

# The Board of Education of School District No. 052 (Prince Rupert)

## Pay transparency report

### Employer details

Employer:	The Board of Education of School District No. 052 (Prince Rupert)
Address:	634 Sixth Avenue East, Prince Rupert, BC
Reporting Year:	2025
Time Period:	July 1, 2024 - June 30, 2025
NAICS Code:	61 - Educational services
Number of Employees:	300-999



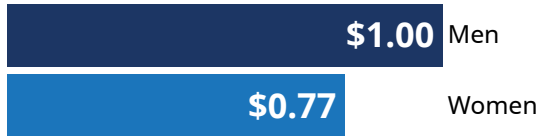
### Hourly pay

#### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 5% less than men's. For every dollar men earn in average hourly wages, women earn 95 cents in average hourly wages. \*

#### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 23% less than men's. For every dollar men earn in median hourly wages, women earn 77 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 pay<sup>3</sup>

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

### Median overtime pay<sup>4</sup>

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

### Mean overtime paid hours<sup>5</sup>

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

### Median overtime paid hours<sup>6</sup>

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

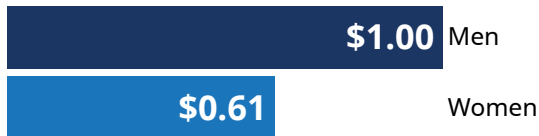
### Percentage of employees in each gender category receiving overtime pay

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



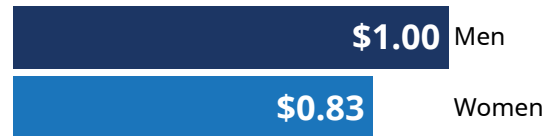
## Bonus pay

### Mean bonus pay<sup>7</sup>



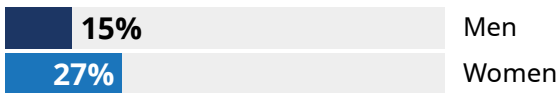
In this organization women's average bonus pay is 39% less than men's. For every dollar men earn in average bonus pay, women earn 61 cents in average bonus pay. \*

### Median bonus pay<sup>8</sup>



In this organization women's median bonus pay is 17% less than men's. For every dollar men earn in median bonus pay, women earn 83 cents in median bonus pay. \*

### Percentage of employees in each gender category receiving bonus 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.
- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.



## Percentage of each gender in each pay quartile <sup>9</sup>

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 66% of the highest paid jobs and 71% of the lowest paid jobs.

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

### Data constraints

The school district made best efforts to collect gender information. Collection of gender information is voluntary, and a significant portion of employees (82%) 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 collect and use gender information for the 2026 reporting year. This is the first year Prince Rupert School District has compiled the pay transparency report. The report will be prepared annually, and Prince Rupert School District will continue to work on data collection methods to enhance our understanding of pay equity in the organization.

### Explanatory notes

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.