

Part A: Jurisdiction Identification

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

Jurisdiction Type: School

Duluth MN 55802-2069

Contact: Tim Sworsky

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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 used was: Consultant's System

Description:

DBM

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:

Human Resources 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:

Duluth School Board ISD #709
(governing body)

David Kirby
(chief elected official)

School Board Chairperson
(title)

Part C: Total Payroll

\$63,181,032.00

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

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: 1/24/2018

Compliance Report

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

Report Year: 2018
Case: 1 - 2018 DATA (Submitted)

Duluth MN 55802-2069

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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	46	61	16	123
# Employees	96	901	250	1,247
Avg. Max Monthly Pay per employee	4,282.69	6,590.97		5,869.95

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 114.93 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	20	31
b. # Below Predicted Pay	26	30
c. TOTAL	46	61
d. % Below Predicted Pay (b divided by c = d)	56.52	49.18

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

B. T-test Results

Degrees of Freedom (DF) = 995	Value of T = -12.458
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a. Avg. diff. in pay from predicted pay for male jobs = (\$48)

b. Avg. diff. in pay from predicted pay for female jobs = \$919

III. SALARY RANGE TEST = 84.07 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 7.05

B. Avg. # of years to max salary for female jobs = 8.38

IV. EXCEPTIONAL SERVICE PAY TEST = 103.06 (Result is B divided by A)

A. % of male classes receiving ESP 65.22 *

B. % of female classes receiving ESP 67.21

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

