

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

Nova Scotia Community College

Year ended March 31, 2025



KPMG LLP
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INDEPENDENT AUDITOR'S REPORT

To the President of the Nova Scotia Community College

Opinion

We have audited the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for the Nova Scotia Community College (the Entity) for the year ended March 31, 2025 and notes to the schedule, including a summary of significant accounting policies (Hereinafter referred to as the "schedule").

In our opinion, the accompanying schedule for the year ended March 31, 2025 of the Entity is prepared, in all material respects, in accordance with the financial reporting provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010.

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 auditor's 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 – Financial Reporting Framework

We draw attention to Note 1 in the schedule, which describes the applicable financial reporting framework and the purpose of the schedule.

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 section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010; this includes determining that the applicable financial reporting framework is an acceptable basis for the preparation of the schedule in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a schedule that is free from material misstatement, whether due to fraud or error.



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 section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010; this includes determining that the applicable financial reporting framework is an acceptable basis for the preparation of the schedule in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a 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.



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- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

KPMG LLP

Chartered Professional Accountants

Halifax, Canada

June 20, 2025

Nova Scotia Community College

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

Year ended March 31, 2025

Last Name	First Name	Amount
Ackerman	Sue	106,560
Addicott	Sherry	110,036
Adey	Anthony	127,237
Adler	Adrien	138,567
Alexander	Laura	102,132
Allen	Jennifer	100,361
Allen	Kathleen	162,867
Allen	Laird	106,560
Allison	Russell	106,560
AlShalabi	Ammar	102,326
Alward	Darrell	109,269
Amirault	Michelle	106,560
Andrews	Darren	110,278
Angove	Robert	127,237
Anstey	Evan	108,779
Archer	Jennifer	156,243
Arnold	Mandi	108,833
Arsenault	Carla	162,867
Arthur	Lawrence	107,880
Atkinson	Thea	106,560
Atwater	John	106,560
Aucoin	Claude	106,560
Aucoin	Denis	129,059
Auld-Cameron	Jennifer	106,560
Backman Taylor	Nicolle	107,459
Bagnell	Bronwyn	102,708
Baillie	Stacey	162,867
Baird	Laurie	106,765
Baldwin	Noelle	106,560
Barrett	Glenda	175,499
Barrett	Stephen	106,560
Barss	Ingram	103,365
Barter	Pamela	102,708
Bartlett	Adam	112,510
Basquill	Daniel	119,275

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Baxter	Steven	104,406
Beaton	Garett	115,970
Beattie	Martin	106,560
Beesley	Cheryl	106,765
Bennett	Janice	127,237
Bennett	Michael	106,560
Benoit	Suzanne	106,525
Berry	Greg	123,691
Best	Dianne	109,055
Best	Stephen	106,560
Bhatnagar	Arun	106,560
Bigley	Shawn	102,306
Bishop	Darin	106,560
Blunden	Melba	102,750
Boisvert	Johanne	106,560
Bolivar	Daniel	110,406
Bostwick	Martha	105,297
Boudreau	Davis	102,183
Bourque	Randy	127,237
Bowers	Lore	131,771
Boyd	Lawrence	128,794
Boyd-Johnson	Jocelyn	108,120
Boyer	Joel	106,560
Boyle	Lisa	129,313
Brady	Allan	106,560
Brandwin-Glait	Julia	136,597
Brown	Garth	107,491
Brown	Jarrold	123,332
Brown	Stephen	106,765
Bryden	Elaine	106,560
Buchanan	Beverly	127,237
Budgey	Cynthia	106,560
Bundy	Heather	102,708
Burchill	Eileen	112,174
Bureaux	Don	286,615

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Burgess	Stacey	147,851
Burke	Anna	220,065
Burke	Jocelyn	106,560
Burns	Angela	107,543
Byrne	Janet	186,582
Byrne	Michael	106,560
Caines	Michael	106,560
Calder	Kim	110,278
Callaghan	Eva	106,560
Cameron	Errol	105,407
Cameron	Gary	106,560
Cameron	Jason	102,245
Cameron	Jill	106,560
Cameron	Kathleen	127,237
Cameron	Kevin	123,060
Cameron	Mary	102,306
Camman	Shannon	102,745
Campbell	Carolyn	110,629
Campbell	Charles	107,355
Campbell	Christopher	106,560
Campbell	Colin	103,365
Campbell	Dale	112,050
Campbell	David	107,992
Campbell	Karen	103,856
Campbell	Scott	113,018
Campbell	Susan	110,406
Canning	Johnathan	106,560
Capern	Pamela	101,963
Carey	Thomas	106,497
Carroll	Janine	101,898
Case	Karen	106,560
Casey	Aine	106,560
Caume	Catherine	106,560
Caume	Dale	106,560
Chalupa	Michelle	105,247

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Chambers	William	120,744
Chapman	Michael	137,919
Charlton	Patricia	127,237
Chase	Kevin	104,073
Chatwin	Lauren	109,484
Chisholm	Cathy	102,697
Chisholm	Jacqueline-Lee	106,785
Chisholm	Raylene	106,560
Christensen	Christine	125,746
Christie	Cory	101,985
Church	Andrew	126,457
Chute	Ruston	106,560
Ciarrocco	Michael	102,708
Clark	Bruce	127,237
Clark	Jason	162,867
Clark	John	101,931
Cleveland	Michelle	110,406
Cody	Neil	108,558
Cole	Daniel	102,112
Collens	Erin	117,861
Collins	June	106,560
Collins	Terrence	162,867
Colter	Erica	110,012
Comeau	Tracy	103,365
Connolly	Janice	100,499
Connors	Shawn	127,237
Conrad	Scott	106,567
Conrad	Trevor	106,560
Conrad	Troy	106,560
Cooke	Robert	106,560
Cooke	William	106,560
Copp	Lindsay	108,259
Corbett	Melissa	102,571
Cowan	Carol Anne	106,560
Criss	Daniel	103,365

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Crocker	Michael	110,406
Croft	Mark	125,304
Cummings	John	103,365
Cunningham	William	104,555
Curran	Colleen	100,109
Curran	Paul	106,828
Currie	Matt	103,889
Cuzner	M. Lynn	106,560
Dakin	Duane	127,237
Daley	Justin	105,420
Dalton	Keith	106,560
Dalton	Tanya	104,347
Daly	Christopher	136,117
Dauphinee	Laurie	106,560
Davey	Andre	107,061
Davis	Jerry	107,034
Davison	Christopher	110,406
Davison	Derek	119,072
Day	Greg	114,504
Deagle	Karley	107,362
DeBay	Wilfred	106,560
Delaney	Jana	106,954
DeLong	Ashley	118,966
d'Entremont	Marcel	111,613
Desmond	Darren	116,579
Devadoss	Rajasekar	100,104
Devanney	Sara	111,890
Deveau	Christian	107,070
Dewar	Peter	107,372
Dewey	Wendi	110,406
Dickinson	Jennifer	102,708
DiGiosia	Marco	128,354
Dixon	Vivian	115,885
Dobbin	Terrence	106,560
Dobson	Mark	106,560

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Dodson	Denise	110,278
Dolinger	Patrick	106,560
Donnelly	Madeline	115,843
Donovan	Tricia	162,867
Dorey	Jamus	124,501
Doridam	Jean-Luc	106,560
Dorrian	E.A. Tony	106,560
Dorrian	Patricia	106,560
Dort	Dean	106,560
Doucette	Joseph	103,365
Doucette	Katrina	102,543
Doucette	Michelle	107,360
Duffley	Owen	106,634
Dugas	Ludger	110,406
Dunning Zwicker	Cynthia	130,547
Durning	Meagan	100,620
Dutka	Marie	107,309
Easley	Tom	107,618
Embree	Darrin	106,560
Estabrooks	Travis	106,560
Evans	Alexander	105,932
Evans	Deirdre	110,406
Evans	Elizabeth	110,278
Everett	Brian	104,789
Fagan	Regina	109,005
Fancy	Brian	118,966
Farrell	Alma	106,560
Farrell	Hugh	118,966
Farry	Patricia	119,929
Faulkner	Michael	104,983
Fauteux	Jules	110,091
Finlayson-Bourque	Danielle	102,183
Fiolek	Barrie	116,714
Firth	Joanne	113,590
Fisher	Connie	141,346

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Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Fiske	Colin	106,560
Flanagan	Michelle	110,406
Fogarty	Arlene	106,560
Foran	Lori	145,869
Forster	Catherine	102,708
Fougere	Joseph	106,560
Fraser	Curtis	106,560
Fraser	Matthew	123,190
Frigault	Ronda	106,560
Fry	Melvin	106,560
Furlotte	P. Scott	107,022
Gallant	Chris	103,365
Gallant	Kelsey	111,612
Gaudet	Jacques	106,935
Geddes	Jennifer	121,883
George	Shannon	106,018
Ghaferi	Neda	127,503
Gherson	Philippa	105,932
Gibson	Hilary	102,708
Gillespie	Geoffrey	106,560
Gillespie	Karen	127,237
Gillis	Barbara	106,560
Gillis-Lynds	Dayna	100,328
Golding	Colleen	109,719
Goodwin	Curtis	106,560
Gower	Lisa	116,560
Graham	Angela	127,237
Graham	Helen	123,584
Grandy	Joseph	121,473
Grandy	Leah	103,366
Grant	Melanie	106,233
Green Mombourquette	Jenna Lee	109,048
Greene	Troy	110,406
Greer	Wayne	110,278
Groszko	Wayne	127,237

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Grout	Gerard	106,550
Gruchy	Dale	116,313
Gunn	Tom	157,165
Guy	Matthew	125,536
Hadley	Beth	110,406
Hall	Sarah	122,918
Hammond	Taralee	173,264
Hansen	Robert	110,406
Hard	Craig	106,560
Hardiman	Thomas	106,560
Harrison	Tammy	106,737
Hart	Brooks	138,408
Hartling	James	127,237
Hartwell	Lynn	220,065
Harvey	Nancy	110,406
Haverstock	Lee	106,895
Hawco	Diane	101,544
Hawkins	Paul	106,560
Hawley	Erin	103,030
Heard	Teri	102,867
Hebert	Mark	110,406
Helmer	Leif	122,614
Henderson	Scott	106,560
Hill	Blair	111,660
Hiltz	Joshua	109,303
Hiltz	Timothy	101,101
Hiscock	Jill	106,560
Hiscock	Sean	115,553
Hitz	Tayna	106,766
Hodder	Robert	106,560
Hublely	Bruce	127,237
Hunt	Kathryn	106,146
Hunt	Susan	115,093
Hurlburt	David	102,163
Hurlburt	Sara	106,560

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Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Hutchinson	Ivan	104,775
Hynick	Jennifer	110,813
Ingersoll	Gregg	127,237
Ingram	Daryl	106,560
Irving	Nathalie	110,406
Isenor	Jessica	105,754
Isner	Robbie	118,966
Iwasaki	Susan	127,237
Jacobsen	Kristine	103,556
Jamieson	Ian	106,514
Jardine	Donald	152,683
Jardine	William	106,560
Jarvis	Steve	106,495
Jeffrey	Duane	110,868
Jillette	Anthony	103,365
Jillings	Kevin	127,237
Jones	Shauna	102,708
Jorgensen	Helle	106,765
Joseph	Alain	138,300
Joy	Melodie	103,196
Julian	Bernadette	107,563
Jurcina	Bernard	106,560
Kamara	Abu	119,493
Kaminski	Michael	108,526
Kauffman	Zonea	125,619
Keating	Lorraine	106,765
Keener	Terrah	162,867
Kehoe	Ronald	106,560
Kelloway	Bruce	127,237
Kelly	Brian	102,060
Kelly	Daniel	174,025
Kelly	Shelly	106,765
Kelly	Tanya	105,151
Kelly	Tina	127,488
Kennedy	Donna	128,252

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Kennedy	Ellie	100,933
Kennedy	Pamela	127,237
Kennedy-Pippy	Kelly	138,300
Kettley	Sean	116,690
King	Lisa	108,509
King	Michael	100,498
Kiragu	Samuel	109,742
Kirchhoff	Stephane	101,450
Klefenz	Andre	108,259
Kolanko	Mark	122,372
Kondali	Zoran	108,259
Krzywonos	Lech	162,867
Labelle	Peter	106,560
Laceby	Tara	103,365
Lafford	Andrew	185,187
Lake	Lillian	102,606
Landry	Lawson	120,340
Landry	Nathan	106,560
Langille	Doug	118,966
Langille	Rhea	103,421
Lanigan	Kurt	111,335
Lanthier	Abby	105,932
Larusic	Gordon	106,560
Laureijs	Apollonia	106,765
Lawrence	Michael	107,358
LeBlanc	Andrew	110,406
LeBlanc	Cody	103,308
Lee	Donna	105,836
Leighton	Katrina	127,237
LePage	Adam	111,137
Levy	Tanya	107,064
Lewis	Doug	106,735
Lewis	Glenda	106,560
Lintaman	Todd	115,144
Linthorne	Darrell	106,560

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Lipsett	Blair	127,237
Lively	Peter	104,561
Lloyd	Monica	117,032
Lock	Kirstin	110,406
Lockhart	April	110,286
Long	Kimberley	106,560
Long	Richard	107,305
Long	Weldon	114,725
Lovett	Joanne	108,616
Lovie	Michael	106,560
Lovitt	Anne	106,560
Lowe	Corinna	110,406
Lowe	Leanne	106,560
Lowthers	Jonathan	106,560
Luedey	Darrell	106,560
MacAdam	Andrew	106,560
MacArthur	Christy	101,431
MacAskill	Melanie	106,191
MacAulay	Christopher	106,560
MacAulay	Darlene	106,560
MacDonald	Bradley	106,560
MacDonald	David	106,560
MacDonald	Dawn	107,184
MacDonald	Donald	106,560
MacDonald	Eileen	102,153
MacDonald	Ernest	106,560
MacDonald	Leigh	102,708
MacDonald	Natasha	106,828
Macdonald	Noel	108,244
MacDonald	Sarah	106,560
MacDonald	Stuart	119,146
MacDonald	Vaughn	110,023
MacDougall	Elizabeth	127,237
MacDougall Penner	Linda	101,981
MacEachern	Mark	106,560

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
MacEachern	Nicholas	101,876
MacFadyen	Kenda	118,966
MacFarlane	Marty	106,560
MacGregor	Lynn	106,765
Machan	Glen	118,966
MacHattie	Adam	103,995
MacIntosh	Michele	102,060
MacIntyre	Mark	128,354
MacIsaac	Laurel	121,288
MacIsaac	Susanne	102,708
Mack	Philip	103,365
MacKay	Paula	102,708
MacKenzie	Gordon	156,327
MacKinnon	Daniel	102,006
MacKinnon	Darren	105,382
MacKinnon	Kathryn	106,560
MacKinnon	Vicki	127,237
MacKinnon Donnelly	Kara	116,078
MacLaren	Brian	118,966
MacLean	J. David	106,560
MacLean	Peter	102,796
MacLean	Roddie	106,560
MacLennan	Ferne	107,563
MacLeod	Dwayne	129,357
MacLeod	Linda	103,365
MacMaster	Rankin	106,560
MacNeil	Gordie	127,237
MacNeil	Lois	106,560
MacNeil	Melodie	106,560
MacPhee	Daniel	103,995
MacPhee	Scott	110,303
MacPherson	Scott	162,867
MacPherson	Sharen	108,214
Mader	Lisa	107,064
Maguire	Michael	102,258

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Mahoney	Jo-Ann	102,708
Mann	Maxine	162,867
Marchand	Donna	106,159
Marchand	Julie	106,560
Marshall	Charlene	103,365
Marshall	Crystal	110,406
Martin	Carly	102,708
Martin	Heather	110,278
Martin	Megan	101,090
McBay	Julia	127,237
McCarron	Luke	106,560
McCarron	Matthew	103,208
McCarron	Peter	128,354
McCarthy	Angela	131,053
McCormack	Adam	102,132
McCormack	Donald	162,867
McCormack	Elizabeth	116,206
McCurdy	Derek	173,264
McCurdy	Michael	106,560
McCurdy	Nicole	110,236
McDonah	Anne	127,237
McDonald	Claudette	106,560
McDonald	Wanda	119,431
McGuire	Erin	106,560
McGuire	Michael	101,073
McKendrick	Robert	106,560
McLaughlin	Jennifer	118,101
McLean	Sheila	104,111
McLellan	Caralee	106,560
McLeod	Ronald	106,501
McManus	Crystal	110,406
McNeil	Wade	106,560
McPherson	Amanda	103,234
McPherson	Connie	110,406
McRae-Murphy	Donna	130,954

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Meade	Janine	107,713
Meisner	Shelley	106,560
Meister	Jamie	112,328
Meldrum	Shelley	110,298
Meloney	Patricia	129,039
Menendez Sanchez	Wilber	103,365
Mercer	Robert	127,237
Merchant	Odette	127,237
Metherall	Sarah	128,847
Mfoumou	Etienne	127,237
Michels	Melissa	107,063
Miles	Edward	106,560
Miller	Gregory	106,560
Millett	Lana	106,560
Mills	Lorie-Ann	111,426
Milner	Suzanne	104,642
Misner	Stephen	106,560
Mitchell	Zoë	107,144
Moeller	Christin	119,604
Mohamed	Deanna	102,708
Mombourquette	Amanda	118,966
Mooney	Barry	101,941
Moore	Diane	128,354
Moore	Erin	110,349
Moore	Karl	102,661
Morash	Andrew	108,868
Morden	Lee	103,920
Morrison	Marlene	111,281
Morrow	Sean	110,406
Mosher	Allison	106,695
Mosher	Nicole	104,021
Muis	Michelle	106,502
Muise	Jeff	106,560
Munro	Judy	106,621
Murdoch	Chris	112,159

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Murphy	Jonathan	106,560
Murphy	Michelle	106,765
Murphy	Sean	110,406
Myer	Dennis	110,406
Myre	David	106,560
Nicholl	Brian	106,560
Nichols	Michael	133,286
Nickerson	Lise	128,354
Nolan	Daniel	106,560
Norton	James	106,560
Oakley	James	106,560
OBrien	Minga	106,560
Odinga	Godfrey	120,449
O'Halloran	Kevin	110,406
O'Leary	Donald	106,634
Oliver	Bruce	106,560
Ollerhead	Jocelyn	127,237
Oram	Lindsey	118,983
O'Rielly	Tanya	106,560
Orr	Katherine	138,300
Ortiz	Michael	104,395
Ouellette	Denise	105,643
Oxner	Andrew	118,966
Pace	Lynn	122,994
Paddick	Vicki	106,560
Park	Lynn	106,560
Parker	Sorcha	113,350
Parks	Alfred	103,598
Parlee	Gordon	106,560
Parlee	Kristina	106,311
Parrott	Denise	107,064
Parsons	Barry	106,560
Parsons	James	103,672
Parsons	Kimberley	129,684
Patterson	Scott	108,388

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Pattison	Jolene	106,560
Paupin	Norman	106,560
Payson	Troy	106,560
Peach	Shea	118,966
Pearson	David	106,560
Peers	Tracy	100,559
Pellerin	Graham	106,560
Pelley	Nancy	110,678
Pemberton	Carolyn	108,259
Penney	Lori	106,560
Penny	Lana	106,765
Perfect	Troy	103,982
Phelan	Richard	110,278
Pictou Maloney	Mary	119,393
Piercey	Ivan	103,365
Pike	Susan	129,388
Pineau	Kevin	106,560
Place	Tony	106,560
Poirier	Raymond	131,053
Porter	David	102,708
Pothier	Mel	127,237
Pothier	Paula	102,708
Potter	Tara	122,905
Potyondy	Alexander	106,560
Power	Adam	120,569
Power	Ashley	152,637
Preeper	Donald	106,560
Probert	Charles	106,954
Provoe	Jill	210,120
Purcell	Michael	127,571
Purdue	Alyson	103,751
Qureshi	Zohaib	102,224
Rafuse	Holly	102,060
Ray	Robert	108,259
Reddick	Trevor	124,501

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Renaud	Alexandre	124,586
Renaud	Frank	106,560
Renault	Gaston	103,556
Reycraft	Kirby	108,558
Richard	Jim	106,560
Richard	Marlo	106,546
Richards	Paula	106,560
Richards	Rodney	106,560
Richer	Michel	104,042
Rideout	Brian	103,365
Robicheau	Rhonda	102,524
Robinson	Patricia	110,406
Rochester	Mike	113,357
Rogers	Douglas	118,966
Romeo	Marina	117,308
Romeo Campbell	Goretti	106,560
Romkey	Shawna	107,184
Rose	Anthony	119,164
Ross	Bruce	101,402
Rosvall	Peter	120,196
Routledge	Tanya	101,439
Roy	William	105,297
Rudderham	Paul	103,570
Rumsey	Adam	106,560
Rushton	Dana	106,560
Rushton	Tyler	106,519
Russell	David	111,335
Russell	Gregory	162,867
Ryan	Jennifer	114,936
Ryan	Michael	108,558
Ryan	Timothy	103,512
Ryer	Mark	103,388
Salamat	Shahid	108,662
Salmon	Nancy	127,237
Saltzman	Jason	106,628

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Sampson	Brett	103,327
Sampson	Melanie	106,560
Sanford	Owen	106,560
Savoury	Amy	106,560
Sawyer	Tia	102,139
Saxena	Vivek	162,867
Scarfone	Marc	110,406
Scholer	Caley	102,132
Scigliano	Annaleisa	106,560
Scott	Christopher	116,408
Scott	Mark	106,560
Selvaraj	John Suresh	124,501
Sernyk	James	106,560
Shah	Syed	106,560
Sharpe	Jason	143,248
Shaw	Kelly	106,560
Shepherd	Patricia	127,237
Sheridan	Kerri	106,700
Shewan	Brian	110,406
Shortte	Moashella	104,789
Shubley	Carrie Anne	109,218
Silver	Steven	106,560
Simms	Jordan	115,161
Situ	Ron	106,560
Sly Nichols	Antonia	105,416
Smith	Brandon	106,560
Smith	David	128,354
Smith	Debbie	108,712
Smith	Deirdre	110,406
Smith	Harold	106,560
Smith	Katherine	101,704
Smith	Krista	103,536
Smith	Lisa	106,560
Smith	Mark	127,446
Smith	Shawn	118,211

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Smith	Shelley	106,504
Smyth	Fonda	106,560
Snooks	Jacqueline	106,560
Snyder	Brooks	107,756
Snyder	Kathleen	152,158
Solis	Antonio	108,558
Spares	Bruce	139,418
Spears	Darrell	106,560
Specht	Janet	127,237
Spence	Dan	125,131
Stackhouse	Amy	102,708
Stevens	Andrew	127,237
Stevens	Darrell	118,966
Stewart	Andrea	138,300
Stewart	Stephen	112,010
Stratton	John	120,702
Street	Paul	103,270
Strubank	William	137,394
Sulis	Terry Ann	106,560
Sullivan	Eric	106,560
Sullivan	Stephanie	106,765
Sultan	Kimberley	106,560
Sutherland	Kristen	108,752
Swaniker	Jerry	116,467
Swayne	James	106,560
Sweeney	David	102,112
Symonds	James	104,271
Symonds	Rashida	107,580
Symons	Edward	106,560
Taneja	Swadhin	105,233
Tarrel	Wendy	117,516
Tarry	Brendan	108,022
Taverner	Krista	109,327
Taylor	Glenn	118,966
Taylor	Jeffrey	173,264

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Taylor	Matthew	127,237
Thibodeau	Douglas	114,477
Thibodeau	Gisele	112,673
Thompson	Bert	106,765
Thompson	Mary	162,867
Thurston	Percy	102,683
Tobin	Amy	105,749
Tramble	Erin	107,831
Trimming	Byron	106,560
Trumbull	Michael	101,480
Tsaltas	Dean	101,767
Tully-Knockwood	Amelia	112,891
Turner	Karl	102,708
Tuttle-Comeau	Tanya	110,406
Umlah	Heather	103,556
Vankoughnett	Mathew	129,333
Vardy	Lorella	102,708
Varrence	Wendy	112,969
Veenema	Alice	106,560
Veinot	Nick	111,466
Veinott	Kevin	111,679
Verge	Paul	106,560
Verge	Todd	110,406
Vroom	Jeff	106,560
Wadden	Spencer	110,278
Walker	Anne	127,237
Walker	Kimberlea	128,354
Wallace	Michelle	106,560
Walsh	Diane	106,560
Walters	Lisa	110,406
Ward	Bruce	107,331
Watkins-Jackson	Kaneka	118,966
Watson	Crystal	124,619
Watt	Clarence	111,975
Webster	Timothy	127,350

Nova Scotia Community College

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act (Continued)

Year ended March 31, 2025

Last Name	First Name	Amount
Weissenhorn	Franc	103,365
White	Adam	106,560
White	Alfred	106,560
White	Christine	103,735
White	Donna	127,237
White	Genevieve	106,785
White	James Troy	106,560
Whitney	Rachel	104,816
Whyte	Bryan	101,397
Wiens	Alana	127,237
Williams	Pam	112,298
Williams	Roger	105,473
Williams	Sheri	119,490
Wilson	Adrian	106,560
Wilson	Cecil	106,560
Wohlmuth	Edward	109,757
Wood	Nathaniel	104,009
Woods	Adam	102,459
Woods	Kathleen	104,287
Worthylake	Tristan	102,050
Yach	Michael	101,241
Zhang	Hongyu	102,921
Zinck	Arthur	106,414
Zughaer	Hussien	107,558

See the accompanying notes to the financial information

Nova Scotia Community College

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

Year ended March 31, 2025

1. Basis of accounting:

The statement of employees with compensation in excess of \$100,000 has been prepared in accordance with the financial reporting provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010 (the "Act"). The Act includes a definition of compensation in Section 2(b) as follows:

"Compensation" is defined 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. Compensation includes, without restricting the generality of the foregoing,

- a) all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts;
- b) the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans;
- c) long-term incentive plan earnings and payouts;
- d) the value of the benefit derived from vehicles or allowances with respect to vehicles;
- e) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation;
- f) payments made for exceptional benefits not provided to the majority of employees;
- g) payments for memberships in recreational clubs or organizations, and
- h) the value of any other payment or benefit prescribed in the regulations.

Significant interpretations of the financial reporting provisions of the Act include:

An employee is considered to be anyone to whom the Nova Scotia Community College issues a T4 slip and also includes contractors or consultants that are sole proprietors or incorporated individuals.

2. Significant accounting policy:

Compensation:

Compensation is determined in accordance with Section 3 of the Act and is recognized on a cash basis.

Nova Scotia Community College

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

Year ended March 31, 2025

3. College Service Award:

The College provides a service award to eligible employees who retire based on a percentage of compensation and years of service earned up until April 1, 2015. Effective April 1, 2015, the College's service award (the "CSA") was effectively frozen, consistent with the Public Services Sustainability Act. This award is paid to eligible employees in the year of retirement. In 2018 and 2019, the Province offered a one-time payout option to all non-union, management and bargaining unit employees who have a service award and whose service was previously frozen. Payouts qualify as compensation as noted in note 1 a) and are included in the year of payout.