



NISGA'A SCHOOL DISTRICT NO. 92

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September 23, 2025

Mr. John Davison
President and CEO
Public Sector Employers' Council Secretariat
Suite 201, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Mr. Davison:

This will confirm that the Board of Education of School District No. 92(Nisga'a) is aware of the total compensation paid to executive staff during the 2024-2025 fiscal year and further, that we verify the amount of compensation paid was within the compensation plan as approved by the Board and reported to the Public Sector Employers' Council Secretariat.

Yours truly,

George Nelson Jr.
Board Chair

EXECUTIVE COMPENSATION DISCLOSURE

Summary Other Compensation Table at 2025

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Robert Clifton, Superintendent	\$ 22,868	-	\$ 16,768	-	\$ 6,100	-	-
Matthew Monkman, Superintendent	\$ 3,000	-	-	-	\$ 3,000	-	-
Paul Mercer, Secretary Treasurer	\$ 21,476	-	\$ 15,476	-	\$ 6,000	-	-
Bryce Recsky, Director of Instruction Learning and Innovation	-	-	-	-	-	-	-
Tanya Michelle Azak, Director of Instruction	\$ 5,500	-	-	-	\$ 5,500	-	-

EXECUTIVE COMPENSATION DISCLOSURE

Notes

Robert Clifton, Superintendent	General Note: Hired August 1 2025 as Assistant Superintendent and then promoted to Superintendent effective December 1 2025 There was a zero percent change resulting from any performance based or promotional salary increases in the period.
Matthew Monkman, Superintendent	General Note: Employee retired December 31 2024 and received a 6% increase in salary effective August 1 2025 Progression in-line with local compensation philosophy (5.01% to 9.99%) .
Paul Mercer, Secretary Treasurer	General Note: Employee received a 6% increase effective August 1 2024. Progression in-line with local compensation philosophy (5.01% to 9.99%)
Bryce Recsky, Director of Instruction Learning and Innovation	General Note: Employee was hired March 31 2025 Zero percent change resulting from any performance based or promotional salary increases in the period
Tanya Michelle Azak, Director of Instruction	General Note: Started in this position Effective August 1 2024. Zero percent change resulting from any performance based or promotional salary increases in this period