

School District 64 (Gulf Islands)

2024-2025 Pay transparency report

School District 64 is committed to pay transparency and helping to close the gender pay gap.

Employer Details

Employer	School District 64 Gulf Islands
Address	112 Rainbow Road, Salt Spring Island BC
Reporting Year	2025
Time Period	July 1, 2024 – June 30, 2025
NAICS Code	64 – Education
Number of Employees	300-999

For Non-binary and Prefer to say/unknown employee gender categories the employee numbers are below the minimum of 10 and have been removed from the data set to ensure privacy. There are a total of 379 employees remaining, of which 259 are women and 120 are men. Of the approximately \$20 million in Ordinary pay paid by the school district, women earned \$13 million and men \$7 million.

Hourly pay

Mean Hourly Pay Gap¹

Women	\$1.00
Men	\$0.93
Non-binary	N/A
Prefer not to say/Unknown	N/A

In this organization women's average hourly wages are 7% more. For every dollar women earn in average hourly wages, men earn 93 cents.

Median Hourly Pay Gap²

Women	\$1.00
Men	\$0.65
Non-binary	N/A
Prefer not to say/Unknown	N/A

In this organization women's median hourly wages are 35% more than men's. For every dollar men earn in median hourly wages, women earn 35 cents more.

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 halfway point of pay for each employee gender group that they are paid per hour. Hourly pay does not include bonuses and overtime.

Overtime pay

Significant conclusion cannot be drawn from School District 64's overtime pay analysis. There are only 17 men and 10 women who received overtime pay out of 379 employees. The total amount of overtime pay was \$9,468 for men and \$2,829 for women compared to a total ordinary pay amount of almost \$20 million. There were 165 overtime hours worked by men and 59 overtime hours worked by women. Compared to over 334 thousand in regular hours worked by all genders.

Mean overtime pay ³

Men	\$1.00
Women	\$0.49
Non-binary	N/A
Prefer not to say/Unknown	N/A

In this organization women's average overtime pay is 49% less than men's.

Median overtime pay ⁴

Men	\$1.00
Women	\$0.90
Non-binary	N/A
Prefer not to say/Unknown	N/A

In this organization women's median overtime pay is 10% less than men's. For every dollar men earn in median overtime pay, women earn 90 cents.

Mean overtime paid hours ⁵

Difference as compared to reference group (Men)

Women	-3.8
Non-binary	N/A
Prefer not to say/Unknown	N/A

In this organization the average number of overtime hours worked by women was 3.8 less than by men.

Median overtime paid hours ⁶

Difference as compared to reference group (Men)

Women	-2.3
Non-binary	N/A
Prefer not to say/Unknown	N/A

In this organization the median number of overtime hours worked by women was 2.3 less than by men.

Explanatory notes

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

Percentage of employees in each gender category receiving overtime pay

Men	14%
Women	4%
Non-Binary	N/A
Prefer not to say/Unknown	N/A

Bonus pay

School District 64 does not provide bonus pay to employees regardless of gender.

Percentage of each gender in each pay quartile⁹

	Women	Men	Non-binary	Prefer not to say/ Unknown
Upper hourly pay quartile (highest paid)	74%	26%	N/A	N/A
Upper middle hourly pay quartile	67%	33%	N/A	N/A
Lower middle hourly pay quartile	72%	28%	N/A	N/A
Lowest hourly pay quartile (lowest paid)	61%	39%	N/A	N/A

In this organization, women occupy 74% of the highest paid jobs and 61% of the lowest paid jobs. Women hold 68% of the total positions in the organization and earn 65% of the total ordinary salary.

Explanatory notes

7. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.