



Date: January 16, 2025

To: Dr. Josh Swanson, Superintendent of Schools
From: Tom May, Executive Director of Human Resources
Re: Pay Equity Reporting

The school district is required to file a Pay Equity Implementation Report with the Minnesota Management & Budget Department every three years. This report is required of all public employers including cities, counties, and school districts. The purpose of the report is to determine whether or not the public employer is in compliance with the Pay Equity legislation. Pay Equity legislation requires that female dominated classes, such as child nutrition workers, receive pay that is equitable with male dominated classes, such as custodial workers, in relationship to their comparable worth value (or job points).

The Pay Equity software indicates that the District is *in compliance* with the law, however formal notification must come from the Minnesota Management & Budget Department in the next few months.

School Board approval of the pay Equity Implementation Report is required by January 31, 2025.