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BDO Canada LLP
700 - 200 Graham Avenue
Winnipeg MB R3C 4L5 Canada

Mr. Allen Leiman, Secretary-Treasurer
Interlake School Division
192 2nd Avenue North
Stonewall, Manitoba
R0C 2Z0

June 5, 2020
Subject The Public Sector Compensation Disclosure Act

Dear Sir

We have completed the audit of the Schedule of Compensation prepared in accordance with The Public Sector Compensation Disclosure Act for the period of January 1, 2019 to December 31, 2019. We are pleased to enclose three copies of our auditors' report and your school division's Schedule of Compensation. Please forward a copy of our auditors' report and your school division's Schedule of Compensation to Mrs. Lynne Mavins at the Schools' Finance Branch by June 30, 2020.

We wish to thank you for the co-operation and assistance we received during the audit. If you have any questions or concerns, please feel free to contact us at your convenience.

Yours truly

A handwritten signature in black ink, appearing to read 'J. Maccès', written in a cursive style.

Johan Maccès, CPA, CA
Partner
BDO Canada LLP
Chartered Professional Accountants

JM/cs

encl



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BDO Canada LLP
700 - 200 Graham Avenue
Winnipeg MB R3C 4L5 Canada

Independent Auditor's Report Schedule of Compensation Disclosure

To the Board of Trustees
Interlake School Division

Opinion

We have audited the Schedule of Compensation (the "Schedule") of Interlake 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 4, 2020

MARGARET WARD
Superintendent/CEO

TYLER MORAN
Assistant Superintendent



AL LEIMAN
Secretary-Treasurer

"Preparing Today's Learner for Tomorrow"

**INTERLAKE SCHOOL DIVISION
BILL 57 DISCLOSURE**

EMPLOYEE Surname	POSITION	POSITION	
Anderson	Kimberly	92,095.12	TEACHER
Anderson	Sheila	84,214.00	TEACHER
Avgeropoulos	Michelle	85,971.00	TEACHER
Baldwin	Bryce	103,620.37	SCHOOL VICE-PRINCIPAL
Baldwin	Monica	91,376.12	TEACHER
Banasiak	Monique	90,742.80	TEACHER
Bartholomew	Dawn	84,537.01	TEACHER
Benson	Leanne	92,968.10	TEACHER
Betker	Carla	86,390.16	PSYCHOLOGIST
Bilenki Gervais	Brandy	84,636.59	TEACHER
Blackwood	John	84,677.89	TEACHER
Blahut	Myles	107,452.08	SCHOOL PRINCIPAL
Block	Michael	84,072.21	TEACHER
Bock	John	100,957.68	PROGRAM SUPPORT COORDINATOR
Bodnarus	Marlene	96,356.96	TEACHER
Braunstein	Julie	81,033.24	TEACHER
Brewster	Rebecca	80,028.72	TEACHER
Brunel	Carla	89,719.44	TEACHER
Brzuskiwicz	Vicky	86,800.53	SOCIAL WORKER
Buchan	Donna	84,072.21	TEACHER
Busch	Lori-Anne	93,325.92	TEACHER
Campbell	Shayne	85,702.98	TEACHER
Cassidy	Martha	96,828.41	TEACHER
Cassils	Jason	117,967.44	SCHOOL PRINCIPAL
Charlton	Jennifer	86,866.80	TEACHER
Chrusch	Scott	92,125.68	TEACHER
Cloud	Edward	89,331.01	TEACHER
Comeau	Terry	90,659.12	TEACHER
Comeault	Rene	95,604.11	TEACHER
Comte	Shannon	92,125.68	TEACHER
Conger Morrison	Monica	92,125.68	TEACHER
Conway	Carli	75,255.12	TEACHER
Conway	Shawna	84,072.21	TEACHER
Coolidge	Nadine	95,839.71	TEACHER
Cornwell	Anthony	83,183.79	MAINTENANCE SUPERVISOR

MARGARET WARD
Superintendent/CEO

TYLER MORAN
Assistant Superintendent



AL LEIMAN
Secretary-Treasurer

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INTERLAKE SCHOOL DIVISION
BILL 57 DISCLOSURE

EMPLOYEE Surname		POSITION	POSITION
Crow	Christie	99,680.50	SCHOOL PRINCIPAL
Daigneault	Joanne	84,006.33	TEACHER
Darragh	Brooke	91,240.72	TEACHER
Darragh	Jason	101,995.81	SCHOOL VICE-PRINCIPAL
De Gagne	Danielle	88,934.76	SOCIAL WORKER
Degroot	Julie	82,604.49	OCCUPATION THERAPIST
Deline	Kimberly	89,331.01	TEACHER
Demers	Bryna	88,689.52	TEACHER
Desjardins	Christine	78,867.52	TEACHER
Dion	Amanda	79,019.84	TEACHER
Eisnor Sanche	Heather	90,214.21	TEACHER
Eluik-Prins	Tanya	92,125.68	TEACHER
Enns	Harold	86,866.80	TEACHER
Epp	Sascha	101,723.89	SCHOOL VICE-PRINCIPAL
Fenske	Dawn	106,984.13	SCHOOL PRINCIPAL
Fenske	Erin	89,331.01	TEACHER
Fielder	David	99,911.62	TEACHER
Findlay	Randi	77,943.94	TEACHER
Friesen	Larissa	78,079.57	SOCIAL WORKER
Fuerst	Leslie	95,230.56	TEACHER
Gabel	Randy	94,524.53	TEACHER
Gamble	Christopher	113,822.24	SCHOOL PRINCIPAL
George	Susan	89,795.81	TEACHER
Good	Rebecca	78,395.54	TEACHER
Gregovski	Daniel	84,190.49	TEACHER
Grieve	Curtis	84,114.05	TEACHER
Hadfield	Sarah	100,268.82	SCHOOL PRINCIPAL
Hannah	Susan	89,795.81	TEACHER
Harrison	Joshua	85,182.88	TEACHER
Harvie	Edwin	122,131.49	SCHOOL PRINCIPAL
Hnatuk	Mark	86,866.80	TEACHER
Holcd	Jacqueline	84,072.21	TEACHER
Hume	Robert	83,215.31	INFORMATION TECHNOLOGY MANAGER
Hunnam	Erin	88,391.33	TEACHER
Ivany	Morag	79,924.47	TEACHER
Jack	Lindsey	83,482.94	TEACHER

MARGARET WARD
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TYLER MORAN
Assistant Superintendent



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**INTERLAKE SCHOOL DIVISION
BILL 57 DISCLOSURE**

EMPLOYEE Surname	POSITION	POSITION	
Janzen Tetrault	Heather	92,819.81	TEACHER
Jensen	Heather	88,734.24	TEACHER
Johnson	Corinne	93,902.53	TEACHER
Johnson	Warren	94,367.33	TEACHER
Karpinsky	Leigh	84,072.21	TEACHER
Kaur	Sandeep	75,586.25	TEACHER
Kerelchuk	Kimberly	96,008.12	TEACHER
Kiel	Laverne	98,017.17	SCHOOL VICE-PRINCIPAL
Klassen	Karen	93,902.53	BEHAVIOUR LEAD TEACHER
Klassen	Tracey	85,702.98	TEACHER
Kler	Paula	89,415.46	TEACHER
Knight	Colleen	94,058.85	TEACHER
Kooning	Cheryl	85,542.56	TEACHER
Kooning	John	95,993.33	TEACHER
Kurnell	Joyce	75,806.72	TEACHER
Kutcher	Ashley	82,342.26	TEACHER
Ladyka	Helen	86,866.80	TEACHER
Lawson	Mark	98,495.78	SCHOOL PRINCIPAL
Ledochowski	Rodney	87,002.97	TEACHER
Ledochowski	Ross	96,858.16	TEACHER
Lee	Tim	106,878.96	SCHOOL PRINCIPAL
Leiman	Allen	160,879.68	SECRETARY-TREASURER
Leschyson	Brent	95,533.14	TEACHER
Levesque	Jeff	108,701.81	SCHOOL VICE-PRINCIPAL
Loewen	Stephanie	76,850.64	TEACHER
Loochuk	Donna	92,125.68	TEACHER
Loochuk	John	97,360.05	SCHOOL VICE-PRINCIPAL
Lothian	Rebeckah	84,448.64	TEACHER
Lowry	Chelsey	83,965.97	TEACHER
MacDuff	Arlene	93,902.53	TEACHER
Magnan	Paul	115,327.49	SCHOOL PRINCIPAL
Margetts	Ryan	91,262.21	TEACHER
Martin	Sean	90,961.62	TEACHER
McAuley	Holly	90,659.12	TEACHER
McCluskey	Chris	89,331.01	TEACHER
McCurdy	Kristin	87,011.60	TEACHER

MARGARET WARD
Superintendent/CEO

TYLER MORAN
Assistant Superintendent



AL LEIMAN
Secretary-Treasurer

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**INTERLAKE SCHOOL DIVISION
BILL 57 DISCLOSURE**

EMPLOYEE Surname	POSITION	POSITION
McInnis Ashley	90,797.41	TEACHER
McLean Carter	89,378.81	TEACHER
McMurtry Scott	89,342.58	TEACHER
McNaughton Belinda	97,560.16	SCHOOL PRINCIPAL
McTavish John	94,022.03	TEACHER
Medeiros Natalie	91,885.48	TEACHER
Meier Chelsea	86,934.77	TEACHER
Milbrandt Claudine	75,931.25	TEACHER
Millar Sandra	96,696.96	TEACHER
Mittermayr Victoria	95,533.14	SPEECH LANGUAGE PATHOLOGIST
Moldowan Vhana	86,924.93	TEACHER
Mooney Blair	75,423.52	TEACHER
Moran Tyler Allan	129,034.99	ASSISTANT SUPERINTENDENT
Mousseau Melanie	110,192.35	HR/ASSISTANT SECRETARY-TREASURER
Murray Lorraine	90,961.62	TEACHER
Nickel Maria	90,062.89	TEACHER
Nishi Owen	92,125.68	TEACHER
Nixon Kyle	89,894.21	TEACHER
Obach Kendra	81,628.13	TEACHER
Oliver Tyler	104,109.92	SCHOOL VICE-PRINCIPAL
Olson Bill	89,411.50	TEACHER
Olson Darcy	86,866.80	TEACHER
Osnach Terry	93,890.39	TEACHER
Oughton Loehmer Laurie	87,726.72	TEACHER
Page Samantha	81,613.90	TEACHER
Palmer Lori	84,537.01	TEACHER
Pawluk Lisa	86,866.80	TEACHER
Perrella Laura	101,918.93	SCHOOL PRINCIPAL
Peters Christine	85,508.21	TEACHER
Philippot Lesley	84,072.21	TEACHER
Phill Brittany	75,558.45	TEACHER
Pleskach Cathy	90,961.62	TEACHER
Ponask Stacy	82,317.13	TEACHER
Procter Michelle	110,427.17	STUDENT SERVICES ADMINISTRATOR
Procter Tracy	89,331.01	TEACHER
Proctor Lorelee	84,537.01	TEACHER

MARGARET WARD
Superintendent/CEO

TYLER MORAN
Assistant Superintendent



AL LEIMAN
Secretary-Treasurer

"Preparing Today's Learner for Tomorrow"

**INTERLAKE SCHOOL DIVISION
BILL 57 DISCLOSURE**

EMPLOYEE Surname	POSITION	POSITION	
Rankine	David	90,961.62	TEACHER
Rapke	Kelly	89,795.81	TEACHER
Reeb	Heidi	87,010.98	TEACHER
Reimer	Jocelyn	96,696.96	TEACHER
Riddell	Michelle	89,331.01	TEACHER
Romanyszyn	Tara	95,533.14	SPEECH LANGUAGE PATHOLOGIST
Ross	Greg	124,971.00	SCHOOL PRINCIPAL
Rukhra	Jennifer	92,167.52	TEACHER
Safiniuk	Mia	101,576.73	TEACHER
Schoofs	Michael	92,125.68	TEACHER
Schutz	Andrea	92,312.58	TEACHER
Shinnie	Maria	84,168.33	TEACHER
Shulha	Samantha	81,433.32	TEACHER
Simcoe	Kathleen	84,272.61	TEACHER
Smith	Kristin	92,433.41	TEACHER
Sonnenberg	Joanne	96,436.14	TEACHER
Soutter	Melissa	85,562.69	TEACHER
Steeves	Christy	84,537.01	TEACHER
Stepaniuk	Jodi	92,125.68	TEACHER
Stevenson	Janice	86,866.80	TEACHER
Stewart	Sherry	92,125.68	TEACHER
Studler	Jennifer	84,333.25	TEACHER
Sturgeon	Lindsey	90,961.62	TEACHER
Szilagyi	Judy	84,677.89	TEACHER
Tait	Stacie	81,768.98	TEACHER
Tesluck	Cassarah	89,331.01	TEACHER
Thiessen	Jaret	75,170.35	TRANSPORTATION SUPERVISOR
Timmermann	Jaime	89,471.13	TEACHER
Trombo	Debra	90,993.66	TEACHER
Trotter	Richard	94,367.33	TEACHER
Tully	Lori	91,113.30	TEACHER
Van den Bussche	Colleen	87,063.98	TEACHER
Voth	Colleen	89,331.01	TEACHER
Wadge	Aileen	85,538.61	TEACHER
Wall	Derrick	92,125.68	TEACHER
Ward	Margaret	161,833.85	SUPERINTENDENT

MARGARET WARD
Superintendent/CEO

TYLER MORAN
Assistant Superintendent



AL LEIMAN
Secretary-Treasurer

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**INTERLAKE SCHOOL DIVISION
BILL 57 DISCLOSURE**

<u>EMPLOYEE Surname</u>		<u>POSITION</u>	<u>POSITION</u>
Willey	Kari	93,845.36	TEACHER
Williamson Crockatt	Patricia	97,186.08	SCHOOL PRINCIPAL
Woods	Joanne	86,866.80	TEACHER
Wutke Lambourne	Lori	92,125.68	TEACHER
Young	Heidi	92,281.03	TEACHER
Young	Susan	92,125.68	TEACHER

MARGARET WARD
Superintendent/CEO

TYLER MORAN
Assistant Superintendent



AL LEIMAN
Secretary-Treasurer

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**INTERLAKE SCHOOL DIVISION
BILL 57 DISCLOSURE**

EMPLOYEE Surname

BRAD
CAMPBELL
COOK
FREDERICKSON
HUEGING
SCHINDLE
YABLONSKI

CINDY
ALAN
SALLY
FRANCES
JOHANN
VICTORIA
BRIDGET

POSITION

10,822.70
13,242.44
13,010.12
13,726.54
11,067.70
11,527.70
10,782.70

POSITION

ELECTED OFFICIAL
ELECTED OFFICIAL
ELECTED OFFICIAL
ELECTED OFFICIAL
ELECTED OFFICIAL
ELECTED OFFICIAL
ELECTED OFFICIAL

**Interlake School Division
Note to 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 Division 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.