

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE: OCTOBER 20, 2025

TO: BOARD OF EDUCATION

FROM: JORDAN HICKMAN, DIRECTOR OF 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 25, 2025.

FIRST NAME	LAST NAME	LANE MOVEMENT	25-26 Step	CURRENT SALARY	REVISED SALARY	SALARY INCREASE
Gunnar	Aas	BA+10 to BA+20	3	\$51,355.00	\$53,692.00	\$2,337.00
Evan	Amdahl	MA to MA+20	9	\$71,872.00	\$81,459.00	\$9,587.00
Julia	Anderson	BA+20 to MA	2	\$31,262.00	\$34,089.00	\$2,827.00
Anna	Atteberry	BA+10 to BA+20	5	\$54,443.00	\$57,111.00	\$2,668.00
Jennifer	Bruun	BA+30 to MA	3	\$56,194.00	\$58,861.00	\$2,667.00
Natalie	Dahlin	BA+10 to BA+20	3	\$51,355.00	\$53,692.00	\$2,337.00
Josephine	Davis	BA+30 to MA	3	\$56,194.00	\$58,861.00	\$2,667.00
Megan	DeChaine	BA+40 to MA	10	\$74,039.00	\$74,039.00	\$0.00
Alison	Dennis	BA+10 to BA+20	3	\$51,355.00	\$53,692.00	\$2,337.00
Seth	Freundschuh	BA+20 to MA	12	\$71,081.00	\$80,200.00	\$9,119.00
Danielle	Fulk	MA+40 to MA	4	\$61,031.00	\$61,031.00	\$0.00
Kayla	Hannem	BA+10 to BA+20	5	\$54,443.00	\$57,111.00	\$2,668.00
Erica	Hubert	MA to MA+20	10	\$74,039.00	\$84,168.00	\$10,129.00
Tyler	Johnson	BA+30 to BA+40	4	\$58,111.00	\$61,031.00	\$2,920.00
Madison	Lampton	BA+20 to MA	3	\$53,692.00	\$58,861.00	\$5,169.00
Andrew	Larkin	MA+10 to MA+20	4	\$64,364.00	\$67,909.00	\$3,545.00
Margo	LeMahieu	MA+10 to MA+20	7	\$71,619.00	\$76,040.00	\$4,421.00
Kailee	Matejcek	MA+10 to MA+20	11	\$81,459.00	\$86,879.00	\$5,420.00
Zachary	McDermott	BA+20 to MA	12	\$71,081.00	\$80,200.00	\$9,119.00
Gabbriele	Nibbe	MA+10 to MA+20	3	\$61,946.00	\$65,197.00	\$3,251.00
Benjamin	Pope	BA to BA+10	5	\$52,190.00	\$54,443.00	\$2,253.00
Thomas	Pope	BA to BA+10	2	\$48,184.00	\$49,936.00	\$1,752.00
Melissa	Thomas	BA+30 to MA	3	\$56,194.00	\$58,861.00	\$2,667.00
Derek	Wickum	BA to BA+10	12	\$63,633.00	\$67,451.00	\$3,818.00
Talia	Zeman	BA+10 to BA+20	12	\$67,451.00	\$71,081.00	\$3,630.00

Total: \$97,308.00