

3143 Jacklin Road, Victoria, BC V9B 5R1 (250) 474-9800 www.sd62.bc.ca

Public Notice - Board of Education Public Meeting

A public meeting of the Board of Education for School District 62 (Sooke) will be held on **December 16, 2025 at 7:00 pm.**

Please note that all Public Board and Committee meetings are held **in person** at the District School Board Office, located at 3143 Jacklin Road, Victoria.

To encourage more public participation, the meeting will be **livestreamed** via Microsoft town hall. To join the meeting please click here: Follow Link

- Anyone who has the link can attend the meeting online. Ensure you have the Microsoft Teams app downloaded on your device.
- Members of the public will have the opportunity to ask questions related to agenda items discussed at the meeting:
 - Select the Q&A function at the top of your Teams window.
 - Type in the Ask a question text box at the top of the Q&A panel. When asking a
 question, please identify yourself. Anonymous questions will not be responded
 to.
 - You will be notified that your question was received and will be published after a moderator approves it.
 - Members of the media can direct their questions to the Communications Manager at School District 62 for a response following the meeting.

If you have questions regarding the meeting or how to access it, please email info@sd62.bc.ca. See link for upcoming and previous Board and Committee meetings Public Meetings | Sooke School District (sd62.bc.ca) materials.



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BOARD OF EDUCATION PUBLIC MEETING

By Town Hall

December 16, 2025 - 7:00 p.m.

AGENDA

1. CALL TO ORDER AND ACKNOWLEDGEMENT OF FIRST NATIONS TERRITORIES

With gratitude and respect, we acknowledge that we live, learn, and work on the traditional territories of the Coast Salish: T'Sou-ke Nation, SĆIANEW (Beecher Bay) Nation, and the Nuuchah-nulth: Paa?čiid?atḥ (Pacheedaht) Nation. We also recognize that some of our schools are located on the traditional territories of the MÁLEXEŁ (Malahat) Nation, and the Lekweŋən peoples of Songhees and Esquimalt Nations. (Words gifted by the Nations SD62 works with)

ANNUAL ELECTIONS

- a. Election for: Chair Secretary Treasurer
- b. Election for Vice-Chair Board Chair
- c. BCSTA Provincial Council Representative/Alternate Board Chair
- d. BCPSEA Representative/Alternate Board Chair

<u>Motion Requested</u>: That the Board of Education of School District 62 (Sooke) direct the Secretary Treasurer to destroy the ballots from the December 16, 2025 elections.

2. AGENDA (page 2)

2.1 Call for amendments and additional items

<u>Motion Requested</u>: That the Board of Education of School District 62 (Sooke) adopt the public meeting agenda of December 16, 2025, as presented (or as amended).

2.2 Report on In Camera Meeting – Board Chair
This notice is to inform the public that prior to this meeting an "in-camera" meeting of the Board was held where issues of legal, land and personnel were discussed.



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3. MINUTES (page 6)

3.1 Call for amendments to minutes
Motion Requested: That the Board of Education of School District 62 (Sooke)
adopt the public meeting minutes of November 25, 2025, as presented (or as amended).

4. INFORMATIONAL ITEMS AND ANNOUNCEMENTS

4.1 Board Chair Update - Board Chair

5. EDUCATIONAL PRESENTATIONS (page 12)

5.1 École Royal Bay Secondary School Trip to Italy, March 15-23, 2027 – Jouelle Brick/Melissa Horner

<u>Motion Requested</u>: That the Board of Education of School District 62 (Sooke) approve the École Royal Bay Secondary School trip to Italy, March 15-23, 2027, subject to the oversight and direction of the Superintendent's Office.

6. INDIGENOUS EDUCATION COUNCIL

6.1 Indigenous Education Council Update – no report

7. CORRESPONDENCE & DELEGATIONS (page 24)

7.1 Correspondence – Board Chair Email from D. London Dated December 3, 2025 RE Request for Educational Material Review.

<u>Motion Requested</u>: That the Board of Education of School District 62 (Sooke) receive the above noted correspondence.

- 7.2 Standing Delegations (CUPE, SPEAC, SPVPA, STA) 5 minutes each
- 7.3 Other Delegations 5 minutes each

8. FINANCE, FACILITIES AND SERVICES

8.1 Resources Committee Meeting December 9, 2025 - Christine Lervold (page 27)

<u>Motion Requested:</u> That the Board of Education of School District 62 (Sooke) receive the report from the Resources Committee Meeting of December 9, 2025



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8.2 Statement of Financial Information – Brian Jonker (page 29)

<u>Motion Requested</u>: That the Board of Education of School District 62 (Sooke) receive the Statement of Financial Information Report as presented at the Public Board meeting of December 16, 2025.

9. EDUCATION PROGRAM

9.1 Education-Policy Committee – Meeting of December 2, 2025 – Cendra Beaton (page 106)

<u>Motion Requested</u>: That the Board of Education of School District 62 (Sooke) approve the proposed BAA Course "Hockey Innovation and Performance 11", effective February 1, 2026.

Motion Requested: That the Board of Education of School District 62 (Sooke) receive the report from the Education-Policy Committee Meeting of December 2, 2025.

10. STUDENTS

11. FOUNDATIONS AND GOVERNANCE

11.1 Trustee Liaison Reports – Board of EducationBCSTA Academy November 27-29, 2025 – Christine Lervold

12. ADMINISTRATION

12.1 Board of Education Work Plan: January to March – Board Chair (page 113)

13. PERSONNEL

13.1 Superintendent's Report - Paul Block (page 114)

14. UPCOMING EVENTS

- Winter break December 22 to January 2
- Education-Policy Meeting January 6
- Resources Committee Meeting January 13
- Next Public Board Meeting January 27

15. RISE AND REPORT



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16. QUESTION PERIOD

Members of the public have the opportunity to ask questions related to agenda items discussed at tonight's meeting using the QA function in MS Teams. Individuals must identify themselves and ask questions directed to the Chair. Members of the media can direct their questions to the Manager, Communications for response following the meeting.

17. ADJOURNMENT



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MINUTES BOARD OF EDUCATION PUBLIC MEETING

November 25, 2025 - 7:00 p.m.

TRUSTEES: Amanda Dowhy, Board Chair

Cendra Beaton Trudy Spiller Christine Lervold, Vice Chair

Russ Chipps (online via MS town hall)

STAFF: Paul Block, Superintendent

Brian Jonker, Secretary-Treasurer Monica Braniff, Deputy Superintendent

Vanessa White, Acting Associate Superintendent Fred Hibbs, Executive Director, Human Resources

Steve Tonnesen, Manager, Information Technology - Operations

REGRETS: D'Arcy Deacon, Ebony Logins, Allison Watson

SECRETARY: Jenny Seal

1. CALL TO ORDER AND ACKNOWLEDGEMENT OF FIRST NATIONS TERRITORIES

The meeting was called to order at 7:00 p.m. by the Board Chair who acknowledged the territories of the First Nations. The Chair notified the public that this meeting is being conducted via Microsoft Town Hall, instead of Live Event. Instructions were provided to the public about participating in the question-and-answer session at the end of the meeting.

2. AGENDA

2.1 <u>Call for amendments and additional items</u>

The Board Chair amended the agenda to address item 10.1, Governor General Awards, after item 4.1, the Board Chair Update.

41. MOVED Christine Lervold/Trudy Spiller

That the Board of Education of School District 62 (Sooke) adopt the public meeting agenda of November 25, 2025, as amended.

CARRIED unanimously

2.2 Report on In Camera Meeting – Amanda Dowhy

This notice is to inform the public that prior to this meeting an "in-camera" meeting of the Board was held where issues of legal, land and personnel were discussed.



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3. MINUTES

3.1 <u>Call for amendments to minutes</u>
The Chair called for amendments to the minutes.

42. MOVED Christine Lervold/Trudy Spiller
That the Board of Education of School District 62 (Sooke) adopt the public meeting minutes of October 28, 2025, as presented.
CARRIED unanimously

4. INFORMATIONAL ITEMS AND ANNOUNCEMENTS

4.1 Board Chair Update - Amanda Dowhy

The Board Chair acknowledged the two Governor General award recipients present. The Chair congratulated the recipients and the many people involved in their journeys. The Board Chair encouraged students and their families to take advantage of scholarship opportunities.

The Chair provided information about the Regional Youth Coordinator position, a proposed role through the Municipal Leaders Advisory Team (MLAT) requested to be jointly funded by the MLAT municipalities. The Chair attended to show support for the delegation made to the District of Sooke during their council meeting on November 24th.

43. MOVED Cendra Beaton/

That the Board of Education of School District 62 (Sooke) direct the board Chair to write a letter to Cindy Andrew congratulating her on her retirement. The Chair called for a seconder, hearing none, the motion failed.

In closing, the Board Chair reported reported legislation updates to the School Act though Bill 19, that will enable further opportunities for childcare on school sites.

10. STUDENTS

Governor General Awards - Paul Block/Amanda Dowhy

The Board extended its appreciation to the students for their commitment to academic excellence. Principals Laura Fulton, Melissa Horner, Vice Principal Tanya Phillips and Teacher Stephanie Torbohm spoke to the attributes of each student recipient. The recipients for 2024/25 are:

- a. Edward Milne Community School Madison Riddell
- b. Belmont Secondary School Roberta (Robbi) Iuvalé
- c. Royal Bay Secondary School Matteo Snider

5. EDUCATIONAL PRESENTATIONS

There were no presentations



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6. INDIGENOUS EDUCATION COUNCIL

There was no IEC report.

7. CORRESPONDENCE & DELEGATIONS

- 7.1 Correspondence Amanda Dowhy
 - a. Email from Parent Dated Oct 23, 2025 RE Dialogue at School.
 - 44. MOVED Cendra Beaton/Christine Lervold That the Board of Education of School District 62 (Sooke) receive the Email from Parent Dated Oct 23, 2025 RE Dialogue at School. CARRIED unanimously
- 7.2 <u>Correspondence Framework</u> Paul Block

The Superintendent outlined the framework developed in consultation with the Board Chair and Secretary Treasurer using models from Surrey and Nanaimo school districts as well as other considerations. The framework will guide the development of a policy through the Governance committee.

7.3 <u>Standing Delegations</u> (CUPE, SPEAC, SPVPA, STA) – 5 minutes each <u>SPVPA – Krista Leaky</u>

The Principal of Sangster Elementary presented a slide show highlighting events taking place in schools this month.

CUPE 459 – Amber Leonard

The CUPE President read an overview of the United Nations Declaration of Rights of Indigenous Peoples (UNDRIP).

Rita Zeni, President of the STA and Tom Davis, President of SPEAC stood with the CUPE President for a shared delegation speech. Each expressed concern about the time spent at Board meetings discussing governance issues, leaving no time for collaborative discussions about student centred concerns. A request was made to refocus meetings on student and worker needs; concern was noted that contracting out takes away from CUPE positions. It was noted that there is normalization of violence in classrooms and that students are being forced to make do, without needed supports. The partners ended their joint delegation with an offer to provide their comments and concerns to the Board in writing.

Trustees thanked the partner groups for bringing this forward and stated a desire to get back to a place of focus on students first and foremost.

7.4 Other Delegations – 5 minutes each There were no other delegations.



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FINANCE, FACILITIES AND SERVICES

- 8.1 Resources Committee Meeting of November 18, 2025 Cendra Beaton
 The Acting Committee Chair provided an overview of the Resources Committee
 meeting. A correction to the report was noted; Amanda Dowhy should be listed
 as acting committee member.
 - 45. MOVED Cendra Beaton/Trudy Spiller
 That the Board of Education of School District 62 (Sooke) receive the Quarter 1
 Financial Forecast Report as presented at the Resources Committee meeting of
 November 18, 2025.
 CARRIED unanimously
 - 46. MOVED Cendra Beaton/Trudy Spiller
 That the Board of Education of School District 62 (Sooke) approve the proposed 2026/27 budget principles, assertions and process as outlined at the November 18, 2025, Resources Committee meeting.
 CARRIED unanimously
 - 47. MOVED Cendra Beaton/Trudy Spiller
 That the Board of Education of School District 62 (Sooke) receive the Quarter 2
 Minor Capital Report as presented at the Resources Committee Meeting of
 November 18, 2025.
 CARRIED unanimously
 - 48. MOVED Cendra Beaton/Trudy Spiller
 That the Board of Education of School District 62 (Sooke) receive the report from
 the Resources Committee Meeting of November 18, 2025
 CARRIED unanimously
- 8.2 <u>Indigenous Education Council Participation in 2026/27 Budget Development</u> Amanda Dowhy
 - 49. MOVED Amanda Dowhy/Cendra Beaton
 That the Board of Education of School District 62 (Sooke) direct the Chair to respond to the Indigenous Education Council and explore next steps to facilitate their participation in the 2026/27 budget deliberation process.

 CARRIED unanimously

8. EDUCATION PROGRAM

9.1 <u>Education-Policy Committee Meeting of November 4, 2025</u> – Cendra Beaton The Committee Chair provided an overview of the Education Policy meeting.



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50. MOVED Cendra Beaton/Christine Lervold
That the Board of Education of School District 62 (Sooke) approve the proposed
BAA Course "Care Economy Career Sampler 11", effective September 2026.

CARRIED unanimously

51. MOVED Cendra Beaton/Trudy Spiller

That the Board of Education of School District 62 (Sooke) approve the proposed BAA Course "Health Career Sampler 12", effective September 2026. CARRIED unanimously

52. MOVED Cendra Beaton/Trudy Spiller

That the Board of Education of School District 62 (Sooke) give Notice of Motion to draft revised policy and Regulations C-114 "Sanctuary Schools". CARRIED unanimously

53. MOVED Cendra Beaton/Christine Lervold

That the Board of Education of School District 62 (Sooke) receive the report from the Education-Policy Committee Meeting of November 4, 2025. CARRIED unanimously

9.2 Adoption of Draft Revised Policy and Regulation C-314 and New Policy F-499 – Paul Block

The Superintendent expressed appreciation for the substantive feedback received on the revision of Policy and Regulation C-314.

54. MOVED Cendra Beaton/Trudy Spiller

Given that the required period for Notice of Motion has been served, that the Board of Education of School District 62 (Sooke) ADOPT draft revised Policy and Regulation C-314 "Substance Use Prevention and Intervention". CARRIED unanimously

55. MOVED Cendra Beaton/Trudy Spiller

Given that the required period for Notice of Motion has been served, that the Board of Education of School District 62 (Sooke) ADOPT new Policy F-499 "Unexpected Health Emergencies".

CARRIED unanimously

11. FOUNDATIONS AND GOVERNANCE

11.1 <u>Trustee Liaison Reports – Board of Education</u> No Trustee reports were submitted.



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12. ADMINISTRATION

12.1 <u>Board of Education Work Plan</u> – Amanda Dowhy
The Board Chair provided an overview of the Board Work plan.

13. PERSONNEL

13.1 <u>Superintendent's Report</u> – Paul Block The Superintendent provided an overview of the written report on Learning, Engagement and Growth.

14. UPCOMING EVENTS

- Career Education Week November 24-28
- BCSTA Trustee Academy November 26-29
- Education-Policy Meeting December 2
- Resources Committee Meeting December 9
- Next Public Board Meeting December 16
- Winter break December 22 to January 2

The meeting was adjourned at 8:55 p.m.

15. RISE AND REPORT

Signed Memoranda of Understanding with Municipalities – Amanda Dowhy The Board Chair outlined the process undertaken to renew the Memorandums of Understanding with municipalities.

16. QUESTION PERIOD

Members of the public had the opportunity to ask questions related to agenda items discussed at tonight's meeting. There were no questions.

17. ADJOURNMENT

Certified Correct:	
Chairperson of the Board	Secretary Treasurer

INTERNATIONAL EDUCATIONAL TRIPS APPLICATION INFORMATION STEP ONE

Fis form must be completed as part of a detailed approval process. It must be liewed and supported by the Principal and Associate Superintendent (for trips ou le of Canada and continental USA) and submitted to the Board of Education for approval at least six months prior to date of departure. Once the field trip has been approved, trip details may be confirmed and communication to students and parents/guardians can commence.

Part A:
School: Royal Bay Secondary School Date Submitted: Nov 3rd 2025
Principal:
Supervisor (Educator in charge):
Destination of Trip: ITALY
Departure Date: MARCH 15 JONT Return Date: MARCH 33 JONT
Grade level(s): 10-12 No. of students involved: TBD (max 45)
Part B:
SUPERVISION:
Name of Lead Supervisor: JOUELLE BRICK (Female)
Names of Supervisors (indicate male/female/other, teacher, parent/guardian, volunteer, etc.): BLAKE BROWN
ROWAN BEZEAU
Note: Volunteers have obtained Criminal Record Checks (as per Policy E-118). Copies filed with school principal prior to trip departure.)
 Names of Supervisor or tour company representative with firsthand knowledge of customs and culture of country being visited:
EDUCATION FIRST TOURS
, A <mark>VEL:</mark>
. Method of travel/transportation:
FLIGHT, PRIVATE BUS, PUBLIC BUS, FERRY

3.	Brief Itinerary and Details (attach a detailed itinerary):	See	attached,	accomo datio
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Destination	Accommodation	Contact Person	Phone Number	- Date
	TBD	f fino togenire a	Yet bachengus	San Saway
				and the state of
		SC SYED OF RELEASE	LINE IN THE RESIDEN	

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_	ate en program, emplementario del compresente del primero del programa del compresente del compresente entre Consentario, genero del con compresente.
4 E	NING DETAILS: ducational Objectives: Describe the curricular and/or extra-curricular relevance students will receive from the
	See affached
	A /ATT continue(see co.
b	. Follow-up activities for students.
	Students will write aguided reflection and host a public debrief open to
	FRBSS to share what they have learned. Students may may also host a thonk- meal . See attached for details
	upervision:
	Proposed adult/gender/student ratio:(minimum 1:10) Evidence of experience for supervising staff:
	Brick (see attached). Brown - a supervisor on a previous EF
	trip and private traveller. Bezeau-Extensive travel experience and familiarly
c	with supervision in high risk contexts such as a kitchen. Arrangements or coverage of supervising staff's assignment (if necessary):
	No TTOC required
	BONGT TO BEEN WORKEN
C	. First Aid requirements: (e.g. level of first aid attendant and first aid kit):
	EF guides are trained, at least one teacher will have current first aid as well as the first aid Kit
	current first aid as well as the first aid kit

☐ Camping ☐ Other:__

Motel/Motel

6. Accommodation Arrangements:

Billet

7.	Student Participation Selection process for participating students:
	· An application with a reference from a teacher and a counsellor
	igned off by students and their quardians. Applications will be
	reviewed by supervisors and signed off by admin.
not	arents/guardians have been notified that if a student compromises safety of self or others and does adhere to previously established expectations, that student and possibly a supervisor may be urned home at the expense of the parent/guardian.)
8. 9.	NANCES Total per student cost for the International Education trip: 6699 Total per student cost to be paid by each student: 6699 Source of funds (include amounts when there is a difference between total cost and amount paid per student): Limited fundicising, Summer jobs, family funds
11.	TTOC time required? Yes No
12.	Total per staff cost for International Field Trip: Total per staff cost to be paid by each staff member:
	Total overall cost of the International Educational trip: 6699 / student
	Commercial tour company assisting with arrangements (if applicable):
10.	a. Company name: FF Tours b. Contact person: GRACE Kings bury - Phone: 604 Exp 670 1431 - E-mail: grace Kings bury @ ef. com
	BILITY COVERAGE Describe the arrangements that have been made to ensure that all applications have adequate health and cancellation insurance for travelling out of the country:
	EF will not enroll a student, staff, or volunteer without proof
	of coverage. We will have copies as well
17.	What provisions have been made regarding proof of citizenship or immigration status and/or required vaccinations?
	All participants Must submit a copy of their passports for
18.	records and review to myself and EF. Enrollment cannot proceed without documentation of vaccination and national passports Unique Risk/Safety Considerations:
	* See affached

(Parents/guardians have been notified in writing that should the tour/program be cancelled for any reason; the district is not responsible for any costs involved.)

INSURANCE AND ALTERNATE DESTINATION PLANS

Cancellation Insurance Options Communicated to Parents and Students Medical and Trip Insurance Options Communicated to Parents and Students Details (attach documentation):

X	Yes
-	
X	Yes

Information to Parents/Guardians:

Please include a sample of proposed letter or notices to parents/guardians.

Parental Consent Forms:

Please include a sample of proposed parental/guardian consent forms.

Supervisor's Signature

Associate Superintendent's Signature

INTERNATIONAL EDUCATIONAL TRIPS APPLICATION INFORMATION STEP ONE

rhis form must be completed as part of a detailed approval process. It must be reviewed and supported by the Principal and Associate Superintendent (for trips outside of Canada and continental USA) and submitted to the Board of Education for approval at least six months prior to date of departure. Once the field trip has been approved, trip details may be confirmed and communication to student and parents/guardians can commence.

Part A: School: Royal Bay Secondary School Date Submitted: September 2nd 2025

Principal: Michelle Horner

Supervisor (Educator in charge): Jouelle Brick

Destination of Trip: Italy

Departure Date: March 13th 2027 Return Date: March 30th 2027

Grade level(s): 10-12

No. of students involved: 16-40 (depends on interest)

Part B:

SUPERVISION:

- 1 a) Name of Lead Supervisor:
 - Jouelle Brick (female teacher)
- b) Names of Supervisors (indicate male/female/other, teacher, parent/guardian, volunteer, etc.):
 - Rowan Bezeau (male teacher)
 - Blake Brown (male teacher)

(Note: Volunteers have obtained Criminal Record Checks (as per Policy E-118). Copies filed with school principal prior to trip departure.)

- c) Names of Supervisor or tour company representative with firsthand knowledge of customs and culture of country being visited:
 - EF Tours

TRAVEL:

- 2. Method of travel/transportation:
 - Travel arrangements are organized by EF Tours and include flights, ferries, private buses, and public transportation.

ITINERARY:

3. Brief Itinerary and Details:

Day 1: Fly overnight to Italy

Day 2: Rome

- Meet your Tour Director at the airport in Rome, a city that integrates its past into the present better than any other. Here, your imagination doesn't have to work hard to take you back to ancient times as you pass through centuries-old archways and walk the same roads where Roman centurions once marched. Before you say *arrivederci*, toss a coin into the Trevi Fountain to ensure a return trip to the Eternal City.

Day 3: Rome

- Take an expert-led tour of Rome, where you will see the Colosseum, the Roman Forum, Capitoline Hill, and the Jewish Ghetto.
- Explore Rome through the lens of your camera alongside a professional photography guide.

Day 4: Rome | Night Ferry

- Take a guided tour of Vatican City. With your expert local guide, you will visit the Sistine Chapel and St. Peter's Basilica.
- Travel to Naples and board a night ferry to Palermo.

Day 5: Palermo | Taormina Region

- Arrive in Palermo, the capital of the island of Sicily. Nestled in a crescent of land along the Tyrrhenian Sea, in an area known as the Conca d'Oro—the "golden shell"—Palermo is renowned for its Arab-Norman, Baroque, and Byzantine architecture, vibrant squares and markets, and abundant citrus orchards.
- Take an expert-led tour of Palermo: see the Palazzo dei Normanni, Palermo Cathedral, and Duomo di Monreale.
- Visit Palermo Cathedral.
- Continue on to Monreale.
- Visit the Cathedral of Monreale.
- Travel to the Taormina region of Sicily.

Day 6: Taormina Region

- Explore the breathtaking town of Taormina, perched on rugged cliffs high above the Ionian Sea. Stroll along cobblestone streets lined with bougainvillea, wander through picturesque piazzas, and see the Church of San Nicola and the medieval Palazzo Corvaja, home to Sicily's first parliament. On clear days, you'll also enjoy panoramic views of Mount Etna, one of the world's most active volcanoes and a source of inspiration for many of the region's myths and legends.
- Visit the town's 3rd-century Greek theater, which still hosts performances.
- Take an expert-led tour of Taormina: Duomo; Palazzo Corvaja.
- Time to see more of Taormina or visit Mount Etna.

Day 7: Taormina Region

- Take a day trip to Siracusa.
- Tour the area's archaeological sites and explore the historic town.
- Return to the Taormina region.

Day 8: Taormina Region | Messina | Salerno

- Travel to Messina and board a ferry to Villa San Giovanni.

- Make a photo stop in the seaside town of Pizzo. Take in jaw-dropping coastal views that perfectly capture the splendor of southern Italy's coastline.
- Continue on to Salerno.

Day 9: Salerno

- Enjoy free time in Salerno, known for its historic old town, lively waterfront promenade, and charming medieval streets, or visit the Amalfi Coast.

Day 10: Pompeii | Rome

- Travel to Pompeii. Once a city of ancient prosperity, many wealthy Romans established their homes here thousands of years ago. When neighboring Mount Vesuvius erupted in A.D. 79, it cloaked the Roman resort in volcanic ash, perfectly preserving the minutiae of daily life. The buildings and artifacts left behind make this one of the richest archaeological sites in the world. See the fully excavated ruins of the town's ancient temples, forum, and theatre. Of Pompeii's three bathhouses, the Stabian Baths was the largest complex. Learn about their ingenious heating method—one of the earliest examples of its kind—that brought hot water to visitors.
- Take an expert-led tour of Pompeii.
- Visit the Pompeii Roman Ruins.
- Return to Rome.

Day 11: Siena | Florence

- Travel via Siena to Florence.

Days 12-13: Florence | Rome

- Take an expert-led tour of Florence where you'll see the Piazza della Signoria, Ponte Vecchio, and Duomo.
- Time to explore more of Florence or visit Pisa.
- Return to Rome.

Day 14: Depart for home

PLANNING DETAILS:

- 4 Educational Objectives:
- a. Describe the curricular and/or extra-curricular relevance students will receive from the International Education trip.

Here's a breakdown of how this trip to Italy aligns with core competencies, curricular competencies, and content from multiple subjects across Grades 9–12.

Social Studies (Grades 9–12)

Relevant Curriculum:

- Grade 9: Emergence of modern Europe, social and cultural innovation, and cultural expressions
- Grade 10–12: Comparative civilizations, world history, geography, law, and social justice

Connections:

- Explore the Colosseum, Roman Forum, and Pompeii to learn about ancient Roman governance, engineering, class systems, and public life.
- Discover the influence of Catholicism and the Vatican on European politics, art, and society.
- Study Sicilian history in Palermo and Monreale, where Arab-Norman-Byzantine architecture shows the layering of civilizations.
- Observe Medieval and Renaissance city-states like Florence and Siena to understand the roots of democracy, urban planning, and economic innovation.
- Gain insight into colonial influence, unification movements, and modern political identity through Italy's regional diversity.

Visual Arts (Grades 9-12)

Relevant Curriculum:

- Art Foundations, Studio Arts, Photography
- Exploring and analyzing historical and cultural art

Connections:

- Photography walk in Rome with a professional guide builds visual storytelling and technical skills.
- Examine artistic masterpieces and architectural marvels like the Sistine Chapel, Palazzo Corvaja, and Florentine Duomo, linking classical form to modern interpretation.
- Understand how public art, sculpture, and frescoes shape cultural identity and civic space.
- Sketch or photograph natural and built environments—ideal for developing personal style, perspective, and technique.

English Language Arts (Grades 9–12)

Relevant Curriculum:

- Critical thinking and communication
- First Peoples principles of learning (place-based education)
- Informational and reflective writing

Connections:

- Reflective journaling about personal experiences in culturally rich settings supports selfawareness and expressive writing.
- Analyze narratives tied to places like Pompeii, Mount Etna, and ancient Rome.
- Use place-based experiences to produce persuasive, descriptive, or expository writing tied to curriculum assignments.

Sciences (Grades 9–11)

Relevant Curriculum:

- Earth Science 11: volcanism, plate tectonics
- Science 10: geological and environmental systems

Connections:

- Learn about Mount Etna's volcanic activity, structure, and role in shaping the Sicilian landscape—supporting Earth Science and physical geography.
- Explore ancient Roman engineering (e.g., aqueducts, heating systems in bathhouses) that link to physics, thermodynamics, and early technological innovation.
- Study how geological phenomena like the eruption of Vesuvius preserved cultural artifacts bridging science and archaeology.

Modern Languages

Relevant Curriculum:

Cultural awareness, oral comprehension, vocabulary acquisition

Connections:

- · Real-world application of Italian language in everyday interactions.
- Learn cultural expressions, customs, and conversational structures while ordering food, asking for directions, or visiting markets.
- Cultural immersion helps contextualize language learning in an authentic setting.
- Hearing and experiencing the similarities to other romantic languages such as French and Spanish.

Career Life Education / Career Life Connections

Relevant Curriculum:

Personal development, goal setting, career awareness, and global competencies

Connections:

- Reflect on career paths in tourism, archaeology, heritage conservation, photography, and international relations.
- Foster global citizenship by connecting with different worldviews and perspectives.
- Practice responsibility, independence, and planning, critical for post-secondary transition.

Physical and Health Education / Active Living

Connections:

- Active exploration of cities on foot supports physical well-being.
- Develop lifelong habits of cultural travel and active living.
- Learn about Mediterranean diet, local customs around wellness, and community gathering spaces.

This trip represents an unparalleled opportunity to bring the curriculum to life, reinforcing BC learning outcomes through authentic, immersive experiences. Students return not only with academic enrichment but also with heightened cultural awareness, critical thinking skills, and personal growth.

- b. Follow-up activities for students.
 - Students will write a guided reflection and host a debrief open to the school to share curated photos, artifacts, and tell their community what they learned while immersing themselves in another culture.
 - Ideally students will host a meal for their families upon their return where they will present
 what they learned and offer a token of appreciation for those who supported them to make the
 trip happen.

SUPERVISION

5. Supervision:

- a. Proposed adult/gender/student ratio: (minimum 1:10)
 - 8:1, 2 Male and 1 Female supervisor (subject to change depending on student interest)
- b. Evidence of experience for supervising staff:
 - Jouelle Brick: Led (and learned) from the Japan 2025 trip. EF supplemental training in Paris for group leaders, EF Summer Teacher, Tour supervisor for St. Margret's International

Students Summer Program, 8 years international teaching experience including supervising local, national, and international student trips.

- Blake Brown: Supervisor teacher of a previous EF trip with Belmont students. Private traveller
- Rowan Bezeau: Well travelled, and highly experienced managing students in high pressure.
- c. Arrangements or coverage of supervising staff's assignment (if necessary):
 - Trip is over Spring so TTOCs should not be required.
- d. First Aid Arrangements:
 - EF guides are First Aid Trained, at least one teacher will have current first aid certification.
- 6. Accommodation Arrangements: Billet Hotel/Motel Camping Other:
 - Organized by EF Tours (Hotels and motels.)
- 7. Student Participation Selection process for participating students:

Students will submit an application that will include:

- A letter of recommendation from a teacher
- A summary of current academic standing,
- A brief form explaining why they would be a good candidate for the trip, how this experience would support their personal and academic growth.

Applications will be reviewed by the supervising teachers and submitted to the principal for final approval.

(Parents/guardians will be notified that if a student compromises safety of self or others and does not adhere to previously established expectations, that said student and (if required) a supervisor may be returned home at the expense of the parent/guardian.)

FINANCES

- 8. Total per student cost for the International Education trip:
 - \$6699

Total per student cost to be paid by each student:

- \$6699
- 10. Source of funds (include amounts when there is a difference between total cost and amount paid per student):
 - Fundraising, summer jobs, family funds
- 11. TTOC time required?
 - No
- 12. Total per staff cost for International Field Trip:
 - Ś0
- 13. Total per staff cost to be paid by each staff member:
 - \$0 (EF covers the cost of one supervisor for every 8 students)
- 14. Total overall cost of the International Educational trip:
 - \$6699 per student
- 15. Commercial tour company assisting with arrangements (if applicable):
 - a. Company name:
 - EF Tours
 - b. Contact person:
 - Grace Kingsbury
 - Phone: (604)-670-1431

E-mail: grace.kingsbury@ef.com

LIABILITY COVERAGE

16. Describe the arrangements that have been made to ensure that all applications have adequate health and cancellation insurance for travelling out of the country:

• EF has health, travel, and cancellation insurance included in their cost, families will be given documentation as to what this does and does not cover. If they choose not to buy EF travel insurance, they will need to provide proof of their own coverage before they can enroll.

17. What provisions have been made regarding proof of citizenship or immigration status and/or required vaccinations?

 All documents will be collected and scanned ahead of time for EF and ÉRBSS to ensure we are in compliance with international laws.

18. Unique Risk/Safety Considerations:

- Laws and customs that differ from those in Canada, students will attend an information session so they can be properly informed how to behave themselves in a way that positively represents their school and their country.
- Pickpocketing is common in areas with tourists. Students will be required to use a money belt and attend a small workshop on how to protect their valuables from petty theft.
- To better identify our group in a crowd students will be required to purchase a custom-ordered hat and/or shirt to better identify our students in a crowd.
- Students will be expected to learn a list of key phrases in Italian for cultural immersion, respect, and to keep themselves safe. They will have a written list of phrases on their person as we travel.
- Students are required to travel in groups of 4 (buddy pairs) so no student is ever unaccounted for.
- Meeting points in every city will be established ahead of time, students will have the names and addresses of these places written in both English and Italian before leaving for the day.
- Students will be required to carry sufficient emergency funds to cover any transportation to reunite in case of unexpected separation from the main group.
- Families will be informed ahead of time of the protocols in place regarding tardy returns to meeting points to ensure expectations and consequences are clearly understood.
- Students must have access to a charged cell phone with local data access for the entirety of the trip to ensure all students can be always connect with the group.
- While we will be staying a safe distance, we will be viewing volcanic activity at Mt. Etna and students will be required to follow whatever safety measures are in place.

(Parents/guardians have been notified in writing that should the tour/program be cancelled for any reason; the district is not responsible for any costs involved.)

20. Information to Parents/Guardians:

- Please see sample of proposed letter to parents/guardians.
- Please see sample of proposed parental/guardian consent forms.

Associate Superintende	ent's Signature	Date
Principal's Signature	myfn	Date <u>M/JV.10, 2025</u>
Supervisor's Signature	full Box	Date

Jenny Seal

From:

Sent: December 3, 2025 11:22 AM

To: Trustees

Subject: Request for Educational Material Review

CAUTION - EXTERNAL SENDER: This email originated from outside of School District 62. Do not click links or open attachments unless you have verified the sender and know the content is safe.

Trustees,

Background

It has come to light during question period in the BC Legislature comic books which are pro-Antifa and romanticize Antifa members being taught and promoted in Vancouver public schools.

On 2 Dec 2025, the BC Education Minister, Hon. Lisa Beare stated there is a process for the review of problematic materials in our schools. Essentially, she stated concerned parents speak to School Districts, School Librarians and Principals to request inappropriate books and materials be reviewed. It seems to me that material glorifying illegal violence, and criminal activity ought to be removed. It shouldn't be controversial for parents to be concerned about materials that justify extreme acts of antisocial behaviour and present Antifa in a sympathetic light.

It should be noted that individuals involved in the Antifa movement subscribe to a range of left-wing ideologies, which are anti-authoritarian, anti-capitalist, and anti-state. A majority of individuals involved in Antifa self-identify as anarchists and communists. Even the Antifa two flag symbol/logo represents the black flag of anarchy and red flag of communism. A reminder, Communism is responsible for well over 100 million deaths world-wide. Should students learn of the evils of Communism? Certainly. But they should not be indoctrinated in it. Clearly not.

Concerns

Similarly, it is one thing to discuss Antifa and its violent, anti-civilization nature in the classroom—but it must not be promoted through sympathetic materials.

Canada does not classify Antifa as a terrorist entity because of its decentralized nature (lack of command structure). Although Antifa doesn't meet the threshold of being classified as an official terrorist group; as far as acts go, their tactics are clearly criminal and designed to terrorize. For what it's worth, the U.S. government has described Antifa as a terrorist threat and the FBI has investigated Antifalinked violence.

Requested Action

Please verify that the following pro-Antifa materials (or similar) are not currently available to Sooke School District #62 students:

The Antifa Comic Book: Revised and Expanded by Gord Hill

- The Antifa Comic Book: 100 Years of Fascism and Antifa Movements Paperback by Gord Hill
- Antifa Handbook by Aunt Tifa Soros
- The Antifa Super-Soldier Cookbook by Mattie Lubchansky

Supporting Evidence

A brief break-down of Antifa Tactics:

Violence

Physical confrontations and political violence with conservative groups or law enforcement. Documented cases include assaults using pepper spray, bats, eye-damaging lasers, frozen water bottles and tasers during street clashes. [whitehouse.gov]

Doxing

Publishing personal information (names, addresses, workplaces) of individuals identified by Antifa as fascists, conservative activists, or law enforcement officers. [whitehouse.gov]

Criminal Harassment

Online campaigns targeting political opponents, including threats and intimidation. Pressure on venues to cancel events featuring conservative speakers ("deplatforming"). [britannica.com]

Property Damage

Vandalism during protests, such as smashing windows, graffiti, and sabotage of infrastructure. Often carried out during "black bloc" actions where participants wear black clothing and masks to conceal identity. [factually.co]

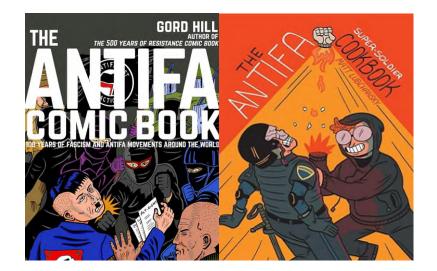
Conclusion

In conclusion, it's no secret that the many, if not the majority, of BC educators lean-left and have leftist sympathies. With that in mind, the knee-jerk reaction may be to dismiss some parents concerns about extreme-leftist material as unwarranted. But surely there is a point where all citizens of good character can agree on goes too far. I would suggest groups that advocate for violence and other criminal activity meet that threshold. Should the problematic material not be found in our school system, I would request a commitment from each trustee pro-Antifa material will not be adopted by our school district. May it be noted, he author of the Antifa comic, Gord Hill, has publicly stated his goal is to influence young people and have his comic adopted as an educational resource.

I look forward to hearing back from you on this matter.

Regards,

Colwood





3143 Jacklin Road, Victoria, BC V9B 5R1 (250) 474-9800 www.sd62.bc.ca

RESOURCES COMMITTEE MEETING REPORT

December 9, 2025 - 6:00 p.m.

Present: Christine Lervold, Trustee (Committee Chair)

Russ Chipps, Trustee (Committee Member) – online via MS Teams

Trudy Spiller, Trustee

Paul Block, Superintendent

Brian Jonker, Secretary Treasurer

Monica Braniff, Deputy Superintendent Ed Berlando, STA – online via MS Teams

Trudy Court, CUPE Tom Davis, SPEAC

Ceilidh Deichmann, SPVPA

Mhairi Bennett, Director, Facilities Randy Cobb, Manager, Transportation

Nicole Gestwa, Network Analyst, Information Technology

Regrets: Ebony Logins, Trustee (Committee Member)

1. CALL TO ORDER AND ACKNOWLEDGEMENT OF FIRST NATIONS TERRITORIES

The meeting was called to order at 6:02 p.m. by the Committee Chair. The Chair acknowledged the traditional territories of the First Nations.

The Chair welcomed meeting attendees and provided virtual participation instructions to Trustees and attendees joining online.

2. COMMITTEE REPORT

The Board of Education of Sooke School District 62 (Sooke) received the Resources Committee Report dated November 18, 2025, at its Public Board Meeting dated November 25, 2025.

3. PRESENTATIONS

There were no presentations



3143 Jacklin Road, Victoria, BC V9B 5R1 (250) 474-9800 www.sd62.bc.ca

4. BUSINESS

4.1 <u>Transportation Update</u> – Randy Cobb

The Manager of Transportation presented the table provided in the meeting package and discussed statistics on bus registrations, waitlists, fees and waivers.

Transportation funding shortfalls due to waived fees comes from other operating funds. Bus pass data allows the District to obtain non-rider data and follow-up with families to confirm if service is still required, potentially opening up a seat for students on the waitlist. Engagement with BC Transit is ongoing regarding improvements to public transit, particularly in areas affecting student commutes.

4.2 <u>Capital Asset Management Strategy</u> – Mhairi Bennett

The Director of Facilities provided an overview of Capital Asset Management and the District strategy, driven by data from the Ministry which shows deferred maintenance costs of \$40M increasing to \$150M over 5 years. The increasing shortfall is due to receiving only 20% of the annual end-of life system replacement costs from the Ministry. Staff are ground-truthing the data to develop a list of priorities. Progress was provided on telephone system replacement from landline to Voice over IP (VoIP). There are 9 elementary schools and 2 secondary schools still to be updated.

5. ADJOURNMENT

The meeting was adjourned at 6:49 p.m. Next meeting scheduled for January 13, 2026.



Board Information NotePublic Board Meeting

December 16, 2025

Agenda Item 8.2 - Statement of Financial Information

BACKGROUND / FACTS:

- Boards of Education are required to complete the Statement of Financial Information (SOFI) in accordance with the *Financial Information Act* (FIA) and *Financial Information Regulation* (FIR) for the fiscal year ending June 30, 2025.
- The SOFI must be submitted to the Ministry of Education and Child Care by December 31, 2025 and include the following:
 - a) Financial Information Act Submission Checklist
 - b) Management Report
 - c) 2024/25 Audited Financial Statements
 - d) Schedule of Debt
 - e) Schedule of Guarantee and Indemnity Agreements
 - f) Schedule of Remuneration and Expenses listing remuneration, expenses, and position title of those employees with salaries exceeding \$75,000
 - g) Statement of Severance Agreements
 - h) Schedule of Payments for the Provision of Goods and Services listing suppliers paid in excess of \$25,000
 - i) Reconciliation to 2024/25 Audited Financial Statements
- The District must provide reasonable accommodation to any individual requesting to examine the SOFI. Although not required, the District provides public access by posting the SOFI on its website.
- The SOFI must be kept for three years following the fiscal year reported on.

RECOMMENDATION:

<u>Recommended Motion</u>: That the Board of Education of School District 62 (Sooke) receive the Statement of Financial Information Report as presented at the Public Board meeting of December 16, 2025.

Prepared by: David Lee-Bonar, Assistant Secretary Treasurer

School District Statement of Financial Information (SOFI)

School District No. 62 (Sooke)

Fiscal Year Ended June 30, 2025

TABLE OF CONTENTS

Documents are arranged in the following order:

- 1. Approval of Statement of Financial Information
- 2. Financial Information Act Submission Checklist
- 3. Management Report
- 4. Audited Financial Statements
- 5. Schedule of Debt
- 6. Schedule of Guarantee and Indemnity Agreements
- 7. Schedule of Remuneration and Expenses
- 8. Statement of Severance Agreements
- 9. Schedule of Payments for the Provision of Goods and Services
- 10. Reconciliation to Audited Financial Statements



EDUC. 6049 (REV. 2008/09)

SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

			6049
SCHOOL DISTRICT NUMBER	NAME OF SCHOOL DISTRICT	YEAR	
OFFICE LOCATION(S)		TELE	PHONE NUMBER
MAILING ADDRESS			
CITY	PROVI	NCE POST	TAL CODE
NAME OF SUPERINTENDENT		TELE	PHONE NUMBER
NAME OF SECRETARY TREAS	URER	TELE	PHONE NUMBER
DECLARATION AN	D SIGNATURES		
We, the undersigned	l, certify that the attached is a correct and true copy of the Statement of Final	ncial Information for the year	ended
for School District No	as required under Section 2 of the Financial Information Act.		
SIGNATURE OF CHAIRPERSO	N OF THE BOARD OF EDUCATION	DATE	SIGNED
		2275	COUNTR
SIGNATURE OF SUPERINTENI	JENT	DATE	SIGNED
SIGNATURE OF SECRETARY T	REASURER	DATE	SIGNED

Statement of Financial Information for Year Ended June 30, 2025 Financial Information Act-Submission Checklist

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

School District Number & Name: SD62 (Sooke)

School District Statement of Financial Information (SOFI)

School District No. 62 (Sooke)

Fiscal Year Ended June 30, 2025

MANAGEMENT REPORT

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

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

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

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

On behalf of School District No. 62 (Sooke)

Paul Block, Superintendent Date:	
Brian Jonker, Secretary Treasurer Date:	

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

Audited Financial Statements of

School District No. 62 (Sooke)

And Independent Auditors' Report thereon

June 30, 2025

School District No. 62 (Sooke)

June 30, 2025

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School District No. 62 (Sooke)

MANAGEMENT REPORT

Version: 1605-9859-7877

Management's Responsibility for the Financial Statements.

The accompanying financial statements of School District No. 62 (Sooke) 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. 62 (Sooke) (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. 62 (Sooke) 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.

August 28, 2025 14:44 Page 1



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. 62 (Sooke), and To the Minister of Education and Child Care, Province of British Columbia

Opinion

We have audited the financial statements of School District No. 62 (Sooke) (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 of the Entity as at and for the year ended June 30, 2025 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 the 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 the 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.

Chartered Professional Accountants

Victoria, Canada September 23, 2025

LPMG LLP

Statement 1

Statement of Financial Position

As at June 30, 2025

	2025 Actual	2024 Actual
	\$	\$
Financial Assets		
Cash and Cash Equivalents	41,786,398	40,652,546
Accounts Receivable		
Due from Province - Ministry of Education and Child Care	3,720,656	2,625,363
Due from Province - Other	66,709	30,399
Due from First Nations	361,295	521,117
Other (Note 3)	892,142	897,694
Total Financial Assets	46,827,200	44,727,119
iabilities		
Accounts Payable and Accrued Liabilities		
Due to Province - Other	24,587	21,336
Other (Note 5)	16,062,493	17,000,411
Unearned Revenue (Note 6)	6,383,350	6,047,591
Deferred Revenue (Note 7)	2,695,446	2,569,126
Deferred Capital Revenue (Note 8)	327,396,799	299,311,320
Employee Future Benefits (Note 9)	6,761,135	6,408,363
Asset Retirement Obligation (Note 21)	4,659,561	6,882,996
Total Liabilities	363,983,371	338,241,143
Net Debt	(317,156,171)	(293,514,024)
Non-Financial Assets		
Tangible Capital Assets (Note 10)	478,486,834	424,251,753
Restricted Assets (Endowments) (Note 12)	673,449	673,449
Prepaid Expenses (Note 4)	3,102,525	2,748,992
Other Assets	600,000	250,000
Total Non-Financial Assets	482,862,808	427,924,194
Accumulated Surplus (Deficit) (Note 23)	165,706,637	134,410,170
Contractual Obligations (Note 16)		
Contractual Rights (Note 17)		
Contingent Assets (Note 18)		
Contingent Liabilities (Note 19)		
Approved by the Board		
	Sent	23/200
Signature of the Chairperson of the Board of Education	Date Si	gned /
	Sept.	23/2025 gned 24/225
Signature of the Superimendent	Date Si	gned
1h	Sept	23,2028
Signature of the Secretary Treasurer	Date Si	gned

Statement of Operations Year Ended June 30, 2025

	2025 Budget (Note 20)	2025 Actual	2024 Actual
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	227,630,702	223,219,550	184,716,300
Other	311,654	170,500	197,150
Municipal Grants Spent on Sites		4,524,000	
Federal Grants	27,995	49,393	30,516
Tuition	7,672,500	7,840,268	6,703,049
Other Revenue	7,808,804	7,486,825	6,371,279
Rentals and Leases	589,114	610,131	575,987
Investment Income	1,181,241	1,134,609	1,609,930
Amortization of Deferred Capital Revenue	12,025,057	12,050,098	11,164,464
Amortization of Deferred Capital Revenue - for lease	61,477	61,477	61,477
Total Revenue	257,308,544	257,146,851	211,430,152
Expenses (Note 22)			
Instruction	191,246,288	187,271,635	173,093,534
District Administration	7,701,986	7,629,301	7,189,546
Operations and Maintenance	27,701,594	28,175,925	26,803,925
Transportation and Housing	5,129,698	4,989,969	4,814,738
Asset Retirement Obligation Revaluation		(2,216,446)	
Total Expense	231,779,566	225,850,384	211,901,743
Surplus (Deficit) for the year	25,528,978	31,296,467	(471,591)
Accumulated Surplus (Deficit) from Operations, beginning of year		134,410,170	134,881,761
Accumulated Surplus (Deficit) from Operations, end of year	_	165,706,637	134,410,170

Statement of Changes in Net Debt Year Ended June 30, 2025

	2025	2025	2024
	Budget (Note 20)	Actual	Actual
	\$	\$	\$
Surplus (Deficit) for the year	25,528,978	31,296,467	(471,591)
Effect of change in Tangible Capital Assets			
Acquisition of Tangible Capital Assets	(82,050,460)	(67,281,938)	(39,687,268)
Amortization of Tangible Capital Assets	12,990,298	13,039,868	12,104,770
Asset Retirement Obligation Revaluation		6,989	
Total Effect of change in Tangible Capital Assets	(69,060,162)	(54,235,081)	(27,582,498)
Acquisition of Prepaid Expenses		(1,253,093)	(838,084)
Use of Prepaid Expenses		899,560	1,164,844
Acquisition of Other Assets		(1,860,258)	(2,801,290)
Use of Other Assets		1,510,258	3,674,820
Total Effect of change in Other Non-Financial Assets		(703,533)	1,200,290
(Increase) Decrease in Net Debt, before Net Remeasurement Gains (Losses)	(43,531,184)	(23,642,147)	(26,853,799)
Net Remeasurement Gains (Losses)	_		
(Increase) Decrease in Net Debt		(23,642,147)	(26,853,799)
Net Debt, beginning of year		(293,514,024)	(266,660,225)
Net Debt, end of year	_	(317,156,171)	(293,514,024)

Statement of Cash Flows Year Ended June 30, 2025

	2025	2024
	Actual	Actual
	\$	\$
Operating Transactions		
Surplus (Deficit) for the year	31,296,467	(471,591)
Changes in Non-Cash Working Capital		
Decrease (Increase)		
Accounts Receivable	(966,229)	(1,987,629)
Prepaid Expenses	(353,533)	326,760
Increase (Decrease)		
Accounts Payable and Accrued Liabilities	(934,667)	6,809,142
Unearned Revenue	335,759	918,018
Deferred Revenue	126,320	691,314
Employee Future Benefits	352,772	302,952
Asset Retirement Obligations	(2,216,446)	,
Amortization of Tangible Capital Assets	13,039,868	12,104,770
Amortization of Deferred Capital Revenue	(12,050,098)	(11,164,464)
Recognition of Deferred Capital Revenue Spent on Sites	(25,442,816)	(258,714)
Deferred Capital Revenue Transferred to Revenue	(1,175,716)	(1,006,671)
Amortization of Deferred Capital Revenue - for lease	(61,477)	(61,477)
Total Operating Transactions	1,950,204	6,202,410
Total Operating Transactions		0,202,110
Capital Transactions		
Tangible Capital Assets Purchased	(28,197,666)	(3,495,636)
Tangible Capital Assets -WIP Purchased	(39,084,272)	(36,191,632)
Use (Acquisition) of Other Assets	(350,000)	873,530
Total Capital Transactions	(67,631,938)	(38,813,738)
Financing Transactions		
Capital Revenue Received	66,815,586	43,488,207
Total Financing Transactions	66,815,586	43,488,207
Net Increase (Decrease) in Cash and Cash Equivalents	1,133,852	10,876,879
Cash and Cash Equivalents, beginning of year	40,652,546	29,775,667
Cash and Cash Equivalents, end of year	41,786,398	40,652,546
Corbonal Corb Engineers and of corporate to		
Cash and Cash Equivalents, end of year, is made up of:	20 /17 122	25 005 105
Cash	28,617,422	27,987,487
Cash Equivalents	13,168,976	12,665,059
	41,786,398	40,652,546

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. 62 (Sooke)", and operates as "School District No. 62 (Sooke)." 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. 62 (Sooke) 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

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

The School District has entered into trust activities with some employees; these are described in Note 13.

c) Cash and Cash Equivalents

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

d) Accounts Receivable

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

e) Portfolio Investments

Portfolio investments include investments in GIC's that have a maturity of greater than 3 months at the time of acquisition. GIC's are reported at cost.

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

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.

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, retirement/severance, 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 (EARSL) 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.

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

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 obligation 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 related tangible capital asset (see note 2k). The carrying value of the liability is reviewed annually 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. 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. The liability is recorded net of any expected recoveries.

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

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 of the asset.
- Donated tangible capital assets from non-related parties are recorded at their fair market value on the date of donation.
- Work-in-progress is recorded as an acquisition to the applicable asset class at substantial completion.
- Tangible capital assets are written down to residual value when conditions indicate they no longer contribute to the ability of the School District to provide services or when the value of future economic benefits associated with the sites and buildings are less than their net book value. The write-downs are accounted for as expenses in the Statement of Operations.
- Buildings that are demolished or destroyed are written-off.
- Works of art, historic assets and other intangible assets are not recorded as assets in these financial statements.
- The cost, less residual value, of tangible capital assets (excluding sites), is amortized on a straight-line basis over the estimated useful life of the asset. 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:

Buildings40 yearsFurniture & Equipment10 yearsVehicles10 yearsComputer Software5 yearsComputer Hardware5 years

1) Capital Leases

Leases that, from the point of view of the lessee, transfer substantially all the benefits and risks incident to ownership of the property to the School District are considered capital leases. These are accounted for as an asset and an obligation. Capital lease obligations are recorded at the present value of the minimum lease payments excluding executory costs, e.g., insurance, 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

Payments for insurance, leases, subscriptions and maintenance contracts for use within the School District in the future period are included as a prepaid expense and stated at acquisition cost and are charged to expense over the periods expected to benefit from it.

n) Funds and Reserves

Certain amounts, as approved by the Board are set aside in accumulated surplus for future operating and capital purposes. Transfers to and from funds and reserves are an adjustment to the respective fund when approved (see Note 14 – Interfund Transfers and Note 23 – Accumulated Surplus).

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

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).

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.

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

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 and Vice-Principals employed under an administrative officer contract are categorized as Principals and Vice-Principals.
- Superintendents, Associate 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 aboriginal education, are allocated to these programs. All other costs are allocated to related programs.
- Actual salaries of personnel assigned to two or more functions or programs are allocated based on the time spent in each function and program. School-based clerical salaries are allocated to school administration and partially to other programs to which they may be assigned. Principals and Vice-Principals salaries are allocated to school administration and may be partially allocated to other programs to recognize their other responsibilities.
- Employee benefits and allowances are allocated to the same programs, and in the same proportions, as the individual's salary.
- Supplies and services are allocated based on actual program identification.

q) Endowment Contributions

Endowment contributions are reported as revenue on the Statement of Operations when received. Investment income earned on endowment principal is recorded as deferred revenue if it meets the definition of a liability and is recognized as revenue in the year related expenses (disbursements) are incurred. If the investment income earned does not meet the definition of a liability, it is recognized as revenue in the year it is earned. Endowment assets are reported as restricted non-financial assets on the Statement of Financial Position.

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

r) Financial Instruments

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

Financial instruments consist of cash and cash equivalents, accounts receivable, accounts payable and accrued liabilities. The School District does not have any derivative financial instruments.

All financial assets and liabilities are recorded at cost or amortized cost and the associated transaction costs are added to the carrying value of these investments upon initial recognition. Transaction costs are incremental costs directly attributable to the acquisition or issue of a financial asset or a financial liability. The School District has not invested in any equity instruments that are actively quoted in the market and has not designated any financial instruments to be recorded at fair value. The School District has no instruments in the fair value category and therefore no statement of remeasurement gains or losses is presented.

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.

s) Measurement Uncertainty

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

NOTE 3 ACCOUNTS RECEIVABLE - OTHER RECEIVABLES

	Jur	ne 30, 2025	Jur	ne 30, 2024
Due from Federal Government	\$	192,486	\$	354,390
Payroll accounts receivable		-		56,904
School site acquisition charges receivable		86,396		6,400
Other accounts receivable		613,260		480,000
	\$	892,142	\$	897,694

NOTE 4 PREPAID LEASE

The School District prepaid a long-term lease to the Federal Government for the use of the John Stubbs Memorial School site for 50 years. This lease started on July 1, 2005 and ends on June 30, 2055.

The unamortized balance of the lease represents \$1,849,432 (2024: \$1,910,909) of the prepaid expenses.

SCHOOL DISTRICT NO. 62 (SOOKE) NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2025

NOTE 5 ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	June 30, 2025	June 30, 2024
Trade payables	\$ 8,065,144	\$ 9,653,359
Salaries and benefits payable	7,174,211	6,609,390
Accrued vacation pay	823,138	737,662
	\$ 16,062,493	\$ 17,000,411

NOTE 6 UNEARNED REVENUE

	June 30, 2025	June 30, 2024
Balance, beginning of year	\$ 6,047,591	\$ 5,129,573
Increase:		
Tuition fees collected	8,176,027	7,621,067
Transportation safety enhancement fees collected	59,216	-
Bus fees collected	628,420	=
	8,863,663	7,621,067
Decrease:		
Tuition fees recognized	(7,840,268)	(6,703,049)
Transportation safety enhancement fees recognized	(59,216)	-
Bus fees recognized	(628,420)	-
	(8,527,904)	(6,703,049)
Net change for the year	335,759	918,018
Balance, end of year	\$ 6,383,350	\$ 6,047,591

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 7 DEFERRED REVENUE

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

	June 30, 2025	June 30, 2024
Balance, beginning of year	\$ 2,569,126	\$ 1,877,812
Increase:		
Provincial Grants - Ministry of Education and Child Care	33,206,298	29,906,620
Provincial Grants - Other	-	16,400
Federal Grants	21,398	58,511
Other revenue	5,628,814	4,944,977
Investment income	43,319	59,228
	38,899,829	34,985,736
Decrease:		
Transfers to revenue	(38,773,409)	(34,287,984)
Grants recovered	(100)	(6,438)
	(38,773,509)	(34,294,422)
Net change for the year	126,320	691,314
Balance, end of year	\$ 2,695,446	\$ 2,569,126

NOTE 8 DEFERRED CAPITAL REVENUE

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

	June 30, 2024	June 30, 2024
D. francis J. Constant D. Stanton Scale and A. A. A. and Constant		
Deferred Capital Revenue Subject to Amortization Balance, beginning of year	\$ 254,468,488	\$ 258,071,834
Increases:		
Transfer from deferred capital revenue – capital additions	2,482,811	3,012,461
Transfer from deferred capital revenue – work in progress	30,907,163	4,610,134
	33,389,974	7,622,595
Decreases:		
Amortization of deferred capital revenue	(12,050,098)	(11,164,464)
Amortization of long term lease	(61,477)	(61,477)
	(12,111,575)	(11,225,941)
Net change for the year	(21,278,399)	(3,603,346)
Balance, end of year	\$ 275,746,887	\$ 254,468,488
Balance, end of year	\$ 275,746,887 June 30, 2025	
		\$ 254,468,488 June 30, 2024
Balance, end of year Deferred Capital Revenue - Work In Progress Balance, beginning of year		
Deferred Capital Revenue - Work In Progress	June 30, 2025	June 30, 2024
Deferred Capital Revenue - Work In Progress Balance, beginning of year	June 30, 2025	June 30, 2024
Deferred Capital Revenue - Work In Progress Balance, beginning of year Increases:	June 30, 2025 \$ 34,821,387	June 30, 2024 \$ 4,707,455
Deferred Capital Revenue - Work In Progress Balance, beginning of year Increases:	June 30, 2025 \$ 34,821,387 38,619,562	June 30, 2024 \$ 4,707,455 34,724,066
Deferred Capital Revenue - Work In Progress Balance, beginning of year Increases: Transfer from deferred capital revenue - unspent	June 30, 2025 \$ 34,821,387 38,619,562	June 30, 2024 \$ 4,707,455 34,724,066
Deferred Capital Revenue - Work In Progress Balance, beginning of year Increases: Transfer from deferred capital revenue - unspent Decreases:	June 30, 2025 \$ 34,821,387 38,619,562 38,619,562 (30,907,163)	June 30, 2024 \$ 4,707,455 34,724,066 34,724,066 (4,610,134)
Deferred Capital Revenue - Work In Progress Balance, beginning of year Increases: Transfer from deferred capital revenue - unspent Decreases:	June 30, 2025 \$ 34,821,387 38,619,562 38,619,562	June 30, 2024 \$ 4,707,455 34,724,066 34,724,066
Deferred Capital Revenue - Work In Progress Balance, beginning of year Increases: Transfer from deferred capital revenue - unspent Decreases:	June 30, 2025 \$ 34,821,387 38,619,562 38,619,562 (30,907,163)	June 30, 2024 \$ 4,707,455 34,724,066 34,724,066 (4,610,134)

SCHOOL DISTRICT NO. 62 (SOOKE) NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2025

DEFERRED CAPITAL REVENUE (continued) NOTE 8

	June 30, 2025	June 30, 2024
Deferred Capital Revenue - Unspent		
Balance, beginning of year	\$ 10,021,445	\$ 5,535,150
Increases:		
Provincial Grants - Ministry of Education and Child Care	56,944,685	35,939,892
Provincial Grants – Other	7,188,978	3,256,042
Other	2,663,310	4,265,859
Investment income	18,613	26,414
	66,815,586	43,488,207
Decreases:		
Transfer to deferred capital revenue – capital additions	(2,482,811)	(3,012,461)
Transfer to deferred capital revenue – work in progress	(38,619,562)	(34,724,066)
Transfer to revenue – site purchases	(25,442,816)	(258,714)
Transfer to revenue – expensed costs	(1,175,716)	(1,006,671)
	(67,720,905)	(39,001,912)
Net change for the year	(905,319)	4,486,295
Balance, end of year	\$ 9,116,126	\$ 10,021,445
Total Deferred Capital Revenue Balance, end of year	\$ 327,396,799	\$ 299,311,320

NOTE 9 EMPLOYEE FUTURE BENEFITS

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

	J	une 30, 2025	Jı	une 30, 2024
Reconciliation of Accrued Benefit Obligation				
Accrued benefit obligation - April 1	\$	5,852,596	\$	5,702,585
Service cost	·	560,204		569,540
Interest cost		260,682		239,726
Benefit payments		(514,811)		(556,482)
Actuarial loss (gain)		520,564		(102,773)
Accrued benefit obligation - March 31	\$	6,679,235	\$	5,852,596
Reconciliation of Funded Status at End of Fiscal Year				
Accrued benefit obligation - March 31	\$	6,679,235	\$	5,852,596
Market value of Plan Assets - March 31	Ψ	-	Ψ	5,052,576
Funded Status - Deficit		(6,679,235)		(5,852,596)
Employer contributions after measurement date		73,766		33,436
Benefits expense after measurement date		(256,518)		(205,221)
Unamortized net actuarial loss		100,852		(383,982)
Accrued benefit liability - June 30	\$	(6,761,135)	\$	(6,408,363)
Reconciliation of Change in Accrued Benefit Liability				
Accrued benefit liability - July 1	\$	6,408,363	\$	6,105,410
Net expense for fiscal year	·	907,915		891,582
Employer contributions		(555,143)		(588,629)
Accrued benefit liability - June 30	\$	6,761,135	\$	6,408,363
Components of Net Benefit Expense				
Service cost	\$	606,078	\$	567,206
Interest cost		266,104	T	244,965
Amortization of net actuarial loss		35,733		79,411
Net benefit expense for fiscal year	\$	907,915		\$ 891,582
		2025		2024

The significant actuarial assumptions adopted for measuring the School District's accrued benefit obligations are:

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	12.5	10.2

SCHOOL DISTRICT NO. 62 (SOOKE) NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 10 TANGIBLE CAPITAL ASSETS

Net Book Value	June 30, 2025	June 30, 2024
Sites	\$ 145,686,906	\$ 120,244,090
Buildings	267,194,611	248,365,317
Buildings – WIP	43,134,497	35,371,653
Furniture & Equipment	14,117,583	13,848,723
Furniture – WIP	399,288	149,733
Vehicles	7,853,666	6,236,390
Computer Software	-	-
Computer Hardware	100,283	35,847
Total	\$ 478,486,834	\$ 424,251,753

June 30, 2025

	Balance at		Disposals /		Balance at
Cost:	July 1, 2024	Additions	Revaluation	Transfers (WIP)	June 30, 2025
Sites	\$ 120,244,090 \$	25,442,816	\$ -	\$ -	\$ 145,686,906
Buildings	384,925,412	-	(2,223,435)	28,219,971	410,921,948
Buildings – WIP	35,371,653	35,982,815	-	(28,219,971)	43,134,497
Furniture & Equipment	24,425,710	-	(42,472)	2,851,902	27,235,140
Furniture – WIP	149,733	3,101,457	-	(2,851,902)	399,288
Vehicles	9,613,820	2,668,463	(872,365)	-	11,409,918
Computer Software	-	-	-	-	-
Computer Hardware	66,561	86,387	-	-	152,948
Computer Hardware - WIP	-	-	-	-	-
Total	\$ 574,796,979	\$ 67,281,938	\$ (3,138,272)	\$ -	\$ 638,940,645

Accumulated Amortization:	Balance at July 1, 2024	Δ	Amortization	Disposals / Revaluation	Balance a June 30, 202	
Ticumulated Timor tization.	341y 1, 2021		mortization	1 c varaation	3 dile 30, 202	
Sites	\$ -	\$	-	\$ _	\$	-
Buildings	136,560,095		9,383,688	(2,216,446)	143,727,33	37
Furniture & Equipment	10,576,987		2,583,042	(42,472)	13,117,55	57
Vehicles	3,377,430		1,051,187	(872,365)	3,556,25	52
Computer software	-		-	-		-
Computer hardware	30,714		21,951	-	52,66	55
-						
Total	\$ 150,545,226	\$	13,039,868	\$ (3,131,283)	\$ 160,453,81	1

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 10 TANGIBLE CAPITAL ASSETS (continued)

June 30, 2024

	Balance at		Disposals /		Balance at
Cost:	July 1, 2023	Additions	Revaluation	Transfers (WIP)	June 30, 2024
Sites	\$ 119,985,376	\$ 258,714	\$ -	\$ -	\$ 120,244,090
Buildings	382,880,417	-	-	2,044,995	384,925,412
Buildings – WIP	4,375,282	33,041,366	-	(2,044,995)	35,371,653
Furniture & Equipment	20,887,159	-	(130,747)	3,669,298	24,425,710
Furniture – WIP	668,765	3,150,266	-	(3,669,298)	149,733
Vehicles	6,674,558	3,228,990	(289,728)	-	9,613,820
Computer Software	-	-	-	-	-
Computer Hardware	58,629	7,932	-	-	66,561
Computer Hardware - WIP	-	-	-	-	-
Total	\$ 535,530,186	\$ 39,687,268	\$ (420,475)	\$ -	\$ 574,796,979

Accumulated	Balance at		Disposals /	Balance at
Amortization:	July 1, 2023	Amortization	Revaluation	June 30, 2024
Sites	\$ -	\$ -	\$ -	\$ -
Buildings	127,542,098	9,017,997	-	136,560,095
Furniture & Equipment	8,445,434	2,262,300	(130,747)	10,576,987
Vehicles	2,852,739	814,419	(289,728)	3,377,430
Computer Software	-	_	-	-
Computer Hardware	20,660	10,054	-	30,714
_				
Total	\$ 138,860,931	\$ 12,104,770	\$ (420,475)	\$ 150,545,226

Work in progress (WIP) includes buildings, furniture and equipment and computer hardware that have not been amortized. Amortization of these assets will commence when the assets are put into service.

Contributed tangible capital assets

Contributed capital assets are recognized at fair market value at the date of contribution. The value of contributed assets received during the year is \$0 (2024 - \$1,161,500).

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 11 EMPLOYEE PENSION PLANS

The School District and its employees contribute to the Teachers' Pension Plan and Municipal Pension Plan (jointly trusteed pension plans). The boards of trustees for these plans, representing plan members and employers, are responsible for administering the pension plans, including investing assets and administering benefits. The plans are multi-employer defined benefit pension plans. Basic pension benefits are based on a formula. As at December 31, 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.

The school district paid \$14,683,540 for employer contributions to the plans for the year ended June 30, 2025 (2024: \$13,893,204).

The next valuation for the Teachers' Pension Plan will be as at December 31, 2026. The next valuation for the Municipal Pension Plan was December 31, 2024 with results available later 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.

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 12 RESTRICTED ASSETS - ENDOWMENT FUNDS

Donors have provided endowment contributions with a restriction that the original contribution should not be spent. These endowments have been invested in high interest savings accounts bearing interest at 2.95%.

Other than the Victor Chen Memorial endowment, the endowments were established to provide scholarships and bursaries for one or more deserving graduate or undergraduate students in full time attendance at Edward Milne Community School. The Victor Chen Memorial endowment was established to provide annual scholarships in perpetuity to a student or students from the Westshore planning to study engineering.

Name of Endowment	Balance July 1, 2024 Contributions				Jun	Balance June 30, 2025	
Cal Meyer	\$	609,285	\$	-	\$	609,285	
Sooke Women's Institute		17,554		_		17,554	
Derochie		10,000		-		10,000	
STARR		6,000		-		6,000	
Victor Chen Memorial		30,610		-		30,610	
Total	\$	673,449	\$	-	\$	673,449	

NOTE 13 TRUSTS UNDER ADMINISTRATION

The School District is in a trustee relationship with employees under the deferred salary leave plan and the teachers' summer savings plan.

As at June 30, 2025, the District held the following funds in place, as directed by agreement with the employees. These amounts have not been included in the cash or accounts payable balances in the financial statements:

	June 30, 2025	June 30, 2024
Deferred Salary Leave Plan Teachers' Summer Savings Plan	\$ 277,431 2,911,232	\$ 421,042 2,555,416
Total	\$ 3,188,663	\$ 2,976,458

NOTE 14 INTERFUND TRANSFERS

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

- Transfer to the capital fund for tangible capital assets purchased from the operating fund \$272,039
- Transfer to the capital fund for tangible capital assets work in progress from the operating fund \$164,710
- Transfer to the local capital fund for tangible capital assets work in progress from the operating fund \$300,000

NOTE 15 RELATED PARTY TRANSACTIONS

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

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 16 CONTRACTUAL OBLIGATIONS

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

	2026	2027	2028	2029	2030	Thereafter
Premises leases	\$ 167,094	\$ 94,584	\$ 7,908	\$ -	\$ -	\$ -
Copier leases	125,905	124,382	96,830	59,286	22,716	
Total	\$ 292,999	\$ 218,966	\$ 104,738	\$ 59,286	\$ 22,716	\$ -

The School District has entered into contracts related to capital projects with a remaining cost of approximately \$3,134,291.

NOTE 17 CONTRACTUAL RIGHTS

Contractual rights are rights to economic resources arising from contracts or agreements that will result in revenues and assets in the future. The School District's contractual rights arise because of contracts entered into for the leasing of School District property. The following table summarizes the contractual rights of the School District for future assets.

	2026	2027	2028	2029	2030	Thereafter
Future lease/rental revenue	\$ 373,302	\$ 141,699	\$ 137,436	\$ 137,436	\$ 137,436	\$ 22,906
Total	\$ 373,302	\$ 141,699	\$ 137,436	\$ 137,436	\$ 137,436	\$ 22,906

NOTE 18 CONTINGENT ASSETS

Contingent assets are possible assets arising from existing conditions or situations involving uncertainty. That uncertainty will ultimately be resolved when one or more future events not wholly within the School District's control occurs, or fails to occur. Resolution of the uncertainty will confirm the existence or non-existence of an asset.

At this time the School District has determined that there are no contingent assets.

NOTE 19 CONTINGENT LIABILITIES

The nature of the School District's activities is such that there is usually litigation pending or in process at any time. With respect to unsettled claims at June 30, 2025, management believes the School District has valid defenses and appropriate insurance coverage in place. In the event any claims are successful, management believes that such claims are not expected to have a material effect on the School District's financial position.

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 20 BUDGET FIGURES

Budget figures included in the financial statements were approved by the Board through the adoption of an amended annual budget bylaw on February 25, 2025. The original budget was adopted on May 28, 2024. The original and amended budgets are presented below.

Revenues	2025 Amended Annual Budget \$	2025 Annual Budget \$
Provincial Grants	227 (20 702	102 624 117
Ministry of Education and Child Care	227,630,702	193,634,117
Other	311,654	141,000
Federal Grants	27,995	0.002.700
Tuition	7,672,500	8,092,788
Other Revenue	7,808,804	6,026,722
Rentals and Leases	589,114	512,500
Investment Income	1,181,241	878,875
Amortization of Deferred Capital Revenue	12,025,057	11,197,272
Amortization of Deferred Capital Revenue - for long term lease	61,477	61,477
Total Revenue	257,308,544	220,544,751
Expenses		
Instruction	191,246,288	182,321,909
District Administration	7,701,986	7,343,442
Operations and Maintenance	27,701,594	27,695,086
Transportation and Housing	5,129,698	3,771,255
Total Expense	231,779,566	221,131,692
Net Revenue (Expense)	25,528,978	(586,941)
Budgeted Allocation of Surplus	442,805	-
Budgeted Surplus (Deficit), for the year	25,971,783	(586,941)

NOTE 21 ASSET RETIREMENT OBLIGATION

Legal liabilities exist for the removal and disposal of asbestos and other environmentally hazardous materials such as lead pipes and lead paint 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	\$ 6,882,996	\$ 6,882,996
Settlements during the year	-	-
Revaluations during the year	(2,223,435)	-
Asset Retirement Obligation, end of year	\$ 4,659,561	\$ 6,882,996

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 22 EXPENSE BY OBJECT

	June 30, 2025	June 30, 2024
Salaries and benefits Services and supplies Amortization	\$ 187,400,937 27,626,025 10,823,422	\$ 175,344,729 24,452,244 12,104,770
Total	\$ 225,850,384	\$ 211,901,743

NOTE 23 ACCUMULATED SURPLUS

Accumulated surplus consists of surplus balances of operating, special purpose fund – endowments, and invested in tangible capital assets as follows:

	June 30, 2025	June 30, 2024
Operating surplus Special Purpose Fund – endowments Invested in Tangible Capital Assets	\$ 7,637,049 673,449 157,396,139	\$ 3,746,823 673,449 129,989,898
Total Accumulated Surplus	\$ 165,706,637	\$ 134,410,170

The operating surplus is categorized as follows:

	Ju	ne 30, 2025
Internally Restricted Operating Surplus		
Restricted due to the nature of constraints on the funds	\$	489,764
Restricted for operations spanning multiple school years		2,113,620
Restricted for anticipated unusual expenses identified by the Board		1,303,630
Subtotal Internally Restricted Operating Surplus		3,907,014
Unrestricted Operating Surplus - Contingency		3,730,035
Total Operating Surplus	\$	7,637,049

NOTE 24 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.

NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2025

NOTE 25 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 and investments as they are placed in recognized British Columbia institutions and the School District invests solely in guaranteed investment certificates with a fixed maturity date.

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, tariff 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.

The imposition of U.S. tariffs on cross-border trade will result in increased costs for goods and services procured from U.S. suppliers, impacting operations and infrastructure projects. While the long-term impact remains uncertain, management is actively working to monitor and mitigate the risks and impacts of the tariffs.

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 as it invests solely in Guaranteed Investment Certificates that have a fixed maturity and cash deposits with the Ministry of Finance.

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.

Schedule 1 (Unaudited)

School District No. 62 (Sooke)

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

				2025	2024
	Operating Fund	Special Purpose Fund	Capital Fund	Actual	Actual
	\$	\$	\$	\$	\$
Accumulated Surplus (Deficit), beginning of year	3,746,823	673,449	129,989,898	134,410,170	134,881,761
Changes for the year					
Surplus (Deficit) for the year	4,626,975		26,669,492	31,296,467	(471,591)
Interfund Transfers					
Tangible Capital Assets Purchased	(272,039))	272,039	-	
Tangible Capital Assets - Work in Progress	(164,710))	164,710	-	
Local Capital	(300,000))	300,000	-	
Net Changes for the year	3,890,226	-	27,406,241	31,296,467	(471,591)
Accumulated Surplus (Deficit), end of year - Statement 2	7,637,049	673,449	157,396,139	165,706,637	134,410,170

Schedule 2 (Unaudited)

School District No. 62 (Sooke)

Schedule of Operating Operations Year Ended June 30, 2025

	2025	2025	2024
	Budget	Actual	Actual
	(Note 20)		
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	167,207,895	167,904,326	154,087,831
Other	218,485	145,071	145,429
Tuition	7,672,500	7,840,268	6,703,049
Other Revenue	1,813,729	2,050,040	1,556,148
Rentals and Leases	589,114	610,131	575,987
Investment Income	1,097,681	1,093,499	1,582,398
Total Revenue	178,599,404	179,643,335	164,650,842
Expenses			
Instruction	151,443,276	148,985,103	139,399,474
District Administration	7,701,986	7,629,301	7,189,546
Operations and Maintenance	14,245,475	14,463,174	13,851,502
Transportation and Housing	4,121,472	3,938,782	4,000,319
Total Expense	177,512,209	175,016,360	164,440,841
Operating Surplus (Deficit) for the year	1,087,195	4,626,975	210,001
Budgeted Appropriation (Retirement) of Surplus (Deficit)	442,805		
Net Transfers (to) from other funds			
Tangible Capital Assets Purchased		(272,039)	(224,461)
Tangible Capital Assets - Work in Progress	(1,230,000)	(164,710)	(1,117,566)
Local Capital	(300,000)	(300,000)	(350,000)
Total Net Transfers	(1,530,000)	(736,749)	(1,692,027)
Total Operating Surplus (Deficit), for the year		3,890,226	(1,482,026)
Operating Surplus (Deficit), beginning of year		3,746,823	5,228,849
Operating Surplus (Deficit), end of year	_ =	7,637,049	3,746,823
Operating Surplus (Deficit), end of year			
Internally Restricted		3,907,014	814,932
Unrestricted		3,730,035	2,931,891
Total Operating Surplus (Deficit), end of year	_	7,637,049	3,746,823

Schedule 2A (Unaudited)

School District No. 62 (Sooke)

Schedule of Operating Revenue by Source Year Ended June 30, 2025

Note 20	2024	2025	2025	
Provincial Grants - Ministry of Education and Child Care \$ \$ Operating Grant, Ministry of Education and Child Care 164,843,629 165,420,896 ISC/LEA Recovery (578,444) (631,134) Other Ministry of Education and Child Care Grants 931,052 931,052 Pay Equity 931,052 931,052 Funding for Graduated Adults 40,000 33,252 Student Transportation Fund 358,365 358,365 FSA Scorer Grant 12,000 12,964 Child Care Funding 1,601,293 1,686,418 Premier's Awards 167,207,895 167,904,326 Provincial Grants - Other 218,485 145,071 Tuition Continuing Education 90,000 125,397 International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues 156,000 156,000 Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,491 Rebates 51,000	Actual	Actual	Budget	
Provincial Grants - Ministry of Education and Child Care 164,843,629 165,420,896 Operating Grant, Ministry of Education and Child Care (578,444) (631,134) Other Ministry of Education and Child Care Grants (578,444) (631,134) Pay Equity 931,052 931,052 931,052 Funding for Graduated Adults 40,000 33,252 358,365 358,365 358,365 578,365 578,365 578,365 578,365 578,365 578,365 578,365 578,365 578,365 578,365 578,365 578,365 578,365 578,418 <th>Ф</th> <th>Ф.</th> <th></th> <th></th>	Ф	Ф.		
Operating Grant, Ministry of Education and Child Care ISC/LEA Recovery 164,843,629 (578,444) 165,420,896 (631,134) Other Ministry of Education and Child Care Grants 931,052 (931,052) 332,52 (931,052) 358,365 (938,365) 358,365 358,455 367,304,304 367,304,304 </td <td>\$</td> <td>\$</td> <td>\$</td> <td>Description of Ministers of Education and Child Com-</td>	\$	\$	\$	Description of Ministers of Education and Child Com-
ISC/LEA Recovery	150 (20 015	165 420 006	164.942.620	
Other Ministry of Education and Child Care Grants Pay Equity 931,052 931,052 Funding for Graduated Adults 40,000 33,252 Student Transportation Fund 358,365 358,365 FSA Scorer Grant 12,000 12,964 Child Care Funding 92,513 1,661,293 1,686,418 Premier's Awards 167,207,895 167,904,326 Provincial Grants - Ministry of Education and Child Care 167,207,895 167,904,326 Provincial Grants - Other 218,485 145,071 Tuition 90,000 125,397 International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Progr	150,638,015			
Pay Equity 931,052 931,052 Funding for Graduated Adults 40,000 33,252 Student Transportation Fund 358,365 358,365 FSA Scorer Grant 12,000 12,964 Child Care Funding 92,513 Labour Settlement Funding 1,601,293 1,686,418 Premier's Awards 167,207,895 167,904,326 Provincial Grants - Ministry of Education and Child Care 167,207,895 167,904,326 Provincial Grants - Other 218,485 145,071 Tuition 90,000 125,397 International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,491 Rebastes 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216	(578,444)	(631,134)	(5/8,444)	•
Funding for Graduated Adults 40,000 33,252 Student Transportation Fund 358,365 358,365 FSA Scorer Grant 12,000 12,964 Child Care Funding 92,513 1,601,293 1,686,418 Premier's Awards 1 1,601,293 1,686,418 Provincial Grants - Ministry of Education and Child Care 167,207,895 167,904,326 Provincial Grants - Other 218,485 145,071 Tuition 90,000 125,397 International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,400 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 600,365 628,420 Total Other Revenue 1,8	221 252	004.050	224 252	
Student Transportation Fund 358,365 358,365 FSA Scorer Grant 12,000 12,964 Child Care Funding 1,601,293 1,686,418 Premier's Awards 167,207,895 167,904,326 Provincial Grants - Ministry of Education and Child Care 167,207,895 167,904,326 Provincial Grants - Other 218,485 145,071 Tuition 90,000 125,397 International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729	931,052	,	,	
FSA Scorer Grant 12,000 12,964 Child Care Funding 92,513 Labour Settlement Funding 1,601,293 1,686,418 Premier's Awards 167,207,895 167,904,326 Provincial Grants - Ministry of Education and Child Care 167,207,895 167,904,326 Provincial Grants - Other 218,485 145,071 Tuition 90,000 125,397 International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	74,837		,	
Child Care Funding Labour Settlement Funding Premier's Awards 92,513 1,686,418 Total Provincial Grants - Ministry of Education and Child Care 167,207,895 167,904,326 Provincial Grants - Other 218,485 145,071 Tuition 90,000 125,397 International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues 90,000 125,397 Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	358,365			•
Labour Settlement Funding 1,601,293 1,686,418 Premier's Awards 167,207,895 167,904,326 167,207,895 167,904,326 167,207,895 167,904,326 167,207,895 167,904,326 167,207,895 167,904,326 167,207,895 167,904,326 167,207,895 167,904,326 167,207,895 167,904,326 167,207,895 167,904,326 167,207,895 167,904,326 167,207,895 167,904,326 125,397 10,000 125,397 10,000	12,964		12,000	
Premier's Awards 167,207,895 167,904,326 Provincial Grants - Other 218,485 145,071 Tuition Continuing Education 90,000 125,397 International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	16,708			<u> </u>
Total Provincial Grants - Ministry of Education and Child Care 167,207,895 167,904,326 Provincial Grants - Other 218,485 145,071 Tuition Continuing Education 90,000 125,397 International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	2,625,334	1,686,418	1,601,293	<u> </u>
Provincial Grants - Other 218,485 145,071 Tuition Continuing Education International and Out of Province Students Total Tuition 90,000 125,397 Total Tuition 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	9,000			
Tuition Continuing Education 90,000 125,397 International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	154,087,831	167,904,326	167,207,895	Total Provincial Grants - Ministry of Education and Child Care
Continuing Education 90,000 125,397 International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations Funding from First Nations Solve Illustrated States Grants for Crossing Guards Miscellaneous Grants for Crossing Guards Miscellaneous Rebates 51,000 156,000 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary Careers Program Transportation Safety Enhancement Fees Bus Fees 80,000 59,216 Bus Fees Total Other Revenue 1,813,729 2,050,040	145,429	145,071	218,485	Provincial Grants - Other
International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040				Tuition
International and Out of Province Students 7,582,500 7,714,871 Total Tuition 7,672,500 7,840,268 Other Revenues \$\$\$\$\$Funding from First Nations \$\$578,444 613,024 Miscellaneous \$\$\$\$\$\$\$\$156,000 \$\$\$\$\$156,000 \$\$\$\$\$\$\$156,000 \$\$\$\$\$\$\$\$156,491 \$	73,981	125,397	90,000	Continuing Education
Total Tuition 7,672,500 7,840,268 Other Revenues Funding from First Nations Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	6,629,068		7,582,500	
Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	6,703,049			
Funding from First Nations 578,444 613,024 Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040				Other Revenues
Miscellaneous 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	633,616	613 024	578 444	
Grants for Crossing Guards 156,000 156,000 Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	055,010	015,024	370,111	· ·
Miscellaneous 147,920 156,491 Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	156,000	156 000	156,000	
Rebates 51,000 64,031 Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	184,372	· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·
Reclassified from SGF Discretionary 200,000 341,073 Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	65,036	,	,	
Careers Program 31,785 Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	326,326			
Transportation Safety Enhancement Fees 80,000 59,216 Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	95,217	· · · · · · · · · · · · · · · · · · ·	200,000	
Bus Fees 600,365 628,420 Total Other Revenue 1,813,729 2,050,040	95,581	· · · · · · · · · · · · · · · · · · ·	80,000	· · · · · · · · · · · · · · · · · · ·
Total Other Revenue 1,813,729 2,050,040	93,361			
	1,556,148			
	1,550,146	2,030,040	1,013,729	Total Other Revenue
Rentals and Leases 589,114 610,131	575,987	610,131	589,114	Rentals and Leases
Investment Income 1,097,681 1,093,499	1,582,398	1,093,499	1,097,681	Investment Income
Total Operating Revenue 178,599,404 179,643,335	164,650,842	179,643,335	178,599,404	Total Operating Revenue

Schedule 2B (Unaudited)

School District No. 62 (Sooke)

Schedule of Operating Expense by Object Year Ended June 30, 2025

	2025	2025	2024
	Budget	Actual	Actual
	(Note 20)		
	\$	\$	\$
Salaries			
Teachers	65,620,546	63,672,448	61,916,080
Principals and Vice Principals	10,417,139	10,528,971	10,219,279
Educational Assistants	19,583,196	19,926,893	16,848,573
Support Staff	16,733,336	16,228,256	15,416,654
Other Professionals	6,355,498	6,251,259	6,007,319
Substitutes	6,573,121	7,569,033	7,007,262
Total Salaries	125,282,836	124,176,860	117,415,167
Employee Benefits	33,274,750	32,196,907	29,886,020
Total Salaries and Benefits	158,557,586	156,373,767	147,301,187
Services and Supplies			
Services	8,487,051	8,379,961	7,710,975
Professional Development and Travel	1,303,836	1,316,892	1,109,582
Rentals and Leases	367,976	486,248	388,336
Dues and Fees	178,673	198,420	128,655
Insurance	694,451	557,648	492,943
Supplies	5,896,974	5,649,412	5,354,223
Utilities	1,999,862	2,038,580	1,950,385
Bad Debt	25,800	15,432	4,555
Total Services and Supplies	18,954,623	18,642,593	17,139,654
Total Operating Expense	177,512,209	175,016,360	164,440,841

School District No. 62 (Sooke) 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	53,180,801	292,889	205,834	2,347,157	636,603	5,098,535	61,761,819
1.03 Career Programs	256,351			198,661		26,840	481,852
1.07 Library Services	519,650			302,287		105,052	926,989
1.08 Counselling	2,093,608					17,033	2,110,641
1.10 Inclusive Education	5,071,502	313,270	19,197,370	165,596	1,402,123	1,166,666	27,316,527
1.20 Early Learning and Child Care		7,440	46,440			1,137	55,017
1.30 English Language Learning	779,297			170,171		114,332	1,063,800
1.31 Indigenous Education	788,152	289,683	477,249	111,244		32,322	1,698,650
1.41 School Administration		9,193,014		3,170,369		264,533	12,627,916
1.61 Continuing Education							-
1.62 International and Out of Province Students	978,873	307,912		420,548			1,707,333
Total Function 1	63,668,234	10,404,208	19,926,893	6,886,033	2,038,726	6,826,450	109,750,544
4 District Administration							
4.11 Educational Administration		100,763			1,035,521		1,136,284
4.40 School District Governance		24,000		22,449	162,655		209,104
4.41 Business Administration	4,214	,		754,767	2,287,977	94,056	3,141,014
Total Function 4	4,214	124,763	-	777,216	3,486,153	94,056	4,486,402
5 Operations and Maintenance							
5.41 Operations and Maintenance Administration				135,239	153,573		288,812
5.50 Maintenance Operations				5,628,148	456,444	435,313	6,519,905
5.52 Maintenance of Grounds				735,367	,	,	735,367
5.56 Utilities				Ź			
Total Function 5	-	-	-	6,498,754	610,017	435,313	7,544,084
7 Transportation and Housing							
7.41 Transportation and Housing Administration				146,460	116,363	8,512	271,335
7.70 Student Transportation				1,919,793	110,000	204,702	2,124,495
Total Function 7	-	-	-	2,066,253	116,363	213,214	2,395,830
9 Debt Services							
Total Function 9		-	-	-	-	-	-
Total Functions 1 - 9	63,672,448	10,528,971	19,926,893	16,228,256	6,251,259	7,569,033	124,176,860
		- / /		-, -,	-, - ,	, ,	, -,,,,

School District No. 62 (Sooke) Operating Expense by Function, Program and Object

Year Ended June 30, 2025

					2025	2025	2024
	Total	Employee	Employee Total Salaries S	Services and	Actual	Budget	Actual
	Salaries	Benefits	and Benefits	Supplies		(Note 20)	
	\$	\$	\$	\$	\$	\$	\$
1 Instruction							
1.02 Regular Instruction	61,761,819	16,635,715	78,397,534	3,660,438	82,057,972	84,895,349	79,475,571
1.03 Career Programs	481,852	135,508	617,360	582,847	1,200,207	1,099,896	1,250,923
1.07 Library Services	926,989	246,777	1,173,766	50,691	1,224,457	1,084,676	1,292,155
1.08 Counselling	2,110,641	551,074	2,661,715	5,082	2,666,797	2,762,221	2,627,917
1.10 Inclusive Education	27,316,527	7,145,951	34,462,478	1,015,134	35,477,612	35,046,131	30,290,248
1.20 Early Learning and Child Care	55,017	13,965	68,982	1,247	70,229	71,414	
1.30 English Language Learning	1,063,800	271,039	1,334,839	126,960	1,461,799	1,431,224	1,403,299
1.31 Indigenous Education	1,698,650	401,442	2,100,092	254,363	2,354,455	2,344,514	2,058,237
1.41 School Administration	12,627,916	2,885,319	15,513,235	729,836	16,243,071	16,295,916	15,627,179
1.61 Continuing Education	· · · · -		-	113,401	113,401	73,545	97,524
1.62 International and Out of Province Students	1,707,333	432,895	2,140,228	3,974,875	6,115,103	6,338,390	5,276,421
Total Function 1	109,750,544	28,719,685	138,470,229	10,514,874	148,985,103	151,443,276	139,399,474
4 District Administration							
4.11 Educational Administration	1,136,284	208,575	1,344,859	635,105	1,979,964	2,023,742	2,066,128
4.40 School District Governance	209,104	22,819	231,923	243,129	475,052	403,552	317,590
4.41 Business Administration	3,141,014	715,178	3,856,192	1,318,093	5,174,285	5,274,692	4,805,828
Total Function 4	4,486,402	946,572	5,432,974	2,196,327	7,629,301	7,701,986	7,189,546
5 Operations and Maintenance							
5.41 Operations and Maintenance Administration	288,812	66,211	355,023	676,034	1,031,057	833,732	921,075
5.50 Maintenance Operations	6,519,905	1,653,763	8,173,668	1,935,263	10,108,931	9,995,792	9,632,672
5.52 Maintenance of Grounds	735,367	203,048	938,415	335,392	1,273,807	1,416,089	1,346,045
5.56 Utilities	733,307	203,046	930,413	2,049,379	2,049,379	1,999,862	1,951,710
Total Function 5	7,544,084	1,923,022	9,467,106	4,996,068	14,463,174	14,245,475	13,851,502
Total Function 5		1,923,022	9,407,100	4,990,000	14,405,174	14,243,473	13,831,302
7 Transportation and Housing							
7.41 Transportation and Housing Administration	271,335	67,355	338,690	59,392	398,082	368,064	379,051
7.70 Student Transportation	2,124,495	540,273	2,664,768	875,932	3,540,700	3,753,408	3,621,268
Total Function 7	2,395,830	607,628	3,003,458	935,324	3,938,782	4,121,472	4,000,319
0.77.1.0							
9 Debt Services							
Total Function 9				-	-	-	-
Total Functions 1 - 9	124,176,860	32,196,907	156,373,767	18,642,593	175,016,360	177,512,209	164,440,841
		, , ,	, , -	, , , -	, , ,	, , ,	, ,-

Schedule 3 (Unaudited)

School District No. 62 (Sooke)

Schedule of Special Purpose Operations Year Ended June 30, 2025

	2025	2025	2024
	Budget	Actual	Actual
	(Note 20)		
	\$	\$	\$
Revenues			
Provincial Grants			
Ministry of Education and Child Care	33,940,090	33,220,692	29,363,084
Other	93,169	25,429	51,721
Federal Grants	27,995	49,393	30,516
Other Revenue	5,995,075	5,436,785	4,815,131
Investment Income	83,560	41,110	27,532
Total Revenue	40,139,889	38,773,409	34,287,984
Expenses			
Instruction	39,803,012	38,286,532	33,694,060
Operations and Maintenance	336,877	486,877	593,924
Total Expense	40,139,889	38,773,409	34,287,984
Special Purpose Surplus (Deficit) for the year		-	-
Total Special Purpose Surplus (Deficit) for the year		-	-
Special Purpose Surplus (Deficit), beginning of year		673,449	673,449
Special Purpose Surplus (Deficit), end of year	_ 	673,449	673,449
Special Purpose Surplus (Deficit), end of year			
Endowment Contributions		673,449	673,449
Total Special Purpose Surplus (Deficit), end of year		673,449	673,449

School District No. 62 (Sooke) Changes in Special Purpose Funds and Expense by Object Year Ended June 30, 2025

	Annual Facility Grant	Learning Improvement Fund	Scholarships and Bursaries	School Generated Funds	Strong Start	Ready, Set, Learn	OLEP	CommunityLINK	Classroom Enhancement Fund - Overhead
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year	-	-	43,560	805,836	3,652	31,706	-	111,438	-
Add: Restricted Grants									
Provincial Grants - Ministry of Education and Child Care Federal Grants	336,877	571,419			192,000	46,550	305,205	800,343	1,630,981
Other				4,142,079					
Investment Income			29,430					4,300	
	336,877	571,419	29,430	4,142,079	192,000	46,550	305,205	804,643	1,630,981
Less: Allocated to Revenue Recovered	336,877	571,419	33,619	4,061,896	195,652	50,842	305,205	806,665	1,630,981
Deferred Revenue, end of year	-	=	39,371	886,019	=	27,414	-	109,416	=
Revenues									
Provincial Grants - Ministry of Education and Child Care	336,877	571,419			195,652	50,842	305,205	802,365	1,630,981
Provincial Grants - Other	330,677	3/1,419			193,032	30,642	303,203	802,303	1,030,961
Federal Grants									
Other Revenue				4,061,896					
Investment Income			33,619	.,001,000				4,300	
	336,877	571,419	33,619	4,061,896	195,652	50,842	305,205	806,665	1,630,981
Expenses	,	, .	,-	,,	,		,	,	,,.
Salaries									
Teachers							45,155		
Principals and Vice Principals								50,144	
Educational Assistants		456,515						2,852	170,000
Support Staff				10,026	146,033	1,244		6,484	120,000
Other Professionals								190,083	
Substitutes				56,333		21,489	47,574	36,328	1,054,984
	-	456,515	-	66,359	146,033	22,733	92,729	285,891	1,344,984
Employee Benefits		114,904		526	44,533	4,802	20,326	65,384	285,997
Services and Supplies	336,877		33,619	3,995,011	5,086	23,307	192,150	455,390	
	336,877	571,419	33,619	4,061,896	195,652	50,842	305,205	806,665	1,630,981
Net Revenue (Expense) before Interfund Transfers		-	-	-	-	-	-	-	-
Interfund Transfers									
	-	-	-	-	-	-	-	-	-
Net Revenue (Expense)		-			-	-	-		

School District No. 62 (Sooke) Changes in Special Purpose Funds and Expense by Object Year Ended June 30, 2025

S S S S S S S S S S		Classroom Enhancement Fund - Staffing	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)	ECL (Early Care & Learning)
Add: Restricted Grants Provincial Grants - Ministry of Education and Child Care Federal Grants Other Investment Income 27,054,682 31,155 51,000 6,750 55,400 7,500 19,000 175,000 17		\$	Ψ	*		\$	Ψ	Ψ	\$	*
Provincial Grants - Ministry of Education and Child Care 27,054,682 31,155 51,000 6,750 55,400 19,000 175,000	Deferred Revenue, beginning of year	-	14,568	37,815	10,411	-	14,683	369,688	-	29,860
Provincial Grants - Ministry of Education and Child Care 27,054,682 31,155 51,000 6,750 55,400 19,000 175,000	Add: Restricted Grants									
Investment Income 27,054,682 31,155 51,000 6,750 55,400 7,500 - 19,000 175,000	Provincial Grants - Ministry of Education and Child Care	27,054,682	31,155	51,000	6,750	55,400			19,000	175,000
Comparison Com							7,500			
Less: Allocated to Revenue Recovered 26,947,718 32,363 60,175 5,722 26,547 13,157 354,183 16,979 195,476 Deferred Revenue, end of year 106,964 13,360 28,640 11,439 28,853 9,026 15,505 2,021 9,384 Revenues Provincial Grants - Ministry of Education and Child Care Provincial Grants - Other Federal Grants 26,947,718 32,363 60,175 5,722 26,547 354,183 16,979 195,476	investment income	27.054.682	31,155	51,000	6,750	55,400	7,500	_	19.000	175,000
Deferred Revenue, end of year 106,964 13,360 28,640 11,439 28,853 9,026 15,505 2,021 9,384 Revenues Provincial Grants - Ministry of Education and Child Care 26,947,718 32,363 60,175 5,722 26,547 354,183 16,979 195,476 Provincial Grants - Other Federal Grants Federal Grants 10,979 195,476 10,979 <td>Less: Allocated to Revenue</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>354,183</td> <td></td> <td></td>	Less: Allocated to Revenue							354,183		
Revenues Provincial Grants - Ministry of Education and Child Care 26,947,718 32,363 60,175 5,722 26,547 354,183 16,979 195,476 Provincial Grants - Other Federal Grants	Recovered									
Provincial Grants - Ministry of Education and Child Care 26,947,718 32,363 60,175 5,722 26,547 354,183 16,979 195,476 Provincial Grants - Other Federal Grants	Deferred Revenue, end of year	106,964	13,360	28,640	11,439	28,853	9,026	15,505	2,021	9,384
Provincial Grants - Ministry of Education and Child Care 26,947,718 32,363 60,175 5,722 26,547 354,183 16,979 195,476 Provincial Grants - Other Federal Grants	Davanuas									
	Provincial Grants - Ministry of Education and Child Care Provincial Grants - Other	26,947,718	32,363	60,175	5,722	26,547		354,183	16,979	195,476
							13,157			
Investment Income	Investment Income									
26,947,718 32,363 60,175 5,722 26,547 13,157 354,183 16,979 195,476		26,947,718	32,363	60,175	5,722	26,547	13,157	354,183	16,979	195,476
Expenses										
Salaries										44.400
Teachers 21,317,401 44,499 Principals and Vice Principals 118,663	Principals and Vice Principals	21,317,401								
Educational Assistants										
Support Staff 19,808						19,808				
Other Professionals 10,691 3,190 3,187 8,817				10.601	2 100		2.107		0.017	
Substitutes 10,691 3,190 3,187 8,817 21,317,401 - 10,691 3,190 19,808 3,187 - 8,817 163,162	Substitutes	21 217 401				10.000				162.162
Employee Benefits 5,630,317 2,135 710 5,729 550 1,577 32,314	Employee Denefits		-					-		,
Services and Supplies 32,363 47,349 1,822 1,010 9,420 354,183 6,585		3,030,317	32 363					354 183		32,314
26,947,718 32,363 60,175 5,722 26,547 13,157 354,183 16,979 195,476	Services and supplies	26,947,718								195,476
Net Revenue (Expense) before Interfund Transfers	Net Revenue (Expense) before Interfund Transfers		-	-	-	-	-	-	-	<u>-</u>
Interfund Transfers	Interfund Transfers									
		-	-	-	-	-	-	-	-	-
Net Revenue (Expense)	Net Revenue (Expense)			-		-		-		<u> </u>

School District No. 62 (Sooke) Changes in Special Purpose Funds and Expense by Object Year Ended June 30, 2025

	Feeding Futures Fund	Health Career Grants	Professional Learning Grant	National School Food Program	Nature K	Academies	Art Starts	Donations	Theaters
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year	468,106	5,000			4,953	417,560	6,019	55,351	17,608
Add: Restricted Grants Provincial Grants - Ministry of Education and Child Care Federal Grants	1,566,800		221,496	141,640					
Other						1,431,377	7,600	36,962	3,296
Investment Income	1.5((.900		221,496	141,640		1,431,377	7,600	6,789 43,751	3,296
Less: Allocated to Revenue	1,566,800	2,062		141,640	-				
Recovered	1,686,126	2,062	-	-	-	1,308,556	7,183	39,850	9,286
Deferred Revenue, end of year	348,780	2,938	221,496	141,640	4,953	540,381	6,436	59,252	11,618
Revenues Provincial Grants - Ministry of Education and Child Care Provincial Grants - Other Federal Grants	1,686,126	2,062							
Other Revenue						1,308,556	7,183	36,659	9,286
Investment Income							,	3,191	
	1,686,126	2,062	-	-	-	1,308,556	7,183	39,850	9,286
Expenses									
Salaries									
Teachers Principals and Vice Principals Educational Assistants						124,720 11,895			
Support Staff	191,884					43,041			669
Other Professionals	,					,			
Substitutes		445				5,709			
	191,884	445	-	-	-	185,365	-	-	669
Employee Benefits	42,765	97				50,236			32
Services and Supplies	1,451,477	1,520				1,072,955	7,183	39,850	8,585
	1,686,126	2,062	-	-	-	1,308,556	7,183	39,850	9,286
Net Revenue (Expense) before Interfund Transfers	-	-	-	-	-	-	-	-	-
Interfund Transfers									
	-	-	-	-	-	-	-	-	-
Net Revenue (Expense)		-					-		
· • •									

School District No. 62 (Sooke) Changes in Special Purpose Funds and Expense by Object Year Ended June 30, 2025

	Mentorship	Here 4	SUAP	ВС	VIHA Indigenous	
	Grant	Peers	Canada	CAISE	Food Systems	TOTAL
	\$	\$	\$	\$	\$	\$
Deferred Revenue, beginning of year	75,350	17,813	27,995	148	6	2,569,126
Add: Restricted Grants						
Provincial Grants - Ministry of Education and Child Care						33,206,298
Federal Grants			21,398			21,398
Other						5,628,814
Investment Income	2,800					43,319
	2,800	-	21,398	-	-	38,899,829
Less: Allocated to Revenue	9,423	16,000	49,393	48	6	38,773,409
Recovered				100		100
Deferred Revenue, end of year	68,727	1,813	-	-	-	2,695,446
Revenues						
Provincial Grants - Ministry of Education and Child Care						33,220,692
Provincial Grants - Other	9,423	16,000			6	25,429
Federal Grants			49,393			49,393
Other Revenue				48		5,436,785
Investment Income						41,110
	9,423	16,000	49,393	48	6	38,773,409
Expenses						
Salaries						
Teachers						21,531,775
Principals and Vice Principals Educational Assistants						180,702 629,367
Support Staff Other Professionals						539,189 190,083
Substitutes			10,817			1,259,564
Substitutes			10,817			24,330,680
Employee Benefits	-	_	2,032	_	_	6,304,966
Services and Supplies	9,423	16,000	36,544	48	6	8,137,763
Services and Supplies	9,423	16,000	49,393	48	6	38,773,409
Net Revenue (Expense) before Interfund Transfers					-	
Net Revenue (Expense) before interfana Transfers		-		<u> </u>		
Interfund Transfers						
	=	-	-	-	-	-
Net Revenue (Expense)	-	-	-	-	-	-

Schedule 4 (Unaudited)

School District No. 62 (Sooke)

Schedule of Capital Operations Year Ended June 30, 2025

2025	2025 Actual		2024	
			Fund	Actual
•	0			1100001
\$	\$	\$	\$	\$
26,482,717	22,094,532		22,094,532	1,265,385
	4,524,000		4,524,000	
12,025,057	12,050,098		12,050,098	11,164,464
61,477	61,477		61,477	61,477
38,569,251	38,730,107	-	38,730,107	12,491,326
1,137,170	1,237,193		1,237,193	1,068,148
11,982,072	11,988,681		11,988,681	11,290,351
1,008,226	1,051,187		1,051,187	814,419
	(2,216,446)		(2,216,446)	
14,127,468	12,060,615	-	12,060,615	13,172,918
24,441,783	26,669,492		26,669,492	(681,592)
	272,039		272,039	224,461
1,230,000	164,710		164,710	1,117,566
300,000		300,000	300,000	350,000
1,530,000	436,749	300,000	736,749	1,692,027
1	300,000	(300,000)	_	
	300,000	(300,000)	-	
25,971,783	27,406,241	-	27,406,241	1,010,435
	129,989,898		129,989,898	128,979,463
	26,482,717 12,025,057 61,477 38,569,251 1,137,170 11,982,072 1,008,226 14,127,468 24,441,783 1,230,000 300,000 1,530,000	Budget (Note 20) Invested in Tangible Capital Assets \$ \$ 26,482,717 22,094,532 4,524,000 12,025,057 12,050,098 61,477 61,477 38,569,251 38,569,251 38,730,107 11,137,170 1,237,193 11,988,681 1,008,226 1,051,187 (2,216,446) 12,060,615 12,060,615 24,441,783 26,669,492 2 24,441,783 26,669,492 164,710 300,000 1,530,000 436,749 al 300,000 300,000 300,000 25,971,783 27,406,241	Budget (Note 20) Invested in Tangible Capital Assets Local Capital \$ \$ \$ 26,482,717 22,094,532 4,524,000 12,025,057 12,050,098 61,477 61,477 38,569,251 38,730,107 12,050,098 61,477 1,037,193 11,982,072 11,988,681 1,008,226 1,051,187 (2,216,446) 14,127,468 12,060,615 - 14,127,468 12,060,615 - 24,441,783 26,669,492 - 272,039 1,230,000 1,530,000 300,000 1,530,000 436,749 300,000 300,000 300,000 300,000 300,000 300,000 300,000 300,000 25,971,783 27,406,241 -	Budget Invested in Tangible Capital Assets S S

School District No. 62 (Sooke)

Tangible Capital Assets Year Ended June 30, 2025

			Furniture and		Computer	Computer	
	Sites	Buildings	Equipment	Vehicles	Software	Hardware	Total
	\$	\$	\$	\$	\$	\$	\$
Cost, beginning of year	120,244,090	384,925,412	24,425,710	9,613,820	-	66,561	539,275,593
Changes for the Year							
Increase:							
Purchases from:							
Deferred Capital Revenue - Bylaw	20,918,816			1,809,239			22,728,055
Deferred Capital Revenue - Other	4,524,000			673,572			5,197,572
Operating Fund				185,652		86,387	272,039
Transferred from Work in Progress		28,219,971	2,851,902				31,071,873
	25,442,816	28,219,971	2,851,902	2,668,463	-	86,387	59,269,539
Decrease:	<u> </u>						
Deemed Disposals			42,472	872,365			914,837
Asset Retirement Obligation Revaluation		2,223,435					2,223,435
	-	2,223,435	42,472	872,365	-	-	3,138,272
Cost, end of year	145,686,906	410,921,948	27,235,140	11,409,918	-	152,948	595,406,860
Work in Progress, end of year		43,134,497	399,288				43,533,785
Cost and Work in Progress, end of year	145,686,906	454,056,445	27,634,428	11,409,918	-	152,948	638,940,645
Accumulated Amortization, beginning of year Changes for the Year		136,560,095	10,576,987	3,377,430	-	30,714	150,545,226
Increase: Amortization for the Year		9,383,688	2,583,042	1,051,187		21,951	13,039,868
Decrease:							
Deemed Disposals			42,472	872,365			914,837
Asset Retirement Obligation Revaluation		2,216,446					2,216,446
		2,216,446	42,472	872,365	-	=	3,131,283
Accumulated Amortization, end of year	=	143,727,337	13,117,557	3,556,252	-	52,665	160,453,811
Tangible Capital Assets - Net	145,686,906	310,329,108	14,516,871	7,853,666	-	100,283	478,486,834

Schedule 4B (Unaudited)

School District No. 62 (Sooke)

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	35,371,653	149,733	-	-	35,521,386
Changes for the Year					
Increase:					
Deferred Capital Revenue - Bylaw	34,444,348	2,825,899			37,270,247
Deferred Capital Revenue - Other	1,195,098	154,217			1,349,315
Operating Fund	43,369	121,341			164,710
Local Capital	300,000				300,000
•	35,982,815	3,101,457	-	-	39,084,272
Decrease:					
Transferred to Tangible Capital Assets	28,219,971	2,851,902			31,071,873
	28,219,971	2,851,902	-	-	31,071,873
Net Changes for the Year	7,762,844	249,555	-	-	8,012,399
Work in Progress, end of year	43,134,497	399,288	-	-	43,533,785

Schedule 4C (Unaudited)

School District No. 62 (Sooke)

Deferred Capital Revenue Year Ended June 30, 2025

	Bylaw Capital	Other Provincial	Other Capital	Total Capital
	\$	\$	\$	\$
Deferred Capital Revenue, beginning of year	230,751,663	18,279,709	5,437,116	254,468,488
Changes for the Year				
Increase:				
Transferred from Deferred Revenue - Capital Additions	1,809,239		673,572	2,482,811
Transferred from Work in Progress	25,715,906	5,102,579	88,678	30,907,163
	27,525,145	5,102,579	762,250	33,389,974
Decrease:				
Amortization of Deferred Capital Revenue	10,639,719	889,846	520,533	12,050,098
Amortization of Deferred Capital Revenue - for long term lease	61,477			61,477
	10,701,196	889,846	520,533	12,111,575
Net Changes for the Year	16,823,949	4,212,733	241,717	21,278,399
Deferred Capital Revenue, end of year	247,575,612	22,492,442	5,678,833	275,746,887
Work in Progress, beginning of year	30,229,066	4,592,321	-	34,821,387
Changes for the Year Increase				
Transferred from Deferred Revenue - Work in Progress	37,270,247	1,260,637	88,678	38,619,562
9	37,270,247	1,260,637	88,678	38,619,562
Decrease				
Transferred to Deferred Capital Revenue	25,715,906	5,102,579	88,678	30,907,163
•	25,715,906	5,102,579	88,678	30,907,163
Net Changes for the Year	11,554,341	(3,841,942)	-	7,712,399
Work in Progress, end of year	41,783,407	750,379	-	42,533,786
Total Deferred Capital Revenue, end of year	289,359,019	23,242,821	5,678,833	318,280,673

School District No. 62 (Sooke)

Changes in Unspent Deferred Capital Revenue Year Ended June 30, 2025

	Bylaw	MECC Restricted	Other Provincial	Land	Other	
	Capital	Capital	Capital	Capital	Capital	Total
Balance, beginning of year	\$ 4,370,742	\$ 492,709	\$ -	\$ 5,157,994	\$ -	\$ 10,021,445
Changes for the Year						
Increase:						
Provincial Grants - Ministry of Education and Child Care	56,944,685					56,944,685
Provincial Grants - Other	,,		7,188,978			7,188,978
Other			.,,.	1,901,060	762,250	2,663,310
Investment Income		18,613		, , , , , , , , , , , , , , , , , , , ,	,	18,613
Transfer project surplus to MECC Restricted (from) Bylaw	(18,690)	18,690				
1 3 1	56,925,995	37,303	7,188,978	1,901,060	762,250	66,815,586
Decrease:					•	
Transferred to DCR - Capital Additions	1,809,239				673,572	2,482,811
Transferred to DCR - Work in Progress	37,270,247		1,260,637		88,678	38,619,562
Transferred to Revenue - Site Purchases	20,918,816			4,524,000		25,442,816
Transferred to Revenue - Expensed Costs	1,175,716					1,175,716
	61,174,018	-	1,260,637	4,524,000	762,250	67,720,905
Net Changes for the Year	(4,248,023)	37,303	5,928,341	(2,622,940)		(905,319)
Balance, end of year	122,719	530,012	5,928,341	2,535,054	-	9,116,126

School District Statement of Financial Information (SOFI)

School District No. 62 (Sooke)

Fiscal Year Ended June 30, 2025

SCHEDULE OF DEBT

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

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

School District Statement of Financial Information (SOFI)

School District No. 62 (Sooke)

Fiscal Year Ended June 30, 2025

SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS

School District No.62 (Sooke) has not given any guarantee or indemnity under the Guarantees and Indemnities Regulation.

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

SCHOOL DISTRICT NO. 62 (SOOKE) FISCAL YEAR ENDED JUNE 30, 2025

SCHEDULE OF REMUNERATION AND EXPENSES

NAME	POSITION		REMUNERATION		EXPENSE
BEATON, CENDRA	TRUSTEE	\$	24,058	\$	6,318
CHIPPS, A. E. RUSSELL	TRUSTEE	Ψ	22,527	Ÿ	-
DOWHY, AMANDA	CHAIR		25,073		2,020
LERVOLD, CHRISTINA	VICE CHAIR		22,844		2,830
LOGINS, EBONY	TRUSTEE		22,527		-
SPILLER, E GERTRUDE	TRUSTEE		22,527		4,469
WATSON, ALLISON	TRUSTEE		23,100		660
TOTAL ELECTED OFFICIALS		\$	162,655	\$	16,296
ABELL, KATRINA	VICE PRINCIPAL		142,417		_
ADAIR, JAMIE	SAFE SCHOOLS COORDINATOR		111,432		9,210
ADAMEK, CYNTHIA	TEACHER		86,214		308
ADAMS, SARAH	TEACHER		96,722		41
ADSETT, CAITLIN	TEACHER		93,364		630
AGNEW, SUZANNE	TEACHER		94,622		030
ALGAR, TROY	TEACHER		102,512		- 29
ALLEN, ASHLEIGH	TEACHER		112,285		-
ALLEN, BRANDI	TEACHER		89,638		660
AMBRIZ-GOMEZ, MANON	TEACHER		91,948		000
AMBROSE, NATHAN	TEACHER		102,949		243
ANDERSEN, LEANN	TEACHER		107,835		243
					-
ANDERSON, DANICA	TEACHER		90,194		-
ANDREW DALLA	TEACHER		109,736		-
ANDREW, PAULA	TEACHER		112,179		-
APTED, ASHLEY	TEACHER		102,552		-
ARCHIBALD, STEN NICHOLAS	TEACHER		86,782		- E 124
ARNOT, KERRY LYN	PRINCIPAL		158,068		5,124
ARNOTT, NOELLE	TEACHER		109,236		- 946
ARSENAULT, MARIANNE	TEACHER		112,770		846
ARTS, SANDRA	TEACHER		102,872		15
AUGELLO MARNIE	MANAGER LABOUR RELATIONS		129,258		94
AUGELLO, MARNIE	TEACHER		87,549		-
BAAS, SARAH	TEACHER		113,863		-
BADIO, FRANTZY	TEACHER		92,270		-
BAILEY, FRANCES	TEACHER		81,252		31
BAKER, JESSIE	TEACHER		86,480		-
BAKER, JOHN	TEACHER		82,845		-
BALL JANGE	TEACHER		112,245		-
BALL, JAMIE	TEACHER		78,798		-
BANISTER, ROSS	TEACHER		102,518		246
BANMAN, NICOLE	TEACHER		87,958		-
BARBOUR, TEBETH	TEACHER		112,179		59
BARKER, MATTHEW	TEACHER		102,539		-
BARKWILL, RAY	TEACHER		102,558		-
BARNES, LAURA	TEACHER		104,035		-
BARRICK, CHAD	TEACHER		113,400		347
BARRIE, MARK	TEACHER		112,286		-
BARTELS, HAYDEN	TEACHER		96,069		-
BARTON, ALISON	TEACHER		82,336		481
BASRA, JESSICA	TEACHER		100,498		-

BATTISTONI, ANDREA	TEACHER	112,194	31
BEADALL, BALWINDER	DISTRICT PRINCIPAL	127,639	-
BEATTIE, DANIEL	TEACHER	109,489	123
BEATTIE, KYLA	TEACHER	102,476	_
BECKING, MANDI	VICE PRINCIPAL	138,715	356
BEDARD, GLENN	VICE PRINCIPAL	142,417	-
BELANGER, FRANCK	TEACHER	, 87,524	_
BELANGER-BORYSIAK, JENNY-LYNN	TEACHER	86,577	-
BELCHOS, EMILY	TEACHER	75,167	-
BELL, ELIZABETH KARA	TEACHER	109,209	-
BELL, LARA	TEACHER	111,814	76
BELOIN, SHARON	DISTRICT PRINCIPAL	149,124	1,621
BENDALL, DANIEL	TEACHER	102,406	· -
BENDALL, PAUL	TEACHER	113,729	-
BENDER, STEPHANIE L.	PSYCHOLOGIST - EXEMPT	110,011	2,830
BENNETT, TAMMY	TEACHER	109,636	- -
BENOIT, COLIN	TEACHER	80,372	-
BENTLEY, KAREN	PSYCHOLOGIST - EXEMPT	110,011	4,932
BERENYI, CYNTHIA	TEACHER	108,708	51
BERG, JASON	FLEET VEHICLE MECHANIC	80,310	2,537
BERGMAN, ERIN	TEACHER	87,107	-
BERLANDO, EDWARD	TEACHER	103,330	-
BERNARD, TAMMY	TEACHER	88,068	-
BERNHARDT, ANNE	TEACHER	110,508	697
BERRY, ADELLE	TEACHER	82,478	658
BERTEAU, ARIANNE	TEACHER	104,635	-
BEVAN, MICHELLE	TEACHER	112,179	17
BEYEA, JENNIFER	TEACHER	111,088	494
BEZEAU, ROWAN	TEACHER	103,013	159
BEZUIDENHOUT, CLAIRE	TEACHER	75,103	234
BILOUS, LEANNE	TEACHER	112,312	63
BIRD, BRECHAN	TEACHER	80,543	-
BIRTWISTLE, CAMILLA	TEACHER	101,181	260
BISHOP, JASON	TEACHER	114,106	470
BLACK, AMANDA	TEACHER	113,091	35
BLACOE, KYLA	TEACHER	81,162	-
BLAKE, NISKE	TEACHER	105,276	-
BLOCK, PAUL	SUPERINTENDENT	294,801	22,880
BLOUIN, REBECCA	TEACHER	112,644	-
BLOW, MARDI C	TEACHER	84,460	-
BOBBITT, MICHAEL	PRINCIPAL	165,233	5,228
BOLLENBACH, CHRISTINE	HOMESTAY COORDINATOR	77,463	206
BOND, MICHELLE	TEACHER	112,047	32
BONDURANT, MEGAN	TEACHER	113,729	246
BONSDORF, BARBARA	TEACHER	102,406	-
BOOTH, DAVID	TEACHER	109,729	-
BOOTH, SABRINA	TEACHER	102,458	227
BOOTH, THERESA	TEACHER	85,366	-
BOUCHARD, DANIELLE	TEACHER	102,406	-
BOURKE, CHRISTY	TEACHER	109,783	-
BOURNE, SHERRI	SERVICE DESK ANALYST 1	75,816	89
BOUSKA, GILLIAN	TEACHER	103,958	222
BOUVIER, CHERISE	TEACHER	104,128	371
BOWEN, MADELYN	TEACHER	85,344	-
BOWEN, REBECCA	TEACHER	87,059	17
BOWINS, ASHLEIGH	TEACHER	109,743	-
BOYD, NATALIE	TEACHER	85,185	40
BOYTE, KELLY	TEACHER	101,918	-

BRADY, ELLIOT	TEACHER	109,489	563
BRAJCICH, DEANNA	TEACHER	112,008	-
BRANIFF, MONICA	DEPUTY SUPERINTENDENT	228,581	15,093
BRICK, JOUELLE	TEACHER	98,793	217
BRIDAL, GRANIA	VICE PRINCIPAL	138,715	4,129
BRIGHT, BRONWYN	TEACHER	112,271	-
BRINSTON, ADRIENNE	TEACHER	87,062	_
BROOKS, JANINE	DISTRICT PRINCIPAL	87,656	_
BROWN, BLAKE	TEACHER	102,543	_
BROWN, DARREN	TEACHER	112,259	_
BROWN, IAN	TEACHER	102,409	48
BROWN, TAMI	TEACHER	96,744	-
BRYAN, ROBERT	TEACHER	112,245	_
BRYANT, KRISTI	TEACHER	77,343	_
BUCKLEY, BRENDAN	TEACHER	109,743	_
BUECKERT, LORRAIN	TEACHER	82,430	_
BURCHARD, C. PAUL	TEACHER	75,754	_
BUREAU, JENNIFER	TEACHER	81,163	_
BURGESS, MARC	TEACHER	121,563	_
BURROWS, LISA	TEACHER	112,418	_
BURSEY, ELAINE	TEACHER	111,153	_
BUTTE, ERIN	TEACHER	109,769	_
BUTTON, SEBASTIEN	TEACHER	107,802	401
BUXCEY, ASHLYN	TEACHER	85,316	312
CAMPBELL, HEATHER	DIGITAL ASSET MGMT ANALYST	76,741	1,181
CAMPBELL, TIFFANY	TEACHER	123,517	478
CAPRETTA, GINA	TEACHER	112,774	436
CARLSON, SYLVIA	SENIOR MID/SEC ADM. ASSISTANT	79,039	-
CARR, JONATHAN	DISTRICT PRINCIPAL	166,432	12,863
CARTER, DEBBIE	TEACHER	97,916	156
CARTER, MICHELLE	TEACHER	89,704	86
CARYK, STEVEN	TEACHER	109,183	-
CASAVANT, JENNIFER	PSYCHOLOGIST - TEACHER	112,179	2,991
CAUTHERS, ANGELA	TEACHER	79,779	-
CAVE, STEPHANIE	TEACHER	116,641	942
CHALMERS, AMANDA	TEACHER	112,179	-
CHAN, JASON	TEACHER	112,179	_
CHAN, TANIS	TEACHER	97,882	_
CHECKLEY, SARA	TEACHER	97,491	158
CHEESEMAN, AMANDA-BROOKE	TEACHER	100,377	-
CHERRY, KATHLEEN	PSYCHOLOGIST - TEACHER	111,606	1,810
CHIA, CHRISTY	TEACHER	111,315	1,010
CHISLETT, LAUREN	TEACHER	112,179	_
CHONG, SYLVIA	TEACHER	108,622	_
CHOW, MICHELLE	TEACHER	112,179	_
CHOY-HALO, AJA	TEACHER	81,794	235
CHRIST-ROWLING, DAYNA	TEACHER	112,232	50
CHUMBER, ALYSHA	TEACHER	76,414	-
CLARK, DAVID	TEACHER	109,869	54
CLARK, REBECCA	TEACHER	97,068	57
CLARKE, C.BETSY	TEACHER	101,715	37
	VICE PRINCIPAL		2,545
CLARKE, GEMMA		138,715 111,686	2,345
CLARKE, JENNIFER	TEACHER TEACHER	111,686 109,636	1 5/12
CLARKE, YVONNE	TEACHER	109,636 112,412	1,543
CLEGG, JAMIE	TEACHER	112,412 81 215	-
CLEMENT, ZOE	TEACHER	81,215 114 914	- 170
COATES, SUSAN		114,914 08 515	179 200
COBB, KIMBERLY	TEACHER	98,515	200

COHEN, ABBREL TEACHER 100,2406 30 CONTINI, CASSIDY TEACHER 102,406 30 CONSTABLE, TAWAY TEACHER 109,764 90 CONSTABLE, THOM TEACHER 109,764 90 CONSTABLE, THOM TEACHER 109,764 90 COOK, SEUR TEACHER 81,135 COOK, CODY TEACHER 82,611 1,020 COOK, GOOK TEACHER 86,334 83 COOK, BURT TEACHER 100,499 COOK, ROSIANKE TEACHER 100,501 COOK, ROSIANKE TEACHER 100,501 COOK, ROSIANKE TEACHER 110,234 43 COOK, ROSIANKE TEACHER 100,501 COOK, ROSIANKE TEACHER 110,231 COOK, ROSIANKE TEACHER 110,234 CON, KRISTIA TEACHER 100,501 CONSENTINE, LINEGA TEACHER 110,234 </th <th>COBB, RANDY</th> <th>TRANSPORTATION MANAGER</th> <th>119,607</th> <th>3,338</th>	COBB, RANDY	TRANSPORTATION MANAGER	119,607	3,338
CONINIA CASSIDY TEACHER 19,364	COHEN, GABRIEL	TEACHER	100,824	-
CONSTABLE, TANYA TEACHER 109,764 90 COOK, SAHUE N TEACHER 81,135 - COOK, CODY TEACHER 84,261 1,202 COOK, CRONE TEACHER 86,334 83 COOK, ROBERT TEACHER 102,459 - COOK, ROBERT TEACHER 102,459 - COOK, ROBERT TEACHER 102,601 - COOK, ROSANNE TEACHER 102,601 - CORNELL, KEEGAN TEACHER 113,730 - COSK, KINSTIN CUSTODIAL FOREPERSON 79,263 - COSK, KINSTIN CUSTODIAL FOREPERSON 79,263 - CRAVEN, LANDON TEACHER 113,730 - CROK, KINSTIN TEACHER 112,554 79 CRIGHTON, REBECKA TEACHER 11,576 - CROEKET, JESSICA TEACHER 11,083 34 CROP, JUND TEACHER 110,461 - CROFI, LISTEPHANIE TEACHER 110,451 - <td>COLTON, LAURA</td> <td>TEACHER</td> <td>102,406</td> <td>30</td>	COLTON, LAURA	TEACHER	102,406	30
CONTABLE, THOM TEACHER 10.9/64 90 COOK, ASHLEN TEACHER 81.315 - COOK, CODY TEACHER 88,261 1,202 COOK, CODY TEACHER 86,334 8.8 COOK, ROSANRE TEACHER 100,249 3 COOK, ROSANRE TEACHER 110,234 345 CORMIER, RASITA TEACHER 102,001 - CORNELL, KEEGAN TEACHER 92,351 - COSSENTINE, LINDA TEACHER 113,730 - COX, KRISTIN CUSTODIAL FOREPERSON 79,263 - CRAVEN, LANDON TEACHER 112,954 79 CRAVEN, LANDON TEACHER 112,954 79 CRAVEN, LANDON TEACHER 113,370 - CRAVER, LANDON TEACHER 113,370 - CRAVEN, LANDON TEACHER 112,954 79 CRISHON, REBECKA TEACHER 113,370 621 CROW, LANCE TEACHER 113,370 621	CONKIN, CASSIDY	TEACHER	98,657	179
COOK, ASHUEN TEACHER 84,261 1,20C COOK, LENORE TEACHER 86,334 83 COOK, ROBERT TEACHER 102,459 COOK, ROSANNE TEACHER 102,459 COOK, ROSANNE TEACHER 102,601 CORNELL, KEGAN TEACHER 102,601 COSK, KIRSTIN TEACHER 113,730 COX, KIRSTIN CUSTODIAL FOREPERSON 79,263 COX, KIRSTIN CUSTODIAL FOREPERSON 79,263 CRAGA, ALYSA TEACHER 82,845 CRAGI, LANDON TEACHER 81,576 CROKETT, ISSICA TEACHER 81,576 CROCKETT, ISSICA TEACHER 133,070 621 CROFL, L. STEPHANIE TEACHER 133,070 621 CROFL, L. STEPHANIE TEACHER 133,070 621 CROFL, L. STEPHANIE TEACHER 130,070 621 CROFL, L. STEPHANIE TEACHER <	CONSTABLE, TANYA	TEACHER	109,364	-
CODK, CODY TEACHER 84,261 1,202 CODK, ROBRET TEACHER 86,334 83 CODK, ROBERT TEACHER 102,459 - CODK, ROSANNE TEACHER 110,261 - CORMIER, RISTA TEACHER 102,0501 - CORNELL, KEEGAN TEACHER 92,2351 - COSSENTINE, LINDO TEACHER 113,730 - COK, KRISTIN CUSTODIAL FOREPERSON 79,263 - CRAGE, ALYSSA TEACHER 112,954 79 CRAGERI, LANDON TEACHER 112,954 79 CRAVEN, LANDON TEACHER 81,908 34 CRISCHTON, REBECKA TEACHER 106,322 - CROCKETT, JESSICA TEACHER 106,322 - CROCKETT, JESSICA TEACHER 110,461 - CROCK, FILMOTHY TEACHER 110,461 - CROFT, L. STEPHANIE TEACHER 110,461 - CROFT, L. STEPHANIE TEACHER 109,336	CONSTABLE, THOM	TEACHER	109,764	90
CODK, ROBERT TEACHER 83,344 83 COOK, ROSANNE TEACHER 102,499 - COOK, ROSANNE TEACHER 110,234 345 CORMEIL, KEGAN TEACHER 102,601 - COSSENTINE, INDA TEACHER 113,730 - COSK, RISTIN CUSTODIAL FOREPERSON 79,263 - COKA, RISTIN CUSTODIAL FOREPERSON 179,263 - CRAIG, ALYSSA TEACHER 112,954 79 CRAIG, ALYSSA TEACHER 112,954 79 CRIGHTON, REBECKA TEACHER 81,908 34 CRIGHTON, REBECKA TEACHER 110,932 - CROCKETT, LISTENHAIR TEACHER 133,070 621 CROCKETT, LISTENHAIR TEACHER 110,461 - CROFT, TIMOTHY TEACHER 112,179 - CROFT, TIMOTHY TEACHER 110,461 - CROFT, TIMOTHY TEACHER 110,461 - CROFTIAL, STEPHAIR 122,123 -	COOK, ASHLIE N	TEACHER	81,135	-
COOK, ROBERT TEACHER 110,234 345 COOK, ROSANNE TEACHER 110,2601 CORMIER, RRISTA TEACHER 102,601 CORNELL, KEGGAN TEACHER 113,730 COSSENTINE, LINDA TEACHER 113,730 COX, KRISTIN CUSTODIAL FOREPERSON 79,263 CRAKEN, LANDON TEACHER 81,908 34 CRAYEN, LANDON TEACHER 81,908 34 CRISP, JULIA TEACHER 112,954 79 CROCKETT, JESSICA TEACHER 113,907 621 CROCKETT, JESSICA TEACHER 110,461 CROFT, L. STEPHANIE TEACHER 110,461 CROCKETT, JESSICA TEACHER 110,461 CROFTON, DEMOTT TEACHER 110,461 CROFTON, DEMOTT TEACHER 110,499 2,714 CROWLI, ANDLO SECRETARY TEASURER 114,980 CRULL, PRANDALD SECRETARY TE	COOK, CODY	TEACHER	84,261	1,202
COOK, ROSANNE TEACHER 110,246 345 CORMIER, KRISTA TEACHER 102,601 - CORNELI, KEGAN TEACHER 92,351 - COSSENTINE, LINDA TEACHER 113,730 - COX, KRISTIN CUSTODIAL FOREPERSON 79,263 - CRAGA, AUYSA TEACHER 112,954 79 CRAIG, AUYSA TEACHER 112,954 79 CRIOTHO, REBECKA TEACHER 110,832 - CROCKETT, ESSICA TEACHER 110,832 - CROCKETT, ESSICA TEACHER 110,661 - CROCKETT, ESSICA TEACHER 110,461 - CROFT, LISTEPHANIE TEACHER 112,179 - CROFT, LISTEPHANIE TEACHER 11	COOK, LENORE	TEACHER	86,334	83
COOK, ROSANNE TEACHER 110,234 345 CORMER, KRISTA TEACHER 102,601 - CORNELI, KEGAN TEACHER 92,351 - COSKENTINE, LINDA TEACHER 113,730 - COX, KINSTIN CUSTODIAL FOREPERSON 79,263 - CRAGA, ALYSSA TEACHER 12,984 79 CRAGE, LANDON TEACHER 11,998 34 CROFL, LANDON TEACHER 113,576 - CROCKETT, JESSICA TEACHER 110,461 - CROFL, LATEPHANIE TEACHER 110,461	COOK, ROBERT	TEACHER	102,459	-
CONDELL, KEEGAN TEACHER 92,351 - COSSENTINE, LINDA TEACHER 113,730 - COSSENTINE, LINDA TEACHER 113,730 - CRAIG, ALYSSA TEACHER 82,845 - CRAVEN, LANDON TEACHER 112,954 79 CRIGHTON, REBECKA TEACHER 81,908 34 CRISP, JULIA TEACHER 108,322 - CROCKETT, ESSICA TEACHER 133,070 621 CROFT, INDOTHY TEACHER 133,070 621 CROFT, TIMOTHY TEACHER 112,179 - CROFT, TIMOTHY TEACHER 192,555 57 CROW, JANICE TEACHER 199,356 113 CUL, LARCIUL SECRETARY TREASURER 114,499 2,71 CULVER, AMANDA TEACHER 199,356 13 CULVER, AMANDA TEACHER 80,947 - CUMIL, MAGARET TEACHER 19,74 - DAILE, JENNIFER VICERTINGER 19,61	COOK, ROSANNE	TEACHER	110,234	345
COSSENTINE, LINDA TEACHER 113,730 - CRA, KRISTIN CUSTODIAL FOREPERSON 79,263 - CRAVEN, LANDON TEACHER 112,954 79 CRIGHTON, REBECKA TEACHER 81,956 - CRIGHTON, REBECKA TEACHER 81,576 - CROFE, JULIA TEACHER 108,322 - CROCKET, JESSICA TEACHER 108,322 - CROFI, L. STEPHANIE TEACHER 108,322 - CROFT, IMOTHY TEACHER 110,461 - CROFT, IMOTHY TEACHER 110,461 - CROFTON, DEMOTT TEACHER 109,336 113 CROW, JANICE TEACHER 109,336 113 CROW, JANICE TEACHER 109,336 113 CULL, HAROLD SECRETARY TREASURER 114,499 2,714 CULL, HAROLD TEACHER 109,336 113 CULL, HAROLD TEACHER 109,777 - CULMINIS, LAURA TEACHER 109,777 </td <td>CORMIER, KRISTA</td> <td>TEACHER</td> <td>102,601</td> <td>-</td>	CORMIER, KRISTA	TEACHER	102,601	-
COSSENTINE, LINDA TEACHER 113,730 - CRA, KRISTIN CUSTODIAL FOREPERSON 79,263 - CRAVEN, LANDON TEACHER 112,954 79 CRIGHTON, REBECKA TEACHER 81,956 - CRIGHTON, REBECKA TEACHER 81,576 - CROFE, JULIA TEACHER 108,322 - CROCKET, JESSICA TEACHER 108,322 - CROFI, L. STEPHANIE TEACHER 108,322 - CROFT, IMOTHY TEACHER 110,461 - CROFT, IMOTHY TEACHER 110,461 - CROFTON, DEMOTT TEACHER 109,336 113 CROW, JANICE TEACHER 109,336 113 CROW, JANICE TEACHER 109,336 113 CULL, HAROLD SECRETARY TREASURER 114,499 2,714 CULL, HAROLD TEACHER 109,336 113 CULL, HAROLD TEACHER 109,777 - CULMINIS, LAURA TEACHER 109,777 </td <td>CORNELL, KEEGAN</td> <td>TEACHER</td> <td>92,351</td> <td>-</td>	CORNELL, KEEGAN	TEACHER	92,351	-
CRAIGA, ALYSSA TEACHER 82,845 - CRAVEN, LANDON TEACHER 112,954 79 CRIGHTON, REBECKA TEACHER 81,908 34 CRISPI, JULIA TEACHER 81,576 - CROCKET, JESSICA TEACHER 103,322 - CROFT, L STEPHANIE TEACHER 110,461 - CROFT, L STEPHANIE TEACHER 110,461 - CROFTON, DERMOTT TEACHER 110,461 - CROFTON, DERMOTT TEACHER 110,461 - CROMBIE, RENEE TEACHER 110,9336 113 CUUL, JARACIO SECRETARY TREASURER 114,980 - CULL, JARACIO SECRETARY TREASURER 114,980 - CUMMINS, LAURA TEACHER 109,777 - CULL, HARCIO TEACHER 109,777 - CULL, HARCIO TEACHER 135,577 - CULLIN, MARCIART TEACHER 109,777 - DAILEY, JENNIFER VICE PRINCIPAL <th< td=""><td>COSSENTINE, LINDA</td><td>TEACHER</td><td>113,730</td><td>-</td></th<>	COSSENTINE, LINDA	TEACHER	113,730	-
CRAIGA, ALYSSA TEACHER 82,845 - CRAVEN, LANDON TEACHER 112,954 79 CRIGHTON, REBECKA TEACHER 81,908 34 CRISPI, JULIA TEACHER 81,576 - CROCKET, JESSICA TEACHER 103,322 - CROFT, L STEPHANIE TEACHER 110,461 - CROFT, L STEPHANIE TEACHER 110,461 - CROFTON, DERMOTT TEACHER 110,461 - CROFTON, DERMOTT TEACHER 110,461 - CROMBIE, RENEE TEACHER 110,9336 113 CUUL, JARACIO SECRETARY TREASURER 114,980 - CULL, JARACIO SECRETARY TREASURER 114,980 - CUMMINS, LAURA TEACHER 109,777 - CULL, HARCIO TEACHER 109,777 - CULL, HARCIO TEACHER 135,577 - CULLIN, MARCIART TEACHER 109,777 - DAILEY, JENNIFER VICE PRINCIPAL <th< td=""><td></td><td>CUSTODIAL FOREPERSON</td><td></td><td>-</td></th<>		CUSTODIAL FOREPERSON		-
CRAVEN, LANDON TEACHER 112,954 79 CRIGHTON, REBECKA TEACHER 81,506 - CROCKERT, JESSICA TEACHER 108,322 - CROCKERT, JESSICA TEACHER 133,070 621 CROFT, LINDTHY TEACHER 110,461 - CROFT, TIMOTHY TEACHER 110,461 - CROFT, CROMBIR, RENEE TEACHER 199,585 57 CROMIS, RENEE TEACHER 109,336 113 CULVER, AMANDA TEACHER 114,499 2,714 CUMINIS, LAURA TEACHER 109,336 1 CUMRIS, MARGARET TEACHER 109,777 - CUMRIS, MARGARET TEACHER 109,777 - DAILE, JENNIFER VICE PRINCIPAL 138,577 - DAILES, E. VICTOR TEACHER 102,718 136 DAILES, E. VICTOR TEACHER 102,418 17 DAVES, E. NOBE TEACHER 102,418 12 DAVISIA, S. VICTOR TEACHER		TEACHER		-
CRIGHTON, REBECKA TEACHER 81,908 34 CRISP, JULIA TEACHER 81,576 - CROCKET, JESSICA TEACHER 108,322 - CROFT, L. STEPHANIE TEACHER 113,070 621 CROFT, L. STEPHANIE TEACHER 110,461 - CROFTON, DERMOTT TEACHER 110,179 - CROWAL, RANGE TEACHER 199,585 57 CROW, JAINICE TEACHER 109,336 113 CULL HAROLD SECRETARY TEASURER 114,499 2,714 CULVER, AMANDA TEACHER 109,777 - CULVER, AMANDA TEACHER 109,777 - DAHL, MADSION TEACHER 112,489 71 DAHLEY, JENNIFER VICE PRINCIPAL 138,577 - DAILEY, JENNIFER TEAC		TEACHER		79
CRISP, JULIA TEACHER 31,576 - CROCKETT, JESSICA TEACHER 108,322 - CROFT, L. STEPHANIE TEACHER 130,070 621 CROFT, TIMOTHY TEACHER 110,461 - CROFTON, DERMOTT TEACHER 110,461 - CROMBIE, RENEE TEACHER 109,336 113 CROMIS, RENEE TEACHER 109,336 113 CULL, HAROLD SECRETARY TEASURER 114,980 - CULVER, AMANDA TEACHER 80,947 - CUMINIS, LAURA TEACHER 80,947 - CURTIS, MARGARET TEACHER 80,947 - DAILEY, JENNIFER VICE PRINCIPAL 318,577 - DAILEY, JENNIFER VICE PRINCIPAL 318,577 - DAILEY, JENNIFER VICE PRINCIPAL 318,677 - DAILEY, JENNIFER TEACHER 31,661 316 DAILEY, JENNIFER VICE PRINCIPAL 318,672 - DAILES, S. VICTOR TEACHER </td <td></td> <td>TEACHER</td> <td></td> <td>34</td>		TEACHER		34
CROCKETT, LSSICA TEACHER 108,322 - CROFT, LSTEPHANIE TEACHER 133,070 621 CROFT, INDITHY TEACHER 110,461 - CROFTON, DERMOTT TEACHER 112,179 - CROMBIE, RENEE TEACHER 199,585 57 CROW, JAINCE TEACHER 199,336 113 CULL, LAROLD SECRETARY TREASURER 114,499 2,714 CULVER, AMANDA TEACHER 80,947 - CUMMINS, LAURA TEACHER 109,777 - CURTIS, MARGARET TEACHER 109,777 - CURTIS, MARGARET TEACHER 109,777 - DAILEY, JENNIFER VICE PRINCIPAL 138,577 - DAILEY, JENNIFER VICE PRINCIPAL 138,577 - DAILEY, SEPHANIE TEACHER 112,489 7.71 DANIELSON, KENDRA TEACHER 102,118 173 DAVIS, STEPHANIE TEACHER 102,418 173 DAVIS, STEPHANIE VICE, PRIN		TEACHER		-
CROFT, L. STEPHANIE TEACHER 133,070 621 CROFT, IMOTHY TEACHER 110,461 - CROFTON, DERMOTT TEACHER 110,461 - CROMBIE, RENEE TEACHER 199,585 57 CROW, JANICE TEACHER 109,336 113 CULL, HAROLD SECRETARY TREASURER 114,499 2,714 CULL, HAROLD SECRETARY TREASURER 114,499 2,714 CULVER, AMANDA TEACHER 114,499 2,714 CULWHINS, LAURA TEACHER 109,777 - CURTIS, MARGARET TEACHER 89,947 - CURTIS, STANGER 124,889 71 DAILEY, JENNIFER VICE PRINCIPAL 138,577 - DAILEY, JENNIFER VICE PRINCIPAL 316 316 DAUELS, SE, VICTOR TEACHER 112,489 71 DAWIELS, E. NOEL TEACHER 109,548 - DAVIELS, E. NOEL TEACHER 109,548 - DAYKIN, CAITLIN TEACHER				-
CROFT, TIMOTHY TEACHER 110,461 - CROFTON, DERMOTT TEACHER 112,179 - CROMBIE, RENEE TEACHER 99,585 57 CROW, JANICE TEACHER 109,336 113 CULLYER, AMANDA TEACHER 114,980 - CUMMINS, LAURA TEACHER 80,947 - CUMMINS, LAURA TEACHER 109,777 - DAHL, MADISON TEACHER 109,777 - DAHL, JENNIFER VICE PRINCIPAL 138,577 - DAILES, E. VICTOR TEACHER 112,489 71 DANIELSON, KENDRA TEACHER 10,418 173 DAUELSON, KENDRA TEACHER 10,118 173 DAVIES, STENBARIE TEACHER 10,2118 173 DAVIES, STENBARIE TEACHER 109,548 - DAVIES, STEPHANIE M VICE PRINCIPAL 130,866 2,223 DAWSON, GLYNIS TEACHER 102,406 87 DEAYKIN, CAITLIN TEACHER				621
CROFTON, DERMOTT TEACHER 112,179				
CROMBIE, RENEE TEACHER 99,585 57 CROW, JANICE TEACHER 109,336 113 CULL, HARDLD SECRETARY TREASURER 114,499 2-714 CULVER, AMANDA TEACHER 114,980 CUMRINS, LAURA TEACHER 80,947 CURTIS, MARGARET TEACHER 80,947 DAILEY, JENNIFER YICE PRINCIPAL 138,577 DANIELS, E., VICTOR TEACHER 112,489 -71 DANIELS, E., VICTOR TEACHER 19,661 316 DAVIELS, STEPHANIE TEACHER 100,118 173 DAVISS, STEPHANIE TEACHER 112,568 -223 DAYKIN, CATITUIN TEACHER 130,866 2,233 DAYKIN, CATITUIN<	•			_
CROW, IANICE TEACHER 109,336 113 CULL, HAROLD SECRETARY TREASURER 114,499 2,714 CULIVER, AMANDA TEACHER 114,490 -2 CUMMINS, LAURA TEACHER 80,947 - CURTIS, MARGARET TEACHER 109,777 - DAHL, MADISON TEACHER 138,577 - DANIELS, E. VICTOR TEACHER 112,489 71 DANIELS, E. VICTOR TEACHER 112,489 71 DANIELS, E. VICTOR TEACHER 102,118 136 DAOUD-HEBERT, ISABELLE TEACHER 102,118 136 DAVIES, E. NOEL TEACHER 109,548 - DAVIES, STEPHANIE M VICE PRINCIPAL 130,866 2,223 DAYKIN, CAITLIN TEACHER 102,406 87 DAYKIN, CAITLIN TEACHER 102,406 87 DE CANDOLE, ADRIENNE TEACHER 102,406 87 DE CARDOLE, ADRIENNE TEACHER 102,406 - DE WEERD, LAURA				57
CULL, HAROLD SECRETARY TREASURER 114,499 2,714 CULVER, AMANDA TEACHER 114,980 - CUMMINS, LAURA TEACHER 80,947 - CURTIS, MARGARET TEACHER 109,777 - DAHLEY, JENNIFER 172,000 58 DAILEY, JENNIFER VICE PRINCIPAL 138,577 - DANIELS, E. VICTOR TEACHER 112,489 71 DANIELS, E. VICTOR TEACHER 112,489 71 DANIELSON, KENDRA TEACHER 102,118 173 DAVIELS, E. VICTOR TEACHER 102,118 173 DAVIELS, STEPHANIE M TEACHER 102,148 173 DAVIES, STEPHANIE M VICE PRINCIPAL 130,866 2,223 DAYKIN, CAITLIN TEACHER 112,568 - DAYKIN, CAITLIN TEACHER 102,406 87 DE CANDOLE, ADRIENNE TEACHER 109,042 - DE VAIES, ANNA TEACHER 109,042 - DE VAIES, ANNA TEACHER				
CULVER, AMANDA TEACHER 114,980 - CUMMINS, LAURA TEACHER 80,947 - CURTIS, MARGARET TEACHER 109,777 - DAHL, MADISON TEACHER 87,400 58 DAILEY, JENNIFER VICE PRINCIPAL 138,577 - DANIELS, E. VICTOR TEACHER 112,489 71 DANIELSON, KENDRA TEACHER 19,661 316 DAOUD-HEBERT, ISABELLE TEACHER 102,118 173 DAVIES, S. TEOPHANIE M VICE PRINCIPAL 130,866 2,223 DAVIES, S. TEOPHANIE M TEACHER 112,568 - DAYKIN, CAITLIN TEACHER 112,568 - DAYKIN, JAN TEACHER 102,406 87 DE CANDOLE, ADRIENNE TEACHER 83,973 - DE GREEF, THERA TEACHER 109,042 - DE VRIES, ANNA TEACHER 112,365 - DE WEERD, LAURA TEACHER 112,365 - DE WEERD, LAURA TEACHER </td <td></td> <td></td> <td></td> <td></td>				
CUMMINS, LAURA TEACHER 80,947 - CURTIS, MARGARET TEACHER 109,777 - DAHL, MADISON TEACHER 87,400 58 DAILEY, JENNIFER VICE PRINCIPAL 138,577 - DANIELS, E. VICTOR TEACHER 112,489 71 DANIELS, E. VICTOR TEACHER 102,118 136 DAOUD-HEBERT, ISABELLE TEACHER 102,118 13 DAVIES, E. NOEL TEACHER 109,548 - DAVIES, STEPHANIE M VICE PRINCIPAL 130,866 2,223 DAYKIN, CAITLIN TEACHER 112,568 - DAYKIN, CAITLIN TEACHER 102,406 87 DE GREEF, THERA TEACHER 102,406 87 DE GREEF, THERA TEACHER 109,042 - DE VRIES, ANNA TEACHER 109,042 - DE VRIES, ANNA TEACHER 112,365 - DECICCO, D'ARCY R ASSOCIATE SUPERINTENDENT 112,365 - DECICCO, KAREN <td< td=""><td></td><td></td><td></td><td>-,, -</td></td<>				-,, -
CURTIS, MARGARET TEACHER 109,777 - DAHL, MADISON TEACHER 87,400 58 DAILEY, JENNIFER VICE PRINCIPAL 138,577 - DANIELS, E. VICTOR TEACHER 112,489 71 DANIELSON, KENDRA TEACHER 102,118 316 DAOUD-HEBERT, ISABELLE TEACHER 109,548 - DAVIES, S. TEPHANIE M VICE PRINCIPAL 130,866 2,223 DAWSON, GLYNIS TEACHER 112,568 - DAYKIN, CAITLIN TEACHER 102,406 87 DAYKIN, LAN TEACHER 85,279 - DAYKIN, LAN TEACHER 83,973 - DE CANDOLE, ADRIENNE TEACHER 83,973 - DE GREEF, THERA TEACHER 80,820 - DE VRIES, ANNA TEACHER 109,042 - DE WEERD, LAURA TEACHER 112,365 - DEACON, D'ARCY R ASSOCIATE SUPERINTENDENT 211,028 16,998 DECICCO, KAREN P				_
DAHL, MADISON TEACHER 87,400 58 DAILEY, JENNIFER VICE PRINCIPAL 138,577 - DANIELS, E. VICTOR TEACHER 112,489 71 DANIELS, D., KENDRA TEACHER 91,661 316 DAOUD-HEBERT, ISABELLE TEACHER 109,548 - DAVIES, S. ROEL TEACHER 109,548 - DAVIES, STEPHANIE M VICE PRINCIPAL 130,866 2,223 DAYKIN, GIVINIS TEACHER 112,568 - DAYKIN, CAITLIN TEACHER 102,406 87 DAYKIN, LAN TEACHER 102,406 88 DE CANDOLE, ADRIENNE TEACHER 102,406 87 DE GAREE, THERA TEACHER 109,042 - DE WRIES, ANNA TEACHER 112,365 - DE WERD, LAURA TEACHER 112,365 - DEACON, D'ARCY R ASSOCIATE SUPERINTENDENT 211,028 16,998 DECICCO, KAREN PRINCIPAL 158,068 3,955 DEICHMANN, CEILIDH </td <td></td> <td></td> <td></td> <td>_</td>				_
DAILEY, JENNIFER VICE PRINCIPAL 138,577 - DANIELS, E. VICTOR TEACHER 112,489 71 DANIELSON, KENDRA TEACHER 102,618 316 DAOUD-HEBERT, ISABELLE TEACHER 109,548 - DAVIES, E. NOEL TEACHER 109,548 - DAVIES, STEPHANIE M VICE PRINCIPAL 130,866 2,223 DAYKIN, GAITLIN TEACHER 112,568 - DAYKIN, LAN TEACHER 102,406 87 DE CANDOLE, ADRIENNE TEACHER 109,042 - DE VRIES, ANNA TEACHER 109,042 - DE VRIES, ANNA TEACHER 112,365 - DE WERED, LAURA TEACHER 112,365 - DE WERED, LAURA TEACHER 112,365 - DECICCO, KAREN PRINCIPAL 158,068 3,955 DEICHMANN, CEILIDH PRINCIPAL 158,068 3,955 DEICHMANN, STEVEN TEACHER 102,486 - DELEENHEER, TAMARA <				58
DANIELS, E. VICTOR TEACHER 112,489 71 DANIELSON, KENDRA TEACHER 91,661 316 DAOUD-HEBERT, ISABELLE TEACHER 102,118 173 DAVIES, E. NOEL TEACHER 109,548 DAVIES, STEPHANIE M VICE PRINICIPAL 130,866 2,223 DAWSON, GLYNIS TEACHER 112,568 DAYKIN, CAITLIN TEACHER 102,406 87 DAYKIN, JAN TEACHER 102,406 87 DE CANDOLE, ADRIENNE TEACHER 109,042 DE GREEF, THERA TEACHER 199,042 DE VRIES, ANNA TEACHER 109,042 DE VRIES, ANNA TEACHER 112,365 DE VRIES, ANNA TEACHER 112,365 DECICCO, VAREN PRINCIPAL 158,068 3,955 DECICHMANN, CEILIDH PRINCIPAL 158,068 3,955 DEICHMANN, STEVEN TEACHER 102,406 DELEENHEER, TAMARA				-
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DE GREEF, THERA TEACHER 109,042 - DE VRIES, ANNA TEACHER 80,820 - DE WEERD, LAURA TEACHER 112,365 - DEACON, D'ARCY R ASSOCIATE SUPERINTENDENT 211,028 16,998 DECICCO, KAREN PRINCIPAL 158,068 3,955 DEICHMANN, CEILIDH PRINCIPAL 142,704 1,709 DEICHMANN, STEVEN TEACHER 89,671 289 DEJONGH, GEORGINA TEACHER 102,486 - DELEENHEER, TAMARA PRINCIPAL 157,989 - DEMMINGS, ROSS TEACHER 102,406 - DENHOFF, EMMA TEACHER 99,940 - DENNY, MARLYS DISTRICT VICE PRINCIPAL 146,119 2,334 DESHANE, KAITLIN TEACHER 109,636 - DESHANE, KAITLIN TEACHER 109,729 - DIDMON, CRAIG TEACHER 103,026 159 DIERCKS, DIANNE TEACHER 96,358 -				67
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DIDMON, CRAIGTEACHER103,026159DIERCKS, DIANNETEACHER96,358-				440
DIERCKS, DIANNE TEACHER 96,358 -				<u>-</u>
				159
DIMOCK, LIANE TEACHER 93,642 673				-
	DIMOCK, LIANE	TEACHER	93,642	673

DION, ISABELLE	TEACHER	87,843	21
DIVELL, MICHAEL	TEACHER	87,062	-
DODD, JAMES	TEACHER	109,769	52
DOERKSEN, DARRELL	TEACHER	109,743	-
DOLAN, WILERINE	TEACHER	112,179	190
DOLEZAL, SARAH	TEACHER	75,935	-
DOMENICHELLI, HAMMOND	TEACHER	115,901	_
DONEGANI, NEAL	TEACHER	113,202	139
DONIECKI, BEATRICE	TEACHER	102,406	-
DORRAN, MELISSA	TEACHER	89,741	_
DORRAN, SARAH	TEACHER	109,636	72
DOSOUTO, CHRISTINE	TEACHER	103,958	89
DOUCETTE, ALEX	TEACHER	81,619	-
DOVELL, ASHLEY	TEACHER	84,472	_
DOYLE, JESSICA	TEACHER	96,172	133
DRANCHUK, KEVIN	TEACHER	112,179	-
DREILICH, KATHINI	TEACHER	102,540	53
DROUIN, DENISE	TEACHER	101,156	-
DUBE, JOANNE	VICE PRINCIPAL	138,577	_
DUBE, RYAN	VICE PRINCIPAL	146,119	3,635
DUDDRIDGE, DAWN	TEACHER	102,406	-
DUDZIK, EVAN	TEACHER	91,645	_
DUGUAY, MARTIN	TEACHER	100,930	_
DUNBAR, JAIMIE	TEACHER	95,865	_
DUNBAR, RANDY	TEACHER	109,743	_
•	TEACHER	76,303	39
DUNN-JONES, TRYSTAN	TEACHER	111,321	39
DUQUE-PARK, FABIAN			- 20
DVORAK KELLY	TEACHER VICE PRINCIPAL	83,830 142,348	28 1,569
DVORAK, KELLY			1,509
DWINNELL, DANI	TEACHER	110,236	-
DWYRE, RACHEL	TEACHER	101,988	-
EAGLE, AMY	TEACHER	84,005	-
EDE, CAROLYN	TEACHER	82,408	432
EDSON, TAMMY	TEACHER	101,819	-
EDWARDS, AURORA	TEACHER	109,644	-
EFFORD, SONJA	TEACHER	106,360	4,126
EGGIMAN, BRIAN	TEACHER	88,342	-
EISNER, EMMA	TEACHER	110,072	-
ELDREDGE, MILES	TEACHER	102,464	-
ELIZONDO DE LA FUENTE, REGINA	TEACHER	80,047	-
EMERY, OLIVIER	TEACHER	102,412	1,043
ENG, SARAH	TEACHER	97,907	93
EVANS, CHERYL	TEACHER	102,406	-
EVANS, JOEL	TEACHER	112,954	142
EVANS, MEGAN	TEACHER	111,256	-
EVANS, TIFFANY	TEACHER	114,045	-
EWER, SHERRI	TEACHER	102,479	277
FABRIS, RICCARDO	TEACHER	101,363	60
FAFARD, RACHELLE	TEACHER	112,331	-
FARRELL, LOURIE	RECRUITMENT COORDINATOR	91,419	27
FAULKNER, LUCY	TEACHER	85,892	-
FAWCETT, ALEXIS	TEACHER	83,999	-
FEDERICI, JESSICA	TEACHER	113,385	87
FEENSTRA, ROBERT	TEACHER	109,636	-
FERGUSON, LANA	TEACHER	84,039	-
FERGUSON, MARNIE	TEACHER	102,405	67
FERNANDES, CASSIDY	SPEECH PATHOLOGIST	76,037	2,125
FESER, TODD	TEACHER	110,870	-

FINLAY, HEATHER	TEACHER	94,781	1,071
FINNIE, SARAH	VICE PRINCIPAL	138,715	188
FISHER, LEE WHITEFIELD	TEACHER	109,340	145
FLANAGAN, MARTIN	TEACHER	88,897	-
FLEMING, ERICA	TEACHER	98,340	134
FONTAINE, AIMEE	EXECUTIVE ASSISTANT	79,121	411
FOULGER, JANICE	EXECUTIVE ASSISTANT	87,031	-
FRANKLIN, CHEYENNE	TEACHER	80,087	-
FRASER, DANA	TEACHER	102,638	536
FREDETTE, GENEYA	TEACHER	91,795	-
FRIESEN, DAVID HENRY	TEACHER	112,179	397
FRIESEN, JASON	STEEL FABRICATOR	75,465	-
FRODSHAM, LAUREN	TEACHER	113,889	-
FROESE, YVETTE	TEACHER	109,636	-
FROESE, ZACHARY	TEACHER	75,480	-
FROESS, JOHN	TEACHER	81,153	-
FRY, JASON	SERVER ADMINISTRATOR	89,912	-
FULTON, LAURA	PRINCIPAL	166,511	892
GADD, RUPERT	TEACHER	111,832	-
GAETZ, KATIE-ANN	TEACHER	102,445	4,086
GAGE, DAVID	TEACHER	116,008	2,430
GALAC, ANA	TEACHER	112,229	-
GALE, PATRICK	TEACHER	112,585	1,558
GANT, DEREK	TEACHER	92,690	-
GARAT, SUSAN	TEACHER	104,656	-
GATES, LEANNE	TEACHER	109,783	-
GATES, NATHAN	TEACHER	98,394	-
GEORGE, CHANTELLE	TEACHER	81,009	38
GERRYTS, KENNEDY	TEACHER	84,842	-
GERVAIS, NICHOLAS	TEACHER	82,240	-
GERVAIS, SHALAN	TEACHER	90,238	-
GESTWA, NICOLE	COMPUTER SUPP NETWORK ANALYST	87,927	199
GIBSON, GLENN R	VICE PRINCIPAL	124,236	692
GIBSON, JAMES	TEACHER	102,575	-
GIBSON, JENNIFER	VICE PRINCIPAL	159,409	1,966
GILL, CHANDA	TEACHER	112,179	-
GIRARD, ERIN	TEACHER	95,123	-
GLEN, SIOBHAN	SPEECH PATHOLOGIST	86,151	2,323
GODAU, PETER	MANAGER, MAJOR CAPITAL PJCTS	162,319	3,141
GOMBOC, SHANNON	TEACHER	112,003	1,670
GONZALES, NANETTE	SECURITY OPERTIONS SPECIALIST	89,912	-
GOODWIN, ASHLEY	TEACHER	94,186	-
GOUPIL, SHAWNA	TEACHER	102,470	347
GRAHAM, AMANDA	TEACHER	100,537	269
GRAHAM, HILARY	TEACHER	80,042	-
GRAINGER, THOMAS	TEACHER	113,729	-
GREEN, STACEY	TEACHER	110,593	-
GREENE, MICHELLE	TEACHER	89,344	2,331
GREGGAIN, WAYLON	TEACHER	110,381	258
GRIEVE, MARGARET	TEACHER	98,359	-
GRIFFITHS, HUW	TEACHER	91,437	1,124
GRIMWOOD, SANDRA	TEACHER	111,875	-,
GRONDIN, AUDREY	TEACHER	81,691	130
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GRONOW, KARIN	TEACHER	102,402	78
GROOT, CARLY	TEACHER	115,309	4,643
GUITARD, RICHARD	TEACHER	98,794	-
GURNEY, SHERI-LYNN	TEACHER	112,179	-
GUSTAVSSON, HEATHER	TEACHER	76,977	-
GUTERSON, TITANIA	TEACHER	102,406	-
HAAF, MARTIN	TEACHER	77,223	-
HACKINEN, ALISHA	TEACHER	76,717	60
HADDAD, ELAINE	TEACHER	101,939	121
HADDAD, KARLISSA	TEACHER	79,170	-
HADDON, LORI	TEACHER	112,706	-
HAGAR, ALISA	TEACHER	78,320	68
HALEY, CHARLOTTE	TEACHER	113,668	-
HAMBLIN, TIMOTHY	HEATING MECHANIC	81,285	435
HAMM, KAITLAN	TEACHER	79,621	-
HANCOCK, KELLY	TEACHER	112,179	-
HARDING, SIMONE	TEACHER	83,157	-
HARMESON, MATHEW	TEACHER	81,651	1,924
HARRINGTON, KEVIN	TEACHER	112,179	-
HARRINGTON, LEANNE	TEACHER	112,278	946
HARRIS, AMY	TEACHER	109,636	-
HARRIS, TROY	TEACHER	102,406	-
HART, CONOR	TEACHER	116,209	91
HARVEY, ANDREA	TEACHER	88,674	-
HARVEY, SHANNON	TEACHER	91,888	-
HAUK, COURTNEY	TEACHER	102,406	132
HAWTHORNE, ALINA	MANAGER, PAYROLL SERVICES	104,272	86
HAY, LINDA	TEACHER	102,184	-
HAZEL, TREVOR	TEACHER	112,247	-
HEARD, ANDREW	TEACHER	109,716	57
HEATH, KATIE	TEACHER	109,355	-
HENDERSON, ANGUS DONALD	TEACHER	101,409	-
HENDRY, ANGELINA	TEACHER	82,517	126
HEPTING, JESSICA	TEACHER	85,821	-
HESS, EDNA	TEACHER	111,739	-
HIBBS, FRED	EXEC DIRECTOR HUMAN RESOURCES	189,682	3,665
HIGBIE, SCOTT	MANAGER, FINANCIAL SERVICES	104,272	2,985
HILL, ALISON	TEACHER	88,752	41
HILL, RHYS	TEACHER	76,969	-
HINES, HEATHER	SENIOR MID/SEC ADM. ASSISTANT	75,494	-
HIPOLITO, NICOLE	TEACHER	101,564	-
HISLOP, C. RENEE	PRINCIPAL	158,068	3,404
HITCHEN, HEATHER	TEACHER	87,055	-
HOBSON, BRIAN	TEACHER	113,729	77
HOBSON, KIMBERLY	TEACHER	102,406	-
HOGAN, KIMIEKO	TEACHER	113,863	-
HOLLAND, GAVIN WALTER	TEACHER	83,438	26
HOLLAND, KRISTIN	VICE PRINCIPAL	138,715	215
HOLMES, STEPHANIE	TEACHER	92,857	-
HOOD, MOIRA	TEACHER	79,243	-
HOREN, DEBORAH	TEACHER	80,091	-
HORNER, MELISSA	VICE PRINCIPAL	146,119	36
HOSKINS, CHRISTINE	TEACHER	100,287	132
HOTOVY, BRIAN	TEACHER	115,901	3,500
HOTOVY, MARIA	TEACHER	112,179	294
HOVELKAMP, SHANNON	TEACHER	101,618	-
HOWARTH, KRISTEN	TEACHER	108,479	-
HUCK, MICHAEL	PRINCIPAL	166,511	2,635

HUCULAK, DANIELLE	TEACHER	113,443	2,042
HUNT, JENNIFER	VICE PRINCIPAL	120,558	-
HURWOOD, HOLLAND	TEACHER	82,802	-
HUTCHINSON, LAURIE	TEACHER	102,406	-
HUTCHISON, LESLIE	TEACHER	102,446	-
INFANTA, KATRINA	TEACHER	99,881	65
IRURETAGOYENA, CHELSEA	TEACHER	109,736	-
ISRAEL, DAWN	HUMAN RESOURCES CONSULTANT	123,837	145
IVERSON, JANELLE	TEACHER	102,406	-
IVES, VICKI	PRINCIPAL	158,068	1,771
JACOBSEN, GREG	TEACHER	78,815	, -
JAHNKE, ELIZABETH	TEACHER	89,529	-
JAKAB, PETER	TEACHER	92,292	-
JANKOWSKI, VICTORIA	TEACHER	93,182	348
JASWAL, PAUL	TEACHER	112,179	549
JEFFREY, CATHERINE	TEACHER	112,325	-
JENSEN, HEATHER	TEACHER	89,903	185
JESSKE, KENDRA	TEACHER	87,048	-
JOHNSON, ANDREW	TEACHER	94,404	-
JOHNSON, GORDON	PRINCIPAL	158,068	-
JOHNSON, JOSHUA	VICE PRINCIPAL	114,024	653
JOHNSTON, MARK	DISTRICT PRINCIPAL	153,773	3,605
JOHNSTON, WINONA	TEACHER	109,636	-
JONES, CHRISTY	TEACHER	112,179	-
JONES, COURTNEY	TEACHER	98,098	231
JONES, RHIANNON	TEACHER	88,555	1,078
JONKER, BRIAN	SECRETARY TREASURER	97,565	11,368
JOY, DYLAN	TEACHER	88,758	, -
JOYCE, STANLEY	SERVER ADMINISTRATOR	89,912	-
KADIN, CHRISTINA	TEACHER	112,176	142
KAERCHER, MARK	DISTRICT PRINCIPAL	166,058	3,759
KALUDJER, NEVADA	TEACHER	127,266	160
KANNANGARA, ELIZABETH	TEACHER	89,417	151
KARADIMAS, SARAH	TEACHER	78,918	-
KATZ, LYNDSAY	TEACHER	98,230	-
KELLAND-VALLY, MAIA	TEACHER	85,460	-
KELLY, JUSTINE	TEACHER	92,506	166
KELLY, WAYNE	DISTRICT PRINCIPAL	166,511	-
KEMP, DAVID	TEACHER	102,404	-
KEMPENAAR, CHRISTINA	TEACHER	93,566	-
KENNEDY, CARRIE	SENIOR MID/SEC ADM. ASSISTANT	76,693	200
KERR, SHIVONNE	TEACHER	107,320	60
KEVAL, ALVINA	TEACHER	94,863	-
KIEFERT, MICHELE	TEACHER	112,788	163
KIELLER, JANINE	TEACHER	101,296	-
KIMOTO, KAREEN	TEACHER	109,636	-
KIND, LORI	TEACHER	102,405	-
KING, ADRIANNA	TEACHER	96,250	175
KING, MICHELLE	TEACHER	112,179	-
KNOKE, AMANDA	TEACHER	103,459	-
KOSIK, CORRINNE	DISTRICT VICE PRINCIPAL	140,468	3,873
KOTYK, MERETE	TEACHER	109,206	1,296
KOVACIK, BELINDA	TEACHER	117,611	1,131
KRAEKER, MATT	CUSTODIAL FOREPERSON	80,004	-
KRISTIANSEN, TAIYA	TEACHER	87,480	287
KRITIKOS, ANASTASIOS	TEACHER	109,636	-
KRUKS, NICHOLAS	TEACHER	80,008	-
KRUSEKOPF, FRANCES	DISTRICT PRINCIPAL	102,413	5,659

KIIDSCH IVCOITETINE	TEACHER	89,840	115
KUPSCH, JACQUELINE KURUCZ, VERONIKA	TEACHER	115,901	1,733
LABEREE, MATTHEW	TEACHER	89,640	-
LABRECQUE, JILLIAN	TEACHER	96,164	_
LAFRAMBOISE, JODIE	TEACHER	88,597	_
LAFRAMBOISE, MATHIEU	TEACHER	97,109	126
LAIDLAW, KENDRA	PRINCIPAL	158,068	302
LAIT, HEATHER	PRINCIPAL	162,288	4,538
LAIT, MARTIN	VICE PRINCIPAL	146,119	2,333
LAMA, DECHEN	TEACHER	76,460	-
LAMARCHE, CATHERINE	TEACHER	102,406	_
LAMOND, JAMES	DISTRICT PRINCIPAL	116,068	2,025
LANCASTER, LAURA	PRINCIPAL	152,622	2,023
LANE, HEATHER	SENIOR PAYROLL TECHNICIAN	83,730	412
LANG, KIRSTEN	TEACHER	89,757	2,050
LANTHIER, AMY	TEACHER	75,495	2,030
LARSON, ERIN	TEACHER	111,258	242
LARSON, JAY	TEACHER	81,891	507
LAUGHTON, SARAH	VICE PRINCIPAL	138,715	-
LEAKEY, KRISTA	PRINCIPAL	158,068	2,799
LEBLANC, ELLA	TEACHER	83,453	2,733
LECLERC, LISA	PRINCIPAL	162,288	458
LEE, DEANNE	TEACHER		436
,	TEACHER	109,636	1 405
LEE, FRANCESCA		104,594	1,495
LEE-BONAR, DAVID	ASSISTANT SECRETARY TREASURER	164,604	5,966
LEESON, ANGELA	ACAT SPECIALIST	77,312	1,387
LEFSRUD, ANNA	TEACHER	87,143	-
LEMMEN, JILLIAN	TEACHER VICE PRINCIPAL	99,776	-
LEROSE, GILLIAN	VICE PRINCIPAL	124,235	31
LESWAL, SARAH	TEACHER	91,360	-
LEUNG, TINISHA	TEACHER	81,000	-
LEVESQUE, EMILIE	TEACHER	83,197	544
LEVY, RAQUEL	TEACHER	76,020	75
LEWIS, ADELE	TEACHER	101,454	-
LEWIS, DANIELLE	TEACHER	103,227	188
L'HEUREUX, SABRINA	TEACHER	89,556	-
LIDSTONE, BRADLEY	TEACHER	104,084	-
LIEBAULT, KATHLEEN	TEACHER	78,648	-
LINEHAM, KELENA	TEACHER	109,636	-
LITTLE, MIKAYLA	TEACHER	76,119	395
LLOYD, ALYSSA	TEACHER	82,329	-
LOCKERBIE, LISA	TEACHER	109,703	240
LOCKHART, LINDSAY	TEACHER	98,306	912
LOEPPKY, SARAH	TEACHER	83,117	111
LONDON, JENNIFER	TEACHER	112,179	-
LONG, KYLE	TEACHER	96,621	233
LOOSE, HEIDI	TEACHER	93,030	-
LOSZCHUK, CRYSTAL	TEACHER	92,936	1,694
LOVE, KELLY	TEACHER	109,394	-
LOWTHER, NATHAN	TEACHER	88,747	-
LOWTHER, PRESTON	PRINCIPAL	158,068	3,165
LUND, RAELENE	TEACHER	91,037	-
LYNCH, SARAH	TEACHER	102,406	464
MACDONALD, AMANDA	TEACHER	86,863	-
MACDONALD, EILIDH	TEACHER	97,588	-
MACDONALD, KAREN	TEACHER	97,647	394
MACKLIN, BENJAMIN	MANAGER, CAPITAL PLANNING	116,358	3,523
MACLEAN, AMANDA	TEACHER	109,573	150

MACLEAN, PAULINE	TEACHER	109,743	187
MACNEIL, LUCAS	TEACHER	109,636	7,276
MACRAE, KIRK	TEACHER	102,406	-
MADDHESIA, VIKAS KUMAR	MANAGER, DATA INT. ANALYTICS	115,686	1,441
MADILL, KATRINA	TEACHER	80,017	-
MAGGIORA, SHANNON	TEACHER	100,436	-
MAKKINGA, ALISON	HR ANALYST AND PROJECT LEAD	108,654	-
MARCH, CATHERINE	TEACHER	112,179	-
MARCHETTI, BRONTE	TEACHER	82,396	253
MARIER, KIMBERLY	TEACHER	98,594	_
MARLE, CHELSEA	TEACHER	104,433	_
MARLIN, JORDAN	TEACHER	89,484	449
MARSEILLE, RODNEY	TEACHER	109,130	-
MARSH, KAITLYN	TEACHER	85,131	494
MARSHALL, SAMANTHA	TEACHER	109,636	-
MARTELL, SANDRA	SPEECH PATHOLOGIST	110,011	1,845
MARTIN, DANIEL	TEACHER	94,597	112
MARTIN, DEREK	TEACHER	85,985	-
MARTIN, EVA	TEACHER	89,378	140
MARTIN, JEANETTE	TEACHER	111,614	125
MARTIN, ZOE	TEACHER	82,328	_
MASSON, SELENA	TEACHER	89,434	158
MATFIN, ZACK	TEACHER	102,407	31
MATHEWS, SUSANNA	PSYCHOLOGIST - EXEMPT	110,011	2,612
MATHEWS, XIMENA	TEACHER	103,553	16
MATHIEU, ADRIAN	TEACHER	87,671	-
MATTA, RENEE	TEACHER	108,595	_
MAUNDRELL, ALICE	TEACHER	97,224	523
MAXIM, TAMARA	TEACHER	110,235	-
MAY, NORMA-JEAN	TEACHER	111,188	557
MAY, TIMOTHY	TEACHER	102,406	258
MAYENBURG, TESLA	TEACHER	81,254	-
MCALLISTER, ROBERT	VICE PRINCIPAL	142,279	_
MCARTHUR, RUCHI	PRINCIPAL	158,068	1,730
MCCABE, VANESSA	TEACHER	77,135	-,
MCCARTHY, KELLY	TEACHER	97,698	214
MCCLINTOCK, MARINA	TEACHER	83,987	545
MCCOWAN, ANGUS	TEACHER	111,367	-
MCCULLOUGH, ALICIA	TEACHER	84,322	_
MCCULLOUGH, DOREEN	TEACHER	108,516	_
MCDONALD, BREEANNA	TEACHER	85,165	191
MCEACHERN, MARY	TEACHER	98,997	_
MCELDERRY, JUDY	TEACHER	79,592	82
MCELROY, LEIGH BRUCE	TEACHER	100,229	_
MCFARLAND, ASHTON	TEACHER	112,312	_
MCFARLAND, CHRISTOPHER	TEACHER	113,729	_
MCFARLANE, CAMILLE	PRINCIPAL	158,068	372
MCGILLIVRAY, KRISTEN	MGR, STRATEGIC COMMUNICATIONS	116,443	_
MCGREGOR, SARAH	TEACHER	100,970	_
MCHUGH, STEPHEN	VICE PRINCIPAL	146,119	391
MCINDOE, ADINA	TEACHER	102,406	-
MCINTOSH, JOHN	TEACHER	92,931	_
MCKAY, PATRICK	TEACHER	113,729	78
MCKEAN, ALEXIS	VICE PRINCIPAL	142,279	151
MCKEE, AMANDA	GROUNDS LEAD HAND TURF & HORT	75,220	1,281
MCLEOD, CHRISTOPHER	TEACHER	112,181	_,
MCLEOD, SHANNON	TEACHER	101,425	_
MCNAY, TAMARA	OHS CLAIMS COORDINATOR	98,331	216
	CHO CE MINO COORDINATION	30,331	210

MCNULTY, CHEYMUS	TEACHER	90,277	252
MCNULTY, TREVOR	TEACHER	87,369	-
MCRAE, CAMILLE	TEACHER	112,777	126
MEASOR, LIA	TEACHER	79,638	-
MEERS, TRACE	TEACHER	89,750	1,289
MEIKLEJOHN, CAMERON	VICE PRINCIPAL	138,715	-
MEIKLEJOHN, KATHLEEN	TEACHER	113,729	-
MEIR, DEBORAH CAROLINE	TEACHER	88,322	190
MELLING, ALLEN	TEACHER	80,024	-
MELVILLE, EMILY	TEACHER	116,106	1,594
MENARD, ROBERT	MECHANIC FOREPERSON	85,725	, -
MENNIE, JOHN	PRINCIPAL	148,736	-
MERNER, CHRISTINE	MANAGER OCC. HEALTH SAFETY	119,715	2,329
MERX, CORRINE	TEACHER	110,531	394
METCALFE, BRENT	TEACHER	80,694	-
METRO, JESSE	TEACHER	99,431	41
MILES, HEATHER	TEACHER	101,415	-
MILLAR, KARIN	TEACHER	93,707	-
MILLEN, ANDREA	TEACHER	112,303	384
MILLER, SHANNON L.	TEACHER	112,179	-
MILLER, SHANNON M	VICE PRINCIPAL	144,077	890
MILLINGTON, BRIGITTE	TEACHER	83,768	11
MILLS, ERIN	TEACHER	112,179	210
MILLS, SHANNON	TEACHER	100,917	961
MILNE, J. ALEXIS	TEACHER	103,577	-
MISTAL, MICHAELA	VICE PRINCIPAL	142,279	4,688
MITCHELL, KARYCIA	TEACHER	112,179	-,000
MOES, ESTHER	TEACHER	87,587	202
MOORE, CHRISTOPHER C	TEACHER	87,761	119
MOORE, REBECCA	TEACHER	97,611	-
	TEACHER	82,784	-
MORO, NATHAN			-
MORRIS, JASMINE	TEACHER	80,995	210
MOSER, CLAIRE	TEACHER	78,699	310
MOYES, GREGORY	TEACHER	111,188	-
MULLIN, CEARA	TEACHER	113,889	-
MULLINIX, NOELLE	TEACHER	78,071	-
MUNROE, SARAH	TEACHER	84,980	-
MURPHY, JULLI	TEACHER	78,177	219
MURPHY, LAUREN	TEACHER	86,632	-
MURPHY, PASCALE	TEACHER	104,406	-
MURRAY, DEREK SCOTT	TEACHER	93,197	-
MURRAY, TAYA	TEACHER	102,544	257
MUSSELL, DANIEL	TEACHER	111,781	-
MUSTAFOVIC, MILOJKO	TEACHER	90,771	38
NARANG, POOJA	TEACHER	86,214	-
NETHERY, BECKY	TEACHER	80,848	242
NEW, DENISE	TEACHER	109,636	-
NEWIN, JULIE	TEACHER	88,821	-
NEWMAN, DONNA	SENIOR MID/SEC ADM. ASSISTANT	75,579	146
NGUYEN, NAM	TEACHER	112,179	86
NICOLSON, MHAIRI	DIRECTOR OF FACILITIES	159,048	2,087
NIESSEN, MEGAN	TEACHER	96,701	876
NILES, SHERRY	SPEECH PATHOLOGIST	109,979	2,724
NIPP, NAOMI	TEACHER	105,493	175
NIXON, JENNIFER	PRINCIPAL	162,288	682
NUGENT, FEBRUARY	TEACHER	116,399	870
NUSSERWANJI, FARZAAN	CHIEF INFORMATION OFFICER	129,434	1,426
OIKAWA, GREG	TEACHER	109,636	-

O'KEEFE, GLEN	MANAGER, OPERATIONS	122,741	5,476
O'NEAL, FIONA	TEACHER	, 87,788	-
O'QUINN, AMBER	DISTRICT VICE PRINCIPAL	146,119	4,275 *
ORCHARD, GINA	TEACHER	112,245	-
O'REGAN, MICHELLE	TEACHER	109,640	214
ORTHNER, TAMARA	TEACHER	102,783	-
O'SHEA, JEREMY	TEACHER	112,325	-
OWEN, TOBY	TEACHER	97,764	_
PAGNOTTA, DYLAN	TEACHER	81,120	_
PAMPIN, CLAUDIA	TEACHER	112,226	542
PAPAGEORGIOU, MILTON	TEACHER	112,179	-
PARDELL, SONYA M.	TEACHER	78,535	_
PARE, JAMIE	TEACHER	98,782	_
PARK, INOK	TEACHER	112,225	
	TEACHER	101,709	_
PARK, SAMANTHA			-
PARLIAMENT, LAUREL	TEACHER	101,816	-
PARSONS, KEVIN	TEACHER	83,118	-
PASAY, MERVIN	TEACHER	112,179	-
PASSMORE, STEPHANIE	TEACHER	94,939	-
PATERSON, LAURA	SPEECH PATHOLOGIST	110,011	2,465
PEACOCK, ELLIOT	TEACHER	103,303	71
PEARCE, JOHN	TEACHER	87,469	-
PEGG, NATASHA	TEACHER	80,675	-
PELL, SHAUN	TEACHER	90,814	-
PELLETIER, KYLA	TEACHER	84,337	-
PELLEY, CHRISTOPHER	TEACHER	93,677	586
PELLOW, SELBY	TEACHER	98,762	-
PENFOLD, ROBYN	TEACHER	87,751	58
PERREN, STEPHAN	VICE PRINCIPAL	111,093	-
PETTIGREW, SOPHIA	TEACHER	115,955	5,645
PHILLIPS, TANYA	VICE PRINCIPAL	146,119	850
PHIPPS, ALLAN	TEACHER	112,170	118
PINEL, JULIE	TEACHER	102,446	-
POHANKA, NATHAN MICHAEL	TEACHER	102,406	-
POLLITT, SEAN	TEACHER	112,173	400
POLLITT, SHELBY	TEACHER	116,396	923
POMPER, MEGAN	TEACHER	112,516	-
POOLE, JENNIFER	VICE PRINCIPAL	134,321	420
POON, SHANNON	TEACHER	117,000	-
POSTLE, ELIZABETH	TEACHER	109,748	-
POWELL, TODD	VICE PRINCIPAL	146,038	421
POWERS, SAMANTHA	TEACHER	90,420	-
POYNTER, KAITLIN	TEACHER	89,228	200
PRETTE, JESSICA	TEACHER	99,197	219
PROCHNAU, CAYLIE	TEACHER	76,671	-
PUGH, ERIN	TEACHER	111,901	24
PUGH, RHYS	TEACHER	112,319	_
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PURDY, KYLA	TEACHER	87,801	-
PURNELL, TONYA	TEACHER	109,636	-
PYPER, ERIKA	TEACHER	109,076	-
QUINT, DANIEL	TEACHER	98,195	4 500
QUMSIEH, KIFAH	IT SERVICE ANALYST TEAM LEAD	92,300	1,588
RADANT, BRIAN	TEACHER	75,422	753
RAMBO, ALWEN	TEACHER	112,179	-
RAMSBOTTOM, SARAH	TEACHER	98,066	102
RATCH, KRISTINE	TEACHER	111,709	5,272
REED, LEANNE	TEACHER	88,792	-
REHMAN, MITCH	TEACHER	100,889	-

REID, NORA	STRATEGIC HR MANAGER	136,297	743
RHODES, CAITLIN	TEACHER	109,716	-
RICHARD, ALYSSA	TEACHER	121,078	2,655
RICHARDS, JOCELYNNE	TEACHER	78,951	-
RICHARDSON, CHELSEA	TEACHER	112,291	745
RIDEWOOD, LYNELLE	TEACHER	112,179	-
RINALD, EVAN	TEACHER	84,379	_
RIVOLLIER, CHRISTOPHER	TEACHER	82,926	-
ROBERTS, EVAN	TEACHER	87,711	135
ROBERTS, SHELLEY	TEACHER	112,179	-
ROBERTSON, ANDREW ALAN	TEACHER	79,859	207
ROBERTSON, JODI	TEACHER	96,779	-
ROBERTSON, SHONI	TEACHER	112,287	184
ROBERTSON, TODD	TEACHER	112,310	-
ROBINSON, SHEILA	TEACHER	102,405	_
RODEN, KEELY	TEACHER	111,033	100
RODGER, LISKA	TEACHER	109,344	-
RONEY, BLAKE	TEACHER	86,126	_
ROSS, IAN	TEACHER	76,030	_
ROSS, MICHAEL	MANAGER, MAJOR CAPITAL PJCTS	98,436	2,138
ROY, JAMES	TEACHER	112,285	-
ROY, KATHRYN	ATTEND SUPPORT WELLNESS CRDR	87,081	1,259
RUFF, ROBIN	TEACHER	113,836	-
RUSHTON, R. NEIL	TEACHER	112,312	_
RUSSELL, DARREN	PRINCIPAL	116,991	_
RUSSELL, ERIN	TEACHER	83,054	597
RYAN, MELLISSA	PRINCIPAL	162,170	2,595
RYAN, REISHA	TEACHER	99,280	58
SABYAN, CAITLYN	TEACHER	85,169	-
SAGODI, DONNA	PRINCIPAL	157,989	411
SALINE, G.THOMAS	LEAD HAND BUILDING TRADES	84,470	297
SALVATI, SANDRA	TEACHER	89,750	-
SANDBERG, RACHAEL	TEACHER	113,102	20
SANFORD, SHAYE	TEACHER	113,505	2,491
SANGHA, SHANE	TEACHER	96,217	-
SANKEY, MARNIE	TEACHER	107,343	927
SANO, RYOKO	TEACHER	102,072	506
SANSCHAGRIN, ALEXIS	TEACHER	120,633	-
SANSCHAGRIN, JENNIFER	TEACHER	109,636	57
SANSOM, TONY	TEACHER	109,714	-
SAUNDERS, JOANNA	TEACHER	88,794	_
SAUSER, TYSON	MANAGER FACILITIES	115,885	5,851
SAWATZKY, BEV	TEACHER	76,906	-
SCANDALE, ANGELA	TEACHER	76,694	63
SCHAEFER, KRISTI	TEACHER	83,576	2,864
SCHAEFER, LAURA	TEACHER	89,704	324
SCHEWCZYK, NADYA	TEACHER	90,440	913
SCHLOSSER, LISA	TEACHER	102,406	501
SCHNARR, LORA	TEACHER	111,478	501
SCHORER, JIM	TEACHER	92,293	_
SCHRADER, LARISSA	SPEECH PATHOLOGIST	110,017	2,605
SCHWARTZ, SHARON	PRINCIPAL	158,068	2,003 45
SCHWERTFEGER, LORETTA	DISTRICT PRINCIPAL	166,511	4,165 *
SCOTT, KIMBERLY	TEACHER	116,008	3,546
SCOTT, KINIBERET SCOTT-MONCRIEFF, COLIN	TEACHER	115,995	-
SEAL, JENNY	EXECUTIVE ASSISTANT	78,961	1,107
			1,107
SECORD, ANGELA	TEACHER	112,339	-
SEGATO, KAREN	TEACHER	112,179	-

SELINGER, BRUCE	TEACHER	89,797	883
SENIK, STEPHEN	TEACHER	109,418	100
SEQUEIRA, NERINE	TEACHER	109,453	-
SHARMA, ASHNA	EMPLOYEE & LABOUR RLTNS CNSLT	97,652	_
SHARPE, ANDREA	TEACHER	113,823	76
SHERWOOD, LAURA	TEACHER	85,591	-
SHIPWAY, JENNIFER	TEACHER	109,770	_
SHRIEVES, RYAN	TEACHER	97,463	_
SIDHU, RAMINA	TEACHER	89,704	_
SIMMS, CHARLES	TEACHER	102,486	-
SIMS, BRITTANY	TEACHER	101,984	213
SINCLAIR, JANE	PRINCIPAL	141,234	1,890
SINGH, HARPREET	DATA AND REPORTING ANALYST	85,711	=
SIU, JACKY	TEACHER	109,743	-
SJERVEN, KAREN	PRINCIPAL	158,068	-
SKETCHLEY, R. JESSICA	TEACHER	112,319	53
SLOAN, DANIEL	TEACHER	75,236	-
SMITH, CAMERON	VICE PRINCIPAL	142,383	1,109
SMITH, HEATHER	EMPLOYEE & LABOUR RLTNS CNSLT	105,887	-
SMITH, PETER	TEACHER	112,311	3,902
SMYTH, CHRIS	VICE PRINCIPAL	142,417	390
SMYTH, SHEILAGH	TEACHER	112,179	-
SNOOK, CATRINA	VICE PRINCIPAL	131,511	45
SNOWSELL, KAREN	TEACHER	112,279	-
SOPER, KRISTY	TEACHER	109,753	-
SORENSEN, CAROLINE	TEACHER	102,406	-
SORENSEN, TIMOTHY J	TEACHER	82,434	-
SPALDING, LISA	TEACHER	112,920	-
SPAVEN, CURTIS	GROUNDS FOREPERSON	94,465	570
SPENCER, ISABELLE	TEACHER	86,878	162
SPENCER, JULIE	TEACHER	107,474	443
SPENCER-HILLS, ACACIA	TEACHER	81,139	122
SPITTLE, COLE	TEACHER	84,859	-
SPRAGGE, BRENDAN	TEACHER	87,366	115
ST JEAN, SHANNON	TEACHER	107,559	-
ST. GERMAIN, KRYSTAL	TEACHER	112,259	105
STAMHUIS, JOHN	TEACHER	116,989	-
STANDLEY, ROBERTA	TEACHER	101,786	-
STANNARD, LIZ	TEACHER	102,540	-
STEACY, TERRA	TEACHER	112,339	-
STEADMAN, KELLY	TEACHER	102,341	141
STEADMAN, TIFFANY	TEACHER	105,184	-
STEE, WILLIAM	TEACHER	111,079	-
STEELE, JENIFER	COMPUTER SUPP NETWORK ANALYST	91,045	-
STEPHEN, PEDRA	TEACHER	93,385	67
STEPHENS, CURTIS	TEACHER	93,372	-
STEPHENSON, BRYN	TEACHER	89,034	-
STEPHENSON, KEATON	TEACHER	100,404	-
STEVENSON, BRITTANY	TEACHER	79,254	-
STEVENSON, JOHN TALLIS	TEACHER	113,876	-
STEWART, DANITA	TEACHER	112,179	-
STEWART, MARINA	TEACHER	108,596	338
STEWART, TANNIS	TEACHER	102,406	-
STIDSTON, DEANNA	TEACHER	111,041	-
STILL, ERIN	TEACHER	98,031	-
STIRLING, SARAH	TEACHER	102,197	-
STOKES, LIAM	MGR, CYBER SECURITY AND PRVCY	107,716	1,619
STRACHOTA, JENNIFER	TEACHER	90,399	-

STRACKER, ELISHA	TEACHER	109,214	38
STRANGE, DAVID	ASSOCIATE SUPERINTENDENT	206,998	8,219
STREET, AMANDA	TEACHER	77,866	130
STUART, LISA	VICE PRINCIPAL	114,642	358
STUPICH, MARION	TEACHER	99,057	-
SUDLOW, KATHRYN	TEACHER	107,985	-
SUMMERS, ERIC	TEACHER	96,707	-
SUMMERS, OWEN	TEACHER	112,302	-
SUTHERLAND, KAREN E	TEACHER	84,512	-
SUTHERLAND, LEAH	TEACHER	75,704	-
SWAN, DANIELLE	TEACHER	82,503	-
SWAN-AZMON, SHLOMO	TEACHER	81,547	125
SWEETLAND, ERIKA	TEACHER	109,332	-
SYME, ANNE	TEACHER	113,729	663
SYMINGTON, ROSEMARY	TEACHER	88,032	-
TAAL, SHAWN	VICE PRINCIPAL	139,934	1,218
TALMAN, LENNA	TEACHER	109,636	-
TARR, CAMERON	TEACHER	108,895	-
TEN HOVE, JACQUELINE	TEACHER	92,170	-
TETRAULT, JENELLE	TEACHER	85,426	112
THAKUR, KATHLEEN	TEACHER	96,392	-
THEOLOGUS, LEAH	TEACHER	102,406	-
THOMPSON, TRISTAN	TEACHER	100,169	-
THOMPSON, ZACHARY	TEACHER	78,385	-
THOMSON, NICOLE (NIKKI)	TEACHER	87,586	-
TIRILIS, MATAS	TEACHER	106,188	-
TIRINGER, KATHERINE	TEACHER	102,902	-
TOLMAN, DEBRA	TEACHER	112,312	-
TOLMAN, ERIC	TEACHER	112,312	-
TONKIN, JESSICA	TEACHER	80,399	-
TONNESEN, STEVEN	MANAGER, IT OPERATIONS	119,713	169
TONNESEN, SUSAN	PRINCIPAL	158,068	1,348
TORBOHM, STEPHANIE	TEACHER	111,321	381
TRELOAR, GRAHAM	TEACHER	112,179	414
TREMBLAY, JOEL	TEACHER	95,276	2,983
TRIBE, LINDSAY	TEACHER	103,032	707
TURGEON, KRISTINE	TEACHER	91,996	-
VALLANCE, ANNIE	TEACHER	113,313	-
VALLY, TERESA	PRINCIPAL	160,317	5,172
VAN DER LEEDEN, KATRIN	TEACHER	112,179	-
VAN HOOYDONK, BRANDON	TEACHER	89,535	-
VAN OOSTEN, JOHANNA	TEACHER	111,940	-
VARRO, JACOB	TEACHER	85,485	-
VASILAKOPOULOS, STEFANOS	TEACHER	92,189	-
VAVALA, DAVID	TEACHER	112,332	115
VENABLES, ELIZABETH	TEACHER	90,831	-
VERDEL, DEBRA	TEACHER	102,406	-
VERHOEVEN, LAURA	TEACHER	112,312	-
VERNON, DANIELLE	TEACHER	101,303	-
VEUGER, ASHLEY	TEACHER	106,009	-
VINE, ZACHARY	TEACHER	91,375	627
VINK, COREY	TEACHER	109,709	-
VINK, STEPHANIE	TEACHER	111,268	397
WADE, MACKENZIE CHLOE	TEACHER	76,394	85
WADE, PHILLIP	BUILDING TRADES SUPERVISOR	103,506	1,358
WAKELING, EMILY	TEACHER	106,644	431
WALKER, GEORGETTE	PRINCIPAL	149,216	-
WALKER, TERESA	TEACHER	106,405	109

WALKEY, KRISTI	TEACHER	111,797	_
WALLACE, KELLY	TEACHER	85,482	-
WALLACE, NICOLE	TEACHER	111,294	-
WALLING, CAROL	TEACHER	99,939	-
WALSH, AMANDA	TEACHER	109,412	-
WALTS, JAMES	TEACHER	91,400	156
WALUSHKA, KRISTOPHER	TEACHER	112,179	-
WARD, RICHARD	COMPUTER SUPP NETWORK ANALYST	88,111	478
WARDELL, RHIA	TEACHER	96,898	363
WATERLANDER, PAUL	TEACHER	124,307	-
WATKINS, SAMUEL	TEACHER	104,354	34
WEBB, SHAWNA	TEACHER	110,653	-
WEBBER, ALYSON	TEACHER	109,636	253
WEHNER, DENISE	DISTRICT PRINCIPAL	166,511	635
WEINBERGER, BARBARA	TEACHER	75,751	-
WEINSTEIN, MAX	TEACHER	93,300	-
WEISS, SHAWNA	TEACHER	109,212	-
WHEATING, JACOB	TEACHER	93,298	-
WHITE, ROBYN	TEACHER	104,426	-
WHITLING, NATHAN	TEACHER	80,357	-
WHITNEY, GLENN	TEACHER	112,439	-
WHYTE, JORDAN	TEACHER	102,406	70
WIEBE, DEBORAH	TEACHER	102,406	-
WIENS, BETHANY	TEACHER	110,929	462
WIENS, DIANE	TEACHER	113,861	-
WILKIE, CLAIRE	TEACHER	112,325	31
WILLING, BRIAN	TEACHER	109,636	-
WILSON BURKE, ANASTASIA	TEACHER	112,332	312
WILSON, EVAN	MGR, ENERGY MINOR CPTL PRJTS	100,491	7,454
WILSON, JAMES	TEACHER	100,837	-
WILSON, STEVEN	TEACHER	89,704	-
WINSER, OLIVER	TEACHER	78,790	-
WOLF, VANESSA	TEACHER	88,541	-
WON, JAYNE	TEACHER	99,131	-
WONG, JADIA	TEACHER	83,709	-
WOOD, MEGAN	TEACHER	93,463	-
WOOD, REBECCA	TEACHER	91,580	-
WOODCOCK, BRUCE	LEAD HAND ELECTRICIAN	85,760	208
WOODLAND, DEBORAH	SPEECH PATHOLOGIST	110,012	3,700
WOODWORTH, JUDY	TEACHER	108,614	276
WRIGHT, BRIANNA	TEACHER	86,192	-
WRIGHT, DARRELL	TEACHER	116,035	-
WRIGHT, DAWN	TEACHER	102,406	-
WRIGHT, DAWN E	TEACHER	97,152	-
WURBAN, JENNIFER	TEACHER	111,302	952
YARCHUK, MICHAELINE	TEACHER	112,114	-
YEE, VANESSA	TEACHER	108,596	25
YOUNG, JENNIFER	TEACHER	104,739	-
YOUNG, MELISSA	TEACHER	113,374	-
YU, SHUYU	TEACHER	82,867	-
ZANICHELLI, CAROLYN	TEACHER	102,406	31
ZANON, LEANNE	TEACHER	83,906	-
ZENI, RITA	TEACHER	123,386	-
ZIMMERMANN, CORINNA	TEACHER	96,017	48
TOTAL EMPLOYEES > 75,000.00		\$ 94,036,349	\$ 460,412
TOTAL EMPLOYEES <= 75,000.00		\$ 56,284,053	\$ 247,256

CONSOLIDATED TOTAL	\$ 150,483,057	\$ 723,964
TOTAL FAMIL OVER REFAMILIAN FOR CREATE	 _	 0.442.424
TOTAL EMPLOYER PREMIUM FOR CPP/EI		\$ 9,142,121

^{*} Includes travel expenses for International Student Recruitment

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

School District Statement of Financial Information (SOFI)

School District No.62 (Sooke)

Fiscal Year Ended June 30, 2025

STATEMENT OF SEVERANCE AGREEMENTS

There was 1 severance agreement made between School District No.62 (Sooke) and its non-unionized employees during fiscal year 2025.

This agreement represented <u>4</u> months' compensation.

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

SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

SCHOOL DISTRICT NO. 62 (SOOKE) FISCAL YEAR ENDED JUNE 30, 2025

SCHEDULE OF PAYMENTS MADE FOR THE PROVISION OF GOODS AND SERVICES

VENDOR NAME	PAYMENTS
AC HOMESTAY FAMILY	28,460
AMAZON	477,506
ANDREW SHERET LIMITED	35,294
AP HOMESTAY FAMILY	36,720
APOLLO SHEET METAL LTD	232,514
APPLE CANADA INC	48,932
ARI FINANCIAL SERVICES	67,161
ASSOC. OF SCHOOL TRANSP. SERVICES OF BC	31,557
ASSOCIATED ENGINEERING (B.C.) LTD.	80,853
AVENIR ENERGY	28,469
B.C. PRINCIPALS & VICE PRINC. ASSOC	108,076
BC FERRIES	42,918
BC HYDRO	1,078,839
BC SCHOOL TRUSTEES ASSOCIATION	70,605
BC TEACHERS FEDERATION	1,543,833
BCTF - SALARY INDEMNITY PLAN	1,791,103
BEACON COMMUNITY ASSOCIATION	26,349
BEST BUY	27,223
BETHANY WIENS	30,000
BGE INDOOR AIR QUALITY SOLUTIONS LTD	26,213
BOULDERHOUSE	58,362
BRIAN SIMMONS AND ASSOCIATES LTD	26,691
BRIGHTSPARK	48,333
BULLET SECURITY CAMERAS, INC.	84,870
BUMPER TO BUMPER	26,967
BUNZL CLEANING & HYGIENE	509,377
BY SOLUTION	82,553
CAIRD MECHANICAL CONTRACTORS LTD.	59,960
CAMOSUN COLLEGE	365,462
CANADIAN UNION OF PUBLIC EMPLOYEES	784,156
CAPITAL REGIONAL DISTRICT	302,143
CDI SPACES	27,732
CDW CANADA INC.	263,483
CEDAR VISTA STABLES	77,018
CINDY ANDREW	77,936
CINEPLEX	26,669
CITY CENTRE PARK	39,002
CITY OF COLWOOD	80,778

CITY OF VICTORIA	102,421
CM HOMESTAY FAMILY	25,592
CNB COMPUTERS	616,197
COLUMBIA FUELS	342,298
COMMERCIAL LIGHTING PRODUCTS LTD.	29,161
COMPLEX TRAUMA RESOURCES INC.	33,934
COSTCO WHOLESALE	137,527
CP HOMESTAY FAMILY	25,776
CRISIS PREVENTION INSTITUTE INC.	35,086
CWB WELDING FOUNDATION	170,000
DENBOW	64,946
DINNING HUNTER LAW TRUST	47,547
DINNING HUNTER LAW IN TRUST	24,600,113
DISTRICT OF SOOKE	28,658
DMS TECHNOLOGIES INC.	37,078
DN HOMESTAY FAMILY	25,246
DOWNS CONSTRUCTION DVN ANALG SPECIAL TV VEHICLES LTD	90,869
DYNAMIC SPECIALTY VEHICLES LTD	412,776
EARTHSERVICE DRAIN-MASTER	27,356
EB HOMESTAY FAMILY EC HOMESTAY FAMILY	25,815
	25,467
EDUCATIONAL IDEAS INC ELLSWEAR DANCE & ACTIVEWEAR	31,012
EMPLOYER HEALTH TAX (EHT)	32,388 2,874,166
ERB TECHNICAL CONTRACTING	327,234
ES HOMESTAY FAMILY	26,255
EXPEDIA	75,745
FB HOMESTAY FAMILY	36,985
FLOURISH! SCHOOL FOOD SOCIETY	1,298,231
FLYNN CANADA LTD.	1,082,956
FOCUSED EDUCATION RESOURCES SOCIETY	39,274
FORT MODULAR INC	196,329
FORTIS BC-NATURAL GAS	376,688
FRANCL ARCHITECTURE INC	57,652
FUTUREBOOK PRINTING INC	75,401
GARAVENTA (CANADA) LTD	51,529
GEAZONE STRATEGIC ECOPRENEUR INC	31,059
GESCAN	30,527
GOLD KEY SALES AND LEASE LTD	46,963
GOODYEAR CANADA INC	63,300
GUARD.ME INTERNATIONAL INSURANCE	99,175
HARRIS & COMPANY	33,487
HAYWORTH ITF FOUNDATION (SOOKE)	45,862
HAZPRO ENVIRONMENTAL LTD	72,920
HCMA ARCHITECTURE & DESIGN	181,205
HME HOME HEALTH LTD	84,289
HOMETOWN TEAM & CORPORATE SALES	90,651

HONEWAYELL LIMITED	00.000
HONEYWELL LIMITED HOOPER ACCESS & PRIVACY CONSULTING LTD	86,880
HOULE ELECTRIC LTD	45,246 166,044
HOURIGAN'S CARPETS & LINOS LTD.	166,944 146,843
HULITAN FAMILY & COMMUNITY SERVICES	•
ICBC TREASURY OPERATIONS	529,533
IN-CHARGE ENERGY INC.	42,445 150,244
IREDALE GROUP ARCHITECTURE	68,315
ISLAND EHS	73,514
ISLAND TECHNICAL INSTALLATIONS	27,816
JENNER CHEVROLET BUICK GMC LTD.	57,035
JONATHAN MORGAN COMPANY LIMITED	176,828
JOSTENS	31,794
JPJ ATHLETICS AND REPAIRS	33,257
JS HOMESTAY FAMILY	30,373
KC HOMESTAY FAMILY	28,955
KERR CONTROLS INC.	67,583
KEV SOFTWARE INC.	73,252
KG HOMESTAY FAMILY	36,950
KINETIC CONSTRUCTION LTD.	19,779,005
KMBR ARCHITECTS PLANNERS INC.	209,449
KMS TOOLS AND EQUIPMENT LTD	25,596
KPMG LLP	25,379
KRISTIN WIENS	34,704
LANGFORD LANES CITYCEN	29,738
LB HOMESTAY FAMILY	25,992
LBC CAPITAL WEST COAST MACHINERY	39,681
LES EDITIONS PASSE TEM	30,044
LOCAL PIZZA	26,707
LONG & MCQUADE LTD.	33,788
LT HOMESTAY FAMILY	37,858
LVISSAA	55,655
LW HOMESTAY FAMILY	27,495
MACK SALES & SERVICE	68,778
MAKE PROJECTS LTD.	40,244
MARITIME TRAVEL	56,256
MARTY PEARCE	31,476
METHOD INNOVATION PARTNERS INC	14,209,073
MICHELL EXCAVATING LTD	117,785
MINISTER OF FINANCE	734,292
MNP LLP	28,875
MODERN PURAIR	78,007
MONK OFFICE SUPPLY LTD.	347,753
MOUNT WASHINGTON ALPINE RESORT	45,265
MSR SOLUTIONS INC	47,058
MUNICIPAL PENSION PLAN	3,051,819
MUNRO'S BOOKS	119,390

NETWORK CHARE	20 774
NETWORK SHAPE	38,774
NUTRIEN AG SOLUTIONS (CANADA)	49,550
OLYMPIC VIEW GOLF COURSE	111,061
ON POINT PROJECT ENGINEERS LTD.	1,551,366
ONE STOP FUNDRAISING INC.	33,897
ONETEAM SPORTS GROUP	38,593
ORKIN CANADA CORPORATION	97,949
OUT OF THE BLUE DESIGNS	98,809
PACHEDAHT FIRST NATION	42,431
PACIFIC BLUE CROSS	5,744,275
PANAGO PIZZA	57,082
PASSIONSPORTS CLOTHING	30,111
PEARSON EDUCATION PEMBERTON HOLMES	36,274 150,902
PERFORMANCE PLUS HOCKEY INC.	•
	92,585
PONCHOS CAFE & CATERING	29,703
POWERSCHOOL CANADA ULC	199,953
PUBLIC ARCHITECTURE + DESIGN INC	557,105
PUBLIC ED. BENEFITS TRUST	3,171,988
RB HOMESTAY FAMILY	38,255
REAL CANADIAN SUPERSTORE	54,593
RED BLUE HEATING & REFRIGERATION	73,441
REDE ENERGY SOLUTIONS LTD.	90,831
RFS CANADA	149,091
RICOH CANADA INC	125,143
RUFFELL & BROWN WINDOW COVERING CENTRE RYZUK GEOTECHNICAL	25,428
	112,489
SCHOLASTIC CANADA LTD	41,136 39,648
SCHOLASTIC CANADA LTD. SCHOOL START	•
SEAPARC LEISURE COMPLEX	67,214
	33,303
SECURIGUARD SERVICES LTD SK HOMESTAY FAMILY	25,016
SLEGG BUILDING MATERIALS	26,280
SMCN CONSULTING INC	26,428
SOFTCHOICE CORPORATION	116,839
SOOKE PRINCIPALS & VICE-PRINC.ASSOC	92,063
SOOKE PRINCIPALS & VICE-PRINC.ASSOC SOOKE TEACHERS' ASSOCIATION	34,480
SSA QUANTITY SURVEYORS LTD	888,538 36,860
SSL- SUSTAINABLE SERVICES LTD	
STAPLES	73,708
SUMRAN KANOJIA	66,597 28,891
SUNCOR ENERGY PRODUCTS PARTNERSHIP	•
SWING TIME DISTRIBUTORS	145,948 306,028
SYSCO CANADA INC.	130,687
TB HOMESTAY FAMILY	28,055
TEACHER REGULATION BRANCH	
TEACHEN NEGULATION DRAINCH	113,715

TEACHER'S PENSION PLAN	10,947,886
TECHNICAL SAFETY BC	27,260
TELUS	82,745
TELUS COMMUNICATIONS INC.	475,744
TELUS HEALTH (CANADA) LTD.	83,628
TELUS MOBILITY (BC)	137,213
TERRA LAW CORPORATION	750,000
TEXTHELP INC.	34,266
THE HOME DEPOT	40,028
THINKSPACE ARCHITECTURE PLANNING	372,193
THRIFTY FOODS	29,585
TLD COMPUTERS & CUSTOMWORKS	142,036
TM HOMESTAY FAMILY	28,889
TN HOMESTAY FAMILY TOWER FENCE PRODUCTS	25,195 27,981
TREECO VANCOUVER	25,853
TRI CITY FINISHING	210,998
TRIBAL SPIRIT	27,711
TYLER TECHNOLOGIES, INC	218,303
ULINE CANADA CORPORATION	91,217
UNIVERSAL SHEET METAL LTD	284,398
UNIVERSITY OF VICTORIA	33,679
UNIVERUS SOFTWARE CANADA INC.	46,159
UPANUP STUDIOS INC	54,311
VANCOUVER ISLAND HEALTH AUTHORITY	292,374
VICTORIA FORD ALLIANCE LTD.	158,659
VILLAGE FOOD MARKETS	28,384
WAL-MART	87,682
WALMSLEY EFAP	49,403
WASHINGTON KIDS FOUNDATION	63,691
WASTE MANAGEMENT	151,472
WEBSTER-WORTHY PRODUCTIONS LTD. WEST SHORE ENVIRONMENTAL SERVICES	36,750
WEST SHORE ENVIRONMENTAL SERVICES WEST SHORE PARKS AND RECREATION	27,388 34,957
WEST SUN COMMUNICATIONS LTD.	90,562
WESTBROOK CONSULTING LTD.	38,522
WESTCOAST ROOF INSPECTION SERV. LTD	62,656
WESTERN CAMPUS RESOURCES	36,241
WESTERN CANADA BUS	1,532,645
WESTJET	56,768
WILSON & PROCTOR LTD	29,694
WILSONS TRANSPORTATION LTD.	81,418
WOOD WYANT CANADA INC.	59,943
WORKSAFE BC	2,352,812
WSP CANADA INC.	32,921
X10 TECHNOLOGIES	211,874
YVONNE CLARKE	41,228

TOTAL DETAILED VENDORS > 25,000.00	119,128,663
TOTAL VENDORS <= 25,000.00	8,861,734
CONSOLIDATED TOTAL	127,990,398

PREPARED AS REQUIRED BY FINANCIAL INFORMATION REGULATION, SCHEDULE 1, SECTION 7

SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

SCHOOL DISTRICT NO. 62 (SOOKE) FISCAL YEAR ENDED JUNE 30, 2025

RECONCILIATION TO THE AUDITED FINANCIAL STATEMENTS

EXPENDITURES PER SOFI

Schedule of Remuneration and Expenses Remuneration Employee Expenses Employer Portion of CPP and EI Contributions Total - Schedule of Remuneration and Expenses	\$ 150,483,057 723,964 9,142,121	\$	160,349,142
Schedule of Payments for the Provision of Goods and Services			127,990,398
CONSOLIDATED TOTAL OF EXPENDITURES PER SOFI		\$	288,339,540
FINANCIAL STATEMENT EXPENDITURES			
Operating Fund Expenditures Special Purpose Fund Expenditures Purchase of Capital Assets	\$ 175,016,360 38,773,409 67,281,938	<u>-</u>	
CONSOLIDATED TOTAL OF FINANCIAL STATEMENT EXPENDITURES		\$	281,071,707
DIFFERENCE BETWEEN SCHEDULED PAYMENTS AND			
FINANCIAL STATEMENT EXPENDITURES		\$	7,267,833

EXPLANATION OF DIFFERENCE

The scheduled payments differ from the financial statements in the following ways:

- 100% of GST paid to suppliers is included in the SOFI schedules, whereas the financial statement expenditures are net of the rebate the school district receives.
- Employee benefits may be duplicated in the Schedule of Payments where also reported in employee remuneration.
- Employee expenses that are paid directly to suppliers may be duplicated in the Schedule of Payments.
- Other miscellaneous cost recoveries from third parties are reflected in the financial statements but may not be deducted from the schedules.
- The financial statements are reported on an accrual basis, and include payroll liabilities that are not reflected in the Schedule of Remuneration and Expenses, and accounts payable balances that are not reflected in the Schedule of Payments for the Provision of Goods and Services. Changes in liability balances from year to year affect the financial statement expenditures but not the scheduled payments which are reported on a cash basis.



Sooke School District

3143 Jacklin Road, Victoria, BC V9B 5R1 (250) 474-9800 www.sd62.bc.ca

COMMITTEE REPORT OF THE EDUCATION-POLICY COMMITTEE School Board Office

Dec. 2, 2025 - 6:00 p.m.

Present: Cendra Beaton, Trustee (Chair)

Allison Watson, Trustee (Committee member) Trudy Spiller, Trustee (Committee member)

Dana Savage, CUPE Amanda Culver, STA Corrinne Kosik, SPVPA Ash Senini, SPEAC

Paul Block Superintendent/CEO

D'Arcy Deacon, Associate Superintendent

Vanessa White, Acting Associate Superintendent

Regrets: Tim Hamblin, CUPE

Guests: Mike Huck, Frances Krusekopf, Anne Sahota

1. CALL TO ORDER AND ACKNOWLEDGMENT OF FIRST NATIONS TERRITORIES

With gratitude and respect, we acknowledge that we live, learn, and work on the traditional territories of the Coast Salish: T'Souke Nation, SĆIANEW (Beecher Bay) Nation, and the Nuu-chah-nulth: Paa?čiid?atḥ (Pacheedaht) Nation. We also recognize that some of our schools are located on the traditional territories of the MÁLEXEŁ (Malahat) Nation, and the Ləkwəŋən peoples of Songhees and Esquimalt Nations.

2. Opening Remarks from Chair

Chair Beaton opened the meeting by acknowledging all partner groups and thanked staff for their work across the district. Chair Beaton acknowledged the upcoming winter break and encouraged all to take care of each other during the holiday season.

3. COMMITTEE REPORT of Nov. 4, 2025 Education-Policy Committee meeting

The committee report for the Nov. 4, 2025 Education-Policy Committee meeting was received by the committee. No errors or omissions were noted.

4. BAA COURSE PROPOSALS (attached)

a. BAA Hockey Innovation and Performance 11 - Mike Huck

District Principal of Pathways and Choice, Mike Huck, explained that there is a shortage in the workforce of individuals who go into the sporting industry. A student exposure gap and awareness impact exist that prevents students from making informed choices about career options in sports. The course will include hands on learning with 120 hours of instruction at the grade 11 level.



Sooke School District

3143 Jacklin Road, Victoria, BC V9B 5R1 (250) 474-9800 www.sd62.bc.ca

Recommended Motion:

That the Board of Education for School District #62 (Sooke) approve the proposed BAA Course "Hockey Innovation and Performance 11", effective February 1, 2026.

5. **NEW BUSINESS** (attached)

a. <u>Early Learning and Childcare Presentation</u> – Frances Krusekopf & Anne Sahota District Principal of Early Learning and Childcare, Frances Krusekopf, and Childcare Manager, Anne Sahota, provided an update to the committee about the current operation of childcare centres in the Sooke School District. The committee asked questions about staffing and potential impact on Sooke School District employees. It was clarified that the district is learning its way into the new structures and legislation that empower school districts to provide additional care where possible.

6. REVIEW OF POLICIES/REGULATIONS (attached)

There are no policies or regulations for this agenda.

7. FOR INFORMATION

Members of the committee expressed gratitude to Acting Associate Superintendent Vanessa White for all her support during her time acting in the role.

8. FOR FUTURE MEETINGS

9. ADJOURNMENT AND NEXT MEETING DATE: Jan. 6, 2026

Meeting adjourned at 7:18 pm.



Board/Authority Authorized Course Framework

School District/Independent School Authority/Owner/Operator Name: Sooke School District	School District/Independent School Authority/Owner/Operator Number (e.g. SD43, Authority #432, Owner/Operator #123): SD62
Developed by: John Stamhuis	Date Developed: Oct 2025
School Name: SD62 Online	Principal's Name: Mike Huck
Superintendent Approval Date (for School Districts only):	Superintendent Signature (for School Districts only):
Board/Authority, Owner/Operator or Designate Approval Date:	Board/Authority Chair, Owner/Operator or Designate Signature:
Course Name: Hockey Innovation and Performance 11	Grade Level of Course:
Number of Course Credits:	Number of Hours of Instruction: 120

Board/Authority or Owner/Operator Prerequisite(s):

Students must have Hockey Canada required equipment to take part in the class.

Special Training, Facilities or Equipment Required:

Access to a hockey rink, weight room or other training facility, and a classroom are required.

Course Synopsis:

The Hockey Innovation and Performance 11 course engages students in an applied design process that combines hockey-specific training with opportunities for innovation, analysis, and reflection. Students will improve their on-ice performance through targeted skill development while exploring the technological, tactical, and creative dimensions of the sport. Through hands-on experiences and design thinking projects, learners will develop, test, and refine hockey drills, training plans, and strategic approaches that respond to real-world performance challenges. Technology plays an integral role in this course — from video and performance analytics to digital tools for fitness and nutrition tracking. Students will use these tools to collect and interpret data, supporting evidence-based decision-making in both individual and team contexts. Collaboration and communication are emphasized through group design projects, reflective discussions, and peer feedback. By connecting sport, technology, and innovation, this course empowers students to explore hockey as both a discipline of performance and a field of creative, applied problem-solving.

Goals and Rationale:

The goal of Hockey Innovation and Performance 11 is to empower students to engage in design thinking and creative problem-solving within the context of hockey performance and development. Rooted in the Applied Design, Skills, and Technologies (ADST) curriculum, the course encourages learners to identify challenges in training, gameplay, or equipment; design innovative solutions; and iteratively refine their ideas through testing and reflection. Students will use digital tools to analyze performance, enhance tactical understanding, and communicate findings with peers and mentors. They will also explore how the design process used in hockey—planning, prototyping, testing, and reflecting—mirrors innovation and continuous improvement in other areas such as academics, leadership, and future careers. The course supports lifelong physical literacy and well-being while emphasizing the creative and technological skills necessary for participation in the modern sport and recreation industry. Through collaboration, reflection, and innovation, students will not only advance their hockey performance but also develop transferable design and problem-solving skills that prepare them for success beyond the rink.

Indigenous Worldviews and Perspectives:

The Hockey Innovation and Performance 11 course provides a learning environment that supports the First Peoples Principles of Learning and Aboriginal Education perspectives:

- Learning Involves patience and time.
- Learning involves recognizing the consequences of one's actions.
- Learning is holistic, reflexive, reflective, and experiential and relational.
- Hands on, experiential learning is the basis of the Hockey Skills course.
- The course is learner centered and strength-based, building skills and knowledge from an area of success to improve areas of need.
- Self-awareness is explored through team affiliation, family/cultural background and other identity markers.

Course Name: Grade:

BIG IDEAS

Personal design interests require the evaluation and refinement of skills

Design thinking drives innovation in hockey performance, strategy, and training Creative problemsolving connects hockey to broader realworld challenges and opportunities Sport skills and strategies change over time and require continual learning and innovation

Learning Standards

Curricular Competencies	Content
Students are expected to do the following:	Students are expected to know the following:
 Applied Design Process Engage in design thinking to identify performance or strategy challenges within hockey and develop innovative solutions through prototyping and testing. Design and iterate hockey drills, game strategies, or equipment modifications that address identified needs in player development or team performance. Apply reflective processes to refine strategies or designs based on feedback and observed outcomes Technology Integration Use digital tools such as video analysis software, wearable performance trackers, or hockey analytics platforms to assess and improve individual and team performance. Incorporate technology to gather, interpret, and present data on skills, fitness, and tactical execution. Evaluate and select appropriate digital resources to enhance training, nutrition planning, and performance analysis. 	 hockey specific terminology proper technique for foundational hockey skills a variety of strategic principles for hockey individual and team tactics the routes of advancement in hockey proper technique for movement skills ways to monitor physical exertion levels health benefits of different styles of exercise training principles to enhance overall and sport specific fitness levels potential short- and long-term consequences of health decisions, including those involving physical activity, healthy eating, sleep routines, and technology sources of health information and their trustworthiness proper diet and hydration for sport-specific training
 Critical and Creative Thinking Analyze complex hockey situations and propose creative tactical or technical solutions. Synthesize information from multiple data sources (e.g., performance metrics, opponent analysis) to design adaptive strategies. 	 injury prevention techniques the rules of hockey appropriate gym etiquette the impact that personal conduct and attitude can have
 Apply innovative thinking to develop or improve hockey-related training tools, drills, or team systems. 	 on a group as a whole conflict resolution skills during physical activity how to find an adult recreation hockey league or team

Collaboration and Communication

- Work collaboratively to design, test, and evaluate hockey strategies or skill development plans.
- Communicate design processes and findings effectively through visual, oral, or digital formats.
- Demonstrate teamwork, leadership, and constructive feedback while engaging in shared design or performance improvement projects.

Reflection and Iterative Improvement

- Continuously assess the effectiveness of personal and team designs, strategies, or training plans, making evidence-based refinements.
- Reflect on progress and learning outcomes, identifying strengths, challenges, and next steps for improvement.
- Incorporate peer and instructor feedback to enhance both the design process and final performance outcomes.

- different career opportunities related to hockey
- advanced statistics related to analytics and hockey research
- basic scouting techniques and tradecraft

Big Ideas - Elaborations

Hockey is a life-long sport that provides positive opportunities throughout the lifespan: The skills learned in, and the enjoyment of hockey can provide opportunities to students throughout their lives. Students will learn different ways to work in and around hockey, how hockey has taught them and provided them with transferable skills, and how continuing to play into adulthood has positive physical and social benefits.

<u>Sport skills and strategies change over time and require continual learning and innovation:</u> Hockey, as with most things in life, has undergone significant change in the decades it has been played. Learning to envision future changes, innovate strategies to deal with or excel in a new reality is a transferable skill for any workplace environment.

<u>Personal design interests require the evaluation and refinement of skills:</u> Students explore their unique strengths and interests in hockey, analyze their progress using performance metrics, and design targeted development plans that reflect personal goals

<u>Design thinking drives innovation in hockey performance, strategy, and training:</u> Through hands-on projects, students use design thinking steps – ideation, prototyping, testing, and reflection – to solve a real problem in hockey, such as improving a team play or creating a new drill

<u>Creative problem-solving connects hockey to broader real-world challenges and opportunities:</u> Students consider how skills developed in hockey, such as teamwork, communication, and resilience, transfer to other aspects of life, including academics, employment, and leadership

Recommended Instructional Components:

On-ice instruction: approximately 50 Hours

Off-Ice Training and Athletic Development: approximately 50 Hours

Classroom Based Hockey Theory and Personal Development: approximately 20 Hours

Recommended Assessment Components: Ensure alignment with the Principles of Quality Assessment

Formative Assessment	Students will be regularly assessed on their knowledge and skills using the following methods:	
1 01 11 10 1 1 1 1 1 1 1 1 1 1 1 1 1 1	• Observation	
	• Reflection	
	• Self-assessment	
	Physical and skill testing for objective feedback	
	• Formal testing (rules, technique).	
	Goal Setting and planning.	
Summative Assessment	Students will undertake a reflection of learning activity at the end of the course, looking at skill development, future developmental needs, and areas of growth that should be highlighted over the year.	

Font Colour Legend:

Blue – Education Policy

Green – Resources

Red – Ad Hoc/District Partners

Black – Board of Education

Board of Education 2025-26 90 Day Work Plan

JANUARY TO MARCH 2026

ACTION	JANUARY	FEBRUARY	March 2026
Approve		Amended BudgetSchool Fees	- School Fees (TBD)
Review	 Policy positions for submission to BCSTA AGM Mid-Year Strategic Plan Report (Q1/Q2) 	 - 2nd Quarter Reports: - Financial forecast - Enrolment update - Minor & Major Capital Work 	 Estimated Enrolment Update Budget Instructions Annual Facilities Grant Planning
Complete	 BCSTA Policy/Motions for AGM Governance Committee (Jan 16) Audit Committee (Jan 20) BCPSEA Annual General Meeting (Jan 29-30) – Trustee Rep 	 District Partner Budget Presentations (Feb.17) Indigenous Education Council 2026/27 Budget Consultation (TBD) BCSTA Provincial Council (Feb 19-20) 	 Consider candidates for Premier's Awards in Education. Partner/Liaison Mtg – MECC (Chair/ST/Supt.) (TBD) Spring VISTA Conference (Mar 6-7)
Engage	 Municipal Partner Meetings Board & Colwood Council (Jan 19) Board/MLA Meetings (TBD) 	 Municipal Partner Meetings Board & Langford Council (Feb 12) Board & Sooke Council (Feb 5) BCSTA Governance Training – Module 2 (Feb 18) 	



Board Information NotePublic Board Meeting

December 16, 2025

Agenda Item 13.1: Superintendent's Update



Salish Sea Experience

The program at Centre Mountain Lellum has now been running for three years and expanded this year to include four classes, reaching approximately 105 students. As part of the program, Eagle Wing visited classrooms on October 1 and 15, and students participated in a full day aboard the floating classroom on October 8. Both boat trips on October 8 were especially memorable. The morning group enjoyed hands-on learning experiences, including the chance to taste kelp, an activity that received plenty of enthusiasm and mixed reviews. The afternoon group was treated to an exciting wildlife moment when they spotted Ollie the Sea Otter, along with humpback whales on both sailings. This year also highlighted the lasting impact the program has on students. Hearing from current Grade 9 students who participated in the inaugural year reinforces the value of these experiences. They fondly remember not only being out on the ocean but gaining a deeper connection to the waters that surround them and a broader perspective on the world. Their year was particularly special, as their classes were the first to discover a baby orca and were part of choosing its name. Experiences like these cannot be replicated or duplicated. This is why a central focus of learning from kindergarten through Grade 12 in our district is understanding the world around us: the plants and how they can be used, the animals we share this region with, and the responsibility we all have in protecting our ecosystems. By nurturing both wonder and stewardship, we hope that when today's students become adults, there will continue to be Grade 6 classes out on the ocean experiencing the awe of the world around them, just as they did.

EMCS AA Boys Soccer at Provincials





This was their first appearance at the Provincial Championships for Soccer, and they made an immediate impression by advancing all the way to the semi-finals. During the broadcast, announcers remarked that Sooke was a relative unknown in the soccer scene, a description that certainly no longer applies after their outstanding performance. The team posted decisive victories of 3–1, 5–0, and 2–1 before falling to Carihi Secondary (SD72) in the semi-finals, 3–1. They closed out the tournament with a commanding 4–1 win over Windsor Secondary to secure an impressive 3rd place finish. Congratulations to the team on this remarkable achievement. I would also like to acknowledge the incredible staff members and community volunteers who dedicate their time to extra-curricular sports across our district. Their contributions are often behind the scenes, yet opportunities like this simply wouldn't exist without their commitment and generosity.

Fairplay Award for Belmont Volleyball

Each season, referees record Green Cards issued during play for honesty and integrity on and off the court. The award is given to the school with the most Green Cards, but it is also a reflection on the school's excellent job as a host and how they demonstrate the ideals of Fairplay as exemplified by BC School Sports Code of Conduct. The school has trained many scorekeepers and encouraged many students to become referees. Congratulations to the players, coaches, scorekeepers and referees at Belmont.

Connecting Curriculum to Place-Based Education

Through the Department of Fisheries and Oceans' Stream to Sea program, Grade 3 students at Willway Elementary engaged in an enriching, hands-on learning experience at the Goldstream Hatchery, exploring the complex lifecycle of Pacific salmon. This learning will continue in the classroom as students temporarily care for fertilized eggs, observe the early stages of development, and ultimately participate in releasing the fry back into Goldstream. This authentic, place-based learning experience directly reflects our district's Strategic Plan by supporting the development of adaptable, curious, and responsible learners. It also strengthens Engagement by deepening students' connection to local ecosystems and community partners and reinforces our commitment to Growth through environmental stewardship and learning rooted in sustainability.







NA'TSA'MAHT Dinner



The NA'TSA'MAHT Department, in partnership with Ruth King Elementary, hosted its first family dinner of the school year in November, honouring longtime Role Models Bertha and Joe Landre for their many contributions and 20 years to the program. The packed gym was beautifully decorated with student artwork, Coast Salish teachings and WSÁNEĆ moon learning. A special acknowledgment and thank you to NA'TSA'MAHT Program Assistant Trish McNabb for her leadership in bringing families together over a Métisthemed beef stew and bannock meal, and to the First Nations Elders who opened the evening with a beautiful protocol.

Cyberbullying

The District Safe Schools team partnered with Safer Schools Together to host an information session at Journey Middle School on November 18 focused on helping parents support their children in staying safe and well in their online lives. School and District staff were present to answer questions and share the ways we are actively supporting students. The session was promoted widely through email, the school website, the Journey PAC and SPEAC networks, and the district's social media channels. Sixteen parents registered and nine attended.

We recognize that many families have competing responsibilities, and participation was not possible for everyone. At the same time, I want to gently highlight an important observation. Throughout the year, schools host games, performances, concerts, and parent-teacher interviews, and these events draw strong attendance. We see parent participation at school events, no matter the timing, whether midday for a cross-country meet, after school for a handball game, or in the evening for a performance. When the activity feels directly connected to our children, families find a way to be there. And that is what we need to do here as well.

Information sessions that help us understand the digital world our children move through are not optional extras. They are essential. Cyberbullying affects every school where students have access to



digital devices, and particularly at the middle and secondary levels, most of our students do. When we come together to learn, ask questions, and prepare ourselves, we strengthen the entire school community.

Bullying, both online and in person, is often seen as something schools alone must solve. But the truth is that the solution to bullying requires meaningful involvement from parents and caregivers. Children's online interactions occur largely outside of school hours, on platforms beyond the reach of school staff, and within social environments shaped by family expectations, community norms, and society more broadly.

Schools work every day to build safe and caring learning environments, but our authority under the BC School Act is limited to school related activities and behaviour that impacts the school community. Much of students' digital activity occurs beyond this scope. Parents play the most important role in monitoring online use, setting boundaries, teaching empathy, and responding early when harmful behaviour appears.

Bullying is a societal issue that demands a shared commitment. Schools provide education and interventions within the limits of the School Act. Families provide guidance, oversight, and essential modelling. Communities reinforce values of respect and responsibility. When all three work together, we can make a real difference.

Just one day earlier on November 17 and again on November 18, Spencer Middle School welcomed Public Safety Canada's "Online Dangers" roadshow. Through a safe and interactive program, hundreds of grades 7 and 8 students explored the realities of cyberbullying and online sexual exploitation, learning how to recognize these situations and where to turn for help. This is just one example of how students are receiving important information, guidance, and meaningful learning experiences on these critical topics.

My hope moving forward is that more families will join us in these opportunities to learn, connect, and strengthen our collective ability to support young people. By showing up together, we send a powerful message that their safety, their well-being, and their futures are important to all of us.

Parent Trustee Forum

On November 17, Trustees, members of the district executive team, and district principals hosted an engagement session with parents to gather feedback, ideas, and experiences related to strengthening communication and enhancing learning supports for students. All parents across the district were invited to participate through email, SPEAC, and the district's Facebook page. Thirty-five parents RSVP'd, and seventeen attended.

While attendance was lower than anticipated, we are grateful for the thoughtful perspectives shared by those who were able to join us. We also recognize that evening events are not accessible for all families due to work, childcare, and other commitments. In-person sessions remain an important avenue for meaningful dialogue.



They provide an opportunity to sit together, listen, learn, and develop shared understandings about how best to support students.

We encourage families to take part in future engagement opportunities whenever they are able, as parent voice is a vital part of informing and improving the experiences of students across our district.

Lahal Tournament



The NA'TSA'MAHT Department held its 2nd Annual Lahal Tournament on November 19, welcoming 20 teams and more than 200 students from grades 6–12 across the Greater Victoria area. The event provided a full day of connection, competition, drumming, singing, and cultural sharing. The District Executive team were pleased to join some of the games earlier in the day, and although we couldn't stay for the full event, we're confident we wouldn't have stood a chance as the students brought an impressive level of skill and enthusiasm. Congratulations to Spectrum Secondary for securing first place, WSÁNEĆ for earning second, and Westshore Secondary's Take a Hike team for placing third. One comment from a member of the Westshore RCMP really stood out to us: this event brings together students of all ages, backgrounds, experiences, and skill levels and it truly levels the playing field. It doesn't matter what kind of student you are or what your strengths or stretches may be; you belong. I am grateful to be part of experiences like this and proud of the staff whose dedication makes these events possible.



CUPE Pro-D Day - November 21, 2025

We took advantage of November's non-instructional day to host another instalment of the semi-annual CUPE Professional Development Day. Several hundred CUPE staff gathered at Royal Bay to take part in the day, which included a vast array of sessions and subject-areas to meet the diverse needs of our CUPE Team. This year's programming was highlighted by a keynote session in the RBSS theatre entitled: "Becoming Anti-Ableist", delivered by consultants from Inclusive Experiences in North Vancouver.

Special thanks go to the CUPE 459 and SD62 management members of the Professional Development Committee for their extensive preparations in making the day a great success. Committee members include:

CUPE 459 Representatives	SD62 Management Representatives
Amber Leonard – Co-chair	Fred Hibbs – Co-chair
Dana Savage – CUPE Rep	Glen O'Keefe – Custodial
Mark Chudleigh – Clerical Rep	Corrine Kosik – IES
Wanda Falle – Custodial Rep	Christine Merner – OHSW
Jake Brennan – EA Rep	Randy Cobb – Transportation
Mannie Ross – EA Rep	Steve Tonnesen – IT
Brandon Olsen – Maintenance Rep	Tyson Saucer – Facilities
Phil Young – Transportation Rep	Jon Carr / Connie Swan - NIE

A very special thank you to Bus Driver, **Phil Young**, and HR staff member, **Ashna Sharma**, for their countless hours of work to ensure that all of the planning and logistics for the day ran smoothly!