



Minnesota Pay Equity Management System - ISD No. 2143 - Waterville- Elysian-Morristown(26-No Submission)

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Compliance Report

Jurisdiction: ISD No. 2143 - Waterville- Elysian-Morristown

Report Year: 2026

Case: 1 - Private (Jur Only)

Contact:	Name	Title	Phone	Email
	Annemarie Lanning	HR/Payroll	507-362-4432	HR@wem.k12.mn.us
	Mark Winter	Superintendent	507-362-4432	mwinter@wem.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	7	15	4	26
# Employees	13	44	71	128
Avg.Max Monthly Pay Per Employee	7,686.69	5,580.59		8,388.17

II. STATISTICAL ANALYSIS TEST

A. UNDERPAYMENT RATIO = 95.24 *	Male Classes	Female Classes
a. # at or above Predicted Pay	3	6
b. # Below Predicted Pay	4	9
c. TOTAL	7	15
d. % Below Predicted Pay (b divided by c = d)	57.14	60.00

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

B. T-test Results

Degrees of Freedom (DF) = 55	Value of T = 0.079
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a. Avg.diff.in pay from predicted pay for male jobs = (\$236)

b. Avg.diff.in pay from predicted pay for female jobs = (\$259)

III. SALARY RANGE TEST = 95.05% (Result is A divided by B)

- A. Avg.# of years to max salary for male jobs = 16.00
- B. Avg.# of years to max salary for female jobs = 16.83

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

- A. % of male classes receiving ESP 14.29 *
- B. % of female classes receiving ESP 53.33

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

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