Special School Board Meeting

Monday, November 16, 2026 5:30 PM
High School Media Center, 810 First Street North, Pine River, MN 56474

1.	**Call to Order and Pledge to the Flag** **Members: Leslie Bouchonville, Chris Cunningham, Roger D. Hoplin, Nicki Linsten-Lodge, Carrie Maurer-Ackerman, David Sheley, Ryan Trumble and Superintendent Jonathan Clark** **Some members may participate via interactive technology.**	**Speaker(s):** Board Chair
2.	**Welcome to Visitors**	**Speaker(s):** Board Chair
2.1.	Public Comments and Time for Interaction with the Board on Agenda Items	**Speaker(s):** Board Chair
3.	**Approve Agenda**	
4.	**Discussion Items**	
4.1.	2027-28 School Calendar	
4.2.	Open Enrollment	
5.	**Action Items**	
5.1.	Adopt a Resolution Canvassing Returns of Votes of School District General Election	
5.2.	Adopt a Resolution Authorizing Issuance of Certificates of Election and Directing School District Clerk to Perform Other Election Related Duties	
5.3.	Approve a Memorandum of Understanding Between Pine River-Backus ISD #2174 and Pine River-Backus Principals Association Regarding Transition from Group Health Insurance To ICHRA	
5.4.	Approve a Memorandum of Understanding Between Pine River-Backus ISD #2174 and Superintendent Jonathan Clark Association Regarding Transition from Group Health Insurance To ICHRA	
5.5.	Approve a Memorandum of Understanding Between Pine River-Backus ISD #2174 and School Service Employees International Union Local 284 Regarding Transition from Group Health Insurance To ICHRA	
5.6.	Approve a Memorandum of Understanding Between Pine River-Backus ISD #2174 and Pine River-Backus Education Minnesota Regarding Transition from Group Health Insurance To ICHRA	
5.7.	Approve an Amendment to the Classified Personnel Policies and At-Will Employee Letters of Assignment Regarding Transition from Group Health Insurance to ICHRA	

5.8. Approve the Nomination of Roger Hoplin to Run for Election to the Sourcewell Board of Directors

6. **Open Forum**

7. **Adjourn**

PINE RIVER-BACKUS STAFF 27-28 CALENDAR **Draft #2**

	Student Days	Teacher Days
Quarter 1	41	48
Quarter 2	42	42
Quarter 3	43	45
Quarter 4	44	44
Conferences		1
PLC (Teachers Only 3:30-4:30)		2
	170	182

1 Floating Workshop Day between Aug 16-27

8/30-9/3 Workshop / Inservice

T = 3
S = 0

AUGUST '27

S	M	T	W	Th	F	S
						1
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

1-3 Workshop / Inservice
6 Holiday - Buildings Closed
7 First Day of School

T = 21
S = 18

SEPTEMBER '27

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

21-22 Education MN Break
25 No School -Teacher Inservice
28 Parent/Teacher Conferences
2 Hr Early Dismissal

T = 19
S = 18

OCTOBER '27

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

5 End of Qt. 1, 2 hr Early Out
25-26 Thanksgiving Break

T = 20
S = 20

NOVEMBER '27

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

23 2 Hr. Early Dismissal
24-31 Winter Break

T = 17
S = 17

DECEMBER '27

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JANUARY '28

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

3 School Resumes
14 End of Qt. 2
17 No School -Teacher Inservice, Snow Makeup Day if needed

T = 21
S = 20

FEBRUARY '28

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

3 Parent/Teacher Conferences
2 Hr Early Dismissal
21 No School -Teacher Inservice

T = 21
S = 20

MARCH '28

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	39	31	

20-24 Spring Break
17 End of Qt. 3, 2 hr Early Out

T = 18
S = 18

APRIL '28

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

14 No School - Good Friday

T = 19
S = 19

MAY '28

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

26 Last Day / Graduation
1/2 Day for Students
29 Memorial Day

T = 20
S = 20

JUNE '28

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

T = 0
S = 0

[1] Possible move of 10/18 in-service to 4/17 (Easter Monday). Would add possible snow makeup day

PRB RESIDENTS ENROLLED ELSEWHERE

	Enrollment Options								TOTAL ADM LOST	Basic Formula Per ADM	Funding Lost
	*Misc	Walker	Sebeka	Brainerd	Pillager	Crosslake	Pequot	Online HS			
2025-26	1.20	3.40	5.40	8.80	19.47	54.92	169.58	24.59	287.36	$7,481	$2,149,740
2024-25	3.90	6.60	6.60	11.45	21.27	60.67	171.54	29.25	311.28	$7,281	$2,266,430
2023-24	6.32	5.20	6.12	12.40	21.02	54.39	182.12	21.69	309.26	$7,138	$2,207,498
2022-23	7.40	1.46	6.40	11.18	19.42	46.64	186.22	27.81	306.53	$6,863	$2,103,715
2021-22	8.78	2.60	7.11	10.36	14.20	47.59	175.98	35.43	302.05	$6,728	$2,032,192
AVERAGE	5.52	3.85	6.33	10.84	19.08	52.84	177.09	27.75	303.30		

**Northland, Crosby, Nevis, Park Rapids, etc.*

NON-RESIDENTS ENROLLED AT PRB

	Enrollment Options								TOTAL ADM GAINED	Basic Formula Per ADM	Funding Gained
	*Misc	Walker	Sebeka	Brainerd	Pillager	**Crosslake	Pequot	Staples			
2025-26	28.23	38.41	1.09	7.05	0.00	0.00	56.69	12.12	143.59	$7,481	$1,074,197
2024-25	33.47	46.64	0.46	8.80	0.42	0.00	56.00	11.08	156.87	$7,281	$1,142,170
2023-24	22.84	39.61	0.00	6.60	1.61	0.00	35.92	9.38	115.96	$7,138	$827,722
2022-23	25.01	41.39	0.00	10.77	0.22	0.00	29.65	8.45	115.49	$6,863	$792,608
2021-22	26.39	34.80	0.00	11.08	0.00	0.00	32.29	3.20	107.76	$6,728	$725,009
AVERAGE	27.19	40.17	0.31	8.86	0.45	0.00	42.11	8.85	127.93		

**Northland, Crosby, Nevis, Park Rapids, etc.* ***Crosslake is a Charter, no "residents"*

NET GAIN / (LOSS)

	Enrollment Options								TOTAL ADM GAINED / (LOST)	Basic Formula Per ADM	ANNUAL FUNDING NET
	*Misc	Walker	Sebeka	Brainerd	Pillager	Crosslake	Pequot	Online/Staples			
2025-26	27.03	35.01	(4.31)	(1.75)	(19.47)	(54.92)	(112.89)	(12.47)	(143.77)	$7,481	-$1,075,543
2024-25	29.57	40.04	(6.14)	(2.65)	(20.85)	(60.67)	(115.54)	(18.17)	(154.41)	$7,281	-$1,124,259
2023-24	16.52	34.41	(6.12)	(5.80)	(19.41)	(54.39)	(146.20)	(12.31)	(193.30)	$7,138	-$1,379,775
2022-23	17.61	39.93	(6.40)	(0.41)	(19.20)	(46.64)	(156.57)	(19.36)	(191.04)	$6,863	-$1,311,108
2021-22	17.61	32.20	(7.11)	0.72	(14.20)	(47.59)	(143.69)	(32.23)	(194.29)	$6,728	-$1,307,183
AVERAGE	21.67	36.32	(6.02)	(1.98)	(18.63)	(52.84)	(134.98)	(18.91)	(175.36)		

**Northland, Crosby, Nevis, Park Rapids, etc.*

PRB Residents Homeschooled			
	# of Students	Basic Funding Formula	Funding Lost assuming 1.0 ADM
2026-27	147.00	$7,892	$1,160,124
2025-26	165.00	$7,481	$1,234,365
2024-25	145.00	$7,281	$1,055,745
2023-24	173.00	$7,138	$1,234,874

25-26	Students Enrolled			Students on Track to AA		
Grade	Fall	Spring		Grade	Total	
10th Grade	12	8		11th Grade	20	
11th Grade	23	19		12th Grade	21	
12th Grade	28	25				

***14 students took 1-2 credit courses to fulfill 6 courses in their schedules rather than take a highschool course

PSEO

English	Fall	Spring	
Composition I	16	1	
Composition II	18	11	83%
Creative Nonfiction		1	
Critical Thinking		3	
Intercultural Communications	1		
Intro to Humanities		1	
Intro to Literature	1		0%
Intro to Philosophy		1	0%
Practical Writing		8	88%

Math	Fall	Spring	
Introduction to Statistics	3	2	

Science	Fall	Spring	
Astronomy	2		
EMT		1	
Environmental Biology	2		
Medical Terminology	2	3	60%
Natural Disasters	2	3	
Oceanography	11		

Social Studies	Fall	Spring
American Government		1
Contemporary Moral Problems		2
Marco Economics		3
Micro Economics	1	
Physical Geography		2
Social Psychology		1
World Regional Geography	3	
World Religions		1

Art	Fall	Spring	
Art History		1	
Intro to Cinematography	4		75%
Intro to Graphic Design		3	66%
Intro to Theatre		1	
The Art of Digital Photo.		3	

CIS

Math	Fall	Spring
Calculus	8	
College Alg.	24	
Intro to College Alg.	23	
Pre-Calc		16

Science	Fall	Spring
Environmental Chem.	22	

Social Studies	Fall	Spring
Economics	24	
Government	18	
Personal Finance		22
World History I	16	
World History II		15

Music	Fall	Spring
Band	22	13
Choir	14	5

PSEO						
Gym/Health	Fall	Spring				
Drug Awareness	1					
Fitness Walking	11	19	90%			
Life Span	1	1				
World Language	Fall	Spring				
Deaf Culture	3	10	85%			
Business	Fall	Spring				
Accounting Principles I	1		0%			
Intro to Accounting		1				
Customer Relations	2					
Intro to Business	1		0%			
College Prep	Fall	Spring				
Workplace Skills		2				
Intro to college		5				
Career Planning		7	86%			
College Success		1				

Failed			
Composition ll- 4		**Infinity Online Numbers**	
Fitness Walking- 1		**Course:**	**Enrolled:**
Introduction to Business-1		Geometry	8
Introduction to Philosophy: 1		US History	5
Medical Terminology-2		Psychology	1
		Sociology	1
W/FW:		Health & Wellness	9
Accounting Principles-1		Interior Design	3
Career Planning-1		Probability & Data Analysis	4
Composition ll-1		Art around the World	3
Deaf Culture-2		Biology	3
Fitness Walking-2		Creative Writing	1
Introduction to Cinematography- 1		English ll	2
Introduction to Graphic Design-1		Personal Development	2
Introduction to Literature-1		Fitness for Life	1
Practical Writing-1		Intro to Teaching	1
		Crimnology	1
1 Student completed Summer school to graduate			

26-27	Students Enrolled	
Grade	Fall	Spring
10th Grade	10	
11th Grade	20	
12th Grade	22	

Students on Track to AA	
Grade	Total
11th Grade	15
12th Grade	16

CLC PSEO

English	Fall	Spring
Composition I	5	
Composition II	7	
Creative Writing	1	
Intro to Literature	1	
Practical Writing	4	
Introduction to Science	2	
Math	Fall	Spring
Science	Fall	Spring
EMT	1	
Medical Terminology	1	
Natural Disasters	1	
Oceanography	3	
Planet Earth	2	
Social Studies	Fall	Spring
American Government	1	
General Psychology	2	
Juvenile Justice	1	
Art	Fall	Spring
Intro to Cinematography	1	
The Art of Digital Photo.	3	
Gym/Health	Fall	Spring
Fitness Walking	5	
Life Span	1	
World Language	Fall	Spring
ASL I	1	
Deaf Culture	4	
Business	Fall	Spring
Business Finance	1	
College Prep	Fall	Spring
Career Planning	2	

OCHS

English	Fall	Spring
Composition I	18	
Intro to Literature	5	
Public Speaking	1	
Math	Fall	Spring
Mathematics of Business	1	
Science	Fall	Spring
Biology Principles I	2	
Environmental Science	2	
Introduction to Chem.	1	
Social Studies	Fall	Spring
American Government	4	
General Psychology	1	
World History	1	
Art/Music	Fall	Spring
County Music History	2	
Gym/Health	Fall	Spring
Personal Health and Wellness	6	
World Language	Fall	Spring
ASL I	2	
Business	Fall	Spring
Computer Applications	1	
Electives	Fall	Spring
Child and Family Relations	4	
Job Seeking-Keeping	2	

CIS				Failed	Fall	Spring
Math	Fall	Spring				
Calculus	7					
College Alg.	7					
Intro to College Alg.	7					
Pre-Calc				W/FW	Fall	Spring
Science	Fall	Spring				
Environmental Chem.	20					
Social Studies	Fall	Spring				
Economics						
Government	10					
Personal Finance	24					
World History I	20					
World History II						
Music	Fall	Spring				
Band	30					
Choir	21					
World Language	Fall	Spring				
French	13					
Infinity Online Numbers				Failed	Fall	Spring
Course:	**Fall**	**Spring**				
Geometry	3					
Chemistry	1					
US History	2					
Health & Wellness	2					
Interior Design	2					
Algebra II	8					
Art around the World	2					
Astronomy	1					
English II	1					
US Government	2					
Personal Fitness	2					
Ethnic Studies	8					
ASL I	1					
Creative Writing	1					

STUDENT	CREDITS	COLLEGE	COST TO DISTRICT	ADM TO DISTRICT	Basic Formula Per ADM	REVENUE TO DISTRICT
2023	PSEO Full Time					
1	33	Crown College		0.12	$6,863	$824
2026	PSEO Full Time					
1	33	Univ of Northwestern		0.12	$7,481	$898

STUDENT	CREDITS	COLLEGE	COST TO DISTRICT	ADM TO DISTRICT	Basic Formula Per ADM	State Aid to District	Net to District
2022	Concurrent/PSEO						
73	1310	Central Lakes College	$121,002	73	$6,728	$491,144	$363,542
		St Cloud State Univ	$6,600				
2023	Concurrent/PSEO						
69	960	Central Lakes College	$181,995	69	$6,863	$473,547	$284,952
		St Cloud State Univ	$6,600				
2024	Concurrent/PSEO						
78	964	Central Lakes College	$205,664	78	$6,863	$535,314	$323,050
		St Cloud State Univ	$6,600				
2025	Concurrent/PSEO						
68	845	Central Lakes College	$226,911	68	$7,281	$495,108	$261,597
		St Cloud State Univ	$6,600				
2026	Concurrent/PSEO						
75	984	Central Lakes College	$173,345	75	$7,481	$561,075	$381,130
		St Cloud State Univ	$6,600				

	Infinity Online	
	Credits	Cost
2022	12	$9,005
2023	17	$12,955
2024	14	$9,255
2025	51	$23,175
2026	57	$24,875

PINE RIVER-BACKUS SCHOOLS

College & Online Learning

College in the Schools • PSEO • OCHS • Infinity Online

School Board Update | November 2026

Four pathways available to students

College in the Schools (CIS)

College courses taught at PRB through CLC and St. Cloud State. Students take the courses in the high school setting.

PSEO through Central Lakes College(CLC)

Students take postsecondary courses through CLC. Grade reporting occurs only a couple of times per semester.

Online College in the High School (OCHS)

New partnership with Alexandria Technical & Community College, Northland Community & Technical College, and Northwest Technical College. Students learn alongside students from other high schools. Professors and reach out when student are struggling.

Infinity Online

High school courses delivered online for high school credit.

Each option serves a different purpose: college credit, high school credit, flexible access, or a combination.

Student Eligibility

10th grade

- Eligible for 1 CTE course
- MCA Reading of 850 or higher
- If MCA is not taken, an Accuplacer of reading of 250 or higher

11th Grade

- High School GPA of 3.0

12th Grade

High School GPA of 2.8

College in the Schools: Course Offerings

Area	Courses
Mathematics	Intro to College Algebra; College Algebra; Pre-Calculus; Calculus
Science	Environmental Chemistry
Social Studies	Government ; Economics; World History I; World History II
Personal Finance	On Course; Money Management
Music	Band; Choir
World Language	French

OCHS

Three college partners

Alexandria Technical & Community College
Northland Community & Technical College
Northwest Technical College

Learning community

Students take courses alongside students from other high schools. Teachers appear more responsive and proactive when students struggle.

Course materials

Textbooks are sent directly to Pine River-Backus Schools for student access and distribution.

Scheduling and withdrawals

Students must meet with the PRB School Counselor to schedule courses or withdraw from a course.

OCHS does not send regular grades to PRB. Although, I have made the request, incase professors are not reaching out.

What it takes to earn an Associate of Arts degree

60 college credits

Students must earn at least 60 credits toward the Associate of Arts degree.

10 goal areas

Students must also complete the 10 required goal areas as part of the degree.

Student Planning Guide

A.A. PRB CIS/PSEO Planning

MnTC A.A. Program Course Planner- 60 Credits

Goal 1 - Communications (9-11 Credits)

- ☐ _____ ____ Credits
- ☐ _____ ____ Credits
- ☐ _____ ____ Credits
- ☐ _____ ____ Credits

Goal 2 - Critical Thinking (1 Course)

- ☐ _____ ____ Credits

Goal 3 - Natural Sciences (6 Credits)

Courses from 2 disciplines are recommended; one analytical lab required.

- ☐ CIS Environmental Chemistry* (Goal 3 & 10) (3 Credits)
- ☐ _____ ____ Credits

Goal 4 - Math/Logical Reasoning (3 Credits)

- ☐ CIS Intro to College Algebra (3 Credits)

Goal 5 - History/Social Behavior Science (9 Credits)

- ☐ CIS World History A* (3 Credits)
- ☐ CIS World History B* (3 Credits)
- ☐ CIS Government* (3 Credits)

Goal 6- Humanities & Fine Arts (9 Credits)

- ☐ CIS Band (1 Credit per semester)
- ☐ CIS Choir (1 Credit per semester)
- ☐ CIS French (4 Credits)
- ☐ _____ ____ Credits
- ☐ _____ ____ Credits
- ☐ _____ ____ Credits

Goal 7 - Human Diversity (1-2 Course)

- ☐ _____ ____ Credits
- ☐ _____ ____ Credits

Goal 8 - Global Perspective (1 Course)

- ☐ CIS World History A* (Goal 5 & 8) (3 Credits)

Goal 9 - Ethic and Civic Responsibility (1 Course)

- ☐ CIS Government* (Goal 5 & 9) (3 Credits)

Goal 10 - People and Environment (1 Course)

- ☐ CIS Environmental Chemistry (Goal 3 & 10) (3 Credits)

Fitness for Life (2 Credits)

- ☐ _____ ____ Credits

General Electives (15-17 Credits)

- ☐ CIS Personal Finance* (2 Credits)
- ☐ CIS Economics* (3 Credits)
- ☐ CIS College Algebra (3 Credits)
- ☐ CIS Pre-Calc (5 Credits)
- ☐ CIS College Algebra (5 Credits)
- ☐ _____ ____ Credits
- ☐ _____ ____ Credits
- ☐ _____ ____ Credits
- ☐ _____ ____ Credits
- ☐ _____ ____ Credits

Student Example

A.A. PRB CIS/PSEO Planning

MnTC A.A. Program Course Planner- 60 Credits

Ask yourself the following?

- Am I ready to take college classes?
- Is it best to take some college classes and not complete my A.A.?
- If I complete my A.A. degree, will I be ready to jump into my major at a 4-year college?

Goal 1 - Communications (9-11 Credits)

- ☐ Composition I* (4 Credits)
- ☐ Composition II* (4 Credits)
- ☐ Practical Writing (3 Credits)

Goal 2 - Critical Thinking (1 Course)

- ☐ Practical Writing (3 Credits)

Goal 3 - Natural Sciences (6 Credits)

Courses from 2 disciplines are recommended; one analytical lab required.

- ☐ CIS Environmental Chemistry* (Goal 3 & 10) (3 Credits)

Choose 1:

- ☐ Planet Earth (3 Credits)
- ☐ Natural Disasters (3 Credits)
- ☐ Oceanography (3 Credits)

Goal 4 - Math/Logical Reasoning (3 Credits)

- ☐ CIS Intro to College Algebra* (3 Credits)

Goal 5 - History/Social Behavior Science (9 Credits)

- ☐ CIS World History A* (3 Credits)
- ☐ CIS World History B* (3 Credits)
- ☐ CIS Government* (3 Credits)

Required*

Goal 6- Humanities & Fine Arts (9 Credits)

- ☐ CIS Band (1 Credit)
- ☐ CIS Choir (1 Credit)
- ☐ CIS French (4 Credits)
- ☐ Deaf Culture (Goal 6 & 7) (3 Credits)
- ☐ Introduction to Cinematography (3 Credits)
- ☐ The Art of Digital Photography (3 Credits)

Goal 7 - Human Diversity (1 Course)

- ☐ Deaf Culture (Goal 6 & 7) (3 Credits)
- ☐ Intercultural Communications (3 Credits)
- ☐ Social Psychology (3 Credits)
- ☐ Race, Ethnicity, Oppression (3 Credits)

Goal 8 - Global Perspective (1 Course)

- ☐ CIS World History A* (Goal 5 & 8) (3 Credits)

Goal 9 - Ethic and Civic Responsibility (1 Course)

- ☐ CIS Government* (Goal 5 & 9) (3 Credits)

Goal 10 - People and Environment (1 Course)

- ☐ CIS Environmental Chemistry (Goal 3 & 10) (3 Credits)

Fitness for Life (2 Credits)

- ☐ Fitness Walking (2 Credits)

General Electives (15-17 Credits)

- ☐ CIS Personal Finance* (2 Credits)
- ☐ CIS College Algebra* (3 Credits)
- ☐ CIS Economics* (3 Credits)
- ☐ CIS Pre-Calculus (5 Credits)
- ☐ CIS Calculus (5 Credits)
- ☐ _____
- ☐ _____

Note about this form: this form is shown as a record of what was originally submitted. The fields display the recorded entries and are not interactive.

Precinct: ISD #2174 School Brd Number

Date of General Election: 11/3/2026

Handwritten note: 1063

Please complete all write-in tally sheets at the precinct before sealing the voted ballots.

Local offices write-in tally sheet

(Count write-in votes for your precinct offices as instructed.)

Office:

Name	Total votes
Barbara Gorrhura	2
Laurie Knight	5
Hallie Pond	19
Ryan Snavely	1
Krystell Gerado	2
Morgan Johnson	2
John Quinn	2
Thomas Harper	1
Charles McCoy	1
Kerrie Pepin	1

Office:

Name	Total votes
Becky Cadwell	1
Jason Ottn	1
Sarah King	2
Liz Dahl	5
Mike Lindell	1
Sheley	2
Ruth Oberfell	2
Amy Gordon	5
Kristopher Lambke	1
Joshua Howe	1

Office:

Name	Total votes
Kevin S. Wolf	1
Mirah Eveland	1
Blank	11
Micah Eveland	2
Jake Freeman	1
Hannah France	2
Leslie Bouchonville	10
Mike Prososki	2
Judson Gragnara	1
Marvin Larsen	1

Office:

Name	Total votes
George Oberfell	5
Brent Norman	1
Noah Hanson	1
Dawn Kubner	1
Dave Smith	1
Erik Bresnahan	2
James Crimmins	1
Richard Treabrit	1
Hannah Larson	1
Gretchen Koerner	1

Precinct: ISD #2174 School Brd. Member

Date of General Election: 11/3/2026

Please complete all write-in tally sheets at the precinct before sealing the voted ballots.

Local offices
Write-in tally sheet

(Count write-in votes for your precinct offices as instructed.)

Office:

Name	Total votes
Chris Hannekin	1
Insincere	3
Scott Bristow	2
Leslie Lincmeat?	1
Alan Oberfell	1
Jim Schellig	1
Hanna Lafremar	1
Mark Bristow	1
Trent Fisher	1
Nancy Keogh	1

Office:

Name	Total votes
Rachael Sawyer	1
Phillip Swenson	1
Jason Meyers	1
Suzanne DesKure	1
Wallace Wales	1
Joshua Hirschey	1
Justino Burard	3
Lynn Hunt	7
Roger Hoplin II	3
Marlin Larsen	1

Office:

Name	Total votes
Tera Odens	1
Chad Odens	1
Judy Bach	1
'Unknown'	1
Tony Desart	1
Brent Passarella	3
Benjamin Bisted	1
Tate Olstead	1
Matthew Munch	1
Joleta Briss	1

Office:

Name	Total votes
Anjanete V. Arnold	1
Tina Hannaken	1
Erica Parkin	1
Roger Wynn	1
Harlyn Young	2
Steven Braker	1
Dave Shelley	4
Neal Dwyter	1
Ricky Sawyer	1
Melissa Douglas	1

Precinct: ISD #2174 School Brd. Number

Date of General Election: 11/3/2026

Handwritten note: 3963

Please complete all write-in tally sheets at the precinct before sealing the voted ballots.

Local offices
Write-in tally sheet

(Count Write-in votes for your precinct offices as instructed.)

Office:

Name	Total votes
Lance Dragsl ?	1
Donna Christensen	1
Erin Frank	1
Courtney Antalille	2
Kristin Kevns	4
Brent Norman	1
Zack Broerm	1
Troy Gregory	2
Judy Johnston	1
Tracy Walker	1

Office:

Name	Total votes

Office:

Name	Total votes
Lynn Webster	1
Zach Josephson	1
Simon Goble	1
John Bueckers	1
Hannalee Larson	3
Jeannie Wynn	1
Jennifer Anderson	1
Carrie Ackerman	1
Hind Rajab	1
Evan Bonham	1

Office:

Name	Total votes

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RESOLUTION CANVASSING RETURNS
OF VOTES OF SCHOOL DISTRICT GENERAL ELECTION

BE IT RESOLVED by the School Board of Independent School District No. 2174, as follows:

1. It is hereby found, determined and declared that the general election of the voters of the district held on November 3, 2026, was in all respects duly and legally called and held.

2. As specified in the attached Abstract and Return of Votes Cast, a total of 2,362 voters of the district voted at said election for the purpose of electing four school board members for four year term vacancies on the board caused by expiration of term on the first Monday in January next following the general election as follows:

Christopher M. Cunningham	2,323 votes
Nicki Linsten-Lodge	2,292 votes
Ryan Trumble	2,362 votes
Hallie Pond (write-in)	19 votes

3. Ryan Trumble, Christopher M. Cunningham, Nicki Linsten-Lodge and Hallie Pond having received the highest number of votes, are elected to four year terms beginning the first Monday in January 2027.

4. The school district clerk is hereby authorized to certify the results of the election to the county auditor of each county in which the school district is located in whole or in part.

Abstract of Votes Cast
Independent School District No. 2174 (PINE RIVER-BACKUS)
State of Minnesota
at the State General Election
Held Tuesday, November 3, 2026

Compiled from the Official Returns.

Summary of Totals
Independent School District No. 2174 (PINE RIVER-BACKUS)
Tuesday, November 3, 2026 State General Election

KEY TO PARTY ABBREVIATIONS

NP - Nonpartisan

School Board Member (ISD #2174) (Elect 4)

NP	NP	NP	WI
Christopher M Cunningham	Nicki Linsten-Lodge	Ryan Trumble	WRITE-IN
2323	2292	2362	216

Detail of Election Results
Independent School District No. 2174 (PINE RIVER-BACKUS)
Tuesday, November 3, 2026 State General Election

Office Title: School Board Member (ISD #2174) (Elect 4)

Precinct	NP Christopher M Cunningham	NP Nicki Linsten-Lodge	NP Ryan Trumble	WI WRITE-IN
11 0005 : ANSEL TWP	18	12	14	0
11 0010 : BACKUS	48	47	46	4
11 0015 : BARCLAY TWP	154	150	168	12
11 0040 : BLIND LAKE TWP	25	21	26	0
11 0060 : BULL MOOSE TWP	43	45	51	6
11 0065 : BUNGO TWP	43	39	42	8
11 0080 : CHICKAMAW BEACH	52	49	49	6
11 0090 : DEERFIELD TWP	43	42	48	5
11 0125 : HOME BROOK TWP	22	16	18	1
11 0165 : MCKINLEY TWP	38	39	35	1
11 0170 : MAPLE TWP	112	101	101	16
11 0180 : MEADOW BROOK TWP	10	11	10	0
11 0185 : MOOSE LAKE TWP	16	17	22	5
11 0205 : PINE RIVER	176	201	186	19
11 0210 : PINE RIVER TWP	391	382	395	49
11 0215 : PONTO LAKE TWP	207	221	228	16
11 0220 : POPLAR TWP	0	0	0	0
11 0225 : POWERS TWP	246	225	232	18
11 0300 : WALDEN TWP	134	134	143	19
11 0315 : WILSON TWP	142	140	145	5
11 0320 : WOODROW TWP	5	8	8	0
18 0075 : CROSSLAKE CITY	25	25	24	0
18 0125 : FIFTY LAKES CITY	182	180	179	8
18 0140 : GAIL LAKE TWP	26	27	25	3
18 0155 : IDEAL TWP	66	68	69	2

Detail of Election Results
Independent School District No. 2174 (PINE RIVER-BACKUS)
Tuesday, November 3, 2026 State General Election

Office Title: School Board Member (ISD #2174) (Elect 4)

Precinct	NP Christopher M Cunningham	NP Nicki Linsten-Lodge	NP Ryan Trumble	WI WRITE-IN
18 0180 : JENKINS TWP	26	18	20	0
18 0205 : MANHATTAN BEACH CITY	20	21	21	0
18 0280 : TIMOTHY TWP	53	53	57	13
Total:	**2323**	**2292**	**2362**	**216**

We, the school board members of Independent School District No. 2174 (PINE RIVER-BACKUS), certify that we have canvassed the returns of the State General Election held on Tuesday, November 3, 2026 and have herein specified the names of any candidates receiving votes and the number of votes received by each candidate, and have herein specified the number of votes for and against any ballot questions voted on in this election.

As appears by the returns of the election precincts voting in this election, duly returned to, filed, opened, and canvassed, and now remaining on file in the office of the clerk of Independent School District No. 2174 (PINE RIVER-BACKUS).

Witness our official signature at _____ in _____ County this _____ day of _____, 2026.

_____
School Board Member

_____
School Board Member

_____
School Board Member

_____
School Board Member

_____
School Board Member

_____
School Board Member

_____
School Board Member

State of Minnesota
Independent School District No. 2174 (PINE RIVER-BACKUS)

I, _____, Clerk of the Independent School District No. 2174 (PINE RIVER-BACKUS) do hereby certify the within and foregoing _____ pages to be a full and correct copy of the original abstract and return of the votes cast in the Independent School District No. 2174 (PINE RIVER-BACKUS) State General Election held on Tuesday, November 3, 2026.

Witness my hand and official seal of office this _____ day of _____, 2026.

_____

ACCEPTANCE OF OFFICE
AND OATH OF OFFICE

To: Ryan Trumble

The following acceptance and oath of office must be filed with the school district clerk within 30 days of the date of mailing or personal service of the certificate of election.

ACCEPTANCE OF OFFICE

I hereby accept the office of school board member of Independent School District No. 2174 for a term beginning the first Monday in January 2027 and expiring the first Monday in January 2031.

Date:_____ _____
Signature

STATE OF MINNESOTA)
)
COUNTY OF CASS)

The foregoing instrument was acknowledged before me this _____day of _____, 2026 by David Sheley.

_____
Notary Public

OATH OF OFFICE

I swear/affirm that I will support the Constitution of the United States and of this state, and that I will discharge faithfully the duties of the office of school board member of Independent School District No. 2174 to the best of my judgment and ability.

Date:_____ _____
Signature

STATE OF MINNESOTA)
)
COUNTY OF CASS)

The foregoing instrument was acknowledged before me this _____day of _____, 2026 by David Sheley.

_____
Notary Public

ACCEPTANCE OF OFFICE
AND OATH OF OFFICE

To: Christopher M. Cunningham

The following acceptance and oath of office must be filed with the school district clerk within 30 days of the date of mailing or personal service of the certificate of election.

ACCEPTANCE OF OFFICE

I hereby accept the office of school board member of Independent School District No. 2174 for a term beginning the first Monday in January 2027 and expiring the first Monday in January 2031.

Date:_____ _____
Signature

STATE OF MINNESOTA)
)
COUNTY OF CASS)

The foregoing instrument was acknowledged before me this _____day of _____, 2026 by Christopher M. Cunningham.

_____
Notary Public

OATH OF OFFICE

I swear/affirm that I will support the Constitution of the United States and of this state, and that I will discharge faithfully the duties of the office of school board member of Independent School District No. 2174 to the best of my judgment and ability.

Date:_____ _____
Signature

STATE OF MINNESOTA)
)
COUNTY OF CASS)

The foregoing instrument was acknowledged before me this _____day of _____, 2026 by Christopher M. Cunningham.

_____
Notary Public

ACCEPTANCE OF OFFICE
AND OATH OF OFFICE

To: Nicki Linsten-Lodge

The following acceptance and oath of office must be filed with the school district clerk within 30 days of the date of mailing or personal service of the certificate of election.

ACCEPTANCE OF OFFICE

I hereby accept the office of school board member of Independent School District No. 2174 for a term beginning the first Monday in January 2027 and expiring the first Monday in January 2031.

Date:_____ _____
Signature

STATE OF MINNESOTA)
)
COUNTY OF CASS)

The foregoing instrument was acknowledged before me this _____day of _____, 2026 by Nicki Linsten-Lodge.

_____
Notary Public

OATH OF OFFICE

I swear/affirm that I will support the Constitution of the United States and of this state, and that I will discharge faithfully the duties of the office of school board member of Independent School District No. 2174 to the best of my judgment and ability.

Date:_____ _____
Signature

STATE OF MINNESOTA)
)
COUNTY OF CASS)

The foregoing instrument was acknowledged before me this _____day of _____, 2026 by Nicki Linsten-Lodge.

_____
Notary Public

ACCEPTANCE OF OFFICE
AND OATH OF OFFICE

To: Hallie Pond

The following acceptance and oath of office must be filed with the school district clerk within 30 days of the date of mailing or personal service of the certificate of election.

ACCEPTANCE OF OFFICE

I hereby accept the office of school board member of Independent School District No. 2174 for a term beginning the first Monday in January 2027 and expiring the first Monday in January 2031.

Date:_____ _____
Signature

STATE OF MINNESOTA)
)
COUNTY OF CASS)

The foregoing instrument was acknowledged before me this _____day of _____, 2026 by Hallie Pond.

_____
Notary Public

OATH OF OFFICE

I swear/affirm that I will support the Constitution of the United States and of this state, and that I will discharge faithfully the duties of the office of school board member of Independent School District No. 2174 to the best of my judgment and ability.

Date:_____ _____
Signature

STATE OF MINNESOTA)
)
COUNTY OF CASS)

The foregoing instrument was acknowledged before me this _____day of _____, 2026 by Hallie Pond.

_____
Notary Public

CERTIFICATE OF ELECTION
Four Year Term

This is to certify as follows:

1. The School Board of Independent School District No. 2174 on November 16, 2026, canvassed the general election of school board members held on November 3, 2026.

2. Ryan Trumble received the largest number of votes cast for the office of school board member of Independent School District No. 2174 for a four year term.

3. There were four four year term vacancies on the board caused by expiration of terms on the first Monday in January next following the election.

4. Therefore, Ryan Trumble is elected to the office of school board member of Independent School District No. 2174 for a four year term beginning the first Monday in January 2027 and expiring the first Monday in January 2031.

By authority of the School Board of Independent School District No. 2174, pursuant to resolution dated November 14, 2024.

Dated:_____ _____
Chair

Dated:_____ _____
Clerk

CERTIFICATE OF ELECTION
Four Year Term

This is to certify as follows:

1. The School Board of Independent School District No. 2174 on November 16, 2026, canvassed the general election of school board members held on November 3, 2026.

2. Christopher M. Cunningham received the second largest number of votes cast for the office of school board member of Independent School District No. 2174 for a four year term.

3. There were four four year term vacancies on the board caused by expiration of terms on the first Monday in January next following the election.

4. Therefore, Christopher M. Cunninham is elected to the office of school board member of Independent School District No. 2174 for a four year term beginning the first Monday in January 2027 and expiring the first Monday in January 2031.

By authority of the School Board of Independent School District No. 2174, pursuant to resolution dated November 14, 2024.

Dated:_____ _____
Chair

Dated:_____ _____
Clerk

CERTIFICATE OF ELECTION
Four Year Term

This is to certify as follows:

1. The School Board of Independent School District No. 2174 on November 16, 2026, canvassed the general election of school board members held on November 3, 2026.

2. Nicki Linsten-Lodge received the third largest number of votes cast for the office of school board member of Independent School District No. 2174 for a four year term.

3. There were four four year term vacancies on the board caused by expiration of terms on the first Monday in January next following the election.

4. Therefore, Nicki Linsten-Lodge is elected to the office of school board member of Independent School District No. 2174 for a four year term beginning the first Monday in January 2027 and expiring the first Monday in January 2031.

By authority of the School Board of Independent School District No. 2174, pursuant to resolution dated November 14, 2024.

Dated:_____ _____
Chair

Dated:_____ _____
Clerk

CERTIFICATE OF ELECTION
Four Year Term

This is to certify as follows:

1. The School Board of Independent School District No. 2174 on November 16, 2026, canvassed the general election of school board members held on November 3, 2026.

2. Hallie Pond received the fourth largest number of votes cast for the office of school board member of Independent School District No. 2174 for a four year term.

3. There were four four year term vacancies on the board caused by expiration of terms on the first Monday in January next following the election.

4. Therefore, Hallie Pond is elected to the office of school board member of Independent School District No. 2174 for a four year term beginning the first Monday in January 2027 and expiring the first Monday in January 2031.

By authority of the School Board of Independent School District No. 2174, pursuant to resolution dated November 14, 2024.

Dated:_____ _____
Chair

Dated:_____ _____
Clerk

RESOLUTION AUTHORIZING ISSUANCE OF CERTIFICATES OF ELECTION AND DIRECTING SCHOOL DISTRICT CLERK TO PERFORM OTHER ELECTION RELATED DUTIES

WHEREAS, the board has canvassed the general election and special election for school board members held on November 3, 2026.

NOW THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 2174, State of Minnesota, as follows:

1. The chair and clerk are hereby authorized to execute certificates of election on behalf of the School Board of Independent School District No. 2174 to the following candidates for four year terms of office each:

   Ryan Trumble
   Christopher M. Cunningham
   Nicki Linsten-Lodge
   Hallie Pond

   who have received a sufficiently large number of votes to be elected to fill vacancies on the board caused by expiration of term on the first Monday in January next following the election, based on the results of the canvass.

2. The certificates of election shall be in sufficiently the form attached hereto.

3. After the time for contesting the election has passed and the candidate has filed all campaign financial reports required by Minnesota Statutes, Chapter 211A, the clerk of the school board is hereby directed to deliver the certificates to the persons entitled thereto personally or by certified mail.

4. The clerk is hereby directed to enclose with the certificate a form of acceptance of office and oath of office in substantially the form attached hereto.

MEMORANDUM OF UNDERSTANDING

Between
Pine River-Backus ISD #2174
And
Pine River-Backus Principals Association

Regarding Transition from Group Health Insurance to ICHRA

This Memorandum of Understanding (the "MOU") is entered into by and between the Pine River-Backus School District #2174 ("District") and the Pine River-Backus Principals Association ("Union") effective January 1, 2027.

1. Purpose

The purpose of this MOU is to outline the terms and conditions under which the District will transition from its District-sponsored group health insurance plan to an Individual Coverage Health Reimbursement Arrangement (ICHRA) for eligible union-represented employees, effective January 1, 2027.

2. Background

The District and the Union have jointly reviewed healthcare benefit options in response to rising costs, plan flexibility, and employee choice. Both parties agree that implementing an ICHRA can better serve the interests of educators by allowing them to choose individual insurance plans that best meet their needs.

3. Scope and Eligibility

This agreement applies to all employees represented by the Union who are eligible for health insurance benefits as defined in the current collective bargaining agreement (CBA).

4. ICHRA Plan Design

- The District shall discontinue offering an employer-sponsored group medical plan to bargaining unit members and agrees to establish an ICHRA for eligible employees.
    - The current health insurance contribution amount shall be eliminated.
- Eligible employees shall obtain individual health insurance coverage through:
    - The individual insurance market;
    - Medicare (if eligible); or
    - Other qualifying individual coverage as defined under applicable federal regulations.
- District contributions into the ICHRA shall be tax-free to the extent allowed by federal law.
- Unused or excess ICHRA funds shall go into an HRA for the reimbursement of eligible out-of-pocket expenses under IRS Section 213(d). Upon separation of service, any excess funds shall be portable with the employee and transferred to a Retiree HRA.
- Employees enrolled in a qualified high-deductible health plan (QHDHP) shall be eligible to contribute to a Health Savings Account (HSA).

5. Employer Contributions

- The District shall provide a monthly ICHRA contribution based on the employee's age as of January 1 of each plan year.
- ICHRA contributions shall be age-banded for employees and also dependent on the Rating Area in the state based on the ICHRA Benchmark Plan selected for the 2027 plan year.
- The District and Union acknowledge that the age-banded contribution methodology is intended to better align employer funding with expected age-based premium differences in the individual market.
- See the age-banded contribution table in Appendix A.

6. Plan Administration and Support

- The District has selected a third-party administrator (TPA) to manage administration of the ICHRA, provide educational support, and on-going service to employees.
- The District will ensure employees have access to plan comparison tools and licensed advisors to assist with enrollment.
- The District shall be solely responsible for the payment of any and all setup fees, broker fees or commissions, and administrative costs incurred in connection with the establishment and on-going administration of the ICHRA.

7. Compliance

- The ICHRA shall be administered in compliance with:
    - Internal Revenue Code Section 105;
    - Applicable Affordable Care Act (ACA) regulations;
    - Internal Revenue Service (IRS), Department of Labor (DOL), Centers for Medicare & Medicaid Services (CMS), and Department of Health and Human Services (HHS) governing and regulating ICHRAs.

8. Continuation and Review

- The District and the Union agree to review the impact and effectiveness of the ICHRA annually
- The District and the Union agree to review employer contribution amounts annually or until incorporating it into the CBA.
- This MOU will remain in effect until superseded by a revised agreement or upon incorporating it into the CBA.

9. Collective Bargaining Agreement

- The parties agree to consider incorporating the terms of this MOU into the next successor collective bargaining agreement (CBA).
- Except as specifically modified herein, all other provisions of the current CBA shall remain in full force and in effect.

10. Period of Agreement / Terms

- This MOU shall become effective upon ratification by both parties and shall remain in effect until incorporated into the successor CBA.

11. No Waiver of Rights

- Nothing in this MOU shall be construed as a waiver of any rights or obligations under the CBA or applicable labor law.

12. Signatures

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding on the date first above written.

For the School District:

Name: _____

Title: _____

Signature: _____

Date: _____

For the Union:

Name: _____

Title: _____

Signature: _____

Date: _____

APPENDIX A
EMPLOYER CONTRIBUTION

PINE RIVER-BACKUS PRINCIPALS ASSOCIATION

Monthly District ICHRA Contribution

Age Factor	Employee		Age Factor	Employee
17	$404		41	$591
18	$404		42	$601
19	$404		43	$616
20	$404		44	$634
21	$454		45	$656
22	$454		46	$680
23	$454		47	$709
24	$454		48	$742
25	$456		49	$774
26	$465		50	$810
27	$476		51	$846
28	$493		52	$885
29	$507		53	$925
30	$515		54	$968
31	$526		55	$1,012
32	$537		56	$1,058
33	$543		57	$1,105
34	$551		58	$1,155
35	$555		59	$1,181
36	$558		60	$1,231
37	$561		61	$1,274
38	$565		62	$1,302
39	$573		63	$1,339
40	$580		64+	$1,360

MEMORANDUM OF UNDERSTANDING

Between
Pine River-Backus ISD #2174
And
Superintendent Jonathan Clark

Regarding Transition from Group Health Insurance to ICHRA

This Memorandum of Understanding (the "MOU") is entered into by and between the Pine River-Backus School District #2174 ("District") and Superintendent Jonathan Clark effective January 1, 2027.

1. Purpose

The purpose of this MOU is to outline the terms and conditions under which the District will transition from its District-sponsored group health insurance plan to an Individual Coverage Health Reimbursement Arrangement (ICHRA) effective January 1, 2027.

2. Background

The District and the Superintendent have reviewed healthcare benefit options in response to rising costs, plan flexibility, and employee choice. All parties agree that implementing an ICHRA can better serve the interests of educators by allowing them to choose individual insurance plans that best meet their needs.

3. Scope and Eligibility

This agreement applies to Superintendent Jonathan Clark.

4. ICHRA Plan Design

- The District shall discontinue offering an employer-sponsored group medical plan and agrees to establish an ICHRA for eligible employees.
    - The current district contribution amount shall be eliminated.
- The Superintendent shall obtain individual health insurance coverage through:
    - The individual insurance market;
    - Medicare (if eligible); or
    - Other qualifying individual coverage as defined under applicable federal regulations.
- District contributions into the ICHRA shall be tax-free to the extent allowed by federal law.
- Unused or excess ICHRA funds shall go into an HRA for the reimbursement of eligible out-of-pocket expenses under IRS Section 213(d). Upon separation of service, any excess funds shall be portable with the employee and transferred to a Retiree HRA.
- Employees enrolled in a qualified high-deductible health plan (QHDHP) shall be eligible to contribute to a Health Savings Account (HSA).

5. Employer Contributions

● The District shall provide a monthly ICHRA contribution based on the employee's age (in addition to spouse, if applicable) as of January 1 of each plan year.

● ICHRA contributions shall be age-banded for the employee and spouse and also dependent on the Rating Area in the state based on the ICHRA Benchmark Plan selected for the 2027 plan year.

● The District and Superintendent acknowledge that the age-banded contribution methodology is intended to better align employer funding with expected age-based premium differences in the individual market.

● See the age-banded contribution table for employee and spouse in Appendix A.

6. Plan Administration and Support

● The District has selected a third-party administrator (TPA) to manage administration of the ICHRA, provide educational support, and on-going service to employees.

● The District will ensure the employee has access to plan comparison tools and licensed advisors to assist with enrollment.

● The District shall be solely responsible for the payment of any and all setup fees, broker fees or commissions, and administrative costs incurred in connection with the establishment and on-going administration of the ICHRA.

7. Compliance

● The ICHRA shall be administered in compliance with:

- Internal Revenue Code Section 105;
- Applicable Affordable Care Act (ACA) regulations;
- Internal Revenue Service (IRS), Department of Labor (DOL), Centers for Medicare & Medicaid Services (CMS), and Department of Health and Human Services (HHS) governing and regulating ICHRAs.

8. Continuation and Review

● The District and the Superintendent agree to review the impact and effectiveness of the ICHRA annually

● The District and the Superintendent agree to review contribution amounts annually or until incorporating it into the contract.

● This MOU will remain in effect until superseded by a revised agreement or upon incorporating it into the contract.

9. Contract

● The parties agree to consider incorporating the terms of this MOU into the next successor contract.

● Except as specifically modified herein, all other provisions of the current contract shall remain in full force and in effect.

11. No Waiver of Rights

- Nothing in this MOU shall be construed as a waiver of any rights or obligations under the contract or applicable labor law.

12. Signatures

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding on the date first above written.

For the School District:

Name: _____

Title: _____

Signature: _____

Date: _____

For the Employee:

Name: Jonathan Clark

Title: Superintendent

Signature: _____

Date: _____

APPENDIX A
EMPLOYER CONTRIBUTION

Superintendent Jonathan Clark

Monthly District ICHRA Contribution

Age Factor	Employee	Spouse		Age Factor	Employee	Spouse
20	$425	$213		43	$648	$324
21	$478	$239		44	$667	$334
22	$478	$239		45	$690	$345
23	$478	$239		46	$716	$358
24	$478	$239		47	$746	$373
25	$480	$240		48	$781	$391
26	$489	$245		49	$815	$408
27	$501	$251		50	$853	$427
28	$519	$260		51	$890	$445
29	$534	$267		52	$932	$466
30	$542	$271		53	$974	$487
31	$554	$277		54	$1,019	$510
32	$565	$283		55	$1,065	$533
33	$572	$286		56	$1,114	$557
34	$580	$290		57	$1,163	$582
35	$584	$292		58	$1,216	$608
36	$587	$294		59	$1,243	$622
37	$591	$296		60	$1,296	$648
38	$595	$298		61	$1,341	$671
39	$603	$302		62	$1,371	$686
40	$610	$305		63	$1,409	$705
41	$622	$311		64+	$1,432	$716
42	$633	$317				

MEMORANDUM OF UNDERSTANDING

Between
Pine River-Backus ISD #2174
And
Service Employees International Union, Local #284

Regarding Transition from Group Health Insurance to ICHRA

This Memorandum of Understanding (the "MOU") is entered into by and between the Pine River-Backus School District #2174 ("District") and the Service Employees International Union, Local #284 ("Union") effective January 1, 2027.

1. Purpose

The purpose of this MOU is to outline the terms and conditions under which the District will transition from its District-sponsored group health insurance plan to an Individual Coverage Health Reimbursement Arrangement (ICHRA) for eligible union-represented employees, effective January 1, 2027.

2. Background

The District and the Union have jointly reviewed healthcare benefit options in response to rising costs, plan flexibility, and employee choice. Both parties agree that implementing an ICHRA can better serve the interests of educators by allowing them to choose individual insurance plans that best meet their needs.

3. Scope and Eligibility

This agreement applies to all employees represented by the Union who are eligible for health insurance benefits as defined in the current collective bargaining agreement (CBA).

4. ICHRA Plan Design

- The District shall discontinue offering an employer-sponsored group medical plan to bargaining unit members and agrees to establish an ICHRA for eligible employees.
    - The current health insurance contribution amount shall be eliminated.
- Eligible employees shall obtain individual health insurance coverage through:
    - The individual insurance market;
    - Medicare (if eligible); or
    - Other qualifying individual coverage as defined under applicable federal regulations.
- District contributions into the ICHRA shall be tax-free to the extent allowed by federal law.
- Unused or excess ICHRA funds shall go into an HRA for the reimbursement of eligible out-of-pocket expenses under IRS Section 213(d). Upon separation of service, any excess funds shall be portable with the employee and transferred to a Retiree HRA.
- Employees enrolled in a qualified high-deductible health plan (QHDHP) shall be eligible to contribute to a Health Savings Account (HSA).

● The employee will pay any remaining employee premium share (after application of the District's contribution) via payroll deduction.

5. Employer Contributions

● The District shall provide a monthly ICHRA contribution based on the employee's age as of January 1 of each plan year.

● ICHRA contributions shall be age-banded for employees and also dependent on the Rating Area in the state based on the ICHRA Benchmark Plan selected for the 2027 plan year.

● The District and Union acknowledge that the age-banded contribution methodology is intended to better align employer funding with expected age-based premium differences in the individual market.

● See the age-banded contribution table in Appendix A.

6. Plan Administration and Support

● The District has selected a third-party administrator (TPA) to manage administration of the ICHRA, provide educational support, and on-going service to employees.

● The District will ensure employees have access to plan comparison tools and licensed advisors to assist with enrollment.

● The District shall be solely responsible for the payment of any and all setup fees, broker fees or commissions, and administrative costs incurred in connection with the establishment and on-going administration of the ICHRA.

7. Compliance

● The ICHRA shall be administered in compliance with:

- Internal Revenue Code Section 105;
- Applicable Affordable Care Act (ACA) regulations;
- Internal Revenue Service (IRS), Department of Labor (DOL), Centers for Medicare & Medicaid Services (CMS), and Department of Health and Human Services (HHS) governing and regulating ICHRAs.

8. Continuation and Review

● The District and the Union agree to review the impact and effectiveness of the ICHRA annually

● The District and the Union agree to review employer contribution amounts annually or until incorporating it into the CBA.

● This MOU will remain in effect until superseded by a revised agreement or upon incorporating it into the CBA.

9. Collective Bargaining Agreement

● The parties agree to consider incorporating the terms of this MOU into the next successor collective bargaining agreement (CBA).

● Except as specifically modified herein, all other provisions of the current CBA shall remain in full force and in effect.

10. Period of Agreement / Terms

● This MOU shall become effective upon ratification by both parties and shall remain in effect until incorporated into the successor CBA.

11. No Waiver of Rights

● Nothing in this MOU shall be construed as a waiver of any rights or obligations under the CBA or applicable labor law.

12. Signatures

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding on the date first above written.

For the School District:

Name: _____

Title: _____

Signature: _____

Date: _____

For the Union:

Name: _____

Title: _____

Signature: _____

Date: _____

APPENDIX A
EMPLOYER CONTRIBUTION

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL #284

Monthly Employer ICHRA Contribution

Age Factor	Employee		Age Factor	Employee
17	$383		41	$560
18	$383		42	$570
19	$383		43	$583
20	$383		44	$600
21	$430		45	$621
22	$430		46	$644
23	$430		47	$671
24	$430		48	$703
25	$432		49	$734
26	$440		50	$768
27	$451		51	$801
28	$467		52	$839
29	$481		53	$877
30	$488		54	$917
31	$499		55	$959
32	$509		56	$1,003
33	$515		57	$1,047
34	$522		58	$1,094
35	$526		59	$1,119
36	$528		60	$1,166
37	$532		61	$1,207
38	$536		62	$1,234
39	$543		63	$1,268
40	$549		64+	$1,289

MEMORANDUM OF UNDERSTANDING

Between
Pine River-Backus ISD #2174
And
Pine River-Backus Education Minnesota

Regarding Transition from Group Health Insurance to ICHRA

This Memorandum of Understanding (the "MOU") is entered into by and between the Pine River-Backus School District #2174 ("District") and Pine River-Backus Education Minnesota ("Union") effective January 1, 2027.

1. Purpose

The purpose of this MOU is to outline the terms and conditions under which the District will transition from its District-sponsored group health insurance plan to an Individual Coverage Health Reimbursement Arrangement (ICHRA) for eligible union-represented employees, effective January 1, 2027.

2. Background

The District and the Union have jointly reviewed healthcare benefit options in response to rising costs, plan flexibility, and employee choice. Both parties agree that implementing an ICHRA can better serve the interests of educators by allowing them to choose individual insurance plans that best meet their needs.

3. Scope and Eligibility

This agreement applies to all employees represented by the Union who are eligible for health insurance benefits as defined in the current collective bargaining agreement (CBA).

4. ICHRA Plan Design

- The District shall discontinue offering an employer-sponsored group medical plan to bargaining unit members and agrees to establish an ICHRA for eligible employees.
    - The current dependent tiering structure (Employee and Family contribution tiers) shall be eliminated.
- Eligible employees shall obtain individual health insurance coverage through:
    - The individual insurance market;
    - Medicare (if eligible); or
    - Other qualifying individual coverage as defined under applicable federal regulations.
- District contributions into the ICHRA shall be tax-free to the extent allowed by federal law.
- Unused or excess ICHRA funds shall go into an HRA for the reimbursement of eligible out-of-pocket expenses under IRS Section 213(d). Upon separation of service, any excess funds shall be portable with the employee and transferred to a Retiree HRA.

● Employees enrolled in a qualified high-deductible health plan (QHDHP) shall be eligible to contribute to a Health Savings Account (HSA).

5. Employer Contributions

● The District shall provide a monthly ICHRA contribution based on the employee's age (in addition to spouse/dependents, if applicable) as of January 1 of each plan year.

● The District shall pro-rate the contribution to part-time teachers employed on a 50 percent basis or more

● ICHRA contributions shall be age-banded for employees and spouses/dependents and also dependent on the Rating Area in the state based on the ICHRA Benchmark Plan selected for the 2027 plan year.

● The District and Union acknowledge that the age-banded contribution methodology is intended to better align employer funding with expected age-based premium differences in the individual market.

● See the age-banded contribution table for Employee, Spouse, and Child(ren) in Appendix A.

6. Plan Administration and Support

● The District has selected a third-party administrator (TPA) to manage administration of the ICHRA, provide educational support, and on-going service to employees.

● The District will ensure employees have access to plan comparison tools and licensed advisors to assist with enrollment.

● The District shall be solely responsible for the payment of any and all setup fees, broker fees or commissions, and administrative costs incurred in connection with the establishment and on-going administration of the ICHRA.

7. Compliance

● The ICHRA shall be administered in compliance with:

  ○ Internal Revenue Code Section 105;

  ○ Applicable Affordable Care Act (ACA) regulations;

  ○ Internal Revenue Service (IRS), Department of Labor (DOL), Centers for Medicare & Medicaid Services (CMS), and Department of Health and Human Services (HHS) governing and regulating ICHRAs.

8. Continuation and Review

● The District and the Union agree to review the impact and effectiveness of the ICHRA annually

● The District and the Union agree to review employer contribution amounts annually or until incorporating it into the CBA.

● This MOU will remain in effect until superseded by a revised agreement or upon incorporating it into the CBA.

9. Collective Bargaining Agreement

- The parties agree to consider incorporating the terms of this MOU into the next successor collective bargaining agreement (CBA).

- Except as specifically modified herein, all other provisions of the current CBA shall remain in full force and in effect.

10. Period of Agreement / Terms

- This MOU shall become effective upon ratification by both parties and shall remain in effect until incorporated into the successor CBA.

11. No Waiver of Rights

- Nothing in this MOU shall be construed as a waiver of any rights or obligations under the CBA or applicable labor law.

12. Signatures

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding on the date first above written.

For the School District:

Name: _____

Title: _____

Signature: _____

Date: _____

For the Union:

Name: _____

Title: _____

Signature: _____

Date: _____

APPENDIX A
EMPLOYER CONTRIBUTION

PINE RIVER-BACKUS EDUCATION MINNESOTA

Monthly District ICHRA Contribution

Age Factor	Employee	Spouse	Child(ren)
0-14	$383	$128	$64
15	$383	$128	$64
16	$383	$128	$64
17	$383	$128	$64
18	$383	$128	$64
19	$383	$128	$64
20	$383	$128	$64
21	$430	$143	$72
22	$430	$143	$72
23	$430	$143	$72
24	$430	$143	$72
25	$432	$144	$72
26	$440	$147	
27	$451	$150	
28	$467	$156	
29	$481	$160	
30	$488	$163	
31	$499	$166	
32	$509	$170	
33	$515	$172	
34	$522	$174	
35	$526	$175	
36	$528	$176	
37	$532	$177	
38	$536	$179	
39	$543	$181	
40	$549	$183	
41	$560	$187	

42	$570	$190	
43	$583	$194	
44	$600	$200	
45	$621	$207	
46	$644	$215	
47	$671	$224	
48	$703	$234	
49	$734	$245	
50	$768	$256	
51	$801	$267	
52	$839	$280	
53	$877	$292	
54	$917	$306	
55	$959	$320	
56	$1,003	$334	
57	$1,047	$349	
58	$1,094	$365	
59	$1,119	$373	
60	$1,166	$389	
61	$1,207	$402	
62	$1,234	$411	
63	$1,268	$423	
64+	$1,289	$430	

Amendment to the Classified Employee Personnel Policies and At-Will Employee Letters of Assignment

Regarding Transition from Group Health Insurance to ICHRA

This amendment to the Classified Employee Personnel Policies and At-Will Employee Letters of Assignment is effective January 1, 2027.

1. Purpose

The purpose of this amendment is to outline the terms and conditions under which the District will transition from its District-sponsored group health insurance plan to an Individual Coverage Health Reimbursement Arrangement (ICHRA) for eligible at-will employees, effective January 1, 2027.

2. Scope and Eligibility

This amendment applies to all at-will employees who are eligible for health insurance benefits as defined in the Classified Personnel Policies and Letters of Assignment.

3. ICHRA Plan Design

- The District shall discontinue offering an employer-sponsored group medical plan and agrees to establish an ICHRA for eligible employees.
    - The current contribution amounts listed in the Letters of Assignment shall be eliminated.
- Eligible employees shall obtain individual health insurance coverage through:
    - The individual insurance market;
    - Medicare (if eligible); or
    - Other qualifying individual coverage as defined under applicable federal regulations.
- District contributions into the ICHRA shall be tax-free to the extent allowed by federal law.
- Unused or excess ICHRA funds shall go into an HRA for the reimbursement of eligible out-of-pocket expenses under IRS Section 213(d). Upon separation of service, any excess funds shall be portable with the employee and transferred to a Retiree HRA.
- Employees enrolled in a qualified high-deductible health plan (QHDHP) shall be eligible to contribute to a Health Savings Account (HSA).

4. Employer Contributions

- The District shall provide a monthly ICHRA contribution based on the employee's age as of January 1 of each plan year.
- ICHRA contributions shall be age-banded for employees and also dependent on the Rating Area in the state based on the ICHRA Benchmark Plan selected for the 2027 plan year.
- See the age-banded contribution table in Appendix A.

5. Plan Administration and Support

● The District has selected a third-party administrator (TPA) to manage administration of the ICHRA, provide educational support, and on-going service to employees.

● The District will ensure employees have access to plan comparison tools and licensed advisors to assist with enrollment.

● The District shall be solely responsible for the payment of any and all setup fees, broker fees or commissions, and administrative costs incurred in connection with the establishment and on-going administration of the ICHRA.

6. Compliance

● The ICHRA shall be administered in compliance with:

- Internal Revenue Code Section 105;
- Applicable Affordable Care Act (ACA) regulations;
- Internal Revenue Service (IRS), Department of Labor (DOL), Centers for Medicare & Medicaid Services (CMS), and Department of Health and Human Services (HHS) governing and regulating ICHRAs.

_____ _____

School Board Chair **Date**

_____ _____

School Board Clerk **Date**

APPENDIX A
EMPLOYER CONTRIBUTION

At-Will Employees

Monthly District ICHRA Contribution

Age Factor	Employee		Age Factor	Employee
17	$404		41	$591
18	$404		42	$601
19	$404		43	$616
20	$404		44	$634
21	$454		45	$656
22	$454		46	$680
23	$454		47	$709
24	$454		48	$742
25	$456		49	$774
26	$465		50	$810
27	$476		51	$846
28	$493		52	$885
29	$507		53	$925
30	$515		54	$968
31	$526		55	$1,012
32	$537		56	$1,058
33	$543		57	$1,105
34	$551		58	$1,155
35	$555		59	$1,181
36	$558		60	$1,231
37	$561		61	$1,274
38	$565		62	$1,302
39	$573		63	$1,339
40	$580		64+	$1,360