

Minnesota Pay Equity Management System - ISD No. 877 - Buffalo(11-No Submission)

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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

Contact:	Name	Title	Phone	Email
	Moreen Martell	Director of HR	763-682-8713	mmartell@buffalo.k12.mn.us

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:

Describe:

ROI

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

3. An official notice has been posted at:

(prominent location)

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:

(governing body)

(chief elected official)

(title)

☒ Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete

Part C: Total Payroll

\$31,430,168.27 is the annual payroll for the calendar year just ended December 31.

- and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

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.

Compliance Report

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

Report Year: 2011
Case: 1 - 2011 DATA (Private (Jur Only))

Buffalo MN 55313

Contact: Moreen Martell

Phone: (763) 682-8713

E-Mail: mmartell@buffalo.k12.mn.us

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	4	19	9	32
# Employees	20	569	67	656
Avg. Max Monthly Pay per employee	5,023.42	7,594.28		7,464.66

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 475.00 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	2	17
b. # Below Predicted Pay	2	2
c. TOTAL	4	19
d. % Below Predicted Pay (b divided by c = d)	50.00	10.53

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

B. T-test Results

Degrees of Freedom (DF) = 587

Value of T = -3.383

- a. Avg. diff. in pay from predicted pay for male jobs = (\$34)
b. Avg. diff. in pay from predicted pay for female jobs = \$733

III. SALARY RANGE TEST = 84.00 (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 = 7.14

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)

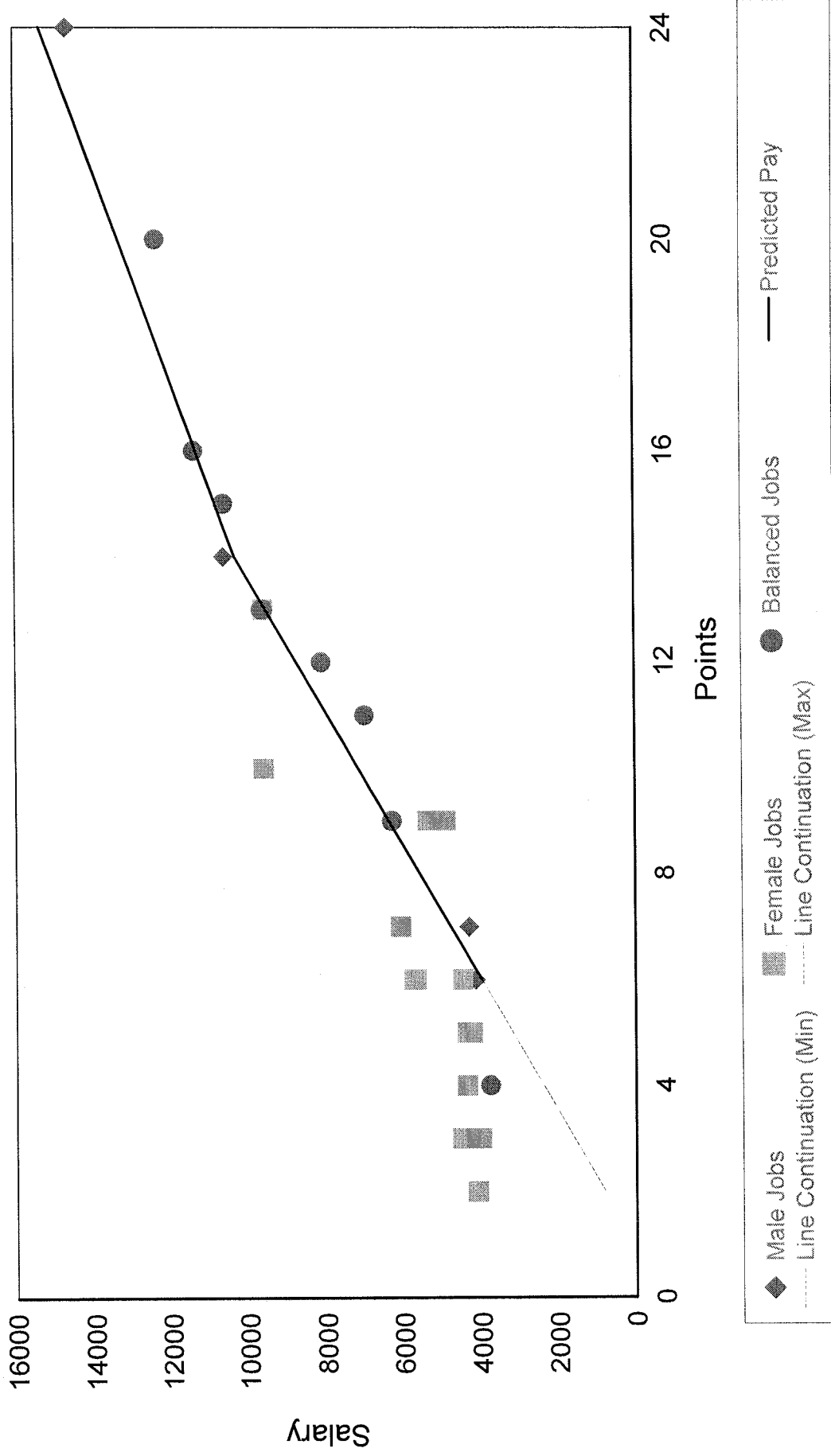
Job Class Data Entry Verification List

Case: 2011 DATA

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
1	Food Service Aides	0	19	F	2	\$3,720.46	\$4,096.52	1.00		Longevity
2	Food Service Assistants	0	22	F	3	\$3,791.51	\$4,495.11	3.00		Longevity
3	Para-Professional 1	1	6	F	3	\$3,711.05	\$4,359.19	3.00		Longevity
4	Secretary 1	0	12	F	3	\$3,463.17	\$4,002.14	3.00		Longevity
5	Custodian	16	12	B	4	\$2,538.99	\$3,767.69	6.00		Longevity
6	Para-Professional 2	2	49	F	4	\$3,711.05	\$4,359.19	3.00		Longevity
7	Para-Professional 3	0	65	F	5	\$3,711.05	\$4,359.19	3.00		Longevity
8	Secretary 2	0	10	F	5	\$3,683.26	\$4,222.23	3.00		Longevity
9	Food Service Manager	0	10	F	6	\$4,897.17	\$5,723.81		7.00	Longevity
10	Maintenance/Specialized	12	1	M	6	\$3,341.37	\$4,129.89	6.00		Longevity
11	Secretary 3	0	14	F	6	\$3,922.42	\$4,461.38	3.00		Longevity
12	Confidential Employees	0	4	F	6	\$4,359.37	\$5,660.85		32.00	Longevity
13	Superintendent's Secretar	0	1	F	7	\$6,059.68	\$6,059.68		21.00	Longevity
14	Head Engineer/Specialize	5	0	M	7	\$3,570.13	\$4,303.19	6.00		Longevity
15	Coordinator - Level 1	3	5	B	9	\$4,946.18	\$6,275.39	6.00		Longevity
16	Cultural Liaison	0	2	F	9	\$5,351.88	\$5,365.74		3.00	
17	Technician-Senior	0	3	F	9	\$4,897.75	\$4,897.75		1.00	
18	District Nurse	0	3	F	10	\$5,828.45	\$9,582.13	13.00		Performance
19	Coordinator - Level 2	1	1	B	11	\$6,020.78	\$6,972.19		12.00	
20	Coordinator - Level 3	1	1	B	12	\$7,678.16	\$8,092.34		14.00	
21	Director 1	1	2	B	13	\$8,057.68	\$9,626.80		12.00	
22	Teacher	72	248	F	13	\$5,828.45	\$9,582.13	13.00		Performance
23	Counselor	2	4	B	13	\$5,828.45	\$9,582.13	13.00		Performance
24	Psychologist	1	4	F	13	\$5,828.45	\$9,582.13	13.00		Performance
25	Social Worker	0	5	F	13	\$5,828.45	\$9,582.13	13.00		Performance
26	Speech Pathologist	1	11	F	13	\$5,828.45	\$9,582.13	13.00		Performance
27	Media Generalists	1	3	F	13	\$5,828.45	\$9,582.13	13.00		Performance
28	Director 2	1	0	M	14	\$10,599.99	\$10,599.99		11.00	Longevity
29	Director 3	4	2	B	15	\$10,137.28	\$10,599.99		8.00	Longevity
30	Director 4	4	5	B	16	\$10,603.46	\$11,367.71		1.00	Longevity
31	Director 5	2	1	B	20	\$11,970.80	\$12,365.92		6.00	
32	Superintendent	1	0	M	24	\$14,663.88	\$14,663.88		1.00	

Job Number Count: 32

Predicted Pay Report for ISD No. 877 - Buffalo
Case : 2011 DATA



Predicted Pay Report for ISD No. 877 - Buffalo
Case : 2011 DATA

1/17/2011

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Food Service Aides	0	19	19	Female	2	\$4,096.52	\$806.23	\$3,290.29
2	Food Service Assistants	0	22	22	Female	3	\$4,495.11	\$1,598.20	\$2,896.91
3	Para-Professional 1	1	6	7	Female	3	\$4,359.19	\$1,598.20	\$2,760.99
4	Secretary 1	0	12	12	Female	3	\$4,002.14	\$1,598.20	\$2,403.94
5	Custodian	16	12	28	Balanced	4	\$3,767.69	\$2,390.17	\$1,377.52
6	Para-Professional 2	2	49	51	Female	4	\$4,359.19	\$2,390.17	\$1,969.02
7	Para-Professional 3	0	65	65	Female	5	\$4,359.19	\$3,182.14	\$1,177.05
8	Secretary 2	0	10	10	Female	5	\$4,222.23	\$3,182.14	\$1,040.09
9	Food Service Manager	0	10	10	Female	6	\$5,723.81	\$3,974.11	\$1,749.70
10	Maintenance/Specialized	12	1	13	Male	6	\$4,129.89	\$3,974.11	\$155.78
11	Secretary 3	0	14	14	Female	6	\$4,461.38	\$3,974.11	\$487.27
12	Confidential Employees	0	4	4	Female	6	\$5,660.85	\$3,974.11	\$1,686.74
13	Superintendent's Secretary	0	1	1	Female	7	\$6,059.68	\$4,766.08	\$1,293.60
14	Head Engineer/Specialized	5	0	5	Male	7	\$4,303.19	\$4,766.08	(\$462.89)
15	Coordinator - Level 1	3	5	8	Balanced	9	\$6,275.39	\$6,350.01	(\$74.62)
16	Cultural Liaison	0	2	2	Female	9	\$5,365.74	\$6,350.01	(\$984.27)
17	Technician-Senior	0	3	3	Female	9	\$4,897.75	\$6,350.01	(\$1,452.26)
18	District Nurse	0	3	3	Female	10	\$9,582.13	\$7,141.98	\$2,440.15
19	Coordinator - Level 2	1	1	2	Balanced	11	\$6,972.19	\$7,933.95	(\$961.76)
20	Coordinator - Level 3	1	1	2	Balanced	12	\$8,092.34	\$8,725.92	(\$633.58)
21	Director 1	1	2	3	Balanced	13	\$9,626.80	\$9,518.76	\$108.04
22	Teacher	72	248	320	Female	13	\$9,582.13	\$9,518.76	\$63.37
23	Counselor	2	4	6	Balanced	13	\$9,582.13	\$9,518.76	\$63.37
24	Psychologist	1	4	5	Female	13	\$9,582.13	\$9,518.76	\$63.37
25	Social Worker	0	5	5	Female	13	\$9,582.13	\$9,518.76	\$63.37
26	Speech Pathologist	1	11	12	Female	13	\$9,582.13	\$9,518.76	\$63.37
27	Media Generalists	1	3	4	Female	13	\$9,582.13	\$9,518.76	\$63.37
28	Director 2	1	0	1	Male	14	\$10,599.99	\$10,310.73	\$289.26
29	Director 3	4	2	6	Balanced	15	\$10,599.99	\$9,656.91	\$943.08
30	Director 4	4	5	9	Balanced	16	\$11,367.71	\$10,236.30	\$1,131.41
31	Director 5	2	1	3	Balanced	20	\$12,365.92	\$12,787.22	(\$421.30)
32	Superintendent	1	0	1	Male	24	\$14,663.88	\$15,338.84	(\$674.96)

Job Number Count: 32