

Board of Education

Regular Public Meeting

November 12, 2024



SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

School District No. 57 (Prince George)

BOARD OF EDUCATION

CHARTER

Our mission, as a Board of Education, is to create a culture of trust and integrity by adhering to the highest standards of ethical behaviour and fiduciary responsibility.

We, the Board of Education, individually and collectively, in the conduct of our duties, will be:

- Transparent
- Open-minded
- Consultative
- Committed
- Respectful of Diversity

BOARD OF EDUCATION AND SENIOR ADMINISTRATION

GUIDING PRINCIPLES

The Board of Education and senior administration believe we are accountable to the families and communities we serve. We respect their diversity and support their involvement.

We further believe that all children can learn, achieve and succeed, and that by working together with our employees, students, parents, and our communities, we will enable our students to reach their greatest academic potential.

We believe our students have the right:

- To a safe and respectful learning environment.
- To be valued.
- To have the opportunity to explore and develop their potential.
- To have their intellectual, emotional, physical and social needs met

We also believe that with these rights come responsibilities with respect to their school, classroom and work habits.

We believe our employees have the following rights and responsibilities:

- To be treated fairly and work in a safe environment.
- To be respected, trusted, included and valued.
- To explore, collaborate and develop to their potential.
- To treat others fairly, work cooperatively, and create a safe working and learning environment.

Together, we affirm that these guiding principles provide the foundation for the decisions we make in School District No. 57.

BOARD OF EDUCATION
SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

REGULAR PUBLIC MEETING

6:00 p.m., Tuesday, November 12, 2024

Boardroom - 2100 Ferry Avenue

A G E N D A

The Board of Education is committed to providing a safe and respectful environment. The Board expects all participants to model respectful communication in order to foster positive relationships and build understanding between all school district partners.

Trustees as members of the corporate Board shall act prudently, ethically and legally, in keeping with the requirements of provincial legislation. This includes proper use of authority and appropriate decorum in terms of group and individual behaviour.

Trustees will ensure that their comments are issue based and not personal, demeaning, derogatory or disparaging with regard to Board staff or fellow Trustees, including comments made to media or news outlets.

1. **CALL TO ORDER**

2. **ACKNOWLEDGEMENT OF TRADITIONAL TERRITORY**

3. **APPROVAL OF AGENDA**

That the agenda be approved as presented.

4. **SCHOOL DISTRICT NEWS**

5. **PRESENTATIONS**

5.1 Duchess Park Family of Schools

5.2 District Student Advisory Council

6. **MINUTES OF PREVIOUS MEETINGS**

6.1 Regular Public Meeting of October 8, 2024

Page 1

That the minutes of the October 8, 2024 regular public meeting be approved as presented.

- 6.2 Record of Minutes of the Regular In-Camera and Special In-Camera Meetings

Page 5

That the record of minutes of the regular in camera meeting of October 7, 2024 be approved as presented.

7. **BUSINESS ARISING FROM THE MINUTES**

8. **OLD BUSINESS**

9. **AD HOC POLICY COMMITTEE**

- 9.1 Committee Report

Page 6

- 9.2 Draft Policy 1.5 Board Committees

Page 7

- 9.3 Draft Policy 1.6 Policy Development, Revision, Adoption and Repeal

Page 10

10. **NEW BUSINESS**

- 10.1 Foundation and Skills Assessment (FSA)

Page 14

- 10.2 Year-to-Date Financial Information to September 30

Page 23

- 10.3 2025-26 Annual Budget Development Process

Page 27

- 10.4 Statement of Financial Information (SOFI)

Page 29

- 10.5 Pay Transparency Reporting

Page 60

- 10.6 Spruceland Community School of the Arts

Page 64

- 10.7 Class Size Report

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- 10.8 Public Board and Committee Meetings

Page 66

- 10.9 Policy 7 Board Operations - Trustee Remuneration

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11. DISTRICT ADMINISTRATION REPORTS

11.1 Office of the Superintendent

12. TRUSTEE REPORTS

12.1 BC School Trustees' Association

12.2 District Student Advisory Council

12.3 District Parent Advisory Council

13. CORRESPONDENCE

Page 69

14. ELECTION OF CHAIRPERSON

Page 78

The Superintendent shall call for nominations for Board Chair and conduct a vote by ballot in which the/those person(s) receiving a clear majority shall be elected Board Chair for the ensuing year. The Chair so elected shall assume the chair for the remainder of the meeting.

15. ELECTION OF VICE-CHAIRPERSON

A Vice Chair will be elected in the same manner as the election of the Chair.

16. ELECTION OF BCSTA PROVINCIAL COUNCIL

The Board of Education will elect a provincial council representative to the BC School Trustees Association (BCSTA).

17. ELECTION OF BCSTA PROVINCIAL COUNCIL ALTERNATE

The Board of Education will elect an alternate provincial council representative to the BC School Trustees Association (BCSTA).

18. ELECTION OF BCPSEA REPRESENTATIVE

The Board of Education will elect a representative to the BC Public School Employers' Association (BCPSEA).

19. **ELECTION OF BCPSEA REPRESENTATIVE ALTERNATE**

The Board of Education will elect an alternate representative to the BC Public School Employers' Association (BCPSEA).

20. **ADJOURNMENT**

PUBLIC REMARKS:

In accordance with Policy 7 Board Operations:

- *There shall be a public remarks period of up to 30 minutes (Note – maximum of six (6) speakers) following the adjournment of every regularly scheduled public Board meeting, to provide an opportunity for members of the public to make comments to the Board. Public remarks shall be relevant to items on the evening's approved regular public agenda. The Board will listen respectfully to comments, however may not respond to questions during this time.*
- *Members of the public may submit written comments relevant to items on the evening's approved regular public agenda to the Board Chair by email at publicinput@sd57.bc.ca for consideration by the Board. Written submissions must be received by 5 p.m. on the Monday prior to the regular public meeting.*
- *Individuals or groups wishing to make public remarks must identify themselves and the issue(s) to be presented on a speakers' list which will be available following the adjournment of the regular public meeting.*
- *Each speaker from the public will be allowed five minutes to make comments. At the discretion of the Chairperson, additional time may be allotted.*

Additional Notes:

- *The Board of Education has a legal responsibility to create and maintain a respectful workplace*
- *Respectful language and behaviour at all times*
- *Right to disagree but done in a respectful manner*
- *All individuals are entitled to their opinion but not at the expense of others' dignity*
- *Model the behaviour that you would want your children to engage in*
- *No signage is allowed in the meeting room*

DRAFT
Minutes
Regular Public
Meeting

Board of Education
School District No. 57 (Prince George)
2100 Ferry Avenue, Prince George, B.C.

2024.10.08
6:00 p.m.

The meeting was held in the library at McBride Secondary School.

Present:

Craig Brennan, Chair
Erica McLean, Vice Chair
Cory Antrim, Trustee
Sarah Holland, Trustee
Shar McCrory, Trustee
Bob Thompson, Trustee

Jameel Aziz, Superintendent of Schools
Lynda Minnabarriet, Secretary Treasurer
Diane Nygaard, Executive Assistant (Recorder)

In Attendance:

Kap Manhas, Assistant Superintendent
Lee Karpenko, Assistant Superintendent
Pam Spooner, Assistant Superintendent Indigenous Education

Absent:

Rachael Weber, Trustee

1. **CALL TO ORDER**

The meeting was called to order at 4:04 p.m.

2. **WELCOME AND ACKNOWLEDGEMENT OF TRADITIONAL TERRITORY**

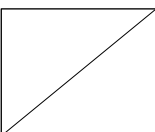
The Board Chair provided a formal acknowledgement of the ancestral lands, culture and people of the Lheidli T'enneh First Nation, McLeod Lake Indian Band and Simpcw Nation.

3. **APPROVAL OF AGENDA**

MOVED and SECONDED

That the agenda be approved as presented.

CARRIED



4. **SCHOOL DISTRICT NEWS**

Trustees provided comments related to the following:

- Raise a Reader Event, September 26, 2024
- DP Todd Hockey Program
- Funding for Hiring Rural Teachers
- Valemount Elementary School Kitchen Renovations

5. **PRESENTATION**

Students from McBride Centennial and McBride Secondary Schools welcomed the Board of Education with a performance prior to the meeting being called to order.

6. **MINUTES OF THE PREVIOUS MEETINGS**

6.1 Regular Public Meeting of September 10, 2024

MOVED and SECONDED

That the minutes of the September 10, 2024 regular public meeting be approved as presented.

CARRIED

7. **BUSINESS ARISING FROM THE MINUTES**

None.

8. **ADVISORY COMMITTEE**

MOVED and SECONDED

That the report of the Advisory Committee meeting held on September 26, 2024 be received.

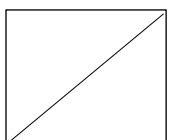
CARRIED

9. **AD HOC POLICY COMMITTEE**

MOVED and SECONDED

That the report on the Ad Hoc Policy Committee be received.

CARRIED



10. NEW BUSINESS**10.1 District Preliminary Enrolment Numbers**

The Board reviewed the district preliminary enrolment numbers as of September 30, 2024 that were included in the agenda package.

11. DISTRICT ADMINISTRATION REPORTS**11.1 Office of the Superintendent**

The Office of the Superintendent staff provided a presentation with a focus on the directions of the Strategic Plan.

12. TRUSTEE REPORTS**12.1 BC School Trustees' Association**

Trustee Antrim reported that he will be attending the BCSTA Provincial Council meeting being held on October 25 and 26, 2024 in Vancouver, BC.

Trustees McCrory and Holland provided an overview of the BCSTA Northern Interior Branch meeting held on October 4 and 5, 2024 in Prince George, BC.

12.2 District Student Advisory Council

The Vice Chair provided an overview of the October 7, 2024 District Parent Advisory Council meeting.

12.3 District Parent Advisory Council

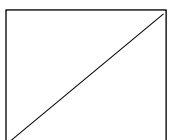
Trustee McCrory provided an overview of the October 7, 2024 District Parent Advisory Council meeting.

13. CORRESPONDENCE

MOVED and SECONDED

That the Board of Education received the open correspondence received and/or sent as presented.

CARRIED

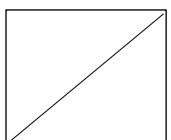


14. **ADJOURNMENT**

The meeting adjourned at 4:57 p.m.

Chairperson

Secretary Treasurer



BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

RECORD PURSUANT TO SECTION 72 OF THE *SCHOOL ACT*

MATTERS DISCUSSED AND DECISIONS REACHED AT THE SPECIAL AND
REGULAR IN CAMERA MEETINGS HELD SINCE THE LAST SUCH REPORT

October 7, 2024 Regular In Camera Meeting

1. Acknowledgement of the Traditional Territories.
2. Approval of the agenda.
3. Adoption of the minutes of the regular in camera meeting of September 10, 2024.
4. Discussion related to governance matters.
5. Discussion updated related to property matters.
6. Receipt of confidential correspondence.
7. Receipt of a legal update.

The meeting was called to order at 4:00 p.m. and adjourned at 5:15 p.m.

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

MEMORANDUM

TO: Board of Education

FROM: Ad Hoc Policy Committee

SUBJECT: **COMMITTEE REPORT – NOVEMBER 2024**

RECOMMENDED MOTION:

That the report on the Ad Hoc Policy Committee be received.

* * * * *

REPORT:

1. The Ad Hoc Policy Committee met on October 15 and October 21. The next meeting is scheduled for November 12, 2024.
2. The Committee continued its review of the district's policies related to Board governance. The review has been facilitated by AZ Cooper Consulting. The revised draft policies will be presented to the Board for approval at a regular public meeting.
3. The Committee also reviewed and discussed a draft Administrative Procedure related to Board General correspondence.

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

September 10, 2024

MEMORANDUM

TO: Board of Education

FROM: Ad Hoc Policy Committee

SUBJECT: **DRAFT POLICY 1.5 BOARD COMMITTEES**

RECOMMENDED MOTIONS:

- 1) That the Board of Education approve draft Policy 1.5 Board Committees as presented.
- 2) That the Board of Education repeal Policy 8 Board Committees.

BACKGROUND:

At the June 25, 2024 regular public meeting the Board of Education approved the distribution of draft Policy 1.5 for feedback for 60 days in accordance with current Policy 10 Policy and Policy Development. The 60-day consultation period ended on August 25, 2024.

In accordance with Policy 10 Policy and Policy Development, the Advisory Committee met on September 26, 2024, to receive the feedback on draft Policy 1.5 Board Committees prior to the final policy recommendation to the Board.

Policy 1.5

BOARD COMMITTEES

The Board of Education may establish committees of the Board to assist with governance functions. Committees have no authority in themselves; all recommendations by a committee require the approval of the Board in a Board meeting. Further, committees of the Board shall never interfere with delegation of authority from Board to Superintendent. For clarity, an Indigenous Education Council is not a committee in accordance with the *School Act*.

Some committees with broad based membership, provide an opportunity to engage with students, Rightsholders, staff, employee and partner groups in areas of Board responsibility. The primary purpose of all committees of the Board shall be to act in an advisory capacity to the Board. The Chair of a committee may place recommendations of the committee before the Board at a meeting of the Board in the form of a proper written motion.

Trustees not appointed to a committee may attend meetings of any Standing Committee of the Board as observers where they may ask questions and provide input on the topics being considered.

Types of Committees

The Board may appoint Standing Committees and Ad Hoc Committees, for which the Board shall prescribe the terms of reference.

Standing Committees provide advice to the Board on an ongoing basis. Standing Committees include:

- Policy Advisory Committee
- Committee of the Whole

Ad Hoc Committees may be established to assist the Board on a specific project for a specific period of time. When the purpose of the Ad Hoc Committee has been accomplished, the committee is retired.

Administration Working Committees are convened by the Superintendent and are not committees of the Board for purposes of this policy.

Terms of Reference

The terms of reference for each committee will be established by Board that will not conflict with the mandate of any other committee. For all standing committees, a quorum shall consist of a majority of the trustee members of the committee. Terms of reference will include:

- whether the committee is a Standing or Ad-Hoc committee;
- a clear description of the purpose of the committee, and any specific deliverables;
- designation of a chairperson;
- designation of any representative groups who will provide input to the committee;
- confirmation of how committee members are appointed;
- a determination regarding what constitutes a quorum;

Policy 1.5

- designation of district staff supports for the committee;
- meeting frequency and scheduling;
- any budget provisions ;
- expectations regarding agendas, supporting materials and minutes;
- reporting to the Board.

Representatives

The Chair of the Board shall, at the inaugural meeting or at a regular meeting appoint any Trustee representatives to Board committees, in consultation with Trustees. The Board Chair shall establish the Chair of any standing committee only after Trustees have an opportunity to make their preferences known.

Committee members representing Rightsholders, organizations or partners will be formally identified by the group providing the representative.

Where community member representation is required, the Committee Chair will work with administration on a process for advertising. The Board will review all applications and make the final selection for community representation.

Resource Personnel

The Superintendent shall appoint resource personnel to work with Standing and Ad Hoc Committees as necessary.

Related Legislation: School Act Section 65, 87.001(2)

Related Contract Article: Nil

Adopted: 2018-03-06

Amended: 2024.XX.XX

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

MEMORANDUM

TO: Board of Education

FROM: Ad Hoc Policy Committee

SUBJECT: **DRAFT POLICY 1.6 POLICY DEVELOPMENT, REVISION,
ADOPTION AND REPEAL**

RECOMMENDED MOTIONS:

- 1) That the Board of Education approve draft Policy 1.6 Policy Development, Revision, Adoption and Repeal as presented.
- 2) That the Board of Education repeal Policy 10 Policy and Policy Development

BACKGROUND:

At the June 25, 2024 regular public meeting the Board of Education approved the distribution of the draft Policy 1.6 for feedback for 60 days in accordance with current Policy 10 Policy and Policy Development.

The 60-day consultation period ended on August 25, 2024. Although there was no formal feedback received during the consultation period, there was discussion at the Advisory Committee meeting on September 26, 2024 regarding the draft policy as it relates to language in the Provincial Collective Agreement with the Prince George District Teachers' Association (PGDTA).

Policy 1.6

POLICY DEVELOPMENT, REVISION, ADOPTION AND REPEAL

The governance of public education within the jurisdiction of the Board of Education is directed and guided by the policies of the Board.

Policy development is a key responsibility of the Board and policies provide effective direction and guidance for the actions of the Board, senior leadership, staff, students, partners, and the community. Policies also communicate the Board's values, beliefs and expectations. Adoption of new Board policies, and revision or repeal of existing policies, are the sole responsibility of the Board.

The development of administrative procedures, in support of the implementation of policy and operational matters are the responsibility of the Superintendent.

In the absence of Board policy, in emergent matters, the Superintendent may act at their discretion and then advise the Board.

Policy Development Process

1. Policy Planning and Initiation

- 1.1. The need for a new policy or revisions to existing policy may be identified by the Board, the Superintendent, Secretary Treasurer, or as a result of a Board Committee recommendation or provincial government requirements.
- 1.2. Any Trustee, Rightsholder, employee, parent, student or a member of the district community may make suggestions regarding the possible development of a policy or the need for policy revisions on any matter, by presenting a proposal for a policy or revisions, in writing, to the Secretary Treasurer. The proposal shall contain a brief statement of purpose or rationale.
- 1.3. A policy proposal must be tabled for initial consideration at a meeting of the Board and then may be referred to the Policy Advisory Committee for further review.

2. Policy Development

- 2.1. The Board is responsible for the development of all policy.
- 2.2. It is the responsibility of the Superintendent and Secretary Treasurer to support the Board in policy development by obtaining necessary information, outlining policy alternatives and the preparation of draft policy.
- 2.3. When appropriate, the Superintendent or Secretary Treasurer shall seek legal or expert advice on any policy matter.
- 2.4. The Board may refer new policy or policy revisions to the Policy Advisory Committee for comment and suggestion on the policy draft prior to further consultation.

Policy 1.6

3. Consultation

3.1. For new policy drafts, major policy revisions, and minor revisions requiring broad consultation, the Board will seek the input of Rightsholders, interested and affected parties and public within the district. Such policy shall be presented at a Board Meeting, and authorized for consultation, depending on the nature of the policy, utilizing one or both of the mechanisms below.

3.1.1. Public Notice and Comment – The policy may be circulated for comment and feedback, with the timelines coinciding with the dates for preparation of a subsequent Board Meeting Agenda.

3.1.2. Review by an existing committee – The policy may be presented to an existing committee for discussion and advice.

3.2. In accordance with the letter of understanding signed December 9, 2020 between the Board and the Prince George District Teachers' Association, the Prince George District Teachers' Association will be provided opportunity for input on new and revisions to Policies and Regulations which impact teachers prior to final adoption.

3.3. The Board may make amendments to policy without public notice and comment in cases where the changes are of a minor housekeeping nature, or the amendment does not substantively impact the policy.

4. Policy Adoption

4.1. Subsequent to the consultation period, the policy shall be brought forward to a Board Meeting, with the feedback summarized, for any further discussion and final approval.

4.1.1. Should the extent of feedback be such that the Board feels the policy would benefit from further input, the policy may be referred to the Policy Advisory Committee.

4.2. Minor updates that are factual changes, including district information and titles of individuals, organizations or legislation, etc. that do not change the intent of the policy may be presented directly to the Board for immediate approval.

4.3. The Board, at their discretion, may adopt a policy which has not followed this process.

4.4. Policies that are no longer current, or do not reflect current legislation or Ministry policy, shall be repealed by the Board in accordance with 1.3 above.

5. Policy Implementation

5.1. The Board is responsible for the implementation of policies governing its own processes. The Board and Superintendent share the responsibility for implementation of policies relating to the Board and Superintendent relationship. The Superintendent is responsible for the implementation of all other policies.

Policy 1.6

6. Evaluation

6.1. The Board, in cooperation with the Superintendent, shall evaluate each policy in a timely manner in order to determine if it is meeting its intended purpose. The Board shall review its policies following a schedule that results in all policies being reviewed at least once in the Board's term of office.

7. Publication of Board Policy

7.1. All current Board policies and administrative procedures will be posted on the District's website, in a timely manner, for staff and public access.

Legislative References: School Act Sections 65.2.a and 85.2.a
Collective Agreement References: PGTA Letter December 9, 2020
Date of Adoption: 2022.06.22 In Principle Only
Date of Revision: 2024.

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

Memorandum

TO: Board of Education

FROM: Superintendent of Schools

SUBJECT: **FOUNDATION SKILLS ASSESSMENTS (FSA)**

The Director of Curriculum and Instruction will present information on the annual assessment of students' literacy and numeracy skills.

FOUNDATION SKILLS ASSESSMENT (FSA)

WHAT ARE THE FSA'S



The FSA is a learning assessment for all grade 4 and 7 students.



It focuses on the areas of literacy and numeracy.



FSA results are **one** way of measuring how the education system is doing in these key areas.



It assesses how students think, communicate and reflect - not just the facts they know.



The FSA is a snapshot of student learning at a moment in time.



For parents/caregivers and schools, it tells you where your child is at in their literacy and numeracy development, as well as areas where they may need support.

TIMELINE

- FSA Administration: October 2-November 8
- Written Response Marking: October 28-November 8
- Data Entry: November
- Students Results: January 2025
- District Summary Data: March 2025

SECTIONS

Component	Description
Paper-based literacy task	A collaboration activity and 3 written response questions
Online literacy task	30 questions
Paper-based numeracy task	3 written response questions and 1 self-reflection question
Online numeracy task	30 questions
Self-reflection	1 selected-response question and 1 written-response question

Literacy

Literacy is the ability to critically analyze and make meaning from diverse texts and to communicate and express oneself in a variety of modes and for a variety of purposes in relevant contexts.

Numeracy

Numeracy is the ability, willingness, and perseverance to interpret and apply mathematical understanding to solve problems in contextualized situations, and to analyze and communicate these solutions in ways relevant to the given context.

NUMERACY

Curriculum	Approximate distribution
Number and Computational Fluency	35–45%
Patterns	20–25%
Geometry and Measurement	20–25%
Data and Probability	15–25%

MARKING



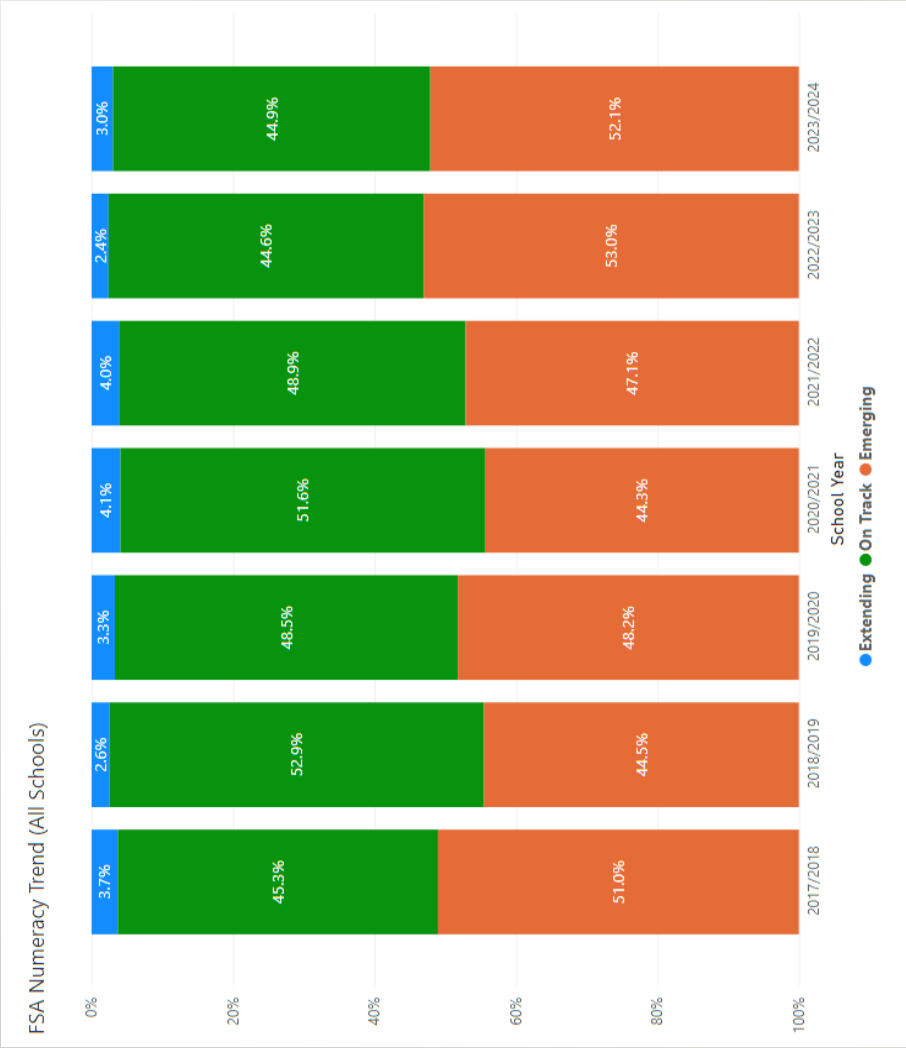
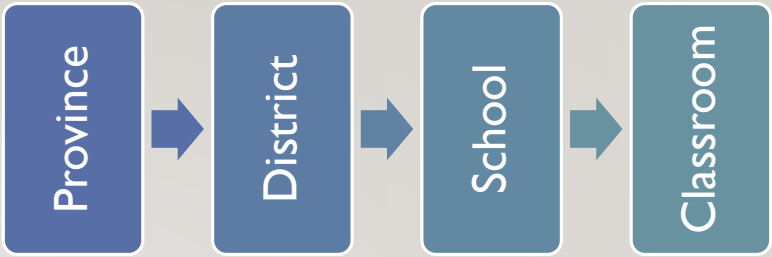
BOOKLETS: LOCALLY MARKED BY
PRINCIPALS AND VICE PRINCIPALS



ONLINE: EVALUATED
PROVINCIALY

Emerging	On Track	Extending
means your child is beginning to understand the expected concepts	means your child mostly understands the expected concepts	means your child is able to apply their learning in new and different ways

EVIDENCE-BASED DECISION MAKING



SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

Memorandum

TO: Board of Education

FROM: District Staff

SUBJECT: **Year-to-Date Financial Information to September 30, 2024****BACKGROUND:**

The **2024-25 Operating Fund Report for the year to date to September 30, 2024** presents the revenues and expenses year to date to September 30, 2024 as a dollar amount, and as a percentage of budget. Prior year results to September 30 are presented as a comparison. Three months in to the fiscal year, one may expect revenues and expenses to be approximately 25% of budget, however that is typically not the case, due to several factors:

- Ministry funding is not received evenly throughout the year. July and August operating grant payments are significantly reduced to reflect Districts' reduced payroll costs during those months.
- Many costs are not incurred evenly throughout the fiscal year; the majority of operating costs are incurred in alignment with the 10 month school year.
- Actual and budgeted Operating grant revenue is based on enrolment estimates provided to the Ministry in February 2024. The Operating grant will be adjusted by the Ministry in December for the increase from estimated to actual student enrolments and special education funding, and the budgeted Operating revenue will be adjusted in the Amended Annual Budget in February.
- Based on the September enrolment count, actual enrolments compared to estimates:
 - o 54 FTE increase in regular school student enrolment (estimated additional operating grant of \$480,000)
 - o 59 FTE increase in alternate school student enrolments (estimated additional operating grant of \$525,000)
 - o 23 FTE decrease in online and continuing education student enrolment (estimated reduction in operating grant \$175,000)
 - o 27 more students with special needs (estimated additional operating grant \$700,000)
 - o 104 more English Language Learners (estimated additional operating grant \$186,000)
- Overall estimated additional operating grant of \$1.7 million. Additional staffing costs related to enrolment increases are reflected in the actual Operating expenses, and will be reflected in the Amended Annual Budget in February.

All of these factors contribute to the Quarter 1 operating deficit, which is typical for School Districts, and not indicative of an expected deficit result for the 2024-25 fiscal year.

A summary of **Governance Expense for the year to September 30, 2024** presents expenses and budget remaining.

RECOMMENDED MOTION:

That the attached 2024-25 Operating Fund Report and Governance Expenses for the year to date to September 30, 2024 be received.

School District No. 57 (Prince George)
2024-2025 Operating Fund Report
Year to date to September 30, 2024

	Sep 30 2024	2024-25 Budget	% Actual to Budget	Sep 30 2023	2023-24 Actual	% PY Sep to Actual
REVENUE						
Provincial Grants - MECC	\$ 20,068,320	\$ 173,038,209	11.6	\$ 18,756,456	\$ 169,418,097	11.1
Provincial Grants - Other	26,690	218,980	12.2	26,690	258,788	10.3
Tuition	73,590	74,500	98.8	42,000	77,000	54.5
Other Revenue	168,475	990,970	17.0	147,762	1,808,222	8.2
Rentals and Leases	145,940	765,000	19.1	138,022	834,712	16.5
Investment Income	208,144	840,000	24.8	216,660	948,286	22.8
TOTAL REVENUE	20,691,159	175,927,659	11.8	19,327,590	173,345,105	11.1
EXPENSES						
Salaries						
Teachers	6,493,402	67,518,442	9.6	6,497,980	63,774,664	10.2
Principals and Vice-Principals	2,579,240	10,647,533	24.2	2,570,099	10,741,364	23.9
Education Assistants	1,219,644	20,867,964	5.8	1,250,922	18,457,303	6.8
Support Staff	3,128,781	13,662,170	22.9	2,823,734	13,269,901	21.3
Other Professionals	1,590,825	8,788,693	18.1	1,618,995	8,359,649	19.4
Substitutes	288,430	3,970,337	7.3	339,385	5,343,939	6.4
Total Salaries	15,300,322	125,455,139	12.2	15,101,115	119,946,820	12.6
Employee Benefits	3,439,364	30,337,674	11.3	3,318,032	27,942,058	11.9
Total Salaries and Benefits	18,739,686	155,792,813	12.0	18,419,147	147,888,878	12.5
Services and Supplies	3,880,879	20,936,223	18.5	3,943,570	19,794,907	19.9
TOTAL EXPENSES	22,620,565	176,729,036	12.8	22,362,717	167,683,785	13.3
NET REVENUE (EXPENSE)	(1,929,406)	(801,377)		(3,035,127)	5,661,320	
TANGIBLE CAPITAL ASSETS PURCHASED	(171,060)	(458,623)	37.3	(130,167)	(977,209)	13.3
TRANSFERS TO LOCAL CAPITAL	-	(500,000)		-	(2,330,000)	
OPERATING SURPLUS (DEFICIT)	\$ (2,100,466)	\$ (1,760,000)		\$ (3,165,294)	\$ 2,354,111	

Governance Expense - year to date to September 30, 2024

Governance	Budget	Expended to 9/30/2024	Remaining	
			\$	%
Trustee Salary & Benefits	\$ 168,840	\$ 40,789	\$ 128,051	76%
Services and Supplies				
<i>Consulting - policy review</i>	40,000	3,878	36,122.00	-
<i>Consultant - communications and PR</i>	40,000	-	40,000.00	100%
<i>Dues and Fees</i>	55,000	52,890	2,110.00	4%
<i>DPAC / DSAC</i>	13,000	1,531	11,469.00	88%
<i>Professional Development</i>	30,000	-	30,000.00	100%
<i>Telephone</i>	5,000	1,118	3,882.00	78%
<i>Travel</i>	10,000	711	9,289.00	93%
<i>Supplies</i>	5,000	121	4,879.00	98%
Total	\$ 366,840	\$ 101,038	\$ 265,802	72%

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

Memorandum

TO: Board of Education

FROM: District Staff

SUBJECT: **2025-2026 Annual Budget Development Process and Timeline**

BACKGROUND:

The draft 2025-2026 Annual Budget Development Process and Timeline is included in the agenda package. The process was developed with consideration of the feedback received during the 2024-2025 budget development process around timelines and opportunities for feedback. The following are highlights of the proposed budget process:

- The timeline provides opportunity early in the budget development process for partner groups and the Indigenous Education Leadership Table to receive preliminary budget information and provide feedback to the Board on budget priorities.
- Following the presentation of the preliminary Annual Budget at the April Public Board Meeting, the timeline allows for a two week feedback period, providing opportunity for partner groups, the Indigenous Education Leadership Table and the public to provide feedback on the preliminary Annual Budget via a survey and/or written submission.
- Feedback will be presented to the Board at a Committee of the Whole Meeting for consideration in April, in advance of the presentation of the Annual Budget for approval at the May Regular Public Board Meeting.

RECOMMENDED MOTION:

That the Board of Education approve the 2025-2026 Annual Budget Development Process and Timeline.

School District No. 57 (Prince George)

2025-2026 Annual Budget Process and Timeline

November 12, 2024	Regular Board Meeting	Presentation and approval of the recommended 2025/26 Budget Process Timeline
February 11, 2024	Regular Board Meeting	Presentation and approval of the 2024-2025 Amended Annual Budget
March 4, 2025	Committee of the Whole Meeting	• Presentation of the 2025/26 enrolment projections and preliminary 2025/26 budget estimates • Preliminary feedback from partner groups on budget priorities
April 8, 2025	Regular Public Board Meeting	Presentation of the preliminary 2025/26 Annual Budget
April, 2025 (TBD)	Indigenous Education Leadership Table	• Presentation of the preliminary 2025/26 Annual Budget • Feedback on budget priorities
April 9 – 22, 2025	Public Input	The Board invites public feedback on the 2025/26 preliminary budget through an online survey and through written submission
April, 2025 (TBD)	Indigenous Education Leadership Table	Feedback on preliminary 2025/26 Annual Budget
April 29, 2025	Committee of the Whole Meeting	Presentation of public and partner group input on the preliminary 2025/26 Annual budget
May 13, 2025	Regular Public Board Meeting	Presentation and approval of the 2025/26 Annual Budget
June 30, 2025	2025-26 Annual Budget deadline	The BC School Act requires Boards to adopt an annual budget on or before June 30 of each year

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

Memorandum

TO: Board of Education
FROM: District Staff
SUBJECT: **Statement of Financial Information (SOFI) Report**

BACKGROUND

The Financial Information Act requires public corporations outside of the government reporting entity to publicly disclose certain financial information. Boards of Education are required to prepare a Statement of Financial Information (SOFI) for the fiscal year ending June 30 of each year. The SOFI must be submitted to the Ministry of Education and Child Care by December 31 of each year.

The SOFI will be made available to the public on the websites of both the District and the Ministry.

The SOFI includes:

- A copy of the June 30, 2024 Audited Financial Statements
- A Schedule of Remuneration and Expense that lists all trustees and only those employees with salaries exceeding \$75,000 during the fiscal year.
- A Schedule of Payments to Suppliers of Goods and Services that lists suppliers paid in excess of \$25,000
- An explanation regarding the difference from amounts reported in the SOFI and those reported in the financial statements.

RECOMMENDED MOTION:

That the attached Statement of Financial Information for the fiscal year ended June 30, 2024 be approved.

School District No. 57 (Prince George)

Statement of Financial Information

2023-2024



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

School District No. 57 (Prince George)

Fiscal Year Ended June 30, 2024

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 Severance Agreements
8. Schedule of Remuneration and Expenses
9. Schedule of Payments for the Provision of Goods and Services
10. Explanation of Differences to Audited Financial Statements



Ministry
of Education

SCHOOL DISTRICT STATEMENT OF FINANCIAL INFORMATION (SOFI)

6049

SCHOOL DISTRICT NUMBER	NAME OF SCHOOL DISTRICT	YEAR
57	School District No. 57 (Prince George)	2023-2024
OFFICE LOCATION(S)		TELEPHONE NUMBER
2100 Ferry Avenue		250-561-6800
MAILING ADDRESS		
2100 Ferry Avenue		
CITY	PROVINCE	POSTAL CODE
Prince George	BC	V2L 4R5
NAME OF SUPERINTENDENT		TELEPHONE NUMBER
Jameel Aziz		250-561-6800
NAME OF SECRETARY TREASURER		TELEPHONE NUMBER
Lynda Minnabarriet		250-561-6800

DECLARATION AND SIGNATURES

We, the undersigned, certify that the attached is a correct and true copy of the Statement of Financial Information for the year ended
June 30, 2024

for School District No. 57 as required under Section 2 of the Financial Information Act.

SIGNATURE OF CHAIRPERSON OF THE BOARD OF EDUCATION	DATE SIGNED
SIGNATURE OF SUPERINTENDENT	DATE SIGNED
SIGNATURE OF SECRETARY TREASURER	DATE SIGNED

Statement of Financial Information for Year Ended June 30, 2024

Financial Information Act-Submission Checklist

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

School District Number & Name: School District No. 57 (Prince George)

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

School District No. 57 (Prince George)

Fiscal Year Ended June 30, 2024

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. 57 (Prince George)

Jameel Aziz, Superintendent

Date:

Lynda Minnabarriet, Secretary Treasurer

Date:

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

School District No. 57 (Prince George)

Fiscal Year Ended June 30, 2024

Audited Financial Statements

The final SOFI will include a full copy of the audited financial statements, including notes and schedules, for the year ended June 30, 2024.

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

School District No. 57 (Prince George)

Fiscal Year Ended June 30, 2024

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. 57 (Prince George)

Fiscal Year Ended June 30, 2024

Schedule of Guarantee and Indemnity Agreements

School District No. 57 (Prince George) has not given any guarantee or indemnity under the Guarantees and Indemnities Regulation.

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

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

School District No. 57 (Prince George)

Fiscal Year Ended June 30, 2024

Statement of Severance Agreements

There were three severance agreements under which payment commenced between the Board of Education of School District No. 57 (Prince George) and its non-unionized employees during the fiscal year 2024.

The agreements represented 3 to 12 months of compensation.

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

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Elected Officials:			
Antrim, Cory	Trustee	21,897.50	3,065.36
Brennan, Craig	Trustee	23,426.32	7,922.71
Holland, Sarah	Trustee	21,039.96	8,583.79
McCrory, Sharleen	Trustee	22,805.46	6,317.04
McLean, Erica	Trustee	21,926.32	3,236.04
Thompson, Robert	Trustee	21,735.96	9,502.25
Weber, Rachael	Trustee	24,637.24	11,691.57
Total, Elected Officials		157,468.76	50,318.76
Employees with Remuneration Exceeding \$75,000:			
Abra, Robin	Teacher	78,640.98	174.68
Abriel, Rebecca	Teacher	109,668.06	1,691.44
Adams, Elizabeth	Teacher	81,807.44	157.50
Adams, Jacqueline	Social Worker	87,304.71	500.00
Addison, Sarah	Teacher	89,833.29	-
Alderson, Kristy	Teacher	107,170.45	19.84
Alton, Alyson	Teacher	99,778.96	60.32
Amaral, Lucia	Teacher	91,850.91	37.43
Andersen, Brent	Tradesperson	77,980.32	5,591.01
Anderson, Brenda	Principal	155,586.67	1,374.74
Anderson, Christine	Teacher	98,409.90	5,444.50
Anderson, Frances	Teacher	91,363.84	794.60
Anderson, Shelley	Clinician	109,085.03	3,833.62
Apolczer, Brett	Director, Facility Services	162,934.63	2,369.25
Appler, Kristin	Teacher	107,798.65	73.35
Arnett, Nicole	Teacher	98,164.94	75.55
Arnold, Liza	Principal	154,266.67	258.10
Aucoin, Andrew	Supervisor, Custodial	98,495.19	1,820.42
Aussem, Catherine	Teacher	99,752.54	-
Aziz, Jameel	Superintendent	83,605.12	13,370.82
Babstock, Emily	Teacher	80,140.77	859.93
Babulal, Leann	Teacher	87,546.86	64.45
Bagley, Jennifer	Teacher	106,461.27	53.51
Bahia, Sukhbir	Manager, Payroll	115,336.58	4,071.25
Baker, Stephen	Vice Principal	109,790.78	66.08
Bakermans, Laura	Teacher	80,724.48	276.88
Bakker, Kimberley	Teacher	83,073.69	53.17
Baldrige, Jenessa	Teacher	112,500.35	19.84
Baldrige, Tracy	Principal	150,831.05	313.31
Bankole, Abisola	Teacher	76,261.39	42.10
Banser, Michelle	Teacher	89,020.43	163.37
Barg, Jayne	Teacher	99,449.20	17.00
Barker, Erin	Teacher	91,573.89	107.27
Barker, Lucas	Teacher	99,729.85	-
Barnes, Christa	Principal	158,399.79	890.52
Barnett, Shelby	Teacher	110,781.42	19.84
Barone, Lucas	Technical Analyst	75,813.69	604.59
Barrio, Susan	Teacher	99,799.69	605.63
Barwise, Kenneth	Teacher	112,500.95	21.79
Bast, Laura	Teacher	109,931.81	16.08
Baumbach, Nicole	Teacher	102,425.80	149.54
Beach, Nicole	Teacher	85,352.68	17.00
Beattie, Carmen	Teacher	104,489.76	-
Beauchesne, Tracy	Teacher	109,411.71	2,320.80

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Beaudry, Elizabeth	Teacher	86,723.00	1,426.59
Beaulieu, Eric	Teacher	90,220.80	188.44
Beauregard, Daryl	Teacher	108,216.18	152.98
Beauregard, Robyn	Teacher	109,134.09	2,861.95
Bednarek, Karolina	Teacher	76,241.23	-
Beer, Amanda	Teacher	77,082.65	1,097.19
Begin, Tanya	Teacher	110,590.65	19.84
Bellavance, Dreanne	Teacher	99,646.63	60.32
Bellavance, Scott	Teacher	99,629.95	769.92
Bellwood, Melanie	Teacher	75,529.56	1,990.54
Bennett, Carli	Teacher	77,684.78	1,625.39
Bennett, David	Tradesperson	80,604.13	1,340.13
Bennett, Heather	Teacher	87,550.23	16.08
Bennett, Richard	Teacher	99,874.01	37.43
Bennett, Robert	Teacher	107,576.86	-
Benoit, Shendah	Principal	75,269.63	54.27
Bepple, Barry	Energy & Sustainable Conservation Coordinator	111,275.94	257.41
Bernard, Maizie	Teacher	108,479.87	53.51
Bernard, Sean	Teacher	86,417.15	16.08
Berra, Monica	District Principal	164,086.27	5,560.73
Berra, Renzo	Teacher	120,545.56	-
Berra, Rjay	Teacher	83,882.64	566.52
Berry, Leanne Joy	Teacher	99,393.04	1,592.81
Bhullar, Jeneva	Teacher	91,083.03	23.95
Billups, Carley	Occupational Therapist	109,370.77	3,366.96
Blabey, Luke	Teacher	85,394.40	-
Blackburn, Tamara	Teacher	87,474.52	276.88
Blais, Billy	Tradesperson	78,032.73	2,238.71
Blakely, Marnie	Social Worker	87,723.94	-
Blashill, Bruce	Teacher	81,629.95	-
Bleecker, Jerry	Teacher	109,400.99	-
Blokland, Johanna	Teacher	100,016.73	133.32
Bodnarchuk, Daylene	Teacher	79,581.81	635.29
Boef, Christine	Teacher	91,864.74	92.07
Bond, Andrew	Director, Curriculum & Innovation	171,459.18	10,668.22
Bond, Erin	Teacher	106,283.23	53.51
Bone, Thomas	Teacher	109,124.14	37.43
Bordeleau, Steven	Teacher	100,477.83	95.61
Borden, Douglas	Teacher	117,563.17	2,849.37
Born, Andrea	Director, Human Resources	161,775.51	7,190.20
Borowski, Kari	Teacher	105,894.22	113.83
Bouchard, Tamara	Teacher	79,960.02	137.12
Bourque, Raymond	Teacher	109,400.99	1,148.35
Bourque, Tracy-Lee	Teacher	100,116.89	242.92
Bowes, John	Teacher	86,310.28	126.51
Bracey, Christopher	Tradesperson	78,630.83	3,719.24
Bracey, Glenda	Teacher	106,663.59	17.00
Brady Cook, Sherilyn	Teacher	84,353.49	69.00
Branco, Juliet	Teacher	108,479.54	82.36
Brandle, Andrea	Teacher	106,402.36	187.51
Branigan, Cynthia	Teacher	99,782.71	168.87
Brbot, Denise	Teacher	106,663.91	16.87
Brears, Chandelley	Teacher	95,078.40	1,095.76
Bridge, Christopher	Teacher	96,984.04	19.84
Briggs, Kimberly	Teacher	109,665.29	35.92

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Brkic, Anna Maria	Teacher	86,600.88	-
Brochu, Kim	Teacher	113,257.41	1,185.75
Broderick, Natalie	Teacher	97,420.01	53.93
Brough, Erica	Teacher	104,245.47	60.32
Brown, Amy	Teacher	85,794.70	163.83
Brown, Andrea	Teacher	94,190.78	286.29
Brown, Hannah	Director, Finance	191,719.38	7,269.79
Brown, Marianne	Teacher	106,663.03	65.15
Brown, Stacey	Teacher	107,048.11	85.26
Brown, Terry Lynn	Teacher	99,131.77	97.75
Browne, Amber	Social Worker	107,907.60	439.99
Bruce, Janice	Teacher	87,724.90	-
Bruce, Richard	Principal	146,697.96	16.78
Brulotte, Karen	Teacher	100,042.82	113.83
Bryant, Gwen	Teacher	99,408.02	72.04
Bryce, Laurie	Principal	155,466.67	1,016.49
Bryden, Ellen	Data Management & Privacy Officer	76,104.25	5,963.61
Bryden, Tamara	Teacher	109,932.90	33.84
Bucci, Bryan	Vice Principal	118,457.58	76.40
Buljevic, Nicholas	Tradesperson	86,401.53	4,990.93
Burgess, Emma	Teacher	88,881.06	327.01
Burns, Maria	Teacher	106,423.94	1,436.66
Burt, Candice	Teacher	88,161.49	3,466.10
Butchart, Janice	Teacher	99,799.48	1,822.80
Buydens, Kathy	Teacher	86,411.81	131.62
Byman, Debbie	Teacher	108,909.85	-
Caldwell, Michael	Teacher	99,383.74	16.08
Campbell, Barbara	Teacher	100,364.33	8,501.59
Campbell, Casey	Teacher	90,122.20	-
Campbell, Jonathan	Teacher	109,652.78	-
Carlaw, Christine	Teacher	95,725.61	130.70
Cartmell, Amanda	Teacher	87,093.09	132.97
Cartmell, Joslyn	Social Worker	85,430.75	160.22
Carver, Lillian	Purchaser	88,046.60	661.90
Cawsey, Cheryl	Teacher	111,472.54	403.42
Chadha, Karen	Teacher	89,696.54	1,282.16
Chaisson, Lisa	Teacher	97,547.34	-
Chapman, Michelle	Teacher	106,400.68	58.48
Charest, Eric	Teacher	109,931.43	1,327.91
Chidiac, Gerald	Teacher	112,332.91	2,071.44
Child, Parrish	Principal	154,962.67	28.54
Chiles, Stephanie	Teacher	88,176.12	2,072.69
Chivilo, Trina	Teacher	120,275.06	7,874.17
Chng, Mary Elizabeth	Teacher	76,564.65	174.64
Chouinard, Marnie	Social Worker	107,971.98	473.64
Christensen, Anne-Marie	Manager, Human Resources	105,353.06	5,512.94
Christie, Michael	Teacher	96,247.80	-
Clark, Denon	Teacher	86,655.52	-
Clark, Gaylene	Teacher	109,134.64	-
Clasper, Shelaine	Teacher	99,631.04	53.51
Cleaveley, Megan	Teacher	109,300.22	2,582.81
Clifford, Dylan	Vice Principal	136,019.52	1,901.30
Clough, Tim	Teacher	106,662.55	143.22
Coates, Stephanie	Vice Principal	132,933.60	150.68
Coelho, Rosa	Teacher	100,277.05	1,402.45

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Cole, Tracy	District Principal	155,328.67	3,439.25
Coles Mohns, Corinne	Teacher	99,622.04	1,218.78
Colthorp, Rebeka	Teacher	106,665.18	261.22
Comas, Maria-Belen	Teacher	100,357.71	-
Connell, Tenneil	Teacher	103,058.88	37.43
Connell, Tracy	Teacher	110,067.88	19.84
Conway, Tanis	Teacher	98,617.88	276.88
Cook, Colin	Teacher	83,495.95	-
Cooke, Michelle	Teacher	105,602.80	170.71
Cooper, Richard	Teacher	75,010.11	68.96
Corcoran, Marian	Teacher	102,582.42	53.51
Cote, Janet	Executive Assistant	76,660.27	1,267.60
Cote, Tara	Teacher	91,351.21	73.00
Coulling, Holly	Teacher	106,662.55	35.57
Cousins, Christina	Teacher	99,135.79	1,684.75
Couture, Melissa	Teacher	106,423.94	348.90
Coyle, Benjamin	Teacher	85,437.76	1,641.04
Cramer, Bradley	Teacher	100,335.92	-
Creegan, Robert	Tradesperson	84,657.59	4,534.28
Creyke, Louise	Social Worker	79,068.01	2,011.48
Crobar, Jeanette	Teacher	90,336.10	3,294.04
Culling, Darcy	Human Resources Advisor	95,265.07	173.53
Da Silva, Bridget	Speech Pathologist	91,141.41	4,261.31
Daines, Shannon	Principal	154,506.67	218.23
Dalla Lana, Ersilia (Silia)	Teacher	109,091.98	174.35
Dalla Lana, Steven	Principal	154,962.66	448.50
Dar, Breanne	Teacher	105,768.56	748.41
Dass, Namrata	Teacher	99,001.01	2,894.52
David, Michele	Clinician	120,286.48	2,740.65
Davidson, Cheryl	Teacher	109,133.29	23.95
Davies, Stephanie	Principal	154,962.66	584.61
Davis, D'Arcy	Teacher	106,734.03	194.73
Dawson, Melody	Teacher	100,742.19	19.84
Derksen, Scott	Supervisor, General Trades	90,069.00	1,188.43
Desbiens, Eric	Tradesperson	86,048.72	2,951.13
Desjarlais, Manon	Teacher	108,893.23	114.03
Devlin, Heather	Teacher	114,977.32	1,357.70
Devlin, Megan	Teacher	98,568.43	-
Devlin, Nathan	Teacher	94,129.58	467.20
Dionne, Jennifer	Teacher	118,165.05	5,112.25
Dmitrasinovic, Alexandra	Teacher	77,940.65	367.50
Dmitrasinovic, David	Teacher	99,730.97	-
Doll, Anne	Teacher	99,407.29	-
Doran, Dawn	Teacher	99,631.61	161.16
Doucette, Lorie	Teacher	107,374.74	16.08
Dougherty, Rebeca	Teacher	80,628.21	131.00
Douglas, Robyn	Teacher	89,664.55	143.72
Douglas, Sherrie	Vice Principal	109,266.74	53.51
Douglas, Tammy	Teacher	103,867.96	-
Doyle, Nadine	Teacher	106,966.18	185.17
Drake, Ellisa	Teacher	99,774.69	843.37
Dreher, Elizabeth	Teacher	110,242.16	-
Driedger, Tara	Teacher	87,329.76	34.56
Duerksen, Carolyn	Teacher	105,882.71	18.22
Dugan, Martin	Principal	165,195.28	4,140.08

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Dunbar, Kathleen	Teacher	85,121.82	53.51
Dunkley, Heidi	Teacher	106,657.96	2,179.62
Durfeld-Pritchard, Guido	Teacher	112,401.51	-
Eberle, Steven	Social Worker	83,363.95	132.36
Edamura, Jody	Occupational Therapist	93,748.33	3,405.51
Edelmann, Marc	Tradesperson	82,653.74	450.74
Edwards, Keri	Teacher	106,662.67	-
Elliot, Heather	Teacher	99,590.37	2,543.54
Elliot, Kirk	Teacher	109,089.86	1,447.55
Elsenheimer, Janice	Teacher	87,724.90	113.83
Elson, Evan	Teacher	99,640.12	70.38
Elson, Mark	Teacher	84,014.88	2,152.68
Empey, Michael	Teacher	99,633.74	49.92
Emsley, Melanie	Teacher	98,625.29	37.43
Engert, Monique	Principal	150,135.06	1,529.14
Erb, Leah	Teacher	85,183.41	168.55
Erickson, Diana	Teacher	99,619.03	39.93
Erickson, Grant	Teacher	100,102.04	-
Erickson, Leon	Vice Principal	125,353.38	54.27
Eveneshen, Lynn	Teacher	106,424.92	60.32
Fanshaw, Marie	Vice Principal	129,607.83	292.57
Fast, Monique	Teacher	98,912.79	78.54
Ferguson, Mark	Teacher	109,135.19	109.12
Ferris, Matthew	Technical Analyst	75,232.84	242.06
Fillion, Mary	Teacher	89,674.91	144.22
Finch, Karen	Teacher	107,191.73	-
Finger, Dirk	Teacher	99,992.91	85.26
Finnie, Gurbux	Teacher	107,775.64	6,418.31
Fisher, Julie	Teacher	95,344.02	16.29
Flavel, Joseph	Teacher	114,473.72	1,293.41
Fleming, Amy-Lee	Teacher	106,827.96	131.62
Florell, Jasen	Teacher	116,643.69	-
Floyd, Melanie	Teacher	105,332.06	33.19
Follack, Gary	Tradesperson	83,617.03	1,269.44
Forbes, John	Vice Principal	130,430.91	80.05
Forrest, Kimberly	Vice Principal	135,323.52	857.54
Forseth, Fransisce	Teacher	88,244.48	137.54
Foster, Steven	Teacher	81,284.87	53.51
Franke, Lisa	Vice Principal	142,567.93	3,276.99
Franzmann, Mariah	Teacher	89,859.55	208.53
Frederick, Brandon	Teacher	82,501.03	169.71
Friesen, David	Teacher	100,515.09	41.63
Friesen, Jacqueline	Teacher	111,514.77	-
Friesen, Tess	Teacher	94,579.18	3,531.64
Froese, Tracy	Teacher	88,005.54	246.56
Frost, Amanda	Teacher	85,491.48	37.43
Frost, Mercedes	Teacher	78,323.52	53.51
Frost, Nathan	Teacher	99,461.19	86.18
Furlan, Christina	Teacher	99,401.98	1,494.35
Gabriel, Nadine	Teacher	99,630.67	39.36
Gaiesky, Judith	Teacher	99,596.59	78.06
Gallagher, Alison	Teacher	106,830.38	142.53
Galloway, Sarah	Teacher	106,234.13	2,038.57
Garden, Rachel	Teacher	89,413.88	131.62
Garland, Pamela	Teacher	109,134.10	748.34

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Gehloff, Terra	Teacher	106,042.14	202.42
Geisler, Leon	Teacher	109,134.13	96.24
Ghosh, Pamela	Teacher	110,066.45	141.48
Giannisis, Ioannis	Social Worker	86,843.20	6,664.94
Giesinger, Mathew	Teacher	86,741.66	-
Gilbert, Sheryl	Teacher	99,784.89	455.80
Giroux, Shirley	Teacher	117,839.05	1,796.14
Glennen, Ashley	Teacher	99,619.42	112.89
Glover, Melissa	Principal	117,681.97	1,633.65
Goodwin, Christopher	Teacher	92,296.24	-
Goudal, Sarah	Teacher	99,407.29	109.21
Graboski, Stephen	Teacher	96,711.12	3,447.61
Graf, Kevin	Tradesperson	87,439.09	307.39
Graham, Marla	Teacher	87,003.15	113.83
Grant, Ashley	Teacher	87,044.83	5,636.13
Grattan, Miranda	Behavior Interventionist	108,586.53	4,489.77
Green, Kenton	Teacher	99,131.96	69.80
Green, Miriam	Teacher	105,747.12	1,604.35
Green, Rachel	Teacher	77,150.19	53.51
Greenfield, Kristy	Principal	147,473.16	(23.46)
Gregoire, Myriam	Teacher	79,138.05	242.70
Grisedale, Melissa	Teacher	109,820.58	820.74
Grisedale, Tyler	Principal	143,484.14	222.69
Guillet, Jean-Claude	Teacher	111,676.89	37.43
Gunderson, Alexis	Teacher	111,524.97	94.51
Gurney, Colleen	Teacher	99,630.47	109.63
Gwilliam, Brenda	Teacher	106,772.31	170.24
Hadfield, Nicholas	Teacher	120,312.67	5,138.53
Hadfield, Shelien	Teacher	120,013.75	3,185.61
Hadi, Shazia	Teacher	80,550.67	58.26
Hagblom, Kara	Teacher	101,119.25	1,305.44
Haines, Rodney	Tradesperson	82,920.64	621.37
Hall, Emma	Teacher	75,793.39	80.53
Hall, Maggi	Teacher	89,522.17	817.00
Halpape, Randy	Principal	163,229.02	301.07
Hamel, Nicole	Teacher	92,878.58	80.53
Hanes, Lance	Teacher	89,445.73	1,126.01
Hanlon, Belinda	Teacher	109,577.10	74.10
Hannigan, Amber	Teacher	110,977.96	1,616.59
Hannigan, Robert	Teacher	109,131.42	-
Hansen, Jenna	Social Worker	86,634.65	265.16
Hanson, Liane	Teacher	86,212.80	-
Hapke, Joanne	Teacher	100,118.92	208.55
Harman, Megan	Manager, Financial Services	102,529.79	4,153.76
Harms, Valerie	Teacher	99,628.82	17.00
Harris, Geoffrey	Tradesperson	82,916.90	3,439.34
Harris, James	Teacher	109,187.69	765.61
Harris, Joelle	Teacher	80,409.24	77.32
Harrop, Brendan	Teacher	106,380.26	150.00
Harrop, Laura	Teacher	91,478.99	37.43
Hartshorne, Tracy	Teacher	107,308.98	53.51
Hatch, Ryan	Teacher	82,112.77	7,730.97
Hauk, Lorne	Teacher	110,384.51	221.75
Hawkins, Justin	Principal	157,626.00	6,683.58
Heal, Richard	Vice Principal	139,643.25	26.54

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Heckley, Leah	Teacher	83,832.23	74.47
Hedley, Shauna	Teacher	84,387.06	76.79
Heighington, Stacey	Teacher	104,011.79	60.32
Heinrichs, Sarah	Teacher	84,076.32	450.00
Heinzelman, Krista	Teacher	108,708.76	79.25
Heinzelman, Thomas	Teacher	98,871.69	-
Helfrich, Kristen	Vice Principal	128,767.82	1,391.54
Hellam, Virginia	Teacher	99,518.33	113.83
Henderson, Barbara	Principal	154,904.67	80.05
Henderson, David	Teacher	106,662.55	53.51
Hendrickson, April	Social Worker	122,175.58	297.66
Hendry, Catherine	Teacher	98,146.67	16.08
Heppner, Sara	Vice Principal	129,348.02	3,354.04
Herd, Darlene	Teacher	109,039.93	57.47
Hernandez-Henriquez, Kimiko	Teacher	91,022.50	-
Hibberd, Sarah-Marie	Teacher	97,902.90	53.51
Hickey, Lisa	Teacher	100,975.11	-
Hickey, Tamara	Teacher	106,772.84	84.49
Hicks, Denise	Vice Principal	139,538.80	92.62
Hofferd, Christen	Teacher	110,978.26	112.46
Hoffman, Jody	Teacher	106,664.48	1,764.47
Hogan, Nona	Teacher	87,686.51	373.13
Hogg, Ian	Teacher	104,987.80	268.20
Hogue, Eric	Teacher	89,030.97	-
Hollett, Sarah	Teacher	105,875.37	32.95
Hollybow, Garrett	Teacher	99,356.51	71.73
Holmes, David	Vice Principal	136,971.49	158.16
Holmes, Louise	Teacher	104,484.61	-
Hood, Deanna	Principal	154,266.67	99.50
Hood, Trevor	Teacher	112,871.80	1,486.02
Hooker, Frank Roy	Teacher	99,877.93	264.25
Hope, Deanna	Teacher	100,077.06	589.85
Horita, Rachel	Teacher	83,266.19	260.80
Horswell, Craig	Teacher	99,995.33	-
Horswell, Diana	Teacher	108,609.77	1,661.59
Horswell, Lisa	Director, Inclusive Education	178,988.72	7,047.77
House, Danielle	Vice Principal	121,878.76	3,997.92
Huber-Service, Kortney	Teacher	87,023.73	113.40
Huggard, Katrina	Teacher	77,997.76	1,417.68
Hulme, Rachel	Teacher	109,135.61	16.08
Hunt, Dianne	Teacher	106,801.81	94.77
Hunter, Mark	Teacher	101,438.32	37.43
Hutchinson, Kimberley	Teacher	95,282.17	652.39
Huzar, Brandi	Teacher	104,265.57	23.91
Hyll, Shendah	Teacher	109,125.00	16.79
Hynd, Karen	Teacher	110,305.46	1,221.96
Ible, Monique	Teacher	87,527.82	91.63
Ingles, April	Teacher	113,390.45	139.16
Iorns, Debbie	Teacher	108,287.45	149.48
Iselmoe, Karrie	Teacher	115,499.26	1,004.89
Jackson, Jill	Principal	150,135.06	26.54
Jancicka, Leah	Teacher	106,662.55	137.00
Jaswal, Olivia	Psychologist	108,438.28	3,324.48
Jawanda, Sudeep	Principal	163,229.02	213.53
Jeffery, Joseph	Teacher	117,405.76	7,230.93

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Jensen, Amanda	Teacher	91,551.55	1,156.01
Jex, Andrea	Teacher	99,619.21	1,812.55
Johansen, Kelly	Principal	154,962.66	270.86
Johnson, Carly	Teacher	106,425.13	86.71
Johnson, Daniela	Teacher	96,429.28	16.08
Johnson, Edson	Teacher	77,387.80	-
Johnson, Serenity	Teacher	86,940.79	1,268.89
Johnston, Faye	Teacher	77,499.45	-
Jones, Phillip	Teacher	109,134.52	37.43
Jones, Shay	Teacher	84,539.53	19.50
Jorgensen, Kenneth	Teacher	100,358.17	-
Josafatow, John	Teacher	95,442.91	-
Jull, Brittany-Anne	Teacher	79,044.90	-
Kaban, Debbie	Principal	174,428.24	794.24
Kailay, Harminder	Principal	146,523.97	109.45
Kandola, Leena	Teacher	104,533.91	-
Karpenko, Lee	Assistant Superintendent	200,264.15	14,573.22
Kashmark, Anita	Teacher	109,134.26	86.36
Kather, Laurel	Teacher	109,815.19	1,166.40
Katsipodas, Steven	Teacher	108,744.76	-
Kehl, Jessie	Teacher	107,097.76	37.85
Keim, Stanley	Principal	139,837.94	2,899.22
Kelly, Kathleen	Social Worker	86,224.00	2,056.28
Kelly, Sean	Teacher	83,143.27	18.96
Kelsh, Stacey	Teacher	121,877.81	11,471.44
Kemp, Donna	Teacher	99,366.10	114.03
Kennedy, Jodie	Teacher	109,401.38	130.11
Kenner, Bob	Technical Analyst	75,232.85	1,193.28
Kettles, Tracy	Principal	124,181.91	42.62
Kimpton, Stefan	Vice Principal	129,842.74	3,711.60
King, Emily	Speech Pathologist	109,139.69	4,349.51
King, Erica	Teacher	80,084.92	76.40
King, Samantha	Teacher	108,687.34	197.51
Kirtzinger, Cynthia	Teacher	78,248.16	-
Kissel, Randall	Tradesperson	84,453.56	1,599.58
Klein, Susan	Teacher	99,597.65	1,079.68
Knechtel, Erin	Teacher	109,591.41	485.16
Knight, Bobbi	Behavior Interventionist	84,335.54	2,855.76
Knudsgaard, Colleen	Teacher	93,233.85	1,454.02
Kobylka, Ryan	Tradesperson	79,125.25	1,358.00
Koehn, Andrea	Teacher	86,797.07	-
Kolb, Stephanie	Social Worker	82,183.45	1,297.08
Kondratuk, James	Teacher	110,330.30	-
Koon, Rena	Teacher	109,057.52	153.83
Kotsch, Melinda	Teacher	80,936.96	23.95
Kozak, Janice	Teacher	81,833.55	57.27
Krause, Timothy	Teacher	108,883.73	37.43
Kuc, Todd	Vice Principal	136,019.52	26.54
Kugler, Karrie	Teacher	107,005.73	174.66
Kurkiniemi, Byron	Teacher	88,244.18	113.83
Kurkiniemi, Tracy	Teacher	87,550.28	113.83
Kurtz, Shelly	Teacher	99,629.90	966.17
Labonte, Michelle	Teacher	99,631.47	77.42
Laboucan, Daphne	Social Worker	85,209.25	2,109.93
Lacharite, Lara	Teacher	109,122.96	142.79

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Lafleur, Mark	Teacher	112,259.55	1,212.06
Lalonde, Kevin	Teacher	75,537.18	-
Lam, Winona	Teacher	80,771.99	1,185.17
LaMarre, Mary	Teacher	107,008.47	78.43
Lamb, Tyler	Tradesperson	81,868.80	5,295.24
Lambert, Sherri	Teacher	109,726.97	113.83
Landry, Alison	Teacher	76,637.40	53.51
Lang, Curtis	Teacher	106,663.91	16.08
Langlais, Edward	Vice Principal	141,723.57	662.22
Larkin, Lori	Clinician	108,349.03	5,527.86
Larsen, Angela	Teacher	102,164.74	57.47
Larsen, Christopher	Teacher	78,469.74	492.65
Larue-Madill, Corinne	Principal	146,697.96	2,042.36
Laupitz, Catherine	Teacher	78,069.32	151.46
Laurin, Joshua	Teacher	86,250.03	-
Laurin, Veronika	Teacher	99,620.62	17.00
Lawrence, Allan	Teacher	99,407.28	-
Lawrence, Jonathan	Teacher	112,099.34	1,614.12
Lawrence, Mary	Teacher	89,047.69	93.51
Lawrence, Ramona	Teacher	99,407.27	-
Le Blanc, Nicole	Teacher	99,623.04	90.15
Leavens, Jema	Teacher	99,629.96	108.15
Lee, Jennifer	Teacher	78,898.37	3,752.81
Lee, Raymond	Tradesperson	82,280.58	1,877.21
Lennox, Anita	Teacher	84,102.09	23.95
Leone, Aisha	Teacher	96,351.11	174.66
Lewis, Marla	Teacher	109,132.30	20.17
Lewis, Robert	Principal	114,628.20	393.70
Linton, Gavyn	Teacher	110,595.49	837.64
Liske, Carol	Teacher	92,706.70	110.93
Lloyd, Russel	Teacher	99,120.57	11,094.10
Lloyd, Steven	Technical Analyst	83,580.47	191.88
Lockhart, Randolph	Teacher	102,152.23	-
Lodge, Nicole	Teacher	86,409.06	226.91
Logan, Matthew	Teacher	99,999.50	77.24
Logan, Nicole	Vice Principal	125,533.66	26.54
Logan, Sara	Teacher	105,381.59	16.08
Logan, William	Teacher	86,819.87	72.96
Loutit, Kathi	Teacher	91,517.63	-
Lowe, Tanya	Teacher	94,595.04	53.51
Lu, Mingchuan	Technical Analyst	87,724.81	278.08
Lubbers, Sara	Teacher	80,907.38	57.60
Luke, Cheryl Ann	Teacher	89,371.90	81.24
Lund, Rebecca	Teacher	104,891.63	35.92
Luong, Joe	Teacher	77,855.11	353.51
Lynds, L'Donna	Vice Principal	135,323.52	750.34
MacDermott, Sharon	Teacher	109,133.66	138.07
MacDonald, Kyla	Teacher	109,135.17	84.71
MacInnis, Jamie	Teacher	113,584.79	35.92
Mack, Daniel	Teacher	104,242.86	704.21
MacLean, Bryan	Vice Principal	122,608.69	2,017.00
MacLeod, Amanda	Teacher	105,602.32	113.40
MacIse Stark, Christopher	Teacher	85,495.85	250.00
MacQueen-Denz, Aulden	Teacher	86,103.51	-
Madden, Andrew	Tradesperson	79,463.17	4,560.70

School District No. 57 (Prince George)
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Name	Position	Remuneration	Expense
Mahoney, Marlo	Teacher	101,369.42	114.03
Maloney, Lisa	Teacher	106,618.83	1,395.57
Maloney, Mandy	Teacher	105,581.40	17.00
Mamic, Steve	Teacher	106,408.13	1,684.38
Mangan, James	Teacher	86,534.11	16.08
Manhas, Harminder	Teacher	103,363.90	-
Manhas, Inder	Teacher	106,836.68	-
Manhas, Kapaldev	Assistant Superintendent	200,889.20	19,614.67
Manhas, Reeta	Teacher	109,154.23	20.17
Marchlewitz, Peter	Teacher	105,603.43	17.00
Martin, Cindy	Teacher	109,134.85	93.10
Martin, John	Teacher	100,092.42	2,022.49
Masich, Corine	Teacher	106,662.55	-
Masich, William	Teacher	107,572.51	16.08
Massini, Adrian	Teacher	90,215.47	-
Mathiscyk, Navid	Teacher	90,067.99	280.84
McArthur, Danika	Teacher	111,670.12	318.02
McBain, Jennifer	Teacher	99,631.36	310.32
McBain, John	Teacher	98,247.56	-
McCannon, Heather	Teacher	84,799.81	20.04
McCormick, Amy	Teacher	88,151.03	-
McDonald, Kristen	Teacher	99,135.76	-
McDonald, Maureen	Teacher	108,889.93	35.23
McDonnell, Allison	Teacher	109,134.77	6,398.43
McElroy, Michelle	Teacher	107,382.76	79.77
McFayden, Andrew	Teacher	109,314.07	37.43
McGowan, Holly	Teacher	104,489.37	1,880.55
McGuffie, Sarah	Teacher	109,136.10	36.67
McKay, Scott	Teacher	108,946.20	-
McKellar, Megan	Teacher	86,238.13	1,250.50
McLachlan, Donna	Teacher	99,625.69	17.00
McLean, Cathy	Teacher	97,600.97	995.10
McLeod, Megan	Teacher	101,862.30	537.13
McLeod, Ronald	Teacher	99,872.83	-
McManus, Jenna	Teacher	114,526.57	944.19
McMullen, Carri	Teacher	106,850.93	53.51
McNamara, Elizabeth	Teacher	81,892.94	2,161.40
McNeil, Sarah	Teacher	89,685.84	210.82
McNeill, Alison	Teacher	109,135.17	72.96
McWhinnie, Kelsey	Vice Principal	134,967.14	65.78
Meeks, Nicole	Teacher	78,105.51	2,828.46
Meier, Clint	Teacher	112,464.00	19.84
Mercer, Nicole	Teacher	100,124.92	1,705.77
Mercuri, Janice	Teacher	105,772.34	53.51
Merritt, Mik	Tradesperson	77,849.22	1,145.89
Miller, Erin	Teacher	90,753.75	3,393.39
Miller, Scott	Teacher	106,133.39	160.34
Millette, Nathalie	Teacher	100,084.41	1,733.04
Mills, Stephanie	Social Worker	78,431.65	672.75
Miners, Nancy	Teacher	107,114.22	1,867.55
Minhas, Pritpal	Teacher	107,129.37	-
Minnabarriet, Lynda	Secretary Treasurer	97,692.08	37,970.59
Mitchell, Aubrey	Principal	146,639.97	61.15
Mogus, Theresa	Business Manager	83,636.36	26.53
Mohns, Michael	Teacher	106,788.77	-

School District No. 57 (Prince George)
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Name	Position	Remuneration	Expense
Molcak, Chris	Principal	163,229.02	213.53
Moller, Karen	Teacher	109,590.65	53.51
Monagas, Talya	Teacher	86,832.05	200.00
Monahan, Dian	Teacher	98,769.85	83.61
Monai, Steven	Technical Analyst	90,605.33	16.88
Moore, Alex	Teacher	98,137.25	398.13
Moore, Heather	Teacher	98,460.64	460.25
Moore, Kim	Teacher	118,679.14	2,349.69
Moore, Lindsay	Teacher	106,665.38	19.33
Morey, Henry	Tradesperson	84,439.46	94.39
Moroz, Jennifer	Teacher	80,194.46	-
Morton, Mark	Teacher	81,078.25	-
Muise, Doris	Teacher	108,746.19	3.96
Mulligan, Erin	Teacher	97,312.06	191.29
Mulligan, Paul	Teacher	102,059.73	17.00
Murguly, Carmen	Teacher	101,948.88	-
Murguly, David	Teacher	109,134.33	47.86
Murray, Matthew	Teacher	82,763.98	57.47
Murrell, Deanna	Teacher	107,107.03	59.88
Myram, Laurie	Teacher	87,585.65	-
Neil, Nadine	Health & Safety Officer	96,371.95	4,391.10
Nelles, Samuel	Teacher	109,933.74	2,042.09
Nemitz, Janice	Teacher	80,782.99	17.00
Neville, Elizabeth	Teacher	109,135.28	-
Ng, Ivan	Teacher	109,287.44	-
Nicholson, Chanel	Teacher	109,430.50	456.12
Nicolas, Laurie	Teacher	88,009.87	60.32
Niederegger, Melanie	Teacher	93,291.09	1,679.16
Nielson, Paulina	Teacher	77,856.56	34.61
Nipp, Marcus	Teacher	99,407.28	19.33
Norman, Lisa	District Vice Principal	142,712.08	2,127.24
Norn, Brodie	Supervisor, Facility Services	100,462.14	612.79
Northey, Caroline	Speech Pathologist	109,135.08	5,588.81
Northrop, Bruce	Teacher	106,885.49	-
Novak, Nicholas	Teacher	78,224.15	-
Nygaard, Diane	Transportation Administrator, Executive Assistant	111,079.87	757.27
Olexyn, Jason	Teacher	109,598.06	70.51
Olivier, Christopher	Teacher	75,012.10	1,364.30
Olson, Melinda	Teacher	113,267.36	37.43
Osier, Michaela	Teacher	77,101.67	160.22
Ostafiew, Michael	Teacher	91,846.22	53.51
Ostritchenko, Lindsay	Teacher	108,825.62	2,217.78
Painter, Amber	Teacher	99,954.36	3,089.01
Parker, Alaina	Teacher	117,559.01	1,029.80
Parkinson, Holly	Teacher	98,679.50	60.32
Parkinson, Ian	Teacher	107,048.11	37.43
Pataky, Brian	Teacher	109,219.78	167.54
Patenaude, Christine	Teacher	99,631.04	131.62
Paterson, Devon	Teacher	75,670.78	93.04
Patterson, Darleen	Secretary Treasurer	92,411.00	2,683.09
Pauls, Simone	Teacher	109,666.62	231.82
Pearce, Kelly	Teacher	86,176.46	23.28
Pearce, Sherrie	Teacher	94,508.89	53.51
Pearen, Trevor	Teacher	99,629.96	1,590.87
Pearse, Daniel	Teacher	85,632.06	652.72

School District No. 57 (Prince George)
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Name	Position	Remuneration	Expense
Peeters, Heather	Teacher	114,933.06	-
Pereira, Amy	Teacher	81,150.11	19.84
Pereira, Emerson	Teacher	82,586.36	19.84
Perry, Denise	Teacher	108,844.94	594.59
Perry, Hannah	Teacher	75,108.65	838.51
Petrisor, Daniel	Vice Principal	138,947.25	112.46
Petrisor, Sarah	District Principal	158,075.27	4,148.74
Pickens, Kelsie	Vice Principal	135,323.52	2,866.13
Picton-Bryce, Linda	Principal	154,962.67	846.48
Piddocke, Cheryl	Teacher	91,857.48	1,174.12
Pighin, Jennifer	District Vice Principal	141,060.43	3,972.93
Pillipow, Rennae	Teacher	100,239.25	1,202.65
Pittmann, Christina	Teacher	90,401.77	-
Pledge, Mahgen	Teacher	80,486.15	53.51
Polhuis, Nicole	Principal	144,787.41	154.03
Polnik, Wendy	Teacher	87,432.33	950.73
Porter, Stephen	Teacher	100,415.13	1,137.85
Power, Andrew	Teacher	90,478.04	72.04
Prenger, Daniel	Teacher	100,282.60	1,346.15
Price, Lisa	Teacher	107,009.27	2,353.68
Price, Megan	Teacher	88,398.84	2,591.70
Pride, Shannon	Teacher	113,418.04	53.51
Primus, Timothy	Tradesperson	78,353.16	3,606.84
Prosofsky, Lea	Teacher	84,657.74	60.32
Prouse, Kevin	Clinician	133,443.15	3,219.77
Quarenghi, Michael	Teacher	106,792.68	-
Raby, Sophia	Teacher	85,163.37	-
Radway, Krista	Teacher	111,160.74	97.53
Rappel, Belinda	Business Manager	79,844.53	130.47
Raycraft, Amber	Teacher	99,854.28	16.08
Ree, Daniel	Tradesperson	82,055.08	2,791.34
Reed, Terri-Lee	Teacher	107,094.52	157.50
Reid, Nancy	Teacher	119,550.76	3,435.06
Reinheimer, Breanne	Vice Principal	128,231.82	26.54
Rempel, Alvin	Teacher	107,173.05	74.56
Repo, Leila	Teacher	106,423.94	114.25
Reusch, Aron	Teacher	97,409.34	968.96
Reynolds, Wilton	Teacher	106,662.95	53.51
Rice, Kathryn	Teacher	95,119.66	72.96
Rice, Philip	Teacher	95,119.33	72.96
Rickards, Andrew	Teacher	113,688.15	556.58
Ridley, Brittany	Teacher	77,942.77	129.50
Ritenburg, Christine	Teacher	106,157.03	1,305.44
Roberts, Reid	Teacher	99,629.95	7,824.63
Robichaud, Niki	Teacher	87,697.65	111.58
Robillard, Alyssa	Teacher	103,913.67	70.30
Robson, Dawn	Teacher	96,255.64	60.52
Robson, Kimberly	Teacher	106,657.52	117.79
Rochon, Katherine	Teacher	90,026.03	77.32
Rogers, Derek	Tradesperson	85,486.13	2,894.36
Rose, Jaime	Teacher	109,399.92	307.63
Rowell, Audrey	Teacher	107,053.75	36.91
Rudolph, Kurt	Teacher	99,303.70	16.08
Rudolph, Lana	Teacher	109,311.11	548.69
Rustad, Leanne	Manager, Purchasing	87,906.56	16.88

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Sacchetti, Rayan	Teacher	108,500.69	739.38
Sacher, Jason	Teacher	109,397.87	-
Sachs, Andrew	Teacher	82,268.04	465.57
Sagiorgis, Dimitri	Tradesperson	78,571.93	2,194.24
Samyia, Claire	Teacher	109,198.22	1,865.98
Saunders, Jennifer	Teacher	93,049.30	123.35
Sawatsky, Alicia	Teacher	86,716.44	60.32
Sayle, Jodee	Teacher	78,947.88	72.96
Scarpino, Morris Alan	Manager, District Technology Support	123,587.57	6,674.40
Schade, Gordon	Teacher	99,629.64	37.43
Scheck, Kent	Teacher	108,889.93	-
Schinkel, Shannon	Teacher	106,922.23	3,109.29
Schlabach, Krystal	Teacher	75,350.23	1,837.20
Schlick, Helen	Human Resources Advisor	83,836.57	1,927.34
Schubert, Tony	Teacher	99,752.49	281.85
Schulte, David	Teacher	108,889.93	56.76
Schulz, Colin	Teacher	99,507.43	19.84
Schulz, Jennifer	Teacher	110,551.56	19.84
Schwartz, Jason	Principal	157,427.78	4,306.81
Scott, Danniel	Teacher	106,798.38	60.32
Scott, Lee	Tradesperson	78,091.71	1,729.38
Scott, Michelle	Teacher	107,433.10	80.53
Scott, Tennys	Teacher	106,663.11	643.69
Sdoutz, Christian	Teacher	99,631.04	-
Seiter, Tracy	Teacher	106,133.63	131.62
Shaqiri, Angelina	Teacher	105,979.68	773.68
Shaw, Christopher	Teacher	81,987.94	37.43
Shaw, Derrick	Principal	166,803.00	1,355.29
Shaw, Jennifer	Teacher	90,616.72	224.83
Shaw, Karen	Teacher	105,627.56	284.80
Shimoyama, Chelsea	Teacher	110,594.56	-
Sidorov, Christina	Teacher	88,864.22	53.51
Sillence, Travis	Teacher	105,063.66	-
Silver, Peta-Susan	Teacher	99,620.15	97.75
Smith, Caitlin	Teacher	76,840.73	-
Smith, Carol	Teacher	99,629.98	113.83
Smith, Leslie	Occupational Therapist	109,135.29	2,173.08
Smith-Powell, Donya	Teacher	80,916.87	72.04
Spadaccini, Julia	Teacher	80,465.41	870.91
Spencer, Celena	Teacher	108,178.32	37.43
Spooner, Pamela	Assistant Superintendent	234,642.89	31,170.71
St. Denis, Luc	Teacher	109,089.10	207.42
Stampoli, Eleni	Teacher	87,668.31	265.15
Stauffer, Jennifer	Teacher	106,663.59	97.75
Stedeford, Kathryn	Teacher	108,582.00	51.19
Steinbach, Norman	Tradesperson	78,149.70	69.39
Stengler, Ingrid	Teacher	98,870.49	241.02
Stewart, Jenny	Teacher	107,431.71	114.03
Stewart, Sandra	Teacher	106,667.09	53.51
Stewart-Jose, Laura	Teacher	109,306.58	114.03
Stokes, Lisa	Teacher	83,959.54	74.34
Stratton, Sarah	Teacher	100,560.92	277.20
Striker, Emily	Teacher	78,749.36	-
Sullivan, Tracey	Business Manager	90,765.01	357.09
Sutton, Roberta	Teacher	99,133.84	-

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Svendsen, Aaron	Teacher	109,797.54	19.84
Swanson, Tracy	Teacher	106,814.99	129.50
Sylte, Jessica	Teacher	94,734.59	223.37
Takach, Peter	Teacher	100,481.47	1,227.71
Tanner, Ian	Teacher	97,703.21	5,250.97
Tapper, Kyle	Teacher	100,297.16	-
Tarling, Thomas	Teacher	79,731.46	19.84
Taylor, Melanie	Teacher	79,059.15	337.20
Tazelaar, Bronson	Teacher	78,163.82	-
Tegart, Maymie	Teacher	97,216.30	1,376.84
Teichman, Matthew	Technical Analyst	75,642.84	22.00
Tesoriere, Shandrea	Teacher	99,941.15	100.75
Thakkar, Tiger	Teacher	114,046.54	-
Therrien, Nicole	Social Worker	99,382.37	746.12
Thibault, Kody	Tradesperson	79,018.46	2,649.15
Thibault, Mackenzie	Teacher	86,092.33	-
Thibeault, Sonia	Teacher	110,481.96	535.58
Thibodeau, Alison	Social Worker	90,601.97	27.72
Thiessen, Jennifer	Psychologist	92,502.94	4,350.37
Third, Stacey	Social Worker	85,792.92	1,411.52
Thomas, Erin	Teacher	117,563.17	5,225.06
Thompson, Charmine	Teacher	88,529.90	104.41
Thomson, Matthew	Teacher	109,525.97	-
Thun, Cjay	Teacher	77,333.22	130.62
Tidsbury, Candace	Teacher	91,788.65	385.94
Tisdale, Terry	Principal	150,831.06	213.53
Titchmarsh, Robert	Tradesperson	81,816.37	2,099.35
Tobin, Marnie	Teacher	106,662.39	70.38
Todd, Calvin	Teacher	75,537.77	-
Todd, Laurie	Teacher	118,786.47	3,265.98
Toledo, Jan Ray	Technical Analyst	75,232.83	243.60
Tomlinson, Andrew	Teacher	110,735.87	3,447.22
Tomlinson, Katie	Teacher	102,660.69	75.00
Tomson, Trisha	Teacher	103,610.52	932.97
Tonge, Tanya	Teacher	85,653.27	2,678.95
Trahan, Moira	Teacher	84,526.45	86.70
Traynor, Morgan	Teacher	80,070.34	594.00
Trembley, Kathleen	Teacher	79,456.18	665.06
Trepanier, Katherine	Teacher	110,221.92	114.03
Trombley, Hannah	Teacher	79,187.55	158.27
Turay, Maria	Social Worker	106,424.08	1,230.77
Turcotte, Lynette	Teacher	110,128.97	5,408.20
Turkington, Maja	Teacher	111,048.82	76.61
Turmel, Diana	Business Manager	87,051.22	338.57
Turner, Conrad	Principal	154,788.66	62.18
Tusek, Adriana	Social Worker	87,716.83	1,270.40
Tyndall, Majal	Teacher	98,729.65	170.30
Unger, Lori	Teacher	105,073.46	1,706.98
Vaale, Mitchell	Teacher	77,219.88	-
Vagt, Callista	Teacher	109,135.66	1,283.23
Van Aalst, Audrey	Teacher	107,460.77	-
Van Der Meer, Joshua	Behavior Interventionist	106,951.12	4,410.23
Van Dijk, Eduardo	Teacher	108,664.93	53.51
Van Eendenburg, Katrijn	Speech Pathologist	109,121.07	6,597.78
Van Leeuwen, Sarah	Psychologist	87,248.93	3,767.00

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Van Spengen, Tammy	Facilities Technologist	81,929.37	733.68
Vliegenthart, Erik	Teacher	79,512.23	-
Wadson, Chiho	Teacher	79,506.66	189.75
Wadson, Christopher	Teacher	91,522.23	53.51
Waldie, Clifford	Vice Principal	129,091.82	264.30
Wallace, Tyler	Tradesperson	79,212.19	1,141.21
Waller, Marcia	Speech Pathologist	87,585.56	4,647.90
Walser, Ruby	Teacher	100,605.92	49.58
Walters, Michele	Teacher	78,937.29	53.51
Ward, Holly	Teacher	106,132.83	72.04
Warkentin, Jaclyn	Teacher	75,026.16	53.51
Warkentin, Keith	Teacher	99,005.40	74.56
Warkentin, Lea	Vice Principal	135,323.51	1,451.70
Warner, Robin	Teacher	129,667.52	177.23
Warren, Melissa	Teacher	98,787.60	-
Warren, Susan	Teacher	99,452.97	4,962.12
Watson, Darren	Manager, Capital Planning and Projects	109,268.12	697.60
Watt, Daniel James	Principal	150,135.06	122.78
Watts, Harmony	Teacher	106,244.57	89.84
Waughtal, Jennifer	Teacher	93,556.00	1,518.44
Welch, Kristene	Teacher	87,186.97	161.24
Wells, Denee	Teacher	106,906.82	7,687.98
Westaway, Kelsey	Teacher	86,140.80	-
Westfall, Allison	Teacher	95,173.07	72.66
Whetter, Shauna	Teacher	115,897.95	72.47
White, Corina	Teacher	109,597.26	3,997.41
Whitehead, Shandee	Principal	150,831.06	45.68
Whittaker, Natalie	Teacher	92,505.57	16.29
Wickes, Cathy	Teacher	94,235.08	52.73
Wiegand, Janice	Teacher	99,629.95	795.32
Wiens, Myriam	Teacher	99,543.33	-
Wilkins, Angela	Teacher	106,662.55	114.75
Williams, Adria	Teacher	99,721.10	72.96
Williams, Chris	Teacher	99,246.58	72.96
Williams, Tracy	Teacher	109,285.42	735.43
Willows, Joyce	Principal	154,962.66	1,018.59
Wilson, Cherise	Psychologist	86,817.39	4,893.80
Wilson, Christie	Teacher	79,724.75	-
Wilson, Erin	Teacher	106,117.22	-
Wincure, Paris	Teacher	92,816.95	-
Winzer, Dustin	Teacher	89,874.28	-
Withey, Joelle	Teacher	108,890.75	3,221.33
Wittmack, Kyla	Teacher	100,358.18	1,156.01
Wittmeier, Donald	Teacher	105,582.35	89.22
Wium, Jodi	Teacher	107,700.91	671.72
Wogan, Jodi	Teacher	95,885.06	108.34
Wong, Jory	Teacher	79,109.57	72.47
Wood, Keith	Vice Principal	139,643.25	41.85
Woolgar, Greg	Teacher	106,868.70	-
Worthington, Vanessa	Teacher	121,875.91	13,758.06
Wyer, Carlye	Teacher	106,652.92	384.50
Yamaguchi, Amy	Teacher	76,993.02	383.51
Yeoman, Annice	Teacher	75,518.71	1,960.57
Young, Clinton	Teacher	106,659.64	2,786.26
Young, Wendy	Speech Pathologist	109,131.18	5,762.95

School District No. 57 (Prince George)
Schedule of Remuneration and Expense
Year Ended June 30, 2024

Name	Position	Remuneration	Expense
Yue, Michael	Teacher	90,077.59	-
Zahn, Heather	Teacher	115,782.48	882.26
Zahn, Joel	Teacher	84,675.27	-
Zellman, Thomas	Teacher	106,662.55	85.26
Zerr, Darryl	Supervisor, Facility Services	96,996.48	304.32
Zogas, Kirsten	Teacher	106,663.99	23.29
Zolli, Cortney	Teacher	107,182.33	79.90
Zummack, Angela	District Principal	159,719.77	4,681.70
Total for Employees with Remuneration Exceeding \$75,000		84,247,372.38	858,990.53
Total for Employees with Remuneration less than \$75,000		51,347,360.47	344,768.21
Total, Employees and Elected Officials		135,752,201.61	1,254,077.50
Total employer premiums for Canada Pension Plan and Employment Insurance			8,193,624.69

School District No. 57 (Prince George)
Schedule of Payments Made for the Provision of Goods and Services
Year Ended June 30, 2024

Supplier	Aggregate Payment
Suppliers, aggregate payments in excess of \$25,000:	
A PLUS AUTOMATIC DOOR & STORE FRONT	46,374.15
AASE ROOF INSPECTION LTD	99,057.39
ACME JANITOR SERVICE LTD.	42,278.07
ALL DOLLAR STORES	33,609.81
ALL PRO PLUMBING & HEATING	561,609.27
ALLPOINTS FIRE PROTECTION LTD.	46,063.82
AMAZON.COM	287,687.32
ANDREW SHERET LTD	122,944.42
APPLY TO EDUCATION	55,245.03
ART KNAPP PLANTLAND	29,275.30
ARTSTARTS IN SCHOOLS	47,995.00
AV SOLUTIONS	125,439.28
AXANTO GROUP INC	32,860.46
B C HYDRO	1,469,814.19
BATER ELECTRIC LTD	37,297.42
BC SCHOOL TRUSTEES ASSOCIATION	61,872.42
BELFOR PROPERTY RESTORATIONS	65,168.55
BEST BUY FOR BUSINESS	29,619.64
BGE INDOOR AIR QUALITY SOLUTIONS	37,563.05
BOYDEN CANADA (WEST) INC	63,177.11
BRAULT & BOUTHILLIER (1977)	25,851.69
BRIDGES CANADA	35,950.22
CANADIAN TIRE	54,814.22
CANGAS PROPANE INC.	189,519.74
CAPCO CONSTRUCTION SERVICES LTD.	181,475.00
CAPITAL BUILDING SUPPLIES LTD	28,074.99
CARRIER ENTERPRISE CANADA LP	70,413.22
CAYENTA SCHOOLS	134,754.86
CENTENNIAL FOOD SERVICE	34,480.41
CENTER CITY PAVING & AGGREGATE	128,952.50
CITY OF PRINCE GEORGE	169,589.55
CITY OF PRINCE GEORGE - UTILITIES	226,373.34
CLEAR SECURITY SOLUTIONS INC.	75,990.07
COLLEGE OF NEW CALEDONIA	334,062.41
COLLIERS PROJECT LEADERS INC	81,033.75
COMMISSIONER OF MUNICIPAL PENSIONS	3,363,881.58
COMMISSIONER OF TEACHERS PENSIONS	9,971,823.77
COPPERSIDE FOODS LTD	422,970.31
COSTCO WHOLESALE CANADA	398,700.05
CROSSROADS CONSTRUCTION CO LTD	160,176.54
DELL CANADA INC	840,366.08

School District No. 57 (Prince George)
Schedule of Payments Made for the Provision of Goods and Services
Year Ended June 30, 2024

Supplier	Aggregate Payment
DG MACLACHLAN LTD	92,309.76
DIAMOND INTERNATIONAL TRUCKS LTD	33,256.56
DIGGERS IMPACT ENTERPRISES LTD	51,702.66
DISTRICT OF MACKENZIE	57,375.09
DIVERSIFIED TRANSPORTATION	1,305,285.35
DOUBLETHINK INC	25,239.37
DRIVING FORCE LEASING	187,010.12
ECCO SUPPLY LTD.	34,076.57
EDUCAN SCHOOL FURNITURE	53,294.16
EECOL ELECTRIC (SASK) LTD	76,288.66
ELCO SYSTEMS INC.	28,094.26
EPHEMERAL ENTERPRISES LTD.	120,032.59
FALCON ENGINEERING LTD	96,763.68
FIRST CANADA ULC	5,417,798.43
FOCUSED EDUCATION RESOURCES SOCIETY	43,379.43
FORTIS BC	611,459.49
GLACIER GLASS PG LTD.	33,515.79
GLOBAL ROADWAY MAINTENANCE INC.	106,661.10
GRAND & TOY	173,884.23
GUNN CONSULTANTS INC	113,033.50
H AHKING & CO	41,678.79
HALFORD'S	26,536.59
HEARTLAND STEEL DOORS LTD	59,496.43
HOLIDAY INN	61,070.15
HOME DEPOT CANADA	50,811.49
HONDA CANADA FINANCE INC	33,861.09
HOULE ELECTRIC LIMITED	33,572.25
IBM CANADA	57,750.00
ICBC	28,079.00
IDL PROJECTS INC	282,369.21
INLAND CONTROL & SERVICES INC	136,490.65
IQ BUILDERS LTD	67,402.32
JIM PATTISON LEASE	108,393.67
K.M.S. TOOLS & EQUIPMENT LTD.	45,390.80
KODE CONTRACTING LTD	32,433.91
KONICA MINOLTA BUSINESS (CANADA)LTD	414,271.87
KPMG LLP	39,375.00
L & M ENGINEERING LIMITED	38,523.53
LASER PAVEMENT SOLUTIONS LTD.	57,910.47
LEAVITT MACHINERY HEAD OFFICE	59,623.95
LHEIDLI T'ENNEH BAND	50,000.00
LOAD EM UP CONTRACTING LTD.	34,114.76

School District No. 57 (Prince George)
Schedule of Payments Made for the Provision of Goods and Services
Year Ended June 30, 2024

Supplier	Aggregate Payment
LOVEDAY'S FLOORING LTD	45,303.09
MACKENZIE CONSUMER'S COOPERATIVE	33,450.69
MAJESTIC MANAGEMENT IN TRUST	121,019.34
MC COMMERCIAL INC	28,770.60
MIDWAY PURNEL (PG) LTD	465,506.48
MILLS PRINTING & STATIONERY CO LTD	262,617.42
MINISTER OF FINANCE	186,913.71
MINISTRY OF FINANCE EHT	2,588,479.83
MYBUDGETFILE INC.	31,617.60
NAPP ENTERPRISES LTD	1,921,116.32
NELSON EDUCATIONAL	27,807.64
NORTHWAY GLASS INC	34,883.81
OPEN PARACHUTE	159,243.00
P G & DISTRICT ELIZABETH FRY	113,749.95
PACIFIC BLUE CROSS	2,885,992.91
PALADIN SECURITY GROUP LTD.	34,402.97
PEAK ENVIRONMENTAL LTD.	120,722.89
PEARSON CANADA INC.	35,694.33
PIQ INC	26,653.95
PRAIRIECOAST EQUIPMENT	26,409.83
PRINCE GEORGE FLOOR FASHIONS LTD	88,984.35
PRINCE SHEET METAL & HEATING	1,717,473.09
PRINCESS AUTO LTD	27,918.83
PUBLIC EDUC BENEFITS TRUST FUND	2,240,740.20
QUADIENT CANADA LIMITED	27,237.83
R H JONES & SON MECHANICAL LTD	1,113,933.56
REAL CANADIAN SUPERSTORE	262,645.94
REDNECK CONTRACTING	73,748.74
REGAL HOME DECOR	51,130.66
RIGHT CHOICE FLOORING LTD.	151,995.20
ROCKY POINT ENGINEERING LTD	48,545.97
SAHURI + ASSOCIATES ARCHITECTURE IN	240,609.15
SAVE ON FOODS	72,729.25
SBO SOLUTIONS LTD	26,853.75
SCHOOLHOUSE PRODUCTS INC	49,312.07
SHELL ENERGY NORTH AMERICA (CA) INC	284,337.68
SIRSIDYNIX	67,214.50
SOFTCHOICE LP	132,812.24
SPECTRUM EDUCATIONAL SUPPLIES LTD	26,574.28
SPORTFACTOR INC	119,701.21
STAPLES - PRINCE GEORGE	35,205.49
SUBARU OF PRINCE GEORGE	31,748.78

School District No. 57 (Prince George)
Schedule of Payments Made for the Provision of Goods and Services
Year Ended June 30, 2024

Supplier	Aggregate Payment
SUNCOR ENERGY PRODUCTS PARTNERSHIP	242,129.60
SWING TIME DISTRIBUTORS LTD	162,977.05
SYSCO KELOWNA LTD	213,961.99
TAKLA NATION	30,185.00
TECHNICAL SAFETY BC	39,770.62
TELUS COMMUNICATIONS INC	117,442.85
TELUS MOBILITY	55,098.88
TODORUK HOLDINGS LTD	45,822.00
TRL TRANSPORT LTD	45,140.16
TURNING POINT RESOLUTIONS INC	175,346.04
TWIN RIVERS DEVELOPMENTS 1981 LTD	129,060.17
UNBC	31,334.06
UPPER CANADA FOREST PRODUCTS LTD	34,741.28
VALLIN CANADA INC	28,614.84
VILLAGE OF MCBRIDE	26,083.04
VWR INTERNATIONAL CO	27,791.31
WAL-MART CANADA CORP #01-3651	70,516.25
WALMSLEY	237,616.23
WASTE MANAGEMENT	239,376.68
WESCO DISTRIBUTION	99,620.12
WEST ROCKIES SERVICES LTD	25,672.50
WESTCANA ELECTRIC INC.	52,552.50
WESTERN CAMPUS RESOURCES INC	34,407.88
WESTERN NOISE CONTROL (2015) LTD	45,410.05
WHITE SPRUCE ENTERPRISES	71,108.74
WOOD WHEATON HONDA	86,792.58
WORKSAFE BC	1,705,082.36
X10 TECHNOLOGIES INC	30,924.37
Total Payments to Suppliers Exceeding \$25,000	50,790,211.01
Total Payments to Suppliers \$25,000 or less	6,814,198.20
Total Payments for Goods and Services	57,604,409.21

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

School District No. 57 (Prince George)

Fiscal Year Ended June 30, 2024

Reconciliation of Payments (SOFI) to the Audited Financial Statements

The differences between the combined totals for the Schedule of Remuneration and Expenses and the Schedule of Payments made for the Provision of Goods and Services contained with the Statement of Financial Information (SOFI) report and the districts Audited Financial statements – specifically Statement 2 – Statement of Revenue and Expense, are as indicated below in the Explanation of Variance.

Explanation of Variance – the SOFI schedules differ from the audited financial statements for the following reasons:

- The Schedule of Remuneration and Expenses is prepared on a cash basis and salary and benefits in the audited financial statements are on an accrual basis.
- The Schedule of Payments for Goods and Services is prepared on a cash basis and expenditures in the audited financial statements are on an accrual basis.
- Included in the expenses of the audited financial statements is amortization of capital assets which would not be included in either the Schedule of Remuneration and Expenses or the Schedule of Payments for Goods and Services.
- Included in the Schedule of Payments for Goods and Services are payments to contractors and other suppliers for services and supplies which have been capitalized in the audited financial statements and would not be reflected in the expenses of the district.
- Included in the Schedule of Remuneration and Expenses are payments to employees for salaries and benefits which have been capitalized in the audited financial statements and would not be reflected in the expenses of the district.
- Payments to suppliers on the Schedule of Payments for Goods and Services include 100% of Goods and Services Tax (GST) while expenditures recorded in the audited financial statements are net of the GST rebate of 68%.
- The Schedule of Payments of Goods and Services includes payment made on behalf of third parties such as Parent Advisory Councils (PAC's). The third party recovery of the expenses would be netted against the expenses in the audited financial statements and the expense would not be reflected.
- Payments to benefit suppliers include taxable benefit amounts shown as remuneration on the Schedule of Remuneration and Expenses. Also, travel expenditures paid directly to suppliers may be duplicated in the employee expenses category.
- Other miscellaneous cost recoveries may not have been deducted from the payment schedules.

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

Memorandum

TO: Board of Education
FROM: District Staff
SUBJECT: **Pay Transparency Report – October 2024**

In accordance with the [Pay Transparency Act](#) that became law in May 2023, School Districts with 1,000 or more employees are required to publish Pay Transparency Reports by November 1, 2024.

The Pay Transparency Report must be published on the school district website and must continue to be available until the next report is published.

The attached report has been published on the school district's website and is provided to the Board for information.

The Board of Education of School District No. 057 (Prince George)

Pay transparency report

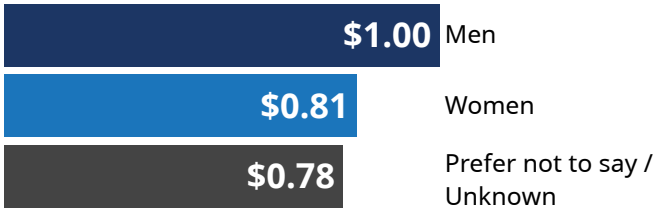
Employer details

Employer:	The Board of Education of School District No. 057 (Prince George)
Address:	2100 Ferry Ave., Prince George, BC
Reporting Year:	2024
Time Period:	July 1, 2023 - June 30, 2024
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more



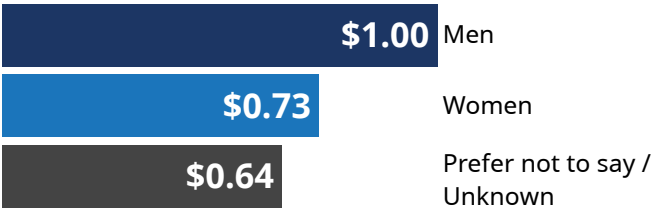
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 19% less than men's. For every dollar men earn in average hourly wages, women earn 81 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 27% less than men's. For every dollar men earn in median hourly wages, women earn 73 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



Overtime pay

Mean overtime pay³

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay⁴

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours⁵

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours⁶

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.



Bonus pay

Mean bonus pay⁷

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay⁸

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

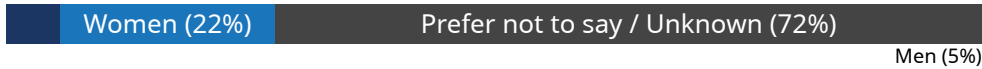
Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹

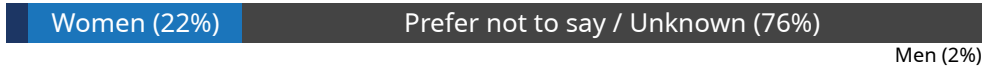
Upper hourly pay quartile (highest paid) †



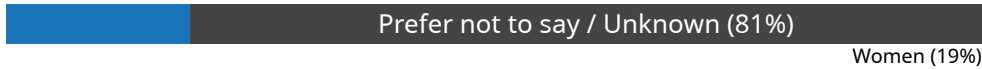
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 22% of the highest paid jobs and 19% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

Memorandum

TO: Board of Education

FROM: District Staff

SUBJECT: **SPRUCELAND COMMUNITY SCHOOL OF THE ARTS**

The Board of Education approved the opening of the Spruceland Community School of the Arts in June 2022. Based on the district's school budget allocation model, no additional financial resources have been provided to the school to support the change from a Traditional program to an Arts program.

Since that time, the school has identified additional financial resources required to support the Arts focus:

- Projectors, speakers and stereo systems to support drama, dance and visual arts
- Staging for the drama program
- Mirrors and flooring for the dance program
- Choir risers for the music program
- Replacement of stage curtain

An additional school budget allocation for the 2024/25 school year will allow facility enhancements to support an effective Arts school environment. The Board could support this request from local and other capital reserves and unrestricted operating surplus. Future appropriate school allocations will require review prior to the 2025/26 budget development.

RECOMMENDED MOTION:

That the Board of Education approve an allocation of \$60,000 to support the Spruceland Community School of the Arts.

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

Memorandum

TO: Board of Education

FROM: Superintendent of Schools

SUBJECT: **CLASS SIZE REPORT**

Report from the Superintendent:

The District has been able to meet or is in the process of meeting non-enrolling ratios as set out in the Collective Agreement.

<u>Grade Max Actual</u>	<u>Average 2024-25</u>
K = 20	K = 19
Gr 1-3 = 22	Gr 1-3 = 21.1
Gr 4-7 = 30	Gr 4-7 = 25.9
Gr 8-12 = 30	Gr 8-12 = 22.7

RECOMMENDED MOTION:

That the Class Size Report be received as presented.

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

Memorandum

TO: Board of Education

FROM: Trustee Holland

SUBJECT: **PUBLIC BOARD AND COMMITTEE MEETINGS**

These items are on the agenda at the request of Trustee Holland.

1) **RECOMMENDED MOTION:**

That the Board of Education direct staff to implement live streaming of all public board and committee meetings beginning with the January 2025 meeting.

RATIONALE:

This motion seeks to increase access to board and committee proceedings for all members of our community, especially those who are unable to attend in person due to geographical distance or scheduling challenges. By live streaming our meetings, we ensure that people from across our district are informed and can engage with educational governance.

2) **RECOMMENDED MOTION:**

That the Board of Education direct staff to ensure all recorded public Board and committee meetings are uploaded and saved online without time limitation.

RATIONALE:

This motion promotes transparency by maintaining a public, permanent record of meetings that community members can access at their convenience. Keeping the recordings available in perpetuity serves as an important historical archive, providing an open and reliable resource for the community, media, and interested stakeholders.

3) **RECOMMENDED MOTION:**

That the Board of Education direct staff report back on potential procedures for individuals attending virtually to participate in the public comment section of Board meetings.

RATIONALE:

This motion is intended to increase community engagement by providing virtual attendees with the opportunity to address the Board in the same manner as in-person participants. It supports equity by ensuring that individuals unable to attend physically are not disadvantaged in their ability to contribute.

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

Memorandum

TO: Board of Education

FROM: District Staff

SUBJECT: **Trustee Remuneration – Annual Review**

BACKGROUND:

Policy 7 - Board Operations states as follows:

7.2 *The annual remuneration for Trustees will be reviewed by the Business and Operations Committee on an annual basis prior to March 31, commencing in 2021, within the following guidelines:*

7.2.1. Remuneration for the Chairperson will be increased based on the same increment as the grid lift directed by the British Columbia School Employers' Association (BCPSEA) for exempt staff.

7.2.2. Remuneration for the Vice-Chairperson will be \$1,500 less than that of the Chairperson.

7.2.3. Remuneration for Trustees will be \$3,000 less than that of the Chairperson.

As the Board is aware, BCPSEA has confirmed a 3% increase for exempt staff effective July 1, 2024. In accordance with 7.2.1 above, the increase for trustees is applied retroactive to July 1, 2024. The current annual remuneration for the Chair is \$25,662. The 3% increase results in an approximate expense of \$6,200 and provides for the following remuneration:

- Chair - \$26,430
- Vice Chair - \$24,930
- Trustees - \$23,430

At the Ad Hoc Policy Committee meeting on October 21, 2024, there was discussion regarding trustee remuneration and the appropriate remuneration for the time required to perform responsibilities, particularly those of the Chair and Vice Chair. Information provided by the BC School Trustees Association which reports to Boards annually on remuneration and expense reimbursement shows a range of provincial practice. Districts of a similar size to SD57 show a range of Chair remuneration of \$22,658 to \$36,786.

Currently the Chair of the Board receives 12% more than a trustee and the Vice Chair receives 6% more than a trustee. In order to appropriately recognize the additional time commitment, the following structure is recommended.

Trustee	\$23,430
Vice Chair	\$26,950 (trustee rate + 15%)
Chair	\$30,460 (trustee rate + 30%)

This structure would require an additional budget amount of \$6,050 for the 2024/25 budget. If the Board approves this restructure of the Chair and Vice Chair remuneration, section 7.2 of Policy 7 Board Operations would be revised. If the Board does not approve restructuring remuneration, only the 3% increase will be applied effective July 1, 2024.

RECOMMENDED MOTIONS:

That effective July 1, 2024, section 7.2 of Policy 7 – Board Operations be revised to reflect the following trustee remuneration structure:

Remuneration for Trustees will be reviewed by the Board on an annual basis prior to March 31 of each year within the following guidelines:

- 7.2.1. Remuneration for Trustees will be increased based on the grid lift directed by the British Columbia School Employers' Association (BCPSEA) for exempt staff.
- 7.2.2. Remuneration for the Vice-Chairperson will be 15% greater than that of the Trustees.
- 7.2.3. Remuneration for the Chair will be 30% greater than that of the Trustees.

SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

MEMORANDUM

TO: Board of Education

FROM: Secretary Treasurer

SUBJECT: **OPEN CORRESPONDENCE RECEIVED/SENT**

The attached correspondence has been received and/or sent since the last public Board meeting.

- 2024.10.07 Email from District Parent Advisory Council regarding the Audited Financial Statements and FESL
- 2024.10.07 Corporation of the Village of McBride regarding Official Community Plan & Zoning Bylaw Review Engagement
- 2024.10.31 Email from Canadian School Libraries regarding Intellectual Freedom and the Role of Libraries in SD57
- 2024.11.04 Correspondence from Mackenzie Collaborative Community Table regarding Child Care Facility in Mackenzie

RECOMMENDED MOTION:

That the Board of Education receives the open correspondence received and/or sent as presented.



Parent Question/Comment on Audited Financial Statements and FESL

From Laura Weller <lmweller@live.com>

Date Mon 2024-10-07 8:49 PM

To Trustees <trustees@sd57.bc.ca>

Cc District Parent Advisory Council - Prince George School District <info@sd57dpac.ca>

CAUTION: External Email. This email originated from outside of the SD57 district email system. Do Not click on links or open attachments, unless you are confident about the source.

Hadih Trustees,

I am sorry that this note will be too late for publication in the upcoming Board meeting notes but I hope that it will be received for consideration on your own as you approach the upcoming School Board engagements and potential future publication in the next one.

The audited financial statements presented at the September 2024 School Board meeting referenced surplus funds from not being able to fill posted positions.

What is the impact on student achievement for these unfilled positions?

How is SD57 assessing which schools are most impacted by not having regular certified teachers in positions that are identified by the school board as essential to the achievement of students?

How are schools classified that are currently having the toughest time with recruitment/retention?

Rural, modest community income, other, special programs?

We have had teacher shortages referenced for a number of years by the PG District Teachers Association and it really seems from last years' Grade 10 standardized test results that there were also concerning achievement levels with a potential multi-year strategy to increase achievement levels of the learners in the future.

What will SD57 do **this year** to ensure that the Grade 10 students referenced in the FESL presented at the September Board meeting who should now be in Grade 12 are properly supported to achieve success at the same level as other students around BC by the time they graduate in June 2025?

It's disappointing to think that some students are just left behind because of trailing data indicators like FESL and standardized testing especially when PGDTA has been exceptionally clear and loud and up front about the lost learning hours and learning support hours for students in SD57 for six years. What datapoints will you be requesting for review in the future from HR and SD57 Administration to prevent this issue in the future.

Thank you for your consideration of these questions as you approach this work in creating the best learning conditions possible for SD57 students in all parts of our region.

Mussi,

Laura Weller
Parent of SD57 students, past DPAC Chair
778-349-1731



Corporation of the Village of McBride

P.O. Box 519
McBride, B.C.
V0J 2E0

Phone: 250-569-2229

Fax: 250-569-3276

Website: www.mcbride.ca

October 7th, 2024

Via email: trustees@sd57.bc.ca

School District 57
2100 Ferry Ave,
Prince George, BC V2L 4R5

Attention: Craig Brennan, Board Chair

Re: Official Community Plan & Zoning Bylaw Review Engagement

The Village of McBride is pleased to share that we have initiated our Official Community Plan and Zoning Bylaw Update, a vital community endeavor aimed at shaping the future development of our community and addressing a range of challenges the community faces. To ensure a thorough and informed approach, we are collaborating with McElhanney, a team of community and development planning professionals to support this project.

As an influential agency in our community, your insights and expertise are highly valued. We are reaching out to seek your engagement and feedback as we move forward with this project. Our goal is to ensure that the planning process is equitable and inclusive and reflects the diverse perspectives and interests of all community stakeholder groups to create a shared vision that builds on existing Village plans and strategies.

Project Overview:

- **Project Name:** Official Community Plan & Zoning Bylaw Review / Village of McBride Land Use Review
- **Scope:** It has been 14 years since the Village of McBride last updated its Official Community Plan (OCP). OCPs are generally revised every 10 years to ensure they remain relevant and effective in guiding community development.

The updated OCP will provide a framework for managing growth and addressing various community challenges over the next 20 years. Key areas of focus will include:

- Growth and infrastructure management
- Land use, housing, and affordability
- Sustainability, the natural environment, and climate adaptation
- Community character
- Economic development and tourism
- Food security

Corporation of the Village of McBride

- This update will ensure that the OCP continues to reflect the Village's needs and aspirations, while effectively guiding future development.
- **Timeline:** The OCP and Zoning Bylaw Update includes four key Phases:

PHASE 1: Project Initiation and Background Review

Timeframe: July 1 to October 1

Confirm communication protocols, project schedule, deliverables, communication and engagement program, and approach for the technical development of the OCP and Zoning Bylaw Review.

PHASE 2: Confirm Community Values and Build Community Profile

Timeframe: October 1 to November 1

Engage with the community, governments, and other government agencies on values, principles, vision, issues and opportunities.

PHASE 3: OCP Draft and Zoning Bylaw Draft

Timeframe: November

Present a draft OCP to confirm both required Local Government Act content and additional content identified in Phase 2. Revise documents based on feedback and further community engagement if required.

PHASE 4: Bylaw Approvals

Timeframe: November 1 to December 31

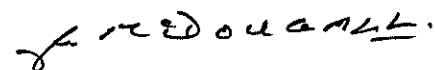
Council to consider OCP and zoning bylaws. Formal referrals to other governments and First Nations and Public Hearing prior to third reading.

We would greatly appreciate any initial comments you may have and invite you to participate in further discussions to ensure that your agency's perspective is well integrated into the planning process.

Please feel welcome to contact our team directly at 250-569-2229 or cao@mcbride.ca to schedule a meeting or to provide your input.

Thank you for considering this invitation. We are excited about the opportunity to work together and to achieve meaningful outcomes for our community.

Best regards,



Jeanette McDougall

Chief Administrative Officer / Corporate Officer

From: J Jeffery <joseph.t.jeffery@gmail.com>

Sent: Thursday, October 31, 2024 4:30 PM

To: Sarah Holland <sholland@sd57.bc.ca>; Shar McCrory <smccrory@sd57.bc.ca>; Erica McLean <emclean@sd57.bc.ca>; Craig Brennan <cbrennan@sd57.bc.ca>

Subject: Intellectual Freedom and the Role of Libraries in SD57

CAUTION: External Email. This email originated from outside of the SD57 district email system. Do Not click on links or open attachments, unless you are confident about the source.

Hi Sarah, Craig, Erica and Shar,

I'm the SD57 District Teacher Librarian, but outside of my district role I'm the current chair of Canadian School Libraries.

We are currently working with the Centre for Free Expression in Toronto on materials for school boards and district administration around the role of school libraries and intellectual freedom.

I figured I'd reach out to you all as people I know or have met who are on the board to find out what you would want to see, or have wanted to know when you first started as a school board trustee. The job is a big one and there's lots to learn.

What would be useful to you?

A few things we are thinking of trying to do with respect to intellectual freedom:

- A database of board policies on library and learning resources across Canada so you can see what others have in place?
- Workshops at BC School Trustee Association or equivalent across Canada to learn more about how intellectual freedom works in Canada.
- Local workshops / quick (15 min) board presentations to help inform boards
 - Would this be better as a one time thing per board rotation (4 years)? Yearly? Biannually?

A few things we are thinking of trying to do with respect to the role of libraries:

- A quick presentation for boards on "How school libraries can support strategic plans?"
- Workshops at BC School Trustee Association or equivalent across Canada to learn more about the modern role of school libraries as school library learning commons

Would any of these be helpful to you, either now or when you had first started?

Thank you for your time and thoughts on this. Feel free to ask other trustees, I just have met all four of you in one capacity or another over the years.

--



CANADIAN
SCHOOL LIBRARIES

Joseph Jeffery (he/him/his)

Chair - Canadian School Libraries

<https://www.canadianschoollibraries.ca/>

[@cdnschoollibraries](#)

I am located on the traditional and unceded territory of the Lheidli T'enneh

November 4, 2024

Superintendent Aziz (jaziz@sd57.bc.ca) and
SD57 Trustees (trustees@sd57.bc.ca)

Dear Superintendent and Trustees:

I am writing on behalf of the Mackenzie Collaborative Community Table, a committee of stakeholders that includes representatives of government, business, and healthcare in Mackenzie. We are excited for the start of construction of your new childcare facility in Mackenzie. This project promises to address many critical needs in Mackenzie and will undoubtedly benefit numerous families.

However, we would like to bring to your attention an essential requirement for this initiative's success that remains unaddressed in our eyes. To ensure the daycare operates effectively from the outset, it is crucial to have qualified staff ready to work as soon as the facility opens. Currently, our community lacks access to an Early Childhood Education (ECE) certification program. This gap will hinder the successful launch and operation of the daycare.

We as a table respectfully request that School District 57 begin efforts to advocate for and work with the Ministry as well as Mackenzie community leaders to bring an ECE certification program locally and/or provide funding for residents to attend virtual courses. This support would enable prospective daycare staff to obtain the necessary qualifications in time for the facility's opening. We want to see this project be successful, and we look forward to working with you to make this happen.

Thank you for your attention to this matter. I am confident that addressing this need will significantly enhance the positive impact of the new daycare on our community.

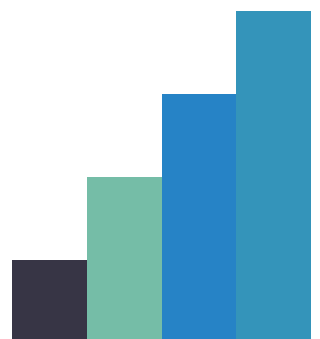


Sincerely,



Shannon Bezo
Chair

CC: MLA Kiel Giddens kiel.giddens.mla@leg.bc.ca
Mayor and Council of Mackenzie info@districtofmackenzie.ca



SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

November 12, 2024

Memorandum

TO: Board of Education

FROM: District Staff

SUBJECT: **Board Annual Meeting – Board Elections**

BACKGROUND:

In accordance with Section 2.2 of Policy 7 Board Operations an election occurs annually for the Chair, Vice Chair and provincial positions. The annual meeting election process is guided by the process outlined for the Board's Inaugural meeting in Section 2.1.4. Superintendent Aziz will call for nominations for the Chair and the elected Chair will then call for further nominations for the Vice Chair, the BCSTA Provincial Councillor and alternate and the BCPSEA Representative and alternate.

RECOMMENDED MOTIONS:

1. That Diane Nygaard, Executive Assistant, and Lynda Minnabarriet, Secretary Treasurer, be appointed as scrutineers for the election of the positions.
2. That any ballots cast be destroyed following the conclusion of the election of the positions.