

**DISTRICT BOARD OF TRUSTEES REGULAR MEETING**

Tuesday, March 12, 2019  
Northcentral Technical College  
1000 W. Campus Drive  
Wausau, WI 54401  
Timberwolf Conference Center/D100

**12:15 p.m. Lunch**

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

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

**II. PUBLIC INPUT**

A. Public Comments

**III. APPROVAL OF MINUTES**

A. [Approval of minutes from February 12, 2019 Board of Trustees meeting](#)

**Motion:** That the Northcentral Technical College Board approve the meeting minutes from February 12, 2019 Board of Trustees meeting.

Voice vote required to approve.

**IV. ACTION ITEMS**

A. [Approval of 2019-2020 Final Capital Budget](#) – Roxanne Lutgen

**Motion:** That the Northcentral Technical College District Board approve the 2019-2020 final Capital Budget not to exceed the \$11,850,000 capital expenditures budget, funded through capital borrowings of \$11,500,000, fund balance of \$250,000, and donations of \$100,000, including identified items exceeding \$50,000.

Voice vote required to approve.

B. [Incidental Fees and Miscellaneous Student Charges](#) – Jeannie Worden

**Motion:** That the Northcentral Technical College District Board approve the revised incidental fees and miscellaneous student charges as identified above.

Voice vote required to approve.

## V. CONSENT VOTING AGENDA

### A. Approval of Consent Voting Agenda

1. [New IT-Network Security Specialist Associate Degree Program](#)
2. [Receipts & Expenditures](#)
3. [Personnel Changes](#)

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

1. New IT-Network Security Specialist Associate Degree Program
2. Receipts & Expenditures
3. Personnel Changes

Roll call vote required to approve.

## VI. BOARD DEVELOPMENT

- ### A. Virtual College Updates + Plans – Darren Ackley, Brandy Breuckman + Sara Bartelt

## VII. INFORMATION/DISCUSSION

### A. President's Report

1. Student Representative's Report – Jessie Denny
2. Legislative Updates
3. Mobile Transportation Education Center (Medford High School Video) – Shanna Hackel + Greg Cisewski
4. Comments from Informational Update

### B. Chairperson's Report

1. Spring 2019 Board Appointment Update
  - Board appointment meeting is Monday, March 18, 2019 at 8:15 a.m. at Marathon County Courthouse
  - Will be doing a second appointment process in April.
2. WTC DBA Winter Meeting/Legislative Seminar – Tom Felch/Paul Proulx
3. WTC DBA Spring Meeting – April 11-13, 2019 (MPTC – Fond du Lac)

### C. Information

1. [Quarterly Dashboard](#)
2. [Capital Projects Monitoring Report](#)
3. [Advisory Meeting Minutes](#)
4. [Upcoming Meetings/Events](#)
5. [Good News](#)

**VIII. CLOSED SESSION (Immediately following the above Open Meeting)**

- A. Adjourn Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(e) for the purpose of:
1. Approval of the September 18, 2018 Closed Session Minutes
  2. Update regarding competitive servicing arrangement

**Motion:** Adjourn Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(e) for the purpose of:

1. Approval of the September 18, 2018 Closed Session Minutes
2. Update regarding competitive servicing arrangement

Roll call vote required

**IX. OPEN SESSION**

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

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

Roll call vote required

**X. MEETING ADJOURN**

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

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



**DISTRICT BOARD OF TRUSTEES REGULAR MEETING MINUTES**

**Tuesday, February 12, 2019**  
Northcentral Technical College  
1000 W. Campus Drive  
Wausau, WI 54401

**Conference Call**

**WISLINE: 1-855-947-8255 Toll Free**

**Passcode: 8864 247#**

The Northcentral Technical College District Board of Trustees met on February 12, 2019 via WisLine teleconference. Tom Felch called the meeting to order at 1:00pm.

**Roll Call:**

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

**Compliance with Open Meeting Law**

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

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

- A. Recited the Pledge of Allegiance.  
Due to the meeting being held via teleconference, the Pledge of Allegiance was not recited.

**II. PUBLIC COMMENTS**

- A. There were no public comments

**III. APPROVAL OF MINUTES**

- A. It was moved by Lee Lo and seconded by Dale Smith that the NTC Board of Trustees meeting minutes from January 15, 2019 be approved. Motion carried unanimously.

**IV. REGULAR VOTING AGENDAS**

- A. Approval of 2019-2020 Tentative Capital Budget – Lori Weyers/Roxanne Lutgen

Roxanne reviewed the capital budget planning assumptions and explained our capital planning for the 2019-20 year. The PowerPoint is included with the official meeting minutes.

An update was provided on our new DR site which is included in the 2018-19 capital budget. New Smartrow technology will allow us to only cool the equipment in the rack rather than cooling the entire room which brings the cost of the project down. Fire suppression is only put over the servers and not used for the whole room. We will be putting together a business plan to get out to K-12s and non-profits offering this service.

EPDP + gas utility at the Agriculture Center of Excellence: Right now we are using about 4.5 acres of land at the farm to put up telephone poles for EPDP. We will run into an issue this spring with snow thawing so we will need to do some temporary things at the Wausau Campus or by partnering with other entities to complete classes. We will then make the noted adjustments this summer so it is accessible year round at the Agriculture Center of Excellence.

CDL: the purchase of this land was approved at the January Board meeting. With this purchase, we will gain access to the east side of the property. We will put in some training pads for the CDL program to be usable year round.

Salon + Spa: the program will include pedicures, manicures, facials, and a hair station for each student enrolled in the program as well as a classroom space for learning. Darren Ackley and Brandy Breuckman discussed how our program will work given another business in the area has a similar offering. Cosmetology licensure requires certain things that must be covered + will be identical to the program of the other business in the area. Where we are going to be different is the way we will carry out our programming by allowing more flexibility. We will also have the opportunity to offer continuing education courses which is not done in this area.

It was moved by Paul Proulx and seconded by Maria Volpe that the Northcentral Technical College District Board approve the 2019-2020 Tentative Capital Budget not to exceed the \$11,850,000 capital expenditures budget, funded through capital borrowings of \$11,500,000, fund balance of \$250,000, and donations of \$100,000, including identified items exceeding \$50,000.

## **V. CONSENT VOTING AGENDA**

- A. It was moved by Ruth Risley-Gray and seconded by Maria Volpe that the NTC District Board approves the consent Voting Agenda
- New Data Analyst Apprenticeship
  - New Foundations of Teacher Education Associate Degree Program
  - Receipts & Expenditures
  - Personnel Changes

Motion carried unanimously.

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

## **VII. MEETING ADJOURN**

By consensus the meeting adjourned at 1:18 p.m.

Respectfully submitted,

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

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

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

**MEETING DATE:** March 12, 2019

**TOPIC:** 2019-2020 Capital Budget Planning

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

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

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

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

1. *2019-2020 Capital Expenditure Funding Sources* shows the funding plan for the next year's capital budget.
2. *2019-2020 Capital Expenditure Summary* shows categories of capital expenditures for next year's capital budget.
3. *2019-2020 Capital Equipment Budget Requests* provides additional information and identifies *expenditures greater than \$50,000* requiring Board approval.

At the February meeting the Board tentatively approved these same capital expenditures of \$11,850,000. At this meeting the Board is being presented with the authorization to borrow \$11,500,000 toward this capital expenditure plan.

**AGENDA CATEGORY:**

- Regular Voting Agenda

**PROPOSED MOTION:**

Approval not to exceed the \$11,850,000 capital expenditures budget, funded through capital borrowings of \$11,500,000, fund balance of \$250,000, and donations of \$100,000, including identified items exceeding \$50,000.

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

Signed Dr. Lori A. Weyers

Dated March 12, 2019

## 2019-2020 Capital Expenditure Funding Sources

<b>\$11,850,000</b>	<b>Total Capital Expenditures Budget</b>
\$11,500,000	Funded through Annual Capital Borrowings
\$250,000	Funded through Fund Balance
\$100,000	Funded through Donations

## 2019-2020 Capital Expenditure Summary

<b><u>Description</u></b>	<b><u>Fiscal Year</u> <u>2019-2020</u></b>	<b><u>Subtotal</u></b>
Previously Committed Capital Expenditures		
Distance Education Leases	\$115,320	
Other Items	<u>\$1,108,200</u>	
		\$1,223,520
Capital Contingency Fund	<u>\$343,687</u>	
		\$ 343,687
Technology Maintenance		
Microcomputers and Consulting	\$2,052,000	
Network Equipment	\$1,324,489	
Smart Classrooms	\$260,212	
Advanced Technology Initiatives	<u>\$250,000</u>	
		\$3,886,701
High Priority Educational Needs		
Equipment and Software	<u>\$1,720,322</u>	
		\$1,720,322
Long Range Facility Plan Recommendations		
Regional Campuses	\$810,558	
Central Campus	<u>\$3,865,212</u>	
		\$4,675,770
<b>Total</b>		<b>\$11,850,000</b>

**2019-2020 Capital Equipment Budget Request (Items greater than \$50,000)**

Division	Item Requested	(N) New (R) Replacement (P) Previously Committed	Definition	Impact (FTE, Headcount, Location, Program, etc.)	Depreciable Life	Strategic Direction College Goals	Cost	Estimated start date	Estimated end date	Estimated date all proceeds spent
District-wide	Capital Contingency Fund	P	Emergency Dollars	Emergency capital dollars for equipment that breaks or new initiative equipment or facility needs during the year.	Non-Depreciable	Growth and Innovation	\$343,687	7/1/2019	6/30/2020	6/30/2020
Information Technology	Advanced Technology Initiatives	N	Technology equipment and services installed in conjunction with facility projects.	District-wide impact	5 year plan	Growth and Innovation	\$250,000	7/1/2019	6/30/2020	6/30/2020
Information Technology	Capital Contingency for IT renovations	R	NTC plan IT renovations whenever building remodeling occurs.	IT renovations related to building remodeling requires contingency as needs become apparent throughout the remodeling project.	15 years	Continuous Quality Improvement	\$100,000	7/1/2019	6/30/2020	6/30/2020
Information Technology	Computer Workstations	R	NTC plan to replace approx. 25% of all computers. This year we plan to purchase approx. 500 items of computers/peripherals for students with all of the replaced items passing down to staff.	Workstation replacements per the long-term computer refresh plan.	5 years	Growth and Innovation	\$400,000	7/1/2019	6/30/2020	6/30/2020
Information Technology	Consultant Support	P	Consultant support of High Street to enhance the usability of PeopleSoft and to build complex master images of computer desktops utilized for instruction.	District wide and distance learner impact.	Non-Depreciable	Growth and Innovation	\$1,652,000	7/1/2019	6/30/2020	6/30/2020
Information Technology	Data Cabling and Telephones	R	Data cabling and telephones in remodeled areas.	Renovations related to building remodeling.	15 years	Growth and Innovation	\$ 50,000	7/1/2019	6/30/2020	6/30/2020
Information Technology	Distance Education Leases	P	Charter Wide Area Network, WiscNet, and WTCN Teach Link all support distance education.	District-wide and distance learner impact. Provides connectivity to regional campuses and the Internet. Impacts all students, employees, and stakeholders.	Non-Depreciable	Growth and Innovation	\$115,320	7/1/2019	6/30/2020	6/30/2020
Information Technology	HD Video Conferencing	P	NTC plan to replace/upgrade Interactive video conferencing (IVC) rooms on an as needed basis.	This replaces/upgrades our IVC system/rooms per the long-term IVC refresh plan.	5 year	Continuous Quality Improvement	\$501,489	7/1/2019	6/30/2020	6/30/2020
Information Technology	PeopleSoft Operating System Maintenance	P	The PeopleSoft system is the operating system for the entire college.	Software maintenance on this system is required.	Non-Depreciable	Growth and Innovation	\$135,000	7/1/2019	6/30/2020	6/30/2020
Information Technology	Provides unrestricted use of most used Microsoft products and other Software Licenses	P	NTC student and staff access to Microsoft products, and other Software licenses necessary for college business throughout the District.	Software licenses necessary to conduct business and training throughout the District.	Non-Depreciable	Growth and Innovation	\$1,075,000	7/1/2019	6/30/2020	6/30/2020
Information Technology	Safety & Security	N	Additional Cameras and related monitoring equipment	Increased Safety and Security for all students and staff	15 years	Continuous Quality Improvement	\$ 75,000	7/1/2019	6/30/2020	6/30/2020
Information Technology	Server and Network Equipment Replacement	R	Replacement and repairs of servers and network equipment.	Servers that provide communications within the network as well as the network itself need regular maintenance and replacement	5 years	Growth and Innovation	\$538,000	7/1/2019	6/30/2020	6/30/2020
Information Technology	Smart Classrooms	P	Maintenance of Smart Classrooms equipped with DVD, document camera, computer, LCD screen, and instructor station with control system, speakers and wiring.	District-wide impact	5 year plan	Growth and Innovation	\$255,212	7/1/2019	6/30/2020	6/30/2020



**2019-2020 Capital Equipment Budget Request (Items greater than \$50,000)**

Division	Item Requested	(N) New (R) Replacement (P) Previously Committed	Definition	Impact (FTE, Headcount, Location, Program, etc.)	Depreciable Life	Strategic Direction College Goals	Cost	Estimated start date	Estimated end date	Estimated date all proceeds spent
Facilities	Agriculture Center of Excellence / Gas Utility Program	N	Natural Gas Piping to EPDP/Gas Utility	Install natural gas to the lower storage shed to support the new Gas Utility Program	15 years	Continuous Quality Improvement	\$50,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Agriculture Center of Excellence / Gas Utility Program	N	Road to EPDP/Gas Utility Program Area	Road to EPDP/Gas Utility Program Area	15 years	Continuous Quality Improvement	\$300,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Agriculture Center of Excellence Remodeling	N	Blacktop Service Area	Grade and resurface the main drive at the Ag Center of Excellence.	15 years	Continuous Quality Improvement	\$280,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Capital Contingency for Facilities	R	Construction Contingency	Renovations related to building remodeling requires contingency as needs become apparent during remodeling projects.	15 years	Continuous Quality Improvement	\$100,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Center of Health Sciences Remodeling	R	CHS Classroom Furniture/Corridor Painting	Improve the aesthetics and replace furniture in classrooms and corridors.	15 years	Continuous Quality Improvement	\$75,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Center of Health Sciences Remodeling	R	CHS Roof Top Exhaust Fan Replacement	Normal Lifecycle Replacement	15 years	Continuous Quality Improvement	\$50,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Center of Health Sciences Remodeling	R	CHS3016 Tiered Classroom/Furniture	Removed tiered classroom floor and replace with movable furniture.	15 years	Continuous Quality Improvement	\$75,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Merrill Campus	N	Merrill Storage Shed Heat & Insulation	Provide year round use of the storage shed at PSCE by providing heat and insulation.	15 years	Continuous Quality Improvement	\$60,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Wausau Campus	R	E101/E102 Chair Replacement	Continuous Improvement	15 years	Continuous Quality Improvement	\$50,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Wausau Campus	R	Lighting Upgrades	Lighting Upgrades	15 years	Continuous Quality Improvement	\$50,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Wausau Campus	N	Wausau Storage Building	Wausau Storage Building	15 years	Continuous Quality Improvement	\$50,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Wausau Campus Automotive Program	R	Auto Shop Roof	Normal Lifecycle Replacement	15 years	Continuous Quality Improvement	\$350,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Wausau Campus Culinary Program	N	Culinary Addition	Expansion for Culinary Lab area.	25 years	Continuous Quality Improvement	\$600,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Wausau Campus Culinary Program Equipment	N	Culinary Equipment	Equipment for Culinary Program expansion.	5 years	Continuous Quality Improvement	\$500,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Wausau Campus Remodeling	R	Boiler Plant Pump Replacement	Normal Lifecycle Replacement	15 years	Continuous Quality Improvement	\$75,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Wausau Campus Remodeling	N	Bos Creek Berm	Control flooding of the C parking lot during heavy rain events.	15 years	Continuous Quality Improvement	\$60,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Wausau Campus Remodeling	R	F Building Reconfiguration	Remodel portions of the F Building to provide space for new Salon & Spa program.	15 years	Continuous Quality Improvement	\$170,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Wausau Campus Remodeling	R	Sidewalk Replacement	Sidewalk replacement on Wausau Campus.	15 years	Continuous Quality Improvement	\$50,000	7/1/2019	6/30/2020	6/30/2020
Facilities	Wausau Campus	R	Salon & Spa Renovation	Remodel F104, F106, and F108 to provide	15 years	Continuous Quality	\$1,000,000	7/1/2019	6/30/2020	6/30/2020

**2019-2020 Capital Equipment Budget Request (Items greater than \$50,000)**

Division	Item Requested	(N) New (R) Replacement (P) Previously Committed	Definition	Impact (FTE, Headcount, Location, Program, etc.)	Depreciable Life	Strategic Direction College Goals	Cost	Estimated start date	Estimated end date	Estimated date all proceeds spent
	Salon & Spa Program			space for new Salon & Spa program.		Improvement				
Learning	Agricultural Center of Excellence / Gas Utility Program	N	Gas Utility Program Equipment at Farm	Natural gas piping. Will be used for both Gas Utility and EPDP programs.	5 years	Growth and Innovation	\$150,000	7/1/2019	6/30/2020	6/30/2020
Learning	Agricultural Center of Excellence Farm Equipment	N	Farm Learning Equipment	Farm Equipment such as: Autoclave, swing head centrifuge, discovery barn cleaner, manure tanker.	5 years	Growth and Innovation	\$100,000	7/1/2019	6/30/2020	6/30/2020
Learning	Capital Contingency for Learning	R	Emergency Dollars for Learning Capital equipment and projects.	Emergency capital dollars for equipment that breaks or new initiative equipment or facility needs during the year.	5 years	Growth and Innovation	\$140,000	7/1/2019	6/30/2020	6/30/2020
Learning	Farm Public Safety Center of Excellence EPD Program	N	Electrical Power Distribution Program	Two person bucket truck	5 years	Growth and Innovation	\$75,000	7/1/2019	6/30/2020	6/30/2020
Learning	Merrill Public Safety Center of Excellence CDL Program	N	Merrill - CDL Equipment	Class B truck driving equipment.	5 years	Continuous and Quality Improvement	\$60,000	7/1/2019	6/30/2020	6/30/2020
Learning	Wausau Campus Information Technology Program	N	Computer Info Tech (CIT) Equipment	Virtual Servers for IT Programs.	5 years	Growth and Innovation	\$75,000	7/1/2019	6/30/2020	6/30/2020
Learning	Wausau Campus Criminal Justice Program	N	Criminal Justice Equipment	2 Ford SUV squad cars	5 years	Continuous Quality Improvement	\$70,000	7/1/2019	6/30/2020	6/30/2020
Learning	Wausau Campus Dental Program	R	Dental Equipment	Dental chairs (1 pod = 8 dental chairs). Chairs for dental visits and training.	5 years	Continuous and Quality Improvement	\$111,000	7/1/2019	6/30/2020	6/30/2020
Learning	Wausau Campus Nursing Program	N	Nursing Equipment	Juno (5) – Simulation equipment.	5 years	Continuous and Quality Improvement	\$55,000	7/1/2019	6/30/2020	6/30/2020
Learning	Wausau Campus Salon & Spa Program	N	Salon & Spa Equipment	Equipment includes: furniture, chairs, shelving, and other lab equipment.	5 years	Growth and Innovation	\$120,000	7/1/2019	6/30/2020	6/30/2020
Learning	Wausau Campus Automation Program	N	Automation Equipment	Equipment such as: Robots, conveyor system, Panelview Plus, AB compact logix, AB safety hardware, AB Stratix switches, AB Point IO w/cards.	5 years	Growth and Innovation	\$250,000	7/1/2019	6/30/2020	6/30/2020
Learning	Wausau Campus Culinary Program	N	Culinary Restaurant	Expansion for Culinary Lab area.	5 years	Growth and Innovation	\$110,000	7/1/2019	6/30/2020	6/30/2020

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

**MEETING DATE:** March 12, 2019

**TOPIC:** Incidental fees and miscellaneous student charges

**POLICY:** Wisconsin Statute 38.14(9) District board powers. Activity and incidental fees. *The district board may establish student activity and incidental fees to fund, in whole or in part, the cost of services and activities offered as support services for regular instruction.*

**INTERPRETATION:** A change in miscellaneous student charges requires board approval.

**DATA/RESULTS:**

Northcentral Technical College charges incidental fees and miscellaneous student charges for various services. A change in the testing center fee for the spatial test used for Apprenticeship as well as implementing a charge for the printing of additional copies of graduation diplomas are recommended for the 2019-20 academic year.

Testing Center: Spatial Test for Apprenticeship

The Testing Center will be moving to an online assessment versus paper/pencil exam of the spatial test for Apprenticeship in spring 2019. As a result, the fee to administer the online version of the test rather than paper will also increase. We are requesting the fee to increase from \$10 per test to \$25 per test.

Printing of Duplicate Diplomas

We are requesting a cost recovery fee of \$10 for each additional copy of a graduate's diploma.

**AGENDA CATEGORY:**

**Regular Voting Agenda**

**PROPOSED MOTION:**

The board approves the revised incidental fees and miscellaneous student charges as identified above.

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

Signed

*Lois A. Weges*

Dated: March 12, 2019

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

**MEETING DATE:** March 12, 2019

**TOPIC:** New IT – Network Security Specialist Associate Degree Program

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

**DATA/RESULTS:** The IT – Network Security Specialist Associate Degree program prepares learners to protect and defend critical IT infrastructure and data. This program is for learners who enjoy experimenting with technology and solving complex abstract puzzles. Learners’ ingenuity, attention to detail and analytical skills will be developed through hands on labs. Coursework will focus on analyzing the cyber threat landscape, implementing innovative controls and actively defending against attacks. Learners will also have the opportunity to earn industry recognized credentials like CompTIA Security +.

Cybersecurity is an emerging field. According to EMSI 2018 data<sup>1</sup>, there are currently 48 jobs in the NTC district for this type of occupation with a projected growth of 36% over the next 10 years. Through surveys, in-district employers validate this growth with projections of having an average of 18 annual job openings over the next 5 years. One employer indicates, “We have had difficulty finding trained people with an information security background.” In addition, the proposed program will be offered through NTC’s Virtual College, opening opportunities in-district and also on a national scale. One employer shared, “The online component, with its increased flexibility, is very attractive to employers. This is especially true given the workforce shortage.”

The College wishes to submit the IT – Network Security Specialist Associate Degree Associate Degree program concept review documents to the Wisconsin Technical College System Office for consideration as part of the WTCS Occupational Program Approval Process. By approving the submission of the program proposal, the College will continue to the next step in the process for developing this as a WTCS approved program.

<sup>1</sup>Economic Modeling Specialist International, EMSI 2018 data.

**AGENDA CATEGORY:** **PROPOSED MOTION:**

✓ **Consent Agenda** Approval of program proposal of the IT – Network Security Specialist Associate Degree program

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

Signed \_\_\_\_\_ *Lori A. Weyers* \_\_\_\_\_ Dated 3/12/19 \_\_\_\_\_

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

**MEETING DATE:** March 12, 2019

**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 January 31, 2019.

YTD Fund 1 – 7 Revenues: \$51,409,102

YTD Fund 1 – 7 Expenses: \$52,371,294

**AGENDA CATEGORY:**

Consent Agenda

**PROPOSED MOTION:**

(Motion is included with consent agenda.)

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

Signed                     Lori A. Weyers                    

Dated                     3/12/19

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

**MEETING DATE:** March 12, 2019

**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. Nathan Daniel – IT Help Desk Technician
2. Bruce Duginski – Public Safety Instructional Assistant
3. Zachary Niles – IT Help Desk Technician
4. Kari Lazars – Regional Office Manager

Resignations:

1. Ravyn Schmidt – Career Coach

Retirement:

1. Dan Jacobson – Director of Security

**AGENDA CATEGORY:**

Consent Agenda

**PROPOSED MOTION:**

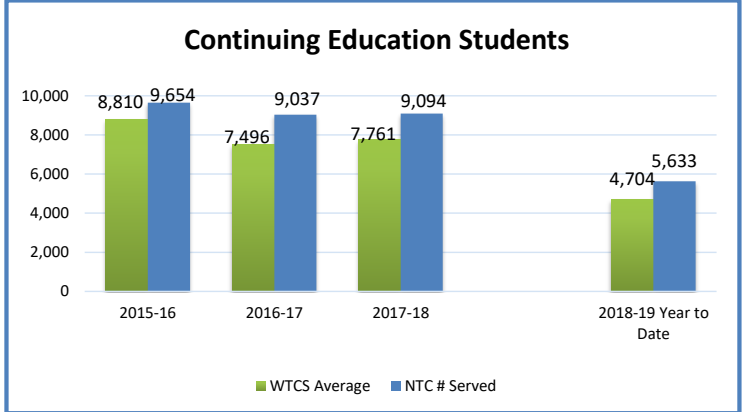
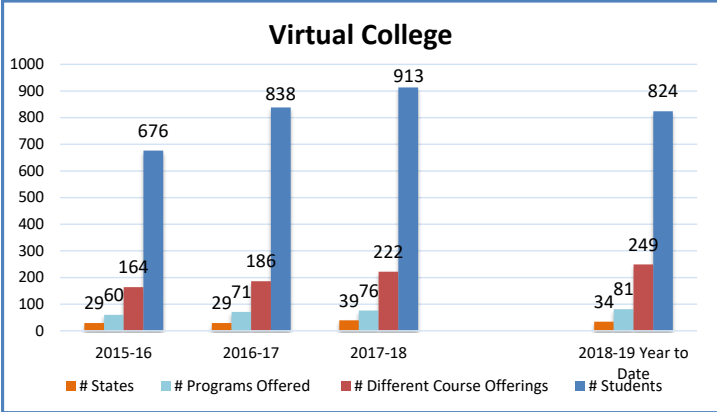
(Motion is included with consent agenda.)

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

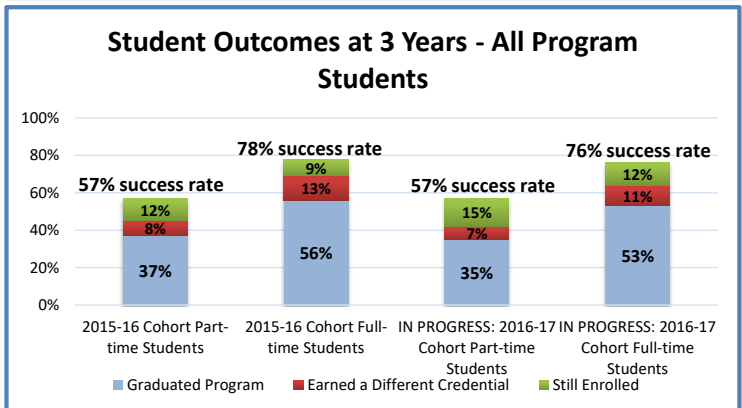
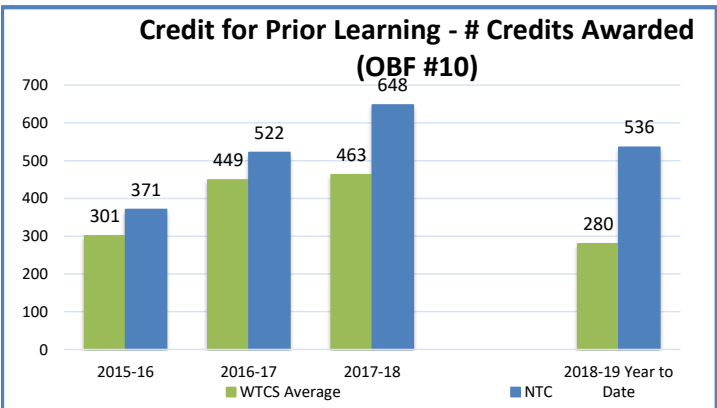
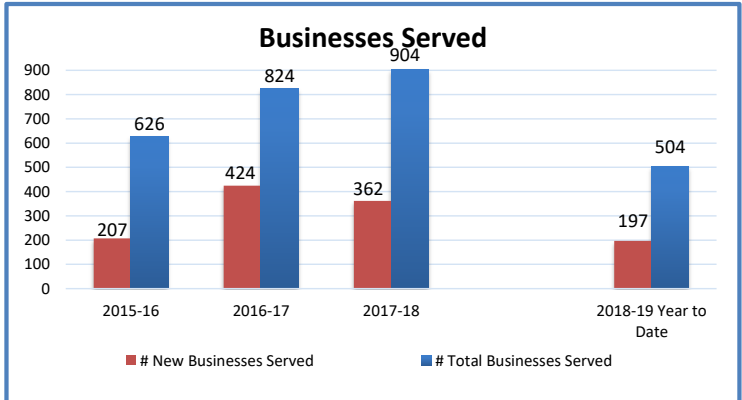
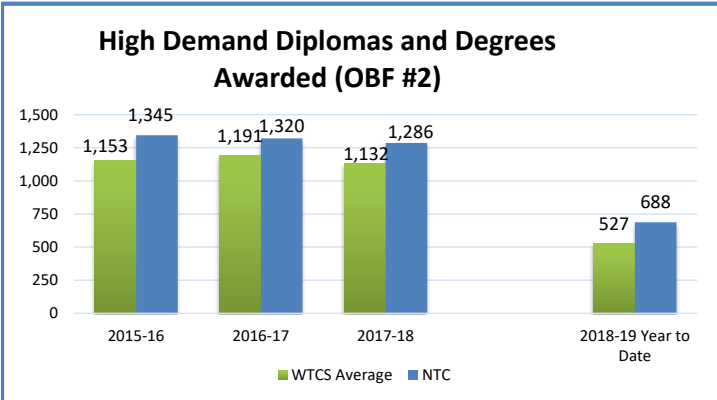
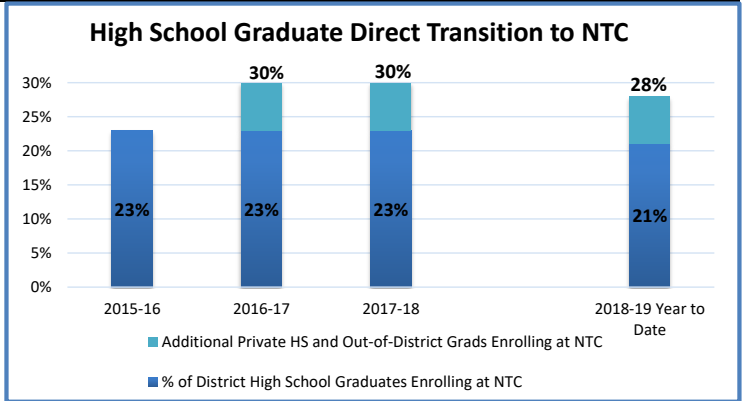
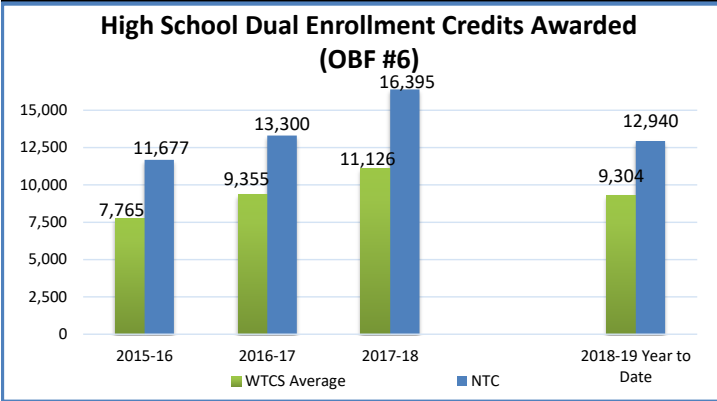
Signed Lois A. Wayman

Dated 3/12/2019

## NTC Strategic Direction: Growth & Innovation



## 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)



**2018-19 NTC Board of Trustees Dashboard Definitions**

**Virtual College:** Number of states served by Virtual College courses, Number of academic programs offered fully through Virtual College, Number of different Virtual College course offerings (both Continuing Education and Program Courses), and Total number of students served (both in Continuing Education and Programs).

**Continuing Education:** Total number served through Continuing Education course offerings.

**High School Dual Enrollment Credits Awarded:** Number of credits earned through Advanced Standing, Youth Apprenticeship, Youth Options, Course Options, Dual Credit, and Contracts with High Schools. This is the WTCS definition and is used for Outcomes-Based Funding calculations.

**High School Graduate Direct Transition to NTC:** Percentage of previous year's in-district public high school graduates who transitioned to post-secondary coursework at NTC within one year of graduation. Additional direct high school enrollments from in-district private high schools and out-of-district schools are added.

**High Demand Diplomas and Degrees Awarded:** Number of WTCS-recognized degrees and diplomas awarded in Top 50 "High Demand Fields", according to a list generated by WTCS using DWD data. This is the WTCS definition and is used for Outcomes-Based Funding calculations.

**Businesses Served:** Total unduplicated number of businesses served through Business & Industry, Public Safety, and Continuing Education areas. Total unduplicated number of new businesses served through Business & Industry, Public Safety, and Continuing Education areas.

**Credit for Prior Learning - # Credits Awarded:** Number of credits awarded through experiential learning or Credit for Prior Learning assessments within occupational instructional areas. This is the WTCS definition and is used for Outcomes-Based Funding calculations.

**Student Outcomes at 3 Years - All Program Students:** The percent of students who started in any WTCS-approved program (Technical Diploma, Associate Degree, or Apprenticeship) and achieved each outcome: Graduated the same program, Earned a different credential, or were still enrolled in Year 4. Part-time is defined by WTCS as students who were enrolled in less than 24 credits during the academic year that they started the program.

**2018-19 Annual Report Schedule**

<b>August</b>	Business & Industry
<b>September</b>	Learning Update Student Engagement
<b>October</b>	K-16 Community College Survey of Student Engagement (CCSSE) College Advancement/NTC Foundation
<b>December</b>	Three Year Information Technology Plan Annual Financial Status
<b>January</b>	Cost per FTE
<b>February</b>	Capital Initiatives
<b>March</b>	Marketing Update
<b>April</b>	Operating Budget Framework
<b>May</b>	Affirmative Action
<b>June</b>	Graduate Outcomes Fund Balance Reserve & Bond Rating Employee Satisfaction Survey



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

**MEETING DATE:** March 12, 2019

**TOPIC:** Capital Projects Monitoring Report

**POLICY 1.6 – Asset Protection** – Capital project monitoring reports will be presented to the Board.

**INTERPRETATION:** The Board reviews the year-to-date financial progress on the fiscal year’s capital projects.

**DATA/RESULTS:**

All projects are on track to completion within dollar amounts allotted.

- See the following *2018-2019 Capital Expenditure Summary of Projects*.

**AGENDA CATEGORY:**  
Other Information that may properly come before the Board.

**PROPOSED MOTION:**  
(None required)

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

Signed           Lori A. Weyers          

Dated           March 12, 2019

**Northcentral Technical College  
Capital Projects Activity Fiscal Year 2018-19  
As of February 20, 2019**

Description	Current Budgeted Amount	Expenditures	Current Fund Balance	% Complete
Antigo Disaster Recovery Site	1,099,025	450,479	648,546	41%
CHS Auditorium Remodel	826,420	824,420	2,000	100%
CDL Training Building Expansion, Phase 3	400,000	26,900	373,100	7%
AG Center Science Classroom Remodel	184,129	181,629	2,500	99%
CDL Parking Lot Resurface	286,518	278,313	8,204	97%
TLC-Timberwolf Learning Commons/Library	303,739	291,850	11,889	96%
CHS Improvements, FY19	523,153	507,831	15,322	97%
EPDP-Electrical Power Distribution Prog-Bldg/Improv	415,416	335,706	79,710	81%
Merrill CPAT Addition	592,187	546,898	45,289	92%
CDL Training Building, Phases 1 & 2 *	96,547	96,547	0	100%
AG Center Student Center *	42,176	39,676	2,500	94%
AG Campus Projects *	78,310	78,310	0	100%
Other General IT & IVC Projects	5,064,757	2,868,029	2,196,728	57%
Other General Facilities Projects	1,607,901	1,386,284	221,617	86%
Instructional Equipment	1,944,068	1,381,368	562,699	71%

\* Continued Project - does not include amount spent in prior fiscal years

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: December 4, 2018

Program Name: Electrical Power Distribution

### Attendees

#### Industry Members

- Kevin Kurtzweil, Central Wisconsin Electric
- Dennis Magee, Central Wisconsin Electric
- Don Bohlin, Wisconsin Public Service
- Mark Biddle, M.J. Electric
- Jeff Gardner, Pieper Power
- Mike Schaefer, Taylor Electric Cooperative
- Joel Frappier, Wisconsin Public Service

#### NTC Staff:

- Greg Cisewski, Dean, School of Advanced Manufacturing and Transportation
- Susan Clark, Administrative Assistant
- Marc Cegielski, Instructor
- Tracy Brewer, Business & Industry

#### Other

- 

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

#### Discussion:

- **INDUSTRY TRENDS:** Mike Schaefer, Taylor Electric, is looking at hiring a few people. They are looking to the future and the expansion of broad band and the demands associated with electric vehicles. Jeff Gardner, Pieper Power, said applicants need to be able to run the equipment and climbing is important. Mark Biddle agreed that climbing expertise is the important thing. Don Bohlin, WPS, annually hire six to twelve line electricians and will post job opening in February. WE Energies usually hires double that number in the metro area. WPS has seen a rather flat growth since 2008 but expect solar and electric cars to add to the market. The western region of WPS would like to hire one to four local line electricians. Dennis Magee, Central Coop, stated they need lineman but it is always a task to find individuals that mesh with the current lineman. Kevin Kurtweil agreed that electric cars are the future. Committee members agreed that strong interpersonal skills along with climbing skills are paramount. It was mentioned that students should be informed that they need to show that they are self-starters with integrity.
- **ENROLLMENT REPORT:** Five, first semester, students are currently enrolled. Next year's program is at capacity with 17 students. There was a discussion of how to help Marc with this large group of students and members felt that retirees from the industry would be excellent instructional assistants.
- **RECRUITMENT:** Marc has attended career days at Phillips to talk to high school students about the program. It was suggested that the creation of a promotional video would be ideal for visits to area schools or for the website. Committee members were asked to contact Marc if they are willing to have a short video at their company. The current flyer being distributed for EPD was shown to the committee. This flyer will be updated with more current graduate survey data after this group has graduated.
- **CURRICULUM REVIEW:** Marc gave an overview of the classes included in the curriculum. Content includes pole climbing, loading poles, trenching, back filling and is very comprehensive. Students are given ample time to get familiar with running different types of equipment. Kevin Kurtweil stressed that it should be explained to students how important a clean driving record is. Committee members agreed that being able to obtain a commercial driver's license is of the utmost important in this industry. Greg shared that as of February of 2020 there will be requirement changes for the CDL industry. NTC will be up to speed on those requirements when they become active. The EPD CDL training is a shortened version of a full CDL training session. The committee was informed that we do require drug testing for our CDL and EPDP students.
- **FACILITIES AND EQUIPMENT UPDATE:** Climbing gear was acquired in September and climbing training began in October. The students are receiving experience on different types of equipment. They are operating backhoes, trenching and digging and learning how to maintain their equipment. We received trenchers from WPS. Equipment donations including items such as regulators, pad mounts, overheads, and single phase transformers

will be helpful to the program. The committee asked for a list of equipment that is needed by the program. The committee was informed that NTC would be interested in negotiating with companies for any bucket trucks that they may be considering removing from operation. Members were asked if they felt a substation would be required for this program and members felt that students should be familiarized with what is in a substation but that this could be accomplished by visiting several owned by area companies rather than constructing one onsite. They did suggest that constructing a training substation could be included in a five year plan for NTC. Committee members offered to bring their newer equipment to NTC for students to become familiar with rather than NTC trying to budget for the newer equipment.

- **CONTINUING EDUCATION/BUSINESS & INDUSTRY:** Tracy Brewer shared the Business and Industry handout on upcoming workshops and seminars which are available to employers. Currently, workshops are being conducted for companies on safety or on succession planning. The current schedule for Lunch and Learn events and upcoming NTC Job Fairs was also shared. Employers were asked to contact Tracy if they have any training needs and NTC can tailor training to their needs.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: December 10, 2018

Program Name: Graphic Advisory Committee

### Attendees

#### Industry Members

- Ryan Dallman-County Materials
- Mike Busch, Worzalla
- Vicky Baker, Eastbay
- Ryan Podeweltz, Graphix Plus
- Scott Reindl, Reindl Printing
- Joe VanDerGeest, Quality Resource Group
- Mike Beck, U.S. Workstories

#### NTC Staff:

- Greg Cisewski, Dean, School of Advanced Manufacturing and Transportation
- Susan Clark, Administrative Assistant
- Andy Somers, Instructor
- Dan Seanor, Instructor
- Jordan Innes, Instructor

#### Other

- 

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

- **BUSINESS & INDUSTRY:** Greg shared that Business and Industry can provide customized education opportunities. Several entities can come together and share the cost of a customized training session. Handouts were shared for upcoming Lunch and Learn events and also NTC Job Fairs. If members would like more information, they were directed to contact Tracy Brewer at NTC. The information for posting job openings on TECH CONNECT were also shared with committee members. There are grant funds available for training. Jobs can be posted on Tech Connect and be seen by students in all 16 technical colleges.
- **INDUSTRY TRENDS:** Ryan Dallman, County Materials, Recruitment and retention for the last year has been their focus and will be their focus going forward. Ryan Podewilt, GraFix Plus, is seeing a large push to automated equipment requests. Scott Reindl, Reindl Printing, is seeing some challenges coming to the printing industry with new equipment being integrated and he is seeing a bit of a slowdown. The Postal Company will increase the first class stamp to fifty-five cents in the upcoming year. It was shared that run lengths will continue to drop. Mike Beck, US Workstories, stated that people are using more videos so business is strong with a lot of activity in the market. Mike Busch, Worzalla, is seeing a record setting year and business could change a lot with the merger

with Quad and Donnelly. Worzalla is seeing a lot of special projects coming through and have openings for approximately five people in the press room and approximately 30-35 general workers. Joe VanDerGeest, Quality Resource Group, shared that business is strong. Quality Resource Group does all aspects of marketing from designing a strategy, to implementation and then to delivery. Direct mail is still very strong and promotional items are a large part of the business. Vicky Baker, stated that Eastbay has been fully staffed for last two years. Eastbay is outsourcing a lot of art overseas and will be looking at automating the art aspect of the business. Production is running seven days a week with voluntary weekends.

- **ENROLLMENT REPORT:** The program has 31 active students for this fall semester with approximately 14 students matriculated for next semester. Video Production has 18 first semester students and 19 third semester students. Virtual College has 27 students in the program. Greg stated that the average age of student at NTC has dropped dramatically and is around 23 right now. NTC is getting many more students straight out of high school than in the past.
- **GRADUATE FOLLOW-UP REPORT:** The advisory committee reviewed the 2017 Graduate Follow-up report. Of the nine graduates in Graphic Communications, eight responded to the survey. The survey showed that 80% of the graduates were employed in a related field. Video Production had four graduates and all responded to the survey stating they were employed. No wage information was provided by the graduates completing the survey.
- **VIDEO PRODUCTION CLUB:** This year the club is focusing on networking and collaboration. We are doing ice breaker activities at the meetings and hosted a festival to have students interact with each other building their soft skills in addition to continuing to development business world contacts.
- **GRAPHICS CERTIFICATE UPDATE:** : Greg gave an overview of the Introduction to Graphics Certificate, that is being offered and which includes first semester classes from the Graphic Communication Technologies Associate Degree. Greg sought input on whether this certificate should be pursued as an embedded technical diploma, as these classes would train individuals in learning the skills needed of press operators, binary and digital employees. Greg sought feedback on whether the classes would be sufficient to prepare an individual to be employable in the industry in an entry-level position and whether the committee would hire graduates of this program. The committee was in favor to change from a certificate to the embedded technical diploma, and expressed value in students earning a diploma. The committee also supported hiring these graduates for entry-level or upskilled positions within their companies. A survey will be sent out to committee members to collect additional specific information needed to pursue changing the certificate into an embedded technical.
- **CURRICULUM ASSESSMENT:** The program will only have a fall start. This will increase numbers in a section that will follow the program curriculum from fall to spring each year. A discussion on recruitment was had by members. The instructors visit several high schools throughout the year as well as working with high school instructors for dual credit offerings which helps recruit students to NTC. Different events showcase the Printing program such as the Skills USA competition which brings in students from throughout the state who have the opportunity to compete in areas such as printing, video, design animation and video photography.
- **CAPITAL EQUIPMENT:** Andy Somers gave an update on the capital equipment requests currently in process. We have requested another roll fed, Eco-Solvent, printer. A high speed ink jet will be investigated.
- **PROGRAM TOUR:** Any members of the committee requesting a tour of the printing department were provided that opportunity. Members were reminded to contact instructors if job shadowing opportunities are available at their business for students March and April.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: December 12, 2018

Program Name: Electromechanical

### Attendees

#### Industry Members

- Jim King (Greenheck), Dave Thompson (Wausau Coated Products), Mike Ritter (Great Lakes Cheese), Paul Smith (Greenheck), Richard Buhr (Norlen), Ryan Hall (Rocket Industrial), Cher Murphy (Sierra Pacific), Tom Mroczenski (Wausau Tile), Jesse Disher (Donaldson Company), Bill Huebsch (Greenheck), Fred Wenzell (Harley-Davidson), Scott Bouchard (Creative Automation), Mike Henrichs (Sierra Pacific)

#### NTC Staff:

- Chris Severson (Dean, ScET), Mike Rhyner (faculty), Jim Buck (faculty), Bryan Schroder (faculty), John Menard (faculty), Dustin Van De Weerd (faculty)

#### Other

- 

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

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: The meeting minutes were reviewed. A sign-in sheet was circulated.
- Agenda 3: Chris Severson gave an overview of the services available through Business & Industry Services, including delivering customized training programs for organizations. Trainings may take place either on site or at NTC. See attached documentation for more information regarding opportunities offered. For more information about the services/programming offered by the Business & Industry team, please contact Chris at [seversonc@ntc.edu](mailto:seversonc@ntc.edu) and he will connect you with the appropriate CBI team member.
- Agenda 4: Dustin Van De Weerd shared the guidelines of what the final project was. NTC was fortunate to take advantage of some old equipment the NTC's Phillips campus was looking to get rid of. The students were responsible for refurbishing the entire system. This would entail running new controls and new actuators. The project started as three conveyor systems; two were completed. He reported that this was an eye-opening experience for the students as they delved deep into what was needed to updating the machines. The students were surprised at the amount of work that was necessary to get the machines functional. He is still waiting for final documentation/prints from the students. He felt that the students worked together well and that it was a great overall experience for the students. Dustin shared that his goal was to address the problem of students not knowing what to pursue as a capstone project. For the students that know what they wish to build for their capstone project, the goal is to allow for continued creativity/flexibility. For those students that are struggling to conceptualize a capstone project, Dustin is recommending students take advantage of the existing conveyor trainers as a starting point for their capstone project. He believes that this idea will be well-received by students. **Overall, the advisory committee members were impressed with the capstone project and appreciated its real-world application.**
- Agenda 5:
  - Industry Trends: Common themes discussed included data collection, safety mechanisms and common factory. All acknowledged that they were extremely busy, short staffed, and struggling to hire quality candidates. It is more likely that organizations are going to be looking for that well-rounded individual that is capable of programming, wiring panels, troubleshooting, fact checking, commissioning a system on the floor, etc. It is extremely important to cultivate soft skills in the program. The best technician is only as good as their ability to communicate effectively/professionally.
  - Program Information
    - Enrollment Report: Fall 2018 saw 23 students enter first semester, 8 students continue in second semester, 18 students continue in third semester, and 6 students continue in fourth semester. There are 80 students taking 24 Flex Lab/Self-Paced Learning classes. For Spring

- 2019, there are currently 16 applications for the associate degree and one application for the certificate/technical diploma.
- Graduate Follow-Up report: Of the 21 students that graduated, 18 participated in the graduate follow-up survey. The average wage for a graduate was \$21.81/hour with an average salary of \$51,334. All 18 participants reported they were employed (100%), with 77% reporting they were employed in field. The annual salary range was \$39,520-\$67,420. Wages may be higher than typical due to graduates working more than 40 hours per week or having previous employment in the field.
  - Electromechanical Club: Membership in the Electromechanical Club is down. Last year, the Electromechanical Club travelled to California to participate in a competition. Of those, two-thirds of the members graduated. Their finding recruiting new members challenging. The current members have been exploring Arduinos. The hope is to recruit more members in the spring.
  - Automation Program: Mike Rhyner shared that faculty had identified a potential need for additional training in automation, with a different focus than Electromechanical. NTC wrote the curriculum and has received state approval as an associate degree program. This program will run in tandem with Electromechanical. Many of the classes will be the same; there will be 12 classes that differ between the two programs. Overall, the Automation program catches a lot of the topics/content the Electromechanical program misses. Ideally, students will take both programs, extending their time at NTC by one or two semesters, but the student would leave with two associate degrees. The Automation program will allow NTC the ability to serve an additional 24 students. There is a certificate involving five Automation courses offered Spring 2019 that Electromechanical fourth semester students have met the prerequisites for (Ethernet IP, AutoCAD Electrical, Factory Talk ME Visualization Foundations, Industrial Applications, and Needs Analysis). The Automation associate degree program will launch Fall 2019.
- Curriculum/Assessment
    - Updated Curriculum for Electromechanical: Bryan Schroder explained that NTC was making changes this year before fully integrating curriculum changes that were adopted last year. The program is in the middle of transition from straight AC/DC devices and digital to IET program (1-6). This year, modifying the Mechanical Systems to update the competencies to make them more relevant to industry. NTC is working with MSTC and NATC to align some of the curriculum. Fluid Power 1, Fluid Power 2, Mechanical Systems 1 and Mechanical Systems 2 are on the docket to be revised this year. The goal is to keep the curriculum as relevant/real-world as possible. Once Automation is up and running, faculty will be examining advanced courses and determining whether they will remain in the program or be removed to address industry needs. For example, PLC 6 may remain in the Automation program, but may be eliminated from Electromechanical program to make room for a troubleshooting course. Another example would be to modify Servos 3 into an advanced hydraulics class or a second troubleshooting class. This will further differentiate the two programs, but with some more advanced skills the faculty are unable to currently offer in Electromechanical because of all the content that exists presently in the curriculum.
  - Equipment/Facilities
    - Capital Equipment
      - 2018-2019 items received include: (2) FANUC Fenceless LR Mate Robots, (10) Solar Power Training Systems, (1) Tabletop Mill/Lathe Combo and Bandsaw, (12) AB

L33ER Processors (update to Rev. 30), (8) AB Powerflex Drives, (1) Fluke Thermal Imaging Camera, (6) T6-1000 Meters for Troubleshooting, (1) 1550-C Insulation Tester, (12) 772 Process Meters, and (16) 115 Multimeters.

- 2019-2020 items requested through Capital Equipment process include: (12) FR Coveralls & ARC Flash PPE for Troubleshooting, (2) Universal Robots for Projects class, (6) FANUC Scara Robots for Automation, (1) Conveyor System for Automation, (1) Panelview for Automation, (2) Cognex Vision Systems for Automation, (1) AB L33ER Processor for Automation, (12) AB Safety 440-CR30 for Automation, (12) AB Stratix Switches for Automation, (12) AB Point I/O w/Cards for Automation.
- Funding to purchase the requested items has been approved. Items may be acquired as of 7/1/2019.

○ Grants

- NSF: Dustin Van De Weerd is part of a National Science Foundation grant called Exploring Making through Mobile Emerging Technologies (EMMET). They travel to rural communities and demonstrate activities that promote STEM education with the goal of serving underprivileged populations. They are using peer mentorship by employing high school students. They are finding that peer mentorship is far more effective than employing traditional teaching strategies. The grant is in its second year. The third year is research. There is hope that the grant will be extended. Chris Severson shared that faculty have really spent a great deal of energy to develop the pipeline of students interested in STEM. This is the first NSF grant NTC has received. Normally, NSF grants are awarded to four-year research institutes (i.e. UW-Madison). NTC is partnering with UW-Madison on this grant.
- GPR: Bryan Schroder shared that he is involved in a WTCS General Purpose Revenue grant to increase Electromechanical enrollment numbers. This grant is a partnership with MSTC, NATC, and NTC. One of the facets of the grant is to develop a transfer process/document, where a student may start at one college and be able to gain credits if transfer to another. In addition, there's grant dollars for equipment. The intent is to purchase the parts and to build the trainers at NTC. Final aspect of the grant is focused on curriculum modification. For example, as NTC revamps Mechanical Systems and Fluid Power (mentioned above), faculty will collaborate with MSTC and NATC to ensure the competencies are relevant/applicable/approved. Based on the program structure, NTC is the benchmark that NATC/MSTC is looking to achieve. Because NTC has 1-credit classes with 3-5 competencies per class, Bryan is able to articulate exactly what faculty are doing in their classes. They are finding that MSTC/NATC offer 4-credit classes with a dozen competencies and their faculty are only able to effectively cover five or six. He believes that in the second year, NATC will use curriculum dollars to modify their curriculum; where as MSTC and NTC is using curriculum dollars this year. This is a great opportunity for collaboration and provided the funding to hire one full time faculty.

- Adjunct Need – Lab Coverage: NTC is always looking for qualified, part-time instructors to assist in the Advanced Manufacturing Engineering lab. Interested persons would be willing to work evenings 5:00 PM – 8:00 PM and Saturdays 8:00 AM – 12:00 PM. Adjuncts would inform students on safety and provide guidance with projects students are working on. If interested, please contact Chris at [seversonc@ntc.edu](mailto:seversonc@ntc.edu) for more information.

- Agenda 6: The next meeting will take place on May 15<sup>th</sup>, 2019, 4:00 PM, in room CBI110. It has been requested that an additional hour be added at the beginning of the agenda to allow for viewing of final projects.



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

*Meeting Date: December 13, 2018*

*Program Name: Surgical Technologist*

### **Attendees**

#### **Industry Members**

- Jennifer Check, , ASC Manager, Marshfield Clinic, Wausau and Minocqua Center
- Suzi Okey, Nurse Manager, Bone and Joint Outpatient Surgery Center

#### **NTC Staff:**

- Marlene Roberts, Dean of School of Health Sciences
- Janet Baumann, Associated Dean of School of Health Sciences
- Jason Beasley, Surgical Technologist Faculty

#### **Other**

- Jenna Groshek, NTC Surgical Tech Student

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

- Surgical Technologist program has a 100% pass rate and the program has good feedback from students and clinical sites.
- For Fall 2018, we had ten students in the Surgical Technologist program. Two students dropped out of the program; one went to their clinical and decided the program was not a good fit and the other student transitioned to another program that was more patient focused.
- Currently we are at 100% placement when we have ten students in the program.
- Students will take The Adult Basic Education (TABE) test, version 11 & 12, for potential entry into the Dental Hygienist, Radiography, and Surgical Technologist programs for Fall 2019. The TABE test is free for students. Some students may have previously completed the 9-10 version of the TABE test; however, all students will be required to take the new 11 & 12 version of the test during one of the designated testing dates.
- The Health Division has received a plethora of supplies donated (expired items) from hospitals and clinical settings and we wanted to express how grateful and appreciative we are for these items. Not only do the donations help with our budget, but students are also very appreciative of the supplies as this helps them be able to practice their skills more often. Thank you to everyone for their generosity and if there is anything in the future you would like to donate, please contact the School of Health Sciences and we would be happy to come and pick up your donations.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: December 6, 2018

Program Name: Radiography

### Attendees

#### Industry Members

- Valerie Alft, Lead CT Technology, Ascension Good Samaritan Health Center
- Chris Berger, Lead, Accurate
- Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics
- Leah Gumz, Aspirus Riverview
- Beth Hallas, Supervisor, Diagnostic and Treatment Center – Radiology
- Amy Roberts, Aspirus Wausau Hospital Radiology
- Becky Stueber, Assistant Manager, Marshfield Clinic
- Rebecca Wolf, Radiologic Technologist/CT Scan Technologist, Aspirus Doctors Clinic
- Mike Worzalla, Radiology, Marshfield Clinic – Wausau Center
- Anne Kamke, Aspirus Clinics Imaging Supervisor, Aspirus
- Carrie Utphall, Clinical Imaging Manager, Aspirus Clinics
- Staci Zdroik, Ascension St. Michaels Hospital (by phone)
- Tracy Rekowski, Ascension St. Michaels Hospital (by phone)

#### NTC Staff:

- Janet Baumann, Associate Dean, School of Health
- Ashley Deaver, Business Development Manager
- Heidi Nichols, CT Program Director Virtual College
- Marianne Rhodes, Radiography Program Director and Radiography Faculty
- Amber Schuck, Clinical Coordinator/Radiography Faculty
- Jason Beasley, Surgical Tech Faculty
- Ashlee Neve, Career Coach

#### Other

- Jessie Denny, NTC Radiography Student

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

#### Discussion:

- In the Radiography program there are currently 15 second year students, 18 first year students (started with 20), with two students dropping within the first month of classes. One of the students wanted more patient care and the other was due to logistical issues and wanted less patient care.
- After 3+ years of working with the State of Wisconsin and the Wisconsin Technical College System (WTCS) we have decided on a Radiography curriculum. The Radiography program was previously a 70 credit Associate Degree Program, which was the maximum amount of credits for an Associate Degree program in the State of Wisconsin. We have cut our program down to 65 credits with the new curriculum. At a four year university, the credits were only 60 for two years (we were essentially asking our students to take an additional 10 credits above what a 4-year university would have asked), therefore, we needed to look for ways reduce the number of credits we were requiring students to take to graduate from our program. We eliminated one general education course, and we lost two credits internally in the Radiography curriculum. In Radiography Imaging 2, we reduced the class from a 3 credit course to a 2 credit course and Modalities we lost a credit.
- Another change was that we paid close attention to what General Education classes transferred into the UW system. Critical Thinking did not transfer well, so we changed it to Diversity Studies. This will be our recommended course. The credit changes will be effective for Fall of 2019.

- Colleges across The Wisconsin Technical College System (WTCS) have been exploring options to shorten semester lengths. A traditional semester is 16 weeks long, but colleges have been moving to both 4 and 8 week semester formats. Research has found that students who have taken classes within shortened semesters have seen an increase in success and course completion rates. NTC is currently exploring programs that could move to an 8 week semester format. The Radiography team discussed the potential impact this could have on the program if classes were reduced from 16 weeks to 8 weeks. It was determined that this might not be the best fit for the Radiography program due to the amount of content and clinical work that students need to complete. If the Radiography program moved to 8 week semesters, what would that look like for clinical? Clinical sites would see students during the first 8 weeks or the last 8 weeks of the semester (half of the class would be in classroom for 8 weeks while the other half would be in clinical, and then they would switch). The current recommendation from the Radiography team is to not move the Radiography program from 16 weeks to 8 weeks. It was also noted that the accrediting body of JRCERT states that students cannot be committed to more than 40 hours per week and if there is a student in a 16 week semester does 3 days a week of work (24 hours of work) that is 48 total hours if condensed to an 8 week format, that would be a deal breaker as it would be against our affiliation agreement and against our accrediting body's rules.

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

*Meeting Date:* October 8, 2018

*Program Name:* Diesel

### **Attendees**

#### **Industry Members**

- Corey Heckendorf – Wisconsin Kenworth
- Jeremy Tritten – Wisconsin Kenworth
- Jon Shimel – JX Truck Center
- Aaron Hintz – Carl's Transport
- Evan Lang – E.L.M. Repair and Refrigeration
- Kasey Chism – Elite Carriers
- Mike Cooper – Mid-State Truck Service, Inc.

#### **NTC Staff:**

- Greg Cisewski – Dean, School of Advanced Manufacturing & Transportation
- Amanda Brzezinski – Learning Coordinator, Business & Industry
- James Eckardt – Diesel Instructor
- Eric Antonson – Diesel Instructor
- Susan Clark – Administrative Assistant

#### **Other**

- Andrew Borski – Student NTC –JX
- Becky Zoromski - WATEA

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

#### **Discussion:**

- BUSINESS & INDUSTRY UPDATE:** Amanda Brzezinski highlighted upcoming training events. Amanda informed the committee that they have a company requesting ASE Prep training and asked the committee if any of their companies had a need for this class as well. Business and Industry would like to offer this class to multiple companies to lower the cost for each company. The companies in attendance felt that they do not see a need for this prep class for their diesel employees. James Eckardt mentioned that this training might be needed by local municipalities and townships. The committee was asked to contact Amanda if they are interested in any customized training such as leadership, industrial safety, OSHA or lean process training.

- INDUSTRY TRENDS:** Corey Heckendorf, Wisconsin Kenworth, shared that Class A orders were down in January for the first time in a long time but the used truck market is really strong and overall business is very good. Corey is seeing a lot of new companies coming into this industry but whether they will be able to stay in business is the question. Mike Cooper, Mid-State Truck Service, has seen companies that cannot weather the ups and downs of the market close their doors. Jeremy Trittan stated that at this point, 80% of their service is weather related. Kasey Chism, Elite Carriers, stated that fleet service centers were super busy across the Midwest. Aaron Hitz, Karls Transport, stated they are busy and business is strong. Evan Lange, E.L.M. Repair and Refrigeration, is busy mainly with fuel issues at this time of year. He stated the only solution for the fuels on the market currently is to put #1 into the trucks. Service Managers are seeing a lot of fuel filter heating blankets being used. The committee discussed the issues with service around the country. Companies are all looking for between ten and twenty drivers and technicians. Companies voiced their concerns about trying to find drivers and would like to see an eight week training period for the CDL course at NTC. February of 2020 will bring new rules for CDL training and NTC is investigating what this means for our program. It was suggested that having students enter the program with their CDL temporary permit might get students through the program faster. Currently NTC is offering a 10 week training program which is one of the shortest in the area. Corey Heckendorf suggested that Amanda Brzezinski talk to Marty Drexler of Drexler Transport to get some feedback on what types of contract training could be offered through Business & Industry to help some companies address this shortage.
- ENROLLMENT REPORT:** The Diesel program has 15 second semester students and 13 fourth semester students. The program capacity is 22 students.
- RECRUITMENT UPDATE:** Corey met with Mang Xiong, Hmong Chamber of Commerce, regarding training Hmong drivers for this industry. Several recruiting opportunities in the next few months including Hmong Heritage Month in Marathon County, Hmong Chamber Golf Outing in July and Wausau's Hmong Festival on July 27 and 28<sup>th</sup>. Corey will keep the committee updated on his work with the Hmong Chamber. Corey stressed that the committee members should send their job postings to the Hmong Chamber of Commerce. The WATEA Auto Expo will be rescheduled due to increment weather for late March or early April. Greg added that when recruiting minorities, it is important that parents see that NTC is a safe place for their high school student. James and Eric have been taking the mobile lab to area high schools through contact with the technical education teachers. They would like to widen the groups that have contact with the mobile lab to include guidance counselors, parents, and other individuals in the private sector. Eric Antonson shared that the industry has to compete with employers offering perks and incentive wages for short term employment and not a life career choice. Kasey Chism, Elite, stressed that truck driving is a career in which you need individuals with a passion for the work. Members discussed that rural high schools graduating classes which are smaller in numbers than they have been in the past. Parents are looking to see that a school or company want to have a vested interest in helping their son or daughter a lifestyle that can support them throughout their lifetime. It was noted that the DC Everest Career Fair is scheduled for May 7<sup>th</sup>.
- REVIEW OF CURRICULUM:** Eric shared the first year curriculum with the committee. The first year curriculum includes Diesel Brake Systems 1, Diesel Preventative Maintenance, Diesel Electrical Systems 1, and Heavy Duty Suspension. These beginning classes cover safety, general equipment operation, air systems, and repairs. James shared competencies for his first semester class. The committee felt the curriculum covered in the first semester was complete. Cory Heckendorf added that if more feedback is needed on the curriculum to send it to service or fleet managers for their feedback. Evan Lang shared that more time could be spent on electrical systems. There was discussion of whether obtaining a CDL should be included in the Diesel program. Committee members felt that a CDL is definitely needed by individuals in this program. They felt a Class A CDL would be preferable. It was suggested by committee members that the CDL class be required in the second year of classes to fit the curriculum better.
- NEW FEDERAL UPDATES:** Greg will be attending the Transportation Trades System-Called meeting on March 7<sup>th</sup> and 8<sup>th</sup> with the instructors from the transportation careers to talk about the new federal updates coming in 2020.
- WATEA UPDATE:** The Annual Meeting will be held on Tuesday, March 6, 2019. Details for the meeting are being confirmed and invitations will be mailed shortly. One of the goals for this year is establishing a registered apprenticeship for automotive technicians. The annual WATEA Golf Outing is scheduled for Friday, July 26, 2019. Everyone was encouraged to attend these events.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: February 21, 2019

Program Name: Truck Driving

### Attendees

#### Industry Members

- Marty Robbins – Marathon Cheese Transport
- Scott Eccleston – Transport National
- Kelly Trojanowski – Sutton Transport
- Jolene Draxler – Schultz’s Recycling
- Marty Draxler – Draxler Transport
- Lony Oestreich – Abbyland Service Plaza
- Courtney Costa – Krueger Wholesale/KW Transit
- Joe Welter – Wausau Supply Company

#### NTC Staff:

- Greg Cisewski – Dean, School of Advanced Manufacturing and Transportation
- Mike Sewell – Truck Driving Instructor
- Susan Clark – Administrative Assistant

#### Other

- Becky Zoromski - WATEA

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

#### Discussion:

- **BUSINESS & INDUSTRY:** Greg gave an update on training options available from Business & Industry. Business and Industry can offer employers contract training or continuing education classes. Contact information for Business and Industry was shared with the attendees.
- **INDUSTRY TRENDS:** Marty Robbins, Marathon Cheese, shared a recently published article that gave fuel saving ideas for companies. The information showed that there is an eight year turnaround on implementing fuel saving techniques. He also noted that a large regional LTL carrier industry, New England Motor Freight, has declared bankruptcy which will put 4000 union employees out of work on the East coast. Marty Draxler, Draxler Transport, mentioned to the committee that his insurance carrier has informed him the underwriting standards are getting very strict and they will not insure an eighteen year old driver. One option for hiring younger drivers is to put them with certified escorts. Joe Welter, Wausau Supply, stated that the average age of his drivers is 57 or older. Kelly Trojanowski, Sutton Transport, stated that her Chicago terminal is significantly lower in average age due to immigration. Members shared that more and more companies are replacing trucks with automatic transmissions. Jolene Draxler, Schultz’s Recycling, shared that the jobs at her company have more physical requirements than most jobs so a younger workforce is needed. They offer a six 6 month training period for new employees. There was a discussion on how to keep older drivers in the trucks such as having automatics and “no touch” freight. Members had a discussion about salaries, guaranteed pay, and creative incentives being offered. Scott Eccleston, Transport National, shared information on pay brackets and how overages are being paid at his company. Transport National has a larger number of manual trucks rather than automatic. Members shared recent incidents that reinforced that safety is always a concern with every load and every driver. Members felt that safety cannot be stressed enough with the students in the CDL program. Mike Sewell asked the committee members to contact him if they would be willing to speak to his class and relate some of these instances stressing the importance of safety.
- **WATEA:** Becky Zoromski, WATEA, informed the committee that the WATEA Annual Meeting will be held on Wednesday, March 6, 2019 at the Garden Hilton in Rib Mountain. Among the items for discussion, will be high school updates and information on a registered apprenticeship. The Annual WATEA Golf Event will be held Friday, July 26<sup>th</sup>. This transportation, non-profit organization, offers such programs as Wheels-to-Work and has helped with grants to provide CDL training and ASE certifications for individuals interested in the transportation industry. They have an upcoming program, Lead to Careers, shuttling individuals in need from Antigo and Merrill into Marathon County for manufacturing or transportation careers.
- **ENROLLMENT REPORT:** Mike shared the enrollment totals for the program. The 2018 summer session had 10 students, the fall session had 12, and the current spring section has 8 students. The trend is showing younger

individuals enrolling in the CDL classes. In the current group, half the students are under the age of 21. There is a section currently running with one section scheduled to begin April 1, 2019.

- **NTC TRUCK DRIVING LOCATIONS:** We are able to provide training via IVC to Antigo and Medford if the enrollment requires that.
- **INSTRUCTIONAL ASSISTANT RECRUITMENT:** We are always looking for CDL instructional assistants. These individuals can work a total of 25 hours per week. The committee was asked to pass this information on to anyone they know that might be interested. We are also looking for adjunct or part-time faculty who would teach up to 12 hours per week. The NTC website includes the job posting and instructions for applying. We are very lucky to have several dedicated assistants at this time.
- **CURRICULUM CHANGE:** NTC is looking at a significant curriculum change for the CDL program. The first weeks of class are prep and we are looking at cutting those out of our ten week course by using an online prep course. Mike gave his opinion that our program will be able to meet the new training requirements that will be required in 2020. Joe Welter voiced that he has a number of individuals that are employed in such capacities as warehouse workers that would be interested in a part time evening track to be able to acquire their CDL. Mike also informed the group that we are moving the orientation sessions to an online format. It was stressed to the committee that we are not eliminating any competencies with these changes. We are in the midst of getting another truck with an automated transmission. We have had more than two students graduate with an automated restriction but most of them did go back and have that restriction removed. We are working on expanding our training facility since the Merrill Public Safety facility is extremely busy with law enforcement agencies training onsite. We are looking at other options where the trucks can have ample area for training.
- **CURRENT EQUIPMENT NEEDS:** Greg asked the committee members to consider NTC if they were decommissioning any equipment. Mike stressed that trailers are needed in the program. Jolene Draxler mentioned that their business could rotate some trailers for the program. We did acquire some super singles. Tires and fuel are a huge expense for this program but Kwik Trip has been very helpful in dealing with our fuel purchases.
- **GRANT:** Greg gave an overview of the grant that is providing partial funding to cover equipment and instructional assistants for the program. There are funds available in expanding markets that allows grand awards for a set period of time.
- **TECH CONNECT / JOB FAIRS:** Greg shared the handout that gives contact information for Suzi Mathias, Director of Placement at NTC, and also directions for posting job openings on the TECH CONNECT website.
- **ADVISORY COMMITTEE UPDATE:** Greg asked the committee if they would be interested in joining with the Diesel Advisory Committee to possibly exchange information that crosses over the two industries. This may be a better use of time for the members. Greg gave an update on what goals and initiatives the Diesel committee has been addressing. Joining the two committees into one could expand opportunities for both groups. Committee members were in favor of combining the two committees.



Date	Event	Tom Felch	Kristine Gilmore	Lee Lo	Charlie Paulson	Paul Proulx	Ruth Risley-Gray	Dale Smith	Maria Volpe
<b>2018</b>									
<b>July 9</b>	<b>Annual Organizational Meeting (Wausau)</b>	X	E	X	X	X	X	X	X
July 12-14	WTC District Board Assn. Summer Meeting (Green Bay)					X			
<b>Aug 7</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>	X	X	X	E	X	X	X	X
Sept 12	A Day for NTC Students (Medford)				X				
<b>Sept 18</b>	<b>Regular NTC Board of Trustees Meeting (Wausau Campus)</b>	X	X	E	X	X	E	X	X
Sept 26	A Day for NTC Students (Antigo)								
Oct 11-13	WTC District Board Assn. Fall Meeting (Appleton)					X			
<b>Oct 23</b>	<b>NTC Board &amp; NTC Foundation Joint Lunch (Wausau)</b> <b>Regular NTC Board of Trustees Meeting (Wausau)</b>	X	X	X	X	X	X	X	X
Oct 24-27	ACCT Leadership Congress (New York, New York)					X			
Nov 15	NTC Foundation Regular Meeting (4:00 – 5:30)								
Nov 29	Scholars & Donors Reception (3:30 – 5:30)								
<b>Dec 4</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>	X	X	X	E	X	E	X	X
Dec 15	Mid-Year Commencement (Grand Theatre)					X	X	X	
<b>2019</b>									
<b>Jan 15</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>	X	X	X	X	X	E	X	X
Jan 16-18	WTC District Board Assn. Winter Meeting (Madison)	X				X			
<b>Feb 12</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>	X	X	X	X	X	X	X	X
Feb 10-13	ACCT National Legislative Summit (Washington, D.C.)								
<b>Mar 12</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>								
Mar 13	NTC Foundation Regular Meeting (4:00 – 5:30)								
<b>Apr 2</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>								
Apr 11-13	WTC District Board Assn. Spring Meeting (Fond du Lac)								
Apr 30	Scholars & Donors Reception (3:30 – 5:30)								
<b>May 7</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>								
May 9	A Day for NTC Students (Wausau)								
May 18	Commencement (Wausau West Fieldhouse 9:00 – 12:00)								
<b>June 11</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>								
June 12	NTC Foundation Regular Meeting (4:00 – 5:30)								
<b>July 8</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>								



# Tribal members updated at MTE annual business meeting

**Patrick L. Delabrué**  
*Menominee Nation News*

On Saturday, December 8, Menominee tribal members heard Menominee Tribal Enterprises officials offer their summary at the MTE Annual Business meeting at the lumber mill in Neopit.

Laurie Reiter, who took the position

of MTE President in July, 2017, began the meeting reviewing the many challenges that MTE has faced in the past couple of years and the continuing challenges the company is facing in the foreseeable future.

Among the challenges MTE has faced in the last couple of years, Reiter pointed to a financial loss over the last

two years with the same expected for this year, selling the excessive stockpile of inventoried lumber that sits in the mill yard, and a lack of trained, new hires to replace employees looking toward retirement.

*See MTE ANNUAL MEETING*

*pg.4*





### Keshena, Menominee Nation News

# Community

## MTE Annual Meeting *continued from front page*

"The year started off with a basic review of the prior year internal and external reports of MTE which showed a significant loss and the production level appeared to be stagnated," Reiter stated in the President's Notes of the MTE Annual Report.

"Inventory was growing significantly and more than doubled each year since 2014. In addition, at the onset of my term, a blowdown took place which I knew would increase production costs and inventory much more during FY 2018. The challenges faced by MTE are significant."

Among the challenges Reiter outlined in her report are:

In FY 2018, MTE had to reduce the old inventory to prevent further devaluing of the lumber. Immediately, the inventory was reassessed and MTE staff managed to push out over 2.8 million board feet of old stock.

However, there is still over 1 million board feet to move during FY 2018-19.

Reiter reported that MTE increased the volume of kiln dried lumber in efforts to increase the revenue. Lumber revenue doubled during October 2017.

Reiter also reported that MTE has been seeing an increase in the amount of employees reaching retirement.

She said MTE was suffering from a lack of trained new hires.

"For years MTE struggled with recycling the same workers. To address this, in January and February of 2018, a training program was implemented with 20 trainees coming on board," Reiter said.

"Through a new partnership with NTC Antigo, these individuals were introduced to team work, safety, and received weeks of on the job training... The program resulted in increased production at minimum cost."

Other areas of concern was the operation of the small mill.

The small mill was closed for half the year due to lack of trained staff; the lack of a hardwood kiln operator with hardwood drying experience caused the kilns to be down for three months. The uniqueness of MTE's sustainable management practices contributed to the cost of production being high for the years.

"MTE is an entity that cannot choose what to produce due to our sustainable forest management practices. MTE must process whatever Mother Nature decides to give. This places significant pressure on

MTE's bottom line," Reiter stated.

"In addition, the cost for sustainable management of the Menominee forest is high, but it is a cost the Menominee Tribal Enterprises cannot cut out of the budget because the process is mandated in our government documents and the forest is our tribe's most precious natural resource."

Reiter said MTE will continue to try to reduce the aged inventory to prevent waste and degradation, upgrading the employee skill level in efforts to improve the quality of products and replace employees looking forward to retirement.

Reiter also talked about the continuing partnership with the Oshkosh Herd and the benefits of that relationship, saying that the investment has provided MTE additional avenues to market their wood products.

Joe Besaw, MTE Sales, said in addition to providing the Oshkosh Herd with the wood floor, MTE will also provide the lumber for both the mens and womens NCAA 2019 Final Four tournament.

He added that there are professional basketball organizations that are putting in orders for Menominee lumber.

"We're seeing the results of this marketing investment pick up," he said.

Reiter also noted that orders of cabinets and flooring have been delivered to the Potawatomi Casino and are working on orders from the Oneida Casino.

Tribal members in attendance asked about the reported theft of wood from the Menominee forest.

Marshall Pecore, MTE Forester said there is an ongoing investigation being conducted by the F.B.I.

Although Pecore couldn't share many details of the investigation, he did say estimated value of the lumber taken is between \$400,000 and \$500,000.

"All of this will come out in a report when they finalize the charges and we're thinking that may come in a month," Pecore said.

Lawrence Waukau, MTE Board Chair, said discussing too many details about the matter could compromise tribal members from serving as potential jurors on the case.

Following the discussion, MTE Forester Anthony Waupochick offered reports on the Mills committee followed by MTE board member, Alex Peters, on the Forestry and Personnel committees.

Detailed 2018 MTE Annual Reports are available at the MTE offices in Neopit.



*P. Delabrué/Menominee Nation News*  
**MTE President, Laurie Reiter delivers her report at the MTE annual business meeting.**

In addition to the annual meeting, tribal members cast their votes for the election for the MTE Board of Directors to fill the expired terms of James "Jim" Kaquatosh, Duane "Buckle" Waukau, Susan "Sookie" Waukau and Anthony "Tony" Waupochick.

The top four candidates who received the highest votes and will each serve a three year term are Annmarie Johnson, Justin Lepscier, and incumbents Duane "Buckle" Waukau and Anthony "Tony" Waupochick.

They will be sworn into office on Thursday, December 27, 2018 in the Menominee Tribal Enterprise Board Room at 5pm. The Board of Directors election of chairman and vice chairman as well as election of president, secretary and treasurer will also take place at this meeting. Tribal attendance is encouraged.

The Menominee Tribal Enterprise Election Board certified the official election results as follows:

<b>Annmarie Johnson</b>	<b>164*</b>
<b>Justin Lepscier</b>	<b>167*</b>
Alex (Chum) Peters Sr.	133
Leslie Peters	67
Laurie Reiter	93
<b>Duane Waukau</b>	<b>145*</b>
<b>Anthony Waupochick</b>	<b>146*</b>
Anthony Brown (write in)	1
Wayne Pecore (write in)	1
William Waubanasum (write in)	1



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Wausau's annual Garden Visions Conference will be Jan. 25-26 at Northcentral Technical College. COURTESY OF JANE OLSON

# Register now for Garden Visions in Wausau

## From Staff Reports

Wausau Daily Herald  
USA TODAY NETWORK - WISCONSIN

WAUSAU - Gardeners are invited to focus on warmer days at the Garden Visions Conference set for Jan. 25 and 26 at [Northcentral Technical College](#).

The conference begins with a Slow Food Dinner on Jan. 25. Michael Perry, a Wisconsin-based author, humorist and radio host, will speak. Topics will include Perry's failed attempts at gardening and his relationship with food, from gas station jerky to organic asparagus truffle foam.



Perry

Perry will meet guests and sign books from from 5 p.m. to 5:45 p.m., and dinner will begin at 6 p.m.

Dinner will be prepared by Chef Travis Teska, [NTC's](#) culinary arts instructor. Guests can choose one of three options: filet of beef tenderloin, lemon broiled salmon or vegetable strudel. Tickets for the evening cost \$45. Registration must be post-marked or submitted online by Jan. 18.

A full day of events begins at 8:15 a.m. Jan. 26, and walk-in registration is

available starting at 7:30 a.m. Full- and half-day registration options are available. Participants who want to eat a hot lunch Jan. 26 must register by Jan. 18.

The day's keynote speaker, Joel Karsten, will discuss "Building An Outdoor Room." Karsten wrote the book "Straw Bale Gardens," which also will be the topic of a breakout session.



Karsten

Other topics Jan. 26 will range from invasive species — including jumping worms — to creating a bird friendly garden. Attendees also can learn about growing vegetables and cultivating grapes. For those who love flowers, there are opportunities to make a floral arrangement or explore flower photography.

For more information and to register, visit the web address [gardenvisions.info](#).

All events will take place at [Northcentral Technical College's](#) Wausau campus. The conference is presented by the North Central Wisconsin Master Gardener Association and the University of Wisconsin-Extension. Anyone with an interest in gardening is welcome.

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Mayor Bill Brandt in the lobby at City Hall, a very familiar place.

## *Bill Brandt posed to begin sixth term* Set to tie record established by Mayor Miles Stanke

Mayor Bill Brandt is closing in on a record.

Following this week's filing deadline, Brandt is poised to begin his sixth two-year term leading the city of Antigo. That will tie him with Miles "Mike" Stanke as the longest-serving mayor in Antigo's history.

"I take seriously the trust this community put in me as mayor," Brandt said "I try to come in every day and do what is right and best for the city."

Stanke, who died in 2013, served as mayor from 1991 to 2003. Brandt was first elected in 2009 and is running for another two-year term without opposition. It will formally begin following the April general election.

Brandt shifted to the mayoral position in 2009. The 1972 Antigo High School graduate served on the police force for 28 years, 11 as chief, retiring just a few months before taking over as mayor.

"As police chief, you are busy taking care of your own house, or department," Brandt said. "As mayor, you're looking after everyone's house."

Brandt's first term came as the Great Recession was gripping the country, and Antigo was getting hit hard, with businesses shedding jobs and the city forced to severely limit expenses through cutbacks and staff reductions done through attrition.

**See Mayor Page 7**

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From A001



RECORD -TYING—Mayor Bill Brandt stands in the vestibule at City Hall with some of the photos of his predecessors, including Mayor Miles "Mike" Stanke. Brandt, who is

Continued Mayor

"Those were challenging times and we recognized that it was important to focus on our existing industries," Brandt said. "We had job losses but you can regain those jobs. Once an industry leaves, you'll never get it back."

Brandt and the Common Council went to work, assisting industries through public improvement fund loans, which allowed manufacturers to maintain facilities—and jobs—in Antigo and in some instances, close plants elsewhere and transfer the workforce here.

It was a controversial step, but Brandt said most of those funds, which were essentially city debt, have been repaid as manufacturers have prospered.

"It helped our businesses stay here and be in a position to grow as they came out of the recession," he said. "It was very important to take care of the businesses we had."

As the nation—and community—emerged from the fiscal crisis, Brandt and the council switched to other priorities, including growing a skilled labor force to meet the needs of industry.

It is an ongoing challenge, with manufacturers, the Antigo school district, city, the Langlade County Economic Development Corporation and Northcentral Technical College all working together to educate students and retrain adults to compete in the modern job market.

"It's the number one concern among manufacturers," Brandt said. "They have jumped in and are very much a part of the process."

"It's kind of a full circle," he added. "At first, we were concerned about keeping jobs, now we are looking to find more employees to fill the jobs our manufacturers have."

He pointed to a variety of success stories, ranging from Sartori, which in recent years upgraded its cheese-making abilities here, and Hydratight, which expanded and brought in manufacturing lines from elsewhere, to Volm Companies and Fresh Tech, which greatly expanded facility, Karl's Transport, in the midst of constructing a major new complex on the south side, and perhaps the largest of all, CoVantage Credit Union, which is adding a third story to its downtown headquarters.

Other challenges are also being addressed, the mayor said. Chief among them is the downtown, struggling as are others across the nation as shoppers moved first to "big box" outlets and now to online retailing.

The city is working in a number of ways, Brandt

said. It has awarded \$90,000 through its facade grant program, which business owners have leveraged for over \$550,000 in investments in storefronts. And its entrepreneurship grant program, in conjunction with the county's economic development corporation and private partner CoVantage Credit Union has awarded close to \$100,000, with over \$500,000 in total investments and more to come. He predicted 2019 could be a big year for the city's core.

Another area that is the focus of continual improvement is the city's trails and park systems.

"We're trying to give back to the taxpayers some recreational opportunities without them having to pay more," he said. "That's important."

Brandt credited City Administrator Mark Desotell, department heads and employees "who are second to none" for much of the successes over the past decade.

"It's easy to look good when you have great people working with you," Brandt said. "We are all working to make

the community attractive to younger people who want to come home."

But there certainly are challenges ahead. Antigo, like communities across the nation, is facing problems with drug use and abuse, which will require action across all levels of society to combat.

"Clearly it is the biggest social problem," Brandt said. "And it is the biggest drain on public funds there is right now."

At 65 years of age and with five grandchildren, Brandt could be expected to consider slowing down. The mayor's job offers minimal pay, especially when considered on a per hour basis.

But the mayor said he is continuing to enjoy the job and the challenges it presents.

"Being mayor is a unique position. You can be as involved or uninvolved as you as you want to be," Brandt said. "I'm quite involved and I take this responsibility seriously."

"This is my home and has always been my home," he added. "I want to see it prosper and do well."

Continued

Guns

"Our Democratic majority will press relentlessly for bipartisan progress to end the epidemic of gun violence on our streets, in our schools and in our places of worship," Pelosi said. "Enough is enough."

Rep. Mike Thompson, D-Calif., who leads a gun violence prevention task force in the House, said he and other lawmakers from both parties have been pushing years to expand background checks

and approve other gun-related bills, but have been stymied by Republican leaders.

Noting that many freshman Democrats ran on the issue of preventing gun violence, Thompson said political momentum to address gun violence is growing.

"The American people have been demanding we take action and this new Congress will deliver," he said.

The background checks measure is likely to face opposition from the Republican-controlled Senate and the White House, where

President Donald Trump has promised to "protect the Second Amendment."

Jennifer Baker, a spokeswoman for the National Rifle Association, said a federal background check did not prevent Giffords' shooting, adding that "so-called universal background checks will never be universal because criminals do not comply with the law."

Lawmakers should "deal with the root cause of violent crime" instead of trying to "score political points and push ineffective legislation that doesn't stop criminals from committing crimes," Baker said.

The Trump administration moved last month to ban bump stocks, the firearm attachments that allow semi-automatic weapons to fire like machine guns. Bump stocks became a focal point of the gun control debate after they were used in October 2017 by a gunman in Las Vegas who fired into a crowd at a country music concert, killing 58 people and injuring hundreds more.

Continued

Court

culpits. The court also has the entire North Carolina congressional map before it, but only the one Maryland district.

In both cases, however, lower courts have found that the party in charge of redistricting — Republicans in North Carolina, Democrats in Maryland — egregiously violated the rights of voters in the other party.

The North Carolina map was redrawn in 2016 because federal courts determined two districts originally drawn

Continued

Bits

And along the way, there were stops with Charlie, his wife Sarah and friends and students in Antigo. That's what I call fun.

Since we apparently had a quiet New Year's Eve in Antigo and Langlade County, I'm including a little tale from WDJT-TV in Milwaukee this week.

The TV news department said a Waukesha homeowner awoke during the night and was surprised to find a stranger sleeping on her dog's bed next to her 150-pound Mastiff.

The woman awoke the owner of the house, another woman, and neither knew the visitor so 911 was called at 5:30 a.m.

The young man had either been over served or did it himself and got the wrong house on his way home. He even found a door accidentally left unlocked.



Continued

Shutdown

critics described as a pre-election stunt.

Trump also said the hundreds of thousands of federal workers who are furloughed or working without pay would want him to "keep going" and fight for border security. Asked how people would manage without a financial safety net, he declared: "The safety net is going to be having a strong border because we're going to be safe."

Democrats, on the other hand, spoke of families unable to pay bills and called on Trump to reopen the government while negotiations continue. Senate Democratic Minority Leader Chuck Schumer said, "It's very hard to see how progress will be made unless they open up the government."

Friday's White House meeting with Trump included eight congressional leaders — the top two Democrats and Republicans of both chambers, Pelosi familiar with the session but not authorized to speak publicly described Trump as holding forth at length on a range of subjects but said he made clear he was firm in his demand for \$5.6 billion in wall funding and in rejecting the Democrats' request to reopen the government.

Trump confirmed that he privately told Democrats the shutdown could drag on for months or years, though he said he hoped it wouldn't last that long. Said Trump: "I hope it doesn't go on even beyond a few more days."

Continued

Lessons

someone listening," said Rep. Jan Schakowsky, D-Ill. She said she hopes Taiib's remarks aren't news for long.

More than Taiib's profanity, it was her vow to impeach Trump that drew her colleagues' disapproval.

Taiib's defiance flew in the face of Speaker Nancy Pelosi's warning to focus on policies the candidates had promised ahead of the Nov. 6 elections. The timing also chafed, just hours before congressional leaders were headed to the White House to try to resolve the standoff over the border wall Trump is demanding in exchange for reopening the government. Republicans pounced, using the occasion to question the Democrats' true priorities and Pelosi's leadership.

With a tight smile, Pelosi rejected Taiib's profanity and her impeachment vow.

"That is not the position of the House Democratic caucus," Pelosi said on MSNBC of Taiib's comments. "I don't think we should make a big deal of it."

Rep. Gerry Connolly, D-Va., served up a reminder to the new members that seniority rules in Congress.

"She's a freshman. It's her first day here," Connolly said of Taiib. "She went in front of an enthusiastic crowd of her supporters and it was red meat for them. She yielded to that temptation."

"I'm sure upon reflection," Connolly suggested, "she might choose other words to describe her feelings."

PART TWO OF A FOUR-PART SERIES

## Elusive victory: Marathon County Wages A War On Drugs

# The generals

Marathon County Sheriff Scott Parks and District Attorney Theresa Wetzsteon combat illicit drug use, believing strongly in their cause. Both say they could use more resources in their fight.

Every war has its generals.

In Marathon County's war on drugs, the generals are Sheriff Scott Parks and District Attorney Theresa Wetzsteon.

Parks, as sheriff, directs a Special Investigative Unit (SIU) of six officers from the county, Wausau Police Department and Everest Metro Police Department. The team investigates drug crimes and arrests users and traffickers. Wetzsteon, in consultation with assistant district attorneys, decides whether to bring charges against these individuals.

The battle rages on. Back in 2012, the county justice system handled 522 charged drug cases, including 87 for drug delivery, 60 for possession with intent to sell and 375 for simple possession. In 2017, the number of charged drug cases nearly tripled to 1,462. Delivery and possession with intent charges stayed somewhat constant, at 89 and 149 respectively, but the possession charges exploded to 1,226.

Both Parks and Wetzsteon are smart, thoughtful generals and believe in their war on drugs. They believe their cause is righteous. They would never say jailing drug addicts in itself does any good. But they do believe that arresting drug users can lead to counseling, rehabilitation and, in the end, having



**Sheriff  
Scott Parks**

these troubled individuals turn their lives around. Wetzsteon is particularly eager for drug addicts to take care of their children.



**District Attorney  
Theresa Wetzsteon**

The two generals share a common philosophy. It is that law enforcement's priority in Marathon County should not be to jail the

drug user, but, instead, to target the drug trafficker. In their view, drug pushers, who exploit the weakness of people, many haunted by

episodes of child sexual abuse or trauma, are a threat to public safety. In their view, these people need to be behind bars. Additionally, both Parks and Wetzsteon feel law enforcement should lead users out of their drug habit. They take pride, then, that the county is a state leader when it comes to providing drug users with rehabilitation opportunities, not jail.

This philosophy is not just talk. It is real. A census of Marathon County Jail inmates from Sept. 17, 2018, shows this philosophy in action. Out of 381 prisoners, 113, about a third, were in jail for charges that included at least one drug-related crime. Out of this group, however, only four were in jail because of simple drug possession charges. Three of this number were for methamphetamine; the fourth was for pot. All of the other inmates with a drug charge were there for other things, such as a drug trafficking charge, a probation violation or some other crime, whether it be domestic violence, bail jumping or theft.

The county thus wages a war against drugs, but not against drug users. A single example from 2018 illustrates what the county's jail standard is. A 27-year-old Wausau male was arrested in July of that year as six-time repeater methamphetamine user. Brought back to



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Elusive victory: Marathon County Wages A War On Drugs

The generals

Continued from page 1

the jail, he was promptly released on a signature bond (signing your name to a promise you will show up for court or pay \$1,000). Such a lax standard could easily be confused with decriminalization of drug use.

Both Parks and Wetzsteen believe they are fighting the good fight but understand, too, that despite the best efforts of their departments, they have not turned the corner on the war on drugs. Arrests and prosecutions continue to increase. Both consider the increased use of heroin and methamphetamine in Marathon County no less than "an epidemic."

Like generals in any war, both Parks and Wetzsteen fight this ever growing enemy by seeking added resources, including money, manpower and facilities, to deal with increased drug use.

Here is where the two law enforcement leaders split ways. The sheriff says that a bigger county jail is "a need," whereas Wetzsteen, who understands the arguments for a bigger jail, won't say on the record she supports such a project. Instead, Wetzsteen emphasizes how her office is according to a standard state Department of Administration study—short 6.7 attorneys given their current workload of cases, including drug prosecutions.

Both generals thus are ever hungry for bigger budgets and more taxpayer support, albeit in their own ways. The sheriff thinks a bigger jail may be unavoidable. The DA wants more prosecutors.

This plea for added resources, however, never comes with any documented study of drug abuse in Marathon County.

For Parks and Wetzsteen, there is no time for such analysis. They, after all, are fighting a war.

Both Parks and Wetzsteen say they do not need this data. Instead, they find inspiration in the people they meet on the battlefield of the war on drugs. The "hopeless" drug addict who, after rehabilitation and counseling, lands a full-time job. The children saved from a neglectful methamphetamine-addicted parent. A drug court graduate who, against all odds, stays clean and avoids prison.

The fog of war in the war on drugs is thick, murky.

What Parks and Wetzsteen see are the faces of individuals who emerge from the mist.

Scott Parks

Sheriff Scott Parks has spent decades in the trenches of Marathon County's war on drugs.

Back in the 1980's, Parks worked as a county SIU undercover agent. He sported a wig and a handlebar mustache. He wore hippie clothes. His street pseudonym was Scott Kay. To this day, he carries around an old driver's license of his drug-running alter ego. (Later, Parks would switch from stoner clothes to a business suit. "I was more effective when I became a businessman," he recalled. "It looked like I had money.")

Now, as sheriff, Parks continues fighting against illegal drugs, even as public opinion has swung in favor of liberalized marijuana laws.

For Parks, he is concerned with the addict, exploited by a pusher and at risk of overdose and death.

He is not a libertarian and considers it "the saddest statement of society" that some might not equip police officers with Narcan to save opioid users from possibly fatal overdoses caused by their own poor, if freely made choices.

The sheriff isn't interested in filling his jail with addicts, but, instead, having drug users get help.

"I think what we are trying to do is cause people to change, change their lifestyle," he said. "What we are doing is causing these people to realize they are involved with an addictive substance that is destroying their life and that prevention and treatment are the key. We have to provide them with the ability to realize they should seek treatment."

The sheriff is convinced, too, that arresting, prosecuting and jailing drug users and offenders does make a difference in the lives of individuals.

"Not every person is going to follow the path of rehabilitation," said Parks. "But, as a member of law enforcement since 1979, there are individuals who I have arrested who have returned to this community thanking me for assisting them in moving on to a different life. Some of these people went to prison. Sometimes people get involved with bad situations but they are not bad people. If we can make a difference in that person's life, that's a win that day."

Parks said that his department doesn't study the on-the-ground drug situation in Marathon County ("we don't have that data") but knows the department is making a difference when a Northcentral Technical College (NTC) training program in the county jail produces employable graduates.

"We partner with NTC to make that lifestyle change," he said. "I try to make it to every graduation because of the impact on me as a person. To see these individuals take pride in the fact they are able to hold themselves accountable and obtain a GED or high school equivalency degree, the impact is immeasurable. Without measure."

Parks believes that Marathon County faces a double-headed drug scourge—opiates from the south, methamphetamine from

the north—and that law enforcement can and does make a difference.

"If you arrest traffickers, you are drying up supply," he said.

To that end, Parks, in one of his first acts after being appointed sheriff by Gov. Scott Walker in 2013, re-introduced drug dogs after a two-decade-long absence.

The dogs help catch a lot of drug users and these offenders fill up the county jail.

But Parks doesn't look back.

The sheriff, who was introduced to canines as a military police officer at Ft. Riley, Kan., is an enthusiastic supporter of K-9 assisted law enforcement. Studying for a public manager certificate at UW-Madison, Parks put his viewpoint down in black and white. The topic for his capstone paper for the program was entitled "The Effectiveness of a Canine Team."

Today, Parks supports use of drug dogs as part of day-to-day police work.

"Our canine teams are routinely out on regular patrol, like any other deputy," he said. "Every day, we have a canine on one of the three shifts. We have four dogs. They are Radar, Leo, Csibi and Monty. We do dedicated [drug] interdictions two to four times a year."

Parks said he wants to end the "revolving door" where drug addicts are arrested, released and arrested again ("definitely") but admits that the county lacks the resources to enroll all drug addicts in expensive, inpatient rehabilitation programs.

The county can't pay for both interdiction and treatment, the sheriff remarked. "Because what does it cost

See THE GENERALS/ page 13



ON THE FRONT LINES—The Marathon County Sheriff's Department deploys four K-9 dogs as part of its drug interdiction effort. Sheriff Scott Parks restarted the sheriff's department K-9 unit in 2013. There are nine drug dogs used by law enforcement agencies in Marathon County.

Wednesday, January 9, 2019

THE GLIDDEN ENTERPRISE, GLIDDEN, WISCONSIN

# The Screaming Eagle--We value Respect. We value Responsibility. We value Safety.

~Submitted by Mr. Kief

At CHS our job is to prepare students for the next step; to be college and career ready! While not all the data is in, I am proud to say that only one senior has not been accepted to the first choice school or program. Way to go students, parents, and staff. The bridge to the next step is a team effort.

Just last week I spoke with a graduate from 2017. After inquiring how things are going he was proud to say he will be graduating college in 3 and 1/2 years instead of four. He attributed that to hard work in college, and the dual credit he earned at Chequamegon High. Last year, 117 students, or 45% of the

school, earned dual credit. In comparison to other regional Northcentral Technical College high schools, that is an excellent percentage of success.

Career ready is a component of our relationships with our neighboring district, Phillips, and NTC as well. We had 13 students participate in "academies" that are not only dual credit, they allow students to complete a certificate in careers such as welding and health care to be workforce ready upon graduating from high school. Many of those student eventually pursue higher academic preparation that is job specific.

We have great local opportunities that kids need to see to believe. Our Youth

Apprenticeships support students in on the job learning during the school day. The purpose is to connect academic and technical education with mentoring on the job. Last year 13 of our students participated in these paid opportunities which can be one or two years. On average, 3 out of 4 of those Youth Apprenticeships lead to accepted local job offers for our grads!

It is a whole district effort to produce these results. Early learning experiences are the foundation for college and career ready graduates. The combined efforts of parents and teachers produce the type of students that achieve these results.

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JANUARY 11, 2019

# NTC to hold Spring Registration Days this January

Northcentral Technical College (NTC) will expand admissions hours during Spring Registration Days this January to help learners register for spring classes. Admissions staff will be available to answer questions about NTC's 190+ industry-driven programs and help students enroll in spring classes, including flexible online classes delivered through NTC's innovative virtual college. Anyone who drops in can also apply for financial aid or talk to a Career Coach about choosing a program that leads to a rewarding career.

Spring Registration Days are underway through Monday, Jan. 28 at NTC's Wausau Campus, Monday–Thursday, 7:30 a.m.–6 p.m.; Friday, 7 a.m.–5 p.m.; and Saturday, 8 a.m.–Noon (testing services also available by appointment). The campus will be closed on Monday, Jan. 21 in observance of Martin Luther King Jr. Day.

Spring Registration Days are also underway at NTC's regional campuses in Antigo, Spencer, Medford and Phillips. To see the expanded hours by campus, visit [www.ntc.edu/locations](http://www.ntc.edu/locations).



# Unexpected tax increase draws protest at City Hall

**JEREMY RATLIFF**  
REPORTER

Upon opening their annual city property tax bills last month, city of Merrill taxpayers discovered a 7.4% increase - more than double what they were expecting.

In November, Mayor Derek Woellner vetoed a 2019 budget that carried a 4.71 percent tax levy increase. Noting taxpayer objections, Woellner directed the city to revise the budget to hold the hike to 3 percent. The Common Council subsequently adopted a tax levy on Nov. 28 that did just that.

City tax bills mailed in December included a letter, however, signed by Woellner and City Administrator Dave Johnson, stating that, "Once all calculations were made, the result is an increase in your City property taxes of about 7.4%. We managed to achieve an operating and debt service budget increase of 3.0%.

"However, with a decrease of \$2,372,100 in total community assessed valuation (from \$410,015,680 to

*See **PROTEST** page 3*

**Merrill, Foto News****PROTEST** *from page 1*

\$407,643,570) due to the State of Wisconsin's elimination of one assessment class of Personal Property, there resulted in an approximately 2.0% tax rate increase.

"As in prior years, each of the taxing districts (Lincoln County, City of Merrill, Merrill Area Public Schools and Northcentral Technical College) has an allocation for Tax Increment Districts (TIDs). The City of Merrill allocation results in an approximate 2.4% rate increase for 2018. The city is using the tax increment funding for public infrastructure (i.e. paving, curb, gutter, sidewalks and street lighting) and economic development."

Despite that explanation, the unexpected tax hike drew almost immediate backlash, which came to a head at last Tuesday night's Common Council meeting. Taxpayers argued that city officials should have had all the information, and shared it with the public, at the time the budget was passed.

In addition to a handful of community members picketing outside city hall, a standing room only audience packed into the council chambers.

During public comment, 11 speakers addressed the council voicing

their concerns over not only the tax increase, but the lack of advance notice.

The sentiments were summed up by city resident and business owner Mark Bares.

"I have zero confidence in our city administration," Bares said. "We were all here less than a month ago to discuss the city budget and how the heavy tax burden affects us citizens. The citizens of Merrill were mad, we all signed a petition to stop the city from spending money like drunken sailors. The city levy tax increase would be 3%, but how was it we sat through two budget meetings and the city Finance Director (Kathy Unertl) and city administration didn't say a word about an additional 4.4% tax increase! Why did they keep that a secret?"

"Shame on our city council for letting things go on like this," Bares added. "The only council members to vote against the budget both times were Steve Hass and Steve Osness. We elected you to protect our city and do what's best for Merrill. If you believe this is what's best for Merrill, then it's not only time for our city administrator and finance director to be fired, but it's time for a majority of you to

go too."

As Tuesday's council meeting wound to a close, Mayor Derek Woellner cited miscommunication as the key catalyst in the matter.

"You have a right to be angry," Woellner told the crowd, "there was miscommunication. All I can say is you can't hold the city employees accountable, your anger needs to be directed at us (indicating himself and the Common Council)."

Immediately prior to the council meeting, the city's Personnel and Finance Committee convened in closed session. Committee Chair Paul Russell indicated the reasoning for the closed session was to evaluate and consider 130 citizen complaint forms against city administration. Due to personnel policy and state statutory code, he was unable to give any additional information. Due to the subject matter at hand, closed session was permitted under state statutes.

Following 60 minutes of closed session discussion, the committee ultimately took no action and made no recommendation to the council.

The Personnel and Finance Committee is slated to meet again this Wednesday with a similar agenda and closed session discussion.



Jan 17 2019 Page A005 Clip resized 43%

# Group calls for streamlining community efforts

### Development foundation reports on area trends at Jan. 15 annual meeting

BY BRIAN WILSON  
NEWS EDITOR

Medford will need to change with the times to be economically viable in the future. That was the message from Len Hamman, vice president of the Medford Area Development Foundation (MADF) at the organization's annual meeting Monday afternoon. "The trends in economic development are changing and we as a community need to change with them or we will be left behind," he said.

A major change, Hamman said is the need to streamline economic development activities. For example, MADF merged events with the Central Wisconsin Business Networking group and took over hosting the annual Home Grown Success event with the high school. "It fits right in with what we do as it encourages entrepreneurs to stay here and grow," Hamman said.

In addition MADF sponsors a human resources group which has changed its name to Business Connectors and expanded to include others who are part of the business community.

Hamman noted that communities throughout the country are looking to merge groups as they recognize that the same people are serving on multiple boards.

In addition to looking at national trends, Sue Emmerich, executive director of the MADF, said the group and community needs to plan for the future.

One of the ways that Medford will do this is through the "Boots on the Ground" campaign to make business and civic leaders more aware of the resources, opportunities and needs of the business community.

According to Emmerich the campaign will kick off this June with a day spent on a walking tour of the downtown. "We will view the buildings for sale and also talk to some of the business owners," Emmerich said.

In July, the same group will also tour through Hwy 13 to get a sense of the needs

in that business district. In August they will focus on industrial areas.

"We are looking forward to this so that we can understand better our community needs," Emmerich said.

Emmerich also highlighted the changing face of employment. She said the MADF will be partnering with Northcentral Technical College to bring training to the community about the possibility of remote workforces. As job markets become tighter many employers are looking to remote employees to fill office positions. This could open potential opportunities for the area, but requires that technology and training is in place to take advantage of it.

Another business trend Emmerich highlighted was the growth in so-called "side hustles" and a forecasted surge in self-employment.

"With millennials making up much of today's workforce, the modern workplace is shifting drastically," Emmerich said.

"This group places a heavy emphasis on personal satisfaction, so striking out on their own is rewarding," she said, noting there is expected to be a spike in the number of home offices and self-employed workers. She said MADF is addressing this through a planned seminar on work/life balance scheduled for September.

Looking to the future, Emmerich cited statistics that on average 10,000 businesses across the country change hands. By these numbers over the next 20 years 200,000 businesses will be sold, however this number could expand to 2.4 million due to the bubble of Baby Boomer business owners.

The sad reality is that many of these businesses will not be sold, but will instead close upon the retirement of their current owners or sold at reduced prices skewing commercial real estate values. "The impact of the volume of sales is staggering," Emmerich said. She said with many small businesses having their retirements tied up in the business, planning ahead is essential to succeed. The MADF is sponsoring a two-part seminar for business owners looking ahead to transitioning. The first will focus on planning for the future and the second will be on taking your emotions out of your business future. The seminar is free



BRIAN WILSON/THE STAR NEWS

Medford Area Development Foundation vice president Len Hamman (right) presented a recognition plaque to Jeff Hemer for his years of service to the MADF board.

and people should contact MADF at 715-748-4729 to register.

In addition to the report on the economic condition of the Medford community, the annual meeting included the election of new board members. Mark Hoffman and Hamman were reelected and Bryan Carey was elected to serve on the board.

Jeff Hemer retired from the board this year due to term limits. He praised his time serving on the board, but said he also felt it was important for the group

to have change over with new people and new ideas.

Following the annual meeting, the board met for a reorganization meeting. Hoffman was elected president, Hamman, vice president, Susie Nicks was elected secretary and Doug Berends was elected treasurer. Joe Mitchell and Sue Ackerman were also appointed as new ex-officio members of the board. While they are not voting members, the ex-officio positions are a way to prepare potential future board members.



SUBMITTED

The School District of Gilman was awarded a \$1,030 grant through Jump River Electric for the help of purchasing additional Ti-84 Plus calculators for the math department. Purchasing these calculators will ensure each student in college bound mathematics courses will have access to the latest technology available to strengthen their mathematical skills. The goal is to see an overall increase in the average score on the math and science portions of the ACT test in which these calculators can be utilized. Pictured (l. to r.) are: Michael Gingras, math instructor Gilman School District; general manager of Jump River Electric Jim Anderson and Adam Johnson, business innovation instructor.



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Medford, The Star News

# Parent questions value of 'The List' at middle school

## Parent says it opens lower performing students up to bullying in school

BY DAVID KING  
REPORTER

The parent of a Rib Lake middle school student came to the January 10 school board meeting concerned about a practice of identifying students by name who have fallen behind in their academic work. Known as "The List," students names are put on display near the library doors.

The parent of the middle school student said to the board, "Because of this list my 12 year old son wants to quit school." The issue has been a major topic for this parent and student for the last two years. The concern centers on the feeling that was expressed to the board that "the list" does not fit every student. "Posting it on the wall is kind of a bullying aspect - who is on the good side and who is on the bad side," said the parent.

It was clear that several board members were unaware that this type of intervention was used and asked for clarification of what "the list" actually is. Principal Kirsten Budimljija explained that students are placed on the "RLMS List" based on not completing assignments repeatedly week after week. With progressive levels documenting the student's progress the system is used by teachers, administrators and students to keep track of missing homework.

The concerned mother interjected that not only missing assignments will get a student placed on the list, but poorly done, inadequate assignments will also justify a student being placed on the list.

Administrator Cardey added that it is a reward list saying that once a week they get extra gym time if they get their work done. Names remain on the list for poor assignments as a way of tracking students that need to be worked with. "It is not a negative list, it is not who is on the list, it is who earns the reward, but by default she is saying you're not on the list."

Administrator Cardey clarified the parent's concern and said, "You're saying if kids aren't doing their homework that is one thing, if they are doing poorly then pull them aside for intervention but don't put them on the list."

The parent agreed and said, "If students are putting in an effort why should that become a negative, if they are putting in an effort why should they be penalized."

The parent of the middle school student indicated that she has previously expressed concerns that her child is not functioning at appropriate academic levels and may have a possible learning disability, which according to her nothing has been done by staff to diagnose or correct. In attempts to correct this issue administration and the parent agreed that a discussion will take place with staff and will discuss how to target interventions that can be used in different ways.

Paperwork has been completed for this spring's school board elections. Amanda Treffinger will be running for the town of Greenwood. Incumbent board president Jerry Blomberg has returned papers for non-candidacy. The district will have one non-incumbent that will appear on the April 2 ballot and that is Rollie Thums. Because of Thums employment with the dis-

"You're saying if kids aren't doing their homework that is one thing, if they are doing poorly then pull them aside for intervention but don't put them on the list."

— Administrator Rick Cardey in response to a parent's concerns over a list of poor performing students



trict driving school bus, administrator Cardey consulted with the Wisconsin Association of School Boards (WASB) about his eligibility before paperwork was filed. It is clarified that Thums will be allowed to drive for Bartelts Bus Service because the company is contracted by the district. He will not be allowed to drive district-owned buses nor will he be allowed to volunteer to operate the buses. Additionally Thums would not be allowed to participate in any future closed session meetings pertaining to the bus service. Thums has served on the school boardover 24 years ago and according to Cardey he is excited to be on the board once again and wants the district to continue in a positive direction.

District administrator Cardey gave a 2018-19 budget update saying "We are right on target, where we hope to be." Looking at the revenues the district is approximately at the 50 percent mark for this year. Areas that are below the 50 percent mark are because the district has just completed it's ninth payroll of the 26, therefore leaving a large number yet to be paid out.

Elementary Title 1 teacher and after-school learning center coordinator Aimee Blomberg gave the board an update and review of the center's activities this year. A big change from last year was the loss of grant money used for transportation for the Community Learning Center(CLC). Not knowing how this would effect the program this year, it appears that the center is thriving and bringing in a large number of students. Another change was the hours of operation which were shortened by one hour, ending at 4:30 p.m. Monday, Wednesday and Thursdays where typical academic support is offered 30-35 students attend the program. Archery Club is a new program that has just started on Tuesday nights and has attracted 75 students. With this overwhelming interest a new challenge of coordinating gym space was created. With the help of cooperative parents the activities of club night has been very successful with a balance of fun activities as well as time spent studying. Blomberg has been tracking 90 different students throughout the year who have been attending the CLC program.

Principal Kirsten Budimljija spoke about the middle school and high school CLC program and said that the number of students have remained the same as in past years. The program has been opened up for high school students but has not been utilized. Budimljija believes that it is possibly due to the stigma of the program being located at the middle school for getting help with homework. Therefore a CLC homework lounge will be offered at the high school Mondays and Wednesdays after school for one hour. The program will continue to run at the middle school in the mornings before the school

day begins.

The districts partnership with Northcentral Technical College (NTC) continues to give students great opportunities and advantages as they enter secondary education and the workforce. A report of the Dual Credit offerings for 2017-18 showed the three types of learning experiences students at Rib Lake can participate in: Transcribed Credit (Rib Lake staff teach NTC curriculum allowing free college credit to the students), Course Options (students take college credit courses while in high school and tuition is covered by the district which is reimbursed by NTC at fifty percent of the cost) or NTC provides Academies and Apprenticeship programs for students with a strong career interest in a particular area such as business, information technology, machine tool and welding.

In 2017-18 Rib Lake had 61 students taking part in the dual credit program. These students earned a total of 336 college credits saving Rib Lake families \$49,073 in tuition. The partnership also provides college readiness events for Rib Lake students with an eighth grade career fair as well as a high school career fair, a campus visit day, a welding and mechanical design day and a STEM day (science, technology, engineering and math).

Changes in personnel contracts within the district include the resignation of Dianna Nikkila from her position with the special education program who will be moving on to do her student teaching. Elementary physical education teacher Jonah Campbell has resigned from the assistant track coaching position and has applied and has been approved for the head coaching position.

Principal Jon Dallmann has interviewed and recommended the approval of Damon Bartel to be hired for the second shift custodial position at the elementary school. Dallmann said that Bartel interviewed well and that his references all support Bartel's strong work ethic. Additionally Bartel holds an automotive certificate that district administrator Rick Cardey said will certainly be used to maintain the district's vehicles.

A first reading of several board policies has been given to board members to review with the promise of more to come at the February meeting by district administrator Cardey. The first group of policies include: reading instruction, services for English learners, student progress reporting, student fundraising activities, recording of school meetings, procedures for handling student name changes, and rules for assessing and testing English learners. Board members will review the policies and a second reading will be on the agenda for the February meeting.

State law requires districts to set space availability for open enrollment and be re-viewed each year by the district. Last year the Rib Lake district set unlimited number for available open enrollments. Policy does allow the exceptions for the district to examine special education students and determine if requirements can be met by the district. Approval by the board was given in keeping the unlimited status for open enrollment.

The meeting moved into a closed session where individual administrative contracts and land execution topics were on the agenda to be discussed.



Ask the Attorney

Mauston, Juneau County Star-Times

# County hires new deputies

JAKE EKDAHL  
jekdahl@wiscnews.com

The Juneau County Sheriff's Department has two new deputies. Levi Skeens and Daniel Retallick, both newcomers to the county, began working for the department in the jail.

Skeens first became interested in law enforcement in high school. He initially decided to enlist in the military, but family persuaded him to consider a career in criminal justice instead.

"I just thought back on all the interactions I had with law enforcement officers, starting with grade school," Skeens said. "We had our DARE officers come in and they taught us how to ride bikes and stuff like that... (I) decided that's what I wanted to do, help

people out." Skeens went through the law enforcement program at Fox Valley Technical College. He is originally from the Green Bay area. This is his first job with law enforcement.

Skeens currently works the day shift in the jail.

"I like it a lot," Skeens said of his experience so far. "All the deputies here are very helpful... Everybody is so easy going here, it's very comfortable."

Outside of the job, Skeens enjoys spending time with friends and outdoor recreation.

For Retallick, law enforcement runs in the family.

"My dad did it," Retallick said. "He worked for Grant County Sheriff's Department, Lancaster

Police Department and then the State of Wisconsin as a Ranger... (I) just always thought it was a cool thing to do. It just kind of fit. My brother does it for Lincoln County and now I'm here."

Retallick previously worked at the Milwaukee Police Department for about a year. He went through the Criminal Justice program at [Northcentral Technical College](#) in Wausau.

Retallick currently works the night shift at the jail. He enjoys recreational bicycling.

"Everybody is ready to help you and get the job done," Retallick said. "It's a nice change of pace."

You can reach Jake Ekdahl on Twitter @JakeaEkdahl or contact him at 608-697-6353



JAKE EKDAHL, STAR-TIMES

New Juneau County Deputies Levi Skeens and Daniel Retallick speak with one another at the Juneau County Justice Center Jan. 15.

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# City probes deeper into citizen complaints

The city of Merrill Personnel & Finance Committee took another step Wednesday night in reviewing citizen complaints against three city officials.

The city has now received 152 citizen feedback forms with complaints directed at City Administrator Dave Johnson, Finance Director Kathy Unertl and/or City Attorney Tom Hayden.

The committee met in closed session Wednesday night to discuss the complaints, which mainly center around the handling of the 2019 city budget and tax levy.

Among those permitted to participate in the closed session discussion was attorney Dean Dietrich, who is serving as outside legal counsel for the city in this matter. Dietrich has represented the city in various matters since the mid-1980s. Because he is among the subjects of the complaints, City Attorney Hayden said he requested that an outside attorney advise the city in this process.

After more than two hours in closed session, the committee and Dietrich returned to the council chambers and resumed open session. Dietrich indicated the review process would continue.

“(The committee) directed counsel to prepare a series of documents that will be reviewed by the Personnel & Finance Committee and discussed with the personnel involved as part of the performance review process,” Dietrich stated. “At this time, no formal action will be taken in the open session and no additional information

will be provided about any further steps to be taken by the committee until documents are prepared and communications are made with the appropriate city personnel.”

The barrage of citizen complaints was sparked by an unexpected spike in city property taxes. When tax bills arrived in December, city property owners were greeted by a 7.4 percent increase - instead of the three percent increase they were expecting.

In November, Mayor Derek Woellner had vetoed a 2019 budget that carried a 4.71 percent tax levy increase. Noting taxpayer objections, Woellner directed the city to revise the budget to hold the hike to 3 percent. The Common Council subsequently adopted a tax levy on Nov. 28 that did just that.

City tax bills mailed in December included a letter, however, signed by Woellner and Johnson, stating that, “Once all calculations were made, the result is an increase in your City property taxes of about 7.4%. We managed to achieve an operating and debt service budget increase of 3.0%.

“However, with a decrease of \$2,372,100 in total community assessed valuation (from \$410,015,680 to \$407,643,570) due to the State of Wisconsin’s elimination of one assessment class of Personal Property, there resulted in an approximately 2.0% tax rate increase.

“As in prior years, each of the taxing districts (Lincoln County, City of Merrill, Merrill Area Public Schools and [Northcentral Technical College](#))

has an allocation for Tax Incremental Districts (TIDs). The City of Merrill allocation results in an approximate 2.4% rate increase for 2018. The city is using the tax increment funding for public infrastructure (i.e. paving, curb, gutter, sidewalks and street lighting) and economic development.”

In response, citizens flooded City Hall with feedback forms and packed into the council chambers to voice their displeasure at the Jan. 8 Common Council meeting. The Personnel & Finance Committee also met that night to review the complaints, which then numbered over 130. Following 60 minutes of closed session discussion, the committee ultimately took no action and made no recommendation to the council that night.

In public comment Wednesday night, Merrill resident LaDonna Fermanich said she and others who filed complaints believes Unertl and Johnson knew, or should have known, about the factors contributing to the tax rate increase prior to the council passing the budget and levy.

“Tonight you are here to review these 130-plus complaint forms with the general consensus of many of them being the misleading, whether deliberate or unintentional, of the mayor, the council and the general public,” she said.

“They had to have known by that second meeting on the budget, but it was never brought up,” added Merrill resident and business owner Mark Bares, who helped organize citizen protests at the Jan. 8 meeting.

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# Garden Visions Conference in Wausau on Jan. 25 and 26

## Keynote speaker is best-selling author Michael Perry

The North Central Wisconsin Master Gardener Association (NCWMG) and UW-Extension presents the Garden Visions Conference on Jan. 25 and 26, 2019, at [Northcentral Technical College](#) in Wausau. This is a conference for Northern Climate Gardeners.

Walk in registration for Friday and Saturday will be accepted on the day of, however session choices may be limited and lunch is not available for walk-ins.

### Friday: Dinner and keynote speaker author Michael Perry

Garden Visions starts on Friday, Jan. 25, 2019, with a Slow Food Dinner at 6 p.m., presented by [NTC's](#) culinary arts instructor, Chef Travis Teska, along with a short talk by Chef Travis.

Michael Perry, a New York Times best-selling author, humorist, playwright and radio host from New Auburn, Wisc., is the keynote speaker after dinner. Enjoy Perry as he talks about his experiences as a failed gardener, and as he provides a humorous heartfelt look into his relationship with food of all sorts, from gas station jerky to organic asparagus truffle foam.

Meet and Greet and book signings by Perry are from 5 to 5:45 p.m.

### Saturday: Full day conference

Listen to national and regional speakers, view educational exhibits, take a chance on great raffle prizes, meet and greet speakers, authors, shop wonderful vendors, and enjoy lunch. The conference is open to the public; anyone with an interest and curiosity for gardening is welcome.

Keynote speaker is Joel Karsten with the topic: "Building An Outdoor Room." Karsten is the creator of and author of the book "Straw Bale Gardens." He will speak about the book during one of the breakout sessions.

A bonus presentation will be presented by Bernie Williams of the Wisconsin Department of Natural Resources on "Jumping Worms." Learn how to deal with this somewhat new invasive species. Williams has been with the Wisconsin DNR for 10 years as a plant pest and disease specialist in forest health.

For more information on the conference, contact Garden Visions chair Carol Bray at [cbray@mtc.net](mailto:cbray@mtc.net) or 715- 693-6446.



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# School forest coordinator thinking spring, new facility at Noboken Lake is the focus

In the depths of winter, during one of the coldest spells in years, Mike Werdeo is thinking spring.

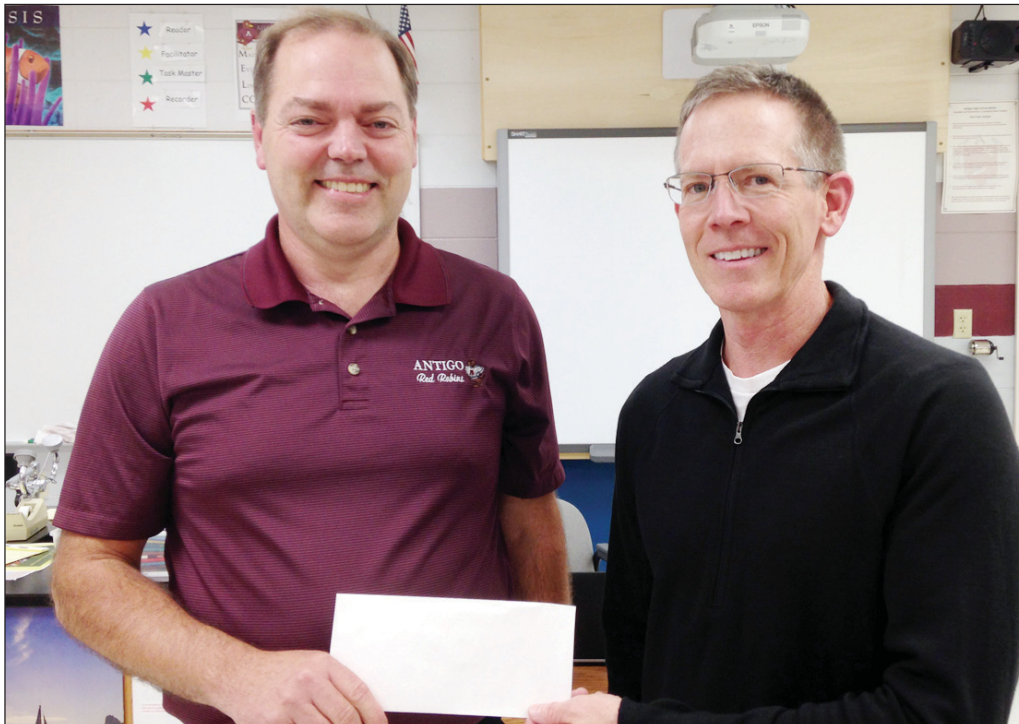
Werdeo, who coordinates Antigo school forest activities, is leading fund-raising efforts to build and equip the Noboken School Forest Environmental Education Center, making the push for the final \$100,000 that will put the project over its

\$500,000 goal and launch the detailed design, ground-breaking and construction phase.

“Our goal is to break ground in the summer or fall,” Werdeo said. “I would anticipate it will be ready to go by the fall of 2020.

The project carries a price tag of \$500,000, with an anonymous donor provid-

**See Forest Page 7**



Mike Werdeo, left, accepts the \$10,000 donation from Chris Tarpey for the Noboken school forest educational facility.





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Continued

## Forest

ing half the cost contingent upon the district raising the other \$250,000.

Chris Tarpey, who lives on the Wolf River near Pearson, is a member of the planning committee and recently made a \$10,000 donation toward the project. And the board of education will be accepting more donations—about \$30,000 worth— at its meeting tonight.

“This project is about us, about Antigo and all of Langlade County, and about creating a top-notch environmental education facility for the school district,” Tarpey said, saying it will give instructors another tool for creating environmental awareness among students.

“It’s fundamental to our understanding of the environment and our interaction with it,” he said. “This will help students learn to ask all the good questions. We have an awesome environment here and we need to know how to best utilize that environment, whether it be for recreation, a working forest, or whatever.”

The new lodge will augment a simple, pavilion structure now at the forest, located north of Antigo just off of Highway J at Noboken Lake. The current facility is too small for larger groups of students, not useable during the winter months, does not have running water and has limited space for equipment storage and during inclement weather.

“A year-round environmental education center will increase the use of the forest,” Werdeo said, adding that unlike the pavilion, which is located in a forest clearing, the structure would be built at the lakeshore, which would allow additional water programs and activities.

The lodge will have electricity, full restrooms and a kitchen. There will be a deck, covered porch, large classroom and a display area for the district’s taxidermy collection now located at Pleasant View Elementary School. The goal is to comfortably accommodate large groups of students for direct hands-on environmental education.

“We have discovered, through our programs, that a lot of students will perform better in an outdoor setting. I see it when I take high school students out there and have them mentor elementary classes,” Werdeo said. “Our goal is to get every student out there at least once a year.”

There are other benefits as well, with the opportunity for community use and increased recreational choices. Werdeo explained that a Community Health Needs Assessment stressed the need for more awareness and knowledge of

how to lead a healthy lifestyle and increased physical activity, all of which could be addressed by the lodge. An additional goal is to improve students’ physical, mental and psychological health through exploring and investigating the outdoors.

The local economy will also benefit, Werdeo said, by sparking student interest in the forestry industry and collaborations with Northcentral Technical College’s Wood Technology Center.

The forestry products industry is responsible for over 600 jobs in Langlade County, he said, with \$90 million in output.

“We are hoping to spark interest in the forestry industry through awareness, demonstrations and related forest experiences,” he said. “It can serve as an introduction for a career pathway and expose students and the community to responsible forest management.”

The school district has owned the 168-acre Noboken School Forest, located in the town of Upham, since 1931. It has been used for the past 30-plus years to serve the educational needs of students.

Donations are now being accepted and may be sent to the Unified School District of Antigo, 120 S. Dorr St., Antigo, 54409. Checks should be made payable to the Unified School District of Antigo.

## Top Vatican official quits in sex probe

VATICAN CITY (AP) — A top Vatican official has resigned after a former nun from his community publicly accused him of making sexual advances during confession.

The Vatican said in a statement Tuesday that the Rev. Hermann Geissler denies the allegation and reserves the right to a civil suit.

Geissler, who wants the church to carry on investigating the woman’s allegations, said he was resigning “to limit the damage already done” to the Vatican’s Congregation of the Faith office, the Vatican office which handles sex abuse cases and where he was chief of staff.

Doris Wagner, a former nun in Geissinger’s German order known as “the Work,” publicly accused Geissler at a conference on women and clergy sexual abuse that was held in Rome in November.

## Call for end of social media abuse of royals

LONDON (AP) — Britain’s

# Merrill Ice Drag races a tourism event

The Merrill Ice Drag group has been bringing spectators, racers and tourism dollars to the Merrill area for over 50 years. Founded in 1965, the club incorporated in 1970 as a not-for-profit 501(c)4 organization. Since then, the races known as the "Fastest 1/8 Mile on Ice" has been performing on the public waterway of the Wisconsin River - just off the Council Grounds State Park boat landing - every Saturday for approximately six weeks in January and February.

The Merrill Area Chamber of Commerce is the Tourism Administrator for the City of Merrill room tax. Each year the Tourism Commission makes available tourism marketing grants to promote local events, like the Merrill Ice Drag Races. As part of the application process, each entity must provide information on economic impact for the regional area of Merrill, such as hotel stays, gas station/convenience stores and restaurants. This information is then spot checked with area businesses to verify if business is

up on those weekends. Being a small, friendly town, many businesses will inquire what brings unfamiliar faces to the area. This is especially true with the hotels.

As an example of the economic impact that this event brings to the area, in 2018 the hotels reported an average of 30 hotel rooms booked for the Merrill Ice Drag events each racing weekend between the three hotels, based on information supplied at check-in. Using an average of \$95 per night for hotel stays, that is over \$17,000 in hotel revenue. Plus, they paid 6 percent in room tax, or \$1,020 that went directly into tourism promotion. Add in purchases of gasoline and food at restaurants, and the impact increases. We polled restaurants and gas stations from Gleason, Merrill and Town of Merrill and most reported an uptick in sales on these weekends.

In addition, their 2018 season had significant growth due in-part to local television coverage and the cable television show "Road Kill" and 1,320 Videographers attend-

ing the event. The average weekly attendance by spectators and contestants is estimated at 300-400. But the event that Road Kill attended in February drew over 1,000 spectators and contestants, and drew additional dollars due to a significant increase in pit pass sales and local television coverage promoting the Road Kill guests.

Videos of these events have garnered over 10 million internet views worldwide. The videos have been made by both nationally and internationally known companies. People have traveled from Germany, Norway, Sweden, Mexico and South Africa to attend this unique event in Merrill.

Documented racers travel from the following Wisconsin cities: Athens, Baraboo, Birnamwood, Bonduel, Danbury, Edgar, Gleason, Hatley, Hancock, Hewitt, Kronenwetter, Lodi, Marathon City, Medford, Merrill, Milwaukee, Mosinee, Menomonie, Neenah, Nekoosa, Oconto Falls, Ogema, Westboro, Withee and Wisconsin Rapids. Out-of-state racers come from Crystal Lake, Minn.; Menton, Ohio;

See **DRAG RACES** page 4



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0002**DRAG RACES** *from page 2*

Edinburg, Ind.; and Papillion, Neb. Road Kill is based out of California and they video documented their trip to Merrill to race last February. During the last race season, 30 racers with Merrill and/or Town of Merrill addresses raced weekly.

Their annual sponsorships are more than 50 from all over central Wisconsin, including 17 from the Merrill area. Those businesses include: Auto Jockeys, B's Club 107, Brickners Park City, Chips of Merrill, Cosmo Theatre, Haunted Sawmill, Kathy & Cal's Club 64, Les & Jim's Lincoln Lanes, Lincoln Community Bank, Lotter Mobil, Merrill AmericInn/Arby's/Pine Ridge Mobil, NAPA of Merrill, Oak Park Dental, RAJ Services and Rod's Towing Service.

As a not-for-profit organization, the Merrill Ice Draggers donate funds under their charter to promote social welfare. Recipients have included: North Central Healthcare, Pinecrest Nursing Home, Weston Youth Trap Club, The Haunted Sawmill, Lincoln and Marathon County Humane Societies, and HAVEN. They also donated funds to Frank's Gym Cancer Benefit and established an endowment scholarship fund at [NTC](#) with a value greater than \$5,000.

The scholarship will be awarded each fall to any or continuing full or part-time [NTC](#) student, who is enrolled in the Automotive Technology, Diesel Technology, Mechanical Design or Welding program.

"The Merrill Ice Drag Races are one of the few wintertime events held in Lincoln County," stated

Debbe Kinsey, CEO of Merrill Chamber of Commerce and the Tourism Administrator. "The Department of Tourism conducts a thorough assessment of tourism by county each year. While the 2018 data is not out, the 2017 data is available. In Lincoln County tourism business sales were \$87.5 million and visitors to the county generated \$5.7 million in state and local taxes. So, every event held here makes a significant contribution to this total annually."

In question this year was the location of the event itself. For over 50 years they have raced on Ullman Bay on the Wisconsin River, which is a public waterway governed by the Department of Natural Resources and an outdated township ordinance that has not been updated since 2014. The ordinance was put into place to promote safety for residents, spectators, racers and everyone that is using the waterway. There was talk of repealing the ordinance, but the ordinance simply needs to be updated, not repealed. The ordinance in part regulates the use of the waterway, letting the town know the times of activities for sanctioned events. For safety purposes, the ordinance also gives permission to erect snow fence, and asks the other users of the bay to respect the sanctioned event for a maximum of six Saturday afternoons during late January and February.

Many meetings were conducted with township officials, residents and organizers, all working to ensure that there is an updated ordinance going forward, for all four area townships. This has allowed each township to adopt the same updated ordinance, so there will be

a uniform, enforceable ordinance for the health and safety of everyone involved with recreational activities on the waterway.

"The Merrill Ice Drag Races have become a wintertime institution in Merrill and a much beloved winter tourism activity for the entire Merrill area," said Jeff Schneider, Merrill Chamber Board Chairman. "Tourism is a vital element to our economy. This is why we promote the area in over 15 different ways and award marketing grants to event organizers like Merrill Ice Draggers, who have a proven record of drawing visitors to the Merrill area."

"We appreciate all the community members, organizations and township officials that have organized, attended meetings and worked in support of this unique wintertime event," concluded Kinsey. "We would also like to thank the township chairs and supervisors who worked together to make this a uniform ordinance. We would also like to thank the City of Merrill and Lincoln County who stepped forward in support of the Merrill Ice Drag organization, and to those local businesses who continue to sponsor this unique tourism event. A special thank you to those spectators both near and far, who come to Merrill year after year for the races."

The Merrill Ice Drag Races are scheduled for Feb. 2, 9, 16 and 23. Races begin at noon. Enter through Council Grounds State Park. Races are free to watch, as is parking on the ice. If parking in the lot, you will need a state park parking sticker. Pit passes are also available for purchase. For more information visit their website at [www.merrillicedrags.com](http://www.merrillicedrags.com).



February 2019

### More than just talk

*By Linda Jovanovich*

*HMA Executive Vice President*

For the past several months we've been talking about our National Conference and Expo, and wow, here it is, just about a month away, now. So, if you have yet to do so, I hope you'll finalize your plans today, and join us in Savannah.

As a memory refresher, we've built NatCon 2019 around the theme of "**Emerging Risks.**" And we've compiled a dais of presenters, and developed an agenda of events to aid you - and all industry stakeholders - in the management of and preparation for the uncertainties and exposures that could jeopardize decades of hard work and sacrifice.

So meet up with us at the Hyatt Regency Savannah. The stage is set. Registration totals are nearing record numbers. The Expo is a Sell-Out! All that is missing is You. Register to attend, today.

Keep in mind that we'll have company in Savannah. The Southern Cypress Manufacturers Association (**SCMA**), and the Wood Component Manufacturers Association (**WCMA**) will again be conducting their annual meetings in conjunction with our event. That means great opportunities to network and mingle. Don't delay.

You'll find all of the Conference details – Registration, Program Schedule, Hotel Information, Expo Participants and Sponsors – on our HMA member website, [www.HMAmembers.org](http://www.HMAmembers.org). And of course, the HMA staff is available to answer any questions you may have. Call us, 412.244.0440, and we'll help take care of business.

I'll close with this - you certainly do not need me to remind you that these are challenging times. Just know that especially in the most challenging of times, HMA's bottom line is the furtherance of the hardwood industry and the interests of our members. Let's take on these "**Emerging Risks,**" together. See you in Savannah

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### Hardwood Manufacturers Certificate Inaugural Class

Last year our industry, in conjunction with the **Northcentral Technical College**, Antigo, Wisc., launched **The Hardwood Manufacturers Certificate Program**, a unique, 16 week/14 credit course of study designed to prepare learners for fast growing, in-demand positions within the hardwood manufacturing industry. The great news is that five young men have completed the program, and are "eager to further their careers in the Hardwood Lumber Industry."



Congratulations graduates! Pictured from left to right are: Tray Hardwick (Specialty Wood Products – Monticello, KY), Isaac Dick (Specialty Wood Products – Monticello, KY), Hunter Cartrette (Turn Bull Lumber Company – Elizabethtown, NC), Trevor Geer (Gates Milling, Inc. – Gatesville, NC), and Nick Hood (Turn Bull Lumber Company – Elizabethtown, NC).

When asked for feedback regarding the Program, **Isaac Dick** said, “In a sense, every class was beneficial to me, but in particular, the Wood Drying Science and Hardwood Grading & Merchandising courses gave me the knowledge that will help me advance my career.”

Classmate **Nick Hood** said, “The class that will benefit me the most is Wood Manufacturing Processes because I learned how to break a log down into lumber, while getting the best yield possible out of the log. I also enjoyed the Wood Science & Technology class because I learned what makes up wood and how it grows, start to finish, throughout the tree’s life! This is an awesome program and I would recommend it to anyone that is considering the hardwood industry, or anyone that is already in the wood industry.”

Thank you to **Northcentral Technical College** Wood Science Instructor, Travis Allen, for providing this update. Looking ahead, Travis tells us that the 2019 Program, August 26<sup>th</sup> through November 15<sup>th</sup>, will cover the same curriculum and application information will be available, soon.

So employers, this is your opportunity to grow, groom and inspire the supervisors, lumber inspectors, Kiln operators, quality control technicians and plant managers so desperately needed in your hardwood facilities. Stand by.

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### **Hendricks Scholarship recipients announced**

Congratulations to University of Wisconsin-Madison College of Agricultural and Life Sciences students **Noah Fredel** and **Travis Schmitt**, recipients of the 2018-2019 **Robert B. Hendricks Memorial / Hardwood Manufacturers Association Scholarship**.

In a ‘thank you’ letter to the HMA, **Noah** said, “In addition to my Forest Science major, I am also pursuing an entrepreneurship certificate. This will allow me to combine forestry and business in pursuit of a full-time position as an industry Forester. Currently, I’ve accepted an internship with Kretz Lumber in Antigo, Wisconsin, working as a field Forester, and I hope to transfer this to a full-time position with the same or a similar company. Thank you for your generosity.”

In a ‘thank you’ letter from **Travis Schmitt**, the second-year Forestry major said, “I have found Forestry to be an amazingly complex and engaging study, and I enjoy researching the field as it relates to both private industry and management. I hope to one day become a



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### FOR IMMEDIATE RELEASE – NWWIB presents their Annual Business of the Year Awards



The Northwest Wisconsin Workforce Investment Board, Inc. (NWWIB) presented their Business of the Year Awards during the December meeting at Lakewoods Resort in Cable, WI. This year two regional businesses received recognition for their outstanding commitment to their community and employees. Awards were presented to Countryside Fabrication, Inc. (Countryside Fab) and IKS Industries, Inc.

**Countryside Fab located in Grantsburg, WI received the Small Business of the Year Award.** The company specializes in sanitary equipment for the food industry. Paul Stevens, his wife Janell, and staff have managed to effectively grow their business since opening in Paul's personal garage in 2010. A building on HWY 70 was purchased in 2013 and they are currently completing construction of an 80x100 addition. Countryside Fab primarily employs welders and fabricators that are living in the Grantsburg area. Countryside Fab offers competitive pay, hours, and a team-based atmosphere to complete projects. They hope to hire 3-5 new employees in the next 12 months with the completion of the large building expansion. Countryside Fab "believe[s] that with the right employees that are

dedicated to work hard with each other, we can build better quality equipment.”

**IKS Industries, Inc. of Park Falls, WI received the Large Business of the Year Award.** IKS Industries, Inc. is a custom machine shop located in northern Wisconsin that can accommodate manufacturing, fabrication, and machining needs. They process orders as needed by current and new customers across the United States. Don Balczewski started IKS Industries, Inc. (then called North Woods Milling Specialists) in 2005. A machine company that started like many others, a homestead located business, has grown into multimillion dollar a year corporation over the past 13 years. IKS Industries, Inc. has a strong high-profile customer base and is a highly praised vendor among their competitors. Don has never had to hold a companywide layoff and has continually grown his company even through the recession. Don and IKS Industries, Inc. are very involved with developing the next generation of associates at IKS, working closely with **Northcentral Technical College**, Wisconsin Indianhead Technical College, and area high schools. IKS also intentionally partners with community outreach programs to enhance career development.

The **Northwest Wisconsin Workforce Investment Board** is one of over 600 Workforce Boards in the U.S. and is responsible for the oversight of the Workforce Innovation and Opportunity Act and other training and employment initiatives in northwest Wisconsin, including the counties of Ashland, Bayfield, Burnett, Douglas, Price, Iron, Rusk, Sawyer, Taylor, and Washburn. The NWWIB Board of Directors is comprised of business leaders, workforce development partners, and tribal representatives who are committed to creating a workforce system that meets the needs of the employers and workers in the region.

For more information about the NWWIB or the awards, please contact Melissa Rabska, Operations and Communications Manager for the NWWIB, at 715-682-9141, ext. 122 or [mrabksa@nwwib.com](mailto:mrabksa@nwwib.com), or visit their website at [www.nwwib.com](http://www.nwwib.com).

###

*Northwest Wisconsin Workforce Investment Board is an equal opportunity employer and service provider. If you need assistance to access services or materials in an alternate format, call our EO Officer at 715-392-6081. Northwest Wisconsin Workforce Investment Board uses WI Relay 711 or 800-947-3529 or WI Relay Spanish 877-490-3723.*



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# Jordan Kratz highlights construction programs

*(Editor's note: In celebration of Career and Technical Education Month during February, Antigo school district instructors in those programs are taking the time to introduce themselves and their programs. The stories will continue on Tuesday's school page throughout the month. This week focuses on Skills USA and the programs it represents.)*

**By JORDAN KRATZ  
Antigo High School  
cabinetry,  
construction  
instructor**

My name is Jordan Kratz and I am the cabinetry and construction instructor here at Antigo High School.

This is my second year in Antigo. After high school, I graduated from Northeast Wisconsin Technical College with a degree in architectural technology. While studying at NWTTC I decided that I had a passion for helping and teaching others. That's when I enrolled at UW-Stout in the technology education program.

This is my eighth year in education, with prior teaching experiences in Merrill, Luxemburg-Casco and Green Bay. I've taught almost everything a tech-ed teacher can expect to teach. I started off doing a little of everything, teaching welding, woodworking, small engines and some engineering design, architectural design, and power mechanics.

At AHS I run the cabinet shop and the house construction program. I really enjoy what I do and who I work with. In the cabinet shop, I have an option for the students to take a woods class every year of their high school career.

Beginning the 2019-2020 school year students will have the option to take a capstone course, Manufacturing and Furniture Design 3. This course encompasses everything they have learned in their introduction classes and

the dual credit course ran in collaboration with Northcentral Technical College. This capstone course will run very similar to the metal shop's Red Robin Machining, and will be student-run business. This student-run business will teach students the importance of communication, deadlines, business management and responsibility. I'm excited for the new year to begin!

In the house construction program things are moving along smoothly. The current house has been pre-sold and we are busy working with our buyer to meet their needs. Currently, we are still building on school grounds on piers behind the high school. In the future, I hope to be able to take our program off-site and get students even more experience working on a project from the ground up.

Students have the option to take the house construction class both as a junior and as a senior if they take the carpentry class, a prerequisite, prior to enrolling in the construction program. Students who wish to enroll in the construction program go through an interview process to enter the program. This is a class and program that I thoroughly enjoy being a part of, and can't wait to see what the future holds.

My goal is to teach students real life skills that they can take with them wherever they go. I know not all of my students will work in furniture manufacturing or construction, but the skills we teach in tech ed and the entire CTE program are skills to enable our students to be successful in whatever path they take. We want all of our students to be both college and career ready.

For information regarding the cabinet shop or the school construction house, please contact me via email at [jkratz@antigoschools.org](mailto:jkratz@antigoschools.org) or by phone at (715) 623-761 ext 2105.



JORDAN KRATZ



# Welding and metal shop instructor explains his role

*(Editor's note: In celebration of Career and Technical Education Month during February, Antigo school district instructors in those programs are taking the time to introduce themselves and their programs. The stories will continue on Tuesday's school page throughout the month. This week focuses on Skills USA and the programs it represents.)*

**By MIKE PARIZEK  
High school welding,  
machining instructor**

I am the Antigo High School metal shop instructor. I joined the Antigo team in December of 2017 and a 2004 graduate of Antigo High School. Prior to teaching here I taught machine tool at [Northcentral Technical College](#) for approximately 10 years.

I was very involved in the metal shop at Antigo High School when I was a student here from 2000-2004 under the instruction of Craig Cegielski.

I credit my interest for machining and welding to

Craig, like many high school students I had no idea what I wanted to do when I graduated high school and after taking the tech ed rotation, metals sparked my interest. I took every metals class I could, including Red Robin Machining (student-run business) and also was a youth apprentice my junior and senior year of high school taking classes at [NTC](#) and working at Waukesha Bearings for my work site.

After graduating high school I worked full time at Waukesha Bearings while finishing my machine tool technical diploma at [NTC](#) Antigo and Wausau campuses. I worked at Waukesha Bearings for a few years after graduating [NTC](#) and also came back to Antigo High School in 2005 as a class aide in the metals program. I also adjunct taught for [NTC](#) for a while before becoming a full time machine tool instructor there.

I have a passion for teaching new students a skilled

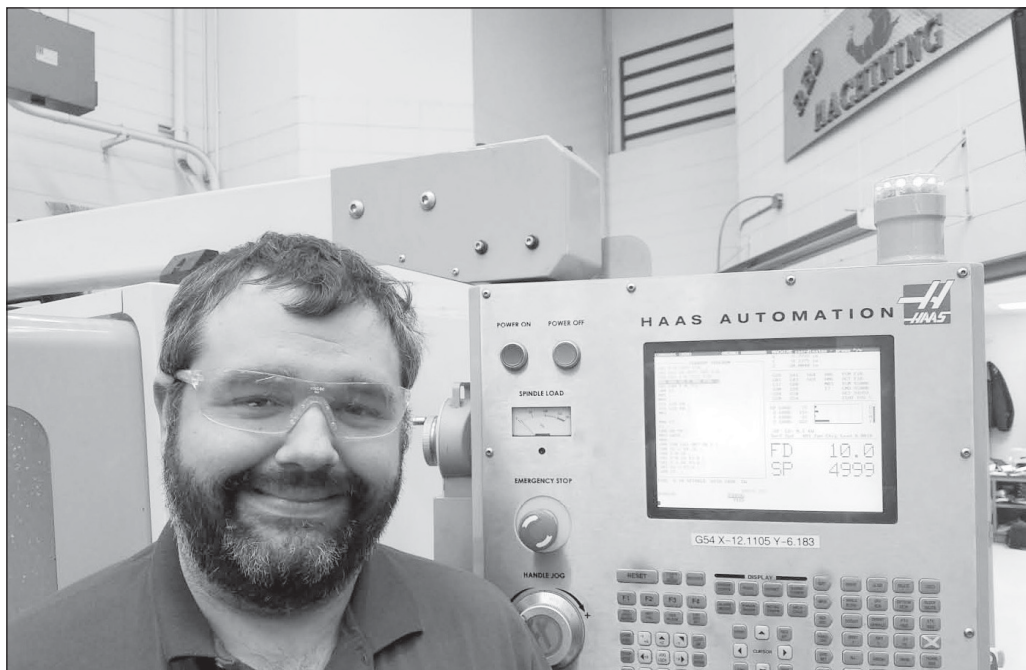
trade.

In my free time I enjoy being outdoors on my UTV and camping with my daughter.

My goal for the metals program here at Antigo High School is to get the shop updated with working equipment and have the student-run business operating at full capacity as it was back when I was a student here, along with getting more students involved in the Youth Apprenticeship Program.

The student-run business is such an awesome opportunity for the students to see real life, real learning experiences by taking an order from a customer and seeing it through start to finish, and the Youth Apprenticeship Program is a great way to expose students to local manufacturing opportunities here in the area.

If you have any questions about the program or would like to come in and have a tour of the shop contact me at [mparizek@antigoschools.org](mailto:mparizek@antigoschools.org) or call 715-623-7611 ex. 2103.



**MIKE PARIZEK  
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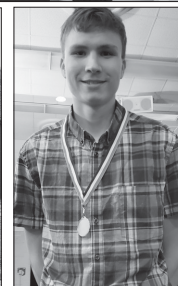


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SKILLS—In the top photo, the SkillsUSA team of Erin Zirngible, Emily Grivitter and Hannah Nonnenmacher at the first competition of the year, in Ashwaubenton. The lower left photo is of the Northcentral Technical College trailer at the high school and, lower right, Zachary King who took a gold medal in cabinetmaking.

## As CTE Month gets underway, the focus is on Skills USA competition

*(Editor's note: In celebration of Career and Technical Education Month during February, Antigo school district instructors in those programs are taking the time to introduce themselves and their programs. The stories will continue on Tuesday's school page throughout the month. This week focuses on SkillsUSA and the programs it represents.)*

**By JORDAN KRATZ**  
**Antigo High School**  
According to the SkillsUSA Wisconsin official website, "SkillsUSA is a partnership of students, teachers and industry representatives,

working together to ensure America has a skilled workforce. It helps each student excel. SkillsUSA is a national nonprofit organization serving teachers and high school and college students who are preparing for careers in trade, technical and skilled service occupations, including health occupations."

SkillsUSA empowers its members to become world-class workers, leaders and responsible American citizens. SkillsUSA improves the quality of our nation's future skilled workforce through the development of framework skills that include personal,

workplace and technical skills grounded in academics. The SkillsUSA chapter at Antigo High School is still in its growing years. We are a small club that has high hopes of growing in the future. SkillsUSA is a great resume builder even for those students that don't normally take a "shop class."

SkillsUSA is so much more than just welding competitions. At the state level there are competitions relating to all CTE areas including culinary competitions, hair styling, media production and advertising. In smaller district and regional competi-

tions students compete in primarily traditional technology education areas. A few of the areas we have competed in in the past have been automotive service technology, power equipment technology, cabinet making, precision machining, welding and the list goes on.

This year we have students competing in new competitions from years past, such as electrical power distribution, facility management, related technical math, and team engineering challenge.

In December we had our first competition of the year. Antigo had students who placed in the two different events in Green Bay. Erin Zirngible, Emily Grivitter and Hannah Nonnenmacher worked as a team taking second place in Team Engineering Challenge in a problem of buoyancy, weight distribution, material usage and time constraints. They had to float a team built boat down a course, carrying as many marbles as possible.

AHS had another student who made us proud by taking the gold medal in Cabinetmaking. Zachary King did not have to build a cabinet for this competition but a child's step stool. Zach needed to prove his competency on the machines in the shop by taking a written test in the beginning then performing in a wood shop that he has never worked in. Working in a new environment can initially be a challenge for anyone, but Zach went right to it and continued all the way to the stage.

This year we hope to be able to attend competitions at Fox Valley Technical College Feb. 22.

UW-Stout in Menomonie Feb. 28 through March 1, and our state competition in Madison April 30 through May 1. Our next competition will be Feb. 8 to wrap up SkillsUSA week in Wausau at Northcentral Technical College.

Students are actively doing different fundraisers to support the club and their events that they need to travel to compete in. If you are interested in supporting our Antigo High School SkillsUSA Chapter please reach out to any SkillsUSA member or contact Jordan Kratz at

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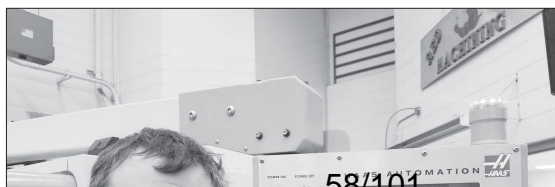
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If you have any questions about the program or would like to come in and have a tour of the shop contact me at mparizek@antigoschools.org or call 715-623-7611 ex. 2103.





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# REPORT CARD

By CHS Principal Tim Kief | tkief@csdk12.net

## We value respect, responsibility, and safety

At Chequamegon High School, our job is to prepare students for the next step, to be college and career ready. While not all the data is in, I am proud to say that only one senior has not been accepted to the first choice school or program. Way to go students, parents, and staff. The bridge to the next step is a team effort.

Just recently I spoke with a graduate from 2017. After inquiring how things are going he was proud to say he will be graduating college in 3 and 1/2 years instead of four. He attributed that to hard work in college, and the dual credit he earned at Chequamegon High. Last year, 117 students, or 45 percent of the school, earned dual credit. In comparison to other regional Northcentral Technical College high schools, that is an excellent percentage of success.

Career ready is a component of our relationships with our neighboring district, Phillips, and NTC as well. We had 13 students participate in academies that are not only dual credit, they allow

students to complete a certificate in careers such as welding and health care to be workforce ready upon graduating from high school. Many of those student eventually pursue higher academic preparation that is job specific.

We have great local opportunities that kids need to see to believe. Our Youth Apprenticeship program supports students in on-the-job learning during the school day. The purpose is to connect academic and technical education with mentoring on the job. Last year, 13 of our students participated in these paid opportunities which can be one or two years. On average, three-out-of-four of those apprenticeships lead to accepted local job offers for our grads!

It takes a whole district effort to produce these results. Early learning experiences are the foundation for college and career ready graduates. The combined efforts of parents and teachers produce the type of students that achieve these results.

# AHS alumnus finds passion in teaching family, consumer ed

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**By TRACIE FRISCH**  
**Family consumer sciences**

My name is Tracie Frisch I am one of the family consumer science teachers at Antigo High School.

I was able to join the Unified School District of Antigo in the fall of 2017. I am a 2002 graduate of Antigo High School and when the opportunity for me to come back to my hometown to work it felt like the best decision for myself and my family. My teaching degree is from UW-Stevens Point in family and consumer science education with a minor in nutrition, a health education degree from UWSP and a master's degree in technology education from Marian University.

Prior to working here I spent six years at D.C. Everest Senior High and four years at Wausau East High School. I feel both teaching experiences have lead me to find a passion for working within the career and technical education department along with working with students, staff and families.

Being an elective teacher within FCS there are many courses that one can teach. I feel my past experience has allowed me to identify my area of expertise along with meeting the needs of our graduates. My focus is to create college and career readiness young adults, With that being said areas within family consumer science that I teach at Antigo High School include: culinary, child care, and health occupations. Within the short time that I have been at the Antigo High School we have implemented more dual credit offerings through [NTC](#) and skill certificates through the Department of Public Instruction. Our culinary program has two courses

where students can earn dual credit and then continue their culinary education at [NTC](#) or another culinary institute of their choice.

Within our child care courses students can complete an infant toddlers course along with an early childhood education course, both through [NTC](#) and DPI, and then work within a licensed child care facility. Students can also use these dual credits as a stepping stone into the education course work at UWSP.

The third pathway for students within FCS includes our health course work. Students are able to take an introductory course all of the health careers and then if they are still interested they can take a medical terminology course that is offered as dual credit. This was a new course offering for Antigo junior and seniors this year. The course is extremely rigorous and 16 students were able to earn dual credit this first year.

Future goals for the FCS department include renovations to our culinary classroom. The classroom has not had any work done since the school was built in 1994 and some of our equipment needs to be updated to meet the needs of all students and prepare those students that will enter culinary occupations at some point in their future. Another goal includes

increasing our offerings for students entering the medical world.

While working with [NTC](#) we have been brainstorming ways to meet the needs of students that would like to complete their CNA certification. In addition I would like to increase the student enrollment within our child care program, students interested in working within education this is a great starting point.

This past year I have also taken on the roll of department chair for the career and technical education department. We have a very dedicated team of teachers that are continuously looking to make the educational experience for students better.

I am excited to see what the future holds for our CTE department and extremely proud of goals along with work that the team has done so far this year. Our overall goal for Antigo CTE department is to create students to be prepared for life after high school. College and career readiness skills are a huge part of our career and technical education department.

If you have any questions about the FCS department or the CTE department as a whole you can reach me at 715-623-7611 or [tfrisch@antigoschools.org](mailto:tfrisch@antigoschools.org). If you are interested in seeing what we do in the classroom you are welcome to visit or tour.



**TRACIE FRISCH**

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...UNITIES FOR STUDENTS enable a head start because I am

# Family, consumer science teacher is excited about new opportunities

*(Editor's note: In celebration of Career and Technical Education Month during February, Antigo school district instructors in those programs are taking the time to introduce themselves and their programs. The stories will continue on Tuesday's school page throughout the month.)*

**By AMANDA OPPER  
Antigo High School  
family and consumer  
sciences instructor**

Hello! My name is Amanda Opper and I am the new family and consumer sciences teacher at Antigo High School where I teach family foods, international foods, food science, and eighth grade family and consumer sciences.

I am a 2009 graduate from D.C. Everest with a bachelor of science in sociology from UW-LaCrosse (2013) and a bachelor of science in family and consumer sciences education from UW-Stevens Point (2016). Prior to coming to Antigo High School, I worked for two years at Monona Grove High School in Madison. After working for two years in the big city, it was time to come home and join the Red Robin Team!

Coming to Antigo High School has opened up many new doors for me in my teaching career. To start, I

was able to achieve my Servsafe certification through the Northcentral Technical College. By having this certificate, I am able to certify students in the Servsafe program when they take Creative Foods with me next school year. With having this certificate, students gain the knowledge of the importance of food safety, good personal hygiene, preventing cross-contamination, cleaning and sanitizing, safe food preparation, receiving and storing food, methods of thawing, cooking, cooling and reheating, HACCP (Hazard Analysis and Critical Control Points), and so much more. Upon taking this course, students also earn college credit through NTC.

Another exciting thing that has happened in the CTE department this school year is the addition of an eighth grade family and consumer sciences course. Through this quarter long course, students in eighth grade are able to get a sneak peak into the FCS world. In class, the main units include personality styles, interior design, budgeting, nutrition, and FCCLA. The favorite topic among the students is creating their own personality pal dolls that represent the student's personality. By making the personality pals, stu-

dents get the chance to practice multiple stitches, show off their personal style, and get to take home a doll at the end of the unit. The class has become a big hit among students and will be growing in the years to come.

Along with gaining more in class opportunities, I have also gained the privilege of being the new FCCLA advisor. This year's FCCLA (Family, Career, and Community Leaders of America) has made many strides to becoming bigger and better than ever before! With having more than 20 active members, this group of students has been the largest FCCLA Antigo High School has had in many years. We not only have an amazing group of officers that do a spectacular job at coordinating and running the group but we also have a group of students who want to compete in the regional FCCLA competition next year with hopes of going to Nationals! This group of students have so much drive and ambition. There is no limit to what they can do!

Antigo has truly welcomed me into their community with open arms. I am very excited for the rest of this school year and for years to come. With the help of my colleagues, I hope to expand the program as a whole. I hope to add a fashion and sewing course to Antigo High School where students will be able to learn how to use a sewing machine, the elements of color and design, and maybe even take a field trip to Chicago or even NYC to study fashion. The future of the CTE department is full of possibilities!

If you have any questions for me, want to know more about our department, or would like to take a tour, feel free to contact me at aopper@antigoschools.org.

*"Learn how to cook- try new recipes, learn from your mistakes, be fearless, and above all have fun." Julia Child*



**AMANDA OPPER**  
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Cassie Bostwick, getting a jump on college through the dual credit program.

# Get ‘The Jump’ on college by gaining credits in high school

By **CLINT ROGERS**  
Principal, Antigo High School

What do you want to be when you grow up? We have all heard that question many times and may have used this questions with children you know. Antigo High School continues to be a leader in one of the important areas to prepare students for answering this question. This important area is getting college credits while students are in high school.

Last school year there were 234 students who took 1,076 college credits from Northcentral Technical College (NTC) for a saving of \$159,678.40. That is a huge saving for our students with a jumpstart on postsecondary education. Antigo High School is set to exceed those totals this year, saving students even more.

These dual credit opportunities for students enable

students to earn college and high school credit at the same time. Through a partnership with NTC, Antigo High School teachers and curriculum are vetted by NTC to be able to offer this unique opportunity for students.

Our newest addition to the dual credit class realm is a medical terminology class taught by our high school teacher Tracie Frisch. One of the students that took this class first semester is Cassandra Bostwick. Cassandra is a senior and aspiring to be a registered nurse.

I asked Cassie a couple questions about some of the benefits of taking the medical terminology class. Her responses:

“I want to become an RN. I will go and get my associates degree for an RN and then I plan to work at the hospital. (Dual credit classes) Gave me a head start because I am

going into nursing school. It gave me a chance to see what I am getting into! I try to take as many dual credits as I can because college tuition will be cheaper that way!”

Cassie has realized the power of taking these dual credit opportunities made possible by Antigo High School and NTC. There are also advanced placement (AP) courses available for students to earn college credits by passing an exam at the end of the course. Another opportunity is Start College Now classes which are opportunities for high school students to take college courses at NTC. The deadline for registering for Start College Now Funds for fall classes at NTC is March 1. So if you know a student who may benefit from these opportunities, tell them to visit the Antigo High School counseling department ASAP.

# County seeks to stop shortages of EMTs

BY DAVID KING  
REPORTER

A special county committee was formed to address the shortage in emergency medical technicians (EMT). The group met for the second time last week.

The Wisconsin Department of Health reports that there are just over 17,000 EMS workers in the state with 37 percent working as volunteers.

Many residents in Taylor County don't realize that emergency services, including fire departments, operate as a volunteer service. These individuals work other full-time jobs and fill on-call shifts responding to emergencies.

Existing as a volunteer service often leads to misconceptions about the employment with the departments and compensation for the volunteer work. There are set wages for hours being on-call and for when responding to emergency calls. A \$1 pay increase to the on-call EMS staff went into effect last October raising the on-call wage to \$3 per hour. This pay increase raised the budget just under \$71,000. With financial compensation a huge factor for recruitment and retention the county will most likely be looking at increases in this area when the budget is reviewed in September.

Chairperson Mildbrand stated that from the first meeting he learned that it was the goal and commitment of the committee to keep the EMS's of Taylor County a volunteer staffed service. Hiring one or two full-time EMT's was discussed but would not resolve the entire situation. Salaries of full-time employees would be better spent with higher on-call shift wages including weekend premiums that would attract and retain volunteers.

"Has the problem gotten any better since our last meeting?" asked Mildbrand. Jeff Nuernberger, Taylor County Ambulance EMS manager, replied, "A little bit." He went on to say that Gilman only has two open shifts for the month of February. The Gilman ambulance service has the smallest group of available volunteers with members averaging ages over 50 years old. The service in Medford seems to have the most problems filling shifts on the weekends with 6-12 open shifts for the month. The Rib Lake service has openings every day of the week.

"It takes a lot of time for office staff to call, text, beg and plead and there still have been a few shifts that not have been covered so Medford has to cover as a back-up, the Rib Lake service seems to be struggling the most," Nuernberger said.

Without any new recruits from the Rib Lake area the situation does not look promising. Currently there are five students from Taylor County that are enrolled in the EMT program at [Northcentral Technical College](#), four are from Medford and one is from Gilman. If all courses can be offered and completed in a best case scenario a student can become a licensed EMT within 7-8 months.

A tuition reimbursement program that is offered will require a graduate to commit to working for Taylor County Ambulance Service at a minimum of four shifts a month for two years. Anyone who is in the EMT sponsorship program is brought onto the service as a driver to get experience while they are going through the classes.

Mildbrand raised the question if it was a lack of advertising for these positions and the opportunities available for certification that are not being received by younger recruits.

The committee discussed recruitment

tactics centered on a younger population in the high schools of the county. To be state certified, an EMT must be at least 18 years old, but can begin to take courses and explore the career earlier.

The idea of high school recruitment has been raised in the past and Nuernberger brought the suggestion before to the senior leadership at Aspirus Medford Hospital including the hospital's human resources department. The position was taken that it was not appropriate because of too many questions and "red flags" that came up about creating a 16-18 year old EMT program. Insurance liability and maturity levels of high school students dealing with stress and being able to function professionally in traumatic events were the primary concerns.

It would be very hard to safeguard a new or prospective recruit while on calls. Medford fire chief Mike Filas said going on calls is not a safe environment like it is in a hospital setting. EMT's work with the situation that they arrive at. Filas added that he sees the implementation of the driver program as being highly beneficial. It gives people a feel for what it is like without forcing them to be hands on giving them insight to the service. Roughly 85 percent of calls are not traumas but having the ability to test themselves in real world situations really helps give prospective on making career decisions one way or another.

Filas presented the idea of EMS partnering with local industry and their first responder programs. Existing company programs can benefit by further training and possible state certification in exchange for policies allowing EMT's to work on-call shifts. It benefits industry to have employees trained to a higher level at the same time benefiting the EMS by having more qualified individuals available in the area. It was noted that many of the area businesses already are very receptive and accommodating when employees are called out on emergencies but do not want to run into situations where multiple employees are leaving at the same time which would be counter productive to their operations. Committee member Ray Soper added that a specific plan, with real dollar figures needs to be established before contacting businesses.

Mildbrand said "Education is very important and I truly believe that most of the residents of Taylor County don't understand the emergency services of the community."

This idea falls in-line with the 2018-2020 Wisconsin Emergency Medical Services Plan from the Department of Health Services that specifically included public information and education as key in the coming years. "Public awareness and education about the EMS system are essential to a high quality system." The plan outlined priorities that would develop a broad-based public information and education plan that would target, in part, policy makers and the general public, creating support for the EMS and fire department system.

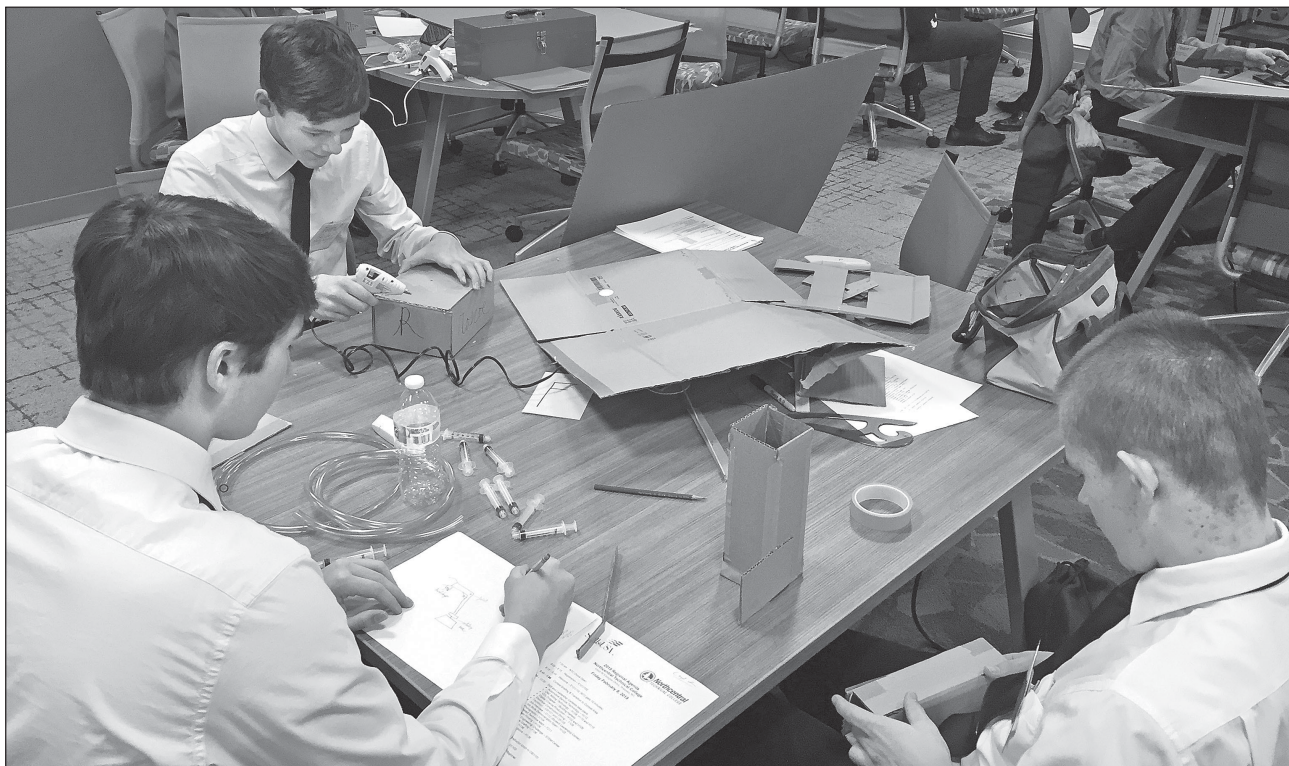
The committee decided to create a cost estimate and plan to present to businesses for developing a partnership with the EMS.

Another meeting will be scheduled for sometime in April so committee members will be able to gather data, cost estimates and a solid plan detailing the partnerships with local industry. Not having time to discuss, retention of current EMT's, supporting and encouraging people to stay on the service will be placed on the agenda for the April meeting.

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## Skills USA

Marathon High School technology education students participated in a Skills USA contest held at [Northcentral Technical College](#), Wausau. The students, who competed in the team engineering challenges division, are, left to right, Logan Ludwig, Tanner Hornung, Alex Gosse, Cullen Krasselt, Noah Fritz and Cayd Luther. Skills USA is a partnership of students, teachers working towards a skilled workforce.



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## City of Antigo Fire Department

<u>Call Type</u>	<u>2017 Calls</u>	<u>2018 Calls</u>	<u>Difference</u>
911 Ambulance	1469	1295	(175)
Fire	127	123	(4)
Rescue	27	22	(5)
Transfer	531	490	(41)
Mutual	10	11	1

Firefighters are shown at the scene of a controlled burn on Antigo's north side this fall. The accompanying chart shows selected numbers from the city of Antigo fire department's annual recap of 2018, presented by Chief John Petroskey to the Common Council.

# *Busy '18 for fire, rescue crews*

## Downtown fire, emergency responses are key

The city of Antigo fire and rescue service logged 2,245 calls for service last year, and, due to extensive training, prevented an apartment blaze from turning into a major downtown tragedy.

Fire Chief Jon Petroskey recently presented his report for 2018 to the Antigo Common Council, one of a series of year-end documents detailing the workings of various

departments.

Petroskey's was impressive, with his department responding to 1,295 emergency 911 calls, 123 fire-related calls, 104 intercepts and 490 transfers. Other tallies, such as mutual aid and stand-bys, added to the total

"It was a very busy year," the chief said,  
**See Report Page 7**

Continued

# Report

noting that the addition of the Troutland area to the fire department response area as the year drew to a close, bringing additional responsibilities and coverage area.

A highlight was prevention of a major tragedy in February, when fire erupted in an upstairs apartment in the Kilsdonk building, located in 600 block of Fifth Avenue, just east of Superior Street,

"That could have been horrendous," the chief said, but although some residents were displaced and suffered property damages, the fire did not spread to adjoining units or buildings.

"The tactics that we used were key," Petroskey said, citing a number of factors that contributed to the situation. "The crew did an amazing attack and nailed it. Otherwise the whole block could have been gone."

Training is key, the chief said, and the full-time firefighters and emergency medical personnel are constantly honing and improving skills.

"We heavily focus on training," he said.

Highlights include a live fire training at 1404 Saratoga Street in conjunction with **Northcentral Technical College** in December.

"This was an extremely valuable training as we don't get many interior fire attack situations," Petroskey said.

The department extends that training focus to members of the community as well, including its fire prevention program for youngsters at the third grade level.

Petroskey said that age group is key since they retain the information they have learned about fire prevention and safety. And it is presented in a manner than can both stun and entertain, such as when firefighters light up a

Christmas tree.

Other grades are engaged as well, including through safety day for fourth graders at the fairgrounds, the health and career fair at the high school and a middle school spaghetti dinner.

"The amount of time we spend in public education and fire prevention is key," Petroskey said. "It's a vital role."

On that note, the chief said that homeowners must remain vigilant and pay attention on a regular basis.

"In the colder weather, it is even more important," he said. "Extreme caution needs to be taken when using lightweight extension cords and space heaters. If you're burning wood, be sure to check the chimney and always know where your fire extinguisher is located."

Smoke and carbon monoxide detectors are required by law, he added, and the department has a program that installs three free smoke detectors in homes with the help of the American Red Cross. Those interested can sign up through the Red Cross at [getasmokealarm.org](http://getasmokealarm.org) or by calling the fire department at 715-350-7350.

At the emergency medical services level, the depart-

Continued

# Shooter

ple injured other than the police officers.

Dozens of first responder vehicles converged on the building housing the company in Aurora after police received multiple calls about an active shooter at 1:24 p.m. CST.

Several ATF teams also responded to the shooting and were at the scene, according to the agency's Chicago spokeswoman, and the FBI said it also responded.

John Probst, an employee at the Henry Pratt Co. in Aurora, told ABC7 that he ran out of the back door as

ment has made a concerted effort to increase the number of intercepts with smaller, rural ambulances, and offering secondary coverage contracts, both of which provide a high level of services on the go.

Crews are also taking more and more transfers for Aspirus Langlade Hospital.

"We have all these revenue sources that we use to offset expenses," Petroskey said.

"It's an evolving role for the department."

Continued

# CoVantage

professional; Karen J. Novak, certified public accountant and a shareholder, KerberRose, S.C.I Eugene Shawano, business owner, Seeking One Self Solutions.

All three candidates are running without opposition. Novak and Shawano are current board members.

Other board members are: Susan Gitzlaff, Wausau; Dennis Haltinner, Appleton; Matt Kolling, Stevens Point; Paul Payant, Antigo; Willis Qualheim, Shawano; Lee Siler, Crystal Falls, Mich.; and Mike Windberg, Menominee, Mich.

Members who attend will receive a complimentary gift and a chance to win one of numerous cash prizes. A meal will be served after the meeting has adjourned.

Continued

# Foxconn

watershed and could worsen flooding in Illinois' Lake County, which covers the northeastern corner of Illinois and is just north of Cook County, which includes Chicago.

The Lake County Board, the county's Stormwater Management Commission and several Lake County towns have passed resolutions disapproving of the project. the Illinois lawmak-



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# AHS alum returns as an instructor

*(Editor's note: In celebration of Career and Technical Education Month during February, Antigo school district instructors in those programs are taking the time to introduce themselves and their programs. The stories will continue on Tuesday's school page throughout the month.)*

Dave Kuhr is a career and technical education instructor at Antigo High School. He is in his sixth year teaching at Antigo. He graduated from Antigo High School in 2000 and went on to graduate from UW-Stout in fall of 2004 with a degree in technology education with an emphasis in power systems.

Kuhr teaches drafting, mechanical and architectural computer aided design and engineering design. In these courses students learn industry practices for creating sketches and both 2D and 3D computer drawings of parts or buildings using many of the latest design software packages from Autodesk, Dassault Systèmes and Mastercam. In engineering design students are introduced to the many areas of engineering and given opportunities to apply their design skills to solve real world engineering challenges. Many of these classes also offer junior and senior students an opportunity to earn college credit

through [Northcentral Technical College.](#)

Additionally, he teaches media productions where students learn about the world of video production and broadcast journalism. The critical elements of video production including planning, scriptwriting, camera and equipment selection, lighting, audio recording, editing and post production are covered.

In addition to class projects and assignments. Groups of media students are tasked with scripting, shooting and editing video announcements weekly for the the high school. Media students also film many school sporting events, band and choir concerts and club activities during and outside of the normal school day. Students gain valuable experience using professional software from Adobe Creative Cloud and professional grade camera and audio recording technology.

Kuhr is the current Fab Lab director and is responsible for managing the day to day activities, supplies, equipment maintenance and availability of the Fab Lab.

If you have any questions about the program, the Fab Lab or would like to come in and have a tour ontact him at [dkuhr@antigoschools.org](mailto:dkuhr@antigoschools.org) or call 715-623-7611 ex. 2142.



**DAVE KUHR**  
67/101

Edgar, The Record Review



### SkillsUSA regional competitors

Athens High School students took home eight medals from competing in the 2019 SkillsUSA Regional Competition on Feb. 8 at [Northcentral Technical College](#) in Wausau. Athens was one of 14 schools across the center of Wisconsin in the competition. Athens SkillsUSA regional competitors are pictured, from left to right, front row: James Daul, Andrew Frick and Reanna Stowe. Middle row: Madeline Leterski; Sam Daniels, gold medal winner in photography; Anna Wheatley, silver medal winner in facilitation; Kaitlyn Riehle; Heidi Verpoorten and Olivia VanDerLinden. Back row: Brock Thompson, bronze medal winner in job skills demo; Trevor Felzkowski, Nick Rogaczewski and Dakota Zillmer, members of gold winning team engineering; Maleah Redman, gold winner in job skills demo and first place for being a prop (uncredited); and Elizabeth VanRixel. Not pictured is Kevin Koehler, Athens SkillsUSA advisor.

▲ 17



# CELEBRATIONS

## COLLEGE HONORS

• The following students received scholarships from Northcentral Technical College Foun-

datation for the spring term: Kevin Rasmussen, of Birnamwood; Meghan Weber, of Clintonville; Jenna Brandl, Bryce Miller,

Mckenzie Glodowski and Andrea Stroik, all of Rosholt; and Felicia Brandt and Simeon Von Haden, both of Wittenberg.

# NTC awards scholarships to area students

The Northcentral Technical College (NTC)

Foundation has award scholarships for the spring 2019 term to the following local students:

—Antigo: Marissa Hartman, Holly Mevis, Phil Steffens, Melissa Wald, Chandi Welnetz

—Bryant: Dakota Kakes, Caleb Schroepfer

—Conover: Shannon Clark

—Deerbrook: Luke Wendt

—Elcho: Janet Nelson



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Feb 26 2019 Page B003 Clip resized 37%

# Educational News

A regular Tuesday feature

## Automotive tech program even has an engine swap

*(Editor's note: In celebration of Career and Technical Education Month during February, Antigo school district instructors in those programs are taking the time to introduce themselves and their programs. The stories will continue on Tuesday's school page into March.)*

By **RAY CHURCHILL**  
Antigo High School

My name is Ray Churchill and I teach the transportation courses at the Antigo High School. This includes basic automotive, automotive tech 1, automotive tech 2, freshmen transportation rotation, and small engines 1 and 2. I thoroughly enjoy my teaching assignment.

Though this is my first year teaching in the auto shop, this is my eighth year teaching at the Antigo High School. I spent my first seven years teaching in the special education department. Though special education was a great experience, my original degree was in technology education and when the position opened to teach in the auto shop I knew the time was right.

I graduated from the University of Wisconsin-Platteville with a degree in technology education, and minor in special education inclusion. I took additional graduate courses to complete my licensure in special education. I am originally from Adams-Friendship and graduated from high school in 2005.

The field of transportation has always been a huge area of interest for me. My original goal upon high school graduation was to be an automotive instructor. Though the journey to get there took some turns along the way, I am now fulfilling that goal. A huge passion of mine is snowmobiling, and snowmobile repair. I enjoy living in Langlade County, "The county of trails." In addition to this I enjoy spending time with my family and being outdoors.

The CTE (career and technical education) department

at the Antigo High School is thriving. We have numerous offerings for students that will help them develop the skills they need for their future.

I offer two dual credit options for my students. My capstone Automotive Tech 2 course offers students both high school credit, and college credit at [NTC \(Northcentral Technical College.\)](#) Recently, I partnered with UTI (Universal Technical Institute) and students in Automotive Tech 2 can now earn credit for their program as a result of successful completion of the course.

My favorite class to teach is my capstone class, Automotive Tech 2. For this class, I try to treat the students as if they were employees in an actual repair shop. We call ourselves "Robins Automotive." For this class, I not only teach automotive repair skills, but also customer service, and technical writing skills.

One of our current projects is performing an engine swap for a local resident on his car. A local automobile recycling company donated an engine to our program to aid in this project. This project is proving not only to provide hands-on challenges, but also in-depth diagnostic challenges as we have to reprogram the vehicle's computer system and relearn sensors. Our goal is to see the car drive out of the shop by the end of the month.

The high school CTE department, along with many community partners have provided me with a very warm welcome to my new position. I am grateful for this opportunity and I am striving to provide my students with a relevant and challenging educational experience.

If you have any questions for me, want to know more about our department, or would like to take a tour, feel free to contact me at [rchurchill@antigoschools.org](mailto:rchurchill@antigoschools.org).



RAY CHURCHILL  
717101

# Agriculture is a key component of technical education department

*(Editor's note: In celebration of Career and Technical Education Month during February, Antigo school district instructors in those programs are taking the time to introduce themselves and their programs. The stories will continue on Tuesday's school page in early March.)*

**By SHALYNN DOMKE  
Antigo High School**

My name is Shalynn Domke and I am the agri-science teacher and FFA advisor at Antigo High School.

Graduating from Antigo High School in 2002, I attended Northern Michigan University, receiving my teaching degree in elementary education. In 2008, I joined the Unified School District of Antigo as a middle school teacher for two years, then taught at Crestwood, North, and Pleasant View as a first grade teacher for seven years.

After the passing of my father, Ed Brandt, long time member of the Antigo community, and FFA Alumni president for 25 years, I wanted to continue his legacy of agriculture education and leadership. In 2017, I was hired as the agri-science teacher and FFA advisor through the Experienced Based License Program in Agriculture Education. My passion for agriculture, my love of teaching, and my great support of FFA truly keeps me motivated and excited to promote and educate my students and continuing the support with my staff, my students, and my community.

As an elective teacher in the career and technical education department, there are a wide variety of courses that can be taught through agriculture. With my experiences and background in Agriculture, my courses focus on not only the needs of our graduates, but also the high interest and passions of my students.

Currently, the areas in agriculture that are taught at Antigo High School include animal sciences, horticulture, and ag business/leadership. In each of these areas, many of the courses are a stepping stone to a higher level course, with most higher level courses being a NTC dual credit course and/or a science elective course through DPI.

As a freshman, students can take agri-science, which is a one year, one credit class that is also a science elective that is an introductory course in agriculture that

covers animal science, horticulture, natural resources/wildlife management, ag business/leadership, and biotechnology.

In the animal science pathway, courses offered include large animal science, small animal science, dairy science, and veterinary science.

Large and small animal sciences offer hands on activities working with all types of agriculture animals including cattle, horses, sheep, swine, and common pets such as dogs, cats, and rabbits. These two courses go in depth on each of the animals and also offer local field trips of farms and businesses that specialize in those areas.

Dairy science is a NTC dual credit and science elective course that focuses on dairy cattle, from the basic anatomy and nutrition, to managing dairy herds.

In veterinary science, students also receive NTC dual credit for veterinary medical terminology as well as learning hands on activities involving veterinary medicine. This course is very challenging as the pacing is quite fast and the material is preparing them for their courses in college or technical school in the veterinary field.

Ag business/leadership is a new course that was developed at the end of last year combining previous courses taught, but weren't offered every year due to scheduling. Students will learn the basics of an agri-business, begin planning their own ag-business, and develop leadership plans for a management team.

The last pathway in the agriculture department is horticulture, which is primarily taught in the Wirz Greenhouse, a wonderful hands-on classroom that was graciously donated by many community members and the Antigo FFA Alumni. Other areas include the outdoor school to community garden and the fruit orchard. Courses taught are intro to horticulture, advanced horticulture and horticulture manager.

With my second year teaching agriculture, I have revamped the horticulture program, allowing freshman through seniors to take the intro to horticulture course, which introduces students to the areas of horticulture and allows them hands-on experience with propagating plants in the greenhouse.

A new course that is being offered is advanced horticulture, which includes a NTC

dual credit soils course, that focuses on learning how to manage and operate a greenhouse, outdoor garden, and fruit orchard.

Each year, students from both these classes are responsible for growing, transplanting, and selling all of the flowers and vegetables grown at our annual FFA greenhouse plant and flower sale in May. All funds raised are put right back into our program to continue learning about horticulture and also supports field trips around Langlade County and Wisconsin businesses specializing in horticulture.

After students take both horticulture courses, they then can apply to be a horticulture manager, which is an independent learning course that allows students to work in the greenhouse full time, completing daily tasks and focusing on larger projects, like experimenting growing herbs for the food pantry.

These courses offered give an introduction to agriculture and are preparing our students for future jobs and careers in relation to agriculture.

Along with being the agri-science teacher, I am also the Antigo FFA advisor. Antigo FFA became apart of the National FFA Organization in 1930, and is the 10th chapter of the Wisconsin FFA Association. FFA is an intracurricular career and technical student organization for those interested in agriculture and leadership opportunities.

In our chapter, our focus is on the FFA Motto: Learning to Do, Doing to Learn, Earning to Live, and Living to Serve. What is most special about our chapter is that we are affiliated, meaning that every student who is in an agriculture course is also in FFA. This opens up many opportunities for all my students, allowing them to participate in leadership events, career development events, agriculture proficiency in entrepreneurship and placement as well as many field trips around Wisconsin and the United States.

With our chapter, we have an officer team made of seven sophomores, juniors, and/or seniors who plan out the year's program of activities, serve as committee chairs for activities, and are elected ambassadors for the organization for one year.

Along with our local chapter, we have a great community support system through the Antigo FFA Alumni, made up of many community members that support agriculture education and FFA opportunities. Without the support of this organization, many of my students would not be offered the many opportunities that our chapter participates in including Washington Leadership Conference in Washington, D.C., Wisconsin FFA State Convention, National FFA Convention, and awards and scholarships at the local level.

The Antigo FFA Alumni offers five \$500 scholarships to graduating seniors or current students in a post-secondary institution that were active FFA members and who are pursuing an education in the agriculture field.

This year, we have the honor of having Antigo represented at the state level with Mitchell Schroepfer as our Section 8 state officer and state treasurer. It has been great having Mitchell represent Antigo throughout the state and national level.

Next steps for the agriculture program here at the Antigo High School include partnering with the Antigo Area Community Food Pantry to provide fresh herbs and vegetables to the community, expanding the fruit orchard working with Lisa Rettinger from Grandview Orchard, and continuing the partnership with the community in the annual greenhouse plant and flower sale in May.

Other aspirations include growing our FFA Alumni to continue supporting agriculture education and the FFA chapter, expanding the program to include middle school eighth graders, and as we long term plan, an animal science facility to be able to raise small animals and house large animals for short periods of time. It is my hope to continue to work with the community to support the needs of our area agriculture businesses and provide hands-on learning for my students.

If you have any questions about the agriculture department or would like to be involved with the Antigo FFA, please call me at 715-623-7611 or [sdomke@antigoschools.org](mailto:sdomke@antigoschools.org). If you have an area of expertise in the agriculture spectrum and would like to coach or work with students in that area, we would love to have you come in and visit our classroom and work with our organization.

Antigo FFA Alumni is also seeking new members and would love anyone who is interested in the mission to continue agriculture education and FFA leadership opportunities, but does not need to have been in FFA, please contact our FFA Alumni President Chris Pietz at 715-449-2200.

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Antigo High School ag instructor and FFA advisor Shalynn Domke with Marcus Schroepfer, Section 8 state FFA officer.

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**Every Day is a C**





Merrill, Foto News



**Northcentral Technical College (NTC)** is pleased to announce a graduate of the Jail Academy Certificate, which is a 160-hour program that prepares learners for positions in a variety of corrections careers. Daniel Rodriguez (Merrill) received his degree during a commencement ceremony that took place on February 8, 2019. Graduates of the Jail Academy Certificate are prepared for corrections careers in a variety of settings, ranging from least restrictive settings, such as group homes to highly restrictive maximum-security prisons.

Phillips, Price County Review



# Fifield Fire Department hosts emergency traffic control training

Over 50 fire, law enforcement, EMS, tow truck, and highway personnel attended four hours of emergency traffic control training at the Northwoods Supper Club in Fifield on Feb. 6.

According to Fifield Fire Chief Bill Felch, the event was organized and hosted by the Fifield Fire Dept. and Rescue with the aim of protecting emergency personnel and the public at vehicle and other hazardous incidents along our roadways. Felch said, "My

department is responding to more vehicle accidents than we are fires, so it is imperative that our firefighters and first responders be trained in how to protect themselves, accident scenes, and others passing through incident areas."

Jeff Bierterz, of the Vilas County Highway Department and a member of the Arborvitae Fire Department, and Bob Pound, instructor with Northcentral Technical College, were instructors. They cov-

ered Wisconsin DOT's Emergency Traffic Control and Scene Management Guidelines, which were established to provide incident responders a uniform approach to emergency traffic control and scene management. Having a uniform approach provides the safest possible work environment for all incident responders, minimizes the risk of secondary crashes, and aids in clearing an incident in a quick, safe, and effective manner.



PHOTO SUBMITTED



Feb 28 2019 Page A07 Clip resized 38% From A01

# Phillips

CONTINUED FROM 1A

One of the schools with a five-day program allowed parents to choose between enrolling their child three days a week or attending all five days.

Scholz reported that from discussions with the schools, it appears the majority of parents are choosing to enroll their child full-time even when presented with a choice.

Unstructured playtime and rest time varied by each school.

The district also attempted to gauge local interest from parents of young children by a variety of means. An advertisement for enrollment published in the Review saw limited response, with nine parents calling the district with interest in enrolling their child. Some school board members reported having been approached about the subject. Teacher Vicki Spacek shared anonymous comments from friends on Facebook.

"It was a mixed bag," said Scholz. "Some were concerned that four days would be too much for their four-year-old, others liked the idea. Some of the concerns they had was that it would be too academic. I think all these concerns are valid."

Scholz pointed out that for most families, when their child isn't at school, they are at daycare.

Scholz explained that while the 4K curriculum is educational in nature, children mostly learn through play and socialization with peers. The kids learn to count and match letters to sounds and words while engaging in games. There are also rest times built into each day.

Spacek shared that she believes the low registration number is due to parents uncertainty as to the future of the program.

"I think there are a lot of parents who won't register their kids yet because they don't know what they're registering their child for," said Spacek. "Once they know, I think they would be more comfortable signing up."

It was discussed that the planned open house should allow interested parents to learn more and start a dialogue about the future of the program. The school will send invitations to all interested parents that they have on their 4K student list. If a parent is interested in having their child

added to the list, they can call the elementary school at 715-339-3864 ext. 3001.

The topic will be revisited at the March 18 meeting of the school board, when a decision can be made whether or not a four-day 4K program should be pursued next year.

### Policy changes

The school's policy on the higher education technical excellence scholarship was revised to adhere to changes in state requirements, chiefly that in order for a student to be eligible for the technical excellence scholarship, they must have a 3.0 grade point average. The revisions were approved unanimously by the school board.

A new policy regarding the receipt of bad checks was presented for first reading. The policy would essentially allow district administration to give the payee a 60 day period in which they can make satisfactory payment before pursuing further action. The policy also authorizes the district administrator to either remove the fee or take appropriate action.

The policy will return for a second reading and possible approval at the school board's March meeting.

### State education convention report

School board member Mark Distin provided other board members with a report on his experience attending the State Education Convention, held Jan. 23-24 in Milwaukee — chiefly, a session on the impact of effectively using social media to help pass a referendum.

"Every single district that I've talked to that has passed a referendum in the last couple years has had a very robust social media," said Distin. "Almost every one of them, even some of the small districts, had a social media coordinator — even if it was only part time."

Distin stated that he believes the board should take a look at how the district currently utilizes social media and how to build on that in the future.

"I think we should consider what kinds of things we want to engage the community with and how we're going to get information out there," he said. Distin also mentioned the possibility of engaging and informing the community by using

tools such as a live Q&A sessions on Facebook.

Another topic Distin reported on is how school districts are engaging with the local industries in their communities.

"I think we're doing a good job with this, but I think we need to do even more ... particularly as we get ready for attempting another referendum," said Distin.

### Graduation

Graduation will be held at 7 p.m. on Friday, May 24, with a senior awards ceremony on Wednesday, May 22. There will be 57 students graduating, 25 of which will be graduating as honor students.

High school principal Colin Hoogland noted that the majority of the seniors preparing for graduation have been working hard on their studies, and many are already on the path to earning advanced education. Three students are already participating in the North-central Technical College (NTC) welding academy, two are in the NTC machine tool academy, five are working on earning CNA certification, and nine are working at youth apprenticeships in business and manufacturing. Several are also enrolled in English, chemistry, and calculus AP courses.

This year, the school will have three seniors — Lokesh Kumaravel, Kate Lochner, and Emma Peterson — sharing the honor of valedictorian, having each achieved a perfect 4.00 grade point average. They were recognized by the school board as outstanding students. Lochner is also the recipient of this year's academic excellence scholarship.

Over his high school career, Kumaravel has been involved in many different activities including: baseball manager, class officer, quiz bowl, forensics, mock trial, National Honor Society, student council, and team core. He plans on attending UW-Madison for biomedical engineering in the fall, as well as a pre-med track to eventually continue on to med school.

Lochner has been involved in basketball, class officer, cross-country, quiz bowl, Logger Pride committee, National Honor Society, soccer, student council, track, and Northwoods Youth for Global Ecology. She plans to attend UW-La Crosse this fall to major in biology, with the hopes of eventually becoming a physician's assistant.

Peterson has been involved in cross-country, class officer, forensics, quiz bowl, National Honor Society, state solo ensemble, student council, team core, and Northwoods Youth for Global Ecology. She plans on taking a "gap year," traveling to Senegal in West Africa. When she comes back, she will be attending Yale with the goal of eventually heading to med school.

"It's an honor to work with these fine young students and I am confident that they will be successful if they continue in their plans or modify them as they go forward," said Hoogland.

### Students of the month

The following students were recognized as students of the month by the school board for their positive behavior: kindergarten Abigail Edinger, fifth grader Philip McClain, sixth grader Ayden Tobias, seventh grader Jayelin Tucke, and eighth grader Chasey Edinger. High schoolers recognized as students of the quarter were 10th grader Taber Fawley and 11th grader Layla Huffman.

### Other business

\* In order to make up for snow days, the school will have a regular day of attendance on Monday, April 22, which was currently scheduled as a day off after Easter Sunday.

\* A three-year contract with auditing company CliftonLarsonAllen, beginning with the 2018-19 school year, was approved by the school board. The cost for the first year will be \$16,300.

\* A closed session was held at the end of the meeting for the purpose of considering a retirement request. According to information received following the meeting, the request was generally to modify the retirement components outlined in the employee handbook; a request that was denied by the school board, leaving the language in the handbook unaltered.

APG NORTHERN MINNESOTA-WISCONSIN Ashland Daily Press Bayfield County Journal Hayward Sawyer County Record Spooner Advocate Price County Review Rice Lake Chronotype

# RISK AND



Image Credit: Madison College

# REWARD



## Effective risk management can improve safety and save money

BY DENNIS PIERCE

**W**hen Steven Stoeger-Moore was the risk manager at Milwaukee Area Technical College (MATC), part of his daily routine was to walk around the college's four campuses to see where potential hazards lay.

One day, he might visit the parking lots to observe traffic patterns. Was there clear signage to help visitors navigate their way safely? Were the lots well paved, or were there potholes or frost heaves that required attention? Another day, he might stroll through the athletic facilities to make sure there was proper supervision, equipment was in good working condition and weightlifters were using spotters.

"There is an old saying that the best supervision takes place where the work is being done," says Stoeger-Moore, who is now president of Districts Mutual Insurance and Risk Management Services (DMI). "Similarly, the best risk management takes place where activity is occurring."

A risk manager's job is to assess what could go wrong on campus, how likely this is to happen, and what the consequences would be—and then take action to protect the college, its people, and its assets. These steps might include introducing new policies and procedures, training stakeholders, instilling a culture of safety, and making sure the college has sufficient insurance to guard against liability.

Assessing and managing risk plays a vital role on community college campuses. While some accidents or injuries may be unavoidable, regardless of how safety-conscious an



**“The philosophy of risk management as everyone’s responsibility has to start from the top.”**

STEVEN STOEGER-MOORE, *president, Districts Mutual Insurance*



Madison College makes sure sidewalks are clear of ice and snow to prevent injuries.

institution is, effective risk management can limit unfortunate incidents to a minimum.

On the other hand, failure to implement sound risk management practices could be costly. Every dollar spent on liability claims, property damage and high insurance premiums is money diverted from supporting the core mission of teaching and learning. And the human toll of injuries to staff or students can be devastating.

### ASSESSING RISK

Accurately assessing risk requires knowing one’s institution inside and out. “Each college environment is unique and carries its own types of risks,” says William Kerwin, who has directed risk management programs for community colleges and high schools in California.

For instance, community colleges with athletic programs have certain risks that others don’t, requiring concussion management protocols and other precautions against sports-related injuries. Colleges that have dual-enrollment agreements with local high schools are likely to have minors on campus, and they should take specific measures to protect this student population—such as making sure employees have undergone extensive background checks.

Because budgets are limited and resources are often constrained, careful risk assessment is essential. Knowing the risks that are most likely to occur can help colleges get the most out of their investment in risk prevention.

“Risk management might only account for 1 to 3 percent of a community college’s operating expenses, but it must be responsible for protecting 100 percent of assets,” says John McLaughlin, managing director of higher education practice for Arthur J. Gallagher Risk Management Services. “Spend wisely, and understand what you’re trying to accomplish.”

Risk managers have many resources to help them accurately gauge the risks to their college. These include city and county threat assessment and natural hazard mitigation plans, as well as insurance claims data from their own college and for similar institutions.

“Slips, trips and falls consistently rank as the No. 1 area of claims for Wisconsin colleges,” Stoeger-Moore says. “This isn’t surprising, given the nature of Wisconsin winters.” Armed with this information, campus leaders in the state can be proactive by making sure roads and walkways are kept well plowed and salted—and loose carpeting and stair rails are promptly repaired.

“Look at what the loss drivers are, and then come up with mitigation plans to help solve these problems,” he recommends.

### BE PREPARED

One of the core aspects of risk management is preparing effectively for emergencies.

“Often, community colleges lean heavily on local first responders for assistance—especially during



the initial phase of response,” says Curtis Liska, who directed security and crisis management for the Kentucky Community and Technical College System before joining Wright State University a few years ago. “So, the first step in making sure you’re prepared is building close relationships with first response agencies.”

Holding regular training exercises helps ensure that everyone on campus knows their role and is prepared to respond during an emergency.

“Training doesn’t always have to be a full-blown exercise with an after-action report. Sometimes, just sitting down and talking through real-world examples can be beneficial,” Liska says. “Take time at the end of emergency preparedness meetings to pull real-world examples that have occurred at other colleges and say, ‘If this happened here, how would we respond?’”

While most colleges focus on active shooter drills and responding to natural disasters, leaders shouldn’t overlook the lower profile risks that are more likely to occur on their campuses, Liska says—such as aggravated or sexual assault, as well as mishandling of materials used in teaching or other mishaps.

This is why training should go well beyond emergency drills. For instance, community colleges should include mandatory safety training in all classes where students are working with materials that could be considered dangerous.

Requiring students and staff to undergo extensive safety training can save colleges significant money on



When near heavy equipment, safety goggles are a must at Milwaukee Area Technical College for students, faculty and visitors.

insurance premiums, as Coast Community College District in California has found (see sidebar).

### TOTAL TEAM EFFORT

Stoeger-Moore is fond of saying that everyone on campus is a risk manager, not just the person who holds this title. It takes a total team effort to reduce risks and create a culture of safety.

On one of his walk-arounds at MATC several years ago, he visited a sheet metal lab in which the instructor had his safety goggles resting on top of his head. “I pulled the instructor aside and told him privately: ‘You are setting the wrong example for your students,’” he recalls. “I made it a point to return a few days later, and the instructor and every student was wearing safety glasses.”

# Cutting costs through better risk management

Risk management is an investment that can pay big dividends if done well. For instance, by banding together and forming their own insurance company, the 16 colleges in the Wisconsin Technical College System have saved more than \$16 million in insurance premiums over the last 15 years.

"In the early 2000s, a number of conditions existed that made it hard to have private insurance," says Steven Stoeger-Moore, former risk manager at Milwaukee Area Technical College (MATC). The colleges were facing double-digit rate increases, growing deductibles, and fewer options for private insurance.

Forming a consortium to increase their buying power helped, but not enough. After an actuarial study, the colleges decided to form their own fully licensed municipal insurance company, Districts Mutual Insurance (DMI)—and Stoeger-Moore left MATC to become its president.

DMI underwrites the insurance policies for each of the 16 colleges individually, based on each college's own risk data. It also offers risk management services for the colleges, including training and risk assessment templates.

DMI recently worked with an accounting firm and an actuary to calculate how much money the colleges have saved in insurance premiums since creating their own market. Collectively, they have saved an estimated \$16.5 million, the study revealed. "That's a significant figure, especially when we realize these are public dollars," Stoeger-Moore says.

In California, Coast Community College District has saved hundreds of thousands of dollars a year in premiums by encouraging employees to take online safety courses, says the former risk management director for the college, William Kerwin.

Coast and the other 45 California community college districts that make up the Statewide Association of Community Colleges formed an insurance pool to increase their buying power. Together with Keenan & Associates, the insurance firm that manages the pool, they developed an online platform with more than 100 safety-related courses for college employees and students.

Called SafeColleges, the platform offers training and compliance courses covering topics such as basic first aid, blood-borne pathogens, Title IX compliance, sexual harassment in the workplace, and conflict resolution. By encouraging employees to take courses relevant to their roles, Coast has significantly reduced its insurance claims—and therefore its premiums.

"The program helped us to drive our loss ratios for property and liability down each year, to where Coast was among the lowest in loss experience within the state," Kerwin says. "We were very proud of that. Coast's loss experience was about six-tenths that of the pool average. So if the average member of our pool paid \$1 million for property and liability insurance, the premium for our district would be \$600,000 for the same plan."

80/101

HAZARD HAZ

Building strong relationships with department heads and supervisors is important, Kerwin says, because it will make them more responsive to feedback on how to reduce risk. But effective communication is a two-way street.

"You have to be receptive to input from others," he says. "Ask other people for their ideas, because local department heads may have helpful insights. You build trust by doing this over time. Eventually, people will call you with their ideas before you even reach out to them."

Risk managers also need the support of their college president and board of directors. "The philosophy of risk management as everyone's responsibility has to start from the top," Stoeger-Moore observes. "Without the support of everyone on campus, you're not going to be successful."

With so many competing priorities, it can be hard to get leaders to focus on the need to be proactive—especially if there have not been any large claims or accidents on campus.

Liska pays attention to developments occurring at other colleges across the country, and he uses these to help build awareness at his own institution. "It's unfortunate, but when these types of incidents occur, people pay more attention," he says. "While you have their attention, it's a good time to reiterate what you're doing to reduce risk and why that's important."

Finding ways to connect risk management to the college's core mission also is helpful. "When you promote safety, you're preserving capital that can be used in the classroom," Kerwin notes. "If you make that clear, then people generally come on board."

Reducing risk helps protect the college's reputation as well. "Reducing reputational risk is a fundamental part of risk management," says McLaughlin.

## FINDING WAYS TO SAY YES

Stoeger-Moore believes one of the key aspects of a risk manager's job is finding ways to say "yes" to new opportunities—but in a manner that "protects the financial integrity of the college and the safety of participants."

For example, as the use of drones is becoming ubiquitous in many industries, a number of community colleges are beginning to incorporate drones into instruction, so students have access to the latest technologies used in their field of study.

But there are several ramifications to using drones. Because they fly in the national airspace, the Federal Aviation Administration controls



## HAZARD HAZARD HAZARD HAZARD



Northeast Wisconsin Technical College recently opened a new College of Business featuring expanded programming and advanced technology, including drone technology. The drones used during the ceremony were handheld rather than flown because the day's high winds could have caused safety and liability issues.



LEFT: DMI hosted a workshop for risk managers from Wisconsin's technical colleges.



RIGHT: Northcentral Technical College's Disaster Response Team received the 2018 Risk Impact Award.

their use—and proper licensure, certification and registration with the FAA is required.

A few years ago, risk managers at Wisconsin technical colleges worked with their insurance provider, DMI, to develop guidelines and a first-of-its-kind insurance policy that would give students the opportunity to learn how to use drones in a safe and well-regulated environment, while protecting institutions from liability.

“DMI was on the cutting edge of providing proper insurance coverage for the use of drones in the curriculum,” says Stoeger-Moore. “We came up with some very specific guidelines for the colleges to follow. For example, use of a drone must be directly related to curriculum and instruction. All FAA rules and regulations must be followed.

Proper registration with the FAA is required, as is proper certification by instructors.”

Stoeger-Moore likens a drone instructor to someone who is teaching truck driving. “You don’t teach this skill unless you have a commercial driver’s license, and you shouldn’t be teaching about drones unless you have a proper pilot certification from the FAA,” he says.

The collaboration between Wisconsin’s technical colleges and DMI over the use of drones for instruction is a good example of how best practices in risk management “can help protect the college, instructors, and students when moving forward with new initiatives,” he concludes. ■

Dennis Pierce is an education writer based in Boston.

## Improving Rural Transitions from Special Education to Life After High School in Marathon County

February 26, 2019 / [News, Special Education Department](#)

Written by [Dr. Kelly Kapitz](mailto:kkapitz@mcse.k12.wi.us) (mailto:kkapitz@mcse.k12.wi.us)

The competition for talent that businesses in Marathon County are experiencing may have created some opportunities for students who are differently abled that didn't exist in years past.



Some attendees of MCSE's December 7, 2018, Rural Community Conversation in Edgar, WI.

You see, one of the challenges of connecting individuals with disabilities to employers involves demystifying the barriers that might prevent businesses from hiring these individuals. **The Rural Community Conversation provided an arena to learn about one another, so students could be seen as workers first and workers who were differently abled second.** Together, they each realized how they could support one another.



Brainstorming session at MCSE's December 7, 2018, Rural Community Conversation in Edgar, WI.

In 2018, MCSE received the Transition Readiness Grant to provide funding for [Project SEARCH](https://www.projectsearch.us/) (https://www.projectsearch.us/), tuition in Wausau and Marshfield, as well as a Transition Services Agreement with [Opportunity Development Centers, Inc.](https://www.odcinc.com/) (https://www.odcinc.com/), serving Abbotsford, Athens, and Marshfield. Students who need more exposure, exploration, and practice with prospective employment options will be provided with expert job developers, coaches, and transportation services.



By providing students with job shadows and work-based internships within the community, MCSE staff anticipate those experiences will increase student employment outcomes during and after graduation. How?

- By experiencing potential career fields (via job shadows, where they can gain insight into the culture of a business)
- By practicing soft skills (like punctuality), specific trade skills (like reading a tape measure), and meaningful self-advocacy skills (like how to ask questions) in authentic work settings
- By working with real co-workers, bosses, and community members

**While still attending class within the safe confines of their own high school special education classroom, students will discuss and reflect on what is happening at “work” and how they can learn from these real-world employment experiences.** Special education teachers will use these opportunities to build meaningful, engaging lessons for specific students in the workforce, as well as for the rest of the class.

The relationships that are built among the local businesses and school staff have the potential to be utilized for years to come. What’s more, such connections offer employers, students, and their families the opportunity to further explore the benefits of collaboration.

**Businesses are in need of high-quality workers, and many of our MCSE students are eager to learn job skills.**

*It’s a WIN-WIN situation for all involved!*

Connections are also made for students with disabilities who want to pursue post-secondary education — especially with our willing partners at [Northcentral Technical College](https://www.ntc.edu/) (https://www.ntc.edu/) in Wausau.



Our MCSE high school teachers facilitate success by assisting students with the application process, by attending career and program exploration days together, and by helping familiarize students with the Disability Services Center at the school.

But even with the best transition services in place, there are still going to be some additional barriers. Marathon County Special Education will continue to work to build bridges for students by applying for the Transition Readiness Grant for the 2019–2020 school year with an emphasis on transportation funding and customized community employment.



Sara Schueller represented Opportunity Development Centers, Inc., and Laura Plummer represented Wisconsin Educational Services Program for the Deaf and Hard of Hearing at the Transition Improvement Planning (TIP) Fair held August 15, 2018, bringing together community agencies and school personnel.

**Rural transition CAN work.**

There may be *fewer resources* to draw from these days, but that means we need to make *more connections* to assist us in our goal!

# Rural hospital grants address workforce shortages

The Wisconsin Department of Health Services announced grants totaling close to \$298,861 over two years to assist rural hospitals in filling high-need, high-demand positions.

The Allied Health Professionals Education and Training Grants and the Advanced Practice Clinician Training Grants support education and training for an array of allied health professionals, including surgical technologists, substance abuse counselors-in-training, central service technicians, sonographers and phlebotomists.

Hospitals were required to form partnerships with educational organizations and health systems. Grant recipients are:

- Ascension St. Mary's, Rhinelander and Nicolet Area and **Northcentral Technical Colleges**: \$112,480.

- Marshfield Medical Center and Hospital, Marshfield, and Mid-State Technical College: \$88,218.

- Columbus Community Hospital, Columbus, and Madison Area and Moraine Park Technical Colleges: \$42,401.

- HSHS St. Clare Hospital, Oconto Falls, and Northeastern Wisconsin Technical College: \$55,762.



**NANCY BARTHEL**

**HEALTHCARE**

Some improvements nationwide were noted. The number of mental health providers per 100,000 population increased 8 percent since 2017, and the percentage of children in poverty decreased 6 percent in the same time frame. It noted, though, that stark differences by state still exist.

The report also highlights some major setbacks for the health of Americans.

More people are dying prematurely than in prior years, and suicide, drug deaths, occupational fatalities and cardiovascular deaths all increased. Obesity increased nationally and in all 50 states since 2017. The report also finds self-reported frequent mental distress and frequent physical distress increased in the past two years.

## Fire department gets Security Health grant

As the result of the nomination of Marshfield Clinic Health System employee Lorrie Bauer, the McMillan Fire Department is the most recent recipient of the Employee-Driven Corporate Giving Grant made by Security Health Plan.

Bauer also happens to be the captain of the all-volunteer McMillan Fire Department and EMS for the township of 2000 residents.

Each month Security Health Plan awards \$1,000 to a charity or organization nominated by a Marshfield Clinic Health System employee.

Funds received from the grant will help to

purchase updated pediatric medical equipment used by first responders. Funds will also be used to teach local children about fire safety.

## State organizations earn Well Workplace award

Seven businesses and organizations were honored with the Platinum Well Workplace Award in 2018 by the Wellness Council of Wisconsin, an affiliate of the Wellness Council of America (WELCOA).

The award "represents the pinnacle of results-oriented worksite wellness programming," according to WELCOA.

Those honored were Aurora Health Care; Dean Health Plan; Goodwill Industries of North Central Wisconsin; J.J. Keller & Associates, Appleton/Neenah; Lawrence University, Appleton; ThedaCare health system; and U.S. Venture, Appleton.

For information on how your business can get involved and a complete list of Platinum, Gold and Silver award recipients and small business award recipients see [www.wellness-councilwi.org](http://www.wellness-councilwi.org).

## CDC diabetes program comes to the Northwoods

The Center for Disease Control and Prevention's (CDC) Prevent Type 2 diabetes program is now offered at St. Mary's Hospital in Rhinelander.

The program is designed to offer a supportive group-learning atmosphere for people who are at risk for developing type 2 diabetes.

"This program is especially targeted for people who have a family history of diabetes, have been diagnosed with prediabetes, borderline diabetes, impaired fasting glucose or gestational diabetes," said Hope Williams, certified diabetes educator. "It also is a good fit for people

over the age of 45 with other risk factors such as being overweight or having an inactive lifestyle."

For more information contact Williams at (715) 361-4366.

## Other news

- **Adults with arthritis** or older adults looking for a low-impact workout to improve strength and balance are being offered aquatic classes through the Special Needs Aquatic Program (SNAP) at the University of Wisconsin-Stevens Point. Sessions are offered at the therapeutic pool Mondays and Thursdays, March 25 to May 17. To register see [www.uwsp.edu/snap](http://www.uwsp.edu/snap), call 715-346-2409 or email [snap@uwsp.edu](mailto:snap@uwsp.edu).

- **UW Health** has launched the Athlete Preservation Clinic in Madison, designed to help older athletes overcome injuries, stay active in their sport, and delay or even prevent surgical interventions. "We all recognize the importance of maintaining activity levels and being physically active as well as the social benefits that go along with being involved in recreational sport, but there just wasn't much help available for the type of person who might not be sure whether continuing to participate in their sport was safe for them," said athletic trainer Michael VanVeghel who helped found the clinic.

- **The Volunteers of Howard Young Medical Center** in Woodruff awarded Dr. Henry Ashe Continuing Education Scholarships to nine students in 2018 who are pursuing healthcare careers. The volunteers have provided \$124,000 in scholarships over seven years.

Nancy Barthel covers healthcare news. Contact her at [nbarthel@thebusinessnews.com](mailto:nbarthel@thebusinessnews.com)

## Wisconsin ranked No. 23 among U.S. states' health

Wisconsin was ranked No. 23 among the healthiest and least healthy states in America according to the United Health Foundation's 29th annual America's Health Rankings report.

Hawaii reclaimed its title as the healthiest state, Louisiana was ranked the least healthy state in the nation.

The report is the longest-running annual assessment of the nation's health from United Health Foundation, an arm of UnitedHealth Group.

# Two area manufacturers nominated for state award

Gamber-Johnson LLC of Stevens Point and Mitchell Metal Products of Merrill are among 28 companies from across Wisconsin to be nominated for the 31st annual Manufacturer of the Year Award.

Presented by Wisconsin Manufacturers & Commerce, the award program recognizes the success of state manufacturers.

Winners will be named at the awards ceremony Feb. 21 at The Pfister Hotel in Milwaukee.

## Weston OKs agreement to build fiber network

The Weston village board approved a development agreement with TDS Telecom to build a fiber network and deliver up to 1-gigabit internet speeds, TV, and voice services to the community.

According to the agreement, construction on the \$8 million-\$10 million project will

## Around NCW

### Northcentral Wisconsin News Briefs

begin in Weston's Tax Incremental District #1 and expand to the rest of the village.

TDS expects to break ground in the spring and connect the first customers in fall. When completed, more than 4,400 residential customers and 550 business customers within the village limits will have access to the new network.

TDS has served central Wisconsin since 1967, with customers in nearby Mosinee, Junction City, and Vesper. TDS also just announced it will be building a fiber network in the city of Stevens Point.

## Chamber to offer new leadership program

The Wausau Region Chamber of Commerce

will offer a new leadership program beginning in the fall of 2019.

Transformational Leadership will be led by program designer and facilitator Bridget Wenman, president of Perspectives Training and Consulting LLC. The program will include nine sessions totaling more than 70 hours of interactive learning and opportunities to grow both personally and professionally.

The Chamber's current Leadership Excellence program was led by Ray Mickevicius since 2004. Mickevicius is retiring, having graduated nearly 500 individuals from the program.

Registration for the 2019-2020 Transformational Leadership program is now open. The first in the series of monthly sessions will be held on Sept. 6.

For more information on the program, visit [WausauChamber.com](http://WausauChamber.com) or contact Sharon Baumann at 715-848-5943 or [sbaumann@wausauchamber.com](mailto:sbaumann@wausauchamber.com).

## City of Wausau among top area for job growth

According to data from the U.S. Bureau of Labor Statistics, the city of Wausau is Wisconsin's fastest growing metro area for job growth as the employment rate grew by 9.6-percent between 2013 and 2018.

Wausau Mayor Robert Mielke said the city has had two straight years of strong economic development. Mielke said 2017 was a record year with more than \$137 million in new development. 2018 closed out with \$98.6 million in new development, ranking as one of the city's best year's of growth.

Along with this latest ranking, 2018 was also part of a record number of national rankings/acknowledgments for Wausau over the past couple years including ZipRecruiter rating Wausau as a Top 10 for Employment in 2018 and CIO Magazine calling out Wausau's specific success in the field of technology earlier last year

WPR NEWS



Dentists, Dr. Abigail Brier and Dr. Kristen Ramirez, enjoy a moment with patient Carolyn Foster during Aspen Dental Day of Service on Saturday, June 9, 2018 in Bloomingdale, Ill. *Ross Dettman/AP Images for Aspen Dental*

# Dentists Say Gov. Evers' Proposed Budget Is A Mixed Bag

## Dental Group Supports Increased Funds For Special Needs Patients But Wary Of Evers' Plan To Ease Dentist Shortage

By Shamane Mills

Published: Monday, March 4, 2019, 5:55am

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The State Of Dental Care In Wisconsin



Gov. Tony Evers' [proposed state budget](#) includes \$43 million to improve oral health for low-income kids and those with disabilities — something the Wisconsin Dental Association has sought for years.

"The overwhelming majority of the proposals that the governor has presented we are very much in favor of," said Wisconsin Dental Association President Dr. Patrick Tepe.

But the group isn't all smiles.

The association is at odds with the Democratic governor on plans to ease a shortage of dentists by creating dental therapists. Evers calls it a long-term solution and one that is supported by some Republicans.

Only a handful of states currently have these mid-level providers, and there currently are no dental therapist training programs in Wisconsin. Under Evers plan, the state would spend \$1.5 million to create them.

[Northcentral Technical College](#) and Chippewa Valley Technical College have shown early interest, according to [budget documents](#).

The \$83.4 billion, two-year budget also includes \$16.7 million in state funding to increase the amount dentists get paid to care for Medicaid patients. But that boost isn't across the board. Rather these incentive payments would be targeted to those who see a lot of Medicaid patients, like community health centers. These and other nonprofit providers would see reimbursement rise 50 percent if half their patients pay with Medicaid.

Private, for-profit dentists would get a smaller increase but they also serve fewer Medicaid patients. The budget calls for reimbursement to rise 30 percent if at least 5 percent of their patients use Medicaid.

"Is that an improvement? Absolutely. But is that going to really make a difference when the rate is already so low?" Tepe said.

Dentists in four counties are already getting more to see Medicaid patients [under a pilot program](#) that started in 2016. But the governor wants to end the pilot program in Brown, Marathon, Polk and Racine counties because he said an [analysis](#) of the program by the University of Wisconsin Population Health Institute didn't

show enough evidence that access increased. While the number of dentists taking Medicaid patients increased by 33 percent from the year before the pilot to the first year of the pilot, dental care provided to kids increased just 4 percent and 5 percent for adults.

And that increase wasn't necessarily due to the fact the state was paying dentists in those four counties more, the analysis found.

"One of the things that makes us particularly cautious about attributing these findings to the pilot program or anything else in particular is that there were some pretty important other changes that were happening at the same time," said Population Health researcher Sara Lindberg.

"In three of four pilot counties their federally qualified health care centers (FQHCs) received federal grant dollars to expand their services, which they did," she said. "Since FQHCs are a major provider of dental care for (those using Medicaid) that makes it particularly hard to tease out whether one or both or neither was contributing to these utilization rates."

But given time Tepe said he thinks access would increase.

"This is only one year into this. There was never any expectation that one year of this program was magically going to change everything," he said.

The governor's budget also would expand the Seal-A-Smile program, provide money to repay school loans for dentists practicing in rural areas and expand grants to safety net clinics.

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## Trucking industry also impacted by workforce shortage

9:49 am February 19,  
2019

NEWS, TOP STORIES, WISCONSIN NEWS

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MERRILL, Wis. (WAOW) — The American Trucking Association reports the trucking industry is struggling to find enough qualified drivers. It has affected the entire U.S., including central Wisconsin.

One **Northcentral Technical College (NTC)** program is working to get more drivers certified and road-ready. Teachers and students were busy Monday practicing backing trucks into spots at the program facility in Merrill.

Instructors said part of the problem is that the average age among current drivers is fifty-five. Many are at or nearing retirement age.

“So in the trucking industry we’re definitely heading towards a cliff where we’re going to have a lot of people retiring and not a lot of people coming into the industry to replace those drivers,” said **NTC** instructor Mike Sewell. “Plus, the added demands of more freight needing to be moved.”

Sewell said the industry has made strides to attract more workers: increasing wages by “double-digit percentages” over the last five years, more comfortable conditions in trucks and more time allotted to visit home. He also pointed out trucking is considered “recession-resistant” because of the constant demand for shipping.

The **NTC** program has graduated around 100 students since it began in 2016. They moved into the new Merrill building in August 2018.



Curtis Aderholdt

A WAOW photo journalist since December 2014.



[https://www.readthebusinessnews.com/features/growth\\_strategies/uw-stevens-point-mid-state-and-northcentral-technical-colleges-have/article\\_24650cc2-2fd8-11e9-959c-c720cdadb023.html](https://www.readthebusinessnews.com/features/growth_strategies/uw-stevens-point-mid-state-and-northcentral-technical-colleges-have/article_24650cc2-2fd8-11e9-959c-c720cdadb023.html)

## UW-Stevens Point, Mid-State and Northcentral Technical Colleges have joined forces to bring Manufacturing Innovation and Automation Conference to central Wisconsin.

Feb 13, 2019

UW-Stevens Point, Mid-State and **Northcentral Technical Colleges** have joined forces to bring Manufacturing Innovation and Automation Conference to Central Wisconsin. Dan Ariens, CEO, The Ariens Company and Tom O'Reilly, VP Global Development, Rockwell Automation will be the featured keynote speakers at Innovate and Automate, a conference held for manufacturers, March 19, 2019, in Stevens Point. The Ariens Company and Rockwell Automation are both iconic businesses in Wisconsin and are admired by manufacturers throughout the country and the world for their innovative initiatives and their dedication to the manufacturing industry. The conference will also feature breakout sessions from regional manufacturing companies who are embracing innovation and automation. Breakout topics also include; Transformation in Today's Paper Manufacturing Environment; What to Expect from the Great Transformation; Digital Manufacturing in Action; Data Analytics in Manufacturing; Proven Innovation Systems; and Technology Hype Turned into Action. To view the full conference brochure or to register: CALL 715-346-3838 or GO ONLINE [www.uwsp.edu/conted/ConfWrkShp/Pages/InnovateandAutomate.aspx](http://www.uwsp.edu/conted/ConfWrkShp/Pages/InnovateandAutomate.aspx) Upon paid registration, you will receive a confirmation along with a parking permit allowing you to park next to the Dreyfus University Center at UW-Stevens Point and a map. COST: \$125 per person.

# Wausau Pilot & Review

MORE NEWS. LESS FLUFF. ALL LOCAL.



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## NTC Foundation awards student scholarships

*Published on February 20, 2019 in Schools*

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**BEER DINNER**  
PREPARED BY:  
**EXECUTIVE CHEF DREW STEINKE**  
**MARCH 7TH AT 6PM**  
1001 GOLF CLUB ROAD **715.675.3663** WAUSAU, WI 54403

WAUSAU – The Northcentral Technical College Foundation has awarded scholarships for the spring 2019 term to the following local students:

90/101

**Abbotsford:** Maria Palacios, Brittani Zoellick  
**Antigo:** Marissa Hartman, Holly Mevis, Phil Steffens, Melissa Wald, Chandi Welnetz  
**Athens:** Sherry Gutknecht, Taylor Henrichs, Brianna Jankowski, John Laub, Brady Wagner, Caitlin Weiler, Jordan Zinkowichz  
**Auburndale:** Cali Olson  
**Birnamwood:** Kevin Rasmussen  
**Bryant:** Dakota Kakes, Caleb Schroepfer  
**Clintonville:** Meghan Weber  
**Colby:** Lori Blume, Samuel Gomez, Kay Pierce, Jerad Strebe  
**Conover:** Shannon Clark  
**Curtiss:** Bryan Chacon  
**Deerbrook:** Luke Wendt  
**Dorchester:** Dayna Blume, Joseph Serrano, Juan Tzintzun  
**Edgar:** Hanna Lang, Rhiley Maguire  
**Elcho:** Janet Nelson  
**Gilman:** Theresa Goebel  
**Gleason:** Dillon Gnewuch, Shannon Staskiewicz  
**Glidden:** Sheri Cebery  
**Irma:** Jacob Grund, McKayla Pankow, Taury Bailey  
**Kennan:** Angela Morrow  
**Loyal:** Brody Scherer  
**Marathon:** Leah Guralski, Tracy Hoefs  
**Marshfield:** Thomas Bagneski, Tia Bertz, Courtney Brown, Natalie Martin, Brittany Mayer, Megan Mitchell  
**Medford:** Kylene Abbiehl, Alyssa Eisner, Tanya Husser, Tanya Lybert, Jessica Nowak, Paige Olson, Megan Pirkel  
**Merrill:** Jenna Burdick, Christina Doering, Andrea Graveen, Becky Holzem, Olivia Hostvedt, Hillary Lau, Kendra Romig, Megan Sczygelski, Samuel Skic, Ethan Worlin, Sarah Bright, Morgan Witteman, Ashley Zick  
**Minocqua:** Mackenzie Campbell, Cindy Kyska  
**Montello:** Brooke Walker  
**Mosinee:** Michael Schumitsch, Hunter Gusman, Jodi Kleman, Riley Snell, Hailey Winnie  
**Nekoosa:** Trisha Ferkey  
**Oostburg:** Alexia Hengst  
**Phillips:** Jessie Denny, Tyler Hlavacek, Jacob Kress, Michaela Mallo, Zach Potter  
**Plover:** Hannah Fox  
**Portage:** Brea Behn  
**Rib Lake:** Emily Espinoza, Gretchen Webster  
**Ripon:** Ryan Jones  
**Rosholt:** Jenna Brandl, Bryce Miller, Mckenzie Glodowski, Andrea Stroik  
**Rothschild:** Amaya Czerwinski  
**Schofield:** Hannah Halambeck, Erin Heersma, Malisa Her, Tyler Lendt, Kyle Smith, Zachary Swanson, Christopher Xiong  
**Spencer:** Jessica Becker, Elizabeth Endreas, Tanya Hensel  
**Stevens Point:** Markus Cabrera, Carly Fix, Nicolas Knapp  
**Stratford:** Amber Lange, Valerie Licciardi  
**Taylor:** Danielle Holstad  
**Thorp:** Karla Jensen-Mcintire  
**Tomahawk:** Samantha Bjelland, Michelle Lodholz, Courtney Powers, Cayton Scholz  
**Unity:** Brittney Zawislan  
**Waupaca:** Danielle Shannon  
**Wausau:** Marion Glime, Shanelle Pierce, Sadie Newbury, Margaret Cochrane, Seth Alwin, Ryan Ashmore, Tessa Bartelt, Angela Brandt, Grace Bustle, Jessica Dadabo, Chloe Drake, Kimberly Grell, Nyisha Griffen, Makayla Heisler, Madeline Holke, Jude Hoogendyk, Sarah

Hunter, Klayton Krohn, Hannah Kurth, Kaitlyn LaPorte, Yuepheng Lo, Yuepheng Lo, Mai Kue Lor, Kayley McColley, Madelyne Nelson, Mary Nordstrom, Benjamin Pasch, Ashley Rayburn, Natasha Rudolph, Pedro Sanchez, Brittane Seeger, Alisha Stieve, Deanna Thao, Tonglee Thao, Angela Traska, Brandon Uttech, Chue Vang, Sarina Vang, Bryce Vannes, Kaitlyn Weaver, Ka-Lia Xiong, Kao Xiong, Emily Yach, Lyla Yang, Morgan Baumgartner

**West Bend:** Melissa Miller

**Weston:** Connie Hallstrand, Tanner Kocher, Ronald Kubetz, Misty Nikolaus, Loc Tran

**Willard:** Tammy Jacobs, Brian Miller

**Wisconsin Rapids:** Deanna Beadle, Danielle Moon, Alissa Zaucha

**Withee:** Ashley Boehlen, David Juzwiak, Montana Sova

**Wittenberg:** Felicia Brandt, Simeon Von Haden

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# NEWSWATCH 12

## Your Northwoods News Leader

WJFW 12 / WJFWDT 12.1

[Main: General News](#): Local News

### 'Worst we've ever had': Winter weather forces Northcentral Technical College to get creative after cancellations

Submitted: 02/25/2019

**WAUSAU** - Dr. Lori Weyers made the difficult decision to keep Northcentral Technical College (NTC) open on Monday.



Grade schools all around were closed, but NTC, based in Wausau, was open as normal.

However, the winter as a whole has been the opposite of normal for the ten campuses.

Weyers called this winter the worst she's ever had as president of NTC. She's been forced to close NTC five times because of weather.

"Weather is hard. I stress over it a lot. But I'll always err on the side of safety for our students and staff. If someone cannot make it in, no one is penalized," Weyers said.

Instructors have offered online communication and learning. Advisors called each student to check in. Some health classes are doing clinicals over spring break.

"Our faculty, even though they might not be here, are in constant dialogue on snow days with their students, where they give them assignments and other things they can do virtually," Weyers said.

Unlike grade schools, adding days to the calendar or time to each school day isn't feasible for colleges like NTC.

"We've done a lot of things to keep people up-to-date, try to get them to catch up," Weyers said. "We are the college that cares, and we're going to make sure that we take care of our students and our staff."

NTC has campuses from Phillips to Antigo.

On bad-weather days, Weyers makes the decision on cancelling classes by 5:30 a.m. If the Wausau campus closes, all NTC satellite campuses close.

Written By: Ben Meyer

Text Size: [+ Increase](#) | [Decrease -](#)

# Media Monitoring Suite



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February 2019

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WAOW (ABC) 2/9/2019 10:19:34 PM  
 Wausau, WI  
 News 9 WAOW at 10PM  
 Local Viewership: 15,781 Local Publicity Value: \$995.35  
 something we'd all love to do -- and a financial conference is educating people on how to do just that. the 12th annual wausau financial wellness conference held at **northcentral technical college** -- offered the options of 15 different one hour classes.. ranging from budgeting your money, understanding your credit report, and fraud prevention. "it's not all about who's going to become the richest billionaire in the world, that's not why we do these things.. but to help people make good choices financially, and then they have better options in their life." the non-profit event brought in speakers sharing their financial experiences -- and the organizer is encouraging you to start taking control of your finances.



WAOW (ABC) 2/11/2019 6:38:08 AM  
 Wausau, WI  
 Wake Up Wisconsin 6AM on News 9  
 Local Viewership: 1,866 Local Publicity Value: \$62.91  
 and a financial conference is educating people on how to do just that. the 12th annual wausau financial wellness conference held at **northcentral technical college** -- offered the options of 15 different one hour classes. they ranged from budgeting your money -- understanding your credit report -- and fraud prevention. "it's not all about who's going to become the richest billionaire in the world, that's not why we do these things.. but to help people make good choices financially, and then they have better options in their life." the non-profit event brought in speakers sharing their financial experiences -- and the organizer is encouraging you to start taking control of your finances.



WAOW (ABC) 2/18/2019 5:09:29 PM  
 Wausau, WI  
 News 9 WAOW at 5PM  
 Local Viewership: 12,167 Local Publicity Value: \$286.20  
 to you. america can't seem to find enough truckers. the american trucking association reports the industry is struggling to find enough qualified drivers. one **northcentral technical college** program is working to get more drivers certified and road-ready. instructors say it's a problem that can impact everyone in the u-s. "so in the trucking industry we're definitely heading towards a cliff where we're going to have a lot of people retiring and not a lot of people coming into the industry to replace those drivers. plus, the added demands of more freight needing to be moved. " sewell says one way the industry is working to attract more workers is by



WJFW (NBC) 2/25/2019 6:00:57 PM  
 Wausau, WI  
 Newswatch 12 at 6  
 Local Viewership: 4,244 Local Publicity Value: \$173.40  
 (wires) called this winter the worst she's ever had as the president of **northcentral technical college** in wausau. colleges like hers often stay open, even when local grade schools close because of snow or cold. but weyers (wires) has closed ntc five times this winter. newswatch 12's ben meyer shows us how the college is getting creative about making up the lost time. ben... rose... advisors have called every student to see if they need help catching up. instructors have given assignments online. lab sessions have been combined to fit them all in during the semester. ntc

WJFW (NBC) 2/25/2019 10:04:43 PM  
 Wausau, WI  
 Newswatch 12 at 10  
 Local Viewership: 9,947/101 Local Publicity Value: \$715.53



governor scott walker ordered troops to arizona in june to assist with administrative duties along the border. dr. lori weyers (wires) made the difficult decision to keep northcentral technical college open today. grade schools all around were closed, but ntc, based in wausau, was open as normal. weyers (wires) has been forced to close ntc five times because of weather. instructors have offered online communication and learning. advisors called each student to check in. some health classes are doing clinicals over spring break. :14 dr. lori weyers / northcentral technical college president "we've done a lot of things to keep people up-to-date, try to get them to catch up,



WJFW (NBC) 2/26/2019 6:00:31 AM  
Wausau, WI  
Newswatch 12 at 6

Local Viewership: 235 Local Publicity Value: \$6.21  
ingss week. r from t prent o hce tecal cge, thew andl hafeceir ents...ler ib) not ng of my now e iraid i go get hi ane 13hicl up on 4appl on is evedbe t est fic h in stateisto. weshar some dashcam video from the massive pileup... it's tuesday, february 26th... good morning! thanks for starting your tuesday with us! i'm marisa silvas. dr. lori weyers (wires) called this winter the worst she's ever had as the president of northcentral technical college in wausau. colleges like hers often stay open, even when local grade schools close because of snow or cold. but weyers (wires) has closed ntc five times this winter. advisors have called every student to see if they need help catching up. instructors have given assignments online. :10 dr. lori weyers / northcentral technical college president "weather is hard. i stress over it a lot. but i'll always err on the side of safety for our students and staff. if someone cannot make it in, no one is penalized." weyers (wires) said most of the cancellations this winter have been easy decisions. when ntc closes in wausau, each of its nine satellite campuses close as well. yesterday (monday), the college was open, even though many grade schools were closed nearby. weyers (wires) said a



WJFW (NBC) 2/26/2019 7:28:03 AM  
Wausau, WI  
Today

Local Viewership: 1,921 Local Publicity Value: \$50.27  
3 it's 7:27. good morning! i am marisa silvas. dr. lori weyers (wires) made the difficult decision to keep northcentral technical college open yesterday (monday). grade schools all around were closed, but ntc, based in wausau, was open as normal. weyers (wires) has been forced to close ntc five times because of weather. instructors have offered online communication and learning. advisors called each student to check in. some health classes are doing clinicals over spring break. :14 dr. lori weyers / northcentral technical college president "we've done a lot of things to keep people up-to-date,

Items in this report: 7

Total Local Viewership: 45,704  
Total Local Market Publicity Value: \$2,289.87

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## Nicole M. Kopp

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**From:** Lori Weyers  
**Sent:** Wednesday, February 20, 2019 1:18 PM  
**To:** Nicole M. Kopp  
**Subject:** Fwd: [External] Economic Development Panel Discussion  
**Attachments:** image001.jpg; ATT00001.htm; Lori Weyers Panel Ltrr.pdf; ATT00002.htm

**From:** Dave Eckmann <[deckmann@wausauchamber.com](mailto:deckmann@wausauchamber.com)>  
**Date:** February 20, 2019 at 11:05:02 AM PST  
**To:** "[weyers@ntc.edu](mailto:weyers@ntc.edu)" <[weyers@ntc.edu](mailto:weyers@ntc.edu)>  
**Cc:** "Nicole M. Kopp" <[koppn@ntc.edu](mailto:koppn@ntc.edu)>  
**Subject:** [External] Economic Development Panel Discussion

Lori,

Thanks again for all your support and your time. You are a terrific, colleague and friend.  
Attached is a letter outlining the upcoming economic development panel discussion on March 14<sup>th</sup>.

Be in touch soon with more information to help you prepare.

Thanks-

David Eckmann, Ed.D.  
President/CEO  
Wausau Region Chamber of Commerce  
715-848-5946





Dear Lori, *Lori* -

I'd like to express my sincere gratitude to you for your support in time and money to help bring community stakeholders together to build a collective vision and plan of action to support and enhance our economic opportunity in the Greater Wausau Region.

As part of our efforts to complete the economic development strategic plan, we have developed an Economic Outlook program that will be presented on the morning (8:00 am to 10:45 a.m.) of Thursday, March 14<sup>th</sup> at the Jefferson Street Inn. The program is designed to outline the greater challenge facing the State of Wisconsin and our region as it pertains to talent development and acquisition. For that segment, we have hired the same expert that is doing work for WMC at the state level. Ted Abernathy, working for WMC, presented in November in Madison and he knocked it out of the park. He will set the tone for the morning, outlining the challenge/problem.

The next presenter in our program will be Jon Roberts. Jon Roberts and Ted Abernathy know each other well as they have worked together on various projects around the country. Jon, being our consultant from TIP Strategies, will acknowledge Ted's presentation and then bring forth a set of solutions that are articulated in our completed economic development strategic plan. Talent is at the top of the list and where we need to place our priorities.

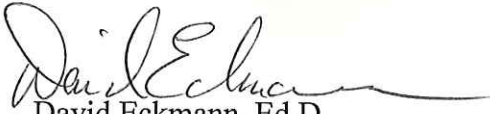
The final segment of the program is the **panel discussion** scheduled from 10:00 am to 10:45 am.

Panelists: Jim McIntyre, Matt Heywood, Lori Weyers, and Brad Karger

Michael Loy, CEO of North Central Health Care, and officer on the Wausau Region Chamber of Commerce Board of Directors, will be the emcee for the event and facilitate the panel discussion. The purpose of the panel is to acknowledge the talent/economic development challenges by speaking to them; to the importance of embracing the economic development plan – taking an intentional strategic/tactical approach to attacking the challenges through collaboration and partnership of many and; lastly, to talk about the importance of working together to coordinate and align our efforts to build a competitive community for the 21<sup>st</sup> Century.

In the coming week, I will work with Michael Loy to develop a brief set of questions/topics that we will share with you and the other panelists for you to prepare and think about prior to the panel discussion on March 14<sup>th</sup>. Again, thanks for your leadership and all you have done to help our community.

Sincerely,

  
David Eckmann, Ed.D.  
President/CEO

## Nicole M. Kopp

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**From:** Brad S. Gast  
**Sent:** Monday, February 25, 2019 1:17 PM  
**To:** Nicole M. Kopp  
**Subject:** RE: [External] LERN Contract Training Award

Hi Nikki,

Here is some additional information on the LERN contract training award. Please let me know if you need any further information. Thanks!

### **PURPOSE**

The purpose of the LERN Contract Training Awards is to recognize LERN member Contract Training Teams for exemplary contract training best practice employment. Award winners exemplify high performance, best practices, and improving employer performance. Annual less than 10 teams in the nation receive this highest recognition. These top teams in the nation are recognized at the annual LERN conference which is being held in Chicago on March 19 – 22, 2019.

### **Award**

NTC will be recognized for improving client productivity through its innovative talent development model. The Talent Model approach to contract training supports current business needs while addressing future goals through succession planning. The program builds pathways for lifelong learning and degree achievement to address workforce demand. This is completed through an innovative hybrid modeling of courses while still meeting the customized need of the business.

The Talent Model approach to contract training at NTC has directly attributed to year over year gains in revenue, businesses served, departmental profit, grant awards, and team growth. During the past 3 years, as the model evolved, businesses served grew 61%, revenue increased by 28%, Workforce Advancement Training grant awards increased 44%.

### **About LERN**

The Learning Resources Network (LERN) is the world's largest association in continuing education and lifelong learning, offering information and consulting expertise to providers of continuing education and customized training. LERN, founded in 1974, provides practical, how-to "Information that Works" to about 6,000 members worldwide. LERN serves a range of institutions including state universities, four-year colleges, colleges within universities, private colleges, community colleges, technical colleges, public schools, recreation departments and associations.

## Talent Model Approach to Contract Training



### **Brad S. Gast, Ed.D, MBA**

Dean of Business & Industry and Continuing Education

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### **Northcentral Technical College**

1000 W. Campus Dr, Wausau, WI 54401

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**From:** Darren Ackley <[Ackley@ntc.edu](mailto:Ackley@ntc.edu)>  
**Date:** February 25, 2019 at 8:28:58 AM CST  
**To:** Lori Weyers <[Weyers@NTC.EDU](mailto:Weyers@NTC.EDU)>, Katrina Felch <[Felch@ntc.edu](mailto:Felch@ntc.edu)>  
**Subject:** FW: [External] LERN Contract Training Award

Great news from the B&I team!

Darren Ackley  
Vice President for Learning  
Northcentral Technical College  
715.803.1736  
[ackley@ntc.edu](mailto:ackley@ntc.edu)

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**From:** Brad S. Gast <[Gast@ntc.edu](mailto:Gast@ntc.edu)>  
**Sent:** Monday, February 25, 2019 8:26 AM  
**To:** Darren Ackley <[Ackley@ntc.edu](mailto:Ackley@ntc.edu)>  
**Subject:** FW: [External] LERN Contract Training Award

Hi Darren,

Starting out the week with some great news!

Our NTC BI team has won a national Contract training award for our successful efforts in improving client productivity. We will receive this award in Chicago on March 20. I am already attending the conference, so will be there for the award event.

Thanks!

**Brad S. Gast, Ed.D, MBA**  
Dean of Business & Industry and Continuing Education

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**Northcentral Technical College**

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**From:** Greg Marsello <[marsello@lern.org](mailto:marsello@lern.org)>  
**Sent:** Monday, February 25, 2019 7:51 AM  
**To:** Tracy R. Brewer <[brewer@ntc.edu](mailto:brewer@ntc.edu)>; Brad S. Gast <[Gast@ntc.edu](mailto:Gast@ntc.edu)>  
**Subject:** [External] LEREN Contract Training Award

Tracy & Brad

-The LERN Team was very pleased and excited about the number of Contract Training Award Submissions. Such great work is being done throughout North America.

-Congratulations for being selected to receive a LERN Contract Training Award at the LERN Contract Training Conference. Awards will be given out at lunch on Wednesday, March 20.

-You have been selected for an Improving Client Productivity Award. The judges were very impressed by your Talent Model work. Please let me know the name and title of the person accepting the award.

-Please pass on to your Contract Training Team our congratulations on a job well done. See you at the Contract Training Conference.

Greg

Greg Marsello  
Senior Vice President for Organizational Development  
Learning Resources Network (LERN)  
Phone: (715) 760-9506  
[E-mail: marsello@lern.org](mailto:marsello@lern.org)