

Staff Report



October 22, 2024

To Board of Education (Public Meeting)

From Ray Velestuk, Secretary-Treasurer/CFO
Trish LaFramboise-Lo, Associate Superintendent, Human Resources

Re **Pay Transparency Report**

This report is presented to the Board for information.

BACKGROUND:

As reported at the May 14, 2024 board meeting, the BC Ministry of Finance enacted the *Pay Transparency Act* on May 11, 2023 in efforts to close the gender pay gap and address systemic discrimination. Accordingly, employers with 1,000 or more employees are required to begin publishing annual pay transparency reports by November 1, 2024.

Employers will be required to provide information on differences in compensation between employees based on gender categories. To fulfill this requirement, school districts need to collect gender information from employees.

The Human Resources department launched an online survey requesting employees to voluntarily provide gender information for the purpose of pay transparency reporting. The district collected gender information from 1195 employees and is currently in the process of compiling the required data that will be reported. The district's pay transparency report will be available to the Board once complete.