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Independent Auditor's Report

To the Board of Trustees of Red River Valley School Division

Opinion

We have audited the Schedule of Compensation (the Schedule) of Red River Valley School Division (the Division) for the year ended December 31, 2019 and a summary of significant accounting policies.

In our opinion, the accompanying Schedule is prepared, in all material respects, in accordance with The Public Sector Compensation Disclosure Act (the 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 Schedule* section of our report. We are independent of the Division 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 - Basis of Accounting

We draw attention to the note to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the Division to meet the reporting requirements of the Act referred to above. 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 Act, and for such internal control as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Schedule.



As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Division's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, 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.

BDO Canada LLP

Chartered Professional Accountants

Winnipeg, Manitoba
June 23, 2020

Red River Valley School Division
Schedule of Compensation
For the Year Ended December 31, 2019

Basis of Accounting

Pursuant to Section 2 of The Public Sector Compensation Disclosure Act, the entity shall disclose to the public in accordance with the Act the amount of compensation that it pays or provides in the year directly or indirectly. Compensation means compensation pursuant to any arrangement, including an employment contract, calculated to include the total value of all cash and non-cash salary or payments, allowances, bonuses, commissions and perquisites.

The amounts meeting the requirement for disclosure in accordance with The Public Sector Compensation Disclosure Act are as follows:

- a) Chairperson of the Board of Trustees (over \$75,000) n/a
- b) Aggregate compensation of all Trustees \$ 74,962
- c) Compensation of Officers and Employees over \$75,000:

| Last Name | First Name | Position | Compensation (\$) |
|--------------|------------|--------------------------------|-------------------|
| ADAMSON | BLAIR | TEACHERS - REGULAR | \$ 85,536 |
| BAZIN | MELANIE | TEACHERS - REGULAR | \$ 87,225 |
| BEAUDIN | MELANIE | TEACHERS - REGULAR | \$ 86,395 |
| BELLEMARE | STEVEN | TEACHERS - REGULAR | \$ 89,363 |
| BERARD | JODY | PRINCIPAL - SUNCREST COLONY | \$ 93,557 |
| BERGEN | ELIZABETH | TEACHERS - REGULAR | \$ 91,416 |
| BERGMANN | JOHN | TEACHERS - REGULAR | \$ 84,354 |
| BLANCHETTE | JODY | TEACHERS - REGULAR | \$ 87,052 |
| BOUCHARD | NADINE | TEACHERS - REGULAR | \$ 78,651 |
| BRANDT | MARLA | PRINCIPAL-LOWE FARM SCHOOL | \$ 98,814 |
| BURJAN | CARISSA | TEACHERS - REGULAR | \$ 92,794 |
| BURNELL | JAYNIE | PRINCIPAL - SANFORD COLLEGIATE | \$ 103,010 |
| BURTON | CATHY | TEACHERS - REGULAR | \$ 83,463 |
| CAHILL | DANIELLE | TEACHERS - REGULAR | \$ 94,407 |
| CAMERON | DARREN | TRANSPORTATION SUPERVISOR | \$ 78,448 |
| CAMPBELL | MARY | TEACHERS - REGULAR | \$ 91,989 |
| CHISHOLM | SUSAN | TEACHERS - REGULAR | \$ 97,117 |
| CHUDOBIAK | SHANNON | TEACHERS - REGULAR | \$ 87,226 |
| CLAYTON | ANGELA | TEACHERS - REGULAR | \$ 88,920 |
| COLLETTE | ROBYN | ASSISTANT SECRETARY TREASURER | \$ 95,912 |
| COX | MARSHALL | TEACHERS - REGULAR | \$ 90,855 |
| CURTIS | BRAD | SUPERINTENDENT | \$ 140,274 |
| DAVIDSON | AMBERLEY | TEACHERS - REGULAR | \$ 82,525 |
| DEREWIANCHUK | CORINNA | VICE-PRINCIPAL - MORRIS | \$ 109,984 |
| DERKACH | MARK | IT MANAGER | \$ 76,501 |
| DILK | JANIS | TEACHERS - REGULAR | \$ 87,114 |
| DIXON | CHRISTINE | TEACHERS - REGULAR | \$ 80,268 |
| DUECK | JARED | TEACHERS - REGULAR | \$ 75,403 |
| EDEL | CHRISTELLE | TEACHERS - REGULAR | \$ 88,920 |
| EDEL | LAURIE | TEACHERS - REGULAR | \$ 88,920 |
| EVENSON | DIANE | TEACHERS - REGULAR | \$ 85,625 |
| FORTIN | PASCAL | PRINCIPAL - I.C.S.P | \$ 91,729 |
| FOUASSE | JOEL | TEACHERS - REGULAR | \$ 89,868 |
| FRIESEN | GWENDA | TEACHERS - REGULAR | \$ 90,803 |

Red River Valley School Division
Schedule of Compensation
For the Year Ended December 31, 2019

| Last Name | First Name | Position | Compensation (\$) |
|------------------|-------------|---------------------------------|-------------------|
| FUST | DALE | PRINCIPAL - STARBUCK SCHOOL | \$ 104,123 |
| GAMINEK | KERRI | TEACHERS - REGULAR | \$ 89,599 |
| GLENESK | KATHY | TEACHERS - REGULAR | \$ 78,430 |
| GOSELIN | DANIELLE | TEACHERS - REGULAR | \$ 88,920 |
| GOSELIN | ROXANNE | TEACHERS - REGULAR | \$ 86,161 |
| GREEN | JONA | TEACHERS - REGULAR | \$ 87,449 |
| HAJIN | ZLATA | TEACHERS - REGULAR | \$ 93,243 |
| HARLEY | KRISTEN | TEACHERS - REGULAR | \$ 78,583 |
| HARRISON | ASHLEY | TEACHERS - REGULAR | \$ 88,920 |
| HIKER | IAN | TEACHERS - REGULAR | \$ 88,920 |
| HILDEBRANDT | KAREN | TEACHERS - REGULAR | \$ 83,684 |
| HODGINS-RECTOR | TAMMY | TEACHERS - REGULAR | \$ 83,353 |
| HOFER | AMOS | PRINCIPAL - PEACE VALLEY SCHOOL | \$ 84,007 |
| HRYHORUK | BRADLEY | TEACHERS - REGULAR | \$ 83,661 |
| INGIMUNDSON | RICHARD | DIRECTOR OF TECHNOLOGY | \$ 113,163 |
| ISABEY | BEVERLY | TEACHERS - REGULAR | \$ 83,945 |
| JOEL-O'HARA | CINDY | TEACHERS - REGULAR | \$ 93,243 |
| JOHNSTON | JODI | TEACHERS - REGULAR | \$ 88,920 |
| KARATCHUK | JULIE | PRINCIPAL - ST. MALO SCHOOL | \$ 110,320 |
| KIRKNESS | SUZANNE | TEACHERS - REGULAR | \$ 89,472 |
| KIROUAC-FOUAD | MICHELLE | TEACHERS - REGULAR | \$ 93,160 |
| KLIPPENSTEIN | TAMMY | TEACHERS - REGULAR | \$ 89,749 |
| KODJA | JEAN-MARC | TEACHERS - REGULAR | \$ 79,925 |
| KOFFI | KOUAME OMER | TEACHERS - REGULAR | \$ 86,254 |
| KORNELSEN | BRENDA | TEACHERS - REGULAR | \$ 84,174 |
| KORNELSEN | TYLER | VICE-PRINCIPAL - ROSENORT | \$ 86,093 |
| KOSKIE | JACLYN | STUDENT SERVICES COORDINATOR | \$ 106,904 |
| KROEKER | ANDREW | TEACHERS - REGULAR | \$ 83,353 |
| KROEKER | LISA | TEACHERS - REGULAR | \$ 83,353 |
| KRYKEWICH | MICHAEL | TEACHERS - REGULAR | \$ 89,599 |
| KURLKO | STEPHANIE | TEACHERS - REGULAR | \$ 85,145 |
| LABOSSIÈRE-CLARK | NICOLE | TEACHERS - REGULAR | \$ 89,611 |
| LAFOURNAISE | TANIA | TEACHERS - REGULAR | \$ 89,733 |
| LAMOUREUX | RACHELLE | TEACHERS - REGULAR | \$ 89,084 |
| LAW | RACHELLE | TEACHERS - REGULAR | \$ 92,794 |
| LEE | PAMELA | PRINCIPAL - OAK BLUFF | \$ 95,634 |
| LEWIS | BARRY | TEACHERS - REGULAR | \$ 85,625 |
| LOEPP | INGRID | TEACHERS - REGULAR | \$ 93,041 |
| LOEWEN | JENNIFER | TEACHERS - REGULAR | \$ 95,876 |
| LOPEZ | ANTONIO | TEACHERS - REGULAR | \$ 89,275 |
| LOPEZ | CANDACE | TEACHERS - REGULAR | \$ 80,834 |
| LOXTON | RENEE | TEACHERS - REGULAR | \$ 92,794 |
| MAENDEL | PAUL | PRINCIPAL - ALBRIGHT SCHOOL | \$ 76,695 |
| MAHUSSIER | BRENNA | TEACHERS - REGULAR | \$ 78,651 |
| MANN | MARILYN | TEACHERS - REGULAR | \$ 87,226 |
| MARTENS | DONNA | TEACHERS - REGULAR | \$ 83,858 |
| MAYNARD | CARMEN | TEACHERS - REGULAR | \$ 84,314 |
| MCLAREN | HYLIN | TEACHERS - REGULAR | \$ 85,625 |
| MCMANUS | BRENDAN | TEACHERS - REGULAR | \$ 83,440 |
| MILNE | ALISON | TEACHERS - REGULAR | \$ 90,631 |
| MITCHELL | ALMA | SECRETARY TREASURER | \$ 87,626 |

Red River Valley School Division
Schedule of Compensation
For the Year Ended December 31, 2019

| Last Name | First Name | Position | Compensation (\$) |
|--------------|------------|-------------------------------------|-------------------|
| MONNEY | AMANDA | TEACHERS - REGULAR | \$ 80,361 |
| MONT | RACHAEL | TEACHERS - REGULAR | \$ 94,893 |
| MOORE | DANIEL | TEACHERS - REGULAR | \$ 83,422 |
| NIX | BRIDGET | TEACHERS - REGULAR | \$ 94,303 |
| O'CONNOR | ANNNDREA | TEACHERS - REGULAR | \$ 92,794 |
| OGILVIE | CANDY | TEACHERS - REGULAR | \$ 90,658 |
| OGILVIE | RYAN | VICE-PRINCIPAL - SANFORD COLLEGIATE | \$ 93,226 |
| OUIMET | LIANE | TEACHERS - REGULAR | \$ 93,115 |
| PASIECZKA | PHILIPPA | TEACHERS - REGULAR | \$ 93,243 |
| PETERS | KEITH | TEACHERS - REGULAR | \$ 80,696 |
| PETTY | DARREN | TEACHERS - REGULAR | \$ 77,674 |
| REIS | MONICA | TEACHERS - REGULAR | \$ 85,161 |
| RICARD | RICK | TEACHERS - REGULAR | \$ 80,268 |
| ROBERGE | SAMANTHA | TEACHERS - REGULAR | \$ 83,550 |
| SABOURIN | JANNINE | TEACHERS - REGULAR | \$ 93,243 |
| SANSOME | SAMANTHA | TEACHERS - REGULAR | \$ 89,643 |
| SARRASIN | DIANE | TEACHERS - REGULAR | \$ 85,145 |
| SCHARFENBERG | ARLIN | TEACHERS - REGULAR | \$ 97,965 |
| SCHETTLER | DALE | TEACHERS - REGULAR | \$ 93,923 |
| SIMONS | LAURA | TEACHERS - REGULAR | \$ 76,043 |
| SINNOCK | KELLI | TEACHERS - REGULAR | \$ 89,599 |
| SKOG | ANGELA | VICE-PRINCIPAL - MORRIS | \$ 95,613 |
| SKOG | DARREN | ASSISTANT SUPERINTENDENT | \$ 136,481 |
| SLOBODZIAN | DONNA | TEACHERS - REGULAR | \$ 89,318 |
| STEFANYSHYN | CARA | TEACHERS - REGULAR | \$ 93,742 |
| STEVENSON | KEVIN | TEACHERS - REGULAR | \$ 81,508 |
| STEVENSON | SHAWNA | TEACHERS - REGULAR | \$ 84,140 |
| SUFFIELD | DAVID | TEACHERS - REGULAR | \$ 83,353 |
| SUL | GAY | TEACHERS - REGULAR | \$ 94,521 |
| TETRAULT | CASSANDRA | TEACHERS - REGULAR | \$ 85,145 |
| THOMPSON | TRICIA | TEACHERS - REGULAR | \$ 87,226 |
| THOMSON | SCOTT | PRINCIPAL - J. A. CUDDY SCHOOL | \$ 99,233 |
| THORVALDSON | ADAM | TEACHERS - REGULAR | \$ 89,417 |
| TOEWS-LOPEZ | TAMARA | TEACHERS - REGULAR | \$ 87,226 |
| TORMEY | JENNIFER | TEACHERS - REGULAR | \$ 89,092 |
| TRAINER | KELLY | TEACHERS - REGULAR | \$ 93,922 |
| TRUDEL | DANIEL | TEACHERS - REGULAR | \$ 81,751 |
| VIEIRA | PAOLA | TEACHERS - REGULAR | \$ 93,021 |
| VOTH | VALORIE | TEACHERS - REGULAR | \$ 87,226 |
| WALDNER | JEREMIAH | PRINCIPAL - ROSENORT SCHOOL | \$ 105,860 |
| WARREN | MAUREEN | TEACHERS - REGULAR | \$ 92,781 |
| WATSON | MIKE | PRINCIPAL - MORRIS SCHOOL | \$ 115,516 |
| WIEBE | DENNIS | TECHNOLOGY COORDINATOR | \$ 83,353 |
| WIEBE | ROBIN | TEACHERS - REGULAR | \$ 93,413 |
| WUERCH | JODIE | TEACHERS - REGULAR | \$ 87,226 |
| YEATS | YVONNE | TEACHERS - REGULAR | \$ 79,306 |
| YESKE | SHANE | TEACHERS - REGULAR | \$ 88,241 |
| ZURBA | MICHAEL | TEACHERS - REGULAR | \$ 97,871 |

