School Board Meeting/Workshop: **January 9, 2017**

Subject: Pay Equity Implementation Report

Presenter: **Moreen Orr, Director**
Human Resources

SUGGESTED SCHOOL BOARD ACTION:

None – will recommend board approval of the 2016 Pay Equity Report Information on January 23, 2017

DESCRIPTION:

State law requires all public jurisdictions such as cities, counties, and school districts to eliminate any sex-based wage inequities in compensation. DOER (Department of Employee Relations) Compensation Division staff assist local government employers in implementing this law. In 1992, the division began analyzing reports from local governments to ensure that compliance is achieved and maintained. Reports must be submitted every three years to the department.

Our School District is required to submit a Pay Equity Implementation Report to the DOER by January 31, 2017, based on staff employed by District 877 as of December 31, 2016. DOER will review and notify the district of compliance.

Compliance testing must be met in all four areas listed below:

1. **Completeness and Accuracy Test:** It acknowledged the school district submitted accurately and on time.
2. **Statistical Analysis Test:** This test compares salary data to determine if female classes of employees are paid consistently below male classes of employees for comparable work.
3. **Salary Range Test:** This test compares the average number of years it takes for employees to move through steps in the contracts for female classes compared to male classes.
4. **Exceptional Service Pay Test:** This test compares how often employees in male classes receive longevity pay or performance pay above the normal salary range compared to how often individuals in female classes receive this type of pay.

We are completing the statistical analysis test, salary range test and the exceptional service pay test results and will present the completed report to the School Board on January 23, 2017, for submission to DOER by January 31st for their review.