.bc.ca](mailto:budgetfeedback@sd43.bc.ca). If you have any questions or concerns, please contact the Office of the Secretary-Treasurer/Chief Financial Officer at 604-939-9201.

- **Public Board Meeting - Presentation of 2026/2027 Preliminary Budget**

Tuesday, April 14, 2026, 7:00 pm

The preliminary budget will be presented at this regular public board meeting. This is also an opportunity for trustees to ask questions of the Finance Department staff regarding the budget.

- **Special Public Board Meeting – Budget Feedback**

Tuesday, April 21, 2026, 6:30 pm

This will be an opportunity for partner groups and interested parties to present feedback to the Board on specific aspects of the budget. If you or your group would like to present feedback, email your intention to [budgetfeedback@sd43.bc.ca](mailto:budgetfeedback@sd43.bc.ca) by 9:00am on Thursday, April 16, 2026. There is no need to provide a written submission to the Board of Education.

- **Public Board Meeting - Final Budget Presentation and Board Approval**

Tuesday, April 28, 2026, 7:00 pm

The annual budget will be presented to the Board for approval at this regular public board meeting. This final budget will incorporate changes requested by the Board based on public and partner group feedback.

There will be an opportunity for questions at each of the meetings outlined.





## CONTACTING MANAGEMENT

This consultation guide is designed to provide the SD43 community with a general background of the framework that leads to a preliminary budget. Its purpose is to provide increased transparency, and accountability to the public.

You are encouraged to review the Board's strategic vision and plan [\*Directions 2025\*](#).

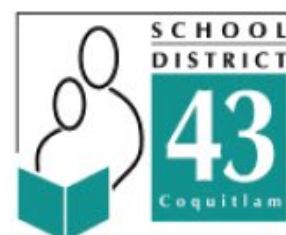
If you have questions about this guide, please contact the Office of the Secretary Treasurer/Chief Financial Officer at 604-939-9201.

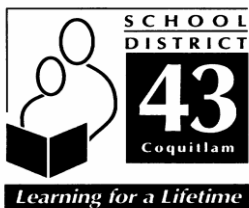


## School District No. 43 (Coquitlam)

1080 Winslow Avenue  
Coquitlam, BC V3J 0M6

[www.sd43.bc.ca](http://www.sd43.bc.ca)





## SCHOOL DISTRICT NO. 43 (COQUITLAM)

### Facilities & Planning Services

#### MEMORANDUM

**TO:** Nadine Tambellini, Superintendent of Schools, CEO

**FROM:** Anthony Ciolfitto, Assistant Superintendent  
Ivano Cecchini, Executive Director, Facilities and Planning Services  
John Campbell, Principal, Facilities Initiatives

**DATE:** November 25, 2025

**SUBJECT:** **Boundary Review Process –Catchment Areas Decisions for the 2026-2027 School Year**

**COPIED TO:** District Leadership Team

**Recommended Action:** For information purposes.

**Background:** As previously reported, School District #43 (Coquitlam) completed an annual district-wide catchment boundary review. As part of our review process, it was determined that adjustments may be beneficial to some of the school catchment areas. The catchment area changes outlined below are for the regular English catchments only, and to avoid confusion, École will not be used in the school names. Further analysis of our Programs of Choice and their implications on enrolment and catchment areas will be examined in the spring.

The Boundary Review Process involved identification of potential changes, sharing information regarding these proposed changes with partner groups, staff, families, and childcare centers at the potentially impacted schools, and receiving feedback on the proposed changes through an on-line survey that received 42 responses.

Following further analysis and evaluation of feedback, one proposed catchment change will be moving forward. This change will be in place prior to school registration for the September 2026 school year for Moody Elementary, Mountain Meadows Elementary, and Eagle Ridge Elementary. Decisions will be communicated to partner groups, families, and staff through the affected schools.

## **Catchment Area Changes for the 2026-2027 School Year That Will Be Moving Forward:**

### **1) Moody Elementary/Mountain Meadows Elementary/Eagle Ridge Elementary**

The new Moody Elementary School is being relocated further east along St. Johns Street. There is increased densification occurring in Port Moody, specifically in the current catchment area of Moody Elementary School. The increased densification will impact capacity at Moody Elementary in the short, medium, and long term. Eagle Ridge Elementary is going to experience enrolment pressure in the medium and long term as development occurs in the Coronation neighbourhood. Furthermore, the two catchment areas East of Eagle Ridge Elementary are also experiencing continued growth from densification, which will likely add pressure on the capacity of Eagle Ridge. Mountain Meadows School has short, medium, and long term capacity to accept more students. Therefore, the changes will better accommodate the growth in the area. The highlighted section on the map below indicates the new catchment areas for Moody Elementary, Mountain Meadows Elementary, and Eagle Ridge Elementary. The change will apply to new students only. Students currently attending Moody Elementary, Mountain Meadows, or Eagle Ridge will continue to attend their respective schools. The sibling clause will continue to apply for all three sites.

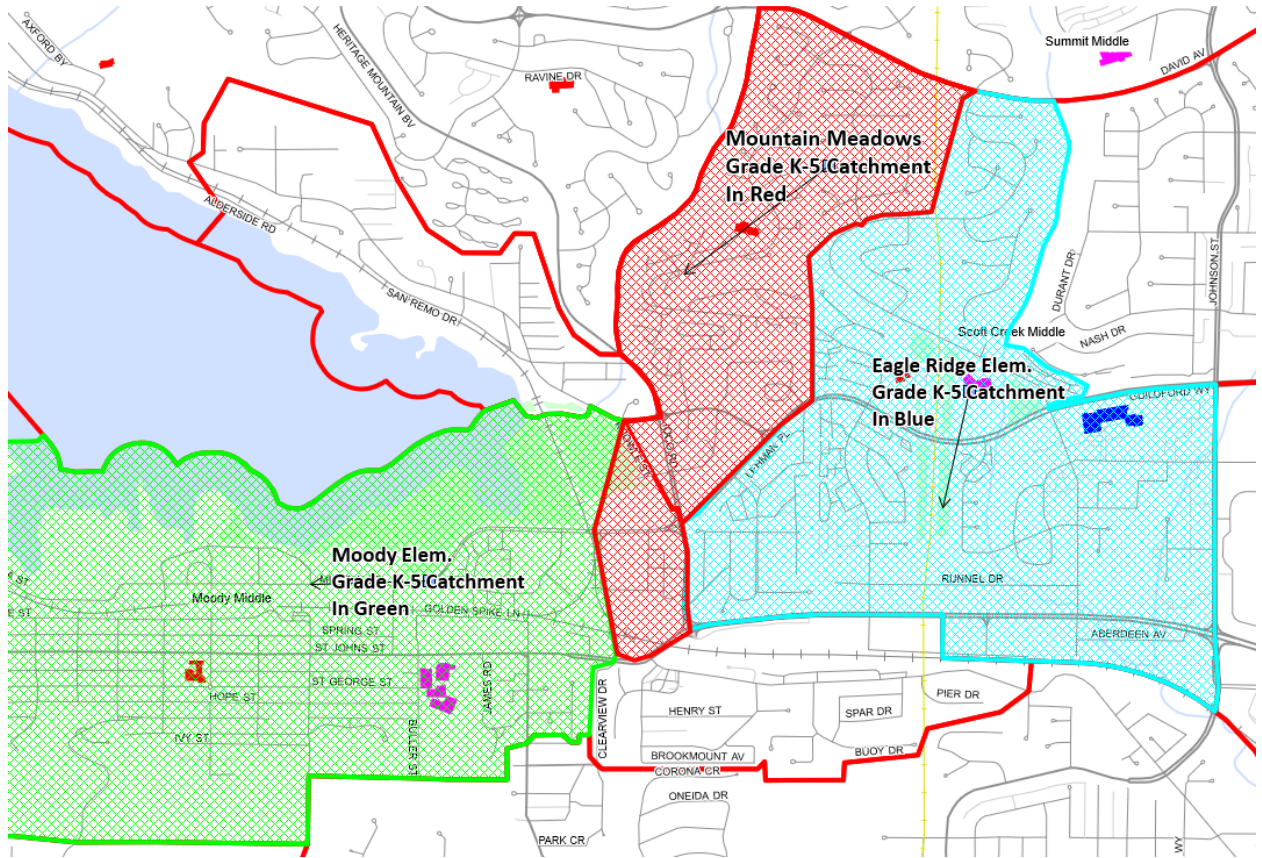
#### **Residences impacted by the Catchment Change from Moody Elementary to Mountain Meadows Elementary:**

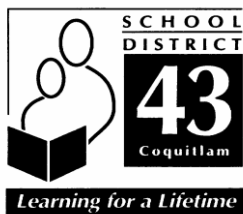
- All addresses in Suter Brook Village
  - These include addresses from South of Murray Street to North of Barnett Highway/St. Johns Street and West of Ioco Road to Capilano Road (North/South)

#### **Residences impacted by the Catchment Change from Eagle Ridge Elementary to Mountain Meadows Elementary:**

- All addresses in Newport Village
  - These include addresses from South of Ungless Way/Ioco Road to Guildford Way/Murray Street and West of Guildford Way to the railroad tracks behind the Port Moody Recreation Centre and Trasolini Field.







## SCHOOL DISTRICT NO. 43 (COQUITLAM)

### Office of the Secretary-Treasurer

#### MEMORANDUM

**TO:** Board of Education

**FROM:** Nita Mikl, Secretary Treasurer/CFO  
Patricia Bigonzi, Assistant Secretary-Treasurer  
Kimberley Wakil, Assistant Director, Financial Services

**DATE:** November 25, 2025

**SUBJECT:** **Statement of Financial Information (SOFI) Report**

**COPIED TO:** District Leadership Team

**Recommended Action:** That the Board of Education approve the Statement of Financial Information (SOFI) Report for July 1, 2024, to June 30, 2025.

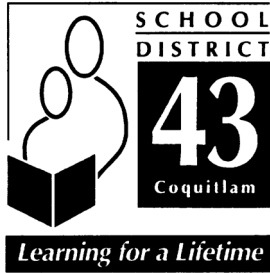
**Background:** The Statement of Financial Information (SOFI) Report is an annual report that must be submitted to the Ministry of Education and Child Care within six months of the fiscal year end.

The Report includes the following Statements and Schedules:

- Audited Financial Statement for the year ending June 30, 2025 (as previously approved)
- Schedule of Guarantees and Indemnities
- Schedule of Debt
- Schedule of remuneration and expenses for elected officials and employees
  - Schedule of severance agreements
  - List of all employees earning more than \$75,000 and their expenses
- Schedule of Payments to Suppliers
  - List of payments to all vendors exceeding \$25,000
- Reconciliation to the Audited Financial Statements

Once the SOFI Report has been approved by the Board and submitted to the Ministry of Education and Child Care, it will be made available to the public on the district's website.





**Statements and Schedules  
Of  
Financial Information  
July 1, 2024 to June 30, 2025  
DRAFT**

---

**School District No. 43 (Coquitam)**

1080 Winslow Avenue, Coquitlam, British Columbia, V3J 0M6 Phone (604) 939-9201

Serving the communities of Anmore, Belcarra, Coquitlam, Port Coquitlam and Port Moody

---

**School District #43 (Coquitlam)**  
**Statement of Financial Information**

**Fiscal Year Ended June 30, 2025**

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3. Audited Financial Statements
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5. Schedule of Debt
6. Schedule of Remuneration and Expenses including:
  - Statement of Severance Agreements
7. Schedule of Payments to Vendors including:
  - Reconciliation to Audited Financial Statements

## **SECTION 2**

### **Management Report**

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

**School District 43 (Coquitlam)**

**Fiscal Year Ended June 30, 2025**

**MANAGEMENT REPORT (DRAFT)**

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

The Board of Trustees is responsible for ensuring that management fulfils its responsibilities for financial reporting and internal control. The Board of Trustees meets with management and the external auditors two times per year.

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

On behalf of School District 43 (Coquitlam)

---

Nadine Tambellini, Superintendent

---

Nita Mikl, Secretary Treasurer

## **SECTION 3**

### **Audited Financial Statements**



Audited Financial Statements of

# **School District No. 43 (Coquitlam)**

And Independent Auditors' Report thereon

June 30, 2025

# School District No. 43 (Coquitlam)

June 30, 2025

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# School District No. 43 (Coquitlam)

## MANAGEMENT REPORT

Version: 9522-8776-6794

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

The accompanying financial statements of School District No. 43 (Coquitlam) 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. 43 (Coquitlam) (called the "Board") is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control and exercises these responsibilities through the Board. The Board reviews internal financial statements on a quarterly basis and externally audited financial statements yearly.

The external auditors, KPGM LLP, conduct an independent examination, in accordance with Canadian generally accepted auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of School District No. 43 (Coquitlam) 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. 43 (Coquitlam)

|                                                        |             |
|--------------------------------------------------------|-------------|
| Michael Thomas                                         | 2025-09-23  |
| Signature of the Chairperson of the Board of Education | Date Signed |
| Nadine Tambellini                                      |             |
| Signature of the Superintendent                        | Date Signed |
| Nita Mikl                                              | 2025-09-23  |
| Signature of the Secretary Treasurer                   | Date Signed |



**KPMG LLP**

PO Box 10426 777 Dunsmuir Street  
Vancouver BC V7Y 1K3  
Canada  
Telephone 604 691 3000  
Fax 604 691 3031

## **INDEPENDENT AUDITOR'S REPORT**

To the Board of Education of School District No. 43 (Coquitlam),  
To the Minister of Education and Child Care, Province of British Columbia

### ***Opinion***

We have audited the financial statements of School District No. 43 (Coquitlam) (the "Entity"), which comprise:

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

In our opinion, the accompanying financial statements as at and for the year ended June 30, 2025 of the Entity are prepared, in all material respects, in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

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

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

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

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

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

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

Our opinion is not modified in respect of this matter.



### ***Other Information***

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

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

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

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

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

We have nothing to report in this regard.

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

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

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

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

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

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

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



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

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

We also:

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

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

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

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is stylized and includes a horizontal line underneath the letters.

Chartered Professional Accountants

Vancouver, Canada  
September 23, 2025



# School District No. 43 (Coquitlam)

Statement 1

## Statement of Financial Position

As at June 30, 2025

|                                                          | 2025<br>Actual       | 2024<br>Actual<br>(Recast - Note 25) |
|----------------------------------------------------------|----------------------|--------------------------------------|
|                                                          | \$                   | \$                                   |
| <b>Financial Assets</b>                                  |                      |                                      |
| Cash and Cash Equivalents                                | 169,266,635          | 139,078,299                          |
| Accounts Receivable                                      |                      |                                      |
| Due from Province - Ministry of Education and Child Care | 12,264,690           | 7,902,787                            |
| Other (Note 3)                                           | 11,746,872           | 18,869,855                           |
| Portfolio Investments (Note 4)                           | 70,000,000           | 85,000,000                           |
| <b>Total Financial Assets</b>                            | <b>263,278,197</b>   | <b>250,850,941</b>                   |
| <b>Liabilities</b>                                       |                      |                                      |
| Accounts Payable and Accrued Liabilities                 |                      |                                      |
| Other (Note 5)                                           | 62,089,450           | 55,974,561                           |
| Unearned Revenue (Note 6)                                | 18,828,409           | 21,857,606                           |
| Deferred Revenue (Note 7)                                | 9,287,233            | 11,610,728                           |
| Deferred Capital Revenue (Note 8)                        | 605,222,825          | 542,973,993                          |
| Employee Future Benefits (Note 9)                        | 46,197,976           | 47,568,885                           |
| Asset Retirement Obligation (Note 24)                    | 9,967,934            | 10,123,875                           |
| Capital Lease Obligations (Note 11)                      | 166,729              | 199,496                              |
| Other Liabilities (Note 5)                               | 8,965,784            | 8,124,679                            |
| <b>Total Liabilities</b>                                 | <b>760,726,340</b>   | <b>698,433,823</b>                   |
| <b>Net Debt</b>                                          | <b>(497,448,143)</b> | <b>(447,582,882)</b>                 |
| <b>Non-Financial Assets</b>                              |                      |                                      |
| Tangible Capital Assets (Note 12)                        | 777,020,270          | 711,552,415                          |
| Prepaid Expenses                                         | 562,422              | 590,154                              |
| <b>Total Non-Financial Assets</b>                        | <b>777,582,692</b>   | <b>712,142,569</b>                   |
| <b>Accumulated Surplus (Deficit)</b>                     | <b>280,134,549</b>   | <b>264,559,687</b>                   |

Unrecognized Assets (Note 15)

Contractual Obligations (Note 16)

Contractual Rights (Note 17)

Contingent Liabilities (Note 18)

Approved by the Board

Michael Thomas

2025-09-23

Signature of the Chairperson of the Board of Education

Date Signed

Nadine Tambellini

2025-09-23

Signature of the Superintendent

Date Signed

Nita Miki

2025-09-23

Signature of the Secretary Treasurer

Date Signed

# School District No. 43 (Coquitlam)

Statement 2

Statement of Operations

Year Ended June 30, 2025

|                                                                         | 2025<br>Budget<br>(Note 19)<br>\$ | 2025<br>Actual<br>\$ | 2024<br>Actual<br>(Recast - Note 25)<br>\$ |
|-------------------------------------------------------------------------|-----------------------------------|----------------------|--------------------------------------------|
| <b>Revenues</b>                                                         |                                   |                      |                                            |
| Provincial Grants                                                       |                                   |                      |                                            |
| Ministry of Education and Child Care                                    | 443,188,322                       | 444,821,183          | 422,470,683                                |
| Other                                                                   | 37,869                            | 30,858               | 19,145                                     |
| Federal Grants                                                          | 3,756,692                         | 4,186,678            | 3,756,170                                  |
| Tuition                                                                 | 22,383,846                        | 24,600,151           | 24,838,508                                 |
| Other Revenue                                                           | 15,183,051                        | 17,590,160           | 18,568,015                                 |
| Rentals and Leases                                                      | 2,601,196                         | 3,204,097            | 2,940,468                                  |
| Investment Income                                                       | 5,116,000                         | 8,422,434            | 8,253,658                                  |
| Amortization of Deferred Capital Revenue                                | 19,000,000                        | 17,791,887           | 17,660,899                                 |
| <b>Total Revenue</b>                                                    | <b>511,266,976</b>                | <b>520,647,448</b>   | <b>498,507,546</b>                         |
| <b>Expenses</b>                                                         |                                   |                      |                                            |
| Instruction                                                             | 420,852,199                       | 416,554,312          | 395,439,584                                |
| District Administration                                                 | 21,290,284                        | 18,247,142           | 17,281,219                                 |
| Operations and Maintenance                                              | 73,889,656                        | 69,583,762           | 63,789,744                                 |
| Transportation and Housing                                              | 819,837                           | 671,670              | 805,501                                    |
| Debt Services                                                           | 16,000                            | 15,700               | 7,340                                      |
| <b>Total Expense</b>                                                    | <b>516,867,976</b>                | <b>505,072,586</b>   | <b>477,323,388</b>                         |
| <b>Surplus (Deficit) for the year</b>                                   | <b>(5,601,000)</b>                | <b>15,574,862</b>    | <b>21,184,158</b>                          |
| <b>Accumulated Surplus (Deficit) from Operations, beginning of year</b> |                                   | <b>264,559,687</b>   | <b>243,375,529</b>                         |
| <b>Accumulated Surplus (Deficit) from Operations, end of year</b>       |                                   | <b>280,134,549</b>   | <b>264,559,687</b>                         |

# School District No. 43 (Coquitlam)

Statement 4

## Statement of Changes in Net Debt

Year Ended June 30, 2025

|                                                                                 | 2025<br>Budget<br>(Note 19) | 2025<br>Actual | 2024<br>Actual<br>(Recast - Note 25) |
|---------------------------------------------------------------------------------|-----------------------------|----------------|--------------------------------------|
|                                                                                 | \$                          | \$             | \$                                   |
| <b>Surplus (Deficit) for the year</b>                                           | (5,601,000)                 | 15,574,862     | 21,184,158                           |
| <b>Effect of change in Tangible Capital Assets</b>                              |                             |                |                                      |
| Acquisition of Tangible Capital Assets                                          | (46,201,000)                | (91,316,638)   | (80,229,262)                         |
| Amortization of Tangible Capital Assets                                         | 25,835,000                  | 25,848,783     | 21,051,007                           |
| <b>Total Effect of change in Tangible Capital Assets</b>                        | (20,366,000)                | (65,467,855)   | (59,178,255)                         |
| Acquisition of Prepaid Expenses                                                 |                             | (562,422)      | (590,154)                            |
| Use of Prepaid Expenses                                                         |                             | 590,154        | 795,458                              |
| <b>Total Effect of change in Other Non-Financial Assets</b>                     | -                           | 27,732         | 205,304                              |
| <b>(Increase) Decrease in Net Debt, before Net Remeasurement Gains (Losses)</b> | (25,967,000)                | (49,865,261)   | (37,788,793)                         |
| <b>Net Remeasurement Gains (Losses)</b>                                         |                             |                |                                      |
| <b>(Increase) Decrease in Net Debt</b>                                          |                             | (49,865,261)   | (37,788,793)                         |
| <b>Net Debt, beginning of year</b>                                              |                             | (447,582,882)  | (409,794,089)                        |
| <b>Net Debt, end of year</b>                                                    |                             | (497,448,143)  | (447,582,882)                        |

# School District No. 43 (Coquitlam)

Statement 5

## Statement of Cash Flows

Year Ended June 30, 2025

|                                                               | 2025<br>Actual      | 2024<br>Actual<br>(Recast - Note 25) |
|---------------------------------------------------------------|---------------------|--------------------------------------|
|                                                               | \$                  | \$                                   |
| <b>Operating Transactions</b>                                 |                     |                                      |
| Surplus (Deficit) for the year                                | 15,574,862          | 21,184,158                           |
| Changes in Non-Cash Working Capital                           |                     |                                      |
| Decrease (Increase)                                           |                     |                                      |
| Accounts Receivable                                           | 2,761,080           | (17,186,012)                         |
| Prepaid Expenses                                              | 27,732              | 205,304                              |
| Increase (Decrease)                                           |                     |                                      |
| Accounts Payable and Accrued Liabilities                      | 6,114,889           | 15,069,251                           |
| Unearned Revenue                                              | (3,029,197)         | (25,389)                             |
| Deferred Revenue                                              | (2,323,495)         | 1,536,252                            |
| Employee Future Benefits                                      | (1,370,909)         | 479,176                              |
| Asset Retirement Obligations                                  | (155,941)           | (188,692)                            |
| Other Liabilities                                             | 841,105             | 688,389                              |
| Amortization of Tangible Capital Assets                       | 25,848,783          | 21,051,007                           |
| Amortization of Deferred Capital Revenue                      | (17,791,887)        | (17,660,899)                         |
| Recognition of Deferred Revenue - Other                       | (316,423)           | (100,000)                            |
| <b>Total Operating Transactions</b>                           | <b>26,180,599</b>   | <b>25,052,545</b>                    |
| <b>Capital Transactions</b>                                   |                     |                                      |
| Tangible Capital Assets Purchased                             | (12,016,825)        | (12,935,876)                         |
| Tangible Capital Assets -WIP Purchased                        | (79,299,813)        | (67,076,996)                         |
| <b>Total Capital Transactions</b>                             | <b>(91,316,638)</b> | <b>(80,012,872)</b>                  |
| <b>Financing Transactions</b>                                 |                     |                                      |
| Capital Revenue Received                                      | 80,357,142          | 68,751,721                           |
| Capital Lease Additions (Repayments)                          | (32,767)            | (16,894)                             |
| <b>Total Financing Transactions</b>                           | <b>80,324,375</b>   | <b>68,734,827</b>                    |
| <b>Investing Transactions</b>                                 |                     |                                      |
| Investments in Portfolio Investments                          | 15,000,000          | 10,000,000                           |
| <b>Total Investing Transactions</b>                           | <b>15,000,000</b>   | <b>10,000,000</b>                    |
| <b>Net Increase (Decrease) in Cash and Cash Equivalents</b>   | <b>30,188,336</b>   | <b>23,774,500</b>                    |
| <b>Cash and Cash Equivalents, beginning of year</b>           | <b>139,078,299</b>  | <b>115,303,799</b>                   |
| <b>Cash and Cash Equivalents, end of year</b>                 | <b>169,266,635</b>  | <b>139,078,299</b>                   |
| <b>Cash and Cash Equivalents, end of year, is made up of:</b> |                     |                                      |
| Cash                                                          | 169,266,635         | 139,078,299                          |
|                                                               | <b>169,266,635</b>  | <b>139,078,299</b>                   |

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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**NOTE 1      AUTHORITY AND PURPOSE**

The School District, established on July 1, 1946, operates under the authority of the *School Act of British Columbia* as a corporation under the name of "The Board of Education of School District No. 43 (Coquitlam)", and operates as "School District No. 43 (Coquitlam)". A board of education ("Board") which is elected for a four-year term governs the School District. The School District provides educational programs to students enrolled in schools in the district and is principally funded by the Province of British Columbia through the Ministry of Education and Child Care. School District No. 43 (Coquitlam) is exempt from federal and provincial corporate income taxes.

**NOTE 2      SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

a) Basis of Accounting

These financial statements have been prepared in accordance with Section 23.1 of the *Budget Transparency and Accountability Act of the Province of British Columbia* supplemented by Regulations 257/2010 and 198/2011 issued by the Province of British Columbia Treasury Board. The Budget Transparency and Accountability Act requires that the financial statements be prepared in accordance with the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada, or if the Treasury Board makes a regulation, the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada as modified by the alternate standard or guideline or part thereof adopted in the regulation.

Regulation 257/2010 requires all taxpayer supported organizations in the Schools, Universities, Colleges and Hospitals sectors to adopt Canadian public sector accounting standards without any PS4200 elections effective their first fiscal year commencing after January 1, 2012.

Regulation 198/2011 requires that restricted contributions received or receivable for acquiring or developing a depreciable tangible capital asset or contributions in the form of a depreciable tangible capital asset are to be deferred and recognized in revenue at the same rate that amortization of the related tangible capital asset is recorded.

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

The accounting policy requirements under Regulation 198/2011 are significantly different from the requirements of Canadian public sector accounting standards which requires 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.

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.

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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

b) Basis of Consolidation

These financial statements reflect the assets, liabilities, revenues, and expenses of the reporting entity, which is comprised of all controlled entities. Inter-departmental balances and organizational transactions have been eliminated.

The School District does not control any significant external entities and accordingly no entities have been consolidated with the financial statements.

The School District does not administer any trust activities on behalf of external parties.

c) 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.

d) Accounts Receivable

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

e) Portfolio Investments

The School District has investments in GIC's that have a maturity of greater than 3 months at the time of acquisition. Investments not quoted in an active market are reported at amortized cost less impairment, if applicable.

Impairment is defined as a loss in value of a portfolio investment that is other than a temporary decline and is included in the Statement of Operations.

f) Unearned Revenue

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 services or products are provided.

g) 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(o).

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



**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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

h) Employee Future Benefits

i. Post-employment benefits

The School District provides certain post-employment benefits including accumulated sick leave, accumulated vacation pay, overtime, death benefits, early retirement, and severance/retirement allowances 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. The future benefits cost is actuarially determined using the projected unit credit method pro-rated on service and using management's best estimate of expected salary escalation, termination and 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 (EARS�) of active employees covered under the plan.

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

The School District provides employees retired under the legacy Non-Teaching Pension Plan, health and dental benefits under a cost sharing arrangement. The plan was closed to new enrollees effective December 31, 2017. An actuarial valuation is conducted every three years. The most recent valuation of the obligation was performed at March 31, 2024 and projected for use at June 30, 2025.

ii. Pension Plans

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

i) Asset Retirement Obligations

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

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

The School District's asset retirement obligations include the removal of asbestos and other hazardous material in several of the buildings owned by the School District. The estimate of the asset retirement obligations include costs directly attributable to the asset retirement activities. The estimated costs have been recorded as a liability and capitalized into the carrying amount of tangible capital assets, which is being amortized in accordance with the amortization accounting policy outlined in Note 2(k). The obligation was measured at current cost as the timing of future cash flows cannot be reasonably determined. The carrying value of the liability is reviewed at each financial reporting date with changes to the timing or amount of the original estimate of cash flows recorded as an adjustment to the liability and related tangible capital asset.

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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

j) Liability for Contaminated Sites

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

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

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

k) 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 assets are 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 regular basis or if significant events initiate the need to revise.

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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

k) Tangible Capital Assets (continued)

Estimated useful life is as follows:

|                                |          |
|--------------------------------|----------|
| Buildings                      | 40 years |
| Furniture and Equipment        | 10 years |
| Vehicles                       | 10 years |
| Computer Hardware and Software | 5 years  |

l) Capital Leases

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

m) Prepaid Expenses

Materials, supplies and services held for use by the School District in the following fiscal year are included as a prepaid expense and stated at acquisition cost. Such items are charged to expense over the periods expected to benefit from it.

n) 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 – Interfund Transfers and Note 21 – Internally Restricted Funds).

o) 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:

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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

o) Revenue Recognition (continued)

- 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 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 meets the criteria for liability recognition in which case the transfer is recognized as revenue over the period that the liability is extinguished.

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

Revenue from transactions with no performance obligations is recognized when the 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.

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.

p) Expenditures

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

Categories of Salaries

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

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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

p) Expenditures (continued)

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.

q) 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.

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

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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

q) Financial Instruments (continued)

Unrealized gains and losses from changes in the fair value of financial instruments are recorded at fair value and recognized in the statement of remeasurement gains and losses. Upon settlement, the cumulative gain or loss is reclassified from the statement of remeasurement gains and losses and recognized in the statement of operations. There are no unrealized gains or losses as at June 30, 2025. As a result, the School District does not have a statement of remeasurement gains and losses. Interest and dividends attributable to financial instruments are reported in the statement of operations.

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

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

r) Measurement Uncertainty

Preparation of financial statements in accordance with the basis of accounting described in note 2 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. 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.

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

**NOTE 3 ACCOUNTS RECEIVABLE – OTHER**

|                                 | 2025                | 2024                |
|---------------------------------|---------------------|---------------------|
| Benefit deposit allowances      | \$2,626,827         | \$2,877,528         |
| Federal grants                  | 1,296,391           | 1,175,764           |
| Due from municipality           | 700,000             | 3,350,574           |
| GST Input Tax Credit            | 955,810             | 1,535,996           |
| Interest Income                 | 2,574,488           | 3,722,988           |
| Other Receivables               | 3,658,356           | 6,272,005           |
| Allowance for doubtful accounts | (65,000)            | (65,000)            |
| Total Other Receivables         | <u>\$11,746,872</u> | <u>\$18,869,855</u> |

**NOTE 4 PORTFOLIO INVESTMENTS**

|                                            | 2025                | 2024                |
|--------------------------------------------|---------------------|---------------------|
| Guaranteed investment certificates (GIC's) | <u>\$70,000,000</u> | <u>\$85,000,000</u> |
| Total Portfolio Investments                | <u>\$70,000,000</u> | <u>\$85,000,000</u> |

\$25,000,000 matures in F2026 with annual yields between 5.25% and 6.00%. \$45,000,000 matures between F2027 and F2032 with annual yields between 5.00% and 7.00%.

**NOTE 5 ACCOUNTS PAYABLE, ACCRUED AND OTHER LIABILITIES**

|                                                  | 2025                | 2024                |
|--------------------------------------------------|---------------------|---------------------|
| Trade Payables                                   | \$26,121,703        | \$23,187,681        |
| Salary & Benefits Payable                        | 35,967,747          | 32,786,880          |
| Balance - Accounts Payable & Accrued Liabilities | <u>\$62,089,450</u> | <u>\$55,974,561</u> |
| Accrued Vacation Pay                             | 8,269,139           | 7,689,450           |
| Other                                            | 696,645             | 435,229             |
| Balance - Total Other Liabilities                | <u>\$ 8,965,784</u> | <u>\$ 8,124,679</u> |

**NOTE 6 UNEARNED REVENUE**

|                            | 2025                | 2024                |
|----------------------------|---------------------|---------------------|
| Balance, beginning of year | \$21,857,606        | \$21,882,995        |
| Tuition fees received      | 20,327,731          | 23,210,237          |
| Tuition fees recognized    | (23,356,928)        | (23,235,626)        |
| Balance, end of year       | <u>\$18,828,409</u> | <u>\$21,857,606</u> |

Unearned revenue includes tuition collected from international students for school terms beginning after June 30, 2025.



**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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**NOTE 7 DEFERRED REVENUE**

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

|                            | 2025               | 2024<br>(recast Note 25) |
|----------------------------|--------------------|--------------------------|
| Balance, beginning of year | \$11,610,728       | \$10,074,476             |
| Increases:                 |                    |                          |
| Provincial grants          | 63,919,912         | 61,223,081               |
| Other                      | 18,512,315         | 19,258,900               |
| Investment income          | 10,878             | 150,462                  |
|                            | <u>82,443,105</u>  | <u>80,632,443</u>        |
| Decreases:                 |                    |                          |
| Revenue recognized         | <u>84,766,600</u>  | <u>79,096,191</u>        |
| Balance, end of year       | <u>\$9,287,233</u> | <u>\$11,610,728</u>      |

**NOTE 8 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.

|                                                         | 2025                 | 2024                 |
|---------------------------------------------------------|----------------------|----------------------|
| <b>Deferred capital revenue subject to amortization</b> |                      |                      |
| Balance, beginning of year                              | \$460,316,418        | \$436,814,650        |
| Prior period adjustment                                 | -                    | (28,288,897)         |
| Adjusted balance, beginning of year                     | <u>\$460,316,418</u> | <u>\$408,525,753</u> |
| Increases:                                              |                      |                      |
| Capital additions                                       | 6,465,794            | 6,445,817            |
| Transfer from work in progress                          | 25,020,870           | 63,005,747           |
|                                                         | <u>31,486,664</u>    | <u>69,451,564</u>    |
| Decreases:                                              |                      |                      |
| Amortization                                            | <u>17,791,887</u>    | <u>17,660,899</u>    |
| Net change for the year                                 | <u>13,694,777</u>    | <u>51,790,665</u>    |
| Balance, end of year                                    | <u>\$474,011,195</u> | <u>\$460,316,418</u> |

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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**NOTE 8          DEFERRED CAPITAL REVENUE** *(continued)*

**Deferred capital revenue - Work in Progress**

|                                                            |                      |                      |
|------------------------------------------------------------|----------------------|----------------------|
| Balance, beginning of year                                 | \$53,493,809         | \$32,041,914         |
| Prior period adjustment                                    | -                    | 28,288,897           |
| Adjusted balance, beginning of year                        | \$53,493,809         | \$60,330,811         |
| Increases: Transfers from deferred revenue                 | 72,903,185           | 56,168,745           |
| Decreases: Transfers to deferred capital revenue           | 25,020,870           | 63,005,747           |
| Net change for the year                                    | 47,882,315           | (6,837,002)          |
| Balance, end of year                                       | \$101,376,124        | \$53,493,809         |
| <b>Unspent deferred capital revenue</b>                    | <b>\$29,835,506</b>  | <b>\$29,163,766</b>  |
| <b>Total deferred capital revenue balance, end of year</b> | <b>\$605,222,825</b> | <b>\$542,973,993</b> |

**NOTE 9          EMPLOYEE FUTURE BENEFITS**

Employee future benefit plan obligations consist of two plans as summarized.

|                                          | 2025         | 2024         |
|------------------------------------------|--------------|--------------|
| Employee future benefit plans (a)        | \$38,903,976 | \$39,841,885 |
| Non-Teaching retirement benefit plan (b) | \$7,294,000  | 7,727,000    |
| Total Employee Future Benefits           | \$46,197,976 | \$47,568,885 |

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

**NOTE 9 EMPLOYEE FUTURE BENEFITS** *(continued)*

a) Employee Future Benefit Plans

Benefits include vested sick leave, early retirement incentive, 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.

|                                                               | 2025                  | 2024                  |
|---------------------------------------------------------------|-----------------------|-----------------------|
| <b>Reconciliation of accrued benefit obligation:</b>          |                       |                       |
| Accrued benefit obligation – April 1                          | \$32,488,868          | \$31,965,441          |
| Service cost                                                  | 2,213,526             | 2,254,795             |
| Interest cost                                                 | 1,419,298             | 1,320,429             |
| Benefits payments                                             | (3,323,404)           | (1,501,679)           |
| Actuarial (gain) / loss                                       | 1,531,865             | (1,550,118)           |
| Accrued benefit obligation – March 31                         | <u>\$34,330,153</u>   | <u>\$32,488,868</u>   |
| <b>Reconciliation of funded status at end of fiscal year:</b> |                       |                       |
| Accrued benefit obligation – March 31                         | <u>\$34,330,153</u>   | <u>\$32,488,868</u>   |
| Funded status – surplus / (deficit)                           | <u>\$(34,330,153)</u> | <u>\$(32,488,868)</u> |
| Employer contributions after measurement date                 | 1,836,479             | 1,395,219             |
| Benefit expense after measurement date                        | (983,603)             | (908,206)             |
| Unamortized net actuarial (gain) / loss                       | <u>(5,426,699)</u>    | <u>(7,840,030)</u>    |
| Accrued benefit asset / (liability) – June 30                 | <u>\$(38,903,976)</u> | <u>\$(39,841,885)</u> |
| <b>Reconciliation of change in accrued benefit liability:</b> |                       |                       |
| Accrued benefit liability – July 1                            | \$39,841,885          | \$39,025,709          |
| Net expense for the year                                      | 2,826,755             | 3,039,199             |
| Employer contributions                                        | <u>(3,764,664)</u>    | <u>(2,223,023)</u>    |
| Accrued benefit liability – June 30                           | <u>\$38,903,976</u>   | <u>\$39,841,885</u>   |
| <b>Components of net benefit expense:</b>                     |                       |                       |
| Service Cost                                                  | \$2,292,161           | \$2,244,478           |
| Interest Cost                                                 | 1,416,060             | 1,345,146             |
| Amortization of net actuarial loss                            | <u>(881,466)</u>      | <u>(550,425)</u>      |
| Net benefit expense                                           | <u>\$2,826,755</u>    | <u>\$3,039,199</u>    |

The impact of changes in assumptions between the March 31, 2025 measurement date and the June 30, 2025 reporting date have been considered and are not considered to be material. The significant actuarial assumptions adopted for measuring the School District's accrued benefit obligations other than in respect of certain post-retirement benefits for non-teaching employees are:

|                                    | 2025              | 2024              |
|------------------------------------|-------------------|-------------------|
| Discount rate – April 1            | 4.25%             | 4.00%             |
| Discount rate – March 31           | 4.00%             | 4.25%             |
| Long term salary growth – April 1  | 2.50% + seniority | 2.50% + seniority |
| Long term salary growth – March 31 | 2.50% + seniority | 2.50% + seniority |
| EARSL – March 31                   | 11.4 years        | 11.0 years        |

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

**NOTE 9 EMPLOYEE FUTURE BENEFITS** *(continued)*

b) Post-Retirement Health and Dental Benefits (Non-Pension Benefits)

The Post Retirement Group Benefit Plan represents the benefit obligation related to the Board's share of premiums payable in respect of retirees of the Non-Teaching Pension Plan for extended health benefits and dental benefits. Effective December 31, 2017, the Post Retirement Group Benefit plan was closed to new enrollees. The Board has also announced its intention to end the dental subsidy at December 31, 2032, the end of the agreement period. As at June 30, 2025 no funds have been internally designated to fund this liability.

|                                                               | 2025                                                   | 2024                                                   |
|---------------------------------------------------------------|--------------------------------------------------------|--------------------------------------------------------|
| <b>Reconciliation of accrued benefit obligation:</b>          |                                                        |                                                        |
| Accrued benefit obligation – April 1                          | \$3,621,000                                            | \$4,213,000                                            |
| Interest Cost                                                 | 146,000                                                | 161,000                                                |
| Benefit payments                                              | (376,000)                                              | (386,000)                                              |
| Actuarial (gains)/losses                                      | 63,000                                                 | (367,000)                                              |
| Accrued benefit obligation – March 31                         | <u>\$3,454,000</u>                                     | <u>\$3,621,000</u>                                     |
| <b>Reconciliation of funded status at end of fiscal year:</b> |                                                        |                                                        |
| Accrued benefit obligation – March 31                         | <u>\$(3,454,000)</u>                                   | <u>\$(3,621,000)</u>                                   |
| Funded status – surplus / (deficit)                           | <u>\$(3,454,000)</u>                                   | <u>\$(3,621,000)</u>                                   |
| Funded status – surplus / (deficit)                           | \$(3,454,000)                                          | \$(3,621,000)                                          |
| Net change in 2 <sup>nd</sup> quarter expenses                | 56,000                                                 | 51,000                                                 |
| Unamortized net actuarial (gain) / loss                       | (3,896,000)                                            | (4,157,000)                                            |
| Accrued benefit asset / (liability) – June 30                 | <u>\$(7,294,000)</u>                                   | <u>\$(7,727,000)</u>                                   |
| Current service cost – net of employee's contributions        | \$(3,000)                                              | \$1,000                                                |
| Interest cost                                                 | 146,000                                                | 161,000                                                |
| Amortize actuarial (gains) / losses                           | (198,000)                                              | (120,000)                                              |
| Defined benefit costs recognized                              | <u>\$(55,000)</u>                                      | <u>\$42,000</u>                                        |
|                                                               | 2025                                                   | 2024                                                   |
| Discount Rate                                                 | Beginning of the year: 4.25%<br>End of the year: 4.00% | Beginning of the year: 4.00%<br>End of the year: 4.25% |
| Dental                                                        | Based on CIA McMaster Model                            | Based on CIA McMaster Model                            |
| Extended Health                                               | Based on CIA McMaster Model                            | Based on CIA McMaster Model                            |
| Estimated annual claim cost                                   |                                                        |                                                        |
| Extended Health – couple                                      | \$1,684                                                | \$1,684                                                |
| Extended Health - single                                      | \$842                                                  | \$842                                                  |
| Dental – couple                                               | \$1,416                                                | \$1,416                                                |
| Dental – single                                               | \$708                                                  | \$708                                                  |
| EARSL                                                         | 14.1 years                                             | 14.1 years                                             |

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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**NOTE 10      EMPLOYEE PENSION PLANS**

The School District and its employees contribute to the Teachers' Pension Plan and Municipal Pension Plan (jointly trustee pension plans). The board of trustees for this plan representing plan members and employers are responsible for administering the pension plan including investing assets and administering benefits. These plans are multi-employer defined benefit pension plans. Basic pension benefits are based on a formula. As at December 31, 2024, the Teachers' Pension Plan has about 52,000 active members and approximately 43,000 retired members. As at December 31, 2023, the Municipal Pension Plan has about 256,000 active members and approximately 128,000 retired members.

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

The most recent actuarial valuation of the Teachers' Pension Plan as at December 31, 2023 indicated a \$4,572 million funding 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 \$34,765,655 for employer contributions to these two plans in the year ended June 30, 2025. (2024 - \$32,648,222).

The Teachers' Pension Plan is determined on a formula based on a contribution rate of 11.30% of salary for 2025 (2024: 11.3%). The Municipal Pension Plan is determined on a formula based on a contribution rate of 9.31% of salary for 2025 (2024: 9.31%).

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

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

**NOTE 11      CAPITAL LEASE OBLIGATIONS**

The School District leases assets under a capital lease. The current lease will expire August 31, 2029. The capital lease provides for a transfer of ownership of the assets to the School District through a bargain purchase option. The interest rate implicit in the lease is 8.50%. The School District has certain other leasing agreements with third parties; assets under these other agreements and respective liabilities are not material.

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

**NOTE 11 CAPITAL LEASE OBLIGATIONS** *(continued)*

Total future minimum lease payments are as follows:

|                              |                  |
|------------------------------|------------------|
| 2026                         | \$48,467         |
| 2027                         | 48,467           |
| Thereafter                   | 100,985          |
| Total minimum lease payments | <u>\$197,919</u> |

|                                                             |                  |
|-------------------------------------------------------------|------------------|
| Less interest at the average implicit interest rate of 8.5% | <u>\$31,190</u>  |
| Net present value of lease obligations                      | <u>\$166,729</u> |

Total interest on leases for 2025 was \$15,700 (2024 – \$7,340).

**NOTE 12 TANGIBLE CAPITAL ASSETS**

| Net Book Value:       | Net Book Value<br>2025 | Net Book Value<br>2024 |
|-----------------------|------------------------|------------------------|
| Sites                 | \$112,496,185          | \$112,496,185          |
| Buildings             | 642,158,244            | 577,268,753            |
| Furniture & Equipment | 9,101,753              | 8,871,994              |
| Vehicles              | 2,071,363              | 2,003,660              |
| Computer Hardware     | 11,192,725             | 10,911,823             |
|                       | <u>\$777,020,270</u>   | <u>\$711,552,415</u>   |

**June 30, 2025**

| Costs:                | Balance at<br>June 30, 2024 | Additions           | Disposals          | Transfers<br>(WIP)  | Balance at<br>June 30, 2025 |
|-----------------------|-----------------------------|---------------------|--------------------|---------------------|-----------------------------|
| Sites                 | \$112,496,185               | \$ -                | \$ -               | \$ -                | \$112,496,185               |
| Buildings             | 855,330,899                 | 6,119,615           | -                  | 24,227,793          | 885,678,307                 |
| Furniture & Equipment | 13,542,740                  | 1,110,382           | 948,378            | 507,107             | 14,211,851                  |
| Vehicles              | 2,820,094                   | 356,070             | 228,910            | -                   | 2,947,254                   |
| Computer Hardware     | 20,470,687                  | 4,430,758           | 3,873,570          | -                   | 21,027,875                  |
|                       | <u>\$1,004,660,605</u>      | <u>\$12,016,825</u> | <u>\$5,050,858</u> | <u>\$24,734,900</u> | <u>\$1,036,361,472</u>      |
| Work in progress      | 65,562,141                  | 79,299,813          | -                  | (24,734,900)        | 120,127,054                 |
|                       | <u>\$1,070,222,746</u>      | <u>\$91,316,638</u> | <u>\$5,050,858</u> | <u>\$-</u>          | <u>\$1,156,488,526</u>      |

| Accumulated<br>Amortization: | Balance at<br>June 30, 2024 | Additions           | Disposals          | Balance at<br>June 30, 2025 |
|------------------------------|-----------------------------|---------------------|--------------------|-----------------------------|
| Buildings                    | \$343,624,287               | \$20,022,830        | \$ -               | \$363,647,117               |
| Furniture & Equipment        | 4,670,746                   | 1,387,730           | 948,378            | 5,110,098                   |
| Vehicles                     | 816,434                     | 288,367             | 228,910            | 875,891                     |
| Computer Hardware            | 9,558,864                   | 4,149,856           | 3,873,570          | 9,873,570                   |
|                              | <u>\$358,670,331</u>        | <u>\$25,848,783</u> | <u>\$5,050,858</u> | <u>\$379,468,256</u>        |

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

**NOTE 12 TANGIBLE CAPITAL ASSETS** *(continued)*

**June 30, 2024**

| Costs:                | Balance at<br>June 30, 2023 | Additions           | Disposals          | Transfers<br>(WIP)  | Balance at<br>June 30, 2024 |
|-----------------------|-----------------------------|---------------------|--------------------|---------------------|-----------------------------|
| Sites                 | \$112,496,185               | \$ -                | \$ -               | \$ -                | \$112,496,185               |
| Buildings             | 778,754,246                 | 6,581,527           | -                  | 69,995,126          | 855,330,899                 |
| Furniture & Equipment | 12,947,414                  | 396,517             | 294,313            | 493,122             | 13,542,740                  |
| Vehicles              | 1,554,227                   | 1,292,046           | 26,179             | -                   | 2,820,094                   |
| Computer Hardware     | 18,852,489                  | 4,882,176           | 3,263,978          | -                   | 20,470,687                  |
|                       | <u>\$924,604,561</u>        | <u>\$13,152,266</u> | <u>\$3,584,470</u> | <u>\$70,488,248</u> | <u>\$1,004,660,605</u>      |
| Work in progress      | 68,973,393                  | 67,076,996          | -                  | (70,488,248)        | 65,562,141                  |
|                       | <u>\$993,577,954</u>        | <u>\$80,229,262</u> | <u>\$3,584,470</u> | <u>\$-</u>          | <u>\$1,070,222,746</u>      |

| Accumulated<br>Amortization: | Balance at<br>June 30, 2023 | Additions           | Disposals          | Balance at<br>June 30, 2024 |
|------------------------------|-----------------------------|---------------------|--------------------|-----------------------------|
| Buildings                    | \$326,624,129               | \$17,000,158        | \$ -               | \$343,624,287               |
| Furniture & Equipment        | 4,550,147                   | 414,912             | 294,313            | 4,670,746                   |
| Vehicles                     | 743,227                     | 99,386              | 26,179             | 816,434                     |
| Computer Hardware            | 9,286,291                   | 3,536,551           | 3,263,978          | 9,558,864                   |
|                              | <u>\$341,203,794</u>        | <u>\$21,051,007</u> | <u>\$3,584,470</u> | <u>\$358,670,331</u>        |

**NOTE 13 INTERFUND TRANSFERS**

Interfund transfers between the operating and capital funds for the year ended June 30, 2025 were \$8,521,658 (2024 - \$9,161,150). Of this transfer, \$5,021,691 pertains to capital assets purchased (2024 - \$6,138,682), and \$3,451,500 pertains to restricted funds set aside for future local capital projects (2024 - \$2,998,235).

**NOTE 14 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. Transactions with these entities, unless disclosed separately, are considered to be in the normal course of operations and are recorded at the exchange amount.

In fiscal year 2020 the School District sponsored the establishment of the SD43 Education Foundation, a separate and independent legally established entity under the British Columbia Societies Act. The Foundation has a Board separate from the School District. There were no significant transactions between the two entities.

**NOTE 15 UNRECOGNIZED ASSETS**

The School District owns two land parcels obtained through crown grants that have been registered at the land title office with nil value. These assets have been identified as a) Parcel 029-541-875 (Sheffield/Partington Creek) and b) Parcel 29-267-781 (Marigold Elementary).



**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

**NOTE 16 CONTRACTUAL OBLIGATIONS**

- a) The School District has committed to capital expenditures to construct new facilities and upgrade current facilities. The outstanding capital commitments as at June 30, 2025 are \$166,724,293 (2024 - \$164,817,900). These contractual obligations will become liabilities in the future when the terms of the contracts are met. Disclosure relates to the unperformed portion of the contracts.

Funding approval for these committed projects is as follows:

| Contractual Obligations   | 2026          | 2027         | 2028        | 2029 | Total         |
|---------------------------|---------------|--------------|-------------|------|---------------|
| Ministry Funded:          |               |              |             |      |               |
| Burke Mountain            | \$55,060,842  | \$20,000,000 | \$5,000,000 | -    | \$80,060,842  |
| Coast Salish              | 2,063,284     | -            | -           | -    | 2,063,284     |
| Dr. Charles Best          | 12,000,000    | 2,291,774    | -           | -    | 14,291,774    |
| Ioco – Day Care           | 9,000,000     | 4,790,730    | -           | -    | 13,790,730    |
| Montgomery Middle         | 20,000,000    | 20,000,000   | 4,866,246   | -    | 44,866,246    |
| Moody Elementary          | 8,500,000     | 1,651,417    | -           | -    | 10,151,417    |
| School District Funded:   |               |              |             |      |               |
| Education Learning Centre | -             | 1,500,000    | -           | -    | 1,500,000     |
| Total:                    | \$106,624,126 | \$50,233,921 | \$9,866,246 | -    | \$166,724,293 |

- b) The School District has no significant operating leases.
- c) The collective agreement between the School District and the Coquitlam Teachers' Association allows teachers to elect to be paid over 12 months. As at June 30, 2025 the amount held by the School District and included in cash and accounts payable was \$10,911,393 (2024 - \$10,408,277).

**NOTE 17 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 lease of closed schools. The following table summarizes the contractual rights of the School District for future assets:

|                      | 2026      | 2027    | 2028    | Thereafter | Total       |
|----------------------|-----------|---------|---------|------------|-------------|
| Cedarbrook           | \$134,805 | 141,546 | 148,623 | -          | \$424,974   |
| Burquitlam           | 271,850   | 271,850 | 271,850 | -          | 815,550     |
| Future Lease Revenue | \$406,655 | 413,396 | 420,473 | -          | \$1,240,524 |

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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**NOTE 18      CONTINGENT LIABILITIES**

In the ordinary course of operations, the School District has legal proceedings brought against it and provisions have been included in liabilities where the outcome is likely and the amount is determinable. It is the opinion of management that final determination of these claims will not have a material effect on the financial position or operations of the School District.

**NOTE 19      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 11, 2025 and reflect more current estimates on student enrolment, revenues and expenditures.

|                                          | Original Budget        | Amended Budget         | Change              |
|------------------------------------------|------------------------|------------------------|---------------------|
| Revenue                                  |                        |                        |                     |
| Provincial Grants                        |                        |                        |                     |
| Ministry of Education                    | \$ 431,073,776         | \$ 443,188,322         | \$12,114,546        |
| Other                                    | 12,768                 | 37,869                 | 25,101              |
| Federal Grants                           | 3,756,692              | 3,756,692              | -                   |
| Tuition                                  | 22,383,846             | 22,383,846             | -                   |
| Other Revenue                            | 12,828,857             | 15,183,051             | 2,354,194           |
| Rentals and Leases                       | 2,511,196              | 2,601,196              | 90,000              |
| Investment Income                        | 4,900,000              | 5,116,000              | 216,000             |
| Amortization of Deferred Capital Revenue | 19,000,000             | 19,000,000             | -                   |
| Total Revenue                            | <u>\$ 496,467,135</u>  | <u>\$ 511,266,976</u>  | <u>\$14,799,841</u> |
| Expenses                                 |                        |                        |                     |
| Instruction                              | 409,116,027            | 420,852,199            | 11,736,172          |
| District Administration                  | 20,261,160             | 21,290,284             | 1,029,124           |
| Operation and Maintenance                | 71,424,838             | 73,889,656             | 2,464,818           |
| Transportation and Housing               | 815,110                | 819,837                | 4,727               |
| Debt Service                             | 16,000                 | 16,000                 | -                   |
| Total Expense                            | <u>\$ 501,633,135</u>  | <u>\$ 516,867,976</u>  | <u>\$15,234,841</u> |
| Surplus (Deficit) for the year           | <u>(\$5,166,000)</u>   | <u>(\$5,601,000)</u>   | <u>(\$435,000)</u>  |
| <br>Prior Year Surplus Appropriation     | <br><u>\$3,750,000</u> | <br><u>\$3,750,000</u> | <br><u>\$-</u>      |
| Budgeted Surplus (Deficit) for the year  | <u>(\$1,416,000)</u>   | <u>(\$1,851,000)</u>   | <u>(\$ 435,000)</u> |
| Capital Fund Surplus (Deficit)           | <u>(\$1,416,000)</u>   | <u>(\$1,851,000)</u>   | <u>(\$ 435,000)</u> |
| Budgeted Surplus (Deficit) for the year  | <u>(\$1,416,000)</u>   | <u>(\$1,851,000)</u>   | <u>(\$ 435,000)</u> |

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

**NOTE 20 EXPENSE BY OBJECT**

|                       | 2025          | 2024          |
|-----------------------|---------------|---------------|
| Salaries and benefits | \$425,066,365 | \$403,011,825 |
| Services and supplies | 54,157,438    | 53,260,556    |
| Amortization          | 25,848,783    | 21,051,007    |
| Total                 | \$505,072,586 | \$477,323,388 |

**NOTE 21 INTERNALLY RESTRICTED FUNDS**

a) Operating Fund

The School District attributes a portion of the accumulated surplus to an internal operating fund and internally restricts a portion of the balance. The detail of the restricted operating surplus is as follows:

|                                                                         | 2025         | 2024<br>(restated Note 25) |
|-------------------------------------------------------------------------|--------------|----------------------------|
| <b>Internally restricted due to nature of constraints on the funds:</b> |              |                            |
| School carryforward surpluses                                           | \$3,208,158  | \$2,814,366                |
| ESA contingency reserve                                                 | 1,000,000    | 1,000,000                  |
| Facility & maintenance initiatives                                      | 2,055,625    | 2,055,625                  |
| Technology initiatives                                                  | 1,225,000    | 1,225,000                  |
| Education stabilization reserve                                         | 4,000,014    | 4,000,014                  |
| Teacher mentorship funds                                                | 620,600      | 634,996                    |
| Business system initiative                                              | 4,165,007    | 4,165,007                  |
| Staffing stabilization reserve                                          | 6,000,000    | 1,000,000                  |
| Contingency for benefits                                                | 5,000,000    | 2,000,000                  |
| School-based capital initiatives                                        | 11,683,309   | 7,317,305                  |
| Joint Use Agreements                                                    | 3,497,260    | 3,199,594                  |
| <b>Internally restricted for operations spanning multiple years</b>     |              |                            |
| 2024/2025 – Operating budget                                            | -            | 3,750,000                  |
| 2025/2026 – Operating budget                                            | 3,750,000    | 3,750,000                  |
| 2026/2027 – Operating budget                                            | 3,750,000    | 2,500,000                  |
| 2027/2028 – Operating budget                                            | 2,500,000    | 1,250,000                  |
| 2028/2029 – Operating budget                                            | 1,250,000    | -                          |
| <b>Total internally restricted operating fund surplus</b>               | \$53,704,973 | \$40,661,907               |
| <b>Unrestricted operating surplus (deficit)</b>                         | -            | -                          |
| <b>Total operating fund surplus (deficit)</b>                           | \$53,704,973 | \$40,661,907               |

b) Capital Fund

The School District internally restricts a portion of its capital surplus in the local capital reserve account for future capital requirements including facility additions, capital improvements, and other capital infrastructure requirements. As at June 30, 2025 \$33,324,600 has been restricted (2024 - \$34,872,276).

**NOTE 22      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 23      RISK MANAGEMENT**

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

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

(a) Credit risk:

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

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 therefore, are collectible.

It is management's opinion that the School District is not exposed to significant credit risk associated with its cash deposits and portfolio investments as they are placed in recognized British Columbia institutions. The School District is currently invested solely in guaranteed investment certificates. Cash and cash equivalents currently consist of deposits held with a chartered bank and the Provincial Central Deposit Program.

(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. The School District is exposed to fair value risk related to its investments in GIC's which bear a fixed rate of interest.

The School District is monitoring the potential impacts and options to mitigate risks arising from tariffs and cross border trade.

**SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**NOTES TO FINANCIAL STATEMENTS**  
YEAR ENDED JUNE 30, 2025

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**NOTE 23      RISK MANAGEMENT** *(continued)*

(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.

**NOTE 24      ASSET RETIREMENT OBLIGATION**

Legal obligations exist for the removal and disposal of asbestos and other hazardous materials within some district owned buildings that will undergo major renovations or demolition in the future.

|                                              | 2025               | 2024                |
|----------------------------------------------|--------------------|---------------------|
| Asset Retirement Obligation, opening balance | \$10,123,875       | \$10,312,567        |
| Settlements during the year                  | 155,942            | 188,692             |
| Asset Retirement Obligation, closing balance | <u>\$9,967,933</u> | <u>\$10,123,875</u> |

**NOTE 25      RECAST OF DEFERRED REVENUE**

During the fiscal year ending June 30, 2025 the District undertook a reallocation of funds previously held in Special Purpose Funds (Deferred Revenue) to the Operating Surplus. It was determined that the contributions received for Contractual Reserves (Joint Use Agreements) did not meet the description of a restricted contribution and therefore an amount of \$3,199,594 was transferred, with the impact of decreasing Deferred Revenue and increasing beginning and end of year Accumulated Surplus as at June 30, 2024 by \$3,199,594.

# School District No. 43 (Coquitlam)

Schedule 1 (Unaudited)

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

|                                                                      | Operating<br>Fund | Special Purpose<br>Fund | Capital<br>Fund    | 2025<br>Actual     | 2024<br>Actual<br>(Recast - Note 25) |
|----------------------------------------------------------------------|-------------------|-------------------------|--------------------|--------------------|--------------------------------------|
|                                                                      | \$                | \$                      | \$                 | \$                 | \$                                   |
| <b>Accumulated Surplus (Deficit), beginning of year</b>              | 40,661,907        |                         | 223,897,780        | <b>264,559,687</b> | 240,175,935                          |
| Prior Period Adjustments                                             |                   |                         |                    |                    | 3,199,594                            |
| <b>Accumulated Surplus (Deficit), beginning of year, as restated</b> | <b>40,661,907</b> | -                       | <b>223,897,780</b> | <b>264,559,687</b> | <b>243,375,529</b>                   |
| <b>Changes for the year</b>                                          |                   |                         |                    |                    |                                      |
| Surplus (Deficit) for the year                                       | 21,564,724        |                         | (5,989,862)        | <b>15,574,862</b>  | 21,184,158                           |
| Interfund Transfers                                                  |                   |                         |                    |                    |                                      |
| Tangible Capital Assets Purchased                                    | (5,021,691)       |                         | 5,021,691          | -                  |                                      |
| Local Capital                                                        | (3,451,500)       |                         | 3,451,500          | -                  |                                      |
| Other                                                                | (48,467)          |                         | 48,467             | -                  |                                      |
| <b>Net Changes for the year</b>                                      | <b>13,043,066</b> | -                       | <b>2,531,796</b>   | <b>15,574,862</b>  | <b>21,184,158</b>                    |
| <b>Accumulated Surplus (Deficit), end of year - Statement 2</b>      | <b>53,704,973</b> | -                       | <b>226,429,576</b> | <b>280,134,549</b> | 264,559,687                          |

# School District No. 43 (Coquitlam)

Schedule 2 (Unaudited)

Schedule of Operating Operations

Year Ended June 30, 2025

|                                                                    | 2025<br>Budget<br>(Note 19) | 2025<br>Actual     | 2024<br>Actual<br>(Recast - Note 25) |
|--------------------------------------------------------------------|-----------------------------|--------------------|--------------------------------------|
|                                                                    | \$                          | \$                 | \$                                   |
| <b>Revenues</b>                                                    |                             |                    |                                      |
| Provincial Grants                                                  |                             |                    |                                      |
| Ministry of Education and Child Care                               | 377,799,144                 | 379,893,075        | 361,690,961                          |
| Other                                                              |                             | 2,128              | 12,768                               |
| Tuition                                                            | 22,383,846                  | 24,600,151         | 24,838,508                           |
| Other Revenue                                                      | 776,032                     | 889,170            | 524,504                              |
| Rentals and Leases                                                 | 2,201,196                   | 2,803,860          | 2,540,231                            |
| Investment Income                                                  | 4,116,000                   | 7,223,396          | 6,266,349                            |
| <b>Total Revenue</b>                                               | <b>407,276,218</b>          | <b>415,411,780</b> | <b>395,873,321</b>                   |
| <b>Expenses</b>                                                    |                             |                    |                                      |
| Instruction                                                        | 339,942,922                 | 333,867,985        | 317,995,704                          |
| District Administration                                            | 20,418,618                  | 17,375,476         | 17,281,219                           |
| Operations and Maintenance                                         | 46,764,819                  | 42,000,695         | 41,030,563                           |
| Transportation and Housing                                         | 749,859                     | 602,900            | 739,301                              |
| <b>Total Expense</b>                                               | <b>407,876,218</b>          | <b>393,847,056</b> | <b>377,046,787</b>                   |
| <b>Operating Surplus (Deficit) for the year</b>                    | <b>(600,000)</b>            | <b>21,564,724</b>  | <b>18,826,534</b>                    |
| <b>Budgeted Appropriation (Retirement) of Surplus (Deficit)</b>    | <b>3,750,000</b>            |                    |                                      |
| <b>Net Transfers (to) from other funds</b>                         |                             |                    |                                      |
| Tangible Capital Assets Purchased                                  | (2,451,000)                 | (5,021,691)        | (6,138,682)                          |
| Local Capital                                                      | (650,000)                   | (3,451,500)        | (2,998,235)                          |
| Other                                                              | (49,000)                    | (48,467)           | (24,233)                             |
| <b>Total Net Transfers</b>                                         | <b>(3,150,000)</b>          | <b>(8,521,658)</b> | <b>(9,161,150)</b>                   |
| <b>Total Operating Surplus (Deficit), for the year</b>             | <b>-</b>                    | <b>13,043,066</b>  | <b>9,665,384</b>                     |
| <b>Operating Surplus (Deficit), beginning of year</b>              |                             | <b>40,661,907</b>  | <b>27,796,929</b>                    |
| Prior Period Adjustments                                           |                             |                    | 3,199,594                            |
| Reclassify Contractual Reserves to Operating Surplus               |                             |                    | 3,199,594                            |
| <b>Operating Surplus (Deficit), beginning of year, as restated</b> |                             | <b>40,661,907</b>  | <b>30,996,523</b>                    |
| <b>Operating Surplus (Deficit), end of year</b>                    |                             | <b>53,704,973</b>  | <b>40,661,907</b>                    |
| <b>Operating Surplus (Deficit), end of year</b>                    |                             |                    |                                      |
| Internally Restricted                                              |                             | 53,704,973         | 40,661,907                           |
| <b>Total Operating Surplus (Deficit), end of year</b>              |                             | <b>53,704,973</b>  | <b>40,661,907</b>                    |



# School District No. 43 (Coquitlam)

Schedule 2A (Unaudited)

Schedule of Operating Revenue by Source

Year Ended June 30, 2025

|                                                                       | 2025<br>Budget<br>(Note 19) | 2025<br>Actual     | 2024<br>Actual<br>(Recast - Note 25) |
|-----------------------------------------------------------------------|-----------------------------|--------------------|--------------------------------------|
|                                                                       | \$                          | \$                 | \$                                   |
| <b>Provincial Grants - Ministry of Education and Child Care</b>       |                             |                    |                                      |
| Operating Grant, Ministry of Education and Child Care                 | 371,510,916                 | 372,624,682        | 352,609,641                          |
| Other Ministry of Education and Child Care Grants                     |                             |                    |                                      |
| Pay Equity                                                            | 706,353                     | 706,353            | 706,353                              |
| Funding for Graduated Adults                                          | 1,577,367                   | 2,149,545          | 2,072,452                            |
| Student Transportation Fund                                           | 81,641                      | 81,641             | 81,641                               |
| FSA Scorer Grant                                                      | 28,656                      | 30,156             | 28,656                               |
| Labour Settlement Funding                                             | 3,710,865                   | 4,147,766          | 5,993,872                            |
| NGN Self-Provisioned Site Grant                                       | 144,131                     | 152,932            | 144,131                              |
| DELF                                                                  | 39,215                      | -                  | 39,215                               |
| Anti-Racism Action Plan                                               | -                           | -                  | 15,000                               |
| <b>Total Provincial Grants - Ministry of Education and Child Care</b> | <b>377,799,144</b>          | <b>379,893,075</b> | <b>361,690,961</b>                   |
| <b>Provincial Grants - Other</b>                                      | <b>-</b>                    | <b>2,128</b>       | <b>12,768</b>                        |
| <b>Tuition</b>                                                        |                             |                    |                                      |
| Continuing Education                                                  | 266,346                     | 473,807            | 433,970                              |
| International and Out of Province Students                            | 22,117,500                  | 23,356,928         | 23,235,626                           |
| Miscellaneous International Education Revenue                         | -                           | 769,416            | 1,168,912                            |
| <b>Total Tuition</b>                                                  | <b>22,383,846</b>           | <b>24,600,151</b>  | <b>24,838,508</b>                    |
| <b>Other Revenues</b>                                                 |                             |                    |                                      |
| Miscellaneous                                                         |                             |                    |                                      |
| Miscellaneous                                                         | 776,032                     | 889,170            | 524,504                              |
| <b>Total Other Revenue</b>                                            | <b>776,032</b>              | <b>889,170</b>     | <b>524,504</b>                       |
| <b>Rentals and Leases</b>                                             | <b>2,201,196</b>            | <b>2,803,860</b>   | <b>2,540,231</b>                     |
| <b>Investment Income</b>                                              | <b>4,116,000</b>            | <b>7,223,396</b>   | <b>6,266,349</b>                     |
| <b>Total Operating Revenue</b>                                        | <b>407,276,218</b>          | <b>415,411,780</b> | <b>395,873,321</b>                   |

# School District No. 43 (Coquitlam)

Schedule 2B (Unaudited)

Schedule of Operating Expense by Object

Year Ended June 30, 2025

|                                     | 2025<br>Budget<br>(Note 19) | 2025<br>Actual | 2024<br>Actual<br>(Recast - Note 25) |
|-------------------------------------|-----------------------------|----------------|--------------------------------------|
|                                     | \$                          | \$             | \$                                   |
| <b>Salaries</b>                     |                             |                |                                      |
| Teachers                            | 179,179,684                 | 178,033,921    | 170,516,634                          |
| Principals and Vice Principals      | 20,526,747                  | 20,172,187     | 19,245,925                           |
| Educational Assistants              | 29,572,510                  | 28,755,243     | 26,294,723                           |
| Support Staff                       | 33,177,752                  | 30,611,425     | 29,368,966                           |
| Other Professionals                 | 9,012,538                   | 8,994,348      | 8,995,147                            |
| Substitutes                         | 17,594,048                  | 16,884,550     | 16,503,567                           |
| <b>Total Salaries</b>               | 289,063,279                 | 283,451,674    | 270,924,962                          |
| <b>Employee Benefits</b>            | 80,866,121                  | 78,958,233     | 73,376,995                           |
| <b>Total Salaries and Benefits</b>  | 369,929,400                 | 362,409,907    | 344,301,957                          |
| <b>Services and Supplies</b>        |                             |                |                                      |
| Services                            | 10,339,647                  | 9,193,746      | 9,019,276                            |
| Student Transportation              | 694,200                     | 544,172        | 681,898                              |
| Professional Development and Travel | 2,463,511                   | 2,231,731      | 2,154,077                            |
| Rentals and Leases                  | 532,398                     | 435,435        | 255,250                              |
| Dues and Fees                       | 1,746,288                   | 1,888,467      | 1,733,941                            |
| Insurance                           | 1,900,149                   | 1,819,558      | 1,754,921                            |
| Supplies                            | 13,534,835                  | 9,834,701      | 11,360,464                           |
| Utilities                           | 6,735,790                   | 5,489,339      | 5,785,003                            |
| <b>Total Services and Supplies</b>  | 37,946,818                  | 31,437,149     | 32,744,830                           |
| <b>Total Operating Expense</b>      | 407,876,218                 | 393,847,056    | 377,046,787                          |

# School District No. 43 (Coquitlam)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2025

|                                                 | Teachers<br>Salaries | Principals and<br>Vice Principals<br>Salaries | Educational<br>Assistants<br>Salaries | Support<br>Staff<br>Salaries | Other<br>Professionals<br>Salaries | Substitutes<br>Salaries | Total<br>Salaries  |
|-------------------------------------------------|----------------------|-----------------------------------------------|---------------------------------------|------------------------------|------------------------------------|-------------------------|--------------------|
|                                                 | \$                   | \$                                            | \$                                    | \$                           | \$                                 | \$                      | \$                 |
| <b>1 Instruction</b>                            |                      |                                               |                                       |                              |                                    |                         |                    |
| 1.02 Regular Instruction                        | 133,438,318          | 1,225,868                                     | 47,845                                | 1,080,029                    | -                                  | 8,449,210               | 144,241,270        |
| 1.03 Career Programs                            | -                    | -                                             | 482,657                               | -                            | -                                  | -                       | 482,657            |
| 1.07 Library Services                           | -                    | -                                             | 443,477                               | -                            | -                                  | 21,758                  | 465,235            |
| 1.08 Counselling                                | 5,655,538            | -                                             | -                                     | -                            | -                                  | 333,890                 | 5,989,428          |
| 1.10 Inclusive Education                        | 20,732,562           | 173,385                                       | 26,421,353                            | 126,130                      | 100,326                            | 4,093,440               | 51,647,196         |
| 1.30 English Language Learning                  | 6,724,181            | -                                             | -                                     | -                            | -                                  | 396,980                 | 7,121,161          |
| 1.31 Indigenous Education                       | 402,383              | 171,613                                       | 1,062,300                             | 51,862                       | -                                  | 9,219                   | 1,697,377          |
| 1.41 School Administration                      | -                    | 16,873,118                                    | -                                     | 6,916,521                    | -                                  | 1,194,968               | 24,984,607         |
| 1.60 Summer School                              | 1,172,711            | 239,068                                       | 114,691                               | 70,020                       | -                                  | 16,074                  | 1,612,564          |
| 1.61 Continuing Education                       | 2,294,137            | 221,950                                       | -                                     | 841,492                      | 100,326                            | 85,935                  | 3,543,840          |
| 1.62 International and Out of Province Students | 7,614,091            | 318,209                                       | 182,920                               | 321,263                      | 394,239                            | 415,300                 | 9,246,022          |
| 1.64 Other                                      | -                    | -                                             | -                                     | -                            | -                                  | -                       | -                  |
| <b>Total Function 1</b>                         | <b>178,033,921</b>   | <b>19,223,211</b>                             | <b>28,755,243</b>                     | <b>9,407,317</b>             | <b>594,891</b>                     | <b>15,016,774</b>       | <b>251,031,357</b> |
| <b>4 District Administration</b>                |                      |                                               |                                       |                              |                                    |                         |                    |
| 4.11 Educational Administration                 | -                    | 790,453                                       | -                                     | 116,076                      | 1,793,096                          | -                       | 2,699,625          |
| 4.40 School District Governance                 | -                    | -                                             | -                                     | -                            | 534,559                            | -                       | 534,559            |
| 4.41 Business Administration                    | -                    | -                                             | -                                     | 2,169,226                    | 4,135,619                          | 25,246                  | 6,330,091          |
| <b>Total Function 4</b>                         | <b>-</b>             | <b>790,453</b>                                | <b>-</b>                              | <b>2,285,302</b>             | <b>6,463,274</b>                   | <b>25,246</b>           | <b>9,564,275</b>   |
| <b>5 Operations and Maintenance</b>             |                      |                                               |                                       |                              |                                    |                         |                    |
| 5.41 Operations and Maintenance Administration  | -                    | 158,523                                       | -                                     | 184,433                      | 1,360,475                          | 14,253                  | 1,717,684          |
| 5.50 Maintenance Operations                     | -                    | -                                             | -                                     | 17,324,784                   | 346,305                            | 1,830,512               | 19,501,601         |
| 5.52 Maintenance of Grounds                     | -                    | -                                             | -                                     | 1,395,860                    | -                                  | (2,235)                 | 1,393,625          |
| 5.56 Utilities                                  | -                    | -                                             | -                                     | -                            | 196,459                            | -                       | 196,459            |
| <b>Total Function 5</b>                         | <b>-</b>             | <b>158,523</b>                                | <b>-</b>                              | <b>18,905,077</b>            | <b>1,903,239</b>                   | <b>1,842,530</b>        | <b>22,809,369</b>  |
| <b>7 Transportation and Housing</b>             |                      |                                               |                                       |                              |                                    |                         |                    |
| 7.41 Transportation and Housing Administration  | -                    | -                                             | -                                     | 13,729                       | 32,944                             | -                       | 46,673             |
| 7.70 Student Transportation                     | -                    | -                                             | -                                     | -                            | -                                  | -                       | -                  |
| <b>Total Function 7</b>                         | <b>-</b>             | <b>-</b>                                      | <b>-</b>                              | <b>13,729</b>                | <b>32,944</b>                      | <b>-</b>                | <b>46,673</b>      |
| <b>9 Debt Services</b>                          |                      |                                               |                                       |                              |                                    |                         |                    |
| <b>Total Function 9</b>                         | <b>-</b>             | <b>-</b>                                      | <b>-</b>                              | <b>-</b>                     | <b>-</b>                           | <b>-</b>                | <b>-</b>           |
| <b>Total Functions 1 - 9</b>                    | <b>178,033,921</b>   | <b>20,172,187</b>                             | <b>28,755,243</b>                     | <b>30,611,425</b>            | <b>8,994,348</b>                   | <b>16,884,550</b>       | <b>283,451,674</b> |

# School District No. 43 (Coquitlam)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2025

|                                                 | Total<br>Salaries  | Employee<br>Benefits | Total Salaries<br>and Benefits | Services and<br>Supplies | 2025<br>Actual     | 2025<br>Budget<br>(Note 19) | 2024<br>Actual<br>(Recast - Note 25) |
|-------------------------------------------------|--------------------|----------------------|--------------------------------|--------------------------|--------------------|-----------------------------|--------------------------------------|
|                                                 | \$                 | \$                   | \$                             | \$                       | \$                 | \$                          | \$                                   |
| <b>1 Instruction</b>                            |                    |                      |                                |                          |                    |                             |                                      |
| 1.02 Regular Instruction                        | 144,241,270        | 40,246,505           | 184,487,775                    | 5,357,446                | 189,845,221        | 194,246,121                 | 181,958,741                          |
| 1.03 Career Programs                            | 482,657            | 159,350              | 642,007                        | 220,372                  | 862,379            | 856,181                     | 877,904                              |
| 1.07 Library Services                           | 465,235            | 146,415              | 611,650                        | 387,007                  | 998,657            | 1,046,101                   | 1,148,888                            |
| 1.08 Counselling                                | 5,989,428          | 1,643,055            | 7,632,483                      | 1,278                    | 7,633,761          | 7,788,456                   | 7,086,791                            |
| 1.10 Inclusive Education                        | 51,647,196         | 14,903,854           | 66,551,050                     | 848,104                  | 67,399,154         | 68,063,061                  | 63,541,632                           |
| 1.30 English Language Learning                  | 7,121,161          | 1,953,519            | 9,074,680                      | 38,111                   | 9,112,791          | 9,266,484                   | 8,384,634                            |
| 1.31 Indigenous Education                       | 1,697,377          | 468,444              | 2,165,821                      | 182,998                  | 2,348,819          | 2,711,828                   | 2,229,200                            |
| 1.41 School Administration                      | 24,984,607         | 6,356,062            | 31,340,669                     | 349,781                  | 31,690,450         | 32,022,675                  | 29,925,671                           |
| 1.60 Summer School                              | 1,612,564          | 300,959              | 1,913,523                      | 12,444                   | 1,925,967          | 1,914,366                   | 1,790,392                            |
| 1.61 Continuing Education                       | 3,543,840          | 794,519              | 4,338,359                      | 842,894                  | 5,181,253          | 4,846,711                   | 4,958,989                            |
| 1.62 International and Out of Province Students | 9,246,022          | 2,532,683            | 11,778,705                     | 4,812,085                | 16,590,790         | 16,749,238                  | 15,730,555                           |
| 1.64 Other                                      | -                  | -                    | -                              | 278,743                  | 278,743            | 431,700                     | 362,307                              |
| <b>Total Function 1</b>                         | <b>251,031,357</b> | <b>69,505,365</b>    | <b>320,536,722</b>             | <b>13,331,263</b>        | <b>333,867,985</b> | <b>339,942,922</b>          | <b>317,995,704</b>                   |
| <b>4 District Administration</b>                |                    |                      |                                |                          |                    |                             |                                      |
| 4.11 Educational Administration                 | 2,699,625          | 678,203              | 3,377,828                      | 1,664,834                | 5,042,662          | 5,493,067                   | 4,728,430                            |
| 4.40 School District Governance                 | 534,559            | 135,649              | 670,208                        | 140,970                  | 811,178            | 948,574                     | 830,380                              |
| 4.41 Business Administration                    | 6,330,091          | 1,784,794            | 8,114,885                      | 3,406,751                | 11,521,636         | 13,976,977                  | 11,722,409                           |
| <b>Total Function 4</b>                         | <b>9,564,275</b>   | <b>2,598,646</b>     | <b>12,162,921</b>              | <b>5,212,555</b>         | <b>17,375,476</b>  | <b>20,418,618</b>           | <b>17,281,219</b>                    |
| <b>5 Operations and Maintenance</b>             |                    |                      |                                |                          |                    |                             |                                      |
| 5.41 Operations and Maintenance Administration  | 1,717,684          | 412,506              | 2,130,190                      | 919,516                  | 3,049,706          | 2,943,268                   | 3,082,309                            |
| 5.50 Maintenance Operations                     | 19,501,601         | 5,918,125            | 25,419,726                     | 5,304,277                | 30,724,003         | 34,160,629                  | 29,737,474                           |
| 5.52 Maintenance of Grounds                     | 1,393,625          | 460,846              | 1,854,471                      | 800,849                  | 2,655,320          | 2,831,115                   | 2,389,836                            |
| 5.56 Utilities                                  | 196,459            | 49,853               | 246,312                        | 5,325,354                | 5,571,666          | 6,829,807                   | 5,820,944                            |
| <b>Total Function 5</b>                         | <b>22,809,369</b>  | <b>6,841,330</b>     | <b>29,650,699</b>              | <b>12,349,996</b>        | <b>42,000,695</b>  | <b>46,764,819</b>           | <b>41,030,563</b>                    |
| <b>7 Transportation and Housing</b>             |                    |                      |                                |                          |                    |                             |                                      |
| 7.41 Transportation and Housing Administration  | 46,673             | 12,892               | 59,565                         | -                        | 59,565             | 63,159                      | 57,403                               |
| 7.70 Student Transportation                     | -                  | -                    | -                              | 543,335                  | 543,335            | 686,700                     | 681,898                              |
| <b>Total Function 7</b>                         | <b>46,673</b>      | <b>12,892</b>        | <b>59,565</b>                  | <b>543,335</b>           | <b>602,900</b>     | <b>749,859</b>              | <b>739,301</b>                       |
| <b>9 Debt Services</b>                          |                    |                      |                                |                          |                    |                             |                                      |
| <b>Total Function 9</b>                         | <b>-</b>           | <b>-</b>             | <b>-</b>                       | <b>-</b>                 | <b>-</b>           | <b>-</b>                    | <b>-</b>                             |
| <b>Total Functions 1 - 9</b>                    | <b>283,451,674</b> | <b>78,958,233</b>    | <b>362,409,907</b>             | <b>31,437,149</b>        | <b>393,847,056</b> | <b>407,876,218</b>          | <b>377,046,787</b>                   |

# School District No. 43 (Coquitlam)

Schedule 3 (Unaudited)

Schedule of Special Purpose Operations

Year Ended June 30, 2025

|                                                             | 2025<br>Budget<br>(Note 19) | 2025<br>Actual    | 2024<br>Actual<br>(Recast - Note 25) |
|-------------------------------------------------------------|-----------------------------|-------------------|--------------------------------------|
|                                                             | \$                          | \$                | \$                                   |
| <b>Revenues</b>                                             |                             |                   |                                      |
| Provincial Grants                                           |                             |                   |                                      |
| Ministry of Education and Child Care                        | 65,389,178                  | 64,928,108        | 60,779,722                           |
| Other                                                       | 37,869                      | 28,730            | 6,377                                |
| Federal Grants                                              | 3,756,692                   | 4,186,678         | 3,756,170                            |
| Other Revenue                                               | 13,807,019                  | 15,623,084        | 14,553,922                           |
| <b>Total Revenue</b>                                        | <u>82,990,758</u>           | <u>84,766,600</u> | <u>79,096,191</u>                    |
| <b>Expenses</b>                                             |                             |                   |                                      |
| Instruction                                                 | 80,909,277                  | 82,686,327        | 77,443,880                           |
| District Administration                                     | 871,666                     | 871,666           | -                                    |
| Operations and Maintenance                                  | 1,139,837                   | 1,139,837         | 1,586,111                            |
| Transportation and Housing                                  | 69,978                      | 68,770            | 66,200                               |
| <b>Total Expense</b>                                        | <u>82,990,758</u>           | <u>84,766,600</u> | <u>79,096,191</u>                    |
| <b>Special Purpose Surplus (Deficit) for the year</b>       | <u>-</u>                    | <u>-</u>          | <u>-</u>                             |
| <b>Total Special Purpose Surplus (Deficit) for the year</b> | <u>-</u>                    | <u>-</u>          | <u>-</u>                             |
| <b>Special Purpose Surplus (Deficit), beginning of year</b> |                             |                   |                                      |
| <b>Special Purpose Surplus (Deficit), end of year</b>       |                             | <u>-</u>          | <u>-</u>                             |

# School District No. 43 (Coquitlam)

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

Schedule 3A (Unaudited)

|                                                          | Annual<br>Facility<br>Grant | Learning<br>Improvement<br>Fund | Scholarships<br>and<br>Bursaries | School<br>Generated<br>Funds | Strong<br>Start | Ready,<br>Set,<br>Learn | OLEP    | CommunityLINK  | Classroom<br>Enhancement<br>Fund - Overhead |
|----------------------------------------------------------|-----------------------------|---------------------------------|----------------------------------|------------------------------|-----------------|-------------------------|---------|----------------|---------------------------------------------|
|                                                          | \$                          | \$                              | \$                               | \$                           | \$              | \$                      | \$      | \$             | \$                                          |
| <b>Deferred Revenue, beginning of year</b>               | -                           | -                               | 57,371                           | 8,175,779                    | -               | 2,994                   | 287,600 | 205,274        | -                                           |
| Reclassify Contractual Reserve to Operating Surplus      | -                           | -                               | -                                | -                            | -               | -                       | -       | -              | -                                           |
| <b>Deferred Revenue, beginning of year, as restated</b>  | -                           | -                               | 57,371                           | 8,175,779                    | -               | 2,994                   | 287,600 | 205,274        | -                                           |
| <b>Add:</b> Restricted Grants                            |                             |                                 |                                  |                              |                 |                         |         |                |                                             |
| Provincial Grants - Ministry of Education and Child Care | 1,139,837                   | 1,310,012                       | -                                | -                            | 320,000         | 117,600                 | 507,992 | 1,735,490      | 2,503,050                                   |
| Federal Grants                                           | -                           | -                               | -                                | -                            | -               | -                       | -       | -              | -                                           |
| Other                                                    | -                           | -                               | -                                | 13,894,335                   | -               | -                       | -       | -              | -                                           |
| Investment Income                                        | -                           | -                               | -                                | -                            | -               | -                       | -       | -              | -                                           |
| District Entered                                         | -                           | -                               | -                                | -                            | -               | -                       | -       | -              | -                                           |
|                                                          | 1,139,837                   | 1,310,012                       | -                                | 13,894,335                   | 320,000         | 117,600                 | 507,992 | 1,735,490      | 2,503,050                                   |
| <b>Less:</b> Allocated to Revenue                        | 1,139,837                   | 1,310,012                       | 57,371                           | 14,325,081                   | 320,000         | 109,101                 | 795,592 | 1,758,377      | 2,503,050                                   |
| <b>Deferred Revenue, end of year</b>                     | -                           | -                               | -                                | <b>7,745,033</b>             | -               | <b>11,493</b>           | -       | <b>182,387</b> | -                                           |
| <b>Revenues</b>                                          |                             |                                 |                                  |                              |                 |                         |         |                |                                             |
| Provincial Grants - Ministry of Education and Child Care | 1,139,837                   | 1,310,012                       | -                                | -                            | 320,000         | 109,101                 | 795,592 | 1,758,377      | 2,503,050                                   |
| Provincial Grants - Other                                | -                           | -                               | -                                | -                            | -               | -                       | -       | -              | -                                           |
| Federal Grants                                           | -                           | -                               | -                                | -                            | -               | -                       | -       | -              | -                                           |
| Other Revenue                                            | -                           | -                               | 57,371                           | 14,325,081                   | -               | -                       | -       | -              | -                                           |
|                                                          | 1,139,837                   | 1,310,012                       | 57,371                           | 14,325,081                   | 320,000         | 109,101                 | 795,592 | 1,758,377      | 2,503,050                                   |
| <b>Expenses</b>                                          |                             |                                 |                                  |                              |                 |                         |         |                |                                             |
| Salaries                                                 |                             |                                 |                                  |                              |                 |                         |         |                |                                             |
| Teachers                                                 | -                           | -                               | -                                | -                            | -               | 63,315                  | 188,294 | -              | -                                           |
| Principals and Vice Principals                           | -                           | -                               | -                                | -                            | -               | -                       | -       | -              | 340,000                                     |
| Educational Assistants                                   | -                           | 1,069,587                       | -                                | -                            | -               | -                       | -       | 978,981        | 1,443,426                                   |
| Support Staff                                            | -                           | -                               | -                                | -                            | 222,040         | -                       | -       | 222,367        | -                                           |
| Other Professionals                                      | -                           | -                               | -                                | -                            | -               | -                       | -       | -              | -                                           |
| Substitutes                                              | -                           | -                               | -                                | -                            | 9,801           | -                       | 7,342   | -              | 100,000                                     |
|                                                          | -                           | 1,069,587                       | -                                | -                            | 231,841         | 63,315                  | 195,636 | 1,201,348      | 1,883,426                                   |
| Employee Benefits                                        | -                           | 240,425                         | -                                | -                            | 81,814          | 15,979                  | 24,916  | 310,504        | 609,624                                     |
| Services and Supplies                                    | 1,139,837                   | -                               | 57,371                           | 14,325,081                   | 6,345           | 29,807                  | 575,040 | 246,525        | 10,000                                      |
|                                                          | 1,139,837                   | 1,310,012                       | 57,371                           | 14,325,081                   | 320,000         | 109,101                 | 795,592 | 1,758,377      | 2,503,050                                   |
| <b>Net Revenue (Expense) before Interfund Transfers</b>  | -                           | -                               | -                                | -                            | -               | -                       | -       | -              | -                                           |
| <b>Interfund Transfers</b>                               |                             |                                 |                                  |                              |                 |                         |         |                |                                             |
|                                                          | -                           | -                               | -                                | -                            | -               | -                       | -       | -              | -                                           |
| <b>Net Revenue (Expense)</b>                             | -                           | -                               | -                                | -                            | -               | -                       | -       | -              | -                                           |

# School District No. 43 (Coquitlam)

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

Schedule 3A (Unaudited)

|                                                          | Classroom<br>Enhancement<br>Fund - Staffing | Classroom<br>Enhancement<br>Fund - Remedies | First Nation<br>Student<br>Transportation | Mental<br>Health<br>in Schools | Changing<br>Results for<br>Young Children | Student &<br>Family<br>Affordability | SEY2KT<br>(Early Years to<br>Kindergarten) | ECL<br>(Early Care<br>& Learning) | Feeding<br>Futures<br>Fund |
|----------------------------------------------------------|---------------------------------------------|---------------------------------------------|-------------------------------------------|--------------------------------|-------------------------------------------|--------------------------------------|--------------------------------------------|-----------------------------------|----------------------------|
|                                                          | \$                                          | \$                                          | \$                                        | \$                             | \$                                        | \$                                   | \$                                         | \$                                | \$                         |
| <b>Deferred Revenue, beginning of year</b>               | -                                           | -                                           | 2,259                                     | 27,399                         | -                                         | 849,249                              | 26,388                                     | 28,034                            | 270,143                    |
| Reclassify Contractual Reserve to Operating Surplus      | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
| <b>Deferred Revenue, beginning of year, as restated</b>  | -                                           | -                                           | 2,259                                     | 27,399                         | -                                         | 849,249                              | 26,388                                     | 28,034                            | 270,143                    |
| <b>Add:</b> Restricted Grants                            |                                             |                                             |                                           |                                |                                           |                                      |                                            |                                   |                            |
| Provincial Grants - Ministry of Education and Child Care | 47,495,789                                  | 4,493,131                                   | 67,719                                    | 47,000                         | 6,750                                     | -                                    | 19,000                                     | 175,000                           | 3,576,667                  |
| Federal Grants                                           | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
| Other                                                    | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
| Investment Income                                        | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
| District Entered                                         | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
|                                                          | 47,495,789                                  | 4,493,131                                   | 67,719                                    | 47,000                         | 6,750                                     | -                                    | 19,000                                     | 175,000                           | 3,576,667                  |
| <b>Less:</b> Allocated to Revenue                        | 47,495,789                                  | 4,364,883                                   | 68,770                                    | 58,003                         | 6,750                                     | 849,249                              | 7,464                                      | 168,681                           | 3,790,026                  |
| <b>Deferred Revenue, end of year</b>                     | -                                           | <b>128,248</b>                              | <b>1,208</b>                              | <b>16,396</b>                  | -                                         | -                                    | <b>37,924</b>                              | <b>34,353</b>                     | <b>56,784</b>              |
| <b>Revenues</b>                                          |                                             |                                             |                                           |                                |                                           |                                      |                                            |                                   |                            |
| Provincial Grants - Ministry of Education and Child Care | 47,495,789                                  | 4,364,883                                   | 68,770                                    | 58,003                         | 6,750                                     | 849,249                              | 7,464                                      | 168,681                           | 3,790,026                  |
| Provincial Grants - Other                                | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
| Federal Grants                                           | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
| Other Revenue                                            | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
|                                                          | 47,495,789                                  | 4,364,883                                   | 68,770                                    | 58,003                         | 6,750                                     | 849,249                              | 7,464                                      | 168,681                           | 3,790,026                  |
| <b>Expenses</b>                                          |                                             |                                             |                                           |                                |                                           |                                      |                                            |                                   |                            |
| Salaries                                                 |                                             |                                             |                                           |                                |                                           |                                      |                                            |                                   |                            |
| Teachers                                                 | 34,462,940                                  | 3,997,095                                   | -                                         | -                              | -                                         | -                                    | -                                          | 125,207                           | 339,180                    |
| Principals and Vice Principals                           | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
| Educational Assistants                                   | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
| Support Staff                                            | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | 481,905                    |
| Other Professionals                                      | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
| Substitutes                                              | 1,575,110                                   | 14,086                                      | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | 44,745                     |
|                                                          | 36,038,050                                  | 4,011,181                                   | -                                         | -                              | -                                         | -                                    | -                                          | 125,207                           | 865,830                    |
| Employee Benefits                                        | 11,457,739                                  | 353,702                                     | -                                         | -                              | -                                         | -                                    | -                                          | 40,124                            | 205,404                    |
| Services and Supplies                                    | -                                           | -                                           | 68,770                                    | 58,003                         | 6,750                                     | 849,249                              | 7,464                                      | 3,350                             | 2,718,792                  |
|                                                          | 47,495,789                                  | 4,364,883                                   | 68,770                                    | 58,003                         | 6,750                                     | 849,249                              | 7,464                                      | 168,681                           | 3,790,026                  |
| <b>Net Revenue (Expense) before Interfund Transfers</b>  | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
| <b>Interfund Transfers</b>                               |                                             |                                             |                                           |                                |                                           |                                      |                                            |                                   |                            |
|                                                          | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |
| <b>Net Revenue (Expense)</b>                             | -                                           | -                                           | -                                         | -                              | -                                         | -                                    | -                                          | -                                 | -                          |

# School District No. 43 (Coquitlam)

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

Schedule 3A (Unaudited)

|                                                          | Professional<br>Learning<br>Grant | Day<br>Treatment | Sundry<br>Programs | Staff<br>Development | Sick Leave<br>Benefit Plan | Contractual<br>Reserves | Apprenticeship<br>Programs | Settlement<br>Workers (Prov) | ELSA/LINC<br>Entered |
|----------------------------------------------------------|-----------------------------------|------------------|--------------------|----------------------|----------------------------|-------------------------|----------------------------|------------------------------|----------------------|
|                                                          | \$                                | \$               | \$                 | \$                   | \$                         | \$                      | \$                         | \$                           | \$                   |
| <b>Deferred Revenue, beginning of year</b>               | -                                 | -                | 44,323             | 59,900               | 272,181                    | 3,199,594               | 521,605                    | 37,869                       | -                    |
| Reclassify Contractual Reserve to Operating Surplus      |                                   |                  | -                  | -                    | -                          | (3,199,594)             | -                          | -                            | -                    |
| <b>Deferred Revenue, beginning of year, as restated</b>  | -                                 | -                | 44,323             | 59,900               | 272,181                    | -                       | 521,605                    | 37,869                       | -                    |
| <b>Add:</b> Restricted Grants                            |                                   |                  |                    |                      |                            |                         |                            |                              |                      |
| Provincial Grants - Ministry of Education and Child Care | 204,125                           | 182,524          | -                  | -                    | -                          | -                       | -                          | -                            | -                    |
| Federal Grants                                           | -                                 | -                | -                  | -                    | -                          | -                       | -                          | -                            | 3,341,962            |
| Other                                                    | -                                 | -                | 6,550              | 57,817               | -                          | -                       | 252,350                    | -                            | -                    |
| Investment Income                                        | -                                 | -                | -                  | -                    | 10,878                     | -                       | -                          | -                            | -                    |
| District Entered                                         | -                                 | -                | -                  | -                    | -                          | -                       | -                          | -                            | -                    |
|                                                          | 204,125                           | 182,524          | 6,550              | 57,817               | 10,878                     | -                       | 252,350                    | -                            | 3,341,962            |
| <b>Less:</b> Allocated to Revenue                        | -                                 | 182,524          | 12,706             | 66,887               | 4,487                      | -                       | 360,064                    | 28,730                       | 3,341,962            |
| <b>Deferred Revenue, end of year</b>                     | <b>204,125</b>                    | <b>-</b>         | <b>38,167</b>      | <b>50,830</b>        | <b>278,572</b>             | <b>-</b>                | <b>413,891</b>             | <b>9,139</b>                 | <b>-</b>             |
| <b>Revenues</b>                                          |                                   |                  |                    |                      |                            |                         |                            |                              |                      |
| Provincial Grants - Ministry of Education and Child Care | -                                 | 182,524          | -                  | -                    | -                          | -                       | -                          | -                            | -                    |
| Provincial Grants - Other                                | -                                 | -                | -                  | -                    | -                          | -                       | -                          | 28,730                       | -                    |
| Federal Grants                                           | -                                 | -                | -                  | -                    | -                          | -                       | -                          | -                            | 3,341,962            |
| Other Revenue                                            | -                                 | -                | 12,706             | 66,887               | 4,487                      | -                       | 360,064                    | -                            | -                    |
|                                                          | -                                 | 182,524          | 12,706             | 66,887               | 4,487                      | -                       | 360,064                    | 28,730                       | 3,341,962            |
| <b>Expenses</b>                                          |                                   |                  |                    |                      |                            |                         |                            |                              |                      |
| Salaries                                                 |                                   |                  |                    |                      |                            |                         |                            |                              |                      |
| Teachers                                                 | -                                 | 102,010          | -                  | -                    | -                          | -                       | 154,068                    | -                            | 1,434,098            |
| Principals and Vice Principals                           | -                                 | -                | -                  | -                    | -                          | -                       | 23,043                     | -                            | 102,185              |
| Educational Assistants                                   | -                                 | 21,870           | -                  | -                    | -                          | -                       | -                          | -                            | -                    |
| Support Staff                                            | -                                 | -                | -                  | -                    | -                          | -                       | -                          | -                            | 357,064              |
| Other Professionals                                      | -                                 | -                | -                  | -                    | -                          | -                       | -                          | -                            | 4,008                |
| Substitutes                                              | -                                 | -                | -                  | -                    | -                          | -                       | -                          | -                            | -                    |
|                                                          | -                                 | 123,880          | -                  | -                    | -                          | -                       | 177,111                    | -                            | 1,897,355            |
| Employee Benefits                                        | -                                 | 42,669           | -                  | -                    | 4,487                      | -                       | 62,926                     | -                            | 539,614              |
| Services and Supplies                                    | -                                 | 15,975           | 12,706             | 66,887               | -                          | -                       | 120,027                    | 28,730                       | 904,993              |
|                                                          | -                                 | 182,524          | 12,706             | 66,887               | 4,487                      | -                       | 360,064                    | 28,730                       | 3,341,962            |
| <b>Net Revenue (Expense) before Interfund Transfers</b>  | <b>-</b>                          | <b>-</b>         | <b>-</b>           | <b>-</b>             | <b>-</b>                   | <b>-</b>                | <b>-</b>                   | <b>-</b>                     | <b>-</b>             |
| <b>Interfund Transfers</b>                               |                                   |                  |                    |                      |                            |                         |                            |                              |                      |
|                                                          | -                                 | -                | -                  | -                    | -                          | -                       | -                          | -                            | -                    |
| <b>Net Revenue (Expense)</b>                             | <b>-</b>                          | <b>-</b>         | <b>-</b>           | <b>-</b>             | <b>-</b>                   | <b>-</b>                | <b>-</b>                   | <b>-</b>                     | <b>-</b>             |



**School District No. 43 (Coquitlam)**

Schedule 3A (Unaudited)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2025

|                                                          | Settlement<br>Workers (Fed) | Retiree<br>Ext Hlth Fund | Community<br>Connections | National<br>Food Program | TOTAL            |
|----------------------------------------------------------|-----------------------------|--------------------------|--------------------------|--------------------------|------------------|
|                                                          | \$                          | \$                       | \$                       | \$                       | \$               |
| <b>Deferred Revenue, beginning of year</b>               | -                           | 659,166                  | 83,194                   | -                        | 14,810,322       |
| Reclassify Contractual Reserve to Operating Surplus      | -                           | -                        | -                        | -                        | (3,199,594)      |
| <b>Deferred Revenue, beginning of year, as restated</b>  | -                           | 659,166                  | 83,194                   | -                        | 11,610,728       |
| <b>Add:</b> Restricted Grants                            |                             |                          |                          |                          |                  |
| Provincial Grants - Ministry of Education and Child Care | -                           | -                        | -                        | 18,226                   | 63,919,912       |
| Federal Grants                                           | 844,716                     | -                        | -                        | -                        | 4,186,678        |
| Other                                                    | -                           | -                        | 114,585                  | -                        | 14,325,637       |
| Investment Income                                        | -                           | -                        | -                        | -                        | 10,878           |
| District Entered                                         | -                           | -                        | -                        | -                        | -                |
|                                                          | 844,716                     | -                        | 114,585                  | 18,226                   | 82,443,105       |
| <b>Less:</b> Allocated to Revenue                        | 844,716                     | 659,166                  | 137,322                  | -                        | 84,766,600       |
| <b>Deferred Revenue, end of year</b>                     | -                           | -                        | <b>60,457</b>            | <b>18,226</b>            | <b>9,287,233</b> |
| <b>Revenues</b>                                          |                             |                          |                          |                          |                  |
| Provincial Grants - Ministry of Education and Child Care | -                           | -                        | -                        | -                        | 64,928,108       |
| Provincial Grants - Other                                | -                           | -                        | -                        | -                        | 28,730           |
| Federal Grants                                           | 844,716                     | -                        | -                        | -                        | 4,186,678        |
| Other Revenue                                            | -                           | 659,166                  | 137,322                  | -                        | 15,623,084       |
|                                                          | 844,716                     | 659,166                  | 137,322                  | -                        | 84,766,600       |
| <b>Expenses</b>                                          |                             |                          |                          |                          |                  |
| Salaries                                                 |                             |                          |                          |                          |                  |
| Teachers                                                 | -                           | -                        | -                        | -                        | 40,866,207       |
| Principals and Vice Principals                           | 47,073                      | -                        | -                        | -                        | 512,301          |
| Educational Assistants                                   | -                           | -                        | -                        | -                        | 3,513,864        |
| Support Staff                                            | 545,562                     | -                        | -                        | -                        | 1,828,938        |
| Other Professionals                                      | -                           | -                        | -                        | -                        | 4,008            |
| Substitutes                                              | -                           | -                        | -                        | -                        | 1,751,084        |
|                                                          | 592,635                     | -                        | -                        | -                        | 48,476,402       |
| Employee Benefits                                        | 194,616                     | -                        | -                        | -                        | 14,184,543       |
| Services and Supplies                                    | 57,465                      | 659,166                  | 137,322                  | -                        | 22,105,655       |
|                                                          | 844,716                     | 659,166                  | 137,322                  | -                        | 84,766,600       |
| <b>Net Revenue (Expense) before Interfund Transfers</b>  | -                           | -                        | -                        | -                        | -                |
| <b>Interfund Transfers</b>                               | -                           | -                        | -                        | -                        | -                |
| <b>Net Revenue (Expense)</b>                             | -                           | -                        | -                        | -                        | -                |

# School District No. 43 (Coquitlam)

Schedule 4 (Unaudited)

Schedule of Capital Operations

Year Ended June 30, 2025

|                                                              | 2025<br>Budget<br>(Note 19) | 2025 Actual                            |                    |                    | 2024<br>Actual<br>(Recast - Note 25) |
|--------------------------------------------------------------|-----------------------------|----------------------------------------|--------------------|--------------------|--------------------------------------|
|                                                              |                             | Invested in Tangible<br>Capital Assets | Local<br>Capital   | Fund<br>Balance    |                                      |
|                                                              | \$                          | \$                                     | \$                 | \$                 | \$                                   |
| <b>Revenues</b>                                              |                             |                                        |                    |                    |                                      |
| Other Revenue                                                | 600,000                     | 316,423                                | 761,483            | 1,077,906          | 3,489,589                            |
| Rentals and Leases                                           | 400,000                     |                                        | 400,237            | 400,237            | 400,237                              |
| Investment Income                                            | 1,000,000                   |                                        | 1,199,038          | 1,199,038          | 1,987,309                            |
| Amortization of Deferred Capital Revenue                     | 19,000,000                  | 17,791,887                             |                    | 17,791,887         | 17,660,899                           |
| <b>Total Revenue</b>                                         | <b>21,000,000</b>           | <b>18,108,310</b>                      | <b>2,360,758</b>   | <b>20,469,068</b>  | <b>23,538,034</b>                    |
| <b>Expenses</b>                                              |                             |                                        |                    |                    |                                      |
| Operations and Maintenance                                   | 150,000                     | 316,423                                | 278,024            | 594,447            | 122,063                              |
| Amortization of Tangible Capital Assets                      |                             |                                        |                    |                    |                                      |
| Operations and Maintenance                                   | 25,835,000                  | 25,848,783                             |                    | 25,848,783         | 21,051,007                           |
| Debt Services                                                |                             |                                        |                    |                    |                                      |
| Capital Lease Interest                                       | 16,000                      |                                        | 15,700             | 15,700             | 7,340                                |
| <b>Total Expense</b>                                         | <b>26,001,000</b>           | <b>26,165,206</b>                      | <b>293,724</b>     | <b>26,458,930</b>  | <b>21,180,410</b>                    |
| <b>Capital Surplus (Deficit) for the year</b>                | <b>(5,001,000)</b>          | <b>(8,056,896)</b>                     | <b>2,067,034</b>   | <b>(5,989,862)</b> | <b>2,357,624</b>                     |
| <b>Net Transfers (to) from other funds</b>                   |                             |                                        |                    |                    |                                      |
| Tangible Capital Assets Purchased                            | 2,451,000                   | 5,021,691                              |                    | 5,021,691          | 6,138,682                            |
| Local Capital                                                | 650,000                     |                                        | 3,451,500          | 3,451,500          | 2,998,235                            |
| Capital Lease Payment                                        | 49,000                      |                                        | 48,467             | 48,467             | 24,233                               |
| <b>Total Net Transfers</b>                                   | <b>3,150,000</b>            | <b>5,021,691</b>                       | <b>3,499,967</b>   | <b>8,521,658</b>   | <b>9,161,150</b>                     |
| <b>Other Adjustments to Fund Balances</b>                    |                             |                                        |                    |                    |                                      |
| Tangible Capital Assets Purchased from Local Capital         |                             | 529,340                                | (529,340)          | -                  |                                      |
| Tangible Capital Assets WIP Purchased from Local Capital     |                             | 6,396,628                              | (6,396,628)        | -                  |                                      |
| Principal Payment                                            |                             |                                        |                    |                    |                                      |
| Capital Lease                                                |                             | 32,767                                 | (32,767)           | -                  |                                      |
| Settlement of Asset Retirement Obligation from Local Capital |                             | 155,942                                | (155,942)          | -                  |                                      |
| <b>Total Other Adjustments to Fund Balances</b>              |                             | <b>7,114,677</b>                       | <b>(7,114,677)</b> | <b>-</b>           |                                      |
| <b>Total Capital Surplus (Deficit) for the year</b>          | <b>(1,851,000)</b>          | <b>4,079,472</b>                       | <b>(1,547,676)</b> | <b>2,531,796</b>   | <b>11,518,774</b>                    |
| <b>Capital Surplus (Deficit), beginning of year</b>          |                             | <b>189,025,504</b>                     | <b>34,872,276</b>  | <b>223,897,780</b> | <b>212,379,006</b>                   |
| <b>Capital Surplus (Deficit), end of year</b>                |                             | <b>193,104,976</b>                     | <b>33,324,600</b>  | <b>226,429,576</b> | <b>223,897,780</b>                   |

# School District No. 43 (Coquitlam)

Schedule 4A (Unaudited)

Tangible Capital Assets  
Year Ended June 30, 2025

|                                                    | Sites              | Buildings          | Furniture and<br>Equipment | Vehicles         | Computer<br>Software | Computer<br>Hardware | Total              |
|----------------------------------------------------|--------------------|--------------------|----------------------------|------------------|----------------------|----------------------|--------------------|
|                                                    | \$                 | \$                 | \$                         | \$               | \$                   | \$                   | \$                 |
| <b>Cost, beginning of year</b>                     | 112,496,185        | 855,330,899        | 13,542,740                 | 2,820,094        | -                    | 20,470,687           | 1,004,660,605      |
| <b>Changes for the Year</b>                        |                    |                    |                            |                  |                      |                      |                    |
| Increase:                                          |                    |                    |                            |                  |                      |                      |                    |
| Purchases from:                                    |                    |                    |                            |                  |                      |                      |                    |
| Deferred Capital Revenue - Bylaw                   | -                  | 6,119,615          | -                          | -                | -                    | -                    | 6,119,615          |
| Deferred Capital Revenue - Other                   | -                  | -                  | 346,179                    | -                | -                    | -                    | 346,179            |
| Operating Fund                                     | -                  | -                  | 590,933                    | -                | -                    | 4,430,758            | 5,021,691          |
| Local Capital                                      | -                  | -                  | 173,270                    | 356,070          | -                    | -                    | 529,340            |
| Transferred from Work in Progress                  |                    | 24,227,793         | 507,107                    |                  |                      |                      | 24,734,900         |
|                                                    | -                  | 30,347,408         | 1,617,489                  | 356,070          | -                    | 4,430,758            | 36,751,725         |
| Decrease:                                          |                    |                    |                            |                  |                      |                      |                    |
| Deemed Disposals                                   |                    |                    | 948,378                    | 228,910          | -                    | 3,873,570            | 5,050,858          |
|                                                    | -                  | -                  | 948,378                    | 228,910          | -                    | 3,873,570            | 5,050,858          |
| <b>Cost, end of year</b>                           | 112,496,185        | 885,678,307        | 14,211,851                 | 2,947,254        | -                    | 21,027,875           | 1,036,361,472      |
| <b>Work in Progress, end of year</b>               |                    | 120,127,054        |                            |                  |                      |                      | 120,127,054        |
| <b>Cost and Work in Progress, end of year</b>      | 112,496,185        | 1,005,805,361      | 14,211,851                 | 2,947,254        | -                    | 21,027,875           | 1,156,488,526      |
| <b>Accumulated Amortization, beginning of year</b> |                    | 343,624,287        | 4,670,746                  | 816,434          | -                    | 9,558,864            | 358,670,331        |
| <b>Changes for the Year</b>                        |                    |                    |                            |                  |                      |                      |                    |
| Increase: Amortization for the Year                |                    | 20,022,830         | 1,387,730                  | 288,367          | -                    | 4,149,856            | 25,848,783         |
| Decrease:                                          |                    |                    |                            |                  |                      |                      |                    |
| Deemed Disposals                                   |                    |                    | 948,378                    | 228,910          | -                    | 3,873,570            | 5,050,858          |
|                                                    |                    | -                  | 948,378                    | 228,910          | -                    | 3,873,570            | 5,050,858          |
| <b>Accumulated Amortization, end of year</b>       |                    | 363,647,117        | 5,110,098                  | 875,891          | -                    | 9,835,150            | 379,468,256        |
| <b>Tangible Capital Assets - Net</b>               | <b>112,496,185</b> | <b>642,158,244</b> | <b>9,101,753</b>           | <b>2,071,363</b> | <b>-</b>             | <b>11,192,725</b>    | <b>777,020,270</b> |

**School District No. 43 (Coquitlam)**

Schedule 4B (Unaudited)

Tangible Capital Assets - Work in Progress

Year Ended June 30, 2025

|                                            | <b>Buildings</b>          | <b>Furniture and<br/>Equipment</b> | <b>Computer<br/>Software</b> | <b>Computer<br/>Hardware</b> | <b>Total</b>              |
|--------------------------------------------|---------------------------|------------------------------------|------------------------------|------------------------------|---------------------------|
|                                            | <b>\$</b>                 | <b>\$</b>                          | <b>\$</b>                    | <b>\$</b>                    | <b>\$</b>                 |
| <b>Work in Progress, beginning of year</b> | 65,562,141                | -                                  | -                            | -                            | <b>65,562,141</b>         |
| <b>Changes for the Year</b>                |                           |                                    |                              |                              |                           |
| Increase:                                  |                           |                                    |                              |                              |                           |
| Deferred Capital Revenue - Bylaw           | 69,805,818                | 507,107                            | -                            | -                            | <b>70,312,925</b>         |
| Deferred Capital Revenue - Other           | 2,590,260                 | -                                  | -                            | -                            | <b>2,590,260</b>          |
| Local Capital                              | 6,396,628                 | -                                  | -                            | -                            | <b>6,396,628</b>          |
|                                            | <u>78,792,706</u>         | <u>507,107</u>                     | <u>-</u>                     | <u>-</u>                     | <u><b>79,299,813</b></u>  |
| Decrease:                                  |                           |                                    |                              |                              |                           |
| Transferred to Tangible Capital Assets     | 24,227,793                | 507,107                            | -                            | -                            | <b>24,734,900</b>         |
|                                            | <u>24,227,793</u>         | <u>507,107</u>                     | <u>-</u>                     | <u>-</u>                     | <u><b>24,734,900</b></u>  |
| <b>Net Changes for the Year</b>            | <u>54,564,913</u>         | <u>-</u>                           | <u>-</u>                     | <u>-</u>                     | <u><b>54,564,913</b></u>  |
| <b>Work in Progress, end of year</b>       | <u><b>120,127,054</b></u> | <u><b>-</b></u>                    | <u><b>-</b></u>              | <u><b>-</b></u>              | <u><b>120,127,054</b></u> |

**School District No. 43 (Coquitlam)**

Schedule 4C (Unaudited)

Deferred Capital Revenue

Year Ended June 30, 2025

|                                                       | <b>Bylaw<br/>Capital</b>         | <b>Other<br/>Provincial</b>     | <b>Other<br/>Capital</b>        | <b>Total<br/>Capital</b>         |
|-------------------------------------------------------|----------------------------------|---------------------------------|---------------------------------|----------------------------------|
|                                                       | <b>\$</b>                        | <b>\$</b>                       | <b>\$</b>                       | <b>\$</b>                        |
| <b>Deferred Capital Revenue, beginning of year</b>    | 433,093,210                      | 11,224,125                      | 15,999,083                      | <b>460,316,418</b>               |
| <b>Changes for the Year</b>                           |                                  |                                 |                                 |                                  |
| Increase:                                             |                                  |                                 |                                 |                                  |
| Transferred from Deferred Revenue - Capital Additions | 6,119,615                        | -                               | 346,179                         | <b>6,465,794</b>                 |
| Transferred from Work in Progress                     | 22,920,987                       | 2,099,883                       |                                 | <b>25,020,870</b>                |
|                                                       | <u>29,040,602</u>                | <u>2,099,883</u>                | <u>346,179</u>                  | <u><b>31,486,664</b></u>         |
| Decrease:                                             |                                  |                                 |                                 |                                  |
| Amortization of Deferred Capital Revenue              | 16,741,605                       | 291,274                         | 759,008                         | <b>17,791,887</b>                |
|                                                       | <u>16,741,605</u>                | <u>291,274</u>                  | <u>759,008</u>                  | <u><b>17,791,887</b></u>         |
| <b>Net Changes for the Year</b>                       | <u>12,298,997</u>                | <u>1,808,609</u>                | <u>(412,829)</u>                | <u><b>13,694,777</b></u>         |
| <b>Deferred Capital Revenue, end of year</b>          | <u><u>445,392,207</u></u>        | <u><u>13,032,734</u></u>        | <u><u>15,586,254</u></u>        | <u><u><b>474,011,195</b></u></u> |
| <br><b>Work in Progress, beginning of year</b>        | <br>47,079,079                   | <br>6,221,021                   | <br>193,709                     | <br><b>53,493,809</b>            |
| <b>Changes for the Year</b>                           |                                  |                                 |                                 |                                  |
| Increase                                              |                                  |                                 |                                 |                                  |
| Transferred from Deferred Revenue - Work in Progress  | 70,312,925                       | 2,590,247                       | 13                              | <b>72,903,185</b>                |
|                                                       | <u>70,312,925</u>                | <u>2,590,247</u>                | <u>13</u>                       | <u><b>72,903,185</b></u>         |
| Decrease                                              |                                  |                                 |                                 |                                  |
| Transferred to Deferred Capital Revenue               | 22,920,987                       | 2,099,883                       | -                               | <b>25,020,870</b>                |
|                                                       | <u>22,920,987</u>                | <u>2,099,883</u>                | <u>-</u>                        | <u><b>25,020,870</b></u>         |
| <b>Net Changes for the Year</b>                       | <u>47,391,938</u>                | <u>490,364</u>                  | <u>13</u>                       | <u><b>47,882,315</b></u>         |
| <b>Work in Progress, end of year</b>                  | <u><u>94,471,017</u></u>         | <u><u>6,711,385</u></u>         | <u><u>193,722</u></u>           | <u><u><b>101,376,124</b></u></u> |
| <b>Total Deferred Capital Revenue, end of year</b>    | <u><u><b>539,863,224</b></u></u> | <u><u><b>19,744,119</b></u></u> | <u><u><b>15,779,976</b></u></u> | <u><u><b>575,387,319</b></u></u> |

# School District No. 43 (Coquitlam)

Schedule 4D (Unaudited)

Changes in Unspent Deferred Capital Revenue

Year Ended June 30, 2025

|                                                          | Bylaw<br>Capital   | MECC<br>Restricted<br>Capital | Other<br>Provincial<br>Capital | Land<br>Capital   | Other<br>Capital | Total             |
|----------------------------------------------------------|--------------------|-------------------------------|--------------------------------|-------------------|------------------|-------------------|
|                                                          | \$                 | \$                            | \$                             | \$                | \$               | \$                |
| <b>Balance, beginning of year</b>                        | 6,548,388          | 3,605,931                     | 2,160,845                      | 16,008,848        | 839,754          | <b>29,163,766</b> |
| <b>Changes for the Year</b>                              |                    |                               |                                |                   |                  |                   |
| Increase:                                                |                    |                               |                                |                   |                  |                   |
| Provincial Grants - Ministry of Education and Child Care | 69,995,356         |                               | 6,930,971                      |                   |                  | <b>76,926,327</b> |
| Provincial Grants - Other                                |                    |                               | -                              |                   |                  | -                 |
| Other                                                    |                    |                               |                                | 2,283,736         | 362,410          | <b>2,646,146</b>  |
| Investment Income                                        | -                  | 138,048                       | -                              | 646,621           | -                | <b>784,669</b>    |
| Transfer project surplus to MECC Restricted (from) Bylaw | (111,204)          | 111,204                       |                                |                   |                  | -                 |
|                                                          | <b>69,884,152</b>  | <b>249,252</b>                | <b>6,930,971</b>               | <b>2,930,357</b>  | <b>362,410</b>   | <b>80,357,142</b> |
| Decrease:                                                |                    |                               |                                |                   |                  |                   |
| Transferred to DCR - Capital Additions                   | 6,119,615          | -                             | -                              |                   | 346,179          | <b>6,465,794</b>  |
| Transferred to DCR - Work in Progress                    | 70,312,925         | -                             | 2,590,247                      |                   | 13               | <b>72,903,185</b> |
| Transferred to Revenue - Capital Repairs                 | -                  | -                             | 216,423                        | -                 | 100,000          | <b>316,423</b>    |
| District Entered                                         | -                  | -                             |                                | -                 | -                | -                 |
|                                                          | <b>76,432,540</b>  | <b>-</b>                      | <b>2,806,670</b>               | <b>-</b>          | <b>446,192</b>   | <b>79,685,402</b> |
| <b>Net Changes for the Year</b>                          | <b>(6,548,388)</b> | <b>249,252</b>                | <b>4,124,301</b>               | <b>2,930,357</b>  | <b>(83,782)</b>  | <b>671,740</b>    |
| <b>Balance, end of year</b>                              | <b>-</b>           | <b>3,855,183</b>              | <b>6,285,146</b>               | <b>18,939,205</b> | <b>755,972</b>   | <b>29,835,506</b> |

## **SECTION 4**

**(UNAUDITED)**

# **Schedule of Guarantee And Indemnity Agreements**

**School District No. 43 (Coquitlam)**  
**Schedule Guarantees and Indemnities**

**For the Year Ended June 30, 2025**

School District No. 43 (Coquitlam) has not given any guarantee or indemnity under the Guarantees and Indemnities Regulation.



# **SECTION 5**

## **(UNAUDITED)**

### **Schedule of Debt**

**School District No. 43 (Coquitlam)**  
**Schedule of Debt**

**For the Year Ended June 30, 2025**

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

## **SECTION 6**

### **(UNAUDITED)**

## **SCHEDULE OF REMUNERATION AND EXPENSES**

### **(Elected Officials, Employees)**

#### **Including Statement of Severance Agreements**

According to FIA guidance, remuneration includes “any form of salary, wages, bonuses, gratuities, taxable benefits, payment into trust or any form of income deferral paid” paid to the employee or on behalf of the employee during the fiscal year being reported. It does not include anything payable under a severance agreement.

Reportable expenses include “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’.” Expenses are 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.

**School District No. 43 (Coquitlam)**  
**Statement of Severance Agreements**

**For the Year Ended June 30, 2025**

There were no severance agreements made between School District 43 (Coquitlam) and its non-unionized employees during fiscal year 2025.

School District No. 43 (Coquitlam)  
Statement of Financial Information  
For the Period July 1, 2024 to June 30, 2025

Statement of Elected Officials Earnings and Expenses (Unaudited)

|                             | <u>Position</u> | <u>Remuneration</u> | <u>Expenses</u>    |
|-----------------------------|-----------------|---------------------|--------------------|
| BLATHERWICK, JENNIFER       | TRUSTEE         | \$13,780.16         | \$0.00             |
| BRODIE, CAROL               | TRUSTEE         | \$64,229.75         | \$2,815.42         |
| DENISON, CHUCK              | TRUSTEE         | \$62,980.20         | \$2,798.99         |
| MANHAS, ROSEY               | TRUSTEE         | \$19,842.59         | \$752.44           |
| PALMER ISAAK, KERRI         | TRUSTEE         | \$62,980.20         | \$2,428.26         |
| PARK, KA YOUNG              | TRUSTEE         | \$62,980.20         | \$2,059.99         |
| POLLOCK, CHRISTINE          | TRUSTEE         | \$62,980.20         | \$2,612.17         |
| ROYER, ZOE                  | TRUSTEE         | \$46,654.02         | \$1,289.25         |
| THOMAS, MICHAEL             | CHAIR           | \$69,278.17         | \$16,899.24        |
| WOODS, CRAIG                | VICE CHAIR      | \$64,879.70         | \$4,834.85         |
| TOTAL FOR ELECTED OFFICIALS |                 | <u>\$530,585.19</u> | <u>\$36,490.61</u> |

School District No. 43 (Coquitlam)  
Statement of Financial Information  
For the Period July 1, 2024 to June 30, 2025

Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>           | <u>Position</u>      | <u>Remuneration</u> | <u>Expenses</u> |
|---------------------------|----------------------|---------------------|-----------------|
| ABBINANTE, FRANK          | TEACHER              | \$107,901.88        | \$0.00          |
| ABDOU, LYNDSEY            | TEACHER              | \$110,965.30        | \$82.10         |
| ABDULLA, FARHAD           | TEACHER              | \$117,329.07        | \$0.00          |
| ABEL, KARIN               | TEACHER              | \$106,555.88        | \$0.00          |
| ABELLO, ALEXANDER         | TEACHER              | \$129,369.02        | \$0.00          |
| ABERCROMBIE, KUMI         | TEACHER              | \$99,533.57         | \$238.39        |
| ABRAM, MARISSA            | TEACHER              | \$87,341.56         | \$0.00          |
| ABRAMZIK, MARCUS RAINER   | TEACHER              | \$83,528.55         | \$0.00          |
| ACCETTURA, ALICIA         | TEACHER              | \$126,777.54        | \$68.38         |
| ACORN, KATHERINE          | TEACHER              | \$91,925.67         | \$0.00          |
| ADAMS, CHRISTOPHER        | TEACHER              | \$115,313.25        | \$0.00          |
| ADRAIN, STEVEN            | TEACHER              | \$125,752.62        | \$0.00          |
| AGABOB, JORDAN            | TEACHER              | \$79,990.20         | \$0.00          |
| AIDA, TRACY               | TEACHER              | \$109,458.07        | \$0.00          |
| AITKEN, PAUL              | TEACHER              | \$121,905.86        | \$0.00          |
| AJAGBE, AYOBAMI FOLUSO    | TEACHER              | \$111,710.79        | \$0.00          |
| AKSELIN, JANINE           | TEACHER              | \$101,155.72        | \$0.00          |
| ALAM, ZAFRIN              | TEACHER              | \$97,757.95         | \$15.84         |
| ALCAZAR, OLIVA            | TEACHER              | \$116,293.47        | \$0.00          |
| ALDEZA, ALLISTAIRE        | INFORMATION SERVICES | \$79,005.18         | \$2,175.50      |
| ALI, NAZEER               | INFORMATION SERVICES | \$110,295.35        | \$0.00          |
| ALIBHAI, SHAIROZ          | TEACHER              | \$104,970.46        | \$0.00          |
| ALIMOVA, NARGIZA          | TEACHER              | \$76,454.22         | \$0.00          |
| ALLAN, KARLA              | TEACHER              | \$126,238.99        | \$589.91        |
| ALLEN, ALLYSHA            | TEACHER              | \$94,044.10         | \$0.00          |
| ALLEN, LILLIAN            | TEACHER              | \$111,760.46        | \$0.00          |
| ALLEN, SARA               | TEACHER              | \$88,940.30         | \$0.00          |
| ALLEN-CIOLFITTO, MICHELLE | ADMINISTRATOR        | \$153,307.13        | \$0.00          |
| ALLNER, BRANDY            | TEACHER              | \$101,500.48        | \$0.00          |
| ALPINO, LINDA             | TEACHER              | \$103,623.13        | \$0.00          |
| ALTY, JANET JI SUN        | TEACHER              | \$109,257.59        | \$1,000.00      |
| ALVARO, PAUL              | TEACHER              | \$96,605.85         | \$0.00          |
| ALVES, SUSANA             | TEACHER              | \$116,223.20        | \$0.00          |
| AMANO, BRENT              | MAINTENANCE          | \$85,608.13         | \$173.24        |
| AMIN, HEENA               | TEACHER              | \$117,102.16        | \$0.00          |
| AMOUZANDEH, LEILA         | TEACHER              | \$83,564.33         | \$0.00          |
| ANANIA, DANIEL PETER      | TEACHER              | \$82,421.10         | \$61.84         |
| ANCHOR, CHRISTINA         | TEACHER              | \$76,403.92         | \$0.00          |
| ANDERSON, ANASTASSIA      | TEACHER              | \$91,481.81         | \$0.00          |
| ANDERSON, HEATHER         | TEACHER              | \$113,189.12        | \$0.00          |
| ANDERSON, JILLIAN         | TEACHER              | \$89,465.39         | \$0.00          |
| ANDERSON, MONICA          | ADMINISTRATOR        | \$134,707.87        | \$0.00          |
| ANDERSON, PATRICIA        | TEACHER              | \$123,062.96        | \$0.00          |
| ANDREWS, AMANDA           | TEACHER              | \$88,229.55         | \$0.00          |
| ANDREWS, JOHN             | TEACHER              | \$117,149.87        | \$0.00          |
| ANDRIANI, CRISTINA        | TEACHER              | \$85,901.69         | \$0.00          |
| ANDRIULAITIS, DANIELLE    | TEACHER              | \$79,990.20         | \$1,000.00      |
| ANGL, ARUN                | TEACHER              | \$114,996.42        | \$0.00          |
| ANGL, CAITLIN             | TEACHER              | \$113,599.89        | \$333.00        |
| ANGOTTI, ANNA             | TEACHER              | \$93,114.44         | \$0.00          |
| AOYAMA, CATHERINE         | TEACHER              | \$111,841.62        | \$1,660.69      |
| ARANDA MOYANO, JOSE       | TEACHER              | \$91,624.78         | \$231.00        |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>          | <u>Position</u>      | <u>Remuneration</u> | <u>Expenses</u> |
|--------------------------|----------------------|---------------------|-----------------|
| ARBUTHNOT, ALISON        | TEACHER              | \$114,766.58        | \$0.00          |
| ARGOTOW, TERRY           | TEACHER              | \$158,675.20        | \$0.00          |
| ARIF, NISAR              | TEACHER              | \$86,045.69         | \$1,000.00      |
| ARMSTRONG, EMILIA        | TEACHER              | \$102,477.75        | \$1,000.00      |
| ARMSTRONG, MAUREEN       | TEACHER              | \$113,899.88        | \$0.00          |
| AROUNOTHAY, PATRICIA     | TEACHER              | \$86,195.63         | \$0.00          |
| ARROTTA, CARLY ANTONIA   | TEACHER              | \$83,209.83         | \$0.00          |
| ARSENEAULT, JUSTIN       | TEACHER              | \$77,718.02         | \$0.00          |
| ARTEFICIO, FRANCESCA     | TEACHER              | \$113,470.75        | \$0.00          |
| ARTHUR, LIAM             | TEACHER              | \$91,342.75         | \$0.00          |
| ARVISAIS, ALEXANDRIA     | TEACHER              | \$110,593.70        | \$0.00          |
| ASANO, KENNETH           | TEACHER              | \$113,177.77        | \$0.00          |
| ASCOLI, TERESA           | TEACHER              | \$109,597.70        | \$0.00          |
| ASHER, DANA              | TEACHER              | \$114,705.30        | \$0.00          |
| ASKEW, JAMES             | TEACHER              | \$118,953.84        | \$0.00          |
| ASKEW, MISTI             | ADMINISTRATOR        | \$155,089.83        | \$0.00          |
| ASPINALL, LAUREEN        | TEACHER              | \$102,010.34        | \$0.00          |
| ATWELL, JANINE           | TEACHER              | \$114,090.31        | \$0.00          |
| AU, LAUREN-RACHEL        | TEACHER              | \$85,055.41         | \$0.00          |
| AU-LANGE, DOUGLAS        | TEACHER              | \$86,946.38         | \$0.00          |
| AULT, KEVIN              | TEACHER              | \$111,375.66        | \$0.00          |
| AURA DE CUELLAR, KIMIKO  | ADMINISTRATOR        | \$159,652.70        | \$865.85        |
| AUSTIN, COLLEEN          | TEACHER              | \$83,007.14         | \$0.00          |
| AVILA, MARIO             | TEACHER              | \$78,863.25         | \$0.00          |
| AYER-MACMILLAN, JENNIFER | TEACHER              | \$111,155.23        | \$0.00          |
| AZAROFF, AMY             | TEACHER              | \$80,236.71         | \$0.00          |
| BABLITZ, JILLIAN         | TEACHER              | \$92,002.79         | \$0.00          |
| BABSON, CARA             | TEACHER              | \$119,719.89        | \$0.00          |
| BAERG, JEREMY            | ADMINISTRATOR        | \$124,081.07        | \$407.52        |
| BAHNG, JOANNE            | TEACHER              | \$83,446.68         | \$0.00          |
| BAILEY, KRISTA           | TEACHER              | \$102,642.63        | \$0.00          |
| BAIN, SHANNON            | ADMINISTRATOR        | \$153,567.20        | \$0.00          |
| BAKER, A. CHARLES        | TEACHER              | \$116,953.99        | \$0.00          |
| BAKER, THERESE           | TEACHER              | \$130,445.90        | \$0.00          |
| BALDONADO, FRANCIS       | TEACHER              | \$109,119.95        | \$0.00          |
| BALDONERO, GIORDANO      | TEACHER              | \$79,280.95         | \$0.00          |
| BALDUS, MICHAEL          | TEACHER              | \$113,750.99        | \$498.78        |
| BALDWIN, ALEXIA          | TEACHER              | \$110,077.47        | \$0.00          |
| BALDWIN, ERIC            | TEACHER              | \$115,176.74        | \$0.00          |
| BALE, JACK               | TEACHER              | \$90,658.08         | \$0.00          |
| BALLARD, AMANDA          | TEACHER              | \$91,602.77         | \$0.00          |
| BALLARIN, SABRINA        | TEACHER              | \$86,128.00         | \$0.00          |
| BALNAVE, STEPHEN         | TEACHER              | \$114,670.86        | \$0.00          |
| BANCROFT, CATHERINE      | TEACHER              | \$108,598.78        | \$0.00          |
| BANICO, LAUREN MARIE     | TEACHER              | \$78,455.52         | \$0.00          |
| BANKS, TAMARA            | ADMINISTRATOR        | \$165,966.33        | \$0.00          |
| BAO, LIAN                | INFORMATION SERVICES | \$79,265.62         | \$2,727.04      |
| BARAN, ARTHUR            | TEACHER              | \$178,779.79        | \$0.00          |
| BARAZZUOL, BRIAN         | TEACHER              | \$126,640.05        | \$0.00          |
| BARDSLEY, ALISON         | TEACHER              | \$111,452.25        | \$2,342.92      |
| BARISIC, DANIJELA        | TEACHER              | \$87,079.03         | \$0.00          |
| BARKAUSKAITE, RUTA       | TEACHER              | \$105,322.86        | \$0.00          |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>              | <u>Position</u>   | <u>Remuneration</u> | <u>Expenses</u> |
|------------------------------|-------------------|---------------------|-----------------|
| BARLOW, LAUREN               | TEACHER           | \$87,098.85         | \$0.00          |
| BARNA, MICHAEL               | TEACHER           | \$109,215.46        | \$0.00          |
| BARNES, SUSAN                | TEACHER           | \$117,314.21        | \$1,331.49      |
| BARNETT, BRUCE               | TEACHER           | \$108,387.02        | \$0.00          |
| BARON, CHRISTINE             | TEACHER           | \$88,675.21         | \$0.00          |
| BARRINGTON, PHILIP           | TEACHER           | \$117,157.44        | \$0.00          |
| BARTLETT, BLAIRE LYNN        | TEACHER           | \$78,267.84         | \$0.00          |
| BARTLETT, ELAINE             | TEACHER           | \$115,639.52        | \$0.00          |
| BARUFFA, JENNIFER            | TEACHER           | \$81,337.01         | \$0.00          |
| BASRA, SHERRY                | TEACHER           | \$92,105.66         | \$0.00          |
| BASSON, AVRIL                | TEACHER           | \$93,044.23         | \$0.00          |
| BATTLE, ERICA                | TEACHER           | \$78,047.63         | \$0.00          |
| BATTLE, JEFFREY              | TEACHER           | \$86,176.38         | \$0.00          |
| BATTRAM, CASSANDRA           | TEACHER           | \$99,076.76         | \$0.00          |
| BAUDER GUDLAUGSON, ELAAN     | TEACHER           | \$119,127.30        | \$0.00          |
| BAWA, MANDEEP                | TEACHER           | \$98,232.43         | \$0.00          |
| BAXTER, KELLY                | TEACHER           | \$113,120.39        | \$0.00          |
| BAYLEY, ANYA                 | TEACHER           | \$86,296.57         | \$0.00          |
| BEATON-RAE, SHAUNA           | TEACHER           | \$127,908.86        | \$1,370.94      |
| BEATTIE, KAREN MARGARET      | TEACHER           | \$75,527.91         | \$0.00          |
| BECKER, PAMELA               | ADMINISTRATOR     | \$170,955.20        | \$559.80        |
| BECKETT, ANGELA              | TEACHER           | \$94,555.57         | \$0.00          |
| BEHDAD, BAHAREH              | TEACHER           | \$82,341.17         | \$0.00          |
| BEINDER, MCKENZIE PSHEBNISKI | TEACHER           | \$76,692.79         | \$98.00         |
| BELEY, DANIEL                | TEACHER           | \$94,162.03         | \$0.00          |
| BELL, CHRISTOPHER            | TEACHER           | \$112,549.65        | \$0.00          |
| BELL, JESSICA                | TEACHER           | \$93,759.84         | \$1,303.55      |
| BELL, TAEAGAN                | TEACHER           | \$79,990.21         | \$745.00        |
| BELLAMY, SHANNON             | TEACHER           | \$104,205.73        | \$0.00          |
| BELLI, JOEL                  | MANAGER - BUDGETS | \$103,701.03        | \$3,052.92      |
| BENEDICT, SUSAN              | TEACHER           | \$113,678.62        | \$0.00          |
| BENNETT, DEREK               | TEACHER           | \$99,838.73         | \$0.00          |
| BENNETT, KATY                | TEACHER           | \$92,280.22         | \$0.00          |
| BENNETT, MICHELLE            | TEACHER           | \$107,327.21        | \$0.00          |
| BERECZKI, HENG-ZI            | TEACHER           | \$111,710.78        | \$398.56        |
| BERGERON, SOPHIE             | TEACHER           | \$118,604.67        | \$40.00         |
| BERMEL, CASSIE               | TEACHER           | \$113,899.37        | \$0.00          |
| BERNER, KATHRYN              | TEACHER           | \$111,825.22        | \$0.00          |
| BERNER, NOREEN               | TEACHER           | \$109,971.38        | \$0.00          |
| BERTOIA, MARC                | TEACHER           | \$86,566.16         | \$450.51        |
| BERTOIA, TARA                | TEACHER           | \$92,914.74         | \$0.00          |
| BEST, BRIAN                  | TEACHER           | \$110,114.37        | \$0.00          |
| BEST, HILLARY                | TEACHER           | \$81,194.97         | \$0.00          |
| BEST, NICOLETTE              | TEACHER           | \$84,266.53         | \$0.00          |
| BESWICK WRIGHT, COLLEEN      | TEACHER           | \$100,480.15        | \$635.19        |
| BETTS, MICHAEL               | TEACHER           | \$104,738.78        | \$0.00          |
| BEVERIDGE, SCOTT             | TEACHER           | \$110,757.69        | \$0.00          |
| BEZNOCHUK, TROY              | MAINTENANCE       | \$85,790.31         | \$188.99        |
| BHATTACHARYA, SUDESHNA       | TEACHER           | \$78,365.44         | \$0.00          |
| BHATTAL, JASPREET            | TEACHER           | \$107,114.73        | \$0.00          |
| BICKLE, DAMON                | MAINTENANCE       | \$75,504.30         | \$250.00        |
| BIDZOGO MVOA, FRANCIS        | TEACHER           | \$91,590.80         | \$0.00          |



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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>            | <u>Position</u>             | <u>Remuneration</u> | <u>Expenses</u> |
|----------------------------|-----------------------------|---------------------|-----------------|
| BIEDKA, TRACEY             | TEACHER                     | \$121,093.42        | \$0.00          |
| BIFOLCHI, DAVE             | TEACHER                     | \$104,591.30        | \$0.00          |
| BIGFORD, CARRIE            | TEACHER                     | \$106,075.36        | \$0.00          |
| BIGONZI, PATRIZIA          | ASSISTANT DIRECTOR- BUDGETS | \$131,274.00        | \$1,814.78      |
| BINGLEY, JASON             | TEACHER                     | \$127,328.44        | \$0.00          |
| BIRCH, DARREN              | TEACHER                     | \$111,754.73        | \$0.00          |
| BIRD, LEIGH-ANN            | TEACHER                     | \$91,520.15         | \$0.00          |
| BIRD, MICHAEL              | ADMINISTRATOR               | \$161,304.30        | \$0.00          |
| BIRK, ROWAN                | TEACHER                     | \$78,635.02         | \$0.00          |
| BIRNBAUM, JENNIFER         | TEACHER                     | \$92,375.53         | \$0.00          |
| BIRSAN, ALINA              | TEACHER                     | \$111,752.13        | \$0.00          |
| BIRSAN, DANUT              | TEACHER                     | \$109,176.93        | \$0.00          |
| BIRSAN, IRINA              | TEACHER                     | \$111,752.14        | \$0.00          |
| BISCARO, SHELLEY           | TEACHER                     | \$115,598.39        | \$0.00          |
| BISCHOFF, JACQUIE          | TEACHER                     | \$108,891.48        | \$0.00          |
| BISHOP, COURTNEY           | TEACHER                     | \$111,815.22        | \$1,000.00      |
| BJERKE, CRYSTAL            | TEACHER                     | \$101,335.93        | \$0.00          |
| BLAKE, DONALD              | TEACHER                     | \$116,236.26        | \$0.00          |
| BLAKE, RACHELLE            | TEACHER                     | \$90,938.35         | \$0.00          |
| BLANCHET, MICHELLE         | TEACHER                     | \$112,778.12        | \$0.00          |
| BLEASDALE, MEGAN ELIZABETH | TEACHER                     | \$78,473.76         | \$0.00          |
| BLIZZARD, CHRISTOPHER      | TEACHER                     | \$113,943.89        | \$50.00         |
| BLUMHAGEN, JAMES MARLO     | TEACHER                     | \$76,175.10         | \$0.00          |
| BODDEZ, LISA               | TEACHER                     | \$111,711.67        | \$0.00          |
| BODNAR, ASHLEY JOANNA      | TEACHER                     | \$80,785.71         | \$0.00          |
| BOGDANOVICH, SUZANA        | TEACHER                     | \$109,176.90        | \$0.00          |
| BOGEN, KRISTA              | TEACHER                     | \$113,400.03        | \$0.00          |
| BOILEAU, JASON             | TEACHER                     | \$82,341.20         | \$0.00          |
| BOILEAU, STEPHANIE         | TEACHER                     | \$112,797.03        | \$0.00          |
| BOLES, STEPHEN             | TEACHER                     | \$104,001.57        | \$1,000.00      |
| BOLLI, JENNIFER            | TEACHER                     | \$124,255.97        | \$0.00          |
| BOLOGNESE, DINO            | TEACHER                     | \$118,414.69        | \$0.00          |
| BOLTON, NICHOLAS           | TEACHER                     | \$89,276.47         | \$1,000.00      |
| BOLZAN, BREANNE            | TEACHER                     | \$119,026.91        | \$0.00          |
| BONNET, SUZANNE            | TEACHER                     | \$111,263.95        | \$0.00          |
| BORDIGNON, NADIA           | TEACHER                     | \$82,747.49         | \$0.00          |
| BORGES, KAREN              | TEACHER                     | \$109,617.57        | \$0.00          |
| BORGHESI, TYLER            | MAINTENANCE                 | \$86,618.79         | \$178.49        |
| BORSBEY, LYNNE             | TEACHER                     | \$109,041.62        | \$0.00          |
| BORTHWICK, ALLISON         | TEACHER                     | \$108,085.14        | \$0.00          |
| BORTIGNON, KRISTEN         | TEACHER                     | \$77,445.26         | \$0.00          |
| BOSELLO, LEAH              | TEACHER                     | \$107,987.98        | \$0.00          |
| BOSKOVICH, JOE             | TEACHER                     | \$99,187.13         | \$0.00          |
| BOTERO, RICK               | TEACHER                     | \$120,893.07        | \$0.00          |
| BOTT, JASON DERRY          | TEACHER                     | \$80,575.38         | \$0.00          |
| BOUDREAU, SARAH            | TEACHER                     | \$90,123.16         | \$0.00          |
| BOULANGER, HELEN           | TEACHER                     | \$111,710.78        | \$50.00         |
| BOURBONNAIS, NICOLE        | ADMINISTRATOR               | \$138,522.03        | \$217.66        |
| BOURGET, MIKERRA           | TEACHER                     | \$104,978.45        | \$0.00          |
| BOURNE, KATHRYN            | TEACHER                     | \$92,041.65         | \$0.00          |
| BOWES, DANIEL              | TEACHER                     | \$90,426.48         | \$0.00          |
| BOWES, JOAN                | TEACHER                     | \$102,010.06        | \$450.52        |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>             | <u>Position</u>      | <u>Remuneration</u> | <u>Expenses</u> |
|-----------------------------|----------------------|---------------------|-----------------|
| BOZIC, MARTIN               | ADMINISTRATOR        | \$157,916.20        | \$0.00          |
| BRABANT, CHRISTOPHER        | TEACHER              | \$92,995.50         | \$0.00          |
| BRACKEN, ALISON             | TEACHER              | \$85,738.03         | \$0.00          |
| BRAIDWOOD, BARBARA          | TEACHER              | \$108,792.40        | \$0.00          |
| BRAITHWAITE, TARYN          | TEACHER              | \$113,687.35        | \$62.74         |
| BRANDSMA, ALAINA            | TEACHER              | \$87,328.83         | \$0.00          |
| BRANT, BELANINA             | TEACHER              | \$120,128.49        | \$0.00          |
| BRASSINGTON, SAMANTHA       | TEACHER              | \$81,966.63         | \$0.00          |
| BREAKFAST, LANA             | MANAGER - PURCHASING | \$127,157.96        | \$1,669.43      |
| BRECH, DEBORAH              | TEACHER              | \$112,197.41        | \$0.00          |
| BRESSETTE, JENNIFER CAITLYN | TEACHER              | \$93,587.52         | \$0.00          |
| BREWSTER, ALYSSA            | TEACHER              | \$75,877.06         | \$0.00          |
| BRINKMAN, HEIDI             | TEACHER              | \$107,060.90        | \$0.00          |
| BRITTON, ERIN               | TEACHER              | \$90,048.41         | \$0.00          |
| BRKIC, MICHAEL              | TEACHER              | \$111,710.80        | \$42.66         |
| BRO, MARTINE                | TEACHER              | \$91,722.16         | \$0.00          |
| BRODIE, CHRISTINE           | TEACHER              | \$87,305.21         | \$0.00          |
| BROWN, CARTER               | TEACHER              | \$86,291.15         | \$0.00          |
| BROWN, DEBRA                | TEACHER              | \$114,110.91        | \$0.00          |
| BROWN, JEREMY               | TEACHER              | \$116,223.50        | \$0.00          |
| BROWN, JULIE                | TEACHER              | \$103,377.97        | \$0.00          |
| BROWN, LARA                 | TEACHER              | \$104,754.10        | \$0.00          |
| BROWN, NATASHA              | TEACHER              | \$104,404.12        | \$0.00          |
| BRUDER, ERIN                | TEACHER              | \$109,176.90        | \$0.00          |
| BRUNEAU, JON                | ADMINISTRATOR        | \$91,596.69         | \$0.00          |
| BRUNEAU, MARIA              | TEACHER              | \$85,002.17         | \$0.00          |
| BRUXELLE, THIERRY           | TEACHER              | \$111,710.80        | \$0.00          |
| BUCKLE, BETHONY             | TEACHER              | \$110,035.14        | \$0.00          |
| BUCKLES, NANCY              | TEACHER              | \$113,705.50        | \$0.00          |
| BUCKLEY, ANGELA             | TEACHER              | \$116,945.25        | \$0.00          |
| BUDAI, TIBOR                | TEACHER              | \$114,227.12        | \$0.00          |
| BURDETT, LINDSAY            | TEACHER              | \$112,570.01        | \$0.00          |
| BURKE, STEPHANIE            | TEACHER              | \$92,036.10         | \$0.00          |
| BURLING, SARA               | TEACHER              | \$104,162.80        | \$0.00          |
| BURNETT, STEVEN             | TEACHER              | \$117,381.46        | \$0.00          |
| BURTON, LINDSAY             | TEACHER              | \$103,280.96        | \$0.00          |
| BURTON, MICHELLE            | TEACHER              | \$121,409.65        | \$0.00          |
| BURTON, TORIE               | TEACHER              | \$108,006.81        | \$0.00          |
| BUTTERFIELD, VICTORIA       | TEACHER              | \$116,221.98        | \$0.00          |
| BYRD, MARQUIS               | TEACHER              | \$77,411.31         | \$0.00          |
| BYRNE, KIMBERLY             | TEACHER              | \$107,942.47        | \$0.00          |
| BYRNE, LAURA                | TEACHER              | \$95,845.95         | \$0.00          |
| BYUN, JIN YOUNG             | TEACHER              | \$81,326.30         | \$0.00          |
| CADMAN, JENNIFER MARIA      | TEACHER              | \$79,024.79         | \$0.00          |
| CAHILL, CARMEN              | TEACHER              | \$103,192.68        | \$0.00          |
| CAIRNS, BONNIE              | TEACHER              | \$107,233.25        | \$0.00          |
| CALDWELL, ERIN              | TEACHER              | \$113,410.96        | \$0.00          |
| CALDWELL, SUSAN             | TEACHER              | \$107,317.50        | \$0.00          |
| CALLA, ALESSIA              | TEACHER              | \$109,335.03        | \$0.00          |
| CALLIHOO, SHAWNE            | ADMINISTRATOR        | \$154,217.19        | \$0.00          |
| CAMBREY, SAMANTHA           | TEACHER              | \$96,433.95         | \$0.00          |
| CAMELE, MARIA               | TEACHER              | \$93,811.77         | \$0.00          |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>            | <u>Position</u>                 | <u>Remuneration</u> | <u>Expenses</u> |
|----------------------------|---------------------------------|---------------------|-----------------|
| CAMERON, CAILEAN           | ADMINISTRATOR                   | \$165,540.34        | \$0.00          |
| CAMERON, MATT              | TEACHER                         | \$77,555.89         | \$0.00          |
| CAMPBELL, ALEXANDER        | TEACHER                         | \$80,773.06         | \$0.00          |
| CAMPBELL, ANDREW           | TEACHER                         | \$101,650.41        | \$0.00          |
| CAMPBELL, CINDY            | TEACHER                         | \$116,179.28        | \$0.00          |
| CAMPBELL, JAMES            | TEACHER                         | \$105,568.34        | \$0.00          |
| CAMPBELL, JOHN             | DISTRICT PRINCIPAL - FACILITIES | \$157,916.00        | \$2,417.02      |
| CAMPBELL, KATHIE           | TEACHER                         | \$89,441.69         | \$802.50        |
| CAMPBELL, RORY             | TEACHER                         | \$90,358.31         | \$0.00          |
| CANUEL, NEIL               | TEACHER                         | \$120,277.63        | \$0.00          |
| CAPEL, KAREN               | TEACHER                         | \$93,390.31         | \$0.00          |
| CAREY, TRACY               | MAINTENANCE                     | \$75,709.97         | \$146.99        |
| CARLSON, REBECCA           | TEACHER                         | \$101,513.48        | \$0.00          |
| CARNABY, JENNIFER          | TEACHER                         | \$79,794.57         | \$0.00          |
| CARRAGHER, KAREN           | TEACHER                         | \$109,893.90        | \$0.00          |
| CARROTHERS, JACQUELINE     | TEACHER                         | \$84,389.07         | \$0.00          |
| CASE, BRADLEY              | TEACHER                         | \$118,455.03        | \$0.00          |
| CASEY, VERONIKA            | TEACHER                         | \$106,489.07        | \$0.00          |
| CASPAR, ANNETTE            | TEACHER                         | \$156,550.93        | \$0.00          |
| CASSIDY, CHARLOTTE         | TEACHER                         | \$91,273.57         | \$0.00          |
| CASTONGUAY, COLLEEN        | ADMINISTRATOR                   | \$156,701.46        | \$0.00          |
| CASTONGUAY, LANCE          | TEACHER                         | \$135,943.29        | \$0.00          |
| CASTORO, CHRISTINA         | TEACHER                         | \$117,760.31        | \$0.00          |
| CASTRO, CHLOE              | TEACHER                         | \$111,181.85        | \$0.00          |
| CASTRO, ELIZABETH          | TEACHER                         | \$87,900.99         | \$0.00          |
| CASTRO, KARLA              | TEACHER                         | \$126,872.93        | \$0.00          |
| CASWELL, VICTORIA ROBYN    | TEACHER                         | \$96,392.57         | \$0.00          |
| CATHCART, CHRISTOPHER      | TEACHER                         | \$123,562.77        | \$0.00          |
| CATLIFF, LINDSAY CATHERINE | TEACHER                         | \$82,218.18         | \$0.00          |
| CATTERMOLE, DARLENE        | MANAGER - HUMAN RESOURCES       | \$117,615.94        | \$849.00        |
| CAVERLY, SARA              | TEACHER                         | \$116,252.62        | \$0.00          |
| CECCHINI, ALICIA           | TEACHER                         | \$82,113.24         | \$0.00          |
| CECCHINI, IVANO            | EXECUTIVE DIRECTOR - FACILITIES | \$213,226.12        | \$2,575.38      |
| CELENZA, ANDREW            | TEACHER                         | \$87,091.95         | \$0.00          |
| CELENZA, ROSEMARY          | TEACHER                         | \$91,270.13         | \$0.00          |
| CERON, KIRSTEN MARIE       | TEACHER                         | \$78,731.43         | \$0.00          |
| CHABOT, JULIE              | TEACHER                         | \$95,467.08         | \$0.00          |
| CHADWICK, STELLA MARIE     | TEACHER                         | \$116,197.78        | \$0.00          |
| CHADY, CAROLINE            | TEACHER                         | \$93,180.92         | \$50.00         |
| CHAE, JUN KI               | TEACHER                         | \$83,599.63         | \$0.00          |
| CHAFFEE, PAUL              | TEACHER                         | \$123,934.95        | \$0.00          |
| CHAMBERS, ALAN             | TEACHER                         | \$117,251.80        | \$0.00          |
| CHAMBERS, LINDSAY          | TEACHER                         | \$105,111.05        | \$0.00          |
| CHAMBERS, RICHARD          | TEACHER                         | \$101,971.50        | \$0.00          |
| CHAN, ALEXIS               | TEACHER                         | \$85,463.37         | \$0.00          |
| CHAN, ANGELA               | TEACHER                         | \$109,176.90        | \$0.00          |
| CHAN, ANGUS                | TEACHER                         | \$151,528.16        | \$0.00          |
| CHAN, BRIAN                | TEACHER                         | \$122,046.93        | \$0.00          |
| CHAN, CANAAN               | TEACHER                         | \$94,291.90         | \$0.00          |
| CHAN, CAROLYNN             | TEACHER                         | \$124,324.57        | \$0.00          |
| CHAN, JESSE                | TEACHER                         | \$122,910.80        | \$200.00        |
| CHAN, MICHAEL              | ADMINISTRATOR                   | \$157,916.19        | \$696.08        |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>       | <u>Position</u>                   | <u>Remuneration</u> | <u>Expenses</u> |
|-----------------------|-----------------------------------|---------------------|-----------------|
| CHAN, MONICA          | TEACHER                           | \$89,302.79         | \$0.00          |
| CHAN, MYRA            | TEACHER                           | \$109,176.91        | \$0.00          |
| CHAN, RAFAEL          | MANAGER - CUSTODIAL SERVICES      | \$110,808.23        | \$3,682.11      |
| CHAN, SHEENA          | TEACHER                           | \$99,659.35         | \$0.00          |
| CHAN, TIANA           | TEACHER                           | \$113,269.43        | \$150.02        |
| CHAN, WAI YIN         | TEACHER                           | \$88,757.16         | \$0.00          |
| CHAN, WAI YING        | TEACHER                           | \$109,097.80        | \$0.00          |
| CHAN, YVONNE          | TEACHER                           | \$123,659.99        | \$0.00          |
| CHAND, KIREN          | TEACHER                           | \$107,826.58        | \$0.00          |
| CHANDRA, SHERINA      | TEACHER                           | \$132,968.11        | \$1,470.77      |
| CHANG, BENSON         | TEACHER                           | \$110,285.40        | \$11.00         |
| CHANG, WARREN         | TEACHER                           | \$162,639.34        | \$0.00          |
| CHANNA, ELODIE MARIE  | TEACHER                           | \$101,212.32        | \$0.00          |
| CHAPELL, ADRIENNE     | COORDINATOR INTERNATIONAL ED      | \$141,036.79        | \$33,442.51     |
| CHARBONEAU, ROBIN     | TEACHER                           | \$116,179.23        | \$0.00          |
| CHARLES, ALEXA        | TEACHER                           | \$110,635.60        | \$1,965.48      |
| CHARLES, LARA         | TEACHER                           | \$88,860.90         | \$0.00          |
| CHARLTON, KYLIE       | TEACHER                           | \$82,583.82         | \$0.00          |
| CHARLTON, LAURA       | TEACHER                           | \$90,638.78         | \$1,000.00      |
| CHARPENTIER, GINETTE  | TEACHER                           | \$108,521.84        | \$0.00          |
| CHASTKAVICH, TRAVIS   | TEACHER                           | \$111,291.33        | \$0.00          |
| CHAUDHURI, JANE       | TEACHER                           | \$105,907.76        | \$0.00          |
| CHEE, CLARENCE        | TEACHER                           | \$131,341.20        | \$0.00          |
| CHEEMA, SURJINDER     | TEACHER                           | \$78,412.57         | \$0.00          |
| CHEN, JIA             | TEACHER                           | \$88,136.36         | \$794.30        |
| CHEN, WENDY           | TEACHER                           | \$109,313.46        | \$0.00          |
| CHEN, YING            | TEACHER                           | \$87,769.38         | \$0.00          |
| CHENG, TREVOR         | TEACHER                           | \$134,382.98        | \$0.00          |
| CHERRY, NICOLE        | TEACHER                           | \$102,649.94        | \$0.00          |
| CHEW, ANGELINE        | TEACHER                           | \$115,283.86        | \$0.00          |
| CHHUN, ANDY           | COORDINATOR - OCCUPATIONAL HEALTH | \$91,670.04         | \$1,495.09      |
| CHIANG, JOHNSON       | TEACHER                           | \$108,235.87        | \$0.00          |
| CHIEW, JULIANNA       | TEACHER                           | \$112,197.60        | \$0.00          |
| CHIN, RAQUEL          | TEACHER                           | \$120,428.47        | \$0.00          |
| CHIN, VERONICA        | TEACHER                           | \$111,260.42        | \$0.00          |
| CHISHOLM, ANGELA      | TEACHER                           | \$119,002.43        | \$0.00          |
| CHO, EUN SEO          | TEACHER                           | \$76,454.22         | \$0.00          |
| CHO, RYAN             | TEACHER                           | \$104,899.27        | \$1,626.85      |
| CHOE, ESTHER MINHAE   | TEACHER                           | \$75,039.37         | \$0.00          |
| CHOI, JUDY            | TEACHER                           | \$116,078.83        | \$0.00          |
| CHOI, JUNG            | TEACHER                           | \$93,857.00         | \$0.00          |
| CHOI, WOOJE           | TEACHER                           | \$109,621.92        | \$0.00          |
| CHRISTENSEN, KEN      | TEACHER                           | \$127,006.50        | \$0.00          |
| CHRISTIANSON, BRADLEY | TEACHER                           | \$115,891.78        | \$0.00          |
| CHU, VICTORIA         | TEACHER                           | \$108,631.02        | \$0.00          |
| CHU, WENDY            | TEACHER                           | \$116,252.32        | \$0.00          |
| CHUNG, COLLIN         | TEACHER                           | \$107,919.22        | \$0.00          |
| CHUNG, JI-EUN         | TEACHER                           | \$75,417.55         | \$0.00          |
| CHUNG, KATHERINE      | TEACHER                           | \$102,010.32        | \$0.00          |
| CHUNG, LESLEY         | TEACHER                           | \$79,589.95         | \$0.00          |
| CHUPIK, CARMEN        | TEACHER                           | \$101,971.52        | \$0.00          |
| CHUTE, CAREY          | ASSISTANT SUPERINTENDENT          | \$251,648.32        | \$16,399.53     |

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| <u>Employee</u>         | <u>Position</u>                   | <u>Remuneration</u> | <u>Expenses</u> |
|-------------------------|-----------------------------------|---------------------|-----------------|
| CHYZOWSKI, TONYA        | TEACHER                           | \$83,145.02         | \$0.00          |
| CIARDULLO, ANTHONY      | TEACHER                           | \$103,190.99        | \$0.00          |
| CIKES, KRISTINA         | TEACHER                           | \$82,590.56         | \$0.00          |
| CIMAGLIA, ANGELA        | TEACHER                           | \$89,270.79         | \$0.00          |
| CIOLFITTO, ANTHONY      | ASSISTANT SUPERINTENDENT          | \$231,415.28        | \$5,712.51      |
| CIOLFITTO, KAREN        | TEACHER                           | \$89,838.59         | \$0.00          |
| CIRILLO, LORENZO        | TEACHER                           | \$108,889.33        | \$0.00          |
| CLAGGETT, STEPHANIE     | MANAGER - INTERNATIONAL EDUCATION | \$119,214.22        | \$6,290.86      |
| CLARKE, DARRIN          | TEACHER                           | \$115,521.10        | \$0.00          |
| CLARKE, JEREMY          | ASSISTANT SUPERINTENDENT          | \$192,423.26        | \$5,013.59      |
| CLAY, LISA              | TEACHER                           | \$120,897.26        | \$0.00          |
| CLAY, MARK              | ADMINISTRATOR                     | \$166,607.20        | \$0.00          |
| CLAYTON, JAMIE          | TEACHER                           | \$121,801.73        | \$0.00          |
| CLEMENTS, SUZANNE       | TEACHER                           | \$86,220.69         | \$0.00          |
| CLERKSON, LORI          | TEACHER                           | \$111,453.30        | \$0.00          |
| CLERKSON, TODD          | ADMINISTRATOR                     | \$171,130.19        | \$1,045.10      |
| CLETO, CORY             | TEACHER                           | \$100,519.56        | \$0.00          |
| CLIGNON, DONATELLA      | TEACHER                           | \$102,818.85        | \$0.00          |
| CLOSE, JANINE           | ADMINISTRATOR                     | \$170,954.89        | \$0.00          |
| COERTZE, ZELDA          | TEACHER                           | \$101,279.20        | \$0.00          |
| COGHILL, BENJI          | TEACHER                           | \$111,783.63        | \$0.00          |
| COGHLAN, JENNIFER       | TEACHER                           | \$87,341.58         | \$0.00          |
| COHEN, MINDY            | TEACHER                           | \$104,703.88        | \$0.00          |
| COLBOURNE, JODY         | TEACHER                           | \$119,989.50        | \$0.00          |
| COLBOURNE, JOHN         | TEACHER                           | \$115,921.49        | \$0.00          |
| COLOMBO, ROBERT         | ADMINISTRATOR                     | \$120,267.86        | \$355.66        |
| COLVIN, DARRYL          | TEACHER                           | \$112,848.38        | \$0.00          |
| COMARTIN, ROBERT        | TEACHER                           | \$111,411.11        | \$0.00          |
| COMARTIN, SYLVIE        | TEACHER                           | \$119,428.66        | \$0.00          |
| COMEAU, CAM             | TEACHER                           | \$126,428.90        | \$0.00          |
| COMEAU, KEVIN           | TEACHER                           | \$129,805.33        | \$0.00          |
| CONLEY, GLEN            | ADMINISTRATOR                     | \$170,955.18        | \$0.00          |
| COOK, DANIEL            | MANAGER - INFORMATION SERVICES    | \$131,324.03        | \$0.00          |
| COOK, HEIDI             | TEACHER                           | \$85,903.36         | \$0.00          |
| COOK, NATASHA           | TEACHER                           | \$81,814.03         | \$0.00          |
| COOK, SEAN              | TEACHER                           | \$112,870.45        | \$0.00          |
| COOKE, NICOLE           | MANAGER - LABOUR RELATIONS        | \$103,701.03        | \$220.10        |
| COOLEDGE, CAROLE        | TEACHER                           | \$85,050.10         | \$0.00          |
| COOMER, MEREDYTH        | TEACHER                           | \$109,718.17        | \$0.00          |
| COONEY, JENNIFER        | TEACHER                           | \$118,286.37        | \$0.00          |
| COOPER, KELLY           | TEACHER                           | \$112,122.26        | \$0.00          |
| COOPER, RICHARD         | TEACHER                           | \$111,710.80        | \$0.00          |
| COOPS, JOSEPH           | TEACHER                           | \$158,580.69        | \$0.00          |
| CORBETT, DOUGLAS        | TEACHER                           | \$128,016.33        | \$0.00          |
| CORBOULD, ANDREW        | ADMINISTRATOR                     | \$196,376.52        | \$0.00          |
| COREA, FRANCA           | TEACHER                           | \$112,900.80        | \$0.00          |
| CORNISH, KAREN          | ADMINISTRATOR                     | \$149,960.19        | \$0.00          |
| CORNWALL, MATHEW TRAVIS | TEACHER                           | \$89,790.09         | \$0.00          |
| CORPUZ, DUSTIN          | TEACHER                           | \$112,560.42        | \$0.00          |
| CORRA, SARA             | TEACHER                           | \$91,590.86         | \$0.00          |
| CORRADO, CHRISTOPHER    | TEACHER                           | \$96,808.74         | \$0.00          |
| CORSI, RUBI             | TEACHER                           | \$112,764.94        | \$0.00          |

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| <u>Employee</u>        | <u>Position</u> | <u>Remuneration</u> | <u>Expenses</u> |
|------------------------|-----------------|---------------------|-----------------|
| COSMA, MIHAELA RALUCA  | TEACHER         | \$111,481.20        | \$0.00          |
| COSTA, MICHAEL         | TEACHER         | \$108,631.02        | \$62.72         |
| COULSON, DANIEL        | MAINTENANCE     | \$92,026.55         | \$167.99        |
| COULTER, CASSIDY MARY  | TEACHER         | \$95,845.72         | \$0.00          |
| COUPE, ANDREA          | TEACHER         | \$89,836.84         | \$0.00          |
| COUTINO, SAMANTHA      | TEACHER         | \$110,595.03        | \$0.00          |
| COUTURE, SAMUEL        | TEACHER         | \$92,727.77         | \$0.00          |
| COWAN, SANDRA          | TEACHER         | \$112,622.16        | \$0.00          |
| COWIE, ROBERT          | TEACHER         | \$116,479.26        | \$4,304.88      |
| COWIESON, CHRISTOPHER  | MAINTENANCE     | \$101,404.63        | \$1,087.92      |
| CRAIG, ELLEN           | TEACHER         | \$109,176.93        | \$0.00          |
| CRAWFORD, MEGGAN       | TEACHER         | \$111,710.80        | \$0.00          |
| CRAWFORD, TRISHA       | TEACHER         | \$108,052.76        | \$0.00          |
| CREIGHTNEY, TARA       | TEACHER         | \$100,001.73        | \$0.00          |
| CREMA, ROBERT          | TEACHER         | \$111,843.86        | \$0.00          |
| CRONKITE, MARSHA       | TEACHER         | \$99,299.78         | \$0.00          |
| CROWE, DANA            | TEACHER         | \$106,439.92        | \$0.00          |
| CROWE, KYLA            | TEACHER         | \$77,929.53         | \$0.00          |
| CRUDO, LINDSAY         | TEACHER         | \$79,324.32         | \$0.00          |
| CRUZ, NICOLE           | TEACHER         | \$111,910.79        | \$1,079.82      |
| CSUKA, EDWARD JOHN     | TEACHER         | \$160,295.56        | \$1,000.00      |
| CUCCIONE, CINDY        | TEACHER         | \$121,056.39        | \$0.00          |
| CUI, WEN               | TEACHER         | \$117,031.93        | \$0.00          |
| CUI, YAN MIN           | TEACHER         | \$100,447.02        | \$0.00          |
| CULLEN, JOSEPH         | TEACHER         | \$113,989.25        | \$0.00          |
| CUNNINGHAM, TROY       | ADMINISTRATOR   | \$125,304.81        | \$0.00          |
| CUPIT, EVAN            | TEACHER         | \$114,802.44        | \$0.00          |
| CURLEY, KATIE          | TEACHER         | \$113,645.35        | \$0.00          |
| CURRAN, J. MAUREEN     | TEACHER         | \$117,876.58        | \$0.00          |
| CURRAN, NICOLE         | TEACHER         | \$107,022.04        | \$0.00          |
| CYR, DAVID             | ADMINISTRATOR   | \$170,955.17        | \$0.00          |
| CZECH, ANDREA          | TEACHER         | \$75,725.22         | \$0.00          |
| D'ALFONSO, FRANCA      | TEACHER         | \$136,253.54        | \$0.00          |
| D'ALFONSO, ROSARIA     | TEACHER         | \$99,603.31         | \$0.00          |
| D'AMELIO, TINA         | TEACHER         | \$82,320.69         | \$0.00          |
| DAHLBERG, ALLYSSA      | TEACHER         | \$77,201.12         | \$0.00          |
| DALE, STEPHEN          | MAINTENANCE     | \$80,152.65         | \$209.99        |
| DALMANN, ROBERT        | TEACHER         | \$116,223.55        | \$0.00          |
| DALRYMPLE, JENIFER     | TEACHER         | \$116,795.63        | \$0.00          |
| DALY, ALEXANDRA NICOLA | TEACHER         | \$86,739.71         | \$372.50        |
| DAM, ATHENA            | TEACHER         | \$82,113.24         | \$0.00          |
| DANE, LORNA            | TEACHER         | \$102,591.44        | \$0.00          |
| DANEAU, NICOLE         | ADMINISTRATOR   | \$162,260.30        | \$0.00          |
| DANESIN, ELENA         | TEACHER         | \$101,971.54        | \$0.00          |
| DARLING, KEVIN         | TEACHER         | \$113,905.77        | \$0.00          |
| DAVID, SANDRA          | TEACHER         | \$136,296.45        | \$0.00          |
| DAVIES, CHRISTOPHER    | TEACHER         | \$117,753.63        | \$0.00          |
| DAVIS, ANNE            | TEACHER         | \$102,704.17        | \$0.00          |
| DAVIS, HEATHER         | TEACHER         | \$103,723.51        | \$0.00          |
| DAVIS, JULIA           | TEACHER         | \$91,681.57         | \$0.00          |
| DAVIS, MEGAN           | TEACHER         | \$106,550.80        | \$0.00          |
| DAVIS, VENUS           | TEACHER         | \$115,642.18        | \$0.00          |

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| <u>Employee</u>          | <u>Position</u>                    | <u>Remuneration</u> | <u>Expenses</u> |
|--------------------------|------------------------------------|---------------------|-----------------|
| DAWSON, KATHRYN          | TEACHER                            | \$96,471.12         | \$0.00          |
| DAWSON, NICOLE           | TEACHER                            | \$89,279.69         | \$0.00          |
| DAYCOCK, STEPHANIE       | EXEC DIRECTOR - HUMAN RESOURCES    | \$202,276.04        | \$6,262.10      |
| DE ANGELIS, MICHAEL      | TEACHER                            | \$106,111.22        | \$0.00          |
| DE SANTIS, ANDREA LYNN   | TEACHER                            | \$97,429.88         | \$0.00          |
| DE VITA, NICHOLAS        | TEACHER                            | \$105,111.31        | \$0.00          |
| DEACON, SHELLEY          | TEACHER                            | \$108,727.32        | \$0.00          |
| DEANS, BRAD              | TEACHER                            | \$75,039.32         | \$0.00          |
| DEANS, TANIA             | EXECUTIVE ADMINISTRATIVE ASSISTANT | \$86,792.10         | \$0.00          |
| DEBOER, SARA             | TEACHER                            | \$118,152.44        | \$0.00          |
| DECK, JOCELYN            | TEACHER                            | \$131,259.08        | \$0.00          |
| DEDES, DIMITRIOS         | TEACHER                            | \$116,307.73        | \$0.00          |
| DELISSER, DEBBIE         | TEACHER                            | \$108,697.51        | \$0.00          |
| DELLA VEDOVA, JILL       | ADMINISTRATOR                      | \$149,393.86        | \$620.35        |
| DELLA VEDOVA, SEAN       | ADMINISTRATOR                      | \$162,910.28        | \$0.00          |
| DEMETLIKA, DARIO         | TEACHER                            | \$115,895.42        | \$0.00          |
| DEMONTE, BILJANA         | TEACHER                            | \$123,814.76        | \$0.00          |
| DEMOULIN, SARAH MICHELLE | TEACHER                            | \$87,954.24         | \$0.00          |
| DEMPSEY, JENNIFER        | TEACHER                            | \$110,421.42        | \$0.00          |
| DEREUS, KATHRYN LORETTO  | TEACHER                            | \$77,085.51         | \$0.00          |
| DERKSEN, JODIE           | TEACHER                            | \$77,271.85         | \$0.00          |
| DERRY, KAREN ELIZABETH   | TEACHER                            | \$88,774.92         | \$1,342.30      |
| DEUTSCHMANN, KIRK        | TEACHER                            | \$116,179.26        | \$0.00          |
| DEVANEY, DAVID           | TEACHER                            | \$121,094.27        | \$0.00          |
| DEVITT, MADELINE         | TEACHER                            | \$76,454.21         | \$0.00          |
| DEVRIES, SILVIA          | TEACHER                            | \$114,713.38        | \$0.00          |
| DEWOLFF, CURT            | TEACHER                            | \$109,798.40        | \$0.00          |
| DEZEEUW, LEAH NAKITA     | TEACHER                            | \$79,552.65         | \$0.00          |
| DHALIWAL, RICK           | ADMINISTRATOR                      | \$158,566.20        | \$0.00          |
| DHAMI, REM               | TEACHER                            | \$109,963.27        | \$0.00          |
| DHAMI, SAMANDEEP         | TEACHER                            | \$88,747.59         | \$0.00          |
| DHILLON, AZMEET          | TEACHER                            | \$126,517.28        | \$0.00          |
| DHILLON, MEENA           | TEACHER                            | \$139,859.56        | \$0.00          |
| DI FONZO, ANGELINA       | TEACHER                            | \$113,257.51        | \$2,511.34      |
| DI MARCO, LISA           | TEACHER                            | \$111,101.39        | \$0.00          |
| DI SCIANNI, ALESSANDRA   | TEACHER                            | \$89,954.08         | \$0.00          |
| DIACHUK, ANDREA          | TEACHER                            | \$109,476.57        | \$0.00          |
| DIDOVIC, IVANA           | TEACHER                            | \$108,343.35        | \$0.00          |
| DIEP, ALLISON            | TEACHER                            | \$93,837.01         | \$0.00          |
| DIMMER-DREW, SARAH       | TEACHER                            | \$102,475.34        | \$0.00          |
| DINGLE, CLARISSA         | TEACHER                            | \$104,282.78        | \$0.00          |
| DIONISIO, CHERYL         | CLERICAL SUPERVISOR                | \$79,480.09         | \$407.12        |
| DISSEGNA, TANYA          | ADMINISTRATOR                      | \$153,063.71        | \$722.26        |
| DITOMASO, LANA           | TEACHER                            | \$79,507.70         | \$0.00          |
| DITTRICK, TIA            | TEACHER                            | \$110,865.38        | \$0.00          |
| DIXON, TINA MARIA        | TEACHER                            | \$88,417.81         | \$0.00          |
| DJEKANOVIC, SRDJAN       | TEACHER                            | \$120,968.64        | \$0.00          |
| DO, ANITA                | TEACHER                            | \$114,056.81        | \$0.00          |
| DOBILIS, DIANA           | TEACHER                            | \$76,482.00         | \$0.00          |
| DOLL, MARIA              | TEACHER                            | \$86,552.49         | \$19.27         |
| DOMINGO, DARREN          | TEACHER                            | \$122,683.73        | \$0.00          |
| DONNELLY, LEAH           | TEACHER                            | \$111,710.79        | \$1,340.66      |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>        | <u>Position</u>                    | <u>Remuneration</u> | <u>Expenses</u> |
|------------------------|------------------------------------|---------------------|-----------------|
| DONOVAN, JACQUELINE    | TEACHER                            | \$78,898.84         | \$0.00          |
| DORCAS, KATELYN        | TEACHER                            | \$78,445.97         | \$0.00          |
| DOS SANTOS, CHRISTINE  | TEACHER                            | \$113,772.62        | \$0.00          |
| DOS SANTOS, NATALIA    | TEACHER                            | \$100,386.83        | \$0.00          |
| DOSEN, TERRAN          | TEACHER                            | \$87,972.23         | \$0.00          |
| DOUGLAS, PAOLA         | TEACHER                            | \$101,133.30        | \$0.00          |
| DOVE, DANIELLE         | MANAGER - CONTINUING EDUCATION     | \$100,241.89        | \$0.00          |
| DOWNEY, BRADFORD       | ADMINISTRATOR                      | \$137,139.17        | \$0.00          |
| DOWNING-KING, SHERRY   | TEACHER                            | \$109,176.91        | \$0.00          |
| DOYLE, MICHELLE        | TEACHER                            | \$117,042.93        | \$0.00          |
| DOZA, JENNIFER         | TEACHER                            | \$118,901.63        | \$0.00          |
| DRAGAN, KRISTA         | TEACHER                            | \$93,473.89         | \$995.51        |
| DRAKE, JOL             | TEACHER                            | \$113,762.31        | \$0.00          |
| DRAMER, JESSE          | TEACHER                            | \$88,753.57         | \$0.00          |
| DRESSEL, KRISTINA      | TEACHER                            | \$81,067.37         | \$0.00          |
| DRYSDALE, CAM          | TEACHER                            | \$100,289.03        | \$0.00          |
| DRYSDALE, SHEILA ELLEN | TEACHER                            | \$105,317.63        | \$0.00          |
| DSILVA, NADIA          | SENIOR BUYER                       | \$78,776.03         | \$578.48        |
| DU SAUTOY, SEMIRAMIS   | TEACHER                            | \$123,153.33        | \$1,675.16      |
| DUBE, LISA             | ADMINISTRATOR                      | \$108,417.96        | \$0.00          |
| DUDLEY, JAKE           | TEACHER                            | \$104,253.81        | \$0.00          |
| DUDLEY, KATHY          | TEACHER                            | \$110,750.92        | \$0.00          |
| DUGAS, AARON           | TEACHER                            | \$111,751.84        | \$0.00          |
| DUNBAR, CARLI          | TEACHER                            | \$96,324.25         | \$0.00          |
| DUNCAN, STEPHANIE      | TEACHER                            | \$118,608.69        | \$0.00          |
| DUNSMUIR, ANNA         | TEACHER                            | \$114,809.45        | \$0.00          |
| DUPREY, KIM            | TEACHER                            | \$110,695.48        | \$0.00          |
| DUREAU, BRENT          | TEACHER                            | \$113,189.34        | \$0.00          |
| DUSANG, RONNA-LEE      | MANAGER - PAYROLL                  | \$89,283.07         | \$0.00          |
| DYBOWSKI, TINA         | TEACHER                            | \$113,848.63        | \$0.00          |
| DYER-DIETZ, ANDREW     | TEACHER                            | \$89,611.91         | \$0.00          |
| DYKSTRA, JO-ANN        | COORDINATOR - CONTINUING EDUCATION | \$127,908.76        | \$3,867.34      |
| DZIWAK, JENNIFER       | TEACHER                            | \$116,179.24        | \$0.00          |
| EASTMAN, JULIE         | TEACHER                            | \$156,107.46        | \$0.00          |
| EASTWOOD, BRENT        | TEACHER                            | \$103,235.27        | \$0.00          |
| EATON, JODIE LYNN      | ADMINISTRATOR                      | \$148,241.28        | \$0.00          |
| ECCLES, TIMOTHY        | TEACHER                            | \$102,562.85        | \$0.00          |
| EDGECOMBE, ANDREW      | TEACHER                            | \$78,778.68         | \$0.00          |
| EDWARDS, DEBORAH       | TEACHER                            | \$109,516.52        | \$1,773.50      |
| EGELSTAD, MILES        | TEACHER                            | \$115,176.71        | \$0.00          |
| EGELSTAD, SHELLEY      | TEACHER                            | \$111,635.78        | \$0.00          |
| EICHENDORF, COLLEEN    | TEACHER                            | \$115,009.12        | \$0.00          |
| EKELI, KYLE            | TEACHER                            | \$102,249.77        | \$0.00          |
| ELGAARD, SHANE         | TEACHER                            | \$117,386.24        | \$0.00          |
| ELIE, TARA             | TEACHER                            | \$111,540.18        | \$0.00          |
| ELLIOTT, JANETTE       | TEACHER                            | \$114,750.74        | \$179.26        |
| ELLIOTT, JENNIFER      | TEACHER                            | \$108,829.93        | \$0.00          |
| ELLIOTT, NICOLE        | TEACHER                            | \$104,245.40        | \$98.00         |
| ELSON, HOLLY           | TEACHER                            | \$101,461.70        | \$372.50        |
| ELSON, JAIME           | TEACHER                            | \$110,161.56        | \$0.00          |
| ELTEMTAMY, MAII        | TEACHER                            | \$80,703.08         | \$0.00          |
| EMINOV, NOVRUZ         | MAINTENANCE                        | \$85,642.99         | \$241.49        |



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| <u>Employee</u>         | <u>Position</u>                 | <u>Remuneration</u> | <u>Expenses</u> |
|-------------------------|---------------------------------|---------------------|-----------------|
| ENDACOTT, STEPHANIE     | TEACHER                         | \$109,176.90        | \$0.00          |
| ENG, KATIE              | TEACHER                         | \$86,996.71         | \$0.00          |
| ENGA, MEGHAN            | TEACHER                         | \$115,193.84        | \$0.00          |
| ENGLISH, DAWN           | TEACHER                         | \$83,528.57         | \$0.00          |
| EPP, ALLYSON            | TEACHER                         | \$97,334.91         | \$380.16        |
| EPP, LAURA              | TEACHER                         | \$121,153.00        | \$1,327.26      |
| ERICKSON, KIRSTEN       | TEACHER                         | \$111,123.87        | \$0.00          |
| ESAU, RYAN MARK         | TEACHER                         | \$78,487.14         | \$0.00          |
| ESMAIL, HARPREET        | ADMINISTRATOR                   | \$138,522.02        | \$0.00          |
| ESPLIN, TRACY           | TEACHER                         | \$114,191.38        | \$0.00          |
| ESTABROOKS, KEVIN       | TEACHER                         | \$114,456.10        | \$0.00          |
| ESTAWRO, RIMON          | ASSISTANT DIRECTOR - FACILITIES | \$156,732.04        | \$1,301.27      |
| EVANS, JOSHUA           | TEACHER                         | \$117,166.61        | \$0.00          |
| EVANS, KAREN            | TEACHER                         | \$93,824.48         | \$0.00          |
| EVANS, SHERI            | TEACHER                         | \$101,971.52        | \$0.00          |
| EWART, CASSIDY JEAN     | TEACHER                         | \$77,836.40         | \$0.00          |
| EWERT, CHANTEL          | TEACHER                         | \$91,366.36         | \$0.00          |
| EXLEY, ROBIN            | TEACHER                         | \$135,871.55        | \$0.00          |
| FACCONE, ROSALITA       | TEACHER                         | \$111,572.59        | \$1,241.33      |
| FAGAN, KRISTY           | TEACHER                         | \$102,010.35        | \$0.00          |
| FALCONE, NANCY          | TEACHER                         | \$88,417.32         | \$0.00          |
| FAN, JIANRONG           | TEACHER                         | \$92,612.92         | \$0.00          |
| FANG, CHENTONG          | TEACHER                         | \$94,434.34         | \$0.00          |
| FANTINI, MARIA CRISTINA | TEACHER                         | \$116,332.05        | \$0.00          |
| FARNELL, VERONIKA       | ADMINISTRATOR                   | \$151,716.93        | \$154.01        |
| FAULKNER, MEGHANN       | TEACHER                         | \$108,994.62        | \$1,408.76      |
| FAULKS, JENNIFER        | TEACHER                         | \$110,330.34        | \$0.00          |
| FAVELLE, JACQUELINE     | TEACHER                         | \$112,050.75        | \$756.42        |
| FELICIANO, GIL          | INFORMATION SERVICES            | \$94,466.76         | \$0.00          |
| FELIX, VALERIE          | TEACHER                         | \$109,176.90        | \$0.00          |
| FENG, GUOQING           | TEACHER                         | \$125,808.88        | \$0.00          |
| FENRICK, GINA           | TEACHER                         | \$127,827.49        | \$0.00          |
| FENTON, ROBERTA         | TEACHER                         | \$101,971.55        | \$0.00          |
| FERGUSON, CAILAN        | TEACHER                         | \$111,152.24        | \$0.00          |
| FERGUSON, ERIN          | TEACHER                         | \$91,353.47         | \$0.00          |
| FERGUSON, JANE          | TEACHER                         | \$110,125.21        | \$0.00          |
| FERGUSON, M. CARMEN     | MANAGER - HUMAN RESOURCES       | \$119,153.02        | \$0.00          |
| FERNANDEZ, JULIANA      | TEACHER                         | \$102,282.96        | \$0.00          |
| FERNANDEZ, RAPHAEL      | TEACHER                         | \$119,316.43        | \$0.00          |
| FERNANDO, SAMINDI       | TEACHER                         | \$90,092.23         | \$0.00          |
| FERRER, MELODY          | TEACHER                         | \$117,318.71        | \$0.00          |
| FERRIER, LEONARD        | TEACHER                         | \$85,798.80         | \$345.00        |
| FERRIS, SOMMER          | TEACHER                         | \$117,322.46        | \$0.00          |
| FESTER, KATHERINE       | TEACHER                         | \$111,753.33        | \$0.00          |
| FEWER, AILIE            | TEACHER                         | \$78,793.79         | \$0.00          |
| FIELD, ARTHUR ALAIN     | MAINTENANCE                     | \$86,787.89         | \$250.00        |
| FINDLEY, RONALD         | TEACHER                         | \$106,758.67        | \$0.00          |
| FINLAY, SPENCER         | TEACHER                         | \$108,739.08        | \$0.00          |
| FISHER, JILLIAN         | TEACHER                         | \$85,345.67         | \$0.00          |
| FISHER, LORRAINE        | TEACHER                         | \$114,414.46        | \$0.00          |
| FISHER, TARA            | ADMINISTRATOR                   | \$131,406.79        | \$0.00          |
| FITZGERALD, JOHN        | TEACHER                         | \$94,600.03         | \$0.00          |

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| <u>Employee</u>             | <u>Position</u>          | <u>Remuneration</u> | <u>Expenses</u> |
|-----------------------------|--------------------------|---------------------|-----------------|
| FITZPATRICK, GRANT          | TEACHER                  | \$78,281.89         | \$0.00          |
| FLOOD, PAULETTE             | TEACHER                  | \$119,575.51        | \$0.00          |
| FLORES, DANIEL KING         | TEACHER                  | \$104,185.46        | \$0.00          |
| FONG, CARMEN                | TEACHER                  | \$99,422.24         | \$0.00          |
| FONG, JAROD                 | TEACHER                  | \$122,167.57        | \$98.00         |
| FONTAINE, JACQUELINE        | TEACHER                  | \$77,407.55         | \$0.00          |
| FOO, FRED                   | INFORMATION SERVICES     | \$93,860.32         | \$497.62        |
| FORD, ELISE MAE             | MAINTENANCE              | \$85,909.73         | \$250.00        |
| FORD, SHANE                 | TEACHER                  | \$131,355.84        | \$0.00          |
| FORNARIS WHITTAKER, SARA    | TEACHER                  | \$148,014.61        | \$0.00          |
| FORRER, ISABELLE            | TEACHER                  | \$110,854.06        | \$0.00          |
| FORSBERG, CANDACE           | TEACHER                  | \$75,167.10         | \$0.00          |
| FORSTER, ERIKA              | TEACHER                  | \$111,910.81        | \$1,380.00      |
| FORSYTHE, AMY               | TEACHER                  | \$76,051.87         | \$0.00          |
| FORT, JENNIFER              | TEACHER                  | \$109,176.93        | \$0.00          |
| FORTIER, CAMILLE            | TEACHER                  | \$96,594.46         | \$0.00          |
| FOULKES, MASON              | TEACHER                  | \$114,696.88        | \$0.00          |
| FOUQUETTE, RENE             | TEACHER                  | \$119,208.18        | \$0.00          |
| FOX, BENJAMIN               | TEACHER                  | \$91,241.35         | \$0.00          |
| FOX, ROBYN LEE              | TEACHER                  | \$107,254.17        | \$0.00          |
| FRANCATO-FERRANTE, MARCELLO | TEACHER                  | \$75,570.03         | \$155.00        |
| FRANCIS, MARK               | TEACHER                  | \$114,622.99        | \$0.00          |
| FRANKE, ALEXANDRE           | TEACHER                  | \$106,489.06        | \$0.00          |
| FRANKS, MEAGHAN             | TEACHER                  | \$101,499.24        | \$0.00          |
| FRASER, CAMERON             | TEACHER                  | \$113,688.03        | \$0.00          |
| FRASER, MIKE                | MAINTENANCE              | \$91,300.60         | \$212.02        |
| FRASER, TANIS               | TEACHER                  | \$75,516.85         | \$0.00          |
| FREEMAN, JENNIFER           | TEACHER                  | \$100,236.90        | \$0.00          |
| FREEMAN, LORNA              | TEACHER                  | \$109,570.39        | \$0.00          |
| FRENCH, JULIE               | TEACHER                  | \$114,689.41        | \$0.00          |
| FRENCH, RACHEL              | ADMINISTRATOR            | \$144,623.95        | \$0.00          |
| FRIDGE, DAREN               | ADMINISTRATOR            | \$162,260.29        | \$0.00          |
| FRIDGE, KELLY               | ADMINISTRATOR            | \$149,960.20        | \$0.00          |
| FRITH, MICHELLE             | TEACHER                  | \$104,205.75        | \$0.00          |
| FUJITA, MIDORI              | TEACHER                  | \$82,341.19         | \$0.00          |
| FUTA, SHARA LEANNE          | TEACHER                  | \$89,502.63         | \$1,275.54      |
| GAJDOSIK, SHARON            | TEACHER                  | \$111,708.88        | \$0.00          |
| GAJJAR, DEEPA               | TEACHER                  | \$82,255.97         | \$0.00          |
| GALLANT, ANDREW GREGORY     | TEACHER                  | \$91,982.58         | \$0.00          |
| GALLIFORD, BRITTANY         | TEACHER                  | \$103,583.08        | \$0.00          |
| GALLIGOS, TERRI             | TEACHER                  | \$109,476.89        | \$1,103.72      |
| GALLO, MONICA               | TEACHER                  | \$110,709.93        | \$0.00          |
| GAMBRON, CRISTINA           | TEACHER                  | \$76,913.50         | \$0.00          |
| GANGES, PAUL                | TEACHER                  | \$115,104.63        | \$0.00          |
| GANT, DYLAN                 | TEACHER                  | \$103,780.36        | \$0.00          |
| GANTCHEV, KRASSIMIRE        | INFORMATION SERVICES     | \$82,796.74         | \$0.00          |
| GARCEA, JOE                 | TEACHER                  | \$132,287.82        | \$0.00          |
| GARDNER-EVERTON, MICHELE    | TEACHER                  | \$111,194.78        | \$0.00          |
| GARDNNER, JUDI              | TEACHER                  | \$106,407.82        | \$0.00          |
| GAREB, ORIANA               | TEACHER                  | \$80,046.30         | \$0.00          |
| GARTLAND, PATRICIA          | SUPERINTENDENT - RETIRED | \$280,606.79        | \$19,879.52     |
| GAUDIN, TIFFANY             | TEACHER                  | \$115,017.44        | \$0.00          |

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| <u>Employee</u>                | <u>Position</u>              | <u>Remuneration</u> | <u>Expenses</u> |
|--------------------------------|------------------------------|---------------------|-----------------|
| GAUER, JESSICA                 | TEACHER                      | \$113,202.17        | \$0.00          |
| GAVRILESCU, DANA               | TEACHER                      | \$117,653.32        | \$1,847.48      |
| GAY, K. INGRID                 | TEACHER                      | \$154,466.51        | \$0.00          |
| GEDDES, CRAIG                  | TEACHER                      | \$120,618.63        | \$1,000.00      |
| GEE, BRYAN                     | TEACHER                      | \$114,057.69        | \$0.00          |
| GHUMAN, NARESH                 | HUMAN RESOURCES ADVISOR      | \$79,646.45         | \$2,139.07      |
| GIBBONS, JANE                  | EDUCATION ASSISTANT LEADHAND | \$85,622.18         | \$0.00          |
| GIBBONS, MIKE                  | MAINTENANCE                  | \$109,096.17        | \$220.49        |
| GIBNEY, JOHN                   | TEACHER                      | \$111,710.52        | \$0.00          |
| GIBSON, GLEN                   | MANAGER-INFORMATION SERVICES | \$131,574.00        | \$455.01        |
| GIBSON, YOLANDE                | TEACHER                      | \$98,343.16         | \$0.00          |
| GIGUERE, PHILIPPA              | TEACHER                      | \$99,924.66         | \$7,707.41      |
| GIL, VERONICA                  | TEACHER                      | \$101,497.40        | \$0.00          |
| GILBAR, DAVID                  | TEACHER                      | \$77,915.90         | \$0.00          |
| GILDER, LURENDA                | TEACHER                      | \$103,922.16        | \$0.00          |
| GILES, JASON                   | ADMINISTRATOR                | \$157,047.36        | \$300.89        |
| GILL, GURJIT                   | TEACHER                      | \$109,218.48        | \$0.00          |
| GILL, JAMES                    | TEACHER                      | \$118,864.50        | \$0.00          |
| GILL, MANDEEP                  | TEACHER                      | \$114,435.16        | \$0.00          |
| GILL, MELINDA                  | TEACHER                      | \$88,414.23         | \$0.00          |
| GILL, VALLIAMMAI               | TEACHER                      | \$112,035.08        | \$0.00          |
| GILLESPIE, JAKE                | TEACHER                      | \$86,970.63         | \$0.00          |
| GILLIGAN, LEAH                 | TEACHER                      | \$103,224.51        | \$0.00          |
| GILLIS, JEFF                   | INFORMATION SERVICES         | \$94,782.88         | \$113.28        |
| GLADUE, RACHEL                 | TEACHER                      | \$111,983.29        | \$0.00          |
| GLECKMAN, JACOB                | TEACHER                      | \$98,657.06         | \$0.00          |
| GLEN, IRENE                    | TEACHER                      | \$112,085.30        | \$0.00          |
| GLOVER, JULIA ANN              | TEACHER                      | \$85,797.88         | \$0.00          |
| GODBOUT, AARON JOSEPH          | TEACHER                      | \$102,840.46        | \$0.00          |
| GOETZ, RACHEL                  | TEACHER                      | \$89,491.54         | \$0.00          |
| GOLDHAWKE, ASHLEIGH            | TEACHER                      | \$113,688.22        | \$0.00          |
| GONZALES, MIDAS                | TEACHER                      | \$89,921.87         | \$0.00          |
| GONZALEZ BORDA, SANDRA PATRICI | TEACHER                      | \$89,772.58         | \$0.00          |
| GOODHEART, CALEIGH             | TEACHER                      | \$86,078.44         | \$0.00          |
| GOODRIDGE, LINDSAY             | ADMINISTRATOR                | \$153,567.21        | \$0.00          |
| GORDON, DON                    | TEACHER                      | \$130,868.43        | \$0.00          |
| GORDON, MARNIE                 | TEACHER                      | \$118,125.41        | \$0.00          |
| GORING, RALPH                  | TEACHER                      | \$102,410.32        | \$0.00          |
| GORJAO, LAURA                  | TEACHER                      | \$116,179.28        | \$0.00          |
| GORSIC, JILL LOUISE            | TEACHER                      | \$111,152.25        | \$0.00          |
| GOUGH, EMMA                    | TEACHER                      | \$83,172.66         | \$0.00          |
| GOULD, JORDAN                  | TEACHER                      | \$91,172.08         | \$0.00          |
| GOUNTAS, SPYRITHOULA-          | TEACHER                      | \$116,605.48        | \$0.00          |
| GRAFFOS, ANGELO                | TEACHER                      | \$82,473.96         | \$0.00          |
| GRAHAM, ANDREW                 | ADMINISTRATOR                | \$166,607.14        | \$0.00          |
| GRAHAM, ERIN AUDREY            | TEACHER                      | \$147,417.50        | \$1,448.48      |
| GRAHAM, NATALIE                | TEACHER                      | \$89,684.12         | \$0.00          |
| GRANADOS, REGINA               | TEACHER                      | \$89,333.34         | \$0.00          |
| GRANDY, VICTORIA               | TEACHER                      | \$85,067.13         | \$0.00          |
| GRANT, AMBER                   | MAINTENANCE                  | \$81,253.40         | \$0.00          |
| GRANT, DARCY LAURENT           | TEACHER                      | \$113,831.78        | \$0.00          |
| GRANT, SANTANA                 | TEACHER                      | \$78,575.80         | \$0.00          |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>           | <u>Position</u>      | <u>Remuneration</u> | <u>Expenses</u> |
|---------------------------|----------------------|---------------------|-----------------|
| GRAY, HEATHER             | TEACHER              | \$111,152.24        | \$0.00          |
| GRAY, JENNIFER            | TEACHER              | \$89,693.13         | \$0.00          |
| GRAYSTON, REBEKAH         | TEACHER              | \$106,480.60        | \$0.00          |
| GREENWOOD, HESTER         | TEACHER              | \$101,971.51        | \$0.00          |
| GREGA, MARIA              | TEACHER              | \$129,940.97        | \$0.00          |
| GRENDER, DAVID            | TEACHER              | \$115,570.95        | \$0.00          |
| GREWAL, KYLEJEET SINGH    | TEACHER              | \$93,026.46         | \$0.00          |
| GREWAL, REENA             | TEACHER              | \$91,568.94         | \$0.00          |
| GRIFFIOEN, MICHAEL        | TEACHER              | \$101,220.12        | \$0.00          |
| GRIFFITHS, WENDY          | TEACHER              | \$94,394.96         | \$0.00          |
| GROLL, KYRA               | TEACHER              | \$79,810.22         | \$0.00          |
| GRONNEMOSE, SHAY GLENN    | TEACHER              | \$88,194.78         | \$0.00          |
| GROSSI, PIETRO            | TEACHER              | \$109,989.96        | \$611.62        |
| GROSSMAN, JONATHAN        | TEACHER              | \$123,913.13        | \$0.00          |
| GUEST, MELISSA            | TEACHER              | \$108,003.76        | \$0.00          |
| GUEVARRA, MARY ANNE       | TEACHER              | \$110,636.11        | \$0.00          |
| GUGLIELMUCCI, TIA         | TEACHER              | \$87,341.58         | \$0.00          |
| GUINDRE-PARKER, AUDREY    | TEACHER              | \$110,893.69        | \$1,248.45      |
| GUKOV, ANATOLIY           | INFORMATION SERVICES | \$79,265.68         | \$1,745.11      |
| GULAMHUSSEIN, NARISSA     | TEACHER              | \$86,195.65         | \$60.00         |
| GUMMER, BROOKE            | MAINTENANCE          | \$88,635.31         | \$146.99        |
| GUNADASA, MONIKA          | TEACHER              | \$82,399.85         | \$0.00          |
| GUO, WEI MIN              | TEACHER              | \$89,402.62         | \$0.00          |
| GUSHUE, ASHLEY NICOLE     | TEACHER              | \$110,593.31        | \$0.00          |
| GUTENBERG, ROSEMARIE      | TEACHER              | \$113,089.09        | \$0.00          |
| HABIB, ANGELA             | TEACHER              | \$83,512.63         | \$0.00          |
| HAER, JASLENE             | TEACHER              | \$94,318.80         | \$0.00          |
| HAINS, VERONIQUE          | TEACHER              | \$101,971.51        | \$0.00          |
| HAJIMOHAMMADJAFAR, MAHTAB | TEACHER              | \$79,414.32         | \$0.00          |
| HALL, TRACY               | TEACHER              | \$122,312.33        | \$0.00          |
| HAMILTON, DIANE           | TEACHER              | \$101,971.53        | \$0.00          |
| HAMILTON, JULIA           | TEACHER              | \$109,487.28        | \$0.00          |
| HAMMOCKS, CARY LESLIE     | MAINTENANCE          | \$86,302.78         | \$0.00          |
| HAMNETT, JACKIE           | TEACHER              | \$120,398.48        | \$0.00          |
| HANER, CHLOE              | TEACHER              | \$89,774.81         | \$0.00          |
| HANNA, GAVIN              | TEACHER              | \$111,953.33        | \$409.26        |
| HANNA, PETER              | INFORMATION SERVICES | \$85,229.82         | \$0.00          |
| HANSEN, KEITH             | TEACHER              | \$121,183.00        | \$0.00          |
| HANSEN, REBECCA           | TEACHER              | \$116,222.91        | \$0.00          |
| HANSON, ALLISON           | TEACHER              | \$118,972.12        | \$0.00          |
| HARBERT, JANE             | TEACHER              | \$80,047.72         | \$0.00          |
| HARDER, NATALIE           | TEACHER              | \$111,352.13        | \$760.44        |
| HARDING JOHNSTON, DARIA   | TEACHER              | \$80,023.07         | \$0.00          |
| HARDING, MICHELE          | TEACHER              | \$109,218.49        | \$0.00          |
| HARDLESS, NATHAN          | TEACHER              | \$113,955.55        | \$0.00          |
| HART, JEFFREY             | ADMINISTRATOR        | \$142,334.14        | \$0.00          |
| HARTIGAN, COLLEEN         | TEACHER              | \$105,046.44        | \$0.00          |
| HARTMANN, BRANDI          | MANAGER - PAYROLL    | \$108,838.22        | \$0.00          |
| HARTSHORN, TRACY          | TEACHER              | \$108,036.00        | \$0.00          |
| HASEBE, CHARLOTTE         | TEACHER              | \$107,698.50        | \$0.00          |
| HASELHAN, KEEGAN          | TEACHER              | \$108,429.60        | \$0.00          |
| HASHMI, LUKMAN            | TEACHER              | \$111,752.12        | \$0.00          |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>             | <u>Position</u>                | <u>Remuneration</u> | <u>Expenses</u> |
|-----------------------------|--------------------------------|---------------------|-----------------|
| HAWES, KATRINA PIRJO        | TEACHER                        | \$110,989.22        | \$154.04        |
| HAWKINS, JASON              | TEACHER                        | \$110,248.31        | \$0.00          |
| HAYES, ADAM                 | TEACHER                        | \$111,710.79        | \$0.00          |
| HEAD, JUSTIN                | TEACHER                        | \$76,837.17         | \$0.00          |
| HEATH, LAUREN               | TEACHER                        | \$79,466.95         | \$0.00          |
| HEATLEY, JESSICA            | TEACHER                        | \$102,013.05        | \$0.00          |
| HEINRICHS, ERIN             | TEACHER                        | \$88,675.90         | \$1,208.19      |
| HEINRICHS, ROBERT           | ADMINISTRATOR                  | \$142,334.19        | \$0.00          |
| HENDERSON, JAMES KENNETH    | TEACHER                        | \$80,172.98         | \$0.00          |
| HENDERSON, LIANNA           | TEACHER                        | \$100,276.26        | \$0.00          |
| HENDERSON, SAMANTHA         | TEACHER                        | \$78,575.81         | \$0.00          |
| HENDERSON, SHARON           | TEACHER                        | \$108,667.95        | \$1,362.00      |
| HENDERSON, SUSAN A.         | TEACHER                        | \$116,179.26        | \$0.00          |
| HENRY, KEVIN                | TEACHER                        | \$111,710.80        | \$0.00          |
| HERNANDEZ, GARY             | TEACHER                        | \$106,488.48        | \$0.00          |
| HERNANDEZ, IGNACIO          | COORDINATOR - CAPITAL PROJECTS | \$80,243.20         | \$561.75        |
| HERNANDEZ, MICHELLE         | TEACHER                        | \$111,753.33        | \$0.00          |
| HERTEN, LISA                | TEACHER                        | \$91,494.87         | \$0.00          |
| HERZOG, LISA                | TEACHER                        | \$91,209.70         | \$0.00          |
| HESS, KATHLENE              | TEACHER                        | \$129,916.98        | \$0.00          |
| HETHERINGTON, LORI          | TEACHER                        | \$111,411.09        | \$0.00          |
| HEWITT, ALEXI               | TEACHER                        | \$76,476.43         | \$0.00          |
| HEWITT, CINDY               | TEACHER                        | \$129,333.23        | \$0.00          |
| HEWLETT, JASON              | ADMINISTRATOR                  | \$162,260.28        | \$863.88        |
| HEWLETT, WENDY              | TEACHER                        | \$109,176.90        | \$0.00          |
| HIDE, KIRSTEN               | TEACHER                        | \$84,300.00         | \$0.00          |
| HIEBERT, ERICA              | TEACHER                        | \$95,876.68         | \$0.00          |
| HIGHTOWER, JUDITH           | TEACHER                        | \$115,564.49        | \$0.00          |
| HILL, LINDSAY               | TEACHER                        | \$110,928.83        | \$0.00          |
| HILL, SUSAN                 | TEACHER                        | \$96,340.70         | \$0.00          |
| HILLENBRINK, JODY           | TEACHER                        | \$122,282.12        | \$0.00          |
| HILLS, JAN                  | MAINTENANCE                    | \$93,570.97         | \$0.00          |
| HINDS, MARK                 | TEACHER                        | \$112,652.56        | \$0.00          |
| HIPDITCH, S. NICOLE         | TEACHER                        | \$84,408.56         | \$0.00          |
| HO, EUNICE                  | TEACHER                        | \$81,269.61         | \$0.00          |
| HO, MIN MIN                 | TEACHER                        | \$86,442.62         | \$0.00          |
| HOANG, CATHY                | TEACHER                        | \$110,908.51        | \$0.00          |
| HOANG, JOANNE               | TEACHER                        | \$96,138.08         | \$0.00          |
| HODGES, CATHERINE           | TEACHER                        | \$101,971.55        | \$0.00          |
| HOEY, ELIZABETH             | TEACHER                        | \$96,071.30         | \$0.00          |
| HOFF, PETER                 | MANAGER - COMMUNICATIONS       | \$149,007.59        | \$1,761.27      |
| HOGARTH, PATRICIA           | TEACHER                        | \$95,654.95         | \$0.00          |
| HOLBROOK, JOSHUA REID       | TEACHER                        | \$81,688.09         | \$0.00          |
| HOLBROOK, LAWRENCE          | TEACHER                        | \$117,322.34        | \$0.00          |
| HOLLINGWORTH, AVERY JUSTINE | TEACHER                        | \$83,644.99         | \$0.00          |
| HOPKIN, JILLIAN             | TEACHER                        | \$106,909.58        | \$0.00          |
| HOPKINS, TYLER              | TEACHER                        | \$83,528.67         | \$0.00          |
| HORNE, TOM STAFFORD         | MANAGER - MAINTENANCE          | \$121,355.13        | \$2,188.20      |
| HORVATH, JOANNA             | TEACHER                        | \$102,010.11        | \$2,062.85      |
| HOURIHANE, JOANNA           | TEACHER                        | \$84,235.20         | \$0.00          |
| HOWARD, SAVANNAH            | TEACHER                        | \$84,572.30         | \$0.00          |
| HOWARD, SYLVIA              | TEACHER                        | \$101,958.45        | \$0.00          |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>         | <u>Position</u>                 | <u>Remuneration</u> | <u>Expenses</u> |
|-------------------------|---------------------------------|---------------------|-----------------|
| HOWELL, DINA            | TEACHER                         | \$117,448.51        | \$0.00          |
| HOWITT, MICHAEL         | TEACHER                         | \$79,859.36         | \$0.00          |
| HSIAO, WEI CHIH         | TEACHER                         | \$87,584.90         | \$0.00          |
| HU, CHRISTINA           | TEACHER                         | \$75,039.36         | \$0.00          |
| HU, TIEHUI              | TEACHER                         | \$83,882.99         | \$0.00          |
| HUANG, SU-YU            | TEACHER                         | \$78,353.56         | \$0.00          |
| HUANG, WEI              | TEACHER                         | \$82,317.64         | \$0.00          |
| HUANG, WEN              | TEACHER                         | \$95,447.49         | \$0.00          |
| HUBBARD, TRISHA         | TEACHER                         | \$111,710.80        | \$0.00          |
| HUBER, BRANDON          | TEACHER                         | \$114,653.37        | \$0.00          |
| HUEY, HARVEY            | TEACHER                         | \$75,228.86         | \$0.00          |
| HUGHES, BRENT           | TEACHER                         | \$109,928.00        | \$0.00          |
| HUGHES, C. DEANNE       | COORDINATOR - LEARNING SERVICES | \$128,156.55        | \$2,372.86      |
| HUGHES, PHIL            | TEACHER                         | \$147,752.73        | \$0.00          |
| HUGHES, SHERRI-LYNN     | TEACHER                         | \$112,152.07        | \$0.00          |
| HULA, JENNIFER          | TEACHER                         | \$92,183.01         | \$0.00          |
| HULIGANGA, LEANNE       | TEACHER                         | \$114,817.91        | \$0.00          |
| HUMPHRIES, MARK         | TEACHER                         | \$112,542.72        | \$0.00          |
| HUMPHRY, MARIELLE       | TEACHER                         | \$95,201.19         | \$0.00          |
| HUNG, FIRMIN            | TEACHER                         | \$117,919.10        | \$0.00          |
| HUNTER, ANDREA          | ASSISTANT SUPERINTENDENT        | \$188,591.19        | \$3,442.64      |
| HUNTER, BRIAN           | TEACHER                         | \$108,125.86        | \$0.00          |
| HUNTER, CHRIS           | ADMINISTRATOR                   | \$162,260.28        | \$0.00          |
| HUSBAND, SARAH          | ADMINISTRATOR                   | \$166,607.20        | \$0.00          |
| HUSTON, MARK            | TEACHER                         | \$111,219.50        | \$0.00          |
| HUTCHINSON, DONALD      | ADMINISTRATOR                   | \$162,260.29        | \$1,338.12      |
| HUTCHINSON, SHEILA      | TEACHER                         | \$111,421.23        | \$0.00          |
| HWANG, JOY CHIH-JUNG    | TEACHER                         | \$111,340.87        | \$0.00          |
| HYDE, WILLIAM           | ADMINISTRATOR                   | \$149,776.46        | \$0.00          |
| HYNES, SHAINA           | TEACHER                         | \$111,414.06        | \$0.00          |
| HYUN, HEE JIN           | TEACHER                         | \$107,388.65        | \$122.76        |
| IACOBUCCI, MARIO        | TEACHER                         | \$122,580.48        | \$0.00          |
| ILLING, MELISSA         | TEACHER                         | \$88,462.28         | \$0.00          |
| IMPELLEZZERE, ASHLEY    | TEACHER                         | \$96,996.70         | \$2,159.02      |
| INCE, LAURIE            | TEACHER                         | \$99,120.95         | \$0.00          |
| INGELMAN, PATRIK        | TEACHER                         | \$91,812.57         | \$0.00          |
| INKSTER, BARBARA        | TEACHER                         | \$101,681.96        | \$0.00          |
| IP, CHUNG YAN           | TEACHER                         | \$116,179.22        | \$0.00          |
| IPE, SHARON             | TEACHER                         | \$105,528.57        | \$0.00          |
| IRELAND, ERIKA          | TEACHER                         | \$115,921.50        | \$0.00          |
| IRELAND, LUKE           | TEACHER                         | \$117,982.57        | \$0.00          |
| ISERNIA, SHANNON        | TEACHER                         | \$108,740.21        | \$0.00          |
| IWANAKA, JASMINE        | TEACHER                         | \$113,119.98        | \$0.00          |
| IZATT, JENNIFER         | ADVISOR - HUMAN RESOURCES       | \$79,954.05         | \$1,494.30      |
| IZUMI, KIMBERLEY        | TEACHER                         | \$101,655.29        | \$0.00          |
| JACK, KRISTINA          | TEACHER                         | \$111,850.60        | \$0.00          |
| JACK, STEPHEN           | TEACHER                         | \$115,642.77        | \$0.00          |
| JACKSON, BRYAN          | ADMINISTRATOR                   | \$150,010.20        | \$0.00          |
| JACKSON, MAXINE SCHMITT | TEACHER                         | \$94,052.15         | \$0.00          |
| JACKSON, RENEE          | TEACHER                         | \$81,319.55         | \$0.00          |
| JACKSON, SUSAN          | TEACHER                         | \$118,529.74        | \$0.00          |
| JACOBSEN, ROSS          | ADMINISTRATOR                   | \$173,694.30        | \$0.00          |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>         | <u>Position</u>                     | <u>Remuneration</u> | <u>Expenses</u> |
|-------------------------|-------------------------------------|---------------------|-----------------|
| JAEGGLE, PHILIP         | TEACHER                             | \$120,358.32        | \$358.84        |
| JAFARZADEH, BEETA       | TEACHER                             | \$115,044.81        | \$0.00          |
| JAGODIC, NIKOLINA       | MANAGER - HUMAN RESOURCES           | \$95,323.12         | \$4,361.58      |
| JAIN, KANIKA            | TEACHER                             | \$101,155.75        | \$0.00          |
| JALTEMA, MICHAEL        | TEACHER                             | \$112,950.24        | \$0.00          |
| JAMES, DENI             | TEACHER                             | \$101,778.70        | \$0.00          |
| JAMES, VALERIE          | TEACHER                             | \$111,453.31        | \$0.00          |
| JAMIESON, JOSEPH        | ADMINISTRATOR                       | \$154,217.19        | \$0.00          |
| JAMIESON, KENNETH       | TEACHER                             | \$125,363.56        | \$0.00          |
| JANG, SHIRLEY           | TEACHER                             | \$94,008.60         | \$0.00          |
| JANKOWIAK, MARCO        | ADMINISTRATOR                       | \$162,910.30        | \$0.00          |
| JANSEN, EMMA            | TEACHER                             | \$79,590.25         | \$0.00          |
| JANUS, EWA              | TEACHER                             | \$101,611.78        | \$0.00          |
| JARVIE, STEPHANIE       | TEACHER                             | \$119,204.45        | \$0.00          |
| JASWAL, ANITA           | TEACHER                             | \$112,010.78        | \$1,403.02      |
| JENKINS, CASEY          | TEACHER                             | \$118,963.04        | \$0.00          |
| JENKINS, CHRISTINE A    | TEACHER                             | \$101,599.92        | \$0.00          |
| JENSEN, KAREN           | ADMINISTRATOR                       | \$122,970.56        | \$0.00          |
| JEON, JENNIFER          | TEACHER                             | \$82,243.45         | \$0.00          |
| JEONG, JESSIE NA-RYEONG | TEACHER                             | \$98,174.14         | \$0.00          |
| JETTE, DAWN             | ADMINISTRATOR                       | \$143,856.77        | \$0.00          |
| JIANFAR, SANAZ          | TEACHER                             | \$114,713.38        | \$0.00          |
| JIMENEZ, ANGELES        | TEACHER                             | \$113,418.63        | \$0.00          |
| JIWA, ASHIF             | ADMINISTRATOR                       | \$169,347.36        | \$0.00          |
| JOBA, SHANNON           | TEACHER                             | \$116,062.35        | \$0.00          |
| JOEL, HALEY             | TEACHER                             | \$76,105.58         | \$0.00          |
| JOGHA, KAREN            | TEACHER                             | \$118,973.06        | \$0.00          |
| JOHAL, BHUPINDER        | COORDINATOR - LEARNING SERVICES     | \$101,971.55        | \$0.00          |
| JOHAL, JASVINDER        | TEACHER                             | \$111,710.79        | \$0.00          |
| JOHANNSON, DONALD       | TEACHER                             | \$117,919.11        | \$0.00          |
| JOHN, RACHEL            | TEACHER                             | \$109,476.59        | \$0.00          |
| JOHNS, KAREN            | TEACHER                             | \$111,218.29        | \$0.00          |
| JOHNSON, AURIA          | TEACHER                             | \$124,789.36        | \$0.00          |
| JOHNSON, CARLY          | TEACHER                             | \$109,658.54        | \$0.00          |
| JOHNSON, JAMES          | MAINTENANCE                         | \$91,682.71         | \$0.00          |
| JOHNSON, KELLI          | TEACHER                             | \$87,622.02         | \$0.00          |
| JOHNSTON, GEOFFREY      | ADMINISTRATOR - INTERNATIONAL ED    | \$171,255.20        | \$69,855.74     |
| JOHNSTON, KERRI         | TEACHER                             | \$110,688.46        | \$0.00          |
| JONAS, ADAM             | TEACHER                             | \$101,946.92        | \$1,000.00      |
| JONES, DANIEL           | TEACHER                             | \$109,176.92        | \$0.00          |
| JONES, DAVID EDWARD     | ADMINISTRATOR                       | \$151,151.71        | \$569.80        |
| JONES, JORDAN           | MAINTENANCE                         | \$81,525.19         | \$167.99        |
| JONES, JOSCELYN         | TEACHER                             | \$83,115.87         | \$0.00          |
| JONES, MICHAEL          | TEACHER                             | \$132,448.22        | \$0.00          |
| JONES, SPENCER DAVID    | TEACHER                             | \$90,486.13         | \$0.00          |
| JONES, TRISTA           | TEACHER                             | \$125,981.02        | \$0.00          |
| JOO, RACHEL EUNCHONG    | TEACHER                             | \$82,736.77         | \$0.00          |
| JOON, SONI              | TEACHER                             | \$126,993.02        | \$985.98        |
| JORGE, SILVIA           | COORDINATOR - COMMUNITY DEVELOPMENT | \$76,616.51         | \$2,378.98      |
| JORGENSEN, ERIN         | TEACHER                             | \$86,400.41         | \$0.00          |
| JOVANOVIC, KARL         | TEACHER                             | \$106,290.30        | \$0.00          |
| JOY, SINEAD             | TEACHER                             | \$106,282.60        | \$1,098.00      |

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| <u>Employee</u>           | <u>Position</u>      | <u>Remuneration</u> | <u>Expenses</u> |
|---------------------------|----------------------|---------------------|-----------------|
| JUDD, ANNE                | TEACHER              | \$111,152.23        | \$0.00          |
| JUNG, ANDY                | INFORMATION SERVICES | \$75,933.04         | \$0.00          |
| JUNG, JORDAN              | TEACHER              | \$97,367.87         | \$0.00          |
| KACHOR, CRAIG             | TEACHER              | \$105,814.42        | \$0.00          |
| KADHIM, NADIA             | TEACHER              | \$112,614.48        | \$0.00          |
| KAISER, MICHAEL           | TEACHER              | \$112,817.07        | \$0.00          |
| KAMALI SARVESTANI, NASRIN | TEACHER              | \$95,061.26         | \$0.00          |
| KAMBO, ASHLEY             | TEACHER              | \$77,670.10         | \$0.00          |
| KANE, JASMINE TERESA      | TEACHER              | \$85,805.11         | \$0.00          |
| KANG, ABRAHAM             | TEACHER              | \$122,670.45        | \$0.00          |
| KANG, SUBIN               | TEACHER              | \$101,797.41        | \$0.00          |
| KAPLAN, JANICE            | TEACHER              | \$120,976.18        | \$0.00          |
| KARIM, ALIYA              | TEACHER              | \$90,696.47         | \$303.00        |
| KARIM, NARISSA            | TEACHER              | \$90,318.03         | \$0.00          |
| KARIM, SAFANA             | TEACHER              | \$122,582.74        | \$0.00          |
| KARMALI, FAHIM            | TEACHER              | \$84,177.24         | \$1,174.90      |
| KAROD, AMANDA             | TEACHER              | \$108,126.72        | \$0.00          |
| KARPINSKI, NICHOLAS       | MAINTENANCE          | \$88,662.94         | \$366.49        |
| KASELJ, ALAN              | TEACHER              | \$141,522.73        | \$0.00          |
| KASK, JENNIFER            | TEACHER              | \$91,965.03         | \$0.00          |
| KASTORIS, STEPHANIE       | TEACHER              | \$78,583.08         | \$0.00          |
| KATOOLI, ROYA             | TEACHER              | \$78,133.80         | \$0.00          |
| KATZ, ANNA TAGAWA         | TEACHER              | \$87,737.41         | \$155.00        |
| KEARNS, TIFFANY           | TEACHER              | \$102,614.89        | \$0.00          |
| KEATING, TARA             | TEACHER              | \$127,044.85        | \$0.00          |
| KEE, CLARA                | TEACHER              | \$89,368.60         | \$0.00          |
| KEELER, KEVIN             | TEACHER              | \$104,441.31        | \$0.00          |
| KEELER, SARA              | TEACHER              | \$110,052.32        | \$0.00          |
| KEEN, MACKENZIE           | TEACHER              | \$75,456.08         | \$0.00          |
| KEHLE, STEPHANIE          | TEACHER              | \$85,493.73         | \$0.00          |
| KEHLER, CORINNA           | TEACHER              | \$103,040.33        | \$0.00          |
| KEHOE, BRIANA             | TEACHER              | \$108,124.98        | \$0.00          |
| KELLER, KELSEY            | TEACHER              | \$113,390.97        | \$0.00          |
| KEMP, LEANNE              | ADMINISTRATOR        | \$153,567.18        | \$0.00          |
| KENDALL, KARIN            | TEACHER              | \$108,796.12        | \$0.00          |
| KENNEDY, COLLEEN          | TEACHER              | \$118,952.78        | \$0.00          |
| KENNEDY, JANET            | TEACHER              | \$80,895.58         | \$0.00          |
| KENNEDY, ROSS             | TEACHER              | \$151,999.51        | \$0.00          |
| KENNEDY, SHANE            | TEACHER              | \$114,974.96        | \$155.00        |
| KENNER, AIMEE             | TEACHER              | \$88,408.79         | \$0.00          |
| KENT, JEREMY              | TEACHER              | \$103,955.20        | \$0.00          |
| KERFERS, KELLY ERIN       | TEACHER              | \$101,461.67        | \$0.00          |
| KERR, PAUL                | TEACHER              | \$179,247.55        | \$0.00          |
| KESERICH, CHELSEA BROOKE  | TEACHER              | \$84,839.23         | \$0.00          |
| KHABRA, JASMEET KOUR      | TEACHER              | \$103,396.95        | \$0.00          |
| KHAKH, SANDEEP            | TEACHER              | \$85,692.50         | \$34.32         |
| KHALIL, NANCY             | TEACHER              | \$102,637.37        | \$0.00          |
| KHALILI, POUYAN           | TEACHER              | \$111,751.44        | \$0.00          |
| KHAN, IRAM                | ADMINISTRATOR        | \$79,257.91         | \$0.00          |
| KHAN, REBEKAH             | TEACHER              | \$91,481.18         | \$0.00          |
| KHOKHAR, NASREEN          | TEACHER              | \$107,263.17        | \$0.00          |
| KHONG, EMILY              | TEACHER              | \$101,971.54        | \$0.00          |



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| <u>Employee</u>           | <u>Position</u>            | <u>Remuneration</u> | <u>Expenses</u> |
|---------------------------|----------------------------|---------------------|-----------------|
| KIDD, JANET               | TEACHER                    | \$114,718.05        | \$1,894.74      |
| KIDDIE, SUSAN             | TEACHER                    | \$113,590.84        | \$0.00          |
| KILLAWEE, ROBERT          | ADMINISTRATOR              | \$162,260.28        | \$0.00          |
| KILPATRICK, CHRISTIANE    | TEACHER                    | \$89,445.18         | \$1,309.85      |
| KIM, DAHEEN               | TEACHER                    | \$79,273.74         | \$0.00          |
| KIM, ELIZABETH            | TEACHER                    | \$118,883.01        | \$0.00          |
| KIM, EUN HEE              | TEACHER                    | \$129,564.84        | \$0.00          |
| KIM, HEUI SU              | TEACHER                    | \$115,342.70        | \$0.00          |
| KIM, HONGJI               | TEACHER                    | \$92,348.39         | \$0.00          |
| KIM, JISOO ELIZABETH      | TEACHER                    | \$95,480.21         | \$0.00          |
| KIM, JOOYON               | TEACHER                    | \$84,228.62         | \$0.00          |
| KIM, JUNG YOON            | TEACHER                    | \$97,098.32         | \$0.00          |
| KIM, SEAH                 | TEACHER                    | \$83,148.00         | \$0.00          |
| KIM, SONIA                | TEACHER                    | \$95,037.62         | \$1,373.15      |
| KIM, SONYA EUN            | TEACHER                    | \$101,261.23        | \$0.00          |
| KIM, TAE YOUNG            | TEACHER                    | \$121,803.79        | \$681.85        |
| KIMURA, TROY              | TEACHER                    | \$101,971.50        | \$0.00          |
| KING, BENJAMIN            | ADMINISTRATOR              | \$153,617.55        | \$2,200.81      |
| KING, CHARLES             | MANAGER - LABOUR RELATIONS | \$127,163.21        | \$472.50        |
| KING, DAVID               | TEACHER                    | \$107,580.87        | \$0.00          |
| KING, DAVID               | TEACHER                    | \$103,975.52        | \$0.00          |
| KING, ISABELLE            | TEACHER                    | \$91,527.00         | \$0.00          |
| KING, JENNIFER            | TEACHER                    | \$101,217.91        | \$0.00          |
| KING, MARCI RENAE         | TEACHER                    | \$104,388.90        | \$0.00          |
| KIRBY, J. BRENT           | TEACHER                    | \$109,268.93        | \$0.00          |
| KIRKWALLACE, KARL MATTHEW | TEACHER                    | \$80,584.34         | \$0.00          |
| KISH, CHAN                | TEACHER                    | \$117,232.70        | \$0.00          |
| KITCHING, DELANEY         | TEACHER                    | \$79,190.32         | \$0.00          |
| KITTS, SEAN               | TEACHER                    | \$110,666.48        | \$0.00          |
| KLASSEN, NICOLE           | TEACHER                    | \$104,226.09        | \$0.00          |
| KLEMENT, LAURA ELIZABETH  | TEACHER                    | \$109,218.49        | \$0.00          |
| KLEPSCH, DARREN           | TEACHER                    | \$112,647.77        | \$0.00          |
| KLIMKO, LAINE             | TEACHER                    | \$109,520.63        | \$0.00          |
| KLOCKENBRINK, ANDREA      | TEACHER                    | \$95,475.04         | \$0.00          |
| KNIGHT, ANDREA            | TEACHER                    | \$90,697.51         | \$0.00          |
| KNIZEK, JIRI              | TEACHER                    | \$154,255.31        | \$0.00          |
| KNOWLES, ALLISON          | TEACHER                    | \$113,397.34        | \$0.00          |
| KOE, JENNIFER             | TEACHER                    | \$88,265.81         | \$0.00          |
| KOEBEL, JAMIE             | TEACHER                    | \$112,138.82        | \$29.04         |
| KOETSIER, MARGARET        | TEACHER                    | \$109,177.41        | \$0.00          |
| KOH-RANGARAJOO, EVELYN    | TEACHER                    | \$114,670.87        | \$0.00          |
| KOKKAS, ASHLEY            | TEACHER                    | \$109,218.50        | \$0.00          |
| KOMORI, MIWA              | TEACHER                    | \$107,034.96        | \$0.00          |
| KONG, AMANDA              | TEACHER                    | \$101,611.77        | \$582.00        |
| KONG, DOUGLAS             | TEACHER                    | \$115,190.87        | \$0.00          |
| KONG, GLADYS              | TEACHER                    | \$95,149.84         | \$0.00          |
| KONG, JUN YONG            | TEACHER                    | \$86,157.46         | \$1,442.69      |
| KOONER, SANDY             | TEACHER                    | \$132,003.29        | \$0.00          |
| KOONER, TIA               | TEACHER                    | \$82,125.86         | \$0.00          |
| KOOTTE, RANDY             | MAINTENANCE                | \$97,096.54         | \$98.00         |
| KOPER, CYNTHIA            | TEACHER                    | \$108,958.55        | \$0.00          |
| KOPF, JOHANNA             | TEACHER                    | \$91,034.24         | \$0.00          |

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| <u>Employee</u>     | <u>Position</u>           | <u>Remuneration</u> | <u>Expenses</u> |
|---------------------|---------------------------|---------------------|-----------------|
| KORBELY, JANICE     | TEACHER                   | \$86,575.84         | \$0.00          |
| KORE, JOHN          | TEACHER                   | \$119,670.82        | \$0.00          |
| KOSSACK, BRENDA     | TEACHER                   | \$111,823.10        | \$1,125.00      |
| KOSTECKA, ANNA      | TEACHER                   | \$85,544.84         | \$596.08        |
| KOUCHMESHGI, PARVIN | TEACHER                   | \$122,471.09        | \$0.00          |
| KOVACIC, JASON      | MAINTENANCE               | \$83,984.80         | \$125.98        |
| KOZAK, KRISTY       | MANAGER - HUMAN RESOURCES | \$84,169.25         | \$0.00          |
| KOZUKI, TAWNIA      | TEACHER                   | \$75,246.82         | \$0.00          |
| KRAEMER, MONIKA     | TEACHER                   | \$110,335.46        | \$0.00          |
| KRAICHY, DANIELLE   | TEACHER                   | \$90,176.19         | \$0.00          |
| KRALJ, JASON        | MAINTENANCE               | \$103,510.28        | \$167.99        |
| KRIPPS, ALANA       | TEACHER                   | \$106,713.48        | \$0.00          |
| KRISHNA, SATTYAWAAN | CARETAKER                 | \$79,309.56         | \$0.00          |
| KROEKER, CYNTHIA    | TEACHER                   | \$108,672.47        | \$0.00          |
| KUBA, VERONIKA      | TEACHER                   | \$87,406.39         | \$0.00          |
| KUBO, KRISTIE       | TEACHER                   | \$113,287.81        | \$406.63        |
| KUKULOWICZ, GLENDA  | TEACHER                   | \$106,977.60        | \$0.00          |
| KURITA, SHANNON     | TEACHER                   | \$89,190.13         | \$0.00          |
| KURYLO, STEPHANIE   | TEACHER                   | \$116,771.12        | \$0.00          |
| KWAN, KRYSTLE       | TEACHER                   | \$112,350.26        | \$0.00          |
| KWOK, JEFFREY       | TEACHER                   | \$99,535.32         | \$0.00          |
| KWOK, MARILYN       | TEACHER                   | \$75,051.20         | \$0.00          |
| KWOK, SIMON         | TEACHER                   | \$116,179.29        | \$0.00          |
| KWONG, DANIEL       | TEACHER                   | \$103,604.71        | \$0.00          |
| KYLE, NATALIE       | TEACHER                   | \$82,688.52         | \$0.00          |
| LABOSSIERE, RACHEL  | TEACHER                   | \$118,365.93        | \$0.00          |
| LACHLAN, SERENA     | TEACHER                   | \$89,165.97         | \$0.00          |
| LADHA, ZABEEN       | TEACHER                   | \$78,130.57         | \$0.00          |
| LAFLEUR, SUZANNE L  | TEACHER                   | \$110,473.52        | \$0.00          |
| LAFOND, CHRISTINE   | TEACHER                   | \$78,082.89         | \$0.00          |
| LAGESTON, STEFAN    | TEACHER                   | \$117,872.53        | \$0.00          |
| LAI, CELINE         | TEACHER                   | \$93,525.51         | \$0.00          |
| LALANDE, DOMINIQUE  | TEACHER                   | \$101,461.68        | \$0.00          |
| LALANI, TARYN       | TEACHER                   | \$116,587.96        | \$0.00          |
| LAM, AMANDA         | TEACHER                   | \$79,013.19         | \$0.00          |
| LAM, LILA WAI TAK   | TEACHER                   | \$103,499.79        | \$0.00          |
| LAMBERT, COLLEEN    | TEACHER                   | \$97,791.10         | \$651.48        |
| LAMBERT, LORNE      | TEACHER                   | \$82,772.07         | \$0.00          |
| LAMMIE, KELLY       | TEACHER                   | \$108,631.03        | \$0.00          |
| LANCIEN, LESLEY-ANN | TEACHER                   | \$89,772.56         | \$0.00          |
| LANDERS, SEAN       | TEACHER                   | \$82,025.59         | \$0.00          |
| LANDSKY, CATRIONA   | TEACHER                   | \$120,880.21        | \$0.00          |
| LANG, RYAN          | TEACHER                   | \$119,975.96        | \$0.00          |
| LANGE, BRUNO        | TEACHER                   | \$111,818.76        | \$0.00          |
| LANGE, CORIANNE     | TEACHER                   | \$110,852.60        | \$0.00          |
| LANGE, MICHELLE     | TEACHER                   | \$110,676.10        | \$0.00          |
| LANGFORD, KELLI     | TEACHER                   | \$91,635.93         | \$0.00          |
| LAROSA, ANNUNZIATA  | TEACHER                   | \$85,059.81         | \$0.00          |
| LAST, MATTHEW       | TEACHER                   | \$124,736.69        | \$0.00          |
| LAU, BRETT          | TEACHER                   | \$120,460.33        | \$0.00          |
| LAU, JANET          | TEACHER                   | \$83,894.56         | \$0.00          |
| LAU, KERRY          | TEACHER                   | \$112,942.77        | \$0.00          |

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| <u>Employee</u>       | <u>Position</u>                      | <u>Remuneration</u> | <u>Expenses</u> |
|-----------------------|--------------------------------------|---------------------|-----------------|
| LAU, SERENE           | TEACHER                              | \$110,917.57        | \$0.00          |
| LAU, STANLEY          | TEACHER                              | \$155,239.89        | \$0.00          |
| LAURIDSEN, KIMBERLEY  | TEACHER                              | \$91,473.07         | \$0.00          |
| LAURIE, KIMBERLY      | TEACHER                              | \$87,374.79         | \$0.00          |
| LAUZON, SANDI         | ADMINISTRATOR                        | \$159,653.21        | \$0.00          |
| LAWRENCE, TRACIE      | TEACHER                              | \$114,193.69        | \$0.00          |
| LAWSON, JENNIFER      | TEACHER                              | \$86,828.92         | \$0.00          |
| LAZAR, ASHLEE         | TEACHER                              | \$116,324.46        | \$0.00          |
| LEAHY, SABINE         | TEACHER                              | \$116,096.49        | \$0.00          |
| LEATHWOOD, KARIN      | YOUTH WORKER                         | \$78,639.69         | \$1,721.98      |
| LEBLANC SAULT, KARINE | TEACHER                              | \$101,971.53        | \$0.00          |
| LEBRUN, JASON         | MAINTENANCE                          | \$85,872.91         | \$0.00          |
| LECK, TARA            | COORDINATOR - FACILITY RENTALS       | \$83,134.29         | \$0.00          |
| LEDERER, DENEAN JOAN  | TEACHER                              | \$120,007.23        | \$0.00          |
| LEDoux, ANIKA         | TEACHER                              | \$91,605.56         | \$0.00          |
| LEE LAW, KATY         | TEACHER                              | \$95,774.44         | \$0.00          |
| LEE, BENJAMIN         | MANAGER - HUMAN RESOURCES            | \$113,299.94        | \$1,876.15      |
| LEE, BETHANY          | TEACHER                              | \$75,039.34         | \$0.00          |
| LEE, CECILIA          | TEACHER                              | \$94,837.86         | \$0.00          |
| LEE, COLLEEN          | TEACHER                              | \$115,876.02        | \$0.00          |
| LEE, DAVID            | TEACHER                              | \$120,023.20        | \$0.00          |
| LEE, HENG             | TEACHER                              | \$81,166.80         | \$0.00          |
| LEE, HUNG SHUN        | DIRECTOR - INTERNATIONAL EDUCATION   | \$135,750.85        | \$82,510.33     |
| LEE, HYUN             | TEACHER                              | \$105,905.95        | \$0.00          |
| LEE, J. RON           | TEACHER                              | \$117,929.49        | \$0.00          |
| LEE, JO-ANNE          | TEACHER                              | \$115,901.52        | \$0.00          |
| LEE, JUSTIN           | TEACHER                              | \$93,460.50         | \$0.00          |
| LEE, LAURENCE         | TEACHER                              | \$116,948.23        | \$0.00          |
| LEE, MAPLE CARMEN     | TEACHER                              | \$127,139.25        | \$0.00          |
| LEE, MEI YING         | TEACHER                              | \$110,427.08        | \$0.00          |
| LEE, MICHELLE         | ASSISTANT MANAGER - FINANCE          | \$96,371.15         | \$37.01         |
| LEE, NINA HYE-JIN     | TEACHER                              | \$106,120.66        | \$0.00          |
| LEE, PAUL             | INFORMATION SERVICES                 | \$94,240.96         | \$1,644.87      |
| LEE, SELENA           | TEACHER                              | \$119,754.33        | \$0.00          |
| LEE, SHARON KING      | TEACHER                              | \$114,670.87        | \$0.00          |
| LEE, SIMON            | TEACHER                              | \$116,776.52        | \$0.00          |
| LEE, SOYOUNG          | TEACHER                              | \$108,526.20        | \$1,110.17      |
| LEE, VANESSA          | TEACHER                              | \$83,633.39         | \$0.00          |
| LEEDEN, KAREN         | TEACHER                              | \$116,303.17        | \$1,197.31      |
| LEFEBURE, TARA        | TEACHER                              | \$76,306.52         | \$0.00          |
| LEHMANN, BRIAN        | ASST DIRECTOR - INFORMATION SERVICES | \$156,732.05        | \$0.00          |
| LEITCH, JEFF          | TEACHER                              | \$162,879.05        | \$0.00          |
| LENARCZYK, ANNA       | COORDINATOR - LEARNING SERVICES      | \$127,050.21        | \$1,595.23      |
| LENIHAN, SEAN         | TEACHER                              | \$119,015.90        | \$0.00          |
| LENNING, DINA         | TEACHER                              | \$85,871.59         | \$0.00          |
| LENNY, JESSICA        | TEACHER                              | \$94,794.79         | \$0.00          |
| LEONARD, BRIAN        | ADMINISTRATOR                        | \$162,510.28        | \$0.00          |
| LEONARD, KAREN        | TEACHER                              | \$113,898.62        | \$0.00          |
| LEONG, HAYMEN         | TEACHER                              | \$142,134.81        | \$0.00          |
| LEONG, SHAUN          | TEACHER                              | \$96,130.21         | \$1,000.00      |
| LEONG, SHING YAN      | TEACHER                              | \$137,097.83        | \$232.21        |
| LEONG, YVONNE         | TEACHER                              | \$109,273.69        | \$0.00          |

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| <u>Employee</u>            | <u>Position</u>            | <u>Remuneration</u> | <u>Expenses</u> |
|----------------------------|----------------------------|---------------------|-----------------|
| LEPORE, BEN                | TEACHER                    | \$111,545.09        | \$0.00          |
| LEPORE, TAYLOR             | TEACHER                    | \$109,034.91        | \$0.00          |
| LEPPERT, SANDRA            | TEACHER                    | \$91,405.32         | \$0.00          |
| LESKUN, THERESA            | TEACHER                    | \$101,866.11        | \$0.00          |
| LESLIE, ELIZABETH          | TEACHER                    | \$113,243.78        | \$0.00          |
| LESLIE, MEGAN              | TEACHER                    | \$114,162.33        | \$0.00          |
| LETKEMAN, ANGELA           | TEACHER                    | \$109,176.92        | \$0.00          |
| LETTERI, MARISA            | TEACHER                    | \$90,877.86         | \$0.00          |
| LEUNG, AMY                 | DIRECTOR - HUMAN RESOURCES | \$186,473.40        | \$2,934.75      |
| LEUNG, DEBBIE              | TEACHER                    | \$82,098.78         | \$0.00          |
| LEUNG, NGO YI              | TEACHER                    | \$76,358.70         | \$0.00          |
| LEUNG, PAMELA              | TEACHER                    | \$111,094.89        | \$0.00          |
| LEUNG, VERONICA            | TEACHER                    | \$83,933.08         | \$0.00          |
| LEW, JACQUELINE            | TEACHER                    | \$75,209.58         | \$0.00          |
| LEWIS, LYNDA               | TEACHER                    | \$140,657.64        | \$2,111.33      |
| LI, PAULINE                | TEACHER                    | \$107,684.83        | \$0.00          |
| LIANG, MICHELLE ANN-LOUISE | TEACHER                    | \$76,763.29         | \$0.00          |
| LIAO, MARK                 | TEACHER                    | \$116,179.22        | \$0.00          |
| LIDDER, RAJMEEN            | TEACHER                    | \$109,176.90        | \$0.00          |
| LIDDY, ANTHONY             | MAINTENANCE                | \$79,997.22         | \$0.00          |
| LIEW, SHAUN                | TEACHER                    | \$97,796.20         | \$0.00          |
| LIGUORI, DEENA             | TEACHER                    | \$96,316.94         | \$0.00          |
| LIM, ANNE KWAI-SIM         | TEACHER                    | \$101,702.94        | \$0.00          |
| LIN, GEORGE                | TEACHER                    | \$105,800.24        | \$0.00          |
| LIN, STEPHANIE             | TEACHER                    | \$89,718.50         | \$0.00          |
| LINBURG, TERRY             | TEACHER                    | \$115,395.46        | \$0.00          |
| LINNEN, KELTY              | TEACHER                    | \$115,017.46        | \$0.00          |
| LISKI, CARLEEN             | TEACHER                    | \$112,508.96        | \$0.00          |
| LITTLE, MATTHEW ALAN       | TEACHER                    | \$95,222.56         | \$0.00          |
| LITZ, BRITTANY             | TEACHER                    | \$100,482.18        | \$0.00          |
| LIVINGSTONE, CHRISTI       | TEACHER                    | \$110,954.05        | \$0.00          |
| LLOYD, CATHERINE           | TEACHER                    | \$112,528.25        | \$0.00          |
| LLOYD, CHERYL              | ADMINISTRATOR              | \$162,259.84        | \$0.00          |
| LLOYD, D. ANDREW           | ADMINISTRATOR              | \$168,231.45        | \$0.00          |
| LO, HELAINE                | TEACHER                    | \$100,110.02        | \$0.00          |
| LOCHHEAD LAFAVE, JENNIFER  | TEACHER                    | \$109,176.90        | \$0.00          |
| LOCHHEAD, ANNIE            | TEACHER                    | \$90,665.06         | \$0.00          |
| LOCKWOOD, KERRY            | TEACHER                    | \$111,710.80        | \$0.00          |
| LOCKWOOD, PAUL             | TEACHER                    | \$167,947.33        | \$0.00          |
| LOPTSON, KIRSTEN           | TEACHER                    | \$90,143.15         | \$0.00          |
| LORE, FRANK                | ADMINISTRATOR              | \$144,506.75        | \$0.00          |
| LORE, SARA                 | TEACHER                    | \$76,301.31         | \$0.00          |
| LOSS, JENNY                | TEACHER                    | \$109,176.89        | \$0.00          |
| LOTTER, SHARON             | TEACHER                    | \$108,362.16        | \$0.00          |
| LOVELOCK, NATALEE          | TEACHER                    | \$119,359.34        | \$0.00          |
| LOW, KRISTY                | TEACHER                    | \$85,933.59         | \$0.00          |
| LOWTHER, SARAH             | TEACHER                    | \$87,097.70         | \$0.00          |
| LOZYNYC, KRYSTIN           | TEACHER                    | \$92,372.86         | \$0.00          |
| LU, AARON                  | TEACHER                    | \$95,618.95         | \$0.00          |
| LUCA, DOMINIQUE            | TEACHER                    | \$109,218.47        | \$0.00          |
| LUCKEN, ALAN               | MAINTENANCE                | \$75,573.03         | \$224.54        |
| LUCKING, LISA              | TEACHER                    | \$161,627.26        | \$543.91        |

School District No. 43 (Coquitlam)  
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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>          | <u>Position</u>                 | <u>Remuneration</u> | <u>Expenses</u> |
|--------------------------|---------------------------------|---------------------|-----------------|
| LUCUS, KARA              | TEACHER                         | \$111,710.77        | \$0.00          |
| LUDDU, INDERJEET         | TEACHER                         | \$101,971.55        | \$0.00          |
| LUECK, MICHELLE          | TEACHER                         | \$120,348.46        | \$0.00          |
| LUI, ALICIA              | TEACHER                         | \$112,547.61        | \$0.00          |
| LUM, DANA                | TEACHER                         | \$111,651.45        | \$0.00          |
| LUM, WHITNEY             | TEACHER                         | \$86,060.60         | \$372.50        |
| LUMAGBAS, DENISE         | TEACHER                         | \$106,147.43        | \$0.00          |
| LUMAGBAS, NATASHA EDITHA | TEACHER                         | \$76,656.47         | \$0.00          |
| LUNDGREN, ERIKA          | TEACHER                         | \$108,290.18        | \$0.00          |
| LUNDIN, ANGELA           | TEACHER                         | \$113,593.09        | \$0.00          |
| LUNIW, MIKE              | TEACHER                         | \$101,972.33        | \$0.00          |
| LUPIEN, CRISTINA         | TEACHER                         | \$100,990.62        | \$0.00          |
| LUTERBACH, MICHELE       | TEACHER                         | \$90,175.67         | \$0.00          |
| LYNCH, ERIN              | TEACHER                         | \$112,308.88        | \$0.00          |
| LYNCH, STEFANIE ANNE     | TEACHER                         | \$108,453.53        | \$0.00          |
| LYNN, KEVIN              | TEACHER                         | \$135,260.36        | \$0.00          |
| LYSNE, MENOLLY           | TEACHER                         | \$111,152.25        | \$0.00          |
| M'LOT, JANICE            | TEACHER                         | \$114,804.03        | \$0.00          |
| MA, MARIAH               | TEACHER                         | \$130,331.47        | \$0.00          |
| MACALISTER, SHANNON      | TEACHER                         | \$88,281.12         | \$0.00          |
| MACDICKEN, CHRIS         | TEACHER                         | \$108,208.06        | \$0.00          |
| MACDONALD, DAVID         | TEACHER                         | \$105,162.28        | \$0.00          |
| MACDONALD, MEGAN         | ASSISTANT DIRECTOR - OPERATIONS | \$143,033.30        | \$3,415.98      |
| MACDONALD, NATHAN        | TEACHER                         | \$101,907.98        | \$0.00          |
| MACDONALD, TANYA         | ADMINISTRATOR                   | \$159,653.23        | \$0.00          |
| MACDONALD, TODD          | TEACHER                         | \$122,388.48        | \$98.00         |
| MACION, ALMARIO          | INFORMATION SERVICES            | \$85,385.89         | \$790.90        |
| MACKAY, CALLUM           | TEACHER                         | \$115,487.96        | \$0.00          |
| MACKAY, SARAH            | TEACHER                         | \$116,223.47        | \$0.00          |
| MACKENNEY, SHANELLE      | TEACHER                         | \$99,113.05         | \$0.00          |
| MACKENZIE, DIANDRA       | TEACHER                         | \$87,746.18         | \$0.00          |
| MACKENZIE, JANINE        | TEACHER                         | \$112,008.78        | \$0.00          |
| MACKENZIE, ROBERT        | TEACHER                         | \$109,218.43        | \$0.00          |
| MACKINNON, ANGUS         | TEACHER                         | \$93,541.15         | \$0.00          |
| MACKINNON, FRANCES       | TEACHER                         | \$110,936.22        | \$2,673.76      |
| MACLELLAN, HEATHER       | TEACHER                         | \$111,710.77        | \$0.00          |
| MACLEOD, ANN             | TEACHER                         | \$91,808.06         | \$0.00          |
| MACMASTER, BRYAN         | TEACHER                         | \$114,360.81        | \$50.00         |
| MACMILLAN, DARREN        | ADMINISTRATOR                   | \$166,607.13        | \$118.94        |
| MACMILLAN, KAYLEIGH      | TEACHER                         | \$86,195.65         | \$0.00          |
| MACPHERSON, ANNA-MARIE   | TEACHER                         | \$112,813.81        | \$549.84        |
| MADDRELL, PETER          | TEACHER                         | \$151,965.67        | \$0.00          |
| MAERKL, ANDREA           | TEACHER                         | \$77,272.37         | \$0.00          |
| MAGHERA, NURDEEP         | TEACHER                         | \$109,095.78        | \$0.00          |
| MAGNUSSON, CHRISTINA     | TEACHER                         | \$113,482.37        | \$0.00          |
| MAGUIRE, SHAUN           | TEACHER                         | \$89,650.66         | \$0.00          |
| MAH, CRAIG               | ADMINISTRATOR                   | \$171,255.20        | \$0.00          |
| MAH, JULIANNA            | TEACHER                         | \$97,205.56         | \$0.00          |
| MAIERLE, LINDA           | TEACHER                         | \$110,872.97        | \$0.00          |
| MAJOR, OLIVIER           | TEACHER                         | \$90,184.43         | \$0.00          |
| MAK, IRENE               | TEACHER                         | \$116,639.20        | \$0.00          |
| MAK, LAWRENCE            | TEACHER                         | \$115,674.52        | \$0.00          |

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| <u>Employee</u>        | <u>Position</u>                 | <u>Remuneration</u> | <u>Expenses</u> |
|------------------------|---------------------------------|---------------------|-----------------|
| MAKI, STEPHANIE ANNE   | ADMINISTRATOR                   | \$170,955.19        | \$0.00          |
| MALAKOFF, DIETHER      | TEACHER                         | \$121,907.90        | \$0.00          |
| MALAKOFF, NATALIE      | TEACHER                         | \$113,944.94        | \$0.00          |
| MALISH, CANDICE        | TEACHER                         | \$94,005.18         | \$0.00          |
| MALLER, ERICA          | TEACHER                         | \$94,177.07         | \$372.50        |
| MALLER, TIBOR          | TEACHER                         | \$113,803.42        | \$0.00          |
| MANHAS, RANDHIR        | SECRETARY TREASURER             | \$279,975.70        | \$6,164.33      |
| MANHAS, TEJINDAR       | TEACHER                         | \$119,307.44        | \$0.00          |
| MANLEY-CASIMIR, RACHEL | TEACHER                         | \$110,865.15        | \$0.00          |
| MANN, JASPREET         | TEACHER                         | \$111,687.37        | \$1,510.88      |
| MANN, JESSE            | TEACHER                         | \$109,676.52        | \$630.17        |
| MANN, PALI             | TEACHER                         | \$117,366.58        | \$0.00          |
| MANNAVARAYAN, SORAYA   | TEACHER                         | \$105,261.78        | \$0.00          |
| MANNERS, RENN          | TEACHER                         | \$119,211.93        | \$0.00          |
| MANOLIS, SOPHIA        | TEACHER                         | \$139,548.52        | \$0.00          |
| MANTON, LOUISE         | TEACHER                         | \$111,710.80        | \$0.00          |
| MARANDO, ANNA MARIA    | TEACHER                         | \$84,217.13         | \$0.00          |
| MARCHAND, GREG         | INFORMATION SERVICES            | \$85,049.85         | \$585.56        |
| MARCONE, JESSICA       | TEACHER                         | \$108,312.42        | \$0.00          |
| MARINKOVIC, TARA       | ADMINISTRATOR                   | \$149,960.20        | \$58.59         |
| MARINO, SUSAN          | TEACHER                         | \$107,588.84        | \$0.00          |
| MARIOTTI, DAN          | TEACHER                         | \$117,783.44        | \$0.00          |
| MARKOVIC, URSULA       | ASST DIRECTOR - HUMAN RESOURCES | \$136,500.00        | \$2,587.37      |
| MARRELLO, ANTHONY      | TEACHER                         | \$109,217.87        | \$0.00          |
| MARRS, MICHELLE        | TEACHER                         | \$101,704.42        | \$0.00          |
| MARSH, CAROLYN         | TEACHER                         | \$88,294.04         | \$0.00          |
| MARSHALL, LENA         | TEACHER                         | \$77,381.23         | \$0.00          |
| MARSHALL, STANLEY      | INFORMATION SERVICES            | \$93,881.60         | \$0.00          |
| MARTELLI, ALANNAH AIKO | TEACHER                         | \$75,575.16         | \$0.00          |
| MARTENS, JENNIFER LYNN | TEACHER                         | \$104,999.32        | \$0.00          |
| MARTIN, ASHLEY         | TEACHER                         | \$89,113.96         | \$0.00          |
| MARTIN, CHRISTOPHER    | ADMINISTRATOR                   | \$153,567.18        | \$456.24        |
| MARTIN, DANIEL         | TEACHER                         | \$101,664.60        | \$0.00          |
| MARTIN, JARRETT        | TEACHER                         | \$95,736.75         | \$0.00          |
| MARTIN, JOHN           | MAINTENANCE                     | \$93,082.24         | \$0.00          |
| MARTIN, LINDSAY        | TEACHER                         | \$107,060.78        | \$0.00          |
| MARTIN, REBEKAH        | TEACHER                         | \$115,176.73        | \$0.00          |
| MARTIN, SHAUNNA        | COORDINATOR - LEARNING SERVICES | \$126,934.44        | \$749.25        |
| MARTINI, LARA MICHELLE | TEACHER                         | \$100,951.79        | \$0.00          |
| MARTINO, VANESSA       | TEACHER                         | \$111,710.78        | \$0.00          |
| MARTINS, CHRISTINA     | TEACHER                         | \$76,237.75         | \$0.00          |
| MARTZ, SUSANA          | TEACHER                         | \$98,855.21         | \$0.00          |
| MARUK, KEVIN           | MAINTENANCE                     | \$90,843.81         | \$209.99        |
| MARVIN, KRISTIN        | TEACHER                         | \$111,710.79        | \$0.00          |
| MARZITELLI, NICHOLAS   | TEACHER                         | \$91,091.01         | \$0.00          |
| MASI, STEFANIE         | TEACHER                         | \$86,460.11         | \$0.00          |
| MASSULLO, ALEXIA       | TEACHER                         | \$82,743.08         | \$0.00          |
| MATAK, MICHAEL         | TEACHER                         | \$83,158.46         | \$0.00          |
| MATTHEWS, KEHLI        | TEACHER                         | \$95,950.54         | \$0.00          |
| MATTSON, MELANIE       | TEACHER                         | \$112,388.35        | \$0.00          |
| MAZZEI, ASHLEY         | TEACHER                         | \$119,468.62        | \$0.00          |
| MAZZUCCO, RENEE        | ADMINISTRATOR                   | \$147,670.77        | \$0.00          |

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| <u>Employee</u>         | <u>Position</u>             | <u>Remuneration</u> | <u>Expenses</u> |
|-------------------------|-----------------------------|---------------------|-----------------|
| MCARTHUR, DEANNA        | TEACHER                     | \$97,485.10         | \$0.00          |
| MCARTHUR, ERICA         | TEACHER                     | \$114,862.69        | \$0.00          |
| MCCALL, VANESSA         | TEACHER                     | \$113,954.00        | \$0.00          |
| MCCAUSLAND, LISA        | TEACHER                     | \$109,176.90        | \$0.00          |
| MCCLENAHAN, SHELLEY     | ADMINISTRATOR               | \$153,234.38        | \$294.98        |
| MCCONVILLE, JAMES       | TEACHER                     | \$114,022.93        | \$0.00          |
| MCCRISTALL, DAVID       | TEACHER                     | \$122,241.24        | \$76.56         |
| MCCUTCHEON, JEFF        | TEACHER                     | \$106,665.35        | \$0.00          |
| MCCUTCHEON, SHANNON     | TEACHER                     | \$111,619.22        | \$0.00          |
| MCCUTCHEON, TRISTAN     | ADMINISTRATOR               | \$166,607.20        | \$0.00          |
| MCDONALD, EMMA          | TEACHER                     | \$88,226.68         | \$0.00          |
| MCDONALD, EVAN          | TEACHER                     | \$109,176.90        | \$0.00          |
| MCDONALD, PAUL          | TEACHER                     | \$96,485.58         | \$0.00          |
| MCDOWELL, JULIE         | TEACHER                     | \$96,632.26         | \$0.00          |
| MCFADDEN, BRIAN         | TEACHER                     | \$112,631.60        | \$0.00          |
| MCFARLAND, ROZANA       | TEACHER                     | \$87,123.21         | \$0.00          |
| MCGAFFNEY, KAREN        | MANAGER - LEARNING SERVICES | \$100,241.83        | \$335.34        |
| MCGLENEN, MICHAEL       | ADMINISTRATOR               | \$171,005.19        | \$2,640.53      |
| MCGREEVY, LIANA         | TEACHER                     | \$80,434.80         | \$0.00          |
| MCGREGOR, JESSICA       | TEACHER                     | \$80,647.24         | \$0.00          |
| MCINTOSH, ANNE          | TEACHER                     | \$97,485.03         | \$0.00          |
| MCINTYRE, ROXANNE       | TEACHER                     | \$116,223.15        | \$0.00          |
| MCKAVE, HEIDI           | TEACHER                     | \$111,411.24        | \$0.00          |
| MCKAVE, SYDNIE ANNE     | TEACHER                     | \$88,175.40         | \$0.00          |
| MCKAY, MARTIN           | TEACHER                     | \$102,007.57        | \$0.00          |
| MCKAY, SHARON           | ADMINISTRATOR               | \$154,667.19        | \$0.00          |
| MCKEAN, PETRA           | TEACHER                     | \$91,247.67         | \$0.00          |
| MCKENZIE, KERI          | TEACHER                     | \$117,759.96        | \$178.00        |
| MCLEAN, DEANA           | ADMINISTRATOR               | \$152,740.27        | \$0.00          |
| MCMAHON, GENEVIEVE      | ADMINISTRATOR               | \$157,916.19        | \$0.00          |
| MCMAHON, RYAN           | TEACHER                     | \$110,794.13        | \$0.00          |
| MCMINN, LINDA           | TEACHER                     | \$109,852.64        | \$0.00          |
| MCNALLY, GRANT          | TEACHER                     | \$114,137.32        | \$0.00          |
| MCNAUGHTON, PAUL        | ASSISTANT SUPERINTENDENT    | \$231,415.32        | \$4,549.53      |
| MCNEIL, NANCY           | TEACHER                     | \$101,726.98        | \$0.00          |
| MCVICKER, CIERRA NICOLE | TEACHER                     | \$75,348.68         | \$0.00          |
| MEDAN, ZELIKA           | TEACHER                     | \$103,013.20        | \$0.00          |
| MEHAI, MARINA           | ADMINISTRATOR               | \$142,334.14        | \$319.47        |
| MEHLTRETTER, DAVID      | TEACHER                     | \$85,023.38         | \$0.00          |
| MEHRA, SHALINI          | TEACHER                     | \$112,180.81        | \$0.00          |
| MEHRANFAR, MAHDI        | INFORMATION SERVICES        | \$79,265.63         | \$1,154.24      |
| MEHRER, JOSEPHINE       | TEACHER                     | \$88,575.85         | \$0.00          |
| MELENKA, BRENDA         | TEACHER                     | \$92,506.51         | \$0.00          |
| MELNIK, EVGUENI         | TEACHER                     | \$121,456.36        | \$0.00          |
| MELVIN, ASHLEY          | TEACHER                     | \$90,210.29         | \$0.00          |
| MELVIN, HAYLEY J        | TEACHER                     | \$98,841.36         | \$0.00          |
| MENARD, HAYLEY GRACE    | TEACHER                     | \$78,026.37         | \$0.00          |
| MENARD, JACQUELINE      | TEACHER                     | \$110,317.89        | \$0.00          |
| MENARD, LAURA           | TEACHER                     | \$118,349.68        | \$0.00          |
| MENDGEN, TRAVIS         | TEACHER                     | \$88,706.74         | \$0.00          |
| MENIC, ANDREW           | MAINTENANCE                 | \$84,518.64         | \$250.00        |
| MEREDITH, DAKOTA        | TEACHER                     | \$98,831.50         | \$0.00          |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>              | <u>Position</u>               | <u>Remuneration</u> | <u>Expenses</u> |
|------------------------------|-------------------------------|---------------------|-----------------|
| MEREDITH, JESSE              | TEACHER                       | \$104,088.88        | \$0.00          |
| MEREDITH, MARINA             | TEACHER                       | \$86,631.41         | \$0.00          |
| MERRICK-WREN, MAX ALEXANDER  | TEACHER                       | \$82,271.12         | \$0.00          |
| MESSAM, SHANNON              | TEACHER                       | \$88,422.37         | \$1,372.50      |
| MESTON, WENDY                | CLERICAL SUPERVISOR           | \$79,308.76         | \$548.80        |
| METCALF, ANDREW              | MAINTENANCE                   | \$91,380.99         | \$269.15        |
| METCALFE, SHELLEY            | TEACHER                       | \$112,567.34        | \$0.00          |
| MIAZGA, JENNIFER             | TEACHER                       | \$86,421.40         | \$0.00          |
| MIETZKER, OLIVER             | TEACHER                       | \$149,233.32        | \$0.00          |
| MIHAILOV, ROMICA             | MANAGER - MAINTENANCE         | \$112,809.10        | \$3,705.03      |
| MIKL, NITA                   | ASSISTANT SECRETARY TREASURER | \$194,587.19        | \$4,283.71      |
| MIKLOSSY, CAIRO VICTORIA     | TEACHER                       | \$79,990.22         | \$0.00          |
| MILBRADT, SONIA ELIZABETH    | TEACHER                       | \$94,615.94         | \$0.00          |
| MILKOVICH VAZ, NANCY         | TEACHER                       | \$110,705.85        | \$0.00          |
| MILLAR, RYAN                 | TEACHER                       | \$86,041.30         | \$0.00          |
| MILLER, ADAM                 | TEACHER                       | \$88,409.06         | \$0.00          |
| MILLER, JANICE               | TEACHER                       | \$112,892.93        | \$0.00          |
| MILLER, MELISSA              | TEACHER                       | \$112,528.20        | \$0.00          |
| MILLIN, ALEXANDER            | TEACHER                       | \$93,240.28         | \$0.00          |
| MINICHELLO, VICTOR           | TEACHER                       | \$79,111.34         | \$0.00          |
| MIOCH, LISA                  | TEACHER                       | \$114,206.55        | \$0.00          |
| MIRANDA, VERONICA            | TEACHER                       | \$104,771.79        | \$0.00          |
| MIREAU, BREE                 | TEACHER                       | \$117,594.03        | \$0.00          |
| MIRFAKHRAIE, FARANAK         | TEACHER                       | \$98,068.53         | \$0.00          |
| MITTAL, RAHUL                | MAINTENANCE                   | \$81,623.98         | \$631.07        |
| MIYANAGA, GREGORY            | TEACHER                       | \$100,602.93        | \$0.00          |
| MODDER, LUKE                 | TEACHER                       | \$117,371.54        | \$0.00          |
| MOGENSEN, MITCHEL            | TEACHER                       | \$79,990.21         | \$0.00          |
| MOHAMMAD-GHOLIZADEH, ARYA    | INFORMATION SERVICES          | \$78,905.88         | \$0.00          |
| MOHAMMED, CRISTINA           | TEACHER                       | \$119,005.58        | \$0.00          |
| MOLLS, ZAKARY                | TEACHER                       | \$112,383.79        | \$0.00          |
| MONTGOMERY, MATTHEW          | TEACHER                       | \$88,122.80         | \$0.00          |
| MOODY, JENNIFER              | TEACHER                       | \$120,688.48        | \$0.00          |
| MOORE, ALAINE                | TEACHER                       | \$93,858.13         | \$0.00          |
| MOORE, JANET                 | TEACHER                       | \$86,875.83         | \$2,007.08      |
| MOORE, SHAUNA                | TEACHER                       | \$107,923.28        | \$0.00          |
| MORAN, KAREN                 | TEACHER                       | \$91,115.93         | \$0.00          |
| MORELLI, MICHAELA            | TEACHER                       | \$85,890.27         | \$0.00          |
| MORETTI, NEAL                | TEACHER                       | \$117,908.89        | \$0.00          |
| MORGAN, CHRISTOPHER          | TEACHER                       | \$110,001.92        | \$0.00          |
| MORGAN, DAVE                 | MAINTENANCE                   | \$91,699.04         | \$136.49        |
| MORGAN, JENNIFER             | ADMINISTRATOR                 | \$111,896.97        | \$620.45        |
| MORGAN, LAURA ANN            | TEACHER                       | \$81,608.33         | \$0.00          |
| MORIARITY, NICOLE            | TEACHER                       | \$101,054.37        | \$0.00          |
| MORLEY-BRIGDEN, NATASHA      | TEACHER                       | \$91,602.66         | \$0.00          |
| MORRIS, CATHERINE JEANTAYLOR | TEACHER                       | \$97,313.97         | \$0.00          |
| MORRIS, CORRIGAN             | MAINTENANCE                   | \$86,612.19         | \$250.00        |
| MORRIS, NATHAN               | TEACHER                       | \$88,249.75         | \$0.00          |
| MORRIS, ROBERT               | TEACHER                       | \$112,210.78        | \$0.00          |
| MORRISON, NEIL               | TEACHER                       | \$111,988.57        | \$0.00          |
| MORRISON, SHANNON            | TEACHER                       | \$125,189.53        | \$0.00          |
| MORTON, JAMES GERALD         | ADMINISTRATOR                 | \$146,147.31        | \$0.00          |



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| <u>Employee</u>                | <u>Position</u>                 | <u>Remuneration</u> | <u>Expenses</u> |
|--------------------------------|---------------------------------|---------------------|-----------------|
| MOSCONE, CHRISTINA             | TEACHER                         | \$115,062.67        | \$0.00          |
| MOTOHASHI, ANNETTE SACHIE      | TEACHER                         | \$96,895.25         | \$0.00          |
| MOURADIAN, MEGAN SELLA         | TEACHER                         | \$77,486.45         | \$0.00          |
| MOYER, ELYNN A                 | TEACHER                         | \$90,003.81         | \$0.00          |
| MU, ALLAN                      | INFORMATION SERVICES            | \$79,265.60         | \$884.05        |
| MUELLER, REBECCA               | TEACHER                         | \$82,726.83         | \$1,000.00      |
| MULHOLLAND, JUSTIN             | TEACHER                         | \$83,986.38         | \$0.00          |
| MULZET, LISA                   | TEACHER                         | \$114,010.27        | \$0.00          |
| MUNDAY, TRINA                  | TEACHER                         | \$118,106.18        | \$0.00          |
| MUNRO, DAVID                   | TEACHER                         | \$84,566.51         | \$0.00          |
| MUNROE, CARLY                  | TEACHER                         | \$86,751.40         | \$0.00          |
| MURALIDHARAN NAIR VIMALAK, SEE | TEACHER                         | \$92,522.48         | \$0.00          |
| MURDOCH, DANIELLE              | TEACHER                         | \$111,476.70        | \$0.00          |
| MURPHY, HEATHER                | ADMINISTRATOR                   | \$115,273.73        | \$0.00          |
| MURPHY, JEANETTE               | COORDINATOR - LEARNING SERVICES | \$115,509.16        | \$1,455.16      |
| MURPHY, JOHN                   | TEACHER                         | \$121,342.74        | \$0.00          |
| MURPHY, KRISTA                 | TEACHER                         | \$100,653.91        | \$0.00          |
| MURPHY, KYLA                   | TEACHER                         | \$120,383.64        | \$0.00          |
| MURPHY, NICOLE                 | TEACHER                         | \$124,676.18        | \$0.00          |
| MURPHY, STEPHANIE              | COORDINATOR - LEARNING SERVICES | \$128,156.47        | \$1,582.02      |
| MURRAY, KELLY                  | TEACHER                         | \$113,035.68        | \$0.00          |
| MURRAY, LANA                   | TEACHER                         | \$77,793.59         | \$0.00          |
| MUSHENS, DAVID                 | ADMINISTRATOR                   | \$162,260.28        | \$0.00          |
| MUXWORTHY, PERRY               | ADMINISTRATOR                   | \$162,910.28        | \$0.00          |
| MYERS, MICHAEL ALFRED          | MAINTENANCE                     | \$76,424.89         | \$0.00          |
| MYLES, HANNAH-LEIGH            | TEACHER                         | \$117,589.09        | \$0.00          |
| MYMKO, ERIN                    | TEACHER                         | \$110,894.84        | \$98.00         |
| NAKATSU, CAMERON               | TEACHER                         | \$88,541.86         | \$1,000.00      |
| NAMDARI, ROSS                  | TEACHER                         | \$75,242.66         | \$0.00          |
| NARANG, ELISSA BRYANNE         | TEACHER                         | \$97,793.54         | \$0.00          |
| NAY, JEFFREY                   | TEACHER                         | \$115,059.99        | \$0.00          |
| NAZARI, NILOUFAR               | TEACHER                         | \$101,648.81        | \$0.00          |
| NEDO, CINDY                    | TEACHER                         | \$108,667.67        | \$0.00          |
| NEIGUM, CASSANDRA              | TEACHER                         | \$104,866.83        | \$0.00          |
| NELSEN, JESSICA                | TEACHER                         | \$84,898.87         | \$0.00          |
| NELSON, JENNIFER               | TEACHER                         | \$118,979.80        | \$0.00          |
| NELSON, KEVIN                  | TEACHER                         | \$111,753.63        | \$0.00          |
| NEMBARD, DENISE                | ADMINISTRATOR                   | \$149,960.20        | \$0.00          |
| NEUFELD, JEREMY                | TEACHER                         | \$119,141.67        | \$0.00          |
| NEWBERY, IAN                   | TEACHER                         | \$109,662.40        | \$0.00          |
| NEZIL, PHOEBE                  | TEACHER                         | \$88,112.42         | \$0.00          |
| NG, CAMY                       | TEACHER                         | \$110,359.03        | \$0.00          |
| NG, GLORIA YUEN WAI            | TEACHER                         | \$84,015.20         | \$2,321.42      |
| NG, JOHN CHEK                  | INFORMATION SERVICES            | \$79,225.60         | \$1,990.90      |
| NG, KATIE                      | TEACHER                         | \$93,860.16         | \$0.00          |
| NG, KENNETH                    | INFORMATION SERVICES            | \$93,881.60         | \$135.14        |
| NGO, JOANNA                    | MANAGER - HUMAN RESOURCES       | \$78,950.44         | \$0.00          |
| NGO, ROSE                      | TEACHER                         | \$112,322.48        | \$0.00          |
| NGUYEN, THI BICH PHUONG THI BI | TEACHER                         | \$81,669.48         | \$0.00          |
| NICHOLAS, MICHELLE             | TEACHER                         | \$116,566.92        | \$0.00          |
| NICHOLSON, BETH                | TEACHER                         | \$76,482.00         | \$0.00          |
| NICOLSON, BECKY                | TEACHER                         | \$110,768.83        | \$0.00          |

School District No. 43 (Coquitlam)  
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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>          | <u>Position</u>           | <u>Remuneration</u> | <u>Expenses</u> |
|--------------------------|---------------------------|---------------------|-----------------|
| NIEHAUS, BRENDA          | MANAGER - HUMAN RESOURCES | \$110,053.03        | \$1,211.70      |
| NIELSEN, KRISTIE         | TEACHER                   | \$112,553.82        | \$0.00          |
| NIERADKA, ANN            | TEACHER                   | \$83,889.01         | \$0.00          |
| NIGHTINGALE, DAVID       | TEACHER                   | \$110,058.24        | \$0.00          |
| NIGUMA, LORI             | TEACHER                   | \$81,067.42         | \$0.00          |
| NIMMO, RODERICK          | TEACHER                   | \$101,225.39        | \$0.00          |
| NISHI, ANITA             | TEACHER                   | \$102,766.80        | \$0.00          |
| NISHIMURA, RANDY         | TEACHER                   | \$105,934.81        | \$0.00          |
| NISHIMURA, SUSAN         | TEACHER                   | \$120,795.82        | \$0.00          |
| NISKA, MELISSA           | TEACHER                   | \$106,134.19        | \$0.00          |
| NOEL-CAWKWELL, LUCAS     | TEACHER                   | \$81,034.45         | \$0.00          |
| NOLLETTI, BRIANA KATRINA | TEACHER                   | \$93,775.39         | \$1,075.00      |
| NONIS, DARREN            | TEACHER                   | \$113,488.54        | \$0.00          |
| NORDBY, ANDERS           | TEACHER                   | \$119,597.27        | \$0.00          |
| NORLIN, NINA             | TEACHER                   | \$84,896.78         | \$0.00          |
| NOVOTNY, MARTIN          | TEACHER                   | \$127,993.48        | \$0.00          |
| NOWAK, KAREN             | TEACHER                   | \$103,609.00        | \$0.00          |
| O'BRIEN, KRISTIN         | TEACHER                   | \$106,665.85        | \$0.00          |
| O'BRIEN, SHAWN           | ADMINISTRATOR             | \$149,960.20        | \$0.00          |
| O'DONNELL, TANIA         | TEACHER                   | \$102,341.04        | \$0.00          |
| O'LEARY, VALERIE         | MANAGER - FACILITIES      | \$108,200.05        | \$1,464.78      |
| O'NEILL, ANDREA          | TEACHER                   | \$111,614.79        | \$1,013.01      |
| O'NEILL, HAROLD          | TEACHER                   | \$85,991.66         | \$0.00          |
| OAK, MIRANDA             | TEACHER                   | \$86,306.91         | \$0.00          |
| OBADIA, MICHEL           | TEACHER                   | \$101,992.50        | \$0.00          |
| OBST, KIMBERLEY          | TEACHER                   | \$105,163.90        | \$0.00          |
| ODBERG, LORI-JEAN        | TEACHER                   | \$115,330.77        | \$0.00          |
| OGILVIE, SHANNON         | TEACHER                   | \$111,411.10        | \$0.00          |
| OH, JUHAE                | TEACHER                   | \$80,575.46         | \$0.00          |
| OH, KYUNGJIN             | TEACHER                   | \$76,794.54         | \$0.00          |
| OLCHOWY, TARA            | TEACHER                   | \$118,589.34        | \$331.85        |
| OLDEJANS, JACQUELINE     | TEACHER                   | \$101,357.77        | \$3,684.72      |
| OLINYK, TYLER            | TEACHER                   | \$111,710.79        | \$0.00          |
| OLIVER, LAUREN           | TEACHER                   | \$109,176.88        | \$0.00          |
| OLIVER, LISA             | TEACHER                   | \$110,157.74        | \$0.00          |
| OLSON, CATHERINE         | TEACHER                   | \$76,801.19         | \$0.00          |
| OLSON, PAIGE             | TEACHER                   | \$110,896.72        | \$0.00          |
| OLSTEAD, ROB             | TEACHER                   | \$162,511.01        | \$0.00          |
| OLUJIC, KRISTINA         | TEACHER                   | \$82,510.27         | \$372.50        |
| OLYNYK, KARYN            | TEACHER                   | \$109,176.90        | \$0.00          |
| ONG, MONG SEN            | TEACHER                   | \$95,811.13         | \$0.00          |
| ORIEL, KURT              | TEACHER                   | \$79,593.94         | \$0.00          |
| ORLANDI, PETER           | TEACHER                   | \$113,468.26        | \$0.00          |
| OSBORNE, CHRISTIE        | TEACHER                   | \$101,704.44        | \$0.00          |
| OSIER, RAEANN            | TEACHER                   | \$118,259.07        | \$0.00          |
| OSORIO VERA, KATERIN     | ENERGY SPECIALIST         | \$78,250.32         | \$0.00          |
| OTEY, MARY               | TEACHER                   | \$102,316.19        | \$0.00          |
| OUELLETTE, MICHELLE      | TEACHER                   | \$117,470.48        | \$0.00          |
| PAGAZZI, SHELAGH         | TEACHER                   | \$89,703.67         | \$0.00          |
| PAGLIARO, STEPHANIE      | ADMINISTRATOR             | \$104,635.99        | \$0.00          |
| PAHLEVANLU, RONAK        | TEACHER                   | \$92,467.84         | \$0.00          |
| PAIN, CHRISTINE          | TEACHER                   | \$102,991.79        | \$0.00          |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>            | <u>Position</u>           | <u>Remuneration</u> | <u>Expenses</u> |
|----------------------------|---------------------------|---------------------|-----------------|
| PAISLEY, MARGARET          | TEACHER                   | \$116,538.57        | \$0.00          |
| PALINES, ERLINDA           | TEACHER                   | \$95,468.87         | \$0.00          |
| PAN, CHAO-YING             | TEACHER                   | \$111,710.79        | \$0.00          |
| PANAHI, AMANDA             | TEACHER                   | \$94,421.17         | \$0.00          |
| PANDOLFO, FRANCA           | TEACHER                   | \$109,176.90        | \$0.00          |
| PAO, CHANTHIDA             | INFORMATION SERVICES      | \$85,127.70         | \$1,146.08      |
| PAPANTONIOU, A. MAHI       | TEACHER                   | \$105,686.19        | \$0.00          |
| PAPANTONIOU, DEMOS         | TEACHER                   | \$115,380.93        | \$0.00          |
| PAPILLO, LEAH              | TEACHER                   | \$81,067.43         | \$0.00          |
| PAPILLO, TARA              | TEACHER                   | \$87,341.58         | \$0.00          |
| PAPILLO, TONY              | TEACHER                   | \$111,710.79        | \$0.00          |
| PAQUETTE, CAROLE           | TEACHER                   | \$112,998.03        | \$0.00          |
| PARHAR, MANJU              | MANAGER - HUMAN RESOURCES | \$108,164.00        | \$0.00          |
| PARK, SOO HYUN             | TEACHER                   | \$82,098.79         | \$0.00          |
| PARKINS, MICHAEL           | ADMINISTRATOR             | \$162,910.29        | \$0.00          |
| PARKINSON, TARA            | TEACHER                   | \$114,831.61        | \$0.00          |
| PARMAR, STACEY JASBIR      | ADMINISTRATOR             | \$80,206.67         | \$0.00          |
| PARSONS, KAYLIE LEANNEERIN | TEACHER                   | \$85,641.82         | \$0.00          |
| PARSONS, MICHELLE          | TEACHER                   | \$103,313.36        | \$0.00          |
| PASS, TRACY                | TEACHER                   | \$101,971.56        | \$0.00          |
| PASSAGLIA, JODI            | TEACHER                   | \$108,052.29        | \$0.00          |
| PATERSON, KIRSTEN          | ADMINISTRATOR             | \$148,582.32        | \$0.00          |
| PATRICK, NICOLE            | TEACHER                   | \$118,153.89        | \$0.00          |
| PAULI, JESSICA             | TEACHER                   | \$116,655.70        | \$0.00          |
| PAVAN, KIMBERLEY           | TEACHER                   | \$113,175.83        | \$0.00          |
| PAYNE, JUDITH              | ADMINISTRATOR             | \$153,817.18        | \$3,829.01      |
| PEACOCK, BLAIR             | TEACHER                   | \$118,775.60        | \$0.00          |
| PEACOCK, NICOLE            | TEACHER                   | \$112,053.33        | \$2,406.77      |
| PEARCE, JULIE              | TEACHER                   | \$105,947.58        | \$372.50        |
| PEARSE, FRANK              | ADMINISTRATOR             | \$167,960.28        | \$0.00          |
| PEDERSEN, LEANNE M         | TEACHER                   | \$93,525.51         | \$0.00          |
| PENGELLY, DEREK            | TEACHER                   | \$110,373.68        | \$0.00          |
| PENK, JENNIFER             | ADMINISTRATOR             | \$138,565.29        | \$98.00         |
| PERAGINE, KELLY            | TEACHER                   | \$93,655.24         | \$0.00          |
| PERCEVAULT, CRAIG          | TEACHER                   | \$119,139.34        | \$0.00          |
| PERCEVAULT, ELEANA         | TEACHER                   | \$113,184.26        | \$0.00          |
| PERESIN, TANYA             | TEACHER                   | \$88,280.20         | \$0.00          |
| PERESSIN, GIOVANNA         | TEACHER                   | \$120,024.79        | \$0.00          |
| PERKINS, HAYLEY            | TEACHER                   | \$91,771.26         | \$0.00          |
| PERKO, ROBERT              | TEACHER                   | \$113,028.85        | \$0.00          |
| PERRO, LOUISA              | TEACHER                   | \$75,297.79         | \$0.00          |
| PERRY, J. PAIGE            | TEACHER                   | \$108,566.56        | \$0.00          |
| PERRY, JEB                 | MANAGER - MAINTENANCE     | \$101,277.83        | \$1,413.11      |
| PERRY, QUINTON             | TEACHER                   | \$81,326.35         | \$0.00          |
| PESA, ANGELA               | TEACHER                   | \$115,094.41        | \$0.00          |
| PETA, ANITA                | TEACHER                   | \$111,752.61        | \$0.00          |
| PETERS, KIMBERLY           | TEACHER                   | \$95,717.07         | \$0.00          |
| PETERS, KIRBY              | TEACHER                   | \$77,324.92         | \$0.00          |
| PETERSEN, BRAD             | TEACHER                   | \$105,992.76        | \$0.00          |
| PETERSEN, GRANT            | TEACHER                   | \$82,904.58         | \$0.00          |
| PETERSON, KEITH            | TEACHER                   | \$113,403.94        | \$0.00          |
| PETERSON, LAURA            | TEACHER                   | \$101,665.62        | \$1,000.00      |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>         | <u>Position</u>            | <u>Remuneration</u> | <u>Expenses</u> |
|-------------------------|----------------------------|---------------------|-----------------|
| PETTENON, TANIA         | TEACHER                    | \$109,752.23        | \$0.00          |
| PETTY, JAMEY WAYNE      | MAINTENANCE                | \$88,308.05         | \$250.00        |
| PETTYFER, ADRIAN        | ENERGY MANAGER             | \$117,470.99        | \$1,308.53      |
| PHAN, SIMON             | INFORMATION SERVICES       | \$84,902.57         | \$459.32        |
| PHARAON, MICHELINE      | TEACHER                    | \$110,852.59        | \$0.00          |
| PHELAN, DAVID           | ADMINISTRATOR              | \$157,916.20        | \$694.17        |
| PHELAN, MELISSA         | TEACHER                    | \$105,608.17        | \$0.00          |
| PHILLIPS, JENNIFER      | TEACHER                    | \$109,636.54        | \$0.00          |
| PHILLIPS, KAROLIN       | TEACHER                    | \$111,411.10        | \$0.00          |
| PHULL, RAJWANT          | TEACHER                    | \$108,137.29        | \$0.00          |
| PIDLISECKY, DIANNE      | TEACHER                    | \$85,190.63         | \$0.00          |
| PIERCE, SUNITA          | TEACHER                    | \$111,710.79        | \$0.00          |
| PILLSBURY, SCOTT        | TEACHER                    | \$93,837.03         | \$0.00          |
| PINSKY, LIANE           | TEACHER                    | \$109,218.29        | \$0.00          |
| PIPER, MICHAEL          | TEACHER                    | \$123,741.54        | \$98.00         |
| PIRVU, ANDREEA          | TEACHER                    | \$99,333.45         | \$0.00          |
| PITMAN, CATHERINE       | TEACHER                    | \$115,598.35        | \$0.00          |
| PITMAN, EMILY           | TEACHER                    | \$93,643.34         | \$0.00          |
| PLESHA, JULIE           | TEACHER                    | \$114,922.23        | \$0.00          |
| PLESKO, ALISON          | TEACHER                    | \$109,218.48        | \$0.00          |
| POBRAN, JENNIFER        | TEACHER                    | \$110,593.62        | \$0.00          |
| PODWYSOCKI, OLIVER      | TEACHER                    | \$101,480.49        | \$1,000.00      |
| POIRIER, CAROLINE       | TEACHER                    | \$113,386.51        | \$0.00          |
| POIRIER, TYLER          | TEACHER                    | \$116,179.25        | \$0.00          |
| POKA, PETER             | TEACHER                    | \$149,528.70        | \$0.00          |
| POLLARD, VANESSA        | TEACHER                    | \$112,178.54        | \$0.00          |
| POPE, JODY              | TEACHER                    | \$109,176.90        | \$0.00          |
| POPE, SHANE             | TEACHER                    | \$117,521.51        | \$0.00          |
| PORTER, KENNETH         | TEACHER                    | \$113,645.43        | \$0.00          |
| POR E, MARY             | TEACHER                    | \$76,272.46         | \$0.00          |
| POTH, BYRON             | TEACHER                    | \$80,019.34         | \$0.00          |
| POTTER, AMANDA          | TEACHER                    | \$101,854.71        | \$0.00          |
| POWELL, KELLY           | TEACHER                    | \$115,959.01        | \$0.00          |
| PRESHAW, JENS           | TEACHER                    | \$111,753.03        | \$0.00          |
| PRESTIA, ROBERT         | TEACHER                    | \$122,031.61        | \$0.00          |
| PRESTON, TARA           | TEACHER                    | \$89,759.11         | \$0.00          |
| PREVOST, SELINA         | TEACHER                    | \$80,016.51         | \$0.00          |
| PRICE, DIANDRA          | TEACHER                    | \$89,323.73         | \$0.00          |
| PRIESTLY, SUSAN         | TEACHER                    | \$81,020.07         | \$0.00          |
| PRIMAVERA, MARIA        | TEACHER                    | \$89,772.38         | \$0.00          |
| PRINCIPE, LAUREN        | TEACHER                    | \$89,718.53         | \$0.00          |
| PRINSTER, MARK          | TEACHER                    | \$122,710.89        | \$0.00          |
| PROCTOR, DAVID          | TEACHER                    | \$110,196.44        | \$0.00          |
| PRODEN, DAN             | ASSISTANT DIRECTOR-PAYROLL | \$131,274.00        | \$574.33        |
| PROSPERI-PORTA, MELISSA | TEACHER                    | \$112,142.63        | \$0.00          |
| PURCELL, AMBER          | TEACHER                    | \$99,046.20         | \$0.00          |
| PURDY, ROBIN            | TEACHER                    | \$106,771.40        | \$0.00          |
| PURYCH, DONNY           | TEACHER                    | \$111,260.43        | \$0.00          |
| PUYE, NEGAR             | TEACHER                    | \$103,529.88        | \$0.00          |
| PYO, JIN YOUNG          | TEACHER                    | \$82,644.04         | \$0.00          |
| QUACH, CINDY            | TEACHER                    | \$116,630.51        | \$0.00          |
| QUAN, TRISH             | TEACHER                    | \$101,133.67        | \$0.00          |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>             | <u>Position</u>                 | <u>Remuneration</u> | <u>Expenses</u> |
|-----------------------------|---------------------------------|---------------------|-----------------|
| QUIGLEY, NICOLE LILLIAN     | TEACHER                         | \$77,352.07         | \$0.00          |
| QUINTO, APRIL               | COORDINATOR - LEARNING SERVICES | \$128,156.52        | \$1,260.93      |
| QUINTO, SIMON               | TEACHER                         | \$125,204.77        | \$0.00          |
| RAABE, BRENT                | TEACHER                         | \$122,358.58        | \$420.42        |
| RADER, KATHARINE            | TEACHER                         | \$107,631.77        | \$0.00          |
| RADIC, DEJAN                | TEACHER                         | \$123,327.73        | \$0.00          |
| RADULOVIC, ANDY             | TEACHER                         | \$81,508.37         | \$0.00          |
| RAGHOOBARSINGH, ROGER       | TEACHER                         | \$117,424.77        | \$0.00          |
| RAI, DALJIT                 | TEACHER                         | \$109,176.90        | \$0.00          |
| RAI, MANJIT                 | ADMINISTRATOR                   | \$162,260.28        | \$1,006.14      |
| RAKHRA, RAMANJEET           | TEACHER                         | \$98,980.27         | \$0.00          |
| RAMALHO, DAVID              | TEACHER                         | \$111,710.78        | \$0.00          |
| RAMOGIDA, ROBERTO           | TEACHER                         | \$108,956.36        | \$286.32        |
| RAMPURI, NIKOLE             | TEACHER                         | \$85,909.14         | \$0.00          |
| RANCE, MEGHAN               | TEACHER                         | \$87,004.03         | \$0.00          |
| RANDHAWA, SUKHVIR           | TEACHER                         | \$75,788.37         | \$711.97        |
| RANDS, KARLA                | TEACHER                         | \$115,123.16        | \$0.00          |
| RAO, MARK                   | ADMINISTRATOR                   | \$149,960.20        | \$0.00          |
| RAPTIS, JENNIFER MELISSA    | TEACHER                         | \$82,576.83         | \$0.00          |
| RAQIB, ARZOO                | TEACHER ON CALL                 | \$80,426.46         | \$0.00          |
| RASMUSSEN, RICHARD          | TEACHER                         | \$85,350.47         | \$0.00          |
| RAUE, KURT                  | TEACHER                         | \$92,980.17         | \$726.19        |
| RAWNSLEY, SHEILA            | ADMINISTRATOR                   | \$159,653.24        | \$0.00          |
| RAZZELL, ANNA               | TEACHER                         | \$106,053.73        | \$0.00          |
| READ, JULIA                 | TEACHER                         | \$80,215.98         | \$178.00        |
| REALE, LAURA                | TEACHER                         | \$101,971.56        | \$0.00          |
| REDLICH, CRYSTAL            | TEACHER                         | \$127,819.96        | \$0.00          |
| REED, SARAH                 | TEACHER                         | \$94,341.79         | \$0.00          |
| REGAN, ERIN                 | TEACHER                         | \$96,141.79         | \$0.00          |
| REICHERT, MICHELLE          | TEACHER                         | \$104,545.19        | \$0.00          |
| REICHGELD, MARYSE           | TEACHER                         | \$87,768.56         | \$0.00          |
| REID, ERIN                  | COORDINATOR - LEARNING SERVICES | \$124,457.92        | \$2,090.25      |
| REID, JILL                  | ADMINISTRATOR                   | \$166,607.18        | \$0.00          |
| REID, KATHLEEN FRANCES      | TEACHER                         | \$98,412.44         | \$0.00          |
| REID, MICHELE               | ADMINISTRATOR                   | \$95,558.74         | \$0.00          |
| REN, CHRISTOPHER            | TEACHER                         | \$95,203.40         | \$0.00          |
| RENARD, JENNIFER            | TEACHER                         | \$125,230.88        | \$0.00          |
| RENAUD, ALEX                | MAINTENANCE                     | \$86,722.36         | \$250.00        |
| RENAUD, DEBRA               | TEACHER                         | \$135,036.54        | \$0.00          |
| RENNING, LISA MARIA         | TEACHER                         | \$113,386.54        | \$0.00          |
| RENSSEN, SHAUN              | TEACHER                         | \$116,692.86        | \$0.00          |
| REX, JESSICA                | TEACHER                         | \$93,113.37         | \$0.00          |
| REYNOLDS, HEATHER ELIZABETH | TEACHER                         | \$82,632.19         | \$0.00          |
| REZNIK, AURIANA             | TEACHER                         | \$89,402.62         | \$0.00          |
| RICCARDI, SANDRA            | TEACHER                         | \$91,383.47         | \$0.00          |
| RIEDERER, JILLIAN           | TEACHER                         | \$75,516.53         | \$0.00          |
| RIGETTI, ADAM               | TEACHER                         | \$81,574.86         | \$0.00          |
| RINKE, LISA                 | ADMINISTRATOR                   | \$166,607.07        | \$0.00          |
| RIOUX, BRIANNE              | TEACHER                         | \$112,238.57        | \$0.00          |
| RITTICH, SHARON             | TEACHER                         | \$76,362.31         | \$0.00          |
| ROBB, DANA                  | ADMINISTRATOR                   | \$120,553.87        | \$0.00          |
| ROBB, ELISSA DAWN           | TEACHER                         | \$112,580.82        | \$2,273.04      |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>               | <u>Position</u> | <u>Remuneration</u> | <u>Expenses</u> |
|-------------------------------|-----------------|---------------------|-----------------|
| ROBERGE, NICOLE               | TEACHER         | \$121,819.78        | \$0.00          |
| ROBERTS, AMANDA               | TEACHER         | \$103,146.57        | \$0.00          |
| ROBERTS, EDWARD               | TEACHER         | \$130,883.37        | \$1,000.00      |
| ROBERTS, KYLE                 | TEACHER         | \$113,688.97        | \$0.00          |
| ROBERTS, LEE                  | TEACHER         | \$117,891.54        | \$178.00        |
| ROBERTS, PAUL                 | TEACHER         | \$111,152.25        | \$0.00          |
| ROBERTS, REYANNE              | TEACHER         | \$113,688.71        | \$0.00          |
| ROBERTS, THERESA              | ADMINISTRATOR   | \$170,447.36        | \$100.84        |
| ROBERTSON, IAN                | ADMINISTRATOR   | \$146,870.57        | \$0.00          |
| ROBINS, MARGARITA ROSA        | TEACHER         | \$110,096.31        | \$0.00          |
| ROBINSON, LISA                | TEACHER         | \$103,129.01        | \$0.00          |
| ROBINSON, SEAN                | TEACHER         | \$160,060.77        | \$4,250.81      |
| ROCHE, DHYANA                 | TEACHER         | \$111,379.54        | \$0.00          |
| RODGERS, TERA                 | TEACHER         | \$93,421.25         | \$0.00          |
| RODRIGUES, CAITLIN            | TEACHER         | \$95,811.16         | \$0.00          |
| RODRIGUEZ, LEAH CANDICE       | TEACHER         | \$111,442.93        | \$0.00          |
| ROEST, MIKE                   | TEACHER         | \$106,453.88        | \$0.00          |
| ROGERS, VERNA                 | TEACHER         | \$107,575.47        | \$0.00          |
| ROJAS, ALVARO                 | TEACHER         | \$94,177.24         | \$145.20        |
| ROMANELLI, TYLENE             | TEACHER         | \$110,261.18        | \$0.00          |
| ROMANI, DAVID                 | TEACHER         | \$111,639.56        | \$0.00          |
| ROMANO, MEGAN                 | TEACHER         | \$81,934.54         | \$0.00          |
| ROMANO, SCOTT                 | TEACHER         | \$101,971.53        | \$0.00          |
| ROMILLY, ALEXA                | TEACHER         | \$88,075.94         | \$0.00          |
| ROOS, STEVEN                  | ADMINISTRATOR   | \$173,694.24        | \$0.00          |
| ROOSMA, TIMOTHY               | TEACHER         | \$77,899.15         | \$0.00          |
| ROSS, BRADLEY                 | TEACHER         | \$102,093.87        | \$0.00          |
| ROSS, DEVON                   | ADMINISTRATOR   | \$168,829.61        | \$1,304.70      |
| ROSS, GLENN                   | TEACHER         | \$87,769.39         | \$0.00          |
| ROSS, JASON                   | TEACHER         | \$117,356.38        | \$0.00          |
| ROSS, KATHERINE               | TEACHER         | \$102,850.92        | \$1,000.00      |
| ROSS, LARA                    | TEACHER         | \$111,878.67        | \$0.00          |
| ROSS, SUSAN                   | ADMINISTRATOR   | \$170,955.20        | \$0.00          |
| ROSU, CONSTANTA               | TEACHER         | \$100,645.88        | \$0.00          |
| ROTH, ERICA                   | TEACHER         | \$80,106.86         | \$0.00          |
| ROTZIEN, LAUREN               | TEACHER         | \$115,991.04        | \$0.00          |
| ROUGEAU, GABRIELLE            | TEACHER         | \$115,598.36        | \$0.00          |
| ROUSSANIDIS, ELISSA ELIZABETH | TEACHER         | \$90,850.08         | \$0.00          |
| ROWE, JESSICA                 | TEACHER         | \$116,036.69        | \$0.00          |
| ROWE, STEPHEN                 | TEACHER         | \$102,537.83        | \$0.00          |
| ROYLE, VIVIENNE               | TEACHER         | \$113,688.60        | \$0.00          |
| ROZANSKI, JANET               | TEACHER         | \$112,426.95        | \$0.00          |
| RUBINIC, STACIE               | TEACHER         | \$114,601.89        | \$0.00          |
| RUD, STEVEN                   | TEACHER         | \$113,662.14        | \$0.00          |
| RUDDEN, SHERRY                | TEACHER         | \$111,086.19        | \$0.00          |
| RUDITSCH, ANDREW              | TEACHER         | \$94,530.98         | \$0.00          |
| RUEGER, TERRY                 | TEACHER         | \$98,156.96         | \$283.80        |
| RUSBY, NICHOLAS               | TEACHER         | \$83,957.83         | \$0.00          |
| RUSHTON, MIA                  | TEACHER         | \$89,236.82         | \$0.00          |
| RUSSELL, KATE                 | TEACHER         | \$112,756.70        | \$0.00          |
| RUZYCKI, DAVE PAUL            | TEACHER         | \$77,337.06         | \$0.00          |
| RYAN, LAWRENCE                | ADMINISTRATOR   | \$159,653.24        | \$0.00          |

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| <u>Employee</u>             | <u>Position</u>                       | <u>Remuneration</u> | <u>Expenses</u> |
|-----------------------------|---------------------------------------|---------------------|-----------------|
| RYSIEWICZ, ALEKSANDER       | MANAGER - MAINTENANCE                 | \$107,109.04        | \$1,925.92      |
| SABOT, CURTIS               | TEACHER                               | \$116,300.29        | \$0.00          |
| SABOURIN, SUSAN             | TEACHER                               | \$106,480.48        | \$0.00          |
| SADOWSKI, LORELEI           | TEACHER                               | \$115,641.30        | \$0.00          |
| SAHOTA, TANVEER             | TEACHER                               | \$92,683.07         | \$0.00          |
| SALAMANCA, EMMA             | TEACHER                               | \$94,910.73         | \$0.00          |
| SALE, KRISTA                | TEACHER                               | \$86,678.50         | \$0.00          |
| SALEMBIER, PHILIP           | TEACHER                               | \$111,710.80        | \$0.00          |
| SALES, CHRISTY-DAWN         | TEACHER                               | \$111,411.10        | \$0.00          |
| SALITURO, SALETTA           | TEACHER                               | \$113,730.23        | \$0.00          |
| SALLOUM, LISA               | ADMINISTRATOR                         | \$163,210.28        | \$402.40        |
| SAMARIS, PETROS             | TEACHER                               | \$89,909.83         | \$0.00          |
| SAMSON, IRIS                | TEACHER                               | \$110,876.60        | \$0.00          |
| SAMSON, IRVIN               | TEACHER                               | \$112,396.15        | \$0.00          |
| SANDERSON, ARTHUR           | TEACHER                               | \$116,179.25        | \$0.00          |
| SANDHU, ANITA               | TEACHER                               | \$116,647.03        | \$0.00          |
| SANDHU, BOB PARMDAN         | TEACHER                               | \$94,524.18         | \$0.00          |
| SANDILANDS, MERRIN          | TEACHER                               | \$116,245.84        | \$0.00          |
| SANDS, DAVID                | PRINCIPAL - TECHNOLOGY IMPLEMENTATION | \$173,453.82        | \$3,847.35      |
| SANDS, SUSAN                | TEACHER                               | \$104,062.50        | \$0.00          |
| SANGHA, BARBIE              | TEACHER                               | \$82,608.71         | \$0.00          |
| SANTOS, CONNIE              | TEACHER                               | \$112,880.97        | \$0.00          |
| SANTOS, GERARDO             | CARETAKER                             | \$76,898.63         | \$0.00          |
| SARANCHUK, NICHOLAS         | TEACHER                               | \$113,855.63        | \$0.00          |
| SARBAZ, NASRIN              | TEACHER                               | \$110,817.09        | \$0.00          |
| SARTE, ALIISA               | TEACHER                               | \$115,307.88        | \$0.00          |
| SARTE, JOHN                 | TEACHER                               | \$114,590.22        | \$0.00          |
| SATHER, PAUL                | TEACHER                               | \$111,880.35        | \$0.00          |
| SAUCIUC, LUCIAN             | TEACHER                               | \$103,232.63        | \$0.00          |
| SAVOVIC, NEVENA             | TEACHER                               | \$128,514.84        | \$0.00          |
| SAWCHUK, WALLY              | TEACHER                               | \$170,254.48        | \$0.00          |
| SCHAUER, MATTHEW            | MAINTENANCE                           | \$78,153.49         | \$89.24         |
| SHELLENBERG, GREGORY        | ADMINISTRATOR                         | \$142,251.48        | \$377.28        |
| SCHENATO, NICOLE            | EXECUTIVE ADMINISTRATIVE ASSISTANT    | \$89,254.19         | \$0.00          |
| SCHICK, PATRICIA            | TEACHER                               | \$155,369.70        | \$0.00          |
| SCHMIDT, AMY                | TEACHER                               | \$102,358.19        | \$0.00          |
| SCHMUTTER, RAQUEL TOSHIKO   | TEACHER                               | \$80,294.30         | \$0.00          |
| SCHOENHALS, FREDERICK       | TEACHER                               | \$117,687.95        | \$0.00          |
| SCHOLZ, LISA                | TEACHER                               | \$88,025.75         | \$1,495.49      |
| SCHUBERT-SEBASTIAN, BRIANNE | TEACHER                               | \$87,247.34         | \$0.00          |
| SCHWARTZ, SIMONE            | TEACHER                               | \$110,294.05        | \$0.00          |
| SCLATER, JONATHAN           | ADMINISTRATOR                         | \$146,147.21        | \$0.00          |
| SCOTT, MEIGHAN              | MANAGER - FACILITIES                  | \$131,574.01        | \$1,366.05      |
| SCOTT, PETER                | TEACHER                               | \$113,991.30        | \$0.00          |
| SCOTT, SUSAN                | TEACHER                               | \$117,846.77        | \$0.00          |
| SEAH, ROUVIN                | TEACHER                               | \$107,199.42        | \$0.00          |
| SEDLACEK, STEPHANIE         | TEACHER                               | \$110,305.40        | \$0.00          |
| SEILER, PAMELA              | TEACHER                               | \$109,103.03        | \$0.00          |
| SENGOTTA, TAMARA            | ADMINISTRATOR                         | \$163,016.64        | \$0.00          |
| SERES, AIMIE                | TEACHER                               | \$101,842.84        | \$0.00          |
| SETO, LINDSAY               | TEACHER                               | \$88,285.54         | \$0.00          |
| SEWARD, KELLY               | TEACHER                               | \$109,784.48        | \$0.00          |

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| <u>Employee</u>            | <u>Position</u>                           | <u>Remuneration</u> | <u>Expenses</u> |
|----------------------------|-------------------------------------------|---------------------|-----------------|
| SHAFAZAND, PARISA          | TEACHER                                   | \$92,761.52         | \$0.00          |
| SHANNON, DENNIS            | ADMINISTRATOR                             | \$162,260.29        | \$0.00          |
| SHARMA, SUPRIYA            | TEACHER                                   | \$107,261.76        | \$0.00          |
| SHARMA, VINAY              | TEACHER                                   | \$105,796.06        | \$0.00          |
| SHAW, JENNIFER             | TEACHER                                   | \$110,345.26        | \$0.00          |
| SHEEHAN, HOLLY             | TEACHER                                   | \$83,704.16         | \$0.00          |
| SHEN, KEVIN KUAN-WEI       | TEACHER                                   | \$98,756.04         | \$0.00          |
| SHEN, RANDIE               | MANAGER - INFORMATION SERVICES            | \$115,481.95        | \$149.40        |
| SHEPHERD, ERIC             | TEACHER                                   | \$104,970.41        | \$0.00          |
| SHERLE, LORI               | TEACHER                                   | \$124,733.15        | \$0.00          |
| SHERRY, MICHAEL            | TEACHER                                   | \$81,944.39         | \$0.00          |
| SHIELDS, KRISTA            | TEACHER                                   | \$108,454.26        | \$0.00          |
| SHIER, EMILY ANNE          | TEACHER                                   | \$89,118.82         | \$0.00          |
| SHIM-PING, ANDREA          | TEACHER                                   | \$97,965.97         | \$0.00          |
| SHIN, ESTHER               | TEACHER                                   | \$88,183.01         | \$0.00          |
| SHIN, YONG IL              | TEACHER                                   | \$87,766.43         | \$0.00          |
| SHINKEWSKI, SARAH          | TEACHER                                   | \$103,905.99        | \$0.00          |
| SHIVJI, LAYLA              | TEACHER                                   | \$112,340.34        | \$0.00          |
| SHONG, GERALD              | ASSISTANT SUPERINTENDENT - <i>RETIRED</i> | \$78,835.37         | \$0.00          |
| SHONG, KATHERINA ELIZABETH | TEACHER                                   | \$110,597.28        | \$0.00          |
| SHONG, STEPHEN             | TEACHER                                   | \$114,632.03        | \$0.00          |
| SHORT, TERA                | TEACHER                                   | \$95,910.47         | \$0.00          |
| SHORTHOUSE, NAN            | ADMINISTRATOR                             | \$159,173.76        | \$0.00          |
| SHOTTON, NICOLA            | TEACHER                                   | \$111,124.86        | \$0.00          |
| SIANO, TAMI                | TEACHER                                   | \$89,751.27         | \$0.00          |
| SIBLEY, CAROLINE           | TEACHER                                   | \$113,165.77        | \$98.00         |
| SIDHU, ASIA                | TEACHER                                   | \$115,104.65        | \$0.00          |
| SIDHU, KELLI               | TEACHER                                   | \$82,355.12         | \$0.00          |
| SIEVENPIPER, BREANA        | TEACHER                                   | \$92,292.47         | \$0.00          |
| SIEVERS, VAYLA             | TEACHER                                   | \$89,562.26         | \$0.00          |
| SIGISMUND, JAMIE           | TEACHER                                   | \$111,411.12        | \$0.00          |
| SIGISMUND, MICHELLE        | TEACHER                                   | \$111,411.11        | \$0.00          |
| SILVERSTONE, SHAWN         | DIRECTOR - INTERNATIONAL EDUCATION        | \$145,847.15        | \$159,705.65    |
| SILVESTER, MARLA           | TEACHER                                   | \$86,179.30         | \$0.00          |
| SIMISTER, FILOMENA         | TEACHER                                   | \$110,219.50        | \$0.00          |
| SIMMONS, KEVIN             | TEACHER                                   | \$142,864.57        | \$0.00          |
| SIMONSON, TARYN            | TEACHER                                   | \$113,276.11        | \$0.00          |
| SIMPSON, DAYNE GREGORY     | MAINTENANCE                               | \$81,800.13         | \$0.00          |
| SIMS, IRINA                | TEACHER                                   | \$89,402.63         | \$0.00          |
| SINGH, HARSHITA            | INFORMATION SERVICES                      | \$82,481.11         | \$1,275.61      |
| SINGH, MANISHA             | TEACHER                                   | \$115,413.55        | \$0.00          |
| SITTER, MARK               | TEACHER                                   | \$109,015.51        | \$0.00          |
| SKALNIK, CAITLIN           | TEACHER                                   | \$77,990.47         | \$0.00          |
| SKERRATT, GREG             | TEACHER                                   | \$118,960.54        | \$0.00          |
| SKIDMORE, RACHELLE         | TEACHER                                   | \$85,651.63         | \$0.00          |
| SKUCAS-ESCANO, REBECCA     | TEACHER                                   | \$115,135.54        | \$0.00          |
| SKYE, KAREN LYNN           | TEACHER                                   | \$111,786.98        | \$0.00          |
| SLAGHT, DREW               | TEACHER                                   | \$100,338.04        | \$0.00          |
| SLINGER, JENNIFER DAWN     | TEACHER                                   | \$78,430.55         | \$0.00          |
| SLUIS, CAROLYN             | TEACHER                                   | \$113,429.67        | \$0.00          |
| SMALLEY, JILL              | TEACHER                                   | \$111,710.75        | \$0.00          |
| SMELSER, KYLE              | TEACHER                                   | \$101,038.42        | \$0.00          |



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| <u>Employee</u>               | <u>Position</u>                    | <u>Remuneration</u> | <u>Expenses</u> |
|-------------------------------|------------------------------------|---------------------|-----------------|
| SMITH, ALETHEA                | TEACHER                            | \$123,607.30        | \$0.00          |
| SMITH, CHARLOTTE              | TEACHER                            | \$109,176.94        | \$0.00          |
| SMITH, COREY                  | TEACHER                            | \$96,305.37         | \$0.00          |
| SMITH, DAWN                   | TEACHER                            | \$112,024.69        | \$0.00          |
| SMITH, ERIC ROBERT            | TEACHER                            | \$83,734.01         | \$745.00        |
| SMITH, GREG R                 | TEACHER                            | \$77,572.37         | \$0.00          |
| SMITH, JEFF                   | TEACHER                            | \$102,058.00        | \$0.00          |
| SMITH, LEONARD                | MAINTENANCE                        | \$82,935.58         | \$111.99        |
| SMITH, MARK                   | TEACHER                            | \$136,426.77        | \$0.00          |
| SMITH, MARY                   | TEACHER                            | \$110,335.34        | \$0.00          |
| SMITH, MICHELLE ANN           | TEACHER                            | \$78,216.58         | \$0.00          |
| SMITH, SHAWNA                 | TEACHER                            | \$129,559.95        | \$0.00          |
| SMITH, STEPHANIE              | TEACHER                            | \$109,218.47        | \$0.00          |
| SMITH, TODD                   | ADMINISTRATOR                      | \$149,960.20        | \$0.00          |
| SMORODEN, STEPHEN             | MANAGER-CUSTODIAL SERVICES         | \$131,574.00        | \$4,069.43      |
| SNOW, KELLY                   | TEACHER                            | \$105,369.69        | \$372.50        |
| SOH, BEVERLEY                 | TEACHER                            | \$96,800.52         | \$0.00          |
| SOISETH, ALAN                 | CONTINUING EDUCATION TEACHER       | \$142,366.14        | \$0.00          |
| SOKOL, MATTHEW                | TEACHER                            | \$106,761.26        | \$0.00          |
| SOLLERO, ROBERT               | TEACHER                            | \$107,026.48        | \$0.00          |
| SOUSA-QUONG, LUCIA            | TEACHER                            | \$109,176.90        | \$0.00          |
| SOWERBY, KEVIN                | TEACHER                            | \$111,753.33        | \$0.00          |
| SPAGNUOLO, ANTHONY            | TEACHER                            | \$111,710.80        | \$0.00          |
| SPAGNUOLO, STEPHEN            | TEACHER                            | \$86,445.47         | \$0.00          |
| SPARKS, SANDRA                | TEACHER                            | \$107,575.46        | \$0.00          |
| SPECHT-PONTO, MIKAYLA JO-ANNE | TEACHER                            | \$79,414.28         | \$0.00          |
| SPECK, ALLISON                | TEACHER                            | \$99,073.80         | \$0.00          |
| SPENCER, BRENT                | TEACHER                            | \$118,785.26        | \$0.00          |
| SPENCER, KELLY                | TEACHER                            | \$113,688.58        | \$0.00          |
| SPICER, LAINE                 | TEACHER                            | \$100,488.91        | \$0.00          |
| SQUEO, DIANE                  | TEACHER                            | \$93,219.27         | \$0.00          |
| ST. ARNAUD, LINDA-LOUISE      | TEACHER                            | \$112,807.53        | \$1,711.66      |
| ST. PRIX, GENTLE              | TEACHER                            | \$111,752.66        | \$0.00          |
| STACHOW, CHEALSY              | TEACHER                            | \$107,227.65        | \$0.00          |
| STANGL, KURTIS                | TEACHER                            | \$87,997.08         | \$1,000.00      |
| STANGL, SARA ELIZABETH        | TEACHER                            | \$90,152.55         | \$0.00          |
| STAPELMANN, BROOK             | TEACHER                            | \$111,593.50        | \$0.00          |
| STAPLES, MELISSA ANN          | TEACHER                            | \$83,230.45         | \$263.47        |
| STARK, AMANDA                 | TEACHER                            | \$108,961.33        | \$0.00          |
| STARK, JESSICA                | MANAGER - FACILITIES               | \$108,611.75        | \$0.00          |
| STARR, DAVID                  | ADMINISTRATOR                      | \$165,695.04        | \$0.00          |
| STARTIN, LISA                 | TEACHER                            | \$111,983.56        | \$0.00          |
| STAVERT, COLLEEN              | EXECUTIVE ADMINISTRATIVE ASSISTANT | \$90,000.13         | \$0.00          |
| STEEVES, MARINA               | TEACHER                            | \$117,639.45        | \$0.00          |
| STEIN, BONNIE                 | TEACHER                            | \$75,596.59         | \$0.00          |
| STEINSON, HOLLY               | TEACHER                            | \$88,912.03         | \$0.00          |
| STEPHENS, JORDYN              | TEACHER                            | \$95,843.58         | \$265.00        |
| STEVENS, ANGELA               | TEACHER                            | \$119,840.10        | \$0.00          |
| STEVENSON, AMY                | TEACHER                            | \$120,226.89        | \$0.00          |
| STEWARTSON, MICHELLE          | TEACHER                            | \$109,218.49        | \$0.00          |
| STEWART, DARREN               | ADMINISTRATOR                      | \$103,355.35        | \$0.00          |
| STEWART, KEVIN                | TEACHER                            | \$109,218.49        | \$0.00          |

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| <u>Employee</u>       | <u>Position</u>                 | <u>Remuneration</u> | <u>Expenses</u> |
|-----------------------|---------------------------------|---------------------|-----------------|
| STEWART, REBECCA      | TEACHER                         | \$101,173.17        | \$0.00          |
| STEWART, RYAN         | MAINTENANCE                     | \$85,447.55         | \$0.00          |
| STEWART, SAMANTHA     | TEACHER                         | \$86,704.89         | \$0.00          |
| STOCKLEY, BRITTANY    | TEACHER                         | \$114,346.75        | \$0.00          |
| STOODY, KATHLEEN      | TEACHER                         | \$108,781.79        | \$0.00          |
| STRACHAN, SUZANNE     | TEACHER                         | \$108,085.17        | \$0.00          |
| STRAIN, KELLY         | TEACHER                         | \$104,205.73        | \$0.00          |
| STRANG, ANITA         | ADMINISTRATOR                   | \$162,260.30        | \$0.00          |
| STRAUMFORD, DARREN    | TEACHER                         | \$114,810.70        | \$0.00          |
| STROMGREN, JEFFREY    | COORDINATOR - LEARNING SERVICES | \$127,908.96        | \$2,366.29      |
| STUART, VICTORIA      | TEACHER                         | \$110,039.54        | \$0.00          |
| STURDY, DARREN        | INFORMATION SERVICES            | \$85,044.83         | \$72.86         |
| STURROCK, ANDREW      | TEACHER                         | \$113,329.84        | \$0.00          |
| STUTZ, DANIEL ROBIN   | TEACHER                         | \$111,710.80        | \$0.00          |
| SUCHYNSKY, BRITTNEY   | TEACHER                         | \$80,019.40         | \$0.00          |
| SUE-A-QUAN, LEAH      | TEACHER                         | \$114,092.24        | \$0.00          |
| SULLIVAN, CAMILLA     | TEACHER                         | \$100,815.31        | \$0.00          |
| SULLIVAN, SHANNON     | COORDINATOR - LEARNING SERVICES | \$127,957.63        | \$1,062.60      |
| SUMNER, ANDREA        | TEACHER                         | \$98,335.96         | \$0.00          |
| SUN, FRANK            | TEACHER                         | \$177,110.32        | \$0.00          |
| SUN, NORAH            | TEACHER                         | \$96,350.35         | \$0.00          |
| SUN, STEPHEN          | TEACHER                         | \$104,381.35        | \$0.00          |
| SUNG, CRAIG           | TEACHER                         | \$125,957.46        | \$0.00          |
| SUTHERLAND, ROBIN     | TEACHER                         | \$80,188.79         | \$0.00          |
| SUTHERLAND, TARA      | ADMINISTRATOR                   | \$142,984.14        | \$0.00          |
| SVIATKO, LAURA        | ADMINISTRATOR                   | \$166,607.10        | \$0.00          |
| SVORINIC, KRISTOFER   | TEACHER                         | \$100,418.63        | \$0.00          |
| SWALWELL, WENDY       | TEACHER                         | \$89,772.80         | \$0.00          |
| SWANSON, CHERILYN     | TEACHER                         | \$111,708.73        | \$0.00          |
| SWANSON, KIMBERLEY    | TEACHER                         | \$119,790.08        | \$0.00          |
| SWANSON, RENEE        | TEACHER                         | \$108,102.92        | \$0.00          |
| SWARCHUK, CHARLA ANN  | TEACHER                         | \$109,176.93        | \$0.00          |
| SYNAK, KELCEY         | TEACHER                         | \$121,321.36        | \$0.00          |
| SZABO, KATALIN        | TEACHER                         | \$76,454.20         | \$0.00          |
| SZAMOSKOZI, GABRIELLE | TEACHER                         | \$101,661.72        | \$1,494.24      |
| SZE, JASON            | TEACHER                         | \$109,685.85        | \$0.00          |
| SZYMCZYK, EVA         | TEACHER                         | \$95,759.40         | \$0.00          |
| TAI, PING             | TEACHER                         | \$95,158.95         | \$0.00          |
| TALEBI, FARZANEH      | TEACHER                         | \$88,584.73         | \$0.00          |
| TAM, SELWYN           | TEACHER                         | \$116,319.57        | \$0.00          |
| TAMBELLINI, NADINE    | SUPERINTENDENT                  | \$261,023.80        | \$2,151.39      |
| TAN, PRESTON          | TEACHER                         | \$108,918.05        | \$0.00          |
| TAN, TARA             | TEACHER                         | \$101,995.21        | \$0.00          |
| TANG, NANCY           | TEACHER                         | \$83,835.18         | \$0.00          |
| TAO, KEVIN            | TEACHER                         | \$109,212.76        | \$0.00          |
| TAO, LEANNE           | TEACHER                         | \$99,884.20         | \$0.00          |
| TAPIA, JACQUELINE     | TEACHER                         | \$115,203.40        | \$0.00          |
| TAYLOR, MERCEDES      | TEACHER                         | \$102,537.02        | \$0.00          |
| TERNAN, LEAH          | TEACHER                         | \$116,223.46        | \$0.00          |
| THACKER, CAROLYN      | TEACHER                         | \$111,263.05        | \$0.00          |
| THANDI, HARKIRAN      | TEACHER                         | \$99,269.18         | \$0.00          |
| THIARA, PARMJIT       | TEACHER                         | \$121,310.62        | \$0.00          |

School District No. 43 (Coquitlam)  
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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>          | <u>Position</u>                 | <u>Remuneration</u> | <u>Expenses</u> |
|--------------------------|---------------------------------|---------------------|-----------------|
| THIBAUT, JULIE           | TEACHER                         | \$119,415.44        | \$0.00          |
| THIBODEAU, LYNN          | TEACHER                         | \$81,608.35         | \$0.00          |
| THIELE, ANN-MARIE        | TEACHER                         | \$117,815.39        | \$0.00          |
| THIEN, MELISSA           | TEACHER                         | \$79,990.20         | \$0.00          |
| THIES, JORDAN            | TEACHER                         | \$110,681.60        | \$0.00          |
| THILLAIAMPALAM, EMMANUEL | TEACHER                         | \$88,703.74         | \$29.30         |
| THISTLE, JOHN            | TEACHER                         | \$86,403.97         | \$0.00          |
| THOMAS, DANIELLE         | TEACHER                         | \$122,961.08        | \$38.25         |
| THOMAS, KARA-LEE         | TEACHER                         | \$117,646.21        | \$0.00          |
| THOMASEN, SHERI          | TEACHER                         | \$129,850.69        | \$0.00          |
| THOMPSON, MARNY          | TEACHER                         | \$116,242.53        | \$0.00          |
| THOMPSON, SHARON         | ASSISTANT DIRECTOR-PROCUREMENT  | \$131,274.52        | \$2,669.09      |
| THONG, JENNIFER          | TEACHER                         | \$100,951.80        | \$0.00          |
| THORNER, JENNIE          | TEACHER                         | \$106,438.83        | \$0.00          |
| THURBIDE, CAL            | TEACHER                         | \$111,710.80        | \$0.00          |
| THURBIDE, JENNIFER       | TEACHER                         | \$119,389.46        | \$0.00          |
| TILSLEY, DANIEL          | TEACHER                         | \$116,902.81        | \$0.00          |
| TING, WAH-KEE            | TEACHER                         | \$110,649.29        | \$0.00          |
| TIPPER, P.               | ADMINISTRATOR                   | \$77,894.86         | \$0.00          |
| TODD, CAROL ANN          | COORDINATOR - LEARNING SERVICES | \$125,722.40        | \$0.00          |
| TODD, RACHEL             | TEACHER                         | \$93,226.52         | \$0.00          |
| TOGNO, NAZNEEN           | TEACHER                         | \$108,771.17        | \$0.00          |
| TOMMASINI, GINA          | TEACHER                         | \$119,366.98        | \$0.00          |
| TONG, ELISA              | TEACHER                         | \$101,695.41        | \$0.00          |
| TONG, TRACY              | TEACHER                         | \$109,176.89        | \$0.00          |
| TONOGAI, LINDSAY         | TEACHER                         | \$85,651.64         | \$0.00          |
| TOOLSIE, SHANTI          | TEACHER                         | \$111,753.77        | \$0.00          |
| TOOR, JENNIFER           | TEACHER                         | \$81,688.55         | \$0.00          |
| TOOTIAN, ALI             | TEACHER                         | \$111,471.67        | \$711.97        |
| TORRES-MARTINEZ, SHERYL  | TEACHER                         | \$118,118.52        | \$0.00          |
| TOTH, VICTOR             | TEACHER                         | \$111,287.11        | \$0.00          |
| TOURE, HADIDIATOU        | TEACHER                         | \$88,225.14         | \$0.00          |
| TOWNSEND, BROOKE         | TEACHER                         | \$118,458.12        | \$0.00          |
| TRACH, TESSA MICHELLE    | TEACHER                         | \$78,589.82         | \$0.00          |
| TRASK, BILL              | ADMINISTRATOR                   | \$167,257.21        | \$0.00          |
| TRASK, DONA              | TEACHER                         | \$112,185.57        | \$0.00          |
| TRIFF, LIANE             | TEACHER                         | \$81,608.36         | \$0.00          |
| TRIGGS, JOANNE           | TEACHER                         | \$110,052.14        | \$0.00          |
| TROMP, TIFFANIE-LYNN     | TEACHER                         | \$96,618.01         | \$997.42        |
| TROTT, CAITLIN           | TEACHER                         | \$85,909.15         | \$0.00          |
| TROVATO, EDWARD          | TEACHER                         | \$109,218.48        | \$0.00          |
| TRUMPOUR, JENNIFER       | TEACHER                         | \$123,881.80        | \$0.00          |
| TRUSS, ANN               | TEACHER                         | \$121,695.52        | \$0.00          |
| TRUSS, DAVID             | ADMINISTRATOR                   | \$163,986.82        | \$0.00          |
| TRYON, OLIVIA ALEXANDRA  | TEACHER                         | \$91,289.59         | \$98.00         |
| TSE, ANDY                | MAINTENANCE                     | \$88,194.26         | \$250.00        |
| TSENG, TIFFANY           | TEACHER                         | \$116,732.71        | \$0.00          |
| TSONIS, ANASTASIA        | TEACHER                         | \$119,897.64        | \$0.00          |
| TSUI, JONI               | TEACHER                         | \$114,436.51        | \$0.00          |
| TUAN, NADIA              | TEACHER                         | \$106,479.33        | \$0.00          |
| TUAN, SONYA              | TEACHER                         | \$120,589.08        | \$0.00          |
| TUASON, BRANDON          | TEACHER                         | \$102,813.47        | \$0.00          |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>          | <u>Position</u>                 | <u>Remuneration</u> | <u>Expenses</u> |
|--------------------------|---------------------------------|---------------------|-----------------|
| TULLOCH, PASCALE         | TEACHER                         | \$109,218.49        | \$0.00          |
| TUNG, DENISE             | TEACHER                         | \$102,010.35        | \$0.00          |
| TURCO, RINA MARIA        | TEACHER                         | \$108,287.71        | \$0.00          |
| TURCSANYI, MARISSA       | TEACHER                         | \$90,819.45         | \$0.00          |
| TURENNE, JOHN            | TEACHER                         | \$111,753.33        | \$0.00          |
| TURJE, DORA              | TEACHER                         | \$110,103.73        | \$0.00          |
| TURNBULL, THOMAS         | TEACHER                         | \$116,224.07        | \$0.00          |
| TURNER, JACQUELINE KELLY | TEACHER                         | \$98,198.62         | \$0.00          |
| TURNER, SCOTT            | TEACHER                         | \$120,843.55        | \$0.00          |
| TURNER, TRACEY           | TEACHER                         | \$110,572.55        | \$0.00          |
| TURPIN, CHRISTOPHER      | TEACHER                         | \$111,322.18        | \$0.00          |
| TURPIN, DIANE            | TEACHER                         | \$98,381.53         | \$131.88        |
| TURPIN, PENELOPE         | TEACHER                         | \$111,837.82        | \$0.00          |
| TURTON, CARNELL          | TEACHER                         | \$105,179.49        | \$0.00          |
| TWAMLEY, MICHAEL DAVID   | TEACHER                         | \$85,043.99         | \$0.00          |
| TWOHIG, BONNIE           | TEACHER                         | \$109,258.56        | \$777.94        |
| TYLDESLEY, MIKE          | TEACHER                         | \$135,325.93        | \$0.00          |
| UCHACZ, ERIN             | TEACHER                         | \$105,985.57        | \$0.00          |
| UEDA, LEAH               | TEACHER                         | \$104,233.91        | \$0.00          |
| UGONOTTI, LEAH           | TEACHER                         | \$102,205.28        | \$0.00          |
| UM, YOUNG EUN            | TEACHER                         | \$76,693.73         | \$0.00          |
| UPTON, HEIDI             | ADMINISTRATOR                   | \$149,247.86        | \$17,313.05     |
| URQUHART, WILLIAM        | TEACHER                         | \$115,512.50        | \$0.00          |
| URSU, CATALIN            | TEACHER                         | \$111,753.32        | \$0.00          |
| UTTING, OLIVER           | TEACHER                         | \$112,353.31        | \$0.00          |
| VAKENTI, ERIN            | TEACHER                         | \$113,461.00        | \$0.00          |
| VALENTE, GIOVANNI        | TEACHER                         | \$106,480.29        | \$745.00        |
| VALNY, JULIA             | TEACHER                         | \$77,068.51         | \$0.00          |
| VAN GAALEN, ALICIA       | TEACHER                         | \$109,599.84        | \$0.00          |
| VAN GAALEN, MARRIGJE     | TEACHER                         | \$109,176.90        | \$0.00          |
| VAN HOVE, JUSTIN         | TEACHER                         | \$113,688.57        | \$0.00          |
| VAN SICKLE, GREG         | TEACHER                         | \$103,780.17        | \$0.00          |
| VAN STRATEN, JANET       | TEACHER                         | \$121,087.03        | \$0.00          |
| VAN ZANDWIJK, THEA       | TEACHER                         | \$116,873.90        | \$0.00          |
| VANATKO, BRANWEN         | TEACHER                         | \$91,095.13         | \$372.50        |
| VANCE, MAXINE            | TEACHER                         | \$111,174.78        | \$0.00          |
| VANDERBY, JOHNATHAN      | TEACHER                         | \$77,421.03         | \$0.00          |
| VANDERKRAAN, EMMA        | TEACHER                         | \$125,440.11        | \$0.00          |
| VANDERWOOD, DEBRA        | COORDINATOR - LEARNING SERVICES | \$126,629.80        | \$483.72        |
| VANDETTE, ERIC           | TEACHER                         | \$83,375.29         | \$0.00          |
| VANSTAALDUINEN, ANGELA   | TEACHER                         | \$111,953.32        | \$1,005.91      |
| VANSTAALDUINEN, BART     | TEACHER                         | \$119,770.33        | \$0.00          |
| VASSOS, MARTHA KARAS     | MANAGER - FACILITIES RENTALS    | \$100,813.78        | \$639.77        |
| VEER, ROZALIA            | TEACHER                         | \$112,528.24        | \$0.00          |
| VEITCH, MATTHEW          | TEACHER                         | \$88,524.88         | \$0.00          |
| VELASCO, JAMES           | TEACHER                         | \$78,604.18         | \$0.00          |
| VELTRI, ANTHONY          | ADMINISTRATOR                   | \$138,522.03        | \$0.00          |
| VENDRAMIN, CARRIE        | TEACHER                         | \$106,439.92        | \$0.00          |
| VENEGAS, PAUL ANTHONY    | TEACHER                         | \$93,651.47         | \$0.00          |
| VERHAEGHE, ASHLEY        | TEACHER                         | \$97,654.25         | \$0.00          |
| VICKERS, RICHARD         | TEACHER                         | \$114,949.59        | \$0.00          |
| VICKERSON, NORIKO        | TEACHER                         | \$106,488.78        | \$0.00          |

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| <u>Employee</u>                | <u>Position</u>            | <u>Remuneration</u> | <u>Expenses</u> |
|--------------------------------|----------------------------|---------------------|-----------------|
| VILJOEN, LISA KIM KIM          | TEACHER                    | \$77,764.03         | \$0.00          |
| VINAYAKRISHNAN, DEVIKA         | TEACHER                    | \$111,710.80        | \$0.00          |
| VINCENT, MAXWELL               | TEACHER                    | \$125,937.65        | \$968.76        |
| VINTER, TIANA                  | TEACHER                    | \$95,561.71         | \$0.00          |
| VISWANATHAN, SOPHIE            | TEACHER                    | \$111,408.76        | \$0.00          |
| VIVEIROS, MICHAEL              | ADMINISTRATOR              | \$142,334.14        | \$384.67        |
| VIVIAN, CHARLENE               | TEACHER                    | \$111,194.78        | \$0.00          |
| VON UNRUH, VERENA              | TEACHER                    | \$116,089.82        | \$0.00          |
| VOSS, TARA                     | TEACHER                    | \$76,983.55         | \$0.00          |
| VOUTILAINEN, PATRICIA          | TEACHER                    | \$111,494.71        | \$883.54        |
| VOYKIN, TERESSA                | TEACHER                    | \$109,937.71        | \$0.00          |
| VUKIC, MARKE                   | TEACHER                    | \$114,623.41        | \$0.00          |
| WACHOWSKI, SONYA               | TEACHER                    | \$100,094.86        | \$0.00          |
| WADE, STACEY                   | TEACHER                    | \$101,971.59        | \$0.00          |
| WADHAM, MICHAEL JORDAN         | TEACHER                    | \$76,604.42         | \$0.00          |
| WAGNER, MORGAN                 | TEACHER                    | \$111,372.38        | \$0.00          |
| WAKELING (ENGERDAHL), ALEXANDR | TEACHER                    | \$122,156.22        | \$0.00          |
| WAKIL, KIMBERLEY               | ASSISTANT DIRECTOR-FINANCE | \$131,274.00        | \$0.00          |
| WALD, CHRISTINE                | ADMINISTRATOR              | \$139,760.38        | \$0.00          |
| WALKER, ADRIAN                 | TEACHER                    | \$91,572.23         | \$0.00          |
| WALL, SARAH                    | TEACHER                    | \$84,483.76         | \$0.00          |
| WALLACE, HEATHER               | TEACHER                    | \$90,990.52         | \$0.00          |
| WALLACE, KEVIN ERIC            | TEACHER                    | \$91,701.26         | \$0.00          |
| WALLACE, LEAH                  | TEACHER                    | \$79,219.74         | \$0.00          |
| WALLSMITH, KATHRYN ANN         | TEACHER                    | \$100,441.96        | \$978.00        |
| WALTERS, SHANDA                | TEACHER                    | \$103,290.63        | \$0.00          |
| WALTON, BRITT                  | ADMINISTRATOR              | \$165,653.28        | \$0.00          |
| WANG, JIE                      | TEACHER                    | \$98,295.96         | \$0.00          |
| WANG, YANAN                    | INFORMATION SERVICES       | \$79,265.60         | \$0.00          |
| WANG, YUHENG                   | MANAGER - MAINTENANCE      | \$103,214.40        | \$3,788.09      |
| WANG, ZEWEEN                   | TEACHER                    | \$96,992.31         | \$0.00          |
| WARD, LINDSAY                  | TEACHER                    | \$107,911.65        | \$0.00          |
| WARNER, LISA                   | TEACHER                    | \$109,176.90        | \$0.00          |
| WASSTROM, KATHRYN              | TEACHER                    | \$106,553.44        | \$0.00          |
| WATKINS, CERI                  | ADMINISTRATOR              | \$162,260.29        | \$0.00          |
| WATKINS, MICHELLE              | TEACHER                    | \$109,176.73        | \$0.00          |
| WATSON, JADINE                 | TEACHER                    | \$99,842.16         | \$0.00          |
| WATSON, THOMAS                 | MAINTENANCE                | \$85,933.61         | \$241.49        |
| WATT, KAREN                    | TEACHER                    | \$115,104.18        | \$0.00          |
| WATT, STEPHEN                  | MANAGER - MAINTENANCE      | \$95,246.28         | \$0.00          |
| WAY, SHONA                     | TEACHER                    | \$126,534.59        | \$0.00          |
| WAZNY, KEVIN                   | TEACHER                    | \$109,939.28        | \$0.00          |
| WEBBER, SARAH                  | TEACHER                    | \$123,684.84        | \$0.00          |
| WEEKS, MEGAN                   | TEACHER                    | \$95,445.28         | \$873.64        |
| WEGRICH, KIMBERLEY             | TEACHER                    | \$108,071.09        | \$0.00          |
| WEIR, BREE-ANNA                | TEACHER                    | \$103,246.88        | \$0.00          |
| WEISEMAN, ERIKA                | TEACHER                    | \$94,638.59         | \$0.00          |
| WEISGERBER, MITCHELL           | TEACHER                    | \$95,057.81         | \$0.00          |
| WEISSER, SHARLENE              | TEACHER                    | \$83,827.84         | \$0.00          |
| WELCH, CHRISTOPHER             | TEACHER                    | \$112,569.98        | \$0.00          |
| WELSH, KATHRYN                 | TEACHER                    | \$87,768.69         | \$0.00          |
| WELSH, STEPHEN                 | MANAGER - FACILITIES       | \$118,057.09        | \$2,414.28      |

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| <u>Employee</u>             | <u>Position</u>                 | <u>Remuneration</u> | <u>Expenses</u> |
|-----------------------------|---------------------------------|---------------------|-----------------|
| WEST, BRITTNEY              | TEACHER                         | \$92,730.45         | \$0.00          |
| WESTERINK, LEISAL           | TEACHER                         | \$79,288.90         | \$0.00          |
| WESTFAL, KIMBERLY           | TEACHER                         | \$95,215.66         | \$0.00          |
| WESTMAN, MEGAN              | TEACHER                         | \$93,477.95         | \$0.00          |
| WESTWOOD, CLINT             | MAINTENANCE                     | \$78,832.35         | \$122.02        |
| WHIDDEN, MARGARET           | TEACHER                         | \$76,993.86         | \$0.00          |
| WHIFFIN, JENNIFER           | COORDINATOR - LEARNING SERVICES | \$127,517.61        | \$386.67        |
| WHIFFIN, STEPHEN            | ASSISTANT SUPERINTENDENT        | \$231,415.31        | \$17,775.82     |
| WHIPPS, BENJAMIN            | TEACHER                         | \$91,380.00         | \$0.00          |
| WHITCHER, JENNIFER          | TEACHER                         | \$111,753.33        | \$0.00          |
| WHITE, ALEX CHRISTINE       | TEACHER                         | \$97,942.76         | \$0.00          |
| WHITE, CAREEN               | TEACHER                         | \$120,053.72        | \$0.00          |
| WHITE, CHRISTINA            | TEACHER                         | \$94,400.45         | \$0.00          |
| WHITELY, CRISTY             | TEACHER                         | \$89,110.05         | \$1,542.42      |
| WHITSON, DEAN               | TEACHER                         | \$112,828.49        | \$0.00          |
| WHYTE, CONOR JAMES          | TEACHER                         | \$77,867.74         | \$0.00          |
| WICO, JUSTIN                | TEACHER                         | \$106,857.88        | \$0.00          |
| WIEBE, CARIANNE             | TEACHER                         | \$117,884.75        | \$0.00          |
| WIEBE, DANIEL               | TEACHER                         | \$120,954.98        | \$0.00          |
| WIGHTMAN, LAINA             | TEACHER                         | \$89,401.61         | \$0.00          |
| WIGHTMAN, MICHAEL           | TEACHER                         | \$111,753.33        | \$0.00          |
| WIGMAN, LAURA               | TEACHER                         | \$103,886.80        | \$0.00          |
| WILCOTT, CHRISTINA          | TEACHER                         | \$97,519.56         | \$1,000.00      |
| WILCOX, ALLISON             | ADMINISTRATOR                   | \$143,806.19        | \$0.00          |
| WILKERSON, KRISTEN          | TEACHER                         | \$112,010.79        | \$1,489.21      |
| WILKINSON, WILLIAM          | TEACHER                         | \$104,561.31        | \$0.00          |
| WILKMAN, LISA               | TEACHER                         | \$78,603.98         | \$0.00          |
| WILKS, KENNETH              | TEACHER                         | \$104,754.07        | \$0.00          |
| WILLETT, LAURA              | TEACHER                         | \$113,832.74        | \$0.00          |
| WILLETT, RICHARD            | TEACHER                         | \$116,417.39        | \$0.00          |
| WILLETT, SAMUEL FERGUS      | TEACHER                         | \$80,301.61         | \$0.00          |
| WILLIAMS, AMY               | TEACHER                         | \$114,378.01        | \$0.00          |
| WILLIAMS, BRYN              | ADMINISTRATOR                   | \$166,607.22        | \$0.00          |
| WILLIAMS, CORINNE           | TEACHER                         | \$119,868.56        | \$0.00          |
| WILLIAMS, KYLE              | TEACHER                         | \$89,368.59         | \$0.00          |
| WILLIAMS, LINDA             | TEACHER                         | \$109,218.49        | \$0.00          |
| WILLIAMS, ROBERT            | TEACHER                         | \$111,695.45        | \$0.00          |
| WILLIAMS, RONALD            | TEACHER                         | \$162,523.65        | \$0.00          |
| WILLIAMS-DAVIDSON, CAROLINE | TEACHER                         | \$118,874.45        | \$1,219.15      |
| WILSON, BROOKE              | TEACHER                         | \$98,635.35         | \$367.20        |
| WILSON, PAUL                | TEACHER                         | \$97,079.50         | \$1,000.00      |
| WINTER, KATE                | TEACHER                         | \$96,213.30         | \$0.00          |
| WINTERMANS, DEREK           | TEACHER                         | \$118,420.89        | \$0.00          |
| WISE, MICHELLE              | TEACHER                         | \$92,141.31         | \$0.00          |
| WISKAR, JONATHAN            | TEACHER                         | \$88,897.75         | \$0.00          |
| WISKAR, NICOLA              | TEACHER                         | \$93,837.00         | \$0.00          |
| WISKAR, RYAN                | TEACHER                         | \$94,342.65         | \$0.00          |
| WON, YOUNGSANG              | TEACHER                         | \$95,894.70         | \$0.00          |
| WONG, ANDY                  | INFORMATION SERVICES            | \$78,725.61         | \$0.00          |
| WONG, CANDACE               | TEACHER                         | \$98,259.24         | \$0.00          |
| WONG, CHARISSA              | TEACHER                         | \$82,987.23         | \$0.00          |
| WONG, CHRISTINA             | TEACHER                         | \$97,427.85         | \$0.00          |

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| <u>Employee</u>       | <u>Position</u>          | <u>Remuneration</u> | <u>Expenses</u> |
|-----------------------|--------------------------|---------------------|-----------------|
| WONG, CHRISTINE       | TEACHER                  | \$133,665.18        | \$0.00          |
| WONG, CONCHITA        | MAINTENANCE              | \$80,387.84         | \$59.50         |
| WONG, DENNIS          | TEACHER                  | \$111,765.01        | \$0.00          |
| WONG, IAN             | TEACHER                  | \$113,487.02        | \$0.00          |
| WONG, JENNIFER        | TEACHER                  | \$124,246.41        | \$0.00          |
| WONG, JULIAN          | TEACHER                  | \$119,599.44        | \$0.00          |
| WONG, KRISTINE        | TEACHER                  | \$82,801.31         | \$0.00          |
| WONG, MELISSA         | TEACHER                  | \$97,128.12         | \$0.00          |
| WONG, SANDRA          | TEACHER                  | \$109,518.48        | \$1,357.22      |
| WONG, STEPHANIE       | TEACHER                  | \$121,317.70        | \$0.00          |
| WONG, SYLVIA          | TEACHER                  | \$108,085.14        | \$0.00          |
| WONG, YAN LING        | TEACHER                  | \$103,845.30        | \$1,663.01      |
| WOOD, JARED           | MAINTENANCE              | \$88,974.82         | \$375.49        |
| WOOD, LUCY            | TEACHER                  | \$93,866.46         | \$0.00          |
| WOODE, MICHAEL        | TEACHER                  | \$116,997.11        | \$0.00          |
| WOODS, CHERYL         | ADMINISTRATOR            | \$170,955.19        | \$0.00          |
| WOOLLEY, SAIGE NICOLE | TEACHER                  | \$81,593.57         | \$0.00          |
| WREN, SANDRA          | TEACHER                  | \$111,038.86        | \$0.00          |
| WRIGHT, GRAHAM        | TEACHER                  | \$115,879.67        | \$0.00          |
| WRIGHT, ROBERT        | ADMINISTRATOR            | \$179,370.51        | \$0.00          |
| WYLIE, ALISON         | TEACHER                  | \$103,107.75        | \$0.00          |
| WYLIE, JENNIFER       | TEACHER                  | \$95,579.68         | \$0.00          |
| WYLIE, MICHAEL        | TEACHER                  | \$99,932.12         | \$0.00          |
| WYNNE, SARAH          | TEACHER                  | \$114,535.34        | \$0.00          |
| WYPER, DAN            | ADMINISTRATOR            | \$149,960.20        | \$587.14        |
| XU, YE LIN            | SENIOR BUYER             | \$76,971.68         | \$34.93         |
| XU, ZHONG YUAN        | MAINTENANCE              | \$93,515.17         | \$170.09        |
| YAM, LISA             | TEACHER                  | \$92,467.57         | \$0.00          |
| YAMANAKA-LECLERC, LEO | TEACHER                  | \$78,487.18         | \$0.00          |
| YANCIW, CHRISTINE     | TEACHER                  | \$78,175.86         | \$0.00          |
| YANG, KRYSTAL         | TEACHER                  | \$90,141.47         | \$1,000.00      |
| YAP, NICOLE           | TEACHER                  | \$98,705.48         | \$0.00          |
| YEUNG, JASMINE        | TEACHER                  | \$110,546.67        | \$0.00          |
| YOO, KIHOOON          | TEACHER                  | \$103,577.31        | \$0.00          |
| YORKE, BRENDA         | TEACHER                  | \$102,893.26        | \$0.00          |
| YOUNG, AMBER DAWN     | TEACHER                  | \$101,413.00        | \$0.00          |
| YOUNG, ANITA          | ADMINISTRATOR            | \$163,996.14        | \$0.00          |
| YOUNG, JACQUELINE     | TEACHER                  | \$116,222.80        | \$0.00          |
| YOUNG, JEFFREY        | TEACHER                  | \$87,345.07         | \$0.00          |
| YOUNG, KRISTJANA      | TEACHER                  | \$77,819.42         | \$0.00          |
| YOUNG, LISA           | TEACHER                  | \$109,078.56        | \$0.00          |
| YOUNG, REGINA ANNE    | TEACHER                  | \$80,773.40         | \$0.00          |
| YU, SOPHIA            | TEACHER                  | \$109,745.81        | \$189.16        |
| YU, WENDY             | ADMINISTRATOR            | \$172,055.20        | \$1,042.01      |
| YUAN, FANG            | SENIOR BUYER             | \$80,296.47         | \$0.00          |
| YUEN, STANLEY         | TEACHER                  | \$114,535.38        | \$0.00          |
| YUN, SOYUN            | TEACHER                  | \$83,809.30         | \$372.50        |
| ZALESKI, NICOLE       | TEACHER                  | \$81,063.51         | \$0.00          |
| ZAMBRANO, ROBERT      | SUPERINTENDENT - RETIRED | \$312,321.97        | \$0.00          |
| ZAPPONE, BRIANA       | TEACHER                  | \$100,271.32        | \$0.00          |
| ZEMENCHIK, TAWNYA     | TEACHER                  | \$89,755.95         | \$0.00          |
| ZENONE, GIOVANNI      | TEACHER                  | \$101,883.32        | \$0.00          |

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Schedule of Employee Remuneration and Expenses (Unaudited)

| <u>Employee</u>                                                                                     | <u>Position</u> | <u>Remuneration</u>     | <u>Expenses</u>     |
|-----------------------------------------------------------------------------------------------------|-----------------|-------------------------|---------------------|
| ZHAN, XIAOKUN                                                                                       | MAINTENANCE     | \$88,144.78             | \$0.00              |
| ZHANG, JOANNA                                                                                       | TEACHER         | \$105,526.53            | \$0.00              |
| ZHANG, WYNN                                                                                         | TEACHER         | \$86,195.66             | \$0.00              |
| ZHAO, CHANGQING                                                                                     | TEACHER         | \$97,620.32             | \$0.00              |
| ZHONG, ZHEN XI                                                                                      | TEACHER         | \$87,628.95             | \$0.00              |
| ZHOU, DIANA                                                                                         | TEACHER         | \$111,752.96            | \$0.00              |
| ZIMMER, KELLY                                                                                       | ADMINISTRATOR   | \$180,020.51            | \$0.00              |
| ZIMMERMANN, SOPHIE                                                                                  | TEACHER         | \$119,139.31            | \$0.00              |
| ZORE, MELANIE                                                                                       | TEACHER         | \$88,271.40             | \$0.00              |
| Total for employees whose remuneration exceeds \$75,000                                             |                 | <u>\$235,489,243.16</u> | <u>\$775,448.89</u> |
| Total remuneration paid to employees where the amount paid to each employee was \$75,000.00 or less |                 | <u>\$103,468,976.41</u> | <u>66,988.37</u>    |
| Remuneration paid to elected officials                                                              |                 | <u>\$530,585.19</u>     | <u>\$36,490.61</u>  |
| Employer portion of CPP and EI                                                                      |                 | <u>\$19,667,080.00</u>  |                     |



## **SECTION 7**

**(UNAUDITED)**

### **SCHEDULE OF PAYMENTS TO SUPPLIERS**

**Includes reconciliation with audited financial statements**

School District No. 43 (Coquitlam)  
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Schedule of Payments Made to Suppliers (Unaudited)

| <u>SUPPLIER NAME</u>           | <u>EXPENDITURE</u> |
|--------------------------------|--------------------|
| 4IMPRINT, INC                  | \$26,803.38        |
| A&J MASSULLO EXCAVATING LTD    | \$109,735.50       |
| A.CRAIG & SON LTD.             | \$353,508.75       |
| A.W. FIREGUARD SUPPLIES        | \$33,075.99        |
| ACCESS YOUTH OUTREACH SERVICE  | \$65,400.00        |
| ACCURATE POWER GROUP LTD.      | \$102,180.69       |
| ACT CITYOFPORTCOQUITLA         | \$28,880.89        |
| ACTION GLASS INC.              | \$123,971.76       |
| ACTIVATED AUTOMATIC DOOR SYSTE | \$41,044.99        |
| ADT SECURITY SERVICES          | \$77,908.98        |
| ADVANCE SALES CENTRE.          | \$30,773.85        |
| AINSWORTH INC.                 | \$436,545.80       |
| AIR CANADA                     | \$175,337.22       |
| AIRPLUS INDUSTRIAL CORP        | \$91,125.28        |
| ALBRICE, LAUREN                | \$33,926.00        |
| ALIREZA BOROUMAND ICON         | \$34,000.00        |
| ALLIED PLUMBING, HEATING & AIR | \$1,430,646.65     |
| ALLMAR INC                     | \$73,112.70        |
| AMAZON.COM.CA, INC             | \$997,931.94       |
| ANDREW SHERET LIMITED          | \$51,094.02        |
| APOLLO SHEET METAL LTD.        | \$69,962.65        |
| APPLY STARS CONSULTING INC.    | \$86,500.00        |
| APPLYBOARD INC                 | \$35,070.00        |
| ARCAN, BURAK                   | \$52,786.23        |
| AUTOBUS TRANSCO (1988) INC.    | \$25,082.94        |
| AVI-SPL CANADA LTD             | \$27,758.34        |
| B.C. TEACHERS' FEDERATION      | \$203,239.23       |
| B2B LOBLAW- GIFT OF CH         | \$378,224.50       |
| BC AGRICULTURE IN THE CLASSROO | \$227,692.75       |
| BC COMMUNICATIONS              | \$44,408.51        |
| BC EARTH EXCHANGE              | \$27,856.50        |
| BC HARDWOOD FLOOR CO. LTD.     | \$221,949.00       |
| BC HOUSING                     | \$117,360.66       |
| BC HYDRO                       | \$2,390,531.00     |
| BC FERRIES                     | \$32,316.36        |
| BCIT                           | \$81,750.73        |
| BCSTA                          | \$108,373.46       |
| BEATTY FLOORS LTD.             | \$114,342.38       |

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| <u>SUPPLIER NAME</u>           | <u>EXPENDITURE</u> |
|--------------------------------|--------------------|
| BEL-AIR TAXI                   | \$175,882.03       |
| BEST BUY CANADA LTD.           | \$36,758.11        |
| BLACK TUSK FIRE & SECURITY INC | \$72,040.50        |
| BRIGHT CAN-ACHIEVE LIMITED     | \$33,320.84        |
| BRUINSMA TREE SERVICE LTD.     | \$106,774.50       |
| BUNZL CLEANING & HYGIENE       | \$159,645.34       |
| BUNZL SAFETY                   | \$43,550.48        |
| CAMBIE ROOFING CONTRACTORS LTD | \$621,742.27       |
| CANADA LIFE                    | \$47,424.71        |
| CANADA POST CORPORATION        | \$28,070.47        |
| CANADIAN STUDENT SUPPORT LTD.  | \$34,500.00        |
| CANADIAN WOODWORKER            | \$30,162.70        |
| CANOE PROCUREMENT GROUP OF CAN | \$85,021.19        |
| CANSTAR RESTORATIONS           | \$268,569.57       |
| CANUEL CATERERS                | \$95,348.68        |
| CDW CANADA                     | \$168,828.93       |
| CENTAUR PRODUCTS INC.          | \$217,700.70       |
| CENTERLINE DIESEL SERVICE LTD. | \$25,899.22        |
| CENTRA CONSTRUCTION LTD.       | \$452,183.22       |
| CGEC LEARNING CENTRE INC       | \$34,020.00        |
| CHANDOS CONSTRUCTION LTD.      | \$1,848,193.85     |
| CHINESE TESTING INTERNATIONAL  | \$37,463.00        |
| CHRISTIE LITES SALES LTD       | \$58,329.05        |
| CITY OF COQUITLAM              | \$3,939,776.71     |
| CITY OF PORT COQUITLAM         | \$144,849.91       |
| CITY OF PORT MOODY             | \$98,943.12        |
| CLASSLINK INC.                 | \$82,145.75        |
| CLEARVIEW DEMOLITION LTD.      | \$401,161.26       |
| COAST OLYMPIC MECHANICAL LTD   | \$30,738.54        |
| COMBINED SYSTEMS INC.          | \$217,612.68       |
| COMMERCIAL LIGHTING PRODUCTS   | \$228,591.91       |
| COMMERCIAL VENT CLEANING       | \$43,929.90        |
| COMMISSIONER OF TEACHERS' PENS | \$55,217,555.97    |
| COMMUNITY FIRE PREVENTION LTD  | \$189,346.83       |
| COQUITLAM PRINC. & VICE-PRINCI | \$189,850.60       |
| COQUITLAM TEACHERS' ASSOCIATIO | \$447,483.08       |
| COSTCO                         | \$491,449.13       |
| CPVPA                          | \$162,500.00       |

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Schedule of Payments Made to Suppliers (Unaudited)

| <u>SUPPLIER NAME</u>           | <u>EXPENDITURE</u> |
|--------------------------------|--------------------|
| CREATIVE CHILDREN              | \$27,284.45        |
| CREATIVE MINDS CONSULTING INC. | \$33,845.00        |
| CRISIS PREVENTION INSTITUTE    | \$73,682.62        |
| CUSTOM BLACKTOP CO.            | \$221,676.70       |
| D.G. MACLACHLAN LIMITED        | \$73,727.50        |
| DA ARCHITECTS AND PLANNERS     | \$527,533.60       |
| DAFCO FILTRATION GROUP CORPORA | \$103,477.11       |
| DELL CANADA INC.               | \$2,296,992.36     |
| DELTA CONTINUING EDUCATION     | \$43,870.00        |
| DELTA HOTEL                    | \$30,263.72        |
| DENBOW TRANSPORT LTD.          | \$175,819.16       |
| DENIZA HOLDINGS LTD.           | \$495,188.40       |
| DESJARDINS FINANCIAL SECURITY  | \$444,552.50       |
| DISCOVERY EDUCATION CANADA ULC | \$116,283.86       |
| DO WHAT U LUV FOUNDATION       | \$89,415.40        |
| DOLLARAMA                      | \$26,890.58        |
| DOMINOS PIZZA                  | \$33,441.69        |
| DOUBLE V CONSTRUCTION LTD      | \$13,995,236.82    |
| DOUBLETHINK INC.               | \$25,977.00        |
| DOUGLAS COLLEGE                | \$176,964.84       |
| DURON SPECIALTY CONTRACTING GR | \$886,147.51       |
| EAGLE RIDGE CHEVROLET BUICK GM | \$124,574.16       |
| EDUCAN INSTITUTIONAL FURNITURE | \$81,809.91        |
| EDUSCAPE PARTNERS, LLC.        | \$59,120.00        |
| EF EDUCATIONAL TOURS           | \$107,143.00       |
| ELANDER INSPECTION LTD         | \$35,651.44        |
| ELEMENT FLEET MANAGEMENT       | \$273,059.32       |
| EMCO CORPORATION               | \$226,307.08       |
| EMPLOYER HEALTH TAX            | \$6,493,051.96     |
| EPOCH ENVIRONMENTAL CONSULTING | \$29,542.41        |
| ESTAKHR, MOHAMMAD HOSSEIN      | \$36,625.00        |
| ETRO CONSTRUCTION LIMITED      | \$286,125.00       |
| EXECUTIVE PLAZA HOTEL          | \$54,744.69        |
| EXP SERVICES INC.              | \$36,057.87        |
| FALCON EQUIPMENT LTD.          | \$57,956.32        |
| FAMOUS PLAYERS                 | \$33,068.29        |
| FAST TRACK FLOORS LTD.         | \$263,306.40       |
| FENG-QIAO CONSULTANTS LTD.     | \$256,584.51       |

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Schedule of Payments Made to Suppliers (Unaudited)

| <u>SUPPLIER NAME</u>             | <u>EXPENDITURE</u> |
|----------------------------------|--------------------|
| FENGHUA EDUCATION CANADA INC     | \$31,946.00        |
| FIRSTCANADA ULC                  | \$820,281.42       |
| FLIGHT CENTRE TRAVEL GROUP (CA   | \$122,938.34       |
| FLYNN CANADA LTD.                | \$1,459,136.70     |
| FOCUSED EDUCATION RESOURCES SO   | \$116,478.66       |
| FOLLETT SCHOOL SOLUTIONS, INC.   | \$88,190.70        |
| FORT MODULAR                     | \$54,907.23        |
| FORTIS BC (TERASEN GAS)          | \$1,378,601.33     |
| FRESH ROOTS                      | \$111,000.00       |
| FUNDSTREAM INC.                  | \$180,255.00       |
| GAO, MIN                         | \$34,400.00        |
| GARAVENTA (CANADA) LTD.,         | \$31,377.00        |
| GARLAND CANADA INC.              | \$36,750.00        |
| GFS BRITISH COLUMBIA INC.        | \$1,500,305.73     |
| GLACIER MEDIA DIGITAL            | \$70,195.67        |
| GOLDEN BRIGHT ENTERPRISES LTD.   | \$34,079.80        |
| GRAND & TOY                      | \$628,964.74       |
| GRAPHIX DESIGN AND INSTALLATIO   | \$93,712.50        |
| GREEN ROOTS PLAY EQUIPMENT INC   | \$166,590.06       |
| GROUPE SHAREGATE INC             | \$31,882.34        |
| GUARD.ME INTERNATIONAL INSURANCE | \$167,115.40       |
| GUILLEVIN INTERNATIONAL CO.      | \$157,346.76       |
| HABITAT SYSTEMS INC              | \$50,565.06        |
| HARRIS & COMPANY                 | \$260,756.81       |
| HARRISON HOT SPRINGS RESORT      | \$53,414.26        |
| HOLACO CONSTRUCTION (1997) LTD   | \$344,571.29       |
| HOMEWOOD HEALTH INC.             | \$184,261.78       |
| HUGHES TRUCKING LTD              | \$80,281.44        |
| I GLOBAL EDU                     | \$26,805.00        |
| IACE TRAVEL INC                  | \$58,389.27        |
| IBM CANADA K-12 EDUCATION DIVI   | \$1,104,948.07     |
| ICBC                             | \$130,364.02       |
| ICEF GMBH                        | \$96,999.77        |
| IKEA                             | \$41,150.94        |
| ILIYA IMMIGRATION                | \$88,075.00        |
| IMMERSION CREATIVE               | \$35,590.07        |
| INDIGO ONLINE                    | \$42,592.50        |
| INDUSTRIAL ALLIANCE PACIFIC LI   | \$69,412.13        |

School District No. 43 (Coquitlam)  
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Schedule of Payments Made to Suppliers (Unaudited)

| <u>SUPPLIER NAME</u>           | <u>EXPENDITURE</u> |
|--------------------------------|--------------------|
| INSIGHT CANADA INC.            | \$59,517.17        |
| INTERNATIONAL BACCALAUREATE OR | \$205,580.24       |
| IRON MOUNTAIN CANADA CORP      | \$52,308.89        |
| IXL LEARNING                   | \$78,260.25        |
| JAPAN SYSTEMS INC              | \$25,493.00        |
| JLK PROJECTS LTD               | \$2,355,107.45     |
| KEV SOFTWARE INC.              | \$222,334.89       |
| KIDSPORT TRI-CITIES            | \$36,206.23        |
| KIM, INJI                      | \$26,250.00        |
| KMS TOOLS WEB                  | \$85,039.51        |
| KOFFMAN KALEF                  | \$76,607.39        |
| KONE INC.                      | \$85,127.36        |
| KONICA MINOLTA BUSINESS SOLUTI | \$66,327.21        |
| KONTUR GEOTECHNICAL CONSULTANT | \$127,178.26       |
| KPMG LLP, T4348                | \$112,609.35       |
| KWIKWETLEM'S FIRST NATION      | \$71,970.00        |
| LA GRANDE COULEE               | \$31,645.00        |
| LAUZE ENTERPRISES LTD.         | \$64,785.00        |
| LE GROUPE MASTER INC.          | \$29,221.86        |
| LEARNING A-Z, LLC              | \$38,083.53        |
| LEC QUANTITY SURVEYING AND PRO | \$27,050.63        |
| LES EDITIONS PASSE-TEMPS       | \$50,421.72        |
| LEVITT-SAFETY LIMITED          | \$32,929.50        |
| LI, HONG                       | \$34,000.00        |
| LIU, CHEN-YU                   | \$37,920.00        |
| LIU, SHU JIE                   | \$34,998.00        |
| LOCK-BLOCK LTD.                | \$38,396.69        |
| LOGICS ACADEMY                 | \$142,881.04       |
| LONG & MCQUADE LTD.            | \$56,540.48        |
| LYNCH BUS LINES                | \$35,302.59        |
| M.L. PETERSON FLOOR COMPANY LT | \$27,195.00        |
| MACK KIRK INDUSTRIES LTD.      | \$951,392.07       |
| MAINROAD MAINTENANCE PRODUCTS  | \$45,908.58        |
| MAPLE RIDGE CHRISTIAN SCHOOL   | \$30,000.00        |
| MARSH CANADA LIMITED           | \$522,727.00       |
| MAXIUM-CONVEX DEVELOPMENTS     | \$29,999.21        |
| ME-N-EDS PIZZA PARLOR          | \$34,324.10        |
| MEDIQUEST TECHNOLOGIES INC     | \$42,668.85        |

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| <u>SUPPLIER NAME</u>           | <u>EXPENDITURE</u> |
|--------------------------------|--------------------|
| MERIDIAN ONECAP CREDIT CORP.   | \$45,819.51        |
| METHOD INNOVATION PARTNERS INC | \$12,159,616.20    |
| METRO MOTORS LTD.              | \$27,833.09        |
| METRO TESTING & ENGINEERING LT | \$122,848.98       |
| MG ENVIRONMENTAL LTD.          | \$52,904.25        |
| MICROSOFT CANADA INC           | \$105,058.58       |
| MICROTECH VIDEO SYSTEMS LTD.   | \$47,344.09        |
| MILLS BASICS                   | \$128,257.86       |
| MINISTER OF FINANCE            | \$823,950.00       |
| MINISTER OF FINANCE            | \$90,431.78        |
| MINISTER OF FINANCE            | \$182,043.75       |
| MINUTEMAN PRESS                | \$39,488.32        |
| MODERN CAMPUS USA, INC         | \$45,261.29        |
| MT. SEYMOUR RESORTS            | \$29,018.57        |
| MUMFORD, LEAH                  | \$79,672.50        |
| MUNICIPAL PENSION PLAN         | \$12,360,208.67    |
| MUSIC THEATRE INTERNATIONAL    | \$38,553.59        |
| NATURAL POD SERVICES INC.      | \$34,396.21        |
| NELSON EDUCATION LTD.          | \$59,695.10        |
| NEWCO SOLAR SOLUTIONS          | \$272,796.25       |
| NEWCOMER SUPPORTS INC.         | \$25,175.00        |
| NY CONSTRUCTION MANAGEMENT LTD | \$1,958,186.55     |
| OLYMPIC INTERNATIONAL SALES LT | \$363,376.23       |
| OMIDMOAZZAM, ZAHRA             | \$52,480.00        |
| OXFORD UNIVERSITY PRESS CANADA | \$31,795.90        |
| PACIFIC BLUE CROSS             | \$20,221,842.62    |
| PANAGO PIZZA                   | \$28,892.52        |
| PARTSOURCE                     | \$35,908.66        |
| PAYPAL                         | \$49,594.53        |
| PC EXPRESS                     | \$183,775.52       |
| PEARSON CANADA ASSESSMENT      | \$26,178.63        |
| PEARSON CANADA INC.            | \$54,908.38        |
| PEBT, IN TRUST                 | \$7,373,388.94     |
| PHONAK CANADA LTD.             | \$31,994.72        |
| PINCHIN LTD.                   | \$75,159.00        |
| PJS SYSTEMS INC                | \$247,608.32       |
| PLAN GROUP INC                 | \$25,340.85        |
| PORT COQUITLAM BUILDING        | \$118,577.07       |

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| <u>SUPPLIER NAME</u>           | <u>EXPENDITURE</u> |
|--------------------------------|--------------------|
| POWERSCHOOL CANADA ULC         | \$419,099.21       |
| PRAIRIE COAST EQUIPMENT        | \$241,210.27       |
| PRESTIGE BLINDS & AUTOMATION   | \$38,391.57        |
| PROSSER HR SOLUTIONS           | \$28,971.50        |
| PROSTOCK ATHLETIC SUPPLY LTD.  | \$50,296.04        |
| RABIEI MOTLAGH, BABAK          | \$34,000.00        |
| RAM MECHANICAL LTD.            | \$976,702.60       |
| RAYBERN ERECTORS LTD.          | \$64,076.83        |
| REAL CDN SUPERSTORE            | \$186,794.01       |
| REID, AMY                      | \$29,097.69        |
| REIMER HARDWOODS LIMITED       | \$29,383.17        |
| RICHELIEU HARDWARE CANADA LTD. | \$87,887.52        |
| RICHMOND ELEVATOR MAINTENANCE  | \$45,948.00        |
| RICOH CANADA INC.              | \$641,825.62       |
| RIETCHEL, CRAIG                | \$45,937.50        |
| ROCK ADVERTISING INC.          | \$95,901.75        |
| ROCKY POINT ENGINEERING LTD    | \$38,835.00        |
| ROTARY CLUB OF PORT COQUITLAM  | \$75,000.00        |
| SAFEWAY                        | \$27,707.70        |
| SAVE-ON-FOODS LIMITED PARTNERS | \$118,106.16       |
| SCHOLANTIS LEARNING SYSTEMS IN | \$32,418.75        |
| SCHOLASTIC CANADA LTD.         | \$50,431.81        |
| SCHOOL SPECIALTY CANADA LTD.   | \$29,872.95        |
| SCHOOLHOUSE PRODUCTS INC.      | \$37,847.44        |
| SCHOOLSPECIALTYCADCOM          | \$33,805.03        |
| SCM GROUP CANADA INC.          | \$36,417.50        |
| SEESAW LEARNING, INC.          | \$35,460.00        |
| SEWAKS NO FRILLS STORE         | \$26,761.55        |
| SHARE FAMILY AND COMMUNITY     | \$388,152.17       |
| SHELL ENERGY NORTH AMERICA (CA | \$279,634.98       |
| SHERWIN WILLIAMS CO.           | \$79,363.25        |
| SILEX RESTORATIONS LTD.        | \$1,016,298.01     |
| SJ CANADA (KIM, JISOO)         | \$39,945.00        |
| SKYLINE ATHLETICS INC.         | \$80,487.11        |
| SLATE SCIENCE OPERATIONS PTY   | \$113,500.00       |
| SMCN CONSULTING INC.           | \$111,785.64       |
| SOFTCHOICE LP                  | \$793,583.56       |
| SOROSH SUPERMARKET             | \$27,070.57        |



School District No. 43 (Coquitlam)  
Statement of Financial Information  
For the Period July 1, 2024 to June 30, 2025

Schedule of Payments Made to Suppliers (Unaudited)

| <u>SUPPLIER NAME</u>           | <u>EXPENDITURE</u> |
|--------------------------------|--------------------|
| SOURCE OFFICE FURNITURE & SYST | \$214,347.84       |
| SPACES INC.                    | \$400,131.94       |
| SPECTRUM EDUCATIONAL SUPPLIES  | \$27,496.54        |
| STAGEFAB CUSTOM MANUFACTURING  | \$26,344.64        |
| STAPLES CANADA ULC             | \$1,196,273.96     |
| STARBUCKS                      | \$26,897.08        |
| STATION ONE ARCHITECTS         | \$1,570,307.27     |
| STEEVES AND ASSOCIATES         | \$35,931.00        |
| STUDY PRO SERVICES LTD.        | \$68,900.00        |
| STUDY TRAVEL LIMITED           | \$35,802.48        |
| SUN, LILI                      | \$34,000.00        |
| SUNGJOO L.L.C                  | \$69,000.00        |
| SUPER SAVE DISPOSAL INC.       | \$340,824.73       |
| SUPPORT SOHO INC.              | \$118,272.00       |
| SURGE FIRE AND LIFE SAFETY LTD | \$44,978.57        |
| SYSCO CANADA, INC.             | \$31,427.02        |
| TAPESTRY MUSIC LTD.            | \$28,260.96        |
| TEC FLOOR COVERINGS LTD.       | \$82,288.60        |
| TECHNICAL SAFETY BC            | \$69,374.15        |
| TELUS COMMUNICATIONS INC       | \$484,936.66       |
| TERMINIX CANADA                | \$200,249.22       |
| THE CANADA HOMESTAY NETWORK    | \$157,815.00       |
| THE HOME DEPOT                 | \$44,988.96        |
| THINKSPACE ARCHITECTURE PLANNI | \$68,956.15        |
| THIRDWAVE BUS SERVICES         | \$50,532.30        |
| THURBER ENGINEERING LTD.       | \$66,943.32        |
| TICKETLEADER                   | \$47,342.06        |
| TIM HORTONS                    | \$29,370.83        |
| TLD COMPUTERS                  | \$127,332.39       |
| TOTAL SPIRIT CHEERLEADING      | \$26,090.97        |
| TRAIL APPLIANCES               | \$61,135.28        |
| TRANE CANADA ULC               | \$42,754.64        |
| TRANSLINK                      | \$44,555.40        |
| TRI-CITIES CHAMBER OF COMMERCE | \$28,560.00        |
| ULINE CANADA CORPORATION       | \$167,154.14       |
| UNIGLOBE SPECIALTY TRAVEL LTD. | \$130,232.75       |
| UNITED LIBRARY SERVICES INC.   | \$132,280.14       |
| UNIVERUS SOFTWARE CANADA INC.  | \$41,745.10        |

School District No. 43 (Coquitlam)  
Statement of Financial Information  
For the Period July 1, 2024 to June 30, 2025

Schedule of Payments Made to Suppliers (Unaudited)

| <u>SUPPLIER NAME</u>             | <u>EXPENDITURE</u> |
|----------------------------------|--------------------|
| VAHIDZADEH, FARINA               | \$34,000.00        |
| VANCOUVER COMMUNITY COLLEGE      | \$76,322.82        |
| VENTANA CONSTRUCTION CORPORATION | \$15,572,667.49    |
| VIKING FIRE PROTECTION INC       | \$122,950.58       |
| VISA MONDIAL CONSULTING LTD.     | \$45,666.00        |
| VISIONS ELECTRONICS LIMITED PA   | \$200,072.30       |
| VORTEX RESTAURANT EQUIPMENT      | \$62,624.77        |
| WAL-MART                         | \$164,806.12       |
| WANG, JIANHONG                   | \$34,500.00        |
| WATERPARK -CULTUS LAKE           | \$29,040.40        |
| WDW TICKETS                      | \$34,997.38        |
| WESCLEAN EQUIPMENT &             | \$1,080,634.36     |
| WESTERN CAMPUS RESOURCES INC.    | \$85,919.83        |
| WESTLO FINANCIAL CORP.           | \$228,208.79       |
| WORKERS' COMPENSATION BOARD      | \$4,686,209.38     |
| WORLD OF WONDER CHILDCARE LTD    | \$368,144.64       |
| YELLOWRIDGE CONSTRUCTION LTD.    | \$19,237,256.84    |
| YMCA OF GREATER VANCOUVER        | \$60,280.63        |
| YO BRO YO GIRL YOUTH INITIATIVE  | \$33,165.61        |
| ZACHARIAH, CILCY POYKAYIL        | \$34,029.19        |
| ZAVOSH CONSULTING INC.           | \$184,448.60       |

Total paid to suppliers where payments  
exceed \$25,000

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\$232,378,682.71

Total amount paid to suppliers where the amount  
paid to each supplier was \$25,000 or less

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\$23,133,107.99

School District No. 43 (Coquitlam)  
Statement of Financial Information  
For the Period July 1, 2024 to June 30, 2025

Reconciliation of Statements (Unaudited)

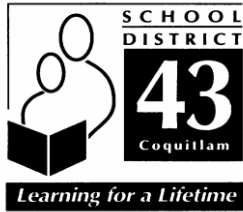
|                                                                      |                      |                             |
|----------------------------------------------------------------------|----------------------|-----------------------------|
| Total Payments to Suppliers                                          |                      |                             |
| Payments over \$25,000                                               | \$232,514,013        |                             |
| Payments under \$25,000                                              | \$22,997,778         |                             |
| Recoverable portion of GST                                           | <u>(\$5,195,206)</u> |                             |
|                                                                      |                      | \$250,316,585               |
| <br>Total Employee Remuneraton                                       |                      |                             |
| Employees earning more than \$75,000                                 | \$235,489,243        |                             |
| Employees earning less than \$75,000                                 | \$103,468,976        |                             |
| Remuneration for elected officials                                   | <u>\$530,585</u>     |                             |
|                                                                      |                      | \$339,488,805               |
| <br>Expenses paid to employees                                       |                      | \$878,928                   |
| <br>Employer's portion of CPP and EI                                 |                      | \$19,667,080                |
| <br>Employee Portion of Pension Remittances                          |                      | (\$33,448,127)              |
| <br>Total expenditure per Statement of Financial Information (SOFI)  |                      | <u><u>\$576,903,270</u></u> |
| <br>Information from Audited Financial Statements                    |                      |                             |
| Total Expenses                                                       |                      | \$505,072,586               |
| Less Amortization of Tangible Capital Assets                         |                      | (\$25,848,783)              |
| Capital Assets Aquisitions                                           |                      | <u>\$91,316,638</u>         |
| Total Expenditures from Audited Financial Statements                 |                      | <u><u>\$570,540,441</u></u> |
| <br>Difference in expenditures between SOFI and Financial Statements |                      | <u><u>\$6,362,829</u></u>   |

**Explanation of Difference**

The financial statements are reported on an accrual basis, and include payroll liabilities that are not reflected in the schedule of remuneration and expenses, and accounts payable balances that are not reflected in the schedule of payments for the provision of goods and services. Changes in liability balances from year to year affect the financial statement expenditures but not the scheduled payments which are reported on a cash basis.

Furthermore, the schedule of payments for the provision of goods and services may differ from the financial statements in the following ways:

- Employee benefits may be duplicated in the schedule of payments where also reported in employee remuneration
- Third party recoveries of expenses may not all be adjusted for in the schedules
- Travel expenses that are paid directly to suppliers may be duplicated in employee expenses



## SCHOOL DISTRICT NO. 43 (COQUITLAM)

### MEMORANDUM

**TO:** Nita Mikl, Secretary-Treasurer / CFO

**FROM:** Ivano Cecchini, Executive Director, Facilities and Planning Services

**DATE:** November 25, 2025

**SUBJECT:** 3631 Litchfield Avenue, Coquitlam, BC Modification of Covenant Bylaw 2025

**COPIED TO:** District Leadership Team

#### **Recommended Action:**

That the Board of Education pass a motion to hold all three readings and have all three readings, final passage, and adoption of the 3631 Litchfield Avenue, Coquitlam, BC Modification of Covenant Bylaw 2025.

#### **Background:**

The Board of Education holds title to approximately 6 acres of land on Litchfield Ave. which in the future will be utilized as an elementary school site on Burke Mountain.

When the Board acquired the land there was a covenant on title which required a post clearing and post-construction assessment report to be completed to evaluate the retained on-site and off-site trees along the forest edge of the property. The covenant states that the post-construction report needs to be completed prior to an occupancy permit is issued.

An agreement has been made with the city that the Board will not be required to deliver a post-construction assessment report prior to applying for an occupancy permit.

#### **Enclosed:**

The Board of Education of School District No. 43 (Coquitlam) 3631 Litchfield Avenue, Coquitlam, BC Modification of Covenant Bylaw 2025.

**THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 43 (COQUITLAM)**  
**3631 LITCHFIELD AVENUE, COQUITLAM, BC MODIFICATION OF COVENANT BYLAW, 2025**

WHEREAS The Board of Education of School District No. 43 (Coquitlam) (the “**Board**”) is a board of education constituted under the *School Act* (British Columbia);

WHEREAS a board of education may dispose of land or improvements owned or administered by the board of education under the authority of Section 96(3) of the *School Act* (British Columbia), subject to the Orders of the British Columbia Minister of Education and Child Care (the “**Minister**”);

AND WHEREAS the *Interpretation Act* (British Columbia) defines the word “dispose” to mean to transfer by any method and includes, among other things, grant and charge;

AND WHEREAS the Minister issued Order M193/08 (Disposal of Land or Improvements Order) effective September 3, 2008 requiring fee simple sales and leases of land or improvements for a term of ten years or more to be specifically approved by the Minister, unless the transferee is an independent school or another school board;

AND WHEREAS a disposal of land or improvements by way of a grant of a covenant does not require approval from the Minister pursuant to Order M193/08 (Disposal of Land or Improvements Order);

AND WHEREAS Section 65(5) of the *School Act* (British Columbia) requires a board of education to exercise a power with respect to the acquisition or disposal of property owned or administered by the board of education only by bylaw;

AND WHEREAS:

- A. The Board is the owner of those certain lands and premises with a civic address of 3631 Litchfield Avenue, Coquitlam, British Columbia and legally described as follows:

Parcel Identifier: 032-001-177

Legal Description: Lot 1 Section 17 Township 40 New Westminster District Plan  
EPP107585

(the “**Property**”);

- B. The Property is facility number 035;

- C. Pursuant to Covenant CB723559 registered against the Property in favour of the City of Coquitlam (the “**Original Covenant**”), the Lands may only be used and built upon in accordance with the Original Covenant which requires the Board to deliver a post-clearing and post-construction assessment report to evaluate the retained on-site and off-site trees along the forest edge that is located on or adjacent to the Property;

- D. Pursuant to an Assumption Agreement (Covenant CB723559) dated for reference September 19, 2025 between the Board and the City, the City agreed that the Board would not be required to deliver a post-construction assessment report prior to applying for an occupancy permit for the Property;
- E. The Board and the City wish to enter into a Modification of Section 219 Covenant (the **“Modification”**) in order to, amongst other things, modify the Original Easement such that the Board will not be required to deliver a post-construction assessment report prior to applying for an occupancy permit for the Property; and
- F. The Board has determined and hereby confirms that the Modification will not conflict with or detract from the regular or extracurricular program of a school or the current or future educational needs of the school district, and will not interfere with the Board’s use of the Property for educational purposes.

NOW THEREFORE be it resolved as a Bylaw of the Board that the Modification be and is hereby authorized and approved, and the Board enter into the Modification in the form required by the City of Coquitlam, subject to amendments as the Secretary-Treasurer may, in his or her discretion, consider advisable, and register the Modification against title to the Property at the Land Title Office.

BE IT FURTHER resolved as a Bylaw of the Board that the Secretary-Treasurer be and is hereby authorized, on behalf of the Board, to execute and deliver the Modification in such form and with such amendments thereto as the Secretary-Treasurer may, in his or her discretion, consider advisable, and the Secretary-Treasurer be and is hereby authorized, on behalf of the Board, to execute and deliver all related and ancillary documents required to complete the granting of the Modification on such terms and conditions as the Secretary-Treasurer may, in his or her discretion, consider advisable as witnessed by the signature of the Secretary-Treasurer.

This Bylaw may be cited as “School District No. 43 (Coquitlam) 3631 Litchfield Avenue, Coquitlam, BC Modification of Covenant Bylaw, 2025”.

Read a first time this 25<sup>th</sup> day of November, 2025.

Read a second time this 25<sup>th</sup> day of November, 2025.

Upon unanimous agreement of the Trustees of the Board in attendance, this Bylaw was read a third time on the 25<sup>th</sup> day of November, 2025, and finally passed and adopted this 25<sup>th</sup> day of November 2025.

Corporate Seal

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Chairperson of the Board

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Secretary-Treasurer

I HEREBY CERTIFY this to be a true original of the School District No. 43 (Coquitlam) 3631 Litchfield Avenue, Coquitlam, BC Modification of Covenant Bylaw, 2025, adopted on the 25<sup>th</sup> day of November, 2025.

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Secretary-Treasurer