

Compliance Report

Jurisdiction: ISD No. 709 - Duluth
4316 Rice lake Rd

Suite 108
Duluth, MN 55811

Report Year: 2021
Case: 1 - 2021 DATA (Second
Submission)

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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	40	58	16	114
# Employees	102	1042	107	1251
Avg. Max Monthly Pay per employee	4218.96	6543.68		6251.90

II. STATISTICAL ANALYSIS TEST Passed. Jurisdiction had more than three male classes and an underpayment ratio of 80% or more.

A. Underpayment Ratio = 117.381 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	23	37
b. # Below Predicted Pay	17	21
c. TOTAL	40	58
d. % Below Predicted Pay (b divided by c = d)	42.50	36.21

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

B. T-test Results

Degrees of Freedom (DF) = 1142	Value of T = -11.636
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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 = 1248

III. SALARY RANGE TEST = 85.27 (Result is A divided by B) Passed. Salary range test showed a score of 80% or more

A. Avg. # of years to max salary for male jobs = 7.18

B. Avg. # of years to max salary for female jobs = 8.42

IV. EXCEPTIONAL SERVICE PAY TEST = 103.45 (Result is B divided by A) Passed. Exceptional service pay test showed a score of 80% or more.

A. % of male classes receiving ESP = 60.00 *

B. % of female classes receiving ESP = 62.07

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