

Collingwood School Society

Pay transparency report

At Collingwood School Society, we are committed to fostering an equitable, diverse, and inclusive workplace. In alignment with the British Columbia *Pay Transparency Act*, we are sharing our pay transparency data for the reporting period of July 1, 2025, to June 30, 2026. This report covers our workforce of 50-299 employees within the educational services sector.

Key Findings from Our 2025–2026 Data:

- **Hourly Pay:** Women's average (mean) hourly wages are 4% less than men's, meaning women earn 96 cents for every dollar men earn. On a median basis, women's hourly wages are 10% less than men's (90 cents for every dollar). All Collingwood teachers are paid on a salary grid similar to the public school salary grid. A woman and a man with the same years of teaching and qualifications would be positioned at the same level on the grid and receive the same pay. All staff are paid on salary bands and a woman and a man in the same position with the same level of qualifications and experience would be paid the same amount. The average for women is only lower because we have a higher proportion of women lower on the salary grid based on their years of teaching and qualifications.
- **Overtime Pay:** A lower percentage of women (8%) received overtime pay compared to men (12%). Women also worked fewer overtime hours on average (11 hours) and median (32 hours), resulting in lower average and median overtime pay than men. This is because the majority of positions eligible for and requiring overtime are maintenance and IT, which in our organisation are positions held by men, a nuance that is not captured in the standard pay transparency report calculation.

Collingwood School will utilize these findings to continue reviewing our compensation practices, ensuring we support career progression and equitable opportunities for all staff members.

Employer details

Employer:	Collingwood School Society
Address:	SUITE 2300, BENTALL 5 550 BURRARD STREET, BOX 30, Vancouver, BC
Reporting Year:	2026
Time Period:	July 1, 2025 - June 30, 2026
NAICS Code:	61 - Educational services
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 4% less than men's. For every dollar men earn in average hourly wages, women earn 96 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 10% less than men's. For every dollar men earn in median hourly wages, women earn 90 cents 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 pay³



In this organization women's average overtime pay is 11% less than men's. For every dollar men earn in average overtime pay, women earn 89 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 92% less than men's. For every dollar men earn in median overtime pay, women earn 8 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-11
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In this organization the average number of overtime hours worked by women was 11 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-32
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In this organization the median number of overtime hours worked by women was 32 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "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

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 62% of the highest paid jobs and 65% 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.