

Compliance Report

Jurisdiction: ISD No. 857 - Lewiston-Altura
100 County Road 25

Lewiston, MN 55952

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

Contact: Teresa Grossell

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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	6	14	3	23
# Employees	7	61	59	127
Avg. Max Monthly Pay per employee	7627.43	5166.80		6578.54

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 175 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	3	10
b. # Below Predicted Pay	3	4
c. TOTAL	6	14
d. % Below Predicted Pay (b divided by c = d)	50.00	28.57

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

B. T-test Results

Degrees of Freedom (DF) = 66	Value of T = -2.252
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a. Avg. diff. in pay from predicted pay for male jobs = -15

b. Avg. diff. in pay from predicted pay for female jobs = 5798

III. SALARY RANGE TEST = 81.83 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 17.33

B. Avg. # of years to max salary for female jobs = 21.18

IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

A. % of male classes receiving ESP = 0.00 *

B. % of female classes receiving ESP = 0.00

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

Pay Equity Implementation Report

Part A: Jurisdiction Identification

Jurisdiction: ISD No. 857 - Lewiston-Altura
100 County Road 25

Lewiston, MN 55952

Jurisdiction Type: School

Contact: Teresa Grossell

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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 was used: State Job Match

Description:

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:
Teacher's Lounge in all 3 buildings
(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:

L.A. ISD 857 School Board of Directors

(governing body)

Gwen Carman

(chief elected official)

Superintendent

(title)

Part C: Total Payroll

\$5862992.37

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:1/7/2022