

INDEPENDENT SCHOOL DISTRICT 271
Bloomington, Minnesota

REQUEST FOR SCHOOL BOARD ACTION

DATE OF BOARD MEETING: January 28, 2019

SUBJECT: Approval of 2019 Pay Equity Implementation Report

ORIGINATING DEPARTMENT: Office of Human Resources

APPROVAL OF ADMINISTRATIVE
COUNCIL MEMBER: Mary E. Burroughs
Executive Director, Human Resources

RESOLUTION FOR BOARD TO ADOPT:

RESOLVED, that the School Board of Independent School District 271 ("District") approves the 2019 Pay Equity Implementation Report, to be submitted to the Pay Equity Office, Department of Minnesota Management & Budget, by January 31, 2019.

RECOMMENDATION OF SUPERINTENDENT:

Approve.

DETAILED BACKGROUND:

Every three years, the District is required by law to file a Pay Equity Implementation Report with State of Minnesota.

Pay equity is the overall process, as governed by Minnesota law (Minnesota Statutes Sections 471.991 – 471.999 and Minnesota Rules Chapter 3920), which requires public jurisdictions to eliminate any sex-based wage inequities in employee compensation. (Pay equity does not replace collective bargaining and does not address all compensation issues).

The process consists of eligible political subdivisions analyzing their pay structure (evaluating their existing jobs) for evidence of inequities, reporting the information (currently to the Minnesota Department of Employee Relations "DOER,") and eliminating impermissible inequities.

Impermissible inequities occur when women are consistently paid less than men for jobs with similar points. The analysis is done by evaluating all jobs within the jurisdiction and assigning them points according to the level of knowledge and responsibility required to do the job. Salary adjustments must be made if it is discovered that women are consistently paid less than men for jobs with similar points.

Administration is pleased to report that, pending a review of the Pay Equity Office, the District has passed the statistical analysis test with an underpayment ratio of 91.18%. The minimum underpayment ratio to pass is 80%.