The Board of Education of School District No. 036 (Surrey) Pay transparency report

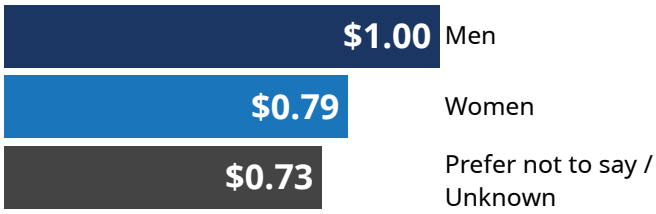
Surrey Schools is committed to creating a workplace where employees receive equal pay for equal work, regardless of their gender or other identity factors.
Gender data used in this report was collected on a voluntary basis through an employee survey and a significant portion of employees (98%) responded with “prefer not to answer” or did not respond to the survey. Individuals who did not respond to the survey have been categorized as “Prefer not to say/Unknown”. The following report reflects gender information for only 2% of the employees invited to participate and, as a result, the ability to draw conclusions about gender pay gap is limited.
This is the first year Surrey Schools has compiled the pay transparency report. The report will be prepared annually, and Surrey Schools will continue to work on data collection methods to enhance our understanding of pay equity in the organization. In addition, the school district will continue its ongoing practice of reviewing employee compensation and district compensation practices to address pay equity for new and existing positions.

Employer details

Employer:	The Board of Education of School District No. 036 (Surrey)
Address:	14225 56th Ave, Surrey, BC
Reporting Year:	2025
Time Period:	July 1, 2024 - June 30, 2025
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more

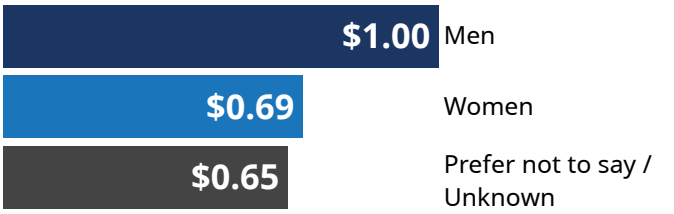
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 21% less than men's. For every dollar men earn in average hourly wages, women earn 79 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 31% less than men's. For every dollar men earn in median hourly wages, women earn 69 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]

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

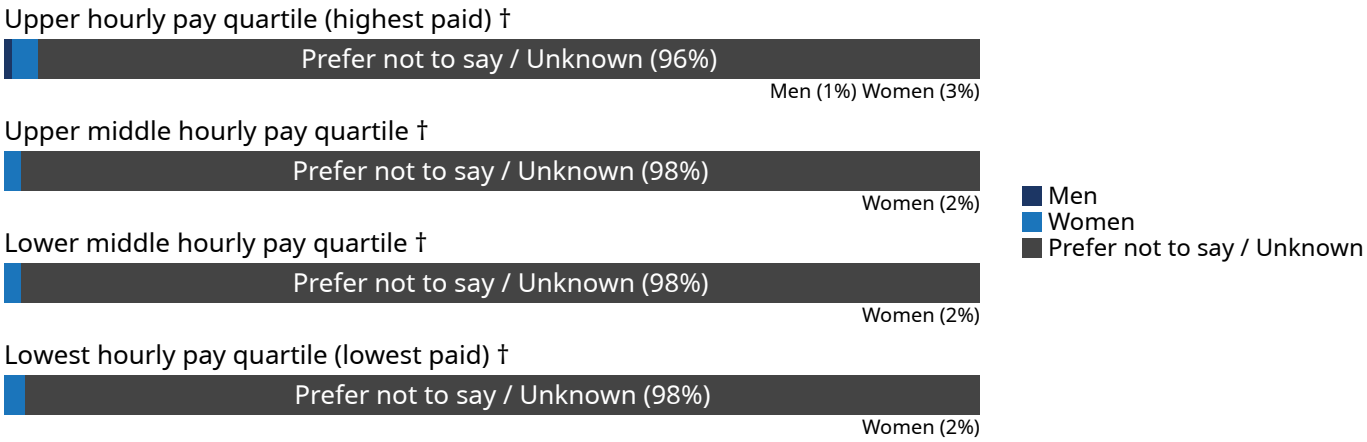
Median bonus pay [8]

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]



In this organization, women occupy 3% of the highest paid jobs and 2% 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.