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## INDEPENDENT AUDITORS' REPORT

To the Minister of Education and Early Childhood Development

### ***Opinion***

We have audited the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for the Halifax Regional Centre for Education (the Entity) for the year ended March 31, 2019 and notes to the schedule, including a summary of significant accounting policies (Hereinafter referred to as the "schedule").

In our opinion, the accompanying schedule for the year ended March 31, 2019 of the Entity is prepared, in all material respects, in accordance with the financial reporting provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010.

### ***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 Note 1 in the schedule, which describes the applicable financial reporting framework and the purpose of the schedule.

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 provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010; 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.

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 long, horizontal, slightly curved line that serves as a flourish or underline.

Chartered Professional Accountants, Licensed Public Accountants  
Halifax, Canada  
June 26, 2019

# Halifax Regional Centre for Education

## Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act Year Ended March 31, 2019

Compensation includes payments actually made by the Halifax Regional Centre for Education, which includes service awards/early payouts and deferred refunds if applicable (i.e. cash basis of payment versus accrued compensation) to a person during the fiscal year.

Name	Total Compensation	Name	Total Compensation
Abbass, Frances	103,209	Barro, Terry	128,278
Abidi, Sohael	106,453	Barrow, Mary	103,728
Abriel, Bruce	107,836	Barter, Todd	129,894
Abriel-Krichew, Corinne	128,156	Bartkiw, Lori	136,570
Acker-Canning, Tracy	119,840	Baxter, Janet	104,872
Ackert, Billyjoe	119,840	Beaton, Adele	105,199
Acorn, Kimberley	154,195	Beaton, Annette	120,672
Adams, Jennifer	136,176	Beaton, Gail	107,306
Adams, Malik	107,197	Beaton, Harvey	121,723
Aidoo, Kwamena	134,312	Beattie, Gordon	119,840
Aidoo, Victoria	122,336	Beeler, Nathan	133,372
Akasike, Mavis	116,380	Bekkers, Patricia	119,840
Alcorn, Tanya	127,265	Belliveau, Gilles	114,724
Alecce Harrison, Gisella	115,342	Benigno, Donna	118,583
Alexander, Heather	119,009	Benjamin, Sheri-Lynn	118,177
Alexander, Sandy	109,891	Benoit, Natasha	119,222
Allen, Andrew	106,535	Benoit-Haidar, Josee	101,047
Allison, Gidgit	101,047	Bent, Katherine	119,840
Amaral, Lee Anne	153,459	Bernard-Nauss, Marion	106,690
Andrecyk, Mark	101,689	Bernier, Carla	115,683
Andrews, Michelle	131,929	Besner, Christa	100,306
Anyanwu, Benedette	108,098	Best, Victoria	111,912
Armitage, Carolyn	102,945	Betuik, Paul	170,221
Armstrong, Todd	117,346	Betyna, Heidi	117,426
Arrosa, Gabriela	100,646	Beuckx, Joseph	146,267
Arsenault, Louise	111,545	Bilodeau, Gisele	114,144
Arseneau, Tara	103,667	Bird, Stephanie	145,184
Arseneault, Dale	128,747	Birt, Gwendolyn	150,743
Ashley, Craig	105,670	Bitar, Jamal	108,926
Astephen, Cynthia	121,195	Black, Lenore	105,038
Atkinson, Beryl	103,094	Blair, Carol	112,980
Aucoin, Doug	124,155	Blumenthal, Adrienne	115,741
Aucoin, Glenn	129,252	Bobbitt, Jacqueline	118,975
Aucoin, Heather	106,535	Boisjoli, Amanda	125,498
Aucoin, Jean	110,693	Bona, Rosaline	105,457
Aucoin, Michelle	114,808	Bond, Ruth	159,717
Aucoin, Susan	136,799	Borden, Cherie	122,849
Aucoin, Tara	105,251	Borden, Tanya	121,525
Ayers, Kara	134,312	Boudreau, Brad	110,417
Bacich, Leah	101,114	Boudreau, Jacques	127,265
Badcock Hendrickson, Jodi	108,365	Boudreau, Meaghan	101,639
Bailey, Marianne	105,199	Boudreau, Paul	141,524
Bain, Amy	114,851	Boudreau, Paul	135,698
Bainbridge, Tabitha	104,709	Boudreau, Peter	100,049
Baird-Sketchley, Donna	120,476	Boudreau-MacKinnon, Therese	125,498
Baker, Sharon	108,324	Bouliane, Catherine	148,747
Banfield, Maureen	146,073	Bourke, Carolyn	104,469
Banks, Andrea	119,840	Boutilier, John	117,534
Banks, Laura	124,034	Bowdridge, Michael	116,600
Banks, William	103,043	Boyce, Craig	124,615

# Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year Ended March 31, 2019

Name	Total Compensation	Name	Total Compensation
Boyce, Kerstin	133,265	Carter, David	115,342
Boyd, Valerie	119,840	Carter, Derek	169,290
Brace, Mamoon	152,457	Carter, Leanne	123,167
Bradbury, Kelly	120,672	Carter, Pamela	108,256
Brann, Cheryl	117,346	Carver, Stephanie	103,043
Bray, Andrew	104,783	Casavechia-McGowan, Cheri	119,819
Brennan, Eileen	107,805	Caseley, Janique	105,944
Brennan, Jeanette	111,662	Casey, Margaret	118,177
Brennan, Stephanie	106,535	Casey, Susan	122,397
Briand, Andrea	159,488	Castillo, Danny	109,641
Briand-Kennedy, Colleen	146,429	Caume, Robert	131,526
Brickenden, Kathy-Lee	109,027	Cavanaugh, Moira	131,053
Brna, Suzanne	103,917	Caya, Daniel	121,504
Broadbelt, Kathryn	108,181	Caya, Zenta	122,335
Broderick, S. Marlene	190,958	Chanter, Bruce	123,572
Brown, Frank	119,840	Chartrand, Nicole	121,909
Brown, Karen	101,546	Chaulk, Jillian	158,147
Brown, Patricia	105,944	Chesnutt, Mary	111,662
Bryson, Andrea	110,028	Cheverie, Suzanne	129,914
Bucci, Anthony	120,672	Chiasson, Leah	127,474
Buchanan, Jean	105,199	Chisholm, Cassandra	113,595
Buckle, Mary Lou	106,246	Chisholm, Tanya	125,498
Budden, Janet	119,009	Cholock-Whitty, Jennifer	103,479
Burbridge, Neil	102,751	Christianson, Carla	155,477
Burgess, Gregory	123,167	Clancey, Regan	135,576
Burlock, Celine	107,435	Clancey, Ryan	102,537
Burnett, Amanda	103,708	Clark, Ian	121,504
Burton, Catharine	147,903	Clark, Sandra	113,619
Burton, Jennifer	101,179	Clarke LaPierre, Wendy	105,199
Burton, Pamela	113,595	Clarke, Diane	122,335
Burt, David	122,335	Clarke, Kelly	113,187
Burt, Dina	123,167	Clattenburg, Mark	137,108
Bush, Colin	127,265	Cleary Meagher, Carolyn	104,019
Butler, Keri	101,369	Cleary, Thomas	113,663
Cain, Kimberly	117,346	Clement, Eva	112,653
Caissie, Tanya	129,630	Clements, Albertine	119,753
Cameron, Carolyn	123,279	Cobb, Mary	100,059
Cameron, Lisa	119,840	Cochrane, Derek	120,672
Cameron, Stacey	121,504	Cochrane, Fabienne	130,263
Cameron, Wendy	125,662	Coffin, Margaret	118,177
Campbell, Craig	117,010	Coffin, Susan	108,032
Campbell, Deborah	136,096	Coldwell, Darrell	112,653
Campbell, Kim	131,370	Collett, Elizabeth	132,645
Campbell, Rebecca	115,107	Colley, Angela	125,757
Canavan, Trina	115,698	Collins, Laurie	133,447
Canning, Kathleen	121,504	Collins-Keefe, Pamela	105,038
Cannon, Aaron	110,522	Comeau, Angela	128,993
Carew, Diane	123,931	Comeau, Bernadette	111,162
Carmichael, Ian	104,872	Comeau, Michael	104,485
Carmichael, Nadine	100,049	Comeau, Nancy	123,582
Carroll, Albert	128,988	Comeau, Stephanie	119,009
Carroll, Jennifer	104,721	Connolly, Neville	122,335
Carruthers, Jeffrey	133,985	Conrad, Alana	101,537
Carter, Angela	127,265	Conrad, Crystal	106,630

# Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year Ended March 31, 2019

Name	Total Compensation	Name	Total Compensation
Conrod-Dalrymple, Joanne	124,414	Desmond, April	123,263
Cook, Cathy	101,546	Desroches, Joanne	110,093
Coolen, Arthur	120,672	Dewolfe, Michelle	106,246
Coolen, Lynn	120,672	Diabo, Michael	106,535
Cooling, Karyn	172,304	Dibblee, Diana	128,995
Coombs, Timothy	101,689	Dickens, Lisa	110,417
Cooper, Dale	130,227	Dimmer, Theresa	100,722
Cooper, Kelly	101,696	Disney, Nicola	107,435
Corbin, Jillian	103,209	Dobrowolski, John	106,271
Corkum, Lynn	169,587	Dockendorff, Valerie	104,040
Corkum, Stephen	133,592	Dodge, Kelly	117,346
Cormier, Tara	104,895	Donaldson, Anita	104,360
Corrigan, Rhonda	128,148	Dore, Janice	106,690
Costard, Gerard	115,957	Dorrington, Stephanie	160,742
Costello, Wayne	129,865	Dosman, Shauna	107,405
Costelo, Gillian	103,801	Doucet, Dennis	111,908
Coughran, Mary	124,830	Doucet, Liette	139,924
Courtney, Shelley	117,604	Doucette, A. Shirlene	122,335
Coveyduc, Lee-Anne	102,738	Doucette, Michelle	104,454
Covill, Lou-Ann	115,635	Doyle, Angela	105,944
Cowan, Amber Lynn	127,265	Doyle, Camilla	122,317
Craig, Scott	113,172	Doyle, Greg	114,749
Crawford, Ashford	117,346	Doyle, Lynn	104,739
Crawford, Jason	129,031	Doyle, Michelle	104,872
Crewe, Cindy	110,102	Doyle, Pamela	138,286
Crocker, Kelli	106,242	Drapak, Dave	108,181
Cruddas, James	111,535	Driscoll, Aaron	104,041
Cruickshanks, Nicole	105,417	Driscoll, Stephen	133,611
Cummings, Katharine	101,546	Duggan, Donna	108,365
Curran, Kelly	113,524	Duggan, Randall	112,225
Curran, Ron	102,429	Dunn, Maureen	132,563
Curren-Lindala, Kendra	143,926	Egan, Tina	118,177
Currie Shanahan, Janna Lauren	118,178	Eleftheros, Danielle	100,947
Currie, Angela	108,257	Elliott, Scott	106,690
Curry, Jim	102,426	Ells, Carole	105,417
Cusson, Celine	152,588	Emanuel, Lauren	142,005
Cuvelier, Dennis	139,629	Emin, David	148,051
Cuvelier, Patricia	117,346	Evans, Paula	162,537
Da Silva, Renu	100,337	Ewing, Angela	100,195
Dagnall, Stephanie	101,963	Fagan, Marie	109,957
Daigle, Philip	118,886	Fairbairn, Paula	151,769
Dale, Angela	105,199	Falcone, James	103,039
Daniel, Lisa	118,064	Faubert, Chris	106,690
Danyluk-Macdonald, Paula	153,016	Fawthrop, Lara	100,533
Davis-Nearing, Lisa	124,830	Feeney, Jarrett	106,006
Davy, Grant	116,180	Fellows, Patricia	121,966
Day, Deborah	115,213	Fels, Sabine	112,961
Daye, Karen	121,924	Ferguson, Derek	117,652
De la chevotiere, Nancie	101,047	Ferguson, Margaret	123,167
Demone, Brian	126,643	Feron, Ryan	136,176
Denike, David	130,797	Fingerhut, Barry	136,176
Denny, Jennifer	118,177	Finnemore, Catherine	136,423
Desbarres, Carole	152,960	Fitzgerald, Darlene	177,056
Desborough, Michelle	118,274	Flinn, Jason	102,528

# Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year Ended March 31, 2019

Name	Total Compensation	Name	Total Compensation
Flynn, Kemble	109,891	Greene, Olga	106,690
Foley, John	114,890	Greene, Stephen	121,504
Forde, Patrick	107,435	Greenland, Blair	134,521
Foster, Tracy	146,656	Greer, Steven	119,009
Fournier, Dan	101,615	Griffin, Adam	117,851
Fowlow, Sandra	117,346	Gromick, Barbara	173,294
Fox, Carolyn	106,690	Grouse, Shawn	118,578
Fraser, Francine	106,690	Hadley, Douglas	109,959
Fraser, Mairi	103,767	Hadley, Jenny-Kate	155,508
Fraser, Victor	129,031	Hagen, Arlene	130,184
Friars, Denise	125,661	Hagerty, Natalie	127,466
Frost, Grant	105,625	Hale, Kelly	139,119
Fry, John	113,518	Hall, Christopher	128,930
Furlong, Margaret	120,113	Halley, Marie	106,690
Gagnon-Sirois, Helene	105,038	Halley, Peter	120,672
Gallagher, Peter	123,167	Halvorsen, Angela	106,690
Gallagher, Steven	138,363	Hamblen, Angela	108,614
Gallant, Christine	131,452	Hanifen, Shawn	127,265
Gallant, Gary	119,840	Hanley-Keefe, Angela	123,998
Gallant, Glenna-Rae	118,582	Harrington, Jacqueline	139,606
Gallant, Patrick	132,389	Harris, Stephen	100,049
Gannett, Susan	124,261	Hart, Dorothy	130,404
Gardner, Sherry	101,047	Hart, Kelly	101,047
Gates, Karen	132,448	Hartlen, Matthew	100,811
Gavas, Andrew	105,944	Hartling, Susan	144,107
George, Marlene	125,084	Hartnett, Cheryl	100,796
Gibson, Deanna	118,367	Hasey, Rodrick	122,335
Giffin, Tracy	126,626	Hatfield, Patrick	117,346
Gilfoy, Danny	150,363	Hawkes, Suzanne	130,182
Gill, Lara	127,242	Hawley, Sheila	108,181
Gillespie, Donna	155,837	Hayden, Frank	112,976
Gillespie, Jan	100,596	Hayes, Darrelyn	112,104
Gillie, Mark	128,148	Hayward, Krista	104,454
Gillie, Sandy	104,290	Hazel, Adele	121,333
Gillis, Angela	105,186	Healy, Helen	165,298
Gillis, Kelly	115,672	Heiman, Ron	139,597
Giza, Ardelle	108,181	Henderson, Catherine	120,672
Gladman, Christina	112,653	Henderson, Selena	109,536
Glasgow, Theresa	113,664	Henman-Poirier, Louise	134,691
Glawson, Carl	119,009	Henning, Kathryn	127,081
Glawson, Kirinda	123,167	Heroux, Richard	110,417
Goodyear, Regina	117,346	Hersey, Shelley	113,247
Goora, Phil	119,337	Hickman, Scott	125,026
Gosney, Andrew	126,381	Higgins, Helen	103,708
Gosse, Stephen	111,159	Higgins, Jeanette	129,914
Gourley, Jane	158,792	Higgins, Melanie	118,177
Graham, Janice	126,751	Highmore, Cheryl	108,652
Graham, Regina	106,690	Hill, Michelle	102,045
Graham-Migel, Janice	145,497	Hillier, Colleen	135,244
Grandy, Tammi	121,504	Hobin, Bernadette	101,047
Grant-Robertson, Susan	102,045	Hodder, Mary	119,009
Grant-Townsend, Dana	103,553	Hogan Gillespie, Lynn	115,675
Gray, Lisa	130,775	Hollebone, Kimberley	127,192
Green, Heidi	115,683	Holmes, Dana	121,504

# Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year Ended March 31, 2019

Name	Total Compensation	Name	Total Compensation
Hopkins, Margaret	162,800	Kavanaugh, Michelle	144,948
Hoskin, Patricia	113,081	Kazamel-Boudreau, Lynn	184,115
Hovey, Heather	118,177	Keating, Cheryl	128,148
Howlett-Mackay, Janice	126,066	Keats, Janice	128,954
Hoyt, Paula	160,135	Keefe, Jennifer	105,186
Hubbard, Tiffanie	100,266	Kehoe-Kraitzek, Paulette	111,908
Huczel, Achilles	140,837	Kelly, Denise	108,926
Hudson, Karen	152,148	Kent, Sean	122,335
Hughes, Donna	106,543	Kerans, Evelyn	114,724
Hughes, Stephanie	104,188	Kerr, Ann Louise	102,871
Hughes-Leck, Heather	118,177	Khan, Barrett	127,551
Hulshof, Mark	100,486	Kiley, Gordon	130,797
Hurley, James	110,039	Killen, Heather	144,575
Hutchins, Steve	171,461	King, Alison	195,300
Hynes, Deidre	116,679	King, Kimberly	113,762
Irvine, Joel	103,209	Kirkpatrick, Joanne	149,494
Isenor, Valerie	103,917	Kuchler, Emile	106,575
Jackson, James	108,032	Lake, Holly	100,560
Jacquart, Mary	103,324	Lambert, Colette	105,038
Jakeman, Calvin	122,335	Lambert, Darlene	121,504
Janvier-MacIntyre, Dany	101,015	Lamont, J. Ryan	106,735
Jarvis, Denise	137,139	Lamont, Michelle	112,789
Jeffrey-Fitzgerald, Gail	104,040	Landry, Matthew	102,784
Jennings, Jason	106,350	Landry, Tammie	154,907
Jennings, John	177,547	Larade, Carol-Anne	157,424
Jewers, Bradford	102,537	Laureijs, Diane	137,523
Johns, Carolyn	125,011	Laybolt, Kim-Marie	125,498
Johnson, Constance	105,998	Leblanc, Anne	101,099
Johnson, Dana	110,417	Leblanc, Carrie	121,504
Johnson, Kenneth	133,454	LeBlanc, David	122,335
Johnson, Tracey	110,596	Leblanc, David	149,136
Johnson-McDonald, Anne	151,454	LeBlanc, Kendrick	120,672
Johnston, J. Kenneth	139,752	LeBlanc, Kim	162,171
Johnston, Steven	107,306	Leblanc, Linda	113,399
Johnstone-McInnis, Kim	111,908	Leblanc, Line	119,840
Johnston-Hutchins, Karen	141,769	Leblanc-Weldon, Cheryl	131,044
Jollymore, Albert	134,330	Ledger, Mary	108,773
Jones, LeAnthon	117,346	Leduc, Celine	100,770
Jones, Natasha	132,712	Lee, Dean	109,152
Jones, Shelley	133,447	Lee, Joan	117,871
Jones-McKenna, Lisa	127,918	Lefort, Francis	157,598
Joseph, Ramona	103,564	Lefort, Margaret	110,379
Josey, Gail	132,122	Leger, Claudette	131,680
Joudrey, Blair	139,629	Leger, Patricia	146,601
Joudrey, Jodie	101,631	Legge, Robin	128,400
Joy, Kelly	116,019	Lemire, Heidi	121,504
Joyce, Linda	109,602	LeRoux, J. Elwin	249,308
Judge, Stephanie	117,346	Levasseur, Kelly	106,671
Julian, Danny	122,335	Levo-Harrop, Anne	138,041
Kaczkowski, Hania	115,484	Lewis, Jeff	162,030
Kalberlah, Dunovan	165,600	Liberatore, Nancy	146,323
Kanellakos, James	102,045	Little, Paula	107,855
Karmas, Christos	108,926	Lloyd, Jennifer	105,944
Kavanaugh, Jamie	151,052	Lo, Lise	127,325



# Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year Ended March 31, 2019

Name	Total Compensation	Name	Total Compensation
Lockhart, Stephanie	109,868	MacIntosh, Laura	131,044
Long, Lisa	111,978	MacIntosh, Reagh	116,205
Lucas, Dwight	154,389	MacIntyre, Leslie	120,887
Lucas, Sheldon	106,059	MacIntyre, Norma	125,234
Luddington, Shelley	119,408	MacIntyre-Shannon, Valerie	107,090
Luff, Michelle	117,346	MacIsaac, Joseph	112,164
Luke, Gareth	126,359	MacKay, Bruce	112,716
Luke, Ruth Ann	116,046	MacKeigan, Charlotte	104,485
Lycett, Tanya	103,673	MacKenzie, Jacqui	101,546
Lynch, Stephanie	101,047	MacKenzie, Margaret	122,107
MacDonald, Charlene	126,381	MacKenzie, Michael	100,103
MacDonald, Dawn	117,721	MacKenzie-Boudreau, Angela	127,848
MacDonald, Heather	113,011	MacKey, Wendy	157,720
MacDonald, J. Michael	133,877	MacKinnon, Gregory	173,071
MacDonald, John	102,045	MacKinnon, Maura	104,442
MacDonald, Joseph	140,875	MacLean, Cara	123,709
MacDonald, Karen	106,069	MacLean, Deborah	121,504
MacDonald, Ken	170,528	MacLean, John	114,144
MacDonald, Kerri	128,148	MacLean, Richard	130,797
MacDonald, Laureen	102,504	MacLellan, Christopher	109,117
MacDonald, Lee-Anne	103,708	MacLellan, David	121,504
MacDonald, Lenore	124,830	MacLellan, Natasha	100,049
MacDonald, Lisa	102,529	MacLeod, Amy	174,549
MacDonald, Lori	105,382	MacLeod, Gordon	125,498
MacDonald, Maria	103,209	MacLeod, Kelly	168,493
MacDonald, Mary	115,661	MacMillan, Robert	101,404
Macdonald, Megan	108,545	MacMillan-Turner, Michelle	128,900
MacDonald, Melanie	120,768	MacMullin, Shauna	112,387
MacDonald, Michael	100,752	MacNaughton-Ryan, Andrea	106,690
MacDonald, Natalie	133,759	MacNeil, Andrew	172,815
MacDonald, Nicholas	104,978	MacNeil, J. Kevin	122,595
MacDonald, Patricia	108,181	MacNeil, Leslie	104,872
MacDonald, Sean	121,400	MacNeil, Ramona Marie	108,680
MacDonald, Sherri	106,241	MacNeil, Tanya	141,508
MacDonald, Stephen	126,024	MacNeil, Theresa	129,482
MacDonald, Tanya	117,346	MacNeil, Vincent	125,706
MacDonald, Timothy	122,335	MacPhee, Gerald	120,672
MacDonald, Turk	147,361	MacPhee, Helen	123,167
MacDonald, Zeno	141,106	MacPhee, Mark	105,995
MacDuff, Glen	123,264	MacQueen, Kerry	114,886
MacEachern, Amanda	125,638	MacRae, Andrew	129,818
MacEachern, Bernard	114,795	MacTavish, Robert	124,830
MacEachern, Colin	132,563	Madden, Denise	118,177
MacEachern, Patricia	129,914	Madgett, David	140,453
MacFarlane, Sandra	112,772	Mahaney, Karen	135,244
MacGibbon, Marilyn	144,809	Mahaney, Thomas	121,504
MacGillivray, Brendon	133,813	Maillet, Charelle	109,957
MacGillivray, Kara	111,424	Mailman, Nigel	151,513
MacGillivray, Karen	106,690	Malone, Andrea	116,514
MacIlreith, Jodie	131,680	Maloney, Sherrial	140,571
MacIlreith, Robert	120,672	Mansfield, Lisa	108,965
MacInnes, Angela	100,249	Martin, Susan	110,417
MacInnis, Lesley	130,286	Manuel, Lynda	128,988
MacInnis, Maureen	132,484	Manzer, Traci	115,438

# Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year Ended March 31, 2019

Name	Total Compensation	Name	Total Compensation
March, Leanne	135,968	Metherall, Deborah	172,659
Marchand, Julie	123,732	Michael, Heather	101,689
Marchand, Ken	160,427	Michaud, Kim	145,593
Marchand, Tracy	142,294	Middleton, Mary	101,575
Marsh, Shawn	147,657	Miles, Sherri	105,199
Marshall Cormier, Kathy	129,630	Milhet, Doreen	121,504
Martel, Nathalie	119,914	Miller, Jean	137,511
Martell, Alanna	111,942	Miller, John	137,491
Martell, Penny	120,672	Miller, Kimberley	108,181
Martell, Rachel	113,153	Milliard, Collette	104,104
Martin, Beverly	101,546	Milligan, Robert	126,493
Martin, Kerin	136,597	Mills, Jennifer	133,380
Martin-Wells, Jennifer	122,849	Mills, Lisa	110,417
Masih, Sabitha	121,459	Mills, Lynn	116,617
Mason, Paul	160,396	Mills, Nancy	120,486
Mason-MacDonald, Kara	126,381	Mireault-Wiseman, Julie	124,219
Matheson, Kim	158,102	Mitchell, Carmel	103,840
McCarthy, Catherine	103,273	Mitchell, Heather	103,360
McCarthy, Shelley	105,556	Molcsan, Eva	114,890
McConnell, Richard	101,385	Monard, Eartha	118,702
McCormack, Lisa	116,480	Moore, James	163,187
McCormick, Jacqueline	129,818	Moore, Jane	107,435
McCulloch, Laura	119,009	Moore, Jeanne	102,632
McDougall, Andrew	102,392	Moore, Sean	101,546
McFeters, Tracy	114,365	Morrison, Donald	152,722
McGinn, Teri	131,394	Morrison, Joseph	172,732
McGowan, Bradley	143,488	Morrison, Karen	129,820
McGowan, Trevor	113,734	Morrow, Erin	107,719
McGrath, Debra	128,156	Moshett, John	121,599
McIntosh, Andrew	118,096	Mullane, Louise	117,620
McIntyre, David	147,830	Mullenger, Lynn	113,021
McIntyre, Eric	127,265	Mullins, Andrée	127,831
McIsaac, Lori	131,483	Munro, Mona	105,186
McKay, Heather Ann	116,805	Munroe, Lindsay	106,779
McKay, Susan	137,108	Munroe, Russell	108,181
McKelvie, Ralph	159,326	Munroe, Trisha	103,320
McKenzie, Suzanne	110,172	Murphy, Sean	152,815
McKergow, Ian	131,301	Murphy, Shane	121,504
McLeod, Nancy	127,265	Murray, Janice	122,719
McMaster, Susan	114,890	Murray, Jennifer	129,112
McMullen, Sheila	117,346	Murray, Kenneth	122,335
McNamara, Leah	104,266	Murray, Pauline	173,393
McNeil, Andrew	161,179	Murray, Tammy	143,953
McNeil, Chrystal	119,450	Murrin, Bradley	119,841
McNeil, Melina	134,555	Myatt, Peter	121,504
McNeil, Nancy	121,504	Myra, Craig	118,882
McWilliam, Fiona	127,688	Naugle, Catherine	113,247
Meers, Valerie	103,547	Neatt, Heather	115,683
Melanson, Annice	131,050	Nelson, Allan	107,034
Melanson, Brian	124,234	Nelson, Craig	111,779
Mercer, Tanya	105,944	Nelson, Paige	117,359
Meredith, Cheryl	134,525	Newhook-Macdonald, Karen	127,325
Messervey, Kelly	126,856	Ng-Ivanoff, Cynthia	109,891
Messervey-Hall, Amanda	128,148	Nicholson, Jill	114,529

# Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year Ended March 31, 2019

Name	Total Compensation	Name	Total Compensation
Nicholson-Comeau, Pamela	186,064	Priest, Peggy	116,408
Nickerson, Kelly	120,606	Procopio, Jocelyn	101,253
Nobes, Allison	102,007	Pruys, Krista	100,143
Nolet, Marlene	103,981	Pugsley-Connell, Andrea	112,162
Noonan, Deborah	115,476	Pulsifer, Randy	101,450
Norris, Timothy	100,757	Purdy-West, Michelle	114,707
Northrup, Chris	100,161	Quigley, Emily	132,201
Noylander, Andrea	119,399	Quinn, Tracey	111,375
Nugent, Ronald	128,148	Ray, Dan	115,265
Oakley, Christina	103,427	Reardon, Donald	162,080
Obeid, Isabelle	141,376	Reddick, R. Huntley	118,440
O'Brien, Brian	133,447	Reed, David	154,321
O'Brien, David	112,406	Reid, Melissa	109,672
O'Brien, Lisa	103,311	Reynolds, RONALDA	168,211
O'Connor, Paulette	115,784	Rice, Shane	113,899
O'Connor, Robert	114,144	Richard, Lisette	122,335
Oddy, Michael	118,177	Richards, Michelle	110,462
O'Kroneg, Tracy	169,937	Richardson, Christine	103,007
Olsen, Donna	114,211	Richardson, Susan	119,009
Olsen, Donna M.	122,335	Rigby, Lawrence	128,148
O'Neill, Maureen	112,128	Rigby, Shelley	127,436
O'Neill, Meghan	116,514	Ring, Anne	139,968
O'Reilly, John	128,148	Ring, Maxine	128,766
O'Sullivan, Sonya	168,634	Ritcey, Debbie	116,913
Owen, Colleen	102,045	Robert, Jean	124,830
Paddock, Pam	108,220	Roberts, Laura	135,244
Page, Miranda	134,312	Robertson, Lynne	132,167
Paris, Sharon	119,840	Robinson, Jodi	122,335
Parsons, Wendy	119,009	Ross Mantley, Rachel	140,535
Pay, Karen	128,148	Ross, Kelly	103,046
Payne, Jennifer	113,134	Rossi, Rosalind	105,041
Payne, Tara	110,312	Rossley, Lisa	123,263
Pellerine, Scott	103,209	Roughneen, Anne	120,672
Pelly, Crystal	124,003	Routledge, Pascal	105,038
Penney, Tara	104,040	Rouvalis, Maria	125,575
Penney, William	112,653	Rowe, Jillian	109,859
Penny, Shawna	118,177	Roy, Diane	104,442
Perrin, Garth	140,535	Royale, Mark	121,857
Perrin-Bucci, Nicole	118,576	Roze, Melanie	122,071
Peters, Calvin	114,085	Ruck-Simmonds, Marlene	124,053
Pham, Ha	107,306	Ruedy, Heidi	101,369
Phee, John	109,672	Rushton, Joanne	105,027
Piercey, Bruce	123,998	Rutledge, Mary	114,144
Pinet, Sunita	116,514	Rutledge, Tara	106,749
Pinkham, Sheila	101,546	Rutledge, Tyler	135,064
Plater, Angela	123,263	Rutley, Ken	134,594
Pluta, Sylvie	119,840	Ryan, Jennifer	109,289
Pothier, Karen	106,690	Ryan, Terry	118,177
Potvin, Alicia	108,509	Samson, Faye	110,744
Pound, Mark	110,417	Samson-Desainde, Delta	111,162
Power, Alayne	131,044	Sanchez, Benetta	119,840
Power, Carolyn	100,049	Sanford, Jacqueline	119,009
Power, James	108,926	Sangster, Patricia	125,662
Power, Tracy	101,345	Sangster, Stephen	119,448

**Halifax Regional Centre for Education**  
Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year Ended March 31, 2019

Name	Total Compensation	Name	Total Compensation
Sarto, Anna Marie	149,856	Stone, Kathleen	135,213
Saulnier, Simon	114,890	Stone, Rebecca	108,834
Savoury, Mark	103,239	Stymest, Noreen	150,113
Schaus, Erin	103,321	Sullivan, Deidre	102,045
Schofield, Kevin	123,998	Sullivan, Randolph	111,567
Scott, Mary-Jane	179,145	Sutherland, Ericka	115,762
Scott, Sheri	121,902	Sweetapple, Mark	103,680
Scoville, Sharon	113,801	Swinkels, Leon	144,491
Scribner, Shelley	154,973	Syms, Heather	177,500
Senn, Anita	137,108	Syms, Paula	114,144
Shanahan, Margaret	126,381	Taylor, Carolyn	145,400
Shaw, Shane	105,215	Taylor, Jamie	102,274
Shea, Sarah	120,190	Taylor, Lisa	107,314
Sheehan, Shaun	118,318	Taylor, Tim	105,944
Shore, Ruth	102,103	Teixeira, Gail	133,380
Shortliffe, Barbara	125,662	Temple, Andrea	149,972
Simony, Timothy	176,485	Tetford, Chad	129,630
Sinclair, Jennifer	116,514	Theriault, Lise	104,454
Singer, Amanda	119,009	Thistle, Sherry	127,596
Sisoula, Pauline	142,701	Thomas, Leeanne	106,690
Skeete, Ivan	146,248	Thompson, Carolyn	144,566
Skelhorn, Tanya	103,030	Thompson, Jay	123,959
Skinner, F. Danielle	102,537	Thompson, Kristin	108,032
Smeltzer, Michael	108,181	Thompson, Teresa	168,189
Smith, Amanda	102,494	Thompson-Willows, Gwenda	102,537
Smith, Curtis Roger	124,592	Thorpe, Angela	102,711
Smith, Daniel	123,854	Tomie, Susan	199,280
Smith, Erika	116,913	Tonen, Shelly	109,306
Smith, Janice	122,335	Toner, Brian	158,236
Smith, Katherine	109,672	Toth, Stacey	153,752
Smith, Robert	129,031	Trenbirth, Melissa	118,732
Smith, Scott	126,775	Tse, Patricia	108,753
Smith, Shelly	113,938	Tsirigotis, Emilie	141,728
Smith, Troy	133,598	Turnbull, John	130,797
Smith, Valerie	105,199	Turner, Teena	113,130
Smith-Philips, Heather	126,493	Vamvounis, Irene	119,840
Snook, Katherine	120,672	VanBuskirk, Karen	108,214
Sparks, Jerome	111,908	Vandermolen, Derek	123,167
Spidell, Cindy	105,944	Vander-Weegen, Jennifer	128,033
Squires, Lise	124,830	Vanhouten, Lisa	109,425
Stacey, Paul	116,439	Vaughan, Lisa	163,015
Stary-Brown, Barbara	101,546	Veinotte, Greg	120,753
Steele, Susan	135,843	Veinotte, Mary	101,022
Stevens, Natalie	102,870	Viau, Cathy	134,330
Stevenson, Jason (Dean)	140,054	Wadden, Scott	151,448
Stewart, Heather	105,186	Wagg, Sandra	117,346
Stewart, John	132,928	Waite, Nina	103,753
Stewart, Ron	102,498	Walker, Alison	117,346
Stickings, Rebecca	100,699	Walker, Cheryl Lynn	121,504
Stienburg, Julie-Anne	124,615	Walker, Christopher	101,368
Stirling, Janine	116,674	Walker, John	122,335
Stoddard, Janice	143,609	Walker, Sara	149,188
Stoffman, Hart	121,896	Wall, Kate	109,957
Stoilov, Monica	128,692	Walsh, Grant	108,181

**Halifax Regional Centre for Education**  
Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year Ended March 31, 2019

Name	Total Compensation	Name	Total Compensation
Walsh, Julia	123,732	Wilkin, Danielle	111,887
Walsh, Tracy	140,535	Wilkins, Ruth	119,232
Walters, Kathy	102,537	Williams, Albert	134,587
Ward, Rosemary	101,689	Williams, Anthony	123,998
Warwick, Keri	106,716	Williams, Chuck	144,056
Waterfield, Cheryl	120,672	Williams, Jennifer	123,732
Waterman-O'Connell, Frances	134,294	Williams-Hart, Darcel	156,368
Watt, Bradley	114,783	Wilson, Debra	134,142
Webb, Lisa	105,199	Wilson, Gina	102,537
Webb, Rhonda	118,975	Wilson, Jane	131,056
Webber-Frail, Tina	122,335	Wilson, Valerie	108,926
Webster, Rachael	104,977	Winship, Rosella	140,692
Weedon, Amy	101,942	Wisen, Angela	105,417
Weeks, Mark	108,926	Wolfe, Karla	130,249
Wegemer, Peter	108,181	Woodbury, Patricia	125,737
Welcher, Brian	102,627	Woods-Hayward, Kimberley	118,077
Welcher, Jennifer	115,073	Woolaver, Jennifer	118,109
Wells, Janice	142,847	Wozney, Paul	134,521
Welsh, Julie	105,944	Wyatt-Reichheld, Lynn	113,565
Welsh, Lori	103,067	Yarn, Paula	110,693
West, Kellie	111,882	Yerxa-Weeks, Angela	133,148
Whalen, Anna	129,762	Young, Roslyn	128,653
Wheatley, Kevin	103,502	Zawidzki, Pamela	107,654
White, Gregory	104,396	Zed, Janice	100,779
White, Tracey	146,596	Zelios, Jim	128,747
Wicha, Peter	142,058	Zinck, David	108,493
Wigle, Anne Marie	106,535	Zinck, Julie	113,938
Wigle, Robert	131,221	Zinck, Kelly	103,162
Wile, Sarah	146,704	Zwicker, Robyn	120,672
Total Compensation for all employees for fiscal year 2018-2019			448,041,270
Total Expenses for all employees for fiscal year 2018-2019			2,612,555

# Halifax Regional Centre for Education

Notes to the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year Ended March 31, 2019

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## 1. Basis of Accounting

The statement of employees with compensation in excess of \$100,000 has been prepared in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act, 2010 (the "Act"). The Act includes a definition of compensation in Section 2(b) as follows:

"Compensation" is defined as a 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, retirements or severance payments, lump-sum payments and vacation payouts,
- (ii) the value of loan or loan-interest obligations that have been extinguished and of 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.

Significant interpretations of the financial reporting provisions of the Act include:

- (a) The reporting period is the fiscal year ended March 31.
- (b) An employee is considered to be anyone to whom the Entity issues a T4 or a T4A and also includes contractors or consultants that are sole proprietors or incorporated individuals.

### *Compensation*

Compensation is determined in accordance with Section 2(b) of the Act and is recognized on a cash basis for only those employees, contractors and consultants with compensation in excess of \$100,000.