

The Board of Education of School District No. 039 (Vancouver)

Pay transparency report

The Vancouver School Board deeply values our diverse and robust workforce and the benefits that diversity brings to our students and community. The school district acknowledges the existence of systemic barriers and inequities that may impact marginalized groups in the workplace and society overall. Establishing a more comprehensive data set about the people who work across the school district will help identify and address areas where we are not serving members of our community and to continuously improve equity practices.

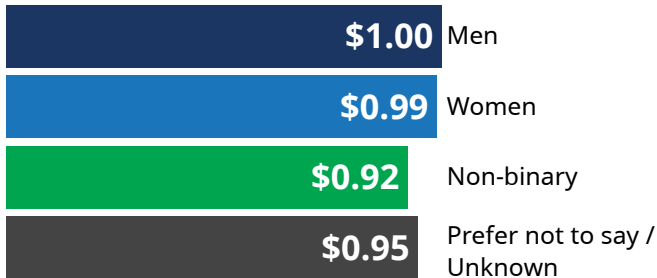
Employer details

Employer:	The Board of Education of School District No. 039 (Vancouver)
Address:	1580 West Broadway, Vancouver, BC
Reporting Year:	2024
Time Period:	July 1, 2023 - June 30, 2024
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more



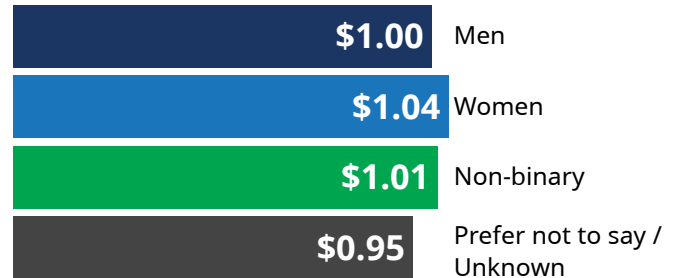
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 1% less than men's and non-binary people's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 99 cents and non-binary people earn 92 cents in average hourly wages.

Median hourly pay gap²



In this organization women's median hourly wages are 4% more than men's and non-binary people's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn \$1.04 and non-binary people earn \$1.01 in median hourly wages.

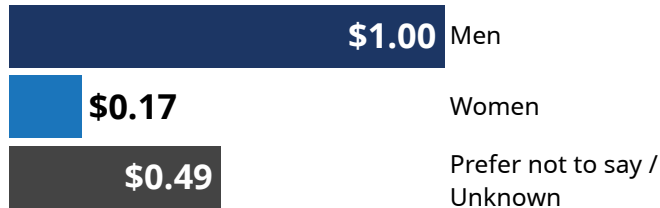
Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



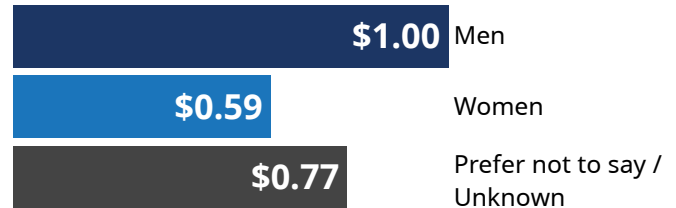
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 83% less than men's. For every dollar men earn in average overtime pay, women earn 17 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 41% less than men's. For every dollar men earn in median overtime pay, women earn 59 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-35
Prefer not to say / Unknown	-20

In this organization the average number of overtime hours worked by women was 35 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-3
Prefer not to say / Unknown	-2

In this organization the median number of overtime hours worked by women was 3 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



Bonus pay

Mean bonus pay⁷

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay⁸

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

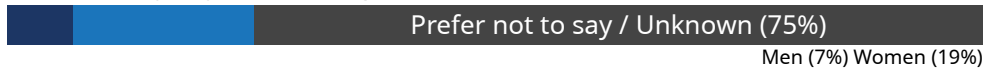
Percentage of employees in each gender category receiving bonus pay

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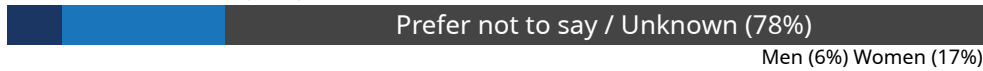


Percentage of each gender in each pay quartile⁹

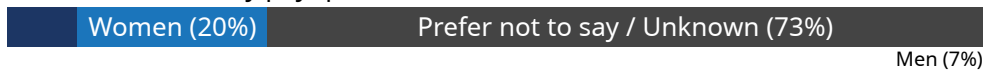
Upper hourly pay quartile (highest paid) †



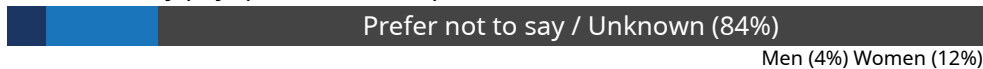
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
 ■ Women
 ■ Prefer not to say / Unknown

In this organization, women occupy 19% of the highest paid jobs and 12% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Data constraints

The Vancouver School Board developed an Employment Equity survey for all staff to consent to provide their self-identified gender for the purpose of preparing this report. All association and union partner groups were provided with the opportunity to have a presentation about the Pay Transparency Act and the contents and rationale for the employment equity survey to support the legislative requirement to complete the Pay Transparency Report. Several types of communication were used to promote employee awareness and participation in the survey. A link to the Employment Equity Survey was communicated by email to all staff on June 3, 2024, with key messages and a link to frequently asked questions. All administrators and managers were asked to hold staff meetings in June and September of 2024 to promote participation in the employment equity survey and to inform about the Pay Transparency Report due on November 1st. The Superintendent and Executive Director of Employee Services encouraged staff participation by posting reminders on TEAMS of administrators and managers with key messages and a QR code for direct mobile access to the survey. Employees are presented with the opportunity to complete the survey when they are hired, promoted or transferred. The survey is available 24/7/365 on the employee portal. The participation rate for this reporting year was 25%.

- * In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.