Bulkley Valley Christian School Pay transparency report

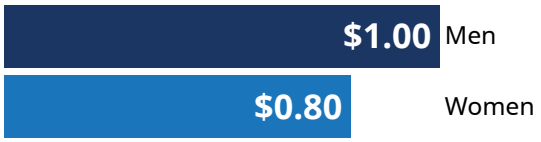
Bulkley Valley Christian School Society Pay Transparency Report.
This report is prepared in accordance with the provisions of B.C.'s Pay Transparency Act. Bulkley Valley Christian School remains committed to fostering transparent and equitable compensation practices.
We believe that transparent and equitable compensation practice are essential to building trust and supporting an inclusive workplace. Our compensation framework is designed to recognize the value of each role while considering factors such as scope of responsibility, qualifications, experience, and performance.
Pay gaps reflect differences in the average earrings of employee groups across an entire organization and are influenced by factors such as job type, education level, level of responsibility, years in the role, work schedules and workforce representation in different roles. Pay gaps will not necessarily indicate that two people with the same education, responsibilities, and years in the role, doing the same work, are paid differently. Reported pay gaps are often about workforce composition, not discriminatory pay practices.
To support fair and informed compensation decisions, we regularly reference the Society of Christian Schools in British Columbia (SCSBC) Compensation Report. This sector-specific data helps us evaluate market rates, maintain internal consistency, and ensure our compensation practices remain aligned within our sector.
Through regular review of our compensation practices, we strive to maintain fairness, address potential disparities, and support meaningful opportunities for employees to grow and advance within the organization, to support our mission and financial sustainability.

Employer details

Employer:	Bulkley Valley Christian School
Address:	3575 14th Avenue, Smithers, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	61 - Educational services
Number of Employees:	50-299

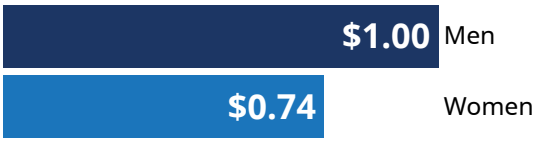
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 80 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 26% less than men's. For every dollar men earn in median hourly wages, women earn 74 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.

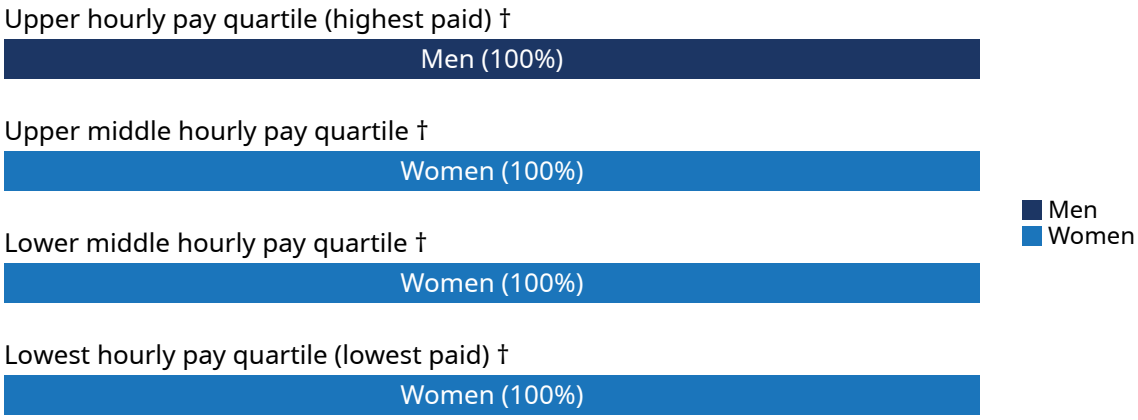
Median bonus pay [8]

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 100% 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.