

Compliance Report

Jurisdiction: ISD No. 676 - Badger
Box 68

110 Carpenter Avenue
Badger, MN 56714

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

Contact: Leah Hasson

Phone: (218) 528-3201

E-Mail: lhasson@badger.k12.mn.us

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	6	9	1	16
# Employees	6	41	4	51
Avg. Max Monthly Pay per employee	6368.20	6145.01		6093.67

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 300 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	2	7
b. # Below Predicted Pay	4	2
c. TOTAL	6	9
d. % Below Predicted Pay (b divided by c = d)	66.67	22.22

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

B. T-test Results

Degrees of Freedom (DF) = 45	Value of T = 0.311
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a. Avg. diff. in pay from predicted pay for male jobs = -215

b. Avg. diff. in pay from predicted pay for female jobs = -327

III. SALARY RANGE TEST = 0.00 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 0.00

B. Avg. # of years to max salary for female jobs = 0.00

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

A. % of male classes receiving ESP = 0.00 *

B. % of female classes receiving ESP = 0.00

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

Job Class Data Entry Verification List

Case: 2024 DATA

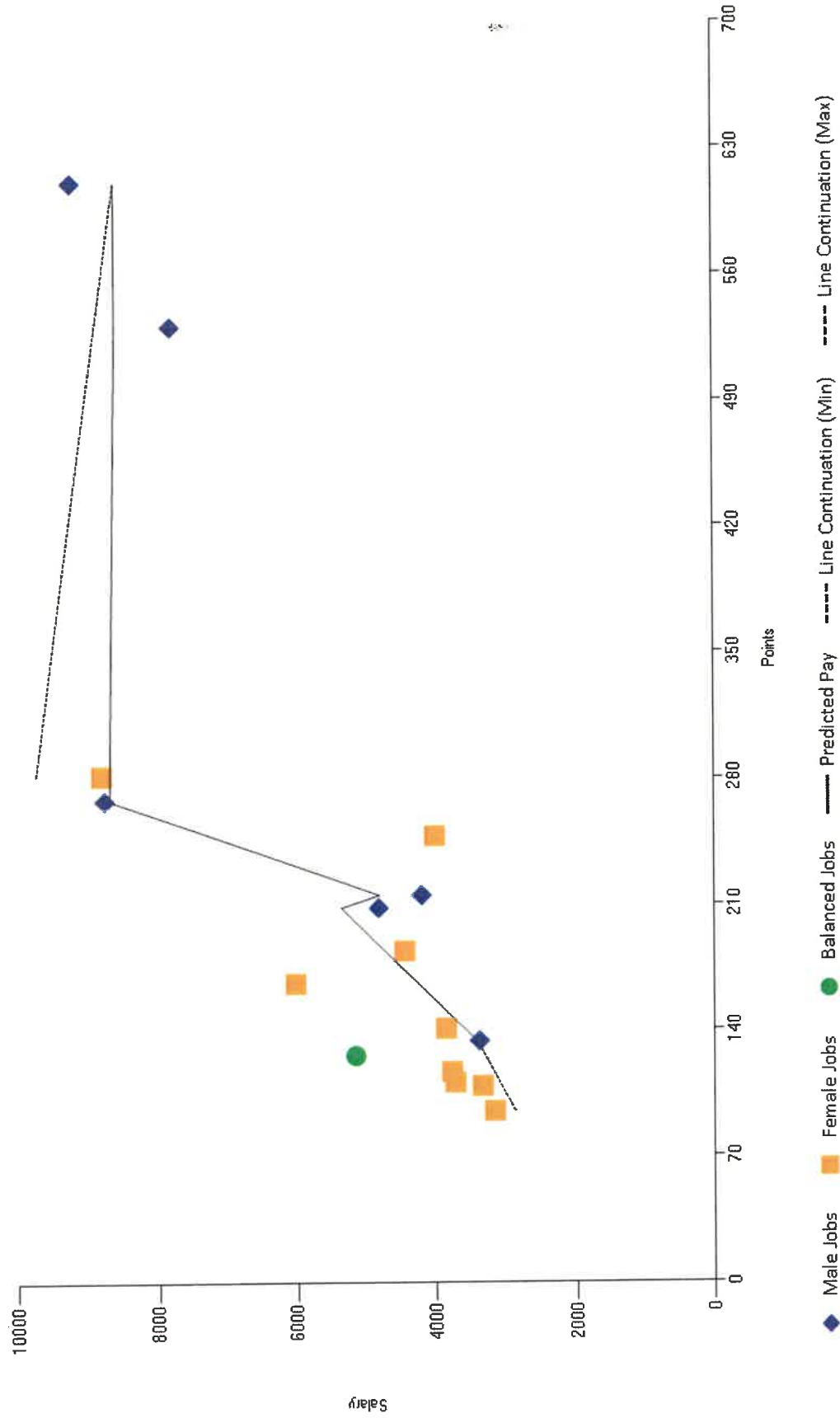
ISD No. 676 - Badger

LGID: 1745

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	Food Service Worker	0	1	0	F	95	3171.39	3171.39	0.00	3.00	
2	Teacher Aide	0	14	0	F	109	2651.49	3344.69	0.00	17.00	
3	Gen Maint Worker	0	1	0	F	111	3734.62	3734.62	0.00	3.00	
4	Library Aide/Technician	0	1	0	F	117	3777.94	3777.94	0.00	22.00	
5	Bus Driver	3	1	0	B	126	5155.68	5155.68	0.00	3.00	
6	Gen Maint Worker Lead Night	1	0	0	M	134	3388.02	3388.02	0.00	2.00	
7	Office Admn Spec. Int	0	1	0	F	141	3864.59	3864.59	0.00	4.00	
8	EDP Operations	0	1	0	F	166	6022.18	6022.18	0.00	15.00	
9	Cook Coordinator	0	1	0	F	184	4453.81	4453.81	0.00	27.00	
10	Automotive Mechanic	1	0	0	M	208	4817.74	4817.74	0.00	3.00	
11	Plant Maint Eng.	1	0	0	M	215	4202.53	4202.53	0.00	3.00	
12	Accounting Officer	0	1	0	F	248	4022.29	4022.29	0.00	1.00	
13	Social Worker	1	0	0	M	268	8763.78	8763.78	0.00	12.00	
14	Teacher	2	18	0	F	282	5658.25	8803.64	0.00	35.00	
15	Dean of Students	1	0	0	M	531	7814.10	7814.10	0.00	14.00	
16	Superintendent	1	0	0	M	611	9223.03	9223.03	0.00	4.00	

Job Number Count: 16

Predicted Pay Report for: ISD No. 676 - Badger Case: 2024 DATA



Predicted Pay Report for: ISD No. 676 - Badger

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Job Nbr	Job Title	Nbr		Nbr	Non-Binary	Total	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
		Males	Females		Binary	Nbr					
1	Food Service Worker	0	1	0	0	1	Female	95	3171.3900	2880.1900	291.2000
2	Teacher Aide	0	14	0	0	14	Female	109	3344.6900	3073.9196	270.7704
3	Gen Maint Worker	0	1	0	0	1	Female	111	3734.6200	3101.7995	632.8205
4	Library Aide/Technician	0	1	0	0	1	Female	117	3777.9400	3184.7244	593.2156
5	Bus Driver	3	1	0	0	4	Balanced	126	5155.6800	3309.4691	1846.2109
6	Gen Maint Worker Lead Night	1	0	0	0	1	Male	134	3388.0200	3420.2739	-32.2539
7	Office Admn Spec. Int	0	1	0	0	1	Female	141	3864.5900	3517.1388	347.4512
8	EDP Operations	0	1	0	0	1	Female	166	6022.1800	3863.4931	2158.6869
9	Cook Coordinator	0	1	0	0	1	Female	184	4453.8100	4112.9826	340.8274
10	Automotive Mechanic	1	0	0	0	1	Male	208	4817.7400	5358.2913	-540.5513
11	Plant Maint Eng.	1	0	0	0	1	Male	215	4202.5300	4802.8494	-600.3194
12	Accounting Officer	0	1	0	0	1	Female	248	4022.2900	7225.5580	-3203.2680
13	Social Worker	1	0	0	0	1	Male	268	8763.7800	8693.5793	70.2007
14	Teacher	2	18	0	0	20	Female	282	8803.6400	9722.1413	-918.5013
15	Dean of Students	1	0	0	0	1	Male	531	7814.1000	8606.7685	-792.6685
16	Superintendent	1	0	0	0	1	Male	611	9223.0300	8615.2480	607.7820

Job Number Count: 16

Pay Equity Implementation Report

Part A: Jurisdiction Identification

Jurisdiction: ISD No. 676 - Badger
Box 68
110 Carpenter Avenue
Badger, MN 56714

Jurisdiction Type: School

Contact: Leah Hasson

Phone: (218) 528-3201

E-Mail: lhasson@badger.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 was used: State Job Match

Description:

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

There is no difference and female classes are not at a disadvantage.

3. An official notice has been posted at:

Official School Board Bulletin Board

(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:

ISD 676 School Board

(governing body)

(chief elected official)

School Board Chairperson

(title)

Part C: Total Payroll

\$2060313.98

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

- [X] 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: 1/3/2024