

Pay Equity Implementation Report

Part A: Jurisdiction Identification

Jurisdiction: ISD No. 2687-Howard Lake- Waverly-Winsted
 8700 Co Road 6 SW
 PO Box 708
 Howard Lake, MN 55349

Jurisdiction Type: School

Contact: Jennifer Borrell	Phone: (320) 543-4622	E-Mail: jborrell@hlww.k12.mn.us
Contact: Nate Walbruch	Phone: (320) 543-4646	E-Mail: nwalbruch@hlww.k12.mn.us
Contact: Kathleen Murphy	Phone: (651) 308-5067	E-Mail: kmurphymmc@msn.com
Contact: Megan Tormanen	Phone: (320) 543-4621	E-Mail: mtormanen@hlww.k12.mn.us

Part B: Official Verification

- 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: State Job Match

Description:

- 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.

- An official notice has been posted at:

District Office 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

(governing body)

Ben Borrell

(chief elected official)

Board Chair

(title)

Part C: Total Payroll

\$10648205.38

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: 1/15/2025