

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

**Chignecto Central Regional Centre for  
Education**

**March 31, 2022**

**Chignecto Central Regional Centre for Education**  
**Statement of Compensation Required Pursuant to the Public**  
**Sector Compensation Disclosure Act**  
March 31, 2022

## **Contents**

	Page
Independent Auditor's Report	1
Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act	3
Notes to the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act	6



Tel: 902-444-5540  
Fax: 902-444-5539  
www.bdo.ca

BDO Canada LLP  
230 Brownlow Avenue  
Suite 120  
Dartmouth Nova Scotia B3B 0G5

---

## Independent Auditor's Report

---

To the Honorable Becky Druhan - Minister, Education and Early Childhood Development

### Opinion

We have audited the Schedule of Compensation (the Schedule) for Chignecto Central Regional Centre for Education (the Region) for the year ended March 31, 2022 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, 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 Schedule* section of our report. We are independent of the Region 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.

### Other Matter

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.

### Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the Region to meet the reporting requirements of the PSCD 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 financial reporting provisions in the PSCD 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 Region'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 Region'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.

Chartered Professional Accountants

Dartmouth, Nova Scotia  
June 28, 2022

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

March 31, 2022

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

**Employees**

For the year ended March 31, 2022, the following employees received compensation of \$100,000 or more:

<b>Name</b>	<b>Salary</b>	<b>Name</b>	<b>Salary</b>
ADAMS, GARY	\$ 174,875	COLLINSON, NORMA	\$ 104,775
ALI, MARY	103,950	CONRON, BERNADINE	107,291
ARBUCKLE, MARK	107,502	CORMIER, ERIN	113,840
ARMSTRONG, SCOTT	123,043	COURISH, JENNIFER	103,964
ARSENAULT, LEE	112,202	DEWAR, PATRICIA	112,028
AUCOIN, GUY	114,992	DICKIE, JOHN	108,843
BAILLIE, CARLA	105,841	DOYLE, NANCY	113,687
BARKER, STEPHEN	104,780	DUGUAY, STEPHANE	117,444
BATEMAN, SANDRA	101,819	FAHEY, EMILY	117,444
BEED, SHERRI	112,222	FERGUSON, LUCINDA	117,444
BENTHAM, ANDREA	103,616	FINDLAY, ANN	125,746
BICKERTON, TAMMY	104,242	FITZGERALD, DARRELL	108,028
BISHOP AMERO, HEATHER	114,007	FOLEY, TREVOR	104,612
BOERTJES, STEPHANIE	105,651	FORTUNE, MARK	105,294
BONNELL, KELLY	101,632	FOUGERE, KATHLEEN	113,467
BOSS, TASHA	102,169	FOX, TAMMY	122,733
BRAND BALIGNASAY, JANET	117,444	FRANCIS, ANDREW	118,824
BROWN, KELLY	122,682	FULTZ, STEPHEN	103,404
BRUNT, SHAWN	114,155	GALLANT, NANCY	105,335
BUCHANAN BAKER, CARMEN	106,259	GATTO, SIMON	118,325
CALLAGHAN, AARON	127,320	GAUTHIER, VALERIE	136,218
CALLAGHAN, KEAH	106,174	GLENN, CHRISTIE	102,560
CHISHOLM, KRISTI	105,159	GREEN, KAREN	112,552
CHISHOLM, WILLIAM	106,533	HARNISH, KEVIN	111,517
CLARKE, MATTHEW	109,985	HARTERY, LISA	117,444

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

March 31, 2022

<b>Name</b>	<b>Salary</b>	<b>Name</b>	<b>Salary</b>
HARVEY, CLINTON	\$ 108,281	MCCARRON, GLEN	\$ 102,245
HASLAM, KIMBERLY	101,143	MCCARRON, MICHELLE	105,834
HAZELTON, DAVID	121,743	MCDOWELL, ANGELA	109,260
HINGLEY, MARK	100,220	MCDOWELL, ROBERT BRUCE	108,843
HOLMES, BRIAN	112,168	MCINNIS, NATALIE	109,871
HORNE, CHRISTOPHER	100,570	MCNEIL WILSON, ALLISON	122,481
HORNE, PAULA	102,447	MILLER, BROOKE	100,595
HUME, KELLY	102,234	MITCHELL, KARLA	130,921
ISENOR, ROBIN	106,677	MORRIS QUINN, DAYLE	106,548
JANES PEDERSEN, HEATHER	122,836	MURRAY HAYDEN, KRISTA	100,479
JEWERS, WANDA	100,089	NELSON, ROBERT	101,425
KAULBACH, J WILLIAM	123,188	OAKLEY, CLINT	110,624
KENNEDY, TONI	107,636	O'LEARY, KARLA	107,305
KING TOWER, CHRISTOPHER	110,238	O'TOOLE, MATTHEW	120,130
KING, JOY	121,127	PARSONS, ANDREW	102,144
KNOL, TINA	110,397	PATRIQUIN, MARILYN	121,815
LANGILLE, DAWN	122,197	PAUL MARTIN, PATSY	108,636
LANGILLE, ROBERT	103,348	PETTIPAS, STARR	109,167
LERNER, OLGA	113,463	PEVERIL, MARK	122,216
LEWIS, LIA	101,749	PITTS, SHANE	104,776
LYNDS, FREDERICK	105,107	RAE CAMERON, STEPHANIE	109,332
MACDONALD, BLAIR	116,297	READ, ALISON	106,778
MACDONALD, SHAUN	109,658	REEVES, TAMMY	100,595
MACKINNON, LAUCHIE	101,102	RIOUX, KIRK	110,353
MACLEAN, ANN	117,444	ROCHON, PAULA	106,066
MACLEAN, SCOTT	106,958	RYAN, TERRY	101,707
MACPHERSON, CHAD	116,760	SADLER, MARGARET	106,809
MADDISON ALICK, SHEILA	107,028	SEARLE, LEANNE	119,430
MARTIN GOOGOO, MELODY	120,893	SLATER, ANN	115,902
MATTHEWS, SERENA	101,631	SPARKS, DOUGLAS	107,502

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

March 31, 2022

<b>Name</b>	<b>Salary</b>	<b>Name</b>	<b>Salary</b>
SPENCER, KELLY	\$ 104,552	TONER, RYAN	\$ 107,314
STACEY, LEE	117,656	TRENHOLM, ANGELA	100,935
STARRATT, DUANE	118,021	TURNER, CYNTHIA	123,481
STEEVES, HERBERT	134,961	VON KINTZEL, HEATHER	112,559
STEVENSON, MICHAEL	109,408	WALL, KIM	108,845
STEWART, EDWARD	100,515	WEATHERBEE, KATHY	120,423
STUBBERT, AARON	113,565	WELLS, KATHY	111,895
TAGGART, JESSI	114,586	WELLS, STEVEN	104,761
TAIT, KRISTA	104,886	WHELAN, SHARLENE	125,228
TAYLOR II, VERNON	119,989	WILKINSON, LOUISE	105,754
TETREAULT, KIMBERLY	106,370	ZWICKER, CHRISTOPHER	107,597
THOMPSON, GLENN	100,595		

Total compensation for all employees for the  
year ended March 31, 2022 \$ 184,770,175

\*Total expenses for all employees for the  
year ended March 31, 2022 \$ 1,494,988

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

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

March 31, 2022

---

## 1. Basis of Accounting

Section 3 of the Public Sector Compensation Disclosure Act of the Province of Nova Scotia, requires public sector bodies to publicly 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 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 auditors.

---

## 2. Compensation

Section 2(b) of the Act defines compensation as the total amount of 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.