

Minnesota Pay Equity Management System - ISD No. 77 - Mankato(18-No Submission)

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Jurisdiction: ISD No. 77 - Mankato

Report Year: 2018

Case:1 - Private (Jur Only)

Contact:	Name	Title	Phone	Email
	Eric Hudspith	Director of Human Re	507-387-3017	ehudsp1@isd77.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 guidebook.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	24	50	6	80
# Employees	57	1136	60	1253
Avg.Max Monthly Pay Per Employee	5,123.25	6,136.01		6,889.94

II. STATISTICAL ANALYSIS TEST

A. UNDERPAYMENT RATIO = 104.17 *	Male Classes	Female Classes
a. # at or above Predicted Pay	14	30
b. # Below Predicted Pay	10	20
c. TOTAL	24	50
d. % Below Predicted Pay (b divided by c = d)	41.67	40.00
*(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)		

B. T-test Results

Degrees of Freedom (DF) = 1191	Value of T = -5.662
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- a. Avg.diff.in pay from predicted pay for male jobs = (\$28)
- b. Avg.diff.in pay from predicted pay for female jobs = \$680

III. SALARY RANGE TEST = 81.93% (Result is A divided by B)

- A. Avg.# of years to max salary for male jobs = 6.17
B. Avg.# of years to max salary for female jobs = 7.53

IV. EXCEPTIONAL SERVICE PAY TEST = 96.00% (Result is B divided by A)

A. % of male classes receiving ESP 100.00 *

B. % of female classes receiving ESP 96.00

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

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We have worked to ensure this product is accessible and compliant with the standard WCAG 2.0 level AA. We have tested accessibility using the JAWS software from Freedom Scientific. We found it to work correctly for us. If you find errors in accessibility, please let us know at pay.equity@state.mn.us so that we can follow up. Thank you.

Minnesota Pay Equity Management System - ISD No. 77 - Mankato(18-No Submission)[Home](#)[Utilities](#)[Go To](#)[Log Out](#)**Pay Equity Implementation Form**

Information entered on this page is not submitted until you click "sign and submit." This page may be printed and shared with your governing body for approval. After you receive approval, you will need to come back to this page, complete the necessary information, then click "sign and submit."

Part A: Jurisdiction Identification

Jurisdiction: ISD No. 77 - Mankato

Jurisdiction Type: ISD - School

10 Civic Center Plaza, Suite 2

Mankato

Contact:	Name	Title	Phone	Email
	Eric Hudspith	Director of Human Re	507-387-3017	ehudsp1@isd77.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 (specify) ▼

Describe: (*less than 240 characters)

Decision Band Method

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and

There is a difference ▼ and the maximum salaries reported include the monthly amount paid by the employer for health insurance.

3. An official notice has been posted at:
10 Civic Center Plaza, Mankato Mn, 5600 (prominent location) (*less than 60 characters)

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 77 Board of Education

(governing body) (*less than 60 characters)

Ann Hendricks

(chief elected official)(*less than 60 characters)

Board Chairperson

(title) (*less than 60 characters)

☒ 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

Part C: Total Payroll

63,304,990.00 is the annual payroll for the calendar year just ended December 31.

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