

Pay Equity Implementation Report

Part A: Jurisdiction Identification

Jurisdiction: ISD No. 548 - Pelican Rapids
P.O. Box 642

Jurisdiction Type: School

Pelican Rapids, MN 56572

Contact: Emily Evenson

Phone: (218) 863-5910

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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:

Description:

Decision Band Method

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:
Official Bulletin Board in the High School Office

(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:

ISD 548 - Pelican Rapids School Board

(governing body)

Jon Karger

(chief elected official)

Chair

(title)

Part C: Total Payroll

\$7228801.05

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: 1/25/2023

Compliance Report

Jurisdiction: ISD No. 548 - Pelican Rapids
P.O. Box 642

Report Year: 2023
Case: 1 - 2022 DATA (Submitted)

Pelican Rapids, MN 56572

Contact: Emily Evenson

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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	1	21
# Employees	8	66	62	136
Avg. Max Monthly Pay per employee	6264.59	3587.89		5185.60

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 77.77779 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	4	8
b. # Below Predicted Pay	2	6
c. TOTAL	6	14
d. % Below Predicted Pay (b divided by c = d)	33.33	42.86

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

B. T-test Results

Degrees of Freedom (DF) = 72	Value of T = 0.130
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a. Avg. diff. in pay from predicted pay for male jobs = -18

b. Avg. diff. in pay from predicted pay for female jobs = -36

III. SALARY RANGE TEST = 89.55 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 5.00

B. Avg. # of years to max salary for female jobs = 5.58

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)