

# Compensation Systems and Structures




**St. Louis Park  
Public Schools**


*Achieving success, one student at a time!*

**January 2024**

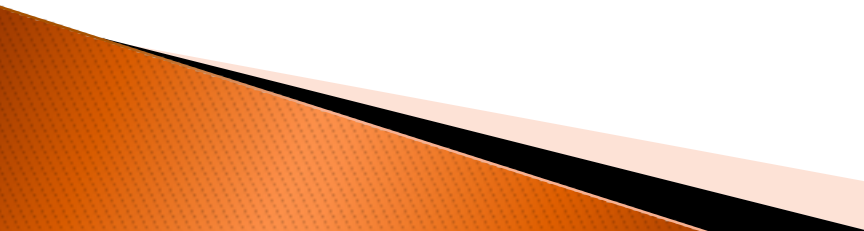
# Overview

- Comprehensive Compensation plan
  - Guiding principles
  - Building Blocks
  - Putting it all in place
- 

# Comprehensive Plan

- ▶ Across all groups
  - ▶ Across all job titles
  - ▶ Across all people in a job title
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# Pay Equity


- ▶ Cannot pay female dominated jobs systematically below male dominated jobs
  - ▶ Cannot take female dominated jobs statistically longer to get to max salary
  - ▶ Cannot pay males additional (longevity, etc.) if not also paying similarly to female dominated jobs
  - ▶ Must report to the State every three years (2021, 2024, 2027...)
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# Overall Guiding Principles

- **Core values of equal intrinsic worth**
- **Equitable**
- **Competitive**
- **Fiscally Responsible**
- **Transparent**




# Building Blocks

- ▶ Job Classifications
  - ▶ Job Evaluation
  - ▶ Job Values Linked to Pay Ranges
  - ▶ Labor Contracts and Agreements Salary Ranges
  - ▶ Benefits Plan Consistency across groups
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# Job Classifications

- ▶ 14 Groups (Admin; CAPS; CE Educators; Custodial; SPARK; Individual Contract; Nutrition; Operations Supervisors; Principals; Professional; Superintendent; Supv/Mgr; Teachers:K-12, ABE, ECFE; Technical)
- ▶ 116 Active Job Classifications (Positions)
- ▶ 157 Assignments
- ▶ 710 10 or 12-month contracted employees

# Job Evaluation

- ▶ Decision Band Method (DBM)
  - ▶ 6 Bands
  - ▶ Sub-Bands
  - ▶ Creates 30 pay grades system-wide
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# DBM Bands

## DECISION BAND HIERARCHY

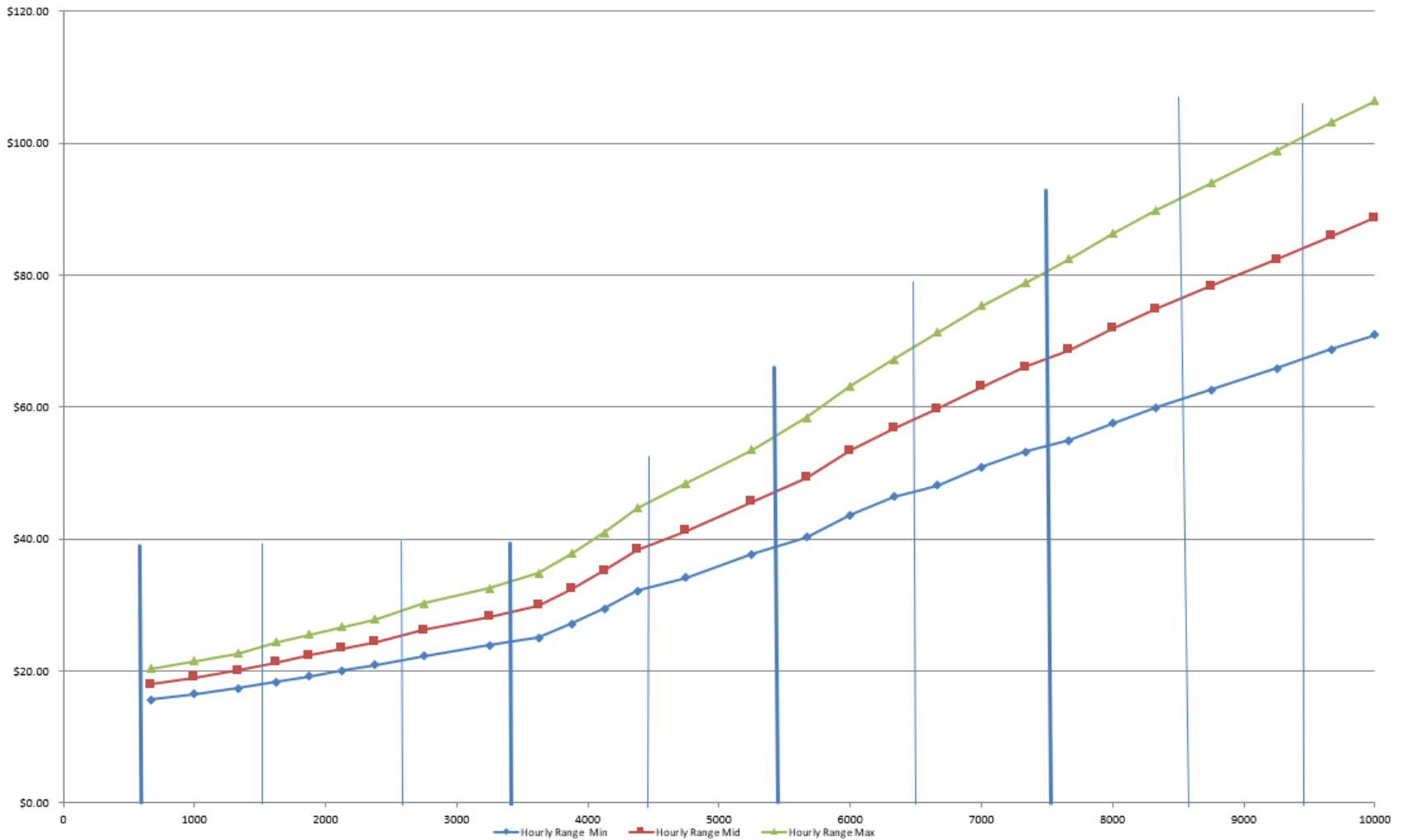
DECISION	BAND	TYPICAL DECISION LEVEL
POLICY	F	Decisions that determine the scope direction, and overall goals of the organization.
PLANNING & PROGRAMMING	E	Decisions that result in programs to achieve the objectives established at Band F.
INTERPRETIVE	D	Decisions that translate the programs established at Band E into operational plans and schedules.
PROCESS	C	Decisions concerned with the selection of a process for accomplishing the work.
OPERATIONAL	B	Decisions on the carrying out of the operations of the selected process.
DEFINED	A	Decisions on the manner and speed of performing the elements of an operation.

# DBM VALUES

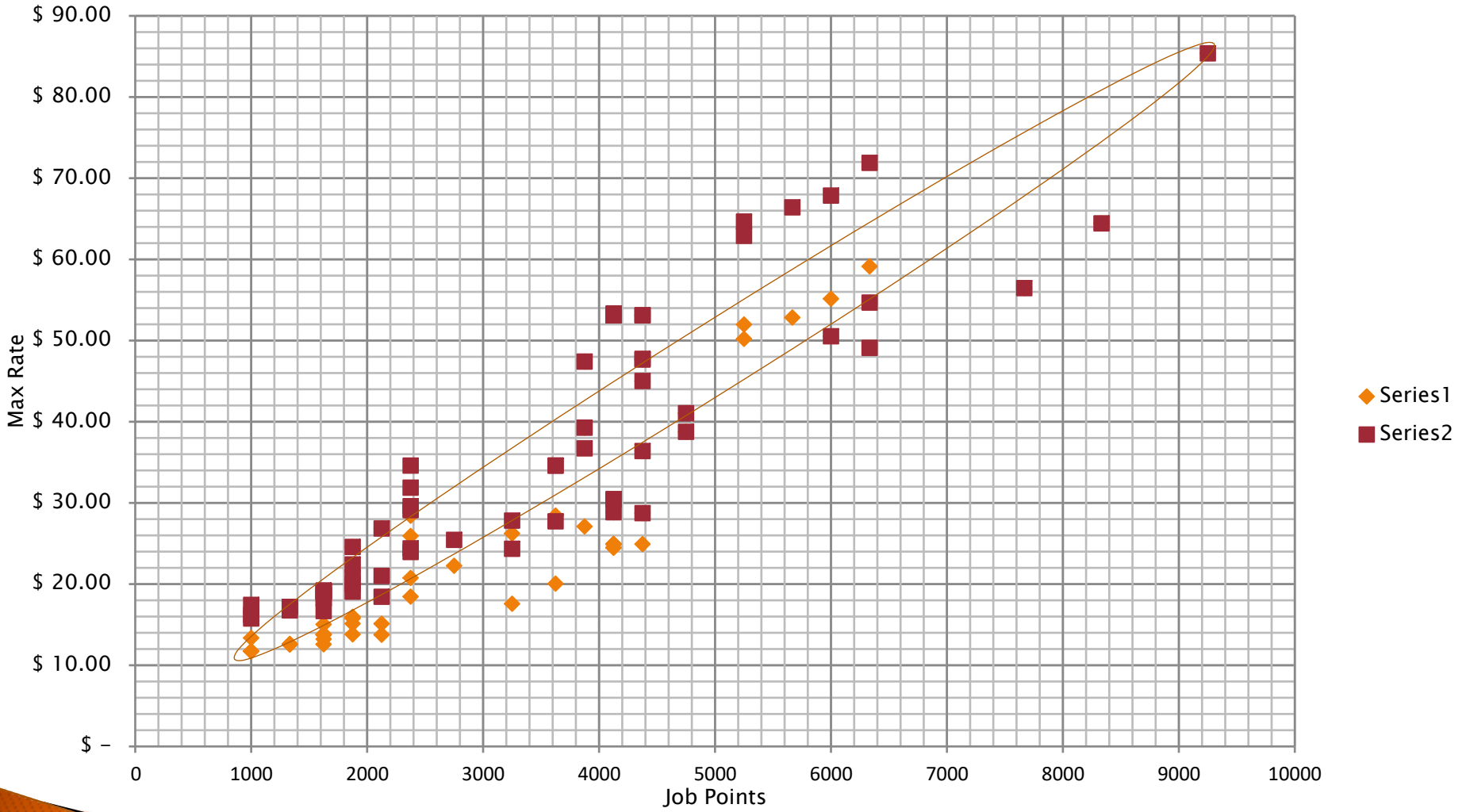
DBM	Points
A01	292
A02	542
A11	667
A12	1000
A13	1333
B21	1625
B22	1875
B23	2125
B24	2375
B31	2750
B32	3250
C41	3625
C42	3875
C43	4125
C44	4375
C51	4750
C52	5250
D61	5667
D62	6000
D63	6333
D71	6667
D72	7000
D73	7333
E81	7667
E82	8000
E83	8333
E91	8750
E92	9250
F101	9667
F102	10000

			Hourly rates of pay by grade				2023-24
			Grade	Work Points	Proposed Range Minimum	Market Median Trend	Proposed Salary Maximum
SLP GRADE	DBM	Points					
1	A01	292	1	292	\$14.15	\$15.92	\$17.69
2	A02	542	2	542	\$14.98	\$16.85	\$18.73
3	A11	667	3	667	\$15.61	\$17.95	\$20.29
4	A12	1000	4	1000	\$16.50	\$18.97	\$21.45
5	A13	1333	5	1333	\$17.39	\$20.00	\$22.61
6	B21	1625	6	1625	\$18.30	\$21.32	\$24.35
7	B22	1875	7	1875	\$19.18	\$22.34	\$25.50
8	B23	2125	8	2125	\$20.05	\$23.36	\$26.66
9	B24	2375	9	2375	\$20.92	\$24.37	\$27.82
10	B31	2750	10	2750	\$22.21	\$26.21	\$30.20
11	B32	3250	11	3250	\$23.91	\$28.22	\$32.52
12	C41	3625	12	3625	\$25.07	\$29.95	\$34.84
13	C42	3875	13	3875	\$27.15	\$32.45	\$37.74
14	C43	4125	14	4125	\$29.44	\$35.19	\$40.93
15	C44	4375	15	4375	\$32.12	\$38.38	\$44.65
16	C51	4750	16	4750	\$34.09	\$41.25	\$48.41
17	C52	5250	17	5250	\$37.68	\$45.60	\$53.51
18	D61	5667	18	5667	\$40.25	\$49.31	\$58.36
19	D62	6000	19	6000	\$43.58	\$53.39	\$63.19
20	D63	6333	20	6333	\$46.35	\$56.77	\$67.20
21	D71	6667	21	6667	\$48.15	\$59.70	\$71.26
22	D72	7000	22	7000	\$50.89	\$63.10	\$75.32
23	D73	7333	23	7333	\$53.24	\$66.02	\$78.80
24	E81	7667	24	7667	\$54.93	\$68.66	\$82.39
25	E82	8000	25	8000	\$57.49	\$71.86	\$86.23
26	E83	8333	26	8333	\$59.87	\$74.83	\$89.80
27	E91	8750	27	8750	\$62.61	\$78.27	\$93.92
28	E92	9250	28	9250	\$65.86	\$82.32	\$98.79
29	F101	9667	29	9667	\$68.73	\$85.92	\$103.10
30	F102	10000	30	10000	\$70.89	\$88.61	\$106.34
31	F103	10333	31	10333	\$72.35	\$90.44	\$108.53

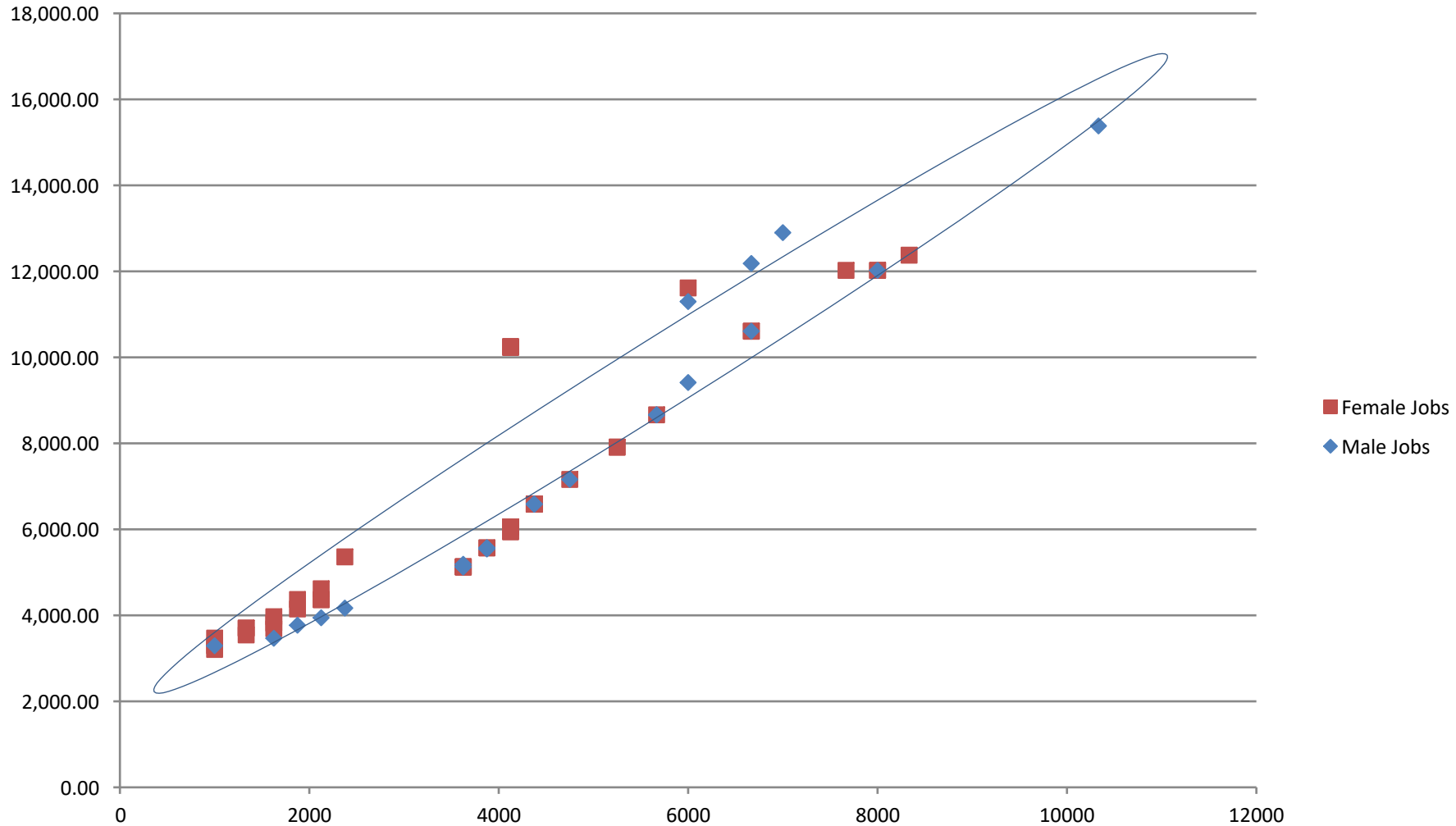
# OVERALL STRUCTURE



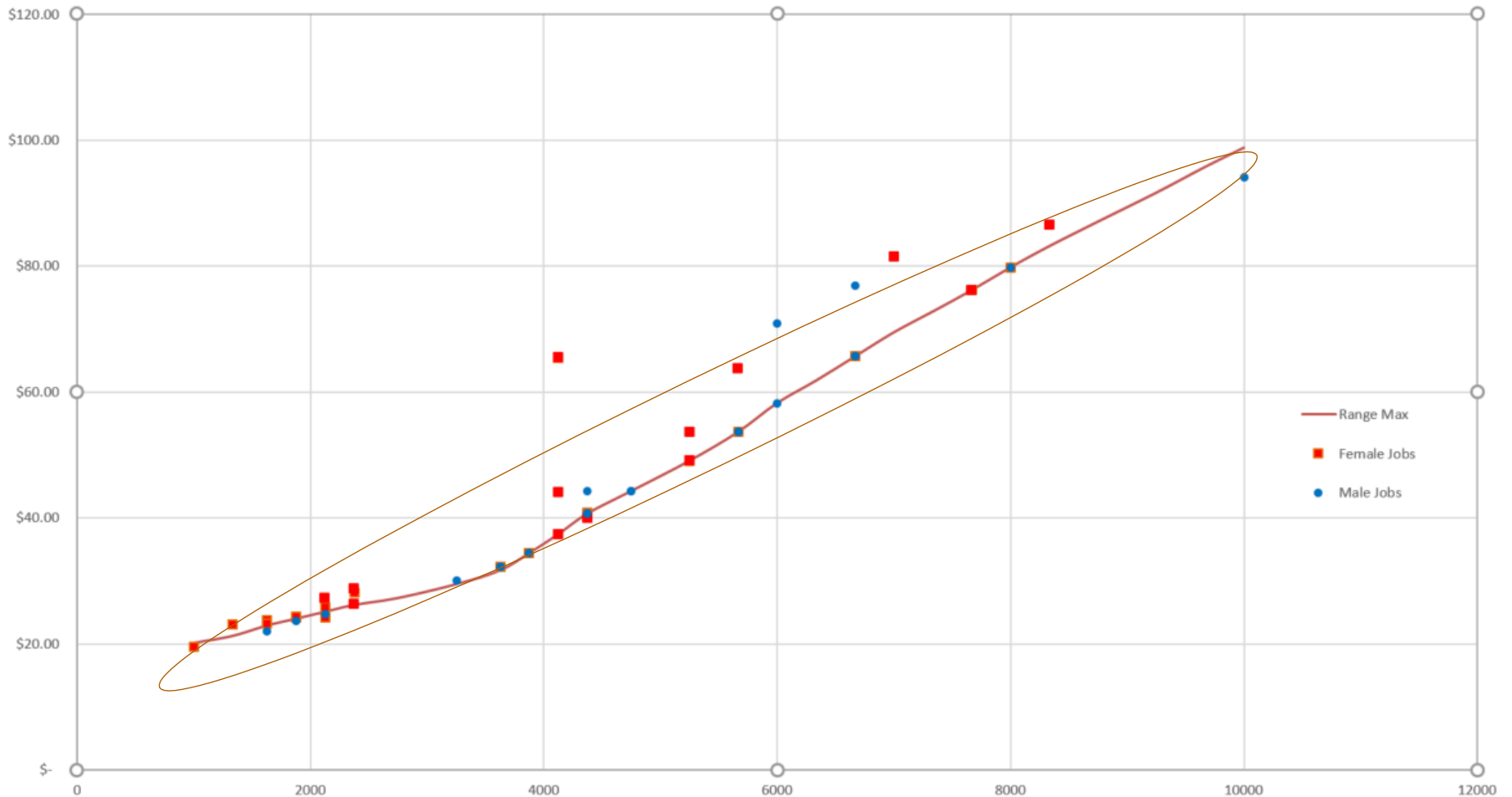
# PLOTTING DATA POINTS 2014



# PLOTTING DATA POINTS 2017



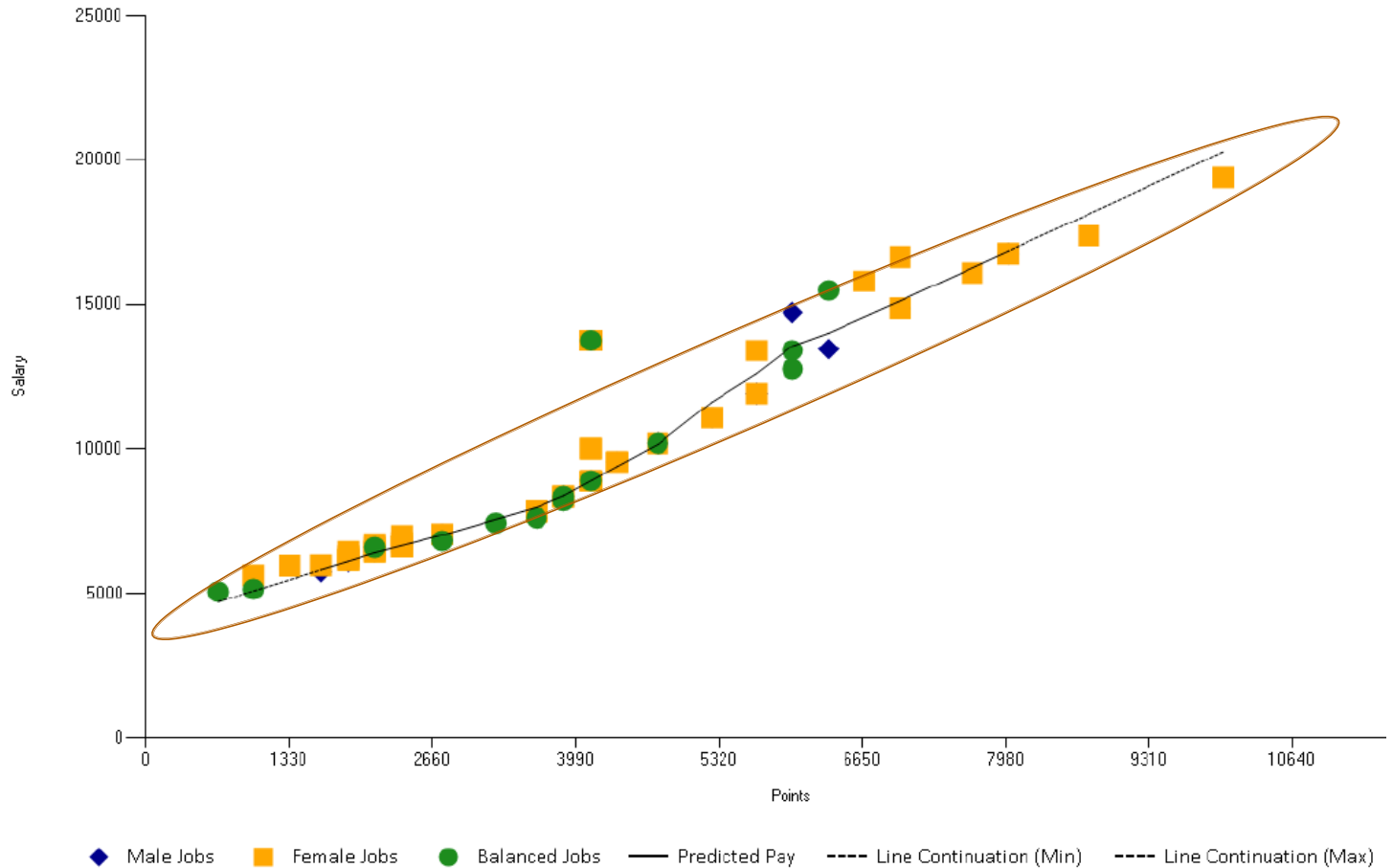
# PLOTTING DATA POINTS 2020



# PLOTTING DATA POINTS 2023



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





# 2023 Pay Equity Report

- ▶ Based on Preliminary Data Submission, District passes all three Salary Tests for 2023
- ▶ Results continue to improve
- ▶ Allows us some additional flexibility for future adjustments.
- ▶ We will be asking the Board to approve the submission of the District's 2023 Pay Equity Report.
- ▶ We will post notices and provide copies to all employee groups and post at the local library.

# 2023 Pay Equity Results



## 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

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

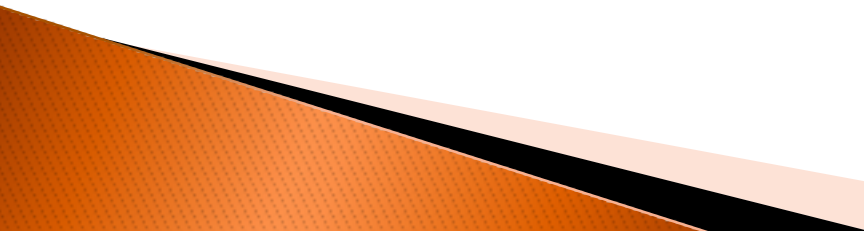
### IV. EXCEPTIONAL SERVICE PAY TEST = 97.93 (Result is B divided by A)

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

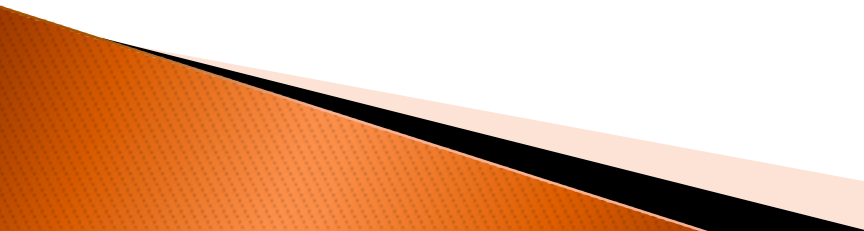
B. % of female classes receiving ESP = 88.14

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

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  - ▶ Asking the Board to approve the submission of the District's 2023 Pay Equity Report.
  - ▶ HR will post notices and provide copies to all employee groups and post at the local library.
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# Bargaining Implementation

- ▶ Meet with Finance, Superintendent and Board
  - ▶ Meetings with Employee Groups
  - ▶ Discussing compensation plan and consistency
  - ▶ Internal and external equity
  - ▶ Implementing changes within groups through bargaining to bring system into even better alignment
- 

# Fair – Equitable – Transparent

- **Legally Defensible**
  - **Fiscally Responsible**
  - **Transparent**
  - **Promotes Recruitment and Retention Goals**
- 



# Happy Employees!



Questions?

