



REVISED

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

Tuesday, April 3, 2018
Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401

CONFERENCE CALL

WISLNE: 1-855-947-8255 Toll Free

Passcode: 8864 247#

1:00 p.m.

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 March 6, 2018 Board of Trustees meeting](#)

Motion: That the Northcentral Technical College Board Approve the meeting minutes from the March 6, 2018 Board of Trustees meeting.

Voice vote required to approve.

IV. ACTION ITEMS

A. [Approval of Capital Borrowing](#)

Resolution authorizing the borrowing of \$11,500,000; and providing for the issuance and sale of the general obligation promissory notes thereof

Motion: That the Northcentral Technical College District Board move to approve the borrowing of \$11,500,000 and providing for the issuance and sale of the general obligation promissory notes.

Roll Call Vote Required to Approve.

B. [Partially grant-funded semi-trailer mobile manufacturing lab – Capital Purchases > \\$50,000](#)

Motion: That the Northcentral Technical College Board approve to utilize \$250,000 of grant funds and apply up to \$260,000 of College matching funds to purchase a semi-trailer mobile manufacturing lab costing approximately \$510,000 to enhance student learning and increase student enrollment

Voice vote required to approve.

C. [Partially grant-funded vacuum kiln - Capital Purchases > \\$50,000](#)

Motion: That the Northcentral Technical College Board approve utilize \$35,000 of grant funds and up to \$35,000 of College matching funds to purchase a vacuum kiln costing approximately \$70,000 to enhance student learning and increase student enrollment.

Voice vote required to approve.

D. [Remodeling: Wausau – Agriculture Center Veterinary Science Lab Renovation](#)

Motion: That the Northcentral Technical College Board approves the Agriculture Center Veterinary Science Lab Renovation at a cost not to exceed \$250,000 and requests the WTCS State Board to do the same.

Voice vote required to approve.

V. CONSENT VOTING AGENDA

A. Approval of consent Voting Agenda

- [Receipts & Expenditures](#)
- [Personnel Changes](#)

Motion: That the Board approves the Consent Voting Agenda including:

Receipts & Expenditures
Personnel Changes

Roll call vote required to approve.

VI. INFORMATION/DISCUSSION

A. President's Report

1. 2018 – 2019 Draft Budget Overview – Handout - Roxanne Lutgen
2. Comments from Informational Update

B. Chairperson's Report

1. Spring 2018 Board Appointment Update
 - Monday, April 23rd, 2018 at 9:00 a.m. – Marathon County Courthouse
2. WTC District Boards Association – Spring Meeting Thursday, April 12th – 14th, 2018 – SWTC

C. Information

1. NTC Spring Commencement – Saturday, May 19, 2018
2. [Advisory Meeting Minutes](#)
3. [Upcoming Meetings/Events](#)
4. [Good News](#)

VII. 1:35 p.m. – CLOSED SESSION

- A. Adjourn Board into Closed Session pursuant to Section 19.85 (1) (b) (c) (e) (f) and (g) for the purpose of:
1. [Approval of the March 6, 2018 Closed Session Minutes](#)
 2. [Consideration of and action regarding faculty employment, including approving issuance of preliminary notice\(s\) of consideration of nonrenewal of faculty employment contract\(s\)](#)
 3. Update on pending litigation
 4. Deliberating or negotiating the purchasing of public properties, investing of public funds, or conducting other specified business, whenever competitive or bargaining reasons

Motion: To Adjourn Board into Closed Session Pursuant to Section 19. 85 (1) (b) (c) (e) (f) and (g) for the Purpose of:

1. Approval of the March 6, 2018 Closed Session Minutes
2. Consideration of and action regarding faculty employment, including approving issuance of preliminary notice(s) of consideration of nonrenewal of faculty employment contract(s)
3. Update on pending litigation
4. Deliberating or negotiating the purchasing of public properties, investing of public funds, or conducting other specified business, whenever competitive or bargaining reasons

Roll Call Vote Required

VIII. 2:00 p.m. – OPEN SESSION

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

The Board Chair announced that the Board took action on the Preliminary Notice of Nonrenewal of faculty employment contract.

IX. 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

Tuesday, March 6, 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 March 6, 2018 at the Wausau Campus. Mr. Chairman Tom Felch called the meeting to order at 1:01pm.

Roll Call:

Douglas Faragher	E	Ruth Risley-Gray	E
Tom Felch	X	Dale Smith	X
Kristine Gilmore	X	Maria Volpe	X
Lee Lo	X	Paul Proulx	X
Charlie Paulson (<i>joined via video conference. Adjourned at 2:37 p.m.</i>)	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. Public Comments

B. WTC District Boards Association Update – Layla Merrifield, Executive Director

Layla Merrifield updated the Board on new bills. A handout was distributed, and is included in the official meeting minutes.

Layla also updated the Board on the Prosper Act. If a student was to withdraw during mid-semester, the institution would be responsible for returning 25% of that grant fund. This is for Pell grant only. Built into this bill is a proposal of having financial aid disperse little by little, but it would cause a lot of other inconvenience for students. NTC would be impacted \$800K out of Operating Budget to pay back if this bill is passed.

III. APPROVAL OF MINUTES

A. It was moved by Paul Proulx and seconded by Maria Volpe that the NTC Board of Trustees meeting minutes from February 6, 2018 be approved. Motion carried unanimously.

IV. REGULAR VOTING AGENDAS

A. Approval of 2018 – 2019 Final Capital Budget – Roxanne Lutgen

It was moved by Lee Lo and seconded by Kris Gilmore that the NTC District Board approves the 2018-2019 final Capital Budget not to exceed the \$11,800,000 capital expenditures budget, funded through capital borrowings of \$11,500,000 and fund balance of \$200,000, and donations of \$100,000 including identified items exceeding \$50,000. Motion carried unanimously.

V. CONSENT VOTING AGENDA

- A. It was moved by Maria Volpe and seconded by Dale Smith that the NTC District Board approves the consent Voting Agenda
- New Cosmetology Diploma Program
 - New Gas Utility Construction & Service Technical Diploma
 - Receipts & Expenditures
 - Personnel Changes

Motion carried unanimously.

Roll Call Vote Ayes: Felch, Gilmore, Lo, Paulson, Proulx, Smith, Volpe

VI. BOARD DEVELOPMENT

- A. Higher Learning Commission (HLC) & Credentialing – Vicki Jeppesen/Cher Vink

Cher Vink and Vicki Jeppesen updated the Board on the HLC and Credentialing. The handout is included in the official meeting minutes.

HLC is an accrediting body that gives the official review and approval that a college is doing the right things. HLC is 1 of 6 regional college accreditors in the U.S., and it oversees 19 states in the North Central U.S. HLC is critical so NTC can qualify to issue financial aid. HLC requires a full quality review of all-things-NTC via a comprehensive evaluation, a full systems portfolio, an annual action project, and annual check-in report. The whole college works together to make sure all requirements are covered and complete.

The instructor is required to have a credential higher than what they are teaching. In the categories of Occupational Faculty, General Education Faculty, and Academic Faculty – Non-General Education, HLC requires certain credentialing.

9 of our programs have an accrediting body that has additional expectations for instructors as well. Additional considerations are ongoing evaluations and performances, attitudes, previous performance making sure there is good quality of faculty and instruction. We will bring back to the Board a plan on organizational development.

- B. Carnegie Math Learning Initiatives – Darren Ackley/Brooke Schindler/Mary LeBrun

Darren Ackley-VP for Learning, Brooke Schindler-Dean of School of General Studies, and Mary LeBrun-Math faculty briefed the Board on Carnegie Math Learning Initiatives.

We watched a video explaining Quantway. The goal of Quantway is to help students learn things they can actually use in life, not so they can memorize it for a test and then forget it. Student will use numerical reasoning for decision making with real-word problems of personal, social and global importance.

Teaching math in this new method will help graduates and to send them out to the workforce. This is a very dynamic type of teaching method.

Darren shared a timeline of:

NTC will support advanced training for the implementation team during summer of 2018

- Year 1: (2018-2019) Recruit colleges and faculty / train faculty
- Year 2: (2019-2020) Initial implementation
 - Fall: Launch of control group for measurement, and practice term
 - Spring: Treatment group data collection
- Year 3: (2020-2021)
 - Fall: Second treatment implementation and data collection
 - Spring: Analysis and writing

NTC's expectation is to have all math instructors learn to teach this way.

The Carnegie Math Pathways handout and power point presentation is included in the official meeting minutes.

VII. INFORMATION/DISCUSSION

A. President's Report

- NTC Signing Day Presentation – Kelsi Seubert/Sarah Dillon
Kelsi Seubert and Sarah Dillon presented to the board regarding the NTC signing day. To celebrate National Signing Day, NTC held its first NTC School Signing Day for high school seniors to sign a ceremonial letter of intent acknowledging their plans to attend NTC to earn a degree. There were 200 students, parents and K-12 Administrators who attended. There were 29 High Schools which 8 were out of district. A copy of the letter of intent and power point is with the official Meeting minutes.
Thank you to Brad Gast, Greg Cisewski, Andy Somers, Kelsi Seubert and Sarah Dillon for doing a great job with the Signing Day event. The next NTC Signing Day is February 6, 2019.
- Legislative Update – Elevator Speech – Katie Felch
Board of Trustees Brief handout is included in the official meeting minutes. UW System President Ray Cross announced his proposal merging two-year UW colleges with four-year UW institutions as part of a broader restructuring of UW Colleges and UW-Extension.
Under his proposal, Cross will propose integrating the 13 two-year UW College campuses into UW four-year institutions, effective July 1, 2018. UW-Marathon County & UW-Marshfield/Wood County would align with UW-Stevens Point under the proposed structure.
- Comments from Informational Update
Our Grants team worked on a Fast Forward grant. NTC has a partnership with Wausau East High School. Thanks to Greg Cisewski's leadership, we are moving forward with Auto Collision Program. In the Graduate Follow-up Report, 82% of graduates are employed in their career field.
Lori met with Secretary Allen regarding grant funding.
Lori's opinion continues to be asked regarding the UW merger.
The Kiwanis Group used our facility for their meeting. Brad Gast and Lori presented and did a wonderful job. PaHnia Thao provided the Kiwanis group excellent customer service, and they complimented her customer service several times. She did a great job. Lori was given the message of understanding the importance of customer service. The Wausau Chamber had their event here and they loved it here.

B. Chairperson's Report

- Spring 2018 Board Appointment Update
 - NTC Board Appointment Date – Friday, March 16, 2018 at 8:00 a.m. – Marathon County Courthouse
Dale Smith will be reapplying for the NTC Board Appointment.

- WTC District Boards Association – Spring Meeting Thursday, April 12th – 14th, 2018 – SWTC
Let PaHnia know if you are interested in attending.
Congratulations to Dale Smith on winning the 2018 Jefferson Award.
Congratulations to Ruth Risley-Gray on winning the 2018 State Nursing Leadership Award. Ruth is on vacation so we will see her next month.

C. Information

- Capital Projects Monitoring Report
- Advisory Meeting Minutes
- Upcoming Meetings/Events
- Good News

VIII. CLOSED SESSION 2:37pm

- A. It was moved by Paul Proulx and seconded by Lee Lo with unanimous approval to adjourn Board into Closed Session Pursuant to Wisconsin Statutes Section 19.85 (1) (b), (f), and (g) for the purpose:
- Approval of the February 6, 2018 Closed Session Minutes
 - Update regarding pending litigation
 - Update on personnel

Roll call: Felch, Gilmore, Lo, Proulx, Smith, Volpe

IX. OPEN SESSION (Immediately following the above Closed Session)

- A. It was moved by Paul Proulx and seconded by Dale Smith with unanimous approval to reconvene into Open Session to take any action deemed necessary as a result of the closed session.

Motion carried unanimously.

Roll call: Felch, Gilmore, Lo, Proulx, Smith, Volpe

VII. MEETING ADJOURN

By consensus the meeting adjourned at 3:15 p.m.
Respectfully submitted,

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: April 3, 2018

TOPIC: Authorizing the Borrowing of \$11,500,000; and providing for the Issuance and Sale of General Obligation Promissory Notes Thereof

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

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

The total capital expenditure of \$11,800,000 was approved at the March 6, 2018 board meeting. The sale of promissory notes of \$11,500,000 will include this authorization at the May 1, 2018 board meeting.

AGENDA CATEGORY:
Voting Agenda (roll call vote)

PROPOSED MOTION:
Move to approve the following resolution: Authorizing the borrowing of \$11,500,000 and providing for the issuance and sale of general obligation promissory notes.

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

Signed Dr. Lori A. Weyers

Dated March 27, 2018

RESOLUTION AUTHORIZING THE BORROWING
OF \$11,500,000; AND
PROVIDING FOR THE ISSUANCE AND SALE OF
GENERAL OBLIGATION PROMISSORY NOTES THEREFOR

WHEREAS, it is necessary that funds be raised by the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin (the "District") for the purpose of paying the cost of the District's 2018-19 Capital Budget, to wit: construction of building additions on the Merrill Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs (the "Project"), and there are insufficient funds on hand to pay said costs;

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

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

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

Section 1. Authorization of the Notes. For the purpose of paying the cost of the Project, there shall be borrowed pursuant to Section 67.12(12) of the Wisconsin Statutes, the principal sum of ELEVEN MILLION FIVE HUNDRED THOUSAND DOLLARS (\$11,500,000) from a purchaser to be determined by a subsequent resolution of this District Board.

Section 2. Sale of the Notes. To evidence such indebtedness, the Chairperson and Secretary-Treasurer are hereby authorized, empowered and directed to make, execute, issue and sell to said purchaser(s) for, on behalf of and in the name of the District, general obligation promissory notes in the principal amount of ELEVEN MILLION FIVE HUNDRED THOUSAND DOLLARS (\$11,500,000) (the "Notes").

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

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

Adopted and recorded this 3rd day of April, 2018.

Thomas Felch,
Chairperson

Attest:

Maria Volpe,
Secretary-Treasurer

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

MEETING DATE: April 3, 2018

TOPIC: Partially grant-funded semi-trailer mobile manufacturing lab –
Capital Purchases > \$50,000.

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

INTERPRETATION: Expenditures greater than \$50,000 must have board approval.

DATA/RESULTS: Pending receipt of grant funds, the College will apply \$250,000 in grant funds and up to \$260,000 of College matching funds toward the purchase of a semi-trailer mobile manufacturing lab costing approximately \$510,000 for use in our Machine Tool program.

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:

Approval to utilize \$250,000 of grant funds and apply up to \$260,000 of College matching funds to purchase a semi-trailer mobile manufacturing lab costing approximately \$510,000 to enhance student learning and increase student enrollment.

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 4/3/2018

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

MEETING DATE: April 3, 2018

TOPIC: Partially grant-funded vacuum kiln - Capital Purchases > \$50,000.

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

INTERPRETATION: Expenditures greater than \$50,000 must have board approval.

DATA/RESULTS: Pending receipt of grant funds, the College will apply \$35,000 in grant funds and up to \$35,000 of College matching funds toward the purchase of a vacuum kiln costing approximately \$70,000 for use in our Wood Technology program.

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:
Approval to utilize \$35,000 of grant funds and up to \$35,000 of College matching funds to purchase a vacuum kiln costing approximately \$70,000 to enhance student learning and increase student enrollment.

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 4/3/2018

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

MEETING DATE: April 3, 2018

TOPIC: Remodeling: Wausau – Ag Center Veterinary Science Lab Renovation

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

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

INTERPRETATION: Remodeling of existing facilities requires Board approval.

DATA/RESULTS: At the March 2018 Board meeting, the capital budget was approved for FY2018-19. Funding for the Ag Center Veterinary Science Lab was approved at this time. This project is the final phase of the expansion of the Agriculture Center of Excellence that began in 2018 with the expansion of the mobile classroom building and the robotic feeder addition. This project will remodel approximately 1,500 sq.ft. of the main parlor building currently used for storage and a tiered classroom. This renovation is needed to provide a safe and approved science lab for the veterinary program while supporting multiple programs and increases in FTE. In order to begin construction in May, the College will be requesting WTCS State Board approval at its May Board Meeting. The NTC Board is asked to approve the proposed renovation and request the WTCS State Board to do the same. A packet evidencing compliance with the statutes will be submitted to the State Board with the application.

AGENDA CATEGORY:
Voting Agenda

PROPOSED MOTION:
BE IT RESOLVED that the Northcentral Technical College Board Approves the Ag Center Veterinary Science Lab Renovation at a cost not to exceed \$250,000 and requests the WTCS State Board to do the same.

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

Signed Lori A. Weyers Dated: March 23, 2018

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

MEETING DATE: April 3, 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 February 28, 2018.

YTD Fund 1 – 7 Revenues: \$72,703,252

YTD Fund 1 – 7 Expenses: \$68,553,732

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

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

Signed Dr. Lori A. Weyers

Dated March 23, 2018

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

MEETING DATE: April 3, 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. Ashlee Neve - Career Coach

Resignations:

1. Tiffany Brown – Custodian
2. Logan Brown – Web Development Coordinator
3. Craig Stancher – Marketing Coordinator
4. Jessica Nickel – Custodian

Retirement:

1. James Zoellner – Testing Specialist (West Region) – No later than June 1, 2018
2. Marie Auner – Computer Information Technology Faculty – No later than June 29, 2018
3. Richard Chartier – Business and Leadership Development Faculty – No later than December 31, 2018
4. Francine Nettesheim – Math Faculty – No later than June 29, 2018
5. MerrieBeth Russ – Graphic Communication Faculty – No later than June 29, 2018
6. Laurie Schulz – Mechanical Design Faculty – No later than June 29, 2018
7. Dawn Eckert – Computer Information Technology Faculty – No later than June 29, 2018

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 3/27/18

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: February 12, 2018

Program Name: Diesel

Attendees

Industry Members

- Traci Champagne – Crystal Freight Systems
- Corey Heckendorf – Wisconsin Kenworth
- Jeremy Tritten – Wisconsin Kenworth
- Jon Shimel – JX Truck Center
- Jason Wendell – Truck Equipment, Inc.
- Ryan Viegutz – Abbyland Service Plaza

NTC Staff:

- Greg Cisewski – Dean, School of Advanced Manufacturing & Transportation
- Jared Eggebrecht – Business Development Manager, Business & Industry
- James Eckardt – Diesel Instructor
- Eric Antonson – Diesel Instructor
- Steve Wittenberg – ABE Instructor

Other

- Becky Zoromski - WATEA

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

- **INDUSTRY TRENDS:** Members shared that they are hearing mixed opinions on the electronic logs. On the sales side, Wisconsin Kenworth was seeing approximately 1000 trucks ordered a week and recently it went to 500 a day. It was shared that Peterbilt and Volvo are seeing a similar increase in sales. Members shared that when the 2013 trucks come on to the used market we will see more residual in the market. Trucks that are 1999 and older are hitting market due to their exemption to the electronic log requirement. Third party logistics have been heavy. Members are all seeing a shortage in technicians. Kenworth could use 1-2 technicians on each of their three shifts. Abbyland, Truck Equipment and Crystal agreed that they could use 2-3 technicians on each shift. The employers felt the graduates are working out well for employers.
- **ENROLLMENT REPORT:** The Diesel program has 17 second semester students, 10 fourth semester students, and two part-time students. The program capacity has been increased to 22 students. We are at max capacity in the lab with 22 students. Safety is important and instructors have designed some limitations to make sure safety is a priority.
- **ABE INSTRUCTOR:** Steve Wittenberg is helping students with their math skills and other general education requirements. We have been looking at aligning cohorts so that technical students are sharing a section of the general studies class and that the curriculum is applicable to their program field.
- **EQUIPMENT UPDATE:** The program has added five engines and cut-aways. The cut-away engines are indispensable when recruiting high school students because they can see the inner workings of the engine which sparks a great deal of interest. We have added a technology tracker with full collision mitigation, stability control, active cruise, radar system, and emissions measurement equipment. With the acquisition of the new engines, we are looking to donate a couple of the aged Mercedes engines to high schools. We have a three-D projector where the student can see an engine in 3D. Youth Apprenticeship students have been an asset to the program with the knowledge they have shown coming into the program.
- **DIESEL GRANT:** NTC has been successful in acquiring grants for this program. James and Eric have outfitted this diesel program with grant funds and this has been very advantageous for the program. We are in the reporting phase of some of the grants. The committee asked that the next meeting of the Diesel Advisory Committee be held at the Diesel facility so members can see the facility and equipment being used by students.
- **WATEA UPDATE:** Memberships are being received. WATEA is finalizing a strategic plan and how they can help with area training. The Annual Meeting will tentatively be held on Tuesday, March 6, 2018. Details for the meeting are being confirmed and invitations will be sent out shortly. A \$50,000 check from WATEA will be received to help with the Auto Collision, Automotive, CDL, and Diesel programs. A grant through DWD will help

fund the restart for the Auto Collision program to be housed at the Wausau Campus and Wausau East along with a two-year grant from the Workforce Development Board.

- **CDL CERTIFICATION UPDATE:** Mike Sewell is working on having the Diesel students acquire their CDL license as part of their last Diesel program class. Some requirements have been restructured to have students acquire a temporary license and obtain training. Completing the class doesn't not guarantee that the individual is insurable.
- **CONTINUING EDUCATION AND BUSINESS AND INDUSTRY (BIS):** Jared Eggebrecht shared instructions on how employers can post job openings on Tech Connect. Jared shared that BIS can offer mechanical skills testing for any position that deals with mechanical aptitude. A program called NTC FUSION was shared with employers which offers the opportunity to purchase Welding and Machine Tool training per seat for each eight hour training session. A handout was distributed for leadership courses. Safety training is always offered through BIS. Leadercast is world's largest leadership conference which will be offered through a live feed and support of the Wausau Chamber and their Business Essential Series. April 1st is the deadline for applications for new grant funding so if employers have a need and wish to apply for grant dollars they should contact Jared and discuss your needs.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: February 14, 2018

Program Name: Truck Driving

Attendees

Industry Members

- Traci Champagne – Crystal Freight Systems
- Marty Robbins – Marathon Cheese Transport
- Joe Welter – Wausau Supply
- Rod Parmenter – Truck Equipment
- Ryan Viegutz – Abbyland Service Plaza
- Kelly Trojanowski – Sutton Transport

NTC Staff:

- Greg Cisewski – Dean, School of Advanced Manufacturing and Transportation
- Ashley Deavers – Business & Industry
- Mike Sewell – Truck Driving Instructor
- Jared Eggebrecht – Business & Industry
- Katie Metko – Learning Coordinator
- Susan Clark – Administrative Assistant

Other

- Becky Zoromski - WATEA

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

- **INDUSTRY TRENDS:** Marty Robbins shared that fuel prices are going up. Labor and fuel are the top two costs for most fleets. Oil prices are at \$65 a barrel and expected to possibly move to \$70 a barrel at the end of 2018. U.S. shale producers increased their output in 2017. The driver shortage is estimated to be approximately 35,000 drivers. Rates are increasing due to the economy, driver shortage, and ELD's. Retailers are cutting cost and demanding tighter delivery schedules. Lighter equipment equates to the ability to increase payload. The spot market is being used more by haulers. Rod Parmenter, Truck Equipment, stated that dry van and reefer units will be sold out for 2018 shortly. Ryan Viegutz from Abbyland mentioned that they have added trackers to all their reefer units. Joe Welter, Wausau Supply and Kelly Trojanowski, Sutton Transport, along with all of the committee members present said they are in need of qualified drivers. Committee had a discussion on the ELD's and which systems each company is using such as Omnitrac, Peoplenet, TMW, Fleetmatics and Zada. The availability of CNG (compressed natural gas) trucks and their fueling stations were shared by members of the committee. Ryan Viegutz, Abbyland Service Plaza, mentioned that he may have a mobile electronic logging unit that he could provide to the CDL program. Traci Champagne also mentioned that it might be worth Mike's time to contact

Badger Fleet who has mobile electronic logging units that maybe available for training students.

- **ENROLLMENT REPORT:** Mike shared the enrollment totals since the program was started. Our first section in spring of 2016 was 3, our next two sections each had 4. Our first section in spring of 2017 had 8 and 7 in our second section. Summer of 2017 had 11 students with fall of 2017 had 12. We currently have 9 students enrolled in the spring 2018 session. The next section will start on April 2nd. Grant funding from WATEA funded the majority of last year's students. Our January section was at 75% capacity and we have two students enrolled for the April section. We have processed over 50 truck drivers in this program and all of those that have completed the program are employed. Automatic transmissions have been used by some of the employers to minimize back, knee, shoulder and neck issues in older drivers. The automatic transmissions extend a drivers employability for two or three years. Each student completing the program has an average of 400-500 miles on the road. Mike shared information on the average age of students in the program which is about 24 years of age.
- **RECRUITMENT:** We are sponsoring a night at State Park Raceway on July 28, 2018 to help with program recruitment. The trucks will be onsite to highlight the Diesel program as well as the CDL program.
- **NEW CDL TRAINING CENTER:** The new building housing CDL classrooms and service bays will be located at the corner of Taylor and Commerce in Merrill. The building will be constructed in three phases including the basic structure, then classrooms and finally the expansion of the bays. There will be 2 classrooms, one for CDL and one for the new Electrical Power Distribution program.
- **WATEA GRANT UPDATE:** The WATEA Annual Meeting will be held on Tuesday, March 6, 2018. The keynote speaker will be Dr. Morna Foy, President, Wisconsin Technical College System. This will be held at the Garden Hilton in Wausau. It was announced that the WATEA Golf Outing will be held on July 27, 2018 with entertainment provided by Johnny and the Motowns.
- **CAPITAL EQUIPMENT UPDATE:** NTC currently has nine power units and one day cab. NTC acquired a 2014 Cascadia with a shorter wheelbase and shorter sleeper that included the collision avoidance system. Elite trucking is looking at providing three trucks which should be here shortly. We are looking for a drop deck trailer to train the basics of load securing. Requests for new trucks will be submitted this fall. We are looking to acquire an ATV to transport students between the pad and the new CDL classroom building. At this time, we are doing the skid pad training in Eau Claire and we are looking at getting some type of vehicle to transport students with just one person, instructor or instructional assistant, back and forth to Eau Claire. The committee was thanked for their support of the program by providing trucks. Mike gave a curriculum overview at the previous meeting, but added that he trains students with more skills than are just on the CDL test. NTC training includes offset backing, alley, straight-line and blind side backing, parallel parking, and maneuvering in untraditional situations. He includes safe driver training, nutrition and personal finance.
- **CONTINUING EDUCATION AND BUSINESS & INDUSTRY INITIATIVES:** Jared Eggebrecht, Director of Business and Industry, shared that BI has many offerings to train incumbent workers. He mentioned the Fusion program, which is currently underway, allows employers to buy seats of training for any number of employees for an eight hour session. The Fusion program is offering Machine Tool and Welding courses at \$125 a day for a CWIMMA members and \$150 for non-members. Virtual College is offered for individuals who need flexibility in their learning with self-paced and online courses. Supervisory and management courses are offered according to your need. Committee members were asked to contact Jared if they have any questions or any training needs.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: February 22, 2018

Program Name: Automotive

Attendees

Industry Members

- Ray Bikowski – SnapOn Tools
- Chris Gardipee – Stewart Ave Collision & Repair
- Adam Olson – DC Everest High School
- Aaron Hoffman – DC Everest High School
- Mark Poppe – Wausau East School

NTC Staff:

- Ross Nevienski – Auto Instructor
- Randy Wesenick – Auto Instructor
- Matt Klug – Auto Instructor
- Tracey Brewer – Business & Industry
- Greg Cisewski – Dean, School of Advanced Manufacturing & Transportation
- Susan Clark – Administrative Assistant

Other

- Becky Zoromski – WATEA

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

- **INDUSTRY TRENDS:** Randy Wesenick shared that the average student in the automotive program is attending right after high school. Instructors are stressing critical thinking as an important skill that students must have to be a productive and educated employee in the workplace.
- **DWD GRANT:** NTC has applied for a grant through the local Department of Workforce Development office along with local businesses to provide collision repair. This will be a shortened version of the Auto Collision degree that was previously offered. NTC will be structuring the class in partnership with Wausau East. NTC anticipates the grant to be approved shortly. Capacity of this program will be 14 students.
- **DC EVEREST REFERENDUM:** Aaron Hoffman, DC Everest, gave an overview of the referendum on the voting ballot on April 3, 2018. The improvements are to increase capacities, improve learning spaces, safety, and infrastructure. The technical education areas of the high school will be remodeled and expanded.
- **ENROLLMENT REPORT:** The instructors shared they have 13 students in first semester, 14 students in second semester, 3 students in third semester and 9 students in fourth semester. Fourth semester students are a very good group and the majority of them are working part time. We are full for the fall semester with 23 applications. Waitlist students are being offered general education courses as an option.
- **ATUO CLUB UPDATE:** Auto Club had approximately seven students who worked to replaced two engines and one transmission for Wheels to Work during the winter term. WATEA funded a bus for 15 students and instructor Matt Klug to the Auto Show in Chicago. Students had an exciting time at the show and it was a great learning experience.
- **SKILLS USA:** We had approximately nine students in the competition that was held at NTC. There will be three to four students that would like to compete at the state completion. The district and regional competitions are great for getting students ready for the state competition. It is an exciting competition for students from high school through college. It was suggested that NTC might consider recruiting students at the competitions.
- **AUTO CAREER EXPO:** The Auto Career Expo that was held at Fred Mueller Automotive was attended by 64 students and was a great success. The survey that was completed by attendees showed very positive comments on the event. The students valued the hands on part of the expo. Parents and grandparents accompanied students so it was a family promotional event. Students showed quite a bit of interest in the auto collision area. The Diesel program was represented with several semi-trucks onsite letting students investigate the Diesel program. The turnout was very encouraging for the industries represented. It was suggested to invite area employers to staff a table and promote their business at this event. The Automotive team commented that this is an educational and recruitment event for the automotive industry as a whole, with numerous businesses

contributing to the event in one form or another. One concern is if the students will continue with their education if they are partially or fully employed in the field upon high school graduation.

- **CURRICULUM MODIFICATION:** Handouts were distributed explaining the credit changes for the associate degree from 68 credits to 64 credits. The change in credits was the result of our college being nominated for the Aspen Award. It was evident that four year institutions require 120 credits to graduate and that most of the state's technical colleges were at about 60-64 credits per program. A handout was shared that showed in 2017 there were 848 job openings for automotive service technicians and mechanics. This is 21 percent above the national average and shows the great need we have for technicians. Introduction to Sociology has been removed from the Automotive Technology associate degree and we have changed the Welding requirement from Introduction to Welding to a one credit Automotive Welding class. This will make the Welding class much more applicable to the automotive field. Welding dual credit classes will still be accepted to fulfill the welding requirement at NTC. The Automotive Technician program added Written Communications to the program requirements. Retention was an issue with the first and second semester students which prompted the lowering of the credits early in the program. Greg complimented Randy, Matt and Ross on their efforts to restructure the program for students. The committee was in agreement to approve the changes as presented to the committee.
- **CAPITAL EQUIPMENT:** The Automotive program will be replacing some cadaver vehicles with 2012-2014 vehicles to have access to newer technology. Chris Gardipee, Stewart Ave Collision & Repair, offered to notify NTC if he has any salvage vehicles which may be beneficial for teaching students. The instructors were open to this idea of possibly using salvage vehicles and would like to review their value to the program on a case by case basis.
- **WATEA GRANT UPDATE:** The WATEA Annual Meeting will be held on Tuesday, March 6, 2018. The keynote speaker will be Dr. Morna Foy, President, of the Wisconsin Technical College System. This will be held at the Hilton Garden in Wausau. It was announced that the WATEA Golf Outing will be held on July 27, 2018 with entertainment provided by Johnny and the Motowns.
- **CONTINUING EDUCATION AND BUSINESS & INDUSTRY INITIATIVES:** Tracey Brewer shared several events that Business & Industry and Continuing Education are promoting this spring. There will be an event on March 6, 2018 to brainstorm on the employee shortage in our area. Derek Heikkinen, Workforce Development Board, will be providing some state statistics on employment. Bruce Keen will share some information on how Training Within Industry (TWI) and Six Sigma may be able to help your business during the worker shortage. It was also mentioned that this year's Leadercast will be held on May 18, 2018. Committee members were asked to contact Tracey if they have any questions or need any further information on any of these events.
- **MIND TREKKERS EVENT:** The flyer was distributed giving detailed information on how employers can support this event which is done in partnership with Michigan Tech. This is our third time hosting this event. It will be held on a Friday, September 21, 2018 for sixth and seventh graders and Saturday, September 22, 2018 for the public. Committee members can contact Sheila Rossmiller if you want more information or would like to have a booth at this event.



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
2017										
July 10	Annual Organizational Meeting (Wausau)	X	X	E	X	X	X	X	X	X
July 13-15	WTC District Board Assn. Summer Meeting (Kenosha)									
Aug 8	Regular NTC Board of Trustees Meeting (Wausau)	E	X	E	X	X	X	X	X	X
Sept 13	A Day for NTC Students (Medford)					X				
Sept 19	Regular NTC Board of Trustees Meeting (Wausau Campus)	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)									
Oct 24	Tactical Safety Range Ribbon Cutting (Merrill) NTC Board & NTC Foundation Joint Lunch (Merrill) Regular NTC Board of Trustees Meeting (Merrill)	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)									
Dec 5	Regular NTC Board of Trustees Meeting (Wausau)	X	X	X	E	E	X	X	X	X
Dec 16	Mid-Winter Commencement (Grand Theatre)		X	X			X	X	X	
2018										
Jan 9	Regular NTC Board of Trustees Meeting (Wausau)	X	X	X	X	X	X	X	X	X
Feb 6	Regular NTC Board of Trustees Meeting (Wausau)	X	X	E	X	E	X	X	X	X
Feb 11-14	ACCT National Legislative Summit (TBD)									
Mar 6	Regular NTC Board of Trustees Meeting (Wausau)	E	X	X	X	X	X	E	X	X
Mar 7	NTC Foundation Regular Meeting (4:00 – 5:30)						X			
Apr 3	Regular NTC Board of Trustees Meeting (Wausau)									
Apr 26	Scholars & Donors Reception (3:30 – 5:30)									
May 1	Regular NTC Board of Trustees Meeting (Wausau)									
May 10	A Day for NTC Students (Wausau)									
May 19	Commencement (Wausau West Fieldhouse (9:00 – 12:00)									
June 12	Regular NTC Board of Trustees Meeting (Wausau)									
June 14	NTC Foundation Regular Meeting (4:00 – 5:30)									
July 9	Regular NTC Board of Trustees Meeting (Wausau)									

Updated: 3/23/18

Chamber members honored for their service

By Miriam Nelson
mnelson@wolfrivermedia.com

Each year, the Wittenberg Area Chamber of Commerce hosts a banquet to recap the year and honor those who were instrumental in its success.

This year's event, held Feb. 10 at the Best Western Inn, included the departure of two board members. Kristeanna Crick and Zach Popp had each served on the board for three years.

Chamber President Travis Rose congratulated and thanked them for their service.

"Like any other volunteer organization, we depend on the help the board and chamber members can offer," Rose said.

Crick worked for Homme Home of Wittenberg during most of her time on the board.

"I had just moved to Wittenberg and into a job with the Homme Foundation. Being on the board got me connected to area businesses," she said.



PHOTO BY MIRIAM NELSON

Kristeanna Crick and Zach Popp were honored for their three years of service as board members Feb. 10 at the Wittenberg Area Chamber of Commerce banquet.

Sally Jo Stevens and the Best Western Inn for being recognized by the Shawano County Chamber of Commerce as its Small Business of the Year.

With the departure of Crick and Popp, the chamber is seeking two new board members. The board meets at 8 a.m. the second Tuesday of each month at various locations.

For chamber information, call 715-881-2111 or visit www.wittenbergchamber.com.



CTE department focuses on academic, career plans

Feb 27

2018

Page B005

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**By JOSH ZALEWSKI
Antigo High School
CTE department chair**

A strategy we employ at the Unified School district of Antigo is working district-wide on Academic and Career Planning.

ACP is an initiative where students learn about themselves and plan for their future by completing interest inventories, finding the learning style that best suits their needs, identifying their strengths and weaknesses, and documenting their mastery of content through projects, reports, and achievements for their culminating senior portfolio presentation.

With this information, the students are better equipped to meet their educational goals to assure they are well prepared upon graduation for whatever their future holds whether college or career bound. This is no small task and involves a dedicated team of business and industry partners, parents, the students themselves, administrators, counselors, and all instructors across the curriculum.

According to Jim Morgan, president of the Wisconsin Manufacturers Commerce Foundation, "Right now in Wisconsin, we know about 30 percent of the jobs require a bachelor's degree or more. That means 70 percent do not, though the majority of those require more than a high school degree. In other words, technical skills."

One department that focuses heavily on the career readiness and technical skills

is our Career and Technical Education and Engineering (CTE) department. We at the Unified School District of Antigo are very proud of the vast array of course offerings we provide our students to assure they are college and career ready when they walk across the stage to receive their diploma.

Our CTE department consists of courses in agriculture, business, drafting and design, engineering, family and consumer science, graphic design, marketing, metals manufacturing, woods manufacturing, and transportation. Students select coursework in these pathways to assure they are ready for the next step upon graduation.

Prior to graduation, students have the opportunity to go above and beyond at AHS to meet their educational goals with a few other program offerings. Our staff works extensively with Northcentral Technical College to develop articulation agreements where students are taught at AHS by our staff members college curriculum and upon successful completion of the course in which they enroll they receive free of charge college credits that are transferable to other institutions as well.

They graduate from our district with not only a high school diploma, but a college transcript. This is truly a win-win for our students and their families.

This school year, we are proud to announce we have offered 22 courses across our disciplines and 293 students

are currently taking advantage of this. We are very proud that in every CTE area the students have the opportunity to achieve this dual credit. This program is an amazing opportunity and has been expanded into the core content areas as well.

We know that a well-rounded education does not just take place in the brick and mortar school building.

We need to build a strong team along with the support and help of the community. Another program we are very proud of is our Youth Apprenticeship (YA) and Co-op programs. In these programs, we have tremendous local business and industries who partner with our instructors to provide additional on-the-job training for our students that go above and beyond. Currently, we have 19 YA students and 42 Co-op students in the program and are always looking to expand these great opportunities.

The newest addition to our CTE department that we are excited about is our Fab Lab. This allows our district's students to have access to the latest state-of-the-art technology to be used in an engineering context for problem solving prototyping. This will allow students to collaborate with local business and industries as well as other Fab Labs across the state, nation, and world. Students are trained on equipment such as laser engravers, CNC programming mills and lathes, and 3D printers. This is a cross-curricular endeavor for students of all ages.





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WITC students compete in Wisconsin Dells

Students from Wisconsin Indianhead Technical College's Agricultural Power and Equipment Technician program traveled to Wisconsin Dells to demonstrate their skills during the annual Wisconsin Postsecondary Agriculture Student (PAS) competitions. WITC scored well against the other 31 teams during the three-day competition with several students earning the opportunity to advance to Nationals in Louisville, Kentucky March 13-16, 2018.

WITC took first place in the college bowl competition. Questions covered extensive ag-related topics from animal science, agronomy, finance, mechanics, precision, soils and more. The team included Alec Williams (River Falls), Paul Boesl (Prairie Farm), Michael Fetting (Manitowoc), and Zachary Kjeseth (Amery). Dana Jensen (Menomonie) will be joining the team for Nationals.

In the AMSTA portion, students showed their skills on agriculture equipment diagnostic stations. Dana Jensen (Menomonie) and Zachary Kjeseth (Amery) took third place and

Paul Boesl (Prairie Farm) and Michael Fetting (Manitowoc) took fourth place.

Dana Jensen (Menomonie) took second place in the Employment Interviewing individual competition. Mitchell Johnston (Milltown) has the opportunity to join the Sheep Specialist team from Northcentral Technical College in Wausau at Nationals as well.

WITC-New Richmond's Agriculture Power and Equipment Technician program is a two-year technical diploma exclusive to this area and campus. Agricultural equipment becomes more complex, precise, and expensive so it becomes more difficult for individuals to repair their own equipment. This program prepares students to pursue careers as technicians at farm implement dealerships, repair shops, businesses that use farm equipment or diesel engines, or to work on their own equipment. This program stresses practical hands-on experience in the shop in their study of diesel engines, drivetrains, electrical systems, hydraulics and more.

Schneider announces sheriff candidacy

Lincoln County Sheriff's Office Lieutenant Ken Schneider has announced his candidacy for the fall sheriff election.

"With 27 years of experience with the Lincoln County Sheriff's Office, Lt. Ken Schneider has announced his candidacy for Lincoln County Sheriff in this fall's election,"

Schneider stated. "I believe I can provide professional law enforcement services to the citizens and visitors of Lincoln County while continuously applying cost-saving measures. I have the necessary training, education, passion and supervisory experience required for this position. Being your Sheriff has been a long time goal of mine and one that I have worked and trained for all my career. It will be an honor to serve as your Sheriff."

Schneider was born and raised in Lincoln County on a dairy farm and

graduated from Merrill High School in 1982. In 1985, he graduated from

Northcentral Technical College with an Associate's degree in Criminal Justice.

In 1990, Ken joined the Lincoln County Sheriff's Office as a Correctional Officer. Prior to that Ken worked at Lincoln Wood Products, Semco, Weinbrenner Shoes, Les & Jim's and Wendorf Bus Service,

Lt. Schneider, has worked his way through the ranks of the agency and in 1999 was promoted to the rank of Lieutenant. He received his supervisory of police personnel training at Northwestern University, a nationally accredited institution in law enforcement education.

Schneider also trained with the FBI's Law Enforcement Executive Development to further his abilities to lead. Lt. Schneider has served

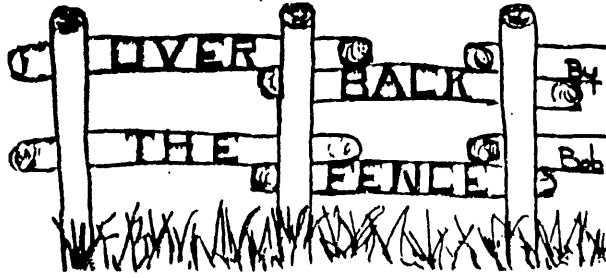
numerous rolls within the Sheriff's Office during his career. While he currently serves as the senior patrol supervisor, Ken has supervised both the Detective Division and the Telecommunications Division and was the Special Response Team (SWAT) Commander, a position that requires critical decision making during intense situations. He also currently is a certified A.L.I.C.E. trainer working with local schools, businesses, churches, and other groups to provide them with survival skills in the event of an active shooter.

Outside of Law enforcement, Ken is busy spending time with his four children and three grandchildren.

He attends church at St. John Lutheran and Journey Church. He has worked as a hunter safety instructor and serves as a committee member for the Wisconsin River Pro Rodeo Association. Ken also enjoys hunting, shooting sports, and car trips across our great country.



Ken Schneider



Feb 28

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Can you believe it? We are at the end of February already. Maybe March will go just as fast. There's St. Patrick's Day, the official arrival of spring, lots of high school and college basketball, and finally, Holy Week.

This past week hasn't been anything to get excited about. Luckily we didn't have a blizzard, sandstorm, earthquake, hurricane or any of those other real bad weather things. We did put up with two days of anticipation and dealing with icy conditions.

On Monday I decided to wait no longer and went to see Florence. I was just a few miles down the road and ran into mist, which began freezing on the windshield. Next it started to snow, but quit just before I got there. After receiving a few looks of "what is that guy doing out in this weather", I decided maybe I'd made a bad decision and told Florence I would be back on Tuesday, if I got through with my visit to the clinic.

The next morning I could tell the ice had arrived, but my appointment was late enough so the salt had cut through the ice and, thankfully, there weren't many people on the highway and I sailed right in. The clinic parking lot wasn't the best, but I made it without any problems. Once home from the doctor's appointment, I decided one trip for the day was enough and didn't venture north until Wednesday.

OOOOO
A legend has died. Make that two legends, as first it was Rev. Billy Graham, who was known worldwide, and then there is Howie Sturtz II, whose obituary appeared in last week's TRG. When we arrived in Loyal nearly 50 years ago he was already a legend.

Friday, when I went to the bank, I had to spend some time admiring the montage he had built and placed in the lobby. It shows Loyal as Howie remembered it back in the late '30s and '40s. Looking it over brought back lots of memories that I can remember and many before that. What is now the TRG office was Domine's Shell Station and the Loyal Tribune was up the street in a building where our library now stands.

My memory of Howie actually started shortly after we arrived in Loyal in the fall of 1968, with our three girls. It would be just a year later we were blessed with the birth of a son we called Mark.

At the time, we left the care of Shelly to Marilyn Hinker, and when she learned of our family addition, gladly volunteered to take on the added responsibility. The plan was for Florence to take a month off from her duties at the Tribune, but in two weeks she decided there were just too many mistakes, so Mark went to live days with Marilyn. As the years passed, she added Chad Schmidt, David Knack, and her own Shawn to which we named them, the Hinker Hellions.

A few years later, in 1974, things had changed and grown to the point that we decided the TRG office needed remodeling. Henry Aumann and his crew came and began taking things apart and putting them back together again. Lots of people came by to see what was going on

and hinted they hoped we had an open house when the work was done.

Well, we did, and by that time Mark was nearing his fifth birthday and wanted to be a part of the festivities. Along with everything else, we invited Howie and the WCCN crew to do a live broadcast during the open house. Well, you know the story, Howie was a master at interviews and got around to talking with Mark. He had asked him lots of questions, including some about his sisters. Howie then said something about brothers and Mark said he had three. Howie picked up right away and wondered what their names were. He said, "Chad, David, and Shawn", then volunteered they were all younger, which made Howie sit up and take notice as he knew how old Mark was and that Florence worked full time in the office.

Chad Schmidt just happened to be listening to the radio at home with his Mom and said, "Gee, I knew Mark was my buddy, but I didn't know he was my brother, too".

Mark also called Marilyn "MOM" to which Florence had to ask why. He said it stands for "My Other Mother".

Proof that Howie never forgot his roots was in his obituary. It asked for memorials be sent to the Loyal Food Pantry.

OOOOO
There is a no saying about never volunteering for something you don't know what you are getting into. Then I forgot and volunteered at a recent Legion meeting to be a speaker at the school. When I got there and joined three other volunteers from the Legion, we were instructed to talk about our time in service and then talk on the upgrading needed at the Memorial Park, located up at school on the corner of the golf course. It got a good start, but the class that started it, and along with the teacher who inspired it, moved on. Now a new committee from the Lions, Legion and school are working to get it back in shape.

As we all told our stories and made our suggestions, a lot of old memories came back, both from my days in the military and then some afterwards. I reminded the kids that each stone up there had a story and I told them about one I was very familiar with. It is a stone for Dean Poehnelt, who I explained was working as a high school student when we bought the Loyal Tribune in the fall of 1968. Dean was a junior then, but continued on through his high school days and until he entered North Central Technical College to gain more training in printing. As was the case with many young people, he was drafted as soon as he finished his college training. I kind of knew he had landed a good position when he was in service and stayed there after his tour of duty was over. He also remained living out east and I forgot about him until I saw his stone in the park. The letters JCOS stands for Joint Chief of Staff, which is a pretty important position in the Pentagon. I do recall a visit from the FBI, but just another success story of one of our young people and there for everyone to see.



CSD admin finalists respond to community

BY PEG ZAEMISCH
yakindog@aol.com

The top three finalists for the job of Chequamegon School District administrator were given a chance to introduce themselves and their qualifications to the public Monday evening in the high school library.

More than 20 people were in attendance to hear the candidate presentations before an open floor was given up to a Q&A session with the public.

The candidate selected will replace current administrator Dave Anderson this summer, as he enters retirement following the end of the school year.

The candidates presenting Monday evening were Mark Weddig, currently high school principal in Pittsville School District; Francis Redmon, a fellowship graduate student in educational leadership and policy analysis, UW-Madison, who previously served as the director of an international school; and Dr. Lisa Semrow, middle school principal and curriculum director at the Brodhead Schools in Brodhead.

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CSD

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Mark Weddig

Weddig described his leadership style as one of a "servant" who's always ready to do what's best for the students.

The Pittsville District is winding up a five-year plan that Weddig said has brought amazing results. "We have the second-highest ACT scores with only Marshfield being slightly higher, but we're going to surpass them next year — our students are fired up to do just that," he said. "We do not give away grades. There are no 4.0 grade-points. We have a climate of excellence. I like to say that good is the opponent of great."

Former Glidden Principal Diana Rein addressed the geographically massive, 750-square-mile Chequamegon School District, and asked Weddig what he would do to keep the split campuses of Glidden and Park Falls connected.

"I would be the 'face of the district,' and I would plan to celebrate whatever is happening in Glidden," he said. "Whether it is through social media or the school's webpage, make sure that the good things going on in Glidden are represented. Encourage staff to post photographs of students doing great things. As a grandfather, nothing makes me happier than seeing their faces, and photos and videos of kids can do a great deal to promote the school and its mission."

Regular office visits to Glidden would be necessary, he said, to carefully market the two campuses as one district.

In response to a question concerning bringing the schools and community together, Weddig said volunteerism by students in both Park Falls and Glidden could go a long way in teaching "soft skills" and to get community businesses to create job shadowing opportunities.

"Our students are our best ambassadors, and in Pittsville we have students who job share with our cranberries producers and diesel mechanics and others, and the kids learn so much from those opportunities," he said.

When asked if he was concerned about the rural lifestyle, Weddig said that he was very excited about the prospects in the Chequamegon district. "I've seen such great opportunities for kids like the Maker Space and the Fab Lab along with the rising achievement scores, and I see all those things as unlimited potentials, and I want to see excellence here," he said.

"Dave Anderson and his staff have done a great job, and there is a healthy budget for your schools here," Weddig added. "Every room has a smart board, and there is the Fab Lab and — the real gem — your Class ACT Charter School. Project-based learning is a wonderful resource."

The charter schools' hands-on learning is especially important when teaching environmental education, said Weddig, who taught the subject for five years.

In the area of special needs students, he said he believes all kids can learn, and the district needs to give teachers the freedom to do their best. "I am tight on that one," he said. "I know that is a high-stress position, and I think those teachers need to be respected for their decisions in the classroom and to go through the chain of command to get any problems resolved."

Fielding a question about the discipline of students, he said the kids need to understand that the staff are the adults and that they need to be stepping out the rules. In closing, he said he strongly supports all extracurricular activities because sometimes it is the only reason they come to school. "Kids need connections," he concluded.

Francis Redmon

Redmon began by commending those in attendance, saying that it was encouraging to see that the community has interest in its schools.

Redmon had taught in De Pere before working in the US Navy as a director of nuclear power plants. He went on to spend some years in California's power plants and later became the principal in Washington state for two public schools. He then worked abroad and taught in two very small schools, as he wanted his children to be aware of the larger world. He is now back in Madison with his family and is attending graduate school.

On the question of how to keep the split campus working together, he said that he is open to many avenues.

"After a tour, I could see many different possibilities such as changing the hours for the workout room in Glidden so more community members would find it accessible and provide expanded library hours for both schools," he said.

He said that one of his interests has been theatre, and he spent some time working as the theatrical director at St. Norbert.

"I love the theater and would hope to be involved in that on some level here," Redmon said.

As far as adjusting to a rural Northwoods atmosphere, he said that he has always favored the small school structure and climate.

"I think theatre and music are such a great draw for students and for teachers, and it is really important to find that something that all students can be passionate about, be it music or woodworking. I think those options are absolutely vital," he said.

Redmon noted that because he was in the military he understands that his role would be to serve, and he defined his leadership style as "open," especially when it comes to the way the staff and administrators address problems.

"I think that my job would be a helping position to the way we work," he said. "I think it is important to get all involved, and I think that can only work by supporting open leadership."

As far as how he sees curriculum development, Redmon said there is always a gap from where schools are and where they want to be.

"I think there has been a constant push for setting the curriculum here for the past seven years, and I am encouraged by staff that are never static and want to make those adjustments."

On the issue of discipline, he said that it should be built on fostering positive behaviors.

"I think staff should be working on developing a trusting relationship, and if discipline goes to the level of suspension, then we need to start by going back to the root cause with the parents and work together," he added.

Redmon talked briefly about working with Native American students on a reservation — an experience he called his greatest teaching challenge.

"There was a lot of division and it was tough. When I finally gained their trust we were able to find some common ground and build out from there," he said.

Redmon said it was important for him to be able to spend more time in the classrooms and get to know the students at both campuses.

"I would work hard to get involved and get to know the kids and also to know the staff," he added.

Redmon said he would like to see the district students have more opportunities to be involved with programs at NTC and the UW Extension.

"I think there is a new emphasis on getting high school students to work on post-secondary certification, and I'd like to think about how that might grow in the future," he said.

In response to a question about special education classes and the need for equipment and training, Redmon said he had a special insight on that.

"My wife teaches special education, and I am aware of how tough it is, especially with autistic students," he said. "I would have a fiduciary responsibility to the taxpayers, but I think we have a responsibility to do the best we can with these students. I think we have to look at ways to design solutions for answers. I would be ready to ask, 'How can we help?'"

In closing, Redmon said that he would see his role as a supporter for the building leaders.

"You already have your mission statement, which is a good one, and I think we have to look at how to create the best solutions to move forward to create a building culture that works," he said.

Lisa Semrow

Semrow said she is currently principal of Brodhead Middle School and has worked for the past 20 years as a curriculum and reading specialist for the district.

"I decided that it was time for me to make the next step," Semrow said. "I am looking for a new challenge, and my family is grown, so this seems like the right time."

Semrow said that her husband was born and raised in Tomahawk and has had a hope that they

could move to the Northwoods at some time.

Semrow said that she takes a variety of approaches to discipline and, as an example, cited an incident on a Brodhead school bus just last week.

"We were told that there were some students drinking beer on the bus," she said. "When these things happen I go to our code of conduct and follow those exactly. We are doing an intervention with the students and with their families, and we will follow the code. For things like drugs and alcohol problems we go strictly by that, but for other incidents I would handle them individually with a variety of approaches."

Semrow said her plan for connecting the two campuses in the 750-square-mile district would hinge on communication. "I would be visible. I am not sure how that could work on a rotation or whatever, but I would be visible. I would look at the goals, mission statements, and then communicate to both staffs. Everyone hears a different voice, and so we need to find out how to connect," she said.

As a reading specialist, she said that she is familiar with team teaching and establishing reading strategies in the classrooms.

"I am fortunate to have a veteran staff, and I think I can say that everyone feels comfortable, including students with our environment," she said. "We took a survey about feeling comfortable with our students and only 35 percent said they felt comfortable at school. We put all the pieces in place to build better relationships and there were now 85 percent of our students who said they felt comfortable in our schools. I trust my staff and it is my goal to inspire and motivate them."

Semrow said she believes strongly in extracurricular activities. "Those are the reason many kids come to school," she said. "To play football or take forensics or whatever appeals to their skill set. So many students form connections with coaches and teachers and that goes for band and chorus — it is important to go to a school that involves students with something they enjoy."

On the question about low staff morale, Semrow said that she tries to make teaching a little more fun on her campus.

"We have developed a culture of trust and respect, and sometimes we have a 'jeans day' and all the teachers can wear jeans and Brodhead T-shirts — just for something different — and it is amazing what it can do to develop morale," she said.

When asked about what she might direct in the area of non-English speaking students, Semrow said that the use of technology in those classes has sometimes helped develop better speaking skills.

She noted that two large layoffs in the Brodhead area mean that there are many families in the lower income category.

CSD admin candidates concur on arming teachers

BY PEG ZAEIMISCH yakindog@aol.com

The three candidates for the Chequamegon School District administrator position voiced their passions for teaching students, and although each held different opinions, there was consensus on one question.

How do you feel about arming teachers with guns in the school?

President Donald Trump has stated that he favors training and arming teachers to protect themselves and their students from armed intruders in schools.

Trump believes that a gun-free zone, like a school, is a signal to shooters that there wouldn't be bullets coming back at them.

Most recently he suggested a bonus for teachers who are willing to train and carry a weapon at school, though he ultimately concluded that he would like to leave the decision to the states.

Candidate Mark Weddig said that he does not believe that more guns will make schools safer — in fact, the opposite.

"Teachers are not trained to handle guns," Weddig said. "That is not what we've asked them to do. We hired them to teach our children."

Instead, Weddig said that he believes it is important to look at all safety plans for each building as a No. 1 deterrent.

"We need to train and rehearse and know how to react — school safety is uppermost on everyone's minds, but I do not think we should take our youngest students and scare them with drills that imitate the sounds of bullets and the loud presence of law enforcement officers," he said.

But, Weddig added, we do need safety plans, and even the little kids need to know how to follow the stripes on the floor to the exits.

Weddig said that no one wants the kids to be at school more than the teachers, and he commended the Chequamegon School District for training all staff members in the ALICE protection program.

Candidate Francis Redmon likewise lauded the ALICE training and referred to his military background in response to the question of arming teachers, saying that he understands that it takes constant practice with firearms to feel comfortable and confident handling them.

"The brain reacts differently when in a stressful situation, and if the teachers weren't comfortable they might react by getting nervous and start spraying bullets in response to a shooter," Redmon said. "Teachers tend to have a softer and gentler way of protecting students in their classrooms, and I don't think it is right to put guns into teachers' hands and ask them to defend the children."

While candidates spoke in favor of resource officers in the buildings, an audience participant pointed out that, due to budget constraints, there hasn't been a resource officer in the district for the past seven years.

Candidate Lisa Semrow said that she was not familiar with the ALICE program, but did not favor arming teachers.

"Isn't it sad we even have to answer the question? I do believe that we need to have procedures in place to offer safety training, but I don't think guns are going to keep kids safe," she said. "I think we need to use our first line of protection, which is having police officers in place."

Semrow added that school staff needs more training on detecting mental health issues.

"We need to train everyone in the building to identify the signs and symptoms," said Semrow. "We need the funding to have an intervention with students who display mental health problems and with their families to treat them and to find out where those issues came from."

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LOCAL NEWS by B.C. Kowalski

Business of the UW merger

The Wausau Region Chamber of Commerce is taking a lead role in shaping the merger of UW-Stevens Point with the two-year campuses in Wausau and Marshfield

David Eckmann, Wausau Region Chamber of Commerce President and CEO, has a map in his office that he points to when talking about regional competition and the University of Wisconsin System:

- Population centers around major four-year institutions in Milwaukee and Madison;
- An emerging arts and tech scene in Eau Claire and its four-year UW campus
- UW-Green Bay's expanded engineering technology program, which helped attract a new business incubator partnership between Microsoft and the Green Bay Packers.

There's not as much of that forward-looking stuff to talk about in central Wisconsin, despite having the four-year university in Stevens Point and two-year UW centers in Wausau and Marshfield. There's no major engineering school, no start-ups building software for Apple. Not yet, anyway.

Those things are very much on Eckmann's mind as he and the Chamber of Commerce take a lead role in planning the merger of UW-Stevens Point with UW-Marathon County and UW-Marshfield/Wood County.

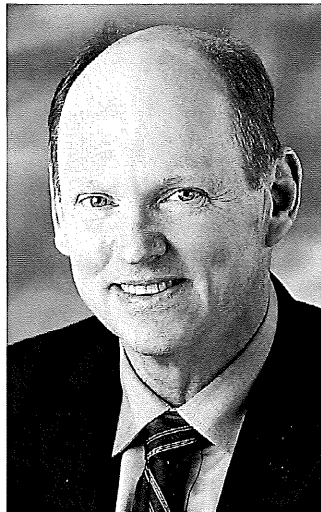
That process began in earnest in February, with the first of more than a dozen focus groups—nonprofit, education, industry, etc.—giving the chamber feedback on the UW system's role in the area. Eckmann is perhaps uniquely positioned to lead this process. Before joining the chamber in 2016, he worked at UW-Stevens Point as the chancellor's special assistant for economic development.

Not only is the merger a rare chance to reshape an institution—a once in a century opportunity, Eckmann says—it could re-forge a three-campus UWSP into a stronger driver of innovation and new industry here.

And that's needed, by the way.

Based on current trends, only 17% of the new jobs here in the next 10 years will require a four-year degree. A high school diploma or less is all that's needed for nearly 75% of the new local jobs, according to the latest LIFE Report by the United Way of Marathon County.

Those are abysmal numbers compared to national averages. By 2020, 35% of jobs in the U.S. will require a four-year degree, and another 30% will require at least some college or an associate's degree, according to Georgetown University's Public Policy Institute. Only 36% will require a high school diploma or less. "Judgment/decision-making, communications, analysis, and administration will be the four most in-demand competencies in the labor market," the study notes.



Wausau Region Chamber of Commerce CEO Dave Eckmann: The UW merger of the Stevens Point, Wausau and Marshfield campuses could recreate them into a stronger driver of innovation and new industry here.

"We should interpret that statistic as a red flag," says UWSP Chancellor Bernie Patterson, referring to the startling low percentage of Marathon County's jobs requiring a four-year degree. "We're not moving in the direction of our neighbors to the west."

Patterson points to per capita income disparity between Minnesota and Wisconsin. Minnesota turns out more students with bachelor degrees and has a higher per capita income—ranked 12th in the country at \$63,488, while Wisconsin's is ranked 23rd at \$55,638.

From jobless to employee-less

Reshaping the local UW institutions provides a once-in-a-lifetime opportunity to better position the university as a strong leader in the local economy and just as importantly, as a driver in developing tomorrow's workers. "We get to create our future," Patterson says.

It was only a short time ago that the Great Recession created a shortage of jobs. Now, less than 10 years later, the narrative switched from "no one can find a job" to "no one can find an employee."

According to the LIFE Report, there are 69,245 workers in Marathon County, but 71,000 jobs. It's important to note that not all those people necessarily work in Marathon County, and jobs can be filled by someone living outside the county, but it's still a good indication of the worker shortage.

That worker-to-jobs disparity will grow: The county is expected to add 14,000-16,000 jobs over the next ten years. Health and education are projected to account for the most of this growth, followed by trade, transportation and utilities. Professional and business services are expected to see the biggest proportional growth (but still account for a small part of the overall new jobs).

Meanwhile, Marathon County is facing a minus-6% population change, after accounting for non-working people. Simple demographics compounds an already existing problem, with labor force participation dropping from 74% in 2005 to 68% in 2011. Even nationally, the U.S. will fall 5 million short of the post-secondary educated workers needed by 2020, according to that Georgetown University study.

And according to data collected by United Van Lines moving services, in 2015 Wisconsin was the 10th worst state for population growth, with more people moving out than in. In 2017, that improved to 11th.

It's a cultural as well as economic issue. But businesses can lead cultural change, and that's something other regions get, Eckmann says.

A good look at Green Bay tells the story. (Milwaukee and Madison are gimmes, with their robust universities and research-driven impact on business.) UWGB recently positioned itself with a strong engineering program—electrical, mechanical and environmental engineering majors—that helped draw the Lambeau Field-area tech center to town. These are now UWGB's fastest growing majors.

Eau Claire is starting to become a tech startup hub, with one of its companies, JAMF Software, now building software for Apple.

The Wausau-Stevens Point area is missing that key element, that "thing" that sets it apart as an attractor to both students and industry. UWSP does already stand out for its nationally leading natural resources program, but those graduates don't form enough of a culture-shifting "population" that tip the scales for prospective and current businesses in the region.

With an economy that's primarily manufacturing and service-based, the area doesn't have the human capital—the workforce with the necessary education—to fill higher paying tech and knowledge-based jobs. And it won't, unless area leaders plan for it, Eckmann says. "There's no strategy. This is built on a hope and a prayer."

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Wausau, City Pages

LOCAL NEWS

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When he used to travel to site selector conferences in which businesses gather information about cities to locate to, Eckmann says he got used to hearing "no" a lot. Economic incentives don't mean nearly as much as a qualified workforce. "The state that wins the talent game will win economically," Eckmann says. "It used to be that cash was king. Now it's about people. Who has the people to attract and retain companies."

Most of the time, that means young talent. Statistically Marathon County should have 28,000 Millennial generation residents today. Instead, there are 24,000, says North Central Wisconsin Regional Planning Commission Executive Director Dennis Lawrence.

A UW turnaround

All those dreary statistics present an opportunity for Eckmann and others trying to sort out this UW regional merger, which goes into effect July 1 of this year. The chambers of commerce in both Wausau and Marshfield are playing a huge role in the merger's planning.

Feedback from the focus groups will be "synthesized and shared with members of our community and the leadership of UWSP," Eckmann wrote in his invitation to these events, adding that it's essential not only "to provide affordable and equitable access, but to set forth an innovative approach to align and connect the deep resources of the comprehensive university to meet

the needs of the community in the arts, continuing education programming, and developing academic programming which may serve relevant industry sectors."

Leaders will keep in mind what existing industries need, and what could attract other industries to the area. That could mean, for example, adding more post-graduate degrees at UWSP.

Some program areas to expand are obvious, Patterson says. "There probably isn't a segment of society that doesn't interact with information technology," Patterson says. "You can't even take your car in without interacting with technology."

Other options: Revamping and building up business programs at the university, or expanding UWSP's Geographic Information Systems certificate program into a degree, Patterson says.

Community focus groups about higher education aren't a new concept. Northern Technical College did the same thing a few years ago and has since tripled its IT offerings at the suggestion of businesses. Other non-traditional education models

such as a modular structure are also on the table, Eckmann says. Modular structures break down material into shorter, self-contained course segments, which allow for greater flexibility for students.

At the same time, the UWSP restructuring can't sacrifice the liberal arts, broad-based education that universities are meant to provide. It'll be a balance, Patterson says. ☐

PHOTO COURTESY UWSP



Ben Kewaygeshik, a December graduate of UWSP's Computer Information Technology program, works in the Sentry Co-op, a business-university partnership. The co-op employs only around 10 students at a time, but represents one educational area, IT, that's an obvious target for expansion.



Mar 03

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Rhinelander, The Northwoods River News



Rhinelander Police Department welcomes two new officers

By Jamie Taylor
OF THE RIVER NEWS

Two recently hired Rhinelander Police Department patrol officers officially started their probationary periods Monday.

According to Chief Lloyd Gauthier,

officers Luke Linsmeyer and Claire Decker will be undergoing orientation and assessment of their skills for the first two weeks before they hit the streets under the watchful eyes of their field training officers (FTOs). They have passed the required background, physical and psychological checks, he

said.

Linsmeyer is a Rhinelander native while Decker is originally from Eagle River.

Gauthier said the two will ride with their FTOs until June, at which time

See Officers . . . page 18

Rhineland, The Northwoods River News



Officers

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they will begin patrolling on their own. They will be probationary officers for their first year on the force.

"They have about a 15-week training period they have to go through," Gauthier said, adding that they will alternate shifts during their training period.

"Whatever shift their FTO is working is the shift they will work," he said. "We have 12-hour shifts so they will

be working both days and nights, depending on what week and FTO they are with."

Gauthier said both officers graduated from law enforcement academies in 2017.

Linsmeyer graduated from the Nicolet program while Decker

went through the Northcentral Technical College academy in Wausau. He said Linsmeyer was previously

employed by the Oneida County Sheriff's Department as a corrections officer before accepting the RPD

offer. Decker has no previous law enforcement experience.

"She graduated with her four-year degree in May, jumped into the academy in July and graduated in December," he said.

In January, the police and fire commission established a hiring list of six candidates.



Decker



Linsmeyer

The top two people on that list, fraternal twins Tyler and Logan Pontbriand, who are deputies with the Vilas County Sheriff's Department, were offered the two vacant positions.

"They ultimately decided it was in their best interest to stay where they were at, because they looked at

the odds of them working together — being twins, they do everything together when they are off-duty — and there was a strong likelihood that they would be on opposite shifts here," Gauthier said. "Which would mean they would not have the same days off, and they decided to stay where they are at because they work on the same rotation and have the same days off. They didn't want to gamble and not be able to do things (together) on their off

days." Gauthier said there are still two names remaining on the hiring list the police and fire commission created in January and that is sufficient should any vacancies arise in the department.

Once Linsmeyer and Decker are released to patrol on their own, the Rhineland Police Department will once again be at full strength, he said.

Jamie Taylor may be reached via email at jamie@rivernews.com.



Mar 08

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Risley-Gray cited for state nursing leadership

Ruth Risley-Gray, senior vice president and chief nursing officer for Aspirus, has been named the 2018 Nurse Leader of the Year by the Wisconsin Organization of Nurse Executives.

She will receive the award on April 5, 2018 at the WONE Spring Conference.



RUTH RISLEY-GRAY

In a letter to Risley-Gray, Doreen Kluth, president of the nursing organization, wrote, "You have made many wonderful contributions to our professional organization, to nursing and nursing leadership, Aspirus, Inc., and the community. We look forward to honoring you."

Currently a resident of Hatley, Risley-Gray began her health care career in 1976 as a staff nurse at St. Joseph's Hospital in Milwaukee. She quickly moved into leadership positions of increasing authority, serving at several rural, regional and academic health care systems before assuming her current position with Aspirus in January 2014.

Risley-Gray has earned a bachelor's degree in nursing from the University of Wisconsin - Madison and a

master's degree in health care administration from Texas Woman's University in Houston, Tex.

She holds the following specialty certifications:

—Certified Professional in Healthcare Quality by the National Association for Healthcare Quality.

—Certified Executive in Nursing Practice by the American Organization of Nurse Executives.

—Certified Trainer in Just Culture.

She is active in the following professional organizations and associations:

—American College of Healthcare Executives.

—National and Wisconsin Association of Healthcare Quality.

—American and Wisconsin Organization of Nurse Executives.

—American and Wisconsin Nurses Association.

—Northcentral Technical College Board of Trustees (Board Chair 2011-2013).

—Blood Center of North Central Wisconsin Board of Trustees

—Aspirus Medford Hospital & Clinics Board of Directors.

Aspirus President and CEO Matt Heywood, who nominated Risley-Gray for the award, said he couldn't think of a more deserving leader.

"Ruth is incredibly passionate about nursing and about constantly elevating the care we provide to those who choose Aspirus," he said. "I'm proud to have her on our executive leadership team, and I look forward to the many more contributions she will make to our system and the communities we serve."





SUE EMMERICH/SUBMITTED

About 20 businesses from the Medford area took part in the “Solutions for Addressing the Workforce Shortage” sponsored by Northcentral Technical College on Tuesday. The multi-campus event was held simultaneously at the Wausau, Medford, Antigo and Phillips campuses.

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PHOTO BY MIRIAM NELSON

Wittenberg-Birnamwood High School seniors Jack Stuffle, left, and Blake Szews stand next to mill machines donated to the school by Northcentral Technical College and Waukesha Bearings. The school board last month approved purchasing computer equipment to enhance and expand the type of work done on the machines.

School district upgrading manufacturing equipment

By Miriam Nelson
 mnelson@wolfrivermedia.com

Editor's note: The Enterprise & News recently recently chatted with Wittenberg-Birnamwood High School metals instructor Waylon Resch. On Feb. 26, the school board approved spending \$20,130 to upgrade equipment for the program. Resch heads up the in-school manufacturing program designed to help students develop manufacturing, computer and technical skills.

Q: Who approached the school board at the Feb. 26 meeting?

A: I brought along John Schlegel of Southwestern Industries from whom we will now be purchasing Prototrak EMX 2 Axis CNC (computer numerical control) for an estimated \$20,130.

Q: Why do an upgrade now?

A: We received two Bridgeport mills from Northcentral Technical College and one Bridgeport mill and one Hwacheon manual lathe from Waukesha Bearings. All of these machines upgrade our machine tool portion of our metals lab. The students will be learning how to run current equipment with current controls used in industry. The donations total about \$100,000, and NTC and Waukesha Bearings made these donations to help us develop interest and talent in the tech industry. With their donation and our investment in the computerized upgrade, the educational base we offer will be much larger.

Q: What are the mills used for?

A: The mills are used to make parts in the machine tool trade. These are the same pieces of equipment you will see in tech colleges or out in industry. They are very reliable and accurate pieces of equipment.

Q&A

with Waylon Resch

Q: What types of projects can you do with these items, that you can't do without them?

A: The list is endless with what can be made on a mill. You have to see them in action to understand their capabilities. The head can be set at any angle to drill holes, to face mill projects. You can drill and tap holes. With the new equipment being installed, we will be able to program the mill in the x and y axes and let the machine repeat the sizes very well. We can make parts for companies when it isn't very cost effective for them to do it.

Q: You have started WB Manufacturing. Can you explain what that will do for the high school?

A: The basis of the program is to prepare the students for real-life manufacturing jobs while earning an income and helping raise money for new equipment or repairs on old equipment. By going directly to our local residents and businesses, we can provide goods and services that help them out while our students gain valuable hands-on experience.

Q: Do you have a particular company to start with?

A: J&D Tube Benders in Schofield has agreed to give us some work that would be using these mills and controls every day for us. The projects usually tie up their second-shift employee for days at a time, and then he is unable to run his other machine. We can make the same part for a fraction of the cost for them. They save money, our students are learning real-life programming and

operation, and eventually we have very well-trained employees before they even graduate from high school.

Q: What do you estimate the time to be for the return on investment of the upgrade to be?

A: My goal is to earn enough income in the next five years to pay for the equipment purchased, but I have no doubt in my mind we can do it in two years if we have enough industry partners sending us projects. Now that we have one industry partner sending us parts, others will catch on and we will create a snowball effect and more businesses will look to save money by having us do these type of projects.

Q: What are some of the skills the students will learn?

A: They are learning welding, metal fabrication, machine tool and even some residential ductwork fabrication, which students will see in the HVAC/R field.

Q: You said you have projects waiting to be done and that these machines will pay for themselves. Can you give an estimation how much money the projects will generate?

A: The sky is the limit with money generated. It all comes down to, how much time are the students willing to put in to make the projects? So far this year, we have made a lot of different projects, and our WB Manufacturing students are doing an amazing job at constantly working. I would hire any one of them on the spot if I had my own metal manufacturing business.

Q: What is your goal for your students?

A: My goal is to have our students ready for employment right after graduation. If they choose a two-year school degree, a job or a four-year college degree, I want them ready to make a living.



Chamber recognizes individuals, groups for their service to Medford

Continued from page 1

adding Medford and Appleton to their footprint.

"Our Foundation" also lies in the capable and talented employees the community. This year's Employee Excellence award goes to: Sandra Virnig of the Taylor County Sheriff's Department and Arlene Brusten - who is receiving a special 60th Anniversary Award for her service to the Medford Cooperative.

Virnig was nominated by Sheriff Bruce Daniels.

According to the United State Department of Labor, Bureau of Labor Statistics in a 2016 census report, the median number of years a wage and salary employee had been with their current employer was 4.2 years. Sandra J. Virnig has diligently served the Taylor County sheriff's office and the citizens of Taylor County for 43 years. Virnig currently holds the title of confidential administrative assistant to the sheriff.

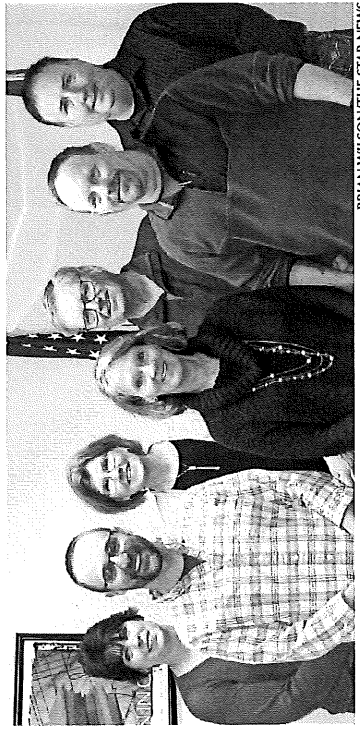
"Sandra is a master at evaluating things like computer programs, making them meet our needs and adjusting functions accordingly when the need arises. There are very few functions or transactions related to this position that are just the same as the last and Sandi can be expected to address each with the same no nonsense, calm, get the job done attitude," Daniels stated in his nomination.

Arlene Brusten has worked for the Medford Cooperative for 60 years.

Her nomination states: "Arlene is a model employee. Dedicated, honest and always positive. She always gives 110% and sets a great example of customer service for others. Her kindness and compassion contribute greatly to our company culture. Her work ethic and dedication? I think 60 years answers that question. Throughout that time Arlene has been a highly valued member of our team and a loyal and trusted coworker."

Our Future

In a city of 4,300, it is always a celebration when a new community project has been accomplished. In 2017, Medford witnessed a rare occurrence when FOUR community projects opened their doors. These projects were planned, built and continue to fundraise on an ongoing basis. They have changed the landscape of our community and emphasized our focus on family living. These organizations are primarily made up of the FUTURE of our community. The teamwork and efforts of



BRIAN WILSON/THE STAR NEWS

Sandra Virnig was recognized for employee excellence by the Medford Area Chamber of Commerce. Pictured are (l. to r.) Kris O'Leary, Bryan Carey, Debbie Woods, Virnig, mayor Mike Wellner, chief deputy Larry Woebbecking and Dave Brandner.

these organizations will be celebrated at the recognition banquet.

Medford City Baseball

Medford City Baseball has taken on the challenge of revitalizing our local baseball fields. Last year they worked tirelessly to renew and rework the fields so that all generations of baseball fans can enjoy the sport. The community's ball fields are once again vibrant with games going on almost every night in the summer months, our small town is proud to embrace America's favorite pastime.

Board members are: Tom Mueller, president; Justin Hrabý, secretary; John Lange, treasurer; Andy Guden, board member and Kurt Alexander, board member.

Rainbow Gymnastics

2017 brought a dream into a reality for Rainbow Gymnastics. They were able to open their doors to a top-notch facility that is used by a multi-county base. The home of Rainbow Gymnastics is a treasure for a community our size. They have recently added a Ninja Warrior Program to their menu of camps, coaching and team gymnastic activities. Our extended community is proud of what the founders have accomplished and applaud their efforts.

Board members are: Karen Wegerer, president; Joy Ryskoski, vice president; Kristi Ulrich, secretary; Nikki Dejong, treasurer; Todd Perrin, board member; Jodi Behling, board member; Jenny Krug, board member.

heritage that we have in this region. We applaud the efforts it has taken and hope that this facility will continue to showcase agriculture in our community.

Board members are: Lisa Kopp, agriculture teacher; Jill Lybert - MASH principal; Dave Makovsky, building and grounds; Mike Koiger, FFA president; Renee Zenger, dairy farmer; Tolea Kamm-Peissig, guidance counselor/dairy farmer; Laura Lundy, curriculum director; Alli Ranum, Medford Co-op and NTC Partnership

Huey's Hideaway Children's Museum

In June 2017, Huey's Hideaway opened its doors to over 300 people waiting to get in. With over \$450,000 of in-kind and monetary donations those people were not disappointed in what they saw. Attention to detail and showcasing everything that makes our community unique continues to delight museum patrons. With continual backing from a very generous community, Huey's attracts families from throughout Wisconsin. Our community is proud to boast a museum of this caliber right here in Medford.

Board members are: Alli Ranum, president; Jesse Lukewich, vice president; Amanda Lange, treasurer; Tracy Ziehlke, secretary; John Lange, board member; Randi Werner, board member; Joe Mitchell, board member; Susie Nicks, board member; Sue Enmerich, board member and Kayla Athies, museum coordinator.

County finance committee ups ante on field, playground requests

BY BRIAN WILSON
NEWS EDITOR

Taylor County finance committee members on March 8 took a second look at a pair of powerline impact fund requests for park improvements in the city of Medford.

Last month, committee members recommended giving \$11,000 to a project to build a handicapped accessible playground area in the Medford city park and \$15,000 to Medford city baseball for field improvements.

At last week's meeting committee members bumped their recommendations up to \$25,000 for the accessible play-

research following the last meeting. He noted there were only about four other handicapped accessible parks in the state and felt they should give \$25,000 to the ball group \$25,000.

The baseball group had initially requested \$30,000. Committee member Scott Mildbrand disagreed and supported keeping the baseball field improvements at \$15,000.

"I would rather have young people involved in baseball rather than doing drugs," Zenger said.

Mildbrand noted that the total cost of the baseball field project is estimated at \$75,000 and was concerned that the county

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Stephanie Lopez of Kronenwetter works on a vehicle at Wooster's Garage in Weston. The 29-year-old owns the repair shop.
T'XER ZHON KHA/USA TODAY NETWORK-WISCONSIN

Rare woman-owned car repair shop opens

Lopez's business in Weston may be only one in state

Keith Uhlig Wausau Daily Herald
USA TODAY NETWORK - WISCONSIN

WESTON — Stephanie Lopez tells the story: A tow truck driver was dropping off a customer's car at Wooster's Garage, and he walked in and asked her if he could talk to the mechanic.

"I'm the mechanic," Lopez said.

No, the tow truck driver said, he wanted to talk to the "real mechanic."

Lopez drew in her breath and explained that she was the mechanic at Wooster's Garage, a new auto repair shop in Weston.

"OK," the tow truck driver said. "Can I talk to the owner, then?"

Lopez smiled and said, "Well ..."

Lopez is the owner of Wooster's Garage, which opened at the end of January. She's been working on cars, souping up cars and racing cars since she got her driver's license.

But as a female mechanic and repair shop owner, the 29-year-old is a distinct oddity, which is one explanation for the tow truck driver's error. The United States was home to about 902,000 working automotive mechanics in 2017, according to the Bureau of Labor Statistics, and only 2.4 percent, or about 26,000, were women.

Statistics about the number of wom-

en who actually own a repair shop are difficult to find, but those who have tried say there are likely fewer than a couple of dozen in the entire country.

As far as she knows, Lopez is the only woman who independently owns a shop in central Wisconsin. She might be the only female auto repair shop owner, as opposed to shops that are part of dealerships, in the state.

"I've heard that there is one woman who owns a shop in Madison," Lopez said. "But I haven't been able to find out about it yet."

Lopez decided that she would open her own business around a year ago. It was "after I had been working in the industry for a while," she said. "I kind of wasn't finding a place that really fit me."

It is difficult for any female mechanic to find the right fit in such a male-dominated industry. Lopez found she had to

prove herself in ways that her male co-workers never did. Because she was a woman, colleagues, managers and customers routinely doubted her abilities and knowledge. Not all the time, Lopez said, but enough.

She also found that some businesses she worked for were quick to take advantage of customers' lack of automotive savvy, and would either take shortcuts on repairs or do repairs that weren't necessary. Lopez says that doesn't serve anybody well, either the automotive field or its customers, and she wants to be part of the solution.

"I ultimately decided I wanted to open a shop that would accompany what I wanted to see happen in the industry," Lopez said. "I'd really like to bridge the gap between consumers and the automotive industry. Make them (customers) feel more comfortable about what they are doing so they have more knowledge as far as their own vehicles. ... So they feel better about bringing (their cars) in. I'd like to cater to not only women, but people who don't have a lot of automotive knowledge."

Lopez is not the first woman to go down this road. Patrice Banks is a mechanic and founder of Girls Auto Clinic, a repair business in the Philadelphia area that specifically markets to female

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clientele.

Banks was working as an engineer for a large company when she tired of being scammed by mechanics who took advantage of her automotive ignorance.

In a 2015 column for The Washington Post, Banks cited a 2013 RepairPal survey that found 77 percent of people who owned or leased cars believed mechanics are more likely to sell women unnecessary repairs and two-thirds think they charge female customers more than they charge men.

"That gender bias isn't just a figment of customers' imaginations," Banks wrote. "A recent study by Northwestern University found that auto-repair shops give women significantly higher price quotes than men when customers are uninformed about market prices."

A similar story unfolded in the Atlanta suburb of Fairburn, Georgia. Gwendolen McCloud, 47, an entrepreneur, writer and real estate investor, had grown up knowing little to nothing about cars.

Like so many women, she felt uncomfortable and off-balance when entering a repair shop. The problem came to a head after her vehicle needed a new engine and a garage installed a defective motor. It wasn't long before one of the engine's seals started to leak.

She tried to find a female mechanic to work with, but had trouble finding one. So she hired another mechanic, not to fix the car, but to teach her how to do it.

McCloud started a



Gwendolen McCloud started her website My Pink Garage after having a bad car repair experience. COURTESY OF GWENDOLEN MC CLOUD

website called My Pink Garage, an online resource designed to help women negotiate their way around cars and car repairs. It provides links to repair books, videos and schools. And it lists the women-owned shops in the United States that McCloud has found through her research. She's found 16 of them.

"Women have always been viewed as the weaker sex," McCloud said. "We're smaller, and it's been a stereotype that men should work on cars."

She believes that even though women lag far behind in holding jobs in the automotive field, that is changing.

"A lot of women are breaking out of the stereotypes," McCloud said. "We're learning it's OK to learn about your car, and be confident and ask the necessary questions when you're getting it fixed."

Lopez fell in love with cars as a teenager when she was growing up in Racine. As soon as she got her driver's license, she felt the need to go fast. It wasn't long after that she started drag racing at a track in southeastern Wisconsin.

Maybe being a gear-head is in her DNA. Her grandfather, Dan Wooster, was a car mechanic instructor in the Racine area. Her great-grandfather owned a repair shop in Michigan, the original Wooster's Garage. Her father also works in the auto industry, she said.

They never encouraged her to enter the field, she said, but never discouraged her either. When she wanted to learn more about engines and car handling to be a better racer, they helped and pointed her to resources for her to learn.

Lopez studied automotive mechanics at Northcentral Technical College. There were a few women in the program when she started, but she was the only one to graduate.

She's worked at a variety of places in the industry, including parts stores, suppliers and repair shops. Lopez said some garage owners have basically told her they would never hire a woman. Others were supportive.

Lopez just kept on going, despite hurdles.

"I think I'm just stubborn," she said. "I just kept pushing to do it."

Since she opened Wooster's Garage, she's found that some customers, mostly male, are hesitant to have a woman work on their cars. Other customers, mostly female, want her to work on their cars because she is a woman.

Lopez estimates that more than half of her clients are women. But a significant number of men are seeking her out, too.

One thing she's done to help make people more comfortable around cars is to offer automotive learning clinics. So far she's offered tips about simple maintenance, such as checking tire pressure and oil levels.

It seems to be working, Lopez said. She's plenty busy, often finding herself in the shop working into the night. She expects to be hiring another mechanic soon. If a qualified woman applies, Lopez will give her a solid chance. But the No. 1 qualification, she said, is just being a good mechanic.

"I'm not looking to be just a woman's garage," she said. "I want to be here for everybody."

TODAY'S MARKET REPORT

PRESS-GAZETTE INDEX

The Press-Gazette Index consists of 44 publicly traded companies either based in Wisconsin or with significant local operations. A full list of stocks and activity is available online at www.greenbaypressgazette.com.

NAME	DIV	YLD	PE	LAST	CHG	YEAR % CHG
AT&T Inc	2.00	5.5	14	36.58	-42	-8.2
AlliantEg s	1.34	3.4	20	39.83	-30	+5.8
AsscdBanc	0.60	2.3	18	26.15	-65	+8.9
BkMont g	3.71			75.37	-04	+2.8
Bemis	1.24	2.8	18	44.70	-28	-6.2
CSVixSh rs	...			8.09	+1.21	-81.0
DeanFoods	0.36	4.1	11	8.82	-03	-50.9
Facebook	...		32	172.56	-12.53	+32.2
Gannett n	0.64	6.6		9.70	-09	+28.5
GenElec	0.48	3.4		14.07	-24	-49.5
HarleyD	1.48	3.4	14	43.54	-60	-27.0
HeartFn	0.52	9	19	55.10	-20	+9.5

Substitute pay, school calendar on board agenda for Tuesday

The Antigo school board Tuesday will look at substitute teacher pay along with the 2018-19 calendar.

The board will meet for its regular March session at 7 p.m. in the media tech room at the high school.

Leading a rather light agenda will be a review of substitute pay for the 2017-18 school year.

Currently teacher substitute rates are \$50 for a half-day and \$100 for a full day, over four hours in length. There are varying rates for longer terms of service.

Support staff substitute rates are \$9 per hour for food service; and \$10 an hour for

instructional assistants, library clerks, secretaries, custodians and housekeeping.

The board will also look at the third draft of the 2018-19 calendar. It sets the start of the year for new teachers on Aug. 20, with returning staff on Aug. 27 and students on Sept. 4. Closing day for students will be June 7, 2019 and for staff, June 10.

In other matters, the board will take action on a variety of purchases for the high school. They include upgrades computer monitors for all CAD and media classes and acoustical shells for school and community choir and band concerts. The current

shells will be used at the Middle School.

The board will also:

—review students involved in the youth options program through **Northcentral Technical College**. Six are enrolled in the certified nursing assistant program with two studying medical terminology.

—discuss a proposal from the Neola consulting firm, which specializes helping schools navigate policy changes amidst ever-changing laws and regulations.

—look at heating, ventilation and air-conditioning proposals.

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