

Finance Committee

Tuesday, September 22, 2026 2:00 PM

Pines Community Meeting Room, 1700 Pleasure Island Road, Eagle River, WI 54521

I. Goals of the Committee

Facilities & Operations: NPSD will use data to consider long-term impacts of enrollment on budget, staffing, and buildings and will develop action plans to proactively improve the district.

II. Opening of Meeting

- II.A. Call to Order and Roll Call, Establish a Quorum, Open Meeting Verification
- II.B. Action Item: Approval of Agenda

III. Discussion/Action Items

- III.A. Food Service monthly school nutrition services report and financial status report
- III.B. Business Manager's Report
- III.C. Update on Health Insurance
- III.D. Update on Annual Meeting & Budget Hearing process
- III.E. Update on Head Start Lease Agreement
- III.F. Maintenance Report update & utilities
- III.G. Wisconsin Association of School Boards (WASB) Fall Regional Meeting October 7, 2026
- III.H. Wisconsin Association of School Boards (WASB) 2027 Wisconsin State Education Convention January 20-22, 2027
- III.I. Approval of the Eagle River Recreation Association (ERRA) hockey lease for 2026-2027
- III.J. Approval of TeachTown / Everway LLC invoice for the purchase of curriculum
- III.K. Approval of the Wisconsin Library Services (WiLS) Database Renewal Invoice
- III.L. Approval of two Memorandums of Agreement between NPSD and Vilas County Sheriff's Office for School Resource Officers (SROs) for July 1, 2026 through December 31, 2027.
- III.M. First Review of Superintendent Evaluation Process

IV. Adjournment

BUSINESS

REVIEW

JULY 2026



ELIOR
SCHOOL
DINING

Account Overview

Highlights

Negative & Low Balances

- Emails, Texts & Phone Calls are going out Weekly.
- Negative Balances – Tuesday

July Monthly Safety Training

- Cleaning Vomit, Diarrhea, or Bodily Fluids
- ENA Operations Manual & Safety+

Staffing – Open Positions

- ERES – Food Service Worker
- ERES - Dishwasher
- Land O Lakes – Lead Cook
- MS/HS – Dishwasher/Food Service Worker

SFSP (Summer Food Service Program)

- Eagle Camp 7-20 to 8-7
- DPI performed an AR on Friday June 24th.
- DPI had no findings.

BUSINESS

REVIEW

AUGUST 2026



Northland Pines School District

ELIOR
SCHOOL
DINING

ACCOUNT OVERVIEW

Eagle River Elementary

Food Service Director:

Erica Hultsch

Site Supervisor:

Andrea Lundgren

Total Line Staff: 4

Participation:

Breakfast:

Lunch:

St. Germain Elementary

Food Service Director:

Erica Hultsch

Site Supervisor:

Kathy Boyer

Total Line Staff: 1

Participation:

Breakfast:

Lunch:

Land O Lakes Elementary

Food Service Director:

Erica Hultsch

Site Supervisor:

Janet Garling

Total Line Staff: 1

Participation:

Breakfast:

Lunch:

Middle/High School

Food Service Director:

Erica Hultsch

Site Supervisor:

Kay Laudando

Total Line Staff: 6

Participation:

Breakfast:

Lunch:

Account Overview

Negative & Low Balances

- Emails, Texts & Phone Calls are going out Weekly.
- Negative Balances – Tuesday

Back to School Meeting & Safety Training

- Civil Rights Training
- Offer vs Serve
- Grain Requirement
- Administrative Review in January 2027

August Monthly Safety Training

- Ergonomics
- Food Allergen SAFETY

Staffing – Open Positions

- Land O Lakes – Lead Cook
- MS/HS – Dishwasher/Food Service Worker

Retirement

- Land O Lakes lead cook, Janet Garling last day will be October 15th.

Up Coming for September

BeWell

- Fiber Up! Small Changes, Big Benefits

So Good!

- Grapes

Global Bites

- Not Available Yet

Holiday & Cultural Celebrations

- 7th Labor Day
- 22nd Falls Begins
- 25th Food Service Workers Day
- 29th World Heart Day

National Food Days

- 1st Gyro Day
- 5th Cheese Pizza Day – on Elementary Menu
- 14th Eat a Hoagie Day
- 15th Linguini Day
- 16th Guacamole Day
- 20th Pepperoni Pizza Day – on Elementary Menu
- 22nd Ice Cream Cone Day
- 26th Johnny Appleseed Day

Monthly Food Themes

- National Whole Grains Month
- National Breakfast Month
- National Chicken Month

ERES Staff Breakfast

Scrambled Eggs,
Cheesy Hashbrowns,
Blueberry Oatmeal Bake and
Honeydew & Cantaloupe Mix !

8.20.2026



MS/HS Staff Breakfast

Scrambled Eggs,
Blueberry Oatmeal Bake and
Mini Blueberry Danishes

8.20.2026





All Staff Breakfast

Blueberry French Toast Bake,
Cheesy Hashbrowns, Sausage
and
Strawberries & Grapes

8.21.2026



All Staff Lunch – Build a Sandwich

8.21.2026

Fresh Bread
from Eagle Bakery!



3 types of Cheese
3 types of Meat
Salad Bar with sandwich toppings!



3
Salad Bar with
sandwich toppings!





Name of School: _____

WHAT'S IMPORTANT TO YOU?

Our mission is to engage and inspire every student to eat well, connect, and explore new culinary experiences that spark curiosity and support lifelong well-being.

We work hand-in-hand to create a personalized dining experience that feels like a true extension of your campus – thoughtfully crafted, community-focused, and built to grow with you.

To ensure ongoing value, this is one method to understand what is important and how we are currently performing.

Importance: Please rank your top five in order of importance. Feel free to list any additional criteria.

- | | |
|---|----------------------------------|
| _____ Customized Program | _____ Local Foods |
| _____ Food Safety | _____ Experience in the Industry |
| _____ Keeping students on-site | _____ Communication |
| _____ Quality of Service | _____ Marketing |
| _____ Dietary Restrictions | _____ Value to Families |
| _____ Financial Return to District | _____ Community Engagement |
| _____ Transparency of Program | _____ Student Engagement |
| _____ Variety of Foods Served | _____ Financial Return |
| _____ Increased Participation | _____ Capital Investment |
| _____ Reduce Complaints | _____ Catering |
| _____ Quality of Staff / Customer Service | _____ Other, please specify |
| _____ Nutrition Education | _____ Other, please specify |

(Name/Title)

August, 2026

Skyward Cash Acct		Description	Balance
10 A	711000	GENERAL FUND	14,295,653.89
10 A	711400	ACTIVITIES GENERAL	(946,078.35)
21 A	711000	TRUST	196,839.72
21 A	711400	ACTIVITIES TRUST	256,037.20
27 A	711000	SPED	(75,980.17)
38 A	711000	DEBT	5,876.14
39 A	711000	DEBT	1,695.98
46 A	711000	CAPITAL	766,042.35
49 A	711000	FOREST	66,915.13
50 A	711000	FOOD SERVICE	109,850.51
60 A	711000	ACTIVITIES CASH	(48,306.29)
60 A	711400	ACTIVITIES CUSTODIAL	230,034.86
80 A	711000	PCWC	207,455.31
80 A	711400	ACTIVITIES PCWC	(27,905.53)
			15,038,130.75

Outstanding Items

Gen Chk - Checks		360,303.66
Gen Chk - ACH		-
Gen Chk - Wires		32,760.04
HS Chk - Checks		14,528.99
HS Chk - ACH		-
Scholarship Checks		2,000.00
		409,592.69

Corrected Book Balance 15,447,723.44

Bank Accounts	Balance
General Checking	100,312.37
Sweep	13,903,447.58
Food	265,287.60
PCWC	129,362.60
Capital	787,899.12
HS Checking	71,418.19
Scholarship	189,995.98
15,447,723.44	

Corrected Bank Balance 15,447,723.44

Books vs Bank 0.00

Interest Rate, 3.74%

Revenue	Object Description	24-25 Activity	25-26 FY Activity	26-27 ORIG Budget
-- R --- 110 -----	GENERAL	-2,206,938	-1,993,366	2,139,798
		-2,206,938	-1,993,366	2,139,798
-- R --- 211 -----	CURR PROP TAX	-19,381,052	-20,680,355	20,693,805
-- R --- 213 -----	MOBILE HOME TAX	-23,151	-22,445	23,000
-- R --- 251 -----	PUPIL FOOD SALES	-325,342	-300,894	302,000
-- R --- 259 -----	OTH FOOD SRVC SALES	-29,930	-39,833	36,000
-- R --- 262 -----	SUPPLY RESALE	-797	-578	600
-- R --- 264 -----	NON-CAP. SURPLUS PROP. SALES	-4,786	-4,446	5,000
-- R --- 271 -----	ADMISSION SCHOOL-SPONSORED	-23,926	-37,513	24,000
-- R --- 272 -----	COMMUNITY SERVICE FEE	-74,164	-71,102	70,000
-- R --- 279 -----	OTH SCH ACTIV INCOME	-244,475	-219,554	197,000
-- R --- 280 -----	INTEREST ON INVESTMENTS	-563,771	-494,978	452,450
-- R --- 291 -----	DONATION,GIFT	-253,540	-259,541	225,100
-- R --- 292 -----	STUDENT FEES	-53,670	-47,336	45,000
-- R --- 293 -----	RENTALS	-26,801	-25,901	26,000
-- R --- 297 -----	STUDENT FINES	-20	-10	0
		-21,005,425	-22,204,486	22,099,955
-- R --- 343 -----	CO-CURR ACTIVITY	-8,425	-5,825	5,000
-- R --- 345 -----	GEN INST OPEN E TUIT	-1,139,557	-1,216,976	1,274,406
		-1,147,982	-1,222,801	1,279,406
-- R --- 515 -----	STATE AID INTERMEDIA	-8,738	-6,055	5,500
-- R --- 516 -----	TRANSIT OF STATE AID	-3,594	-2,626	0
-- R --- 517 -----	TRANSIT OF FED AIDS	-9,614	-15,916	15,000
-- R --- 581 -----	MEDICAID TRANSITS FROM CESA	-221,276	-286,766	201,960
		-243,221	-311,364	222,460
-- R --- 611 -----	SPECIAL ED STATE AID	-1,108,561	-1,399,895	1,503,030
-- R --- 612 -----	PUPIL TRANSPRTN STATE AID	-178,381	-173,345	172,500
-- R --- 613 -----	COMMON SCHOOL STATE AID	-98,065	-101,038	100,000
-- R --- 617 -----	STATE FOOD AID	-16,291	-15,209	15,000
-- R --- 619 -----	OTHER STATE AID	0	-12,708	0
-- R --- 623 -----	STATE AID ADJUSTMENT	-13,241	-11,255	9,567
-- R --- 625 -----	HIGH COST STATE SPED AID	-102,605	-88,155	82,420
-- R --- 630 -----	STATE SPECIAL PROJ GRANTS	-61,078	-88,104	71,600
-- R --- 650 -----	AGR / SAGE STATE AID	-434,088	-382,121	361,081
-- R --- 660 -----	STATE-THRU LOCAL	-52,036	-56,687	57,000
-- R --- 691 -----	STATE TAX EXEMPT AIDS	-106,673	-106,673	106,673
-- R --- 695 -----	PER PUPIL STATE AID	-959,406	-933,436	907,466
-- R --- 696 -----	HIGH COST TRANSPORATION AID	-507,386	-561,686	530,500
		-3,637,811	-3,930,312	3,916,837
-- R --- 714 -----	COMMODITIES	-51,824	-56,454	53,500
-- R --- 717 -----	FEDERAL FOOD AID	-411,629	-378,434	365,000
-- R --- 730 -----	FED SPECIAL PROJ AID	-366,892	-313,627	346,400
-- R --- 751 -----	ESEA TITLE I-A	-291,155	-261,743	252,000
-- R --- 780 -----	FEDERAL AID THRU STATE NOT DPI	-8,180	-14,491	12,000
		-1,129,680	-1,024,749	1,028,900
-- R --- 964 -----	INSURANCE	-35,677	-29,064	28,400
-- R --- 971 -----	REFUND OF PRIOR YEAR EXPENSE	-111,978	-300	0
-- R --- 990 -----	MISCELLANEOUS	-8,778	-6,422	7,000
		-156,433	-35,785	35,400
-- R --- -----	TOTAL REVENUE	-29,527,489	-30,722,864	30,722,756

Expense	Object Description	24-25 Activity	25-26 FY Activity	26-27 Revised Budget
-- E --- 160 -----	BOARD OF ED SALARIES	25,700	25,825	25,200
-- E --- 161 -----	ADMINISTRATOR SALARY	170,240	197,763	150,000
-- E --- 163 -----	BUSINESS MGR SALARY	104,500	112,000	118,500
-- E --- 165 -----	SECR-CLER SALARIES	728,758	753,043	742,698
-- E --- 166 -----	PRINCIPALS SALARIES	732,500	787,750	788,500
-- E --- 168 -----	SUPERVISORS SALARIES	149,500	161,250	164,500
-- E --- 169 -----	TEACHER SALARIES	7,216,706	7,243,294	7,353,687
-- E --- 171 -----	SUB-TEACHER SALARIES	274,536	246,593	266,250
-- E --- 172 -----	OTHER CERT. SALARIES	967,564	970,431	984,828
-- E --- 173 -----	PUPIL SERVICES	110,114	120,000	121,000
-- E --- 174 -----	ATHLETIC DIRECTOR	84,000	87,500	88,000
-- E --- 176 -----	CUSTODIAL SALARIES	687,748	747,645	750,000
-- E --- 178 -----	MAINT WORKER SALARY	63,125	64,782	66,700
-- E --- 185 -----	OTHER SALARIES	1,628,413	1,665,663	1,665,838
-- E --- 186 -----	EXTRA CURRICULAR PAY	215,879	214,396	220,686
		13,159,284	13,397,934	13,506,387

-- E --- 212 -----	RET-EMPLOYER SHARE	865,735	902,451	915,491
-- E --- 221 -----	MEDICARE	181,561	184,796	186,305
-- E --- 222 -----	SOC SEC-EMPLR SHARE	776,332	790,153	796,940
-- E --- 230 -----	LIFE INSURANCE	23,329	23,642	23,802
-- E --- 241 -----	HEALTH INSURANCE	3,493,208	3,584,807	3,652,316
-- E --- 243 -----	DENTAL INSURANCE	238,439	232,677	241,682
-- E --- 246 -----	VISION INSURANCE	6,778	0	0
-- E --- 248 -----	HEALTH SAVINGS ACCT	350,904	348,163	359,434
-- E --- 249 -----	HEALTH REIMB ACCT	0	0	60,700
-- E --- 250 -----	LONG TERM DIS INS	64,447	62,149	63,374
-- E --- 290 -----	OTHER EE BENEFITS	115,331	122,167	130,193
-- E --- 291 -----	COLLEGE CREDIT REIMB	7,179	24,854	20,000
		6,123,244	6,275,859	6,450,237

-- E --- 310 -----	PRIVATE VENDOR CONT FOR SERV	1,063,011	1,000,930	1,077,005
-- E --- 314 -----	SCORERS & TIMERS	5,880	4,839	6,700
-- E --- 316 -----	OFFICIALS	54,454	56,085	47,790
-- E --- 322 -----	COMPUTER & TECH EQUIP RENTAL	2,395	2,854	6,375
-- E --- 324 -----	NON-TECH MAINT & REPAIR	599,793	827,569	637,500
-- E --- 325 -----	EQUIPMENT/VEHICLE RENTAL	1,094	1,029	250
-- E --- 327 -----	CONSTRUCTION SERVICE	0	21,857	0
-- E --- 329 -----	CLEANING SERVICES-EXTERNAL	16,314	20,272	21,550
-- E --- 331 -----	GAS FOR HEAT	125,531	153,040	164,000
-- E --- 336 -----	ELEC OTHER THAN HEAT	198,878	249,256	282,500
-- E --- 337 -----	WATER	11,877	15,533	13,750
-- E --- 338 -----	SEWERAGE	16,858	22,848	20,000
-- E --- 339 -----	OTHER UTILITIES	22,862	27,495	26,850
-- E --- 341 -----	PUPIL TRAVEL	1,659,203	1,789,977	1,924,499
-- E --- 342 -----	EMPLOYEE TRAVEL EXPENDITURES	57,391	53,389	59,940
-- E --- 345 -----	PUPIL LODGING & MEALS	7,964	22,810	6,270
-- E --- 348 -----	VEHICLE FUEL	15,131	18,794	20,400
-- E --- 350 -----	COMMUNICATIONS	72,600	86,139	73,300
-- E --- 351 -----	ADVERTISING	27,104	21,247	25,350
-- E --- 353 -----	POSTAGE/SHIPPING	18,042	20,210	20,930
-- E --- 360 -----	TECH & SOFTWARE SERVICES	190,005	133,791	169,743
-- E --- 361 -----	TECH SERVICES	76,260	76,911	81,610
-- E --- 362 -----	SOFTWARE SERVICE	0	2,018	0
-- E --- 371 -----	PYMT TO VENDOR FOR INSTRUCT	92,323	53,137	58,900
-- E --- 373 -----	PYMT TO PRIVATE SCHOOL	26,500	0	13,000
-- E --- 382 -----	PYMT TO WI SCHOOL DISTRICTS	716,480	839,607	942,328

Expense	Object Description	24-25 Activity	25-26 FY Activity	26-27 Revised
				Budget
-- E --- 385 -----	PAYMENT TO COUNTY	133,896	141,472	150,000
-- E --- 386 -----	PAYMENTS TO CESA	153,297	251,184	369,550
-- E --- 387 -----	PAYMENTS TO STATE	68,601	101,629	133,820
-- E --- 389 -----	PYMTS - TECH COLLEGE	69,858	73,060	74,500
		5,503,602	6,088,978	6,428,410
-- E --- 410 -----	SUPPLIES	685,204	598,708	682,841
-- E --- 415 -----	FOOD	98,396	116,483	103,260
-- E --- 417 -----	PAPER	18,772	12,058	15,338
-- E --- 420 -----	APPAREL	28,169	14,379	15,365
-- E --- 430 -----	INSTRUCTIONAL MEDIA	8,344	8,110	9,900
-- E --- 432 -----	LIBRARY BOOKS	45,126	36,037	40,000
-- E --- 433 -----	NEWSPAPERS	175	65	175
-- E --- 434 -----	PERIODICALS	1,329	1,320	1,350
-- E --- 439 -----	OTHER MEDIA	16,921	1,684	10,900
-- E --- 440 -----	NON-CAPITAL EQUIPMENT	7,606	55,921	37,600
-- E --- 450 -----	RESALE	10,561	10,195	11,460
-- E --- 460 -----	EQUIPMENT COMPONENTS	70	678	1,000
-- E --- 470 -----	TEXTBOOKS & WORKBOOKS	24,186	19,930	19,575
-- E --- 480 -----	NON-CAPITAL TECHNOLOGY	6,035	2,684	3,500
		950,893	878,252	952,264
-- E --- 522 -----	SITE/COMPONENET-REPLACE	0	0	250,000
-- E --- 551 -----	EQUIP/VEH NOT DEPRECIATED	147,648	177,543	240,850
-- E --- 560 -----	EQUIP/VEH REPLACEMENT	1,218	3,625	1,800
-- E --- 581 -----	TECH RELATED HARDWARE	265,944	264,728	757,500
		414,810	445,895	1,250,150
-- E --- 673 -----	PRINCIPAL, LONG TERM NOTE	70,000	43,904	0
-- E --- 678 -----	PRINCIPAL CAPITAL LEASE	70,268	74,703	74,905
-- E --- 683 -----	INT L-TERM NOTES	3,407	1,313	0
-- E --- 688 -----	INTEREST CAPITAL LEASE	19,656	16,404	24,968
		163,331	136,324	99,873
-- E --- 711 -----	DIST LIABILITY INS	26,054	26,642	26,750
-- E --- 712 -----	DIST PROPERTY INS	75,426	93,004	96,000
-- E --- 713 -----	WORKMAN COMP	73,394	70,350	71,000
		174,874	189,996	193,750
-- E --- 827 -----	SPECIAL ED'N TRNSFR	2,206,938	1,993,366	2,076,941
-- E --- 846 -----	TRANSFER TO CAPITAL FUND	0	0	0
-- E --- 850 -----	FOOD SERVICE	0	0	62,857
		2,206,938	1,993,366	2,139,798
-- E --- 940 -----	FEES	283,797	185,798	175,885
-- E --- 943 -----	PUPIL DUES/FEES	1,846	120	500
-- E --- 997 -----	CUSTODIAL PAYMENTS	97,455	136,612	110,000
		383,098	322,530	286,385
-- E --- -----	TOTAL EXPENSE	29,080,074	29,729,135	31,307,254
	NET	447,416	993,729	-584,498
	% inc/dec	-8.0%	2.2%	5.3%

		25-26 Budget vs		
REVENUE	Object Description	25-26 Budget	25-26 FY Activity	Actual
-- R --- 110 -----	GENERAL	-2,541,580	-1,993,366	-548,214
		-2,541,580	-1,993,366	-548,214
-- R --- 211 -----	CURR PROP TAX	-20,680,355	-20,680,355	0
-- R --- 213 -----	MOBILE HOME TAX	-24,000	-22,445	-1,555
-- R --- 251 -----	PUPIL FOOD SALES	-320,000	-300,894	-19,106
-- R --- 259 -----	OTH FOOD SRVC SALES	-26,500	-39,833	13,333
-- R --- 262 -----	SUPPLY RESALE	-800	-578	-222
-- R --- 264 -----	NON-CAP. SURPLUS PROP. SALES	-7,000	-4,446	-2,554
-- R --- 271 -----	ADMISSION SCHOOL-SPONSORED	-24,000	-37,513	13,513
-- R --- 272 -----	COMMUNITY SERVICE FEE	-71,000	-71,102	102
-- R --- 279 -----	OTH SCH ACTIV INCOME	-229,500	-219,554	-9,946
-- R --- 280 -----	INTEREST ON INVESTMENTS	-449,300	-494,978	45,678
-- R --- 291 -----	DONATION, GIFT	-197,600	-259,541	61,941
-- R --- 292 -----	STUDENT FEES	-43,000	-47,336	4,336
-- R --- 293 -----	RENTALS	-22,650	-25,901	3,251
-- R --- 297 -----	STUDENT FINES	-50	-10	-40
		-22,095,755	-22,204,486	108,731
-- R --- 343 -----	CO-CURR ACTIVITY	-5,000	-5,825	825
-- R --- 345 -----	GEN INST OPEN E TUIT	-1,228,408	-1,216,976	-11,432
		-1,233,408	-1,222,801	-10,607
-- R --- 515 -----	STATE AID INTERMEDIA	-6,000	-6,055	55
-- R --- 516 -----	TRANSIT OF STATE AID	0	-2,626	2,626
-- R --- 517 -----	TRANSIT OF FED AIDS	-11,012	-15,916	4,904
-- R --- 581 -----	MEDICAID TRANSITS FROM CESA	-204,000	-286,766	82,766
		-221,012	-311,364	90,352
-- R --- 611 -----	SPECIAL ED STATE AID	-1,164,132	-1,399,895	235,763
-- R --- 612 -----	PUPIL TRANSPRTN STATE AID	-166,000	-173,345	7,345
-- R --- 613 -----	COMMON SCHOOL STATE AID	-98,065	-101,038	2,973
-- R --- 617 -----	STATE FOOD AID	-16,150	-15,209	-941
-- R --- 619 -----	OTHER STATE AID	0	-12,708	12,708
-- R --- 623 -----	STATE AID ADJUSTMENT	-11,255	-11,255	0
-- R --- 625 -----	HIGH COST STATE SPED AID	-155,002	-88,155	-66,847
-- R --- 630 -----	STATE SPECIAL PROJ GRANTS	-95,145	-88,104	-7,041
-- R --- 650 -----	AGR / SAGE STATE AID	-505,484	-382,121	-123,363
-- R --- 660 -----	STATE-THRU LOCAL	-52,000	-56,687	4,687
-- R --- 691 -----	STATE TAX EXEMPT AIDS	-106,673	-106,673	0
-- R --- 695 -----	PER PUPIL STATE AID	-959,159	-933,436	-25,723
-- R --- 696 -----	HIGH COST TRANSPORTATION AID	-512,540	-561,686	49,146
		-3,841,605	-3,930,312	88,707
-- R --- 714 -----	COMMODITIES	-55,000	-56,454	1,454
-- R --- 717 -----	FEDERAL FOOD AID	-412,500	-378,434	-34,066
-- R --- 730 -----	FED SPECIAL PROJ AID	-282,500	-313,627	31,127
-- R --- 751 -----	ESEA TITLE I-A	-261,745	-261,743	-2
-- R --- 780 -----	FEDERAL AID THRU STATE NOT DPI	-8,000	-14,491	6,491
		-1,019,745	-1,024,749	5,004
-- R --- 964 -----	INSURANCE	-26,191	-29,064	2,873
-- R --- 971 -----	REFUND OF PRIOR YEAR EXPENSE	0	-300	300
-- R --- 990 -----	MISCELLANEOUS	-7,000	-6,422	-578
		-33,191	-35,785	2,594
-- R --- -----	TOTAL REVENUE	-30,986,296	-30,722,864	-263,432

Expense	Object Description	25-26 Budget	25-26 FY Activity	25-26 Budget vs
				Actual
-- E --- 160 -----	BOARD OF ED SALARIES	26,075	25,825	250
-- E --- 161 -----	ADMINISTRATOR SALARY	175,500	197,763	-22,263
-- E --- 163 -----	BUSINESS MGR SALARY	112,000	112,000	0
-- E --- 165 -----	SECR-CLER SALARIES	773,691	753,043	20,648
-- E --- 166 -----	PRINCIPALS SALARIES	800,840	787,750	13,090
-- E --- 168 -----	SUPERVISORS SALARIES	159,000	161,250	-2,250
-- E --- 169 -----	TEACHER SALARIES	7,241,315	7,243,294	-1,979
-- E --- 171 -----	SUB-TEACHER SALARIES	465,686	246,593	219,093
-- E --- 172 -----	OTHER CERT. SALARIES	1,006,864	970,431	36,433
-- E --- 173 -----	PUPIL SERVICES	117,000	120,000	-3,000
-- E --- 174 -----	ATHLETIC DIRECTOR	87,500	87,500	0
-- E --- 176 -----	CUSTODIAL SALARIES	700,834	747,645	-46,811
-- E --- 178 -----	MAINT WORKER SALARY	65,000	64,782	218
-- E --- 185 -----	OTHER SALARIES	1,681,841	1,665,663	16,178
-- E --- 186 -----	EXTRA CURRICULAR PAY	216,200	214,396	1,804
		13,629,346	13,397,934	231,412

-- E --- 212 -----	RET-EMPLOYER SHARE	938,480	902,451	36,029
-- E --- 221 -----	MEDICARE	189,816	184,796	5,020
-- E --- 222 -----	SOC SEC-EMPLR SHARE	802,238	790,153	12,085
-- E --- 230 -----	LIFE INSURANCE	24,170	23,642	528
-- E --- 241 -----	HEALTH INSURANCE	3,796,451	3,584,807	211,644
-- E --- 243 -----	DENTAL INSURANCE	242,345	232,677	9,668
-- E --- 246 -----	VISION INSURANCE	0	0	0
-- E --- 248 -----	HEALTH SAVINGS ACCT	367,053	348,163	18,890
-- E --- 249 -----	HEALTH REIMB ACCT	0	0	0
-- E --- 250 -----	LONG TERM DIS INS	71,927	62,149	9,778
-- E --- 290 -----	OTHER EE BENEFITS	126,077	122,167	3,910
-- E --- 291 -----	COLLEGE CREDIT REIMB	12,000	24,854	-12,854
		6,570,557	6,275,859	294,698

-- E --- 310 -----	PRIVATE VENDOR CONT FOR SERV	1,102,120	1,000,930	101,190
-- E --- 314 -----	SCORERS & TIMERS	7,200	4,839	2,361
-- E --- 316 -----	OFFICIALS	51,780	56,085	-4,305
-- E --- 322 -----	COMPUTER & TECH EQUIP RENTAL	11,693	2,854	8,839
-- E --- 324 -----	NON-TECH MAINT & REPAIR	895,903	827,569	68,334
-- E --- 325 -----	EQUIPMENT/VEHICLE RENTAL	250	1,029	-779
-- E --- 327 -----	CONSTRUCTION SERVICE	0	21,857	-21,857
-- E --- 329 -----	CLEANING SERVICES-EXTERNAL	24,000	20,272	3,728
-- E --- 331 -----	GAS FOR HEAT	136,000	153,040	-17,040
-- E --- 336 -----	ELEC OTHER THAN HEAT	263,250	249,256	13,994
-- E --- 337 -----	WATER	12,750	15,533	-2,783
-- E --- 338 -----	SEWERAGE	17,200	22,848	-5,648
-- E --- 339 -----	OTHER UTILITIES	24,100	27,495	-3,395
-- E --- 341 -----	PUPIL TRAVEL	1,755,300	1,789,977	-34,677
-- E --- 342 -----	EMPLOYEE TRAVEL EXPENDITURES	79,955	53,389	26,566
-- E --- 345 -----	PUPIL LODGING & MEALS	7,570	22,810	-15,240
-- E --- 348 -----	VEHICLE FUEL	17,950	18,794	-844
-- E --- 350 -----	COMMUNICATIONS	67,300	86,139	-18,839
-- E --- 351 -----	ADVERTISING	21,300	21,247	53
-- E --- 353 -----	POSTAGE/SHIPPING	16,540	20,210	-3,670
-- E --- 360 -----	TECH & SOFTWARE SERVICES	139,820	133,791	6,029
-- E --- 361 -----	TECH SERVICES	76,810	76,911	-101
-- E --- 362 -----	SOFTWARE SERVICE	0	2,018	-2,018
-- E --- 371 -----	PYMT TO VENDOR FOR INSTRUCT	40,000	53,137	-13,137
-- E --- 373 -----	PYMT TO PRIVATE SCHOOL	26,500	0	26,500

Expense	Object Description	25-26 Budget	25-26 FY Activity	25-26 Budget vs
				Actual
-- E --- 382 -----	PYMT TO WI SCHOOL DISTRICTS	869,986	839,607	30,379
-- E --- 385 -----	PAYMENT TO COUNTY	140,500	141,472	-972
-- E --- 386 -----	PAYMENTS TO CESA	233,645	251,184	-17,539
-- E --- 387 -----	PAYMENTS TO STATE	91,157	101,629	-10,472
-- E --- 389 -----	PYMTS - TECH COLLEGE	47,500	73,060	-25,560
		6,178,079	6,088,978	89,101
-- E --- 410 -----	SUPPLIES	657,942	598,708	59,234
-- E --- 415 -----	FOOD	106,310	116,483	-10,173
-- E --- 417 -----	PAPER	12,060	12,058	2
-- E --- 420 -----	APPAREL	22,880	14,379	8,501
-- E --- 430 -----	INSTRUCTIONAL MEDIA	11,700	8,110	3,590
-- E --- 432 -----	LIBRARY BOOKS	38,500	36,037	2,463
-- E --- 433 -----	NEWSPAPERS	175	65	110
-- E --- 434 -----	PERIODICALS	1,425	1,320	105
-- E --- 439 -----	OTHER MEDIA	5,500	1,684	3,816
-- E --- 440 -----	NON-CAPITAL EQUIPMENT	8,800	55,921	-47,121
-- E --- 450 -----	RESALE	11,160	10,195	965
-- E --- 460 -----	EQUIPMENT COMPONENTS	1,000	678	322
-- E --- 470 -----	TEXTBOOKS & WORKBOOKS	38,700	19,930	18,770
-- E --- 480 -----	NON-CAPITAL TECHNOLOGY	6,000	2,684	3,316
		922,152	878,252	43,900
-- E --- 522 -----	SITE/COMPONENET-REPLACE	0	0	0
-- E --- 551 -----	EQUIP/VEH NOT DEPRECIATED	200,200	177,543	22,657
-- E --- 560 -----	EQUIP/VEH REPLACEMENT	1,800	3,625	-1,825
-- E --- 581 -----	TECH RELATED HARDWARE	344,800	264,728	80,072
		546,800	445,895	100,905
-- E --- 673 -----	PRINCIPAL, LONG TERM NOTE	43,904	43,904	0
-- E --- 678 -----	PRINCIPAL CAPITAL LEASE	81,681	74,703	6,978
-- E --- 683 -----	INT L-TERM NOTES	1,313	1,313	0
-- E --- 688 -----	INTEREST CAPITAL LEASE	25,470	16,404	9,066
		152,368	136,324	16,044
-- E --- 711 -----	DIST LIABILITY INS	26,592	26,642	-50
-- E --- 712 -----	DIST PROPERTY INS	91,417	93,004	-1,587
-- E --- 713 -----	WORKMAN COMP	65,478	70,350	-4,872
		183,487	189,996	-6,509
-- E --- 827 -----	SPECIAL ED'N TRNSFR	2,441,580	1,993,366	448,214
-- E --- 846 -----	TRANSFER TO CAPITAL FUND	100,000	0	100,000
-- E --- 850 -----	FOOD SERVICE	0	0	0
		2,541,580	1,993,366	548,214
-- E --- 940 -----	FEES	221,577	185,798	35,779
-- E --- 943 -----	PUPIL DUES/FEES	2,500	120	2,380
-- E --- 997 -----	CUSTODIAL PAYMENTS	97,500	136,612	-39,112
		321,577	322,530	-953
-- E --- -----	TOTAL EXPENSE	31,045,946	29,729,135	1,316,811
	<i>NET</i>	<i>-59,650</i>	<i>993,729</i>	

**DEPARTMENT OF PUBLIC INSTRUCTION
2026-27 REVENUE LIMIT WORKSHEET**

DISTRICT:	Northland Pines	1526	
DATA AS OF 6/30/26			
Line 1 Amount May Not Exceed (Line 11 - (Line 7B+Line 10)) of Final 25-26 Revenue Limit			
2025-26 General Aid Certification (25-26 Line 12A, src 621)	+		11,255
2025-26 Hi Pov Aid (25-26 Line 12B, Src 628)	+		0
2025-26 Computer Aid Received (25-26 Line 12C, Src 691)	+		6,822
2025-26 Aid for Exempt Personal Property (25-26 Line 12D, Src 691)	+		99,851
2025-26 Fnd 10 Levy Cert (25-26 Line 14A, Levy 10 Src 211)	+		20,545,138
2025-26 Fnd 38 Levy Cert (25-26 Line 14B, Levy 38 Src 211)	+		45,217
2025-26 Fnd 41 Levy Cert (25-26 Line 14C, Levy 41 Src 211)	+		0
2025-26 Aid Penalty for Over Levy (25-26 FINAL Rev Lim, June 2025)	-		0
2025-26 Total Levy for All Levied Non-Recurring Exemptions*	-		6,052,583
NET 2026-27 Base Revenue Built from 2025-26 Data (Line 1)	=		14,655,700
*For the Non-Recurring Exemptions Levy Amount, enter actual amount for which district levied; (7B Hold Harmless, Non-Recurring Referenda, Declining Enrollment, Energy Efficiency Exemption, Refunded/Rescinded Taxes, Prior Year Open Enrollment Pupils, Reduction for Ineligible Fund 80 Expend, Other Adjustments, Private School Voucher Aid Deduction, Private School Special Needs Voucher Aid Deduction)			
September & Summer FTE Membership Averages			
Count Ch. 220 Inter-District Resident Transfer Pupils @ 75%.			
Line 2: Base Avg:((23+.4ss)+(24+.4ss)+(25+.4ss)) / 3 =			1,258
	2023	2024	2025
Summer FTE:	15	18	19
% (40,40,40)	6	7	8
Sept FTE:	1,290	1,269	1,195
New ICS - Independent	0.0	0.0	0.0
Charter Schools FTE			
Total FTE	1,296	1,276	1,203
Line 6: Curr Avg:((24+.4ss)+(25+.4ss)+(26+.4ss)) / 3 =			1,223
	2024	2025	2026
Summer FTE:	18	19	18
% (40,40,40)	7	8	7
Sept FTE:	1,269	1,195	1,184
New ICS - Independent	0.0	0.0	0.0
Charter Schools FTE			
Total FTE	1,276	1,203	1,191
Line 6 "Current Average" is used for Revenue Limits. The average used for Per Pupil Aid does not include "New ICS - Independent Charter Schools FTE." The PPA average appears below after data are entered for 2025:			
			1,223
Line 10B: Declining Enrollment Exemption =			419,125
Average FTE Loss (Line 2 - Line 6, if > 0)			35
X 1.00	=		35
X (Line 5, Maximum 2026-27 Revenue per Memb) =			11,975.00
Non-Recurring Exemption Amount:			419,125
Fall 2026 Property Values			
2026 TIF-Out Tax Apportionment Equalized Valuation			6,852,159,623
CELL COLOR KEY: Auto-Calc DPI Data District-Entered			
Worksheet is available at: http://dpi.wi.gov/sfs/limits/worksheets/revenue			

**DEPARTMENT OF PUBLIC INSTRUCTION
2026-27 REVENUE LIMIT WORKSHEET**

2026-27 Revenue Limit Worksheet			
1. 2026-27 Base Revenue (Funds 10, 38, 41)	(from left)		14,655,700
2. Base Sept Membership Avg (2023+.4ss, 2024+.4ss, 2025+.4ss)/3	(from left)		1,258
3. 2026-27 Base Revenue Per Member (Ln 1 / Ln 2)	(with cents)		11,650.00
4. 2026-27 Per Member Change (A+B)			325.00
2026-27 Low Revenue Ceiling per s.121.905(1):		11,000.00	
A. Allowed Per Member Change for 2026-27		325.00	
B. Low Rev Incr ((Low Rev Ceiling-(3+4A))-4C) NOT<0		0.00	
C. Value of the CCDEB (2026-27 DPI Computed-CCDEB Dists only)		0.00	
5. 2026-27 Maximum Revenue Per Member (Ln 3 + Ln 4)			11,975.00
6. Current Membership Avg (2024+.4ss, 2025+.4ss, 2026+.4ss)/3	(from left)		1,223
7. 2026-27 Rev Limit, No Exemptions (Ln 7A + Ln 7B)	(rounded)		14,655,700
A. Max Rev/Memb x Cur Memb Avg (Ln 5 x Ln 6)		14,645,425	
B. Hold Harmless Non-Recurring Exemption		10,275	
8. Total 2026-27 Recurring Exemptions (A+B+C+D+E)	(rounded)		0
A. Prior Year Carryover		0	
B. Transfer of Service		0	
C. Transfer of Territory/Other Reorg (if negative, include sign)		0	
D. Federal Impact Aid Loss (2024-25 to 2025-26)		0	
E. Recurring Referenda to Exceed (If 2026-27 is first year)		0	
9. 2026-27 Limit with Recurring Exemptions (Ln 7 + Ln 8)			14,655,700
10. Total 2026-27 Non-Recurring Exemptions (A+B+C+D+E+F+G+H+I)			6,064,345
A. Non-Recurring Referenda to Exceed 2026-27 Limit		5,600,000	
B. Declining Enrollment Exemption for 2026-27 (from left)		419,125	
C. Energy Efficiency Net Exemption for 2026-27 (see pg 4 for details)		0	
D. Adjustment for Refunded or Rescinded Taxes, 2026-27		0	
E. Prior Year Open Enrollment (uncounted pupil[s])		0	
F. Reduction for Ineligible Fund 80 Expenditures (enter as negative)		0	
G. Other Adjustments (Fund 39 Bal Transfer, enter as negative)		0	
H. WPCP and RPCP Private School Voucher Aid Deduction		45,220	
I. SNSP Private School Voucher Aid Deduction		0	
11. 2026-27 Revenue Limit With All Exemptions (Ln 9 + Ln 10)			20,720,045
12. Total Aid to be Used in Computation (12A + 12B + 12C + 12D)			116,240
A. 2026-27 JULY 1 ESTIMATE OF GENERAL AID		9,567	
B. State Aid to High Poverty Districts (\$0 per 2023 Act 19)		0	
C. State Aid for Exempt Computers (Source 691)		6,822	
D. State Aid for Exempt Personal Property (Source 691)		99,851	
DISTRICTS MUST USE THE OCT 15 AID CERT WHEN SETTING THE DISTRICT LEVY.			
13. Allowable Limited Revenue: (Line 11 - Line 12)			20,603,805
(10, 38, 41 Levies)			
14. Total Limited Revenue To Be Used (A+B+C)	Not >line 13		20,603,805
Entries Required Below: Enter amnts needed by purpose and fund:			
A. Gen Operations: Fnd 10 Src 211	20,603,805	(Proposed Fund 10)	
B. Non-Referendum Debt (inside limit) Fund 38 Src 211	0	(to Budget Rpt)	
C. Capital Exp, Annual Meeting Approved: Fund 41 Src 211	0	(to Budget Rpt)	
15. Total Revenue from Other Levies (A+B+C+D)			90,000
A. Referendum Approved Debt (Fund 39 Debt-Src 211)	0		
B. Community Services (Fund 80 Src 211)	90,000	(to Budget Rpt)	
C. Prior Year Levy Chargeback for Uncollectible Taxes (Src 212)	0	(to Budget Rpt)	
D. Other Levy Revenue - Milwaukee & Kenosha Only	0	(to Budget Rpt)	
16. Total Fall 2026 REPORTED All Fund Tax Levy (14A + 14B + 14C + 15)			20,693,805
Line 16 is the total levy to be apportioned in the PI-401.		Levy Rate =	0.00302004

CHECKS ISSUED

Northland Pines School District

Check Number	Check Date	Clearing Date	Bank Acct	Check Type	Name on Check	Net Check Amount
122474	08/17/2026	08/31/2026	PSBGF	R -	SUBWAY	78.87
122473	08/17/2026	08/31/2026	PSBGF	R -	AIELLOS ON WALL STREET	302.50
122475	08/19/2026	08/31/2026	PSBGF	R -	TIMMYS HOLIDAY CORNERS	10.00
9000007438	08/20/2026		PSBGF	A - ACH	THOMAS R BAILEY	238.00
9000007439	08/20/2026		PSBGF	A - ACH	JAELYN A BRENDEMIHL	322.00
9000007441	08/20/2026		PSBGF	A - ACH	TRISTA L ECKLUND	322.00
9000007444	08/20/2026		PSBGF	A - ACH	JODY S KALATA	253.00
9000007445	08/20/2026		PSBGF	A - ACH	GILLIAN L KOHL	190.00
122476	08/20/2026	08/31/2026	PSBGF	R -	APPLE INC	4,240.00
122477	08/20/2026	08/31/2026	PSBGF	R -	ASAP GARAGE DOOR REPAIR	933.00
122478	08/20/2026	08/31/2026	PSBGF	R -	ASPIRUS MEDICAL GROUP INC	504.00
9000007437	08/20/2026		PSBGF	A - ACH	AVANTIS EDUCATION INC	2,598.00
122479	08/20/2026	08/31/2026	PSBGF	R -	AVIANDS LLC	16,893.00
122480	08/20/2026	08/31/2026	PSBGF	R -	AWSA	289.00
122481	08/20/2026		PSBGF	R -	BLUUM OF MINNESOTA LLC	1,530.00
122482	08/20/2026	08/31/2026	PSBGF	R -	CARLIN SALES CORP	1,158.46
122483	08/20/2026	08/31/2026	PSBGF	R -	CESA 9	57,688.20
122484	08/20/2026	08/31/2026	PSBGF	R -	CHAIN O LAKES MART	297.85
122485	08/20/2026		PSBGF	R -	CHARTER COMMUNICATIONS	886.78
122486	08/20/2026	08/31/2026	PSBGF	R -	CUSTOMINK LLC	199.80
122487	08/20/2026	08/31/2026	PSBGF	R -	DIVERSIFIED BENEFIT SERVICES	989.40
9000007440	08/20/2026		PSBGF	A - ACH	TONY C DUFFEK	325.00
122488	08/20/2026	08/31/2026	PSBGF	R -	EAGLE RIVER LIGHT & WATER	19,578.87
122489	08/20/2026	08/31/2026	PSBGF	R -	GRUENKE COMPANY INC	493.00
9000007442	08/20/2026		PSBGF	A - ACH	GS-JJ/ENAMELPINS INC	316.00
122490	08/20/2026	08/31/2026	PSBGF	R -	HAHN PRINTING CO	222.00
122491	08/20/2026	08/31/2026	PSBGF	R -	HALLMAN LINDSAY	1,586.98
122492	08/20/2026	08/31/2026	PSBGF	R -	HOWARD BROS INC	795.00
122493	08/20/2026	08/31/2026	PSBGF	R -	IRWIN SEATING COMPANY	1,932.80
9000007443	08/20/2026		PSBGF	A - ACH	JOHNSON CONTROLS BUILDING	820.26
122494	08/20/2026	08/31/2026	PSBGF	R -	KNITTS HARDWARE	8.99
122495	08/20/2026	08/31/2026	PSBGF	R -	KRIST OIL	353.22
122496	08/20/2026	08/31/2026	PSBGF	R -	KWIK TRIP INC	298.12
122497	08/20/2026	08/31/2026	PSBGF	R -	LAND O LAKES SANITARY DIST	109.46
122498	08/20/2026	08/31/2026	PSBGF	R -	MARCO	4,582.93
122499	08/20/2026	08/31/2026	PSBGF	R -	MULTI MEDIA CHANNELS LLC	444.31
122500	08/20/2026	08/31/2026	PSBGF	R -	NASSCO INC	3,052.40
122501	08/20/2026	08/31/2026	PSBGF	R -	NEOLA, INC	1,270.00
9000007446	08/20/2026		PSBGF	A - ACH	CARIE A NORDINE	505.40
122502	08/20/2026		PSBGF	R -	NORTHLAND PINES SOLAR ED	3,890.24
122503	08/20/2026		PSBGF	R -	OAK MEADOW INC	900.50
122504	08/20/2026	08/31/2026	PSBGF	R -	PITNEY BOWES GLOBAL	752.94
122505	08/20/2026	08/31/2026	PSBGF	R -	PLUNKETTS PEST CONTROL	200.00
122506	08/20/2026	08/31/2026	PSBGF	R -	REINDERS, INC	98.75
122507	08/20/2026	08/31/2026	PSBGF	R -	REPUBLIC SERVICES INC 645	1,628.43
122508	08/20/2026	08/31/2026	PSBGF	R -	ROUNDYS INC	398.55
122510	08/20/2026	08/31/2026	PSBGF	R -	SCHOLASTIC EQUIPMENT	1,974.00

CHECKS ISSUED

Northland Pines School District

Check Number	Check Date	Clearing Date	Bank Acct	Check Type	Name on Check	Net Check Amount
122511	08/20/2026		PSBGF	R -	SCHOOL SPECIALTY LLC	8,144.36
122512	08/20/2026		PSBGF	R -	DANIELLE STEFFENS	104.10
122513	08/20/2026	08/31/2026	PSBGF	R -	SWANK MOTION PICTURES	2,085.00
122514	08/20/2026	08/31/2026	PSBGF	R -	TIMBERGUARD PREMIUM	720.00
122515	08/20/2026	08/31/2026	PSBGF	R -	TRIGS FOOD AND DRUG	167.58
122516	08/20/2026	08/31/2026	PSBGF	R -	VERIZON	2,677.90
122518	08/20/2026	08/31/2026	PSBGF	R -	WALTS PETROLEUM SERVICE,	522.00
122517	08/20/2026	08/31/2026	PSBGF	R -	VILAS COUNTY SHERIFFS	39,590.00
9000007447	08/20/2026		PSBGF	A - ACH	STEVEN M WALSH	73.11
122519	08/20/2026	08/31/2026	PSBGF	R -	WE ENERGIES	1,992.42
9000007448	08/20/2026		PSBGF	A - ACH	WERMC	1,299.07
122520	08/20/2026		PSBGF	R -	WI DRUG TESTING	559.25
122521	08/20/2026	08/31/2026	PSBGF	R -	WISCONSIN PUBLIC SERVICE	1,526.34
9000007449	08/20/2026		PSBGF	A - ACH	ZANER-BLOSER INC	1,501.50
122509	08/20/2026	08/31/2026	PSBGF	R -	SCHILLEMAN BUS SERVICE OF	12,011.53
202600148	08/21/2026	08/31/2026	PSBGF	W -	AMAZON CAPITAL SVC-	11,156.20
9000007450	08/25/2026		PSBGF	A - ACH	GRIMCO INC	138.66
122522	08/26/2026		PSBGF	R -	EAGLE LANES	323.36
122523	08/26/2026		PSBGF	R -	KNOCKERS PIZZA COMPANY INC	113.00
122524	08/28/2026		PSBGF	R -	ARBOR VITAE ELECTRIC INC	2,371.73
9000007451	08/28/2026		PSBGF	A - ACH	BASEMAN BROS INC	7,583.00
9000007452	08/28/2026		PSBGF	A - ACH	BLUUM USA INC	4,480.00
9000007453	08/28/2026		PSBGF	A - ACH	EDWARD M CARLSON	83.00
122525	08/28/2026		PSBGF	R -	CESA 9	1,060.00
122526	08/28/2026		PSBGF	R -	EAGLE RIVER OFFICE SUPPLY	97.72
9000007454	08/28/2026		PSBGF	A - ACH	EVERWAY	3,588.46
9000007455	08/28/2026		PSBGF	A - ACH	FOLLETT SOFTWARE LLC	6,184.62
122527	08/28/2026		PSBGF	R -	GOPHER SPORT/GOPHER STEM	102.26
122528	08/28/2026		PSBGF	R -	GRUENKE COMPANY INC	106.50
122529	08/28/2026		PSBGF	R -	GUMDROP BOOKS	9,689.86
122530	08/28/2026		PSBGF	R -	HALSEYS FAB SHOP	300.00
9000007456	08/28/2026		PSBGF	A - ACH	HEARTLAND BUSINESS	418.20
122531	08/28/2026		PSBGF	R -	INSTRUMENTAL MUSIC	1,085.00
9000007457	08/28/2026		PSBGF	A - ACH	JUNIOR LIBRARY GUILD	10,800.00
122532	08/28/2026		PSBGF	R -	K-12 TECHNOLOGY GROUP	3,750.00
122533	08/28/2026		PSBGF	R -	MIKES SEPTIC SERVICE	500.00
122534	08/28/2026		PSBGF	R -	MOSYLE CORPORATION	4,248.00
122535	08/28/2026		PSBGF	R -	MULTI MEDIA CHANNELS LLC	98.24
122536	08/28/2026		PSBGF	R -	NASSCO INC	987.15
122537	08/28/2026		PSBGF	R -	NORTHERN JANITORIAL LLC	1,738.86
122538	08/28/2026		PSBGF	R -	NORVADO INC	4,066.81
122539	08/28/2026		PSBGF	R -	OAK MEADOW INC	794.55
122540	08/28/2026		PSBGF	R -	GERALD R PLANK	250.00
9000007458	08/28/2026		PSBGF	A - ACH	RAINBOW RESOURCE CENTER	711.36
9000007459	08/28/2026		PSBGF	A - ACH	READING LEAGUE INC, THE	2,246.88
122541	08/28/2026		PSBGF	R -	RENNING LEWIS & LACY	134.00
122542	08/28/2026		PSBGF	R -	JUSTIN SACHS	15.20

CHECKS ISSUED

Northland Pines School District

Check Number	Check Date	Clearing Date	Bank Acct	Check Type	Name on Check	Net Check Amount
122543	08/28/2026		PSBGF	R -	SCHOLASTIC INC	1,447.62
122544	08/28/2026		PSBGF	R -	SCHOOL SPECIALTY LLC	481.20
122545	08/28/2026		PSBGF	R -	SHERWIN WILLIAMS CO	868.50
122546	08/28/2026		PSBGF	R -	STORIES IN HISTORY	198.00
122547	08/28/2026		PSBGF	R -	SVS / STEVE VOGEL SERVICES	1,000.00
122548	08/28/2026		PSBGF	R -	SWIDERSKI EQUIPMENT INC	369.93
9000007460	08/28/2026		PSBGF	A - ACH	SYSCLOUD, INC	4,125.00
122549	08/28/2026		PSBGF	R -	TEWGYZE SUPPLY, INC	160.50
122550	08/28/2026		PSBGF	R -	UPS	56.03
122551	08/28/2026		PSBGF	R -	WCA GROUP HEALTH TRUST,	302,254.99
122552	08/28/2026		PSBGF	R -	WSMA	726.00
202600149	08/28/2026	08/31/2026	PSBGF	W -	BMO	32,229.76
202600150	08/28/2026	08/31/2026	PSBGF	W -	INTERNAL REVENUE SERVICE	48,467.76
202600151	08/28/2026	08/31/2026	PSBGF	W -	WI DEPT OF EMPLOYEE TRUST	32,760.04
202600152	08/28/2026	08/31/2026	PSBGF	W -	WI DEPT OF REVENUE	7,616.49
122554	08/28/2026		PSBGF	R -	EMPOWER TRUST COMPANY LLC	460.00
122555	08/28/2026		PSBGF	R -	EQUITABLE	350.00
122553	08/28/2026		PSBGF	R -	AMERIPRISE FINANCIAL	1,600.00
122557	08/28/2026		PSBGF	R -	WEA MEMBER BENEFITS	939.73
122556	08/28/2026		PSBGF	R -	INVESCO	50.00
122558	08/28/2026		PSBGF	R -	NORTHLAND PINES COMMUNITY	21.00
202600153	09/02/2026		PSBGF	W -	AMAZON CAPITAL SVC-	11,646.17
9000007689	09/03/2026		PSBGF	A - ACH	AMERICAN HEART ASSOCIATION	39.00
122559	09/03/2026		PSBGF	R -	APPLE INC	2,798.00
122560	09/03/2026		PSBGF	R -	AUTO CLINIC-DJS AUTOMOTIVE	458.50
122561	09/03/2026		PSBGF	R -	BIG WORD CLUB	49.50
122562	09/03/2026		PSBGF	R -	CAMTECH SERVICES	561.80
122563	09/03/2026		PSBGF	R -	CARPETIERS INC	17,982.20
122564	09/03/2026		PSBGF	R -	CESA 6	1,925.00
122565	09/03/2026		PSBGF	R -	CHEMEDUCATOR LLC	298.00
122566	09/03/2026		PSBGF	R -	CONSTELLATION NEWENERGY-	373.00
122567	09/03/2026		PSBGF	R -	FIRE MOUNTAIN GEMS & BEADS	163.18
122568	09/03/2026		PSBGF	R -	FIRST DAKOTA INDEMNITY CO	4,017.00
122569	09/03/2026		PSBGF	R -	FREESTYLE PHOTOGRAPHIC	207.63
122570	09/03/2026		PSBGF	R -	FRONTIER	1,027.58
9000007690	09/03/2026		PSBGF	A - ACH	GRIMCO INC	567.66
9000007691	09/03/2026		PSBGF	A - ACH	HEARTLAND BUSINESS	1,169.46
9000007692	09/03/2026		PSBGF	A - ACH	HIGH COUNTRY TECH CONSULT	66.94
122572	09/03/2026		PSBGF	R -	INDUSTRIAL REPAIR SERVICE OF	718.79
9000007693	09/03/2026		PSBGF	A - ACH	JOHNSON CONTROLS FIRE	607.76
9000007694	09/03/2026		PSBGF	A - ACH	JOHNSON CONTROLS FIRE	1,550.24
9000007695	09/03/2026		PSBGF	A - ACH	JOHNSON CONTROLS FIRE	2,143.88
9000007696	09/03/2026		PSBGF	A - ACH	JOHNSON CONTROLS FIRE	400.00
9000007697	09/03/2026		PSBGF	A - ACH	JOHNSON CONTROLS FIRE	400.00
9000007698	09/03/2026		PSBGF	A - ACH	JOHNSON CONTROLS FIRE	400.00
9000007699	09/03/2026		PSBGF	A - ACH	JOHNSON CONTROLS FIRE	400.00
9000007700	09/03/2026		PSBGF	A - ACH	JOHNSON CONTROLS FIRE	400.00

CHECKS ISSUED

Northland Pines School District

Check Number	Check Date	Clearing Date	Bank Acct	Check Type	Name on Check	Net Check Amount
9000007701	09/03/2026		PSBGF	A - ACH	JOHNSON CONTROLS FIRE	963.74
9000007702	09/03/2026		PSBGF	A - ACH	JOHNSON CONTROLS FIRE	945.38
122573	09/03/2026		PSBGF	R -	JW PEPPER & SON INC	756.50
122574	09/03/2026		PSBGF	R -	MENARDS	19.59
9000007703	09/03/2026		PSBGF	A - ACH	NASSCO INC	971.74
122575	09/03/2026		PSBGF	R -	NELSONS ACE HARDWARE	859.37
9000007704	09/03/2026		PSBGF	A - ACH	PLANK ROAD PUBLISHING INC	150.45
9000007705	09/03/2026		PSBGF	A - ACH	PLANK ROAD PUBLISHING INC	115.45
122576	09/03/2026		PSBGF	R -	PEAK SYSTEMS GROUP INC	1,150.00
122571	09/03/2026		PSBGF	R -	G & C CARPORTS, INC.	11,442.75
122577	09/03/2026		PSBGF	R -	QUIZLET INC	102.57
9000007706	09/03/2026		PSBGF	A - ACH	RAINBOW RESOURCE CENTER	474.72
122578	09/03/2026		PSBGF	R -	REALLY GREAT READING	770.00
122579	09/03/2026		PSBGF	R -	RIO GRANDE JEWELRY MAKING	494.81
122580	09/03/2026		PSBGF	R -	SCHOOLSTATUS LLC	3,030.00
122581	09/03/2026		PSBGF	R -	STANDARD INSURANCE	9,566.99
122582	09/03/2026		PSBGF	R -	VERIZON	1,094.80
122583	09/03/2026		PSBGF	R -	WASB	75.00
122584	09/03/2026		PSBGF	R -	WISCONSIN PUBLIC SERVICE	34.10
9000007707	09/03/2026		PSBGF	A - ACH	WIZARDPINS	1,200.00
9000007708	09/03/2026		PSBGF	A - ACH	WORLD BOOK INC	1,908.93
122585	09/04/2026		PSBGF	R -	WI SCTF	113.00
122586	09/04/2026		PSBGF	R -	NORTHLAND PINES COMMUNITY	73.50
122588	09/09/2026		PSBGF	R -	EMPOWER TRUST COMPANY LLC	855.00
122589	09/09/2026		PSBGF	R -	EQUITABLE	1,150.00
122591	09/09/2026		PSBGF	R -	WEA MEMBER BENEFITS	4,467.23
122590	09/09/2026		PSBGF	R -	INVESCO	150.00
122587	09/09/2026		PSBGF	R -	AMERIPRISE FINANCIAL	800.00
202600154	09/09/2026		PSBGF	W -	AMAZON CAPITAL SVC-	10,383.78
122592	09/09/2026		PSBGF	R -	AMERICAN FENCE COMPANY	19,500.00
122593	09/09/2026		PSBGF	R -	BEYOND THE PAGE	786.65
122594	09/09/2026		PSBGF	R -	CARDIO PARTNERS	2,241.43
122595	09/09/2026		PSBGF	R -	CESA 5	550.00
122596	09/09/2026		PSBGF	R -	CHARTER COMMUNICATIONS	886.78
9000007710	09/09/2026		PSBGF	A - ACH	COMMUNITY INSURANCE CORP	50.00
122597	09/09/2026		PSBGF	R -	DIVERSIFIED BENEFIT SERVICES	965.50
122598	09/09/2026		PSBGF	R -	EBLI	500.00
122599	09/09/2026		PSBGF	R -	GRUENKE COMPANY INC	70.00
122600	09/09/2026		PSBGF	R -	HAHN PRINTING CO	780.00
9000007711	09/09/2026		PSBGF	A - ACH	LIBERTY MUTUAL INSURANCE	1,425.00
122601	09/09/2026		PSBGF	R -	MARCO	4,030.09
122602	09/09/2026		PSBGF	R -	MULTI MEDIA CHANNELS LLC	442.15
122603	09/09/2026		PSBGF	R -	NASSP/NHS	385.00
122605	09/09/2026		PSBGF	R -	NORTHERN JANITORIAL LLC	1,885.82
122606	09/09/2026		PSBGF	R -	NOVA INTEGRATED CARE LLC	1,710.00
122604	09/09/2026		PSBGF	R -	NCS PEARSON INC	3,183.28
122607	09/09/2026		PSBGF	R -	PLUNKETTS PEST CONTROL	542.40

CHECKS ISSUED

Northland Pines School District

Check Number	Check Date	Clearing Date	Bank Acct	Check Type	Name on Check	Net Check Amount
122608	09/09/2026		PSBGF	R -	STRATFORD SIGN COMPANY LLC	3,230.00
122609	09/09/2026		PSBGF	R -	TRIGS FOOD AND DRUG	282.70
9000007712	09/09/2026		PSBGF	A - ACH	ULINE INC	1,499.10
122610	09/09/2026		PSBGF	R -	WI DRUG TESTING	379.50
Bank Account (PSBGF - PSB GENERAL FUND) Totals:						874,657.43

CHECKS ISSUED

Northland Pines School District

Check Number	Check Date	Clearing Date	Bank Acct	Check Type	Name on Check	Net Check Amount
40002	08/18/2026	08/31/2026	PSBHS	R -	HENRY SCHEIN INC	1,470.58
40004	08/18/2026	08/31/2026	PSBHS	R -	MARK IT	1,200.00
9000000002	08/18/2026		PSBHS	A - ACH	CHIPPEWA VALLEY SPORTING	696.00
40005	08/18/2026		PSBHS	R -	NORTHWOODS FOOTBALL	200.00
40003	08/18/2026		PSBHS	R -	ICONIK ETCHINGS AND	600.00
40006	08/18/2026		PSBHS	R -	PUMP UP THE PARTY	189.90
40007	08/18/2026		PSBHS	R -	RIPON COLLEGE	500.00
40009	08/18/2026	08/31/2026	PSBHS	R -	UW-LA CROSSE CASHIER'S	500.00
40010	08/18/2026	08/31/2026	PSBHS	R -	UW-STEVENS POINT	300.00
40008	08/18/2026		PSBHS	R -	UNIVERSITY OF DENVER	800.00
40015	08/22/2026	08/31/2026	PSBHS	R -	DERRICK SALO	180.00
40013	08/22/2026	08/31/2026	PSBHS	R -	TODD MCELLOWNEY	180.00
40016	08/22/2026	08/31/2026	PSBHS	R -	EDWARD E SCHAUB JR	180.00
40014	08/22/2026	08/31/2026	PSBHS	R -	SANDRA MUZZY	180.00
40011	08/22/2026	08/31/2026	PSBHS	R -	HEIDI FINK	180.00
40012	08/22/2026	08/31/2026	PSBHS	R -	DAVID MATSON	210.00
40017	08/22/2026		PSBHS	R -	GREGG SCOTT	180.00
40018	08/24/2026	08/31/2026	PSBHS	R -	DALE KLEFFMAN	75.00
40021	08/24/2026		PSBHS	R -	THOMAS WOHLLEBER	86.00
40020	08/24/2026	08/31/2026	PSBHS	R -	CODY REMICK	75.00
40019	08/24/2026	08/31/2026	PSBHS	R -	DENNIS MACH	105.00
40024	08/25/2026	08/31/2026	PSBHS	R -	MANUEL GUTIERREZ	120.00
40025	08/25/2026		PSBHS	R -	DANIEL PARLIER	150.00
40022	08/25/2026	08/31/2026	PSBHS	R -	CHARLES E DURKEE SR	165.00
40026	08/25/2026	08/31/2026	PSBHS	R -	DERRICK SALO	165.00
40023	08/25/2026	08/31/2026	PSBHS	R -	HEIDI FINK	165.00
40027	08/25/2026		PSBHS	R -	LAUREN WELSH	120.00
40028	08/26/2026		PSBHS	R -	ATHLETIC EQUIPMENT REPAIR	1,937.00
40035	08/26/2026		PSBHS	R -	PUMP UP THE PARTY	170.10
40032	08/26/2026		PSBHS	R -	MID WISCONSIN BEVERAGE	600.00
40029	08/26/2026		PSBHS	R -	BREAKAWAY SPORTS LLC	1,152.00
40033	08/26/2026		PSBHS	R -	NP BASKETBALL ASSOCIATION	840.00
40036	08/26/2026		PSBHS	R -	ROUNDYS INC	70.89
40030	08/26/2026		PSBHS	R -	CONOVER LIONS CLUB	173.33
40034	08/26/2026		PSBHS	R -	JOSHUA T OLIVOTTI	50.00
9000000003	08/26/2026		PSBHS	A - ACH	ASHLEY E HEID	50.00
40038	08/26/2026		PSBHS	R -	WADA	680.00
9000000004	08/26/2026		PSBHS	A - ACH	JAMIE R REMME	35.00
40037	08/26/2026		PSBHS	R -	THE GRAPHIC EDGE DBA GAME	1,912.32
40031	08/26/2026	08/31/2026	PSBHS	R -	GUIDES CHOICE PRO SHOP	742.19
40042	08/27/2026	08/31/2026	PSBHS	R -	DALE KLEFFMAN	100.00
40044	08/27/2026		PSBHS	R -	THOMAS WOHLLEBER	111.00
40043	08/27/2026	08/31/2026	PSBHS	R -	CODY REMICK	100.00
40039	08/27/2026	08/31/2026	PSBHS	R -	DANIEL GROSSKOPF	120.00
40040	08/27/2026	08/31/2026	PSBHS	R -	MANUEL GUTIERREZ	120.00
40041	08/27/2026	08/31/2026	PSBHS	R -	ROBERT HOM	120.00
40045	08/28/2026		PSBHS	R -	WILLIAM HAHN	120.00

CHECKS ISSUED

Northland Pines School District

Check Number	Check Date	Clearing Date	Bank Acct	Check Type	Name on Check	Net Check Amount
40049	08/28/2026		PSBHS	R -	DONALD SCUPIEN	120.00
40047	08/28/2026		PSBHS	R -	PAUL MONK	120.00
40048	08/28/2026		PSBHS	R -	DAVID SCHULTZ	120.00
40046	08/28/2026		PSBHS	R -	DOUGLAS MARHEFKE	120.00
40051	09/01/2026		PSBHS	R -	DALE KLEFFMAN	100.00
40055	09/01/2026		PSBHS	R -	THOMAS WOHLLEBER	111.00
40053	09/01/2026		PSBHS	R -	CODY REMICK	100.00
40052	09/01/2026		PSBHS	R -	TODD MCELLOWNEY	200.00
40054	09/01/2026		PSBHS	R -	EDWARD E SCHAUB JR	200.00
40050	09/01/2026		PSBHS	R -	HEIDI FINK	200.00
40063	09/03/2026		PSBHS	R -	CHESTER MARCUM III	140.00
40064	09/03/2026		PSBHS	R -	TODD R MAYR	140.00
40057	09/03/2026		PSBHS	R -	JOSHUA ENGLISH	140.00
40067	09/03/2026		PSBHS	R -	THOMAS WOHLLEBER	140.00
40059	09/03/2026		PSBHS	R -	MANUEL GUTIERREZ	120.00
40060	09/03/2026		PSBHS	R -	ROBERT HOM	120.00
40058	09/03/2026		PSBHS	R -	KYLE FRANSON	120.00
40061	09/03/2026		PSBHS	R -	MICHAEL IGL	190.00
40062	09/03/2026		PSBHS	R -	DENNIS MACH	160.00
40066	09/03/2026		PSBHS	R -	RACHELE SULLIVAN	35.00
40056	09/03/2026		PSBHS	R -	CHARLES E DURKEE SR	160.00
40065	09/03/2026		PSBHS	R -	CHRISTOPHER RENZELMANN	140.00
40075	09/08/2026		PSBHS	R -	MANUEL GUTIERREZ	120.00
40074	09/08/2026		PSBHS	R -	KYLE FRANSON	120.00
40070	09/08/2026		PSBHS	R -	MICHELE L BROWN	160.00
40071	09/08/2026		PSBHS	R -	CHARLES E DURKEE SR	160.00
40073	09/08/2026		PSBHS	R -	HEIDI FINK	160.00
40083	09/08/2026		PSBHS	R -	DERRICK SALO	160.00
9000000005	09/08/2026		PSBHS	A - ACH	CHIPPEWA VALLEY SPORTING	2,360.00
40072	09/08/2026		PSBHS	R -	STEVE FAVORITE	300.00
40084	09/08/2026		PSBHS	R -	KAYLA SMITH	150.00
40082	09/08/2026		PSBHS	R -	ROUNDYS INC	70.89
40069	09/08/2026		PSBHS	R -	ROBERT BRABAND	120.00
40081	09/08/2026		PSBHS	R -	RHINELANDER HIGH SCHOOL	300.00
40085	09/08/2026		PSBHS	R -	WISCONSIN RAPIDS HIGH	170.00
40068	09/08/2026		PSBHS	R -	ANTIGO HIGH SCHOOL	100.00
40076	09/08/2026		PSBHS	R -	HOLIDAY WHOLESALE	1,667.12
40080	09/08/2026		PSBHS	R -	KRISTIN RENKES	480.68
40079	09/08/2026		PSBHS	R -	PETTY CASH	25.00
40077	09/08/2026		PSBHS	R -	TONY JUSTICE	60.00
40078	09/08/2026		PSBHS	R -	CHAD M LEDERER	30.00
9000000006	09/08/2026		PSBHS	A - ACH	ASHLEY E HEID	75.00
40086	09/08/2026		PSBHS	R -	KELLY M WRANOSKY	50.00
40087	09/08/2026		PSBHS	R -	YOUR DAY VIDEO ROBERT DAUS	125.00
40088	09/09/2026		PSBHS	R -	AIELLOS ON WALL STREET	390.00
40089	09/14/2026		PSBHS	R -	CHARLES E DURKEE SR	70.00
40090	09/14/2026		PSBHS	R -	DALE KLEFFMAN	75.00

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Northland Pines School District

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40091	09/14/2026		PSBHS	R -	CODY REMICK	75.00
40093	09/14/2026		PSBHS	R -	THOMAS WOHLLEBER	75.00
40092	09/14/2026		PSBHS	R -	GARY STOCKWELL	75.00
40100	09/15/2026		PSBHS	R -	DALE KLEFFMAN	100.00
40102	09/15/2026		PSBHS	R -	THOMAS WOHLLEBER	111.00
40101	09/15/2026		PSBHS	R -	CODY REMICK	100.00
40094	09/15/2026		PSBHS	R -	MICHELE L BROWN	160.00
40095	09/15/2026		PSBHS	R -	CHARLES E DURKEE SR	160.00
40096	09/15/2026		PSBHS	R -	HEIDI FINK	160.00
40098	09/15/2026		PSBHS	R -	MANUEL GUTIERREZ	120.00
40099	09/15/2026		PSBHS	R -	ROBERT HOM	120.00
40097	09/15/2026		PSBHS	R -	DANIEL GROSSKOPF	120.00
Bank Account (PSBHS - PSB HS ACTIVITY ACCT) Totals:						30,047.00

CHECKS ISSUED

Northland Pines School District

Check Number	Check Date	Clearing Date	Bank Acct	Check Type	Name on Check	Net Check Amount
10808	08/18/2026	08/31/2026	PSBSC	R -	UW-MADISON	750.00
10807	08/18/2026		PSBSC	R -	UNIVERSITY OF DENVER	500.00
10804	08/18/2026	08/31/2026	PSBSC	R -	ANOKA RAMSEY COMMUNITY	1,250.00
10805	08/18/2026	08/31/2026	PSBSC	R -	NORTHEAST WIS TECHNICAL	2,000.00
10806	08/18/2026		PSBSC	R -	RIPON COLLEGE	500.00
10809	08/24/2026		PSBSC	R -	UW-MADISON	1,000.00
10810	09/09/2026		PSBSC	R -	FOX VALLEY TECHNICAL	500.00
10811	09/09/2026		PSBSC	R -	UW-STEVENSON POINT	1,000.00
Bank Account (PSBSC - PSB HS SCHOLARSHIP ACCT) Totals:						7,500.00
Check Transaction Grand Totals:						912,204.43



Finance Committee, Business Manager Report

Northland Pines School District – September 2026

- Monthly Bank Reconciliation
 - August's books are in balance with the bank.
- 2025-26 Budget vs Activity

Summary

REVENUE	25-26 Budget	25-26 Activity	Budget vs YTD
100's Interfund Transfers	2,541,580	1,993,366	548,214
200's From Local Sources	22,095,755	22,204,486	-108,731
300's Interdistrict Transfers In	1,233,408	1,222,801	10,607
500's From Intermediate Source	221,012	311,364	-90,352
600's From State	3,841,605	3,930,312	-88,707
700's From Fed	1,019,745	1,024,749	-5,004
800's Non-Revenue/Loans	0	0	0
900's - Other Revenue	33,191	35,785	-2,594
Total Revenue	30,986,296	30,722,863	
EXPENSE	25-26 Budget	25-26 Activity	Budget vs YTD
100's - Salaries	13,629,346	13,397,934	231,412
200's - Benefits	6,570,557	6,275,859	294,698
300's - Purchased Services	6,178,079	6,088,978	89,101
400's - Supplies & Non-Cap Equip	922,152	878,252	43,900
500's - Cap Equipment	546,800	445,895	100,905
600's - Debt	152,368	136,324	16,044
700's - District Insurance	183,487	189,996	-6,509
800's	2,541,580	1,993,366	548,214
900's - Other Expense	321,577	322,530	-953
Total Expense	31,045,946	29,729,134	
NET	-59,650	993,729	

Detail

See the 2025-26 Budget vs Audited Actuals report attached to your meeting packet.

- Revenue:
 - a. The district received \$284,781 more in revenue than anticipated
 - b. Specifically, Medicaid and State Special Education aid
- Expense:
 - a. The district spent \$1,053,379 less than budgeted
 - i. \$220,000 less in guest pay
 - ii. \$101,200 less in purchased services
 - iii. \$212,000 less in health insurance & HRA costs (about 7 family plans)
 - iv. \$100,000 not transferred to Fund 46
 - v. \$80,000 less in tech hardware
 - vi. \$60,000 less in supplies
 - b. The district did overspend in a few areas
 - i. Busing was \$35,000 more than anticipated
 - ii. Non-tech equipment costs were \$47,000 more than budgeted
- Interfund Transfer
 - a. The annual transfer from Fund 10 to Fund 27 was \$448,214 less than projected do to an actual increase to state funding ~ 37% of actual costs.
- 2026-27 Original Budget for Annual Meeting

Summary

REVENUE	25-26 Activity	26-27 Budget	Budget vs YTD
100's Interfund Transfers	1,993,366	2,139,798	-146,432
200's From Local Sources	22,204,486	22,099,955	104,531
300's Interdistrict Transfers In	1,222,801	1,279,406	-56,605
500's From Intermediate Source	311,364	222,460	88,904
600's From State	3,930,312	3,916,837	13,475
700's From Fed	1,024,749	1,028,900	-4,151
800's Non-Revenue/Loans	0	0	0
900's - Other Revenue	35,785	35,400	385
Total Revenue	30,722,863	30,722,756	

EXPENSE	25-26 Activity	26-27 Budget	Budget vs YTD
100's Salaries	13,397,934	13,506,387	-108,453
200's Benefits	6,275,859	6,450,237	-174,378
300's Purchased Services	6,088,978	6,428,410	-339,432

400's Supplies & Non-Cap Equip	878,252	952,264	-74,012
500's Cap Equipment	445,895	1,250,150	-804,255
600's Debt	136,324	99,873	36,451
700's District Insurance	189,996	193,750	-3,754
800's Interfund Transfers	1,993,366	2,139,798	-146,432
900's Other Expense	322,530	286,385	36,145
Total Expense	29,729,134	31,307,254	
NET	993,729	-584,498	409,231*

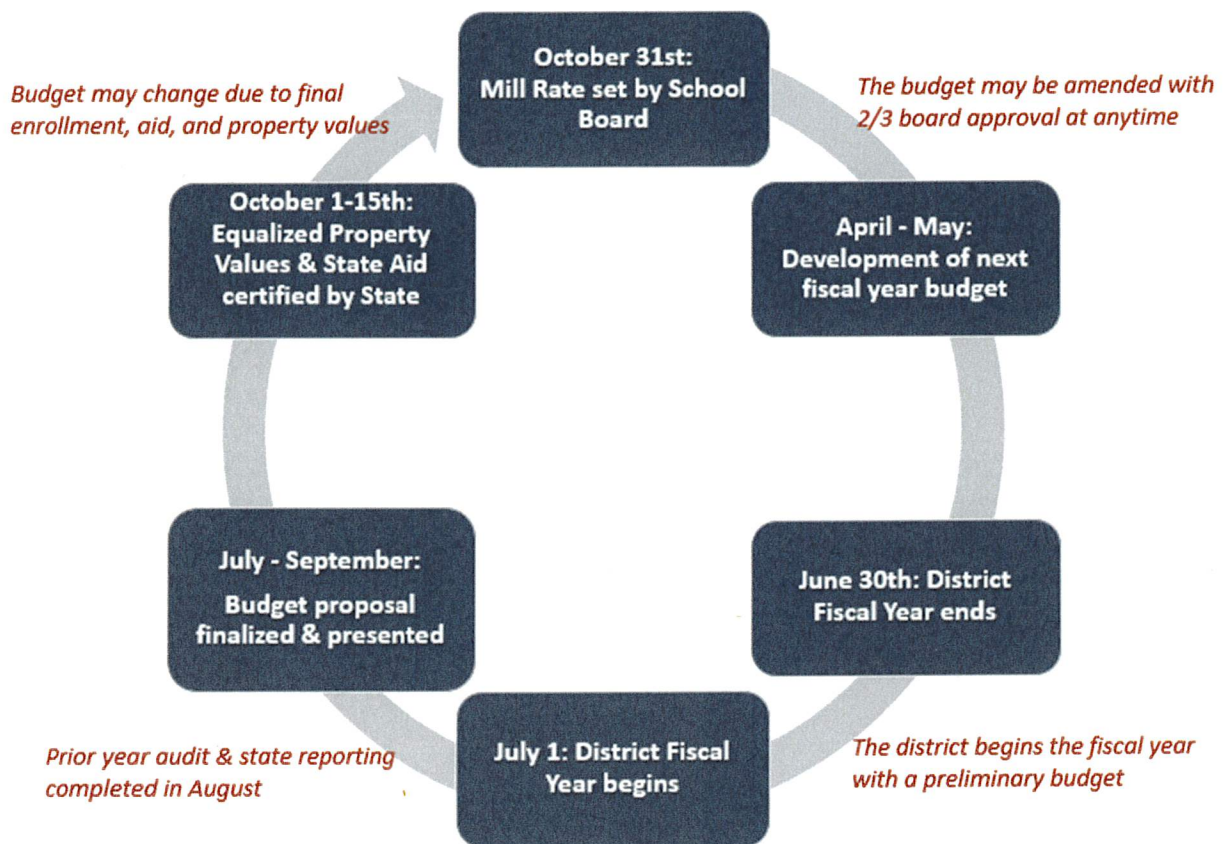
Detail

See 2025-26 Audited Activity vs 2026-27 Budget document attached to your meeting packet

- Revenue:
 - I am anticipating very little change in revenue with some areas increasing and others decreasing:
 - Increase to state special education aid and open enrollment in aid
 - Slight decreases to most other revenue sources
- Expense:
 - Purchased service costs are projected to increase across all areas; transportation, food service, utilities, fuel, software, college tuition, and CESA services.
 - Capital equipment costs are coming in higher than last year; specifically for known capital projects. The second half of the track replacement project, vehicle replacement, and the completion of the district wide camera and door lock upgrade project.
- 2026-27 Revenue Limit & Projected Levy
 - The revenue limit is the most we can ask taxpayers for in one year.
 - Three key pieces of information needed to determine the revenue limit are not known until October.
 - Student 3rd Friday count > FTE > Current Membership Average
 - Equalized Property Value
 - State General Aid
 - For the annual meeting my projections are:

- Fall enrollment of 1,245. Which results in a three year “current membership average” FTE of 1,223, 35 fewer members than last year.
- An increase of 7.01% in property value totaling \$6.85 billion, and
- State aid of \$9,567, \$1,688 less than last year.
- Pines will receive a bit of help from the state in 2026-27 so that our revenue limit does not change dramatically. We will receive \$10,275 in hold harmless funds as well as \$419,125 in declining enrollment exceptions.
- This currently results in a revenue limit of \$20,603,805 and a total levy of \$20,693,805.
 - That is a \$58,667 increase to the revenue limit and an increase of \$13,450 to the levy, with a projected mill rate of \$3.02, \$0.20 less than last year.

Budget Development & the Revenue Limit



Each year the Northland Pines School District builds a detailed budget proposal for the community to review and approve. The development of the budget begins in the spring and involves the examination of historical data, an analysis of the district's current and projected financial position, identification of significant capital expenditures, and a projection of revenue.

The revenue projection is heavily influenced by Wisconsin's revenue limit formula. Per state statute, public schools in Wisconsin must use the revenue limit calculation to determine the amount of revenue they can collect from its taxpayers, which in turn helps set the levy. The levy is the amount the district may tax on the property within its boundaries to help cover costs related to running the school district.



HEAD START LEASE AGREEMENT WITH THE NORTHLAND PINES SCHOOL DISTRICT - 2026-27

This lease agreement is made effective as of September 30, 2026, by and between THE NORTHLAND PINES SCHOOL DISTRICT, herein referred to as LESSOR and FAMILY & CHILD LEARNING CENTERS OF NORTHEAST, WI, herein referred to as the LESSEE.

Terms of the lease are as follows:

PROPERTY DESCRIBED

This lease covers renting two spaces at Eagle River Elementary, one classroom (1148 square feet) and one office space (158 square feet). The Lessee is to use the property for Head Start programs in compliance with all federal, state, and local regulations including local building codes. No physical modifications will be made to the leased premises without written approval of the Lessor.

TERM OF LEASE

This lease is hereby entered into for a period of one (1) year commencing on September 30, 2026 and terminating September 29, 2027. It is agreed that if federal or state funding of the Head Start program should be eliminated or significantly reduced, this lease may be terminated with sixty (60) days written notice.

PAYMENTS

It is hereby agreed by the Lessor and Lessee herein respectively that the annual rent under this lease will be payable in 12 equal monthly installments of \$1,300 per month (\$1,200 for the classroom and utilities and \$100 for the office space), due and payable on the fifth (5th) of each month during the term of the lease, all rental payments thereon being made to Northland Pines School District.

Further, it is hereby agreed by the Lessor and Lessee herein respectively that the Lessor's custodial staff will clean the Head Start area daily at a rate of \$440.00 per month, due and payable on the fifth (5th) of each month during the term of the lease, all cleaning payments thereon being made to Northland Pines School District.

KEYS

Staff members of the Head Start program will receive keys or Fobs to access the building. Access to the building should be only necessary during hours the Head Start program is open.

INSURANCE

It is hereby agreed by the Lessor that it shall provide fire insurance at its sole expense covering the entire rental property and all improvements thereon against all losses or damages occasioned by a fire.

The Lessee shall provide insurance for any and all personal property and equipment stored in said leased premises by the Lessee. Lessee shall procure and maintain in force at its expense during the term of this lease agreement and any extension of such term, personal liability insurance. Such coverage shall be adequate to protect against liability for damage claims through public use of or arising out of accidents occurring in or around the leased premises, in a minimum amount of \$1,000,000.00 for each person injured, \$1,000,000.00 for any one accident, and \$1,000,000.00 for property damage. The insurance policy(ies) shall name the Lessor as an additional insured and shall provide coverage for contingent liability of Lessor on any claims or losses.

INDEMNIFICATION AND HOLD HARMLESS PROVISION

Lessee Indemnity Except to the extent of the negligence or willful act or omission of Lessor or its employees and agents, Lessee will save and hold Lessor and Lessor's officers, directors, and/or partners harmless from and against any and all losses, damages, liability, or expenses (including reasonable attorneys' fees) resulting from, claimed by or against, or incurred by Lessor, arising from any injury to any person, or loss of or damage to any property, caused by or resulting from: (a) any negligence or willful acts or omissions of Lessee or any officer, agent, contractor, or employee of Lessee in or about the Premises; and (b) any breach or default in performance of any of Lessee's obligations under this Lease.

Lessor Indemnity Except to the extent of the negligence or willful misconduct of Lessee or its employees and agents, Lessor does hereby indemnify and save harmless Lessee and its agents and employees from all claims, actions, demands, costs and expenses and liability whatsoever, including reasonable attorneys' fees, on account of any such real or claimed damage or liability, arising from or caused in whole or in part by: (a) the operation of the Property by Lessor; (b) any defect in or failure of the structure or structural portions of the Premises and the Premises; (c) any negligent or intentionally wrongful act or omission of Lessor, its agents, contractors, servants, employees, or invitees; and (c) any breach or default in performance of any of Lessor's obligations under this Lease.

REPAIRS AND MAINTENANCE TO PREMISES

Lessor's Repairs Lessor shall, at its sole cost and expense, keep the structural portions of the Premises, including the foundation, exterior walls, existing interior walls (except interior painting or other interior treatment of exterior and interior walls), existing windows, existing doors, existing hardware, and roof of the Premises in good repair, except that Lessor shall not be required to make any repairs occasioned by the negligence of Lessee, its employees, sub-Lessees, licensees, and concessionaires. In the event that the Premises should become in need of repairs required to be made by Lessor hereunder and such repairs are known to Lessee, Lessee shall give immediate written notice thereof to Lessor, and following receipt of such notice, Lessor shall promptly commence and complete such repairs. In the event any repairs are required to be made by Lessor, Lessee shall reasonably cooperate with Lessor's

efforts to make such repairs. In the event Lessor fails in its obligations as set forth in this Section, Lessee shall provide written notice to Lessor stating in such notice Lessor's failure to meet its maintenance obligations, with reasonable specificity. In the event Lessor does not commence and continue to diligently cure such failure within ten (10) days of Lessee's written notice to Lessor, Lessee shall have the right to take all reasonable actions to cure such failure. Lessor shall pay all costs reasonably expended by Lessee to cure such failure within thirty (30) days of Lessee's submission to Lessor of an itemized invoice detailing all such costs and such invoiced costs shall accrue interest at the prime rate set forth by The Wall Street Journal plus two percent (2%) after said thirty (30) day period, until paid.

Lessee's Repairs Except for repairs occasioned by the negligence of the Lessor, its employees or agents, Lessee shall keep the Premises in good, clean condition and shall, at Lessee's sole cost and expense, make all needed interior, non-structural repairs and maintenance to items exclusively utilized by Lessee that are within the Premises. Lessee will not make any repairs or alterations to the premises, including structural changes or painting the premises without the prior written consent of the Landlord. Lessee shall return premises to original design prior to occupancy if vacating and terminating lease. In the event Lessee fails in its obligations as set forth in this Section, Lessor shall provide written notice to Lessee stating in such notice Lessee's failure to meet its maintenance obligations, with reasonable specificity. In the event Lessee does not commence and continue to diligently cure such failure within ten (10) days of Lessor's written notice to Lessee, Lessor shall have the right to take all reasonable actions to cure such failure. Lessee shall pay all costs reasonably expended by Lessor to cure such failure within thirty (30) days of Lessor's submission to Lessee of an itemized invoice detailing all such costs and such invoiced costs shall accrue interest at the prime rate set forth by The Wall Street Journal plus two percent (2%) after said thirty (30) day period, until paid.

DAMAGE TO THE PREMISES

In the event the Premises are wholly or partially destroyed by fire or other casualty rendering it untenantable or unfit for the conduct of Lessee's business, as reasonably determined by Lessee, the Lessor shall rebuild, repair or restore the Premises to substantially the same condition as when the same were furnished to the Lessee and the Lease shall remain in effect during such period. The rent shall abate pro rata from the date of casualty and such abatement shall continue through the period of reconstruction, based on the percentage of the Premises untenantable or unfit for occupancy during the period of reconstruction. In the event, however, that the Premises or surrounding Common Areas are damaged or destroyed to the extent of more than 25% of its replacement costs or if such repair takes more than 180 days to substantially complete, the Lessor or Lessee may elect to terminate this Lease. In no event shall the Lessor be required to repair or replace Lessee's trade fixtures, furniture, furnishings, floor coverings, signs and any other equipment installed by Lessee except to the extent such items were included in any original buildout allowances. If Lessor is required or elects to repair the Premises as herein provided and Lessee does not elect to terminate the lease provided herein, Lessee shall repair or replace its trade fixtures, furniture, floor and wall coverings, special equipment and other items in a manner and to at least a condition equal to that prior to its damage or destruction.

NON-ASSIGNABLE CLAUSE

It is hereby agreed by the Lessee that the provisions of this lease are non-assignable without the express written approval of the Lessor or its successors or assigns, and that the terms and provisions of the lease are personal as and between the respective parties hereto, and that the Lessor is under no obligation to approve of any assignment which in its sole discretion would not be in the best interest of the Lessor by virtue of the then existing business circumstances.

It is further expressly agreed that no portion of the leased premises may be sublet by the Lessee, nor in any way used or utilized by any other party without the express written approval of the Lessor, with said approval to be in the sole discretion of the Lessor.

LESSEE'S POSSESSION AND ACCESS BY LESSOR

Lessee shall be entitled to possession on the Commencement Date, and shall yield possession to Lessor on the Expiration Date or, if extended, on the last day of the Extended Term, unless otherwise agreed by both parties.

Lessee agrees that Lessor, its agents, employees and servants and any other person authorized by Lessor may, upon reasonable notice and without disruption of Lessee's business (except for emergencies), enter the Premises for the purpose of inspecting and making such repairs (structural or otherwise), additions, improvements, changes or alterations to the Premises as may be required under the Lease or as Lessor may elect, or to show the Premises to prospective buyers, mortgagees or Lessees.

QUIET ENJOYMENT

Lessee, upon fully complying with and promptly performing all of the terms, covenants, and conditions of this Lease on its part to be performed, and upon the prompt and timely payment of all sums due hereunder, shall have and quietly enjoy the Premises and enjoy all rights herein granted without interference for the Term.

ENTIRE AGREEMENT/AMENDMENT

This Lease contains the entire agreement of the parties, and there are no other promises or conditions in any other agreement whether oral or written, or made contemporaneously herewith. This Lease may be modified or amended in writing, if the writing is signed by both Lessor and Lessee.

SEVERABILITY

If any portion of this Lease shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this lease is invalid or unenforceable, but that by limiting such provision, it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

WAIVER

The failure of either party to enforce any provisions of this Lease shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every other provision of this Lease.

CUMULATIVE RIGHTS

The rights of the parties under this lease are cumulative, and shall not be construed as exclusive unless otherwise required by law.

GOVERNING LAW

This Lease shall be construed in accordance with the Laws of the State of Wisconsin.

REAL ESTATE TAXES

Lessor shall be responsible for all real estate taxes and assessments against the land and the buildings comprising the leased premises.

NOTICE

Notices under this Lease shall not be deemed valid unless given or served in writing and forwarded by certified mail, return receipt requested, postage prepaid, addressed as follows:

LESSOR: Northland Pines School District
1800 Pleasure Island Road
Eagle River, WI 54521

LESSEE: Family and Child Learning Centers of Northeast Wisconsin, Inc.
P.O. Box 459
Rhineland, WI 54501

DEFAULT CONDITIONS

It is agreed by the parties that in the event the Lessee breaches any of the terms or provisions set forth within the lease, that said violation shall constitute a default of the terms of the lease, extending to the Lessor the right to cancel and terminate the lease and to make claim for any and all damages arising from said termination of the lease.

The Lessee shall be in default in the event that it fails to comply with any term or provision of the lease or in the event of the existence of any failure to comply with any term or performance as set forth within the lease, including the failure to make rental payments on or before the dates due. In witness, each party to this lease agreement has caused it to be executed on the date indicated below.

Dated this _____ day of _____, 2026

Lessor: NORTHLAND PINES SCHOOL DISTRICT

Jennifer Payne
Board President

Dated this _____ day of _____, 2026

Lessee: FAMILY AND CHILD LEARNING CENTERS OF NORTHEAST WISCONSIN, INC.

Carol Jackomino
Executive Director



2026 FALL REGIONAL MEETINGS & WORKSHOPS

September-November

Dates and Locations
Vary by Region

Sponsored by:



Agenda

- 4 p.m. Workshop Registration
- 4:30-5:30 p.m. Workshop Program
- 5:45 p.m. Registration and Networking
- 6:15 p.m. Dinner
- 7-8 p.m. Regional Meeting Program

Pre-Meeting Workshop

Wisconsin's Open Meetings Law: Understanding and Navigating Closed Sessions
Take a practical, in-depth look at Wisconsin's Open Meetings Law with a special emphasis on the rules, requirements and common pitfalls surrounding closed sessions. Learn when a closed session is legally permissible under the statutory exemptions, how to properly notice and convene a closed session, and what must be discussed in open session before going behind closed doors. Hear tips for taking minutes related to closed sessions and address some of the challenges and options associated with taking official action on matters addressed in a closed session. This workshop also includes governance advice on how school boards should approach sensitive discussions and maintain confidentiality.

Regional Meeting

- Regional Director Welcome
- Member Recognition Awards
- Elections (Regions 1, 2, 3, 6, 8, 12, 14)
- Legislative Update
- Executive Director's Report

info@wasb.org | 608-257-2622 | 833-320-5333

Supporting, promoting and advocating for public education.

Network With Colleagues and WASB Staff

Join us at your Regional Meeting this fall to network with area board members, celebrate accomplishments and learn what the WASB is doing for you.

Each meeting begins with a networking opportunity and features a legislative update and a report from the WASB executive director.

Prior to your Regional Meeting, WASB staff counsel will host an optional workshop on Wisconsin's Open Meetings Law and navigating closed sessions.

A virtual workshop for all regions will be held via Zoom on Tuesday, Nov. 3, followed by a virtual meeting on Thursday, Nov. 5.

Registration Information

- The registration fee for in-person Regional Meetings is \$43 (\$42 in Regions 6 and 9).
- Workshop registration is \$79 (including the online workshop).
- Attendees receive a \$10 discount if registered for a workshop and Regional Meeting.
- Pre-registration is strongly recommended. Capacity may be limited in some locations.
- Members and staff are welcome to attend any workshop or Regional Meeting.
- Refunds are allowed for cancellations received by the end of the day, one week prior. (For example, for the Regional Meeting on Tuesday, Oct. 27, the cancellation must be received by 5 p.m. on Tuesday, Oct. 20).

Date	Region	City	Location
Sept. 29	5	Rothschild	Holiday Inn Wausau-Rothschild 1000 Imperial Ave.
Sept. 30	4	Eau Claire	The Florian Gardens 2340 Lorch Ave.
Oct. 1	6★	West Salem	West Salem High School 490 North Mark St.
Oct. 6	1★	Hayward	The Steakhouse & Lodge 15860 T Bone Ln.
Oct. 7	2★	Minocqua	Norwood Pines Supper Club 10171 Highway 70
Oct. 8	11/15	Brookfield	Sheraton Milwaukee Brookfield Hotel 375 S. Moorland Rd.
Oct. 13	10	Baraboo	The Wisconsin Hotel & Conference Center 60 Gasser Rd.
Oct. 14	9	Fennimore	Southwest Tech 1800 Bronson Blvd.
Oct. 20	8★	New Holstein	Altona Supper Club 2306 Calumet Dr.
Oct. 21	7	Neenah	Bridgewood Resort & Hotel 1000 Cameron Way
Oct. 22	3★	Green Bay	Rock Garden/Comfort Suites 1951 Bond St.
Oct. 27	13	Burlington	Veterans Terrace 589 Milwaukee Ave.
Oct. 28	12★	Sun Prairie	Hilton Sun Prairie 1220 S. Grand Ave.
Nov. 5	Any	Virtual	12 p.m. online meeting. Zoom link to come via email.
TBD	14★	Milwaukee	MPS Administration Building 5225 West Vliet St.

★ Denotes regions with elections for a member of the WASB Board of Directors.

LEASE

Lease of Space in Eagle River Ice Arena

This agreement made and entered in this 18th day of August 2026 By and between the Eagle River Recreation Association, a not for profit organization existing under the laws of the State of Wisconsin hereinafter known as Lessor and Northland Pines Girls Boys and JV Hockey Teams of Northland Pines School District hereinafter known as Lessee

Witnesseth That Lessor in consideration of the covenants and agreements hereinafter contained and made on the part of Lessee does hereby devise and lease to Lessee for use only by Lessee that portion of the Eagle River Ice Arena known and described as follows

*One half of the Northland Pines Hockey Team's annual ice fees must be paid to the Eagle River Recreation Association by January 31, 2027. The second half will be due on the last day of March 2027

Proposed Ice Fees for Northland Pines High School for the 2026/2027 Season

Ice Time

Includes:

12 Boys Varsity Games (10 for NPHS plus 2 extras at Pines Classic) 12 Girls Varsity Games (10 for NPHS plus 2 extras at Pines Classic) 7 Boys JV Games

140

Practices:

From season start thru 3rd week of
February

Up to 70 practices per team, up to 6 practices/7 hours per team
per week,

providing between 70 and 85 hours of practice per
team.

*If continuing in State tournament play practices after 3rd week of February will be

provided at no charge.

*****Fee to be charged: \$26,000.00 flat fee for the 2026-2027 Season***

If coaches/booster club would like to add practice time the rate is as follows: \$100/hour during 5 to 9 p.m. Monday Tuesday Wednesday Thursday OR Saturday, Sunday. Any other time will be at \$75/hour rate

1. Covenants of Lessor The Lessor hereby agrees:

(a) Quiet Enjoyment To permit the Lessee to peaceably and quietly have, hold and enjoy the use of the premises hereinabove specifically described for the purpose and for the term aforesaid

(b) Utilities To furnish at Lessor's expense, heat when required by the season, water, light for ordinary use only; accidents and unavoidable delays excepted

(c) Janitor Service To furnish all necessary janitor service deemed necessary by the Lessor

(d) Care of Premises To cause the premises hereinabove described to be kept clean and generally cared for during the term of this agreement.

2. Covenants of Lessee The Lessee hereby agrees:

(a) Payment for Additional Service. To pay the Lessor on demand, any sum which may be due to the Lessor for additional service accommodations or material furnished or loaned by the Lessor and to permit the Lessor in case of failure to pay such sum, to take from the box office receipts belonging to the Lessee, a sufficient amount to secure the Lessor against loss

(b) Liability Insurance. The Lessee warrants that it will provide Lessor, at least ten (10) days prior to covenant of this agreement a policy of public liability and property damage insurance with a company satisfactory to the Eagle River Recreation Association which policy shall be in the limits of one (1) million

dollars per person and one (1) million dollars per accident for bodily injury and one (1) million dollars per accident for property damage and shall have as the named insured the Lessee and Lessor and all of their sub contractors. All evidence of insurance required hereunder shall be in a form satisfactory to the Attorney of the Eagle River Recreation Association and shall contain an endorsement to the effect that no change or cancellation in the terms thereof shall be effective unless at least ten (10) days written notice thereof has been given to the Board of Directors of the Eagle River Recreation Association. In the event of a policy or certificate of insurance is not provided as specified above, the Lessee hereby authorizes the Lessor to arrange such insurance in accordance with the premium charges on file with Lessor and Lessee shall pay cost thereof to said insurance agency.

(c) Surrender of Premises. To quit and surrender up said premises to the Lessor at the end of said term in the same condition as at the date of the commencement of this agreement, ordinary use and wear thereof only excepted; provided however that the Lessee shall not be liable for any damage caused by fire windstorm hail explosion riot riot attending a strike civil commotion aircraft motor vehicles smoke vandalism and malicious mischief not caused by the negligence in whole or in part of the Lessee or the patrons of the Lessee while the lessee is using said premise.

2

(d) Regulations. To be on notice of and to abide by and conform to all rules and regulations from time to time adopted or prescribed by the Lessor for the government and management of said Ice Arena.

(e) Arena Help. To furnish all necessary work and labor required by the Lessee ticket sellers ticket takers minor officials, security ushers and other personnel required to operate the facility during games or tournaments. This shall include supervision of the parking lot and exterior of the building before during and after games

(f) Police and Fire Protection. To contact the local police and fire department to furnish such police and fire protection as shall be deemed necessary by the Lessor

(g) Concessions. The Lessor reserves the sole right to sell refreshments and other concession items at the stands or premises and Lessee or its assigns shall not engage in the aforesaid business without the written consent of Lessor.

(h) Competitive Products. The Lessee or its agents shall not sell or give away food, drink or any other article that conflicts with any exclusive contracts heretofore made without written consent of Lessor.

(i) Unlawful Use. The Lessee will comply with all laws of the United States State of Wisconsin, and will not do or suffer to be done anything on said premises during the term of this lease in violation thereof. If a violation exists Lessee will immediately desist from and correct such violation.

(j) Care of Premises. The Lessee shall not injure, nor mar, nor in any manner deface said premises, and shall not cause anything to be done whereby the said premises shall be in any manner injured, marred or defaced, and will not drive nails, hooks, tacks or screws into any part of said building, and will not make any alterations of any kind therein.

(k) Compensation for Damage. That if said premises, or any portion of said building, during the term of this agreement shall be damaged by the act, default or negligence of the Lessee's agents, patrons, fans or employees Lessee will pay to the Lessor upon demand such sum as shall be necessary to restore said premises to their present condition.

(l) Passageways. The Lessee will permit no chair or moveable seat to be or remain in the passageways, and will keep said passageways clear at all times.

(m) Posting of Signs. The Lessee will not post or exhibit nor allow to be posted or exhibited signs, advertisements, show bills, lithographs, posters or cards of any description inside or in front or on any part of said building except with the prior written approval of the Lessor.

(n) Restriction on Number of Persons The Lessee shall not admit to said premises a larger number of persons than the seating capacity thereof will accommodate or can safely or freely move about in said areas and the decision of the Ice Arena Management in this respect shall be final

(o) Exculpatory Clause The Lessor assumes no responsibility whatsoever for any property placed in said Ice Arena building, and said Lessor is hereby expressly released and discharged from any and all liabilities for any loss injury or damages to person or property that may be sustained by reason of the occupancy of said premises under this agreement; and all watchman police protection or other protective service desired by the Lessee must be arranged by Lessee.

(p) Objectionable Persons. The Lessor reserves the right through its Management and its representatives to eject any objectionable person or persons from said building and upon the exercise of this authority through its Management, agents or policemen the Lessee hereby waives any right and all claim for damages against Lessor

(q) Removal of Lessee's Effects. The Lessor reserves the right to remove from the building all effects remaining in building after time specified and to store the same at Lessee's expense, and to sell said effects after passage of thirty (30) days from date of termination of the lease

(r) Assignment The Lessee shall not assign this agreement, or any part thereof, nor suffer any use of said premises other than herein specified without the written consent of the Lessor.

(s) Destruction of inability to use Building The Lessor shall not be liable for loss or damage or deemed to be in breach of this Agreement if his failure to perform his obligations results from: (i) compliance with any law, ruling order regulation requirement or instruction of any federal, state, or municipal government or any department or agency thereof; (ii) acts of God (iii) acts or omissions of the other party (iv) fires, strikes, embargoes war or riot which could not have been avoided by the exercise of due diligence Any delay resulting from any of said causes shall extend performances accordingly or excuse performance in whole or in part as may be reasonable If any other casualty or unforeseen occurrence shall render the fulfillment of this agreement by the Lessor impossible, then and thereupon this agreement shall terminate

the Lessee hereby waives any claim for damages or compensation should this agreement be so terminated

(t) Right of Entry The Lessor reserves the right to enter upon and to have access to said premises at any and all times on any matters connected with said premises

(u) Control of Building Said building including the keys thereof, and parking lot located on said premises shall be at all times under the charge and control of the Management appointed by the Lessor

4

(v) Care of the locker rooms Lessee agrees to keep all locker rooms clean and generally cared for during the term of this agreement. If the Lessor is required at any time to clean the locker rooms after use by Lessee, Lessor reserves the right to charge Lessee a reasonable amount for such services. Said charge not to exceed \$25.00 per locker room for each time Lessor is required to clean a locker room.

(w) Care of the Boys and Girls High School Hockey Locker Room. Lessee agrees to the cleaning of the interior of the locker room at the lessee's expense.

(x) Matters Not Covered Any matters not herein expressly provided for shall be at the discretion of the Eagle River Recreation Board or its Management.

(y) Improvement upgrades and maintenance of designated high school locker rooms. The Lessee agrees to pay the Lessor \$5,000 per year for the term of the agreement, half to be paid by January 31, 2027, and the second half to be paid by the last day of March 2027. The Lessor will use these funds in support of locker rooms for both girls and boys hockey.

3.

Enforcement:

(a) Severability and Substitution of Valid Provisions: To the extent that any provision of this agreement is deemed unenforceable but may be made enforceable by limitation of any or all thereof, the Lessor and the Lessee agree that same shall be enforced to the fullest extent permissible under the laws and public policies applied in Wisconsin

(b) Governing Law: This agreement shall be governed by the laws of the State of Wisconsin

(c) Binding Effect/Modification: This Agreement is binding upon the parties hereto and their respective executors administrators heirs assigns and successors in interest and shall not be modified except by written agreement by both Lessor and Lessee

(d) Construction:

(1) The preambles and exhibits are a part of this Agreement, which constitutes the entire agreement of the parties, and there are no other oral or written understandings or agreements between The Lessor and The Lessee relating to the subject matter of this Agreement.

(2) Nothing in this Agreement is intended, nor shall be deemed to confer any right or remedies upon any person or legal entity not a party hereto

(3) The headings of the several sections and paragraphs hereof, do for convenience only and not define limit or construe the contents of such section or paragraphs.

(e) Default: If the Lessee defaults in the performance of any of the covenants or conditions herein contained including but not limited to payment for rent additional services, proof of Liability Insurance, Surrender of Premises, Regulations, Unlawful Use of Premises Care of Premises Compensation for Damages or other default and if such default has not been cured within a reasonable time upon demand by Lessor Lessor may cure said default at its own expense including repairs, cleaning, or other expenses Lessor may incur Lessee does hereby irrevocably constitute any attorney of any court in any State of the United States attorney for Lessee and in his name from time to time waive issue of process and service thereof, to waive trial by jury, to confess

judgment in favor of Lessor, his heirs, executors, administrators or assigns, and against Lessee, for an amount necessary to compensate Lessor either for rent or other default under the terms of this Lease hereof together with such costs of such proceedings and a reasonable sum to compensate the Lessor for Lessor's attorney's fees in or about the entry of a judgment against the Lessee

In witness whereof the Eagle River Recreation Association Board Lessor and Northland Pines School District Lessee have caused these present to be signed in triplicate the day and year first above written

Lessee Northland Pines School
District

President
Northland Pines Board of Education
Date

Lessor: Eagle River Recreation Association

Vice
President
Eagle River Recreation Association
Date 8/16/2024



Kim Adamovich



EVERWAY LLC

Unique Entity ID RBXGJ3T7LZ13	CAGE / NCAGE 74VQ7	Purpose of Registration All Awards
Registration Status Active Registration	Expiration Date Aug 10, 2027	
Physical Address 2401 Sawmill PKWY STE 10-11 Huron, Ohio 44839-2284 United States	Mailing Address 169 Madison AVE #75988 New York, New York 10016 United States	

Business Information

Doing Business as (blank)	Division Name (blank)	Division Number (blank)
Congressional District Ohio 09	State / Country of Incorporation Ohio / United States	URL www.everway.com

Registration Dates

Activation Date Aug 11, 2026	Submission Date Aug 10, 2026	Initial Registration Date May 20, 2026
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Entity Dates

Entity Start Date Apr 30, 2008	Fiscal Year End Close Date Dec 31
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Immediate Owner

CAGE 85KX3	Legal Business Name N2Y HOLDING, LLC
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Highest Level Owner

CAGE 47U60	Legal Business Name ROTHSCHILD & CO US INC.
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Executive Compensation

Registrants in the System for Award Management (SAM) respond to the Executive Compensation questions in accordance with Section 6202 of P.L. 110-252, amending the Federal Funding Accountability and Transparency Act (P.L. 109-282). This information is not displayed in SAM. It is sent to USAspending.gov for display in association with an eligible award. Maintaining an active registration in SAM demonstrates the registrant responded to the questions.

Proceedings Questions

Registrants in the System for Award Management (SAM.gov) respond to proceedings questions in accordance with FAR 52.209-7, FAR 52.209-9, or 2. C.F.R. 200 Appendix XII. Their responses are displayed in the responsibility/qualification section of SAM.gov. Maintaining an active registration in SAM.gov demonstrates the registrant responded to the proceedings questions.

Exclusion Summary

Active Exclusions Records?

No

SAM Search Authorization

I authorize my entity's non-sensitive information to be displayed in SAM public search results:

Yes

Entity Types

Business Types

Entity Structure Corporate Entity (Not Tax Exempt)	Entity Type Business or Organization	Organization Factors (blank)
Profit Structure For Profit Organization		

Socio-Economic Types

Check the registrant's Reps & Certs, if present, under FAR 52.212-3 or FAR 52.219-1 to determine if the entity is an SBA-certified HUBZone small business concern. Additional small business information may be found in the SBA's Dynamic Small Business Search if the entity completed the SBA supplemental pages during registration.

Financial Information

Accepts Credit Card Payments Yes	Debt Subject To Offset (blank)
EFT Indicator 0000	CAGE Code 74VQ7

Points of Contact

Electronic Business

♀ Veronika Watson, NA Credit Control	2401 Sawmill Parkway Huron, Ohio 44839 United States
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Government Business

♀ Tip Moore, SVP, Sales North America	2401 Sawmill Parkway Units 10-11 Huron, Ohio 44839 United States
Erinn O'Sullivan, Chief Financial Officer	2401 Sawmill Parkwy #10-11 Huron, Ohio 44839 United States

Past Performance

♀ Michael Harrington, Senior Bid & Proposal Specialist	2401 Sawmill PKWY Suite 10-11 Huron, Ohio 44839 United States
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Service Classifications

NAICS Codes

Primary	NAICS Codes	NAICS Title
Yes	513210	Software Publishers

Disaster Response

This entity does not appear in the disaster response registry.

Northland Pines Single Source Purchase Recommendation Form

<u>Proposed Vendor/Contractor</u> Name: TeachTown / Everway LLC Address: 841 Woburn Street, Wilmington, Massachusetts 01887 Telephone: (571)-255-0677 Website: https://web.teachtown.com/	<u>Contract/Service Price & Period</u> \$ 12,900 Estimate Additional hours and service costs outlined in quote Period: 2026-2027 school year
Grant Funding the Recommended Purchase (if applicable): IDEA Flow Through Grant will pay this cost.	

Northland Pines School District seeks to purchase TeachTown curriculum, instructional materials, licenses, and associated professional development to support students in grades K–12 with significant barriers to accessing grade-level instruction.

During the 2025–2026 school year, the District utilized the Unique Learning System (ULS). Through implementation, special education staff identified several challenges, including a cumbersome platform, limited clarity in differentiation across student needs, heavy reliance on online materials, and limited availability of accompanying books and hands-on resources. These concerns contributed to reduced student engagement and increased planning, preparation, and adaptation demands for special education staff.

In response, the District participated in an overview of TeachTown and provided teachers with access to free trial accounts. Teachers explored the program, instructional materials, differentiation, and usability and unanimously recommended moving forward with TeachTown.

TeachTown was determined to be a strong match for the District’s identified needs because it provides an integrated K–12 instructional system with high-interest, differentiated instruction in English language arts, mathematics, science, social studies, social skills, intervention, and transition programming. Its combination of digital, print, and instructional resources provides greater flexibility for students with significant and varied learning needs.

Single-Source Rationale

The District is not seeking a generic special education curriculum for which multiple vendors could provide an interchangeable product. Following review of its prior implementation experience, identified instructional needs, vendor demonstration, and staff trial, the District selected the specific TeachTown instructional system.

TeachTown’s curriculum, lessons, materials, digital platform, licenses, and related resources are proprietary. The associated professional development is also specific to implementation of the TeachTown program. Other curriculum vendors cannot provide the same TeachTown products or TeachTown-specific training.

For this reason, obtaining quotes from other curriculum companies would result in comparisons to different instructional programs rather than competitive quotes for the same goods and services. The District therefore determined that additional quotes would not provide a meaningful comparison for the specific product selected.

The total cost of \$12,877.94 is considered reasonable and necessary based on the breadth of K–12 instructional content, physical and digital resources, and professional development included. The purchase will also reduce the amount of staff time required to independently locate, create, differentiate, and adapt instructional materials.

Single Source Category: (check all applicable)

☒ The service/supply is uniquely compatible with existing equipment or systems;

☐ The service/supply is a limited or proprietary system (i.e. additional license, system update, system compatibility, specialized replacement parts, etc.);

☐ A professional expert is required;

☐ Sales territories or product availability limited.

Search Documentation: (check all applicable)

☐ No search was necessary because:

A search was conducted consisting of:

☐ Market research

☐ Other vendors contacted

☐ Public Notice provided

Search Results:

☐ No alternatives were identified

☒ No alternatives were deemed acceptable as defined above

Wisconsin Library Services Inc

1360 Regent Street #121
Madison, WI 53715
USA

Phone: 608-218-4480
Email: financials@wils.org

INVOICE

Invoice Number: 506418
Invoice Date: Aug 21, 2026
Page: 1

Bill To:

Northland Pines School District
1800 Pleasure Island Rd
Eagle River, WI 54521

Ship to:

Northland Pines School District
1800 Pleasure Island Rd
Eagle River, WI 54521

Customer ID	Customer PO	Payment Terms	Due Date
north085		Net 60 Days	10/20/26

Quantity	Item	Description	Unit Price	Amount
	cap030	Capstone PebbleGo Classic K-5: 7/1/2026-6/30/2027 for 3 ES		5,682.85
	fac016	FactCite Complete: 7/1/2026-6/30/2027 for MS/HS and Eagle River ES		2,297.40
	fac050	Infobase Learning American History: 9/1/2026-8/31/2027 for HS and SOAR Charter		1,298.81
	fac215	Infobase Learning Learn360: 9/1/2026-8/31/2027 for HS and SOAR Charter		2,545.87
	kid010	Kids Discover Online - Library Media Plan: 4/1/2026-6/30/2027 for District		6,557.25
	pro110	ProQuest CultureGrams: 7/1/2026-6/30/2027		2,438.46
	jui010	The Juice: 9/1/2026-8/31/2027 for MS and HS		3,060.75
	wil010	Cooperative Purchasing Annual Subscription Fee (MyWiLS): 9/1/2026-8/31/2027		275.00
	wsd100	WSDLC Membership Shares, providing student access to e-books, audiobooks, and digital magazine via the Sora platform: 9/1/2026-8/31/2027		1,994.16

Check/Credit Memo No:

Total Invoice Amount	26,150.55
Payment/Credit Applied	
TOTAL	26,150.55

Checks Payable To:
WiLS
1360 Regent Street # 121
Madison, WI 53715

Credit Card Payments (subject to fees):
<https://pysly.co/ZxqTS>

Please remit payment to the address above and reference the invoice # on the reference/memo lines. While we do accept checks, please consider paying via ACH or credit card for quicker, more convenient service.

ACH Payments:
First Business Bank
401 Charmany Drive
Madison, WI 53719
Routing Number: 075905787
Account Number: 106686100

MEMORANDUM OF AGREEMENT

between the

**Northland Pines School District, Phelps School District, North Lakeland School District
and Arbor-Vitae School District**

and the

Vilas County Sheriff's Office

Regarding Compensation and Reimbursement for Two Shared School Resource Officers

The Northland Pines School District, Phelps School District, North Lakeland School District and Arbor-Vitae School District (hereinafter referred to as the "Districts") and the Vilas County Sheriff's Office (hereinafter referred to as the "Sheriff's Office"), enter into this Memorandum of Agreement ("MOA" or "Agreement") to maintain two School Resource Officers (SRO) shared between the school districts.

COMPENSATION

Vilas County shall pay one hundred percent (100%) of the annual cost of wages, benefits, insurance, vehicle, and other direct costs associated for two shared School Resource Officer (SRO) positions as defined in the attached fiscal referred to as "Attachment A".

The following School Districts: Northland Pines, Phelps, North Lakeland and Arbor-Vitae shall pay the Vilas County Sheriff's Office fifty percent (50%) of the annual cost of wages, benefits, insurance, vehicle, and other direct costs as defined on the attached fiscal for the following school fiscal years:

- 2026/2027 (beginning July 1, 2026)
- 2027/2028 (ending December 31, 2027)

The districts will be billed for the costs of the SRO that is working in their district.

Each District will be responsible for their share of 50% of the annual cost of the SRO based on "scheduled days" at their location. For example, a district that has a SRO scheduled one day a week will be billed 10% (20% of the school week at 50%) of that individual SRO's total annual costs. Scheduled days will be determined by the Districts in August of each school year. If scheduled days change between the districts at any time, the district with the increase in scheduled days will reimburse the district with the decrease in scheduled days for the remainder of the quarter.

Wages and fringes for each SRO will be calculated at the beginning of each year. 50% of the wage and fringe costs of each SRO will be billed at that rate based on percent of scheduled days per week at each location. Overtime will not be included in the annual wage and fringe calculation. Any overtime costs incurred will be paid by the Vilas County Sheriff's Office. 50% of direct costs such as uniforms, vehicle, radio, training, range equipment/phone will be billed based on the amounts in Attachment A. 50% of the other annual direct costs per SRO are \$11,350-2026 and \$11,884-2027.

If the individual in the SRO position changes, the wages and fringes of the new SRO will be calculated and adjusted with the next quarter billing, including adjustments up or down for the quarter the change occurred. This will also occur if there is a change in the health insurance coverage of the SRO.

CANCELLATION/TERMINATIONS

If the required funding for the position is not approved in the applicable budgets, this agreement shall be terminated immediately after the approved budget year ends.

REIMBURSEMENT

The Sheriff's Office shall invoice each District on a quarterly basis (February, May, August, and November). The School District shall reimburse the County based on an invoice for the current quarter. The School District shall make payment to the County within thirty (30) days of receipt of the invoice.

TERM

The term of this agreement is July 1, 2026 through December 31, 2027.

MEMORANDUM OF AGREEMENT

**between the
Northland Pines School District
and the
Vilas County Sheriff's Office**

Regarding Compensation and Reimbursement for One School Resource Officer

The Northland Pines School District (hereinafter referred to as the "District") and the Vilas County Sheriff's Office (hereinafter referred to as the "Sheriff's Office"), enter into this Memorandum of Agreement ("MOA" or "Agreement") to maintain one School Resource Officer (SRO) in addition to the two SROs shared between the school districts under separate MOA.

COMPENSATION

Vilas County shall pay one hundred percent (100%) of the annual cost of wages, benefits, insurance, vehicle, and other direct costs associated with the School Resource Officer (SRO) position.

Northland Pines shall pay the Vilas County Sheriff's Office seventy-six percent (76%) of the annual cost of wages, benefits, insurance, vehicle, and other direct costs as defined in the attached fiscal on "Attachment A" for the following school fiscal years:

- 2026/2027 (beginning July 1, 2026)
- 2027/2028 (ending December 31, 2027)

Wages and fringes for the SRO will be calculated at the beginning of each year. 76% of the wage and fringe cost of the SRO will be billed at the calculated amount. Overtime will not be included in the annual wage and fringe calculation. Any overtime costs incurred will be paid by the Vilas County Sheriff's Office. 76% of direct costs such as uniform, vehicle, radio, training, range equipment/phone will be billed based on the amounts in Attachment A. 76% of the annual other direct cost per SRO is \$17,252-2025, and \$18,064-2026.

If the individual in the SRO position changes, the wages and fringes of the new SRO will be calculated and adjusted with the next quarter billing, including adjustments up or down for the quarter the change occurred. This will also occur if there is a change in the health insurance coverage of the SRO.

REIMBURSEMENT

The Sheriff's Office shall invoice the District on a quarterly basis (February, May, August, and November). The School District shall reimburse the County based on an invoice for the current quarter. The School District shall make payment to the County within thirty (30) days of receipt of the invoice.

CANCELLATION/TERMINATIONS

If the required funding for the position is not approved in the applicable budgets, this agreement shall be terminated immediately after the approved budget year ends.

TERM

The term of this agreement is July 1, 2026 through December 31, 2027.

DA Evaluation Timeline

- **July - Committees and Board Review District Goals**
 - DA presents first review of District Goals
- **August- Committees and Board Review District Goals**
 - DA presents second review of District Goals and Board approves
- **September- Committees Review DA Evaluation Process**
 - DA presents first review of DA Evaluation
- **October - Committees and Board Review DA Evaluation Process**
 - Committees second review of DA Evaluation
 - Board approves DA evaluation process at board meeting
- **February - Personnel Committee**
 - DA shares mid year update in closed or open session
- **February - Board Meeting**
 - DA shares update on District Goals in open session
 - DA shares mid year update in closed session
 - Written summary or notes
- **May - Board Meeting**
 - DA shares update on District Goals in open session might need to be June if data not available yet
 - DA shares end of year update in closed session and board meets on evaluation
- **June - Board Meeting**
 - Full Board Shares evaluation with DA in closed session

	Evaluation Tool		
	ME	Meets Expectations	
	DNME	Does Not Meet Expectations	
District Administrator Evaluation Form	NO	Not Observed	
District Administrator Reports To: Northland Pines Board of Education			
Comments:			
Job Functions:			
	ME	DNME	NO
1. The District administrator serves as the chief executive officer (CEO) of the Northland Pines School District, providing overall leadership and direction of all district personnel.			
2. The District Administrator leads students in their attainment of educational success by fostering a community commitment to educational excellence, respect, honesty and integrity.			
3. The District Administrator carries out the mission and vision of the Board of Education.			
4. The District Administrator may delegate responsibility and authority for the operation of the various School District functions to District employees; however, the District Administrator is directly and irrevocably responsible to the Board for all functions of the District, including (but not limited to) fiscal management, evaluations, planning, reporting, personnel and communications.			
5. The District Administrator maintains ongoing communication with the the Board of Education and staff and ensures the district maintains positive school-community relations, a high standard of educational leadership and professionalism.			
6. The District Administrator will remain free of any alcohol or illegal substance in the workplace in compliance with school district policies throughout his/her employment is the District.			
Essential Functions:	ME	DNME	NO
1. The District Administrator creates, monitors, and facilitates the process of strategic improvement, and seeks to ensure the District's mission, vision and goals are fulfilled in such a manner that all students are prepared to be career and/or college ready and globally competitive.			

2. The District Administrator serves as the District's instructional leader and fosters the success of all students by leading the creation, implementation and review of instructional systems that promote high student achievement and professional development and growth for staff.				
3. The District Administrator fosters the success of all students by implementing effective and collaborative human resources systems resulting in a student-centered, diverse, high-performing staff.				
4. The District Administrator fosters the well-being and success of all staff and students through a continuous improvement process for effective operations and resource management.				
5. The District Administrator fosters the success of all students by communicating, collaborating, and connecting effectively with the Board, staff, families, community and other stakeholders.				
6. The District Administrator fosters the success of all students and staff by modeling professional and ethical behavior, engaging in continuous professional growth, and contributing to the profession.				
Services:	ME	DNME	NO	
1. Serves as advocate for students and their educational programs.				
2. Ensures that each course of study in the district curriculum reflects the mission, beliefs and educational philosophy of the Board of Education.				
3. Ensures the district maintains high student performance standards, curriculum, instruction and assessment.				
4. Ensures that policies and procedures are established for students' rights, responsibilities and discipline.				
5. Makes certain that fair and equal treatment of students is maintained throughout the district.				
6. Recommends expulsion of students to the Board of Education.				
7. Strives to resolve student, parent and public issues in a positive manner.				
Duties and Responsibilities & Relationship with the Board:	ME	DNME	NO	
1. Promotes a climate of respect, trust, innovation, and professionalism with the Board of Education.				
2. Keeps the Board of Education informed of current and future needs and issues affecting the District and works collaboratively to resolve them.				
3. Notifies the Board of Education in a timely manner of personnel issues.				
4. Notifies the Board of Education of regular and special meetings, posts meeting notifications, coordinates preparation of meeting agendas and attends meetings of the Board of Education.				
5. Facilitates the decision making process for the Board of Education, including (but not limited to) the development of annual Board of Education goals and objectives.				
6. Implements goals and objectives and keep the Board of Education informed of the District's progress toward achieving its goals and objectives, as well as apprising the Board of district activities and emerging issues.				
7. Advises the Board of Education in the formulation, evaluation, revision and execution of policies for the district.				

8. Advises the Board of Education during the formulation and execution of all contracts entered into by the Board of Education.				
9. Conducts orientation for new Board members and promote Board development and improvement.				
10. Performs any and all duties assigned by the Board of Education as a whole.				
Leadership:	ME	DNME	NO	
1. Fosters new ideas; acts as a catalyst for change and innovative thinking.				
2. Ensures that personnel policies are administered fairly and consistently throughout the district.				
3. Makes recommendations to the Board regarding the hiring, promotion and dismissal of all personnel, according to Board of Education policy and/or agreements.				
4. Stays current and sensitive to the needs of staff and students.				
5. Promotes/implements in-service training, staff development and education for all district employees.				
6. Encourages pride, unity and enthusiasm.				
7. Sets, maintains and displays a high standard of excellence and productivity for staff.				
8. Strives to resolve personnel issues in a positive manner.				
9. Is the liaison agent between the Board and all employees.				
Instructional Leadership:				
1. Ensures rigorous standards-based curriculum with units of instruction consisting of well-structured lessons with measureable outcomes.				
2. Guarantees high expectations, student engagement, personalization to accommodate diverse learners and integration of appropriate technology to maximize student learning.				
3. Facilitates the implementation of a balanced assessment system including use of formal and informal assessments to measure student growth and understanding.				
4. Creates and sustains a District culture with expectations that support effective, data-based decision making and utilizes multiple sources of evidence to drive school and District goals, improve organizational performance, educator effectiveness, and student learning.				
5. Develops and nurtures a culture of continuous learning and professional development and growth in which staff members are reflective about their strategies and uses data and various methods to analyze and adapt practices that achieve improved results.				
6. Ensures that the District curriculum, instruction, and assessment programs are designed to provide full access and opportunity for all students.				
Human Resources Leadership:	ME	DNME	NO	
1. Promotes a climate of respect, trust, innovation and professionalism with staff, students and community.				
2. Allocates resources for staff to achieve the District's goals.				
3. Ensures consistent processes for the recruitment, employment, induction, and mentoring of employees resulting in the retention of high-performing and diverse personnel.				
4. Provides the vision and direction for positive employee relationships.				
5. Ensures structure and support for effective conflict resolution.				
6. Ensures all employees are evaluated in an effective manner resulting in improved performance.				
7. Ensures results-oriented professional development that is aligned with District goals and staff needs.				

8. Maximizes human resources based on the strengths of employees, thereby empowering them to seek leadership opportunities.				
9. Fosters external partnerships to build targeted opportunities around identified student/District needs.				
Operational Management:	ME	DNME	NO	
1. Coordinates a management team consisting of all administrative personnel and the Director of Building & Grounds.				
2. Plans and directs appropriate courses of action for the district.				
3. Establishes and maintains an organizational system with clear lines of authority and responsibility for all members of district staff.				
4. Guides the day to day operation of the district in accordance with the policies of the Board of Education.				
5. Maintains a smooth running administrative office.				
6. Prepares necessary reports and keeps accurate records.				
7. Is responsible for all district buildings, grounds and equipment.				
8. Anticipates and responds to current, emerging, and future needs in a timely manner.				
9. Ensures an orderly, safe, and positive environment conducive to teaching and learning through research-based strategies and best practices.				
10. Demonstrates fiscal responsibility by acquiring, allocating and managing human, material, and financial resources.				
11. Collaborates and develops internal and external partnerships to enhance operation and resource management.				
12. Ensures efficiencies in the operation and management of resources through the acquisition and effective use of technology.				
13. Integrates and aligns processes and resources for the effective day-to-day ongoing operations of the organization.				
Fiscal Management:				
1. Develops, prepares, presents and administers the district budget, in compliance with Board of Education policy and state law.	ME	DNME	NO	
2. Monitors financial records on a regular basis and maintains a balanced budget.				
3. Regularly informs the Board of Education of the status of the district budget and apprises the Board of Education of issues likely to have a significant impact on the budget.				
4. Conducts all business transactions according to ethical and legal standards.				
5. Obtains bids or quotations whenever required and presents such to the Board of Education when appropriate.				
Communications and Community Relationships:	ME	DNME	NO	
1. Represents the District to the public in a positive and professional manner.				
2. Actively promotes the district to the public.				
3. Fosters positive relationships with students, parents, community organizations, governmental agencies and the media.				
4. Is the liaison between the district, Wisconsin Department of Public Instruction, CESA and other school districts.				
5. Demonstrates and fosters an atmosphere of trust and mutual respect.				
6. Promotes and maintains effective communication between and among Board members, staff, and the community.				

7. Works collaboratively with all stakeholders to build community support and secure resources.				
Personal and Professional Attributes:	ME	DNME	NO	
1. Adheres to legal, moral, and ethical standards and demonstrates personal integrity in all interactions.				
2. Assumes responsibility for personal actions and responds appropriately to the actions of others.				
3. Models collegial and collaborative approaches with staff and community to advance the mission, vision, and goals of the District.				
4. Participates in a meaningful and continuous process of professional development that results in student growth.				
5. Provides services to the profession and community through engagement and partnerships.				
6. Demonstrates expertise in supporting the development of leadership capacity across the organization.				
7. Actively seeks opportunities to network, share knowledge, and remains abreast of the latest research to promote organizational effectiveness and efficiency.				
8. Keeps all matters of a confidential nature in strict confidence.				
9. Remains current with educational concepts, trends and laws pertaining to education.				

Superintendent Evaluation

Board members evaluate the superintendent by providing examples and explanations on 10 open-ended statements. The Superintendent is rated on the administrator standards using a four-point rating scale (4 - highly effective, 3 - effective, 2- minimally effective, 1 - ineffective). Board members also have an opportunity to provide comments and/or observations to a number of open-ended statements. Responses to open-ended statements are included verbatim in this report. The superintendent will also submit any artifacts and comments prior to the evaluation to inform board members of work completed in relation to the standards below.

1. ____ The superintendent demonstrates efforts to be visible in the schools and the community.

Superintendent	
Board Members	

2. ____ The superintendent demonstrates meaningful engagement with, and works to gain the trust of, staff members and the community.

Superintendent	
Board Members	

3. ____ The superintendent demonstrates efforts to strengthen our district's leadership team.

Superintendent	
Board Members	

4. ____ The superintendent provides effective leadership addressing school board approved improvement plans (examples include continuous improvement plan, school board-approved annual goals and/or personal goals).

Superintendent	
Board Members	

5. ____ The superintendent demonstrates flexibility and sound decision-making skills when addressing unexpected circumstances affecting our school district.

Superintendent	
Board Members	

6. ____ The superintendent consistently adheres to our district's policies and procedures.

Superintendent	
Board Members	

7. ____ The superintendent performs in a style and manner consistent with that expressed when hired by the school board.

Superintendent	
Board Members	

8. ____ The superintendent effectively oversees the operations and management of our school district.

Superintendent	
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Board Members	
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9. ____ The superintendent works effectively with the school board.

Superintendent	
Board Members	

10. ____ The superintendent carries out their responsibilities ethically and professionally.

Superintendent	
Board Members	

First Year Superintendent Evaluation
Narrative Evaluation Document
SAMPLE DRAFT ADAPTED FROM WASB

Date:

The superintendent provided a review of her/his observations of the work of the district during the _____ school year, their goals, and the relationship of that work to our district's needs in closed session at the _____ meeting.

The Northland Pines School District Board of Education held a special meeting at the **Northland Pines Large Group Instruction Room (LGI) in the Middle and High School** on _____. The purpose of the meeting was to conduct the annual performance review and evaluation for superintendent. The board met in a closed session. In attendance was the superintendent and all board members.

This was the first formal evaluation of Tony Duffek as superintendent. The evaluation included an assessment of the superintendent based on Wisconsin Administrative Standards. This assessment included the superintendent's reflection and the board of education's evaluation of the superintendent. The meeting began at ____ p.m. and adjourned at ____ p.m.

Specific strengths that were highlighted in this year's evaluation include:

Opportunities for continuous improvement helped to identify these priority areas:

The Northland Pines School District Board of Education said that they are looking forward to working in partnership with the superintendent, as together we strive for even better outcomes for the children of our district.

Respectfully submitted by Jennifer Payne, Board President

Signature:

Date:

Received by Tony Duffek, District Administrator

Signature:

Superintendent comments:

Date: _____