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

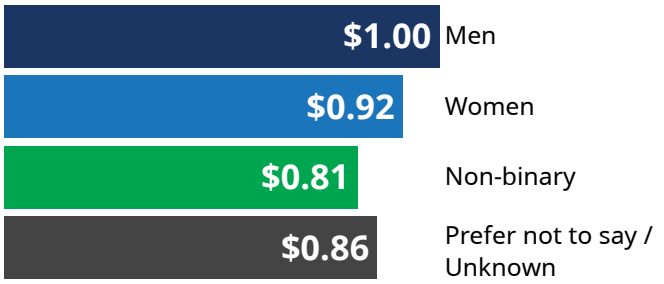
Comox Valley Schools is committed to working towards an equitable workplace for everyone. This report highlights some of the work we still need to do with regards to collecting gender identities and ensuring people are compensated in an equitable manner.
It is important to note that the vast majority 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:	2026
Time Period:	July 1, 2025 - June 30, 2026
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more

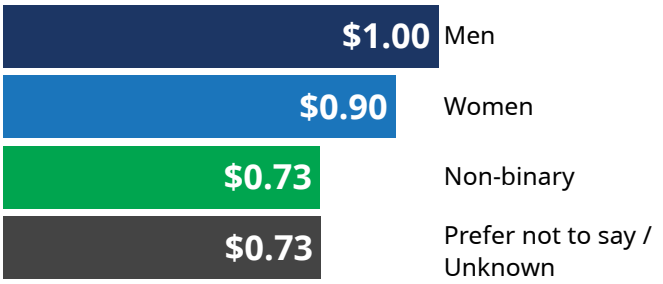
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 8% less than men's and non-binary people's average hourly wages are 19% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents and non-binary people earn 81 cents in average hourly wages.

Median hourly pay gap[2]



In this organization women's median hourly wages are 10% less than men's and non-binary people's median hourly wages are 27% less than men's. For every dollar men earn in median hourly wages, women earn 90 cents and non-binary people earn 73 cents in median hourly wages.

Overtime pay

Mean overtime pay [3]

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

Median overtime pay [4]

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

Mean overtime paid hours [5]

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

Median overtime paid hours [6]

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.

Percentage of employees in each gender category receiving overtime pay

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

Bonus pay

Mean bonus pay [7]

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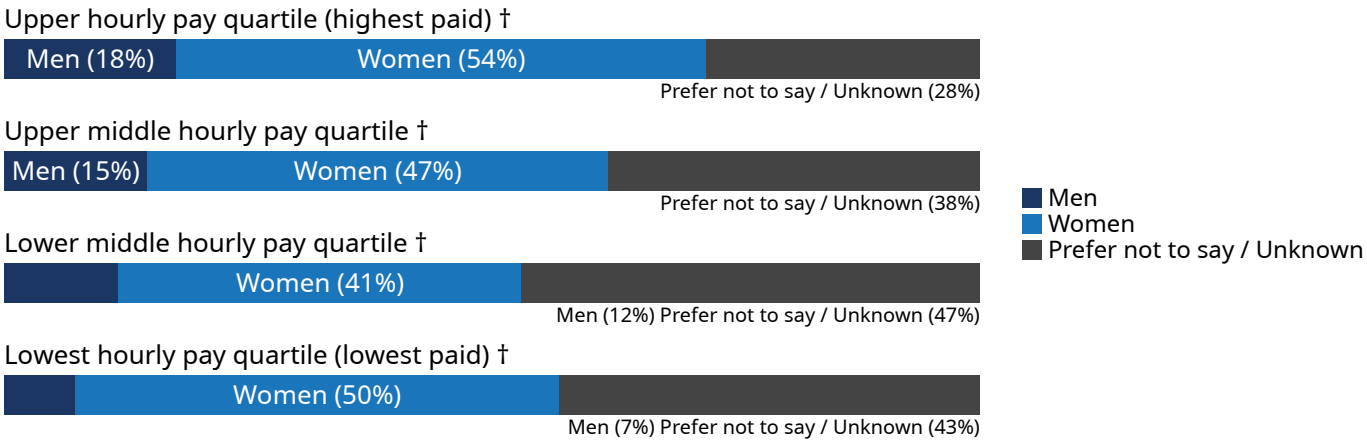
Median bonus pay [8]

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]



In this organization, women occupy 54% of the highest paid jobs and 50% 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

Comox Valley School Board office is located at 2488 Idiens Way, Courtenay, BC V9N 9J4.
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 did not respond or preferred not to disclose. In accordance with the Pay Transparency guidelines those that did not respond were marked as not disclosed. The school district intends to continue to collect gender information for the 2027 reporting year.