



# School District of Holmen

1019 Mc Hugh Road  
Holmen, Wisconsin 54636

(608) 526-6610 (608) 526-1333 FAX  
[www.holmen.k12.wi.us](http://www.holmen.k12.wi.us)

September 12, 2023

Union Representative Steve Glandt  
2020 Caroline Street  
La Crosse WI 54603

**RE: School District of Holmen Teacher Negotiations**

Dear Union Rep Glandt:

This is to confirm that representatives of the Holmen School District and the HEA met on two occasions to negotiate the base wage increase for the 2023-24 school year. At the end of the second meeting, the HEA waived its right to seek mediation and requested that the Board implement its final offer.

The District's final offer called for a 2.17 percent base wage increase (a \$208,089 cost to the District).

In addition, the HEA requested that the Board consider moving those staff members who qualify one experience step on the salary grid/matrix and advancing those staff members with earned post-graduate credits to the correct lane on the salary grid/matrix.

The Board met on August 14 and, despite the fact that the HEA did not agree with the base wage increase (suggesting that there should be a 7 percent base wage increase), the Board unilaterally implemented a 2.17 percent base wage increase, its last best offer. In addition, the Board voted to supplement the base wage increase by awarding step and lane movement to qualifying staff members as requested by the HEA.

Sincerely,

Dr. Kristin Mueller  
District Administrator  
School District of Holmen

Melissa Kaatz  
Director of Human Resources  
School District of Holmen