

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

AGENDA

DATE: APRIL 4, 2023
TIME: 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: 893 9283 1595, PASSCODE: 997764)

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 March 7, 2023 Board of Trustees Regular Meeting

ACTION ITEMS

- A. [Approval of 2023-2024 Capital Borrowing](#) – Roxanne Lutgen
Resolution authorizing the borrowing of \$12,000,000; and providing for the issuance and sale of general obligation promissory notes.
- B. [Approval of 2023-2024 Employee Salary/Wage Adjustments](#) – Cher Vink
- C. [Approval of Board Policy 2.6: Board Development](#) – Jeannie Worden
- D. [Approval of Board Policy 2.7: Board Conduct + Ethics](#) – Jeannie Worden
- E. [Approval of Board Policy 2.9: Board Agenda + Meetings](#) – Jeannie Worden

CONSENT VOTING AGENDA

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

BOARD DEVELOPMENT

- A. WTCS Grants – Katie Felch + Vicki Jeppesen

INFORMATION/DISCUSSION

- A. President's Report

- a. Student Representative Update – Anna Rydeski
 - b. 2023-2024 Budget Parameters
 - c. Review of Draft Board Policies
 - i. [3.1: Chief Executive Officer Role \(new name: President’s Responsibilities\)](#)
 - ii. [3.2: Delegation to the Chief Executive Officer \(new name: Delegation to the President\)](#)
 - d. Comments from Informational Update
- B. Chairperson’s Report
- a. WTC DBA Spring Meeting: April 20-22, 2023 at Gateway – Kenosha and Zoom
 - b. Reminder to Complete Statement of Economic Interests (SEI) by 5/1/2023
 - c. [Proposed 2023-2024 NTC Board of Trustees Meeting Dates](#)
 - d. Next Regular NTC Board Meeting: Tuesday, May 2, 2023
- C. Information
- a. Spring Graduation Ceremony: Saturday, May 20, 2023 at Wausau West Fieldhouse
 - b. [Advisory Meeting Minutes](#)
 - c. [Upcoming Meetings + Events](#)
 - d. [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 March 7, 2023 Closed Session Meeting Minutes
 - b. Consideration of and action regarding faculty employment and issuance of preliminary notice of non-renewal for the 2023-2024 school year.
- B. Reconvene the Board into Open Session to confirm any action deemed necessary as a result of the Closed Session

OPEN SESSION

- A. Consideration of and Action Regarding Faculty Employment and Issuance of Preliminary Notice of Non-Renewal for the 2023-2024 School Year

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: April 4, 2023

TOPIC: Authorizing the Borrowing of \$12,000,000; and providing for the Issuance and Sale of General Obligation Promissory Notes

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 38.16 "District Tax Levy (2) The district board may borrow money and levy taxes to be used for the purchase or construction of buildings and for additions, enlargements and improvements to buildings and for the acquisition of sites and equipment. In financing activities under this subsection, the district may issue its bonds or promissory notes under ch. 67 to pay the cost thereof."

DATA/RESULTS: The attached resolution is passed each year in order to notify taxpayers of the District's intent to borrow for capital expenditures. A notice will be published in the local newspaper informing the taxpayers of their right to petition for a referendum within 30 days. If no petition is received, the District may proceed with quotations for the borrowing.

The total capital expenditure of \$13,301,003 was approved at the March 7, 2023 board meeting. The sale of promissory notes of \$12,000,000 will include this authorization at the April 4, 2023 board meeting.

AGENDA CATEGORY:
Voting Agenda (roll call vote)

PROPOSED MOTION:
Move to approve the following resolution: Authorizing the borrowing of \$12,000,000 and providing for the issuance and sale of general obligation promissory notes.

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

Signed Dr. Glenn Worden

Dated April 4, 2023

RESOLUTION AUTHORIZING THE BORROWING
OF \$12,000,000; AND
PROVIDING FOR THE ISSUANCE AND SALE OF
GENERAL OBLIGATION PROMISSORY NOTES THEREFOR

WHEREAS, it is necessary that funds be raised by the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin (the “District”) for the purpose of paying the cost of the District’s 2023-24 Capital Budget, to wit: construction of building additions on the Wausau Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs (the “Project”), and there are insufficient funds on hand to pay said costs;

WHEREAS, the District hereby finds and determines that the Project is within the District’s power to undertake and serves a “public purpose” as that term is defined in Section 67.04(1)(b) of the Wisconsin Statutes; and,

WHEREAS, technical college districts are authorized by the provisions of Section 67.12(12) of the Wisconsin Statutes to borrow money and to issue general obligation promissory notes for such public purposes.

NOW, THEREFORE, BE IT RESOLVED by the District Board of the District that:

Section 1. Authorization of the Notes. For the purpose of paying the cost of the Project, there shall be borrowed pursuant to Section 67.12(12) of the Wisconsin Statutes, the principal sum of TWELVE MILLION DOLLARS (\$12,000,000) from a purchaser to be determined by a subsequent resolution of this District Board.

Section 2. Sale of the Notes. To evidence such indebtedness, the Chairperson and Secretary-Treasurer are hereby authorized, empowered and directed to make, execute, issue and sell to said purchaser for, on behalf of and in the name of the District, general obligation promissory notes in the principal amount of TWELVE MILLION DOLLARS (\$12,000,000) (the “Notes”).

Section 3. Notice to Electors. Pursuant to Section 67.12(12)(e)5 of the Wisconsin Statutes, the District Secretary-Treasurer will, within ten (10) days of adoption of this Resolution, cause public notice of such adoption to be given to the electors of the District by publishing a notice in The Wausau Daily Herald, the official newspaper of the District. The notice to electors shall be in substantially the form attached hereto as Exhibit A and incorporated herein by this reference.

Section 4. Prior Resolutions; Severability; Effective Date. All prior resolutions, rules or other actions of the District or any parts thereof in conflict with the provisions hereof shall be, and the same are, hereby rescinded insofar as the same may so conflict. In the event that any one or more provisions hereof shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions hereof. The foregoing shall take effect immediately upon adoption and approval in the manner provided by law.

Adopted and recorded this 4th day of April, 2023.

Thomas Felch,
Chairperson

Attest:

Charlie Paulson,
Secretary-Treasurer

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

MEETING DATE: April 4, 2023

TOPIC: 2023-24 Employee Salary/Wage Adjustments

POLICY 1.5 Compensation and Benefits – With respect to employment, compensation and benefits to employees, student workers, consultants and contract workers, the President shall maintain fiscal integrity and market competitiveness.

Accordingly, the President shall:

1. Annually recommend to the Board changes in the College wage and salary ranges.
2. Consider employees at-will unless State Statute or the College determines that individual employment contracts are required or beneficial.
3. Provide competitiveness through strategies that consider the labor markets in which the College competes for talent.
4. Attract and retain outstanding employees critical to the delivery of the College's mission.
5. Recommend budget adjustments necessary to fund employment or pay modifications.
6. Maintain a competitive benefit package to attract and retain qualified talent.
7. Abide and comply with all applicable employment-related state and federal regulations.

Wisconsin Statute 38.12 (3) requires the District Board to approve compensation of District employees.

INTERPRETATION: The Board must authorize wage and salary adjustments for employees.

DATA/RESULTS:

Board authorization is requested to implement July 1, 2023 salary/wage adjustments for employees. The proposed adjustments are aligned with the 2023-24 fiscal planning parameters presented to the Board and do not deviate materially from the geographical or professional market for the skills employed.

For regular employees, the following is proposed for 2023-24 and includes:

- 2% adjustment to the overall structure of the pay plan;
- 4% increase to the control point of the grade added to the base wage as a flat dollar amount

For work-study and student employees at the \$13.00 per hour and \$14.00 per hour wage; the following is proposed for 2023-24 and includes:

- \$1.00 increase per hour to \$14.00 per hour and \$15.00 per hour wage respectively.

AGENDA CATEGORY:

Regular Agenda

PROPOSED MOTION:

Approve the 2023-24 employee salary/wage adjustments as indicated above.

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 4/4/2023



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
Reviewed on 03/07/2023



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 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 2.9

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

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

MEETING DATE: April 4, 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 **February 28, 2023** (preliminary).

F1-F7 Revenue: \$80,208,596.63

F1-F7 Expense: \$66,030,883.10

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: April 4, 2023

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

MEETING DATE: April 4, 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:

- Tina Schallock – Human Resources Generalist
- Karli Destrampe – Accountant
- Chris Feit – Manager, Institutional Research

Resignations:

- Sam Dagel – Human Resources Generalist
- Marie Hoefer – Faculty, Science
- Tim Fetting – Associate Dean, Engineering and Advanced Manufacturing
- Kathe Breitenfeldt – Controller, Financial Process
- Tina Murray – Custodian, General

Retirements:

- Gail Wiegert - Specialist, Testing

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 4/4/2023



~~Chief Executive Officer Role~~President's Responsibilities

Board Policy 3.1

The President, ~~is the~~ Chief Executive Officer of the College and is the Board's single official link with the College as an organization. ~~The President~~ is accountable to the Board acting as a collective body. The Board will instruct the ~~CEO-President~~ through written policies, delegating to him or her reasonable interpretation and implementation of those policies.

The President's responsibilities are:

- College operation within the boundaries established in Board policies.
- Accomplishment of the responsibilities set forth in the President's contract.
- Accomplishment of annual goals and objectives established by the Board in consultation with the President.

The President has five major functions:

- Provide leadership and direction so that the organization has a continuous and effective effort to accomplish the College Vision, Mission, Strategic Directions, and Strategic Plan.
- Provide leadership and direction so that College operation is within the boundaries established in Board policies.
- Accomplish the responsibilities set forth in the President's contract.
- Accomplish annual goals and objectives established by the Board in consultation with the President.
- Represent the College to the general public and all its diverse constituencies.

The Board as a collective body will assess presidential performance in meeting the above responsibilities through periodic reviews of the President, but not less than annually.

Reviewed on 08/17/2006

Reviewed on 05/21/2008

Reviewed on 04/04/2023



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Delegation to the ~~Chief Executive Officer~~President

Board Policy 3.2

The Board of Trustees appoints the President as the Chief Executive Officer of the College and delegates to the President the task of achieving College Mission, Vision, Strategic Priorities and goals. All Board authority delegated to staff is delegated through the Chief Executive Officer, so that all authority and accountability of staff—as far as the Board is concerned—is considered to be the authority and accountability of the chief executive.

1. The Board will direct the chief executive to achieve specified results, for specified recipients, at a specified worth through the establishment of Community Benefits Statements policies. The Board will may limit the latitude administrative authority the chief executivePresident may exercise in practices, methods, and conduct and other "means" to the Community Benefits Statements through establishment of Executive Limitations policies, by contract, or as otherwise authorized by law.
2. As long as the chief executive uses any reasonable interpretation of the Board's Community Benefits Statements and Executive Limitations policies, tThe chief executivePresident is authorized to establish and implement administrative policies and procedures, make decisions, take actions, establish practices and develop activities.
- 2.3. The President may take actions based on any reasonable interpretation of the Board's policies and Executive Limitations policies.
- 3.4. The Board may change its Community Benefits Statements and Executive Limitations policies at any time, thereby shifting the boundary between Board and chief executive domains. By so doing, the Board changes the latitude of choice given to the chief executive. But so long as any particular delegation is in place, the Board and its members will respect and support the chief executive's choices. This does not prevent the Board from obtaining information in the delegated areas, except individual confidential student data. However, as long as a policy is in effect, the Board will support the President's administrative decision unless circumstances require otherwise. And, despite the preceding, the Board reserves all rights lawfully delegated to it pursuant to Chapter 38 of the Wisconsin Statutes.
- 4.5. Only decisions of the Board acting as a body are binding upon the CEO. The President is obligated to follow decisions made by the Board as a collective body.
 - a. Decisions or instructions of individual Board members, officers, or committees are not binding on the chief executivePresident except in rare instances when the Board has specifically authorized such exercise of authority.
 - b. The President shall seek direction from the Chairperson on requests from individual Board members that in the President's judgement may require a material amount of staff time, fund, or that are potentially disruptive. The President shall seek direction from the Vice Chairperson, if applicable. In the case of Board members or committees requesting information or assistance without Board authorization, the chief executive

~~can refuse such requests that require, in the chief executive's judgment, a material amount of staff time or funds or is disruptive.~~

b-6. The President may request a waiver of a Board policy if the President believes the waiver is in the best interest of the College.

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Reviewed on 08/17/2006

Reviewed on 05/16/2007

Reviewed on 05/21/2008

Reviewed on 04/04/2023



Delegation to the President

Board Policy 3.2

The Board of Trustees appoints the President as the Chief Executive Officer of the College and delegates to the President the task of achieving College Mission, Vision, Strategic Priorities and goals.

1. The Board may limit the administrative authority the President may exercise in practices, methods, and conduct through establishment of Executive Limitations policies, by contract, or as otherwise authorized by law.
2. The President is authorized to establish and implement administrative policies and procedures.
3. The President may take actions based on any reasonable interpretation of the Board's policies and Executive Limitations policies.
4. The Board may change its policies. However, as long as a policy is in effect, the Board will support the President's administrative decision unless circumstances require otherwise. And, despite the preceding, the Board reserves all rights lawfully delegated to it pursuant to Chapter 38 of the Wisconsin Statutes.
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Reviewed on 08/17/2006

Reviewed on 05/16/2007

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Reviewed on 04/04/2023



Date	Event	Troy Brown	Sherry Buntin	Tuona Crowder	Michael Endreas	Tom Felch	Keith Langenhahn	Charlie Paulson	Paul Proulx	Heather Renzelmann
2023										
MONDAY July 10	Annual Organizational Meeting									
July 20-22	WTC DBA Summer Meeting (<i>FVTC + Zoom</i>)									
August 15	Regular NTC Board of Trustees Meeting (<i>Tentative Location: Agriculture Center of Excellence</i>)									
September 19	Regular NTC Board of Trustees Meeting									
October 9-12	ACCT Leadership Congress (Las Vegas, NV)									
October 17	Regular NTC Board of Trustees Meeting									
October 25-28	WTC Legal Issues Seminar (<i>WCTC + Zoom</i>)									
November 6-8	HLC Site Visit (<i>Board participation to be confirmed</i>)									
December 5	Regular NTC Board of Trustees Meeting (<i>Lunch at 12:00 p.m. w/Foundation Board</i>)									
December 9	Graduation (<i>10:00 a.m. @ The Grand Theater</i>)									
2024										
January 9	Regular NTC Board of Trustees Meeting									
January TBD	WTC DBA Winter Meeting (<i>Madison + Zoom</i>)									
February 6	Regular NTC Board of Trustees Meeting									
March 12	Regular NTC Board of Trustees Meeting									
April 9	Regular NTC Board of Trustees Meeting									
April TBD	WTC DBA Spring Meeting (<i>MPTC + Zoom</i>)									
May 7	Regular NTC Board of Trustees Meeting									
May 18	Graduation (<i>10:00 a.m. @ Wausau West Fieldhouse</i>)									
June 4	Regular NTC Board of Trustees Meeting (<i>Public Budget Hearing at 12:00 p.m. Lunch at approx. 12:15 p.m. Regular Meeting at 1:15pm</i>)									

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.

Marketing Advisory Committee Meeting Minutes

Date: 02/15/2023

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Bethany Hoffmann – Church Mutual Insurance, Marketing Manager
- Brian Pensinger – Church Mutual Insurance, Digital Marketing Consultant
- Tammi Stezenski – Grand Theater, Director of Marketing & Development
- Greta Wood– Elegant Occasions, Owner
- Sal Cuomo – Marco, Technology Advisor
- Jacqui McElroy – SC Swiderski, Acquisition Coordinator
- Shayne Fellenz – SC Swiderski, Acquisition Coordinator

NTC Team:

- Lisa Peterson – Associate Dean of Business, School of Business
- Dr. Amy Gajewski – Faculty, Marketing/Digital Marketing
- Dianne Carroll – Faculty, Marketing
- Daniel McRoberts – Faculty, Communications
- Yang Yee Xiong – Student Success Advisor
- Valerie Becker– Administrative Assistant, School of Business

Welcome

Lisa introduced herself as the Associate Dean for the School of Business and welcomed everyone to the meeting and thanked them for joining.

Update and highlights from last Meeting (09.28.22)

Minutes from the previous meeting and opportunity for edits were made available.

Advisory Committee Chair

Sal Cuomo was nominated and approved as Chair of the Marketing Advisory Committee.

Industry Discussion

- Greta Woods, Elegant Occasions – There has been some basic skills are lacking in those entering the workforce. A lot of communication is through text, Snapchat, and Facebook

messenger in a professional setting. She is seeing the lack of the ability to write professionally in the workforce and the people she is hiring do not know basic punctuation or grammar. She feels there is a lack of understanding going into adulthood and the workforce as an adult on how a benefit package that provides a limited number of days off actually works. She is seeing a positive improvement in the work drive that the new generation coming into the workforce has than what was present pre-pandemic.

- Sal Cuomo, Marco, Technology Advisor – Agreed with many of the things that Greta has expressed. He explained that there is a need for some of the soft skills, particularly for the ability of employees to interpret technology and relay that to the customer in a simplified manner. The people who come from technological backgrounds think that everyone understands the shortened words or abbreviations they use every day for certain concepts. The business owners they are speaking to do not necessarily have expertise in the technological field so technical people need to focus on communicating in a more common language.
- Bethany Hoffman, Church Mutual – From a corporate perspective there are still a lot of job openings; the job market is tough for hiring people. One thing that keeps emerging in her marketing department is ChatGPT, the idea of A.I., and how that can be used in marketing and schools. There has been no action within her department as of yet but they keep thinking of ways that they can utilize those tools.
- Brian Pensinger, Church Mutual Insurance – ChatGPT, A.I., and all of the new tools coming out in the next year will definitely help marketers save time and resources. Due to budget constraints, more companies are really focused on tools such as these to save time. Finding those tools can also help businesses learn more about their customers. Right now, they are not just focused on analytics and data but also leaning about their customers to help target them better.
- Jacqui McElroy, SC Swiderski – As a housing provider, most of their marketing is outgoing to the consumer. They do see a struggle in written communication styles in the young people they are hiring. They have been switching a lot of their marketing content to video, utilizing drones to provide much more content for their sites, and have been using more virtual tours. They are seeing more of a switch to the technological side of marketing. They need to keep up with times and they are finding that consumers no longer want to read what they put out so they are keeping their social media posts very short or switching social media to video content. They do use TikTok and that has been going very well. The young talent coming in may not have the skill sets that they previously looked for in employees, but they are adapting very well to these new marketing methods so they are trying to take advantage of the new skill sets coming into the workforce.
- Shayne Fellenz, SC Swiderski – As the new Multimedia Specialist, he can attest to many of the things that Jacqui mentioned previously. He has done a lot of research on video, drones, and virtual tours and found that they want provide an experience of living in an SC Swiderski

- apartment or home for sale. They have been trying to utilize all resources and it is important to be flexible and adapt to the ever-changing marketing tools available. Utilizing TikTok can be challenging at first as it has so many different strategies on how to use it, but now they get a decent amount of use every time they post a video and they try to tweak what they do each time for better results.
- Tammi Stezenski, Grand Theater – Non-profits and smaller companies are very lost on how to digitally get their word out. They once could do this with some very basic knowledge of desktop publishing or produce some quick videos themselves but now it has now been very challenging to get someone in house or from an agency to do that without a large expense. Once you know how to utilize some of these marketing tools it is not very difficult so it would be great if NTC offered some short courses to the community on some of these marketing tools and help them keep up with the changes in marketing technology. Non-profits are also finding that basic written communication skills have been difficult to find.
 - Dr. Amy Gajewski, Faculty, Marketing/Digital Marketing – Marketing and digital marketing are constantly changing. Those updates are things that are constantly being put into our courses and constantly updating. Social Media, SEO, and analytics courses are constantly changing and even though they are 16 weeks, these courses get updates while the course is live. It is emphasized to students that you can never stop learning especially when it comes to marketing and digital marketing but need to keep trying the new things. One of things updating for our digital marking class this fall is the emphasis of integration of A.I. Things like live chat and content marketing that's targeting that specific personalized consumer are so important. The group was asked if anyone is using any particular third-party vendors when it comes to using that software. Jasper is the one of that has been mentioned to students in class but no committee members are using any of these platforms as of yet. Although there are curriculums that need to get followed, we always bring to class what is current and emerging into the marketing classes.
 - Amy brought up the topic of the social media application called TikTok. She stated that it was announced two weeks ago that government, universities, and other colleges are banning TikTok from being used on campus or access the app on college issued devices or through our wi-fi on campus. TikTok is something being used in digital marketing and it is something that she teaches in her Social Media class where she discusses how to create a TikTok and use it for business strategy. Our current curriculum does include TikTok where students are going on to the app, creating TikTok accounts, and understanding how and when to use it for business. She is also adding discussion points about what the students think about the TikTok ban, what it means, the data being collected, and the discussion of individual security. She is finding some interesting perspectives and found that most students do not care about their information being shared and collected on this app. Amy then asked the group who else on the committee is using TikTok and any feedback on using it.

- Gretta Wood – Stated that she uses it all the time and you need to go where your customers are and her customers are on TikTok. It is the fastest growing form of social media and that is the quickest way they can reach customers. The numbers in TikTok blow away all other social media avenues such as Facebook, Instagram, and Pinterest. If she had to pick one form of social media right now, they would only need TikTok.
- Bethany Hoffman – From Church Mutual’s stand point, TikTok is outside of their target audience which is primarily non-profits and houses of worship. So Tik Tok is not anything they are really entertaining.
- Jacqui McElroy – It is important to know that TikTok is how consumers are used to receiving messages now and TikTok has so many users. Consumers want their messages to be fast, to the point, and have that different edge to it than how we’ve been traditionally marketing. If a business can line up their other content along with this method of delivery, even if its not TikTok, this formula and delivery method is just how consumers are receiving their messages now.
- Amy Gajewski – TikTok is one of those sites that have grown and exploded in usage. It is such a quick way to influence business in ways that are more impactful than other social media sites that we have. TikTok has taken the best features from every social media site out there and implemented it into their site. You can use hashtags, keywords, video, share videos, and the TikTok search engine is more powerful than Google’s search engine. There are lot of examples she uses in classes such as a company that may only get 5,000 likes on Instagram but then get 80,000-100,000 views and likes on TikTok so you can see the impact that it has. At this point it is not going away but it is important to teach what happens if does go away and get banned in the United States and what will replace it. It is also important to teach that no matter what social media is being used that is used responsibly especially from a personal standpoint and that students are cleaning up their social media sites as they prepare for graduation.
- Tammy Stezenski – Asked if NTC is still offering a Graphic Design program. Sometimes it’s a struggle to find someone to work with print, which is still a big part of marketing and everyone still uses print even if it’s just for an employee manual. She is concerned that with the focus on digital that there is not going to be anybody left to produce printed material. She has come across people who think you can take something that is lower resolution digital and make something like a poster which does not work; this is such a basic understanding and something that can be covered in a basic Adobe class. Marketing students need to know that when doing visuals that they do not always translate from one medium to another; just because it looks ok on your monitor or phone does not mean it will look okay on another format. Continuing

education classes or short form courses would be great for smaller companies or for anyone who wants to get someone trained on some of this basic information.

- Amy Gajewski – NTC does have a Graphic Design Associate Degree program that is part of the School of Business. In the Marketing and Digital Marketing program, students go through a course on understanding basic graphic design concepts and HTML and how to make some basic changes if they need to put something on a website, as well as reviewing and proofreading printed material before it goes out. We do still integrate one course into it these programs but the experts will be in the Graphic Design Degree itself.
- Lisa Peterson – State that she will reach out to Brad Gast who runs the Workforce Development program at the college about some of Tammy's suggestions. Brad and his team put together some of those short courses for specialized training and skill building within a profession.
- Amy Gejewski – The Workforce Training and Development area run a couple different programs in social media and digital marketing. They are online and allows students to work at their own pace but there is also a live instructor that does discuss different concepts. Pre-pandemic we tried to put together some different training programs like this and were unable to get anyone to sign up. However, this is certainly something we can try again.

Instructional Area/Program

- **Course Curriculum Updates – Dr Amy Gajewski**
 - As discussed at the previous meeting, the Customer Service class (101-04-103) has been changed to a title of Marketing Services and Customer Experience (101-04-129) for Fall 2023. The curriculum updates focus on that value of providing quality service versus just consumers who are making decisions on price only. This class will include traditional customer service skills, a continuance of an emphasis on soft skills, such as listening and both spoken and written communication; an actual form letter in this class students will have to create for things like customer service emails. Will also be looking at things like service recovery and doing a case study on Southwest Airlines and their service recovery and then looking the financial performance and how service impacts finance.
 - As discussed at the previous meeting, the Promotions class (101-01-126) will be updated to the title of Integrated Marketing Communications (101-01-128). This class will look at a variety of marking channels, including some traditional tactics and a much heavier emphasis on digital marketing. There will be a focus on the direct access to that more targeted audience and more of that 1-on-1 conversation that happens between the brand and the consumer. Marketing at people went away a long time

ago so having that more personalized messaging and being more consumer-driven is the focus on that course.

- Video in Social Media (102-06-160) is an existing course that is delivered by our Video Production instructors. They are learning the latest and greatest things happening in marketing because we know that the emphasis on video, going live, and creating short videos is so important and is only going to continue to grow in all industries.

- **Enrollment Report – Yang Yee Xiong**

- Marketing Program Spring of 2023
 - 17 students currently enrolled into our Marketing Program
 - Includes the technical degrees or certificates
 - More students are picking the traditional route of instruction of coming on campus and in person classes versus the virtual option
 - Of the student currently in the Marketing program, only four are virtual and the rest are traditional in-person
- Marketing Program Fall of 2023
 - 6 students currently accepted into our Marketing program.
 - 11 students accepted in the Fall 2023 Digital Marketing program
 - Includes the technical degrees or certificates
 - These numbers may seem low, but we do expect these numbers to increase as we get into the end of spring and then into summer

College-Wide Initiatives

- NTC College Update – Lisa Peterson



Advisory Committee
PowerPoint Spring 2

Other Items

- Center for Communication Excellence will soon be having their grand opening event
 - NTC Received a grant from the Dudley Foundation to develop a new space for Video Production and Graphic Design programs
 - Would like to offer an in-person meeting at our Fall Advisory Committee Meeting with an option to join remotely and the opportunity to tour the new facilities

Next meeting schedule & agenda items discussion

The next meeting will be held on Wednesday, September 20, 2023 at 11:30 a.m-1:00 p.m.

Apprenticeship Advisory Committee Meeting Minutes

Date: 2/22/2023

Time: 11:00 a.m. – 12:30 p.m.

In-Person: Room: Main Building at Wausau Campus-E101

Virtually: <https://ntc.zoom.us/j/81782519109>

Attendees

Industry Members:

- Jody Arlen (Domtar)
- Loren Beyersdorf (Greenheck)
- Jim King (Greenheck)
- Jordan Liethen (LineTec)
- John Loth (Borregaard)
- Amber Laurent (Brakebush Brothers Inc)
- Andrew Marvin (Harley-davidson)
- April Hallas (3M Wausau)
- Charles Dehnel (Domatar)
- Courtney Pierson (Packaging Corporation of America)
- Courtney Zempel (Harley Davidson)
- Jon Mason (Marathon County)
- Nancy Olson (Biewer Wisconsin Sawmill)
- Sarah Kolodziej (Greenheck)
- Spencer Hamilton (Brakebush Brothers Inc)
- Steve Parsons (Borregaard)
- Travis Suchon (Domtar)

NTC Team:

- Katie Metko (Apprenticeship Manager, WT&PD)
- Marc Martindale (E&I Faculty)
- Jeffrey Block (Machine Tool Faculty)
- James Buck (E&I Faculty)
- Jarred Eggebrecht (Director, WT&PD)
- Brad Gast (Dean, WT&PD)
- Shannen Klatt (Admin Assistant)
- Shawn Sullivan (Director, Student Development)
- Ben Bliese (Coordinator, Career & Employer Services)

Welcome & Introductions

- Charlie Dahnell welcomed all in attendance.

College-Wide Initiative

- Brad Gast discussed the PowerPoint presentation with the committee
 - Thank you from NTC for all members of the Advisory Committee
 - Brad Shared New Programs 2022-2023 include:
 - Diesel Technician Apprenticeship
 - Liberal Arts Associate of Arts
 - Liberal Arts Associate of Science
 - Garden to Market Specialist
 - Pasture to Plate Butchery Certificate
 - Nail Technology Certificate
 - Brad Share Proposed Programs
 - Therapeutic Massage Technical Diploma (Fall 2023)
 - Hospitality Management Associate Degree (Fall 2023)
 - Smart Manufacturing Associate Degree (Fall 2023)
- Brad shared the future of Healthcare 4.0: A Realistic interactive way of training health professionals
 - Redesign of our Health Building & Innovation in our Educational Experiences
 - New Technology - 3D virtual reality model
 - Immersive Room
 - Exploring New Health Programs
 - Respiratory Therapy
 - Pharmacy Tech
 - Central Processing
- Brad shared NTC Accreditation Update
 - College will undergo a review to make sure a certain level of quality is met
- Brad shared the resources available to our students
 - The Virtual Care Group - Unlimited access to free mental health services
 - The Advising Specialist - Help connect the student with other emergency financial, computer and community resources
 - Timberwolf Table - NTC food pantry for students
 - Student Life – Offers programs, in person and remote, to allow students to meet each other, get involved, relax and have fun

Workforce Training and Professional Development Initiatives

- Brad Gast shared the recent updates with WTPD:
 - Upcoming Topics include:
 - Trauma Informed Care Seminar
 - Workplace Safety Planning Speaker Series

- 7 Workplace Communication Trends
- Beekeeping
- Ballroom and Swing Dance
- Cooking Classes

BAS Update

- Katie shared on behalf of Raquel that the Wisconsin Apprenticeship Manual has been revised, and it's a working document that can now be found on their website directly under their resources tab.
 - Two question from the committee to Raquel:
 - Is this the final approved document?
 - The manual online is the approved working document....
<https://dwd.wisconsin.gov/apprenticeship/pdf/deta-13246-p.pdf>
 - Regarding the 55 hours in a week policy, does this including PRI and does this included voluntarily overtime
 - The "Hours of Work" is located on page 24 and states " Apprentices are to be employed as full-time employees and assigned the same number of hours as skilled workers in the same trade—up to 55 hours per week of combined paid related instruction and work."

Move to Manufacturing

- Jared Eggebrecht shared the details about Move to Manufacturing:
 - <https://www.movetomanufacturing.com>
 - It started by employers saying they were having difficulty keeping employees
 - This program will show and train employees the foundational skills in order to understand what manufacturing jobs are really like
 - It includes 8 hours online self-paced training & 20 hour skills hands on workshop (blue print to finished products)
 - Participants get tours of local businesses, guaranteed job interview, wages starting at \$17+/hr, and a \$500+ bonus within the first 90 days of employment
 - Workshops are flexible to fit participants schedules
 - Training can be set up for a specific employer group
 - Highschool students can get a leg up with having a Move to Manufacturing Certificate

Employer Services

- Shawn Sullivan Introduced Ben Bliese as the new Career and Employer Services Coordinator.

- Ben Bliese shared opportunities being offered:
 - Employers can reach out and connect with students through Handshake.
 - Job Fairs are starting this Spring - April 5th 11:00am-1:00pm, a Formstack will be sent out.
 - Lunch & Learn is starting again soon, a Formstack will be sent out.

Introductions / Industry Trends

- **Nancy Olson (Biewer Lumber)**
 - Nancy shared a trend they are seeing is having a hard time finding reliable employees.
 - Their experience with the apprenticeship program has been great, currently have two apprentices.
- **Spencer Hamilton & Amber Laurent (Brakebush Brothers)**
 - Spencer shared they are experiencing team member gaps and in order to keep production rolling they added more machinery/automation.
 - They are expanding by looking at a fifth plant currently, but do not know when they will be breaking ground yet.
 - They are looking for BLC Technicians.
 - The apprenticeship program is going well, currently have 16 apprentices and looking to onboard another 3 by summer.
- **Sarah Kolodziej, Jim King & Loren Beyersdorff (Greenheck)**
 - Sarah shared they are experiencing growth and also having a hard time finding and retaining employees.
 - They currently have 4 youth apprentices in manufacturing facilities.
 - Jim shared they have 40 mechanic apprentices, 9 current active apprentices. They usually onboard 3-6 apprentices a year which has been working well.
 - Upcoming trends – they implementing 27 new robotics systems this year.
 - Loren shared they are growing from 4 million in equipment to 22 million in the next four years.
 - They have 27 tool and die journeymen with 10/11 apprentices currently.
- **Jordan Liethan (Linetec & Wausau Window and Wall)**
 - Jordan shared they are struggling keeping employees but are improving, people stop showing up and they are trying to determine why that is.
 - Orders are increasing for summer season and they are trying to plan out enough employees for the season.
 - Apprenticeship program is going very well and are satisfied with the education they receive.
 - Most apprentices fall under maintenance, six apprentices at Linetec currently, adding 1-2 a year is typical.
- **Courtney Pierson (Packaging Corporation of America)**

- Courtney shared they have had retirements which has created a lot of green people moving up quickly which is causing issues on the production side.
- Three apprentices are currently finishing up this semester. At this time, we will not be bringing on new apprentices.
- **Andrew Marvin & Courtney Zempel (Harley Davidson- Tomahawk)**
 - Andrew shared that the skilled trades is still shorthanded and are far enough along now to stagger in additional apprentices, but the skills with technology and robotics equipment are higher than in the past.
 - They are seeing incoming employees are not prepared for manufacturing and don't stay, which is why the Move to Manufacturing program sounds very intriguing.
 - Courtney shared they have two main groups working, the long-time, high experienced workers and the new young generation and they are seeing different personalities between the two.
 - The location gives its own struggles with trying to get people to move and stay in the area, especially with young people.
 - Andrew shared they are impressed that they have doubled their hourly staff on the shop floor from a production stand point so they are almost the largest employer in their area
 - Courtney shared they have two apprentices and are doing great work; they are likely going to be adding another this Fall.
 - They started new recruiting initiative to find what drives the new generation to work including a raise, more time off, flexible work schedule on non-production days.
- **John Loth & Steve Parsons (Borregaard)**
 - John shared they currently have 5 apprentices and like what they see from the program.
 - They are pushing E&I in terms of wireless vibration monitoring.
 - They are getting more of the instrumentation upgrades and programming.
 - Move to Manufacturing is of interest to find and retain employees.
- Katie shared DWDs Website – Featured Sponsors is a location to promote your business and the apprenticeship programs you use.
 - If interested in getting your information on the website reach out to Katie to get in contact with DWD.
- **Charlie Dehnel, Travis Suchon, Jody Arlen (Domtar)**
 - Charlie shared they have 11 apprentices currently and are looking to bring in 6 new apprentices this year.
 - They are currently looking at retirements and are having a hard time bringing people in and keeping them in operations positions within the papermill.
 - Apprenticeship has been a great program and everyone does a great job supporting them.

- Katie shared this as a networking opportunity to discuss how to know what apprentices' skill sets are at certain points.
 - Should there be a way to acknowledge levels for on the job or related instructions?
- She asked for feedback if we should discuss or move this topic to the next meeting and the decision was to move it to the next meeting.

Instructional Area/Programs

- Katie shared a student testimonial video which you can use as marketing or recruitment purposes:
 - <https://www.ntc.edu/academics-training/apprenticeships>
- Jeff Block shared they applied for the Retool Machine Tool Grant in hopes to increase enrollment into the Machine Tool Program.
 - Revamping the whole program
 - More CNC within the first year
 - More opportunities for companies to come in for specific training
 - Hoping to reach out to the Southeast Asian Community

Curriculum /Assessment

- Transition to Trainer [offerings](#).

Facilities /Equipment

- Jim Buck shared that Electrical Fab and some PLCs trainers are finishing up.
- Katie shared on behalf of Ryan, that on the Millwright side of things they are in the process of obtaining two new mechanical systems trainers and relocation another for a total of 3 for the millwright program. As well as adding a new conveyor system, a coupling and alignment machine.

Next meeting schedule & agenda items discussion

- We will discuss Evaluation of Knowledge of Apprentices.
 - Feel free to send any information of what tools/processes you already utilize to Katie ahead of time to be able to share with the group.

Meeting Adjourned 12:30pm



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 (<i>NTC</i>)		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 (<i>CVTC + Zoom</i>)								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 (<i>Lunch at 12:00 p.m. w/Foundation Board</i>)	X	X	E	X	X	X	E	X	X
December 10	Graduation (<i>10:00 a.m. @ The Grand Theater</i>)			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 (<i>Madison</i>)					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		X	X		X		X	X	X
March 7	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	X	X
April 4	Regular NTC Board of Trustees Meeting									
April 20-22	WTC DBA Spring Meeting (<i>Gateway Technical College</i>)									
May 2	Regular NTC Board of Trustees Meeting									
May 20	Graduation (<i>Wausau West Fieldhouse</i>)									
June 6	Regular NTC Board of Trustees Meeting (<i>Public Budget Hearing at 12:00 p.m. Lunch at approx. 12:15 p.m. Regular Meeting at 1:30pm</i>)									

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.

Northcentral Technical College unveils state-of-the-art communication technology facility



The Dudley Foundation donated \$250K to NTC to build the facility

By [Hannah Borchert](#)

Published: Mar. 7, 2023 at 7:48 PM CST | Updated: Mar. 7, 2023 at 8:20 PM CST

WAUSAU, Wis. (WSAW) - It was a big day for [Northcentral Technical College](#) and the Wausau community as they unveiled its first-ever broadcast space, new communication equipment, and learning areas.

With the help of the Dudley Foundation who donated \$250,000 to make it possible, the grand opening of Studio 7, more formally known as the Center of Excellence in Communication Technologies, along with a ribbon-cutting ceremony was held Tuesday.

The opportunities are endless for communication students at [NTC](#). "I can make planets and capture ideas that you didn't think you could ever do," said Spencer Johnson, [NTC](#) student. He's working with cutting-edge technology featuring top-of-the-line-equipment that will be used for live broadcasts and film production.

The Center for Excellence in Communication Technologies will bring [NTC's](#) programs in graphic communication technologies, printing, marketing, web design, digital marketing and video production programs together.

Students from various programs can now build their skills and work together. “Having this space is really going to allow me to build a lot more technical skills and be more creative,” said Emily Sniadajewski, Graphic Communication Technologies.

“If you come here for two years, you have enough to go out and get a job and to do the creative work that you need,” said Jordan Innes, instructor in the video production program NTC. “Grow the local economy, try to build a creative workforce in the Wausau Area.”

The new studio was built in memory of Dick Dudley, who founded NewsChannel 7. “We get into the community, the non-profits who might utilize these students’ talents, we get into businesses that might start from enterprises like this,” said Andy Dudley, grandson of Dick.

The contribution of the Dudley Foundation is something that cannot be understated. “He’d be proud and he’s been very excited about the opportunities that NTC and Studio 7 will be providing to students in the future,” said Andy Dudley.

The goal is for students to be able to fast-track their education as well as benefit students and area communities for the future. It’s the only one of its kind in central Wisconsin.

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NTC's Garden-to-Market program educates students on gardening practices and business



There are 5 students in the inaugural Garden to Market program

By [Nolan Bulmahn](#)

Published: Mar. 13, 2023 at 7:53 PM CDT

WAUSAU, Wis. (WSAW) - When [Northcentral Technical College](#) created its Garden-to-Market program in January, they knew there was a significant need in the industry.

"If there are any students interested in joining a CSA-type operation or running their own Garden-to-Market operation, this program is for them," said Trevor Frank, Garden-to-Market faculty, [NTC](#). "The farmer's markets are getting big here in Wausau, so that was definitely some drive to start up a program like this."

Since their first class, the program has received positive feedback. "We have a strong core herd of first-year students coming into the program," said Frank. "And then our advisory committee for the program is made up of several companies and representatives throughout the area who are doing this type of work already and they're really excited about the program."

The program is one year long and requires 31 credit hours to receive a diploma. Upon completion, students can have all the tools necessary to become successful gardeners. "We hope that students understand of a wide variety of gardening techniques and how to grow different specialty crops, different vegetables, herbs, flowers," Frank said.

While gardening education is a priority, it's essential for students to learn the business aspect of gardening, as well.

Frank said, "If they want to work in a greenhouse, we're hoping that they learn how to understand managing a greenhouse from a business perspective and a maintenance perspective. If they want to open their own roadside stand or CSA operation, we're hoping that they gain the tools needed to become an effective business owner."

To learn more or take part in the program, [click here](#).

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Marathon Co.

Area fire fighters participate in acquired structure burn training

Kyle Pozorski Mar 11, 2023

WAUSAU, Wis (WJFW)- More than thirty fire fighters participated in an acquired structure burn on Saturday morning. Instructors from **North Central Technical College (NTC)**, began the training day by briefing the fire fighters of the several different areas of the home and what they would encounter once inside.

NTC Fire Science faculty member, Dan Conrad said "(when) we look at structure fires, it's not just one department that shows up, it's multiple departments they all have to be able to work together and this gives them the chance to work together before there's an actual emergency." He went on to say that "doing acquired structure burns like this is the best training that a fire department can get because it mimics a real fire in a real house. It's not just a staged burn room or some prop that is at a school, so this is the best training that these departments can get."

The home used for the training was donated by a member of the Town of Wausau Fire Department. In total, thirty five people participated in the training, with the Easton Volunteer Fire Department serving as the host department.



WPS Foundation offering technical college scholarships

🕒 MARCH 15, 2023 / 💬 0

WISCONSIN – The Wisconsin Public Service (WPS) Foundation is accepting applications from area high school seniors for its technical college scholarships.

In a release, WPS said the scholarships are the continuation of a “nearly 60-year commitment” to “help area students take the next step toward career success.”

The WPS Foundation partners with the Wisconsin Technical College System (WTCS) on its technical college scholarship program.

Eligible students can receive a scholarship to work toward completing a one-year technical diploma or two-year associate degree program.

High school seniors living in the WPS service area can receive a scholarship to attend one of the following six select WTCS schools full-time next fall: Nicolet Technical College, **Northcentral Technical College**, Fox Valley Technical College, Lakeshore Technical College, Mid-State Technical College and Northeast Wisconsin Technical College.

Each scholarship awarded is for \$750.00. WPS said recipients are selected based on academic achievement, school and community leadership activities and financial need.

“The WPS Foundation’s technical college scholarships have helped northeast and northcentral Wisconsin students develop important career skills since 1964,” WPS stated. “They’re part of more than \$5.6 million in total scholarships the WPS Foundation has awarded during that time to students in Wisconsin and the Upper Peninsula of Michigan.”

WPS said the technical college scholarship program is part of the Foundation’s focus on “improving educational opportunities for area students.”

“Last year, these scholarships helped students pursue degrees in fields such as business management, electric power distribution, information technology and natural gas utility construction,” WPS stated.

Applications are being accepted through Sunday, April 30.

To apply for a WPS Foundation technical college scholarship, visit the Foundation’s website at www.bit.ly/3FsaPW9.

Ashwaubenon CTE program races full steam ahead

FEBRUARY 27, 2023 / 0

ASHWAUBENON – As Careers in Technical Education (CTE) Month comes to a close, the Ashwaubenon High School (AHS) CTE program is racing ahead.

CTE teacher Tom Barnhart estimates that approximately one-third of the student body is enrolled in CTE classes.

“We really adhere to a lot of different career pathways,” said Barnhart. “We have a heavy emphasis on engineering, a heavy emphasis on construction trades, a heavy emphasis on automotive, and we also have a heavy emphasis on manufacturing.”

Educators at AHS work with a variety of community stakeholders to determine course offerings.

“We offer what we offer because of our advisory board. It’s made up of community members ranging from different types of educational entities, school administrators, community businesses and industries as to how they relate to manufacturing. They are our guiding compass in terms of what we offer and how we get support for what we’re offering,” noted Barnhart.

On-site facilities at AHS include multiple Haas computer numerical control (CNC) machines, a plasma table, a lathe, a vinyl cutter, and multiple 3-D printers.

Students also have the opportunity to gain credit through either Northeast Wisconsin Technical College or the University of Wisconsin system in select classes.

According to Barnhart, CTE classes and machines pair well with mathematics.

“All the reasons why you had to solve for X, Y and Z in math class, this is all mathematically modeled on the computers by making a model and then having those models communicate to the different machines. It’s how you program robots, you’re connecting the dots on the Cartesian coordinate system,” he said.

Ashwaubenon also has robust extracurricular activities in CTE-related fields.

Skills USA is an organization which allows students to compete in various disciplines such as welding, CNC machining, architectural drafting, automotive repair, and 3-D printing.

Barnhart explained that “students go to these events and compete in these events, but I think the unique thing is that... all of our students have to have a job resume, they are required to dress professionally, and they are forced to act like they are working for a client. It’s a great way to teach students how to become a professional in the world of work.”

He noted that Skills USA is a popular organization in the Green Bay area, with many high schools having chapters.

Ashwaubenon students have competed in events at Gateway Technical College in Sturtevant, Fox Valley Technical College in Appleton and Northcentral Technical College in Wausau.

Students are currently preparing for the state competition, held at the Alliant Energy Center in Madison April 25-26.

From there, students can then advance to the national competition, held June 19-23 in Atlanta.

Compete at Gateway Tech near Kenosha, Fox Valley Tech in Appleton and Northcentral Tech in Wausau. State at Alliant Energy Arena in Madison and nationals in Atlanta.

Another club that students can be involved in is Formula Student USA.

Held in conjunction with Road America in Elkhart Lake, teams of students go through the entire process of putting a racecar on the track.

“Since it’s on a go-kart track with safety features, students are able to design, build and actually drive their cars at this event,” Barnhart said.

The experience of the annual test, which is held in May every year, can have a lasting impact on those that participate.

“There are so many kids who take their senior pictures with a car that they design – they can tell that story,” explained Barnhart.

Even for students who are not in any formal clubs, opportunities abound.

Earlier in the 2022-23 school year, approximately 50 CTE students took a field trip to the International Manufacturing Trade Show in Chicago.

It was an experience that Barnhart described as world-class.

“It’s kind of like the Detroit Auto Show, but this would all relate to manufacturing. The students get to see trendy technologies that the world is seeing for the first time at this show. It’s a glimpse into the future of manufacturing for all those students,” he said.

When asked about special events for CTE Month in February, Barnhart shrugged off the notion of a special month.

“We do things special every month. We really try to do things to incentivize learning around here,” he said.

“We’re always trying to do little incentivizing things to get the word out about CTE. My mission is not to graduate students with skillsets, it’s to help students know the pathways and see the benefits.”



Shane Monk

2h · 🌐

...

Thanks yet again [Jen Fox Clean Clean Slate Coffee House](#) for your continued support of the North Central WI Riders, and Jason Weiland's Scholarship for Criminal Justice Students at Northcentral Technical College!



Det. Jason Weiland Memorial Page is at Clean Slate Coffee House.

March 19 at 2:02 PM · Rothschild · 🌐

THANK YOU Clean Slate for your generous donation and THANK YOU to everyone that went to Clean Slate on Jason's Birthday and the rest of the month to get his Lotus drink. The donation of \$1,274 💙 will help the North Central WI Riders get to DC and will go towards Jason's scholarship. If you haven't been to Clean Slate yet, you need to go! [Jen Fox](#) and her staff are truly amazing and will give you the best service. Plus the drinks and food are awesome!



You and 14 others



Wonewoc-Center School · Follow

1d · 🌐



CLASS OF 2023 SENIOR FEATURE

Name: Kolten Keller

Parents: Shannon/Chris Keller

High School Sports: Football: 4 Years. Baseball: 3 years (Not counting covid year) Basketball: 4 years

Activities: FFA, Sons of the American Legion, hunting, fishing.

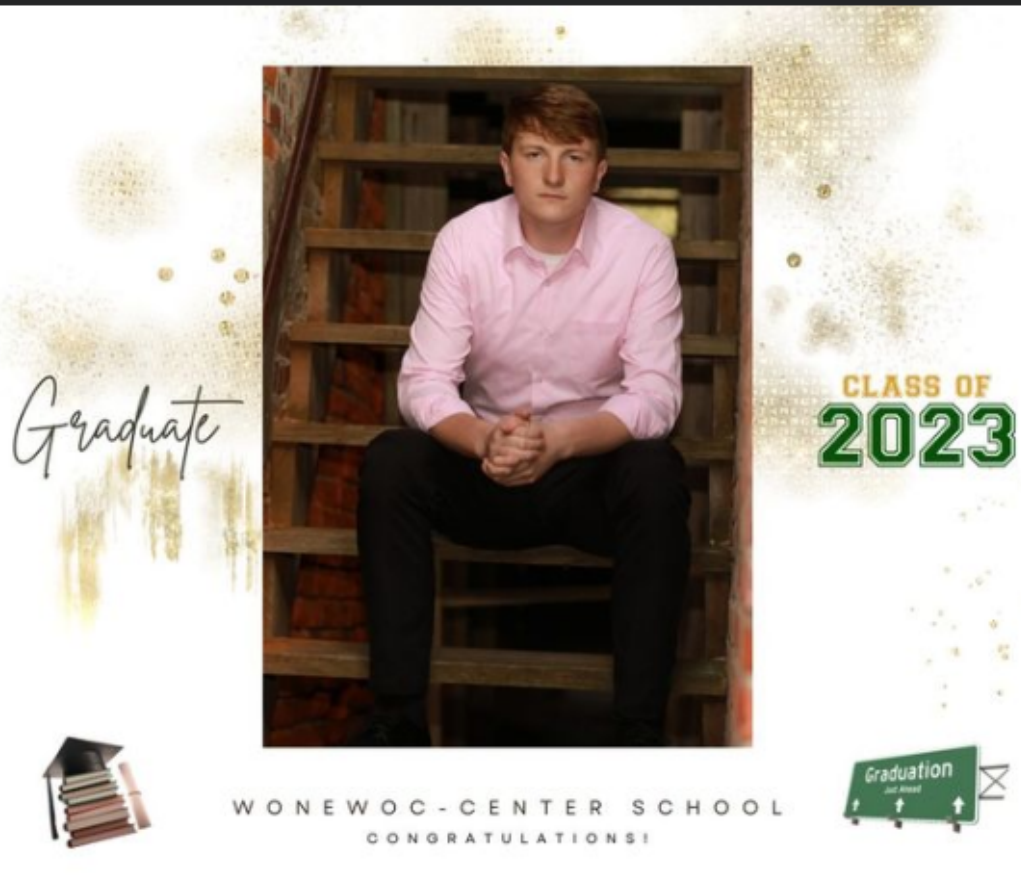
Awards and Honors: FFA officer (2 years) lettered in football baseball and basketball. I have also held lead/major roles for school plays and musical. I have also participated in solo ensemble and have performed at state.

Favorite High School Memory: I don't necessary have one favorite high school memory. However, I would say the shenanigans that occur during the practices in any sport practice. Being from a small school I have had the privilege to play with the same group of guys and would have to say that the bonds would last a lifetime

Future Plans: My future plan is to become a Registered Dental Hygienist, currently I have completed pre-requisite classes and am working/training to be a Dental Assistant. I have been accepted into Chippewa Valley Technical College and Northcentral Technical College I have also have hopes to create a mobile dental clinic to serve affordable/free dental care for undeserved communities. I also hope to continue my love for baseball and take a coaching job in the future. As far as the intangibles with friendships and all, I'm very go with the flow. I believe that things are the way they are and just enjoy it while it last.

We wish Kolten the best of luck in the future.



#WolvesofWC



You and 81 others

6 comments 1 share



Wisconsin Department of Workforce Development 
2d · 

...

Learn how a passion for computers led to a job that began with Wisconsin Youth Apprenticeship and resulted in a young man owning his own company in Marshfield.

Training at [Northcentral Technical College](#) paired with an apprenticeship at [Northside Computers](#) led to success for Malachai Anderson: <https://youtube.com/watch?v=hzfE3YSIViE>
[#Entrepreneurship](#) [#apprenticeship](#) [#techcareers](#)



YOUTUBE.COM

Malachai Anderson - Marketing: Professional Sales & Merchandising YA



You and 4 others



LAB Midwest

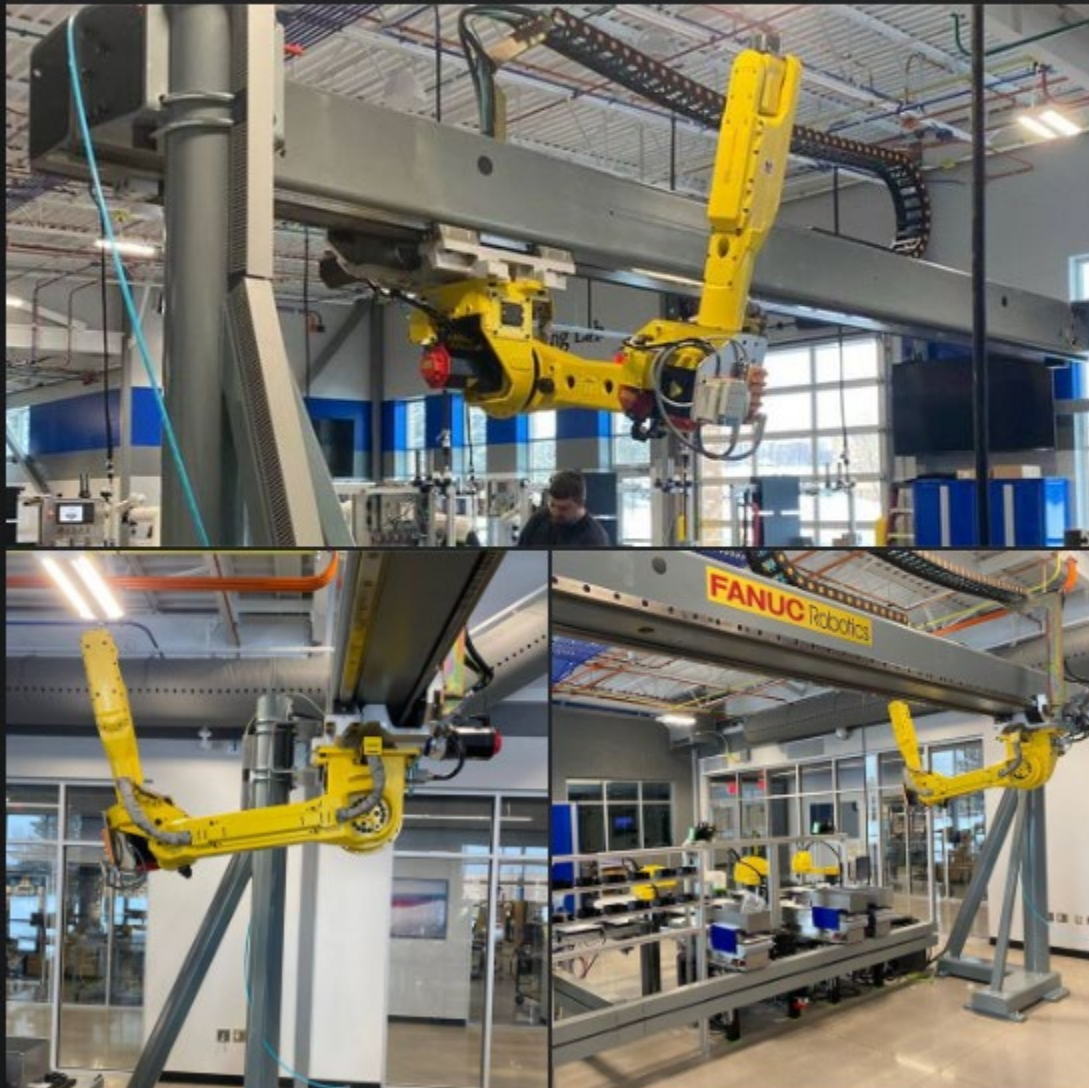
March 22 at 1:10 PM · 🌐

...

This FANUC M-20iA Rail Robot is the first of its kind in education! Just installed at [Northcentral Technical College](#), the 7-axis robot system is the newest addition to an impressive automation lab.

The rest of the lab features every other kind of robot - SCARA, LR-Mates, CRX collaborative robots and more. In this lab, NTC's students will get all the training and exposure they need for a successful career in [#automation](#).

🔧 [FANUC America Corporation](#)



You and 20 others

1 comment 12 shares



Marion School District · [Follow](#)

March 17 at 10:00 AM · 🌐

As part of Marion High School's Academic and Career Planning (ACP) Day, 9th, 10th and 12th grade students had the opportunity to tour either UW-Stevens Point or Northcentral Technical College in Wausau. Students toured the campus, spoke with admissions staff and learned about the potential fit that the campus may be for their future career goals.

[#WeAreMustangs](#)



You and 22 others

2 shares



Like



Comment



Share



Central Wisconsin Electric Cooperative · Follow

March 16 at 10:47 AM · 🌐

Earlier this week Northcentral Technical College students enrolled in the Electrical Power Distribution Program visited the CWEC headquarters for a presentation about electric cooperatives and a tour of the CWEC facility.



You and 22 others

2 shares



Like



Comment



Share



Marathon School District

March 20 at 6:00 AM · 🌐



📖 Today's [#SeniorSpotlight](#) features Hannah Baldeshwiler and Grace Mohr!

Plans after high school:

- Hannah is working towards receiving a license in real estate.
- Grace is attending NorthCentral Technical College for Architectural Design and Technology.

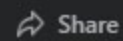
❤️ Best wishes, Hannah and Grace! 💙

[#MarathonPride](#)



You and 88 others

1 comment 2 shares





Bethany Detert is at Northcentral Technical College.
March 16 at 8:12 PM · Wausau · 🌐



Had the second sushi class NTC offered with [Dianne Detert](#) and had a blast making these creations!



You and 58 others

10 comments



Like



Comment



Share



One Stop Auto · Follow

March 16 at 1:29 PM · 🌐



One stop auto would like to thank Ethan for achieving his Technical Diploma in automotive maintenance and light repair technician over at North Central Technical College. Ethan started at one stop auto June of 2020 part time while being in the youth apprenticeship program. He first started doing oil changes, tires, brakes, small maintenance repairs and as of today he has advanced into doing bigger automotive repairs. We are happy to have him on our team. He continues to learn... [See more](#)



One Stop Auto

Automotive Repair Shop

Send message



You and 62 others

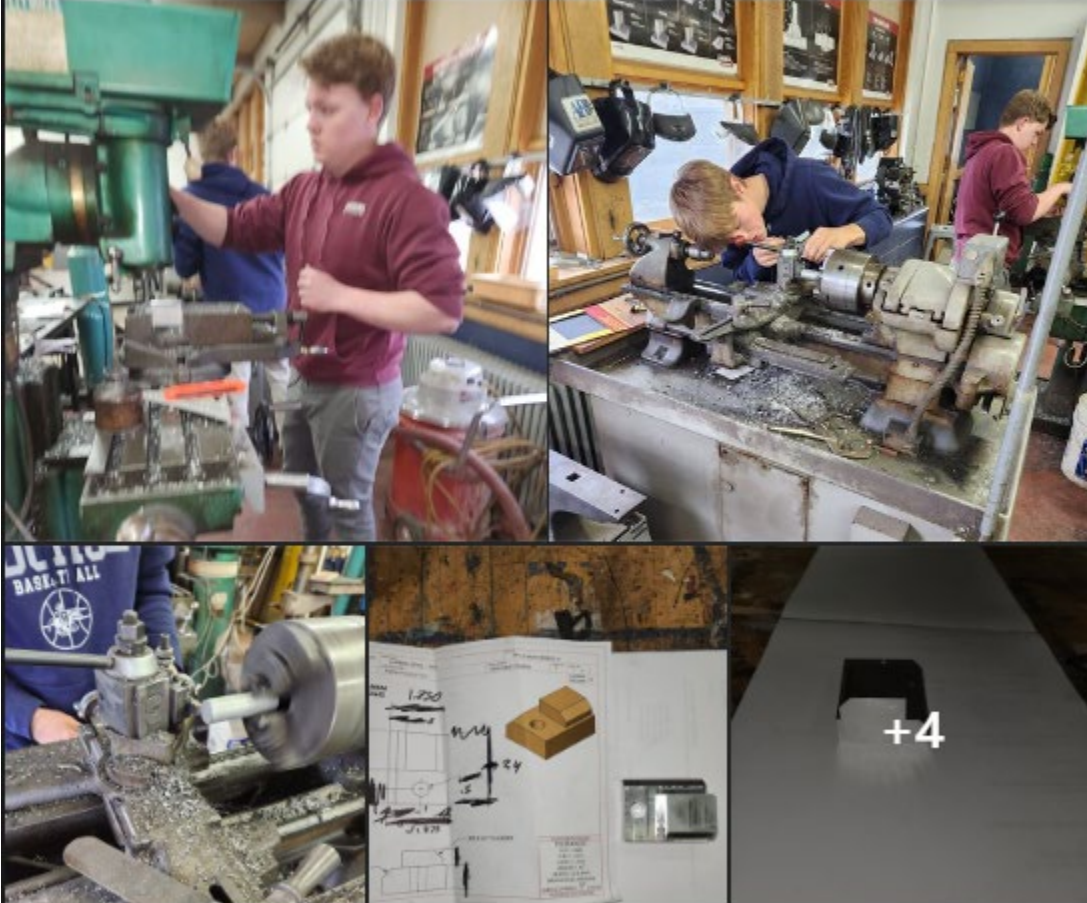
9 comments



Columbus Catholic Schools · Follow


March 14 at 9:05 AM · 🌐

Last week, Tech Ed students Brandon Lang and Jake McGiveron participated in a timed machining competition using the milling machine and metal lathe. If they place in the top 5 they can get \$500 to \$1500 dollars towards their post secondary education at Mid-State Technical College or Northcentral Technical College!




You and 73 others

7 comments 1 share



Wausau Pilot & Review
 March 16 at 11:46 AM · 🌐


Personal care drive begins to benefit students at the Northcentral Technical College Alternative High School and residents at The Women's Community.




WAUSAUPILOTANDREVIEW.COM
Group in Chamber's Transformational Leadership program organize personal care drive


👍 You and 4 others


Like
 Comment
 Share







Willow
Dawiedczyk
Northcentral
Technical
College
Human
Services


 kimberlyseniors2023 • Follow
 Northcentral Technical College





 kimberlyseniors2023 Congratulations, Willow! 🎉
 1w


 ntcwausau Congratulations Willow! We look forward to seeing you on campus this fall!
 Now Reply



 livi.rose11 Yay!!!!!!
 1w Reply


80 likes
 MARCH 15

Add a comment... Post




JUSTICE SCHUH
NORTHCENTRAL
TECHNICAL
COLLEGE
VET TECH








kaukauna2023 • Follow




ntcwausau Congratulations Justice! We look forward to seeing you on campus this fall!

2w Reply



46 likes

FEBRUARY 9

Add a comment

Boost



Greater Wausau Chamber of Commerce

March 13 at 1:26 PM · 🌐

...

One of the small groups in this year's Transformational Leadership program is hosting a personal care drive for students in [Northcentral Technical College's](#) Alternative High School program and those served by the [The Womens Community, Inc.](#)

Click the QR code in the flyer for more information on making a monetary donation:

donations needed

*Personal Care Drive
to support
local organizations*

03.13.23 - 04.14.23



Northcentral
TECHNICAL COLLEGE

Alternative High School



THE WOMEN'S COMMUNITY
A SAFE PLACE: SERVICES FOR
VICTIMS OF ALL GENDERS & AGES



items needed

Shampoo + Conditioner
Hair care products
Body Wash
Body Lotion
Deodorant
Individual packaged toothbrush
Toothpaste
Mouthwash
Shaving products
Feminine products
Toilet Paper
Paper Towels
Laundry detergent
Baby wipes

item drop off locations



sponsors



monetary donations



👍 You and 13 others

11 shares



Boys & Girls Club of the Wausau Area

March 17 at 7:00 AM · 🌐

...

PROFESSIONAL DEVELOPMENT: Boys & Girls Club team members recently participated in "7 Important Workplace Communication Trends for 2023" professional development training with Terra Fletcher from [Fletcher Consulting](#) at [Northcentral Technical College](#). Key takeaways included learning different communication styles, the significance of non-verbal's, how to engage in diverse and inclusive communication, and how to collaboratively communicate and be empowering to those we work with. Staff development is a priority at the Boys & Girls Club and positively impacts the high quality experience that Club Members receive. [#GreatFuturesStartHere](#)



You and 40 others

1 comment 4 shares



Three Bridges Recovery WI, Inc is at Northcentral Technical College.

March 6 at 2:58 PM · Wausau · 🌐

...

Our first Naloxone administration training in a classroom setting! Thank you NTC for donating a mannequin to Three Bridges Recovery!! (Please no negative comments) #BreakingStigma



You and 38 others

6 comments 6 shares



Merrill High School

March 17 at 8:29 AM · 🌐

...

This Bluejay has a plan! Mia Orchard will be attending Northcentral Technical College for Business Communications & Management. Congratulations Mia!



Mia Orchard

Northcentral Technical College - Business Communication & Management

This senior
Bluejay has a
plan!



You and 49 others

5 comments 2 shares



Merrill High School

March 17 at 12:21 PM · 🌐

...

This Bluejay has a plan! Truman Shull will be attending Northcentral Technical College for Diesel Technician. Congratulations Truman!



Truman Shull

Northcentral Technical College - Diesel Technician

This senior
Bluejay has a
plan!



You and 77 others

10 comments



Wausau Fire Department

March 13 at 9:18 AM · 🌐

...

Good morning Facebook fans!

If you see aerial trucks near the NTC campus buildings today, do not be alarmed. Members from SAFER, Merrill, and Wausau Fire are working on scenarios to complete their Aerial Operator certification.



You and 169 others

5 comments 12 shares



Merrill High School

March 15 at 10:42 AM · 🌐

...

This Bluejay has a plan! Brady Peck will be attending Northcentral Technical College for Sports & Recreational Management. Congratulations Brady!



Brady Peck

Northcentral Technical College - Sports & Recreational Management

This senior
Bluejay has a
plan!



You and 63 others

7 comments 2 shares



Merrill High School

March 15 at 8:26 AM · 🌐

...

This Bluejay has a plan! Courtney Winningham will be attending Northcentral Technical College for Law Enforcement. Congratulations Courtney!



Courtney Winningham

Northcentral Technical College - Law Enforcement

This senior
Bluejay has a
plan!



You and 51 others

4 comments 2 shares



Merrill High School

March 14 at 12:06 PM · 🌐

...

This Bluejay has a plan! Kalynn Podgorski will be attending Northcentral Technical College for Firefighting & Paramedics. Congratulations Kalynn!



Kalynn Podgorski

Northcentral Technical College - Firefighting & Paramedic

This senior
Bluejay has a
plan!



You and 66 others

6 comments 2 shares



Childcaring, Inc is 😊 feeling motivated at **Northcentral Technical College**.
February 25 · Wausau · 🌐

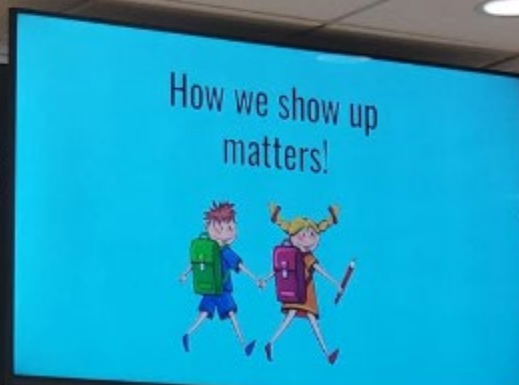
ECE Conference at NTC! Stacy Stenz walks us through compassion fatigue and how to recognize the signs so that early childhood professionals can regulate and respond to whatever challenges they may face. ❤️



Stacy Stenz

Early Childhood and
Needs Educator

*"Steady Brains are Ready
Mind Your Mind to Avoid
Fatigue"*



You and 9 others

5 comments



Loyal School District

March 13 at 3:00 PM · 🌐

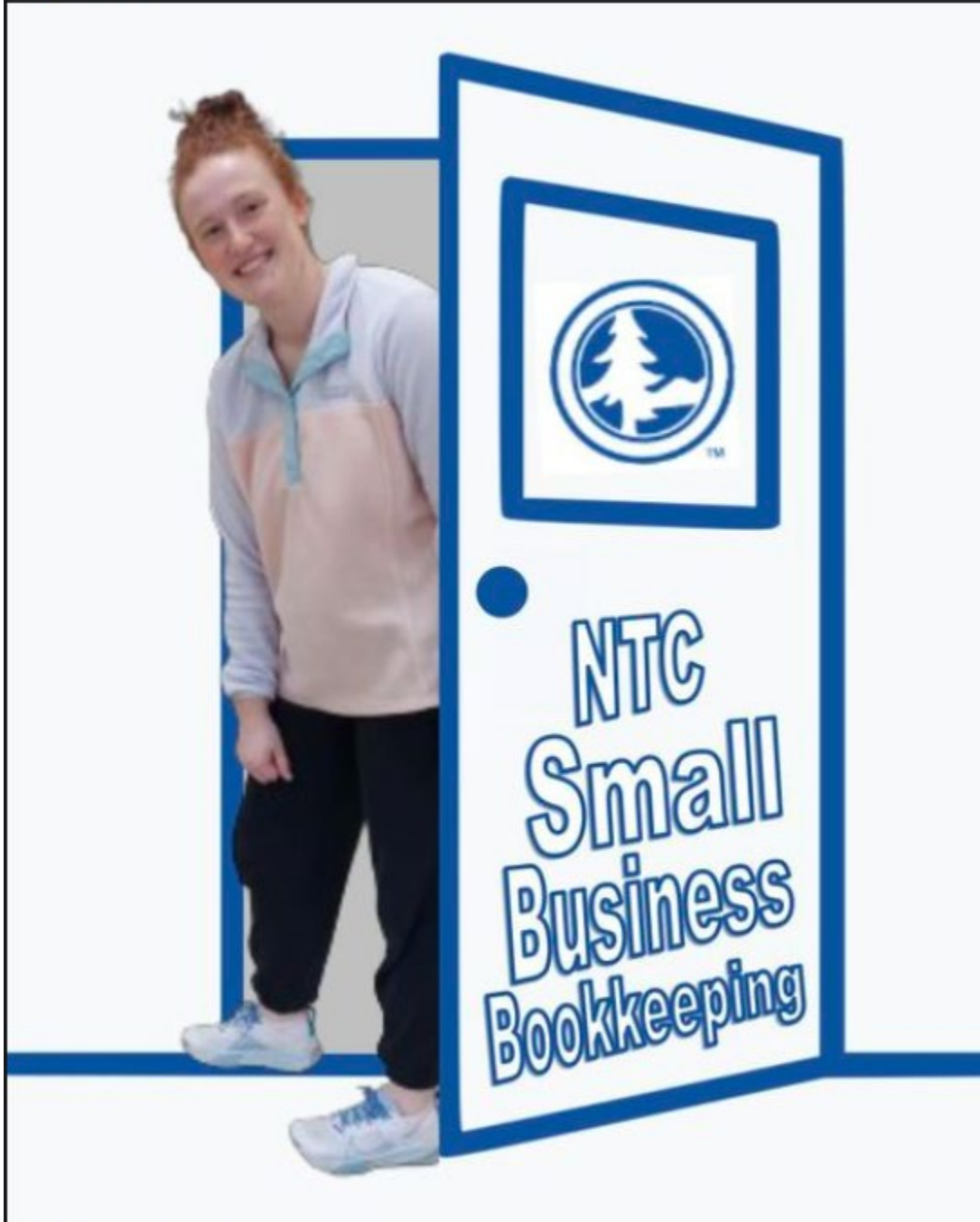
...

Congratulations Courtney! 🍌🍌🍌

Courtney will be pursuing the Small Business Bookkeeping program at Northcentral Technical College in the fall!

Let's give Courtney a big 🍌 applause in the comments below!

#L... See more



You and 65 others

6 comments 1 share



Lake States Lumber Association · Follow

March 13 at 1:30 PM · 🌐

...

Band Saw Filer Certificate Program will be held at Northcentral Technical College in Antigo, WI on May 1 - May 26.

LSLA members receive a discounted rate off of the tuition fee. Learn more and register here: <https://www.ntc.edu/.../all/certificate/band-saw-filer>

NTC offers the only accredited Band Saw Filing Certificate program in the United States. Due to the intense hands-on nature of these classes, the program is limited to 8 participants.



WEB-EXTRACT.CONSTANTCONTACT.COM

Band Saw Filer Certificate Program

May 1-May 26, 2023 News from Lake States Lumber Association March 13, 2023 Northcentral Technical College in Antigo, WI will be offering a Band Saw Filer Certificate Program May 1 - May 26. Thanks t

i



You and 2 others

1 share



Merrill High School

March 14 at 10:03 AM · 🌐

...

This Bluejay has a plan! Melaina Lemke will be attending Northcentral Technical College fore Dental Hygienist. Congratulations Melaina!



Melaina Lemke

Northcentral Technical College - Dental Hygienist

This senior
Bluejay has a
plan!



You and 82 others

6 comments 4 shares



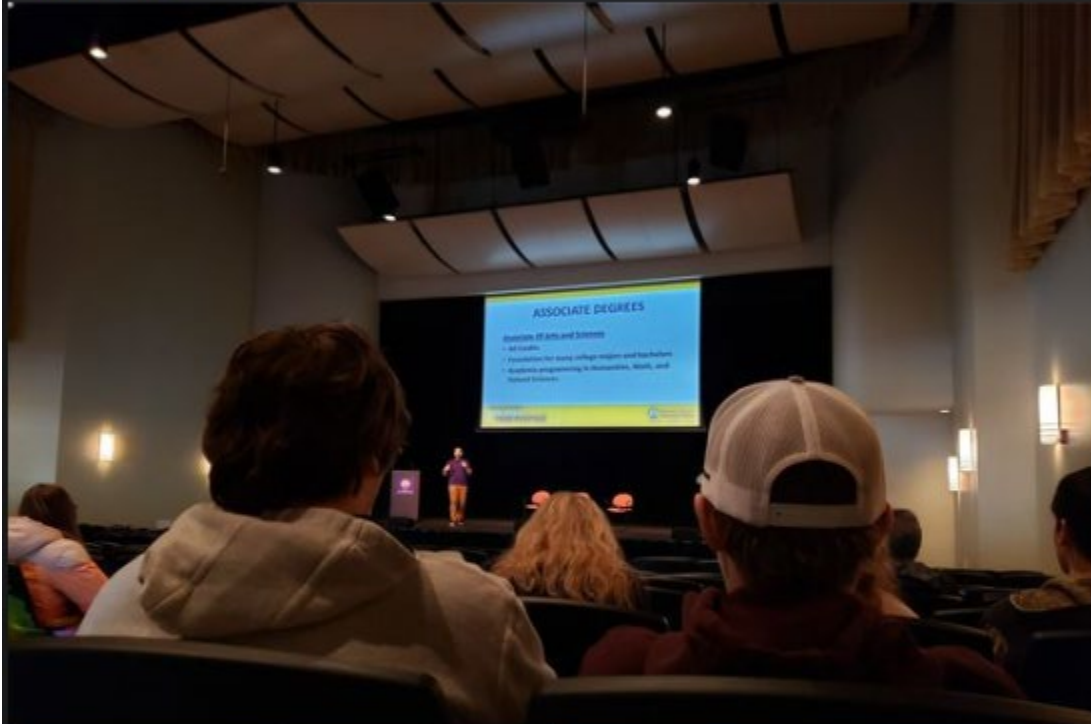
Loyal School District

March 8 at 3:00 PM · 🌐



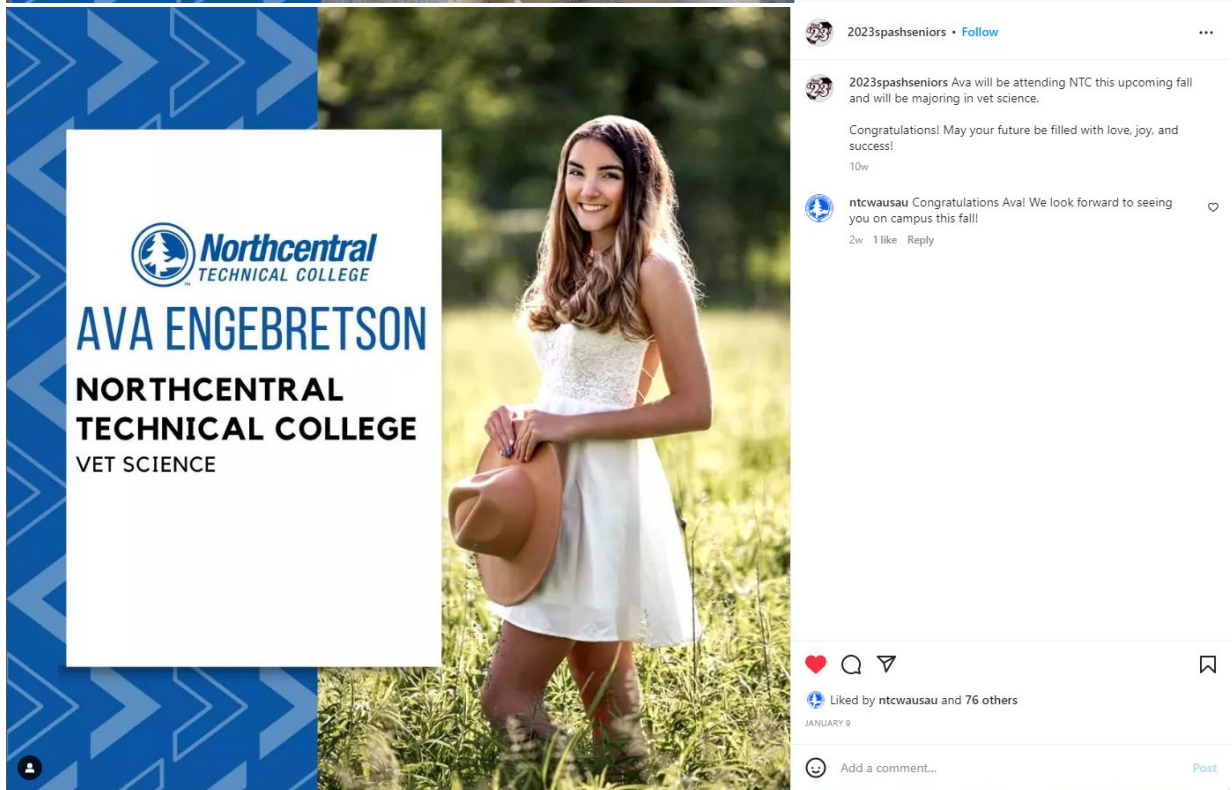
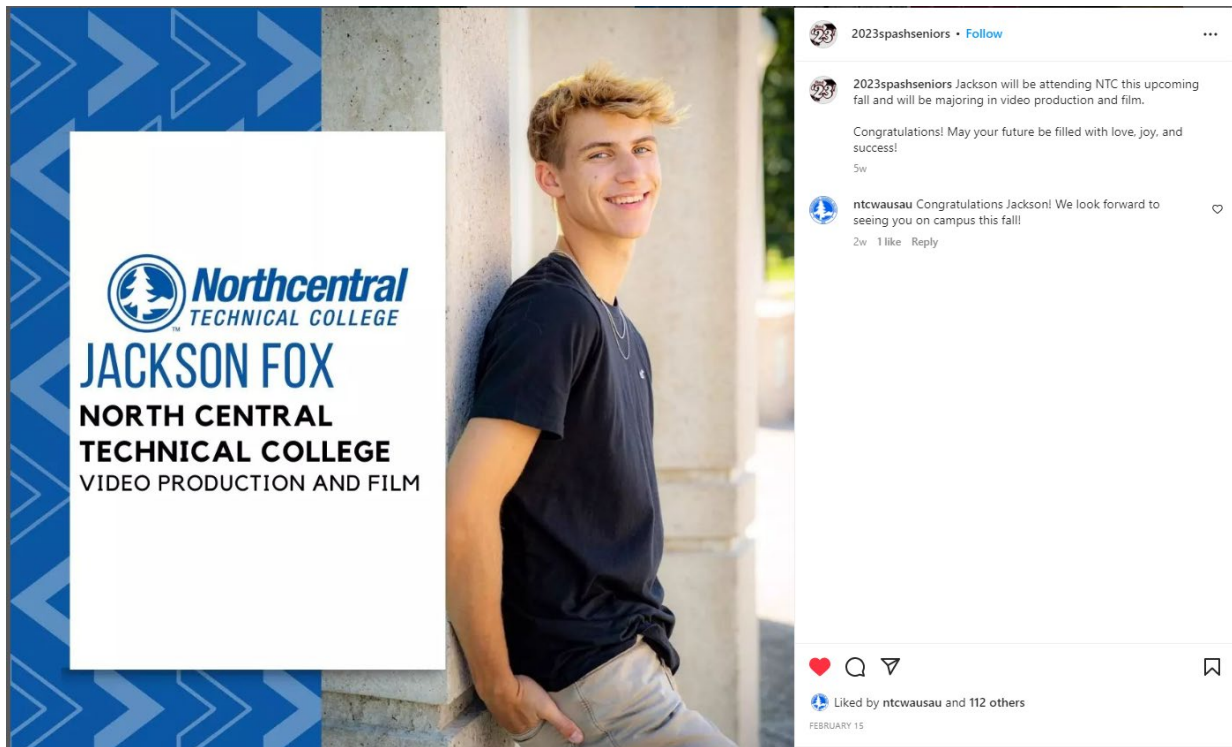
The freshman class recently attended a field trip at UW Stevens Point in Wausau and [Northcentral Technical College](#) in Wausau for a day of career exploration!

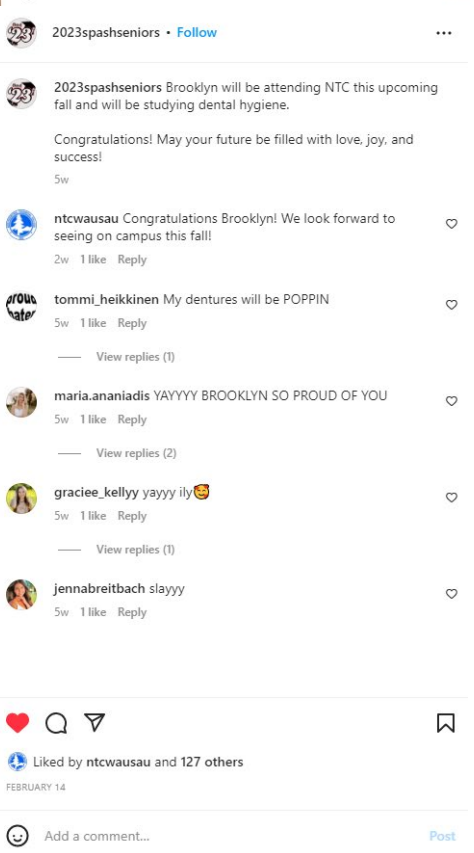
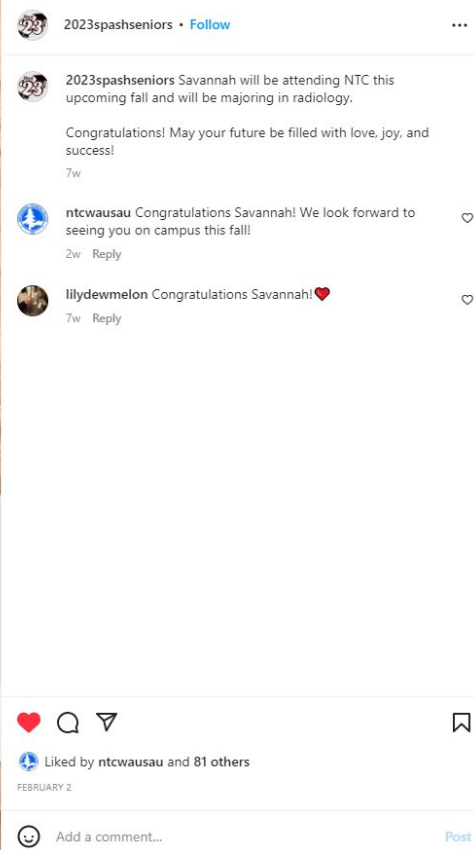
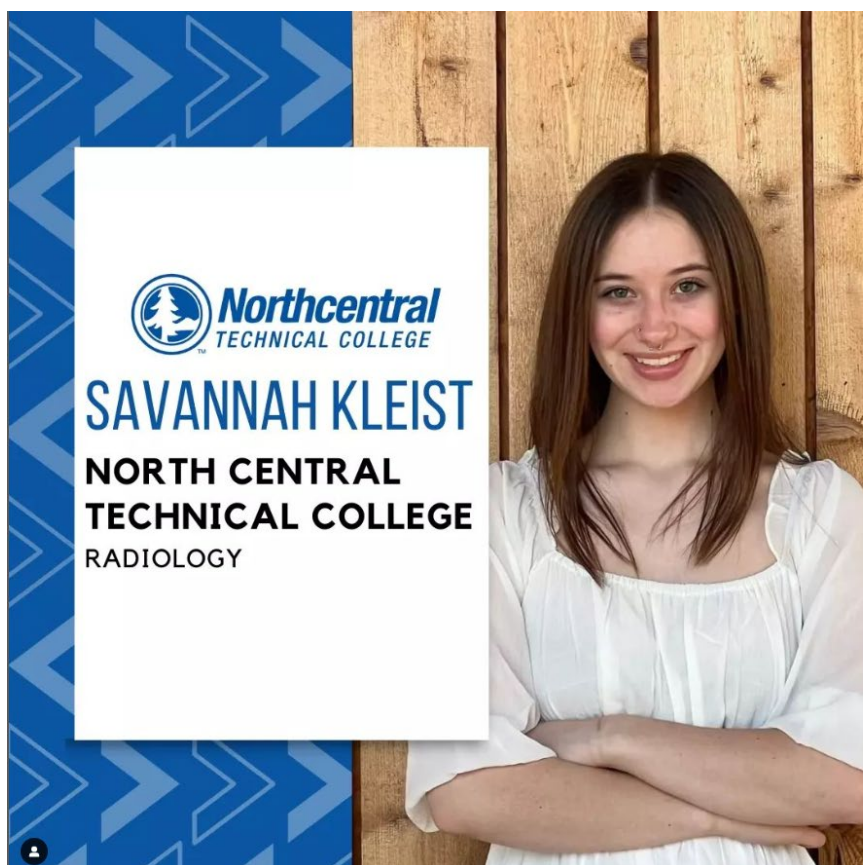
#LoyalProud




You and 38 others

1 comment










Northcentral
TECHNICAL COLLEGE

MADELINE PUMPER
NORTHCENTRAL
TECHNICAL COLLEGE
LARGE ANIMAL VETERINARIAN
SCHOOL






2023spashseniors • Follow



2023spashseniors Madeline will be attending NTC this upcoming fall. After she will attend a large animal vet school.


Congratulations! May your future be filled with joy, love, and success!

11w




ntcwausau Congratulations Madeline! We look forward to seeing you on campus this fall!

2w Reply




nat.sanmiguel SO PROUD!!!

11w 1 like Reply






leahb159 ILY YAYYY

11w 1 like Reply



maia.zalewski BAE

11w 1 like Reply



Liked by ntcwausau and 73 others

JANUARY 5



Humane Society of Marathon County

March 1 at 7:26 PM · 🌐

...

We are so thankful for our partnership with the NTC Veterinary Technician Program! Our animals are on campus this semester for surgeries, blood draws and more. What a great opportunity for everyone involved. The instructors and students have been so great to work with and it's SO wonderful for the animals to get extra socialization and handling as well as time out of the kennels and away from the stress of the shelter.

Thank you NTC!



You and 482 others

3 comments 28 shares



Wausau Police Department ✓

March 7 at 12:42 PM · 🌐

...

We were excited to be present at today's ribbon-cutting ceremony for [Northcentral Technical College's](#) new Communication Technology Center of Excellence. Made possible by the work of many partners, and with a generous grant from the Dudley Foundation, this great new resource features the latest in video production technology.

The Wausau Police Department has partnered with NTC's video production program for some years now, and has benefitted from the assistance of program faculty member, Jordan Innes. Thanks to Jordan's nudging, our video projects have bloomed throughout the years.



You and 102 others

5 comments 5 shares



United Way of Marathon County is with Wausau Police Department and 4 others.

March 2 at 11:15 AM · 🌐

The 2023 Greater Wausau Youth Hiring & Career Fest was hosted at Wausau West High School today for various high schools throughout Marathon County. This was the third year for this successful event, presented by United Way of Marathon County, Boys and Girls Club of Wausau, Wausau School District, and DC Everest Area School District. The day was an opportunity for businesses, colleges, and organizations to network with students and offer youth apprenticeships, summer employment, and part-time jobs for teens. #share #careers #unitingtothrive #successful



👍 You and 20 others

1 comment 2 shares





Chloé Ertl is with Paige Smith and 2 others in Washington D.C.

February 27 at 2:58 PM · 🌐

...

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.

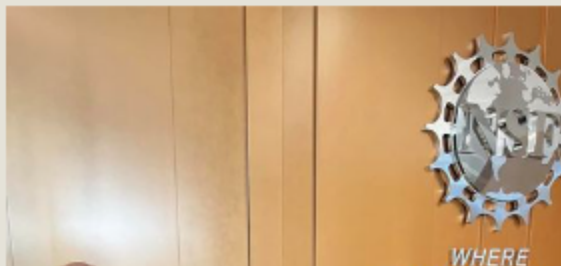
We met with some grant advisors at the [National Science Foundation \(NSF\)](#) and got to understand the next goals the NTC school of AG is trying to reach.

The night time walk of the National Mall was also amazing! The monuments are so beautiful at night!

The large part of our time was spent at the USDA's 99th Annual Agriculture Outlook Forum. Learned a lot about the economic state the US Agriculture industry is. Learned why this year is not going to be as profitable as 2022 for farmers but as profitable as the 2017 year. ... you can thank the Ukraïn/Russian conflict for that (fertilizer availability and pricing) and the inflation from all the money printed out in 2020/2021. (I have a nice visual on that in the photos.) Also, Brazil's 2nd crop corn will continue to drop US Corn prices...

Best part at the outlook was the speakers. Great speech from USDA Secretary Tom Vilsack. We had a Dr. St. Germain from [NASA - National Aeronautics and Space Administration](#) explain their part in agriculture with mapping and satellites(which had super cool visuals). Got to listen to Paul Neubauer, a first generation rancher in Montana who is leading a Montana Premium Processing Cooperative (a co-op going against the big meat processing giants). I also got to listen to the Transatlantic Engagment on Agricultural Sustainability plannel with USDA Secretary and EU Ag Comissionioner Janusz Wojcieckowski.

Overall this was a unforgettable, once in a life time trip!





Edgar School District · [Follow](#)

March 10 at 6:00 AM · 🌐



📣 Today we celebrate Katrina Mata for our next Class of 2023 [#SeniorFeature!](#) 📣

Plans After High School: Attending Northcentral Technical College majoring in Business Management

💚 Best wishes, Katrina! 💛



You and 97 others

15 comments



Merrill High School · Follow

March 12 at 4:28 PM · 🌐

This Bluejay has a plan! Emily Lafreniere will be attending Northcentral Technical College for Nursing. **Congratulations** Emily!



Emily Lafreniere

Northcentral Technical College - Nursing

This senior
Bluejay has a
plan!



You and 66 others

5 comments



Merrill High School · Follow

March 11 at 4:03 PM · 🌐

This Bluejay has a plan! Lily Grefe will be attending Northcentral Technical College for Human Services. **Congratulations** Lily!



Lily Grefe

Northcentral Technical College - Human Services

This senior
Bluejay has a
plan!



You and 74 others

2 comments 1 share



Edgar School District

March 8 at 6:00 AM · 🌐

...

📣 Today we celebrate Sondra Pilgrim for our next Class of 2023 [#SeniorFeature!](#) 📣

Plans After High School: Attending North Central Technical College and Chippewa Valley Technical College for Diagnostic Medical Sonography

💚 Best wishes, Sondra! 💛



You and 136 others

23 comments 2 shares



Chequamegon School District

March 8 at 7:09 AM · 🌐



It's time to highlight another member of the Class of 2023 as part of our Celebration of Seniors! Let's congratulate Veda Nguyen! After she departs Chequamegon, Miss Nguyen is headed for [Northcentral Technical College](#)! Good luck, Miss Nguyen!

#CSDClassOf23 #CSDSoar

Veda Nguyen

Northcentral Technical College

Class of 
2023!

Saturday
May
27

Chequamegon
High School



You and 21 others

5 comments 2 shares



Chequamegon School District

March 3 at 7:00 AM · 🌐

...

Continuing our Celebration of Seniors, let's hear it for the Class of 2023's Alexa Warshall. After leaving Chequamegon, Ms. Warshall will turn to Northcentral Technical College for her next adventure. Best wishes, Ms. Warshall!

#CSDClassOf23 #CSDSoar

Alexa Warshall

Northcentral Technical College

Class of 
2023!

Saturday
May
27
Chequamegon
High School



You and 28 others

6 comments 5 shares



Merrill High School

March 9 at 3:14 PM · 🌐

This Bluejay has a plan! Elliott Hanson will be attending Northcentral Technical College for Mechanical Design. Congratulations Elliott!



Elliott Hanson

Northcentral Technical College - Mechanical Design

This senior
Bluejay has a
plan!



You and 52 others

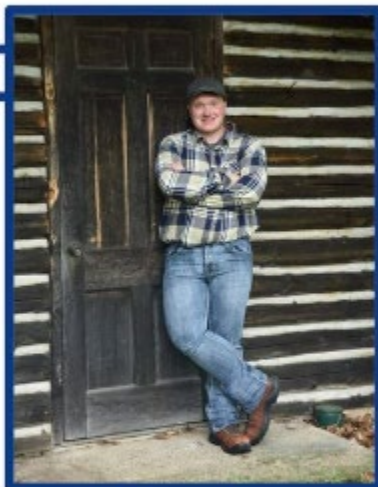
2 comments 4 shares



Merrill High School

March 6 at 11:20 AM · 🌐

This Bluejay has a plan! Ian Dreikosen will be attending Northcentral Technical College for Carpentry. Congratulations Ian!



Ian Dreikosen

Northcentral Technical College - Carpentry

This senior
Bluejay has a
plan!



You and 56 others

8 comments 3 shares

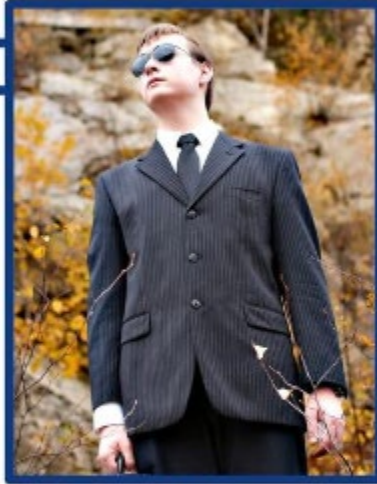


Merrill High School

March 2 at 2:36 PM · 🌐

...

This Bluejay has a plan! Aidan Blystone will be attending Northcentral Technical College for IT Cyber Security Specialist. Congratulations Aidan!



Aidan Blystone

Northcentral Technical College - IT Cyber Security Specialist

This senior
Bluejay has a
plan!



You and 38 others

5 comments