

Statement of Compensation Required  
Pursuant to the Public Sector Compensation  
Disclosure Act

Chignecto Central Regional Centre for  
Education

March 31, 2019

# Contents

	Page
Independent auditor's report	1-2
Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act	4-7
Notes to the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act	9

# Independent auditor's report

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Honourable Zach Churchill - Minister,  
Education and Early Childhood Development

## Opinion

We have audited the Statement of Compensation for Chignecto Central Regional Centre for Education ("the Centre of Education") for the year ended March 31, 2019, and notes to Statement of Compensation, including a summary of significant accounting policies (together, "the statement").

In our opinion, the accompanying statement for the year ended March 31, 2019 is prepared, in all material respects, in accordance with the financial reporting provisions of the Public Sector Compensation Disclosure Act, 2010, C.43, S.1 ("the PSCD Act").

## 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 Statement* section of our report. We are independent of the Centre for Education in accordance with the ethical requirements that are relevant to our audit of the statement 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

We draw attention to Note 1 to the statement, which describes the basis of accounting. The statement is prepared to assist the Centre for Education in meeting the requirements of the PSCD Act. As a result, the statement may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

## Other Matter – Supplementary Information

We draw attention to the fact that the supplementary information consisting of total expenses for all employees included on the statement is presented for purposes of additional information and does not form part of the statement as required by the PSCD Act. We have not audited or reviewed this supplementary information and, accordingly, we do not express an opinion, a review conclusion or any other form of assurance on this supplementary information.

## Responsibilities of Management and Those Charged with Governance for the Statement

Management is responsible for the preparation of the statement in accordance with the financial reporting provisions in the PSCD Act, and for such internal control as management determines is necessary to enable the preparation of the statement that is free from material misstatement, whether due to fraud or error.

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

## Auditor's Responsibilities for the Audit of the Statement

Our objectives are to obtain reasonable assurance about whether the statement 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 statement.

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 statement, 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 Centre for Education's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

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.

Truro, Canada  
June 27, 2019

The logo for Grant Thornton LLP, featuring the company name in a stylized, cursive script.

Chartered Professional Accountants  
Licensed Public Accountants

# Chignecto Central Regional Centre for Education Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

March 31, 2019

Compensation includes payments actually made by the Chignecto Central Regional Centre for Education ( i.e., cash basis of payment verses accrued compensation) to a person during the fiscal year.

## Employees

For the year ended March 31, 2019, the following employees received compensation of \$100,000 or more:

Name	Salary	Name	Salary
ADAMS, GARY	\$ 246,022.53	CAMERON, SCOTT	\$ 102,369.99
ADAMS, ROBERT	104,872.45	CAMPBELL BOUVETTE, NATALIE	105,774.30
ALI, MARY	111,259.63	CAUDLE, CHRISTENE	107,606.49
ALLEY, MARY ANNE	114,394.18	CHISHOLM, WILLIAM	112,003.61
ANDREWS, KEITH	100,862.67	CHOISNET, JOHN	108,572.75
ANTHONY, GLENDA	101,345.04	CLARKE, MATTHEW	104,198.49
ANTHONY, STACEY	109,111.45	CLAVEAU CORBIN, CHERYL	100,661.20
ARBUCKLE, MARK	118,527.31	COLEMAN, NANCY	106,301.30
ARCHIBALD, STEPHANIE	100,352.21	COLEMAN, SCOTT	120,771.31
ARMSTRONG, SCOTT	123,473.04	COLLINSON, NORMA	132,377.38
ARSENAULT, LEE	123,754.16	CONRON, BERNADINE	126,236.03
AUCOIN, GUY	117,198.90	CORMIER, ERIN	121,237.17
AUCOIN, LISA	100,604.93	COURISH, JENNIFER	105,273.14
AUCOIN, THOMAS	101,228.58	COX, BRENDA	128,829.06
BAILLIE, CARLA	102,405.10	COX, MARK	111,231.20
BARKER, STEPHEN	112,514.08	CURRY, BEVERLY	118,289.83
BATEMAN, SANDRA	118,096.33	DANEAU, MANON	114,910.49
BEATON, DONNA	102,268.03	DEAN MOORE, STEPHANIE	103,444.03
BEED, SHERRI	119,782.09	DENNIS, PAUL	116,165.58
BELLIVEAU, JEFFREY	104,132.42	DEVINE, JOCELYN	103,132.91
BENNETT, PAUL	103,875.82	DEWAR, PATRICIA	114,501.61
BENTHAM, ANDREA	104,616.99	DICKIE, JOHN	123,638.81
BICKERTON, TAMMY	110,656.45	DOYLE, NANCY	126,719.25
BISHOP AMERO, HEATHER	124,180.26	FAHEY, EMILY	128,082.79
BLACK, KENDALL	123,220.74	FANNING, TARA	101,459.17
BOERTJES, STEPHANIE	112,389.24	FARRELL, KEVIN	111,044.47
BOSS, TASHA	110,288.38	FARRELL, LONDA	104,167.19
BOUDREAU, NANCY	113,980.71	FAULKNER, RUTH	107,259.41
BOUDREAU, TREVOR	100,219.55	FERGUSON, LUCINDA	108,093.47
BOULTER, CHRISTOPHER	149,691.85	FINDLAY, ANN	129,239.10
BOUTILIER, JANINE	139,457.60	FITZGERALD, DARRELL	103,248.78
BOWER, KELLY	104,193.76	FOLEY, TREVOR	106,784.87

# Chignecto Central Regional Centre for Education Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

March 31, 2019

BRAND BALIGNASAY, JANET	114,786.66	FORTUNE, MARK	111,913.94
BROWN, KAREY	103,444.04	FOUGERE, KATHLEEN	119,884.16
BROWN, KELLY	107,623.39	FOX, TAMMY	114,213.94
BROWN, MARY ANNE	105,517.90	FRANCIS, ANDREW	108,265.74
BRUCE, MARILYN	117,064.21	FRASER, DIANNE	115,252.62
BRUNT, SHAWN	117,636.87	FRASER, JILL	102,111.13
BURGESS, DENISE	105,186.16	GAGNON, ANGELA	104,953.51
CALLAGHAN, AARON	119,523.78	GATTO, SIMON	116,742.17
CALLAGHAN, KEAH	113,767.87	GAUTHIER, VALERIE	181,988.15
CAMERON, DENISE	101,246.51	GEORGE, THERESA	110,402.22
CAMERON, LEISA	109,863.21	GLENN, CHRISTIE	102,631.55
GOULD, KELVIN	106,328.62	LAYDEN, JANE	105,820.51
GOUTHRO, BETH	100,081.00	LELIEVRE, CHERYL	113,838.22
GREEN, DELAINE	104,767.74	LETCHER, NANCY	106,758.37
GREEN, KAREN	123,329.47	LOGUE STARR, LORI	107,198.43
HAMPTON, SHANE	102,159.38	LYNDS, FREDERICK	113,090.20
HARNISH, KEVIN	101,512.03	LYNDS, JEFF	135,640.91
HARTERY, LISA	127,259.54	LYNDS, SHAWN	100,620.98
HARTLEN, STEPHEN	109,641.40	MACDONALD, BLAIR	105,137.53
HARVEY, CLINTON	105,749.23	MACDONALD, HEATHER	102,222.12
HAYDEN, KEVIN	111,124.47	MACDONALD, HOLLY	104,061.24
HAZELTON, DAVID	128,309.18	MACDONALD, SUSAN	112,762.13
HENCHER, MYRA	103,465.03	MACEACHERN, DEBORAH	107,606.66
HERNANDEZ, LUISA	105,291.54	MACEACHERN, HARVEY	100,451.98
HINGLEY, BERNADETTE	100,247.29	MACGILLIVARY, KIMBERLY	104,095.97
HINGLEY, MARK	112,680.42	MACINTOSH, JACQUELINE	115,996.60
HOLMES, BRIAN	102,953.58	MACINTOSH, JOAN	126,650.10
HORNE, PAULA	114,669.49	MACKEEN HUDSON, DARLENE	110,838.88
HORTON, KATHERINE	100,189.12	MACKEEN, KIMBERLEY	103,927.93
HOVEY, PAMELA	114,113.21	MACKENZIE, JILL	110,870.25
HUME, KELLY	105,859.54	MACKILLOP, CRAIG	102,511.95
ISENOR RYAN, STEPHANIE	149,170.16	MACKINNON, LAUCHIE	101,135.17
ISENOR, ROBIN	115,942.78	MACKINNON, WENDY	101,102.84
JACKSON, KIMBERLEY	105,631.84	MACLEAN, ANN	124,598.03
JACKSON, NEVIN	134,669.48	MACLEAN, SCOTT	114,351.13
JANES PEDERSEN, HEATHER	142,689.59	MACLELLAN, STEPHEN	101,960.96
JENNINGS, JOHN	102,595.27	MACLEOD, IAN	113,245.12
JEWERS, WANDA	101,062.39	MACLEOD, KENT	109,555.43
JOHNSON, CHERYL	119,289.57	MACMILLAN, JENNIFER	101,641.40
JOHNSON, CONSTANCE	101,455.95	MACNUTT, LISA	102,807.23

# Chignecto Central Regional Centre for Education Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

March 31, 2019

KAULBACH, J WILLIAM	132,225.90	MACPHEE, SHONA	100,987.96
KAULBACH, LYNN	105,659.70	MACPHERSON, CHAD	120,663.66
KENNEDY FORTUNE, TAMMY	109,965.73	MACQUEEN, ALLAN	101,436.43
KERNOHAN, ANN	106,414.86	MADDISON ALICK, SHEILA	116,384.12
KING, JOY	103,754.68	MAPPLEBECK, KEVIN	113,480.47
KINGSTON, GARTH	104,371.46	MARTIN GOOGOO, MELODY	112,642.69
KNOL, TINA	126,956.07	MATTHEWS, SERENA	103,028.20
LAKE CUTLER, JILL	111,112.48	MAWHINNEY, KEVIN	114,423.56
LANGILLE, DAWN	112,340.37	MCCARA, LISA	113,816.96
LANGILLE, ROBERT	109,518.68	MCCARRON, GLEN	114,844.15
LANGILLE, SARAH	101,731.70	MCCARRON, JASON	103,571.45
LANGILLE, SHELLEY	102,511.81	MCCORMICK, JOSEPH	101,014.90
LANGLEY, MARK	101,878.00	MCDOWELL, ANGELA	108,013.33
LANGLEY, VALERIE	109,905.43	MCDOWELL, ROBERT BRUCE	112,558.52
MCGRATH, ALLISON	183,393.28	SANDLUCK, MARILYN	104,202.52
MCINNIS, NATALIE	107,327.45	SAULNIER NICHOLSON, ANGELE	111,300.47
MCKAY, LEO	104,070.48	SEARLE, LEANNE	124,531.84
MCKENNA, WANDA	101,270.24	SLATER, ANN	127,927.16
MCNEIL WILSON, ALLISON	133,305.53	SMALL, DERRY	101,102.99
MCNEILL, FRANCIS	127,558.41	SMITH, LISA	102,875.63
MIDWINTER, SHARON	106,240.30	SMITH, LLOYD	117,487.72
MILLER, JANE	110,428.71	SMITH, MICHAEL	126,978.96
MILLER, JONATHAN	113,854.75	SMITH, RON	104,827.42
MILLMAN, JOYCE	123,159.85	SPENCE, DAN	100,605.90
MITCHELL SMITH, KARLA	132,793.53	SPENCER, KELLY	120,258.54
MOFFATT, JUDITH	112,123.44	STACEY, LEE	126,994.00
MORGAN, LISA	103,620.34	STARRATT, DUANE	139,060.53
MORRIS QUINN, DAYLE	136,324.93	STARRATT, JESSICA	101,985.85
MORRIS, KARLENE	117,569.11	STEEVES, HERBERT	172,109.69
MURRAY HAYDEN, KRISTA	109,442.31	STEPHENSON, DANIEL	108,844.70
MYATT, GREGORY	101,729.76	STEWART, EDWARD	108,654.92
NELSON, ROBERT	104,597.59	STUBBERT, AARON	118,720.23
NEWCOMBE, JANICE	112,756.44	TAYLOR II, VERNON	115,389.59
NISAR, SUSANNE	108,906.03	TETREULT, KIMBERLY	109,167.68
NODDIN BONA, MYRNA	117,632.51	THOMPSON, GLENN	105,718.77
O'LEARY, KARLA	106,488.74	THOMSON, THOMAS	127,412.26
O'TOOLE, MATTHEW	124,531.28	TONER, RYAN	106,262.16
PAUL MARTIN, PATSY	105,631.84	TOOLE, JOANNE	104,050.77
PERRY, DOUGLAS	105,865.92	TRENHOLM, ANGELA	107,602.99
PERTUS, PATRICIA	101,588.44	TURNBULL, RONALD	109,823.06

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# Chignecto Central Regional Centre for Education Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

March 31, 2019

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PETTIPAS, STARR	108,127.16	TURNER, CYNTHIA	131,499.10
PEVERIL, MARK	129,766.62	TURNER, STEPHEN	113,697.01
PICKARD, SUZANNE	103,010.29	UNICOMB, ROBERT	116,420.46
POWER, PAMELA	101,112.15	UPHAM, JODY	104,452.38
PROFITT MACLEOD, SHERRY	102,511.83	VANSNICK, WADE	114,749.20
PYE, STACEY	101,436.49	VON KINTZEL, HEATHER	100,958.38
PYNN CROWE, TAUNYA	102,602.97	WALL, ANDREA	105,308.19
RAE CAMERON, STEPHANIE	109,863.55	WALL, KIM	119,974.17
REID, KATHLEEN	110,588.42	WEATHERBEE, KATHY	118,953.43
RIOUX, KIRK	107,428.88	WELDIN, CATHY	105,991.47
ROCHON, PAULA	102,303.67	WELLS, KATHY	132,100.12
ROSS, CHRISTOPHER	106,736.18	WELLS, STEVEN	141,496.67
ROY, GLENN	104,012.56	WHELAN, SHARLENE	133,906.17
RUSHTON, ANN	105,150.90	WILKINSON, LOUISE	112,463.63
RUSSELL, DARREN	103,619.67	WILLIAMS, HEATHER	101,394.89
RYAN, TERRY	119,445.32	WILSON, LISA	111,615.02
SADLER, MARGARET	101,655.53	ZWICKER, CHRISTOPHER	100,857.51
SAMPSON, ROBIN	102,699.38		

Total compensation for all employees and board members for the  
year ended March 31, 2019 \$ 76,817,758.00

\* Total expenses for all employees and board members for the  
year ended March 31, 2019 \$ 1,803,921.00

\*Total expenses for all employees and board members has not been subject to audit verification.



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# The Chignecto Central Regional Centre for Education Notes to the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

March 31, 2019

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## 1. Basis of Accounting

Section 3 of the Public Sector Compensation Disclosure Act of the Province of Nova Scotia, requires public sector bodies to publically disclose the amount of compensation it pays or provides, directly or indirectly, to any person in the fiscal year if the amount of compensation to that person is one hundred thousand dollars or more including compensation paid to, or for the benefit of, each of its board members, officers, employees, contractors, and consultants.

This statement has been prepared by the Chignecto Central Regional Centre for Education, a public sector body, required to report compensation information pursuant to the Public Sector Compensation Disclosure Act (the Act) of the Province of Nova Scotia.

The management of the Chignecto Central Regional Centre for Education is responsible for the preparation of this statement in accordance with the Act.

Section 4 of the Act requires that the information reported in this statement be disclosed in the body of the audited financial statements of the Chignecto Central Regional Centre for Education or in a statement prepared for the purposes of the Act and certified by its auditors.

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## 2. Compensation

Section 2(b) of the Act defines compensation as the total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing:

- (i) all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts
- (ii) the value of loan or loan-interest obligations that have been extinguished and imputed-interest benefits from loans,
- (iii) long-term incentive plan earnings and payouts,
- (iv) the value of the benefit derived from vehicles or allowances with respect to vehicles,
- (v) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation,
- (vi) payments made for exceptional benefits not provided to the majority of employees,
- (vii) payments for memberships in recreational clubs or organizations, and
- (viii) the value of any other payment or benefit prescribed in the regulations.

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## 3. Early Service Award Payout

In the year ended March 31, 2018, eligible employees were offered the opportunity for a one-time public service award payout in lieu of the retirement allowance available at the time of retirement. Those that elected to take this offer were paid during the 2018-19 fiscal year and the payout amount is included as part of the total compensation for reporting purposes.