GULF ISLANDS SCHOOL DISTRICT 64

# School District 64 (Gulf Islands)

# 2025-26 Pay transparency report

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

Gender information was collected directly from employees through a voluntary survey. Approximately 61% of employees did not provide gender information and are classified as Unknown (U) in accordance with provincial reporting guidance. Because gender information is unavailable for most employees, the reported differences require caution and may not reflect pay differences across the full workforce.

Most employees within School District 64 are covered by collective agreements that establish standard hourly wage rates based on position. These agreements set the applicable wage rates regardless of gender. The reported pay gaps compare gender groups across the workforce, rather than employees performing the same role.

## Employer Details

| | |
|---|---|
| **Employer** | School District 64 Gulf Islands |
| **Address** | 112 Rainbow Road, Salt Spring Island BC |
| **Reporting Year** | 2026 |
| **Time Period** | July 1, 2025 – June 30, 2026 |
| **NAICS Code** | 64 – Education |
| **Number of Employees** | 300-999 |

For Non-binary the 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 373 employees remaining, of which 106 are women and 41 are men and 226 are Unknown. Of the approximately $19.5 million in Ordinary pay paid by the school district, unknown earned $10.4 million, women earned $6.3 million and men $2.8 million.



School District No. 64 (Gulf Islands)
112 Rainbow Road, Salt Spring, BC V8K 2K3
Tel 250-537-5548
Fax 250-537-4200
SD64.BC.CA

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## Hourly pay

**Mean Hourly Pay Gap[1]**

| | |
|---|---|
| Men | $1.00 |
| Women | $0.88 |
| Prefer not to say/Unknown | $0.92 |
| Non-binary | N/A |

For every dollar men earn in mean hourly pay, women earn 88 cents and employees whose gender is unknown earn 92 cents.

**Median Hourly Pay Gap[2]**

| | |
|---|---|
| Men | $1.00 |
| Women | $0.72 |
| Prefer not to say/Unknown | $0.51 |
| Non-binary | N/A |

For every dollar men earn in median hourly pay, women earn 72 cents. Women's median hourly pay is therefore 28% lower than men's.

**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

Of the 373 employees in the reported dataset, 17 received overtime pay. Total overtime pay was $5,952, compared with approximately $19.5 million in ordinary pay. The small number of overtime recipients limits the conclusions that can be drawn from this analysis.

## Bonus pay

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

## Percentage of each gender in each pay quartile[9]

| | Men | Women | Unknown | Non-Binary |
|---|---|---|---|---|
| Upper hourly pay quartile | 15% | 33% | 52% | N/A |
| Upper middle hourly pay quartile | 12% | 24% | 65% | N/A |
| Lower middle hourly pay quartile | 9% | 33% | 58% | N/A |
| Lowest hourly pay quartile | 9% | 23% | 68% | N/A |

Women represent 33% of employees in the upper hourly pay quartile and 23% of employees in the lowest hourly pay quartile.

**Explanatory notes**

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



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