The Board of Education of School District No. 084 (Vancouver Island West)
Pay transparency report

This report has been prepared in accordance with the Pay Transparency Act. Its purpose is to provide greater visibility into gender-related pay information, support the identification of potential pay gaps, and promote equitable compensation practices.

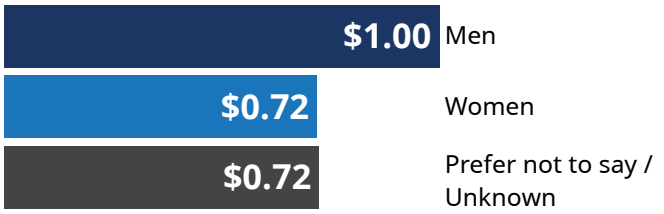
The gender data used in this report was collected voluntarily through an employee survey. Of the 139 employees surveyed, 42% disclosed their gender, while 58% either did not respond or declined to disclose. Because of the small sample size and low survey participation, much of the report's data is masked to protect employee privacy and confidentiality.

Employer details

Employer:	The Board of Education of School District No. 084 (Vancouver Island West)
Address:	#2- Highway 28 PO Box 100, Gold River, BC
Reporting Year:	2026
Time Period:	July 1, 2025 - June 30, 2026
NAICS Code:	61 - Educational services
Number of Employees:	50-299

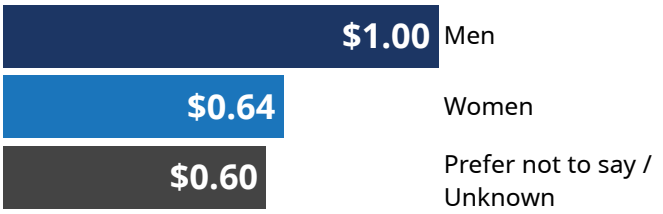
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 28% less than men's. For every dollar men earn in average hourly wages, women earn 72 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 36% less than men's. For every dollar men earn in median hourly wages, women earn 64 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.

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]

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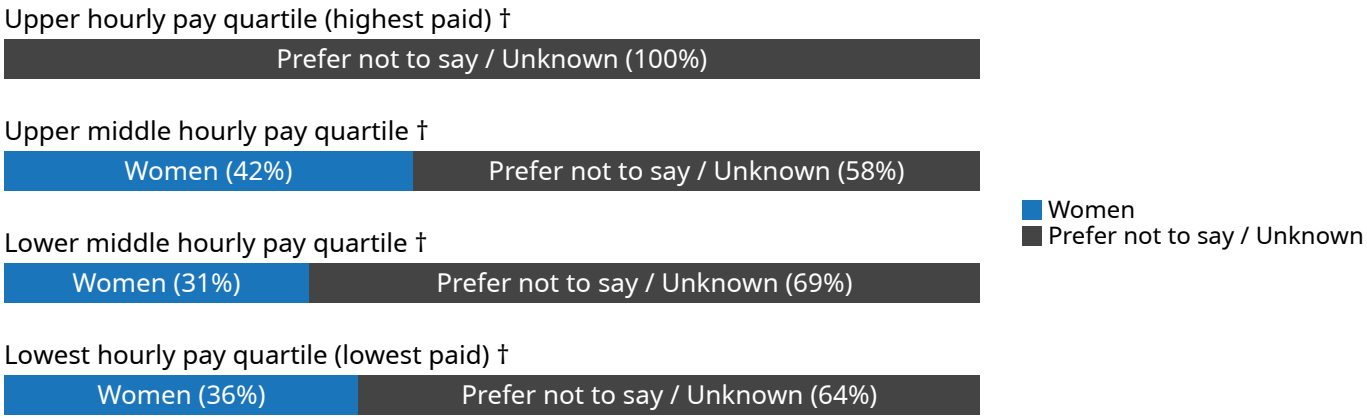
Median bonus pay [8]

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 36% 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.

* 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.