

**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 librarian, but excluding administrators, supervisors, confidentials, paraprofessionals, aides and substitutes.
2. Base Wage Increase: The base wage increase is 4.12%.
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, 2024** and ending on **June 30, 2025**.

In addition to, but separate from, the negotiated base wage increase the BOE unilaterally determined to make a supplemental increase which includes lane advancement on 23-24 schedule for those with eligible credits and supplemental stipend increases for those with expanded master's degree, as defined by Board in Meet & Confer.

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

5. Signature: Witness our hands and seals this 2nd day of May, 2024 in the Village of Holmen, State of Wisconsin.

Holmen School District

By Jennifer Diaz
School Board President

By Will Amitt
School Board Clerk

May 2, 2024
Dated

Holmen Education Association

By [Signature]
HEA President

By Caitlyn Hynes
HEA Member

May 6, 2024
Dated