



Doane  
Grant Thornton

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

Tri-County Regional Centre for Education

March 31, 2025

## Independent auditor's report

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Honourable Brendan O. Maguire –  
Minister, Education and Early Childhood Development

### Opinion

We have audited the Tri-County Regional Centre for Education's (the "Regional Centre") Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for the year ended March 31, 2025, and the notes, including a summary of significant accounting policies (together "the statement").

In our opinion, the accompanying statement for the year ended March 31, 2025 is prepared, in all material respects, in accordance with the financial reporting provisions in the Public Sector Compensation Disclosure Act, 2010, C.43, S.1.

### 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 Regional Centre 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 reporting. The statement is prepared to assist the Regional Centre in meeting the requirements of the Public Sector Compensation Disclosure Act, 2010, C.43, S.1. Our opinion is not modified in respect of this matter.

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

Management is responsible for the preparation of the statement in accordance with the Public Sector Compensation Disclosure Act, 2010, C.43, S.1, 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 Regional Centre'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 Regional Centre'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.

*Doane Grant Thornton LLP*

Bridgewater, Canada  
June 27, 2025

Chartered Professional Accountants

**Tri-County Regional Centre for Education**  
**Statement of Compensation Required Pursuant to the Public Sector**  
**Compensation Disclosure Act**

March 31, 2025

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

**Directors and Employees**

For the year ended March 31, 2025, the following directors and employees received compensation of \$100,000 or more:

Last Name	First Name	Total Compensation
ACKER	SARAH	107,914.21
ADDINGTON	JOANNE	101,619.53
ALBRIGHT	NICOLE	101,619.29
ALDRED	ADAM	127,890.96
AMERO	TISHA	101,619.53
ANDREWS	STEVEN	108,136.38
ANTHONY	REBEKAH	101,619.54
ARMSTRONG	ELAINA	113,891.75
ARSENAULT	NICOLE	107,914.20
ARTHURS	CAROL	108,788.39
BANKS	SHARMAN	113,282.97
BANKS	WADE BRIAN	101,619.43
BARNES	NATALIE	101,619.44
BELLIVEAU	RENÉE	101,619.47
BELLIVEAU	RACHEL	101,619.46
BENHAM	JAMES	108,621.49
BENHAM	SARAH	105,648.35
BENOIT	M VANESSA	101,619.55
BISHARA	JOSEPH A	108,577.21
BISHARA	DONALD	100,227.36
BLADES	KIMBERLY	107,914.22
BLADES	ANDREW	101,619.47
BOUDREAU	JAMIE	112,604.35
BOUDREAU	ADRIAN	101,521.75
BOURQUE	GLENN ROLAND	101,619.51
BRADLEY	AMANDA	101,619.48
BRAVO CALDERIN	ANISLEY	107,914.22
BREEN	MARY	139,918.11
BREWER	AMANDA	107,406.82
BRIGHT	AMANDA	107,914.20
BROWN	ROBERTANDREW	101,619.51
BROWN	MELISSA	101,619.49
BRUNETTE	MALIZZA	101,619.50
BUCHANAN	ASHLEY	107,914.21
BUCKLAND	DAVID	120,122.16
BURKE	JOSHUA	107,914.23
BURTON	ALEXANDER	101,619.46
CAMERON	PHOEBE	119,439.94
CAMPBELL	JESSICA	101,619.52
CHISHOLM	ADAM	119,982.42
CHURCHILL	COLETTE	101,619.45
COGGINS	CLAUDINE	119,982.44
COMEAU	ROBERT	113,891.76
COMEAU	VIOLET	107,914.24
COMEAU	RUSSELL	101,619.89
COMEAU	ANGELA	101,619.53
COMEAU	HEATHER	101,619.49
COMEAU	SHAWN CECIL	101,619.46
COMEAU BUCKLEY	TAMMY	101,619.48
COOKE	AMANDA	101,619.50
COOKE	LORNE	101,524.67
COTE	MARC	101,619.51
COTTREAU	AMY LOUISE	117,738.89
COTTREAU	VANESSA ANNE	101,619.48

**Tri-County Regional Centre for Education  
Statement of Compensation Required Pursuant to the Public Sector  
Compensation Disclosure Act**

March 31, 2025

...continued

Last Name	First Name	Total Compensation
COTTREAU	NATALIE	101,619.47
CROMWELL	TONIA	122,618.66
CROSBY	CRAIG	140,267.38
CROSBY	MARLANA	100,617.63
CROWELL	MICHELLE	101,619.54
CROWELL	AMY	101,619.33
CULLEN	SARAH	101,619.52
CUMMINGS	DARREN	107,886.61
CUNNINGHAM	LESLIE A	113,891.72
DALEY	COLLEEN	107,914.23
DAVIES	EMILY	101,619.48
DAVIS	SHANNON	101,275.08
DEAN MACNEIL	TERRI	111,581.54
DEASE	JULIAN	140,903.09
DEASE	JEREMY	101,619.43
DEMOLITOR	NISSSEL	101,619.48
D'ENTREMONT	SUSANN	113,982.83
D'ENTREMONT	JOELLE	113,891.78
D'ENTREMONT	MELANIE	107,914.22
D'ENTREMONT	MARC ROBERT	102,506.47
D'ENTREMONT	LAURA	101,619.45
D'EON	NICOLE	107,914.22
D'EON	CINDY	101,619.51
D'EON	CARMANDA	101,619.46
D'EON	CLAUDELL	101,619.43
DEVEAU	LIETTE	138,505.18
DEVILLER	PAMELA	141,395.48
DEVILLER	TANYA DEANNE	121,430.53
DICKIE	BRENTON	107,914.23
DIGOUT	AMANDA	101,619.56
DIXON	SHERISSE	107,996.57
DOANE	JEVON	101,619.51
DOUCETTE	MIREILLE	123,136.58
DOUCETTE WILLIAMS	SUZANNE	100,259.99
DREW	MICHAEL B	114,871.89
DUNN	LORETTA	115,179.81
DYER	JODY	101,619.52
EMOND	ERIN	101,619.45
ETTINGER	JONATHAN	140,410.44
ETTINGER	ASELIN	101,541.48
EYRE	PETRA	107,424.21
FARQUHAR	MARIAH	103,706.03
FARRELL WALKER	TAMMY	102,644.06
FEVENS	BRITTANY	112,073.54
FITZGERALD	ANDREA	101,619.54
FITZGERALD	NOLAN	100,740.66
FORREST	CASIDHE	113,980.12
FORREST	JESSICA	101,619.48
GAGNE	MJ KARINE	101,619.51
GALLAGHER	DANIELLE	104,242.05
GAUDET	TERRY	130,527.42
GERMAIN	MARLA	101,619.52
GILES THIBODEAU	CHRISTINA	107,914.22
GOBIEN	KEVIN	120,031.92
GOREHAM	TARA	107,914.20
GOULDEN	TARA	130,026.92
GOULDEN	ERIKA	117,578.48
GRAY	KENDRA	101,619.49
HALLIDAY	SHANNON	101,619.52
HANKINSON	MELISSA	106,555.65
HANNA	NESSIM	101,619.55

**Tri-County Regional Centre for Education  
Statement of Compensation Required Pursuant to the Public Sector  
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...continued

Last Name	First Name	Total Compensation
HARDING	RHONDA	101,619.54
HART	KATHY ANN	132,853.08
HATT	ARTHUR	101,619.44
HAWBOLDT	KRISTEN	105,648.32
HAYES	KRISTEN	101,619.51
HEIGHTON	MICHELLE	101,619.44
HIDEIB	GISELLE	101,619.52
HILTZ	MELANIE	107,914.21
HILTZ	ANDREW	101,619.56
HILTZ	NATASHA	101,619.54
HIMMELMAN	PETER	113,891.76
HOBBS	BRUCE	107,914.20
HOBBS	GARY	101,619.48
HOLDEN	JANICE RUTH	107,914.21
HOLLAND	KEVIN	107,914.21
HOPKINS	FRANCINE	106,868.50
HORNER	TAMARA	101,619.56
JACKSON	AMANDA	107,914.22
JAMIESON	MATTHEW	101,619.54
JANKE	SAMUEL	101,619.49
JARVIS NICKERSON	BRANDY	112,594.71
JENSEN	JODY	107,914.20
JOHNSON	STEPHANIE	101,619.47
KENNEDY	JENNA	101,619.51
KENNEDY	TIFFINEY	101,619.49
KENNEY	SEAN	137,039.15
LANGILLE	CAILEN	106,072.77
LEBLANC	GENNA	153,515.99
LEBLANC	JANINE	107,914.25
LEBLANC	JOANNE	102,529.51
LEBLANC	ROSALIE	101,619.53
LEBLANC	SONIA	101,619.49
LEBLANC	DANIELLE	101,619.48
LESSER	DEREK	113,891.83
LEVAC	JODY	101,619.52
LYONS	DAVID JOHN	101,619.43
MACDONALD	CHRISTIE	141,185.83
MACDONALD	RYAN D	130,856.74
MACKENZIE	ALEXANDER	101,619.46
MACKENZIE	JOHN	100,787.39
MACKINNON	JOHN ROBERT	107,914.22
MACKINNON	LORI	101,619.48
MACLEAY	LORI	113,891.86
MACLEOD	KEVIN	101,619.55
MACMASTER	JODI	107,914.20
MACNUTT	DAVID	101,619.45
MADORE	SARAH	101,619.49
MAHEN	SHELLEY	108,577.18
MAILLET	DANETTE	110,791.81
MALONE	AMANDA	101,619.50
MANZER	HEATHER	107,914.27
MCCURDY	ANDREW	102,075.14
MCNUTT	JANECE	157,419.88
MELANSON	CASIE	119,746.69
MERRETT	SEAN A	101,619.53
MESSENGER	KIMBERLEY	101,619.46
MILLAR	SACHA	105,648.33
MOOD ROSS	KATRINA	124,281.67
MORGAN	ROBERT	118,777.80
MORTON	DENISE	102,085.89
MUISE	RENEE	120,623.06

**Tri-County Regional Centre for Education**  
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...continued

Last Name	First Name	Total Compensation
MUISE	DARREN	105,648.26
MUISE	HEATHER	101,619.52
MUISE	PATRICK	101,619.49
MUISE GREENE	SHAUNDA	112,367.57
MUISE LEBLANC	LESLEE	111,057.50
MULLEN	ERIN	113,891.75
MULLEN	APRIL	101,619.51
MUNDELL	GINA LOUISE	101,619.45
MUNRO SIGFRIDSON	LORI	120,849.38
MURPHY	JASON	131,905.68
MURPHY	TRACEY	107,914.22
MURPHY	JENNIFER	107,831.51
MURPHY	LESLIE	101,619.48
NAKPIL	PATRICIA	107,914.21
NAKPIL	ROB	101,619.53
NELSON	MARK	101,619.57
NICKERSON	MELANIE	108,577.19
NICKERSON	MICHELLE	101,265.91
NICKERSON ROSS	MEREDITH	102,039.70
O'BRIEN	JENNIE	107,914.22
O'NEIL	JOAN	107,914.28
PETERSON	JILLIAN	107,914.22
PETERSON	RYAN	107,914.21
PHILLIP	DAVID	131,446.10
PIERCE	JORDAN	139,918.04
PITMAN	CHARLENE	101,619.49
POTHIER	TRACEY	130,856.77
POTHIER	MARYSE	107,914.24
POTHIER	SCOTT	107,914.21
POTHIER	ASHLEY	101,619.44
POTTIER ROBICHAUD	DENISE M	107,914.22
PURDY	JARED	168,384.75
PURDY	ASHLEY	102,328.47
PURDY	STACEY LEE	101,109.92
QUINLAN	DANIELLE	105,648.36
RAINE	JEFFREY	108,577.19
RANKIN	JEFFREY	131,446.06
RANKIN	AMANDA	101,619.49
REARDON	ROBERTA L	131,446.11
RHYNO	TANYA	101,619.50
RICE	SHANE	101,619.57
RITCEY	ADAM	101,619.52
RITCHIE	ALEXANDER	101,619.49
ROBICHEAU	GABRIELLE	100,260.02
ROSS	RHODA	110,791.82
ROWLAND	COLLEEN	102,449.50
ROYAL	DALE A	120,148.45
RUNYON	SANDRA	102,994.05
RYAN	VERA MARY	107,914.25
SAMMS	JENNIFER	132,457.53
SAULNIER	TRACY	101,619.51
SAULNIER MUISE	LEAH	101,619.49
SAVARY	KYLA	115,179.83
SCHWAN	BRENT	101,619.51
SELIG	MARGARET	101,619.50
SHEDIAC	CATHERINE	107,914.21
SILVER	MICHAEL	107,914.21
SMITH	MONEICA	105,648.33
SMITH	HEATHER	101,619.51
SMITH	TYLER	101,619.47
SNOW	MEGAN	101,619.47

**Tri-County Regional Centre for Education**  
**Statement of Compensation Required Pursuant to the Public Sector**  
**Compensation Disclosure Act**

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...continued

Last Name	First Name	Total Compensation
SOLLOWS	STEPHANIE	101,619.43
SPINNEY	TERRI	127,890.96
SPINNEY	NICOLE	101,619.50
ST ONGE	JOANNA	101,619.53
STEEVES	CHERYL	116,379.46
STEPHENSON	GLENYS B	113,891.75
STONE	DENISE	108,193.71
STUART	ANTHONY	125,255.16
SURETTE	LENORA	113,891.75
SURETTE	NICOLE	111,080.26
SURETTE	TRACEY	100,600.30
TATE	NATALIA	101,364.65
TAYLOR	MAXWELL	101,619.52
TAYLOR	JOHN	101,619.47
THIBAUT	JENNIFER	131,446.10
THIBEAU	MATTHEW	112,010.08
THIBODEAU	WAYNE	101,593.49
THOMPSON	RAQUEL	137,039.17
THOMPSON SCHWAN	TARAH	108,010.21
THORNTON	CARLY	101,619.48
THURBER	KATIE	101,619.46
TRELOAR	JACQUELINE	130,986.61
TUDOR	HEIDI	101,619.48
TURNBULL	MARY	101,619.26
TURNER	NATASHA	101,619.51
TURPIN	ALLISON	101,619.53
TURPIN	RACHEL	101,619.50
VEINOT	ROBERT	107,914.22
VEINOT	GREGORY	101,619.47
WALKER	DEBORAH	113,891.76
WALLACE	TODD	130,856.74
WALLACE	STEPHANIE	101,619.51
WARREN	CHAD	101,619.41
WEBSTER	SCOTT	110,382.59
WHITTAKER	JENNIFER	107,914.24
WHITTAKER	ALLEN	107,914.21
WHITTAKER	ALBERT	101,619.51
WHITTAKER	SHANNON	101,619.51
WIGHT	ELIZABETH	121,193.82
WILLIS	CAROLYN	101,619.44
WINCHESTER	MARTIN	101,619.47
WOLFE ENSLOW	KELLI	101,619.46
WOLFE WILLIAMS	PATRICIA	101,619.53
WOODWORTH	LUKE	101,619.47
YORKE	E NATASHA	109,013.47

Total Compensation for all employees 82,606,246

**Expenses paid to Employees**

For the year ended March 31, 2025, the following represents the total amount of expenses reimbursed to directors and employees:

Total Expenses for all employees 1,389,695

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

# Tri-County Regional Centre for Education

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

March 31, 2025

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### **Basis of Reporting**

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 directors and employees.

This statement has been prepared by the Tri-County 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 Tri-County 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 Tri-County Regional Centre for Education or in a statement prepared for the purposes of the Act and certified by its auditors.

### **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.