

The Board of Education of School District No. 071 (Comox Valley)

Pay transparency report

Comox Valley Schools is committed to working towards an equitable workplace for everyone. This report highlights some of the work we still need to do with regards to collecting gender identities and ensuring people are compensated in an equitable manner.

It is important to note that the vast majority of employees within School District 71 are covered by collective agreements that establish standardized hourly wage rates based on position. These agreements ensure that all individuals, regardless of gender, receive equal compensation for performing the same roles, in accordance with the terms outlined in the applicable collective agreement.

Employer details

Employer:	The Board of Education of School District No. 071 (Comox Valley)
Address:	2488 Idiens Way, Courtenay, BC
Reporting Year:	2025
Time Period:	July 1, 2024 - June 30, 2025
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.99	Women
\$0.90	Non-binary
\$0.87	Prefer not to say / Unknown

In this organization women's average hourly wages are 1% less than men's and non-binary people's average hourly wages are 10% less than men's. For every dollar men earn in average hourly wages, women earn 99 cents and non-binary people earn 90 cents in average hourly wages.

Median hourly pay gap²

\$1.00	Men
\$1.00	Women
\$0.96	Non-binary
\$0.92	Prefer not to say / Unknown

In this organization women's median hourly wages are 0% more than men's and non-binary people's median hourly wages are 4% less than men's. For every dollar men earn in median hourly wages, women earn \$1.00 and non-binary people earn 96 cents 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 57% more than men's. For every dollar men earn in average overtime pay, women earn \$1.57 in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 12% less than men's. For every dollar men earn in median overtime pay, women earn 88 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	5
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In this organization the average number of overtime hours worked by women was 5 more than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	0
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In this organization the median number of overtime hours worked by women was 0 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 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

In this organization, women occupy 77% of the highest paid jobs and 79% 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

Overtime may vary from year to year based on the nature and scope of events that require additional staffing. The assignment of overtime is determined by the specific duties and responsibilities associated with each position. All positions are open to individuals of any gender, and gender is not a factor in the assignment of overtime.

The school district made best efforts to collect gender information. Collection of gender information is voluntary, and a significant portion of employees (NTD%) did not respond. The school district has therefore opted to use birth sex information as a proxy for the purposes of this report. The school district intends to continue to collect gender information for the 2026 reporting year.

- * 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.