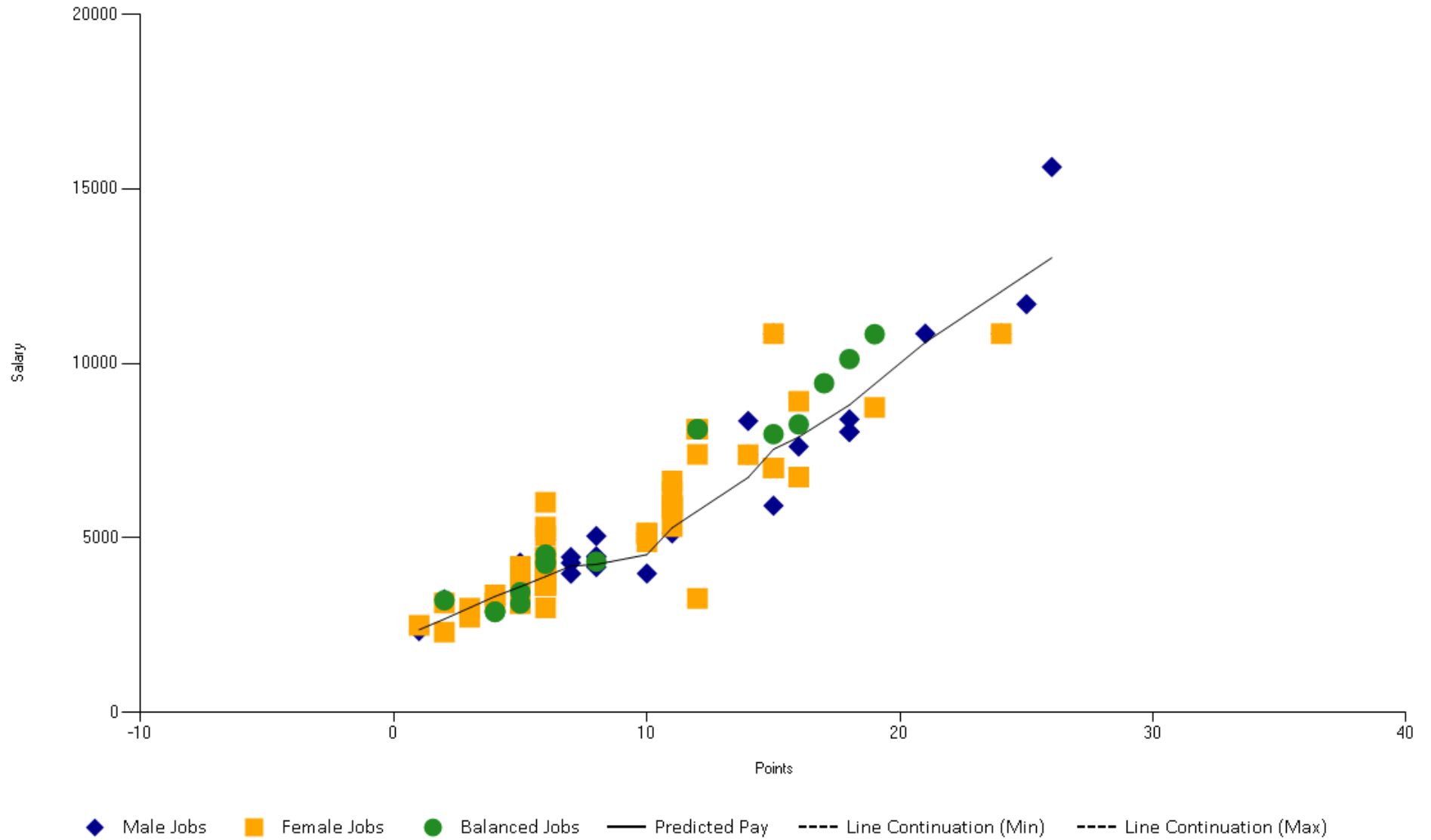


## Predicted Pay Report for: ISD No. 709 - Duluth Case: 2021 DATA



## Predicted Pay Report for: ISD No. 709 - Duluth

### Case: 2021 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	FOOD SVC HELPER	5	43	0	48	Female	1	2499.4700	2368.6145	130.8555
2	SCHOOL CUSTODIAN II	24	2	0	26	Male	1	2332.0000	2368.6145	-36.6145
3	BUS HELPER	0	6	0	6	Female	2	2300.0000	2674.3962	-374.3962
4	OFFICE SUPPORT SPECIALIST	0	5	0	5	Female	2	3136.0000	2674.3962	461.6038
5	POOL CUSTODIAN	1	1	0	2	Balanced	2	3212.0000	2674.3962	537.6038
6	UTILITY PERSON I	2	0	0	2	Male	2	3241.0000	2674.3962	566.6038
7	FOOD SVC SATELLITE MANAGER I	0	5	0	5	Female	3	2983.0000	2980.1780	2.8220
8	FOOD SVC SATELLITE MANAGER II	0	9	0	9	Female	3	2725.0000	2980.1780	-255.1780
9	FOOD SVC PROD MGR	0	2	0	2	Female	4	3156.4000	3323.7692	-167.3692
10	INSTRUCTIONAL PARA	2	1	0	3	Balanced	4	2877.0000	3323.7692	-446.7692
12	OFFICE SUPPORT INTERMEDIATE	0	13	11	24	Female	4	3362.6700	3323.7692	38.9008
13	SCHOOL BUS DRIVER II	21	7	0	28	Balanced	4	2890.0000	3323.7692	-433.7692
11	MAINTENANCE CUSTODIAN	9	1	0	10	Male	4	3076.0000	3323.7692	-247.7692
14	AMERICAN IND LIAISON	1	4	0	5	Female	5	3445.8700	3602.2997	-156.4297
15	CERT LIFEGUARD PARA	0	1	0	1	Female	5	3120.0000	3602.2997	-482.2997
16	CHECK & CONNECT PARA	0	2	0	2	Female	5	3269.0700	3602.2997	-333.2297
18	CULTURAL IMMERSION PROG PARA	1	1	0	2	Balanced	5	3445.8700	3602.2997	-156.4297
22	HR ASSISTANT CLERICAL	0	4	0	4	Female	5	4179.0000	3602.2997	576.7003
23	MGMT INFO SYST PARA	0	2	0	2	Female	5	3445.8700	3602.2997	-156.4297
26	SPECIAL ED PROGRAM PARAPROFESS	37	95	0	132	Female	5	3269.0700	3602.2997	-333.2297
27	SUPERVISORY PARAPROFESSIONAL	10	10	0	20	Balanced	5	3120.0000	3602.2997	-482.2997
28	TECH TUTOR PARA	0	1	0	1	Female	5	3445.8700	3602.2997	-156.4297
20	FULL SVC COMM SCH COORD	0	1	0	1	Female	5	3710.6700	3602.2997	108.3703
19	FIREPERSON II	4	1	0	5	Male	5	3529.0000	3602.2997	-73.2997
17	COMMUNITY LIAISON PARA	2	0	0	2	Male	5	3445.8700	3602.2997	-156.4297
24	PRINTER OPERATOR	1	0	0	1	Male	5	4284.0000	3602.2997	681.7003
25	RECV & DISTRIBUTION CLERK	1	0	0	1	Male	5	3503.0000	3602.2997	-99.2997
21	GRAPHIC DESIGNER	1	0	0	1	Male	5	4284.0000	3602.2997	681.7003
32	BUSINESS SVC CLERICAL	0	1	0	1	Female	6	4428.6700	3893.2052	535.4648
33	BUSINESS SVC LIAISON	0	1	0	1	Female	6	5052.6700	3893.2052	1159.4648
34	CARPENTER	0	1	0	1	Female	6	4284.0000	3893.2052	390.7948
35	DIGITAL INNOVATION SPECIALIST	0	1	0	1	Female	6	4176.0000	3893.2052	282.7948

## Predicted Pay Report for: ISD No. 709 - Duluth

### Case: 2021 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
36	DULUTH PRE SCHOOL INSTRUCTIONA	4	26	0	30	Female	6	2993.4700	3893.2052	-899.7352
37	EXECUTIVE ASSISTANT SUPER/ASST	0	10	0	10	Female	6	4118.0000	3893.2052	224.7948
38	EXECUTIVE CLERICAL SUP/ASST SU	0	2	0	2	Female	6	4429.0000	3893.2052	535.7948
39	FIELD SUPPORT TECHNICIAN	3	1	0	4	Balanced	6	4524.0000	3893.2052	630.7948
41	HEALTH PARA/LPN	2	9	0	11	Female	6	3634.8000	3893.2052	-258.4052
42	HRIS SPECIALIST	0	1	0	1	Female	6	5312.6700	3893.2052	1419.4648
43	LIC SIG LANG INTERPR-TRANSLAT	1	6	0	7	Female	6	6016.4000	3893.2052	2123.1948
44	MENTAL HEALTH PRACTITIONER	1	2	0	3	Balanced	6	4257.0700	3893.2052	363.8648
45	OCCUPATIONAL THERAPY PARA	0	3	0	3	Female	6	3634.8000	3893.2052	-258.4052
46	OFFICE SUPPORT SPEC SENIOR	0	20	0	20	Female	6	3794.0000	3893.2052	-99.2052
47	PHYSICAL THERAPIST PARA	0	1	0	1	Female	6	3634.8000	3893.2052	-258.4052
49	ROUTE COORD TRAINER/TRANSPORT	1	1	0	2	Balanced	6	4321.0000	3893.2052	427.7948
50	SIGN LANG FACILITATOR PARA	0	2	0	2	Female	6	4257.0700	3893.2052	363.8648
51	SPEC ED PARA/PROGRAM LPN	0	1	0	1	Female	6	3634.8000	3893.2052	-258.4052
52	SPECIAL ED PARA/RN	0	2	0	2	Female	6	4257.0700	3893.2052	363.8648
53	UTILITY PERSON II	4	0	0	4	Male	6	3839.0000	3893.2052	-54.2052
48	PRINTER	1	0	0	1	Male	6	4321.0000	3893.2052	427.7948
29	ACCOUNTANT I	1	0	0	1	Male	6	4524.0000	3893.2052	630.7948
30	BLDG SYSTEM TECH COORDINATOR	1	0	0	1	Male	6	4957.0000	3893.2052	1063.7948
31	BUS MECHANIC	2	0	0	2	Male	6	4284.0000	3893.2052	390.7948
40	FOOD SRV SITE SUPV	1	0	0	1	Male	6	4524.0000	3893.2052	630.7948
54	ENGINEER 1	3	0	0	3	Male	7	3975.0000	4196.3696	-221.3696
55	HVAC EQUIP SCH EQUIP	1	0	0	1	Male	7	4284.0000	4196.3696	87.6304
56	PRINT SHOP COORDINATOR/PRINTER	1	0	0	1	Male	7	4450.0000	4196.3696	253.6304
58	ENGINEER 3	1	1	0	2	Balanced	8	4321.0000	4238.8656	82.1344
57	ENGINEER 2	5	1	0	6	Male	8	4163.0000	4238.8656	-75.8656
59	ENGINEER 4	2	0	0	2	Male	8	4450.0000	4238.8656	211.1344
60	HEALTH SAFETY & ENV COORD	1	0	0	1	Male	8	5052.6700	4238.8656	813.8044
61	MASTER ELECTRICIAN	1	0	0	1	Male	8	4471.0000	4238.8656	232.1344
62	ACCOUNTANT II	0	1	0	1	Female	10	5130.6700	4520.9599	609.7101
66	BUSINESS MANAGER SPEC SVC	0	1	0	1	Female	10	5130.6700	4520.9599	609.7101
67	COMM ED COORDINATOR	0	2	0	2	Female	10	4883.3300	4520.9599	362.3701

## Predicted Pay Report for: ISD No. 709 - Duluth

### Case: 2021 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
68	FOOD SRV AREA FIELD SUPV	0	1	0	1	Female	10	5131.0000	4520.9599	610.0401
63	ASST SUPV MAINT & CONSTRUCTION	1	0	0	1	Male	10	5130.6700	4520.9599	609.7101
64	ASST SUPV TRANSPORTATION	1	0	0	1	Male	10	5130.6700	4520.9599	609.7101
65	BUILDING SYS. TECH COORDINATOR	1	0	0	1	Male	10	4957.0000	4520.9599	436.0401
69	INTEGRATION SPECIALIST	9	2	0	11	Male	10	3981.0000	4520.9599	-539.9599
70	BENEFITS COORDINATOR	0	1	0	1	Female	11	5850.0000	5291.5823	558.4177
71	BUSINESS SYS ANALYST	0	1	0	1	Female	11	6630.0000	5291.5823	1338.4177
79	SYSTEMS SPECIALIST/NETWORK	0	1	0	1	Female	11	5923.6700	5291.5823	632.0877
73	NETWORK ENGINEER II	0	1	0	1	Female	11	6322.3300	5291.5823	1030.7477
74	PUBLIC RELATIONS COORDINATOR	0	1	0	1	Female	11	5328.0000	5291.5823	36.4177
75	SUPV BLDG OPERATIONS	0	1	0	1	Female	11	5923.6700	5291.5823	632.0877
76	SYSTEM SPECIALIST APP ANALYST	0	1	0	1	Female	11	5850.0000	5291.5823	558.4177
72	DATABASE SPECIALIST	1	0	0	1	Male	11	5850.0000	5291.5823	558.4177
77	SYSTEM SPECIALIST SECURITY	1	0	0	1	Male	11	5923.6700	5291.5823	632.0877
78	SYSTEMS SPECIALIST/DESKTOP	1	0	0	1	Male	11	5130.6700	5291.5823	-160.9123
80	COORD. OF INDIAN EDUCATION	0	1	0	1	Female	12	7388.0000	6153.7370	1234.2630
81	ECFE PARA	0	3	0	3	Female	12	3269.0000	6153.7370	-2884.7370
82	GUIDANCE COUNSELOR	1	15	0	16	Female	12	8114.0800	6153.7370	1960.3430
83	LIBRARY MEDIA SPECIALIST	2	6	0	8	Female	12	8114.0800	6153.7370	1960.3430
84	SCHOOL NURSE	1	9	0	10	Female	12	8114.0800	6153.7370	1960.3430
85	SCHOOL PSYCHOLOGIST	3	4	0	7	Balanced	12	8114.0800	6153.7370	1960.3430
86	SCHOOL SOCIAL WORKER	4	8	0	12	Balanced	12	8114.0800	6153.7370	1960.3430
87	SPECIAL ED PHYSICAL THERAPIST	0	3	0	3	Female	12	8114.0800	6153.7370	1960.3430
88	SPECIAL EDUCATION SLP	1	17	0	18	Female	12	8114.0800	6153.7370	1960.3430
89	TEACHER	149	484	0	633	Female	12	8114.0800	6153.7370	1960.3430
90	ADULT BASIC ED COORDINATOR	0	1	0	1	Female	14	7386.0000	6732.9673	653.0327
91	DISTRICT COMM ED COORDINATOR	1	0	0	1	Male	14	8350.3300	6732.9673	1617.3627
92	EDUCATION EQUITY COORDINATOR	1	0	0	1	Male	14	7388.0000	6732.9673	655.0327
93	ASSISTANT PRINCIPAL MIDDLE SCH	2	1	0	3	Balanced	15	7973.4200	7539.7808	433.6392
94	DIR. ASSESSMENT & EVAL.	0	1	0	1	Female	15	10851.0000	7539.7808	3311.2192
96	HUMAN RESOURCES MANAGER	0	1	0	1	Female	15	6998.3300	7539.7808	-541.4508
97	SUPERVISOR FOOD SERVICE	0	1	0	1	Female	15	6998.3300	7539.7808	-541.4508

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### Case: 2021 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non- Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
98	SUPERVISOR PURCHASING	1	0	0	1	Male	15	5923.6700	7539.7808	-1616.1108
95	DIRECTOR CURRICULUM & INSTRUCT	1	0	0	1	Male	15	10851.0000	7539.7808	3311.2192
99	ASSISTANT DIRECTOR SPECIAL SVC	0	1	0	1	Female	16	8911.0000	7889.3599	1021.6401
100	ASSISTANT PRINCIPAL SECONDARY	2	2	0	4	Balanced	16	8253.0800	7889.3599	363.7201
101	SUPERVISOR PRE SCHOOL PROG	0	1	0	1	Female	16	6744.5000	7889.3599	-1144.8599
102	TRANSPORTATION MANAGER	1	0	0	1	Male	16	7618.0000	7889.3599	-271.3599
103	PRINCIPAL ELEMENTARY	4	5	0	9	Balanced	17	9431.0000	8515.0130	915.9870
105	PRINCIPAL MIDDLE SCHOOL	2	1	0	3	Balanced	18	10123.5000	8809.7098	1313.7902
106	SR HR MANAGER	1	0	0	1	Male	18	8038.0000	8809.7098	-771.7098
107	TECHNOLOGY MANAGER	1	0	0	1	Male	18	8038.3300	8809.7098	-771.3798
104	FACILITIES MANAGER	1	0	0	1	Male	18	8398.0000	8809.7098	-411.7098
108	MGR FINANCE & PURCHASING	0	1	0	1	Female	19	8736.0000	9253.9694	-517.9694
109	PRINCIPAL HIGH SCHOOL	2	1	0	3	Balanced	19	10836.0800	9253.9694	1582.1106
110	DIRECTOR SPECIAL EDUCATION	1	0	0	1	Male	21	10851.0000	10600.9019	250.0981
111	DIRECTOR OF BUSINESS SERVICES	0	1	0	1	Female	24	10851.0000	12056.2762	-1205.2762
112	HUMAN RESOURCES DIRECTOR	1	0	0	1	Male	24	10851.0000	12056.2762	-1205.2762
113	ASSISTANT SUPERINTENDENT	1	0	0	1	Male	25	11695.0000	12541.4010	-846.4010
114	SUPERINTENDENT	1	0	0	1	Male	26	15625.0000	13026.5257	2598.4743

**Job Number Count: 114**