

The Board of Education of School District No. 051 (Boundary)

Pay transparency report

School District No. 51 (Boundary) encompasses 10 school sites from Big White Ski Resort east to Christina Lake, as well as 2 bus/maintenance garages and a school board office located in Grand Forks. The Boundary is a land of fertile fields, lush valleys, lakes, rivers and mountains where you can find unlimited adventure through four distinct seasons. The District employs approximately 300 employees, serves about 1,250 students in K-12 and administers an annual operating budget of approximately \$22 million. SD51 is a small, rural district that operates on a 4-day school week with students in session Monday to Thursday.

Employer details

Employer:	The Board of Education of School District No. 051 (Boundary)
Address:	PO Box 640 1021 Central Ave., Grand Forks, BC
Reporting Year:	2026
Time Period:	July 1, 2025 - June 30, 2026
NAICS Code:	61 - Educational services
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.76	Women
\$0.73	Prefer not to say / Unknown

In this organization women's average hourly wages are 24% less than men's. For every dollar men earn in average hourly wages, women earn 76 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.40	Women
\$0.40	Prefer not to say / Unknown

In this organization women's median hourly wages are 60% less than men's. For every dollar men earn in median hourly wages, women earn 40 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 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
■ Prefer not to say / Unknown

In this organization, women occupy 43% of the highest paid jobs and 40% 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.