

# The Board of Education of School District No. 008 (Kootenay Lake) Pay transparency report

## Employer details

<b>Employer:</b>	The Board of Education of School District No. 008 (Kootenay Lake)
<b>Address:</b>	811 STANLEY ST, Nelson, BC
<b>Reporting Year:</b>	2025
<b>Time Period:</b>	July 1, 2024 - June 30, 2025
<b>NAICS Code:</b>	61 - Educational services
<b>Number of Employees:</b>	300-999



## Hourly pay

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

\$1.00	Men
\$1.04	Women

In this organization women's average hourly wages are 4% more than men's. For every dollar men earn in average hourly wages, women earn \$1.04 in average hourly wages. \*

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

\$1.00	Men
\$1.01	Women

In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn \$1.01 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>

\$1.00	Men
\$0.70	Women

In this organization women's average overtime pay is 30% less than men's. For every dollar men earn in average overtime pay, women earn 70 cents in average overtime pay. \*

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

\$1.00	Men
\$0.66	Women

In this organization women's median overtime pay is 34% less than men's. For every dollar men earn in median overtime pay, women earn 66 cents in median overtime pay. \*

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

Difference as compared to reference group (Men)

Women	-2
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In this organization the average number of overtime hours worked by women was 2 less than by men. \*

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

Difference as compared to reference group (Men)

Women	-1
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In this organization the median number of overtime hours worked by women was 1 less than by men. \*

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

10%	Men
4%	Women

#### Explanatory notes

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<sup>7</sup>

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

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

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<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 70% of the highest paid jobs and 60% 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 did not respond. The school district has therefore opted to use birth sex information or gender information collected at the point of hire as a proxy for the purposes of this report. The school district intends to continue efforts to collect and use gender information for the 2026 reporting year.

### 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.