

Posting Date: 1/24/17

Jurisdiction Name: ISD No. 877 - Buffalo

NOTICE

2016 Pay Equity Report

This jurisdiction is submitting a pay equity implementation report to the Minnesota Department of Employee Relations as required by the Local Government Pay Equity Act, Minnesota Statutes 471.991 to 471.999. The report must be submitted to the department by January 31, 2017.

The report is public data under the Minnesota Government Data Practices Act, Minnesota Statute, Chapter 13. That means that the report is available to anyone requesting this information.

This notice is being sent to all exclusive representatives (if any) in this jurisdiction. In addition, this notice must remain posted in a prominent location for at least 90 days from the date the report was submitted.

For more information about this jurisdiction's pay equity program, or to request a copy of the implementation report, please contact:

Moreen Orr
Director of Human Resources
214 1st Avenue NE
Buffalo, MN 55313
(763) 682-8713

For more information about the state pay equity law, you may contact:

Pay Equity Coordinator
Minnesota Management & Budget
400 Centennial Office Building
658 Cedar Street
St. Paul, MN 55155

Minnesota Pay Equity Management System - ISD No. 877 - Buffalo(17-No Submission)

[Home](#)

[Utilities](#)

[Go To](#)

[Log Out](#)

[<-Jobs Page](#)

[Reports-->](#)

Compliance Report

Jurisdiction: ISD No. 877 - Buffalo

Report Year: 2017

Case: 1 - Private (Jur Only)

Contact:	Name	Title	Phone	Email
	April Schmidt	HR Assistant	763-682-8712	aschmidt@bhmschools.org
	Moreen Orr	Director of HR	763-682-8713	moreenorr@bhmschools.org

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 guidebook.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	4	19	8	31
# Employees	19	614	60	693
Avg.Max Monthly Pay Per Employee	5,615.27	8,795.77		8,593.95

II. STATISTICAL ANALYSIS TEST

A. UNDERPAYMENT RATIO = 950.00 *

	Male Classes	Female Classes
a. # at or above Predicted Pay	2	18
b. # Below Predicted Pay	2	1
c. TOTAL	4	19
d. % Below Predicted Pay (b divided by c = d)	50.00	5.26

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

B. T-test Results

Degrees of Freedom (DF) = 631	Value of T = -5.376
-------------------------------	---------------------

- a. Avg.diff.in pay from predicted pay for male jobs = (\$38)
- b. Avg.diff.in pay from predicted pay for female jobs = \$1,077

III. SALARY RANGE TEST = 92.78% (Result is A divided by B)

- A. Avg.# of years to max salary for male jobs = 6.00
- B. Avg.# of years to max salary for female jobs = 6.47

IV. EXCEPTIONAL SERVICE PAY TEST = 119.30% (Result is B divided by A)

- A. % of male classes receiving ESP 75.00 *
- B. % of female classes receiving ESP 89.47

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

[Go To Implementation Form](#)

[View Another Case](#)

Minnesota Pay Equity Management System - ISD No. 877 - Buffalo(17-No Submission)

Home

Utilities

Go To

Log Out

Pay Equity Implementation Form

Information entered on this page is not saved until you click "sign and submit." This page may be printed and shared with your governing body for approval. After you receive approval, you will need to come back to this page, complete the necessary information, then click "sign and submit."

Part A: Jurisdiction Identification

Jurisdiction: ISD No. 877 - Buffalo
214 1st Ave NE
Buffalo

Jurisdiction Type: ISD - School

Table with 4 columns: Name, Title, Phone, Email. Rows include April Schmidt and Moreen Orr.

Part B: Official Verification

1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees. The system used was: Consultant's System (specify)

Describe: (*less than 240 characters)

ROI

3. An official notice has been posted at:

District Office Posting Board
(prominent location) (*less than 60 characters)

informing employees that the Pay equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

Board of Education
(governing body) (*less than 60 characters)

Dave Wilson
(chief elected official)(*less than 60 characters)

Board of Education Chair
(title) (*less than 60 characters)

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and There is a difference and the maximum salaries reported include the monthly amount paid by the employer for health insurance.

Checking this box indicates the following:

- signature of chief elected official
approval by governing body
all information is complete and accurate, and
all employees over which the jurisdiction has final budgetary authority are included

Part C: Total Payroll

39,165,389.38 is the annual payroll for the calendar year just ended December 31.

Sign & Submit

Return to Test Results

We have worked to ensure this product is accessible and compliant with the standard WCAG 2.0 level AA. We have tested accessibility using the JAWS software from Freedom Scientific. We found it to work correctly for us. If you find errors in accessibility, please let us know at pay.equity@state.mn.us so that we can follow up. Thank you.