

MAPLE RIDGE CHRISTIAN SCHOOL

Pay transparency report

Maple Ridge Christian School is committed to fair, equitable, and transparent compensation practices. In establishing and reviewing compensation, we use the SCSBC (Society of Christian Schools in British Columbia) Compensation Report for Christian schools as a key reference to help assess market rates and maintain compensation practices that are appropriate for our sector.

Our compensation decisions take into consideration the responsibilities of each position, required qualifications and experience, the nature of the work, and the school's financial resources.

Our reported average hourly wage may also be influenced by the composition of our workforce, including student janitors who work in part-time, entry-level custodial positions. These positions generally have different responsibilities and experience requirements than other staff positions, which can affect the overall average hourly wage reported.

We strive to maintain fair and consistent compensation practices that reflect the nature of each role while supporting the school's educational mission and long-term financial sustainability.

Employer details

Employer:	MAPLE RIDGE CHRISTIAN SCHOOL
Address:	12140 - 204B STREET, MAPLE RIDGE, 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 gap¹



In this organization women's average hourly wages are 6% less than men's. For every dollar men earn in average hourly wages, women earn 94 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn \$1.01 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

In this organization, women occupy 71% of the highest paid jobs and 51% 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.