

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

AGENDA

DATE: MARCH 7, 2023
TIME: 11:30 A.M. LUNCH
1:00 P.M. MEETING CALL TO ORDER
LOCATION: NORTHCENTRAL TECHNICAL COLLEGE – TIMBERWOLF CONFERENCE CENTER/D100,
1000 W. CAMPUS DRIVE, WAUSAU, WI 54401 AND VIA [ZOOM](#)
(ZOOM WEBINAR ID: 847 3986 7142, PASSCODE: 708924)

CALL TO ORDER

- A. Compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)
- B. Pledge of Allegiance to the Flag
- C. Public Comment

APPROVAL OF MINUTES

- A. Approval of Minutes from February 7, 2023 Board of Trustees Regular Meeting

ACTION ITEMS

- A. [Approval of 2023-2024 Final Capital Budget](#) – Roxanne Lutgen
- B. [Remodeling: Wausau - Health 4.0 Renovation](#) – Rob Elliott
- C. [Remodeling: Wausau – Pasture2Plate Renovation](#) – Rob Elliott
- D. [Additions: Antigo Saw Mill Addition](#) – Rob Elliott
- E. [Wittenberg Reconveying Land Donation](#) – Rob Elliott
- F. [Approval of Incidental Fee + Miscellaneous Student Charges](#) – Sarah Dillon
- G. [Approval of Board Policy 2.3: Board Responsibility](#) – Jeannie Worden
- H. [Approval of Board Policy 2.4: Board Officer Roles](#) – Jeannie Worden
- I. [Approval of Board Policy 2.5: Board Committee Principles](#) – Jeannie Worden
- J. [Approval of Board Policy 2.8: Board Members Role](#) – Jeannie Worden

CONSENT VOTING AGENDA

- A. Approval of Consent Voting Agenda Including:
 - a. [Receipts + Expenditures](#)
 - b. [Personnel Changes](#)

BOARD DEVELOPMENT

- A. Board Dashboard – Katie Felch

INFORMATION/DISCUSSION

- A. President's Report
 - a. Student Representative Update – Sam Krahn + Anna Rydeski
 - b. Review of Draft Board Policies
 - i. [2.6: Annual Board Planning Cycle](#) (new name: Board Development)
 - ii. [2.7: Board Conduct and Ethics](#)
 - iii. [NEW: Board Agenda and Meetings](#)
 - c. Comments from Informational Update
- B. Chairperson's Report
 - a. ACCT National Legislative Summit Update – Paul Proulx
 - b. Nomination of Paul Proulx as Secretary/Treasurer of the District Boards Association
 - c. Spring Board Appointment Update:
 - i. Appointment Hearing: Friday, March 17 at 8:30 a.m.
 - d. WTC DBA Spring Meeting: April 20-22, 2023 at Gateway – Kenosha and Zoom
 - e. Reminder to Complete Statement of Economic Interests (SEI) by 5/1/2023
 - f. Next Regular NTC Board Meeting: Tuesday, April 4, 2023
- C. Information
 - a. [Capital Projects Monitoring Report](#)
 - b. Spring Graduation Ceremony: Saturday, May 20, 2023 at Wausau West Fieldhouse
 - c. [Advisory Meeting Minutes](#)
 - d. [Upcoming Meetings + Events](#)
 - e. [Good News](#)

CLOSED SESSION (IMMEDIATELY FOLLOWING THE ABOVE OPEN MEETING)

- A. Adjourn the Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(c) for the purpose of:
 - a. Approval of February 7, 2023 Closed Session Meeting Minutes
 - b. Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

OPEN SESSION

- A. Reconvene the Board into Open Session to confirm any action deemed necessary as a result of the Closed Session.

Note: Meetings of the Northcentral Technical College District Board are held in compliance with Wisconsin's "Open Meetings Law".

Mission: Northcentral Technical College provides high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy.

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: March 7, 2023

TOPIC: 2023-2024 Capital Budget Planning

POLICY 1.3.1 Budgeting – may not cause or allow budgeting which contains too little information, as determined by the Board to enable *credible projection* of revenues and expenses, separation of capital and operational items, cash flow, and disclosure of *planning assumptions*.

1.6.5 Asset Protection - may not make any purchases or commit the organization to any *expenditure of greater than \$50,000*.

INTERPRETATION: *Credible projections* are based on multiyear plans supporting community benefits statements and executive limitations. *Planning assumptions* are based on multi-year capital expenditure plans and funding sources. *Expenditures greater than \$50,000* must have board approval.

DATA/RESULTS: Attached are three planning documents.

1. *2023-2024 Capital Expenditure Funding Sources* shows the funding plan for the next year's capital budget.
2. *2023-2024 Capital Expenditure Summary* shows categories of capital expenditures for next year's capital budget.
3. *2023-2024 Capital Equipment Budget Requests* provides additional information and identifies *expenditures greater than \$50,000* requiring board approval.

At this meeting today, NTC is presenting the Board with a resolution to approve capital expenditures of \$13,301,003 which includes a May 2023 borrowing of \$12,000,000, anticipated donations of \$150,000, and anticipated fund balance usage of \$1,151,003.

AGENDA CATEGORY:

- Regular Voting Agenda

PROPOSED MOTION:

Approval not to exceed the \$13,301,003 capital expenditures budget, funded through capital borrowings of \$12,000,000, anticipated donations of \$150,000, and anticipated fund balance usage of \$1,151,003, including identified items exceeding \$50,000.

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed Dr. Janis Worden

Dated 3/7/2023

2023-2024 Capital Expenditure Funding Sources

\$13,301,003	Total Capital Expenditures Budget
\$12,000,000	Funded through Annual Capital Borrowings
\$1,151,003	Funded through Fund Balance
\$150,000	Funded through Anticipated Donations
\$0	Funded through Anticipated Grants

2023-2024 Capital Expenditure Summary

<u>Description</u>	<u>Fiscal Year 2023-2024</u>	<u>Subtotal</u>
Previously Committed Capital Expenditures		
Distance Education Leases	\$94,968	
Licenses & Other Items	<u>\$5,371,535</u>	\$5,466,503
Capital Contingency Fund	<u>\$722,500</u>	\$722,500
Technology Maintenance		
Advanced Technology Initiatives	\$579,500	
Microcomputers and Consulting	\$653,000	
Network Equipment	\$425,000	
Smart Classrooms	<u>\$100,000</u>	\$1,757,500
High Priority Educational Needs		
Equipment and Software	<u>\$1,827,500</u>	\$1,827,500
Long Range Facility Plan Recommendations		
Regional Campuses	\$525,000	
Central Campus	<u>\$3,002,000</u>	<u>\$3,527,000</u>
Total Capital Expenditures Budget		<u>\$13,301,003</u>

2023-2024 Capital Equipment Budget Request (Items \$50,000 or more)

Division	Item Requested	(N) New (R) Replacement (P) Previously Committed	Definition	Impact (FTE, Headcount, Location, Program, etc.)	Depreciable Life	Strategic Direction College Goals	Cost	Estimated start date	Estimated end date	Estimated date all proceeds spent
Information Technology	District-Wide	P	Capital Contingency for Information Technology	IT improvement projects require contingency funding as project needs arise	15 years	Continuous Quality Improvement	\$100,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	Microcomputers & Consulting	R	Maintain 3-year replacement rotation for lab workstations and 5-year employee rotation	Workstation replacements per the long-term computer refresh plan.	5 years	Growth and Innovation	\$400,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	Microcomputers & Consulting	P	Advanced Consulting	District-wide and distance learner impact.	Non-Depreciable	Growth and Innovation	\$253,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	Network Equipment – Servers / Repairs	R	Data Cabling & Telephones in remodeled areas	Renovations related to building remodeling.	15 years	Growth and Innovation	\$50,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	Network Equipment – Servers / Repairs	N	Cameras and Equipment for Safety & Security	Increased Safety and Security for all students and staff.	15 years	Continuous Quality Improvement	\$50,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	Network Equipment – Servers / Repairs	R	Server/Network/PC Replacement	Regular maintenance and replacement of servers that provide services and communications within the network, as well as the network itself.	5 years	Growth and Innovation	\$300,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	Network Equipment – Servers / Repairs	N	Industry 4.0 Health	IT infrastructure equipment needs for Industry 4.0 Health project.	15 Years	Growth and Innova- tion	\$381,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	Network Equipment – Servers / Repairs	N	Emergency Services Training Center	IT infrastructure equipment needs for Emergency Services Training Center project.	15 Years	Growth and Innova- tion	\$50,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	Network Equipment – Servers / Repairs	N	Massage Therapy	IT infrastructure equipment needs for Massage Therapy project.	15 Years	Growth and Innova- tion	\$51,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	Network Equipment – Servers / Repairs	P	PeopleSoft Server Upgrades	Required server and software maintenance	Non-Depreciable	Growth and Innovation	\$113,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	Network Equipment – Servers / Repairs	R	Smart Classrooms	District-wide and distance learner impact. Smart Classroom – NTC Connect project which consists of learning space classroom upgrades.	15 Years	Growth and Innovation	\$100,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	District-Wide	P	Workday Implementation & Licenses	Workday is our replacement for PeopleSoft HR, Finance, and Student.	Non-Depreciable	Growth and Innovation	\$3,165,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	District-Wide	P	Workday People Resources from Unborrowed Funds/Use of Fund Balance	Workday is our replacement for PeopleSoft HR, Finance, and Student.	Non-Depreciable	Growth and Innovation	\$225,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	District-Wide	P	Other Software development staffing	In-house staff working on software research and development	Non-Depreciable	Growth and Innovation	\$450,000	7/1/2023	6/30/2024	6/30/2024
Information Technology	Distance Ed Leases	P	Charter and other providers (Wide Area Network)	District-wide and distance learner impact. Provides connectivity to regional campuses and the Internet. Impacts all students, employees, and stakeholders.	Non-Depreciable	Growth and Innovation	\$79,968	7/1/2023	6/30/2024	6/30/2024
Information Technology	Licenses	P	Microsoft software and other software licenses	Software licenses necessary to conduct business and training throughout the District.	Non-Depreciable	Growth and Innovation	\$1,418,535	7/1/2023	6/30/2024	6/30/2024

2023-2024 Capital Equipment Budget Request (Items \$50,000 or more)

Division	Item Requested	(N) New (R) Replacement (P) Previously Committed	Definition	Impact (FTE, Headcount, Location, Program, etc.)	Depreciable Life	Strategic Direction College Goals	Cost	Estimated start date	Estimated end date	Estimated date all proceeds spent
Facilities	District-Wide	P	Construction Contingency	Building remodeling projects require contingency funding as project needs arise	15 years	Continuous Quality Improvement	\$100,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Wausau Campus	N	Massage Therapy (Remodel)	Remodeling to create space for a new Massage Therapy Program.	15 years	Continuous Quality Improvement	\$150,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Wausau Campus	N	Industry 4.0 Health	Renovation of the Health Science Building to incorporate industry 4.0 concepts into health programs. (Virtual Reality and Augmentation)	15 years	Continuous Quality Improvement	\$1,250,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Wausau Campus	N	Emergency Services Training Center	Addition to the Emergency Services Training Center to expand classrooms and add a sally port.	15 years	Continuous Quality Improvement	\$500,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Wausau Campus	R	CHS HVAC Upgrades Phase 3	Life cycle replacement	15 years	Continuous Quality Improvement	\$350,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Wausau Campus	R	Corridor Carpet Replacement	Life cycle replacement	15 years	Continuous Quality Improvement	\$100,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Wausau Campus	R	H Building Air Handler	Life cycle replacement	15 years	Continuous Quality Improvement	\$150,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Wausau Campus	N	Fleet Vehicles (WTPD)	Fleet Vehicles (WTPD)	5 years	Continuous Quality Improvement	\$60,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Wausau Campus	R	Maintenance Equipment	Maintenance Equipment (2 Trucks)	5 years	Continuous Quality Improvement	\$100,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Wausau Campus	R	Lighting Upgrade to LED	Lighting upgrades to LED	15 years	Continuous Quality Improvement	\$50,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Wausau Campus	N	WTPD Training Room	Remodeling to create additional large capacity, flexible training rooms for business and industry contract training.	15 years	Continuous Quality Improvement	\$167,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Wausau Campus	R	Sidewalk Replacement/Curb Replacement	Sidewalk/curb replacement on Wausau Campus.	15 years	Continuous Quality Improvement	\$100,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Merrill Campus	R	Merrill Site Improvements	Control Tower Overhang Infill Classroom	15 years	Continuous Quality Improvement	\$175,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Merrill Campus	R	Merrill Site Improvements	Purchase adjacent property	15 years	Continuous Quality Improvement	\$300,000	7/1/2023	6/30/2024	6/30/2024
Facilities	Agriculture Center of Excellence	N	C2A3 Hoop Hut	C2A3 Hoop Hut Installation/Setup/Concrete (Grant Pending)	15 years	Continuous Quality Improvement	\$50,000	7/1/2023	6/30/2024	6/30/2024

2023-2024 Capital Equipment Budget Request (Items \$50,000 or more)

Division	Item Requested	(N) New (R) Replacement (P) Previously Committed	Definition	Impact (FTE, Headcount, Location, Program, etc.)	Depreciable Life	Strategic Direction College Goals	Cost	Estimated start date	Estimated end date	Estimated date all proceeds spent
Learning	District-Wide	N/R	Emergency Dollars for Learning Capital equipment and projects	Emergency capital dollars for equipment requiring unexpected replacement/fix or new initiative equipment needed during the year.	5 years	Growth and Innovation	\$122,500	7/1/2023	6/30/2024	6/30/2024
Learning	Wausau Campus	N	Industry 4.0 Health	Industry 4.0 Health Equipment	5 years	Growth and Innovation	\$272,903	7/1/2023	6/30/2024	6/30/2024
Learning	Wausau Campus	N	Industry 4.0 Smart Manufacturing	Industry 4.0 Smart Manufacturing Equipment	5 years	Growth and Innovation	\$150,000	7/1/2023	6/30/2024	6/30/2024
Learning	Wausau Campus	N	Massage Therapy	Massage Therapy Equipment	5 years	Growth and Innovation	\$60,000	7/1/2023	6/30/2024	6/30/2024
Learning	Wausau Campus	P	Welding Equipment	Leasing of new welding equipment that allows NTC's welding lab to stay on the cutting edge of welding equipment and in line with industry standards	Non-Depreciable	Continuous Quality Improvement	\$118,000	7/1/2023	6/30/2024	6/30/2024
Learning	Wausau Campus	R	Video Production Equipment	Studio Equipment, Lighting Equipment, Cameras and Support Equipment and Robotic Camera System.	5 years	Continuous Quality Improvement	\$60,000	7/1/2023	6/30/2024	6/30/2024
Learning	Wausau Campus	N	Pasture to Plate	Walk In Freezer	5 years	Growth and Innovation	\$50,000	7/1/2023	6/30/2024	6/30/2024
Learning	Wausau Campus	R	Virtual Learning Lab Software	Labster, ExamSoft, Axium, GoReact, Canvas, Intelliboard	5 years	Continuous Quality Improvement	\$110,980	7/1/2023	6/30/2024	6/30/2024
Learning	Merrill Public Safety Center of Excellence	N	CDL Class A Tractor + Used Trailer	CDL Class A Tractor + Used Trailer	5 years	Growth and Innovation	\$200,000	7/1/2023	6/30/2024	6/30/2024
Learning	Agriculture Center of Excellence	N	Electrical Power Distribution Equipment	Electrical Power Distribution Equipment (Two Person Bucket Truck)	5 years	Continuous Quality Improvement	\$300,000	7/1/2023	6/30/2024	6/30/2024
Learning	Antigo Campus	N	Wood Saw Mill Equipment	Learning contingency for equipment price increase.	5 years	Growth and Innovation	\$250,000	7/1/2023	6/30/2024	6/30/2024

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: March 7, 2023

TOPIC: Remodeling: Wausau - Health 4.0 Renovation

POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers – (2) Buildings and Equipment. (a) For the use of the district schools the district board may: (3) Construct, enlarge, or improve buildings.

TCS 5.04 (4) (a) A resolution of the district board approving the remodeling of existing facilities, (b) A resolution of the district board requesting board (WTCS) approval of the remodeling.

INTERPRETATION: Remodeling of existing facilities requires Board approval.

DATA/RESULTS: The Wausau Health 4.0 Renovation project will remodel approximately 5,500 sq.ft. of the Center for Health Science Building. Industry 4.0 has transformed manufacturing industry. In a similar manner to manufacturing, health care delivery is at the forefront of a foundational change into the new era of smart and connected health care known as Health 4.0. Beginning in the Fall 2023, the current Surgical Technical Degree program will be required by accreditation to become a two-year Associate Degree program. The existing Surgical Suite will be renovated to begin accommodating 20 students. The newly renovated space will incorporate Health 4.0 concepts by providing an innovative educational experience using life-like SynDavers, synthetic human tissue cadavers that mimic the human body. In addition, the Simulation Center will also be renovated to create more simulation rooms with the addition of Health 4.0 concepts. The newly renovated Simulation Center will incorporate Life Cast Body Simulators, the world's most realistic lifelike medial manikins. Life Cast Body Simulators are transforming the way medical simulation and education is being delivered and absorbed. The Simulation Center will also introduce immersive healthcare technology with virtual reality trainers and a fully immersive augmented reality room. Virtual Reality and augmented reality have the potential to transform the entire health care industry. In order to begin construction in June, the College will be requesting WTCS State Board approval at its May Board Meeting. The NTC Board is asked to approve the proposed renovation and request the WTCS State Board to do the same. A packet evidencing compliance with the statutes will be submitted to the State Board with the application.

AGENDA CATEGORY:

Voting Agenda

PROPOSED MOTION:

BE IT RESOLVED that the Northcentral Technical College Board Approves the Wausau Health 4.0 Renovation at a cost not to exceed \$1,250,000 and requests the WTCS State Board to do the same.

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed: _____

Dr. Joann Worden

Dated: 3/7/23

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: March 7, 2023

TOPIC: Remodeling: Wausau Pasture2Plate Renovation

POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers – (2) Buildings and Equipment. (a) For the use of the district schools the district board may: (3) Construct, enlarge, or improve buildings.

TCS 5.04 (4) (a) A resolution of the district board approving the remodeling of existing facilities, (b) A resolution of the district board requesting board (WTCS) approval of the remodeling.

INTERPRETATION: Remodeling of existing facilities requires Board approval.

DATA/RESULTS: Northcentral Technical College (NTC) was recently recognized as a recipient of funding from Governor Tony Evers to address the future of the meat processing industry in Wisconsin. NTC will help solve food supply chain challenges by providing short-term training needed to develop talent in the meat processing industry. Training will provide farm-to-table practices for learners at NTC's Agriculture Center of Excellence and those in the Culinary Arts Associate Degree program. The Pasture2Plate Renovation will create a sterile meat processing space needed to conduct this training. The project will renovate approximately 2,000 sq.ft. of the D-Building at the Wausau Campus, adjacent to the existing culinary kitchens. The space would include butchering saws, vacuum seal packaging, walk-in cooler, meat smokers, sinks, and miscellaneous hand tools. The remodel will also include a small storage room and a culinary faculty office suite. In order to begin construction in June, the College will be requesting WTCS State Board approval at its May Board Meeting. The NTC Board is asked to approve the proposed renovation and request the WTCS State Board to do the same. A packet evidencing compliance with the statutes will be submitted to the State Board with the application.

AGENDA CATEGORY:

Voting Agenda

PROPOSED MOTION:

BE IT RESOLVED that the Northcentral Technical College Board Approves the Wausau Pasture2Plate Renovation at a cost not to exceed \$400,000 and requests the WTCS State Board to do the same.

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed: Dr. Jeanie Worden Dated: 3/7/23

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: March 7, 2023

TOPIC: Additions: Antigo Saw Mill Addition

POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers – (2) Buildings and Equipment. (a) For the use of the district schools the district board may: (3) Construct, enlarge, or improve buildings.

TCS 5.04 (2) (a) A resolution of the district board approving additional or new facilities, (b) A resolution of the district board requesting board (WTCS) approval of the additional or new facilities.

INTERPRETATION: Additions to facilities requires Board approval.

DATA/RESULTS: In June 2022, Governor Tony Evers announced the awardees of the joint effort between Wisconsin Economic Development Corporation and Wisconsin Department of Workforce Development in providing Workforce Innovation Grant opportunities. The University of Wisconsin-Stevens Point, along with NTC and other partners, was awarded a grant to address the need for skilled workers in the Wisconsin Forestry Industry. The \$8 million grant will support education through pathways and create a pipeline for forestry careers for the next generation. As a grant sub-recipient, NTC will receive \$4,467,518 to build a state-of-the-art saw mill complex with an \$80,000 saw mill simulator. This new complex will complement NTC's existing Wood Technology Center to create the state's only start-to-finish wood products training center. The addition will add an 8,200 sq.ft. building on the north side of the Antigo Campus. The total cost for construction is \$2,010,000. In order to begin construction in July 2023, the College will be requesting a WTCS State Board concept review at its May Board meeting and final approval at the July Board meeting. The NTC Board is asked to approve the proposed expansion and request the WTCS State Board to do the same. A packet evidencing compliance with the statutes will be submitted to the State Board with the application.

AGENDA CATEGORY:

Voting Agenda

PROPOSED MOTION:

BE IT RESOLVED that the Northcentral Technical College Board approves the Antigo Saw Mill Addition at a cost not to exceed \$2,010,000 and requests the WTCS State Board to do the same.

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed: Dr. Jeanie Worden Dated: 3/7/23

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: March 7, 2023

TOPIC: Wittenberg Reconveying Land Donation

POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers – (2) Buildings and Equipment. (bm) With the approval of the director under s. 38.04 (2), the district board may sell any property which it finds to be no longer needed by the district.

INTERPRETATION: Selling of any property no longer needed by the college requires district board approval and the approval of the WTCS Director, Morna Foy.

DATA/RESULTS: In 2009, the Board approved a land donation from the Village of Wittenberg for the purpose of providing fire training in the Wittenberg community. The property is located adjacent to Northcentral Technical College's (NTC) previously leased Wittenberg Campus on Applewood Drive in the Village of Wittenberg. As part of the agreement, NTC erected a fire training tower on the property. The tower allowed area fire departments to conduct and practice fire training techniques. A reversionary clause was written in the Warranty Deed that states NTC would reconvey the property back to the Village of Wittenberg if no longer used for fire training purposes. The fire training tower has not been used by any area fire departments since 2017. As such, the Village of Wittenberg has asked the college to consider reconveying the land as they now have a potential buyer for the property. The Village of Wittenberg will be required to prepare all necessary paperwork, pay all costs to carry out the transaction, and remove and dispose of the fire training tower. The college asks the Board to approve the Wittenberg Reconveying Land Donation at no cost to NTC and ask the WTCS Director to do the same.

AGENDA CATEGORY:

- Voting Agenda

PROPOSED MOTION:

BE IT RESOLVED that the Northcentral Technical College Board approve the Wittenberg Reconveying Land Donation at no cost to NTC and request the WTCS Director to do the same.

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed: Dr. Joanne Worden **Dated:** 3/7/23

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: March 7, 2023

TOPIC: Incidental fees and miscellaneous student charges

POLICY: Wisconsin Statute 38.14(9) District board powers. Activity and incidental fees. *The district board may establish student activity and incidental fees to fund, in whole or in part, the cost of services and activities offered as support services for regular instruction.*

INTERPRETATION: A change in miscellaneous student charges requires board approval.

DATA/RESULTS:

Northcentral Technical College charges incidental fees and miscellaneous student charges for various services. A change in the testing center fee for the Spatial and Accuplacer tests used for Apprenticeship and admissions is recommended for the 2023-24 academic year.

Testing Center: Spatial Test and Accuplacer for Apprenticeship + Admissions

Due to a price increase for the purchase of Bennet Mechanical Comprehension Spatial Test, the Testing Center is requesting the administration and proctor fee increase from \$25 to \$30.

The Testing Center is also requesting that students needing to retake an Accuplacer exam pay a \$10 proctor fee if they do not complete remediation with the NTC College Prep Center. If remediation criteria are met, there is no charge for Accuplacer exam retakes.

AGENDA CATEGORY:

☒ **Regular Voting Agenda**

PROPOSED MOTION:

The board approves the revised incidental fees and miscellaneous student charges as identified.

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed Dr. Janis Worden

Dated 3/07/2023



Board Responsibility

Board Policy 2.3

The Board of Northcentral Technical College functions as a collective body to promote a positive image for the College while representing the community in determining and assuring appropriate organizational performance. Board responsibilities are distinguished from staff responsibilities by the following:

1. Serving as the official governance link between the College and the community stakeholders and maintaining a positive image when representing the College to the public.
2. Employing and supervising the College President.
3. Selecting and retaining the services of District legal counsel and financial auditor.
4. Enacting written governing policies which, at the broadest levels, address:
 - A. *Community Benefits Statements*: College services, impacts, benefits, and outcomes. Includes College vision, mission, purpose and strategic priorities.
 - B. *Presidential Expectations*: Expectations of executive authority which establish the legal, prudent and ethical behavior for executing activities and decisions.
 - C. *Governance Process*: Specification of how the Board conceives, carries out and monitors its own tasks.
 - D. *Board-Staff Relationship*: How authority and accountability is delegated to the President and its proper use monitored.
5. Monitoring College effectiveness in meeting Board policies on Community Benefits Statements.
6. Assessing President's performance through a formal review prior to July 1 each year with respect to achievement of Board policies on Community Benefits Statements and Presidential Expectations, responsibilities to the President's job description, and the President's annual goals and objectives as established by the Board in consultation with the President.

Reviewed on 08/17/2006

Reviewed on 12/05/2007

Reviewed on 02/07/2023 (Policy formerly known as: Board Job Description)



Board Officer Roles

Board Policy 2.4

The officers of the Board shall be the Chairperson, Vice Chairperson, and Secretary/Treasurer.

1. The officers shall be elected at the annual organizational meeting of the Board on the second Monday in July.
2. If a vacancy occurs in any of the Board officer positions after the annual organizational meeting, the Board may elect an officer to fill the vacancy at a subsequent Board meeting.

Chairperson's Role

The Chairperson assures the integrity of the Board's process and, secondarily, occasionally represents the Board to outside and inside parties. The Chairperson is the only Board member authorized to speak on behalf of the Board (beyond simply reporting Board decisions), other than in rare and specifically authorized instances.

1. No person may serve as chairperson for more than two successive annual terms. (Wis. Stats. Sec. 38.08(3))
2. The Chairperson shall ensure the Board maintains focus on the vision of the college and act consistently with its policy governance, Wisconsin Statutes, and those rules legitimately imposed upon it from outside the College. In addition, an environment will exist where Board members participate fully and assume a group responsibility for its outcome.
 - a. The Chairperson shall preside at Board meetings in an efficient and effective manner and shall set the general tone for each meeting through positive leadership.
 - b. Discussion at the Board meetings will only be on those issues which, according to Board policy, clearly belong to the Board to decide, not the President.
 - c. Deliberation will be fair, open, and respectful, but also efficient, timely, orderly, and concise.
 - d. The Chairperson will attempt to arrive at a consensus by the Board members on Board decisions. The Chairperson will stimulate discussion among the Board members.
3. The Chairperson is authorized to use any reasonable interpretation of the provisions in Governance and Board-Staff Relationship policies in carrying out the role of Chairperson.
4. The Chairperson sets the board meeting agendas in collaboration with board members and the President. Board members will contact the Board Chairperson no later than 48 hours prior to the Board meeting to add topics to the agenda. Emergency items can be included up to two (2) hours prior to the meeting in accordance with Wisconsin Statutes.
5. The Chairperson is empowered to chair Board meetings in accordance with Robert's Rules of Order, unless suspended or waived.
6. The Chairperson has no authority to make decisions about policies created by the Board which delegate authority to the President.

7. The Chairperson is responsible for the Board/President relationship and shall communicate and interact with the President. However, since the President is responsible to the entire Board, the Chairperson has no authority to unilaterally supervise or direct the President.
8. The Chairperson will facilitate the President performance appraisal review meeting annually in May in accordance with Board Governance Policy 3.3 – Monitoring College Effectiveness.
9. The Chairperson may represent the Board to outside and inside parties in communicating Board-stated positions and in stating Chair decisions and interpretations within the area delegated to him or her.
 - a. The Chairperson may delegate this authority, but remains accountable for its use.
10. Additional duties assigned to the Board Chairperson include:
 - a. Signs the President's contract and annual evaluation
 - b. Signs the association contracts (or his/her designee)
 - c. Appoints Board members to the WTC District Boards Association committees (annually in July)
 - d. Attends the AQIP Strategic Forum (once every four years)
 - e. Signs (electronically) the bill list and a payroll report each month
 - f. Signs loan documentation related to NTC's annual borrowing
 - g. Electronically signs diplomas, and all college checks
 - h. Ex-officio of the NTC Foundation Board (see NTC Foundation for policy)
 - i. Reviews and endorses the annual letter of engagement for outside legal counsel services.

Vice Chairperson's Role

1. The Vice Chairperson shall have all of the authority and duties of the Chairperson in the absence of the Chairperson.
2. Additional duties assigned to the Vice Chairperson include electronically signing diplomas.

Secretary/Treasurer's Role

1. Unless otherwise specified by law, the Secretary/Treasurer is designated as the official custodian of all records of the District. The Secretary/Treasurer may delegate the day-to-day maintenance of the custody of the records to the President of the College, but may not delegate the responsibility.
2. On or before the first Monday in March, or within thirty (30) days of the date on which a vacancy on the Board occurs, the Secretary/Treasurer shall notify each member of the Appointment Committee, each governing body having a member on the Appointment Committee and the Board of the vacancy or of terms of office which will expire during the year.
3. In the absence of the Chairperson and Vice Chairperson, the Secretary/Treasurer shall call the Board meeting to order and shall serve as Chairperson while with the support of the Executive Assistant to the President, the Board elects a Chairperson Pro Tempore.
4. Additional Secretary/Treasurer duties are as follows:
 - a. Signs tax levy letters to district municipalities (annually in October)
 - b. Signs the Board meeting minutes
 - c. Serves as official person of record for TIF/TID notifications (CFO is delegated to represent the college)
 - d. Signs (electronically) the bill list and a payroll report each month
 - e. Signs loan documentation related to NTC's annual borrowing

- f. Signs the President's contract
- g. Electronically signs diplomas and all college checks

Reviewed and Approved on 10/18/2006

Reviewed on 12/05/2007

Reviewed on 12/03/2008

Reviewed on 02/18/2009

Revised and Approved on 03/19/2009

Reviewed on 02/17/2010

Reviewed on 03/18/2010

Approved on 04/21/2010

Reviewed on 02/07/2023

DRAFT



Board Committee Principles

Board Policy 2.5

The Board shall act as a committee of the whole and shall not create, use, or rely on standing committees for any. Accordingly:

- Board committees, when used, will be assigned so as to reinforce the wholeness of the Board's job and so as never to interfere with delegation from Board to President. Board committees, when used, will be used sparingly and ordinarily in an ad hoc capacity. A board committee will have a specific purpose, which shall be clearly identified.
- Board committees are to help the Board do its job, and will not exercise authority over the President, staff or college operations. Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation.
- Board committees may not speak or take action for the Board except when formally given such authority for specific and time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the President.
- This policy applies only to committees which are formed by Board action, whether or not the committees include non-Board members. It does not apply to committees formed under the authority of the President.

Revised and Approved on 08/20/2005

Reviewed on 05/16/2007

Reviewed on 01/16/2008

Reviewed on 02/07/2023



Board Members Role

Board Policy 2.8

The Board of Northcentral Technical College functions as a collective body. The success of the Board depends on each individual Board member exercising responsibility through positive actions in the following areas:

- Being effective at Board meetings through appropriate preparation, regular attendance, and active participation in Board discussions and willingness to volunteer for officer assignments and other Board tasks.
- Understanding and supporting the Board governance concept and Board policies.
- Being knowledgeable concerning the College means for accomplishing organization, budget, accreditation, facilities, instructional programs, student services, and key processes.
- Being knowledgeable concerning the organization of the Wisconsin Technical College System and applicable state statutes.
- Being familiar with major district, state, and national issues affecting the College.
- Engaging in Board and self-development activities designed to promote Board effectiveness through attendance at state, regional, and national Board association meetings and by utilizing resources available in the College.
- Attending College events such as: graduation ceremonies, ribbon cutting ceremonies, legislative events, etc.
- Representing the College to the community in a positive image.
- Being active in legislative advocacy on behalf of the College.
- Regularly attend Board meetings and retreats to participate in and understand consensus building, stakeholder representation, in-depth College knowledge, and goal setting.
 - Board members who request to be excused from attending the meeting are required to notify the Executive Assistant to the President at least 24 hours in advance.
 - Any Board member whose unexcused absences in a calendar year exceed more than two of the regular monthly board meetings will be asked to meet with the Board Chair to determine appropriate next steps.

Created and Reviewed on 02/07/2023

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: March 7, 2023

TOPIC: Receipts & Expenditures

POLICY 1.1 – Presidential Expectations – The President, in execution of his/her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either irresponsible or in violation of commonly accepted business and professional ethics, or that results in failure to be accredited by the Higher Learning Commission.

INTERPRETATION: To avoid *violation of commonly accepted business and professional ethics* NTC will follow Wisconsin statute 38.12 **District Board Duties (2)** “...All expenditures exceeding \$2500 shall be approved by the district board.” Also, in compliance with Wisconsin statute 38.12(4) District board duties, “The publication proceedings shall include a statement of receipts and expenditures in the aggregate.”

DATA/RESULTS: The following Status of Funds listing receipts and expenditures including operating transfers in the aggregate is included for informational purposes as of **January 31, 2023** (preliminary).

F1-F7 Revenue: \$61,282,803.49

F1-F7 Expense: \$47,304,387.81

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed: 

Dated: March 7, 2023

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: March 7, 2023

TOPIC: Personnel Changes

POLICY 1.1 – Presidential Expectations – The President, in execution of his/her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either irresponsible or in violation of commonly accepted business and professional ethics, or that results in failure to be accredited by the Higher Learning Commission.

INTERPRETATION: NTC will follow Wisconsin Statute 38.12 (3) "The district board shall employ and fix the compensation..." and Wisconsin Statute 118.22 (2) "...No teacher may be employed... except by a majority vote of the full membership of the board. Nothing in this section prevents the modification or termination of a contract by mutual agreement of the teacher and the board."

DATA/RESULTS: A request is made to approve the following personnel changes:

New Hires:

- Lauren Foley – Director, Student Recruitment
- Christopher Frank – Developer, Software

Resignations:

- Anessa Ludwig – Administrative Assistant, College Prep Center
- Becky Alford – Technician, Library Services
- Brandy Thorne – Dean, Business

Retirements:

- Joseph Wilcott – Specialist, IT

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed Dr. Janis Worden

Dated 3/07/2023



~~Annual Board Planning Cycle~~Board Development

Board Policy 2.6

~~To accomplish its job outputs with a governance style consistent with Board policies, T~~he Board will follow an annual agenda which (a) reviews the Community Benefits Statements policies annually and (b) continually improves its performance through attention to Board education and to enriched input and deliberation.

- ~~• The cycle will conclude each year on the last day of June by recommending revisions to Community Benefits Statements based on comprehensive reviews of strategic conversations and monitoring reports.~~
- ~~• In the first one or two months of the new cycle, the Board will elect officers, and approve the meeting dates.~~
- Education, input and deliberation will receive paramount attention in structuring Board meetings and other activities during the year.
- ~~To the extent feasible~~Annually, the Board will identify those areas of education and input needed to increase the level of wisdom and forethought it can give to subsequent choices. Presentations related to identified topics will be provided during monthly board meetings under "Board Development."
- ~~• By February 1, the board will develop an annual budget addressing all board activities for the following fiscal year.~~
- Board members are encouraged to attend conferences, seminars and on-site visits. ~~Board members are also encouraged to develop relationships with persons of influence. In order to control both the investment of time and funds necessary, the Board establishes the following are travel guidelines:~~
 - ~~○ Attend Wisconsin Technical College District Boards Association meetings.~~
 - A calendar of Board conferences, seminars and on-site visits will be maintained by the Executive Assistant to the President and included in monthly board packets.
 - Board members desiring to attend a conference, seminar or on-site visit will indicate such interest at or prior to a Board meeting.
 - Attend one national or regional conference per fiscal year. The number of attendees Board members attending national conferences or seminars will be based on developmental need, ~~intentional~~succession planning, ~~economic impact~~cost and funding, and Board priorities. The final approval is the responsibility of the ~~Board Chair~~Chairperson. ~~Should board members wish to attend additional conferences; requests will be made to the board chair with an explanation of why the travel would be of value. The board chair will determine if the travel is appropriate and sufficient funds are available in the budget.~~
 - Travel, lodging, registration, and other necessary arrangements will be made through the President's Office.
 - Upon return, board members will provide a verbal report to the Board. ~~or complete the "Professional Development Activity Report."~~

Commented [N1]: Moved to new policy: Board Agenda + Meetings

Commented [N2]: We address having funds for these activities in Policy 1.3 – Budgeting

- Board members will be reimbursed based on ~~District Policy~~Administrative/Operating Guideline 302: Travel and Expense Reimbursement, ~~(attached regarding Employee Travel)~~ with the exception they will be reimbursed for actual meal expenses.
- Board members will follow ~~District Policy~~Administrative/Operating Guideline 634: District Credit Cards ~~(attached)~~ when using District credit cards.
- ~~Any board member representing the College out of state must request board chair approval prior to travel.~~
- Any board member representing the College internationally must request approval of the full board prior to travel.
- ◆ ~~The sequence derived from this process for the Board planning year ending June 30 will be updated annually in July.~~

Revised and Approved on 03/24/2004
 Reviewed and Approved on 09/20/2006
 Reviewed and Approved on 06/20/2007
 Reviewed on 12/05/2007
 Reviewed and Revised on 01/16/2008
 Reviewed and Approved on 07/14/2008
 Reviewed on 06/29/2009
 Reviewed on 07/13/2009



Board Development

Board Policy 2.6

The Board will continually improve its performance through attention to Board education and to enriched input and deliberation.

- Education, input and deliberation will receive paramount attention in structuring Board meetings and other activities during the year.
- Annually, the Board will identify those areas of education and input needed to increase the level of wisdom and forethought it can give to subsequent choices. Presentations related to identified topics will be provided during monthly board meetings under "Board Development."
- Board members are encouraged to attend conferences, seminars and on-site visits. In order to control both the investment of time and funds necessary, the Board establishes the following guidelines:
 - A calendar of Board conferences, seminars and on-site visits will be maintained by the Executive Assistant to the President and included in monthly board packets.
 - Board members desiring to attend a conference, seminar or on-site visit will indicate such interest at or prior to a Board meeting.
 - The number of Board members attending national conferences or seminars will be based on developmental need, succession planning, cost and funding, and Board priorities. The final approval is the responsibility of the Chairperson.
 - Travel, lodging, registration, and other necessary arrangements will be made through the President's Office.
 - Upon return, board members will provide a verbal report to the Board.
 - Board members will be reimbursed based on Administrative/Operating Guideline 302: Travel and Expense Reimbursement, with the exception they will be reimbursed for actual meal expenses.
 - Board members will follow Administrative/Operating Guideline 634: District Credit Cards when using District credit cards.
 - Any board member representing the College internationally must request approval of the full board prior to travel.

Revised and Approved on 03/24/2004
Reviewed and Approved on 09/20/2006
Reviewed and Approved on 06/20/2007
Reviewed on 12/05/2007
Reviewed and Revised on 01/16/2008
Reviewed and Approved on 07/14/2008
Reviewed on 06/29/2009
Reviewed on 07/13/2009



Board Conduct and Ethics

Board Policy 2.7

Statement of Expectations

It is the policy and expectation that each Board Member shall provide leadership, guidance, and direction for the College by promoting the vision and mission, upholding the reputation, and fostering the economic well-being of the College. Each Board Member shall:

- a. Act in the best interests of our students and the entire College community.
- b. Exercise the duties and responsibilities with integrity, collegiality, and care.
- c. Represent the College in a positive and supportive manner at all times on and off campus.
- d. Act according to Board policies and the laws of the United States and the State of Wisconsin, and local ordinances.
- e. Create an atmosphere in which diversity of opinion is welcomed and respected, controversial issues or different philosophical stances can be presented fairly, and in which the dignity of each individual is maintained.
- f. Cultivate a sense of group responsibility for collective rather than individual decisions.
- g. Refrain from engaging in conduct that may embarrass the College or adversely affect its reputation or the Board's governance.
- h. Enforce upon itself whatever discipline is needed to govern with excellence.
- i. Attend all regular and special Board meetings, unless excused from attendance.
- j. Refrain from public comments on Board matters without Board authorization or according to Board policy.
- k. Comply with policy governance.

Code of Ethics

The Board expects ethical conduct by itself and its members. This includes proper use of authority. Board Members shall carry out their duties with the highest ethical conduct and shall follow these policies and Sec. 19.45, Wis. Stat. entitled *Standards of Conduct; State Public Officials* and the *Wisconsin Code of Ethics for Public Officials and Employees*, Secs. 19.41-19.59, Wis. Stats. Board Members shall:

- a. Maintain unconflicted loyalty to the interests of the College. This accountability supersedes any conflicting loyalty such as that to advocacy or interest groups and membership on other Boards or staffs. This accountability supersedes the personal interest of any Board Member acting as an individual consumer of College services.
- b. Observe the *Wisconsin Open Meetings Law*, Secs. 19.81-19.98, Wis. Stats., adhere to agenda items for each meeting, and not knowingly participate in closed meetings except as permitted by the *Open Meetings Law*. Board Members shall observe the *Wisconsin Public Records and Property Law*, Secs. 19.21-39, Wis. Stats.

- c. Accept the responsibility of being informed of the major initiatives of the College, the global perspective of the Wisconsin Technical College System, and related national activities such that each Board Member is better able to make the necessary decisions that maintain or strengthen our commitment to students of the College.
- d. Avoid any exercise of individual authority over the College except as explicitly set forth in Board policies or with specific Board authorization. A Board Member's interaction with the President, staff, public, press, and other entities must recognize the lack of authority in any individual Board Member or group of Board Members except as noted in Board policies or by specific Board authorization. No Board Member or Board Members may speak for the whole Board unless so designated by the Board.
- e. Not use the Board Member's position to obtain financial gain or anything of value for his/her private benefit or that of a family member for the purpose of influencing a decision or action in the discharge of the Board Member's official duties. A "family member" is defined in Chapter 19, Wis. Stat. and in College policy.

Confidentiality

Board Members shall maintain confidentiality of privileged or sensitive information and shall not use confidential information for personal gain or benefit or for the benefit of family or others. Confidential paper records shall be returned to the President's office for proper disposal. Board Members shall maintain the confidentiality of discussions which occur at legally held closed meetings of the Board and shall not discuss personnel or performance matters in public except in accordance with Board policies or as may be required by law.

Conflict of Interest

- a. Board Members owe a duty of loyalty to the College and to the community. Board Members must avoid conflicts of interest or the appearance of a conflict of interest with respect to performance of their duties and fiduciary responsibilities.
- b. A conflict of interest exists when the Board Member is in a position to influence, directly or indirectly, College business or College-related decisions which does or could result in personal financial gain for the Board Member or that of a family member, subject to Sec. 946.13, Wis. Stat.
- c. Members shall annually disclose their involvement with other organizations, with vendors, or any other associations which might produce a conflict as required, by state ethics statutes.
- d. A Board Member shall timely disclose a conflict of interest to the Board, or for reasons of confidentiality, to the ~~Board~~ Chairperson. When the Board will consider a matter as to which a Member has an unavoidable conflict of interest, the Member shall absent himself/herself from that portion of the meeting at which the matter is considered and voted upon. The Member shall not participate in the discussion or vote on the matter.
- e. Board Members shall not use their positions to obtain employment at the College for themselves or family members, as defined in Chapter 19 Wis. Stat. and in College policy. Board Members shall not use their positions to protect or maintain employment at the College for themselves or family members, as defined herein.

- f. A Board Member is strongly discouraged from engaging in a consensual relationship of a romantic or sexual nature involving another Board Member, employee or student. Such relationship may constitute or create a situation of alleged abuse of power, sexual or other harassment, conflict of interest, or other conduct prohibited by these policies.
- g. A Board Member who is in a consensual relationship shall disclose the nature of the relationship to the ~~Board~~ Chairperson and the ~~College~~ President. *Administrative/Operating Guideline #206 Consensual Relationships* is incorporated by reference.
- g-h. The Chairperson is responsible to evaluate Board Member conflicts of interest for further action.

Harassment, Sexual Misconduct or Sexual Harassment

The College prohibits all forms of illegal discrimination, harassment, intimidation, and coercion on campus and at College-related activities and functions. The College has a zero tolerance policy for gender and sex-based discrimination, and seeks to create and maintain a campus free from sexual misconduct or sexual harassment. *Administrative/Operating Guideline #233 Equal Opportunity Education and Employment Policy* is incorporated herein by reference. Board Members shall comply with this policy in their conduct with staff, students, Board Members, vendors, and the general public and shall avoid all prohibited activity.

Abuse of Power

A Board Member shall not, by virtue of the position as Board Member, expect, demand or coerce special favors, attention or treatment from any other Board Member or employee or student of the College, or any other Entity or Individual.

- a. Board Members may not attempt to exercise individual authority over the College except as explicitly set forth in Board policies.
- b. Board Members' interaction with the ~~chief executive~~ President, staff, public, press, or other entities must recognize the lack of authority vested in individual Board Members except when explicitly Board-authorized.

Board Member Reporting Requirements

- a. A Board Member who has a reasonable basis to believe another Board Member has violated a Board Policy shall report the alleged violation to the ~~College~~ President, and either the ~~Chairperson of the Board~~ Chairperson or any Officer of the Board.
- b. A Board Member shall report his/her own alleged violation of Board Policy according to the provisions of Section 7(a). This includes, but is not limited to, conduct that may embarrass the College or adversely affect its reputation or the Board's governance under Section 1(g) of this Policy, including, but not limited to, designation of sex offender status, pending charges under state or federal criminal law, or conviction under state or federal criminal law.

Complaint Procedure

- a. This procedure applies to a Board Member who allegedly violates this Board Policy or any other Board Policy. The ~~College~~ President, ~~Chairperson of the Board~~ Chairperson, or Officer of the Board who has received a report of an alleged violation is responsible for determining the appropriate procedure to be followed which may include any procedure specified in the underlying Policy.

- b. A report of violation under Section 7 Board Member Reporting Requirements made to the ~~Chairperson of the Board~~Chairperson or Officer of the Board shall be promptly referred to the ~~College~~-President. The process under subsections (c) through (h) shall be followed. An alleged violation which involves the ~~College~~-President shall be referred to the ~~Chairperson of the Board~~Chairperson and render subsection (c) inapplicable. An alleged violation which involves the ~~Chairperson of the Board~~Chairperson shall be referred to the Officers of the Board and render subsection (d) inapplicable.
- c. The ~~College~~-President, with another member of the Executive Leadership Team (ELT) present, shall inform the Board Member against whom the allegation is made of the allegation and shall meet with the Board Member and attempt to resolve the matter. If the matter is not resolved, it shall proceed to subsection (d).
- d. The ~~Board~~-Chairperson shall inform the Board Member against whom the allegation is made of the allegation if subsection (c) is not applicable or unresolved. The ~~Board~~-Chairperson, in his/her sole discretion, may meet with the Board Member at any time prior to, during, or following any investigation to discuss and resolve the matter. If the matter is not resolved, the ~~Board~~-Chairperson shall proceed to subsection (e).
- e. The Officers of the Board shall inform the Board Member against whom the allegation is made of the allegation if subsections (c) and (d) are not applicable or unresolved. The Officers of the Board may meet with the Board Member to discuss and resolve the matter.
- f. The ~~College~~-President, ~~Board~~-Chairperson, or the Officers of the Board, at any time, may authorize an investigation of the matter by a qualified investigator, internal or external to the College. The final report of the investigation, if any, shall be provided to the Board.
- g. If the matter is not resolved, the Board may vote, by a majority of the full Board, to refer the matter, with or without a recommendation, to the Board Appointment Committee as then constituted pursuant to Sec. 38.10(1) Wis. Stat. The Appointment Committee may, by majority vote, remove the Board Member at pleasure pursuant to Sec. 17.13(1) Wis. Stat.
- h. If the matter remains unresolved, this policy acknowledges Sec. 17.13(3) Wis. Stat. which provides a Board Member is subject to removal by the judge of the appropriate circuit court, for cause.

Approved on 07/08/1996

Reviewed and approved on 08/20/2005

Reviewed on 07/09/2007

Reviewed and Approved on 07/14/2008

Reviewed on 02/17/2010

Reviewed on 04/21/2010

Approved on 05/20/2010

Revised on 06/27/2012

Reviewed and Approved on 12/04/2018

Reviewed on 03/07/2023

Northcentral Technical College Wausau, WI
NTC Board of Trustees

CONFLICT OF INTEREST DECLARATION

I have read the attached Policy 2.7 – Board Conduct and Ethics Policy. I further understand that the Board and College Administration reserve the right to modify, amend, or terminate any policies or procedures. To the best of my knowledge, I have no conflicts of interest as described in Policy 2.7, except the following:

Dated this _____ day of __20____.

Signature

Name printed

Acknowledged Receipt By:

Chairperson
Northcentral Technical College

President
Northcentral Technical College Board of Trustees

Date

Date



Board Conduct and Ethics

Board Policy 2.7

Statement of Expectations

It is the policy and expectation that each Board Member shall provide leadership, guidance, and direction for the College by promoting the vision and mission, upholding the reputation, and fostering the economic well-being of the College. Each Board Member shall:

- a. Act in the best interests of our students and the entire College community.
- b. Exercise the duties and responsibilities with integrity, collegiality, and care.
- c. Represent the College in a positive and supportive manner at all times on and off campus.
- d. Act according to Board policies and the laws of the United States and the State of Wisconsin, and local ordinances.
- e. Create an atmosphere in which diversity of opinion is welcomed and respected, controversial issues or different philosophical stances can be presented fairly, and in which the dignity of each individual is maintained.
- f. Cultivate a sense of group responsibility for collective rather than individual decisions.
- g. Refrain from engaging in conduct that may embarrass the College or adversely affect its reputation or the Board's governance.
- h. Enforce upon itself whatever discipline is needed to govern with excellence.
- i. Attend all regular and special Board meetings, unless excused from attendance.
- j. Refrain from public comments on Board matters without Board authorization or according to Board policy.
- k. Comply with policy governance.

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- a. Maintain unconflicted loyalty to the interests of the College. This accountability supersedes any conflicting loyalty such as that to advocacy or interest groups and membership on other Boards or staffs. This accountability supersedes the personal interest of any Board Member acting as an individual consumer of College services.
- b. Observe the *Wisconsin Open Meetings Law*, Secs. 19.81-19.98, Wis. Stats., adhere to agenda items for each meeting, and not knowingly participate in closed meetings except as permitted by the *Open Meetings Law*. Board Members shall observe the *Wisconsin Public Records and Property Law*, Secs. 19.21-39, Wis. Stats.

- c. Accept the responsibility of being informed of the major initiatives of the College, the global perspective of the Wisconsin Technical College System, and related national activities such that each Board Member is better able to make the necessary decisions that maintain or strengthen our commitment to students of the College.
- d. Avoid any exercise of individual authority over the College except as explicitly set forth in Board policies or with specific Board authorization. A Board Member's interaction with the President, staff, public, press, and other entities must recognize the lack of authority in any individual Board Member or group of Board Members except as noted in Board policies or by specific Board authorization. No Board Member or Board Members may speak for the whole Board unless so designated by the Board.
- e. Not use the Board Member's position to obtain financial gain or anything of value for his/her private benefit or that of a family member for the purpose of influencing a decision or action in the discharge of the Board Member's official duties. A "family member" is defined in Chapter 19, Wis. Stat. and in College policy.

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Board Members shall maintain confidentiality of privileged or sensitive information and shall not use confidential information for personal gain or benefit or for the benefit of family or others. Confidential paper records shall be returned to the President's office for proper disposal. Board Members shall maintain the confidentiality of discussions which occur at legally held closed meetings of the Board and shall not discuss personnel or performance matters in public except in accordance with Board policies or as may be required by law.

Conflict of Interest

- a. Board Members owe a duty of loyalty to the College and to the community. Board Members must avoid conflicts of interest or the appearance of a conflict of interest with respect to performance of their duties and fiduciary responsibilities.
- b. A conflict of interest exists when the Board Member is in a position to influence, directly or indirectly, College business or College-related decisions which does or could result in personal financial gain for the Board Member or that of a family member, subject to Sec. 946.13, Wis. Stat.
- c. Members shall annually disclose their involvement with other organizations, with vendors, or any other associations which might produce a conflict as required, by state ethics statutes.
- d. A Board Member shall timely disclose a conflict of interest to the Board, or for reasons of confidentiality, to the Chairperson. When the Board will consider a matter as to which a Member has an unavoidable conflict of interest, the Member shall absent himself/herself from that portion of the meeting at which the matter is considered and voted upon. The Member shall not participate in the discussion or vote on the matter.
- e. Board Members shall not use their positions to obtain employment at the College for themselves or family members, as defined in Chapter 19 Wis. Stat. and in College policy. Board Members shall not use their positions to protect or maintain employment at the College for themselves or family members, as defined herein.

- f. A Board Member is strongly discouraged from engaging in a consensual relationship of a romantic or sexual nature involving another Board Member, employee or student. Such relationship may constitute or create a situation of alleged abuse of power, sexual or other harassment, conflict of interest, or other conduct prohibited by these policies.
- g. A Board Member who is in a consensual relationship shall disclose the nature of the relationship to the Chairperson and the President. *Administrative/Operating Guideline #206 Consensual Relationships* is incorporated by reference.
- h. The Chairperson is responsible to evaluate Board Member conflicts of interest for further action.

Harassment, Sexual Misconduct or Sexual Harassment

The College prohibits all forms of illegal discrimination, harassment, intimidation, and coercion on campus and at College-related activities and functions. The College has a zero tolerance policy for gender and sex-based discrimination, and seeks to create and maintain a campus free from sexual misconduct or sexual harassment. *Administrative/Operating Guideline #233 Equal Opportunity Education and Employment Policy* is incorporated herein by reference. Board Members shall comply with this policy in their conduct with staff, students, Board Members, vendors, and the general public and shall avoid all prohibited activity.

Abuse of Power

A Board Member shall not, by virtue of the position as Board Member, expect, demand or coerce special favors, attention or treatment from any other Board Member or employee or student of the College, or any other Entity or Individual.

- a. Board Members may not attempt to exercise individual authority over the College except as explicitly set forth in Board policies.
- b. Board Members' interaction with the President, staff, public, press, or other entities must recognize the lack of authority vested in individual Board Members except when explicitly Board-authorized.

Board Member Reporting Requirements

- a. A Board Member who has a reasonable basis to believe another Board Member has violated a Board Policy shall report the alleged violation to the President, and either the Chairperson or any Officer of the Board.
- b. A Board Member shall report his/her own alleged violation of Board Policy according to the provisions of Section 7(a). This includes, but is not limited to, conduct that may embarrass the College or adversely affect its reputation or the Board's governance under Section 1(g) of this Policy, including, but not limited to, designation of sex offender status, pending charges under state or federal criminal law, or conviction under state or federal criminal law.

Complaint Procedure

- a. This procedure applies to a Board Member who allegedly violates this Board Policy or any other Board Policy. The President, Chairperson, or Officer of the Board who has received a report of an alleged violation is responsible for determining the appropriate procedure to be followed which may include any procedure specified in the underlying Policy.

- b. A report of violation under Section 7 Board Member Reporting Requirements made to the Chairperson or Officer of the Board shall be promptly referred to the President. The process under subsections (c) through (h) shall be followed. An alleged violation which involves the President shall be referred to the Chairperson and render subsection (c) inapplicable. An alleged violation which involves the Chairperson shall be referred to the Officers of the Board and render subsection (d) inapplicable.
- c. The President, with another member of the Executive Leadership Team (ELT) present, shall inform the Board Member against whom the allegation is made of the allegation and shall meet with the Board Member and attempt to resolve the matter. If the matter is not resolved, it shall proceed to subsection (d).
- d. The Chairperson shall inform the Board Member against whom the allegation is made of the allegation if subsection (c) is not applicable or unresolved. The Chairperson, in his/her sole discretion, may meet with the Board Member at any time prior to, during, or following any investigation to discuss and resolve the matter. If the matter is not resolved, the Chairperson shall proceed to subsection (e).
- e. The Officers of the Board shall inform the Board Member against whom the allegation is made of the allegation if subsections (c) and (d) are not applicable or unresolved. The Officers of the Board may meet with the Board Member to discuss and resolve the matter.
- f. The President, Chairperson, or the Officers of the Board, at any time, may authorize an investigation of the matter by a qualified investigator, internal or external to the College. The final report of the investigation, if any, shall be provided to the Board.
- g. If the matter is not resolved, the Board may vote, by a majority of the full Board, to refer the matter, with or without a recommendation, to the Board Appointment Committee as then constituted pursuant to Sec. 38.10(1) Wis. Stat. The Appointment Committee may, by majority vote, remove the Board Member at pleasure pursuant to Sec. 17.13(1) Wis. Stat.
- h. If the matter remains unresolved, this policy acknowledges Sec. 17.13(3) Wis. Stat. which provides a Board Member is subject to removal by the judge of the appropriate circuit court, for cause.

Approved on 07/08/1996

Reviewed and approved on 08/20/2005

Reviewed on 07/09/2007

Reviewed and Approved on 07/14/2008

Reviewed on 02/17/2010

Reviewed on 04/21/2010

Approved on 05/20/2010

Revised on 06/27/2012

Reviewed and Approved on 12/04/2018

Reviewed on 03/07/2023

Northcentral Technical College Wausau, WI
NTC Board of Trustees

CONFLICT OF INTEREST DECLARATION

I have read the attached Policy 2.7 – Board Conduct and Ethics Policy. I further understand that the Board and College Administration reserve the right to modify, amend, or terminate any policies or procedures. To the best of my knowledge, I have no conflicts of interest as described in Policy 2.7, except the following:

Dated this _____ day of __20____.

Signature

Name printed

Acknowledged Receipt By:

Chairperson
Northcentral Technical College

President
Northcentral Technical College Board of Trustees

Date

Date



Board Agenda and Meetings

Board Policy NEW

Notification

Northcentral Technical College (NTC) Board meetings are public meetings and open to the public in accordance with Chapter 19, Wis. Stats. Every public notice of a Board meeting shall set for the time, date, place and subject matter of the meeting, including that intended for consideration at a contemplated closed session per Wis. Stat. sec. 19.84(2), as amended.

Agenda

The Board shall assume and exercise responsibility for oversight of Board planning and agenda setting. Accordingly, each member of the Board shall have an opportunity to identify issues to be considered on the Board agenda. The Chairperson shall work with the President and Executive Assistant to the President to prepare and disseminate the agenda.

- Consent Voting Agenda
 - Consent items are those which usually do not require discussion or explanation prior to board action, are non-controversial and/or similar in content, or are those items which have already been discussed and/or explained and do not require further discussion or explanation. Such agenda items might include, but are not limited to approval of previous minutes, approval of bills, approval of reports, etc.
 - Any Member can have an item removed from the consent agenda for separate consideration by timely request of the Chairperson. A request is timely if made prior to the vote on the consent agenda. The request does not require a second or a vote by the Board. An item removed from the consent agenda will then be discussed and acted on separately immediately following the consideration of the consent agenda.
 - The remainder of the consent agenda can be voted on with one vote, omitting the challenged items.
- The College Vision, Mission, Community Benefit Statements, Core Beliefs/Values, and Strategic Directions will be reviewed annually.
- Subjects for major policy issues to be discussed and acted upon by the Board will be developed on an annual basis.

Meetings

The regular meetings of the Board shall be held monthly (no meeting is held in November), subject to change by call of the Chairperson with the approval of the Board. Proper notification of all Board meetings shall be given to the public and the news media as required by the Wisconsin Open Meetings Law. Based upon Wisconsin Statutes, all regular and special meetings of the Board shall be open to the public, with the exception of closed sessions.

The Board will conduct an annual organizational meeting on the second Monday of July for the purpose of administering the Oath of Office to newly elected Board Members, election of Board Officers, and approval of meeting dates. (Wis. Stat. sec. 38.08(3), as amended)

Unless suspended or waived, the rules of parliamentary procedure according to the current edition of *Robert's Rules of Order* shall govern those proceedings to which they are applicable.

All committee, regular, and closed session meetings will be accessible via virtual or phone options; however, Board members are encouraged to attend meetings in-person unless the member is prevented from physically attending due to personal illness or disability; employment or family conflicts; or weather-related emergencies.

Public Comment

An opportunity for public input, called Public Comment, shall be available at each Board meeting. Public Comment periods are not considered to be public hearings or a forum for public debate. Certain ground rules will be followed regarding the Public Comment at Board meetings. These ground rules are meant to protect all citizens so that the work of the Board serves everyone, not only those able to attend the meeting:

- The Chairperson will determine the total amount of time devoted to public comment at any given meeting and may establish a maximum number of individuals to be heard.
- Prior to the start of the meeting, individuals who wish to address the Board must sign-in with the Associate Vice President of Marketing, Public Relations + Legislative Advocacy, using the provided form and provide any requested information.
- Only individuals signed-in to offer public comment will be invited by the Chairperson to speak. All speakers will be required to identify themselves prior to their commentary.
- Each person may be limited to three (3) minutes and may only speak once during the public comment period.
- Individuals should not expect to engage in dialogue or discussion with members of the Board on any matters raised during the public comment period as Board members have no obligation to respond to statements made.
- Individuals recognized to speak by the Chairperson may not engage in debate or dialogue with any other person at the meeting.
- The Board will not act or comment on any matters raised in the Public Comment period that are not otherwise noticed on the agenda for a decision.
- Comments shall be respectful and courteous. Comments which do not conform to those requirements including those that are personal, threatening, attack others, are obscene or insulting, berate opposing points of view, or are properly subject to Closed Session, such as those relating to personnel matters, will not be allowed. Offending commentators or those who are disruptive will be ruled out of order by the Chairperson and shall immediately stop speaking as directed by the Chairperson. Such individuals may be required to leave the meeting.

The Chairperson will determine any follow-up needed to public commentary including, but not limited to, referring matters to the President, or suggesting a future agenda item.

Unless requested by the Chairperson from the audience, regarding a specific agenda topic, Public Comment is not allowed during other portions of the Board meeting. Meeting interruptions or other

disruptive behavior by attendees may require the assistance of Campus Security or law enforcement, if necessary, and at the discretion of the Chairperson.

Closed Session

The Board may also meet in Closed Session in accordance with Wis. Stat. sec. 19.85(1), as amended. Closed Sessions can be before, after, or anytime during a regular meeting provided proper legal notice is given. Closed Sessions are called by the Chairperson and approved by a majority of the Board for discussion pertaining to areas provided in Wisconsin Statutes. When final action is taken in proper Closed Session, the resolution and result of the vote must be made available for public inspection.

Quorum

A quorum for the transaction of business shall consist of a majority of the members of the Board, but a smaller number may adjourn a meeting. Board members should be aware of, and avoid walking quorums. A walking quorum is a series of meetings, telephone conferences, electronic communication, or some other means of communication by a number of Board members who come into an agreement regarding College business that collectively would constitute a quorum. Features such as 'reply all' and 'forward' may provide the information instantly to the number of Board members to be considered a quorum and thus violating Open Meetings Law. To avoid unintentionally creating a walking quorum, Board members should refrain from engaging in substantive discussion or coming to agreement on a uniform course of action among separate groups of members.

Minutes

The President, under the direction of the Secretary of the Board, shall keep, or cause to be kept by the Executive Assistant to the President, complete records of all actions (motions and resolutions) of the Board meetings through the minutes. In accordance with Wis. Stat. sec. 38.12(4), the minutes of the Board meeting shall be published in the *Wausau Daily Herald* and on the NTC website within forty-five (45) days after the meeting.

The minutes of a meeting shall be sent to the members of the Board before the meeting at which they are to be approved. Corrections to the minutes may be made at the meeting at which they are to be approved.

Created and Reviewed on 03/07/2023

FY23 Capital Project by Fund Balances as of 2-28-23

Project	Plan	Obligations & Actuals	Remaining Balance	% Complete	Notes
Learning/Instructional Capital Equipment	1,760,944	1,149,560	611,385	65%	
PROJ00000002 CHS HVAC Upgrades (Phase 1)	457,257	263,040	194,217	58%	
PROJ00000006 Consulting	428,868	252,000	176,868	59%	
PROJ00000008 Data Cabling	80,229	54,515	25,714	68%	
PROJ000000103 AE (Academic Excellence) Office Reconfiguration	156,554	156,554	-	100%	
PROJ000000104 Health Occupations Industry 4.C	700,000	68,643	631,357	10%	
PROJ00000015 Industry 4.0	1,822,328	1,557,447	264,881	85%	
PROJ00000016 Lighting Upgrade to LED	50,000	440	49,560	1%	
PROJ00000017 Mechatronics Trainers	17,000	-	17,000	0%	
PROJ00000020 NTC Connect	291,453	67,592	223,861	23%	
PROJ00000021 PC Replacement	191,293	131,762	59,531	69%	
PROJ00000023 PeopleSoft Upgrades	163,032	107,752	55,280	66%	
PROJ00000026 Security Cameras & Equipment	114,446	8,210	106,236	7%	
PROJ00000027 Servers	568,783	379,649	189,134	67%	
PROJ00000028 Sidewalk/Curb Replacement	22,955	22,955	-	100%	
PROJ00000029 Software	1,916,958	1,496,861	420,097	78%	
PROJ00000030 WAN Leases	161,117	96,568	64,549	60%	
PROJ00000034 VetTech Lab/Classroom Renovation	109,210	100,573	8,637	92%	
PROJ00000035 Welding Dust Collection	2,966	2,966	-	100%	
PROJ00000036 Wood Saw Filing	194,518	41,271	153,247	21%	
PROJ00000037 Workday	4,745,399	3,710,447	1,034,952	78%	
PROJ00000038 Virtual Learning Lab Software	200,164	130,752	69,412	65%	
PROJ00000040 User Experience	630,551	446,279	184,272	71%	
PROJ00000041 Merrill Lot Improvements	911,700	532,640	379,060	58%	
PROJ00000042 Library	35,149	5,000	30,149	14%	
PROJ00000043 Starfish	74,275	30,647	43,628	41%	
PROJ00000044 Phillips Campus Roof	51,399	51,399	-	100%	
PROJ00000045 Elevator Modernization	93,514	93,514	-	100%	
PROJ00000046 Scheduling Software	141,331	71,634	69,697	51%	
PROJ00000047 Advanced Manufacturing and Engineering Renovation	12,023	12,023	-	100%	
PROJ00000074 Miller Welding Agreement	63,024	-	63,024	0%	
PROJ00000075 Motorcycle Safety Capita	135,330	21,697	113,633	16%	
PROJ00000078 A241 Counseling Lab Renovation	54,262	54,262	-	100%	
PROJ00000079 Blacktop Resurfacing	123,201	123,201	-	100%	
PROJ00000080 AME Lab Floor Refinishing	49,994	49,994	-	100%	
PROJ00000081 CHS Lab Stool Replacement	25,200	25,200	-	100%	
PROJ00000082 Corridor Carpet Replacement	93,011	79,029	13,982	85%	
PROJ00000084 Protective Shatterproof Entry Glass	25,000	-	25,000	0%	
PROJ00000085 Red Shed	250,000	21,850	228,150	9%	
PROJ00000086 Industry 4.0 AI	300,000	-	300,000	0%	
PROJ00000087 Burn Tower Repairs & Improvements	4,522	4,522	-	100%	
PROJ00000088 Feed Storage Building/Canopy	83,536	83,536	-	100%	
PROJ00000089 Loafing Shed	8,380	8,380	-	100%	
PROJ00000090 SEC Electrical & Gas Service	85,000	7,988	77,012	9%	
PROJ00000091 Storage/Machine Building	328,575	328,575	-	100%	
PROJ00000092 Exterior Brick Façade Replacement	40,000	-	40,000	0%	
PROJ00000093 Space Utilization Study	40,000	-	40,000	0%	
PROJ00000094 Michigan Tech Electromechanical Engineering Renovation	50,000	-	50,000	0%	
PROJ00000096 CollegeNet	92,813	92,813	-	100%	
PROJ00000097 Communication Technology Center/Studio 7	663,355	660,860	2,495	100%	
PROJ00000098 AE(Academic Excellence) Faculty Training Center	137,215	137,215	-	100%	
PROJ00000099 A Building Offices	28,680	28,680	-	100%	
PROJ00000100 Landscaping	7,704	7,704	-	100%	
PROJ00000101 Workforce Training Classrooms - A Building	1,829	1,829	-	100%	
PROJ00000102 General Facilities Projects	68,559	68,559	-	100%	
PROJ00000103 Clark Island	65,000	-	65,000	0%	
PROJ00000104 Grow Pod	25,000	14,250	10,750	57%	
PROJ00000106 Electrical Fabrication Trainers	15,000	14,181	819	95%	
PROJ00000107 Ag Center Offices	51,535	51,535	-	100%	
PROJ00000108 EMS/CNA Facilities Swap	72,442	72,442	-	100%	
PROJ00000109 WTPD Staff Offices	200,000	23,487	176,513	12%	
PROJ00000110 Mechanical Systems Trainer	69,452	65,403	4,049	94%	
PROJ00000111 Head Saw Simulator (Emberg)	70,400	70,400	-	100%	
PROJ00000112 Pittcon Memorial National College Grant	10,000	-	10,000	0%	
PROJ00000113 Medical Assistant Renovation	-	41,125	(41,125)	#DIV/0!	FY24 Prespend
Total	20,544,219	13,201,411	6,242,026		

Diesel/CDL Advisory Committee Meeting Minutes

Date: 10/11/22

Time: 12:00 pm

Location: Zoom & Merrill PS110

Attendees

Industry Members:

- Marty Robbins – Marathon Cheese Transport, Committee Chair
- Marty Draxler - Draxler Transport
- Teri Soderholm - Krueger Wholesale
- Eric Antonson – Kenworth
- Scott Hoffman - Midstate
- Jon Shimel - JXE
- Ross Bodenheimer -Sutton Transport
- Jason Krause - WI Kenworth
- Kasey Schneider - JXE
- Evan Lang - ELM
- Justin Sheley – Penske

NTC Team:

- Greg Cisewski – Dean, School of Agricultural Sciences, Utilities & Transportation
- Bobbi Lee - Learning Coordinator, School of Agricultural Sciences, Utilities & Transportation
- Paul Strehlow – Associate Dean, School of Public Safety & Community Services
- Shane Heilmann – Dean, School of Public Safety & Community Services
- Doug Behnke – NTC Instructor
- James Eckardt – NTC Instructor
- Andrew Borski – NTC Instructor
- Mike Sewell - NTC Instructor
- Mary Lou Zettler – NTC Simulation & Equipment
- Gera Peterson – Administrative Assistant, School of Public Safety & Community Services

Other:

- Sara Guild – WATEA

Welcome & Introductions

- Marty Robbins welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.
- The group discussed how Cory Heckendorf would no longer be a part of the Committee as a Co-chair. Marty Robbins was then elected to stay on as the sole Committee Chair person.

Update and highlights from last Meeting

- Approval of minutes from last meeting – April 21, 2022. No changes were made. Minutes were approved.

College-Wide Initiatives

- Paul Strehlow, Associate Dean of Public Safety and Community Services gave an overview of the NTC College Updates Fall 2022 Advisory Committees PowerPoint.
- Paul mentioned wanting to highlight the Diesel technician apprenticeship. This was brought up at the last spring meeting. It is a 1-year program that will lead to a technical diploma. Greg discussed options for students to earn diplomas. Greg mentioned there are also some 3-credit Agriculture classes being offered this summer that will lead to a certificate. These credits are all transferable. He also talked about assistants and Apprenticeship in the Diesel program. They mentioned that it was best for students to start apprenticeships in the fall, but they could still start at any time.

Workforce Training and Professional Development Initiatives

- Paul discussed how NTC's Workforce Development team can put together industry wide trainings that multiple companies can attend. If you have a certain specific skill you want people training on, we can put together a class for that as well. Please let us know what your needs are for trainings.

Industry Trends

- The members went around the room and discussed the following: Marty R talked about how barrels of oil were being cut and leading us into a world-wide recession. He also mentioned that it used to take 18 months to get equipment, but now it's gone down to about 9-12 months, so he thinks something is changing or loosening up. Eric talked about pricing, and how it is hard to get tires and radar chips right now. He mentioned that they won't commit to pricing/estimates for anything that is electronic or logic-based. Jason brought up how they are noticing a push toward Electric Vehicles (EV technology). He also talked about how interest rates are climbing and people are spending less. He has also noticed that it is very hard to get parts. Jon talked about "needing safety equipment for the safety equipment". Jon also said that hybrid vehicles

are not a thing anymore, and that it is all going to EV! Marty D continued the EV discussion by talking about how it didn't seem practical for long-range driving. They would have to wait about 8 hours for it to charge! Marty R mentioned that they don't have enough resources to manage such big fleets of trucks. Greg talked about the college committing money to Diesel expansions. He talked about not being able to do EV outside, and needing a new building or building expansion in order for them to be able to work inside. The group also discussed how autonomous vehicles have risk factors. Eric discussed hydrogen fuel vehicles and Jon continued this by talking about using hydrogen to create electricity. Terri S mentioned that they are still looking for drivers! She said they want their Class A's to have 1-year experience, but Class B's don't have to. The group talked about people waiting to use the shop stalls and how efficiency is not very good right now. Evan finished this discussion by talking about how prices change weekly and it's hard to pass that on to customers. He also mentioned that CPC's are hard to find and prices have sky-rocketed!

Instructional Area/Program

- **Enrollment Report**

- **CDL** – Paul talked about how numbers are up compared to last year. We had 43 students complete the CDL program over the last year. Plus, we still have one more Class A starting in November with another potential 12 students. Our Class B hasn't had as much traction. We've had 2 sections run so far with only a couple students, and we are hoping to advertise this more in the future.
- **Diesel** – James talked about retaining 9 students from last year. They started off with 9 which is down from usual. Greg said they are hoping this Apprenticeship will help students who want to work right away.

- **Schedule**

- **CDL – Class A & B** - Paul mentioned the huge need for truck drivers and he talked about how our 3rd Full time Instructor has allowed us to run more classes. He said that we try to run 9 Class A sections per year and 3 Class B sections. Our Class A is currently 8 weeks and Class B is currently 5 weeks. We will discuss wanting to change the length of the Class B section later in the meeting.
 - Marty Draxler brought up wanting to train students on the side. He would want NTC to do the paperwork and he would train/teach them. We are currently working with Brad Gast to see if this type of idea could work.
 - Terri wondered if we would do an online portion for Class B, and she offered to help NTC design a shorter class. Doug and Mike discussed how Class B is 5 weeks right now and they would like to change it to 3 weeks.

- **CDL Expansion**
 - **New Driving Pad Update** – Paul reminded the group that we have a new driving pad at Merrill. Approximately 200 x 500. It is being blacktopped this month. This is helping us a lot when we run 2 classes at the same time.
 - **Positions (part-time IA's)** – Paul reiterated that we are still looking for help! We need more part-time IA's to help with classes. Spread the word! We are very flexible on days/hours that they could work. There is a job link on the website.
- **Capital Equipment Purchases**
 - **CDL (2 Tractors & 53' trailer)** – Paul mentioned that we are looking to purchase 2 tractors (1 manual and 1 automatic). We are also approved to purchase a 53' long trailer. Doug has been working on trying to obtain a trailer for us. The group had a discussion regarding processes/procedures, and issues regarding purchasing used and new trailers.
 - **Diesel** – James talked about being approved to replace our Detroit engine, and how we're getting quotes. We are also looking for a new shop press (in the 50-70-ton range), but we haven't gotten quotes yet. We are also looking to get a stand-alone HVAC trainer.
 - James also asked the group to watch for starters and alternators that they could use for disassembly training for the students.
- **New Faculty**
 - **CDL Faculty/Examiner- Billy Leggett** – Paul talked about how Billy had recently moved up from an IA to becoming Faculty in the spring of 2022 and how he is currently training to be a CDL Examiner.
 - **Diesel Faculty- Andrew Borski** – Greg introduced Andrew as the newest Diesel Faculty member. We are happy to have him!
- **ELDT Rules-Pass Rates** – Mike Sewell discussed how the quality of candidates who are able to pass on the 1st try has gone way up! We are getting better qualified students. State-wide passing rate is about 80% and the NTC passing rate is 99%.
- **NAPFTD Regional Meeting Update** – Mike talked about this being a publicly funded truck driving school, how places are working on following those ELDT rules, and he discussed how quality is better than quantity. He mentioned that NTC is doing things correctly!
- **Course Offerings/Training Needs**
 - CDL
 - Stand-alone Hazardous Materials Course – Mike talked about this being a Hybrid course option, meaning it would have an online portion. It would be run through Brad Gast's people in WTPD. We are still discussing if this could be run fully online or not.

- Class A CDL with restrictions on platform couplings (Pintle Hook Offering)
 - Doug mentioned there being some interest in us offering a 4-week Pintle hook class. We have a truck and trailer for it. We are looking into this as another class option.
- Training Needs – Paul asked what the group might be looking for.
 - Jon talked about wanting a shorter training time for students.
- Diesel
 - Diesel Apprenticeship Program – Greg reviewed the Apprenticeship program that he discussed previously.
 - Greg also talked about Farm Tech days and how there was a lot of interest in the CDL program.
 - Ag Equipment Certification – Greg mentioned that he discussed this previously.

Program Modifications Discussion

- **Approval to reduce Class B (Straight Truck) Program from a five-week certificate to three-week certificate** – Paul talked about wanting to shorten the length of time for the Class B Program.
 - The group approved making this change.
- **Removing Commercial Learner Permit Prep course from Class A (Truck Driving) Technical Program** – Paul talked about removing this as a requirement for the Class A program. It is just a 1 credit class. NTC would still offer a CLP online class for students, but it would be optional. This should also reduce the cost for students.
 - We discussed how these changes would take effect by 2023-2024.
 - The group approved making this change.
- **Description Changes – Diesel** – James talked about wanting to change the wording on a lot of their course descriptions on the website.
 - The group approved the changes.

Other items

- Marty D mentioned that they have received great quality from NTC.

Next meeting schedule & agenda items discussion

Next meeting will be held at the Diesel Building on April 18, 2023 from 12:00pm-1:30pm.

Fire Advisory Committee Meeting Minutes

Date: 10/12/2022

Time: 6:00 pm

Location: Merrill PS110 or Zoom

<https://ntc.zoom.us/j/89771477125?pwd=NUZDSkxPOHJWdEhCVFd3UVpETnhCQT09&from=addon>

Attendees

Industry Members:

- Robert Pound – Retired (SAFER)
- Steve Meilahn – Retired
- Phil Skoug – Merrill Fire Department
- Scott Gomoll – Merrill Fire Department
- Jason Minks – Kennan Fire Department (Committee Chair)
- Jason Foth – Spencer Fire Department
- Dave Briggs – Wausau Fire Department
- Joe Bozinski – Village of Maine Fire Department

NTC Team:

- Shane Heilmann – Dean of Public Safety & Community Services
- Paul Strehlow – Associate Dean of Public Safety & Community Services
- Mary Lou Zettler – Simulation & Equipment
- MaiGer Moua- Student Success Advisor
- Brad Gast – Dean of Workforce Training and Professional Development
- Kyle Lech – Fire Faculty
- Gera Peterson – Public Safety Administrative Assistant

Welcome & Introductions

- Jason Minks, Committee Chair, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and highlights from the last Meeting

- Approval of minutes from the last meeting on April 13, 2022 – Jason Minks asked the group about the minutes from last time. Bob Pound made 1st motion to approve the minutes and Steve Meilahn made 2nd motion. Motion passed.

College-Wide Initiatives

- Paul Strehlow, Associate Dean of Public Safety and Community Services gave an overview of the NTC College Updates Fall 2022 Advisory Committees PowerPoint.

Workforce Training and Professional Development Initiatives

Brad Gast, Dean of Workforce Training and Professional Development shared the following:

- Professional Development opportunities- There are several fire related opportunities that are being shifted over to the Professional development team to run and manage. These include Controlled House Burns and Flashover trainings. We will start to see more of these trainings being offered through Professional development. It is an exciting time and we hope to serve these needs for everyone.
- Please continue to provide feedback on what you want and need for training. That is how we develop our training plans for the next 6 months and year. We want to continue to serve our local community in this area so please contact us with questions and ideas.
- Other opportunities- We are offering more community-oriented Ed classes like culinary classes. We are trying to get people back out again after being locked down for a long time. Each week we have a Tailgating cooking class based on who is playing against the Packers. There are also other classes for things like professional speaking, and active gardening.
- Apprenticeship- We are working on expanding in this area. There are additional grant funds from the state of Wisconsin Department of Labor that are going to employers who have apprentices in their employment. We are working with employers to expand. There is one for Diesel technology and we are working on 3 apprenticeships in the Transportation industry (Automotive Technician, Automotive Collision, Automotive service writer). We are also exploring opportunities in early childhood, medical lab tech lobotomy, and HR representative. The apprenticeship piece is really starting to become multi-industry. We are trying to help figure out how to create work-based learning opportunities because no one wants to wait 2 years for employees anymore.
- Bob Pound brought up an issue regarding Districts and how fire classes are supposed to be run by the College that is covering the district that the fire department lies within. The group discussed the need to look into this further. Brad mentioned that colleges are

supposed to follow those rules and he will follow up with surrounding districts at upcoming meetings.

- Steve Meilahn brought up questions regarding House Burns. Brad and Shane clarified that WTPD will be working on any potential future house burns. There are not any House Burns scheduled yet.

Industry Trends

- The committee members went around the room and discussed the following: Jason Minks mentioned that they were busy earlier in the year, but it's slowed down now. Steve Meilahn is just busy with retirement right now! Phil Skoug discussed how they would have 2-3 people retire within the next few months, and that they would have some new employees soon. Phil also mentioned how he used our Merrill Burn tower and our Village for training recently (he used the smoke machine in the village). He talked about continuing their training and how they are doing lots of fire prevention right now. Joe Bozinski thanked NTC (and Bob Pound) for completing an Entry Level driver operator class for them recently and he said it has been very beneficial for his people. Dave Briggs said they are working on annual training plans and trying to make sure everyone is prepared for fire suppression and other things like water rescue and ice rescue training that are coming up. Dave also mentioned that he was working with NTC to bring a nationally represented speaker to our area to provide Leadership opportunities and even firefighter marriage discussions. They hope to get the speaker here by sometime in February.

Program Updates

Paul Strehlow, Associate Dean and Fire Coordinator, and Kyle Lech, Fire Faculty, discussed the following:

- **Enrollment Report** – Kyle went over the enrollment info for Certified FF1 classes on Tuesdays & Thursdays. There is a day class and a night class. There are 8 total in the day class (6 program students and 2 CE students). We are seeing an increase in program students. There are 25 in the night class (15 CE, 2 program, & the rest are self-pay). There is about a week break after the class gets done and then we have 2 Haz Mat Ops classes running afterward. Most of those FF1 students will move on to Haz Mat Ops if they want to get state certified. There is a Certified FF2/Advanced FF Concepts class (Monday night class in Merrill with 12 students) and there is another Certified FF2 class in Stratford with 16 students in that class. That will be 28 total going through FF2. We also have a FF1 and FF2 Practical on 12/17 at Merrill. We also have Entry Level Driver/Operator Pumper running with 19 students in Marathon, and Phil Skoug will be running another class at Kronenwetter over the weekend with 10 in his class. That would be a total of 29 in those Pumper classes. There have been close to 40 students

that have run through Entry Level Driver/Operator alone over the summer/fall. We are doing a lot of driver operator training. Kyle is also teaching a Certified Driver/Operator Pumper Part 1 & 2 at Riverside FD this year. He runs it as a hybrid (zoom online lessons and then meet in person for the practicals). There are 15 students in that one. We are looking at doing a Pumper practical on 12/3 at the Wausau campus. We are also holding a Certified Fire Officer class that's being held up at the Phillips campus. The Officer class only has 6 right now. We know there has been big requests for this class so we will probably be holding another one in the spring. As far as Associate classes, we have our Special Rescue class with 6 students, and we also have 3 Virtual college classes running right now. There are only about 4 students enrolled in those VC classes.

- Kyle discussed how there has been interest in flashover classes. We are still looking into this for the fall or spring. There have been some really great learning opportunities from these classes.
- Kyle also discussed the CPAT numbers and trends. There were 32 students over the summer, income was around \$4500. There has been a steady influx. There are students coming from all over the state for testing. Kyle went over numbers from the previous semesters and it's been consistent. Word has gotten around that we are open & running every other week and we are getting good enrollment.
- **Program Information** – Paul discussed a 10 credit EMR/Fire fighter technical diploma. It is made up of Fire Fighting Principles, and EMR Part 1 and EMT Part 2. There was a big push to get this running. Jason and the rest of the group discussed how many departments are short on EMT basics right now. Even Kyle has seen how departments have had to change staffing because of the EMT shortages. No one knows exactly why interest has waned so much.
- **Program recruitment/events (Farm Tech Days, Build Your Future, Wausau Fire Open House, and K-12 Events).** – We have had a lot of programs the last few months. We had Farm Tech Days recently in Loyal. Mary Lou helped with this and we had our Fire Engine and CDL trucks there. We also just had "Build Your Future" at the farm. It was a huge event. Kyle and Bob helped at the farm event and mentioned that there were some interested students. Paul also discussed how they've been working with Wausau Fire to have an open house in the fall. There was a lot of recruitment and information at the event. Mary Lou is working with our K 12 events now. We are partnering with schools to bring students in to NTC to highlight our programs. There is a lot of planning and logistics that goes into these events. Mary Lou has been getting familiar with all of our programs and she already has a great background in simulation equipment. We are happy to have her working with us on these events.

Program Modifications discussion

- **Updating VC Curriculum** – Paul mentioned that we are working on our VC program. We have been working with Dan and Kyle to make a bunch of curriculum changes. Most of our current curriculum is outdated and not accurate. There are more students taking these classes and we need to make sure we have all the current curriculum for them.
- Kyle and the group discussed how we weren't sure if this program was going to make it in the beginning, so we were slow to update all the classes. The group also talked about the differences between textbooks over the years.

Facilities/Equipment

- **Capital Equipment – HERF, AARP** – Paul discussed how we have been working on securing capital for a Fire Vent trailer. We are looking at the academy model which is the biggest model they have. Probably 24' x 12'. We are also planning to add some things to it like storage compartments, a hydraulic jack, and a ladder package. Kyle mentioned that we hope to be able to take it to a training site and not have to borrow equipment from anywhere else. Kyle also mentioned that the price has increased dramatically since we first asked for this item, so we are going to take whatever we can get. Kyle also discussed the trailer dimensions and said this will be the most realistic vent training that we can provide. The group discussed that there will also be some consumable materials that go with it.
- Paul discussed how we plan to make more of our equipment accessible for departments to use. Bob Pound brought up the topic of making sure our instructors receive training on the different types of equipment before they are allowed to use them. Kyle stressed that the trailer company will provide training on how to set up the trailer prop and how to use it. Steve Meilahn said we need to have more Train-the-trainer sessions in general for all of our staff. Paul agreed that we need to set up more training for staff.
- Paul also mentioned that we got a power ajax chisel kit (for vehicle extrication), an oscillating nozzle head, and we will be getting 14 new sets of turn out gear. We will be getting boots, helmets, and gloves later in the year. The staff also discussed some tool kits that we are looking into getting. Dave and Phil both mentioned that their departments have looked at different tool vendors to find the best options.
- **Recent Purchases** – We have also purchased more SCBA's, and we got a gear dryer recently. Kyle also mentioned that we've picked up a 45-foot banger ladder for free recently.

- **Burn Tower Inspection and Repair** – Paul discussed how we had an inspection done on the Tower last November and we got a report on all the repairs that needed to be done. We have contacted Facilities and given them this list of things that need to be done. We placed an order for \$15,000 of new sheet metal to go in the burn room. There are a lot of other things that need to be fixed. It is on our radar and we are working on making it safe. We are also doing a good job of monitoring the burn temperature data system, but we are considering updating that system in the Tower. We would like to update it and then pull that data every semester so we have better records. The group discussed some different Bluetooth options that are available for the temperature readers.

Other Items

- **Advisory Committee Recruitment** – Paul mentioned that we are always looking for more people from across our district. Please continue to let us know if anyone is interested in joining so we can get them on our email distribution list.
- **Fire Class Scheduling** – Scheduling is due soon, but we will still be working on that over the next few weeks.
- **Spring 2023 Class Requests (Due by 8am on 10/24)** – If anyone has any class requests, please get them to us soon. We want to make sure everyone is heard and we can try to accommodate as many requests as possible. Please send class requests to firetraining@ntc.edu. The group discussed ways to get more information out to department contacts via email lists. We are working on creating and updating email groups, and we would like to have NTC join more fire groups and receive their information.
- **Wausau Fire/NTC Partnership (SAFER Grant)** – Wausau Fire Dept is hiring 17 new positions. Dave Briggs discussed how they are short 5 normal positions due to retirements and people moving back to home departments. The city budget also allowed for them to add 3 more positions and then we have 9 positions that were added through the SAFER grant. Dave gave more details regarding the SAFER grant. It will fund employees for 3 years and then they have money that is earmarked to continue to fund those employees permanently after the 3 years are up. Dave discussed how they were going to fill the positions. They received about 34 applicants and narrowed those down to 27 based on the applicants' qualifications. They have moved a few of those people along in the process. They are going to be doing hiring in phases. There are students who have had paramedic and Fire 1 already or that are currently in classes at NTC and they will be fast-tracked to be put on at the end of the year. The next phase is to be onboarding FF1/EMT's. The city does not have any desire to lower their services so they

will be sending them through paramedic school with NTC. They met with Shane, Paul, and Will from NTC regarding getting all the details set up. They are not planning on continuing this type of massive onboarding in the future. They are hoping to return to more normal hiring processes. They have started some interviews and will be doing more in November. The job market has dictated what they need to do right now and it was a very big thing for them to receive this SAFER grant.

- Scott Gomoll asked about written agreements with the students regarding payments for education, and Dave discussed how they are working with HR on some 2-3-year agreements, sharing grades, and some other details regarding some potential student reimbursement situations. Dave also gave some more details on the new hires (with less training) being paired up with more experienced rescue and ambulance employees on shifts.

Next meeting schedule & agenda items discussion

- The next meeting is set for April 12, 2023 at 6:00pm. It will be in-person at Merrill with a catered Dinner. There will also be a Zoom link option for those who cannot attend in-person.
- 1st Motion was made by Bob Pound to adjourn the meeting, and Steve Meilahn gave 2nd Motion to adjourn. Meeting adjourned at 8:09 pm.

Medical Assistant Advisory Committee Meeting Minutes

Date: 12/15/2022

Time: 12:00pm – 1:30pm

Location: Zoom

Industry/Student Board Members

- Carrie Arrowood, Operations Assistant Manager, Marshfield Clinic
- Gina Backus, Operations Manager, Marshfield Clinic (Mosinee and Wittenberg Centers)
- Amber Burrow, Clinical Coordinator, ENT Associates
- Jodi DeBroux, Nurse Practitioner, Marathon Cheese Health Clinic
- Kessa Erickson, Nurse Practitioner, Marshfield Clinic Family Practice
- Tammy Freese, Operations Manager, Urology Specialists of Wausau
- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital
- Dara Hynes, MA Student
- Miranda Kasper, HR Specialist, GI Associates
- Tammy Kirsch, Community Member, Independent Sales Director at Mary Kay
- Heidi Kramer, Director of Talent Acquisition and Workforce Planning, Marshfield Clinic
- Lyndsay Leach, Nurse Manager (Outpatient Behavioral Health), North Central Health Care
- Mary Moore, Supervisor of Organizational Development, Aspirus – Langlade Hospital
- Liz Porter, HR Business Partner, Aspirus Medical Group
- Juanmanuel Rocha, CMA/NTC Graduate, Marshfield Clinic
- Suzette Samuels, Medical Assistant Recruiter, Marshfield Clinic Wausau/Weston
- Maria Tannah, Human Resources Business Partner, Marshfield Clinic Health System
- Malafu Taitia, Operations Manager, Quad Medical

Attendees

Industry Members:

- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital
- Dara Hynes, MA Student

- Miranda Kasper, HR Specialist, GI Associates
- Liz Porter, HR Business Partner, Aspirus Medical Group
- Juanmanuel Rocha, CMA/NTC Graduate, Marshfield Clinic
- Suzette Samuels, Medical Assistant Recruiter, Marshfield Clinic Wausau/Weston
- Malafu Taitia, Operations Manager, Quad Medical

NTC Team:

- Laura Ahonen, Associate Dean of Allied Health
- Becky Leopold, Administrative Assistant
- Nicole Roberts, Medical Assistant Program Director and Faculty

Welcome & Introductions

Laura Ahonen, Associate Dean of Allied Health, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and shared which facility they represented.

Update and Highlights from Last Meeting

Laura Ahonen, Associate Dean of Allied Health, gave the following updates and highlights from the spring 2022 advisory board meeting:

Apprenticeship Updates:

- Not currently running at NTC.

Laura asked Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital, if she could speak, or give an update, on the apprenticeship at Aspirus. Mason spoke that Aspirus runs their own apprenticeship program that is separate from the one at NTC. The Aspirus program is a 10 week paid internship that starts at the beginning of the semester and runs up until the student/employee reaches their practicum. When the student/employee moves into their practicum, Aspirus tries to keep them (the student/employee) in the same clinic and then they get hired into that clinic upon completion of their practicum. Mason also was able to share that a barrier for Aspirus not being able to utilize the NTC apprenticeship program was due to how the pay structure was set up. Mason isn't sure if this was something set up at the state level, but, as the student/employee moved through the program, a requirement was to provide wage increases as they moved through the program. As an organization, that is not

something that Aspirus can do as their organization does merit based wage increases. If NTC is reconsidering standards and statues, the required wage increases was the reason Aspirus was not able to utilize this program through NTC.

Laura shared that she and Nicole (Roberts) have a meeting with Katie Metko, Apprenticeship Manager (at NTC) to discuss and take another look at the NTC Medical Assistant Apprenticeship Program.

Malafu Taitia, Operations Manager, Quad Medical, asked if there was a document outlining the Apprenticeship Program criteria. Nicole Roberts (Medical Assistant Program Director and Faculty) indicated she will obtain that information from Katie Metko, Apprenticeship Manager, and will forward to those who would like it.

Graduate Surveys:

- Overall the students felt the program prepared them for employment as a Medical Assistant. Students had a good experience in the program and felt the college provided the necessary resources and support.

Employer Surveys:

- Employers felt that the students did come well prepared for their practicum.

Resource Assessment:

- This is an important tool used to ensure that any deficiencies in the program can be identified immediately and that a specific action plan can then be developed and followed.

Cengage Updates:

- Cengage is working well.
- Students benefitting from technology and resources available.
- Some occasional technical difficulty with the platform, however, that was able to be resolved.

College-Wide Initiatives

Laura Ahonen, Associate Dean of Allied Health, shared a power point presentation showcasing current college-wide initiatives at Northcentral Technical College (NTC) and in the School of Health Sciences (SOHS). An outline of what was shared is below:

Welcome from the President:

- On behalf of the staff at NTC, thank you for serving as a member of a program advisory committee! Your willingness to donate time and share your expertise is critical in order to keep our program content and technology current and viable in an ever changing global economy. We appreciate your generous donation of your time and talent to our programs. –Dr. Jeannie Worden

Meet the NTC Board Of Trustees:

- Tom Felch (Central), Chairperson
- Paul Proulx (Central), Vice Chairperson
- Charlie Paulson (West), Secretary/Treasurer
- Troy Brown (East), Member
- Sherry Bunten (East), Member
- Tucona Crowder (Central), Member
- Michael Endreas, Member
- Keith Langenhahn, Member
- Heather Renzelmann (Central), Member

New Wausau Virtual Tour is LIVE!

- Marketing team has been updating the videos in all campuses.
- The [Wausau Virtual Tour](#) is live! You will notice that the tour includes 360 landing images and interactive hot spots at various tour stops. Check it out!
 - Student Life
 - Timberwolf Union
 - Spoons/Culinary Lab
 - Studio Max Salon & Spa
 - STEM Center
 - Automotive Lab
 - Machine Tool Lab
 - Welding Lab
 - Engineering & Advanced Manufacturing Center of Excellence
 - ITEC Lab
 - “A” Building
 - Timberwolf Learning Commons
 - Center for Health Sciences
 - Timberwolf Suites

- Agriculture Center of Excellence

COVID Update:

- The Executive Leadership Team (ELT) continues to monitor COVID levels and spread in our area and plans to be open as normal for the fall semester. NTC is a mask-friendly campus.

School of Health Science Updates:

- Healthcare 4.0
- Radiography (JRCERT) Site Visit – October 13 & 14, 2022
- Nursing (ACEN) Site Visit – November 2-4, 2022
- New Faculty – Surgical Technology, Medical Assistant, and Nursing Assistant
- CNA (Certified Nursing Assistant) Program will be relocating into the School of Health Building – 2nd floor

Student Support:

- The following are resources available to our students:
 - Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
 - The **NTC advisor** can help connect the student with other emergency financial, computer and community resources
 - **Timberwolf Table**, NTC's food pantry for students
 - **Timberwolf Learning Commons**, with library, tutors and coaches available
 - Student Scholarships
 - **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax, and have fun.

Facilities Update:

- "A" Wing:
 - Combining the Business and General Education Areas
 - Workforce Training and Professional Development relocated to the former School of Business area

- Alternative High School relocated to the Center for Business and Industry
- Industry 4.0 – Smart Manufacturing Lab opened this fall for students
- Communication Technology Center of Excellence has opened
- Vet Tech Building is open and located at the NTC Agricultural Center of Excellence

Program Goal(s)

Laura Ahonen, Associate Dean of Allied Health, reviewed the Medical Assistant Program Goals (minimum expectations) and it reads as follows:

The goal of the Medical Assistant Program is to prepare competent entry-level medical assistants in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains. The NTC Medical Assistant Program is accredited by the Commission on Accreditation of Allied Health Programs (CAAHEP), on the recommendation of the Medical Assisting Education Review Board (MAERB). This means that the curriculum is carefully regulated to ensure that it includes essential components and meets standards mandated by this organization. Accreditation allows the graduates of our medical assistant program to complete the national certification examination administered by the American Association of Medical Assistants. When graduates successfully complete this examination, they are known as Certified Medical Assistants and may use the title CMA.

Those members in attendance today agree with the program goal as stated.

Workforce Training and Professional Development Initiatives

As part of the Workforce Training and Professional Development Initiatives, flyers for the spring 2023 Mindtrekkers event are attached. In addition, the Workforce Training and Professional Development division is offering lifestyle and community courses, which are coming up on the schedule. These classes are to include dance classes, art classes, health courses, public speaking courses, and culinary classes. There is also a new page on the NTC website for the Workforce Training and Professional Development offerings. On this page you will see various trainings and services that NTC, and this division, are offering. The web page now is divided into continuing education courses, life enrichment and community courses, and there is a section on apprenticeship offerings. To access this new and exciting page, please visit www.ntc.edu, and select “Workforce Training & Professional Development” (located at the top of the page) and

you will be able to view all of the offerings. If you have any needs or questions, please reach out to Brad Gast, Dean of Workforce Training and Professional Development at gast@ntc.edu.

Industry Trends

Laura Ahonen, Associate Dean of Allied Health, asked if those attending today's advisory board meeting would be able to give updates on the following items: industry trends, COVID policies, staffing updates.

Malafu Taitia, Operations Manager, Quad Medical, shared that his facility uses the EPIC system and they are working toward assisting patients who wish to use the virtual health option. This involves understanding what the patient is experiencing trying to log into the system and access videos and how to best support them. With this, he would like to see the younger Medical Assistants have more empathy for those patients who are not tech savvy and more patience to assist them with their needs.

Suzette Samuels, Medical Assistant Recruiter, Marshfield Clinic Wausau/Weston, states system wide Marshfield Clinic has gone to the Cerner platform with the intent to have all the Marshfield Clinic locations operating under one system for their health records. Marshfield Clinic has lifted the masking requirement in the non-patient areas. However, when meeting with patients or in the common public areas, masks are required to be worn.

Liz Porter, HR Business Partner, Aspirus Medical Group, indicated that at Aspirus they, too, have the ability to forego the wearing of masks if they are not in patient areas and are not in common areas (such as the hallway, cafeteria, clinical settings etc.).

Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital, added that students still need to be (COVID) vaccinated or have an approved, signed declination to be in their clinical roles. There has been no feedback recently about any skill set that the students are lacking, or struggling with, when they go to Aspirus for their clinical rotation.

Miranda Kasper, HR Specialist, GI Associates, states there are no new changes or modifications in the clinics at this time. As for masking, the mask requirement has been dropped within the clinic for staff and patients. Miranda is unaware of any new skills or equipment in the clinic setting.

Juanmanuel Rocha, CMA/NTC Graduate, Marshfield Clinic, spoke that he doesn't have anything new on the clinical side. During COVID he was seeing a greater usage of the electronic blood

pressure machines versus taking patient blood pressures manually. If an electronic blood pressure is taken and the numbers for the patient are concerning, then they would switch to a manual blood pressure.

Dara Hynes, MA, Aspirus Pediatrics, noted that her clinic just started doing the lead and hemoglobin tests in the unit versus sending patients down to the lab. Dara states that there isn't anything that she has been asked to do that isn't within her skill set.

Program Updates

Laura Ahonen, Associate Dean of Allied Health, shared the following Medical Assistant program updates with the advisory board.

Enrollment & Retention:

- When the number of students who graduated is higher than the number of students enrolled, this indicates that students from a different semester (for example one of the part time tracks) have graduated from the program.

Laura asked Nicole (Roberts, Medical Assistant Program Director and Faculty), how many students will be allowed to enroll in the program for the spring 2023 term. Nicole states that there will be 18 students allowed to enroll. Nicole also wanted to note that spring enrollment tends to be lower than in the fall.



2021 and 2022 CMA (AAMA) Exam Results:

	Taken Exam	Passed	Failed
1/1/2021 – 12/15/2022	13	10	3

Malafu Taitia, Operations Manager, Quad Medical, asked Laura if there as a remedial process for the students who do not pass the CMA (AAMA) exam. Nicole Roberts (Medical Assistant Program Director and Faculty), answered by sharing that the certification is not a requirement programmatically, but is more so a requirement in the industry. The MA program does their best to prepare students to sit for the exam prior to graduation. If the student is unsuccessful in passing that exam, post-graduation students are always welcome to reach back out to faculty for assistance, for study strategies etc., but there is not a formal remediation process. Malafu also wondered if there is a pay differential between those who have received their certification versus those who have not. Nicole believes that most of the organizations do offer a pay difference for those who are credentialed and those who are not. Nicole asked if any of the industry members at today's meeting could speak better on this topic.

Suzette Samuels, Medical Assistant Recruiter, Marshfield Clinic Wausau/Weston, shared that her facility does have two different pay grades for MA versus a CMA. She also explained that in addition to accepting the CMA they also accept RMA (Registered Medical Assistant). In addition, Suzette wondered if there was any difference in the difficulty of the testing for the CMA versus the RMA. Nicole (Roberts, Medical Assistant Program Director and Faculty), spoke that the test structure is a little bit different, but the overall content is the same. Nicole also notes that there is a lot of misconception about the RMA, as there is another organization out there called a ARMA (American Registry of Medical Assistants), which is strictly a registry that graduates of their affiliated programs can pay to have their name put on a third party listing stating that they are a Medical Assistant. This can be very confusing as the acronyms are very similar.

Liz Porter, HR Business Partner, Aspirus Medical Group, shares that her facility does, also, have two pay rates based on certified and non-certified status.

MAERB Annual Review Form (ARF) Threshold Outcomes:

Year	Retention	Graduate Participation	Graduate Satisfaction	Job Placement	Employer Surveys Sent	Employer Satisfaction	Exam Participation	Exam Passage	# Graduates by Admission Year	# Graduates by Year of Graduation
	>=60%	>=30%	>=80%	>=60%	=100%	>=80%	>=30%	>=60%		
2021	91.67%	50.00%	100.00%	100.00%	100.00%	100.00%	80.00%	87.50%	9	10
2020	68.18%	75.00%	100.00%	80.00%	100.00%	80.00%	75.00%	86.67%	15	20
2019	92.31%	70.00%	92.86%	90.00%	100.00%	100.00%	95.00%	84.21%	12	20

Currently there are six second semester students in the Medical Assistant Practicum.

Student Perspective

Dara Hynes, MA Student, spoke on her experiences while taking the Medical Assistant Program. Dara shared that she did her practicum at Aspirus and it was an amazing experience and everyone was very encouraging to her as she learned.

Employer Perspective

As previously discussed in this meeting, no one in attendance today has had any issues with students skill set as they came into facilities for their practicum. Should anyone have any questions/comments/suggestions, please reach out to Nicole Roberts at robertsn@ntc.edu.

Program Modifications Discussion

Laura Ahonen, Associate Dean of Allied Health, moved the meeting forward to discuss the current MA program and what was discussed at the most recent WTCS (Wisconsin Technical College) Medical Assistant Aligned Meeting.

Clinical Medical Assistant Program discussion:

Medical Assistant Options

The Medical Assistant Technical Diploma is a 32 – 33 Credit Program. In addition to our full-time option, we continue to offer two part-time options; five-term & six-term



Current Medical Assistant Program:

Medical Assistant Technical Diploma

32-33 Credits Total

MEDICAL ASSISTANT TECHNICAL DIPLOMA – 1ST SEMESTER

18-19 credits

Medical Asst Admin Procedures
Human Body in Health & Disease
Medical Asst Lab Procedures 1
Medical Asst Clin Procedures 1

College 101

Digital Literacy for Healthcare

Med Term

Culture of Healthcare or Written Comm

MEDICAL ASSISTANT TECHNICAL DIPLOMA – 2ND SEMESTER

14 credits

Pharmacology for Allied Health
Med Asst Lab Procedures 2
Med Asst Clin Procedures 2
Med Office Insurance & Finance
Medical Law, Ethics & Professionalism
Medical Assistant Practicum

WTCS Medical Assistant Alignment Meeting Update:

Wisconsin Technical College System (WTCS) Medical Assistant Aligned Meetings

- WTCS PD and AD meeting to discuss ideas for ways to get qualified candidates into MA positions more quickly in order to meet the current demand.
- Culture of Healthcare
 - Course title changed to Contemporary Healthcare Practices
 - A competency was added on culturally mindful practices.
- Digital Literacy for Healthcare
 - Identified telehealth as something that should be addressed in the revision.

In addition to sharing the above information, Laura also shared there has been a recent discussion amongst the Medical Assistant Program Directors as to how the programs can deliver more MA's into the industry sooner as the demand for them is currently high. A couple of the colleges proposed to create a program called Clinical Medical Assistant, which would be a one semester program plus two weeks of practicum. As the course would only be one semester, the courses would be combined and the focus would be on patient care, but not the administrative role that Medical Assistants have. Laura and Nicole have spoken briefly about this option and reviewed the notes from the other colleges. Many of the other colleges felt that shortening the clinical portion to two weeks would result in lower, and lesser, patient care. Also, if the program was shortened, content could be missed that is vital to quality care and rooming of patients.

Laura paused the meeting at this point to ask those in attendance at today's meeting their thoughts on shortening the MA program.

Dara Hynes, MA Student, agrees with not shortening the program. She feels a shortened program would have had an effect on her ability to do (and learn) what she needed to in order to be prepared for the workforce.

Malafu Taitia, Operations Manager, Quad Medical, agrees (to not shorten the program) as it generally takes a solid two to three months to train a MA who has completed a full program. However, Malafu expressed that there could be a solution where the industry knows exactly what knowledge the new employees have and they (the industry) develop a path to continue

the learning process while understanding their deficiencies. The training of a new MA, once hired, would need to be more intensive if they went through the abbreviated program. Malafu also questioned if CNA (Certified Nursing Assistant) graduates could take the abbreviated MA track and then test for their CMA as a way to get more CMA's into the field.

Dara spoke that previous to coming into the MA program, she was a CNA/OB Tech for 26 years and she still felt she needed every single day in class and practicum to learn her skill set as these two roles (CNA and CMA) are two very different jobs.

Laura asked if anyone else had any thoughts. No one else on the board had anything to add.

Substantive Changes

Laura Ahonen, Associate Dean of Allied Health, shared the following changes that have occurred in the School of Health Sciences as it pertains to the Medical Assistant Program.

Program Personnel:

- Laura Ahonen is NTC's new Associate Dean of Allied Health.
- Nicole Roberts is the new MA Program Director and Faculty.
 - Carissa Doleshal, CMA (AAMA) is a new adjunct to the MA program.

Addition of new practicum site:

- Surgical Associates has been added as a new practicum site for students.
 - The first MA student is completing their practicum at this site for fall 2022.
 - Both the student and the site have reported having a great experience thus far.

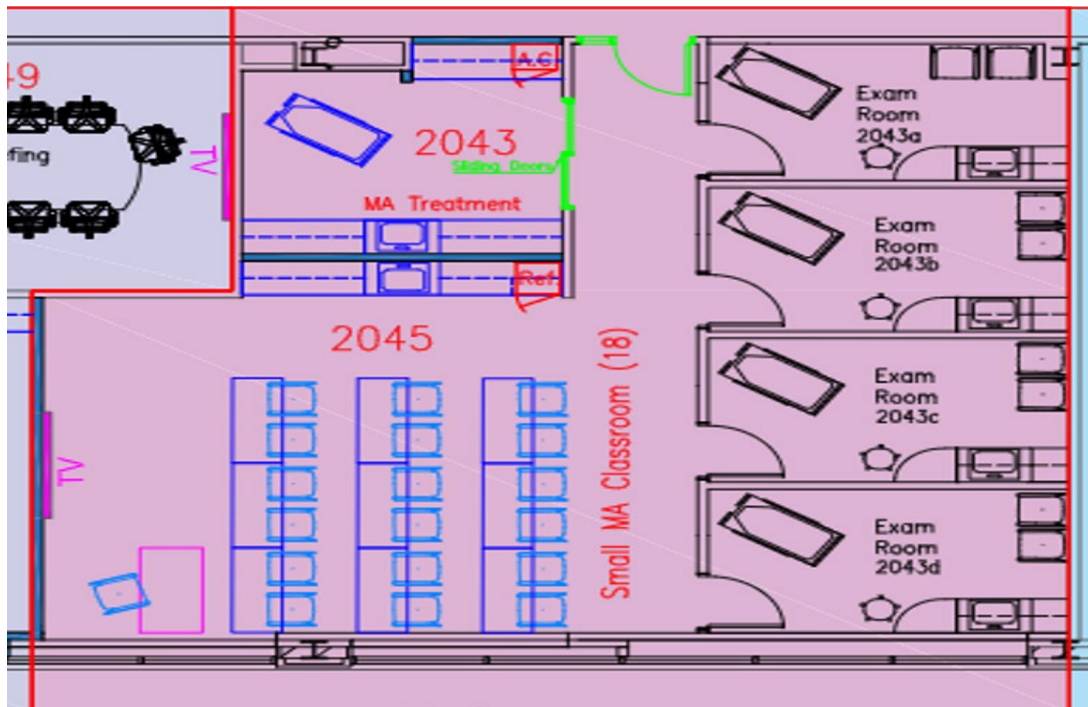
Facilities/Equipment

Laura Ahonen, Associate Dean of Allied Health, provided an update on a remodel that will be occurring to the Medical Assistant classroom area.

Remodeling Update:

- The current space for the MA program is planned for a remodel, and the proposed remodel will include:

- Adding a MA Treatment Room (room 2043)
- Adding an Autoclave (room 2043)
- Adding a small refrigerator (room 2043)
- Redesigning the current classroom space.



MA Program Strengths and Areas of Improvement

Laura Ahonen, Associate Dean of Allied Health, asked if anyone attending the meeting today had anything to add for program strengths or for areas of improvement.

Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital, is very happy that NTC is adding Telehealth to their MA curriculum. This tool is used frequently at Aspirus and sometimes there is a little bit of a gap in learning this as it's not easy to pick up on. By adding Telehealth into the curriculum, this should help close that gap.

Other Items

Laura Ahonen, Associate Dean of Allied Health, asked if anyone had anything else they wished to discuss at this meeting. No one had anything else, so the meeting moved on to the next agenda item.

Next Meeting Schedule & Agenda Items Discussion

The spring 2023 Medical Assistant Advisory Board date and time was not scheduled at this meeting. As the spring semester nears, more information will be emailed to the advisory board. If you have any topics for upcoming meetings, or would like to speak to Nicole, please reach out at robertsn@ntc.edu.



Date	Event	Troy Brown	Sherry Buntin	Tuona Crowder	Michael Endreas	Tom Felch	Keith Langenhahn	Charlie Paulson	Paul Proulx	Heather Renzelmann
2022										
MONDAY July 11	Annual Organizational Meeting	X	X		X	X	X	X	X	X
July 21-23	WTC DBA Summer Meeting (NTC)		X			X			X	X
August 16	Regular NTC Board of Trustees Meeting	X	X	X	E	X	X	X	X	X
September 27	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	E	X
October 6-8	WTC DBA Fall Meeting (CVTC + Zoom)								X	
October 18	Ribbon Cutting: Industry 4.0: Smart Manufacturing Lab		X			X	X		X	
October 18	Regular NTC Board of Trustees Meeting	E	X	X	X	X	X	X	X	E
December 6	Regular NTC Board of Trustees Meeting (Lunch at 12:00 p.m. w/Foundation Board)	X	X	E	X	X	X	E	X	X
December 10	Graduation (10:00 a.m. @ The Grand Theater)			X		X			X	
2023										
January 10	Regular NTC Board of Trustees Meeting	X	X	X	X	X	E	X	E	X
January 11-13	WTC DBA Legislative Seminar (Madison)					X			X	
February 5-8	ACCT National Legislative Summit (Washington, D.C.)*								X	
February 7	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	E*	X
March 7	Ribbon Cutting: Studio 7									
March 7	Regular NTC Board of Trustees Meeting									
April 4	Regular NTC Board of Trustees Meeting									
April 20-22	WTC DBA Spring Meeting (Gateway Technical College)									
May 2	Regular NTC Board of Trustees Meeting									
May 20	Graduation (Wausau West Fieldhouse)									
June 6	Regular NTC Board of Trustees Meeting (Public Budget Hearing at 12:00 p.m. Lunch at approx. 12:15 p.m. Regular Meeting at 1:30pm)									

All Regular NTC Board of Trustees Meetings begin at 1:00 p.m. and are held on the Wausau Campus located at 1000 W. Campus Drive, Wausau, WI 54401 in Timberwolf Conference Center/Room D100 and via Zoom unless otherwise noted.

Prevail Bank Phillips branch manager retires

Feb
02

2023

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PHILLIPS — Cherie Lenz, the Prevail Bank branch manager in Phillips has retired after 25 years in the banking industry, according to a Jan. 27 press release from the bank.

"I truly appreciate the years of service Cherie has provided our Phillips branch as well as the surrounding communities," said Renée Leinfelder, senior vice president of Retail for Prevail Bank. "She has built some amazing relationships and friendships over the years. I have enjoyed working

with her and wish her many years of happiness in her retirement."

Lenz started her career as a loan teller/assistant with Time Federal Savings Bank in 1998, and worked her way to savings leader and then to branch manager. TFSB changed its name to Prevail Bank in early 2019, after an expansion of the mutual bank with the acquisition of River Cities Bank and its branch locations around Wisconsin.

"Working in the banking industry has been very rewarding in so many ways," said Lenz, adding that she and her husband will retire together to resume a woodcrafting sideline and



SUBMITTED PHOTO

Prevail Bank-Phillips branch co-workers surround Branch Manager Cherie Lenz and present her with parting gifts on the occasion of her retirement on Jan. 26, 2023. From left, Bobbi Taylor, Kim Heizler, Cherie Lenz, Tony Morgan and Christine Moidl.

sell handcrafted art and décor at fairs and events.

Over her banking career, Lenz said she has met "many wonderful and unique individuals."

"It's amazing how all of the different backgrounds and leadership styles have made a lot of memories for me," she said. "I have learned a lot from my teammates and will take that knowledge into my next chapter."

Lenz graduated from Northcentral Technical College with an accounting degree at age 38 while working full-time in a sewing factory. She had an interview with then TFSB manager Colleen Guzinski, and was hired before she graduated from NTC.

The relationship with customers through day-to-day interaction and through sponsoring many community events was also a joy of the job, she said.

"Daily interactions with my staff and customers were my reasons for coming to work every day," Lenz said.

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Medford grad's business is all about the dogs

Karlee Batchelder of Elite K9 offers in-home dog training services throughout northcentral Wisconsin

BY BRIAN WILSON
NEWS EDITOR

Medford native Karlee Batchelder is putting her passion and knowledge to work as the owner and founder of Elite K9 LLC.

Since opening her business in July 2022, Batchelder has traveled to clients' homes throughout the region to provide obedience training for puppies to older dogs.

Batchelder offers a variety of options for clients customized to their needs and what they are looking for. She said it can be working with dog owners to pick certain commands for their dogs to use, others may need to work on aggression issues or a dog's fear of strangers. She said the length of each program varies on what the particular needs are for the client and the dog.

Working with clients at their homes provides Batchelder the ability to work with the dogs where they are familiar with their surroundings and are at ease. She said the classes may or may not include participation of the dog's owner depending on what the client wants to do.

Batchelder sees clients in an area from Wausau to Eau Claire and from Marshfield to Phillips. Her pricing includes the travel from her home in Medford as well as the training tools and treats. She explained that leashes, toys and treats can be different motivators for the animal.

In addition to traveling to people's homes for individual lessons, Batchelder offers group classes at the Seidl Center at the Taylor County Humane Society. These classes focus on basic obedience, potty and crate training for puppy owners as well as people who have gotten rescue dogs from shelters.

Typically, Batchelder said she will ask that a puppy be at least four months old to begin training. She also said that she has worked with older dogs, noting that it is possible to teach them new things.

She said for older dogs it is a matter of rewriting everything and bringing them a little more structure to gain obedience.

She said that a major part of what she does is work with the owners to have them keep up with the obedience training going forward. She said dogs will know who they can get away with not obeying and who they can't. She encourages people to continue making reinforcing the training a part of their daily habits such as having the dog sit and wait before going outside or eating their dinner.

She also said it helps to make training time a fun and playful time for the dogs so that it is a positive experience for both the pet and the owners.

"The biggest thing is to get the dog to know what you are expecting of them," she explained.

The length of time for lessons varies from six weeks with one lesson a week for the most common course, to complete 10-week programs. She said the way she has it set up, owners can spread out sections to do the full program over a period of time.

She noted that for some trainings, such as dealing with aggression issues, it may require more frequent sessions in addition to sessions both at the client's home and at other locations to address socialization issues. "Sometimes there is a benefit to taking them out of their comfort zones," she said.

Since opening Elite K9 last summer, Batchelder said she has seen steady business with clients recommending her to others.

Batchelder said she got into the dog training business due in part to her passion for working with animals.

"My passion to work with dogs and become a dog trainer started when I was very young. During my childhood, we always had a dog present in our family. I have always loved all animals, but my love for dogs grew stronger each year," she said.

She is a 2018 graduate of Medford Area Senior High School. She knew that she wanted to work with animals but wasn't interested in becoming a veterinary technician.

She also had interest in eventually having her own business so took business classes at [Northcentral Technical College](#) graduating in fall 2021 with an Associates Degree in Small Business Entrepreneurship.

In January 2022, she traveled to Hanceville, Alabama



SUBMITTED

Since opening her business last summer, Medford native Karlee Batchelder has been busy putting her passion and love of working with dogs to work with her dog training business, Elite K-9. Batchelder comes to clients' homes to work with their dogs for a variety of training options. She also offers group classes at the Seidl Center at Taylor County Humane Society. Batchelder has a business degree from [NTC](#) and completed dog-training certification from Highland Canine School for Dog Trainers in Hanceville, Alabama.

where she completed a 12 week Obedience and Behavior Modification Program at Highland Canine School for Dog Trainers.

"As I was deciding what to do after High School, I found Highland Canine School for Dog Trainers and practically made my mind up in that moment. I decided it was important to complete my Associates Degree in Business first and then continue to dog training school after," she said.

She graduated from the program at the end of March 2022 as a Certified Professional Pet Dog Trainer. She went back to Hanceville in May 2022 to gain more experience and completed a two-month internship at Highland Canine School for Dog Trainers in Obedience and Behavior Modification. During May and June 2022, she also completed Search and Rescue training and is certified with her dog Karma in Scent Discriminate Trailing and Wilderness Search and Rescue.

Getting started in her business, Batchelder said it has worked well to go to clients' homes rather than have the overhead costs of her own facility. However, she said a goal is to have her own location some day to make it easier to see more clients. For now she said she enjoys doing what she is doing and helping dogs and their owners lead happier lives.

People may learn more about the services offered by Batchelder and Elite K9 online at her company website [dogtrainingcentralwi.com](#).



Class ACT starts community building project



SUBMITTED PHOTO

Fifield Fire Department No. 1 Chief William Felch, center, receives his tailor made "Like and Eagle" banner from Chequamegon Class Act Charter School members, from left. Bailee Mitcham, Malia Forsberg, Sophia Scherwinski and Caleb Jarvis.

BY **TOM LAVENTURE**
tlaventure@pricecountyreview.com

PARK FALLS — When the six senior classmen of Class ACT Charter School graduate later this spring there will be room to grow and continue the program within the Chequamegon School District. Class ACT Charter school gives students an opportunity to learn while working on projects that incorporate their core subjects into a non-traditional classroom environment.

The students have engaged in a "Like An Eagle" community banner project where they get businesses, organizations and government offices to display a custom designed banner supporting the school district. So far, the city of Park Fall and the Park Falls Public Library, the towns of Fifield, Peeksville, Shana-golden, Eisenstein and Jacobs have all approved banners.

"We talked to them and asked them if they wanted a banner," said David Dispensa, the Class Act advisor. "Class ACT is paying for the banners for Towns and Cities within the Chequamegon School District attendance area, and they

will be soliciting businesses within the community to help support the schools by purchasing customized banners of their own."

Class ACT is a program for self-motivated students to study their academic subjects in student and teacher-led projects in conjunction with community learning experiences. An advisor and school counselor assist students with designing personal learning plans and non-traditional learning outside high school such as college and online courses.

"The students have a classroom in the Chequamegon High School building in Park Falls, along with space in the school forest," Dispensa said. The program gets students college and career ready with the understanding that not every student is geared to sit in a traditional classroom for eight hours of classes."

The students are all Chequamegon Eagles, he said. It's just a separate institution that affords the Class ACT program a bit more flexibility to help kids focus on what they want to do after high school.

Class ACT can individualize programs and give students a path so that

they know what they will be doing by the time they graduate. Class ACT is also project-based learning that includes going out into the community to build social skills, life skills, project learning and financial management.

"We have been doing a ton of stuff here trying to build community involvement," Dispensa said.

The students talked about enjoying the opportunity to take any class in the high school they choose. Students have the option to take an alternative learning version through Class ACT, if it better suits their individualized learning plan, he said. It might also afford them time to complete college courses before they graduate.

Elliot Eggleston, a senior, said he joined Class ACT in his junior year so that he could participate in the welding program at [North-central Technical College](#). He is able to leave the high school around noon for the welding program and expects to complete the program and become certified by the time he graduates high school."

SEE ACT • PAGE A3



Feb
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2023

Page
A01

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Phillips, Price County Review

» ACT

FROM PAGE A1

"When you do graduate, you can get contracted to a company," Eggleston said.

Class ACT doesn't just get him out of class, but it provides the flexibility to complete his academic work in a way that wouldn't be possible in the traditional classroom.

Malia Forsberg does most of her coursework in Class ACT but takes human anatomy and physiology as a dual credit class with the high school. "The program is flexible and supports a focus on career plans," she said.

"We choose those classes based on our career interests to help us get a head to start," Forsberg said.

She is also taking dual credit college classes at Northcentral Technical College. She will start her CNA certificate program in March as a college requirement for a degree in registered nursing. Her goal is pediatric nursing and knows she will be working in the health field.

"I just want to start off with nursing because I feel like that's where my biggest calling is," Forsberg said.

After completing her

CNA classes, Forsberg will take an "Accuplacer test to get placed in the nursing school because it is a very competitive program", she said. She will be starting out in Duluth or Medford, depending on which college she chooses, and going wherever it takes her.

"Maybe I'll become a traveling nurse someday," Forsberg said.

Sophia Scherwinski said she has a resort job to hold onto while she navigates the scholarship process. Her schooling will be to study dog grooming. She wants to run her own business.

Gii-We-Din Goodman is completing high school through Class ACT while working toward his tribal license. Once approved he will be considered a member of the tribe, which will hopefully bring opportunities, such as college scholarships.

Goodman is still thinking about what he wants to do after high school. For now, he is working with the Class ACT hydroponics unit that was donated by Price Electric. The produce, primarily lettuce and sprouts, take 26 days from seed to harvest with about 30 plants a week in rota-

tion that are harvested for the school food service.

The hydroponics planning inspired freshman Class ACT student Caleb Jarvis to expand the idea on what it would take for an aquaponics project to work with colonizing Mars. It started with a group dietary project and where the vitamins and minerals come from, and a collaborative learning experience which combines several subjects into a project.

The seniors give the younger classmen support to help them get comfortable in their new educational environment where there is no set schedule, just project deadlines. Self-motivation is very important in Class ACT and a student who is already motivated in general education is probably going to enjoy the independence they have to do their work in Class ACT.

"We can explore everything that they want to explore," Dispensa said.

"We can go in all sorts of directions. But students being self-motivated and confident of themselves the key."

For information on Like An Eagle banners, call 715-762-2474 ext. 2261 to leave a message with Dispensa, or email ddispensa@csdk12.net.

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Stratford FFA excited for 25th Dairy Breakfast at Country Aire on June 4

Members of the Stratford FFA are looking forward to assisting the Stratford FFA Alumni with the milestone 25th June Dairy Breakfast.

The breakfast is being planned for Sunday, June 4 at Country Aire. Stratford FFA Alumni members have been planning this special event since clean-up at last year's breakfast. Stratford FFA members assist with preparing the breakfast Friday evening and then serving on Sunday morning. The Stratford FFA Alumni uses the funds generated to help sponsor a portion of costs for members to attend state and national conventions, state and national leadership conferences, 2,000 plastic eggs for the annual egg hunt, college scholarships, SAE grant award money, local proficiency award money, and FFA jacket grants.

In addition, when FFA members plan special community service projects that need funding, they propose their projects to the alumni for sponsorship consideration. Over the years, the alumni has also saved for larger projects, like sponsoring \$25,000 toward the greenhouse project and recently paying

for the new shade cloth and installation.

The alumni have also paid for netbooks, printers, tools for the agriscience department, equipment for labs, the aquaculture system, new picnic tables for the shelter, and more. Recently, the Stratford FFA

Alumni paid for the bus costs for agriscience students to tour the NTC lab farm facilities and attend Swiderski Equipment Agricultural Technology Exploration Day to learn more about precision agriculture. The Stratford FFA Alumni is definitely a valued supporter of

the Stratford FFA through their dedication, expertise, mentoring, and sponsorship.

If you would like to be involved in the Stratford FFA Alumni or volunteer for the 25th Dairy Breakfast, email bewirkus@gapps.stratford.k12.wi.us.



PANCAKES ON DECK - This year's 25th June Dairy Breakfast will be held on June 4 at Country Aire. The Stratford FFA Alumni have been planning it since last year's event.



Primrose gifts NTC students bags full of kindness



Primrose residents deliver Kindness Bags to NTC students. (WSAW)

By [Sean White](#) and [Tom Zurawski](#)

Published: Feb. 16, 2023 at 7:55 PM CST | Updated: Feb. 16, 2023 at 9:15 PM CST

WAUSAU, Wis. (WSAW) - The residents at Primrose Retirement Community delivered some enlightening gifts to some Northcentral Technical College students on Thursday.

The residents made 60 "Kindness Bags," filled with candy, treats, and motivational quotes, and delivered them to nursing students. Primrose has been delivering these random acts to NTC students for years now as well.

Students are always very appreciative of the residents and it never fails to put a smile on their faces.

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Wausau Fire Dept. works with NTC for first-ever, in-house EMS training



The collaborative class with Northcentral Technical College is funded by the city from ARPA funds

By [Hannah Borchert](#)

Published: Feb. 14, 2023 at 5:01 PM CST

WAUSAU, Wis. (WSAW) - For the first time ever, the Wausau Fire Department is collaborating with Northcentral Technical College to train new paramedics. The department recently hired 17 new staff members and six of them are taking part in the 9-month parametric training.

Record call volume has prompted the Wausau Fire Department to hire new staff, but it's been a struggle to hire qualified members. "It's been hard to find candidates that have been applying to go into the fire service as well as the pre-hospital medical care service as well so this was a solution," said Jared Thompson, EMS division chief, Wausau Fire Department.

NCHC began working with the Wausau Fire Department for their first-ever in-house firefighter paramedic training. Wausau previously only hired pre-qualified paramedics and although the new staff isn't as qualified, they're working on getting them up to speed.

Thompson said the partnership between the department and NTC is a win-win and allows them to not just teach the national and state curriculum, but also teach the areas specific to Wausau EMS.

“It is much better, I think, learning in the fire department because the City of Wausau can kind of direct us on the direction that they want us to go in our learning and kind of emphasize the things that are going to be really important in the field,” said Zachary Ihle, firefighter/paramedic student.

The course began Feb. 6 and Ihle said he’s already learned a lot. “The biggest takeaway I’ve had so far is just how important it is to work together as a team in emergency services. I think working in this classroom setting really helps to promote that teamwork atmosphere and kind of work through every problem together,” added Ihle.

Thompson said as the course advances, they’ll receive more hands-on technical training in medical emergencies like cardiac, cardiovascular, respiratory, and pediatric emergencies.

While there is a lot of technical information to cover, the end goal is simple for Ihle, “Once I’ve completed this course, I just hope to become the best parametric that I can be.”

Another incentive for the collaboration, the fire department is paying all of the course costs. Chief Barteck said the cost is covered by ARPA funding through the city. However, firefighters who complete the program have to stay and work at the Wausau Fire Department for at least three years or pay back a portion of their education costs.

Employees participating in the training will have to repay a portion of the cost of training if they leave within three years. 75% in the first year, 50% in the second year, and 25% in the third year.

Fire Chief Bob Barteck said they hope to have the students’ courses complete and fully on the job by November. He also added that they are still hiring.

To learn more or to inquire about potential course openings, [click here](#) or call the department’s non-emergency phone number at 715-261-7900.

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Social Media

Chloé Ertl is with **Paige Smith** and **2 others** in **Washington D.C.** 18h · 🌐

Washington DC was an exciting trip spent with great classmates of mine from [Northcentral Technical College](#)!

We got to go to the [U.S. Department of Agriculture](#) buildings and meet with staff and leaders within the Natural Resources Conservative Service (NRCS) organization. The best part was getting a tour of the building by the NRCS Historian and climbing 17 flights of stairs that day.

We met with some grant advisors at the [National Science Foundation \(NSF\)](#) and got to under... [See more](#)




👍❤️ 34 5 comments

Edgar School District 1d · 🌐


🎉 Today we celebrate Payton Thornton for our next Class of 2023 [#SeniorFeature!](#) 🎉

Plans After High School: Attending Northcentral Technical College majoring in Computer Support Specialist

💚 Best wishes, Payton! 💛



👍❤️ 97 17 comments




Merrill High School
22h · 🌐

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This Bluejay has a plan! Summit Hoyt will be attending Northcentral Technical College for Electromechanical Engineering. Congratulations Summit!




This senior
Bluejay has a
plan!




Summit Hoyt
Northcentral Technical College - Electromechanical Engineering

 You and 31 others

6 comments 1 share

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 Share



Merrill High School
4d · 🌐

...

This Bluejay has a plan! Cassy Kremsreiter will be attending Northcentral Technical College for Dental Hygienist. Congratulations Cassy!



This senior
Bluejay has a
plan!



Cassy Kremsreiter
Northcentral Technical College - Dental Hygienist

 You and 43 others

2 comments

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Loyal School District

3d · 🌐

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The 3D printing class had the opportunity to visit NTC's Wausau campus and [Next Step Prosthetics Wisconsin](#) to explore how 3D printing is being used in technical education and the medical fields!

At NTC, students had the opportunity to tour the campus and view all of the offerings that NTC has available such as robotics, criminal justice, and business programs. Students learned more about the benefits of 3D printing and how it has increased the speed and production of prototypes for many different industries! Thanks so much to [Northcentral Technical College](#) for their expertise and hospitality!

Our next visit was to Next Step Prosthetics in Marshfield. Next Step Prosthetics utilizes 3D printing to help create prosthetics for many different uses! We were even fortunate enough to meet a gentleman who was getting fit for a new prosthetic that day! Students had the opportunity to experience the scanning process used to create a model, and different types of prosthetic models (hands, arms, legs, etc.). It was incredible to see how realistic each element was and the science that has gone into the development of each! A huge shout out to Shy at Next Step who showed us all about the world of prosthetics and how 3D printing is being used to make it more efficient!

#LoyalProud



👍❤️ You and 64 others

1 comment 5 shares



Skyward, Inc.

1d · 🌐

...

Meet Marshall, a kind and creative content multimedia specialist on our content management and eLearning team. 🙌

Marshall recently graduated from [Northcentral Technical College](#) with a degree in graphic communications. While there, he enjoyed learning from experienced professors in a collaborative, engaging environment. See how his time as a Timberwolf prepared him for success at Skyward!

#CollegeToCareer #GraphicCommunications #ContentCreation

MY JOURNEY TO SKYWARD

Marshall S.
Content Multimedia Specialist

WHY I CHOSE NORTHCENTRAL TECHNICAL COLLEGE

"What attracted me to Northcentral Technical College was their beautiful campus along with their top-tier graphics teachers and programs. I'm a hands-on learner, so having that ability to be creative and innovative in my classes was really intriguing to me, and it felt like a perfect fit."

FIELD OF STUDY

Graphic Communications

FAVORITE CLASS

"It's hard to choose a single class because I loved all my graphic classes. My teachers previously worked in the graphics industry, which was a benefit for me because they knew the expectations companies have. They wanted me to succeed in everything I did, so that really pushed me to do better."

GRADUATED: 2022

"My biggest takeaway had to be to ask for help when I need it, and never hesitate. Help comes from the most unexpected places and times. No one is perfect, so when you are in need of assistance just ask your peers and supervisors. Don't hesitate — they will definitely help you without judgment."

ACTIVITIES

Phi Theta Kappa honors program

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2 comments 2 shares

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💬 Comment

➦ Share

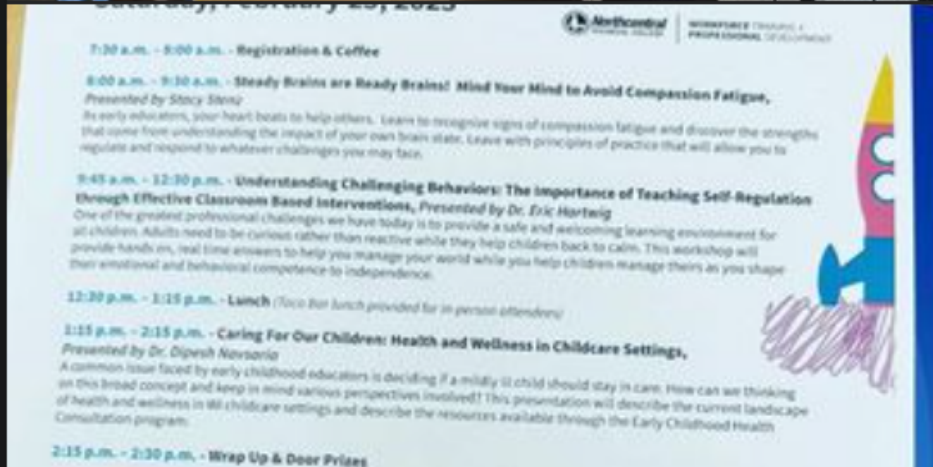


Woodson YMCA, Inc. is 🥰 feeling energized at Northcentral Technical College.

2d · Wausau · 🌐

We had a great group of Early Childhood Teachers and Leadership Staff from both of our Childcare Centers attend the Early Childhood Conference at Northcentral Technical College today! Early Childhood is so important to our society and we want to make sure our teachers have the best training and tools.

#earlychildhoodeducation #earlychildhood #teacher #braindevelopment #first5years #training #traininganddevelopment



👍❤️ You and 25 others

5 shares

👍 Like

💬 Comment

➦ Share



Hsu Growing Supply

4d · 🌐

There's still time to sign up for our Microgreens 101 class being hosted with Northcentral Technical College

For more details and to sign up - <https://www.ntc.edu/.../culinary-arts/microgreens-101/63791>



👍❤️ You and 9 others

3 comments 4 shares

👍 Like

💬 Comment

➦ Share

Derek Jon
Reels · Feb 18 · 🌐

**\$55 an hour and
\$150 a day per deim** 🧑‍🔧

4670
CORE CREW

@ELITE_WELDING_ACADEMY

This isn't my skill set. When I was growing up a 4yr degree was pushed down our throats. How many times did you hear...? "If you want to be successful, you need a 4yr degree!" Why wasn't a 2yr degree in the trades talked more about when I was growing up? I've worked a lot with our local tech school over the years. Northcentral Technical College has enlightened on many jobs that pay well more than a 4yr degree would! If I would've known this back then, my career path might have been different. The more you know... #jobs #tech #school #associates #associatesdegree #mechanical #trades #tradesman #welder #handson #handsonlearning #theheadhunter #recruiter #recruiterlife #themoreyouknow #skills #skillsdevelopment #newcareer #newcareeroportunities See less

Jon · Original audio Derek Jon · Original audio



10

1

Wausau School District
6d · 🌐

#WausauSchools Students in grades 6-8 ... It's never too early to start planning for the future! Come learn more about high school, local college options, and Academic and Career Planning (ACP)! The following will be covered:

Xello, High School Planning, College Planning, Transcripts, and Explore Options
Horace Mann Middle School: Thursday, February 23 - 4:30 to 5:30 pm
John Muir Middle School: Monday, Feb 27 - 4:30 to 5:30 pm
Register HERE: bit.ly/40vRE6y
Presented with UW-Stevens Point and Northcentral Technical College

 **Presented with UW-Stevens Point & NorthCentral Technical College** 


**START YOUR JOURNEY:
COLLEGE & CAREER READY
GRADES 6-8**


Parents/Guardians and Students: It's never too early to start planning for the future! Come learn more about high school, local college options, and Academic and Career Planning (ACP)! The following will be covered:

High School Planning College Planning
Explore Options Xello Transcripts

Please click on the following link to register:

RSVP HERE
walk-ins welcome!

 **Horace Mann Middle School**
Thursday, Feb 23rd
4:30 - 5:30 pm

 **John Muir Middle School**
Monday, Feb 27th
4:30 - 5:30 pm

Questions? Please contact:
Mann: Robbie Grzadzilewski - (715) 261-0753
Muir: Susan Holster - (715) 261-0120

You and 15 others




Forward Service Corporation
February 20 at 4:00 PM · 🌐

Back home, Matie was a successful construction and logistics business owner for over 10 years. Forced to become a refugee when life at home became dangerous, he and his family had to leave it all behind.

When they arrived at their new home, Matie connected with us to help create a new normal for his family.

With our W-2 and WAI programs and dedicated partners [Northcentral Technical College](#) and [CAP Services, Inc.](#) Work-N-Wheels, Matie was able to find a job, get his driver's license, purchase a vehicle, and get his CDL license all in less than a year of being in the US!

Read Matie's inspiring story on how he achieved his American Dream: <https://fsc-corp.org/maties-drive-to-success/>



👍❤️ 14 2 comments 2 shares

Merrill High School
February 15 at 1:49 PM · 🌐

This week, Mrs. Akey and Mrs. Murray traveled to the NTC campus with several groups of students. Pictured on the Diesel Technology Campus are Truman Shull, Micah Bronsteatter and Gage Lassa. Pictured touring the dental hygienist program are Kendel Semling and Cassy Kremsreiter. Pictured touring the nursing program is Alexis Ollhoff and Mrs. Akey. 13 million students around the nation are enrolled in CTE programs. CTE programs in secondary and postsecondary institutions are developing America's most valuable resource—its people; helping them gain the skills, technical knowledge, academic foundation and real-world experience they need to prepare for high-skill, high-demand, high-wage careers.





👍❤️ 77 4 comments 12 shares



Prentice School District

6d · 🌐

...

Today our 9th graders had the opportunity to visit [Northcentral Technical College Phillips Campus](#) Students learned about 5 fields that are available to them after high school through NTC: welding, health, public safety, machine tool, and electromechanical. The students had a great time doing some hands-on activities in each session.







You and 45 others

1 comment
3 shares

 Like

 Comment

 Share



Chequamegon School District

February 21 at 7:40 AM · 🌐

...

We're happy to put a spotlight on another member of the Chequamegon Class of '23 as part of our Celebration of Seniors. Let's hear it for Mr. Sabastian Barnabas! After Mr. Barnabas departs CSD, he will move on to new educational experiences at Northcentral Technical College. Good luck, Mr. Barnabas!

[#CSDClassOf23](#) [#CSDSoar](#)

Sabastian Barnabas

Northcentral Technical College

Class of



2023!

Saturday

May

27

Chequamegon

High School





You and 40 others

6 comments
1 share


 Like

 Comment

 Share

Wisconsin Early Childhood Health Consultation
February 20 at 6:00 PM · 🌐

Join us at the 2023 Early Childhood Conference at Northcentral Technical College in Wausau (or via Zoom)! More information can be found here:



NTC.EDU

2023 Early Childhood Conference - Conferences, Seminars, and Workshops | Northcentral Technical College



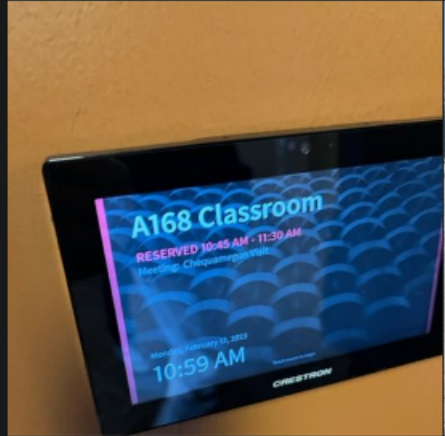
👍 You and 1 other · 1 comment

👍 Like 💬 Comment ➦ Share

Chequamegon School District
February 17 at 5:00 PM · 🌐

CHS math teacher Mrs. Eimmermann accompanied Seniors down to Wausau this week to tour the Northcentral Technical College campus. Here is what she shared:

"A group of seniors went down to NTC- Wausau today to get a tour of campus, discuss housing options and learn about scholarships. All of these students are planning to attend here in fall." ... See more

👍❤️ 20 1 share





Wisconsin Forestry Center

February 20 at 10:47 AM · 🌐

...

The [Wisconsin Forestry Center](#) is more than six months into the three-year grant-funded Wisconsin Forestry Careers Coalition, a forestry workforce recruitment and development initiative.

Hear more about our progress in our first grant progress report, covering June-December 2022. It summarizes our achievements and shares next steps for the first half of 2023.

<https://www3.uwsp.edu/.../WFCC%20Progress%20Report%20July...>

Many thanks to our key partners:

Wisconsin Economic Development Corporation

UWSP College of Natural Resources

Northcentral Technical College

Nicolet College

Division of Extension Natural Resources Institute

Wisconsin Center for Environmental Education

Menominee Indian High

School District of Tomahawk

Unified School District of Antigo

Merrill High School

School District of Rhinelander

CESA 8

CESA #9

Milwaukee Tool

Ponsse North America

Cleereman Industries Inc.

Tigerton Lumber Company

Kretz Lumber Co., Inc.

Menominee Tribal Enterprises Forestry

Wisconsin Department of Natural Resources

Wisconsin Board of Commissioners of Public Lands

Great Lakes Timber Professionals Association

Wisconsin Chapter Society of American Foresters

Grow North Regional Economic Development Corporation

New North, Inc.

Wisconsin Forestry Careers Coalition

Moving Forestry Forward



Progress Report

Issued February 2023

for the period covering July-December 2022



Wisconsin Forestry Center
College of Natural Resources
University of Wisconsin - Stevens Point



Marathon County Sheriff's Office

February 2 at 10:13 AM · 🌐

Corrections Officer Grayson Suleski was hired by the Marathon County Sheriff's Office in October of 2022 and recently completed his field training program. Grayson attended Northcentral Technical College where he obtained a degree in Criminal Justice, graduating from that program in 2021. Before coming to the Sheriff's Office, Grayson worked in a number of capacities as a security officer and brings that training and experience with him. Grayson is currently assigned to the adult jail facility. Please help me welcome Grayson to our team.



👍 You and 144 others

14 comments 5 shares

👍 Like

💬 Comment

➦ Share



Chequamegon School District

February 16 at 8:00 AM · 🌐

We're turning the spotlight on the Class of '23 as we continue our Celebration of Seniors. Next up is Ms. Bailey Beilke. Ms. Beilke's plan, post-Chequamegon, is to continue her education at Northcentral Technical College. Best wishes, Ms. Beilke!

#CSDClassOf23 #CSDSoar

Bailey Beilke

Northcentral Technical College

Class of 
2023!

Saturday
May
27
Chequamegon
High School



👍❤️ 61

6 comments 4 shares

Langlade County Sheriff's Office
February 6 at 10:07 AM · 🌐

Congratulations to Langlade County Sheriff's Office Corrections Officer Cheyanne Domino who recently graduated from the North Central Technical College Jail Officer Academy. She is pictured with Sheriff Westen and Jail Administrator Walrath.



You and 310 others 38 comments 13 shares

Like Comment Share

Jennifer Whipps Wescott is at **Northcentral Technical College**.
February 4 at 7:33 AM · Wausau · 🌐


Three weeks from today! 🎉

This is going to be a great conference for educators and parents too!

They added another speaker, and I know we all have questions about illness, childcare, and sick days. 😊

See you there 😊

*If your employer is receiving the Child Care Count Grants, they should cover your registration fee. 🙏



EARLY CHILDHOOD CONFERENCE 2023

Saturday, February 25, 2023
8:30 a.m. – 2:30 p.m. (CST.)

Collaborate · Learn · Earn 5 CEUs!


Choose how you attend!

In-Person Northcentral Technical College - Wausau, WI Main Entrance - Room E101	Virtual Online via Zoom at your own location
--	--

Cost:

★ **Early Bird: \$35** Register by February 3rd
General Admission: \$45

Learn more:
<https://bit.ly/ntc-early-childhood-2023>



Childcaring
Central WI Early Education Resources

CONTACT US FOR MORE INFORMATION:
📞 715.803.1301 ✉ ce@ntc.edu


Northcentral TECHNICAL COLLEGE | **WORKFORCE TRAINING + PROFESSIONAL DEVELOPMENT**

Northcentral Technical College does not discriminate on the basis of race, color, national origin, sex, disability or age in employment, admissions or its programs or activities. The following person has been designated to handle inquiries regarding the College's nondiscrimination policies: Equal Opportunity Officer, Northcentral Technical College, 1000 N. Campus Drive, Wausau, WI 54981, Phone: 715.803.1307

3

Ask Wausau, Wi. · [Join](#)
Alma Church · February 3 at 2:29 AM · 🌐

Hello, everyone! I am a dental hygiene student @Northcentral Technical College and I am looking for patients who could benefit from a dental cleaning and also help me meet graduation requirements 😊 Message me if you're interested in making an appointment. text/call 715-680-9511 or PM me.
cost (one-time payment): if cost is an issue, we can sort something out!
Adult:\$20
Senior: \$15
Child:\$15




👍 You and 1 other 2 comments 2 shares

👍 Like 💬 Comment ➦ Share

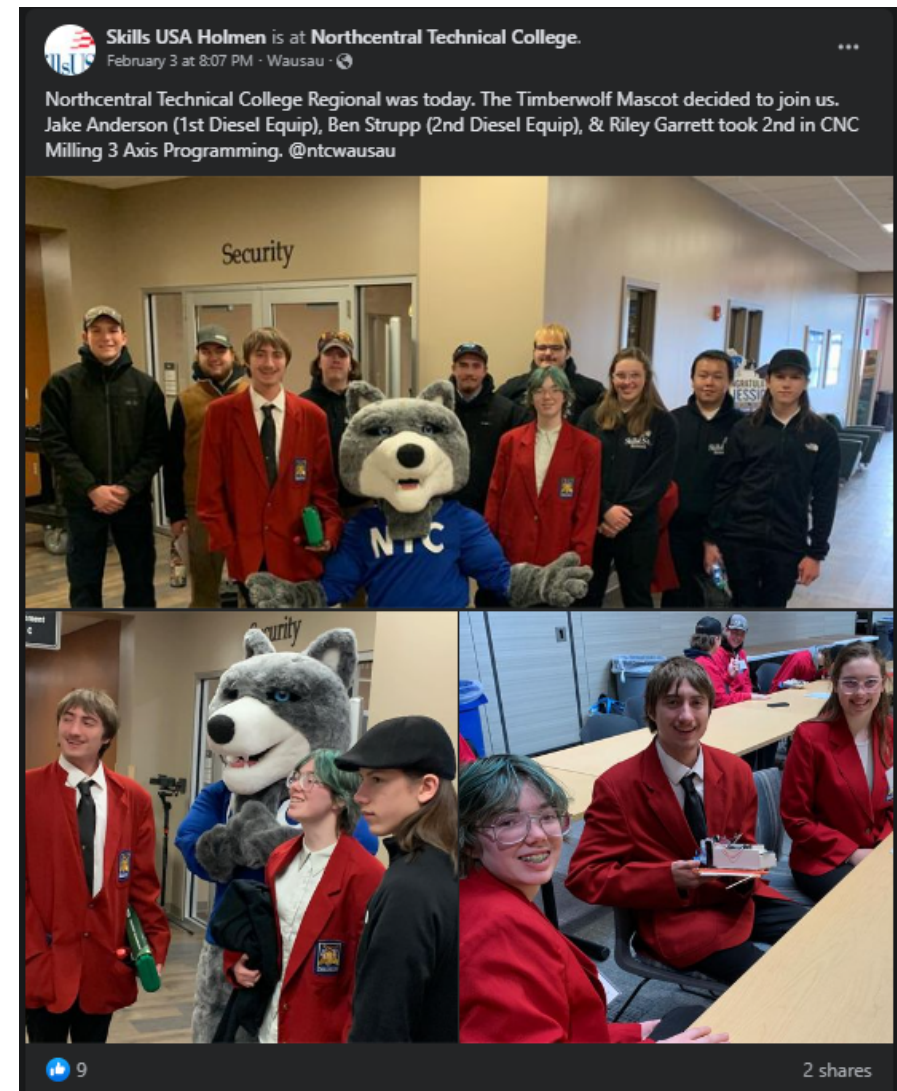
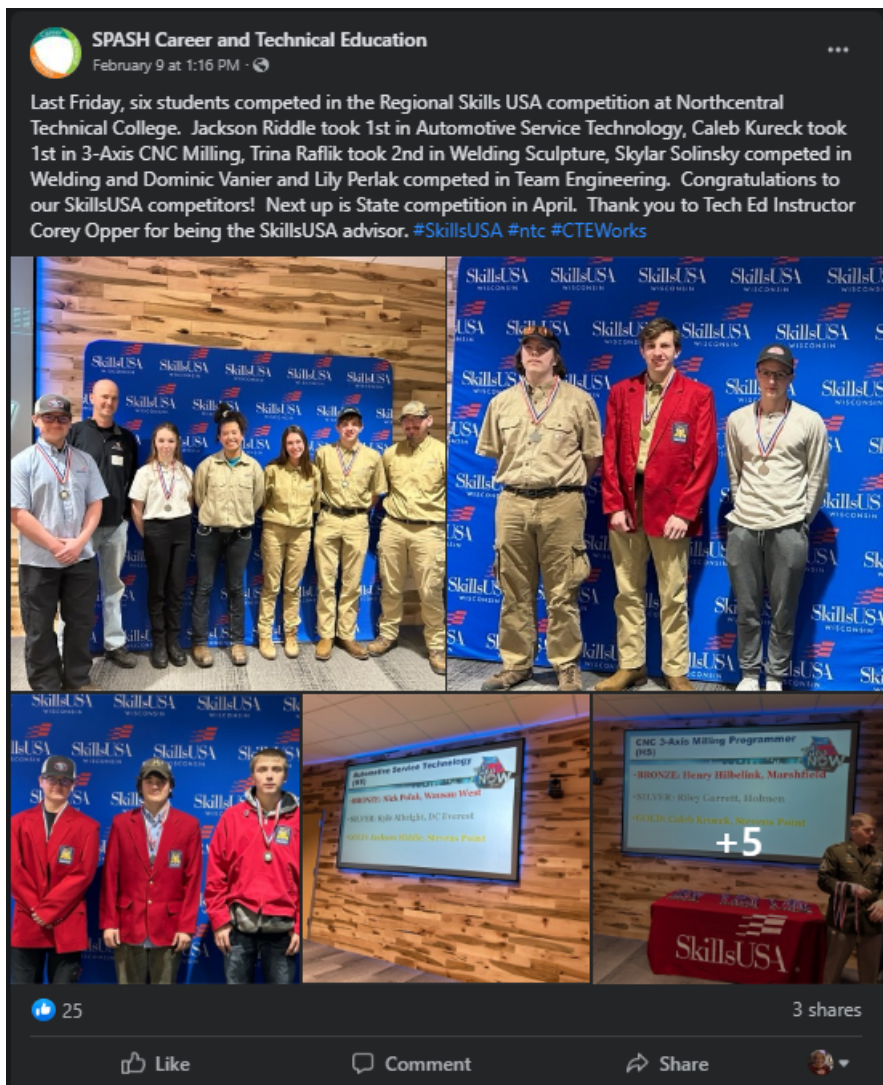
Ben Will is 😊 feeling proud with **Samantha Will** at **Northcentral Technical College**. ...
February 3 at 2:52 PM · Wausau · 🌐

Ryan earned 2nd Place today at the SkillsUSA Precision Machining Competition in Wausau against a stacked field. Great Job, Kid!



👍 You and 64 others 16 comments

👍 Like 💬 Comment ➦ Share





Three Bridges Recovery WI, Inc. is 🥰 feeling fantastic at **Northcentral Technical College**.

February 3 at 12:27 PM · Wausau · 🌐

What a great experience our team had today connecting with NTC staff! Thank you NTC for the opportunity to share our organization's mission and vision!



56

6 shares



Northwest Wisconsin Workforce Investment Board, Inc.

February 13 at 12:55 PM · 🌐

The Northwest Wisconsin Workforce Investment Board is hosting a Winning with Wisconsin's Workforce Forum on Tuesday, February 14, from 11:00 AM - 12:30 PM. The main location for this event is in Superior, but will be telecast to both Hayward and Phillips.

Northcentral Technical College's Phillips Campus
Northwood Technical College's Superior Campus
Northwood Technical College's Hayward Outreach Center

Lunch will be provided.

To register, visit:

<https://www.eventbrite.com/.../winning-with-wisconsins...>

Registration will be closing soon, and the Hayward Location is sold out.



Winning with Wisconsin's Workforce: Regional Forums to Highlight Training Resources, Strategic Opportunities, and Local Success Stories

The **Northwest Wisconsin Workforce Investment Board** is inviting employers, educators, community leaders, nonprofit service providers and more to attend a forum designed to highlight regional workforce development investments, available funding, resources to aid competitiveness, and local successes with worker recruitment and retention.

Called **Winning with Wisconsin's Workforce**, the free forum is part of a larger series of events organized by Wisconsin's regional Workforce Development Boards and the Wisconsin Department of Workforce Development. The event will be held on:

Tuesday, February 14th | 11:00 AM - 12:30 PM

**Northcentral Technical College's Phillips Campus
Northwood Technical College's Superior Campus
Northwood Technical College's Hayward Outreach Center**

Lunch will be provided

The event will provide an overview of regional business services that can help employers connect with customized labor training funds, apprenticeship, tools to remove workforce barriers, and underutilized talent pools including veterans and workers with disabilities. Interested participants can [register here for any of the upcoming sessions](#).

For more information about the Winning with Wisconsin's Workforce event or business services available in Northwest Wisconsin, please contact Scott Schultz, Director of Industry & Innovation, at 715-201-8493 or sschultz@nwweb.com.



A proud partner of the **AmericanJobCenter** network

Northwest Wisconsin Workforce Investment Board is a proud partner of the AmericanJobCenter network. If you have a story to share or need assistance with job information, please contact us at 715-201-8493 or sschultz@nwweb.com.



Wausau School District

February 8 at 7:00 PM · 🌐

Congratulations to the fourteen #WausauSchools West High SkillsUSA Team members on their success at the state-qualifying competition held at Northcentral Technical College!

SkillsUSA is a partnership of students, teachers, and industry working together to ensure America has a skilled workforce. It provides educational programs, events, and competitions that support career and technical education (CTE) in the nation's classrooms.

West Warriors competed in these categories:

- Samuel Schumacher earned 1st place in Precision Machining
- Dylan Pittsley earned 1st place in Welding Sculpture
- Dominick Becker, Bryce Blaubach and Alex Jordan earned 2nd place in Team Engineering Challenge
- Cade Klosinski earned 3rd place in Automotive Service Technology
- Aaron Pickar earned 3rd place in Welding
- Mason DeBroux and Levi Pernsteier competed in Diesel Equipment Technology
- Emma Matushak and Cloey Vilter competed in Job Interview
- Ryan Burger, Travis Klade, and Jesse Miskowiak competed in Team Engineering Challenge

Nick Polack, West High Technology & Engineering Instructor, is the West High SkillsUSA advisor.



Joseph Greget is with Nikki Haralson Gripenrog and Misty Galli.

February 1 at 6:02 PM · 🌐

Tonight our Medford Adult Diploma Academy congratulated our 53rd graduate on her achievement of a high school diploma. We are so proud of each of our graduate's journey and wherever their paths will follow next. Live your dream.

MADA is a partnership among the Medford Area Public School District and the Northcentral Technical College. Classes are held on Monday and Wednesday evenings at the NTC Campus in Medford.



👍❤️ You and 158 others

25 comments

👍 Like

💬 Comment

➦ Share



Granite Peak Ski Resort

February 15 at 5:43 PM · 🌐

The 85th Anniversary Gala Event was a huge success. The event raised over \$10,500 for the Ski Patrol Education Fund. Thank you to all of those who attended and big shout out to our donation partners. Without you we could not have had as big of an impact to jump start this fantastic initiative and program!

In no set order thank you to:

Van Acre , Olson Tire & Auto Service, Inc., Elevé MedSpa , Lutsen Mountains Tommy Docks Snowriver Mountain Resort Re ViDesign Helly Hansen Red Eye Brewing Company Wausau Timekeeper Distillery Rossignol @Granite Peak Ski Team Sawmill Adventure Park The Garage Wausau EliteCustom Cabinetry GoPro Wausau Country Club SEHR Essential Northcentral Technical College Modern Gents of Wausau Tine & Cellar Lewis Construction SUN Printing WGN Radio GOOD KARMA RADIO

The Granite Peak Gala might just have to be an annual thing...



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WAOW (ABC) 2/1/2023 5:10:41 PM

Wausau, WI

News 9 WAOW at 5PM

Local Viewership: 10,025

Local Publicity Value: \$280.61

both the red cross and northcentral technical college offer c-p-r training courses. natalie... ??do the same guidelines apply for a heart attack? melissa... the difference with a heart attack is that the heart doesn't stop. so if you or someone you know starts experiencing intense chest pain-- shortness of breath-- nausea or vomiting... it's best to just call 9-1-1 right away. live in the newsroom i'm natalie sopyla news 9 waow. continuing coverage now on that dispute in lac du flambeau-- where the town board has called



WAOW (ABC) 2/1/2023 10:13:36 PM

Wausau, WI

News 9 WAOW at 10PM

Local Viewership: 5,149

Local Publicity Value: \$524.30

neighbor could be a friend could be a family member, someone you would never expect would need it. you could be the one that could save their life." both the american red cross and northcentral technical college offer c-p-r and first aid training. new at ten -- theres a health alert from the c-d-c about using artificial tears. the advisory is about infections with an "extensively drug-resistant" bacteria. 55 infections in 12 states have been reported-- including wisconsin -- that have led to permanent vision loss, hospitalization and one death. researchers say most people infected reported using at least one of more than 10 brands of artificial tears -- with a majority

Items in this report: 2

Total Local Viewership: 15,174

Total Local Market Publicity Value: \$804.91

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