

**BEMIDJI AREA SCHOOLS  
BEMIDJI, MINNESOTA**

**DATE:** APRIL 20, 2026  
**TO:** BOARD OF EDUCATION  
**FROM:** SCHOOL DISTRICT NEGOTIATORS  
**SUBJECT:** TENTATIVE AGREEMENT WITH THE BEMIDJI EDUCATION ASSOCIATION (BEA) FOR THE 2025-2026 AND 2026-2027 SCHOOL YEARS

**COMMENT:**

The School District negotiators have reached a tentative agreement with the Bemidji Education Association (BEA). I have received notification that the tentative agreement has been approved by a vote of the Association membership.

It is important to note that the District has always maintained that fair compensation within our means is an important bargaining principle. 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.

**SUMMARY:**

**Article VI (page 3):** To be compliant with the applicable rules and statutes, changes were made to benefits and structure. This does not increase costs to the district, it creates the legal pathway forward for teachers to choose benefits under the cafeteria plan and gives options for those not taking our health insurance for qualifying contributions.

For those individuals choosing to not take health insurance benefits for the 2024-2025, there is a 1,000 one time contribution to their HCSP to make up for the contributions lost while legally compliant language was being negotiated.

**Article VIII (page 7):** Sick Leave Bank-language added to make our sick leave bank legally compatible with IRS rules. This language was drafted by legal counsel.

**Article VIII, Section 3 (page 9):** Teachers beginning their 5th year of service with ISD 31 will get a 3rd personal day. The maximum balance moves to 7 total days.

**Article IX, Section 1, subd 3:** Language changes to be more specific on how newly hired teachers can elect to participate in the district's 403B. Also changes to district contribution amounts and categories (page 16).

**Article X:** Length of School Year. Contract days moved to 178 for 2025-2026 and 179 days for 2026-2027. Presently we have 182 contract days.

**Article XV and Article XVIII:** extra duties (page 26/27) changes to reflect new years: 2025-2026 and 2026-2027 and dates.

**Appendix A:** Reflects 0%+ steps and lanes +1000 stipend (general fund)+1000 stipend (staff development) for year 1 and a year 2 increase of 2% plus steps and lanes.

**Appendix B:** Reflects 0% for year 1 and 2% for year 2. In addition Unified Coordinator and Unified Basketball Coach added.

The total contract costs using the MSBA 2 year cost model is 3.71%.

The school district negotiators would like to thank the BEA negotiators for the time and energy they dedicated to the negotiations process.

**ACTION:**

The motion was offered by \_\_\_\_\_, seconded by \_\_\_\_\_, and carried ( ) to approve the provisions of SBR 200-10-1, employment agreement between Independent School District No. 31 and the Bemidji Education Association for the period July 1, 2025, through June 30, 2027.