

Pay Equity Implementation Report

2/7/2012

Part A: Jurisdiction Identification

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

Jurisdiction Type: School

Duluth MN 55802-2069

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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 used was: Consultant's System

Description: DBM

[Empty box for description details]

- 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