



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

Tri-County Regional Centre for Education

March 31, 2023

Independent auditor's report

Grant Thornton LLP
4th Floor Dawson Centre
197 Dufferin Street
Bridgewater, NS
B4V 2G9
T +1 902 543 8115
F +1 902 543 7707

Honourable Becky Druhan - 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, 2023, 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, 2023 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.

The logo for Grant Thornton LLP, featuring the company name in a stylized, cursive script font.

Bridgewater, Canada
June 22, 2023

Chartered Professional Accountants

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

March 31, 2023

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, 2023, the following directors and employees received compensation of \$100,000 or more:

Last Name	First Name	Total Compensation
ALDRED	ADAM	113,236.70
BREEN	MARY	119,683.74
BUCKLAND	DAVID	119,510.96
CAMERON	PHOEBE	102,178.26
CHISHOLM	ADAM	102,896.41
COGGINS	CLAUDINE	103,500.68
COMEAU	ROBERT	101,503.17
COMEAU	TRUDY	107,703.63
COTTREAU	AMY	102,917.38
CROSBY	CRAIG	116,639.03
CUNNINGHAM	LESLIE	101,503.23
DEASE	JULIAN	122,678.57
D'ENTREMONT	COLLEEN	119,511.01
D'ENTREMONT	JOELLE	101,503.23
DESJARDINS	JOSEE	101,503.23
DEVEAU	LIETTE	118,158.49
DOUCETTE	MIREILLE	102,377.22
ETTINGER	JONATHAN	119,264.72
FITZGERALD	LARRY	104,766.20
GAUDET	TERRY	111,977.25
GOBIEN	KEVIN	107,856.80
GOREHAM SMITH	ALETHIA	105,874.83
GOULDEN	TARA	110,728.75
HARLOW	JENNIFER	101,503.21
HART	KATHY	113,901.65
HIMMELMAN	PETER	101,503.21
KEDDY	JULIE	105,394.13
KENNEY	SEAN	126,083.36
LANDRY	DWAYNE	111,776.92
LEBLANC	GENNA	139,795.53
LESSER	DEREK	124,837.71
MACALPINE	BYRON	110,897.00
MACDONALD	CHRISTIE	116,896.64
MACDONALD	RYAN	124,837.67
MACLEAY	LORI	101,503.21
MCNUTT	JANECE	136,708.36
MORGAN	ROBERT	102,761.50
MUISE	RENEE	101,848.46
MURPHY	JASON	119,511.03
NIELSEN	SARAH	101,503.20
OLIVER	JUSTIN	100,251.50
PHILLIP	DAVID	104,750.03
PIERCE	JORDAN	107,844.39
POTHIER	TRACEY	124,837.63
PURDY	JARED	141,667.23
RANKIN	JEFFREY	114,963.28
REARDON	ROBERTA	114,505.96
SAMMS	JENNIFER	119,511.02
STEEVES	CHERYL	105,337.66
STEPHENSON	GLENYS	101,503.22
STUART	ANTHONY	106,775.03
SURETTE	NICOLE	101,427.44
TALBOT	MICHELLE	102,552.58
THIBAUT	JENNIFER	101,160.13
THOMPSON	RAQUEL	124,862.58
TUFTS	DEBORAH	101,503.18
WALKER	DEBORAH	101,503.20
WALKER	NANCY	112,494.23
WALLACE	TODD	124,837.65
WHITE	MATTHEW	102,202.17
WHITE	ELIZABETH	102,890.29

Total Compensation for all employees 68,167,524

Expenses paid to Employees

For the year ended March 31, 2023, the following represents the total amount of expenses reimbursed to directors and employees:

Total Expenses for all employees 1,182,013 *

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

See accompanying notes to the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

Tri-County Regional Centre for Education
Statement of Compensation Required Pursuant to the Public Sector
Compensation Disclosure Act
March 31, 2023

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.