

Pay Equity Implementation Report

Send completed report to:

Pay Equity Coordinator
Department of Employee Relations
200 Centennial Building
658 Cedar Street
St. Paul, MN 55155-1603
(651) 259-3761 (Voice)
(651) 282-2699 (TDD)

For Department Use Only

Postmark Date of Report

1863

Jurisdiction ID Number

Part A: Jurisdiction Identification

Jurisdiction: ISD #831 Forest Lake Area

6100 North 210th Street

Jurisdiction Type: ISD

Forest Lake, MN 55025

Contact: Director of Business Services

Larry Martini

Phone: (651) 982-8125

Fax: 6519828135

Email: lmartini@forestlake.k12.mn.us

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 used was: Consultant System (Specify) ▼

Describe: Decision Band Method

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

There is a difference ▼ and the maximum salaries reported include the monthly amount paid by the employer for health insurance

3. ☒ Information in this report is complete and accurate.

4. ☒ The report includes all classes of employees over which the jurisdiction has final budgetary approval authority.

5. No salary ranges/performance differences.

☐ Leave blank unless BOTH of the following apply:

a. Jurisdiction does not have a salary range for any job class.

b. Upon request, jurisdiction will supply documentation showing that inequities between male and female classes are due to performance differences.

Note: Do not include any documentation regarding performance with this form.

6. An official notice has been posted at:

District Office

(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:

School Board

(governing body)

M

(chief elected official)

School Board, President

(title)

☒ Checking this box indicates legal signature by above official.

Date Submitted 12/29/2010

Part C: Total Payroll

\$42,245,670.56

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

Compliance Report

12/29/2010

Jurisdiction: ISD #831 Forest Lake Area Sch

6100 North 210th Street

Contact: Larry Martini

Director of Business Services

Phone: (651) 982-8125

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 guidebook.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	24	57	5	86
# Employees	68	857	114	1039
Avg. Max Monthly Pay per Employee	\$5,105.27	\$6,358.87		\$6,141.88

II. STATISTICAL ANALYSIS TEST

	Male Classes	Female Classes
A. UNDERPAYMENT RATIO = 89.1 *		
a. # at or above Predicted Pay	12	25
b. # Below Predicted Pay	12	32
c. TOTAL	24	57
d. % Below Predicted Pay (b divided by c = d)	50.00	56.14

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

B. T -TEST RESULTS

Degrees of Freedom (DF) = 923	Value of T = 4.856
a. Avg. diff. in pay from predicted pay for male jobs =	-\$1
b. Avg. diff. in pay from predicted pay for female jobs =	-\$243

III. SALARY RANGE TEST = 83.61 % (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 5.07
B. Avg. # of years to max salary for female jobs = 6.07

IV. EXCEPTIONAL SERVICE PAY TEST 0.00

- A. % of male classes receiving ESP 0.00
B. % of female classes receiving ESP 12.28

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

Predicted Pay for ISD #831 Forest Lake Area Sch

