

Special Meeting of the Board  
Monday, August 18, 2025 4:00 PM Central

Secondary Campus Room B103 Media Center  
7729 161st Avenue Northwest  
Ramsey, MN 55303

Jason Busch: Absent  
Danae Heckmann: Present  
Ryan Heineman: Present  
Nicole Kallod: Present  
Chad Lucas: Present  
Amanda Mackereth: Present  
Ann Ostendorf: Absent  
Nathan Plack: Absent  
Nicole Rhoad: Present  
Jason Tossey: Absent

Present: 6, Absent: 4.

Danae and Nicole attended via Zoom

1. Call To Order
2. Pledge of Allegiance
3. Approval of Agenda and Consent Agenda
4. Administrative Reports and Recommendations
  - 4.a. Human Resources and Operations Services
    - 4.a.i. Resolution allowing district match for employees to be either 403(b) or 457(b).
5. Adjourn

**SCHOOL BOARD RESOLUTION**  
**Providing District Employees the Option of 403(b) or 457(b) Retirement Match**

WHEREAS, the PACT Charter School Board of Education recognizes the importance of supporting the long-term financial well-being and retirement security of all district employees; and

WHEREAS, the Board acknowledges the diverse financial planning needs and preferences of its workforce, including certificated, classified, and administrative staff; and

WHEREAS, offering flexible retirement savings options promotes both employee retention and fiscal responsibility for the district;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of PACT Charter School, as follows:

**1. Retirement Match Options**

Effective August 7, 2025, all eligible district employees shall be provided the opportunity to participate in either a 403(b) plan or a 457(b) plan, with the district offering an employer match contribution to the plan selected by the employee equal to 1% of their salary.

**2. Mutual Exclusivity of Selection**

Employees may elect to receive the district's retirement match in either a 403(b) or a 457(b) plan, but not both. Each employee must designate their choice in accordance with district procedures.

**3. District Match Amount**

The specific amount or percentage of the district's match shall be established annually by the Board as part of the district's budget and compensation planning process. The current match shall be 1% of an employee's annual wage.

**4. Eligibility and Enrollment**

Eligibility criteria, enrollment procedures, and administrative guidelines shall be determined and communicated to all employees by the Human Resources Department.

**5. Plan Administration**

The district will ensure compliance with all applicable federal and state laws governing 403(b) and 457(b) retirement plans and will partner with qualified plan administrators to manage both options effectively.

BE IT FURTHER RESOLVED that this resolution aligns with the district's commitment to supporting its employees' financial security and recognizes the importance of offering flexible, employee-centered benefits.

APPROVED AND ADOPTED this 7th of August, 2025, by the PACT Charter School Board of Education.

Ryan Heineman  
Board President  
PACT Charter School

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Signed

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Date