

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE : MAY 27, 2026

TO: BOARD OF EDUCATION

FROM: DR. JEREMY OLSON, SUPERINTENDENT

SUBJECT: TENTATIVE AGREEMENT WITH THE BEMIDJI EDUCATION
SUPPORT PROFESSIONALS BARGAINING UNIT FOR 2025-2027

COMMENT:

A tentative settlement agreement has been reached with the Bemidji Education Support Professionals. I have received notification that the tentative agreement has been approved by a vote of the BESP membership.

It is important to note that the District has always maintained that fair compensation within our means is an important bargaining principal. To ensure our ability to attract and retain quality staff, the District is committed to providing the best possible compensation for our employees within the means available. Wage adjustments are necessary to improve our ability to recruit new employees and retain current staff.

A copy of the tentative agreement has been provided to you. A summary of the agreement is as follows:

1. 0% increase plus a three day equivalent stipend in year 1 and 2.72% increase in year 2.
2. No increase in longevity pay.
3. Health Insurance increase of \$30/month for less than 30 hours and \$40/month for employees working 30+ hours. Prorated dependent/family insurance increase of \$35/month.

Summary:

The total package increase for the two years is 2.34% based on the Minnesota School Board Association (MSBA) costing model and 3.70% based on the traditional costing model. This includes all costs for salary steps, longevity steps, insurance premium contributions, PERA contributions, FICA and other fringe benefits. A copy of the tentative agreement accompanies this memorandum.

We would like to thank the Para/Secretary unit negotiating team for the time and energy that they dedicated to the negotiations process.

ACTION:

The motion was offered by _____, seconded by _____, and carried () to approve the provisions of the employment agreement between Independent School District No. 31 and the BESP for the period July 1, 2025, through June 30, 2027.