

The Board of Education of School District No. 045 (West Vancouver)

Pay transparency report

The West Vancouver School District, located in British Columbia, Canada, is renowned for its commitment to academic excellence and innovative education. Serving a diverse student population, the district emphasizes a holistic approach to learning, integrating technology, arts, and athletics into its curriculum. With a strong focus on community engagement and personalized education, West Vancouver schools aim to cultivate well-rounded, responsible citizens prepared for the challenges of the future. The district is also known for its high graduation rates and robust support systems for students.

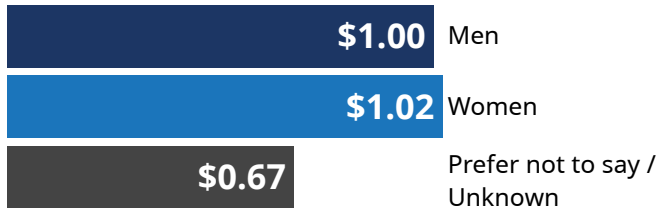
Employer details

Employer:	The Board of Education of School District No. 045 (West Vancouver)
Address:	1075 21st Street, West Vancouver, BC
Reporting Year:	2024
Time Period:	July 1, 2023 - June 30, 2024
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more



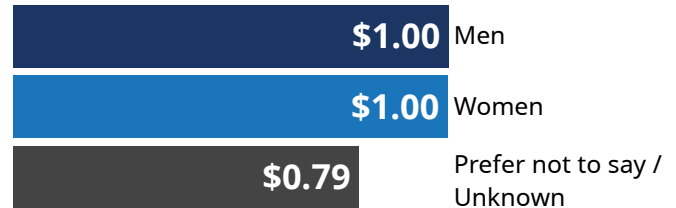
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 2% more than men's. For every dollar men earn in average hourly wages, women earn \$1.02 in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 0% less than men's. For every dollar men earn in median hourly wages, women earn \$1.00 in median hourly wages. *



Overtime pay

Mean overtime pay³

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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

Percentage of employees in each gender category receiving overtime pay

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

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.
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.



Bonus pay

Mean bonus pay ⁷

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

Median bonus pay ⁸

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

Percentage of employees in each gender category receiving bonus pay

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



Percentage of each gender in each pay quartile ⁹

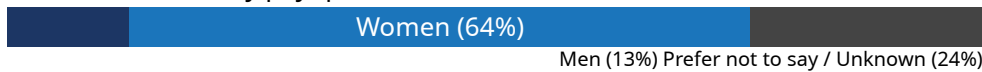
Upper hourly pay quartile (highest paid) †



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 68% of the highest paid jobs and 60% of the lowest paid jobs.

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

Data constraints

Gender data used in this report was collected on a voluntary basis through an employee survey. Individuals who did not respond to the survey had their gender information as reported at the time of hire, as a proxy for the purposes of this report. The school district intended to collect and use updated gender information for the 2025 report. Further, the overtime information in this report is missing and will be updated once we are able to extract it from our HR/Payroll system.

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.

* 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.