DELTA CHRISTIAN SCHOOL SOCIETY
Pay transparency report

At Delta Christian School (DCS), our mission is to equip children for life through excellent, Christ-centred education. This vision is brought to life every day by our dedicated staff. As we continue to grow our school community, we are deeply committed to fostering a supportive, transparent, and equitable workplace where every employee feels valued.

In accordance with British Columbia's *Pay Transparency Act*, this report shares our annual compensation metrics and outlines our approach to pay equity.

Our Approach to Compensation To ensure fairness and consistency across our organization, DCS utilizes an objective, standardized wage grid. Pay placement and advancement within this system are determined strictly by non-discretionary criteria, including:

- **Job Classification:** The scope, responsibilities, and required qualifications of the role.
- **Experience & Tenure:** Clear, step-based progression tied to accumulated professional experience.
- **Training & Certification:** Specific educational degrees, professional development, and specialized certifications relevant to the position.

Under this framework, we strive to ensure equal pay for equal work. Gender or other personal attributes are never factors in determining base compensation; employees performing the same role with equivalent experience, training, and qualifications receive identical pay.

Understanding the Report Metrics The metrics required by the Ministry—such as mean and median hourly wage gaps, overtime differences, and pay quartiles—compare the aggregate pay of all employees in one gender category against another.

When reviewing this data, it is important to distinguish between an overall "pay gap" and "unequal pay." Because our standardized grid ensures identical pay for identical roles, any average differences shown in this report stem from broader workforce distribution patterns rather than inequity. Factors influencing these aggregate metrics include:

- The proportion of genders represented across different job categories and administrative levels.
- Variations in average tenure or seniority between different employee groups.
- Differences in hours worked or part-time versus full-time working patterns.

Our Ongoing Commitment DCS recognizes and supports the provincial government's initiative to identify and address systemic workplace barriers. We remain committed to regularly reviewing our compensation practices to ensure they remain objective, competitive, and fair, honoring the exceptional staff who make our Christ-centred learning environment possible.

Employer details

Employer:	DELTA CHRISTIAN SCHOOL SOCIETY
Address:	4789 - 53RD STREET, DELTA, BC
Reporting Year:	2026
Time Period:	August 1, 2025 - July 31, 2026
NAICS Code:	61 - Educational services
Number of Employees:	50-299

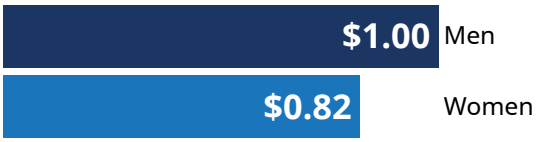
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 122% more than men's. For every dollar men earn in average hourly wages, women earn $2.22 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 18% less than men's. For every dollar men earn in median hourly wages, women earn 82 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]

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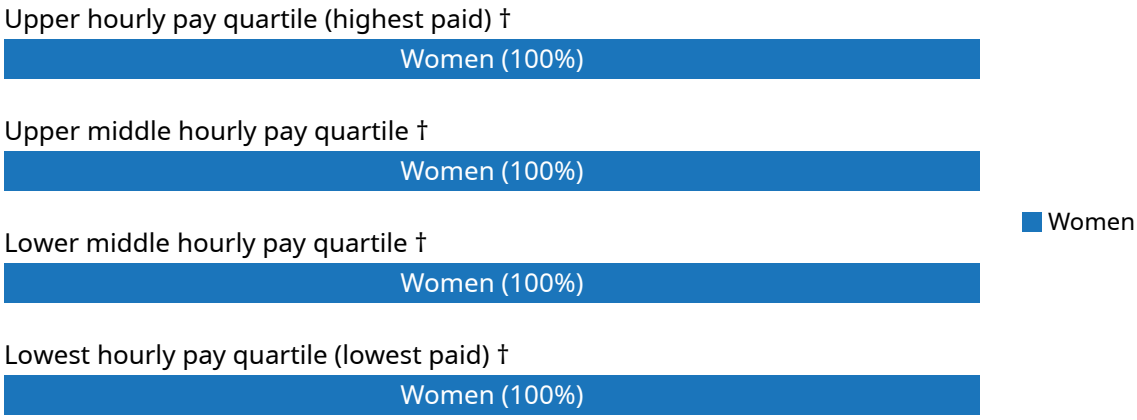
Median bonus pay [8]

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 highest paid jobs and 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.