

# Pay Equity Compliance Summary - ISD No. 118

**Report Year:** 2026

**Data Year:** 2025

**Jurisdiction:** ISD No. 118 – Northland Community Schools

**Prepared for:** School Board Review

**Contact:** Julie Erpelding, Bookkeeper

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## Overview

Minnesota Pay Equity law requires public jurisdictions to ensure that female-dominated job classes are compensated equitably compared to male-dominated job classes of similar value. The submitted pay equity report for ISD No. 118 was evaluated using three required state compliance tests.

All results below reflect the official compliance report from the State of Minnesota Pay Equity Program.

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## Compliance Test Results

### 1 Statistical Analysis Test — PASS

- Underpayment Ratio: **100** (Pass threshold  $\leq 80$  indicates concern)
- T-Test: **-0.637** (Not statistically significant)
- Interpretation: No systemic underpayment of female job classes relative to job evaluation points.

### 2 Salary Range Test — PASS

- Years to maximum salary: Male **25.0** vs. Female **25.5**
- Compliance Result: **98.04** (Pass threshold  $\geq 80$ )
- Interpretation: Female-dominated positions do not require longer time to reach maximum pay.

### 3 Exceptional Service Pay Test — PASS

- Male job classes receiving ESP: **0%**
  - Female job classes receiving ESP: **26.67%**
  - Compliance Result: **0.00** (No advantage to male classes)
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## Summary, Certification & Board Action

All compliance tests were passed. Results demonstrate:

- Equitable pay for female-dominated job classes

- Fair advancement schedules for all job categories
- No inequitable distribution of exceptional service pay

**ISD No. 118 is in full compliance** with Minnesota Pay Equity requirements based on the 2025 reporting data.

This report is provided for **official board approval** and state documentation purposes. No corrective actions are required at this time.

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