

The Board of Education of School District No. 070 (Alberni)

Pay transparency report

The Pacific Rim School District covers much of Central Vancouver Island’s rugged, picturesque West Coast and serves a regional population of approximately 31,000 residing in the communities of Port Alberni, Tofino, Ucluelet, Bamfield and other remote communities. The schools are situated on the ƛaƛuʉi of the ʕiʕaaʔaƛ, huupaʕasʔaƛ, ʕaʔuukʷiʔaƛ, huuʕiiʔaƛ First Nations and yuuʕuʕiʔaƛ Government. The school district respectfully acknowledges that it works alongside all Nuu-chah-nulth Nations, other First Nations, and Metis and Inuit of British Columbia to serve all children and youth of the Alberni-Clayoquot region.

The district is home to 4000 students, 35% of whom are of Indigenous ancestry, in two neighbourhood secondary schools, eight elementary schools, and one K-12 school. The district has a successful alternate learning centre, a strong French Immersion program, a thriving international student program, and a busy continuing education program.

The District has childcare programs in seven elementary schools with plans to build two separate stand-alone childcare buildings on school district property. The District is also piloting two sites running Before and After childcare programs run by support staff.

The District is part of the next wave of ICY team implementation. These multidisciplinary teams deliver wraparound mental health and substance use services and supports for children and youth (birth to 19) and their families. The service delivery will be flexible and outbound, reflecting the preferences of children, youth, and families. Each ICY team will support a cluster of Public, Independent and First Nations-operated schools and will include all children and youth within the geographic region.

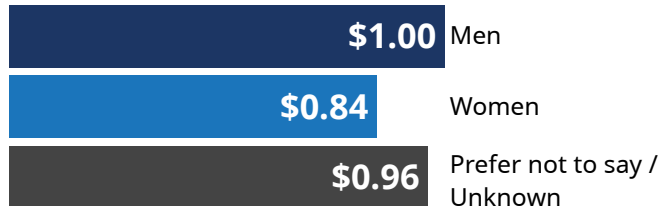
Employer details

Employer:	The Board of Education of School District No. 070 (Alberni)
Address:	4690 Roger St., Port Alberni, BC
Reporting Year:	2025
Time Period:	July 1, 2024 - June 30, 2025
NAICS Code:	61 - Educational services
Number of Employees:	300-999



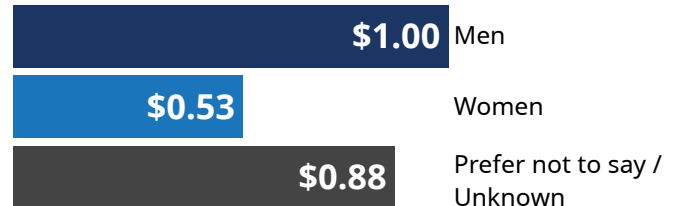
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 16% less than men's. For every dollar men earn in average hourly wages, women earn 84 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 47% less than men's. For every dollar men earn in median hourly wages, women earn 53 cents in median hourly wages. *



Overtime pay

Mean overtime pay³

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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 pay⁷

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

Median bonus pay⁸

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

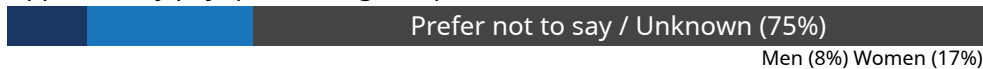
Percentage of employees in each gender category receiving bonus pay

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

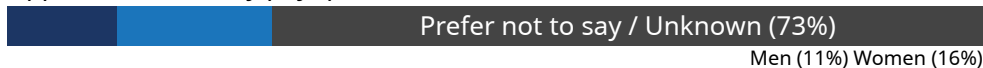


Percentage of each gender in each pay quartile⁹

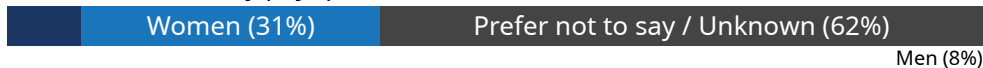
Upper hourly pay quartile (highest paid) †



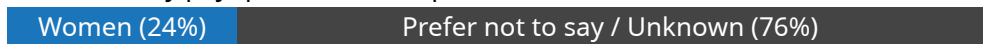
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 17% of the highest paid jobs and 24% of the lowest paid jobs.

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

Data constraints

Bonus pay is not offered by Pacific Rim School District 70.

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.