MANAGEMENT AND BUDGET

Compliance Report

Jurisdiction: Rock Ridge ISD 2909
1405 Progress Parkway

Virginia, MN 55792

Report Year: 2026
Case: 1 - 2026 (Shared (Jur and MMB))

Contact: Andrea Lintula Phone: (218) 742-3902 E-Mail: andrea.lintula@rrps.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	16	19	3	38
# Employees	37	279	18	334
Avg. Max Monthly Pay per employee	6126.76	7150.11		6984.58

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 98.95834 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	6	7
b. # Below Predicted Pay	10	12
c. TOTAL	16	19
d. % Below Predicted Pay (b divided by c = d)	62.50	63.16

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

B. T-test Results

Degrees of Freedom (DF) = 314 Value of T = -3.499

a. Avg. diff. in pay from predicted pay for male jobs = -50

b. Avg. diff. in pay from predicted pay for female jobs = 1319

III. SALARY RANGE TEST = 82.35 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 17.50

B. Avg. # of years to max salary for female jobs = 21.25

IV. EXCEPTIONAL SERVICE PAY TEST = 134.74 (Result is B divided by A)

A. % of male classes receiving ESP = 31.25 *

B. % of female classes receiving ESP = 42.11

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