



**Agenda V.B.4.
January 22, 2026**

TO: Board of Education
Dr. Latanya Daniels, superintendent

FROM: Stacey Sovine, executive director of administrative services

DATE: January 22, 2026

RE: Approve Pay Equity Report

RECOMMENDATION: That the Board of Education approve the 2026 Pay Equity Report.

Summary

In 1984, the Minnesota legislature passed the Local Government Pay Equity Act. The intent of the statute was to ensure that public employers compensate men and women equitably for comparable, not identical work.

In order to be in compliance, the District must pass a three-prong test.

I. Statistical Analysis Test

This test is performed to determine if female classes are consistently paid below male classes. In order to pass the test, the District must have an underpayment ratio equal to or greater than 80%. The District has an underpayment ratio of 103.1746.

II. Salary Range Test

This test compares the number of years it takes male dominated classifications to move through steps compared to female dominated classes. In order to be in compliance, the District needs a score of 0 or equal to or greater than 80%. The district has a salary range test score of 99.28%.

III. Exceptional Service Pay Test

The Exceptional Service Pay test compares female dominated classes that receive longevity or performance pay to male classes that receive longevity or performance pay. In order to be in compliance, the District needs a score of 0 or one that is equal to or greater than 80%. The District's exceptional service pay test score is 101.54.

The report will be sent to the Minnesota Department of Employee Relations. The Director will review the report and notify the District of the result of the compliance review.

The District must maintain compliance and submit a compliance report every three years.

Attachment: Pay Equity Implementation Report