



**FOREST LAKE AREA SCHOOLS
FOREST LAKE, MN 55025**

January 6, 2011

AGENDA ITEM: 11.3

TOPIC: Pay Equity Report Submission

BACKGROUND: Pursuant to the Government Pay Equity Act, M.S. 471.991 - 471.999 and Minnesota Rules, Chapter 3920 which require local jurisdictions to submit a pay equity report to the State of Minnesota every three years, the school district is submitting the required pay equity report which is due January 31, 2011.

PROCESS: Since the late 1980's the State of Minnesota has required school districts along with all other local units of government, to comply with "Comparable Worth" or Pay Equity laws. The laws are designed to provide statistically comparable pay to employees in jobs of similar classification regardless of gender. The report uses statistical regression analysis of salaries and benefits calculating underpayment and overpayment ratios of male employee classes to female classes.

There are substantial state aid reduction penalties associated with noncompliance. The school district has completed the Pay Equity Report and is in compliance. Primary compliance has been achieved using uniform salary schedules across all classes of employees.

RECOMMENDATION: Administration is requesting approval of the attached Pay Equity Report Submission.