

# Pay Equity Implementation Report

## Part A: Jurisdiction Identification

Jurisdiction: St. Louis Park Public Schools  
6300 Walker Street  
St. Louis Park Public Schools  
St. Louis Park, MN 55416

Jurisdiction Type: School

Contact: Richard Kreyer

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Contact: Jason Loewe

Phone: (952) 928-6066

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## 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 was used: Consultant

Description:

DBM Decision Band Method same as last report in 2021.

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and:

There is no difference and female classes are not at a disadvantage.

3. An official notice has been posted at:

6300 Walker Street, St. Louis Park, Minnesota, 55416

(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:

St. Louis Park Public Schools, Board of Education

(governing body)

C. Colin Cox

(chief elected official)

Board Chair

(title)

## Part C: Total Payroll

\$47,876,567.52

is the annual payroll for the calendar year just ended December 31.

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

Date Submitted: 1/4/2024

# Compliance Report

Jurisdiction: St. Louis Park Public Schools  
6300 Walker Street

St. Louis Park Public Schools  
St. Louis Park, MN 55416

Report Year: 2024  
Case: 3 - 2023 DATA (Shared (Jur and MMB))

Contact: Richard Kreyer

Phone: (952) 928-6067

E-Mail: kreyer.richard@slpscho  
ols.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 Guide to Pay Equity Compliance and Computer Reports.

## I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	20	59	14	93
# Employees	48	582	80	710
Avg. Max Monthly Pay per employee	8156.42	11052.32		10509.95

## II. STATISTICAL ANALYSIS TEST

### A. Underpayment Ratio = 129.8 \*

	Male Classes	Female Classes
a. # At or above Predicted Pay	9	34
b. # Below Predicted Pay	11	25
c. TOTAL	20	59
d. % Below Predicted Pay (b divided by c = d)	55.00	42.37

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

### B. T-test Results

Degrees of Freedom (DF) = 628	Value of T = -9.121
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a. Avg. diff. in pay from predicted pay for male jobs = -22

b. Avg. diff. in pay from predicted pay for female jobs = 2981

## III. SALARY RANGE TEST = 103.32 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 10.10

B. Avg. # of years to max salary for female jobs = 9.78

## IV. EXCEPTIONAL SERVICE PAY TEST = 97.93 (Result is B divided by A)

A. % of male classes receiving ESP = 90.00 \*

B. % of female classes receiving ESP = 88.14

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

Posting date: January 24, 2024

Jurisdiction Name: St. Louis Park Public Schools, ISD#283

## NOTICE: 2024 Pay Equity Report

This jurisdiction is submitting a pay equity implementation report to Minnesota Management & Budget 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, 2024.

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

This notice is being sent to all union 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:

Richard Kreyer, Human Resource Director

6300 Walker Street, St. Louis Park, MN 55416

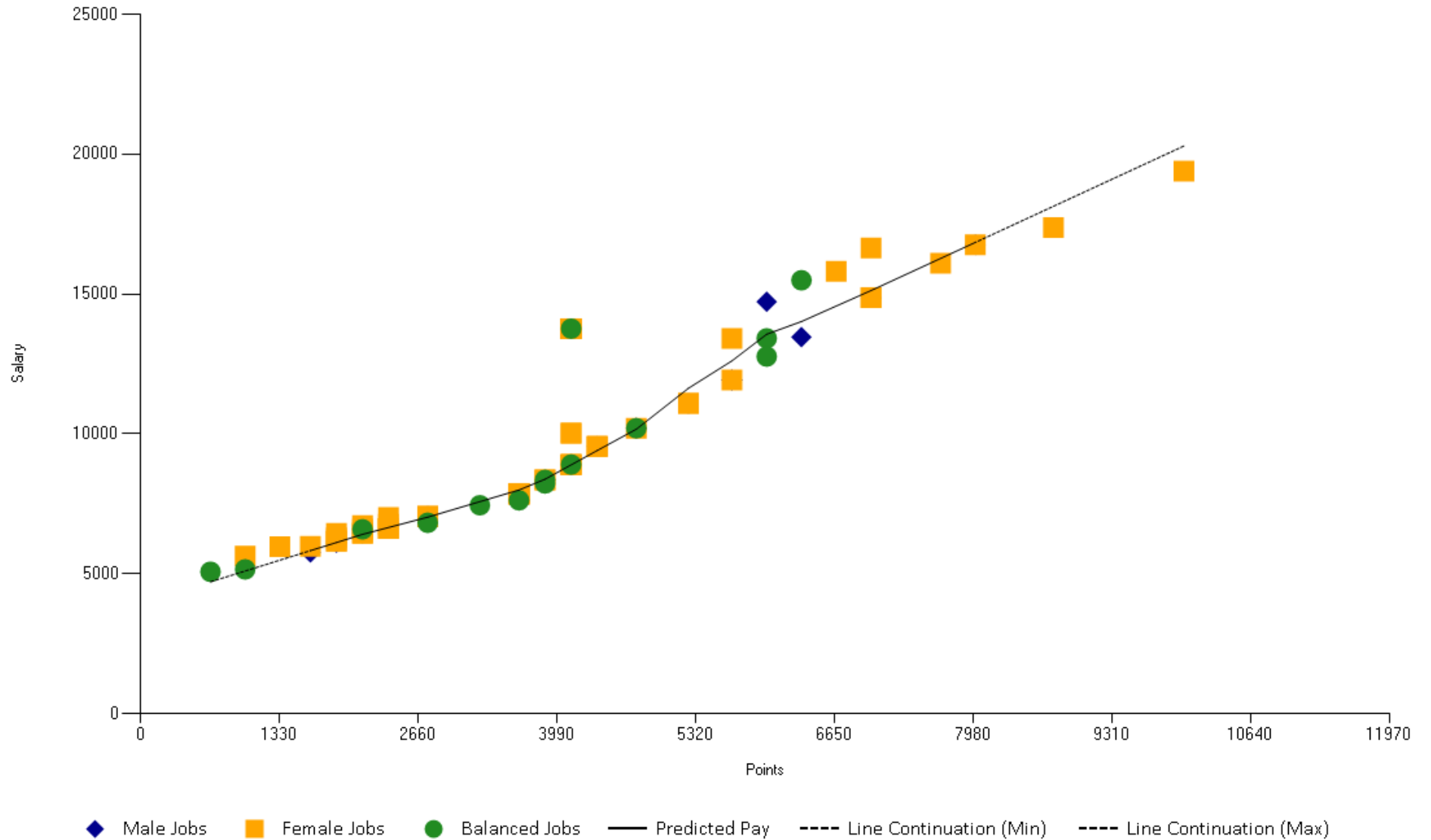
952-928-6000 or [kreyer.richard@slpschools.org](mailto:kreyer.richard@slpschools.org)  
(Local contact person's name, address, telephone)

For more information about the state pay equity law, you may contact the Pay Equity Office at:

[pay.equity@state.mn.us](mailto:pay.equity@state.mn.us)

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

## Predicted Pay Report for: St. Louis Park Public Schools Case: 2023 DATA



## Job Class Data Entry Verification List

Case: 2023 DATA

St. Louis Park Public Schools

LGID: 1101

Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
1	CUSTODIAL 1	4	3	0	B	667	2600.00	5073.33	11.00	0.00	LONGEVITY
2	CUSTODIAL 2	3	2	0	B	1000	2686.66	5159.99	11.00	0.00	LONGEVITY
3	NUTRITION ASSISTANT	3	14	0	F	1000	3033.33	5633.33	9.00	0.00	LONGEVITY
4	OFFICE ASSISTANT	0	1	0	F	1333	2828.79	5974.66	9.00	0.00	LONGEVITY
5	CUSTODIAL 3	5	0	0	M	1625	2859.99	5766.66	11.00	0.00	LONGEVITY
6	PARA CLASS 4	10	41	0	F	1625	3040.26	5977.59	9.00	0.00	LONGEVITY
7	ADMINISTRATIVE ASSISTANT I	0	5	0	F	1875	3005.59	6165.32	9.00	0.00	LONGEVITY
8	CUSTODIAL 4	5	1	0	M	1875	3076.66	6113.33	11.00	0.00	LONGEVITY
9	DISTRICT RECEPTIONIST	0	1	0	F	1875	3005.59	6165.32	9.00	0.00	LONGEVITY
10	NUTRITION LEAD-ELEMENTARY	0	4	0	F	1875	3466.66	6283.32	9.00	0.00	LONGEVITY
11	PARA CLASS 5	15	48	0	F	1875	3142.53	6447.32	9.00	0.00	LONGEVITY
12	ADMINISTRATIVE ASSISTANT II	0	6	0	F	2125	3182.39	6728.66	9.00	0.00	LONGEVITY
13	CHILDCARE EDUCATOR 1	3	9	0	F	2125	3076.66	6591.72	11.00	0.00	LONGEVITY
14	CUSTODIAL 5	13	0	0	M	2125	3249.99	6459.99	11.00	0.00	LONGEVITY
15	NUTRITION LEAD-SECONDARY	0	2	0	F	2125	3639.99	6456.66	9.00	0.00	LONGEVITY
16	PARA CLASS 6	1	7	0	F	2125	3405.99	6447.32	9.00	0.00	LONGEVITY
17	SCHOOL AGE CARE	15	20	0	B	2125	2686.66	6591.72	11.00	0.00	LONGEVITY
18	ACADEMIC TESTING SUPPORT SPECI	0	1	0	F	2375	3581.06	6624.99	10.00	0.00	LONGEVITY
19	ADMINISTRATIVE ASSISTANT III	0	7	0	F	2375	3317.59	7009.46	9.00	0.00	LONGEVITY
20	CHILDCARE EDUCATOR 2	1	10	0	F	2375	3249.99	6765.06	11.00	0.00	LONGEVITY
21	PARA CLASS 7	0	3	0	F	2375	3579.33	6620.66	9.00	0.00	LONGEVITY
22	STUDENT ENROLLMENT ASSOCIATE	0	1	0	F	2375	3581.06	6624.99	10.00	0.00	LONGEVITY
23	AQUATICS SUPERVISOR	0	1	0	F	2750	3775.16	7050.24	10.00	0.00	LONGEVITY
24	CHILDREN FIRST OPERATION COORD	0	1	0	F	2750	3775.16	7050.24	10.00	0.00	LONGEVITY
25	COORDINATOR ADULT PROGRAMS	0	1	0	F	2750	3775.16	7050.24	10.00	0.00	LONGEVITY
26	COORDINATOR ATHLETICS	1	0	0	M	2750	3775.16	7050.24	10.00	0.00	LONGEVITY
27	COORDINATOR KIDS PLACE	0	1	0	F	2750	3775.16	7050.24	10.00	0.00	LONGEVITY
28	HUMAN RESOURCES SPECIALIST 1	1	0	0	M	2750	3775.16	7050.24	10.00	0.00	LONGEVITY
29	INFORMATION SUPPORT TECHNICIAN	1	1	0	B	2750	3648.66	6826.06	10.00	0.00	LONGEVITY
30	MULTICULTURAL ASSISTANNT	1	0	0	M	2750	3775.16	7050.24	10.00	0.00	LONGEVITY
31	SPECIALIST TECH ACCOUNTS	1	1	0	B	3250	4062.33	7452.24	10.00	0.00	LONGEVITY

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St. Louis Park Public Schools

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Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
32	ACCOUNTING TECHNICIAN	1	1	0	B	3625	4463.32	7628.59	10.00	0.00	LONGEVITY
33	COORDINATOR ACHIEVEMENT	6	1	0	M	3625	4349.41	7854.15	10.00	0.00	LONGEVITY
34	COORDINATOR MARSS	0	1	0	F	3625	4349.41	7854.15	10.00	0.00	LONGEVITY
35	COORDINATOR TESTING SUPPORT	0	1	0	F	3625	4349.41	7854.15	10.00	0.00	LONGEVITY
36	COORDINATOR YOUTH ENRICHMENT	0	1	0	F	3625	4349.41	7854.15	10.00	0.00	LONGEVITY
37	EXEC LEADERSHIP PARTNER	0	1	0	F	3625	4349.41	7854.15	10.00	0.00	LONGEVITY
38	Outreach Coordinator	0	1	0	F	3625	4349.41	7854.15	10.00	0.00	LONGEVITY
39	SPECIALIST ADULT PROGRAMS	1	0	0	M	3625	4349.41	7854.15	10.00	0.00	LONGEVITY
40	SPECIALIST ASSESSMENT AND RESE	0	1	0	F	3625	4349.41	7854.15	10.00	0.00	LONGEVITY
41	SPECIALIST DATABASE MNAGMENT	0	1	0	F	3625	4349.41	7854.15	10.00	0.00	LONGEVITY
42	ASSISTANT ATHLETIC DIRECTOR	0	1	0	F	3875	4708.24	8356.48	10.00	0.00	LONGEVITY
43	COORDINATOR TECH SUPP	1	0	0	M	3875	4708.24	8356.48	10.00	0.00	LONGEVITY
44	LIAISON MULTICULTURAL	1	2	0	B	3875	4708.24	8356.48	10.00	0.00	LONGEVITY
45	Operations Supervisor	5	2	0	B	3875	4583.24	8231.48	10.00	0.00	LONGEVITY
46	PROGRAM ANALYST SPEC EDUC	0	1	0	F	3875	4708.24	8356.48	10.00	0.00	LONGEVITY
47	COORDINATOR CHILDCARE PROGRAM	0	1	0	F	4125	5102.91	8908.98	10.00	0.00	LONGEVITY
48	COORDINATOR PAYROLL	0	1	0	F	4125	5102.91	8908.98	10.00	0.00	LONGEVITY
49	COUNSELOR	0	7	0	F	4125	5496.69	13765.92	10.00	0.00	LONGEVITY
50	HUMAN RESOURCE CONSULTANT	1	1	0	B	4125	5102.91	8908.98	10.00	0.00	LONGEVITY
51	NURSE	0	6	0	F	4125	5496.69	13765.92	10.00	0.00	LONGEVITY
52	OCCUPATIONAL THERAPIST	0	4	0	F	4125	5496.69	13765.92	10.00	0.00	LONGEVITY
53	PHYSICAL THERAPIST	0	1	0	F	4125	5496.69	13765.92	10.00	0.00	LONGEVITY
54	PSYCHOLOGIST	1	2	0	B	4125	5496.69	13765.92	10.00	0.00	LONGEVITY
55	SOCIAL WORKER	0	10	0	F	4125	5496.69	13765.92	10.00	0.00	LONGEVITY
56	SPEECH LANGUAGE PATHOLOGIST	0	12	0	F	4125	5496.69	13765.92	10.00	0.00	LONGEVITY
57	SR SPECIALIST COMMUNICATIONS	0	1	0	F	4125	5102.91	8908.98	10.00	0.00	LONGEVITY
58	TEACHER CLASSROOM	71	215	0	F	4125	5496.69	13765.92	10.00	0.00	LONGEVITY
59	TEACHER SPECIALIST	2	18	0	F	4125	5496.69	13765.92	10.00	0.00	LONGEVITY
60	TEACHER-ABE	0	2	0	F	4125	5496.69	10022.31	10.00	0.00	LONGEVITY
61	TEACHER-ECFE	1	7	0	F	4125	5496.69	10022.31	10.00	0.00	LONGEVITY
62	TRAINER DIGITAL LEARNING	0	1	0	F	4125	5102.91	8908.98	10.00	0.00	LONGEVITY

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63	CHILDREN FIRST EXECUTIVE DIREC	0	1	0	F	4375	5575.16	9553.57	10.00	0.00	
64	SUPERVISOR CHILDCARE	0	1	0	F	4375	5575.16	9553.57	10.00	0.00	LONGEVITY
65	SUPERVISOR EARLY LEARNING	0	1	0	F	4375	5575.16	9553.57	10.00	0.00	LONGEVITY
66	SUPERVISOR TECH SUPPORT	1	0	0	M	4375	5575.16	9553.57	10.00	0.00	LONGEVITY
67	MANAGER DATA SERVICES	1	0	0	M	4750	6041.66	10206.73	10.00	0.00	LONGEVITY
68	MANAGER YOUTH ENRICHMENT	1	0	0	M	4750	6041.66	10206.73	10.00	0.00	LONGEVITY
69	SUPERVISOR ADULT SERVICES	0	1	0	F	4750	6041.66	10206.73	10.00	0.00	LONGEVITY
70	SUPERVISOR BUILDINGS-GROUNDS	1	0	0	M	4750	6041.66	10206.73	10.00	0.00	LONGEVITY
71	SUPERVISOR ELEM SUPPORT	2	1	0	B	4750	6041.66	10206.73	10.00	0.00	LONGEVITY
72	MANAGER CHILDCARE	0	1	0	F	5250	6672.65	11090.06	10.00	0.00	LONGEVITY
73	MANAGER NETWORK SERVICES	1	0	0	M	5250	6672.65	11090.06	10.00	0.00	LONGEVITY
74	MANAGER NUTRITION SERVICES	0	1	0	F	5250	6672.65	11090.06	10.00	0.00	LONGEVITY
75	ASSIST DIR BUSINESS SERVICES	0	1	0	F	5667	7273.65	11931.39	10.00	0.00	LONGEVITY
76	ASSIST DIR HUMAN RESOURCES	1	0	0	M	5667	7273.65	11931.39	10.00	0.00	LONGEVITY
77	ATHLETIC DIRECTOR DISTRICTWIDE	1	0	0	M	5667	7273.65	11931.39	10.00	0.00	LONGEVITY
78	ELEMENTARY AP-10	0	1	0	F	5667	8609.57	13417.56	9.00	0.00	LONGEVITY
79	Assistant Principal-High Schoo	1	1	0	B	6000	8609.57	13417.56	9.00	0.00	LONGEVITY
80	Assistant Principal-Middle Sch	2	0	0	M	6000	9609.06	14726.31	9.00	0.00	LONGEVITY
81	SUPERVISOR SPECIAL SERVICES	1	1	0	B	6000	7871.65	12768.56	10.00	0.00	LONGEVITY
82	ELEMENTARY PRINCIPAL	2	3	0	B	6333	10128.81	15493.47	9.00	0.00	LONGEVITY
83	MANAGER FACILITIES & SAFETY	1	0	0	M	6333	8379.82	13463.39	10.00	0.00	LONGEVITY
84	PRINCIPAL MIDDLE SCHOOL	0	1	0	F	6667	10471.65	15813.80	9.00	0.00	LONGEVITY
85	DIRECTOR COMMUNICATIONS	0	1	0	F	7000	9384.48	14869.97	10.00	0.00	
86	DIRECTOR INFORMATION SERVICES	1	0	0	M	7000	9384.48	14869.97	10.00	0.00	
87	DIRECTOR RESEARCH EVAL & ASMT	0	1	0	F	7000	9384.48	14869.97	10.00	0.00	
88	HIGH SCHOOL PRINCIPAL	0	1	0	F	7000	11170.23	16648.63	9.00	0.00	LONGEVITY
89	DIRECTOR COMMUNITY EDUCATION	0	1	0	F	7667	10260.40	16096.22	10.00	0.00	
90	DIRECTOR HUMAN RESOURCES	1	0	0	M	8000	10736.15	16762.22	10.00	0.00	

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LGID: 1101

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91	DIRECTOR STUDENT SERVICES	0	1	0	F	8000	10736.15	16762.22	10.00	0.00	
92	DIRECTOR BUSINESS SERVICES	0	1	0	F	8750	11177.81	17380.55	10.00	0.00	
93	SUPERINTENDENT	0	1	0	F	10000	17575.30	19390.30	0.00	0.00	

**Job Number Count: 93**