



South Washington County Schools

Keith Jacobus, Ph.D., Superintendent

District Service Center

7362 E. Point Douglas Rd. S.

Cottage Grove, MN 55016

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ADMINISTRATIVE REPORT

TO: Members of the School Board
Keith Jacobus, Superintendent

FROM: Kevin Witherspoon, Director of Human Resources
651.425.6255

DATE: January 31, 2019

TOPIC/PURPOSE OF REPORT: Pay Equity Implementation Report
Comply with Local Government Pay Equity Act, M.S. § 471.991-.999
and Minnesota Rules Chapter 3920

REFERENCE TO POLICY/STRATEGIC PLAN: Strategic Plan Objective #4 – Recruit, hire, develop and retain the
highest quality professionals.

RECOMMENDED BOARD ACTION: Approval

DATE FOR BOARD ACTION: February 21, 2019

REPORT

State law requires all public jurisdictions such as cities, counties, and school districts to eliminate any sex-based wage inequities in compensation. This report provides a statistical analysis of South Washington County Schools' compensation practices, demonstrating that the District is in compliance, as required by law. All local governments are required to file a Pay Equity Implementation report with Minnesota Management & Budget (MMB) every three years. This report will be submitted electronically to MMB for review and analysis. A compliance notice will be issued upon completion of their review. The detailed Pay Equity report will be provided prior to the School Board meeting for review prior to final approval.

Compliance Report

Jurisdiction: ISD No. 833 - South Washington County Sch
7362 East Point Douglas Road S

Report Year: 2019
Case: 1 - 2019 Data (Private (Jur Only))

Cottage Grove MN 55016

Contact: Susan Kean

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The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity report data. Parts II, III and IV give you the test results.

For more detail on each test, refer to the Guide to Pay Equity Compliance and Computer Reports.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	40	105	13	158
# Employees	114	2,295	218	2,627
Avg. Max Monthly Pay per employee	6,289.81	9,577.72		9,154.33

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 84.20 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	23	52
b. # Below Predicted Pay	17	53
c. TOTAL	40	105
d. % Below Predicted Pay (b divided by c = d)	42.50	50.48

*(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)

B. T-test Results

Degrees of Freedom (DF) = 2,407	Value of T = -11.025
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a. Avg. diff. in pay from predicted pay for male jobs = (\$88)

b. Avg. diff. in pay from predicted pay for female jobs = \$2,096

III. SALARY RANGE TEST = 95.32 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 4.21

B. Avg. # of years to max salary for female jobs = 4.42

IV. EXCEPTIONAL SERVICE PAY TEST = 103.08 (Result is B divided by A)

A. % of male classes receiving ESP 42.50 *

B. % of female classes receiving ESP 43.81

*(If 20% or less, test result will be 0.00)