

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

Tuesday, February 9, 2021
Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401

Teams: [February 9, 2021 NTC Board of Trustees Meeting](#)

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

I. PUBLIC INPUT

- a. Public Comments

II. APPROVAL OF MINUTES

- a. Approval of minutes from January 12, 2021 Board of Trustees Regular Meeting

Motion: That the Northcentral Technical College District Board approve the meeting minutes from the January 12, 2021 Board of Trustees Regular Meeting.

Roll call vote required to approve.

III. ACTION ITEMS

- a. [Approval of 2020-2021 Capital Borrowing](#) – Roxanne Lutgen
Resolution authorizing the borrowing of \$1,500,000; and providing for the issuance and sale of general obligation promissory notes.

Motion: That the Northcentral Technical College District Board approve the borrowing of \$1,500,000 and providing for the issuance and sale of general obligation promissory notes.

Roll call vote required to approve.

- b. [Approval of Fiscal Year 2020-2021 Capital Budget Reallocation](#) – Rob Elliott

Motion: That the Northcentral Technical College District Board approve the reallocation of \$265,000 of the Fiscal Year 2020-21 budget to fund \$130,000 for the Student Services Reconfiguration and \$135,000 for E101/E102 Conference Room Expansion.

Roll call vote required to approve.

- c. [Approval of Strategic Plan 2021-2024](#) – Jeannie Worden + Vicki Jeppesen

Motion: That the Northcentral Technical College District Board approve the Strategic Plan 2021-2024.

Roll call vote required to approve.

IV. CONSENT VOTING AGENDA

- a. Approval of Consent Voting Agenda
 - i. [Receipts + Expenditures](#)
 - ii. [Personnel Changes](#)

Motion: That the Northcentral Technical College Board approve the Consent Voting Agenda including:

- i. Receipts + Expenditures
- ii. Personnel Changes

Roll call vote required to approve.

V. INFORMATION/DISCUSSION

- a. President's Report
 - i. CRRSAA (CARES II) Funding – Roxanne Lutgen + Vicki Jeppesen
 - ii. COVID Vaccines – Marlene Roberts
 - iii. Spring Commencement Planning – Jeannie Worden
 - iv. WorkDay Finance and Human Resources – Chet Strebe
 - v. Legislative Updates
- b. Chairperson's Report
 - i. Spring Board Appointment Update
 - 1. Applications are due Monday, February 15, 2021 by 4 p.m.
 - 2. Appointment Hearing: Monday, March 15, 2021 at 8:30 a.m.
 - ii. Reminder to Complete Statement of Economic Interests (SEI) by 4/30/21
- c. Information
 - i. [Quarterly Dashboard](#)
 - ii. [Advisory Meeting Minutes](#)
 - iii. [Upcoming Meetings + Events](#)
 - iv. [Good News](#)

VI. MEETING ADJOURN

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

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

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

MEETING DATE: February 9, 2021

TOPIC: Authorizing the Borrowing of \$1,500,000; and providing for the Issuance and Sale of General Obligation Promissory Notes

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

INTERPRETATION: To avoid violation of commonly accepted business and professional ethics NTC will follow Wisconsin statute 38.16 "District Tax Levy (2) The district board may borrow money and levy taxes to be used for the purchase or construction of buildings and for additions, enlargements and improvements to buildings and for the acquisition of sites and equipment. In financing activities under this subsection, the district may issue its bonds or promissory notes under ch. 67 to pay the cost thereof."

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

The total capital expenditure of \$12,450,000 was approved at the May 5, 2020 board meeting. The sale of promissory notes of \$1,500,000 will include this authorization at the March 9, 2021 board meeting.

AGENDA CATEGORY:
Voting Agenda (roll call vote)

PROPOSED MOTION:
Move to approve the following resolution: Authorizing the borrowing of \$1,500,000 and providing for the issuance and sale of general obligation promissory notes.

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

Signed Lois A. Wayman

Dated February 9, 2021

RESOLUTION AUTHORIZING THE BORROWING
OF \$1,500,000; AND
PROVIDING FOR THE ISSUANCE AND SALE OF
GENERAL OBLIGATION PROMISSORY NOTES THEREFOR

WHEREAS, it is necessary that funds be raised by the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin (the "District") for the purpose of paying the cost of the District's 2020-21 Capital Budget, to wit: construction of new building space on the Wausau Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); and equipment acquisition, installation and related costs (the "Project"), and there are insufficient funds on hand to pay said costs;

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

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

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

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

Section 2. Sale of the Notes. To evidence such indebtedness, the Chairperson and Secretary-Treasurer are hereby authorized, empowered and directed to make, execute, issue and sell to said purchaser for, on behalf of and in the name of the District, general obligation promissory notes in the principal amount of ONE MILLION FIVE HUNDRED THOUSAND DOLLARS (\$1,500,000) (the "Notes").

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

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

Adopted and recorded this 9th day of February, 2021.

Paul C. Proulx,
Chairperson

Attest:

Charlie Paulson,
Secretary-Treasurer

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

MEETING DATE: February 9, 2021

TOPIC: FY2020-21 Capital Budget Reallocation

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

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

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

DATA/RESULTS: At the March 2020 meeting, the Board approved capital expenditures for FY2020-21. Due to the Covid-19 pandemic, loss of FTE's and awarded grants, the College would like to reallocate these dollars for Student Services Reconfiguration and E101/102 Conference Room Expansion. E101/102 is currently being used by Student Services staff who needed space to accommodate CDC social distancing guidelines. The reconfiguration of student services will allow existing cubicles to be reconfigured for social distancing, increase the number of offices and cubicles needed for new grant positions, and provide privacy at the one-stop to protect student confidentiality required by FERPA regulations. The Student Services Reconfiguration will allow E101/102 conference rooms to be reopened for college events, continuing education, and business training. The Expansion of E101/102 Conference Room project will expand the physical size of the room to allow larger group meetings, both during and after Covid-19 pandemic with the capability for social distancing if necessary. The College is asking the Board for approval to move forward with these two projects exceeding \$50,000,

AGENDA CATEGORY:

- Regular Voting Agenda

PROPOSED MOTION:

Approval to reallocate \$265,000 of the FY2020-21 budget to fund \$130,000 for the Student Services Reconfiguration and \$135,000 for E101/102 Conference Room Expansion.

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

Signed Dr. Lori A. Weyers

Dated February 9, 2021

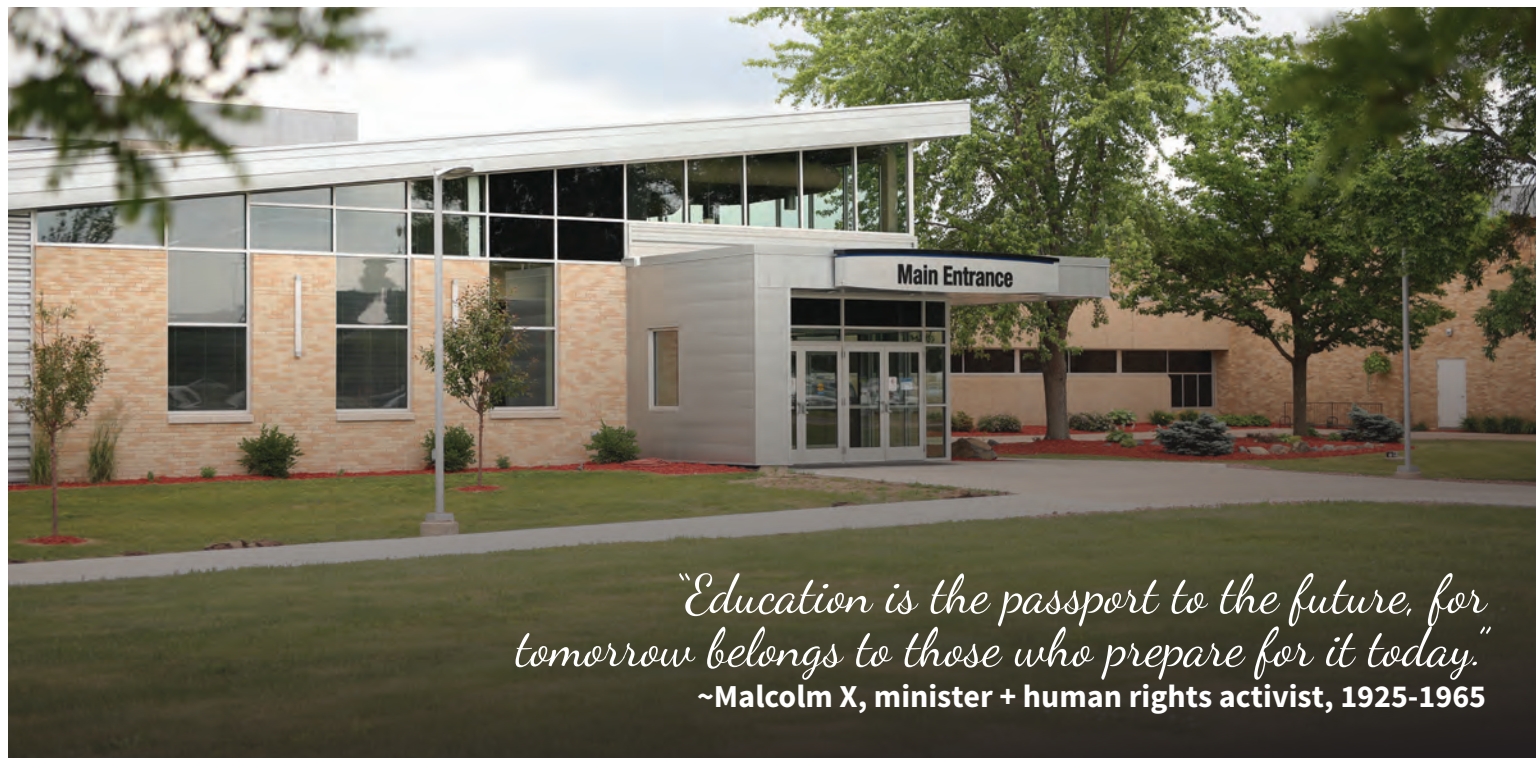


Northcentral
TECHNICAL COLLEGE

Main Entrance

STRATEGIC PLAN

2021-2024



"Education is the passport to the future, for tomorrow belongs to those who prepare for it today."
~Malcolm X, minister + human rights activist, 1925-1965

FOCUSED DIRECTIONS

OUR VISION

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

OUR MISSION

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

OUR CORE BELIEFS & VALUES

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.

ABOUT NTC

- Established in 1912
- Serves all or part of 10 counties over 5,900 sq. miles
- 6 campuses in Wausau, Antigo, Medford, Phillips, Spencer, and Wittenberg
- 3 Centers of Excellence in wood technology, public safety, and agriculture
- 27,000+ individuals received education and training in 2019-2020
- 1,426 students graduated from a WTCS-approved program in 2019-20
- 820 businesses served in 2019-20
- Train essential workers in agriculture, healthcare, business, public safety, automotive, human services, manufacturing, engineering, transportation, public services, and liberal arts
- Accredited by the Higher Learning Commission + program accreditors

EDUCATION 4.0: DIRECTING OUR FUTURE

Cyber-physical systems are changing how industry works, thus affecting skills required by employees. 60% of all occupations will have at least 1/3 of activities automated due to the 4th industrial revolution (Industry 4.0)—manufacturing, healthcare, information technology, agriculture, etc. Industry 4.0 impacts the technical and critical thinking skills needed by the workforce as technology provides constant connection, flexibility, and adaptability and teamwork requires problem solving, social, and process skills.

Education 4.0 is about evolving with the times, and for NTC this means understanding and providing the education and training our learners need to impact businesses and communities.

By aligning teaching and learning methodologies with the evolving skills needed by the workforce, NTC can successfully prepare its learners to support and lead Industry 4.0 initiatives. This includes remote learning, flexibility, accountability, good time management, project-based learning, personalization, and analytics—not only in what is being taught, but also in how it is taught.

“NTC is a key part of the solution to the...region’s most urgent challenge over the next decade: developing a pipeline of skilled workers to support the needs of current and future employers...”

~Greater Wausau region economic development strategic plan, 2019

WE LISTENED TO WHAT YOU TOLD US...

...through listening sessions, surveys, 1-on-1 conversations, group discussions and reviewing others’ strategic plans, as well as through research and data analysis.

- Business + industry
- Chambers of Commerce
- Counties/Cities/Towns
- Wisconsin 2- and 4-year colleges and universities
- Region-wide K12 school districts
- Parents of K12 students
- Associations/organizations
- Workforce development boards
- NTC advisory committees
- NTC students
- NTC staff
- NTC Inclusion Committee
- NTC Board of Trustees

SUMMARY OF FINDINGS

- Our district has strong industries that provide ample jobs and good living wages, many with plans for growth, thus opportunities for NTC graduates are plentiful.
- However, employers struggle to find sufficient numbers of skilled workers to maintain and grow success, therefore hindering business expansion and slowing the attraction of new companies into the area.
- Employers of our learners—traditional college students, incumbent workers, individuals re-careering, and those seeking professional and/or personal development—want them to possess skills that support success in their endeavors in the workforce and their communities: communicating effectively, thinking critically, modeling integrity, respecting diversity.
- Employers—especially small and entrepreneurial businesses—are challenged by the pace of change in technology, trends, and client expectations; they need technical assistance in utilizing existing processes and practices to maximum capacity, exploring new opportunities, and implementing strategies with an up-scaled workforce.
- Our region’s population growth is stagnant; it is not projected to increase substantially over the next five years, a large number of individuals are retiring, and high schools are graduating smaller classes.
- Central Wisconsin has low racial diversity overall; however, many K-12 schools are serving increasingly diverse populations.
- NTC has a growing population of under-resourced learners needing aid and advocacy in pursuing educational and career goals.
- The district’s primary and secondary schools have limited resources and are looking for innovative ways to promote career technical education exploration, offer accelerated and affordable credential attainment for students, and strengthen professional collaboration.
- Our region has insufficient broadband infrastructures for remote learning and working.
- Students, staff, and communities have an increased need for services that support mental health, food insecurity, health + wellness, dependent care, and affordable housing.
- Our students and staff have multiple commitments vying for their time and attention—dependent care, careers, health issues, resources, support systems—and are looking for new opportunities for flexibility, efficiencies, collaborations, and customization.
- NTC students, alum, employees, and partners are proud of their connection to the College.
- Staff, donors, and partners are passionate about providing excellent, quality education and support services to increase student success, economic development, and community vibrancy



TEAM ACTION PLANS AND INDIVIDUAL ACTION PLANS

NTC'S WILDLY IMPORTANT GOALS (WIGs)

NTC adopted three wildly important goals in 2018, goals that all College departments and individuals focus on to affect change through 2022. NTC was the first Wisconsin technical college to embrace and adopt WIGs college-wide, knowing that every employee impacts the College's mission. Staff were trained to implement the 4 disciplines of execution:

1. Focus on the wildly important
2. Act on the lead measures
3. Keep a compelling scoreboard
4. Create a cadence of accountability

These WIGs offer measurable goals that are tracked and shared throughout the year and adjusted as needed. Each team creates, implements, and evaluates Team Action Plans (TAPs) annually that they can influence and align under one or more WIGs. Teams, supervisors, and the College Advancement Team review and analyze TAPs to identify strategies and activities that were successful so promising and best practices can be shared with other programs, departments, and partners. During the 2021-22 academic year, the College will gather quantitative and qualitative data to inform new / renewed WIGs.

WILDLY IMPORTANT GOALS

NTC's WIGs strengthen student success, our workforce, and our infrastructures. The new and enhanced Strategic Directions provide focus for which these WIGs can work to impact our communities. WIGs are monitored and evaluated to determine impact.

WILDLY IMPORTANT GOALS

- Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
- Grow Skilled Workforce: Increase FTEs from 2,799 to 3,058 by 6.30.2022
- Strengthen infrastructure: Streamline College-wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022

Strategic Directions

- Learner success
- Diversity, Equity + Inclusion
- Access
- Collaboration
- Innovation + Growth
- Advocacy

(RE)NEW STRATEGIC DIRECTIONS

The voices, responses, observations, data and research have been analyzed and synthesized into six new/enhanced Strategic Directions to lead NTC in and through the next 2 1/2 years. These Directions are reviewed individually here, but their power is found when woven together with blurred lines and overlapping intention.

The Strategic Directions are deliberately broad in order to support and include the various types of stakeholders NTC collaborates with and serves (accreditors, alum, businesses, communities, donors, employees, funders, government, K16, non-profit organizations, parents, students) through various education and services (academic programs, continuing education, dual credit, professional development, transfer, workforce training) provided through various means (apprenticeships, classes, clinicals, collaboration, conferences, face-to-face, group, hybrid, internships, labs, lectures, one-on-one, online, virtual, workshops, certificates, technical diplomas, associate degrees) by various teams (Learning, Student Services, Facilities, Finance, Human Resources, Information Technology, Marketing + Public Relations, College Advancement, and the NTC Foundation).

These Strategic Directions provide focus for the College's Wildly Important Goals (page 3) so deliberate action can be made by teams and individuals to make a positive impact.

LEARNER SUCCESS:

PROVIDE TIMELY AND RELEVANT EDUCATION, TRAINING, AND SERVICES WITHIN SAFE AND SECURE LEARNING ENVIRONMENTS.

- Relevant programs and training—offer new educational opportunities to meet shifting workforce needs; enhance curriculum to include evolving technical skills and expected success skills; provide training when and where the learning is needed; create seamless matriculation and articulation systems
- Support services—ensure physical and cyber learning environments are secure; increase access to online and face-to-face services that support health and well-being
- Virtual College—provide additional online learning programs; strengthen online advising and tutoring; implement strategies to support technology needs
- Academic excellence—ensure relevancy to industry; deliver high quality curriculum through effective and appropriate and effective methodologies; provide professional development to enhance teaching and services; increase equity and inclusion conversations

DIVERSITY, EQUITY + INCLUSION:

IDENTIFY AND REDUCE OBSTACLES WITHIN LEARNING AND WORKING ENVIRONMENTS, AND ACTIVELY PROMOTE PURPOSEFUL DIVERSITY AWARENESS AND CONVERSATIONS.

- Inclusion Committee—revitalize diversity committee with concrete expectations and autonomy; identify and implement a plan to minimize barriers; lead uncomfortable conversations; strengthen the culture of acceptance; review data and provide a metric for continuous improvement
- Professional development—host offerings that strengthen awareness, provide growth, and open dialogue; reveal relevant opportunities, elevate equity, activate diversity, and lead inclusively
- Culture advancement—ensure curriculum intentionally encourages inclusion and provides opportunities for exploration and discussion; recruit and employ diverse faculty and staff; enroll diverse learners; actively participate in diverse community collaborations

ACCESS:

FOSTER THE ABILITY TO LEARN, TRAIN, AND WORK ANYWHERE AND ANYTIME THROUGH TRAINING, CONNECTION, FLEXIBILITY, AND INNOVATION.

- Technology hubs—implement solutions to the lack of broadband access; create technology hubs within our campuses that promote entrepreneurship, creativity, innovation, and learning; provide easy access and information technology support to learners, partners, and the community; create access to Industry 4.0 smart factories/learning at regional campuses and partner sites
- Learning delivery—expand access to learning during nontraditional times, in nontraditional ways and in nontraditional places; enhance efficiencies and impact of needed face-to-face learning; create learning communities that promote networking and engagement

COLLABORATION:

CREATE, CULTIVATE AND STRENGTHEN INTENTIONAL, MUTUALLY BENEFICIAL PARTNERSHIPS AND PRACTICES.

- Business + industry—Strengthen and increase opportunities for career exploration and on-the-job training through internships, clinicals, apprenticeships, job shadowing and mentoring; ensure curriculum represents relevant application in the workforce; enhance graduation-to-workforce practices; cultivate relationships that support donations of human, financial and material resources and expertise
 - Colleges + universities—Develop and strengthen seamless and beneficial transfer opportunities, awareness, and promotion; create unique collaborations that accelerate degree completion and allow for team-teaching opportunities; share expertise and application
 - Community organizations—Build strategies that align with and support our community partners including chambers of commerce, economic development agencies, non-profits, and others that improve our communities' social health, well-being and overall functioning; participate in community activities to build a multidimensional awareness of regional resources to impact challenges and initiatives; actively discover and implement opportunities to move toward shared goals
 - K12—Increase high school offerings to attract and strengthen the number of students who stay in our communities after graduation to attend college, begin their careers, and or impact their communities; equip K12 faculty and staff with the awareness, knowledge, abilities, tools, and resources needed to promote and provide career information and skills to support employers within our region
-

INNOVATION + GROWTH:

APPLY RESEARCH, IMPLEMENT NEW TECHNOLOGIES, ENCOURAGE CREATIVE INTELLECTUAL EXPLORATION, AND PROVIDE LEADING-EDGE EDUCATION.

- Data-informed decision-making—Broaden and deepen predictive analytics to identify behaviors that put students at risk of not succeeding and implement interventions that increase success; use quantitative data to begin conversations for change, then use qualitative data to deepen and widen awareness and solutions; find gaps between success and challenges, then implement strategies to narrow those gaps; identify and reinforce indicators of success in the classroom and workforce; provide training on the use of and analysis of data
 - Intellect + experience—Tap into the innovative ingenuities of staff, students and partners; identify others who have promising and best practices, learn from them, then customize practices to NTC's culture and communities; embrace and pilot new ideas; encourage informed risk taking
 - Trends to practices—Identify, support, teach, and implement business, industry, social, and cultural trends; evaluate and assess processes and practices for continuous improvement
-

ADVOCACY:

ACTIVELY PROMOTE POLICY AND PRACTICE CHANGES THAT IMPACT EDUCATION.

- Learners—Formalize increased junior status articulation agreements; identify credit for prior learning and experience; ensure non-duplication of learning; offset educational costs
- Infrastructure—Create spaces for learning and growth supported with sufficient technologies; ensure safety and security of cyber and physical spaces; secure appropriate fiscal resources needed to lead and support initiatives; implement plans of action to increase awareness of NTC's services, programs, career opportunities, partnerships, and brand
- College/program accreditation—Align with requirements for excellence; identify changes to align with industry needs; hire staff who promote quality and success
- NTC policies and practices—Reduce barriers and increase impact; ensure cross-training and succession; use technology to increase efficiencies, consistencies, and accountability



"Collaboration strengthens, promotes success and sustainability and launches solutions more quickly with a greater impact."

~Dr. Lori A. Weyers , NTC President

NORTHCENTRAL TECHNICAL COLLEGE

NTC staff take the College's mission and their responsibilities seriously. They are passionate and dedicated to the success of our learners and communities. They are determined, committed, and innovative as they combine personal experiences with professional development to continuously improve strategies to bring about positive change. Although still referenced as a best kept secret, NTC enjoys strong collaborations with partners who equally believe in the power of education as the great social equalizer.

We are the College that cares.

EVALUATION + ANALYSIS

NTC practices continuous assessment and improvement. An evaluation and analysis of the successes and challenges of the work implemented toward the College's Strategic Directions and Wildly Important Goals will be presented to the Executive Leadership Team and Board of Trustees annually; a Board Dashboard will be created and adopted through 2023 to track and report data important to transparency and accountability; and the Strategic Plan for 2021-2024 will be reviewed twice a year by the Executive Leadership Team in order to ensure it remains nimble, proactive, and responsive to changing/shifting economies, environments, trends, and needs. Best and promising practices will be shared with staff, advisory committees, donors, and external partners in order to broaden impact.

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

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

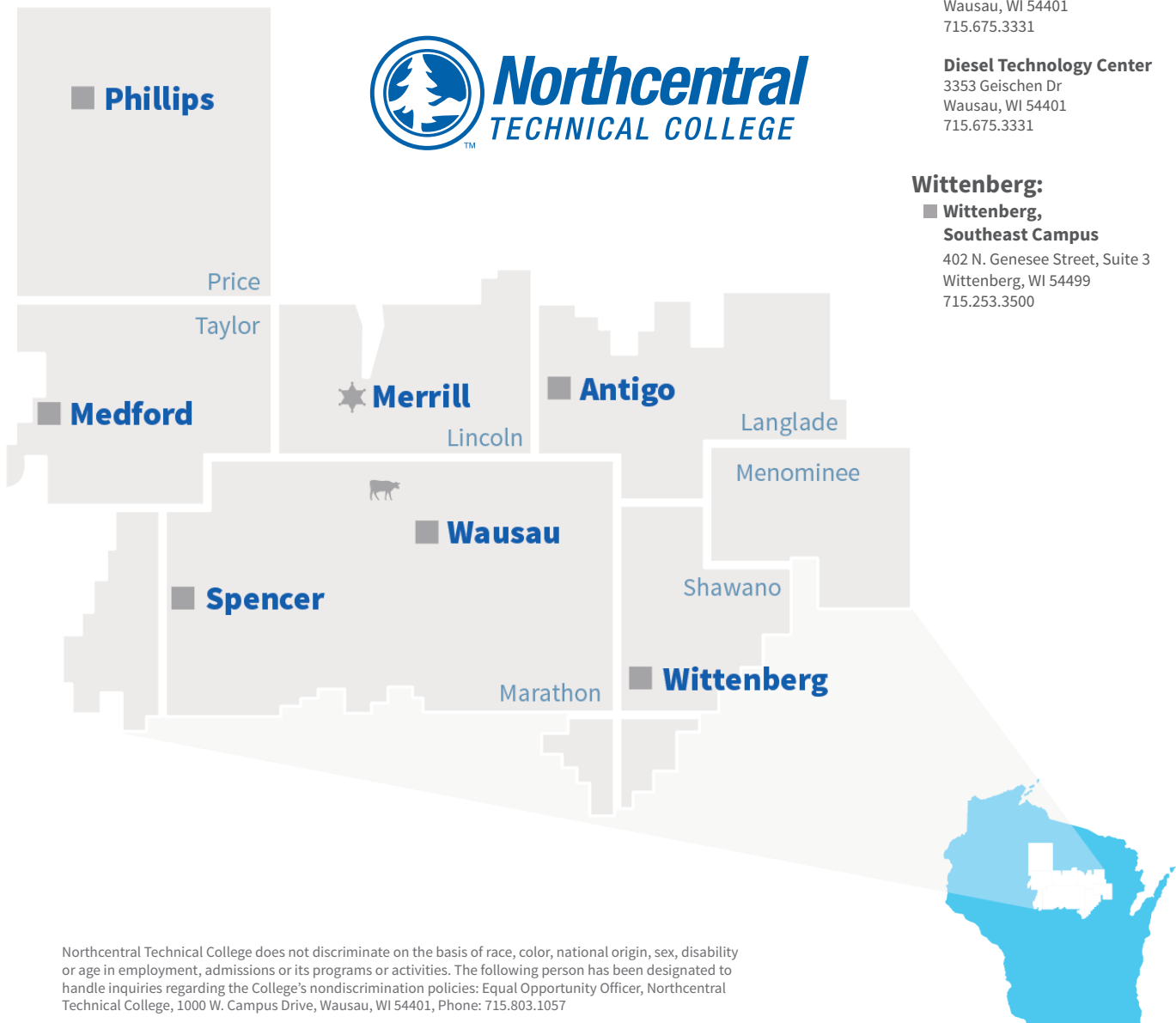
Diesel Technology Center

3353 Geischen Dr
Wausau, WI 54401
715.675.3331

Wittenberg:

■ Wittenberg, Southeast Campus

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



Northcentral Technical College does not discriminate on the basis of race, color, national origin, sex, disability or age in employment, admissions or its programs or activities. The following person has been designated to handle inquiries regarding the College's nondiscrimination policies: Equal Opportunity Officer, Northcentral Technical College, 1000 W. Campus Drive, Wausau, WI 54401, Phone: 715.803.1057

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

MEETING DATE: February 9, 2021

TOPIC: Receipts & Expenditures

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

INTERPRETATION: To avoid *violation of commonly accepted business and professional ethics* NTC will follow Wisconsin statute 38.12 **District Board Duties (2)** “...All expenditures exceeding \$2500 shall be approved by the district board.” Also, in compliance with Wisconsin statute 38.12(4) District board duties, “The publication proceedings shall include a statement of receipts and expenditures in the aggregate.”

DATA/RESULTS: The following Status of Funds listing receipts and expenditures including operating transfers in the aggregate is included for informational purposes as of December 31, 2020.

YTD Fund 1 – 7 Revenues: \$54,871,331.94

YTD Fund 1 – 7 Expenses: \$44,164,614.59

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

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

Signed Lois A. Wayne

Dated 2/9/2021

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

MEETING DATE: February 9, 2021

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. Jacquelynn Bell – IT Help Desk Technician
2. Ashley Evans – Career Coach
3. Sarah Goetsch – Nursing Faculty
4. Shane Heilmann – Dean of Public Safety
5. Tony Her – Assistant Director of Security (LTE)
6. Jamie Meyer – Assistant Campus Store Manager
7. Eric Ostrowski – IT Help Desk Technician
8. Peggy Wilke – Executive Assistant to the AVP of Marketing & the VP of College Advancement

Resignations:

1. Rachel Alwin – Learning Coordinator
2. Kelly Timmerman – Library Services Technician

Position Eliminations:

None

Retirement:

1. Kathryn Semling – Nursing Faculty

AGENDA CATEGORY:

Consent Agenda

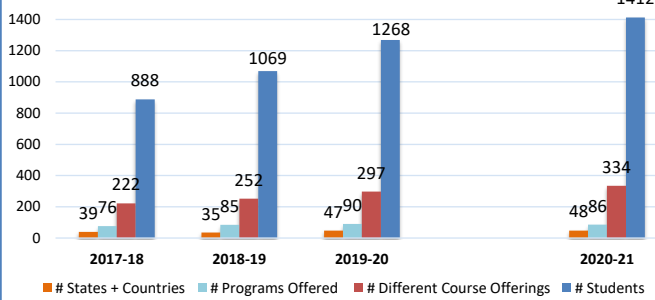
PROPOSED MOTION:

(Motion is included with consent agenda.)

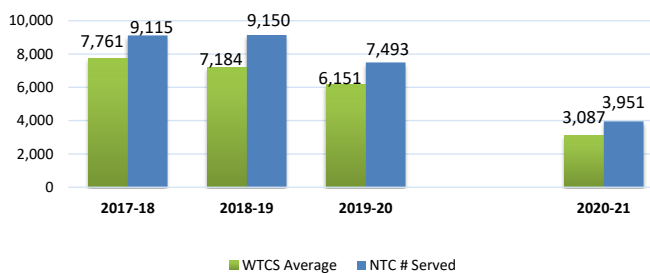
CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed Loi A. Wayne

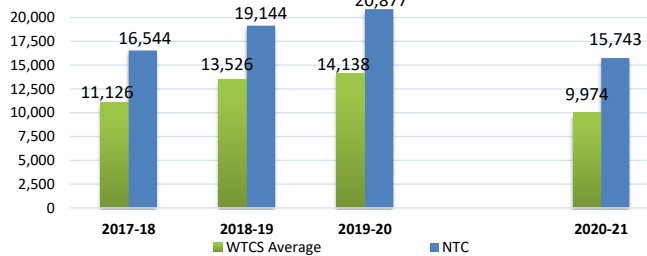
Dated 2/9/2021

NTC Strategic Direction: Growth & Innovation
Virtual College

Virtual College COVID-19 Strategies and Adjustments:

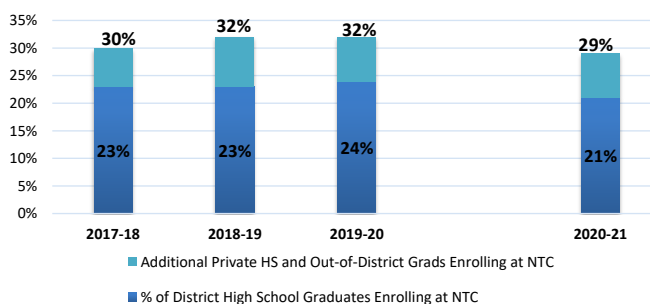
- Instructors implemented new technology, such as GoReact and audio/video feedback to increase student engagement
- Web conferencing (Zoom) is frequently being utilized for Student Connect Time, etc.
- Additional flexibility was offered to students to complete assignments/courses in Spring 2020 and Fall 2020
- Virtual College students and courses both exceed the year-end numbers from 2019-20. While this may be partially due to COVID-19, the data reflected is only for students who specifically chose to enroll in a Virtual College Program (not just those in Online courses).

Continuing Education Students

Continuing Education COVID-19 Strategies and Adjustments:

- NTC's Workforce Training and Professional Development team continues to expand and modify its offerings to connect with employees at local businesses. Offerings now include remote options such as webinars.
- NTC Connect: Offerings have in-person, livestream and on-demand recordings available
- Over 100 new course offerings
- Growth in virtual conferences: Over 90% of Professional Development offerings are virtual due to companies not allowing employees to go off-site for training
- New Virtual On Demand Training Center

NTC Strategic Direction: Strategic Partnerships and Outcomes Based Funding Criterion #6 (Dual Credit Enrollments), Criterion #7 (Workforce Training), and Criterion #10 (Credit for Prior Learning)
High School Dual Enrollment Credits Attempted (OBF #6)

High School Dual Enrollment COVID-19 Strategies and Adjustments:

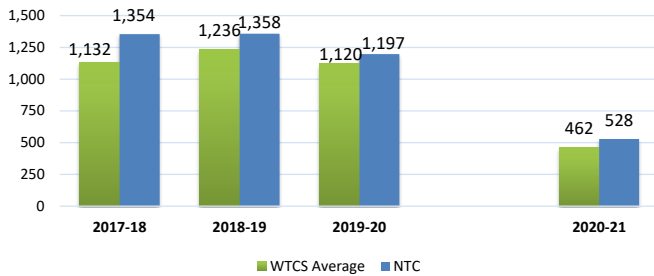
- NTC is engaging in new ways with area high schools and their students. Virtual tours are an example of how students can connect with NTC without needing to set foot on campus.
- NTC communicates regularly with Dual Credit teachers and students
- NTC is flexible with Dual Credit teachers and continues to train them; NTC Faculty Mentors reach out to and work with high school teachers
- Dual Enrollment students are now enrolled in classes virtually, via Zoom, via paper rosters, and via e-mail

High School Grad Direct Transition to NTC

High School Grad Direct Transition COVID-19 Strategies and Adjustments:

- Outreach strategies include: sending birthday cards to accepted high school applicants, sending personal notes to high school applicants upon application, sending Promise/Scholarship info, Scholarship Zoom workshops, quarterly Parent Connection Newsletter, and Health Petition videos
- The following events are planned: Virtual Signing Day (2/1), VIP Registration (3/29-4/30), Summer Bridge Programming
- NTC is engaging with High School Ambassadors, who promote NTC at their school when Career Coaches cannot get in

2020-21 DRAFT NTC Board of Trustees Dashboard, Continued

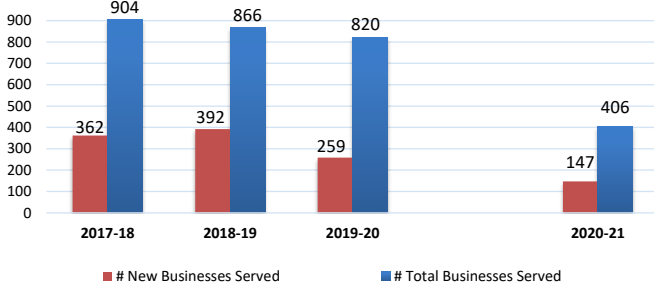
High Demand Diplomas and Degrees Awarded (OBF #2)



High Demand Diplomas and Degrees COVID-19 Strategies and Adjustments:

- Many high demand program areas require face-to-face learning, such as clinicals and labs. NTC has opened on-campus learning for these programs so students can graduate on time.
- Virtual tutoring is now available as a consistent service to NTC students, and group sessions and workshops are provided via Zoom to increase access
- Academic Coaches proactively reached out to students with course extensions as needed, helping students to complete program requirements
- Expanded mental health services: More hours available, virtually or in-person at Peaceful Solutions
- Advising strategies: Case management of students 75% or more complete with program, mandatory advising, predictive analytics

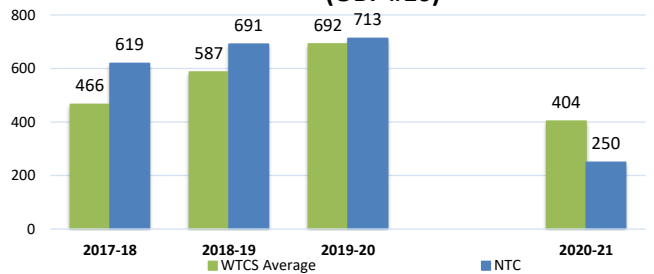
Businesses Served



Businesses Served COVID-19 Strategies and Adjustments:

- New safety guidelines and restrictions prevent NTC from delivering instruction and training services at some local businesses.
- Customer survey sent and analyzed to determine current and future training needs. While many respondents said they would like to attend in-person trainings, most respondents preferred that there was a virtual/online option available. Will use information on preferred topics to develop future offerings.
- Improved LinkedIn presence with over 12,600 impressions last quarter
- Expansion of Move to Manufacturing to over 70 area manufacturers
- Over \$600,000 in WAT and DOL grants for Spring 2021

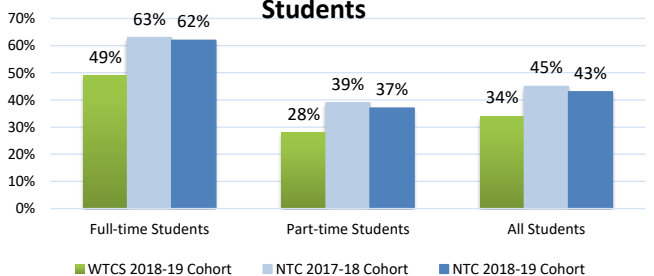
Credit for Prior Learning - # Credits Awarded (OBF #10)



Credit for Prior Learning COVID-19 Strategies and Adjustments:

- Moved all CPL assessments that can be done off campus into Canvas so students can complete online or off-campus. Two-thirds of all CPL assessments can be completed without coming to campus.
- Joined Transferology network in 2019-20, which allows students to view transfer equivalencies and nationally-accepted exams. Veterans can view military training accepted for credit at NTC through this network.
- CPL is down for essential workers. Typically NTC grants work experience credit to LPNs and Paramedics coming into the Nursing program. This year, none of these students are returning to school at NTC.
- Strategies: Increasing follow-up with students who inquire about CPL, Marketing to target populations, partnering with Workforce Training + PD

3 Year Graduation Rate - All Program Students



Graduation Rate COVID-19 Strategies and Adjustments:

- Academic Excellence built a Virtual Faculty Innovation Center for faculty to share best practices and connect with one another.
- NTC's Regional teams each created a list of community and campus resources available in the local area and distributed to students. Guides are housed on the NTC website and are updated and sent to students at the beginning of each semester
- In Fall 2020, 69% of NTC program students were part-time, which is consistent with Spring 2020 (70%)
- Advising strategies: Encourage enrollment in 2nd 8 week and VC courses after start of semester, partnership with NTC Foundation to streamline application for laptops

Advisory Committee Meeting Minutes

Electromechanical Technology & Automation Systems Technology



10th December 2020 | 3:00pm to 5:00pm | Zoom Meeting

Electromechanical/Automation Systems Advisory Committee Meeting Minutes Summary

NTC Board of Trustees

Date: 12/10/2020

Time: 3:00 p.m. – 5:00 p.m.

Location: Zoom

Meeting Attendees

Industry Members: Scott Bouchard (Creative Automation, Inc.), Michael DeBroux (Greenheck Fan Corporation), Robert Fromm (Northwest Petroleum Service), Brady Hoes (Loos Machine & Automation, LLC), Jim King (Greenheck Fan Corporation), Ryan LaSee (All Metal Stamping, Inc.), Greg Mattmiller (Wausau Tile), Brandon Rindfleisch (A&B Process Systems Corporation)

NTC Members: Iain Cameron (Dean, ScEAM), Brad Gast (Dean, WD&PT), Tim Fetting (Associate Dean, ScEAM), Bonnie Osness (Dir. Accreditation & Career Pathways), Sara Bartelt (Associate Dean, SoBCS & VC), Bryan Schroder (faculty), John Menard (faculty), Jim Buck (faculty), Dustin VanDeWeerd (faculty), Mike Rhyner (faculty), Frank Fernandes (Physics faculty)

Other: Jessica Benton (Recorder)

Workforce Training and Professional Development initiatives

- WT&PD Overview: Brad Gast (Dean, Workforce Training & Professional Development) expressed his team's gratitude in working with many of the organizations present, either through customized training or professional development services. He shared that NTC was awarded about \$600,000 in Workforce Advancement Training grants. If your organization is seeking customized training, consulting services, technical assistance, and/or professional development, please reach out to Brad at gast@ntc.edu.
- Training & Services: The WT&PD team has shifted their model to deliver the majority of its training virtually. However, WT&PD will deliver hands-on training, where necessary, to meet client needs (i.e. welding). The team has adapted, including modality options (in-person, hybrid, 100% online), providing maximum flexibility to deliver high quality content. Further, it was shared that NTC plans to open its Conference Center and begin hosting live/in-person events as of June 1, 2021. Finally, the advisory committee was informed that Apprenticeship now falls under the WT&PD umbrella. This means that manufacturing organizations have the ability to seek out the WT&PD team with all their training needs.

Competency-Based Education: Sara Bartelt/Bonnie Osness

At Northcentral Technical College, competency-based education (CBE) is an approach to designing, developing, and delivering curricula and instruction where:

- High-level learning expectations are held constant for all students
- Students demonstrate proficiency of targeted learning through authentic assessments

Advisory Committee Meeting Minutes

Electromechanical Technology & Automation Systems Technology



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- The learning experience is tailored to meet the individual needs of each student

The Elements of CBE Framework:

- College Commitment and Capacity
- Competencies
- Program Design
- Assessment
- Student Experience
- External Partners
- Transparency
- Continuous Improvement

Benefits to moving to CBE:

- Flexibility – learning is constant/time is the variable, supports part-time students and returning adults
- Student-centered pathway to credentials – supports student completion
- Aligns with micro-learning – targeted competency attainment
- Supports business need – flexibility and affordability of adding a single student from industry to a CBE module/open lab offering
- Future trend of higher education – increasing number of colleges nation-wide offer CBE

CBE Program Layout

- One identified competency per course
- Authentic assessments directly measure competency attainment
- Online learning modules and flexible in-person labs
- Grading scale:
 - A = Superiorly Met
 - B = Proficiently Met
 - F = Not Yet Met
- Competency Transcript along with Traditional Transcript

An example of what a Competency & Assessment document would look like was shared via PowerPoint.

Student Support in CBE

- Dedicated Case Management by a student Success Advisor
- Substantive Faculty Interaction
- Instructional Assistant
- Personalized Education Plan (PEP)
- Competency Transcript

It was asked whether the CBE modality would change or have any impact on transferability to four-year colleges. The presenters shared that student transcripts will continue to be accepted the same as traditional transcripts.

Advisory Committee Meeting Minutes

Electromechanical Technology & Automation Systems Technology



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It was asked how students were developing Success Skills when they work independently in this format. The presenters explained that within each CBE course Success Skills are fully integrated in the curriculum.

Student Video Presentations – Automation and Electromechanical final projects

Due to the unusual circumstances due to COVID19, the traditional viewing of student final projects was cancelled. To give employers a glimpse of what students developed, videos were taken and shared.

- Automation – Mike Rhyner: <https://youtu.be/8HrxFbJMULo>
- Electromechanical – Dustin VanDeWeerd: <https://youtu.be/H8AlAOvJqEo>

Feedback for videos was very positive. Dustin further explained the success of allowing learners to pursue internship opportunities rather than complete a final project. He reported that students were working on Success Skills while in industry, further enhancing their academic growth. He named a couple of partners that have agreed to be internship sites. If any organization is interested in becoming an internship site, please contact Dustin at vandeweerd@ntc.edu.

NTC College-Wide Updates

A PowerPoint presentation was shared with the committee. Key point include NTC's Wildly Important Goals (WIGs).

- Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
- Grow the Skilled Workforce: Increase full time enrollments from 2,700 to 3,058 by 6.30.2022
- Strengthen Infrastructure: Streamline College-Wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022

Additionally, it was shared how NTC addressed the COVID 19 disruption to meet the needs of the Spring 2020 learners. Despite the disruption, 85% of students completed 8-week courses and 83% completed 16-week courses. Faculty worked individually with students to ensure maximum opportunity for program progress and completion. At the conclusion of the academic year, NTC's performed among the top 50% of the 16 Wisconsin Technical Colleges, meaning NTC will receive \$178,729 MORE than was received in the 2019-2020 fiscal year (an increase of 10%). Further, NTC's plan to continue to deliver program content through the fall term was discussed, including the multiple modalities used to meet learner needs.

NTC launched several new programs, including: Business Operations, Civil Engineering Technology, Crop Scout, Early Childhood Teacher, Human Resources, Hospitality Specialist, Law Enforcement in the 21st Century, Liberal Arts Transfer, Paralegal, Supply Chain Specialist and Veterinary Technician.

The Presidents of the 16 technical colleges are committed toward growing equity and inclusion and are committed to: Sustained conversations on systemic racism and policy reform, Focus on equity in student access and success, Use data to close equity gaps, Review hiring and retention policies, and Increase transparency.

NTC is moving from the 7 Soft Skills (Communicate Effectively, Think Critically and Creatively, Demonstrate Integrity, Develop Global Awareness, Act Responsibility, Work Productively, Work Cooperatively) to 4 Success

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Electromechanical Technology & Automation Systems Technology



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Skills (Communicates Effectively, Thinks Critically, Models Integrity, Respects Diversity). All aspects of the original Soft Skills will be integrated within the new Success Skills.

NTC continues to support learners during the challenging and uncertain times. Resources available include: Timberwolf Table, Peaceful Solutions Counseling, Timberwolf Learning Commons, CARES Act direct student funding, "It's In Our Jeans" employee giving campaign, Student Scholarships

Instructional Area / Program Updates

Fall 2020 Enrollment Information	Electromechanical Technology 68 Total Students*	Industrial Electronics & Maintenance Technician 14 Total Students*	Automation Systems Technology 29 Total Students*
First Semester	33	11	9
Second Semester	11	7	16
Third Semester	26	n/a	15
Fourth Semester	15	n/a	12

Some students are taking courses in different semesters. The asterisk () represents unduplicated headcount.

**Flex Lab data: There are 158 students from a variety of programs enrolled in one or more of the 40 courses offered in the Self-Paced format (duplicated headcount).

Facilities and Equipment

- Industry 4.0/Smart Manufacturing Addition: Industry 4.0 describes a fourth Industrial Revolution that involves generating Big Data. The data is compiled and analytics may be performed on production lines. For example, preventative maintenance. A company can have sensors constantly checking the wear on parts and will automatically order the part prior to it failing. Another example is Smart Manufacturing or Lights-Out Manufacturing. Theoretically, when the workforce leaves for the day, the production line continues to produce. On a small scale, 3D printers can run continuously; Industry 4.0 would take that concept and apply it to the whole manufacturing system. To effectively pursue Industry 4.0, NTC will be building an Advanced Manufacturing Lab off of the Electromechanical and Automated Systems learning area. Industry partners have shown interest in adding automation and smart manufacturing to their organization.

Program and Curriculum Modification Discussion

- NTC is seeking approval for the Automation Systems program to replace Industrial Motors 1 with the new course SCADA 2.
 - Course Description: Upon completion of this course, students should be able to organize and develop FactoryTalk View Site Edition (SE) network/server-based application. During class, students will have the opportunity to practice the skills needed to create/build graphic displays, trend charts and data logs. Students will learn how to configure alarms and security, trend data, and test their application using FactoryTalk View SE Client. This course is a continuation of SCADA 1

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Electromechanical Technology & Automation Systems Technology



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- Justification: Students need more time to truly dive deep and master software packages. This will grant students additional time to improve proficiency.
- ***After extensive discussion, the advisory committee approved this program modification.***

Industry Trends

- Jim King (Greenheck): He stated that 2020 had seen many ups and downs. He shared that some industry experts are speculating that the markets are going to quickly decline and business will falter. Greenheck has yet to experience this. The organization is being cautiously optimistic. Since the pandemic started, maintenance has been working seven days a week and the majority of Greenheck's business units at the Schofield campus and the regionals have been working six days a week. To date, they have not experience a decline in business, unlike other sectors, nationally and internationally. The pandemic has created unique challenges as the organization continues to build products to meet customer demand, all while maintaining a safe work environment. Greenheck hired a Director of Automation. He oversees the Machine Development Center. Currently, there are 10 proposed automated projects over the next 12 months, all including robotics or the integration of robotics. Greenheck hopes to hire two Automation and Control Technicians in 2021.
- Scott Bouchard (Creative Automation): With the pandemic, automation is becoming very popular as it helps to keep people a safe distance apart. They, too, are very busy. The biggest hurdle has been trying to install equipment because customers have numerous policies in place. For example, if you arrive via an airplane, you need to quarantine for 14 days prior to the client allowing you onsite. Business continues to trend upwards. Creative Automation is in the unique position of declining contracts because the company is unable to meet the client's deadline. They will be looking to replace retiring employees in the near future.
- Greg Mattmiller (Wausau Tile): At the beginning of the pandemic, business slowed. Despite this, Wausau Tile continues to be busy with steady production. Within the last three months, Wausau Tile had sent out several bids. He believes their steady workflow was due to ongoing projects that needed to be finished. Another challenge was personnel management/logistics to ensure the safety of 234 employees that have to stand next to one another while working. Over the course of the pandemic, they have sent 1010 employees home to quarantine. Their business forecast is positive despite not having a number of signed contracts returned. As far as new hires are concerned, despite wanting to hire a few new employees, they are maintaining a holding pattern until the pandemic is resolved.
- Brady Hoes (Loos Machine & Automation): Company makes custom food-grade equipment and integrated systems from standalone equipment to large, high production systems. At the beginning of 2020, Loos Machine & Automation had a large backlog of contracts to fulfill. When COVID hit, there was a big shift in food service and retail. Their clients are approximately 50% natural producers/organic producers. The other 50% focuses on the retail and shelf stable products. The company hasn't experienced any slowdown. In addition to normal growth, they're adding more

Advisory Committee Meeting Minutes

Electromechanical Technology & Automation Systems Technology



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revenue streams to diversify themselves. Finally, they are investigating purchasing another building to house their office administration, engineering, R&D and training.

- Brandon Rindfleisch (A & B Process Systems): Company is a custom stainless steel manufacturer. They predominantly work with Food and pharmaceutical industries. Throughout 2020, business has been steady. As a whole, they continue to be busy, despite the additional COVID restrictions. It was shared that half of the automation team works remotely.
- Bob Fromm (Northwest Petroleum Service): NPS was considered an essential business because they provide fuel. The fuel industry is extremely diverse – from local gas stations to hospital helicopter fueling pads and airports. NPS has had its biggest year in 2020 and have backlogged projects lined up for 2021, some driven by state and federal mandates. To address pay-at-pump without having to touch the keys or the touch screen, they will be working with Apple Pay/Google Pay mobile tap options and key-fobs. NPS is embracing industry 4.0 in its integration of technology, including creating electric charging stations for local gas stations.
- Mike DeBroux (Greenheck): He is part of the Machine Development Center. Greenheck has been focusing tremendous energies in automating processes within their numerous factories (Schofield, California, Kentucky, Oklahoma, and North Carolina). The key is ensuring that any project that is automated within Greenheck has a return on investment. Without justification, there is no forward momentum on automation. However, it's becoming increasingly difficult to find and retain employees. This is causing a shift when considering whether automating something brings value to processes onsite.

Other Business

- Starting in 2021, the School of Engineering & Advanced Manufacturing (ScEAM) will send a short survey via email to advisory committee members prior to the next meeting to gather data on industry forecasting, new technologies anticipated and/or adopted, employment opportunities and/or organizational changes. Once compiled, NTC will present the data as a conglomerate, rather than looking at the individual. This will give a big-picture view of what's happening in industry and within our communities.
- Additionally, ScEAM would like to explore membership, terms, and the opportunity to rotate new representatives from represented organizations. Should any member know of individuals or colleagues from different organizations that may have an interest in participating on the advisory committee, please contact Tim at fetting@ntc.edu or Iain at cameron@ntc.edu.
- Finally, ScEAM would like the committee chairs to take a more active role conducting and presenting at meetings. To further discuss how this position may evolve, please contact Tim at fetting@ntc.edu or Iain at cameron@ntc.edu.

Next Meeting Details and Suggestions

The next meeting will be tentatively scheduled sometime between mid-May and will be conducted virtually.

Welding Technology

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 12/15/2020

Time: 3:00 p.m. – 5:00 p.m.

Location: Zoom

Meeting Attendees

Industry Members:

- Darren Wild – Agra Industries
- Jesse Richardson – Agra Industries
- Chris Brooks – Imperial Industries
- Brad Miler – Merrill Steel
- Matt Ohrt – Merrill Steel
- Terry Brown – County Materials

NTC Team:

- Iain Cameron – Dean
- Tim Fetting – Associate Dean
- Adam Zogata – Faculty
- Veronica Hope – Faculty
- Dan Grabko – Faculty
- Robert Leafblad – Faculty
- Susan Clark – Administrative Assistant

Other:

- Brad Gast – Dean, Workforce Training & Professional Development

NTC College-Wide Updates

- Iain Cameron presented the committee with college wide updates and goals for upcoming year. These included:
 - Students successfully finished spring semester courses.
 - We are following CDC guidelines and have safety protocols in place.
 - We have consolidated our Soft Skills into four categories including communicating effectively, thinking critically, modeling integrity and respecting diversity. They have been renamed Success Skills.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



15th December 2020 | 3:00pm to 5:00pm | Zoom Meeting

- The College goals for this year include increasing student success, growing the skilled workforce and strengthening our infrastructure.

Instructional Area / Program Updates

• Program Enrollment

- 84 total students are enrolled in the welding programs
- 30 students are in the Wausau technical diploma program
- 7 students are in Wausau associate degree program
- 19 students are in the Wausau flex or night classes
- 9 students are in the Antigo evening classes
- 16 students are in the High School Welding Academy in Phillips
- 3 students are in the Phillips evening classes

• Program Information Update

- Dan Grabko and Veronica Hope updated the committee on how the program has been progressing. Both Dan and Vern shared that they have excellent groups. All the students seem to be engaged and they all are doing a great job in completing their work.
- Iain stated that we will be working on a refresh for the program and the committee will be included in any decisions we will be making in the future.

• Industry Trends:

- Terry Brown, County Materials, shared that County Materials acquired a concrete parking structure plant in Illinois. County Materials is hiring as needed and moving people around within the company. They are trying to use a grass roots approach to hiring millennials, high school grads and tech school grads. They are offering internships for the upcoming year and implementing sign on bonuses.
- Chris Brooks, Imperial Industries, stated that they are very busy and working ten hour days and Saturdays. Business is really good. They are always looking for reliable workers.
- Brad Miller, Merrill Steel, said that 2020 has been an interesting year. Covid has affected worksites and the ability to get materials. They are looking forward to 2021 with the acquisition of some large projects.
- Matt Ohrt, Merrill Steel, shared that Merrill Steel has a backlog that will take them into 2021. They have hired an Employee Relations person to help in the shop and with employee performance reviews. Merrill Steel is doing a lot with employee healthcare having received state and national recognition in this area. Matt is very optimistic about next year's outlook.
- Darren Wild, Agra Industries, has been ramping up business by having employees work ten hour shifts. Agra has been hiring employees steady over the past months and they are always looking for good welders. The Youth Apprenticeship program has been a successful partnership with Agra.

• Facilities and Equipment

- We do not have a large amount set aside for capital investment in the Welding area. We have funds earmarked for new machines primarily at the Phillips Campus. We renewed our partnership with

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



15th December 2020 | 3:00pm to 5:00pm | Zoom Meeting

Miller for another three years to insure we have good equipment in our labs. We will investigate augmented reality and Industry 4.0 as it pertains to the welding area.

- We are embarking on an addition to the EM automation lab for Smart Manufacturing. We integrate these ideas into our Manufacturing Engineering Technology program and Automation Technology programs as well as Welding and Machine Tool programs in the future. We are hoping to integrate a robotic welding cell as part of this program. We anticipate that a project would be designed by a Mechanical Design student, constructed by the Machine Tool and Welding programs and then put on a manufacturing line using automation equipment to give students experience in the “lights-out manufacturing” that can be accomplished with automation.

- **Workforce Training and Professional Development Update**

- The committee was informed that the Workforce Training and Professional Development division, previously Business & Industry, can provide companies any training or professional development that their workforce may require. The professional development part of his division can provide training for any licensure or certification requirements a business may have. The contact information for Brad Gast was shared with the committee.

Program and Curriculum Modification Discussion

- Iain reviewed the Welding curriculum that is currently being offered including the technical diplomas and associate degree. A course has been added to the requirements entitled College 101 designed to help learners achieve greater personal, academic and professional success.

- **10-442- MANUFACTURING ENGINEERING TECHNOLOGY**

- Rename 10-442-187, Gas Metal Arc Welding 5: Stainless to Gas Metal Arc Welding 5: Stainless and Aluminum.
 - The advisory committee supports this change.
- Rename 10-442-188, Gas Metal Arc Welding 6: Aluminum to Gas Metal Arc Welding 6: Sheet Metal.
 - The advisory committee supports this change.
- Remove 10-606-133, Solidworks 1, from semester one of the Technical Diploma and Associate Degree; move to semester 3 of the Associate Degree.
 - The advisory committee supports this change.
- Add 10-442-202, Welding Technique Exploration, to semester one curriculum for the Technical Diploma and Associate Degree.
 - The advisory committee supports this change.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



15th December 2020 | 3:00pm to 5:00pm | Zoom Meeting

- Add and “OR” to 31-804-305, Applied Mathematics, with the choice of College Math in the Technical Diploma.
 - The advisory committee supports this change.

No other program changes were shared at this time.

Next Meeting Details and Suggestions

Iain shared information on the spring 2021 advisory committee meeting that will take place in early April or late May of 2021. We plan to maintain the virtual format for this meeting unless circumstances change. We are making a format change to the advisory committee meeting starting with the spring 2021 meeting. Industry Trends will be gathered using a survey completed by advisory committee members 4-6 weeks prior to the meeting. We would like members to share information on forecasting, technology, growth and organizational changes relative to their company. We will be looking at term information with the hope of rotating our industry partners on the committee. Committee chairpersons will be asked to take a more active role if they are able to do so.

Wood Sciences Advisory Committee Meeting Minutes Summary

NTC Board of Trustees

Date: 12/17/2020

Time: 3:00 p.m. – 5:00 p.m.

Location: Zoom

Meeting Attendees

Industry Members: Troy Brown (Kretz Lumber Company Inc.), Jeffrey De Lonay (Kolbe & Kolbe Millwork Co., Inc.), Scott Fletcher (Central WI Woodworking Corp), T.J. Morice (TNT Ventures LLC), Ben Zelazoski (Zelazoski Wood Products)

NTC Members: Iain Cameron (Dean, ScEAM), Travis Allen (Faculty), Brad Gast (Dean, WT&PD), Tim Fetting (Associate Dean, ScEAM)

Other: Jessica Benton (Recorder)

NTC College-Wide Updates

A PowerPoint presentation was shared with the committee. Key points include NTC's Wildly Important Goals (WIGs).

- Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
- Grow the Skilled Workforce: Increase full time enrollments from 2,700 to 3,058 by 6.30.2022
- Strengthen Infrastructure: Streamline College-Wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022

Additionally, it was shared how NTC addressed the COVID19 disruption to meet the needs of the Spring 2020 learners. Despite the disruption, 85% of students completed 8-week courses and 83% completed 16-week courses. Faculty worked individually with students to ensure maximum opportunity for program progress and completion. At the conclusion of the academic year, NTC's performed among the top 50% of the 16 Wisconsin Technical Colleges, meaning NTC will receive \$178,729 MORE than was received in the 2019-2020 fiscal year (an increase of 10%). Further, NTC's plan to continue to deliver program content through the fall term was discussed, including the multiple modalities used to meet learner needs.

NTC was proactive, including the Woods program, by condensing the semester offerings from 16 weeks to 12 weeks in anticipation of additional waves of COVID19. This included increasing course meeting times. Thanks to the flexibility of faculty and staff, NTC was able to get through the semester safely.

The Presidents of the 16 technical colleges are committed toward growing equity and inclusion and are committed to:

- Sustained conversations on systemic racism and policy reform
- Focus on equity in student access and success
- Use data to close equity gaps

Advisory Committee Meeting Minutes

Wood Sciences

17th December 2020 | 3:00pm to 5:00pm | Zoom Meeting



- Review hiring and retention policies
- Increase transparency

The WTCS will be announcing budget cuts. Presently, it is unknown how drastic these cuts will be. In anticipation of this, NTC has developed a lean, balanced budget to endure the challenging financial circumstances. NTC continues to work with district stakeholders to provide PPE and other protective measures to create a safe environment for NTC staff and learners.

NTC is moving from the 7 Soft Skills (Communicate Effectively, Think Critically and Creatively, Demonstrate Integrity, Develop Global Awareness, Act Responsibility, Work Productively, Work Cooperatively) to 4 Success Skills (Communicates Effectively, Thinks Critically, Models Integrity, Respects Diversity). All aspects of the original Soft Skills will be integrated within the new Success Skills.

NTC continues to support learners during the challenging and uncertain times. Resources available include: Timberwolf Table, Peaceful Solutions Counseling, Timberwolf Learning Commons, CARES Act direct student funding, "It's In Our Jeans" employee giving campaign and Student Scholarships.

Instructional Area / Program Updates

- General Program Information, Overview, and Updates

Travis Allen gave a summary of what transpired since NTC closed due to COVID19 outbreak. The Woods program graduated eight students. The cohort entered the program two years ago. Travis was proud to report that he had 100% retention and that all graduates are working in industry.

Travis continued to explain that many of the new students enrolled in the program based on the positive experience at Tech Discovery Days. Others toured the facility with their parents and were impressed with the depth of the program.

Fall 2020 Enrollment Information	
First Year	6 full-time students
Second Year	3 full-time students
Part-time Students	5 students
Fall 2021 Starts	
Applied & Matriculated	5 learners
Applied, Not Matriculated	1 learner

**The program is seeing a trend of increased numbers of part-time students.*

***The number of Fall 2021 new students is higher at this time when compared to previous semesters.*

Recruitment Efforts: The Woods program's biggest recruitment effort is the Wood Tech Discovery Days. This event includes 15-16 high schools, which come to the Antigo campus over the course of two days. Unfortunately, this year's event had to be cancelled due to the pandemic. Usually, 150 students visit the facility per day. The Woods program has taken to social media to help increase awareness and interest. Platforms used are Instagram and Facebook. Another recruitment effort involves district high school faculty to campus

for a Train-the-Trainer series (1-5 days) to provide more information on material science. Additionally, Travis is working with area high school teachers developing curriculum to aid high school teachers delivering content online learning. He is also creating videos and developing Canvas (learning management system NTC uses) for the high school teacher to use. It was suggested that the committee could assist with marketing efforts by promoting the program within the industry. Through a grant, NTC was able to purchase 19 Wagner moisture meters for area high schools. Finally, NTC is committed to hosting the High School Wood Technology Contest. This is sponsored by Rockler, Kreg and the Wood Technology Education Fund. Many of the committee members are actively involved in this event. This event was cancelled last year due to COVID19; this year the event will be conducted in a hybrid format. It is scheduled to take place in May. Some changes from previous events include: not gathering all the students in one room, not having a large luncheon in one room, and not sending students to area manufacturer sites for tours.

Facilities/Equipment: Last January, Travis was able to acquire and install the Weinig Powermat and the Rondamat Profile Grinder. These items have been fully integrated in the second wood manufacturing curriculum. The vacuum kiln is getting a lot of use, thanks to the WI DNR forest products service team. They have brought several different companies to campus to utilize the kiln. Anyone in the wood business can use the kiln free of charge. As a result of using NTC's kiln, one company purchased a kiln based on the experience.

Continuing Education Events/Classes

- Spring 2020 semester
 - o Increasing Product Quality & Yield-Applied Wood Science
- Summer 2020 semester
 - o Dual Credit Train-the-Trainer
 - o Hardwood Sawmilling & Drying Certificate
- Fall 2020 semester
 - o Custom Dinette Table Construction
- Spring 2021 semester
 - o Hardwood Log Scaling & Grading Workshop (March 26-27)
 - o Greene & Greene Design Elements Class (April 30-May 1)
 - o Custom Dinette Chair Class (May 14-16, 22-23)
 - o Moulder Set-up & Knife Grinding Workshop (May 18-20)
- Summer 2021 semester
 - o Hardwood Sawmilling & Drying Certificate (June 1-July 2)
 - o Greene & Greene Style Side Table (July 19-23)
 - o GLKDA Kiln Drying Short Course (August 9-12)
 - o LSLA Education Lumber Grading Class (August 17-10)
 - o LSLA Education Planar Set-up Workshop (TBA)
- Fall 2021 semester
 - o Greene & Greene Style Picture Frame
 - o Moulder Technician Certificate (WAT Grant Funding dependent)
 - o LSLA Tie Manufacturing Workshop

New Proposed Saw Filing Programs: NTC had launched a capital campaign last January. When COVID19 hit, it was decided to put the campaign temporarily on hold. Discussions will take place in February between Vicky Jeppesen, Travis Allen and Troy Brown.

- 4-Week Band Saw Certificate (Phase 1)
 - o Band Saw Filing Equipment & Tools - \$170,000
 - o This certificate is first priority because of the great need to serve the Great Lakes States region
- 3-Week Circular Saw Certificate (Phase 2)
 - o Circular Saw Filing Equipment & Tools - \$105,000

Forest Products Club: The club has been pretty active this year, despite social distancing and safety protocols. A wood turning workshop was coordinated, where Travis and one of his students brought in lathes for the club to use. The pen-turning workshop was led by a student. Additionally, they conducted a fundraiser event where they manufactured 45 cutting boards for UW-Madison Kemp Research Station, Woodruff. The students raised \$900 from the event. These dollars were invested in the Golf Outing fundraiser. Finally, the club was able to contribute to the Giving Tree for the holidays.

- **Industry Trends:**

- Troy Brown (Kretz Lumber Company Inc.): Troy reported that Kretz Lumber will end the 2020 year successfully. Part of this is due to Kretz Lumber being an essential business and were able to continue to work through the pandemic. To keep people safe, the general manager rotated to different areas. As the employees were cross-trained, it made managing coverage far easier. During the third quarter, there were supply shortages, created a production recession. Many mills struggled, between the pandemic and retaliatory tariffs leveled by China. At present, Kretz Lumber doesn't have enough finished inventory to meet industry demand. Troy is a member of a number of associations. Because of the pandemic, no conventions were hosted. The profits made at these events determine future budgets.
- Jeffrey De Lonay (Kolbe & Kolbe Millwork Co., Inc.): Kolbe and Kolbe was also considered an essential business. The company experienced a dip early spring, the industry rebounded shortly afterward. They saw and continue to see problems with acquisitions of materials. One of the challenges Kolbe and Kolbe is facing is vendors increasing prices for materials (metals, aluminum, vinyl, etc.). As prices increase, so do the cost of products and houses increase. With rising costs, consumers will seek out alternatives. At present, it's difficult to predict what the long-term ramifications will be. Kolbe & Kolbe is continually seeking innovations that will keep the price of their products reasonable for customers or value-added/unique enough to be desired by customers. They pay close attention to economists and the National Home Builders Association to help set production goals and identify future opportunities. It's been reported that the first quarter of 2021 should be robust, but there hasn't been any discussion about the state of industry beyond that. Additionally, they are paying close attention to how the new POTUS will impact the industry. Like other employers, COVID19 did have an impact on their workforce.
- Scott Fletcher (Central WI Woodworking Corp): It's been a difficult year. January and February broke previous records, but that quickly changed. By March, contract work stalled, many existing contracts had to be cancelled. Many projects were put on hold. Thankfully, they had a backlog of projects they could continue to honor. By July, they had to lay off employees. The autumn brought an increase in business. By year end, the organization was able to bring employees back. They are investing in other markets, nationally. They are anticipating a positive 2021.

- T.J. Morice (TNT Ventures LLC): T.J. reported that he touches a number of industries, sharing that he works quite a bit with biomass energy space. That's been a little more difficult this year. He also works with natural gas procurement for schools and districts. With natural gas being low, it hurts the biomass combustion industry for residual markets. This makes it harder to compete with other energy sources, such as on the East Coast, where oil is the primary fuel source. Along the East Coast, there's still a lot of activity at schools and universities in New England states. However, in this region, it's quieter. They have some projects, but not a ton because they're a little more specialized. It has been difficult to pursue their consultation prospects, whether it is energy, efficiency or commercial real estate, because these interactions are best suited for in-person connection. The International Biomass Expo was cancelled this year, like many other events, due to COVID19. This greatly impacted the ability to connect/network with others. However, as budgets become leaner, people are seeking assistance with energy efficiency projects. T.J. also represents northern Wisconsin with the PACE Program. This program is a financial tool to track project updates for facilities with regards to anything associate with energy efficiency. This tracks the term of life of the asset. Companies integrate the program in their plant, allowing them track cash flow from day one. Marathon County was their first program in 2020. He believes this kept over \$50 million projects in-state. With regards to commercial real estate, the hospitality industry was hit hard during the pandemic. That said, the next few years are anticipated to be busy. He, too, shared the spike in prices. For example, van load freights are up 90% from last year.
- Ben Zelazoski (Zelazoski Wood Products): Like other employers present, Zelazoski experienced a slowdown in the spring, but business has improved and they on target to grow beyond 2019. The company is seeing customers returning. COVID19 didn't have a great impact on their organization. They, too, are experiencing supply problems. Besides that challenge, the company is doing well.
- **Workforce Training and Professional Development initiatives**
 - Brad Gast (Dean, Workforce Training & Professional Development) applauded the tremendous work Travis Allen invests in developing continuing educational opportunities. His efforts have put Antigo on the map as a nationwide leader in woodworking/wood manufacturing education. He shared that he would submit another WAT Grant application to support these continuing education events. If you have additional questions regarding upcoming workshops, classes and seminars, please reachh out to Brad at gast@ntc.edu.

Program and Curriculum Modification Discussion

- There were no modifications to be discussed.

Other Business

- Starting in 2021, the School of Engineering & Advanced Manufacturing (ScEAM) will send a short survey via email to advisory committee members prior to the next meeting to gather data on industry forecasting, new technologies anticipated and/or adopted, employment opportunities and/or organizational changes. Once compiled, NTC will present the data as a conglomerate, rather than looking at the individual. This will give a big-picture view of what's happening in industry and within our communities.

Advisory Committee Meeting Minutes

Wood Sciences

17th December 2020 | 3:00pm to 5:00pm | Zoom Meeting



- Additionally, ScEAM would like to explore membership, terms, and the opportunity to rotate new representatives from represented organizations. Should any member know of individuals or colleagues from different organizations that may have an interest in participating on the advisory committee, please contact Tim at fetting@ntc.edu or Iain at cameron@ntc.edu.
- Finally, ScEAM would like the committee chairs to take a more active role conducting and presenting at meetings. To further discuss how this position may evolve, please contact Tim at fetting@ntc.edu or Iain at cameron@ntc.edu.

Next Meeting Details and Suggestions

- The next meeting will be tentatively scheduled sometime mid-May and will be conducted virtually. Curriculum review to be added to the spring agenda.



Date	Event	Troy Brown	Tom Felch	Kristine Gilmore	Lee Lo	Charlie Paulson	Paul Proulx	Ruth Risley-Gray	Dale Smith	Maria Volpe
2020										
MONDAY July 13	Annual Organizational Meeting (via Zoom)	X	X	X	E	X	X	X	X	X
July 24	WTC DBA Summer Meeting (Marshfield)						X			
Aug 4	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	X	X	X	X	X	X
Sept 22	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	X	E	X	E	X	E
Oct 5 - 8	ACCT Leadership Congress (Virtual Event)									
Oct 13	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	X	X	X	E	X	X
Oct 23	WTC DBA Fall Meeting (Virtual)						X			
Nov 11	WTCS Board Meeting Featuring NTC (Virtual event)		X							
Dec 1	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	X	X	X	X	X	U
2021										
Jan 12	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	E	X	X	X	X	X
Jan 15	WTC DBA Winter Meeting (Virtual)									
Feb 9	Regular NTC Board of Trustees Meeting (via Zoom)									
Feb 15-19	ACCT National Legislative Summit									
Mar 9	Regular NTC Board of Trustees Meeting (via Zoom)									
Apr 6	Regular NTC Board of Trustees Meeting (via Zoom)									
Apr 16	WTC DBA Spring Meeting (NTC)									
Apr 29	Scholars & Donors Reception									
May 4	Regular NTC Board of Trustees Meeting (via Zoom)									
May TBD	A Day for NTC Students (Wausau)									
May 15	Commencement (Wausau West Fieldhouse)									
June 8	Regular NTC Board of Trustees Meeting (Public Budget Hearing at 12:00pm, Regular Meeting at 1:00pm)									
MONDAY July 12	Annual Organizational Meeting									

All Regular NTC Board of Trustees Meetings begin at 1:00pm and are held on the Wausau Campus located at 1000 W. Campus Drive, Wausau, WI 54401 in Room D100 – Timberwolf Conference Center unless otherwise noted.

(Note – Due to COVID-19, the NTC Board of Trustees are currently holding all meetings in a virtual manner through June 2021. Meeting format will be reassessed prior to that time.)



Aspirus Health Care tackling healthcare worker shortage

[January 8, 2021](#) 6:45 pm [Addison Van Patten](#)

[NEWS](#), [TOP STORIES](#), [WISCONSIN NEWS](#)

WAUSAU, Wis. (WAOW) -- Aspirus Health Care has partnered with **Northcentral Technical College** to offer a paid Certified Nursing Assistant (CNA) Training Program to those in Central Wisconsin.

The accelerated 5-week program will allow participants to receive the education and experience needed to become a Certified Nursing Assistant, with added financial support to help guarantee success.

When accepted into the program, participants receive paid tuition, course materials, scrubs and a stipend that will allow them to dedicate full-time attention to training for their new career.

“Because CNA’s play such a critical part of quality healthcare, Aspirus sees this as an investment in the health of our community, CNA’s do such meaningful work, interacting directly with patients and aiding them with daily living activities,” said Aaron Schoepke the Aspirus Talent Delivery Partner

Class enrollment is planned monthly and limited to 10 individuals per session.

Once an individual has completed classes, a clinical rotation at Aspirus Wausau Hospital, and certification exams, they will be offered a full-or-part-time CNA position within the Aspirus system.

“We encourage anyone who is interested in starting a career in healthcare to explore this unique opportunity,” Schoepke said.

For more information about the Aspirus CNA Training Program, visit the link [here](#) or call Aaron Schoepke at 715.847.2724.



NTC announces medical assistant apprenticeship

January 21, 2021 11:49 am Sierra Rehm WISCONSIN NEWS

WAUSAU, Wis. (WAOW) — **Northcentral Technical College** (NTC) is now offering a Medical Assistant Apprenticeship.

It's a program that allows for the opportunity to earn a college degree while completing a State of Wisconsin Registered Apprenticeship.

"Healthcare employers can build their pipeline of medical assistants by partnering with NTC to offer this apprenticeship option," said Katie Metko, Apprenticeship Manager at NTC. "It's also a win-win for apprentices because they get paid by their healthcare employer while learning on-the-job and through supplemental classroom instruction."

The apprenticeship is a collaboration between NTC and the Department of Workforce Development that aims to help increase essential healthcare workers this spring

Employers interested in offering a Medical Assistant Apprenticeship position should contact Katie Metko, NTC Apprenticeship Manager, by calling 715.803.1242 or emailing metko@ntc.edu.

Wausau Pilot & Review

COMMUNITY

NTC announces Medical Assistant Apprenticeship

by **Shereen Siewert** January 21, 2021

(**WAUSAU, Wis.**) – **Northcentral Technical College** (NTC) is pleased to announce a one-of-a-kind apprenticeship program that aims to help increase essential healthcare workers this spring. The Medical Assistant Apprenticeship gives learners the opportunity to earn a college degree while completing a State of Wisconsin Registered Apprenticeship.

“Healthcare employers can build their pipeline of medical assistants by partnering with NTC to offer this apprenticeship option,” said Katie Metko, Apprenticeship Manager at NTC.

‘It’s also a win-win for apprentices because they get paid by their healthcare employer while learning on-the-job and through supplemental classroom instruction.”

Medical Assistants perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing

patients for examination, drawing blood, and administering medications as directed by physician.

“Registered Apprenticeship is a time-tested workforce solution that benefits both employers and apprentices,” Wisconsin Apprenticeship Director Joshua Johnson said.

‘This collaboration between NTC and DWD helps to create a stronger, smarter, and more skilled workforce for Wisconsin.’

Employers interested in offering a Medical Assistant Apprenticeship position should contact Katie Metko, NTC Apprenticeship Manager, by calling 715.803.1242 or emailing metko@ntc.edu.

To learn more about the Medical Assistant Apprenticeship program at NTC, visit: <https://www.ntc.edu/academics-training/apprenticeships/medical-assistant>

Wausau Pilot & Review

COMMUNITY

NTC President Lori Weyers announces retirement

by **Shereen Siewert** January 13, 2021

(WAUSAU, Wis.) – The **Northcentral Technical College** (NTC) District Board of Trustees accepted the notice of retirement from President Dr. Lori Weyers at the regular meeting of the Board on Tuesday, January 12. Weyers will retire effective June 30, 2021.

“Dr. Weyers’ leadership and nearly 15 years of service to the College have positioned NTC as a local, state and national leader in higher education,” said Paul Proulx, Chair, NTC District Board of Trustees. “Her vision and commitment to our students have been a driving force in NTC’s success. On behalf of the Board and entire College community, we thank her for her service and wish her well in retirement. We are fortunate that she has positioned the College to succeed well into the future.”

President Weyers began her tenure as NTC president July 1, 2006 and has served the Wisconsin Technical College System for 42 years. Prior to coming to NTC, she served as the Vice President for Learning at Northeast Wisconsin Technical College and as Executive Dean, Dean, Coordinator and faculty member at Fox Valley Technical College. She earned her Bachelor of Science Degree in Psychology

and Behavioral Disabilities, Master of Science Degree in Rehabilitation Counseling/Administration and her Ph.D. in Educational Leadership and Policy Analysis from the University of Wisconsin-Madison.

Under her leadership, NTC grew its enrollment substantially while building collaborative partnerships with K12 Districts, local businesses and community organizations. Weyers established Centers of Excellence that positioned the College as a major driver in the sectors of manufacturing, health, business, public safety, agriculture, woods and transportation. Her commitment to learners opened educational pathways through the expansion of transfer partnerships and the establishment of the College's nationally recognized Virtual College.

"Serving as NTC's president has been the most rewarding, fulfilling role of my 42 year career in higher education," said Weyers. "We have accomplished so much but none of it would have been possible without the amazing support of our leadership team, staff and faculty. I find great comfort in knowing that the College is well poised to continue to serve our students and our community."

An internal search for the next President of NTC will be conducted by an Ad Hoc Recruitment Group, including the Board Chair, Vice-Chair and Treasurer. The NTC Associate VP of Human Resources will assist. The Board anticipates finalizing and announcing the selection of the new President no later than March or April 2021. Successful candidates will have diverse experience in various aspects of the College, including a commitment to students, employees and community partnerships with an emphasis on strong fiscal policy.

"President Weyers has assembled an outstanding group who make up the College's leadership team," said Chair Proulx. "We are confident that the current leadership group is the pool from which to select the next president."

Wausau Pilot & Review

BIZ BRIEFS

Aspirus offers new paid CNA training program

by **Shereen Siewert** January 6, 2021

WAUSAU – Aspirus has partnered with **Northcentral Technical College** to offer a paid certified nursing assistant, CNA, training program.

The accelerated five-week program allows participants to receive the education and experience needed to become a CNA, with added financial support to help guarantee success.

When accepted into the program, participants receive paid tuition, course materials, scrubs and a stipend that will allow them to dedicate full-time attention to training for their new career.

“Because CNA’s play such a critical part of quality healthcare, Aspirus sees this as an investment in the health of our community,” said Aspirus Talent Delivery Partner, Aaron Schoepke, in a news release. “CNA’s do such meaningful work, interacting directly with patients and aiding them with daily living activities.”

Class enrollment is planned monthly and limited to 10 people per session. Once an individual has completed classes, a clinical rotation at Aspirus Wausau Hospital, and certification exams, they will be offered a full-or-part-time CNA position within the Aspirus system.

For more information about the Aspirus CNA Training Program, visit aspirus.org/cna or call Aaron Schoepke at 715-847-2724.



By [Tony Langfellow](#)

Published: Jan. 21, 2021 at 9:27 PM CST

WAUSAU, Wis. (WSAW) - **Northcentral Technical College** (NTC) is announcing a one-of-a-kind apprenticeship program for its medical students to get more hands-on experience.

Getting an apprenticeship often means working in construction or manufacturing, but now the pandemic has opened NTC's eyes and wants more health care workers ready for the workforce.

NTC's Medical Assistance Apprenticeship Program will offer a unique hands-on experience for future medical workers

"This has never been done before, so it's a real honor to be able to pilot this program with the state so that students can obtain more than one credential," NTC Apprenticeship Manager Katie Metko said.

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The unique program will help create a pipeline between health care employers and students interested in getting more knowledge in the medical field.

This prep for more workers has been triggered by the COVID-19 pandemic.

"There's definitely a need, especially nowadays in the healthcare realm so this need couldn't come at a better time to assist the health care companies to hopefully fill that medical assistant need," Metko said.

While students are in the apprenticeship, at the same time they'll be earning their degree.

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Skills they'll obtain from the program include performing administrative tasks such as scheduling appointments, maintaining medical records, billing, and handling other medical information.

Students will also be responsible for clinical tasks including recording medical histories, drawing blood, and administering medications.

“This is giving individuals another opportunity to get into the workforce and to get into an area that they may have never been exposed to before by utilizing this new apprenticeship program in the area,” Wisconsin Registered Apprenticeship State Director Joshua Johnson said.

Johnson said the health care industry is always looking for quality workers and the apprenticeship will give students a foot in the door for potentially greater opportunities up the ladder.

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“We’re hoping with the medical assistance program that those individuals get exposed so that they can continue to start to fill in where those empty holes are up to the doctors,” Johnson said.

The Medical Assistance Apprenticeship will begin on Monday, Jan. 21 and the program will last for one year.

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Northcentral Technical College president to retire this summer

Dr. Lori Weyers will retire as President of Northcentral Technical College(NTC)

By [Desiree Fischer](#)

Published: Jan. 13, 2021 at 10:35 AM CST

WAUSAU, Wis. (WSAW) - Northcentral Technincal College President Dr. Lori Weyers will retire in June 2021. Dr. Weyers' notice of retirement was accepted by the NTC District Board of Trustees Tuesday night at their regular meeting.

"Dr. Weyers' leadership and nearly 15 years of service to the College have positioned NTC as a local, state and national leader in higher education," said Paul Proulx, Chair, NTC District Board of Trustees. "Her vision and commitment to our students have been a driving force in NTC's success. On behalf of the Board and entire College community, we thank her for her service and wish her well in retirement. We are fortunate that she has positioned the College to succeed well into the future."

Dr. Weyers began her tenure as NTC president in 2006 and has served the Wisconsin Technical College System for 42 years. Prior to coming to NTC, she served as the Vice President for Learning at Northeast Wisconsin Technical College and as Executive Dean, Dean, Coordinator and faculty member at Fox Valley Technical College. She earned her Bachelor of Science Degree in Psychology and Behavioral Disabilities, Master of Science Degree in Rehabilitation Counseling/Administration and her Ph.D. in Educational Leadership and Policy Analysis from the University of Wisconsin-Madison.

"Serving as NTC's president has been the most rewarding, fulfilling role of my 42-year career in higher education," said Weyers. "We have accomplished so much but none of it would have been possible without the amazing support of our leadership team, staff

and faculty. I find great comfort in knowing that the College is well poised to continue to serve our students and our community.”

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“President Weyers has assembled an outstanding group who make up the College’s leadership team,” said Chair Proulx. “We are confident that the current leadership group is the pool from which to select the next president.”

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Aspirus will fund students' schooling to promote CNA program

By [Drew Sutherland](#)

Published: Jan. 8, 2021 at 9:27 PM CST

WAUSAU, Wis. (WSAW) - Aspirus and **Northcentral Technical College** have teamed up in an effort to give people the incentive, and the ability, to join the healthcare workforce as a certified nursing assistant.

Aspirus will pay the tuition, books, scrub costs and a stipend for any student admitted to this new program.

It aims to make the training possible to those edged out of the workforce, or who fear leaving a job to go back to school.

"So this way they will get their CNA done, it will be paid for, and they can continue on their education and they continue working as a CNA and getting that valuable patient experience," said Aspirus' Talent Delivery Partner Aaron Shoopke.

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The program will take five weeks, and involve a combination of virtual learning and in-person skill labs.

If state-certified, the students will earn a guaranteed job at Aspirus.

The program will see its first group of students on January 25, with new groups starting every two weeks.

At least six classes are planned at this time, and the first is already full.

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Medical Assistant apprenticeship now offered at Northcentral Technical College

Wausau, WI, USA / WSAU News/Talk 550 AM • 99.9 FM | Wausau, Stevens Point

[Liz Holbrook](#)

Jan 21, 2021 7:11 PM

WAUSAU, WI (WSAU) — A new type of college degree program is being offered at NTC.

Northcentral Technical College is now offering a Medical Assistant Apprenticeship. The apprenticeship is a program that lets students earn a college degree while also completing a State of Wisconsin Registered Apprenticeship.

Katie Metko, the Apprenticeship Manager at NTC says of the new program, “Healthcare employers can build their pipeline of medical assistants by partnering with NTC to offer this apprenticeship option.

It’s also a win-win for apprentices because they get paid by their healthcare employer while learning on-the-job and through supplemental classroom instruction.”

The apprenticeship is a collaboration between NTC and the Department of Workforce Development that aims to help increase essential healthcare workers this spring

Employers interested in offering a Medical Assistant Apprenticeship position should contact Katie Metko, NTC Apprenticeship Manager, by calling 715.803.1242 or emailing metko@ntc.edu.



91.7 RHINELANDER
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Aspirus Health Working With **Northcentral Technical College** on Training Program

By WAOW TELEVISION ADDISON VAN PATTEN • JAN 11, 2021

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CREDIT WAOW TELEVISION

Aspirus Health Care has partnered with **Northcentral Technical College** to offer a paid Certified Nursing Assistant (CNA) Training Program to those in Central Wisconsin.

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Class enrollment is planned monthly and limited to 10 individuals per session.

Once an individual has completed classes, a clinical rotation at Aspirus Wausau Hospital, and certification exams, they will be offered a full-or-part-time CNA position within the Aspirus system.

“We encourage anyone who is interested in starting a career in healthcare to explore this unique opportunity,” Schoepke said.

For more information about the Aspirus CNA Training Program, visit the link [here](#) or call Aaron Schoepke at 715.847.2724.



Church Mutual® Celebrates First IT Scholars Graduate

February 1, 2021 11:00 AM EST



MERRILL, Wis.--(BUSINESS WIRE)-- Hunter Reiff, a 22-year-old resident of Wausau, Wisconsin, is the first graduate from the Church Mutual Insurance Company, S.I. (a stock insurer)1 IT Scholars Program. Through the IT Scholars Program, Church Mutual pays for a Wisconsin high school graduate's college tuition, up to a bachelor's degree, with the agreement the student will continue to work for the organization after graduation. It's a win-win for the student and Church Mutual.

"This is a way to build for our future at Church Mutual and ensure we have the best possible people to lead our IT departments in the years to come," explained Craig Huss, assistant vice president – IT and chief security officer. "We match the students with seasoned professionals, helping them learn and apply classroom concepts immediately."

While Reiff agrees the ability to apply what he learned is one of the best parts, he can't brush off the financial benefits the program has provided him.

"Not having student loans has allowed me to invest in other aspects of my future at a very young age," Reiff said. "This will set me up not only for the immediate future, but also retirement. Plus, knowing I had a job lined up after graduation was a huge relief!"

"We couldn't be prouder of him," Craig Huss said. "It's kind of like being a parent. I got to watch Hunter grow and turn into a really great young man."

Church Mutual has five other students currently enrolled in the program, with plans to add to the list each year. Students first attend **Northcentral Technical College** in Wausau, Wisconsin, to obtain an associate degree and then transfer seamlessly to University of Wisconsin – Stevens Point for their bachelor's degree, all while working part-time for the company.

For more information on the IT Scholars program and application process, visit <https://www.churchmutual.com/scholarsprogram>.

About Church Mutual

Church Mutual Insurance Company, S.I., founded in 1897, offers specialized insurance for religious organizations of all denominations, public and private K-12 schools, colleges and universities, senior living facilities, secular and non-secular camps and conference centers, and nonprofit and human services organizations throughout the United States. Church

Mutual markets most lines of commercial property and liability insurance, including multi-peril, workers' compensation and commercial auto insurance. In addition to insurance, Church Mutual provides a spectrum of value-added solutions that benefit its customers. Church Mutual holds the following honors:

- [A.M. Best Company](#) "A" (excellent) rating
- BenchmarkPortal Top 10 National Customer Service Center
- Wisconsin 75 Top Private Company by Deloitte US, 2016, 2017, 2018, 2019 and 2020
- Wisconsin 75 Distinguished Performer: Innovation by Deloitte US 2019
- Futuremakers Partner by Wisconsin Technical College System
- Celent Model Insurer for innovation and emerging technologies
- Award in Innovation for entrepreneurialism and innovation by National Association of Mutual Insurance Companies
- 2018-2019 Employer of the Year by **Northcentral Technical College**

¹Church Mutual is a stock insurer whose policyholders are members of the parent mutual holding company formed on 1/1/20. S.I. = a stock insurer.



Respect for lower-wage health workers is up, but their pay isn't

by: Emma Castleberry

Posted: Jan 22, 2021 / 10:43 AM CST / Updated: Jan 22, 2021 / 10:43 AM CST

Image by Parentingupstream from Pixabay

([BigifTrue](#)) — The pandemic shone a light on essential health care workers like nursing assistants and home health aides, but these jobs remain poorly paid and difficult to fill.

Yet the coronavirus is calling more Americans to the health field, including those hoping to find reliable work after a layoff in another industry. Medical schools say they are receiving more applications, and interest in taking the entrance exam is up.

Before the pandemic, the United States faced a growing shortage of health care workers. The shortage, which has affected positions from home health aides to nurses and doctors, arose in part because of retirement-age workers leaving the field and an increased health care demand as baby boomers age.

The health care industry's staffing shortages include lower-wage positions, like certified nursing assistants (CNA), personal care attendants and home health aides.

[Oklahoma State senators argue over plans to move Medicaid onto managed care contractors](#)

Home health aides and certified nursing assistants are known as direct care workers. According to the Paraprofessional Healthcare Institute, 15% of these workers [live in poverty](#), and 42% receive some kind of public assistance. Almost 7 million Americans [are direct care workers](#), about a third of whom are Black and about 90% of whom are women.

To address the nursing assistant shortage in Wausau, Wisconsin, the nonprofit health system Aspirus and **Northcentral Technical College** started a new program that pays participants to train to become certified nursing assistants.

“A lot of people work full time and they don’t have time to go to school, or they can’t do night classes because they have kids,” said Aaron Schoepke, talent delivery specialist for Aspirus. “Us paying them to go through this program is going to bring us a whole group of people that maybe put it off for five years because they didn’t have the opportunity.”

Schoepke also points out that hiring more health care workers in any position reduces the burden on employees as a whole.

“Adding to the staffing is going to be huge for the already-employed CNAs and staff, (registered nurses), physicians,” he said. “It’s going to help out everybody, because we’re going to have more staff in the hospital.”

Marlene Roberts, dean of health sciences at Northcentral, said that students in her program haven’t been deterred by the pandemic.

“I think one of the positives (of the pandemic is that it) has really created, I think, some momentum in individuals who maybe thought about it before, and now they really do want to make a difference, and they see an impact immediately as to what they can accomplish,” Roberts said.

Schoepke said that a large number of applications for the program are from people who have already had a career in another field and may have been laid off during the pandemic.

“They are sick of sitting behind a desk and want to help people,” he said. “I’ve had a lot of people with 15 years of experience as an office worker that now want to get out and help the community.”

[Oklahoma child still struggling after contracting COVID-related illness, Multisystem Inflammatory Syndrome](#)

Reilly Davis, a nursing student at Northcentral, said the pandemic never caused him to waver on his commitment to enter the field.

“I love a good challenge,” he said. “I’m doing this not for myself but for others, and I’m not going to abandon them because of something I can’t see.”

But Davis said he has engaged with many other nurses and nursing students who feel differently.

“I’ve been able to take part in a few discussions amongst my peers throughout the United States, and it seems like a lot of people are looking at completely switching their careers and completely getting out of nursing in general, which is insane, because it’s one of those things that takes a lot of time to get into and a lot of effort and a lot of money,” he said. “A couple of my classmates have expressed concerns about what it’s going to be like moving forward.”

A flux in supply and demand for home health aides

The pandemic worsened a shortage of home health aides, a lower-wage and often less-respected type of health care worker. The home health space was already predicted to

experience [a workforce gap of 446,3000 workers by 2025](#) because of the United States' aging population, according to an analysis from the asset management firm Mercer.

A quarter of home health aides [are immigrants](#), according to the Paraprofessional Healthcare Institute. William A. Dombi, president of the National Association for Home Care and Hospice, said that policies limiting immigration have led to a dwindling number of home health aides.

"In March of this year, there was, I think, a bit of panic among the lower-wage workforce," Dombi said. "With that category of worker, there was early panic and diminution of staff available for that workforce primarily because there was concern about whether the employers ... had the protective equipment that was necessary."

Dombi added that home health aides often felt insecure when their employers didn't have a plan in place to control infection.

There was also a brief reduction in demand for home health aides, as clients worried about workers bringing the virus into their homes. But this was quickly reversed as people started avoiding group care settings in favor of home health care.

Now demand for home aides is huge, Dombi said, creating a caregiver shortage.

"On one side of it, you're going to have people unwilling to take this job because of a continued fear of having virus transmission to them as a worker," he said. "At the same time, this workforce has demonstrated themselves to be heroes, and as such, has gotten fairly positive play in the media. We see the respect level for this workforce increasing, but it remains a hard job. It remains a low-paid job."

On paper, the current demand for health care workers obscures the actual need. It doesn't reflect that people of color in the United States [face more obstacles](#) when trying to access health care resources, and many minorities [remain much less likely than whites to be insured](#).

The Association of American Medical Colleges reported that if these underserved populations had equal access to health care, it would create a demand for about 74,000 to 145,000 physicians.

"What if people of color accessed their physicians at the same rate that the white population did?" asked Dr. Janis Orlowski, chief health care officer for the Association of American Medical Colleges. "And also, what if people who are in rural communities and people who are uninsured were also to have similar access? It's not just the number of the current workforce and how we sustain it. I really think we need to ask ourselves, 'How many doctors do we need so that everyone has equitable access?'"

Some hospitals lack enough workers to treat covid patients

An Association of American Medical Colleges report released in June estimates that by 2033, the United States [will face a shortage of about 54,000 to 139,000 physicians](#).

The pandemic has left its mark on this issue. Hospitals are stretched thin with an influx of patients, especially in rural communities. Not only do hospitals need to find physical space for

the additional patients, but they need trained medical staff to attend to them. When facing a surge of covid patients, many hospitals don't have enough workers with the right skills and experience to properly care for them.

In Tulsa, Oklahoma, Ascension St. John Medical Center has made several adjustments to deal with staffing challenges, the Tulsa World reported. The hospital [created nurse teams](#), where a trained ICU nurse can rotate with two others who aren't trained in critical care. The idea is for the ICU nurse to train the team members, who in turn lessen the workload.

The hospital also started training shift workers to take care of tasks that don't require medical training, which has given nurses and nursing assistants more time for patient care.

According to the Association of American Medical Colleges, some physicians are retiring early, and the pandemic has interrupted education for many working toward careers in health care fields.

But it's not all bad news, Orlowski said.

"We were initially concerned that with the difficulties that health care workers have experienced during covid-19, that people may express less interest, but quite frankly it's the reverse," she said. "We're seeing a huge surge in the interest for medical school."

Orlowski said that medical school attendance is expected to rise about 2% next year.

"But the big thing that we're seeing," she said, "is an 18% increase in the number of applicants (to medical school) ... We are also seeing an increase in the number of individuals interested in taking the MCAT, the medical college admissions testing examination."

This increase has been referred to as ["the Fauci effect."](#) as it is believed to be inspired by the media coverage and heroism of medical workers like Dr. Anthony Fauci, director of the National Institute of Allergy and Infectious Diseases.

While increased interest in medical school is a positive trend that will ultimately help bridge the physician shortage, it takes about ten years to train a doctor, so we won't see these impacts immediately. Orlowski also said that we don't yet have enough data on how many physicians have died from covid.

And some are expected to leave the workforce because of burnout.

"We are concerned that the stress just from the last 10 months may have an impact," Orlowski said. "Really, I think it will take a good year for us to sort through the true impact of covid-19."

Big If True is a 501(c)(3) news nonprofit based in Oklahoma City, and this report was funded by our readers. Help us make more independent, in-depth journalism by [donating to support our reporting costs](#).

Stevens Point News

PORTAGE COUNTY
Gazette

STEVENS POINT
City Times

Aspirus offers CNA training

🕒 JANUARY 20, 2021 / 💬 0

Students paid to participate in program

For the Times

Aspirus has partnered with Northcentral Technical College to offer a paid certified nursing assistant (CNA) training program.

The accelerated five-week program allows participants to receive the education and experience needed to become a certified nursing assistant, with added financial support to help guarantee success.

When accepted into the program, participants receive paid tuition, course materials, scrubs, and a stipend.

"Because CNAs play such a critical part of quality healthcare, Aspirus sees this as an investment in the health of our community," said Aspirus Talent Delivery Partner Aaron Schoepke. "CNA's do such meaningful work, interacting directly with patients and aiding them with daily living activities."

Class enrollment is planned monthly and limited to 10 individuals per session. Once an individual has completed classes, a clinical rotation at Aspirus Wausau Hospital, and certification exams, they will be offered a full-or part-time CNA position within the Aspirus system.

For more information, visit aspirus.org/cna or contact Schoepke at 715-847-2724.

Stratford



COMMUNITY LIVING

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P.O. Box 677
103 West Spruce Street
Abbotsford, WI 54405

College graduate

Hunter Reiff, a 2017 graduate of Stratford High School, took advantage of the scholarship he received from from Church Mutual insurance company in Merrill.



Hunter Reiff

He agreed to the terms of the college scholarship from Church Mutual, which stated he was required to work full-time for the insurance company after he graduated from college for each of the years the company paid for his college tuition.

Hunter, the son of Marty and Jenny Reiff of Stratford, graduated cum laude in December of 2020 from UW-Stevens Point with a bachelor of science degree in computer information systems, with a focus in networking and information assurance. Before that, Hunter earned an associate's degree from Northcentral Technical College (NTC) in Wausau.

He spent 1-1/2 years each at



Holiday tournament champions

The Stratford varsity boys basketball team won its home holiday tournament championship last Wednesday after beating Wittenberg-Birnbaumwood, 48-44. Stratford advanced to the holiday tournament title game by downing Wausau East, 64-50, in the semifinal game played on the previous day. Players pictured, from left to right, are: senior guards Max Vanderhoof and Keegan Weiler, junior guards Caden Bruesewitz and Camden Daul, senior guard Kale Weisenberger, junior guard Kaden Griesmer, senior forward Jake Skroch, sophomore guard Braeden Schueller, senior guard Cody Miller and junior forwards Devin Ulrich and Zack Seitz.

NTC and at UW-Stevens Point for a total of three years in college, therefore he's now required to work three years at Church Mutual insurance company in Merrill. Hunter also worked part-time at Church Mutual while attending college, and also full time

at Church Mutual during his summer and holiday breaks from college.

Hunter said the college scholarship from Church Mutual has allowed him to graduate from college without having any college loan debt, while also ensuring he'd have

a full-time job right after graduation.

Book Club

People are welcome to join the Stratford Branch Library throughout January for an ongoing, virtual book club discussion on the book titled,

SCHOOL LUNCH

Stratford Public School

Monday, Jan. 11:
Taco day, refried beans, peaches
Tuesday, Jan. 12:
Croissant sandwiches, baby carrots, apple slices
Wednesday, Jan. 13:
Rotini, peas, pears
Thursday, Jan. 14:
French toast, sausage, lettuce, applesauce
Friday, Jan. 15:
Chicken strips, green beans, mixed fruit

Lunches served with milk.

St. Joseph's School

Monday, Jan. 11:
Build a burger, bun, baked beans
Tuesday, Jan. 12:
Tator tots casserole
Wednesday, Jan. 13:
Tacos, soft shell, corn
Thursday, Jan. 14:
Mini corn dogs, mac-n-cheese
Friday, Jan. 15:
Tuna casserole, green beans

Lunches served with milk, vegetables and fruit.

"The Great Alone" by author Kristin Hannah, via the website Goodreads.

Stratford-area residents can read the book and discuss it with others at their own pace. People can call 715-446-3537 to get more information on the January Book Club.



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Medford, The Star News



Aspirus offers new paid CNA training program

Aspirus has partnered with [North-central Technical College](#) to offer a paid certified nursing assistant (CNA) training program.

The accelerated five-week program allows participants to receive the education and experience needed to become a certified nursing assistant, with added financial support to help guarantee success.

When accepted into the program, participants receive paid tuition, course materials, scrubs and a stipend that will

allow them to dedicate full-time attention to training for their new career.

“Because CNAs play such a critical part of quality healthcare, Aspirus sees this as an investment in the health of our community,” said Aspirus talent delivery partner, Aaron Schoepke. “CNAs do such meaningful work, interacting directly with patients and aiding them with daily living activities.”

Class enrollment is planned monthly and limited to 10 individuals per session.

Once an individual has completed classes, a clinical rotation at Aspirus Wausau Hospital, and certification exams, they will be offered a full-or-part-time CNA position within the Aspirus system.

“We encourage anyone who is interested in starting a career in healthcare to explore this unique opportunity,” Schoepke said.

For more information about the Aspirus CNA training program, visit aspirus.org/cna or call Schoepke at 715-847-2724.

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**Marty's
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Antigo Daily Journal



Antigo School Board approves several semester graduates

By Rachel DeHart

rdehart@antigojournal.com

The Dec. 22 meeting of the Antigo School Board offered another update from Superintendent Julie Sprague regarding the district and COVID-19.

The District dropped its length of mandatory quarantine days per the Centers for Disease Control and Prevention from 14 days to 10 days, allowing individuals fewer days missed.

The update went on to show 48 students and seven staff members were

on quarantine, with two temporary remote learners. The number has increased from last month's totals of 42 individuals quarantined.

Since the beginning of the year, the most that have been out on quarantine at a time is 232 individuals.

Although the district allows staff members on quarantine to work remotely from home if they aren't sick, which has been beneficial to staff so they don't have to miss work or go unpaid for the 10-day quarantine period.

Sprague said that at of

the beginning of the year, a survey will be sent out to get a digital access update, second quarter update and to check for connection issues for remote learners.

The board then approved the 2021-22 budget calendar and approved the Antigo Ball Field Agreement for 2021 season.

The 2020-21 Crisis Action Plan was also approved. This plan indicates several plans of action to prevent and protect all individuals of the district.

Senior semester graduates were also approved

as follows: Kaylee Mosher, Takiya Kolpack, Aimee Borchert, Alex Stank, Sydney Meidl, Breanna Dudek, Brianna Wanca, Kaitlin Schutt, Nathaniel Hangartner, Alexis Schmid, Kyle Thom, Chloe Knapkavage, Natalie Heidtman, Jonathan Walters, Stephanie Wallace, Ethan Lenzner-Mathis, Gwyneth Schreiber, Whitt Mach (junior graduate), Gideon Sass (junior graduate).

Mackenzie Teal is also a senior semester graduate and is currently enrolled for firefighter training at

Northcentral Technical College.

Madisen Karcz is a senior semester graduate as well and is currently enrolled for the spring semester at Nicolet College.

The board also approved the hiring of Hannah Malaczynski as a part-time special education instructional assistant.

An update for Noboken Nature Center was also given. Things are getting closer to completion, with more than 50 percent of the work done and moving forward.

Finally, the board approved the following donations: \$2,000 from Thomas Koss for Noboken Lodge building project; \$500 from Brian and Karen Prunty for Noboken Lodge building project; \$16,000 from Sonnentag Foundation for Noboken Lodge building project; \$1,590 for the John Roberts Memorial; \$1,915 for the Carol Guenther Memorial; \$820 from Enerpac for Noboken Lodge building project; \$500 from Benjamin

See School Page 8A



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Antigo Daily Journal



School

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and Carrie Zelazoski for

Noboken Lodge building project; \$2,650 from Antigo Fireplace for Noboken Lodge building project; \$1,000 from Timothy and Rose Prunty for Noboken

Lodge building project; and \$500 from Gary and Nancy Whitman for Noboken Lodge building project; for a total of \$27,975 in donations.

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Aspirus offering paid CNA training program

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“Because CNAs play such a critical part of quality health care, Aspirus sees this as an investment in the health of our community,” said Aspirus Talent Delivery

Partner Aaron Schoepke. “CNAs do such meaningful work, interacting directly with patients and aiding them with daily living activities.”

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“We encourage anyone who is interested in starting a career in health care to explore this unique opportunity,” Schoepke said.

For more information about the Aspirus CNA Training Program, visit aspirus.org/cna or call Schoepke at (715) 847-2724.

Sidewalks topic of Feb. 2 hearing

Sidewalks on the east side of North Genesee Street will be the subject of a Feb. 2 public in the village of Wittenberg.

The village board agreed to the public hearing at its regular meeting Tuesday. The hearing will be held at 6 p.m. before the scheduled village board meeting, Traci Matsche, village clerk, said.

There are currently sidewalks on the west side of the street but the addition of businesses and the [Northcentral Technical College](#) office has greatly increased pedestrian traffic.

"But it's really (U.S. Highway) 45. It's become one of the busiest intersections in Wittenberg," said Bill Switalla, village board president, had said after the board discussed the project on Dec. 15.

He emphasized the safety factor for pedestrians, especially children



The Wittenberg village board recently discussed putting in a sidewalk on the east side of North Genesee Street.

DAVID WILHELMS | NEW MEDIA

and students, in adding the sidewalks.

Switalla noted there are three residences on the street that would be affected, and he sympathized that homeowners are concerned about the upkeep and clearing snow.

In a streets and sidewalks issue, the Shawano County Highway

Department invited the village's participation in 2022 in a repaving project on East Grand Avenue from South Mission Street to North Genesee Street and the section of North Genesee Street up to the intersection with U.S. Highway 45. The village's share was estimated at \$93,000.

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View from the cheap seats

A weekly perspective
on sports



Casey
Krautkramer
Reporter
The Record-
Review

I survived sledding down the large hill on Allen Street in Athens so I could write this column.

Every winter I love taking my daughters sledding on this perfect hill in Athens. On Saturday, however, it was already dark when we arrived at the hill. The darkness didn't hamper our enthusiasm for sledding, because there was a street light at the top of the hill and there were a few other families having fun sledding on the hill.

It was too dark to see a sign that normally reads "sled at your own risk." I bought my daughters snow tubes for Christmas, so I thought I'd try them out myself. My first time going down the hill in Athens was not ideal, because I was stationed too far to the south. I had trouble stopping the snow tube from hitting the trees at the bottom of the hill. The snow tube even got punctured from hitting the trees.

Things were off to a bad start for me, so I moved further north atop the snow hill to provide me with more clearance at the bottom of the hill. The problem was it was too dark for me to see the ditch open at the bottom of the hill, where there is a gravel driveway.

I was moving so fast on the other snow tube down the hill that I ended up hitting the ditch, which I didn't realize was there because I couldn't see it in the dark from atop the hill. My head snapped down and I grinded my teeth upon hitting this ditch so hard, and my glasses also flew off and I could no longer see anything. Luckily, my girlfriend Amy somehow found my glasses and I didn't get badly injured during this incident. I'd decided I was already done sledding for the night.

Because our area hasn't received much snowfall this winter, the ditch before the driveway at the bottom of the hill wasn't full of snow like it normally is each winter.



On Thursday, I covered the Stratford wrestling team's home match against Auburndale/Marathon for the newspaper. It's interesting how things go full circle in a person's life. I was chatting with **Chandler Schmidt** of Stratford about how fall baseball went for him at Division 2 Winona St. It just so happens Chandler is dating Rebecka Quaintance, who is the middle child of my former Marathon High School classmate **Steffenie Small**.

I grew up playing with Steffanie in my village of Marathon neighborhood, and we both graduated from Marathon High School in 1996. I then graduated in 1997 with a one-year technical diploma in welding from **Northcentral Technical College** in Wausau, where I was welding classmates with Rebecka's father, **Clint Quaintance**.

Clint is a Marathon varsity wrestling assistant coach, and Clint and Steffenie's son, **Cale Quaintance**, is a talented young wrestler coming up in the program.

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Clement named Lions' 'Student of the Quarter'

Abbotsford High School senior Catie Clement has been named the Abbotsford Lions Club Student of the Quarter for the second quarter of the 2020-21 school year.

Clement carries a rigorous class schedule that includes NTC Dual-Credit Written Communications, NTC Dual-Credit Calculus, NTC Dual-Credit Introduction to Business, Foundations of Art, Student Teacher Aide, Treble Choir, and Mixed Choir. She has participated in many co-curricular activities, including National Honor Society, Student Senate, forensics, FBLA, FCCLA, Mental Health Team, Safe School Ambassador, and show choir. She is a member of the volleyball, basketball and softball teams.

Music instructor Kim Schindler highly recommended her for the Student-of-the-Quarter award.

"Catie challenges herself both academically, athletically, and musically," Schindler stated. "She is a leader in the classroom, modeling active participation, risk taking, and an eagerness to learn and grow as a person. She takes advice well and works hard to improve her skills based upon the advice given. She has a confidence about her that is contagious to others. Catie has a positive outlook on things and leads with humbleness and kindness. She maintains a busy lifestyle all while remaining dependable, committed, and achieving high academic honors. I highly recommend Catie for Student of the Quarter."

Clement's volunteerism attests to her belief in community service. She has

been actively involved by assisting at the Abbotsford Lion's brunches, working at Red Cross blood drives, working at community cleanup days, refereeing and table

working for Future Falcons Hoops Club and the co-ed volleyball tournament, making baby blankets, and supporting the Ronald McDonald House.

When asked to identify an outstanding feature of the community, Catie applauds her school for the large extracurricular activities it offers.

"Abbotsford School District offers a large number of clubs and sports for such a small school," she said. "Our school offers multiple sports per season and more than 10 co-curricular clubs, ranging from fishing club to forensics, in an effort to fulfill everyone's interests and get students out of their comfort zones and participating."

When asked to define a major world problem, Clement responded, "I would fix the problem of hate; I feel like hate in the world is what causes all the fighting. I know it sounds cliché, but you don't have to be best friends with everyone; you just have to be nice and show compassion. If there was only love between us, there would be no wars, no fighting between siblings, and no political battles and the world could come together."

Catie works part-time at McDonalds. After graduation, she plans to attend either UW-Stevens Point or UW-Stout, majoring in early childhood education and possibly minoring in special education.

Catie is the daughter of Joe and Cathy Clement of Abbotsford.



**Catie
Clement**



Retirement week for: **Lori Weyers** to retire from **NTC**



The woman who led **Northcentral Technical College** for 15 years announced her retirement this month.

Lori Weyers, who led **NTC** since 2006 and spent 42 years in the Wisconsin Technical College System, will retire at the end of June, she announced on Tuesday.

Weyers led **NTC** through a period of strong growth of its programs and student body, including a new culinary program, massive information technology program growth and even an esports team. Her tenure also included partnerships with other universities, including Michigan Tech and Purdue.

Weyers is slated to retire June 30.

Six awarded 2020 Flambeau Hospital Auxiliary Scholarships

BY GINNY BOSSE
FHA Scholarship Committee Chair

The coronavirus pandemic delayed but did not prevent the Flambeau Hospital Auxiliary from awarding this year's scholarships. The Auxiliary congratulates each of these six very dedicated young people and thanks them for choosing to help others through a health-related career. Each of the six winners received a \$1,000 scholarship.

Before next summer, the Flambeau Hospital Auxiliary will have a new name, but it will continue to award scholarships to students who have completed at least one year of post-secondary education in pursuit of a career in a medical field. The hope is to give up to \$6,000 again in 2021. The application form and criteria document, which explains the application process, may be picked up at the Marshfield Medical Center-Park Falls Front Desk. The application form, grade report(s), an essay, and two letters of recommendation must all be received on or before a date to be determined in the spring, usually July 15.

Abigail Brown

Abigail Brown is the daughter of Steve and Sarah Brown. She graduated from Butternut High School in 2016 and completed her Bachelor of Science in Communication Sciences and Disorders with a minor in music at the University of Wisconsin-Stevens Point in May 2020. She is thankful for the many valuable experiences she gained during her undergraduate career serving as an officer for the National Student Speech-Language-Hearing Association (NSSLHA), Miles of Smiles Club, and the Pointer Pep Band, as well as working for Holy Spirit Parish and Point Catholic Campus Ministry. Currently a first-year graduate student at the



Abigail Brown

University of Wisconsin-Stevens Point pursuing her Master of Science in Speech-Language Pathology, Abigail also works as a graduate assistant in the Speech-Language Pathology department of the clinical media center. After graduation, she hopes to work in a medical setting and is especially interested in working with adults with aphasia, traumatic brain injuries, and voice disorders.

Rachel Meier

Rachel Meier, daughter of James and Patrice Meier, was born and raised in Park Falls and still resides there. She has worked at Flambeau Hospital for a little over a year as a CNA and is currently just over halfway through her Associates Degree of Nursing at Northcentral Technical College. Once she completes her degree, Rachel plans to stay with Flambeau Hospital working as an RN while pursuing her bachelor's degree.



Rachel Meier

Michelle Hecimovich

Michelle Hecimovich is the daughter of Liane and John Hecimovich of Park Falls. She is currently in her second year of the Master's of Occupational Therapy program at UW-La Crosse. Michelle will begin her Level II fieldwork rotations next year, where she will be able to apply what she has learned in the classroom to serve infants and children with various needs in both an outpatient clinic and acute care hospital setting.



Michelle Hecimovich

Jessica Withey

Jessica Withey, the daughter of Paul and Elizabeth Withey, is currently a third-year medical student at Ross University School of Medicine. Jess devotes her extra time to service when she is not studying, being an EMT for her

school EMS club, a member of Oncology Club, and currently working on breast cancer research. Outside of school, Jess continues to support her Camp Boggy Creek campers through sales of her two books of stories that help pay their camp expenses. Prior to COVID, she volunteered a week of her time at camp. Jess is currently doing her clinical rotations at a level one trauma center in Chicago at Mount Sinai Hospital. Though COVID put a 6-month pause on her clinical rotations, she is currently finishing up her surgery core. Jess is still primarily interested in practicing Pediatric Oncology. After participating in her most recent rotation, however, trauma surgery and breast surgery are areas that are now sparking more consideration. She will be applying for residency in July 2022. After graduating as Co-Valedictorian of the Park Falls High School graduation class of 2009, Jess earned her Bachelor of Science degree in Biochemistry and Sociology from Loras College in Dubuque, IA, earning Dean's List and Cum Laude honors.

Emilee Kress

Emilee Kress, a senior at the University of Wisconsin-La Crosse, is finishing up her bachelor's degree in biology: biomedical science concentration, chemistry minor, photography minor, and plans to graduate in spring of 2021. Emilee is originally from Phillips, where she was raised by her parents Shannon and Jon Kress. After receiving her bachelor's degree, she will pursue medical school to become a pathologist. In her free time, she enjoys hiking, painting, taking photos, and putting together puzzles.



Jessica Withey

Throughout her time at UWL, Emilee has learned how fascinating, intricate, and challenging the human body can be, but also learned that every challenge is worth it, knowing that she could someday correctly diagnose a patient, who can then seek treatment. By volunteering, Emilee has learned there is no feeling as special as helping others with their health. As of now, she is unsure of where she would like to attend medical school, but looks forward to applying this summer.

Bailee Scharp

Bailee Scharp is the daughter of Tom and Michelle Scharp and a 2015 graduate of Chequamegon High School. In May of 2019, she graduated from UW - La Crosse with a Bachelor's degree in biology. After undergraduate school, Bailee pursued graduate school and is currently in the College of Chiropractic at Northwestern Health Sciences University in Bloomington, Minnesota. She will be graduating in December of 2022 as a Doctor of Chiropractic. After graduation, Bailee plans to return to Wisconsin to start her career as a chiropractor.



Bailee Scharp

Before next summer, the Flambeau Hospital Auxiliary will have a new name, but it will continue to award scholarships to students who have completed at least one year of post-secondary education in pursuit of a career in a medical field. The hope is to give up to \$6,000 again in 2021. The application form and criteria document, which explains the application process, may be picked up at the Marshfield Medical Center-Park Falls Front Desk. The application form, grade report(s), an essay, and two letters of recommendation must all be received on or before a date to be determined in the spring, usually July 15.



Emilee Kress

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Scholarship winner



Kevin Passon

Luke Blawat accepts a \$1,000 scholarship from Patty Earnest, left, and Til Pleva, members of the McCaslin Lioness Scholarship Committee of the Lakewood and Townsend area. Blawat graduated from White Lake High School in May 2020 and is attending [Northcentral Technical College](#) in Wausau. He is studying criminal justice and plans to pursue a career as a police officer.

Aspirus offers new paid CNA training program

Aspirus has partnered with Northcentral Technical College to offer a paid Certified Nursing Assistant (CNA) Training Program.

The accelerated 5-week program allows participants to receive the education and experience needed to become a Certified Nursing Assistant, with added financial support to help guarantee success.

When accepted into the program, participants receive paid tuition, course materials, scrubs and a stipend that will allow them to dedicate full-time attention to training for their new career.

“Because CNA’s play such a critical part of quality health care, Aspirus sees this as an investment in the health of our community,” said Aspirus

talent delivery partner, Aaron Schoepke. “CNA’s do such meaningful work, interacting directly with patients and aiding them with daily living activities.”

Class enrollment is planned monthly and limited to 10 individuals per session. Once an individual has completed classes, a clinical rotation at Aspirus Wausau Hospital, and certification exams,

they will be offered a full-or-part-time CNA position within the Aspirus system.

“We encourage anyone who is interested in starting a career in healthcare to explore this unique opportunity,” Schoepke said.

For more information about the Aspirus CNA Training Program, visit aspirus.org/cna or call Aaron Schoepke at 715-847-2724.

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NTC President Lori Weyers announces retirement

The Northcentral Technical College (NTC) District Board of Trustees accepted the notice of retirement from President Dr. Lori Weyers at the regular meeting of the Board on Tuesday, January 12. Weyers will retire effective June 30, 2021.

"Dr. Weyers' leadership and nearly 15 years of service to the College have positioned NTC as a local, state and national leader in higher education," said Paul Proulx, Chair, NTC District Board of Trustees. "Her vision and commitment to our students have been a driving force in NTC's success. On behalf of the Board and entire College community, we thank her for her service and wish her well in retirement. We are fortunate that she has positioned the College to succeed well into the future."

President Weyers began her tenure as NTC president July 1, 2006 and has served the Wisconsin Technical College System for 42 years. Prior to coming to NTC, she served as the Vice President for Learning at Northeast Wisconsin Technical College and as Executive Dean, Dean, Coordinator and faculty member at Fox Valley Technical College. She earned her Bachelor of Science Degree in Psychology and Behavioral Disabilities, Master of Science Degree in Rehabilitation Counseling/Administration and her PhD in Educational Leadership and Policy Analysis from the University of Wisconsin-Madison.

Under her leadership, NTC grew its enrollment substantially while building collaborative partnerships with K-12 Districts, local businesses and community organizations. Weyers established Centers of Excellence that positioned the College as a major driver in the sectors of manufacturing, health, business, public safety, agriculture, woods and transportation. Her commitment to learners opened educational pathways through the expansion of transfer partnerships and the establishment of the College's nationally recognized Virtual College.

"Serving as NTC's president has been the most rewarding, fulfilling role of my 42 year career in higher education," said Weyers. "We have accomplished so much but none of it would have been possible without the amazing support of our leadership team, staff and faculty. I find great comfort

in knowing that the College is well poised to continue to serve our students and our community."

An internal search for the next President of NTC will be conducted by an Ad Hoc Recruitment Group, including the Board Chair, Vice-Chair and Treasurer. The NTC Associate VP of Human Resources will assist. The Board anticipates finalizing and announcing the selection of the new President no later than March or April 2021. Successful candidates will have diverse experience in various aspects of the College, including a commitment to students, employees and community partnerships with an emphasis on strong fiscal policy.

"President Weyers has assembled an outstanding group who make up the College's leadership team," said Chair Proulx. "We are confident that the current leadership group is the pool from which to select the next president."



Aspirus, NTC partner on new paid CNA training program

COURTESY OF ASPIRUS

WISCONSIN – Aspirus has partnered with Northcentral Technical College (NTC) to offer a paid Certified Nursing Assistant (CNA) Training Program.

The accelerated five-week program allows participants to receive the education and experience needed to become a Certified Nursing Assistant, with added financial support to help guarantee success.

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Curtiss Lions present scholarship

Curtiss Lions president Mike Jakel Sr. presents a \$600 scholarship to Kylie Arndt, a student at Owen-Withee High School. Arndt plans on pursuing a degree in psychiatric nursing at [Northcentral Technical College](#) in Wausau. She has been employed at the Clark County Rehabilitation & Living Center in Owen since December of 2018.

SUBMITTED PHOTO

LIFELINES

Grief and Healing During a Pandemic • Tues. 2/2, hosted online by Aspirus. Learn how to cope losing a loved one during the pandemic. Starts at 6 pm. No cost. Contact nanwings1@gmail.com

Blood Drive • Thurs. 2/11, hosted by Nicolet College, located at Culver's in Rhineland, 620 W Kemp St. Give a pint of blood and get a free pint of Culver's custard. Starts 12 pm. 800-280-4102

Virtual Early Childhood Conference • Sat. 2/27, hosted online by [Northcentral Technical College](#). Learn the basics of childhood development and care. Starts at 9 am. Counts towards continuing education. \$25. 715-803-1034

Medicare options through Security Health Plan • hosted weekly until March 11, hosted online by the Marshfield Clinic. Learn how Medicare plans offered by Security Health Plan of Wisconsin can help you afford quality insurance. Visit www.securityhealth.org/OnlineEvent

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NTC President Lori Weyers announces retirement

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Academics

Arndt Recieves \$600 Scholarship from Curtiss Lions



Curtiss Lions President Mike Jakel, Sr. presents Kylie Arndt, Owen-Withee Alumna, a scholarship check for \$600. Her goal is to receive an education in Psychiatric Nursing, attending [NTC](#) at Wausau and pursuing her Bachelor's Degree. She is also employed at Clark County Rehabilitation and Living Center in Owen. (Photo courtesy of Lila Meske)

NHS Induction



Contributed

Katrina Pranke was inducted into the White Lake School chapter of the National Honor Society on Friday. Guest speakers included Kimmie Kretz from [Northcentral Technical College](#) and JoNita Schuman, former White Lake NHS member. A reception followed the candlelighting ceremony for the NHS members and guests.

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Curtiss Lions present scholarship to Arndt



Curtiss Lions Club President Mike Jakel Sr. presents a \$600 scholarship to Kylie Arndt, Owen-Withee High School. Kylie is attending NTC in Wausau to get a bachelors degree in Psychiatric Nursing. She is also employed at the Clark County Rehabilitation & Living Center, since December 2018. The check was presented January 4, 2021 at the Curtiss Community Center. (Photo courtesy of Lila Meske)

Abbotsford, Tribune-Phonograph

Referendum on consolidation set

By Ross Pattermann and Kevin O'Brien

Voters in the Abbotsford and Colby school districts will be asked this April to weigh in on whether the two neighboring districts should formally start exploring the idea of consolidation.

Following a joint meeting last week Wednesday, both school boards met separately Monday and voted to approve the following advisory referendum question for the April 6 ballot:

The school districts of Abbotsford and Colby are looking for input from their communities regarding whether or not to explore in greater depth the concept of consolidation for some time in the future.

Do you support further exploration and research of this idea with the understanding that another community vote in the future would provide the gathered additional information and data?

Joint board meeting

The Abbotsford and Colby boards of education met in a rare joint meeting last

See **REFERENDUM/** Page 11



ROUNDTABLE DISCUSSION - Colby superintendent Steve Kolden, center, speaks with members of the Abbotsford School Board last Wednesday during a joint meeting in Abbotsford. The two school boards discussed the topic of a shared superintendent and consolidating the two districts into one larger school district.

STAFF PHOTO/ROSS PATERMANN


 Abbotsford, Tribune-Phonograph

Referendum

Continued from page 1

Wednesday. During the joint board meeting Colby superintendent Steven Kolden let the two boards know he would be retiring two years from now.

With Abbotsford superintendent Sherry Baker retiring at the end of the 2020-21 academic year, Kolden broached the subject of the two schools sharing a single superintendent when he retires.

"The idea of a shared superintendent seems viable because of the proximity of the schools," Kolden said. "We've worked collaboratively before in the past."

Kolden said the two year window would allow Baker's successor a chance to acquaint themselves with the Abbotsford School District. Kolden said he would work as a mentor of sorts in his remaining time at Colby to help the future superintendent understand the Colby School District and its students and staff.

On the heels of that topic came an even larger, potentially more contentious question — the issue of possibly consolidating the two school districts into one new school district.

Kolden noted that the schools already share a school resource officer and an athletic director, and many of the student-athletes from the two school districts belong to athletic co-ops like wrestling, baseball and softball.

Abbotsford board member Shanna Hackel was against the idea of having one shared superintendent, mentioning her own experiences in overseeing multiple **NTC** campuses at once.

"I was put in a role where I maintained two colleges, and then pretty soon I had five," Hackel told the joint boards. "It was way too much. I couldn't do what I need-

ed to be doing. . . . I get that the schools aren't that far away, but I think that would be one of my biggest concerns just because I've been through that myself."

Kolden admitted that a shared superintendent would not have the typical day-to-day interactions with staff, but technology and a strong administrative team would help manage duties.

"I'm fortunate that I have a great administrative team. I can be gone and not worry about things falling apart," Kolden said. "Technology now helps deal with some of the issues where you don't always have to be physically present for every meeting."

Baker pointed out that each school also has its own unique characteristics, with the Abbotsford School District at nearly 60 percent Hispanic and utilizing dual language and English language learner curriculum. However, this could also make it an attractive option for those Colby students who are looking to gain fluency in a different language.

The boards then proceeded to weigh out the pros and cons of a possible consolidation into one school district.

"The question should be, what are the long range goals? I think that should be discussed before we get too far ahead of ourselves," Colby board member Eric Elmhurst said.

Elmhurst, who is a teacher at the Abbotsford School District, said that combining the two districts would allow students to be eligible for new classes, while also enabling the schools to be more competitive when hiring new staff and educators.

A consolidated district may more com-



COME TOGETHER - Members of the Colby and Abbotsford school district's meet together to discuss consolidation. Each board met separately Monday, Jan. 25, to approve a move to survey the public and gauge their feelings regarding merging the two districts. The public will have a chance to answer the board's question this spring at the ballot box. *STAFF PHOTO/ROSS PATTERMANN*

petitive athletically, he said, but some students would miss out on playing time.

Baker said it would be beneficial to study the idea of a shared superintendent, but that ultimately it would be up to the public to decide and provide guidance about both consolidation and a shared superintendent.

Abbotsford board member Ivone Vazquez agreed with Baker that the they should take the question to the parents and communities.

"You first have to let that person know that there's a possibility of you taking over Colby as well as Abbotsford. I think it might be a great idea, but we have to ask the communities if they are willing to combine the districts," Vazquez said.

Vazquez said she agreed with her fellow board members that such an undertaking would be hard, and those

difficulties are only compounded with COVID-19, but she said she would be willing to explore the idea once they have public input.

"I think it is very important for us as a community to see how they think," she said. "If they think 'no,' then we are not ready yet. But there are also a lot of new parents, younger parents, so I think it is very important for us to ask if we are prepared for this."

Referendum questioned OK'd

Each board met separately in Colby and Abbotsford on Monday to discuss an official inquiry as to the public's wishes.

The boards approved the question as it was presented. The matter will now fall to the public's hands, with a chance to vote for further debate and information on the topic, or to let the issue drop.

WADAL changes name, is now Deluxe Plastics

A local injection molding company is getting a new name, but keeping its long-time commitment to quality. In order to better align with their sister facility, Deluxe Plastics, in Clintonville, WADAL Plastics in Medford is changing its name to Deluxe Plastics effective January, 2021.

The company that would become WADAL Plastics was founded in a downtown Medford garage by Dale Baumann in 1987. In 1989 he was joined by Wade Cullen and WADAL was formed and moved into their current building in the Medford industrial park in 1992. Baumann became sole owner in 2009 and in Spring 2019, Baumann sold the company.

The owners are aligning the Medford facility with the Clintonville operations under the Deluxe Plastics name.

Along with the new name comes an impressive list of expanded capabilities, such as offshore injection molding and assembly in Vietnam, contract engineering and electronic design, multi-facility custom mold making shops, and the addition of over 120,000 square feet of injection molding facilities with injection molding machines ranging from 20 tons to 900 ton multi-shot machines. They are also ISO certified to the 2015 standard.

Their commitment to highest quality products and services to their valued customers will continue, simply

under a new name.

In addition, their physical address will remain the same at 949 South Gibson Street, Medford. The company has a new website: www.deluxeplastics.com.

"We are looking forward to serving you, our valued customer, just as we have in the past," stated a company spokesman announcing the change.

There will be a period of time during the transition where they will be using up existing inventory, such as boxes and labels that will still show WADAL Plastics and appreciate patience during the transition.

NTC announces medical assistant apprenticeship program

Northcentral Technical College (NTC) is pleased to announce a one-of-a-kind apprenticeship program that aims to help increase essential healthcare workers this spring. The Medical Assistant Apprenticeship gives learners the opportunity to earn a college degree while completing a State of Wisconsin Registered Apprenticeship.

"Healthcare employers can build their pipeline of medical assistants by partnering with NTC to offer this apprenticeship option," said Katie Metko, Apprenticeship Manager at NTC.

It's also a win-win for apprentices because they get

paid by their healthcare employer while learning on-the-job and through supplemental classroom instruction."

Medical Assistants perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician.

"Registered Apprenticeship is a time-tested workforce solution that benefits both employers and appren-

tices," Wisconsin Apprenticeship Director Joshua Johnson said.

"This collaboration between NTC and DWD helps to create a stronger, smarter, and more skilled workforce for Wisconsin."

Employers interested in offering a Medical Assistant Apprenticeship position should contact Katie Metko, NTC Apprenticeship Manager, by calling 715-803-1242 or emailing metko@ntc.edu.

To learn more about the Medical Assistant Apprenticeship program at NTC, visit: <https://www.ntc.edu/academics-training/apprenticeships/medical-assistant>.

Doucette receives scholarship at WITC

Anthony Doucette of Medford is the recipient of the WITC Administrative Office Opportunity Builders Scholarship for the spring semester at Wisconsin Indianhead Technical College (WITC).

Pine Line opens for snowmobile traffic on Friday

Jake Walcisak, Taylor County Forestry & Recreation Administrator, has announced the Pine Line Trail in Taylor County will open on Friday, January 29 at 8 a.m. The Pine Line Trail is open only to snowmobiles at this

time. All other trails remain closed until further notice. Conditions are poor to fair, ride with caution. For Taylor County trail conditions, please call the Taylor County Forestry & Recreation Department at 715-748-1486.

THE TIME MACHINE



From past files of *The Star News*

10 YEARS AGO

January 27, 2011

A flooded basement at a Main Street business is not the city's problem, says the city's insurance company and council members agreed Monday night recommending a claim for \$6,500 in damages be denied.

On the morning of Thursday, Sept. 2, a storm system pushed through Taylor County, dumping more

one-day session.

Consuming much time during the morning session was the shoreland ordinance passed just before the noon break. The ordinance, which controls land use on lakeshore 1,000 feet in depth and 300 feet on either side of navigable streams, is a requirement as set down by the state's water resources act of 1966. Conformity by counties is demanded in February of this year.

75 YEARS AGO

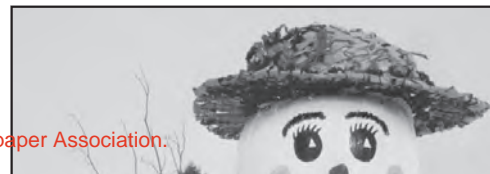
January 24, 1946

The 36x60 barn on the Tony Zak farm located two miles south of Stetsonville and one and a quarter miles west, was completely destroyed by fire which broke out about 1:30 o'clock Monday afternoon.

Mrs. Walter Sweet, who is living in the Zak house, noticed the smoke coming from the barn toward the

the war department in Washington, has ordered Adj. Gen. Houston to see that the Florida militia be placed in readiness to take the field at a moment's notice. The governor, it is reported, will call the militia out today. In the meantime the adjutant-general is quietly issuing orders. Similar requests, it is reported, have been sent to the governors of other Southern states

Remember When — 2002



Media Monitoring Suite



Reports

Name Report

Sort By
Date DMAOrder:
Ascending ▲[Export to Excel »](#)

WSAW (CBS) 1/8/2021 5:07:56 PM

Wausau, WI

NewsChannel 7 @ 5

Local Viewership: 12,574

Local Publicity Value: \$544.08

aspirus is determined to solve the problem. ((heather)) newschannel 7's drew sutherland is here in the studio to explain their plans. drew? ((drew)) heather - aspirus has partnered up with northcentral technical college to design an accelerated program for people to join the healthcare field. the pandemic has brought out a desire in people to help... but a lot of them don't know where or how to begin in this uncertain time. ""i don't know that there's a lack of interest, i think it's a lack of people being able to work around their current schedule to take the course."" ((drew)) that's where aspirus comes in. they are going to pay for tuition to ntc, books, scrub costs and a stipend to 10 students at a time to help them



Fox WZAW 1/8/2021 9:01:07 PM

Wausau, WI

Fox 55 News @ 9

Local Viewership: 3,649

Local Publicity Value: \$330.05

tonightmostly cloudy, with a low around 16. north wind 3 to 5 mph.saturdaymostly cloudy, with a high near 27. north wind 3 to 5 mph.saturday night ((dale)) and later... aspirus announces an exciting new partnership with northcentral technical college. ((dale)) we begin tonight with twitter permanently suspending president trump's personal account. twitter accuses the president of sparking the capitol riot ... and says he could use the platform to incite further violence. the social media platform says if he tries to make and use another account -- that would be suspended too. use of the potus and white house accounts will be limited -- but not disabled. the president did post a series of tweets on the potus account...



Fox WZAW 1/8/2021 9:04:25 PM

Wausau, WI

Fox 55 News @ 9

Local Viewership: 3,649

Local Publicity Value: \$330.05

a collaboration between aspirus hospital and northcentral technical college is set to between aspirus hospital and northcentral technical college is set to benefit both the medical community and patients. ((dale)) newschannel 7's drew sutherland joins us in the studio with more. drew? ((drew)) dale, this program is a great way to address solving the healthcare worker shortage. aspirus and northcentral technical college have teamed up in an effort to give people the incentive, and the ability, to join the healthcare workforce as a certified nursing assistant. aspirus will pay the tuition, books, scrub costs and a stipend



WSAW (CBS) 1/8/2021 10:04:08 PM

Wausau, WI

NewsChannel 7 @ 10

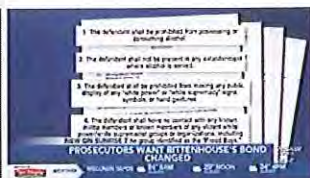
Local Viewership: 17,468

Local Publicity Value: \$1,379.18

hospital and northcentral technical college is set to benefit the medical community and patients alike. ((heather)) news channel 7's drew sutherland is in the studio with more. drew? ((drew)) heather.. this program is a great way to address solving the healthcare worker shortage. aspirus and northcentral technical college have teamed up in an effort to give people the incentive, and the ability, to join the healthcare workforce as a certified nursing assistant. aspirus will pay the tuition, books, scrub costs and a stipend for any student admitted to this new program. it aims to make the training possible to those edged out of the workforce, or

WSAW (CBS) 1/14/2021 5:07:46 AM

Wausau, WI

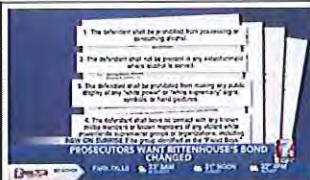


Sunrise 7

Local Viewership: 3,242

Local Publicity Value: \$146.55

and he have no known contact with militia members or members of white supremacist groups - including the proud boys. ((emerson)) northcentral technical college's president is retiring. doctor lori weyers says she will call it a career at the school in june. n-t-c district board of trustees accepted the notice last night at their regular meeting. weyers began as n-t- c's president in 2006. the board hopes to hire a new one by march or april. ((kassandra)) u-w stevens point is offering virtual steam days for students in 7th and 8th grade next month. through the program--- students can explore topics and careers in science, technology, engineering, art and



WSAW (CBS) 1/14/2021 6:07:52 AM

Wausau, WI

Sunrise 7

Local Viewership: 4,560

Local Publicity Value: \$199.20

power or white supremacy. and he have no known contact with militia members or members of white supremacist groups - including the proud boys. ((emerson)) northcentral technical college's president is retiring. doctor lori weyers says she will call it a career at the school in june. n-t-c district board of trustees accepted the notice last night at their regular meeting. weyers began as n-t- c's president in 2006. the board hopes to hire a new one by march or april. ((kassandra)) u-w stevens point is offering virtual steam days for students in 7th and 8th grade next month. through the program--- students can explore topics and careers in science, technology, engineering, art and mathematics



WQOW (ABC) 1/16/2021 6:40:49 AM

La Crosse, WI

Wake Up Wisconsin Weekend

flourishing. <(vo) from paper products to furniture, wisconsin produces billions of dollars in forest products each year. as a result, there's a growing demand for skilled, forest industry workers. here in antigo, at the wood technology center of excellence " an extension of northcentral technical college " instructors and students work to hone and advance those skills into impactful careers. (travis) it's a 28,000-square-foot facility and it's set up for training the incumbent workforce that we have here in the state of wisconsin, but also for college programing. the one that we're really proud of is our wood science associate's degree program. that's a two-year program; it's the



WAOW (ABC) 1/16/2021 6:40:50 AM

Wausau, WI

Wake Up Wisconsin Weekend

Local Viewership: 291

Local Publicity Value: \$12.53

wisconsin wood industry.. is flourishing. <(vo) from paper products to furniture, wisconsin produces billions of dollars in forest products each year. as a result, there's a growing demand for skilled, forest industry workers. here in antigo, at the wood technology center of excellence " an extension of northcentral technical college " instructors and students work to hone and advance those skills into impactful careers. (travis) it's a 28,000-square-foot facility and it's set up for training the incumbent workforce that we have here in the state of wisconsin, but also for college programing. the one that we're really proud of is our wood science associate's degree program. that's a two-year program; it's the



WKOW (ABC) 1/16/2021 6:40:53 AM

Madison, WI

Wake Up Wisconsin Weekend

Local Viewership: 7,013

Local Publicity Value: \$197.76

flourishing. <(vo) from paper products to furniture, wisconsin produces billions of dollars in forest products each year. as a result, there's a growing demand for skilled, forest industry workers. here in antigo, at the wood technology center of excellence " an extension of northcentral technical college " instructors and students work to hone and advance those skills into impactful careers. (travis) it's a 28,000-square-foot facility and it's set up for training the incumbent workforce that we have here in the state of wisconsin, but also for college programing. the one that we're really proud of is our wood science associate's degree program. that's a two-year program; it's the

KBJR (NBC) 1/16/2021 6:40:53 AM

Duluth, MN



Wake Up Wisconsin Weekend

Local Viewership: 3,424

Local Publicity Value: \$144.12

flourishing. <(vo) from paper products to furniture, wisconsin produces billions of dollars in forest products each year. as a result, there's a growing demand for skilled, forest industry workers. here in antiglo, at the wood technology center of excellence " an extension of northcentral technical college " instructors and students work to hone and advance those skills into impactful careers. (travis) it's a 28,000-square-foot facility and it's set up for training the incumbent workforce that we have here in the state of wisconsin, but also for college programing. the one that we're really proud of is our wood science associate's degree program. that's a two-year program; it's the



WITI-MILW (FOX) 1/17/2021 7:56:01 AM

Milwaukee, WI

FOX 6 Wake-Up News at 7

Local Viewership: 9,417

Local Publicity Value: \$382.69

dollars in forest products each year. as a result, there's a growing demand for skilled, forest industry workers. here in antigo, at the wood technology center of excellence " an extension of northcentral technical college " instructors and students work to hone and advance those skills into impactful careers. (travis) it's a 28,000-square-foot facility and it's set up for training the incumbent workforce that we have here in the state of wisconsin, but also for college programing. the one that we're really proud of is our wood science associate's degree program. that's a two-year program; it's the only associate's degree in wood science in north america. (vo) a



WSAW (CBS) 1/21/2021 6:07:30 PM

Wausau, WI

NewsChannel 7 @ 6

Local Viewership: 16,863

Local Publicity Value: \$1,183.70

-- we'll talk about how differing opinions can negatively impact how our children see the world and each ((jeff)) northcentral technical college is announcing a one- of-a-kind apprenticeship program for its medical students to get more hands on experience in the workforce-- the medical assistance apprenticeship gives students a chance to earn their college degree while getting hands on experience. n-t-c is partnered with the department of workforce development as a way to improve the skills of medical workers in wisconsin. the covid-19 pandemic helped people realize the importance of having many skilled medical workers available "we see medical as a



WJFW (NBC) 1/21/2021 6:08:34 PM

Wausau, WI

Newswatch 12 at 6

Local Viewership: 6,453

Local Publicity Value: \$490.14

with their health as they will receive their genetic results back. for more information -- or to sign up -- you can visit the "all of us" research program. "northcentral technical college" has announced: they're launching an apprenticeship program -- that aims to help increase essential healthcare workers, this spring. the "medical assistant" apprenticeship gives learners the opportunity to earn a college degree -- while completing a state of wisconsin registered apprenticeship. medical assistants perform administrative and certain clinical duties -- under the direction of a physician. that includes scheduling appointments... maintaining



Fox WZAW 1/21/2021 9:00:55 PM

Wausau, WI

Fox 55 News @ 9

Local Viewership: 4,538

Local Publicity Value: \$419.48

packers g.m. ted thompson with and later... the senate continues to make plans for the upcoming impeachment trial of former president trump. ((dale)) northcentral technical college is announcing a one- of-a-kind apprenticeship program for its medical students... to get more hands on experience. newchannel 7's tony langfellow explains how this program will open up more opportunities for students. "getting an apprenticeship often means working in contruction or manufacturing, but now the pandemic has opened ntc's eyes and wants more health care workers ready for the workforce" ntc's medical assistance apprenticeship program will offer a unique hands-on experience for future

WSAW (CBS) 1/21/2021 10:00:38 PM

Wausau, WI



NewsChannel 7 @ 10

Local Viewership: 14,988

Local Publicity Value: \$1,177.05

((jeff)) only on 7-- remembering former packers g.m. ted thompson with someone who was a close friend. ((jeff)) northcentral technical college is announcing a one- of-a-kind apprenticeship program for its medical students -- to get more hands on experience- newschannel 7's tony langfellow explains how this program will open up more opportunities for students. "getting an apprenticeship often means working in construction or manufacturing, but now the pandemic has opened ntc's eyes and wants more health care workers ready for the workforce" ntc's medical assistance



WJFW (NBC) 1/22/2021 5:36:55 AM

Wausau, WI

NewsWatch 12 Morning News

Local Viewership: 2,095

Local Publicity Value: \$73.65

cost for this course is 35 dollars -- which includes an all- day snowshoe trail pass. to sign up... you can go to nicole- college-dot-edu-slash-outdoor-adventure northcentral technical college has announced an apprenticeship program that aims to help increase essential healthcare workers this spring. the medical assistant apprenticeship gives learners the opportunity to earn a college degree while completing a state of wisconsin registered apprenticeship. medical assistants perform administrative and certain clinical duties under the direction of a physician. administrative duties may include scheduling appointments, maintaining medical records,

Items in this report: 16

Total Local Viewership: 110,224

Total Local Market Publicity Value: \$7,010.22

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