BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA

DATE: OCTOBER 19, 2026

TO: BOARD OF EDUCATION

FROM: HUMAN RESOURCES

SUBJECT: LANE ADVANCEMENTS

COMMENTS:

In accordance with the provisions of the master agreement, the teachers listed below have requested advancement on the salary schedule. It is recommended they be approved for salary lane advancement retroactive to August 31, 2026.

FIRST NAME	LAST NAME	LANE MOVEMENT	26-27 Step	CURRENT SALARY	REVISED SALARY	SALARY INCREASE
Gunnar	Aas	BA+20 to MA	4	$56,508.00	$62,252.00	$5,744.00
Natalie	Aas	BA+20 to MA	4	$56,508.00	$62,252.00	$5,744.00
Joel	Brockway	BA+10 to BA+20	12	$68,800.00	$72,503.00	$3,703.00
Jacquelyn	Cabarrubia	BA to BA+30	2	$49,148.00	$55,483.00	$6,335.00
Jade	Dockendorf	MA to MA+20	9	$73,309.00	$83,088.00	$9,779.00
Mary	Hegna	MA to MA+20	12	$81,804.00	$92,806.00	$11,002.00
Jody	Kennedy	MA to MA+10	4	$62,252.00	$65,651.00	$3,399.00
Chelsea	Knutson	BA+30 to BA+40	4	$59,273.00	$62,252.00	$2,979.00
Emilee	Lindseth	BA to BA+20	4	$51,831.00	$56,508.00	$4,677.00
Sarah	Lutz	BA to MA	7	$56,042.00	$68,884.00	$12,842.00
Malcolm	McCannell	MA to MA+10	6	$66,673.00	$70,586.00	$3,913.00
Benjamin	Pope	BA+10 to MA	6	$57,105.00	$66,673.00	$9,568.00
Thomas	Pope	BA+10 to MA	3	$52,383.00	$60,038.00	$7,655.00
Katherine	Wangberg	MA to MA+20	12	$81,804.00	$92,806.00	$11,002.00
Talia	Zeman	BA+20 to MA	12	$72,503.00	$81,804.00	$9,301.00
Gretchen	Zilka	BA to MA	3	$50,427.00	$60,038.00	$9,611.00
					Total:	$117,254.00