

Howard-Winneshiek Community School District

Professional Master Agreement

(Effective July 1, 2026 - June 30, 2027)

Howard-Winneshiek Education Association

Libby Schwade, President

Jenny Butler, Chief Negotiator

Justin Denner, Chief Negotiator

Howard-Winneshiek Community School District

Alison Holten, School Board President

Kris Einck, Superintendent

The base wage of step 1 shall be as follows:

BA	\$50,000
BA+15	\$51,000
BA+30/MA	\$52,000
MA+10	\$53,000
MA+20	\$54,000

Supplemental Base Wage \$26,758

This agreement shall be effective as of July 1, 2026 and shall continue in effect until June 30, 2027.

In witness whereof, the parties hereto have caused this agreement to be signed by their respective Presidents, attested by their Chief Negotiator/Superintendent, and their signatures placed thereon, all on the 10th day of April 2026.

HOWARD-WINNESHIEK EDUCATION ASSOCIATION HOWARD-WINNESHIEK COMMUNITY SCHOOL

BY: Libby Schwade
PRESIDENT

BY: Justin Denner
CHIEF NEGOTIATOR

BY: Jenny Butler
CHIEF NEGOTIATOR

BY: Alison M. Holten
PRESIDENT

BY: Kris Einck
SUPERINTENDENT