

**DISTRICT BOARD OF TRUSTEES REGULAR MEETING**

Tuesday, February 6, 2018  
Northcentral Technical College  
1000 W. Campus Drive  
Wausau, WI 54401  
Timberwolf Conference Center  
1:00 p.m.

12:15 p.m. Lunch

1:00 p.m. Call to order, compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)

**I. PLEDGE OF ALLEGIANCE TO THE FLAG****II. PUBLIC INPUT**

A. Public Comments

**III. APPROVAL OF MINUTES**

A. [Approval of minutes from January 9, 2018 Board of Trustees meeting](#)

**Motion:** That the Northcentral Technical College Board Approve the meeting minutes from the January 9, 2018 Board of Trustees meeting.

Voice vote required to approve.

**IV. ACTION ITEMS**

A. [Approval of 2018 – 2019 Tentative Capital Budget](#) – Lori Weyers/Roxanne Lutgen

**Motion:** That the Northcentral Technical College District Board approve the 2018 – 2019 Tentative Capital Budget not to exceed the \$11,800,000 capital expenditures budget, funded through capital borrowings of \$11,500,000, fund balance of \$200,000, and donations of \$100,000, including identified items exceeding \$50,000.

Voice vote required to approve.

**V. CONSENT VOTING AGENDA**

A. Approval of consent Voting Agenda

1. [New Garden to Market Technical Diploma Program](#)
2. [Receipts & Expenditures](#)
3. [Personnel Changes](#)

**Motion:** That the Northcentral Technical College District Board approves the Consent Voting Agenda including:

1. New Garden to Market Technical Diploma
2. Receipts & Expenditures
3. Personnel Changes

Roll call vote required to approve.

**VI. INFORMATION/DISCUSSION**

- A. President's Report
  - 1. Legislative Updates
  - 2. Comments from Informational Update
  
- B. Chairperson's Report
  - 1. Spring 2018 Board Appointment Update
  
- C. Information
  - 1. Mid-Year Dashboard – Handout – Vicki Jeppesen/Angie Servi
  - 2. [Advisory Meeting Minutes](#)
  - 3. [Upcoming Meetings/Events](#)
  - 4. [Good News](#)

**VII. BOARD DEVELOPMENT**

- A. ALICE Training – Dan Jacobson

**VIII. CLOSED SESSION (Immediately following the open session)**

- A. Adjourn Board into Closed Session pursuant to Section 19.85 (1) (f) and (g) for the purpose of:
  - 1. Approval of the December 5, 2017 Closed Session Minutes
  - 2. Update the Board on possible litigation

**Motion:** To Adjourn Board into Closed Session Pursuant to Section 19.85 (1) (f) and (g) for the Purpose of:

- 1. Approval of the December 5, 2017 Closed Session Minutes
- 2. Update the Board on possible litigation

Roll Call Vote Required

**IX. OPEN SESSION**

Reconvene into Open Session to take any action deemed necessary as a result of the closed session.

**X. MEETING ADJOURN**

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.*



DISTRICT BOARD OF TRUSTEES REGULAR MEETING MINUTES

Tuesday, January 9, 2018

Northcentral Technical College

1000 W. Campus Drive

Wausau, WI 54401

Timberwolf Conference Center D100

The Northcentral Technical College District Board of Trustees met on January 9, 2018 at the Wausau Campus. Chairperson Tom Felch called the meeting to order at 1:15 p.m.

Roll Call:

Douglas Faragher <i>(Joined via video conference 1:15pm)</i>	X	Ruth Risley-Gray	X
Tom Felch	X	Dale Smith	X
Kristine Gilmore <i>(Left at 2:16pm)</i>	X	Maria Volpe	X
Lee Lo	X	Paul Proulx	X
Charlie Paulson	X		

Compliance with Open Meeting Law

PaHnia Thao reported the meeting was being held in compliance with Open Meetings Law 19.81-19.88 of the Wisconsin Statutes.

I. PLEDGE OF ALLEGIANCE TO THE FLAG

A. Recited the Pledge of Allegiance.

II. PUBLIC COMMENTS

A. There were no public comments

III. APPROVAL OF MINUTES

A. It was moved by Paul Proulx and seconded by Kris Gilmore that the NTC Board of Trustees meeting minutes from December 5, 2017 be approved. Motion carried unanimously.

IV. REGULAR VOTING AGENDAS

A. Antigo – Merrill Center for CDL Training Addition

It was moved by Maria Volpe and seconded by Lee Lo that the NTC District Board approves the Merrill Center for CDL Training Addition at a cost not to exceed \$650,000, and request the WTCS State Board do the same.

B. Remodeling: Wausau Continuing Education Renovation

It was moved by Kris Gilmore and seconded by Ruth Risley-Gray that the NTC District Board approves the Wausau Continuing Education Renovation at a cost not to exceed \$650,000 and requests the WTCS State Board to do the same.

**V. CONSENT VOTING AGENDA**

- A. It was moved by Maria Volpe and seconded by Kris Gilmore that the NTC District Board approves the consent Voting Agenda
- Receipts & Expenditures
  - Personnel Changes

Motion carried unanimously.

Roll Call Vote Ayes: Faragher, Felch, Gilmore, Lo, Paulson, Risley-Gray, Proulx, Smith, Volpe (all)

**VI. INFORMATION/DISCUSSION**

A. President's Report

1. Mid-Year Institutional Initiatives – Handout

The Executive Leadership Team updated the Board on the mid-year institutional initiatives. The mid-year institutional initiatives handout is included in the official meeting minutes.

2. Nursing Instructor Shortage – Jeannie Worden/Darren Ackley/Marlene Roberts

Nursing shortages and nursing instructor shortages are happening across the country. NTC currently has a nursing instructor shortage. Nursing instructors are leaving to work for private industries. We reviewed our employment guideline and had to make changes to nursing faculty contract number of weeks to ensure we can still serve our learners and produce nursing graduates. The early resignation fee for instructors has been increased. We are looking at what we are competing against. We're hoping to recruit based on the benefits such as "no on-call, health benefits, time off, etc." NTC wants to publicly thank Ruth Risley-Gray and Aspirus for stepping in to get clinicals for NTC students. We have to look at what we can do and are work diligently to recruit. The nursing instructor shortage handouts are included with the official meeting minutes.

3. Comments from Informational Update

We are working aggressively at program completion and looking at best practices to increase completion rate.

There was an elderly gentleman that wandered away from his home and was found deceased on NTC property. We received a letter from Wausau Police Department specifically thanking Dan Jacobson, Jordan Schult, Dustin Sprague, and Rob Elliott for working closely and cooperating with the Wausau Police Department on their investigation. We sent condolences to the family.

Park Falls Paper Mill will be reducing their workforce. NTC has a rapid response team that will go in and assess what we can do to help.

B. Chairperson's Report

1. Spring 2017 Board Appointment Process  
Dale Smith will not reapply for his board term.
  
2. Winter WTC DBA Meeting 1/25/18 – 1/27/18 – Eau Claire, WI (CVTC)  
NTC District is unable to attend this meeting.
  
3. ACCT Legislative Conference – 2/11/18 – 2/14/18  
NTC District is unable to attend this conference.

C. Information

- Advisory Meeting Minutes
- Upcoming Meetings/Events
- Good News

**VII. BOARD DEVELOPMENT**

A. ALICE Training – Dan Jacobson

Due to technology, the ALICE Training was postponed to be conducted at the February 6<sup>th</sup> Board meeting.

**VIII. MEETING ADJOURN**

By consensus the meeting adjourned at 2:21 p.m.

Respectfully submitted,

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Maria Volpe, Secretary/Treasurer  
Northcentral Technical College District Board of Trustees

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

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

**MEETING DATE:** February 6, 2018

**TOPIC:** 2018-2019 Capital Budget Planning

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

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

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

**DATA/RESULTS:** Attached are three planning documents.

1. *2018-2019 Capital Expenditure Funding Sources* shows the funding plan for the next year's capital budget.
2. *2018-2019 Capital Expenditure Summary* shows categories of capital expenditures for next year's capital budget.
3. *2018-2019 Capital Equipment Budget Requests* provides additional information and identifies *expenditures greater than \$50,000* requiring board approval.

Final approval of the capital expenditures budget will be sought at the March 6, 2018 board meeting.

**AGENDA CATEGORY:**

- Regular Voting Agenda

**PROPOSED MOTION:**

Tentative approval not to exceed the \$11,800,000 capital expenditures budget, funded through capital borrowings of \$11,500,000, fund balance of \$200,000, and donations of \$100,000, including identified items exceeding \$50,000.

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

Signed Dr. Lori A. Weyers

Dated February 5, 2018

**2018-2019 Capital Expenditure Funding Sources**

**\$11,800,000      Total Capital Expenditures Budget**

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\$11,500,000      Funded through Annual Capital Borrowings  
 \$200,000      Funded through Fund Balance  
 \$100,000      Funded through Donations

**2018-19 Capital Expenditure Summary**

<b><u>Description</u></b>	<b><u>Fiscal Year</u> <u>2018-2019</u></b>	<b><u>Subtotal</u></b>
Previously Committed Capital Expenditures		
Distance Education Leases	\$142,000	
Other Items	\$929,000	
	<hr/>	\$1,071,000
Capital Contingency Fund	\$400,000	
	<hr/>	\$400,000
Technology Maintenance		
Microcomputers and Consulting	\$1,275,000	
Network Equipment	\$1,240,000	
Smart Classrooms	\$425,000	
Advanced Technology Initiatives	\$621,000	
	<hr/>	\$3,561,000
High Priority Educational Needs		
Equipment and Software	\$1,700,000	
	<hr/>	\$1,700,000
Long Range Facility Plan Recommendations		
Regional Campuses	\$1,815,000	
Central Campus	\$3,253,000	
	<hr/>	\$5,068,000
<b><i>TOTAL</i></b>		<b>\$11,800,000</b>

**2018-2019 Capital Equipment Budget Request (Items greater than \$50,000)**

<b>Division</b>	<b>Item Requested</b>	<b>(N) New (R) Replacement (P) Previously Committed</b>	<b>Definition</b>	<b>Impact (FTE, Headcount, Location, Program, etc.)</b>	<b>Life Cycle</b>	<b>Strategic Direction College Goals</b>	<b>Cost</b>
Information Technology	Distance Education Leases	P	Charter Wide Area Network, WiscNet, and WTCN Teach Link all support distance education.	District-wide and distance learner impact. Provides connectivity to regional campuses and the Internet. Impacts all students, employees, and stakeholders.	Yearly	Growth and Innovation	\$142,000
Information Technology	Provides unrestricted use of most used Microsoft products and other Software Licenses	P	NTC student and staff access to Microsoft products, and other Software licenses necessary for college business throughout the District.	Software licenses necessary to conduct business and training throughout the District.	Yearly	Growth and Innovation	\$891,000
District-wide	Capital Contingency Fund	P	Emergency Dollars	Emergency capital dollars for equipment that breaks or new initiative equipment or facility needs during the year.	Yearly	Growth and Innovation	\$400,000
Information Technology	Computer workstations	R	We plan to replace approx. 25% of all computers. This year we plan to purchase approx. 500 items of computers/peripherals for students with all of the replaced items passing down to staff.	Workstation replacements per the long-term computer refresh plan.	Yearly	Growth and Innovation	\$575,000
Information Technology	Consultant support	P	Consultant support of High Street to enhance the usability of PeopleSoft and to build complex master images of computer desktops utilized for instruction.	District wide and distance learner impact.	Yearly	Growth and Innovation	\$700,000



**2018-2019 Capital Equipment Budget Request (Items greater than \$50,000)**

<b>Division</b>	<b>Item Requested</b>	<b>(N) New (R) Replacement (P) Previously Committed</b>	<b>Definition</b>	<b>Impact (FTE, Headcount, Location, Program, etc.)</b>	<b>Life Cycle</b>	<b>Strategic Direction College Goals</b>	<b>Cost</b>
Information Technology	Data cabling and telephones	R	Data cabling and telephones in remodeled areas.	Renovations related to building remodeling.	7 years	Growth and Innovation	\$ 50,000
Information Technology	Capital Contingency for IT renovations	R	We plan IT renovations whenever building remodeling occurs.	IT renovations related to building remodeling requires contingency as needs become apparent throughout the remodeling project.	Yearly	Continuous Quality Improvement	\$100,000
Information Technology	Safety & Security	N	Additional Cameras and related monitoring equipment	Increased Safety and Security for all students and staff	5 years	Continuous Quality Improvement	\$ 75,000
Information Technology	Server and Network Equipment Replacement	R	Replacement and repairs of servers and network equipment.	Servers that provide communications within the network as well as the network itself need regular maintenance and replacement	Yearly	Growth and Innovation	\$530,000
Information Technology	HD Video Conferencing	P	We plan to replace/upgrade Interactive video conferencing (IVC) rooms on an as needed basis.	This replaces/upgrades our IVC system/rooms per the long-term IVC refresh plan.	5 year plan	Continuous Quality Improvement	\$325,000
Information Technology	PeopleSoft Operating System Maintenance	P	The PeopleSoft system is the operating system for the entire college.	Software maintenance on this system is required.	Yearly	Growth and Innovation	\$135,000
Information Technology	Smart Classrooms	P	Maintenance of Smart Classrooms equipped with DVD, document camera, computer, LCD screen, instructor station with control system, speakers and wiring.	District-wide impact	5 year plan	Growth and Innovation	\$425,000
Information Technology	Advanced Technology Initiatives	N	Technology equipment and services installed in conjunction with facility projects.	District-wide impact	5 year plan	Growth and Innovation	\$621,000

**2018-2019 Capital Equipment Budget Request (Items greater than \$50,000)**

<b>Division</b>	<b>Item Requested</b>	<b>(N) New (R) Replacement (P) Previously Committed</b>	<b>Definition</b>	<b>Impact (FTE, Headcount, Location, Program, etc.)</b>	<b>Life Cycle</b>	<b>Strategic Direction College Goals</b>	<b>Cost</b>
Facilities	Wausau Auditorium Remodeling	R	Remodeling Auditorium	Provide large auditorium and conference center space for business and industry events and other NTC conferences.	20 - 30 years	Continuous Quality Improved	\$400,000
Facilities	Agricultural Center of Excellence Remodeling	N	Veterinary Science Lab and furniture	Provide science lab for Veterinary Tech program.	20 - 30 years	Continuous Quality Improved	\$250,000
Facilities	Agricultural Center of Excellence Parking Lot Resurface	R	Agricultural Center of Excellence Parking Lot Resurface	Resurfacing of Agricultural Center of Excellence parking lot	10 - 20 years	Continuous Quality Improvement	\$ 60,000
Facilities	Merrill Public Safety Center of Excellence Candidate Physical Agility Testing (CPAT) Building	N	CPAT Training Center	Addition to provide CPAT training on Merrill Campus (\$50,000 donated to the College)	20 years	Continuous Quality Improvement	\$525,000
Facilities	Merrill Public Safety Center of Excellence Lineman Program Project	N	Lineman Program Training	Project work to provide lineman training on Merrill Campus	20 years	Continuous Quality Improvement	\$325,000
Facilities	Merrill Campus CDL Training addition	N	CDL Training addition	Addition to CDL training building on Merrill Campus.	20 years	Continuous Quality Improvement	\$400,000
Facilities	Merrill Campus CDL Parking Lot Resurface	R	CDL Parking Lot Resurface	Resurfacing of CDL training parking lot on Merrill Campus	10 - 20 years	Continuous Quality Improvement	\$320,000
Facilities	Furniture & Classroom upgrades	R	Replacement and Upgrades district-wide	Normal life cycle replacement.	8 – 12 years	Continuous Quality Improvement	\$525,000
Facilities	Wausau Campus Remodeling	R	A Building Handicapped Parking Lot Resurfacing	Resurfacing the A Building Handicapped Parking on the Wausau Campus	10 – 20 years	Continuous Quality Improvement	\$175,000

**2018-2019 Capital Equipment Budget Request (Items greater than \$50,000)**

<b>Division</b>	<b>Item Requested</b>	<b>(N) New (R) Replacement (P) Previously Committed</b>	<b>Definition</b>	<b>Impact (FTE, Headcount, Location, Program, etc.)</b>	<b>Life Cycle</b>	<b>Strategic Direction College Goals</b>	<b>Cost</b>
Facilities	Wausau Campus Remodeling	R	Cafeteria Roof Replacement	Cafeteria Roof Replacement	10 – 20 years	Continuous Quality Improvement	\$450,000
Facilities	Wausau Campus Remodeling	N	CBI Parking Lot Entrance	Extend CBI Parking Lot entrance to Campus Drive	10 – 20 years	Continuous Quality Improvement	\$125,000
Facilities	Wausau Campus	N	Courtyard Equipment	Courtyard recreation equipment	10 – 20 years	Continuous Quality Improvement	\$300,000
Facilities	Wausau Campus Farm-to-Table Equipment	N	Farm-to-Table Equipment	Equipment for Farm-to-Table Program Needs	10 – 20 years	Continuous Quality Improvement	\$600,000
Facilities	Fleet Vehicles	N	Fleet Vehicle Replacements	Regular replacement of College fleet vehicles	10 – 20 years	Continuous Quality Improvement	\$ 50,000
Facilities	Wausau Campus	R	Lighting Upgrades	Lighting Upgrades	10 – 20 years	Continuous Quality Improvement	\$ 50,000
Facilities	Facilities Maintenance Equipment	R	Facilities Maintenance Equipment	Replacement Maintenance Equipment	10 – 20 years	Continuous Quality Improved	\$100,000
Facilities	Wausau Campus	R	Restroom Handicap Door Operators	Upgrade Restroom Handicap Door Operators.	20 – 30 years	Continuous Quality Improvement	\$ 60,000
Facilities	Wausau Campus	R	Sidewalk Replacement	Sidewalk replacement on Wausau Campus.	10 – 20 years	Continuous Quality Improvement	\$ 50,000
Facilities	Wausau Campus remodeling	R	Construction contingency	Renovations related to building remodeling requires contingency as needs become apparent during remodeling projects.	20 – 30 years	Continuous Quality Improvement	\$100,000

**2018-2019 Capital Equipment Budget Request (Items greater than \$50,000)**

<b>Division</b>	<b>Item Requested</b>	<b>(N) New (R) Replacement (P) Previously Committed</b>	<b>Definition</b>	<b>Impact (FTE, Headcount, Location, Program, etc.)</b>	<b>Life Cycle</b>	<b>Strategic Direction College Goals</b>	<b>Cost</b>
Learning	Wausau Campus Greenhouse/ Restaurant Equipment	N	Greenhouse/ Restaurant Equipment	Greenhouse/ Restaurant Equipment to align with Farm-to-Table equipment.	5 – 10 years	Growth and Innovation	\$200,000
Learning	Wausau Campus Machine Tool Program Equipment	R	Proto Trak Mill	Replacement of 40-year old manual CNC Control Machine that can no longer hold tolerances and frequently breaks down.	5 – 10 years	Growth and Innovation	\$ 90,000
Learning	Wausau Campus Electromechanical Program Equipment	N	Fenceless LR Mate Training Hardware and Software	Robotic safety system to prevent robot-human contact.	5 – 10 years	Growth and Innovation	\$ 87,500
Learning	Merrill Public Safety Center of Excellence Lineman Program Equipment	N	Lineman Program Equipment	Lineman Program Equipment such as trucks, trenchers, poles, etc.	5 – 10 years	Growth and Innovation	\$200,000
Learning	Agricultural Center of Excellence Farm Equipment	N	Farm Equipment	Farm Equipment such as a compact track loader, vertical tillage equipment, a small baler, a round baler, and a hydraulic trainer for hydraulics courses.	5 – 10 years	Growth and Innovation	\$248,000
Learning	Medford Campus Industrial Kitchen Equipment	N	Industrial Kitchen Equipment	Industrial Kitchen Equipment such as oven, stoves, and prep tables to mimic Wausau campus culinary lab equipment.	5 – 10 years	Growth and Innovation	\$150,000



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

**MEETING DATE:** February 6, 2018

**TOPIC:** Receipts & Expenditures

**POLICY 1.1 – General Executive Constraint** – The Chief Executive Officer (CEO), in execution of her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either imprudent or in violation of commonly accepted business and professional ethics or that results in failure to be accredited.

**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 December 31, 2017.

YTD Fund 1 – 7 Revenues: \$50,604,864

YTD Fund 1 – 7 Expenses: \$48,249,499

**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 Lois A. Wayna

Dated January 29, 2018

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

**MEETING DATE:** January 23, 2018

**TOPIC:** Personnel Changes

**POLICY 1.1 – General Executive Constraint** – The Chief Executive Officer (CEO), in execution of her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either imprudent or in violation of commonly accepted business and professional ethics or that results in failure to be accredited.

**INTERPRETATION:** NTC will follow 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:

1. Cher Vink – Associate Vice President of Human Resources
2. Chad Austin – Custodian
3. Cindy Malcolm – Assistant, Continuing Education and Business & Industry
4. Morgan Rindfleisch - Financial Aid Specialist
5. Pam Hanke - Youth Apprenticeship Recruiter & Student Specialist
6. Sheri Schultz – Assistant to the Director of Marketing and Public Relations

Resignations:

1. Mark Doornbos - Custodian

Retirement:

**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 *Lori A. Weyers*

Dated January 29, 2018

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

*Meeting Date:* November 3, 2017

*Program Name:* Certified Nursing Assistant

### **Attendees**

#### **Industry Members**

- Gina Caves, Staff Educator, Wausau Manor
- Hollie Chrusniak, Director of Clinical Services, North Shore Healthcare
- Dawn Krueger, Interim Administrator, Rib Lake Health Services
- Mindy Meehean, Director of Nursing, Pine Crest Nursing Home
- Raeann Schmueckle, Human Resources Manager, Interim Health Care
- Jill Scutkowski, Assistant Director of Nursing, Pine Crest Nursing Home
- Deb Tomlinson, Director of Nursing, Dycora
- Julie Webb, Director of Nursing, The Bay at Eastview Health and Rehabilitation
- Kaile Zimmerman, Director of Nursing, Rib Lake Health Services

#### **NTC Staff:**

- Ann Bauch, CNA Faculty
- Jared Eggebrecht, Director of Business & Industry
- Laura Hoffmeister, CNA Program Director
- Stacy Kunz, Administrative Assistant
- Jen Sperl, CNA Faculty
- Emily Steinbach, Health Learning Coordinator
- Silvia Tzinoglou, CNA Faculty
- Candy Weinzinger, Geriatric Program Director

#### **Other:**

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### **Summary—Include a brief statement(s) of topics and action items**

- Darren Ackley is the new Vice President of Learning at Northcentral Technical College (NTC). The previous Dean of Health, Dr. Lorraine Zoromski, accepted a job with the UW Stevens Point Nursing Program. Marlene Roberts will be the new Interim Dean of the School of Health Sciences throughout the fall and spring semester.
- NTC is transitioning to a new Learning Management System (LMS) called Canvas. Blackboard was the previous LMS. Canvas is cloud-based and much more compatible with mobile devices.
- NTC is focusing on reducing barriers for admission into programs across its programs. The admissions team is exploring other measures to be used as benchmarks for a student to be admitted into a program and ultimately making the process more flexible without lowering standards.
- There is a state-wide push to look at the number of credits in each program with the goal of reducing the number of credits to 64 credits for an Associate's Degree.
- Enrollment numbers are down in NTC's Certified Nursing Assistant (CNA) programs and programs across the country.
- Deb Tomlinson, Director of Nursing at Dycora, said that long-term care (LTC) will be regulated by a new mega-rule that is worrying many in the field. They are looking for a train-the-trainer type program for LTC centers. Can NTC develop something to train these individuals to meet the required standards? Other advisory members in LTC facilities agreed that this type of training would be beneficial.
- LTC facilities are looking new and creative ways to hire and retain CNAs. Options mentioned were hiring hospitality aides and paying for their CNA course and licensure, raising wages, and offering better benefits such as more vacation or continuing education.
- The CNA program has had 31 students withdraw in 2017. It was suggested that NTC have an exit interview or evaluation with the students that withdraw so they are able to analyze why these students do not complete the



program. Laura Hoffmeister, CNA Program Director at NTC, will work with the instructor team to implement exit interviews.

- The instructors agreed that they are seeing a different work ethic in some of the younger students. The students need more guidance and even with this guidance, they do not always succeed. Laura made it clear that not all students have had these responsibility issues. There are many phenomenal students that work hard and are extremely successful in the course.
- The demand for summer courses continues to rise. There are now four bed labs in the Center for Geriatric Education (CGE). A bed lab was added to maximize the number of summer classes that can be offered. Now the concern is the limited number of instructors able to teach.
- The program is looking at changing their textbook. They like the textbook that they have, but they are coming to a new addition and this is a good time to review other books.
- All programs at NTC were asked to choose one of three grading scales to use for their program. The CNA program instructors decided to choose the option that was most similar to their previous scale. They used to pass students at 78% and up, but now the pass rate is 80%.
- The State of Wisconsin is considering a change in CNA training requirements. They currently require 120 hours of training in Wisconsin and are looking at lowering this requirement to 75 hours. The CNA program is planning ahead in the case that this law goes through and looking at a 75 hour course.
- Wisconsin has higher CNA test pass rates than every state that has a 75 hour course with comparable testing. The NTC instructors and industry members voiced concern about having less trained CNAs caring for the vulnerable populations that CNAs typically work with.
- The advisory members discussed the skills testing portion of the Pearson Vue testing. Many agreed that students have been flunked for very minute mistakes or mistakes that were made by the acting patient and not the student. The CNA instructors and NTC agree and have been advising students to file a grievance with Pearson Vue if they believe their testing was unfair.
- The committee discussed the modes of delivery of the CNA course. NTC currently offers a hybrid course with an online and face-to-face portion. Members asked if a completely face-to-face class would be beneficial to students. The CNA team will explore this and assess the needs of students.
- The advisory members asked if there are any requirements for nursing students to work as a CNA before starting the program. This is not a current requirement. Many advisory members voiced that they felt the Wisconsin Technical College System (WTCS) should look at adding this requirement. They added that the CNA experience is so important and makes for better nurses.
- Industry members shared information regarding CNA openings at their facilities. There are many openings for CNAs currently.

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

*Meeting Date:* November 30, 2017

*Program Name:* Surgical Technologist

### **Attendees**

#### **Industry Members**

- Joseph (Joe) Abt, Aspirus Surgical Services Clinical Educator, Aspirus
- Kirsten Kilcoyne, Certified Surgical Technologist, Eye Clinic Laser and Surgery Institute of Wisconsin, LLC/NTC Graduate
- Alicia (Allie) Lambrecht, RN, Marshfield Clinic Ambulatory Surgery
- Stacy Pettit, Certified Surgical Technologist, Pine Ridge Surgery Center
- Barb Seliger, Surgical Services Clinical Educator, Aspirus

#### **NTC Staff:**

- Janet Baumann, Interim Associate Dean of Health Sciences
- Lori Baumgart, Administrative Assistant, Health Sciences
- Tracy Brewer, Business Development Manager
- Julie Osness-Thorson, Surgical Technologist Program Director

#### **Other**

- Angel Arellano, Surgical Technologist Student, NTC
- Amy Thrall, Surgical Technologist Student, NTC

### **Summary—Include a brief statement(s) of topics and action items**

- Industry leaders find that NTC graduates could use more soft skills to help them transition into the workplace. Classes that help with peer communication, conflict resolution, and stress management were felt to be the most needed.
- A question was raised whether students should be sent out for their first Clinical experience during the Fall, known for being busy due to deductibles being met.
- Several industry leaders anticipate openings for Surgical Technologists within the coming year or two.
- 100% of NTC Surgical Technologist students routinely pass their certification exam. In addition, 100% of NTC Surgical Technologist students find jobs in their field.
- Twelve students is the maximum number of NTC Surgical Technologist students each year. This is mostly due to finding available Clinical sites for the students.
- Committee members brainstormed ways to help assure students know what the Surgical Technologist field will be like so they will continue in the program and move onto be successful employees. Many agreed job shadowing is a great solution.
- There was some discussion around not having students sit for the HESI exam but rather have a points-system applied to their application. Students were not in favor of this trend.
- With Julie Osness-Thorson's absence in Fall, it was apparent that there needs to be more back-up in the Surgical Technologist program.
- There is a continuing need for adjunct faculty in the Surgical Technologist Program.
- Canvas, a new online learning management system is being adopted. Transition from Blackboard to Canvas is expected by Fall 2018.
- The Admissions Department at the college is evaluating entrance requirements for students in programs to reduce barriers for students wishing to come to NTC.
- The Wisconsin Technical College System (WTCS) is recommending that Associate Degree programs are set at 60 credits due to Bachelor's degree programs being 120 credits.

- Effective October 2017, Marlene Roberts is the new Interim Dean of Health Sciences. Janet Baumann was appointed new Interim Associate Dean of Health Sciences effective November 13, 2017.
- Interim Associate Dean for the School of Health Sciences, Janet Baumann, will work with Interim Dean for the School of Health Sciences, Marlene Roberts, for a solution to help with staffing the Surgical Technologist Program.

**SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

<i>Meeting Date: December 6, 2017</i>	<i>Program Name: Agricultural Sciences</i>
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**Attendees**

**Industry Members**

- Annie Falkowski, HR Manager, PAW Health Network
- Chad Glaze, President/Owner, Vine Vest North, Inc.-Advisory Chair
- Brian Grandaw, Veterinarian, Medford Veterinary Clinic
- Amanda Heineck, Hospital Manager, VCA Companion Care Animal Hospital
- Joe Rudolph, President, Merrill Equipment Company
- Lee VanDerGeest, Vice President, VanDerGeest Dairy

<b>NTC Staff:</b>	<b>Other</b>
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|---|---|
| <ul style="list-style-type: none"> <li>• Stephen Krueger, Instructor</li> <li>• Bobbi Lee, Administrative Assistant</li> <li>• Vicky Pietz, Dean, School of Agricultural Sciences</li> <li>• William Schultz, College Advising Specialist</li> <li>• John Tracey, Instructor</li> <li>• Katie VanDerGeest, School of Agricultural Sciences Development Manager</li> <li>• Charl VanDerNest, Instructor</li> <li>• Kimberly Waite, Instructor</li> </ul> | <ul style="list-style-type: none"> <li>•</li> </ul> |
|---|---|

**Summary—Include a brief statement(s) of topics and action items**

- The college is adopting a new online learning management system called Canvas. Canvas is much more mobile friendly and the students really like it.
- Northcentral Technical College (NTC) has chosen Darren Ackley as the new Vice President of Learning.
- NTC is looking to grow short term training/industry credentials for someone already working. The agriculture department has choices of credentials like Artificial Insemination, Pesticide Applicator and Animal Research Methods-AALAS.
- NTC has opened the new STEM (Science, Technology, Engineering and Math) center in Technology and Trades area. The new center will bring together different program areas to work together and collaborate on projects.
- New student housing (Timberwolf Suites) will be available to student in the spring and there will be 160 beds available.
- Agricultural Sciences also has Culinary Arts as a department, NTC is adding a hoop house at the Agriculture Center for Excellence to grow herbs and vegetables for that department. NTC will be building a new greenhouse restaurant in between the Center for Business and Industry (CBI) and the main building on the Wausau Campus.
- The Agriculture Center of Excellence is currently undergoing renovations. The farm has grown from one program to 5 programs and from 20 students to about 200. The renovations include a student center, two new classrooms, expanding the manure pit and a hoop house. The Ag shop now has air conditioning, a classroom, heating and a

bathroom. New storage cabinets will be installed this spring. In the main building, the tiered classroom will become a science lab classroom for the veterinary science program. At the south end of the barn there will be a new Vector feeding system and feed kitchen to provide fresh feed to the cows at all times. New ventilation was installed in the barn and new cement was poured on the north end by the maxi hutches. There are also two new super hutches.

- The school is adding a new CDL training center and a new indoor tactical range at the Public Safety building in Merrill.
- There has been an increase in FTE's from 2017-2018 from 67.67 up to 75.24. Head count has gone from 143 to 184. Note: the Crop Science Program will have its first graduates spring 2018.
- Graduates are surveyed about employment both prior to graduation and six months to one year after graduation. The Agri-Business, Dairy Science and Veterinary Science programs respondents were all 100% employed, Agriculture Equipment Technician respondents were 86% employed.
- The Post-Secondary Agriculture Student Organization (PAS) has been very busy this year. They handed out ice cream with the culinary club at Ginseng Fest in September and held a painted pumpkin contest. The fee to enter was a donation to Timberwolf Table, which is a student food pantry at NTC. There were 43 pounds of food donated, which the PAS club matched pound-for-pound. The club walked in the Wausau Christmas parade, sold wreaths and rang bells for the Salvation Army. The club went to the leadership conference in LaCrosse and got matching polo shirts and jackets.
- Curriculum modifications for all programs were discussed and the committee approved moving forward with all program changes.
- The committee brought up the need for having an accredited Veterinary Technician program. Now that Globe University has closed there is no longer a Veterinary Technician program in the area. The committee asked that NTC begin to look at the possibility of adding a Veterinary Technician program to the curriculum.
- In the 2016-2017 school year Agriculture had 11 continuing education classes and 652 learners. This school year there have been 8 classes and 103 learners so far, with an additional 11 classes pending for spring 2018.
- The Community College Association for Agricultural Advancement (C2A3) is a partnership that focuses on the advancement of agriculture, innovations, improved profitability, stewardship and quality of life in rural American through research and education. The consortium includes ten colleges in the Midwest. Dean Vicky Pietz, Farm Operations Manager Don Radtke and Instructor Steve Krueger work with the USDA-SARE, USDA-NRCS, McKenny Consulting, National Corn Growers and others. The program has just completed the second year of applied research in soil health and shared the results at the Cover Crop and Soil Health Field Day on October 26<sup>th</sup>. The consortium is going to be exploring water quality opportunities in the future.
- Next meeting will be held on Wednesday, March 21, 2018 at the NTC Agriculture Center of Excellence.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: December 7, 2017

Program Name: Radiography

### Attendees

#### Industry Members

- Eric Banda, Radiology Director, The Diagnostic and Treatment Center
- Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics and Advisory Chair
- Howard Graves, Imaging Services Manager, Aspirus Langlade Hospital
- Leah Gumz, Aspirus Riverview
- Beth Hallis, Radiographic Technologist, Diagnostic and Treatment Center
- Jason Romig, Radiographic Technologist, Ascension Good Samaritan Health Center
- Becky Seiber, Team Lead, Diagnostic and Treatment Center
- Mike Worzalla, Radiographic Technologist, Marshfield Clinic
- Staci Zdroik, Ascension St. Michaels Hospital

#### NTC Staff:

- Janet Baumann, Interim Associate Dean of Health Sciences
- Brandy Breuckman, Dean of Virtual College
- LeeAnn Isham-Her, Health Simulation Center Coordinator
- Stacy Kunz, Administrative Assistant
- Heidi Nichols, Advanced Imaging Program Director
- Bonnie Osness, Director of Career Pathways
- Marianne Rhodes, Radiography Program Director
- Amber Schuck, Clinical Coordinator & Radiography Faculty
- Emily Steinbach, Learning Coordinator for Health
- Leslie Williams, Continuing Education & Events Assistant

#### Other

- Tom Leslie, NTC Radiography Student

### Summary—Include a brief statement(s) of topics and action items

- Northcentral Technical College (NTC) was looking at potentially partnering with Mid-State Technical College to share a Respiratory Therapist program and since that time NTC was actively pursued by Chippewa Valley Technical College for a shared agreement which is being discussed at this time. NTC is very interested in partnering on a Respiratory program, but will need clinical sites to make this possible.
- NTC is currently transitioning their Learning Management System from Blackboard to Canvas. Canvas is a cloud-based system that will integrate better with mobile phones. All courses with online components will be transitioned from Blackboard to Canvas by fall 2018.
- There is a state-wide push to look at the number of credits in each program with the goal of reducing the number of credits to 60-64 credits for an Associate's Degree. This is based on the average Baccalaureate program being about 120 credits.
- The college and the state are making a big push for program completion. NTC's numbers for completion of program after three years have been low. Although these numbers are comparable to other Wisconsin Technical College System (WTCS) colleges, NTC's leadership team decided that this was not an acceptable number. They have found that streamlined programs with a lower number of credits help the students complete the program that they intend to complete.

- The Dean of Health, Lorraine Zoromski, took a position with University of Wisconsin-Stevens Point as part of their Nursing program. Effective October of 2017 Marlene Roberts is the new Interim Dean of Health.
- NTC is focusing on reducing barriers for admission into programs. The Admission team is exploring other measures to be used as benchmarks for a student to be admitted into a program and ultimately making the process more flexible without lowering standards.
- The following industry concern was discussed. Some insurance companies are starting to send their Computerized Tomography (CT) scans to private companies rather than to hospitals. There has been a trend of large mergers, for example CVS purchasing insurance company, Etna. Smaller hospitals and clinics may start to be bought out by larger organizations.
- Amber Schuck, Clinical Coordinator and Radiography Faculty at NTC, stated that the program took 20 students in Fall of 2017. They previously took 19, but are now able to take one more after adding a clinical site, the Wisconsin Rapids Doctors Clinic.
- The Radiography Club for students is in its second year. They made some changes to accommodate the students better. They now have a first year and second year chapter. This new format has worked well and they have had good feedback. They are holding a raffle so that students can attend the Radiography Symposium in the early spring.
- For the 2016 Radiography graduates, 12 of 13 students taking the credentialing exam passed the first time. The student that did not pass retook the exam and passed.
- The Radiography faculty received feedback from clinical sites stating that the students need to communicate better during their clinical. She wanted to find more details about which aspects of communication need to be improved upon. A Communication Feedback Survey was provided to the advisory members.
- The American Registry of Radiologic Technologists (ARRT) has made changes to their requirements and the curriculum for Radiology education is catching up to these changes. The American Society of Radiologic Technologists (ASRT) assists in writing this curriculum and it will be implemented in the Fall of 2019. The new curriculum will meet the college initiative of minimizing the credit load. The program currently has 70 credits and will be reduced to 64.
- There are some students that have ELL (English Language Learner) needs. Testing can be challenging for these students because they often have to convert questions into their native language in their head and then back to English to answer. The Radiography program will give ELL students 1.5x testing time for their first semester in the program to accommodate. After the first semester, they will have to complete the tests in the same time as all other students unless they qualify for disability accommodations.
- Every summer the students evaluate the Clinical Instructors (CIs) at their site. This is required by JRCERT (Joint Review Committee on Education in Radiologic Technology). These evaluations are anonymous and the feedback is returned to the CIs. Students were 95-97% satisfied with their CIs.
- There is capital set aside for an additional DR plate, although the team is having a hard time finding one. They are looking at a Phillips refurbished plate.
- The Radiography Program is reevaluating their admissions process. They are looking at a two-tiered plan. Tier 1 would have the most basic requirements of the program: the student is 18 years old, the student is a high school graduate or has a GED, and the student has an interest in the program. They are working to determine what Tier 2 would entail. Currently the program uses the HESI entrance exam.

- Advisory members were reminded that NTC offers a CT program. NTC also offers a Magnetic Resonance Imaging (MRI) program.

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

*Meeting Date:* December 8, 2017

*Program Name:* Dental

### **Attendees**

#### **Industry Members**

- Erica Casper, RDH, Dental Visions
- Anne Jensen, Hygienist, Ascension (via phone)
- Mike Murphy, DDS, FAGD, DICOI, Northwoods Dentistry
- Krystal Newman, RDH, Mosinee Family Dental, The Dental Suite
- Diana Yokimcus, RDH/Hygiene Coordinator, Dental Clinic of Marshfield

#### **NTC Staff:**

#### **Other**

- Janet Bauman, Interim Associate Dean of Health Sciences
- Lori Baumgart, Administrative Assistant, Health Sciences
- Brad Gast, Dean of Continuing Education and Business & Industry
- Michelle Hilts, Dental Faculty
- Deb Koziel, Dental Faculty
- Karen Turner, Program Director/Dental Faculty
- Rich Wilkosz, Science Faculty

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### **Summary—Include a brief statement(s) of topics and action items**

- Those in industry shared they are using air polishers and lasers more often.
- BIS will be helping find a course to help train (students) in the usage of lasers. Infection Control and Airways are other topics staff are interested in.
- Four new adjunct faculty were hired: One in Radiography and Three in Dental Hygiene Process I.
- Dental Assistant Program: Retention is higher than the NTC average. Student course completion rate was 98% and satisfaction rate is 100%. There are more students interested in the program than can be accommodated at this time.
- NTC had a site visit which included regional sites, even Colby Community College (CCC) in Kansas, in October by the Higher Learning Commission (HLC). Karen traveled to CCC with the Director of College Effectiveness for that visit and met with the HLC evaluator and the faculty there. The visit went well. The reviewer thought that NTC's main campus collaboration with CCC was right in line with what HLC was looking for.
- Karen Turner thanked Deb Koziel for her involvement with the Dental Student Club. The club is very active in planning activities for the community.
- Karen expressed her gratitude for a new SciCan and Radiography manikins. A second soft tissue laser is in the works and it looks like another Hydrim will be added as well.
- Dr. Mike Murphy spoke of NOMAD equipment and encouraged Karen to look into the possibility of acquiring one of those instead to keep up with Industry Trends.

- There was discussion around what is considered remediable in the dental industry. All attendees agreed that Dental Assistants should not be doing any procedures that involved going into the subgingival region nor should they be doing any probing.
- Canvas, a new online learning management system is being adopted. Transition from Blackboard to Canvas is expected by Fall 2018.
- The Admissions Department at the college is evaluating entrance requirements for students in programs to reduce barriers for students wishing to come to NTC.
- The Wisconsin Technical College System (WTCS) is recommending that Associate Degree programs are set at 60 credits due to Bachelor's degree programs being 120 credits.
- Effective October 2017, Marlene Roberts is the new Interim Dean of Health Sciences. Janet Baumann was appointed new Interim Associate Dean of Health Sciences effective November 13, 2017.
- Interim Associate Dean for the School of Health Sciences, Janet Baumann, will work with Interim Dean for the School of Health Sciences, Marlene Roberts, for a solution to help with staffing the Surgical Technologist Program.

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

*Meeting Date: December 12, 2017*

*Program Name: Graphic Comm. & Video Production*

### **Attendees**

#### **Industry Members**

- Mike Busch, Offset Production Manager, Worzalla
- Devin Cyzan, D&L Signs
- Elizabeth Kysely, Tech Ed Instructor, Wausau East High School
- Todd Langseth, Customization Manager, Eastbay Inc.
- Mike Pliska, Graphics Manager, Wausau Container Corp.
- Ryan Podeweltz, Graphix Plus
- Scott Reindl, Reindl Printing
- Joe VanDerGeest, Sales/Manager, Quality Resource Group
- Kristina Westfall, Wausau Container
- Bill Zoesch, Wausau Container

#### **NTC Staff:**

- Greg Cisewski, Associate Dean, Technology and Trades
- Bobbi Lee, Administrative Assistant
- Beth Russ, Instructor
- Andy Somers, Instructor
- Dan Seanor, Instructor
- Jordan Innes, Instructor
- Jared Eggebrecht, Director, Business & Industry
- Bonnie Osness, Director of Career Pathways
- Amy Dennisen, Advising Specialist, Virtual College

#### **Other**

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### **Summary—Include a brief statement(s) of topics and action items**

#### **A. Industry Trends**

Joe VanDerGeest, Quality Resource Group, stated they have been doing a lot of commercial print and have seen a lot more digital demand, with everyone wanting their product immediately. Todd Langseth, Eastbay, Inc. agreed, stating that turnaround times have shortened considerably. Eastbay is looking into doing printing



on the spot like the NFL shop does to get the product to the customer within 2-3 days. He mentioned that Eastbay cannot get enough employees and outsources approximately 25% of work to people throughout the US. Mike Pliska, Wausau Container, reported that it is hard to find skilled labor and to keep employees. The holiday season is their busy time of year with printing food containers and they have hired 25 new employees in the last year. Mike Busch, Worzalla, explained that they are printing smaller quantities, but more often. They added a sheeter last January so they can sheet their own paper, with paper mills closing it is hard to get stock. Orders are up, along with increased pressure to get the product there faster. Scott Reindl, Reindl Printing, agreed that with paper mills closing, paper prices are going up. With postage going up in the future as well, people may look in another direction. They are installing a new 40" ink jet Komori press, every sheet off the press can be something different and this is a new thing for them. Reindl is also hurting for employees and it is hard to find people that want to work. Devin Cyzan, D&L Signs, informed the committee that anything with vinyl is skyrocketing. Vehicle wraps, trailer wraps, etc. are doing very well, as they are reasonably priced and easy to change. D&L Signs built a new building with double the square footage and gone from one outside technician to three, they have experienced a lot of growth recently.

## **B. Program Information**

- Enrollment Report

There are forty active students in the fall 2017 semester for Graphic Communications and 27 students enrolled in face to face classes for Video Production and 15 Virtual College students for fall 2017. The question was raised if NTC is seeing a trend that students are finding four-year universities too expensive and coming to two-year institutions instead. Greg stated that the average age of student at NTC has dropped dramatically and is around 23 right now. NTC is getting many more students straight out of high school than in the past. There are many options now to make NTC feel more like a four-year university with on campus housing and intra-mural sports. Students have dual credit options, so they can have NTC credits before they even graduate from high school. Elizabeth Kysely, Wausau East High School, stated that there are high school students that start at NTC to save money. Devin stated he got his Associate's degree at NTC and then went on for his Bachelor's degree at UW-Stout. He explained that NTC is all hands on teaching, while the UW schools are more book learning. He knew how to do things that other students did not due to his teachings from NTC. Greg informed the committee that 84% of NTC's students qualify for financial aid, so the financial aspect of schooling is a big deal in this area. The question was asked if NTC is the only Technical College with on campus housing and there are a few others throughout the state, like Fox Valley, Green Bay and Western that have on campus housing as well. NTC does have a unique Graphics program and can draw students from a long distance due to that. Beth Ross, Instructor, also mentioned that there are Marketing students in the Graphics programs, as there is no longer a separation between marketing and graphics. The result is a good mix of students that learn how to work in different areas and learn how ideas can cross over from one area to another.

- Graduate Follow Up Report

There was a handout in the folder for committee members on the Graduate Outcomes Report for the class of 2016.

- Timberwolf Productions Update

The video production club and the graphic communications club combined and started Timberwolf Productions. Currently, a large portion of the club are video students and they traveled to Michigan Tech for their film festival. The club has done videos for Phi Theta Kappa and the Veterans Club and also did work for a charity event for Senator Jerry Petrowski. The club is holding a film festival "Cringfest" on Tuesday, December 19<sup>th</sup>. The club hopes to gain more graphics students next semester to make the club more collaborative

instead of doing mostly film projects. The club does have a live job shop where they do small jobs and industry applications to give the students experience with actual customers.

#### **C. Curriculum/Assessment**

- TSA Phase 2

Bonnie Osnes, Director of Career Pathways, stated the committee has already approved TSA Phase 1 and the program is now looking for approval of Phase 2. Jordan Innes, Instructor, explained how he is assessing students and students have to meet the program outcomes. The committee gave their full approval to the Video Production assessment plan as discussed.

- Curriculum Modification

There is a push across the nation to get Associate Degrees closer to 60-64 credits, or about half of a Bachelor's degrees 120 credits. There is a greater chance of students finishing the program with less credits. NTC is modifying curriculum to try to get closer to 60-64 credits per program without losing any competencies. Video Production is dropping their 3D class and will be adding the competencies from this class to another class in the program. 2D animation will still be taught. The committee gave their full approval for the modification.

- Canvas Transition

NTC is adopting a new online learning management system called Canvas. The current online learning management system is Blackboard, all programs are currently transitioning over to Canvas. Canvas is more user friendly and the students really like it.

#### **D. Equipment and Facilities**

- Andy Somers, Instructor, informed the committee that the Graphics program has put in for new presses. The some current presses are no longer serviceable due to a manufacturer going out of business. Trying to update to Heidelberg Printmaster GTO's. Waukesha Technical College closed their printing program a year ago and NTC is in contact with them regarding getting their printing presses, which are Printmaster GTO's. The invitation was given to the committee to do a tour of the labs after the meeting.
- Andy Somers, Instructor, informed the committee that the Graphics program has put in for new presses. The current presses are no longer serviceable and out dated. We are trying to update to Hypertherm and 2 color Printmasters. Waukesha Technical College closed their printing program a year ago and NTC is in contact with them regarding getting their printing presses, which are Printmaster GTO's. The invitation was given to the committee to do a tour of the labs after the meeting.

#### **E. Continuing Education /Business & Industry Initiatives**

Jared Eggebrecht, Director of Business & Industry, handed out folders to the committee and informed them there was information in the folder regarding how to be registered in Wisconsin TechConnect as a way to connect with possible employees. There was also information on upcoming career events and job fairs for employers to participate in. Jared mentioned Culinary Team Building, which is a workshop that will have employees working together to make a meal and learning the importance of working as a team. Grant courses are available for a technical diploma in Leadership Development, where activities and projects can be tailored to reflect the specific needs of an organization and are delivered in an accelerated hybrid format. NTC has numerous OSHA safety training offerings throughout the year and five different Business Essential Series available as well. In February 2018, NTC will offer a Customer Service conference with John McHugh, Director of Corporate Communications at Kwik Trip as the keynote speaker. NTC is able to do a needs

assessment to find where any skill gap lies in your business and then tailor trainings to fill that gap. There is a possibility of offering continuing education courses dealing with digital print and the adobe creative products.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: December 13, 2017

Program Name:  
Electromechanical

### Attendees

#### Industry Members

- Scott Bouchard – Creative Automation
- Michael DeBroux – Rocket Industrial
- Ryan Hall – Rocket Industrial
- Wesley Hoffman – Rocket Industrial
- Bill Huebsch – Greenheck Fan
- Jim King Greenheck Fan
- Mike Martin – Complete Control Solutions
- Ted Osenga – Donaldson Company
- Dave Tanger – Marathon Technologies
- Dave Thompson – Wausau Coated Products
- Rick Wilson – Nicolet Plastics

#### NTC Staff:

- Dustin VanDeWeerd – Electromechanical Instructor
- Bryan Schroder – Electromechanical Instructor
- Michael Hladilek – Electromechanical Instructor
- Mike Rhyner – Electromechanical Instructor
- Jared Eggebrecht – Business Development Manager
- Darren Ackley – Dean, Technical & Trades
- Katie Metko – Learning Coordinator

#### Other

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### Summary—Include a brief statement(s) of topics and action items

**STUDENT PROJECTS:** The committee shared positive feedback for the student projects. They complimented the students on the projects that were displayed. The trainers were well received and will be integrated into the curriculum in the upcoming semesters. The spring semester should have approximately 20 projects displayed due to the larger class.

**INDUSTRY TRENDS:** Committee members shared the business outlooks from their individual companies. The biggest need is for qualified employees. Committee members complimented NTC on the quality of students from this program. Members reported that business is booming and orders are looking good well into the future. Companies agreed that the trend in the industry is to include sensors on machines and monitor as much as possible. The industry is also stressing safety. Industry Workplace Safety has been worked into the curriculum and OSHA 10 cards will be able to be obtained. Maintenance Technician Apprenticeship program is a plus for the employers. Employers were given information on Tech Connect and how they can post job openings.

**ENROLLMENT REPORT:** Mike Rhyner reviewed the Electromechanical program enrollment report. There are 21 students in first semester, 6 students in second semester, 20 students in third semester and 7 students in fourth semester. The spring semester will have 13 students in the associate degree program and 5 in the technical program. The number of self-paced students is increasing every year. Of the first semester students several are taking some face to face as well as some flex classes. The committee would like to see the unduplicated enrollment numbers regarding

the face-to-face and flex classes. These can be sent to the committee with the distribution of the meeting minutes. On average it take a student four to five years to complete the degree through the flex classes only.

**GRADUATE OUTCOMES REPORT:** The class of 2016 graduate outcome report was distributed to the committee. There were 17 graduates in 2016 for the Electromechanical Associate Degree with 100% employed. The average annual salary is approximately \$57,200 with the annual salary range from \$31,200 to \$124, 800.

**ELECTROMECHANICAL CLUB:** The club is established and have set goals for the spring semester. The members would like attend the Robo Games in California competing in the Hockey Robot Competition. Kaley Kaiser discussed funding with Darren Ackley, the Vice-President of Learning, and has secured funding for eight bots to be built and taken to Sacramento at the end of April for the competition. The club has three fundraisers currently underway which include a coupon book for local business discounts, a 50/50 raffle, and etched glassware for sale. Corporate Sponsorships are under consideration for this competition. Committee members asked that the raffle information be posted to the NTC bulletin board.

**CURRICULUM MODIFICATION:** Handout exhibit A was distributed to discuss curriculum modifications for the 2018-2019 school year. We are balancing the credits through the semesters which has moved some of the general education classes to new semesters. Recap of the courses being changed includes eliminating word, excel, DC 1&2, AC1&2, Dig. 1&2, Devices 1&2 and Electrical Systems. We have added Industrial Electronics 1 through 6. Interpreting Engineering Drawings is changing from 2 credits to 1 credit. The Committee discussed the proposed change which offered Solidworks or AutoCAD but the committee felt that the degree should offer both Solidworks and AutoCAD.

- **The Electromechanical Technology Associate Degree changes were approved as distributed by the committee with the change of offering both the Solidworks and AutoCAD classes.**
- **The 31-4147 Industrial Electronics & Maintenance Technical Diploma is going to aid code 31 from aid code 30 for a total of 24 credits. The committee approved this change.** AutoCAD electrical was discussed as a future offering. The committee was asked to identify competencies for this course and email those to Bryan Schroder at [schrodeb@ntc.edu](mailto:schrodeb@ntc.edu).

**CAPITAL EQUIPMENT:** Dustin Van De Weerd reported that the goal for capital equipment is to add more robots to the six Fanuc robots we have. We would also like the new robots to have IR vision. We requested one or two collaborative robots to keep up with other colleges. Power flex drives, other drives and a mill and lathe for the lab were also requested.

**NSF GRANT UPDATE:** Michael Hladilek updated the committee on NSF Grant that NTC has received in partnership with the Science Museum of Minnesota. This is a three year research project integrating some computational thinking skills in grades six through twelve. School districts will be visited to recruit mentors for projects in these grades to excite students in computing, logic, and reasoning. This was the first NSF Grant NTC has received and we expect this will open the door for more opportunities.

**CONTINUING EDUCATION/BUSINESS & INDUSTRY:** Tracey Brewer, Business and Industry, shared information on upcoming events and workshops. If any companies are looking for specialized training for their employees they should contact our Center for Business and Industry. Tracy and Michael Hladilek have been visiting sites with the Mobile Emerging Technologies trailer to promote various training opportunities. Training such as Osha, leadership, or six sigma can be offered at your company. NTC Fusion is being implemented which will allow companies to purchase seats for training at a reduced cost in a variety of areas.

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

Meeting Date: Thursday, December 14, 2017

Program Name: Renal Dialysis

### **Attendees**

#### **Industry Members**

- Jessica Dale, Renal Case Manager for Complex Medical Conditions, Optum Health Care Kidney Resource Services

#### **NTC Staff:**

#### **Other**

- Janet Baumann, Interim Associate Dean of Health Sciences
- Lori Baumgart, Administrative Assistant, Health Sciences
- Jared Eggebrecht, Business Development Manager, Business & Industry Solutions
- Kessa Erickson, Renal Dialysis Program Director
- Marlene Roberts, Interim Dean of Health Sciences
- Angela Roesler, Nursing & Health Navigator Faculty
- Mary Thao, College Advising Specialist

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### **Summary—Include a brief statement(s) of topics and action items**

- Janet Baumann shared that the college is adopting a new online learning management system called Canvas. Canvas is in a format that can be accessed from mobile devices and includes many features for student success. All courses with online components will be transitioned from Blackboard to Canvas by fall 2018.
- The Admissions Department at the college is evaluating entrance requirements for students in programs to reduce barriers for students wishing to come to NTC. Program Directors are getting together to discuss other measures/benchmarks for admission requirements.
- The Wisconsin Technical College System (WTCS) is recommending that Associate Degree programs are set at 60 credits due to Bachelor's degree programs being 120 credits. WTCS colleges are individually making decisions and NTC is working towards reducing the Associate Degree programs to between 60 and 64 credits.
- On October 1, 2017, NTC hired Darren Ackley as the new VP for Learning. Darren was the Dean for NTC's School of Applied Technology and Engineering; he has a teaching background and has a lot of experience working with programs and faculty at the college.
- Effective October of 2017 Marlene Roberts is the new Interim Dean of Health Sciences. Janet Baumann was appointed new Interim Associate Dean of Health Sciences effective November 13, 2017.
- Jessica Dale reported that the State of California is pushing to get the mandatory staffing ratio reduced for dialysis units on the ballot. Currently, the ratio is 12-13 patients to 1 Nurse; 4-6 patients for 1 Tech.
- Jessica also mentioned two big skills students should possess are soft skills and infection control methods.
- Marlene Roberts will help Kessa with the recruiting and marketing of the Renal Dialysis program itself and with Advisory Committee membership. Kessa thought students would be interested in a part-time program.
- Kessa put out a plea for clinical sites for students. The regional sites to consider are Davita, Aspirus, and Fresenius.

- Jessica commented that patient interview skills are important when speaking with patients. Janet will help Kessa by sharing methods Medical Assistant students use.
- Jared shared many examples of how the Center for Business & Industry can help local businesses with professional development seminars and courses.



Board of Trustees Meetings/Upcoming Events - 2017-2018

Date	Event	Douglas Faragher	Tom Felch	Kristine Gilmore	Lee Lo	Charlie Paulson	Paul Proulx	Ruth Risley-Gray	Dale Smith	Maria Volpe
<b>2017</b>										
<b>July 10</b>	<b>Annual Organizational Meeting (Wausau)</b>	X	X	E	X	X	X	X	X	X
July 13-15	WTC District Board Assn. Summer Meeting (Kenosha)									
<b>Aug 8</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>	E	X	E	X	X	X	X	X	X
Sept 13	A Day for NTC Students (Medford)					X				
<b>Sept 19</b>	<b>Regular NTC Board of Trustees Meeting (Wausau Campus)</b>	X	E	X	X	X	X	X	X	X
Sept 25-28	ACCT Leadership Congress (Las Vegas, NV)						X			X
Sept 27	A Day for NTC Students (Antigo)									
<b>Oct 24</b>	<b>Tactical Safety Range Ribbon Cutting (Merrill) NTC Board &amp; NTC Foundation Joint Lunch (Merrill) Regular NTC Board of Trustees Meeting (Merrill)</b>	X	X	X	X	E	X	E	X	X
Nov 1-4	WTC District Board Assn. (Waukesha)						X			X
Nov 9	NTC Foundation Regular Meeting (4:00 – 5:30)									
Nov 16	Scholars & Donors Reception (3:30 – 5:30)									
<b>Dec 5</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>	X	X	X	E	E	X	X	X	X
Dec 16	Mid-Winter Commencement (Grand Theatre)		X	X			X	X	X	
<b>2018</b>										
<b>Jan 9</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>	X	X	X	X	X	X	X	X	X
<b>Feb 6</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									
Feb 11-14	ACCT National Legislative Summit (TBD)									
<b>Mar 6</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									
Mar 7	NTC Foundation Regular Meeting (4:00 – 5:30)									
<b>Apr 3</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									
Apr 26	Scholars & Donors Reception (3:30 – 5:30)									
<b>May 1</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									
May 10	A Day for NTC Students (Wausau)									
May 19	Commencement (Wausau West Fieldhouse (9:00 – 12:00)									
<b>June 12</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									
June 14	NTC Foundation Regular Meeting (4:00 – 5:30)									
<b>July 9</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									

Updated: 1/29/2018



Jan 04 2018 Page A001 Clip resized 119%

# Duffy to hold town halls in Central Wis. Thursday

**Haley BeMiller**

Wausau Daily Herald  
USA TODAY NETWORK-WISCONSIN

WAUSAU – U.S. Rep. Sean Duffy will hold two town halls in Marathon and Lincoln Counties Thursday.



**Duffy**

The first meeting will run from 8 a.m. to 9 a.m. in the Center for Health Services Auditorium at Northcentral Technical College, 1000 Campus Drive in Wausau.

The second will take place from 10 a.m. to 11 a.m. at the AmericInn Hotel in Merrill, at 3300 E. Main St.

The events are open to the public.





Jan 05 2018 Page E005 Clip resized 90%

# Get inspired at Garden Visions Conference

**ELIZABETH A WAGGONER**  
WAUSAU DAILY HERALD  
USA TODAY NETWORK - WISCONSIN

WAUSAU – Experienced and aspiring gardeners alike are invited to collect ideas for growing their own food and flowers with the upcoming Garden Visions Conference.

The North Central Wisconsin Master Gardener Association and University of Wisconsin-Extension will host Garden Visions on Jan. 19 and 20 at Northcentral Technical College.

The conference will launch with a Slow Food Dinner, featuring Wausau chef Clint Schultz of Urban Street Bistro and Inga Witscher of “Around The Farm Table.”

Witscher will talk about her small organic dairy farm near Osseo. She will highlight the best ingredients the state has to offer for

meals that celebrate Wisconsin’s landscape and appetites.

The next morning, keynote speaker Ellen Ecker Ogden of Vermont will share tools to create an edible garden that is productive and beautiful.

Additional topics will include beekeeping, hummingbirds, vertical gardening, taming invasive plants, and growing blueberries and strawberries. A full schedule is at [fyi.uwex.edu/marathonmg/special-events/garden-visions/schedule/](http://fyi.uwex.edu/marathonmg/special-events/garden-visions/schedule/).

Attendees will have opportunities to visit with presenters and shop with vendors between sessions.

A variety of attendance options are available, and advance registrations must be postmarked or submitted online by Jan. 15.

For more information, visit the website [gardenvisions.info](http://gardenvisions.info) or call Carol Bray at 715-693-6446.

# District works to prepare students for careers

**MICHELLE ROTHMEYER**  
FOR USA TODAY  
NETWORK-WISCONSIN

**WESTON** - The transition from being a high school student to life after high school can be difficult for students as they learn to balance personal, professional and academic responsibilities.

"A few years ago, we realized that while our students graduated with a great academic foundation, many of them struggled with life skills — like managing their finances or balancing their personal or academic life with job responsibilities," said D.C. Everest Superintendent Kristine Gilmore.

Since then, the district has integrated life, career and academic skills throughout the kinder-



**Jim Dahlgren**  
**Kristine Gilmore**

garten through 12th grade curriculum and added a mandatory financial literacy half-credit to the high school graduation requirements.

"It's not enough to provide our students with academic skills. We need to ensure they have the ability to collaborate with others, to use their critical and creative skills to solve problems, to communicate and to persevere when faced with challenges," Gilmore said. "These skills are critical for all our students — no matter what path they choose after

graduation."

As part of an effort to prepare students with intellectual disabilities for careers, Jim Dahlgren, a junior high business and IT teacher, Lisa Wistrom, an intellectual disabilities teacher, and Amanda Buege, a speech and language therapist, lead a DCE Junior High business class.

"Our main focus is to provide these students with the skills they will need for future employment and independent living," Dahlgren said.

A critical component of the class is establishing partnerships with local businesses. One such partnership is with Trig's grocery store, which is right down the hill from the junior high. It began with a field trip to Trig's and now, a month later, 10 of the business students

have the opportunity to work at Trig's, gaining crucial work experience during their business class period.

"The partnership with Trig's has proved to be very positive for our students and allows us — both DCE and Trig's — to teach the students many of the skills they will need for part- or full-time employment. The students are so proud of the work they do. This opportunity to gain real world experience at Trig's is simply something we can't teach in the classroom. We are very grateful for everything Trig's has done," Dahlgren said.

The same group of students also gains work experience at the D.C. Everest Junior High by helping the sports teams and organizing the school's Giving Tree room, which

provides food, clothing and essentials for families in need.

Dahlgren has field trips planned for the Northcentral Technical College Culinary School, the Cedar Creek Cinema and Texas Roadhouse.

At Texas Roadhouse, students will bake bread and learn about becoming an employee while they eat a meal. At the movie theater, students will learn about the front- and back-end portions of the business, explore potential job opportunities and watch a movie.

"These tours also help us demonstrate to potential employers that these students have a lot of untapped potential," said Julie Weller, a DCE special ed instructional coach. "In Wisconsin, the typical employee turnover rate is 45 percent;

for employees with disabilities, it's 8 percent. Research shows that employees with disabilities have nearly identical job performance ratings as employees without disabilities, and that they require similar supervision. The more we can meet with businesses, the better we can discover opportunities for our students with disabilities."

Ultimately, Dahlgren said, "It's all about finding a good fit for these students so they can be successful at a career they will enjoy."

Businesses and organizations interested in partnering with the district to offer job opportunities for students with disabilities are asked to contact Weller at [jweller@dce.k12.wi.us](mailto:jweller@dce.k12.wi.us) or 715-359-0511, ext. 3508.



Jan 06 2018  
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Wausau Daily Herald



# Pregnant addicts one focus of opioid strategy

Hailey BeMiller, Wausau Daily Herald  
USA TODAY NETWORK - WISCONSIN

WAUSAU - Pregnant Wisconsin women addicted to opioids could have greater access to treatment under recommendations approved Friday by a state committee.

The recommendations, presented during a meeting of the governor's opioid task force at Northern Tech State College in Wausau, stem from studies conducted over several months by the Pew Charitable Trusts, a nonpartisan policy research group.

Cynthia Reilly, director of Pew's Substance Use Prevention and Treat-

ment Initiative, said researchers met with an array of people across the state, from state agency employees to patient advocates. The organization also considered evidence published nationally and lessons from other states, she said.

"It's really about looking at what works for Wisconsin," she said.

Among its seven recommendations, Pew suggests implementing a range of treatment strategies for pregnant women, including early universal screening, medication-assisted treatment and postpartum support. The agency noted the stigma attached to pregnant women who suffer from opioid addiction and

said it's even more difficult for them to get help.

Pew's recommendations come as Wisconsin continues to grapple with a deadly drug epidemic tied largely to opioids such as Oxycodone. Opioid abuse has fractured families across the state, and the rate of opioid overdose deaths almost doubled from 2006 to 2015, according to the Department of Health Services. The magnitude of the problem has also prompted two-thirds of Wisconsin counties to sue manufacturers in an effort to recoup some of the money that's been funneled to drug-related costs.

Other ideas presented by Pew:

Create an advisory body to evaluate a potential "hub and spoke" treatment system in Wisconsin. Under this model, patients would receive more intensive treatment in regional "hubs" and eventually transition to "spoke" providers in their community. Those who relapse can return the hub for care.

Increase access to buprenorphine, an opioid used to treat opioid addiction.

Combat what Pew said is a shortage of substance use disorder counselors throughout the state. One strategy Pew suggested is for Wisconsin to recognize the credentials of counselors

See STRATEGY, Page 2A

# Strategy

Continued from Page 1A

who received their training in other states with similar standards, as opposed to requiring counselors to get re-certified.

- Create a system to help providers refer patients to substance-use disorder treatment.

- Create standardized reporting guidelines for those who want treatment but haven't received it.

- Improve the re-entry process for people with substance-use disorder. Among other suggestions, Pew discussed Wisconsin suspending Medicaid enrollment, also known as BadgerCare, for those incarcerated instead of terminating their health coverage.

Now that the recommendations have been approved by the task force, the state will work to turn them into either legislation or executive rules, said Lt. Gov. Rebecca Kleefisch.

"I'm excited about how these things will affect the day-to-day life in Wisconsin because I feel like they deal with all aspects of this issue: prevention, cracking down on the drug traffickers as well as treatment and long-term recovery," Kleefisch said.

She said she hopes to eventually see efforts to help those in long-term recovery stay connected to the economy.

Pew will continue its research in Wisconsin, Reilly said. The agency will talk to more stakeholders, look at state data and conduct focus groups with people with substance-use disorder, culminating in another series of recommendations.



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## Real Money (Part II)

**G**ov. Scott Walker paints himself as a champion of working families. It is a key theme of his re-election campaign.

But does the governor know the basics of Wisconsin working families?

We are now doubtful.

On Tuesday, we questioned Walker directly in the Athens High School gymnasium (under the eastern basketball standard) about his administration's recent claim that a "typical" Wisconsin family that makes \$94,700 a year would receive \$2,508 in federal tax relief this coming year.

We questioned this claim after Rep. Sean Duffy (R-Seventh) at last Thursday's town hall meeting held at Northcentral Technical College, Wausau, said an average Wisconsin family would receive not quite half of that amount.

Walker told us he didn't know what Duffy was promising people, but that his Department of Revenue, using standard methodology going back to the Doyle administration, came up with these figures and he believed them to be accurate.

We were stunned. Did the governor really believe that a "typical" Wisconsin family (a mom and dad, plus two children) actually makes close to six figures on their annual IRS 1040? And thus could earn so much tax relief?

Walker said yes.

We sought clarification. Was the governor talking about just the mom and dad working? Or were the children working as well? Walker was clear. He was only talking about the mom and dad working.

After the Athens event, we sought further clarification from Walker's press staff in Madison. The staff provided us with the source of his claim that a "typical" Wisconsin family earns \$94,700 a year. It is from the 2015 American Fact Finder published by the U.S. Census Bureau. There, the bureau reports that the 2015 Wisconsin median income for a four-person household was \$86,695, and, by adding in recent wage growth, the income now can be estimated at \$94,700.

This method of reporting income might be consistent with what the Doyle administration did, but it would be, then, consistently wrong.

The reason is simple. Walker can claim that a median four-person Wisconsin household makes \$94,700, but this conveniently forgets that all four people in the American Fact Finder household could be working and adding to their household income.

That's different from what Walker said. He said only two people in the house, the mom and dad, were working.

Understand the U.S. Census thinks of a "household" merely as people, both related and unrelated, who live in a dwelling. Thus four single guys or females living together as roommates constitute one "household." All could be working jobs.

Switching "households" for "families" can't help but make Wisconsin families much richer than they, in fact, are. The American Fact Finder reports that the median 2016 household income in Wisconsin was \$54,610. This is 43 percent less than Walker's income estimate for a "typical" family.

It's easy, too, to see how Walker's methodology could skew the results. Wisconsin has 2.3 million households. Out of this number, 1.5 million are "family" households. The rest, over 800,000, are "non-family" households. If you fail to keep these two groups separate, you will come up with an exaggerated statistic for median Wisconsin "family" income. In turn, you will amp up the estimate for a federal tax cut estimate.

The Wall Street Journal Tax Calculator estimates the federal income tax reduction for a family of four (a mom and dad and two dependent children) with a household income of \$52,893. The tax cut would be \$1,455. That's something, but not Walker's large amount.

All of this brings us to two questions.

First, how is it that taxpayers are paying statisticians at the Department of Revenue to come up with inaccurate, politically slanted tax cut estimates in an election year?

Second, how is that Walker, who claims to be a Wisconsin working family's best buddy, misses actual family income in this state not by inches, but by a country mile?

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# A tough crowd at town hall

## Citizens challenge Rep. Duffy on taxes, guns and Russia investigation

The natives are restless. Seventh District congressman Rep. Sean Duffy (R-Seventh) battled with voters on a range of topics, including tax reform, gun control and the special counsel investigation into President Donald Trump's campaign, during Thursday morning's civil but conflicted "town hall" meeting held at Northcentral Technical College in Wausau.

The constituents tossed hardball questions, one after the next, at the congressman.

At times, Duffy, a Trump supporter, sought to find common ground on controversial issues with what he terms a "progressive" audience. At other times, however, he "pushed back" with a hard line response. The crowd howled its disapproval.

The sharpest debate took place between Duffy and Kristin Conway, Schofield, who called for tougher laws

to keep people convicted of domestic violence from being able to purchase firearms and to require background checks on all firearms sales, even between private individuals.

Conway said current laws prohibit domestic violence offenders from possessing guns, but the law include loopholes that exclude live-in boyfriends.

The woman said background checks, supported by 90 percent of Americans, were a practical way to keep firearms out of the wrong hands. "It only takes 30 seconds," she said.

Duffy argued that Congress could pass laws to give Conway "everything she wanted," but that this would not satisfy the woman or others who support her position.

"You will never be happy until you take away guns in America," he asserted. "This is a movement that hates the Second Amendment."

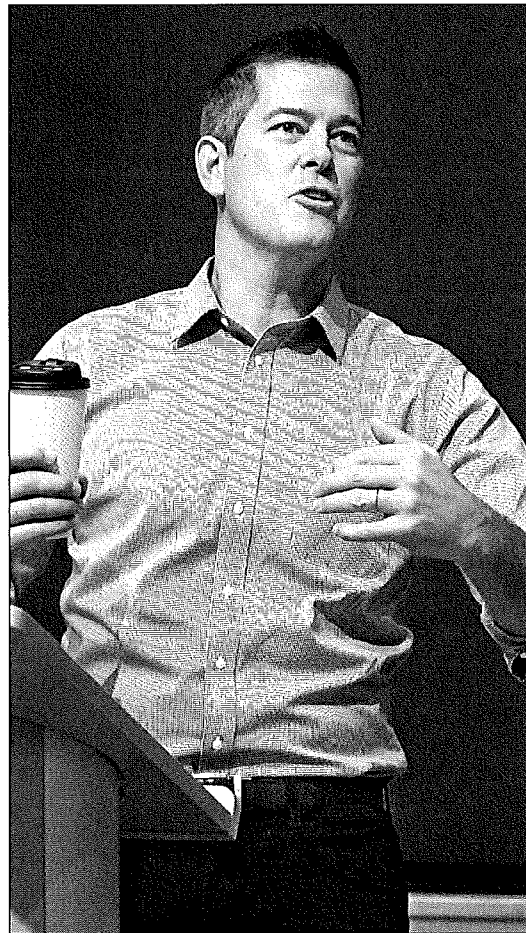
The crowd roared its disapproval. Conway said Duffy distorted her position. "I support the right of law abiding citizens to have firearms," she said.

### Tax cuts

Duffy and citizens also clashed on federal tax cuts that the congressman voted for in December 2017.

One man told Duffy corporations in the United States were flush with cash and did not need tax breaks, but the federal government, which had to deal with a thousand problems both domestically and internationally, needed the revenue it will now lose. A second man said the tax cut would increase the national debt and cause economic calamity. "The house of cards will cave in," he said to applause, "Where is the sense of ownership to grapple with this issue?"

Duffy said the approved tax cuts were not, as portrayed by the media, only a giveaway to corporations and the wealthy. He said federal income taxes for a Wisconsin family making \$60,000 a year would tumble from \$1,600 to \$400 a year. The first \$24,000



**MARATHON COUNTY TOWN HALL.** Congressman Sean Duffy (R-Seventh) touted recently passed federal tax cuts at Thursday morning's town hall at Northcentral Technical College in Wausau.

of that household's income would be "tax free," he said. Families will see less money withheld from their paychecks starting in February, he said.

Duffy said a cut in corporate taxes would produce economic benefits that would help all citizens. He predicted the cuts would spur U.S. Gross Domestic Product to grow at a 4 percent pace, creating competition for workers and forcing wages to increase. He predicted, as well, that the tax cuts would pay for themselves with higher tax collection generated through growth.

The congressman said he would return to a town hall in Wausau in 2019 to assess whether his predictions actually pan out.

"More revenue will go into federal coffers," he said. "You can quote me

next year."

Duffy said it was wrong to think that Republicans, like himself, helped corporations and not regular citizens, when it was Democrats, supported by the nation's biggest corporations, such as Facebook, Apple and Google, who staunchly opposed in the tax reform debate ending the mortgage interest deduction for people who own half-million dollars homes. "Give me a break," Duffy said. The congressman said Republicans were the champions of poor, rural residents.

Still, Duffy said he was "incredibly frustrated" that Congress is unable to get its fiscal house in order. He said an underfunded U.S. military cannot plan the nation's defenses with funding that is approved one year

at a time. Both training and readiness suffers, he said. Duffy added, however, he opposes higher military spending if it means Congress, under budget deals, must also increase domestic social spending.

Duffy said a \$20 trillion debt will eventually produce catastrophe. "The debt will eat us alive when the interest rate goes up," he said.

### Russian meddling

In another controversial topic, Duffy agreed with Phillip Valitcka, Wausau, who said the House of Representatives should continue to investigate and "stand very strong" against Russian meddling in U.S. elections.

"I am all talking about Russia," Duffy said.

But that's where Duffy departed from the general viewpoint at the town hall meeting.

The congressman said an impartial investigation into Russian involvement in last year's presidential race was required, but that he was outraged that Peter Strzok, a Hillary Clinton supporting FBI agent, played a role in the Robert Mueller special counsel investigation before being taken off the job in summer 2017. He said the Mueller investigation failed Congress when it departed to reveal the reason why Strzok had been fired.

Duffy defended President Trump, saying that the Christopher Steele dossier triggered the Mueller probe, but that Steele, a former British spy, received his information after going to Russia. The implication was that the Russians were not colluding with Trump, but, instead, were trying to hurt him.

A woman at the town hall called out Duffy on his demand for some kind of perfectly non-partisan Trump investigation. She said it would be impossible to find politically neutral investigators. She criticized Republican politicians, including House Speaker Paul Ryan and Senate Majority Leader Mitch McConnell, as well as sympathetic media outlets, for denigrating "loyal" and "hardworking" government agents in the FBI and Justice Department who are tasked with finding out what happened in the past election.

Duffy made a slight concession. "You make a good point," he said. "Everybody has a political viewpoint. My concern is when your investigative team brings in people who actually have made political contributions. I'd put the brakes on that."

People at the town hall meeting complained about short notice of the event, the inability to interact with Duffy and scheduling the meeting at 8 a.m. One man said he resented Duffy showing up for a town hall prior to the tax reform vote, not before.

Duffy said he was the only federal official in Wisconsin who scheduled regular town hall meetings in northern Wisconsin. He said neither Sens. Tammy Baldwin (D-WI) or Ron Johnson (R-WI) did so.

Duffy said he had the right to run his town hall meeting any way he wanted to.

"When you have a town hall, you can set it up any way you want," he told one woman sitting in the front row.

# Nutrient Management Plan Writing Training

by Shawn Ganther  
The Clark, Taylor, Marathon, and Wood County Land Conservation Department, in conjunctions with UW-Extension and **North Central Technical College**, will provide training for farmers who would like to become qualified to write a nutrient management plan (NMP) for their own farms. The training is for farmers or land owners writing their initial plan or to requalify a prior train qualified NMP writer.

The complete course will requires 12 hours of train-

ing to be a qualified to write a NMP for their farm, to requalify 6 hours of training is required to continue as a qualified farmer NMP writer.

12 Hour Course covers 3 days and requalifying course covers first 6 hours on the first 2 days:

**Location - Date - Time**  
Medford NTC Campus - January 5, 12, 19, 2014 - 10:00 - 3:00

Wausau NTC Campus - January 17, 24, 31 - 10:00 - 3:00

Spencer NTC Campus - January 18, 25, February

1 - 10:00 - 3:00

Wood CTY Courthouse - March 1, 8, 13 - 10:00 - 3:00

## Evening Class

Spencer NTC Campus - January 18, 25 - 7:00 - 9:00 p.m. - February 1, 8, 15, 22 - 7:00 - 9:00 p.m.

Contact NTC at 715-803-1230 or 888-682-7144 or email [ce@ntc.edu](mailto:ce@ntc.edu) or Richard Halopka, UW-Extension Clark County Crops & Soils Agent 715-743-5121 with questions. To register; by phone 715-675-3331 then press 1 or online [www.ntc.edu/ce/ag\\_sustainability](http://www.ntc.edu/ce/ag_sustainability).



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# Pregnant addicts one focus of opioid strategy

HALEY BEMILLER WAUSAU DAILY HERALD  
USA TODAY NETWORK - WISCONSIN

WAUSAU - Pregnant Wisconsin women addicted to opioids could have greater access to treatment under recommendations approved Jan. 5 by a state committee.

The recommendations, presented during a meeting of the governor's opioid task force at Northcentral Technical College in Wausau, stem from studies conducted over several months by the Pew Charitable Trusts, a non-partisan policy research group.

Cynthia Reilly, director of Pew's Substance Use Prevention and Treatment Initiative, said researchers met with an array of people across the state, from state agency employees to patient advocates. The organization also considered evidence published nationally and lessons from other states, she said.

"It's really about looking at what works for Wisconsin," she said.

Among its seven recommendations, Pew suggests implementing a range of treatment strategies for pregnant women, including early universal screening, medication-assisted treatment and postpartum support. The agency noted the stigma attached to pregnant women who suffer from opioid addiction and said it's even more difficult for them to get help.

Pew's recommendations come as Wisconsin continues to grapple with a deadly drug epidemic tied largely to opioids such as OxyContin. Opioid abuse has fractured families across the state, and the rate of opioid overdose deaths almost doubled from 2006 to 2015, according to the Department of Health Services. The magnitude of the problem has also prompted two-thirds of Wisconsin counties to sue manufacturers in an effort to recoup some of the money that's been funneled to drug-related costs.

Other ideas presented by Pew:  
» Create an advisory body to

evaluate a potential "hub and spoke" treatment system in Wisconsin. Under this model, patients would receive more intensive treatment in regional "hubs" and eventually transition to "spoke" providers in their community. Those who relapse can return the hub for care.

» Increase access to buprenorphine, an opioid used to treat opioid addiction.

» Combat what Pew said is a shortage of substance use disorder counselors throughout the state. One strategy Pew suggested is for Wisconsin to recognize the credentials of counselors who received their training in other states with similar standards, as opposed to requiring counselors to get re-certified.

» Create a system to help providers refer patients to substance-use disorder treatment.

» Create standardized reporting guidelines for those who want treatment but haven't received it.

» Improve the re-entry process for people with substance-use disorder. Among other suggestions, Pew discussed Wisconsin suspending Medicaid enrollment, also known as BadgerCare, for those incarcerated instead of terminating their health coverage.

Now that the recommendations have been approved by the task force, the state will work to turn them into either legislation or executive rules, said Lt. Gov. Rebecca Kleefisch.

"I'm excited about how these things will affect the day-to-day life in Wisconsin because I feel like they deal with all aspects of this issue: prevention, cracking down on the drug traffickers as well as treatment and long-term recovery," Kleefisch said.

She said she hopes to eventually see efforts to help those in long-term recovery stay connected to the economy.

Pew will continue its research in Wisconsin, Reilly said. The agency will talk to more stakeholders, look at state data and conduct focus groups with people with substance-use disorder, culminating in another series of recommendations.





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# Duffy talks on N. Korea, Trump tweets

HALEY BEMILLER  
WAUSAU DAILY HERALD  
USA TODAY NETWORK - WISCONSIN

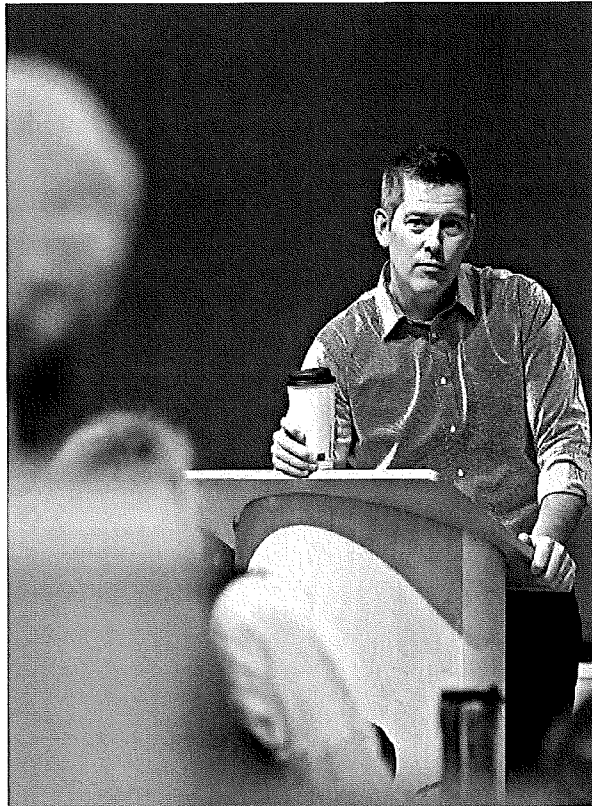
WAUSAU - U.S. Rep. Sean Duffy said Jan. 4 that President Donald Trump is "talking a little crazy" about North Korea, but he welcomed a different method to handle the conflict over the country's nuclear arsenal.

The Republican congressman's comments came as Duffy held town halls at Northcentral Technical College in Wausau and the AmericInn Hotel in Merrill. They also came days after the president tweeted in response to North Korean leader Kim Jong Un that Trump's nuclear button is "bigger & more powerful."

The tense standoff with North Korea is the result of failed Republican and Democratic policy over the years, and there are few good options to resolve the problem, Duffy said in Merrill. The pro-Trump congressman said despite the nature of the president's comments, he's willing to support a new strategy.

"I think it's time to go, 'Listen. If you think you're going to do this and get away with it ... we're not going to tolerate it,'" Duffy said.

North Korea was one of an array of issues brought up by attendees in Wausau and Merrill, from immigration to gerrymandering and the role of money in politics. Both town halls were dominated by discussion of the tax bill recently signed into law, and some residents expressed concern about projected deficit growth stemming from the changes.



U.S. Rep. Sean Duffy speaks to constituents Jan. 4 during a town hall meeting at Northcentral Technical College in Wausau. T'XER ZHON KHA/USA TODAY NETWORK-WISCONSIN

Another major issue discussed was potential cuts to Social Security and Medicare, with some attendees citing comments House Speaker Paul Ryan made about entitlement reform. In Wausau, Duffy told audience members that people near or in retirement won't lose their benefits. Reforms for the next generation of retirees have been talked about, he said, but nothing is on the table right now.

"No one's cutting Social Security or Medicare," Duffy said.

The discussion between Duffy and his constituents was at times heated, particularly in Wausau. Duffy apparently sarcastically referred to a critic in the front row as a "little angel" when he called on her to speak. He also fired back against audience members advocating for more extensive background checks for firearms, saying they will never be

happy until the government takes away all guns in America.

"This is a movement that hates the Second Amendment, doesn't want us to have guns, and I'm going to protect people's right to have a Second Amendment and possess a firearm," he said amid yelling from attendees.

Duffy also touched on Trump's Twitter account, saying it gives him the ability to talk directly to people and circumvent news outlets that the congressman accused of being unfair to the president. However, Duffy told reporters in Wausau that some of the tweets are challenging for members of Congress.

"I think he should be a little more judicious when he uses it, and some of the language that he uses, but do I think he should stop?" he said. "No."



# NTC extends admission hours during January

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Northcentral Technical College has extended admissions office hours to get students ready for the spring semester.

Hours at all campuses, including Antigo, are Mondays through Thursdays, 7:30 a.m. to 6 p.m.; Fridays, 7:30 a.m. to 5 p.m.; and Saturdays, 8 a.m. to noon.

Admissions staff will be available to answer questions about NTC's 190-plus industry-driven programs and help students enroll in spring classes, including more flexible online classes than ever before. Students can also apply for financial aid or talk to a Career Coach about finding the best program to fit their unique abilities, interests and skills.

To learn more, visit: [www.ntc.edu/why-ntc](http://www.ntc.edu/why-ntc).

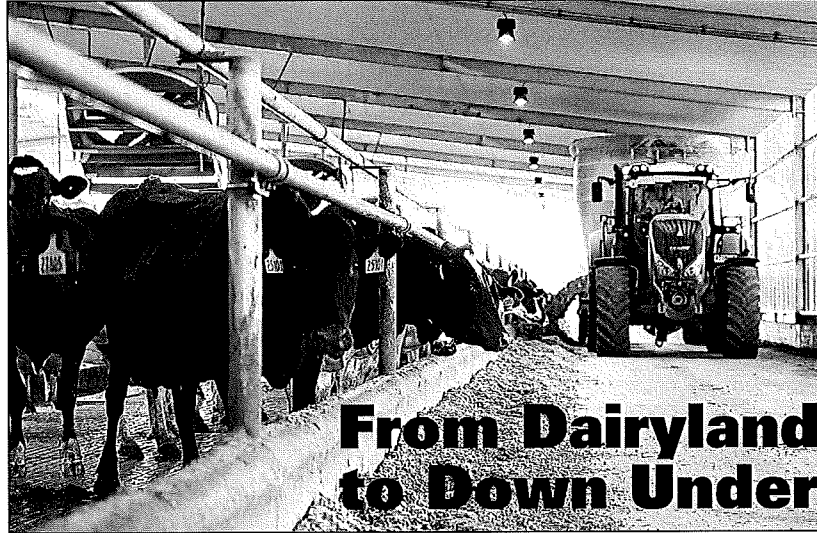


# Farm Country

"The Newspaper That Cares About Rural Life"

The Country Today SECTION

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## From Dairyland to Down Under

Submitted photos

Australia's Moxey Farms employs about 200 people at any given time to work with their animals and other tasks on the farm.

### Marathon County man takes passion for agriculture to Australian dairy farm

**A**lex Gumtz has always been passionate about agriculture, growing up on a dairy farm in central Wisconsin. When the opportunity to take that passion to another country came about, he jumped at it.

Gumtz has spent the last six months working on the largest single-site dairy operation in the Southern Hemisphere, Australia's Moxey Farms. The operation houses 6,500 cows and has two parlors: a rotary 80-stall and a double-50 parallel. The farm operates about 10,000 acres and is constantly growing, Gumtz said.

"It is an always-expanding operation with great promise to lead Australia as a model of a modern farming system," Gumtz said.

Moxey Farms is one of the largest employers in the area with about 200 people working in construction, trucking, field operations, youngstock care, parlor crews, herd teams, management and office personnel, said Gumtz, who grew up on a dairy farm near Milan in Marathon County. "I was very active in the Abbotsford FFA Chapter throughout high school, receiving my American Degree. After high school, I was very active in the (family) farming operation south of Milan and worked full time at Dukstead Acres," he said.

Gumtz said it was working on these two operations that really helped him develop his love of cattle. He graduated from Northwestern Technical College's Dairy Center of

For more information about Australia's Moxey Farms or how to get involved in a similar experience, visit [moxeyfarms.com.au](http://moxeyfarms.com.au).

Excellence in Spring 2017, and as he began to look toward the future, he found himself wanting to experience agriculture outside of his comfort zone of central Wisconsin.

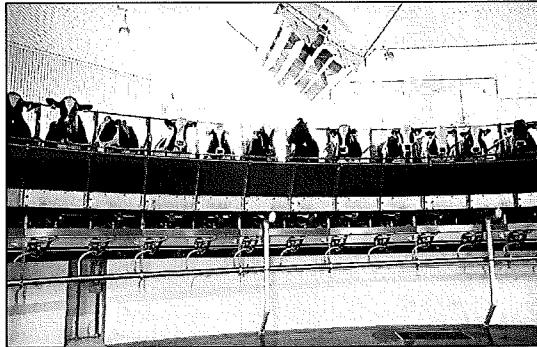
"I have always wanted to travel to Australia and experience dairy farms and I thought why not do both at once," Gumtz said. "After my family sold our cows, we rented our land to Miltim Farms near Albers. One of the owner's sons had worked at (Moxey Farms) previously."

Gumtz asked to be considered for a six-month position at the dairy and was hired. It took 42 hours of flights, which included time changes, to get from Wausau to Parkes, New South Wales, Australia.

"I landed on the 14th of June and worked there until Dec. 14. The visa only lets you work for one employer for six months at a time," he said. Gumtz was paid in Australian dollars, where four Australian dollars equals about three American dollars.

Gumtz said it was interesting to see the differences between Australian and Wisconsin agriculture.

"The thing I find most fascinating about Australian agriculture vs. Wisconsin agriculture is the dairy business is not the



The farm has two parlors — a rotary 80-stall and a double-50 parallel.

Story by Jenessa Freidhof  
[jnessa.freidhof@ecpc.com](mailto:jnessa.freidhof@ecpc.com)

most common thing around," he said. "The most common forms of agriculture are either sheep farms or grain farms. Wool is a big business down here and it seems you cannot go too far without spotting some sheep."

Sheep graze on paddocks and require minimal work compared to dairy cows, Gumtz said.

"It seems odd to be from the Dairy State and come somewhere and dairy isn't the biggest player in town, ... There are other dairy farms in the area, but they are not as numerous as they are

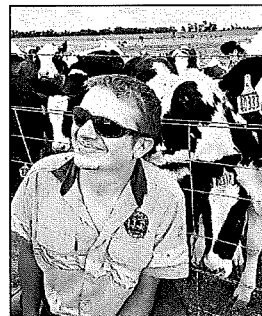
back home," he said. "Grain farming is also big," Gumtz said. "They use irrigation to make sure the crops get enough rain, since it is rather dry in this area. Canola is a big grain crop in the area, at least in the winter."

Besides adjusting to the differences in agriculture, Gumtz said the language barrier was a challenge.

"While I speak English and they speak English, it is not the same English. There is a huge amount of British and Irish backpackers and you will have a hard time understanding anyone," he said. "It was also a challenge being the only American on the dairy because no one has had the same life experiences as we take for granted back stateside."

Gumtz said he enjoyed the sense of community on the farm and being able to learn from the different people he met along the way.

"Since (the farm) employs so many people, you would think that you would be another number, but whenever I ran into one of the owners, they were always friendly and asked me by my first name how I was doing," Gumtz said. "They are genuinely some of the



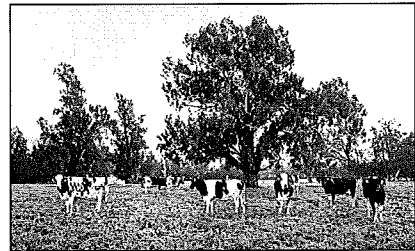
Alex Gumtz spent the last six months working on an Australian dairy farm. During that time, he worked primarily with the herd crew.

nicest people I have ever met.

"I also lived with about 30 backpackers from various European countries and backgrounds. They were a very fun bunch to be friends with, especially with their different viewpoints on certain things and different life experiences," he said, noting that the housing was farm-owned.

Gumtz started the next chapter of his life this week, working at Heartland Cooperative in Owen

as a sales agronomist and application specialist. Before going to Australia, Gumtz was an intern at Heartland Cooperative. "I would highly recommend anyone in our industry to do some international experience. It is a true eye-opener. It is well worth it both on the on-the-job learning and the social growing that you get since I was working with people from all over the world and from different backgrounds," Gumtz said.



Moxey Farms has about 6,500 cows in addition to youngstock and more than 10,000 acres — and is constantly growing.



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# Schielke becomes newest member of MFD

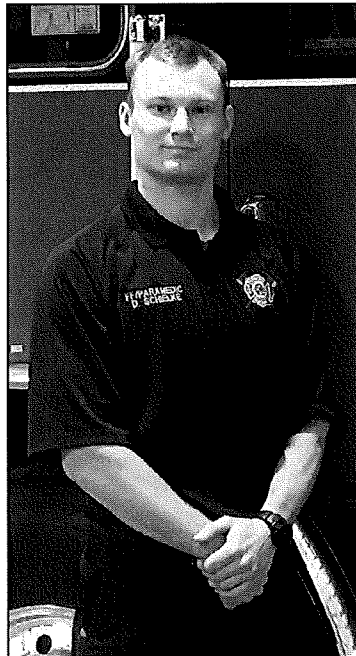
**JEREMY RATLIFF**  
REPORTER

Last week, Dylan Schielke became the newest addition to the ranks of the Merrill Fire Department.

A Gleason native, Schielke graduated Merrill High School as a member of the class of 2013 and immediately entered the fire service field, following in his father Mike's footsteps as a member of the Town of Russell Volunteer Fire Department.

In fact, Dylan credits his father's service as his motivation for entering the field.

"I've always admired fire fighters and how fast and efficient they are when they respond to emergencies. I remember even as a child, being just fascinated as I watched all the lights, sirens and equipment moving in such a quick manner. My father has always enjoyed serving the Town of Russell as a fire fighter and as I grew older I found myself having more of an interest. Then there was the night my grandfather's garage burned down and my dad



responded to that fire. I remember being so proud of him and the other fire fighters as they attacked the fire. I think that was the night I decided this is something I want to explore and possibly make a career of."

Schielke also credits several members of the Merrill Fire Department whom he has known since childhood, for steady encouragement in becoming a fire fighter.

While serving the Town of Russell fresh out of high school, Dylan enrolled in **NTC's** Firefighter/Paramedic Associate Degree Program.

*See MFD page 19*



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**MFD** *from page 6*

Upon obtaining his basic paramedic certification in December of 2016, Schielke was hired by the Mosinee Fire Department. He graduated from NTC in January and progressed on to the Antigo Fire Department as a full-time firefighter this past June.

But Shielke readily admits, the Merrill Fire Department has always been his destination of choice to start his career.

“Growing up around here, I have many, many memories of the Merrill Fire Department being out and active in the community. I remember being just fascinated watching members of the department and equipment participating in local parades. This is just something I’ve always wanted. To be able to give back to a community that gave me such a great place to grow up is also very important to me. I’m very happy and excited to be a member of the Merrill Fire Department.”

As for the future, Dylan plans to pursue his Critical Care Paramedic certification and eventually pursue the Bridge to Nursing Program; practicing as a Registered Nurse in a hospital setting post-retire-

ment from fire service.

Last Thursday was Dylan’s first day at the fire department. His first week will consist of orientation with department policy, procedure and protocols, before progressing to his first regular shift as an EMS crew member. His training will progress through the next year, including department logistics, vehicle operation and maneuvers as well other various fire-fighting tasks.

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# Edgar trustees vote down training request

The Village of Edgar License, Building, Safety and Zoning Committee voted 4-1 on Monday to not send Police Chief Jeanette Stankowski next month to a Wisconsin Police Leadership Foundation training conference in Wisconsin Dells.

The vote is the third time an Edgar board committee has decided against sending the police chief to the annual conference. The Edgar Village Board has voted twice against the proposal.

In Monday's vote, committee members Paul "Skimp" Schilling, Mike Buti, Jon Streit and Randy Werner voted against sending Stankowski to the annual conference. Village president Lepak voted against the motion. Trustee Patty Schroeder-Schuetz was not present.

Chief Stankowski told committee members she has attended the conference each of the four years she has been police chief in the village. She said the conference this year includes local speakers, including an officer in the Marathon County Sheriff's Department, and that this year's conference content would be especially relevant for law enforcement in the village.

Stankowski told board members that through "miscommunication" they were given a higher estimate of the cost of the convention than would be

the case. The total, originally said to be \$740, would only be \$353, an amount that easily could be covered by two grants, one for \$360 and another for \$179, received by the department, she said.

She said, as well, that if she does not attend the convention the village would lose a \$109 deposit for a hotel room.

Trustee Jon Streit made the motion not to send Stankowski to the annual conference, arguing that the board had already decided the issue twice.

Trustee Paul "Skimp" Schilling said the board opposed sending her to the convention because the village has recently spent a lot of money on employee training but is not getting proof that employees are actually participating at the sessions.

"We are not getting documentation back," he said.

Both Schilling and village president Terry Lepak said it is common for employees to document conference attendance and turn in all receipts.

Stankowski said she would be happy to supply board members with conference documents and, if they wanted, she would give a presentation on what she learned at the conference.

"I have no problem bringing my materials back and giving a presentation," she said.

In other village business, members of the village Personnel Committee met in closed session after the License, Building, Safety and Zoning Committee meeting to discuss applications for a new village administrator. No action was taken.



**Jeanette Stankowski**



## Law enforcement graduates

Northcentral Technical College on Dec. 21, 2017, held a commencement ceremony for students in its Criminal Justice-Law Enforcement 720 Academy. Local graduates are, left to right, front row: Andrew Bloch, Athens, Sydney Holbach, Edgar, Cody Stankowski, Marathon City; second row: Paul Clarke, instructor, Andrew Kleppe, instructor, Brian Fiene, instructor; third row: Sara Gossfeld Benzing, School of Public Safety dean.



1548 or contact the Alzheimer's Association at 1-800-272-3900.

### **NTC Extends Admission Hours During January, Increases Online Classes**

You can work while you continue your education at Northcentral Technical College (NTC) by taking online classes this spring that allow you to set your own deadlines. Get started by dropping in to an NTC campus during extended Admissions office hours this January.

Reminder spring semester classes start on Thursday, January 25.

At Campus locations: Wausau, Antigo, Phillips, Medford and Spencer. Monday - Thursday: 7:30 a.m. to 6:00 p.m. Friday: 7:30 a.m. - 5:00 p.m., Saturday: 8:00 a.m. - Noon.

Admissions staff will be available to answer questions about NTC's 190+ industry-driven programs and help you enroll in spring classes, including more flexible online classes than ever before. You can also apply for financial aid or talk to a Career Coach about find the best program to fit your unique abilities, interests and skills.

Take the next step on your educational journey by visiting NTC during extended Admissions office hours this January. To learn more about the benefits of attending NTC, visit [www.ntc.edu/why-ntc](http://www.ntc.edu/why-ntc).

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Submitted photo

## Slinger native graduates from law enforcement academy

**Northcentral Technical College** in Wausau announced its graduates from the Criminal Justice-Law Enforcement 720 Academy on Jan. 8. "Graduates have demonstrated the communication, problem solving and tactical skills necessary to manage emergencies and conduct investigations, as outlined by the Wisconsin Department of Justice, Bureau of Training and Standards," a news release said. Shown are the graduates, front row, from left, Kyle McMullen of Wausau and Christopher Walter of Slinger; second row, Paul Clarke, instructor; Andrew Kleppe, instructor; and Brian Fiene, instructor; top, Sara Gossfeld Benzing, dean of **NTC's** School of Public Safety.





# CEP helping laid off workers

## Rapid response meetings scheduled for next week

BY **PEG ZAEMISCH**  
yakindog@aol.com

It is a painful experience to lose a job. No matter how it is brought about, losing a job means losing income, health insurance, benefits, self-confidence and the security that one saw in their future.

The local CEP (Concentrated Employment Program) office is standing ready to offer help to those 82 individuals who were given layoff notices at Flambeau River Papers over the past few weeks.

Located in the Park Falls City Hall building, the CEP staff

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SEE **CEP**, 9A

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**Phillips, Price County Review**

**CEP**

CONTINUED FROM 1A

including Stacy Plemon and Kathleen Newby and regional manager Sue Stephens are prepared to offer help to those who now find themselves looking for work.

The CEP office represents both those looking for work and those looking for workers. Connections can be made through the information collected by the CEP offices.

The employment picture right now is good for job seekers as evidenced by the many "help wanted" signs around the community.

Having said that, the news release from Flambeau River Papers did not indicate any kind of possibility that the closed "#3" paper-making ma-

chine which produced white bond papers, would be restarted any time in the future or if call-backs could be expected.

The reason for the layoffs has been brought because the white bond papers commonly used by offices, schools, and other large customers has begun to fall out of favor, mostly because those customers have cut back on their paper use, as they transition from paper to information sent electronically by computers.

Idling the #3 leaves the #1 and #2 machines and about 200 employees still employed at the mill. Those machines produce 90 percent of the mill's capacity generating "value added" and specialty papers.

While the mill is offering some help to those who were laid off, the

CEP office is available locally at no cost for assistance.

The motto for the "Northwest CEP" offices is simple and to the point: "Let's Get to Work!"

The wheels have already begun turning to provide answers for the questions laid off workers need to have answered.

Stephens said that some of those who are laid off have begun coming into the Park Falls office to gather information and begin the state unemployment application process.

"We are not unemployment benefit specialists," Stephens said. "But, we are willing to sit with the applicant and help them through the process, but the state requires the applicant do the actual 'keying' in their answers."

There is usually some gap between the time of

layoff and the time benefit checks begin to arrive. It is important to get the forms filled out properly.

The rules concerning filing each week on a specific timeline must be followed and CEP can help clients understand the requirements.

Stephens said one of the other pressing matters is handled during the "Rapid Response Meeting" and that is keeping the client and family connected with health insurance.

"We help with health insurance information and how to navigate the Health Care sites and the clients need to choose within 60 days after their insurance coverage is lost," she said.

Looking ahead, Stephens said CEP works with partners such as **NTC**, Wisconsin Job Service and the Department

of Workforce Development.

"There are some funds available for those who would like to be retrained," Stephens said. **NTC** helps us with and there are classes offered and short-term training. We work with the DVR for those with disabilities or Veteran's representatives and other agencies that might be the right fit."

CEP also demonstrates to clients, how to search and apply for jobs that are being posted. Clients may use free office resources including the use of their computers, telephones, fax machines or photocopying.

There are job skills analysis offered which leads to updating of resumes and cover letters along with information on how to interview successfully. There is also a

on-the-job training for those who qualify.

"We can sign a contract and the person may go to work for a time and we will pay the employer half of those wages in order to serve as a referral for the job seeker and help the employer feel more confident in the candidate," Stephens said.

**FRP Rapid Response Meetings**

**When:** 7:30-9:30 a.m. or 3:30-5:30 p.m., Tuesday, Jan. 30

**Where:** Northwoods Community Credit Union

**What:** Meet with local reps to learn about unemployment insurance, job searching, educational opportunities, financial assistance, veterans services, health insurance, and more



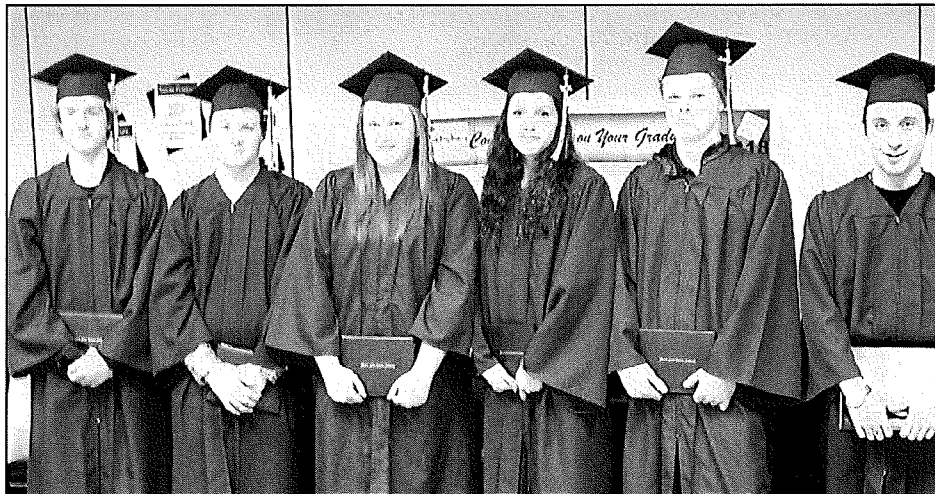
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# Merrill Adult Diploma Academy announces January 2018 graduates

Merrill Area Public Schools and Northcentral Technical College are proud to present the Merrill Adult Diploma Academy (MADA) January 2018 graduates. The graduating class consists of five high school and one adult students who have completed their goal and are ready to move forward in their lives. Many of these students already have full-time jobs; some are planning on furthering their education.

The MADA Charter School has served the Merrill Community since 2007. It is a partnership between Merrill High School and Northcentral Technical College. The

*See GRADUATES page 3*



January 2018 MADA graduates: Austyn Barz, Austin Peterson, Michelle Salzman, Justina DesChamp, Dayne Schielke, and Damion Seliger.



## GRADUATES *from page 1*

primary purpose of the school is to help both high school and adult students earn a diploma or GED. In addition, they offer Employability Skills, Computer Basics and they work with students preparing to enter NTC programs. The school is located at 1101A N. Mill St.

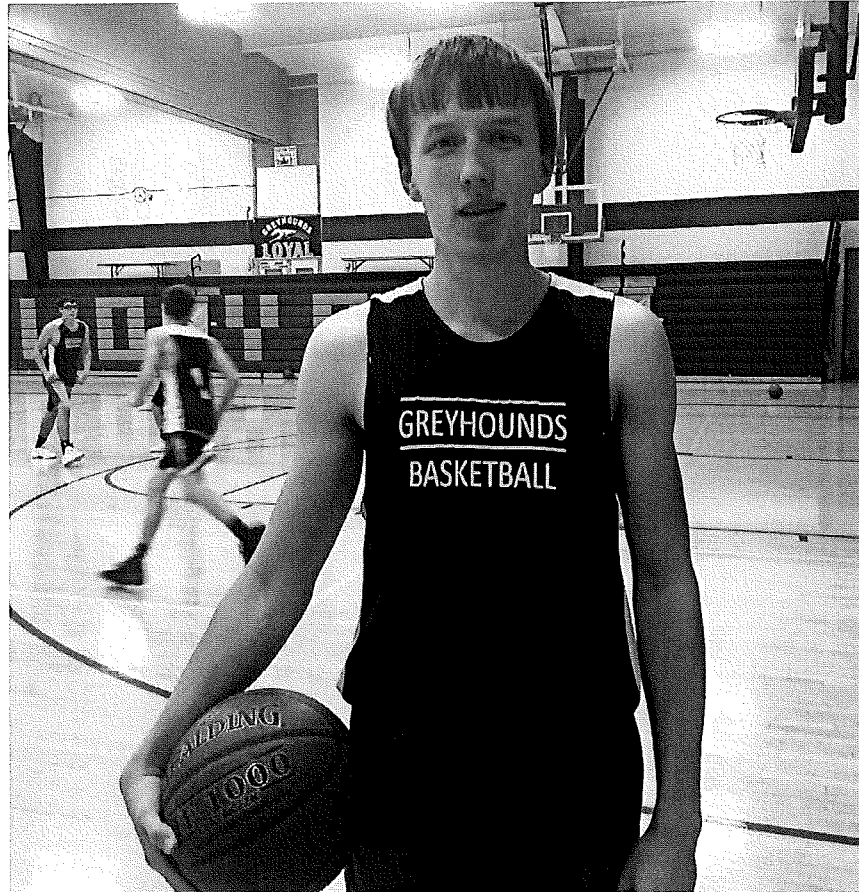
MADA has been fortunate to have the generous support of Todd and Renea

Frederick, who donated the MADA building, free of charge to the Merrill School District for the past 11 years. During those 11 years, 124 high school and 61 NTC students have graduated from MADA.

If you are interested in more information, please call 715-536-1431. View the Facebook page for additional graduation photos at [www.facebook.com/madadiploma](http://www.facebook.com/madadiploma).



## SENIOR SPOTLIGHT



Luke Bogdonovich is averaging 11.8 points per game this season for the Loyal boys basketball team. TIM JOHNSON/USA TODAY NETWORK-WISCONSIN

# BOGDONOVICH AN OUTSIDE THREAT

Tim Johnson Marshfield News-Herald  
USA TODAY NETWORK - WISCONSIN

**LOYAL** — Luke Bogdonovich has gone from lighting up a hoop at his home to becoming one of the top 3-point shooters among Division 5 boys basketball players in the state.

The Loyal senior guard, who grew up taking countless shots at a basket in the family's basement, entered the week ranked seventh in Division 5 in hitting 44.6 percent of his 3-point attempts. He also has averaged 11.8 points per game and is the leading scorer for a balanced Greyhounds offense.

Loyal switched from a dribble-drive to a motion offense this year and has five players averaging between 6.3 and 11.8 points per game.

"I think sometimes he distributes the ball too much," first-year Loyal coach Dean Bogdonovich said of Luke. "He always has had a good (shooting) range but he looks to make the pass to

## Favorites

**Sport:** Basketball.

**College or pro athlete:** David Ortiz. I have liked him since I was little when (the Red Sox) came back against the Yankees in the playoffs and liked him ever since.

**Movie:** Comedies.

**TV show:** "SportsCenter."

**Music group or artist:** It depends. Whatever gets me ready and going for the game. Anything upbeat.

**Food or meal:** Bacon cheeseburger or chocolate chip pancakes.

a teammate instead of taking the shot. That's not a bad quality to have."

Bogdonovich also is a member of the Greyhounds' cross-country and baseball teams and has scored in double digits in nine of Loyal's 12 games. He recently sat down with USA TO-

DAY NETWORK-Wisconsin to talk about the Greyhounds' season, his shooter's touch and his future plans, among other topics.

**Do you have a certain nickname which your friends/teammates or family members call you?**

I guess "Bogs." That is what has always stuck and is what people called my dad when he played.

**What has been your most memorable moment in your athletic career?**

Winning conference in baseball my sophomore year was pretty big.

**Loyal is near the top of the Cloverbelt in the boys basketball race this winter. What has worked for the team this year?**

I think we have a pretty good core of seniors and then there is not too much of a letdown with our bench. We've lost a few games that we really would have liked to win and lost a few which

See **BOGDONOVICH**, Page 2B

# Bogdonovich

Continued from Page 1B

we would have liked (the score) to have been closer. Hopefully we can put things together yet in the season and make a playoff run.

**What is the one area where you think the team really needs to improve on?**

It's the little things — turnovers, offensive rebounds and free throws. The things that win or lose games.

**You are one of the top 3-point shooters in Division 5 this season. Is that range something that has come naturally to you or something you had to real-**

**ly work on?**

It's a little bit of both. I have been shooting in the basement since I was younger until now. Working on a Shoot-A-Way has definitely contributed to it.

**How has your role changed this year. Do you feel the need to be more of a scoring threat?**

Just a little bit along with more leadership having lost our two big seniors from last year (Cameron Brusow and Riley Geiger).

**What is your interest outside of school and sports?**

I like hunting a lot.

**What are your post graduation plans?**

I plan on getting into the (mechanical) engineering field. I plan on going to **North Central Tech** and going from there.