



Posting date: 1/28/20

Jurisdiction Name: ISD No. 877 Buffalo-Hanover-Montrose

NOTICE TO POST

2020 Pay Equity Report

This jurisdiction is submitting a pay equity implementation report to Minnesota Management & Budget as required by the Local Government Pay Equity Act, Minnesota Statutes 471.991 to 471.999. The report must be submitted by January 31, 2020.

The report is public data under the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13. That means that the report is available to anyone requesting this information.

This notice is being sent to all union representatives (if any) in this jurisdiction. In addition, this notice must remain posted in a prominent location for at least 90 days from the date the report was submitted.

For more information about this jurisdiction's pay equity program, or to request a copy of the implementation report, please contact:

Evan Ronken
Director of Human Resources
214 1st Ave NE
Buffalo, MN 55313
763-682-8713

For more information about the state pay equity law, you may contact the Pay Equity Office at:

pay.equity@state.mn.us

Pay Equity Office
Minnesota Management & Budget
400 Centennial Office Building
658 Cedar Street
St. Paul, MN 55155

Compliance Report

Jurisdiction: ISD No. 877 - Buffalo
214 1st Ave NE

Report Year: 2020
Case: 1 - 2020 DATA (Private (Jur Only))

Buffalo MN 55313

Contact: Evan Ronken

Phone: (763) 682-8713

E-Mail: eronken@bhmschools.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	4	19	8	31
# Employees	19	620	51	690
Avg. Max Monthly Pay per employee	6,039.06	9,254.00		9,106.37

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 950.00 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	2	18
b. # Below Predicted Pay	2	1
c. TOTAL	4	19
d. % Below Predicted Pay (b divided by c = d)	50.00	5.26

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

B. T-test Results

Degrees of Freedom (DF) = 637	Value of T = -3.507
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- a. Avg. diff. in pay from predicted pay for male jobs = (\$45)
b. Avg. diff. in pay from predicted pay for female jobs = \$899

III. SALARY RANGE TEST = 85.00 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 5.00
B. Avg. # of years to max salary for female jobs = 5.88

IV. EXCEPTIONAL SERVICE PAY TEST = 119.30 (Result is B divided by A)

- A. % of male classes receiving ESP 75.00 *
B. % of female classes receiving ESP 89.47

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

Pay Equity Implementation Form

Information entered on this page is not submitted until you click "sign and submit." This page may be printed and shared with your governing body for approval. After you receive approval, you will need to come back to this page, complete the necessary information, then click "sign and submit."

Part A: Jurisdiction Identification

Jurisdiction: ISD No. 877 - Buffalo
214 1st Ave NE
Buffalo

Jurisdiction Type: ISD - School

Contact:	Name	Title	Phone	Email
	April Schmidt	HR Assistant	763-682-8712	aschmidt@bhmschools.org
	Evan Ronken	Director of HR	763-682-8713	eronken@bhmschools.org

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's System (specify)

Describe below if the job evaluation system used is: "The same as last year", "A new system", "A substantially modified system from last year", or another descriptor not listed here: (*less than 240 characters)

Decision Band

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. An official notice has been posted at:

District Office Posting Board
(prominent location) (*less than 60 characters)

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:

Board of Education
(governing body) (*less than 60 characters)

Dave Wilson
(chief elected official)(*less than 60 characters)

Board of Education Chair
(title) (*less than 60 characters)

Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

Part C: Total Payroll

40,655,700.14 is the annual payroll for the calendar year just ended December