

Schedule of Compensation of

**PEMBINA TRAILS
SCHOOL DIVISION**

Year ended December 31, 2020



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INDEPENDENT AUDITORS' 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 \$75,000 for individuals employed or affiliated with Pembina Trails School Division (the "Entity") for the calendar year ended December 31, 2020, and note to the schedule (hereinafter referred to as the "schedule").

In our opinion, the accompanying schedule for the year ended December 31, 2020 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 "**Auditors' Responsibilities for the Audit of the Schedule**" section of our auditors' 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.



Auditors' 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 auditors' 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, stylized font and is underlined with a single horizontal stroke.

Chartered Professional Accountants

Winnipeg, Canada

June 28, 2021

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Abraham, Matthew	Teacher	91,669
Acheson, Kaela	Teacher	89,441
Aguiar, Gail	Teacher	87,118
Aiello, Caterina	Teacher	81,225
Alcock, Marshall	Teacher	91,248
Alexander, James	Teacher	93,015
Allan, Nicole	Teacher	83,635
Allard, Alyssa	Teacher	77,401
Allard, Dominique	Teacher	87,081
Anderson, Heather	Vice Principal	128,553
Anderson, Orela	Teacher	88,331
Anderson, Shannon	Clinician	78,593
Andrusco, Benjamin	Teacher	90,725
Antoniak, Patricia	Assistant Secretary-Treasurer	113,804
Aremu, Ifetayo	Teacher	97,919
Arias, Tracy	Teacher	79,303
Arksey, Morgan	Teacher	92,657
Armstrong, Cherie	Teacher	93,347
Armstrong, Marla	Consultant, Teacher	101,329
Arnason, Alena	Teacher	75,719
Aseltine, Ryan	Teacher	91,867
Ashley, Stacey	Communications Officer	85,385
Asili, Mojgan	Teacher	81,813
Atnikov, Ken	Clinician	91,420
Aubert, Brette	Teacher	87,409
Austen, Sheri	Teacher	103,881
Ayotte, Mona-Lynne	Teacher	97,732
Azzabi, Hosni	Teacher	102,559
Bachart, Jane	Principal	114,359
Bailey, Andrew	Teacher	96,510
Balcaen, Martin	Teacher	101,018
Barclay, Katherine	Principal	120,144
Barclay, Michelle	Consultant, Teacher	96,662
Barron, Tracy	Teacher	98,251
Bartel-Racaru, Beryl	Teacher	91,612
Barter-Cook, Margje	Teacher	96,874

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Bartley, Angela	Clinician	96,510
Bartok, Brandi	Consultant, Teacher	105,870
Barton, Lorraine	Principal	125,803
Bates, Carla	Teacher	92,097
Baureiss, Marc	Teacher	96,874
Baxter, Sarah	Teacher	91,118
Beatty, Margo	Teacher	106,358
Beaubrun, Janique	Teacher	85,709
Beaudin, Colin	Teacher	81,554
Beauregard, Suzanne	Teacher	93,652
Becker, Miriam	Teacher	90,725
Bednarski, Laura	Teacher	78,546
Bell, Heather	Teacher	92,205
Benson-Holm, Carole	Teacher	92,013
Bergunder, Jocelyn	Teacher	88,792
Bernes, Meghan	Teacher	85,279
Bertrand, Alex	Teacher	91,167
Betteridge, Brandon	Teacher	77,721
Betteridge, Kate	Teacher	80,665
Bettess, Edward	Teacher	97,882
Bhugtana, Rick	Teacher	92,097
Bilenky, Kristen	Clinician	87,009
Biondi, Sharon	Teacher	92,097
Birch, Catherine	Principal	127,703
Bitwenge, Jean-Baptiste	Teacher	102,169
Blais, Katelyn	Teacher	101,016
Blanchet, Martine	Teacher	99,132
Blisner, Boyd	Teacher	91,089
Boch, Jeffrey	Teacher	90,725
Bockstael, Derrick	Teacher	92,097
Bodner, Alison	Teacher	92,989
Bohemier, Lacey	Teacher	75,439
Boles, Lisa	Assistant Superintendent	167,421
Bonar, Krista	Clinician	98,807
Bongiorno, Madeline	Teacher	100,008
Boock, Rebecca	Teacher	103,294

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Borsboom, Teresa	Teacher	88,854
Bortoluzzi, Gordon	Teacher	96,874
Bouchard, Carla	Teacher	99,132
Boucher, Catharine	Teacher	88,648
Bourassa, Barbara	Teacher	90,725
Bourbonnais, Lori	Teacher	91,509
Boyd, Patrick	Teacher	88,142
Braccio, Sandra	Teacher	96,510
Bracken, Jennifer	Vice Principal	116,370
Brawdy, Karen	Principal	116,689
Brewster, Andrew	Teacher	91,089
Brewster, Geoff	Consultant	97,633
Bridge, Blue Jay	Teacher	81,243
Bridgeman, Evelyn	Teacher	96,510
Briscese, Antonietta	Teacher	93,347
Brogan, Mary	Teacher	92,097
Brokopiw, Jonathan	Teacher	75,397
Broughton, Glenda	Teacher	81,932
Brown, Darren	Teacher	85,709
Brown, Maryann	Teacher	93,347
Brown, Michele	Clinician	85,709
Brown, Murray	Teacher	87,896
Brown, Sean	Teacher	90,725
Brown, Stewart	Teacher	97,882
Bru, Kathy	Principal	117,776
Bruckshaw, Allison	Teacher	96,510
Bryant, Paul	Teacher	92,986
Bureau, Nicole	Teacher	77,482
Burjan, Claire	Teacher	93,347
Burton-Moyes, Michelle	Teacher	96,510
Busby, Fjola	Teacher	77,168
Bychuk, Randal	Teacher	96,874
Calder, Troy	Principal	111,737
Caligiuri, Lydia	Teacher	80,913
Cameron, Darcey	Clinician	99,132
Candeias, Shelley	Teacher	81,435

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Cantafio, Gretchen	Teacher	97,598
Carpenter, Cheryl	Teacher	91,248
Carriere, Lorie	Safety and Health Officer	83,050
Carroll, Marshall	Teacher	105,667
Carter, Kevin	Teacher	102,169
Carvey, Anthony	Principal	104,816
Caughy, Alyssa	Teacher	77,139
Cech-Manek, Lori	Teacher	96,510
Cerqueira, Anthony	Teacher	79,838
Cetta, Rosa	Teacher	80,231
Chabot, Robyn	Teacher	85,709
Chappellaz, Guy	Teacher	82,071
Chatel, Lorraine	Teacher	92,011
Chin, Kelly	Teacher	97,882
Chochinov, Jordan	Teacher	96,510
Choi, Anita	Teacher	92,769
Ciavarelli, Amanda	Teacher	95,892
Cipriano, Ernesto Jr.	Network Manager	88,940
Clark, Sherryann	Teacher	88,162
Clavelle, Kristen	Teacher	96,510
Cockle, Shayna	Teacher	93,316
Coe, Jason	Teacher	88,331
Collins, Adrienne	Teacher	98,216
Colonval, Daniel	Teacher	96,510
Comeau, Rossel	Teacher	90,725
Comeault, Carissa	Teacher	99,644
Connell, Jillian	Teacher	88,847
Cordeiro, Teresa	Director, International Student Program	125,000
Corneillie, Kimberley	Teacher	78,577
Courchaine, Christopher	Teacher	92,097
Couture, Lindsay	Teacher	90,725
Cox, Tyeba	Teacher	104,791
Craig, Valerie	Teacher	99,132
Cudmore, Colleen	Teacher	90,725
Cusack, Lisa	Teacher	87,808
Daniels, Erin	Teacher	90,103

Pembina Trails School Division
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Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Davies, Bronwen	Vice Principal	131,455
Davis, Amanda	Teacher	79,917
de Rocquigny, Rachelle	Teacher	87,081
Deakin, Adrian	Teacher	103,311
Deamel, Monica-Lee	Manager, Financial Operations & Records	112,042
Dearing, Robin	Teacher	93,347
Delaurier, Renee	Teacher	86,754
Delev, Atanas	Network Manager	90,587
Delorme, Melanie	Teacher	89,122
Dempster, Mary	Teacher	97,650
Denis, Lise	Vice Principal	125,921
Derksen, Deanna	Teacher	89,550
Desrosiers, Ginette	Teacher	88,331
Ditter, Jaret	Teacher	92,205
Dittrick, Timothy	Teacher	97,882
Dmyterko, Stephanie	Teacher	90,725
Dobrowolski, Carol	Teacher	98,392
Doerksen, Tanya	Teacher	99,644
Doig, Michael	Teacher	99,132
Dolinski, Shawn	Teacher	90,725
Donnick, Laura	Teacher	88,592
Downey, Kristin	Teacher	79,268
Drews, Kaytlin	Teacher	79,824
Duarte, Renata	Teacher	96,510
Dubowec, Donna	Teacher	85,709
Ducharme, Monique	Clinician	122,390
Dudych, Kathy	Teacher	93,870
Dueck, Heather	Teacher	90,725
Dueck, Kara	Teacher	86,383
Dufault, Lucille	Teacher	92,097
Dufort, Nancy	Teacher	91,596
Duhamel, Leslie	Teacher	103,645
Dumond, Michael	Teacher	82,358
Dunford, Carrie	Vice Principal	120,992
Dunlop, Patrick	Teacher	103,541
Dyck, Ruthanne	Principal	137,500

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Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Eby, Heather	Vice Principal	111,282
Eden, Linda	Vice Principal	106,899
Edgeworth, Reid	Teacher	93,347
Egan, Elaine	Assistant Superintendent	167,421
El Gayar, Heba	Teacher	96,510
Eldridge, Mark	Teacher	88,352
Elford, Eric	Continuous Improvement Research Officer	82,127
Emanuel, Catherine	Teacher	99,132
Epp, Christopher	Teacher	92,390
Erb, Conrad	Teacher	90,725
Erwick, Craig	Teacher	96,510
Farrell, Judith	Principal	123,474
Fast, Karen	Clinician	86,681
Fazel Darbandi, Ashley	Teacher	90,725
Fehr, Peter	Plumber	75,906
Ferguson, Cheryl	Teacher	96,510
Ferguson, Darryl	Teacher	104,991
Fey, Angela	Teacher	102,169
Filewich, Keon	Teacher	93,347
Fillion, Tytanya	Teacher	97,658
Finch, Amber	Teacher	98,165
Finkleman, Stacey	Teacher	87,081
Finlay, Nancy	Teacher	79,171
Fishbach, Murray	Clinician	102,028
Fitzgerald, Martin	Electrician	75,906
Fleming, Catherine	Teacher	91,540
Flett, Ward	Teacher	90,725
Flynn, Victoria	Teacher	96,510
Fontaine, Chrislyn	Teacher	92,881
Forbes, Tracy	Teacher	93,347
Forrester, Deborah	Teacher	82,232
Forsyth Levine, Lynn	Teacher	90,725
Fournier, Lucille	Teacher	91,770
Francis, Lana	Teacher	104,791
Francis, Liam	Teacher	90,725
Franklin, Cindy	Teacher	86,073

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Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Fransen, Ted	Superintendent	204,049
Fraser, Derek	Teacher	83,698
Friesen, Audrey	Clinician	77,758
Friesen, Kathryn Jane	Director, Clinical Services	134,545
Friesen, Lauren	Teacher	88,331
Friesen, Michael	Teacher	87,081
Friesen, Mitchell	Teacher	82,692
Friesen, Stephanie	Teacher	92,097
Gabrielle, Wanda	Teacher	90,725
Gamble, David	Consultant, Teacher	100,374
Gaudet, Paul	Teacher	101,760
Gaultier, Amelie	Teacher	90,725
George, Catherine	Teacher	90,725
Gerbrandt, Darren	Teacher	79,116
Giasson, Alison	Teacher	105,396
Gibson, Jo-Anne	Consultant, Teacher	111,699
Gibson, Veronique	Teacher	89,115
Giesbrecht, Sean	Teacher	81,222
Gilbertson, Janet	Teacher	97,882
Gilchrist, Laura	Teacher	85,709
Ginther, Elizabeth	Teacher	79,905
Girardin, Nicole	Vice Principal	113,638
Godfrey, Jody	Teacher	97,882
Goodwin, Joanne	Teacher	91,845
Gornik, Cathey	Teacher	90,725
Gosselin, Jude	Teacher	97,180
Gowler, Kendra	Consultant	104,790
Gradt, Karl	Teacher	90,295
Grape, David	Teacher	97,033
Gray, Janet	Principal	154,169
Gray, Kelly	Teacher	87,277
Green, Jonathan	Teacher	90,725
Green, Linda	Teacher	96,510
Green, Shannon	Teacher	82,262
Greenspan, Ryan	Teacher	80,544
Gregorash, Kelly	Clinician	90,966

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Greidanus, Heather	Teacher	83,381
Grier, Cam	Vice Principal	109,083
Grobbler, Gina	Teacher	90,725
Groening, Tracey	Vice Principal	112,204
Groff, David	Clinician	96,622
Grunsten-Yonda, Kristi	Teacher	86,803
Gubbels, Anita	Teacher	98,181
Guercio, Karen	Teacher	99,132
Gumprich, Tracy	Teacher	94,915
Gustafson, Chad	Teacher	80,380
Hall, Stanley	Principal	121,916
Halstead, Chad	Teacher	90,725
Hamilton, Eric	Teacher	90,725
Hamm, Andrea	Teacher	76,712
Hanna, Brenda	Teacher	87,683
Hannah, Kelly	Teacher	85,594
Harley, Leo	Teacher	93,694
Harper, Karen	Teacher	99,132
Harper, Kathryn	Teacher	99,132
Hawash, Stacy	Teacher	96,525
Hawley, Tara	Teacher	84,629
Hawryluk, Tamara	Teacher	93,347
Helmer, Virginia	Consultant	101,252
Henning, Michelle	Teacher	80,970
Hewlett, Alanna	Teacher	102,953
Hill-Duehrsen, Karen	Teacher	79,070
Hirkewal, Amarjeet	Teacher	93,994
Hobson, Peggy	Principal	123,683
Hocken-Attwell, Alan	Teacher	91,867
Hodges, Ben	Teacher	84,728
Holbrow, Keli	Teacher	86,493
Holbrow, Stephen	Teacher	86,851
Homenick, Makaela	Teacher	79,090
Horsfall, Cheryl	Teacher	86,073
House, Richard	Teacher	98,354
Hryciw, Trevor	Teacher	98,118

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Huber-McDougall, Debra	Teacher	93,347
Hudson, Kristin	Teacher	97,882
Hudson, Shawn	Teacher	86,754
Hughes, Nicole	Teacher	78,103
Humeny, David	Teacher	92,205
Humphrey, Racheal	Clinician	96,874
Hunter, G. Jeff	Teacher	96,510
Huot, Amanda	Teacher	93,347
Hutchings-Reimer, Marion	Teacher	97,757
Hutsal, Jordan	Teacher	86,342
Huynh, Kim	Teacher	93,347
Iafolla, Luigi	Assistant Director, Learning and Information Technology	100,374
Irvine, Tyler	Computer Technician	85,249
Isaac, Stephanie	Teacher	102,169
Isaac, William	Teacher	99,132
Isfeld, Rodine	Teacher	84,462
Isford, Natalie	Teacher	97,882
Iverach-Brereton, Jennifer	Teacher	82,501
Jakisch, Katherine	Teacher	88,331
Janzen, Philip	Teacher	78,799
Jarvie, Ashley	Teacher	93,347
Jasper-Hall, Paula	Teacher	86,917
Jegues, Monique	Teacher	90,215
Johnson, Bert	Teacher	81,189
Johnson, Carolyn	Teacher	99,132
Johnson, Megan	Teacher	85,340
Johnson, Todd	Teacher	90,725
Johnson, Tracy	Teacher	87,081
Johnston, Cathryn	Teacher	92,358
Johnston, Kim	Teacher	103,541
Joiner, Damon	Teacher	84,647
Jonasson, Douglas	Principal	138,431
Jones, Cynthia	Teacher	96,582
Jones, Darcia	Teacher	78,339
Jones, Lindsey	Teacher	91,134
Jones, Marshall	Teacher	95,231

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
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Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Jones, Whitney	Teacher	94,288
Jordan, Dana	Teacher	88,269
Joss, Keri	Assistant Director, Facilities	114,355
Joudan, Ronna	Teacher	78,808
Jubenville, Albert	Supervisor - Facilities	80,709
Juby, Darren	Principal	130,887
Kaminsky, Eugene	Teacher	86,073
Kankam, Nina	Teacher	83,494
Karlowsky, Charlton	Network Manager	90,587
Karpenko, Jennifer	Teacher	77,349
Kasten, Penny	Teacher	91,770
Kavanagh, Andrea	Teacher	76,729
Kehler, Margo	Teacher	99,132
Keith, Jocelyn	Teacher	91,867
Kellough, Clay	Teacher	88,331
Kemp, Bruce	Teacher	90,725
Kenyon, Cheryl	Teacher	97,070
Khan, Adam	Teacher	99,132
King, Carla	Teacher	89,250
Kingerski, Alison	Clinician	99,132
Klapak, Darren	Teacher	91,867
Klassen, Karyn	Teacher	89,115
Klimack, Melissa	Teacher	92,881
Klippenstein, Nathan	Teacher	97,252
Knight, Bradley	Teacher	99,132
Knight, Dawn	Teacher	92,097
Kornelsen, Carolyn	Teacher	96,607
Kovach, Christine	Teacher	90,725
Kozak, Marlo	Consultant, Teacher	103,418
Kozub, Alexander	Teacher	78,774
Kozun, Joe	Computer Technician	86,120
Kraft, Candace	Teacher	92,380
Krahn, Ken	Teacher	96,510
Kreitz, Jennifer	Teacher	94,416
Krestanowich, Corinne	Teacher	90,725
Kristjanson, Elizabeth	Teacher	91,089

Pembina Trails School Division
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Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Kroeker, Jacqueline	Principal	120,144
Kumka, Adriane	Teacher	94,311
Kurbis, Katherine	Teacher	83,215
Kurth, Sandra	Teacher	83,276
Kyle, Tanis	Teacher	96,510
Labossiere, Jacqueline	Teacher	96,510
Labossiere, Jeremie	Teacher	96,874
Labossiere, Sharon	Principal	124,422
Labun, Patricia	Teacher	90,725
Lacasse, Brigitte	Teacher	87,081
Laferty, Allison	Teacher	100,008
Lafreniere, Ginette M	Teacher	91,026
Lagasse, Rachelle	Teacher	91,509
Laing, Tracey	Teacher	79,913
Lamb, Cindy	Teacher	96,874
Lambert, Roger	Teacher	95,436
Lamoureux, Brett	Teacher	84,132
Landgraff, Natalie	Teacher	90,987
Lange, Nancy	Teacher	81,832
Larratt, Shane	Teacher	96,510
LaSpina, Susan	Principal	116,217
Latour, Tiffany	Teacher	88,879
Laurence, Lisa	Teacher	88,331
Laurie, Gayle	Teacher	84,728
Lavallee, Dean	Plumber	75,906
Lavallee, Nicole	Teacher	80,715
Lavallee, Terilyn	Teacher	77,952
Lavoie, Chantal	Teacher	93,347
Lawrence, Michelle	Principal	88,579
Lawrie, Lisa	Teacher	97,652
Lawson, Jade	Computer Technician	85,121
Lawson, Justin	Teacher	92,205
Leclercq Rekken, Stephanie	Teacher	98,594
Lee, Colleen	Clinician	80,443
Leeman, Mark	Teacher	107,102
Legal, Lise	Teacher	97,882

Pembina Trails School Division
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Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Legault, Candace	Teacher	101,192
Lemoine, Tanya	Principal	123,959
Lengyel, Tanis	Teacher	87,189
Leslie, Sarah	Teacher	97,882
Lewis-Daviduik, Kerri	Teacher	97,652
L'Heureux, David	Teacher	96,510
Lister, Karen	Teacher	89,899
Little, Shannon	Teacher	91,859
Loepp, Andrea	Principal	123,545
Logeot, Jamie	Teacher	92,097
Loveridge, Karen	Principal	118,284
Lowdon, Tracy	Teacher	89,164
Lukie, Ivanna	Clinician	79,374
Lundgren, Jonathan	Teacher	90,725
Lyle, Kevin	Teacher	90,725
MacAulay, Gale	Teacher	93,347
MacAulay, Sonja	Teacher	87,124
Machula, Colin	Teacher	93,673
Mackay, Chad	Teacher	90,725
MacKinnon, Cynthia	Teacher	93,870
MacKinnon, John	Teacher	97,393
Mackley, Claire	Teacher	97,882
MacLean, Frank	Teacher	109,078
MacLennan, James	Teacher	96,510
MacLeod, Glenys	Vice Principal	136,812
MacNeil, Rachelle	Teacher	85,709
MacRae, Sean	Teacher	91,937
Maddocks, Rosemary	Teacher	96,510
Maguire, Erwin	Teacher	98,143
Maher, Bruce	Teacher	91,867
Malcolmson, Kelly	Clinician	102,195
Malik, Rupal	Teacher	103,541
Manness, Jon	Vice Principal	120,096
Mansbridge, Jennifer L	Teacher	85,709
Marriott, Lynn	Teacher	93,823
Marshall, Alison	Teacher	96,771

Pembina Trails School Division
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Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Marshall, David	Teacher	104,791
Martel, Kevin	Coordinator - Facilities	75,962
Martin, B. Joseph	Teacher	105,144
Martin, Jessie	Teacher	78,164
Martin, Kelly	Teacher	86,660
Martin, Kerri	Teacher	106,937
Martin, Maureen	Teacher	89,811
Marynovskyy, Ivan	Teacher	76,069
Maskus, Nancy	Teacher	80,801
Mathewson, Andrew	Teacher	91,735
Matthews, Tracey	Teacher	84,086
Matthisen, Danielle	Teacher	88,862
McCallum, James	Teacher	88,331
McCarthy, Anna	Teacher	92,205
McClellan, Wendy	Teacher	92,097
McCombe, Cheryl	Principal	111,737
McDevitt, Heather	Teacher	103,981
McDonald, Colette	Teacher	86,661
McDonald, Ruth	Teacher	103,311
McDowell, Gerald	Teacher	90,584
McGregor, Reid	Teacher	99,916
McGuffin, Katelyn	Teacher	80,171
McIntosh, Jenna	Teacher	78,866
McIntyre, Ainsley	Teacher	93,347
McIntyre-Muir, Chantel	Teacher	90,785
McKay, Kelsey	Teacher	92,097
McKie, Jocelyne	Teacher	77,758
McLellan, James	Teacher	90,725
McMahon, Cheryl	Teacher	97,882
McMurray, Carla	Teacher	99,132
McNabb-Davis, Cheryl	Teacher	100,362
McRae, Sharon	Teacher	90,725
Melanson, Elaine	Teacher	75,911
Melanson, Sabrina	Teacher	99,319
Melia, David	Teacher	97,630
Mellecke, Jonathan	Teacher	87,016

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Melo, John	Assistant Director, Facilities	93,403
Menzies, Michelle	Teacher	85,812
Meyler, Patrica	Teacher	93,347
Miko, Heather	Teacher	93,347
Miko, Thomas M	Teacher	90,725
Millar, Sarah	Teacher	109,037
Miller, Jarrett	Teacher	76,463
Mitchell, Chastine	Teacher	82,263
Mitchell, Daniel	Teacher	99,132
Mitchler, Mary-Ann	Teacher	98,535
Mohammed, Sharon	Teacher	87,081
Mondt, Patricia	Teacher	85,884
Monin, Ronald	Teacher	88,331
Moore, Allison	Consultant, Teacher	85,947
Moreau, Michael	Vice Principal	85,917
Morgan, Jeffrey	Teacher	97,882
Morgan, Krystal	Teacher	83,225
Morin, Marie-Claude	Teacher	98,078
Morris, Kristin	Teacher	91,479
Morrissey, Debra	Teacher	82,357
Moses, Regan	Teacher	91,465
Mueller, Carla	Teacher	84,742
Mukanik, Laurel	Teacher	82,243
Mulaire, Danielle	Teacher	92,097
Mulvena, Joanne	Teacher	86,334
Munoz, Renelda	Teacher	75,352
Muzyka, Chantal	Teacher	103,541
Mykichuk, Michael	Teacher	79,384
Nardella, Andrew	Teacher	93,347
Nato, Charysse	Teacher	97,882
Nedecky, Joel	Teacher	96,510
Nelson, Colleen	Teacher	79,042
Nelson, Doris	Teacher	93,664
Nelson, Jennifer	Teacher	80,885
Nelson, Jordan	Teacher	79,210
Nham, David	Teacher	91,607

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Nichols, Afton	Teacher	80,460
Nilmalgoda, Ruwanthika	Teacher	81,311
Nixon, Stuart	Teacher	93,243
Nizio, Katelynd	Teacher	79,563
Niziol, Heather	Teacher	90,725
Nordman, Meghan	Teacher	84,966
North, Sebastien	Clinician	77,652
Novotny, Wendy	Teacher	98,078
Oberholtzer, Matthew	Teacher	98,011
Oike, Shauna	Teacher	94,131
Olfert, Leanne	Teacher	88,331
Olson-Vincent, Kim	Teacher	85,709
Oresnik, Catherine	Teacher	99,774
Orloff, Kelly	Teacher	93,347
Ormiston, Leona	Teacher	93,347
Otto, Rachel	Teacher	100,700
Oughton, Darren	Principal	114,359
Ozirney, Kent	Teacher	78,418
Paas, Eric	Teacher	78,542
Page, Catherine	Teacher	104,791
Palka, Richard	Teacher	94,131
Palmer, Jacqueline	Teacher	90,725
Palmer, Lisa	Teacher	88,218
Palmer, Taylor	Teacher	76,781
Parago, Philip	Teacher	92,097
Pastrick, Brittany	Teacher	80,816
Paszkat, Jennifer	Teacher	76,914
Patel, Vina	Teacher	97,125
Paterson, Marnie	Teacher	93,347
Paterson, Will	Teacher	85,709
Patzer, Tori-Lyn	Principal	110,797
Paukovic, Anthony	Teacher	97,652
Pauls, Heather	Teacher	93,347
Pauls, Karen	Teacher	85,970
Pauls, Patti-Lynne	Teacher	90,277
Pawluk, Patricia	Teacher	97,882

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Payne-Barrett, Tracy	Teacher	89,336
Pearase, Vincent	Teacher	93,347
Peers, Steven	Teacher	89,864
Peever, Shannon	Teacher	98,015
Pelletier, David	Teacher	91,867
Pelletier, Janet	Teacher	96,510
Pelletier, Sheri	Teacher	78,528
Pelley, Elaine	Teacher	91,248
Peloquin, Danielle	Teacher	92,128
Pelser, Liann	Teacher	94,697
Penelton, Marni	Teacher	86,073
Penner, Barbara	Teacher	98,143
Penner, Shelley	Teacher	87,248
Perche, Deanna	Teacher	100,395
Perlov, Allison	Teacher	85,276
Persad, Ashleigh	Teacher	83,896
Persad, Derek	Teacher	92,612
Pescitelli, Evelina	Teacher	92,128
Peters, Erin	Teacher	91,089
Peters, Laura Ann	Teacher	105,303
Petersen, Christie	Teacher	104,148
Peterson, Amber	Teacher	79,055
Pettapiece, Barbara	Teacher	85,666
Pfahl, Carl	Teacher	78,481
Pfefferle, Tanya	Teacher	88,331
Phan, Andrew	Teacher	79,905
Piasecki, Jennifer	Teacher	90,725
Pich, Karyn	Teacher	90,725
Pile, David	Teacher	101,374
Pizzi, Michael	Principal	133,171
Place, Scott	Teacher	99,132
Plantje, Dana	Teacher	93,859
Plexman, Richard	Teacher	86,829
Pochailo, Maria	Teacher	96,510
Pociuk, Ellie	Teacher	99,916
Pollard, Chadwick	Teacher	92,292

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Ponech, Matthew	Teacher	88,337
Poperechny, Daniel	Teacher	96,481
Porter, Chace	Teacher	86,993
Prach, Sarah	Teacher	83,392
Prescott, Susan	Teacher	93,055
Prevost, Leon	Supervisor, Construction	94,371
Pype, Sarah	Teacher	91,912
Radchuk-Wycoff, Natalie	Teacher	104,659
Raddysh, Karla	Teacher	85,916
Rana, Sana	Teacher	93,356
Raposo, Melissa	Teacher	90,494
Reder, Laurel	Teacher	86,344
Redfern, Keith	Teacher	93,479
Redmond, Vanessa	Teacher	85,802
Regehr, Elise	Clinician	77,762
Reid, Thomas	Teacher	87,081
Reimer, Cassandra	Teacher	83,536
Reimer, Matthew	Teacher	91,703
Richard, Krista	Teacher	83,316
Riffel, Iain	Assistant Superintendent	178,575
Riffel, Penny	Principal	118,819
Rinckens, Tiera	Computer Technician	84,577
Rioux, Karine	Principal	114,359
Rivalin, Danielle	Teacher	100,177
Rivalin, Nicole	Teacher	87,052
Rivard, Joanne	Teacher	91,089
Rivers, Ron	Teacher	96,369
Roadley, Patricia	Consultant	108,254
Robert, Andrea	Teacher	82,819
Roberts, Amanda	Teacher	78,706
Roberts, Colleen	Principal	121,021
Roberts, Jennifer	Teacher	99,393
Robinson, Tracy	Teacher	98,002
Robson, Rihana	Teacher	76,790
Rochon, Chantal	Teacher	95,231
Rocke, Tracy	Teacher	84,912

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Rodstrom, Kimberly	Teacher	86,817
Roe, Chris	Teacher	100,438
Rogers, Teresa A	Principal	133,065
Romeo-Mzakar, Caterina	Principal	125,737
Rommel, Sandra	Teacher	86,964
Rosevere, Nicole	Teacher	90,702
Rowland, Jane	Vice Principal	108,176
Roy, Cindy	Teacher	88,331
Roy, Simran	Teacher	84,912
Rufo, Bernaleene	Teacher	100,700
Russell, Ainslie	Teacher	75,890
Russo, Mishelle	Teacher	91,089
Rutledge, Robert	Teacher	99,132
Ruus, Kyllikki	Assistant Director, International Student Program	93,302
Ryz, Lynn	Teacher	100,220
Ryznar, Tanis	Principal	113,140
Sadler, Carla	Teacher	92,346
Sahulka, Clinton	Teacher	86,073
Sainbhi, Kamaljit Kaur	Teacher	90,758
Saltiss, Rachel	Teacher	85,709
Sampson, Jodi	Teacher	91,089
San Juan, Archibald	Teacher	79,202
Sani, Toktam	Network Manager	84,305
Santos, Allison	Teacher	81,799
Sapoznik, Kaylee	Teacher	99,193
Sarkany, Michael	Teacher	90,725
Sault, Riley	Teacher	79,573
Saurette, Sarah	Teacher	86,532
Savage, Danielle	Teacher	83,028
Sawchuk, Tani	Teacher	86,851
Scantlebury, Leah	Teacher	92,205
Scantlebury, Wayne	Teacher	91,867
Scarth, Susan	Clinician	96,510
Schroeder, Carmen	Teacher	85,850
Scobie, Brittany	Teacher	77,492
Scott, Troy	Principal	141,953

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Scouras, Elena	Teacher	93,783
Sellner-Armogan, Michelle	Teacher	80,981
Shahinfar, Said	Teacher	85,709
Shaw, Carol	Teacher	90,003
Shefchyk, Christina	Teacher	76,180
Shewchuk, Michelle	Teacher	96,510
Shields, Shannon	Vice Principal	108,917
Simard, Suzanne	Teacher	93,347
Simeonidis, Barbara	Teacher	88,331
Skelton, Gemma	Vice Principal	125,881
Skibo, David	Electrician	75,906
Skinner, Courtney	Teacher	80,902
Skura, Cheryl	Teacher	96,510
Slippert, Karen	Clinician	88,331
Slovinsky, Kathryn	Teacher	91,867
Smith, Cheryl	Consultant	103,403
Smith, Chris	Computer Technician	86,120
Snyder, Stacey	Teacher	96,510
Sobkowich, Keri	Teacher	91,089
Solomon, Larry	Teacher	87,850
Sopka, Jaime-Lynn	Teacher	94,915
Sorenson, Holly	Consultant	101,479
St. Godard, Jean	Director, Learning and Information Technology	118,883
St. Mars, Catherine	Teacher	99,089
St. Pierre, Simone	Teacher	102,533
Stacey, Allan	Teacher	96,510
Stacey, Robin	Consultant	114,232
Stadnyk, Carla	Teacher	90,725
Stahlke, Craig	Secretary-Treasurer	101,979
Standing, Elizabeth	Teacher	102,169
Steadman, Patricia	Teacher	82,042
Steingart, Christel	Teacher	98,774
Steininger, Lindsay	Consultant, Teacher	99,019
Stephenson, Brenda	Teacher	92,629
Stevens, Judy	Teacher	90,682
Stevenson, William	Teacher	106,675

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Stewart, Brenda	Principal	120,144
Stewart, Carol	Teacher	87,430
Stewart, Jennifer A.	Teacher	83,733
Stoeber, Rodelyn	Vice Principal	116,803
Storoschuk, Donna	Director, Transportation	84,398
Strome, Alison	Teacher	79,322
Stuart, Jennifer	Teacher	96,510
Stupak, Michael	Teacher	83,713
Suffield, Susanne	Teacher	93,347
Suggitt, Todd	Teacher	96,510
Sutherland-Brown, April	Teacher	94,131
Swintak, Greg	Teacher	96,244
Swintak, Tracey	Teacher	88,331
Tapley, Brent	Clinician	79,374
Tataryn, Glenn	Network Manager	90,587
Taylor, Tracy	Teacher	97,882
Teichroew, Elizabeth	Teacher	95,231
Teller, Heather	Teacher	104,791
Teranishi, Rosemary	Teacher	85,709
Tessier, Jennifer	Teacher	79,557
Tessler, Alix	Clinician	80,928
Thiessen, Byron	Teacher	91,612
Thiessen, Rebecca	Teacher	92,054
Thiessen, Roy	Teacher	99,132
Thiessen, Tanis	Principal	117,886
Thompson, Carla	Clinician	79,955
Thompson, Dawn	Principal	133,681
Thompson, Jacqueline	Teacher	79,500
Thompson, Mathew	Teacher	76,790
Thorlakson, Jared	Teacher	90,725
Thorn, Laurel	Teacher	83,759
Thoroski, Karen	Teacher	85,781
Thwaites, Melanie	Teacher	91,248
Tibbs, Cynthia	Teacher	97,652
Tingskou, Paul	Teacher	96,510
Tipping, Shannon	Principal	116,102

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Tomy, Janet	Asst Superintendent	163,106
Toogood, Stephanie Jayne	Teacher	97,882
Treffner, Robert	Teacher	99,132
Trudeau-Balcaen, Lise	Teacher	93,347
Truscott, Kimberly	Teacher	102,533
Tugby, Donna	Teacher	91,089
Turnbull, Laurie	Teacher	106,384
Twerdun-Peters, Deondra	Teacher	85,948
Uhres-Todd, Christine	Teacher	89,558
Valois, Cori-Lee	Teacher	75,172
Van Benthem, David	Teacher	85,709
Van Benthem, Kimberley	Teacher	90,725
van Hoof, Laine	Teacher	83,251
Van Nice, Marilee	Teacher	82,676
Van Rosmalen, Tim	Computer Technician	86,120
Vandenbosch, Brent	Supervisor, Utilities	88,301
Vautrin, Kevin	Teacher	96,510
Vermette, Louanne	Teacher	104,051
Vianzon, Monaliza	Consultant	105,333
Vigilance, Kristy	Teacher	100,699
Villeneuve, Jean-Luc	Teacher	91,867
Vinci, Sheridan	Teacher	103,541
Virk, Bikram	Network Manager	90,587
Volkmar, Sarah	Teacher	94,261
Vouriot, Lawrence	Teacher	97,162
Walker, Ian	Teacher	83,720
Walker, Janet	Teacher	96,481
Wall, Jacqueline	Teacher	92,293
Wall, Murray	Computer Technician	85,457
Ward, Allison	Vice Principal	120,494
Warga, Susan	Teacher	91,089
Waters, Angela	Teacher	92,016
Weedon, Renee	Teacher	83,806
Weekes, Michael	Vice Principal	121,266
Wegner, Cindy	Teacher	88,592
Welbergen, Sandra	Teacher	100,177

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Werbuk, Bev	Teacher	92,656
West, Carolyn	Teacher	92,656
Westra, Cynthia	Teacher	90,725
Whiteside, Kent	Teacher	92,097
Wicha, Andrea	Teacher	100,452
Wiebe, Corey	Teacher	89,742
Wiebe, Corinna	Teacher	97,294
Wiebe, Diane	Teacher	99,282
Wiebe, Jerrold	Consultant	95,694
Wiebe, Sara	Teacher	96,510
Wieler, Shanon	IT Systems Designer	82,248
Wilkinson, Garry	Network Manager	90,672
Williams, Dionne	Teacher	90,725
Wilson, Laura	Teacher	83,321
Wilson, Marina	Principal	81,544
Wolfe, Amanda	Teacher	99,393
Wolfe, Colin	Teacher	78,490
Wood, Kelly	Teacher	89,727
Wood, Nora	Secretary-Treasurer	162,933
Wood, Valerie	Principal	120,502
Woodhall, Gordon	Teacher	97,882
Woytko, Erin	Teacher	81,895
Wyant, Kristin	Teacher	88,331
Yacheson, Debra	Teacher	92,952
Yard, Christopher	Teacher	107,925
Yarmey, Miranda	Teacher	98,078
Yee, Diane	Teacher	102,266
Yong, Calvin	Teacher	97,294
Young, Jennifer	Teacher	92,666
Zacharias, Tracey	Teacher	104,878
Zacharuk, Michelle	Teacher	91,465
Zadorozny, Allan	Teacher	86,073
Zayac, Lisa	Teacher	96,510
Zelinsky, Lori	Teacher	86,232
Zentner, Paige	Teacher	82,997
Zonneveld, Anna	Vice Principal	122,169

Pembina Trails School Division
Schedule of Compensation of \$75,000 or More
Including Aggregate Compensation to Board Members

Year Ended December 31, 2020

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>TOTAL SALARY</u>
Zurkan, Brandan	Teacher	90,725
Trustee Indemnities for nine (9) trustees - January 1, 2020 to December 31, 2020		227,515

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 \$75,000 for the year ended December 31, 2020. 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.