

**Compliance Report**

Jurisdiction: ISD No. 709 - Duluth  
 215 North First Avenue East  
  
 Duluth MN 55802-2069

Report Year: 2015  
 Case: 1 - 2015 DATA (Submitted)

Contact: Tim Sworsky Phone: (218) 336-8700 E-Mail: timothy.sworsky@isd709.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**

	<b>Male Classes</b>	<b>Female Classes</b>	<b>Balanced Classes</b>	<b>All Job Classes</b>
# Job Classes	48	46	16	110
# Employees	102	908	224	1,234
Avg. Max Monthly Pay per employee	4,014.99	6,355.71		5,657.08

**II. STATISTICAL ANALYSIS TEST**

**A. Underpayment Ratio = 111.17 \***

	<b>Male Classes</b>	<b>Female Classes</b>
a. # At or above Predicted Pay	19	21
b. # Below Predicted Pay	29	25
c. TOTAL	48	46
d. % Below Predicted Pay (b divided by c = d)	60.42	54.35

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

**B. T-test Results**

Degrees of Freedom (DF) = 1,008	Value of T = -15.231
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- a. Avg. diff. in pay from predicted pay for male jobs = (\$23)
- b. Avg. diff. in pay from predicted pay for female jobs = \$1,288

**III. SALARY RANGE TEST = 86.34 (Result is A divided by B)**

- A. Avg. # of years to max salary for male jobs = 7.17
- B. Avg. # of years to max salary for female jobs = 8.30

**IV. EXCEPTIONAL SERVICE PAY TEST = 89.44 (Result is B divided by A)**

- A. % of male classes receiving ESP 43.75 \*
- B. % of female classes receiving ESP 39.13

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

Job Class Data Entry Verification List

Case: 2015 DATA

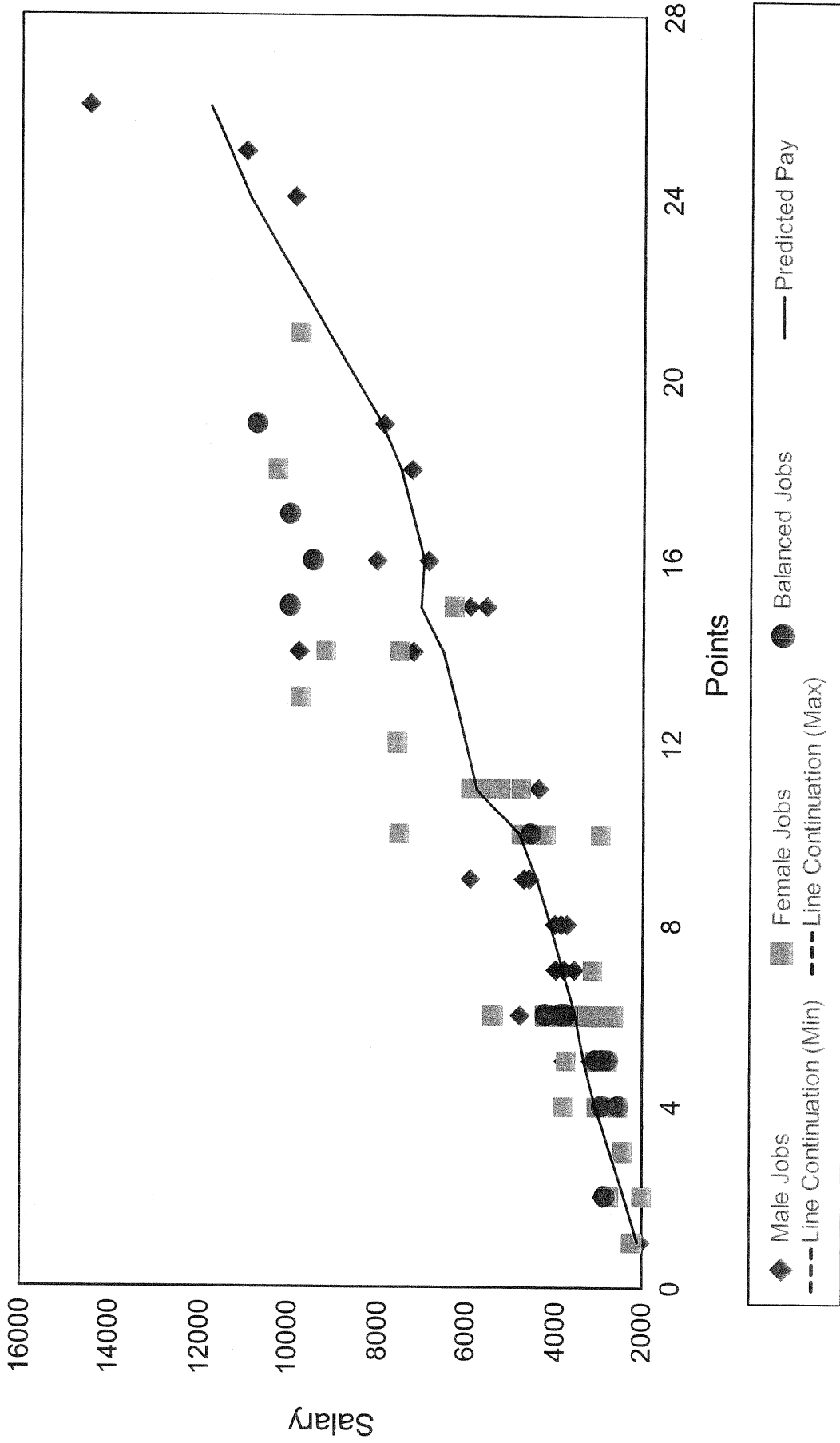
Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
1	HELPER	7	67	F	1	\$1,785.00	\$2,253.00	0.50		Longevity
2	SCHOOL CUSTODIAN II	24	3	M	1	\$1,953.00	\$2,061.00	8.00		Longevity
3	BUS HELPER	0	6	F	2	\$1,912.00	\$2,032.00	15.00		Longevity
4	OFFICE SUPPORT SPEC	0	5	F	2	\$2,356.00	\$2,798.00	8.00		Longevity
5	POOL CUSTODIAN	1	1	B	2	\$2,788.00	\$2,894.00	8.00		Longevity
6	UTILITY PERSON I	1	0	M	2	\$2,811.00	\$2,920.00	8.00		Longevity
7	SATELLITE MANAGER I	0	8	F	3	\$2,311.00	\$2,465.00	0.50		Longevity
8	SATELLITE MANAGER II	0	6	F	3	\$2,311.00	\$2,465.00	0.50		Longevity
9	INSTRUCTIONAL PARA	1	4	F	4	\$2,160.00	\$2,591.00	14.00		
10	SCHOOL BUS DRIVER II	12	14	B	4	\$2,453.00	\$2,564.00	8.00		
11	HEALTH PARAPROFESS	1	1	B	4	\$2,512.00	\$2,947.00	14.00		Longevity
12	OFFICE SUPPORT INTEF	0	15	F	4	\$2,616.00	\$3,061.00	5.00		Longevity
13	FIREPERSON I	7	0	M	4	\$2,873.00	\$2,988.00	8.00		Longevity
14	MISA	0	2	F	4	\$3,416.00	\$3,838.00	14.00		Longevity
15	LIFEGUARD	0	1	F	5	\$2,371.00	\$2,813.00	14.00		
16	SUPERVISORY PARAPRO	10	18	B	5	\$2,371.00	\$2,813.00	14.00		Longevity
17	SPECIAL ED PROGRAM I	37	82	B	5	\$2,512.00	\$2,947.00	14.00		Longevity
18	INDIAN YOUTH ADVOCA	0	4	F	5	\$2,672.00	\$3,104.00	14.00		Longevity
19	COMMUNITY LIAISON	1	1	B	5	\$2,676.00	\$3,104.00	14.00		Longevity
20	CULTURAL IMMERSION I	1	0	M	5	\$2,676.00	\$3,104.00	14.00		
21	TECH TUTOR	1	2	B	5	\$2,676.00	\$3,104.00	14.00		Longevity
22	RECV & DISTRIBUTION C	2	0	M	5	\$2,999.00	\$3,157.00	8.00		Longevity
23	FIREPERSON II	5	0	M	5	\$3,071.00	\$3,180.00	8.00		Longevity
24	HR ASSISTANT CLERICA	0	2	F	5	\$3,193.00	\$3,768.00	6.00		Longevity
25	GRAPHIC DESIGNER	1	0	M	5	\$3,707.00	\$3,821.00	8.00		Longevity
26	PRINTER OPERATOR	1	0	M	5	\$3,707.00	\$3,821.00	8.00		Longevity
27	LATCH KEY SUPV/COMM	0	3	F	5	\$2,982.00	\$2,982.00		7.50	
28	INSTRUCTIONAL PARA E	0	12	F	6	\$2,264.00	\$2,696.00	14.00		
29	INSTRUCTIONAL PARA F	0	16	F	6	\$2,512.00	\$2,947.00	14.00		Longevity
30	HEALTH PARA/LPN	0	14	F	6	\$2,844.00	\$3,276.00	14.00		
31	OCCUPATIONAL THERAI	0	3	F	6	\$2,844.00	\$3,276.00	14.00		Longevity
32	PHYSICAL THERAPIST P	0	1	F	6	\$2,844.00	\$3,276.00	14.00		
33	SPEC ED PARA/PROGRA	0	4	F	6	\$2,844.00	\$3,276.00	14.00		
34	OFFICE SUPPORT SPEC	0	19	F	6	\$2,931.00	\$3,749.00	5.00		
35	CONFIDENTIAL CLERICA	0	3	F	6	\$3,193.00	\$3,768.00	6.00		Longevity
36	EXECUTIVE ASSISTANT	0	11	F	6	\$3,260.00	\$3,749.00	5.00		Longevity
37	UTILITY PERSON II	5	0	M	6	\$3,355.00	\$3,468.00	8.00		Longevity
38	MENTAL HEALTH PRACT	3	2	B	6	\$3,416.00	\$3,838.00	14.00		
39	PRE-LIC ASL INTERPR/T	0	6	F	6	\$3,416.00	\$3,838.00	14.00		
40	SPECIAL ED PARA/RN	0	1	F	6	\$3,416.00	\$3,838.00	14.00		
41	AUTO MECHANIC	2	0	M	6	\$3,707.00	\$3,821.00	8.00		Longevity
42	CARPENTER	1	1	B	6	\$3,707.00	\$3,821.00	8.00		Longevity
43	DRAFTPERSON	1	0	M	6	\$3,707.00	\$3,821.00	8.00		Longevity
44	ELECTRICIAN	1	0	M	6	\$3,707.00	\$3,821.00	8.00		
45	PAINTER	2	0	M	6	\$3,707.00	\$3,821.00	8.00		Longevity
46	ACCOUNTANT	1	0	M	6	\$3,774.00	\$4,242.00	6.00		
47	BUS SVC LIAISON	0	1	F	6	\$3,774.00	\$4,242.00	6.00		
48	FOOD SRV SUPV	0	1	F	6	\$3,774.00	\$4,242.00	6.00		
49	FIELD SUPPORT TECHN	2	1	B	6	\$3,774.00	\$4,242.00	6.00		
50	INNOVATION SPECIALIS	0	2	F	6	\$3,774.00	\$4,242.00	6.00		
51	PRINTER	1	0	M	6	\$3,779.00	\$3,895.00	8.00		
52	ROUTE COORD TRAINER	1	2	B	6	\$3,779.00	\$3,895.00	8.00		Longevity
53	LIC SIG LANG INTERPR-	0	8	F	6	\$4,118.00	\$5,422.00	14.00		
54	BLDG SYSTEM TECH CC	1	0	M	6	\$4,286.00	\$4,814.00	6.00		
55	ENGINEER 1	2	0	M	7	\$3,471.00	\$3,582.00	8.00		Longevity
56	HEATING & VENTING & S	2	0	M	7	\$3,707.00	\$3,821.00	8.00		Longevity
57	PRINT SHOP COORDINA	1	0	M	7	\$3,902.00	\$4,010.00	8.00		Longevity
58	SITE COORD LEAD	0	1	F	7	\$3,166.00	\$3,166.00		2.00	

Job Class Data Entry Verification List

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Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
59	ENGINEER 2	7	0	M	8	\$3,638.00	\$3,751.00	8.00		Longevity
60	ENGINEER 3	3	0	M	8	\$3,779.00	\$3,895.00	8.00		Longevity
61	MASTER ELECTRICIAN	1	0	M	8	\$3,921.00	\$4,030.00	8.00		
62	MASTER PLUMBER	1	0	M	8	\$3,921.00	\$4,030.00	8.00		
63	DROP OUT RECOVERY	1	0	M	9	\$4,104.00	\$4,611.00		22.00	
64	HAZARDOUS WASTE CC	1	0	M	9	\$4,216.00	\$4,736.00	6.00		
65	NETWORK ENGINEER	1	0	M	9	\$5,551.00	\$5,928.00	6.00		
66	COMM ED LATCHKEY SL	0	1	F	10	\$2,979.00	\$2,979.00	6.00		
67	INTEGRATION SPECIALI	6	6	B	10	\$3,631.00	\$4,591.00		4.50	
68	FD SRV AREA SUPV/FOC	0	1	F	10	\$3,774.00	\$4,242.00	6.00		
69	COMM ED COORDINATC	0	2	F	10	\$3,939.00	\$4,403.00	6.00		Longevity
70	COMM ED AREA COORD	1	0	M	10	\$4,082.00	\$4,576.00	6.00		Longevity
71	SPEC ED BUSINESS MAI	0	1	F	10	\$4,086.00	\$4,589.00	6.00		
72	ACCOUNTANT	0	1	F	10	\$4,286.00	\$4,814.00	6.00		
73	ASST SUPV TRANSPORT	1	0	M	10	\$4,286.00	\$4,814.00	6.00		Longevity
74	FOOD SRV AREA FIELD	0	1	F	10	\$4,286.00	\$4,814.00	6.00		
75	ALC COORDINATOR/ABE	0	1	F	10	\$6,717.00	\$7,527.00	6.00		
76	CIVIC ENGAGEMENT CO	1	0	M	11	\$3,939.00	\$4,403.00	6.00		
77	SYSTEM SPECIALIST DA	2	0	M	11	\$4,169.00	\$5,274.00	6.00		
78	BENEFITS COORDINATC	0	1	F	11	\$4,169.00	\$5,274.00	6.00		
79	PUBLIC RELATIONS COC	0	1	F	11	\$4,286.00	\$4,814.00		12.50	
80	BUS SYS ANALYS	0	1	F	11	\$4,940.00	\$5,551.00	6.00		
81	SYSTEM SPECIALIST SE	1	0	M	11	\$4,940.00	\$5,551.00	6.00		
82	SYSTEMS SPECIALIST/D	1	0	M	11	\$4,940.00	\$5,551.00	6.00		
83	SYSTEMS SPECIALIST/N	0	1	F	11	\$5,551.00	\$5,928.00	6.00		
84	TEACHER	147	507	F	12	\$3,760.00	\$7,564.00	9.00		Longevity
85	DIR ASSESS EVAL	0	1	F	13	\$9,778.00	\$9,778.00		4.50	
86	EDUCATION EQUITY CO	1	0	M	14	\$6,447.00	\$7,211.00	6.00		
87	DICTRICT COMMED COC	1	0	M	14	\$6,717.00	\$7,527.00	6.00		Longevity
88	SUPV EARLY READING F	0	1	F	14	\$6,717.00	\$7,527.00	6.00		Longevity
89	ASST PRINCIPAL ELEM	0	1	F	14	\$8,385.00	\$9,187.00	4.00		Performance
90	DIRECTOR CURRICULUM	1	0	M	14	\$9,778.00	\$9,778.00		0.50	
91	SUPERVISOR PURCHAS	1	0	M	15	\$4,940.00	\$5,551.00	6.00		Longevity
92	SUPV BUILDING OPERA	1	0	M	15	\$4,940.00	\$5,551.00	6.00		Longevity
93	SUPERVISOR FOOD SEF	0	1	F	15	\$5,135.00	\$6,309.00	6.00		
94	HUMAN RESOURCES MA	1	0	M	15	\$5,135.00	\$6,309.00	6.00		
95	SUPV MAINTENANCE/CC	1	0	M	15	\$5,551.00	\$5,928.00	6.00		
96	ASSISTANT PRINCIPAL M	1	1	B	15	\$9,117.00	\$9,993.00	4.00		Performance
97	TRANSPORTATION MAN	1	0	M	16	\$5,443.00	\$6,868.00	6.00		
98	ASSISTANT PRINCIPAL F	2	1	B	16	\$8,664.00	\$9,477.00	4.00		Performance
99	ASST DIR SPECED	1	0	M	16	\$8,030.00	\$8,030.00		4.50	
100	PRINCIPAL ELEM	4	5	B	17	\$9,117.00	\$9,993.00	4.00		Performance
101	TECHNOLOGY MGR	1	0	M	18	\$5,820.00	\$7,245.00	6.00		
102	SENIOR HR MANAGER	1	0	M	18	\$5,820.00	\$7,245.00	6.00		
103	PRINCIPAL MID	0	3	F	18	\$9,347.00	\$10,270.00	4.00		Performance
104	MGR FINANCE & PURCH	1	0	M	19	\$6,244.00	\$7,874.00	6.00		
105	FACILITIES MGMT MANA	1	0	M	19	\$6,244.00	\$7,874.00		22.00	
106	PRINCIPAL HS	1	2	B	19	\$9,802.00	\$10,770.00	4.00		Performance
107	DIRECTOR SPECIAL EDU	0	1	F	21	\$9,778.00	\$9,778.00		5.50	
108	DIRECTOR OF BUSINES	1	0	M	24	\$9,874.00	\$9,874.00		10.50	
109	ASSISTANT SUPERINTEI	1	0	M	25	\$10,988.00	\$10,988.00		2.50	
110	SUPERINTENDENT	1	0	M	26	\$14,480.00	\$14,480.00		4.50	

Job Number Count: 110



Predicted Pay Report for ISD No. 709 - Duluth  
Case: 2015 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	HELPER	7	67	74	Female	1	\$2,253.00	\$2,128.21	\$124.79
2	SCHOOL CUSTODIAN II	24	3	27	Male	1	\$2,061.00	\$2,128.21	(\$67.21)
3	BUS HELPER	0	6	6	Female	2	\$2,032.00	\$2,407.62	(\$375.62)
4	OFFICE SUPPORT SPECIALIST	0	5	5	Female	2	\$2,798.00	\$2,407.62	\$390.38
5	POOL CUSTODIAN	1	1	2	Balanced	2	\$2,894.00	\$2,407.62	\$486.38
6	UTILITY PERSON I	1	0	1	Male	2	\$2,920.00	\$2,407.62	\$512.38
7	SATELLITE MANAGER I	0	8	8	Female	3	\$2,465.00	\$2,687.02	(\$222.02)
8	SATELLITE MANAGER II	0	6	6	Female	3	\$2,465.00	\$2,687.02	(\$222.02)
9	INSTRUCTIONAL PARA	1	4	5	Female	4	\$2,591.00	\$3,064.58	(\$473.58)
10	SCHOOL BUS DRIVER II TRANSP	12	14	26	Balanced	4	\$2,564.00	\$3,064.58	(\$500.58)
11	HEALTH PARAPROFESSIONAL	1	1	2	Balanced	4	\$2,947.00	\$3,064.58	(\$117.58)
12	OFFICE SUPPORT INTERMEDIAT	0	15	15	Female	4	\$3,061.00	\$3,064.58	(\$3.58)
13	FIREPERSON I	7	0	7	Male	4	\$2,988.00	\$3,064.58	(\$76.58)
14	MISA	0	2	2	Female	4	\$3,838.00	\$3,064.58	\$773.42
15	LIFEGUARD	0	1	1	Female	5	\$2,813.00	\$3,347.44	(\$534.44)
16	SUPERVISORY PARAPROFESSIO	10	18	28	Balanced	5	\$2,813.00	\$3,347.44	(\$534.44)
17	SPECIAL ED PROGRAM PARAPRO	37	82	119	Balanced	5	\$2,947.00	\$3,347.44	(\$400.44)
18	INDIAN YOUTH ADVOCATE	0	4	4	Female	5	\$3,104.00	\$3,347.44	(\$243.44)
19	COMMUNITY LIAISON	1	1	2	Balanced	5	\$3,104.00	\$3,347.44	(\$243.44)
20	CULTURAL IMMERSION PROG PA	1	0	1	Male	5	\$3,104.00	\$3,347.44	(\$243.44)
21	TECH TUTOR	1	2	3	Balanced	5	\$3,104.00	\$3,347.44	(\$243.44)
22	RECV & DISTRIBUTION CLERK	2	0	2	Male	5	\$3,157.00	\$3,347.44	(\$190.44)
23	FIREPERSON II	5	0	5	Male	5	\$3,180.00	\$3,347.44	(\$167.44)
24	HR ASSISTANT CLERICAL	0	2	2	Female	5	\$3,768.00	\$3,347.44	\$420.56
25	GRAPHIC DESIGNER	1	0	1	Male	5	\$3,821.00	\$3,347.44	\$473.56
26	PRINTER OPERATOR	1	0	1	Male	5	\$3,821.00	\$3,347.44	\$473.56
27	LATCH KEY SUPV/COMMUNITY E	0	3	3	Female	5	\$2,982.00	\$3,347.44	(\$365.44)
28	INSTRUCTIONAL PARA ECFE/SR	0	12	12	Female	6	\$2,696.00	\$3,560.62	(\$864.62)
29	INSTRUCTIONAL PARA HDST	0	16	16	Female	6	\$2,947.00	\$3,560.62	(\$613.62)
30	HEALTH PARA/LPN	0	14	14	Female	6	\$3,276.00	\$3,560.62	(\$284.62)
31	OCCUPATIONAL THERAPY PARA	0	3	3	Female	6	\$3,276.00	\$3,560.62	(\$284.62)
32	PHYSICAL THERAPIST PARA	0	1	1	Female	6	\$3,276.00	\$3,560.62	(\$284.62)
33	SPECIAL ED PARA/PROGRAM LPN	0	4	4	Female	6	\$3,276.00	\$3,560.62	(\$284.62)
34	OFFICE SUPPORT SPEC SENIOR	0	19	19	Female	6	\$3,749.00	\$3,560.62	\$188.38
35	CONFIDENTIAL CLERICAL LEVEL	0	3	3	Female	6	\$3,768.00	\$3,560.62	\$207.38

Predicted Pay Report for ISD No. 709 - Duluth

1/21/2015

Case : 2015 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
36	EXECUTIVE ASSISTANT	0	11	11	Female	6	\$3,749.00	\$3,560.62	\$188.38
37	UTILITY PERSON II	5	0	5	Male	6	\$3,468.00	\$3,560.62	(\$92.62)
38	MENTAL HEALTH PRACTITIONER	3	2	5	Balanced	6	\$3,838.00	\$3,560.62	\$277.38
39	PRE-LIC-ASL INTERPR/TRANSLA	0	6	6	Female	6	\$3,838.00	\$3,560.62	\$277.38
40	SPECIAL ED PARA/VRN	0	1	1	Female	6	\$3,838.00	\$3,560.62	\$277.38
41	AUTO MECHANIC	2	0	2	Male	6	\$3,821.00	\$3,560.62	\$260.38
42	CARPENTER	1	1	2	Balanced	6	\$3,821.00	\$3,560.62	\$260.38
43	DRAFTPERSON	1	0	1	Male	6	\$3,821.00	\$3,560.62	\$260.38
44	ELECTRICIAN	1	0	1	Male	6	\$3,821.00	\$3,560.62	\$260.38
45	PAINTER	2	0	2	Male	6	\$3,821.00	\$3,560.62	\$260.38
46	ACCOUNTANT	1	0	1	Male	6	\$4,242.00	\$3,560.62	\$681.38
47	BUS SVC LIAISON	0	1	1	Female	6	\$4,242.00	\$3,560.62	\$681.38
48	FOOD SRV SUPV	0	1	1	Female	6	\$4,242.00	\$3,560.62	\$681.38
49	FIELD SUPPORT TECHNICIAN	2	1	3	Balanced	6	\$4,242.00	\$3,560.62	\$681.38
50	INNOVATION SPECIALIST	0	2	2	Female	6	\$4,242.00	\$3,560.62	\$681.38
51	PRINTER	1	0	1	Male	6	\$3,895.00	\$3,560.62	\$334.38
52	ROUTE COORD TRAINER/TRANSI	1	2	3	Balanced	6	\$3,895.00	\$3,560.62	\$334.38
53	LIC SIG LANG INTERPR-TRANSLA	0	8	8	Female	6	\$5,422.00	\$3,560.62	\$1,861.38
54	BLDG SYSTEM TECH COORDINA	1	0	1	Male	6	\$4,814.00	\$3,560.62	\$1,253.38
55	ENGINEER 1	2	0	2	Male	7	\$3,582.00	\$3,868.92	(\$286.92)
56	HEATING & VENTING & SCHOOL I	2	0	2	Male	7	\$3,821.00	\$3,868.92	(\$47.92)
57	PRINT SHOP COORDINATOR/PRII	1	0	1	Male	7	\$4,010.00	\$3,868.92	\$141.08
58	SITE COORD LEAD	0	1	1	Female	7	\$3,166.00	\$3,868.92	(\$702.92)
59	ENGINEER 2	7	0	7	Male	8	\$3,751.00	\$4,124.91	(\$373.91)
60	ENGINEER 3	3	0	3	Male	8	\$3,895.00	\$4,124.91	(\$229.91)
61	MASTER ELECTRICIAN	1	0	1	Male	8	\$4,030.00	\$4,124.91	(\$94.91)
62	MASTER PLUMBER	1	0	1	Male	8	\$4,030.00	\$4,124.91	(\$94.91)
63	DROP OUT RECOVERY	1	0	1	Male	9	\$4,611.00	\$4,431.20	\$179.80
64	HAZARDOUS WASTE COORD/CAI	1	0	1	Male	9	\$4,736.00	\$4,431.20	\$304.80
65	NETWORK ENGINEER	1	0	1	Male	9	\$5,928.00	\$4,431.20	\$1,496.80
66	COMM ED LATCHKEY SUPERVISI	0	1	1	Female	10	\$2,979.00	\$4,852.07	(\$1,873.07)
67	INTEGRATION SPECIALIST	6	6	12	Balanced	10	\$4,591.00	\$4,852.07	(\$261.07)
68	FD SRV AREA SUPV/FOOD SV	0	1	1	Female	10	\$4,242.00	\$4,852.07	(\$610.07)
69	COMM ED COORDINATOR	0	2	2	Female	10	\$4,403.00	\$4,852.07	(\$449.07)
70	COMM ED AREA COORDINATOR	1	0	1	Male	10	\$4,576.00	\$4,852.07	(\$276.07)

Predicted Pay Report for ISD No. 709 - Duluth  
Case : 2015 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
71	SPEC ED BUSINESS MANAGER	0	1	1	Female	10	\$4,589.00	\$4,852.07	(\$263.07)
72	ACCOUNTANT	0	1	1	Female	10	\$4,814.00	\$4,852.07	(\$38.07)
73	ASST SUPV TRANSPORTATION/T	1	0	1	Male	10	\$4,814.00	\$4,852.07	(\$38.07)
74	FOOD SRV AREA FIELD SUPV	0	1	1	Female	10	\$4,814.00	\$4,852.07	(\$38.07)
75	ALC COORDINATOR/ABE MANAG	0	1	1	Female	10	\$7,527.00	\$4,852.07	\$2,674.93
76	CIVIC ENGAGEMENT COORDINA	1	0	1	Male	11	\$4,403.00	\$5,764.09	(\$1,361.09)
77	SYSTEM SPECIALIST DATABASE	2	0	2	Male	11	\$5,274.00	\$5,764.09	(\$490.09)
78	BENEFITS COORDINATOR	0	1	1	Female	11	\$5,274.00	\$5,764.09	(\$490.09)
79	PUBLIC RELATIONS COORDINAT	0	1	1	Female	11	\$4,814.00	\$5,764.09	(\$950.09)
80	BUS SYS ANALYS	0	1	1	Female	11	\$5,551.00	\$5,764.09	(\$213.09)
81	SYSTEM SPECIALIST SECURITY	1	0	1	Male	11	\$5,551.00	\$5,764.09	(\$213.09)
82	SYSTEMS SPECIALIST/DESKTOP	1	0	1	Male	11	\$5,551.00	\$5,764.09	(\$213.09)
83	SYSTEMS SPECIALIST/NETWORK	0	1	1	Female	11	\$5,928.00	\$5,764.09	\$163.91
84	TEACHER	147	507	654	Female	12	\$7,564.00	\$5,798.41	\$1,765.59
85	DIR ASSESS EVAL	0	1	1	Female	13	\$9,778.00	\$6,131.31	\$3,646.69
86	EDUCATION EQUITY COORDINAT	1	0	1	Male	14	\$7,211.00	\$6,524.40	\$686.60
87	DICTRICT COMMED COORDINATI	1	0	1	Male	14	\$7,527.00	\$6,524.40	\$1,002.60
88	SUPV EARLY READING FIRST CO	0	1	1	Female	14	\$7,527.00	\$6,524.40	\$1,002.60
89	ASST PRINCIPAL ELEM	0	1	1	Female	14	\$9,187.00	\$6,524.40	\$2,662.60
90	DIRECTOR CURRICULUM & INSTI	1	0	1	Male	14	\$9,778.00	\$6,524.40	\$3,253.60
91	SUPERVISOR PURCHASING	1	0	1	Male	15	\$5,551.00	\$7,049.69	(\$1,498.69)
92	SUPV BUILDING OPERATIONS	1	0	1	Male	15	\$5,551.00	\$7,049.69	(\$1,498.69)
93	SUPERVISOR FOOD SERVICES	0	1	1	Female	15	\$6,309.00	\$7,049.69	(\$740.69)
94	HUMAN RESOURCES MANAGER	1	0	1	Male	15	\$6,309.00	\$7,049.69	(\$740.69)
95	SUPV MAINTENANCE/CONSTRUC	1	0	1	Male	15	\$5,928.00	\$7,049.69	(\$1,121.69)
96	ASSISTANT PRINCIPAL MID	1	1	2	Balanced	15	\$9,993.00	\$7,049.69	\$2,943.31
97	TRANSPORTATION MANAGER	1	0	1	Male	16	\$6,868.00	\$6,988.97	(\$120.97)
98	ASST DIR SPECED	2	1	3	Balanced	16	\$9,477.00	\$6,988.97	\$2,488.03
99	ASSTANT PRINCIPAL HS	1	0	1	Male	16	\$8,030.00	\$6,988.97	\$1,041.03
100	PRINCIPAL ELEM	4	5	9	Balanced	17	\$9,993.00	\$7,026.29	\$2,966.71
101	TECHNOLOGY MGR	1	0	1	Male	18	\$7,245.00	\$7,473.26	(\$228.26)
102	SENIOR HR MANAGER	1	0	1	Male	18	\$7,245.00	\$7,473.26	(\$228.26)
103	PRINCIPAL MID	0	3	3	Female	18	\$10,270.00	\$7,473.26	\$2,796.74
104	MGR FINANCE & PURCHASING	1	0	1	Male	19	\$7,874.00	\$7,920.23	(\$46.23)
105	FACILITIES MGMT MANAGER	1	0	1	Male	19	\$7,874.00	\$7,920.23	(\$46.23)

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
106	PRINCIPAL HS	1	2	3	Balanced	19	\$10,770.00	\$7,920.23	\$2,849.77
107	DIRECTOR SPECIAL EDUCATION	0	1	1	Female	21	\$9,778.00	\$9,529.66	\$248.34
108	DIRECTOR OF BUSINESS SERVIC	1	0	1	Male	24	\$9,874.00	\$10,896.16	(\$1,022.16)
109	ASSISTANT SUPERINTENDENT	1	0	1	Male	25	\$10,988.00	\$11,351.66	(\$363.66)
110	SUPERINTENDENT	1	0	1	Male	26	\$14,480.00	\$11,807.17	\$2,672.83

Job Number Count: 110