

Lord Selkirk School Division
Schedule of Employee Compensation
December 31, 2020

Independent Auditors' Report

To the Board of Trustees of Lord Selkirk School Division:

Opinion

We have audited the accompanying Schedule of Remuneration of Employees in Excess of \$75,000 of Lord Selkirk School Division for the year ended December 31, 2020 ("the Schedule").

In our opinion, the financial information in the Schedule of Remuneration of Employees in Excess of \$75,000 for the year ended December 31, 2020 is prepared, in all material respects, in accordance with the provisions of The Public Sector Compensation Disclosure Act of the Province of Manitoba.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the Schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting and Restriction on Distribution

This schedule is prepared to assist Lord Selkirk School Division to meet the requirements of The Public Sector Compensation Disclosure Act of the Province of Manitoba. As a result, the Schedule may not be suitable for another purpose. Our report is intended solely for the Board of Trustees of Lord Selkirk School Division relative to The Public Sector Compensation Disclosure Act of the Province of Manitoba and should not be distributed to other parties.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of this Schedule in accordance with the provisions of The Public Sector Compensation Disclosure Act of the Province of Manitoba, and for such internal controls as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

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

Auditors' Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this schedule.

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

- Identify and assess the risks of material misstatement of the Schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.
- Evaluate the overall presentation and content of the Schedule, including the disclosures, and whether the Schedule represents the underlying transactions and events in a manner that achieves fair presentation.

ACCOUNTING > CONSULTING > TAX

TRUE NORTH SQUARE

242 HARGRAVE STREET, SUITE 1200, WINNIPEG MB, R3C 0T8
1.877.500.0795 T: 204.775.4531 F: 204.783.8329 MNP.ca

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Winnipeg, Manitoba

June 15, 2021

MNP LLP

Chartered Professional Accountants

I hereby certify that this report and the Schedule referenced herein have been presented to the members of the Board of Trustees of Lord Selkirk School Division.

JUNE 15, 2021
DATE

Lena Kublick
CHAIRPERSON

LORD SELKIRK SCHOOL DIVISION
 SCHEDULE OF REMUNERATION OF EMPLOYEES IN EXCESS OF \$75,000
 FOR THE YEAR ENDED DECEMBER 31, 2020

Pursuant to the disclosure required by The Public Sector Compensation Disclosure Act,
 the following information is reported:

- a) Aggregate compensation of all Trustees: \$ 137,430.99
 b) Compensation of Employees over \$75,000:

Name	Position	Compensation	Professional Fees	Compensation
Anderson, Kyla	TEACHER	77,383.66		77,383.66
Andres, Linda	TEACHER	85,632.52		85,632.52
Andrews, Scott	TEACHER	94,331.22		94,331.22
Arason, Rhonda	TEACHER	84,186.68		84,186.68
Bailey, Dawn	TEACHER	89,437.94		89,437.94
Bamford, Bradley	TEACHER	94,331.22		94,331.22
Bargen, Nancy	TEACHER	89,838.64		89,838.64
Barnes, Heather R.	TEACHER	80,176.33		80,176.33
Basson, Samantha	TEACHER	92,231.18		92,231.18
Bauer, Jason	TEACHER	89,838.64		89,838.64
Benstead-Teerhuis, Erica	TEACHER	92,230.62		92,230.62
Bercier, Jacqueline	TEACHER	92,677.10		92,677.10
Bergen, Louann	TEACHER	84,445.66		84,445.66
Berger, Anne	TEACHER	89,838.64		89,838.64
Beveridge, Lindy	TEACHER	92,178.54		92,178.54
Black, Todd	TEACHER	94,731.88		94,731.88
Boles, Tracy	TEACHER	85,632.52		85,632.52
Borgfjord, Jackie	VICE PRINCIPAL	102,009.78		102,009.78
Borsa, Troy	TEACHER	92,267.83		92,267.83
Bosko, Andrea	TEACHER	95,859.61		95,859.61
Bosko-Kelly, Heather J.	TEACHER	86,785.56		86,785.56
Boughton, Kimberley	TEACHER	92,178.54		92,178.54
Bourbonniere, Douglas	TEACHER	84,588.10		84,588.10
Bowser, Chantelle	TEACHER	97,821.84		97,821.84
Brandon, Michael	TEACHER	91,025.50		91,025.50
Brooks, Stacey	TEACHER	84,044.94		84,044.94
Brown, Sharisse L.	TEACHER	91,025.50		91,025.50
Budowski, Laura T.	TEACHER	88,963.90		88,963.90
Budzan, Megan	TEACHER	86,785.56		86,785.56
Bukich, John	TEACHER	86,785.56		86,785.56
Bulawka, Lea-Jay	TEACHER	95,918.74		95,918.74
Campbell, Alan	SENIOR ADMIN	86,506.66		86,506.66
Carpenter, Kevin	MAINTENANCE	76,395.35		76,395.35
Caughell, George	TEACHER	89,937.94		89,937.94
Caughell, Louise	VICE PRINCIPAL	95,525.09		95,525.09
Chester, Delayna	TEACHER	97,071.84		97,071.84
Chody, Jason	PRINCIPAL	107,397.24		107,397.24
Churchill, Trevor	TEACHER	94,331.22		94,331.22
Clarkson, Amy	TEACHER	77,614.36		77,614.36

Name	Position	Compensation	Professional Fees	Compensation
Coe, Allison	VICE PRINCIPAL	96,513.26		96,513.26
Cooke, Kimberly	TEACHER	85,632.52		85,632.52
Cooney, Joan	TEACHER	86,785.56		86,785.56
Cormier, Lizanne	TEACHER	97,071.84		97,071.84
Corner, Suzanne	TEACHER	91,441.34		91,441.34
Craig, Robin	TEACHER	85,716.58		85,716.58
Crupi, John	TEACHER	89,537.94		89,537.94
Crupi, Lorna	TEACHER	86,924.45		86,924.45
Culbertson, Kristi	TEACHER	84,044.94		84,044.94
Currie, Kimberly	TEACHER	89,216.02		89,216.02
Cyr, Jennifer	TEACHER	88,544.48		88,544.48
d'Auteuil, Kristy	TEACHER	92,178.54		92,178.54
Dear, Kier	TEACHER	95,311.12		95,311.12
Debreuil, Buffy J.	CLINICIAN	76,885.22		76,885.22
Dehn, Gordon	TEACHER	87,368.89		87,368.89
Dei Cont, Tamara	PRINCIPAL	122,215.26		122,215.26
Desrosiers, Chad	TEACHER	82,204.38		82,204.38
Dewar, Brenda	TEACHER	86,785.56		86,785.56
Di Ianni, Mike	TEACHER	94,331.22		94,331.22
Diaz, Kristen	TEACHER	89,838.64		89,838.64
Doyle, Gina	TEACHER	92,178.54		92,178.54
Dube, Guy	TEACHER	89,437.94		89,437.94
Dube, Shannon	TEACHER	92,178.54		92,178.54
Duguid, Melissa	TEACHER	89,838.64		89,838.64
Duke, Kristine	PRINCIPAL	115,225.14		115,225.14
Duncan, Justine	TEACHER	86,785.56		86,785.56
Dyck, Lauren	TEACHER	92,178.54		92,178.54
Edkins, Margaret	TEACHER	86,785.56		86,785.56
Elgar, Kathleen	TEACHER	92,178.54		92,178.54
Ellis, Christa	TEACHER	92,700.50		92,700.50
Farquharson, Carolyn F.	TEACHER	83,753.66		83,753.66
Farrand, Tyler	TEACHER	76,690.00		76,690.00
Farthing, Suzanne	TEACHER	90,593.28		90,593.28
Fast, Henry	TEACHER	84,445.66		84,445.66
Fawcett, Sherri	TEACHER	84,445.66		84,445.66
Fedyna, Adrian	TEACHER	78,978.41		78,978.41
Feniuk, Marcie	TEACHER	84,556.86		84,556.86
Fingas, Heidi	DIRECTOR	123,641.80		123,641.80
Forfar, Jodi	TEACHER	97,071.84		97,071.84
Forfar, Richard	TEACHER	97,071.84		97,071.84
Fraser, Tracey	CLINICIAN	94,331.22		94,331.22
Freeman, Melody	TEACHER	85,658.38		85,658.38
Freiter, Harold	PRINCIPAL	119,474.66		119,474.66
Friesen, James	MAINTENANCE	76,395.35		76,395.35
Friesen, Kristine	PRINCIPAL	116,988.32		116,988.32
Futros, Theresa L.	TEACHER	83,823.92		83,823.92
Garland, Natalie	TEACHER	84,445.66		84,445.66
Gilbart, Kayla	TEACHER	83,223.08		83,223.08

Name	Position	Compensation	Professional Fees	Compensation
Gingras, Denis	TEACHER	86,931.90		86,931.90
Glass, Theresa	SENIOR ADMIN	259,406.36		259,406.36
Gliddon, Carla	CLINICIAN	99,948.06		99,948.06
Goodbrandson, Dean	TEACHER	86,785.56		86,785.56
Goodman, Billie-Jean	TEACHER	92,178.54		92,178.54
Goosen, Patricia	PRINCIPAL	110,323.74		110,323.74
Goossen, Russel	TEACHER	99,432.30		99,432.30
Gorby, Nadia	TEACHER	95,918.74		95,918.74
Grahame, Stephen	DIRECTOR	96,385.62		96,385.62
Grant, Deborah	VICE PRINCIPAL	124,379.00		124,379.00
Grobb, Karla	TEACHER	84,044.94		84,044.94
Gurney, Scott	TEACHER	97,430.64		97,430.64
Gurney, Sherri	TEACHER	92,178.54		92,178.54
Hallson, Tricia	TEACHER	91,807.10		91,807.10
Hamilton, James	TEACHER	86,785.56		86,785.56
Hammond, Belinda	VICE PRINCIPAL	102,205.30		102,205.30
Hancock, Kristopher	TEACHER	100,918.64		100,918.64
Harris, Kimberly A.	TEACHER	94,101.14		94,101.14
Hart, Carolyn	TEACHER	95,918.74		95,918.74
Hawes, Kelly	TEACHER	85,327.88		85,327.88
Hawthorne, John	TEACHER	94,331.22		94,331.22
Hayles, Gillian M.	TEACHER	78,758.36		78,758.36
Henaire, Carly	TEACHER	96,841.76		96,841.76
Henderson, Deanna	DIRECTOR	93,645.02		93,645.02
Henrikson, Charlene	TEACHER	94,574.04		94,574.04
Herbachuk, Janet	TEACHER	97,030.90		97,030.90
Hiebert, Randall	TEACHER	89,838.64		89,838.64
Hildebrandt, Karl	TEACHER	95,918.74		95,918.74
Hodges, Jacqueline	TEACHER	86,785.56		86,785.56
Holst, Heidi	PRINCIPAL	112,290.48		112,290.48
Hopkins, Rhonda	TEACHER	86,785.56		86,785.56
Hordijk, Sandra	TEACHER	82,044.74		82,044.74
Howarth, Jodi	TEACHER	77,227.33		77,227.33
Hrabi, Ward E.	VICE PRINCIPAL	121,687.98		121,687.98
Hrymak, Cheryl	TEACHER	86,785.56		86,785.56
Hubbauer, Leanne	TEACHER	85,335.22		85,335.22
Hunstad, Ashley	TEACHER	79,304.12		79,304.12
Hunter, Cody A.	TEACHER	75,890.92		75,890.92
Hunter, Penny	TEACHER	92,575.60		92,575.60
Ingenmey, Martin J.	PRINCIPAL	135,444.60		135,444.60
Inniss, Yvonne	TEACHER	82,360.24		82,360.24
Isenor, Graham	TEACHER	86,106.36		86,106.36
Jede, Glen	PRINCIPAL	119,474.66		119,474.66
Juvonen, David	TEACHER	84,186.68		84,186.68
Juvonen, Gloria	PRINCIPAL	112,319.40		112,319.40
Kalyta, Kristin	TEACHER	91,405.20		91,405.20
Kinden, Arlene	TEACHER	96,440.62		96,440.62
Klostermaier-Starkewski, Paul	CLINICIAN	94,331.22		94,331.22

Name	Position	Compensation	Professional Fees	Compensation
Koop, Natalie J.	TEACHER	84,044.94		84,044.94
Korchinski, Kasha	TEACHER	87,214.26		87,214.26
Kosowan, Jeffrey	TEACHER	85,182.86		85,182.86
Kostecki, Kevin	TEACHER	92,310.89		92,310.89
Kovachik, Bob	PRINCIPAL	97,998.08		97,998.08
Kowalchuk, Melissa	TEACHER	92,310.89		92,310.89
Kristofferson, Kenley	TEACHER	94,331.22		94,331.22
Krut, Kendall	TEACHER	97,071.84		97,071.84
Kumar, Nealam	TEACHER	76,793.96		76,793.96
Kwiatkowski, Svitlana	TEACHER	94,331.22		94,331.22
Laberge, Janee	TEACHER	91,025.50		91,025.50
Laberge, Jared	TEACHER	92,847.92		92,847.92
Lambert, Tara P.	TEACHER	79,760.88		79,760.88
Landry, Keith	TEACHER	90,602.63		90,602.63
Lansky, Jennifer	TEACHER	85,547.17		85,547.17
LeMoine, Kim	PRINCIPAL	104,151.62		104,151.62
Loeppky, Daryl	PRINCIPAL	114,581.58		114,581.58
Long, Jerret	SENIOR ADMIN	152,047.45		152,047.45
Lopuck, Kevin	TEACHER	94,718.41		94,718.41
Luczak, Michael	TEACHER	95,918.74		95,918.74
MacLeod, Duncan	TEACHER	76,476.31		76,476.31
Mahmood, Aisha	TEACHER	81,500.51		81,500.51
Makowsky, Barb	TEACHER	91,058.57		91,058.57
Makowsky, Roland	TEACHER	89,512.94		89,512.94
Mandryk, Sandra	CLINICIAN	89,437.94		89,437.94
Marks-Trach, Denise	TEACHER	95,986.36		95,986.36
Marsh, Lindsay	TEACHER	86,964.36		86,964.36
Marshall, Daniel	VICE PRINCIPAL	110,137.86		110,137.86
Marsh-Bruce, Krista	TEACHER	88,690.10		88,690.10
Martens-Reece, Darla	TEACHER	89,437.94		89,437.94
Martin, Nadine	TEACHER	92,178.54		92,178.54
McConnell, Natalie	TEACHER	92,303.54		92,303.54
McDonald, Kelly	SENIOR ADMIN	110,802.92	1,031.24	111,834.16
McDonald, Tracie	CLINICIAN	99,685.18		99,685.18
McDougall, Linda	TEACHER	91,025.50		91,025.50
McFadyen, Lindsay	TEACHER	88,513.15		88,513.15
McGillivray, Lucille	PRINCIPAL	103,142.12		103,142.12
McIntosh, Donald	TEACHER	88,527.38		88,527.38
McKenzie, Sharon	TEACHER	86,785.56		86,785.56
McLaren, Lindsay	TEACHER	91,025.50		91,025.50
Meihm, Lindsey	TEACHER	89,437.94		89,437.94
Michaleski, Lisa A.	TEACHER	88,767.62		88,767.62
Michaluk, Samantha	TEACHER	90,575.84		90,575.84
Michaluk, Sherry	TEACHER	84,044.94		84,044.94
Milliken, Vickie	TEACHER	89,838.64		89,838.64
Minaker, Lisa	PRINCIPAL	126,581.57		126,581.57
Minarik, Christin	TEACHER	98,498.32		98,498.32
Mironuk, Alison	TEACHER	90,575.84		90,575.84

Name	Position	Compensation	Professional Fees	Compensation
Moore, Kim	TEACHER	83,975.64		83,975.64
Moore, Kristin	TEACHER	83,357.48		83,357.48
Morelli, Marc	TEACHER	95,469.08		95,469.08
Mosienko, Starlene	TEACHER	86,785.56		86,785.56
Mostoway, Kathleen	TEACHER	89,588.90		89,588.90
Mroz, Carla	TEACHER	95,469.08		95,469.08
Mudryj, Josyf	TEACHER	96,068.74		96,068.74
Murphy, Daniel	TEACHER	91,832.87		91,832.87
Murray, Kelly G.	TEACHER	82,204.38		82,204.38
Nault, Katherine	TEACHER	80,616.88		80,616.88
Nazimek, Darcy	PRINCIPAL	124,993.66		124,993.66
Neil, Bonnie	TEACHER	97,165.59		97,165.59
Neves, Angela	TEACHER	89,917.52		89,917.52
Nicholson, Kristin	TEACHER	92,428.54		92,428.54
Nickarz, Matthew	TEACHER	96,039.28		96,039.28
Nore, Tara	TEACHER	82,511.80		82,511.80
Ojah, Christopher	TEACHER	85,182.86		85,182.86
Olson, Lyle	MAINTENANCE	76,395.35		76,395.35
Panting, Michelle	TEACHER	92,178.54		92,178.54
Pare, Christiane	TEACHER	94,731.88		94,731.88
Payonk, Gwen	TEACHER	86,785.56		86,785.56
Pearson, Matthew	TEACHER	92,178.54		92,178.54
Peloquin, Patric	TEACHER	92,178.54		92,178.54
Penner, Ryan	TEACHER	85,980.77		85,980.77
Penner-Loeppky, Natasha	TEACHER	86,785.56		86,785.56
Peterson, Kris	TEACHER	94,331.22		94,331.22
Polinuk, Michele	SENIOR ADMIN	135,870.69		135,870.69
Potosky, Karen	TEACHER	95,519.08		95,519.08
Procyshyn, Rita	TEACHER	99,285.52		99,285.52
Rapko, Kimberly	TEACHER	91,025.50		91,025.50
Richard, Steve	TEACHER	84,044.94		84,044.94
Rioch, Shannon	CLINICIAN	88,623.54		88,623.54
Ryczak, Michael	TEACHER	94,891.72		94,891.72
Ryz, Bryan	TEACHER	95,918.74		95,918.74
Sampson, Scott	TEACHER	85,561.86		85,561.86
Sander, Brett	SENIOR ADMIN	85,818.05		85,818.05
Saunders, Darcelle	PRINCIPAL	118,797.54		118,797.54
Savoie, Allison	CLINICIAN	89,437.94		89,437.94
Savoie, Jocelyne	TEACHER	84,704.28		84,704.28
Schalk, Ronald	TEACHER	86,785.56		86,785.56
Schettler, Greg	TEACHER	97,092.67		97,092.67
Schiller, Verna	TEACHER	96,140.96		96,140.96
Schrofel, John	TEACHER	89,588.90		89,588.90
Scobie-Sculthorp, Courtnee	TEACHER	92,178.54		92,178.54
Scott, Melanie	TEACHER	91,025.50		91,025.50
Scramstad, Fawn	TEACHER	85,647.66		85,647.66
Shiple, Kathleen	TEACHER	95,918.74		95,918.74
Shipman, Branden	TEACHER	97,071.84		97,071.84

Name	Position	Compensation	Professional Fees	Compensation
Shuhyta, Jamie	TEACHER	97,267.67		97,267.67
Simpson, Lynley	TEACHER	86,785.56		86,785.56
Simpson, Robert	TEACHER	84,610.46		84,610.46
Sinclair, Nicole K.	TEACHER	78,218.12		78,218.12
Skarban, Terry	VICE PRINCIPAL	110,669.46		110,669.46
Skazyk, Bridget	TEACHER	86,785.56		86,785.56
Slobodianik, Aleksandra	TEACHER	95,665.86		95,665.86
Smederovac, Angela	TEACHER	85,645.36		85,645.36
Smith, Kelly	TEACHER	95,322.90		95,322.90
Sokalski, Janet	TEACHER	84,155.23		84,155.23
Sowany, Paula	DIRECTOR	106,074.16		106,074.16
Speidel, John W.	SENIOR ADMIN	140,913.29	1,031.24	141,944.53
Sprange, Joanne	TEACHER	85,632.52		85,632.52
Stark-Perreault, Sheila	TEACHER	94,490.30		94,490.30
Steinhoff, Shannon	TEACHER	86,874.85		86,874.85
Steip, Donald	TEACHER	84,080.65		84,080.65
Stevens, Sean	TEACHER	89,491.51		89,491.51
Talbot, Patricia	TEACHER	90,774.44		90,774.44
Tanner, Barbara	TEACHER	86,785.56		86,785.56
Tataryn, Shelley	SENIOR ADMIN	96,874.89	574.04	97,448.93
Taylor, Perry	BUS SUPPORT	76,473.64		76,473.64
Thomas, Veronica	TEACHER	94,028.94		94,028.94
Thomsen, Diana	TEACHER	84,044.94		84,044.94
Townsend, Burley	SENIOR ADMIN	93,356.99		93,356.99
Trudel, Guy	TEACHER	92,357.11		92,357.11
Tuininga, Jeffrey	TEACHER	77,946.17		77,946.17
Udod, Greg	VICE PRINCIPAL	97,071.84		97,071.84
Vailas, Kimberly	TEACHER	89,437.94		89,437.94
Van Caeseele, Scott	TEACHER	77,738.60		77,738.60
Van De Walle, Esther	TEACHER	98,498.32		98,498.32
Van Den Broek, Dawn	TEACHER	84,495.66		84,495.66
Vandenbrink, Jason	TEACHER	85,712.88		85,712.88
Vong, Tinhai	TEACHER	97,071.84		97,071.84
Voth, Debby	TEACHER	85,922.23		85,922.23
Wachal, Karina	TEACHER	89,437.94		89,437.94
Walterson, Mark	TEACHER	92,178.54		92,178.54
Welham, Mary Anne	TEACHER	91,434.98		91,434.98
Werbicki, Garren	TEACHER	94,731.88		94,731.88
Wermie, Rachelle	CLINICIAN	84,044.94		84,044.94
Westhead, David	TEACHER	75,200.76		75,200.76
Whiteside, Chad	TEACHER	94,331.22		94,331.22
Whiteside, Shawna	TEACHER	86,645.30		86,645.30
Wiebe, Jonathan	TEACHER	93,614.26		93,614.26
Wiebe, Marcia	TEACHER	86,785.56		86,785.56
Wiebe, Matthew N.	TEACHER	88,791.84		88,791.84
Wiebe, Shawna	TEACHER	92,178.54		92,178.54
Witzky, Jessica J.	TEACHER	94,331.22		94,331.22
Wlock, Meaghan J.	TEACHER	92,178.54		92,178.54

Name	Position	Compensation	Professional Fees	Compensation
Wowchuk, Lindsay	TEACHER	94,731.88		94,731.88
Yahaya, Jodi	TEACHER	84,445.66		84,445.66
Yeomans, Margo	TEACHER	94,831.22		94,831.22
Yuskow, Kerri-Dawn	TEACHER	86,785.56		86,785.56
Zaluski, Dean	TEACHER	92,178.54		92,178.54
Zuchowicz, Lisa-Marie	TEACHER	89,990.16		89,990.16