

NS Habitat Conservation Fund 17-23

# Stewarding Urban Wetlands

through the Wetland Centres of Excellence Program  
2017/2018

**FINAL REPORT**



A SDES class at their WCE wetland stewardship site.

**Submitted to:**

**Habitat Conservation Fund**

Wildlife Division, Department of Lands and Forestry  
136 Exhibition Street,  
Kentville, NS  
B4N 4E5  
Ph: 902-679-6091

**Submitted by:**

**Katie Scott, Education Specialist**

Ducks Unlimited Canada  
155 Creighton Rd,  
Shubenacadie, NS  
B0N 2H0  
Ph: 902-758-4541  
Email: [k\\_scott@ducks.ca](mailto:k_scott@ducks.ca)

# TABLE OF CONTENTS

Executive Summary.....	1
Timeline of Activities.....	2
Project Objectives and Results .....	3
Conclusion.....	5
Budget.....	6

## **Appendices**

- I-WCE Class List
- II-Potential HRM WCE Sites
- III- PW Class List
- IV-PW Feedback from Teachers
- V-Education Evaluation Results
- VI- Invoices and Cheques

## EXECUTIVE SUMMARY:



After successfully establishing and running education activities through the Somerset Wetland Centre of Excellence (WCE), DUC sought to add an urban school to the growing network of engaged students as wetland stewards in Nova Scotia. In 2017/18, support from the NSHCF allowed DUC to start working with Park West school in Halifax to conduct in-class sessions and lead students on trips to the urban Belchers Marsh - a model piloted by the rural Somerset WCE. DUC's Education Specialist worked closely with Park West staff and 4 Grade 7 classes during their initial year as a Wetland Centre of Excellence. Workshops were held both in class and at Belcher's Marsh and students investigated biotic and abiotic factors, aligning with the Gr. 7 Science curriculum. Through the project, DUC partnered with Halifax Northwest Trails Association who provided background data including biodiversity statistics to use as a background and basis for their future action projects. A total of 120 students between Somerset and Park West were engaged during the 2017/2018 school year and DUC continues to work closely with WCE lead teachers in long term planning of the project.

With NSHCF support, DUC staff, partners and WCE teachers led 41 classes and 1,775 students in Nova Scotia on interactive wetland field trips, which included 28 classes (675 students) through the Gr. 4 Project Webfoot Program. Project Webfoot students participated in a wetland field trip to a local wetland where they explored the wonder of wetlands by investigating invertebrates, birding, and ecological based games. Wetland field sites included Hutt's Marsh and Miner's Marsh in the Annapolis Valley, Shubenacadie Wildlife Park, and for the first time, Sable River Wetland. Field trips were delivered by 2 DUC staff and partners at the Shubenacadie Wildlife Park. Feedback forms completed by teachers indicated 100% of respondents rated the program as either "Excellent" or "Good".

Support from the NSHCF also assisted with the development of an evaluation report on the long term impact and value of DUC's education program. This comprehensive evaluation involved a survey of 59 adults who had participated in DUC's education program as a child. Results from this report showed support for a wetland policy, wetland knowledge and regular wetland engagement. These results are highlighted here and will be used in future planning.

Additionally, DUC provided professional development training during 3 separate conferences and partners. This included the Atlantic Science Teachers Conference, a Wetland Field Trip Workshop and regular meetings with WCE lead teachers at SDES and Park West.

Lastly, DUC engaged with an additional 2,100 youth and their families through Trade shows in the Annapolis Valley, Brookfield and Halifax.



Critter Dipping at Hutt's Marsh

<b>Task:</b>	<b>Period (July 2017-July 2018):</b>
<b>WCE tasks</b>	
Approach WCE potential schools in HRSB; identify lead teachers	Sept 2017
Meet with partnering organizations in proximity to school and wetland sites	Sept - March 2017
Develop a WCE program plan with WCE lead teachers and community partners	Sept - March 2017
Purchase necessary field equipment	Sept 2017- June 2018
Conduct initial wetland field trips and in class education workshops for WCE staff and students	May - June 2018
<b>Other education initiatives</b>	
Contact Project Webfoot field trip delivery partners, confirm agreements and staffing, provide necessary field trip materials	Sept 2017- April 2018
Register Project Webfoot classes and send education resource packages to schools to prepare for wetland field trips	September 2017- March 2018
Complete any necessary maintenance at field trip sites	April- May 2018
Organize and deliver a wetland education training day for partners and WCE teachers and students	May 2018
Deliver outreach programs field trips and workshops	Throughout
Conduct project evaluations, surveys, collect feedback and complete final reports	Throughout



## DUC EDUCATION

### PROJECT OBJECTIVES & RESULTS:

#### Wetland Centre of Excellence Program

**Objective 1.** Continue to partner with Somerset and District Elementary School in stewarding a local wetland.

**Results:** DUC continued the valuable partnership through the WCE program with SDES staff and students. SDES students (Grades P-5) participated in a variety of action projects education programs both in class and on site at their wetland stewardship site, Hutt's Marsh. The DUC Education Specialist worked closely with SDES staff to maximize educational value of the project and to align with curriculum needs. The DUC Education Specialist hosted 4 in class programs that focused on types of wetlands, their values, and wetland biodiversity. Students engaged in program such as "All About Owls" where students learned about owl species, wetland food chains, and their diet through a owl pellet dissection. Eight SDES classes participated in wetland field trips to Hutt's Marsh. During their visits, students monitored song bird nesting boxes they previously installed, sampled aquatic invertebrates and participated in a nature walk and ecological based games. See Appendix I for WCE class lists of participation.

**Objective 2-4 .** Partner with schools within the Halifax Regional School Board and identify lead teachers within the school. Provide initial wetland education training and experience through wetland field trips. After participating in field trips and training students, students will mentor 5 elementary classes.

**Results:** DUC evaluated several potential wetland sites and school partnerships to designate an urban Wetland Centre of Excellence. An urban site was targeted to highlight the importance of wetland conservation in an urban area and to emphasize the risks of urban development to these sites. Urban wetland sites included Belcher's Marsh (Clayton Park), Frog Pond (Jollimore), and Cole Harbour Heritage Farm Wetland. These sites were evaluated on their location, accessibility, school proximity, and potential partners (see Appendix II for potential sites).

Ultimately Park West School/ Belcher's Marsh was chosen as the WCE site. DUC's Education Specialist met with keen science teachers and staff to plan initial field trips and action projects, as well as provide resources and support to WCE lead teachers. DUC also partnered with the Halifax NorthWest Trails Association who provided background data on the biodiversity of Belcher's Marsh which provided students with a basis of information to compare with their work through the WCE program. DUC's Education Specialist conducted an in class workshop where students learned the basics of wetlands to provide them with background knowledge before participating in the field trips.



A Wetland Field Trip participant learns to turn their binoculars into a magnifier by turning them upside-down

"How to deliver a wetland field trip", "Taking Action Project Guide", and "Marsh Monsters ID Guide", some of the resources DUC Education program participants receive as part of their wetlands-focused learning



Students were able to apply their knowledge on site at Belcher's Marsh where they explored abiotic and biotic factors within the ecosystem. Students sampled macroinvertebrates and used their samples as pollution indicators to provide them with insight on the health of Belcher's Marsh (e.g. the presence of caddisflies led to the conclusion Belcher's marsh is at least moderately healthy). Students also measured various abiotic factors during their field trip such as soil composition, water pH, weather, and geographic characteristics (e.g. in/out flow, watershed dynamics, etc.).

### **Project Webfoot Program:**

**Objective 1:** Register and deliver 40 NS classes through the Project Webfoot program. This program includes a education resource package and wetland field trips. 5 of these field trips will be mentored by WCE students.

**Results:** DUC was successful in raising funds, registering and delivering 28 Grade 4 Project Webfoot Classes (675 students) for the 2017/2018 school year. This included classes from across the province including Colchester, Cumberland, Pictou, Hants, Kings, Halifax, and Shelburne counties (See Appendix III for complete class list). Ten classes recieved both in class and field trip components of the program, and classes who did not receive in class resources were prioritized to reach more classes with the field trip component. We feel the delivery of this education program meets our project goal of increasing awareness about the importance of wetlands and engaging youth in hands on experiences in support of the Nova Scotia Wetland Conservation Policy. See images throughout report for samples of education resource material. Feedback from teachers revealed the program was well recieved. All respondents ranked the program as either "Excellent" or "Good" on a rating system. All comments on feedback form were positive (See Appendix IV), including this example:

"As always, the field trip was awesome and the students truly enjoyed every moment - so nice to see them totally engaged in great learning experiences. I'm so pleased that our school was sponsored this year as this fits in so well with our current science unit on habitats. Also the team of ladies who conducted /taught the kids today were awesome! Great with the children and that's so important! Thanks for a wonderful morning."

**Objective 2:** Continue to engage two community partners to assist with the delivery of Project Webfoot field trips. These are the Friends of the Cornwallis River Society (Miner's Marsh, Kentville) and Shubenacadie Provincial Wildlife Park.

**Results:** DUC recognizes the value in partnering with like minded organizations to strengthen work towards a common goal (e.g. wetland conservation and education). During the 2017/2018 school year DUC partnered with the Shubenacadie Provincial Wildlife Park and Canadian Wildlife Federation to deliver PW field trips. The Friends of the Cornwallis River Society were unable to deliver wetland field trips due to staffing restrictions. With increased staffing in NS, DUC was able to deliver these classes to ensure we met our objective. Additionally, DUC has partnered with many more organizations in Nova Scotia through various education initiatives. This includes partners within the NS Environmental Network (Environmental Education Caucus), Young Naturalist Club, Canadian Wildlife Federation, Nova Scotia Bird Society, Green Schools NS, Clean Foundation and others.

## Other Wetland Education Initiatives

**Objective 1:** Deliver professional development opportunities through teacher conferences such as the Atlantic Science Teachers Conference.

**Results:** In October 2017, the DUC Education Specialist delivered a Wetland Education Workshop to NS Science Teachers at the Atlantic Science Teachers conference at Halifax West. This workshop was well recieved with 60 participants inspired to conduct wetland field trips and education into their classrooms with the skills and resources provided.

Additionally, DUC's Education Specialist organized a professional development workshop for partners who deliver wetland field trips. This workshop was hosted at the Tantramar Wetland Centre of Excellence in May 2018 and saw over 15 organizations attend, including staff from Shubenacadie Provincial Wildlife Park.



Lastly, DUC's Education Specialist provided support to WCE lead teachers at SDES and Park West to coordinate their wetland field trips, aligning curriculum connections and planning for future projects.

**Objective 2:** Deliver wetland education programs to five community youth groups.

**Results:** DUC's Education Specialist coordinated and delivered a minimum of seven community youth events and reached over 1,100 youth and their families through the following events, exceeding our objective.

Green Schools Environmental Explorations - Redcliffe Middle School

Young Naturalists Club Celebration of Nature

Young Naturalists Club Field Trips

Ducks Unlimited Canada at White Point

Critter Dipping with Annapolis Valley Homeschoolers

Critter Dipping with Apple Blossom School

World Wetlands Day/Groundhog Day at Shubenacadie Wildlife Park

**Objective 3:** Engage with public at two public events such as trade shows.

**Results:** DUC directly engaged with approximately 2,100 visitors to 3 trade shows. These trade shows included the Saltscapes Expo in Halifax, Brookfield Youth Expo, and the Annapolis Valley Sportsman Show which had a total combined attendance of approximately 40,000 visitors.

## Evaluation of Education Programs:

**Objective 1:** Examine the short and long term value of DUC's wetland education program based on recommendations from a previous comprehensive research study on DUC's education programs.

Historically, wetlands were misunderstood and their values were not realized by the general public. This is why education and awareness of wetlands and their conservation is crucial and supportive of the NS Wetland Policy.

DUC's goal for wetland education is to ensure participants have an impactful, memorable experience and influence behaviour change in support of long term wetland conservation. DUC employed a Education Evaluation Consultant to survey past participants in DUC's education programs to evaluate influence of wetland education experience on future decision making in terms of education, profession, wetland knowledge and support for a provincial Wetland Policy. Fifty-nine past wetland education students were surveyed as part of this project.

As shown in Project Webfoot Evaluation Report (see Appendix V), information gathered through this survey was valuable and although cannot be concluded as a directly causal relationship, the report shows support for the long lasting effects of wetland education. This survey revealed when asked "Would you support a wetland policy that restricts your land use practices?" 71.4% of respondents answered "Yes", 28.6% answered "Maybe" and 0 respondents answered "No". It was also interesting to note the most common fields of work were Education and Science.

Recommendations of the report suggested the following: writing a guiding document for PW, conducting a landscape assessment of similar programs, interviewing teachers and gathering more survey data. DUC tracks education programs, participants and feedback using an access database as well as google sheets. Compilation of our annual findings are compared and considered to improve our education initiatives each year.

### CONCLUSION:

To enhance both the short and long term impact DUC's education programs has on youth and their families we will consider feedback from the current project in addition to the results and recommendations from the Education Evaluation Report.

The fourth year of the implementation of the Wetland Centre of Excellence program in Nova Scotia was very successful. We will continue to support this program and expand its impact on local schools and community partners while supporting the students' engagement in wetland education to inspire them to become involved with conservation throughout their education and adult lives. Project Webfoot remains a curriculum-based program that is enormously successful. Nova Scotia continues to be a priority area for the Project Webfoot program and has delivered over 30,000 grade 4 students within the province delivered to date. We aim to continue this program with your assistance. We are extremely grateful to have the continual support of the Nova Scotia Habitat Conservation Fund. Meetings will be scheduled with SDES and Park West staff to continue to develop the WCE program. Project Webfoot registration for the current school year is well underway and we are confident that the program will continue to build on its previous successes. As such, the Nova Scotia Habitat Conservation Fund has been integral to the success of the Wetland Centre of Excellence and Project Webfoot programs' goal to expose youth to wetlands and encourage their conservation.



## Breakdown of Fund Allocation – NS HCF17-23

Project Expense	Originally Budgeted	CLAIM	Note
Education Evaluation Consultant (7 weeks)	\$3,000	\$3,000	See Invoices for Mhari L.
<b>WCE Wetland Stewardship Material and Bussing</b>			
Material from Acorn Naturalist (Water quality testing kits, textbooks, microscopes, dip nets, field notebooks, thermometers, etc.)		\$2,554.27	
Somerset Bussing		\$350	
			*Claim is lower from originally budgeted as the new Park West WCE was able to walk to Belcher's Marsh rather than incur bussing costs. Funds were allocated to PW Education Resource Kits.
<b>Total</b>	<b>\$3,800.00</b>	<b>\$2,904.27</b>	
<b>Bussing Subsidies</b>			
George Bissett*		\$100	
Oldfield Consolidated*		\$73.33	
Millwood Elementary		\$200	
Rawdon District		\$100	
Chiganois Elementary (CCRSB)		\$120	
Joseph Howe*		\$100	
Forest Ridge		\$100	
Berwick		\$200	
Port Williams		\$300.00	
Cambridge		\$300	
L.E.Shaw		\$100	
		<b>\$1,000/</b>	
<b>Total</b>	<b>\$1,000.00</b>	<b>\$ 1,693.33</b>	*included invoices and sent cheques, will submit cleared cheques once deposited
<b>Partner Fees</b>			
Shubenacadie Wildlife Park (5 classes x \$150/class)		\$750.00	
DUC staff PW Delivery of 23 classes (\$150/class)		\$3,450	*See Statement of Earnings for Rebecca Parker

			\$1,400/
	Total	\$1,400	\$4,200
<b>Wetland Education Resource Kits and Distribution</b>			
	A.G. Baille (2)		\$700
	Cyrus Eaton (1)		\$350
	Oldfield Consolidated (2)		\$700
	Millwood Elementary (2)		\$700
	Rawdon District (1)		\$350
	Winding River (2)		\$700
	Chiganois (2)		\$700
	Forest Ridge (1)		\$350
	Somerset (2)		\$700
			\$3,695.73/
			See letter from Merebeth Switzer, National Education Manager, DUC
	Total	\$2,800	\$5,250
	<b>TOTAL CLAIM</b>	\$12,000	<b>\$12,000</b>

## Appendix I - WCE Class List

# *School Listing by County*

## NOVA SCOTIA

2017/2018

<i>County</i>	<i>Schools</i>	<i>City/Town</i>	<i># Classes</i>	<i># Students</i>
<i>Halifax</i>	Park West School	Halifax	4	125
<i>Kings</i>	Somerset and District Elementary School		12	300
<b>Total:</b>			<b>16</b>	<b>425</b>



## Appendix II- Potential HRM WCE Sites

# Potential HRM sites for Wetland Centre of Excellence Partnership

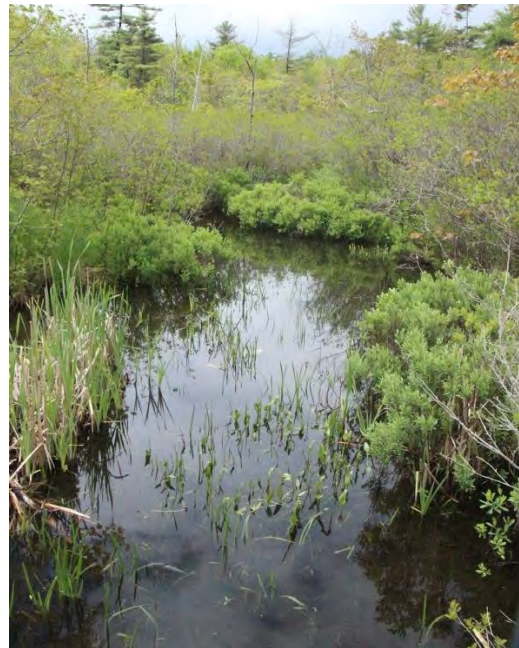
## **Belcher's Marsh, Clayton Park (Halifax North West Trails Association)**

- Location : in a neighbourhood, near bus routes, easy to find, easy to get to
- Schools: Park West School, Halifax West School, Rockingham School, Atlantic Montessori School
- Possible partnerships: Halifax North West Trails Association



## **Frog Pond, Jollimore (HRM)**

- Location: in a neighbourhood, near bus routes, easy to get to
- Schools: Cunard Jr High School, John W MacLeod Fleming Tower School, J.L. Ilsley High School,
- Possible partnerships: Adventure Earth Centre, HRM



**Cole Harbour Heritage Farm, Cole Harbour  
(Cole Harbour Heritage Farm)**

- Location: Very good - in a neighbourhood, near bus routes, easy to get to, connected to an active transportation route
- Schools: Cole Harbour District High School, Sir Robert Borden Junior High School, Robert K. Elementary School, George Bisset Elementary School, Bel Ayr School, Eric Graves Junior High
- Possible partnerships: farm itself – as it is the landowner



## Appendix III- Project Webfoot Class List





# School Listing by County

## NOVA SCOTIA

2017-2018



<i>County</i>	<i>Schools</i>	<i>City/Town</i>	<i># Classes</i>	<i># Students</i>
<i>Colchester</i>				
	Chiganois Elementary	Masstown	2	37
	Winding River Consolidated	Stewiacke	2	49
		<b>Total:</b>	<b>4</b>	<b>86</b>
<i>Cumberland</i>				
	Cyrus Eaton Elementary	Pugwash	1	22
		<b>Total:</b>	<b>1</b>	<b>22</b>
<i>Halifax</i>				
	George Bissett Elementary School	Dartmouth	1	25
	Joseph Howe School	Halifax	1	21
	Millwood Elementary	Lower Sackville	2	54
	Oldfield Consolidated	Enfield	2	36
		<b>Total:</b>	<b>6</b>	<b>136</b>
<i>Hants</i>				
	Rawdon District Elementary School	Upper Rawdon	1	23
		<b>Total:</b>	<b>1</b>	<b>23</b>
<i>Kings</i>				
	Aldershot Elementary	Kentville	2	54
	Berwick and District School	Berwick	2	49
	Cambridge & District Elementary	Kings County	3	75
	Lawrencetown Consolidated School	Lawrencetown	1	25
	LE Shaw Elementary	Avonport	1	25
	LE Shaw Elementary	Avonport	1	25
	Port Williams Elementary	Port Williams	3	75
		<b>Total:</b>	<b>13</b>	<b>328</b>
<i>Pictou</i>				
	A.G. Baillie Memorial	New Glasgow	2	55
		<b>Total:</b>	<b>2</b>	<b>55</b>
<i>Shelburne</i>				
	Forest Ridge Academy	Barrington	1	25
		<b>Total:</b>	<b>1</b>	<b>25</b>
		<b>Total:</b>	<b>28</b>	<b>675</b>

# Appendix IV- Project Webfoot Evaluation Report

# PROJECT WEBFOOT EVALUATION REPORT



January 2018

Prepared by Mhari Lamarque, MREM

## 1. Investigating the Value of Project Webfoot

This research project was developed to investigate the longer term impact and retention of the PW program in past participants. It was also designed to better understand the relationship between the PW program and DUC's greater mission of wetland conservation, and ultimately, provide insight on DUC's return on investment for the PW program. Specific research questions are addressed below.

### Research questions

1. *What kind of retention do participants have after 20 years?*
2. *Does PW shape participants down the road? If so, how? What do PW participants go on to do?*
3. *Do participants recognize that PW is a DU program? What are the implications of the branding challenges with PW?*
4. *Does PW influence people's support for wetlands or wetlands policy? Has the program changed any perceptions?*
5. *What is the return on investment for the PW program?*

## 2. Methods

A focus group of past PW participants was held in July 2017. Findings from the focus group informed the survey questions. The survey consisted of 18 questions and was designed to capture information about participants' relationship with wetlands, their experiences in grade four, their memories of a wetland field trip (if any), and demographic information. Fifty-nine people participated in the PW survey and were recruited through DUC's network and a Facebook sponsored ad.



## 4.0 Survey results

### 4.1 Respondent demographics

#### 4.1.1 Age

Respondents (n=59) had a mean age of 26 years and a median age of 25, (sd=4.8). After removing the participants who were older than 30 years old (n=55), the mean age was 25 years old and median age was 25, (sd=3.3).

#### 4.1.2 Occupation and field of study

Participants were asked 'what is your occupation'. Responses varied in specificity (n=59), and were categorized into 13 fields of work. The most common fields of work were student (23.7%), education (13.6%), and science (13.6%) (Table 5).

*Table 5. Fields of work reported in response to 'what is your occupation'*

Field of work	Frequency	Percent
Administration	3	5.1
Automotive	1	1.7
Business/Finance	3	5.1
Construction/Labour	3	5.1
Education	8	13.6
Health	5	8.5
Parenting	3	5.1
Resource Management	4	6.8
Safety	1	1.7
Retail	4	6.8
Sciences	8	13.6
Student	14	23.7
Veterinary	2	3.4
<b>Total</b>	<b>59</b>	<b>100</b>

Respondents who identified as students, they were asked 'what are you studying'. While 14 participants indicated being a student in the occupation question, 17 participants responded to this question. Responses varied in specificity, and were categorized into 9 fields of study. The most common fields of study were arts and social sciences (23.5%), physical or biological sciences (23.5%). Other common responses included education (11.8%) and travel and hospitality (11.8%) (Table 6).

Table 6. Fields of study reported by students

Field of work	Frequency	Percent
Automotive	1	5.9
Business/Finance	1	5.9
Education	2	11.8
Health	1	5.9
Sciences	4	23.5
Veterinary	1	5.9
Law	1	5.9
Art/Social Science	4	23.5
Travel and hospitality	2	11.8
<b>Total</b>	<b>17</b>	<b>100</b>

#### 4.2 Relationships with wetlands

Participants were asked to respond to the question ‘how important are wetlands to you’ on a scale from 1 (not at all important) to 7 (very important). With 63 recorded responses, the majority (57.1%) of respondents reported 7, the highest possible response (Table 7). The mean response was 6.13 (sd=1.22), with a minimum response of 3 (6.3%).

Table 7. Reported importance of wetlands to participants

How are important are wetlands to you?	Frequency	Percent
<b>1</b>	0	0
<b>2</b>	0	0
<b>3</b>	4	6.3
<b>4</b>	3	4.8
<b>5</b>	10	15.9
<b>6</b>	10	15.9
<b>7</b>	36	57.1
<b>Total</b>	<b>63</b>	<b>100</b>

Participants were asked to write three words which they associate with wetlands, and 62 responses were recorded. The most common words associated with wetlands were wildlife (20), ducks (19), nature (11), habitat (10), ecosystem (9), and water (8). Other responses included animals (6), biodiversity (6), beauty (5), and marsh (5). Figure 1 displays the responses – the larger the word, the more commonly it was reported.

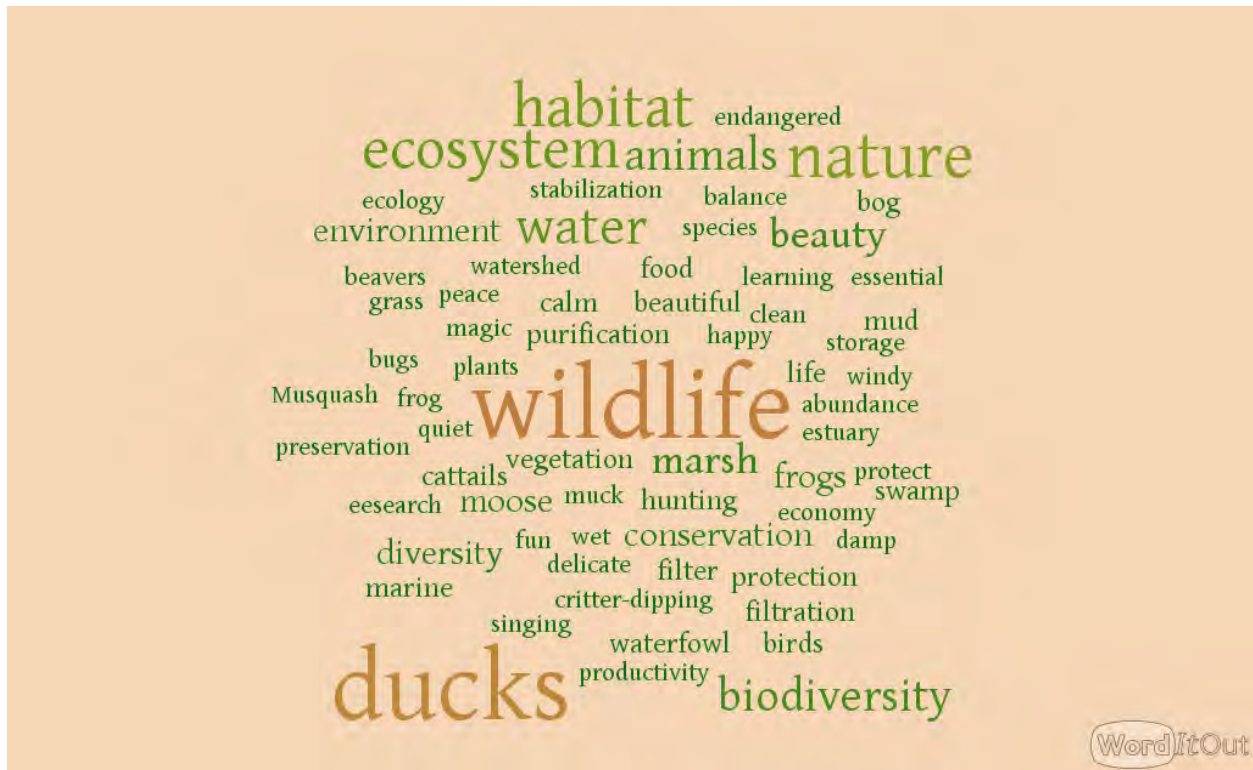


Figure 1. Word cloud of responses to 'what three words do you associate with wetlands' – larger text indicates more frequent response.

Participants were asked how many times they visit a wetland each year, and 63 responses were recorded. The majority (41.3%) of respondents answered 10 or more times (Table 8). The second largest group (25.4%) responded 1 to 5 times per year. Smaller groups responded 5 to 10 times (17.5%) and none at all (15.9%).

Table 8. Number of reported wetland visits per year.

Wetland visits per year	Frequency	Percent
None	10	15.9
1 – 5 times	16	25.4
5 – 10 times	11	17.5
10 + times	26	41.3
<b>Total</b>	<b>63</b>	<b>100</b>

Participants were asked if they would support a wetland policy that restricted land use practices, and were given three response options: yes, maybe, and no. The majority of respondents (71.4%) answered yes, while 28.6% responded maybe (Figure 2).

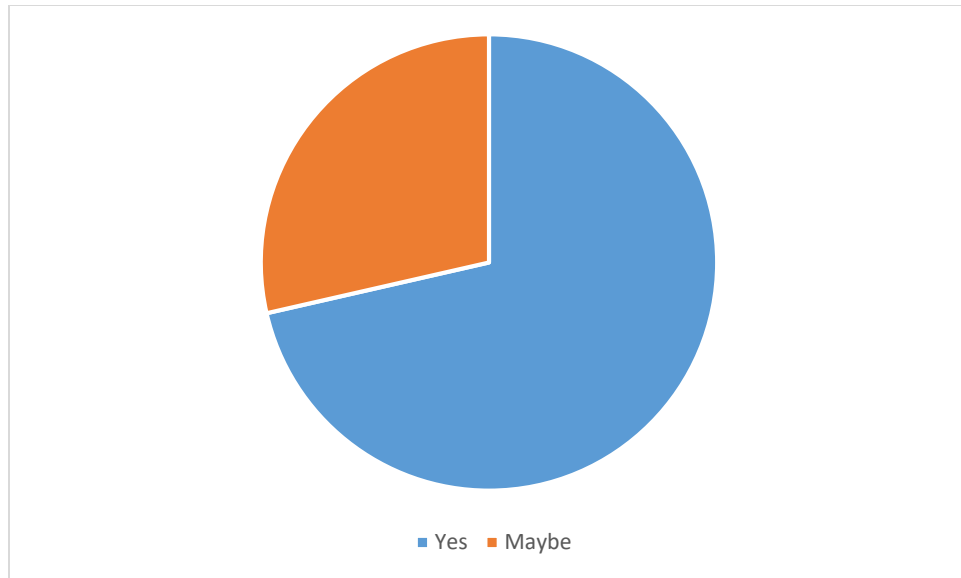


Figure 2. Responses to 'Would you support a wetland policy that restricts your land use practices?' (n=63)

Participants were asked 'which of the following are considered wetlands', to which they could tick a box next to 'bog', 'marsh', 'swamp', 'lake', and 'forest'. Participants could tick one or all of the boxes. 63 responses were recorded for this question. Almost all participants (98.4%) selected 'marsh' (Figure 3). Similarly, most participants indicated 'swamp' (95.2%) and 'bog' (93.7%). Fewer selected 'lake' (60.3%), and 'forest' was the least common response (22.2%).

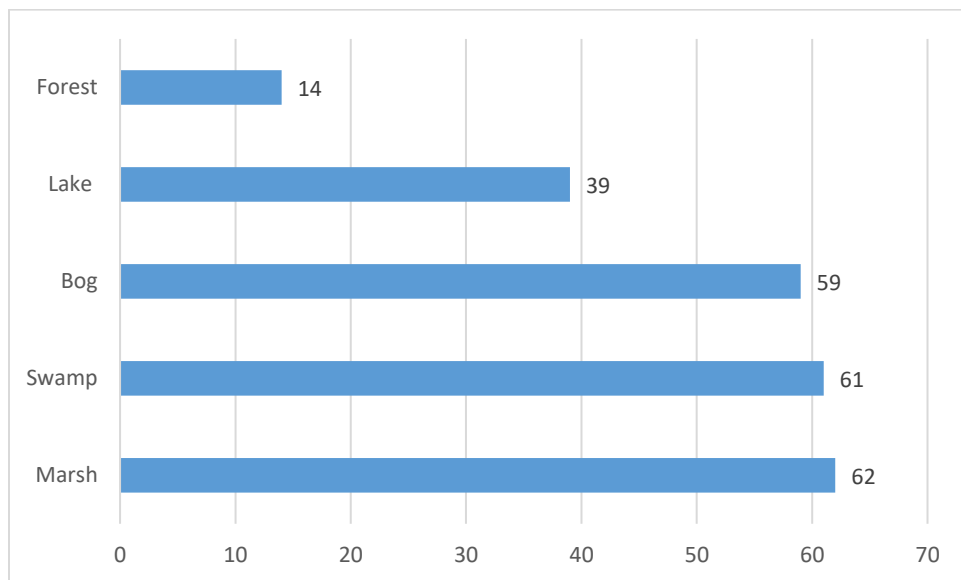


Figure 3. Responses to 'which of the following are wetlands?' (n=63)

Participants were asked if they were familiar with Ducks Unlimited Canada and were given three response options: yes, maybe, and no. Sixty-three responses were recorded for this question. The majority of respondents (95.2%) said yes, while fewer (3.2%) responded maybe, and 1.59% responded no (Figure 4).

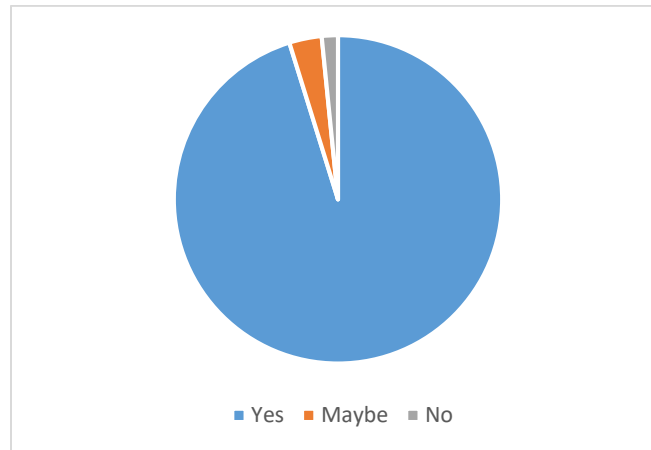


Figure 4. Responses to 'Are you familiar with Ducks Unlimited Canada?' (n=63)



Figure 6. Images used to prompt survey participants' recollection of a wetland field trip.

For those who did, or maybe did remember, were asked to 'please describe' their experience. Thirty responses were recorded for this question. Though responses varied in detail and recollection, three main themes emerged: hands on activities (10); plants and animals (8); and special or weird moments (2) (Table 9).

Table 9. Themes which emerged from survey participants describing their PW experience.

Theme	Frequency	Example statement
<b>Hands on activities</b>	10	<i>"We collected water samples and tried to see if we could find anything in the water"</i>
<b>Plants and animals</b>	8	<i>"Our class visited a bog and saw a real pitcher plant in action!"</i>
<b>Special or weird moments</b>	2	<i>"...memories of being unimpressed that I had to get dirty"</i>



## 6.0 Discussion

Of those who did remember participating in the program, most did not remember the details of the lessons included in the Project Webfoot program, however, some aspects of the experience have stuck with them over the years. Memories, which could have been prompted by photos, were attached to geographic elements of the field trip locations (docks, paths, roads, etc.); wetland species (cattails, beaver, frogs); as well as program delivery materials (Bacel buckets, dip nets, and the Marsh Worlds Book). While this research cannot prove the direct impact of the PW program on wetland conservation, we can develop a better understanding of the contribution of a program like PW towards the development of environmentally sensitive individuals – specifically with respect to memories and recollections of the program. It can also help us understand general values held by young participating in DUC's education program.

Below, is a review of the initial research questions and what was learned as a result of the study.

### ***1. What kind of retention do participants have after 20 years?***

Many survey participants had trouble remembering whether or not they participated in PW, those who did had also had fuzzy retention of program content. Recalled memories, however, were positive and involved themes regarding hands on activities, specific plants and animals they saw or learned about, and some weird or special moments which happened outside.

This finding is especially interesting when considering a study by Liddicoat & Krasny (2014) who found that memories of a residential environmental education program can influence subsequent environmental and outdoor behaviours of participants. The study showed that participants, 5 years after the program, recalled memories of the program while participating in outdoor recreation activities, appreciating local ecology, engaging in environmentally responsible behaviours, and reminiscing with friends about the experience (Liddicoat & Krasny, 2014). While there is limited research on the value of memories as evidence for program evaluation, Liddicoat & Krasny's study shows that retained memories can demonstrate the lasting influence of an environmental education program. Such findings can help frame questions for future research about PW.

### ***2. Does PW shape participants down the road? If so, how? What do PW participants go on to do?***

Due to research challenges such as determining if survey participants were in fact PW participants and not having pre-program data, it is not possible to determine if there is any kind of causal relationship between PW and reported occupations or values in the survey. However, survey participants reported having strong wetland values and good wetland knowledge regardless of their recollection of a wetland field trip. Many different occupations and fields of study were recorded in the survey. A significant number of survey participants were involved in sciences and education. However, this could be evidence of our sampling and recruitment rather than a representative sample.

This research question is at the core of research about environmental education, where studies are developed around questions about program effectiveness and delivery methods. However, there is a lack of consensus in the field. Both the objectives of environmental education as well as the means to their achievement have been long discussed and debated, and gaps have been identified between academic research and practitioners (Fraser, Gupta, & Krasny, 2015), which makes determining 'effectiveness' ambiguous. Most frameworks describe the prerequisites to ecological behaviour as being

a combination of cognitive and affective measures (Cachelin et al., 2009; Fraser, Gupta, & Krasny, 2015; Otto & Pensini, 2017), and some establish the need for nature-based, experiential, and repeat experiences (e.g. Cachelin et al., 2009; Chawla & Cushing, 2007; Chawla 1998; Schultz & Tabanico, 2007).

While we are unable to measure effectiveness in this study, we can compare PW with what has been studied in the literature. We know that PW is a one-time program which draws upon many elements described in literature as impactful, such as nature-based, experiential methods which involve both affective and cognitive techniques. A study of particular relevance by Sellmann & Bogner (2013) showed that effects of a one-day environmental education program had lasting effects on environmental attitudes 4-6 weeks after the intervention. This suggests that short-term programs, such as PW, could have a lasting effect on attitudes and/or behaviour, especially if program participants have repeat exposures to program content (Sellmann & Bogner, 2013; Stern et al., 2009).

More information will contribute to better understanding PW and its effectiveness. Some thoughts about how to do this can be found in the recommendations section.

### ***3. Do participants recognize that PW is a DU program? What are the implications of the branding challenges with PW?***

This question was left out of the survey because the survey was distributed through the DUC Facebook page, it was thought that because of this the question would have more of a skewed response. However, we were able to determine that 95.2% of respondents indicated they were familiar with DUC.

### ***4. Does PW influence people's support for wetlands or wetlands policy? Has the program changed any perceptions?***

We were not able to test if PW changes support for wetlands. We were, however, able to see that the majority of survey participants responded in support of wetlands and wetland policy. T-testing showed that there was no significant difference between survey respondents who remembered participating in PW and those who did not. These results are likely because the survey was completed with participants who would have completed the program 8-20 years ago.

### ***5. What is the return on investment for the PW program?***

What we know is that PW plays a role in the development of environmentalists because it offers an experiential, outdoor program to grade four students. Memories about the program indicate lasting effects of the program. We know that these types of programs are known to increase the probability of pro-environmental behaviour, which is what DUC is seeking in support for the organization and its mission of wetland conservation.

## 7.0 Recommendations

This study was conducted to better understand the relationship between PW and DUC's mission of wetland conservation. Table 14 reviews the findings and limitations of the study, as well as some of the future questions about how PW interacts with DUC and its mission. Recommendations are detailed below.

Table 15. Overview of findings, limitations, and further questions.

Findings (What we know)	Limitations (What we can't know)	Further questions (What we don't know)
<ul style="list-style-type: none"> <li>• People ages 18-30 have difficulty remembering details about grade 4.</li> <li>• Those who remember PW remember it positively, and remember the experiential and outdoor components. These memories demonstrate lasting effects of the program.</li> <li>• Outdoor environmental learning experiences can promote pro-environmental behaviour.</li> <li>• Survey respondents demonstrated wetland values.</li> <li>• Survey respondents were familiar with DUC.</li> </ul>	<ul style="list-style-type: none"> <li>• We can't measure direct, causal impact of PW on wetland values, support for the organization/wetland conservation.</li> <li>• We can't know if participants know PW is a DUC program.</li> </ul>	<ul style="list-style-type: none"> <li>• How are memories of PW used throughout participants' childhood.</li> <li>• What is the field trip landscape? How does PW fit in? How does it compare to other provinces?</li> <li>• What is the PW experience like for teachers? Does it offer something different than other opportunities?</li> </ul>

1. **Write a guiding document for PW.** This could include a logic model or Theory of Change model, but most importantly, concise and measurable goals for the PW program. Keeping the goals of the program small and reflective of the scale of the program is important. Defining measures of success beyond numbers of classes and dollar amounts raised could be helpful. This approach could provide guidance for future research about the program.
2. **Conduct a landscape assessment of similar programs.** Developing a detailed understanding of the other programs could help illustrate the importance of the program in the province. With hope, this understanding could provide insight to what else is contributing to pro-environmental behaviour, and hopefully conservation behaviour.
3. **Interview/talk with teachers** to see how PW fits into their teaching, and ask what value PW gives them. These kinds of conversations could provide insight into how PW fills a need in the province, or if there is specific feedback for program elements.

4. **Gather more survey data** using the same instrument, but different recruitment criteria (specifically the 'interest' category on the sponsored post) and mixed modes of administration. Using different recruitment criteria could offer insight into different groups within the 18-30 range, and could serve as another group to compare the findings from the existing data. Additionally, capturing data using mixed modes of administration (e.g. paper or emailed survey) could compensate for the weaknesses associated with the administration through Facebook (Dillman, 2000).

## References

- Cachelin, A., Paisley, K., & Blanchard, A. (2009). Using the Significant Life Experience Framework to Inform Program Evaluation: The Nature Conservancy's Wings & Water Wetlands Education Program. *The Journal of Environmental Education*, 40(2), 2–14.  
<http://doi.org/10.3200/JOEE.40.2.2-14>
- Chawla, L., & Cushing, D. F. (2007). Education for strategic environmental behavior Education for strategic environmental behavior, (September 2015). <http://doi.org/10.1080/13504620701581539>
- Chawla, L. (1998). Significant life experiences revisited: A review of research on sources of environmental sensitivity. *The Journal of Environmental Education*, 29(3), 11-21.
- Cook, C., Heath, F., & Thompson, R.L. (2000). A meta-analysis of response rates in web- or internet-based surveys. *Educational and Psychological Measurement*, 60, 821- 836.
- Dillman, D. (2000). *Mail and internet surveys: The Tailored Design method*. 2nd ed. New York: John Wiley & Sons, Inc.
- Fraser, J., Gupta, R., & Krasny, M.E. (2015). Practitioners' perspectives on the purpose of environmental education. *Environmental Education Research*, 21(5), 777-800.
- Liddicoat, K.R., & Krasny, M. (2014). Memories as useful outcomes of residential outdoor environmental education. *Journal of Environmental Education*, 45(3), 178-193.
- Otto, S., & Pensini, P. (2017). Nature-based environmental education of children: Environmental knowledge and connectedness to nature, together, are related to behaviour. *Global Environmental Change*, 47, 88-94
- Greenlaw, C., & Brown-Wiley, S. (2009). A comparison of web-based and paper-based survey methods: Testing assumptions of survey mode and response cost. *Evaluation Review*, 30(5). 464-480.
- Schultz, P.W., & Tabanico, J.J. (2007). Self, identity, and the natural environment: Exploring implicit connections with nature. *Journal of Applied Social Psychology*, 37, 1219–1247.
- Sellmann, D., & Bogner, F.X. (2013). Effects of a 1-day environmental education intervention on environmental attitudes and connectedness with nature. *European Journal of Psychology of Education*, 28, 1077–1086
- Stern, M.J., Powell, R.B., Ardoin, N.M. (2008). What difference does it make?: Assessing outcomes from participation in a residential environmental education program. *Journal of Environmental Education*, 39, 31-43.
- Word it Out (n.d.). Accessed on January 18, 2018. <https://worditout.com/word-cloud/create>

# Appendix V- PW Feedback from Teachers



**Additional Comments from Teacher Feedback Forms**  
**2017/2018**



**Which activity was the most useful? Why?**

- Seeing animals under the microscope
- Everything was very easy to facilitate
- Critter Dipping - the kids were engaged and learned a lot
- All of it
- The hand on experience for students was very helpful as many of them have not had this experience
- All great
- Scooping insect out of water because kids were engaged and interested
- All activities were great! All were informative
- Hard to say - I suspect the critter dipping, if I had to pool the students for their opinions
- Dipping for invertebrates
- This activity supports the grade 4 habitats science unit perfectly
- Looking for insects and using binoculars
- Critter catcher - kids love critters
- Bird Watching
- Observing birds, game with different articles
- I believe they enjoyed the fishing for insects the best
- Critter dipping- purpose for all creatures

**Did/will the class participate in ongoing projects to take action for wetland conservation of conservation in general? If yes, how?**

<u>Yes</u>	<u>No</u>	<u>No Response</u>
18	3	3

- Continued teachings to occur after trip
- We will look into possible cleanups of the lakes, swamps, ponds near by
- Will do research to find out more
- Discussions will take place in class to see how we can do this!
- Check online about available habitat resources
- We will be doing research
- We are a school very much focused on conservation - our students are true stewards of the environment
- Will be participating in our nature week, around school
- We will continue to research ways to help conserve wetlands

**Please provide us with additional comments about your wetland experience**

- Well worth the trip, great experience
- The kids loved the trip and seeing the animals and bugs close up. The information was delivered well, and guides were awesome! Thank you
- Awesome experience for children
- It was an enjoyable and informative fieldtrip. Thank you!
- A wonderful visit - Thank you!
- As always, the field trip was awesome and the students truly enjoyed every moment - so nice to see them totally engaged in great learning experiences. I'm so pleased that our school was sponsored this year as this fits in so well with our current science unit on habitats. Also the team of ladies who conducted /taught the kids today were awesome! Great with the children and that's so important! Thanks for a wonderful morning.
- Awesome!
- Lots of questions! Great! They like to share their knowledge
- Wonderful experience. Much appreciated. Thank you!
- We really enjoyed it! Thanks
- It was a great experience to see things first hand and listen to the knowledgeable presenter
- Great hands on experience for the kids
- Maybe go later... in June maybe? Wonderful experience
- We thoroughly enjoyed our morning here with Emma! Thank you
- Fabulous, keep doing what you do!

# Appendix VI- Invoices and Cheques

- Berwick Bussing
- Cambridge Bussing
- Chiganois (CCRSB) Bussing
- Forest Ridge Bussing
- George Bissett Bussing\*
- Joseph Howe Bussing\*
- LE Shaw Bussing
- Millwood Bussing
- Port Williams Bussing
- Rawdon District Bussing
- Somerset Bussing
- Oldfield Bussing\*
- WCE Materials (Acorn Naturalists)
- PW Education Resource Kit Material (letter from National Education Manager, Merebeth Switzer)
- PW Field Trip Delivery- Shubenacadie Wildlife Park
- PW Field Trip Delivery- Rebecca Parker (note: The cost of delivering 23 classes (\$3,450) from these Statements of Earnings is considered for the scope of this project)
- Education Evaluation Consultant- Mhari L. (note: The cost of \$3,000 is considered for the scope of this project)
- \*note: Invoices are provided here, 3 cleared cheques will be provided upon deposit.

Attn: Rebecca Parker



### How to Claim Your Bussing Costs

Ducks Unlimited Canada is happy to provide schools which participate in the Project Webfoot field trip with up to a **\$100 bussing subsidy per class** to help cover the cost of bussing.

To ensure your class/school receives the subsidy, please ensure your school/local school district submits a copy of the bussing invoice to Ducks Unlimited. (Please follow your own internal process for filing invoices to the school/district.) We can issue payments to the school directly or to the school district. However, **it is your school's responsibility to ensure that the school recovers these costs if payment is made to the district.**

**Along with a copy of the bussing invoice, please complete the following:** (please do this after your trip)

1. Name of the school: Berwick and District Elementary
2. Number of classes that attended the field trip: 2 *Grade 4/5 Arbuckle*  
*Grade 4 Baker*
3. Field trip location: Hutt's Marsh
4. **Full amount** of bussing costs: \$ *251.44*  
(DUC will reimburse a maximum of \$100 per class or the full cost of the bus(es), whichever amount is less)

5. Date of the field trip: *Monday, June 4, 2018*

6. The name, title, and address of the person/organization to whom the cheque is payable:

*Berwick and District School 220 Veterans Dr.  
Berwick, NS B0P 1E0*

Invoices must be received by our office by **September 28<sup>th</sup>, 2018**. Late invoices will not be paid.

**Keep a copy of this form for your records. Invoices should be sent with this completed form to:**

Rebecca Parker, Education Specialist  
Ducks Unlimited Canada  
155 Creighton Rd. Shubenacadie, NS.

Ph: (902)-758-4541  
Fax: (902)-758-4538  
R\_Parker@ducks.ca

**Have a great trip!**



**Ducks Unlimited Canada**

Oak Hammock Marsh 1 Mallard Bay @  
Hwy 220 Box 1160  
Stonewall, MB, R0C 2Z0  
Canada

THE ROYAL BANK OF CANADA

MAIN BRANCH, 220 PORTAGE AVENUE  
Winnipeg, MB, R3C0A5  
Canada

10699

DATE 10-18-2018  
MM DD YYYY

Amount of Cash

Winnipeg, MB, R3C0A5

PAY \*\*\*\*\* Two Hundred Canadian Dollar and 00/100

\$\*\*\*\*\*200.00

TO THE  
ORDER OF

Berwick & District School  
220 Veterans Dr  
Berwick, NS, B0P1E0  
Canada

PER

PER

Karla Ann  
Mary Sullivan

⑈010699⑈ ⑆00007⑈003⑆ 000⑈029⑈9⑈

Virtual Endorsement

DSPACC:

DSPTR:

CSID: 2183055372278200993

TXNID: 1

SCANSES: 86,147,596

ITMSEQ: 8

CHANID: 003

APPCD: S900

TRANSIT: 00993

DSPCUR:

TEFDT: 01/11/18

OPID: 552887317

Printer ID#1011F-B

Deposit to the Credit of

**BERWICK & DISTRICT SCH**

ACC # 200 102 2

Endorsement - Signature or Stamp

BACK/ENDOS

Page 1 of 1



# STOCK TRANSPORTATION LTD. BN - 894293067

Please include the Invoice Number on all remittances.

Invoice	Invoice Date
91581972	13-Jun-2018
Terms	Due Date
30 Net	13-Jul-2018
Purchase Order Number	Sales Order
Customer Number	Customer Location
92149	5022

**Bill To:**

Attn: Accounts Payable  
CAMBRIDGE ELEMENTARY [Cambridge, NS]  
6113 HWY 1  
CAMBRIDGE STN NS B0P 1G0

**Remit To:**

STOCK TRANSPORTATION  
6293 HIGHWAY 1  
CAMBRIDGE, NS B0P 1G0

11-JUN-18 - 11-JUN-18 5022-1836/Jun  
11/Cambridge-Hutts Marsh/9:30am-2pm

Line Description Name	Hours	Kilometers	Quantity	Unit Price	Amount
1 Hutts Marsh - 5022-1836/Jun 11/Cambridge-Hutts Marsh/2 trips/9:30am-11:30am-12:00pm-2pm	5.5	53	1	228.49	228.49

**Special Instructions**

For questions regarding this invoice, please contact your local representative  
or email ARHelpdesk@nelic.com

Tax	34.27
Total	262.76
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of 13-Jun-2018 in CAD	262.76

\$ (up to 65 km) \$113.87

Charge in excess of  
65 km - \$1.35 x \_\_\_\_ km + \$ \_\_\_\_

Wait time per hour  
\$20.84 x 5.5 hrs. + \$ 114.62

Total (plus tax) = \$ 228.48

**FAXED**

- 2 classes  
- Norris  
- Moody/MacLean



1300 100 Fax

Page 1 of 1



# STOCK TRANSPORTATION LTD. BN - 894293067

Please include the Invoice Number on all remittances.

Invoice	Invoice Date
81882045	13-Jun-2018
Terms	Due Date
30 Net	13-Jul-2018
Purchase Order Number	Sales Order
Customer Number	Customer Location
02148	8022

Bill To:  
 Arn. Accounts Payable  
 CAMBRIDGE ELEMENTARY (Cambridge, NB)  
 2113 MAY 1  
 CAMBRIDGE STN NB B0P 1G0

Remit To:  
 STOCK TRANSPORTATION  
 8293 HIGHWAY 1  
 CAMBRIDGE, NB B0P 1G0

12-JUN-18 - 12-JUN-18 8022-1835/Jun  
 12/Cambridge-Nutts Marsh/Bern-12pm

Line Description	Hours	Rate/Minute	Quantity	Unit Price	Amount
Nutts Marsh - 8022-1835/Jun 12/Cambridge-Nutts Marsh/Bern-12pm	3.8	27	1	186.81	186.81

Special Instructions  
 For questions regarding this invoice, please contact your local representative  
 or email ART@stocktrans.com

Tax	28.02
Total	214.83
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of 13-Jun-2018 in CAD	214.83

min. trip charge (up to 65 km) \$113.87

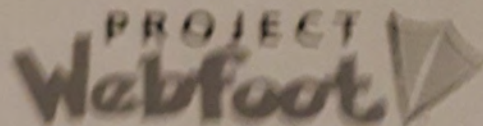
Charge in excess of 65 km - \$1.35 x \_\_\_\_ km = \$ \_\_\_\_

Wait time per hour \$20.84 x 3.5 hrs. = \$72.94

Total (plus tax) = \$186.81

- One Class  
 Mrs. Dempsey

Dempsey



### How to Claim Your Bussing Costs

Ducks Unlimited Canada is happy to provide schools which participate in the Project Webfoot field trip with up to a \$100 bussing subsidy per class to help cover the cost of bussing.

To ensure your class/school receives the subsidy, please ensure your school/local school district submits a copy of the bussing invoice to Ducks Unlimited. (Please follow your own internal process for filing invoices to the school/district.) We can issue payments to the school directly or to the school district. However, it is your school's responsibility to ensure that the school recovers these costs if payment is made to the district.

Along with a copy of the bussing invoice, please complete the following: (please do this after your trip)

1. Name of the school: Cambridge and District School
2. Number of classes that attended the field trip: 8 1
3. Field trip location: Hutt's Marsh
4. Full amount of bussing costs: \$ 214.83  
(DUC will reimburse a maximum of \$100 per class or the full cost of the bus(es), whichever amount is less)
5. Date of the field trip: June ~~11~~ 12, 2018 (2 classes on June 11, 1 class on June 12)
6. The name, title, and address of the person/organization to whom the cheque is payable:

Invoices must be received by our office by September 28<sup>th</sup>, 2018. Late invoices will not be paid.

Keep a copy of this form for your records. Invoices should be sent with this completed form to:

Rebecca Parker, Education Specialist  
Ducks Unlimited Canada  
155 Creighton Rd, Shubenacadie, NS.

Ph: (902)-758-4541  
Fax: (902)-758-4538  
R\_Parker@ducks.ca

Have a great trip!



Norris  
Moody / MacLean  
How to Claim Your Bussing Costs

PROJECT  
**Webfoot**

Ducks Unlimited Canada is happy to provide schools which participate in the Project Webfoot field trip with up to a **\$100 bussing subsidy per class** to help cover the cost of bussing.

To ensure your class/school receives the subsidy, please ensure your school/local school district submits a copy of the bussing invoice to Ducks Unlimited. (Please follow your own internal process for filing invoices to the school/district.) We can issue payments to the school directly or to the school district. However, it is your school's responsibility to ensure that the school recovers these costs if payment is made to the district.

Along with a copy of the bussing invoice, please complete the following: (please do this after your trip)

1. Name of the school: Cambridge Elementary
2. Number of classes that attended the field trip: 2 Ms. Norris, Mrs K-Moody
3. Field trip location: Hutt's Marsh
4. Full amount of bussing costs: \$ 262.76  
(DUC will reimburse a maximum of \$100 per class or the full cost of the bus(es), whichever amount is less)
5. Date of the field trip: June 11, 2018
6. The name, title, and address of the person/organization to whom the cheque is payable:  
Cambridge Elementary  
6113 Highway 1  
Cambridge, N.S. B0P 1G0

Invoices must be received by our office by September 28<sup>th</sup>, 2018. Late invoices will not be paid.

Keep a copy of this form for your records. Invoices should be sent with this completed form to:

Rebecca Parker, Education Specialist  
Ducks Unlimited Canada  
155 Creighton Rd. Shubenacadie, NS.

Ph: (902)-758-4541  
Fax: (902)-758-4538  
R\_Parker@ducks.ca

**Have a great trip!**



**Ducks Unlimited Canada**

Oak Hammock Marsh 1 Mallard Bay @  
Hwy 220 Box 1160  
Stonewall, MB, R0C 2Z0  
Canada

**THE ROYAL BANK OF CANADA**

MAIN BRANCH, 220 PORTAGE AVENUE  
Winnipeg, MB, R3C0A5  
Canada

10703

DATE 10-18-2018  
MM DD YYYY

PAY \*\*\*\*\* Three Hundred Canadian Dollar and 00/100

\$\*\*\*\*\*300.00

TO THE  
ORDER OF

Cambridge & District Elementary  
6113 Hwy 1  
Cambridge Station, NS,  
B0P1G0  
Canada

PER

PER

*Karla Ann*  
*Mary Sullivan*

⑈010703⑈ ⑆00007⑈003⑆ 000⑈029⑈9⑈

**Virtual Endorsement**

DSPACC:  
DSPTR:  
CSID: 6183105632969407153  
TXNID: 1  
SCANSES: 86,623,204  
ITMSEQ: 2  
CHANID: 003  
APPCD: S900  
TRANSIT: 07153  
DSPCUR:  
TEFDT: 06/11/18  
OPID: 827765538

Printer ID#1011F-8

For Deposit Only to the Credit of  
**Cambridge & District School**  
**07153 003 200 134 5**

Endorsement - Signature or Stamp

BACK/ENDOS

# CHIGNECTO-CENTRAL REGIONAL SCHOOL BOARD

Transportation Department  
266 Crossley Avenue  
Truro, Nova Scotia B2N 7H7  
Phone: 902-896-5561

## Internal Cost Recovery

School Name:

Chiganois Elementary

Destination:

Shubenacadie Wildlife Park

Date:

5/15/2018

Permit #:

562S

Name of Applicant:

Gina White

Number of Trips:

1

Date of Trip:

5/8/2018

### Mileage Charge

96

x \$1.25

\$120.00

OR

### Hourly Charge

0

X \$20.00

\$0.00

Notes:

Total Charge:

\$120.00

School's Cost:

\$0.00

Coding for invoice

Vendor Number:

V-002678

Project Name:

Project webfoot - NS

Project Number:

P-000010938-001

Procurement Category:

Bussing # 0728

Description:

\$120.00 - 2 classes - Chiganois Elementary School.

Authorized by:

KW.

\$120.00

been charged.

KW.





**Ducks Unlimited Canada**

Oak Hammock Marsh 1 Mallard Bay @  
Hwy 220 Box 1160  
Stonewall, MB, R0C 2Z0  
Canada

**THE ROYAL BANK OF CANADA**

MAIN BRANCH, 220 PORTAGE AVENUE  
Winnipeg, MB, R3C0A5  
Canada

7780

DATE 06-01-2018  
MM DD YYYY

PAY \*\*\*\*\* One Hundred Twenty Canadian Dollar and 00/100

\$\*\*\*\*\*120.00

TO THE  
ORDER OF

Chignecto Central Regional School Board  
60 Lorne St  
Truro, NS, B2N7H7  
Canada

PER

PER

*Karla Ayers*  
*Marey Sullivan*

⑈007780⑈ ⑆00007⑈003⑆ 000⑈029⑈9⑈

Printer ID#1011F-B

Date: 06/15/18  
Dep: 000121  
Transit-FI: 00003-010  
Source Number: 98  
Account 8224617

DEPOSIT TO THE CREDIT OF  
CHIGNECTO - CENTRAL  
REGIONAL CENTRE FOR EDUCATION  
Branch 00003 Account 82-24617

Endorsement - Signature or Stamp

BACK/ENDOS





### How to Claim Your Bussing Costs

Ducks Unlimited Canada is happy to provide schools which participate in the Project Webfoot field trip with up to a **\$100 bussing subsidy per class** to help cover the cost of bussing.

To ensure your class/school receives the subsidy, please ensure your school/local school district submits a copy of the bussing invoice to Ducks Unlimited. (Please follow your own internal process for filing invoices to the school/district.) We can issue payments to the school directly or to the school district. However, it is your school's responsibility to ensure that the school recovers these costs if payment is made to the district.

Along with a copy of the bussing invoice, please complete the following: (please do this after your trip)

1. Name of the school: Forest Ridge Academy
2. Number of classes that attended the field trip: 1
3. Field trip location: Sable River Wetlands , 310 NS-Trunk 3
4. Full amount of bussing costs: \$ 131.32  
(DUC will reimburse a maximum of \$100 per class or the full cost of the bus(es), whichever amount is less)
5. Date of the field trip: June 22, 2018
6. The name, title, and address of the person/organization to whom the cheque is payable:  
Forest Ridge Academy, P.O. Box 128, Barrington, NS  
Bow IEO

Invoices must be received by our office by September 28<sup>th</sup>, 2018. Late invoices will not be paid.

Keep a copy of this form for your records. Invoices should be sent with this completed form to:

Rebecca Parker, Education Specialist  
Ducks Unlimited Canada  
155 Creighton Rd. Shubenacadie, NS.

Ph: (902)-758-4541  
Fax: (902)-758-4538  
R\_Parker@ducks.ca

Any questions please call Shelley Jeschko @  
902-637-4340

Have a great trip!

TRI-COUNTY REGIONAL CENTRE FOR EDUCATION  
79 Water Street  
Yarmouth NS B5A 1L4  
PHONE: 902-749-5696  
FAX: 902-749-5697  
HST #: 85850 8542 RT0001

Bus-Forest Ridge Academy  
59 Forest View Drive  
Barrington  
NS CA  
BOW 1E0

Customer #: 25001738  
Invoice: 1859023085  
Print Date: July 16, 2018  
Posting Date: July 16, 2018

Description	AMOUNT
*Bus 525925 to Ducks Unlimited Jun 22/18	131.32
H.S.T.	0.00
Total Due:	131.32

MAKE CHEQUE PAYABLE TO: TRI-COUNTY REGIONAL CENTRE FOR EDUCATION  
Please reference invoice number on your payment

PAYMENT TERMS: Net 30 Days

This is a duplicate copy  
PLEASE SUBMIT  
WITH PAYMENT

BEYOND RE-SPENDING THROUGH PLEASE HOLD UP END CAPPING FOR THE OILS AND METAL TRADING FIGHT AND BA



**THE ROYAL BANK OF CANADA**

**MAIN BRANCH, 220 PORTAGE AVENUE  
Winnipeg, MB, R3C0A5  
Canada**

10734

DATE 10-18-2018  
MM DD YYYY

**PAY \*\*\*\*\* One Hundred Canadian Dollar and 00/100**

**\$\*\*\*\*\*100.00**

TO THE  
ORDER OF

**Forest Ridge Academy**  
PO Box 128  
Barrington, NS, B0W1E0  
Canada

PER

PER

Karla Ayers  
Marey Sullivan

"0 60734" :0000? 003: 000 0 29 9

## Virtual Endorsement

Printer ID#1011F-B

DSPACC:

DSPTR:

CSID: 9183063974066500663

TXNID: 51

SCANSSES: 86,241,809

ITMSEQ: 4

CHANID: 003

APPCD \$900E9900

TRANSIT 000000

DSPCUR

TEFDT: 02/11/87

OPID: 695207225

BRANCH

FOR DEPOSIT ONLY  
01213-003 315-345-9

**Endorsement - Signature or Stamp**

## BACK/ENDOS



# STOCK TRANSPORTATION LTD. BN - 894293067

Please include the Invoice Number on all remittances.

<b>Invoice</b>	<b>Invoice Date</b>
91583258	15-Jun-2018
<b>Terms</b>	<b>Due Date</b>
30 Net	15-Jul-2018
<b>Purchase Order Number</b>	<b>Sales Order</b>
<b>Customer Number</b>	<b>Customer Location</b>
8725	5020

**Bill To:**

Attn: Accounts Payable  
 GEORGE BISSET SCHOOL (HLFX)  
 170 ARKLOW DRIVE  
 DARTMOUTH NS B2W 4R6

**Remit To:**

Stock Transportation  
 C/O TH1055  
 P O Box 4283, Station A  
 TORONTO ON M5W 5W6

12-JUN-18 - 12-JUN-18

Line Description Num	Hours	Kilometers	Quantity	Unit Price	Amount
1 FT 14431 (Jessica Wright) George Bissett Elementary going to Shubenacadie Wildlife Park - flat rate WC Bus for Free	4.5	0	1	112.47	112.47
2 FT 14431 (Jessica Wright) George Bissett Elementary going to Shubenacadie Wildlife Park - extra kms over 65	4.5	0	53	1.34	71.02
3 FT 14431 (Jessica Wright) George Bissett Elementary going to Shubenacadie Wildlife Park - driver rate	4.75	236	1	101.56	101.56

**Special Instructions**

For questions regarding this invoice, please contact your local representative  
 or email ARHelpdesk@nellc.com

Tax	42.75
Total	327.80
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of	327.80
15-Jun-2018 in	
CAD	

Stock Transportation Ltd, 2601 Navistar Drive, Lisle IL 60532



NS 2018 George Bissett Elem.  
1 class \$100



### How to Claim Your Bussing Costs

Ducks Unlimited Canada is happy to provide schools which participate in the Project Webfoot field trip with up to a **\$100 bussing subsidy per class** to help cover the cost of bussing.

To ensure your class/school receives the subsidy, please ensure your school/local school district submits a copy of the bussing invoice to Ducks Unlimited. (Please follow your own internal process for filing invoices to the school/district.) We can issue payments to the school directly or to the school district. However, **it is your school's responsibility to ensure that the school recovers these costs if payment is made to the district.**

**Along with a copy of the bussing invoice, please complete the following:** (please do this after your trip)

1. Name of the school: George Bissett Elementary
2. Number of classes that attended the field trip: 1
3. Field trip location: Shubenacadie Wildlife Park
4. **Full amount** of bussing costs: \$ 100  
(DUC will reimburse a maximum of \$100 per class or the full cost of the bus(es), whichever amount is less)
5. Date of the field trip: June 12, 2018 10:00-12:00
6. The name, title, and address of the person/organization to whom the cheque is payable:  
George Bissett Elementary 170 Arklow Drive, Dartmouth NS B2W 4R6

Invoices must be received by our office by **September 28<sup>th</sup>, 2018**. Late invoices will not be paid.

**Keep a copy of this form for your records. Invoices should be sent with this completed form to:**

Rebecca Parker, Education Specialist  
Ducks Unlimited Canada  
155 Creighton Rd. Shubenacadie, NS.

Ph: (902)-758-4541  
Fax: (902)-758-4538  
R\_Parker@ducks.ca

**Have a great trip!**



## YOUR INFO

Your trip provider is:

NS Department of Natural Resources, @ Shubenacadie Wildlife Park  
155 Creighton Rd. Shubenacadie NS

Your sponsor is:

The Nova Scotia Habitat Conservation Fund  
(Bob Petrie)  
136 Exhibition St. Kentville NS

**Please provide us with information about your class(es):** (please do this before your trip)

School Name: Joseph Howe School

Address:	City/Town:	Prov:	Postal Code:
2557 Maynard St	Halifax	NS	

Telephone:	Fax:
902-421-6785	902-42-8744

Lead Teacher(s):	Email for contact:
Keisha Brown	Keisha.Brown@hrsb.ca

Class 1 #s:	Grade(s):	Language(s):
21	4	English

Class 2	Grade(s):	Language(s):

Class 3	Grade(s):	Language(s):

Class 4	Grade(s):	Language(s):

Class 5	Grade(s):	Language(s):

Class 6	Grade(s):	Language(s):

Class 7	Grade(s):	Language(s):

Class 8	Grade(s):	Language(s):



## **How to Claim Your Bussing Costs**

Ducks Unlimited Canada is happy to provide schools which participate in the Project Webfoot field trip with **up to a \$100 bussing subsidy per class** to help cover the cost of bussing.

To ensure your class/school receives the subsidy, please ensure your school/local school district submits a copy of the bussing invoice to Ducks Unlimited. (Please follow your own internal process for filing invoices to the school/district.) We can issue payments to the school directly or to the school district. However, **it is your school's responsibility to ensure that the school recovers these costs if payment is made to the district.**

**Along with a copy of the bussing invoice, please complete the following:** (please do this after your trip)

1. Name of the school: Joseph Howe School
2. Number of classes that attended the field trip: 1
3. Field trip location: Shubenacadie Wildlife Park
4. **Full amount** of bussing costs: \$ 459.97  
(DUC will reimburse a maximum of \$100 per class or the full cost of the bus(es), whichever amount is less)
5. Date of the field trip: May 16, 2018 10-12pm
6. The name, title, and address of the person/organization to whom the cheque is payable:  
Joseph Howe School

Invoices must be received by our office by **September 28<sup>th</sup>, 2018**. Late invoices will not be paid.

**Keep a copy of this form for your records. Invoices should be sent with this completed form to:**

Rebecca Parker, Education Specialist  
Ducks Unlimited Canada  
155 Creighton Rd. Shubenacadie, NS.

Ph: (902)-758-4541  
Fax: (902)-758-4538  
R\_Parker@ducks.ca

**Have a great trip!**



Page 1 of 1

**STOCK TRANSPORTATION LTD.**

BN - 894293067

Please include the Invoice Number on all remittances.

<b>Invoice</b>	<b>Invoice Date</b>
91570046	23-May-2018
<b>Terms</b>	<b>Due Date</b>
30 Net	22-Jun-2018
<b>Purchase Order Number</b>	<b>Sales Order</b>
<b>Customer Number</b>	<b>Customer Location</b>
6761	5020

**Bill To:**

Attn: Accounts Payable  
 JOSEPH HOWE SCHOOL (HLFX)  
 2557 MAYNARD STREET  
 HALIFAX NS B3K 3V6

**Remit To:**

Stock Transportation  
 C/O TH1055  
 P O Box 4283, Station A  
 TORONTO ON M5W 5W6

16-MAY-18 - 16-MAY-18

Line Num	Description	Hours	Kilometers	Quantity	Unit Price	Amount
1	FT14051(KEISHA BROWN) JOSEPH HOWE SCHOOL TO SHUBENACADIE WILDLIFE PARK - HOURLY RATE	5.0	120	2	106.90	213.80
2	FT14051(KEISHA BROWN) JOSEPH HOWE SCHOOL TO SHUBENACADIE WILDLIFE PARK - Flat Rate	5.0	0	1	112.47	112.47
3	FT14051(KEISHA BROWN) JOSEPH HOWE SCHOOL TO SHUBENACADIE WILDLIFE PARK - EXTRA KMS	5.0	0	55	1.34	73.70

**Special Instructions**

For questions regarding this invoice, please contact your local representative or email ARHelpdesk@nellc.com

Tax	60.00
Total	459.97
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of 24-May-2018 in CAD	459.97

Stock Transportation Ltd, 2601 Navistar Drive, Lisle IL 60532

Support



## How to Claim Your Bussing Costs

Ducks Unlimited Canada is happy to provide schools which participate in the Project Webfoot field trip with up to a **\$100 bussing subsidy per class** to help cover the cost of bussing.

To ensure your class/school receives the subsidy, please ensure your school/local school district submits a copy of the bussing invoice to Ducks Unlimited. (Please follow your own internal process for filing invoices to the school/district.) We can issue payments to the school directly or to the school district. However, **it is your school's responsibility to ensure that the school recovers these costs if payment is made to the district.**

**Along with a copy of the bussing invoice, please complete the following:** (please do this after your trip)

1. Name of the school: LE Shaw Elementary School
2. Number of classes that attended the field trip: **1**
3. Field trip location: Miner's Marsh
4. **Full amount** of bussing costs: \$ **241.01**  
(DUC will reimburse a maximum of \$100 per class or the full cost of the bus(es), whichever amount is less)
5. Date of the field trip: **June 7, 2018**
6. The name, title, and address of the person/organization to whom the cheque is payable:

**L.E. Shaw Elementary School**

Invoices must be received by our office by **September 28<sup>th</sup>, 2018**. Late invoices will not be paid.

**Keep a copy of this form for your records. Invoices should be sent with this completed form to:**

Rebecca Parker, Education Specialist  
Ducks Unlimited Canada  
155 Creighton Rd. Shubenacadie, NS.

Ph: (902)-758-4541  
Fax: (902)-758-4538  
R\_Parker@ducks.ca

**Have a great trip!**

Page 1 of 1



# STOCK TRANSPORTATION LTD. BN - 894293067

Please include the Invoice Number on all remittances.

<b>Invoice</b>	<b>Invoice Date</b>
91580335	08-Jun-2018
<b>Terms</b>	<b>Due Date</b>
30 Net	08-Jul-2018
<b>Purchase Order Number</b>	<b>Sales Order</b>
<b>Customer Number</b>	<b>Customer Location</b>
92161	5022

**Bill To:**

Attn: Accounts Payable  
 L E SHAW SCHOOL [Cambridge, NS]  
 486 OAK ISLAND ROAD  
 AVONPORT NS B0P 1B0

**Remit To:**

STOCK TRANSPORTATION  
 6293 HIGHWAY 1  
 CAMBRIDGE, NS B0P 1G0

07-JUN-18 - 07-JUN-18 5022-1814/Jun 7/LE  
 Shaw-Miners Marsh/9:30am-12:30pm

Line	Description	Unit	Rate	Qty	Amount	Amount
1	Miners Marsh - 5022-1814/Jun 7/LE Shaw-Miners Marsh/9:30am-12:30		3.75	78	1	209.57
						209.57

**Special Instructions**

For questions regarding this invoice, please contact your local representative  
 or email ARHelpdesk@nellc.com

Tax	31.44
Total	241.01
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and	0.00
Credits	
Outstanding	241.01
balance as of	
11-Jun-2018 in	
CAD	

Stock Min. trip charge  
 (up to 65 km) \$113.87

Charge in excess of  
 65 km - \$1.35 x 13 km

+ \$ 17.55

Wait time per hour  
 \$20.84 x 3.75 hrs.

+ \$ 78.15

Total (plus tax)

= \$ 209.57



**Ducks Unlimited Canada**

Oak Hammock Marsh 1 Mallard Bay @  
Hwy 220 Box 1160  
Stonewall, MB, R0C 2Z0  
Canada

**THE ROYAL BANK OF CANADA**

MAIN BRANCH, 220 PORTAGE AVENUE  
Winnipeg, MB, R3C0A5  
Canada

10762

DATE 10-18-2018  
MM DD YYYY

PAY \*\*\*\*\* One Hundred Canadian Dollar and 00/100

\$\*\*\*\*\*100.00

TO THE  
ORDER OF

LE Shaw Elementary School  
486 Oak Island Rd  
Avonport, NS, B0P 1B0  
Canada

PER

PER

*Karla Ann*  
*Marcy Sullivan*

⑈0 6076 2⑈ ⑆000007⑈003⑆ 000⑈0 29⑈9⑈

Virtual Endorsement

DSPACC:  
DSPTR:  
CSID: 8183135123215607593  
TXNID: 1  
SCANSES: 86,931,009  
ITMSEQ: 7  
CHANID: 003  
APPCD: S900  
TRANSIT: 07593  
DSPCUR:  
TEFDT: 09/11/18  
OPID: 183087063

Printer ID#1011F-B

**Deposit only**  
**200 773 0**

Endorsement - Signature or Stamp

BACK/ENDOS



## Millwood Elementary School

190 Beaver Bank Cross Rd  
Sackville, NS B4E 1K5

Phone #: (902)864-7510 Fax #: (902)864-7518  
e-mail: [mes@hrsbn.ns.ca](mailto:mes@hrsbn.ns.ca) website: <http://mle@hrsbn.ca>

June 13, 2018

Attn: Sue Penney

Please see the attached for payment.

Millwood Elementary, Grade 4 field trip to Shubenacadie Wildlife Park on May 11, 2018

\$312.41 for Stock Transportation bus for 2 classes sponsored by Project Web Foot

Sonja Moore  
190 Beaver Bank Cross Rd  
Middle Sackville, NS B4E 1K5  
(902) 864-7510



Page 1 of 1

Ducks Unlimited


**STOCK TRANSPORTATION LTD.** BN - 894293067

Please include the Invoice Number on all remittances.

<b>Invoice</b>	<b>Invoice Date</b>
91570000	23-May-2018
<b>Terms</b>	<b>Due Date</b>
30 Net	22-Jun-2018
<b>Purchase Order Number</b>	<b>Sales Order</b>
<b>Customer Number</b>	<b>Customer Location</b>
8884	5020

**Bill To:**

Attn: Accounts Payable  
 MILLWOOD ELEMENTARY SCHOOL (HLFX)  
 190 BEAVERBANK CREEK ROAD,  
 LOWER SACKVILLE NS B4E 1K5

**Remit To:**

Stock Transportation  
 C/O TH1055  
 P O Box 4283, Station A  
 TORONTO ON M5W 5W6

11-MAY-18 - 11-MAY-18

Line Num	Description	Hours	Kilometers	Quantity	Unit Price	Amount
1	FT 13683 (Sonja Moore) Millwood Elementary going to Shebenacadie Wildlife Park - Driver Rate	4.5	112	1	96.21	96.21
2	FT 13683 (Sonja Moore) Millwood Elementary going to Shebenacadie Wildlife Park - Extra km over 65 km	3.75	0	47	1.34	62.98
3	FT 13683 (Sonja Moore) Millwood Elementary going to Shebenacadie Wildlife Park - Flat Rate	3.75	0	1	112.47	112.47

**Special Instructions**

For questions regarding this invoice, please contact your local representative or email ARHelpdesk@nellc.com

Tax	40.75
Total	312.41
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of 24-May-2018 in CAD	312.41

Stock Transportation Ltd, 2601 Navistar Drive, Lisle IL 60532

Fax 902-481-8419



3/15/2018

# Field Trip Confirmation Report

Halifax, NS  
51 Frazee Ave  
902-481-8400

Trip ID: FT5020-13683

Trip Name: FT 13683 (Sonja Moore) Millwood Elementary going to Shebenacadie Wildlife Park

P.O Number:  
Trip Start Date: 5/11/2018

Trip Description:  
Customer Name: MILLWOOD ELEMENTARY SCHOOL  
MILLWOOD ELEMENTARY SCHOOL (HLFX)  
190 BEAVERBANK CREEK ROAD,  
Customer Address:

Trip End Date: 5/11/2018

LOWER SACKVILLE, NS B4E 1K5 CA

Contact Title:  
Total Passengers: 62  
Teen:  
Directions:  
Emergency Instructions:

Customer Contact: SONJA MOORE  
Actual Passengers:  
Adult: 7  
Child: 55  
Contact Phone: 902-864-7510

Pick up & Drop off

Address Description	Address	Schedule Arrival	Schedule Departure
MILLWOOD ELEMENTARY SCHOOL	190 BEAVERBANK CROSS RD., SACKVILLE, NS, B4E 1K5 CA		09:30 AM
SHUBENACADIE WILDLIFE PARK	HWY 102 TO EXIT 9 NEAR MILFORD., THEN GO NORTH TO PARK, OR EXIT 11 AND 5 KM SOUTH, 758-2040. CA	10:15 AM	12:00 PM
MILLWOOD ELEMENTARY SCHOOL	190 BEAVERBANK CROSS RD., SACKVILLE, NS, B4E 1K5 CA	12:45 PM	

Vehicles

Quantity	Type	Capacity	Special
----------	------	----------	---------

Computation Of Charges

Description	Quantity	Hours	Miles/KMs	Additional Fees	Flat Fee	Line Total
Driver Rate	1	3.75	112			80.18
Extra km over 65 km	47	0	0		1.34	62.98
Flat Rate	1	0	0			112.47

Sub Total :255.63

Tax :38.34

Total :293.97

Trip booked by: Christopher G. Gillam

Email: cggillam@stocktransportation.com

Signature Sonja Moore

Date March 19, 2018



# Field Trip Order Form (2017-18)



**NOTE: The Nova Scotia Pupil Transportation Advisory Committee and Emergency Health Services now require the Teacher(s) to provide the Driver(s) with a student list prior to the field trip departure to give to emergency responders in case of emergency.**

Please send this information back to our office by email [cggillam@stocktransportation.com](mailto:cggillam@stocktransportation.com) or by fax at 902-481-8419. Your field trip will be confirmed with a school trip **confirmation number** within 7 days. If you do not receive confirmation within 7 days please call 902-481-8400 to check its status. Do Not send another Form, for the same trip, until it has been confirmed, that the first one was not received.

## Field Trip Information:

**School Name:** Millwood Elementary School

**Contact Name:** Sonja Moore **Phone Number:** 902-864-7510

**Email:** sonja.moore@hrrsb.ca

**Billing Information if not being billed to the school:**  
(Once the Invoice is created, this will not be changed)

**Date of Trip:** Friday, May 11, 2018

**Destination:** Shubenacadie Wildlife Park

**School Pick Up Time:** 9:00 am

**Dest. Pick Up Time:** 12:00 pm

**Back At School Time:** 12:45 pm

**# Students\*:** 55 **Grade:** Grade 4 **# Adults\*:** 7

\*There can be 70 ELEMENTARY students on a bus, REMOVE 2 STUDENTS FOR EVERY ADULT  
i.e. 60 students: 5 adults

\*There can be 46 JUNIOR HIGH / HIGH SCHOOL students and/or ADULTS on a bus.

**Special Instructions:**

---

---

---

THIS CHECK CONTAINS A MICROLINE BURDEN AND SECURITY FEATURES  
BEFORE ACCEPTING CHECKS, PLEASE HOLD UP AND EXAMINE FOR THE SEPARATE SECURITY PATTERNS FRONT AND BACK



**Ducks Unlimited Canada**

Oak Hammock Marsh 1 Mallard Bay @  
Hwy 220 Box 1160  
Stonewall, MB, R0C 2Z0  
Canada

**THE ROYAL BANK OF CANADA**

MAIN BRANCH, 220 PORTAGE AVENUE  
Winnipeg, MB, R3C0A5  
Canada

10768

DATE 10-18-2018  
MM DD YYYY

PAY \*\*\*\*\* Two Hundred Canadian Dollar and 00/100

\$\*\*\*\*\*200.00

TO THE  
ORDER OF

Millwood Elementary School  
190 Beaver Bank Cross  
Middle Sackville, NS,  
B4E1K5  
Canada

PER

*Karla Ayers*

PER

*Mary Sullivan*

⑈010768⑈ ⑆00007⑈003⑆ 000⑈029⑈9⑈

Printer ID#1011F-B

CIBC-010  
00713 002 11/23/2018  
00713 / 9914412  
3200109978181 39

Deposit to the Credit of  
**MILLWOOD ELEMENTARY SCHOOL**  
TR # 00713-011 9914412

Endorsement - Signature or Stamp

BACK/ENDOS

Page 1 of 1



# STOCK TRANSPORTATION LTD. BN - 894293067

Please include the Invoice Number on all remittances.

Invoice	Invoice Date
91580911	11-Jun-2018
Terms	Due Date
30 Net	11-Jul-2018
Purchase Order Number	Sales Order
Customer Number	Customer Location
92156	5022

**Bill To:**

Attn: Accounts Payable  
 PORT WILLIAMS ELEMENTARY [Cambridge, NS]  
 1261 BELCHER STREET  
 PORT WILLIAMS NS B0P 1T0

**Remit To:**

STOCK TRANSPORTATION  
 6293 HIGHWAY 1  
 CAMBRIDGE, NS B0P 1G0

08-JUN-18 - 08-JUN-18 5022-1823/Jun 8/Port  
 Williams-Hutts Marsh/3 trips/9am-2:15pm

Description	Quantity	Unit Price	Amount
Geiton - 5022-1823/Jun 8/Port Williams-Hutts Marsh/9am-2:15pm	1.00	397.24	397.24

**Special Instructions**

For questions regarding this invoice, please contact your local representative or email ARHelpdesk@nelic.com

Tax	59.59
Total	456.83
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of 11-Jun-2018 in CAD	456.83

min. trip charge (up to 65 km)	\$113.87
Charge in excess of 65 km - \$1.35 x 125 km	+\$168.75
Wait time per hour \$20.84 x 5.5 hrs.	+\$114.62
Total (plus tax)	= \$397.24



**Ducks Unlimited Canada**

Oak Hammock Marsh 1 Mallard Bay @  
Hwy 220 Box 1160  
Stonewall, MB, R0C 2Z0  
Canada

**THE ROYAL BANK OF CANADA**

MAIN BRANCH, 220 PORTAGE AVENUE  
Winnipeg, MB, R3C0A5  
Canada

10794

DATE 10-18-2018  
MM DD YYYY

PAY \*\*\*\*\* Three Hundred Canadian Dollar and 00/100

\$\*\*\*\*\*300.00

TO THE  
ORDER OF

Port Williams Elementary  
1261 Belcher St  
Port Williams, NS, B0P1T0  
Canada

PER

*Karla Ann*

PER

*Mary Sullivan*

⑈010794⑈ ⑈00007⑈003⑈ 000⑈029⑈9⑈

Virtual Endorsement

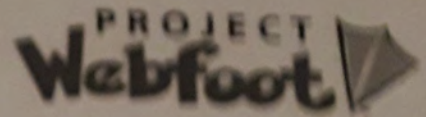
Printer ID#1011F-B

DSPACC:  
DSPTR:  
CSID: 9183183316597107703  
TXNID: 1  
SCANSES: 87,189,856  
ITMSEQ: 9  
CHANID: 003  
APPCD: S900  
TRANSIT: 07703  
DSPCUR:  
TEFDT: 14/11/18  
OPID: 179268461

*200 1980*  
Endorsement - Signature or Stamp

BACK/ENDOS





## How to Claim Your Bussing Costs

Ducks Unlimited Canada is happy to provide schools which participate in the Project Webfoot field trip with up to a \$100 bussing subsidy per class to help cover the cost of bussing.

To ensure your class/school receives the subsidy, please ensure your school/local school district submits a copy of the bussing invoice to Ducks Unlimited. (Please follow your own internal process for filing invoices to the school/district.) We can issue payments to the school directly or to the school district. However, it is your school's responsibility to ensure that the school recovers these costs if payment is made to the district.

Along with a copy of the bussing invoice, please complete the following: (please do this after your trip)

1. Name of the school: Rawdon District Elementary School
2. Number of classes that attended the field trip: 1
3. Field trip location: Shubenacadie Wildlife Park
4. Full amount of bussing costs: \$ 102.00  
(DUC will reimburse a maximum of \$100 per class or the full cost of the bus(es), whichever amount is less)
5. Date of the field trip: May 17, 2018 10-12pm
6. The name, title, and address of the person/organization to whom the cheque is payable:

Rawdon District School  
3713 Highway 354, Upper Rawdon, NS B0N 2N0

Invoices must be received by our office by September 28<sup>th</sup>, 2018. Late invoices will not be paid.

Keep a copy of this form for your records. Invoices should be sent with this completed form to:

Rebecca Parker, Education Specialist  
Ducks Unlimited Canada  
155 Creighton Rd. Shubenacadie, NS. B0N 2H0

Ph: (902)-758-4541  
Fax: (902)-758-4538  
R\_Parker@ducks.ca

Have a great trip!

# CHIGNECTO-CENTRAL REGIONAL SCHOOL BOARD

Transportation Department  
266 Crossley Avenue  
Truro, Nova Scotia B2N 7H7  
Phone: 902-896-5561

## Internal Cost Recovery

School Name:

Rawdon District Elementary

Destination:

Wildlife Park (Project Webfoot)

Date:

5/29/2018

Permit #:

5561

Name of Applicant:

Myrna Noddin Bona

Number of Trips:

1

Date of Trip:

5/17/2018

### Mileage Charge

0

x \$1.25

\$0.00

OR

### Hourly Charge

4.5

X \$20.00

\$90.00

**PAID**  
3139

May 29, 2018

Notes:

MEAL FOR DRIVER \$12

Total Charge:

\$90.00

School's Cost:

\$12.00

Invoice Total:

**\$102.00**

Your school account (631400 63 780 610) has automatically been charged.

Coordinator of Transportation - Sandy Lynds



NS 2018 Rawdon Elem.

1 class \$100

# Rawdon District School

3715 Highway 354  
Upper Rawdon, Nova Scotia  
B0N 2N0

Telephone: (902) 632-6660  
Fax: (902) 632-6662



Students, Teachers, Parents: Preparing for the Future

June 5, 2018

Rebecca Parker  
Education Specialist  
Ducks Unlimited Canada  
155 Creighton Rd  
Shubenacadie, NS B0N 2H0

**Subject: Project Webfoot Bussing Claim - 2018**

Dear Ms. Parker:

Enclosed please our completed "How to Claim Your Bussing Costs" form along with a copy of our bussing invoice from the school board for the 2018 Project Webfoot trip to the Wildlife Park on Thursday, May 17<sup>th</sup>, 2018.

I trust you will find everything in order.

Regards,

Susan Ward  
Administrative Assistant

/sdw

Encl. (2)





**Ducks Unlimited Canada**

Oak Hammock Marsh 1 Mallard Bay @  
Hwy 220 Box 1160  
Stonewall, MB, R0C 2Z0  
Canada

**THE ROYAL BANK OF CANADA**

MAIN BRANCH, 220 PORTAGE AVENUE  
Winnipeg, MB, R3C0A5  
Canada

10801

DATE 10-18-2018  
MM DD YYYY

PAY \*\*\*\*\* One Hundred Canadian Dollar and 00/100

\$\*\*\*\*\*100.00

TO THE  
ORDER OF

Rawdon District Elementary School  
3713 Hwy 354  
Upper Rawdon, NS,  
B0N2N0  
Canada

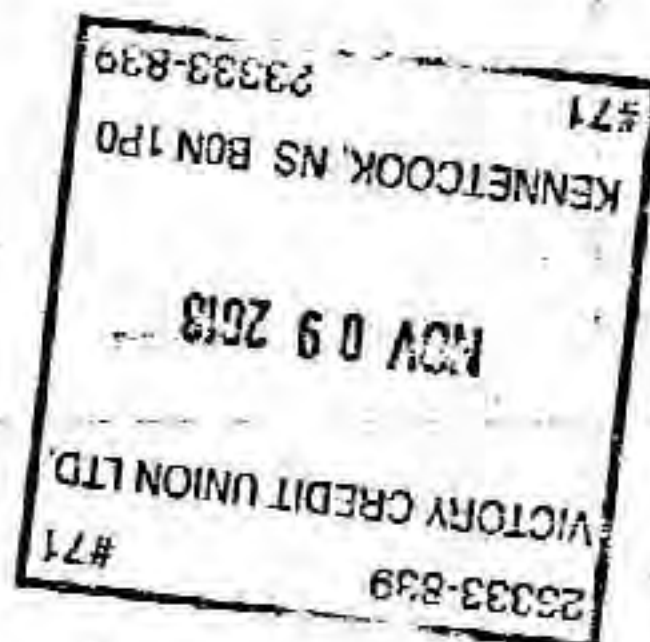
PER

PER

*Karla Ayer*  
*Mary Sullivan*

⑈010801⑈ ⑆00007⑈003⑆ 000⑈029⑈9⑈

Printer ID#1011F-B



Deposit to the Credit of  
**Rawdon District School**  
TR # 23333-839 ACC. #60110-106

Endorsement - Signature or Stamp

BACK/ENDOS

CAPTURING BRANCH

11/9/18 11:44 AM Pacific TZ  
Victory Credit Union  
23333-839  
Kennetcook Branch

Page 1 of 1



# STOCK TRANSPORTATION LTD. BN - 884293067

Please include the Invoice Number on all remittances.

<b>Invoice</b>	<b>Invoice Date</b>
91571842	28-May-2018
<b>Terms</b>	<b>Due Date</b>
30 Net	27-Jun-2018
<b>Purchase Order Number</b>	<b>Sales Order</b>

<b>Customer Number</b>	<b>Customer Location</b>
134221	5022

**Bill To:**

Attn: Accounts Payable  
SOMERSET ELEMENTARY [Cambridge, NS]  
4339 BROOKLYN STREET  
SOMERSET NS B0P 1E0

**Remit To:**

STOCK TRANSPORTATION  
6293 HIGHWAY 1  
CAMBRIDGE, NS B0P 1G0

24-MAY-18 - 24-MAY-18 5022-1786/May  
24/Somerset-Hutts Marsh/2 loads/9am-2:15pm

Line Description	Hours	Kilometers	Quantity	Unit Price	Amount
1 Hutts Marsh - 5022-1786/May 24/Somerset-Hutts Marsh/9am-2:15pm/ 2 trips	6.0	60	1	238.91	238.91

**Special Instructions**

For questions regarding this invoice, please contact your local representative  
or email ARHelpdesk@nallc.com

Tax	35.84
Total	274.75
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of 28-May-2018 in CAD	274.75

Min. trip charge (up to 65 km) \$113.87

Charge in excess of 65 km - \$1.35 x \_\_\_\_\_ km + \$ \_\_\_\_\_

Wait time per hour \$20.84 x 6 hrs. + \$ 125.04

Total (plus tax) = \$ 238.91 DM

Total



Page 1 of 1



# STOCK TRANSPORTATION LTD. BN - 894293067

Please include the Invoice Number on all remittances.

Invoice	Invoice Date
91571838	28-May-2018
Terms	Due Date
30 Net	27-Jun-2018
Purchase Order Number	Sales Order

Customer Number	Customer Location
134221	5022

**Bill To:**

Attn: Accounts Payable  
SOMERSET ELEMENTARY [Cambridge, NS]  
4339 BROOKLYN STREET  
SOMERSET NS B0P 1E0

**Remit To:**

STOCK TRANSPORTATION  
6293 HIGHWAY 1  
CAMBRIDGE, NS B0P 1G0

23-MAY-18 - 23-MAY-18 5022-1787/May  
23/Somerset-Hutts Marsh/9am-11:30am

Line Description	Hours	Kilometers	Quantity	Unit Price	Amount
1 Hutts Marsh - 5022-1787/May 23/Somerset-Hutts Marsh/9am-11:30am	3.25	40	1	181.60	181.60

**Special Instructions**

For questions regarding this invoice, please contact your local representative or email ARHelpdesk@ncllc.com

Tax	27.24
Total	208.84
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of 28-May-2018 in CAD	208.84

Min. trip charge  
Std (up to 65 km) \$113.87

Charge In excess of  
65 km - \$1.35 x \_\_\_\_\_ km + \$ \_\_\_\_\_

Wait time per hour  
\$20.84 x 3.25 hrs. + \$ 67.73

Total (plus tax) = \$ 181.60 pm

Total



**Ducks Unlimited Canada**

Oak Hammock Marsh 1 Mallard Bay @  
Hwy 220 Box 1160  
Stonewall, MB, R0C 2Z0  
Canada

THE ROYAL BANK OF CANADA

MAIN BRANCH, 220 PORTAGE AVENUE  
Winnipeg, MB, R3C0A5  
Canada

10814

DATE 10-18-2018  
MM DD YYYY

PAY \*\*\*\*\* Three Hundred Fifty Canadian Dollar and 00/100

\$\*\*\*\*\*350.00

TO THE  
ORDER OF

Somerset & District Elementary School  
4339 Brooklyn Street  
Berwick, NS, B0P1E0  
Canada

PER

PER

*Kala Ann*  
*Mary Sullivan*

⑈010814⑈ ⑆00007⑈0034⑈ 000⑈029⑈9⑈

Virtual Endorsement

Printer ID#1011F-B

DSPACC:

DSPTR:

CSID: 6183035581162200993

TXNID: 1

SCANSES: 85,876,899

ITMSEQ: 2

CHANID: 003

APPCD: 5900

TRANSIT: 00993

DSPCUR:

TEFDT: 30/10/18

OPID: 662006642

Endorsement - Signature or Stamp

BACK/ENDOS



Ducks Unlimited Canada  
Conserving Canada's Wetlands



## HOW TO CLAIM YOUR BUSSING COSTS FOR YOUR WETLAND FIELD TRIP

Ducks Unlimited Canada is happy to provide schools which participate in the Project Webfoot field trip with **up to a \$100 bussing subsidy per class** to help cover the cost of bussing.

To ensure your class/school receives the subsidy, please ensure your school/local school district submits a copy of the bussing invoice to Ducks Unlimited. (Please follow your own internal process for filing invoices to the school/district.) We can issue payments to the school directly or to the school district. However, **it is your school's responsibility to ensure that the school recovers these costs if payment is made to the district.**

**Along with a copy of the bussing invoice, please complete the following:**

1. Name of the school: Oldfield Consolidated
2. Number of classes that attended the field trip: 2
3. Field trip location: Shubenacadie NS - Wildlife Park
4. **Full amount** of bussing costs: \$ 73.33  
(DUC will reimburse a maximum of \$100 per class or the full cost of the bus(es), whichever amount is less)
5. Date of the field trip: 31 May 2018
6. The name, title, and address of the person/organization to whom the cheque is payable: Oldfield Elementary  
72 Hall's Rd.  
Enfield, N.S.  
B2T 1C4

Invoices must be received by our office by September 30<sup>th</sup>, 2018. Late invoices will not be paid.

**Invoices should be sent with this completed form to:**

Katie Scott, Education Specialist  
Ducks Unlimited Canada  
155 Creighton Rd. Shubenacadie, NS.

Ph: (902)-758-4541  
Fax: (902)-758-4538  
K\_scott@ducks.ca

**STOCK TRANSPORTATION LTD.**

BN - 894293067

Please include the Invoice Number on all remittances.

**Invoice**

91576458

**Terms**

30 Net

**Purchase Order Number****Invoice Date**

01-Jun-2018

**Due Date**

01-Jul-2018

**Sales Order****Customer Number**

8889

**Customer Location**

5020

**Remit To:**

Stock Transportation

C/O TH1055

P O Box 4283, Station A

TORONTO ON M5W 5W6

**Bill To:**

Attn: Accounts Payable

OLDFIELD ELEMENTARY SCHOOL (HLFX)

72 HALLS ROAD

ENFIELD NS B2T 1C4

31-MAY-18 - 31-MAY-18

**COPY**

Line	Num Description	Hours	Kilometers	Quantity	Unit Price	Amount
1	FT 14386 (Becky Campbell) Oldfield to Shubenacadie Wildlife Park - Driver Rate	3.5	50	1	74.83	74.83

**Special Instructions**

For questions regarding this invoice, please contact your local representative or email ARHelpdesk@nelc.com

Tax	11.23
Total	86.06
Amount Applied	0.00
Amount Credited	-12.73
Amount Adjusted	0.00
Payments and Credits	12.73
Outstanding balance as of 19-Sep-2018 in CAD	73.33

Stock Transportation Ltd, 2601 Navistar Drive, Lisle IL 60532

About this Page

chq 4134  
8c



## Payment Method

Credit Card

Credit Card

**Credit Card Type** Visa**Credit Card Number** XXXX-3799

## Shipping Method

Ground Service to Canada (7-14 days) - UPS Canada Standard

Items	Qty	Price
<b>Invasion Ecology (Teacher's Edition)</b>	1	\$16.95
SKU: B-11059		
<b>Invasion Ecology (Student Edition)</b>	1	\$7.95
SKU: B-11017		
<b>Watersheds: A Practical Handbook for Healthy Water</b>	1	\$19.95
SKU: WTR-8236		
<b>Tapwater Tour® Water Quality Test Kit</b>	1	\$79.95
SKU: TEST-4103		
<b>Tapwater Tour® Water Quality Test Kit (Refill)</b>	3	\$190.50
SKU: TEST-4104		
<b>Watershed Tour® Water Quality Test Kit</b>	2	\$193.90
SKU: TEST-9211		
<b>Watershed Tour® Water Quality Test Kit (Refill)</b>	2	\$31.90
SKU: TEST-9215		
<b>Urban Water Quality Test Kit</b>	4	\$211.80
SKU: TEST-10206		
<b>Place-Based Education: Connecting Classrooms and Communities (2nd Edition)</b>	1	\$11.95
SKU: EE-21228		
<b>Pocket Microscope</b>	15	\$269.25
SKU: T-15297		
<b>GREEN (Global Rivers Environmental Education Network) Comprehensive Water Quality Monitoring Kit</b>	1	\$258.95
SKU: TEST-9518		
<b>Professional Grade Screen Soil Sieves (Set of Six Sieves)</b>	1	\$99.95
SKU: T-8331		
<b>6" Standard Mesh Aquatic Dip Net</b>	50	\$175.00
SKU: T-2287		
<b>Acorn Naturalists Pocket Plant Press</b>	10	\$99.50
SKU: T-81		
<b>Aquatic Digital Thermometer with Remote Probe</b>	1	\$39.95
SKU: T-12374		
<b>Invertebrate (Fine Mesh) Extendable Aquatic Net</b>	10	\$279.50
SKU: T-13508		
<b>All-Weather Student Journal (Rite-In-The-Rain®)</b>	50	\$347.50
SKU: B-10209		
<b>Bugs of the Underworld: The Natural History of Aquatic</b>	1	\$38.95

**Insects (DVD)**

SKU: DVD-17182

**Subtotal**

\$2,373.40

**Shipping & Handling**

\$297.95

**Discount**

-\$117.08

**Grand Total****\$2,554.27**[\(800\) 422-8886](tel:8004228886)

Hours of Operation:

Monday through Friday, 7:00 am to 5:00  
pm (Pacific Standard Time).

Acorn Naturalists

180 South Prospect Avenue, Suite 230

Tustin, California 92780,

United States



Nova Scotia Habitat Conservation Fund  
NS Department of Natural Resources  
136 Exhibition Street  
Kentville, Nova Scotia  
B4N 4E5

November 19, 2018

To Whom It May Concern:

Please be advised that the Ducks Unlimited "Project Webfoot Program" is national in scope. All school classes recruited provincially are registered with the Ducks Unlimited Canada national office in Stonewall, Manitoba and fulfillment of the resource kits is done nationally, with specific modifications relative to the province or region receiving these materials.

"Sponsor funding" is secured largely by DUC staff and volunteers within each province, with the majority of sponsors indicating the communities in which the classes of students are to be registered. All funds raised for Project Webfoot are designated to the DUC Education program in the province for which they are raised.

National education staff are responsible for development, production or purchase of the Project Webfoot kit educational resources and for program fulfillment based on the class information provided for each province. It should be noted that these costs do not include expenditures at the Provincial level for staff and volunteer support costs. In addition there are significant additional costs associated with the development, design, testing, and translation of these resources and our on-line web components.

The cost to provide educational resources to each class averaging 25 students in the Project Webfoot program is \$350 per year. Each year we evaluate the program based on teacher surveys and make modifications and improvements to the kit.

Fifteen PW KITS (Total Value = \$5,250) were provided to classes in Nova Scotia during the 2017/2018 school year.

I trust this provides the information you require for reporting purposes. Please advise if I can be of further assistance.

Yours truly,

A handwritten signature in blue ink that reads "Merebeth Switzer".

Merebeth Switzer  
National Education Coordinator  
[m\\_switzer@ducks.ca](mailto:m_switzer@ducks.ca)  
Office/Cell: [\(416\) 573-5762](tel:4165735762)

# Shubenacadie Provincial Wildlife Park Educational Programming

## Invoice

Invoice Number:  
Invoice Number Date:

Department of Natural Resources  
PO Box 299  
Shubenacadie, N.S.  
B0N 2H0  
Telephone: 758-2040  
Fax: 758-7011

Please make cheque payable to: Shubenacadie Provincial Wildlife Park

To: Ducks Unlimited Canada  
Attn Rebecca Parker

Tel #: 902-758-4541  
Email: r\_parker@ducks.ca

QTY.	DESCRIPTION	UNIT PRICE	TOTAL
5	Webfoot Programs	\$150	750.00
			0.00
			0.00
			0.00
			0.00
			0.00
			0.00
			0.00
SUBTOTAL			750.00
SALES TAX			0.00
SHIPPING & HANDLING			0.00
TOTAL DUE			\$750.00

**THANK YOU FOR YOUR PARTICIPATION!**



DUCKS UNLIMITED CANADA  
OAK HAMMOCK MARSH CONSERVATION CENTRE

PAYMENT DATE: 20180615  
Y/A M/M D/J  
PAY END DATE: 20180615  
Y/A M/M D/J

## STATEMENT OF EARNINGS AND DEDUCTIONS

EARNINGS	DATE YMMDD	RATE	CURRENT HRS/UNITS	CURRENT AMOUNT	YTD HRS/UNITS	YTD AMOUNT
BASIC		0.0000	0.00	1958.34	0.00	21541.74
TOTAL EARNINGS				1958.34		21541.74
LESS TAXABLE BENEFITS				0.00		0.00
TOTAL GROSS				1958.34		21541.74
DEDUCTIONS	CURRENT AMOUNT	YTD AMOUNT		DEDUCTIONS	CURRENT AMOUNT	YTD AMOUNT
GOVT PEN	89.72	986.92		EI CONT	32.51	357.61
FEDL TAX	370.07	4070.77				
TOTAL DEDUCTIONS					492.30	5415.30
NET PAY			1466.04			

**NON NEGOTIABLE**

JOE81400 PARKER REBECCA  
PARKER REBECCA  
81 RADCLIFFE DR, UNIT 305  
HALIFAX NS B3M 4P2  
CANADA

ASSOCIATE ID: EMOIYFDQ2  
SAVINGS ACCT:  
DEDN. DEP. ACCT:  
EMPL./PAYEE ID.: JOE8 1400 008500157  
OCCUPATION: EDUSPE2  
NO. PAY PER.: 11 OF 24

NET PAY: \$\*\*\*1466.04

NOTIFICATION OF DEPOSIT TO ACCT.: XXXXXXXXXXXX3384





DUCKS UNLIMITED CANADA  
OAK HAMMOCK MARSH CONSERVATION CENTRE

PAYMENT DATE: <b>20180628</b>
Y/A M/M D/J
PAY END DATE: <b>20180630</b>
Y/A M/M D/J

## STATEMENT OF EARNINGS AND DEDUCTIONS

EARNINGS	DATE YMMDD	RATE	CURRENT HRS/UNITS	CURRENT AMOUNT	YTD HRS/UNITS	YTD AMOUNT
BASIC		0.0000	0.00	1958.34	0.00	23500.08
TOTAL EARNINGS				1958.34		23500.08
LESS TAXABLE BENEFITS				0.00		0.00
TOTAL GROSS				1958.34		23500.08
DEDUCTIONS	CURRENT AMOUNT	YTD AMOUNT	DEDUCTIONS	CURRENT AMOUNT	YTD AMOUNT	
GOVT PEN	89.72	1076.64	EI CONT	32.51	390.12	
FEDL TAX	370.07	4440.84				
TOTAL DEDUCTIONS				492.30	5907.60	
NET PAY						1466.04

**NON NEGOTIABLE**

JOE81400 PARKER REBECCA  
PARKER REBECCA  
81 RADCLIFFE DR, UNIT 305  
HALIFAX NS B3M 4P2  
CANADA

ASSOCIATE ID: EMOIYFDQ2  
SAVINGS ACCT:  
DEDN. DEP. ACCT:  
EMPL./PAYEE ID.: JOE8 1400 008500157  
OCCUPATION: EDUSPE2  
NO. PAY PER.: 12 OF 24

NET PAY: \$\*\*\*1466.04

NOTIFICATION OF DEPOSIT TO ACCT.: XXXXXXXXXXXX3384



DUCKS UNLIMITED CANADA  
OAK HAMMOCK MARSH CONSERVATION CENTRE

PAYMENT DATE: **20180515**  
Y/A M/M D/J  
PAY END DATE: **20180515**  
Y/A M/M D/J

## STATEMENT OF EARNINGS AND DEDUCTIONS

EARNINGS	DATE YMMDD	RATE	CURRENT HRS/UNITS	CURRENT AMOUNT	YTD HRS/UNITS	YTD AMOUNT
BASIC		0.0000	0.00	1958.34	0.00	17625.06
TOTAL EARNINGS				1958.34		17625.06
LESS TAXABLE BENEFITS				0.00		0.00
TOTAL GROSS				1958.34		17625.06
DEDUCTIONS	CURRENT AMOUNT	YTD AMOUNT		DEDUCTIONS	CURRENT AMOUNT	YTD AMOUNT
GOVT PEN	89.72	807.48		EI CONT	32.51	292.59
FEDL TAX	370.07	3330.63				
TOTAL DEDUCTIONS					492.30	4430.70
NET PAY			1466.04			

**NON NEGOTIABLE**

JOE81400 PARKER REBECCA  
PARKER REBECCA  
81 RADCLIFFE DR, UNIT 305  
HALIFAX NS B3M 4P2  
CANADA

ASSOCIATE ID: EMOIYFDQ2  
SAVINGS ACCT:  
DEDN. DEP. ACCT:  
EMPL./PAYEE ID.: JOE8 1400 008500157  
OCCUPATION: EDUSPE2  
NO. PAY PER.: 09 OF 24

NET PAY: \$\*\*\*1466.04

NOTIFICATION OF DEPOSIT TO ACCT.: XXXXXXXXXXXX3384



DUCKS UNLIMITED CANADA  
OAK HAMMOCK MARSH CONSERVATION CENTRE

PAYMENT DATE: **20180530**  
Y/A M/M D/J  
PAY END DATE: **20180531**  
Y/A M/M D/J

## STATEMENT OF EARNINGS AND DEDUCTIONS

EARNINGS	DATE YMMDD	RATE	CURRENT HRS/UNITS	CURRENT AMOUNT	YTD HRS/UNITS	YTD AMOUNT
BASIC		0.0000	0.00	1958.34	0.00	19583.40
TOTAL EARNINGS				1958.34		19583.40
LESS TAXABLE BENEFITS				0.00		0.00
TOTAL GROSS				1958.34		19583.40
DEDUCTIONS	CURRENT AMOUNT	YTD AMOUNT		DEDUCTIONS	CURRENT AMOUNT	YTD AMOUNT
GOVT PEN	89.72	897.20		EI CONT	32.51	325.10
FEDL TAX	370.07	3700.70				
TOTAL DEDUCTIONS					492.30	4923.00
NET PAY			1466.04			

**NON NEGOTIABLE**

JOE81400 PARKER REBECCA  
PARKER REBECCA  
81 RADCLIFFE DR, UNIT 305  
HALIFAX NS B3M 4P2  
CANADA

ASSOCIATE ID: EMOIYFDQ2  
SAVINGS ACCT:  
DEDN. DEP. ACCT:  
EMPL./PAYEE ID.: JOE8 1400 008500157  
OCCUPATION: EDUSPE2  
NO. PAY PER.: 10 OF 24

NET PAY: \$\*\*\*1466.04

NOTIFICATION OF DEPOSIT TO ACCT.: XXXXXXXXXXXX3384

Telephone  
Fax  
Giro  
Tax registration number 118888957

## Payment advice

Page 1 of 1  
Date 2018-11-30  
Payment reference

## Mhari Lamarque

5651 Duffus St  
Halifax, NS, B3K2M7  
Canada

Invoice	Invoice date	Invoice amount	Invoice currency	Payment date	Cash discount	Payment amount	Payment currency
9	2017-10-16	1,445.20	CAD	2017-10-17	0.00	1,445.20	CAD
Total						1,445.20	

Telephone  
Fax  
Giro  
Tax registration number 118888957

## Payment advice

Page 1 of 1  
Date 2018-11-30  
Payment reference

## Mhari Lamarque

5651 Duffus St  
Halifax, NS, B3K2M7  
Canada

Invoice	Invoice date	Invoice amount	Invoice currency	Payment date	Cash discount	Payment amount	Payment currency
10	2017-11-20	1,579.00	CAD	2017-11-21	0.00	1,579.00	CAD
Total						1,579.00	