

Special School Board Meeting
Thursday, December 19, 2024 6:00 PM

Montevideo Middle School Board Room
2001 William Avenue
Montevideo, MN 56265

Agenda

1. Call to Order/Pledge of Allegiance
 - 1.1. Roll Call: Birhanzl ____, Pauling ____, Wibben ____, Ohmacht ____, Shourds ____, and Stenson ____.
 - 1.2. Approval of the Agenda
2. Personnel Actions
 - 2.1. Employment
 - 2.2. Reassignment
 - 2.3. Resignation
3. Discussion Items
 - 3.1. Training by MSBA for interview procedures, discussing public input reports, and reviewing interview questions and procedures.
4. Action Items:
 - 4.1. Approve the Pay Equity Report for 2024
 - 4.2. Approval to Seek Bids
5. Adjournment

Compliance Report

Jurisdiction: ISD No. 129 - Montevideo
2001 William Avenue

Report Year: 2024
Case: 2 - 2024 DATA - SUBMIT (Shared
(Jur and MMB))

Montevideo, MN 56265

Contact: Adam Spray

Phone: (320) 269-8833

E-Mail: adams@montevideosc
hools.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	11	37	5	53
# Employees	23	156	101	280
Avg. Max Monthly Pay per employee	6418.87	5410.92		7241.44

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 126.1364 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	5	21
b. # Below Predicted Pay	6	16
c. TOTAL	11	37
d. % Below Predicted Pay (b divided by c = d)	54.55	43.24

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

B. T-test Results

Degrees of Freedom (DF) = 177	Value of T = -0.077
-------------------------------	---------------------

a. Avg. diff. in pay from predicted pay for male jobs = -74

b. Avg. diff. in pay from predicted pay for female jobs = -45

III. SALARY RANGE TEST = 87.94 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 7.00

B. Avg. # of years to max salary for female jobs = 7.96

IV. EXCEPTIONAL SERVICE PAY TEST = 126.35 (Result is B divided by A)

A. % of male classes receiving ESP = 36.36 *

B. % of female classes receiving ESP = 45.95

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