

Compliance Report

Jurisdiction: ISD No. 256 - Red Wing
2451 Eagle Ridge Drive

Red Wing, MN 55066

Report Year: 2022
Case: 1 - 2021 test (Private (Jur Only))

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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	20	36	3	59
# Employees	42	336	9	387
Avg. Max Monthly Pay per employee	6194.24	7370.88		7273.72

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 180 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	6	22
b. # Below Predicted Pay	14	14
c. TOTAL	20	36
d. % Below Predicted Pay (b divided by c = d)	70.00	38.89

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

B. T-test Results

Degrees of Freedom (DF) = 376	Value of T = 0.025
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a. Avg. diff. in pay from predicted pay for male jobs = -85

b. Avg. diff. in pay from predicted pay for female jobs = -88

III. SALARY RANGE TEST = 87.03 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 9.78

B. Avg. # of years to max salary for female jobs = 11.24

IV. EXCEPTIONAL SERVICE PAY TEST = 111.11 (Result is B divided by A)

A. % of male classes receiving ESP = 45.00 *

B. % of female classes receiving ESP = 50.00

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



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Job Nbr	Job Title	Nbr		Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
		Males	Females							
28	Student Monitor-	2	2	0	4	Balanced	295	4030.0000	4803.2566	-773.2566
47	Cooks	0	18	0	18	Female	295	3189.0000	4803.2566	-1614.2566
34	Custodian	19	2	0	21	Male	295	4806.0000	4803.2566	2.7434
76	Delivery Driver	1	0	0	1	Male	315	4806.0000	4846.0004	-40.0004
19	District Office Secretary-Recp	0	1	0	1	Female	370	5089.0000	4963.4560	125.5440
22	Accounts Payable Clerk	0	1	0	1	Female	370	5089.0000	4963.4560	125.5440
38	Secretary-Class B	0	1	0	1	Female	370	4030.0000	4963.4560	-933.4560
39	Media Technology Asst-Class I	0	2	0	2	Female	370	4030.0000	4963.4560	-933.4560
40	Media Technology Asst-Class II	0	2	0	2	Female	370	4030.0000	4963.4560	-933.4560
43	Educational Assistant-Class I	0	24	0	24	Female	370	4185.0000	4963.4560	-778.4560
26	Kid's Junction Teacher	0	4	0	4	Female	410	3843.0000	4963.4560	-1120.4560
77	Lead Groundskeeper	1	0	0	1	Male	410	5089.0000	5049.1231	39.8769
37	Secretary-Class C	0	5	0	5	Female	420	5314.0000	5049.1231	264.8769
42	Educational Assistant--Class 2	3	56	0	59	Female	440	4185.0000	5070.4950	-885.4950
83	Educational Assistant-Class 3	0	1	0	1	Female	460	4030.0000	5113.2388	-1083.2388
36	Secretary--Class D	0	6	0	6	Female	495	5272.0000	5155.9825	116.0175
46	Head Cook-Elern/MS	0	3	0	3	Female	500	4185.0000	5225.6206	-1040.6206
32	Custodian--CFC Head	2	0	0	2	Male	500	3683.0000	5226.6495	-1543.6495
45	Head Cook-Sr High	0	1	0	1	Female	520	4912.0000	5226.6495	-314.6495
20	MARSS Coordinator	0	1	0	1	Female	520	3931.0000	5230.7310	-1299.7310
21	Payroll Coordinator	0	1	0	1	Female	575	6514.0000	5305.8760	1208.1240
84	Student Svs & Ed-Fi Coord	0	1	0	1	Female	575	6514.0000	5305.8760	1208.1240
33	Custodian--SES Head	1	0	0	1	Male	575	4986.0000	5305.8760	-319.8760
30	Custodian--BES Head	1	0	0	1	Male	575	5079.0000	5305.8760	-226.8760
80	School Safety Coord	1	0	0	1	Male	575	6517.0000	5305.8760	1211.1240
17	Technology Specialist	0	1	0	1	Female	610	6517.0000	5484.7539	1032.2461
29	Custodian-RWHS Head	1	0	0	1	Male	635	5314.0000	5717.1556	-403.1556
82	District Administrative Assist	0	1	0	1	Female	650	6517.0000	5822.0903	694.9097
25	Colvill Kids Teacher	0	1	0	1	Female	660	6514.0000	5891.8513	622.1487
81	ABE Instructor	0	1	0	1	Female	660	6517.0000	5891.8513	625.1487
74	School-Home Liaison	1	0	0	1	Male	660	4867.0000	5891.8513	-1024.8513
35	Building Nurse	0	7	0	7	Female	670	6244.0000	5922.7762	321.2238



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14	Youth and Family Prog. Coord.	0	1	0	1	Female	700	6514.0000	6150.6457	363.3543
15	Adult Programs Coordinator	0	1	0	1	Female	700	6236.0000	6150.6457	85.3543
70	District Maintenance Worker	1	0	0	1	Male	710	5806.0000	6453.5840	-647.5840
12	Community Recreation Coordinat	1	0	0	1	Male	775	7051.0000	7104.0191	-53.0191
13	School Age Care Coordinator	1	0	0	1	Male	790	7071.0000	7370.0661	-299.0661
71	Master Electrician	1	0	0	1	Male	790	6890.0000	7370.0661	-480.0661
79	Communications Manager	0	1	0	1	Female	795	7821.0000	7459.7449	361.2551
16	IT Systems Administrator	1	0	0	1	Male	800	7051.0000	7547.9290	-496.9290
18	Human Resources Manager	0	1	0	1	Female	835	7821.0000	8377.7754	-556.7754
11	ABE Coordinator	0	1	0	1	Female	855	8332.0000	8860.7287	-528.7287
56	Counselor	1	4	0	5	Female	870	9754.0000	9223.9583	530.0417
57	Media Generalist	0	1	0	1	Female	870	9754.0000	9223.9583	530.0417
62	Licensed School Nurse	0	1	0	1	Female	870	9754.0000	9223.9583	530.0417
63	Social Worker	0	3	0	3	Female	870	9754.0000	9223.9583	530.0417
65	K-12 Teacher	45	129	0	174	Female	870	9754.0000	9223.9583	530.0417
75	Technology Integration Spec	1	0	0	1	Male	870	9754.0000	9223.9583	530.0417
67	Student Support Coordinator	0	2	0	2	Female	910	9107.0000	7576.8519	1530.1481
9	Nutrition Services Director	0	1	0	1	Female	990	8589.0000	8718.5003	-129.5003
10	Building & Grounds Director	1	0	0	1	Male	1040	7051.0000	9092.4393	-2041.4393
8	Dir. of Bldgs, Grounds, Techno	1	0	0	1	Male	1160	11493.0000	10408.9861	1084.0139
66	Activities Director	1	0	0	1	Male	1175	9551.0000	10528.0224	-977.0224
50	Dir Teaching & Learning	0	1	0	1	Female	1185	12859.0000	10607.1583	2251.8417
6	Asst High School Principal	1	1	0	2	Balanced	1205	12296.0000	10765.4299	1530.5701
4	Elementary Principal	2	1	0	3	Balanced	1375	12482.0000	12154.7055	327.2945
51	Dir. of CE and Rec	0	1	0	1	Female	1465	11493.0000	12139.7916	-646.7916
2	High School Principal	2	0	0	2	Male	1465	13154.0000	12139.7916	1014.2084
1	Superintendent	1	0	0	1	Male	1975	14499.0000	15604.9560	-1105.9560

Job Number Count: 59

