

Assiniboine Community College
2023 Compensation of \$85,000 or More
Public Sector Compensation Disclosure Act (Bill 57)
For the Year Ended December 31, 2023



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Independent Auditor's Report

To the Board of Directors of Assiniboine Community College

Opinion

We have audited the Schedule of Compensation (the Schedule) of Assiniboine Community College (the Entity) for the year ended December 31, 2023 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 Entity 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 and Restriction on Distribution and Use

We draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the Entity to meet the reporting requirements of the Act referred to above. As a result, the Schedule may not be suitable for another purpose. Our report is intended solely for the Directors of the Entity and should not be distributed to or used by parties other than the Directors of the Entity. 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 Entity'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 Entity'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

Brandon, Manitoba
April 16, 2024

Note 1 - 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 are listed below.

- a) Chairperson of the Board of Directors (over \$85,000) \$Nil
- b) Aggregate compensation of all Board Members \$Nil
- c) Compensation of Officers and Employees over \$85,000

Assiniboine Community College

Bill 57 Compensation January to December 2023

The compensation paid to the following employees include salaries and allowances, overtime payments, retirement and severance payments, lump sum payments and vacation payouts.

Taxable benefits and bursaries are also included.

Name	Position	Compensation
Adriaansen, Danielle	Vice-President, Enrolment	166,559.03
Alders, Ken	Instructor	96,101.98
Andrews, Lynn	Student Accessibility Coordinator	99,322.82
Andries, Jason	Education Technology Specialist	88,156.23
Atamanchuk, Trevor	Instructor	95,923.12
Ayirebi, Shirley	Chairperson, Health	120,944.42
Baker, Richard	Instructor	96,092.57
Bauman, Craig	IT Service Desk and Project Coordinator	91,169.62
Bispham, Jacklin	Instructor	100,296.85
Blackbird, Charles	Program Coordinator	85,863.91
Bodnaryk, Karen	Instructor	95,747.25
Bootsman, Colleen	Instructor	98,872.20
Brichon, Shannon	Chief Financial Officer	154,691.46
Bridge, Anne	Student Advisor	110,376.87
Brotherston, Robert	Instructor	96,092.63
Bryant, Cheryl	Instructor	91,072.81
Budiwski, Chris	Chairperson, Agriculture & Environment	121,820.94
Burch, Jennalee	Coordinator, Co-op Placements	93,215.45
Burt, Patti-Jo	Instructor	98,943.94
Cameron, Michael	Dean, Community Development	138,555.82
Camet, Lindsay	Instructor	97,454.62
Campbell, Keith	Instructor	91,262.58
Carey, Lloyd	Chairperson, Mechanical Trades	120,761.00
Castle, Warren	Manager, Information Technology & Services	101,203.99
Catagas, Lyall	Human Resources Advisor	108,847.66
Chartrand, Laura	Instructor	96,092.66
Chiupka, Nancy	Instructor	95,884.14
Church, Joshua	Instructor	97,763.55
Cliplef, Lynn	Program Review Specialist	95,953.59
Cliplef, Martin	Instructor	96,095.04
Cobb-Adair, Jodee	Chairperson, Health	123,866.31
Cowling, Warren	Instructor	92,843.97
Cox, Brian	Chairperson, Early Learning & Education	103,471.96
Cox, Erin	Instructor	90,543.24
Cummings, Brandy	Instructor	93,779.50
Dafoe, Diana	Instructor	95,953.58
Danielson, Tracy	Instructor	97,096.49
Day, Nikolene	Instructor	94,350.37

Name	Position	Compensation
Day, Warren	Instructor	99,098.35
De Pauw, Jane	Coordinator, Applied Research	92,252.88
Degraeve, James	Chairperson, Construction Trades	116,919.51
Demers, Sharon	Instructor	102,349.26
Denbow, Karissa	Instructor	97,058.57
Desjarlais, Kristopher	Director, Indigenous Education	103,866.04
Doerksen, Amy	Director, Integrated Planning	137,472.17
Elliott, Jeffrey	Instructor	89,922.11
Ellis, James	Instructor	95,884.16
Enns Laluk, Wendy	Instructor	95,915.50
Enns, Paul	Instructor	100,633.48
Ewatski, Jack	Chairperson, Public Safety	123,632.40
Falconer, Angela	Chairperson, Health	113,604.27
Fisch, Kirby	Facilities Operations Manager	75,449.65
Fleury, Chad	Instructor	96,094.87
Ford, Derek	Instructor	96,092.52
Frape, Valerie	Instructor	95,953.60
Frison, Mark	President & CEO	324,477.73
Fry, Ashley	Instructor	95,884.21
Fulford, Kelly	Instructor	95,953.45
Gardner, Ryan	Instructor	89,401.89
Geseron, Travis	Chief Information Officer	116,912.60
Gibson Smith, Carla	Instructor	100,242.56
Girouard, Nicholas	Instructor	95,884.11
Gonzalez, Maria	Instructor	94,210.77
Griffiths, George	Instructor	95,953.61
Grift, Monica	Manager, Finance & Budgets	122,296.83
Gudbranson, Clayton	Instructor	96,094.94
Habok, Melissa	Instructor	90,562.06
Hack, Brad	Manager, Community Development	85,622.53
Hack, Meghan	Instructor	86,177.34
Hargreaves, Karen	Dean, Health & Human	149,489.22
Hills, Steven	Instructor	96,092.63
Hiscock, Kelly	Instructor	96,079.13
Hood, James	Instructor	104,455.88
Hore, John	Dean, Russ Edwards School of Agriculture	144,106.71
Hunt, Susan	Instructor	95,271.01
Jenkins, Trevor	Instructor	95,884.17
Jensen, Crystal	Instructor	98,922.56
Johnson, Dean	Instructor	95,884.16
Johnson, Lorraine	Chairperson, Business Development	93,484.50
Johnson, Wayne	Instructor	96,095.01
Jones, Garry	Instructor	96,092.61
Joyce, Kirk	Curriculum Coordinator	102,634.97
Jubenville, Norman	Instructor	95,884.12
Kaastra, Shep	Instructor	96,519.69

Name	Position	Compensation
Kernaghan, Murray	Instructor	96,092.57
Kinley, Sandi	Instructor	93,536.20
Kyle, David	Instructor	96,092.62
Legare, Carol	Associate Dean, School of Nursing	111,922.08
Little, Cheryl	Instructor	93,876.19
Little, Richard	Instructor	92,288.50
Liu, Chen Yu	Instructor	101,913.68
Lockhart, Laura	Instructor	96,078.62
Malcolm, Patricia	Instructor	98,944.00
Maloney, Russell	Advancement Officer	87,846.81
Malyon, Mark	Instructor	96,023.25
Maxwell, Lance	Instructor	95,884.15
McDonald, Kyle	Instructor	96,044.62
McNabb, Anya	Director, Communications & Marketing	97,121.52
Mebs, Pamela	Instructor	96,095.07
Merrett, Diane	Instructor	95,987.31
Miller Gylywoychuk, Cara	Instructor	96,498.93
Milne, Geoff	Chairperson, Business	120,848.85
Montgomery, Vance	Instructor	92,748.35
Morehouse, Pamela	Instructor	96,092.60
Muller, Julie	Director, Human Resources	154,071.03
Munn, Caitlin	Quality Assurance Specialist	98,880.65
Murphy, Wendy	Instructor	88,262.02
Murray, Kealy	Instructor	91,640.26
Mweemba, Akapelwa	Instructor	106,654.39
Nadolny, Jonathan	Instructor	94,280.22
Newman, David	Instructor	96,092.63
Nickel, Timothy	Instructor	95,929.16
Nicol, Grant	Instructor	96,095.01
Nicolas, Suzanne	Dean, School of Nursing	167,973.34
Nylen, Dean	Instructor	95,884.24
O'Gilvie, Karen	Chairperson, MICA Field to Fork	116,948.72
Old, Martin	Instructor	85,895.90
Oliver, Murray	Instructor	99,089.60
Olson, Ollie	Instructor	96,023.22
Oshoneye, Jacobs	Instructor	102,063.79
Oxby, Richard	Instructor	95,953.61
Park, Lisa	Instructor	98,872.25
Parker, Glen	Advancement Officer	108,615.51
Pascal, Jason	Instructor	96,092.65
Patel, Hardik	System Administrator	88,258.01
Pattle, Jeffrey	Instructor	96,023.56
Pearen, Angela	Coordinator, Agriculture Extention	101,864.18
Perera, Dayan	Instructor	99,898.30
Perkins, David	Registrar	77,984.72
Poirier, Kevin	Dean, School of Trades	150,258.84

Name	Position	Compensation
Price, James	Instructor	96,597.74
Prouse, Sheryl	Senior Advisor, Student Affairs	130,767.08
Proven, Beth	Major Gifts	101,190.17
Quiring, Yolanda	Instructor	95,953.59
Rainville, Kristopher	Instructor	96,092.63
Ramsey, Terry	LAN Administrator	118,698.26
Rao, Sajjad	Instructor	110,019.99
Rexe, Deanna	Vice-President, Academic	193,225.04
Rexe, Hillary	Instructor	91,967.37
Roberts, Pamela	Human Resources Advisor	92,842.99
Robertson, Roberta	Dean, School of Business	104,299.41
Robinson, James	Instructor	96,108.24
Rodger, Jody	Instructor	87,963.41
Schroeder, Cynthia	Instructor	95,884.17
Seib, Lance	Instructor	134,250.94
Shannon, Larry	Purchasing Agent	68,529.75
Sherris, Greg	Instructor	96,095.06
Simmons, James	Director, Capital Projects	154,573.39
Simpson, Trevor	Faculty Development Coach	94,807.21
Singh, Baljeet	Instructor	101,840.08
Singh, Poonam	Instructor	105,795.69
Sobering, Melanie	Instructor	100,519.95
Sodek, Katharine	Instructor	101,840.02
Sorenson-Voigt, Cheryl	Instructor	96,095.07
Sowiak, Wes	Instructor	101,615.93
Sproule, Jana	Chairperson, Media & Office Technology	119,322.67
Stewart, Carol	Director, Parkland Campus	109,041.70
Strachan, Kathryn	Student Success Advisor	81,922.96
Strahl, Andrew	Instructor	95,953.56
Street, Graham	Instructor	98,943.96
Taggart, David	Manager, Health & Safety and Building Operations	110,747.91
Tataryn, John	Instructor	95,953.60
Taylor, Sean	Instructor	95,884.17
Tichit, Danielle	Instructor	96,092.62
Toichoa, Gabriel	Chief Information Officer	63,861.65
Traverse, Rhonda	Chairperson, Health	75,616.37
Turner, Derrick	Vice-President, Advancement	153,686.51
Tymchuk, Wayne	Instructor	98,784.58
Vandenberghe, Kent	Senior Programmer Analyst	86,714.35
Wali, Usman	Instructor	98,861.55
Walker, Kimberly	Chairperson, Health Contracts	102,011.01
Ward, Susan	Instructor	96,092.59
Wareham, Kevin	Instructor	87,657.13
Wasko, Jennifer	Instructor	100,767.78
Way, Deanna	Instructor	96,062.98
Welsh, Ben	Program Coordinator	85,912.93

Name	Position	Compensation
Wilson, Andrew	Instructor	93,914.81
Wilson, Pamela	Instructor	95,884.25
Xu, Hui	Manager, I-AIM	95,467.94
Zalluski, Kyle	Instructor	96,219.12
Zatvarskyi, Taras	Instructor	87,035.65