

**Base Wage Agreement
Between
The Holmen Education Association
And
The Holmen Board of Education**

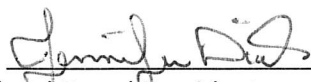
1. Recognition Clause: The Board of Education (BOE) of the School District of Holmen hereby recognizes the Holmen Education Association to be the sole bargaining agent for all certified personnel, employed full time on a daily basis or on a regular part-time basis, also including librarians, but excluding administrators, supervisors, confidentials, paraprofessionals, aides and substitutes.
2. Base Wage Increase: The base wage increase is 2.63%, or \$580,055.
3. Savings Clause: If any provision of this Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or the enforcement of any sections should be restrained by such tribunal, the parties shall enter into immediate negotiations for the sole purpose of conforming to such law. The remainder of this Agreement shall not be affected thereby and shall remain in full force and effect for the duration of the Agreement.
4. Duration: This contract shall have a term starting on **July 1, 2026** and ending on **June 30, 2027**.

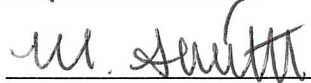
In addition to, but separate from, the negotiated base wage increases the BOE unilaterally determined to make a supplemental increase to the base wage increase of .37%, or \$81,605 and \$6,000 in supplemental increases for educator stipends. The .37% will be applied directly to each educator contracted base wage.

The BOE and Association recognize the distribution of base wage increase is not subject to negotiations and is not a subject of this agreement. Payment of supplemental increases is not precedent setting.

5. Signature: Witness our hands and seals this 26th day of May, 2026 in the Village of Holmen, State of Wisconsin.

Holmen School District

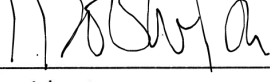
By 
School Board President

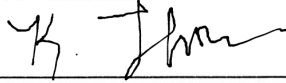
By 
School Board Clerk

May 26, 2026

Dated

Holmen Education Association

By 
HEA President

By 
HEA Member

June 11, 2026

Dated