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

South Shore Regional Centre for Education

March 31, 2025

Contents

Independent auditor's report

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

Opinion

We have audited the South Shore 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.

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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

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South Shore 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 South Shore Regional Centre for Education (i.e. cash basis of payment verses accrued compensation) to a person during the fiscal year.

Directors, Employees, Contractors and Consultants

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

Last Name	First Name	Total Compensation
ABRAMENKO	MARIJA	115,802.13
ALLERY	HAYLEY	101,524.70
AMIRO	RUTH	129,624.20
ANDREWS	ANGELA S	105,978.04
ANDREWS	LAURIE	103,994.70
ARCHIBALD	EMILY	121,205.73
ARSENAULT	CINDY	120,041.07
BAKER	LISA	101,524.68
BAKER	PAULA ANNE	121,351.08
BAKER	SARAH	125,160.23
BARCLAY	ALEXANDRA	103,622.23
BARKER	KELLY	101,524.73
BELL RICHARDS	ROBYN	105,928.68
BENOIT CAINES	SASHA	107,863.87
BERRIGAN	JANE	120,568.97
BIRD	CONNIE	114,777.08
BIRD	MITCHELL	113,796.97
BISHOP	STEVEN	101,524.72
BOURGEOIS	JULIE	105,391.54
BOUTILIER	KRISTY	101,524.72
BOWER	CHRISTINA	100,030.39
BOWERS	SANDRA	107,819.42
BREAUGH	MARC	107,819.41
BRENNAN	JANINE	101,524.64
BREWSTER	BRENDA	107,819.37
BRITTAIN	TANYA MARIE	101,524.68
BROADBENT	ELIZABETH	101,524.69
BROGAN	KELLY	101,472.65
BROWN	BRENDA	101,524.63
BUFFETT	CARRIE	101,524.68
BURGESS	DENISE	120,754.54
BURKE	ANGELA	107,819.43
BURRIDGE	C ELIZABETH	114,777.07
BURRIS	CHRISTOPHER	115,085.00
BUTT	BYRON	114,777.02
CALWAY	EVELYN	100,165.17
CAMERON KLUGE	SYLVIA	101,524.73
CANNON	BRODY	107,296.56
CHANDLER	JULIE	101,524.75
CHAPMAN	MICHAEL	101,524.68
CHAPUT	COLIN	105,553.59
CHIASSON	JONATHAN R	101,524.65
CLENDENNING	BENJAMIN	101,524.70
COMEAU	IAN DAVID	101,524.69
COMEAU	J TRACY	101,524.72
CONFIANT	CARLA	101,524.75
CONKLIN	PATTI	102,013.43
CONRAD	ANDREA	107,819.41
CONRAD	CHRISTA E	101,524.69
CONRAD	SHERRENE	110,287.79
COOK	STEPHANIE	101,524.67
COOKSLEY	KELLY	101,420.72
CORKUM	CHANTEL	101,524.64
CORKUM	ELIZABETH	102,696.22
CORKUM	IAN	107,819.48
CORKUM	JESSICA	107,819.42
CORKUM OICKLE	BOBBI JO	102,325.83
CROUSE	DENISE	119,978.64
CROZIER	VICTORIA	130,011.24
CUMMINGS	BRIAN	100,980.35
CURRIE	MARK A	101,524.68
DALCOURT	GREGORY	113,797.05
DARNELL	VIDA	107,819.41
DAVIDSON	ANDREA	107,876.90
DAVIDSON ENO	SELENA	113,796.93
DEAMOND	VICKI	101,524.64
DEIGHTON	LORNA	101,524.66
DELORY	SHEILA A	108,482.41
DEMONE	RYAN	107,819.38
DEMONE	TRISHA	130,761.97
DEXTER	JAMES	131,810.79
DONAT	OWEN	101,524.74
DORNAN	JANET	119,103.38
DOUCETTE	JOHN	131,351.28
D'SOUZA	CYNTHIA	101,524.69
DUGGAN	MATTHEW	101,524.71
DUNN	ERIN	111,031.63
DUNN	JEREMY	100,255.30
EASON	LAMAR	139,823.29
EISNOR	ANTHONY	101,524.94
EISNOR	CORINNE MERT	101,524.68
ELLIOTT	BERNADINE	112,605.85

South Shore Regional Centre for Education
Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act
March 31, 2025

Last Name	First Name	Total Compensation	Last Name	First Name	Total Compensation
ELLIOTT	PAUL	113,797.01	JOHNSTON	GRANT	101,524.67
ENO	SHANE	101,524.68	JOHNSTON	KATRINA	101,256.87
EVANS	MENA (MARY)	107,819.41	JOHNSTON	MELANIE	101,524.73
FANCY LANDRY	JESSICA	111,423.66	JOUDREY	ERIN	107,977.48
FEENER	SHAWN	112,641.84	JOUDREY	TIFFANY	141,895.67
FELLS	KENNETH	124,130.20	JUDGE	BRADLEY	113,710.27
FERGUSON	LYNN	130,624.59	KAULBACK	CHRISTOPHER	107,819.38
FISHER	AMANDA	101,524.73	KEEFE	KERRY	107,819.41
FISK	REBECCA	101,524.72	KEITH	JOANNA	101,032.37
FRAMP	CHRIS	101,524.71	KELLY	EDWIN	113,767.76
FRANCIS	MICHAEL	113,796.95	KELLY	TERRA LEE	101,524.70
FRASER	MONICA	107,819.40	KENDALL	TREVOR	100,640.18
FREDERICKS	CRYSTAL	101,760.73	KENT	IAN	101,524.33
GATES	SARAH	101,524.74	KING	CHELSEA	101,736.94
GAUDET	TAMMY LYNN	107,764.24	KING	GRAHAM	101,524.65
GERHARDT	GRETCHEN	130,761.98	KIRK	SHAUN	107,819.42
GILLEN	ANDREW	101,524.70	KNICKLE	NORAH	107,819.42
GLADWIN	ANGELA	156,593.82	KOSIBA	STACEY	113,797.01
GOSLING	NICOLE	101,716.07	KOWALYK	CINDY	113,796.99
GOURLEY	ALEXANDER	101,524.66	LALIBERTE	LEE	111,645.17
GRAHAM	JANNA	115,841.19	LANDRY	JENNIFER	101,524.67
GRAVELINE	JENNIFER	102,281.03	LANGFORD	JENNIFER	111,645.10
GREGORY	KARLA	101,524.72	LANGLEY	BEVERLEY R	113,796.93
GRIFFITHS	L CHARLOTTE	100,109.21	LANIGAN	NICOLE	101,524.66
GRIFFITHS	VIVIANNE	101,524.69	LATHROP	RACHEL	101,524.64
HALL	JEFFREY	101,524.63	LEBLANC	CLAUDINE	101,524.85
HALL	KENDRA	101,524.67	LEECO GRIFFITH	GLENNA	101,524.81
HALLETT	ADAM	101,524.72	LEMIRE	JENNIFER	126,478.55
HARLOW	DEANNA	101,524.65	LEUSCHNER	ADAM	107,819.40
HAUGHN	JULIE	107,819.41	LEUSCHNER	JILL	101,524.70
HAUGHN	JULIETTE	101,446.54	LEVY	ALISON	101,524.66
HAUGHN FANCY	SARAH	107,819.41	LEVY PEVERELLE	JILLIAN	101,524.73
HAZELTON	ROBERT	107,296.56	LOVELL	STACY	106,409.97
HENWOOD	VANESSA	107,296.55	LOVETT	ALICIA	130,432.76
HIMMELMAN	ANDREW	107,819.41	LUTLEY	MARIA	101,524.69
HINDLE	PETER	105,553.59	MACDONALD	ADAM	101,524.73
HOPKINS	AMY	101,524.67	MACDONALD	JOSEPH	120,754.57
HOWLETT	MICHAEL	101,524.71	MACKENZIE	MICHAEL	101,524.62
HUGHES	CAROL	120,754.52	MACKINNON	HEATHER	101,524.66
HUNT	STEPHANIE	101,498.77	MACKINNON	SHERI	105,553.59
HUSKILSON	HILARY	113,796.94	MACLEOD	KATIE	101,524.70
INNESS	ANDREA	101,691.11	MACMILLAN MACDONALD	DIANNA	120,754.60
JACKSON	MARTHA	102,538.07	MACNEIL	CHRISTINA	101,015.12
JASKOWIAK	KAJETAN	108,352.87	MACPHEE	CHAD	101,524.73
JEFFREY	NICHOLAS P	101,524.72	MACPHEE	LINDA	101,524.69
JENSON	SARAH	106,750.85	MADER	TRISHA	101,524.65
JOHNSON	STEPHEN	137,848.56	MALCOLM	LESLIE	101,524.68

South Shore Regional Centre for Education
Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act
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Last Name	First Name	Total Compensation
MARSHALL	GEOFFREY	107,819.42
MARSHALL	GRAHAM	104,290.77
MARTIN	SANDRA	107,819.40
MASON	JAMIE	106,250.85
MASON	JULIE	101,524.73
MAYO	KIMBERLY	101,524.66
MCCARTHY	CHRISTINE	101,524.74
MCCURDY	LARA	106,904.22
MCDOW	E DEAN	113,796.93
MCDOW	KRISTA	107,819.40
MCGILL	STEVEN	134,182.72
MCKEAN	DENISE	107,819.41
MCMULLEN	JENNIFER	130,882.60
MESSENGER	TROY	101,524.68
MILLER	JONATHAN	120,152.36
MILLER	SCOTT	117,483.63
MILLETT	CINDY	113,796.96
MILLETT	PETER	101,524.65
MITCHELL	F SANDRA	107,819.45
MONAHAN	ERRIN	108,300.81
MONAHAN	EVAN	116,284.79
MOORE	DARCIE	107,819.41
MOORE	KATHERINE R	101,524.68
MORASH	MATTHEW	101,524.69
MOSHER	STEPHANIE	101,032.42
MOULE	JULIA	101,524.66
MUIR	ALLAN	113,975.13
MUIR	ERIKA	113,797.09
MULDER	TRACEY	125,160.21
MUNRO	KRYSTAL	101,524.70
MURPHY LANGFORD	COURTNEY	101,524.73
NAUGLER	DEVAN	101,524.67
NAUSS DONAT	MEGHAN	102,659.89
NEAVES	KYLE	114,861.88
NICKERSON	PAUL	120,981.08
NODDING	JEFF	101,524.65
NOEL	CARRIE	107,819.42
NOWE	DEREK	107,819.50
OESTEBO	KELLI JEANE	101,524.74
O'HEARON	MICHAEL	101,524.67
OLSON	CORINNE	101,524.65
ORMAN	KRISTA	101,155.72
PEARL	DAWN	101,015.17
PERRY	JEAN	101,524.69
POWER	BERTON E	107,819.43
PULSIFER	HEATHER	101,524.71
RAFUSE	ISAAC	101,524.67
RAMSAY	ERIN	107,819.41
RAWDING	DEANNA	136,997.17
RAWDING	RODNEY A	107,819.50
RAWDING	SCOTT	101,552.34
ROACHE	JESSICA	101,524.77
ROBERTS	CORBY	101,524.60
ROBINSON	MIRANDA	100,989.09
ROMKEY	CHARMAINE	158,569.24
ROY	EMILY	101,032.39
SAWLER	MEGAN	114,834.60
SCOTT	ANGELA	107,819.42
SCOTT	GREG	101,524.88
SELIG	ANDREW	138,649.64
SHAW	CATHERINE	126,478.95
SHEFFIELD	ALISON	101,524.73
SINGER	NATHAN	100,165.21
SLAUENWHITE	MICHELLE	105,553.51
SMART	NATHAN	105,553.50
SMART	REBECCA	108,110.18
SMITH	CHERA	107,122.98
SMITH	ELLENOR	103,091.29
SMITH	FRANCINE	116,148.16
SMITH	KAITLYN	111,839.98
SNOW	BRIAN	101,524.69
SOARES	STACEY	125,289.25
SOLLOWS	HEATHER	101,524.70
SPENCER	BARRY D	101,032.37
SPENCER	DIANE	130,432.64
SPENCER WEARE	JENNIFER	101,472.75
SPERRY	RYAN	102,489.79
SPINDLER	SANDY	101,524.76
SPRAGUE	CANDACE	105,553.51
STEAD	JENNIFER	111,645.13
STEWART	ANDREW	101,015.07
STEWART	ANGELA	130,432.73
STEWART	CERI ANN	101,524.72
STEWART	MARINA	108,670.11
STEWART	TERRY	123,156.50
STORM	MAI LING	113,796.99
STRONG	CAMERON	107,819.40
STRONG	EMILY	101,524.68
STRUM	MELINDA	101,524.64
STUART	AMANDA	104,584.55
STYMIEST TATCHELL	SHANNON	101,524.69
SURETTE	GARREN	101,524.69
SUTTON	MELANIE	100,931.18
SYLVESTER	JEFFREY	139,823.27

South Shore Regional Centre for Education
Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

March 31, 2025

Last Name	First Name	Total Compensation	Last Name	First Name	Total Compensation
SYMES	TODD	136,997.28	WATERMAN	CHRISTOPHER	101,420.86
THOMAS	EDWARD JAY	125,160.24	WELCH	ADRIENNE	101,524.67
THOMAS	ETHAN	105,553.48	WELSFORD	LINDSAY	108,482.42
THORBURN	STACY	132,656.15	WENTZELL	ANN	132,758.27
THORBURNE	CRYSTAL	101,524.68	WENTZELL	AUDREY CHRIS	107,819.43
TIBERT	KIMBERLEY	101,524.66	WENTZELL	JULIE	101,524.68
TRUDEAU	CYNTHIA	116,285.10	WENTZELL	MARGO	100,540.05
TUTTY	JOHN JEFFERY	105,553.55	WENTZELL	SELENA D	105,553.55
TUTTY	SARAH ANN	105,553.56	WHEATLEY	KATELYN	101,524.71
UHLMAN	JENNIFER	107,819.38	WHITE	DAVID	101,524.67
UMLAH	SARAH	107,819.42	WHITEHOUSE	LAURA	101,892.08
VANDEMOORTELE	DAVID A	113,796.97	WHYNOT	AMY DAWN	101,524.71
VANDERTOORN	JILLIAN LYNN	107,819.41	WHYNOT	JOSH	101,524.71
VANDERWAL	JEFFREY	101,524.64	WILKINS	LINDSAY	136,997.68
VEINOT	ELSA	113,796.93	WILKINS	RUTH	126,478.59
VEINOTTE	BONNIE	101,524.68	WILLMAN	MELISSA	122,584.04
VEINOTTE FROWD	TANYA	118,602.70	WILSON	LAURA	105,371.56
WADE	KORY	119,392.71	WILSON	MICHAEL	101,524.70
WADE	MARTINE	107,819.40	WISSLER	CHRISTINA	101,524.73
WALKER	MEGAN	107,819.37	WOLFE	MORGAN	106,460.89
WALSH	SHELLEY	107,819.43	WOOD	JASON	101,524.75
WAMBOLDT	NICOLE	101,524.71	WOODFORD COLLINS	ELIZABETH	131,810.86
WARDELL	PATRICK	101,524.42	WOODWORTH	CARMEN	107,885.98

Total Compensation for Employees **87,805,470.07**

Expenses paid to Employees

For the year ended Mar-31-25, the following represents the total amount of expenses reimbursed to employees:

Total Expenses for all Employees **1,191,353.26**

South Shore Regional Centre for Education
Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

March 31, 2025

1 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, employees, contractors, and consultants.

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

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

(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.