



January 27, 2026

Northome School District, ISD No. 363
ATTN: Alissa Carlson
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Northome, MN 56661

Sent Via Email
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IN RE: Response to Request for Proposals
 School District Attorney Services

Thank you for inquiring regarding our school law practice.

Pemberton Law has been a part of the greater Minnesota legal community for over 130 years. Our law firm has decades of experience representing public entities (cities, counties, school districts, townships, joint powers entities, and service cooperatives) across Minnesota in all areas of law. We represent many school districts and education related entities across the entire state. We are proud of the clientele we have built up through maintaining great client responsiveness, reliable and common-sense based legal advice, and our team-based approach to serving schools.

Typically, when working with public entities, we prefer to establish the relationship with one main point of contact with the school, typically the superintendent. We communicate with board members and other staff members as needed, but most communication occurs through the point of contact. We are, however, willing to work within the structure that has been utilized by your previous attorney if you feel it has worked well for you in the past.

Abbie Thurmes would be the primary contact for all district attorney services requested. Our entire firm, however, will be available as a resource. If attorney presence is requested at School Board meetings, Abbie would attend meetings at the district's request.

We have attached a list of other districts our law firm represents, and you are welcome to contact any of them for a reference. Abbie's current hourly rate is \$270.00 per hour. Other attorneys in the firm may also work on a file when necessary and may charge a different hourly rate for their time. Pemberton Law's hourly rates for administrative staff and legal assistants' time ranges \$150.00-\$160.00 per hour. No advanced payment is required, travel time will be billed at the current hourly rate per hour, and mileage will be charged at the current IRS rate of \$0.725 per mile.

All personnel bill in increments of a minimum of 1/10th of an hour (6 minutes), which is the minimum increment billed for each service provided, including phone calls, emails, and any other time spent working for the district on the type of work described above. We bill monthly during the first week of each month and send detailed, itemized billing statements outlining all work performed. We do not require any type of advanced retainer or contract. We simply serve at the pleasure of the board.

On behalf of Pemberton Law, we wish to thank Northome School District for the opportunity to submit this proposal for consideration. Enclosed you will find a representative public school client list, and a bullet point summary of the type of work that we do.

Please do not hesitate to contact us with any questions!

Sincerely,



Abbie J. Thurmes
School Law Attorney
Minnesota Lawyer Rising Star 2022-2024
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Attached: Representative Public School Client List
Summary of Work

Public Schools

Ada-Borup Public Schools, ISD No. 2854
Aitkin Public Schools, ISD No. 1
Albany Area Schools, ISD No. 745
Ashby Public Schools, ISD No. 261
Atwater-Cosmos-Grove City Public Schools, ISD No. 2396
Austin Public Schools, ISD No. 492
Badger Public Schools, ISD No 676
Barnesville Public Schools, ISD No. 146
Barnum Public Schools, ISD No 91
Battle Lake Public Schools, ISD 542
Bemidji Area Schools, ISD No. 31
Bertha-Hewitt Public Schools, ISD 786
Brandon-Evansville Public Schools, ISD No. 2908
Breckenridge Public Schools, ISD No. 846
Browns Valley Public Schools, ISD No. 801
Burnsville-Eagan-Savage Schools, ISD No. 191
Campbell-Tintah Public Schools, ISD No. 852
Cass Lake-Bena Public Schools, ISD No. 115
Chokio-Alberta Public Schools, ISD No. 771
Clearbrook-Gonvick Public Schools, ISD No. 2311
Clinton-Graceville-Beardsley Public Schools, ISD No. 2888
Dawson-Boyd Public Schools, ISD No. 378
Deer River Public Schools, ISD No. 317
Dilworth-Glyndon-Felton Public Schools, ISD No. 2164
Dover-Eyota Public Schools, ISD No. 533
Fergus Falls Public Schools, ISD No. 544
Fertile-Beltrami Public Schools, ISD No. 599
Floodwood School District, ISD No. 698
Fosston Public Schools, ISD No. 601
Frazee-Vergas Public Schools, ISD No. 23
Freshwater Education District, ISD No. 6004
Glacial Hills Elementary School, ISD No. 4168
Greenway Public Schools, ISD No. 316
Hancock Public Schools, ISD No. 768
Hawley Public Schools, ISD No. 150
Heartland Lakes Community Schools, ISD No. 4302
Hendricks Public School, ISD No. 402
Henning Public Schools, ISD No. 545
Hettinger Public Schools, ISD No. 13
Hill City Public Schools, ISD No. 2
Kalon Prep Academy, ISD No. 4290
Lac Qui Parle Valley Public Schools, ISD No. 2853
Lake of the Woods Public Schools, ISD No. 390
Lake Park Audubon Public Schools, ISD No. 2889
Lancaster Public Schools, ISD No. 356

Little Falls Community Schools, ISD No. 482
Maple Lake Public Schools, ISD No. 881
Marshall Public Schools, ISD No. 413
Menahga Public Schools, ISD No. 821
Minneota Public Schools, ISD No. 414
Minnewaska Area Schools, ISD No. 2149
Morris Area Schools, ISD No. 2769
Norman County East Public Schools, ISD No. 2215
Northland Community Schools, ISD No. 118
Osakis Public Schools, ISD No. 213
Park Rapids Area Schools, ISD No. 309
Pelican Rapids Public Schools, ISD No. 548
Pipestone Area Schools, ISD No. 2689
Red Lake Public Schools, ISD No. 38
Redwood Area Schools, ISD No. 2897
Rock Ridge Public Schools, ISD No. 2909
Roseville Area Schools, ISD No. 623
Resource Training & Solutions
Rum River Special Education Cooperative
Saint Louis Park Public Schools, ISD No. 283
Saint Peter Public Schools, ISD No. 508
Sauk Centre Public Schools, ISD No. 743
Schoolcraft Learning Community, ISD No. 4058
Sebeka Public Schools, ISD No. 820
Staples Motley Public Schools, ISD No. 2170
Stephen-Argyle Central Schools, ISD No. 2856
Stillwater Area Schools, ISD No. 834
Thief River Falls Public Schools, ISD No. 564
Ulen-Hitterdal Public Schools, ISD No. 914
Underwood Public Schools, ISD No. 550
Verndale Public Schools, ISD No. 818
Voyageurs Expeditionary School
Wadena-Deer Creek Public Schools, ISD No. 2155
Walker-Hackensack-Akeley Public Schools, ISD No. 113
West Central Area Schools, ISD No. 2342
Wheaton Area Schools, ISD No. 803
Win-E-Mac Public Schools, ISD No. 2609

Higher Education

Minnesota State Community and Technical College – Fergus Falls
University of Mary – Bismarck, ND and Fargo, ND Campuses

School Cooperatives

Fergus Falls Area Special Ed Cooperative ISD 935
Lake Agassiz Special Education Cooperative

Lakes Country Service Cooperative
Midwest Special Education Cooperative
Northeast Service Cooperative
Northwest Service Cooperative
Rum River Special Education Cooperative
Sourcewell
Southeast Service Cooperative
Southwest West Central Service Cooperative

School Law

- **Student Discipline**
Response and prevention of disciplinary cases, student expulsions, harassment, complaints, and discrimination issues.
- **Data Practices/FERPA/MGDPA**
Disclosure and release of student records.
- **Athletics**
Student athletics and Title IX.
- **Contracts**
Contract Development and execution for policies and procedures, union negotiations.
- **School Board**
Consulting and representation.
- **Special Education Law**

Employment and Labor Law

- **Human Resources Counseling & Risk Reduction**
Hiring, firing, discipline, investigations, reductions in force, economic lay-offs, performance improvement plans, last chance agreements, FMLA issues, medical leave, wage and hour laws, and affirmative action compliance and plans.
- **Discrimination**
MDHR/EEOC claims, sexual harassment, age, race, religion and disability claims.
- **Arbitration**
BMS, AAA, NLRB, veteran's preference, and other arbitration matters.
- **PELRA Issues, Litigation, Negotiations & Labor Union Disputes**
NLRB and BMS petitions and elections, unfair labor practices, collective bargaining agreements.
- **Employee Leave Law Compliance**
MN leave laws, FMLA, ADA, and military leave.
- **Employment Contract Claims**
Breach of employment contract, wrongful termination, severance agreements, and defamation.
- **Employee Benefits**
Employee welfare and benefit plan practices.
- **Regulatory Compliance**
Wage and hour laws, workers' compensation, unemployment compensation, OSHA.
- **Preparation and Drafting**
Employment manuals, policies, employment contracts, and collective bargaining agreements.