

Special Meeting

Monday, January 29, 2024 5:00 PM

ECC 350, 5701 Normandale Road, Edina, MN 55424

I. **Determination of Quorum and Call to Order**

II. **Approval of Agenda**



DEFINING EXCELLENCE

**School Board Special Meeting
Monday, January 29, 2024; 5:00 PM
ECC Room 350**

- I. Determination of Quorum and Call to Order**
- II. Approval of Agenda**
- III. Action**
 - A. Minnesota Local Government Pay Equity Report
Description: Pursuant to the Local Government Pay Equity Act (LGPEA), Minnesota Statute Sections 471.991-471.999 and Minnesota Rules, Chapter 3920, the School District must submit a Pay Equity Implementation Report to the Minnesota Management and Budget every three (3) years.
Presenter(s): Sonya Sailer, Director of Human Resources
Recommendation: Approve the 2024 Pay Equity Implementation Report.
- IV. Discussion**
 - A. Community Comment Protocols
Description: Edina School Board Policy 206 outlines both the board's desire for gathering community comment and the obligation of the public to operate in an orderly manner: "The school district recognizes the value of participation by the public in deliberations and decisions on district matters. Although providing an opportunity for input in a limited public forum to a school board is not required under Minnesota Statutes, the school board recognizes the value of receiving input from members of the public relating to district matters. The board expects that all public comment be conducted with orderly and efficient proceedings with opportunity for expression of all participant's respective views." It is the desire of this board to welcome and gather community comment, but also ensure that the work of the school district can be accomplished and progress in a timely manner. This ensures we can meet all statutory obligations, but most importantly, enable time and discussion for the education of our students. In order to achieve this appropriate balance, the board will be suggesting updates to our community comment protocols.
Presenter(s): Governance Committee
- V. Leadership Updates**
- VI. Adjournment**

III. **Action**

III.A. Minnesota Local Government Pay Equity
Report



Board Meeting Date: 1/29/2024

Title: Minnesota Local Government Pay Equity Report

Type: Action

Presenter(s): Sonya Sailer, Director of Human Resources

Background: Pursuant to the Local Government Pay Equity Act (LGPEA), Minnesota Statute Sections 471.991-471.999 and Minnesota Rules, Chapter 3920, the School District must submit a Pay Equity Implementation Report to the Minnesota Management and Budget every three (3) years. The Minnesota Legislature passed the LGPEA in 1984 in an effort to correct and eliminate gender-based wage discrimination in public employment.

The law requires that female-dominated job classes not be paid consistently less than male-dominated job classes when the classes require comparable levels of expertise. To ensure that gender-neutral criteria is used to set wages in our district, all job classes/positions are evaluated and given a grade according to the level of skill, effort, responsibility, and working conditions normally required in the performance of the position. This is done through the use of a compensation consultant who specializes in the area of pay equity and utilizes a job evaluation system that meets these criteria.

Employees have been notified that the district is submitting a pay equity implementation report to Minnesota Management and Budget as required by law and that the report is public data and available to anyone requesting the information. Notices have also been provided to all union representatives in our district and posted at the Southdale Library.

The state utilizes multiple tests to determine a jurisdiction's pay equity compliance, which is defined to mean the district has established equitable compensation relationships and met the reporting requirements. The district's pay equity results show compliance with all tests for this reporting period.

Recommendation: Approve the attached 2024 Pay Equity Implementation Report, which will be submitted to the Minnesota Department of Management and Budget following the School Board's approval.

Attachment(s): 2024 Pay Equity Implementation Report, Compliance Report, Job Class Data Entry Verification List, and Predicted Pay Report.

Pay Equity Implementation Report

Part A: Jurisdiction Identification

Jurisdiction: ISD No. 273 - Edina
5701 Normandale Road

Jurisdiction Type: School

Edina, MN 55424

Contact: Sonya Sailer

Phone: (952) 848-4911

E-Mail: sonya.sailer@edinaschools.org

Contact: Camille Sherman

Phone: (952) 848-4002

E-Mail: camille.sherman@edinaschools.org

Part B: Official Verification

- 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 was used: Consultant

Description:

Classification Matrix System (CMS)

- 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.

- An official notice has been posted at:
All School District Buildings and Southdale Library

(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:

Edina School Board

(governing body)

Erica Allenburg

(chief elected official)

School Board Chair

(title)

Part C: Total Payroll

\$76257449.13

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

- [] 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

Date Submitted: 1/24/2024

Compliance Report

Jurisdiction: ISD No. 273 - Edina
5701 Normandale Road

Report Year: 2024
Case: 1 - 2023 DATA (Private (Jur Only))

Edina, MN 55424

Contact: Sonya Sailer

Phone: (952) 848-4911

E-Mail: sonya.sailer@edinaschools.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	33	59	17	109
# Employees	53	1044	339	1436
Avg. Max Monthly Pay per employee	7805.49	9951.92		8700.47

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 81.7316 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	17	24
b. # Below Predicted Pay	16	35
c. TOTAL	33	59
d. % Below Predicted Pay (b divided by c = d)	48.48	59.32

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

B. T-test Results

Degrees of Freedom (DF) = 1095	Value of T = -5.340
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a. Avg. diff. in pay from predicted pay for male jobs = 3

b. Avg. diff. in pay from predicted pay for female jobs = 1140

III. SALARY RANGE TEST = 115.96 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 10.52

B. Avg. # of years to max salary for female jobs = 9.07

IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

A. % of male classes receiving ESP = 9.09 *

B. % of female classes receiving ESP = 37.29

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

Job Class Data Entry Verification List

Case: 2023 DATA

ISD No. 273 - Edina

LGID: 1093

Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
1	Lead Building Aide	1	0	0	M	226	2301.00	3302.00	5.00	0.00	
2	Kids Club Lead	37	79	0	B	245	2773.00	3906.00	5.00	0.00	
3	Media Assistant	0	6	0	F	288	3577.00	4658.00	20.00	0.00	Performance
4	Teacher Administrative Assista	0	12	0	F	288	3577.00	4658.00	20.00	0.00	Performance
5	Office Assistant-Class E	0	3	0	F	288	3681.00	4759.00	20.00	0.00	Performance
6	Interschool Mail Driver	1	0	0	M	288	4707.00	5016.00	21.00	0.00	
7	Kids Club Site Lead	9	5	0	B	312	3293.00	4194.00	5.00	0.00	
8	Childcare Assistant	0	13	0	F	312	2762.00	4704.00	5.00	0.00	
9	Woodshop Lead	2	1	0	B	312	3293.00	4194.00	5.00	0.00	
10	Custodian I	34	10	0	B	366	3823.00	4175.00	30.00	0.00	
11	Instructional Assistant	3	53	0	F	366	3119.00	4202.00	4.00	0.00	Longevity
12	Office Assistant-Class D	0	3	0	F	366	3863.00	4917.00	20.00	0.00	Performance
13	Childcare Lead	0	3	0	F	366	4071.00	5462.00	5.00	0.00	
14	Custodian II	2	0	0	M	366	4194.00	4563.00	30.00	0.00	
15	Groundskeeper	3	0	0	M	366	4799.00	5153.00	30.00	0.00	
16	Security Monitor	8	3	0	B	396	3293.00	4462.00	4.00	0.00	Longevity
17	Night Lead Custodian-ELEM	5	0	0	M	396	4787.00	5139.00	30.00	0.00	
18	Dept Specialist-Class B	0	5	0	F	429	4021.00	5297.00	20.00	0.00	Performance
19	Facilities Scheduler	1	0	0	M	429	4189.00	5562.00	20.00	0.00	Performance
20	Building Repair	6	0	0	M	429	4863.00	5215.00	30.00	0.00	
21	Night Lead Custodian-MS	2	0	0	M	429	4877.00	5231.00	30.00	0.00	
22	Technology Assistant	6	4	0	B	464	3509.00	4678.00	4.00	0.00	Longevity
23	Bus Driver	63	19	0	B	464	4189.00	4561.00	21.00	0.00	
24	Educational Associate	39	134	0	F	464	3293.00	4462.00	4.00	0.00	Longevity
25	Health Service Associate	0	8	0	F	464	3453.00	4655.00	21.00	0.00	
26	Due Process Specialist	0	11	0	F	464	3681.00	4759.00	20.00	0.00	Performance
27	District Maintenance II	1	0	0	M	464	4776.00	5736.00	4.00	0.00	
28	Night Lead Custodian-ECC/HS	2	0	0	M	464	4949.00	5302.00	30.00	0.00	
29	Technical Operations Analyst	3	1	0	B	503	4884.00	5860.00	4.00	0.00	
30	Bus Mechanic	2	1	0	B	503	5253.00	5560.00	21.00	0.00	
31	Confidential Department Specia	0	1	0	F	503	4365.00	5254.00	4.00	0.00	
32	Route Programmer	3	2	0	B	544	4707.00	5016.00	21.00	0.00	

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ISD No. 273 - Edina

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Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
33	Accounts Payable Specialist	0	1	0	F	544	4021.00	5297.00	20.00	0.00	Performance
34	Dept Specialist-Class A	0	14	0	F	544	4189.00	5562.00	20.00	0.00	Performance
35	Principal's Administrative Ass	0	9	0	F	544	4189.00	5579.00	20.00	0.00	Performance
36	Program Specialist	10	12	0	B	544	4821.00	5327.00	5.00	0.00	
37	Maintenance I	1	0	0	M	544	5206.00	6240.00	4.00	0.00	
38	Human Resources Specialist	1	3	0	F	588	5206.00	6240.00	4.00	0.00	
39	Payroll Specialist	0	2	0	F	588	5206.00	6240.00	4.00	0.00	
40	Technical Operations Developer	2	1	0	B	588	6066.00	7254.00	4.00	0.00	
41	Lead Technology Support Specia	0	1	0	F	588	4884.00	5860.00	4.00	0.00	
42	Student Enrollment Coordinator	0	1	0	F	588	5870.00	8539.00	4.00	0.00	
43	Technical Operations Analyst -	1	0	0	M	588	5870.00	8539.00	4.00	0.00	
44	Preschool Teacher Non-Licensed	0	3	0	F	637	4192.00	7616.00	17.00	0.00	Performance
45	Cultural Liaison	0	3	0	F	637	5870.00	8539.00	4.00	0.00	
46	Student Information Coordinato	0	1	0	F	637	5870.00	8539.00	4.00	0.00	
47	Lead Bus Mechanic	1	0	0	M	637	6450.00	7657.00	21.00	0.00	
48	Grounds Supervisor	1	0	0	M	637	4765.00	7166.00	4.00	0.00	
49	Custodial Supervisor-ELEM	5	0	0	M	637	4934.00	7364.00	4.00	0.00	
50	Performing Arts Facilities Coo	1	0	0	M	637	5720.00	8290.00	4.00	0.00	
51	Title I Teacher	0	6	0	F	689	5724.00	6269.00	6.00	0.00	Performance
52	Superintendents Executive Assi	0	1	0	F	689	6565.00	7838.00	4.00	0.00	
53	Family Services Collaborative	0	1	0	F	689	5720.00	8290.00	4.00	0.00	
54	Custodial Supervisor-MS	2	0	0	M	689	5187.00	7664.00	4.00	0.00	
55	Custodial Supervisor-ECC/HS	2	0	0	M	689	5720.00	8290.00	4.00	0.00	
56	Communications Coordinator	0	1	0	F	745	6066.00	8696.00	4.00	0.00	
57	Payroll Manager	1	0	0	M	745	6283.00	8839.00	4.00	0.00	
58	Technical Operations Administr	1	0	0	M	745	6976.00	9767.00	4.00	0.00	
59	Activities Coordinator	0	1	0	F	805	4934.00	7364.00	4.00	0.00	
60	Youth Career Exploration & Pat	0	1	0	F	805	5187.00	7166.00	4.00	0.00	
61	Benefits Coordinator	0	1	0	F	805	5870.00	8539.00	4.00	0.00	
62	Accountant	0	2	0	F	805	5870.00	8539.00	4.00	0.00	
63	Kids Club Manager	0	2	0	F	805	5870.00	8539.00	4.00	0.00	
64	Inclusion and Youth Programs C	1	0	0	M	805	4934.00	7364.00	4.00	0.00	

Job Class Data Entry Verification List

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Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
65	Assistant Supervisor of Transp	1	0	0	M	805	5720.00	8290.00	4.00	0.00	
66	Data Programming Analyst	1	0	0	M	805	9556.00	12410.00	5.00	0.00	
67	Youth Development & Community	0	1	0	F	871	5870.00	8539.00	4.00	0.00	
68	Licensed Teacher	142	440	0	F	871	5645.00	12505.00	19.00	0.00	Longevity Pe
69	Media Specialist	1	8	0	F	871	5645.00	12505.00	19.00	0.00	Longevity Pe
70	Occupational Therapist	0	7	0	F	871	5645.00	12505.00	19.00	0.00	Longevity Pe
71	Physical Therapist	0	1	0	F	871	5645.00	12505.00	19.00	0.00	Longevity Pe
72	School Counselor	3	14	0	F	871	5645.00	12505.00	19.00	0.00	Longevity Pe
73	School Nurse	0	10	0	F	871	5645.00	12505.00	19.00	0.00	Longevity Pe
74	School Psychologist	0	13	0	F	871	5645.00	12505.00	19.00	0.00	Longevity Pe
75	School Social Worker	2	10	0	F	871	5645.00	12505.00	19.00	0.00	Longevity Pe
76	Speech-Language Pathologist	0	24	0	F	871	5645.00	12505.00	19.00	0.00	Longevity Pe
77	Operations and Facilities Coord	0	1	0	F	871	8225.00	10873.00	5.00	0.00	
78	Digital Learning Coordinator	1	0	0	M	871	8225.00	10873.00	5.00	0.00	
79	Buildings and Grounds Manager	1	0	0	M	941	6763.00	9516.00	4.00	0.00	
80	Community Involvement Programs	0	1	0	F	1017	8225.00	10873.00	5.00	0.00	
81	Student Support Services Coord	0	1	0	F	1017	8225.00	10873.00	5.00	0.00	
82	Supervisor of Technology Servi	1	0	0	M	1017	9556.00	12410.00	5.00	0.00	
83	Supervisor of Edina Virtual Pa	1	0	0	M	1017	9556.00	12410.00	5.00	0.00	
84	Administrative Dean	3	5	0	B	1100	10592.00	12868.00	5.00	0.00	
85	Early Learning Center Coordina	0	1	0	F	1100	8225.00	10873.00	5.00	0.00	
86	Youth Programs Coordinator	0	1	0	F	1100	8225.00	10873.00	5.00	0.00	
87	Supervisor of Transportation S	0	1	0	F	1100	9556.00	12410.00	5.00	0.00	
88	Supervisor of Health Services	0	1	0	F	1100	9063.00	11559.00	5.00	0.00	
89	Assistant Director of Human Re	0	1	0	F	1189	10771.00	13436.00	5.00	0.00	
90	Assistant Director of Teaching	0	1	0	F	1189	10771.00	13436.00	5.00	0.00	
91	Assistant Director of Finance	1	0	0	M	1189	10771.00	13436.00	5.00	0.00	
92	Middle School Assistant Princi	1	1	0	B	1189	10689.00	13951.00	8.00	0.00	Performance

Job Class Data Entry Verification List

Case: 2023 DATA

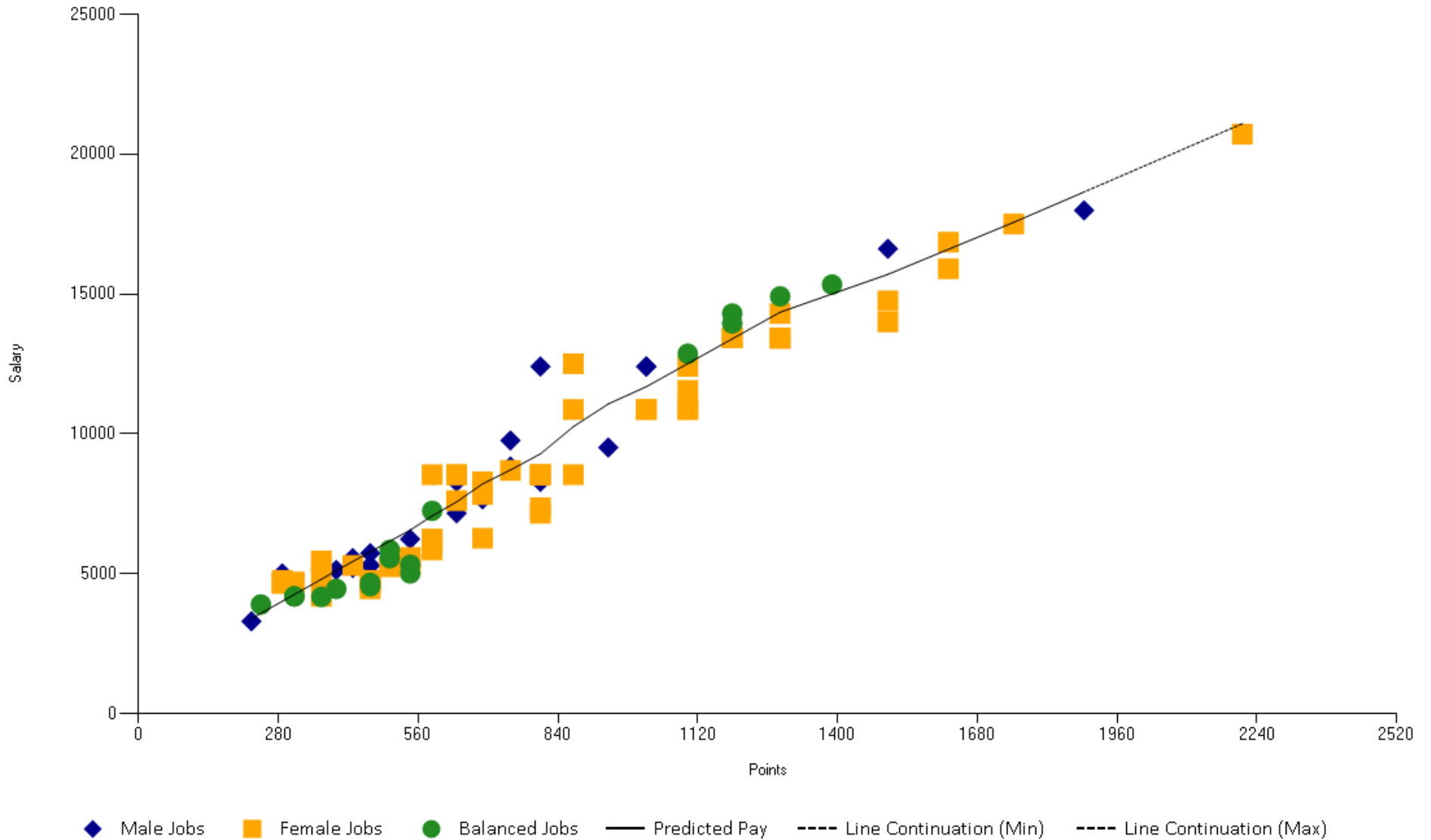
ISD No. 273 - Edina

LGID: 1093

Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
93	High School Assistant Principa	2	2	0	B	1189	10974.00	14307.00	8.00	0.00	Performance
94	Elementary Assistant Principal	1	0	0	M	1189	10689.00	13951.00	8.00	0.00	Performance
95	Elementary Principal	2	4	0	B	1285	11765.00	14918.00	8.00	0.00	Performance
96	Assistant Director of Student	0	2	0	F	1285	10771.00	13436.00	5.00	0.00	
97	Director of Marketing and Comm	0	1	0	F	1285	11652.00	13416.00	1.00	2.00	
98	Director of Achievement Equity	0	1	0	F	1285	12538.00	14302.00	1.00	1.00	
99	Director of Buildings and Grou	1	0	0	M	1285	10771.00	13436.00	5.00	0.00	
100	Middle School Principal	1	1	0	B	1389	12035.00	15340.00	8.00	0.00	Performance
101	Director of Media and Technolo	0	1	0	F	1501	12235.00	13999.00	1.00	3.00	
102	Director of Community Educatio	0	1	0	F	1501	12994.00	14758.00	1.00	2.00	
103	High School Principal	1	0	0	M	1501	13243.00	16620.00	8.00	0.00	Performance
104	Director of Teaching and Learn	0	1	0	F	1622	14141.00	15905.00	1.00	4.00	
105	Director of Student Support Se	0	1	0	F	1622	15091.00	16855.00	1.00	2.00	
106	Director of Human Resources	0	1	0	F	1753	15740.00	17504.00	1.00	3.00	
107	Director of Finance and Operat	1	0	0	M	1753	15740.00	17504.00	1.00	2.00	
108	Assistant Superintendent	1	0	0	M	1894	16229.00	17993.00	1.00	12.00	
109	Superintendent	0	1	0	F	2211	18952.00	20716.00	1.00	3.00	

Job Number Count: 109

Predicted Pay Report for: ISD No. 273 - Edina Case: 2023 DATA



Predicted Pay Report for: ISD No. 273 - Edina

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Lead Building Aide	1	0	0	1	Male	226	3302.0000	3398.7141	-96.7141
2	Kids Club Lead	37	79	0	116	Balanced	245	3906.0000	3589.6491	316.3509
3	Media Assistant	0	6	0	6	Female	288	4658.0000	4022.5018	635.4982
4	Teacher Administrative Assista	0	12	0	12	Female	288	4658.0000	4022.5018	635.4982
5	Office Assistant-Class E	0	3	0	3	Female	288	4759.0000	4022.5018	736.4982
6	Interschool Mail Driver	1	0	0	1	Male	288	5016.0000	4022.5018	993.4982
7	Kids Club Site Lead	9	5	0	14	Balanced	312	4194.0000	4264.4194	-70.4194
8	Childcare Assistant	0	13	0	13	Female	312	4704.0000	4264.4194	439.5806
9	Woodshop Lead	2	1	0	3	Balanced	312	4194.0000	4264.4194	-70.4194
10	Custodian I	34	10	0	44	Balanced	366	4175.0000	4808.2343	-633.2343
11	Instructional Assistant	3	53	0	56	Female	366	4202.0000	4808.2343	-606.2343
12	Office Assistant-Class D	0	3	0	3	Female	366	4917.0000	4808.2343	108.7657
13	Childcare Lead	0	3	0	3	Female	366	5462.0000	4808.2343	653.7657
14	Custodian II	2	0	0	2	Male	366	4563.0000	4808.2343	-245.2343
15	Groundskeeper	3	0	0	3	Male	366	5153.0000	4808.2343	344.7657
16	Security Monitor	8	3	0	11	Balanced	396	4462.0000	5110.1315	-648.1315
17	Night Lead Custodian-ELEM	5	0	0	5	Male	396	5139.0000	5110.1315	28.8685
18	Dept Specialist-Class B	0	5	0	5	Female	429	5297.0000	5444.7540	-147.7540
19	Facilities Scheduler	1	0	0	1	Male	429	5562.0000	5444.7540	117.2460
20	Building Repair	6	0	0	6	Male	429	5215.0000	5444.7540	-229.7540
21	Night Lead Custodian-MS	2	0	0	2	Male	429	5231.0000	5444.7540	-213.7540
22	Technology Assistant	6	4	0	10	Balanced	464	4678.0000	5788.3806	-1110.3806
23	Bus Driver	63	19	0	82	Balanced	464	4561.0000	5788.3806	-1227.3806
24	Educational Associate	39	134	0	173	Female	464	4462.0000	5788.3806	-1326.3806
25	Health Service Associate	0	8	0	8	Female	464	4655.0000	5788.3806	-1133.3806
26	Due Process Specialist	0	11	0	11	Female	464	4759.0000	5788.3806	-1029.3806
27	District Maintenance II	1	0	0	1	Male	464	5736.0000	5788.3806	-52.3806
28	Night Lead Custodian-ECC/HS	2	0	0	2	Male	464	5302.0000	5788.3806	-486.3806
29	Technical Operations Analyst	3	1	0	4	Balanced	503	5860.0000	6143.3713	-283.3713
30	Bus Mechanic	2	1	0	3	Balanced	503	5560.0000	6143.3713	-583.3713
31	Confidential Department Specia	0	1	0	1	Female	503	5254.0000	6143.3713	-889.3713
32	Route Programmer	3	2	0	5	Balanced	544	5016.0000	6563.1540	-1547.1540

Predicted Pay Report for: ISD No. 273 - Edina

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
33	Accounts Payable Specialist	0	1	0	1	Female	544	5297.0000	6563.1540	-1266.1540
34	Dept Specialist-Class A	0	14	0	14	Female	544	5562.0000	6563.1540	-1001.1540
35	Principal's Administrative Ass	0	9	0	9	Female	544	5579.0000	6563.1540	-984.1540
36	Program Specialist	10	12	0	22	Balanced	544	5327.0000	6563.1540	-1236.1540
37	Maintenance I	1	0	0	1	Male	544	6240.0000	6563.1540	-323.1540
38	Human Resources Specialist	1	3	0	4	Female	588	6240.0000	7074.0324	-834.0324
39	Payroll Specialist	0	2	0	2	Female	588	6240.0000	7074.0324	-834.0324
40	Technical Operations Developer	2	1	0	3	Balanced	588	7254.0000	7074.0324	179.9676
41	Lead Technology Support Specia	0	1	0	1	Female	588	5860.0000	7074.0324	-1214.0324
42	Student Enrollment Coordinator	0	1	0	1	Female	588	8539.0000	7074.0324	1464.9676
43	Technical Operations Analyst -	1	0	0	1	Male	588	8539.0000	7074.0324	1464.9676
44	Preschool Teacher Non-Licensed	0	3	0	3	Female	637	7616.0000	7570.7770	45.2230
45	Cultural Liaison	0	3	0	3	Female	637	8539.0000	7570.7770	968.2230
46	Student Information Coordinato	0	1	0	1	Female	637	8539.0000	7570.7770	968.2230
47	Lead Bus Mechanic	1	0	0	1	Male	637	7657.0000	7570.7770	86.2230
48	Grounds Supervisor	1	0	0	1	Male	637	7166.0000	7570.7770	-404.7770
49	Custodial Supervisor-ELEM	5	0	0	5	Male	637	7364.0000	7570.7770	-206.7770
50	Performing Arts Facilities Coo	1	0	0	1	Male	637	8290.0000	7570.7770	719.2230
51	Title I Teacher	0	6	0	6	Female	689	6269.0000	8219.2220	-1950.2220
52	Superintendents Executive Assi	0	1	0	1	Female	689	7838.0000	8219.2220	-381.2220
53	Family Services Collaborative	0	1	0	1	Female	689	8290.0000	8219.2220	70.7780
54	Custodial Supervisor-MS	2	0	0	2	Male	689	7664.0000	8219.2220	-555.2220
55	Custodial Supervisor-ECC/HS	2	0	0	2	Male	689	8290.0000	8219.2220	70.7780
56	Communications Coordinator	0	1	0	1	Female	745	8696.0000	8712.5072	-16.5072
57	Payroll Manager	1	0	0	1	Male	745	8839.0000	8712.5072	126.4928
58	Technical Operations Administr	1	0	0	1	Male	745	9767.0000	8712.5072	1054.4928
59	Activities Coordinator	0	1	0	1	Female	805	7364.0000	9290.0054	-1926.0054
60	Youth Career Exploration & Pat	0	1	0	1	Female	805	7166.0000	9290.0054	-2124.0054
61	Benefits Coordinator	0	1	0	1	Female	805	8539.0000	9290.0054	-751.0054
62	Accountant	0	2	0	2	Female	805	8539.0000	9290.0054	-751.0054
63	Kids Club Manager	0	2	0	2	Female	805	8539.0000	9290.0054	-751.0054
64	Inclusion and Youth Programs C	1	0	0	1	Male	805	7364.0000	9290.0054	-1926.0054

Predicted Pay Report for: ISD No. 273 - Edina

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
65	Assistant Supervisor of Transp	1	0	0	1	Male	805	8290.0000	9290.0054	-1000.0054
66	Data Programming Analyst	1	0	0	1	Male	805	12410.0000	9290.0054	3119.9946
67	Youth Development & Community	0	1	0	1	Female	871	8539.0000	10265.2257	-1726.2257
68	Licensed Teacher	142	440	0	582	Female	871	12505.0000	10265.2257	2239.7743
69	Media Specialist	1	8	0	9	Female	871	12505.0000	10265.2257	2239.7743
70	Occupational Therapist	0	7	0	7	Female	871	12505.0000	10265.2257	2239.7743
71	Physical Therapist	0	1	0	1	Female	871	12505.0000	10265.2257	2239.7743
72	School Counselor	3	14	0	17	Female	871	12505.0000	10265.2257	2239.7743
73	School Nurse	0	10	0	10	Female	871	12505.0000	10265.2257	2239.7743
74	School Psychologist	0	13	0	13	Female	871	12505.0000	10265.2257	2239.7743
75	School Social Worker	2	10	0	12	Female	871	12505.0000	10265.2257	2239.7743
76	Speech-Language Pathologist	0	24	0	24	Female	871	12505.0000	10265.2257	2239.7743
77	Operations and Facilities Coord	0	1	0	1	Female	871	10873.0000	10265.2257	607.7743
78	Digital Learning Coordinator	1	0	0	1	Male	871	10873.0000	10265.2257	607.7743
79	Buildings and Grounds Manager	1	0	0	1	Male	941	9516.0000	11074.0193	-1558.0193
80	Community Involvement Programs	0	1	0	1	Female	1017	10873.0000	11689.1350	-816.1350
81	Student Support Services Coord	0	1	0	1	Female	1017	10873.0000	11689.1350	-816.1350
82	Supervisor of Technology Servi	1	0	0	1	Male	1017	12410.0000	11689.1350	720.8650
83	Supervisor of Edina Virtual Pa	1	0	0	1	Male	1017	12410.0000	11689.1350	720.8650
84	Administrative Dean	3	5	0	8	Balanced	1100	12868.0000	12482.0202	385.9798
85	Early Learning Center Coordina	0	1	0	1	Female	1100	10873.0000	12482.0202	-1609.0202
86	Youth Programs Coordinator	0	1	0	1	Female	1100	10873.0000	12482.0202	-1609.0202
87	Supervisor of Transportation S	0	1	0	1	Female	1100	12410.0000	12482.0202	-72.0202
88	Supervisor of Health Services	0	1	0	1	Female	1100	11559.0000	12482.0202	-923.0202
89	Assistant Director of Human Re	0	1	0	1	Female	1189	13436.0000	13400.0785	35.9215
90	Assistant Director of Teaching	0	1	0	1	Female	1189	13436.0000	13400.0785	35.9215
92	Middle School Assistant Princi	1	1	0	2	Balanced	1189	13951.0000	13400.0785	550.9215
93	High School Assistant Principa	2	2	0	4	Balanced	1189	14307.0000	13400.0785	906.9215
94	Elementary Assistant Principal	1	0	0	1	Male	1189	13951.0000	13400.0785	550.9215
91	Assistant Director of Finance	1	0	0	1	Male	1189	13436.0000	13400.0785	35.9215
95	Elementary Principal	2	4	0	6	Balanced	1285	14918.0000	14353.6314	564.3686
96	Assistant Director of Student	0	2	0	2	Female	1285	13436.0000	14353.6314	-917.6314

Predicted Pay Report for: ISD No. 273 - Edina

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
97	Director of Marketing and Comm	0	1	0	1	Female	1285	13416.0000	14353.6314	-937.6314
98	Director of Achievement Equity	0	1	0	1	Female	1285	14302.0000	14353.6314	-51.6314
99	Director of Buildings and Grou	1	0	0	1	Male	1285	13436.0000	14353.6314	-917.6314
100	Middle School Principal	1	1	0	2	Balanced	1389	15340.0000	15059.1069	280.8931
101	Director of Media and Technolo	0	1	0	1	Female	1501	13999.0000	15705.1918	-1706.1918
102	Director of Community Educatio	0	1	0	1	Female	1501	14758.0000	15705.1918	-947.1918
103	High School Principal	1	0	0	1	Male	1501	16620.0000	15705.1918	914.8082
104	Director of Teaching and Learn	0	1	0	1	Female	1622	15905.0000	16557.6069	-652.6069
105	Director of Student Support Se	0	1	0	1	Female	1622	16855.0000	16557.6069	297.3931
106	Director of Human Resources	0	1	0	1	Female	1753	17504.0000	17566.0954	-62.0954
107	Director of Finance and Operat	1	0	0	1	Male	1753	17504.0000	17566.0954	-62.0954
108	Assistant Superintendent	1	0	0	1	Male	1894	17993.0000	18651.7486	-658.7486
109	Superintendent	0	1	0	1	Female	2211	20716.0000	21091.9854	-375.9854

Job Number Count: 109

IV. Discussion

IV.A. Community Comment Protocols



Board Meeting Date: 1/29/24

Title: Updated Community Comment Protocols

Type: Discussion

Presenter: Board Governance Committee

Description: Edina School Board Policy 206 outlines both the board's desire for gathering community comment and the obligation of the public to operate in an orderly manner:

“The school district recognizes the value of participation by the public in deliberations and decisions on district matters. Although providing an opportunity for input in a limited public forum to a school board is not required under Minnesota Statutes, the school board recognizes the value of receiving input from members of the public relating to district matters. The board expects that all public comment be conducted with orderly and efficient proceedings with opportunity for expression of all participant's respective views.”

It is the desire of the board to welcome and gather community comment, but also ensure that the work of the school district can be accomplished and progress in a timely manner. This ensures we can meet all statutory obligations, and most importantly, enable time and discussion for the education of our students.

In order to achieve this appropriate balance, the governance committee is proposing the following changes to the community comment period to be instituted **prior to the February 12th regular board meeting**:

- **Public comment period will be limited to fifteen individuals**, unless there is a motion from a board member to extend the public comment period. There is still a 3 minute limit to all public comments. Policy 206 still grants the right to make the public comment period shorter.
- Speakers will be asked to submit an online form to request to speak during the public comment period. This form needs to be **fully filled out and submitted by 5pm the day of the regular meeting**.
 - The form requires: (1) the individual's name, (2) the individual's home address, (3) whether the individual has a child attending school in the district, (4) if the individual is a student of the Edina Public School District, (5) whether the individual is employed by the district, and (6) the agenda item, if any, that the individual is speaking about.
 - This form will be required to be filled out in full. **If forms are not completed in full, individuals will not be eligible to be called for public testimony.**
 - There will be paper forms available at the meeting for individuals interested in public comment who did not fill out a form online.
- In the event that more than fifteen individuals submit a written request to speak during the public comment session, the School Board will give first priority to Edina Public School students, individuals who have a child(ren) attending school in the District, individuals who

reside in the District, or individuals who are employed by the District. The School Board will give second priority to individuals who wish to address a specific item that is on the agenda for that meeting. After these priorities have been applied, any remaining openings to speak up to the total of fifteen individuals, will be determined by lottery.

Recommendation: The board provides feedback in order to give updated protocols to the community prior to the February 12 board meeting. Because of Policy 206 and the Board's ability to regulate the time, place and manner of the community comment portion of the board meeting, any changes do not need to be approved through official action, however, it is recommended that any agreed upon changes go to the policy committee to update policy 206 for community transparency.

Desired Outcome(s) from the Board: See recommendation.

Attachment(s): None.

V. **Leadership Updates**

VI. **Adjournment**