

Human Resources Committee - Regular School Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, February 24, 2015

District Services Center

709 Portia Johnson Dr.

Duluth, MN 55811

6:30 PM

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| 1. Staffing Report Action Items | 2 |
| 2. Other Action Items | |
| A. Approval of Duluth Principals' Association Collective Bargaining Agreement - 8/1/13-7/31/15 - Resolution #HR-2-15-3241 | 8 |
| B. Approval of Duluth District-Wide Instructional Administrators' Association Collective Bargaining Agreements- 8/1/13-7/31/14 and 8/1/14-7/31/17 - Resolution #HR-2-15-3242 | 9 |
| C. Approval of Pay Equity Implementation Report (see attachment) | 10 |
| D. Approval of individual contracts for William Hanson, CFO/Executive Director of Business Services - 7/1/12-6/30/14 and 7/1/14-6/30/17 | |
| 3. Informational Items | |
| A. There are no informational items at this time. | |
| 4. Future Items | |
| A. Superintendent Review | |

HUMAN RESOURCES ACTION ITEM: 2/24/2015**CERT COCURRICULAR****POSITION/LOCATION/EFFECTIVE DATE/STIPEND****EFFECTIVE DATES**

AKERVIK, THERESA	.5 CHOIR DIRECTOR/MYERS-WILKINS, 14/15, \$314.00
AMUNDSON, JENNA	SPLIT GRADE STIPEND/PIEDMONT, 14/15, \$7,000.00
ANDERSON, CLAUDIA	.5 TECHNOLOGY COORDINATOR/DENFELD, 14/15, \$1,813.50
ANDERSON, DANNA	VOLLEYBALL COACH/EAST, 14/15, \$4,347.00
ANDERSON, KEVIN	.5 TECHNOLOGY COORDINATOR/STOWE, 14/15, \$1,243.00
ANDERSON, SCOTT	BOYS SOCCER COACH/DENFELD, 14/15, \$3,609.00
ANIKIN, LYDIA	.5 ASST CROSS COUNTRY SKI COACH/DENFELD, 14/15, \$1,159.00
AXELSON, ROGER	.33 ASST SOFTBALL COACH/DENFELD, 14/15, \$869.66
BACIGALUPO, DOMINIC	SOCCER COACH/EAST, 14/15, \$3,609.00
BALLAVANCE, ADAIR	.5 SENIOR CLASS ADVISOR/DENFELD, 14/15, \$547.00
BALLAVANCE, ADAIR	ANNUAL ADVISOR/DENFELD, 14/15, \$2,651.00
BALLAVANCE, ADAIR	BASKETBALL COACH/DENFELD, 14/15, \$5,112.00
BALLAVANCE, ADAIR	JUNIOR CLASS ADVISOR/DENFELD, 14/15, \$820.00
BARTEL, ELIZABETH	SPLIT GRADE STIPEND/LAKEWOOD, 14/15, \$7,000.00
BARTEL, ELIZABETH	TRUE NORTH STIPEND/LAKEWOOD, 14/15, \$1,500.00
BEICHLER, AUSTIN	GRADE 8 BOYS BASKETBALL COACH/ORDEAN EAST, 14/15, \$1,307.00
BENSON, WILLIAM	.34 HEAD TRACK COACH/LINCOLN PARK, 14/15, \$348.33
BENSON, WILLIAM	.67 ASST SWIM COACH/LINCOLN PARK, 14/15, \$488.00
BENSON, WILLIAM	.67 ASST TRACK COACH/LINCOLN PARK, 14/15, \$488.00
BENSON, WILLIAM	.67 HEAD SWIM COACH/LINCOLN PARK, 14/15, \$348.33
BERG, ROBERT	SCHOOL PATROL/STOWE, 14/15, \$385.00
BERRY, JAMES	ASST TENNIS COACH/EAST, 14/15, \$2,133.00
BLAIS, JASON	.333 ASST FOOTBALL COACH/EAST, 14/15, \$1,110.34
BOEHLAND, LILA	.5 TECHNOLOGY COORDINATOR/DENFELD, 14/15, \$1,813.50
BOESE, JACOB	.5 ASST HOCKEY COACH/EAST, 14/15, \$1,665.50
BOLANDER, KYLE	.8 ASST BASEBALL COACH/DENFELD, 14/15, \$2,087.20
BORNMANN, BRODRICK	.2 ASST BASEBALL COACH/DENFELD, 14/15, \$521.80
BOWEN-BAILEY, HOLLY	AMERICORPS ADVISOR STIPEND/ORDEAN EAST, 14/15, \$1,500.00
BOWEN-BAILEY, HOLLY	SWIM COACH/ORDEAN EAST, 14/15, \$1,045.00
BOWKER, MICHELLE	.5 CHOIR DIRECTOR/MYERS-WILKINS, 14/15, \$314.00
BOYAT-CHARTIER, STEPHANIE	READING CORPS STIPEND/MYERS-WILKINS, 14/15, \$1,500.00
BOYNTON, SANDRA	BAND DIRECTOR/DENFELD, 14/15 \$3,811.00
BOYNTON, SANDRA	JAZZ BAND ADVISOR/DENFELD, 14/15, \$1,317.00
BRADLEY, ELAINE	ORCHESTRA ADVISOR/EAST, 14/15, \$1,242.00
BREKKEN, JOEL	.5 ASST FOOTBALL COACH/EAST, 14/15, \$1,665.50
BREMER, NICHOLAS	.5 ASST SOCCER COACH/EAST, 14/15, \$1,185.50
BROMAN, NANCY	MATH CORPS STIPEND/MYERS-WILKINS, 14/15, \$1,500.00
BROWN, DELAINE	BAND DIRECTOR/LINCOLN PARK, 14/15, \$649.00
BROWN, NATHANIEL	.5 SOFTBALL COACH/EAST, 14/15, \$2,062.00
BURGER, CAROL	SPLIT GRADE STIPEND/CONGDON, 14/15, \$7,000.00
BUSH, ANTHONY	ACADEMIC CLUB/MATH/CONGDON, 14/15, \$568.00
CAMERON, WILLIE	GRADE 7 BOYS BASKETBALL COACH/LINCOLN PARK, 14/15, \$1,307.00
CARLSON, TYLER	ASST VOLLEYBALL COACH/EAST, 14/15, \$2,737.00
CHICK, KIMBERLY	DANCE TEAM COACH/EAST, 14/15, \$4,124.00
CHOPP, CLARE	ORCHESTRA ADVISOR/DENFELD, 14/15, \$1,242.00
CHOPP, CLARE	ORCHESTRA ADVISOR/LINCOLN PARK, 14/15, \$649.00
CHRUSCIELSKI, MATTHEW	.25 ASST BASEBALL COACH/EAST, 14/15, \$652.25
CHURCHILL, LESLIE	BAND DIRECTOR/ORDEAN EAST, 14/15, \$649.00
CHURCHILL, LESLIE	STAGE ADVISOR/ORDEAN EAST, 14/15, \$512.00
COGGER, BENJAMIN	ASST TRACK COACH/DENFELD, 14/15, \$2,759.00
CORA, SUSAN	.5 ANNUAL ADVISOR/LINCOLN PARK, 14/15, \$458.50
COURAGE, MARY	TECHNOLOGY ADVISOR/ORDEAN EAST, 14/15, \$3,058.00
DADDARIO, MICHELLE	ASST VOLLEYBALL COACH/DENFELD, 14/15, \$2,737.00
DAHLQUIST, JANINE	.5 SENIOR CLASS ADVISOR/EAST, 14/15, \$547.00
DANIELSON, SHARYN	.33 HEAD TRACK COACH/LINCOLN PARK, 14/15, \$348.34
DANIELSON, SHARYN	.66 ASST SWIM COACH/LINCOLN PARK, 14/15, \$488.00
DANIELSON, SHARYN	.66 ASST TRACK COACH/LINCOLN PARK, 14/15, \$488.00
DANIELSON, SHARYN	GRADE 8 VOLLEYBALL COACH/LINCOLN PARK, 14/15, \$1,045.00
DAVIDSON, LEVI	.5 ASST FOOTBALL COACH/EAST, 14/15, \$1,665.50
DAVIS, PAUL	.5 SCHOOL PATROL/STOWE, 14/15, \$385.00
DAVIS, PAUL	.5 TECHNOLOGY COORDINATOR/STOWE, 14/15, \$1,243.00
DETERLING, BRIANNA	ACADEMIC CLUB/ART/PIEDMONT, 14/15, \$568.00
DEVANEY, DEBORAH	AMERICORP STIPEND/LINCOLN PARK, 14/15, \$1,500.00
DEVANEY, DEBORAH	STAGE ADVISOR/LINCOLN PARK, 14/15, \$1,025.00
DEVANEY, DEBORAH	VOCAL ADVISOR/LINCOLN PARK, 14/15, \$649.00
DEVANEY, MARY BETH	READING CORPS/CONGDON, 14/15, \$1,500.00
DIERYCK, JEFFERY	.2 ASST HOCKEY COACH/DENFELD, 14/15, \$666.20
DIERYCK, JEFFERY	.5 GRADE 9 FOOTBALL COACH/DENFELD, 14/15, \$1,237.00
DUDLEY, VICTORIA	.5 ASST DANCE TEAM COACH/EAST, 14/15, \$1,304.00

CERT COCURRICULAR

DUPAY, DANIEL
 DYBVIIG, CHANTEL
 EALES, BRANDON
 ERCHUL, KAYLEN
 ERICKSON, HEATHER
 ERICKSON, SHANE
 ERIE, TROY
 EVAVOLD, KIMBERLY
 FISHER, CHRISTY
 FISHER, ETHAN
 FISHER, ETHAN
 FORBORT, KEITH
 FORBORT, SCOTT
 FOUIGNER, CALAN
 FOUIGNER, CALAN
 FOX, ROBERT
 FREDERICKSON, BRITTANY
 FRESVIK, THEODORE
 FRITCH, BONNIE
 FROEHLINGS DORF, PETER
 FULLER-KASK, BONNIE
 GARNETT, WILLIAM
 GATES, JILL
 GAVITT, MARY
 GAVITT, MARY
 GOERTZ, NONA
 GOMAN, GREG
 GOTTSCHALD, STEPHANIE
 GRAVES, PETER
 GUNDERSON, ANDREW
 HAGSTROM, LINDA
 HANKA, BARBARA
 HANSON, ERIK
 HANSON, NATHAN
 HARRIS, JES WA
 HARRIS, JOAQUIM
 HELBACKA, MICHELE
 HEROLD, DEAN
 HEROLD, DEAN
 HIETALA, JOSEPH
 HOLMAN, CATHY
 HOLMAN, JOEL
 HOLTEN, SHERRY
 HOLTEN, SHERRY
 HOOKER-MCNULTY, KENNETH
 HUGHES, KRISTEN
 HUIBREGTSE, SARAH
 HUIE, FRANK
 HUMPHREYS, CHAD
 HUNT, MARY
 HUSE, DANIELLE
 IANNUCCI, TERESA
 IRVINE, MARY
 JACOBSON, TIA
 JOHNSON, SHANE
 JOHNSON, SHANE
 JONES, GREG
 JONES, GREG
 JONES, GREG
 JUBENVILLE, JAMES
 JUREK, JOSHUA
 KALLEVIG, BRYAN
 KARAKAS, ANISSA
 KASK, DAVID
 KATKA, TIMOTHY
 KATOSKI, KELLY
 KATOSKI, KELLY
 KELLY, EVAN
 KEMPF, CAROL
 KERO, KATHERINE
 KIMBALL, ASHLY

POSITION/LOCATION/EFFECTIVE DATE/STIPEND

ASST FOOTBALL COACH/DENFELD, 14/15, \$3,331.00
 SCHOOL PATROL/PIEDMONT, 14/15, \$770.00
 .333 ASST FOOTBALL COACH/EAST, 14/15, \$1,110.33
 ASST TRACK COACH/DENFELD, 14/15, \$2,759.00
 .5 ALPINE SKI COACH/EAST, 14/15, \$1,593.00
 .5 ACADEMIC CLUB/LINK CREW/DENFELD, 14/15, \$465.00
 SPLIT GRADE STIPEND/LOWELL, 14/15, \$7,000.00
 SPLIT GRADE STIPEND/LAKEWOOD, 14/15, \$7,000.00
 .5 ACADEMIC CLUB/LINK CREW/DENFELD, 14/15, \$465.00
 .5 SENIOR CLASS ADVISOR/DENFELD, 14/15, \$547.00
 ACADEMIC CLUB/EXECUTIVE BOARD/DENFELD, 14/15, \$930.00
 SCHOOL PATROL/HOMECROFT, 14/15, \$770.00
 ASST TRACK COACH/DENFELD, 14/15, \$2,759.00
 ACADEMIC CLUB/INTRAMURAL WEIGHTS/DENFELD, 14/15, \$930.00
 BASEBALL COACH/DENFELD, 14/15, \$4,124.00
 KNOWLEDGE BOWL ADVISOR/DENFELD, 14/15, \$1,900.00
 CHEER COACH/EAST, 14/15, \$3,139.00
 SCHOOL PATROL/MYERS-WILKINS, 14/15, \$770.00
 .6 TECHNOLOGY COORDINATOR/LAKEWOOD, 14/15, \$1,491.60
 6 ONE ACT PLAYS/EAST, 14/15, \$3,288.00
 NORDIC SKI COACH/EAST, 14/15, \$3,480.00
 ACADEMIC CLUB/NATIONAL HONOR SOCIETY/EAST, 14/15, \$930.00
 .1 GIRLS SWIM TEAM COACH/EAST, 14/15, \$408.90
 GRADE 7 VOLLEYBALL COACH/ORDEAN EAST, 14/15, \$1,045.00
 GRADE 8 GIRLS BASKETBALL COACH/ORDEAN EAST, 14/15, \$1,307.00
 ASST NORDIC SKI COACH/EAST, 14/15, \$2,139.00
 HEAD TRACK COACH/DENFELD, 14/15, \$4,220.00
 SCHOOL PATROL/LOWELL, 14/15, \$770.00
 .65 TECHNOLOGY COORDINATOR/EAST, 14/15, \$2,420.00
 ACADEMIC CLUB/ROBOTICS ADVISOR/DENFELD, 14/15, \$3,460.00
 ACADEMIC CLUB/KNITTING/HOMECROFT, 14/15, \$568.00
 CHOIR DIRECTOR/LOWELL, 14/15, \$628.00
 HEAD TRACK COACH/DENFELD, 14/15, \$4,220.00
 .5 ASST GIRLS SOCCER COACH/EAST, 14/15, \$1,185.50
 .5 ASST GIRLS BASKETBALL COACH/EAST, 14/15, \$1,665.50
 .9 GIRLS BASKETBALL COACH/EAST, 14/15, \$4,600.80
 ACADEMIC CLUB/NATIONAL HONOR SOCIETY/DENFELD, 14/15, \$930.00
 ACADEMIC CLUB/RECREATIONAL SPORTS ADV/LINCOLN PARK, 14/15, \$930.00
 INTRAMURALS HEAD COACH/LINCOLN PARK, 14/15, \$821.00
 FOOTBALL COACH/EAST, 14/15, \$5,112.00
 CHEERLEADING ADVISOR/DENFELD, 14/15, \$3,139.00
 HEAD CROSS COUNTRY COACH/DENFELD, 14/15, \$3,638.00
 .5 TECHNOLOGY COORDINATOR/HOMECROFT, 14/15, \$1,243.00
 ACADEMIC CLUB/YEARBOOK/HOMECROFT, 14/15, \$568.00
 ACADEMIC CLUB/CHESS/HOMECROFT, 14/15, \$568.00
 .5 ANNUAL ADVISOR/LINCOLN PARK, 14/15, \$458.50
 .5 ASST DANCE TEAM COACH/EAST, 14/15, \$1,304.50
 HEAD FOOTBALL COACH/DENFELD, 14/15, \$5,112.00
 TENNIS COACH/EAST, 14/15, \$3,350.00
 GRADE 9 VOLLEYBALL COACH/DENFELD, 14/15, \$2,165.00
 DANCE TEAM COACH/DENFELD, 14/15, \$4,124.00
 ACADEMIC CLUB/GREEN EARTH ADVISOR/LINCOLN PARK, 14/15, \$930.00
 READING AND MATH CORPS STIPEND/STOWE, 14/15, \$1,500.00
 .1 GIRLS SWIM TEAM COACH/EAST, 14/15, \$408.90
 AMERICORPS STIPEND/LAURA MACARTHUR, 14/15, \$1,500.00
 TRUE NORTH STIPEND/LAURA MACARTHUR, 14/15, \$1,500.00
 .7 KNOWLEDGE BOWL ADVISOR/EAST, 14/15, \$1,330.00
 3 ONE ACT PLAYS/EAST, 14/15, \$1,644.00
 HEAD SPEECH COACH/EAST, 14/15, \$3,460.00
 GRADE 8 BOYS BASKETBALL COACH/LINCOLN PARK, 14/15, \$1,307.00
 ASST BOYS SOCCER COACH/DENFELD, 14/15, \$2,371.00
 GRADE 9 FOOTBALL COACH/EAST, 14/15, \$2,474.00
 .2 ASST GIRLS TENNIS COACH/EAST, 14/15, \$426.60
 ASST NORDIC SKI COACH/EAST, 14/15, \$2,319.00
 GRADE 7 BOYS BASKETBALL COACH/ORDEAN EAST, 14/15, \$1,307.00
 .5 ASST FOOTBALL COACH/EAST, 14/15, \$1,665.50
 .8 GRADE 9 BASKETBALL COACH/EAST, 14/15, \$2,084.00
 ACADEMIC CLUB/DRAMA/DENFELD, 14/15, \$930.00
 CHOIR DIRECTOR/HOMECROFT, 14/15, \$628.00
 .8 ASST SWIM COACH/DENFELD, 14/15, \$2,176.00
 .5 ASST SPEECH COACH/DENFELD, 14/15, \$607.00

EFFECTIVE DATES

CERT COCURRICULAR

KIMBER, MEGHAN
 KINSEY, NATHAN
 KRAFTHEFER, ANNE
 KRUGER, LEE
 LAFONTAINE, LAURA
 LAFONTAINE, LAURA
 LARSON, AMY
 LEHNA, BROOKE
 LENT, BRYAN
 LEONZAL, RYAN
 LESAVAGE, BRIGGS
 LINN, CAROLYN
 LOFALD, ERIK
 LOFALD, ERIK
 LOFALD, JILL
 LOFALD, JILL
 LOFSTUEN, KATHLEEN
 LULL, EMILY
 MADDEN, NATALIE
 MAKILA, PHYLLIS
 MAKILA, PHYLLIS
 MALBAN, DAVID
 MARSHALL, KATHI
 MARSOLEK, STACIA
 MARSOLEK, STACIA
 MARTINSON, JANNA
 MATTHEWS, NANCY
 MCCUSKEY, ELIZABETH
 MCDONALD, KAILEE
 MCDONALD, KAILEE
 MCDONALD, KAYELYN
 MCDONALD, RHETT
 MCKINNON, JAMES
 MEDLIN, VIVIAN
 MEEHL, JESSE
 MENDOZA, CRUZ
 MICHEAU, TERRI
 MICHEAU, TERRI
 MICKLE, STEPHANIE
 MILLER, CYNTHIA
 MILLS, DYLAN
 MLYNARCZYK, HEIDI
 MOEN, REBECCA
 MOOERS, DAVID
 MORTLAND, NEIL
 MOSTROM, PETER
 MOSTROM, PETER
 NACE, JEFFREY
 NACHBAR, CATHERINE
 NACHTSHEIM, MICHAEL
 NELSON, DUSTIN
 NORMAN, ASHLEY
 NYGAARD, WILLIAM
 OLIVER, KATIE
 OLSON, JAMES
 OLSON, JAMES
 OPSAHL, WAYNE
 OVERLAND, MARK
 PACKINGHAM, TRACY
 PAULSETH, OLIVIA
 PEARSON, TOM
 PELLER, SHONDA
 PELLER, SHONDA
 PELLER, SHONDA
 PELLER, SHONDA
 PETERSON, BLAKE
 PETERSON, BLAKE
 PETERSON, DENNIS
 PETERSON, KIRSTIN
 PETERSON, KIRSTIN
 PETERSON, RICHELLE

POSITION/LOCATION/EFFECTIVE DATE/STIPEND

.7 ASST GIRLS TENNIS COACH/EAST, 14/15, \$1,493.10
 GIRLS TRACK COACH/EAST, 14/15, \$4,220.00
 TECHNOLOGY COORDINATOR/LESTER PARK, 14/15, \$2,486.00
 GIRLS TENNIS COACH/EAST, 14/15, \$3,350.00
 ACADEMIC CLUB/KEY CLUB ADVISOR/EAST, 14/15, \$930.00
 CROSS COUNTRY COACH/EAST, 14/15, \$2,468.00
 READING CORPS STIPEND/LOWELL, 14/15, \$1,500.00
 .5 ASST GIRLS SOCCER COACH/EAST, 14/15, \$1,185.50
 .8 ASST HOCKEY COACH/DENFELD, 14/15, \$2,664.80
 .333 ASST FOOTBALL COACH/EAST, 14/15, \$1,110.33
 .1 ASST GIRLS TENNIS COACH/EAST, 14/15, \$213.30
 .1 GIRLS ASST SWIM TEAM COACH/EAST, 14/15, \$272.00
 .5 GRADE 9 BASKETBALL COACH/DENFELD, 14/15, \$1,302.50
 GRADE 9 FOOTBALL COACH/DENFELD, 14/15, \$2,474.00
 .5 ACADEMIC CLUB/LINK CREW/DENFELD, 14/15, \$465.00
 SPEECH HEAD COACH/DENFELD, 14/15, \$3,460.00
 SPLIT GRADE STIPEND/CONGDON/14/15, \$7,000.00
 ANNUAL ADVISOR/ORDEAN EAST, 14/15, \$917.00
 ASST GIRLS SWIM TEAM COACH/EAST, 14/15, \$2,448.00
 READING CORPS STIPEND/LAKEWOOD, 14/15, \$1,500.00
 SCHOOL PATROL/LAKEWOOD, 14/15, \$770.00
 ASST SWIM COACH/EAST, 14/15, \$2,720.00
 AMERICORPS/CONGDON, 14/15, \$1,500.00
 .1 ASST GIRLS BASKETBALL COACH/EAST, 14/15, \$333.10
 GRADE 9 GIRLS BASKETBALL COACH/EAST, 14/15, \$2,605.00
 ELEM CLUB/VOLLEYBALL/HOMECROFT, 14/15, \$568.00
 READING CORPS STIPEND/LESTER PARK, 14/15, \$1,500.00
 ACTIVITIES DIRECTOR/ORDEAN EAST, 14/15, \$1,061.00
 .1 GIRLS BASKETBALL COACH/EAST, 14/15, \$511.20
 .4 ASST GIRLS BASKETBALL COACH/EAST, 14/15, \$1,332.40
 TENNIS COACH/DENFELD, 14/15, \$3,350.00
 .9 BASKETBALL COACH/EAST, 14/15 \$4,600.80
 .25 ASST FOOTBALL COACH/EAST, 14/15, \$832.75
 ACADEMIC CLUB/YEARBOOK/LAKEWOOD, 14/15, \$568.00
 .25 ASST BASEBALL COACH/EAST, 14/15, \$652.25
 .25 ACADEMIC CLUB/ADVISOR/EAST, 14/15, \$232.50
 .5 TECHNOLOGY COORDINATOR/HOMECROFT, 14/15, \$1,243.00
 READING CORPS STIPEND/HOMECROFT, 14/15, 1,500.00
 NEWSPAPER ADVISOR/DENFELD, 14/15, \$3,460.00
 TECHNOLOGY COORDINATOR/CONGDON, 14/15, \$2,486.00
 .2 ASST HOCKEY COACH/EAST, 14/15, \$832.75
 AMERICORPS/HOMECROFT, 14/15, \$1,500.00
 .75 FRESHMAN CLASS ADVISOR/EAST, 14/15, \$717.00
 GRADE 9 FOOTBALL COACH/EAST, 14/15, \$2,474.00
 GRADE 9 TRACK COACH/DENFELD, 14/15, \$2,165.00
 .33 TECHNOLOGY ADVISOR/LINCOLN PARK, 14/15, \$1,019.30
 ACADEMIC CLUB/SCIENCE/GARDEN ADVISOR/LINCOLN PARK, 14/15, \$930.00
 BASKETBALL COACH/DENFELD, 14/15, \$5,112.00
 .25 ACADEMIC CLUB/ADVISOR/EAST, 14/15, \$232.50
 .25 ASST FOOTBALL COACH/EAST, 14/15, \$832.75
 ASST GIRLS TRACK COACH/EAST, 14/15, \$2,759.00
 .5 ASST SOFTBALL COACH/EAST, 14/15, \$1,565.40
 SOPHOMORE CLASS ADVISOR/EAST, 14/15, \$591.00
 ACADEMIC CLUB/STUDENT COUNCIL ADVISOR/LINCOLN PARK, 14/15, \$930.00
 SPLIT GRADE STIPEND/MYERS-WILKINS, 14/15, \$7,000.00
 TECHNOLOGY COORDINATOR/MYERS-WILKINS, 14/15, \$2,486.00
 .85 ASST HOCKEY COACH/EAST, 14/15, \$2,831.35
 .5 STAGE ADVISOR/DENFELD, 14/15, \$1,034.00
 ACADEMIC CLUB/YEARBOOK/LESTER PARK, 14/15, \$568.00
 .15 ASST HOCKEY COACH/EAST, 14/15, \$499.65
 ACTIVITY DIRECTOR/DENFELD, 14/15 \$5,301.00
 .5 ASST GIRLS TRACK COACH/EAST, 14/15, \$1,379.50
 .5 GRADE 9 TRACK COACH/EAST, 14/15, \$1,076.50
 ASST CROSS COUNTRY COACH/EAST, 14/15, \$2,468.00
 NEWSPAPER ADVISOR/EAST, 14/15, \$3,460.00
 BAND DIRECTOR/EAST, 14/15, \$3,811.00
 JAZZ BAND ADVISOR/EAST, 14/15, \$1,317.00
 .5 SOFTBALL COACH/EAST, 14/5, \$2,062.00
 .3 KNOWLEDGE BOWL ADVISOR/EAST, 14/15, \$570.00
 ANNUAL ADVISOR/EAST, 14/15, \$2,651.00
 TRUE NORTH STIPEND/STOWE, 14/15, \$1,500.00

EFFECTIVE DATES

CERT COCURRICULAR

PILATE, SCOTT
 PILATE, SCOTT
 PIORO, ANGELA
 POLKOWSKI, STEVE
 PUGLISI, LINDA
 PUGLISI, LINDA
 PUGLISI, LINDA
 RANDOLPH, MICHAEL
 REDMAN, SAMANTHA
 REDMAN, SAMANTHA
 REINSCH, STEPHANIE
 ROBERTS, ANDREW
 ROBERTS, DOUGLAS
 ROCK, KYLE
 ROCK, KYLE
 ROCK, KYLE
 ROED, SHAWN
 ROEMHILDT, MICHAEL
 RUD, BRIAN
 SALO, MEGAN
 SANDHOLM, PAUL
 SAUER, DEBORAH
 SCOTT, BRIAN
 SCRIGNOLI, MICHAEL
 SELIGA-PUNYKO, JUDY
 SHEARER, JACK
 SHUSTERICH, SHEILA
 SILJENDAHL, CHRISTOPHER
 SMALLLEY, KEVIN
 SMITH, SHIRLEY
 SOLIN, SUSAN
 SOLIN, SUSAN
 SORENSON, STUART
 SORENSON, STUART
 STACK, NAIRI
 STAFNE, CORY
 STARK, TIMOTHY
 STASIUK, PETER
 STEMWEDEL, BRANDON
 STEPHENSON, JACK
 STROHMAN, DANIEL
 STROM, ANNETTE
 SULLIVAN, JANE
 SWANSON, RICHARD
 TAIPALE, HEATHER
 TAIPALE, HEATHER
 TERESI, ROBERT
 TERESI, WENDY
 THOMPSON, DAVID
 THOMPSON, DAVID
 THOMSEN, ALEXIS
 THOMSEN, ALEXIS
 TINTOR, ELI
 TOLO, CHARLES
 TOLO, CHARLES
 TOLO, CHARLES
 TOLO, CHARLES
 TOLO, CHARLES
 TOLO, CHARLES
 TOLO, CHARLES
 TOLO, CHARLES
 TOUMI, LYNN
 TOWNSEND, HEATHER
 TUSKEN, THOMAS
 UPTON, CINDY
 UPTON, JEROME
 UPTON, JEROME
 UPTON, JEROME
 UPTON, JEROME
 VALENTINE, RANDY

POSITION/LOCATION/EFFECTIVE DATE/STIPEND

MATH CORPS STIPEND/PIEDMONT, 14/15, \$1,500.00
 READING CORPS STIPEND/PIEDMONT, 14/15, \$1,500.00
 .5 NEWSPAPER ADVISOR/LINCOLN PARK, 14/15, \$1,125.00
 GIRLS SOCCER COACH/EAST, 14/15, \$3,609.00
 .67 HEAD SWIM COACH/LINCOLN PARK, 14/15, \$348.33
 .9 HEAD SWIM COACH/DENFELD, 14/15, \$3,680.10
 ACADEMIC CLUB/SWIM CLUB ADVISOR/LINCOLN PARK, 14/15, \$930.00
 HOCKEY COACH/EAST, 14/15, \$5,112.00
 .5 ASST SOFTBALL COACH/EAST, 14/15, \$1,043.60
 GRADE 9 VOLLEYBALL COACH/EAST, 14/15, \$2,165.00
 ASST CHEERLEADING ADVISOR/DENFELD, 14/15, \$2,041.00
 ASST BASKETBALL COACH/DENFELD, 14/15, \$3,331.00
 .5 GRADE 9 BASKETBALL COACH/DENFELD, 14/15, \$1,302.00
 .2 GRADE 9 BASKETBALL COACH/EAST, 14/15, \$521.00
 .5 ASST BASKETBALL COACH/EAST, 14/15, \$1,665.50
 .5 ASST SOCCER COACH/EAST, 14/15, \$1,185.50
 ACTIVITY DIRECTOR/EAST, 14/15, \$5,301.00
 .5 STAGE ADVISOR/DENFELD, 14/15, \$1,034.00
 GOLF COACH/EAST, 14/15, \$2,681.00
 ASST TRACK COACH/DENFELD, 14/15, \$2,759.00
 HEAD GOLF COACH/DENFELD, 14/15, \$2,681.00
 SCHOOL PATROL/CONGDON, 14/15, \$770.00
 .25 ASST BASEBALL COACH/EAST, 14/15, \$652.25
 ASST CROSS COUNTRY COACH/DENFELD, 14/15, \$2,468.00
 .8 GIRLS SWIM COACH/EAST, 14/15, \$3,271.20
 ASST FOOTBALL COACH/DENFELD, 14/15, \$3,331.00
 VOCAL ADVISOR/ORDEAN EAST, 14/15, \$649.00
 BASEBALL COACH/EAST, 14/15, \$4,124.00
 HOCKEY COACH/DENFELD, 14/15, \$5,112.00
 CHOIR DIRECTOR/LAKEWOOD, 14/15, \$628.00
 .33 TECHNOLOGY ADVISOR/LINCONL PARK, 14/15, \$1,019.30
 .5 NEWSPAPER ADVISOR/LINCOLN PARK, 14/15, \$1,125.00
 ASST GOLF COACH/EAST, 14/15, \$1,584.00
 INTRAMURALS ADVISOR/EAST, 14/15, \$1,834.00
 ORCHESTRA ADVISOR/ORDEAN EAST, 14/15, \$2,792.00
 HOCKEY COACH/EAST, 14/15, \$5,112.00
 ASST NORDIC SKI COACH/DENFELD, 14/15, \$1,159.50
 VOLLEYBALL COACH/DENFELD, 14/15, \$4,347.00
 GIRLS SOCCER COACH/DENFELD, 14/15, \$3,609.00
 .5 ALPINE SKI COACH/EAST, 14/15, \$1,593.00
 ASST CHEER COACH/EAST, 14/15, \$2,041.00
 ACADEMIC CLUB/STUDENT COUNCIL ADVISOR/ORDEAN EAST, 14/15, \$930.00
 MATH CORPS STIPEND/LOWELL, 14/15, \$1,500.00
 HEAD SOFTBALL COACH/DENFELD, 14/15, \$4,124.00
 .33 ASST SOFTBALL COACH/DENFELD, 14/15, \$869.67
 GRADE 9 BASKETBALL COACH/DENFELD, 14/15, \$2,605.00
 ASST BOYS TRACK COACH/EAST, 14/15, \$2,759.00
 GRADE 8 GIRLS BASKETBALL COACH/LINCOLN PARK, 14/15, \$1,307.00
 .1 BASKETBALL COACH/EAST, 14/15, \$511.20
 .5 ASST BASKETBALL COACH/EAST, 14/15, \$1,665.50
 .1 HEAD SWIM COACH/DENFELD, 14/15, \$272.00
 .2 ASST SWIM COACH/DENFELD, 14/15, \$544.00
 .25 ASST BASEBALL COACH/EAST, 14/15, \$652.25
 BASEBALL INTRAMURALS ADVISOR/ORDEAN EAST, 14/15, \$821.00
 BASKETBALL INTRAMURALS ADVISOR/ORDEAN EAST, 14/15, \$821.00
 FLOOR HOCKEY INTRAMURALS ADVISOR/ORDEAN EAST, 14/15, \$821.00
 FOOTBALL INTRAMURALS ADVISOR/ORDEAN EAST, 14/15, \$821.00
 SOCCER INTRAMURALS ADVISOR/ORDEAN EAST, 14/15, \$821.00
 SPEEDBALL INTRAMURALS ADVISOR/ORDEAN EAST, 14/15, \$821.00
 TEAM HANDBALL INTRAMURALS ADVISOR/ORDEAN EAST, 14/15, \$821.00
 VOLLEYBALL INTRAMURALS ADVISOR/ORDEAN EAST, 14/15, \$821.00
 TECHNOLOGY COORDINATOR/PIEDMONT, 14/15, \$2,486.00
 ASST DANCE TEAM COACH/DENFELD, 14/15, \$2,609.00
 .5 ACADEMIC CLUB/LINK CREW/DENFELD, 14/15, \$465.00
 TRUE NORTH STIPEND/LOWELL, 14/15, \$1,500.00
 .5 SENIOR CLASS ADVISOR/EAST, 14/15, \$547.00
 ONE ACT PLAY/EAST, 14/15, \$548.00
 STAGE ADVISOR/EAST, 14/15, \$2,068.00
 VOCAL ADVISOR/EAST, 14/15, \$1,317.00
 .5 GRADE 9 FOOTBALL COACH/DENFELD, 14/15, \$1,237.00

EFFECTIVE DATES

CERT COCURRICULAR

VAN CAMP, MARCIA
 VANG, PAO
 VANHORNWEDER, THOMAS
 VELNER, TIMOTHY
 VENBERG, CYNTHIA
 VERHEL, ANDREW
 VERRY, ELON
 VISINA, TIMOTHY
 WAGNER, BRANDON
 WAGNER, JESSICA
 WARMANEN, KRISTIN
 WARMANEN, PHILIP
 WENDLING, DEBORAH
 WENTWORTH, JAMES
 WESTHOLM, DANIELLE
 WESTHOLM, DANIELLE
 WHITE, TIMOTHY
 WICKER, AMY
 WICKER, AMY
 WICKER, DAVID
 WICKER, DAVID
 WILSON, LAURYN
 WINTERFELD, KARLA
 WINTERFELD, KARLA
 WINTERFELD, KARLA
 WINTERFELD, KARLA
 WIPSON, PATRICIA
 WITTMERS-GRAVES, ERICA
 WOLFF, STEFANIE
 WOOD, ANTHONY
 ZAUHAR, JEFF
 ZOBEL, JULIE
 ZWAK, ELIZABETH
 ZWAK, MICHAEL
 ZWAK, MICHAEL
 ZWAK, MICHAEL
 ZWAK, MICHAEL
 ZWAK, WILLIAM
 Total: 320

POSITION/LOCATION/EFFECTIVE DATE/STIPEND

VOCAL ADVISOR/DENFELD, 14/15, \$1,317.00
 SCHOOL PATROL/LAURA MACARTHUR, 14/15, \$770.00
 MATH TEAM ADVISOR/EAST, 14/15, \$1,924.00
 ACADEMIC CLUB/ROBOTICS HEAD COACH/EAST, 14/15, \$3,460.00
 TECHNOLOGY COORDINATOR/LOWELL, 14/15, \$2,486.00
 ASST FOOTBALL COACH/DENFELD, 14/15, \$3,331.00
 SWIM COACH/EAST, 14/15, \$4,089.00
 ASST BOYS TRACK COACH/EAST, 14/15, \$2,759.00
 .5 ASST SPEECH COACH/DENFELD, 14/15, \$607.00
 ASST SPEECH COACH/EAST, 14/15, \$1,214.00
 .75 FRESHMAN CLASS ADVISOR/EAST, 14/15, \$717.00
 TECHNOLOGY COORDINATOR/LAURA MACARTHUR, 14/15, \$2,486.00
 ACADEMIC CLUB/KEY CLUB/DENFELD, 14/15, \$930.00
 SCHOOL PATROL/LESTER PARK, 14/15, \$770.00
 ACADEMIC CLUB/EXEC ADVISOR/EAST, 14/15, \$930.00
 JUNIOR CLASS ADVISOR/EAST, 14/15, \$820.00
 MATH TEAM ADVISOR/DENFELD, 14/15, \$1,924.00
 .5 GRADE 9 ASST TRACK COACH/EAST, 14/15, \$1,076.50
 GRADE 9 TRACK COACH/EAST, 14/15, \$1,076.50
 BOYS TRACK COACH/EAST, 14/15, \$4,220.00
 CROSS COUNTRY COACH/EAST, 14/15, \$3,638.00
 ASST GIRLS SOCCER COACH/DENFELD, 14/15, \$2,371.00
 .33 HEAD TRACK COACH/LINCOLN PARK, 14/15, \$348.33
 .66 ASST TRACK COACH/LINCOLN PARK, 14/15, \$488.00
 .66 HEAD SWIM COACH/LINCOLN PARK, 14/15, \$348.34
 .67 ASST SWIM COACH/LINCOLN PARK, 14/15, \$488.00
 .35 TECHNOLOGY COORDINATOR/EAST, 14/15, \$1,207.00
 .4 TECHNOLOGY COORDINATOR/LAKEWOOD, 14/15, \$994.40
 AMERICORPS TRUE NORTH STIPEND/LESTER PARK, 14/15, \$1,500.00
 GRADE 7 GIRLS BASKETBALL COACH/LINCOLN PARK, 14/15, \$1,307.00
 HEAD ALPINE SKI COACH/DENFELD, 14/15, \$3,186.00
 AMERICORPS SUPERVISOR/EAST, 14/15, \$1,500.00
 GRADE 7 VOLLEYBALL COACH/LINCOLN PARK, 14/15, \$1,045.00
 .33 TECHNOLOGY ADVISOR/LINCOLN PARK, 14/15, \$1,019.00
 ACADEMIC CLUB/RECREATIONAL SPORTS ADV/LINCOLN PARK, 14/15, \$930.00
 ACTIVITIES DIRECTOR/LINCOLN PARK, 14/15, \$1,061.00
 INTRAMURALS HEAD COACH/LINCOLN PARK, 14/15, \$821.00
 ACADEMIC CLUB/ASSOCIATION ADVISOR/EAST, 14/15, \$930.00

EFFECTIVE DATES

6

CERT LEAVES

FISHER, CHRISTY
 PULKRABEK, AMANDA
 Total: 2

POSITION/LOCATION/LEAVE TYPE

MATH TEACHER/DENFELD, PARENTAL W/O PAY
 ECSE TEACHER/BARNES, PARENTAL W/O PAY

EFFECTIVE DATES

03/02/15 04/02/15
 02/10/15 03/27/15

CERT LONG TERM SUB

HANSON, KEITH
 OLSEN, LARA
 SINEX, HOLLY
 ZMUDY, HOWARD
 Total: 4

POSITION/LOCATION/CLASS & STEP/REPLACING

LD/DENFELD, IV 4, S OLSON, TO BE DETERMINED
 GR 4/LESTER, IV 8, C JAMAR, CHANGE IN DATES
 MATH/DENFELD, III 2, C FISHER, TO BE DETERMINED
 SPECIAL ED ECSE/DW, IV+45 7, A PULKRABEK

EFFECTIVE DATES

01/05/15
 11/11/14 12/23/14
 01/20/15
 01/05/15 01/30/15

CERT PERM INCREASE

PICKAR, WENDY
 Total: 1

POSITION/LOCATION/CONDITION

SPECIAL ED PHY THERAPY/BARNES ECSE .8 TO 1.0

EFFECTIVE DATES

07/01/14

CERT TEMP INCREASE

HAUGEN, MARGARET
 IDEKER, BRIDGET
 SUNDAL, JENNIFER
 Total: 3

POSITION/LOCATION/CONDITION

PRE-K/WASHINGTON CTR, .625 TO 1.0
 LEARNING READINESS/BARNES, .65 TO .9
 PRE-K/WASHINGTON CTR, .75 TO 1.0

EFFECTIVE DATES

01/05/15 01/09/15
 01/12/15 05/01/15
 01/05/15 01/09/15

CERT RETIREMENTS

BJERKLIE, JANINE
 CRAWFORD, EDDIE
 DEARTH, PENELOPE
 EMANOFF, LEE
 FREDRICKSON, LAURA
 Total: 5

POSITION/LOCATION

OCCUPATIONAL THERAPIST/ DW
 ASST SUPERINTENDENT/HOCHS
 SCHOOL PSYCHOLOGIST/DENFELD
 GR. 3 TEACHER/PIEDMONT
 DIRECTOR OF SPECIAL SERVICES/HOCHS

EFFECTIVE DATES

06/05/15
 06/30/15
 06/06/15
 06/05/15
 06/30/15

NONCERT APPOINTMENT

FLOOD, STEPHANIE
 HENDRICKSON, GUY
 HOLMQUIST, CARRIE
 KUEHNOW, KEVIN
 MACDONALD, DAVID
 NELSON, KALEY
 TUOMINEN, ROBBIN

Total: 7

POSITION/LOCATION/WEEKS/RATE OF PAY/REASON

OFF SUP SENIOR/INDIAN ED, 19/48WKS, \$16.91/HR, C MCLEOD
 PRINTER OPERATOR/HOCHS,40/52, \$21.38/HR, M WELLS
 SUPV PARA/DENFELD, 19/38WKS, \$13.68/HR, J URBANIAK
 SCHOOL BUS DRIVER II/TRANSPORTATION, 25/38WKS, \$14.15/HR, L ROUSE
 SPEC ED STUDENT SPEC/CHESTER CREEK, 31.25/38WKS, \$14.49/HR, J NEVALA
 SCHL BUS DRIVER II/TRANSPORTATION, 25/38WKS, \$14.15/HR, M FORSETH
 OFF SUP SPEC/HOCHS/HR, 20/38WKS,\$13.59/HR

EFFECTIVE DATES

01/19/15
 12/29/14
 01/20/15
 01/06/15
 01/05/15
 01/05/15
 01/15/15

7

NONCERT DEMOTION

BUCKLEY, KENNETH
 GILBERT, JENNIFER

Total: 2

NEW POSITION/LOCATION/OLD POSITION/LOCATION/RATE OF PAY

SUPV PARA/EAST, SPEC ED BW/PIEDMONT, 13.68/HR
 SPECIAL ED BW PARA/DENFELD, SPECIAL ED PARA LPN/EAST, 15.96/HR

EFFECTIVE DATES

01/13/15
 01/26/15

NONCERT LEAVES

COOKE, JOYCE
 CRAVEN, TRACEY
 FALWEY, SARAH
 LEWANDOWSKI, LEEANN
 MAYBERRY, SEAN
 MCLEETE, LORANDA
 REDMAN, SAMANTHA
 ROUSE, LAURIE
 RUETSCHI, SHARON
 VEGA, NANCY
 WANGEN, STEPHEN

Total: 11

POSITION/LOCATION/TYPE OF LEAVE

HELPER/DENFELD, "A" MEDICAL W/O PAY
 HELPER/DENFELD, "A" MEDICAL W/O PAY
 HELPER/DENFELD "A" PERSONAL, W/O PAY
 SUPERVISORY PARA/LINCOLN, "A" PERSONAL W/O PAY
 SUPERVISORY PARA/LINCOLN, "A" MILITARY W/PAY
 INSTRUCTIONAL PARA/LINCOLN, "A" PERSONAL W/O PAY
 SUPV PARA/ORDEAN-EAST "A" PERSONAL, W/O PAY
 BUS DRIVER/TRANSPORTATION "A" PERSONAL W/O PAY CHANGE IN DATES
 LTS HELPER/EAST, "A" PERSONAL W/O PAY
 OFFICE SUP INTER/SPEC SERVICES, "B" PERSONAL W/O PAY
 INSTRUCT PARA/LINCOLN "B" PERSONAL W/O PAY

EFFECTIVE DATES

01/05/15 01/09/15
 01/07/15 01/09/15
 01/12/15 01/15/15
 02/23/15 02/27/15
 01/08/15 01/09/15
 03/27/15 03/31/15
 02/24/15 03/03/15
 11/20/13 11/21/14
 01/05/15 01/08/15
 11/24/14 11/25/15
 12/09/14 09/01/15

NONCERT LONG TERM SUB

EDWARDS, MICHELLE
 JOHNSON, KAREN
 REPENSKY, BARBARA

Total: 3

POSITION/LOCATION/WEEKS/RATE OF PAY/REASON

FOOD SERVICE HELPER/ORDEAN EAST, 15/38WKS, \$10.30, T CAMPBELL
 FOOD SERVICE HELPER/DENFELD, 15/38WKS, \$10.30/HR, D BREWSTER
 FOOD SERVICE HELPER/PIEDMONT, 15/38WKS, \$10.30/HR, A ENG

EFFECTIVE DATES

01/26/15 06/04/15
 01/05/15 06/04/15
 01/05/15 06/04/15

NONCERT PERM INCREASE

FLOOD, STEPHANIE

Total: 1

POSITION/LOCATION/CONDITION

OFF SUPPORT SENIOR/INDIAN ED/HOCHS, .475 TO .6

EFFECTIVE DATES

01/20/15

NONCERT RESIGNATION

BYRNE, BENAJMIN
 CAMPBELL, THERESA
 CLARKE, MATTHEW
 HAGEN, HOLLY
 HAMILTON, WESTER
 HANSON, NICHOLAS
 ROUSE, LAURIE

Total: 7

POSITION/LOCATION

KEY ZONE/LOWELL
 HELPER/ORDEAN-EAST
 HELPER/HOMECROFT
 PLAYGROUND MONITOR/HOMECROFT
 PLAYGROUND MONITOR/HOMECROFT
 CULTURAL IMMERSION PROG PARA/LOWELL
 BUS DRIVER/TRANSPORTATION

EFFECTIVE DATES

06/06/14
 01/23/15
 01/15/15
 12/12/14
 02/06/15
 01/30/15
 11/21/14

NONCERT RETIREMENTS

LEBLANC, JODY

Total: 1

POSITION/LOCATION

FINANCE MANAGER/HOCHS

EFFECTIVE DATES

02/27/15

NONCERT TERMINATION

WILLIAMS, CORAL

Total: 1

POSITION/LOCATION

SPEC ED STUDENT SPEC/ORDEAN EAST

EFFECTIVE DATES

01/05/15

NONCERT TEMP INCREASE

MATTHEES, MICHELLE
 SCHROEDER, AMY
 SIEMSEN, MARY
 TRENBERTH, PENELOPE

Total: 4

POSITION/LOCATION/CONDITION

SUPV PARA/ORDEAN EAST, .575 TO .6
 INSTR PARA/PIEDMONT ECFE, .475 TO .6
 SPECIAL ED BW PARA/PIEDMONT, .8125 TO .84375
 FOOD SERVICE HELPER/ORDEAN EAST, .375 TO .40625

EFFECTIVE DATES

01/05/15 06/05/15
 10/06/14 06/05/15
 12/17/14 06/05/15
 01/26/15 06/05/15

RESOLUTION**Duluth Principals' Association**

RESOLVED, By the School Board of Independent School District 709, St. Louis County, Minnesota, that the Collective Bargaining Agreement between Independent School District 709 and Duluth Principals' Association, a summary of which is in the hands of all School Board members, be approved and adopted for the periods August 1, 2013 to July 31, 2014, and August 1, 2014 to July 31, 2017, inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.

RESOLUTION

Duluth District-Wide Instructional Administrators' Association

RESOLVED, By the School Board of Independent School District #709, St. Louis County, Minnesota, that the Collective Bargaining Agreement between Independent School District #709 and the Duluth District-Wide Instructional Administrators' Association, a summary of which is in the hands of all School Board members, be approved and adopted for the periods August 1, 2013 to July 31, 2014 and August 1, 2014 to July 31, 2017, inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.

Compliance Report

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

Report Year: 2015
Case: 1 - 2015 DATA (Submitted)

Duluth MN 55802-2069

Contact: Tim Sworsky

Phone: (218) 336-8700

E-Mail: timothy.sworsky@isd709.org

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	48	46	16	110
# Employees	102	908	224	1,234
Avg. Max Monthly Pay per employee	4,014.99	6,355.71		5,657.08

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 111.17 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	19	21
b. # Below Predicted Pay	29	25
c. TOTAL	48	46
d. % Below Predicted Pay (b divided by c = d)	60.42	54.35

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

B. T-test Results

Degrees of Freedom (DF) = 1,008	Value of T = -15.231
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- a. Avg. diff. in pay from predicted pay for male jobs = (\$23)
- b. Avg. diff. in pay from predicted pay for female jobs = \$1,288

III. SALARY RANGE TEST = 86.34 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 7.17
- B. Avg. # of years to max salary for female jobs = 8.30

IV. EXCEPTIONAL SERVICE PAY TEST = 89.44 (Result is B divided by A)

- A. % of male classes receiving ESP 43.75 *
- B. % of female classes receiving ESP 39.13

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

Job Class Data Entry Verification List

LGID 1768

Case: 2015 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	7	67	F	1	\$1,785.00	\$2,253.00	0.50		Longevity
2	SCHOOL CUSTODIAN II	24	3	M	1	\$1,953.00	\$2,061.00	8.00		Longevity
3	BUS HELPER	0	6	F	2	\$1,912.00	\$2,032.00	15.00		Longevity
4	OFFICE SUPPORT SPEC	0	5	F	2	\$2,356.00	\$2,798.00	8.00		Longevity
5	POOL CUSTODIAN	1	1	B	2	\$2,788.00	\$2,894.00	8.00		Longevity
6	UTILITY PERSON I	1	0	M	2	\$2,811.00	\$2,920.00	8.00		Longevity
7	SATELLITE MANAGER I	0	8	F	3	\$2,311.00	\$2,465.00	0.50		Longevity
8	SATELLITE MANAGER II	0	6	F	3	\$2,311.00	\$2,465.00	0.50		Longevity
9	INSTRUCTIONAL PARA	1	4	F	4	\$2,160.00	\$2,591.00	14.00		
10	SCHOOL BUS DRIVER II	12	14	B	4	\$2,453.00	\$2,564.00	8.00		
11	HEALTH PARAPROFESS	1	1	B	4	\$2,512.00	\$2,947.00	14.00		Longevity
12	OFFICE SUPPORT INTEF	0	15	F	4	\$2,616.00	\$3,061.00	5.00		Longevity
13	FIREPERSON I	7	0	M	4	\$2,873.00	\$2,988.00	8.00		Longevity
14	MISA	0	2	F	4	\$3,416.00	\$3,838.00	14.00		Longevity
15	LIFEGUARD	0	1	F	5	\$2,371.00	\$2,813.00	14.00		
16	SUPERVISORY PARAPRO	10	18	B	5	\$2,371.00	\$2,813.00	14.00		Longevity
17	SPECIAL ED PROGRAM I	37	82	B	5	\$2,512.00	\$2,947.00	14.00		Longevity
18	INDIAN YOUTH ADVOCA	0	4	F	5	\$2,672.00	\$3,104.00	14.00		Longevity
19	COMMUNITY LIAISON	1	1	B	5	\$2,676.00	\$3,104.00	14.00		Longevity
20	CULTURAL IMMERSION I	1	0	M	5	\$2,676.00	\$3,104.00	14.00		
21	TECH TUTOR	1	2	B	5	\$2,676.00	\$3,104.00	14.00		Longevity
22	RECV & DISTRIBUTION C	2	0	M	5	\$2,999.00	\$3,157.00	8.00		Longevity
23	FIREPERSON II	5	0	M	5	\$3,071.00	\$3,180.00	8.00		Longevity
24	HR ASSISTANT CLERICA	0	2	F	5	\$3,193.00	\$3,768.00	6.00		Longevity
25	GRAPHIC DESIGNER	1	0	M	5	\$3,707.00	\$3,821.00	8.00		Longevity
26	PRINTER OPERATOR	1	0	M	5	\$3,707.00	\$3,821.00	8.00		Longevity
27	LATCH KEY SUPV/COMM	0	3	F	5	\$2,982.00	\$2,982.00		7.50	
28	INSTRUCTIONAL PARA E	0	12	F	6	\$2,264.00	\$2,696.00	14.00		
29	INSTRUCTIONAL PARA F	0	16	F	6	\$2,512.00	\$2,947.00	14.00		Longevity
30	HEALTH PARA/LPN	0	14	F	6	\$2,844.00	\$3,276.00	14.00		
31	OCCUPATIONAL THERAI	0	3	F	6	\$2,844.00	\$3,276.00	14.00		Longevity
32	PHYSICAL THERAPIST P	0	1	F	6	\$2,844.00	\$3,276.00	14.00		
33	SPEC ED PARA/PROGRA	0	4	F	6	\$2,844.00	\$3,276.00	14.00		
34	OFFICE SUPPORT SPEC	0	19	F	6	\$2,931.00	\$3,749.00	5.00		
35	CONFIDENTIAL CLERICA	0	3	F	6	\$3,193.00	\$3,768.00	6.00		Longevity
36	EXECUTIVE ASSISTANT	0	11	F	6	\$3,260.00	\$3,749.00	5.00		Longevity
37	UTILITY PERSON II	5	0	M	6	\$3,355.00	\$3,468.00	8.00		Longevity
38	MENTAL HEALTH PRACT	3	2	B	6	\$3,416.00	\$3,838.00	14.00		
39	PRE-LIC ASL INTERPR/T	0	6	F	6	\$3,416.00	\$3,838.00	14.00		
40	SPECIAL ED PARA/RN	0	1	F	6	\$3,416.00	\$3,838.00	14.00		
41	AUTO MECHANIC	2	0	M	6	\$3,707.00	\$3,821.00	8.00		Longevity
42	CARPENTER	1	1	B	6	\$3,707.00	\$3,821.00	8.00		Longevity
43	DRAFTPERSON	1	0	M	6	\$3,707.00	\$3,821.00	8.00		Longevity
44	ELECTRICIAN	1	0	M	6	\$3,707.00	\$3,821.00	8.00		
45	PAINTER	2	0	M	6	\$3,707.00	\$3,821.00	8.00		Longevity
46	ACCOUNTANT	1	0	M	6	\$3,774.00	\$4,242.00	6.00		
47	BUS SVC LIAISON	0	1	F	6	\$3,774.00	\$4,242.00	6.00		
48	FOOD SRV SUPV	0	1	F	6	\$3,774.00	\$4,242.00	6.00		
49	FIELD SUPPORT TECHN	2	1	B	6	\$3,774.00	\$4,242.00	6.00		
50	INNOVATION SPECIALIS	0	2	F	6	\$3,774.00	\$4,242.00	6.00		
51	PRINTER	1	0	M	6	\$3,779.00	\$3,895.00	8.00		
52	ROUTE COORD TRAINER	1	2	B	6	\$3,779.00	\$3,895.00	8.00		Longevity
53	LIC SIG LANG INTERPR-	0	8	F	6	\$4,118.00	\$5,422.00	14.00		
54	BLDG SYSTEM TECH CC	1	0	M	6	\$4,286.00	\$4,814.00	6.00		
55	ENGINEER 1	2	0	M	7	\$3,471.00	\$3,582.00	8.00		Longevity
56	HEATING & VENTING & S	2	0	M	7	\$3,707.00	\$3,821.00	8.00		Longevity
57	PRINT SHOP COORDINA	1	0	M	7	\$3,902.00	\$4,010.00	8.00		Longevity
58	SITE COORD LEAD	0	1	F	7	\$3,166.00	\$3,166.00		2.00	

Job Class Data Entry Verification List

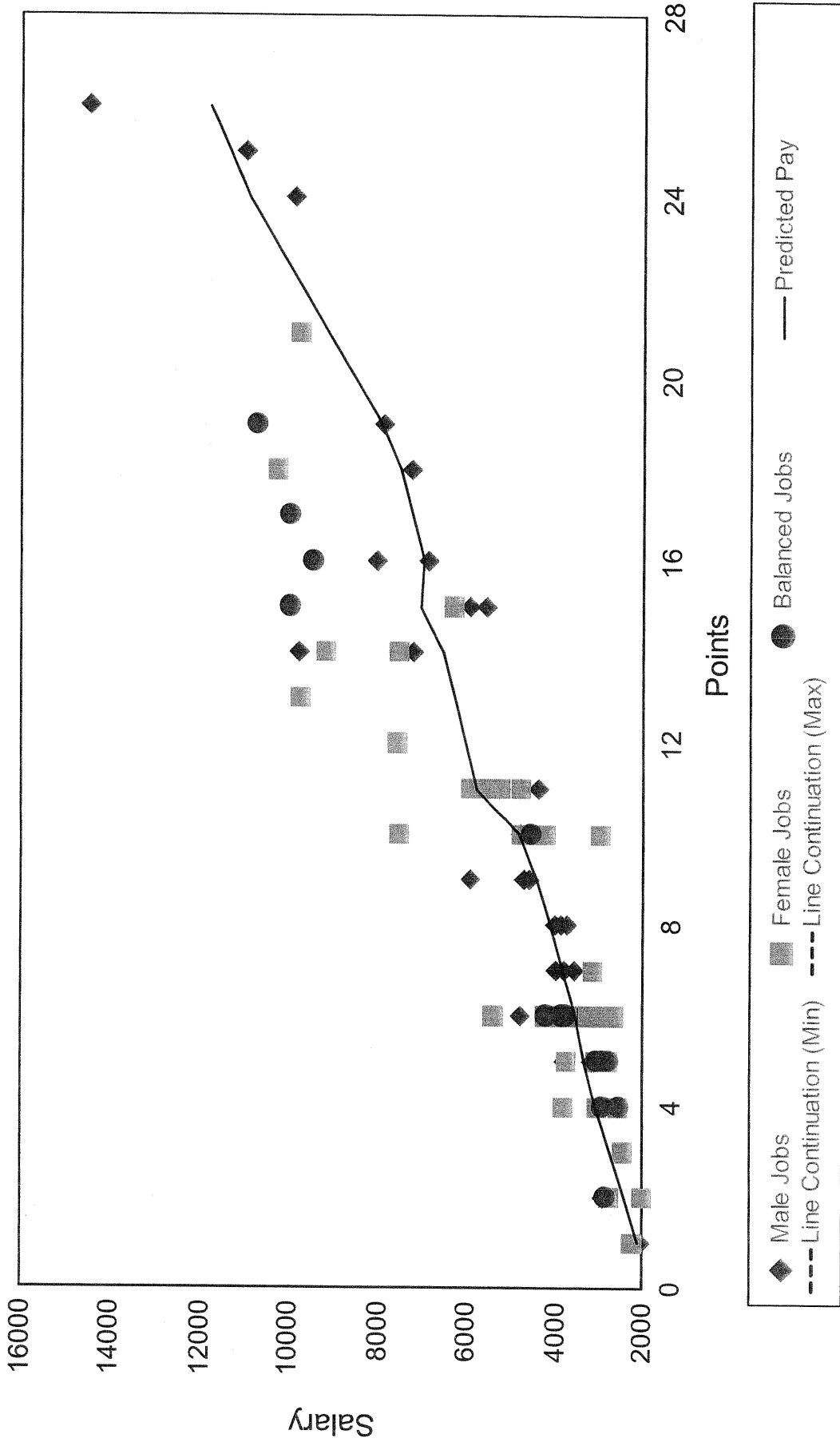
LGID 1768

Case: 2015 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	ENGINEER 2	7	0	M	8	\$3,638.00	\$3,751.00	8.00		Longevity
60	ENGINEER 3	3	0	M	8	\$3,779.00	\$3,895.00	8.00		Longevity
61	MASTER ELECTRICIAN	1	0	M	8	\$3,921.00	\$4,030.00	8.00		
62	MASTER PLUMBER	1	0	M	8	\$3,921.00	\$4,030.00	8.00		
63	DROP OUT RECOVERY	1	0	M	9	\$4,104.00	\$4,611.00		22.00	
64	HAZARDOUS WASTE CC	1	0	M	9	\$4,216.00	\$4,736.00	6.00		
65	NETWORK ENGINEER	1	0	M	9	\$5,551.00	\$5,928.00	6.00		
66	COMM ED LATCHKEY SL	0	1	F	10	\$2,979.00	\$2,979.00	6.00		
67	INTEGRATION SPECIALI	6	6	B	10	\$3,631.00	\$4,591.00		4.50	
68	FD SRV AREA SUPV/FOC	0	1	F	10	\$3,774.00	\$4,242.00	6.00		
69	COMM ED COORDINATC	0	2	F	10	\$3,939.00	\$4,403.00	6.00		Longevity
70	COMM ED AREA COORD	1	0	M	10	\$4,082.00	\$4,576.00	6.00		Longevity
71	SPEC ED BUSINESS MAI	0	1	F	10	\$4,086.00	\$4,589.00	6.00		
72	ACCOUNTANT	0	1	F	10	\$4,286.00	\$4,814.00	6.00		
73	ASST SUPV TRANSPORT	1	0	M	10	\$4,286.00	\$4,814.00	6.00		Longevity
74	FOOD SRV AREA FIELD	0	1	F	10	\$4,286.00	\$4,814.00	6.00		
75	ALC COORDINATOR/ABE	0	1	F	10	\$6,717.00	\$7,527.00	6.00		
76	CIVIC ENGAGEMENT CO	1	0	M	11	\$3,939.00	\$4,403.00	6.00		
77	SYSTEM SPECIALIST DA	2	0	M	11	\$4,169.00	\$5,274.00	6.00		
78	BENEFITS COORDINATC	0	1	F	11	\$4,169.00	\$5,274.00	6.00		
79	PUBLIC RELATIONS COC	0	1	F	11	\$4,286.00	\$4,814.00		12.50	
80	BUS SYS ANALYS	0	1	F	11	\$4,940.00	\$5,551.00	6.00		
81	SYSTEM SPECIALIST SE	1	0	M	11	\$4,940.00	\$5,551.00	6.00		
82	SYSTEMS SPECIALIST/D	1	0	M	11	\$4,940.00	\$5,551.00	6.00		
83	SYSTEMS SPECIALIST/N	0	1	F	11	\$5,551.00	\$5,928.00	6.00		
84	TEACHER	147	507	F	12	\$3,760.00	\$7,564.00	9.00		Longevity
85	DIR ASSESS EVAL	0	1	F	13	\$9,778.00	\$9,778.00		4.50	
86	EDUCATION EQUITY CO	1	0	M	14	\$6,447.00	\$7,211.00	6.00		
87	DICTRICT COMMED COC	1	0	M	14	\$6,717.00	\$7,527.00	6.00		Longevity
88	SUPV EARLY READING F	0	1	F	14	\$6,717.00	\$7,527.00	6.00		Longevity
89	ASST PRINCIPAL ELEM	0	1	F	14	\$8,385.00	\$9,187.00	4.00		Performance
90	DIRECTOR CURRICULUM	1	0	M	14	\$9,778.00	\$9,778.00		0.50	
91	SUPERVISOR PURCHAS	1	0	M	15	\$4,940.00	\$5,551.00	6.00		Longevity
92	SUPV BUILDING OPERA	1	0	M	15	\$4,940.00	\$5,551.00	6.00		Longevity
93	SUPERVISOR FOOD SEF	0	1	F	15	\$5,135.00	\$6,309.00	6.00		
94	HUMAN RESOURCES MA	1	0	M	15	\$5,135.00	\$6,309.00	6.00		
95	SUPV MAINTENANCE/CC	1	0	M	15	\$5,551.00	\$5,928.00	6.00		
96	ASSISTANT PRINCIPAL M	1	1	B	15	\$9,117.00	\$9,993.00	4.00		Performance
97	TRANSPORTATION MAN	1	0	M	16	\$5,443.00	\$6,868.00	6.00		
98	ASSISTANT PRINCIPAL F	2	1	B	16	\$8,664.00	\$9,477.00	4.00		Performance
99	ASST DIR SPECED	1	0	M	16	\$8,030.00	\$8,030.00		4.50	
100	PRINCIPAL ELEM	4	5	B	17	\$9,117.00	\$9,993.00	4.00		Performance
101	TECHNOLOGY MGR	1	0	M	18	\$5,820.00	\$7,245.00	6.00		
102	SENIOR HR MANAGER	1	0	M	18	\$5,820.00	\$7,245.00	6.00		
103	PRINCIPAL MID	0	3	F	18	\$9,347.00	\$10,270.00	4.00		Performance
104	MGR FINANCE & PURCH	1	0	M	19	\$6,244.00	\$7,874.00	6.00		
105	FACILITIES MGMT MANA	1	0	M	19	\$6,244.00	\$7,874.00		22.00	
106	PRINCIPAL HS	1	2	B	19	\$9,802.00	\$10,770.00	4.00		Performance
107	DIRECTOR SPECIAL EDU	0	1	F	21	\$9,778.00	\$9,778.00		5.50	
108	DIRECTOR OF BUSINES	1	0	M	24	\$9,874.00	\$9,874.00		10.50	
109	ASSISTANT SUPERINTEI	1	0	M	25	\$10,988.00	\$10,988.00		2.50	
110	SUPERINTENDENT	1	0	M	26	\$14,480.00	\$14,480.00		4.50	

Job Number Count: 110

Case : 2015 DATA



Predicted Pay Report for ISD No. 709 - Duluth
Case: 2015 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	HELPER	7	67	74	Female	1	\$2,253.00	\$2,128.21	\$124.79
2	SCHOOL CUSTODIAN II	24	3	27	Male	1	\$2,061.00	\$2,128.21	(\$67.21)
3	BUS HELPER	0	6	6	Female	2	\$2,032.00	\$2,407.62	(\$375.62)
4	OFFICE SUPPORT SPECIALIST	0	5	5	Female	2	\$2,798.00	\$2,407.62	\$390.38
5	POOL CUSTODIAN	1	1	2	Balanced	2	\$2,894.00	\$2,407.62	\$486.38
6	UTILITY PERSON I	1	0	1	Male	2	\$2,920.00	\$2,407.62	\$512.38
7	SATELLITE MANAGER I	0	8	8	Female	3	\$2,465.00	\$2,687.02	(\$222.02)
8	SATELLITE MANAGER II	0	6	6	Female	3	\$2,465.00	\$2,687.02	(\$222.02)
9	INSTRUCTIONAL PARA	1	4	5	Female	4	\$2,591.00	\$3,064.58	(\$473.58)
10	SCHOOL BUS DRIVER II TRANSP	12	14	26	Balanced	4	\$2,564.00	\$3,064.58	(\$500.58)
11	HEALTH PARAPROFESSIONAL	1	1	2	Balanced	4	\$2,947.00	\$3,064.58	(\$117.58)
12	OFFICE SUPPORT INTERMEDIAT	0	15	15	Female	4	\$3,061.00	\$3,064.58	(\$3.58)
13	FIREPERSON I	7	0	7	Male	4	\$2,988.00	\$3,064.58	(\$76.58)
14	MISA	0	2	2	Female	4	\$3,838.00	\$3,064.58	\$773.42
15	LIFEGUARD	0	1	1	Female	5	\$2,813.00	\$3,347.44	(\$534.44)
16	SUPERVISORY PARAPROFESSIONAL	10	18	28	Balanced	5	\$2,813.00	\$3,347.44	(\$534.44)
17	SPECIAL ED PROGRAM PARAPRO	37	82	119	Balanced	5	\$2,947.00	\$3,347.44	(\$400.44)
18	INDIAN YOUTH ADVOCATE	0	4	4	Female	5	\$3,104.00	\$3,347.44	(\$243.44)
19	COMMUNITY LIAISON	1	1	2	Balanced	5	\$3,104.00	\$3,347.44	(\$243.44)
20	CULTURAL IMMERSION PROG PA	1	0	1	Male	5	\$3,104.00	\$3,347.44	(\$243.44)
21	TECH TUTOR	1	2	3	Balanced	5	\$3,104.00	\$3,347.44	(\$243.44)
22	RECV & DISTRIBUTION CLERK	2	0	2	Male	5	\$3,157.00	\$3,347.44	(\$190.44)
23	FIREPERSON II	5	0	5	Male	5	\$3,180.00	\$3,347.44	(\$167.44)
24	HR ASSISTANT CLERICAL	0	2	2	Female	5	\$3,768.00	\$3,347.44	\$420.56
25	GRAPHIC DESIGNER	1	0	1	Male	5	\$3,821.00	\$3,347.44	\$473.56
26	PRINTER OPERATOR	1	0	1	Male	5	\$3,821.00	\$3,347.44	\$473.56
27	LATCH KEY SUPV/COMMUNITY E	0	3	3	Female	5	\$2,982.00	\$3,347.44	(\$365.44)
28	INSTRUCTIONAL PARA ECFE/SR	0	12	12	Female	6	\$2,696.00	\$3,560.62	(\$864.62)
29	INSTRUCTIONAL PARA HDST	0	16	16	Female	6	\$2,947.00	\$3,560.62	(\$613.62)
30	HEALTH PARA/LPN	0	14	14	Female	6	\$3,276.00	\$3,560.62	(\$284.62)
31	OCCUPATIONAL THERAPY PARA	0	3	3	Female	6	\$3,276.00	\$3,560.62	(\$284.62)
32	PHYSICAL THERAPIST PARA	0	1	1	Female	6	\$3,276.00	\$3,560.62	(\$284.62)
33	SPECIAL ED PARA/PROGRAM LPN	0	4	4	Female	6	\$3,276.00	\$3,560.62	(\$284.62)
34	OFFICE SUPPORT SPEC SENIOR	0	19	19	Female	6	\$3,749.00	\$3,560.62	\$188.38
35	CONFIDENTIAL CLERICAL LEVEL	0	3	3	Female	6	\$3,768.00	\$3,560.62	\$207.38

Predicted Pay Report for ISD No. 709 - Duluth

Case : 2015 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
36	EXECUTIVE ASSISTANT	0	11	11	Female	6	\$3,749.00	\$3,560.62	\$188.38
37	UTILITY PERSON II	5	0	5	Male	6	\$3,468.00	\$3,560.62	(\$92.62)
38	MENTAL HEALTH PRACTITIONER	3	2	5	Balanced	6	\$3,838.00	\$3,560.62	\$277.38
39	PRE-LIC-ASL INTERPR/TRANSLA	0	6	6	Female	6	\$3,838.00	\$3,560.62	\$277.38
40	SPECIAL ED PARA/VRN	0	1	1	Female	6	\$3,838.00	\$3,560.62	\$277.38
41	AUTO MECHANIC	2	0	2	Male	6	\$3,821.00	\$3,560.62	\$260.38
42	CARPENTER	1	1	2	Balanced	6	\$3,821.00	\$3,560.62	\$260.38
43	DRAFTPERSON	1	0	1	Male	6	\$3,821.00	\$3,560.62	\$260.38
44	ELECTRICIAN	1	0	1	Male	6	\$3,821.00	\$3,560.62	\$260.38
45	PAINTER	2	0	2	Male	6	\$3,821.00	\$3,560.62	\$260.38
46	ACCOUNTANT	1	0	1	Male	6	\$4,242.00	\$3,560.62	\$681.38
47	BUS SVC LIAISON	0	1	1	Female	6	\$4,242.00	\$3,560.62	\$681.38
48	FOOD SRV SUPV	0	1	1	Female	6	\$4,242.00	\$3,560.62	\$681.38
49	FIELD SUPPORT TECHNICIAN	2	1	3	Balanced	6	\$4,242.00	\$3,560.62	\$681.38
50	INNOVATION SPECIALIST	0	2	2	Female	6	\$4,242.00	\$3,560.62	\$681.38
51	PRINTER	1	0	1	Male	6	\$3,895.00	\$3,560.62	\$334.38
52	ROUTE COORD TRAINER/TRANSI	1	2	3	Balanced	6	\$3,895.00	\$3,560.62	\$334.38
53	LIC SIG LANG INTERPR-TRANSLA	0	8	8	Female	6	\$5,422.00	\$3,560.62	\$1,861.38
54	BLDG SYSTEM TECH COORDINA	1	0	1	Male	6	\$4,814.00	\$3,560.62	\$1,253.38
55	ENGINEER 1	2	0	2	Male	7	\$3,582.00	\$3,868.92	(\$286.92)
56	HEATING & VENTING & SCHOOL I	2	0	2	Male	7	\$3,821.00	\$3,868.92	(\$47.92)
57	PRINT SHOP COORDINATOR/PRII	1	0	1	Male	7	\$4,010.00	\$3,868.92	\$141.08
58	SITE COORD LEAD	0	1	1	Female	7	\$3,166.00	\$3,868.92	(\$702.92)
59	ENGINEER 2	7	0	7	Male	8	\$3,751.00	\$4,124.91	(\$373.91)
60	ENGINEER 3	3	0	3	Male	8	\$3,895.00	\$4,124.91	(\$229.91)
61	MASTER ELECTRICIAN	1	0	1	Male	8	\$4,030.00	\$4,124.91	(\$94.91)
62	MASTER PLUMBER	1	0	1	Male	8	\$4,030.00	\$4,124.91	(\$94.91)
63	DROP OUT RECOVERY	1	0	1	Male	9	\$4,611.00	\$4,431.20	\$179.80
64	HAZARDOUS WASTE COORD/CAI	1	0	1	Male	9	\$4,736.00	\$4,431.20	\$304.80
65	NETWORK ENGINEER	1	0	1	Male	9	\$5,928.00	\$4,431.20	\$1,496.80
66	COMM ED LATCHKEY SUPERVISI	0	1	1	Female	10	\$2,979.00	\$4,852.07	(\$1,873.07)
67	INTEGRATION SPECIALIST	6	6	12	Balanced	10	\$4,591.00	\$4,852.07	(\$261.07)
68	FD SRV AREA SUPV/FOOD SV	0	1	1	Female	10	\$4,242.00	\$4,852.07	(\$610.07)
69	COMM ED COORDINATOR	0	2	2	Female	10	\$4,403.00	\$4,852.07	(\$449.07)
70	COMM ED AREA COORDINATOR	1	0	1	Male	10	\$4,576.00	\$4,852.07	(\$276.07)

Predicted Pay Report for ISD No. 709 - Duluth
Case : 2015 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
71	SPEC ED BUSINESS MANAGER	0	1	1	Female	10	\$4,589.00	\$4,852.07	(\$263.07)
72	ACCOUNTANT	0	1	1	Female	10	\$4,814.00	\$4,852.07	(\$38.07)
73	ASST SUPV TRANSPORTATION/T	1	0	1	Male	10	\$4,814.00	\$4,852.07	(\$38.07)
74	FOOD SRV AREA FIELD SUPV	0	1	1	Female	10	\$4,814.00	\$4,852.07	(\$38.07)
75	ALC COORDINATOR/ABE MANAG	0	1	1	Female	10	\$7,527.00	\$4,852.07	\$2,674.93
76	CIVIC ENGAGEMENT COORDINA	1	0	1	Male	11	\$4,403.00	\$5,764.09	(\$1,361.09)
77	SYSTEM SPECIALIST DATABASE	2	0	2	Male	11	\$5,274.00	\$5,764.09	(\$490.09)
78	BENEFITS COORDINATOR	0	1	1	Female	11	\$5,274.00	\$5,764.09	(\$490.09)
79	PUBLIC RELATIONS COORDINAT	0	1	1	Female	11	\$4,814.00	\$5,764.09	(\$950.09)
80	BUS SYS ANALYS	0	1	1	Female	11	\$5,551.00	\$5,764.09	(\$213.09)
81	SYSTEM SPECIALIST SECURITY	1	0	1	Male	11	\$5,551.00	\$5,764.09	(\$213.09)
82	SYSTEMS SPECIALIST/DESKTOP	1	0	1	Male	11	\$5,551.00	\$5,764.09	(\$213.09)
83	SYSTEMS SPECIALIST/NETWORK	0	1	1	Female	11	\$5,928.00	\$5,764.09	\$163.91
84	TEACHER	147	507	654	Female	12	\$7,564.00	\$5,798.41	\$1,765.59
85	DIR ASSESS EVAL	0	1	1	Female	13	\$9,778.00	\$6,131.31	\$3,646.69
86	EDUCATION EQUITY COORDINAT	1	0	1	Male	14	\$7,211.00	\$6,524.40	\$686.60
87	DICTRICT COMMED COORDINATI	1	0	1	Male	14	\$7,527.00	\$6,524.40	\$1,002.60
88	SUPV EARLY READING FIRST CO	0	1	1	Female	14	\$7,527.00	\$6,524.40	\$1,002.60
89	ASST PRINCIPAL ELEM	0	1	1	Female	14	\$9,187.00	\$6,524.40	\$2,662.60
90	DIRECTOR CURRICULUM & INSTI	1	0	1	Male	14	\$9,778.00	\$6,524.40	\$3,253.60
91	SUPERVISOR PURCHASING	1	0	1	Male	15	\$5,551.00	\$7,049.69	(\$1,498.69)
92	SUPV BUILDING OPERATIONS	1	0	1	Male	15	\$5,551.00	\$7,049.69	(\$1,498.69)
93	SUPERVISOR FOOD SERVICES	0	1	1	Female	15	\$6,309.00	\$7,049.69	(\$740.69)
94	HUMAN RESOURCES MANAGER	1	0	1	Male	15	\$6,309.00	\$7,049.69	(\$740.69)
95	SUPV MAINTENANCE/CONSTRUC	1	0	1	Male	15	\$5,928.00	\$7,049.69	(\$1,121.69)
96	ASSISTANT PRINCIPAL MID	1	1	2	Balanced	15	\$9,993.00	\$7,049.69	\$2,943.31
97	TRANSPORTATION MANAGER	1	0	1	Male	16	\$6,868.00	\$6,988.97	(\$120.97)
98	ASSISTANT PRINCIPAL HS	2	1	3	Balanced	16	\$9,477.00	\$6,988.97	\$2,488.03
99	ASST DIR SPECED	1	0	1	Male	16	\$8,030.00	\$6,988.97	\$1,041.03
100	PRINCIPAL ELEM	4	5	9	Balanced	17	\$9,993.00	\$7,026.29	\$2,966.71
101	TECHNOLOGY MGR	1	0	1	Male	18	\$7,245.00	\$7,473.26	(\$228.26)
102	SENIOR HR MANAGER	1	0	1	Male	18	\$7,245.00	\$7,473.26	(\$228.26)
103	PRINCIPAL MID	0	3	3	Female	18	\$10,270.00	\$7,473.26	\$2,796.74
104	MGR FINANCE & PURCHASING	1	0	1	Male	19	\$7,874.00	\$7,920.23	(\$46.23)
105	FACILITIES MGMT MANAGER	1	0	1	Male	19	\$7,874.00	\$7,920.23	(\$46.23)

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
106	PRINCIPAL HS	1	2	3	Balanced	19	\$10,770.00	\$7,920.23	\$2,849.77
107	DIRECTOR SPECIAL EDUCATION	0	1	1	Female	21	\$9,778.00	\$9,529.66	\$248.34
108	DIRECTOR OF BUSINESS SERVIC	1	0	1	Male	24	\$9,874.00	\$10,896.16	(\$1,022.16)
109	ASSISTANT SUPERINTENDENT	1	0	1	Male	25	\$10,988.00	\$11,351.66	(\$363.66)
110	SUPERINTENDENT	1	0	1	Male	26	\$14,480.00	\$11,807.17	\$2,672.83

Job Number Count: 110