

The Board of Education of School District No. 038 (Richmond)

Pay transparency report

The Richmond School District is committed to fostering an environment of transparency and equity in all aspects of its operations. As part of our dedication to these principles, we are pleased to submit our Pay Transparency report. This report outlines our compensation structures and is an important step in ensuring that all employees are fairly compensated for their contributions. By providing this information, we aim to promote trust and accountability within our community and uphold our commitment to equitable pay practices.

Employer details

Employer:	The Board of Education of School District No. 038 (Richmond)
Address:	7811 Granville Avenue, Richmond, 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

\$1.00	Men
\$0.98	Women
\$0.95	Prefer not to say / Unknown

In this organization women's average hourly wages are 2% less than men's. For every dollar men earn in average hourly wages, women earn 98 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.87	Women
\$0.83	Prefer not to say / Unknown

In this organization women's median hourly wages are 13% less than men's. For every dollar men earn in median hourly wages, women earn 87 cents in median hourly wages. *

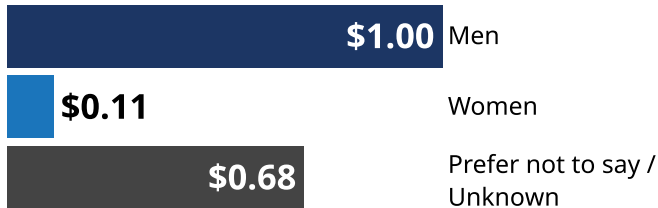
Explanatory notes

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.



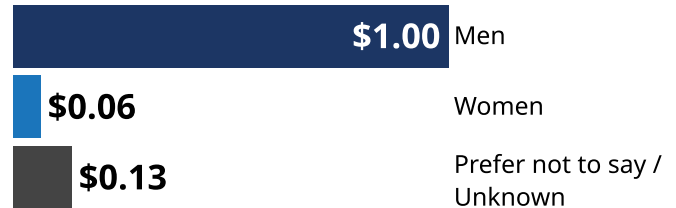
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 89% less than men's. For every dollar men earn in average overtime pay, women earn 11 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 94% less than men's. For every dollar men earn in median overtime pay, women earn 6 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-51
Prefer not to say / Unknown	-21

In this organization the average number of overtime hours worked by women was 51 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-41
Prefer not to say / Unknown	-38

In this organization the median number of overtime hours worked by women was 41 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.

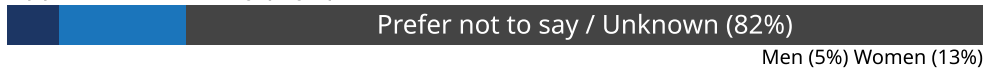


Percentage of each gender in each pay quartile ⁹

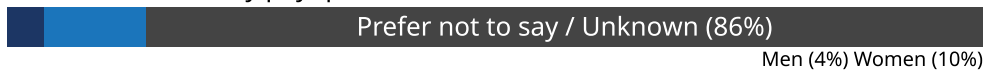
Upper hourly pay quartile (highest paid) †



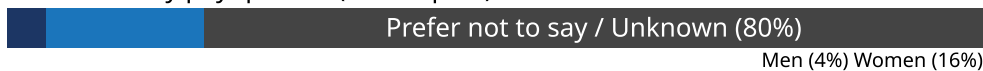
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
 ■ Women
 ■ Prefer not to say / Unknown

In this organization, women occupy 16% of the highest paid jobs and 16% 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.