

Schedule of Compensation of

**PEMBINA TRAILS  
SCHOOL DIVISION**

Year ended December 31, 2023



KPMG LLP  
1900 - 360 Main Street  
Winnipeg MB  
R3C 3Z3

Telephone (204) 957-1770  
Fax (204) 957-0808  
www.kpmg.ca

## INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of Pembina Trails School Division

### **Opinion**

We have audited the schedule of compensation equal to or in excess of \$85,000 for individuals employed or affiliated with Pembina Trails School Division (the "Entity") for the calendar year ended December 31, 2023, and note to the schedule (hereinafter referred to as the "schedule").

In our opinion, the accompanying schedule for the year ended December 31, 2023 of the Entity is prepared, in all material respects, in accordance with the financial reporting framework described in the Note to the schedule.

### **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 auditor's report.

We are independent of the Entity 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 - Financial Reporting Framework**

We draw attention to the Note in the schedule, which describes the applicable financial reporting framework. The schedule is prepared to assist the Entity to comply with the requirements of *The Public Sector Compensation Disclosure Act* described in the Note. As a result, the schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

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

Management is responsible for the preparation of the schedule in accordance with the financial reporting framework described in the Note to the schedule; this includes determining that the applicable financial reporting framework is an acceptable basis for the preparation of the schedule in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a schedule that is free from material misstatement, whether due to fraud or error.

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



### **Auditor's Responsibilities for the Audit of the Schedule**

Our objectives are to obtain reasonable assurance about whether the schedule as a whole 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 the 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.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, slightly slanted style. Below the signature is a horizontal line that starts under the 'K' and ends under the 'P', with a small upward tick at the end.

Chartered Professional Accountants

Winnipeg, Canada

May 23, 2024

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Abraham, Matthew	Teacher	109,478
Acheson, Kaela	Teacher	111,697
Aiello, Caterina	Teacher	94,662
Alcock, Marshall	Teacher	97,310
Alexander, James	Teacher	103,510
Alexander, Shannon	Teacher	104,915
Allard, Alyssa	Teacher	90,038
Allum, Sarah	Teaching Vice Principal	104,977
Anderson, Angela	Clinician	97,653
Anderson, Heather	Principal	138,038
Anderson, Orela	Teacher	86,342
Andrusco, Benjamin	Teacher	106,869
Aremu, Ifetayo	Teacher	103,852
Arksey, Morgan	Teacher	103,853
Armstrong, Cherie	Teacher	100,040
Armstrong, Marla	Consultant	112,409
Asili, Mojgan	Teacher	103,492
Ayotte, Mona-Lynne	Teacher	104,666
Azzabi, Hosni	Teacher	110,695
Bachart, Jane	Vice Principal	128,674
Bailey, Andrew	Teacher	103,510
Bailey, Ashley	Teacher	99,263
Bain, Jazmin	Teacher	92,207
Baines, Stephanie	Teacher	95,162
Balacko, Natasha	Teacher	92,998
Balcaen, Martin	Teacher	112,305
Barclay, Katherine	Principal	126,028
Barclay, Michelle	Vice Principal	114,513
Barkman Hobbs, Lisa	Teacher	101,080
Barron, Tracy	Teacher	105,226
Bartley, Angela	Clinician	103,852
Baureiss, Marc	Teacher	103,853
Baxter, Sarah	Teacher	111,522
Beatty, Margo	Vice Principal	133,646
Beaubrun, Janique	Teacher	91,851
Beauchamp, Jennife	Teacher	97,310
Beaudin, Colin	Teacher	92,647
Beauregard, Suzann	Teacher	100,888
Becker, Miriam	Teacher	97,676
Bednarski, Laura	Teacher	93,880
Belanger, Edward	Teacher	98,960
Bell, Heather	Teacher	102,334
Benson, Carole	Teacher	105,772
Bergunder, Jocelyn	Teacher	110,539
Betteridge, Brando	Teacher	89,776
Betteridge, Kate	Teacher	94,476
Bettess, Edward	Teacher	104,932

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Beyer, Carleigh	Teacher	104,883
Bhugtana, Rick	Teacher	97,653
Bilenky, Kristen	Clinician	108,446
Billaney, Felicia	Teacher	96,841
Biondi, Sharon	Teacher	98,732
Birch, Catherine	Principal	136,584
Bitwenge, Jean-Baptiste	Teaching Vice Principal	120,698
Blais, Katelyn	Consultant	118,401
Blisner, Boyd	Teacher	97,653
Boch, Jeffrey	Teacher	97,310
Boles, Lisa	Superintendent	202,023
Bonkowski, Rihana	Teacher	90,129
Boock, Rebecca	Teacher	109,575
Borowski, Lisa	Teacher	100,040
Bouchard, Carla	Teacher	106,239
Boucher, Catharine	Teacher	95,985
Bourassa, Barbara	Teacher	105,749
Bourbonnais, Lori	Teacher	97,612
Bowers, Regina	Teacher	89,091
Boyd, Patrick	Teacher	103,977
Braccio, Sandra	Teacher	104,687
Bracken, Jennifer	Principal	138,613
Brawdy, Karen	Principal	124,441
Bresch, Zona	Teacher	91,315
Brewster, Andrew	Teacher	97,653
Brewster, Geoff	Consultant	104,714
Bridge, Blue Jay	Teacher	92,634
Briscese, Antoniet	Teacher	100,600
Brokopiw, Jonathan	Teacher	94,256
Brown, Darren	Teacher	91,934
Brown, Maryann	Teacher	100,040
Brown, Sean	Teacher	103,510
Brown, Stewart	Teacher	104,932
Bru, Kathy	Principal	139,392
Bruce, Kyle	Teacher	100,040
Bruckshaw, Allison	Teacher	104,413
Bruckshaw, Bailie	Teacher	88,757
Bruckshaw, Jon	Teacher	88,585
Bureau, Nicole	Teacher	96,966
Burjan, Claire	Teacher	100,040
Burton-Moyes, Michelle	Teacher	104,202
Bychuk, Randal	Teacher	103,853
Calder, Troy	Principal	133,296
Caligiuri, Lydia	Teacher	99,248
Calulut, Margoth	Teacher	104,645
Cameron, Matthew	Teacher	98,213
Campbell, Alan	Transportation Director	113,209
Campbell, Margarid	Teacher	103,510

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<b><u>EMPLOYEE NAME</u></b>	<b><u>POSITION TITLE</u></b>	<b><u>TOTAL SALARY</u></b>
Candeias, Shelley	Teacher	87,454
Cantafio, Gretchen	Teaching Vice Principal	117,504
Cardinal, Maclane	Teacher	85,792
Carleton, Edwin	Secretary-Treasurer	97,292
Carlos, Michelle	Teacher	101,013
Carpenter, Cheryl	Teacher	97,747
Carriere, Lorie	Safety and Health Officer	94,952
Carroll, Marshall	Teacher	113,504
Carter, Kevin	Teacher	109,575
Causon, Lenna	Teacher	87,863
Cayer, Ronna	Teacher	89,659
Cerqueira, Anthony	Teacher	97,639
Cetta, Rosa	Teacher	91,689
Chabot, Robyn	Teacher	91,934
Chappellaz, Guy	Teacher	104,307
Chatel, Lorraine	Teacher	97,849
Chin, Kelly	Teacher	105,252
Chochinov, Jordan	Teacher	98,199
Choi, Anita	Teacher	110,997
Christie, Morgan	Teacher	86,917
Ciavarelli, Amanda	Consultant	102,435
Cipriano, Ernesto	Network Manager	88,383
Clark, Airyn	Teacher	87,832
Clark, Cameron	Teacher	88,679
Clavelle, Kristen	Teacher	103,510
Cleave, Kendra	Teacher	95,705
Clemons, Amber	Teacher	110,198
Cline, Katherine	Teacher	88,693
Cluett, Abbey	Teacher	90,741
Cockle, Shayna	Teacher	98,375
Coe, Jason	Teacher	94,663
Collins, Adrienne	Teacher	103,853
Colonval, Daniel	Teacher	103,510
Comeau, Rossel	Teacher	97,310
Comeault, Carissa	Vice Principal	115,444
Connell, Jillian	Teacher	107,080
Cordeiro, Teresa	ISP - Director	138,402
Cordova, Julie	Principal	126,302
Corneillie, Kimber	Teacher	97,653
Coulter, Tia	Clinician	87,561
Courchaine, Christ	Teacher	98,732
Couture, Lindsay	Teacher	97,310
Cox, Tyeba	Teacher	112,305
Craig, Valerie	Teacher	107,211
Cruz, Theresa	Teacher	93,422
Cudmore, Colleen	Teacher	97,310
Cullen, Catherine	Teacher	103,510
Cusack, Lisa	Teacher	94,663

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Davies, Bronwen	Principal	136,782
de Rocquigny, Rachelle	Teacher	93,355
Deakin, Adrian	Vice Principal	128,120
Dearing, Robin	Teacher	100,040
Delaurier, Renee	Teacher	97,871
Delev, Atanas	Network Manager	88,383
Delorme, Carlee	Teacher	101,160
Delorme, Melanie	Teacher	92,677
Dempsey, Lindsey	Teacher	97,310
Dempster, Mary	Teacher	104,666
Derksen, Deanna	Teacher	95,784
Desrosiers, Ginett	Teacher	94,201
Di Nella, Marietta	Teacher	93,846
Ditter, Jaret	Teacher	98,548
Doerksen, Tanya	Teacher	103,510
Doig, Michael	Teacher	105,690
Dolinski, Shawn	Teacher	97,310
Donnick, Laura	Teacher	92,774
Duarte, Renata	Teacher	103,510
Ducharme, Monique	Clinician	106,239
Dudych, Kathy	Teacher	101,848
Dueck, Heather	Teacher	97,310
Dueck, Kara	Teacher	92,577
Dufault, Lucille	Teacher	98,732
Dufort, Nancy	Teacher	98,096
Duhamel, Leslie	Teacher	110,220
Dumond, Michael	Teacher	98,430
Dunbar, Denise	Teacher	103,615
Duncan, Pamela	Teacher	86,850
Dunford, Carrie	Vice Principal	131,708
Dunlop, Patrick	Teacher	111,570
Dyck, Ruthanne	Principal	150,021
Dykstra, Deborah	Teacher	104,208
Dzik, Larena	Teacher	96,028
Eby, Heather	Principal	122,558
Eden, Linda	Principal	122,369
Edgeworth, Reid	Teacher	100,040
El Gayar, Heba	Teacher	106,550
Eldridge, Hillary	Teacher	100,040
Eldridge, Mark	Teacher	105,093
Elford, Eric	Continuous Improvement Research Officer	87,856
Ellis, Kristina	Consultant	100,140
Emanuel, Catherine	Teacher	107,080
Epp, Christopher	Teacher	99,522
Erb, Conrad	Teacher	97,310
Ervick, Craig	Teacher	103,510
Farmer, Lorraine	Chief HR Officer	153,045
Fast, Jill	Teacher	104,932

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Fast, Karen	Clinician	98,215
Fazel Darbandi, Ashley	Teacher	97,310
Fenny Humphreys, Kathryn	Teacher	97,310
Ferguson, Cheryl	Teacher	106,868
Ferguson, Darryl	Teacher	112,304
Ferguson, Mary	Teacher	102,098
Filewich, Keon	Teacher	100,040
Fillion, Tytanya	Teacher	113,513
Finkleman, Stacey	Teacher	93,355
Fitzpatrick, Erika	Teacher	85,531
Flynn, Victoria	Teacher	104,256
Fontaine, Chrislyn	Teacher	99,573
Forbes, Tracy	Teacher	100,040
Francis, Lana	Teacher	112,980
Francis, Liam	Teacher	97,310
Fraser, Derek	Teacher	105,749
Fraser, Jenna-lynn	Teacher	107,920
Friesen, Audrey	Clinician	87,688
Friesen, Halie	Teacher	87,455
Friesen, Lauren	Teacher	94,663
Friesen, Michael	Teacher	93,355
Friesen, Mitchell	Teacher	105,190
Friesen, Stephanie	Teacher	99,852
Gabrielle, Wanda	Teacher	101,012
Gamble, David	Teacher	115,070
Gaultier, Amelie	Teacher	98,629
Gerbrandt, Darren	Teaching Vice Principal	112,357
Giasson, Alison	Teacher	113,424
Giasson-Lother, Nicholas	Teacher	90,101
Gibson, Landon	Teacher	90,570
Giesbrecht, Sean	Teacher	99,526
Gilbertson, Janet	Teacher	96,635
Gilchrist, Laura	Teacher	92,019
Girardin, Nicole	Vice Principal	130,146
Glenwright, Garret	Teacher	88,236
Godfrey, Jody	Teacher	104,932
Goodwin, Joanne	Teacher	98,664
Gornik, Cathey	Teacher	97,653
Gouriluk, Christin	Teacher	87,425
Gourlay, Allison	Teacher	97,871
Gowler, Kendra	Teaching Vice Principal	120,818
Gradt, Karl	Teacher	98,375
Graff, Christine	Teacher	89,306
Grape, David	Teacher	104,070
Gray, Kelly	Teacher	93,614
Green, Jonathan	Teacher	97,310
Green, Karen	Teacher	110,872
Green, Shannon	Teacher	92,771



**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Greenspan, Ryan	Teacher	97,863
Gregorash, Kelly	Clinician	100,040
Greidanus, Heather	Teacher	95,548
Grier, Cam	Teacher	119,828
Grobber, Gina	Teacher	97,310
Groening, Tracey	Principal	121,110
Gubbels, Anita	Teacher	103,803
Guercio, Karen	Teacher	106,239
Guidry, Nicholas	Teacher	95,874
Gumprich, Tracy	Teacher	101,720
Hall, Stanley	Principal	155,639
Halstead, Chad	Teacher	97,311
Hamilton, Eric	Teacher	104,070
Hamm, Andrea	Teacher	102,397
Hampton, Sarah	Teacher	105,094
Hanna, Brenda	Vice Principal	124,513
Hannah, Kelly	Teacher	93,614
Hanslip, Tania	Teacher	87,439
Harley, Leo	Teacher	100,812
Harper, Kathryn	Teacher	106,239
Harrar, Esme	Teacher	98,869
Harrison, Mikayla	Teacher	91,852
Hart, Tamara	Accounting Manager	94,428
Hawash, Stacy	Teacher	103,813
Hawryluk, Tamara	Teacher	103,838
Heisinger, Krista	Teacher	110,997
Helmer, Virginia	Teacher	93,829
Henson, Brian	Teacher	87,037
Hewlett, Alanna	Teacher	109,575
Hiebert, Dayna	Teacher	95,486
Hill-Duehrsen, Karen	Teacher	101,849
Hirkewal, Amarjeet	Teacher	109,574
Hobson, Peggy	Principal	128,895
Hocken-Attwell, Alan	Teacher	99,075
Hodges, Ben	Teacher	98,151
Holbrow, Keli	Teacher	91,934
Holbrow, Stephen	Teacher	92,998
Hollins, Joshua	Teacher	85,320
Hrabi, Ward	Principal	132,436
Hudson, Kristin	Teacher	104,932
Hudson, Shawn	Teacher	94,858
Humeny, David	Teacher	98,976
Humphrey, Racheal	Clinician	103,852
Hunter, G. Jeff	Teacher	103,852
Huot, Amanda	Teacher	100,040
Hutchings-Reimer, Marion	Teacher	104,742
Hutsal, Jordan	Teacher	106,113
Huynh, Kim	Teacher	100,040

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<b><u>EMPLOYEE NAME</u></b>	<b><u>POSITION TITLE</u></b>	<b><u>TOTAL SALARY</u></b>
Iafolla, Luigi	Assistant Director, Learning and Information Technology	108,993
Isaac, Stephanie	Teaching Vice Principal	123,780
Isaac, William	Teacher	106,239
Isford, Natalie	Teacher	106,528
Iverach-Brereton, Jennifer	Teacher	106,073
Jamieson, Eden	Teacher	90,707
Janicki, Spencer	Teacher	90,101
Janz, Peter	Teacher	98,431
Janzen, Philip	Teacher	97,310
Jaques, Sarah	Teacher	88,290
Jarvie, Ashley	Teacher	100,881
Jasper-Hall, Paula	Teacher	100,040
Jeffrey, Sylvie	Teacher	97,385
Joffrin, Elena	Teacher	109,918
Johnson, Carolyn	Teacher	106,239
Johnson, Megan	Teacher	94,477
Johnson, Todd	Teacher	86,195
Johnson, Tracy	Consultant	98,919
Johnston, Bryce	Teacher	92,293
Johnston, Cathryn	Teacher	98,732
Joiner, Damon	Teacher	100,412
Jones, Chelle	Teacher	97,295
Jones, Cynthia	Teacher	103,881
Jones, Darcia	Teacher	99,977
Jones, Lindsey	Teacher	97,310
Jones, Marshall	Teacher	98,732
Jones, Whitney	Teacher	100,040
Jordan, Dana	Teacher	91,934
Joss, Keri	Facilities Director	124,340
Joyce, Sara	Teacher	106,671
Kaiser, Sherri	Teacher	98,044
Kaminsky, Eugene	Teacher	92,276
Kankam, Nina	Teacher	87,437
Karlowsky, Charlto	Network Manager	88,383
Kasten, Penny	Teacher	103,661
Kavanagh, Andrea	Teacher	95,641
Kehler, Margo	Teacher	101,768
Keith, Jocelyn	Teacher	100,054
Kellough, Clay	Teacher	94,853
Kemp, Bruce	Teacher	97,310
Kenyon, Cheryl	Teacher	104,903
Khan, Adam	Teacher	109,598
Kilmury, Michaela	Manager - Pay and Benefits	86,171
King, Carla	Teacher	85,744
Kingerski, Alison	Clinician	106,239
Klapak, Darren	Teacher	100,054
Klimack, Melissa	Teacher	99,293
Knight Wells, Heat	Teacher	101,142

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Knight, Bradley	Teacher	106,239
Knight, Dawn	Teacher	100,342
Kornelsen, Carolyn	Teacher	109,918
Koskie, Jaclyn	Coordinator	124,383
Kovach, Christine	Teacher	97,310
Kowalski, Adam	Teacher	95,357
Kozak, Marlo	Vice Principal	121,213
Kozub, Alexander	Teacher	91,290
Kraft, Candace	Teacher	98,243
Krahn, Ken	Teacher	103,510
Kreitz, Jennifer	Teacher	100,605
Krestanowich, Corinne	Teacher	98,991
Kroeker, Grant	Teacher	90,485
Kroeker, Jacquelin	Principal	139,065
Kurbis, Katherine	Teacher	103,383
Kyle, Tanis	Teacher	103,595
Labossiere, Jeremi	Teacher	104,693
Labossiere, Sharon	Principal	156,944
Labun, Patricia	Teacher	97,310
Lacasse, Brigitte	Teacher	93,355
Lacko, Christian	Teacher	95,613
Laferty, Allison	Teacher	103,852
Lafreniere, Ginett	Teacher	97,653
Lagasse, Rachelle	Teacher	98,151
Laing, Tracey	Teacher	97,653
Lalonde, Lisa	Teacher	92,768
Lamb, Cindy	Teacher	89,457
Landgraff, Natalie	Teacher	92,453
Larratt, Shane	Teacher	103,510
Latour, Tiffany	Teacher	95,504
Laurie, Gayle	Teacher	98,732
Lavallee, Nicole	Teacher	97,591
Lavallee, Terilyn	Teacher	95,131
Lavoie, Chantal	Teacher	100,600
Lawrie, Lisa	Teacher	104,574
Lawson, Justin	Consultant	101,444
Le, Nghiem	Teacher	90,101
Leclercq Rekken, Stephanie	Teacher	104,670
Lee, Colleen	Clinician	85,768
Leeman, Mark	Vice Principal	119,921
Legal, Lise	Teacher	104,932
Legault, Candace	Teacher	107,826
Leslie, Sarah	Teacher	104,932
Lessard Lesk, Micheline	Teacher	94,365
Lewis-Daviduik, Kerri	Teacher	105,134
L'Heureux, David	Teacher	103,510
Linden, Cathlene	Teacher	90,320
Lister, Karen	Teacher	94,663

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Little, Shannon	Teacher	98,732
Loepp, Andrea	Principal	133,972
Loewen, James	Communications Officer	88,032
Logeot, Jamie	Teacher	98,732
Longobardi, Sabrin	Teacher	97,871
Lourenzo, Carrie	Vice Principal	122,444
Lukie, Ivanna	Clinician	100,533
Lundgren, Jonathan	Teacher	97,310
Lyle, Kevin	Teacher	103,583
MacDonald, Ian	Teacher	93,553
Machula, Colin	Teacher	106,120
Mackay, Chad	Teacher	97,423
MacKinnon, John	Teacher	104,042
Mackley, Claire	Teacher	104,932
MacLean, Frank	Teaching Vice Principal	123,947
MacLennan, James	Teacher	103,510
MacLeod, Glenys	Principal	142,343
MacNeil, Rachelle	Teacher	91,934
MacRae, Sean	Teacher	103,510
Maddocks, Rosemary	Teacher	105,514
Magee, Krista	Teacher	97,310
Maher, Bruce	Teacher	98,375
Maitland-Moore, Karla	Assistant Secretary-Treasurer	134,034
Malcolmson, Kelly	Clinician	100,578
Malik, Rupal	Teacher	110,997
Manness, Jon	Vice Principal	128,383
Mansbridge, Jennif	Teacher	91,934
Marquart, Angela	Teacher	107,903
Marriott, Lynn	Teaching Vice Principal	114,126
Marshall, Alison	Teacher	110,695
Marshall, David	Teacher	112,305
Martin, Jessie	Teacher	97,123
Martin, Julia	Teacher	89,326
Martin, Kelly	Teacher	100,413
Martin, Kerri	Teacher	111,180
Marynovskyy, Ivan	Teacher	95,096
Maskus, Nancy	Teacher	98,079
Mathewson, Andrew	Teacher	98,732
Matthisen, Daniell	Teacher	108,919
McCarthy, Anna	Teacher	98,976
McClellan, Wendy	Teacher	93,684
McCombe, Cheryl	Teacher	98,111
McDevitt, Heather	Teacher	93,878
McDonald, Ruth	Teacher	111,341
McGavin, Alexandra	Teacher	85,198
McGonigal, Beckey	Teacher	89,234
McGregor, Reid	Teacher	106,239
McGuffin, Katelyn	Teacher	99,666

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
McInnes, Ashley	Teacher	92,167
McIntyre-Muir, Chantel	Teacher	98,732
McKie, Jocelyne	Teacher	94,438
McLellan, James	Teacher	91,241
McLennan, Cori	Consultant	109,828
McLeod, Amy	Teacher	88,486
McLeod, Roderick	Teacher	91,801
McMahon, Cheryl	Teacher	111,875
McNish, Tracy	Teacher	103,051
Megalaa, Odette	Teacher	97,544
Melanson, Sabrina	Teacher	105,772
Mellecke, Jonathan	Teacher	92,276
Melo, John	Facilities Assistant Director	100,151
Menzies, Michelle	Teacher	92,276
Meyler, Patrica	Teacher	100,040
Mikhail, Christine	Teacher	103,853
Miko, Heather	Teacher	100,040
Miko, Thomas M	Teacher	97,311
Millar, Sarah	Vice Principal	131,678
Miller, Jarrett	Teacher	93,525
Mitchell, Daniel	Teacher	103,510
Mitchell, Garth	Manager of Transportation	91,682
Mitchler, Mary-Ann	Teacher	105,632
Mohammed, Sharon	Teacher	93,916
Mondt, Patricia	Teacher	92,276
Monin, Ronald	Teacher	98,218
Moore, Allison	Teacher	102,555
Morgan, Jeffrey	Teacher	104,932
Morgan, Krystal	Teacher	101,720
Morin, Marie-Claud	Teacher	103,510
Morris, Kristin	Teacher	88,350
Morris, Lyle	Teacher	94,416
Moses, Regan	Teacher	94,853
Mueller, Carla	Teacher	106,239
Mulaire, Danielle	Teacher	98,732
Munoz, Renelda	Teacher	103,510
Munro, Ella	Teacher	104,070
Muswagon, Brenda	Teacher	97,410
Muzyka, Chantal	Teacher	110,997
Nagler, Shawna	Vice Principal	115,831
Nato, Charysse	Teacher	104,932
Nedecky, Joel	Teacher	106,869
Nelson, Doris	Teacher	98,732
Nelson, Jennifer	Teacher	100,507
Nelson, Jordan	Teacher	88,556
Neuendorff, Jenna	Teacher	95,287
Neufeld, Matthew	Teacher	86,051
Nham, David	Teacher	97,310

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Nichols, Afton	Teacher	89,565
Nilmalgoda, Ruwant	Teacher	93,099
Nimetz, Jodie	Teacher	95,954
Niziol, Heather	Teacher	97,310
Normandeau, Adele	Teacher	94,663
North, Sebastien	Clinician	97,310
Noureldin, El Saye	Teacher	103,799
Novotny, Wendy	Teacher	103,510
Oberholtzer, Matthew	Teacher	108,534
O'Brien, Douglas	Teacher	87,206
Oike, Shauna	Teacher	100,040
Olafson, Loa	Teacher	100,962
Olfert, Leanne	Teacher	96,344
Ollson, Christophe	Teacher	96,773
O'Neill, John	Teacher	94,483
Orchard, Chelsey	Teacher	111,866
Oresnik, Catherine	Teacher	104,784
Orloff, Kelly	Teacher	100,040
Ormiston, Leona	Teacher	100,040
Osipa, Andrew	Teacher	96,048
Otto, Rachel	Teaching Vice Principal	121,989
Oughton, Darren	Principal	130,534
Ozirney, Kent	Teacher	97,974
Page, Catherine	Teacher	113,145
Pal, Reena	Teacher	90,380
Palka, Richard	Teacher	100,881
Palmer, Jacqueline	Teacher	97,310
Palmer, Lisa	Teacher	94,663
Palmer, Taylor	Teacher	100,110
Parnell, Ryan	Teacher	99,581
Passante, Lisa	Clinician	90,375
Pastrick, Brittany	Teacher	106,564
Paszkat, Jennifer	Teacher	112,305
Patel, Vina	Teacher	111,714
Paterson, Marnie	Teacher	100,040
Paterson, Will	Teacher	91,934
Patzer, Tori-Lyn	Principal	127,631
Paukovic, Anthony	Teacher	104,816
Pauls, Heather	Teacher	100,040
Pauls, Karen	Teacher	91,934
Pauls, Patti-Lynne	Teacher	105,134
Pavis, Hilla	Teacher	97,746
Pawluk, Patricia	Teacher	104,932
Pearase, Vincent	Teacher	100,040
Pearson, Rachael	Teacher	93,804
Peever, Shannon	Teaching Vice Principal	133,128
Pelletier, David	Teacher	98,020
Pelley, Elaine	Teacher	97,506

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Peloquin, Danielle	Teacher	85,426
Penner, Barbara	Teacher	105,492
Penner, Michael	Teacher	92,063
Penner, Sarah	Teacher	92,167
Penner, Shelley	Teacher	106,031
Perche, Deanna	Teacher	107,920
Perlov, Allison	Teacher	89,657
Persad, Ashleigh	Teacher	97,653
Persad, Derek	Teacher	100,040
Pescitelli, Evelin	Teacher	98,935
Peters, Erin	Teacher	99,332
Peters, Laura Ann	Teacher	109,918
Petersen, Christie	Teacher	111,734
Peterson, Amber	Teacher	95,364
Petkau, Tamara	Teacher	97,310
Pettapiece, Barbar	Teacher	106,091
Pfahl, Carl	Teacher	90,817
Pfefferle, Tanya	Teacher	94,663
Phan, Andrew	Teacher	99,376
Phillips, Julie	Teacher	86,660
Piasecki, Jennifer	Teacher	97,575
Pich, Karyn	Teacher	97,310
Pinchin, Kelly	Teacher	101,432
Pizzi, Michael	Teacher	106,239
Place, Scott	Teacher	106,239
Plantje, Dana	Teacher	100,669
Plexman, Richard	Teacher	93,277
Pochailo, Maria	Teacher	103,989
Pociuk, Ellie	Teacher	106,239
Pollard, Chadwick	Teacher	104,070
Ponech, Matthew	Teacher	88,870
Poperechny, Daniel	Teacher	101,159
Porter, Chace	Teacher	106,969
Prach, Sarah	Teacher	98,214
Prescott, Susan	Teacher	100,038
Provencher, Jennifer	Teacher	91,851
Pype, Sarah	Teacher	113,276
Raddysh, Karla	Teacher	93,396
Raposo, Melissa	Teacher	97,653
Reder, Laurel	Teacher	98,151
Redmond, Vanessa	Teacher	99,573
Refvik, Shayla	Teacher	93,767
Reimer, Cassandra	Teacher	99,853
Reimer, Matthew	Teacher	110,415
Riffel, Iain	Teacher	107,181
Riffel, Penny	Principal	137,847
Rioux, Karine	Principal	122,558
Rivalin, Danielle	Teacher	106,239

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Rivalin, Nicole	Teacher	100,600
Robert, Andrea	Teacher	85,493
Roberts, Amanda	Teacher	103,452
Roberts, Colleen	Assistant Superintendent	168,084
Roberts, Jennifer	Teacher	107,920
Robinson, Tracy	Teacher	105,749
Rochon, Chantal	Principal	121,250
Rocke, Tracy	Teacher	92,964
Rodstrom, Kimberly	Teacher	106,239
Roe, Chris	Teacher	103,853
Rolke, Justine	Teacher	89,245
Romeo-Mzakar, Caterina	Principal	135,219
Rowland, Jane	Principal	126,348
Roy, Simran	Teacher	97,310
Rufo, Bernaleene	Teacher	95,259
Russo, Mishelle	Teacher	97,653
Rutledge, Robert	Teacher	106,239
Ryant, Bradley	Teacher	86,863
Sadler, Carla	Principal	124,857
Sainbhi, Kamaljit	Teacher	101,160
San Juan, Archibal	Teacher	96,439
Sani, Toktam	Network Manager	88,383
Sapoznik, Kaylee	Teacher	99,114
Sarkany, Michael	Teacher	97,310
Sartoris, Chantal	Teacher	89,309
Sault, Riley	Teacher	96,779
Saurette, Sarah	Teacher	103,510
Savage, Danielle	Teacher	97,310
Sawchuk, Tani	Teacher	92,998
Scantlebury, Leah	Teacher	98,976
Scantlebury, Wayne	Teacher	98,375
Scarth, Susan	Clinician	103,510
Schmidt, Ashley	Teacher	87,806
Schroeder, Carmen	Teacher	97,653
Scott, Troy	Assistant Superintendent	167,747
Scouras, Elena	Teacher	114,356
Sellner-Armogan, Michelle	Teacher	98,430
Shaw, Carol	Vice Principal	137,503
Shedden, Daniel	Supervisor - Maintenance	85,163
Shewchuk, Michelle	Teacher	103,790
Shiach, Kathleen	Teacher	89,287
Shiach, Kristin	Teacher	90,361
Shields, Shannon	Principal	126,028
Silvestri, Corinna	Teacher	100,040
Singer, Aynsley	Teacher	99,377
Skinner, Courtney	Teacher	97,653
Skura, Cheryl	Teacher	103,790
Slippert, Karen	Clinician	94,663



**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Slusky, Noah	Teacher	85,611
Smith, Amy	Teacher	97,310
Smith, Cheryl	Vice Principal	133,486
Smith, Meghan	Teacher	90,303
Sobkowich, Keri	Teacher	97,653
Solomon, Larry	Teacher	108,676
Somers, Jodi	Teacher	100,881
Sopka, Jaime-Lynn	Teacher	100,040
St. Godard, Jean	IT - Director	138,402
St. Mars, Catherin	Teacher	105,274
St. Pierre, Simone	Teacher	109,918
Stacey, Allan	Teacher	103,510
Stacey, Robin	Principal	133,818
Stade, Katherine	Teacher	98,151
Standing, Elizabet	Teacher	109,575
Steingart, Christe	Teacher	105,098
Steininger, Lindsa	Consultant	111,256
Stevens, Judy	Teacher	96,902
Stevenson, William	Teacher	114,356
Stewart, Brenda	Principal	91,569
Stewart, Carol	Teacher	103,852
Stewart, Jennifer	Teacher	94,734
Strome, Alison	Teacher	99,851
Stuart, Jennifer	Teacher	103,790
Suffield, Susanne	Teacher	100,040
Suggitt, Todd	Teacher	103,510
Sul, Serenity	Teacher	89,994
Sutherland-Brown, April	Teacher	100,522
Swain, Natalie	Clinician	91,934
Swintak, Greg	Teacher	109,386
Swintak, Tracey	Teacher	94,943
Sykes, Lisa	Teacher	93,599
Szkwarek, Michael	Teacher	103,510
Tapley, Brent	Clinician	96,485
Tarantino, Carmeli	Teacher	94,591
Tat, Philip	Teacher	98,807
Tataryn, Glenn	Network Manager	88,383
Tate, Chloe	Teacher	103,836
Taylor, Tracy	Teacher	104,384
Teichroew, Elizabe	Teacher	97,653
Teller, Heather	Teacher	96,287
Templeton, Lisa	Teacher	100,039
Terrier, Rachel	Teacher	86,812
Tessier, Jennifer	Teacher	98,421
Tessler, Alix	Clinician	98,798
Thiessen, Byron	Teacher	105,630
Thiessen, Rebecca	Teacher	97,049
Thiessen, Roy	Teacher	106,239

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Thiessen, Tanis	Principal	126,371
Thompson, Carla	Clinician	85,768
Thompson, Dawn	Principal	141,417
Thompson, Mathew	Teacher	94,947
Thorlakson, Jared	Teacher	97,310
Thorn, Laurel	Teacher	89,453
Thoroski, Karen	Teacher	91,493
Thwaites, Melanie	Teacher	91,753
Tibbs, Cynthia	Vice Principal	116,632
Tipping, Shannon	Principal	137,260
Todd, Christine	Vice Principal	112,548
Tomy, Janet	Assistant Superintendent	119,862
Toogood, Stephanie	Teacher	105,066
Truscott, Kimberly	Teacher	109,918
Turnbull, Laurie	Teacher	111,930
Turner, Stephanie	Teacher	91,531
Twerdun-Peters, Deondra	Teacher	102,972
Valcourt Unger, Kelsey	Teacher	89,492
Valois, Cori-Lee	Teacher	91,934
Van Bastelaere, Darcia	Clinician	85,768
Van Benthem, David	Teacher	91,934
Van Benthem, Kimbe	Teacher	97,310
Van Nice, Marilee	Teacher	106,239
Vandenbosch, Brent	Supervisor of Utilities	96,437
Vargas, Brian	Teacher	89,702
Vautrin, Kevin	Teacher	103,767
Vernon, Jennifer	Clinician	97,653
Vianzon, Monaliza	Principal	135,340
Vielfaure, Valerie	Teacher	92,234
Vielhaber, Kristin	Teacher	91,887
Vigilance, Kristy	Teacher	109,598
Villeneuve, Jean-Luc	Teacher	98,375
Vinci, Sheridan	Teacher	109,765
Volkmar, Sarah	Teacher	101,206
Walker, Janet	Teacher	102,279
Wall, Jacqueline	Teacher	97,310
Ward, Allison	Principal	128,757
Wastesicoot, Ida	Teacher	101,603
Watanabe, D.C. Augustine	Teacher	106,239
Waters, Angela	Teacher	89,931
Weedon, Renee	Teacher	100,600
Weekes, Michael	Principal	131,551
Weevers, Cynthia	Teacher	92,340
Wegner, Cindy	Teacher	94,663
Wehrle, Michelle	Teacher	91,180
Wehrle, Robert	Teaching Vice Principal	109,845
Welbergen, Sandra	Teacher	106,800
West, Carolyn	Teacher	99,892

**Pembina Trails School Division**  
**Schedule of Compensation of \$85,000 or More**  
**Including Aggregate Compensation to Board Members**

Year ended December 31, 2023

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Whiteside, Kent	Teacher	99,293
Wiebe, Corey	Teacher	97,310
Wiebe, Corinna	Teacher	104,350
Wiebe, Diane	Vice Principal	134,192
Wiebe, Sara	Consultant	110,914
Wilkins, Chelsea	Teacher	90,555
Williams, Dionne	Teacher	97,310
Wolfe, Amanda	Teacher	106,239
Wolfe, Colin	Teacher	103,861
Wolfe, Nadia	Teacher	99,567
Wood, Nora	Secretary-Treasurer	98,771
Woodhall, Gordon	Teacher	98,351
Woytko, Erin	Teacher	97,653
Wright, Geoff	Teacher	87,528
Wyant, Kristin	Teacher	94,663
Yacheson, Debra	Teacher	97,956
Yahaya, Jodi	Teacher	97,446
Yard, Christopher	Teacher	115,696
Yarmey, Miranda	Teacher	104,630
Yee, Diane	Teacher	109,598
Yong, Calvin	Teacher	105,883
Zacharias, Tracey	Teacher	109,575
Zadorozny, Allan	Teacher	92,276
Zayac, Lisa	Teacher	103,853
Zentner, Paige	Teacher	88,497
Zinn, Leanne	Teacher	93,990
Zirino, Stephanie	Consultant	115,793
Zurkan, Brandan	Teacher	97,310
Trustee Indemnities for nine (9) trustees - January 1, 2023 to December 31, 2023		195,597

## **NOTE TO SCHEDULE**

### **Basis of accounting:**

The schedule lists employees or individuals affiliated with Pembina Trails School Division who received compensation and benefits equal to or in excess of \$85,000 for the year ended December 31, 2023. The amounts reported were calculated in accordance with the definition of compensation provided in Section 1 of *The Public Sector Compensation Disclosure Act*, which includes payment of wages and other exceptional benefits not provided to the majority of employees. The amounts do not include payments made or benefits accrued related to pension plans.