Personnel Committee

Tuesday, November 10, 2026 3:30 PM
Pines Community Meeting Room, 1700 Pleasure Island Road, Eagle River, WI 54521

I. Goals of the Committee

Human Resources: NPSD will review and implement strategies to recruit and retain high quality staff members.

II. Opening of Meeting

II.A. **Call to Order, Roll Call, Establish a Quorum, Open Meeting Verification**

II.B. **Action Item: Approval of Agenda**

III. Discussion/Action Items

III.A. **Update on Staffing & Hiring for vacant positions**

III.B. **Approval of granting permission to the Wisconsin Association of School Boards (WASB) Delegate or Alternate to vote on recommended resolutions at the WASB Delegate Assembly**

III.C. **Notice of School Board Election - April 6, 2027**

III.D. **First Review: 2027-2028 School Calendar**

III.E. **Update on Networked Improvement Community Grant**

III.F. **2026-2027 School Calendar Potential Adjustment**

IV. Closed Session

IV.A. The Personnel Committee will convene in Closed Session pursuant to Wis. Stat. 19.85(1)(c), to 1. discuss the renewal of Administrator and Supervisor Contracts and compensation 2. discuss the issue of a Certified Staff Contract and compensation for the 2026-2027 school year.

V. Reconvene to open session to take such action as is deemed appropriate following consideration given in closed session

VI. Adjournment

Personnel Committee – November 2026

- 2026-27 October Staffing Summary
  - New Hires: 5
    - 3 custodial
    - 2 substitutes/guests
  - Resignations: 0
  - Moves: 1
    - 1 paraprofessional

- Red Rover Absence and Unfilled Rates

2026-27	Days	Filled	Unfilled	No Sub Needed	Total Staff Out	25-26 Totals	24-25 Totals
Jul	24*	0	0	16	16	29	36
Aug	20	1	0	27	28	56	72
Sep	24	214	39	146	399	373	337
Oct	20	186	48	141	375	545	601
Nov					0		
Dec					0		
Jan					0		
Feb					0		
Mar					0		
Apr					0		
May					0		
Jun					0		
Totals	**64**	**401**	**87**	**330**	**818**	**1003**	**1046**
			# Staff Out Per Day		***12.8***		
			# Unfilled Per Day		1.4		

- 2025-26 vs 2026-27 Salary and Full Time Equivalent (FTE) Comparison as of 09/30/2026
  - 2025-26 FTE Out due to leaving the district or moving positions = 44.30
  - 2026-27 FTE In due to hiring or moving positions = 45.60
    - Overall Increase of 2.80 FTEs
      - 3.0 new positions

    - MS/HS Sped Teacher, Communications Coordinator, and ERES Instructional Para.
- 0.20 in reductions
    - Occupational Therapist
- *1.50 open positions
    - Speech and PT Custodian

- 2025-26 Salary Out due to leaving the district or moving positions = $2,714,391
- 2026-27 Salary In due to hiring or moving positions = $2,519,601
    - Overall, salary difference of -$194,789

2026-27 Project AWARE Networked Improvement Community



Elevate Organizational Well-Being and Resilience with DPI's Statewide Initiative
Be a part of the second groundbreaking statewide initiative that's setting the standard for comprehensive school mental health. Join a dynamic movement focused on fostering organizational well-being and resilience through innovative and collaborative work. Connect with your colleagues across the state and apply cutting-edge improvement science to make a real impact in your district. Showcase your commitment to organizational well-being with this unique opportunity to learn, grow, and lead together.

Snapshot of Improvements from the 2024-2026 NIC

- Duty-free lunches
- Boundaries for emails outside of school hours
- Improved meeting efficiencies
- Workload adjustments

What is a Networked Improvement Community (NIC)?
A NIC is a shared learning community where educators and partners collaborate using principles of improvement science to tackle a specific problem, test solutions, share data, and rapidly learn to improve outcomes at scale. One experienced school mental health team per CESA region will engage in this shared learning process. Our action-oriented approach applies evidence-based improvement science tools and strategies (such as root cause analysis and small, rapid tests of change employing monthly Plan-Do-Study-Act cycles) using district data to continuously refine practices. The NIC uses DPI's Roadmap for School Mental Health Improvement to positively impact a common, statewide challenge. Efforts will be supported by CESA CSMH Coaches, CSMH Statewide Coordinator, DPI School Mental Health Consultants, state and national content experts, and local resources.

Organizational Well-Being: Focus and Aim

The 2026-2027 NIC will prioritize improving organizational well-being through a systems-based approach. **Organizational Well-being** is "an organization's ability to promote and maintain employee's physical, psychological, and social well-being at all levels and for every job" (National Institute for Health, 2010).

Focus

The NIC is focused on improving organizational well-being to increase educator retention, reduce burnout, improve professional quality of life, and build lasting and meaningful connections to the work educators engage in on a daily basis.

Shared Problem of Practice

Wisconsin is experiencing high levels of staff turnover, staff shortages, and increased student mental health challenges, all resulting in staff burnout, decreased job satisfaction, and lowered student achievement.

Shared Aim

By May 2027, Organizational well-being of NIC districts will improve by at least one point in two domains of organizational well-being as measured by the Organizational Well-Being Inventory for Schools (OWBI-S) in the SHAPE platform.

Your Hosts

The Department of Public Instruction was awarded Project AWARE in 2023, a five-year federal grant through the Substance Abuse Mental Health Services Administration (SAMHSA), designed to Advance Wellness and Resilience in Education. The Project aims to strengthen public schools in enhancing their Comprehensive School Mental Health Systems (CSMHS), with the overarching goal of advancing health and educational equity throughout Wisconsin as supported by all 12 CESAs, DPI, and regional and national partners.

Project AWARE provides the state with the funds and structure to offer a unified approach to delivering high-quality technical assistance for CSMH by offering participating school districts the chance to deepen their understanding and expand their skills through a Networked Improvement Community (NIC).

Eligibility

Each CESA will support one school district team in their region-free of charge-to engage in the NIC for the 2026-2027 school year *(see schedule below)*.

Eligible teams will have an ***intermediate to advanced level*** of experience with systems change work, and a ***recommended*** understanding of or prior use with improvement science (i.e., Rapid Cycle PDSAs) preferably related to school mental health.

School District Team Composition
Each participating district will include a minimum of 6 and a maximum of 8 team members. Required members include:

- Director of pupil services/special education/student services **or** Other District Administrator (i.e., Human Resources Director)
- Pupil services staff

Recommended members include:

- Building administrator
- Teacher(s), including special education & health educators
- Other district-level leaders (i.e., District Nurse)
- Community mental health partners
- Student/caregivers (where appropriate)

NIC Expectations
School district teams are expected to:

- Identify a team member to lead or co-lead the NIC work
- Participate in a virtual orientation
- Complete the Organizational Well-being Inventory (OWBI-S) in the SHAPE system
- Participate in scheduled in-person learning days (1 in-person kick off and 1 in-person celebration)
- Participate in monthly 60 minute virtual action calls (shared learning and idea exchange)
- Report on the impact of participation and share experience, progress, and outcomes based on organizational wellness work
- Complete and submit at least 1 small test of change (via a PDSA planning form) per month completed at the site level and collect associated data

Cost and Registration
NIC participation is **free**. Registration must be completed by CESA Lead(s). To register, select your participating team based on school district interest and components from the NIC Team Readiness Checklist and complete this Registration Form.
**District teams will be required to cover travel (i.e, hotel, mileage, food) expenses for the in-person learning days.*

Questions and Contacts
For questions about Project AWARE and the 2026-27 NIC: Please contact:

- Comprehensive School Mental Health Statewide Coordinator: Dr. Jen Rohrbaugh, jrohrbaugh@cesa1.k12.wi.us, (262) 787-9500, ext. 9569
- DPI Project AWARE Director: Jess Frain, jessica.frain@dpi.wi.gov, (608) 266-0986
- DPI School Mental Health Consultant: Liz Krubsack, elizabeth.krubsack@dpi.wi.gov, (608) 264-6719
- For more information reference the Project AWARE and NIC Flier

Timeline of Activities

2026-2027 NIC Schedule		
Date	Time	Activity
August 2026	60 mins	Orientation–Asynchronous Virtual Recording
September 15, 2026	1:00-2:00 pm	Virtual Action Call**
October 13, 2026	9:00 - 3:00 pm	In-Person Kick Off*
November 17, 2026	1:00-2:00 pm	Virtual Action call
December 15, 2026	1:00-2:00 pm	Virtual Action call
January 19, 2027	1:00-2:00 pm	Virtual Action call
February 16, 2027	1:00-2:00 pm	Virtual Action call
March 16, 2027	1:00-2:00 pm	Virtual Action call
April 20, 2027	1:00-2:00 pm	Virtual Action call
May 18, 2027	9:00 - 3:00 pm	In-Person Celebration

*Learning sessions will focus on specific quality improvement methods and best practices.

**Action calls will focus on reviewing PDSA data submitted within and across teams. Teams will discuss activities related to improvement science processes and organizational wellbeing.

NORTHLAND PINES
SCHOOL DISTRICT

2026 - 27 SCHOOL YEAR CALENDAR

All Staff believe in All Students

SCHOOL DAY TIMES

Student Day:
8:20am - 3:30pm
Employee Day:
7:30am - 3:45pm

AUGUST

S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER

S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER

S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY

S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY

S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH

S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL

S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY

S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Pupil Contact Days: 173
Inservice Days: 12
P/T Conference: 1

No make-up of inclement weather days unless we have more than two (2) days.

AUGUST
17-19 New Staff In-service
20-27 Staff In-service Days

SEPTEMBER
1 First Day of School
7 No School - Labor Day

OCTOBER
2 No School for Staff/Students
12 Staff In-service Day
22 All P/T Conferences 4-7pm
23 No School - All P/T Conferences
7:30am - 12pm

NOVEMBER
20 End of 1st Trimester for all schools
23*- Staff In-Service Day (K-6 Optional Day)
24- Staff In-service Day
25-27 No School - Thanksgiving Break

DECEMBER
23-31 No School - Winter Break

JANUARY
1 No School - Winter Break
28 MS/HS Only P/T Conferences 4-7pm
29 Staff In-service Day

FEBRUARY
18 ELEM only P/T Conferences 4-7pm

MARCH
4 End of Trimester 2 for all schools
5* Staff In-service Day (K-6 Optional Day)
22-26 No School - Spring Break

APRIL
22 MS/HS only P/T Conferences 4-7pm
23 Staff In-service Day

MAY
31 No School - Memorial Day

JUNE
4 Last Day of School
6 Graduation Ceremony

2026- 2027 Optional Days:

November 23, 2026

March 5, 2027

Elementary students through 6th grade will have the OPTION to attend their school their school for enrichment activities at no charge and busses will run.

Board Approved: 12/15/2025