

Human Resources Committee Meeting-Regular School Board

Duluth Public Schools, ISD 709

Agenda

Tuesday, February 28, 2012

District Services Center

709 Portia Johnson Dr.

Duluth, MN 55811

6:30 PM

1. **Staffing Report Action Items** 2
2. **Other Action Items**
 - A. Approval of Pay Equity Implementation Report (see attachment) 4
 - B. *Placeholder - Approval of Appointment of Interim Assistant Superintendent
3. **Informational Items**
 - A. *There are no Informational Items at this time.*
4. **Future Items**
 - A. *There are no HR Future Items at this time.*

HUMAN RESOURCES ACTION ITEMS FOR: 2/28/2012

<u>CERT APPOINTMENT</u>	<u>POSITION/SITE/CLASS&STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
ANDERSON, JESSICA DESOTELLE, DIANE Total: 2	.8 NON PUBLIC GUIDANCE COUNSELOR/MARSHALL, IV 3, M HUGHES .4 MATH/EAST, IV 5 REALLOC OF FTE	02/13/2012 01/23/2012 06/08/2012
<u>CERT COCURRICULAR</u>	<u>POSITION/LOCATION/EFFECTIVE DATE/STIPEND</u>	<u>EFFECTIVE DATES</u>
ARONSON NORR, NANCY FLEMING, JESSE KRAFTHFER, ANNE MUSKOVITZ, JARED M PAUL, CHRISTOPHER TAIPALE, HEATHER WALKER, ETHAN WIPSON, PATRICIA Total: 8	.1 ASST GIRLS TENNIS/EAST, 11/12, \$222.20 .45 ASST BOYS TENNIS/EAST, 11/12, \$1000.00 .5 TECHNOLOGY COORD/LESTER, 11/12, \$1462.50 .55 ASST BOYS, TENNIS/EAST, 11/12, \$1223.00 HEAD BOYS TENNIS/EAST, 11/12 \$3204.00 ASST GIRLS BASKETBALL/DENFELD, 11/12, \$3186.00 .4 GR 9 ASST BOYS BASKETBALL/DENFELD, 11/12, \$996.80 .5 TECHNOLOGY COORD/LESTER, 11/12, \$1462.50	
<u>CERT LONG TERM SUB</u>	<u>POSITION/LOCATION/CLASS & STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
COEN, TISHA Total: 1	.6 ENGLISH/EAST, III 2, J KNUZSON	01/23/2012 06/08/2012
<u>CERT TEMP DECREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
MONSON, TERESA Total: 1	SCIENCE/ALC, 1.0 TO .6	01/23/2012 06/08/2012
<u>CERT TEMP INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
CARLSON, SHERRI GRAVES, PETER HALVER, DAVID MULLER, MAGGIE NYBACK, SHEILA THORNTON, JUDITH VANHORNWEDER, THOMAS WARMANEN, KRISTIN WINKLE, MARK Total: 9	FAMILY CONS SCIENCE/WOODLAND, 1/6 OVERLOAD, 2/6 OVERLOAD 1/23-6/8/12 MATH/EAST, 1/6 OVERLOAD TOSA/SAFETY/MAINTENANCE CENTER, 1/6 OVERLOAD ENGLISH/DENFELD/EAST, .6 TO .8 MATH/EAST, 1/6 OVERLOAD, CHANGE IN DATES MATH/EAST, 1/6 OVERLOAD, CHANGE IN DATES MATH/EAST, 1/6 OVERLOAD ENGLISH/EAST, 1/6 OVERLOAD SOCIAL STUDIES/EAST/MORGAN PARK, .5 TO .6	09/19/2011 06/08/2012 01/23/2012 06/08/2012 01/23/2012 06/08/2012 01/23/2012 06/08/2012 10/06/2011 01/20/2012 10/06/2011 01/20/2012 01/23/2012 06/08/2012 09/05/2011 01/20/2012 10/10/2011 06/08/2012
<u>NONCERT APPOINTMENT</u>	<u>POSITION/LOCATION/WEEKS/RATE OF PAY/REASON</u>	<u>EFFECTIVE DATES</u>
HENDRICKSON, MARY LARSON, DAWNMARIE NIELSEN, DALE Total: 3	LATCH KEY SITE SUPV/LESTER, 19/40WKS, \$14.90/HR, REALLOC OF FTE SATELLITE II MANAGER/LESTER, 19.75/38WKS, \$13.66/HR, TEMPOS SYSTEM SPECIALIST DATABASE/HOCHS/TECHNOLOGY, 40/52WKS, \$996.00,R SCHEUER	10/03/2011 01/26/2012 06/07/2012 01/16/2012
<u>NONCERT LEAVES</u>	<u>POSITION/LOCATION/TYPE OF LEAVE</u>	<u>EFFECTIVE DATES</u>
ANDERSON, KAREN BRIGHT, KELLY BUETTNER, MOLLY DORMEDY, NICOLE JARVIS, DEBRA MURRAY, MICHAEL OSTROWSKI, KIM RANDA, JON Total: 8	INSTR PARA/LESTER ECFE, 'A' PERSONAL W/O PAY HELPER/MORGAN, 'A' MEDICAL W/O PAY SPECIAL ED BW PARA/HOMECROFT, 'A' PERSONAL W/O PAY OFFICE SUPPORT INTERMEDIATE/BARNES ECFE, 'B' PERSONAL W/O PAY INSTR PARA/NETTLETON HDST, 'B' PERSONAL W/O PAY CUSTODIAN II/EAST, 'A' MEDICAL W/O PAY HELPER/LESTER, 'A' PERSONAL W/O PAY SCHOOL CUSTODIAN II/EAST, 'A' MEDICAL W/O PAY	03/05/2012 03/08/2012 12/19/2011 12/22/2011 02/29/2012 03/02/2012 01/20/2012 01/20/2013 01/17/2012 05/03/2012 12/06/2011 12/16/2011 01/23/2012 02/15/2012 01/18/2012 01/29/2012
<u>NONCERT LONG TERM SUB</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
MCGRAW, ELIZABETH Total: 1	FOOD SERVICE HELPER/HOMECROFT, 15/19.4 WKS, \$11.12/HR, K LATTURE,TEMPOS	01/23/2012 06/07/2012
<u>NONCERT PERM DECREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
MILLER, MARK Total: 1	SPECIAL ED BW PARA/DENFELD, .88125 TO .78125	01/09/2012
<u>NONCERT PERM INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
GEISSLER, SUSAN HORTON, MICHAEL LARSON, ELIZABETH MARKLE, PATRICIA WAKEFIELD, WENDY Total: 5	SATELLITE MGR II/STOWE, .49375 TO .53125 FIELD TECH SUPPORT/HOCHS/SPECIAL SERVICES, 48 TO 52 WKS OFFICE SUPPORT SPECIALIST/INTERMEDIATE/LOWELL, .4 TO 1.0, 43 TO 45 WKS OFFICE SUPPORT SPECIALIST/INTERMEDIATE/BARNES HSDST, .5 TO .75 SATELLITE MGR II/PIEDMONT .53125 TO .875	01/30/2012 12/20/2011 01/30/2012 02/06/2012 01/13/2012
<u>NONCERT PROMOTION</u>	<u>NEW POSITION/OLD POSITON/LOCATION/RATE OF PAY</u>	<u>EFFECTIVE DATES</u>
PETERSON, TERESA Total: 1	SPECIAL ED STUDENT SPEC PARA/EAST, SUPV PARA/EAST, \$15.56/HR	01/30/2012
<u>NONCERT RECALL</u>	<u>NEW POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
LITZINGER, LYNN MCCRACKEN, CRYSTAL Total: 2	OFFICE SUPPORT SPECIALIST INTERMEDIATE/BARNES/ECFE, .4 SPECIAL ED BW PARA/WOODLAND, .84375	02/06/2012 01/23/2012 06/07/2012
<u>NONCERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
HAGEN, AMANDA LATTURE, KATHLEEN Total: 2	EXECUTIVE ASST/HOCHS/FINANCE HELPER/HOMECROFT	02/03/2012 01/05/2012

NONCERT RETIREMENT

DEVLIN, PATRICK
 HAUTAQJA, GORDON
 PORTER, CHRISTOPHER
 PROUDLOCK, PEGGY
 Total: 4

POSITION/LOCATION

SUPERVISOR OF PURCHASING/HOCHS
 FIREPERSON II/HOCHS
 SPECIAL ED/STUDENT SPECIFIC PARA/DENFELD
 SATELLITE MGR I/MORGAN PARK

EFFECTIVE DATES

04/27/2012
 03/30/2012
 03/07/2012
 06/08/2012

NONCERT TEMP DECREASE

HUGHES, KRISTEN
 Total: 1

POSITION/LOCATION/CONDITION

OFFICE SUPPORT SPECIALIST/INTERMEDIATE/MORGAN PARK, 46 TO 43 WKS

EFFECTIVE DATES

07/01/2011

NONCERT TEMP INCREASE

KVAM, TYLER
 Total: 1

POSITION/LOCATION/CONDITION

SPECIAL ED BW PARA/DENFELD, .78125 TO .88125

EFFECTIVE DATES

01/09/2012 06/08/2012

Part A: Jurisdiction Identification

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

Jurisdiction Type: School

Duluth MN 55802-2069

Contact: Tim Sworsky

Phone: (218) 336-8700

E-Mail: timothy.sworsky@duluth.k12.mn.us

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:

School Board ISD #709

 (governing body)

Ann Wasson

 (chief elected official)

School Board Chairperson

 (title)

Part C: Total Payroll

\$61,439,996.00

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: 01/31/2012

Part A: Jurisdiction Identification

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

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Duluth MN 55802-2069

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Date Submitted: 01/31/2012

Compliance Report

Jurisdiction: ISD No. 709 - Duluth
 215 North First Avenue East
 Duluth MN 55802-2069

Report Year: 2012
 Case: 1 - 2011 DATA (Private (Jur Only))

Contact: Tim Sworsky Phone: (218) 336-8700 E-Mail: timothy.sworsky@duluth.k12.mn.us

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	53	59	15	127
# Employees	111	1,106	104	1,321
Avg. Max Monthly Pay per employee	4,304.33	5,998.43		5,737.50

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 129.13 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	24	34
b. # Below Predicted Pay	29	25
c. TOTAL	53	59
d. % Below Predicted Pay (b divided by c = d)	54.72	42.37

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

B. T-test Results

Degrees of Freedom (DF) = 1,215	Value of T = -11.485
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- a. Avg. diff. in pay from predicted pay for male jobs = (\$5)
- b. Avg. diff. in pay from predicted pay for female jobs = \$874

III. SALARY RANGE TEST = 82.69 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 6.98
- B. Avg. # of years to max salary for female jobs = 8.44

IV. EXCEPTIONAL SERVICE PAY TEST = 86.50 (Result is B divided by A)

- A. % of male classes receiving ESP 50.94 *
- B. % of female classes receiving ESP 44.07

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

Job Class Data Entry Verification List

Case: 2011 DATA

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
1	Helper	4	57	F	1	\$1,742.00	\$2,197.00	0.50		
2	School Custodian II	22	1	M	1	\$1,903.00	\$2,009.00	8.00		Longevity
3	School Custodian I	2	0	M	1	\$2,626.00	\$2,731.00	8.00		Longevity
4	Bus Helper	0	6	F	2	\$1,868.00	\$1,986.00	8.00		
5	Office Support Specialist	0	7	F	2	\$2,333.00	\$2,769.00	5.00		Longevity
6	Pool Custodian	1	1	B	2	\$2,724.00	\$2,828.00	8.00		Longevity
7	Utility Person I	0	1	F	2	\$2,746.00	\$2,854.00	8.00		Longevity
8	Satellite Manager I	0	7	F	3	\$2,462.00	\$2,641.00	0.50		
9	Satellite Manager II	0	6	F	3	\$2,253.00	\$2,404.00	0.50		
10	Assistant Printer	1	0	M	4	\$3,126.00	\$3,229.00	8.00		Longevity
11	Cultural Center Para-Asiar	1	3	F	4	\$2,610.00	\$3,029.00	14.00		
12	Fireperson I	9	0	M	4	\$2,807.00	\$2,920.00	8.00		Longevity
13	Health Parprofessional	0	2	F	4	\$2,450.00	\$2,873.00	14.00		Longevity
14	Management Info System F	0	1	F	4	\$2,450.00	\$2,873.00	14.00		
15	Office Support Intermediat	0	30	F	4	\$2,589.00	\$3,031.00	5.00		Longevity
16	School Bus Driver II	13	13	B	4	\$2,397.00	\$2,506.00	8.00		Longevity
17	Storeroom Truk Driver	1	0	M	4	\$2,807.00	\$2,920.00	8.00		
19	Child Care Paraprofession	0	4	F	5	\$2,610.00	\$3,029.00	14.00		Longevity
20	Community Liaison	2	2	B	5	\$2,610.00	\$3,029.00	14.00		Longevity
21	Confidential Clerical C	0	2	F	5	\$2,948.00	\$3,469.00	6.00		Longevity
22	Fireperson II	6	0	M	5	\$3,002.00	\$3,107.00	8.00		Longevity
23	Graphic Designer	1	0	M	5	\$3,622.00	\$3,733.00	8.00		Longevity
24	Indian Student Serv Coord	1	1	B	5	\$2,610.00	\$3,029.00	14.00		
25	Indian Youth Advocate	1	5	F	5	\$2,610.00	\$3,029.00	14.00		
26	Latchkey Site Supervisor	1	5	F	5	\$2,979.00	\$2,979.00		3.50	
27	Printer Operator	1	0	M	5	\$3,623.00	\$3,733.00	8.00		
28	Receiving & Distribution Cl	1	0	M	5	\$2,931.00	\$3,085.00	8.00		Longevity
29	Special Ed Program ParaF	33	87	F	5	\$2,450.00	\$2,873.00	14.00		Longevity
30	Supervisory ParaProfessio	4	9	B	5	\$2,314.00	\$2,743.00	14.00		Longevity
31	Tech Tutor/Collaborative	1	2	B	5	\$2,610.00	\$3,029.00	14.00		Longevity
18	Utility Person II	5	0	M	6	\$3,279.00	\$3,388.00	8.00		Longevity
32	Accountant I	0	1	F	6	\$3,575.00	\$4,017.00	6.00		
33	Auto Mechanic	2	0	M	6	\$3,622.00	\$3,733.00	8.00		Longevity
34	Business Services Liaison	0	1	F	6	\$3,575.00	\$4,017.00	6.00		
35	Carpenter	1	1	B	6	\$3,622.00	\$3,733.00	8.00		Longevity
36	Confidential Clerical D	0	4	F	6	\$3,145.00	\$3,712.00	6.00		Longevity
37	Director Educ & Training	0	2	F	6	\$3,391.00	\$3,605.00		1.50	
38	Draftperson	1	0	M	6	\$3,622.00	\$3,733.00	8.00		Longevity
39	Electrician	1	0	M	6	\$3,623.00	\$3,733.00	8.00		
40	Executive Assistant	0	9	F	6	\$3,227.00	\$3,712.00	5.00		Longevity
41	Field Support Tech	2	1	B	6	\$3,575.00	\$4,017.00	6.00		
42	Instructional Para Professi	0	27	F	6	\$2,208.00	\$2,631.00	14.00		Longevity
43	Licensed Sign Language It	1	5	F	6	\$4,017.00	\$5,287.00	14.00		
44	Licensed Cued Translitera	0	2	F	6	\$4,017.00	\$5,287.00	14.00		
45	Mental Health Practitioner	2	2	B	6	\$3,333.00	\$3,742.00	14.00		
46	MN Youth Business Manaç	0	1	F	6	\$3,317.00	\$3,317.00		0.50	
47	Occupational Therapy Par	0	3	F	6	\$2,775.00	\$3,196.00	14.00		Longevity
48	Office Support Specialist S	0	9	F	6	\$2,901.00	\$3,352.00	5.00		Longevity
49	Painter	3	0	M	6	\$3,622.00	\$3,733.00	8.00		Longevity
50	Physical Therapist Para	0	1	F	6	\$2,775.00	\$3,196.00	14.00		
51	Printer	1	0	M	6	\$3,693.00	\$3,806.00	8.00		Longevity
52	Program Associate	0	1	F	6	\$3,121.00	\$3,121.00		1.50	
53	Route Coord Trainer	1	2	B	6	\$3,693.00	\$3,806.00	8.00		Longevity
54	Special Ed Para/RN	0	2	F	6	\$3,333.00	\$3,742.00	14.00		
55	Special Ed/Health Para/LP	0	18	F	6	\$2,775.00	\$3,196.00	14.00		
56	Youth Engagement Specia	0	1	F	6	\$3,229.00	\$3,229.00		0.50	
57	Engineer I	3	0	M	7	\$3,394.00	\$3,501.00	8.00		Longevity
58	Heating & Vent & School E	2	0	M	7	\$3,622.00	\$3,733.00	8.00		Longevity

Job Class Data Entry Verification List

Case: 2011 DATA

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
59	Print Shop Coordinator/Pri	1	0	M	7	\$3,813.00	\$3,918.00	8.00		Longevity
60	Storekeeper	1	0	M	7	\$3,622.00	\$3,733.00	8.00		Longevity
61	Engineer II	6	0	M	8	\$3,554.00	\$3,665.00	8.00		Longevity
62	Engineer III	2	0	M	8	\$3,693.00	\$3,806.00	8.00		Longevity
63	Engineer IV	2	1	B	8	\$3,812.00	\$3,918.00	8.00		Longevity
64	Master Electrician	1	0	M	8	\$3,832.00	\$3,937.00	8.00		
65	Master Plumber	1	0	M	8	\$3,832.00	\$3,937.00	8.00		Longevity
66	Coord Hlth/Safety/Environ	1	0	M	9	\$3,991.00	\$4,485.00	6.00		
67	Drop Out Recovery	1	0	M	9	\$4,021.00	\$4,021.00		19.00	
68	Network Engineer	1	0	M	9	\$4,996.00	\$5,616.00	6.00		
69	Program Director	0	1	F	9	\$4,292.00	\$4,292.00		4.50	
70	Accountant II	0	1	F	10	\$4,056.00	\$4,559.00	6.00		
71	ALC Administrator	0	1	F	10	\$6,385.00	\$7,155.00	6.00		Longevity
72	Asst Supv of Transportatio	1	0	M	10	\$4,056.00	\$4,559.00	6.00		Longevity
73	Community Ed Area Coorc	2	0	M	10	\$3,867.00	\$4,333.00	6.00		Longevity
74	Community Ed Coordinato	0	3	F	10	\$3,733.00	\$4,171.00	6.00		Longevity
75	Field Serv Area Field Supe	0	1	F	10	\$4,056.00	\$4,559.00	6.00		
76	Integration Specialist Syste	6	6	B	10	\$3,856.00	\$3,856.00		1.50	
77	Special Ed Business Mana	0	1	F	10	\$3,870.00	\$4,346.00	6.00		
78	Business Systems Analyisi	0	1	F	11	\$4,680.00	\$5,256.00	6.00		
79	Public Relations Coord	0	1	F	11	\$3,857.00	\$3,857.00		9.50	
80	System Specialist Databas	1	0	M	11	\$4,108.00	\$5,196.00	6.00		
81	System Specialist Security	1	0	M	11	\$4,680.00	\$5,256.00	6.00		
82	Systems Specialist/Deskto	1	0	M	11	\$4,680.00	\$5,256.00	6.00		
83	Systems Specialist/Networ	1	0	M	11	\$4,996.00	\$5,616.00	6.00		
84	Activity Director	2	0	M	12	\$3,731.00	\$7,476.00	9.00		Longevity
85	Audiologist	0	1	F	12	\$3,731.00	\$7,476.00	9.00		Longevity
86	Coord of Indian Ed	0	1	F	12	\$6,362.00	\$7,152.00	6.00		
87	Dropout Prevention Specia	0	1	F	12	\$3,731.00	\$7,476.00	9.00		Longevity
88	ECSE	0	17	F	12	\$3,731.00	\$7,476.00	9.00		Longevity
89	Guidance Counselor	2	10	F	12	\$3,731.00	\$7,476.00	9.00		Longevity
90	Licensed Child Care Habit	0	1	F	12	\$3,731.00	\$7,476.00	9.00		
91	Media Specialist	1	11	F	12	\$3,731.00	\$7,476.00	9.00		Longevity
92	Network Administrator	1	0	M	12	\$5,360.00	\$6,769.00	6.00		
93	School Nurse	0	11	F	12	\$3,731.00	\$7,476.00	9.00		Longevity
94	School Psychologist	2	6	F	12	\$3,731.00	\$7,476.00	9.00		Longevity
95	School Social Worker	7	9	B	12	\$3,731.00	\$7,476.00	9.00		Longevity
96	Senior Buyer	1	0	M	12	\$3,887.00	\$4,368.00	6.00		Longevity
97	Special Ed Occupation Thr	0	4	F	12	\$3,731.00	\$7,476.00	9.00		
98	Special Ed Physcial Thera	0	3	F	12	\$3,731.00	\$7,476.00	9.00		Longevity
99	Special Education - SLP	0	16	F	12	\$3,731.00	\$7,476.00	9.00		Longevity
100	Teacher	165	484	F	12	\$3,731.00	\$7,476.00	9.00		Longevity
101	Director of Assessment & I	0	1	F	13	\$9,634.00	\$9,634.00		1.50	
102	Curriculum & Instruction C	1	0	M	14	\$6,617.00	\$7,414.00	6.00		
103	District Community Ed Coc	1	0	M	14	\$6,617.00	\$7,414.00	6.00		
104	Education Equity Coord	1	0	M	14	\$6,393.00	\$7,152.00	6.00		
105	Supervisor Federal Progra	1	0	M	14	\$6,617.00	\$7,414.00	6.00		
106	Supv Early Reading First C	0	1	F	14	\$6,413.00	\$7,186.00	6.00		
107	Asst Principal - Middle Sch	2	0	M	15	\$8,261.00	\$9,080.00	4.00		Performance
108	Human Resources Manag	2	0	M	15	\$5,057.00	\$6,214.00	6.00		
109	Supervisor Food Services	0	1	F	15	\$5,057.00	\$6,214.00	6.00		
110	Supervisor Purchasing	1	0	M	15	\$4,680.00	\$5,256.00	6.00		Longevity
111	Supervisor Building Opera	1	0	M	15	\$4,680.00	\$5,256.00	6.00		Longevity
112	Supervisor Maint/Construc	1	0	M	15	\$4,996.00	\$5,616.00	6.00		
113	Asst Principal - Senior Higl	0	2	F	16	\$8,295.00	\$9,093.00	4.00		Performance
114	Asst Director of Special Se	1	0	M	16	\$7,912.00	\$7,912.00		1.50	
115	Executive Director	0	1	F	16	\$6,667.00	\$6,667.00		4.50	
116	Transportation Manager	1	0	M	16	\$5,360.00	\$6,769.00	6.00		

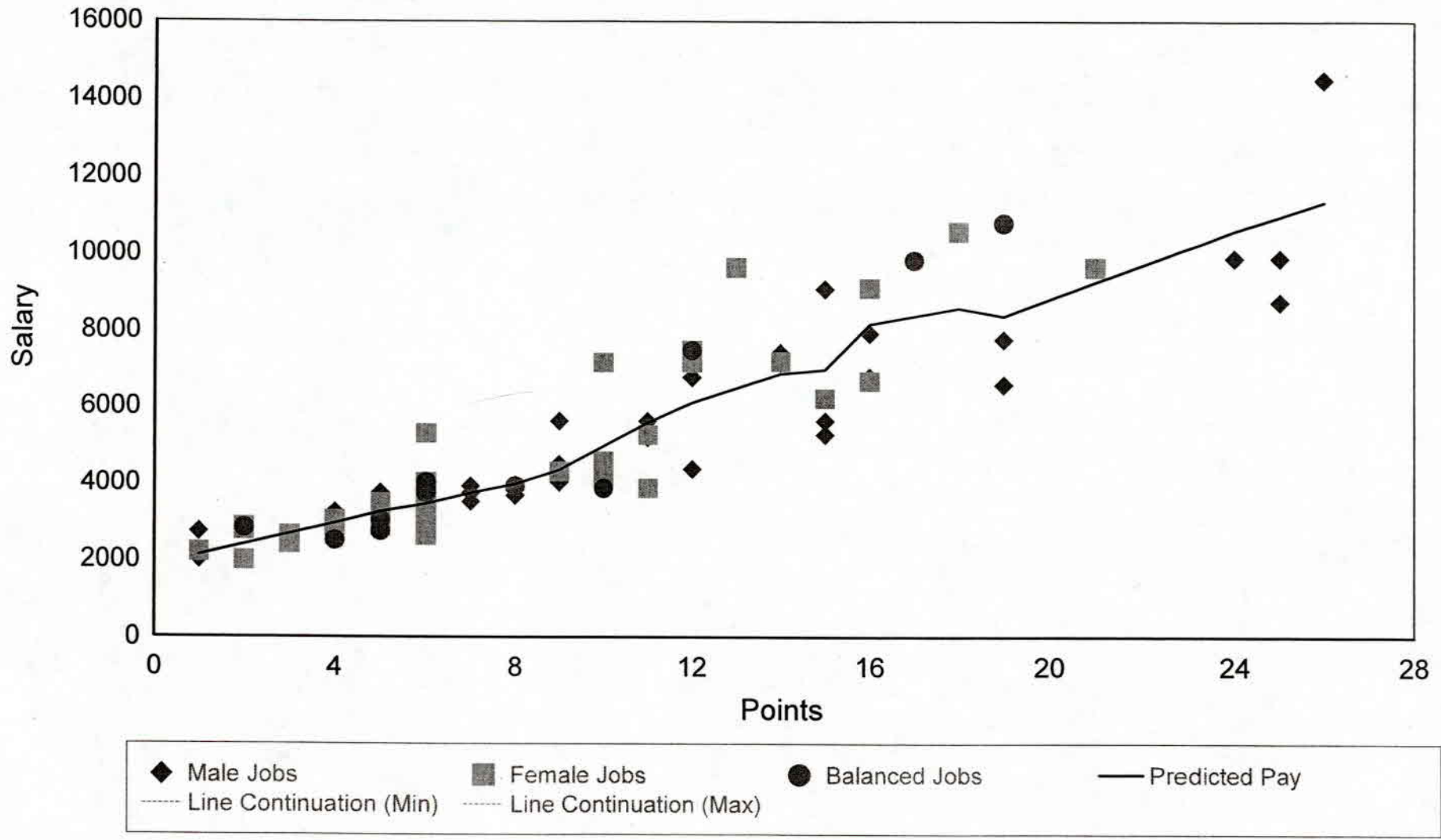
Job Class Data Entry Verification List

Case: 2011 DATA

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
117	Principal - Elementary	3	6	B	17	\$8,957.00	\$9,817.00	4.00		Performance
118	Principal - Middle & Alternæ	3	0	M	18	\$9,612.00	\$10,562.00	4.00		Performance
119	Principal - Middle School	0	2	F	18	\$9,612.00	\$10,562.00	4.00		Performance
120	Mgr Finance & Purchasing	1	0	M	19	\$6,153.00	\$7,757.00	6.00		
121	Physical Plant Manager	1	0	M	19	\$6,563.00	\$6,563.00		19.00	
122	Principal - Senior High	1	1	B	19	\$9,813.00	\$10,781.00	4.00		Performance
123	Director Special Education	0	1	F	21	\$9,634.00	\$9,634.00		2.50	
124	Director of Business Serv	1	0	M	24	\$9,874.00	\$9,874.00		7.50	
125	Asst Superintendent	1	0	M	25	\$9,874.00	\$9,874.00		1.50	
126	Director of Technology	1	0	M	25	\$8,732.00	\$8,732.00		7.50	
127	Superintendent	1	0	M	26	\$14,480.00	\$14,480.00		0.50	

Job Number Count: 127

Predicted Pay Report for ISD No. 709 - Duluth
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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Helper	4	57	61	Female	1	\$2,197.00	\$2,115.06	\$81.94
2	School Custodian II	22	1	23	Male	1	\$2,009.00	\$2,115.06	(\$106.06)
3	School Custodian I	2	0	2	Male	1	\$2,731.00	\$2,115.06	\$615.94
4	Bus Helper	0	6	6	Female	2	\$1,986.00	\$2,377.80	(\$391.80)
5	Office Support Specialist	0	7	7	Female	2	\$2,769.00	\$2,377.80	\$391.20
6	Pool Custodian	1	1	2	Balanced	2	\$2,828.00	\$2,377.80	\$450.20
7	Utility PersonI	0	1	1	Female	2	\$2,854.00	\$2,377.80	\$476.20
8	Satellite Manager I	0	7	7	Female	3	\$2,641.00	\$2,640.55	\$0.45
9	Satellite Manager II	0	6	6	Female	3	\$2,404.00	\$2,640.55	(\$236.55)
10	Assistant Printer	1	0	1	Male	4	\$3,229.00	\$2,938.19	\$290.81
11	Cultural Center Para-Asian Pac	1	3	4	Female	4	\$3,029.00	\$2,938.19	\$90.81
12	Fireperson I	9	0	9	Male	4	\$2,920.00	\$2,938.19	(\$18.19)
13	Health Parprofessional	0	2	2	Female	4	\$2,873.00	\$2,938.19	(\$65.19)
14	Management Info Sysem Para	0	1	1	Female	4	\$2,873.00	\$2,938.19	(\$65.19)
15	Office Support Intermediate	0	30	30	Female	4	\$3,031.00	\$2,938.19	\$92.81
16	School Bus Driver Ii	13	13	26	Balanced	4	\$2,506.00	\$2,938.19	(\$432.19)
17	Storeroom Truk Driver	1	0	1	Male	4	\$2,920.00	\$2,938.19	(\$18.19)
19	Child Care Paraprofessional	0	4	4	Female	5	\$3,029.00	\$3,247.36	(\$218.36)
20	Community Liaison	2	2	4	Balanced	5	\$3,029.00	\$3,247.36	(\$218.36)
21	Confidential Clerical C	0	2	2	Female	5	\$3,469.00	\$3,247.36	\$221.64
22	Fireperson II	6	0	6	Male	5	\$3,107.00	\$3,247.36	(\$140.36)
23	Graphic Designer	1	0	1	Male	5	\$3,733.00	\$3,247.36	\$485.64
24	Indian Student Serv Coord	1	1	2	Balanced	5	\$3,029.00	\$3,247.36	(\$218.36)
25	Indian Youth Advocate	1	5	6	Female	5	\$3,029.00	\$3,247.36	(\$218.36)
26	Latchkey Site Supervisor	1	5	6	Female	5	\$2,979.00	\$3,247.36	(\$268.36)
27	Printer Operator	1	0	1	Male	5	\$3,733.00	\$3,247.36	\$485.64
28	Receiving & Distribution Clerk	1	0	1	Male	5	\$3,085.00	\$3,247.36	(\$162.36)
29	Special Ed Program ParaProfess	33	87	120	Female	5	\$2,873.00	\$3,247.36	(\$374.36)
30	Supervisory ParaProfessional	4	9	13	Balanced	5	\$2,743.00	\$3,247.36	(\$504.36)
31	Tech Tutor/Collaborative	1	2	3	Balanced	5	\$3,029.00	\$3,247.36	(\$218.36)
18	Utility Person II	5	0	5	Male	6	\$3,388.00	\$3,448.15	(\$60.15)
32	Accountant I	0	1	1	Female	6	\$4,017.00	\$3,448.15	\$568.85
33	Auto Mechanic	2	0	2	Male	6	\$3,733.00	\$3,448.15	\$284.85
34	Business Services Liaison	0	1	1	Female	6	\$4,017.00	\$3,448.15	\$568.85
35	Carpenter	1	1	2	Balanced	6	\$3,733.00	\$3,448.15	\$284.85

Predicted Pay Report for ISD No. 709 - Duluth

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Case : 2011 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
36	Confidential Clerical D	0	4	4	Female	6	\$3,712.00	\$3,448.15	\$263.85
37	Director Educ & Training	0	2	2	Female	6	\$3,605.00	\$3,448.15	\$156.85
38	Draftperson	1	0	1	Male	6	\$3,733.00	\$3,448.15	\$284.85
39	Electrician	1	0	1	Male	6	\$3,733.00	\$3,448.15	\$284.85
40	Executive Assistant	0	9	9	Female	6	\$3,712.00	\$3,448.15	\$263.85
41	Field Support Tech	2	1	3	Balanced	6	\$4,017.00	\$3,448.15	\$568.85
42	Instructional Para Professiona	0	27	27	Female	6	\$2,631.00	\$3,448.15	(\$817.15)
43	Licensed Sign Language Interpr	1	5	6	Female	6	\$5,287.00	\$3,448.15	\$1,838.85
44	Licensed Cued Transliterator	0	2	2	Female	6	\$5,287.00	\$3,448.15	\$1,838.85
45	Mental Health Practitioner	2	2	4	Balanced	6	\$3,742.00	\$3,448.15	\$293.85
46	MN Youth Business Manager	0	1	1	Female	6	\$3,317.00	\$3,448.15	(\$131.15)
47	Occupational Therapy Para	0	3	3	Female	6	\$3,196.00	\$3,448.15	(\$252.15)
48	Office Support Specialist Seni	0	9	9	Female	6	\$3,352.00	\$3,448.15	(\$96.15)
49	Painter	3	0	3	Male	6	\$3,733.00	\$3,448.15	\$284.85
50	Physical Therapist Para	0	1	1	Female	6	\$3,196.00	\$3,448.15	(\$252.15)
51	Printer	1	0	1	Male	6	\$3,806.00	\$3,448.15	\$357.85
52	Program Associate	0	1	1	Female	6	\$3,121.00	\$3,448.15	(\$327.15)
53	Route Coord Trainer	1	2	3	Balanced	6	\$3,806.00	\$3,448.15	\$357.85
54	Special Ed Para/RN	0	2	2	Female	6	\$3,742.00	\$3,448.15	\$293.85
55	Special Ed/Health Para/LPN	0	18	18	Female	6	\$3,196.00	\$3,448.15	(\$252.15)
56	Youth Engagement Specialist	0	1	1	Female	6	\$3,229.00	\$3,448.15	(\$219.15)
57	Engineer I	3	0	3	Male	7	\$3,501.00	\$3,732.43	(\$231.43)
58	Heating & Vent & School Equip	2	0	2	Male	7	\$3,733.00	\$3,732.43	\$0.57
59	Print Shop Coordinator/Printer	1	0	1	Male	7	\$3,918.00	\$3,732.43	\$185.57
60	Storekeeper	1	0	1	Male	7	\$3,733.00	\$3,732.43	\$0.57
61	Engineer II	6	0	6	Male	8	\$3,665.00	\$3,960.93	(\$295.93)
62	Engineer III	2	0	2	Male	8	\$3,806.00	\$3,960.93	(\$154.93)
63	Engineer IV	2	1	3	Balanced	8	\$3,918.00	\$3,960.93	(\$42.93)
64	Master Electrician	1	0	1	Male	8	\$3,937.00	\$3,960.93	(\$23.93)
65	Master Plumber	1	0	1	Male	8	\$3,937.00	\$3,960.93	(\$23.93)
66	Coord Hlth/Safety/Environment	1	0	1	Male	9	\$4,485.00	\$4,338.51	\$146.49
67	Drop Out Recovery	1	0	1	Male	9	\$4,021.00	\$4,338.51	(\$317.51)
68	Network Engineer	1	0	1	Male	9	\$5,616.00	\$4,338.51	\$1,277.49
69	Program Director	0	1	1	Female	9	\$4,292.00	\$4,338.51	(\$46.51)
70	Accountant II	0	1	1	Female	10	\$4,559.00	\$4,960.16	(\$401.16)

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Case : 2011 DATA

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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
71	ALC Administrator	0	1	1	Female	10	\$7,155.00	\$4,960.16	\$2,194.84
72	Asst Supv of Transportation	1	0	1	Male	10	\$4,559.00	\$4,960.16	(\$401.16)
73	Community Ed Area Coord	2	0	2	Male	10	\$4,333.00	\$4,960.16	(\$627.16)
74	Community Ed Coordinator	0	3	3	Female	10	\$4,171.00	\$4,960.16	(\$789.16)
75	Field Serv Area Field Supervis	0	1	1	Female	10	\$4,559.00	\$4,960.16	(\$401.16)
76	Integration Specialist Systems	6	6	12	Balanced	10	\$3,856.00	\$4,960.16	(\$1,104.16)
77	Special Ed Business Manager	0	1	1	Female	10	\$4,346.00	\$4,960.16	(\$614.16)
78	Business Systems Analysis	0	1	1	Female	11	\$5,256.00	\$5,574.85	(\$318.85)
79	Public Relations Coord	0	1	1	Female	11	\$3,857.00	\$5,574.85	(\$1,717.85)
80	System Specialist Database	1	0	1	Male	11	\$5,196.00	\$5,574.85	(\$378.85)
81	System Specialist Security	1	0	1	Male	11	\$5,256.00	\$5,574.85	(\$318.85)
82	Systems Specialist/Desktop	1	0	1	Male	11	\$5,256.00	\$5,574.85	(\$318.85)
83	Systems Specialist/Network	1	0	1	Male	11	\$5,616.00	\$5,574.85	\$41.15
84	Activity Director	2	0	2	Male	12	\$7,476.00	\$6,098.85	\$1,377.15
85	Audiologist	0	1	1	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
86	Coord of Indian Ed	0	1	1	Female	12	\$7,152.00	\$6,098.85	\$1,053.15
87	Dropout Prevention Specialist	0	1	1	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
88	ECSE	0	17	17	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
89	Guidance Counselor	2	10	12	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
90	Licensed Child Care Habitat	0	1	1	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
91	Media Specialist	1	11	12	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
92	Network Administrator	1	0	1	Male	12	\$6,769.00	\$6,098.85	\$670.15
93	School Nurse	0	11	11	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
94	School Psychologist	2	6	8	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
95	School Social Worker	7	9	16	Balanced	12	\$7,476.00	\$6,098.85	\$1,377.15
96	Senior Buyer	1	0	1	Male	12	\$4,368.00	\$6,098.85	(\$1,730.85)
97	Special Ed Occupation Therapy	0	4	4	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
98	Special Ed Physcial Therapist	0	3	3	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
99	Special Education - SLP	0	16	16	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
100	Teacher	165	484	649	Female	12	\$7,476.00	\$6,098.85	\$1,377.15
101	Director of Assessment & Eval	0	1	1	Female	13	\$9,634.00	\$6,406.16	\$3,227.84
102	Curriculum & Instruction Coord	1	0	1	Male	14	\$7,414.00	\$6,856.33	\$557.67
103	District Community Ed Coord	1	0	1	Male	14	\$7,414.00	\$6,856.33	\$557.67
104	Education Equity Coord	1	0	1	Male	14	\$7,152.00	\$6,856.33	\$295.67
105	Supervisor Federal Programs	1	0	1	Male	14	\$7,414.00	\$6,856.33	\$557.67

Predicted Pay Report for ISD No. 709 - Duluth
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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
106	Supv Early Reading First Coord	0	1	1	Female	14	\$7,186.00	\$6,856.33	\$329.67
107	Asst Principal - Middle School	2	0	2	Male	15	\$9,080.00	\$6,963.78	\$2,116.22
108	Human Resources Manager	2	0	2	Male	15	\$6,214.00	\$6,963.78	(\$749.78)
109	Supervisor Food Services	0	1	1	Female	15	\$6,214.00	\$6,963.78	(\$749.78)
110	Supervisor Purchasing	1	0	1	Male	15	\$5,256.00	\$6,963.78	(\$1,707.78)
111	Supervisor Building Operations	1	0	1	Male	15	\$5,256.00	\$6,963.78	(\$1,707.78)
112	Supervisor Maint/Construction	1	0	1	Male	15	\$5,616.00	\$6,963.78	(\$1,347.78)
113	Asst Principal - Senior High	0	2	2	Female	16	\$9,093.00	\$8,157.63	\$935.37
114	Asst Director of Special Servi	1	0	1	Male	16	\$7,912.00	\$8,157.63	(\$245.63)
115	Executive Director	0	1	1	Female	16	\$6,667.00	\$8,157.63	(\$1,490.63)
116	Transportation Manager	1	0	1	Male	16	\$6,769.00	\$8,157.63	(\$1,388.63)
117	Principal - Elementary	3	6	9	Balanced	17	\$9,817.00	\$8,124.89	\$1,692.11
118	Principal - Middle & Alternati	3	0	3	Male	18	\$10,562.00	\$8,574.94	\$1,987.06
119	Principal - Middle School	0	2	2	Female	18	\$10,562.00	\$8,574.94	\$1,987.06
120	Mgr Finance & Purchasing	1	0	1	Male	19	\$7,757.00	\$8,367.57	(\$610.57)
121	Physical Plant Manager	1	0	1	Male	19	\$6,563.00	\$8,367.57	(\$1,804.57)
122	Principal - Senior High	1	1	2	Balanced	19	\$10,781.00	\$8,367.57	\$2,413.43
123	Director Special Education	0	1	1	Female	21	\$9,634.00	\$9,471.33	\$162.67
124	Director of Business Serv	1	0	1	Male	24	\$9,874.00	\$10,586.10	(\$712.10)
125	Asst Superintendent	1	0	1	Male	25	\$9,874.00	\$10,957.69	(\$1,083.69)
126	Director of Technology	1	0	1	Male	25	\$8,732.00	\$10,957.69	(\$2,225.69)
127	Superintendent	1	0	1	Male	26	\$14,480.00	\$11,329.28	\$3,150.72

Job Number Count: 127