Abbotsford Christian School Society Pay transparency report

*In accordance with British Columbia's **Pay Transparency Act**, ACS is pleased to publish our annual Pay Transparency Report. The purpose of this report is to provide information about gender representation and pay within our organization and to support greater transparency across workplaces in British Columbia.*

At Abbotsford Christian School, we believe that every person is created in the image of God and has inherent dignity, worth, and value. As a community dedicated to our mission of Engaging Minds, Nurturing Hearts, and Shaping God's World, we recognize that our employees are central to fulfilling that mission. Therefore, we strongly value fair and equitable pay regardless of gender across each department. While this report on pay transparency originated out of regulatory compliance, our goal in this report is to share that we have provided equal opportunities to men and women and to share with you we compensate each person based on non-gender-discriminatory requirements: years or service and education.

Ultimately, pay transparency is one way we demonstrate accountability to our employees, families, supporters, and broader community. We are grateful for our dedicated staff who serve at Abbotsford Christian School and help advance our mission each day. By fostering a culture of fairness, transparency, and respect, we seek to create an environment where employees can thrive in their work, grow in their vocation, and contribute fully to the educational and spiritual formation of the students.

Employer details

Employer:	Abbotsford Christian School Society
Address:	35011 Old Clayburn Road, Abbotsford, 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 7% less than men's. For every dollar men earn in average hourly wages, women earn 93 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 9% less than men's. For every dollar men earn in median hourly wages, women earn 91 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.

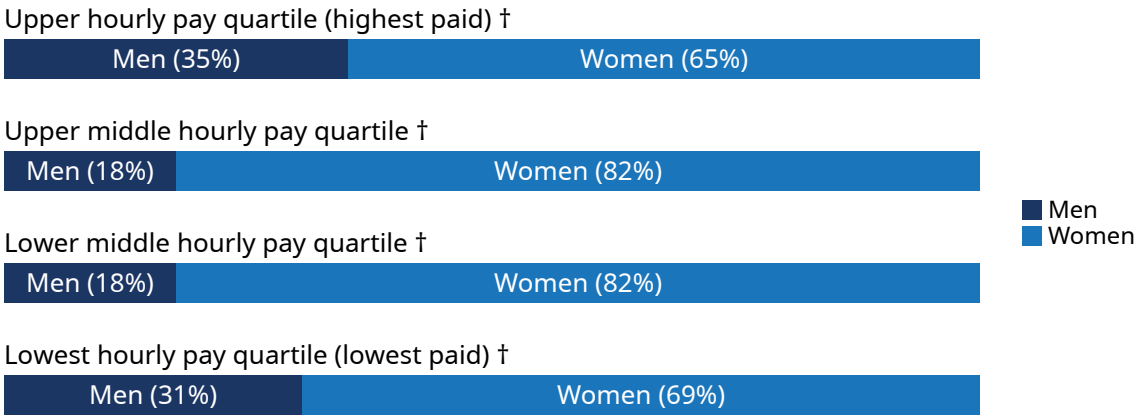
Median bonus pay [8]

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 65% of the highest paid jobs and 69% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

This Pay Transparency Report presents summarized data at a very high level. The difference between the median pay of men and women shown on page 2 is primarily attributable to the significantly higher number of female Educational Assistants, a position with a lower pay scale than that of Educators.
If you have further questions about the information in the report, please do not hesitate to reach out to Tyler Postma, Director of Finance at ACS (TPostma@abbotsfordchristian.com).

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.