



## DISTRICT BOARD OF TRUSTEES REGULAR MEETING

June 13, 2017

Northcentral Technical College

1000 W. Campus Drive

Wausau, WI 54401

Timberwolf Conference Center - Room D100

**12:00 p.m.** Public Hearing on 2017-2018 Northcentral Technical College District Budget

I. Call to order

II. [Highlights of FY2017-18 Budget](#)

III. Adjourn Public Hearing

**12:30 p.m.** Lunch

**1:15 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 MEETING MINUTES**

A. [Approval of minutes from May 2, 2017 Board of Trustees Meeting](#)

**Motion:** That the Northcentral Technical College Board Approve the meeting minutes from the May 2, 2017 Board of Trustees meeting.

Voice Vote Required

**IV. REGULAR VOTING AGENDAS**

A. [Resolution disclosing district reserves maintained by Northcentral Technical College District](#) – Roxanne Lutgen

**Motion:** The board approves the disclosure of all reserves maintained by it, the amount contained in each reserve and the anticipated amount by which each reserve will be increased or decreased during the year for which the budget is adopted as provided on the attached resolution.

Voice Vote Required

- B. [Resolution for Adoption of 2017-2018 Northcentral Technical College District Budget](#) – Roxanne Lutgen

**Motion:** That the NTC District Board hereby adopts the budget for the fiscal year 2017-2018 as included in the attached resolution for the operation and maintenance of the District for the fiscal year beginning July 1, 2017.

Voice Vote Required

- C. [Negotiated Salary Effective 2017-18 Northcentral Technical College and the Faculty Association](#) – Karen Brzezinski

**Motion:** That the NTC District Board approve an across the board increase of 1.26% to base wages for the Faculty Association effective July 1, 2017.

Voice Vote Required

- D. [Faculty Association: 2017-18 Supplemental Salary](#) – Karen Brzezinski

**Motion:** That the NTC District Board approves to authorize the 2017-2018 benefits for Faculty Association as indicates in the topic summary sheet.

Voice Vote Required

- E. [Wausau – Wisconsin DOT Land Acquisition \(Agriculture Center\)](#) – Rob Elliott

**Motion:** That the NTC District Board approve the acquisition of the Wisconsin DOT Land at a cost not to exceed \$18,000, and request the WTCS State Board do the same.

Voice Vote Required

- F. [Memorandum of Understanding and Operating Agreement between Northcentral Technical College District and the NTC Foundation, Inc.](#) – Vicki Jeppesen

**Motion:** That the NTC District Board approve the Memorandum of Understanding and Operating Agreement between Northcentral Technical College District and NTC Foundation, Inc.

Voice Vote Required

## V. CONSENT VOTING AGENDA

### A. Approval of consent Voting Agenda (Roll Call Vote)

- [New Lubrication Technician Apprentice](#)
- [New Manufacturing Technician Apprentice](#)
- [Receipts & Expenditures](#)
- [Personnel Changes](#)

**Motion:** That the Northcentral Technical College District Board move to approve the Consent Voting Agenda including:

New Lubrication Technician Apprentice  
New Manufacturing Technician Apprentice  
Receipts & Expenditures  
Personnel Changes

Roll call vote required to approve.

## VI. INFORMATION/DISCUSSION

### A. President's Report

- Update on 2017/18 Enrollment Initiatives – Katie Felch/Jeannie Worden/Bobbi Damrow
- Legislative/Budget update
- [Fiscal Strength](#) – Roxanne Lutgen
- [2015-2016 Graduate Outcomes](#) – Vicki Jeppesen/Angie Servi
- Recognition of Douglas Moquin with 18 years of service
- Comments from Informational Update
  - Promising Future Donor Recognition Event Update – Vicki Jeppesen

### B. Chairperson's Report

- WTC District Boards Association Summer Meeting – July 13, 2017 – July 15, 2017 (Double Tree Hilton – Kenosha)

### C. Information

- [Advisory Meeting Minutes](#)
- [Upcoming Meetings/Events](#)
- [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) (c), and (g) for the purpose:
- Approval of the May 2, 2017 Closed Session Minutes
  - CEO Contract 2017-2020.
  - Update regarding pending litigation

**Motion:** Adjourn Board into Closed Session to Wisconsin Statutes Section 19.85 (1) (c), and (g) for the purpose:

- Approval of the May 2, 2017 Closed Session Minutes
- CEO Contract 2017-2020.
- Update regarding pending litigation

Roll Call Vote Required

**VIII. OPEN SESSION**

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

**Motion:** Adjourn Board into Open Session to take any action deemed necessary as a result of the Closed Session.

Roll Call Vote Required

**IX. ADJOURNMENT**

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

*Mission Statement:* Northcentral Technical College is the customer-focused, accessible provider of innovative life-long learning that builds a globally competitive workforce.



# Budget & Planning 2017 - 2018



1000 W. Campus Drive  
Wausau, WI 54401

715.675.3331

 [www.ntc.edu](http://www.ntc.edu)

## Proposed Budget

*Linking NTC Strategic Planning  
and Resource Allocation*

# NORTHCENTRAL TECHNICAL COLLEGE

Wausau, Wisconsin

## DISTRICT BUDGET 2017-18

Members of the Board



Maria A. Volpe (Central)  
*Chairperson*



Tom Felch (Central)  
*Vice Chairperson*



Dr. Kristine Gilmore  
*Secretary/Treasurer*



Lee Lo (Central)  
*Member*



Douglas Faragher (East)  
*Member*



Douglas L. Moquin (West)  
*Member*



Dale Smith (West)  
*Member*



Ruth Risley-Gray (East)  
*Member*



Paul C. Proulx (Central)  
*Member*

### EXECUTIVE LEADERSHIP TEAM

- Dr. Lori A. Weyers, President
- Dr. Vicki Jeppesen, Vice President of College Advancement
- Roxanne Lutgen, CPA, CISA, MBA, Vice President, Finance & Chief Financial Officer
- Vacant, Vice President for Learning
- Dr. Jeannie Worden, SPHR, Vice President, Student Services
- Rob Elliott, Director of Facilities
- Chet Strebe, Chief Information Officer
- Katie Felch, Director of Marketing & Public Relations
- Dr. Karen Brzezinski, Director of Human Resources

### MISSION STATEMENT

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

### DISTRICT OFFICE

Northcentral Technical College  
1000 W. Campus Drive, Wausau, Wisconsin 54401, 715.675.3331

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SECTION I

**BUDGET AND  
PLANNING**





Dear District Taxpayer:

We are pleased to present Northcentral Technical College's (NTC's) proposed budget for fiscal year 2018. In developing the budget, NTC's Board of Trustees, administration and staff allocate resources in alignment with the mission and vision of the College.

For more than 100 years, NTC has been a vital educational component for the citizens of north central Wisconsin. Today, our commitment to offering high quality educational opportunities to the communities we serve remains at the heart of what we do. With a focus on cultivating partnerships and collaborating with business and industry, K-12, higher education and government, NTC is building a brighter future for the District community.

The 2017-18 budget plan reflects the efforts of the NTC Board of Trustees, administration and staff to allocate resources to support growth in the quality educational programs and services we provide to residents of the NTC district. This budget includes an operating mill rate of 0.63925.

In 2016-17, Northcentral Technical College continued to serve the community through sound fiscal management and the reallocation of resources. NTC continues to meet the needs of the District through:

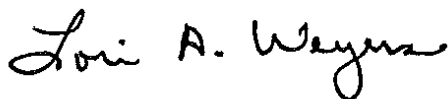
- **Access:** NTC continued to expand flexible course and program options, including the College's **most flexible option – Virtual College**, and was recognized in 2017 as the fourth best online college in the nation by bestcolleges.com. The College also continues to offer new Continuing Education options, Late Start Courses, Summer and Winterim Courses (3 Credits in 3 Weeks) and online courses to meet the needs of District Learners.
- **Outreach:** NTC continues to **expand educational opportunities for learners** through the expansion of new programs and continuing education opportunities, and currently serves 1 in 6 residents in the NTC District.
- **Innovative Learning:** NTC students continue to make a difference locally – **94 percent of 2016 graduates were employed within six months of graduation**,

**with 71 percent of graduates working within the NTC District.**

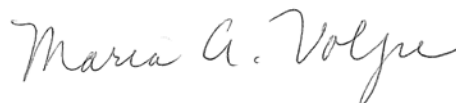
- **Transfer Opportunities:** The College creates seamless learning opportunities – students from high schools in the NTC District earned approximately **11,702 college credits** in 2016-17, **a 17 percent over the previous year**. Students have the opportunity to transfer those credits to NTC and beyond, with **all of NTC’s associate degree programs offering junior status transfer** to at least one four-year college or university through the college’s 300+ transfer guides and 50+ partner colleges.
- **Partnership and Collaboration:** NTC recognizes that the needs of our communities, businesses and workforce change over time. Through a unique advisory committee model, NTC is **closer to business and industry** than any other educational system. Advisory committees, comprised of local business experts, assure that technical college programs meet business and industry needs.

We strongly believe this budget allows Northcentral Technical College to continue building futures as your college of choice one learner, one employer and one community at a time. We look forward to your continued support as we fulfill this vision.

Sincerely,



Lori A. Weyers, Ph.D.  
NTC President



Maria A. Volpe  
District Board Chairperson

## BUDGET PLANNING PROCESS 2017-2018

The Northcentral Technical College budget is adopted for one fiscal year beginning July 1, and ending June 30. This budget allocates financial resources for ongoing programs, courses and services as well as for new initiatives. Budgeting is done in accordance with Chapter 65 of the Wisconsin State Statutes, Wisconsin Technical College System Administrative Rules, and local district policy. It is prepared in the format required by the Wisconsin Technical College System and must be submitted to the state office by July 1 of each year. Expenditures must be accommodated within the authorized tax levy and other funding sources.

Budgeting is an important step in the college's strategic planning process and achievement of the college's goals. Instructional program area and operational budgets are developed based on meeting the needs of business and industry, the students and the college's strategic plan. These needs are identified through Presidential Listening Sessions strategically held by the President and key leaders to gather information related to customer needs. The Executive Leadership Team works closely with the district Finance Department in developing and balancing the budget. During the May board meeting, the District Board of Trustees reviews the tentative budget summary and refers it to a public hearing. In June, preliminary budget information is shared with local municipalities, business leaders, and interested parties at the public hearing. Following the open hearing, the Board considers public input in adopting the budget at its regular meeting in June. The table below shows the planning process:

### Budget Planning Process Timeline

Planning Level	Event	Responsible Party	Timeline
STRATEGIC	Mission, Vision, Purposes, Values Strategic Directions	Board of Trustees	Summer
OPERATIONAL	Budgeting Parameters Set	Exec. Leadership/ Board of Trustees	Sept - Mar
	Budget Reallocation Review	Exec. Leadership	Nov - Mar
	Budget Development/Change	Exec. Leadership	Jan - Mar
	Budget Compilation/Balancing	Finance	Feb - Mar
	Final Budget Document Compiled	Finance	April - May
EVALUATIONS	Review of Budget Data	All NTC Staff	On-going

# BUDGET PREPARATION

## 2017-2018

### **BUDGET CONSTRUCTION**

The budget itself is a natural outcome of the planning process. In October and November, the Learning Team, Facilities and Information Technology assess and prioritize capital needs in the following key areas: construction projects, facilities remodeling, furniture, major equipment, audio/visual equipment and computer hardware & software. Priorities are based on College strategic plans, new initiatives or equipment replacement plans for maintaining current operations.

While Deans and Directors are reviewing plans and submitting capital budget requests, the Executive Leadership Team (ELT) forecasts future-year revenues and expenditures. Resources (revenues) are estimated by reviewing trends, assessing the political environment and predicting growth. Some revenues are constrained by statutory rates or rules (parameters). Expenditures are projected based on current operations at future costs plus the cost of new initiatives and strategic investments.

Collectively, the College's policies, parameters and planning assumptions result in a forecast-a projected operating surplus or deficit for the future year. The forecast is compared to long-range planning estimates and long-range goals to ensure compatibility.

In years when revenue is constrained, such as in recent years, it is necessary to reduce projected expenditures or find new revenue sources. The Executive Leadership Team works with budget manager input to identify areas where expenditures can be reduced or eliminated. The forecast, together with required changes, becomes the preliminary operating budget.

The Capital Expenditure plan is shared with the Board in February for tentative approval. The Board ensures that the Capital Expenditure plan is consistent with the College's strategic directions. The Capital Expenditure plan is shared with the Board for final approval in March. After Board approval, this plan becomes the Capital Budget.

The draft Operating Budget is built in two major sections. Salary and benefit budgets are set by using existing staff records and applying future salary and benefit adjustments. Non-salary budgets are set by using existing budgets and then adjusting or reallocating for known changes. Position budgets are submitted to budget managers who must verify staff-related budgets. The Executive Leadership Team ensures that the proposed budget conforms to the Budgeting Parameters set throughout the planning phase.

The Budgeting Parameters are shared with the Board repeatedly throughout the budget planning process. The proposed Operating Budget summary is presented to the Board in May. After public hearing, the Board adopts all budgets at its June meeting.

### **BUDGET MONITORING**

- Teams are expected to operate within their budgets, once established. Budget managers are held accountable and expected to be disciplined in budget management.
- Teams and managers are expected to use established purchasing procedures.

### **BUDGET MODIFICATION**

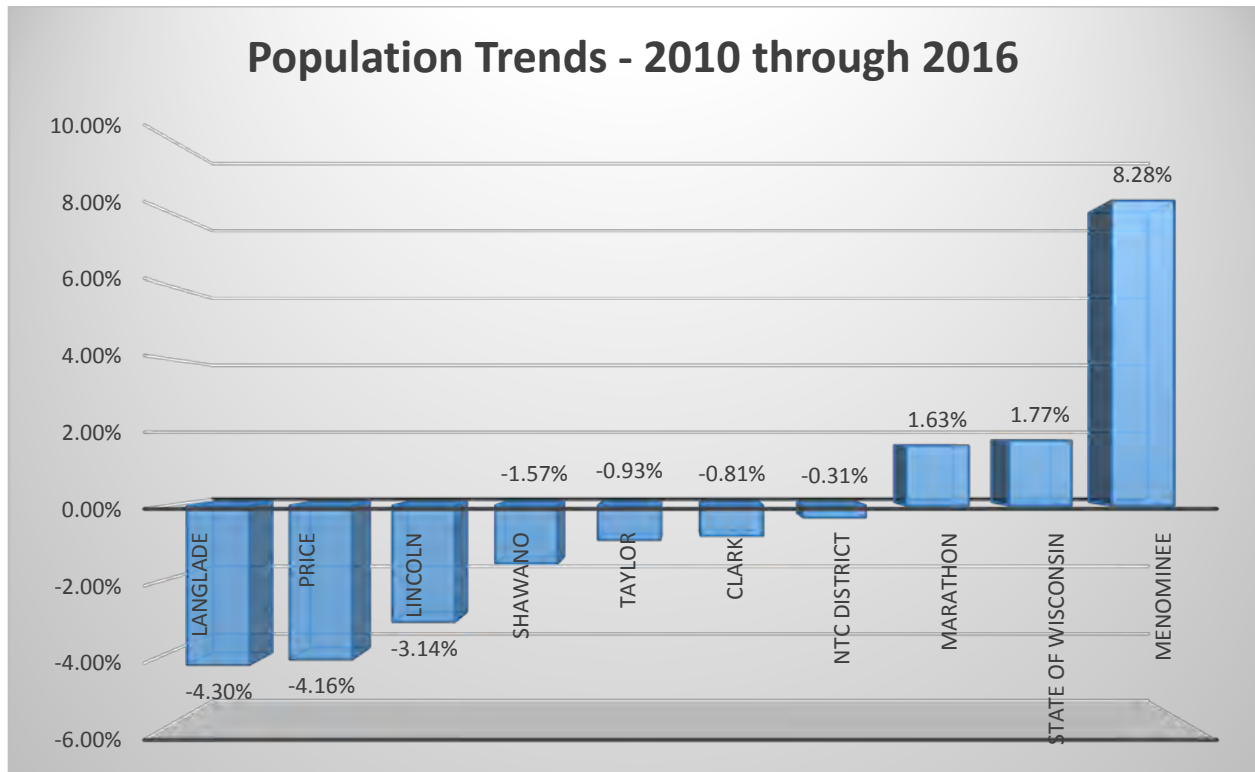
The budget is a plan, and changes inevitably occur during the year that were not anticipated at the time the original budget was developed. Examples of changes include approval of new strategic initiatives, new grant funding or other significant changes in revenues or expenditures. Since the budget is approved by fund and function, changes impacting these parameters require the budget to be amended.

At least two thirds of the district board membership must approve any budget modification. Also, Wisconsin state statutes require that budget changes be published as a Class I notice within 10 days to be valid, and that the state office be notified within 30 days.

## FACTS, TRENDS AND FORECASTS

In planning for the new fiscal year budget, NTC takes into consideration emerging trends identified by NTC's College Advancement Team through the Environmental Scanning and Institutional Research processes. These processes can help proactively define opportunities, potential threats, and areas of expected change that may impact NTC. The following information is used to aid the college in directing resources to the highest areas of community need.

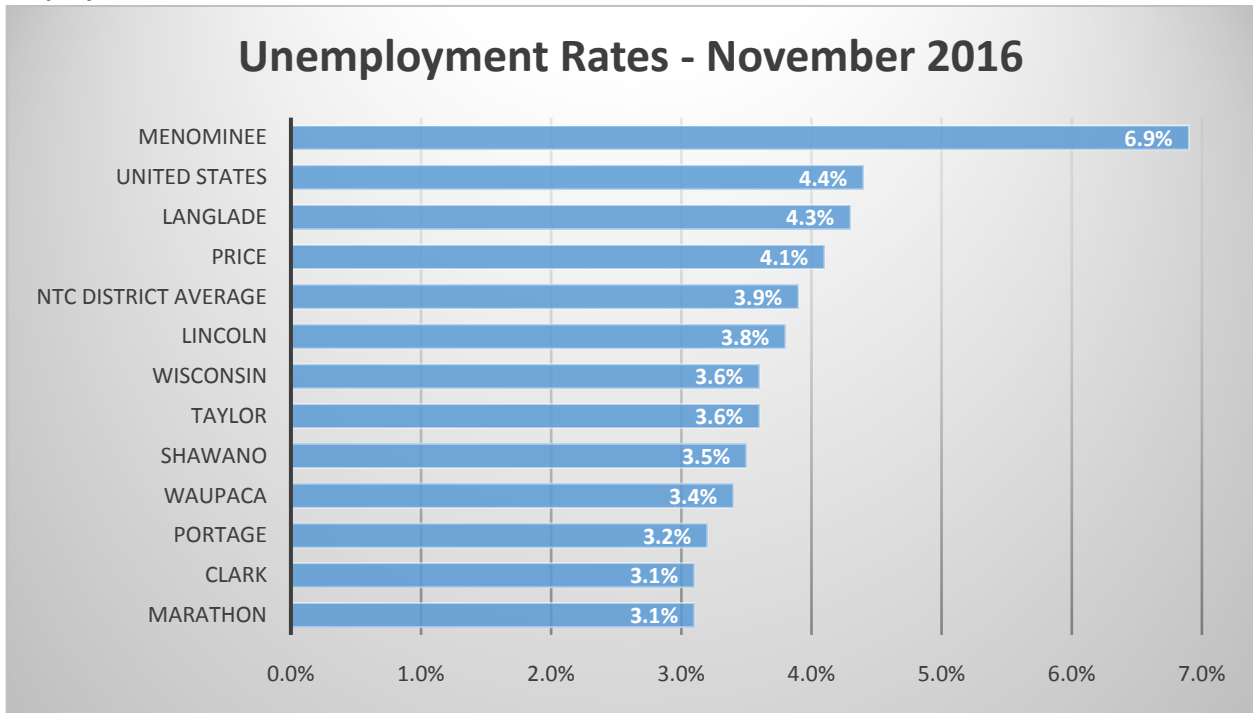
### Population and Demographic Trends



Source: EMSI – Demographic Overview by County (Counties more than 5% in NTC District included)

- The NTC district has seen an overall population decrease of 0.31% since 2010. In certain counties in the district, population has decreased as much as 4.3%. (*Economic Modeling Specialists, Intl.*)
- The NTC district has seen declining population in the following age groups: Under 5 years, 5 to 19 years, 25 to 29 years, 35 to 54 years, and 80 to 84 years. The 20 to 24 years, 30 to 34 years, 55 to 79 years and 85 years and over groups have seen increases. (*Economic Modeling Specialists, Intl.*)
- High schools in the NTC district are projecting a decrease of 16% in high school graduates when comparing 2010 to 2017. (*Wisconsin DPI WiseDash*)

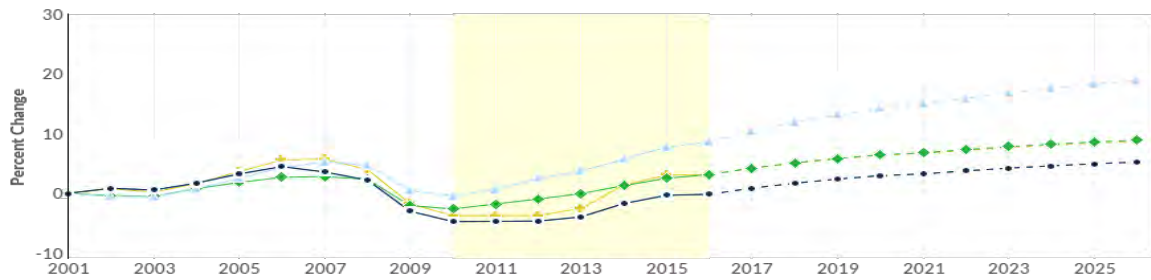
## Employment Trends



Source: [http://worknet.wisconsin.gov/worknet\\_info/maps/pdf/uRatesCo.pdf](http://worknet.wisconsin.gov/worknet_info/maps/pdf/uRatesCo.pdf) (DWD)

- Unemployment rates in the NTC district are down, with an average unemployment rate of 3.9%. This is lower than the National rate of 4.4% and slightly higher than the Wisconsin rate of 3.6% (*Wisconsin Department of Workforce Development*). A recovering job market means that adults returning to college may decline. It also indicates that students enrolling at NTC are more likely to be employed.
- NTC has seen a 73% decrease in dislocated workers served at the College during the past four years, going from 715 dislocated workers served in 2011-12 to 114 dislocated workers served in 2015-16. (*WTCS Outcomes-Based Funding Data, Criterion 9*)
- High growth is expected in jobs in geriatric care – this is based on labor market needs as well as the growing population of those over the age of 55 in the NTC district. (*Economic Modeling Specialists, Intl.*)
- The number of jobs available in the NTC district has increased by 4.8% since 2010. This is lower than growth at the state (5.9%) and National (9.1%) levels. (*Economic Modeling Specialists, Intl.*)

## Job Trends – 2010 through 2016\*



Region	2010 Jobs	2016 Jobs Update	Change	% Change
● NTC District	136,468	143,002	6,534	4.8%
● United States	144,205,572	157,312,564	13,106,992	9.1%
● Wisconsin	2,920,049	3,092,749	172,700	5.9%
● Wausau, WI	71,409	76,525	5,116	7.2%

\* Data includes only counties that are more than 5% in NTC's District (Waupaca and Portage excluded). Source: Economic Modeling Specialists, Intl.

## Job Trends by County – 2010 Through 2016

County	2010 Jobs	2016 Jobs	Change Since 2010
Menominee County (100% is in NTC District)	2,869	2,275	-20.70%
Langlade County (86% is in NTC District)	9,129	8,756	-4.09%
Price County (100% is in NTC District)	6,688	6,551	-2.05%
Shawano County (25% is in NTC District)	14,506	14,666	1.10%
Taylor County (81% is in NTC District)	9,013	9,168	1.72%
Lincoln County (69% is in NTC District)	11,577	12,068	4.24%
<b>NTC District Average</b>	<b>136,468</b>	<b>143,002</b>	<b>4.79%</b>
Marathon County (98% is in NTC District)	71,409	76,525	7.16%
Clark County (32% is in NTC District)	11,277	12,991	15.20%

Source: Economic Modeling Specialists, Intl.

- Of the 1,559 academic year 2015-16 graduates of NTC programs who responded to the Graduate Follow-Up Survey and are currently in the labor market, 94% are employed. Of those employed, 82% were employed in the field from which they graduated, representing the highest rate of employment in a related field since 2001-02. (NTC Graduate Employment Report Data)



### **Program Trends**

- NTC's Virtual College, which was implemented in academic year 2011-12, has increased from 44 FTEs in 2012-13 to 260 FTEs so far in 2016-17. The unduplicated number of students served through Virtual College has also increased from 98 students in 2012-13 to 839 students so far in 2016-17. These increases translate to a 491% increase in FTEs and a 756% increase in the number of students served over a four-year period. *(NTC FTE Reports)*
- NTC has increased the number of programs enrolling students from 78 in 2013-14 to 124 in 2016-17. This represents a 59% increase.

### **Overall Higher Education Trends**

- An evolved form of performance funding, Outcomes-Based Funding, is on the horizon. Experts say that Outcomes-Based Funding has a more direct connection to state needs, aligning the method of funding with the state's higher education attainment goals and student success priorities. As of academic year 2015-16, 74% of states (37 states) are developing and/or implementing Outcomes-Based Funding policies. *(National Conference of State Legislatures, 7.31.2015)*
- In a survey of academic leaders, cost/student indebtedness ranked as the top factor driving the future of higher education (39%), followed by workforce development/gainful employment (20%). *(Babson Survey Research Group, 2015)*

# BUDGET PREPARATION ASSUMPTIONS 2017-2018

## Program and Service Assumptions

The Northcentral Technical College planning and budget process will select new objectives based on their likelihood to meet the following institutional Community Benefits Statements (outcomes) and follow NTC's Strategic Directions:

## **COMMUNITY BENEFIT STATEMENTS**

Northcentral Technical College benefits communities throughout its District:

1. Learners have the knowledge and skills essential to obtain, maintain or advance in employment and higher education.
2. Employers have an available and skilled workforce.
3. Communities have the capacity to foster domestic and global economic growth.

## **STRATEGIC DIRECTIONS**

### Innovation and Growth

The College implements new products or services to meet current and future stakeholder needs.

### Strategic Partnerships

The College becomes the preferred strategic partner of area businesses and industries, K-12 districts, local communities, entrepreneurs and other institutions of higher education to support learning and economic development, establishing NTC as an educational leader.

### Continuous Quality Improvement

The College develops innovative ways to continually improve learning, support systems, and processes, and the responsible use of natural resources that enhance organizational effectiveness and demonstrates sustainability. The College encourages and supports professional growth and team development throughout the organization.

### Fiscal Strength

The College prudently manages and strengthens its financial resources in order to thrive in a complex and changing environment.

### Student Success

The College promotes student retention, degree completion, career and job placement and engages a diverse student population through its programs, support services, and campus settings.

## Financial Assumptions

- FTE projection of 3,283.
- District property tax revenue remains constant.
- State aids, based on FTEs, expenditures, property valuation, and performance measures remain constant.
- Program fee revenue and material fee revenue remain constant.
- Increases in fringe benefits projected as follows: health insurance 5%, dental insurance 0%, disability insurance 2%, life insurance 2%, vision insurance 0%, and Wisconsin Retirement System contribution of 6.8% of salary for all eligible employees.

## NEW PROGRAM INITIATIVES AND ORGANIZATIONAL CHANGES 2017-2018 BUDGET YEAR

In the coming year, the College continues to build upon the rich array of programs and services offered to District residents through sound fiscal management and the reallocation of resources.

The 2017-2018 Budget includes the following:

- ***Flexible & Accessible Learning***

NTC continues to expand flexible learning options, including the College's most flexible option, Virtual College. More programming will be added to Virtual College including Fire Services Leadership and Magnetic Resonance Imaging (MRI). The College continues to offer new Continuing Education options including regional and national conferences, Anytime Start Courses, Summer Courses, Winterim courses, and online courses to meet the needs of District Learners.

- ***Building Stronger Relationships***

Recognizing that in today's economic and budget climate we cannot go alone, the College continues to strengthen relationships. Partnerships include working closely with local K-12 districts, supporting local businesses and partnering with local government to seek efficiencies and opportunities in the expansion of regional educational opportunities. Strong relationships with other higher education partners to provide transfer options are important to learners. Regional advisory meetings are held throughout the year at all campuses.

- ***Diversity Outreach***

NTC recognizes its role in embracing diversity and fostering relationships among the District's increasingly diverse population. In 2017-18, the College continues their efforts to promote student and staff diversity at the college. Equity related to student access drives programming and student services.

- ***Regional Campus Outreach***

The College continues to support the delivery of regional programs and courses in multiple modes of delivery to maximize offerings in support of regional learner needs. The regional campus facilities and equipment will be utilized in partnerships with local high schools for high school academies such as CNA, EMT, Welding and IEMT.

- ***Transportation Centers for Excellence***

Transportation industries are vital to northcentral Wisconsin. The "Transportation Centers to Promote Excellence in the Transportation Industry" project strengthens northcentral Wisconsin's economy by supporting the industry to retain and grow current transportation companies and those who depend on transportation and includes a Center for Diesel Technology, Center for Automotive Technology and Center for CDL.

- ***Tactical Safety Range***

The Tactical Safety Range is located at the Public Safety Center of Excellence in Merrill and features an eleven lane shooting range that accommodates both rifle and handgun. The facility also features a classroom and weapon cleaning room.

## NEW PROGRAM INITIATIVES AND ORGANIZATIONAL CHANGES 2017-2018 BUDGET YEAR

- ***Building the Future Workforce***

NTC is preparing for the jobs of the future through new programs such as Pharmacy Technician/Management and Phlebotomy Technician.

- ***Student Success***

NTC demonstrates a strong commitment to student success by helping students achieve their educational goal. Students receive individual assistance through a dedicated Student Success Team. The College assesses student success by measuring applications, matriculation, enrollment, retention, completion, graduation, transfer and placement. The College fosters a dedication to student success by providing a student focused academic environment, student support programs and a strong institutional commitment. NTC is committed to removing barriers for students by focusing on equity in services and programs. The NTC Promise removes financial barriers for high school graduates to attend college and meet the workforce needs of the community.

## CAPITAL RESOURCE PLAN DEFINITIONS

**Capital Equipment** – Moveable capital assets, including computers, vehicles, furniture, or other furnishings, having a useful life of greater than one year and a dollar value greater than \$1,000.

**Capital Facility Improvements** – Changing or upgrading existing buildings without adding additional size to the building.

**Building Expansion/Leases** – Adding size to an existing building, new building, or site acquisition.

**Capital Non-Facility Improvements** – Changing or upgrading sites not attached to any building, such as roads, parking lots, water and sewer mains, landscaping or signs.

## MAJOR CAPITAL PLANS FOR 2017–2018

Each individual instructional area determined equipment needs. The divisional Deans and the Vice President for Learning then prioritized and approved instructional equipment needed in order to meet established college goals. The President of the college, in conjunction with the Chief Information Officer and the Director of Facilities, determined the prioritization of technology and facility needs. As a result, the board approved the capital plan to spend \$11,615,000, funded through capital borrowings, donations, and capital fund balance.

The major expenditures planned for the 2017-2018 fiscal year are:

### **Previously Committed Capital Expenditures \$1,073,000**

This category includes funding for ongoing distance education leases and other ongoing items, including software and license renewals and capital contingency.

### **High Priority Educational Needs \$1,760,000**

This category includes equipment purchases needed for instruction. Examples include: STEM Center equipment, Vector Feeding System for the Agriculture Center of Excellence, 5 Axis Machine Center for Machine Tool, Caesar Trauma Simulator for EMS/Health programs, Tactical Safety Range Equipment for at the Public Safety Center of Excellence in Merrill, 2 Color Offset Press for Graphics and other equipment and software specifically used for instruction.

### **Technology Maintenance \$3,945,000**

This category captures maintenance and renewal costs of technology throughout the District for all instruction and administrative responsibilities. Examples include maintenance and replacement costs for: server and network equipment, data cabling, operating system upgrades, and microcomputer upgrades and replacements. Also included are IT consulting, high definition video conferencing, and development of smart classrooms, as well as advanced technology initiatives.

### **Long Range Facility Plan Recommendations**

#### **Regional Campuses \$2,652,500**

Planned updates at the Agriculture Center of Excellence include Student Center and Feeder Building additions, Manure Pit expansion, and furniture purchases. Merrill Safety Center of Excellence updates include the CDL Training Building construction, a classroom addition, plus HVAC and parking lot improvements at the Tactical Safety Range. Planned updates in Antigo include STEM Center (Science, Technology, Engineering, and Math) remodeling and furniture. Wittenberg Campus updates include minor remodeling and additional furniture.

#### **Central Campus Facility and Improvement \$2,184,500**

Central campus plans include STEM Center remodeling and furniture, Pharmacy Technician program renovation and furniture, courtyard enhancements, H Building Roof replacement, bathroom renovations in the F, H, and CHS buildings, and replacement of road lighting, sidewalk and curb, blacktop, carpet, facilities equipment and furniture.

**Northcentral Technical College  
Staff Position Summary - Full Time Equivalent (FTE) Basis**

	2015-2016				2016-2017				2017-2018						
	General Fund	Special Revenue Fund	Proprietary Fund	Fiduciary Fund	2015-2016 Total	General Fund	Special Revenue Fund	Proprietary Fund	Fiduciary Fund	2016-2017 Total	General Fund	Special Revenue Fund	Proprietary Fund	Fiduciary Fund	2017-2018 Total
Administrators/ Supervisors	71.13	18.52	3.21	4.00	96.86	74.13	18.52	2.93	4.14	99.72	77.13	18.72	2.93	4.14	102.92
Teachers	117.63	33.37			151.00	119.63	33.37			153.00	117.63	33.37			151.00
Specialists	8.00	14.52			22.52	8.00	14.52			22.52	8.00	15.00			23.00
Other Staff	141.50	32.99	2.28	0.50	177.27	136.50	31.99	2.28	0.50	171.27	135.88	30.12	2.28	0.50	168.78
	338.26	99.40	5.49	4.50	447.65	338.26	98.40	5.21	4.64	446.51	338.64	97.21	5.21	4.64	445.70

**Notes:**

- 1 - FTE totals include grant funded positions and do not include student workers
- 2 - 2016-2017 FTE totals are estimated year-to-date through April 2017
- 3 - Projected 2017-2018 FTE totals are based on current positions in system, approved new positions, less positions not in place/posted for the new year



SECTION II

**FINANCIAL DATA**





## BALANCE SHEET AND BUDGETARY DEFINITIONS

**FUND** - A fund is a fiscal and accounting entity with a self-balancing set of accounts, which is established for a specific purpose or objective. It includes accounts for assets, liabilities, fund balances, revenues, and expenditures necessary to record the financial condition and the results of operation of the fund.

### **GOVERNMENTAL FUNDS**

*General Fund* - The General Fund is the principal operating fund of the district and accounts for all financial activities of the district not required to be accounted for in another fund.

*Special Revenue Fund - Operational* - A special revenue fund type is used to account for the proceeds and related financial activity of specific revenue sources that are legally restricted for a specific purpose except for major capital projects and expendable trusts. In general, activities that are project in nature and not considered part of the regular program of the district should be budgeted and controlled through the Special Revenue Fund. Typical inclusions are Vocational Education Act, Adult Education Act, and Workforce Investment Act. Excluded would be construction or remodeling projects, and trust/agency activities, including student loans.

*Capital Projects Fund* - The Capital Fund is used to account for financial resources used for the acquisition of equipment and the construction, improvement, and refurbishment of capital facilities other than those financed by enterprise operations.

*Debt Service Fund* - The Debt Service Fund is used to account for the accumulation of resources for, and the payment of general long term debt and long term lease purchase debt principal and interest.

### **PROPRIETARY FUNDS**

*Enterprise Fund* - The Enterprise Fund is used to account for district operations where the cost of providing goods or services to students, district staff, faculty or the general public on a continuing basis is financed or recovered primarily through user charges or where the district board has decided that periodic determination of revenues, expenses or net income is appropriate.

*Internal Service Fund* - Internal Service Funds are used to account for the financing and related financial activities of goods and services provided by one department of the district to other departments of the district, or to other governmental units on a cost reimbursement basis.

## **FIDUCIARY FUNDS**

### *Special Revenue Fund – Non-Aidable*

- *Expendable Trust Fund* – The expendable trust fund is used to record resources and related financial activities where both the principal and earnings may be expended and where the district acts as trustee.
- *Non-Expendable Trust Fund* – The non-expendable trust fund is used to record resources and related financial activities where the principal may not be expended and where the district acts as trustee.
- *Agency Fund* – The agency fund is used to record resources and related financial activity where the district acts as an agent or custodian for others, rather than as an owner.

## **ACCOUNT GROUPS**

*General Fixed Assets Account Group* - The General Fixed Assets Account Group is used to record assets of a physical nature having a long period of usefulness such as land, buildings, and equipment, not including fixed assets in proprietary funds.

*General Long-Term Debt Account Group* - This account group represents all unmatured general long-term liabilities that are not recorded in proprietary funds. Payments on general obligation and other long-term debts are made from the Debt Service Fund.

## **REVENUE SOURCES**

*Local Government* - Revenue of the district that is received from taxes levied on the equalized property value within the district. Annually in October, the property tax levy is billed based upon the equalized value of taxable property to the local municipalities who act as assessors and collection agencies. All delinquencies are assumed by the respective counties; therefore, Northcentral Technical College will receive each levy in full. The debt service mill rate is added to the operational mill rate to get a total mill rate.

*State Aids* - State aids are provided by the Wisconsin Technical College System to fund regular operations. State aid is calculated based upon an expenditure-driven formula, which takes into account full time equivalent student counts and equalized valuation throughout the district.

*Program Fees* - Fees for tuition paid by students. Program Fees, which are set annually by the Wisconsin Technical College System, are based upon estimated total operating expenditures of all Wisconsin technical college districts.

*Material Fees* - Fees paid by students to cover the cost of instructional materials used by the student or instructor in the classroom. Material fees are also set annually by the Wisconsin Technical College System.

*Other Student Fees* – Examples of other student fees include group dynamics course fees, testing fees, application fees, and graduation fees.

*Institutional Revenue* - Revenue generated by business and industry contracts (38.14 contracts) for customized instruction and technical assistance, technical preparation contracts (tech prep, 118.15 slotter contracts), interest or investment earnings, and enterprise activities.

*Federal Grants* - Northcentral Technical College receives federal grants for specific projects and student financial assistance such as Adult Basic Education, Pell, Federal Work-Study, TAAACCCT (Trade Adjustment Assistance Community College and Career Training), and Carl D. Perkins Career and Technical Education Act.

*State Grants* - Northcentral Technical College receives various state grants for specific projects such as Wisconsin Fast Forward Blueprint for Prosperity, Career Pathways, Student Support, Core Industry, and New Markets.

## **EXPENDITURE FUNCTIONS**

*Instruction* - This category includes teaching, academic administration, including clerical support, and other activities related directly to the teaching of students, guiding the students in the educational program, and coordination and improvement of teaching.

*Instructional Resources* - Instructional resources includes all learning resource activities such as the library and audio-visual aids center, learning resource center, instructional media center, instructional resources administration, and clerical support.

*Student Services* - Encompassed in this category are those non-instructional services provided for the student body such as student recruitment, student services administration and clerical support, admissions, registration, counseling (including testing and evaluation), health services, financial aid, placement, and follow-up. Non-instructional athletics such as varsity and intramural athletics are also included.

*General Institution* - This function includes all services benefiting the entire college, exclusive of those chargeable directly to other functional categories. Examples of this type of expenditure are legal fees, external audit fees, general liability insurance, non-resident tuition, interest on operational borrowing, and public information. General personnel, employment relations, and affirmative action programs are included in this function.

*Physical Plant* - Physical plant includes all services required for the operation and maintenance of the District's physical facilities. Principal and interest on long-term obligations are included under this function, as are the general utilities such as heat, light, and power.

*Auxiliary Services* - This function includes commercial-type activities such as the automotive repair shop, the dental clinic, and the bookstore.

## NORTHCENTRAL TECHNICAL COLLEGE DISTRICT

### BASIS OF BUDGETING

Northcentral Technical College adopts an annual operating budget which is prepared on substantially the same basis as the financial statements, which are prepared in accordance with GAAP, except budgetary expenditures include encumbrances and budgetary revenues include all summer session tuition and fees for the summer session ending in the fiscal year and property taxes levied for the fiscal year.

### BASIS OF ACCOUNTING

Basis of accounting refers to when revenues and expenditures or expenses are recognized in the accounts and reported in the financial statements. Basis of accounting relates to the timing of the measurement made, regardless of the measurement focus applied.

The governmental, expendable trust and agency funds are accounted for on a modified accrual basis. Under the modified accrual basis of accounting, transactions are recorded in the following manner:

- Revenues are recognized when they become both measurable and available (susceptible to accrual). All revenues are considered susceptible to accrual. Summer session tuition and fees are prorated between the fiscal years covered by the summer session, based on the number of days of the session that fall in each fiscal year. For debt service, property taxes levied to make principal and interest payments with due dates within the fiscal year are revenue. Any debt service property taxes levied to make principal and interest payments with due dates outside the fiscal year are deferred revenue.
- Expenditures are recognized when the liability is incurred, except for interest and principal on general long-term obligation debt, which are recognized as expenditures when due. Expenditures for claims and judgments are recognized when it becomes probable that an asset has been impaired or a liability has been incurred.
- Expenditures for compensated absences, including vacation and sick leave, are recognized when the liability is incurred for past services of an employee that vest and accumulate.
- Capital assets are recorded as capital outlays at the time of purchase.
- Proceeds of long-term obligations are treated as a financing source when received.

The proprietary funds are accounted for on an accrual basis, whereby revenues are recognized when measurable and earned and expenses are recorded as liabilities when incurred and, where applicable, depreciation expense is also included.

The Governmental Accounting Standards Board (GASB) Statement No. 20 "Accounting and Financial Reporting for Proprietary Funds and Other Governmental Entities that Use Proprietary Fund Accounting" provides that proprietary funds may apply all GASB pronouncements as well as the following pronouncements issued on or before November 30, 1989, unless those pronouncements conflict with or contradict GASB pronouncements: Statements and interpretations of the Financial Accounting Standards Board (FASB), Accounting Principles Board (APB) opinions, and Accounting Research Bulletins (ARBs) on the Committee on Accounting Procedure. Northcentral Technical College has elected to apply only FASB, APB, and ARB materials issued on or before November 30, 1989.

**Northcentral Technical College  
BUDGET SUMMARY AND NOTICE OF PUBLIC HEARING  
July 1, 2017 - June 30, 2018**

	General and Special Revenue Funds (Operational)			All Other Funds		
	Actual 2015-2016	Estimated (1) 2016-2017	Budget 2017-2018	Actual 2015-2016	Estimated (1) 2016-2017	Budget 2017-2018
<b>SOURCES OF FUNDS</b>						
<u>Revenue</u>						
Local Revenue-Property Tax	\$9,537,142	\$9,765,544	\$9,765,544	\$8,867,589	\$9,962,150	\$9,962,150
Revenue Recognized from Prior Levy	\$0	\$0	\$0	\$0	\$2,075,337	\$0
State	22,496,578	21,681,356	22,215,063	1,816,965	1,654,158	1,457,205
Student Fees	11,853,756	11,227,717	11,280,000	857,019	875,000	877,000
Institutional (2)	3,665,757	3,548,388	3,768,000	10,704,152	10,938,343	10,696,000
Federal	2,953,302	2,301,978	1,313,900	14,815,275	13,774,732	13,727,000
Total Revenue	\$50,506,535	\$48,524,983	\$48,342,507	\$37,061,000	\$39,279,720	\$36,719,355
<u>Other Funding Sources:</u>						
Proceeds from Debt	\$0	\$0	\$0	\$13,268,330	\$10,897,000	\$11,294,000
Interfund Transfers In	5,288	26,663	0	1,794,800	16,000	0
Reductions in Fund Balance	1,924,365	281,439	616,691	96,299	1,599,202	3,995,059
Total Sources of Funds	\$52,436,188	\$48,833,085	\$48,959,198	\$52,220,429	\$51,791,922	\$52,008,414
<b>USES OF FUNDS</b>						
<u>Expenditures</u>						
Instruction	\$29,984,083	\$29,083,000	\$30,640,959	\$2,222,185	\$2,418,926	\$2,169,751
Instructional Resources	1,488,078	1,603,000	1,623,249	1,035,218	1,184,129	1,021,034
Student Services	3,859,625	3,648,000	3,658,937	17,141,567	16,303,087	16,160,500
General Institutional	9,806,358	9,781,000	9,100,287	2,844,755	2,781,311	5,692,976
Physical Plant	3,578,214	3,856,000	3,882,395	14,129,644	18,343,619	16,704,153
Auxiliary Service	0	0	0	10,725,231	10,227,000	10,106,000
Public Service	0	0	0	62,534	105,000	70,000
Total Expenditures	\$48,716,358	\$47,971,000	\$48,905,827	\$48,161,134	\$51,363,072	\$51,924,414
<u>Other Uses</u>						
Interfund Transfers Out	\$1,794,800	\$16,000	\$0	\$5,288	\$26,663	\$0
Increases to Fund Balance	1,925,030	846,085	53,371	4,054,007	402,187	84,000
Total Uses of Funds	\$52,436,188	\$48,833,085	\$48,959,198	\$52,220,429	\$51,791,922	\$52,008,414
<b>FUND BALANCE</b>						
Beginning	\$16,480,695	\$16,481,360	\$17,046,006	\$14,685,282	\$18,642,990	\$17,445,975
Ending	16,481,360	17,046,006	16,482,686	18,642,990	17,445,975	13,534,916
Less:						
Committed Fund Balance	15,554,643	16,200,811	15,584,120	3,810,285	3,808,212	2,427,862
Fund Balance Designated for Subsequent Year	\$926,717	\$845,195	\$898,566	\$14,832,705	\$13,637,763	\$11,107,054

**PROPERTY TAX AND EXPENDITURE HISTORY**

Year	Equalized Valuation	Operational (4)	Debt Service	Mill Rate	Percent Inc/(Dec)
2014 (4)	\$14,900,465,191	1.51035	0.57486	2.08521	n/a
2015 (5)	\$15,113,021,324	0.62683	0.59124	1.21807	-41.59%
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 (3)	\$15,589,508,123	0.63925	0.62620	1.26545	0.00%

Year	Total Expenditures All Funds	Expenditure Inc/(Dec)	Tax Levy	Tax Levy Inc/(Dec)	Tax on \$100,000 of Property
2014	\$101,492,212	n/a	\$31,070,611	n/a	\$208.52
2015 (5)	\$100,651,380	-0.83%	\$18,408,799	-40.75%	\$121.81
2016	\$96,877,492	-3.75%	\$19,232,908	4.48%	\$126.11
2017 (1)	\$99,334,072	2.54%	\$19,727,694	2.57%	\$126.55
2018 (3)	\$100,830,241	1.51%	\$19,727,694	0.00%	\$126.55

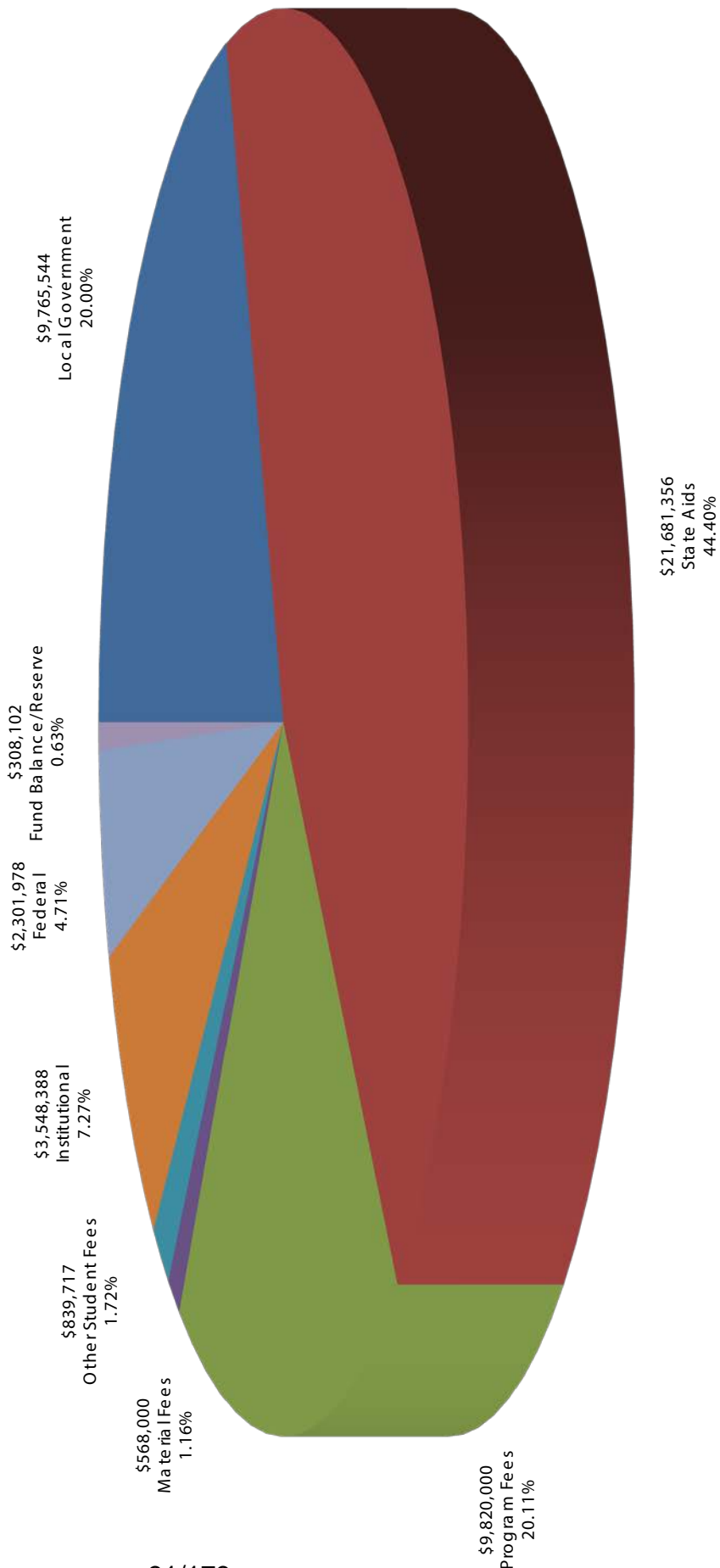
- (1) Nine months actual and three months estimated.
- (2) Consists of interest income, contract revenue, gifts, grants, sales and miscellaneous revenue.
- (3) Based on a projected no change in assessed valuation.
- (4) Through 2013, the operational mill rate may not exceed 1.50000 per § 38.16 Wisc. Stats. Beginning 2014, the operational mill rate may increase based on net new construction.
- (5) Mill rate reflects a change in Wisconsin State Statutes providing a dollar for dollar reduction in property tax funding with an increase in state aid funding.

**NOTICE OF PUBLIC HEARING**

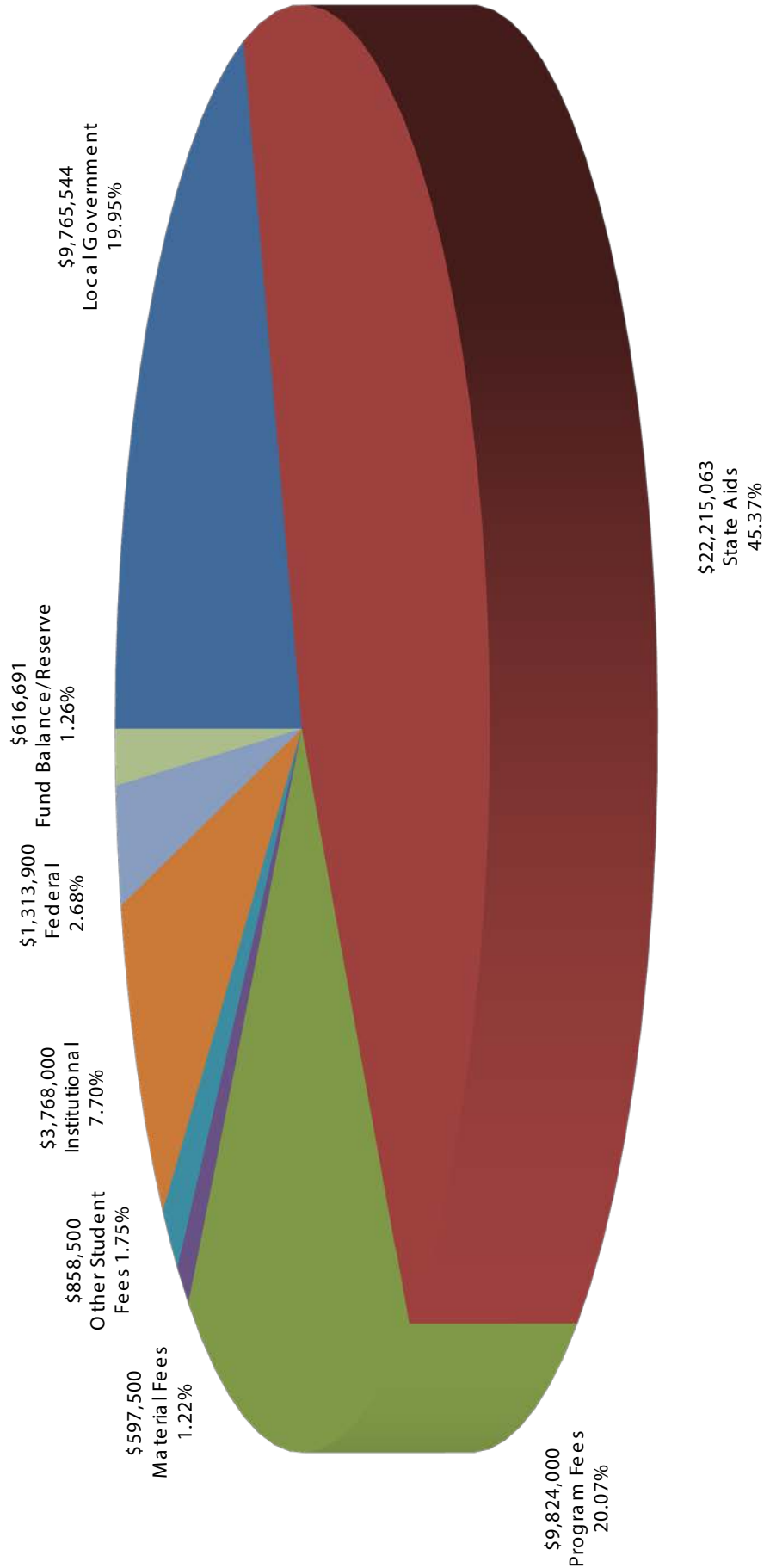
A public hearing on the proposed 2017-2018 budget for the Northcentral Technical College District will be held at Northcentral Technical College, Timberwolf Conference Center - D100, 1000 West Campus Drive, Wausau, WI 54401, on Tuesday, June 13, 2017 at 12:00 p.m. This hearing will be projected through interactive videoconferencing to regional campuses in Antigo, Medford, Merrill, Phillips, and Spencer, Rooms T124B, M122, PS106, P160, and S112B, 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.

# Operational (Funds 1 & 2) Estimated Sources of Revenue 2016-2017

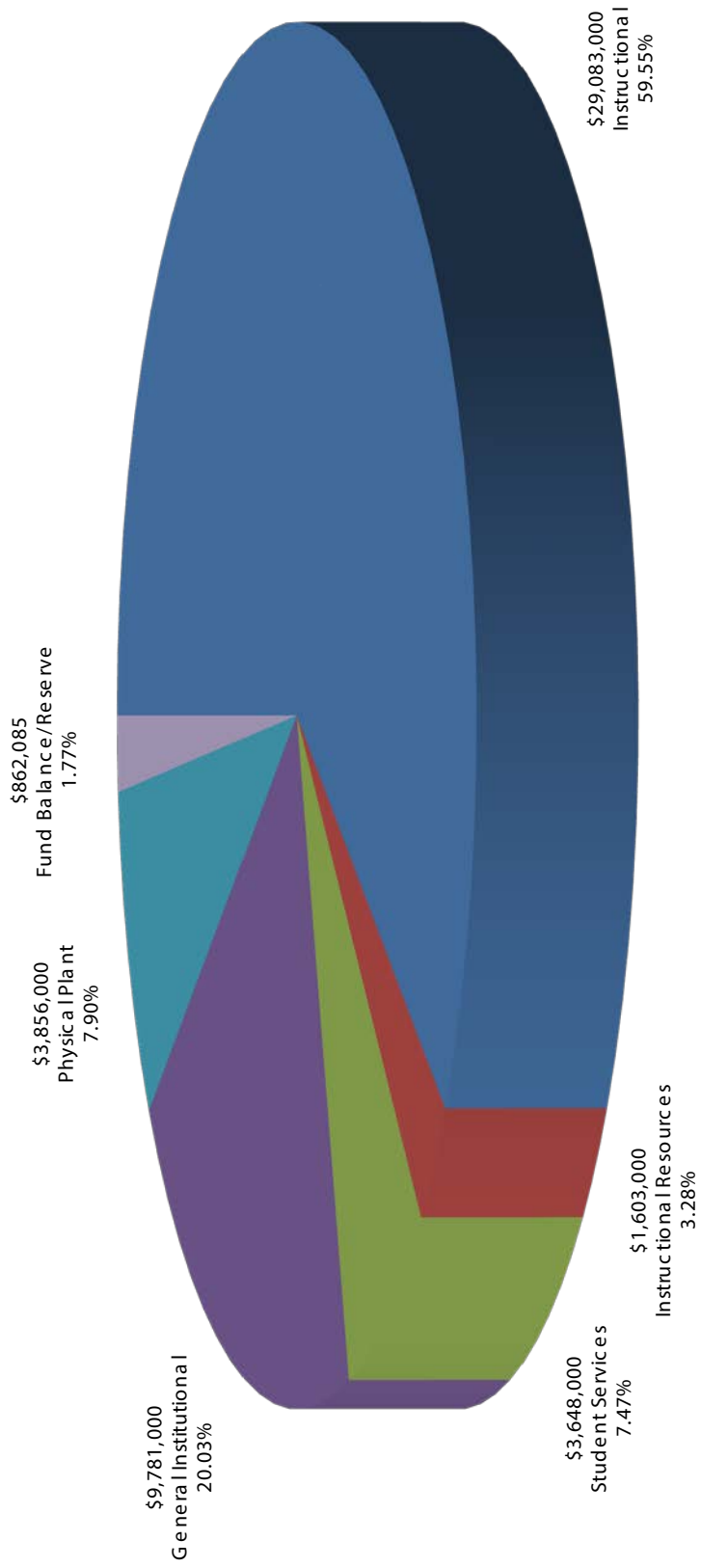


# Operational (Funds 1 and 2) Budgeted Sources of Revenue 2017-2018

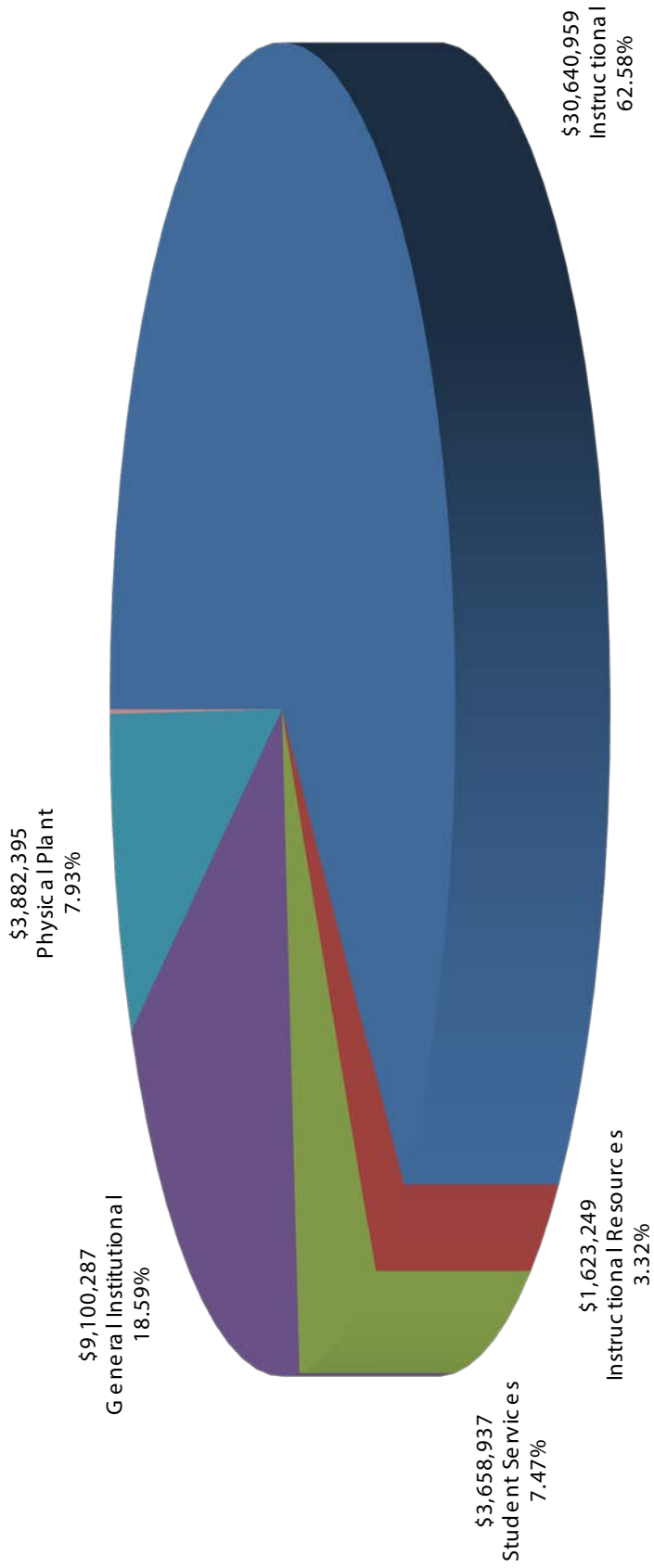




# Operational (Funds 1 and 2) Estimated Expenditures by Function 2016-2017



# Operational (Funds 1 and 2) Budgeted Expenditures by Function 2017-2018



**Northcentral Technical College  
Budgeted Expenditures by Object Level (1)  
2017-2018 Budget Year**

Personnel Services		
Salaries and Wages	\$29,594,075	
Fringe Benefits	<u>10,979,101</u>	\$40,573,176
Current Expense		8,332,651
Capital Expense		14,151,414
Debt Retirement		<u>11,436,500</u>
Total Budgeted Expenditures		<u><u>\$74,493,741</u></u>

(1) General Fund, Special Revenue Fund - Operational, Capital Projects Fund, and Debt Service Fund only.

**NORTHCENTRAL TECHNICAL COLLEGE**  
**Pro-Forma Balance Sheet - Budgetary Basis**  
**June 30, 2017**

	Governmental Fund Groups				Proprietary Fund Types			Account Groups	
	General	Special Revenue Operational	Special Revenue Non-Aidable	Capital Projects	Debt Service	Enterprise	Internal Service	General Long-Term Obligations	Capital Assets
<b>ASSETS AND OTHER DEBITS</b>									
Cash and Investments	\$10,866,061			\$15,017,763	\$9,480,858	\$50,914	\$1,102,958	\$0	\$0
Receivables:									
Taxes	5,650,000								
Accounts	1,150,000	300,000		20,000		50,000	30,000		
Interest			70,000						
Due from Other Governments		900,000							
Due from Other Funds							150,000		
Inventories						350,000	5,500		
Prepaid Expenditures	200,000								115,000,000
Land, Building, and Equipment								2,309,530	
Amount Available in Debt Service								42,915,470	
Amount to be Provided for Long-term Debt								\$45,225,000	
<b>Total Assets and Other Debits</b>	<b>\$17,866,061</b>	<b>\$1,864,945</b>	<b>\$384,310</b>	<b>\$15,037,763</b>	<b>\$9,480,858</b>	<b>\$450,914</b>	<b>\$1,288,458</b>	<b>\$45,225,000</b>	<b>\$115,000,000</b>
<b>LIABILITIES</b>									
Accounts Payable	\$210,000	\$295,000	\$74,000	\$1,400,000		\$76,000	\$375,000		
Accrued Salaries and related items	1,090,000								
Due To Other Funds	150,000		100,000						
Due To Student Organizations					7,171,328				
Deferred Revenues	900,000	40,000						45,225,000	
Long-term Notes Payable									
Unfunded Employee Benefits									
<b>Total Liabilities</b>	<b>2,350,000</b>	<b>335,000</b>	<b>174,000</b>	<b>1,400,000</b>	<b>7,171,328</b>	<b>76,000</b>	<b>375,000</b>	<b>45,225,000</b>	<b>0</b>
<b>FUND EQUITY</b>									
Investment in General Fixed Assets									115,000,000
Retained Earnings - Unreserved						374,914	913,458		
Fund balances									
Reserved:									
Capital projects				13,637,763					
Debt service					2,309,530				
Prepaid expenditures	200,000		210,310						
Student organizations									
Unreserved:									
Designated for Operations	7,906,476	1,529,945							
Designated for State Aids Fluctuations	845,195								
Designated for Subsequent Years									
Designated for Subsequent Year									
Designated for Post Employment Benefits	6,564,390								
Designated for Special Projects									
<b>Total Fund Equity</b>	<b>15,516,061</b>	<b>1,529,945</b>	<b>210,310</b>	<b>13,637,763</b>	<b>2,309,530</b>	<b>374,914</b>	<b>913,458</b>	<b>0</b>	<b>115,000,000</b>
<b>Total Liabilities and Fund Equity</b>	<b>\$17,866,061</b>	<b>\$1,864,945</b>	<b>\$384,310</b>	<b>\$15,037,763</b>	<b>\$9,480,858</b>	<b>\$450,914</b>	<b>\$1,288,458</b>	<b>\$45,225,000</b>	<b>\$115,000,000</b>

**Northcentral Technical College**  
**Combined Budgetary Summary**  
**2017-2018 Budgetary Statement of Resources, Uses and Changes in Fund Balance**

	<b>2015-2016</b>	<b>2016-2017</b>	<b>2016-2017</b>	<b>2017-2018</b>
	<b>Actual</b>	<b>Revised Budget (1)</b>	<b>Estimated (2)</b>	<b>Budget</b>
<b>Revenues</b>				
Local Government	18,404,731	19,727,694	19,727,694	19,727,694
Revenue Recognized from Prior Year Levy	0	2,075,337	2,075,337	0
State Aids	24,313,543	23,335,514	23,335,514	23,672,268
Program Fees	10,327,751	9,820,000	9,820,000	9,824,000
Material Fees	641,227	568,000	568,000	597,500
Other Student Fees	1,741,797	1,714,717	1,714,717	1,735,500
Institutional Revenue	14,369,909	14,486,731	14,486,731	14,464,000
Federal Revenue	17,768,577	16,076,710	16,076,710	15,040,900
<b>Total Revenues</b>	<b>87,567,535</b>	<b>87,804,703</b>	<b>87,804,703</b>	<b>85,061,862</b>
<b>Expenditures</b>				
Instruction	32,206,268	31,501,926	31,501,926	32,810,710
Instructional Resources	2,523,296	2,787,129	2,787,129	2,644,283
Student Services	21,001,192	19,951,087	19,951,087	19,819,437
General Institutional	12,651,113	12,562,311	12,562,311	14,793,263
Physical Plant	17,707,858	22,199,619	22,199,619	20,586,548
Auxiliary	10,725,231	10,227,000	10,227,000	10,106,000
Public Service	62,534	105,000	105,000	70,000
<b>Total Expenditures</b>	<b>96,877,492</b>	<b>99,334,072</b>	<b>99,334,072</b>	<b>100,830,241</b>
Net Revenue (Expenditures)	(9,309,957)	(11,529,369)	(11,529,369)	(15,768,379)
<b>Other Sources (Uses)</b>				
Proceeds from Debt	13,268,330	10,897,000	10,897,000	11,294,000
<b>Total Resources (Uses)</b>	<b>13,268,330</b>	<b>10,897,000</b>	<b>10,897,000</b>	<b>11,294,000</b>
<b>Transfers To (From) Fund Balance</b>				
Designated for Operations	1,916,909	646,168	646,168	(202,691)
Designated for State Aids Fluctuations	8,121	(81,522)	(81,522)	53,371
Designated for Subsequent Years	(1,308,999)	0	0	0
Designated for Subsequent Year	(459,298)	0	0	0
Designated for Post-Employment Benefits	(156,068)	0	0	(414,000)
Reserve for Student Organizations	19,942	(99,597)	(99,597)	15,000
Reserve for Capital Projects	3,900,348	(1,194,942)	(1,194,942)	(2,530,709)
Reserve for Debt Service	133,717	323,187	323,187	(1,464,350)
Retained Earnings	(96,299)	(225,663)	(225,663)	69,000
<b>Total Transfers To (From) Fund Balance</b>	<b>3,958,373</b>	<b>(632,369)</b>	<b>(632,369)</b>	<b>(4,474,379)</b>
Beginning Fund Balance	31,165,977	35,124,350	35,124,350	34,491,981
Ending Fund Balance	35,124,350	34,491,981	34,491,981	30,017,602

(1) As revised May 2, 2017

(2) Nine months actual and 3 months estimated

**Northcentral Technical College**  
**General Fund**  
**2017-2018 Budgetary Statement of Resources, Uses and Changes in Fund Balance**

	<b>2015-2016</b>	<b>2016-2017</b>	<b>2016-2017</b>	<b>2017-2018</b>
	<b>Actual</b>	<b>Revised Budget (1)</b>	<b>Estimated (2)</b>	<b>Budget</b>
<b>Revenues</b>				
Local Government	8,437,142	8,665,544	8,665,544	8,665,544
State Aids	18,811,345	18,836,356	18,836,356	19,156,483
Program Fees	9,307,943	8,500,000	8,500,000	9,597,000
Material Fees	572,589	475,000	475,000	563,500
Other Student Fees	458,018	450,000	450,000	439,500
Institutional Revenue	527,343	550,000	550,000	435,000
Federal Revenue	11,745	12,000	12,000	0
Total Revenues	<u>38,126,125</u>	<u>37,488,900</u>	<u>37,488,900</u>	<u>38,857,027</u>
<b>Expenditures</b>				
Instruction	20,826,325	20,743,000	20,743,000	23,360,559
Instructional Resources	1,329,028	1,498,000	1,498,000	1,580,549
Student Services	2,523,501	2,318,000	2,318,000	2,210,937
General Institutional	8,286,844	8,391,000	8,391,000	8,357,087
Physical Plant	3,416,748	3,785,000	3,785,000	3,836,895
Total Expenditures	<u>36,382,446</u>	<u>36,735,000</u>	<u>36,735,000</u>	<u>39,346,027</u>
Net Revenue (Expenditures)	1,743,679	753,900	753,900	(489,000)
<b>Other Sources (Uses)</b>				
Interfund Transfers In (Out)	(1,789,512)	10,663	10,663	0
Total Resources (Uses)	<u>(1,789,512)</u>	<u>10,663</u>	<u>10,663</u>	<u>0</u>
<b>Transfers To (From) Fund Balance</b>				
Designated for Operations	1,870,411	846,085	846,085	(128,371)
Designated for State Aids Fluctuations	8,121	(81,522)	(81,522)	53,371
Designated for Subsequent Years	(1,308,999)	0	0	0
Designated for Subsequent Year	(459,298)	0	0	0
Designated for Post-Employment Benefits	(156,068)	0	0	(414,000)
Total Transfers To (From) Fund Balance	<u>(45,833)</u>	<u>764,563</u>	<u>764,563</u>	<u>(489,000)</u>
Beginning Fund Balance	14,797,331	14,751,498	14,751,498	15,516,061
Ending Fund Balance	14,751,498	15,516,061	15,516,061	15,027,061

The General Fund is used to account for all financial activities except those required to be accounted for in another fund.

(1) As revised May 2, 2017

(2) Nine months actual and 3 months estimated

**Northcentral Technical College**  
**Special Revenue Fund - Operational**  
**2017-2018 Budgetary Statement of Resources, Uses and Changes in Fund Balance**

	<b>2015-2016</b>	<b>2016-2017</b>	<b>2016-2017</b>	<b>2017-2018</b>
	<b>Actual</b>	<b>Revised Budget (1)</b>	<b>Estimated (2)</b>	<b>Budget</b>
<b>Revenues</b>				
Local Government	1,100,000	1,100,000	1,100,000	1,100,000
State Aids	3,685,233	2,845,000	2,845,000	3,058,580
Program Fees	1,019,808	1,320,000	1,320,000	227,000
Material Fees	68,638	93,000	93,000	34,000
Other Student Fees	426,760	389,717	389,717	419,000
Institutional Revenue	3,138,414	2,998,388	2,998,388	3,333,000
Federal Revenue	2,941,557	2,289,978	2,289,978	1,313,900
Total Revenues	<u>12,380,410</u>	<u>11,036,083</u>	<u>11,036,083</u>	<u>9,485,480</u>
<b>Expenditures</b>				
Instruction	9,157,758	8,340,000	8,340,000	7,280,400
Instructional Resources	159,050	105,000	105,000	42,700
Student Services	1,336,124	1,330,000	1,330,000	1,448,000
General Institutional	1,519,514	1,390,000	1,390,000	743,200
Physical Plant	161,466	71,000	71,000	45,500
Total Expenditures	<u>12,333,912</u>	<u>11,236,000</u>	<u>11,236,000</u>	<u>9,559,800</u>
Net Revenue (Expenditures)	46,498	(199,917)	(199,917)	(74,320)
<b>Other Sources (Uses)</b>				
Interfund Transfers In (Out)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Resources (Uses)	0	0	0	0
<b>Transfers To (From) Fund Balance</b>				
Designated for Operations	<u>46,498</u>	<u>(199,917)</u>	<u>(199,917)</u>	<u>(74,320)</u>
Total Transfers To (From) Fund Balance	46,498	(199,917)	(199,917)	(74,320)
Beginning Fund Balance	1,683,364	1,729,862	1,729,862	1,529,945
Ending Fund Balance	1,729,862	1,529,945	1,529,945	1,455,625

Special Revenue Funds-Operational are used to account for the proceeds and related financial activity of specific revenue sources that are legally restricted to specific purposes other than expendable trusts or major capital projects.

(1) As revised May 2, 2017

(2) Nine months actual and 3 months estimated

**Northcentral Technical College**  
**Special Revenue Fund - Non-Aidable**  
**2017-2018 Budgetary Statement of Resources, Uses and Changes in Fund Balance**

	<b>2015-2016</b>	<b>2016-2017</b>	<b>2016-2017</b>	<b>2017-2018</b>
	<b>Actual</b>	<b>Revised Budget (1)</b>	<b>Estimated (2)</b>	<b>Budget</b>
<b>Revenues</b>				
Local Government	120,253	200,000	200,000	200,000
State Aids	1,370,576	1,269,500	1,269,500	1,258,500
Other Student Fees	857,019	875,000	875,000	877,000
Institutional Revenue	202,384	180,000	180,000	183,000
Federal Revenue	<u>14,656,711</u>	<u>13,755,990</u>	<u>13,755,990</u>	<u>13,727,000</u>
<b>Total Revenues</b>	<b>17,206,943</b>	<b>16,280,490</b>	<b>16,280,490</b>	<b>16,245,500</b>
<b>Expenditures</b>				
Instruction	0	0	0	0
Student Services	17,141,567	16,291,087	16,291,087	16,160,500
General Institutional	0	0	0	0
Public Service	<u>62,534</u>	<u>105,000</u>	<u>105,000</u>	<u>70,000</u>
<b>Total Expenditures</b>	<b>17,204,101</b>	<b>16,396,087</b>	<b>16,396,087</b>	<b>16,230,500</b>
Net Revenue (Expenditures)	2,842	(115,597)	(115,597)	15,000
<b>Other Sources (Uses)</b>				
Interfund Transfers In (Out)	<u>17,100</u>	<u>16,000</u>	<u>16,000</u>	<u>0</u>
<b>Total Resources (Uses)</b>	<b>17,100</b>	<b>16,000</b>	<b>16,000</b>	<b>0</b>
<b>Transfers To (From) Fund Balance</b>				
Reserve for Student Organizations	<u>19,942</u>	<u>(99,597)</u>	<u>(99,597)</u>	<u>15,000</u>
<b>Total Transfers To (From) Fund Balance</b>	<b>19,942</b>	<b>(99,597)</b>	<b>(99,597)</b>	<b>15,000</b>
Beginning Fund Balance	289,965	309,907	309,907	210,310
Ending Fund Balance	309,907	210,310	210,310	225,310

Special Revenue Funds-Non-Aidable are used to account for assets held by the District as an agent for individuals, private organizations, other governmental units, or other funds.

(1) As revised May 2, 2017

(2) Nine months actual and 3 months estimated



**Northcentral Technical College**  
**Capital Projects Fund**  
**2017-2018 Budgetary Statement of Resources, Uses and Changes in Fund Balance**

	<u>2015-2016</u> Actual	<u>2016-2017</u> Revised Budget (1)	<u>2016-2017</u> Estimated (2)	<u>2017-2018</u> Budget
<b>Revenues</b>				
Local Government	0	0	0	0
State Aids	446,389	384,658	384,658	198,705
Institutional Revenue	156,775	710,343	710,343	323,000
Federal Revenue	157,834	18,742	18,742	0
Total Revenues	<u>760,998</u>	<u>1,113,743</u>	<u>1,113,743</u>	<u>521,705</u>
<b>Expenditures</b>				
Instruction	2,222,185	2,418,926	2,418,926	2,169,751
Instructional Resources	1,035,218	1,184,129	1,184,129	1,021,034
Student Services	0	12,000	12,000	0
General Institutional	2,844,755	2,781,311	2,781,311	5,692,976
Physical Plant	5,258,492	6,612,319	6,612,319	5,267,653
Total Expenditures	<u>11,360,650</u>	<u>13,008,685</u>	<u>13,008,685</u>	<u>14,151,414</u>
Net Revenue (Expenditures)	(10,599,652)	(11,894,942)	(11,894,942)	(13,629,709)
<b>Other Sources (Uses)</b>				
Proceeds from Debt	13,000,000	10,700,000	10,700,000	11,099,000
Interfund Transfers In (Out)	1,500,000	0	0	0
Total Resources (Uses)	<u>14,500,000</u>	<u>10,700,000</u>	<u>10,700,000</u>	<u>11,099,000</u>
<b>Transfers To (From) Fund Balance</b>				
Reserve for Capital Projects	3,900,348	(1,194,942)	(1,194,942)	(2,530,709)
Total Transfers To (From) Fund Balance	<u>3,900,348</u>	<u>(1,194,942)</u>	<u>(1,194,942)</u>	<u>(2,530,709)</u>
Beginning Fund Balance	10,932,357	14,832,705	14,832,705	13,637,763
Ending Fund Balance	14,832,705	13,637,763	13,637,763	11,107,054

Capital Projects Funds are used to account for financial resources and related financial activity for the acquisition and improvement of sites and for the acquisition, construction, equipping and renovation of buildings.

(1) As revised May 2, 2017

(2) Nine months actual and 3 months estimated

**Northcentral Technical College**  
**Debt Service Fund**  
**2017-2018 Budgetary Statement of Resources, Uses and Changes in Fund Balance**

	<b>2015-2016</b>	<b>2016-2017</b>	<b>2016-2017</b>	<b>2017-2018</b>
	<b>Actual</b>	<b>Revised Budget (1)</b>	<b>Estimated (2)</b>	<b>Budget</b>
<b>Revenues</b>				
Local Government	8,714,665	9,762,150	9,762,150	9,762,150
Revenue Recognized from Prior Year Levy	0	2,075,337	2,075,337	0
Institutional Revenue	21,874	20,000	20,000	15,000
Total Revenues	<u>8,736,539</u>	<u>11,857,487</u>	<u>11,857,487</u>	<u>9,777,150</u>
<b>Expenditures</b>				
Physical Plant	8,871,152	11,731,300	11,731,300	11,436,500
Total Expenditures	<u>8,871,152</u>	<u>11,731,300</u>	<u>11,731,300</u>	<u>11,436,500</u>
Net Revenue (Expenditures)	(134,613)	126,187	126,187	(1,659,350)
<b>Other Sources (Uses)</b>				
Proceeds from Debt	268,330	197,000	197,000	195,000
Interfund Transfers In (Out)	0	0	0	0
Total Resources (Uses)	<u>268,330</u>	<u>197,000</u>	<u>197,000</u>	<u>195,000</u>
<b>Transfers To (From) Fund Balance</b>				
Reserve for Debt Service	133,717	323,187	323,187	(1,464,350)
Total Transfers To (From) Fund Balance	<u>133,717</u>	<u>323,187</u>	<u>323,187</u>	<u>(1,464,350)</u>
Beginning Fund Balance	1,852,626	1,986,343	1,986,343	2,309,530
Ending Fund Balance	1,986,343	2,309,530	2,309,530	845,180

The Debt Service Fund is used to account for the accumulation of resources for, and the payment of, general long-term debt and long-term lease purchase principal and interest.

(1) As revised May 2, 2017

(2) Nine months actual and 3 months estimated

**Northcentral Technical College**  
**Enterprise Fund**  
**2017-2018 Budgetary Statement of Resources, Uses and Changes in Fund Balance**

	<u>2015-2016</u> <u>Actual</u>	<u>2016-2017</u> <u>Revised</u> <u>Budget (1)</u>	<u>2016-2017</u> <u>Estimated (2)</u>	<u>2017-2018</u> <u>Budget</u>
<b>Revenues</b>				
Local Government	32,671	0	0	0
Institutional Revenue	3,169,723	2,900,000	2,900,000	2,860,000
Federal Revenue	730	0	0	0
Total Revenues	<u>3,203,124</u>	<u>2,900,000</u>	<u>2,900,000</u>	<u>2,860,000</u>
<b>Expenditures</b>				
Auxiliary Services	3,203,996	3,178,000	3,178,000	2,853,000
Total Expenditures	<u>3,203,996</u>	<u>3,178,000</u>	<u>3,178,000</u>	<u>2,853,000</u>
Net Revenue (Expenditures)	(872)	(278,000)	(278,000)	7,000
<b>Other Sources (Uses)</b>				
Interfund Transfers In (Out)	<u>(5,288)</u>	<u>(26,663)</u>	<u>(26,663)</u>	<u>0</u>
Total Resources (Uses)	(5,288)	(26,663)	(26,663)	0
<b>Transfers To (From) Fund Balance</b>				
Retained Earnings	<u>(6,160)</u>	<u>(304,663)</u>	<u>(304,663)</u>	<u>7,000</u>
Total Transfers To (From) Fund Balance	(6,160)	(304,663)	(304,663)	7,000
Beginning Fund Balance	685,737	679,577	679,577	374,914
Ending Fund Balance	679,577	374,914	374,914	381,914

Enterprise Funds are used to account for operations where the cost of providing goods or services to the student body, faculty and staff, or the general public are financed primarily through user fees.

(1) As revised May 2, 2017

(2) Nine months actual and 3 months estimated

**Northcentral Technical College**  
**Internal Service Fund**  
**2017-2018 Budgetary Statement of Resources, Uses and Changes in Fund Balance**

	<u>2015-2016</u> <u>Actual</u>	<u>2016-2017</u> <u>Revised</u> <u>Budget (1)</u>	<u>2016-2017</u> <u>Estimated (2)</u>	<u>2017-2018</u> <u>Budget</u>
<b>Revenues</b>				
Institutional Revenue	7,153,396	7,128,000	7,128,000	7,315,000
Total Revenues	7,153,396	7,128,000	7,128,000	7,315,000
<b>Expenditures</b>				
Auxiliary Services	7,521,235	7,049,000	7,049,000	7,253,000
Total Expenditures	7,521,235	7,049,000	7,049,000	7,253,000
Net Revenue (Expenditures)	(367,839)	79,000	79,000	62,000
<b>Other Sources (Uses)</b>				
Interfund Transfers In (Out)	277,700	0	0	0
Total Resources (Uses)	277,700	0	0	0
<b>Transfers To (From) Fund Balance</b>				
Retained Earnings	(90,139)	79,000	79,000	62,000
Total Transfers To (From) Fund Balance	(90,139)	79,000	79,000	62,000
Beginning Fund Balance	924,597	834,458	834,458	913,458
Ending Fund Balance	834,458	913,458	913,458	975,458

Internal Service Funds are used to account for the financing and related financial activity of goods and services provided by one department to other departments of the District on a cost-reimbursement basis.

(1) As revised May 2, 2017

(2) Nine months actual and 3 months estimated

**Northcentral Technical College  
Schedule of Long-Term Obligations  
2017-2018 Budget Year**

General obligation promissory notes, Series 2012A (\$8,355,000 for building and site maintenance and repairs on the Wausau Campus, and equipment acquisition, installation and related costs, new construction and building remodeling and improvements on the Wausau campus, and new construction, building remodeling and improvements, equipment acquisition, and building and site maintenance and repairs at the District's regional campuses, -- interest rate varying from 1% to 2%, dated June 11, 2012, with first interest payment due March 1, 2013, semiannually September and March thereafter, principal payments due annually commencing September 2013).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2017-18	1,675,000	16,750	1,691,750	0
	<u>\$1,675,000</u>	<u>\$16,750</u>	<u>\$1,691,750</u>	<u>\$0</u>

General obligation promissory notes, Series 2013A (\$12,000,000 for new construction on the Phillips campus, building remodeling and improvement projects, building and site maintenance and repairs, site improvements, engineering costs related to the capital budget, and equipment acquisition, installation and related costs -- interest rate varying from 2% to 3%, dated June 11, 2013, with first interest payment due March 1, 2014, semiannually September and March thereafter, principal payments due annually commencing September 2014).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2017-18	1,255,000	177,088	1,432,088	1,463,263
2018-19	1,305,000	138,688	1,443,688	1,479,113
2019-20	1,360,000	105,513	1,465,513	1,501,913
2020-21	1,410,000	77,813	1,487,813	1,533,713
2021-22	1,470,000	49,013	1,519,013	1,559,313
2022-23	1,525,000	17,156	1,542,156	0
	<u>\$8,325,000</u>	<u>\$565,269</u>	<u>\$8,890,269</u>	<u>\$7,537,313</u>

General obligation promissory notes, Series 2014A (\$10,000,000 for new construction on the Medford campus, building remodeling and improvement projects, building and site maintenance and repairs, site improvements, and equipment acquisition, installation and related costs -- interest rate varying between 1.0% to 1.5%, dated June 2, 2014, with first interest payment due March 1, 2015, semiannually September and March thereafter, principal payments due annually commencing September 2015).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2017-18	1,955,000	75,937	2,030,937	2,071,275
2018-19	2,010,000	46,201	2,056,201	2,106,125
2019-20	2,075,000	15,563	2,090,563	0
	<u>\$6,040,000</u>	<u>\$137,700</u>	<u>\$6,177,700</u>	<u>\$4,177,400</u>

General obligation promissory notes, Series 2015A (\$10,000,000 for the purchase of the Wittenberg campus, purchase of a mobile classroom and construction of a building addition on the Wausau Campus, remodeling and improvement projects, building and site maintenance and repairs, site improvements, and equipment acquisition, installation and related costs -- interest rate varying between 1% to 2.25%, dated June 1, 2015, with first interest payment due September 1, 2015, semiannually March and September thereafter, principal payments due annually commencing September 2016).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2017-18	1,865,000	127,053	1,992,053	1,981,562
2018-19	1,865,000	97,912	1,962,912	1,944,262
2019-20	1,865,000	60,612	1,925,612	1,906,962
2020-21	1,865,000	20,981	1,885,981	0
	<u>\$7,460,000</u>	<u>\$306,558</u>	<u>\$7,766,558</u>	<u>\$5,832,786</u>

**Northcentral Technical College  
Schedule of Long-Term Obligations  
2017-2018 Budget Year**

General obligation promissory notes, Series 2016A (\$10,000,000 for the construction of an addition to the Student Life Center on the Wausau Campus, construction of a tactical safety range and multi-media classroom on the Merrill Campus, remodeling and improvement projects, building and site maintenance and repairs, site improvements, and equipment acquisition, installation and related costs -- interest rate 2%, dated May 2, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2017-18	830,000	172,000	1,002,000	993,700
2018-19	855,000	155,400	1,010,400	1,001,850
2019-20	890,000	138,300	1,028,300	1,019,400
2020-21	920,000	120,500	1,040,500	1,031,300
2021-22	950,000	102,100	1,052,100	1,042,600
2022-23	985,000	83,100	1,068,100	1,058,250
2023-24	1,020,000	63,400	1,083,400	1,073,200
2024-25	1,055,000	43,000	1,098,000	1,087,450
2025-26	1,095,000	21,900	1,116,900	1,105,950
	<u>\$8,600,000</u>	<u>\$899,700</u>	<u>\$9,499,700</u>	<u>\$9,413,700</u>

General obligation promissory notes, Series 2016B (\$1,500,000 for remodeling and improvement projects and equipment acquisition, installation and related costs -- interest rate 2%, dated June 15, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2017-18	120,000	24,700	144,700	143,500
2018-19	125,000	22,300	147,300	146,050
2019-20	130,000	19,800	149,800	148,500
2020-21	130,000	17,200	147,200	145,900
2021-22	135,000	14,600	149,600	148,250
2022-23	140,000	11,900	151,900	150,500
2023-24	145,000	9,100	154,100	152,650
2024-25	150,000	6,200	156,200	154,700
2025-26	160,000	3,200	163,200	161,600
	<u>\$1,235,000</u>	<u>\$129,000</u>	<u>\$1,364,000</u>	<u>\$1,351,650</u>

General obligation promissory notes, Series 2016C (\$1,500,000 for remodeling and improvement projects and equipment acquisition, installation and related costs -- interest rate varying between 2% to 3%, dated June 30, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2017-18	135,000	27,900	162,900	160,875
2018-19	135,000	23,850	158,850	156,825
2019-20	140,000	19,800	159,800	157,700
2020-21	145,000	15,600	160,600	159,150
2021-22	155,000	12,700	167,700	166,150
2022-23	160,000	9,600	169,600	168,000
2023-24	105,000	6,400	111,400	110,350
2024-25	105,000	4,300	109,300	108,250
2025-26	110,000	2,200	112,200	111,100
	<u>\$1,190,000</u>	<u>\$122,350</u>	<u>\$1,312,350</u>	<u>\$1,298,400</u>

**Northcentral Technical College  
Schedule of Long-Term Obligations  
2017-2018 Budget Year**

Anticipated general obligation promissory notes, Series 2017A (\$10,700,000 for purchase of the diesel building and construction of building additions at the Agricultural Center of Excellence on the Wausau Campus; construction of a building addition on the Merrill Campus; remodeling and improvement projects; building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate estimated at 4.5%, dated June 1, 2017, with first interest payment due September 1, 2017, semiannually March and September thereafter, principal payments due annually commencing March 2018).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2017-18	2,670,000	240,750	2,910,750	2,950,950
2018-19	790,000	240,900	1,030,900	1,019,050
2019-20	815,000	217,200	1,032,200	1,019,975
2020-21	835,000	192,750	1,027,750	1,015,225
2021-22	865,000	167,700	1,032,700	1,019,725
2022-23	890,000	141,750	1,031,750	1,018,400
2023-24	915,000	115,050	1,030,050	1,016,325
2024-25	945,000	87,600	1,032,600	1,018,425
2025-26	975,000	59,250	1,034,250	1,019,625
2026-27	1,000,000	30,000	1,030,000	1,015,000
	<u>\$10,700,000</u>	<u>\$1,492,950</u>	<u>\$12,192,950</u>	<u>\$12,112,700</u>

**Northcentral Technical College  
Schedule of Long-Term Obligations  
2017-2018 Budget Year**

**COMBINED:**

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2017-18	10,505,000	862,178	11,367,178	9,765,125
2018-19	7,085,000	725,250	7,810,250	7,853,275
2019-20	7,275,000	576,787	7,851,787	5,754,450
2020-21	5,305,000	444,844	5,749,844	3,885,288
2021-22	3,575,000	346,113	3,921,113	3,936,038
2022-23	3,700,000	263,506	3,963,506	2,395,150
2023-24	2,185,000	193,950	2,378,950	2,352,525
2024-25	2,255,000	141,100	2,396,100	2,368,825
2025-26	2,340,000	86,550	2,426,550	2,398,275
2026-27	1,000,000	30,000	1,030,000	1,015,000
	<u>\$45,225,000</u>	<u>\$3,670,277</u>	<u>\$48,895,277</u>	<u>\$41,723,949</u>

The indebtedness shown on this page includes the total present obligation for debts incurred for the purposes of capital purchases, and for construction and improvements to the facilities of the District. No dollars are included for operating purposes.



**Northcentral Technical College  
Legal Debt Limitations  
2017-2018 Budget Year**

State statutes impose two debt limitations on WTCS districts' debt. The following computations are based on the aggregate debt budgeted to be outstanding as of June 30, 2018 net of resources available to fund principal and interest payments.

The aggregate indebtedness of the district may not exceed 5% of the equalized value of the taxable property located in the district (\$15,589,508,123) per s. 67.03 (1), Wis. Stats. This limitation applies to indebtedness for all purposes - bonds, promissory notes and capital leases, including taxable and nontaxable borrowings. It also applies to WRS prior service liability refinanced with the proceeds of promissory notes or bonds.

The maximum aggregate indebtedness of the district budgeted for fiscal year 2017-2018 is \$45,225,000. The 5% limit is \$779,475,406.

The bonded indebtedness of the district may not exceed 2% of the equalized value of the property located in the district (\$15,589,508,123) per s. 67.03 (9), Wis. Stats. This limitation applies to bonded indebtedness for the purchase of district sites, the construction and remodeling of district facilities and the equipping of district facilities.

The maximum bonded indebtedness of the district budgeted for fiscal year 2017-2018 is \$45,225,000. The 2% limit is \$311,790,162.

SECTION III

**ADDITIONAL  
COMMUNICATIONS**





## **VISION**

**Building futures as your college of choice, one learner, one employer, and one community at a time.**

## **MISSION**

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

## **COMMUNITY BENEFIT STATEMENTS**

**Northcentral Technical College benefits communities throughout its District.**

- 1. Learners have the knowledge and skills essential to obtain, maintain or advance in employment and higher education.**
- 2. Employers have an available and skilled workforce.**
- 3. Communities have the capacity to foster domestic and global economic growth.**

## **CORE BELIEFS/VALUES**

**These guiding principles and values are inherent at Northcentral Technical College.**

### **Learner Focus**

We believe in and promote an engaging life-long learning environment that supports learners as they realize their educational and career goals.

### **Continuous Improvement**

We believe in and promote the continuous improvement of learning, support systems and processes to meet learner, employer and community needs.

### **Ingenuity**

We believe in and promote a learning environment that fosters innovation and entrepreneurship.

### **Access**

We believe in and promote flexible educational opportunities to serve all learning communities.

### **Service to Community**

We believe in and promote service to our communities through leadership, collaboration and volunteerism.

### **Diversity**

We believe in and promote an inclusive environment that celebrates, embraces and respects individual differences.

### **Culture of Professionalism**

We believe in and promote a culture of knowledgeable, forward-thinking, accountable, caring and collaborative employees who act with integrity and respect.

### **Advocacy**

We believe in and promote the success of our learners, employers and communities.

## **STRATEGIC DIRECTIONS**

**Innovation and Growth** - The College implements new products or services to meet current and future stakeholder needs.

**Strategic Partnerships** – The College becomes the preferred strategic partner of area businesses and industries, K-12 districts, local communities, entrepreneurs and other institutions of higher education to support learning and economic development, establishing NTC as an educational leader.

**Continuous Quality Improvement** - The College develops innovative ways to continually improve learning, support systems, and processes, and the responsible use of natural resources that enhance organizational effectiveness and demonstrates sustainability. The College encourages and supports professional growth and team development throughout the organization.

**Fiscal Strength** – The College prudently manages and strengthens its financial resources in order to thrive in a complex and changing environment.

**Student Success** – The College promotes student retention, degree completion, career and job placement and engages a diverse student population through its programs, support services, and campus settings.

## Accreditation & Continuous Quality Improvement at NTC

Northcentral Technical College is regionally accredited by the Higher Learning Commission. The College joined the Academic Quality Improvement Program (AQIP) accreditation pathway in 2001 to support its institutional focus on continuous quality improvement. NTC has benefited from building on 16 years of positive improvements through AQIP. NTC's institutional accreditation was reaffirmed by the Higher Learning Commission through 2022-23.

In spring 2016 NTC took the next step in continuous quality improvement by joining Achieving the Dream, a network of more than 200 community colleges in 35 states helping community colleges focus efforts on student success and completion. Achieving the Dream provides a framework for integrating college-wide student success efforts and tracking progress and benchmarking results. NTC has aligned its accreditation quality projects with its Achieving the Dream student success and completion strategies to leverage both the Achieving the Dream national network and the continuous improvement best practices of AQIP.

### Current AQIP Action Projects at NTC

AQIP Action Projects are short-term projects the institution believes will have the most impact on quality improvement. These projects are annually reported out to AQIP for feedback. AQIP Action Projects are selected in alignment with the strategic priorities of the college. NTC's AQIP Action Projects represent significant College initiatives with long-term impact on the quality of the College. The current AQIP Action Projects listed below align with college Achieving the Dream student success and completion initiatives.

**Student Journey: Analyze Data Components of the Five Stages of a Student's Journey:** This project will identify existing and missing data components necessary to accurately track student progress through each stage of a student's journey using the Achieving the Dream model of 1) student connection, 2) entry, 3) progress, 4) completion, and 5) transition. Existing and missing data will be prioritized to determine what data/reports should be produced to enable the College to best assess student progress completion.

**Program Completion: Analyze Associate Degree Program Completion Rates to Increase Student Success:** This project will review associate degree program completion rates to determine if there is a pattern for student success and/or challenges. This analysis may identify ways to increase program completion rates for associate degree program students through realignment/reduction of credit loads per program and per semester; courses where first-time course completion is low; when students are leaving the program and why; best practices for teaching and technology; and course completion rates needing further analysis.

**Final Year Experience: Support Awarded Grant through Data Initiatives:** This project will align with and support the recent Great Lakes Completion grant award activities. The Final Year Experience project goal is to decrease the gap between the target student population and the majority population as well as raise the overall performance of all near-completer students. The grant will serve a total of 450 students by July 1, 2019. Students will be identified and served across three targeted academic programs. The baseline data provides semester-to-semester and year-to-year retention and completion rates.

## Continuous Quality Improvement at NTC

Continuous Quality Improvement is a College Strategic Direction. At NTC quality is strategic, integrated, and intentional in how NTC employees approach their tasks. Quality is embedded in the culture of the College and its key processes and starts at the top of the organization with the president. The quality philosophy spills down to the Executive Leadership Team (ELT) and to employees and is engrained in how the College plans, evaluates, and executes tasks. The heart of NTC's quality journey is its evaluation model that provides an ongoing process of data collection, analysis, and continuous improvement. To promote student success, a college-wide conscious effort to stay well informed of performance along each step within the student pathway (developmental education through student graduation and transfer) is systematically examined for effectiveness and quality and is guided by learner needs utilizing the Deming cycle of Plan-Do-Check-Act (PDCA). The following evaluation and strategic planning processes support continuous quality improvement at NTC:

**Instructional Vitality Process/Service Team Benchmarking Process:** NTC's evaluation processes provide a framework for identifying areas of continuous quality improvement for both academic and service teams. Academic program teams are evaluated annually using the Instructional Vitality Process, while service teams annually partake in the Service Team Benchmarking Process (former AQIP Action Project). NTC's Instructional Vitality Process provides a program evaluation framework in the categories of Student Success, Customer Satisfaction, and Program Health. Program performance data and environmental scanning data are utilized by faculty to guide program improvement. The Service Team Benchmarking Process promotes effective practices within the non-instructional units through data analysis, problem solving/improvement strategies, goal setting, and monitoring of goal attainment.

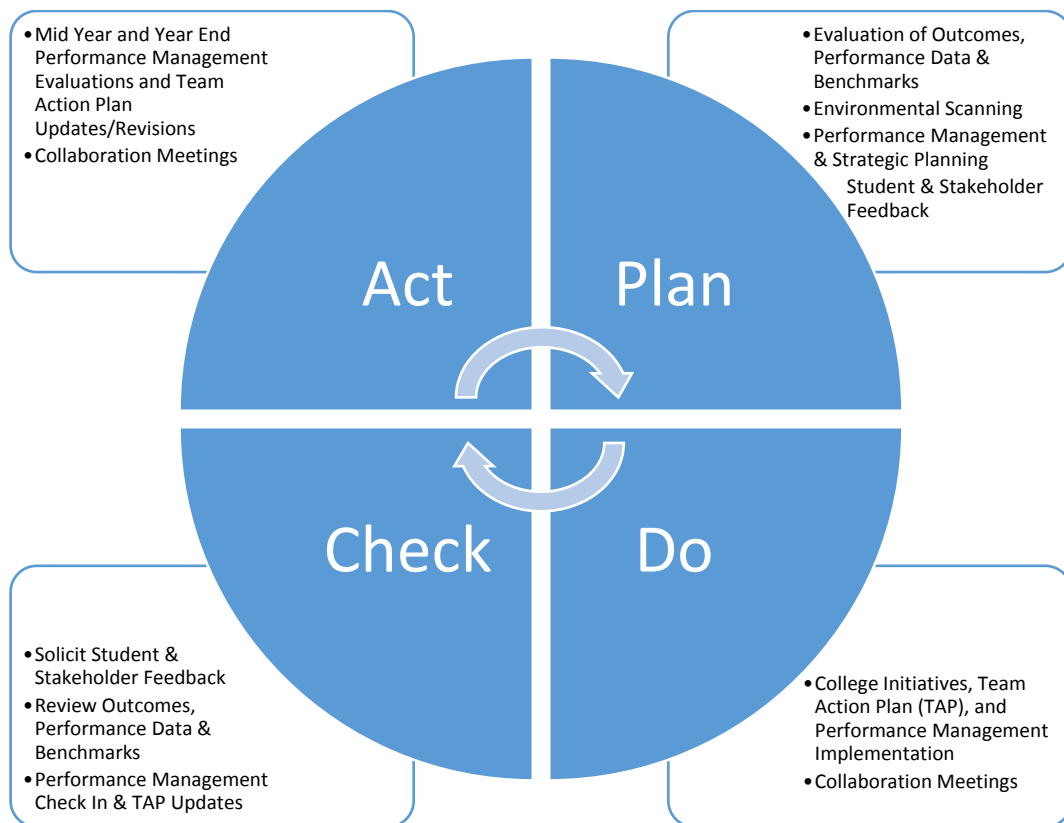
**Team Action Plans:** Each department or academic team annually documents their operational strategies on their Team Action Plan. Team Action Plans are categorized by the college Strategic Directions. The Executive Leadership Team Action Plan establishes institutional operational goals that would also be reflected on departmental or academic Team Action Plans. Team Action Plans could include assessment initiatives, curriculum modification, program development, investigation of capital budget items, professional development, grant development or strategy, quality initiatives, and contributions to college initiatives. The Team Action Plans are developed in fall, updated at mid-year, and reviewed at the end of the year.

**Employee Performance Management:** Individual employee performance management provides a mechanism for supervisors and employees to set goals at the employee level. The model, which includes goal setting, mid-year check-in, and final appraisal, is designed to create an ongoing evaluation conversation that promotes continuous improvement at the employee level. The new Employee Performance Management model (former AQIP Action Project) helps define the expectations of supervisors and employees.

**Stakeholder Satisfaction & Environmental Scanning Data:** NTC systematically gathers, analyzes, and prioritizes stakeholder feedback. Listening Sessions (former AQIP Action Project) help the College identify community/stakeholder, employer, graduate, employee, and student concerns. Surveys and feedback forms are other ways NTC gathers feedback. NTC utilizes Economic Modeling Specialists International (EMSI) software to monitor district educational, economic, and labor market trends. In addition, NTC collects qualitative environmental scanning data.

## Connecting NTC’s Key Planning and Continuous Improvement Processes

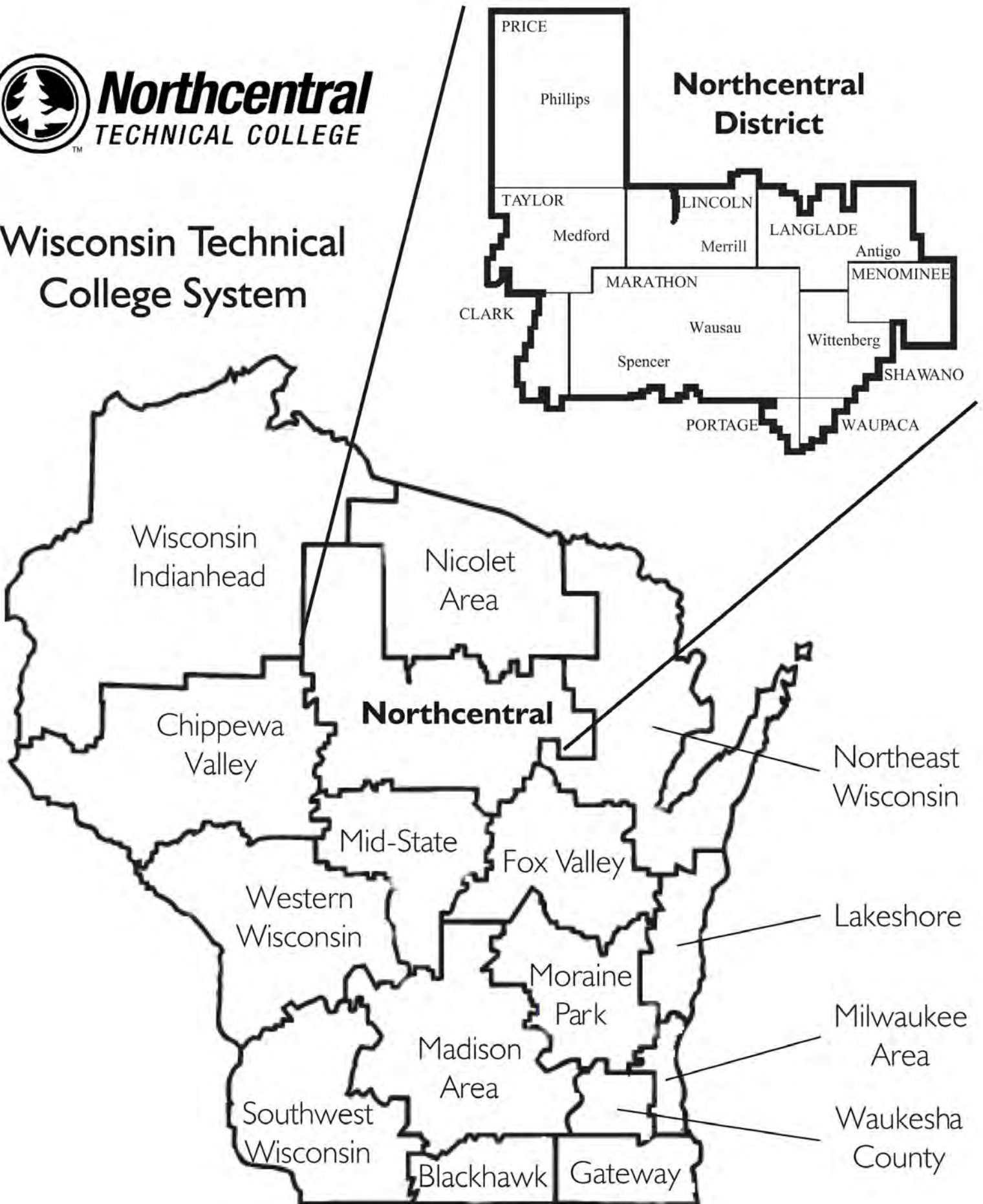
Quality is linked with NTC’s planning processes in order to promote student success. The NTC Board of Trustees develops and approves a strategic plan to achieve the College’s mission and goals based on stakeholder needs. After the Board sets College Strategic Directions, the Executive Leadership Team identifies operational strategies to support each Strategic Direction. From the Executive Leadership Team Action Plan the process cascades down to the department or academic team level. Both the Executive Leadership Team and individual teams determine quality initiatives identified through the Instructional Vitality Process, Service Team Benchmarking Process, stakeholder feedback and environmental scanning data, or outcome/assessment data. These are listed under the Strategic Direction of Continuous Quality Improvement. Team Action Plans also provide a centralized location for both teams and supervisors to document priorities thereby providing accountability for completing not only College and team initiatives, but also quality initiatives. College, department, team, and quality initiatives are tracked at the employee level through Performance Management goals.





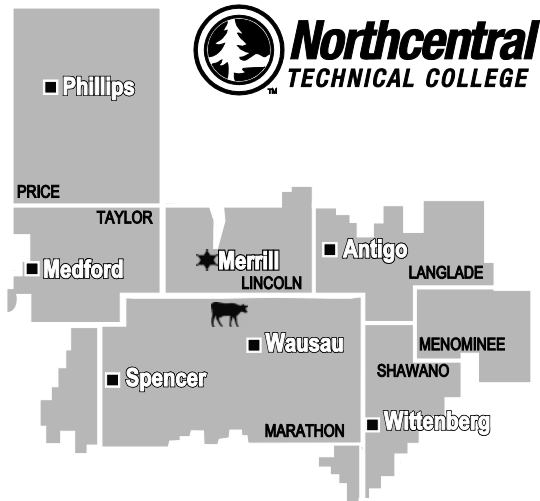
**Northcentral**  
TECHNICAL COLLEGE

# Wisconsin Technical College System





# NTC DISTRICT



## Antigo

ANTIGO, EAST CAMPUS  
WOOD TECHNOLOGY  
CENTER OF EXCELLENCE  
312 Forrest Avenue  
Antigo, WI 54409  
715.623.7601

## Medford

MEDFORD, WEST CAMPUS  
1001 Progressive Avenue  
Medford, WI 54451  
715.748.3603

## Merrill

PUBLIC SAFETY  
CENTER OF EXCELLENCE  
1603 Champagne Street  
Merrill, WI 54452  
715.675.3331

## Phillips

PHILLIPS, NORTH CAMPUS  
1408 Pine Ridge Road  
Phillips, WI 54555  
715.339.4555

## Spencer

SPENCER, SOUTHWEST CAMPUS  
808 N. Pacific Street  
Spencer, WI 54479  
715.659.5120

## Wausau

WAUSAU, CENTRAL CAMPUS  
ADVANCED MANUFACTURING  
& ENGINEERING CENTER OF  
EXCELLENCE  
CENTER FOR  
BUSINESS & INDUSTRY  
CENTER FOR  
GERIATRIC EDUCATION  
CENTER FOR  
HEALTH SCIENCES  
1000 W. Campus Drive  
Wausau, WI 54401  
715.675.3331  
AGRICULTURE  
CENTER OF EXCELLENCE  
6625 County Road K  
Wausau, WI 54401  
715.675.3331

## Wittenberg

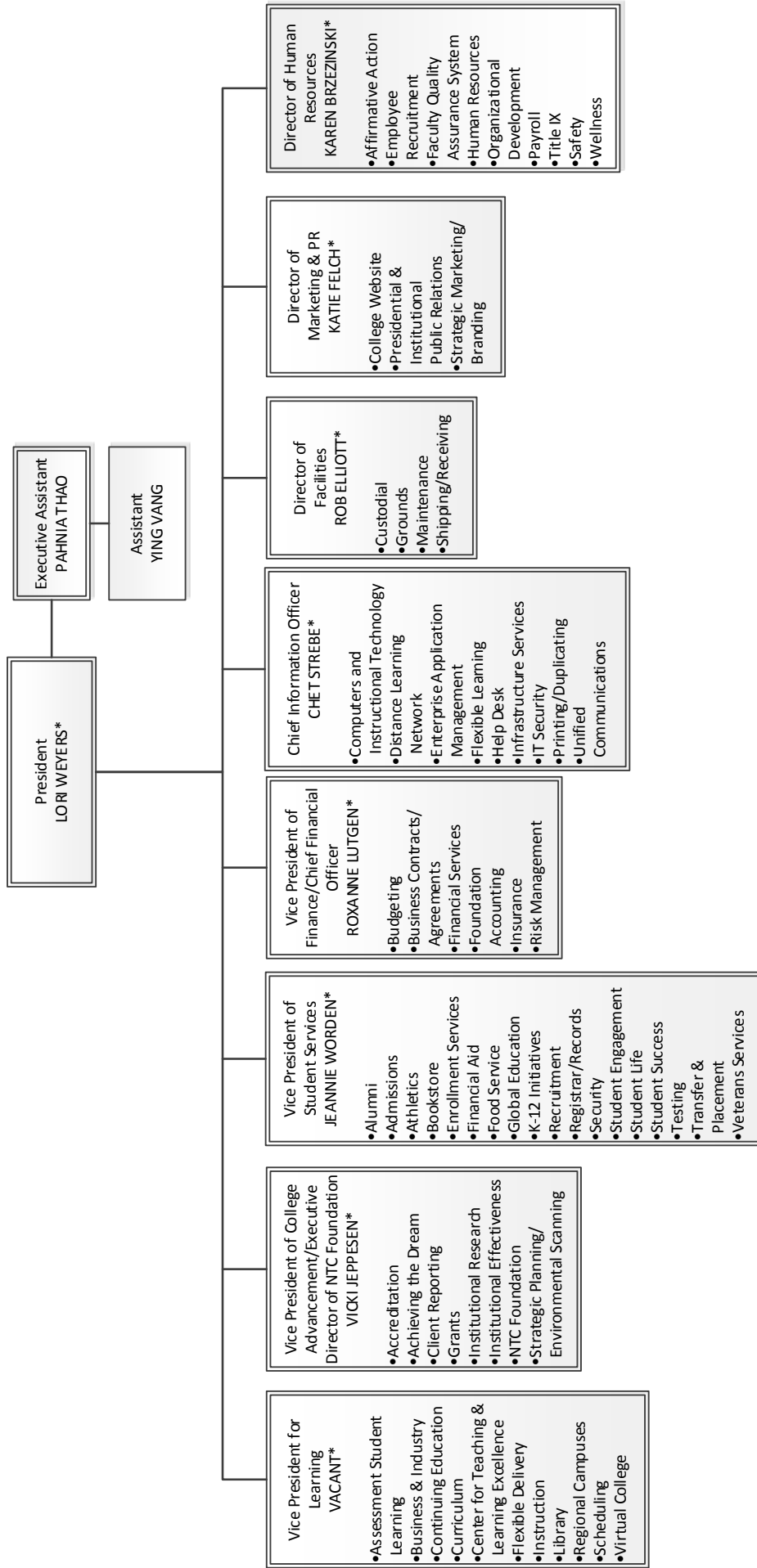
WITTENBERG,  
SOUTHEAST CAMPUS  
402 N. Genesee Street, Suite 3  
Wittenberg, WI 54499  
715.253.3500

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

NTC’s regional campus locations provide accessible education to learners throughout the NTC district. In addition to the central campus located in Wausau, NTC also has six regional campuses located in Antigo, Medford, Merrill, Phillips, Spencer and Wittenberg.

NTC’s Centers of Excellence focus on expanding and developing the natural assets and resources in a particular community area. By creating educational programs and instructional services that are geographically located adjacent to regional economic assets, the College positions itself to provide value added services in support of local economic development.

# NORTHCENTRAL TECHNICAL COLLEGE ORGANIZATIONAL CHART



\* The President's Executive Leadership Team (ELT)  
1/20/2017

**Northcentral Technical College  
Student Enrollment Statistics**

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
<u>Head Count Enrollments</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Estimated (5)</u>	<u>Projected</u>
Postsecondary (1)	9,193	9,127	9,385	9,787	9,050	9,125
Basic Education (2)	7,643	7,278	5,649	5,770	5,590	5,625
Continuing Education (3)	9,630	8,361	8,924	9,694	9,035	9,125
TOTAL (4)	<u>26,466</u>	<u>24,766</u>	<u>23,958</u>	<u>25,251</u>	<u>23,675</u>	<u>23,875</u>
<u>Full-Time Equivalent Enrollments</u>						
Postsecondary (1)	3,163	3,066	2,903	2,840	2,697	2,720
Basic Education (2)	492	521	410	460	448	448
Continuing Education (3)	105	111	113	122	105	115
TOTAL	<u>3,760</u>	<u>3,698</u>	<u>3,426</u>	<u>3,422</u>	<u>3,250</u>	<u>3,283</u>

(1) Postsecondary: Students enrolled in courses at the associate degree, technical diploma, apprenticeship, and certificate levels.

(2) Basic Education: Students enrolled in remedial courses.

(3) Continuing Education: Students enrolled in courses for personal development in increasing their job skills or learning new skills.

(4) The headcount listed above is unduplicated within the category, but many students enroll in several categories. The total unduplicated headcount is as follows: 2012-2013 20,009, 2013-2014 18,394, 2014-2015 18,626, 2015-2016 19,635, 2016-2017 18,800 (estimated), 2017-2018 19,000 (projected).

(5) Estimated numbers as of April 2017. End of year numbers will be available in August 2017.

# NORTHCENTRAL TECHNICAL COLLEGE DISTRICT

## DEGREE/DIPLOMA PROGRAM OFFERINGS

### OUR OFFERINGS

Northcentral Technical College has over 200 programs and certificates in the Business, Service Occupations, and Trades and Technical Areas. Many of these programs have qualities that are unique to the state and to the country. Following is a list of the programs offered:

### ASSOCIATE DEGREE PROGRAMS

Accounting	Fire Services Leadership	Manufacturing Engineering Technology
Administrative Professional	Graphic Communication Technologies	Marketing
Agri-Business	Health Care Business Services	Mechanical Design Engineering Technology
Alcohol & Other Drug Abuse (AODA)	Health Navigator	Medical Laboratory Technician
Architectural Design & Technology	Human Services Academic	Nursing
Automotive Technology	Human Services Associate	Paramedic Technician
Business Management	Individualized Technical Studies	Radiography
Criminal Justice Studies	IT - Business Analyst	Safety Engineering Technology
Crop Science	IT - Computer Support Specialist	Sign Language Interpreting in Education
Culinary Arts	IT - Database Administrator	Small Business Entrepreneurship
Dairy Science	IT - Database Specialist	Supervisory Management
Dental Hygienist	IT - Mobile Application Developer	Technical Studies-Journey Worker
Diesel Technology	IT - Network Specialist	Veterinary Science
Digital Marketing	IT - Quality Assurance Specialist	Video Production
Early Childhood Education	IT - Software Developer	Welding Fabrication & Robotics
Electromechanical Technology	IT - Web Designer	Wood Science
Fire Medic	IT - Web Developer	

### TWO-YEAR TECHNICAL PROGRAMS

Automotive Technician	Machine Tool Technics
-----------------------	-----------------------

### ONE-YEAR TECHNICAL PROGRAMS

Accounting Assistant	Machine Tool Operation	Renal Dialysis
Agriculture Equipment Technician	Manufacturing Technician	Residential Building
Diesel Equipment Mechanic	Medical Assistant	Risk Management & Insurance
Emergency Medical Technician - Paramedic	Medical Coding Specialist	Structural Steel Detailing
Fire Science	Medical Office Specialist	Substance Abuse Counselor Education
Industrial Electronics & Maintenance Technician	Office Assistant	Surgical Technologist
IT - Computer Support Technician	Pharmacy Technician (shared agreement)	Welding
IT - Web Design	Practical Nursing	Wood Technology

### SHORT-TERM TECHNICAL PROGRAMS

Accelerated - Leadership	Gas Tungsten Arc Welding (GTAW)	IT - Web Design Specialist
Accelerated - Human Resource Management	Geriatric Care Specialist	Manufacturing Basics
Accelerated - Lean Organizations	Healthcare Receptionist	Marketing - Digital Marketing Promotions
Accelerated - Supervision	Industrial Environmental Engineering Technician	Marketing - Digital Internet Marketing
Advanced EMT	Industrial Manufacturing Engineering Technician	Marketing - Graphics
Applied Mechanical CAD Technician	Industrial Safety Engineering Technician	Marketing - Social Media
Basic Machining	IT - Database Programmer	Microsoft Office
Construction Technologies	IT - Health Care Services for the IT Professional	Nursing Assistant (CNA)
Criminal Justice - Law Enforcement 720 Academy	IT - Help Desk	Phlebotomy Technician
Dental Assistant (Short-Term)	IT - Microsoft .NET Programmer	Shielded Metal Arc Welding (SMAW)
Emergency Medical Technician	IT - Network Technician	Truck Driving
Flux Core Arc Welding (FCAW)	IT - Software Development Specialist	Welding Robotic Operation
Gas Metal Arc Welding (GMAW)	IT - User Experience Programmer	

# NORTHCENTRAL TECHNICAL COLLEGE DISTRICT DEGREE/DIPLOMA PROGRAM OFFERINGS (CONTINUED)

## APPRENTICESHIP PROGRAMS

Dairy Grazier	Instrumentation	Maintenance Mechanic/Millwright
Electrical and Instrumentation	Machinist	Tool & Die
Industrial Electrician		

## CERTIFICATES

Accelerated Certificate in Supervision for IT Managers	Emergency Medical Services Leadership	Marketing - Sales Representative
Advanced Care Nursing Assistant	Emerging Technologies	Marketing - Small Business Management
Agronomy	End of Life Care	Mathematics
Allied Health Geriatrics Advanced Technical Certificate	Equine Fundamentals	Mechanical Design Drawing Software
AODA Specialization	General Studies Transfer (Financial Aid May Be Available)	Medical Office Documentation Specialist
Applied Design Software	Geriatric Nursing Advanced Technical Certificate	Metal Forming
Applied Manufacturing & Design Concepts	Gerontology	Multimedia & Computer Arts
Architectural Design Software	Health Insurance Business	Non-profit Management
Basic Digital Photography and Digital Video	Health Services	Office Technology Basics
Basic Wood Manufacturing	Home Health Aide	Operations Management
Bookkeeping Technology	Human Services Supervisor	Plastics Injection Molding Technician
Business Administration	Industrial Laser Operator - Machine Tool	Print Production
CNC Router	Industrial Laser Operator - Welding	Professional Communication - Criminal Justice
Communication	Internet Graphic Design	Professional Communication - Digital Marketing
Computed Tomography Imaging Clinical	IT - Database Specialist	Professional Communication - Healthcare
Computed Tomography Imaging Non Clinical	IT - Mobile Programmer	Professional Communication - Marketing
Counseling	IT - Mobile Web Development Specialist	Professional Communication - Sign Language
Critical Care Paramedic	IT - Software Project Manager	Promotional Graphic Design
Dementia Care	IT - Web Programmer	Psychology
Early Childhood Education - Advanced	Leadership Essentials	Quality Manufacturing
Early Childhood Education - Early Care Provider	Local Anesthesia for Dental Hygienists	QuickBooks
Early Childhood Education - Foundations	Logistics	Service Learning
Early Childhood Education - Infant Toddler	Magnetic Resonance Imaging	Small Business Bookkeeping
Early Childhood Education - Intermediate	Manufacturing Fundamentals	Socioeconomic Studies
Early Childhood Education - Provider	Marketing - Basics	Supply Chain Management
Early Childhood Education - The Registry Family Child Care	Marketing - Promotions	Telehealth
Early Childhood Education - The Registry Preschool	Mechanical Design Drawing Software	Youth & Family
Electrical Maintenance		

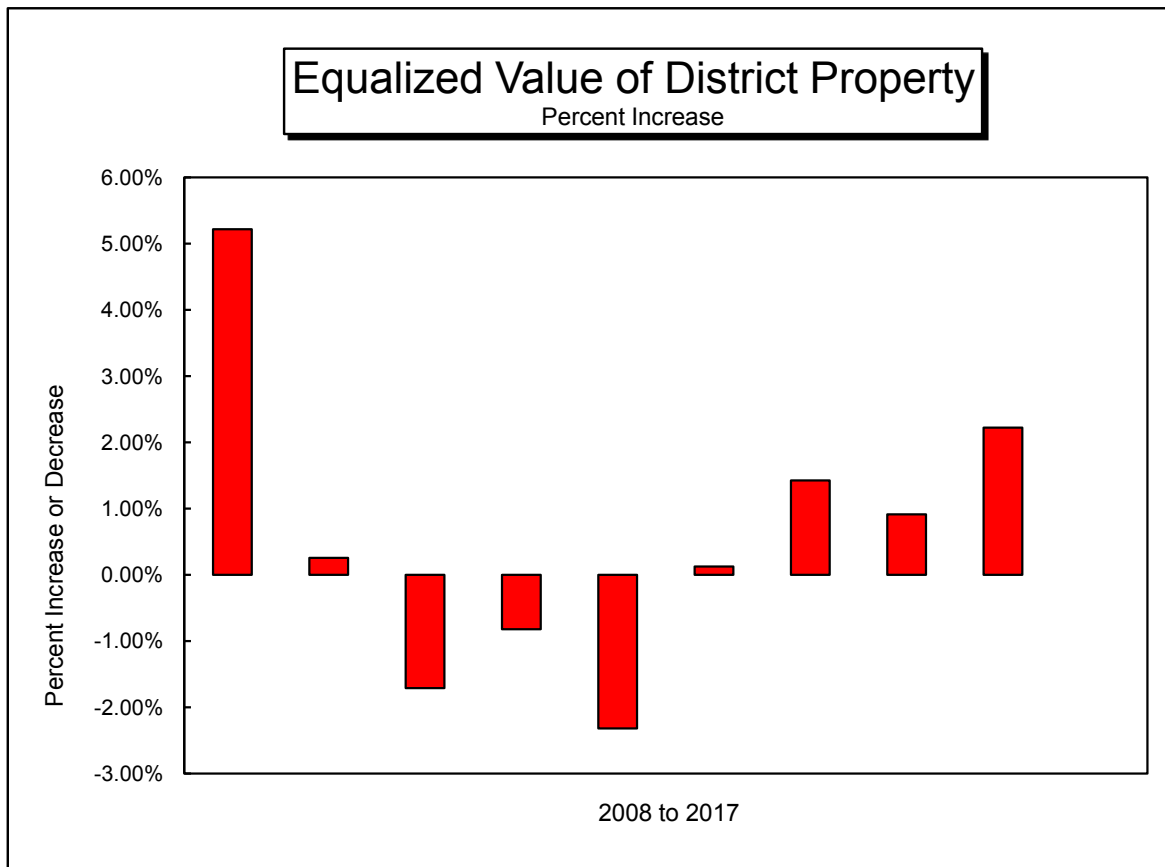
## SPECIAL SERVICES

Academic Resource Center	Counseling Services	Placement & Transfer Services
Accommodations for Students with Disabilities	Diversity Services	Student Life
Advising Services	English Language Learners (ELL)	Testing & Assessment Services
Alternative High School	Financial Aid & Foundation Scholarships	Tutoring Services
Campus Store	Food Services	Youth Apprenticeship
Career Coaches	Non-Traditional Occupations Services	Youth Options
Career Services		

Northcentral Technical College also offers numerous non-degree program courses and seminars designed to meet the needs of business and citizens in the NTC taxing district.

## Northcentral Technical College Property Valuations and Mill Rates 2017-2018 Budget Year

Year		Property Valuation	Operational Mill Rate	Debt Mill Rate
2007-2008	Actual	\$14,815,480,215	1.47751	0.38624
2008-2009	Actual	15,588,110,801	1.46766	0.38156
2009-2010	Actual	15,628,355,047	1.47348	0.43905
2010-2011	Actual	15,361,066,821	1.49977	0.47644
2011-2012	Actual	15,235,061,955	1.49970	0.52281
2012-2013	Actual	14,881,761,339	1.49674	0.52576
2013-2014	Actual	14,900,465,191	1.51035	0.57486
2014-2015	Actual	15,113,021,324	0.62683**	0.59124
2015-2016	Actual	15,250,959,190	0.63534	0.62575
2016-2017	Actual	15,589,508,123	0.63925	0.62620
2017-2018	Projected*	15,589,508,123	0.63925	0.62620



\* Projected to remain the same

\*\* Mill rate reflects a change in Wisconsin State Statutes providing a dollar for dollar reduction in property tax funding with an increase in state aid funding

**Northcentral Technical College  
Property Tax Levy  
2017-2018 Budget**

TAX DISTRIBUTION BY FUND	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate
General Operations										
General Fund	\$20,884,973	1.40163	\$7,173,307	0.47465	\$8,389,577	0.55010	\$8,665,544	0.55586	\$8,665,544	0.55586
Special Revenue Fund - Operational	1,100,000	0.07382	1,100,000	0.07278	1,100,000	0.07213	1,100,000	0.07056	1,100,000	0.07056
Special Revenue Fund - Non-Aidable	200,000	0.01342	200,000	0.01323	200,000	0.01311	200,000	0.01283	200,000	0.01283
Capital Projects Fund	320,000	0.02148	1,000,000	0.06617						
Total General Operations	\$22,504,973	1.51035	\$9,473,307	0.62683	\$9,689,577	0.63534	\$9,965,544	0.63925	\$9,965,544	0.63925
Debt Retirement										
Debt Service Fund	\$8,565,638	0.57486	\$8,935,492	0.59124	\$9,543,331	0.62575	\$9,762,150	0.62620	\$9,762,150	0.62620
Total Debt Retirement	\$8,565,638	0.57486	\$8,935,492	0.59124	\$9,543,331	0.62575	\$9,762,150	0.62620	\$9,762,150	0.62620
Total Levy	\$31,070,611	2.08521	\$18,408,799	1.21807	\$19,232,908	1.26109	\$19,727,694	1.26545	\$19,727,694	1.26545

**DISTRICT DESCRIPTION**

Menominee County; Price County; Taylor County less the portion of the School District of Gillman, the School District of Flambeau, the Stanley-Boyd Area School District, the School District of Thorp, and the School District of Owen-  
Withee; Marathon County less the portion of the School District of Auburndale and the Unified School District of Marshfield; Langlade County less the portion of the School District of Elcho and the School District of Rhineland; plus  
the portion of the School District of Colby, the School District of Loyal, the School District of Spencer, and the School District of Abbotsford in Clark County; the Merrill Area Common Public School District in Lincoln County; the  
Unified School District of Antigo, the School District of Bowler, and the Wittenberg-Brimmwood School District in Shawano County; the Rosholt School District in Portage and Waupaca Counties; and the School District of Tigerton in  
Shawano and Waupaca Counties.

**STATISTICS**

	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Equalized Valuation (TID Out)	\$14,900,465,191	\$15,113,021,324	\$15,250,959,190	\$15,589,508,123	\$15,589,508,123 (1)
Tax Levy Requested	31,070,611	18,408,799	19,232,908	19,727,694	19,727,694
Total Mill Rate	2.08521	1.21807 (2)	1.26109	1.26545	1.26545
Mill Rate -General Oper.	1.51035	0.62683	0.63534	0.63925	0.63925
-Debt Retire.	0.57486	0.59124	0.62575	0.62620	0.62620

(1) Projected to remain the same

(2) Mill rate reflects a change in Wisconsin State Statutes providing a dollar for dollar reduction in property tax funding with an increase in state aid funding







**DISTRICT BOARD OF TRUSTEES REGULAR MEETING**

May 2, 2017  
Northcentral Technical College  
1000 W. Campus Drive  
Wausau, WI 54401  
Timberwolf Conference Center - Room D100  
1:00 p.m.

The Northcentral Technical College District Board of Trustees met on May 2, 2017 at the Wausau Campus. Chairperson Maria Volpe called the meeting to order at 1:05 p.m.

**Roll Call:**

Douglas Faragher	E	Ruth Risley-Gray	X
Tom Felch	X	Dale Smith	X
Kristine Gilmore	X	Maria Volpe	X
Lee Lo	E	Paul Proulx	X
Douglas Moquin	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
- B. WTC District Boards Association Update – Layla Merrifield, Executive Director  
Layla provided an update to the Board regarding the WTCS Budget.

**III. APPROVAL OF MINUTES**

- A. It was moved by Kristine Gilmore and seconded by Dale Smith that the NTC Board of Trustees meeting minutes from April 4, 2017 be approved. Motion carried unanimously.

**IV. REGULAR VOTING AGENDAS**

- A. Awarding the Sale – Lisa Voisin, Baird Representative  
Resolution awarding the sale of \$10,700,000 the general obligation promissory notes; providing the form of the notes; and levying a tax in connection therewith.

Lisa Voisin, representative from Baird distributed a Final Pricing Summary handout, and presented to the Board on the resolution awarding the sale. NTC continues to do a wonderful job with

borrowing, and has a Moody rating of Aa1. The Final Pricing Summary handout is included in the official meeting minutes.

It was moved by Kristine Gilmore and seconded by Dale Smith that the NTC District Board authorize the resolution awarding the sale of \$10,700,000 general obligation promissory notes; providing the form of the notes; and levying a tax in connection therewith to FTN Financial Capital Markets at a True Interest rate of 1.976613 percent. Motion carried unanimously.

**Roll Call** Vote Ayes: Felch, Gilmore, Moquin, Risley-Gray, Proulx, Smith, Volpe

**B. Approval of the 2016-2017 Budget Modifications**

It was moved by Kristine Gilmore and seconded by Dale Smith that the NTC District Board approves the 2016-2017 budget modification resolutions as attached. Motion carried unanimously.

**C. Approval of non-represented employee 2017-2018 salary increase**

It was moved by Paul Proulx and seconded by Kristine Gilmore that the NTC District Board approves the non-represented employee 2017-2018 salary increase as indicated in the topic summary sheet. Motion carried unanimously.

**D. Tentative approval of the Fiscal Year 2017-2018 Budget and confirming a Budget Hearing Date**

It was moved by Kristine Gilmore and seconded by Ruth Risley-Gray that the NTC District Board approve of the tentative fiscal year 2017-2018 budget and encourage all interested parties to attend a Public Hearing to be held at 12:00 p.m. noon on Tuesday, June 13, 2017 at NTC 1000 W. Campus Drive, Wausau, WI, Timberwolf Conference Center – D100 and on ITV projected out to regional campuses for the purpose of allowing citizen input. Motion carried unanimously.

**E. Wausau – Loew’s Property Acquisition (Diesel Building)**

It was moved by Paul Proulx and seconded by Dale Smith that the NTC District Board approve the acquisition of the Loew’s Property at a cost not to exceed \$650,000, and request the WTCS State Board to do the same. Motion carried unanimously.

**F. Remodeling: Wausau STEM Center Renovation**

Rob Elliott showed a few different STEM Center layouts with collaborative spaces designed by students. The layouts are included in the official meeting minutes.

It was moved by Ruth Risley-Gray and seconded by Kristine Gilmore that the NTC District Board approves the Wausau STEM Center Renovation at a cost not to exceed \$400,000 and requests the WTCS State Board to do the same. Motion carried unanimously.

**V. BOARD DEVELOPMENT**

**A. Finalize Future Board Development Topics – Handout**

The topics of Customized Training and Marketing-Social Media & Website were added to the future board development topics list. The Board agrees to move forward with the list. This handout is included in the official meeting minutes.

## **VI. CONSENT VOTING AGENDA**

- A. It was moved by Paul Proulx and seconded by Tom Felch that the NTC District Board approves the consent Voting Agenda
- Receipts & Expenditures
  - Personnel Changes

Roll call vote ayes: Felch, Gilmore, Moquin, Risley-Gray, Proulx, Smith, Volpe. Motion carried unanimously.

## **VII. INFORMATION/DISCUSSION**

- A. President's Report
- Congratulations to Beth Ellie, Sarah Dillon, Shannon Livingston on receiving their doctorate degree.
  - 2016-2017 Institutional Accomplishments
  - Comments from Informational Update
    - NTC was the premier sponsor for the Dream Big 2056 Scholarship Fundraiser Event hosted by Wausau Hmong American Center. Kristine Gilmore was in the cultural Hmong dance competition for this event, and won the challenge. A video of the dance was shown at the Board Meeting. Thank you Kristine for your support. We are also excited to share that one of the scholarship recipient will be attending NTC in the Nursing program.
    - This is Shelly Mondeik's last NTC Board Meeting before she becomes the President at Mid-State Technical College. We wish Shelly the best on her new journey and we will miss her.
- B. Chairperson's Report
- Update on WTC District Boards Association 2017 Spring Meeting – Paul Proulx, Lori Weyers, and Katie Felch
    - Katie Felch provided an update. Hannah Anderson, Evening News Anchor for WSAW-TV was awarded the WTC 2017 Media Award for her excellent report of the NTC Culinary Program.
    - Paul Proulx provided an update. The budget for WTC District Boards Association Office was approved. Attendees were interested in having a refresher session on ACT 10. Other topics that were discussed were funding at state and federal level, legal issues, youth options, what are things that we should be doing, best practices, and what kind of planning do we have. Election of new officers are complete. The standing committees are looking at combining some of the committees to be more efficient.
  - Tentative 2017 – 2018 Board Meeting Dates
- C. Information
- Affirmative Action Report
  - Advisory Meeting Minutes
  - Commencement – Saturday, May 20, 2017

- James McIntyre, President/CEO of The Greenheck Group – Speaker
- Upcoming Meetings/Events
- Good News

**VIII. CLOSED SESSION 2:57pm**

- A. It was moved by Paul Proulx and seconded by Tom Felch with unanimous approval to 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 4, 2017 Closed Session Minutes
  - Provide an update on pending litigation
  - Conducting CEO Evaluation and Contract  
(NTC Administration was excused from the room)
  - Action regarding faculty employment, including conferring with legal counsel for the Board regarding private conferences for nonrenewal of faculty contracts; consideration of faculty resignations; deliberating regarding private conferences; rescission of a notice of preliminary consideration of nonrenewal of faculty members; and issuance of final notices of nonrenewal for the 2017-18 school year.

Roll call: Felch, Gilmore, Moquin, Risley-Gray, Proulx, Smith, Volpe.

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

- A. It was moved by Paul Proulx and seconded by Tom Felch with unanimous approval to 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 2016-17 school year or acceptance of faculty resignation.

Nonrenewal of Instructor Contract

Pursuant to public notice the Board reconvened into open session for possible action regarding the nonrenewal of an instructor contract.

After further discussion, it was moved by Paul Proulx and second by Tom Felch for approval of the following resolution:

*WHEREAS, the Board of Trustees of Northcentral Technical College (“Board”) adopted a resolution pursuant to Wis. Stat. § 118.22(3) authorizing the issuance of a preliminary notice of nonrenewal of a faculty employment contract; and*

*WHEREAS, pursuant to Wis. Stat. § 118.22(3) notice of the above action was duly issued. This notice informed the faculty member of his right to request a private conference with the Board; and*

*WHEREAS, in response to the above-referenced notice the faculty requested a private conference with the Board, which private conference occurred on May 2, 2017; and*

*WHEREAS, on May 2, 2017 the Board duly considered the information presented by both the Administration and the faculty member regarding the renewal or nonrenewal of the faculty employment contract;*

*RESOLVED, that the Board does hereby determine that the 2016-2017 faculty contract shall be nonrenewed pursuant to Wis. Stat. § 118.22; and*

*FURTHER RESOLVED, that the Board officers and the Administration are authorized and directed to take all appropriate action to implement this resolution.*

The Chairperson declared that the motion was approved. The faculty member asked if the Board was willing to accept his severance proposal. On behalf of the Board, Mr. St. Peter declined proposal.

Roll call: Felch, Gilmore, Moquin, Risley-Gray, Proulx, Smith, Volpe. Motion carried unanimously.

**VII. MEETING ADJOURN**

It was moved by Dale Smith and seconded by Paul Proulx with unanimous approval to adjourn. By consensus the meeting adjourned at 4:54 p.m.

Respectfully submitted,

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Kristine Gilmore, 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:** June 13, 2017

**TOPIC:** Resolution disclosing district reserves maintained by Northcentral Technical College District

**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 Administrative Code TCS 7.05(d), which states that “Prior to the adoption of its budget, each district shall *disclose* all reserves maintained by it, the amount contained in each reserve and the anticipated amount by which each reserve will be increased or decreased during the year for which the budget is adopted.” This *disclosure* is interpreted to be to the Board of Trustees and noted in the open meeting minutes of the board.

**DATA/RESULTS:** This resolution is approved annually as a “housekeeping” matter in compliance with Wisconsin Administrative Code TCS 7.05(d).

Operational reserves are projected to be 21 percent of total operational expenditures, excluding reserve dollars set aside for Other Post-Employment Benefits (OPEB) liability, as of June 30, 2017. These operational reserves are projected to remain at 21 percent as of June 30, 2018. The College has set aside the fund equity designation for state aids fluctuations for future use as the following needs are clarified: Property valuations and state aid revenue.

**AGENDA CATEGORY:**

✓ Regular Voting Agenda

**PROPOSED MOTION:**

The board approves the disclosure of all reserves maintained by it, the amount contained in each reserve and the anticipated amount by which each reserve will be increased or decreased during the year for which the budget is adopted as provided on the attached resolution.

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

Signed Dated: Lori A. Waynes

Date: May 23, 2017

**REGARDING WISCONSIN ADMINISTRATIVE CODE TCS 7.05  
RESOLUTION DISCLOSING DISTRICT RESERVES MAINTAINED BY  
NORTHCENTRAL TECHNICAL COLLEGE**

WHEREAS, the Wisconsin Administrative Code TCS 7.05 requires that prior to the adoption of its budget, a District board adopt a resolution disclosing all reserves maintained by it, the amount contained in each reserve, and the anticipated amount by which each reserve will increase or decrease during the year for which the budget is adopted, and

WHEREAS, the Northcentral Technical College District Board will approve the District's 2017-2018 annual budget at its June 13, 2017 meeting,

THEREFORE BE IT RESOLVED, that the Northcentral Technical College District Board hereby approve the following disclosure of reserves:

**RESERVE FOR CAPITAL PROJECTS** - A segregation of a portion of the fund balance to provide for instructional equipment, construction and remodeling. At June 30, 2017, this reserve is planned to be \$13,637,763. This balance is budgeted to decrease by \$2,530,709 during 2017-2018, to be used for subsequent year capital projects.

**RESERVE FOR DEBT SERVICE** - A segregation of a portion of the fund balance to provide for debt retirement. At June 30, 2017, this reserve is planned to be \$2,309,530. This balance is budgeted to decrease by \$1,464,350 during 2017-2018, to make future principal payments.

**DESIGNATED FOR OPERATIONS AND SPECIAL PROJECTS** - A portion of unreserved fund balance which is designated to be used to provide for normal fluctuations in operating cash balances which are not planned to be met with short-term borrowing. At June 30, 2017, this designation is planned to be \$8,106,477 in the general fund and \$1,529,945 in the special revenue operational fund. This balance in the general fund is budgeted to decrease by \$128,371 during 2017-2018. This balance in the special revenue operational fund is budgeted to decrease by \$74,320 during 2017-2018.

**DESIGNATED FOR STATE AIDS FLUCTUATIONS** – The amount designated for state aids fluctuations may not exceed 10% of the district's budgeted total state aids. At June 30, 2017, this designation is planned to be \$845,195 in the general fund. This balance is budgeted to increase by \$53,371 during 2017-2018.

**DESIGNATED FOR POST-EMPLOYMENT BENEFITS** – A portion of unreserved fund balance is designed to be used to provide for post-employment benefits of retired employees. At June 30, 2017, this designation is planned to be \$6,564,390 in the general fund. This balance is budgeted to decrease by \$414,000 during 2017-2018.

BE IT RESOLVED, that the District Board authorizes that any 2016-2017 unexpended operational funds be applied to Designated for Operations, Designated for State Aids Fluctuations, and Designated for Subsequent year(s) as a hedge against operational borrowing and to work toward maintaining its reserve between 16% and 20% of the operating budget as defined in Executive Limitation Policy 1.3 - Budgeting.





**RESOLUTION FOR ADOPTION OF THE 2017-2018  
NORTHCENTRAL TECHNICAL COLLEGE DISTRICT BUDGET**

WHEREAS, the Northcentral Technical College District Board has reviewed the proposed 2017-2018 fiscal year budget document which is hereby made a part of this resolution, and

WHEREAS, the notice of the public hearing on the proposed 2017-2018 fiscal year budget of the Northcentral Technical College District was published in the Wausau Daily Herald on Tuesday, May 23, 2017, as a Class I legal notice, and

WHEREAS, the Northcentral Technical College District Board has held, pursuant to section 65.90 of Wis. Statutes, a public hearing on the proposed 2017-2018 fiscal year budget on June 13, 2017, in Wausau Wisconsin, at Northcentral Technical College, 1000 W. Campus Drive, at 12:00 pm.

THEREFORE BE IT RESOLVED, that the Northcentral Technical College District Board hereby adopt the budget, as detailed in the budget document, for the fiscal year 2017-2018 for the operation and maintenance of the District beginning July 1, 2017.

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

**MEETING DATE:** June 13, 2017

**TOPIC:** Negotiated Salary Effective 2017-18 Northcentral Technical College and the Faculty Association

**POLICY:** **1.5 Compensation and Benefits** With respect to employment, compensation and benefits to employees...the Chief Executive Officer may not cause or allow jeopardy to fiscal integrity or public image. Accordingly, he or she may not: 3) 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.

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

**INTERPRETATION:** The Board must approve contract agreements. Act 10 indicates that the College and the Associations may only negotiate base wages up to a maximum of CPI (1.26% for contracts effective July 1, 2017) and the implementation of the increase.

**DATA/RESULTS:**

The Northcentral Technical College and the Faculty Association have agreed upon the following:

- 1.26% increase to base wages
- Implementation of an across the board increase for all members effective July 1, 2017

**AGENDA CATEGORY:**

Regular Voting Agenda

**PROPOSED MOTION:**

The Board approves an across the board increase of 1.26% to base wages for the Faculty Association effective July 1, 2017.

**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: May 23, 2017

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

**MEETING DATE:** June 13, 2017

**TOPIC:** Faculty Association: 2017-18 Supplemental Salary

**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 (including benefits) of District employees.

**INTERPRETATION:** The Board must approve benefit changes of represented employees.

**DATA/RESULTS:** Board authorization is requested to implement July 1, 2017 supplemental pay for faculty. The proposed supplemental pay aligned with the 2017-2018 fiscal planning parameters presented to the Board and do not deviate materially from the geographical or professional market for the skill employed.

For Represented Staff the following is proposed:

- Supplemental compensation of \$605.35 for each full-time faculty member in alignment with non-represented salary increases. This supplemental compensation is in addition to the negotiated increase.

**AGENDA CATEGORY:**

Regular Agenda

**PROPOSED MOTION:**

Approval to authorize 2017-2018 benefits for Faculty Association as indicated above

**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: May 23, 2017



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

**MEETING DATE:** June 13, 2017

**TOPIC:** Memorandum of Understanding and Operating Agreement between Northcentral Technical College District and the NTC Foundation, Inc.

**ADMINISTRATIVE/OPERATING GUIDELINES #627: Funds and Grants from Government and Private Sources** – Plans and procedures for gift solicitation, processing, management, and disbursement are developed by the Executive Director of the Foundation in cooperation with the Foundation Board and College administration. An MOU and an Operating Agreement further outline the roles and responsibilities of the Foundation and the College.

**INTERPRETATION:** The updated Administrative/Operating Guideline has been adopted to show the College and Foundation are separate entities collaborating to support students and advance the mission of the College by aligning strategies. The Wisconsin Technical College System has asked the sixteen colleges to ensure a Memorandum of Understanding is in place between each college and its respective foundation.

**DATA/RESULTS:** The Memorandum of Understanding and Operating Agreement between the College and Foundation will clearly outline the separateness and responsibilities of these entities. The MOU and Operating Agreement will automatically renew July 1 of each year unless one of the parties recommends changes or termination as outlined in the documents.

**AGENDA CATEGORY:**  
Regular Voting Agenda

**PROPOSED MOTION:**  
Motion to approve the Memorandum of Understanding and Operating Agreement between Northcentral Technical College District and NTC Foundation, Inc.

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

Signed *Lori A. Waynes*

Dated June 6, 2017



**OPERATING AGREEMENT BETWEEN  
NORTHCENTRAL TECHNICAL COLLEGE DISTRICT  
AND  
NORTHCENTRAL TECHNICAL COLLEGE FOUNDATION, INC.**

This Operating Agreement (“Agreement”) is dated effective July 1, 2017, by and between Northcentral Technical College District (“College”) and the Northcentral Technical College Foundation, Inc. (“Foundation”) and collectively as the “Parties.”

**Introduction**

The Foundation was organized and incorporated in 1976 and has as one of its primary purposes to solicit, receive, manage, and disburse funds, equipment, and other resources for the benefit of the College and its students;

The Foundation is a charitable organization that supports the College and is exempt from federal income taxation under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (“Code”) and is a public charity described in Code Sections 509(a)(1) and 170(b)(1)(a)(vi);

The College is a postsecondary education institution created pursuant to Chapter 38 of the Wisconsin Statutes;

The College recognizes that the Foundation’s development and fundraising efforts will financially benefit and support the College and its students;

The College and Foundation expect that the college will benefit many times over the support provided to the Foundation under this Agreement through future Foundation support, including through grants, capital campaigns, and scholarship funds; and

The Parties desire to formalize their relationship to achieve an agreement on their respective roles in advocating support from the private sector.

IN CONSIDERATION OF THE MUTUAL PROMISES MADE IN THIS AGREEMENT AND FOR OTHER GOOD AND VALUABLE CONSIDERATION, THE RECEIPT AND SUFFICIENCY OF WHICH ARE ACKNOWLEDGED, THE PARTIES AGREE AS FOLLOWS:

## **I. Purpose of the Agreement**

1. The College and Foundation recognize the importance of voluntary private support and encourage grants and contributions for the benefit of the College and its students. The Foundation is intended to be one of the primary means through which private support will be provided to assist the College.
2. The close association between the College and the Foundation and the Foundation's use of the College's name and logo make it prudent and beneficial for the Parties to have a clear statement of the relationship between the Parties regarding the responsibilities, authority, and obligations of the College and the Foundation.
3. Although the Foundation is identified with the College, it is a private Section 501(c)(3) organization, and the Parties wish to agree on standards of operations to preserve the privacy and tax-exempt status of the Foundation and to convey these standards to donors, alumni, and others.
4. The College, including its governing Board of Trustees, acknowledges and accepts the separate tax-exempt 501(c)(3) status of the Foundation; and the Foundation, including its governing Board of Directors, acknowledges and accepts the separate tax-exempt status of the College.

## **II. The Foundation's Commitment to the College**

1. The Foundation will conduct its activities in a manner that maintains its tax exempt status under Section 501(c)(3) of the Code.
2. The Executive Director of the Foundation will consult annually with the College President and other College leaders during the unit planning and budgeting process to develop fundraising activities for the Foundation that are consistent with the mission, purpose, and scope of the Foundation.
3. The Executive Director of the Foundation will consult with the College President or the President's designee before any changes are made in the nature, scope, or purpose of the Foundation. The Foundation will provide the College President or the President's designee with an advance copy of amendments or additions to the Foundation's Articles of Incorporation or Bylaws.
4. The Foundation Board of Directors is responsible for the control, investment, and management of all assets of the Foundation, including the prudent management of all gifts in a manner consistent with donor intent and applicable law. All Foundation assets will be managed, invested, and expended consistent with donor intent, the Uniform Prudent Management of the Institutional Funds Act ("UPMIFA"), as applicable, and Section 501(c)(3) of the Code.

5. The Executive Director of the Foundation, subject to oversight from the Foundation Board of Directors, will be responsible for the day-to-day management of the operations of the Foundation.
6. The Foundation Board of Directors is responsible for the performance and oversight of all aspects of the Foundation's operations. Such performance and oversight is guided by the Foundation's Bylaws that address the Foundation's fiduciary responsibilities, including expectations of individual Board members based upon ethical guidelines and policies. The Foundation Board is also responsible for approving an operating budget each year.
7. The Foundation Board of Directors will be appointed/selected and/or elected in a manner consistent with the Foundation's Bylaws. The Foundation's Board of Directors is vested with the authority to make all decisions regarding the business and affairs of the Foundation.
8. The Foundation agrees to refrain from any conduct, practice, business, or activity that would harm the College's reputation or be inconsistent with the College's mission. The Foundation will clearly disclose in its promotional and advertising material that donations are being provided to the Foundation.
9. The Foundation will undertake fundraising and development activities for the benefit of the College and its students, including to fulfill strategic initiatives of the College. The Foundation agrees to cooperate with the College in the advancement and support of the college's programs and to maintain strategic alignment with the College.
10. The Foundation agrees to pay an Annual Management Fee to the College as specified in the Memorandum of Understanding. The Annual Management Fee recognizes the expense paid by the College on behalf of the Foundation is offset by the services provided by the Foundation to the College. The Foundation will consult with the College in determining the appropriate Annual Management Fee (based on costs associated with personnel, technology, office space, etc.), if the term of this Agreement is renewed or extended under Section 1 of Article V.

### **III. The College's Commitment to the Foundation**

1. The College President is responsible for communicating the College's priorities and long-term plans, as approved by the District Board of Trustees, to the Foundation.
2. The College recognizes that the Foundation is a private and independent corporation with the authority to keep records and data confidential as consistent with law.



3. The College values the Foundation's unique ability to carry out a variety of community-related activities that advance the mission and vision of the College.
4. The College agrees to cooperate with the Foundation in the advancement and support of the College's programs and to maintain strategic alignment with the Foundation.
5. The College recognizes that the Foundation will have primary responsibility for private fundraising. College administrators, faculty, and staff may coordinate fundraising activities for the respective program areas with the Foundation, but the Foundation will manage funds raised from such efforts.
6. The College President and other leaders will share annually with the Foundation the College strategic plan, institutional priorities, projects and resource requirements so that the Foundation may represent the direction and needs of the College to donor prospects and do its best to align its programs and fundraising campaigns with the objectives of the College.
7. The College will have the following additional duties and responsibilities to the Foundation under this Agreement ("Services"):
  - a. Personnel. The College will offset the costs associated with salary and fringe benefits that support the mission and functions of the Foundation.
  - b. Office Space. The College will insure and maintain in good condition for use by the Foundation office space located at 1000 W. Campus Drive, Wausau, Wisconsin. The office space will include utilities (including water, heat, air conditioning, telephone service, technical support and broadband Internet connectivity).
  - c. Office Equipment. The College will furnish and maintain in good working condition office furniture and equipment in the office space as is reasonable and appropriate to support the Foundation's purposes.
  - d. Electronic Support. The College will allow the Foundation to use the College's web domain for email and other applicable electronic services, including hosting of website pages for the Foundation. Such electronic services are covered by the College cyber liability policy.
  - e. Access to Records. The College will provide the Foundation with access to data and records reasonably necessary to support the Foundation's purposes, including, but not limited to, the names and contact information for students, alumni (except for those alumni who indicate to the College that they opt-out of communication, solicitation, and event programs), and current and retired faculty and staff. The data will be transferred on a regular basis electronically to the scholarship management system or through other electronic means as mutually agreed upon by the Parties.

- f. Advertising and Use of the College's Name and Logo. The Foundation is granted a royalty-free, limited, nonexclusive and nontransferable right to use the name of the College, logo, and other marks to identify the Foundation as an organization whose mission is to support the College, provided the Foundation acts in accordance with the terms and provisions of this Agreement and its Articles of Incorporation and Bylaws.

#### **IV. Operational Guidelines**

1. Separation of Liabilities. The College and the Foundation are independent entities and neither will be liable for the other's contracts, torts, or other actions or omissions, or those of the other's Trustees, Directors, officers, employees, or agents. This Agreement will not be construed to constitute either Party as a partner, agent, joint venture or representative of the other Party. The Parties will not make any contract or representation, nor incur any liability or obligation whatsoever, on behalf of or in the name of the other Party.
2. Non-Assumption of Liabilities. Neither Party will, by entering into this Agreement, assume or become liable for any of the existing or future obligations, liabilities, or debts directly or indirectly attributable to the other Party, except as otherwise expressly provided by this Agreement.
3. Separation of Foundation and College Funds. Foundation funds will be kept separate from College funds. No institutional funds, assets, or liabilities may be transferred directly or indirectly from one party to the other without prior notice to applicable representatives of the other Party, except as otherwise provided in this Agreement or under other prior agreements, operating policies, or past practices of the Parties. The Parties agree to cooperate and provide documentation and information on any transfers on reasonable request.
4. Separation of Annual Financial Statement and Audit. The College and Foundation will separately prepare their annual financial statements in accordance with the Government Accounting Standards Board (GASB) for the College and Generally Accepted Accounting Principles (GAAP) for the Foundation. The College and Foundation will have separate annual audits prepared by independent auditors.

5. Working Relationship. The Executive Director of the Foundation will maintain a close working relationship with the College's Executive Leadership Team and other management staff and employees as appropriate. The College will be represented on the Foundation Board by (i) the President of the College, (ii) the District Board of Trustees' Chairperson or his/her designee, and (iii) the College's Vice President of College Advancement with Foundation oversight responsibility. The College President and District Board representative will serve as voting members of the Foundation Board, but will not be designated as officers of the Foundation; the Vice President of College Advancement/Executive Director will serve as a non-voting member of the Foundation Board.
6. Transfers to the College. The Foundation is the primary depository of private gifts and will transfer funds to the designated entity or division within the College in compliance with applicable laws, College policies, and gift agreements.
7. Foundation Disbursements on Behalf of the College. The Foundation's disbursements on behalf of the College must be reasonable business expenses that support the College, are consistent with donor intent, Uniform Prudent Management of the Institutional Funds Act ("UPMIFA") and Section 501(c)(3) of the Code, and do not conflict with applicable laws.
8. Investment Policy. The Foundation's investment policy is the sole responsibility of and is approved by the Foundation Board of Directors.

## V. Term

1. Term and Amendment. The term of this Agreement will commence on July 1, 2017 and end June 30, 2018. After such term, this Agreement will automatically renew for successive one-year periods, on the same terms and conditions. If either Party believes that the Agreement should be amended during the Agreement term (including after an automatic renewal), that Party may give written notice to the other Party of such belief and the Parties then agree to meet within 30 days of the date of such notice to discuss amending this Agreement. Either Party may terminate this Agreement at all other times by giving the other Party prior written notice of not less than six (6) months before the desired termination date.
2. Termination. In the event either Party terminates this Agreement, the Parties agree to promptly return any tangible or intangible property in their possession, custody or control to the owner thereof.

## VI. Miscellaneous Provisions

1. Notices. All notices, demands, and communications provided for in or made under this Agreement will be given in writing and will be deemed given to a Party at the earlier of:
  - a. When actually delivered to a Party;
  - b. When facsimile or email transmitted to a Party to the facsimile number or email address indicated for a Party below (or to other facsimile number or email for a Party as the Party may have substituted by notice pursuant to this Section); or
  - c. When mailed to a Party by registered or certified U.S. mail (return receipt requested) or sent by overnight courier, confirmed by receipt, and addressed to the Party at the address designated below for the Party (or to such other address for a Party as the Party may have substituted by notice pursuant to this Section).

However, notice sent by email is not valid if sent to an email address when the person had actual knowledge that the person at the email address was no longer employed in the position of Executive Director of the Foundation or President of the College. For example, if the Foundation's Executive Director is promoted to a different position after this Agreement is effective, notice sent to the email address of the Foundation's former Executive Director would no longer be valid even if the new Executive Director's email had not been provided by notice under this Section.

- a. If to Foundation:

Executive Director  
Northcentral Technical College  
1000 W. Campus Drive, B100  
Wausau, WI 54401  
Fax: (715) 301-2776  
Email: [jeppesen@ntc.edu](mailto:jeppesen@ntc.edu)

- b. If to College:

President  
Northcentral Technical College  
1000 W. Campus Drive, C180  
Wausau, WI 54401  
Fax: (715) 301-2060  
Email: [weyers@ntc.edu](mailto:weyers@ntc.edu)

2. Entire Agreement. This Agreement constitutes the entire agreement between the Parties. Modifications, amendments or additions to this Agreement must be made in writing and signed by both Parties to be effective.

3. Non-Waiver. Inaction or failure to demand performance of the terms of this Agreement will not be deemed a waiver of any provision of this Agreement.
4. Authority. The Parties represent that each has the authority to execute this Agreement, to enter into transactions contemplated by this Agreement, and to perform its obligations under this Agreement.
5. Binding Agreement and Assignment. This Agreement will be binding on, and inure to the benefit of the Parties and their respective permitted successors and assigns. Neither Party will assign any of the duties, rights or obligations of this Agreement without the written consent of the other Party.
6. Severability. If, for any reason, any provision of this Agreement is held invalid, such invalidity will not affect any other provision of this Agreement not held invalid, and every other provision will continue in full force and effect. If any provision of this Agreement will be held invalid in part, the invalidity will in no way affect the rest of the provision not held invalid, and the rest of such provision, together with all other provisions of this Agreement, will continue in full force and effect.
7. Governing Law. This Agreement will be construed pursuant to the internal laws of the State of Wisconsin.
8. Counterparts/PDF Signatures. This Agreement may be executed in counterpart originals, each of which when duly executed and delivered will be deemed an original and both of which taken together will constitute one and the same Agreement. Original signatures of the Parties on copies of this Agreement transmitted by facsimile or an electronic method that permits an image of the original signed document to be displayed (such as an email attachment in "portable document format"/PDF) will be deemed originals for all purposes and will be binding on the Parties.
9. Headings. Paragraph and Section headings in this Agreement are for convenience only and will not be relied upon in construing the intent of this Agreement.

Parties through their authorized representative(s), have executed this Agreement.

\_\_\_\_\_  
 President Date  
 Northcentral Technical College District

\_\_\_\_\_  
 President Date  
 Northcentral Technical College Foundation, Inc.  
 Board of Directors

\_\_\_\_\_  
 Chair Date  
 Northcentral Technical College District  
 District Board of Trustees

\_\_\_\_\_  
 Executive Director Date  
 Northcentral Technical College Foundation, Inc.



**MEMORANDUM OF UNDERSTANDING BETWEEN  
NORTHCENTRAL TECHNICAL COLLEGE DISTRICT  
AND  
NORTHCENTRAL TECHNICAL COLLEGE FOUNDATION, INC.**

This Memorandum of Understanding (“Memorandum”) is dated effective July 1, 2017, by and between Northcentral Technical College District (“College”) and the Northcentral Technical College Foundation, Inc. (“Foundation”) and collectively as the “Parties”.

**BACKGROUND**

1. The College and the Foundation are parties to an agreement, with a term beginning effective July 1, 2017 and ending June 30, 2018, which sets forth certain terms and understandings regarding the Parties’ relationship (“Operating Agreement”). The Operating Agreement, according to its terms, will automatically renew if neither Party terminates the Agreement.
2. Section 10 of Article II of the Operating Agreement provides that the Foundation will pay an Annual Management Fee to the College in consideration for expenses incurred, in an amount mutually determined by the Foundation and the College.
3. The College and the Foundation desire to memorialize their understanding as to the Annual Management Fee amounts and the timing of such Annual Management Fees, if the Operating Agreement is renewed according to its terms.

## MEMORANDUM AGREEMENT

The College and the Foundation agree as follows:

1. If the Operating Agreement is renewed (in accordance with its terms) for one or more years after the original term ending June 30, 2018, the planned Annual Management Fee amounts from the Foundation to the College are as follows:

Fiscal Year	Annual Management Fee
FY17	\$75,000
FY18	\$100,000
FY19 & Thereafter	Increase per Foundation Finance Committee recommendation

2. Each fiscal year the Foundation will provide the definitive timing and amount of the Annual Management Fee to the College prior to April 1 so that the Foundation and College can incorporate the Annual Management Fee into each of their respective yearly budget planning processes.
3. This Memorandum will automatically renew if neither Party terminates the Memorandum of Understanding, or upon termination of the Operating Agreement (in accordance with its terms), whichever is earlier.
4. Notwithstanding anything to the contrary, the terms of the Operating Agreement will control over this Memorandum. Nothing in this Memorandum will be construed as requiring the Parties to extend the Operating Agreement beyond its original term.

Parties through their authorized representative(s), have executed this Memorandum.

\_\_\_\_\_  
President Date  
Northcentral Technical College District

\_\_\_\_\_  
President Date  
Northcentral Technical College Foundation, Inc.  
Board of Directors

\_\_\_\_\_  
Chair Date  
Northcentral Technical College District  
District Board of Trustees

\_\_\_\_\_  
Executive Director Date  
Northcentral Technical College Foundation, Inc.

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

**MEETING DATE:** June 13, 2017

**TOPIC:** New Lubrication Technician Apprentice

**POLICY:** Community Benefit Statement 2  
Employers have an available and skilled workforce.

**DATA/RESULTS:**

Lubrication Technician apprentices work with industrial machinery and equipment components to apply lubricants required for proper operation. Apprentices learn to adhere to safety and industry standards and demonstrate safe work practices. In related instruction, apprentices learn to compare greases, oils, hydraulic fluids and other lubricants; perform general lubrication; operate hydraulic and central lube oil systems; and perform preventative maintenance.

NTC has been asked to provide this program to fill a special niche for Verso Corporation. Currently, Mid-State Technical College is the only college approved to offer this program. We anticipate starting this program with three apprentices at implementation and continuing to meet business and industry need in the future.

The College wishes to submit the Lubrication Technician Apprenticeship program District Request form to the Wisconsin Technical College System Office for consideration. By approving the submission of the program request, the College will continue to the next step in the process for developing this as a WTCS approved apprenticeship program.

**AGENDA CATEGORY:**

Consent Agenda

**PROPOSED MOTION:**

Approval of program request for the Lubrication Technician Apprenticeship program

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

Signed Lori A. Wayner Dated June 6, 2017



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

**MEETING DATE:** June 13, 2017

**TOPIC:** New Manufacturing Technician Apprentice

**POLICY:** Community Benefit Statement 2  
Employers have an available and skilled workforce.

**DATA/RESULTS:**

The Maintenance Technician Apprenticeship program is a blending of the Industrial Electrician and Millwright Apprenticeship programs, two apprenticeship programs currently offered at NTC. Many small to medium manufacturing facilities are not able to have several electricians and millwrights on staff. Therefore, they are looking for someone with a broader skillset to join their facility.

The Maintenance Technician works on mechanical and electrical equipment and machines in paper mills, foundries, production mills, food processing, schools and hospitals. Maintenance Technicians complete mechanical tasks including installing equipment, repairing and replacing units, maintaining equipment and using machines such as lathes, drill presses, and various hand tools. They also complete electrical tasks including working with electrical drawings, troubleshooting electrical motors, AC and DC drives, PLC's (programmable logic controllers) and solid state devices.

This program is currently offered at the following Wisconsin technical colleges: Fox Valley, Lakeshore, Western, Waukesha County, Gateway, Northeast Wisconsin, Mid-State, and Blackhawk. NTC has been getting more requests from local employers for Maintenance Technicians. We expect requests to continue as manufacturers continue to look for employees with multiple skillsets. We anticipate serving approximately 12 apprentices upon implementation of this program.

The College wishes to submit the Maintenance Technician Apprenticeship program District Request form to the Wisconsin Technical College System Office for consideration. By approving the submission of the program request, the College will continue to the next step in the process for developing this as a WTCS approved apprenticeship program.

**AGENDA CATEGORY:**

Consent Agenda

**PROPOSED MOTION:**

Approval of program request for the Maintenance Technician Apprenticeship program

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

Signed Lois A. Weyers

Dated June 6, 2017

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

**MEETING DATE:** June 13, 2017

**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 April 30, 2017.

YTD Fund 1 – 7 Revenues: \$79,122,443

YTD Fund 1 – 7 Expenses: \$83,259,093

**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. Waynes

Dated June 6, 2017

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

**MEETING DATE:** June 7, 2017

**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. Nicole Gallon, Custodian
2. Amanda Hoffman, Instructional Assistant – Auto Tool Room
3. Kimberly Waite, Veterinary Science Faculty
4. Jacob Seever, Instructional Assistant – IT Software Developer

Resignations:

1. Lucas Siewert, Fire Faculty
2. Sarah Kapellusch, Learning Coordinator – Business & Industry
3. Patience Szutkowski, Customer Service Representative
4. Leslie Fischer, Career Prep Coach
5. Carol Gloyd, Assistant – Public Safety

Retirement:

1. Janice Huber, Enrollment Services Assistant
2. Connie Braun, Youth Apprenticeship Coordinator

**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 June 7, 2017

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

**MEETING DATE:** June 13, 2017

**TOPIC:** Fiscal Strength

**Strategic Direction #5 – Fiscal Strength** – The College prudently manages and strengthens its financial resources in order to thrive in a complex and changing environment.

**INTERPRETATION:** To *prudently manage and strengthen its financial resources*, the College intends to maintain district designated funds within the board’s policy and account for funding of the Other Post-Employment Benefits (OPEB) liability over time. In addition, the College intends to maintain or improve on the Moody’s Investor Service bond rating of Aa1.

**DATA/RESULTS:** District Operational Funds are projected to be 21 percent of total expenditures, excluding reserve dollars set aside for Other Post-Employment Benefits (OPEB) liability, as of June 30, 2017.

NTC’s rating analysis from Moody’s Investors Service reaffirmed the Aa1 rating as of May 2017. Attached is a list of bond ratings from high to low with a brief explanation of each.

**AGENDA CATEGORY:**  
Other Business That May Come Before the Board

**PROPOSED MOTION:**  
For information only. No motion is necessary.

**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: May 23, 2017

## **Bond Ratings – High to low**

**Aaa** – Bonds that are rated Aaa are judged to be of the best quality. They carry the smallest degree of investment risk and are generally referred to as “gilt edge.” Interest payments are protected by a large or by an exceptionally stable margin, and principal is secure. While the various protective elements are likely to change, such changes as can be visualized are most unlikely to impair the fundamentally strong positions of such issues.

**Aa** – Bonds that are rated Aa are judged to be of high quality by all standards. Together with the Aaa group, they comprise what are generally known as high-grade bonds. They are rated lower than the best bonds because margins of protection may not be as large as in Aaa securities or fluctuation of protective elements may be of greater amplitude, or there may be other elements present that make the long-term risks appear somewhat larger than in Aaa securities. (Ranked 1 to 3 – highest to lowest levels)

**A** – Bonds that are rated A possess many favorable investment attributes and are to be considered as upper-medium-grade obligations. Factors giving security to principal and interest are considered adequate, but elements may be present that suggest a susceptibility to impairment some time in the future.

**Baa** – Bonds that are rated Baa are considered as medium-grade obligations, i.e., they are neither highly protected nor poorly secured. Interest payments and principal security appear adequate for the present, but certain protective elements may be lacking or may be characteristically unreliable over any great length of time. Such bonds lack outstanding investment characteristics and, in fact, have speculative characteristics as well.

**Ba** – Bonds that are rated Ba are judged to have speculative elements; their future cannot be considered as well assured. Often the protection of interest and principal payments may be very moderate, and thereby not well safeguarded during both good and bad times over the future. Uncertainty of position characterizes bonds in this class.

**B** – Bonds that are rated B generally lack characteristics of the desirable investment. Assurance of interest and principal payments or maintenance of other terms of the contract over any long period of time may be small.

**Caa** – Bonds that are rated Caa are of poor standing. Such issues may be in default or there may be present elements of danger with respect to principal or interest.

**Ca** – Bonds that are rated Ca represent obligations that are speculative in a high degree. Such issues are often in default or have other marked shortcomings.

**C** – Bonds that are rated C are the lowest rated class of bonds, and issues so rated can be regarded as having extremely poor prospects of ever attaining any real investment standing.

*Moody's Rating Definitions*, (May 17, 2017), <https://www.bonddesk.com/moodys.html>.

## Graduate Outcomes Executive Summary – Class of 2015-16

### Background

- Graduates are surveyed about employment both prior to graduation and 6 months to 1 year after graduation, using a variety of methods: paper and pencil surveys, electronic surveys, and phone calls
- All WTCS Colleges participate in this reporting for the previous year's graduates

### Report Highlights

- 1,544 students graduated during 2015-16
- Of these, 1,044 responded to the survey
  - **70% response rate**
  - 5<sup>th</sup> highest response rate of the 16 WTCS Colleges
- **94%** of graduates available for employment were employed
  - Highest percentage at NTC since 2006-07
  - 4<sup>th</sup> highest employment rate of the 16 WTCS Colleges
  - 39 programs achieved a 100% employment rate
- **82%** of those employed were employed within their field of study
  - Highest percentage NTC has ever observed
  - 5<sup>th</sup> highest employment in the field rate of the 16 WTCS Colleges
  - 31 programs achieved a 100% employment in the field rate
- One-Year and Two-Year Technical Diploma graduates saw the highest success rates, with 96% employed and 87% employed in the field.
- **97%** of graduates responding were satisfied or very satisfied with their NTC education (up 2% since last year)
- The average hourly wage was \$17.34 (up 7% since 2013-14) and the average annual salary was \$37,544 (up 8% since 2013-14)

# **Manufacturing Engineering Technology / Safety Engineering Technology Advisory Committee**

**April 11<sup>th</sup>, 2017, 12:00 p.m.**

**Wausau Campus – Center for Business & Industry – Room CBI 107**

**Meeting Date:** April 11<sup>th</sup>, 2017

**Program Name:** Manufacturing Engineering  
Technology/Safety Engineering Technology

## **Attendees**

### **Industry Members**

- Max Gillette – Schuette Metals
- Kevin Woolsey - Jarp
- Paul Swamborg – Ryan Manufacturing
- Dale Rasmussen – Lincoln Windows

### **NTC Staff:**

- Joe Proulx – Instructor
- Ashley Deaver- Academic Advisor Virtual College
- Bonnie Osness- Career Pathways Coordinator
- Brandy Breuckman – Associate Dean, Virtual College and Continuing Education
- Greg Cisewski – Associate Dean, School of Applied Technology & Engineering
- Susan Clark – Administrative Assistant

### **Other**

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

- **INDUSTRY TRENDS: INDUSTRY TRENDS:** Kevin Woosley stated that Jarp is seeing an increase in business this year. Jarp has acquired Ordered Motion Systems and its process related equipment. Jarp is hiring machine operators, welders and a quality engineer. Paul Swamborg, Ryan Manufacturing, is seeing business increase but companies are being cautious. Ryan Manufacturing is not hiring at this time. Max Gillette, Schuette Metals, shared that business is good and they are hiring press brake operators, machinists, welders, and engineering staff. Dale Rasmussen, Lincoln Windows, says the company has shown some growth and is consolidating their properties to the Taylor Street location with the exception of one millwork site. They will be constructing a warehouse at their Taylor Street facility. The company is retooling for a new casement line to meet new energy codes. Lincoln has added new employees due to retirements.
- **ENROLLMENT REPORT:** Joe Proulx distributed handouts and recapped the program enrollments. The program has 44 students enrolled in the Manufacturing Engineering Technology degree, 12 students in the Safety Engineering Technology degree, and 13 non-degree students for a total of 69 students. A handout shared shows that enrollments have increased significantly over the last year. Additional handouts showed the disbursement of students statewide, nationally, and by WTCS districts. The majority of enrolled students are working adults. The transition of courses to Virtual College was seamless. The fall semester has eight applications in Manufacturing Engineering Technology, five in Safety Engineering, and five in diploma programs. Registration opened April 11<sup>th</sup>. The majority of students have found us through internet searches. We would like to target individuals who do not spend time on the internet with a brochure that could be emailed or direct mailed. Recruitment ideas were shared and discussed.
- **CAREER PATHWAYS:** Bonnie Osness mentioned that her office is working on a brochure showing the career pathways available to individuals that want to start on a degree or may want to attend either part-time or online. The brochure will also show how to transfer credits into the program.

- **PROGRAM UPDATE:** The program has changed the names of the two associate degrees being offered. The committee approved the name change to offer the two associate degrees entitled Manufacturing Engineering Technology and Safety Engineering Technology. The committee approved the creation of an embedded technical diploma entitled Quality Manufacturing which would ladder into the associate degrees being offered. Paul Swamborg asked if this information could be emailed to the committee members showing the courses included once we have state approval. Dual Credit is being offered at area high schools. High Schools have been visited by Joe and the NTC Career Coaches to promote the programs. It was suggested that student recruitment would benefit by the development of a promotional video.
- **CURRICULUM UPDATES:** Virtual College has students fill out a Plan for Completion showing their timeline for learning. Students have been forwarding these plans to Joe which is beneficial for planning upcoming course offerings and helping students complete the courses they need. Upon completion of the Safety Engineering Technology program, students will be OSHA 10 certified and able to conduct safety training in their workplace. Students also have the choice of taking Solidworks or AutoCAD as a requirement and students that take the Solidworks course, will qualify for an additional Solidworks certification. Six Sigma training has been moved to the fourth semester. A Geometric Dimensioning and Tolerancing course is being considered for the future as well as a Microsoft Office course. Requirements for the Safety Engineering Technology program will include chemistry rather than physics. We are also looking at including a Workplace Prep course which would help students with their job seeking skills. Process Planning will eventually broaden its scope to include cutting operations, forming operations, welding operations and simulate an ERP system.
- **CONTINUING EDUCATION/BUSINESS & INDUSTRY:** Weng Liew shared that classes can be offered to meet the needs of area businesses through Business and Industry or Continuing Education. Classes can be tailored to company needs and be repeated for several different groups within a company. Weng distributed handouts on upcoming seminars and workshops. Information was shared on Leadercast which is scheduled for Friday, May 5, 2017. A training grant for next year is being formulated for submission to the state. The group was given information how companies can get together as a consortium for the grant application and receive training for their incumbent workers in the areas of supervision, leadership and lean. Employers were asked to contact Weng Liew for more information.



# Business Management/Supervisory Management Advisory Committee

March 7<sup>th</sup>, 2017; 11:00 – 1:00 PM

Wausau Campus – Room CBI 110

Meeting Date: March 7<sup>th</sup>, 2017

Program Name: Business Management/Supervisory Management

## Attendees

### Industry Members

- Elizabeth Beckett (Nueske's)
- Tish DeYoung (UMR)
- Lisa Westphal (Westphal Staffing)
- David Eckmann (Wausau Regional Chamber of Commerce)

### NTC Staff:

- John Burgess (Supervisory Mgt. Faculty)
- Kimberly Reed (Business Mgt. Faculty)
- Richard Chartier (Computer Info. Faculty)
- Cindy Thelen (NTC Employment Coordinator)
- Ellen Anderson (VC Academic Advisor)
- Brenda Zimmerman-Thorp (Business Development)
- James Ortiz (College Advising Specialist)
- Chris Severson (Dean, School of Business)
- Deb Stencil (Dean, Center for Teaching & Learning)
- Brandy Breuckman (Assoc. Dean, VC/CE)

### Other

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

### Agenda Item 1: Welcome & Introductions

- All present introduced themselves and the organization they represent.

### Agenda Item 2: Recap/Update/Highlights From Last Meeting – September 29, 2016

- Minutes from the fall 2016 meeting were reviewed with no changes or additions required.

### Agenda Item 3: Instructional Area/Program

- **Industry Trends**
  - Elizabeth Beckett shared that she started at Nueske's in July. They're adding a 108,000 square-foot addition to their manufacturing facility - tripling their smokehouse. They have increased their employee base since she's started.
  - Tish DeYoung shared that since the last meeting, UMR business segment have implemented the Net Promoter system in 2016. They are working on establishing the closed loop process as part of that methodology in 2017 as they are getting feedback from their customers and members. Another trend that they are seeing is through United Health Group as a whole (enterprise wise) – 34% of the population is telecommuter.
  - David Eckmann shared that he has been with the Chamber since August. Since then they're developing a strategic outreach plan to better connect with community members and boards. He indicated that there has been four themes identified by their focus group: connecting and convening, talent, advocacy, and collaboration.
  - Lisa Westphal added that companies need to become the employer of choice and that can be a huge opportunity for NTC. She said the old way of hiring is no longer effective. Now

the focus is on finding ways to retain talent. One trend she is seeing is that many companies are hiring recruiters

- **Program Information**

- John Burgess shared that Supervisory Business Management and Business Management Programs share seven courses. To help cut student cost, the programs are looking at the option of book rental and utilizing the same book for multiple classes.
- John asked the advisory members for the opinion about industry recognized credentials? What are creative ways we can partner with companies to better prepare our students?
- Another focus is Credit for Prior Learning. NTC is looking at ways to better recognize students who have earned training or work experience through credit for prior learning. This can be documented in a portfolio and with a minimal fee (1/4 of tuition).
- Some programs are working with Curriculum to see about breaking 3-credit courses into 1-credit courses to incorporate credit for prior learning, or offer segments from the 3-credit course.
- Brenda Zimmerman-Thorp shared that there has been a spike in Lean. Over the last three years, Business and Industry has offered business specific segments which in a 6 month program

- **Curriculum Assessment: TSA Assessment approval for embedded Technical Diplomas**

- John Burgess explained TSA as Technical Skills Attainment. TSA ensures that students have proven the skills necessary to meet the competencies of the course. It is a state requirement and it is a way our college can prove that our students are not only passing the classes, they've demonstrated mastery of program outcomes.
- Embedded Technical Diploma are added benefit to students. They are degrees embedded into programs. Deb Stencil shared that more students enroll in shorter degrees, therefore we're now offering embedded technical diploma. They are Lean, HR, Quality, and Leadership. We are currently working on the certificate for Leadership Essential and am waiting for state approval this spring.

- **Focus Discussion Item: Curriculum Mapping**

- Programs are mapping out competencies to identify overlap and address the competencies from one class to another. One example of this is the title change of Supervisory Management. The new title is now Leadership Development.
- John Burgess discussed the possibility of adding a new course on Strategic Planning and how it can help students through the process and can help businesses.

- **Continuing Education/Business & Industry Solutions Initiatives**

- Brenda shared a folder with information from B&I and gave an overview of what they do. The Business & Industry team at NTC helps companies develop strong individuals, teams and groups through a variety of training topics that are customized to meet the needs of employers.
- Brenda introduced The Branch and explained that it is a partnership between the Wausau Region Chamber of Commerce, NTC, and Church Mutual Insurance Company
- Solution Seminars Series 2017 is offered through The Business & Industry division. It is a series of professional development workshops during the 2016-2017 school year. For more information, visit [www.ntc.edu/business-industry](http://www.ntc.edu/business-industry) and click on "Browse Conferences & Workshops".
- Supervisory, Management, Leadership and Lean grant courses is offered at NTC. Each course meets three to six times (4 hours each time) with the majority of work done online over a six-week period. Courses can be taken individually or as a series to earn the Supervision Technical Diploma.

- Kimberly Reed shared information about The Branch projects. This spring there are two cohorts and the kick off was this Saturday. The two local business are Aero Global and River Valley Bank. The group consists of 4 UWSP students: 1 UWMC student; 2 NTC students; and 1 Nicolet student

Agenda Item 4: Other Items

Agenda Item 5: Future Agenda Discussions/Next Meeting Date & Time

- Jessica Benton will be in touch with members to determine a date and time for the fall meeting. Per Chris Severson, plan on it being scheduled sometimes in October 2017.

# Medical Assistant Advisory Committee

March 21<sup>st</sup>, 2017; 5:30 PM – 7:00 PM

Wausau Campus - Room CBI107

Meeting Date: March 21<sup>st</sup>, 2017

Program Name: Medical Assistant

## Attendees

### Industry Members

- Jody Baeseman, RN Clinic Manager at Aspirus Clinics
- Heather Ule, Human Resources, Marshfield Clinic
- Krissy Rodewald, Human Resources Director, GI Associates
- Blair Henneman, NTC Graduate employed at Aspirus Wausau Family Medicine
- Holly Swensen, Community Member, Customer Service Planner at Roehl Transport

### NTC Staff:

- Janet Baumann, Medical Assistant Program Director
- Mauri Brueggeman, Associate Dean of the School of Health Sciences
- Brenda Zimmerman-Thorpe, Business Development Director
- Bobbi Lee, Administrative Assistant in the School of Health Sciences
- Mary Thao, College Advising Specialist
- Tera Wiesman, Medical Assistant Faculty
- Emily Steinbach, Learning Coordinator
- Beth Ellie, Director of Institutional Effectiveness

### Other

- McKenzie Albrecht, Current Medical Assistant Student at Northcentral Technical College

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

- The new Telehealth Certificate will be ready spring 2018. Courses will include a general introduction to Telehealth, facilitation of Telehealth, and a course for utilizing the equipment. It will be a three course, six credit certificate. NTC is currently using capital funds to purchase Telehealth equipment that will be used in the School of Health Sciences building.
- The new STEM (Science, Technology, Engineering and Math) Center project is moving forward with construction starting in the main building this summer.
- NTC has been focusing on Achieving the Dream, which is a national movement that focuses on increasing access and success for students in college.
- The School of Health Sciences (SOHS) received a grant last year to start work on a diversity initiative. The work has continued this academic year by integrating inclusiveness into program curricula so students will be able to seamlessly meet patient needs when they are in clinical and enter the workforce.
- Medical Coding and Healthcare Business are both moving to Virtual College and will be totally online.
- Shelly Mondeik, current Vice President for Learning at NTC, has accepted the presidency at Mid-State Technical College and will start there in June.
- There is a high demand for Medical Assistants right now and anyone that has applied at Aspirus recently has been hired right away; new, uncertified hires are expected to become certified within 6 months of hire. All fall 2016 graduates of the MA Program have become certified except for one taking the exam this spring.

- Use of personal electronics by staff in the clinics/hospitals is raising concerns for Advisory members. Members shared the consequences of HIPAA violations and the high cost of fines that employers will not pay if there is a breach in confidentiality. Examples included snapchat photos posted on social media taken in a clinic which unintentionally had a patient's chart in the background. In some instances, staff are dismissed on the spot. The discussion focused on bringing awareness to students during their education about the severity of choices to post/share on social media and that they are not tolerated in the healthcare setting.
- The MA Program has had 100% graduate satisfaction in the last few years. However, the number of graduates is trending down due to fewer clinical sites and student attrition while employment is trending upward. These are trends across the state.
- The MA Program recently received the award for continued accreditation through 2026 for Wausau, Antigo, and Medford campuses.
- The MA Program started in the fall with fifteen students and is now down to ten. The spring cohort started with twelve and is now down to eleven. In Medford they started with six and are now down to two. The Antigo section was closed this semester due to low enrollment. There were two students interested and they were both offered Wausau spots. One went to Wausau and the other is deferring to next semester. An MA student attending the meeting indicated that students are having issue with taking the program and also working; they do not realize how arduous the program is and end up falling behind. The program is working on enrollment and retention strategies.
- The MA Program has implemented MARTI (Medical Assistant Resources and Training on Immunizations), a web-based program through the Center for Disease Control and Prevention (CDC), to learn more about vaccines storage, preparation and side effects.
- In spring 2016 the MA program gained new practicum sites with Urology Associates, Bone and Joint and Northern Health Center in White Lake. Spring of 2017 they will add GI Associates as well.
- Culture of Healthcare (10-501-104) and Digital Literacy for Healthcare (10-501-107) have both been updated.
- Inter-Professional Education (IPE Day) will be held 04/07/17.
- The new classroom for MA students is room 2045 in the Center for Health Sciences. Feedback has been positive on the impact the space has had. It has a reception area and enough room that students can break down into smaller groups. It also has 4 exam rooms for practice and test outs. Students will also be able to do inventory and stocking to prepare an exam room like in real life.
- The MA Program has purchased two MACC 3500 ECG Machines and the students love them.
- Compensation for Medical Assistants was discussed. The average hourly wage in 2015 was \$13.96.
- Leadercast is coming on 05/05/17 through Business and Industry. There is a Solutions Seminar coming up on HR Management, including generation gaps, hiring and firing, and workplace diversity. The committee recommended that there be a Business and Industry training on electronics in the workplace as well. Safety trainings are available for employers. There will be fast grants for healthcare that businesses can apply for to cover these classes, as long as the employees are allowed to do training during their workday.
- The next MA CEU Conference will be 10/07/17. The March 2017 conference had 121 attendees.
- Committee members were asked to fill out a Medical Assistant Advisory Committee Survey.

# Architectural Design Technology & Residential Building

April 5<sup>th</sup>, 2017, 5:00 p.m.

**Wausau Campus – Center for Business & Industry – Room 124**

Meeting Date: April 5<sup>th</sup>, 2017

Program Name: Architectural Design Technology &  
Residential Building

## Attendees

### Industry Members

- Mark Dillman – Natural Concepts
- Phil Borchart – City of Wausau
- Craig Kersemeier – K-Tech Cleaning
- Andre Scalucci – Central Wisconsin Woodworking
- Jason Czech – S.C. Swiderski
- Frank Opatik – Opatik Engineering, LLC
- Al Leazer – Blenker Building Systems
- Emily Johnson – Wausau Homes
- Dawn Keel – Wausau Homes
- Jerry Habeck – Wausau Window & Wall
- Tim Witzling – Modern Builders
- Larry Meyer – Larry Meyer Construction
- Steve Peter – County Materials Corp.
- Jeff Voight – Major Industries

### NTC Staff:

- Travis Severson – Instructor
- Darren Ackley – Dean, School of Applied Technology & Engineering
- Mike Block – Instructor
- Steve Wittenberg - Instructor
- Greg Cisewski – Associate Dean, School of Applied Technology & Engineering
- Susan Clark – Administrative Assistant
- Weng Liew – Business & Industry

### Other

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

- **ENROLLMENT REPORT FOR ADT:** Travis Severson shared that the Architectural Design Technology program has 11 fourth semester students with 10 students planning to graduate in May. Of the graduates, four will go on to further their education with either Michigan Tech or UW-Milwaukee. We have 14 second semester students. Fall registrations are looking promising with 23 applications and registration opened on April 11th. We have increased our capacity of students for the fall classes to 22. Of our second semester students, four students are working part-time in the industry.
- **ENROLLMENT REPORT FOR RESIDENTIAL BUILDING:** Steve Wittenberg is currently working with a group of students through the Workforce Development Board. The students are involved in a pre-apprenticeship, short course. This group is comprised of 14 unemployed, non-traditional students. These students are remodeling a house on 1215 Prospect Avenue in Wausau. On April 20<sup>th</sup> the Workforce Development Board is having a meet and greet for students with area employers. If any of the advisory committee would like to attend the event, they can contact Weng Liew and he will get them in contact with Ray Rogers or Derek Heikkinen from the Workforce Development Board. This program is being funded through a grant.

- **PROGRAM UPDATES:** The decision has been made to not run the Residential Building program for the 2017-2018 school year. We are hopeful that Steve will be able to train another group for the Workforce Development Board students during the spring 2018 semester. There was a discussion on how the college looks at the viability of running a particular program and how the training needs of the employers in this industry can be met. Our Center for Business & Industry provides training for a consortiums of companies which may meet the needs of employers. The employers present have job openings and felt the industry as a whole has a need for employees. Blenker has 23 open positions from field crews to management. Employers felt that if the full residential building program is not being offered then a smaller set of courses with a more narrow skill set should be offered. Committee members asked that NTC take a look at the students that did apply and see what courses they could be offered. Darren Ackley stated that the students that were interested in this area will be identified and see what can be done for those students.
- **NEW HIGH SCHOOL CONSTRUCTION CLASS:** Steven Peter shared information on a new construction trades class being offered at Marathon High school. There are 26 students registered for the course. John Vanderwyst, Technology Education teacher, will be the instructor for this thirteen week class. Industry support has been given to the instructor in the form of the curriculum, instructor manuals, and supplies to conduct two or three week classes on some aspect of building as plumbing, heating, and concrete work.
- **NAHB STUDENT CLUB UPDATE:** Four students competed in the National Association of Homebuilders competition which was held in Orlando, Florida, in January. The team was able to achieve the ranking of third place with fifteen teams competing. The club will be building some raised planting beds for the elderly housing thanks to a donation of materials from Modern Builders. The Club is also planning field trips to include Madison Forest Products Laboratory, Meridian Homes and the State Capital. The club will also tour area businesses such as Central Wisconsin Woodworking. Fourth semester student in the light commercial course will include projects for the Village of Weston, K-Tech Cleaning and Restoration, and a multi-occupancy wood shop as examples.
- **STEM CENTER DESIGNS:** The Design and Presentation class produced five display boards showing the design possibilities for the new Timberwolf STEM center to be located on the NTC campus. This center is designed to have younger students explore science, technology, engineering and math applications. The committee was very impressed with the professional look of the displays.
- **MARTKETING VIDEO:** The Marketing team will be working with the ADT and RB instructors to create promotional videos for Architectural Design Technology and Residential Building. These videos can then be integrated into our website or used for high school recruitment presentations.
- **TSA ATTAINMENT:** There is a state wide initiative to align similar programs across the state with similar competencies. This is the first year that our students will be graded on the competencies that have been identified. Travis Severson stated that if the students are passing the courses they will have met the required competencies.
- **PROGRAM UPDATE:** Travis Severson shared that there are embedded technical diplomas and certificates available that allows students to begin a degree, find employment, and continue with an associate degree at a later date. The committee approved the creation of the two embedded technical diplomas which are Construction Technologies and Architectural Design Software and a certificate entitled Applied Design Software Certificate.
- **CREDIT FOR PRIOR LEARNING:** Travis shared a handout regarding Credit for Prior Learning (CPL). Work is underway as faculty are developing 12 different exams for courses that will give individuals this option.
- **BUSINESS & INDUSTRY:** Weng Liew distributed contact information for our Business & Industry office and our Continuing Education office. The committee was asked that if they have any training needs to contact either office for further information. The training grants that were in force this year are coming to an end and NTC will be submitting grant requests for next year and if any companies would like to

investigate using a consortium grant to fund some training, they can contact Weng Liew. Continuing Education has several offerings dealing with soft skills and management courses. The leadership workshop, entitled Leadercast, will be held on May 5, 2017.



# Culinary Arts Advisory Committee

April 12<sup>th</sup>, 2017; 5:00 PM – 6:30 PM

Wausau Campus - Room CBI107

Meeting Date: April 12<sup>th</sup>, 2017

Program Name: Culinary Arts

## Attendees

### Industry Members

- Charlie Gray, Culvers
- Daniel Landsverk, Sysco
- Mary Schmoll, North Start
- Adam Jamgochian, Michael's Supper Club
- David Lorio, Thrive Foodery

### NTC Staff:

- Vicky Pietz, Dean of Agricultural Sciences
- Michelle Shepherd, Administrative Assistant
- Travis Teska, Faculty
- Jon Reinke, Faculty
- Derrick Vanzo, Instructional Assistant
- Justin Wester, Student
- Craig Bernstein, Business Development Manager
- Brad Gast, Dean of Continuing Education and Virtual College

### Other

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

### Program Info

- Current and Fall Enrollment: The culinary program had a fall 2016 and January 2017 start. However, the January section started with fewer students. Therefore, those students will have the ability to take the second semester courses in the summer and transition into the 3<sup>rd</sup> semester fall 2017. Fall 2017 enrollment numbers look strong for the culinary program at this time.

### Curriculum/Assessment

- Dual Credit- The following two courses will be added as options for the high schools to offer as dual credit courses; Intro to Professional Cooking and Intro to Professional Baking. One advisory committee member asked how schools are incorporating ProStart with dual credit. The culinary staff are attending a state called meeting in May and this is one of the topics that will be covered. As an employer, they could offer a higher salary to employees if they complete our program. Shows a commitment by the students that they went through the program.
- Curriculum Development –Curriculum for the first semester and almost all of the second semester courses are completely written. Third and fourth semester will be written over the summer. Chef Derrick is developing a course in advanced cake decorating to be offered during the summer.

### Grant Update

- The grant for the first year is almost complete. The grant for the second year has been funded. This is essential in helping get the program up and running.

### Continuing Education/Business & Industry

- Continuing Education – The program has had a successful first continuing education course; Fall Soup Spectacular. The advisory committee was provided a flyer for additional summer continuing education offerings. Advisory committee members noted that this helps get the community to the

kitchens and have fun. A number of the committee members would be very willing to promote the flyers in their establishments. In the future, advisory members would like NTC to see if there is potential for a partnership with Grebes as they have such a strong continuing education presence already. Thrive Foodery offered their site to partner on a continuing education class.

**Capital Equipment**

- The committee discussed capital equipment purchases already completed this year, as well as, equipment to be purchased yet this year. They will look over the list further and provide additional input if they feel that we are missing something.

# Welding Advisory Committee

April 4<sup>th</sup>, 2017, 7:30 a.m.

Wausau Campus – Center for Business & Industry, Room 127

Meeting Date: April 4<sup>th</sup>, 2017

Program Name: Welding

## Attendees

### Industry Members

- Dan Apfelbeck – Imperial Industries
- Tim Strebis - Enerquip
- Randy Oldenberg – B & D Fabricators
- Melissa Sommers – B & D Fabricators
- Andrew Hessdahl – Innovation Industries
- Larry Krueger – Siemens Water
- Chris Brooks – Imperial Industries
- Brad Miller – Merrill Steel
- Matt Ohrt – Merrill Steel
- Jeremy Brewster – Schuette Metals
- Jed Meyers – Siemens Water Solutions
- Joe Yelle – ADC Custom Products
- Ron Shampo – Agra Industries
- Jeff Dums – Enerquip
- Mark Snyder – A & B Process Systems
- Chris Krzewina – Jarp Industries
- Tony Schmidt – Schuette Metals

### NTC Staff:

- Greg Cisewski – Associate Dean, School of Applied Technology & Engineering
- Adam Zogata – NTC Instructor
- Veronica Hope – NTC Instructor
- Dan Grabko – NTC Instructor
- Brandon Loertscher – NTC Instructor
- Robert Leafblad – NTC Instructor
- Darren Wild – NTC Instructor
- Craig Stancher – Marketing
- Susan Clark – Administrative Assistant

### Other

- Adam Olson – DC Everest High School
- Josh Eberhardt – Wausau East High School

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

- **COURSE OVERVIEW:** The committee was given handouts pertaining to the GMAW and Advanced GMAW classes. The classes were discussed as the committee reviewed the content. Instructors explained the competencies and the tracks to achieve an A, B, or C level competency. The suggestion was made to have the parameters in the bend test instructions. Employers voiced the opinion that the students should have more prep and grinding experience. There was a discussion of nomenclature of the weld and difference of discontinuity and defects. Instructors felt that finishing efforts could be addressed in the Welding Fabrication class. The committee was asked to submit drawings of some fab work that instructors could use in class. Members stressed the fact that fundamentals need to be the focus of instruction and then employers need to give the individual training that pertains to their particular industry.
- **JOB SHADOWING:** The committee discussed job shadowing and how invaluable that can be for a student. Enerquip, Schuette Metals, ADC, Siemens, Merrill Steel, A&B Process Systems, and B&D

Fabricators were just some of the businesses to volunteer to have students job shadow their employees. Josh Eberhardt, Wausau School District, asked the committee to consider letting students from the high schools job shadow at their businesses also. Adam Olson is seeing a definite increase in interest in technology classes for next year.

- **SOFT SKILLS PANEL:** The instructors will have a panel of employers come in during each semester rather than having the students attend the advisory committee meeting. The students are given feedback on punching a clock, attitude, being at work on time, and teamwork. The students found this a great forum for them to ask questions of area employers.
- **INDUSTRY TRENDS:** Matt Ohrt, Merrill Steel, shared that the company is having a bit of slowdown but the outlook is strong. Ron Shampo, Agra Industries, is seeing a backlog well into the future. Business is strong and the company currently has more employees than in their history. Jed Meyers, Siemens, stated they are getting ready to gear up for the fall after a little slower summer but they are not hiring right now. Mark Synder, A&B Process Systems, is looking to hire approximately 20 employees for their installation teams. They are also hiring in other areas. Mark did a survey on retention rates of employees and found that the retention rate of NTC graduates is much higher than with individuals from other schools. Chris Krzewina, Jarp, stated they are growing and are busy. Tony Schmidt stated that Schuette Metals is going strong and hiring machinist, welders and press operators. Randy Oldenberg, B& D Fabricators, has a backlog which they have not seen in two or three years so business is excellent. Jeff Dums, Enerquip, said the company is extremely busy and getting close to capacity in production. Chris Brooks, Imperial Industries, stated that they will be starting production in their new 70,000 square foot production facility in May and they will be looking to hire a large number of employees at that point. There will be job openings in every aspect of their business. ADC has the biggest backlog they have ever seen and are trying to work as much overtime as possible. ADC has been outsourcing some of their laser and press brake work.
- **NOMINATIONS FOR COMMITTEE OF THE YEAR:** Greg has nominated the Welding Advisory Committee for Advisory Committee of the Year. The winning committee will have their name included on a plaque in the Center for Business & Industry building and receive a small token of appreciation. The committee is invited to a breakfast in May, where awards are presented.
- **ENROLLMENT REPORT:** Brandon Loertscher reviewed enrollment for the spring semester.
- **WAUSAU:** The Wausau Campus Welding program has 11 first semester students in the technical diploma program and 33 second semester students. The program has 13 students in the associate degree program. The program has 35 applications for fall 2017.
- **ANTIGO:** The Antigo Campus Welding program has 5 second semester students enrolled in the technical diploma program. The fall has no applicants at this time but the number should increase.
- **PHILLIPS:** The Phillips Campus Welding program has 2 second semester students enrolled in the technical diploma program. The Phillips Campus has four applications for fall 2017.
- **ENROLLMENT FEES:** The deans and leadership of the college have decided that any inmates from the Marathon County Jail that want to enroll in a program at NTC will have the application fee waived. Adam Zogata is currently teaching two welding classes at the Marathon County Jail.
- **ENROLLMENT TRENDS:** The committee was given a handout on the enrollment trends in the welding program. There has been a decline in enrollment over the past three years. As unemployment goes down, and the economy is thriving, there is a downturn in enrollment for colleges. There was an increase in enrollment between 2014-2015 and 2015-2016 due to a backlog of students wishing to enter the program. The backlog has been addressed and enrollment has stabilized.
- **SKILLS USA:** Skills USA competition was held on February 3, 2017 with approximately 20 schools participating. Weyauwega High School won first and second and Wausau East won second place. Dan Grabko shared pictures of the sculpture competition entries. Three students from NTC will participate in the state competition to be held on April 25-26.

- **BOY SCOUT UPDATE:** Dan Grabko shared that a Merit Badge event was held on January 17-18<sup>th</sup> for the boy scouts. Each boy made a vice. The scouts enjoyed the project.
- **WELDING COMPETITION:** The Welding Competition event is scheduled for Thursday, April 13, 2017. This year has a smaller group of participants having 24 students from three schools with ten to twelve projects submitted. School participation is lower due to the schools being involved in the local communities and other events coinciding with this event. Schuette Metals will be offering tours.
- **BUSINESS & INDUSTRY/CONTINUING EDUCATION:** Wend Liew, Business & Industry, shared that classes can be tailored to meet the needs of area businesses. Several businesses can come together to offer the same class making the training very affordable for each business. The training grants that were in force this year are coming to an end and NTC will be submitting grant requests for next year and if any companies would like to investigate using a consortium grant to fund some training, they can contact Weng Liew. Continuing Education has several offerings dealing with soft skills and management courses. The complete list of CE offerings can be located on the NTC website at [ntc.edu/ce](http://ntc.edu/ce). The leadership workshop, entitled Leadercast, will be held on May 5, 2017.
- **REQUEST TO COMMITTEE:** Brandon Loertscher thanked the committee for sending in inspiring photos and asked if companies have not done this to please consider sending one at this time. Contact information was made available.

# HCBS/Medical Coding Advisory Committee

April 20<sup>th</sup>, 2017; 7:30 AM – 9:00 AM

Wausau Campus - Room CBI107

Meeting Date: April 20<sup>th</sup>, 2017

Program Name: HCBS/Medical Coding

## Attendees

### Industry Members

- Sheri Knutson - Aspirus
- Tammy Buchberger
- Beth Radtke - UMR, via phone
- Shelly Stokosa - Aspirus
- Tammy Freese - Urology Associates
- Kaye Connor - Aspirus
- Jennifer Underwood - Medford Aspirus, via phone

### NTC Staff:

- Donna Wesenick – faculty
- Sara Nickel – faculty
- Deb Stencil - Dean, CTLE
- Jim Ortiz - Academic Advisor
- Sara Bartelt - VC Academic Advisor
- Weng Liew - BCI Manager
- Brandy Breuckman - Associate Dean, VC

### Other

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

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: Minutes approved as is.
- Agenda 3:
  - Industry Trends
  - Program information
    - Enrollments/FTEs
  - Curriculum/assessment
    - Curriculum Modifications/Changes
      - Final changes for MC/HCBS IHR/HDM
      - MS Office 2016 and Windows 10
  - Continuing Education/Business & Industry Solutions initiatives
- Agenda 4:
  - Committee membership/potential member suggestions
- Agenda 5:

# NTC / Jail Advisory Committee

April 18<sup>th</sup>, 2017; 11:30 am – 12:30 pm

Marathon County Courthouse – Sheet's Room

Meeting Date: April 18<sup>th</sup>, 2017

Program Name: NTC/Jail

## Attendees

### Industry Members

- Ray Slatton, Greater Wausau Christian Services
- Laura Yarie, Justice Programs Coordinator
- Lou Ann Bohm, Public Defender
- Sandra LaDu-Ives
- Cati Denfeld
- Tina Perkofski

### NTC Staff:

- Mari Kraege, NTC Instructor
- Tanya Grupe, LCJ Instructor
- Jean Bowen, NTC Instructor
- Brooke Schindler, Dean Gen. Studies
- Joyce Kluck, Instructional Assistant
- Amber Stancher, CPC Advising Specialist
- Ronda Zastrow, MCJ Instructor
- Nicky Lindman, Instructional Assistant
- Jo Dee Smith, Director of Disability and Testing Services
- May Thao, Administrative Assistant

### Other

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

### Agenda Item 1: Welcome & Introductions

- All members introduced themselves and were thanked for participating in this worthwhile cause.

### Agenda Item 2: Recap/Update/Highlights From Last Meeting – October 11, 2016

- Minutes from the fall 2016 meeting were reviewed with no changes or additions required.

### Agenda Item 3: College-Wide Initiatives

1. *The Timberwolves Suite will be opening fall 2017. It will be located on the southeast side of campus. The apartments will be open to students and interns.*

### Agenda Item 4: Instructional Area/Program

#### A. Trends:

##### 1. What are you seeing with the population you are serving?

- *Ray shared that the Greater Wausau Christian Services continues to be consistent with their programs and attendance. On average he is seeing about 12 attendees in the sessions.*
- *Tanya mentioned that the women's group is focusing on their needs and putting it in perspective. One of the biggest barrier that they are facing is wondering where it will be safe for them to live and finding transportation. On average she sees about 12 attendees.*
- *Sandra LaDu-Ives said she ran some numbers and found that 70% of our population has some type of high school education or higher*
- *Tina Perkofski said she's been having good experiences with people signing up and attending classes. Some have even found jobs through NTC which has helped them financially and with childcare, they can start schooling and be home with their kids as well. It has worked out well.*

#### B. Program Information

##### FTE Report

- From a week in time report comparison, Marathon County Jail is slightly down, this week compared to this week last year. All of the College Prep Centers within the 5 county jails are up 6 FTE's. Some of the changes at Lincoln County and Taylor County has had a positive impact on FTE's as we are seeing more activities and completions at those two sites.

**Adjunct Report**

- There are 135 students this semester. The length of stay for Hubers are shorter because of career services, which is good because it seems as though they are putting their resume to use and getting out of jail.
- Mary has seen 160 different students so far this semester. Of these, 60 were females. There are 37 GED/HESED students and of these, 11 were females. She's noticed that the testing numbers for GED/HESED are down this semester and she feels a big portion of that is because the students are moving all the time.
- Jean shared that she has a lot of GED students on the West end. There are 2 Spanish speaking students that are moving very slow because of the language barrier. However the success rate is good. A concern is the transition for these students.

**AEFL Grants**

- The Adult Education Family Literacy (AEFL) Act will be changing as of 2018-2019. For the past couple years it was based on performance allocation. The change for 18-19 is that they are bringing it back to competition.
- WIOA – Workforce Innovation Opportunity Act is a piece of legislation that is requiring all the service providers in the state to work together for common outcomes. There are 6 indicators that we'll be measured on as a state and funding will be disbursed based on funding.

**C. Curriculum and Assessment:**

- JoDee Smith shared that Civics is now through GED. Administration is working on how to obtain our numbers by site – since the current system pulls the whole state of Wisconsin.
- Brooke said that NTC P-Cards will now be used to buy tests as opposed to using vouchers. We will be working with MCJ to purchase these tests upfront so that the students don't need to wait to take the test.

**Debtor Education Course**

- We have been working with the DA's office to put together some diversion courses. We now offer Beginning and Advanced Personal Financial Skills. This is a continuing education, 4 hour course; open-entry enrollment – meaning students can enrolled at any time. The cost for the course is \$50.

**Marriage & Family Course**

- This is a 12 hour course titled, Empowering Parents to Successfully Manage Today's Challenges. This course came from all the issues that the DA's office was having with parents who are dealing with truancy and other issues.

**D. Equipment and Facilities:**

**E. Focus Discussion Item: Creating a Bridget o NTC for Released Students**

There is a concern about the transition for released students. Cati Denfield asked if there can be an easier line of communication so that they (Probate) can know where the students left off when they were in jail. By having this information Probate can work and encourage the student to be more successful. Brooke suggested that maybe we should look into a "plan of release" so that the students know where to go and what services are available to them after they're released. A suggestion is to provide the released students a brochure/ flyers with phone numbers to call so that they can easily have it as reference.

**Agenda Item 5: Other Items**

**Agenda Item 6: Future Agenda Discussions/Next Meeting Date & Time**

- The next meeting is tentatively scheduled for Tuesday, October 17, 2017 at 11:30 am. Location is to be determined.



# Criminal Justice Advisory Committee

April 18<sup>th</sup>, 2017; 12:30 PM

Wausau Campus - Room CBI109

Meeting Date: April 18<sup>th</sup>, 2017

Program Name: Criminal Justice

## Attendees

### Industry Members

- Chad Billeb, Marathon County Sheriff
- Mark Wagers, Marathon County Sheriff
- Jeffrey Hardel, Wausau Police Department
- Terry McHugh, Kronenwetter Police Department

### NTC Staff:

- Sara Gossfeld-Benzing, Dean of Public Safety
- Kristopher Grod, Associate Dean of Public Safety
- Paul Clarke, Faculty
- Andrew Kleppe, Faculty
- Christine Munson, Advisor/Diversity Studies
- Brad Gast, Dean of Continuing Education & Virtual College
- Jared Eggebrecht, Business Development Manager
- Bonnie Osness, Director of Career Pathways
- Michelle Shepherd, Administrative Assistant

### Other

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

### College-Wide Initiatives

- **Transportation Center of Excellence** - A new Transportation Center of Excellence will be built in Merrill for the CDL program. Merrill donated five acres of land for \$1 across the road from the Public Safety Center of Excellence. There will be an EVOC track.
- **Agriculture Center of Excellence** - Additions will be built to provide more facilities for the growing number of students.
- **Main Campus** - Many changes have been made in the main NTC building, including an enhanced student center with more opportunities for resume and placement help.
- **Timberwolf Suites** – NTC sold a parcel of land to a developer, who will be building an apartment complex to be used primarily for student housing.

### Curriculum/Assessment

- **Dispatch** – Occupational Data, Technical Diploma, or Pathway to Associate Degree: Ms. Benzing said chiefs and sheriffs have requested that NTC explore offering a dispatch program.
  - To determine need for the program, Ms. Osness said NTC would do a labor market analysis. Labor market data based on past information doesn't show all openings coming up in this field. Chief Deputy Billeb said that Marathon County has had three vacancies for the past six months and that it is very hard to hire people that have the skills to be a dispatcher. There are no programs nearby to train people for this position. Marathon County has a big pool of candidates (150), who need additional training to be successful. Over the next one to two years they may have five jobs open, mostly as replacements. Langlade County also has had a very hard time hiring dispatchers.

- The committee discussed the educational level required and felt the Technical Diploma level would be appropriate. The diploma could be a requirement for the job instead of a high school diploma.
- Ms. Benzing stated that there are a lot of possibilities for training scenarios with CJ students also. Chief Deputy Billeb stated that the Marathon County Sheriff's Office would be willing to partner with NTC and also could possibly park their mobile dispatch center at NTC for training. These would be the same dispatchers that are used for fire/EMT and police. One of the challenges would be that every county could have a different software that they use.
- Per Ms. Osness, the advisory committee needs to support whether to pursue this program. A survey of each county would be done to find out what job openings may be there. If the program is at least 26 credits, it would be financial aidable. Advisory committee consensus was to support pursuit of this program as a Technical Diploma.
- Mr. Clarke said first-semester students could be asked if this would be a pathway they would follow. This may be a way that NTC could retain some students that might drop between semesters.
- **DAAT Curriculum Update:** Mr. Kleppe attended the Tactical Skills Advisory meeting – firearms, DAAT and hazmat. One of the big changes with DAAT is the definition of deadly force, “great bodily harm” will be added at the end of it. The State statute definition does not match with the curriculum wording. If your intent was to impede a limb by using a baton, your intent was not to stop them with deadly force. By adding “great bodily harm,” it makes it acceptable. This will go to the curriculum advisory committee for approval. In the new DAAT manual they are discussing deadly force with citizens at large. The use of a Taser will not be in a separate manual; it will be a part of the DAAT manual.
- **Legal Context Update:** Mr. Clarke gave an update on the legal context: constitutional law, criminal justice, juvenile law. The biggest change from the 520-hour academy to the 720-hour academy is the creation of two student texts. The manual for juvenile law will be reduced and be less focused on the theory. The Legal Context advisory committee is working on reconfiguring the manual so it is clearer for those writing the tests. It is an ongoing project.

#### **Program Information**

- **Enrollment** – The Criminal Justice Studies associate degree is full with fourteen students on the wait list. The capacity for students in the program is normally thirty-six students. Public safety has increased the capacity to forty to accommodate more students. The Criminal Justice Studies program has seen an increase of FTE in the 2016-17 fiscal year.
- **Retention** – There is 73% retention rate in the Criminal Justice studies associate degree.
- **CJ Club/Events** –The club recently sponsored a statewide student conference at the Public Safety Center of Excellence in Merrill. Eighty-six students were present from six different technical colleges for the two-day event. On Friday the students were able to attend presentations on the use of force, and on Saturday the events were modeled after the Skills USA technical college competition.

#### **Industry Trends:**

- Per the request of local law enforcement agencies, NTC will be hosting LPO training in 2018. Also coming in 2018 is the Northwestern School of Police Staff and Command training.

#### **Equipment/Facilities:**

- **New purchases:** Twelve new ballistic vests were purchased for students. A breaching door was purchased that has a battering ram attachment. Chief Deputy Billeb suggested that they may be willing to donate the Sheriff's Department's heavy metal door.
- **Tactical Safety Range:** The Tactical Safety Range is near completion. The parking lot and brick work on the outside of the building should be completed by July.

- Worship Center: Another classroom/Defense And Arrest Tactics (DAAT) building will be added in Merrill. The building will have seating for 65 students, with the capability of conducting DAAT training.
- Other: A boat landing will be installed on the pond in Merrill. The boat landing will allow for search and rescue training to be conducted. A mock Meth lab has been set up in the camper. As part of the Meth lab, a scent generator has been added to increase the realism of training. A mobile home was added to the village in Merrill last fall.

**Continuing Education/Business & Industry Solutions Initiatives**

- Annual Calendar: An annual calendar of CE offerings has been developed to allow departments to budget for future trainings.

# Accounting Advisory Committee

May 10<sup>th</sup>, 2017; 5:00 PM – 6:30 PM

Wausau Campus - Room CBI110

Meeting Date: May 10<sup>th</sup>, 2017

Program Name: Accounting

## Attendees

### Industry Members

- Mary Marquardt - Imperial Industries Incorporated
- Ron Aumann - Marshfield Clinic
- Traci Leffel - Rocket Industrial
- Amy Janke - Marathon Cheese
- Shelly Spaay - Peoples State Bank
- Sandy Seliger - Marathon Cheese
- Nicole Pospichal - Expera Specialty Solutions

### NTC Staff:

- Craig Bernstein - Business Development Manager
- Brandy Breuckman - Associate Dean, CE/VC
- Jim Ortiz - Academic Advisor
- Sara Hill – faculty
- Cynthia Reinert – faculty
- Michael Deedon – faculty
- Kou Yang – faculty
- Chris Severson - Dean, SoBCS

### Other

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

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: Minutes approved as is.
- Agenda 3:
  - Industry Trends: Many of the organizations present were experiencing growth; however, there employment needs were in other departments. There's a high need for people interested in sales and manufacturing. Only one employer shared they may be in need of an accounting position, but that this would only be determined after some processes had been automated and the company could analyze work flow demands.
  - Program Information
    - Enrollments/FTEs: Accounting continues to be a stable program, with 24 applications this spring, 17 students enrolled in classes (2 more than last year). In Virtual College, Accounting is a high-demand program.
  - Curriculum/Assessment
    - Course Review-Intro to Accounting: Sara Hill reviewed the course outcome summary with the advisory committee members. Sara and Kou developed the course to help students develop their soft skills to ensure upon graduation they are quality candidates and employees. This is a six-week class of self-exploration coupled with an introduction to the accounting field. The purpose for this course is to set the stage for a career in accounting, with goal of increased student retention.

- Course Review-Individual Tax Accounting: Michael Deedon reviewed the course outcome summary with the advisory committee members. This is a third semester class. To help keep the class affordable and to enhance student experience, Michael uses the resources available through the IRS (VITA), including access to software. This year, the students prepared 82 returns.
  - Continuing Education/Business & Industry Solutions Initiatives
    - Craig Bernstein introduced the services available through Business & Industry Solutions. This team delivers customized training to the incumbent workforce. They utilize a blend of fulltime and adjunct faculty. Workforce Advancement Training grants are available through WTCS. These funds help defer up to 50% educational costs.
    - Wisconsin Sales and Use Tax Seminar (5/17/17): The Wisconsin Department of Revenue (DOR) and NTC are hosting a Wisconsin Sales and Use Tax Seminar for new and existing businesses. The seminar will help new businesses gain an understanding of sales and use tax information, helping to avoid costly errors. Event costs \$5.
- Agenda 4:
  - Advisory Committee Recognition Breakfast: Amy shared her experiences at the recognition breakfast and explained the purpose of the event to the advisory committee members. She also shared that special recognition was given to the Chairperson of the Year, Committee of the Year, and Employer of the Year. She stated that attending the event has inspired her to think of new ways to better serve the students. She challenged the committee contemplate how they could enhance the learning experience and suggested this be a topic for the fall advisory committee meeting.
  - Sara Hill shared that they are in the process of developing a promotional video. She asked advisory committee members to consider participating by allowing NTC to come into their organization to showcase accounting careers.
- Agenda 5: The next meeting will take place on October 18<sup>th</sup>, 5:00 PM – 6:30 PM.

# Human Services Advisory Committee

March 31<sup>st</sup>, 2017; 11:00 AM – 1:00 PM

Wausau Campus - Room CBI110

Meeting Date: March 31<sup>st</sup>, 2017

Program Name: Human Services

## Attendees

### Industry Members

- Jamie Sparling - REM Wisconsin
- Erica Huffman - Children's Hospital of WI
- Randy Ellerman - Opportunity Inc
- Michelle Hazuka - North Central Health Care
- Daniel Shine - North Central Health Care
- Bo Johnson - North Central Health Care
- Alicia Weix - Department of Corrections
- Melissa Dotter - AOD Partnership/Public Health

### NTC Staff:

- Christina Lucas - HS/AODA Faculty
- Tammy Gorski - HS/AODA Faculty
- April Hameau - HS/AODA Faculty
- Sue Priebe - General Studies Faculty
- Craig Bernstein - Business Development Manager
- Tricia Miller - Academic Advisor
- Chris Severson - Dean, SoBCS
- Danny Knoblock - HS/AODA Faculty

### Other

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

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: Minutes approved as is.
- Agenda 3:
  - Industry Trends: Many of the committee members present shared their appreciation in working with NTC's internship program. Faculty gave an overview of their Internship process, which then prompted further discussion regarding the vetting/placement process. Substance abuse continues to be a challenge in the region. Some organizations are hiring positions where an associate degree is acceptable. There are a number of upcoming events targeting substance abuse including "Aspiring Women: Heartbreak in a Bottle" (5/10), "Substance Abuse: It's Everybody's Business" (5/16), Raising Awareness, Racing Against Addiction 5K/5-Mile Fun Run (5/20), Talent Summit (5/25), "SBIRT: Screening, Brief Intervention, and Referral to Treatment" (6/15 or 6/22).
  - Program Information
    - Human Services-Board Certified Practitioner: This is a certification the program is looking to obtain. The content areas will include: interviewing/intervention skills, group work, case management, human development, ethics & helping professions, social/cultural issues, social problems, assessment and treatment planning, intervention models and theories, human behavior, social welfare/public policy. Students will have to successfully complete a test to acquire this credential.

- School of Business and Community Services Accreditation: The National Addiction Studies Accreditation Commission (NASAC) is for higher education programs in addiction studies for accreditation. This accreditation has been endorsed by NAADAC.
- Articulation agreements: NTC has articulation agreements with 15 colleges, most recently with UW-EC, where UW-EC will take 100% credits and students will enter into the social work program as a junior. For a quick reference guide to all program articulation agreements, [click here](#).
- C.N.A. added to SACE: On March 8, students from NTC took a tour of North Central Health Care and listened to information from managers. During this time it was mentioned that a CAN with a SAC-IT would be an advantage for jobs. The HS/AODA team sought feedback from the advisory committee. Feedback indicated that needing a C.N.A. plus AODA technical diploma is an outlier rather than a trend.
- Curriculum/Assessment: An email was sent in December after the HS/AODA team had proposed changes during curriculum modification. Some feedback was received from advisory members regarding Motivational Interviewing and Child & Adolescent Behavior. Motivational Interviewing will still be available as a continuing education offering. The content of this course is addressed in Counseling: Theory and Tactics which all students will be required to take. Child & Adolescent Behavior's content will be addressed Issues in Child Maltreatment and Developmental Psychology. A spreadsheet was compiled showing all the curriculum changes for each program.
- Continuing Education/Business & Industry Solutions initiatives: Craig Bernstein passed out materials including his contact information. If there is a specific credential that is being offered elsewhere, Continuing Education and Business & Industry will explore bringing content to NTC. For more information, please contact Craig at [bernstein@ntc.edu](mailto:bernstein@ntc.edu).
- Focus discussion: The
  - Agenda 4: Wisconsin Caregiver Career Program is a partnership with the Department of Health Services, LeadingAge Wisconsin, the Wisconsin Health Care Association and the Wisconsin Technical College System. The program offers training and testing at no cost to the student. Students may also receive a \$500 retention bonus after six months working in a nursing home. For more information, click [here](#).
  - Agenda 5: The next meeting will take place September 2017.

# Machine Tool Advisory Committee

May 2<sup>nd</sup>, 2017, 4:00 p.m.

Wausau Campus – E101-E102

Meeting Date: May 2<sup>nd</sup>, 2017

Program Name: Machine Tool

## Attendees

### Industry Members

- Bernard Martin – Innovative Machine Specialists
- John Sullivan – Waukesha Bearings
- Brian Dachyk – Schuette Metals
- John Arrowwood – Hydratight Sweeney
- Mark Gehring – Lemke Industrial Machine LLC
- Gary Sulzer – Sulzer Machine
- Andy Zelinski – Jarp Industries
- Tom Daniels – Modern Machine
- Rich Nowak – Crystal Finishing
- Gary Christianson – Greenheck Fan Corp.

### NTC Staff:

- Joe Bonke-Instructor
- Jeff Block-Instructor
- Craig Opsahl-Instructor
- Duane Yorde-Instructor (IVC from Antigo Campus)
- Greg Cisewski-Associate Dean, Applied Tech & Engineering
- Susan Clark-Administrative Assistant
- Brenda Zimmerman-Thorp – Center for Business & Industry

### Other

- Nick Polak – Wausau West High School Instructor
- Brenda Zimmerman-Thorp – Center for Business & Industry
- Lynn Oshelski – Dept. of Workforce Development
- Ben Stahlecker – Dept. of Workforce Development

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

- **UPDATE ON APPRENTICESHIPS:** Ben Stahlecker, Bureau of Apprenticeship Standards, gave an overview of the apprenticeship program as it pertains to Machinist Tool and Die program. Last year we had nine students enrolled and currently there are approximately four students for a fall training program. Ben handed out overviews of the Tool and Die Maker Apprenticeship and the Machinist Apprenticeship. To complete this training it takes four years for the Machinist program and five years for the Tool & Die Maker. This program has 420 work hours in addition to class hours. The student attends class one day every other week. The individual is a journeyman machinist when they have completed this training.
- **INDUSTRY TRENDS:** Andy Zelinski, Jarp, has approximately 12 positions open in welding and general labor. Gary Sulzer, Sulzer Machine reported being busy and the shop is running overtime. Bernard Martin, Innovative Machine Specialists, is looking for employees in several areas including welders and CNC operators. Gary Christiansen stated that Greenheck is doing extremely well and anticipating a large amount of business in the near future. Rich Nowak, Crystal Finishing, is also looking for machinists and welders. Brian from Schuette Metals is seeing an increase in business from all their customers and also looking for welders and brake press operators in anticipation of some larger contracts. John Sullivan, Waukesha Bearing, is very steady in their core businesses and are bidding on some larger contracts so the business outlook is good. Tom Daniels from Modern Machine is looking at possibly adding a second shift. Nick Polak from Wausau West High School is seeing increased interest in the trades due to the recent remodel of their high school labs. He is very optimistic that enrollment



at NTC will increase over the next few years due to the opportunities offered by NTC especially the dual credit enrollment option.

- **ENROLLMENT REPORT:** There are six, first semester, students with five of those students going on to complete the two year program. Second semester has nine students, third semester has no enrollment and fourth semester has six students. Antigo has two full time students and one part time student. Phillips does not have a section running. The fall semester has two students enrolled in Antigo, three in Phillips and two in Wausau. We are working to increase enrollments. Since Wausau West has remodeled their Machine Tool lab their enrollments for the fall have increased significantly to almost double the previous enrollment.
- **PROGRAM NAME CHANGE:** The results of the survey regarding changing the names of the two Machine Tool programs generated the top name choices of Computer Aided Machining Technology and Precision Machining Technology. Instructors have discussed the choices and felt that the best name for the one year diploma program would be Precision Measuring Technology and the two year associate degree would be called Computer Aided Machining Technology. The advisory committee agreed that the names of both programs should be changed and that the two suggested names should be adopted.
- **CURRICULUM MODIFICATION:** The curriculum changes for the upcoming year are internal rather than requiring state approval. Instructors are hoping to insert some CNC training earlier in the program to make room for fourth and fifth axis training later in the program. This curriculum modification would be submitted in September. The committee agreed that instructors should change the curriculum to address having CNC training earlier in the program to be able to include some four or five axis training. The committee agreed that the curriculum could be condensed to make the curriculum more useable.
- **CREDIT FOR PRIOR LEARNING:** Instructors have come up with a list of nine classes for which they could test and offer credit for prior learning. The classes include Geometric Dimensioning & Tolerancing, Calculations, Blueprint Reading 1, Precision Inspection, MT Programming, CAD, CAM, Metallurgy, and Advanced Blueprint Reading. The tests would include a question for each of the competencies identified for that course. All the tests should be available by June 30, 2017.
- **CAPITAL EQUIPMENT UPDATE:** Craig Opsahl gave the committee an overview of the new FANUC trainers on the market with a cost of approximately \$2600 each. Craig asked the committee for feedback on whether we should be instructing with both the Haas and Fanuc trainers and if the members have a preference of one over the other. The committee was asked to think about whether we want to purchase any of the FANUC trainers with the capital equipment budget for next year and we will discuss and vote on a purchase of these trainers at the next meeting.
- **CLUB UPDATE:** Club members competed in the state SKILLS USA competition. Students competed in Machining, Welding and Automotive. A Welding student took second place in the competition. Our CNC team consisted of James Flees, Dave Tryba, and Josh Schmidt and Josh took third place. We will compete again next year. It is a very intensive competition. Nick Polak shared what his high school student took away from the competition.
- **COLLABORATIVE COMPETITION:** The Mechanical Design collaborated with Machine Tool students each year on a project. This year four designs were submitted by Mechanical Design students for a light fixture above the student booths in the H-Wing. The fixtures were constructed and went on display for students to vote on their choice. This is a learning project where Mechanical Design students can collaborate with Machine Tool students to see a product from design to production. The winning light fixture was displayed for the committee. The next project will be a bill board for the Culinary Arts program.
- **CURRICULUM OVERVIEW:** Jeff Block gave an overview of the Programming 1. Students can view class information, assignments, grades, and previous lectures with the Blackboard platform. Blackboard allows students to easily navigate through Jeff's required course work. The committee had a discussion on what programming language is being taught to students. It was also shared that the platform will be changing to another program that is easier for students to navigate.

- ***CONTINUING EDUCATION/BUSINESS & INDUSTRY:*** Brenda Zimmerman-Thorp, from the Center for Business & Industry, shared that classes can be offered to meet the needs of area businesses through Business and Industry Solutions (BIS) or Continuing Education. Classes can be tailored to the needs of multiple companies together or repeated for several different shifts within a company. Companies can contact either Bobbi Damrow, BIS, or Brad Gast for more information. Their contact information was distributed.

# Graphic Communication & Video Production Advisory Committee

May 16<sup>th</sup>, 2017, 5:30 p.m.

Wausau Campus – Center for Business & Industry - Room CBI 110

Meeting Date: May 16<sup>th</sup>, 2017

Program Name: Graphic Communication & Video Production

## Attendees

### Industry Members

- Ben Weaver – Wausau Container
- Todd Langseth – Eastbay
- Scott Reindl – Reindl Printing

### NTC Staff:

- Greg Cisewski – Associate Dean, School of Applied Technology & Engineering
- Dan Seanor – Instructor
- Andy Somers – Instructor
- Beth Russ – Instructor
- Jordan Innes – Instructor
- Susan Clark – Administrative Assistant
- Bobbi Damrow – Dean, Center for Business & Industry
- Ashley Deaver – Advisor Virtual College

### Other

- Elizabeth Kysely – Wausau East High School

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

- **INDUSTRY TRENDS:** Ben Weaver, Wausau Container, mentioned that Digi marks and watermarks are being seen more and more and tied into the UPC. Ben mentioned that consistency and efficiency are always a focus in producing a quality product. He is seeing more 3D requests. Todd Langseth, Eastbay, has hired three graphic designers from NTC and is well satisfied with them. Eastbay is dealing with the same issue of not finding the employees they need and have gone to outsourcing some areas to meet the demand. Eastbay is running three shifts. Scott Reindl, Reindl Printing, had a very good first quarter, then saw a bit of a slowdown but are now seeing an upward swing. Currently, Reindl has six positions open in various areas of the business. Liz Kysely, Wausau East High School, shared that the Wausau East CAFÉ was being held on May 17<sup>th</sup> at Wausau East High School from 5:00pm to 8:00pm and will also showcase their new labs.
- **ENROLLMENT REPORT:** Dan Seanor shared that the Graphics program 12 first semester students, 11 second semester, 5 third semester, 8 fourth semester and four pre-program students. The Graphics program has a total of 19 applications for the fall 2017 semester. Jordan Innes, reported that Video Production has 12 second semester students and six fourth semester students. Virtual College has 15 active students in the program. Video Production has 31 student applications for the fall 2017, face to face, classes and 2 applications for Virtual College. Due to the fact that Video Production is seeing a high enrollment for Fall, we will be adding more equipment to accommodate the increased enrollment. Jordan is looking for new ways to make the equipment checkout process more efficient and easier to track.
- **CLUB UPDATE:** This semester the Video Production Club, Timberwolf Productions, and Print Club were combined to increase the membership and create excitement for the printing area. This made it easier to complete projects. The club has been doing a large amount of screen printing for the other NTC clubs.
- **TIMBERWOLF PRODUCTIONS:** This is a collaboration between marketing, graphics, and video students to connect with area companies for real life projects. The goal is to provide students authentic work

experiences. The projects accepted for Timberwolf Productions have been mainly for non-profit groups but the club has been actively developing and producing promotional video content for other NTC clubs. Jordan has been working on a website, catalog, and workflow for Timberwolf Productions.

- **CURRICULUM ASSESSMENT:** Jordan shared that they are evaluating and investigating changes to Animation Classes (2D and 3D) to incorporate the Motion Graphics & Visual FX Courses. There is a new course being developed entitled Video for Social Media which concentrates on consumer camera techniques for use on social media which would meet the needs of a small business. With the new equipment in the labs, students are getting more hands on experience with the presses which has been beneficial for students. The Marketing and Promotional Graphics Associate Degree will be eliminated and the content from those graphics classes will be integrated into the other Marketing degrees. Greg asked the committee to consider teaching a class for NTC or spread the word that NTC is always looking for adjunct faculty.
- **JOB SHADOWING:** The committee was asked to consider letting students job shadow at their businesses. Andy Somers stressed that this is an integral part of the Industry Applications class. He would like to compile a list of companies who would allow job shadowing. Andy will email companies shortly before the fall semester begins to ask for volunteer businesses to consider this opportunity for students. A suggestion of the time would be from 1:00pm-3:50PM on Thursdays. East Bay, Wausau Container, and Reindl Printing were interested in allowing a job shadowing at their businesses.
- **CAPITAL EQUIPMENT:** This year we will be adding another 2 color Heidelberg and another two color Hamada. As a recap, our equipment will include a five color Heidelberg, a two color 52 GTO, a two color Hamada, a one color Hamada, a one color Ryobi and the five color Flexo.
- **BUSINESS & INDUSTRY:** Bobbi Damrow, distributed handouts for the upcoming seminars being offered by the Center for Business & Industry showing the dates for leadership, organizational development, and human resources workshops. Business and Industry can help with OSHA, soft skills or CPR Training. Team building workshops are always in high demand and available through Business & Industry. The opportunity to training incumbent workers using grant dollars is available and committee members should contact Bobbi Damrow if they think this would be a good option for their company. Business & Industry is partnering with the Chamber of Commerce on various three hour training sessions.
- **CONTINUING EDUCATION:** Ashley Deaver informed the committee of available opportunities for their companies to access training through Continuing Education. Virtual College offers the option of not having to travel away from home to complete training or attend a conference. She asked the committee to check the NTC website often to check on courses or workshops.

## **B&I Advisory Committee**

**May 12<sup>th</sup>, 2017 – 7:30 am to 9:00 am**

**Wausau Campus - Room CBI-110**

Meeting Date: May 12<sup>th</sup>, 2017

Program Name: B&I

### **Attendees**

#### **Industry Members**

- Jeny Nieuwenhuis-Hardel, REI
- Jeff Prange, Robbins)
- John Sullivan, Waukesha Bearings
- Ann Micholic, Kolbe & Kolbe
- Carly Harder, Weathershield
- Tom Rentmeester, Wausau Window & Wall
- Kelly Wisniewski, Greenheck
- Dan Koschik, AROW Global
- Kevin Kraft, Jarp

#### **NTC Staff:**

- Dr. Bobbi Damrow, Business & Industry and Regional Campuses Dean
- Weng Liew, Business Development Manager
- Maggie Coakley, Administrative Assistant
- Brad Gast, Continuing Education Dan
- Brandy Breuckman, Virtual College & CE Associate Dean
- Sarah Kapellusch, Leaning Coordinator
- Jared Eggebrecht, Business Development Manager
- Craig Bernstein, Business Development Manager
- Micki Dirks-Luebbe, Grants Director

#### **Other**

- Dave Eckman, Wausau Chamber
- Renae Krings, Wausau

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

- Dr. Damrow shared College Wide Initiatives. Also acknowledged service of Weng Liew, Business Development Manager, who tendered his resignation to become full-time pastor of the church he and his family started 10 years ago.
- Sarah Kapellusch reported the 16-17 Business Solution series just completed. It touched 191 unduplicated students, 30 individual sessions, and 24 businesses participated. Craig Bernstein will be developing the 17-18 series in partnership with the Wausau Chamber. Business partners like the 3-hour length on either Tuesday, Wednesday or Thursday. Would like to see a session or two in the afternoon, just to give that a try.
- Branch Update by Renae Krings with the Chamber. Demo Day for the spring cohort was May 10. 1 cohort worked on a problem for River Valley Bank and one cohort worked on a problem for AROW Global. Dan with AROW indicated the solution the students came up with for AROW is being seriously considered internally. Currently accepting applications for the fall cohort. Great opportunity for emerging leaders at various companies to step in as mentors.
- Craig Bernstein explained the educational partnership with the Wausau Chamber. Chamber members who sign up for the Solution Series workshops in 17-18 will get a price reduction.
- Weng Liew shared that NTC has applied for 3 Workforce Advancement Training (WAT) Grants in the areas of leadership, safety and technical talent. Should know if NTC is awarded the grants by the middle of June.

- Weng Liew also shared that while businesses need to be who writes and submits for Fast Forward Grants, the NTC grants team is available as a resource.
- Jared Eggebrecht shared BI will be offering Training Within Industry (TWI) training, 2 sections in fall of 2017 and 2 sections in spring of 2018.
- Brandy Breuckman shared that Virtual College continues to grow. Addition of Manufacturing Engineering Technology and Safety Engineering Technology this fall. Asked industry partners to complete a survey that will be sent out by FC.
- Brad Gast shared that CE will be offering the Women's Leadership Conference in October through Leadercast and that the John Maxwell conference will also be in October.
- Jeny Nieuwenhuis-Hardel requested a page calendar for 17-18. Cover all the planned job fairs including times and who the target audience is. It was agreed that the more notice the businesses can have about upcoming training the better they are able to plan and send employees.
- Because of the very tight job market, the businesses would like greater access to NTC students in hopes of being able to hire them part-time and then offer tuition reimbursement in exchange.
- All the businesses agreed they do not use Tech Connect. Two reasons: 1) no responses and/or 2) they are only interested in NTC students and the responses come from all over.
- Dr. Damrow acknowledged Jeny Nieuwenhuis-Hardel's service as the Advisory Committee chair since its inception. Ann Micholic agreed to take over the role of chair for the next 2 years.

# Antigo Advisory Committee

April 5<sup>th</sup>, 2017, 8:00 a.m.

Room WT108 A & B

Meeting Date: April 5<sup>th</sup>, 2017

Program Name: Antigo

## Attendees

### Industry Members

- Ashley Groshek, Aspirus Langlade Hospital
- Brian Misfeldt – Administrator, USDA
- Glenda Butterfield-Boldig, Principal, White lake HS
- Doug Faragher, Amron
- Chris Kubacki, Hydratight
- Ben Zelazoski, Zelazoski Wood Products
- Troy Brown, Kretz Lumber Company
- Angie Close, Langlade County Economic Development
- Jerry Brickner, Brickners Auto
- Sherry Aulik – Senior VP Chief Adm. Officer, CoVantage CU
- Andrew Hessedal– VP Operations, Innovative Industries
- Jon Kallies – Plant Manager, Sartori Cheese
- Joel Zalewski – Operations Manager, Insight FS
- Julie Berndt – General Manager, Johnson Electric Coil

### NTC Staff:

- Dr. Lori Weyers, President
- Dr. Shelly Mondeik, Vice President for Learning
- Dr. Jeannie Worden, VP of Student Services
- Dr. Bobbi Damrow, Regional Dean, Dean of B&I
- Dr. Chris Severson, Dean of Business & Community Services
- Brad Gast, Dean of Continuing Education and VC
- Darren Ackley, Dean of Advanced Tech. and Engineering
- Zach Popp, Regional Manager
- Craig Bernstein, Business Development Manager
- Dr. Lorraine Zoromski, Dean of Health

### Other

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

- Dr. Lori Weyers gave updates on the current enrollment challenges, with 83% of our students enrolled at NTC need Financial Aid. Dislocated workers are now working. Board approved Transportation Center of Excellence. Dr. Weyers thanked Ben Zelazoski and Troy Brown for continued support of Wood Science programs and our students through Golf Fore Scholarships event. Our Virtual College has been ranked #1 in state and #4 in nation. We are exploring an entrepreneurial space in prior Auto Collision lab. We will refresh and maintain baseball/softball field on NTC property and possibly sponsor a team.
- Dr. Worden updated K-12 News, with early College Options and the Commit to College Event going on for Juniors and Seniors at all of our campuses. Summer school will look different this year. We will bring our offerings to the schools.
- Zach Popp gave updates on enrollment and campus events. We are focusing on promoting all of our programs, needing to get our numbers up in Welding, Machine Tool and Health programs. We were not able to run MA or Renal Dialysis this spring. Woods has been our flagship with healthy enrollment

trending. Day for NTC Students was a success by exceeding goal. We had many successful events throughout the year, largest will be Career Exploration Day.

- Darren Ackley, reviewed programs capacities for the Applied Technology & Engineering programs. Working on WATA grants opportunities, STEM Center in both Antigo and Wausau.
- Dr. Severson, updated working with AHS on finding instructors for the dual credit courses that are being offered. Branch Program explained. 70% of the programs in his area are being offered in a flexible format and virtual College.
- Dr. Lorraine Zoromski, School of Health and Sciences, talked about the aging population and the shortage of health care workers. Possibly creating a 3 in 1 program that would combine Nursing Assistant, Renal Dialysis, and Phlebotomy. Health Navigation new as a 1 yr. Tech. Diploma. Availability of the Mobile Lab explained for business to utilize at no cost due to a grant we have for one year.
- Brad Gast, Continuing Ed & Virtual College, explained the growth in virtual college, with over a 1000 students. Working with Tech Ed. Instructors on obtaining their teaching certificate, partner with Marian University.
- K-12 offering in Intro to Forest Products, with a 3 credit offering that will be funded by Grow North.
- Doug Faragher (Amron) – Suggested training students on both new and older (manual) equipment to reflect industry. Ben (Zelazoski's) & Julie Berndt (Johnson Coil) agreed. Darren A. will follow up.
- Julie (Johnson Coil) stated they have some upcoming challenged with succession planning Dr. Bobbi Damrow stated that she would have Craig Bernstein reach out with options.
- Doug Faragher (Amron) He needs some Cost Accounting education for employees along with ASQ training with Certification Exam, Brad Gast will connect with Doug on getting that training in Continuing Ed.
- Angie Close (EDC) – Looking to do more leadership training, in cooperation with NTC. Provide out to the employees utilizing a grant, geared towards HR managers and retention in the work force. Brad Gast will connect with Angie to get this set up.
- Sherri Aulik (Co Vantage) Data Science – is there a certificate we can offer or put together? Chris Severson will reach out to Sherri.
- Brian Misfeldt (USDA) Professional Development Training for all the Teachers and support staff in the Antigo School District. Would like to offer it in house and partner with NTC. Preferably in after school sessions or weekend offerings. Craig Bernstein will reach out to Brian Misfeldt.
- Brian Misfeldt (USDA) would like to connect with Darren Ackley for Fab Lab Training with his Fab Lab instructors. Darren invited to come out and see the fab lab to be able to individualize the training.
- Glenda Boldig (White Lake HS) Requested professional development training for their staff. She shared a possible opportunity to NTC with “Inspire & CESA 8” Dr. Damrow and Dr. Worden will connect with Glenda and get some additional information.
- Brian Misfeldt wanted to make NTC aware of an Alt. High Student from the Antigo NTC campus that attended a recent board meeting and stated that NTC changed his life. If it wasn't for NTC providing the additional hands on welding classes, and the Welding Scholarship, he would be no in a good place right now.
- Doug Faragher (Amron) Stated that when we have these students we should be taking them and doing on site visits with the local manufacturers. Dr. Worden will reach out to her team to make this happen.
- Jerry Brickner (Brickner Dealership) Question about the Auto Collision Program, Darren Ackley explained the needs assessment process that they are completing to see if the need is there and possibility to bring program back.



# Medford Advisory Committee

April 13<sup>th</sup>, 2017, 8:00am

Room M125

Meeting Date: April 13<sup>th</sup>, 2017

Program Name: Medford

## Attendees

### Industry Members

- Dave Hruby, Thrivent Financial
- James Stokes, James Stokes Media
- Sara Holewinski, Rural Virtual Academy
- Charles Heckel, Rural Virtual Academy
- Carly Harder, Weather Shield, Mfg.
- Cher Murphy, Sierra Pacific-Hurd Windows
- Bruce Daniels, Medford Police Dept.
- Cindy Dassow, Marathon Cheese
- Tony Wilke, Little Black Mutual
- Jason Borman, Nestle Production Manager
- Brian Fleming, Nestle Plant Manager
- Angela Hupf, Aspirus VP HR
- Debra Woods, Taylor Credit Union President
- Mike Schaefer, Taylor Electric Co. President/CEO
- Sue Emmerich, Medford Chamber President

### NTC Staff:

- Dr. Lori Weyers, President
- Dr. Bobbi Damrow, Regional Campus Dean
- Dr. Jeannie Worden, Vice President of Student Services
- Mauri Brueggeman, Associate Dean of Health
- Shanna Hackel, Regional Manager
- Dr. Chris Severson, Dean of Business, Community Services & Global Education
- Weng Liew, Business Development Manager
- Brad Gast, Dean of Continuing Ed & Virtual College
- Craig Stancher, Marketing Specialist
- Shelley Mondeik, Vice President of Learning
- Angela Jochimsen, CSR Medford Campus

### Other

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

- Dr. Weyers shared college initiatives, new programs, the Merrill facility has the CDL program. General students' age has shifted downward. Many associate degree programs transfer to 4 year schools. Affordable student housing will be available this fall. NTCs Virtual College is #1 in the state.
- Shanna Hackel reviewed NTC Medford Campus Fact sheet and campus updates, as well as Medford Campus being the only campus up in FTE's along with Medford offerings over the past year. Medford Campus is involved in the community partnering with the local Chamber office to develop a Human Resource group, attend two job fairs and have a presence in the local high school.
- Dr. Worden spoke about the junior & senior Academies, ECE & health dual credit. She shared information about the Promise program and that it is funded through the Foundation, stating Medford had 17 applicants. Commit to college is being held at each campus this month which focuses on juniors

and seniors that are undecided on a program, they can come to their local campus and get more information about programs they are considering.

- Mauri Brueggeman spoke on Health program updates, the program offerings including Renal, Medical Assistant, Phlebotomy and CNA. Dr. Weyers shared that NTC works at keeping our health students to stay locally with furthering their education and agreements we have with UW so when they graduate the students stay local to work. Dr. Severson went on to explain a new 10 week program called the Branch.
- Weng Liew shared B & I updates and how NTC works with local companies and their in house training needs for their employees. NTC has good partnerships within the community and tries to meet the needs requested.
- Brad Gast shared that Virtual College serves 1000 students in 32 states. Continuing Education has over 10,000 students with IVC at regionals. Leadercast and other conferences are held throughout the year. Brad also welcomes any feedback from these events and classes.
- Sue Emmerich and Dave Hruby asked if NTC could offer a small business start-up class, like a boot camp for entrepreneurs with financial understanding.
- Mike Schaefer asked if we could investigate Power Distribution classes & the option for solar education through Taylor Electric.
- Mike Schaefer wondered if NTC offered entry level computer testing for hiring in specific positions. A request was made to offer culinary classes and gardening classes through the CE department.
- Sue Emmerich suggested to look into using alumni to speak with parents of juniors and seniors at local high school and also to look into using a spot on the radio and or in the newspaper to share how technical college education has changed.
- Carly Harder would like to see courses offered in Architectural Design & Technology at Weathershield
- Jason Borman shared that other colleges set up tables during lunch and breaks at Nestle and would like to see NTC present there as well. Contact David Siverling to set up a booth at Nestle.

# Phillips Advisory Committee

May 10<sup>th</sup>, 2017, 11:00am

Room P162

Meeting Date: May 10<sup>th</sup>, 2017

Program Name: Phillips

## Attendees

### Industry Members

- Rhonda Kozik, Aspirus
- George Senn, Barry-Wehmiller/Mfg. Manager
- Shannon Stade, Barry-Wehmiller/HR
- Wade Cullen, Phillips Medisize/GM
- Kathleen Klein, Community Relations and Foundation Director
- Tana Ulrich, SpecSys/HR Coordinator
- Dave Mabie, SpecSys/Plant Manager
- Robyn Lese, SpecSys/HR Coordinator
- Tim Kief, Chequamegon School District/Principal
- Randy Bergman, Prentice School District/Administrator
- Dennis Rodewald, Phillips Ind. Dev. Corp/Price County Econ. Dev. Corp.

### NTC Staff:

- Dr. Lori Weyers, President
- Dr. Bobbi Damrow, Regional Campus Dean
- Dr. Jeannie Worden, Vice President of Student Services
- Darren Ackley, Dean of School of Applied Technology and Engineering
- Shanna Hackel, Regional Manager
- Dr. Chris Severson, Dean of School of Business & Community Services
- Weng Liew, Business Development Manager
- Brad Gast, Dean of Continuing Ed & Virtual College
- Craig Stancher, Marketing Coordinator
- Dr. Shelly Mondeik, Vice President of Learning
- Becky Michels, Learning Coordinator

### Other

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

- Dr. Weyers shared college initiatives.
- Reviewed NTC Phillips Campus Facts sheet and campus updates.
- Dr. Worden spoke on Jr & Sr Academies, Youth Apprenticeship and dual credit. Promise program has 30 applicants from Phillips area. Introduced ACP. Introduced Tech Ed Instructor partnership with Marion University.
- Darren Ackley spoke on the School of Applied Technology and Engineering updates including changes to the CDL program that will lower employer insurance costs for new CDL drivers. Now have 15 Career clusters in ScATE. Started new apprenticeships one being Tool & Die.
- Dr. Severson explained that most Business & Community Services programs are fully available at the regional campuses. Academies available Early Childhood, IT, and Finance/Accounting. School of Bus looking at programmatic accreditation to develop more articulation agreements with 4yr universities. Highlighted the Branch opportunity.

- Dr. Weyers added that the Pharmacy Tech program will be available in Jan 2018 and will be available at the Regional campuses. Additional nursing section opened for Fall 2017 to meet demand.
- Weng Liew shared B & I updates and WATG programming available.
- Brad shared that over 70 degrees are available through VC. Working on online degree partnering pathways with four year universities. Continuing Education: Lifelong learning opportunities. DPI recertification opportunities available. NTC is now eligible to offer certification and recertification for the Society for Human Resource Management.
- Dave Mabie: Talked about Gold Collar Career events that were held a few years back. Challenged community to come together and promote the manufacturing field.
- Shannon Stade suggested that maybe area industry partners could host evening tours with parents, similar to Heavy Metal. Other suggestions were made for middle school students including; virtual tours and connecting tours with the Get SMART event.
- Tim Kief mentioned that Chequamegon has students interested in apprenticeship but need more help getting out to recruit businesses.
- Tim Kief mentioned that the ACP process starts in middle school . Dr. Weyers asked if the schools felt there was value in having a MS Career Coach. Tim & Randy agreed from K12 perspective, others also thought this was a good idea.
- George Senn – entry level workers seem to lack metric and fastener training. Basic nuts and bolts and how to read metric. This would help keep work local and be able to complete it efficiently as job orders with metric measurements will not have to be sent elsewhere to be completed.
- Dennis Rodewand: Engineering Series still important in this area. Online through Virtual College would be very helpful.

# Spencer Advisory Committee

April 13<sup>th</sup>, 2017, 11:00 a.m.

Room S114

Meeting Date: April 13<sup>th</sup>, 2017

Program Name: Spencer

## Attendees

### Industry Members

- Mike Endreas, District Administrator, Spencer Schools
- Deb Tomlinson, Director of HR, Dycora Transitional Health & Living, Abbotsford
- Darla Viegut, HR, Colby Metals
- Marty Reinhart, President, Heritage Bank
- Dr. Clint Gosse, Owner, Gosse Chiropractic
- Pauline Frome, President, Village of Spencer

### NTC Staff:

- Dr. Lori Weyers, President
- Dr. Bobbi Damrow, Regional Campus Dean
- Dr. Shelly Mondeik, Vice President of Learning
- Dr. Jeannie Worden, Vice President of Student Services
- Mauri Brueggman, Associate Dean, Health Programs
- Dr. Chris Severson, Dean, Business & Workplace Training
- Craig Stancher, Marketing Coordinator
- Jared Eggebrecht, Business Development Manager, Business & Industry
- Bobbi Damrow, Dean Regional Campuses
- Shanna Hackel, Regional Manager
- Marcia Draeger, Customer Service Representative

### Other

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

- Dr. Weyers shared college initiatives, new programs, the Merrill facility has the CDL program. General students' age has shifted downward. Many associate degree programs transfer to 4 year schools. Affordable student housing will be available this fall. NTC's Virtual College is #1 in the state.
- Shanna Hackel reviewed Spencer Campus updates; College Prep Center, FlexLab, and Timberwolf Union were all remodeled. New EMS shed has been erected in the back for storage. Campus was involved with the local high school and community activities. Per the request of the committee last year Cyber Security and Forklift training was offered through CE. Lastly, 89% of the students received FA.
- Dr. Worden shared Academies and dual credit information. Promise program which is funded through the Foundation have 7 applications and Commit to College which focuses on undecided high school juniors and seniors.
- Mauri Brueggeman spoke on Health program updates, the program offerings including Renal, Medical Assistant, Phlebotomy and CNA. Dr. Weyers shared that NTC works at keeping our health students to stay locally with furthering their education and agreements we have with UW so when they graduate the students stay local to work. Dr. Severson went on to explain a new 10 week program called the Branch.
- Jared Eggebrecht shared B & I updates and marketing.

- Brad Gast shared that Virtual College serves 1000 students in 32 states. Continuing Education has over 10,000 students with IVC at regionals. Leadercast and other conferences are held throughout the year. Brad also welcomes any feedback from these events and classes.
- Pauline asked what businesses B & I serves. Spencer School district are planning to remodel their Family and Consumer Ed room and welcomed input on the kitchen design plan so they could possibly hold culinary classes. They would also like the Game Show to come to their school. Pauline commented on how well the Chamber of Commerce is kept up-to-date with NTC's offerings.

# Wittenberg Advisory Committee

April 5<sup>th</sup>, 2017 – 11:00 am

Meeting Date: April 5<sup>th</sup>, 2017

Program Name: Wittenberg

## Attendees

### Industry Members

- Jill Sharp, Wittenberg Birnamwood High School
- Elaine Knab, WOW Space
- Mary White, Nueske’s Applewood Smoked Meats
- Justin Cieslewicz, Homme Home
- Dennis Heling, SCEPI
- Garrett Rogowski, Wittenberg-Birnamwood School District
- Todd Malueg, Homme Youth

### NTC Staff:

- Dr. Lori Weyers, NTC President
- Dr. Shelly Mondeik, Vice President for Learning
- Dr. Bobbi Damrow, Regional Dean, Dean of Business & Industry
- Dr. Chris Severson, Dean of Business & Community Services
- Brad Gast, Dean of Continuing Ed. & Virtual College
- Zach Popp, Regional Manager
- Craig Stancher, Marketing Specialist
- Dr. Jeannie Worden, Vice President Student Services
- Craig Bernstein, Business Development Manager

### Other

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

- Dr. Bobbi Damrow gave updates on the current enrollment challenges, with 83% of our students enrolled at NTC need Financial Aid.
- Dr. Weyers shared college updates, building of Timberwolf Suites starting for fall 2017, student life remodel, transportation center of excellence purchase, diesel mechanic program full for fall, new culinary program, farm is looking to expand. NTC Board approved the Transportation Center of Excellence, which will be located across from our Merrill facility. We are moving forward with purchasing the building for Diesel. Explanation of the expansion at the Ag Center of Excellence. We are #1 in the State with our Virtual College and #4 in the Nation.
- Zach Popp gave update on how campus offerings have expanded during the past year. We now offer IVC classes and can have B&I training concurrent with campus hours.
- Dr. Worden updated K-12 News, with early College Options and the Commit to College Event going on for Juniors and Seniors at all of our campuses as well as details on Explore your Path and transfer partnerships.
- Dr. Chris Severson discussed new collaboration with The Branch. Online classes have been developed to be more engaging, IT jobs are in high demand.
- Craig Bernstein explained that NTC has offered 2 day retreat in-service for teachers, healthcare safety training and workforce training. Facility rentals and customizable training available.
- Brad Gast, explained the growth in virtual college, with over a 1000 students. Working with Tech Ed. Instructors on obtaining their teaching certificate, partner with Marion University, explained.

- Garrett Rogowski (Witt-Birn School District) stated that the high school has automotive program needs and that they appreciate the use of the mobile diesel lab that NTC offers. He stated that the mobile lab has been useful in strengthening and enhancing the mobile programs at the high school.
- Jill Sharp (High School) would like to have students take classes on campus, thinks we should promote to students that they can take gen ed classes at Wittenberg campus and begin the college experience and process for themselves.
- Justin Cieslewicz (Homme Home) talked about the huge shortage of caregivers in the Wittenberg area. Homme Home denied 130 residents due to lack of caregivers.
- Denis Heling (SCEPI) noted that a soft skills emphasis is still needed.





Board of Trustees Meetings/Upcoming Events - 2016-2017

Date	Event	Douglas Faragher	Tom Felch	Kristine Gilmore	Lee Lo	Douglas Moquin	Paul Proulx	Ruth Risley-Gray	Dale Smith	Maria Volpe	
<b>2016</b>											
<b>July 11</b>	<b>Regular Monthly Meeting (Wausau – CBI 110)</b>	<b>MONDAY</b>	E	X	X	X	X	X	E	X	X
July 14-16	WTC District Boards Assn. Summer Meeting (NTC - Wausau)			X	X	X	X	X		X	X
<b>August 9</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	X	X	E	X	X	E	X	X	
<b>Sept. 20</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	X	X	X	X	X	E	X	X	
Oct. 5-8	ACCT National Congress (New Orleans, LA)					X					
<b>Oct. 18</b>	<b>Regular Monthly Meeting (Antigo Campus)</b>	<b>TUESDAY</b>	X	E	E	X	X	X	X	X	
Oct. 27-29	WTC District Boards Assn. Fall Meeting (MATC - Milwaukee)										
Nov. 17	NTC Foundation Scholarship Reception (Wausau 4:00 – 5:30)										
Nov. 28	NTC Foundation Regular Meeting 4:00 – 5:30 (Boardroom)										
<b>Dec. 6</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	E	X	X	E	X	X	X	X	
Dec. 10	Mid-Winter Commencement			X	X		X	X	X	X	
<b>2017</b>											
<b>Jan. 10</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	E	X	X	E	X	E	X	X	
Jan. 11-13	WTC District Boards Assn. Legislative Seminar and Meeting – Concourse Hotel, Madison					X	X				
<b>Feb. 14</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	X	X	X	X	E	E	X	X	
Feb. 14-17	ACCT National Legislative Summit (Washington, DC)										
<b>March 7</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	X	X	X	E	X	X	E	X	
March 8	NTC Foundation Regular Meeting 4:00 – 5:30 (Wausau)										
March 13	NTC Board Appointment Committee (Marathon County Courthouse – 1:00 p.m.)			X			X			X	
<b>April 4</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	X	E	X	X	X	E	X	X	
April 6-8	WTC District Boards Assn. Spring Meeting (LTC – Cleveland/Sheboygan Osthoff-Elkhart)						X				
April 27	NTC Foundation Spring Scholarship Banquet (E101/102 4:00 – 5:30 pm)										
<b>May 2</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	E	X	X	E	X	X	X	X	
May 20	Commencement – Wausau West Fieldhouse 9:00 – 12:00			X		X	X	X	X	X	
<b>June 13</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>									
June 15	NTC Foundation Board Meeting										
<b>July 10</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>MONDAY</b>									

Updated: 3/21/2017



cc  
Brenda Paulst  
cc: Chet  
Very Proud of you,  
Chet  
L.

April 19, 2017

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

Dear Dr. Weyers:

Thank you for your continued support of the Midwestern Higher Education Compact and for providing us with a leader like Chet Strebe, who has served on our Technologies Committee since 2014. He recently served on the Higher Education Information Technology Solutions (HEITS) for Data (document) Management Needs workgroup.

Last month the Technologies Committee came together for their annual meeting. This meeting is vitally important to hundreds of institutions that use MHEC's technology programs as the committee prioritizes postsecondary technology needs for the coming year. Thank you for supporting Chet's contribution to the Technologies Committee.

MHEC's programs and services are created to address regional higher education needs through collaboration and resource sharing, that otherwise could not be accomplished alone. I am most appreciative for you providing us an active participant from Northcentral Technical College who is willing to contribute to this ongoing dialogue.

You can help us with your continued support of all MHEC's initiatives, which in addition to the technology contracts includes: student health insurance, property insurance, a student exchange program, state authorization, and a collaborative for supporting service members and veterans in obtaining military credit.

MHEC also provides policy research which helps inform decision making, advance research, and improve practice for legislators, governors, trustees, and college and university leaders.

If you need any additional information, please do not hesitate to call me. You may reach me on my direct line at 612-677-2761. I may also be reached by email at [larryi@mhec.org](mailto:larryi@mhec.org).

Sincerely,

Larry A. Isaak  
President

Cc: Chet Strebe

*Midwestern Higher Education Compact*

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### Central Wisconsin businesses face worker shortage

By Courtney Tebecki, Multimedia Journalist [CONNECT](#)  
Posted: Apr 20, 2017 9:58 PM CST

WAUSAU (WAOW) - Business is booming for a Central Wisconsin industry, but it's facing a big problem, finding people to work.

Construction companies are having a hard time keeping up, unable to fill open positions as the workforce diminishes.

"Construction in terms of economic impact is one of the emerging economies," said Northcentral Wisconsin Workforce Development Board Business Director Derek Heikkinen. "They're having the same problem that everybody else is having, there's a significant skilled labor shortage."

Heikkinen said the lack of skilled laborers could have an impact on the economy.

"If we don't have the talent to supply these jobs these businesses might close or they might move their businesses and that might hurt the quality of life," said Heikkinen.

Heikkinen said there are several different reasons this problem has arose.

"We have 40 percent of our basically skilled workforce retiring by 2023," said Heikkinen. "Essentially they're leaving Wisconsin and seeking employment elsewhere."

Construction companies along with other organizations partnered with Northcentral Technical College for a training pilot project to teach students the skills they need to enter the construction workforce.

"So much knowledge, anything from basic hand tools to basic electricity, I mean it's a basic skill but you need to start somewhere," said student Josh Opper.

Opper and 13 other students graduated the program and hope to land a job in one of the many construction companies throughout central Wisconsin.

Construction isn't the only industry in need, Heikkinen said other industries are struggling as well including healthcare, manufacturing and education to name a few.

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Apr 28

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# Veteran's Expo showcases program for all vets

By Beckie Gaskill  
OF THE LAKELAND TIMES

Last Friday, the National Guard Armory in Rhinelander hosted a seven-county veterans expo. Organizer Tammy Walters said it took months of planning and a good deal of work to pull it off, but it was all worthwhile.

"If one veteran would have stopped me to say they were happy with the event, or that they got information they needed, it would have been all worthwhile," she said, "But so many veterans have stopped to tell me how great they thought the expo was. We are getting information to people about programs they may not know exist or they may not be aware they are eligible for. I'm really happy with the turnout today."

"The last time we planned this it was just one county and it wasn't very successful," Walters continued. "It



Photos by Beckie Gaskill/Lakeland Times

Representative Rob Swearingen (R-Rhinelander), right, talks with a veteran at the recent Veteran's Expo.

was opening turkey season and Harley ride. So this time we went with seven counties. We decided if we went together and did a multi-county expo, people would be more willing to travel. So that's what we did." She said they had been working on the

expo for four months.

There were 37 vendors available representing programs for everything from heat assistance and domestic abuse awareness to senior services and the college G.I. bill.

See Expo . . . page 30



### Expo

From page 4

"I've talked to a lot of people today that had no idea they could use the G.I. bill, for sure," said Tou Yang from North Central Technical College. "They think because they've been out of the service for a while that maybe their benefits expired. But that's totally not true. So they are excited to find out they can still use those benefits and enroll in college." He said, North Central Technical College even offers online schooling, where a person can take all of their classes online. He made several

contacts with veterans who were interested in going back to school, but had no idea they were still eligible. Veterans came from all over the Northwoods to look into programs which may be available to them.

"I think this is a great idea," said veteran David Macak. "I came here to see the different vendors and to see the different programs. There are a lot of interesting things for people. You don't know the things unless you go to them, you don't know what's available. I'm really glad they had this. I think it's great for veterans."

Vendors, too, were



Photos by Beckie Gaskill/Lakeland Times

Dan Driscoll attended the recent Veteran's Expo at the National Guard Armory in Rhinelander to speak with veterans and their spouses about benefits they may not have been aware of and were leaving behind.

happy with the turn out. waukee," said Dan "I am based out of Mil- Driscoll of the VFW

Claims Office. "I need to get out of Milwaukee and focus on veterans in other areas, too, like the Northwoods. So when we got the opportunity to come up here for this big expo, that was great."

Driscoll represents all VFW claimants to the VA across the state of Wisconsin. He came to the expo to talk to veterans about the different services and programs available to them. He said, with all seven county services officers there, too, he was happy to provide a show of support to those officers as well as the veterans. "There are a lot of veterans and spouses of veterans, especially older folks — veterans and

widows —who don't know what's out there and that they're leaving benefits behind," he said.

The event ran from 8 a.m. to 5 p.m. and all were pleased with the attendance. Veterans were able to find programs they were not aware existed for them and vendors were able to explain various ways they could help. Walters said the goal she had in mind for the event was to educate veterans on the benefits available to them, and based on feedback from the large morning crowd, that goal was achieved.

Beckie Gaskill may be reached via email at [bjaki@lakelandtimes.com](mailto:bjaki@lakelandtimes.com).



# MHS students graduate from Merrill Fire Department Academy

After seven months behind the scenes with the Merrill Fire Department, eight Merrill High School students graduated last Wednesday from the inaugural Merrill Fire Department Student Fire/EMS Academy.

This program educates Merrill High School students about the services and career opportunities provided by the MFD. It increases fire and life-safety awareness for the students. This program also offers the student an opportunity to become familiar with the Fire/EMS service as a possible education or career choice.

The MFD firefighters demonstrated the day-to-day operations of the Fire Department and the students received firsthand learning experience working with the fire department tools and equipment.

Once a month, the students met with fire department educators along with staff from NTC and the 911 Communication Center.



Students in the inaugural Merrill Fire Department Student Academy included, front from left, Jared Kerins, Dallas Kaufman, Molly Wayda, Sara Skoug; back row, Dakota Welch, Samuel Nelles, Ian Cohrs, Hannes Bellvik, Keven Guglielmina, Cristiana Wood.

Classes took place at the Merrill Fire Department, Northcentral Technical College-Public Safety Center of Excellence, Lincoln County 911 Communication Center and Merrill High School.

Academy topics included: Orientation-Fire Service, Fire Apparatus Operations, Auto Extrication, Special Operations, Fire Safety, Emergency Medical Service (EMS), Fire Hose and Ladder Operations, Search and Rescue, and Communications.

"I commend the 2017 Student Fire/EMS Academy graduates for their time and commitment to the program," commented Merrill Fire Chief Dave Savone.

"But I am most impressed by their genuine interests in the mission of the Merrill Fire Department and its life-saving impact on our citizens,

"These young men and women are exemplary citizens who understand the value of being intricately informed about their local government. I look forward to seeing how they will use the knowledge they have gained to hopefully choose a career in the fire service or EMS industry."



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# Antigo High School Career Fair held recently with 20 businesses

Antigo High School hosted its eighth annual Career Fair, recently, with 20 businesses and organizations sharing tips and suggestions on careers ranging from firefighter to diesel mechanic and everything in between.

“There was something for everyone from the fields of health care, finance, transportation, manufacturing, public service and specialty products,” Josh Zalewski, the

event’s coordinator, said. “Students had the opportunity to take part in a number of hands on activities. They could race one another gearing up for firefighting activities, NASCAR pit crew challenge, take a walk through the interactive diesel training semi tractor trailer provided by [Northcentral Technical College](#), or try their hand in virtual welding.”

**See Careers Page 7**



Students discussed careers in sign-making with representatives from Antigo Neon during career day.



Continued

# Careers

The event brought together partnering business and industries with students, giving them the opportunity to learn more about the high demand, high skill, and high wage occupations available in the Antigo area.

Students were also able to learn about the rigors of post secondary options through Northcentral Technical College and hear about the requirements and expectations once they complete their high school career.

Participating businesses and organizations included:

Santiago Police Department; Zelazoski Wood Products; Sartori Cheese; Northcentral Technical College; Brickner Family Auto Group;

Waukesha Bearings; CoVantage Credit Union; Antigo Neon; Johnson Electric Coil; Langlade County Economic Development Corporation;

City of Antigo; Aspirus Langlade Hospital; Volm Companies; Antigo Fire Department; Virtual Welding;

NASCAR Pit Crew Challenge; Diesel Technology Training; U.S. Marines Corps; National Guard; and the Unified School District of Antigo.

Apr 29

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From A001



# Multi-county expo showcases programs for veterans

By Beckie Gaskill  
OF THE LAKELAND TIMES

The National Guard Armory in Rhineland hosted a seven-county veterans expo April 21. Organizer Tammy Walters said the event took months to plan but it was all worthwhile.

"If one veteran would have stopped me to say they were happy with the event, or that they got information they needed, it would have been all worthwhile," she said, "But so many veterans have stopped to tell me how great they thought the expo was. We are getting information to people about programs they may not know exist or they may not be aware they are eligible for. I'm really happy with the turnout today."

"The last time we planned this it was just one county and it wasn't very successful," Walters continued. "It was opening turkey season and Harley ride. So this time we went with seven counties. We decided if we went together and did a multi-county expo, people would be more willing to travel. So that's what we did." Walter noted the event required four months of planning.

There were 37 vendors available representing programs for everything from heat assistance and domestic abuse awareness to senior services and the college G.I. bill.

"I've talked to a lot of people today that had no idea they could use the G.I. bill, for sure," said Tou Yang from North Central Technical College. "They think because they've been out of the service for a while that maybe their benefits expired. But that's totally not true. So they are excited to find out they can still use those benefits and enroll in college."

He noted North Central Technical College offers online schooling, where a person can take all of their classes without



Photo by Beckie Gaskill/Lakeland Times

Dan Driscoll attended the recent Veterans Expo at the National Guard Armory in Rhineland to speak with veterans and their spouses about benefits they may not have been aware of and were leaving behind.

leaving home. He made several contacts with veterans who were interested in going back to school, but had no idea they were still eligible. Veterans came from all over the Northwoods to attend the expo.

"I think this is a great idea," said veteran David Macak. "I came here to see the different vendors and to see the different programs. There are a lot of interesting things for people. You don't know the things unless you go to them, you don't know what's available. I'm really glad they had this. I think it's great for veterans."

Vendors, too, were happy with the turnout.

"I am based out of Milwaukee," said Dan Driscoll of the VFW Claims Office. "I need to get out of Milwaukee and focus on veterans in other areas, too, like the Northwoods. So when we got the opportunity to come up here for this big expo, that was great."

Driscoll represents all VFW claimants to the VA across the state of Wisconsin.

He came to the expo to talk to veterans about the different services and programs available to them.

With all six county veteran services officers in attendance, he was happy to provide a show of support to those officers as well as the veteransm he said.

"There are a lot of veterans and spouses of veterans, especially older folks — veterans and widows — who don't know what's out there and that they're leaving benefits behind," he said.

The event ran from 8 a.m. to 5 p.m. and all were pleased with the attendance.

Veterans were able to learn about programs and vendors were able to explain various ways they can help.

Walters said her goal for the event was to educate veterans on the benefits available to them, and based on feedback from the large morning crowd, that goal was achieved.

Beckie Gaskill may be reached via email at [bjoki@lakelandtimes.com](mailto:bjoki@lakelandtimes.com).

Focus

# Ag scholarships are awarded to area youth

JEFFERSON — The Jefferson County Agri-Business Club awarded seven scholarships to area youth pursuing a college education at its April 18 meeting. Funds raised from the Jefferson County Fair food stand and the holiday cheese sale helped fund the scholarships, as well as private donations from Jefferson County Agri-Business Club members. These special donors, known as Agri-Scholar donors, included retired Jefferson FFA Advisor Will Larson and his wife Jennine, Dolph Dairy of Lake Mills, and Walt and Jill Coussens.

Applicants must be planning a career in agriculture, be active in FFA and other high school activities, as well as community organizations. They also must show proof of employment, have strong academic marks and express financial need.

Scholarship applications are judged by the club's youth committee. Bob DeWolfe chairs the committee. Bill Blossfeld introduced the scholarship winners and asked a few impromptu questions about their education and activities to allow the members to learn more about the winners.

The scholarship winners are as follows:

- Alexis Schultz, a senior at Lake Mills High School, will attend the University of Wisconsin-Madison to study agronomy. She was a four-year member of the FFA Livestock Team and was sixth place individual at the state contest, leading her team to a third place finish.

- Schultz exhibited steers at the Jefferson County Fair. This nine-year 4-H member served as president, vice president and reporter. In high school, she played soccer and volleyball, as well as participating in band, solo and ensemble, and was a class officer her sophomore year.

- Jefferson High School senior Kayda Marmes will study dairy science at **North Central Tech** this fall. She was the Jefferson FFA reporter, Dairy Judging Team member, and was the Star FFA Greenhand.

- She works at Nielsen Dairy Farms feeding calves, milking cows and performs other farm tasks. Kayda played volleyball and has run three 5k races. Her scholarship was sponsored by retired Jefferson FFA advisor Will Larson and his wife, Jennine.

- A future veterinarian, Anna Lucht will attend University of Wisconsin-River Falls this fall. At Whitewater High School, she was on the FFA meats and dairy products judging teams as well as participating in speaking contests.

- Anna also served as FFA vice president, secretary and sentinel. She raised and exhibited steers and swine at the county fairs.

- She served as secretary for her 4-H Club, and carried sheep and photography as 4-H projects. In high school, she ran track, played tennis and basketball. Her work experience included Sunshine Genetics (dairy cattle) in Whitewater and Pleasant Valley Acres (vegetable crops) in Palmyra.

- Fort Atkinson's Micaela Reichert will attend UW-Madison to pursue a degree in veterinary medicine and genetics. For four years she has worked at the Lake Mills Vet Clinic and volunteers at the Humane Society of Jefferson County to gain valuable hands-on animal experience.

- Team. Carley served as the National Red & White Dairy Cattle Association Queen.

- In high school she played softball and was a basketball team captain. Carley also was a four-time class officer, including senior class president.

- In addition to working on her home farm, Krull Farms, she also interned with the Red & White Dairy Cattle Association. Carley was unable to attend the banquet as she was unable to travel from Iowa for the presentation. Her scholarship was sponsored by Dolph Dairy.

- Kendra Spier currently is attending Iowa State, majoring in dairy science. She graduated from Cambridge High School where she served as FFA president, vice president and treasurer.

- To educate youth about agriculture, Kendra created an agricultural curriculum for elementary schools in her hometown and presented weekly lessons to the students. Her communication skills were rewarded when she was named Wisconsin FFA's Discussion Meet Champion.

- In 4-H, she was vice president and reporter. In high school she was in jazz band, choir and soccer. At Iowa State, she works on the school's dairy farm where she milks and feeds calves.

- The club again thanks the Agri-Scholars supporters who generously donated to the club's scholarship funds. Their generosity was able to help provide Jefferson County Agri-Business Club scholarships to seven deserving local youth.

- The Agri-Scholars program is open to anyone who would like to contribute to the Jefferson County Agribusiness Club's scholarship program. You may contact a member for more information.

- The Mission of the Jefferson County Agri-Business Club is to promote an active interest in agribusiness and be a resource to take members into the future. Their goal is to promote the agribusiness community to the local and state population.

- This is accomplished through education media, visits to local agribusinesses, fundraisers utilizing agricultural products, offering scholarships toward ag careers, and offering funds to organizations that promote the ag community. Learn more at [www.jeffersoncountyagribusinessclub.com](http://www.jeffersoncountyagribusinessclub.com).

- The club encourages persons to visit its food stand at the Jefferson County Fair, as it is one of the two fundraisers that allows the Jefferson County Agri-Business club to provide scholarships to deserving area youth.



- Micaela is very active in soccer, earning varsity letters and served as treasurer for the National Honor Society. She received the scholarship sponsored by Walt and Jill Coussens. Micaela was unable to attend the banquet, but her family was present to accept the award.

- Katie Kovalaske is majoring in dairy science and minor in animal science at the UW-River Falls. In FFA, she served as FFA president and sentinel, and participated in speaking contests and career development events. Her leadership roles included 4-H treasurer and National Honor Society.

- In addition to working on the home farm, she also worked at Senn-View Dairy in Columbus where she milked cows and fed calves. At college, she worked at nearby Willows Edge Holsteins where she fed calves and young stock.

- She also has interned with a veterinarian to gain more knowledge of animal care. Due to the distance to travel from college, Katie was unable to attend the banquet.

- Carley Krull is in her first year at Iowa State, majoring in dairy science, with interests in dairy cattle reproduction and nutrition. In FFA, Carley served as FFA president and co-vice president. She participated in several speaking contests and was on the Dairy Judging



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### CCEDC Annual Meeting highlights area schools Theme: "Building Our Future Together"

Story by Cindy Cardinal

As this year's Clark County Economic Development Corporation & Tourism Bureau meeting began, board members were recognized along with other VIPs. Xcel Energy, Northwestern Bank, Time Federal Savings Bank and Decorator Industries were thanked for helping sponsor the event.

The Regional Business Fund Committee was appointed as follows: Dave Williams, Jacob Brunette, Jenny Jakel, Dan Krause, Jerome Krem-pasky, Joan Christie and Will Bratcher.

Elections were then held for the CCEDC board. John Gaier and Reed Welsh are leaving the board. Up for election were Jerome Krem-pasky, Ryan Neville, Mike Ruff, Tim Swiggum and Bob Houts (to replace Gaier and Welsh representing Educa-

tion). After they were elected, elections were held for the Executive Committee. Pete Kaz is President, Jerome Krem-pasky, Vice-President, Diane Feiten, Secretary and Greg Glisczinski, Treasurer.

Executive Director Sheila Nyberg introduced the next portion of the meeting, saying that area schools would be presenting on what was "neat about them." She said they are "teaching kids for future careers." Some of the presentations were done by video, others used video and a live presenter. Clark County school districts, three technical colleges and Owen-Withee-Curtiss Fire & EMS all talked about their programs.

Granton Schools did a video presentation. Mid-State Technical College said they are one of three technical colleges that serve Clark County.

Jackie Esselman spoke about their dual credit program that allows students to earn college credits while in high school. She also spoke about their youth apprenticeship program designed for high school students who also want hands-on learning in an occupational area. They also helped Granton High School with equipment for their metal Fab Lab. She spoke about MIKE (Manufacturing Innovative Knowledge Experience), their mobile manufacturing lab. They have also started



The Invocation is said by Peter Kaz, who was later elected the new president of CCEDC. (Courtesy of Cindy Cardinal)



The Rube Goldberg project was set up by Loyal Students. This year's task was how to apply a band-aid. The students completed the task with over 70 steps. (Courtesy of Cindy Cardinal)



Travis Engel, Agriculture and Technology Education teacher was the presenter for the Owen-Withee portion of the meeting. (Photo courtesy of Todd Schmidt, The Clark County Press)

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# Hmong moms learn English while kids are tutored

Overlapping programs provides study time for busy parents

KEITH UHLIG  
USA TODAY NETWORK-WISCONSIN

WAUSAU - Sia Yang didn't have a lot of time to learn English or earn a high school diploma after she immigrated to the Wausau area from Laos in 2002.

"I'm so busy," the 29-year-old mother of five children said. "We (she and her husband) were coming here, then I had kids right away."

In the years Yang has been in this country, she's managed to learn basic English. She speaks with a heavy accent and has to search her mind for the right word. She wants to refine her English speaking and writing skills, but working full time plus caring for children who range in age from 3 to 13 meant there was little free time for her to pursue those goals.

But now her children are getting older, and she is taking steps toward her goals. A new program at Horace Mann Middle School that offers parallel learning programs for adults and their children offers Yang another opportunity to learn.

Yang is one of 16 Hmong women participating in the evening program offered through a partnership between the Wausau School District and [Northcentral Technical College](#). The women learn English while the children, in a separate room, participate in the school's Growing Great Minds educational program. [NTC](#) pays the English language teachers; the Wausau School District pays the costs related to the children's program.

It's a unique arrangement, and it stems from a brainstorm by Zoe Morning, an enrichment coordinator at Horace Mann who oversees after-school programs. Morning is a retired Wausau School District math teacher who taught at Horace Mann.

"I know the population and I know there's poverty," Morning said. About 42 percent of Horace Mann students come from financially disadvantaged families who



T'XER ZHON KHA/USA TODAY NETWORK-WISCONSIN  
A group of adult Hmong women participate in an English learning class during a Growing Great Minds Program April 26 at Horace Mann Middle School in Wausau.



T'XER ZHON KHA/USA TODAY NETWORK-WISCONSIN  
Sia Yang, 29, of Weston, participates in an English learning class during a Growing Great Minds Program April 26 at Horace Mann Middle School in Wausau.

qualify for free and reduced-price school meals. She also understands the diversity of the student population at Horace Mann. About 30 percent of students attending the school are part of minority ethnic groups; nearly 16 percent are Southeast Asian. The pressures on families who have limited financial means make it difficult for parents to help their children study, let

alone study themselves.

Morning said creating a program that included children and adults would remove the need for child care for parents who want to learn. The kids and their mothers aren't learning side by side. There are different classrooms for each group. But, Morning said, there's value in the idea that parents and children are working together toward the same goal.

"I think it's so important," she said, because the concept reinforces the value of education for the children.

Right now the program has a narrow scope: teaching English as a second language for Hmong women. But Morning would like to see the program expand in the future to include more generalized lessons for any adult striving for high school equivalency diplomas.

Yang appreciates the chance to learn how to speak better. English is not an easy language to learn, she said, and "it's helping to talk and speak."

She also would be ready if Morning's expanded concept of the lessons became reality. "I want to get my GED," she said.

Keith Uhlig: 715-845-0651 or [kuhlig@gannett.com](mailto:kuhlig@gannett.com); on Twitter @UhlighK.



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COVER FEATURE by B.C. Kowalski



Taxpayers approved spending \$5.9 million to improve Wausau high schools' tech programs. What did they get?

IT'S A MONDAY afternoon, and the sound of machines cutting through metal rivets off cement block walls in an industrial room. People in safety goggles run machines, creating products for area buyers.

In case you're picturing a factory in an industrial park somewhere, let's clarify that all this is going on at a high school.

In spring 2015, local voters approved by referendum \$29.5 million in building and upgrade projects for the Wausau Area School District. Among those was \$5.9 million to recamp and expand the technology career program at Wausau East and West high schools.

What did Wausau taxpayers get for that \$5.9 million? If all goes according to plan, a more skilled and rooted workforce in central Wisconsin.

According to the Wisconsin Department of Workforce Development, nearly 3 million workers are now employed in the state—the most since at least 1934.

But many of those people won't be in the workforce for much longer, because they're near retirement age. It's the Baby Boomer demographic bulge. Right now about 5% of the U.S. is above the age of 65. By 2025, it'll be 6.3%. Coupled with the fact that there aren't enough young people to replace them, one thing becomes clear: The economy is running out of workers.

It's especially problematic in places that typically don't attract a lot of young adults. Companies in Marathon County already are struggling to find enough people to fill jobs, and it'll only get worse. Most areas in the state already are near what's considered "full employment" already—4% unemployment or less.

Those demographics were in mind when Jon Winter, technical education coordinator for the Wausau School District, talked to me in his office at the district's Longfellow Administration Building.

I'd written a dozen stories already about how area leaders are scrambling to find a solution to a crisis in recruiting workforce talent—how they're making the Wausau area attractive to young people with the hope they'll come here and set down roots. Those efforts include everything from hip new housing along the river near downtown, to public works projects and the cultivation of young professional groups.

Lizette Kiewitson and other classmates at Wausau West operate a fabrication machine in the new metal department.

Wausau West High School senior Erik Furusvell tries the new deckle on his future career in residential building.

Freshly Dyerling works on a saw in the manufacturing area of Wausau West.

The school district is carrying out its own efforts, Winter says. "You've heard about the workforce problem—now hear about the solution."

Postsecondary Technical College already has made strides to address workforce shortages. Panels of industry experts in the information technology sector, for example, meet regularly to help shape the curriculum; its IT program of offerings have increased four-fold in response to that feedback.

The Wausau School District is doing the same communicating with the private sector. Its technical education leaders meet regularly with local manufacturing leaders, for example, to shape what skills are taught in the high schools, and to provide students with work experience even before they graduate.

All this, plus tech courses, were happening before 2016, of course. But the referendum allowed schools to revamp and modernize the space and equipment for an expanding career program.

Technology advances at such a pace, that these industry meetings help ensure that students are learning the foundational skills for technical jobs, Winter says. And you need a space to accommodate all this new education. The \$5.9 million construction and upgrade projects at Wausau West and Wausau East high schools were completed last summer for the 2016-17 school year. Some programs benefited with whole new spaces; others saw major renovations to existing classrooms and workshops.

Going through these various technology programs at East and West, one thing is clear: If you're over the age of 30, throw out everything you remember about "shop class."

You might have built a birdhouse or a tool box. These kids are building wooden plaques with photos laser etched onto their surfaces. They're building wooden lockers for their school's hockey team, they're rebuilding automobiles so that low income individuals can have reliable transportation.

Students must be seeing the value, too. The 817 now enrolled in these technology programs represent the most students, by ratio, than the district has seen in recent years.

WAUSAU WEST

At Wausau West High School, a new addition added space for agriculture and manufacturing classes. Renovations modernized the graphics, robotics and broadcast classrooms.

One of the first places Winter took me through was Wausau West's new engineering manufacturing workshop. Part computer lab, part makerspace, the space contains everything from robotics to 3D printers. Courses were designed with the programs and skills industry leaders asked for. If it has to do with STEM (science, technology, engineering and math), it can probably be found in this area.

Instead of a solid wall, large new windows in the hallway offer a view into this new space, to help show off all the cool gadgets and gizmos contained therein. That's by design, Winter says. "We're trying to generate more interest within STEM," Winter says. "We made sure we added windows so students could see the unique things occurring in the classrooms."

Another revamped room holds a complete graphics print shop. It's actually a functioning business that completes many of the school's printing needs, and for some outside organizations, too. Students don't just learn how printing works, they learn the business side, too.

Woods and metal production commonly were housed together in the same "shop" facility. Industry leaders told school district officials that's a mistake in today's more advanced manufacturing world. So Wausau West now has separate spaces that allowed for new equipment specific to woods or metal, as well as dedicated classrooms to each.

That equipment includes computer-controlled plasma tables that precisely cut or engrave metal with a torch. Students first learn how to operate the machines manually, then how to program designs that the computer cuts. That's paired with a robust computer aided design (or, CAD) program; industry professionals told school officials that many job candidates lacked a knowledge of CAD software.

Businesses didn't just make requests. Numerous times during the walkthrough, Winter points out a piece of equipment or supplies that a local company has paid for or donated.



Nearby is a full broadcasting room (also part of the upgrade), replete with cameras, lighting and an anchor desk donated last year by WSAW. Students broadcast daily TV announcements to the entire school.

One of the biggest surprises? The school's ag program.

Its upgrade included a whole new greenhouse built specifically in a corner of Wausau West that takes advantage of the sun. East High got additional classroom space for its ag classes.

The surprise is that, of the 155 East and West students in the agriculture program, more than half (55% in fact) are girls. And now it's not just farm kids enrolling in these programs.

Kallista Hampton, a senior at Wausau East, can list a number of reasons she gravitated toward the ag programs, and most would surprise you. She lauds the leadership skills, including public speaking experience, she picked up from her time in the Future Farmers of America. The science involved in agriculture really spoke to her. And she values her internship on a dairy farm milking cows.

Hampton says she isn't a *literal* future farmer of America, though. She plans to study neonatal care (nursing) after high school. While that's not an ag field, some of the medical knowledge she picked up in veterinary science classes will come in handy.

School officials aren't sure why the program is full of girls like Hampton, who have no direct experience with farming. "When FFA came around, it piqued my interest," Hampton says. "I thought I would give it a shot, and I've been hooked ever since."



who have flocked to the agricultural programs, and now it's more than farm kids signing up, educators say.

There are a lot of similarities between the expanded tech programs at Wausau East and West high schools; and where there is not, students are able to cross schools to take advantage of what they're most interested in. East's improvements also included newly renovated robotics, metals, woods, broadcast and graphics space.

What separates the improvements at East is the automotive department, a newly built addition with classroom space, a repair shop, and even a paint mixing room—one of the few of its kind in the state.

It's far more than a garage. A classroom complete with computers was important, Winter says, because automotive repair today involves both computer programming and mechanics. The 135 students in the automotive program range from those taking an automotive awareness class to those delving into power mechanics.

The 9,000-square-foot department got support from the Wisconsin Automotive and Truck Education Association in the form of equipment and vehicles to fix through WATEA's Wheels to Work program that pairs a low-cost, reliable vehicle to qualified low-income people. The program supports a good cause, and trains future mechanics.

Transportation is among the industries hurting for workers, says Becky Zoromski, executive director of the WATEA. Whether it's in auto repair, or truck driving, "I challenge you to find a business that isn't looking for workers," Zoromski says. Contributing to programs such as Wausau East's automotive program helps develop a pipeline of workers.



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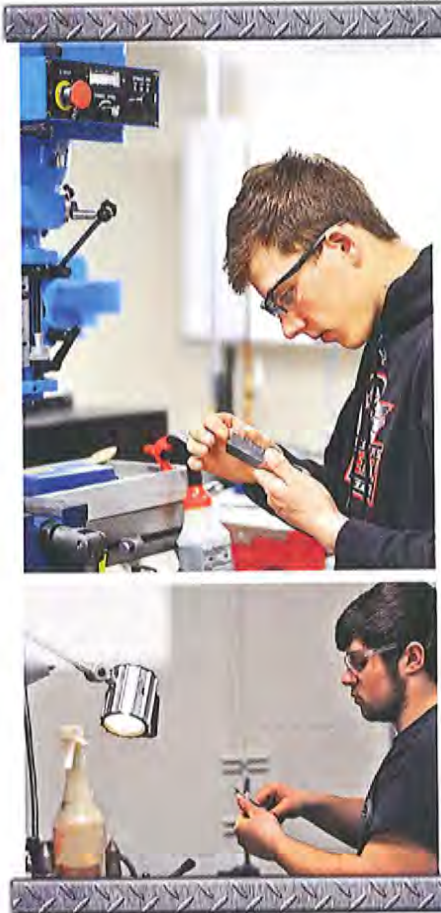
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COVER FEATURE



That's also true of metal manufacturing. Dean Peterson of Schuette Metals says their production facility is always looking to fill about six or seven positions at any one time. Rather than each manufacturer running its own costly training program, it makes sense to partner with schools and other businesses to help students develop enough skills to land a good-paying job when they graduate.

A machinist or welder at Schuette Metals can expect to make between \$16 to \$18 per hour starting out, Peterson says; experienced workers can earn in the \$50,000 range. And there are plenty of these jobs available. But, "It's becoming harder and harder to find skilled labor," Peterson says.

Schuette Metals currently has taken in two students through the district's Youth Apprenticeship program, in which students work part-time at participating businesses to earn some money, get real job experience, and earn class credit at school. Schuette Metals would like to add two more young people to its program, Peterson says.

Winter says 48 students currently are enrolled in apprenticeships between both high schools, in areas such as manufacturing, health care, automotive and pharmacy. While the program has been around for decades, Winter expects it will grow as more students become interested and more businesses offer the job opportunities.

State economic development experts at a February summit in Rothschild all pointed to the same problem that Wausau area residents are accustomed to hearing: The state has a worker talent shortage that will only get worse.

Ray Allen, Wisconsin Department of Workforce Development secretary, says that the agency has almost completely shifted its mindset from attracting businesses to Wisconsin, to attracting young talent and developing the workforce that's here.

"We changed our focus," Allen says. "Workforce development is the new economic development."

Data from Workforce Development shows that Wisconsin added more than 198,000 private sector jobs in the past six years (that includes 5,500 jobs in the Wausau area). Of those jobs, 37,000 have been in manufacturing statewide. Wisconsin has reached what economists call "full employment" — 4% unemployment or less.

Sounds like good news, right? In a lot of ways it is, if you're looking for a job. It's not such great news for businesses looking to fill positions.

Economists predict the state will add 196,000 more jobs between 2014 and 2024—about 20,000 per year.

There's another big number at play here: the 76,000 jobs per year that require replacement as older workers retire or move into higher positions. Yet there aren't enough young people in the demographic pipeline. The Wausau School District enrollment numbers, for example, have seen a slow but steady decline since at least 1998.

That's why the state is looking to start on workforce development at the K-12 level. "We're taking the Ted Thompson approach," Allen said at the summit, referring to the Green Bay Packers general manager. "Counting on in-migration (of young people) is like the approach of signing a bunch of free agents. We can't rely on that, so we have to grow our own."

Part of that effort, and something Winter referred to as well, is a state-wide program for academic career planning. Students starting in sixth grade will work with a software called Career Cruising to start developing an academic and career plan. In the early stages students are mostly exploring different potential career paths. Only as they enter high school does that exploration transition into career planning and preparation.

Wausau West High School senior Eric Kurtzweil already has a good idea of what path he'll take after graduation.

During my tour, Kurtzweil entered the woodworking area after a short classroom session, and set to work on building his latest wood project. He has taken four manufacturing classes in both woods and metals, and they helped shape his career path, Kurtzweil says. He gives one example of a challenging project: a drill rack that he had to engineer as well as build.

Kurtzweil initially wanted to be a dairy farmer, but now plans to enter Northcentral Technical College's residential building program. The manufacturing classes at Wausau West really helped shape his future career path, Kurtzweil says. "[The classes] are really hands on, and you get an understanding of what you want to do in life," Kurtzweil says. "It's real world stuff that you'll do when you get out in the field."

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Phillips School District was awarded a \$25,000 Fab Lab Grant on Tuesday, April 25, one of only 21 Wisconsin school districts to receive the grant. On hand for the announcement were, from left, Grant Writer Dale Houdek, Northcentral Technical College rep Becky Michaels, Phillips High School Principal Collin Hoogland, WEDC Deputy Secretary Tricia Braun, Brian Melves of Compumold, Phillips School District Superintendent Rick Morgan, Senator Janet Bewley, Scott Olson of Dynamic Fan, and Phillips High School Technical Education Teacher Troy Makovsky.

## Phillips awarded \$25,000 Fab Lab Grant

The Phillips School District was one of 21 Wisconsin school districts to receive a Fab Lab Grant April 25, a day dubbed "Fab Lab Day" by Governor Scott Walker.

Phillips' \$25,000 grant is a fraction of nearly \$500,000 awarded in total to all school districts from the Wisconsin Economic Development Corporation (WEDC). The money is intended to aid the

schools in either beginning or expanding fabrication laboratories ("fab labs"), high-tech workshops equipped with cutting-edge manufacturing tools such as 3D printers, plasma cutters, and laser engravers.

Each individual school district was eligible to receive up to \$25,000, and \$50,000 was available for consortiums of two or more districts. This

represents just the second set of Fab Lab Grants, raising the total number of school districts awarded to date to 34.

The Phillips School District application was one of a pool of 69, representing over \$1.58 million in funding requests. Applications were weighed based on readiness, long-range planning, curriculum, business and com-

munity partnerships, financial need, as well as previous awards. Experts from the Wisconsin Department of Public Instruction (DPI), the Wisconsin Technical College System, and UW-Stout made up the review committee along with three WEDC team members.

For more information on fab labs in Wisconsin, visit <http://bit.ly/2pCGFas>.





MOCK CRASH: STUDENTS WATCH RESPONSE

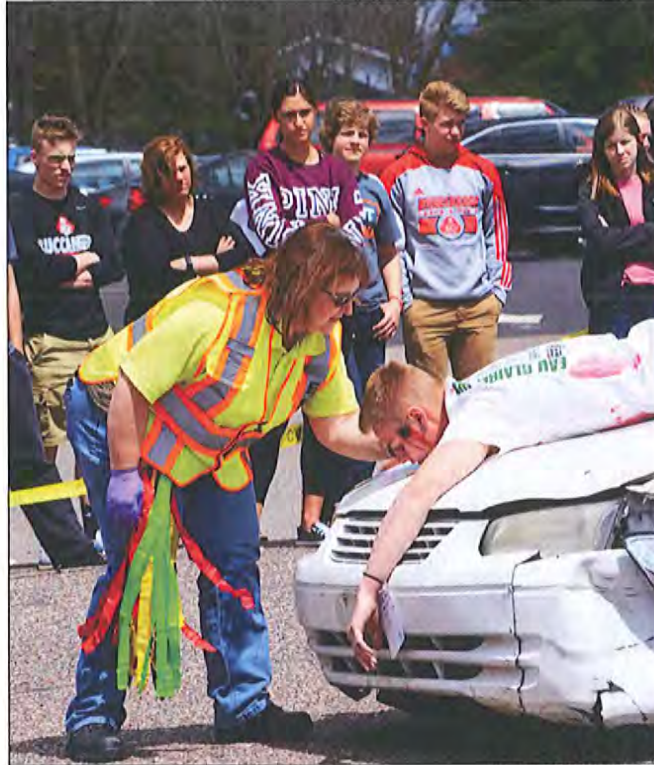


PHOTO BY ANNA MARIA HANSEN

Prentice senior Drew Rohde played the role of a traffic accident victim during an emergency response training exercise in Prentice on May 3, which aimed to illustrate the deadly risks of drunk and distracted driving.

# Hope for best, prepare for the worst

BY ANNA MARIA HANSEN  
ahansen@pricecountyreview.com

A small passenger car filled with young adults is broadsided by a van driven by an intoxicated teenager returning from a party. One passenger has been flung through the windshield of the car, others are bleeding or cradling broken limbs.

This is the staged scenario Prentice High School students were presented with on May 3 — a mock car crash used as a training exercise for local emergency responders, and a discussion-starter for teens on the verge of prom.

The training procedure is held every two years, and is hosted by the Prentice School's SADD organization (Students Against Destructive Decisions), who play the roles of the people involved in the staged accident.



PHOTO BY ANNA MARIA HANSEN

Local law enforcement agencies worked together with fire fighters, first responders, and EMS to stage the scene.

The scene, set across from the Prentice High School, started with students calling 9-1-1. After a few minutes, first responders and firefighters from Prentice and Ogema, deputies from the Price County

Sheriff's Department, and ambulances pulled into the parking lot and began to work. A deputy began putting the "driver" through a sobriety test while EMTs

SEE MOCK CRASH, 12A

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## Mock Crash

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assessed and stabilized the “victims” of the crash. Firefighters worked to cut apart vehicles so that individuals could be extracted while a second deputy documented the accident scene.

It took about 27 minutes before a Flight-For-Life helicopter landed in the school’s baseball field and a “critically injured” individual was loaded for transport to hospital.

Following the completion of the scenario, the emergency responders took the opportunity to address the students and warn them about the serious — sometimes deadly — ramifications of drunk and distracted driving.

“I know this can sometimes seem like fun and games, but it is a very serious thing, and damages people, families and communities,” said Deputy Dave Wesenick. “Please take this scenario seriously. We deal with accidents and injuries related to OWIs all the time. Same thing goes for distracted driving.”

Wesenick also shared the serious legal ramifications of being arrested for drunk driving with the students.

Senior student and SADD member Titus Bolles, who played the role of the critically injured passenger, shared a little of the experience from his perspective.

“It’s pretty real,” Bolles

said. “You have a paramedic right on top of you protecting you as they cut you out. They strap you into something you can’t move around in. It felt very real. Basically, it’s not worth it. Shut off your phone, don’t drink and drive.”

EMT Tyler Andreae talked both about the important role emergency responders, and the lack of volunteers many local departments are facing. He shared information about classes held locally at [Northcentral Technical College](#) for both volunteer firefighters and EMTs.

Teacher and SADD advisor Angie Ericksen said that this is the important message the SADD organization tries to get across to other students, educating them about the risks of drunk and distracted driving, as well as modeling positive behaviors. She also added that the local departments have a need for volunteers.

“When we have an accident or a fire, we automatically expect emergency departments to respond,” she said. “But when populations dwindle and departments get smaller, that is going to become difficult. So it’s good to be aware that we need people in the fire department and the EMS, and that’s something we want you to think about — and realize it doesn’t just happen. People have to put in a lot of hours.”



### In good times and bad

Over the last several months, Gov. Scott Walker has been touring Wisconsin public schools, proclaiming Act 10 savings will allow him to invest another \$649 million in pupil aid over the next two years.

"We are putting more money into education than ever before, including more than half billion dollar increase in per pupil aid for public education," Gov. Walker said Tuesday in Medford. "And thanks to our Act 10 reforms, these new funds for education will overwhelmingly go where it matters most-into the classroom."

These school stops are all pretty much the same. The governor, welcomed by the local high school marching band, addresses a student assembly. He tells the youngsters about their opportunities in today's red-hot job market. The event concludes with Walker strolling the school hallways, giving high fives to energetic students lined up by the school lockers.

Walker's school tour immediately raises five red flags.

First, we should all just cringe at the thought of school boards and district superintendents allowing their campuses to turn into campaign whistle stops for Walker's re-election bid in 2018.

Second, Walker should not take a public school victory lap while his budget is not doing well in the state legislature. Republicans in the state Assembly and Senate want to spend hundreds of millions of dollars more on transportation than the governor and are tempted to pluck that from what Walker wants to spend on K-12 education.

Third, no serious person in public education can begin to applaud Walker's spending more in "pupil aid" when that money should be run through the state's equalization aid formula. "Pupil aid" is a way for the governor to give each student, including those in the richest school districts in the state, the same \$200 more per child per year that a student in the poorest district will get.

Fourth, school officials should not indulge Walker's politics-driven fantasy that it is Act 10, the legislation that neutered the state teacher's union, that fuels his new proposed spending on education. That's nuts. If it were the case that Act 10 generated those savings, Walker could have increased K-12 school aid back in 2011. Walker is spending more on education because the economy has finally recovered from the Great Crash of 2008.

Fifth, the Walker school tours remain oblivious to the damage caused to the state's K-12 system by seven years of Act 10 compounded by serious state aid cuts. The state now is in the throes of a severe teacher shortage. The state's teacher colleges are starved for students and districts, which used to have hundreds of applicants for a teaching job, now get dozens, sometimes merely a handful.

We saw the problem Walker created first hand at Monday's Marathon Board of Education meeting. The board hired two teachers, one in business education and another for a science/agriculture position, without standard state certification. High school principal Dave Beranek lauded both instructors as talented and dedicated, but said they would both have to attend classes at UW-Stout or NTC for the next three years to obtain the proper certification. Board member Lia Klumpyan, a retired high school teacher, was aghast. "It bothers me that we will hire somebody who has to go to school to learn what they will be teaching," she said. Board members, including Klumpyan, approved the new instructors, but were uneasy about watching standards slip away.

The message in these five flags is simple. The state, in partnership with local districts, cannot create great schools by providing sufficient funding and helpful policies one year at a time. No, school support must be there every year. Schools aren't machines. The students aren't widgets. The teachers aren't robots. Schools need constant investment and care. That's how you attract good staff, build school climate and pursue excellence.

We compare Gov. Walker to his predecessor, Gov. Jim Doyle. Faced with the 2008 recession, Doyle stole from the state's transportation fund to stabilize education funding. He was savaged politically for doing so. Walker now prematurely congratulates himself for spending more on education at the very time when the state treasury overflows with taxes.

Wisconsin needs an education politics that, in good times and bad, supports children and learning, not one marked by support only when it is easy and politically advantageous.

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# Teacher shortage hits home

## Marathon hires high school teachers without normal certification

The Marathon Board of Education on Monday filled two specialty teaching positions, but with teachers who will need three years of college to earn regular certificates in their field.

The board hired Luke Jacobson as a business education teacher and Connor Ellenbecker as a science/agriculture instructor.

High school principal David Beranek lauded these new hires as "exceptional individuals" who, with additional college education, will mature into their teaching careers.

"We will grow real strong employees here," he said.

Beranek handed out to school board

members three-year plans for both new hires. The plans detail how each will earn Department of Public Instruction certification in their field. The plans require each teacher to take either one or two administration-approved classes per year at either UW-Stout or [Northcentral Technical College](#), attend professional development conferences and be subject to classroom supervision.

Beranek said the district was unable to hire teachers for the vacancies with standard certification, the result of a statewide teacher shortage both in specialty and technical areas, such as business education and agriculture,

but also in core curriculum subjects like math.

"We used to get 300 applications for a single elementary school job, but now we only get 35," said Beranek. "These days, we get a handful of applicants for any high school job."

The principal said he was happy to hire Jacobson. It is difficult or impossible to find business education teachers, he said. Beranek said he was equally glad to hire Ellenbecker, given the difficulty of locating a teacher dually certified in both science and agriculture.

Beranek said Ellenbecker will teach science 80 percent of the time and agriculture 20 percent for the balance of

his full-time contract. He will also be a Marathon FFA advisor. The principal said Ellenbecker has a strong biology background.

Board member Lia Klumphy, a retired high school vocal music teacher, expressed concern about hiring teachers without normal certification.

"It bothers me that we will hire somebody who has to go to school to learn what they will be teaching," she said. "I want the best for our students."

Board president Brian Guntz asked whether the school could possibly hire a science teacher and an agriculture teacher, raising money for the second teacher by marketing distance learn-



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## 8th-graders attend **NTC** career fair

Eighth-graders from Abbotsford Middle School recently attended a career fair at NorthCentral Technical Collge in Wausau. The class joined eighth- graders from John Muir, Horace Mann, Edgar, Mosinee, Loyal, Merrill, Spencer, D.C. Everest, Bowler, Birnamwood, Wittenberg, Athens, Prentice and Wausau Newman. With over 50 careers and businesses represented, students were able to talk, learn and participate in hands-on activities. Pictured above, at left, Catie Clement and Vanessa Maganda race each other in changing tires. At right, Felipe Chavez participates in a virtual welding simulation. Following the career fair the class toured **NTC's** health, applied science and technology programs, and attended a general presentation.

*SUBMITTED PHOTOS*

# Ho-Chunk students visit college representatives during College Expo

**Marlon WhiteEagle**  
Editor  
On May 3, Ho-Chunk high school students ascended upon UW-Baraboo/Sauk County to visit representatives from Wisconsin colleges and universities at Fifth Annual Youth and Family College Expo.

The college expo was hosted by the Ho-Chunk Nation Higher Education Division. "Our department worked to make a holistic experience for the family in that we had programming for the parents and the young people," Higher Education Division Manager Marcus Lewis said.

"And parents were invited to visit the college booths,

too, if they decided they wanted to go back to school. The family unit definitely enhances the experience."

The schools invited were University of Wisconsin two year campuses, UW-Madison, UW-Milwaukee, UW-Oshkosh, UW-Stevens Point, Madison Area Technical College, and Northcentral Technical College. Each school offers multi-cultural or Native American outreach offices.

All but UW-Oshkosh and UW-Stevens Point had Native American staff or advisors on hand for the event.

Barbara Martin and Sandra Blumer were the representatives from Madison Area Technical College. Martin is

a student recruiter. Blumer is Ho-Chunk and an academic advisor who focuses on student retention for the school.

"We appreciate the invite to be here to present a wide range of opportunities and many programs. We want to encourage students to explore and we brought tools to coach them along. It's great to see all the parents out to support their students," Martin said.

"Since Sandra is a Ho-Chunk, she's fully aware of how best to assist students through the Nation's funding process and encourage them into the higher education."

Aaron Birdbear works for the School of Education as an American Indian Curriculum Service Coordinator at UW-Madison. Birdbear is from the Mandan, Hidatsa, and Dine nations.

"It's really important to attend college fairs within native nations and Native American communities because we're always encouraging leadership development of native peoples. If we look at some of the elected tribal officials of the Ho-Chunk Nation today, such as Rep. Henning Garvin and Rep. David Greendeer, these are people who developed a lot of their leadership capacities through education," Birdbear said.

"So I think it's just really important to continue to encourage education because the capacities for leadership are only deepened by building a well-rounded base of knowledge. And higher education, whether it be two-year or four-year institutions, does just that. It helps us understand the world better. It helps us understand ourselves better."

"That's why we come to native nation college fairs, because native nations really need their talent base developed. They need qualified and capable leaders. And we believe education is an important pathway for leadership," Birdbear said.

This event brings young people together with some of our university partners in the hopes of building connections and relationships that will benefit the students in the future when they go to college, Lewis said.

"The best part of this event



The Ho-Chunk Nation Education Department set up informational tables to share their program offerings to youth and parents.



The UW-Madison information table was a popular stop for the high school students at the college expo.

is that it brings people together in the shared purpose of education. Believe it or not, but we rarely see the students we work with due to distance. We provide scholarships to students all over the United States, many of whom never make it home to Wisconsin, so we never get to meet them," Lewis said.

The Higher Education Division's goal is to make a positive impact on the students. They have received good feedback from students over the years and focus on planting a seed within the

students to continue on their educational journey in post-secondary education.

"If our event provides an opportunity for a Ho-Chunk young person to interact with a representative from a university or technical college and that interaction makes the student think 'Hey, I can do this' then we've done our jobs," Lewis said.

"Our students have so many wonderful opportunities for education that are not available to their non-Ho-Chunk classmates. We are truly fortunate," he said.



Madison Area Technical College representatives Barbara Martin and Sandra Blumer field questions from high school students.



Higher Education Pre-College Advisor Carla Nichols presents Ho-Chunk Nation scholarship information.

### 2017 Graduates...

Let the Hocak Worak help celebrate your achievements. Send us your pictures!! Whether you are a head start, high school, or college graduate, send in a picture with your name, where you are graduating from, and a brief description of your future endeavors.



With so much uncertainty in the world, a heartfelt congratulation is due to all those that have made the countless sacrifices necessary to graduate. And for those that feel their efforts are unproductive, DON'T GIVE UP, YOU CAN DO IT!

A special section of the Hocak Worak will be used to show your achievements! Please email or mail to the Hocak Worak by June 23rd for the June 30th edition of the Hocak Worak.

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Thundercloud  
Phone: 608-387-2640  
ndagolfguy@netscape.net



Heritage Preservation Executive Director Jon Greendeer spoke about his higher education journey and encouraged students to go to school.



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# White Lake

Dale Oatman, Langlade County veterans service officer, will be guest speaker when White Lake High School holds commencement ceremonies for 10 graduating seniors on Saturday, May 27.

Graduation will begin at 1 p.m. in the large gymnasium. Valedictorian is Noah Kubacki, who will be attending Northern Technical College as a college freshman through its transfer agreement with Michigan Technological University in Houghton to pursue an engineering career.

"I have so many great memories playing football, basketball, baseball, and hockey," Kubacki said. I will never forget going to the state tournament with the Red Robin hockey team my junior year. I also enjoyed being an active member of the White Lake Chapter of National Honor Society. I will definitely miss playing sports, my awesome coaches, and Mrs. Lundgren's amazing coffee the most."

Salutatorian Micah Strong will be attending Indiana Bible College to acquire a major in Theology and pursue his dream of becoming a pastor.

"Hard-fought games on the football field and baseball diamond are times that I will always remember," Strong said. "I had a lot of fun in pep band, solo ensemble and in the school choir. I served as the SADD chapter president and the senior class vice-president, too. I will never forget the small family-style environment and the tight-knit community that has helped make me who I am today. I look forward to my next adventure but will never forget White Lake."

Senior speaker will be Riley Arrowood, the class president. Graduation will open with "Handel's Water Music" as prelude followed by "Pomp and Circumstance" when the seniors enter the gymnasium.

After a welcome by Principal Glenda Butterfield-Boldig, Rev. Ward Rehbein will give the invocation.

Speeches and scholarship presentations will follow.

There will also be a slide show and presentation of flowers to parents by members of the class, a timeless White Lake tradition.

Diplomas will be awarded by members of the board of education. After closing remarks by Butterfield-Boldig, seniors will leave the gym to "Lean on Me."

Class motto is "We're not just friends, we're a family." Flower is the white carnation.

Members of the class include: Riley Arrowood, Gary Doemel, Anthony Ho, Jeremiah Hull, Tyler Kizirian, Noah Kubacki, Brian Rea, Linsey Shannon, Micah Strong and Nicholas Wickersheim.



NOAH KUBACKI



MICHA STRONG



RILEY ARROWOOD



# Laona

Seventeen seniors are expected to receive their diplomas when Laona High school holds graduation ceremonies on Saturday, June 3.

The program will take place in the school gymnasium at 1 p.m.

Guest speaker will be Samantha Stauber Schmelling, accounting manager at Volm Companies, a multinational packaging solutions corporation based in Antigo. She leads financial reporting, budgeting and systems process improvement efforts.

A 2004 graduate of Laona High School, Schmelling received her bachelor's degree in accounting at Lakeland College in Sheboygan. She began her career in accounting at a prominent manufacturing company in Rhinelander, compiling, analyzing and executing monthly financial statements.

While working, she obtained her certified public accountant license in 2010 and her master's of business administration from the University of Wisconsin-Oshkosh in 2012. She also participated in a MBA-level study abroad program that reviewed the supply chain of Mercury Marine in China and South Korea.

With a forte in financial analysis, passion for helping others and a desire for personal development, Schmelling taught cost

accounting as an adjunct instructor at [Northcentral Technical College](#). In 2011 she was elected to the board of directors for the Rhinelander Chamber of Commerce, where she served for two years as treasurer and member of the Finance and Executive Committee.

Along with accounting, Schmelling has a passion for fostering the growth of aspiring business leaders. She has been involved in internships and has mentored over 25 interns since 2008.

Schmelling and her husband, Matt, live in Rhinelander and enjoy boating, working on home improvement projects and spending time with family, including their nieces and nephews. She maintains a love of traveling and new places and enjoys refinishing old furniture pieces, thrift shopping and reading.

Valedictorian for the class is Danielle Johnson. Salutatorian is Kyle Tinsman.

Candidates for graduation include:

Kaylee Babich, William Bonack III, Fletcher Cleereman, Nicole Eggert, Ty Heuer, Danielle Johnson, Michael Johnvin, Chloe Krawze, Madelyn Krawze,

Sarah Matuszewski, Zatrina McGeshick, Kayla McHugh, Preston Olson, Bradley Stauber, Nathan Terry, Kyle Tinsman and Reece Westmayer.



SAMANTHA STAUBER SCHMELLING





May 18 2017 Page A02 Clip resized 76%

Price County Review



## NEW EMT GRADUATES FROM NTC



PHOTO SUBMITTED

The current Emergency Medical Technicians (EMTs) class at [Northcentral Technical College's Phillips campus](#) is set to graduate on May 20. Pictured (left to right) are Duston Arquette, Cassie Fox, Colleen Hughes, Salem Sprehn, Poetic Zimmerman, Elizabeth Nelson, and instructor John Kaliska. EMTs are trained to perform medical procedures, transport patients and provide pre-hospital care. They provide emergency medical care to the sick or injured at the scene and en route to the hospital. The focus of the program is on how to assess many varying emergency situations to determine what patient care is needed and to provide the necessary care. An advanced EMT class begins Aug. 29, 2017 at the Phillips campus. Call (715) 339-4555 for more information.

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# Wausau Pilot & Review

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## NTC to live stream spring graduation ceremony

Published on May 19, 2017 — in Wisconsin news

Northcentral Technical College (NTC) is hosting its commencement exercise on Saturday, May 20, 2017. A total of 813 individuals are graduating, 340 of those plan to participate in the graduation ceremony. Of the graduating students, 40 percent will graduate with a grade point average (GPA) of 3.5 or higher and be recognized with gold cord distinction.

James McIntyre, President and CEO, Greenheck Group will be the guest commencement speaker. Additional speakers include Dr. Lori Weyers, President of NTC, and Dental Hygienist graduate Aleena Lepak will deliver the NTC Student Commencement Address. Aleena has also been named NTC's outstanding graduate in the Dental Hygienist Associate Degree.

NTC's Spring Commencement Ceremony will be available via live stream through Wausau Area Access Channels and online at: <https://vaam.viebit.com/>

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# Grund earns Eagle Scout rank

Jacob Grund of Boy Scout Troop 599, Merrill, has earned his Eagle Scout rank. He received this highest award in the Boy Scout program on Nov. 30, 2016, through Troop 599 chartered by St. John Lutheran Church.

Jake started his Boy Scout program as a Tiger Cub in 2006 with Pack 500 through St. Francis Xavier Church. Throughout Jake's scouting years he has earned 24 merit badges to earn his Eagle Scout rank. In his journey, he has demonstrated leader-

ship and community service, including Make a Difference Day. He has also attended camps and numerous scouting events over his years in scouts.

For his Eagle Scout project, Jake organized and carried out the building of 10 chapel benches for Randy Thurs of the Trails Mate Snowmobile Club in Wausau.

Jake is a senior in the graduating class of 2017 at Merrill High School where he is also a member of the Octagon Club and High School Bowling Team. Outside of scouting,

Jake is an active bowler participating in tournament play, and a third time returning Junior Gold Nationals Bowling competitor. Jake plans to attend

Northcentral Technical College to begin his study of Mechanical Engineering. He is the son of Theresa (fiance Brad Mattson) Grund and Steve Grund.



Jacob Grund



Those who helped with Jacob Grund's Eagle Scout project are, from left, Brad Mattson, Nate Stenberg, Mark Pflingsten, Dave Stenberg, Jake Grund, Luke Pflingsten, Alex Pflingsten, Seth Gryskiewicz, Buck (Jake's dog) and Ian Cohrs.

# Wausau Pilot & Review

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## Three graduate from NTC Law Enforcement Academy

Published on May 22, 2017 — in Sirens

WAUSAU — Three local students graduated last week from the Northcentral Technical College Law Enforcement Academy, according to an NTC news release.

Jordan Gaiche of Mosinee, Chris Piasecki of Kronenwetter and Mike Horejs of Kronenwetter graduated from NTC's Criminal Justice – Law Enforcement Academy on May 18, according to the release.

Those pictured include: front row (left to right) Jordan Gaiche (Mosinee); Chris Piasecki (Kronenwetter), Mike Horejs (Kronenwetter). Back row (left to right) Andrew Kleppe, NTC Instructor; Paul Clarke, NTC Instructor; Brian Fiene, NTC Instructor; Sara Gossfeld-Benzing, Dean of Public Safety at NTC.

Wausau Pilot & Review congratulates these graduates.

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NTC honor Updated: One NTC to live society among in custody stream spring top in the following high graduation nation speed chase ceremony April 18, 2017 April 5, 2017 May 19, 2017 In In "Sirens" In "Wisconsin news" "Milestones"

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## Rain soaked fields grind summer planting to a halt



By Bailey Harbit | Posted: Wed 5:48 PM, May 24, 2017 | Updated: Wed 11:05 PM, May 24, 2017

**TOWN OF MAINE, Wis. (WSAW)** -- Parts of Wisconsin have seen at least 4 to 6 inches of rain within the last month.

According to a recent USDA Wisconsin Crop Progress and Condition report, the rains and soggy fields have brought farm field work to a halt.

The report states there were just 2.6 days suitable for farm work.



Work had to be cut short the Northcentral Technical College Agriculture Center of Excellence.

Farm Operations Manager Don Radtke said some, but not all, seeds have been planted.

"Half this field is planted, half not because we got rained out," Radtke said.

Even the seeds planted now, Radtke said, are not guaranteed to survive.

"You don't get decent soil to seed contact. People comment it's like mudding it in. The seeds can't grow, or they get so wet they actually die because they can't get out," Radtke said.

Replacing dead seed can be an expensive process.

"If you've got your corn in the ground and it costs 500 dollars and it doesn't come up and you have to replant it, now you've got that cost over again and try to regroup," Radtke said.

It's not just corn and bean farmers who are experiencing problems with planting.

Mosinee berry farmer Dennis Lewer said he's had problems too.

Well we're still planting for one thing. We thought we'd be over yesterday and it's probably going to be another week. You just can't do anything out there," Lewer said.

There is one bright spot however.

"For us they're all cool weather crops. Currants, gooseberries, the blueberries, they like moisture," Lewer said.

Whether it hurts or helps, Radtke said every farmer will find a way to get their planting done.

"It's wet all over. Everybody's got to deal with it, and everybody deals with it in different ways."



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See what's new with the Sav-o Supply building, Timberwolf Suites, Westwood Estates and more

# 6 PROJECTS MOVE AHEAD IN WAUSAU HOUSING BOOM

NORA G. HERTEL  
USA TODAY NETWORK-WISCONSIN

**W**AUSAU - Apartment hunters in Wausau will have more rental options after this year's construction season, which also will bring new townhomes and row houses to the city.

Six different projects — some recently completed, others just starting — will add at least 474 housing units.

Wausau is in line with a national trend toward more multi-family housing, said Christian Schock, the city planning, community and economic development director.

"There's a lot of movement nationally for urban projects. And the city's doing its part to make sure that we're benefiting from that," Schock said. "And not always at the high end (of housing development)."

The old Sav-o Supply building, which overlooks the redeveloped east-side riverfront, is under construction to become apartments. Tax credits will make some units affordable for low-income households.

There's also new construction underway near Northcentral Technical College for student rentals and luxury apartments.

The city is involved in these developments from rezoning parcels, to building infrastructure, providing loans or grants and even buying

and reselling the properties with specific redevelopment goals.

Here's an update on six housing developments around the city:

## 1. Timberwolf Suites near NTC

DeLeers Construction hopes to complete the apartments by the end of the year, said Project Manager Chris Leapley. Residents could be moving in as soon as the spring semester, after winter break, he said.

The building will include 75 units.

There's no tax money going into the apartments, but they are geared toward NTC students.

The site is now blocked off for construction. It's east of campus, near the corner of Summit Drive and North Third Avenue.

The entrance and exit to the apartments will be at West Campus Drive to avoid increased traffic on North Third Avenue and appease neighbors. Local businesses that employ student interns and NTC students have shared their support of the project.



NORA G. HERTEL/USA TODAY NETWORK-WISCONSIN  
Construction of the Timberwolf Suites, shown on May 16, is underway near the Northcentral Technical College campus. It's geared toward students.

## 2. City View Apartments in the former Stahmer Clinic

The 10-unit apartment complex near Fourth and Stewart avenues is ahead of other new housing developments. It's already occupied.

The former Stahmer Clinic was redeveloped into City View Apartments along with the neighboring property — The Store gas station and convenience store. Wausau contributed \$562,500 in

See PROJECTS, Page 5A

USA TODAY ILLUSTRATION / GETTY IMAGES



## Projects

Continued from Page 1A

grants and loans to the developer, Team Schierl Cos.



NORA G. HERTEL/JSA TODAY NETWORK-WISCONSIN  
City View Apartments occupy the former Stahmer Clinic building on Stewart Avenue, shown here on May 17.

### 3. Westwood Estates in Wausau's northwest corner

A new neighborhood of apartments is cropping up off Westwood Drive, south of Marathon County U.

Construction has started in a picturesque clearing, surrounded by mature trees. Developer S.C. Swiderski tentatively plans to open the first units in October, said Director of Operations Fay Harder.

"We're just waiting for the weather to cooperate with us to get the sewer

and water in there," she said last week.

The development includes 80 units in 16 buildings. Some units will have upgraded appliances and granite counter tops, Harder said.

Plans include a walking path through the property, retaining walls and nice landscaping, she said.



NORA G. HERTEL/JSA TODAY NETWORK-WISCONSIN  
S.C. Swiderski is developing two and three-bedroom luxury apartments called Westwood Estates off Westwood Drive, south of Marathon County U, shown here on May 16.



NORA G. HERTEL/JSA TODAY NETWORK-WISCONSIN  
Construction is underway at the former Sav-O Supply building to turn it into the Atrium Lofts, shown here on May 17.

### 4. Atrium Lofts in the Sav-o Supply building

After years of discussion, crews are working to renovate the historic Sav-o Supply building. The building used to be home to the Marathon Shoe Co. East Side Plant and Badger Bag company, which made paper bags.

Wausau took ownership in 2012. It's on First Street, south of Bridge Street and next to Trolley Quarter Flats.

In early 2018 the building will open as Atrium Lofts, according to developer Rob McCready, co-president of MetroPlains. The firm develops housing that rehabilitates historic spaces and accommodates a variety of incomes, including low-income people with lower rents, with the help of public funding. MetroPlains developed the Trolley Quarter Flats and the downtown Federal Building Lofts in Wausau.

Construction began in early May. It took months to secure financing, which includes low-income housing tax credits from the Wisconsin Housing and Economic Development Authority.

MetroPlains pitched its idea to the city twice.

"It's been a big challenge to get all the pieces

of the puzzle in place. We're obviously extremely excited," McCready said. "It's going to be unlike any other living space in Wausau."

The 29 apartments will circle the outside edge of the building, leaving a wide-open and sunlit lobby.

### 5. Riverlife Village on east riverfront

The 16-acre riverfront development will be home to 270 new housing units in the next few years, including townhomes, apartments and condos.

The first phase of construction will begin this year and include the first apartment building just south of the new bike and pedestrian bridge, said Corleen O'Malley, project director for the development called Riverlife Village. She's a senior property manager and leasing specialist for Pfefferle Management and Newmark Grubb Pfefferle, and she oversees the Wausau development for Iowa-based Frantz Community Investors.

Phase I of Riverlife Village construction also includes two buildings with three townhomes in each. The townhomes will have three bathrooms, two floors and parking underneath, O'Malley said.

The new apartment building will be V-shaped and hold 52 units from "micro" one-bedroom apartments to different varieties of two-bedroom apartments. It will include an exercise room, trash and recycling chutes, underground parking, and party rooms that residents can reserve, O'Malley said. It's expected to open in 2018.

The full proposal for the riverfront project includes eight or nine housing buildings, as well as commercial and mixed-use buildings north of the pedestrian bridge. A different developer has already completed the first riverfront project Wausau on the Water, or WOW, an entertainment center and restaurant.

In July 2015, the city approved the site plans for Riverlife Village and \$5.9 million in aid. Some of that money will go toward infrastructure including sidewalks, and \$2.74 million will go to the

developer as loans and grants.

### 6. Row houses on Third Street

New homebuyers will have an added downtown option in the next year or so — row houses.

The city of Wausau owned much of the land around Short and Third streets and sought development proposals last year for brownstones or row houses on about two acres in that neighborhood. The sites are just north and west of The Glass Hat and Polack Inn taverns.

Blenker Companies pitched a development there and will start on Phase I soon, Schock said. The first set of 10 row houses will go along Third Street.

The city is finalizing the development agreement now, Schock said.

Nora G. Hertel: nora.hertel@gannettwisconsin.com or 715-845-0665; on Twitter @nghertel.



PHOTO COURTESY OF THE CITY OF WAUSAU  
Blenker Companies is working on a series of row houses, starting on Third Street in Wausau.



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PHOTO BY KELLY KAPITZ

Wittenberg-Birnamwood High School students who competed in the [Northcentral Technical College's](#) Wood Technology Contest are, from left, MacLaen Alwes, Casey Kerstner, teacher Tyler Tietyen, Kaleb Damitz, Garrett Schoepke and Matt Kapitz.. WBHS took home first and second place in the furniture category. Pictured is the bed frame that Garrett Schoepke made, which took second place.

## WBHS wood manufacturing class competes at [NTC](#) event

Students in the Wittenberg-Birnamwood High School wood manufacturing class competed in a Wood Technology Contest at the [Northcentral Technical College's](#) Antigo campus last week.

Teacher Tyler Tietyen took five students to the competition. Stu-

dents competed in two categories, furniture and open, against three other schools, D.C.Everest, Antigo and Marathon City, for scholarships, cash prizes and tools.

Matt Kapitz took first in the furniture category for his dresser and night stands.

Garret Schoepke took second in the furniture category for his uniquely styled bed frame.

Participants were given a tour of the campus and the wood manufacturing facility.

Businesses were also present, showcasing potential career options.





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## Concealed Carry Training

**FEATURED COURSE AT [NTC](#) PHILLIPS**

This course covers the Department of Justice competencies for those individuals wishing to obtain a permit to carry a concealing weapon in Wisconsin. The course also covers the laws and principles of deadly force decision-making.

Saturday, June 17, 2017

Class #11969

9:00 a.m.- 1:00 p.m.

Cost: \$65

### Additional June Offerings Include:

- Beginning Welding
- Motorcycle Safety
- Food Safety & Sanitation
- Coaching
- Insurance offerings
- Intro to the Child Care Profession
- CPR
- Internet Sales Basics
- And many more!

**FOR MORE INFORMATION** Call 715.339.4555 or visit [www.ntc.edu/ce](http://www.ntc.edu/ce)



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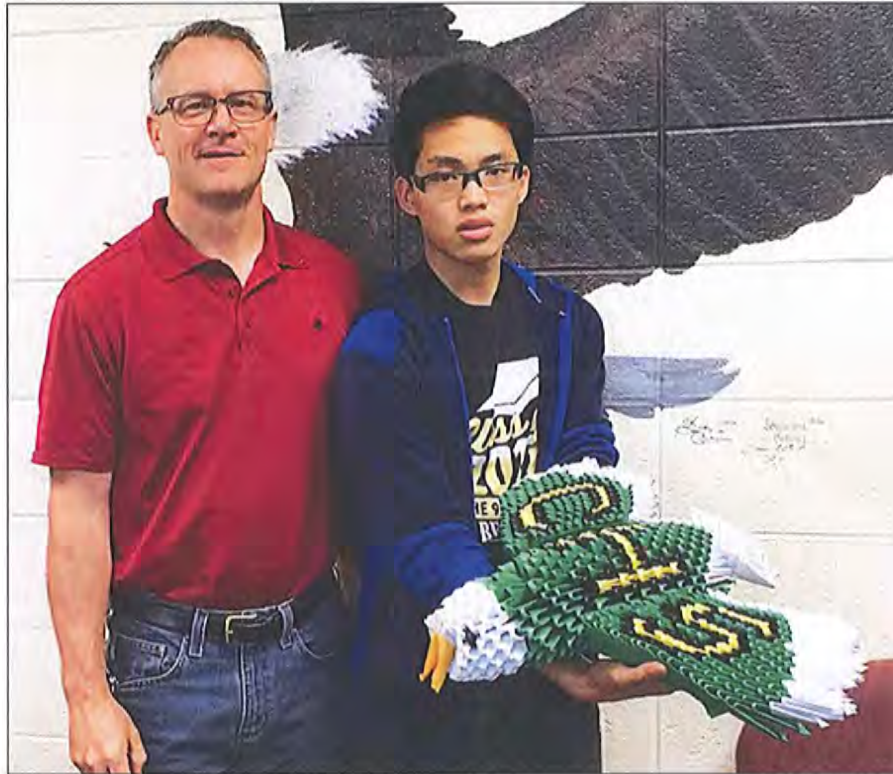


PHOTO SUBMITTED

**Chequamegon High School senior Noah Wagner spent 60 to 70 hours creating an origami screaming eagle as a gift for the school. Noah, who was born with only one hand, considers origami as both a hobby and a personal challenge.**

## CHS senior gifts origami eagle to school

Noah Wagner, a senior at Chequamegon High School, has a unique hobby, and he is sharing it in a special way.

An origami master, Noah created a paper eagle over the last month — complete with school colors — estimating that he devoted approximately 60 to 70 hours to the project. He is now offering his creation to the district as a farewell gift.

Noah was born with only one hand, so origami is both an interest

and a personal challenge to prove he can do everything someone with two hands can do.

Noah started with smaller projects during his elementary school days, recalling that his first significant project was the face of a cat. Now, each project becomes a gift for someone that has touched his life. The eagle project, however, is not Noah's first work bestowed upon the school, as a swan, similar in scope, currently

adorns Mrs. Corbett's room.

Noah plans to continue "folding" as a hobby, but he will be attending [Northcentral Technical College](#) in the fall to pursue a degree in computer programming. He will be moving into [NTC's](#) new dorms in late August.

*Article submitted by Tim Kief, Chequamegon High School, and edited by PCR staff.*



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# CM CARES teams up with educators to spur interest in IT

## Church Mutual's foundation and area school districts collaborate to develop future IT leaders

CM CARES has teamed up with area educators to ignite a passion for information technology among students.

CM CARES, the Church Mutual Insurance Company foundation, will support an Information Technology Summer School pilot program for eight area school districts this year – D.C. Everest, Edgar, Marathon, Merrill, Mosinee, Spencer, Stratford and Wausau.

The purpose of the pilot is to help area communities develop student competency in IT coding, as well as to stimulate overall interest in IT. As part of the pilot program, the school districts will offer coding classes to fourth- through eighth-grade kids who are interested in developing skills in computer science.

CM CARES will cover the cost of supplies for the summer offering, including 15 Minecraft licenses and 15 coding manuals for each participating school. The class offering is built around Minecraft, a computerized game popular among youths. While using the Minecraft program, students work with a coding language called Python.

The program allows students to connect to popular learn-to-code platforms and engage

with computer science concepts as they design and create.

“Providing this IT summer school experience for area school districts demonstrates how strongly we feel about helping develop the future IT talent in central Wisconsin communities,” said Laura Hughes, chief marketing officer of Church Mutual Insurance Company. “We believe interest in IT has to begin in the elementary schools if we are going to make a significant impact on the IT workforce in area communities.”

The courses will be offered during the early summer months for three to four weeks. School districts are responsible for hiring certified teachers to deliver instruction. Each school will be paired with a Central Wisconsin Information Technology Alliance (CWITA) business partner who will define his or her company's use of coding to the partner school, as well as fund a field trip to the respective business.

As interest in IT increases, **Northcentral Technical College** will offer more advanced coursework for upper level high school students, as well as for technical college students pursuing careers in IT.

CM CARES' support for this summer school pilot program highlights its continued commitment to strengthening and enriching communities, which aligns with Church Mutual's mission to protect the greater good and improve the human condition. It also serves future staffing needs for Church Mutual and other central Wisconsin employers.



# Wyatt Pufall newest addition to MPD

JEREMY RATLIFF  
REPORTER

Late last month, 21-year-old Wyatt Pufall became the most recent officer to join the ranks of the Merrill Police Department.

Pufall fills a vacancy created by the retirement of former police chief Ken Neff and subsequent upward movement in the department as a result of promotions.

A native of Mosinee, Wyatt is a two-year graduate of NTC's Criminal Justice Associate Degree program as well as the school's police recruit training program. Prior to joining MPD, Pufall worked as a Community Service Officer for the Wausau Police Department as well as NTC campus security.

As Pufall explains, the proximity of Merrill to his hometown and the department's strong focus on community policing, were key factors in his decision to apply.

"I wanted to do something that allows me to give back to the community I live in. Merrill is a good fit for me, as I am still close to my family while pursuing my chosen career path in law enforcement. When I spoke to my instructors at NTC before applying to Merrill, I asked my instructors about the department and was



MPD Officers Wyatt Pufall (left) and Field Training Officer Eric Soberg (right)

told MPD is a great department. I was told the officers here are a great bunch and very close knit," he adds.

Pufall also indicates he did his research on the department by visiting the department's website and social media pages.

"I was really impressed by the high level of community support for the police department on social media," he said. "They seemed very involved with the community and that's a great quality in a department. Being involved in my com-

munity is important to me, I knew then this was a department I wanted to work for."

Pufall is now at the tail end of phase one of the department's four-phase Field Training Program.

As five-year department veteran and Pufall's current Field Training Officer (FTO) Eric Soberg explains, the program is designed to get officers acquainted and comfortable with not only department policy and procedure, but the community as well.

"He's done all the work at NTC to get himself to the point where he knows the basics of law enforcement. Now it's our job as his FTO's to sharpen those basic skills, train him in department procedures and so on; to get him on track to be a City of Merrill Police Officer. Getting to know the community, as well as department staff is a big part of the FTO process," he adds. "We take pride in what Wyatt mentioned in terms of community support; getting out and making those positive contacts in the community is very important to us, even during the FTO process."

Pufall is the third officer to be hired by the Merrill Department since last February, when vacancies opened as a result of staff retirements.



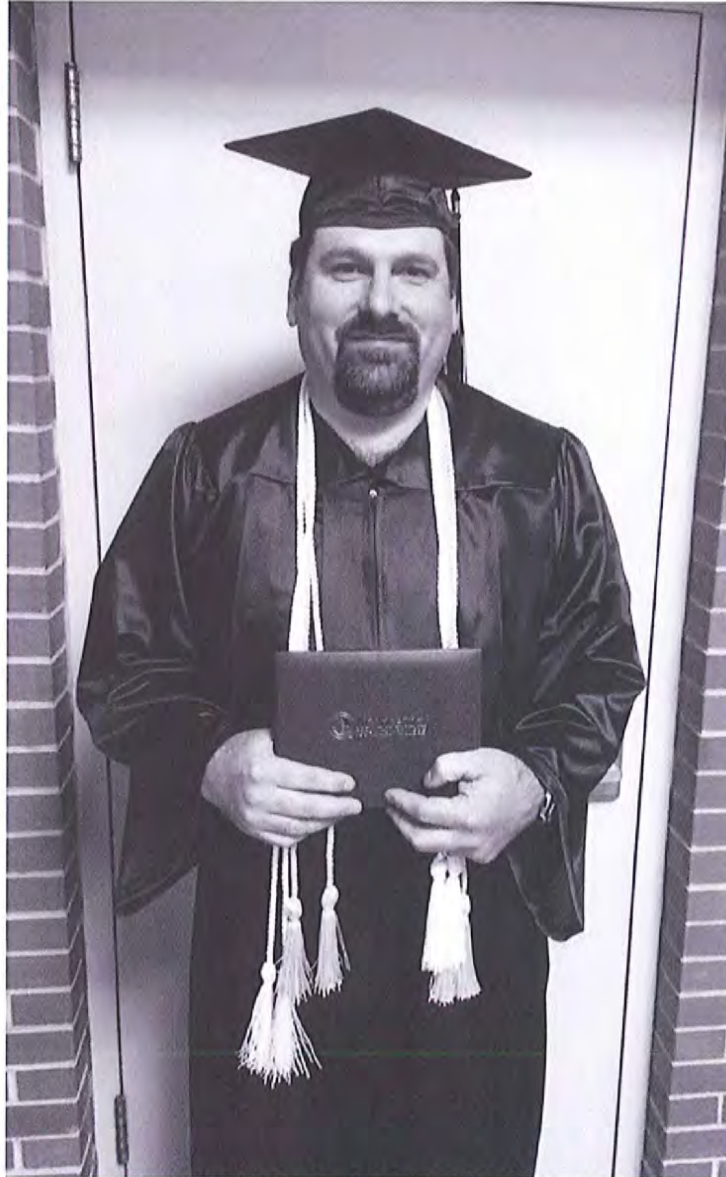
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# Mike Stoiber Graduates From NCTC



Mike Stoiber of Glidden graduated with honors with an Industrial Engineering degree from Northcentral Technical College on May 20, 2017. Mike also received the Outstanding Graduate Award in Engineering for 2017.

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