

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)

**STATEMENT OF
FINANCIAL INFORMATION
FOR FISCAL YEAR
ENDED JUNE 30, 2025**

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

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Ministry
of Education




SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

6049

SCHOOL DISTRICT NUMBER 68	NAME OF SCHOOL DISTRICT School District #68 (Nanaimo-Ladysmith)	YEAR 2025
OFFICE LOCATION(S) 395 Wakesiah Avenue	TELEPHONE NUMBER 250-754-5521	
MAILING ADDRESS 395 Wakesiah Avenue		
CITY Nanaimo	PROVINCE BC	POSTAL CODE V9R 3K6
NAME OF SUPERINTENDENT Robyn Gray		TELEPHONE NUMBER 250-754-5521
NAME OF SECRETARY TREASURER Mark Walsh		TELEPHONE NUMBER 250-754-5521

DECLARATION AND SIGNATURES

We, the undersigned, certify that the attached is a correct and true copy of the Statement of Financial Information for the year ended
June 30, 2025
for School District No. **68** as required under Section 2 of the Financial Information Act.

SIGNATURE OF CHAIRPERSON OF THE BOARD OF EDUCATION 	DATE SIGNED Dec 17/25
SIGNATURE OF SUPERINTENDENT 	DATE SIGNED Dec 17/25
SIGNATURE OF SECRETARY TREASURER 	DATE SIGNED Dec 17/25

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information for Year Ended June 30, 2025

Financial Information Act-Submission Checklist

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

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Management Report

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

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

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

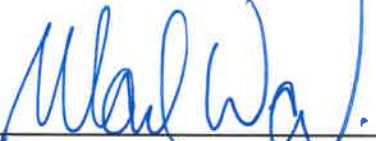
The external auditors, KPMG LLP Chartered Professional Accountants, conduct an independent examination, in accordance with generally accepted auditing standards, and express their opinion on the financial statements as required by the *School Act*. Their examination does not relate to the other schedules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

On behalf of The Board of Education School District No. 68 (Nanaimo-Ladysmith)



Robyn Gray, Superintendent

Date: December 17, 2025



Mark Walsh, Secretary Treasurer

Date: December 17, 2025

Audited Financial Statements of

School District No. 68 (Nanaimo-Ladysmith)

And Independent Auditors' Report thereon

June 30, 2025

School District No. 68 (Nanaimo-Ladysmith)

June 30, 2025

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School District No. 68 (Nanaimo-Ladysmith)

MANAGEMENT REPORT

Version: 3762-3016-1034

Management's Responsibility for the Financial Statements.

The accompanying financial statements of School District No. 68 (Nanaimo-Ladysmith) 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.

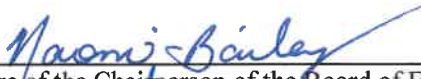


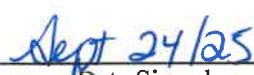
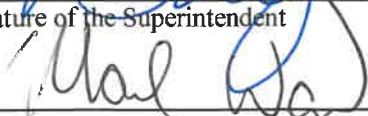
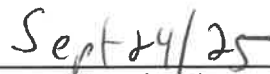
The preparation of financial statements necessarily involves the use of estimates based on management's judgment particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

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. 68 (Nanaimo-Ladysmith) (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, KPMG LLP, conduct an independent examination, in accordance with Canadian generally accepted auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of School District No. 68 (Nanaimo-Ladysmith) 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. 68 (Nanaimo-Ladysmith)

 _____ Signature of the Chairperson of the Board of Education	 _____ Date Signed
 _____ Signature of the Superintendent	 _____ Date Signed
 _____ Signature of the Secretary Treasurer	 _____ Date Signed



KPMG LLP

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

INDEPENDENT AUDITOR'S REPORT

To the Board of Education of School District No. 68 (Nanaimo - Ladysmith), and
To the Minister of Education and Child Care, Province of British Columbia

Opinion

We have audited the financial statements of School District No. 68 (Nanaimo - Ladysmith) (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(a) to the financial statements which describes the applicable financial reporting framework and the significant differences between the financial reporting framework and Canadian public sector accounting standards.

Our opinion is not modified in respect of this matter.



Other Information

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

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

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 Management's Financial Statement Discussion and Analysis document and Unaudited Schedules 1-4 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' with a horizontal line underneath.

Chartered Professional Accountants

Victoria, Canada
September 25, 2025

School District No. 68 (Nanaimo-Ladysmith)

Statement of Financial Position

As at June 30, 2025

Statement 1

	2025 Actual	2024 Actual
	\$	\$
Financial Assets		
Cash and Cash Equivalents	44,583,953	42,159,314
Accounts Receivable		
Due from Province - Ministry of Education and Child Care (Note 3)	1,653,539	728,365
Due from First Nations	296,093	651,657
Other (Note 3)	4,794,599	4,585,921
Portfolio Investments (Note 5)	7,947,123	4,000,000
Mortgage Receivable	47,782	58,708
Total Financial Assets	59,323,089	52,183,965
Liabilities		
Accounts Payable and Accrued Liabilities		
Other (Note 6)	21,229,394	19,049,176
Unearned Revenue (Note 7)	4,453,539	4,487,314
Deferred Revenue (Note 8)	3,944,254	3,663,143
Deferred Capital Revenue (Note 9)	170,964,744	165,844,524
Employee Future Benefits (Note 10)	1,867,356	1,775,792
Asset Retirement Obligation (Note 20)	26,426,117	25,845,772
Capital Lease Obligations (Note 11)	421,694	532,503
Other Liabilities	2,674,171	2,375,604
Total Liabilities	231,981,269	223,573,828
Net Debt	(172,658,180)	(171,389,863)
Non-Financial Assets		
Tangible Capital Assets (Note 12)	218,643,935	215,896,464
Prepaid Expenses	906,174	941,960
Total Non-Financial Assets	219,550,109	216,838,424
Accumulated Surplus (Deficit) (Note 13)	46,891,929	45,448,561

Contractual Obligations (Note 19)

Contractual Rights (Note 18)

Contingent Assets (Note 21)

Approved by the Board

Signature of the Chairperson of the Board of Education

Date Signed

Signature of the Superintendent

Date Signed

Signature of the Secretary Treasurer

Date Signed

School District No. 68 (Nanaimo-Ladysmith)

Statement 2

Statement of Operations

Year Ended June 30, 2025

	2025 Budget (Note 14) \$	2025 Actual \$	2024 Actual \$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	199,805,846	200,321,487	188,590,720
Other	385,416	443,623	468,833
Tuition	6,325,000	6,394,970	5,897,720
Other Revenue	7,214,894	7,689,676	7,238,057
Rentals and Leases	670,000	901,378	643,617
Investment Income	865,000	1,409,457	1,723,054
Amortization of Deferred Capital Revenue	7,850,000	7,888,100	7,554,649
Total Revenue	<u>223,116,156</u>	<u>225,048,691</u>	<u>212,116,650</u>
Expenses (Note 15)			
Instruction	185,423,800	179,945,548	168,082,670
District Administration	9,624,020	7,878,734	7,637,269
Operations and Maintenance	33,252,853	33,298,362	31,674,543
Transportation and Housing	2,410,162	2,433,580	2,349,944
Debt Services		49,099	54,411
Total Expense	<u>230,710,835</u>	<u>223,605,323</u>	<u>209,798,837</u>
Surplus (Deficit) for the year	<u>(7,594,679)</u>	<u>1,443,368</u>	<u>2,317,813</u>
Accumulated Surplus (Deficit) from Operations, beginning of year		<u>45,448,561</u>	<u>43,130,748</u>
Accumulated Surplus (Deficit) from Operations, end of year		<u><u>46,891,929</u></u>	<u><u>45,448,561</u></u>

School District No. 68 (Nanaimo-Ladysmith)

Statement 4

Statement of Changes in Net Debt

Year Ended June 30, 2025

	2025 Budget (Note 14) \$	2025 Actual \$	2024 Actual \$
Surplus (Deficit) for the year	(7,594,679)	1,443,368	2,317,813
Effect of change in Tangible Capital Assets			
Acquisition of Tangible Capital Assets	(8,300,000)	(15,244,123)	(16,349,181)
Amortization of Tangible Capital Assets	11,800,000	12,496,652	11,428,661
Total Effect of change in Tangible Capital Assets	3,500,000	(2,747,471)	(4,920,520)
Acquisition of Prepaid Expenses		(906,174)	(941,960)
Use of Prepaid Expenses		941,960	254,051
Total Effect of change in Other Non-Financial Assets	-	35,786	(687,909)
(Increase) Decrease in Net Debt, before Net Remeasurement Gains (Losses)	(4,094,679)	(1,268,317)	(3,290,616)
Net Remeasurement Gains (Losses)			
(Increase) Decrease in Net Debt		(1,268,317)	(3,290,616)
Net Debt, beginning of year		(171,389,863)	(168,099,247)
Net Debt, end of year		(172,658,180)	(171,389,863)

School District No. 68 (Nanaimo-Ladysmith)

Statement 5

Statement of Cash Flows
Year Ended June 30, 2025

	2025 Actual	2024 Actual
	\$	\$
Operating Transactions		
Surplus (Deficit) for the year	1,443,368	2,317,813
Changes in Non-Cash Working Capital		
Decrease (Increase)		
Accounts Receivable	(778,288)	98,216
Prepaid Expenses	35,786	(687,909)
Increase (Decrease)		
Accounts Payable and Accrued Liabilities	2,180,218	(744,289)
Unearned Revenue	(33,775)	366,866
Deferred Revenue	281,111	1,103,501
Employee Future Benefits	91,564	97,032
Asset Retirement Obligations	(40,376)	(8,592)
Other Liabilities	298,567	351,547
Amortization of Tangible Capital Assets	12,496,652	11,428,661
Amortization of Deferred Capital Revenue	(7,888,100)	(7,554,649)
Non Capital Expenditures from capital fund	(598,421)	(332,255)
Total Operating Transactions	7,488,306	6,435,942
Capital Transactions		
Tangible Capital Assets Purchased	(7,006,869)	(11,472,298)
Tangible Capital Assets -WIP Purchased	(7,616,533)	(4,741,134)
Total Capital Transactions	(14,623,402)	(16,213,432)
Financing Transactions		
Loan Payments	(110,809)	(92,171)
Capital Revenue Received	13,606,741	14,047,152
Total Financing Transactions	13,495,932	13,954,981
Investing Transactions		
Decrease (Increase) in Mortgage Receivable	10,926	8,327
Proceeds on Disposal of Portfolio Investments		504,876
Investments in Portfolio Investments	(3,947,123)	
Total Investing Transactions	(3,936,197)	513,203
Net Increase (Decrease) in Cash and Cash Equivalents	2,424,639	4,690,694
Cash and Cash Equivalents, beginning of year	42,159,314	37,468,620
Cash and Cash Equivalents, end of year	44,583,953	42,159,314
Cash and Cash Equivalents, end of year, is made up of:		
Cash	44,583,953	38,418,111
Cash Equivalents		3,741,203
	44,583,953	42,159,314

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 1 AUTHORITY AND PURPOSE

The School District, established on April 12, 1946 operates under authority of the *School Act* of British Columbia as a corporation under the name of "The Board of Education of School District No. 68 (Nanaimo-Ladysmith) and operates as "School District No. 68 (Nanaimo-Ladysmith)" and "Nanaimo Ladysmith Public Schools." A board of education ("Board") elected for a four-year term governs the School District. The School District provides educational programs to students enrolled in schools in the district and is principally funded by the Province of British Columbia through the Ministry of Education and Child Care. School District No. 68 (Nanaimo-Ladysmith) 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*. This Section requires that the financial statements be prepared in accordance with Canadian public sector accounting standards except in regard to the accounting for government transfers as set out in Notes 2(g) and 2(o).

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

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

b) 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.

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

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

c) Cash and Cash Equivalents

Cash and cash equivalents include deposits held in commercial banks, deposits held by the Provincial Treasurer, as well as 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 and Mortgage Receivables

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

e) Portfolio Investments

The School District has investments in Guaranteed Investment Certificates (GIC's) that have a maturity date of greater than 3 months at the time of acquisition. GIC's, term deposits, bonds and other investments not quoted in an active market are reported at cost or amortized cost.

Detailed information regarding portfolio investments is disclosed in Note 5.

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 courses, 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. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

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

h) Employee Future Benefits

The School District provides certain post-employment benefits including vested and non-vested benefits for certain employees pursuant to certain contracts and union agreements.

The School District accrues its obligations and related costs including both vested and non-vested benefits under employee future benefit plans. Benefits include vested sick leave, accumulating non-vested sick leave, early retirement, retirement/severance, vacation, overtime, and death benefits. The benefits cost is actuarially determined using the projected unit credit method pro-rated on service and using management's best estimate of expected salary escalation, termination rates, retirement rates and mortality. The discount rate used to measure obligations is based on the cost of borrowing.

The cumulative unrecognized actuarial gains and losses are amortized over the expected average remaining service lifetime of active employees covered under the plan.

The most recent valuation of the obligation was performed at March 31, 2025 and projected to 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 and its employees make contributions to the Teachers' Pension Plan and Municipal Pension Plan. The plans are multi-employer plans where assets and obligations are not separated. The costs are expensed as incurred.

i) Asset Retirement Obligations

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

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

Liabilities are recognized for statutory, contractual, or legal obligations associated with the retirement of tangible capital assets when those obligations result from the acquisition, construction, development, or normal operation of the assets. The liability includes costs for 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 includes costs directly attributable to the asset retirement activities. The resulting costs have been capitalized into the carrying amount of tangible capital assets and are being amortized on the same basis as the

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

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

i) Asset Retirement Obligations *(continued)*

related tangible capital asset (see note 2k). 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.

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.

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

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

k) Tangible Capital Assets *(continued)*

- Tangible capital assets are written down to residual value when conditions indicate they no longer contribute to the ability of the School District to provide services or when the value of future economic benefits associated with the sites and buildings are less than their net book value. The write-downs are accounted for as expenses in the Statement of Operations.
- Buildings that are demolished or destroyed are written-off.
- Works of art, historic assets and other intangible assets are not recorded as assets in these financial statements.
- The cost, less residual value, of tangible capital assets (excluding sites), is amortized on a straight-line basis over the estimated useful life of the asset. It is management's responsibility to determine the appropriate useful lives for tangible capital assets. These useful lives are reviewed on a regular basis or if significant events initiate the need to revise. Estimated useful life is as follows:

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

In the year of acquisition amortization is recorded as half of the annual rate for the year.

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

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

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

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

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 Accumulated Surplus).

o) Revenue Recognition

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

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

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

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

Donated tangible capital assets other than sites are recorded at fair market value and amortized over the useful 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).

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

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

o) Revenue Recognition *(continued)*

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.

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.

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.

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

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

q) Financial Instruments *(continued)*

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

All financial assets and liabilities are recorded at cost or amortized cost and the associated transaction costs are added to the carrying value of these investments upon initial recognition. Transaction costs are incremental costs directly attributable to the acquisition or issue of a financial asset or a financial liability.

Unrealized gains and losses from changes in the fair value of financial instruments are 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. Interest and dividends attributable to financial instruments are reported in the statement of operations. There are no measurement gains or losses during the periods presented; therefore, no statement of remeasurement gains or losses is included in these financial statements.

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 tangible capital assets, liabilities for contaminated sites, asset retirement obligations, rates for amortization and estimated employee future benefits. Actual results could differ from those estimates.

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 3 ACCOUNTS RECEIVABLE – OTHER RECEIVABLES

Due from Province – Ministry of Education and Child Care

	2025	2024
Bylaw – Capital Funding	\$ 1,653,539	\$ 728,365

Other Receivables

	2025	2024
Due from Federal Government - GST	\$ 230,273	\$ 110,760
Benefit Premium Balance	2,705,527	2,124,518
Other	1,858,799	2,350,643
	<u>\$ 4,794,599</u>	<u>\$ 4,585,921</u>

NOTE 4 MORTGAGE RECEIVABLE

Mortgage on 4985 Christie Road, Ladysmith (former Diamond Elementary School property); blended payments are \$1,000 per month including interest at 2% p.a., for a term of 5 years ending March 1, 2029.

	2025	2024
	\$ 47,782	\$ 58,708
	<u>\$ 47,782</u>	<u>\$ 58,708</u>

Interest received during the year was \$1,074 (2024- \$1,273).

NOTE 5 PORTFOLIO INVESTMENTS

GIC's included in portfolio investments are held with local banking institutions and earn average interest at 5.35% (2024 – 5.45%) per year.

	2025	2024
Coast Capital Savings GIC	\$ 1,000,000	\$ -
Coast Capital Savings GIC	2,947,123	-
Coast Capital Savings GIC	4,000,000	4,000,000
	<u>\$ 7,947,123</u>	<u>\$ 4,000,000</u>

NOTE 6 ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

Other Accounts Payable and Accrued Liabilities

	2025	2024
Trade payables	\$ 3,869,922	\$ 3,420,142
Salaries and benefits payable	15,384,654	13,656,030
Accrued vacation pay	1,627,305	1,526,564
Construction holdbacks	347,513	446,440
	<u>\$ 21,229,394</u>	<u>\$ 19,049,176</u>

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 7 UNEARNED REVENUE

Unearned revenue consists of contributions received for services to be delivered in a future period. Changes in unearned revenue are as follows:

	2025	2024
Balance, beginning of year	\$ 4,487,314	\$ 4,120,448
Changes for the year:		
Increase:		
Tuition fees/Rentals/Summer Programs	6,830,786	6,002,465
Decrease:		
Tuition fees/Rentals/Summer Programs	6,864,561	5,635,599
Net changes for the year	(33,775)	366,866
Balance, end of year	\$ 4,453,539	\$ 4,487,314

NOTE 8 DEFERRED REVENUE

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

	2025	2024
Balance, beginning of year	\$ 3,663,143	\$ 2,559,642
Changes for the year:		
Increase:		
Provincial Grants – Ministry of Education	24,871,751	22,358,062
Ministry of Education CEF Adjustment	-	(6,452)
Provincial Grants – Other	147,000	187,020
Other	4,124,687	4,173,923
Investment income	84,666	101,883
	29,228,104	26,814,436
Decrease:		
Expenses	28,462,449	25,367,219
Transfers – tangible capital assets purchased	484,544	343,716
	28,946,993	25,710,935
Net changes for the year	281,111	1,103,501
Balance, end of year	\$ 3,944,254	\$ 3,663,143

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 9 DEFERRED CAPITAL REVENUE

Deferred capital revenue includes grants and contributions received that are restricted by the contributor for the acquisition of tangible capital assets that meet the description of a restricted contribution in the Restricted Contributions Regulation 198/2011 issued by Treasury Board. Once spent, the contributions are amortized into revenue over the life of the asset acquired. Changes to deferred capital revenue are as follows:

	Deferred Capital 2025	Unspent Deferred Capital 2025	Total Deferred Capital Revenue 2025	Total Deferred Capital Revenue 2024
Balance, beginning of year	\$159,237,916	\$6,606,608	\$165,844,524	\$159,684,276
Changes for the year:				
Increase:				
Transfer from Unspent – Capital Additions	4,512,653	-	4,512,653	8,705,956
Transfer from Unspent – Work in Progress	7,115,129	-	7,115,129	4,055,917
Provincial Grants – Ministry of Education and Child Care	-	12,691,670	12,691,670	12,995,920
Provincial Grants – Other	-	-	-	224,594
Investment income	-	139,210	139,210	103,795
Other	-	775,861	775,861	722,843
	11,627,782	13,606,741	25,234,523	26,809,025
Decrease:				
Amortization of Deferred Capital	7,888,100	-	7,888,100	7,554,649
Capital additions – transfer to Deferred Capital	-	4,512,653	4,512,653	8,705,956
Work in Progress – transfer to Deferred Capital	-	7,115,129	7,115,129	4,055,917
Other	-	598,421	598,421	332,255
	7,888,100	12,226,203	20,114,303	20,648,777
Net changes for the year	3,739,682	1,380,538	5,120,220	6,160,248
Balance, end of year	\$162,977,598	\$7,987,146	\$170,964,744	\$165,844,524

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 10 EMPLOYEE FUTURE BENEFITS

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

	2025	2024
Reconciliation of Accrued Benefit Obligation		
Accrued Benefit Obligation – April 1	\$ 1,879,613	\$ 1,876,769
Service Cost	138,994	141,166
Interest Cost	81,549	77,031
Benefit Payments	(178,695)	(133,217)
Increase (Decrease) in obligation due to Plan Amendment	-	-
Actuarial (Gain) Loss	1,152,632	(82,136)
Accrued Benefit Obligation – March 31	<u>\$ 3,074,093</u>	<u>\$ 1,879,613</u>

Reconciliation of Funded Status at End of Fiscal Year

Accrued Benefit Obligation – March 31	\$ 3,074,093	\$ 1,879,613
Market Value of Plan Assets – March 31	-	-
Funded Status – Surplus (Deficit)	(3,074,093)	(1,879,613)
Employer Contributions After Measurement Date	23,697	40,349
Benefits Expense After Measurement Date	(89,066)	(55,136)
Unamortized Net Actuarial (Gain) Loss	1,272,106	118,608
Accrued Benefit Asset (Liability) – June 30	<u>\$ (1,867,356)</u>	<u>\$ (1,775,792)</u>

Reconciliation of Change in Accrued Benefit Liability

Accrued Benefit Liability – July 1	\$ 1,775,792	\$ 1,678,760
Net expense for Fiscal Year	253,607	241,590
Employer Contributions	(162,043)	(144,558)
Accrued Benefit Liability – June 30	<u>\$ 1,867,356</u>	<u>\$ 1,775,792</u>

Components of Net Benefit Expense

Service Cost	\$ 162,448	\$ 140,623
Interest Cost	92,026	78,161
Immediate Recognition of Plan Amendment	-	-
Amortization of Net Actuarial (Gain)/Loss	(867)	22,806
Net Benefit Expense (Income)	<u>\$ 253,607</u>	<u>\$ 241,590</u>

The significant actuarial assumptions adopted for measuring the School District's accrued benefit obligations 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	11.7 years	10.4 years

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 11 CAPITAL LEASE OBLIGATIONS

The School District entered into a capital lease for multi-function printer devices. The payments are over 5 years and include interest of 8.3%. Repayments are due as follows:

2026	\$ 159,908
2027	159,908
2028	159,908
2029	13,327
2030	-
Thereafter	-
Total minimum lease payments	<u>493,051</u>
Less amounts representing interest	<u>71,357</u>
Present value of net minimum capital lease payments	<u>\$ 421,694</u>

Total interest on leases for the year was \$49,099 (2024: 54,411).

NOTE 12 TANGIBLE CAPITAL ASSETS

Net Book Value:

	Net Book Value 2025	Net Book Value 2024
Sites	\$ 16,063,545	\$ 16,063,545
Buildings	174,153,471	175,127,228
Buildings – work in progress	9,069,783	5,632,538
Furniture & Equipment	10,320,381	10,073,830
Furniture & Equipment – work in progress	880,345	535,990
Vehicles	4,628,560	4,383,792
Computer Software	34,432	72,051
Computer Hardware	3,493,418	4,007,490
Total	<u>\$ 218,643,935</u>	<u>\$ 215,896,464</u>

June 30, 2025

	Opening Cost	Additions	Disposals	Transfers (WIP)	Total 2025
Sites	\$ 16,063,545	\$ -	\$ -	\$ -	\$ 16,063,545
Buildings	369,709,528	3,953,378	-	3,594,472	377,257,378
Buildings – work in progress	5,632,538	7,031,717	-	(3,594,472)	9,069,783
Furniture & Equipment	17,027,073	1,802,805	(163,121)	240,461	18,907,218
Furniture & Equipment – work in progress	535,990	584,816	-	(240,461)	880,345
Vehicles	6,326,932	912,059	(220,092)	-	7,018,899
Computer Software	343,719	-	(311,249)	-	32,470
Computer Hardware	7,611,704	959,348	(1,448,581)	-	7,122,471
Total	<u>\$ 423,251,029</u>	<u>\$ 15,244,123</u>	<u>\$ (2,143,043)</u>	<u>\$ -</u>	<u>\$ 436,352,109</u>

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 12 TANGIBLE CAPITAL ASSETS *(Continued)*

	Opening Accumulated Amortization	Additions	Disposals	Total 2025
Buildings	\$ 194,582,300	\$ 8,521,607	\$ -	\$ 203,103,907
Furniture & Equipment	6,953,243	1,796,715	(163,121)	8,586,837
Vehicles	1,943,140	667,291	(220,092)	2,390,339
Computer Software	271,668	37,619	(311,249)	(1,962)
Computer Hardware	3,604,214	1,473,420	(1,448,581)	3,629,053
Total	\$ 207,354,565	\$12,496,652	\$ (2,143,043)	\$ 217,708,174

June 30, 2024

	Opening Cost	Additions	Disposals	Transfers (WIP)	Total 2024
Sites	\$ 16,034,046	\$ 29,499	\$ -	\$ -	\$ 16,063,545
Buildings	358,007,538	7,178,918	-	4,523,072	369,709,528
Buildings – work in progress	5,621,329	4,534,281	-	(4,523,072)	5,632,538
Furniture & Equipment	14,432,495	2,078,328	(250,499)	766,749	17,027,073
Furniture & Equipment – work in progress	1,095,886	206,853	-	(766,749)	535,990
Vehicles	5,729,211	1,233,489	(635,768)	-	6,326,932
Computer Software	360,356	-	(16,637)	-	343,719
Computer Hardware	7,288,026	1,087,813	(764,135)	-	7,611,704
Total	\$ 408,568,887	\$ 16,349,181	\$ (1,667,039)	\$ -	\$ 423,251,029

	Opening Accumulated Amortization	Additions	Disposals	Total 2024
Buildings	\$186,889,807	\$7,692,493	\$ -	\$ 194,582,300
Furniture & Equipment	5,630,763	1,572,979	(250,499)	6,953,243
Vehicles	1,976,101	602,807	(635,768)	1,943,140
Computer Software	217,898	70,407	(16,637)	271,668
Computer Hardware	2,878,374	1,489,975	(764,135)	3,604,214
Total	\$197,592,943	\$11,428,661	\$ (1,667,039)	\$ 207,354,565

Building and Furniture & Equipment – work in progress has not been amortized. Amortization of these assets will commence when the asset is put into use.

Additions to furniture and equipment includes contributed tangible capital assets of \$361,624 (2024 - \$67,475). Additions to computer hardware include \$nil (2024 - \$135,749), in assets acquired under capital lease.

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 13 ACCUMULATED SURPLUS

Interfund transfers between the operating, special purpose and capital funds for the year ended June 30, 2025, were as follows:

- A transfer in the amount of \$1,242,224 was made from the operating fund to the capital fund for capital purchases made during the year.
- A transfer in the amount of \$3,540,000 was made from the operating fund to the capital fund (Local Capital) for future capital purchases.
- A transfer in the amount of \$484,544 was made from the special purpose fund to the capital fund for capital purchase made during the year.

Accumulated Surplus is comprised of the following:

OPERATING	2025	2024
Accumulated Operating Surplus	\$12,386,676	\$11,593,188
Restricted Surplus Reserve for Anticipated Unusual Expenses:		
Staffing costs (one-time anticipated expense)	\$ 616,680	\$ 500,000
Replacement costs	250,000	250,000
EA staffing supplement	50,000	150,000
Post budget unusual expenses	15,000	-
Communications	10,000	23,700
Trustee by-election costs	-	100,000
	941,680	1,023,700
Restricted Surplus Reserve for Financial Constraints/Targeted Funds:		
District benefit plans (premium balances)	\$ 2,705,527	\$ 2,124,518
Indigenous Education Program	388,502	290,414
NDTA Teacher mentorship grant	174,650	255,026
ICY Team	121,327	1,112,851
District before & after school care reserve	23,295	37,600
Trustee professional development/travel	24,340	29,355
Energy initiatives	-	50,000
	3,437,641	3,899,764
Restricted Surplus Reserve Operations Spanning Multiple School Years:		
Transfer to Local Capital	1,800,000	-
Undelivered purchase orders	803,527	-
John Barsby turf field 10 yr contractual term	560,000	-
School/district equipment costs	350,000	600,000
Child care reserve	281,846	75,000
School year-end balances	264,774	240,733
School opening costs	-	250,000
	4,060,147	1,165,733

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 13 ACCUMULATED SURPLUS *(Continued)*

Summary of Accumulated Operating Surplus

Total Restricted Operating Surplus	8,439,468	6,089,197
Total Unrestricted Surplus	3,947,208	5,503,991
Total Accumulated Operating Surplus	<u>12,386,676</u>	<u>11,593,188</u>

CAPITAL

Investment in Tangible Capital Assets	28,182,930	29,644,677
Local Capital	6,322,323	4,210,696
Capital Surplus	<u>34,505,253</u>	<u>33,855,373</u>

TOTAL ACCUMULATED SURPLUS	46,891,929	45,448,561
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NOTE 14 BUDGET FIGURES

Budget figures included in the financial statements were approved by the Board through the adoption of an amended annual budget on February 26, 2025. The amended budget is used for comparison purposes, as these are based on actual student enrollments. The difference between the preliminary (annual) and amended budgets is as follows:

	2025 Amended	2025 Preliminary	Difference
Revenues			
Provincial Grants			
Ministry of Education	\$199,805,846	\$192,094,947	\$7,710,899
Other	385,416	535,936	(150,520)
Tuition	6,325,000	5,629,500	695,500
Other Revenue	7,214,894	5,320,601	1,894,293
Rentals and Leases	670,000	670,000	-
Investment Income	865,000	1,265,000	(400,000)
Amortization of Deferred Capital Revenue	7,850,000	7,650,000	200,000
Total Revenue	<u>\$223,116,156</u>	<u>\$213,165,984</u>	<u>\$9,950,172</u>
Expenses			
Instruction	\$185,423,800	\$173,297,533	\$12,126,267
District Administration	9,624,020	8,898,284	725,736
Operations and Maintenance	33,252,853	32,291,140	961,713
Transportation and Housing	2,410,162	2,264,027	146,135
Total Expenses	<u>\$230,710,835</u>	<u>\$216,750,984</u>	<u>\$13,959,851</u>
Surplus (deficit) for the year	<u>\$ (7,594,679)</u>	<u>\$ (3,585,000)</u>	<u>\$ (4,009,679)</u>

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 14 BUDGET FIGURES (Continued)

Effects of change in Tangible Capital Assets

Acquisition of Tangible Capital Assets	(8,300,000)	(7,000,000)	(1,300,000)
Amortization of Tangible Capital Assets	11,800,000	11,350,000	450,000
Total Effect of change in Tangible Capital Assets	3,500,000	4,350,000	(850,000)
Increase in Net Financial Debt	\$(4,094,679)	\$765,000	\$(4,859,679)

NOTE 15 EXPENSE BY OBJECT

	2025	2024
Salaries	\$149,286,408	\$140,606,717
Benefits	38,277,405	35,869,554
Services and supplies	23,495,759	21,839,494
Interest	49,099	54,411
Amortization	12,496,652	11,428,661
	\$223,605,323	\$209,798,837

NOTE 16 EMPLOYEE PENSION PLANS

The School District and its employees contribute to the Teachers' Pension Plan and Municipal Pension Plan (jointly trustee pension plans). The boards of trustees for these plans, representing plan members and employers, are responsible for administering the pension plans, including investing assets and administering benefits. The plans are multi-employer defined benefit pension plans. Basic pension benefits are based on a formula. As at December 31, 2024, the Teachers' Pension Plan has about 51,000 active members and approximately 42,000 retired members. As of December 31, 2024, the Municipal Pension Plan has about 256,000 active members, including approximately 31,000 from school districts.

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

This rate may be adjusted for the amortization of any actuarial funding surplus and will be adjusted for the amortization of any unfunded actuarial liability.

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

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

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 16 EMPLOYEE PENSION PLANS *(Continued)*

The school district paid \$15,552,265 for employer contributions to the plans for the year ended June 30, 2025 (2024: \$14,690,166).

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

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

NOTE 17 NANAIMO-LADYSMITH SCHOOLS FOUNDATION

The School District and the Nanaimo-Ladysmith Schools Foundation (the "Foundation") have a mutually supportive relationship whereby the Foundation acts as a fundraising agency for the students in School District No. 68, and the School District provides the Foundation with financial and administrative support. The Foundation is a separate legal entity, has its own Board of Directors and is a registered charity under the provisions of the Income Tax Act of Canada.

The School District provided contributions of \$219,225 (2024: \$210,351) for administrative assistance and support to the Foundation and also provided office space free of charge. The Foundation provided miscellaneous grants directly to Schools.

NOTE 18 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 School District facilities leases. The following table summarizes the contractual rights of the School District for future assets:

Contractual rights	2026	2027	2028	2029	2030	Thereafter
Future lease/rental revenue	\$333,344	\$305,217	\$236,651	\$80,304	\$32,266	-

NOTE 19 CONTRACTUAL OBLIGATIONS AND CONTINGENCIES

The School District has entered into a number of multiple-year contracts for the delivery of goods and services. 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.

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 19 CONTRACTUAL OBLIGATIONS AND CONTINGENCIES *(Continued)*

Operating Expenses: anticipated contractual payments due over the terms of the contracts are as follows:

2026	\$ 1,374,735
2027	176,255
2028	100,137
2029	77,058
2030	78,080
Thereafter	129,121
	<u>\$ 1,935,386</u>

Anticipated contractual payments related to purchase orders for operating expenses and capital construction during 2026 total \$12,134,612.

Each year the School District is involved with a number of legal actions and arbitrations. Although the outcomes of these matters are not determinable at this time, management believes they will not have a material adverse effect on the School District's financial position or results of operations.

The District is subject to environmental laws and regulations enacted by the Province and local authorities. Certain schools in the School District contain asbestos. Upon the retirement of these District buildings, either through demolition or sale, the District may incur removal costs or realize reduced sale proceeds because of the presence of asbestos.

NOTE 20 ASSET RETIREMENT OBLIGATION

Legal liabilities exist for the removal and disposal of asbestos and other environmentally hazardous materials within some district owned buildings that will undergo major renovations or demolition in the future. The timing of future settlement is unknown.

	2025	2024
Asset Retirement Obligation, beginning of year	\$ 25,845,772	\$ 25,854,364
Settlements during the year	(40,376)	(8,592)
Change in estimate	620,721	-
Asset Retirement Obligation, end of year	<u>\$ 26,426,117</u>	<u>\$ 25,845,772</u>

NOTE 21 CONTINGENT ASSETS

The School District has the following contingent assets for which the probability of receipt of funds occurring is likely.

Microsoft Class Action Lawsuit Vouchers	\$ 1,030,000
Zero Emission Transit Fund (ZETF)	884,759

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 21 CONTINGENT ASSETS *(Continued)*

The future receipt of these assets is dependent on the district making eligible purchases prior to the expiry of the funds. The Microsoft vouchers have an expiry of June 30, 2028, and can be redeemed for the purchase of approved hardware and/or professional development directly related to the approved products being purchased. \$225,738 of the ZETF funding has an expiry of December 31, 2025, and \$658,021 has an expiry of March 31, 2026. These funds are to be used for up to 50% for chargers and infrastructure upgrades, and 30% for electric buses. Contingent assets are not recorded in the financial statements.

NOTE 22 RELATED PARTY TRANSACTIONS

The School District is related through common ownership to all Province of British Columbia ministries, agencies, school districts, health authorities, colleges, universities, and crown corporations. Transactions with these entities, as well as key management personnel, if any, unless disclosed separately, are considered to be in the normal course of operations and are recorded at the exchange amount.

NOTE 23 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 24 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 debtor. This risk is mitigated as most amounts receivable are due from the Province and are collectible.

It is management's opinion that the School District is not exposed to significant credit risk associated with its cash deposits as they are placed in recognized British Columbia institutions.

SCHOOL DISTRICT No. 68 (NANAIMO – LADYSMITH)
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2025

NOTE 24 RISK MANAGEMENT *(Continued)*

b) **Market risk:**

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

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

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

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in the market interest rates.

The School District is exposed to interest rate risk through its investments. It is management's opinion that the School District is not exposed to significant interest rate risk.

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

c) **Liquidity risk:**

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

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

Risk Management and insurance services for all School Districts in British Columbia are provided by the Risk Management Branch of the Ministry of Finance. There have been no changes to risk exposure from 2024 related to credit, market or liquidity risks, except for additional exposure to market risks from tariffs.

School District No. 68 (Nanaimo-Ladysmith)

Schedule 1 (Unaudited)

Schedule of Changes in Accumulated Surplus (Deficit) by Fund

Year Ended June 30, 2025

	Operating Fund	Special Purpose Fund	Capital Fund	2025 Actual	2024 Actual
	\$	\$	\$	\$	\$
Accumulated Surplus (Deficit), beginning of year	11,593,188		33,855,373	45,448,561	43,130,748
Changes for the year					
Surplus (Deficit) for the year	5,575,712	484,544	(4,616,888)	1,443,368	2,317,813
Interfund Transfers					
Tangible Capital Assets Purchased	(853,732)	(484,544)	1,338,276	-	
Tangible Capital Assets - Work in Progress	(228,584)		228,584	-	
Local Capital	(3,540,000)		3,540,000	-	
Other	(159,908)		159,908	-	
Net Changes for the year	793,488	-	649,880	1,443,368	2,317,813
Accumulated Surplus (Deficit), end of year - Statement 2	12,386,676	-	34,505,253	46,891,929	45,448,561

School District No. 68 (Nanaimo-Ladysmith)

Schedule 2 (Unaudited)

Schedule of Operating Operations

Year Ended June 30, 2025

	2025 Budget (Note 14)	2025 Actual	2024 Actual
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	174,107,277	175,116,838	166,835,735
Other	238,416	257,741	321,813
Tuition	6,325,000	6,394,970	5,897,720
Other Revenue	3,349,835	3,619,459	3,198,755
Rentals and Leases	670,000	901,378	643,617
Investment Income	600,000	1,086,942	1,320,701
Total Revenue	185,290,528	187,377,328	178,218,341
Expenses			
Instruction	158,117,503	153,225,060	144,354,389
District Administration	8,345,320	7,209,117	7,090,453
Operations and Maintenance	20,568,240	19,196,534	18,678,427
Transportation and Housing	2,089,144	2,170,905	2,129,310
Total Expense	189,120,207	181,801,616	172,252,579
Operating Surplus (Deficit) for the year	(3,829,679)	5,575,712	5,965,762
Budgeted Appropriation (Retirement) of Surplus (Deficit)	7,119,679		
Net Transfers (to) from other funds			
Tangible Capital Assets Purchased		(853,732)	(805,301)
Tangible Capital Assets - Work in Progress		(228,584)	
Local Capital	(3,290,000)	(3,540,000)	(2,000,000)
Other		(159,908)	(146,583)
Total Net Transfers	(3,290,000)	(4,782,224)	(2,951,884)
Total Operating Surplus (Deficit), for the year	-	793,488	3,013,878
Operating Surplus (Deficit), beginning of year		11,593,188	8,579,310
Operating Surplus (Deficit), end of year		12,386,676	11,593,188
Operating Surplus (Deficit), end of year			
Internally Restricted		8,439,468	6,089,197
Unrestricted		3,947,208	5,503,991
Total Operating Surplus (Deficit), end of year		12,386,676	11,593,188

School District No. 68 (Nanaimo-Ladysmith)

Schedule 2A (Unaudited)

Schedule of Operating Revenue by Source

Year Ended June 30, 2025

	2025 Budget (Note 14)	2025 Actual	2024 Actual
	\$	\$	\$
Provincial Grants - Ministry of Education and Child Care			
Operating Grant, Ministry of Education and Child Care	173,078,225	174,164,283	164,224,574
ISC/LEA Recovery	(1,752,835)	(1,873,644)	(1,752,835)
Other Ministry of Education and Child Care Grants			
Pay Equity	160,000	160,000	160,000
Funding for Graduated Adults		24,539	28,903
Student Transportation Fund	244,630	244,630	244,630
Support Staff Benefits Grant	67,920	67,920	67,920
FSA Scorer Grant	15,693	15,693	15,693
Child Care Funding	247,000	269,821	75,522
Labour Settlement Funding	1,684,514	1,684,514	2,783,091
K-12 ICY Clinical Counsellor Funding	257,130	257,130	886,285
PFA 2019 Benefit Agreement	105,000	101,952	101,952
Total Provincial Grants - Ministry of Education and Child Care	174,107,277	175,116,838	166,835,735
Provincial Grants - Other	238,416	257,741	321,813
Tuition			
International and Out of Province Students	6,325,000	6,394,970	5,897,720
Total Tuition	6,325,000	6,394,970	5,897,720
Other Revenues			
Other School District/Education Authorities	420,000	424,381	400,493
Funding from First Nations	1,752,835	1,873,644	1,752,835
Miscellaneous			
Cafeteria Revenue	600,000	641,835	558,442
BC Hydro Energy Manager Grant	65,000	63,805	60,000
Child Care Fees	322,000	314,433	132,886
Other	190,000	301,361	294,099
Total Other Revenue	3,349,835	3,619,459	3,198,755
Rentals and Leases	670,000	901,378	643,617
Investment Income	600,000	1,086,942	1,320,701
Total Operating Revenue	185,290,528	187,377,328	178,218,341

School District No. 68 (Nanaimo-Ladysmith)

Schedule 2B (Unaudited)

Schedule of Operating Expense by Object

Year Ended June 30, 2025

	2025 Budget (Note 14)	2025 Actual	2024 Actual
	\$	\$	\$
Salaries			
Teachers	81,035,915	79,769,835	76,310,840
Principals and Vice Principals	10,799,867	10,406,933	9,667,218
Educational Assistants	14,634,117	13,727,420	12,244,918
Support Staff	14,422,356	14,229,696	13,671,982
Other Professionals	6,128,550	5,878,908	5,607,744
Substitutes	7,650,916	7,926,191	7,467,871
Total Salaries	134,671,721	131,938,983	124,970,573
Employee Benefits	34,921,557	33,809,002	31,888,928
Total Salaries and Benefits	169,593,278	165,747,985	156,859,501
Services and Supplies			
Services	6,027,640	5,115,953	4,877,166
Student Transportation	156,487	146,589	119,479
Professional Development and Travel	1,129,651	1,105,169	943,628
Rentals and Leases	81,395	80,710	79,413
Dues and Fees	723,083	821,459	695,642
Insurance	463,200	447,374	484,105
Supplies	8,165,473	5,747,309	5,807,442
Utilities	2,780,000	2,589,068	2,386,203
Total Services and Supplies	19,526,929	16,053,631	15,393,078
Total Operating Expense	189,120,207	181,801,616	172,252,579

School District No. 68 (Nanaimo-Ladysmith)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2025

	Teachers Salaries	Principals and Vice Principals Salaries	Educational Assistants Salaries	Support Staff Salaries	Other Professionals Salaries	Substitutes Salaries	Total Salaries
	\$	\$	\$	\$	\$	\$	\$
1 Instruction							
1.02 Regular Instruction	61,732,663	1,441,723	266,781	118,721	346,354	5,755,472	69,661,714
1.03 Career Programs	-	-	-	-	-	-	-
1.07 Library Services	2,498,469	-	-	318,516	-	133,440	2,950,425
1.08 Counselling	3,075,716	-	230,240	-	446,197	10,048	3,762,201
1.10 Inclusive Education	9,534,138	110,637	11,504,777	-	-	1,055,721	22,205,273
1.20 Early Learning and Child Care	-	-	289,977	-	-	35,815	325,792
1.30 English Language Learning	792,695	-	90,227	-	-	4,332	887,254
1.31 Indigenous Education	1,851,743	153,768	1,216,563	65,159	-	106,824	3,394,057
1.41 School Administration	59,816	8,358,946	-	3,075,371	-	444,043	11,938,176
1.60 Summer School	-	-	-	-	-	-	-
1.61 Continuing Education	-	-	-	-	-	-	-
1.62 International and Out of Province Students	224,595	310,059	-	145,396	266,801	49,338	996,189
1.64 Other	-	-	52,096	-	-	-	52,096
Total Function 1	79,769,835	10,375,133	13,650,661	3,723,163	1,059,352	7,595,033	116,173,177
4 District Administration							
4.11 Educational Administration	-	-	-	282,499	1,343,204	1,396	1,627,099
4.20 Early Learning and Child Care	-	31,800	-	38,793	33,002	-	103,595
4.40 School District Governance	-	-	-	60,282	471,898	-	532,180
4.41 Business Administration	-	-	-	893,699	1,755,732	64,619	2,714,050
Total Function 4	-	31,800	-	1,275,273	3,603,836	66,015	4,976,924
5 Operations and Maintenance							
5.20 Early Learning and Child Care	-	-	-	2,496	-	-	2,496
5.41 Operations and Maintenance Administration	-	-	76,759	895,333	775,841	37,910	1,785,843
5.50 Maintenance Operations	-	-	-	6,386,977	321,466	227,045	6,935,488
5.52 Maintenance of Grounds	-	-	-	612,748	-	-	612,748
5.56 Utilities	-	-	-	90,625	-	-	90,625
Total Function 5	-	-	76,759	7,988,179	1,097,307	264,955	9,427,200
7 Transportation and Housing							
7.41 Transportation and Housing Administration	-	-	-	115,666	118,413	-	234,079
7.70 Student Transportation	-	-	-	1,127,415	-	188	1,127,603
7.73 Housing	-	-	-	-	-	-	-
Total Function 7	-	-	-	1,243,081	118,413	188	1,361,682
9 Debt Services							
Total Function 9	-	-	-	-	-	-	-
Total Functions 1 - 9	79,769,835	10,406,933	13,727,420	14,229,696	5,878,908	7,926,191	131,938,983

School District No. 68 (Nanaimo-Ladysmith)

Schedule 2C (Unaudited)

Operating Expense by Function, Program and Object

Year Ended June 30, 2025

	Total Salaries	Employee Benefits	Total Salaries and Benefits	Services and Supplies	2025 Actual	2025 Budget (Note 14)	2024 Actual
	\$	\$	\$	\$	\$	\$	\$
1 Instruction							
1.02 Regular Instruction	69,661,714	18,160,778	87,822,492	3,679,946	91,502,438	93,662,311	87,154,220
1.03 Career Programs	-	-	-	641,835	641,835	600,000	558,961
1.07 Library Services	2,950,425	785,831	3,736,256	98,915	3,835,171	3,854,239	3,467,265
1.08 Counselling	3,762,201	980,668	4,742,869	89,829	4,832,698	5,138,802	4,074,470
1.10 Inclusive Education	22,205,273	5,909,934	28,115,207	417,283	28,532,490	30,200,721	26,949,515
1.20 Early Learning and Child Care	325,792	101,044	426,836	51,988	478,824	487,593	188,606
1.30 English Language Learning	887,254	224,930	1,112,184	5,061	1,117,245	806,271	1,005,336
1.31 Indigenous Education	3,394,057	851,607	4,245,664	201,608	4,447,272	4,835,774	4,247,921
1.41 School Administration	11,938,176	2,894,267	14,832,443	137,838	14,970,281	15,725,370	13,958,689
1.60 Summer School	-	-	-	-	-	-	-
1.61 Continuing Education	-	-	-	-	-	-	-
1.62 International and Out of Province Students	996,189	228,774	1,224,963	1,571,453	2,796,416	2,804,722	2,531,031
1.64 Other	52,096	17,050	69,146	1,244	70,390	1,700	218,375
Total Function 1	116,173,177	30,154,883	146,328,060	6,897,000	153,225,060	158,117,503	144,354,389
4 District Administration							
4.11 Educational Administration	1,627,099	336,576	1,963,675	302,339	2,266,014	2,554,552	2,089,805
4.20 Early Learning and Child Care	103,595	29,883	133,478	7,469	140,947	119,005	51,347
4.40 School District Governance	532,180	88,915	621,095	318,941	940,036	1,182,718	863,072
4.41 Business Administration	2,714,050	615,521	3,329,571	532,549	3,862,120	4,489,045	4,086,229
Total Function 4	4,976,924	1,070,895	6,047,819	1,161,298	7,209,117	8,345,320	7,090,453
5 Operations and Maintenance							
5.20 Early Learning and Child Care	2,496	624	3,120	16,549	19,669	-	11,951
5.41 Operations and Maintenance Administration	1,785,843	388,929	2,174,772	649,224	2,823,996	2,761,753	2,685,056
5.50 Maintenance Operations	6,935,488	1,706,918	8,642,406	3,996,961	12,639,367	13,850,024	12,477,300
5.52 Maintenance of Grounds	612,748	144,332	757,080	168,754	925,834	969,591	916,668
5.56 Utilities	90,625	21,121	111,746	2,675,922	2,787,668	2,986,872	2,587,452
Total Function 5	9,427,200	2,261,924	11,689,124	7,507,410	19,196,534	20,568,240	18,678,427
7 Transportation and Housing							
7.41 Transportation and Housing Administration	234,079	60,036	294,115	19,944	314,059	309,223	279,200
7.70 Student Transportation	1,127,603	261,264	1,388,867	467,979	1,856,846	1,779,921	1,850,110
7.73 Housing	-	-	-	-	-	-	-
Total Function 7	1,361,682	321,300	1,682,982	487,923	2,170,905	2,089,144	2,129,310
9 Debt Services							
Total Function 9	-	-	-	-	-	-	-
Total Functions 1 - 9	131,938,983	33,809,002	165,747,985	16,053,631	181,801,616	189,120,207	172,252,579

School District No. 68 (Nanaimo-Ladysmith)

Schedule 3 (Unaudited)

Schedule of Special Purpose Operations

Year Ended June 30, 2025

	2025 Budget (Note 14)	2025 Actual	2024 Actual
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	25,698,569	24,606,228	21,422,730
Other	147,000	185,882	147,020
Other Revenue	3,865,059	4,070,217	4,039,302
Investment Income	80,000	84,666	101,883
Total Revenue	<u>29,790,628</u>	<u>28,946,993</u>	<u>25,710,935</u>
Expenses			
Instruction	27,306,297	26,720,488	23,728,281
District Administration	1,278,700	669,617	546,816
Operations and Maintenance	884,613	809,669	871,488
Transportation and Housing	321,018	262,675	220,634
Total Expense	<u>29,790,628</u>	<u>28,462,449</u>	<u>25,367,219</u>
Special Purpose Surplus (Deficit) for the year	<u>-</u>	<u>484,544</u>	<u>343,716</u>
Net Transfers (to) from other funds			
Tangible Capital Assets Purchased		(484,544)	(343,716)
Total Net Transfers	<u>-</u>	<u>(484,544)</u>	<u>(343,716)</u>
Total Special Purpose Surplus (Deficit) for the year	<u>-</u>	<u>-</u>	<u>-</u>
Special Purpose Surplus (Deficit), beginning of year			
Special Purpose Surplus (Deficit), end of year		<u>-</u>	<u>-</u>

School District No. 68 (Nanaimo-Ladysmith)

Schedule 3A (Unaudited)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2025

	Annual Facility Grant	Learning Improvement Fund	Special Education Equipment	School Generated Funds	Strong Start	Ready, Set, Learn	OLEP	CommunityLINK	Classroom Enhancement Fund - Overhead
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year	17,500		2,687	1,826,724		23,811		47,963	
Add: Restricted Grants									
Provincial Grants - Ministry of Education and Child Care	555,747	604,087			256,000	68,600	298,099	2,630,683	1,599,393
Provincial Grants - Other				3,759,070					
Other				84,666					
Investment Income									
	555,747	604,087	-	3,843,736	256,000	68,600	298,099	2,630,683	1,599,393
Less: Allocated to Revenue	555,747	604,087	1,328	3,693,834	256,000	80,814	298,099	2,646,073	1,599,393
Deferred Revenue, end of year	17,500	-	1,359	1,976,626	-	11,597	-	32,573	-
Revenues									
Provincial Grants - Ministry of Education and Child Care	555,747	604,087	1,328		256,000	80,814	298,099	2,646,073	1,599,393
Provincial Grants - Other				3,609,168					
Other Revenue				84,666					
Investment Income									
	555,747	604,087	1,328	3,693,834	256,000	80,814	298,099	2,646,073	1,599,393
Expenses									
Salaries									
Teachers							75,600	397,158	
Principals and Vice Principals									220,805
Educational Assistants		453,658		23,458	199,913			1,606,367	
Support Staff									325,460
Other Professionals									193,734
Substitutes		22,480		38,021		40,153	40,293	8,409	481,576
	-	476,138	-	61,479	199,913	40,153	115,893	2,011,934	1,221,575
Employee Benefits		127,843		15,110	54,143	8,276	28,699	536,362	322,818
Services and Supplies	555,747	106	1,328	3,514,530	1,944	32,385	76,162	97,777	55,000
	555,747	604,087	1,328	3,591,119	256,000	80,814	220,754	2,646,073	1,599,393
Net Revenue (Expense) before Interfund Transfers	-	-	-	102,715	-	-	77,345	-	-
Interfund Transfers									
Tangible Capital Assets Purchased				(102,715)			(77,345)		
	-	-	-	(102,715)	-	-	(77,345)	-	-
Net Revenue (Expense)	-	-	-	-	-	-	-	-	-
Additional Expenses funded by, and reported in, the Operating Fund					47,512				

School District No. 68 (Nanaimo-Ladysmith)

Schedule 3A (Unaudited)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2025

	Classroom Enhancement Fund - Staffing	Classroom Enhancement Fund - Remedies	First Nation Student Transportation	Mental Health in Schools	Changing Results for Young Children	Seamless Day Kindergarten	Early Childhood Education Dual Credit Program	Student & Family Affordability	SEY2KT (Early Years to Kindergarten)
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year			93,311	20,328	5,581		22,146	469,276	16,856
Add: Restricted Grants									
Provincial Grants - Ministry of Education and Child Care	14,550,360	1,093,974	227,707	51,000	11,250	55,400	5,000		19,000
Provincial Grants - Other									
Other									
Investment Income									
	14,550,360	1,093,974	227,707	51,000	11,250	55,400	5,000	-	19,000
Less: Allocated to Revenue	14,550,360	811,320	262,675	71,328	15,252	55,400	12,237	469,276	12,653
Deferred Revenue, end of year	-	282,654	58,343	-	1,579	-	14,909	-	23,203
Revenues									
Provincial Grants - Ministry of Education and Child Care	14,550,360	811,320	262,675	71,328	15,252	55,400	12,237	469,276	12,653
Provincial Grants - Other									
Other Revenue									
Investment Income									
	14,550,360	811,320	262,675	71,328	15,252	55,400	12,237	469,276	12,653
Expenses									
Salaries									
Teachers	11,571,790								
Principals and Vice Principals									
Educational Assistants						41,165			
Support Staff			178,807						
Other Professionals									
Substitutes		664,965	5,692		10,237	402			5,997
	11,571,790	664,965	184,499	-	10,237	41,567	-	-	5,997
Employee Benefits	2,978,570	146,355	49,284		2,090	11,661			1,306
Services and Supplies			28,892	71,328	2,925	2,172	12,237	469,276	5,350
	14,550,360	811,320	262,675	71,328	15,252	55,400	12,237	469,276	12,653
Net Revenue (Expense) before Interfund Transfers	-	-	-	-	-	-	-	-	-
Interfund Transfers									
Tangible Capital Assets Purchased									
	-	-	-	-	-	-	-	-	-
Net Revenue (Expense)	-	-	-	-	-	-	-	-	-
Additional Expenses funded by, and reported in, the Operating Fund									

School District No. 68 (Nanaimo-Ladysmith)

Schedule 3A (Unaudited)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2025

	ECL (Early Care & Learning)	Feeding Futures Fund	Health Career Grants	Dual Credit Program Expansion	Professional Learning Grant	Other Misc. Grants	Other MECC Grants	School Age Child Care Spaces	National School Food Program
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year		273,146	9,471			462,266	12,659	359,418	
Add: Restricted Grants									
Provincial Grants - Ministry of Education and Child Care	175,000	1,665,804	50,000	50,000	221,496			360,000	323,151
Provincial Grants - Other						147,000			
Other						365,617			
Investment Income									
	175,000	1,665,804	50,000	50,000	221,496	512,617	-	360,000	323,151
Less: Allocated to Revenue	175,000	1,856,109	40,553	33,473	-	646,931	-	127,673	71,378
Deferred Revenue, end of year	-	82,841	18,918	16,527	221,496	327,952	12,659	591,745	251,773
Revenues									
Provincial Grants - Ministry of Education and Child Care	175,000	1,856,109	40,553	33,473				127,673	71,378
Provincial Grants - Other						185,882			
Other Revenue						461,049			
Investment Income									
	175,000	1,856,109	40,553	33,473	-	646,931	-	127,673	71,378
Expenses									
Salaries									
Teachers		106,430		22,981					
Principals and Vice Principals	142,685								
Educational Assistants		263,437				72,659			
Support Staff						18,147		19,649	
Other Professionals								58,946	
Substitutes		24,094				12,257			
	142,685	393,961	-	22,981	-	103,063	-	78,595	-
Employee Benefits	31,637	116,097		5,186		13,317		19,649	
Services and Supplies	678	1,214,324	40,553	5,306		437,979		20,622	
	175,000	1,724,382	40,553	33,473	-	554,359	-	118,866	-
Net Revenue (Expense) before Interfund Transfers	-	131,727	-	-	-	92,572	-	8,807	71,378
Interfund Transfers									
Tangible Capital Assets Purchased		(131,727)				(92,572)		(8,807)	(71,378)
	-	(131,727)	-	-	-	(92,572)	-	(8,807)	(71,378)
Net Revenue (Expense)	-	-	-	-	-	-	-	-	-
Additional Expenses funded by, and reported in, the Operating Fund									

School District No. 68 (Nanaimo-Ladysmith)

Changes in Special Purpose Funds and Expense by Object

Year Ended June 30, 2025

Schedule 3A (Unaudited)

	<u>TOTAL</u>
	\$
Deferred Revenue, beginning of year	3,663,143
Add: Restricted Grants	
Provincial Grants - Ministry of Education and Child Care	24,871,751
Provincial Grants - Other	147,000
Other	4,124,687
Investment Income	84,666
	<u>29,228,104</u>
Less: Allocated to Revenue	<u>28,946,993</u>
Deferred Revenue, end of year	<u>3,944,254</u>
Revenues	
Provincial Grants - Ministry of Education and Child Care	24,606,228
Provincial Grants - Other	185,882
Other Revenue	4,070,217
Investment Income	84,666
	<u>28,946,993</u>
Expenses	
Salaries	
Teachers	12,173,959
Principals and Vice Principals	363,490
Educational Assistants	2,660,657
Support Staff	542,063
Other Professionals	252,680
Substitutes	1,354,576
	<u>17,347,425</u>
Employee Benefits	4,468,403
Services and Supplies	6,646,621
	<u>28,462,449</u>
Net Revenue (Expense) before Interfund Transfers	<u>484,544</u>
Interfund Transfers	
Tangible Capital Assets Purchased	<u>(484,544)</u>
	<u>(484,544)</u>
Net Revenue (Expense)	<u>-</u>
Additional Expenses funded by, and reported in, the Operating Fund	<u>47,512</u>

School District No. 68 (Nanaimo-Ladysmith)

Schedule 4 (Unaudited)

Schedule of Capital Operations

Year Ended June 30, 2025

	2025 Budget (Note 14)	2025 Actual			2024 Actual
		Invested in Tangible Capital Assets	Local Capital	Fund Balance	
	\$	\$	\$	\$	\$
Revenues					
Provincial Grants					
Ministry of Education and Child Care		598,421		598,421	332,255
Investment Income	185,000		237,849	237,849	300,470
Amortization of Deferred Capital Revenue	7,850,000	7,888,100		7,888,100	7,554,649
Total Revenue	<u>8,035,000</u>	<u>8,486,521</u>	<u>237,849</u>	<u>8,724,370</u>	<u>8,187,374</u>
Expenses					
Operations and Maintenance		558,045	237,462	795,507	695,967
Amortization of Tangible Capital Assets					
Operations and Maintenance	11,800,000	12,496,652		12,496,652	11,428,661
Debt Services					
Capital Lease Interest			49,099	49,099	54,411
Total Expense	<u>11,800,000</u>	<u>13,054,697</u>	<u>286,561</u>	<u>13,341,258</u>	<u>12,179,039</u>
Capital Surplus (Deficit) for the year	<u>(3,765,000)</u>	<u>(4,568,176)</u>	<u>(48,712)</u>	<u>(4,616,888)</u>	<u>(3,991,665)</u>
Net Transfers (to) from other funds					
Tangible Capital Assets Purchased		1,338,276		1,338,276	1,149,017
Tangible Capital Assets - Work in Progress		228,584		228,584	
Local Capital	3,290,000		3,540,000	3,540,000	2,000,000
Capital Lease Payment			159,908	159,908	146,583
Total Net Transfers	<u>3,290,000</u>	<u>1,566,860</u>	<u>3,699,908</u>	<u>5,266,768</u>	<u>3,295,600</u>
Other Adjustments to Fund Balances					
Tangible Capital Assets Purchased from Local Capital		1,155,940	(1,155,940)	-	
Tangible Capital Assets WIP Purchased from Local Capital		272,820	(272,820)	-	
Principal Payment					
Capital Lease		110,809	(110,809)	-	
Total Other Adjustments to Fund Balances		<u>1,539,569</u>	<u>(1,539,569)</u>	<u>-</u>	
Total Capital Surplus (Deficit) for the year	<u>(475,000)</u>	<u>(1,461,747)</u>	<u>2,111,627</u>	<u>649,880</u>	<u>(696,065)</u>
Capital Surplus (Deficit), beginning of year		29,644,677	4,210,696	33,855,373	34,551,438
Capital Surplus (Deficit), end of year		<u>28,182,930</u>	<u>6,322,323</u>	<u>34,505,253</u>	<u>33,855,373</u>

School District No. 68 (Nanaimo-Ladysmith)

Tangible Capital Assets

Year Ended June 30, 2025

Schedule 4A (Unaudited)

	Sites	Buildings	Furniture and Equipment	Vehicles	Computer Software	Computer Hardware	Total
	\$	\$	\$	\$	\$	\$	\$
Cost, beginning of year	16,063,545	369,709,528	17,027,073	6,326,932	343,719	7,611,704	417,082,501
Changes for the Year							
Increase:							
Purchases from:							
Deferred Capital Revenue - Bylaw		2,706,325	869,612	394,825			3,970,762
Deferred Capital Revenue - Other		361,882	39,691	140,318			541,891
Operating Fund		-	268,589	-		585,143	853,732
Special Purpose Funds		48,258	343,193	-		93,093	484,544
Local Capital		216,192	281,720	376,916		281,112	1,155,940
Asset Retirement Obligation Adjustment		620,721					620,721
Transferred from Work in Progress		3,594,472	240,461				3,834,933
	-	7,547,850	2,043,266	912,059	-	959,348	11,462,523
Decrease:							
Deemed Disposals			163,121	220,092	311,249	1,448,581	2,143,043
	-	-	163,121	220,092	311,249	1,448,581	2,143,043
Cost, end of year	16,063,545	377,257,378	18,907,218	7,018,899	32,470	7,122,471	426,401,981
Work in Progress, end of year		9,069,783	880,345				9,950,128
Cost and Work in Progress, end of year	16,063,545	386,327,161	19,787,563	7,018,899	32,470	7,122,471	436,352,109
Accumulated Amortization, beginning of year		194,582,300	6,953,243	1,943,140	271,668	3,604,214	207,354,565
Changes for the Year							
Increase: Amortization for the Year		8,521,607	1,796,715	667,291	37,619	1,473,420	12,496,652
Decrease:							
Deemed Disposals			163,121	220,092	311,249	1,448,581	2,143,043
		-	163,121	220,092	311,249	1,448,581	2,143,043
Accumulated Amortization, end of year		203,103,907	8,586,837	2,390,339	(1,962)	3,629,053	217,708,174
Tangible Capital Assets - Net	16,063,545	183,223,254	11,200,726	4,628,560	34,432	3,493,418	218,643,935

School District No. 68 (Nanaimo-Ladysmith)

Schedule 4B (Unaudited)

Tangible Capital Assets - Work in Progress

Year Ended June 30, 2025

	Buildings	Furniture and Equipment	Computer Software	Computer Hardware	Total
	\$	\$	\$	\$	\$
Work in Progress, beginning of year	5,632,538	535,990			6,168,528
Changes for the Year					
Increase:					
Deferred Capital Revenue - Bylaw	5,068,988	31,140			5,100,128
Deferred Capital Revenue - Other	1,648,377	366,624			2,015,001
Operating Fund	228,584	-			228,584
Special Purpose Funds	-	-			-
Local Capital	85,768	187,052			272,820
	7,031,717	584,816	-	-	7,616,533
Decrease:					
Transferred to Tangible Capital Assets	3,594,472	240,461			3,834,933
	3,594,472	240,461	-	-	3,834,933
Net Changes for the Year	3,437,245	344,355	-	-	3,781,600
Work in Progress, end of year	9,069,783	880,345	-	-	9,950,128

School District No. 68 (Nanaimo-Ladysmith)

Schedule 4C (Unaudited)

Deferred Capital Revenue

Year Ended June 30, 2025

	Bylaw Capital	Other Provincial	Other Capital	Total Capital
	\$	\$	\$	\$
Deferred Capital Revenue, beginning of year	137,991,567	15,160,472	1,088,410	154,240,449
Changes for the Year				
Increase:				
Transferred from Deferred Revenue - Capital Additions	3,970,762	341,129	200,762	4,512,653
Transferred from Work in Progress	1,134,829	2,163,823		3,298,652
	5,105,591	2,504,952	200,762	7,811,305
Decrease:				
Amortization of Deferred Capital Revenue	7,056,675	600,682	230,743	7,888,100
	7,056,675	600,682	230,743	7,888,100
Net Changes for the Year	(1,951,084)	1,904,270	(29,981)	(76,795)
Deferred Capital Revenue, end of year	136,040,483	17,064,742	1,058,429	154,163,654
Work in Progress, beginning of year	2,019,620	2,910,373	67,474	4,997,467
Changes for the Year				
Increase				
Transferred from Deferred Revenue - Work in Progress	5,100,128	1,653,377	361,624	7,115,129
	5,100,128	1,653,377	361,624	7,115,129
Decrease				
Transferred to Deferred Capital Revenue	1,134,829	2,163,823		3,298,652
	1,134,829	2,163,823	-	3,298,652
Net Changes for the Year	3,965,299	(510,446)	361,624	3,816,477
Work in Progress, end of year	5,984,919	2,399,927	429,098	8,813,944
Total Deferred Capital Revenue, end of year	142,025,402	19,464,669	1,487,527	162,977,598

School District No. 68 (Nanaimo-Ladysmith)

Schedule 4D (Unaudited)

Changes in Unspent Deferred Capital Revenue

Year Ended June 30, 2025

	Bylaw Capital	MECC Restricted Capital	Other Provincial Capital	Land Capital	Other Capital	Total
	\$	\$	\$	\$	\$	\$
Balance, beginning of year	90,679	2,709,431	3,457,301	349,197		6,606,608
Changes for the Year						
Increase:						
Provincial Grants - Ministry of Education and Child Care	10,767,275		1,924,395			12,691,670
Other				213,475	562,386	775,861
Investment Income		118,603		20,607		139,210
	10,767,275	118,603	1,924,395	234,082	562,386	13,606,741
Decrease:						
Transferred to DCR - Capital Additions	3,970,762		341,129		200,762	4,512,653
Transferred to DCR - Work in Progress	5,100,128		1,653,377		361,624	7,115,129
Transferred to Revenue - Site Purchases	-					-
Transferred to Revenue - Settlement of Asset Retirement Obligation	40,376					40,376
Non Capital Expenditures	558,045					558,045
	9,669,311	-	1,994,506	-	562,386	12,226,203
Net Changes for the Year	1,097,964	118,603	(70,111)	234,082	-	1,380,538
Balance, end of year	1,188,643	2,828,034	3,387,190	583,279	-	7,987,146

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Debt

Information about long term debt is included in the School District's Audited Financial Statements.

Prepared as required by the *Financial Information Regulation*, Schedule 1, Section 4.

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Guarantee and Indemnity Agreements

School District No.68 (Nanaimo-Ladysmith) has not given any guarantees or indemnities under the Guarantees and Indemnities Regulation.

Prepared as required by the *Financial Information Regulation*, Schedule 1, Section 5

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Remuneration and Expenses

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
TRUSTEES:			
BAILEY, NAOMI	TRUSTEE AND BOARD CHAIR	30,142	5,486
BRZOVIC, TANIA ANE	TRUSTEE	27,972	6,211
HARRIS, TIMOTHY CIC	TRUSTEE	21,426	9,477
KELLER, GREGORY B	TRUSTEE AND VICE CHAIR	29,905	4,932
LEE, LEANNE V	TRUSTEE	27,972	5,867
MORVAY, CHANTELE	TRUSTEE	27,972	6,092
PELLEGRIN, LEANA	TRUSTEE	27,972	6,331
ROBINSON, MARK A	TRUSTEE	27,972	3,701
ROKEBY, THOMAS	TRUSTEE	27,972	3,937
TOTAL ELECTED OFFICIALS		249,308	52,036

EMPLOYEES WHOSE REMUNERATION EXCEEDS \$ 75,000

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
ADAIR, ELIJAH T	TEACHER	90,300	-
ADDISON, JENNIFER	TEACHER	88,567	-
AGONIS, NATHAN DANIEL	CARPENTER	76,991	386
AGOPSOWICZ, EMILY	ADMINISTRATIVE OFFICER	105,725	637
AITKEN, ALYSON L	TEACHER	109,976	-
AITKEN, AMANDA	TEACHER	93,904	-
AITKEN, CLAY D	TEACHER	112,585	-
AITKEN, STACY D	ADMINISTRATIVE OFFICER	145,439	5,716
AL-HAJJ, TERESA	TEACHER	112,192	725
ALEXANDRA, PHOENIX	TEACHER	110,942	-
ALLEN, NICOLE K	BUILDING TECHNICIAN	75,305	-
ALLISON, WILLIAM	TEACHER	88,032	222
ALTHOUSE, TARA	TEACHER	76,522	-
AMODEO, KELLY-ANNE	TEACHER	109,954	-
ANDERSON, BRIANNE M	TEACHER	108,045	89
ANDERSON, HEIDI	TEACHER	99,061	-
ANDERSON, KERRY	TEACHER	112,522	-
ANDERSON, LISE C	TEACHER	116,693	1,088
ANTON, SARAH	TEACHER	112,383	-
APLAND, SHANNON	ADMINISTRATIVE OFFICER	157,790	-
ARBOLEDA, MARIA M	TEACHER	75,085	-
ARMOUR, TRISHA D	ADMINISTRATIVE OFFICER	152,532	-

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Remuneration and Expenses

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
ARMSTRONG, CINDY L	TEACHER	100,800	-
ARMSTRONG, JOANNA D	TEACHER	90,069	-
ARMSTRONG, JULIA K	TEACHER	93,203	-
ARMSTRONG, SARAH	TEACHER	109,724	-
ARNOLD, AARON	SYSTEM/SUPPORT SPECIALIST	81,907	102
ARNOLD, HEATHER	TEACHER	107,495	-
ASHBEE, ERIN E.	TEACHER	110,489	301
ASHWORTH CLARKE, DANIELLE L	ADMINISTRATIVE OFFICER	153,122	-
AUSMUS, LISA M	TEACHER	87,312	-
AUSTIN, SARAH	TEACHER	86,192	-
BAETZ, LAUREN A	TEACHER	111,170	-
BAIRD, MICHAEL	TEACHER	112,460	-
BAKER, ANTHONY J	TEACHER	109,664	-
BAKER, LESLIE	TEACHER	108,456	-
BAKEWELL, KELSEY	MANAGER OF MAINTENANCE DEPT	117,087	150
BAKKER, COLIN S	TEACHER	77,903	-
BALCOMBE, DON	ADMINISTRATIVE OFFICER	198,684	8,362
BALDWIN, ELIZABETH J	TEACHER	96,613	-
BALDWIN, LINDA E	TEACHER	111,049	-
BAMFORD, DAVID	TEACHER	85,308	-
BARKHOUSE, PHILLIP E	HVAC/REFRIGERATION TECHNICIAN	80,332	329
BARNUM, KELLY	TEACHER	116,816	132
BARRITT-FLATT, MEGAN	ADMINISTRATIVE OFFICER	117,488	-
BARTLETT, RICKI	ADMINISTRATIVE OFFICER	166,244	752
BARTON, KIMBERLEY P	TEACHER	114,603	1,516
BASI, KULDEEP	TEACHER	100,654	-
BATTERSHILL, JAMES R.	PAINTER	76,828	84
BATTIE, TANNIS M	TEACHER	101,869	-
BAXTER, DAYNA L	TEACHER	79,067	-
BAYANS, ELIZABETH F	TEACHER	94,665	-
BEATON, WENDY	TEACHER	118,118	914
BECKER, SHAWN	TEACHER	87,435	21
BEERLING, ASHLEY	TEACHER	101,243	-
BEGIN, STEFANE	TEACHER	102,350	-
BEGOUM-KAKE, ARLETTE	ADMINISTRATIVE OFFICER	157,790	-
BEIRNES, ERIC DANIEL	PAINTER	76,987	292
BELEZNAY, ASHLEY	TEACHER	102,406	-
BENEDICT, DIANNE M	TEACHER	98,718	-
BENNETT, JOEL E	TEACHER	102,485	-
BENOIT, MAGGI	TEACHER	77,836	-

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**Statement of Financial Information (SOFI)****Fiscal Year Ended June 30, 2025****Schedule of Remuneration and Expenses**

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
BENSON, AMANDA M	TEACHER	88,074	-
BENSON, ROBERT F	MECHANIC/BUS DRIVER	83,025	1,994
BERG, RUSSELL	TEACHER	82,325	-
BERKEY, ANDREA	TEACHER	111,884	-
BERLANDA, MARY	TEACHER	102,015	-
BETTERIDGE, ELIZABETH	TEACHER	94,288	1,236
BETTS, KRISTA	TEACHER	102,285	-
BEUERLEIN, KALVIN L	TEACHER	102,597	-
BHATTI, SATBINDER	TEACHER	112,253	-
BIELING, AMELIA M	TEACHER	108,720	243
BIGGS, MICHAEL SHAWN	TEACHER	102,294	-
BILD, OLIVER	TEACHER	98,455	-
BILLARD, HANNAH MARY KATHR	TEACHER	97,690	-
BILLY, SHAYLA J	TEACHER	80,639	-
BIRCH, CHRIS	TEACHER	109,929	-
BIRCH, JOSEE	TEACHER	112,147	15
BIRCHETT, CHRISSY	TEACHER	112,314	-
BIRO, BRUCE	TEACHER	100,909	315
BISSOONDATT, DEBORAH	TEACHER	91,174	-
BLACHURAS, LISA HOLLY M	TEACHER	93,684	-
BLACK, TIFFANY D	TEACHER	93,583	-
BLOW, AIMEE E	TEACHER	110,546	-
BLOW, COURTNEY M	TEACHER	76,732	-
BOHM, CHRISTINE	ADMINISTRATIVE OFFICER	157,644	62
BOLLICH, BENJAMIN BARRETT	TEACHER	75,381	-
BOOTH, CARENE L	TEACHER	103,750	-
BORMAN, SARAH	TEACHER	82,155	-
BOTTER, BARBARA JUDITH	TEACHER	102,539	826
BOUDREAU, MARCY	TEACHER	108,819	-
BOULTON, ROSE M	TEACHER	101,368	46
BOURGOIN, ALY JANE	TEACHER	92,093	-
BOURKE, PAUL L	TEACHER	96,441	-
BOWN, DANIEL	TEACHER	98,951	-
BOYD, ELIZA JANE G	TEACHER	109,558	77
BOYD, HEATHER LOUISE	TEACHER	112,253	-
BOYKO, ROXANNE	TEACHER	101,951	20
BRADBURY, ROBERT F	TEACHER	109,234	225
BRADLEY, BREANNA PEARL	TEACHER	79,893	-
BRAND, KEVIN A	TEACHER	112,212	-
BRASIER, MEGHAN	TEACHER	82,863	-

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**Statement of Financial Information (SOFI)****Fiscal Year Ended June 30, 2025****Schedule of Remuneration and Expenses**

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
BRAWNER, BRAD	TEACHER	102,239	-
BRAYDEN, ANN-MARIE L.	TEACHER	112,192	-
BRENNAN, ALEX P.	TEACHER	93,910	-
BRENNAN, DARCY J D	TEACHER	81,417	-
BRETT, LISA ANN	TEACHER	102,485	-
BRINK, SIMON J	TEACHER	100,122	-
BROADHURST, CAROLYN	TEACHER	118,239	1,750
BROCK, ASHLEY	TEACHER	100,271	-
BRODERICK, TAYLOR M	TEACHER	76,920	-
BROOKER, KATHLEEN	TEACHER	112,265	-
BROOKS, JESSICA	TEACHER	111,848	-
BROOKS, ROBERT	ADMINISTRATIVE OFFICER	138,412	-
BROWN, MEAGAN A.	TEACHER	101,486	-
BROWN, MELISSA M	TEACHER	112,382	-
BROWN, MICHAEL ROLAND	PLUMBER/GASFITTER	77,585	1,103
BROWN, SCOTT A	TEACHER	102,428	-
BROWN, STACEY ELISABETH	TEACHER	85,598	-
BROWNING, JULIA M	TEACHER	108,043	-
BRUCE, AARON A	TEACHER	106,583	159
BRYCE, KRISTA D	TEACHER	80,914	-
BUCKINGHAM, TONJA K	TEACHER	102,029	-
BUECKERT, RUSSELL M	TEACHER	112,525	50
BUNNETT, TIMOTHY R	TEACHER	78,444	605
BURNHAM, NANCY J	TEACHER	102,239	-
BUSBY, GENEVIEVE	TEACHER	117,528	1,286
BUSCHE, MICHAEL	TEACHER	102,294	-
BUSH, SAM	TEACHER	110,090	-
BYRNES, MARIA CHANTAL	MANAGER OF PAYROLL & BENEFITS	101,659	2,570
CABRAL, NICOLE L	TEACHER	112,521	-
CAIRNS, TANYA	TEACHER	113,059	-
CAMPBELL, CHERYL L	TEACHER	100,866	-
CAMPBELL, KAREN KRISTEN	TEACHER	90,236	28
CAMPOSANO, AUDREY MEGHAN	TEACHER	99,797	-
CANTY, JOLAINE E	TEACHER	103,368	-
CARLSON, LORRAINE	TEACHER	109,743	-
CARMICHAEL, MELANIE J.	TEACHER	109,989	38
CASEY, ALEXANDRA	TEACHER	88,567	-
CASWELL, KATHLEEN	TEACHER	86,046	2,830
CATES, LARISSA LEE	TEACHER	81,495	-
CATHCART, WESLEY W	TEACHER	111,741	-

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**Statement of Financial Information (SOFI)****Fiscal Year Ended June 30, 2025****Schedule of Remuneration and Expenses**

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
CAVEZZA, NICOLE M	TEACHER	101,369	-
CAWTHORNE, MEGAN	TEACHER	93,946	-
CHAHIL, SHARON	TEACHER	101,556	-
CHAISSON, DANIELLE	TEACHER	86,818	-
CHALKER, SHANE A	CARPENTER	81,555	3,601
CHANDLER, ALLISON	TEACHER	84,162	-
CHANTRELL, GARY	TEACHER	111,344	-
CHAPMAN, HEATHER	TEACHER	111,454	-
CHAYTORS, RAJENE K	TEACHER	87,857	-
CHELSOM, NATALIE C	TEACHER	100,141	-
CHESHER, BRANDI N	TEACHER	108,807	-
CHEW, LISA	ADMINISTRATIVE OFFICER	107,289	-
CHICKITE, SARAH	TEACHER	109,013	-
CHIN, DAVID ALANSAMUEL	TEACHER	85,005	1,050
CHRISTIANSON, SCOTT D	ADMINISTRATIVE OFFICER	145,827	350
CHRISTIE, JAMI	TEACHER	90,620	2,163
CHYPLYK, CHAD	TEACHER	89,853	-
CIZERON, ERIC	TEACHER	112,522	-
CLACKSON, ASHLEY G	ADMINISTRATIVE OFFICER	133,798	-
CLARK, KELLY A	TEACHER	112,314	-
CLARK, MARNI	TEACHER	109,665	-
CLOUTHIER, COLLEEN	TEACHER	102,486	-
CLOUTHIER, JOSHUA	TEACHER	85,500	21
COEY, SHAUNA MARIE	ADMINISTRATIVE OFFICER	151,941	50
COLBY, MORIAH	TEACHER	84,656	111
COLLINS, KIMBERLEE	TEACHER	112,253	-
COMPANION, JEANNINE	TEACHER	109,604	-
CONNOLLY, JANA MICHELLE	TEACHER	91,502	-
COOPER, DAVID	ADMINISTRATIVE OFFICER	157,487	-
COPP, DOUGLAS A	CARPENTER	80,813	227
CORCORAN, SEAN	TEACHER	109,986	-
CORNTHWAITE, JOANNA	TEACHER	117,848	37
CORRIN, AUDRA	TEACHER	76,716	-
COSENS, JENNIFER L	TEACHER	111,450	-
COULTHARD, KENDALL D	HR MANAGER	111,453	2,814
COWAN, MICHELLE L	TEACHER	106,861	-
COX, JAMES	TEACHER	109,664	-
CRAWFORD, JODI	TEACHER	116,285	-
CRAWFORD, KELSEY L	TEACHER	85,332	-
CRAWFORD, VANESSA A	TEACHER	101,422	-

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
CREIGHTON, CHRISTINE	TEACHER	101,933	-
CRNKOVIC, FRANJO M	TEACHER	101,796	440
CRNKOVIC, MICHELLE N	TEACHER	111,576	159
CROGHAN, LESLEY E	TEACHER	82,932	-
CRONIN, CAROL	TEACHER	112,464	-
CULBERTSON, MIRANDA	TEACHER	106,316	-
CUNNIAN, JOHN D	ADMINISTRATIVE OFFICER	157,790	-
CUNNIAN, LISA	TEACHER	113,285	-
CURLEY, ADAM	CARPENTER	79,015	604
CURRELL, BRUCE L	TEACHER	106,790	104
CURRIE, ERIN M	TEACHER	109,952	-
CURRIE, NICOLE	TEACHER	80,192	-
CURRY, DANIELLE A	TEACHER	75,061	-
CUTHBERT, BRIAN S	TEACHER	79,732	-
CYR, JENNIFER	TEACHER	112,192	-
DAHLE, ERIN M	TEACHER	77,237	-
DALY, LACEY D	TEACHER	109,724	505
DALY, STEVEN	TEACHER	109,881	-
DANCE, MICHELE	SENIOR MANAGER-HUMAN RESOURCES	124,108	1,751
DANCY, ALITA	TEACHER	112,230	659
DANEAULT, MARC	ADMINISTRATIVE OFFICER	153,122	36
DANG, MICHAEL K	TEACHER	107,904	795
DARBYSHIRE, DEAN R	TEACHER	86,915	-
DAVIDSON, ANDREA	ADMINISTRATIVE OFFICER	166,244	-
DAVIDSON, JACQUELINE	TEACHER	108,926	-
DAVIDSON, SARAH D	TEACHER	112,140	-
DAVIE, KIMBERLY DIANA	TEACHER	109,241	-
DAVIES, ROSLYN D	TEACHER	109,479	-
DAVIES, SAMUEL M	TEACHER	80,989	76
DAVIS, SUSAN	TEACHER	115,368	446
DAVIS, THOMAS A	TEACHER	111,823	-
DAWES, DANIEL	TEACHER	109,604	295
DAWSON, KIMBERLEY	TEACHER	108,178	-
DE GROOT, WENDY	TEACHER	112,162	26
DEAN, LAWRENCE(LARRY)	ADMINISTRATIVE OFFICER	157,790	54
DEBODT, SHAUNA M	EXE ASSISTANT - COMMUNICATIONS	81,956	1,005
DELAGE, CHANTELE C	TEACHER	82,657	-
DELAGE, DEANNE	TEACHER	85,758	-
DENNISON, CRYSTAL	MANAGER NAN LDSMTH SCH FDN	86,380	107
DENSMORE, OLIVIA S	TEACHER	111,486	92

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
DER, RUSSELL	TEACHER	112,379	964
DEROSA, SUSAN	ADMINISTRATIVE OFFICER	152,269	-
DESNOYERS, LEAH FRANCES	TEACHER	78,573	-
DEVITO, NATASHA	TEACHER	90,865	-
DEWARLE, JESSICA L	TEACHER	112,253	-
DHILLON, ROBBIE	ADMINISTRATIVE OFFICER	157,790	-
DICK, CRAIG A	TEACHER	102,239	-
DICKIE, DARREN L	ADMINISTRATIVE OFFICER	157,644	-
DIMTER, JODINE	TEACHER	97,754	-
DIXON, DEBBIE	TEACHER	84,718	-
DJORDJEVIC, GORAN	FACILITIES PLANNER	83,551	150
DLAY, HARPREET	TEACHER	110,457	-
DOAK, ANDREA	TEACHER	110,291	-
DOCKMAN, SHANNON	TEACHER	80,499	-
DOLAN, KELLI	DIRECTOR OF LABOUR RELATIONS	168,066	2,212
DOLEN, MOIRA P	TEACHER	109,724	768
DOMINO, LESLEY	TEACHER	109,604	10
DONNAN, SONJA J	ADMINISTRATIVE OFFICER	138,412	-
DOUCETTE, KIRSTEN	TEACHER	102,294	-
DOUGLAS, ANGELA	TEACHER	102,170	-
DOVEY, ERIN	TEACHER	85,195	-
DRAKELEY, SANDRA	SYSTEMS APP. SPECIALIST	75,475	695
DROWN, IAN	TEACHER	103,851	-
DUBE, AMY M	TEACHER	110,004	-
DUCKLOW, JOSEPH	TEACHER	104,076	-
DUGAS, MELANIE	TEACHER	80,531	-
DUNLOP, CARA A	TEACHER	77,498	-
DUNLOP, NANETTE	TEACHER	102,211	254
DUPERRON, KERRY WILLIAM J	ROOFER	75,895	290
DURMULLER-LIM, JULIE	TEACHER	112,510	-
DUSTING, ZOE M	TEACHER	87,163	-
DYCE, ANGELA	TEACHER	102,039	-
DYCK, LAURIE D	TEACHER	103,162	-
EASTHOM, NOELLE D	TEACHER	100,553	-
EATHORNE, ALISON	TEACHER	111,060	-
EDGAR, KATHLEEN E	TEACHER	101,356	-
EDWARDS, HELEN	TEACHER	101,431	-
EDWARDS, KRISTY-LEIGH KATHERIN	TEACHER	102,596	-
ELLIOTT, TAMMY N	TEACHER	87,704	-
ELWOOD, STEPHEN	TEACHER	112,192	-

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
ENDO, ASUKA	TEACHER	77,118	1,550
ENDRIZZI, KRISTA	TEACHER	101,803	-
ENTNER, COLIN A	TEACHER	99,430	-
EPP, STEPHEN M	ADMINISTRATIVE OFFICER	161,573	1,594
ERHART, KEVIN B	ENV SYSTEMS TECH-HVAC	88,021	-
ETHIER, NICOLE	TEACHER	75,316	-
EVANS, TANYA C	TEACHER	111,515	-
EYRES, MICHAEL	TEACHER	110,489	-
FALL, HELEN MARGARET	TEACHER	102,171	-
FAVELLE, L. ANNETTE	TEACHER	112,192	247
FAWDRY, MARK	TEACHER	102,413	-
FELLOWS, BRIANNE	TEACHER	103,327	-
FENNER, DAVID M	MANAGER OF CAPITAL PLANNING	121,662	472
FERDINANDI, DESIREE	TEACHER	85,169	-
FIELDEN, STEVEN D	CARPENTER	91,057	328
FINETTI, JENA E	TEACHER	112,586	93
FISHER, TREVOR	TEACHER	83,242	-
FLOOD, CHELSEY	TEACHER	108,289	-
FORD, HANNAH E.M	TEACHER	78,906	-
FRANCESCUTTI, SOPHIA V	TEACHER	87,716	18
FRANCOEUR, RICHARD J	PAINTER/SIGN PAINTER	76,849	158
FREY, LISA D	ADMINISTRATIVE OFFICER	157,790	-
FRIDAY, DAVID	TEACHER	78,693	-
FRIEND, ZACKARY J	TEACHER	112,637	-
FRIESEN, GLEN W	TEACHER	102,167	300
FRISTOE, ANGELA	TEACHER	101,422	-
FROESE, KIMBERLEY ANN	TEACHER	100,976	-
FUENZALIDA, PABLO A	CARPENTER	78,630	487
FUJIKAWA, LISA	TEACHER	102,519	-
FULTON, JODI	TEACHER	109,035	-
FUNK, CAROL M	TEACHER	106,519	-
FUNKE ROBINSON, KIRSTIN A	ADMINISTRATIVE OFFICER	171,709	19,341
GAGNON, PIER-ANNE	TEACHER	78,193	-
GALLAZIN, KRISTY	TEACHER	89,315	-
GALLOWAY, ANDREA G	TEACHER	99,146	-
GALLOWAY, ANDREW T	TEACHER	101,487	-
GANNON, DONNA	TEACHER	102,294	-
GANNON, LAUNA D	TEACHER	96,183	59
GARLAND, MICHAEL P	CAPITAL PROJECT CO-ORDINATOR	82,298	-
GAUTHIER, CARLY J	TEACHER	103,043	-

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
GILES, MOYA DANIELLA	TEACHER	111,146	-
GILLINGHAM, JOSHUA M	TEACHER	116,545	-
GISKE, GRAHAM	TEACHER	115,639	190
GLANFIELD, JODY	TEACHER	92,325	-
GOLBECK, NATALIE	TEACHER	102,434	91
GONZALEZ, BLANCA	TEACHER	112,253	28
GOODALL, RACHEL T	HR MANAGER	104,082	1,238
GORDON, MICHELLE J	TEACHER	82,678	-
GOSSETT-JACKSON, MATTHEW	TEACHER	90,822	-
GOWAN-SMITH, ROBERT S	TEACHER	107,938	5,731
GRAATEN, LARA	TEACHER	101,939	-
GRAF, EDWARD W	TEACHER	111,215	-
GRAHAM, PAM D	HR CONSULTANT	97,183	618
GRANT, JULIE	TEACHER	99,527	-
GRANT, SARAH	ADMINISTRATIVE OFFICER	134,415	-
GRAW, CASEY	TEACHER	99,063	309
GRAY, MICHAEL D	TEACHER	113,584	27
GRAY, NATALIE SA	TEACHER	86,598	-
GRAY, ROBYN	SUPERINTENDENT	164,513	12,462
GREEN, JOELLE L	TEACHER	101,557	21
GREEN, JUSTIN R	ADMINISTRATIVE OFFICER	120,764	988
GRIFFIN, ROBERT D	WELDER/FABRICATOR	87,203	150
GRIGOLETTO, NEIL	TEACHER	108,188	-
GRIMMER, MONIQUE	TEACHER	101,023	-
GUEULETTE, SUSAN K	TEACHER	112,192	-
GURR, KATHY LYNN	TEACHER	100,751	23
GUSTAFSON, KATE L	TEACHER	112,199	-
GVOJICH, SHELLEY L	ADMINISTRATIVE OFFICER	155,462	650
HAACK, CINDY LEAH	ADMINISTRATIVE OFFICER	153,122	-
HACKWOOD, LUCAS MICHEAL	TEACHER	82,281	-
HAGEN, TARA-LYN	TEACHER	89,536	-
HALL, KERRIN G	PROGRAM & HOMESTAY MANAGER	81,541	16,663
HALLIDAY, AMY J	TEACHER	83,553	-
HALSALL, AARON WILLIAM	TEACHER	105,167	192
HALSALL, DARBY J	TEACHER	87,313	53
HAMBLETT, JOHN WILLIAM	TEACHER	94,599	-
HAMBLETT, TESS AMANDA	TEACHER	85,131	-
HAMEL, STYLES L	CARPENTER	77,786	544
HANCOCK, BRETT M	ADMINISTRATIVE OFFICER	166,244	5,294
HANOWSKI, JESSICA LYNN	TEACHER	111,213	-

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
HANSON, BRENNAN J	TEACHER	102,140	-
HARDY, JACOB	ADMINISTRATIVE OFFICER	126,937	-
HARMS, JENNIFER	TEACHER	102,112	-
HARPER, HANNAH	TEACHER	93,468	-
HARQUAIL, SANDRA	TEACHER	76,597	-
HARRINGTON, NICHOLAS A	TEACHER	89,592	-
HARRIS, REBECCA	TEACHER	77,481	72
HARRIS, VERONICA	INTEGRATED C & Y COUNSELLOR	111,528	2,324
HART, KIM	ADMINISTRATIVE OFFICER	145,827	221
HART, RICHARD NEIL	TEACHER	112,454	565
HARTIG, DIANNA M	TEACHER	109,917	-
HARWOOD, WENDY L	TEACHER	80,500	-
HASENAUER, JEFF	ADMINISTRATIVE OFFICER	145,827	144
HAWKINS, SAMANTHA	TEACHER	88,253	-
HE, TAO	APPLICATIONS PROGRAMMER	85,662	-
HEALEY, HALEY	TEACHER	110,209	-
HENDERSON, VICKI	TEACHER	113,347	59
HEPPLES, JANE L	TEACHER	101,434	-
HEWLIN, FRANKLIN W	CARPENTER	77,471	363
HILL, COURTNEY L	ADMINISTRATIVE OFFICER	134,316	-
HILL, LAURA	TEACHER	88,328	-
HILLAND, APRIL	TEACHER	89,707	-
HILLBRECHT, DEBORAH	TEACHER	112,525	73
HOBDAY, JOANNE M	TEACHER	102,557	-
HOCKER, CHARLES R	TEACHER	108,616	-
HOFFMAN, MARY JO	TEACHER	106,806	-
HOLDOM, DAWN	TEACHER	102,276	-
HOLLMAN, CHRISTINA	TEACHER	77,168	-
HOLMBERG, STEVEN J	TEACHER	112,531	72
HOLME, JENNIFER	TEACHER	102,540	45
HOLMES, MARYLEE ESTATE OF	TEACHER	95,454	-
HOOPER, KEVIN L	TEACHER	112,584	-
HOOPER, TERESA	TEACHER	112,522	-
HOYBERG, TERRA	TEACHER	111,515	-
HORNBY, LANCE	TEACHER	102,541	-
HORNCastle, CRAIG R	TEACHER	104,615	122
HOVEY, SANDRA LEE	TEACHER	101,949	-
HUGGINS, BREIGH A	TEACHER	109,691	-
HULME, MEGAN L	TEACHER	106,240	-
HUNEALT, RODNEY	TEACHER	112,243	24

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
HUTCHINS, ROBERT R	ADMINISTRATIVE OFFICER	162,015	39,923 *
HUYNH, CHANTELE	TEACHER	109,869	-
HYSUIK, JARETT J	TEACHER	104,405	-
INFANTI, BRANDON	TEACHER	83,587	-
INGALLS, MICHAEL	ADMINISTRATIVE OFFICER	153,122	-
INGLIS, KELLY	TEACHER	112,261	-
IRVING, MICHAEL	TEACHER	112,330	199
IRVING, RUTH	TEACHER	110,169	-
ISAACHSEN, GENEVIEVE	TEACHER	100,549	-
ISABEL, CINDY	TEACHER	108,556	-
JACK, TAMMY HELEN	TEACHER	103,917	-
JACKSON, CRAIG	TEACHER	109,915	-
JACOBS, LAURA	TEACHER	112,349	-
JAHELKA, BRITTANY A	TEACHER	102,589	-
JAMES, CLARE	TEACHER	92,284	-
JAMES, MICHELLE R	TEACHER	116,503	-
JAMIESON, NICOLE	TEACHER	100,301	-
JAMONT, STERLING	TEACHER	107,176	-
JANZEN, HAYLEY JANE	TEACHER	96,474	1,544
JANZEN, NICK	TEACHER	101,521	-
JEFFERY, KATE S	TEACHER	101,821	-
JELKS, DIONTE	ADMINISTRATIVE OFFICER	157,790	573
JENSEN, DIANE	TEACHER	102,485	-
JOBE, CHAD W	TEACHER	109,503	28
JOHANNSSON, GABRIELE	TEACHER	79,303	-
JOHN, BONEY	SENIOR MANAGER IT	120,389	1,142
JOHNSON, CHARLENE	TEACHER	82,184	-
JOHNSON, GLENN ALLEN	TEACHER	102,451	-
JOHNSON, LORNE CHRISTOPHE	TEACHER	108,282	-
JOHNSON, WILLIAM ROBERT	TEACHER	102,594	-
JOHNSTON, CAITLIN P	TEACHER	85,151	-
JOHNSTON, CLAIRE	TEACHER	80,975	402
JOHNSTON, SHAWN	EXECUTIVE DIRECTOR OF HR	174,354	4,463
JOHNSTON, TROY	TEACHER	89,769	-
JONES, ELLIOT	TEACHER	91,422	22
JONES, JENNIFER L	TEACHER	105,851	37
JONES, KEITH	TEACHER	109,416	1,237
JONES, SHANNON M	TEACHER	108,438	-
JONES, VERNA	TEACHER	101,091	-
JUHASZ, MELISSA	TEACHER	95,200	-

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
JUHASZ, OLIVER	FACILITIES PLANNER	86,742	150
KALAPARAMBIL AUGUSTINE, AMALA	TEACHER	80,980	-
KALMOKOFF, MICHELLE JANE	TEACHER	80,008	38
KAMSTEEG, MARK	TEACHER	102,595	-
KANACHOWSKI, TAMARA	TEACHER	109,664	-
KANHOFFEN, KITTY	TEACHER	99,961	-
KARPUK, WENDY Y	TEACHER	99,643	-
KAUR, KAWALJEET	TEACHER	81,450	-
KAWIN, JENNIFER IG	INTEGRATED C & Y COUNSELLOR	113,707	4,443
KAY, REBECCA MARIE	TEACHER	109,664	-
KEEN, NOREEN	TEACHER	111,617	-
KEENAN, KATHERINE	DISTRICT CHILDCARE MANAGER	77,568	2,744
KEENLEYSIDE, DEBORAH	TEACHER	102,239	-
KEEPING-BLEDSE, ELISE J	TEACHER	75,289	-
KEHLER, MARK E	CARPENTER	76,558	420
KEITH, SHAUNA JOY	TEACHER	112,290	-
KELLY, JANE M.	BUDGET MANAGER	118,961	-
KEMP, ELENA	ADMINISTRATIVE OFFICER	138,412	431
KEMP, KARI	TEACHER	100,788	-
KEMPF, SANDRA	TEACHER	85,944	-
KENNEDY, MICHELLE JEANETTE	TEACHER	112,191	-
KENNING, LOUISE ELAINE	TEACHER	95,170	-
KENT, THERESA C	TEACHER	94,222	-
KERRIDGE, SARAH	TEACHER	88,294	-
KIATIPIS, AMANDA	TEACHER	112,314	-
KIBBLE, SUSAN M	TEACHER	112,253	-
KIERNAN, LINDSEY	TEACHER	93,224	-
KIM, NANCY	TEACHER	79,553	-
KING, ALEX	TEACHER	100,180	10
KING, ALISTAIR	ADMINISTRATIVE OFFICER	124,082	238
KING, DAWN L	TEACHER	95,303	-
KING, GERALD D	PLUMBER/GASFITTER	76,285	958
KINGSBURY, PAUL H	MANAGER OF OPERATIONS	111,216	1,768
KLAN, PAUL A	TEACHER	98,220	-
KLASSEN, BRIAN R	PLUMBER/GASFITTER	78,808	900
KLASSEN, JACQUELINE T J	TEACHER	100,841	-
KLOPPENBURG, JEAN M	TEACHER	112,084	117
KNEZEVICH, KAITLYN	TEACHER	108,497	362
KNIGHT, DALLAS R	TEACHER	109,724	-
KNOX, HOLLY H	TEACHER	109,664	60

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
KOHLI, GLENDA	TEACHER	111,902	-
KOHLRUSS, BRENDA	TEACHER	111,026	-
KONST, DAVID	TEACHER	109,869	-
KOTAI, DAVID	TEACHER	102,082	-
KOVACS, DAVID H	TEACHER	83,491	-
KRAEKER, THERESA	ADMINISTRATIVE OFFICER	161,573	1,415
KRAFT, MICHELE	TEACHER	102,355	-
KRAUSE, LINDA	TEACHER	90,887	-
KRISTIANSEN, MELISSA K	TEACHER	112,520	-
KROEGER-ANDERSON, AMANDA	TEACHER	108,453	-
KUKTA, JULIA A	TEACHER	102,033	-
KULLMAN, MELISSA AR	TEACHER	111,228	-
KUZMINSKI, MATTHEW	TEACHER	111,849	-
LA BOUNTY, CURTIS E	TEACHER	112,162	-
LA BOUNTY, M. SOFIA	TEACHER	110,895	-
LAFLEUR, DENISE G	TEACHER	102,597	-
LAFOREST, ADAM STUART	TEACHER	102,350	38
LAFOREST, ELIZABETH EUDORA	TEACHER	101,920	-
LANDRY, NAOMI L.	TEACHER	79,578	-
LANGE, CHRISTINE	TEACHER	82,781	-
LARSEN, DONNA M	TEACHER	90,034	-
LARSEN, KARL R	TEACHER	109,709	-
LARSSON, JODI	TEACHER	102,512	-
LATOUR, DANIELLE	TEACHER	78,792	-
LATOUR, SUSAN	TEACHER	102,486	-
LAURIE, LUKAS	TEACHER	93,023	-
LAVERY, ALANA LYNN	ADMINISTRATIVE OFFICER	147,806	37
LAWSON, ERIN LOUISE	TEACHER	78,187	-
LAX, BRIAN R. D.	TEACHER	75,258	-
LE, JOHN	TEACHER	89,322	-
LECHTHALER, TAUNYA	TEACHER	112,253	-
LEDINGHAM, GRACE	TEACHER	102,241	-
LEMOINE, JANELLE	TEACHER	108,222	26
LEMON, ANDREW C	TEACHER	89,084	-
LENNOX, BRIAN	TEACHER	112,192	349
LENZ, DEBORAH LYNNE	TEACHER	102,551	-
LEONG, KIMBERLEY	TEACHER	112,253	-
LETHAM, MARINA L	TEACHER	109,239	-
LETOURNEAU, CRAIG	TEACHER	112,253	195
LETOURNEAU, KRISTINE	TEACHER	97,937	-

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
LETWIN, KIM E	TEACHER	108,010	-
LEVEQUE, SARAH	TEACHER	102,350	-
LEVESQUE, KEVIN C	TEACHER	102,581	-
LEVINE, CHERYL A	TEACHER	102,239	-
LEWIS, BRANDIE	TEACHER	84,885	323
LEWIS, NICOLE	TEACHER	99,496	-
LINDSKOG, BRANDY LYNN GAIL	EXECUTIVE ASSISTANT - HR	80,762	1,115
LINN, CRYSTAL R	TEACHER	112,293	-
LIVINGSTON, MICHAEL R	CARPENTER	77,402	680
LLOYD, DALLAS	TEACHER	97,842	283
LLOYD, NANCY	TEACHER	101,302	-
LONSDALE, ERIN LYNNE	TEACHER	88,505	351
LONSDALE, KATIE	TEACHER	93,713	-
LOOS, KATHERINE	TEACHER	111,624	-
LOSELL, JENNIFER	TEACHER	107,952	-
LOUGH, KASIE	TEACHER	83,171	-
LOUGHLIN, SHANNON	TEACHER	116,196	-
LOUIS, MELINDA WAI YUN	TEACHER	93,468	376
LOUWERS, ROBERT	TEACHER	112,192	-
LOVSTAD, LAUREL R	TEACHER	82,003	-
LOWE, KYLIE RIANNE	DIR OF FIN-ACCOUNTING/FIN REP	139,212	3,959
LOWRY, ADAM J	TEACHER	110,790	-
LOWRY, HEATHER	TEACHER	76,829	-
LOWRY, SARAH J	TEACHER	112,548	-
LUCAS, BRENDAN D	PLUMBER	77,392	678
LUM, KIRKLAN	TEACHER	112,314	-
LUNDINE, MICHAEL P	ADMINISTRATIVE OFFICER	157,790	-
LUNDY, CATHERINE	TEACHER	77,222	1,301
LUPICHUK, JENNIFER	TEACHER	105,974	-
LUVISOTTO, CARMELLA	TEACHER	102,294	-
LYDERSEN, HEIDI	TEACHER	86,500	-
LYNCH, JAMES	ADMINISTRATIVE OFFICER	117,497	297
LYONS, HEATHER	TEACHER	112,314	-
MACDONALD, CAROL	TEACHER	102,294	-
MACGREGOR, JENNIFER	TEACHER	98,427	-
MACK, CHRISTOPHER	TEACHER	112,526	19
MACK, DAVID JOHN	TEACHER	114,364	343
MACK, TANYA	TEACHER	112,824	-
MACKINNON, JESSICA	TEACHER	83,545	-
MACKINNON, MICHAEL	TEACHER	80,547	-

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
MACLENNAN, RICHARD JAMES	MECHANIC/BUS DRIVER	90,249	1,413
MAGUIRE, NICOLE A	TEACHER	98,252	-
MAGYAR, EMILY PAIGE	ADMINISTRATIVE OFFICER	153,781	3,915
MAHMOUD, MOYASSER	TEACHER	100,732	263
MANN, NIAL B	TEACHER	81,247	-
MANSON, ADAM	TEACHER	87,371	-
MANSON, COLLEEN	TEACHER	83,520	-
MARK, CAREY	TEACHER	110,237	-
MARK, JUSTIN	ADMINISTRATIVE OFFICER	165,802	-
MARK, TAMARA LEA	TEACHER	109,547	-
MARKS, BRYSON H	TEACHER	92,196	-
MARQUIS, CAITLIN	TEACHER	102,284	-
MARRIOTT, SAMANTHA B	TEACHER	102,081	-
MARSHALL, GRANT T	TEACHER	90,020	-
MARSHALL, HEATHER	TEACHER	108,495	-
MARSHALL, LAUREN E	INTEGRATED C & Y COUNSELLOR	107,509	5,774
MARSHALL, LISA	TEACHER	104,026	1,083
MARTIN, TERESA M	TEACHER	108,806	-
MARTINEAU, VALERIE	TEACHER	99,479	-
MARUSIC, STACY ESTATE OF	ADMINISTRATIVE OFFICER	96,974	-
MASSEY, LOUISE C	TEACHER	96,370	-
MASTERS, WHITNEY C	TEACHER	81,482	-
MATHIESON, LAURIE C	TEACHER	102,226	-
MATTE, DAVID	TEACHER	101,703	861
MATTERS, KELLY E	TEACHER	83,253	-
MATTHEWS, KAREN L	MANAGER ADMINISTRATIVE SERVICE	121,557	7,591
MAUDE, KARLI	TEACHER	82,461	-
MCADAMS, JENNIFER	TEACHER	102,349	-
MCBRIDE, KERRY	TEACHER	112,101	-
MCCARNEY, MIKE	TEACHER	82,008	-
MCCLINTON, ADAM	TEACHER	110,863	-
MCCONNIE, TARA A	TEACHER	91,405	-
MCCREATH, FLYNN R	TEACHER	84,634	-
MCCREATH, JACQUELINE G	TEACHER	87,817	-
MCDONALD, KRISTEN M	TEACHER	89,546	-
MCDUGAL, KELLI T	TEACHER	102,297	-
MCGEACHY, GORDON	TEACHER	102,541	-
MCGONIGLE, DIANE	ADMINISTRATIVE OFFICER	162,537	1,299
MCGRADE, ANDREA C	TEACHER	75,409	-
MCINTOSH, SARAH A	TEACHER	77,262	-

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
MCINTYRE, TREVOR C	TEACHER	115,702	588
MCKENZIE, JONATHAN	TEACHER	93,669	-
MCKIBBON, MARYAH	TEACHER	113,970	-
MCKINNON, RYAN	ELECTRICIAN	77,478	850
MCLEAN, ROBERT WILLIAM	TEACHER	78,651	-
MCLENNAN, MARIE-CLAUDE	TEACHER	100,049	-
MCLEOD, ALLISON L	TEACHER	84,829	57
MCMULLEN-NOSEWORTHY, CHRISTIE	TEACHER	105,069	-
MCNEELY, JOCELYN J	TEACHER	80,864	162
MCNEIL, TINA L	TEACHER	101,907	-
MCNICOLL, CAITLYN R	TEACHER	78,164	-
MCRAE, NICOLE	TEACHER	116,314	974
MCRAE, SHANNON	TEACHER	112,566	204
MCWHINNIE, HEIDI	TEACHER	114,770	752
MCWHINNIE, WILLIAM F	TEACHER	114,171	245
MEADUS, STEPHEN C	TEACHER	75,465	-
MEIER, KATHERINE E	TEACHER	112,148	-
MEMBERY, RONALD	TEACHER	102,238	-
MERCHANT, ZEYAD	DIRECTOR OF INFO TECHNOLOGY	154,772	1,870
METHERAL, PATRICIA D	TEACHER	112,525	98
MICHALOPOULOS, ROBERT JOHN	TEACHER	102,294	-
MIDDLETON, RUSS A	TEACHER	112,216	-
MIKELIC-STRAZZA, ZELJKA	MANAGER HEALTH & WELLNESS	95,068	9,513
MIKULIN, JEFF	TEACHER	102,600	-
MILLER, LINDSAY	TEACHER	89,075	-
MILLER, ZOE	TEACHER	79,368	-
MILLHOFF, COURTNEY L	TEACHER	120,521	1,893
MILLIGAN, ANGELA	TEACHER	87,891	-
MILLS, STEPHANIE	TEACHER	83,504	-
MINHAS, ANOOP K	TEACHER	89,607	-
MIRAU, TERI M	TEACHER	110,175	-
MISCAVISH, THEA A	TEACHER	125,562	383
MITCHELL, GITANJALI	TEACHER	114,721	-
MITCHELL, KATIE S	TEACHER	98,950	-
MITCHELL, PAUL K	TEACHER	102,595	-
MIYASHIRO, JAMIE LYNN	TEACHER	88,694	-
MOONEY, MIKE	SYSTEM/SUPPORT SPECIALIST	76,249	473
MORALWAR, ANIKET A	CAPITAL PROJECT CO-ORDINATOR	81,350	-
MORGAN, AVEGALE C	HOME STAY COORDINATOR	75,646	4,389
MORGAN, JENNIFER	TEACHER	82,963	-

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
MORRIS, SANDRA J	TEACHER	101,380	2,060
MORTON, KYLE	GROUNDWORK HORTICULTURIST	75,409	661
MOTLEY, SCOTT	TEACHER	109,740	-
MOULD, JANELLE	TEACHER	113,927	-
MOUNCE, KIRSTEN ELAINE	TEACHER	92,562	-
MOUNTAIN, PATRICIA S	TEACHER	112,416	126
MOWAT, TRACY	TRANSPORTATION SUPERVISOR	118,120	3,610
MOXAM, JENNIFER IRENE	TEACHER	85,019	774
MOYNIHAN, MICHAEL T	TEACHER	112,095	-
MUIR, VALERIE	TEACHER	109,294	-
MUJICA VELASQUEZ, EDGAR ALEJAN	TEACHER	84,647	-
MURDOCH, KERRY	TEACHER	109,986	-
MURDOCH, LINDA L	TEACHER	109,681	1,750
MURRAY, LINNAEA B	TEACHER	94,228	-
MURRAY, MATTHEW	TEACHER	83,361	1,938
MURRAY, TRACEY	TEACHER	101,218	-
NAGRA, JATINDER	TEACHER	83,934	-
NARDUZZI, DWAYNE L.	ELECTRICIAN	77,570	661
NAYAK, PRABAL M	DATA BUSINESS ANALYST	84,068	-
NEAVE, RACHELLE E	TEACHER	101,308	-
NELSON, DAVID	TEACHER	111,416	1,075
NELSON, JANET	TEACHER	105,171	28
NELSON, MELITTA C	MGR OF FINANCE STUDENT DATA	110,187	187
NEUMANN, GARRICK	TEACHER	102,294	-
NEWMAN, STACEY L	TEACHER	102,524	-
NEWTON, CHRIS	TEACHER	93,764	-
NICKEL, CARLA	TEACHER	89,816	-
NICKS, DALE	TEACHER	112,192	-
NIELSEN, JANELLE	TEACHER	108,878	-
NIELSEN, JENNA	TEACHER	85,290	-
NIELSEN, WENDY	TEACHER	109,860	-
NOLD, RYAN V	TEACHER	102,211	140
NOLD, VICTORIA	TEACHER	102,239	-
NOON, MONICA K E	TEACHER	108,694	-
NORCUTT, MELANIE	TEACHER	109,500	-
NORGAN, TRINA	ADMINISTRATIVE OFFICER	151,593	4,011
NOVAK, COLIN W	TEACHER	83,920	-
NUGENT, ANTONIA	TEACHER	76,720	-
O'BRIEN, NATALIE	TEACHER	90,401	-
O'CONNELL, DANIEL R	TEACHER	109,724	-

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O'DOHERTY, ERIN A	TEACHER	112,243	-
O'HARA, CLINTON D	TEACHER	111,949	-
O'REILLY, ERIN	TEACHER	81,270	-
OAKLEY, TABITHA	TEACHER	87,111	-
ODYNSKI, HOLLY	TEACHER	111,945	-
OLDHAM, CATHERINE G	TEACHER	88,414	39
OLIVEIRA, KARINA V V	TEACHER	112,575	167
OLSEN, BLAKE W	TEACHER	109,619	-
OLSEN-LEAF, HOLLY	TEACHER	102,239	-
OLSON, CHERYL LYNN	MGR OF FINANCE ACCT & CASH MGMT	96,375	19
OLSON, QUINN	ADMINISTRATIVE OFFICER	134,316	17
ORR, RICHARD K	HVAC/REFRIGERATION TECHNICIAN	80,827	910
ORTON, ELISA	TEACHER	111,416	72
ORTON, RYAN	TEACHER	114,546	1,033
OSLIE, TANYA	TEACHER	83,551	-
OSSA, MARCELO	TEACHER	102,294	-
OUSSOREN, KYLIE J	TEACHER	76,806	2,278
PAISLEY, MARISA	TEACHER	112,460	-
PAKOSZ, MARTIN	TEACHER	112,253	-
PAKULAK, SHANNON M	TEACHER	102,541	-
PALMER, KAE LAN L	TEACHER	101,243	-
PARADIS, CAMILLE S	TEACHER	109,930	-
PARK, CAMERON	TEACHER	102,478	-
PARKER, DAN	TEACHER	96,482	-
PARMAR, NICOLE	TEACHER	102,589	-
PARSONS, SHAWN R.H	CARPENTER	77,029	293
PARSONS, SUNNY	TEACHER	112,210	-
PASCOE, JAMES W	ADMINISTRATIVE OFFICER	145,827	153
PATERSON, OWEN	TEACHER	112,034	28
PATRICK, COLIN MICHAEL	TEACHER	102,350	-
PATTERN, JENNIFER	TEACHER	108,259	1,757
PAUGH, CHRISTOPHER	TEACHER	112,150	-
PAYJACK, CRAIG	TEACHER	80,946	10
PAZIUK, LEAH	TEACHER	107,683	-
PEACE, TANYA M	TEACHER	110,034	-
PEDERSEN, TINA	TEACHER	103,246	-
PEFFERS, RORY B	TEACHER	118,221	279
PEPLER, KIMBERLY M	TEACHER	111,082	-
PERKINS, DONALD GEORGE	TEACHER	112,192	-
PERRIER-EVELY, CHRISTOPHER	TEACHER	115,446	460

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	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
PFEIFER, SHAYNE A	TEACHER	86,586	1,145
PHELAN, NICOLE T	TEACHER	110,017	-
PIKE, SARAH	TEACHER	90,978	-
PINDER, PAMELA MARLENE	TEACHER	102,541	848
PINKERTON, NEIL A	ADMINISTRATIVE OFFICER	111,780	-
PIPE, JESSE W	TEACHER	79,702	-
PITRE, ROXANE	TEACHER	85,855	-
PORTER, WILLIAM K	PLUMBER/GASFITTER	76,982	1,296
POTVIN, AARON LUKE	TEACHER	83,399	-
POULIN, COURTNEY J	TEACHER	102,594	-
POULIN, JACQUELINE	ADMINISTRATIVE OFFICER	208,274	8,567
POWELL, CHRISTOPHER W	ELECTRICIAN	80,948	737
POWELL, KARMYN	TEACHER	79,449	-
POYNER, OLGA	TEACHER	116,669	840
PREFONTAINE, LOUISE	TEACHER	102,541	-
PRESTON, TRAVIS	TEACHER	102,541	-
PREVOST, RICHARD O	GARDENER	77,185	247
PRICE, KELSEY A	TEACHER	109,989	25
PRIDY-JENSEN, MONICA	TEACHER	84,182	-
PRLIC, ADRIANA Z	TEACHER	105,408	15
PRONK, MELANIE G	TEACHER	101,192	-
PUSKA, PAMELA	TEACHER	109,957	-
PYE, DURWIN	TEACHER	86,139	-
PYNE, JOANNE	TEACHER	109,604	41
QUENVILLE, JENNICA	TEACHER	79,685	-
QUEZADA, SHERILENE MARIE	TEACHER	112,599	-
QUIGG, NICOLE RENEE	TEACHER	101,785	-
QUINLAN, KATHRYN S	ADMINISTRATIVE OFFICER	117,266	-
QUISTBERG, ALEXIS L	TEACHER	109,837	-
RACZ, HEATHER C	TEACHER	102,531	-
RADCLIFFE, KIRSTEN M	TEACHER	80,630	-
RADIGAN, MARGARET	TEACHER	102,638	-
RADU, TIA A	TEACHER	109,975	-
RADUCU, CARMEN	TEACHER	109,057	-
RADUTA, MIRELA	TEACHER	112,524	-
RAMPANEN, DAVID W	PAINTER	80,833	308
RANGER, SCOTT N	TEACHER	100,873	1,591
RATZLAFF, LORNE	TEACHER	109,924	24
RAWNSLEY, MAIJA T	TEACHER	101,651	-
RECEVEAUX, CAROLE	TEACHER	109,596	-

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REED, DUNCAN M	TEACHER	75,429	10
REGIER, MELANIE	TEACHER	92,878	1,386
REICH, CURTIS	TEACHER	87,904	-
REID, AERON M	TEACHER	108,431	-
REIS, TANNIS MICHELLE	TEACHER	117,595	1,101
RENNEBERG, CHRISTINA M	TEACHER	116,757	1,617
RIBICIC, MICHAEL A.J.	TEACHER	86,142	-
RICHARDSON, ASHLEY L	TEACHER	111,085	-
RICHARDSON, DANIEL	TEACHER	89,518	-
RICHARDSON, LOA E	TEACHER	112,525	-
RIDDELL, GILLIAN	DIRECTOR OF COMMUNICATIONS	140,098	5,645
RILEY, DARCEY	TEACHER	101,869	-
RINALD, DONALD MILES	TEACHER	106,123	1,005
ROBBINS, KAYLEE A	TEACHER	82,752	-
ROBERTSON, ALODIE T	TEACHER	109,250	-
ROBERTSON, DUNCAN MARK	TEACHER	113,406	-
ROBERTSON, FIONA MARGARET	TEACHER	99,352	-
ROBERTSON, SCOTT	TEACHER	111,581	2,932
ROBERTSON, WENDY	TEACHER	111,459	-
ROBINSON, JENNIFER M	ADMINISTRATIVE OFFICER	83,798	-
ROBINSON, LISA	ADMINISTRATIVE OFFICER	162,810	1,074
RODGERS, DARYL	TEACHER	110,474	105
RODGERS, LISA JOY	TEACHER	102,537	-
ROGERS, RYLAN	TEACHER	99,166	14
ROGUSKI, ANGELA M	TEACHER	111,597	-
ROKEBY, LISA	TEACHER	101,981	544
ROLLS, MATTHEW	TEACHER	109,929	-
RONGEARD, MARIE	TEACHER	80,981	-
ROSE, LINDSAY	TEACHER	99,193	-
ROSENAU, J MARK	TEACHER	109,866	-
ROSENAU, TAMARA LEA	TEACHER	102,541	-
ROSIORU, STEFANIA	TEACHER	89,818	201
ROSS, DEREK ALLAN	ELECTRICIAN	78,097	690
ROTH, ASHLEY K	TEACHER	85,233	-
ROUNIS, LENE DAWN	TEACHER	111,884	-
ROUVROYE, MARIELA S	TEACHER	89,518	-
ROY, CHANTELE A	TEACHER	112,446	-
ROYLE, KYLA	TEACHER	112,451	-
RUSKOWSKY, MORGAN E	TEACHER	84,323	-
RUTHERFORD, KYLIE	TEACHER	109,804	-

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**Statement of Financial Information (SOFI)****Fiscal Year Ended June 30, 2025****Schedule of Remuneration and Expenses**

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
RYAN, ALANA L	TEACHER	93,996	-
RYAN, CAITLIN B	TEACHER	112,673	275
RYYNANEN, BETH P	TEACHER	102,486	-
SABO, PETER	EXEC DIRECTOR PLANNING & OPS	173,579	4,723
SALE, NOELLA C	SYSTEM/SUPPORT SPECIALIST	91,799	-
SANFORD, CASSIDY M.	TEACHER	83,577	-
SANFORD, LEANNE IRENE	TEACHER	93,480	-
SATERMO, RAYMOND	TEACHER	79,563	-
SAVAGE, TRACY	TEACHER	100,818	-
SAYWELL, SCOTT BRADLEY	SUPERINTENDENT	156,675	-
SCHAFER, JONATHAN L	TEACHER	109,984	-
SCHAUB, CHRISTOPH	TEACHER	104,488	-
SCHLITZ, RAYMOND T	TEACHER	100,311	-
SCHLITZ, SUSAN	TEACHER	100,311	-
SCHMIDT, JENNIFER L	TEACHER	108,275	-
SCHOLEFIELD, ERIN A	TEACHER	102,157	-
SCHRAM, AMELIA	TEACHER	83,375	-
SCHULTZ, CHAD RYAN	TEACHER	85,130	-
SCHULTZ, JEFFREY	TEACHER	111,418	-
SCOTT, CHRISTINA L	TEACHER	80,252	-
SCOTT, HOLLY ANGELA	TEACHER	99,107	-
SCOTT, JANICE LYNN	TEACHER	102,294	-
SEPPANEN, ELISA J	TEACHER	82,831	1,708
SERENIUS, LENA K	TEACHER	78,422	-
SERTIC, ANDJELKO	TEACHER	112,253	-
SERTIC, TANIA V	TEACHER	109,664	-
SEWARD-WILSON, REGENA	TEACHER	84,236	-
SEYFOLLAHY, NEGAR	CAPITAL PROJECT CO-ORDINATOR	82,307	799
SHAHI, JASKARN	TEACHER	101,859	-
SHAHI, SANDRA	ADMINISTRATIVE OFFICER	129,432	18
SHAHI, SHAWN	ADMINISTRATIVE OFFICER	162,356	4,406
SHANNON, LEEANN M	TEACHER	98,026	110
SHARPE, NATASHA L	TEACHER	97,849	-
SHAW, LINDEN	TEACHER	112,153	-
SHEEHAN, NANCY E	TEACHER	112,101	-
SHELTON, HOLLY ANNE	TEACHER	110,838	-
SHORE, ALYSSA M	TEACHER	85,324	-
SIEBEN, ROBERT J	TEACHER	93,870	-
SILICKAS, NIKA	TEACHER	112,464	68
SILVERTON, KIALA R	TEACHER	105,386	-

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Remuneration and Expenses

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
SIMMER, MEGAN	TEACHER	115,080	24
SINGBEIL, KRISTIN L	TEACHER	112,314	-
SINGH, KIRANDEEP	ASST MANAGER OPERATIONS	92,432	273
SKARBO, JAIME	TEACHER	101,607	-
SKILL, LEIANNE	TEACHER	108,760	-
SKLAPSKY, TAYA	TEACHER	79,585	-
SLADE, ERIC	TEACHER	88,621	-
SLATER, ANNA E	ADMINISTRATIVE OFFICER	147,419	-
SLATER, JEREMY	TEACHER	113,010	1,174
SLED, PAULA A	EA TO ASST SUPERINTENDENTS	85,398	109
SMITH, CHRISTINA LYN	TEACHER	103,002	-
SMITH, DENISE F	TEACHER	102,350	-
SMITH, JASON R.D.	TEACHER	75,593	-
SMITH, JENNIFER CELIA	TEACHER	76,055	-
SMITH, JOEL PAUL	TEACHER	108,665	555
SMITH, JOSEPH	TEACHER	109,872	-
SMITH, KENDRA	TEACHER	110,777	-
SMITH, MICHELLE	ADMINISTRATIVE OFFICER	141,732	192
SMITH, NADINE G.	TEACHER	75,984	-
SNOWDEN, DEREK W.C.	ADMINISTRATIVE OFFICER	157,790	242
SODERSTROM, KINDRA ELAINE	TEACHER	75,246	-
SOKOLOSKI, MICHELLE	TEACHER	115,634	4,063
SOMERVILLE, MICHELLE	TEACHER	102,355	-
SORENSEN, NATALIE	TEACHER	112,464	29
SOUCY, FRANCE	TEACHER	112,192	-
SOUCY, LOUISE-ANDREE	TEACHER	112,586	-
SPEERT, NATE	TEACHER	81,630	-
SPENCER, COLLEEN N	TEACHER	77,677	1,075
SPERLING, KIRSTIN	TEACHER	86,284	-
SPILLMAN, BROOKE	TEACHER	95,797	-
SPILLMAN, JOSEPH W	TEACHER	86,401	20
SPRINGFORD, ERIN L	TEACHER	103,915	-
SPRY, MORGAN	TEACHER	88,489	-
ST PIERRE, ERIN M	TEACHER	78,192	-
STACEY, ROBERT BRADLEY	CARPENTER	90,294	410
STANNARD, REBECCA	TEACHER	110,484	-
STEEL, GEOFFREY	ADMINISTRATIVE OFFICER	166,244	335
STEEL, KERRI	ADMINISTRATIVE OFFICER	186,062	6,669
STEELE, TERRY	TEACHER	105,020	-
STEFANUCCI, CELINA NATASHA	TEACHER	96,265	-

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Remuneration and Expenses

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
STEPHENS, JAIME M	TEACHER	80,356	-
STEVENSON, CAPUCINE	TEACHER	92,920	854
STEVENSON, NATHAN	TEACHER	112,521	-
STEVENSON, ROBERT E JR	TEACHER	102,237	76
STEWART, NATALIE	TEACHER	81,325	-
STEWART, RACHEL	TEACHER	112,169	-
STEWART, TAMARA	TEACHER	108,877	-
STOKES, MEGAN N	TEACHER	90,118	17
STORY, GREG D	GROUPS HORTICULTURIST	80,560	-
STRATTNER, NADIA	TEACHER	101,433	-
STRITZEL, MARISSA J	TEACHER	75,694	-
STRONG, KARINA	TEACHER	91,937	353
STUSSI, NAOMI	TEACHER	81,287	-
SULLIVAN, DOMINIQUE M	TEACHER	109,284	-
SULLIVAN, LONNY	TEACHER	108,925	-
SUNDE, LISA	ADMINISTRATIVE OFFICER	141,732	24
SUTTON, TAUNIA	ASSISTANT SECRETARY TREASURER	175,220	2,290
SVENSSON, SUSAN	TEACHER	80,488	-
SWANSON, DANIELLE FRANCIS	TEACHER	101,418	-
SWATEZ, RAY ZEEV	TEACHER	89,765	-
SYNNOTT, BRETT	TEACHER	76,342	579
TAIT, LAURA	ADMINISTRATIVE OFFICER	224,018	7,705
TANG, HUNG KHANH	TEACHER	102,239	-
TAYLOR, CRAIG ALLEN	CAPITAL PROJECT CO-ORDINATOR	82,016	150
TAYLOR, NATALIE	TEACHER	100,817	-
TAYLOR, WILLIAM	TEACHER	116,218	27
TAYLOR, WILLIAM J	ASSISTANT DIRECTOR PLANNING & OPS	129,116	9,920
TEN HAVE, JANELLE	TEACHER	77,065	-
TENEYCKE, TRACEY RAE	TEACHER	116,280	417
THIND, RAJVINDER	TEACHER	112,014	-
THOM, JACOB	TEACHER	101,623	-
THOM, LISA M	ADMINISTRATIVE OFFICER	142,120	16,721 *
THOMAS, KRISTIN	TEACHER	87,122	369
THOMPSON, DANIEL JAMES	TEACHER	102,541	-
THOMPSON, MEGAN E	TEACHER	112,276	-
THOMPSON, REBECCA	TEACHER	101,981	-
THOMPSON, SIERRA R	TEACHER	101,797	-
THOMSON, HAMISH	TEACHER	97,973	-
TISSINGTON, LYNN	TEACHER	111,823	1,761
TOLSMA, MELISSA	TEACHER	112,463	-

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Remuneration and Expenses

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
TOMIYAMA, JOANNE	TEACHER	112,525	18
TONELLA, FLAVIO	CARPENTER	77,089	420
TONNELIER, NICOLE	TEACHER	80,711	-
TOOLE, KIRSTEN MARIE	TEACHER	112,591	787
TRASPEDINI, ERIKA	TEACHER	86,552	-
TRAVERS, DAVID	ADMINISTRATIVE OFFICER	162,457	4,542
TRAWICK, HEATHER	TEACHER	80,021	-
TREMBLAY, ALEKS	TEACHER	89,835	-
TURNER, MADISON A	TEACHER	88,395	-
TYE, JUDITH	TEACHER	112,448	-
TYSON, SARA ADELE	ADMINISTRATIVE OFFICER	152,532	-
UPTON, JAILYN	TEACHER	85,095	-
VALADE, ARLEN	SR. MANAGER HEALTH & WELLNESS	118,200	3,575
VALLENTGOED, MELA	TEACHER	112,313	-
VAN GROOTEL, LUDOVICUS BERTON	TEACHER	112,282	18
VAN HORNE, DAVID	TEACHER	112,253	41
VANDERLINDEN, SHARON	TEACHER	102,253	-
VANHERWAARDEN, GEOFFREY	CARPENTER	78,436	2,087
VANSTONE, RICHARD	TEACHER	112,253	-
VANZANDWYK, JENESSA REANN	TEACHER	96,540	-
VANZELLA, AMY	MANAGER CAPITAL IMPLEMENTATION	93,117	1,506
VARNER, NEIL P	ADMINISTRATIVE OFFICER	129,166	-
VINAYAGAM, MURUGAN	TEACHER	79,895	-
VINCENT, DANIEL R	TEACHER	112,580	-
VIRAG, TAMAS	TEACHER	93,857	-
VIRTANEN, CYNTHIA	TEACHER	107,635	-
VIRTANEN, JEFF LEO	C.U.P.E. PRESIDENT	120,518	48
VOLK, SUZANNE A	TEACHER	109,310	-
VOSSHANS, COLLEEN	TEACHER	109,664	-
WAGNER, JONATHAN	TEACHER	108,132	-
WAITE, HALEY A. O.	TEACHER	76,669	-
WALKER, KRISTINE	TEACHER	111,356	-
WALL, CHARLENE	TEACHER	105,859	-
WALLACE, MICALLA G	TEACHER	84,783	-
WALLIS, LESLIE A	TEACHER	77,959	-
WALSH, MARK V	SECRETARY-TREASURER	224,362	9,405
WALSH, SEAN	ADMINISTRATIVE OFFICER	151,646	-
WALSH, STEPHEN P	TEACHER	94,739	-
WALTERHOUSE, CHRISTINE A	TEACHER	119,869	3,932
WARD, SHANNON	TEACHER	89,816	-

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)**Statement of Financial Information (SOFI)****Fiscal Year Ended June 30, 2025****Schedule of Remuneration and Expenses**

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
WARRY, VINCENT	TEACHER	104,613	356
WATFORD, LINDSEY	ADMINISTRATIVE OFFICER	148,194	-
WATSON, KIMBERLY	TEACHER	112,348	-
WEBB, DAWN	TEACHER	76,830	-
WEBB, JEFFREY D	TEACHER	78,905	-
WEBB, JOSEFINA	TEACHER	102,488	969
WEBBER, THERESA L	TEACHER	115,213	-
WEBER, KAITLIN MARIE	TEACHER	84,754	-
WEDHOLM, NICOLE	TEACHER	107,465	3,372
WEI, PO-JU	TEACHER	116,285	-
WEIGHILL, SHAUN RICHARD	ADMINISTRATIVE OFFICER	134,072	-
WEIR, JUSTIN	CARPENTER	77,027	2,308
WELLS, TYLER	TEACHER	93,901	-
WELLWOOD, ANDREA S	TEACHER	102,295	-
WESTAWAY, MARGARET O	ADMINISTRATIVE OFFICER	134,316	29
WETMORE, JOEL P	TEACHER	109,664	-
WHITE, KELLY PATRICIA	ADMINISTRATIVE OFFICER	139,287	120
WHITE, RANDALL	TEACHER	111,055	96
WHITE, TRACY	TEACHER	101,501	-
WHITING, TANYA NICOL	ADMINISTRATIVE OFFICER	151,941	34
WHITTALL, RYAN	CARPENTER	78,719	2,960
WHITWORTH, PAUL V	TEACHER	78,883	-
WHYTE, CONNOR	TEACHER	85,235	-
WICKS, CATHERINE ANN	TEACHER	97,998	-
WICKS, DONNA L	TEACHER	111,461	-
WIDSTEN, JANINE L	TEACHER	112,574	-
WIGHT, GRAYCE M.A	TEACHER	83,558	-
WIGHT, LORENA	TEACHER	102,526	-
WILCOX, TRINA L	TEACHER	110,489	-
WILFORD, KEVIN R	TEACHER	102,350	-
WILLGRESS, TANNER MICKEY	TEACHER	85,542	-
WILLIAMS, CARSON J	TEACHER	108,779	426
WILLIAMS, INGRID C	TEACHER	101,802	-
WILLIAMS, KATHERINE L	TEACHER	109,970	-
WILLIAMS, SHEILA	TEACHER	111,240	40
WILSON, ANTHONY	TEACHER	112,253	54
WILSON, JANICE K	TEACHER	111,192	-
WILSON, KAREN E	TEACHER	109,664	-
WINCHELL, LESLEY	TEACHER	112,523	59
WINDECKER, CURRIN K	TEACHER	101,981	-

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Remuneration and Expenses

	POSITION AT JUNE 30, 2025	TOTAL REMUNERATION	TOTAL EXPENSES
WINDLEY, JODY	TEACHER	84,108	-
WINISKI, KEVIN L	MANAGER FACILITIES & PLANNING	82,369	3,166
WINTER, WILLIAM JESSE	TEACHER	102,597	109
WONG, JASON C	ELECTRICIAN	90,620	367
WOOD, CARIE	ADMINISTRATIVE OFFICER	155,971	-
WOODCOCK, MELISSA	TEACHER	83,583	-
WORK, JENNIFER S	TEACHER	83,766	-
WRIGHT, LESLEY D	TEACHER	106,491	-
WRIGHT, PAUL A	TEACHER	88,424	-
WRIGHT, TARA ELEANOR	TEACHER	87,597	67
YOUNG, COLETTE	ADMINISTRATIVE OFFICER	157,184	-
YOUNG, PATRICK D	ADMINISTRATIVE OFFICER	147,077	-
YU, JULIA	TEACHER	101,196	-
ZEEMAN, AUBREY	TEACHER	102,550	50
ZIEMANSKI, JENNA	TEACHER	91,736	1,840
ZIEMANSKI, REBECCA L	TEACHER	112,686	2,529
ZIMMER, MICHAEL L	TEACHER	102,239	-
ZOLOB, THERESA	TEACHER	110,716	-
ZUCCARO, MARY C	ENERGY MANAGER	82,325	500
ZUYDERVELT, NICOLETTE	TEACHER	102,239	-
ZWICK, OLIVIA	TEACHER	78,468	-
TOTAL OF EMPLOYEES, WHOSE REMUNERATION EXCEEDS \$75,000		103,832,665	423,777
TOTAL REMUNERATION TO EMPLOYEES PAID \$75,000 OR LESS		49,442,776	285,150
TOTAL REMUNERATION TO EMPLOYEES		153,275,441	708,927
TOTAL REMUNERATION TO ELECTED OFFICIALS		249,308	52,036
TOTAL REMUNERATION AND EXPENSES		153,524,749	760,963
EMPLOYER PORTION OF EI AND CPP		9,198,219	

*Includes travel expenses for international student recruitment

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

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Statement of Severance

There was one severance agreement under which payment commenced between the Board of Education of School District No. 68 (Nanaimo-Ladysmith) and its non-unionized employees during the fiscal year ended June 30, 2025. This agreement represents approximately 2 months of salary continuance.

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

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Payments made for the Provision of Goods and Services

SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
3P LEARNING CANADA LIMITED	32,777
ACCENT INNS INC.	25,266
ACCESSSMT HOLDINGS LTD.	74,034
ADAIR TREE SERVICE	45,877
AINSWORTH INC.	525,474
AMAZON	500,337
ANDREW SHERET LTD.	115,805
ARCHIE JOHNSTONE PLUMBING	520,811
B & C FOOD DISTRIBUTORS LTD	54,688
BAKER SUPPLY LTD.	45,763
BC FERRIES	82,012
BC HOUSING	43,036
BC HYDRO AND POWER AUTHORITY	1,076,106
BC SCHOOL SPORTS	29,198
BELFOR (CANADA) INC.	63,923
BERK'S INTERTRUCK LTD.	46,191
BRAND XPRESS	77,466
BRITISH COLUMBIA SCHOOL TRUSTEES ASSOCIATION	67,085
BUNZL CLEANING & HYGIENE	461,063
BUSCH SYSTEMS INTERNATIONAL INC.	42,761
CANADIAN RESTAURANT SUPPLY	168,600
CANADIAN TIRE	30,640
CAPERNEWRAY HARBOUR	33,617
CDI SPACES	42,197
CDW CANADA INC.	37,792
CENTRAL WALK WOODGROVE	31,030
CHATTERHIGH COMMUNICATIONS INC	26,250
CITY OF NANAIMO	825,508
CLOVERDALE PAINT INC.	76,984
COAST WHOLESALE APPLIANCES LP	79,866
COLUMBIA FUELS	51,411
COPCAN CIVIL LTD.	80,786
COSTCO WHOLESALE	362,517
COUNTRY GROCER	42,307
CRESCENT BEACH PUBLISHING	41,183
D.B.L. DISPOSAL SERVICES LTD.	30,279

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Payments made for the Provision of Goods and Services

SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
DAFCO FILTRATION GROUP CORPORATION	43,707
DELL CANADA INC	1,195,691
DESJARDINS FINANCIAL SECURITY	272,953
DISCOUNT BATTERY WAREHOUSE	36,183
DISTRICT OF LANTZVILLE	65,657
DMS TECHNOLOGIES INC	31,500
DOLLARAMA	48,625
DOUBLETHINK INC.	26,460
DYNAMIC SPECIALTY VEHICLES LTD	80,729
E. MADILL OFFICE COMPANY	287,025
ECHELON CREATIVE INC	160,665
ELLISON TRAVEL & TOURS LTD.	101,091
EMCO WATERWORKS	48,567
ENCORE SPORT TOURS	67,693
FOCUSED EDUCATION RESOURCES SOCIETY	49,540
FOLLETT SOFTWARE, LLC	60,046
FOOTPRINTS SECURITY PATROL INC	127,354
FORTISBC-NATURAL GAS	699,908
FRIESENS CORPORATION	129,014
G & G ROOFING LTD	688,030
GESCAN	45,004
GFL ENVIRONMENTAL INC.	165,902
GORDON FOOD SERVICE CANADA LTD	387,682
GRAND & TOY LIMITED	29,139
GREGG DISTRIBUTORS NANAIMO	53,780
GROESS ENVIRONMENTAL SERVICES	48,575
GUARD.ME INTERNATIONAL INSURANCE	138,305
GUILLEVIN INTERNATIONAL CO	128,619
HABITAT SYSTEMS INC.	245,063
HARRIS & COMPANY	27,774
HAZCAN SOLUTIONS LTD.	41,893
HAZFORCE ENVIRONMENTAL LTD.	165,999
HEATHERBRAE BUILDERS CO. LTD.	1,503,426
HEROLD ENGINEERING LTD.	285,462
HOLIDAY INNS	40,313
HOMWOOD HEALTH INC.	83,501

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Payments made for the Provision of Goods and Services

SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
ICBC	33,987
INVISION WEB	40,025
IREDALE ARCHITECTURE	56,969
ISLAND AGGREGATES LTD.	45,721
ISLAND ENVIRONMENTAL HEALTH	75,563
ISLAND FORD SUPERSTORE	68,350
ISLAND OVERHEAD DOOR (1979) LTD.	36,366
JADEMOON VENTURES INC.	27,588
JEMCO FOOD EQUIPMENT SERVICE	59,136
JOHNNY, JAMES JAY	35,000
K.M.S. TOOLS AND EQUIPMENT LTD	49,900
KEV SOFTWARE INC	39,966
KINETIC CONSTRUCTION LTD.	93,711
KIRBY'S SOURCE FOR SPORTS	42,462
KMBR ARCHITECTS	27,013
KNIGHTWAY MOBILE HAULERS LTD.	49,182
KONE INC.	134,263
KONICA MINOLTA BUSINESS SOLUTIONS	338,037
KPMG LLP	36,929
LAFARGE CANADA INC.	29,061
LEADERS INTERNATIONAL	31,988
LEWKOWICH ENGINEERING ASSOC. L	38,176
LIFESPEAK INC	56,176
LONG & MCQUADE	67,391
M2 MECHANICAL	56,280
MACK SALES & SERVICE OF NANAIMO	35,926
MCAULEY ARCHITECTURAL CONSULTING INC.	89,250
METRO MOTORS LTD.	228,773
MID-ISLAND FENCE PRODUCTS LTD.	88,724
MILNER GROUP VENTURES INC.	109,754
MINISTER OF FINANCE (CLIMATE ACTION SECRETARIAT)	86,599
MINISTER OF FINANCE (RISK MANAGEMENT BRANCH)	53,172
MINISTER OF FINANCE (REVENUE SERVICES OF BC)	168,975
MINISTRY OF FINANCE (EMPLOYER HEALTH TAX)	2,922,669
MT. WASHINGTON ALPINE RESORT	38,374
MVP ATHLETIC SUPPLIES LTD.	39,971

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Payments made for the Provision of Goods and Services

SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
MYBUDGET FILE INC.	33,868
NANAIMO BASKETBALL OFFICIALS	42,876
NANAIMO CHILD DEVELOPMENT CENTRE SOCIETY	215,969
NANAIMO DISTRICT TEACHERS ASSOCIATION	512,155
NANAIMO DRY GRAD SOCIETY	71,253
NANAIMO LADYSMITH SCHOOLS FOUNDATION	1,077,632
NANAIMO'S FLOORING DEPOT	247,666
NIXON, NANCY ELIZABETH	37,046
NOBLE BC PORT KELLS	74,327
NORTH CEDAR IMPROVEMENT DIST.	44,830
NOVACOM BUILDING PARTNERS LTD.	51,909
NSAA (PRO-D)	73,000
ODDBALL WORKSHOP INC.	34,748
ON POINT PROJECT ENGINEERS LTD	1,787,461
ON SIDE RESTORATION	74,693
ONETEAM SPORTS GROUP	27,870
ONO WORK & SAFETY	30,644
OPEN PARACHUTE	37,800
PACIFIC BLUE CROSS	5,758,039
PACIFICSPORT REGIONAL SPORT CENTRE - VANCOUVER ISLAND	147,075
PANAGO ENTERPRISES LTD	51,708
PARKLAND CORPORATION	370,009
PASSION SPORTS	70,412
PENSION CORPORATION (TEACHER PENSION PLAN)	12,441,822
PENSION CORPORATION (MUNICIPAL PENSION PLAN)	3,093,358
PETERBILT PACIFIC INC	31,295
PINCHIN LTD.	64,243
PML PROFESSIONAL MECHANICAL LTD.	287,385
PORT THEATRE SOCIETY, THE	26,044
POWERSCHOOL CANADA ULC	213,947
PREMIER FIRE PROTECTION LTD	65,355
PRIME SPORT PERFORMANCE	30,140
PRISM ENGINEERING LTD	45,497
PUBLIC EDUCATION BENEFITS TRUST	2,483,767
READ JONES CHRISTOFFERSEN LTD.	141,959
REAL CANADIAN SUPERSTORE	127,381

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Payments made for the Provision of Goods and Services

SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
REFRIGERATIVE SUPPLY	44,804
RICHMOND ELEVATOR MAINTENANCE	93,200
RITE-WAY FENCING (2000) INC.	27,205
RONA INC	34,078
ROYAL PAVING LTD.	38,569
SAVE ON FOODS	59,361
SAVE ON SEPTIC SERVICES INC	25,619
SCHOLASTIC BOOK FAIRS	47,507
SCHOOL START	38,310
SCHOOLHOUSE PRODUCTS INC	25,141
SEAVIEW HOME AND AUTO	34,087
SECURCO SERVICES INC	49,779
SEISMIC RESILIENCE INNOVATION	63,000
SES CONSULTING	190,856
SINO-CA EDUCATION AND TRAINING	42,070
SKYLINE ATHLETICS	31,717
SLEGG LIMITED PARTNERSHIP	69,725
SMCN CONSULTING INC.	56,144
SOFTCHOICE CORPORATION	345,162
SOFTWARE4SCHOOLS	29,442
SOKOLOSKI, MICHELLE	63,235
SOURCE OFFICE FURNISHINGS	97,148
SPICE OF LIFE CATERING LTD	57,189
SPORTFACTOR INC.	39,905
STAPLES	180,168
STARLINE WINDOWS	34,795
STZ'UMINUS FIRST NATION	30,000
SUNSHINE MOUNTAIN FORD LINCOLN	108,570
SUPERIOR PROPANE	44,842
SYSCO CANADA INC	88,833
TEACHER'S FILE LTD.	199,563
TECHNICAL SAFETY BC	38,890
TELUS MOBILITY	158,784
TELUS COMMUNICATIONS	114,021
TERRAWEST ENVIRONMENTAL INC	30,394
TEXTHELP INC.	29,993

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Payments made for the Provision of Goods and Services

SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
TILLICUM LELUM ABORIGINAL FRIENDSHIP CENTRE	45,300
TIM HORTONS	25,969
TINSMITH MECHANICAL LTD.	63,231
TLD COMPUTERS INC.	67,451
TOP DRAWER GRAPHICS INC.	36,206
TORO MARKETING	55,000
TOWN OF LADYSMITH	77,305
TROY LIFE & FIRE SAFETY LTD.	27,770
TURNING POINT TECHNOLOGY SERVICES INC.	189,393
TYCO INTEGRATED FIRE & SECURITY	47,215
UNITED LIBRARY SERVICES	36,343
UNIVERUS SOFTWARE CANADA INC.	50,586
VANCOUVER ISLAND CONFERENCE CENTRE	27,879
VANCOUVER ISLAND UNIVERSITY	710,765
VIVOS SOLUTIONS INC.	38,640
WAGNER, BEAU	31,289
WAL-MART SUPERCENTER	146,802
WAYWEST MECHANICAL LTD	247,626
WESCO DISTRIBUTION-CANADA, INC	47,289
WESTCOAST ROOF INSPECTION	34,731
WESTERN CAMPUS RESOURCES	48,441
WESTERN CANADA BUS INC	404,443
WHOLEHOME GROUP	137,909
WILDPLAY LTD	25,878
WINDSOR PLYWOOD	123,665
WOLSELEY CANADA INC.	47,876
WORKSAFE BC	2,283,072
X10 TECHNOLOGIES INC.	224,673
YELLOW POINT DRYWALL LTD.	25,725
ZONAR SYSTEMS INC	34,518
TOTAL SUPPLIERS WHERE PAYMENTS EXCEED \$25,000	56,883,216
TOTAL SUPPLIERS PAID \$25,000 OR LESS	6,593,078

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)
Statement of Financial Information (SOFI)
Fiscal Year Ended June 30, 2025

Schedule of Payments made for the Provision of Goods and Services

SUPPLIERS WITH PAYMENTS EXCEEDING \$25,000

NAME OF INDIVIDUAL, FIRM OR CORPORATION	AMOUNT
TOTAL PAYMENTS FOR GOODS AND SERVICES	<u>63,476,294</u>

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

SCHOOL DISTRICT NO. 68 (NANAIMO-LADYSMITH)

Statement of Financial Information (SOFI)

Fiscal Year Ended June 30, 2025

Reconciliation and Explanation of Differences to the Audited Financial Statements

For the Schedule of Remuneration and Expenses, reconciling items for remuneration include the following:

- The financial statements are prepared on an accrual basis, whereas the remuneration and expenses included in the SOFI are reported on a cash basis.
- Salary and benefit amounts recovered from third parties are included in remuneration for SOFI purposes but are reported net of the recovered amount in the financial statements.
- All expenses for conferences, training, business meetings, parking and travel paid by the district on behalf of the employee are reported, even those that were subsequently reimbursed to the employer. The financial statement expenses are not included if subsequently reimbursed by the employee.
- Expenses paid in respect of employees include 100% of the Goods and Services Tax (GST) paid, whereas the expenditures in the financial statements are shown net of the GST rebate.
- The Schedule includes payments to employees for salaries and benefits which have been capitalized in the financial statements and would not be reflected in the expenses of the district.

For the Schedule of Payments for the Provision of Goods and Services, reconciling items include the following:

- The financial statements are prepared on an accrual basis, whereas the Schedule is prepared on a cash basis.
- Payments to suppliers include 100% of Goods and Services Tax (GST). Financial Statement expenditures are net of eligible GST rebates.
- Amounts paid by recovery from Ministry of Education and Child Care operating grants for School Protection Plan Insurance, Employment Practices Liability Program, Next Generation Network, MyEd BC, and Capital Asset Management System are included in Service and Supplies expenditures in the Financial Statements, whereas they are not included in this Schedule.
- Depreciation of fixed assets is recorded as an expenditure on the Financial Statements whereas the Schedule includes fixed asset expenditures which are capitalized on the Financial Statements.
- The Schedule may include expenditure which are wholly or partially recovered or reimbursed from other organizations or employees thereby reducing the district's operating expenditures in the financial statements.