



## DISTRICT BOARD OF TRUSTEES REGULAR MEETING

Tuesday, May 1, 2018  
Northcentral Technical College  
1000 W. Campus Drive  
Wausau, WI 54401  
Timberwolf Conference Center – D100  
1:00 p.m.

12:15 p.m. Lunch

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

### I. PLEDGE OF ALLEGIANCE TO THE FLAG

### II. PUBLIC INPUT

A. Public Comments

### III. APPROVAL OF MINUTES

A. [Approval of minutes from April 3, 2018 Board of Trustees meeting](#)

**Motion:** That the Northcentral Technical College Board Approve the meeting minutes from the April 3, 2018 Board of Trustees meeting.

Voice vote required to approve.

### IV. ACTION ITEMS

A. [Award the Sale](#) – John Mehan, Baird Representative  
Resolution awarding the sale of \$11,500,000 the general obligation promissory notes; providing the form of the notes; and levying a tax in connection therewith.

**Motion:** That the NTC District Board authorize the resolution awarding the sale of \$11,500,000 general obligation promissory notes; providing the form of the notes; and levying a tax in connection therewith to Citigroup Global Markets, Inc. at a True Interest rate of 2.648135%.

Roll Call Vote Required to approve.

B. [Approval of the 2017-2018 Budget Modifications](#) – Roxanne Lutgen

**Motion:** That the NTC District Board approves the 2017-2018 budget modification resolutions as attached.

Voice Vote required

C. [Tentative approval of the Fiscal Year 2018-2019 budget and confirm a Budget Hearing Date](#) – Roxanne Lutgen

**Motion:** That the NTC District Board approve of the tentative fiscal year 2018-2019 budget and encourage all interested parties to attend a Public Hearing to be held at 12:00 p.m. noon on Tuesday, June 12, 2018 at NTC 1000 W. Campus Drive, Wausau, WI, Timberwolf Conference Center – Room D100 and on ITV projected out to regional campuses for the purpose of allowing citizen input.

Voice Vote Required to Approve

D. [Approval of non-represented employee 2018-2019 salary increase](#) – Cher Vink

**Motion:** That the NTC District Board approves the non-represented employee 2018-2019 salary increase as indicated in the topic summary sheet.

Voice Vote Required to Approve

E. [Business and Industry Contract Rates](#) – Darren Ackley/Brad Gast

**Motion:** That the NTC District Board approves of the Business and Industry Contract Rates proposal to increase our standard contract training rate to \$150/hour effective July 1, 2018 and to \$165/hour effective July 1, 2019.

Voice Vote Required to Approve.

## V. CONSENT VOTING AGENDA

A. Approval of Aonsent 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. 2017 – 2018 Institutional Accomplishments – Handout
  - 2. Discussion on Continuing Education 60 Level Courses – Darren Ackley/Brad Gast
  - 3. Comments from Informational Update
  
- B. Chairperson's Report
  - 1. Spring 2018 Board Appointment Update
  - 2. [Tentative 2018 – 2019 Board Meeting Dates](#)
  
- C. Information
  - 1. Commencement – Saturday, May 19, 2018
    - o Jeff Hardel, Retired Wausau Police Chief – Speaker
  - 2. [Annual Affirmative Action Report](#)
  - 3. [Advisory Meeting Minutes](#)
  - 4. [Upcoming Meetings/Events](#)
  - 5. [Good News](#)

## VII. CLOSED SESSION (Approximately 3:00 CLOSED SESSION or immediately following the above Open Session)

- A. Adjourn Board into Closed Session Pursuant to Wisconsin Statutes Section 19.85 (1) (a), (b), (c), and (g) and 118.22(3) for the purpose:
  - Approval of the April 10, 2018 Closed Session Minutes
  - Provide an update on pending litigation
  - Conducting CEO Evaluation and Contract
  - Action regarding faculty employment, issuance of final notices of nonrenewal for the 2018-19 school year.

**Motion:** Adjourn Board into Closed Session pursuant to Wisconsin Statutes Section 19.85 (1) (a), (b), (c), and (g) and 118.22(3) for the purpose of:

- Approval of the April 10, 2018 Closed Session Minutes
- Provide an update on pending litigation
- Conducting CEO Evaluation and Contract
- Action regarding faculty employment, issuance of final notices of nonrenewal for the 2018-19 school year.

Roll Call Vote Required

#### **VIII. OPEN SESSION**

Reconvene into Open Session to take any action deemed necessary as a result of the closed session, including issuance of final notice of nonrenewal for the 2018-19 school year.

Motion: Reconvene into Open Session to take any action deemed necessary as a result of the closed session, including issuance of final notice of nonrenewal for the 2018-19 school year.

#### **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 MINUTES**

**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#**

Due to inclement weather, the Northcentral Technical College District Board of Trustees met on April 3rd, 2018 via WisLine teleconference. Vice Chairperson Paul Proulx called the meeting to order at 1:00pm.

**Roll Call:**

Douglas Faragher	X	Ruth Risley-Gray	X
Tom Felch	E	Dale Smith	X
Kristine Gilmore	X	Maria Volpe	X
Lee Lo	E	Paul Proulx	X
Charlie Paulson	X		

**Compliance with Open Meeting Law**

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

**I. PLEDGE OF ALLEGIANCE TO THE FLAG**

A. Recited the Pledge of Allegiance.

**II. PUBLIC COMMENTS**

A. There were no public comments.

**III. APPROVAL OF MINUTES**

A. It was moved by Charlie Paulson and seconded by Ruth Risley-Gray that the NTC Board of Trustees meeting minutes from March 6, 2018 be approved as amended.  
Dale Smith requested to amend the March 6, 2018 meeting minutes to clarify that the Jefferson Award is a monthly award and not an annual award. He received the March 2018 Jefferson Award.  
Motion carried unanimously.

**IV. REGULAR VOTING AGENDAS**

A. Approval of 2018 – 2019 Final Capital Budget – Roxanne Lutgen  
Baird will attend the May Board Meeting to inform the Board of the borrowing interest rate.

It was moved by Dale Smith and seconded by Kristine Gilmore that the NTC District Board move to approve the borrowing of \$11,500,000 and providing for the issuance and sale of the general obligation promissory notes thereof.

Roll Call: Faragher, Gilmore, Paulson, Risley-Gray, Proulx, Smith, and Volpe. Motion carried unanimously.

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

It was moved by Douglas Faragher and seconded by Kristine Gilmore 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. Motion carried unanimously.

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

It was moved by Maria Volpe and seconded by Kristine Gilmore that the Northcentral Technical College Board approve 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. Motion carried unanimously.

D. Remodeling: Wausau – Agriculture Center Veterinary Science Lab Renovation

It was moved by Douglas Faragher and seconded by Dale Smith 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. Motion carried unanimously.

## V. CONSENT VOTING AGENDA

- A. It was moved by Dale Smith and seconded by Douglas Faragher that the NTC District Board approves the Consent Voting Agenda including:
- Receipts & Expenditures
  - Personnel Changes

**Roll Call** Vote Ayes: Faragher, Gilmore, Paulson, Risley-Gray, Proulx, Smith, Volpe. Motion carried unanimously.

## VI. INFORMATION/DISCUSSION

A. President's Report

1. 2018 – 2019 Draft Budget Overview – Handout - Roxanne Lutgen:  
This budget overview will be postponed until the May 1st Board Meeting.
2. Comments from Informational Update:
  - NTC is expanding Continuing Education into the Antigo Campus. There were rumors that the Antigo Campus may be closing but that is not true. The Antigo Wood Technology Center of Excellence building will become NTC property this summer.
  - Congratulations to Ruth Risley-Gray on receiving the 2018 Nurse Leader of the Year award.

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
  - Please let PaHnia Thao know if you would like to attend.

C. Information

- NTC Spring Commencement – Saturday, May 19, 2018
  - Retired Wausau Police Chief Jeff Hardel will be keynote speaker.
- Advisory Meeting Minutes
- Upcoming Meetings/Events
- Good News

**VII. 1:35pm CLOSED SESSION**

- A. It was moved by Paul Proulx and seconded by Kristine Gilmore with unanimous approval 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: Faragher, Gilmore, Paulson, Risley-Gray, Proulx, Smith, Volpe  
Motion carried unanimously.

**VIII.OPEN SESSION (Immediately following the above Closed Session)**

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

It was moved by Charlie Paulson and seconded by Ruth Risley-Gray to adjourn the meeting.  
Motion carried unanimously.

**VII. MEETING ADJOURN**

By consensus the meeting adjourned at 2:00 p.m.  
Respectfully submitted,

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

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

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

**MEETING DATE:** May 1, 2018

**TOPIC:** Resolution Awarding the Sale of \$11,500,000 general obligation promissory notes; providing the form of the notes; and levying a tax in connection therewith.

**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 of 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 board adopted the resolutions providing for the sale of \$11,500,000 in General Obligation Promissory Notes at its April 3, 2018 meeting. Bids on the issues will be opened April 30, 2018 at 10:30 a.m. The resolution awarding the sale will be updated with bid information, distributed, and acted upon at the May meeting.

**AGENDA CATEGORY:**  
Regular Voting Agenda (*Roll Call Vote*)

**PROPOSED MOTION:**  
Drafted Resolution is attached. Completed motion will be made at the May 1, 2018 Board meeting.

**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 April 24, 2018

RESOLUTION AWARDING THE SALE OF \$11,500,000 GENERAL OBLIGATION  
PROMISSORY NOTES; PROVIDING THE FORM OF THE NOTES; AND  
LEVYING A TAX IN CONNECTION THEREWITH

WHEREAS, on April 3, 2018, the District Board of the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin (the “District”) adopted a resolution authorizing the issuance of general obligation promissory notes in the aggregate amount of \$11,500,000 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”);

WHEREAS, the District (in consultation with the District’s financial advisor, Robert W. Baird & Co.) caused a Notice of Sale to be distributed offering \$11,500,000 of the District’s general obligation promissory notes for public sale on April 30, 2018;

WHEREAS, a notice of sale was published in the Bond Buyer on April 11, 2018 offering the aforesaid general obligation promissory notes for public sale on April 30, 2018;

WHEREAS, sealed bid proposals were received as summarized on Exhibit C attached hereto; and

WHEREAS, it has been determined that the bid proposal (the “Proposal”) submitted by Citigroup Global Markets, Inc., Denver, Colorado, fully complies with the bid requirements set forth in the Official Notice of Sale and is deemed to be the most advantageous to the District. A copy of said bid is attached hereto as Exhibit A and incorporated herein by this reference.

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

Section 1. Award of the Notes. The bid proposal of Citigroup Global Markets, Inc., Denver, Colorado (the “Purchaser”) is hereby accepted, said proposal offering to purchase the \$11,500,000 Northcentral Technical College District General Obligation Promissory Notes (the “Notes”) for the sum of ELEVEN MILLION EIGHT HUNDRED NINETEEN THOUSAND EIGHT HUNDRED FIFTY-EIGHT DOLLARS (\$11,819,858.00) plus accrued interest to the date of delivery, resulting in a net interest cost of ONE MILLION SIX HUNDRED TWENTY-EIGHT THOUSAND FOUR HUNDRED FIVE DOLLARS AND SEVENTY-FIVE CENTS (\$1,628,405.75) and a true interest rate of 2.6481%.

Section 2. Terms of the Notes. The Notes shall be designated “General Obligation Promissory Notes”; shall be dated May 22, 2018; shall be in the denomination of \$5,000 or any integral multiple thereof; shall bear interest at the rates per annum and mature on March 1 of each year, in the years and principal amounts as set forth in the Pricing Summary attached hereto as Exhibit D and incorporated herein by this reference. Interest is payable semi-annually on March 1 and September 1 of each year commencing on September 1, 2018. The schedule of principal and interest payments due on the Notes is set forth on the Debt Service Schedule attached hereto as Exhibit E and incorporated herein by this reference (the “Schedule”).

Section 2A. Designation of Purchaser as Agent. The District hereby designates the Purchaser as its agent for purposes of distributing the Final Official Statement relating to the Notes to any participating underwriter in compliance with Rule 15c2-12 of the Securities and Exchange Commission.

Section 3. Redemption Provisions. At the option of the District, the Notes maturing on March 1, 2026 and thereafter shall be subject to redemption prior to maturity on March 1, 2025 or on any date thereafter. Said Notes shall be redeemable as a whole or in part, from maturities selected by the District and within each maturity by lot, at the principal amount thereof, plus accrued interest to the date of redemption.

Section 4. Form of the Notes. The Notes shall be issued in registered form and shall be executed and delivered in substantially the form attached hereto as Exhibit B and incorporated herein by this reference.

Section 5. Direct Annual Irrepealable Tax Levy. For the purpose of paying the principal of and interest on the Notes as the same becomes due, the full faith, credit and resources of the District are hereby irrevocably pledged and a direct annual irrepealable tax is hereby levied upon all taxable property of the District. Said direct annual irrepealable tax shall be levied in the years 2018 through 2027 for payments due in 2019 through 2028 in the amounts as set forth on the Schedule.

The aforesaid direct annual irrepealable tax hereby levied shall be collected in addition to all other taxes and in the same manner and at the same time as other taxes of the District levied in said years are collected. So long as any part of the principal of or interest on the Notes remains unpaid, the tax herein above levied shall be and continues irrepealable except that the amount of tax carried onto the tax roll may be reduced in any year by the amount of any surplus in the Debt Service Fund Account created herein.

The District will use excess debt service funds on hand in the amount of \$100,938.75 to pay interest on the Notes coming due on September 1, 2018. Said sum shall be irrevocably deposited upon receipt into the segregated Debt Service Fund Account for the Notes created below and used to make the interest payment due on the Notes on September 1, 2018.

Section 6. Debt Service Fund Account. There is hereby established in the District treasury a fund account separate and distinct from every other District fund or account designated "Debt Service Fund Account for \$11,500,000 Northcentral Technical College District General Obligation Promissory Notes, dated May 22, 2018". There shall be deposited in said fund account any premium plus accrued interest paid on the Notes at the time of delivery to the Purchaser, all money raised by taxation pursuant to Section 5 hereof and all other sums as may be necessary to pay interest on the Notes when the same shall become due and to retire the Notes at their respective maturity dates. Said fund account shall be used for the sole purpose of paying the principal of and interest on the Notes and shall be maintained for such purpose until such indebtedness is fully paid or otherwise extinguished.

Section 7. Segregated Borrowed Money Fund. The proceeds of the Notes (the "Note Proceeds") (other than any premium and accrued interest which must be paid at the time of the delivery of the Notes into the Debt Service Fund Account created above) shall be deposited into an account separate and distinct from all other funds and be disbursed solely for the purposes for which borrowed or for the payment for the principal of and the interest on the Notes.

Section 8. Arbitrage Covenant. The District shall not take any action with respect to the Note Proceeds which, if such action had been reasonably expected to have been taken, or had been deliberately and intentionally taken on the date of the delivery of and payment for the Notes (the “Closing”), would cause the Notes to be “arbitrage bonds” within the meaning of Section 148 of the Internal Revenue Code of 1986, as amended (the “Code”) and any income tax regulations promulgated thereunder (the “Regulations”).

The Note Proceeds may be temporarily invested in legal investments until needed, provided however, that the District hereby covenants and agrees that so long as the Notes remain outstanding, moneys on deposit in any fund or account created or maintained in connection with the Notes, whether such moneys were derived from the Note Proceeds or from any other source, will not be used or invested in a manner which would cause the Notes to be “arbitrage bonds” within the meaning of the Code or Regulations.

The Secretary-Treasurer, or other officer of the District charged with responsibility for issuing the Notes, shall provide an appropriate certificate of the District, for inclusion in the transcript of proceedings, setting forth the reasonable expectations of the District regarding the amount and use of the Note Proceeds and the facts and estimates on which such expectations are based, all as of the Closing.

Section 9. Additional Tax Covenants; Exemption from Rebate. The District hereby further covenants and agrees that it will take all necessary steps and perform all obligations required by the Code and Regulations (whether prior to or subsequent to the issuance of the Notes) to assure that the Notes are obligations described in Section 103(a) of the Code, the interest on which is excluded from gross income for federal income tax purposes, throughout their term. The Secretary-Treasurer or other officer of the District charged with the responsibility of issuing the Notes, shall provide an appropriate certificate of the District as of the Closing, for inclusion in the transcript of proceedings, certifying that it can and covenanting that it will comply with the provisions of the Code and Regulations.

Further, it is the intent of the District to take all reasonable and lawful actions to comply with any new tax laws enacted so that the Notes will continue to be obligations described in Section 103(a) of the Code, the interest on which is excluded from gross income for federal income tax purposes.

The District anticipates that the Notes will qualify for the eighteen month expenditure exemption from the rebate requirements of the Code. The District Secretary-Treasurer or other officer of the District charged with the responsibility of issuing the Notes, shall provide an appropriate certificate of the District as of the Closing, for inclusion in the transcript of proceedings, with respect to said exemption from the rebate requirements, and said District Secretary-Treasurer or other officer is hereby authorized to make any election on behalf of the District in order to comply with the rebate requirements of the Code. If, for any reason, the District did not qualify for any exemption from the rebate requirements of the Code, the District covenants that it would take all necessary steps to comply with such requirements.

Section 10. Persons Treated as Owners; Transfer of Notes. The Secretary-Treasurer shall keep books for the registration and for the transfer of the Notes. The person in whose name any Note shall be registered shall be deemed and regarded as the absolute owner thereof for all purposes and payment of either principal or interest on any Note shall be made only to the registered owner thereof. All such payments shall be valid and effectual to satisfy and discharge the liability upon such Note to the extent of the sum or sums so paid.

Any Note may be transferred by the registered owner thereof by surrender of the Note at the office of the Secretary-Treasurer, duly endorsed for the transfer or accompanied by an assignment duly executed by the registered owner or his attorney duly authorized in writing. Upon such transfer, the Chairperson and Secretary-Treasurer shall execute and deliver in the name of the transferee or transferees a new Note or Notes of a like aggregate principal amount, series and maturity and the Secretary-Treasurer shall record the name of each transferee in the registration book. No registration shall be made to bearer. The Secretary-Treasurer shall cancel any Note surrendered for transfer.

The District shall cooperate in any such transfer, and the Chairperson and Secretary-Treasurer are authorized to execute any new Note or Notes necessary to effect any such transfer.

The 15th day of each calendar month next preceding each interest payment date shall be the record date for the Notes. Payment of interest on the Notes on any interest payment date shall be made to the registered owners of the Notes as they appear on the registration book of the District maintained by the Secretary-Treasurer at the close of business on the corresponding record date.

Section 11. Utilization of The Depository Trust Company Book-Entry-Only-System. In order to make the Notes eligible for the services provided by The Depository Trust Company, New York, New York (“DTC”), the District has heretofore agreed to the applicable provisions set forth in the DTC Blanket Issuer Letter of Representation and an authorized official of the District has executed such Letter of Representation and delivered it to the DTC on behalf of the District.

Section 12. Execution of the Notes. The Notes shall be issued in typewritten form, one Note for each maturity, executed on behalf of the District by the manual or facsimile signatures of the Chairperson and Secretary-Treasurer (except that one of the foregoing signatures shall be manual), sealed with its official or corporate seal, if any, and delivered to the Purchaser upon payment to the District of the purchase price thereof, plus accrued interest to the date of delivery. In the event that either of the officers whose signatures appear on the Notes shall cease to be such officers before the delivery of the Notes, such signatures shall, nevertheless, be valid and sufficient for all purposes to the same extent as if they had remained in office until such delivery. The aforesaid officers are hereby authorized to do all acts and execute and deliver all documents as may be necessary and convenient to effectuate the Closing.

Section 13. Official Statement. The District Board hereby approves the Preliminary Official Statement with respect to the Notes and deems the Preliminary Official Statement as “final” as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities and Exchange Commission pursuant to the Securities and Exchange Act of 1934 (the “Rule”). All actions taken by officers of the District in connection with the preparation of such Preliminary Official Statement and any addenda to it or Final Official Statement are hereby ratified and approved. In connection with Closing, the appropriate District official shall certify the Preliminary Official Statement and any addenda or Final Official Statement. The appropriate District official shall cause copies of the



Preliminary Official Statement and any addenda or Final Official Statement to be distributed to the Purchaser.

Section 14. Payment of the Notes. The principal of and interest on the Notes shall be paid by the Secretary-Treasurer or his or her agent in lawful money of the United States.

Section 15. Continuing Disclosure. The District hereby covenants and agrees that it will comply with and carry out all of the provisions of its Continuing Disclosure Certificate, which the District will execute and deliver on the Closing Date. Any Noteholder may take such actions as may be necessary and appropriate, including seeking mandate or specific performance by court order, to cause the District to comply with its obligations under this Section.

Section 16. Conflicting 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 this 1<sup>st</sup> day of May, 2018.

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Thomas Felch,  
Chairperson

ATTEST:

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Maria Volpe,  
Secretary-Treasurer



Wire Inbox

Parity Calendar

Deal List

Upcoming Calendar

Overview

Result

Excel

Citigroup Global Markets, Inc. - Denver , CO's Bid



**Northcentral Tech Coll Dt  
\$11,500,000 General Obligation Promissory Notes**

For the aggregate principal amount of \$11,500,000.00, we will pay you \$11,819,858.00, plus accrued interest from the date of issue to the date of delivery. The Bonds are to bear interest at the following rate(s):

Maturity Date	Amount \$	Coupon %
03/01/2019	1,735M	3.0000
03/01/2020	920M	3.0000
03/01/2021	960M	3.0000
03/01/2022	995M	3.0000
03/01/2023	1,035M	3.0000
03/01/2024	1,080M	4.0000
03/01/2025	1,125M	4.0000
03/01/2026	1,170M	3.0000
03/01/2027	1,215M	3.0000
03/01/2028	1,265M	3.0000

Total Interest Cost: \$1,948,263.75  
 Premium: \$319,858.00  
 Net Interest Cost: \$1,628,405.75  
 TIC: 2.648135  
 Time Last Bid Received On:04/30/2018 10:28:54 CDST

This proposal is made subject to all of the terms and conditions of the Official Bid Form, the Official Notice of Sale, and the Preliminary Official Statement, all of which are made a part hereof.

Bidder: Citigroup Global Markets, Inc., Denver , CO  
 Contact: Elizabeth Funk  
 Title:  
 Telephone:303-728-8468  
 Fax:

Issuer Name: Northcentral Technical College District Company Name: \_\_\_\_\_

Accepted By: \_\_\_\_\_ Accepted By: \_\_\_\_\_

Date: \_\_\_\_\_ Date: \_\_\_\_\_

EXHIBIT B

(Form of Note)

UNITED STATES OF AMERICA  
STATE OF WISCONSIN  
CLARK, LANGLADE, LINCOLN, MARATHON, MENOMINEE,  
PORTAGE, PRICE, SHAWANO, TAYLOR AND WAUPACA COUNTIES  
NORTHCENTRAL TECHNICAL COLLEGE DISTRICT  
GENERAL OBLIGATION PROMISSORY NOTE

REGISTERED  
NO. R-\_\_

MATURITY DATE:    ORIGINAL DATE OF ISSUE:    INTEREST RATE:    CUSIP

MARCH 1, 20\_\_                      MAY 22, 2018                      \_\_\_\_\_%                      658545\_\_

DEPOSITORY OR ITS NOMINEE NAME: CEDE & CO.

PRINCIPAL AMOUNT: \_\_\_\_\_ DOLLARS  
(\$\_\_\_\_\_)

KNOW ALL MEN BY THESE PRESENTS, that the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin (the "District"), hereby acknowledges itself to owe and for value received promises to pay to the Depository or its Nominee Name (the "Depository") identified above (or to registered assigns), on the maturity date identified above, the principal amount identified above, and to pay interest thereon at the rate of interest per annum identified above, all subject to the provisions herein regarding redemption prior to maturity. Interest is payable semi-annually on March 1 and September 1 of each year commencing on September 1, 2018 until the aforesaid principal amount is paid in full. Both the principal of and interest on this Note are payable in lawful money of the United States. The principal of this Note shall be payable only upon presentation and surrender of the Note at the office of the District Secretary-Treasurer. Interest payable on any interest payment date shall be paid by wire transfer to the Depository in whose name this Note is registered on the Bond Register maintained by the District Secretary-Treasurer at the close of business on the 15th day of the calendar month next preceding the semi-annual interest payment date (the "Record Date").

For the prompt payment of this Note together with interest hereon as aforesaid and for the levy of taxes sufficient for that purpose, the full faith, credit and resources of the District are hereby irrevocably pledged.

This Note is one of an issue of Notes aggregating the principal amount of \$11,500,000, all of which are of like tenor, except as to denomination, interest rate; maturity date and redemption provision, issued by the District pursuant to the provisions of Chapter 67, Wisconsin Statutes, 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; all as authorized by resolutions of the District Board duly adopted by said governing body at meetings held on April 3, 2018 and May 1, 2018. Said resolutions are recorded in the official minutes of the District Board for said dates.

At the option of the District, the Notes maturing on March 1, 2026 and thereafter are subject to redemption prior to maturity on March 1, 2025 or on any date thereafter. Said Notes are redeemable as a whole or in part, from maturities selected by the District and within each maturity by lot (as selected by the Depository), at the principal amount thereof, plus accrued interest to the date of redemption.

In the event the Notes are redeemed prior to maturity, as long as the Notes are in book-entry-only form, official notice of the redemption will be given by mailing a notice by registered or certified mail, or overnight express delivery, to the Depository not less than thirty (30) days nor more than sixty (60) days prior to the redemption date. If less than all the Notes of a maturity are to be called for redemption, the Notes of such maturity to be redeemed will be selected by lot. Such notice will include but not be limited to the following: the designation, date and maturities of the Notes called for redemption, CUSIP numbers, and the date of redemption. Any notice mailed as provided herein shall be conclusively presumed to have been duly given, whether or not the Depository receives the notice. The Notes shall cease to bear interest on the specified redemption date, provided that federal or other immediately available funds sufficient for such redemption are on deposit at the office of the Depository at that time. Upon such deposit of funds for redemption the Notes shall no longer be deemed to be outstanding.

It is hereby certified and recited that all conditions, things and acts required by law to exist or to be done prior to and in connection with the issuance of this Note have been done, have existed and have been performed in due form and time; that the aggregate indebtedness of the District, including this Note and others issued simultaneously herewith, does not exceed any limitation imposed by law or the Constitution of the State of Wisconsin; and that a direct annual irrepealable tax has been levied sufficient to pay this Note, together with the interest thereon, when and as payable.

This Note is transferable only upon the books of the District kept for that purpose at the office of the District Secretary-Treasurer. In the event that the Depository does not continue to act as depository for the Notes, and the District Board appoints another depository, new fully registered Notes in the same aggregate principal amount shall be issued to the new depository upon surrender of the Notes to the District Secretary -Treasurer, in exchange therefor and upon the payment of a charge sufficient to reimburse the District for any tax, fee or other governmental charge required to be paid with respect to such registration. The District Secretary-Treasurer shall not be obliged to make any transfer of the Notes (i) after the Record

Date, (ii) during the fifteen (15) calendar days preceding the date of any publication of notice of any proposed redemption of the Notes, or (iii) with respect to any particular Note, after such Note has been called for redemption. The District may treat and consider the Depository in whose name this Note is registered as the absolute owner hereof for the purpose of receiving payment of, or on account of, the principal or redemption price hereof and interest due hereon and for all other purposes whatsoever.

IN WITNESS WHEREOF, the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin, by its governing body, has caused this Note to be executed for it and in its name by the signatures of its duly qualified Chairperson and Secretary-Treasurer; all as of the 22<sup>nd</sup> day of May, 2018.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT  
CLARK, LANGLADE, LINCOLN, MARATHON,  
MENOMINEE, PORTAGE, PRICE, SHAWANO,  
TAYLOR AND WAUPACA COUNTIES, WISCONSIN

By: \_\_\_\_\_  
Thomas Felch,  
Chairperson

By: \_\_\_\_\_  
Maria Volpe,  
Secretary-Treasurer

ASSIGNMENT

FOR VALUE RECEIVED, the undersigned sells, assigns and transfers unto

\_\_\_\_\_

(Name and Address of Assignee)

\_\_\_\_\_

(Social Security or other Identifying Number of Assignee)

the within Note and all rights thereunder and hereby irrevocably constitutes and appoints \_\_\_\_\_, Legal Representative, to transfer said Note on the books kept for registration thereof, with full power of substitution in the premises.

Dated: \_\_\_\_\_

Signature Guaranteed:

\_\_\_\_\_  
(e.g. Bank, Trust Company  
or Securities Firm)

\_\_\_\_\_  
(Depository or its Nominee  
Name)

\_\_\_\_\_  
(Authorized Officer)

NOTICE: The above-named  
Depository or its Nominee Name must correspond  
with the name as it appears upon the face of the  
within Note in every particular, without alteration or  
enlargement or any change whatever.

# EXHIBIT C



## Northcentral Technical College District

### Results of Competitive Bids

**\$11,500,000 General Obligation Promissory Notes**

**Bids Received by 10:30 AM (CT)**

**Monday, April 30, 2018**

<b>Rank</b>	<b>Bidder</b>	<b>True Interest Cost</b>
1	Citigroup Global Markets, Inc.	2.6481%
2	Morgan Stanley & Co, LLC	2.6673%
3	Hutchinson, Shockey, Erley & Co.	2.6721%
4	Northland Securities, Inc.	2.7272%
5	Janney Montgomery Scott LLC	2.7311%

**BOND PRICING**

**Northcentral Technical College District (Aa1)  
General Obligation Promissory Notes - FINAL  
NBQ; Callable 3/1/2025 or Any Date Thereafter  
Citigroup Global Markets, Inc.**

Bond Component	Maturity Date	Amount	Rate	Yield	Price	Yield to Maturity	Call Date	Call Price	Premium (-Discount)
Serial Bond:									
	03/01/2019	1,735,000	3.000%	1.800%	100.917				15,909.95
	03/01/2020	920,000	3.000%	2.000%	101.733				15,943.60
	03/01/2021	960,000	3.000%	2.130%	102.330				22,368.00
	03/01/2022	995,000	3.000%	2.210%	102.844				28,297.80
	03/01/2023	1,035,000	3.000%	2.320%	103.054				31,608.90
	03/01/2024	1,080,000	4.000%	2.410%	108.521				92,026.80
	03/01/2025	1,125,000	4.000%	2.470%	109.488				106,740.00
	03/01/2026	1,170,000	3.000%	2.650%	102.155 C	2.691%	03/01/2025	100.000	25,213.50
	03/01/2027	1,215,000	3.000%	2.750%	101.533 C	2.801%	03/01/2025	100.000	18,625.95
	03/01/2028	1,265,000	3.000%	2.850%	100.915 C	2.892%	03/01/2025	100.000	11,574.75
		11,500,000							368,309.25

Dated Date	05/22/2018	
Delivery Date	05/22/2018	
First Coupon	09/01/2018	
Par Amount	11,500,000.00	
Premium	368,309.25	
Production	11,868,309.25	103.202689%
Underwriter's Discount	(48,451.25)	(0.421315%)
Purchase Price	11,819,858.00	102.781374%
Accrued Interest		
Net Proceeds	11,819,858.00	



**BOND DEBT SERVICE**

**Northcentral Technical College District (Aa1)  
General Obligation Promissory Notes - FINAL  
NBQ; Callable 3/1/2025 or Any Date Thereafter  
Citigroup Global Markets, Inc.**

Period Ending	Principal	Coupon	Interest	Debt Service	Annual Debt Service
05/22/2018					
09/01/2018			100,938.75	100,938.75	100,938.75
03/01/2019	1,735,000	3.000%	183,525.00	1,918,525.00	
09/01/2019			157,500.00	157,500.00	2,076,025.00
03/01/2020	920,000	3.000%	157,500.00	1,077,500.00	
09/01/2020			143,700.00	143,700.00	1,221,200.00
03/01/2021	960,000	3.000%	143,700.00	1,103,700.00	
09/01/2021			129,300.00	129,300.00	1,233,000.00
03/01/2022	995,000	3.000%	129,300.00	1,124,300.00	
09/01/2022			114,375.00	114,375.00	1,238,675.00
03/01/2023	1,035,000	3.000%	114,375.00	1,149,375.00	
09/01/2023			98,850.00	98,850.00	1,248,225.00
03/01/2024	1,080,000	4.000%	98,850.00	1,178,850.00	
09/01/2024			77,250.00	77,250.00	1,256,100.00
03/01/2025	1,125,000	4.000%	77,250.00	1,202,250.00	
09/01/2025			54,750.00	54,750.00	1,257,000.00
03/01/2026	1,170,000	3.000%	54,750.00	1,224,750.00	
09/01/2026			37,200.00	37,200.00	1,261,950.00
03/01/2027	1,215,000	3.000%	37,200.00	1,252,200.00	
09/01/2027			18,975.00	18,975.00	1,271,175.00
03/01/2028	1,265,000	3.000%	18,975.00	1,283,975.00	
09/01/2028					1,283,975.00
	11,500,000		1,948,263.75	13,448,263.75	13,448,263.75

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

**MEETING DATE:** May 1, 2018

**TOPIC:** 2017-2018 Budget Modifications

**POLICY 1.3 – Budgeting** – Budgeting any fiscal year or the remaining part of any fiscal year shall not *deviate materially* from Board Community Benefit Statement priorities, risk fiscal jeopardy, or fail to be derived from a multi-year plan.

**INTERPRETATION:** To avoid *material deviation* NTC will follow Wisconsin statute, 65.90 (5) (a) (b), which states that the formal budget...”may not be changed unless authorized by a vote of two-thirds of the entire membership of the governing body of the municipality.”

**DATA/RESULTS:** The attached resolutions authorize 2017-2018 budget modifications in accordance with Wisconsin Statute 65.90. As a normal course of business, routine transfers within board parameters are made to the budget during the year. Annual budget modifications are made in May prior to the adoption of the 2018-2019 budget, when Financial Services *estimates* 2017-2018 actual revenues and expenditures.

The attached budget modifications are typical for funds within NTC’s \$96 million budget. A brief explanation of the budget transfers and purpose of each are listed at the bottom of the resolutions.

**AGENDA CATEGORY:**  
Regular Voting Agenda

**PROPOSED MOTION:**  
To move the budget modification resolutions as attached.

**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 April 27, 2018

Proposed for Board Action  
May 1, 2018

GENERAL FUND  
BUDGET TRANSFER RESOLUTION  
2017-2018 Budget

WHEREAS, the Northcentral Technical College District general fund total resources are (\$461,992) less than budgeted for the fiscal year 2017-2018, and

WHEREAS, total uses in the District's general fund are (\$461,992) less than budgeted for fiscal year 2017-2018,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The General Fund accounts for all financial activities except those required to be accounted for in another fund. Tax levy is increased for net new construction levied. Student fee revenue is down due to a decline in FTEs vs original budget. Expenditures are down due to decreased FTEs vs original budget and conservative spending.

**Northcentral Technical College  
General Fund  
Budget Transfer Resolution  
2017-2018 Budget**

<b><u>RESOURCES</u></b>	<b>2017-2018 <u>Budget</u></b>	<b>Recommended 2017-2018 Adjusted <u>Budget</u></b>	<b><u>Difference</u></b>
Revenues:			
Local Government	\$8,665,544	\$8,992,280	\$326,736
State	19,156,483	19,200,000	43,517
Program Fees	9,597,000	9,250,000	(347,000)
Material Fees	563,500	500,000	(63,500)
Other Student Fees	439,500	450,000	10,500
Institutional	435,000	500,000	65,000
Federal	<u>0</u>	<u>10,000</u>	<u>10,000</u>
Total Revenues	38,857,027	38,902,280	45,253
Transfers from Reserves and Designated Fund Balances:*			
Designated for Operations	128,371	0	(128,371)
Designated for Post-Employment Benefits	414,000	0	(414,000)
Designated for State Aid Fluctuations	0	0	0
Designated for Subsequent Year	0	0	0
Designated for Subsequent Years	<u>0</u>	<u>0</u>	<u>0</u>
Total Transfers	542,371	0	(542,371)
Other Funding Sources:			
Interfund Transfers In	<u>0</u>	<u>35,126</u>	<u>35,126</u>
Total Transfers	0	35,126	35,126
<b>Total Resources</b>	<b><u>\$39,399,398</u></b>	<b><u>\$38,937,406</u></b>	<b><u>(\$461,992)</u></b>
<b><u>USES</u></b>			
Expenditures:			
Instructional	\$23,360,559	\$21,962,000	(\$1,398,559)
Instructional Resources	1,580,549	1,564,000	(16,549)
Student Services	2,210,937	2,228,000	17,063
General Institutional	8,357,087	8,402,000	44,913
Physical Plant	3,836,895	3,801,000	(35,895)
Public Service	<u>0</u>	<u>0</u>	<u>0</u>
Total Expenditures	39,346,027	37,957,000	(1,389,027)
Transfer to Reserves and Designated Fund Balances:*			
Designated for Operations	0	945,041	945,041
Designated for Post-Employment Benefits	0	0	0
Designated for State Aid Fluctuations	53,371	16,365	(37,006)
Designated for Subsequent Year	0	0	0
Designated for Subsequent Years	<u>0</u>	<u>0</u>	<u>0</u>
	53,371	961,406	908,035
Interfund Transfers Out	<u>0</u>	<u>19,000</u>	<u>19,000</u>
	0	19,000	19,000
<b>Total Uses</b>	<b><u>\$39,399,398</u></b>	<b><u>\$38,937,406</u></b>	<b><u>(\$461,992)</u></b>

\*Represents increase or decrease to designated balance.

Proposed for Board Action  
May 1, 2018

SPECIAL REVENUE FUND - OPERATIONAL  
BUDGET TRANSFER RESOLUTION  
2017-2018 Budget

WHEREAS, the Northcentral Technical College District special revenue fund - operational total resources are \$743,437 greater than budgeted for the fiscal year 2017-2018, and

WHEREAS, total uses in the District's special revenue fund - operational are \$743,437 greater than budgeted for fiscal year 2017-2018,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Special Revenue Fund accounts for proceeds and related activity of revenue sources that are legally restricted to specific purposes and cannot be moved between funds. This fund typically fluctuates from year to year based upon grant activity and the timing of grant awards. For example, this fund includes State Grants, Basic Skills Grants, and Carl D. Perkins Career and Technical Improvement Act Grants. Also included in this fund are business and industry contracts.

A unique trait of this fund is that expenditures drive revenue. Services are performed and then NTC is reimbursed by the granting agency. Budgeting is based on historical data with estimates for new year growth.

State grant revenue is re-estimated to include additional Jails and Apprenticeship grant revenue. Institutional revenue is revised for additional Business and Industry contract revenue. Federal grant revenue is re-estimated to include additional funding for ACT for Healthcare as well as a new NSF grant.

**Northcentral Technical College  
Special Revenue Fund - Operational  
Budget Transfer Resolution  
2017-2018 Budget**

<u>RESOURCES</u>	<u>2017-2018 Budget</u>	<u>Recommended 2017-2018 Adjusted Budget</u>	<u>Difference</u>
Revenues:			
Local Government	\$1,100,000	\$1,100,000	\$0
State	3,058,580	3,179,933	121,353
Program Fees	227,000	225,734	(1,266)
Material Fees	34,000	38,375	4,375
Other Student Fees	419,000	436,560	17,560
Institutional	3,333,000	3,443,760	110,760
Federal	1,313,900	1,878,875	564,975
Total Revenues	<u>9,485,480</u>	<u>10,303,237</u>	<u>817,757</u>
Other Sources			
Interfund Transfers In	<u>0</u>	<u>0</u>	<u>0</u>
Total Other Sources	<u>0</u>	<u>0</u>	<u>0</u>
Transfers from Reserves and Designated Fund Balances:*			
Designated for Operations	74,320	0	(74,320)
Designated for Subsequent Year	<u>0</u>	<u>0</u>	<u>0</u>
Total Transfers	<u>74,320</u>	<u>0</u>	<u>(74,320)</u>
 Total Resources	 <u><u>\$9,559,800</u></u>	 <u><u>\$10,303,237</u></u>	 <u><u>\$743,437</u></u>
 <u>USES</u>			
Expenditures:			
Instructional	\$7,280,400	\$7,675,736	\$395,336
Instructional Resources	42,700	114,833	72,133
Student Services	1,448,000	1,498,935	50,935
General Institutional	743,200	908,555	165,355
Physical Plant	45,500	46,513	1,013
Public Service	<u>0</u>	<u>0</u>	<u>0</u>
Total Expenditures	<u>9,559,800</u>	<u>10,244,572</u>	<u>684,772</u>
Transfers to Reserves and Designated Fund balances:*			
Designated for Operations	<u>0</u>	<u>58,665</u>	<u>58,665</u>
Total Transfers	<u>0</u>	<u>58,665</u>	<u>58,665</u>
Other Uses			
Interfund Transfers Out	<u>0</u>	<u>0</u>	<u>0</u>
Total Other Uses	<u>0</u>	<u>0</u>	<u>0</u>
 Total Uses	 <u><u>\$9,559,800</u></u>	 <u><u>\$10,303,237</u></u>	 <u><u>\$743,437</u></u>

\*Represents increase or decrease to designated balance.

Proposed for Board Action  
May 1, 2018

SPECIAL REVENUE FUND - NON-AIDABLE  
BUDGET TRANSFER RESOLUTION  
2017-2018 Budget

WHEREAS, the Northcentral Technical College District special revenue fund - non-aidable total resources are (\$2,311,111) less than budgeted for the fiscal year 2017-2018, and

WHEREAS, total uses in the District's special revenue fund - non-aidable are (\$2,311,111) less than budgeted for fiscal year 2017-2018,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Special Revenue Fund - Non-Aidable accounts for assets held by the District in a trustee capacity or as an agent for individuals, private organizations, or other governmental units. This fund primarily consists of Financial Aid and Student Organization activity. This fund also includes Community Area Network (CAN) agency activity as a public service.

Original fiscal year 2018 budget forecasting for state and federal financial aid was based on similar budget and activity from the prior fiscal year. Actual state and federal financial aid awards have declined.

**Northcentral Technical College  
Special Revenue Fund - Non-Aidable  
Budget Transfer Resolution  
2017-2018 Budget**

<b><u>RESOURCES</u></b>	<b>2017-2018 <u>Budget</u></b>	<b>Recommended 2017-2018 Adjusted <u>Budget</u></b>	<b><u>Difference</u></b>
Revenues:			
Local Government	\$200,000	\$200,000	\$0
State Aids	1,258,500	1,141,276	(117,224)
Other Student Fees	877,000	847,000	(30,000)
Institutional	183,000	240,000	57,000
Federal	<u>13,727,000</u>	<u>11,487,113</u>	<u>(2,239,887)</u>
Total Revenues	16,245,500	13,915,389	(2,330,111)
Transfers from Reserves and Designated Fund Balances:*			
Reserve for Student Organizations	<u>0</u>	<u>0</u>	<u>0</u>
Total Transfers	0	0	0
Other Funding Sources:			
Interfund Transfers In	<u>0</u>	<u>19,000</u>	<u>19,000</u>
Total Transfers	0	19,000	19,000
Total Resources	<u>\$16,245,500</u>	<u>\$13,934,389</u>	<u>(\$2,311,111)</u>
<b><u>USES</u></b>			
Expenditures:			
Instructional	\$0	\$0	\$0
Student Services	16,160,500	13,819,122	(2,341,378)
General Institutional	0	0	0
Public Service	<u>70,000</u>	<u>35,000</u>	<u>(35,000)</u>
Total Expenditures	16,230,500	13,854,122	(2,376,378)
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Student Organizations	<u>15,000</u>	<u>80,267</u>	<u>65,267</u>
Total Transfers	15,000	80,267	65,267
Other Uses:			
Interfund Transfers Out	<u>0</u>	<u>0</u>	<u>0</u>
Total Uses	<u>\$16,245,500</u>	<u>\$13,934,389</u>	<u>(\$2,311,111)</u>

\*Represents increase or decrease to designated balance.



Proposed for Board Action  
May 1, 2018

CAPITAL PROJECTS FUND  
BUDGET TRANSFER RESOLUTION  
2017-2018 Budget

WHEREAS, the Northcentral Technical College District capital projects fund total resources are (\$1,116,035) less than budgeted for the fiscal year 2017-2018, and

WHEREAS, total uses in the District's capital projects fund are (\$1,116,035) less than budgeted for fiscal year 2017-2018,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Capital Projects Fund accounts for resources and related financial expenditures for the acquisition, equipping, and improvement of sites.

The variances in the capital budget are due to the change in timing of capital projects. The typical borrowing schedule is during the May and June timeframe and includes borrowing for future fiscal year projects. Typically, the college prespends some of those future fiscal year dollars in the year the funds are received, enabling projects to begin after the spring semester ends and into early summer.

It is typical to change the timing of projects due to changes in weather and changes in instructional plans.

Proposed for Board Action  
May 1, 2018

**Northcentral Technical College  
Capital Projects Fund  
Budget Transfer Resolution  
2017-2018 Budget**

<b><u>RESOURCES</u></b>	<b><u>2017-2018 Budget</u></b>	<b><u>Recommended 2017-2018 Adjusted Budget</u></b>	<b><u>Difference</u></b>
Revenues:			
Local Government	\$0	\$0	\$0
State	198,705	250,706	52,001
Institutional	323,000	468,600	145,600
Federal	0	35,491	35,491
Total Revenues	<u>521,705</u>	<u>754,797</u>	<u>233,092</u>
Transfers from Reserves and Designated Fund Balances:*			
Reserve for Capital Projects	<u>2,530,709</u>	<u>780,582</u>	<u>(1,750,127)</u>
Total Transfers	<u>2,530,709</u>	<u>780,582</u>	<u>(1,750,127)</u>
Other Funding Sources:			
Proceeds from Debt	11,099,000	11,500,000	401,000
Interfund Transfers In	<u>0</u>	<u>0</u>	<u>0</u>
Total Other Funding Sources	<u>11,099,000</u>	<u>11,500,000</u>	<u>401,000</u>
Total Resources	<u><u>\$14,151,414</u></u>	<u><u>\$13,035,379</u></u>	<u><u>(\$1,116,035)</u></u>
<b><u>USES</u></b>			
Expenditures:			
Instructional	\$2,169,751	\$1,926,889	(\$242,862)
Instructional Resources	1,021,034	1,327,117	306,083
Student Services	0	0	0
General Institutional	5,692,976	3,149,690	(2,543,286)
Physical Plant	5,267,653	6,631,683	1,364,030
Public Service	<u>0</u>	<u>0</u>	<u>0</u>
Total Expenditures	<u>14,151,414</u>	<u>13,035,379</u>	<u>(1,116,035)</u>
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Capital Projects	<u>0</u>	<u>0</u>	<u>0</u>
Total Transfers	<u>0</u>	<u>0</u>	<u>0</u>
Other Uses:			
Interfund Transfers Out	<u>0</u>	<u>0</u>	<u>0</u>
Total Uses	<u><u>\$14,151,414</u></u>	<u><u>\$13,035,379</u></u>	<u><u>(\$1,116,035)</u></u>

\*Represents increase or decrease to designated balance.

Proposed for Board Action  
May 1, 2018

DEBT SERVICE FUND  
BUDGET TRANSFER RESOLUTION  
2017-2018 Budget

WHEREAS, the Northcentral Technical College District debt service fund total resources are (\$46,370) less than budgeted for the fiscal year 2017-2018, and

WHEREAS, total uses in the District's debt service fund are (\$46,370) less than budgeted for fiscal year 2017-2018,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Debt Service Fund accumulates resources for, and reflects current and prior year revenues for payment of general long term debt and long term lease purchases.

**Northcentral Technical College  
Debt Service Fund  
Budget Transfer Resolution  
2017-2018 Budget**

<b><u>RESOURCES</u></b>	<b>2017-2018 <u>Budget</u></b>	<b>Recommended 2017-2018 <u>Adjusted Budget</u></b>	<b><u>Difference</u></b>
Revenues:			
Local Government	\$9,762,150	\$10,035,141	\$272,991
Revenue Recognized from Prior Year Levy	\$0	\$0	\$0
Institutional	15,000	30,000	15,000
Total Revenues	<u>9,777,150</u>	<u>10,065,141</u>	<u>287,991</u>
Transfers from Reserves and Designated Fund Balances:*			
Reserve for Debt Service	1,464,350	1,003,989	(460,361)
Total Transfers	<u>1,464,350</u>	<u>1,003,989</u>	<u>(460,361)</u>
Other Funding Sources:			
Premium on Long-Term Debt	195,000	321,000	126,000
Interfund Transfers In	0	0	0
Total Transfers	<u>195,000</u>	<u>321,000</u>	<u>126,000</u>
Total Resources	<u>\$11,436,500</u>	<u>\$11,390,130</u>	<u>(\$46,370)</u>
 <b><u>USES</u></b>			
Expenditures:			
Physical Plant	\$11,436,500	\$11,390,130	(\$46,370)
Total Expenditures	<u>11,436,500</u>	<u>11,390,130</u>	<u>(46,370)</u>
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Debt Service	0	0	0
Total Transfers	<u>0</u>	<u>0</u>	<u>0</u>
Designated Fund Balance for Subsequent Year	0	0	0
Total Designated Fund Balance	<u>0</u>	<u>0</u>	<u>0</u>
Total Uses	<u>\$11,436,500</u>	<u>\$11,390,130</u>	<u>(\$46,370)</u>

\*Represents increase or decrease to designated balance.

Proposed for Board Action  
May 1, 2018

ENTERPRISE FUND  
BUDGET TRANSFER RESOLUTION  
2017-2018 Budget

WHEREAS, the Northcentral Technical College District enterprise fund total resources are (\$177,874) less than budgeted for the fiscal year 2017-2018, and

WHEREAS, total uses in the District's enterprise fund are (\$177,874) less than budgeted for fiscal year 2017-2018,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Enterprise Fund accounts for costs of providing goods or services financed primarily through user fees.

This fund includes activities such as: Agriculture Center of Excellence, Auto Mechanics, Campus Store, Campus Cafe, and the Dental Clinic.

Proposed for Board Action  
 May 1, 2018

**Northcentral Technical College  
 Enterprise Fund  
 Budget Transfer Resolution  
 2017-2018 Budget**

<b><u>RESOURCES</u></b>	<b>2017-2018 <u>Budget</u></b>	<b>Recommended 2017-2018 <u>Adjusted Budget</u></b>	<b><u>Difference</u></b>
Revenues:			
Local Government	\$0	\$0	\$0
Institutional	2,860,000	2,640,000	(220,000)
Federal	0	0	0
Total Revenues	<u>2,860,000</u>	<u>2,640,000</u>	<u>(220,000)</u>
Transfers from Reserves and Designated Fund Balances:*			
Retained Earnings	<u>0</u>	<u>42,126</u>	<u>42,126</u>
Total Transfers	0	42,126	42,126
Total Resources	<u><u>\$2,860,000</u></u>	<u><u>\$2,682,126</u></u>	<u><u>(\$177,874)</u></u>
 <b><u>USES</u></b>			
Expenditures:			
Auxiliary Services	<u>\$2,853,000</u>	<u>\$2,661,000</u>	<u>(\$192,000)</u>
Total Expenditures	2,853,000	2,661,000	(192,000)
Transfer to Reserves and Designated Fund Balances:*			
Retained Earnings	<u>7,000</u>	<u>0</u>	<u>(7,000)</u>
Total Transfers	7,000	0	(7,000)
Other Funding Uses:			
Interfund Transfers Out	<u>0</u>	<u>21,126</u>	<u>21,126</u>
Total Transfers	0	21,126	21,126
Total Uses	<u><u>\$2,860,000</u></u>	<u><u>\$2,682,126</u></u>	<u><u>(\$177,874)</u></u>

\*Represents increase or decrease to designated balance.

Proposed for Board Action  
May 1, 2018

INTERNAL SERVICE FUND  
BUDGET TRANSFER RESOLUTION  
2017-2018 Budget

WHEREAS, the Northcentral Technical College District internal service fund total resources are (\$14,000) less than budgeted for the fiscal year 2017-2018, and

WHEREAS, total uses in the District's internal service fund are (\$14,000) less than budgeted for fiscal year 2017-2018,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Internal Service Fund accounts for financial activities of goods and services provided by one department to other departments of the district or government units on a cost-reimbursement basis. This fund includes: printing and duplicating, and self-funded health, dental, and vision insurance activity.

Self funded health insurance activity accounts for the bulk of the activity in this fund.

Proposed for Board Action  
 May 1, 2018

**Northcentral Technical College  
 Internal Service Fund  
 Budget Transfer Resolution  
 2017-2018 Budget**

<b><u>RESOURCES</u></b>	<b>2017-2018 <u>Budget</u></b>	<b>Recommended 2017-2018 <u>Adjusted Budget</u></b>	<b><u>Difference</u></b>
Revenues:			
Institutional	\$7,315,000	\$7,301,000	(\$14,000)
Total Revenues	<u>7,315,000</u>	<u>7,301,000</u>	<u>(14,000)</u>
Transfers from Reserves and Designated Fund Balances:*			
Retained Earnings	<u>0</u>	<u>0</u>	<u>0</u>
Total Transfers	<u>0</u>	<u>0</u>	<u>0</u>
Interfund Transfers In	<u>0</u>	<u>0</u>	<u>0</u>
	<u>0</u>	<u>0</u>	<u>0</u>
Total Resources	<u><u>\$7,315,000</u></u>	<u><u>\$7,301,000</u></u>	<u><u>(\$14,000)</u></u>
 <b><u>USES</u></b>			
Expenditures:			
Auxiliary Services	<u>\$7,253,000</u>	<u>\$7,274,000</u>	<u>\$21,000</u>
Total Expenditures	<u>7,253,000</u>	<u>7,274,000</u>	<u>21,000</u>
Transfer to Reserves and Designated Fund Balances:*			
Retained Earnings	<u>62,000</u>	<u>13,000</u>	<u>(49,000)</u>
Total Transfers	<u>62,000</u>	<u>13,000</u>	<u>(49,000)</u>
Interfund Transfers Out	<u>0</u>	<u>14,000</u>	<u>14,000</u>
	<u>0</u>	<u>14,000</u>	<u>14,000</u>
Total Uses	<u><u>\$7,315,000</u></u>	<u><u>\$7,301,000</u></u>	<u><u>(\$14,000)</u></u>

\*Represents increase or decrease to designated balance.



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

**MEETING DATE:** May 1, 2018

**TOPIC:** Tentative Approval of Fiscal Year 2018-2019 Budget Summary and confirming a Budget Hearing Date

**POLICY 1.3 – Budgeting** – Budgeting any fiscal year or the remaining part of any fiscal year shall not deviate materially from Board Community Benefit Statement priorities, risk fiscal jeopardy, or fail to be derived from a multi-year plan.

**INTERPRETATION:** To avoid *material deviation* NTC will follow Wisconsin statute, 65.90 (1), which states that “each technical college district...shall annually, prior to the determination of the sum to be financed in whole or in part by a general property tax, funds on hand or estimated revenues from any source, formulate a budget and hold public hearings thereon.”

**DATA/RESULTS:** Board adoption is requested on the tentative budget summary included in the board meeting packet. The purpose for adopting this tentative budget summary is to allow time for citizen input prior to the June board meeting when final approval is sought. A public hearing is proposed for Tuesday, June 12, 2018, at 12:00 noon at NTC, 1000 W. Campus Drive, Wausau, Room D100 and on ITV projected out to regional campuses.

**AGENDA CATEGORY:**  
Regular Voting Agenda

**PROPOSED MOTION:**

To approve the tentative fiscal year 2018-2019 budget summary and encourage all interested parties to attend a Public Hearing to be held at 12:00 noon on Tues., June 12, 2018, at NTC, 1000 W. Campus Drive, Wausau, Room D100 and on ITV projected out to regional campuses for the purpose of allowing citizen input.

**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 April 23, 2018

**Northcentral Technical College**  
**BUDGET SUMMARY AND NOTICE OF PUBLIC HEARING**  
**July 1, 2018 - June 30, 2019**

	General and Special Revenue Funds (Operational)			All Other Funds		
	Actual 2016-2017	Estimated (1) 2017-2018	Budget 2018-2019	Actual 2016-2017	Estimated (1) 2017-2018	Budget 2018-2019
<b>SOURCES OF FUNDS</b>						
<u>Revenue</u>						
Local Revenue-Property Tax	\$9,711,191	\$10,092,280	\$10,092,280	\$12,117,325	\$10,235,141	\$10,235,141
Revenue Recognized from Prior Levy	\$0	\$0	\$0	\$0	\$0	\$0
State	22,216,282	22,379,933	21,463,264	1,592,766	1,391,982	1,243,000
Student Fees	11,394,853	10,900,669	10,983,446	878,639	847,000	845,000
Institutional (2)	3,737,201	3,943,760	3,903,973	10,939,114	10,679,600	11,035,600
Federal	2,771,021	1,888,875	1,339,931	12,931,180	11,522,604	10,243,113
<b>Total Revenue</b>	<b>\$49,830,548</b>	<b>\$49,205,517</b>	<b>\$47,782,894</b>	<b>\$38,459,024</b>	<b>\$34,676,327</b>	<b>\$33,601,854</b>
<u>Other Funding Sources:</u>						
Proceeds from Debt	\$0	\$0	\$0	\$11,020,437	\$11,821,000	\$11,821,000
Interfund Transfers In	1,020,663	16,126	0	666,000	19,000	19,000
Reductions in Fund Balance	28,029	0	407,188	533,956	1,826,697	1,379,674
<b>Total Sources of Funds</b>	<b>\$50,879,240</b>	<b>\$49,221,643</b>	<b>\$48,190,082</b>	<b>\$50,679,417</b>	<b>\$48,343,024</b>	<b>\$46,821,528</b>
<b>USES OF FUNDS</b>						
<u>Expenditures</u>						
Instruction	\$29,718,643	\$29,637,736	\$29,661,565	\$2,387,501	\$1,926,889	\$2,066,969
Instructional Resources	1,559,016	1,678,833	1,709,595	1,219,400	1,327,117	1,584,528
Student Services	3,782,878	3,726,935	3,844,657	15,431,848	13,819,122	12,607,433
General Institutional	9,836,666	9,310,555	9,042,130	2,893,595	3,149,690	3,862,863
Physical Plant	3,610,793	3,847,513	3,885,579	18,199,034	18,021,813	15,579,094
Auxiliary Service	0	0	0	9,735,257	9,935,000	10,490,313
Public Service	0	0	0	63,373	35,000	126,500
<b>Total Expenditures</b>	<b>\$48,507,996</b>	<b>\$48,201,572</b>	<b>\$48,143,526</b>	<b>\$49,930,008</b>	<b>\$48,214,631</b>	<b>\$46,317,700</b>
<u>Other Uses</u>						
Interfund Transfers Out	\$1,660,000	\$0	\$19,000	\$26,663	\$35,126	\$0
Increases to Fund Balance	711,244	1,020,071	27,556	722,746	93,267	503,828
<b>Total Uses of Funds</b>	<b>\$50,879,240</b>	<b>\$49,221,643</b>	<b>\$48,190,082</b>	<b>\$50,679,417</b>	<b>\$48,343,024</b>	<b>\$46,821,528</b>
<b>FUND BALANCE</b>						
Beginning	\$16,481,361	\$17,164,576	\$18,184,647	\$18,642,990	\$18,831,780	\$17,098,350
Ending	17,164,576	18,184,647	17,805,015	18,831,780	17,098,350	16,222,504
Less:						
Committed Fund Balance	17,164,576	18,184,647	17,805,015	4,425,591	3,472,743	3,944,751
Fund Balance Designated for Subsequent Year	\$0	\$0	\$0	\$14,406,189	\$13,625,607	\$12,277,753

**PROPERTY TAX AND EXPENDITURE HISTORY**

Year	Equalized Valuation	Operational (4)	Debt Service	Mill Rate	Percent Inc/(Dec)
2015	\$15,113,021,324	0.62683	0.59124	1.21807	n/a
2016	\$15,250,959,190	0.63534	0.62575	1.26109	3.53%
2017	\$15,589,508,123	0.63925	0.62620	1.26545	0.35%
2018	\$16,025,457,462	0.64225	0.62620	1.26845	0.24%
2019 (3)	\$16,025,457,462	0.64225	0.62620	1.26845	0.00%

Year	Total Expenditures All Funds	Expenditure Inc/(Dec)	Tax Levy	Tax Levy Inc/(Dec)	Tax on \$100,000 of Property
2015	\$100,651,380	n/a	\$18,408,799	n/a	\$121.81
2016	\$96,877,492	-3.75%	\$19,232,908	4.48%	\$126.11
2017	\$98,438,004	1.61%	\$19,727,694	2.57%	\$126.55
2018 (1)	\$96,416,203	-2.05%	\$20,327,421	3.04%	\$126.85
2019 (3)	\$94,461,226	-2.03%	\$20,327,421	0.00%	\$126.85

- (1) Nine months actual and three months estimated.  
(2) Consists of interest income, contract revenue, gifts, grants, sales and miscellaneous revenue.  
(3) Based on a projected no change in assessed valuation.

**NOTICE OF PUBLIC HEARING**

A public hearing on the proposed 2018-2019 budget for the Northcentral Technical College District will be held at Northcentral Technical College, Timberwolf Conference Center - D100, 1000 West Campus Drive, Wausau, WI 54401, on Tuesday, June 12, 2018 at 12:00 p.m. This hearing will be projected through interactive videoconferencing to regional campuses in Antigo, Medford, Phillips, Spencer, and Public Safety Center of Excellence, Rooms T114, M115, P131, S108, and PS110 respectively. The hearing will also be available through interactive videoconferencing at the Wittenberg campus main office.

The detailed budget is available for public inspection in the district finance department.

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

**MEETING DATE:** May 1, 2018

**TOPIC:** Non-represented Employee 2018-19 Salary Increases

**POLICY 1.5 Compensation and Benefits** – With respect to employment, compensation and benefits to employees, consultants and contract workers, the Chief Executive officer may not cause or allow jeopardy to fiscal integrity or public image.

Accordingly, he or she may not:

1. Promise or imply permanent or guaranteed employment.
2. Establish current compensation and benefits which deviate materially from the geographic or professional market for the skills employed or that may harm our competitive position.
3. Fail to ensure employee staffing profile efforts similar to the community profile.

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

**INTERPRETATION:** The Board must authorize salary and benefit increases of non-represented employees.

**DATA/RESULTS:**

Board authorization is requested to implement July 1, 2018 salary changes for non-represented staff. The proposed changes are aligned with the 2018-19 fiscal planning parameters presented to the Board and do not deviate materially from the geographical or professional market for the skills employed.

Group 1. For Middle Leader, Confidential Staff, Administrative Support Professional, Technical Support Professional, Facilities Support Staff, and Salaried Non-Represented an increase for 2018-19 is proposed and includes:

- 2.13% average salary increase

Group 2. For work study and student employees an increase for 2018-19 is proposed for positions in the following areas: Academic Lab Assistance, Technology, Farm-Related, and Facilities Seasonal:

- \$12.00 per hour based on market

Group 3. For classified non-union, Adjunct Faculty for 2018-19 a 0% increase is proposed based on market wages.

**AGENDA CATEGORY:**

Regular Agenda

**PROPOSED MOTION:**

Approve the non-represented employee 2018-2019 salary increase as indicated above.

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

Signed Dr. Lori A. Weyers Dated: April 24, 2018

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

**MEETING DATE:** May 1, 2018

**TOPIC:** Business and Industry Contract Rates

**POLICY:** WTCSB Financial Accounting Manual 7.2.1. states that each district Board shall “establish criteria for pricing district contracts to provide educational services including criteria for when more or less than full costs (as defined in Section 7.4 of this manual) will be charged.”

**DATA/RESULTS:**

The NTC Board established in 1999 that Business and Industry contracts must recover 100% of cost based on the WTCS cost recovery formula. The current contract training rate has remained the same since 2013. Since then there has been continued increases in staffing, instructor wages, facilities, and equipment costs. As our contract training continues to expand, serving over 400 district businesses a year, it is vital to continue to change a cost recovery rate that covers the development and delivery of high quality and innovative customized training for our district businesses.

In comparing our training rates to that of other WTCS colleges, NTC currently has the lowest contract training rate. The average state rate is \$165/hour. Our current contract training rate is \$140/hr. The proposal is to increase the standard contract training rate to \$150/hour effective July 1, 2018 and to \$165/hr effective July 1, 2019.

**AGENDA CATEGORY:**  
Regular Voting Agenda

**PROPOSED MOTION:**

Approval of the proposal to increase our standard contract training rate to \$150/hour effective July 1, 2018 and to \$165/hr effective July 1, 2019.

**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 April 17 2018

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

**MEETING DATE:** May 1, 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: \$75,167,057

YTD Fund 1 – 7 Expenses: \$75,652,976

**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 April 23, 2018

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

**MEETING DATE:** May 1, 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. Jordan Frahmann – Instructional Technology Technician

Resignations:

1. Amber Stancher – Associate Dean of General Studies
2. Nicholas Wages – Flexible Learning Implementation Technician
3. Jessica Nickel – Custodian

Retirement:

N/A

**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 4/24/18



**Tentative** Board of Trustees Meetings – 2018 - 2019

Date	Event
<b>2018</b>	
<b>Monday, July 9</b>	Annual Organizational Meeting (Wausau)
<b>Tuesday, August 7</b>	Regular NTC Board of Trustees Meeting (Wausau)
<b>Tuesday, September 18</b>	Regular NTC Board of Trustees Meeting (Wausau)
<b>Tuesday, October 23</b>	NTC Board & NTC Foundation Board Joint Lunch Regular NTC Board of Trustees Meeting (Wausau)
<b>November</b>	No meeting in November
<b>Tuesday, December 4</b>	Regular NTC Board of Trustees Meeting (Wausau)
<b>2019</b>	
<b>Tuesday, January 15</b>	Regular NTC Board of Trustees Meeting (Wausau)
<b>Tuesday, February 12</b>	Regular NTC Board of Trustees Meeting (Wausau)
<b>Tuesday, March 12</b>	Regular NTC Board of Trustees Meeting (Wausau)
<b>Tuesday, April 2</b>	Regular NTC Board of Trustees Meeting (Wausau)
<b>Tuesday, May 7</b>	Regular NTC Board of Trustees Meeting (Wausau)
<b>Tuesday, June 11</b>	Regular NTC Board of Trustees Meeting (Wausau)
<b>Monday, July 8</b>	Annual Organizational Meeting (Wausau)

Board Lunch 12:15 p.m. – 1:00 p.m. | Board Meeting 1:00 p.m. – 4:30 p.m. | Unless otherwise specified.

(Note – These are the tentative meeting dates for 2018-2019 fiscal year. Please review for any potential conflict. These meeting dates will be approved at the July 2018 Board Annual Organizational Meeting.)

Updated: 4/18/18 - DRAFT

**5 Year Affirmative Action Plan – Annual Update**  
**Northcentral Technical College**  
**May 2018**

**EMPLOYMENT-FOCUSED ACTIVITIES**

**1. Recruitment of Employees and Talent Sourcing**

- All open positions are posted on wisconsiniversity.com which posts to many other various diversity-related sites such as Veterans, gender specialized, ethnic sites, etc.

**2. Employee Development and Training**

- Creating a follow-up survey to go out college-wide to compare results from 18 months ago to see if diversity training changed the perception of employees.
- Researching and developing a tool for staff to self-identify a disability for reporting purposes on compliance indicator reports.
- Diversity Steering Committee visited the Hmong Exhibit & Museum at the Wausau Center.
- All new employees take Kognito (focusing on Veteran students) online training.
- Offered Title IX training to students and staff in various modes and at various times.
- “The Changing Landscape of Education” Spring 2018 In-service for all employees.
- “Privilege and Equity” Fall 2017 In-service for all employees:
  - General session: Diversity, Privilege and Leadership – Eddie Moore

**Breakout sessions:**

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>○ Compende</li><li>○ Learn How to Speak Hmong</li><li>○ PTSD: A Combat Veteran’s Perspective</li><li>○ Indigenous Way of Life: A Contemporary Understanding of Ancient Practices</li><li>○ Got Privilege?</li><li>○ Post-Traumatic Stress Disorder and War Veterans</li><li>○ Christianity and Today’s Culture</li><li>○ The Changing Landscape of the Local Workforce</li></ul> | <ul style="list-style-type: none"><li>○ Diversity Student Panel</li><li>○ Create Your Own Diversity Toolkit for Canvas</li><li>○ Generational Diversity</li><li>○ From Accounting to Wood Science: What’s Global Got to do with it?</li><li>○ Muslims in America</li><li>○ Sexual Orientation, Gender Identity and the Law</li><li>○ Hmong Culture Q&amp;A Session</li><li>○ The Changing Landscape of Local K-12 Learning</li></ul> |
|--|--|
- Other various training provided throughout the year

**Think Tanks (generally one-hour sessions):**

- Understanding and Engaging Under-Resourced Students
- Autism
- Come Sign with Me
- Aging Family Members
- Engaging Millennials

**Webinar:**

- A Vision for Equity: Campus Based Strategies for Committing to Equity and Inclusive Excellence



**5 Year Affirmative Action Plan – Annual Update**  
**Northcentral Technical College**  
**May 2018**

**STUDENT –FOCUSED ACTIVITIES**

**1. Recruitment of minority/LEP students/Recruit and support ABE/ELL students' transition**

- Staff attended the Wisconsin Indian Education Association conference in April 2018, and the Suicide Prevention conference organized by Youth of the Ho-Chunk Nation in Wausau, September 2017. Staff will also attend Ho-Chunk Nation Youth and Family College Expo in May, 2018.
- Staff attended Hmong American Center Resource Fair in April 2018.
- Public Safety Day with Hmong American Center, April 2018; event to introduce youth and adults interested in careers in Public Safety.
- K12 staff working with Abbotsford, DCE, and Wausau school districts to support minority students' postsecondary planning and enrollment. Also focused recruitment and transition for students in Alternative High School.
- New partnership with Independent Living/Youth in Foster care to support students' awareness of NTC and college opportunities. Hosted 10 students for tour and information session March 2018.
- Pathway Advisor supports and guides ABE/ELL students' transition into post-secondary coursework.
- Dual Credit courses offered at Menominee Indian HS, White Lake, Bowler, and Wittenberg.
- Diversity presentations at Sophomore Career Exploration Day.

**2. Recruit females into School of Engineering and Technology and School of Advanced Manufacturing and Transportation programs**

- Activities and events to promote programs include the Heavy Metal bus tour, Career Discovery Days, Campus Visit days, the high school Welding and Mechanical Design Competition and Make IT Happen (High school IT Competition), Middle and high school summer camps.
- Targeted job fairs, job-related workshops, employer visits and mock interviews provided opportunities for females to meet others employed in the field.
- The new STEM Center opened in February 2018.

**3. Recruitment of students w/disabilities**

- Transition Coordinator attends transition meetings in Taylor, Marathon, Langlade County to share resources and support/advise area high school Special Education staff, presents to local high schools and to instructors of dual credit instructors on transition services, and attends transition fairs in Antigo/Langlade, Shawano/Menominee, and Gilman/Thorp. The Transition Coordinator also conducts accommodation intake meetings with students at their high schools.
- Disability Services host an orientation for new students to receive accommodations, become familiar with support available as well as assistive technology.

**4. Activities to support retention/completion of minority students/students with disabilities**

- Through targeted grant activities, minority students and students with disabilities receive intensive advising/case management services.
- Targeted monthly transition meetings for new high school students during June, July and August.
- Jump Start on-line orientation introduced students to resources and services.
- Mandatory orientation for all students planned for implementation in May 2018.
- Two-day delay on student course withdrawals implemented in January 2018, instructors/advisors prompted to reach out to students.
- Starfish Early Alert implementation planned for Fall 2018 college-wide.

**5. Professional Development to build cultural competence and inclusive culture at NTC**

- Fall and Spring in-services included presentations on Hmong Culture, Generational Diversity, Transgender and the Law, PTSD with Veterans, Sessions on speaking conversations Spanish and Hmong, Indigenous Culture, Privilege, and Religious Cultures.
- Think Tanks on topics offered at in-service were also presented throughout the year.
- Shared reading offered both Fall and Spring semester: Everything You Wanted to Know About Indians but Were Afraid to Ask.
- Film Discussion for students, staff and public: Milwaukee 53206; Also for Marathon County Teen documentary in March/April 2018.
- Speakers presented to students and staff on topics related to diversity/privilege, hunger, and domestic violence/sexual assault awareness.
- In-class Safe Space training for Human Services students.
- Privilege presentations to Nursing classes, also to SGA and current students.
- Veteran's Expo for students and the public at NTC in May 2018.
- Diversity Committee collaborated with Library staff to create additional diversity resource guides on Hate Crimes, Privilege and Equity, Generational Differences, and NTO/Gender Equity, for a total of 13 topical guides.

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

*Meeting Date: March 8, 2018*

*Program Name: Nursing*

### **Attendees**

#### **Industry Members**

- Deb Feldbruegge, Academic Advisor, Upper Iowa University
- Connie Gliniecki, Director of Nursing, North Central Health Care
- Mindy Meehean, Director of Nursing, Pine Crest Nursing Home
- Mary Moore, RN, BSN, Supervisor of Organizational Development, Aspirus Langlade Hospital
- Julie Riemer, Nurse Recruiter, Aspirus Wausau Hospital
- Barb Schindler, Director of Nursing, North Shore Healthcare
- Heidi Wincentsen, Lecturer-Nursing, UWSP

#### **NTC Staff:**

- Janet Baumann, Associate Dean of Health Sciences
- Jared Eggebrecht, Director of Business & Industry
- LeeAnn Isham-Her, Simulation Center Coordinator
- Sara Peterson, Science Faculty
- Zach Popp, Director of Adult & Incumbent Worker Recruitment
- Marlene Roberts, Dean, School of Health Sciences & Nursing Program Director
- Craig Stancher, Marketing Specialist

#### **Other**

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

- Students need to do more planning when competing against more experienced nurses for the same jobs. Also, instead of hiring in May, some facilities are now looking for workers in March. Facilities are looking at different care models to help offset the nursing need.
- Industry leaders see a generation gap when it comes to communication and technology. Pairing an experienced and a young Nurse together can help empower each.
- Critical-thinking and employability skills are something businesses would like to see more of in their students and seasoned employees.
- Military Medic to RN will be available April 2018. This is a flexible, online program so current Medics can study while on active duty.
- ACE Conference will be held again in November 2018.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: March 20, 2018

Program Name: Welding

### Attendees

#### Industry Members

- Dan Apfelbeck, Mayville Engineering Company
- Tim Strebbig, Enerquip
- Trent Weik, Enerquip
- Chris Brooks, Imperial Industries, Inc.
- Stephen McQuillan, Imperial Industries, Inc.
- Larry Krueger, Siemens Water Solutions
- Chris Krzewina, Jarp Industries
- Anthony Schmidt, Schuette Metals
- Ron Shampo, Agra Industries
- Mark Snyder, A&B Process Systems
- Joe Yelle, ADC Custom Products
- Trent Weik, Enerquip

#### NTC Staff:

- Greg Cisewski, Dean
- Ashley Deavers, Business & Industry
- Dan Grabko, Welding Faculty
- Veronica Hope, Welding Faculty
- Robert Leafblad, Welding Faculty
- Susan Clark, Administrative Assistant

#### Other

- Adam Olson, DC Everest High School
- Jon Winter, Wausau School District

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

- **INDUSTRY TRENDS:** Chris Brooks, Imperial Industries, shared that his company is growing rapidly. Imperial is doing more TIG and stainless welding. Tony, Schuette Metals, shared that they are looking for brake press operators, welders, laser operators, machinists and fabricators. Larry Krueger representing Siemens said they are not hiring at this time. Siemens is seeing more of their growth in China looking at how to compete with other international countries. A & B is looking to hire approximately 20 welders and seeing growth in orders from the pharmaceutical companies.  
A & B will be supporting an Explorers Scout Group in the Stratford area to get younger students interested in manufacturing. Ron Shampo, Agra Industries, is starting an in-house training program to improve quality and skill sets of welders. Agra's business is steady at this time. Chris Krzewina, Jarp Industries, has hired three welders in the past month and is looking for a couple of machinists in anticipation of a very good year. Trent Weik and Tim Strebbig, Enerquip, shared that sales are increasing and the first quarter should be good. They mentioned that the marketplace is very concerned about the tariff situation. Dan Apfelbeck, Mayville Engineering, is hiring at all their facilities and are busy running overtime on all shifts. Joe Yelle, ADC Custom Products, informed the committee that his company has been sold to GS Global Resources out of Mukwonago, Wisconsin, and will be known as ADC Equipment Innovations LLC. GS Global will provide huge growth for ADC which is planning to keep production in Weston and expand the facility. Adam Olson, D.C. Everest, gave the committee information on the upcoming D.C. Everest District referendum to expand the technical education areas of the high school along with many areas of learning in other facilities in the district. He asked for the committee's support.
- **ENROLLMENT REPORT:** The Wausau campus has 45 students enrolled in the Technical Diploma program. There are five students enrolled in the Associate's Degree program. The evening sections have 19 students attending. The Antigo Campus has five night students attending. The Phillips Campus has four students in the Technical Diploma and 13 in the High School Welding Academy. The Wausau Campus has 33 applications for the fall 2018 semester. The Antigo Campus has four applications and Phillips has three

applications. The average age of the students is getting younger and many decide to enter the workforce rather than pursue an associate degree.

- **SKILLS USA COMPETITION:** The competition that was held here at NTC had 17 students competing and three of those students will go on to the state competition in the Welding Sculpture Competition.
- **BOY SCOUTS:** Sixteen boy scouts attended the three nights of training for a Machine Tool Badge which included a Welding portion. Dan Grabko has heard nothing but great comments about the event so it will be repeated next year. Jon Winter mentioned that he asked the local CWIMMA group to sponsor area students in different competitions. CWIMMA will consider sponsorships for all three area high schools. Through industry support, students are also getting help to defray tech education fees. The class sizes were shared for the area high schools and they are seeing excellent numbers for the upcoming school year. Adam Olson, D.C. Everest, shared that the Everest District is going to referendum on April 3<sup>rd</sup> and asked for voter support. There was a discussion of weld bend testing and the equipment that NTC has to do this for area employers.
- **SOFT SKILLS PANEL:** The Soft Skills Panel that was held this past fall and was very well received by students. Students appreciated the information provided by employers. The committee was asked to consider volunteering for the upcoming spring panel. Joe Yelle, Larry Krueger and Mark Snyder volunteered to participate. Wausau East High School mentioned they would like to have students attend the soft skills panel if this could be an option. This semester consists of six students so this will be a smaller group than in previous semesters.
- **WELDING & MECHANICAL DESIGN COMPETITION:** The Welding and Mechanical Design Competition will be held on April 10, 2018. There is a need for tour locations and judges. There are approximately 20 students registered for the competition at this time. Instructors are confident that enrollment will grow for this event. Imperial Industries, Seimens and ADC volunteered their business locations for tours. Adam Olson asked if it would be possible to have students attend that would not be submitting a project. Instructors will take this under consideration when registration numbers have been finalized. It was suggested by committee members, that this competition be scheduled closer to the end of the semester which would make the competition more attractive to individuals and schools.
- **CONTINUING EDUCATION / BUSINESS AND INDUSTRY INITIATIVES:** Ashley Deavers shared information on what Business and Industry can offer employers. She provided handout information on the NTC Fusion, Leadercast, Critical Core Business Skills, and OSHA Safety Training. The Fusion program allows employers to purchase cards pre-loaded with up to 50 training sessions for their employees. Currently, NTC Fusion has Welding and Machine Tool training sessions running on Wednesdays. The Critical Core Business Skills training focuses on business workplace skills such as productivity, problem solving and team effectiveness. It was shared that the trainer, Brenda Zimmerman-Thorpe does an excellent job at training for this series.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: 4/4/18

Program Name: Architectural Design/Residential Building

### Attendees

#### Industry Members

- Frank Opatik (Opatik Engineering LLC), Thomas Grund (Wausau Homes), Mark Dillman (Residential Designs), Steve Schlei (Schlei Construction), Craig Kersemeier (K-Tech Cleaning Systems), Phil Borchardt (Wausau City Hall), Steve Peter (County Materials), Jason Czech (SC Swiderski), Pat Pierce (Ellis Construction), Jerry Habeck (Wausau Window & Wall), Andre Scalcucci (Central WI Woodworking Corp), Troy Piskula (Luoma Design Solutions), Kevin Schemenauer (Hallmark Building Supplies, Inc.), Jeff Voigt (Major Industries), Travis Young (Aerotek), Taylor Crooks (Aerotek)

#### NTC Staff:

#### Other

- Chris Severson (Dean, ScET), Mike Block (Faculty), Travis Severson (Faculty), Steve Wittenberg (Faculty), Zach Popp (Director of Adult Recruitment), Amanda Brzezinski (Learning Coordinator, BIS/CE)

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

- Agenda 1: All present introduced themselves and the organizations they represent. The sign-in sheet was circulated to those in attendance.
- Agenda 2: Reviewed meeting minutes.
- Agenda 3:
  - NTC is pursuing a variety of new programs, including Electrical Power Distribution (Fall 2018), Gas Utilities (Fall 2019), and Civil Engineering (Fall 2019).
  - Expanding at Agriculture Center of Excellence including adding the Ag Center Student Engagement Center and the Robotic Feeding System additions.
  - NTC is building a new CDL facility near the Public Safety Center of Excellence. NTC has completed seven sections of the CDL program, with 51 students enrolled. 94 percent of students enrolled have obtained their Class A CDL.
  - NTC launched a new STEM Center; a facility developed to create an innovative, collaborative learning environment. The space will be used for tutoring, information on transfer opportunities for STEM Programs (academic advising), extended learning opportunities (internships, job shadows, industry speakers, capstone courses), cross-functional programming, community outreach, and maker space.
  - NTC now has student housing available, Timberwolf Suites. The facility is managed by a private organization. It has the capacity to house 150 students. NTC has seen an increase in enrollments, especially out of district, as students seek out that ‘college life’ experience.
- Agenda 4:
  - Program Information
    - Enrollment Report
      - The Architectural Design Technology program has a total of 32 students enrolled Spring 2018 semester and 32 applications for the Fall 2018 semester.
      - The Residential Building program has 11 student applications for the Fall 2018 semester.

- NAHB Student Club update: Students invite industry speakers to discuss relevant career topics. On April 17<sup>th</sup>, a presenter will discuss Focus on Energy initiatives. In May, the students will be taking a field trip to Kohler. The club plans to build a raised planter and donate it to one of the residential facilities. The design will be handicapped accessible.
  - Transfer Students: Last year, three students took advantage of the articulation agreement with UW-Milwaukee. Two returned during Thanksgiving break to present to NTC students. They reported that their technical skills were superior to students that had completed the first two years at UW-Milwaukee. NTC students have a greater understanding of building structure, software, technical skills and methods and materials. One student is studying at Michigan Tech. Four additional students graduating in May will be transferring to either UW-Milwaukee or Michigan Tech.
  - Continuing Education/Business & Industry Initiatives: Thirteen attendees participated in an Engineering Ethics continuing education course offered February 2018. There are numerous continuing education and customized training opportunities available to industry. For more information or to explore bringing training in-house, please contact Amanda Brzezinski at [brzezinska@ntc.edu](mailto:brzezinska@ntc.edu).
  - Zach Popp explained his role as the Director of Adult Recruitment. It's his role to connect with individuals and organizations to help identify credentialing opportunities. He will come on-site to discuss how to best navigate the enrollment and academic experience. For more information, or to schedule a meeting with Zach, please contact him at [popp@ntc.edu](mailto:popp@ntc.edu).
- Agenda 5:
  - The employers in attendance that have NTC students are very satisfied with their preparedness and professionalism.
  - Overall consensus was Revit is becoming more popular in industry. Some reported many companies are moving from Cad to Revit. Further, organizations are looking for new hires that can design from moment of hire (little training). He shared that the demand is high for Revit experience and asked how NTC is keeping up with industry trends to use Revit. NTC has added a second Revit class focused on commercial design. Revit is becoming more important in larger communities (Milwaukee, Madison, and Appleton).
  - Those present expressed that business was strong and there was a need for new hires. According to Job Center of WI website, there are twice as many jobs available as resumes posted.
  - Mark Dillman stated the demand is high for trained professionals. This is an opportunity for NTC to develop the pipeline from student to employer need. He suggested the committee and faculty explore ways to better connect with middle school students, high school students, guidance counselors and parents to promote the benefits of NTC and technical education.
  - It was suggested that NTC develop a marketing case study that follows a student starting at NTC, continuing to four-year degree, with the end result of achieve business/industry success. Use this tool to promote educational opportunities.
  - Pat Pierce would like to see a greater focus on commercial.
  - Steve Peter: Steve shared a video of Marathon High School building project. It was requested that this video be shared to all advisory committee members. To view, [click here](#).
- Agenda 6: The next advisory committee meeting is scheduled for October 10, 2018, 5:00 PM.
- Agenda 7: Chris gave a guided tour of the new STEM Center for interested advisory committee members.



Board of Trustees Meetings/Upcoming Events - 2017-2018

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

Updated: 4/23/18





April 19, 2018

Dr. Lori A. Weyers, President  
**Northcentral Technical College**  
1000 W. Campus Drive  
Wausau, WI 54401-1899

Dear President Weyers,

We are pleased to inform you Northcentral Technical College's Disaster Response Team has received one of the annual Districts Mutual Insurance & Risk Management Services (DMI) Risk Impact Awards. The Disaster Response Team is one of only 6 college nominees from the sixteen (16) Wisconsin Technical Colleges to receive this award in 2018.

The purpose of this award is to "recognize outstanding contributions to creating and maintaining a risk aware culture at a Wisconsin Technical College." Technical Colleges were asked to nominate individuals or teams who represent the frontline "boots on the ground" staff that have made a significant contribution to reducing risk on campus, above and beyond what is normally expected.

Roxanne Lutgen, Vice President of Finance/CFO, nominated the Disaster Response Team. Completed nomination enclosed. Based on the nomination, we believe the Disaster Response Team has significantly contributed to strengthening the safety culture at Northcentral Technical College by taking concrete steps to manage and mitigate risks; creating a safer and more secure campus. Our congratulations to Northcentral Technical College's Disaster Response Team for their significant contributions to the College.

We know you will join us in congratulating the Disaster Response Team for this recognition.

Best Regards,

A handwritten signature in black ink that reads "Bonnie Baerwald". The signature is written in a cursive style with a large, sweeping initial "B".

Dr. Bonnie Baerwald  
*Chair, Board of Directors*  
Districts Mutual Insurance &  
Risk Management Services

A handwritten signature in black ink that reads "Steven Stoeger-Moore". The signature is written in a cursive style with a large, sweeping initial "S".

Steven Stoeger-Moore  
*President*  
Districts Mutual Insurance &  
Risk Management Services



## DMI 2018 RISK IMPACT AWARD APPLICATION

[Submission Deadline: March 2, 2018 | [joe@districtsmutualinsurance.com](mailto:joe@districtsmutualinsurance.com)]

**Technical College: Northcentral**

Date: 1/19/2018

### Nominator

Name: Roxanne Lutgen  
Telephone: 715-803-1043

Title: Vice President of Finance,CFO  
Email: [lutgen@ntc.edu](mailto:lutgen@ntc.edu)

### Nominee

Name: Disaster Response Team  
Telephone:

Title:  
Email:

Immediate Supervisor/Manager of Nominee (for award notification purposes only): Jeannie Worden  
Telephone: 715-803-1070  
Email: [worden@ntc.edu](mailto:worden@ntc.edu)

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### Brief description of Nominee's current position (100 words):

The disaster response team for this event consisted of Dan Jacobson (Director of Security), Jordan Schult (Assistant Security Director), and Rob Elliott (Associate Vice President of Facilities Management).

### Explanation for Award Nomination

- Maximum 800 words.
- May include metrics demonstrating dollars saved; however, a detailed anecdotal description of risk reduction/management efforts is expected.

On the morning of December 8, 2017, NTC staff at our Wausau alternative high school notified our security team that an elderly man was found dead just outside the back door of the alternative high school building. Dan Jacobson and Jordan Schult called the police and immediately drove to the alternative high school to investigate. Rob Elliott assisted with review of video camera footage, while Dan and Jordan responded to the police and local high school leaders as they arrived at the site.

After investigating, Dan, Jordan, and Rob discovered that the elderly man had walked to the area around midnight Thursday and repeatedly tried to enter the locked alternative high school building. Police later revealed that the 85-year-old man suffered from dementia, lived nearby with his wife, and it was not uncommon for him to walk from his home. Police found no foul play.

*Thank you for your participation in recognizing a risk management hero!*

After the coroner removed the body, the site required significant cleanup efforts and the temperatures were well below freezing on December 8, 2017. Donning just surgical gloves to protect their hands against the freezing cold, Dan, Jordan, and Rob respectfully cleaned the doors and sidewalk of bodily fluids with bleach, a broom, and a garden hose. Thankfully, the cold temperatures had not frozen the water spigot, but ice quickly formed on surfaces and challenged the team's cleanup efforts. Unfortunately, the bleach left its mark on Dan and Jordan's trousers and reminded us throughout the day of their ordeal.

Dr. Weyers canceled classes at the alternative high school for the remainder of the day and arranged for counseling to the instructors and staff members. I personally heard comments of appreciation from the alternative high school faculty and staff.

From an emotional perspective, the somber scene reminded us all of the fragility of human life. From a physical perspective, the event emphasized the unforgiving cruelty of our Wisconsin weather. Mentally, I was reminded of how tough these three men are, day in and day out, for our college.

Dan, Jordan, and Rob are truly risk management heroes. The December 8th event is just one example of their preparedness, responsiveness, and willingness to do what it takes in any situation.

See news coverage of the event at

<http://www.wausaudailyherald.com/story/news/2017/12/08/elderly-man-found-dead-near-northcentral-technical-college-campus-wausau/935264001/>



Mar 21 2018 Page A001 Clip resized 60%

# Antigo school district board back at full strength, sets '18-'19 schedule

The Antigo school board, back at its full contingent of nine members, worked through a light agenda Tuesday, approving a 2018-19 calendar along with ventilation upgrades to East Elementary School and consolidation plans continue to move forward.

Mary Neufeld, a retired educator, joined the panel in February, but Tuesday marked her first full session, including executive business at the end of the evening. She replaced Dr. Patrick McKenna, who resigned his position to accept a one-year medical sabbatical in New Zealand.

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

At the meeting, the board approved the third draft of the 2018-19 calendar. It sets

**See School Page 7**



The Antigo school board, back at full strength, in a photo taken Tuesday. From left are (front row) Jeanne Long, Danielle Yuska, Jessica Meade, Mary Neufeld, (back row) Dr. Noel Deep, Danny Pyeatt, President Mike Boldig, Andy Merry and JD Schroeder.





Continued

# School

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.

Other pertinent dates include a spring break set for March 25 to 29; school in session the Monday after Easter; and graduation on June 2.

Teachers professional development days are planned in two-day blocks on Oct. 25 and 26 and Feb. 14 and 15.

The board did question some of the schedule, including returning to classes the Monday after Easter and the length of the school year, extending well past the May 27 Memorial Day holiday.

“Once Memorial Day is over, the kids are done and all you are doing is entertaining them,” Neufeld said. “It’s really hard for the little kids.”

The board also affirmed increases in substitute pay for the 2017-18 school year, in an effort to attract and retain qualified subs.

Rates were set at \$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.

Heating and ventilation upgrades to East Elementary School, which is scheduled for an enhanced role as the district consolidates elementary children into three city facilities starting in 2019-20, were also approved. They include \$28,965 for air-cooled chiller from York, recently purchased by Johnson Controls; and \$36,250 from Daikin for unit ventilators.

In other matters, the board took action on a variety of purchases for the high school. They include \$16,750 for 25 upgraded computer monitors for all CAD and media classes.

The board also purchased a new acoustical shells for school and community choir and band concerts for \$12,200. The current shells will be used at the Middle School.

The board also accepted a proposal from the Neola consulting firm, which specializes helping schools navigate policy changes amidst ever-changing laws and regulations. Cost will be \$14,900.

“It will be exciting to start

Continued

the new school year with really strong policies in place to guide decisions,” District Administrator Dr. Colleen Timm said.

The board also reviewed 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.

In a continuing example of community support, the board accepted \$32,898 in donations. The list includes:

—Remington Foundation, \$30,000 for the aquatic center lighting project;

—City Gas Company, \$998 for the Antigo High School drama Playbill;

—Drs. Noel and Lakshmi Deep, \$500 for the Playbill;

—Charlie and Sara Schlieve family, CoVantage Credit Union, Hands With Heart LLC, Antigo Community Theater and Schroeder Brothers Farms Inc., \$200 each for the Playbill;

—and Eye Clinic of Wisconsin, Berner Brothers Publishing Company Inc., Badger State Maple Syrup and Antigo Gateway Squares, \$100 each for the Playbill.

The meeting opened with a report from Middle School musicians and their director Tami Malina, on the band’s performance last week at the Capitol rotunda in Madison.

The students were complimented on their exemplary behavior and musicianship.

“The Middle School band represented us very well,” Pyeatt, who accompanied the students, said. “They did an outstanding job. I’m really proud of them.”

“It’s amazing to play in the rotunda,” Malina added. “It was a huge honor.”

**Gas Price Alert**

State Average:	\$2.49
Antigo:	\$2.46
Merrill:	\$2.53
Minocqua:	\$2.55
Rhineland:	\$2.52
Shawano:	\$2.44
Wausau:	\$2.49

Prices reported are from observations posted by gasbuddy.com.

## Notice

Mar 21 2018 Page A007 Clip resized 46% From A001



# Merrill Historical Society History Hunt registration opens

The 2018 History Hunt, a fundraiser hosted by the Merrill Historical Society, will be held Saturday, April 28, from 9 a.m. to 4 p.m., with check-in time between 9 a.m. and 11:30 a.m. Registration forms are available at the Merrill History and Culture Center (MHCC), 100 E. Third St., or at the society website [www.merrillhistory.org](http://www.merrillhistory.org).

The theme for the 2018 History Hunt, "Fire!" occurred because the Merrill Fire Department (MFD) is 130 years old this year. In celebration of this anniversary, all History Hunters will be treated to behind-the-scenes tours of MFD and the Northcentral Technical College's (NTC) Public Safety Center of Excellence (PSCOE). The History Hunt route then heads out to visit locations of major fires in Merrill's history. Special treats and behind-the-scenes access stops are planned along the route to enhance the day for the participants. A feature again this year is inclusion of a guidebook compiled by the History Hunt planners.

"Each participant will receive an information book containing pictures and stories which relate to places along the route. We have Info Stops along the way, sponsored by area businesses, for the

hunters to pull over and read a section of the guidebook," says Bea Lebal, president of the Merrill Historical Society. "This year the After Party will return to the MHCC at 4 p.m., to meet each team and enjoy snacks and beverages, while awarding team prizes."

Prizes will be given for "Best Team Name," "Best Team Costume" and "Best Social Media Presence." Raffle prizes will also be drawn here. It is no longer required that an entire team fits in one vehicle, making it easier for a larger group to participate together in the Hunt. The minimum team size is still two people because you need a driver and a navigator, but above that your team can be as large as you would like, Lebal added.

Registration for the 2018 History Hunt is \$10 per person for Merrill Historical Society Members and \$15 per person for non-members. The registration fee includes the History Hunt driving directions, the guidebook, and five raffle prize drawing tickets. Additional raffle tickets will be available for purchase at the After Party. Registration is capped at 120 entrants in accordance with tour space at MFD and NTC. Because of this scheduling, hunters will leave MHCC in

groups every half-hour from 9:30 until noon. Earlier registrants will have their choice of start times until each time fills up. Registration will close Wednesday, April 25, or sooner if 120 entrants have registered.

"At this point we have four major sponsors: Weinbrenner Shoe Company, Johnson's, Merrill Fire Department, and Northcentral Technical College," states Lebal. "We are grateful for their contributions. Info Stops along the route are sponsored by Edward Jones, and Wellness Chiropractic Center. If you are interested in donating additional raffle prizes, contact Merrill Historical Society."

The History Hunt is one of the major fundraising activities which support the programs and operations of the Merrill Historical Society. The Society's mission is to educate the public about our heritage using the unique historical and cultural resources we collect and preserve. For further information on the programs and activities of the Merrill Historical Society, or to become a member, please contact the Society at 715-536-5652 or [merrillhs@frontier.com](mailto:merrillhs@frontier.com), or see the website at [www.merrillhistory.org](http://www.merrillhistory.org).



# Students participate in hands-on learning at **NTC's** Get S.M.A.R.T.

Mar 22 2018 Page A07 Clip resized 37%



PHOTOS SUBMITTED

Local students had the opportunity to participate in a day of hands-on learning in a variety of math and science fields at **Northcentral Technical College**.

On March 3, 2018, the Northcentral Technical College (**NTC**) Phillips Campus hosted the sixth annual Get S.M.A.R.T. program. A total of 32 local fifth-eighth grade students and their parent or guardian took part in a day of hands-on Science & Math Activities using Real-World Thinking (S.M.A.R.T.). The students had an opportunity to select two out of four areas and spent approximately three hours each in applied learning.

Shanna D. Hackel, Dean of Regional Campuses at **NTC**, shared

that this year the students were offered experiences in Welding, Lego Mindstorms, Outdoor Fox Hunt and 21st Century Diesel. Welding students fabricated a laser cut fish sculpture. Lego Mindstorms students created programmable digitally controlled vehicles. The Outdoor Fox Hunt students created tracking antennas to locate transmitters hidden outside the campus. 21st Century Diesel students visited our Mobile Transportation Education Center (MTEC) for an opportunity to learn about the MTEC semi-

tractor and explored the concepts of mobile electronics and engine fastener torque.

In many cases, Get S.M.A.R.T. is the first opportunity for kids to explore these high-demand technologies.

For anyone interested in learning more about

this event or getting on the mailing list for next year, contact the **NTC** Phillips campus at 715-339-4555.

For more information about the **NTC** Phillips campus, visit [www.ntc.edu/phillips](http://www.ntc.edu/phillips).

Bank with your hardworking neighbors, friends and family...

# Kane, Schmidt vie for CSD board seat

Voters will decide between Edward Kane and Michelle Schmidt to replace Richard Ross for the at-large seat on the Chequamegon School District Board of Education April 3. Ross is not seeking reelection. Incumbents David Schmidt (Town of Lake), Karen Thorp (Glidden area), and Gregory Wirising (Fifield) are running unopposed. Terms for each seat are three years, except for Wirising, who is pursuing a two-year term following one year of appointment. Following are candidate statements from Kane and Schmidt.

## Edward Kane

"I am the executive director of the Park Falls Area Chamber of Commerce. Born in Chicago and regularly coming to Park Falls since I was six months old.

Currently I have a degree in business management. I served on several board of directors as well as several advisory boards. I currently sit on the bleacher fund committee and the directing board for the Fab Lab.

I am a commercial realtor/business broker in Florida where I negotiate leases, contracts, and orchestrate deals with people from around the globe.

I worked for Walt Disney World for 10 years. Starting as a bus driver then transferred to ESPN where I worked events and scheduled all construction projects and designed labor efficient

cy programs. Promoted then to management in catering and events to correct labor and sourcing issues. I worked with union members, third parties, and organized and provided structure to the catering departments. I left Walt Disney World and brought with me some of the best training anyone could have.

I managed crews of over 100 cast members on events that ranged from 2-40,000 across the Walt Disney World property and surrounding areas.

I am running for this position to help bring fresh ideas and new direction to the position.

I am very focused on project and task oriented roles, being very strong in evaluating and determining proper paths to success. Task and goal oriented and driven by performance. I have been on successful teams for restructuring and reorganizing.

Priorities are to work with the leadership and staff to establish a system that both the teachers and the students will excel in.

Working to providing tools and resources that are needed with focus on standard and alternative types of education. Growing educational opportunities like the Fab Lab and the Charter School will allow students to learn with standard as well as unique learning methods. Learning happens in different ways and needs to be available for all. We

can provide the students the tools and create educational opportunities that they respect. They will be interested and involved, and the results will prove it."

## Michelle Schmidt

"My name is Michelle Schmidt. Since 1993, Wisconsin has been my home. My husband was born and raised in Park Falls. After some time living in Wausau and Milwaukee, we returned in 2005 with the sole purpose of raising our three children in Park Falls. Ours mark the fifth generation of Schmidt children to attend school in Park Falls. We have a vested interest in our school and our community. I am currently a Flambeau Hospice Social Worker.

Running for the board now, I hope to influence positive change that my children will be able to recognize before they graduate. I feel the relationship between the school and our communities has grown distant. I strongly believe each needs the other to thrive and anytime is the right time to strengthen relationships.

I hold a Bachelor of Arts from Purdue University, and a Master of Science in social work from UW-Milwaukee. I've been an adjunct instructor at NTC since 2011. Advocating for education has become a passion. I have spent time over the past two years attending and observing board meetings, communicating with

board members, advocating for our students and teachers, and educating myself on the process of board and school management.

The school board is responsible for creating a culture of improvement within the district ensuring each student has the opportunity to reach their highest desired level of achievement: encourage innovative thinking and professional development; honest, open communication with staff and students, respecting their expertise and providing needed support; promote a culture of academic competition that makes learning fun and success attainable.

Build and strengthen a positive trusting relationship between school and community.

Each needs the other to be successful. We have two small communities in one large district with a declining student population. Having a positive trusting relationship is critical for sustainability and growth. Priorities include: Assure parent / community concerns are adequately addressed; encourage intergenerational activities; build and create partnerships with area groups and businesses; encourage activities which support families and community growth; widely celebrate our successes; academic, extra-curricular, or community involvement.

I would appreciate your vote!"



Mar 22 2018 Page A10 Clip resized 53%





# 1 year later: Remembering how the victims lived

Keith Uhlig, Laura Schulte and Mark Treinen  
Wausau Daily Herald  
USA TODAY NETWORK - WISCONSIN

Their loved ones remember them for their smiles, their laughter and their dedication to others.

Karen Barclay, Dianne Look, Sara Quirt Sann and Jason Weiland each left warm, vivid and lasting memories across the hundreds of people who knew them.

They died one year ago on March 22, 2017, all in the course of doing their jobs in the service of others.

Gunnar Nengmy Yang shot Barclay and Look at Marathon Savings Bank in Rothschild, where they both worked with his estranged wife and sought to protect her amid a troubled marriage. He then shot Quirt Sann at her office in Schofield, where she served as a divorce attorney for Yang's wife and worked to serve the best interests of her client, as well as the couple's children. Yang shot Weiland as the detective and his partner were setting up a perimeter around the Weston apartment where Yang had holed up, armed and angry.

That is how they died. This is how they lived:

**Karen Barclay: Kindness and courage**  
Those who encountered Karen Barclay at Marathon Savings Bank always got a smile, a kind word, and they walked away lifted in spirit.

"She was the sweetest lady I've ever met," said customer Dorothy McCown of Weston, who recalled that Barclay was so nice to her grandsons that they would beg McCown to take them to the bank.

"Even when I went through the drive-through, she'd ask me, 'Do you have those handsome boys with you?' And I would roll down the back window and she'd say hi to them (as they sat in the back seat)," McCown said.

Barclay, who was 62, worked at the bank in Rothschild for nearly seven years. She had one daughter and two granddaughters, ages 4 and 7.

Her friend Helen Ackermann called Barclay a savior.  
"Karen showed us the way," Ackermann said. "She taught us that we are to be savors of one another with acts of kindness. ... We need to allow her cour-



Karen Barclay, right, shown with Marathon Savings Bank coworker Dianne Look. COURTESY OF NORAH BROWN

age and love to become a shining example in our lives."

Her daughter, Trinity Serbin, and son-in-law, Air Force Staff Sgt. Andrew Serbin, said Barclay "was a hero."  
"And she'll always be my hero." Andrew said.

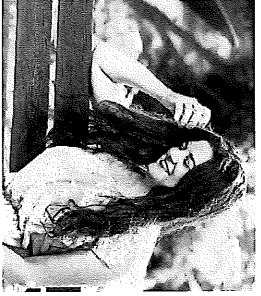
"For me, too," Trinity said.

**Dianne Look: She cared for others**  
Look, the mother of two children, worked at Marathon Savings Bank for nearly 19 years, most recently as assistant vice president. She and her husband, Bob Look, celebrated their 25th wedding anniversary in February 2017.

Dianne Look made jewelry in her spare time, her friend Norah Brown with her. She sold her work and donated the money to charity. Look "was always looking out for us," Brown said. "I remember being pregnant with my second and having morning sickness. Dianne ran home and brought back a big soft pillow so I could put my head down and rest."

Bank customer Roxie Kenitzer said Look could make an impression in an instant with "her greetings, her smiles, her warmth. Her ability to connect with her to embody those things?"  
"Those kinds of stories did not surprise Bob Look.  
"She always was most interested in making other people feel better and feel important," he said.

Dianne Look's caring also manifested itself in her drive to help build and grow the American Cancer Society's Relay for Life. She helped recruit Marathon Savings Bank employees to walk in the event, and the bank became a corporate



Sara Quirt Sann. COURTESY OF THE WISCONSIN DEPARTMENT OF JUSTICE

sponsor.

**Sara Quirt Sann: She was a warrior**

In the hours after her death, Sara Quirt Sann's husband posted a statement on Facebook that described her approach to a difficult work life.

"She had to put her armor on every day and fight for those who needed representation," Scott Sann wrote about his wife, an attorney who specialized in guardian ad litem work and therefore was involved in bitter divorce and child-custody battles. "She often had to make a no win decision daily for the children that she represented. She would often question her decisions with me. She would often share her sorrow of not being appreciated by either party. Make no doubt in your mind that she was a warrior. She wore her armor and fought hard many days tirelessly."

Quirt Sann was 43 when she died. In addition to her husband, she is survived by her stepchildren Abigail, Jackson and Lillian, her parents, Robert and Geri Quirt, and her brothers, Ben and Tim Quirt.

She earned an undergraduate degree in journalism at the University of Wisconsin-Madison and her law degree from Valparaiso (Indiana) University School of Law, where her friends liked to call her "Squirt."  
In Wausau, she worked to find solutions in the best interest of a child during divorce or parental rights cases.



Everest Metro Police Detective Jason Weiland, right, is shown with longtime friends Eric Wetzel and Dan Rennie in 2015. COURTESY OF ERIC WETZEL

words became a permanent fixture, inscribed on the bottom of a plaque in the room:

"Sara's armor was always on and polished, for she was ready to do battle on behalf of those she served. For all of Sara's contributions, we will be forever grateful."

**Jason Weiland: Kind-hearted, funny, amazing**

Weiland's youngest daughter, Anna, told thousands of other mourners at his funeral last March 29 that her dad had an optimistic view on life.

He would tell her, "All of the amazing people in the world will always outnumber the criminals," Anna Weiland, then 10 years old, shared with the crowd.

Jason Weiland, 40, was a detective for the Everest Metro Police Department who died in the line of duty. He was survived by his wife, Kara, and their two daughters, Ella and Anna.

Kara Weiland and the girls have since joined other community members to put his philosophy into action: They are participating in a new local program called Be Amazing, which organizes public service projects such as writing cards to veterans or making visits to hospital patients, and it promotes the work of other local charities.

He was a local law enforcement officer for 18 years, since graduating from Northern Technical College. He joined the Everest Metro Police Department in 2002 and became a detective in 2012.

USA TODAY NETWORK reporter Nora G. Hertel, formerly of the Wausau Daily Herald, contributed.





Mar 23

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SCHOOL NOTES

# DCE mock trial team posts its best-ever finish

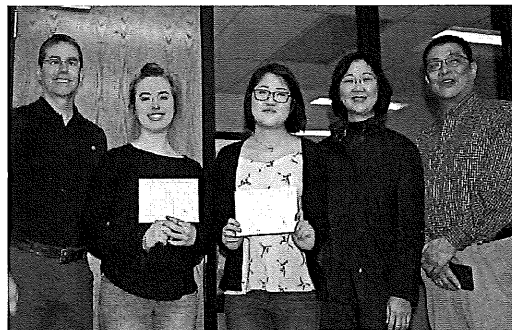
Michelle Rothmeyer  
Special to Wausau Daily Herald  
USA TODAY NETWORK - WISCONSIN

D.C. Everest Senior High School's mock trial team entered the championship round of the state mock trial tournament March 11 as the only undefeated trial team. DCE then faced off against Shorewood High School in the finals and earned second place in the state — the best finish in the team's history.

Sponsored by the State Bar of Wisconsin, the Wisconsin High School Mock Trial Program helps students gain a deeper understanding of the court system. As part of the program, students analyze and prepare cases, present as witnesses, argue their assigned role and receive guidance from attorneys and judges.

Mentors for the DCE mock trial team are: Travis Grell, Ciera Levake, Rick Cveykus, Elizabeth Reeths, Victoria Karcher, Kyle Mayo, Greg Strasser and Greg Grau. The members of the DCE Mock Trial Team are: Adam Peterson, Alexyss Schulz, Libby Radies, Felysity Cha, Jordan Szazama, CJ Caraos, Samantha Baltzell, Shea Johnson and Michael Knoll.

### 2 seniors are National Merit Finalists



Laney Hughes and Liane Kee have been honored as National Merit Finalists. COURTESY OF D.C. EVEREST AREA SCHOOL DISTRICT



D.C. Everest mock trial team members pose with the state tournament judges. COURTESY OF STATE BAR OF WISCONSIN

D. C. Everest seniors Laney Hughes and Liane Kee have been named National Merit Finalists. Both students scored in the top 1 percent nationwide on the PSAT exam, which was taken in their junior year. As a result, they were invited to continue in the National Merit scholarship competition by complet-

ing a detailed application and completing the SAT exam.

Only 15,000 students are awarded the prestigious title of National Merit Finalist.

### Gilmore named Outstanding Educator

The Wisconsin Association of School District Administrators has announced that Superintendent Kristine Gilmore will receive the 2018 WASDA Outstanding Educator Award. The award will be presented at the 2018 WASDA Annual Education Conference on April 18.

### Teachers earn national certification

D.C. Everest teachers Heather Theiss and Mallory Foss recently were honored by the Wisconsin Education Association Council Region-2 for earning their National Board Certification. They worked diligently during the past 3½ years to earn this prestigious recognition.

According to WEAC, more than a decade of research from across the country shows that students taught by National Board Certified Teachers learn more than students taught by other teachers, and the effects are especially positive for high-need students.

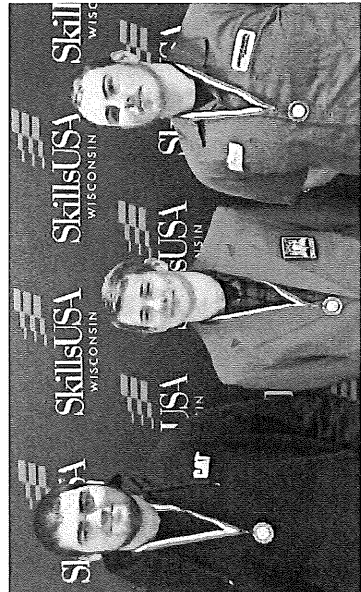
### Students shine at SkillsUSA regional

D.C. Everest students earned medals

See NOTES, Page 4



D.C. Everest teachers Heather Theiss and Mallory Foss recently earned National Board Certification. COURTESY OF D.C. EVEREST AREA SCHOOL DISTRICT



Kastin Schaeztl, Zach Knetter and Collin Waidvogel earned medals at a recent SkillsUSA Regional competition in Wausau. COURTESY OF AARON HOFFMAN

**Notes**

Continued from Page 3

at the sixth annual **Norrbcentral Technical College SkillsUSA** regional competition.

SkillsUSA is a national nonprofit organization serving teachers and high school and college students who are preparing for careers in trade, technical and skilled service occupations, including health occupations.  
A number of D.C. Everest students



D.C. Everest Junior High Students Grace Peterson and Lucas Allen earned third place honors in the 2018 Everest Area Optimist Club Essay Contest. COURTESY OF D.C. EVEREST AREA SCHOOL DISTRICT



Danni Langseth, Omolola Onitilo, Isabelle Waller, Max Koepke, David Pickar and Jacob Nelson won medals in the 2018 Everest Area Optimist Club speech contest. COURTESY OF D.C. EVEREST AREA SCHOOL DISTRICT

earned medals at the event. DCE Senior Kastin Schaeztl earned a bronze medal in the precision machining competition, while senior Zach Knetter earned a bronze and DCE Senior Collin Waidvogel earned a silver medal in the automotive service technology competition.

**Students honored in Optimist contests**

In March, students competed in the Everest Area Optimist speech contest. The following D.C. Everest Senior High students were medalists in the competition:

- Bronze: Omolola Onitilo, Jacob Nelson
  - Silver: Isabelle Waller, David Pickar
  - Gold: Danni Langseth, Max Koepke
- D.C. Everest Junior High Students Grace Peterson and Lucas Allen both earned third place in the Everest Area Optimist Essay Contest.

**Welding students demonstrate skills**

D.C. Everest Senior High School hosted a virtual welder contest Jan. 29, made possible by the Central Wisconsin Metal Manufacturer's Alliance. Each year, CWIMMA brings the virtual welder to local high schools, where students compete for top honors.

"A virtual welder is as safe and clean as playing a video game, but provides

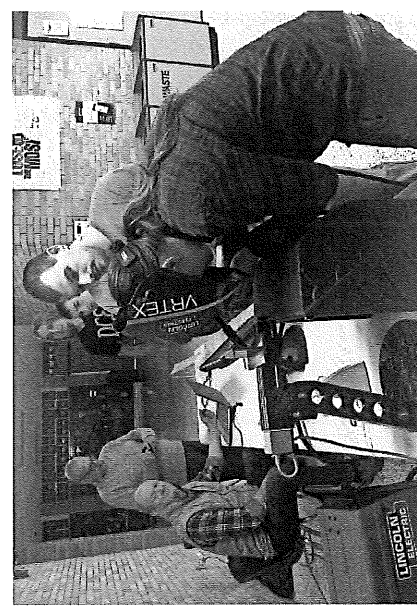
accurate diagnostics on key attributes that make a quality weld," said Aaron Hoffman, DCE career and technical education coordinator. "Students with experience in welding, as well as those who have never welded before, can practice their skills."

In spring, CWIMMA and local employers host a real welding competition for the top two virtual welders from each school. Certified welding inspectors judge and test each student's weld. CWIMMA then hosts an award banquet for all the competitors and their families, distributing prizes to individual competitors and a brand-new welder to the high school of the first place finisher.

"Two years ago, D.C. Everest won the new welder," Hoffman said. "Our classes are growing in popularity, so we're hopeful for another one this year!"

The top three DCE welders this year all participated in the Introduction to Welding course. John Breske and Peter Vue earned first and second place respectively, with Jenny Kehoe as the first alternate.

"We're really grateful for the support of our community," Hoffman said. "It's a great opportunity for students to take what they've learned in the classroom and apply it to the real world. They're not only rewarded and recognized for their efforts; they get to meet area business leaders who are interested in their skill set and learn more about career opportunities that are available to them."



D.C. Everest Senior High School student Jenny Kehoe participates in a virtual welding competition in January. COURTESY OF D.C. EVEREST AREA SCHOOL DISTRICT



# A Wisconsin first

Loyal's Malm's Rolling Acres first in state to use Vector automatic mixer, feeder

**L**OYAL—Two Lely Astronaut milking robots were installed 5 1/2 years ago by Malm's Rolling Acres for its herd of about 120 cows. Farm owner Mitch Malm found the robots worked well for the farm and recently decided to add another robot—a Lely Vector mixer and feeder, the first in Wisconsin.

Malm said they put the Vector in shortly before Christmas last year, and it has worked well for them so far.

"We had a few problems when we first started when we ground the feed too fine and it would hold up in the bins. (The robot) also works better in warmer weather. Otherwise, it keeps feeding cows," Malm said.

The Vector feed system works 24 hours a day, measuring and mixing rations for the different groups of cows on the farm.

"It feeds the two main groups in the barn, which are the milk cows, dry cows and the steam-up cows. Then it crosses over on the path and it will feed the three groups of heifers," said Jackie Breuch from Seehafer Refrigeration, the company that installed and maintains the Lely robots. "It feeds them roughly 12 times a day. All included, it takes about 45 minutes to an hour to mix a batch and go out and deliver it."

The robot is set to know how much feed to put out, along with how often and which cows it is feeding at a given point. It will scan the bunk to see how much feed remains from the last feeding, while also pushing up what feed is remaining. It is programmed to keep the milking cows' feed about 4 inches high.

The Vector mixes each batch in a feed kitchen that consists of the robot's feed grabber, a bunker full of forages for the rations and the minerals and grains that are added into each ration.

"There are 20 spaces in the bunker that you can put 20 different feeds in here or you can put multiples of one kind," Breuch said. "The grabber will pick from the high point of the feed and take it to the mixer. We can set parameters on how much the grabber can control so if it has more than it is supposed to, it will release it and try again."

She said once the grabber has a good grab of feed, it can either accept it and take it over to the mixer or it can refuse it and try again. The Malm's robot is set to give the grabber two refusals for each grab, after which point it takes what it has and puts it in the mixer, recording if it is over or under what the ration requires.

"The beauty of it is that every feeding is getting done the exact same way, every route, every day," Breuch



The Lely Vector pushes up the feed and measures how much feed is still in the bunker before putting down new feed. This helps it to keep the levels steady throughout the barn and avoid dumping large piles of remaining feed at the end of the barn.

## Story and photos by Jenessa Freidhof

jenessa.freidhof@ecpc.com

said. "We are able to track every ingredient that went into the mix and track if there is anything that is being over- or under-fed. What we find is that everything is pretty accurate from day to day."

Malm said depending on the forage, they refill the bunker every two to three days. If at any point an ingredient runs out, the system will shut down and notify Malm that something needs to be refilled. Breuch said they supply a tablet with the system that can track what ration is being mixed, when it will be delivered and also notify the farmer if there are any problems.

"We are able to tell on an average how often each ingredient is being used. That way, we know how much we need to put in for the next day to make sure that we are not running out or that we don't have too much that is going to be spoiling," she said.

Ingredients are mixed as they are being added to the Vector to ensure an equal mix throughout the ration. Once the last ingredient is added, a programmed lag time requires the robot to sit

and mix for a short period to ensure that everything is mixed thoroughly. It then will start on its strip, through the automatic garage doors and into the main barn. It will measure, push up feed and feed out its ration as it goes, completely emptying by the time it reaches the garage door again.

"Once it knows it is getting closer to the end, it will start putting more feed out. That way, when it gets to the end, it will be completely empty. There is not going to be a big pile at the end," Breuch said. "It will empty out because if there was something in that ration that couldn't go to another ration, we obviously don't want that in there."

After feeding in the milk cow barn, the Vector will return to its station to charge its battery and mix the next ration for the heifers. It then travels outside along a path with a strip to the heifer barn, where it will feed each group of heifers.

Max Malm, Mitch's son, said the biggest challenge with the Vector traveling outside and into the other barn is the ice that can build



The robot's claw picks up and weighs each ingredient from the feed bunker and places it into the mixer on the robot. The robot mixes the feed as it goes and then has a short wait period after all components are in to make sure the feed is thoroughly mixed.

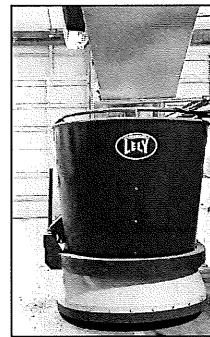
up right inside the door during the winter.

"It would get icy right by the door and when it would turn, the Vector would spin out. If it spins, it gets off a little bit," Malm said. "It will try and correct itself, but sometimes it doesn't work."

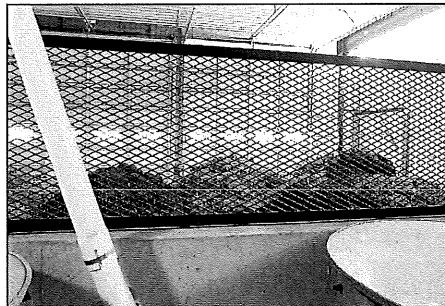
To combat this, the Vector is programmed to not feed the heifers from 9:30 p.m. to 6:30 a.m. so if there was snow or ice overnight, the Malm's can get it cleared away before it makes its trek in the morning. Breuch said the Vector can go through a few inches of snow but is just like a car if it gets on ice. If it spins too much, it can get lost and send out an alert to the farmer to help it get back on track.

The Malm's said overall, they are pleased with the system and believe it works well with their milking robots.

"It just seems like the cows do so much better. We don't have to mess with them, and they like being able to do their own thing, without human intervention. There are also less fetch cows," Max said. "They hear the Vector and get up and come eat. Then they decide to go get milked."



As the feed components are dumped into the mixer, the robot charges its battery. This is the first Lely Vector installed in Wisconsin.



The feed bunker is refilled every few days or as it is needed. If it runs out of a certain ingredient while mixing a batch, the robot will send an alert to the farmer's supplied tablet telling them they need to fill the bunker.

"The girls love it," Breuch said. "If you watch when they are feeding, they will be chasing it as it dumps new feed. They know it is coming for them and they know it is good for them"

The system is estimated to have a three- to four-year payback and an estimated life of 20 to 25 years. Breuch said Seehafer Refrigeration services the robots every

three to four months and replaces parts as needed, but overall, the maintenance is relatively low on the units. She said the robots are just like any other equipment: If you take care of them, they will last.

The second Vector in Wisconsin will be installed and operating at North Central Technical College later this year.

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# Event is chance to view, discuss 'Being Mortal'

## Susan Wurzer

Special to Wausau Daily Herald  
USA TODAY NETWORK-Wisconsin

WAUSAU - The nonprofit Conversations About Care will join with Northcentral Technical College to host a free film screening and community discussion of the documentary "Being Mortal."

The event will be from 6 to 8 p.m. April 17 at the Health Sciences Auditorium on the NTC campus as part of National Healthcare Decisions Day.

Conversations About Care is a Central Wisconsin community initiative aimed at encouraging public discourse about serious illness, end-of-life issues and caregiving.

"Being Mortal" delves into the experiences of patients and families facing serious illness. The film is adapted from Dr. Atul Gawande's best-selling

book of the same name. It was aired nationally on the PBS program "Frontline" and sheds light on how medical systems often leave out sensitive conversations that need to happen so a person's true wishes and choices can be honored.

A facilitated audience and panel discussion will immediately follow the film. Panel members with extensive experience in health care will offer perspectives on topics as viewed in the film. Doors open at 5:30 p.m. inviting the public to arrive early to review resources, meet others and learn more about the initiative.

The Being Mortal Project is offered to community groups through the Hospice Foundation of America and the John & Wauna Harman Foundation in an effort to encourage national dialog about difficult conversations relating to advance care planning.



# NTC to host School of Health open house

Choose a pathway to a rewarding career in health care by attending Northcentral Technical College's (NTC) School of Health Open House on Wednesday, April 25 from 5 to 7 p.m. at the Wausau campus. This event, held in NTC's Center for Health Sciences building, is free and open to the public.

Due to the generosity of the NTC Foundation, the application fee will be waived for everyone who applies to a health program during this event.

Learn about the additional resources that are tailored to support the success of students completing a health program including the Academic Resource Center and Health Learning Resource Lab.

Additional tours of Timberwolf Suites, NTC's student housing located adjacent to the Wausau campus, will also be available during this event.

For more information, visit [www.ntc.edu](http://www.ntc.edu).

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# Stunned by loss, outgoing Merrill mayor recaps highlights of his terms

By **Kathy Tobin**

Tomahawk Leader Editor  
kathy@tomahawkleader.com

Merrill Mayor Bill Bialecki was still coming to grips with the surprise loss when he was interviewed several days after his upset loss to newcomer Derek Woelner in the Spring Election. He admitted that many voters who figured his win was "in the bag" stayed home election day during a winter storm.

Bialecki has served as mayor since 2010 and was a previous member of the council for two years. A Vietnam veteran, he is a 50-year member and past commander of VFW Post 1638. A state-certified master electrician and commercial electrical inspector, he worked 40 years as a project manager in the electrical field around the country.

When asked about what he considered his accomplishments as Merrill mayor, Bialecki feels Merrill has undergone more growth and development in the last five years than in the previous 30-35 years. Citing his background in both government and construction, he quickly listed a number of highlights, before he headed off to attend a county Highway Committee meeting. He credits the active role of the city's Redevelopment Authority and really good and dedicated appointed and elected people at City Hall, as well as volunteers on committees and commissions.

Among specifics, he listed:

**New businesses with good paying jobs:**

•Sierra Pacific (originally Super Seal), which received economic assistance/TIF support with a guarantee it would employ 75 people within three years; they beat that in two years and have about 125 employees and are hiring.

•Premier Companies, which does custom cutting, started in 2000 with four employees. The city just did a TIF for infrastructure and the company is putting on a 50,000-square-foot addition and will employ almost 50.

•Helped relocate Merrill Tool and Water Jet in one of the old Hurd plants and assisted with money for new machinery. Thanks they are up from about 10 employees to around 35.

•Nortrax, the John Deere construction and logging equipment dealership, which added several million dollars to

the local tax base, plus some really good paying jobs.

**Housing:**

•Building a new, three-story, 38-unit structure and will renovate the old Park Place.

•By the MARC Center, Nicolet/Premier out of the Fox Valley is doing the Stoneridge Apartments. They've completed Phase 1 last summer – three, 12-unit high-end apartment buildings. Will do Phase 2 this summer – three more 12 units; and then ultimately a third phase with a possible Phase 4. Used a TIF as an incentive.

"I retired and I got bored and ran for mayor and got elected. I really thought, 'Why not here?' he said of Merrill. "I'm used to working on big projects and seeing them through. We've got the right people in place. We have a very good city administrator. He's paid dividends for us like you wouldn't believe, along with others. I know in the last four to four and a half years, we've had a total of \$8.5 million in different grants and donations. ..."

Bialecki says he thinks the city had one TIF district when he took over: "TIF districts you always try to get a good return on your dollar. The model you try to set is \$1 invested gives you \$10 in return. Well, we didn't quite hit that, but we did do \$3.4 million in economic investment, and the return on that infrastructure, we've got \$158,000 invested and we've got \$2.9 million back on that. I think that's pretty good." He noted, too, in infrastructure projects, Merrill has \$1.8 million in public works projects – streets and sewer and water – and, of that, \$1.5 million will come from TIF District 3 revenue.

Among growth he also mentioned were the new Super Wal-Mart and he said he can claim the Mexican restaurant (was going to be built in Green Bay and Bialecki said he talked the owner into coming to Merrill instead), the new Kwik Trip and Abby's.

Other highlights include:

•New Aquatic Center/swimming pool. Shortly after he came onboard the city had to close the old one down; it didn't meet ADA requirements and the equipment was antiquated, he said. They figured it would be a 10-year capital, but instead they

ended up with a \$4.5 million donation to build the new center.

•Took over the Merrill Festival Grounds from the county and rebuilt the grandstand that was damaged by a tornado and rebuilt the Expo Center which also houses the senior center securing \$1.3 million out of the \$1.6 million project through donations, so it just cost the taxpayers \$300,000, Bialecki said. More improvements are going on this year, including: new restroom facility. Money has been budgeted for those projects, with \$240,000 in donations coming in since last fall. "Again the taxpayers are saving money and we're getting the improvements," Bialecki stated.

•Built a new Fire Station, receiving a \$996,000 donation for new equipment.

•Said the very first grant he went out and obtained, and the one he's most proud of was an \$80,000 grant for a K-9 unit for the Merrill Police Department. Since then the Bierman Family Foundation has helped fund Tomahawk's unit and two Lincoln County's K-9 dogs. "For a county our size to have four K-9 units, it's significant," Bialecki stated.

•Also proud of the Public Safety Center of Excellence that Northern Technical College built up on the west side of the city, with police and fire training facility, emergency vehicle training course and Commercial Drivers License course. "We've got people from all over the state who come up here to train: DNR, wardens, the State Patrol and FBI. What that's done for our motels and restaurants has really been significant," Bialecki said.

Why the loss then?

"With our blight elimination programs and some initiatives you stepped on some toes and you've got a few people mad at you," the mayor acknowledged. "And people just kind of thought this was in the bag, especially after the heavy snow started showing up later in the day, they just said 'the heck with it.'"

"My plans are not to retire yet. I'm too young to retire. I'm a young 72 and I plan on keeping going for a while," Bialecki continued. "Right now I have some irons in the fire, and we'll see what happens. And, I've still got the County Board to keep me busy."

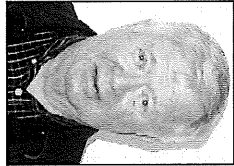


# Bialecki bids farewell to mayor's office

**JEREMY RATLIFF**  
 REPORTER

Tuesday evening, Bill Bialecki's eight-year tenure in the Merrill mayor's office officially came to a close as he turned the keys over to newly elected Derek Woellner.

A city resident for a majority of his life - having moved to Merrill with his family from Milwaukee at age 7 - Bialecki built his adult life around service to others. Following graduation from Merrill High School with the class of '65, Bill enlisted in the US Army. Nearly half of his military career was spent deploying on multiple tours to Vietnam,



Bill Bialecki

first as an infantry radioman and then later as an Air Defense crew member. After completing his final tour of duty in 1969, Bialecki finished out his active duty enlistment and returned to Merrill where he served for a year as a National Guardsman. In 1970, Bialecki began his career in the electrical field, which would span nearly 40 years. In 1977 he completed a five-year Electrician's Apprenticeship at NITC and would go on to serve in various capacities within the trade including contractor and eventually a supervisor; retiring in 2008. His first step into local politics came in 2000, when he served for two years as

District 1 Alderman. It was in 2010, when Bialecki threw his hat in the ring in a mayoral bid, eventually prevailing over then-incumbent mayor Patsy Woller.

"I wanted to see some things change in the city, especially the blight problem," Bialecki explains of his decision to run for the mayoral seat. "The city hadn't done anything in terms of economic development in several years. Businesses had left and nothing came in to replace them. As a result we had blighted property of all types from one end of the city to the other, that was de-valuing the city's property tax base. We had rundown industrial properties such as Anson-Gilkey and Page Milk, that hadn't been used in years. We had similar issues with commercial and residential properties around town that were just falling apart. After spending nearly 40 years working in the electrical and construction trades, and working with local governments all over the country, I felt I could bring some of that knowledge and experience to the table and do my part to spur

growth and development. I was also two years retired and had the time to devote to the position. I invested full-time effort into a part-time position."

In looking back, Bialecki fondly cites several accomplishments he is quite proud of and attests to his sincere desire to pursue development in the city, including: negotiating the development of Los Mezcales Restaurant and facilitating a partnership between restaurant owners and property owner Gary Schwartz, acquiring the Merrill Festival Grounds from the county, the Bierman Family Aquatic Center, a new centralized home for the Merrill Fire Department, development of the River Bend Trail, development of the Rock Ridge Apartment complex, development of Nortrax and the new Wal-Mart Supercenter.

Bialecki quickly cites the establishment of a TIF program and associated districts, as another key accomplishment.

"To date, the city has awarded \$3.6 million

See **BIALECKI** page 4

## Feedback welcome on the health needs of Lincoln County

The Lincoln County Health Department, in collaboration with its Healthy People Community members can find a draft copy of the Community Health Assessment at





**BIALECKI from page 1**

In TIF incentives to encourage development and we have increased our tax base by approximately \$26 million in return," Bill adds. "I think that's quite an accomplishment."

Bialecki cites the agreement with California-based Sierra Pacific Windrows, and the company's subsequent success in Merrill, as a prime example of the city's TIF incentive program at work. "We not only offered them a TIF incentive to come to Merrill, but also offered a forgivable loan if they were to create at least 75 jobs in their first three years. They actually created 100 jobs in the first 18 months! To date, they have brought a total of 125 jobs to the city."

On the flip side, Bialecki has certainly experienced his share of challenges in his mayoral tenure. "I think the most challenging time for me as mayor came pretty early," Bill adds with a smile. The 72-year-old father of nine and grandfather of three, is referring to the devastating EF3 tornado which struck the city on April 10, 2011, and inflicted nearly \$11 million in damage.

"I don't think anyone will ever forget that day... I know I certainly won't," he explains as his smile fades. What would become the strongest tornado ever recorded in Lincoln County history, arrived around the time most families were sitting down for dinner.

The tornado ravaged the Town of Merrill as well as the city's industrial park, causing significant damage to local manufacturers. Northern Wire and Lincoln Wood Products were two of the hardest hit employers, along with Merrill Millwork, Russ Davis Wholesale and the NTC-Merrill campus. The MARC also sustained considerable damage as well as residences and businesses in the Town of Merrill. "To this day I am thankful the twister came on a Sunday afternoon, if it hit us during the week when our manufacturing employers were fully staffed, we could have

been looking at a mass casualty incident," Bialecki said. "That evening was tough, but we made it through. It really showed what our community is made of, people came together to help their neighbors. Rescue efforts were immediately underway to help those who may have been trapped or without food or shelter. Over the next few days, people showed up from all over the state and even the country to volunteer and help our community bounce back."

The aftermath of the 2011 tornado revealed some areas of improvement for the city. "We learned a few things from the storm. I think the most important lesson of all was the need for improvement to our communications infrastructure," Bill said. Ensuing improvement efforts included new radios for members of the Merrill Police Department, upgrades to the city's early warning system as well as improvements to cellular service towers within the city.

Despite the destruction and emotional toll left in the wake of the storm, as Bialecki explains the ultimate silver lining came in the form of an investment and steadfast resolve on behalf of Northcentral Technical College. "I will never forget the partnership I helped facilitate with NTC and President Dr. Lori Weyers. Prior to the tornado of 2011, NTC had a 10-year plan to build here in Merrill. But following the tornado and the damage to our NTC campus, Dr. Weyers and the NTC board made up their mind to rebuild and go all-in."

The end result of their endeavor was the new Public Safety Center of Excellence located at 1608 Champaigne Street. The first phase of the campus was completed in early 2012, followed by the addition of an emergency vehicle driving course, burn tower and tactical firearms range. Most recently, a CDL driving course was added to the Merrill campus.

"Law enforcement and fire agencies from all over the country and all over the state now come to Merrill to train and learn," Bialecki adds, "This also makes a huge impact for our local hospitality, food and lodging businesses. It's a win-win all around."

In looking back on what he will miss most of his mayoral tenure, Bialecki cites both personal and professional relationships he has fostered over the years. One such relationship he mentions, is that with the Bierman Family Foundation.

"I'll never forget the day I first spoke with Mr. Blaise from the Bierman Family Foundation," he adds. "He came to my office and asked simply what the foundation could do to contribute to the city. Helping Merrill become a drug-free community had always been a passion for me, so I suggested the idea of working to get a K9 program started for the Merrill Police Department. The generous donation from the Bierman Family Foundation was instrumental in facilitating the first-ever K9 unit for the Merrill Police Department. Their support will never be forgotten. I am personally, very grateful!"

In terms of advice for his successor, Mayor Woelner, Bialecki lists education first and foremost. "My first year in office was a learning experience and I would encourage Mayor Woelner to keep his ears and eyes open. I would encourage him to take his time over the next several months and learn."

As for the future, Bialecki has no intention to make another run for the mayor's office and looks forward to continued service as District 1 Supervisor on the Lincoln County Board.

"I've enjoyed my time serving as your mayor and I certainly plan to stay involved in the community," he said. "I would like to thank everyone for their support over the years, not only for me as your mayor, but for this wonderful community."



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# Sheriff seeks another term

## Hardel running for re-election

**BY ROBERT CLOUD**  
SENIOR EDITOR

WAUPACA – When Waupaca County Sheriff Brad Hardel first ran for office in 2006 he was motivated by a long list of goals.

While he has achieved many of those goals, Hardel wants at least one more term to complete the work he began a dozen years ago.

One of his top goals has been to increase the number of officers in the department.

“When I took office we were ranked No. 68 for the ratio of officers per 1,000 capita,” Hardel said. “There were only three counties worse than us.”

Hardel said the municipalities in Waupaca County average two officers per 1,000 residents, while the county averages 0.9 officers per 1,000.

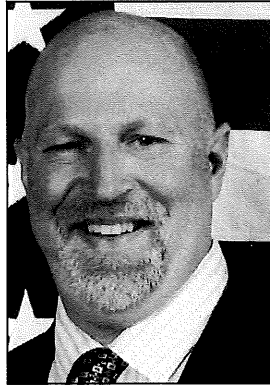
Since taking office, Hardel has managed to grow the force to 1.02 officers per 1,000.

His goal is to increase the department to 1.5 officers per 1,000 county residents.

“In 12 years, we’ve asked for those people but budget restraints have really hurt us,” Hardel said.

As sheriff, Hardel has added a communications captain, two communications supervisors, two drug officers, 24-hour coverage with patrol sergeants, one more patrol officer and one more detective.

He has also developed



Hardel

three full-time K-9 teams.

“One of my goals was to get a K-9 unit,” Hardel said. “We run the program off donations.”

He and other county officers began raising funds in 2007 and before the end of the year they received enough donations for two dogs. A third dog was brought on in 2012.

Hardel has presented the county with a five-year plan to continue expanding the force.

He wants to add two patrol officers per year for the next five years, plus two dispatchers, two recreation officers who focus on water, snowmobile and ATV patrol, two dispatchers, an evidence custodian, a patrol lieutenant and others.

“These are realistic goals,” Hardel said. “As the sheriff, my responsibility is the safety of citizens and the safety of the officers.”

Hardel noted that law enforcement is responding to crimes that have become more serious since the heroin epidemic began.

“We need more help out there,” Hardel said.

## Background

Hardel graduated from Iola-Scandinavia High School in 1982 and obtained an associate’s degree in criminal justice from Northcentral Technical College in 1987.

He graduated from the FBI’s Law Enforcement Executive Development program in 2007 and from UW-Madison’s Problem-Oriented Policing Center in 2008.

Hardel has received training in counter-terrorism, ethical and character-driven leadership. He is also a state-certified instructor in defensive tactics, emergency vehicle operations, pursuit, pursuit intervention technique, tazer and restraint.

Prior to joining the Waupaca County Sheriff’s Office, Hardel worked part time for the Marathon city police and county sheriff in 1986-87, then with Milwaukee Protective Services.

In April 1988, Hardel began working in Waupaca County as a corrections and dispatch officer.

He moved to the county’s patrol division in 1991 and became a patrol sergeant in 2000.

He was elected sheriff in 2006.

Hardel said he chose a career in law enforcement because his parents taught

## Hardel for re-election

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# HARDEL FOR RE-ELECTION

FROM PAGE 3

him the value of community service.

"Mom and Dad had four kids of their own and they always took care of foster kids," Hardel said, noting that his brother started in law enforcement in 1979 or '80.

"We're put on this earth to help people," Hardel said. "Law enforcement offers a lot of opportunity to change people's lives."

Hardel said officers work with people who need help.

"It's not just about arrests, it's about how can we change this person's situation," he said.

## Legacy of change

Hardel said his goals have focused on providing the equipment and training his officers need to do their work safely and efficiently.

He noted that every squad car has its own computer, thanks to a state grant.

Officers can run a records check, write an accident or an action report from their squad car,

rather than calling dispatch for the information or returning to the law enforcement center.

The county has also upgraded its radio system from analog to digital, upgraded its communications system and added towers.

The sheriff's office now has 95 percent coverage for its mobile radios and 75 percent to 90 percent coverage for portable radios.

Waupaca County has also added a snowmobile patrol and an ATV patrol.

"We're keeping people on the snowmobiles safe and keeping property owners happy," Hardel said.

Hardel has also started a cold case investigation team in partnership with the state Division of Criminal Investigation.

Two cold cases are still under investigation in Waupaca County:

- The March 22, 1992 double homicide of 23-year-old Tanna Togsrad and 35-year-old Tim Mumbrue, in a farmhouse just north of Weyauwega.
- The Jan. 15, 1978,

murder of 26-year-old Marcella Carpenter, who was found in a burning house in rural Clintonville

with a knife in her back.

"I don't feel we should have any unsolved cases," Hardel said. "Before I retire, I'd like to see the end of both those cases."

Hardel has also found ways to increase revenues.

In addition to state grants to pay for extra patrols that enforce seat belt and drunken driving laws, the county sheriff's office offers vehicle registration.

Waupaca County jail also has negotiated long-term contracts with Wood County and Portage County to hold some of their inmates. This generates a total of \$1.4 million to \$1.6 million annually.

The jail now has 24/7 nursing staff due to increased opiate use among the people who are arrested.

All corrections officers have access to stab vests and a new training area with a mock cell has been set up in the basement of the courthouse.

Hardel has also initiated 12-14 weeks of field training for new officers in the patrol, corrections, communications and detective divisions.

"We also started a school safety program two years

ago," Hardel said. "We felt we needed to step up and make sure our kids were protected."

Hardel said deputies routinely stop at the schools in their patrol areas several times a day.

"They'll stop at lunch and visit with the kids," Hardel said. "By showing a presence, it's a deterrent."

Hardel said he is looking to obtain grants and work in collaboration with area police departments to have an officer's presence in every school.

"That's what it's going to take to make sure our kids are safe and we don't have a tragedy in Waupaca County," Hardel said.

The sheriff's office now has an Internet Crimes Against Children officer who works with state and federal agencies.

A new computer forensics lab allows investigators to process computers and download data from cell phones.

"We've made cases just on phone calls," Hardel said.

Waupaca County has established its own Crime Scene Investigation unit and an evidence processing

and inventory system that scans and codes every item.

The SWAT now has a 30-foot long truck with roll-up doors for hauling equipment and a military surplus MRAP that will soon have a battering ram designed, built and donated by Waupaca Foundry.

"We're creating a Rescue Task Force if we ever have an active shooter," Hardel said.

Each RTF team will have a paramedic, firefighter and officer to go into an active shooter situation and extract people. Team members will wear helmets and vests and carry first-aid kits.

Hardel said all patrol squads now carry defibrillators and Narcan to provide emergency medical treatment if the officers are the first to arrive on the scene.

As much as he appreciates the importance of equipping his officers, Hardel believes that team work is key to the department's success.

"You can get more things done as a team," Hardel said. "I think the majority of our staff are awesome and we work very well as a team."

