

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

Tuesday, May 4, 2021
Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401

Microsoft Teams: [May 4, 2021 NTC Board of Trustees Meeting](#)

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

I. PUBLIC INPUT

- a. Public Comments

II. APPROVAL OF MINUTES

- a. Approval of minutes from April 6, 2021 Board of Trustees Regular Meeting

Motion: That the Northcentral Technical College District Board approve the meeting minutes from the April 6, 2021 Board of Trustees Regular Meeting.

Voice vote required to approve.

III. ACTION ITEMS

- a. [Award the Sale](#) – Roxanne Lutgen
Resolution awarding the sale of \$11,500,000 general obligation promissory notes, series 2021B; providing the form of the notes; and levying a tax in connection therewith.

Motion: That the Northcentral Technical College District Board approve the resolution awarding the sale of \$11,500,000 general obligation promissory notes, series 2021B; providing the form of the notes; and levying a tax in connection therewith to FHN Financial Capital Markets, New York, New York at a True Interest rate of 1.1038%

Roll call vote required to approve.

- b. [Approval of 2021-2022 Final Capital Budget](#) – Roxanne Lutgen

Motion: That the Northcentral Technical College District Board approve the 2021-2022 Capital Budget not to exceed the \$14,392,300 capital expenditures budget, funded through capital borrowings of \$11,500,000, fund balance use of \$642,000, anticipated donations of \$102,000, and anticipated CRRSAA grants of \$2,148,300, including identified items exceeding \$50,000.

Roll call vote required to approve.

- c. [Tentative Approval of Fiscal Year 2021-2022 Budget Summary and Confirming a Budget Hearing Date](#) – Roxanne Lutgen

Motion: That the Northcentral Technical College District Board approve the tentative fiscal year 2021-2022 budget summary and encourage all interested parties to attend a Public Hearing to be held at Noon (12:00 p.m.) on Tuesday, June 8, 2021 at NTC, Center for Health Sciences Room 1004, 1000 W. Campus Drive, Wausau and on Microsoft Teams for the purpose of allowing citizen input.

Voice vote required to approve.

- d. [Approval of the 2020-2021 Budget Modifications](#) – Roxanne Lutgen

Motion: That the Northcentral Technical College District Board approve the 2020-2021 budget modifications resolution as attached.

Voice vote required to approve.

- e. [Approval of 2021-2022 Employee Salary/Wage Adjustments](#) – Cher Vink

Motion: That the Northcentral Technical College District Board approve the 2021-2022 employee salary/wage adjustments as indicated in the topic summary sheet.

Voice vote required to approve.

IV. CONSENT VOTING AGENDA

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

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

- i. Receipts + Expenditures
- ii. Personnel Changes

Roll call vote required to approve.

V. INFORMATION/DISCUSSION

- a. Chairperson's Report
- i. [Tentative 2021-2022 NTC Board of Trustees Meeting Dates](#)
- b. Information
- i. NTC Spring Commencement – Saturday, May 15, 2021 at NTC
 - ii. [Advisory Meeting Minutes](#)
 - iii. [Upcoming Meetings + Events](#)
 1. June 8, 2021 meeting will be held in-person
 - iv. [Good News](#)

VI. CLOSED SESSION (Immediately following the above Open Meeting)

- a. Adjourn the Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(b)(c)(f) and (g) for the purpose of:
- i. Approval of April 6, 2021 Closed Session Meeting Minutes
 - ii. Hearing and action regarding faculty employment, including conferring with legal counsel for the Board regarding private conferences for nonrenewal of faculty contracts under Wisconsin Statutes Section 118.22; deliberating regarding private conferences; and issuance of final notices of non-renewal for the 2021-2022 school year.

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

- i. Approval of April 6, 2021 Closed Session Meeting Minutes
- ii. Hearing and action regarding faculty employment, including conferring with legal counsel for the Board regarding private conferences for nonrenewal of faculty contracts under Wisconsin Statutes Section 118.22; deliberating regarding private conferences; and issuance of final notices of non-renewal for the 2021-2022 school year.

Roll call vote required

VII. OPEN SESSION

- a. Reconvene Board into Open Session pursuant to Wisconsin Statutes Section 19.85(2) to take any action deemed necessary as a result of the Closed Session, including issuance of final notice of non-renewal for the 2021-2022 school year pursuant to Wisconsin Statutes Section 118.22.

Motion: Reconvene Board into Open Session pursuant to Wisconsin Statutes Section 19.85(2) to take any action deemed necessary as a result of the Closed Session, including issuance of final notice of non-renewal for the 2021-2022 school year pursuant to Wisconsin Statutes Section 118.22.

Roll call vote required

VIII. MEETING ADJOURN

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

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

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

MEETING DATE: May 4, 2021

TOPIC: Resolution Awarding the Sale of \$11,500,000 general obligation promissory notes, series 2021B; providing the form of the notes; and levying a tax in connection therewith.

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

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

DATA/RESULTS: The board adopted the resolutions providing for the sale of \$11,500,000 in General Obligation Promissory Notes at its April 6, 2021 meeting. Bids on the issues will be opened May 3, 2021 at 10:30 a.m. The resolution awarding the sale will be updated with bid information, distributed, and acted upon at the May meeting.

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

PROPOSED MOTION:
Drafted Resolution is attached. Completed motion will be made at the May 4, 2021 Board meeting.

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

Signed *Lori A. Weyers*

Dated: May 4, 2021

RESOLUTION AWARDING THE SALE OF \$11,500,000 GENERAL OBLIGATION
PROMISSORY NOTES, SERIES 2021B; PROVIDING THE FORM OF THE NOTES; AND
LEVYING A TAX IN CONNECTION THEREWITH

WHEREAS, on April 6, 2021, the District Board of the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin (the “District”) adopted a resolution authorizing the issuance of general obligation promissory notes in the aggregate amount of \$11,500,000 for the purpose of paying the cost of the District’s 2021-22 Capital Budget, to wit: construction of new building space on the Wausau Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs (the “Project”);

WHEREAS, the District (in consultation with the District’s financial advisor, Robert W. Baird & Co.) caused a Notice of Sale to be distributed offering \$11,500,000 of the District’s general obligation promissory notes for public sale on May 3, 2021;

WHEREAS, a notice of sale was published in the Bond Buyer on April 15, 2021 offering the aforesaid general obligation promissory notes for public sale on May 3, 2021;

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

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

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

Section 1. Award of the Notes. The bid proposal of FHN Financial Capital Markets, New York, New York (the “Purchaser”) is hereby accepted, said proposal offering to purchase the \$11,500,000 Northcentral Technical College District General Obligation Promissory Notes, Series 2021B (the “Notes”) for the sum of ELEVEN MILLION NINE HUNDRED FORTY NINE THOUSAND THREE HUNDRED SEVENTY-EIGHT DOLLARS (\$11,949,378.00) plus accrued interest to the date of delivery, resulting in a net interest cost of FIVE HUNDRED TWO THOUSAND FIFTY-NINE DOLLARS AND FIFTY CENTS (\$502,059.50) and a true interest rate of 1.1038%.

Section 2. Terms of the Notes. The Notes shall be designated “General Obligation Promissory Notes, Series 2021B”; shall be dated June 1, 2021; shall be in the denomination of \$5,000 or any integral multiple thereof; shall bear interest at the rates per annum and mature on September 1, 2021 and serially thereafter on March 1 of each year, in the years and principal amounts as set forth in the Pricing Summary attached hereto as Exhibit D and incorporated herein by this reference. Interest is payable semi-annually on March 1 and September 1 of each year commencing on September 1, 2021. The schedule of principal and interest payments due on the Notes is set forth on the Debt Service Schedule attached hereto as Exhibit E and incorporated herein by this reference (the “Schedule”).

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

Section 3. Redemption Provisions. At the option of the District, the Notes maturing on March 1, 2029 and thereafter shall be subject to redemption prior to maturity on March 1, 2028 or on any date thereafter. Said Notes shall be redeemable as a whole or in part, from maturities selected by the District and within each maturity by lot, at the principal amount thereof, plus accrued interest to the date of redemption.

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

Section 5. Direct Annual Irrepealable Tax Levy. For the purpose of paying the principal of and interest on the Notes as the same becomes due, the full faith, credit and resources of the District are hereby irrevocably pledged and a direct annual irrepealable tax is hereby levied upon all taxable property of the District. Said direct annual irrepealable tax shall be levied in the years 2021 through 2030 for payments due in 2022 through 2031 in the amounts as set forth on the Schedule.

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

The District will use excess debt service funds on hand and bond premium in the amount of \$562,612.50 to pay the principal of and interest on the Notes coming due on September 1, 2021. Said sum shall be irrevocably deposited into the segregated Debt Service Fund Account for the Notes created below and used to make the principal of and interest payments due on the Notes on September 1, 2021.

Section 6. Debt Service Fund Account. There is hereby established in the District treasury a fund account separate and distinct from every other District fund or account designated “Debt Service Fund Account for \$11,500,000 Northcentral Technical College District General Obligation Promissory Notes, Series 2021B, dated June 1, 2021”. There shall be deposited in said fund account any premium plus accrued interest paid on the Notes at the time of delivery to the Purchaser, all money raised by taxation pursuant to Section 5 hereof and all other sums as may be necessary to pay interest on the Notes when the same shall become due and to retire the Notes at their respective maturity dates. Said fund account shall be used for the sole purpose of paying the principal of and interest on the Notes and shall be maintained for such purpose until such indebtedness is fully paid or otherwise extinguished.

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

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

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

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

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

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

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

any exemption from the rebate requirements of the Code, the District covenants that it would take all necessary steps to comply with such requirements.

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

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

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

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

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

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

Section 13. Official Statement. The District Board hereby approves the Preliminary Official Statement with respect to the Notes and deems the Preliminary Official Statement as “final” as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities and Exchange Commission pursuant to the Securities and Exchange Act of 1934 (the “Rule”). All actions taken by officers of the District in connection with the preparation of such Preliminary Official Statement and any

addenda to it or Final Official Statement are hereby ratified and approved. In connection with the Closing, the appropriate District official shall certify the Preliminary Official Statement and any addenda or Final Official Statement. The appropriate District official shall cause copies of the Preliminary Official Statement and any addenda or Final Official Statement to be distributed to the Purchaser.

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

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

Section 16. Conflicting Resolutions; Severability; Effective Date. All prior resolutions, rules or other actions of the District or any parts thereof in conflict with the provisions hereof shall be, and the same are, hereby rescinded insofar as the same may so conflict. In the event that any one or more provisions hereof shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions hereof. The foregoing shall take effect immediately upon adoption and approval in the manner provided by law.

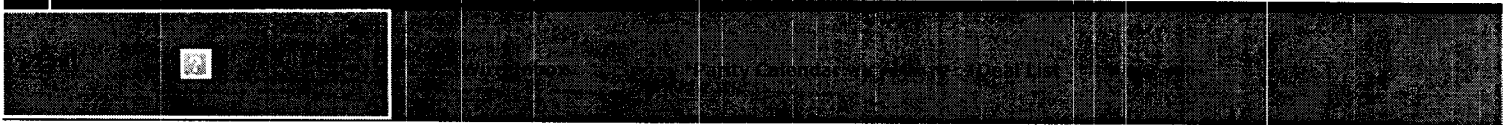
Adopted this 4th day of May, 2021.

Paul C. Proulx,
Chairperson

ATTEST:

Charlie Paulson,
Secretary-Treasurer

EXHIBIT A



Upcoming Calendar Overview Result Excel

FHN Financial Capital Markets - New York , NY's Bid



Northcentral Tech Coll Dt \$11,500,000 General Obligation Promissory Notes, Series 2021B

For the aggregate principal amount of \$11,500,000.00, we will pay you \$11,949,378.00, plus accrued interest from the date of issue to the date of delivery. The Bonds are to bear interest at the following rate(s):

Maturity Date	Amount \$	Coupon %	Yield %	Dollar Price
09/01/2021	500M	2.0000	0.1500	100.462
03/01/2022	4,240M	2.0000	0.1800	101.363
03/01/2023	635M	3.0000	0.2500	104.798
03/01/2024	665M	3.0000	0.3800	107.160
03/01/2025	690M	2.0000	0.5100	105.527
03/01/2026	720M	2.0000	0.6500	106.304
03/01/2027	745M	3.0000	0.8000	112.338
03/01/2028	780M	2.0000	0.9500	106.848
03/01/2029	810M	2.0000	1.1000	105.838
03/01/2030	840M	2.0000	1.2500	104.839
03/01/2031	875M	2.0000	1.3500	104.179

Total Interest Cost: \$951,437.50
 Premium: \$449,378.00
 Net Interest Cost: \$502,059.50
 TIC: 1.103762
 Time Last Bid Received On: 05/03/2021 10:28:20 CDST

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

Bidder: FHN Financial Capital Markets, New York , NY
 Contact: Robert McCraw
 Title:
 Telephone: 212-418-5020
 Fax:

Issuer Name: Northcentral Technical College District Company Name: _____

Accepted By: _____ Accepted By: _____

Date: _____ Date: _____

EXHIBIT B

(Form of Note)

UNITED STATES OF AMERICA
STATE OF WISCONSIN
CLARK, LANGLADE, LINCOLN, MARATHON, MENOMINEE,
PORTAGE, PRICE, SHAWANO, TAYLOR AND WAUPACA COUNTIES
NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
GENERAL OBLIGATION PROMISSORY NOTE, SERIES 2021B

REGISTERED
NO. R-__

MATURITY DATE:	ORIGINAL DATE OF ISSUE:	INTEREST RATE:	CUSIP
MARCH 1, 20__	JUNE 1, 2021	_____%	658545__

DEPOSITORY OR ITS NOMINEE NAME: CEDE & CO.

PRINCIPAL AMOUNT: _____ DOLLARS
(\$_____)

KNOW ALL MEN BY THESE PRESENTS, that the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin (the "District"), hereby acknowledges itself to owe and for value received promises to pay to the Depository or its Nominee Name (the "Depository") identified above (or to registered assigns), on the maturity date identified above, the principal amount identified above, and to pay interest thereon at the rate of interest per annum identified above, all subject to the provisions herein regarding redemption prior to maturity. Interest is payable semi-annually on March 1 and September 1 of each year commencing on September 1, 2021 until the aforesaid principal amount is paid in full. Both the principal of and interest on this Note are payable in lawful money of the United States. The principal of this Note shall be payable only upon presentation and surrender of the Note at the office of the District Secretary-Treasurer. Interest payable on any interest payment date shall be paid by wire transfer to the Depository in whose name this Note is registered on the Bond Register maintained by the District Secretary-Treasurer at the close of business on the 15th day of the calendar month next preceding the semi-annual interest payment date (the "Record Date").

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

This Note is one of an issue of Notes aggregating the principal amount of \$11,500,000, all of which are of like tenor, except as to denomination, interest rate; maturity date and redemption provision, issued by the District pursuant to the provisions of Chapter 67, Wisconsin Statutes, for the purpose of paying the cost of the District's 2021-22 Capital Budget, to wit: construction of new building space on the Wausau Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs; all as authorized by resolutions of the District Board duly adopted by said governing body at meetings held on April 6 and May 4, 2021. Said resolutions are recorded in the official minutes of the District Board for said dates.

At the option of the District, the Notes maturing on March 1, 2029 and thereafter are subject to redemption prior to maturity on March 1, 2028 or on any date thereafter. Said Notes are redeemable as a whole or in part, from maturities selected by the District and within each maturity by lot (as selected by the Depository), at the principal amount thereof, plus accrued interest to the date of redemption.

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

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

This Note is transferable only upon the books of the District kept for that purpose at the office of the District Secretary-Treasurer. In the event that the Depository does not continue to act as depository for the Notes, and the District Board appoints another depository, new fully registered Notes in the same aggregate principal amount shall be issued to the new depository upon surrender of the Notes to the District Secretary -Treasurer, in exchange therefor and upon the payment of a charge sufficient to reimburse the District for any tax, fee or other governmental charge required to be paid with respect to such registration. The District Secretary-Treasurer shall not be obliged to make any transfer of the Notes (i) after the Record Date, (ii) during the fifteen (15) calendar days preceding the date of any publication of notice of

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

IN WITNESS WHEREOF, the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin, by its governing body, has caused this Note to be executed for it and in its name by the signatures of its duly qualified Chairperson and Secretary-Treasurer; all as of the 1st day of June, 2021.

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

By: _____
Paul C. Proulx,
Chairperson

By: _____
Charlie Paulson,
Secretary-Treasurer

ASSIGNMENT

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

(Name and Address of Assignee)

(Social Security or other Identifying Number of Assignee)

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

Dated: _____

Signature Guaranteed:

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

(Depository or its Nominee
Name)

(Authorized Officer)

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

EXHIBIT C



Northcentral Technical College District

Results of Competitive Bids

\$11,500,000 General Obligation Promissory Notes, Series 2021B

Bids Received by 10:30 AM (CT)

Monday, May 3, 2021

Rank	Bidder	True Interest Cost
1	FHN Financial Capital Markets	1.1038%
2	StoneX Financial, Inc.	1.1081%
3	Huntington Securities, Inc.	1.1121%
4	Northland Securities, Inc.	1.1128%
5	J.P. Morgan Securities LLC	1.1788%
6	BNYMellon Capital Markets	1.2029%



BOND PRICING

Northcentral Technical College District (Aa1) General Obligation Promissory Notes, Series 2021B - FINAL NBQ; Callable 3/1/2028 or any Date Thereafter FHN Financial Capital Markets

Bond Component	Maturity Date	Amount	Rate	Yield	Price	Yield to Maturity	Call Date	Call Price	Premium (-Discount)
Serial Bonds:									
	09/01/2021	500,000	2.000%	0.150%	100.462				2,310.00
	03/01/2022	4,240,000	2.000%	0.180%	101.363				57,791.20
	03/01/2023	635,000	3.000%	0.250%	104.798				30,467.30
	03/01/2024	665,000	3.000%	0.380%	107.160				47,614.00
	03/01/2025	690,000	2.000%	0.510%	105.527				38,136.30
	03/01/2026	720,000	2.000%	0.650%	106.304				45,388.80
	03/01/2027	745,000	3.000%	0.800%	112.338				91,918.10
	03/01/2028	780,000	2.000%	0.950%	106.848				53,414.40
	03/01/2029	810,000	2.000%	1.100%	105.838 C	1.209%	03/01/2028	100.000	47,287.80
	03/01/2030	840,000	2.000%	1.250%	104.839 C	1.410%	03/01/2028	100.000	40,647.60
	03/01/2031	875,000	2.000%	1.350%	104.179 C	1.537%	03/01/2028	100.000	36,566.25
11,500,000									491,541.75

Dated Date	06/01/2021	
Delivery Date	06/01/2021	
First Coupon	09/01/2021	
Par Amount	11,500,000.00	
Premium	491,541.75	
Production	11,991,541.75	104.274276%
Underwriter's Discount	(42,163.75)	(0.366641%)
Purchase Price	11,949,378.00	103.907635%
Accrued Interest		
Net Proceeds	11,949,378.00	

EXHIBIT E



BOND DEBT SERVICE

Northcentral Technical College District (Aa1)
General Obligation Promissory Notes, Series 2021B - FINAL
NBQ; Callable 3/1/2028 or any Date Thereafter
FHN Financial Capital Markets

Period Ending	Principal	Coupon	Interest	Debt Service	Annual Debt Service
06/01/2021					
09/01/2021	500,000	2.000%	62,612.50	562,612.50	562,612.50
03/01/2022	4,240,000	2.000%	120,225.00	4,360,225.00	
09/01/2022			77,825.00	77,825.00	4,438,050.00
03/01/2023	635,000	3.000%	77,825.00	712,825.00	
09/01/2023			68,300.00	68,300.00	781,125.00
03/01/2024	665,000	3.000%	68,300.00	733,300.00	
09/01/2024			58,325.00	58,325.00	791,625.00
03/01/2025	690,000	2.000%	58,325.00	748,325.00	
09/01/2025			51,425.00	51,425.00	799,750.00
03/01/2026	720,000	2.000%	51,425.00	771,425.00	
09/01/2026			44,225.00	44,225.00	815,650.00
03/01/2027	745,000	3.000%	44,225.00	789,225.00	
09/01/2027			33,050.00	33,050.00	822,275.00
03/01/2028	780,000	2.000%	33,050.00	813,050.00	
09/01/2028			25,250.00	25,250.00	838,300.00
03/01/2029	810,000	2.000%	25,250.00	835,250.00	
09/01/2029			17,150.00	17,150.00	852,400.00
03/01/2030	840,000	2.000%	17,150.00	857,150.00	
09/01/2030			8,750.00	8,750.00	865,900.00
03/01/2031	875,000	2.000%	8,750.00	883,750.00	
09/01/2031					883,750.00
	11,500,000		951,437.50	12,451,437.50	12,451,437.50

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

MEETING DATE: May 4, 2021

TOPIC: 2021-2022 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. *2021-2022 Capital Expenditure Funding Sources* shows the funding plan for the next year's capital budget.
2. *2021-2022 Capital Expenditure Summary* shows categories of capital expenditures for next year's capital budget.
3. *2021-2022 Capital Equipment Budget Requests* provides additional information and identifies *expenditures greater than \$50,000* requiring board approval.

At this meeting today, NTC is presenting the Board with a resolution to approve capital expenditures of \$14,392,300, which includes a June 2021 borrowing of \$11,500,000, fund balance use of \$642,000, anticipated donations of \$102,000 and anticipated CRRSAA grants of \$2,148,300.

AGENDA CATEGORY:

- Regular Voting Agenda

PROPOSED MOTION:

Approval not to exceed the \$14,392,300 capital expenditures budget, funded through capital borrowings of \$11,500,000, fund balance use of \$642,000, anticipated donations of \$102,000 and anticipated CRRSAA grants of \$2,148,300, 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 5/4/2021

2021-2022 Capital Expenditure Funding Sources

\$14,392,300	Total Capital Expenditures Budget
\$11,500,000	Funded through Annual Capital Borrowings
\$ 642,000	Funded through Fund Balance
\$ 102,000	Funded through Anticipated Donations
\$ 2,148,300	Funded through Anticipated CRRSAA Grants

2021-2022 Capital Expenditure Summary

<u>Description</u>	<u>Fiscal Year 2021-2022</u>	<u>Subtotal</u>
Previously Committed Capital Expenditures		
Distance Education Leases	\$ 115,320	
Licenses & Other Items	<u>\$ 1,153,982</u>	
		\$ 1,269,302
Capital Contingency Fund	<u>\$ 383,888</u>	
		\$ 383,888
Technology Maintenance		
Advanced Technology Initiatives	\$ 1,822,000	
Microcomputers and Consulting	\$ 906,000	
Network Equipment	\$ 2,277,310	
Smart Classrooms	<u>\$ 800,000</u>	
		\$ 5,805,310
High Priority Educational Needs		
Equipment and Software	<u>\$ 3,618,800</u>	
		\$ 3,618,800
Long Range Facility Plan Recommendations		
Regional Campuses	\$ 1,405,000	
Central Campus	<u>\$ 1,910,000</u>	
		<u>\$ 3,315,000</u>
Total Capital Expenditures Budget		\$14,392,300

2021-2022 Capital Equipment Budget Request (Items \$50,000 or more)

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
Information Technology	District-Wide	P	Capital Contingency for Information Technology	IT renovations related to building remodeling requires contingency as needs become apparent throughout the remodeling project.	15 years	Continuous Quality Improvement	\$100,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	District-Wide	P	Smart Classrooms – NTC Connect (35 rooms)	Converting existing smart classrooms to the new NTC Connect format including the ability to conduct Zoom learning sessions.	5	Growth and Innovation	\$690,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	District-Wide	N	Virtual Desktop structure for students	Increase virtual desktop infrastructure to allow computer lab access to students at home.	5	Growth and Innovation	\$100,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	District-Wide	N	Laptop/MiFi vending \$15K/regional* 6 (Phillips, Antigo, Medford, Spencer, Merrill, Wausau)	Provide easy access to MiFi technology to the distance students.	5	Growth and Innovation	\$90,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	Campus-Wide	P	Advanced Technology Initiatives (*WorkDay \$1,600,000 implementation, \$360,000 annual maintenance for HR/FN) (People resources from Unborrowed Funds/Use of Fund Balance) (FY24 is a placeholder for WorkDay Student)	WorkDay is our replacement for PeopleSoft Human Resources and PeopleSoft Finance.	Non-Depreciable	Growth and Innovation	\$1,822,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	Antigo Campus	N	Technology Hub (\$50K trailer, \$12K MIFI, \$33,500 laptops, and other Technology)	The Regional Campus Technology Charter has specified technology initiatives which include items such as laptops, student MiFis, parking lot charging stations, enhanced campus space aesthetics, Business and Industry service model, virtual campus resources (Financial Aid, Career Coach, Advisor, ARC, Library, Help Desk, etc.).	5 years	Growth and Innovation	\$165,655	7/1/2021	6/30/2022	6/30/2022
Information Technology	Phillips Campus	N	Technology Hub	The Regional Campus Technology Charter has specified technology initiatives which include items such as laptops, student MiFis, parking lot charging stations, enhanced campus space aesthetics, Business and Industry service model, virtual campus resources (Financial Aid, Career Coach, Advisor, ARC, Library, Help Desk, etc.).	5 years	Growth and Innovation	\$70,155	7/1/2021	6/30/2022	6/30/2022
Information Technology	Phillips Campus	N	Technology Hub (\$50K trailer, \$12K MIFI, \$33,500 laptops)	The Regional Campus Technology Charter has specified technology initiatives which include items such as laptops, student MiFis, parking lot charging stations, enhanced campus space aesthetics, Business and Industry service model, virtual campus resources (Financial Aid, Career Coach, Advisor, ARC, Library, Help Desk, etc.).	5 years	Growth and Innovation	\$95,500	7/1/2021	6/30/2022	6/30/2022
Information Technology	Microcomputers & Consulting	R	Maintain 3-year Replacement of lab workstations and 5-year Employee.	Workstation replacements per the long-term computer refresh plan.	5 years	Growth and Innovation	\$400,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	Microcomputers & Consulting	P	Advanced Consulting Line Item (Kamran, Steve, Kurt)	District wide and distance learner impact.	Non-Depreciable	Growth and Innovation	\$506,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	Network Equipment – Servers / Repairs	R	Data Cabling & Telephones in remodeled areas	Renovations related to building remodeling.	15 years	Growth and Innovation	\$50,000	7/1/2021	6/30/2022	6/30/2022

2021-2022 Capital Equipment Budget Request (Items \$50,000 or more)

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
Information Technology	Network Equipment – Servers / Repairs	N	Cameras and Equipment for Safety & Security	Increased Safety and Security for all students and staff.	15 years	Continuous Quality Improvement	\$75,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	Network Equipment – Servers / Repairs	R	Server/Network/PC Replacement	Servers that provide services and communications within the network as well as the network itself need regular maintenance and replacement.	5 years	Growth and Innovation	\$300,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	Network Equipment – Servers / Repairs	R	CHS Network Switch Replacement	Network switch replacement for the Center for Health Sciences building per the long-term switch replacement plan.	5 years	Growth and Innovation	\$100,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	Network Equipment – Servers / Repairs	P	HD Video Conferencing (IVC sub committee recommendation-replace technology)	Convert our IVC system/Smart Classrooms per the NTC Connect plan.	5 years	Continuous Quality Improvement	\$300,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	Network Equipment – Servers / Repairs	P	PeopleSoft Replacement (add to PS reserves)	Building reserves to pay for the replacement of PeopleSoft software.	Non-Depreciable	Growth and Innovation	\$750,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	Network Equipment – Servers / Repairs	P	PeopleSoft Upgrades	Software maintenance on this system is required and a replacement plan is currently under development.	Non-Depreciable	Growth and Innovation	\$115,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	Network Equipment – Servers / Repairs	N	Regional Campus Technology Center (RCTC) plan Cellular LTE Point of Presence Site	Pilot the feasibility of providing LTE internet access to students within 7 miles of the Center for Excellence in Agriculture.	5	Growth and Innovation	\$50,000	7/1/2021	6/30/2022	6/30/2022
Information Technology	Distance Ed Leases	P	Charter and other providers (Wide Area Network)	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	\$74,820	7/1/2021	6/30/2022	6/30/2022
Information Technology	Licenses	P	Microsoft software and other software licenses	Software licenses necessary to conduct business and training throughout the District.	Non-Depreciable	Growth and Innovation	\$955,782	7/1/2021	6/30/2022	6/30/2022

2021-2022 Capital Equipment Budget Request (Items \$50,000 or more)

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	District-Wide	R	Construction Contingency	Renovations related to building remodeling requires contingency as needs become apparent during remodeling projects.	15 years	Continuous Quality Improvement	\$100,000	7/1/21	6/30/22	6/30/2022
Facilities	Wausau Campus	R	Automotive Air Handler	Life cycle replacement	15 years	Continuous Quality Improvement	\$75,000	7/1/2021	9/24/2021	6/30/2022
Facilities	Wausau Campus	R	CHS HVAC Upgrades (Phase 1)	Life cycle replacement	15 years	Continuous Quality Improvement	\$200,000	7/1/21	6/30/22	6/30/2022
Facilities	Wausau Campus	R	CHS Roof Top Exhaust Fan Replacement & Fan Wall (Phase II)	Life cycle replacement	15 years	Continuous Quality Improvement	\$200,000	7/1/21	6/30/22	6/30/2022
Facilities	Wausau Campus	R	E101 & E102 Improvements	Enlarge E101/102 conference space by replacing wall dividers and minor facility improvements. (FTE)	15 Years	Continuous Quality Improvement	\$50,000	7/1/2021	9/24/2021	6/30/2022
Facilities	Wausau Campus	R	G Building AHU Replacement (moved from FY2021-22 to cover Diesel Parking Lot)	Life cycle replacement	15 Years	Continuous Quality Improvement	\$150,000	7/1/21	6/30/22	6/30/2022
Facilities	Wausau Campus	R	H Building Roof Replacement	Life cycle replacement	15 years	Continuous Quality Improvement	\$350,000	7/1/2021	9/24/2021	6/30/2022
Facilities	Wausau Campus	N	Industry 4.0 Addition	Expand the AME Lab in the I Building to provide new space for Industry 4.0 programming. (FTE)	25 years	Continuous Quality Improvement	\$400,000	7/1/21	6/30/22	6/30/2022
Facilities	Wausau Campus	R	Lighting Upgrade to LED	Lighting upgrades to LED.	15 years	Continuous Quality Improvement	\$50,000	7/1/2021	9/24/2021	6/30/2022
Facilities	Wausau Campus	R	Sidewalk Replacement/Curb Replacement	Sidewalk/curb replacement on Wausau Campus.	15 years	Continuous Quality Improvement	\$200,000	7/1/2021	9/24/2021	6/30/2022
Facilities	Wausau Campus	R	Student Services Reconfiguration	Reconfigure Student Services office cubicles to comply with Covid social distancing guidelines, increase staff capacity for additional grant positions, and erect privacy walls around the One-Stop and Student Finance counters.	15 years	Continuous Quality Improvement	\$135,000	7/1/2021	9/24/2021	
Facilities	Phillips Campus	R	Phillips Technology Hub	Renovate portions of the Phillips Campus to create a new Technology Hub. The hub will provide greater internet access for students in the rural Phillips community.	15 years	Continuous Quality Improvement	\$310,000	7/1/21	6/30/22	6/30/2022
Facilities	Phillips Campus	N	Welding Dust Collection (Future Overhead Manifold, Requires Learning Collaboration)	Upgrade ventilation system in Phillips welding lab for new equipment and increased student safety.	15 years	Continuous Quality Improvement	\$60,000	7/1/21	6/30/22	6/30/2022
Facilities	Agriculture Center of Excellence	R	Robotic Milker	Life cycle replacement.	15 years	Continuous Quality Improvement	\$100,000	7/1/2021	9/24/2021	6/30/2022
Facilities	Agriculture Center of Excellence	R	Showers/Lockers/Water Storage	Install additional showers/lockers/and water storage capacity to meet Covid social distancing guidelines and protect staff, students, and animals for infection.	15 years	Continuous Quality Improvement	\$350,000	7/1/21	6/30/22	
Facilities	Agriculture Center of Excellence	R	VetTech Lab/Classroom Renovation	Renovate portions of the Agricultural Center of Excellence to provide mock x-ray suites for the VetTech Program.	15 years	Continuous Quality Improvement	\$50,000	7/1/21	6/30/22	6/30/2022

2021-2022 Capital Equipment Budget Request (Items \$50,000 or more)

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	Antigo Campus	R	Antigo Technology Hub	Renovate portions of the Antigo Campus to create a new Technology Hub. The hub will provide greater internet access for students in the rural Antigo community.	15 years	Continuous Quality Improvement	\$360,000	7/1/21	6/30/22	6/30/2022
Facilities	Antigo Campus	R	Saw Filing Improvements	Aesthetic improvements to the old AutoBody Shop for new Wood Saw Filing Program. (FTE)	15years	Continuous Quality Improvement	\$150,000	7/1/2021	9/24/2021	6/30/2022

2021-2022 Capital Equipment Budget Request (Items \$50,000 or more)

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
Learning	District-Wide	N/R	Emergency Dollars for Learning Capital equipment and projects	Emergency capital dollars for equipment requiring unexpected replacement / fix or new initiative equipment needed during the year.	5 years	Growth and Innovation	\$81,376	7/1/2021	6/30/2022	6/30/2022
Learning	Agriculture Center of Excellence	R	Electrical Power Distribution Equipment	Used Digger/Derrick – current digger/derrick is a 2006 vintage truck. This equipment sees heavy use throughout the program, and is integral to the curriculum.	5 years	Continuous and Quality Improvement	\$110,000	7/1/2021	6/30/2022	6/30/2022
Learning	Agriculture Center of Excellence	N/R	Farm Learning Equipment	Skid Steer with pilot controls + Corn planter/sprayer tractor + New CVT program equipment.	5 years	Growth and Innovation	\$299,500	7/1/2021	6/30/2022	6/30/2022
Learning	Agriculture Center of Excellence	R	Robotic Milker	Current Robotic Milker is over 10 years old and is due for an update.	10 years	Continuous and Quality Improvement	\$125,000	7/1/2021	6/30/2022	6/30/2022
Learning	Wausau Campus	N	Clark Island Innovation Center	Industry 4.0 Equipment	5 years	Growth and Innovation	\$65,000	7/1/2021	6/30/2022	6/30/2022
Learning	Wausau Campus	N	Civil Engineering Technology Equipment	Drone Package + Survey Equipment Storage Cabinets + GPS Package. This is a new program and we need the equipment to deliver a high quality class.	5 years	Growth and Innovation	\$95,000	7/1/2021	6/30/2022	6/30/2022
Learning	Wausau Campus	R	Dental Equipment	Six Dental Operatory chairs – they need to be replaced periodically due to high use in the clinic.	5 years	Continuous and Quality Improvement	\$136,000	7/1/2021	6/30/2022	6/30/2022
Learning	Wausau Campus	R/N	Diesel Equipment	Used Class 8 Tractor with Updated Technology - to allow the program to stay current with the latest advances in technology.	5 years	Continuous and Quality Improvement	\$80,000	7/1/2021	6/30/2022	6/30/2022
Learning	Wausau Campus	R	Electromechanical Technology Equipment	Two Fluid Power Trainer and Six Mechatronics Trainers.	5 years	Continuous and Quality Improvement	\$75,500	7/1/2021	6/30/2022	6/30/2022
Learning	Wausau Campus	N	Industry 4.0 Addition	Equipment to develop a unique one of a kind production cell, that not only has the ability to serve as a show piece for students and industry partners but uses the latest industry 4.0 technology that will help us educate and prepare current and future students for a successful career in high-tech industry 4.0 manufacturing.	5 years	Growth and Innovation	\$1,435,000	7/1/2021	6/30/2022	6/30/2022
Learning	Wausau Campus	P	Miller Welding Agreement	Leasing of new welding equipment which allows NTC's welding lab to stay on the cutting edge of welding equipment and in line with industry standards.	5 years	Continuous and Quality Improvement	\$63,024	7/1/2021	6/30/2022	6/30/2022
Learning	Wausau Campus	N	Saw Filing Equipment	Equipment for new Saw Filing certificate which will create one of, if not the only saw filing program at an institution of higher education. Equipment purchased will be for both band and circular saws, and fill a needed gap in training for the woods industry.	5 years	Growth and Innovation	\$173,000 + \$102,000 Donations	7/1/2021	6/30/2022	6/30/2022

2021-2022 Capital Equipment Budget Request (Items \$50,000 or more)

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
Learning	Merrill Public Safety Center of Excellence	R	CDL Equipment	New Class A Tractor - Sleeper cab truck with 10 speed transmission. We need to continue to update our fleet to ensure we have working trucks for our students.	5 years	Continuous and Quality Improvement	\$100,000	7/1/2021	6/30/2022	6/30/2022
Learning	Merrill Public Safety Center of Excellence	N	EMS & Paramedic Equipment	Four Ares Mid Fidelity Manikin - The State of Wisconsin EMS allows some competencies to be done on advanced simulation manikins. These new manikins will allow for different medical and traumatic scenarios. Portability will allow for use at all our campuses.	5 years	Growth and Innovation	\$100,000	7/1/2021	6/30/2022	6/30/2022
Learning	Merrill Public Safety Center of Excellence	R	EMS & Paramedic Equipment	Ambulance & Stryker Power Cot - Our current 2004 ambulance (230,000 miles) has continual numerous mechanical problems with it and it has become a vehicle we can't rely on.	5 years	Continuous and Quality Improvement	\$173,000	7/1/2021	6/30/2022	6/30/2022

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

MEETING DATE: May 4, 2021

TOPIC: Tentative Approval of Fiscal Year 2021-2022 Budget Summary and confirming a Budget Hearing Date

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

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

DATA/RESULTS: Board adoption is requested on the tentative budget summary included in the board meeting packet. The purpose for adopting this tentative budget summary is to allow time for citizen input prior to the June board meeting when final approval is sought. A public hearing is proposed for Tuesday, June 8, 2021, at Noon (12:00 p.m.) at NTC, Center for Health Sciences Room 1004, 1000 W. Campus Drive, Wausau, and on Microsoft Teams.

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:

To approve the tentative fiscal year 2021-2022 budget summary and encourage all interested parties to attend a Public Hearing to be held at Noon (12:00 p.m.) on Tuesday, June 8, 2021, at NTC, Center for Health Sciences Room 1004, 1000 W. Campus Drive, Wausau, and on Microsoft Teams for the purpose of allowing citizen input.

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

Signed _____ 

Dated May 4, 2021

Northcentral Technical College
BUDGET SUMMARY AND NOTICE OF PUBLIC HEARING
July 1, 2021 - June 30, 2022

	General and Special Revenue Funds (Operational)			All Other Funds		
	Actual 2019-2020	Estimated (1) 2020-2021	Budget 2021-2022	Actual 2019-2020	Estimated (1) 2020-2021	Budget 2021-2022
SOURCES OF FUNDS						
<u>Revenue</u>						
Local Revenue-Property Tax	\$10,660,884	\$11,140,437	\$11,140,437	\$13,233,302	\$11,787,528	\$11,787,528
Revenue Recognized from Prior Levy	0	0	0	0	0	0
State	22,471,332	22,330,989	22,070,809	1,592,390	1,620,416	1,640,316
Student Fees	10,580,224	10,464,000	10,545,036	245,582	250,000	252,500
Institutional (2)	6,065,075	5,258,903	5,647,340	9,341,275	8,330,603	8,758,690
Federal	1,723,259	1,835,449	3,204,968	11,230,409	11,300,401	16,488,943
Total Revenue	\$51,500,774	\$51,029,778	\$52,608,590	\$35,642,958	\$33,288,948	\$38,927,977
<u>Other Funding Sources:</u>						
Proceeds from Debt	\$0	\$0	\$0	\$10,419,325	\$13,400,000	\$11,900,000
Interfund Transfers In	447,149	0	490,000	400,000	7,056	15,000
Reductions in Fund Balance	0	122,733	1,600,000	1,474,812	1,217,444	2,483,734
Total Sources of Funds	\$51,947,923	\$51,152,511	\$54,698,590	\$47,937,095	\$47,913,448	\$53,326,711
USES OF FUNDS						
<u>Expenditures</u>						
Instruction	\$31,359,989	\$30,435,054	\$33,694,205	\$2,326,679	\$2,904,240	\$4,709,919
Instructional Resources	1,009,220	861,072	1,350,831	980,446	1,241,058	2,195,920
Student Services	3,941,719	4,201,173	4,827,403	12,517,186	11,942,331	15,144,302
General Institutional	9,018,439	9,155,560	10,140,947	4,529,270	3,911,246	5,454,794
Physical Plant	3,700,796	3,993,121	4,288,417	17,896,091	16,746,984	17,065,925
Auxiliary Service	0	0	0	8,480,726	8,350,500	8,531,000
Public Service	0	0	0	0	0	0
Total Expenditures	\$49,030,163	\$48,645,980	\$54,301,803	\$46,730,398	\$45,096,359	\$53,101,860
<u>Other Uses</u>						
Interfund Transfers Out	\$829,517	\$7,056	\$365,000	\$17,632	\$0	\$140,000
Increases to Fund Balance	2,088,243	2,499,475	31,787	1,189,065	2,817,089	84,851
Total Uses of Funds	\$51,947,923	\$51,152,511	\$54,698,590	\$47,937,095	\$47,913,448	\$53,326,711
FUND BALANCE						
Beginning	\$17,177,155	\$19,265,398	\$21,642,140	\$21,868,840	\$21,583,093	\$23,182,738
Ending	19,265,398	21,642,140	20,073,927	21,583,093	23,182,738	20,783,855
Less:						
Committed Fund Balance	16,365,398	18,864,873	18,896,660	6,919,006	5,732,372	5,511,972
Fund Balance Designated for Subsequent Year	\$2,900,000	\$2,777,267	\$1,177,267	\$14,664,087	\$17,450,366	\$15,271,883

PROPERTY TAX AND EXPENDITURE HISTORY

Year	Equalized Valuation	Operational	Debt Service	Mill Rate	Percent Inc/(Dec)
2018	\$16,025,457,462	0.64225	0.62620	1.26845	n/a
2019	\$16,540,469,445	0.63237	0.63005	1.26242	-0.48%
2020	\$17,244,992,207	0.63192	0.63817	1.27009	0.61%
2021	\$18,157,430,905	0.62456	0.63817	1.26273	-0.58%
2022 (3)	\$18,157,430,905	0.62456	0.63817	1.26273	0.00%

Year	Total Expenditures All Funds	Expenditure Inc/(Dec)	Tax Levy	Tax Levy Inc/(Dec)	Tax on \$100,000 of Property
2018	\$96,324,402	n/a	\$20,327,421	n/a	\$126.85
2019	\$93,268,162	-3.17%	\$20,881,030	2.72%	\$126.24
2020	\$95,760,561	2.67%	\$21,902,757	4.89%	\$127.01
2021 (1)	\$93,742,339	-2.11%	\$22,927,965	4.68%	\$126.27
2022 (3)	\$107,403,663	14.57%	\$22,927,965	0.00%	\$126.27

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

NOTICE OF PUBLIC HEARING

A public hearing on the proposed 2021-2022 budget for the Northcentral Technical College District will be held at Northcentral Technical College, Center for Health Sciences Room 1004, 1000 West Campus Drive, Wausau, WI 54401 and on Microsoft Teams on Tuesday, June 8, 2021 at Noon (12:00 p.m.).

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

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

MEETING DATE: May 4, 2021

TOPIC: 2020-2021 Budget Modifications

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

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

DATA/RESULTS: The attached resolutions authorize 2020-2021 budget modifications in accordance with Wisconsin Statute 65.90. As a normal course of business, routine transfers within board parameters are made to the budget during the year. Annual budget modifications are made in May prior to the adoption of the 2021-2022 budget, when Financial Services *estimates* 2020-2021 actual revenues and expenditures.

The attached budget modifications are typical for funds within NTC’s \$94 million budget. A brief explanation of the budget transfers and purpose of each are listed at the bottom of the resolutions.

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:

To approve the budget modification resolutions as attached.

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

Signed Lori A. Weyers

Dated May 4, 2021

GENERAL FUND
BUDGET TRANSFER RESOLUTION
2020-2021 Budget

WHEREAS, the Northcentral Technical College District general fund total resources are \$566,278 greater than budgeted for the fiscal year 2020-2021, and

WHEREAS, total uses in the District's general fund are \$566,278 greater than budgeted for fiscal year 2020-2021,

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

NOTE: The General Fund accounts for all financial activities except those required to be accounted for in another fund. The fiscal year 2021 budget was built conservatively on the front end of the pandemic. Since then the College has received outside funding to address many costs associated with the pandemic. Further, state revenues were not impacted as deeply as originally planned. Additionally, the College is running lean with regard to operational expenses and experiencing savings due to the change in business operations during the pandemic; examples of savings areas include travel and professional development, supplies, and contracted services. Further, the College has been careful to scrutinize each position and consider potential replacement options when resignations or retirements have occurred. The College continues to operate conservatively with regard to spending.

**Northcentral Technical College
General Fund
Budget Transfer Resolution
2020-2021 Budget**

<u>RESOURCES</u>	<u>2020-2021 Budget</u>	<u>Recommended 2020-2021 Adjusted Budget</u>	<u>Difference</u>
Revenues:			
Local Government	\$9,597,520	\$10,040,437	\$442,917
State	18,999,198	19,988,000	988,802
Program Fees	7,932,800	8,900,000	967,200
Material Fees	517,765	475,000	(42,765)
Other Student Fees	189,000	460,000	271,000
Institutional	398,000	192,500	(205,500)
Federal	0	8,000	8,000
Total Revenues	<u>37,634,283</u>	<u>40,063,937</u>	<u>2,429,654</u>
Transfers from Reserves and Designated Fund Balances:*			
Designated for Operations	1,769,214	0	(1,769,214)
Designated for Post-Employment Benefits	0	0	0
Designated for State Aid Fluctuations	108,196	14,034	(94,162)
Designated for Subsequent Year	0	0	0
Designated for Subsequent Years	0	0	0
Total Transfers	<u>1,877,410</u>	<u>14,034</u>	<u>(1,863,376)</u>
Other Funding Sources:			
Interfund Transfers In	0	0	0
Total Transfers	<u>0</u>	<u>0</u>	<u>0</u>
Total Resources	<u>\$39,511,693</u>	<u>\$40,077,971</u>	<u>\$566,278</u>
<u>USES</u>			
Expenditures:			
Instructional	\$23,220,933	\$22,050,000	(\$1,170,933)
Instructional Resources	790,319	709,000	(81,319)
Student Services	2,664,449	2,515,000	(149,449)
General Institutional	8,824,807	8,582,000	(242,807)
Physical Plant	4,011,185	3,708,462	(302,723)
Public Service	0	0	0
Total Expenditures	<u>39,511,693</u>	<u>37,564,462</u>	<u>(1,947,231)</u>
Transfer to Reserves and Designated Fund Balances:*			
Designated for Operations	0	2,018,613	2,018,613
Designated for Post-Employment Benefits	0	494,896	494,896
Designated for State Aid Fluctuations	0	0	0
Designated for Subsequent Year	0	0	0
Designated for Subsequent Years	0	0	0
	<u>0</u>	<u>2,513,509</u>	<u>2,513,509</u>
Interfund Transfers Out	0	0	0
	<u>0</u>	<u>0</u>	<u>0</u>
Total Uses	<u>\$39,511,693</u>	<u>\$40,077,971</u>	<u>\$566,278</u>

*Represents increase or decrease to designated balance.

Proposed for Board Action
May 4, 2021

SPECIAL REVENUE FUND - OPERATIONAL
BUDGET TRANSFER RESOLUTION
2020-2021 Budget

WHEREAS, the Northcentral Technical College District special revenue fund - operational total resources are \$387,566 greater than budgeted for the fiscal year 2020-2021,
and

WHEREAS, total uses in the District's special revenue fund - operational are \$387,566 greater than budgeted for fiscal year 2020-2021,

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

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

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

The decline in state revenue is due to a delay in Nursing Consortium and Applied Engineering Technology Associate Degree - Smart Manufacturing Project-Based Learning grant activity to year two of two year grants. A large portion of the increase in institutional revenue is due to increased Dual Credit contract revenue over original budget. Dual Credit contracts provide distance learning opportunities to high schools. The increase in Federal revenue is due to a combination of CARES/CRRSAA funding received along with the RAISE EM UP grant award. Corresponding expenses have increased.

**Northcentral Technical College
Special Revenue Fund - Operational
Budget Transfer Resolution
2020-2021 Budget**

<u>RESOURCES</u>	<u>2020-2021 Budget</u>	<u>Recommended 2020-2021 Adjusted Budget</u>	<u>Difference</u>
Revenues:			
Local Government	\$1,100,000	\$1,100,000	\$0
State	2,489,891	2,342,989	(146,902)
Program Fees	230,000	188,500	(41,500)
Material Fees	33,220	25,500	(7,720)
Other Student Fees	437,774	415,000	(22,774)
Institutional	4,755,533	5,066,403	310,870
Federal	1,513,907	1,827,449	313,542
Total Revenues	<u>10,560,325</u>	<u>10,965,841</u>	<u>405,516</u>
Other Sources			
Interfund Transfers In	<u>0</u>	<u>0</u>	<u>0</u>
Total Other Sources	<u>0</u>	<u>0</u>	<u>0</u>
Transfers from Reserves and Designated Fund Balances:*			
Designated for Operations	140,683	0	(140,683)
Designated for Subsequent Year	<u>0</u>	<u>122,733</u>	<u>122,733</u>
Total Transfers	<u>140,683</u>	<u>122,733</u>	<u>(17,950)</u>
Total Resources	<u>\$10,701,008</u>	<u>\$11,088,574</u>	<u>\$387,566</u>
 <u>USES</u>			
Expenditures:			
Instructional	\$8,131,283	\$8,385,054	\$253,771
Instructional Resources	41,072	152,072	111,000
Student Services	1,604,529	1,686,173	81,644
General Institutional	473,055	573,560	100,505
Physical Plant	433,969	284,659	(149,310)
Public Service	<u>0</u>	<u>0</u>	<u>0</u>
Total Expenditures	<u>10,683,908</u>	<u>11,081,518</u>	<u>397,610</u>
Transfers to Reserves and Designated Fund balances:*			
Designated for Operations	<u>0</u>	<u>0</u>	<u>0</u>
Total Transfers	<u>0</u>	<u>0</u>	<u>0</u>
Other Uses			
Interfund Transfers Out	<u>17,100</u>	<u>7,056</u>	<u>(10,044)</u>
Total Other Uses	<u>17,100</u>	<u>7,056</u>	<u>(10,044)</u>
Total Uses	<u>\$10,701,008</u>	<u>\$11,088,574</u>	<u>\$387,566</u>

*Represents increase or decrease to designated balance.

Proposed for Board Action
May 4, 2021

SPECIAL REVENUE FUND - NON-AIDABLE
BUDGET TRANSFER RESOLUTION
2020-2021 Budget

WHEREAS, the Northcentral Technical College District special revenue fund - non-aidable total resources are (\$1,396,552) less than budgeted for the fiscal year 2020-2021,
and

WHEREAS, total uses in the District's special revenue fund - non-aidable are (\$1,396,552) less than budgeted for fiscal year 2020-2021,

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

NOTE: The Special Revenue Fund - Non-Aidable includes resources held for the benefit of individuals where the college has administrative involvement. The College implemented a reporting change (GASB 84) fiscal year end 2020, which removed custodial accounts such as student clubs and student governing board activities from the College books. As a result, this fund primarily consists of Financial Aid activity, student accident insurance, and college security. Additionally, student payments provided by grants flow through this fund.

Other Student Fees and Institutional revenue reductions are residual adjustments due to GASB 84 implementation. CARES Act student aid awards for the prior fiscal year increased, thus decreasing the amount remaining for fiscal year 2021; this adjustment is in the federal revenue category. Federal student aid amounts also decreased (Pell and Stafford loans). Corresponding expense budgets have decreased as well.

**Northcentral Technical College
Special Revenue Fund - Non-Aidable
Budget Transfer Resolution
2020-2021 Budget**

<u>RESOURCES</u>	<u>2020-2021 Budget</u>	<u>Recommended 2020-2021 Adjusted Budget</u>	<u>Difference</u>
Revenues:			
Local Government	\$200,000	\$200,000	\$0
State Aids	1,190,300	1,241,730	51,430
Other Student Fees	792,850	250,000	(542,850)
Institutional	210,000	56,000	(154,000)
Federal	<u>10,893,720</u>	<u>10,152,632</u>	<u>(741,088)</u>
Total Revenues	<u>13,286,870</u>	<u>11,900,362</u>	<u>(1,386,508)</u>
Transfers from Reserves and Designated Fund Balances:*			
Reserve for Student Organizations	<u>0</u>	<u>0</u>	<u>0</u>
Total Transfers	<u>0</u>	<u>0</u>	<u>0</u>
Other Funding Sources:			
Interfund Transfers In	<u>17,100</u>	<u>7,056</u>	<u>(10,044)</u>
Total Transfers	<u>17,100</u>	<u>7,056</u>	<u>(10,044)</u>
Total Resources	<u><u>\$13,303,970</u></u>	<u><u>\$11,907,418</u></u>	<u><u>(\$1,396,552)</u></u>
<u>USES</u>			
Expenditures:			
Instructional	\$0	\$0	\$0
Student Services	13,113,163	11,876,608	(1,236,555)
General Institutional	0	0	0
Public Service	<u>50,000</u>	<u>0</u>	<u>(50,000)</u>
Total Expenditures	<u>13,163,163</u>	<u>11,876,608</u>	<u>(1,286,555)</u>
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Student Organizations	<u>140,807</u>	<u>30,810</u>	<u>(109,997)</u>
Total Transfers	<u>140,807</u>	<u>30,810</u>	<u>(109,997)</u>
Other Uses:			
Interfund Transfers Out	<u>0</u>	<u>0</u>	<u>0</u>
	<u>0</u>	<u>0</u>	<u>0</u>
Total Uses	<u><u>\$13,303,970</u></u>	<u><u>\$11,907,418</u></u>	<u><u>(\$1,396,552)</u></u>

*Represents increase or decrease to designated balance.

Proposed for Board Action
May 4, 2021

CAPITAL PROJECTS FUND
BUDGET TRANSFER RESOLUTION
2020-2021 Budget

WHEREAS, the Northcentral Technical College District capital projects fund total resources are \$402,868 greater than budgeted for the fiscal year 2020-2021, and

WHEREAS, total uses in the District's capital projects fund are \$402,868 greater than budgeted for fiscal year 2020-2021,

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

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

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

It is typical to change the timing of projects due to changes in weather and changes in instructional plans. The largest adjustment accounts for Federal CARES/CRRSAA funding received and spent on related capital pandemic expenses.

**Northcentral Technical College
Capital Projects Fund
Budget Transfer Resolution
2020-2021 Budget**

<u>RESOURCES</u>	<u>2020-2021 Budget</u>	<u>Recommended 2020-2021 Adjusted Budget</u>	<u>Difference</u>
Revenues:			
Local Government	\$0	\$0	\$0
State	593,062	378,686	(214,376)
Institutional	611,484	86,959	(524,525)
Federal	6,000	1,147,769	1,141,769
Total Revenues	<u>1,210,546</u>	<u>1,613,414</u>	<u>402,868</u>
Transfers from Reserves and Designated Fund Balances:*			
Reserve for Capital Projects	0	0	0
Total Transfers	<u>0</u>	<u>0</u>	<u>0</u>
Other Funding Sources:			
Proceeds from Debt	13,000,000	13,000,000	0
Interfund Transfers In	0	0	0
Total Other Funding Sources	<u>13,000,000</u>	<u>13,000,000</u>	<u>0</u>
Total Resources	<u>\$14,210,546</u>	<u>\$14,613,414</u>	<u>\$402,868</u>
<u>USES</u>			
Expenditures:			
Instructional	\$3,195,958	\$2,904,240	(\$291,718)
Instructional Resources	1,190,574	1,241,058	50,484
Student Services	0	65,723	65,723
General Institutional	5,097,718	3,911,246	(1,186,472)
Physical Plant	4,463,233	3,704,868	(758,365)
Public Service	0	0	0
Total Expenditures	<u>13,947,483</u>	<u>11,827,135</u>	<u>(2,120,348)</u>
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Capital Projects	263,063	2,786,279	2,523,216
Total Transfers	<u>263,063</u>	<u>2,786,279</u>	<u>2,523,216</u>
Other Uses:			
Interfund Transfers Out	0	0	0
	<u>0</u>	<u>0</u>	<u>0</u>
Total Uses	<u>\$14,210,546</u>	<u>\$14,613,414</u>	<u>\$402,868</u>

*Represents increase or decrease to designated balance.

Proposed for Board Action
May 4, 2021

DEBT SERVICE FUND
BUDGET TRANSFER RESOLUTION
2020-2021 Budget

WHEREAS, the Northcentral Technical College District debt service fund total resources are (\$20,111) less than budgeted for the fiscal year 2020-2021, and

WHEREAS, total uses in the District's debt service fund are (\$20,111) less than budgeted for fiscal year 2020-2021,

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

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

**Northcentral Technical College
Debt Service Fund
Budget Transfer Resolution
2020-2021 Budget**

<u>RESOURCES</u>	2020-2021 Budget	Recommended 2020-2021 Adjusted Budget	<u>Difference</u>
Revenues:			
Local Government	\$11,005,237	\$11,587,528	\$582,291
Revenue Recognized from Prior Year Levy	0	0	0
Institutional	50,000	9,644	(40,356)
Total Revenues	<u>11,055,237</u>	<u>11,597,172</u>	<u>541,935</u>
Transfers from Reserves and Designated Fund Balances:*			
Reserve for Debt Service	1,606,990	1,044,944	(562,046)
Total Transfers	<u>1,606,990</u>	<u>1,044,944</u>	<u>(562,046)</u>
Other Funding Sources:			
Premium on Long-Term Debt	400,000	400,000	0
Interfund Transfers In	0	0	0
Total Transfers	<u>400,000</u>	<u>400,000</u>	<u>0</u>
Total Resources	<u><u>\$13,062,227</u></u>	<u><u>\$13,042,116</u></u>	<u><u>(\$20,111)</u></u>
 <u>USES</u>			
Expenditures:			
Physical Plant	\$13,062,227	\$13,042,116	(\$20,111)
Total Expenditures	<u>13,062,227</u>	<u>13,042,116</u>	<u>(20,111)</u>
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Debt Service	0	0	0
Total Transfers	<u>0</u>	<u>0</u>	<u>0</u>
Designated Fund Balance for Subsequent Year	0	0	0
Total Designated Fund Balance	<u>0</u>	<u>0</u>	<u>0</u>
Total Uses	<u><u>\$13,062,227</u></u>	<u><u>\$13,042,116</u></u>	<u><u>(\$20,111)</u></u>

*Represents increase or decrease to designated balance.

Proposed for Board Action
May 4, 2021

ENTERPRISE FUND
BUDGET TRANSFER RESOLUTION
2020-2021 Budget

WHEREAS, the Northcentral Technical College District enterprise fund total resources are (\$57,850) less than budgeted for the fiscal year 2020-2021, and

WHEREAS, total uses in the District's enterprise fund are (\$57,850) less than budgeted for fiscal year 2020-2021,

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

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

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

**Northcentral Technical College
Enterprise Fund
Budget Transfer Resolution
2020-2021 Budget**

<u>RESOURCES</u>	2020-2021 Budget	Recommended 2020-2021 Adjusted Budget	<u>Difference</u>
Revenues:			
Local Government	\$0	\$0	\$0
Institutional	2,067,850	2,082,000	14,150
Federal	<u>0</u>	<u>0</u>	<u>0</u>
Total Revenues	<u>2,067,850</u>	<u>2,082,000</u>	<u>14,150</u>
Transfers from Reserves and Designated Fund Balances:*			
Retained Earnings	<u>103,500</u>	<u>31,500</u>	<u>(72,000)</u>
Total Transfers	<u>103,500</u>	<u>31,500</u>	<u>(72,000)</u>
Interfund Transfers In	<u>0</u>	<u>0</u>	<u>0</u>
	<u>0</u>	<u>0</u>	<u>0</u>
Total Resources	<u><u>\$2,171,350</u></u>	<u><u>\$2,113,500</u></u>	<u><u>(\$57,850)</u></u>
 <u>USES</u>			
Expenditures:			
Auxiliary Services	<u>\$2,171,350</u>	<u>\$2,113,500</u>	<u>(\$57,850)</u>
Total Expenditures	<u>2,171,350</u>	<u>2,113,500</u>	<u>(57,850)</u>
Transfer to Reserves and Designated Fund Balances:*			
Retained Earnings	<u>0</u>	<u>0</u>	<u>0</u>
Total Transfers	<u>0</u>	<u>0</u>	<u>0</u>
Other Funding Uses:			
Interfund Transfers Out	<u>0</u>	<u>0</u>	<u>0</u>
Total Transfers	<u>0</u>	<u>0</u>	<u>0</u>
Total Uses	<u><u>\$2,171,350</u></u>	<u><u>\$2,113,500</u></u>	<u><u>(\$57,850)</u></u>

*Represents increase or decrease to designated balance.

Proposed for Board Action
May 4, 2021

INTERNAL SERVICE FUND
BUDGET TRANSFER RESOLUTION
2020-2021 Budget

WHEREAS, the Northcentral Technical College District internal service fund total resources are (\$713,000) less than budgeted for the fiscal year 2020-2021, and

WHEREAS, total uses in the District's internal service fund are (\$713,000) less than budgeted for fiscal year 2020-2021,

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

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

Self funded health insurance activity accounts for the bulk of the activity in this fund. The College based budget plans conservatively with family coverage, and also experienced fewer claims paid compared to prior years, possibly as a result of fewer individuals seeking medical care for routine visits or elective surgeries due to the pandemic.

**Northcentral Technical College
 Internal Service Fund
 Budget Transfer Resolution
 2020-2021 Budget**

<u>RESOURCES</u>	<u>2020-2021 Budget</u>	<u>Recommended 2020-2021 Adjusted Budget</u>	<u>Difference</u>
Revenues:			
Institutional	\$6,950,000	\$6,096,000	(\$854,000)
Total Revenues	<u>6,950,000</u>	<u>6,096,000</u>	<u>(854,000)</u>
Transfers from Reserves and Designated Fund Balances:*			
Retained Earnings	0	141,000	141,000
Total Transfers	<u>0</u>	<u>141,000</u>	<u>141,000</u>
Interfund Transfers In	<u>0</u>	<u>0</u>	<u>0</u>
	0	0	0
Total Resources	<u><u>\$6,950,000</u></u>	<u><u>\$6,237,000</u></u>	<u><u>(\$713,000)</u></u>
 <u>USES</u>			
Expenditures:			
Auxiliary Services	\$6,900,000	\$6,237,000	(\$663,000)
Total Expenditures	<u>6,900,000</u>	<u>6,237,000</u>	<u>(663,000)</u>
Transfer to Reserves and Designated Fund Balances:*			
Retained Earnings	50,000	0	(50,000)
Total Transfers	<u>50,000</u>	<u>0</u>	<u>(50,000)</u>
Interfund Transfers Out	<u>0</u>	<u>0</u>	<u>0</u>
	0	0	0
Total Uses	<u><u>\$6,950,000</u></u>	<u><u>\$6,237,000</u></u>	<u><u>(\$713,000)</u></u>

*Represents increase or decrease to designated balance.

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

MEETING DATE: May 4, 2021

TOPIC: 2021-22 Employee Salary/Wage Adjustments

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

Accordingly, he or she may not:

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

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

INTERPRETATION: The Board must authorize salary and benefit adjustments of employees.

DATA/RESULTS:

Board authorization is requested to implement July 1, 2021 salary/wage adjustments for employees. The proposed adjustments are aligned with the 2021-22 fiscal planning parameters presented to the Board and do not deviate materially from the geographical or professional market for the skills employed.

For Non-Represented employees, the following is proposed for 2021-22 and includes:

- 2% salary/wage increase, except
 - 0% salary/wage adjustment for casual, adjunct faculty, work-study and student employees based on market wages

AGENDA CATEGORY:

Regular Agenda

PROPOSED MOTION:

Approve the 2021-2022 employee salary/wage adjustments as indicated above.

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

Signed Dr. Lori A. Weyers

Dated 5/4/2021

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

MEETING DATE: May 4, 2021

TOPIC: Receipts & Expenditures

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

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

DATA/RESULTS: The following Status of Funds listing receipts and expenditures including operating transfers in the aggregate is included for informational purposes as of **March 31, 2021** (preliminary).

YTD Fund 1 – 7 Revenues: \$79,398,858.64

YTD Fund 1 – 7 Expenses: \$73,606,390.81

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. Weyns

Dated 5/4/2021

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

MEETING DATE: May 4, 2021

TOPIC: Personnel Changes

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

INTERPRETATION: NTC will follow Wisconsin Statute 118.22 (2) "...No teacher may be employed... except by a majority vote of the full membership of the board. Nothing in this section prevents the modification or termination of a contract by mutual agreement of the teacher and the board."

DATA/RESULTS: A request is made to approve the following personnel changes:

New Hires:

- Rex Anderson – Academic Video Production Specialist
- Kristine Clifford – Academic Coach, Writing
- Laura Gibbs – Human Resources Generalist
- Autumn Laabs – Instructional Assistant, Cosmetology
- Chelsea Martinez – Human Resources Generalist
- Bethany Snyder – Administrative Assistant, Health Sciences
- Paulette Vincent – Custodian

Resignations:

- Allegra Collidge – Faculty, Cosmetology
- Veronica Sachs – Student Success Assistant/Customer Service Representative

Retirement:

None

Position Eliminations:

None

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. Waynes

Dated 5/4/2021



TENTATIVE Board of Trustees Meetings – 2021-2022

Date	Event
2021	
Monday, July 12	Annual Organizational Meeting (Wausau)
Tuesday, August <u>10</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, September <u>21</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, October <u>19</u>	NTC Board & NTC Foundation Board Joint Lunch Regular NTC Board of Trustees Meeting (Wausau)
November	No Meeting in November
Tuesday, December <u>7</u>	Regular NTC Board of Trustees Meeting (Wausau)
2022	
Tuesday, January <u>11</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, February <u>8</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, March <u>8</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, April <u>5</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, May <u>3</u>	NTC Partner Award Recognition Lunch Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, June <u>7</u>	Public Hearing at Noon + Regular NTC Board of Trustees Meeting at 1:00pm (Wausau)
Monday, July 11	Annual Organizational Meeting (Wausau)

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

(Note – Due to COVID-19, the NTC Board of Trustees are not participating in lunch.)

Dental Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 03/31/2021

Time: 6:30pm – 7:30pm

Location: Zoom

Attendees

Industry Members:

- Dr. William Akey, Dentist, New Horizons Dental
- Paula Hamman, Dental Center Manager, Marshfield Clinic
- Aleena Lepak, Registered Dental Hygienist, Skutak Dental/Dr. Jennifer Havel
- Kara Rode, Registered Dental Hygienist, Weston Family Dental

NTC Team:

- Brenda Alberts, Dental Faculty
- Janet Baumann, Associate Dean of Health
- Brad Gast, Dean of Workforce Training and Professional Development
- Michelle Hilts, Dental Faculty and Program Director
- Deb Koziel, Dental Faculty
- Stacy Kunz, Clinical Coordinator
- Becky Leopold, Administrative Assistant, School of Health

Other:

- Sarah Poggi, 1st year Dental Hygiene Student

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

- Enrollment Update:
 - Dental Hygiene (DH):
 - NTC currently has 26 second year Dental Hygiene students, while Colby Community College (in Colby Kansas-CCC) currently has 11 students in Dental Hygiene.
 - NTC currently has 20 first year Dental Hygiene students, and CCC is currently at seven.
 - Dental Assisting (DA):

- NTC had 10 students start the DA program in spring 2021.
- National Boards and Clinical Exam (Central Regional Dental Testing Service):
 - Both the National Boards and Clinical Exam (CRDTS) affected by COVID.
 - National Boards have historically been an all-day exam; however, starting in July (2020) the exam was changed to a half-day format as many Dental Hygiene students, across the country, were being “bumped” from their all-day exam (day and time) in order for more essential workers/students (Nurses, EMT’s, for example) to test so that they (the more essential workers) could get out into their field and begin working during the COVID pandemic.
 - Central Regional Dental Testing Service (CRDTS) began offering mannequin based testing, in addition to the patient based testing, this past July. When our most recent graduates tested, they opted to take the patient based testing as, at that time, we were unsure if mannequin based testing would be accepted in Wisconsin. Since then, we have learned that mannequin based testing is accepted in Wisconsin.
 - Currently, 23 of the 26 students that will be graduating, have signed up to take the mannequin based test while the other 3 students are taking patient based testing as they are planning to move to another state and are unsure if mannequin based would be accepted for licensure. Students who are taking the mannequin based testing will be graded on calculus removal, probing, as well as an intra oral and extra oral portion.
- Articulation Agreement Updates:
 - NTC has two new articulation agreements, one with Purdue Global and the other with Marian University, for a Bachelor of Science (BS) degree completion. Marian University is a BS in DH and Purdue Global is a BS in Health Science.
- Club Updates:
 - This semester the Dental Hygiene Club has had a variety of guest speakers for the students and have been doing such activities as collecting donations for the Timberwolf Table (NTC’s food pantry), doing another care package for the troops, a women’s community food drive, a children and infants clothing and food drive, and a t-shirt fundraiser where the proceeds are going to Marshfield Clinic Children’s Hospital.

Program Modifications Discussion

- Students admitted to either the DH or Dental Assisting (DA) program, beginning in fall 2021, will be required to take a College 101 class. This is a one credit course that examines proven strategies designed to help learners achieve greater personal academic and professional success. Learners will apply personal responsibility thinking and behaviors; self-management, awareness, and motivation strategies; as well as interdependence skills to develop a proactive life plan. This class is a college requirement for graduation, not a program requirement.



NTC/WIOA Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 12/08/2020

Time: 11:00 a.m. – 12:30 a.m.

Location: Zoom

Attendees

Industry Members:

- Nikki Baron – Forward Service Corporation – WIOA Adult/Youth – Langlade County
- Robert Bauer – LETC
- Connie Heidemann – Marathon County Literacy Council
- Kaitlin ‘Katie’ Knospe – Forward Service Corporation
- Jennifer Krzmarcik - NCWWDB
- Monica Littlegeorge - LETC
- Nicole Rice – NCWWDB
- Dean Schultz - LETC
- Keele Westcott – DWD - DVR

NTC Team:

- Jeff Cichon – Director
- Ashley Deaver - Director
- Sarah Dillon – Dean
- Brad Gast – Dean
- Tanya Grupe – Adjunct Instructor
- Barb Juliano – Instructional Assistant
- Kathy Krause – Faculty
- Nicholas Lampone – Director
- Shannon Livingston – Dean
- Anessa Ludwig – Admin. Assistant
- Wendi Ludwig - Coordinator
- Katie Metko – Apprenticeship Manager

- Becky Michels – Regional Manager
- Ashlee Neve – Career Coach
- Angela Reimer – Reporting Specialist
- Brooke Schindler – Dean
- Justin Willis - Director
- Lindsey Zakrzewski – Coordinator

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

- Agenda Item 1: Welcome and Introductions
- Agenda Item 2: Updates and Highlights from Last Meeting
- Agenda Item 3: College-Wide Initiatives
- At NTC, we center our work around three wildly important goals: Increase/Strengthen Student Success; Grow the skilled workforce based on what local employers need in their industry; strengthen infrastructure.
- 5 presidential commitments from WTCS: Sustained conversations on systematic racism and policy reform; focus on equity in student access and success; use data to close equity gaps; review hiring and retention policies, increase transparency
- Soft skills to Success Skills: Updated in order to: streamline non-technical skill assessment in academics and co-curricular activities; create a shar focus on these skills; support our students to be as successful as possible; support our businesses by producing well-rounded graduates
- Soft Skills: Communicate effectively; think critically; demonstrate integrity; develop global awareness; act responsibly; work cooperatively; work productively
- Success Skills (proposed): Communicate effectively; think critically; models integrity; respects diversity
- Student Support: NTC is committed to help support students, especially during the COVID when they need it more now than ever: Timberwolf Table (food pantry), Peaceful Solutions Counseling, Timberwolf Learning Commons, CARES Act direct student funding, “It’s in Our Jeans” employee giving campaign, Student Scholarships.
- Agenda Item 4: Instructional Area/Program

A. Industry Trends

- Marathon County Job Center Partners: Marathon County Job Center (MCJC) is currently closed to the public, but MCJC and its partners are still providing services virtually and over the phone. Virtual/phone appointments are expected to last until the end of April.

- Wisconsin has been awarded the Support to Communities: Fostering Opioid Recovery Through Workforce Development Partnership Grant to provide training, career services, and supportive services to individuals impacted by the opioid crisis.
- Students have been doing a mix of online/in-person classes, but prefer in-person.
- There are still a lot of manufacturing positions available, but other areas are starting to slow down. There has been a decrease in the younger adult population (24 years and younger), and partners are also seeing less enrollment into programs such as FSET.
- The state has purchased an online job fair type platform, which will hopefully be available to use this winter or early spring.
- Marathon County Literacy Council (McLit) has struggled with helping individuals that have disabilities, hardships and other issues that have contributed to their difficulties with literacy, as they often are unfamiliar with/don't have access to technology, or they struggle to understand pronunciations with masks.

B. Program information

a. Enrollment Update

FTEs are down at the Marathon County Job Center. In 2019, we were at 1.3 FTE. In 2020 we had a banner year at 1.96 FTE, and this year we are at 0.5 FTE. We are hoping that the longer we have these online Life Skills workshops, the more people we will be able to provide services to.

b. New Programs (currently offered – Fall 20)

- Paralegal (Legal Studies/Paralegal effective 6/1/21) Associate Degree; Civil Engineering Technology Associate Degree; Human Resources Associate Degree; Business Operations Embedded Technical Diploma ETD; Supply Chain Specialist ETD; Early Childhood Teacher ETD; Industrial Automation ETD; Clinical Lab Assistant Certificate; E-sports Business Management Certificates; CDL Straight Truck Certificate.

c. NTC New Programs (coming soon)

- Law Enforcement in the 21st Century Associate Degree; Data Analytics Associate Degree; Veterinary Technician Associate Degree.

Certificates recently approved as WIOA credentials: Auto Collision, Electrical Maintenance, Microsoft Office, Small Business Bookkeeping, Marketing – Sales Representative, Digital Marketing Basics, and Applied Design Software, Bookkeeping Technology and Google IT.

Certificates submitted for WIOA credential approval: CDL Straight Truck

d. Career Cluster Resources

NTC has created a career cluster initiative. On a weekly basis (through May) we focus on different career clusters. The K12 team has been creating short videos that we're able to send to people so they can see the experience of what it's like to be NTC students, as well as learn about different career areas.

e. Career Exploration Workbook

Ashley Neve is working on a Career Exploration Workbook that will allow learners to look at different opportunities/areas here at NTC based on their skills, experience or personality, if they are still trying to figure out what field they are interested in.

f. Spring events

We are looking for feedback with creating a virtual (with an in-person option for those without the technology) event this spring, possibly in partnership with NTC. Not only would it promote NTC's programs, but it would focus on equity and inclusion. It would be similar to a career fair, but we would be able to highlight different resources that are available in the community. There could be a section on FSET, veteran services, etc. We will let everyone know once a decision has been made.

C. Curriculum/Assessment

a. Zoom to Your GED

We ran several 2-hour workshops via Zoom to help students that want to quickly brush up on their skills in Math, Science, Social Studies and Language Arts. We are looking to do that again in spring.

b. Update on Job Center Workshops

We have been running Life Skills Workshops virtually via Zoom since October. We have expanded our Life Skills workshops to the east region, and are looking to expand them to the west region as well.

D. Equipment/Facilities

- a. There is limited staff working at the Job Center right now. In-person services at the Job Center are not currently being held, and, instead, are being held virtually or over the phone.

E. Focus Discussion Item: CPL Opportunities at NTC & Grant related Activities

NTC was awarded a grant, and one of the activities that is a part of the grant is to increase opportunities for some of our underserved populations (incarcerated individuals, dislocated workers, and underemployed individuals) to receive credit for prior learning (CPL) specifically related to our Business Management pathway.

F. Workforce Training

a. Updates from Workforce Training and Development & Professional Development (including Move to Manufacturing & Career Skill Pathways)

Career Skill Pathways: We have broken down the Leadership Development Technical diploma into 2 to 3-hour modules. It assesses an individual's competency or skill, and then those individuals are able to get a skill badge identifying that they have met the requirements of that assessment. That launched in October, and we have 38 modules available on our website under "NTC Skill Paths." We have several more career skill pathways in development: Supervision, Lean, and Supply Chain.

Move to Manufacturing (MTM) launched this fall. Initially we had about 10 partner companies. We are currently in the process of partnering with CWIMMA (Central Wisconsin Metal Manufacturers Alliance), which would make this a really large program, as they will have approx. 90 partner companies (plus the 10 partner companies we have right now). There is an online module, as well as a hands-on workshop for 16 hours. Upon successful completion of the MTM program, they receive a certificate and a guaranteed interview. If they are hired, they are eligible for job bonuses.

Industrial Apprenticeship Advisory Committee

February 24, 2021; 11:00 AM – 12:30 PM

Zoom

Facilitator: Katie Metko

Recorder: Jessica Benton

Attendees

Industry Members

- | | |
|--|---|
| <ul style="list-style-type: none">• Don Sondelski (Ahlstrom-Munksjo/Mosinee)• Melanie Switlick (Ahlstrom-Munkjo/Mosinee)• Brad Richardson (Alliant Energy Corp)• Spencer Hamilton (Brakebush Brothers)• Bob Randall (Brakebush Brothers)• Charlie Dehnel (Domtar-Rothschild)• Janelle Nagrant (Domtar-Rothschild)• Scott Selting (Domtar-Rothschild)• Ingrid Burkhardt (Graphic Packaging Corp)• Jeff Young (Graphic Packaging Corp)• Chad Fictum (Green Bay Packaging)• Gary Christianson (Greenheck)• Jim King (Greenheck)• Kelly Wisniewski (Greenheck)• Trevor Ostrowski (Greenheck) | <ul style="list-style-type: none">• Gavin Makovsky (Industrial Machining & Repair)• Jake Holguin (Land O' Lakes)• Christian Neumann (LineTec)• Terry Kaiser (Marathon County)• Jordan Hudalla (Packaging Corp of America)• Courtney Pierson (Packaging Corp of America)• Rick Menning (Pixelle)• Lindsey Mylener (Pixelle)• Dave Halfmann (Regal-Beloit/Marathon Electric)• Steve Matuszewski (Regal-Beloit/Marathon Electric)• Greg Mattmiller (Wausau Tile)• Corrie Searles (Wausau Window & Wall)• Ben Stahlecker (Wi Dept of Workforce Development) |
|--|---|

NTC Staff:

- Katie Metko (Apprenticeship Manager, WT&PD)
- Marc Martindale (E&I Faculty)
- Jim Buck (E&I Faculty)
- Tad Masaros (Millwright/Maintenance Mechanic Faculty)
- Jeffrey Block (Machine Tool Faculty)
- Brad Gast (Dean, WT&PD)
- Jess Benton (Engineering & Adv. Manufacturing)

Other

Agenda Item 1: Welcome & Introductions

Presenter: Steve Matuszewski

Discussion:

- Steve welcomed all in attendance.
-

Action(s):

-

Person(s) Responsible:

-

Due Date(s):

-

Agenda Item 2: Recap/Update/Highlights from last meeting (9.16.2020)

Presenter: Katie Metko

Discussion

- The minutes were reviewed. Katie highlighted key discussion points from the previous meeting. There were no additional questions for follow-up discussions.

Action(s):

-

Person(s) Responsible:

-

Due Date(s):

Agenda Item 3: College-wide Initiatives

Presenter: Brad Gast

Discussion:

COVID update – protocols, vaccinations

- NTC is continuing all safety protocols for spring (masking, social distancing, stringent cleaning efforts)

- Efforts will continue as NTC monitors the health situation. Updates will be provided for summer and fall terms.

Dr. Weyers retirement

- Dr. Weyers announced that she will be retiring effective June 20, 2021.
- Currently, NTC’s Board of Trustees are conducting an internal search for her successor (TBA later in the spring term).

CRRSA Funding or CARES 2

- This is a second allocation of dollars provided for direct aid to students. The dollars must be used for direct COVID-related expenses. Examples include offering additional sections of classes to allow for social distancing, additional equipment acquisition, etc.
- NTC is currently evaluating the best use of funds received. CRRSA funding must be used by December 31, 2021.

<i>Action(s):</i> •	<i>Person(s) Responsible:</i> •	<i>Due Date(s):</i> •
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Agenda Item 4: Workforce Training & Professional Development Initiatives

Presenter: Brad Gast

Discussion:

- NTC is preparing for return to in-person classes summer 2021. Facilities will be available for conferences and rentals
- NTC Connect: Classrooms are being updated to provide the most flexibility. Moving forward, most offerings will have an in-person, Livestream and pre-recorded option available
- 2021 Grants focus on Leadership, CI and Safety. These dollars are available to offset the costs of training.
- NTC is currently collecting ideas for the FY2022 WAT grants.

<i>Action(s):</i> •	<i>Person(s) Responsible:</i> •	<i>Due Date(s):</i> •
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Agenda Item 5: Industry Trends

Presenter: various

- Ahlstrom-Munksjo/Mosinee (Don Sondelski/Melanie Switlick): Shared they have a number of retirements and are working to keep their ratios inline.
- Alliant Energy (Brad Richardson): The future of apprenticeship is uncertain given that Alliant Energy will be closing several of its facilities over the next few years.
- Brakebush Brothers (Spencer Hamilton): Business is going well and looking to make sure staffing on the line is at max capacity.
- Domtar – Rothschild (Charlie Dehnel): Domtar-Rothschild has several apprentices in the program, including a number of Millwrights, one Auto Mechanic and a Machinist that started this spring. For the fall, they intend on adding one Millwright (previously unassigned last summer). As for adding E&I apprentices, there’s uncertainty but Domtar-Rothschild will be working with NTC and DWD BAS to formulate a strategy.
- Graphic Packaging (Ingrid Burkhardt/Jeff Young): Graphic Packaging currently has four Millwrights and four E&I attending NTC. They currently do not foresee adding any new apprentices for Fall 2021. Business is doing well. Graphic Packaging had another installation on an M-40. They anticipate another M-40 installation in 2022. They are continuing to pursue additional training for their Electricians and Instrumentation because they have identified this as an area where they need additional bench strength in. Additionally, they will be looking to provide their journeymen and other apprentices’ instrumentation education. Finally, they are interested in Automation and Robotics to help address the labor shortfall.
 - Katie thanked Jeff for his feedback, especially given the interest in advancing technologies, integrating automation and robotics. She shared that more information regarding exciting

opportunities would be covered later in the agenda.

- Greenheck (Trevor Ostrowski): The Maintenance division is doing well. They recently added two new apprentices in addition to fast-tracking another apprentice. Their numbers are good, but they are anticipating retirements in the next year and will likely add a new apprentice Spring 2022.
- Greenheck/Tool & Die (Gary Christianson): Greenheck recently added a new division with a new director. The division will focus on robots and automation. Gary shared his excitement due to this new team will align with his Machine Development Center. He currently has nine Tool & Die apprentices. Greenheck is still evaluating labor numbers and will have to make decisions regarding adding additional apprentices in the near future. Finally, he shared an interest in additional GibbsCAM training opportunities. He shared that Jeff Block takes very good care of the apprentices.
- Industrial Machining & Repair (Gavin Makovsky): Currently have two tool & die apprentices. They are not anticipating adding on any new apprentices in the fall. That said, they're always looking for new employees and new pathways to attract new hires. He stated it would be nice to build relationships with area high schools and give site tours once the pandemic is under control. Business is doing very well.
- Land O'Lakes (Jake Holguin): Business is doing well. Land O'Lakes saw several retirements during the holidays and are expecting a few more during this year. Unfortunately, they've also lost a few employees expectantly, creating a tight ratio of journeymen to apprentices. All six apprentices enrolled at NTC are in the Maintenance Technician program. They also work with another school to help train their apprentices, given scheduling constraints. NTC is their preferred training site, they are planning on adding at least two more apprentices in the fall. He shared that new hires are "greener", having less experience and requiring more training time. Further, they are really struggling with electrical skills, especially as employees retire. It would be ideal to have the front-end of apprenticeship training focus on electrical (to meet their needs). There's a concern regarding the skill gaps. They are trying to recruit journeymen, but there's a labor shortage in skilled trades market.
 - Katie shared that the first two years of the Maintenance Technician program focused on electrical training. She also invited members to send her emails on additional training opportunities they are interested in seeing incorporated and/or emphasized in the curriculum.
- LineTec (Christian Neumann): Currently have three E&I apprentices and three Maintenance Technician apprentices. They're likely adding another E&I apprentice in the fall. He stated PLC programming/training are important to their company. Business is solid and LineTec is interested in adding a third-shift experienced maintenance associate. They have been searching for some time, but it's difficult to find skilled individuals interested in working third-shift. He reported that the apprentices are very satisfied with their instruction.
- PCA (Courtney Pierson): Currently have two E&I apprentices and six Millwright apprentices. Elsewhere, they've got two Pipefitters and one Welder. For the fall, they are looking to add an additional Millwright (NTC) and a Welder.
- Pixelle (Lindsey Mylener): Pixelle currently has three apprentices in the E&I program with one apprentice completing just the Instrumentation portion of the curriculum. They don't anticipate adding any new apprenticeships for 2021. They recently hired another journeyman. They anticipate more E&I retirees happening in 2022. Business has been good and Pixelle continues to stay very busy. She reported her apprentices were happy to have returned to classroom instruction.
- Regal-Beloit (Dave Halfmann): Regal-Beloit currently has two apprentices going through the Maintenance Technician program. He will have a lot of attrition over the next two years and anticipates adding on additional apprentices at that time. Regal-Beloit also has an apprentice in the E&I program. He had taken on an internship last fall from NTC and the student has been a very successful and valued addition to the team. It was shared that there would be the potential for adding on another Tool & Die apprentice next spring. Dave shared that he expects Regal-Beloit will be relying on internships and the apprenticeship programs more than in the past due to the lack of a skilled labor force. More information to be shared as the fall term approaches.
 - Katie reminded the committee with manufacturing technology advancing, it was possible to put forth additional/special provisions in the BAS contract so students are required to gain greater exposure/understanding of certain topics (i.e. Automation).

- Wausau Tile (Greg Mattmiller): Wausau Tile currently has one Maintenance Technician apprentice. Business has been steady. Wausau Tile is unable to comment or commit to any additional apprentices at this time. The company isn't hiring maintenance positions at present, but they are always looking to add to their production teams.
- Wausau Window & Wall (Corrie Searles): The next year will be extremely busy for the company due to a huge backlog of projects. They are trying to add an additional 100 to their staff. Currently, they have four apprentices in different programs. As one apprentice complete the program, Wausau Window and Wall will enroll a new apprentice. The biggest challenge they are currently facing is a lack of CNC training. They have been in contact with Jared Eggebrecht to bring additional training onsite.

Action(s):	Person(s) responsible:	Due Date(s):
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Agenda Item 6: Program Updates

Presenter: various

- Enrollment Report (*faculty*)
 - E&I – 46
 - Industrial Electricians - 5
 - Millwright/Maintenance Mechanics - 72
 - Maintenance Technicians – 16
 - Katie asked the advisory committee members whether there would be greater value in moving the start date for this program to the spring (as was done with Machinist/Tool & Die). She stated she'd reach out to the employers that may be most affected by this change to seek additional feedback/guidance.
 - Tool & Die - 17
- Apprenticeship Material Updates (*Katie Metko*)
 - NTC shared new marketing materials to increase awareness and interest in apprenticeship programs. One document was designed from the employer perspective in an effort to share the benefits of the apprenticeship program with new employers that may not be familiar with what apprenticeship is. This was developed in partnership with BAS.
 - The advisory committee members were asked whether they post their apprenticeship openings on Handshake (formerly TechConnect). While BAS partners with area job centers, in order for NTC to promote employment/apprenticeship opportunities, employers need to post opportunities on Handshake to make the position equal opportunity for all students. It was strong encouraged to have employers post their positions on Handshake and Job Center of Wisconsin as NTC will be encouraging students to view these two sites when looking for employment opportunities.
 - It was shared that NTC is currently developing two different registered apprenticeship videos. These will be shared at the next advisory committee meeting.
 - Apprentices will now be able to log into the student portal and access their related-instruction progress. This will be information the apprentice will be able to share directly with the employer.
 - Finally, moving forward, apprentices will receive a Certificate of Completion for Related Instruction at the end of their educational journey. The certificate will be mailed to the apprentice and will be shared with BAS.
- Transition to Trainer – [Link to register](#)
 - Remaining Spring 2021 Dates: 3/5 (64101), 3/26 (64102), 4/16 (64103), 5/7 (64104)
- Metal Masters Quest Update
 - NTC offers this summer opportunity for high school students. Katie is coordinating efforts with the Youth Apprenticeship Coordinator. Students will be able to complete registered apprenticeship curriculum (grades 9-12). Courses offered will be Math and Engineering Drawings. Students of junior or senior status will have the opportunity to enter into the youth apprenticeship program. The goal is to grow the pipeline for apprenticeship programs. Upon

completion, students will be granted credit in apprenticeship as well as a technical diploma, providing two pathways for students to pursue in preparation for entering the workforce.

<i>Action(s):</i> •	<i>Person(s) Responsible:</i> •	<i>Due Date(s):</i>
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Agenda Item 7: Student Processes at NTC

Presenter: Katie Metko

- Katie gave a PowerPoint presentation showing how current traditional students start a program versus apprenticeship students. The team proposes that because apprenticeship students ARE NTC students, it's important that they receive the same resources and services available to all NTC students. She explained how a new onboarding process would mirror the traditional student onboarding process, providing a more welcoming, inclusive communication that will better prepare new apprentices for their first day of class. Apprentices would be required to complete an abbreviated New Student Orientation (NSO) as part of increasing their awareness and preparedness for success at NTC. Employers indicated that their preference would be to have the new apprentices complete the NSO and enroll in classes the first day of the semester.

<i>Action(s):</i>	<i>Person(s) Responsible:</i>	<i>Due Date(s):</i>
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Agenda Item 8: Facilities/Equipment

Presenter: Brad Gast

- Industry 4.0: NTC continues to move forward as a leader in Industry 4.0. At the last meeting, the new facility was discussed. Since the last meeting, the pandemic impacted progress as NTC felt it was inappropriate to launch a capital campaign when industry partners were struggling. NTC plans to break ground in the summer with an anticipated completion date of fall 2021. The goal is to meet the needs of industry/manufacturing partners by providing a learning environment that will provide the next generation of skilled workers. Eventually, Industry 4.0 will be integrated into other industries, such as healthcare and agriculture. COVID has shown that the automation piece is critical now and it ties into the labor shortages. The facility will emulate a working manufacturing center, providing real world experiences. The design will include several windows, allowing for tours and events to increase awareness and excitement about manufacturing and automation. Further, NTC is investigating ways to create hubs in the regions that will engage with the automation line in Wausau. Eventually, K12 programs will have virtual access to the technology.

<i>Action(s):</i>	<i>Person(s) Responsible:</i>	<i>Due Date(s):</i>
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Agenda Item 9: BAS Update

Presenter: Ben Stahlecker

- Ben shared Stephanie Haka accepted a position at NTC. A new Apprenticeship Training Representative (ATR) will begin March 15th. Ben will ensure everyone has a proper introduction. There will be a short training period for the new ATR, but she's got tremendous collaboration experience and the team is excited to have her come onboard. He discussed a job learning reimbursement letter sent from the Bureau. Based on the criteria outlined in the document, the employer/organization may be eligible. While virtual meetings have become the norm, he and BAS team are looking forward to meet with employers in person, if the facility allows.

<i>Action(s):</i>	<i>Person(s) Responsible:</i>	<i>Due Date(s):</i>
<i>Agenda Item 10: Future Agenda Discussions/Next Meeting Date</i>		
<i>Presenter: All</i>		
<ul style="list-style-type: none"> • Katie encouraged members to send agenda ideas to her via email. She will send out another survey to identify the Fall 2021 meeting date. 		
<i>Action(s):</i> <ul style="list-style-type: none"> • <i>Survey to be sent out via email identifying date for advisory committee meeting</i> 	<i>Person(s) Responsible:</i> <i>Katie</i>	<i>Due Date(s):</i>

Marketing Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 03/03/2021

Time: 11:30 a.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Bethany Hoffmann – Church Mutual Insurance
- Brian Pensinger – Greenheck

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Dianne Carroll – Faculty, Marketing and Business Technology
- Amy Gajewski – Faculty, Marketing/Digital Marketing
- Brad Gast – Dean-Workforce Training & Professional Development
- Jordan Innes – Faculty, Video Production
- Yang Yee Lor – Student Success Advisor
- Daniel McRoberts – Faculty, Communications
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

- **Continuing Education/Workforce Training & Professional Development**
 - As we move forward we think about what our environment will look like six months from now. One of the things we are gearing up for is a severe labor shortage. We are going to see the economy expanding rapidly in the next couple quarters, and since we are already in a labor shortage it will hit even harder as the economy picks back up. Knowing it will be one of the biggest challenges organizations will face, NTC is looking at what solutions we can provide to in terms of workforce. One initiative supports short-term industry credentials. These are employer verified credentials, about two months in length, and they provide training to rapidly upskill unemployed and under employed individuals to get them into organizations as quickly as possible. They will have the skills employers are asking for and will be able to plug into an entry level position. Another pool of certificates has been verified from the DWD to rapidly upskill the workforce. Through these initiatives we are preparing to

respond to employer needs as quickly as possible. We also have a number of Fast Forward grants available. An exciting one is related to Move to Manufacturing. Right now, we have over 1,000 open manufacturing positions just in Central Wisconsin. Move to Manufacturing is a free program designed to provide about 30 hours of training, get individuals acclimated to the manufacturing environment, and get them well prepared to work. We have seen huge success with the grant. There are also grant dollars coming in from the state that will help offset the costs of bringing on an apprenticeship and provide some credits on the backside for companies who have apprentices in their ranks and are hiring in that area. The state of Wisconsin is looking to double the number of apprentices in the next four years and NTC is hoping to be a key player in partnering with your organizations. Our focus in the coming year will be on how we can help you and your organization grow and come out of the pandemic. If there are other ways we can help with your workforce please contact Brad Gast at gast@ntc.edu.

- **Industry Trends**

- Bethany Hoffmann is a Marketing Manager at Church Mutual Insurance. About 90% of their employees continue to work from home. They recently established a vaccine policy that requires employees to be vaccinated to work in the office. With that policy they have changed the telecommuting process, making it easier and more accessible to employees to qualify for telecommuting. With fewer employees on site, Church Mutual will not be renewing their lease on their second location in Merrill. With options like telecommuting and work sharing, they anticipate the ability to fit all Central Wisconsin employees in their main office. Returning to the office depends upon availability of vaccinations as well as space planning considerations, so a plan is not in place yet. Church Mutual is still in a hiring freeze though it has loosened a bit. Marketing trends include a lot of webinars. Everyone wants a webinar even though it may not achieve their goal, so there is a lot of education of internal partners and figuring out the best channels. It seems like business as usual, only in a different space.
- Brian Pensinger is a Senior Marketing Specialist at Greenheck. When COVID hit Greenheck almost instantly created a task force and communication has been excellent. They have qualified people on the task force and they tiered out certain levels of operation for each building. Currently, almost every building on their main campus is at level one, which is very good for manufacturing. As the level increases more restrictions are put in place. It's been a topic of discussion around manufacturing facilities but Brian does not believe Greenheck will require vaccinations, although that could change. May 1 is the soonest all employees would possibly go back to the office but plans have not been set. Most office employees are still working remotely and Greenheck appreciates the fact they can still get their jobs done and be efficient and productive at home. Brian agrees it's business as usual with lots of virtual meetings and online events. Their industry experiences a 3-6 month lag from what others experience in terms of sales. Greenheck didn't experience the downward trend due to

COVID until late fall. Bethany asked if there are plans to change the telecommuting policies at Greenheck for the future. Brian said it may be something evaluated as they get closer to returning to the office.

- **Enrollment**

- There were 43 total enrollments for Marketing, Digital Marketing, and any embedded programs in fall 2020. There are 18 new enrollments for spring 2021. Summer and fall course registration opens on April 6 so we will see higher enrollments in the next couple months.

- **Wildly Important Goals (WIGs)**

- The WIGs for the Marketing team focus on student engagement, retention, and enrollment. When face to face classes were not possible we continued to meet synchronously through live Zoom meetings at the scheduled class time. Faculty continue to connect with students through Zoom during student connect times as well. The flexibility and accessibility to pop on a Zoom call is great, it's a different connection with a student than a telephone call, and the flexibility has increased the number of interactions with students. We have been able to connect through Zoom when we may have only talked over the phone previously, or not had the opportunity to meet at all due to scheduling. More meetings and activities have been incorporated during classes that involve Zoom, like presentations and mock interviews. Assignments that had to be recorded in the past can now be presented live through Zoom.
- To increase student success and continue to grow our skilled workforce we focus on increasing course completion and full-time enrollments within our programs. Dianne just finished an in-person class in which the students have the option to attend via Zoom, however, most attend in person. She gave them the option to record presentations for their final projects and all of the students chose to present live in front of the class. The students are really engaged with great critical thinking and participation. She would happily recommend any of her students for jobs.
- The faculty have continued to welcome each student with a personal email at the beginning of the semester and prior to the end of the semester. Also sending reminders to enroll in winterim and spring courses in January. Amy and Dianne make themselves available to students as additional resources to support the great job that Yang Yee does advising students in the Marketing programs.

- **Student Opportunities & Course Best Practices**

- In addition to the things already mentioned, we focus on encouraging co-curricular clubs and activities students can get involved with outside of class, like BPA, Phi Theta Kappa, or even checking out the new sports simulator on campus. Many of our classrooms are in the A building and some students never venture down to the other end of campus, so just walking them over to some of the student areas helps initiate involvement in campus life and supports engagement.

- Program readiness is a college initiative in which we are creating program modules to be added to the existing online New Student Orientation (NSO) course new students are required to complete. The program readiness modules will be specific to program choice. This is a foundational part of Guided Pathways, a national higher education initiative. The first foundational piece is getting students on the right path, and the second foundational piece is keeping them there. The program readiness modules are part of getting them on the right path. The module includes an overview of what a career would look like in Marketing and Digital Marketing, an introduction to faculty, some history, how to be successful in the program, requirements & expectations, functional skills & abilities of the industry, prepping for the program, a checklist for the first day, and course options. It provides a realistic glimpse of the program and industry so they can decide if it's really for them. Industry members like the idea and would like the opportunity to provide feedback on the module. We will work on providing access for industry members to view the module.
- **Marketing and Digital Marketing Course Curriculum Updates**
 - We are continually looking to improve our courses and keep them up to date so students will be ready to enter the industry. In the SEO and Analytics course we use Google beginner and advanced certifications, and students can complete the Google Ad Search certification for extra credit. The course also works through social media, how to navigate and pull analytics, the terminology of analytics, and interpreting what the data means. A simulated Google store allows students to analyze and assess, making the course more robust and hands on. Bethany stated the ability to analyze and interpret data is crucial in industry, these are great aspects to focus on.
In Social Media 2 students utilize the Stukent simulation in which they work with a budget, post to different social media sites, and try different strategies. Students are truly engaged and have fun while learning. In Digital Marketing Strategies Amy is bringing in an introduction of predictive analysis, AI, and machine learning. She will be researching ways to bring these topics in more this fall to provide an understanding of this direction in industry.
 - Industry members suggested tools like Google Tag Manager and Hotjar, which is quickly becoming an industry standard. Amy appreciates this feedback and wants students to be able to use and practice what is utilized in industry. Since many companies don't provide a free trial for students it's difficult to provide access without increasing student costs, however, companies like Hootsuite and HubSpot contribute to education because they want to turn students into industry users eventually.
 - Dianne is adapting methods of sales and communication. Discussing alternatives like incorporating COVID-friendly greetings and introductions instead of a handshake. Students learn how the communication piece might be different with emerging technologies, like building rapport through Zoom. Dianne and Amy are always looking at continuous improvement in the Marketing and Digital Marketing programs as they are such an ever-changing industry.

Jail/NTC Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 4/13/2021

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Gail Hurd – Employment and Training Coordinator – Department of Workforce Development
- Tina Perkofski – Probation and Parole Agent – Marathon County Courthouse
- Ray Slatton – Greater Wausau Christian Services
- Jane Spencer – Deputy Director – North Central Wisconsin Workforce Development Board
- Laura Yari – Justice Programs Coordinator – Marathon County Courthouse

NTC Team:

- Kellie Bales – AE Faculty – Taylor County Jail
- Jean Bowen – AE Instructor – Lincoln County Jail
- Iain Cameron – Dean, School of Engineering & Advanced Manufacturing
- Kay Hennes – AE Instructor – Price County Jail
- Barb Juliano – Instructional Assistant – Marathon County Jail & Marathon County Job Center
- Hannah Lee – Administrative Assistant, School of General Studies
- Mari Kraege – AE Instructor – Marathon County Jail
- Kathy Krause – AE Program Director, GED/HSED Advisory, AE Faculty – Wausau NTC
- Shannon Livingston – Dean of Student Services
- Anessa Ludwig – College Prep Center Assistant
- Brooke Schindler – Dean, School of General Studies
- Wendy Storlie – AE Faculty – Langlade County Jail
- May Thao – Learning Coordinator, School of General Studies
- Lindsey Zakrzewski – Accommodations Coordinator
- Ronda Zastrow – AE Instructor – Marathon County Jail

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

- Ray Slatton, Chairperson, and Brooke Schindler, Dean of School of General Studies at Northcentral Technical College welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

- The group was given a few minutes to review the minutes from the previous meeting. The meeting minutes were approved by all.
- Brooke presented the Spring Advisory Committee PowerPoint.

A. Industry Trends

- Ray: It has been difficult finding people to train for when programming returns to the jail, as there is still hesitation with COVID-19. The Joseph Project is still running and is looking for employees.
- Tina: There are still some employees working from home, however, employees can go in as needed to meet with individuals in the hallways. The Dept. of Corrections will determine when everyone can return to work in person.
- Gail: The unemployment rate in Marathon County and surrounding counties is almost at pre-COVID numbers, which was zero percent. Our first virtual job fair using the Premier Virtual platform (purchased by the state) will be on May 5. Manufacturing in this area is a high demand occupation, with 500 positions to fill between 3 employers. Most available jobs are in-person, however, interviews are still being done via Zoom. Some employees need spaces with good internet and technology in order to interview. NTC has offered those spaces.
- Jane: Employment and training services through the WIOA Title I program are still available remotely. Our Windows-to-Work re-entry coach is taking transfers as they are released out of the state system and coming back to this area, virtually. There is no timeline as to when the re-entry coach will return to the job center on a full-time basis. We are working to get things off the ground with the grant that was awarded last fall to foster opioid recovery. Another grant that we recently received is the H-1B Rural Healthcare Grant, and that is specific to Langlade, Lincoln, Wood, and Adams Counties. The grant is to help cover tuition/support services for positions where there's a shortage of healthcare workers beginning this summer/fall. Individuals must be willing to work in those counties; however, they are not required to be a resident of them. We are hoping to blend those funds with our WIOA Title I, as the grant is not going to cover all the costs associated with training/education.
- Laura: It has been a challenging time. The court system is significantly backed up. We have a lot of individuals in our treatment courts that are we're struggling to get resources for, as far as actual in person meetings, contacts, and sponsors. A lot of individuals are really struggling to maintain sobriety, which affects their ability to maintain jobs. Courts will be face-to-face beginning 6/21. Some of our newer treatment court participants have been allowed to attend in person. The jail has had a difficult time with overcrowding and transitioning people into the community, especially individuals that are actively using and are struggling to stop. We've been sending a lot of additional people to residential services, luckily, BadgerCare has started to cover some of the cost, although that is leading to an increased waitlist. We are now working on moving the back to in-person as much as we can. We have continually encouraged all of our programs both diversion and the more intensive programs to put a strong focus on education and employability, as that helps stabilize their life.
- Shannon: We have had students that have struggled with loss, aside from the stress and anxiety of managing through the pandemic. We have an early referral opportunity and ongoing referral opportunities within our early alert system, Starfish. Students have the opportunity during their orientation to indicate that they'd like to get information about how to connect with our resources on campus, which includes counseling.

- Ronda: Inmates are quite desperate for any sort of activity that I think they'd be willing to do just about anything to access more of that positive interaction. All of our providers have been welcome to provide services the entire time, so that's really on an individual basis when those teachers, facilitators and volunteers will return.
- Iain: We have budgeted for running 1 semester of Virtual Welding, most likely in Spring rather than fall, due to uncertainty with COVID. Hopefully, Machine Tools can be offered as well. We will focus on Marathon County Jail, and expand to other jails, if possible. We had a grant offered to help English Language Learners (ELL) in Medford, where there is a heavy Spanish speaking population, learn welding. We are hoping to use this as a springboard to do more micro-credentials for ELL students, as well students that may find it difficult to get into higher education.

B. Program Information

1. Jail FTEs

Overall, FTEs are down. The majority of the FTEs lost have been from Langlade County Jail, which has created quite a gap in what we were able to accomplish as compared to previous years.

- Langlade: FTEs are at 1.90 FTEs, which is down 9.52 FTEs from last year. They had restricted access in order to contribute to the mitigation of COVID-19, though they have recently allowed us back in to serve students in person. They have also reduced the number of hours we are there for this fiscal year, which has contributed to the decrease in FTEs
- Lincoln: Currently at 14.85 FTEs, down 1.37 FTEs from last year.
- Marathon: Currently at 19.08 FTEs, up 0.93 FTEs from last year.
- Price: Currently at 1.67 FTEs, up 1.63 FTEs from last year.
- Taylor: Currently at 5.23 FTEs, down 1.83 FTEs from last year.

2. Grants Update for FY2022

We were fully awarded our corrections grant for the next four years that provides us funding for each fiscal year (FY2022-2025) in order to support the programming we provide in all of our county jails.

C. Curriculum & Assessment

1. Instructor Report

- Wendy: Since March 2020, Langlade County Jail (LaCJ) shut down for several months. I was able to return for 2 weeks in October, before they shut down again until mid-February. I have since been back at LaCJ several times. Despite the closures, I was able to have a student complete their credential from just submitting and picking up assignments through the visitation window.
- Jean: Testing will return to Lincoln County Jail. The Merrill Area Resource Brochure was recently updated. It is given to inmates in order to them find assistance once they are out.
- Kay: I am still teaching via Zoom with 4 students in Price County Jail, with 1 student working on their HSED, 2 on GED, and 1 self-improvement. With cooperation from the jail, I've been able to work with my students continuously throughout the pandemic.
- Mari: We were able to return to Marathon County Jail (MCJ) in the fall. I increased the number of times I met with students at the end of the fall semester in order to make up the time lost during shutdown due to COVID. Students showed more interest/improvement, and it would be great to be able to meet with each student 2-3 times a week in the future, as they lose interest when only meeting once per week.
- Barb: I am back at the Job Center, and have been meeting with our partners to establish what their needs are and how NTC can help meet those needs.

- Shannon: We are ready and willing to go back into the jails to test students when they are ready to do so. We have been testing at Marathon County Jail, and are working with Katie to go back into Langlade County Jail to test students.
- Brooke: Excited to be meeting with Lindsey in a few days to talk about serving students with accommodation needs in our jail facilities, so we can make sure we're serving the diverse demographic that exists at our jails.

2. Curriculum Updates

Workforce Readiness Certificate (WRC)

- Three students have completed WRC since its recent launch. Once all the pieces are in place (instructional guide created, etc.), Gail will email local employers about this new credential and how it can help them hire employees that require less training, thus saving time/money.

Technical Algebra Concepts (TAC) course

- TAC is a course that students would take to brush up on their skills before moving on to Intermediate Algebra or a higher-level algebra course. TAC has been approved for use by inmates in the jail.

D. Equipment and Facilities

NTC COVID-19 protocols:

- NTC's safety protocols will continue through the end of July, at which time we will review local data and update our protocols using the guidelines set by the CDC.

Jails' COVID-19 protocols:

Protocols to help reduce the spread of COVID-19 are still in place the jails. All of the jails are experiencing a reduction in programming available/offered to their inmates.

- Marathon County Jail administered COVID-19 vaccinations last Thursday to inmates that wished to receive one. Movement between cell blocks is still limited, as to reduce any potential exposure to COVID. When blocks can mix again will be determined on what is going outside of the facility (locally) with COVID-19.
- Langlade: NTC's the only programming that is allowed back in LaCJ at this time. There is no word as to when other programming will be able to return to the jail.
- Lincoln County Jail: Jean is still working through the visitation glass in the evenings, as they are not letting outside people in. While still unable to go into the classroom to teach, Jean can go in for supplies or to get a student setup on a computer. Lincoln County will determine when programming can return inside the classrooms.
- Price County Jail: Kay is still teaching via Zoom, as PCJ is not allowing any outside programming inside the jail at this time. When programming can return to PCJ has yet to be determined.

E. Focus Discussion Item: Programming for FY2022 (expanding)

Marathon County jail is the only jail at this meeting with representation. Brooke will be meeting with Ronda at MCJ to discuss scheduling for next year to ensure that not everything returns all at once, creating an overwhelming situation for everyone.

F. Continuing Education / Business & Industry Solutions Initiatives

Handouts:

- Move to Manufacturing
- Machine Tools
- LifeSkills Workshops (Job Center)

Next Meeting: Tuesday, October 12, 2021 - 11:30a – 1:00p

**Leadership Development/Human Resources
Advisory Committee
Summary of Advisory Committee Meeting Minutes for
NTC Board of Trustees**

Date: 03/17/2021

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Jennifer Cassell – Peoples State Bank
- Terri Danen – A&B Process Systems
- Ann Micholic – Kolbe & Kolbe Millwork
- Lisa Westphal – Westphal Staffing

NTC Team:

- Darren Ackley – Vice President of Learning
- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- John Burgess – Faculty, Leadership Development
- Brad Gast – Dean-Workforce Training & Professional Development
- Jim Ortiz – Student Success Advisor
- Kelly Poppe-Gale – Faculty, Leadership Development & Business
- Kurt Swanson – Faculty, Supply Chain Management
- Cindy Thelen – Human Resources Manager
- Cher Vink – Associate Vice President of Human Resources
- Jeannie Worden – Executive Vice President
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

• **College-Wide Initiatives**

- Brandy provided information on current initiatives.



Advisory Committee
PowerPoint Spring 20.

- **Industry Trends**

- Jennifer Cassell is a Human Resources Generalist at Peoples State Bank. They largest focus right now in an acquisition of a bank in Milwaukee. COVID did not have a significant impact on their business. Peoples State Bank has not hired many people lately. A couple leadership positions were open due to retirements but were filled internally or by individuals they had been communicating with. They use the youth apprenticeship program through the local high schools and NTC, and all of those students have stayed with many of them in their positions for over a year. Next spring paid internships will be offered again in marketing and IT so they will likely reach out for potential candidates.
- Ann Micholic is Vice President of Human Resources at Kolbe & Kolbe Millwork. Like other manufacturing businesses in the area they struggle to attract new team members to fill positions on their manufacturing floor. They focus on attraction and retention of hourly manufacturing team members. It's also a challenge to find skilled workers to operate their machinery so they have focused on upskilling current employees and those interested. Kolbe & Kolbe relies heavily on NTC for professional development and the courses NTC offers. They are starting to hire more people from outside of the area since they can work remotely now. They are working on a policy now for future remote work. Working remotely has changed the culture, Kolbe & Kolbe is a family business and they miss seeing people in the office.
- Lisa Westphal is the owner of Westphal Staffing. Due to COVID, the staffing industry took a hit across the country almost immediately losing 60% of their workforce. The numbers have been climbing back up and they have been very busy recently. Westphal Staffing currently has about 30% of their temporary workforce still working from home. Clients are calling to hire temporary employees to start working remotely as well. They have seen an uptick in human resources recruitment needs. Recruitment is tough and there has been a lot of need recently for office management. Lisa believes this is driven by recruitment and policy needs in smaller offices. In a smaller office, clients want the office manager to be responsible for hiring, onboarding, and often some accounting. Their organization is seeing an uptick in hiring and struggling to find qualified people. Their goal is to find people who fit and will be happy in a position. At Westphal Staffing they are all back in the office and Lisa enjoys the energy with everyone there. It's difficult to get the energy of the office in a virtual format.
- Terri Danen is an HR Business Partner at A&B Process Systems. In the last month their recruitment has spiked. They had not posted for months but are actively recruiting now. Their hot jobs are in production and manufacturing, although they recently filled some office positions as well. Terri is posting jobs on Handshake but seeing more of a response from students at 4-year schools than from technical schools. Terri has been utilizing the messaging tool in Handshake with little response from students. Students should understand it's important to respond even if they are not interested. Terri is hoping to get out to in-person career fairs this fall. Jeannie explained NTC is doing virtual career fairs and

hoping to do more in person events this fall with getting students back on campus. A&B Process Systems employees are slowly starting to come back in the office. A health screening system is in place that productions employees go through each day which has been working well. The number of people who need to stay home or are getting sick has slowed down drastically. Their president would ideally like to see everyone back in the office at some point. They will be looking at the future for those who have been working remotely and in the next 3-4 months will likely need to make some decisions about employees coming back to the office or remaining remote.

- Cindy Thelen is a Human Resources Manager at NTC. About 50% of employees are back on campus and heading closer to 80-100% when summer rolls around. Cindy agrees with others as far as recruitment, talent seems to be quite scarce. It's been very competitive and they really need to move fast with candidates. Many times candidates are interviewing at multiple places and have multiple offers. It's been challenging to find someone that's a good fit for the job and doesn't have other competitive offers. Everyone is looking for something different in a job so it's hard to get that all-encompassing package to attract candidates. NTC has a very generous time off and leave program with great benefits and sometimes that's not what's most important to a candidate. It could be more important to get a dollar or two more at another job.
- **Enrollment**
 - In the Human Resources program we have 22 students enrolled this spring and 7 students are accepted for fall semester. In late spring and early summer we will start seeing upticks in fall enrollment. In the Leadership Development program we have 6 enrollments which is down a bit from last year. There have been some students shifting between the Leadership Development and Human Resources programs as these two programs overlap. We have one student accepted for fall semester so far. Brandy explained Leadership Development has historically been a program with a lot of online students who tend to enroll late, so we may see an uptick in enrollments in mid to late summer. We are seeing great enrollment in the Human Resources program, especially for being a new program.
- **Leadership Development**
 - 8-Week Course Format
 - Leadership Development program has embedded technical diplomas including one in Human Resource Management. Each is 9 credits and can be financial aid eligible. In many cases a student in another program may only need to take one additional course to obtain one of the technical diplomas. Our industry partners are looking for those short-term credentials and students have reported employers liked seeing one of the technical diplomas on their resume.
We tried scheduling the courses in a 5-week format so students could complete the three courses back to back to earn a technical diploma within in a single term. It created some challenges because the rest of the college uses an 8-week scheduling

format. Five weeks is a short amount of time and it was challenging for some students to complete the courses. With the 8-week format students will still have the ability to earn a technical diploma in a single term, they will just need to take more than one course at a time. This helps with consistency for students in other programs who may be taking a Leadership Development course so the scheduling lines up with their other 8-week or 16-week courses. The change will likely help with completion rates by providing a longer time frame for students to complete their courses.

- **Human Resources Program**

- Program Modification

- Jeannie and Cher put the first course together and have been working with us to help build other courses. Brandy and Cher discussed course title changes for the Human Resources program to align with modern terminology and accurately reflect course content. When we started building the program we used some ideas from other technical colleges but now we have our experienced leaders, Jeannie and Cher, looking more closely at these courses and we want to make some changes. A couple of the course we are changing are Leadership Development courses that cross over into the Human Resources program. Some course titles can be misleading, making it appear there is too much overlap when the course content is not overlapping.



HUMAN RESOURCES
PROGRAM CHANGES

- 10-116-1 Human Resources Associate Degree
 - Change title of 10-196-193 Managing Human Resources & Labor Relations (3 credits) – Change the title to Managing Human Resources. There is going to be labor relations content in another course later in the program so we don't want it to sound like there is overlap of the same content due to the title. Some businesses use the term human capital, however, members agreed human resources is very common and should remain the same.
 - **The advisory committee supports this change.**
 - Change title of 10-196-199 Training & Talent Development (3 credits) – Change the title to Talent Development. This title aligns with current language in human resources.
 - **The advisory committee supports this change.**
 - Change title of 10-116-101 Wage, Salary and Benefits Administration (3 credits) – Change the title to Total Rewards. This title aligns with current language in human resources.
 - **The advisory committee supports this change.**
 - Change title of 10-116-102 Effective Staffing (3 credits) – Change title to Talent Acquisition. This title aligns with current language in human resources.
 - **The advisory committee supports this change.**

- Change title of 10-116-104 Employee Recruitment and Retention (3 credits) – Change title to Employee and Labor Relations, keeping the same course number. There is a lot of recruitment and retention content in other courses so another 3-credit course is not needed in this area. This course would instead focus on employee and labor relations. Since this course has not been offered or built yet we can keep the same course number with the new content. The committee felt labor relations sounds a bit dated, however, we want the course to reflect the fact that union management will be part of the content and some large, local employers still use the term labor relations. It would be beneficial to keep the content even if we later decide to take the labor relations piece out of the course title. Brandy and Cher confirmed the course will include competencies specific to labor relations or union management.
 - **The advisory committee supports this change.**
- **Continuing Education/Workforce Training & Professional Development**
 - Workforce Training will be moving forward with NTC Connect. All of our offerings will have an in-person opportunity, a live stream Zoom opportunity, and a recording. We are already beta testing this spring and our Medical Assistant conference used this technology on Saturday. Brad provided an example of the recording attendees would see, which includes video of the speaker, PowerPoint slides or other visual demonstrations, and a transcript. The recorded trainings will eliminate scheduling barriers and allow more people the opportunity to receive training even if they are not available at the time the training is scheduled. During the last meeting we talked about NTC Career Skill Paths. We broke down our Leadership Development Technical Diploma into 36 skill-based modules. The top five skills identified by employers as missing from a resume were leadership, communication, customer service, teamwork, and change management. Those competencies are embedded in many, if not all, of the modules in the Leadership Development Career Skill Path so it's a tremendous opportunity to upskill individual employees. We have a partnership and teach the Dale Carnegie Course as a 12-week program. Those enrolled in this course will get our 3-credit Essential Skills for the Business Professional course as well. We have a session going now and another will be available this spring, and we are looking to run it again in fall. On the Human Resources side, we offer the SHRM certification prep course offered and will be running it again this fall. The NTC Career Skills Path courses have been approved through SHRM to be used as recertification credits.



Surgical Technologist Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 03/24/2021

Time: 4:00pm – 5:30pm

Location: Zoom

Attendees

Industry Members:

- Alyssa Peterson, Manager - Surgical Services, Aspirus Wausau Hospital

NTC Team:

- Janet Baumann, Associate Dean of Health
- Jason Beasley, Surgical Technologist Faculty and Program Director
- Brad Gast, Dean of Workforce Training and Professional Development
- Stacy Kunz, Clinical Coordinator
- Becky Leopold, Administrative Assistant
- Sara Peterson, Science Faculty
- Angela Reimer, Compliance Coordinator Program Development

Other:

- Wendy Wilde, Community Member, CEO Weden Consulting Firm
- Samantha Stolp, Current NTC Student

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

- Platinum Planner (our online case tracking system) is working really well for our clinical partners as they are able to view the type of surgical procedures the student has completed, and which types of surgeries the student will still need to participate in, in order to meet the requirements for graduation.
- Current enrollment in the Surgical Technologist (ST) program is at eight students. These students are currently participating in surgeries at clinical sites in Rhinelander, Antigo, Weston, Wausau, and Medford.
- Employer survey compliance has been a struggle this past year. Jason explained that these surveys (done approximately six months after graduation) are required by the Accreditation Review Council on Education in Surgical Technology and Surgical Assisting (ARC/STSA) in order to ensure that graduates are doing well, and were properly prepared, for their new positions.



- Capital equipment request for this upcoming year is to replace a surgical table in one of our surgical suites as it is quite dated.
- Students are enjoying using PeriopSim (this is a medical simulation training app for students to learn instrumentation and procedures) as they can access it with their phone or tablet.
- The ARC/STSA Accreditation Site Visit was to be scheduled this spring semester; however, at this time we do not have a definite date of when our accreditation site visit will be. As soon as we are made aware, we will share this information with the advisory board.

Program Modifications Discussion

- In the near future, the ST program will be moving to an Associate Degree program. The initial conversion from our current ST program to the ST Associate Degree program was to be August of 2021, however, the most recent update we have received is that this date is being pushed out to August 2023.

Dental Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 03/31/2021

Time: 6:30pm – 7:30pm

Location: Zoom

Attendees

Industry Members:

- Dr. William Akey, Dentist, New Horizons Dental
- Paula Hamman, Dental Center Manager, Marshfield Clinic
- Aleena Lepak, Registered Dental Hygienist, Skutak Dental/Dr. Jennifer Havel
- Kara Rode, Registered Dental Hygienist, Weston Family Dental

NTC Team:

- Brenda Alberts, Dental Faculty
- Janet Baumann, Associate Dean of Health
- Brad Gast, Dean of Workforce Training and Professional Development
- Michelle Hilts, Dental Faculty and Program Director
- Deb Koziel, Dental Faculty
- Stacy Kunz, Clinical Coordinator
- Becky Leopold, Administrative Assistant, School of Health

Other:

- Sarah Poggi, 1st year Dental Hygiene Student

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

- Enrollment Update:
 - Dental Hygiene (DH):
 - NTC currently has 26 second year Dental Hygiene students, while Colby Community College (in Colby Kansas-CCC) currently has 11 students in Dental Hygiene.
 - NTC currently has 20 first year Dental Hygiene students, and CCC is currently at seven.
 - Dental Assisting (DA):

- NTC had 10 students start the DA program in spring 2021.
- National Boards and Clinical Exam (Central Regional Dental Testing Service):
 - Both the National Boards and Clinical Exam (CRDTS) affected by COVID.
 - National Boards have historically been an all-day exam; however, starting in July (2020) the exam was changed to a half-day format as many Dental Hygiene students, across the country, were being “bumped” from their all-day exam (day and time) in order for more essential workers/students (Nurses, EMT’s, for example) to test so that they (the more essential workers) could get out into their field and begin working during the COVID pandemic.
 - Central Regional Dental Testing Service (CRDTS) began offering mannequin based testing, in addition to the patient based testing, this past July. When our most recent graduates tested, they opted to take the patient based testing as, at that time, we were unsure if mannequin based testing would be accepted in Wisconsin. Since then, we have learned that mannequin based testing is accepted in Wisconsin.
 - Currently, 23 of the 26 students that will be graduating, have signed up to take the mannequin based test while the other 3 students are taking patient based testing as they are planning to move to another state and are unsure if mannequin based would be accepted for licensure. Students who are taking the mannequin based testing will be graded on calculus removal, probing, as well as an intra oral and extra oral portion.
- Articulation Agreement Updates:
 - NTC has two new articulation agreements, one with Purdue Global and the other with Marian University, for a Bachelor of Science (BS) degree completion. Marian University is a BS in DH and Purdue Global is a BS in Health Science.
- Club Updates:
 - This semester the Dental Hygiene Club has had a variety of guest speakers for the students and have been doing such activities as collecting donations for the Timberwolf Table (NTC’s food pantry), doing another care package for the troops, a women’s community food drive, a children and infants clothing and food drive, and a t-shirt fundraiser where the proceeds are going to Marshfield Clinic Children’s Hospital.

Program Modifications Discussion

- Students admitted to either the DH or Dental Assisting (DA) program, beginning in fall 2021, will be required to take a College 101 class. This is a one credit course that examines proven strategies designed to help learners achieve greater personal academic and professional success. Learners will apply personal responsibility thinking and behaviors; self-management, awareness, and motivation strategies; as well as interdependence skills to develop a proactive life plan. This class is a college requirement for graduation, not a program requirement.



NTC/WIOA Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 12/08/2020

Time: 11:00 a.m. – 12:30 a.m.

Location: Zoom

Attendees

Industry Members:

- Nikki Baron – Forward Service Corporation – WIOA Adult/Youth – Langlade County
- Robert Bauer – LETC
- Connie Heidemann – Marathon County Literacy Council
- Kaitlin ‘Katie’ Knospe – Forward Service Corporation
- Jennifer Krzmarcik - NCWWDB
- Monica Littlegeorge - LETC
- Nicole Rice – NCWWDB
- Dean Schultz - LETC
- Keele Westcott – DWD - DVR

NTC Team:

- Jeff Cichon – Director
- Ashley Deaver - Director
- Sarah Dillon – Dean
- Brad Gast – Dean
- Tanya Grupe – Adjunct Instructor
- Barb Juliano – Instructional Assistant
- Kathy Krause – Faculty
- Nicholas Lampone – Director
- Shannon Livingston – Dean
- Anessa Ludwig – Admin. Assistant
- Wendi Ludwig - Coordinator
- Katie Metko – Apprenticeship Manager

- Becky Michels – Regional Manager
- Ashlee Neve – Career Coach
- Angela Reimer – Reporting Specialist
- Brooke Schindler – Dean
- Justin Willis - Director
- Lindsey Zakrzewski – Coordinator

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

- Agenda Item 1: Welcome and Introductions
- Agenda Item 2: Updates and Highlights from Last Meeting
- Agenda Item 3: College-Wide Initiatives
- At NTC, we center our work around three wildly important goals: Increase/Strengthen Student Success; Grow the skilled workforce based on what local employers need in their industry; strengthen infrastructure.
- 5 presidential commitments from WTCS: Sustained conversations on systematic racism and policy reform; focus on equity in student access and success; use data to close equity gaps; review hiring and retention policies, increase transparency
- Soft skills to Success Skills: Updated in order to: streamline non-technical skill assessment in academics and co-curricular activities; create a shar focus on these skills; support our students to be as successful as possible; support our businesses by producing well-rounded graduates
- Soft Skills: Communicate effectively; think critically; demonstrate integrity; develop global awareness; act responsibly; work cooperatively; work productively
- Success Skills (proposed): Communicate effectively; think critically; models integrity; respects diversity
- Student Support: NTC is committed to help support students, especially during the COVID when they need it more now than ever: Timberwolf Table (food pantry), Peaceful Solutions Counseling, Timberwolf Learning Commons, CARES Act direct student funding, “It’s in Our Jeans” employee giving campaign, Student Scholarships.
- Agenda Item 4: Instructional Area/Program

A. Industry Trends

- Marathon County Job Center Partners: Marathon County Job Center (MCJC) is currently closed to the public, but MCJC and its partners are still providing services virtually and over the phone. Virtual/phone appointments are expected to last until the end of April.

- Wisconsin has been awarded the Support to Communities: Fostering Opioid Recovery Through Workforce Development Partnership Grant to provide training, career services, and supportive services to individuals impacted by the opioid crisis.
- Students have been doing a mix of online/in-person classes, but prefer in-person.
- There are still a lot of manufacturing positions available, but other areas are starting to slow down. There has been a decrease in the younger adult population (24 years and younger), and partners are also seeing less enrollment into programs such as FSET.
- The state has purchased an online job fair type platform, which will hopefully be available to use this winter or early spring.
- Marathon County Literacy Council (McLit) has struggled with helping individuals that have disabilities, hardships and other issues that have contributed to their difficulties with literacy, as they often are unfamiliar with/don't have access to technology, or they struggle to understand pronunciations with masks.

B. Program information

a. Enrollment Update

FTEs are down at the Marathon County Job Center. In 2019, we were at 1.3 FTE. In 2020 we had a banner year at 1.96 FTE, and this year we are at 0.5 FTE. We are hoping that the longer we have these online Life Skills workshops, the more people we will be able to provide services to.

b. New Programs (currently offered – Fall 20)

- Paralegal (Legal Studies/Paralegal effective 6/1/21) Associate Degree; Civil Engineering Technology Associate Degree; Human Resources Associate Degree; Business Operations Embedded Technical Diploma ETD; Supply Chain Specialist ETD; Early Childhood Teacher ETD; Industrial Automation ETD; Clinical Lab Assistant Certificate; E-sports Business Management Certificates; CDL Straight Truck Certificate.

c. NTC New Programs (coming soon)

- Law Enforcement in the 21st Century Associate Degree; Data Analytics Associate Degree; Veterinary Technician Associate Degree.

Certificates recently approved as WIOA credentials: Auto Collision, Electrical Maintenance, Microsoft Office, Small Business Bookkeeping, Marketing – Sales Representative, Digital Marketing Basics, and Applied Design Software, Bookkeeping Technology and Google IT.

Certificates submitted for WIOA credential approval: CDL Straight Truck

d. Career Cluster Resources

NTC has created a career cluster initiative. On a weekly basis (through May) we focus on different career clusters. The K12 team has been creating short videos that we're able to send to people so they can see the experience of what it's like to be NTC students, as well as learn about different career areas.

e. Career Exploration Workbook

Ashley Neve is working on a Career Exploration Workbook that will allow learners to look at different opportunities/areas here at NTC based on their skills, experience or personality, if they are still trying to figure out what field they are interested in.

f. Spring events

We are looking for feedback with creating a virtual (with an in-person option for those without the technology) event this spring, possibly in partnership with NTC. Not only would it promote NTC's programs, but it would focus on equity and inclusion. It would be similar to a career fair, but we would be able to highlight different resources that are available in the community. There could be a section on FSET, veteran services, etc. We will let everyone know once a decision has been made.

C. Curriculum/Assessment

a. Zoom to Your GED

We ran several 2-hour workshops via Zoom to help students that want to quickly brush up on their skills in Math, Science, Social Studies and Language Arts. We are looking to do that again in spring.

b. Update on Job Center Workshops

We have been running Life Skills Workshops virtually via Zoom since October. We have expanded our Life Skills workshops to the east region, and are looking to expand them to the west region as well.

D. Equipment/Facilities

- a. There is limited staff working at the Job Center right now. In-person services at the Job Center are not currently being held, and, instead, are being held virtually or over the phone.

E. Focus Discussion Item: CPL Opportunities at NTC & Grant related Activities

NTC was awarded a grant, and one of the activities that is a part of the grant is to increase opportunities for some of our underserved populations (incarcerated individuals, dislocated workers, and underemployed individuals) to receive credit for prior learning (CPL) specifically related to our Business Management pathway.

F. Workforce Training

a. Updates from Workforce Training and Development & Professional Development (including Move to Manufacturing & Career Skill Pathways)

Career Skill Pathways: We have broken down the Leadership Development Technical diploma into 2 to 3-hour modules. It assesses an individual's competency or skill, and then those individuals are able to get a skill badge identifying that they have met the requirements of that assessment. That launched in October, and we have 38 modules available on our website under "NTC Skill Paths." We have several more career skill pathways in development: Supervision, Lean, and Supply Chain.

Move to Manufacturing (MTM) launched this fall. Initially we had about 10 partner companies. We are currently in the process of partnering with CWIMMA (Central Wisconsin Metal Manufacturers Alliance), which would make this a really large program, as they will have approx. 90 partner companies (plus the 10 partner companies we have right now). There is an online module, as well as a hands-on workshop for 16 hours. Upon successful completion of the MTM program, they receive a certificate and a guaranteed interview. If they are hired, they are eligible for job bonuses.

Industrial Apprenticeship Advisory Committee

February 24, 2021; 11:00 AM – 12:30 PM

Zoom

Facilitator: Katie Metko

Recorder: Jessica Benton

Attendees

Industry Members

- | | |
|--|---|
| <ul style="list-style-type: none">• Don Sondelski (Ahlstrom-Munksjo/Mosinee)• Melanie Switlick (Ahlstrom-Munkjo/Mosinee)• Brad Richardson (Alliant Energy Corp)• Spencer Hamilton (Brakebush Brothers)• Bob Randall (Brakebush Brothers)• Charlie Dehnel (Domtar-Rothschild)• Janelle Nagrant (Domtar-Rothschild)• Scott Selting (Domtar-Rothschild)• Ingrid Burkhardt (Graphic Packaging Corp)• Jeff Young (Graphic Packaging Corp)• Chad Fictum (Green Bay Packaging)• Gary Christianson (Greenheck)• Jim King (Greenheck)• Kelly Wisniewski (Greenheck)• Trevor Ostrowski (Greenheck) | <ul style="list-style-type: none">• Gavin Makovsky (Industrial Machining & Repair)• Jake Holguin (Land O' Lakes)• Christian Neumann (LineTec)• Terry Kaiser (Marathon County)• Jordan Hudalla (Packaging Corp of America)• Courtney Pierson (Packaging Corp of America)• Rick Menning (Pixelle)• Lindsey Mylener (Pixelle)• Dave Halfmann (Regal-Beloit/Marathon Electric)• Steve Matuszewski (Regal-Beloit/Marathon Electric)• Greg Mattmiller (Wausau Tile)• Corrie Searles (Wausau Window & Wall)• Ben Stahlecker (Wi Dept of Workforce Development) |
|--|---|

NTC Staff:

- Katie Metko (Apprenticeship Manager, WT&PD)
- Marc Martindale (E&I Faculty)
- Jim Buck (E&I Faculty)
- Tad Masaros (Millwright/Maintenance Mechanic Faculty)
- Jeffrey Block (Machine Tool Faculty)
- Brad Gast (Dean, WT&PD)
- Jess Benton (Engineering & Adv. Manufacturing)

Other

Agenda Item 1: Welcome & Introductions

Presenter: Steve Matuszewski

Discussion:

- Steve welcomed all in attendance.
-

Action(s):

-

Person(s) Responsible:

-

Due Date(s):

-

Agenda Item 2: Recap/Update/Highlights from last meeting (9.16.2020)

Presenter: Katie Metko

Discussion

- The minutes were reviewed. Katie highlighted key discussion points from the previous meeting. There were no additional questions for follow-up discussions.

Action(s):

-

Person(s) Responsible:

-

Due Date(s):

Agenda Item 3: College-wide Initiatives

Presenter: Brad Gast

Discussion:

COVID update – protocols, vaccinations

- NTC is continuing all safety protocols for spring (masking, social distancing, stringent cleaning efforts)

- Efforts will continue as NTC monitors the health situation. Updates will be provided for summer and fall terms.

Dr. Weyers retirement

- Dr. Weyers announced that she will be retiring effective June 20, 2021.
- Currently, NTC’s Board of Trustees are conducting an internal search for her successor (TBA later in the spring term).

CRRSA Funding or CARES 2

- This is a second allocation of dollars provided for direct aid to students. The dollars must be used for direct COVID-related expenses. Examples include offering additional sections of classes to allow for social distancing, additional equipment acquisition, etc.
- NTC is currently evaluating the best use of funds received. CRRSA funding must be used by December 31, 2021.

<i>Action(s):</i>	<i>Person(s) Responsible:</i>	<i>Due Date(s):</i>
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Agenda Item 4: Workforce Training & Professional Development Initiatives

Presenter: Brad Gast

Discussion:

- NTC is preparing for return to in-person classes summer 2021. Facilities will be available for conferences and rentals
- NTC Connect: Classrooms are being updated to provide the most flexibility. Moving forward, most offerings will have an in-person, Livestream and pre-recorded option available
- 2021 Grants focus on Leadership, CI and Safety. These dollars are available to offset the costs of training.
- NTC is currently collecting ideas for the FY2022 WAT grants.

<i>Action(s):</i>	<i>Person(s) Responsible:</i>	<i>Due Date(s):</i>
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Agenda Item 5: Industry Trends

Presenter: various

- Ahlstrom-Munksjo/Mosinee (Don Sondelski/Melanie Switlick): Shared they have a number of retirements and are working to keep their ratios inline.
- Alliant Energy (Brad Richardson): The future of apprenticeship is uncertain given that Alliant Energy will be closing several of its facilities over the next few years.
- Brakebush Brothers (Spencer Hamilton): Business is going well and looking to make sure staffing on the line is at max capacity.
- Domtar – Rothschild (Charlie Dehnel): Domtar-Rothschild has several apprentices in the program, including a number of Millwrights, one Auto Mechanic and a Machinist that started this spring. For the fall, they intend on adding one Millwright (previously unassigned last summer). As for adding E&I apprentices, there’s uncertainty but Domtar-Rothschild will be working with NTC and DWD BAS to formulate a strategy.
- Graphic Packaging (Ingrid Burkhardt/Jeff Young): Graphic Packaging currently has four Millwrights and four E&I attending NTC. They currently do not foresee adding any new apprentices for Fall 2021. Business is doing well. Graphic Packaging had another installation on an M-40. They anticipate another M-40 installation in 2022. They are continuing to pursue additional training for their Electricians and Instrumentation because they have identified this as an area where they need additional bench strength in. Additionally, they will be looking to provide their journeymen and other apprentices’ instrumentation education. Finally, they are interested in Automation and Robotics to help address the labor shortfall.
 - Katie thanked Jeff for his feedback, especially given the interest in advancing technologies, integrating automation and robotics. She shared that more information regarding exciting

opportunities would be covered later in the agenda.

- Greenheck (Trevor Ostrowski): The Maintenance division is doing well. They recently added two new apprentices in addition to fast-tracking another apprentice. Their numbers are good, but they are anticipating retirements in the next year and will likely add a new apprentice Spring 2022.
- Greenheck/Tool & Die (Gary Christianson): Greenheck recently added a new division with a new director. The division will focus on robots and automation. Gary shared his excitement due to this new team will align with his Machine Development Center. He currently has nine Tool & Die apprentices. Greenheck is still evaluating labor numbers and will have to make decisions regarding adding additional apprentices in the near future. Finally, he shared an interest in additional GibbsCAM training opportunities. He shared that Jeff Block takes very good care of the apprentices.
- Industrial Machining & Repair (Gavin Makovsky): Currently have two tool & die apprentices. They are not anticipating adding on any new apprentices in the fall. That said, they're always looking for new employees and new pathways to attract new hires. He stated it would be nice to build relationships with area high schools and give site tours once the pandemic is under control. Business is doing very well.
- Land O'Lakes (Jake Holguin): Business is doing well. Land O'Lakes saw several retirements during the holidays and are expecting a few more during this year. Unfortunately, they've also lost a few employees expectantly, creating a tight ratio of journeymen to apprentices. All six apprentices enrolled at NTC are in the Maintenance Technician program. They also work with another school to help train their apprentices, given scheduling constraints. NTC is their preferred training site, they are planning on adding at least two more apprentices in the fall. He shared that new hires are "greener", having less experience and requiring more training time. Further, they are really struggling with electrical skills, especially as employees retire. It would be ideal to have the front-end of apprenticeship training focus on electrical (to meet their needs). There's a concern regarding the skill gaps. They are trying to recruit journeymen, but there's a labor shortage in skilled trades market.
 - Katie shared that the first two years of the Maintenance Technician program focused on electrical training. She also invited members to send her emails on additional training opportunities they are interested in seeing incorporated and/or emphasized in the curriculum.
- LineTec (Christian Neumann): Currently have three E&I apprentices and three Maintenance Technician apprentices. They're likely adding another E&I apprentice in the fall. He stated PLC programming/training are important to their company. Business is solid and LineTec is interested in adding a third-shift experienced maintenance associate. They have been searching for some time, but it's difficult to find skilled individuals interested in working third-shift. He reported that the apprentices are very satisfied with their instruction.
- PCA (Courtney Pierson): Currently have two E&I apprentices and six Millwright apprentices. Elsewhere, they've got two Pipefitters and one Welder. For the fall, they are looking to add an additional Millwright (NTC) and a Welder.
- Pixelle (Lindsey Mylener): Pixelle currently has three apprentices in the E&I program with one apprentice completing just the Instrumentation portion of the curriculum. They don't anticipate adding any new apprenticeships for 2021. They recently hired another journeyman. They anticipate more E&I retirees happening in 2022. Business has been good and Pixelle continues to stay very busy. She reported her apprentices were happy to have returned to classroom instruction.
- Regal-Beloit (Dave Halfmann): Regal-Beloit currently has two apprentices going through the Maintenance Technician program. He will have a lot of attrition over the next two years and anticipates adding on additional apprentices at that time. Regal-Beloit also has an apprentice in the E&I program. He had taken on an internship last fall from NTC and the student has been a very successful and valued addition to the team. It was shared that there would be the potential for adding on another Tool & Die apprentice next spring. Dave shared that he expects Regal-Beloit will be relying on internships and the apprenticeship programs more than in the past due to the lack of a skilled labor force. More information to be shared as the fall term approaches.
 - Katie reminded the committee with manufacturing technology advancing, it was possible to put forth additional/special provisions in the BAS contract so students are required to gain greater exposure/understanding of certain topics (i.e. Automation).

- Wausau Tile (Greg Mattmiller): Wausau Tile currently has one Maintenance Technician apprentice. Business has been steady. Wausau Tile is unable to comment or commit to any additional apprentices at this time. The company isn't hiring maintenance positions at present, but they are always looking to add to their production teams.
- Wausau Window & Wall (Corrie Searles): The next year will be extremely busy for the company due to a huge backlog of projects. They are trying to add an additional 100 to their staff. Currently, they have four apprentices in different programs. As one apprentice complete the program, Wausau Window and Wall will enroll a new apprentice. The biggest challenge they are currently facing is a lack of CNC training. They have been in contact with Jared Eggebrecht to bring additional training onsite.

Action(s):	Person(s) responsible:	Due Date(s):
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Agenda Item 6: Program Updates

Presenter: various

- Enrollment Report (*faculty*)
 - E&I – 46
 - Industrial Electricians - 5
 - Millwright/Maintenance Mechanics - 72
 - Maintenance Technicians – 16
 - Katie asked the advisory committee members whether there would be greater value in moving the start date for this program to the spring (as was done with Machinist/Tool & Die). She stated she'd reach out to the employers that may be most affected by this change to seek additional feedback/guidance.
 - Tool & Die - 17
- Apprenticeship Material Updates (*Katie Metko*)
 - NTC shared new marketing materials to increase awareness and interest in apprenticeship programs. One document was designed from the employer perspective in an effort to share the benefits of the apprenticeship program with new employers that may not be familiar with what apprenticeship is. This was developed in partnership with BAS.
 - The advisory committee members were asked whether they post their apprenticeship openings on Handshake (formerly TechConnect). While BAS partners with area job centers, in order for NTC to promote employment/apprenticeship opportunities, employers need to post opportunities on Handshake to make the position equal opportunity for all students. It was strong encouraged to have employers post their positions on Handshake and Job Center of Wisconsin as NTC will be encouraging students to view these two sites when looking for employment opportunities.
 - It was shared that NTC is currently developing two different registered apprenticeship videos. These will be shared at the next advisory committee meeting.
 - Apprentices will now be able to log into the student portal and access their related-instruction progress. This will be information the apprentice will be able to share directly with the employer.
 - Finally, moving forward, apprentices will receive a Certificate of Completion for Related Instruction at the end of their educational journey. The certificate will be mailed to the apprentice and will be shared with BAS.
- Transition to Trainer – [Link to register](#)
 - Remaining Spring 2021 Dates: 3/5 (64101), 3/26 (64102), 4/16 (64103), 5/7 (64104)
- Metal Masters Quest Update
 - NTC offers this summer opportunity for high school students. Katie is coordinating efforts with the Youth Apprenticeship Coordinator. Students will be able to complete registered apprenticeship curriculum (grades 9-12). Courses offered will be Math and Engineering Drawings. Students of junior or senior status will have the opportunity to enter into the youth apprenticeship program. The goal is to grow the pipeline for apprenticeship programs. Upon

completion, students will be granted credit in apprenticeship as well as a technical diploma, providing two pathways for students to pursue in preparation for entering the workforce.

<p>Action(s):</p> <ul style="list-style-type: none"> • 	<p>Person(s) Responsible:</p> <ul style="list-style-type: none"> • 	<p>Due Date(s):</p>
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Agenda Item 7: Student Processes at NTC

Presenter: Katie Metko

- Katie gave a PowerPoint presentation showing how current traditional students start a program versus apprenticeship students. The team proposes that because apprenticeship students ARE NTC students, it's important that they receive the same resources and services available to all NTC students. She explained how a new onboarding process would mirror the traditional student onboarding process, providing a more welcoming, inclusive communication that will better prepare new apprentices for their first day of class. Apprentices would be required to complete an abbreviated New Student Orientation (NSO) as part of increasing their awareness and preparedness for success at NTC. Employers indicated that their preference would be to have the new apprentices complete the NSO and enroll in classes the first day of the semester.

<p>Action(s):</p>	<p>Person(s) Responsible:</p>	<p>Due Date(s):</p>
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Agenda Item 8: Facilities/Equipment

Presenter: Brad Gast

- Industry 4.0: NTC continues to move forward as a leader in Industry 4.0. At the last meeting, the new facility was discussed. Since the last meeting, the pandemic impacted progress as NTC felt it was inappropriate to launch a capital campaign when industry partners were struggling. NTC plans to break ground in the summer with an anticipated completion date of fall 2021. The goal is to meet the needs of industry/manufacturing partners by providing a learning environment that will provide the next generation of skilled workers. Eventually, Industry 4.0 will be integrated into other industries, such as healthcare and agriculture. COVID has shown that the automation piece is critical now and it ties into the labor shortages. The facility will emulate a working manufacturing center, providing real world experiences. The design will include several windows, allowing for tours and events to increase awareness and excitement about manufacturing and automation. Further, NTC is investigating ways to create hubs in the regions that will engage with the automation line in Wausau. Eventually, K12 programs will have virtual access to the technology.

<p>Action(s):</p>	<p>Person(s) Responsible:</p>	<p>Due Date(s):</p>
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Agenda Item 9: BAS Update

Presenter: Ben Stahlecker

- Ben shared Stephanie Haka accepted a position at NTC. A new Apprenticeship Training Representative (ATR) will begin March 15th. Ben will ensure everyone has a proper introduction. There will be a short training period for the new ATR, but she's got tremendous collaboration experience and the team is excited to have her come onboard. He discussed a job learning reimbursement letter sent from the Bureau. Based on the criteria outlined in the document, the employer/organization may be eligible. While virtual meetings have become the norm, he and BAS team are looking forward to meet with employers in person, if the facility allows.

<i>Action(s):</i>	<i>Person(s) Responsible:</i>	<i>Due Date(s):</i>
<i>Agenda Item 10: Future Agenda Discussions/Next Meeting Date</i>		
<i>Presenter: All</i>		
<ul style="list-style-type: none"> • Katie encouraged members to send agenda ideas to her via email. She will send out another survey to identify the Fall 2021 meeting date. 		
<i>Action(s):</i> <ul style="list-style-type: none"> • <i>Survey to be sent out via email identifying date for advisory committee meeting</i> 	<i>Person(s) Responsible:</i> <i>Katie</i>	<i>Due Date(s):</i>

Marketing Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 03/03/2021

Time: 11:30 a.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Bethany Hoffmann – Church Mutual Insurance
- Brian Pensinger – Greenheck

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Dianne Carroll – Faculty, Marketing and Business Technology
- Amy Gajewski – Faculty, Marketing/Digital Marketing
- Brad Gast – Dean-Workforce Training & Professional Development
- Jordan Innes – Faculty, Video Production
- Yang Yee Lor – Student Success Advisor
- Daniel McRoberts – Faculty, Communications
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

- **Continuing Education/Workforce Training & Professional Development**
 - As we move forward we think about what our environment will look like six months from now. One of the things we are gearing up for is a severe labor shortage. We are going to see the economy expanding rapidly in the next couple quarters, and since we are already in a labor shortage it will hit even harder as the economy picks back up. Knowing it will be one of the biggest challenges organizations will face, NTC is looking at what solutions we can provide to in terms of workforce. One initiative supports short-term industry credentials. These are employer verified credentials, about two months in length, and they provide training to rapidly upskill unemployed and under employed individuals to get them into organizations as quickly as possible. They will have the skills employers are asking for and will be able to plug into an entry level position. Another pool of certificates has been verified from the DWD to rapidly upskill the workforce. Through these initiatives we are preparing to

respond to employer needs as quickly as possible. We also have a number of Fast Forward grants available. An exciting one is related to Move to Manufacturing. Right now, we have over 1,000 open manufacturing positions just in Central Wisconsin. Move to Manufacturing is a free program designed to provide about 30 hours of training, get individuals acclimated to the manufacturing environment, and get them well prepared to work. We have seen huge success with the grant. There are also grant dollars coming in from the state that will help offset the costs of bringing on an apprenticeship and provide some credits on the backside for companies who have apprentices in their ranks and are hiring in that area. The state of Wisconsin is looking to double the number of apprentices in the next four years and NTC is hoping to be a key player in partnering with your organizations. Our focus in the coming year will be on how we can help you and your organization grow and come out of the pandemic. If there are other ways we can help with your workforce please contact Brad Gast at gast@ntc.edu.

- **Industry Trends**

- Bethany Hoffmann is a Marketing Manager at Church Mutual Insurance. About 90% of their employees continue to work from home. They recently established a vaccine policy that requires employees to be vaccinated to work in the office. With that policy they have changed the telecommuting process, making it easier and more accessible to employees to qualify for telecommuting. With fewer employees on site, Church Mutual will not be renewing their lease on their second location in Merrill. With options like telecommuting and work sharing, they anticipate the ability to fit all Central Wisconsin employees in their main office. Returning to the office depends upon availability of vaccinations as well as space planning considerations, so a plan is not in place yet. Church Mutual is still in a hiring freeze though it has loosened a bit. Marketing trends include a lot of webinars. Everyone wants a webinar even though it may not achieve their goal, so there is a lot of education of internal partners and figuring out the best channels. It seems like business as usual, only in a different space.
- Brian Pensinger is a Senior Marketing Specialist at Greenheck. When COVID hit Greenheck almost instantly created a task force and communication has been excellent. They have qualified people on the task force and they tiered out certain levels of operation for each building. Currently, almost every building on their main campus is at level one, which is very good for manufacturing. As the level increases more restrictions are put in place. It's been a topic of discussion around manufacturing facilities but Brian does not believe Greenheck will require vaccinations, although that could change. May 1 is the soonest all employees would possibly go back to the office but plans have not been set. Most office employees are still working remotely and Greenheck appreciates the fact they can still get their jobs done and be efficient and productive at home. Brian agrees it's business as usual with lots of virtual meetings and online events. Their industry experiences a 3-6 month lag from what others experience in terms of sales. Greenheck didn't experience the downward trend due to

COVID until late fall. Bethany asked if there are plans to change the telecommuting policies at Greenheck for the future. Brian said it may be something evaluated as they get closer to returning to the office.

- **Enrollment**

- There were 43 total enrollments for Marketing, Digital Marketing, and any embedded programs in fall 2020. There are 18 new enrollments for spring 2021. Summer and fall course registration opens on April 6 so we will see higher enrollments in the next couple months.

- **Wildly Important Goals (WIGs)**

- The WIGs for the Marketing team focus on student engagement, retention, and enrollment. When face to face classes were not possible we continued to meet synchronously through live Zoom meetings at the scheduled class time. Faculty continue to connect with students through Zoom during student connect times as well. The flexibility and accessibility to pop on a Zoom call is great, it's a different connection with a student than a telephone call, and the flexibility has increased the number of interactions with students. We have been able to connect through Zoom when we may have only talked over the phone previously, or not had the opportunity to meet at all due to scheduling. More meetings and activities have been incorporated during classes that involve Zoom, like presentations and mock interviews. Assignments that had to be recorded in the past can now be presented live through Zoom.
- To increase student success and continue to grow our skilled workforce we focus on increasing course completion and full-time enrollments within our programs. Dianne just finished an in-person class in which the students have the option to attend via Zoom, however, most attend in person. She gave them the option to record presentations for their final projects and all of the students chose to present live in front of the class. The students are really engaged with great critical thinking and participation. She would happily recommend any of her students for jobs.
- The faculty have continued to welcome each student with a personal email at the beginning of the semester and prior to the end of the semester. Also sending reminders to enroll in winterim and spring courses in January. Amy and Dianne make themselves available to students as additional resources to support the great job that Yang Yee does advising students in the Marketing programs.

- **Student Opportunities & Course Best Practices**

- In addition to the things already mentioned, we focus on encouraging co-curricular clubs and activities students can get involved with outside of class, like BPA, Phi Theta Kappa, or even checking out the new sports simulator on campus. Many of our classrooms are in the A building and some students never venture down to the other end of campus, so just walking them over to some of the student areas helps initiate involvement in campus life and supports engagement.

- Program readiness is a college initiative in which we are creating program modules to be added to the existing online New Student Orientation (NSO) course new students are required to complete. The program readiness modules will be specific to program choice. This is a foundational part of Guided Pathways, a national higher education initiative. The first foundational piece is getting students on the right path, and the second foundational piece is keeping them there. The program readiness modules are part of getting them on the right path. The module includes an overview of what a career would look like in Marketing and Digital Marketing, an introduction to faculty, some history, how to be successful in the program, requirements & expectations, functional skills & abilities of the industry, prepping for the program, a checklist for the first day, and course options. It provides a realistic glimpse of the program and industry so they can decide if it's really for them. Industry members like the idea and would like the opportunity to provide feedback on the module. We will work on providing access for industry members to view the module.
- **Marketing and Digital Marketing Course Curriculum Updates**
 - We are continually looking to improve our courses and keep them up to date so students will be ready to enter the industry. In the SEO and Analytics course we use Google beginner and advanced certifications, and students can complete the Google Ad Search certification for extra credit. The course also works through social media, how to navigate and pull analytics, the terminology of analytics, and interpreting what the data means. A simulated Google store allows students to analyze and assess, making the course more robust and hands on. Bethany stated the ability to analyze and interpret data is crucial in industry, these are great aspects to focus on.
In Social Media 2 students utilize the Stukent simulation in which they work with a budget, post to different social media sites, and try different strategies. Students are truly engaged and have fun while learning. In Digital Marketing Strategies Amy is bringing in an introduction of predictive analysis, AI, and machine learning. She will be researching ways to bring these topics in more this fall to provide an understanding of this direction in industry.
 - Industry members suggested tools like Google Tag Manager and Hotjar, which is quickly becoming an industry standard. Amy appreciates this feedback and wants students to be able to use and practice what is utilized in industry. Since many companies don't provide a free trial for students it's difficult to provide access without increasing student costs, however, companies like Hootsuite and HubSpot contribute to education because they want to turn students into industry users eventually.
 - Dianne is adapting methods of sales and communication. Discussing alternatives like incorporating COVID-friendly greetings and introductions instead of a handshake. Students learn how the communication piece might be different with emerging technologies, like building rapport through Zoom. Dianne and Amy are always looking at continuous improvement in the Marketing and Digital Marketing programs as they are such an ever-changing industry.



Jail/NTC Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 4/13/2021

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Gail Hurd – Employment and Training Coordinator – Department of Workforce Development
- Tina Perkofski – Probation and Parole Agent – Marathon County Courthouse
- Ray Slatton – Greater Wausau Christian Services
- Jane Spencer – Deputy Director – North Central Wisconsin Workforce Development Board
- Laura Yari – Justice Programs Coordinator – Marathon County Courthouse

NTC Team:

- Kellie Bales – AE Faculty – Taylor County Jail
- Jean Bowen – AE Instructor – Lincoln County Jail
- Iain Cameron – Dean, School of Engineering & Advanced Manufacturing
- Kay Hennes – AE Instructor – Price County Jail
- Barb Juliano – Instructional Assistant – Marathon County Jail & Marathon County Job Center
- Hannah Lee – Administrative Assistant, School of General Studies
- Mari Kraege – AE Instructor – Marathon County Jail
- Kathy Krause – AE Program Director, GED/HSED Advisory, AE Faculty – Wausau NTC
- Shannon Livingston – Dean of Student Services
- Anessa Ludwig – College Prep Center Assistant
- Brooke Schindler – Dean, School of General Studies
- Wendy Storlie – AE Faculty – Langlade County Jail
- May Thao – Learning Coordinator, School of General Studies
- Lindsey Zakrzewski – Accommodations Coordinator
- Ronda Zastrow – AE Instructor – Marathon County Jail

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

- Ray Slatton, Chairperson, and Brooke Schindler, Dean of School of General Studies at Northcentral Technical College welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

- The group was given a few minutes to review the minutes from the previous meeting. The meeting minutes were approved by all.
- Brooke presented the Spring Advisory Committee PowerPoint.

A. Industry Trends

- Ray: It has been difficult finding people to train for when programming returns to the jail, as there is still hesitation with COVID-19. The Joseph Project is still running and is looking for employees.
- Tina: There are still some employees working from home, however, employees can go in as needed to meet with individuals in the hallways. The Dept. of Corrections will determine when everyone can return to work in person.
- Gail: The unemployment rate in Marathon County and surrounding counties is almost at pre-COVID numbers, which was zero percent. Our first virtual job fair using the Premier Virtual platform (purchased by the state) will be on May 5. Manufacturing in this area is a high demand occupation, with 500 positions to fill between 3 employers. Most available jobs are in-person, however, interviews are still being done via Zoom. Some employees need spaces with good internet and technology in order to interview. NTC has offered those spaces.
- Jane: Employment and training services through the WIOA Title I program are still available remotely. Our Windows-to-Work re-entry coach is taking transfers as they are released out of the state system and coming back to this area, virtually. There is no timeline as to when the re-entry coach will return to the job center on a full-time basis. We are working to get things off the ground with the grant that was awarded last fall to foster opioid recovery. Another grant that we recently received is the H-1B Rural Healthcare Grant, and that is specific to Langlade, Lincoln, Wood, and Adams Counties. The grant is to help cover tuition/support services for positions where there's a shortage of healthcare workers beginning this summer/fall. Individuals must be willing to work in those counties; however, they are not required to be a resident of them. We are hoping to blend those funds with our WIOA Title I, as the grant is not going to cover all the costs associated with training/education.
- Laura: It has been a challenging time. The court system is significantly backed up. We have a lot of individuals in our treatment courts that are we're struggling to get resources for, as far as actual in person meetings, contacts, and sponsors. A lot of individuals are really struggling to maintain sobriety, which affects their ability to maintain jobs. Courts will be face-to-face beginning 6/21. Some of our newer treatment court participants have been allowed to attend in person. The jail has had a difficult time with overcrowding and transitioning people into the community, especially individuals that are actively using and are struggling to stop. We've been sending a lot of additional people to residential services, luckily, BadgerCare has started to cover some of the cost, although that is leading to an increased waitlist. We are now working on moving the back to in-person as much as we can. We have continually encouraged all of our programs both diversion and the more intensive programs to put a strong focus on education and employability, as that helps stabilize their life.
- Shannon: We have had students that have struggled with loss, aside from the stress and anxiety of managing through the pandemic. We have an early referral opportunity and ongoing referral opportunities within our early alert system, Starfish. Students have the opportunity during their orientation to indicate that they'd like to get information about how to connect with our resources on campus, which includes counseling.

- Ronda: Inmates are quite desperate for any sort of activity that I think they'd be willing to do just about anything to access more of that positive interaction. All of our providers have been welcome to provide services the entire time, so that's really on an individual basis when those teachers, facilitators and volunteers will return.
- Iain: We have budgeted for running 1 semester of Virtual Welding, most likely in Spring rather than fall, due to uncertainty with COVID. Hopefully, Machine Tools can be offered as well. We will focus on Marathon County Jail, and expand to other jails, if possible. We had a grant offered to help English Language Learners (ELL) in Medford, where there is a heavy Spanish speaking population, learn welding. We are hoping to use this as a springboard to do more micro-credentials for ELL students, as well students that may find it difficult to get into higher education.

B. Program Information

1. Jail FTEs

Overall, FTEs are down. The majority of the FTEs lost have been from Langlade County Jail, which has created quite a gap in what we were able to accomplish as compared to previous years.

- Langlade: FTEs are at 1.90 FTEs, which is down 9.52 FTEs from last year. They had restricted access in order to contribute to the mitigation of COVID-19, though they have recently allowed us back in to serve students in person. They have also reduced the number of hours we are there for this fiscal year, which has contributed to the decrease in FTEs
- Lincoln: Currently at 14.85 FTEs, down 1.37 FTEs from last year.
- Marathon: Currently at 19.08 FTEs, up 0.93 FTEs from last year.
- Price: Currently at 1.67 FTEs, up 1.63 FTEs from last year.
- Taylor: Currently at 5.23 FTEs, down 1.83 FTEs from last year.

2. Grants Update for FY2022

We were fully awarded our corrections grant for the next four years that provides us funding for each fiscal year (FY2022-2025) in order to support the programming we provide in all of our county jails.

C. Curriculum & Assessment

1. Instructor Report

- Wendy: Since March 2020, Langlade County Jail (LaCJ) shut down for several months. I was able to return for 2 weeks in October, before they shut down again until mid-February. I have since been back at LaCJ several times. Despite the closures, I was able to have a student complete their credential from just submitting and picking up assignments through the visitation window.
- Jean: Testing will return to Lincoln County Jail. The Merrill Area Resource Brochure was recently updated. It is given to inmates in order to them find assistance once they are out.
- Kay: I am still teaching via Zoom with 4 students in Price County Jail, with 1 student working on their HSED, 2 on GED, and 1 self-improvement. With cooperation from the jail, I've been able to work with my students continuously throughout the pandemic.
- Mari: We were able to return to Marathon County Jail (MCJ) in the fall. I increased the number of times I met with students at the end of the fall semester in order to make up the time lost during shutdown due to COVID. Students showed more interest/improvement, and it would be great to be able to meet with each student 2-3 times a week in the future, as they lose interest when only meeting once per week.
- Barb: I am back at the Job Center, and have been meeting with our partners to establish what their needs are and how NTC can help meet those needs.

- Shannon: We are ready and willing to go back into the jails to test students when they are ready to do so. We have been testing at Marathon County Jail, and are working with Katie to go back into Langlade County Jail to test students.
- Brooke: Excited to be meeting with Lindsey in a few days to talk about serving students with accommodation needs in our jail facilities, so we can make sure we're serving the diverse demographic that exists at our jails.

2. Curriculum Updates

Workforce Readiness Certificate (WRC)

- Three students have completed WRC since its recent launch. Once all the pieces are in place (instructional guide created, etc.), Gail will email local employers about this new credential and how it can help them hire employees that require less training, thus saving time/money.

Technical Algebra Concepts (TAC) course

- TAC is a course that students would take to brush up on their skills before moving on to Intermediate Algebra or a higher-level algebra course. TAC has been approved for use by inmates in the jail.

D. Equipment and Facilities

NTC COVID-19 protocols:

- NTC's safety protocols will continue through the end of July, at which time we will review local data and update our protocols using the guidelines set by the CDC.

Jails' COVID-19 protocols:

Protocols to help reduce the spread of COVID-19 are still in place the jails. All of the jails are experiencing a reduction in programming available/offered to their inmates.

- Marathon County Jail administered COVID-19 vaccinations last Thursday to inmates that wished to receive one. Movement between cell blocks is still limited, as to reduce any potential exposure to COVID. When blocks can mix again will be determined on what is going outside of the facility (locally) with COVID-19.
- Langlade: NTC's the only programming that is allowed back in LaCJ at this time. There is no word as to when other programming will be able to return to the jail.
- Lincoln County Jail: Jean is still working through the visitation glass in the evenings, as they are not letting outside people in. While still unable to go into the classroom to teach, Jean can go in for supplies or to get a student setup on a computer. Lincoln County will determine when programming can return inside the classrooms.
- Price County Jail: Kay is still teaching via Zoom, as PCJ is not allowing any outside programming inside the jail at this time. When programming can return to PCJ has yet to be determined.

E. Focus Discussion Item: Programming for FY2022 (expanding)

Marathon County jail is the only jail at this meeting with representation. Brooke will be meeting with Ronda at MCJ to discuss scheduling for next year to ensure that not everything returns all at once, creating an overwhelming situation for everyone.

F. Continuing Education / Business & Industry Solutions Initiatives

Handouts:

- Move to Manufacturing
- Machine Tools
- LifeSkills Workshops (Job Center)

Next Meeting: Tuesday, October 12, 2021 - 11:30a – 1:00p

**Leadership Development/Human Resources
Advisory Committee
Summary of Advisory Committee Meeting Minutes for
NTC Board of Trustees**

Date: 03/17/2021

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Jennifer Cassell – Peoples State Bank
- Terri Danen – A&B Process Systems
- Ann Micholic – Kolbe & Kolbe Millwork
- Lisa Westphal – Westphal Staffing

NTC Team:

- Darren Ackley – Vice President of Learning
- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- John Burgess – Faculty, Leadership Development
- Brad Gast – Dean-Workforce Training & Professional Development
- Jim Ortiz – Student Success Advisor
- Kelly Poppe-Gale – Faculty, Leadership Development & Business
- Kurt Swanson – Faculty, Supply Chain Management
- Cindy Thelen – Human Resources Manager
- Cher Vink – Associate Vice President of Human Resources
- Jeannie Worden – Executive Vice President
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

• **College-Wide Initiatives**

- Brandy provided information on current initiatives.



Advisory Committee
PowerPoint Spring 20.

- **Industry Trends**

- Jennifer Cassell is a Human Resources Generalist at Peoples State Bank. They largest focus right now in an acquisition of a bank in Milwaukee. COVID did not have a significant impact on their business. Peoples State Bank has not hired many people lately. A couple leadership positions were open due to retirements but were filled internally or by individuals they had been communicating with. They use the youth apprenticeship program through the local high schools and NTC, and all of those students have stayed with many of them in their positions for over a year. Next spring paid internships will be offered again in marketing and IT so they will likely reach out for potential candidates.
- Ann Micholic is Vice President of Human Resources at Kolbe & Kolbe Millwork. Like other manufacturing businesses in the area they struggle to attract new team members to fill positions on their manufacturing floor. They focus on attraction and retention of hourly manufacturing team members. It's also a challenge to find skilled workers to operate their machinery so they have focused on upskilling current employees and those interested. Kolbe & Kolbe relies heavily on NTC for professional development and the courses NTC offers. They are starting to hire more people from outside of the area since they can work remotely now. They are working on a policy now for future remote work. Working remotely has changed the culture, Kolbe & Kolbe is a family business and they miss seeing people in the office.
- Lisa Westphal is the owner of Westphal Staffing. Due to COVID, the staffing industry took a hit across the country almost immediately losing 60% of their workforce. The numbers have been climbing back up and they have been very busy recently. Westphal Staffing currently has about 30% of their temporary workforce still working from home. Clients are calling to hire temporary employees to start working remotely as well. They have seen an uptick in human resources recruitment needs. Recruitment is tough and there has been a lot of need recently for office management. Lisa believes this is driven by recruitment and policy needs in smaller offices. In a smaller office, clients want the office manager to be responsible for hiring, onboarding, and often some accounting. Their organization is seeing an uptick in hiring and struggling to find qualified people. Their goal is to find people who fit and will be happy in a position. At Westphal Staffing they are all back in the office and Lisa enjoys the energy with everyone there. It's difficult to get the energy of the office in a virtual format.
- Terri Danen is an HR Business Partner at A&B Process Systems. In the last month their recruitment has spiked. They had not posted for months but are actively recruiting now. Their hot jobs are in production and manufacturing, although they recently filled some office positions as well. Terri is posting jobs on Handshake but seeing more of a response from students at 4-year schools than from technical schools. Terri has been utilizing the messaging tool in Handshake with little response from students. Students should understand it's important to respond even if they are not interested. Terri is hoping to get out to in-person career fairs this fall. Jeannie explained NTC is doing virtual career fairs and

hoping to do more in person events this fall with getting students back on campus. A&B Process Systems employees are slowly starting to come back in the office. A health screening system is in place that productions employees go through each day which has been working well. The number of people who need to stay home or are getting sick has slowed down drastically. Their president would ideally like to see everyone back in the office at some point. They will be looking at the future for those who have been working remotely and in the next 3-4 months will likely need to make some decisions about employees coming back to the office or remaining remote.

- Cindy Thelen is a Human Resources Manager at NTC. About 50% of employees are back on campus and heading closer to 80-100% when summer rolls around. Cindy agrees with others as far as recruitment, talent seems to be quite scarce. It's been very competitive and they really need to move fast with candidates. Many times candidates are interviewing at multiple places and have multiple offers. It's been challenging to find someone that's a good fit for the job and doesn't have other competitive offers. Everyone is looking for something different in a job so it's hard to get that all-encompassing package to attract candidates. NTC has a very generous time off and leave program with great benefits and sometimes that's not what's most important to a candidate. It could be more important to get a dollar or two more at another job.
- **Enrollment**
 - In the Human Resources program we have 22 students enrolled this spring and 7 students are accepted for fall semester. In late spring and early summer we will start seeing upticks in fall enrollment. In the Leadership Development program we have 6 enrollments which is down a bit from last year. There have been some students shifting between the Leadership Development and Human Resources programs as these two programs overlap. We have one student accepted for fall semester so far. Brandy explained Leadership Development has historically been a program with a lot of online students who tend to enroll late, so we may see an uptick in enrollments in mid to late summer. We are seeing great enrollment in the Human Resources program, especially for being a new program.
- **Leadership Development**
 - 8-Week Course Format
 - Leadership Development program has embedded technical diplomas including one in Human Resource Management. Each is 9 credits and can be financial aid eligible. In many cases a student in another program may only need to take one additional course to obtain one of the technical diplomas. Our industry partners are looking for those short-term credentials and students have reported employers liked seeing one of the technical diplomas on their resume.
We tried scheduling the courses in a 5-week format so students could complete the three courses back to back to earn a technical diploma within in a single term. It created some challenges because the rest of the college uses an 8-week scheduling

format. Five weeks is a short amount of time and it was challenging for some students to complete the courses. With the 8-week format students will still have the ability to earn a technical diploma in a single term, they will just need to take more than one course at a time. This helps with consistency for students in other programs who may be taking a Leadership Development course so the scheduling lines up with their other 8-week or 16-week courses. The change will likely help with completion rates by providing a longer time frame for students to complete their courses.

- **Human Resources Program**

- Program Modification

- Jeannie and Cher put the first course together and have been working with us to help build other courses. Brandy and Cher discussed course title changes for the Human Resources program to align with modern terminology and accurately reflect course content. When we started building the program we used some ideas from other technical colleges but now we have our experienced leaders, Jeannie and Cher, looking more closely at these courses and we want to make some changes. A couple of the course we are changing are Leadership Development courses that cross over into the Human Resources program. Some course titles can be misleading, making it appear there is too much overlap when the course content is not overlapping.



HUMAN RESOURCES
PROGRAM CHANGES

- 10-116-1 Human Resources Associate Degree
 - Change title of 10-196-193 Managing Human Resources & Labor Relations (3 credits) – Change the title to Managing Human Resources. There is going to be labor relations content in another course later in the program so we don't want it to sound like there is overlap of the same content due to the title. Some businesses use the term human capital, however, members agreed human resources is very common and should remain the same.
 - **The advisory committee supports this change.**
 - Change title of 10-196-199 Training & Talent Development (3 credits) – Change the title to Talent Development. This title aligns with current language in human resources.
 - **The advisory committee supports this change.**
 - Change title of 10-116-101 Wage, Salary and Benefits Administration (3 credits) – Change the title to Total Rewards. This title aligns with current language in human resources.
 - **The advisory committee supports this change.**
 - Change title of 10-116-102 Effective Staffing (3 credits) – Change title to Talent Acquisition. This title aligns with current language in human resources.
 - **The advisory committee supports this change.**

- Change title of 10-116-104 Employee Recruitment and Retention (3 credits) – Change title to Employee and Labor Relations, keeping the same course number. There is a lot of recruitment and retention content in other courses so another 3-credit course is not needed in this area. This course would instead focus on employee and labor relations. Since this course has not been offered or built yet we can keep the same course number with the new content. The committee felt labor relations sounds a bit dated, however, we want the course to reflect the fact that union management will be part of the content and some large, local employers still use the term labor relations. It would be beneficial to keep the content even if we later decide to take the labor relations piece out of the course title. Brandy and Cher confirmed the course will include competencies specific to labor relations or union management.
 - **The advisory committee supports this change.**
- **Continuing Education/Workforce Training & Professional Development**
 - Workforce Training will be moving forward with NTC Connect. All of our offerings will have an in-person opportunity, a live stream Zoom opportunity, and a recording. We are already beta testing this spring and our Medical Assistant conference used this technology on Saturday. Brad provided an example of the recording attendees would see, which includes video of the speaker, PowerPoint slides or other visual demonstrations, and a transcript. The recorded trainings will eliminate scheduling barriers and allow more people the opportunity to receive training even if they are not available at the time the training is scheduled. During the last meeting we talked about NTC Career Skill Paths. We broke down our Leadership Development Technical Diploma into 36 skill-based modules. The top five skills identified by employers as missing from a resume were leadership, communication, customer service, teamwork, and change management. Those competencies are embedded in many, if not all, of the modules in the Leadership Development Career Skill Path so it's a tremendous opportunity to upskill individual employees. We have a partnership and teach the Dale Carnegie Course as a 12-week program. Those enrolled in this course will get our 3-credit Essential Skills for the Business Professional course as well. We have a session going now and another will be available this spring, and we are looking to run it again in fall. On the Human Resources side, we offer the SHRM certification prep course offered and will be running it again this fall. The NTC Career Skills Path courses have been approved through SHRM to be used as recertification credits.



Surgical Technologist Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 03/24/2021

Time: 4:00pm – 5:30pm

Location: Zoom

Attendees

Industry Members:

- Alyssa Peterson, Manager - Surgical Services, Aspirus Wausau Hospital

NTC Team:

- Janet Baumann, Associate Dean of Health
- Jason Beasley, Surgical Technologist Faculty and Program Director
- Brad Gast, Dean of Workforce Training and Professional Development
- Stacy Kunz, Clinical Coordinator
- Becky Leopold, Administrative Assistant
- Sara Peterson, Science Faculty
- Angela Reimer, Compliance Coordinator Program Development

Other:

- Wendy Wilde, Community Member, CEO Weden Consulting Firm
- Samantha Stolp, Current NTC Student

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

- Platinum Planner (our online case tracking system) is working really well for our clinical partners as they are able to view the type of surgical procedures the student has completed, and which types of surgeries the student will still need to participate in, in order to meet the requirements for graduation.
- Current enrollment in the Surgical Technologist (ST) program is at eight students. These students are currently participating in surgeries at clinical sites in Rhinelander, Antigo, Weston, Wausau, and Medford.
- Employer survey compliance has been a struggle this past year. Jason explained that these surveys (done approximately six months after graduation) are required by the Accreditation Review Council on Education in Surgical Technology and Surgical Assisting (ARC/STSA) in order to ensure that graduates are doing well, and were properly prepared, for their new positions.



- Capital equipment request for this upcoming year is to replace a surgical table in one of our surgical suites as it is quite dated.
- Students are enjoying using PeriopSim (this is a medical simulation training app for students to learn instrumentation and procedures) as they can access it with their phone or tablet.
- The ARC/STSA Accreditation Site Visit was to be scheduled this spring semester; however, at this time we do not have a definite date of when our accreditation site visit will be. As soon as we are made aware, we will share this information with the advisory board.

Program Modifications Discussion

- In the near future, the ST program will be moving to an Associate Degree program. The initial conversion from our current ST program to the ST Associate Degree program was to be August of 2021, however, the most recent update we have received is that this date is being pushed out to August 2023.



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

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

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

THE BUSINESS NEWS

Serving the **NORTHCENTRAL WISCONSIN** counties of

Adams, Clark, Langlade, Lincoln, Marathon, Menominee, Oneida, Portage, Price, Taylor, Vilas, Waupaca, Waushara, & Wood

Program offers glimpse of the future

Teens, workers benefit from apprenticeships offered by area schools

By Jerry Rhoden jrhoden@thebusinessnews.com

Apr 6, 2021



Kristy Lemmer, left, Ashley Hoth and Bo Johnson are benefiting from youth apprenticeships through the Wausau School District and Northcentral Technical College. The Business News photo by Jerry Rhoden

Not only are apprenticeships a way for area teens to become accustomed to the working world, they also present an opportunity for more established workers to learn new trends.

“I have teenagers of my own, so I already know the music,” Kristy Lemmer said as she laughed.

The dietary manager at North Central Health Care (NCHC) in Wausau, Lemmer was responding to life overseeing about two dozen teens who work at NCHC via youth apprenticeships through the Wausau School District and Northcentral Technical College.

The arrangement brings in the help that local firms need while providing young learners real-world experience in situations they may be considering as a career.

“We have great partnerships with a lot of area high schools,” said Bo Johnson, Human Resources Generalist at NCHC, a long term mental and behavioral healthcare facility nestled into the heart of Wausau.

The Department of Workforce Development has approved youth apprenticeships in 11 programs: architecture/construction, finance, information technology, ag/food/natural resources, transportation/distribution/logistics, health science, manufacturing, marketing, art/AV tech/communications, hospitality, and STEM (science, technology, engineering, math).

Johnson, who’s been with NCHC for about 12 years, works with Wausau West and East, D.C. Everest, Merrill, Marathon, and Mosinee. He’s seen where such apprenticeships can take students.

“Most of them need this starting point. It gives them such valuable work experience when you get to go out on the floor.” — Kristy Lemmer, dietary manager, North Central Health Care, Wausau

“We have apprentices in our dietary aid, CNA (certified nursing assistant) and hospitality assistant areas,” he said. “It’s a real stepping stone to becoming a CNA.”

While most of the approximately 10 students Johnson sees in NCHC’s CNA courses are adults, he does get some teens.

“The classes are 8 hours a day for about two and a half weeks,” he said. “We do get some high school students, and obviously they can’t attend during school, so we’ll have them go through in the summer.”

Building in flexibility has been a key to attracting and retaining apprentices at this age.

“No. 1, be flexible,” Johnson said of advice he might offer to other entities considering apprenticeships. “Let them work when they can, and do that with your employees in general. No. 2, we pay for their (CNA) class.”

In pre-COVID times, Johnson would visit schools and talk to groups about the opportunities NCHC has to offer.

“We do job fairs at the schools, too, because putting a face to a name helps,” Johnson said. “We really just try to build awareness that we’re even here.”

It’s a necessary step, according to Hoth.

“A lot of students didn’t know youth apprenticeships were even a thing,” she said.

If awareness is step 1, then step 2 is to build a program that will work for everyone.

“We try to tailor our openings to the students when they need flexibility for sports or activities,” Johnson said. “That helps them want to stay.”

Lemmer has been working with apprentices and interns, of a variety of ages, for about 15 years. She oversees 40 people, about 20-24 of whom are youth apprentices.

“Most of them need this starting point,” she said. “It gives them such valuable work experience when you get to go out on the floor.”

The DWD cites a number of benefits to employers:

- Increasing visibility of your business/ industry
- Access to young workers with an interest in the profession
- Pre-screened youths who get support during their apprenticeship

Lemmer has learned that while trends come and go, some aspects of working with kids don’t change much at all.

“One challenge, for a lot of them — this is their first job,” Lemmer said. “You set the expectations early on. ‘We’re counting on you to be here, but the residents are also counting on you to be here.’ ”

Students can develop some key skill sets on the job, immersed in situations that can’t really be replicated in a classroom.

“This really helps with communication skills,” said Ashley Hoth, a soft-spoken senior with Wausau Area Virtual Education (WAVE) who attended Wausau West in-person previously. Hoth has been a dietary aid with NCHC for a year, having to master the wide variety of diet types that cater to each resident’s unique needs, including considerations for diabetics, high blood pressure, pureed, and others. “I was very shy, timid, nervous. When I had to talk to a supervisor, I’d be scared. I’m very confident now.”



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POSTED ON APRIL 7, 2021

NTC District Board names Dr. Jeannie Worden as new president

The Northcentral Technical College (NTC) District Board of Trustees approved hiring Dr. Jeannie Worden as the next president of NTC at the regular meeting of the Board on Tuesday, April 6. She will begin her new role on Thursday, July 1, succeeding Dr. Lori Weyers who will retire on June 30.

“Dr. Worden’s passion for education and commitment to our students is evident in everything she does,” said Paul Proulx, chair, NTC District Board of Trustees. “Her strong leadership skills and vast experience with the College will ensure a smooth transition.”

Worden currently serves as NTC’s Executive Vice President. In her 26 year career at NTC, she served in a variety of roles that make her uniquely qualified for her new position as President including Vice President of Student Services, Vice President of Human Resources and College Advancement, Executive Director of the NTC Foundation, Director of Human Resources, Human Resources Specialist, Benefit Specialist and Adjunct Faculty. Prior to coming to NTC, Worden worked in private industry in the field of Human Resources. Worden holds a Doctor of Education (Ed.D) in Educational Leadership from Edgewood College, an MBA from Upper Iowa University and a Bachelor’s Degree in Human Resources Management from the University of Wisconsin-Madison.

“I am humbled and feel truly blessed to have been given the privilege of serving the great students and staff of NTC as its next President,” said Worden. “As the mother of two NTC graduates, I have seen first-hand the impact NTC has had in the life of my family and I am committed to providing those same opportunities to the residents of our District.”

An Ad Hoc Recruitment Group, including the Board Chair, Vice-Chair and Treasurer, conducted the internal search, at the Board’s request, for a candidate with diverse experience in various aspects of the College, including a commitment to students, employees and community partnerships with an emphasis on strong fiscal policy.

Worden received national recognition for her strong support of student success as the 2020 recipient of the Phi Theta Kappa (PTK) Distinguished College Administrator Award. PTK is a premiere international honor society for two-year colleges that recognizes the academic achievement of students and helps them grow as scholars and leaders. Members of NTC’s PTK chapter nominated Dr. Worden because she

“cares deeply about each and everyone who comes through the doors of NTC as well as those who join PTK.”

In addition to leadership positions within the College, Worden serves on the Greater Wausau Chamber of Commerce Board of Directors and previously served as Chamber Chair. She has also provided community wide leadership as a member of the Greater Wausau Prosperity Partnership (GWPP) and Central Wisconsin Higher Education Alliance.

“Dr. Worden has deep roots within the community and was instrumental in the College’s recent strategic planning process and strategic planning at the Greater Wausau Chamber,” said Chair Proulx. “We are confident that she will continue NTC’s commitment to our learners and to the communities we serve while positioning the College for success well into the future.”



Dr. Jeannie Worden (Photo courtesy of Phi Theta Kappa and NTC).

NTC Names New President

By Liz Holbrook Apr 6, 2021 4:31 PM

WAUSAU, WI (WSAU) — A familiar face to the institution has been named the next President of Northcentral Technical College.

At their April 6th board meeting, the Northcentral Technical College Board of Trustees approved the hiring of Dr. Jeannie Worden as the next president of the college. Dr. Worden is succeeding current President Dr. Lori Weyers after she retires on June 30th.

“Dr. Worden’s passion for education and commitment to our students is evident in everything she does,” said Paul Proulx, Chair, NTC District Board of Trustees. “Her strong leadership skills and vast experience with the College will ensure a smooth transition.”

Dr. Worden currently serves as NTC’s Executive Vice President and has been with the college in a variety of capacities for the past 26 years. Some of those roles include Vice President of Student Services, Vice President of Human Resources and College Advancement, Executive Director of the NTC Foundation, Director of Human Resources, Human Resources Specialist, Benefit Specialist, and Adjunct Faculty.

“I am humbled and feel truly blessed to have been given the privilege of serving the great students and staff of NTC as its next President,” said Worden. “As the mother of two NTC graduates, I have seen first-hand the impact NTC has had in the life of my family and I am committed to providing those same opportunities to the residents of our District.”

Worden is actively involved in the Wausau community outside of her positions within the College as she serves on the Greater Wausau Chamber of Commerce Board of Directors and previously served as Chamber Chair. She has also provided community-wide leadership as a member of the Greater Wausau Prosperity Partnership (GWPP) and Central Wisconsin Higher Education Alliance.

Worden holds a Doctor of Education (Ed.D) in Educational Leadership from Edgewood College, an MBA from Upper Iowa University, and a Bachelor’s Degree in Human Resources Management from the University of Wisconsin-Madison.



Northcentral Technical College hires new president

WAUSAU, Wis. (WSAW) - The Northcentral Technical College District Board of Trustees has approved the hiring of Dr. Jeannie Worden as the next president of NTC. Worden will replace Dr. Lori Weyers, who will be retiring at the end of June.



“Dr. Worden’s passion for education and commitment to our students is evident in everything she does,” said Paul Proulx, Chair, NTC District Board of Trustees. “Her strong leadership skills and vast experience with the College will ensure a smooth transition.”

Worden currently serves as NTC’s Executive Vice President. In her 26 year career at NTC, she served has served in a variety of roles including Vice President of Student Services, Vice President of Human Resources and College Advancement, Executive Director of the NTC Foundation, Director of Human Resources, Human Resources Specialist, Benefit Specialist and Adjunct Faculty. Prior to coming to NTC, Worden worked in private industry in the field of Human Resources. Worden holds a Doctor of Education in Educational Leadership from Edgewood College, an MBA from Upper Iowa University and a Bachelor’s Degree in Human Resources Management from the University of Wisconsin-Madison.

“I am humbled and feel truly blessed to have been given the privilege of serving the great students and staff of NTC as its next President,” said Worden. “As the mother of two NTC graduates, I have seen first-hand the impact NTC has had in the life of my family and I am committed to providing those same opportunities to the residents of our District.”

Dr. Worden will begin her new role July 1.

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April 9, 2021

NTC announces in-person plans for fall and open registration

While the college has had in-person learning since June 2020, Northcentral Technical College is pleased to announce that it will be transitioning to a more traditional college experience beginning this August with additional in-person offerings, events and student activities.

“At NTC, we believe in meeting learners where they’re at,” said Lori Weyers, President. “For some, that means a traditional in-person experience and for some that means online learning through our innovative Virtual College.”

Learners will have the opportunity to choose how they take their classes this fall when registration opens on April 6. While NTC has over 190 program options, prospective learners can also choose from two new associate degree options including Human Resources and Paralegal.

The college also recently announced a new delivery model — NTC Connect — which allows students to choose their desired class format (in person, online or Zoom) day by day or week by week to fit student preference and schedule.

“Providing a safe environment for our entire campus community will continue to be our priority this fall,” said Weyers. “We are excited to welcome more students back to campus and eager to serve those who prefer to maintain their current hybrid, blended or online learning.”

To learn more about NTC’s new programs or how to get started this fall, visit www.ntc.edu.

Stevens Point News

PORTAGE COUNTY
Gazette

STEVENS POINT
City Times

NTC announces in-person plans

© APRIL 12, 2021 / 0

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For the City Times

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“At NTC, we believe in meeting learners where they’re at,” said Lori Weyers, president. “For some, that means a traditional in-person experience and for some that means online learning through our innovative Virtual College.”

Students will have the opportunity to choose how they take their classes this fall. NTC has 190+ program options, prospective learners can also choose from two new associate degree options including human resources and paralegal.

The college also recently announced a new delivery model – NTC Connect – which allows students to choose their desired class format – in person, online or Zoom – day by day or week by week to fit student preference and schedule.

“Providing a safe environment for our entire campus community will continue to be our priority this fall,” said Weyers. “We are excited to welcome more students back to campus and eager to serve those who prefer to maintain their current hybrid, blended or online learning.”

For more information, visit www.ntc.edu.



NTC announces in-person learning plans for Fall 2021



(WSAW)

By WSAW Staff

Published: Mar. 26, 2021 at 4:22 PM UTC

WAUSAU, Wis. (WSAW) – Northcentral Technical College (NTC) announced on Friday it will transition to a more traditional college experience beginning August 2021 with additional in-person offerings, events, and student activities.

“At NTC, we believe in meeting learners where they’re at,” said Lori Weyers, President. “For some, that means a traditional in-person experience and for some, that means online learning through our innovative Virtual College.”

Registration opens on April 6 and students will have the opportunity to choose how they take their classes this fall. NTC has 190+ program options, and now prospective learners can also choose from two new associate degree options including Human Resources and Paralegal.

The College also recently announced a new delivery model – NTC Connect – which allows students to choose their desired class format (in person, online or Zoom) day by day or week by week to fit student preference and schedule.

“Providing a safe environment for our entire campus community will continue to be our priority this fall,” said Weyers. “We are excited to welcome more students back to campus and eager to serve those who prefer to maintain their current hybrid, blended or online learning.”

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Nearly 80 motorcyclists killed each year in Wisconsin crashes

WAUSAU, Wis. (WSAW) - On average, more than 2,000 motorcycle crashes occur each year in Wisconsin. And the [Wisconsin Department of Transportation records](#) show nearly 80 people will be killed each year as result.

It's the reason they encourage drivers to look twice while driving. Last summer, the DOT's message boards circulated the message "A second look can save a life!" They say it's hard to judge the speed of oncoming motorcycles due to their smaller profile.

With the snow gone, drivers will be seeing more on the road.

Allan Zahrt is the co-owner of Pro-Motorsports in Wausau. He said most drivers just need to be aware that motorcyclists are on the road.

He said vehicle operators must also recognize the size difference.

"As far as the cars, it's being aware of something much smaller than they are," Zahrt said. "Motorcycles have their lights on at all times to help see them when you're not looking. And just check your blind spots and be aware."

As for motorcyclists, they should practice the safety measures they were taught.

"We've had a long winter layoff," Zahrt explained, "So, now we have to reacquaint ourselves with our motorcycles, and the procedures of running and driving and being amongst all the other traffic."

Zahrt encourages everyone interested in riding a motorcycle to take a riding course, similar to the [Basic Rider Course](#) at Northcentral Technical College.



Lead RiderCoach Ken Heis says the course is designed for beginners.

"We offer the Basic Rider Course, which is for beginners," Heis explained. "People who have new been behind the controls of a motorcycle, that are curious, that want to get their license... we take them on a step-by-step process. Here in the state of Wisconsin, we use the E3 which is 3-hour course online, followed by 10 hours on the range, and approximately 5-6 hours in the classroom."

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NTC to offer new Women's Leadership scholarship

 April 28, 2021  10:50 pm Natalie Sopyla

NEWS



WAUSAU, Wis. (WAOW) -- A new scholarship at Northcentral Technical College is aiming to encourage women to pursue leadership roles.

The Charmaine Whitburn Women's Leadership Scholarship will provide at \$1,500 dollar scholarship to a full time student out of the Merrill School District.

Any female student from Merrill enrolled in any associate degree or diploma program is eligible to apply.

Officials with NTC say they hope it encourages young women to bring their leadership skills to the technical arena.

"They want to make a difference in their own lives, their families lives, their communities and the businesses they go to. Often they just a little bit of encouragement, they just need that support," said Vicki Jeppesen, Vice President of College Advancement at NTC.

The first recipient of the scholarship will be recognized next month at the Merrill High School scholarship event.



Celebrating 'National Agriculture Day' in Wisconsin



March 23, 2021 8:00 pm Chase McNamara

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



WAUSAU, Wis. (WAOW)--- The agriculture industry is the national spotlight Tuesday, receiving praise for its bend but never break mentality during the pandemic.

From the cattle barn to the corn field and the cranberry bog, farming is embedded in Wisconsin's culture.

This year on 'National Agriculture Day' it coincides with a 'Gallup' poll showing that for the first time in 20 years, the agriculture and farming industry tops the list for Americans views of US businesses and industry sectors in 2020.

"Last year when we started to see shelves being cleared off really quickly, it put a lot of focus on our food and farming industry," said Amy Eckelberg, Executive Director of Public Relations at Wisconsin Farm Bureau Federation.

"Along with our doctors and nurses and health care professionals, the farmers were right there on the frontlines," said Katie Vanbergeest, Agriculture Sciences Manager at Northcentral Technical College.

And Wisconsin is no slouch when it comes to production. Agriculture contributes \$4.8 billion a year to Wisconsin's economy, according to Eckelberg.

And to continue that streak, the work doesn't stop.

That's where NCTC comes in, preparing the future of the industry.

Its 'Agricultural Center of Excellence' is the only technical college in Wisconsin with a working dairy farm.

Providing hands on training.

"They will learn about something in a lecture, then they will come here and report on a lab and actually apply those skills. And demonstrate those skills before they get out into the workforce," said Vanbergeest.

And today's training goes beyond the barn, as technology and the people needed is growing more crucial.

"We need people prepared to go work out in the job sectors," said Vanbergeest.

And the only way to bring it to your table, is extra hands.

To celebrate 'National Agriculture Day' visit a farmers market, buy local at the grocery store, or just thank a farmer.



NTC announces return to 'traditional' format

📅 March 26, 2021 ⌚ 4:18 pm 👤 Sierra Rehm

TOP STORIES, WISCONSIN NEWS



WAUSAU, Wis. (WAOW) — Northcentral Technical College (NTC) says they will be returning to a more traditional learning experience beginning in August.

That means more in-person offerings, events and student activities.

“At NTC, we believe in meeting learners where they’re at,” said Lori Weyers, President. “For some, that means a traditional in-person experience and for some that means online learning through our innovative Virtual College.”

Students will have the option to choose what format they will take their classes this fall when registration opens on April 6.

NTC says they've also recently announced a new model, NTC Connect, which allows students to choose their desired class format (in person, online or Zoom) day by day or week by week to fit student preference and schedule.

“Providing a safe environment for our entire campus community will continue to be our priority this fall,” said Weyers. “We are excited to welcome more students back to campus and eager to serve those who prefer to maintain their current hybrid, blended or online learning.”

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WBHS holds informative meeting about college



Stephanie Gruber presents at Wittenberg-Birnamwood High School on what students need to know heading into their senior year of high school April 13. Gruber said she enjoys being a counselor in a small school setting because she can get more one-on-one time with students. LUKE REIMER | NEW MEDIA

High school juniors, parents learn about post-high school plans

By **LUKE REIMER**
Reporter

Juniors at Wittenberg-Birnamwood High School are getting ready to make that next step to senior year, and many will start to arrange their plans for college.

Wittenberg-Birnamwood High School guidance counselor Stephanie Gruber gave a presentation on what both students and parents can expect for the future as students finish their junior years.

"They have to be the builders of their future; I can't tell them what they are going to do after high school," said Gruber. "I can definitely help them get there, though."

An audience of 15, including both students and parents, were in attendance to gather the information needed to finish building their resumes and start applying for colleges.

In the presentation, Gruber explained that, with the COVID-19

pandemic, some schools are not requiring that students submit ACT scores.

"What I have been telling students is that, before you schedule to retake the ACT, let's talk about it and see if some of the schools that you are interested in are even requiring it," said Gruber.

Gruber also mentioned that in order to become summa cum laude in high school, students must achieve a score of 26 or better on the ACT.

With regard to financial aid, Gruber talked about the Free Application for Federal Student Aid, or FAFSA, and encouraged students to complete the form, even if they aren't likely to qualify for grants.

"There are scholarships out there that require the FAFSA to be filled out in order to apply," said Gruber. "If students don't want to do their FAFSA, they most likely want to do scholarships, so I would have that filled out."

Gruber also mentioned that,

through [Northcentral Technical College](#), a financial aid meeting and workshop is in the works to be scheduled for mid-October.

"Families are strongly encouraged to come to that," said Gruber. "NTC usually comes here and presents on what loans are, the scholarships and grants that you can get and everything else financial aid-related."

Gruber added that the representatives from [NTC](#) will help families fill out the information regarding financial aid at the meeting.

Gruber, who has spent five years as the guidance counselor at WBHS, has worked with many students and parents. She said she's found it beneficial to hold a meeting to discuss the next steps in a student's post-high school career.

"The meeting has benefits for students because, instead of the students having to inform their parents and relay that information to them, it can be more of a conversation,"

said Gruber. “This way, the parents know what the students should be doing and they can figure that out together.”

This is the second meeting that Gruber has hosted with an emphasis on post-high school plans for parents with students in 11th grade. Last year, the meeting was done virtually, where Gruber made a slide show and recorded herself talking over it.

“I like holding this meeting in

person more because I am able to present to them and they can ask questions as we go along,” said Gruber. “There is a little bit more of a conversation, whereas with a Google Meet or Zoom meeting, trying to go back and forth can be a mess.”

With the meeting, Gruber has also put the slideshow of her presentation on the school’s website, <https://www.wittbirn.k12.wi.us>, for those parents and students who may

have missed it.

Gruber mentioned that, in a small school setting, she has more time to sit down with students and families to help them plan out their futures.

“I love the small school setting,” said Gruber.

According to Gruber, public feedback from this meeting and meetings in the past has usually been pretty positive.

“Feedback is usually pretty good,” said Gruber. “Usually it’s

just parents saying that it was an informative meeting, and they give me suggestions on what I can cover on in the future.”

Gruber went on to establish how important it is for students to have post-high school plans.

“I would say that it is very important for students to have plans for after high school,” said Gruber. “I try to view high school as being used for four years to prepare for the future.”



Northcentral holding College Exploration Days at all campuses

Northcentral Technical College (NTC) is hosting College Exploration Days at all NTC campuses and Agriculture Center of Excellence this Thursday and Friday, April 22-23. Pre-registration is required for this event, which is being held in-person with an online option for those who want to customize a vir-

tual experience through Zoom. High school students and their parents, as well as returning adults, are invited to tour any NTC campus in Wausau, Wittenberg, Phillips, Medford, Spencer, and Antigo or NTC's Agriculture Center of Excellence in the Village of Maine during this two-day event.

Attendees are invited on campus to tour classroom and lab spaces, connect with faculty from the program area of interest, meet with a career coach, speak with a financial aid specialist, or tour Timberwolf Suites student housing (Wausau campus). Register at www.ntc.edu/college-explorationdays.

NTC has safety protocols, strict screening measures, strict sanitation procedures and social distancing measures to ensure the safety of students, staff and guests during this event. For more information on current COVID protocols, visit www.ntc.edu/timberwolves-together.



NTC names Worden as its new president

The Northcentral Technical College District Board of Trustees has hired Dr. Jeannie Worden as the next president of NTC. Worden will begin her new role July 1, succeeding Dr. Lori Weyers who will retire on June 30.

“Dr. Worden’s passion for education and commitment to our students is evident in everything she does,” said Paul Proulx, board chairman. “Her strong leadership skills and vast experience with the college will ensure a smooth transition.”

Worden currently serves as NTC’s executive vice president. In her 26-year career at NTC, she served in a variety of roles that make her uniquely qualified — including vice president of student

services, vice president of human resources and college advancement, executive director of the NTC Foundation, human resources director, human resources specialist, benefit specialist and adjunct faculty.

Prior to coming to NTC, Worden worked in private industry in the human resources field. Worden holds a Doctor of Education in educational leadership from Edgewood College, a master’s degree from Upper Iowa University and a bachelor’s degree in human resources management from the University of Wisconsin-Madison.

“I am humbled and feel truly blessed to have been given the privilege of serving the great students

and staff of NTC as its next president,” said Worden. “As the mother of two NTC graduates, I have seen first-hand the impact NTC has had in the life of my family, and I am committed to providing those same opportunities to the residents of our district.”

Worden received national recognition for her strong support of student success as the 2020 recipient of the Phi Theta Kappa Distinguished College Administrator Award. PTK is a premiere international honor society for two-year colleges that recognizes the academic achievement of students and helps them grow as scholars and leaders.

In addition to leadership positions within the college, Worden

serves on the Greater Wausau Chamber of Commerce Board of Directors and previously served as chamber chairwoman. She has also provided community-wide leadership as a member of the Greater Wausau Prosperity Partnership and Central Wisconsin Higher Education Alliance.

“Dr. Worden has deep roots within the community and was instrumental in the college’s recent strategic planning process and strategic planning at the Greater Wausau Chamber,” Proulx said. “We are confident that she will continue NTC’s commitment to our learners and to the communities we serve while positioning the college for success well into the future.”

METRO BRIEFS by B.C. Kowalski

Mall forward

The mall could be replaced with a pad-ready site by August, officials say

With demolition of the Wausau Center mall imminent, the former regional mall could be pad-ready for development by August, officials say.

Wausau Opportunity Zone Project Manager Chuck Ghidorzi told the Wausau City Council this month that demolition of the mall is set to begin in mid-May. Demolition will start from the Sears end and will continue down to the JC Penney wing of the mall.

WOZ officially closed the mall April 5. Many of the sculptures and other artwork has been removed and will be preserved, says Greater Wausau Chamber of Commerce President/CEO Dave Eckmann. Non-profits are being allowed to remove materials that might be helpful to their organizations, Eckmann told the council.

A Department of Natural Resources hazardous materials inspection has already taken place, Ghidorzi says, and a soils management plan has been approved. An onsite inspection of the mall property was slated to take place April 21.

Though demolition can be a very disruptive process, Ghidorzi says work is being done to mitigate that disruption. The group has hired a marketing consultant firm to help assist with communication and make sure the downtown is informed. "It'll be business as usual for HOM Furniture and the parking ramps," Ghidorzi says. "The process will have minimal effect on the Third Street merchants."

The moves set up the next phases of construction around the mall, including reconstructing several of the city's streets around the mall. The city of Wausau set aside \$1.2 million toward that reconstruction, says Mayor Katie Rosenberg, which will see much of the downtown's con-



▲ Ryan Owens speaks with residents Monday at the Jefferson Street Inn, where he announced his candidacy for state attorney general.

fusing one-way streets redeveloped into two-way streets. Ghidorzi didn't say whether there has been developer interest in the site yet, but says the downtown pads will support around 300 units of downtown housing. Between the mall redevelopment, the Riverlife area and Riverlife South, there could ultimately be more than 1,000 new units of housing in the downtown area.

Wausau native announces run for state attorney general

A native of Wausau and a D.C. Everest graduate announced his run for state attorney general Monday.

Ryan Owens made the announcement Monday at the Jefferson Street Inn's Lincoln Room after being introduced by State Assembly Member Pat Snyder (R—Schofield). That makes him the second Republican to announce a run for the seat, forcing a GOP primary in August 2022.

Owens, running for the seat as a Republican, took plenty of shots at Gov. Evers and the current attorney general, Josh Kaul, who is up for re-election in 2022 and was elected on the same ballot as the current governor.

Owens decried cancel culture, critical race theory, Evers' and Kaul's response to the Kenosha riots following the police shooting of Jacob Blake and their stance on school reopenings, which was largely handled by local school boards.

Owens is a self-described "conservative professor" of law at UW—Madison, where he earned his undergraduate and law degree. Owens served former Gov. Tommy Thompson in his legal office, working to bring fugitives back to Wisconsin to face justice for their crimes.

Owens isn't the only person who has declared a challenge against Kaul. Fond du Lac District Attorney Eric Toney announced his conservative bid against Kaul two weeks ago, according to the Fond du Lac Reporter. That sets up a GOP August primary to determine who will take on Kaul in the general election in November.

NTC names new president

Northcentral Technical College will have a new president.

The NTC Board of Trustees named Jeanie Worden as its next president, WSAU reports.

Worden is currently NTC's vice president and has worked with the college for 26 years. Worden will replace Lori Weyers, who retires June 30.

County committee approves pushing phosphorus pilot program with state

The county's Executive Committee approved looking into ways to seek funding from the state for a pilot project that could help reduce phosphorus pollution in the county.

The proposal would essentially pay farmers with high pollution levels to reduce their phosphorus levels. The funding would help offset any expenditures made in reducing those levels.

County officials already tried the idea on a smaller scale with a handful of farmers, says Marathon County Conservationist Paul Daigle. Farmers were able to reduce their pollution levels with new practices and ended up generally saving money. This program would extend this to farmers in the Fenwood Creek area and would operate as a state pilot program. If successful, the state could expand it to other polluted areas.

Daigle says a number of large-scale dairy operations are exploring such practices because of the potential monetary savings as well.

Marathon County Administrator Lance Leonhard says the Wisconsin Counties Association has identified \$7 million in the two-year state budget that could potentially be used for the program.

County could start video recording committee meetings

Marathon County could start recording its committee meetings, if a proposal to do so is ultimately approved.

The county's Executive Committee Thursday approved a tentative plan to contract with public access to record all of its committee meetings. Public Access already records



GRAND OPENING 3 DAYS OF BANDS!



NTC To Hold College Exploration Days At All Campuses

Save \$30 when you apply to NTC at this event on April 22 - 23, 2021.

Northcentral Technical College (NTC) is proud to announce College Exploration Days at all NTC campuses and Agriculture Center of Excellence on April 22 - 23, 2021. Pre-registration is required for this event, which will be held in-person with an online option for those who want to customize a virtual experience through Zoom.

High school students and their parents, as well as returning adults are invited to tour any NTC campus in Wausau, Phillips, Medford, Spencer, Antigo and Wittenberg or NTC's Agriculture Center of Excellence in the Village of Maine during this two-day event.

Attendees are invited on campus to:

- Tour classroom + lab spaces
- Connect with faculty from the program area of interest
- Meet with a career coach
- Speak with a financial aid specialist
- Tour Timberwolf Suites student housing (Wausau campus)
- Apply for free (savings of \$30)
- Enter for a chance to win Apple AirPods!

For the best selection of scheduled times for NTC's College Exploration Days, register at <http://www.ntc.edu/collegeexplorationdays>.

Additionally, NTC has safety protocols, strict screening measures, strict sanitation procedures and social distancing measures to ensure the safety of our students, staff and guests during this event. For more information on current COVID protocols, please visit: <http://www.ntc.edu/timberwolves-together>.

www.ntc.edu/timberwolves-together.

Northcentral Technical College (http://www.ntc.edu/) is north central Wisconsin's premier two-year college of choice and is a resource for all District residents. It provides individuals, organizations and businesses with quality skills training in a wide range of programs designed to build a competitive, technologically advanced workforce in today's rapidly changing global environment. NTC has six convenient campus locations in Wausau, Antigo, Medford, Phillips, Spencer, and Wittenberg, as well as

a Public Safety Center of Excellence in Merrill, a Wood Technology Center of Excellence in Antigo and an Agriculture Center of Excellence just north of the Wausau Campus in the Village of Maine. The Wausau Campus also features a Center for Health Sciences, Center for Business & Industry, Information Technology & Entrepreneurial Center (iTEC), STEM Center, Advanced Manufacturing and Engineering Center of Excellence, SPOONS restaurant, Studio Max Salon + Spa and a Center for Geriatric Education.

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Where to find a COVID-19 vaccine

With all Wisconsin residents ages 16 and older eligible for a COVID-19 vaccine, more people than ever are scrambling to find doses.

Even with more people who are interested in receiving shots than vaccines themselves, there are a few ways you can get an appointment. Those include signing up at a mass vaccination site, calling your health provider or going to a local pharmacy.

People ages 16 and older can receive the Pfizer vaccine, and those 18 and older can receive Moderna. The federal government has temporarily paused the use of Johnson and Johnson's vaccine to study rare blood clots found in six people out of 7 million recipients, but if and when the pause is lifted, that vaccine is available for people 18 and older.

All COVID-19 vaccines are given out by appointment only.

People have often found appointments by scheduling them for locations that have a smaller population, often-times outside of Dane County, or by scheduling their vaccine weeks in advance, rather than expecting to get in the next day. When looking for an appointment, try to remain flexible with when and where the appointment is.

We've compiled a list of resources to find vaccine appointments, but for the most current information, visit Public Health Madison and Dane County's website at publichealthmdc.com, or the state Department of Health Service's website at dhs.wisconsin.gov/covid-19.

— Kimberly Wethal

Vaccine providers in Dane County, across the state

Area pharmacies

Prepare to join wait lists at local pharmacies or schedule your appointment a few weeks in advance.

- Fitchburg Family Pharmacy, 3050 Cahill Main, Suite No. 6, Fitchburg: Join the online waitlist at whatagreatpharmacy.wordpress.com
- Hometown Pharmacy, in Verona, Oregon, Belleville, Madison, Waunakee, Sun Prairie, outside of Dane County: Register online at hometownpharmacyrx.com
- McGlynn Pharmacy, 100 E. Main St., Stoughton: Join waitlist online at mcglynnrx.com
- Walgreens, various locations in and out of Dane County: Register online
- Walmart, various locations in and out of Dane County: Register online

Community-based vaccination clinics (all outside Dane County)

Register online with the Wisconsin COVID-19 Vaccine Registry or call 1-844-684-1064.

- Douglas County: UW-Superior Wessman Arena, Superior
- La Crosse County: UW-La Crosse, La Crosse
- Marathon County: Northcentral Technical College, Wausau
- Racine County: Regency Mall, Racine
- Rock County: Blackhawk Technical College, Janesville

Health care providers

Some healthcare providers will vaccinate you, even if you are not a current patient.

- Access Community Health Centers: Patients only; call (608) 443-5480
- Group Health Cooperative: Sign up through GHC's MyChart app or fill out online interest form at ghcscw.com
- SSM Health: Call (608) 250-1222 for appointments or schedule online
- Stoughton Health: Join the waiting list at stoughtonhealth.com
- UW Health: Call (608) 720-5295 or schedule online at coronavirus.uwhealth.org

Mass vaccination clinics

Online registration available at: vaccinate.wi.gov/en-US/

- Alliant Energy Center, 1919 Alliant Energy Center Way, Madison: Call 1-844-684-1064 or register online
- Wisconsin Center, 400 W. Wisconsin Ave., Milwaukee: Call 1-414-286-6800 or register online
- University of Wisconsin-Eau Claire Zorn Arena, 121 Garfield Ave., Eau Claire, register online



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Marathon



COMMUNITY LIVING

Send Marathon news to:
RR@tpprinting.com
phone: 715-223-2342
fax: 715-223-3505
P.O. Box 677
103 West Spruce Street
Abbotsford, WI 54405

Business Challenge

Marathon High School had three teams participate in the Business Challenge facilitated through Junior Achievement. This event allows teams to simulate the running of a business.

The team of Michael Hahn and Jared Sweno took first place overall and received a \$500 scholarship to [Northern Central Technical College \(NTC\)](#). The team of McKenna Haehle, Brooke Jourdan, and Alex Kraimer took third place and received a \$250 scholarship to [NTC](#). Also competing as a team were John Stoffel and Kean Turnquist.

FBLA

The Marathon High School FBLA participated at virtual state the past few weeks. The officer team led two breakout sessions for freshman and sophomores on school leadership and the benefits of being an FBLA member.

Business leaders Andy Kurtz, Noelle Marks, Lori Ludwig and Brian Guntz visited Marathon High School to speak to all of the members on leadership in the community.

COVID 19

Marathon Public Schools has reported one case of COVID-19 among 852 staff and students as of April 16.

St. Mary's School

St. Mary's School, Marathon, recently held an intramural forensics competition. Blue ribbon winners were as follows:



New fire department members

The Marathon City Fire and EMS Department welcomes three new members. They are, left to right, Doug Kaldunski, firefighter, Jeanine McCain, EMT, and Luke Jacobson, firefighters. The trio were officially sworn in and were presented with an oath in an April 15 ceremony.

Sixth grade

Natilee Hummer (Playreading), Abram Jacobson, (Storytelling), Velda Mechelke (Humorous Declamation), Sara Marek (Playreading) and Mayven Schneider (Serious Declamation).

Seventh grade

Mylee Haehle (Serious Declamation), Anika Kolka (Humorous Declamation), Lindsay Putnam (Serious Declamation), Taylor Schulz (Serious Declamation), Blake Sternberg (Humorous Declamation) and Riley Werner (Storytelling).

Eighth grade

Gabriella Baumann (Poetry), Anna Chesek (Playreading), Morgan Gore (Playreading), Aidan Hale (Humorous

Declamation), Blake Kraft (Playreading), Kiley Mader (Playreading), Cayden Sapinski (Humorous Declamation), Paige Sauter (Playreading), Alyssa Sessions (Playreading), Alyssa Stowell (Playreading), Cody Radtke (Playreading) and Paige Sauter (Playreading).

Book Club

Join the Marathon Branch Public Library staff for a discussion of "A Woman Is No Man" by Etaf Rum on Monday, May 10, 5:45 p.m. to 6:45 p.m.

The discussion may be held outside to be COVID-19 safe. Attendees will also be able to participate online.

Little treasures

Adults and teenagers are in-

ited to pick up a kit to make a beaded wrap bracelet at the Marathon City Branch Public Library through the month of April. The library will provide the supplies to make this "little treasure." Registration is required.

Community sales

Marathon City will hold community garage sales Thursday, April 22, and Friday, April 23. Some houses will be open on Wednesday, April 21. Maps of houses with sales will be placed at participating houses.

Baby shower

Marathon area residents can participate in a United Way of Marathon County Community Baby Shower by donating items for Rebecca's

SCHOOL LUNCH

Marathon Public School

Monday, April 26:
Breaded cheese sticks with dipping sauce, steamed peas
Tuesday, April 27:
Taco salad with chips and toppings, refried beans, Spanish rice

Wednesday, April 28:
Brat or hot dog on a bun, baked beans

Thursday, April 29:
French toast sticks with sausage, omelet, potato cubes, juice

Friday, April 30:
Chicken wrap with toppings, steamed vegetables

Lunches served with fresh/canned fruit, salad bar and milk.

St. Mary's School

Monday, April 26:
Totino's pizza rolls & pizza sticks, cheesy bread, oranges

Tuesday, April 27:
Salisbury steak w/gray, mashed potatoes, roll, buttered peas, pears

Wednesday, April 28:
Hamburger w/the works, bun, chips, raisins

Thursday, April 29:
French toast sticks/syrup, scrambled eggs, shredded cheese, hashbrowns, strawberries

Friday, April 30:
Loaded nachos w/all the fixings, cheese sauce, refried beans/hornel chili, fries, dried cherries
Lunches served low-fat white or non-fat chocolate milk, salad and fruit.

Closet at People's State Bank, Marathon City.

Rebecca's Closet is a volunteer-run project of Women United that helps low-income families with children by supplying clothing size infants through size 14/16. In 2020 there were 326 requests filled and 6,754 items went back into the community to help children in need. The most needed items right now are baby girls 0-3 month sleepers and onesies.

For more information, go <https://www.unitedwaymc.org/improve-lives/income/community-closets/>

St. Anthony's

St. Anthony's Spirituality Center, Marathon, will host a Retreat for Spiritual seekers on Friday, April 23, through Sunday, April 25. Presenter Ruth Hoenick will help participants find new ways to connect the Holy Mystery with the Earth, compassion, Light and journaling.



•Keith Paul Insurance Agency
200 Main St--(715) 443-2390

•Kipper Konstruktion, LLC
226595 Firecrown Ln--(715) 443-3739

•Marathon Family Dentistry
981 Blue Stone Ln--(715) 443-2200

•Marathon Flooring, LLC
207 Pine St--(715) 581-0553

•Marathon Plumbing Service, LLC
Marathon, WI--(715) 573-2336

•Marathon City Sports Center
1200 Hwy 107--(715) 443-2522

•Marks Chiropractic
117 Main St--(715) 443-6777

•Peterson/Kraemer
Funeral Home & Crematory, Inc.
300 Walnut St--(715) 845-6900

•River Country Co-op
NAPA Marathon
671 Community Circle--(715) 443-3460

•Roger Kreager Ins. Agency, Inc.
315 Main St--(715) 443-3356

Directory of Services
Marathon

Call For Information About This Directory
(715) 223-2342



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HIGHER EDUCATION
WISCONSIN

GOP bill at odds with UW System

Tech schools boost could spell risk for UW branch campuses

KELLY MEYERHOFER
kmeyerhofer@madison.com

Wisconsin technical colleges could more easily establish general education degree programs under a Republican bill that the University of Wisconsin System says would threaten the existence of some of its smallest campuses.

The bill introduced earlier this month would eliminate a long-standing requirement that technical colleges receive approval from the UW Board of Regents before starting associate degree programs in arts and sciences on their campuses.

Of the state's 16 technical colleges, just six offer such two-year programs, which are the most common stepping stone for students to go on to a four-year university and earn a bachelor's degree. Other technical colleges have tried establishing the programs in recent years but have historically received rare support from the UW System.

That's because the System's small branch campuses offer

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Colleges

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the same two-year programs. Allowing more technical colleges to start their own could cut into branch campus enrollment, which has suffered steep losses in recent years.

“There’s like a turf war going on to fill seats,” said Rep. Dave Murphy, R-Greenville, who leads the Assembly Committee on Colleges and Universities.

The bill, backed by eight Republican state senators, was referred to the Senate Committee on Universities and Technical Colleges last week. It’s co-sponsored by Murphy and more than two dozen other Republican representatives.

A spokesperson for Democratic Gov. Tony Evers didn’t respond to a request for comment on the bill. The technical college sys-

tem asked for the measure in its 2021-23 budget request, but Evers didn’t include it in his own budget proposal.

Regardless of whether the bill passes, it highlights stark differences in how the two systems view the future of higher education in Wisconsin.

Nine of the 13 branch campuses this fall had a head count enrollment of 500 or fewer students. Demographics show even fewer students graduating from Wisconsin high schools between 2025 and 2030.

UW System officials were blunt in their assessment of the bill: “Many UWS branch campuses could be at risk of closure” if the bill became law, officials wrote in a memo to lawmakers.

At a Regents meeting this month, interim System President Tommy Thompson voiced concern about “potential expensive and

duplicative programming” that could result without UW consultation and approval.

The technical college system, however, doesn’t see itself in competition with UW. President Morna Foy views the bill as a way to create new education pipelines for people who aren’t pursuing education beyond high school.

For example, a returning veteran interested in earning an associate arts degree might find a technical college, where the average student age is 32, more appealing than a UW branch campus. A veteran living in Madison could easily enroll at Madison Area Technical College, but a veteran based in Waukesha or Wausau couldn’t pursue the degree because neither Waukesha County Technical College nor Northcentral Technical College offer associate arts degree programs.

“I am more convinced

than ever that this is the right thing for students,” Foy said in a statement. “Based on the input we’ve received from dozens of employers, local economic development agencies, and K-12 and (other) higher education partners, I believe it’s also the right thing for the communities we serve.”

In another clash between the two systems, UW is exploring consolidation of branch campuses and technical colleges because many are in close proximity to another. Details on which school would absorb the other, whether it would be systemwide or on a case-by-case basis and what operations would merge is still being discussed.

The idea hasn’t been embraced by the technical college system, which sees its existing setup with each school closely linked to the community and its employers as working well.

Clark County & Wisconsin News

NTC District Board of Trustees names next President

The **Northcentral Technical College (NTC)** District Board of Trustees approved the hiring of Dr. Jeannie Worden as the next president of **NTC** at the regular meeting of the Board on Tuesday, April 6. She will begin her new role on Thursday, July 1, 2021, succeeding Dr. **Lori Wevers** who will retire on June 30, 2021.

“Dr. Worden’s passion for education and commitment to our students is evident in everything she does,” said Paul Proulx, Chair, **NTC** District Board of Trustees. “Her strong leadership skills and vast experience with the College will ensure a smooth transition.”

Worden currently serves as **NTC’s** Executive Vice President. In her 26 year career at **NTC**, she served in a variety of roles that make her uniquely qualified for her new position as President including Vice President of Student Services, Vice President of Human Resources and College Advancement, Executive Director of the **NTC** Foundation, Director of Human Resources, Human Resources Specialist, Benefit Specialist and Adjunct Faculty. Prior to coming to **NTC**, Worden worked in private industry in the field of Human Resources. Worden holds a Doctor of Education (EdD) in Educational Leadership from Edgewood College, an MBA from Upper Iowa University and a Bachelor’s Degree in Human Resources Management from the University of Wisconsin-Madison.

“I am humbled and feel truly blessed to have been given the privilege of serving the great students and staff of **NTC** as its next President,” said Worden. “As the mother of two **NTC** graduates, I have seen first-hand the impact **NTC** has had in the life of my family and I am committed to providing those same opportunities to the residents of our District.”

An Ad Hoc Recruitment Group, including the Board Chair, Vice-Chair and Treasurer, conducted the internal search, at the Board’s request, for a candidate with diverse experience in various aspects of the College, including a commitment to students, employees and community partnerships with an emphasis on strong fiscal policy.

Worden received national recognition for her strong support of student success as the 2020 recipient of the Phi Theta Kappa (PTK) Distinguished College Administrator Award. PTK is a premiere international honor society for two-year colleges that recognizes the academic achievement of students and helps them grow as scholars and leaders. Members of **NTC’s** PTK chap-

ter nominated Dr. Worden because she “cares deeply about each and every one who comes through the doors of **NTC** as well as those who join PTK.”

In addition to leadership positions within the College, Worden serves on the Greater Wausau Chamber of Commerce Board of Directors and previously served as Chamber Chair. She has also provided community wide leadership as a member of the Greater Wausau Prosperity Partnership (GWPP) and Central Wisconsin Higher Education Alliance.

“Dr. Worden has deep roots within the community and was instrumental in the College’s recent strategic planning process and strategic planning at the Greater Wausau Chamber,” said Chair Proulx. “We are confident that she will continue **NTC’s** commitment to our learners and to the communities we serve while positioning the College for success well into the future.”

Hunting for a COVID-19 vaccine? Be careful sharing personal info

As more states open up COVID-19 vaccine appointments to all adult residents, demand is far outpacing supply. “Vaccine hunter” websites, online forums, and social media groups have sprung up, offering to help people find open appointments and leftover vaccine doses in their area. While most of these websites and online groups are legitimate resources, this situation is an ideal opportunity for scammers. Use caution when following links or providing personal information.

Many vaccine-hunting social media groups provide practical tips in finding open appointments, but they can also be a place for scammers to push phony vaccines and other cons. Centralized vaccine availability websites, similar to airfare aggregation sites, scan the databases of vaccine providers, such as CVS or Rite Aid, for availability. VaccineFinder.org is one such site promoted by the Centers for Disease Control and Prevention. These websites can be handy tools, but be wary of lookalike sites that collect personal information or require payment.

Tips for avoiding cons while finding a vaccine appointment:

Always go through official public health channels and approved providers to get a vaccine appointment. In the US, COVID-19 vaccines are only available through official providers, such as your local public health department or a pharmacy. The exact providers differ by region, but you can

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has new president

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Worden currently serves as NTC’s executive vice president. In her 26 year career at NTC, she served in a variety of roles including Vice President of Student Services, Vice President of Human Resources and College Advancement, Executive Director of the NTC Foundation, Director of Human Resources, Human Resources Specialist, Benefit Specialist and Adjunct Faculty. Prior to coming to NTC, Worden worked in private industry in the field of Human Resources. Worden holds a Doctor of Education (Ed.D) in Educational Leadership from Edgewood College.



Stratford Esports team wins NTC tourney

The Stratford varsity Esports team won the Northcentral Technical College (NTC) Rocket League Invitational, sponsored by TDS Fiber, on Saturday. Stratford beat Wautoma, D.C. Everest, Indian Trail High School and Academy in Kenosha and West Salem in a thrilling overtime finals. Stratford's Esports team has a 6-0 record in league play and an 18-1 overall record this season. Stratford's Esports squad is pictured, from left to right: Alex Krueger, Jacob Skroch, Jeffrey Redman and coach Scott Bauman.

COMMENTARY By Evan J. Pretzer

New appointment process is a breeze; concerns about vaccine are overblown

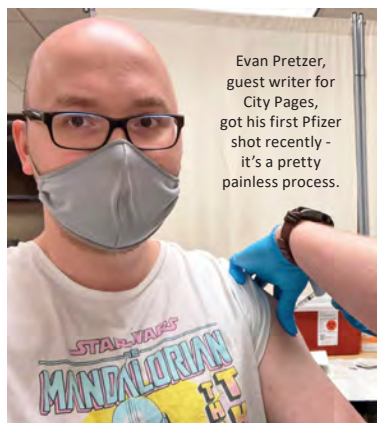
Wisconsin on Monday, April 5 opened vaccinations for everyone 16 and older. I joined this group Thursday via a quick and easy appointment at the new state regional vaccination site at [Northcentral Technical College](#).

I came in, received a poke filled with my first Pfizer product and, contrary to some views, have not mutated or gained the ability to receive cellular telephone service.

While rollout of these products to battle COVID-19 was not without its faults and slowness in Wisconsin since the medicine was first approved by the United States Food and Drug Administration for emergency use, the pace and ease have since improved. About 20% of Marathon County's population has been fully vaccinated as of this column being filed and booking my jab was not a struggle.

You can sign up through stores like Walmart, the state registry on the Wisconsin Department of Health Services website or their number at 844-684-1064 or at pharmacies such as Walgreens. I went with the middle option, received an email one day after putting in my information. Within minutes of opening the document I clicked to confirm my meeting on Wausau's West Campus Drive Thursday.

Signs were present in multiple languag-



es directing people where to go and what to do. Staff were friendly and even when I arrived early, I was in and out more than 30 minutes before my block was set to begin. More than a week into my first dose I am feeling amazing.

Nothing beyond an itch has happened. This should lend confidence to the process, but skepticism apart from far-left and far-right conspiracies remains for many.

To be fair this is a reasoned perspective to have when medicine of this kind normally takes a decade or more to get to

market. When this is combined with the fact what is out there is only due to emergency use authorizations it makes sense 17% of sampled Americans in a poll done by the Kaiser Family Foundation in March said they were waiting and seeing before joining my vaccinated peers.

It is OK to worry. I get this; especially when Johnson & Johnson, for instance, makes recent headlines for causing blood clotting in rare cases. But when you dig a little deeper there is more evidence for this process being safe than there is against it.

For starters, the numbers nationally suggest even those on the fence know several people who have been fully vaccinated with nothing bad happening. A CNBC report from earlier this month cited data from the Centers for Disease Control and Prevention which claimed one in five Americans are fully vaccinated. Combine this with a poll from the London-based OnePoll firm in 2019 which found the average adult in this country knows 16 people vaccinated without issue and it is inconceivable a skeptic would not have someone they can look to as a fine example before getting a vaccine.

I have also seen others worried about what is in the compounds now in millions of American arms. In an era of

increased but not always successful health consciousness this makes perfect sense but what does not is lending credence to memes on social media designed to be shared while being devoid of truth.

My own relatives – who I will not name but love to death – have spouted wild nonsense about these medicines being designed to give millions H.I.V./A.I.D.S. This kind of thing makes me want to pound my head through a wall in frustration and reminds me to point out that ingredients can be easily found on the Centers for Disease Control website. One is salt and millions ingest this without a thought.

The bottom line is while the availability of these treatments came about in a rapid amount of time and the process to get them to people was not always easy; they are perfectly safe and convenient to obtain now. Do not buy into claims from kooks, crazies and your regular yahoos. I have been vaccinated, nothing bad has happened to me and if it does not after my next dose, fear has no ground to stand firmly on. **GP**

Evan Pretzer is a guest writer for City Pages. He can be contacted at evan.pretzer@yahoo.com and on at twitter.com/EvanJPretzer.

Merrill, Foto News

Merrill Tornado - the aftermath: 10 years later

TINA L. SCOTT
EDITOR

On April 10, 2011, around 6:18 p.m., an EF3 tornado struck Merrill, following a path that started with touch-downs near Little Chicago and, as it neared Merrill, touched down first on Joe Snow Road southwest of Merrill, and then traveled northeast, leaving a path of destruction in its wake. Farms and barns along Joe Snow Road collapsed, Council Grounds State Park and the MARC suffered damage, but businesses in Merrill's Industrial Park and the residential neighborhoods along and off of Hillside Drive took the hardest hits, completely devastating homes and neighborhoods. Airport Road, Pier Street at Hillside Drive, Balsam Blvd. Aspen Blvd., East Shore Drive, and ROW Road all had homes damaged or destroyed, while right next door or across the street from a decimated home, another stood barely touched or damaged not at all. Then the tornado crossed Hwy. 51 and hit more homes and businesses along Hwy. K before it moved toward the Gleason area. All told, from start to finish, the storm lasted less than 20 minutes, but the devastation was widespread, and the complete recovery effort would take years.

When people emerged from their basements or returned home after a beautiful unseasonably mild Sunday



Vehicles and trailer destroyed by falling trees at the home of Mike and Teresa Schreiber.

Teresa Schreiber

afternoon of activities elsewhere, they came face to face with the most devastating natural disaster in Merrill's recent history. An entire neighborhood that many people didn't even know existed, hidden within the once forested Balsam and Aspen Blvds. between Airport Rd. and Pier St. off Hillside Dr., was virtually destroyed. Entire homes were torn apart, garages gone, campers overturned, vehicles totaled. The forested area along Hillside Drive, once a quiet drive beneath a canopy of hardwood and pine trees, was forever changed. The forest was gone. Along Hwy. K, semis were tipped over, roofs ripped off, outbuildings destroyed. Everywhere trees were snapped off and uprooted, some trees fell onto homes, limbs were driven through

roofs and jutting out of living room ceilings inside homes, fallen trees blocked roadways, and branches littered the ground. Insulation was strewn everywhere and caught in treetops for miles. Sheets of roofing metal were twisted around poles and trees. Barns were flattened. Steel beams in industrial buildings were twisted. Where homes once stood, concrete steps now led to nothing. Some homes were reduced to just a few walls and a fraction of their personal possessions. On the homes, farms, and businesses in the tornado's path that were not completely destroyed, huge chunks of roofs were missing.

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Debris was everywhere, yet many things were lost forever. It is impossible to describe the utter devastation in some areas in a short number of words.

That day Wisconsin broke records, with the most tornadoes ever recorded in the state on an April day. But of those 15 tornadoes in the state, the EF3 that struck Merrill was the most catastrophic. Remarkably, only three people were injured and no one died.

At the time, the financial damage as a result of Merrill's tornado was expected to exceed \$11 million.

The immediate aftermath

In the immediate aftermath, the Merrill community went into action. Emergency personnel began canvassing homes, law enforcement organized to create a Command Center that began south of the Merrill Airport and then moved to the parking lot of Hillside Fellowship, and the community started moving. Some came to check on family members, friends, and neighbors. Some came just to see the damage. Traffic became a problem, both on the roads and on the phones. Cell service was interrupted due to the volume of calls and the storm, and approximately 6,000 area Wisconsin Public Service customers were without power. Law enforcement blocked off roads and secured the areas hardest hit. The Red Cross and the Salvation Army came and the National Guard. Insurance adjusters visited homeowners quickly. Emergency crews, law enforcement, and citizens from throughout the area and beyond showed up to help wherever needed.

Neighbors helped neighbors. Churches organized clean up crews. Businesses and individuals donated and gave from the heart. People just showed up and started working ... moving branches, cutting up logs, helping people collect belongings, offering shelter, and giving comfort.

In the days that followed the tornado, Merrill Foto News reporters and photographers collected photos and documented the devastation. Collin Lueck, Editor at that time; Kelly O'Day, then Sports Editor; and Jamie Taylor, Photographer and Reporter, were all armed with cameras wherever they went and later published a softcover book documenting "Merrill Tornado April 10, 2011 - A photo journal of Merrill's most devastating natural disaster in recent history." That subtitle holds true even today. The book was sold, with proceeds going to help those directly impacted by the storm.

Damage and devastation

Many businesses, including Mike Krueger Plumbing, Lincoln Windows, Northern Wire, Russ Davis Wholesale, River's Edge, Island City LLC, Taylor Insulation, and the Northcentral Technical College Public Safety Center were damaged in the Industrial Park. On Hwy. K, Northway Storage, Allen Dock, Block's Auto, and Zoellner's Greenhouse were damaged. The businesses affected were impacted to differing degrees. Some businesses were able to make repairs, while other buildings were a total loss.

With homes, the list of families impacted was even longer. Similarly, some homes were damaged and repairable; others were completely destroyed and

The Schreibers



Falling and flying trees and limbs did the most damage at the Schreiber home, including a limb that impaled itself through their roof. Teresa Schreiber



When the Schreiber family came up from the basement, they could immediately smell pine. Here pine limbs came through their roof and ceiling. Outside, pine trees are down all around the home. Teresa Schreiber

a total loss.

One homeowner said it perfectly: "Some of us had damage, but just a short ways away, others had devastation."

Teresa and Mike Schreiber lived on Hillside Dr. a few houses East of Pier St. After helping one of their daughters move to Minnesota, they had returned to Merrill and were visiting Teresa's sister and her husband across town when they heard the tornado sirens and decided they'd better get back home. On the way, they called their son, Michael, and urged him to take his then girlfriend and their newborn baby to a location much safer than their State St. apartment building without a basement. They opted to head straight to Teresa and Mike's home where "Mike and Michael stood out in front," Teresa said, while she and their son's girlfriend took the baby down in the basement. "I wanted to be outside," Teresa said, admitting that she is fascinated by storms and loves thunder and lightning. But her son's girlfriend "was scared to death," Teresa said. "She was in tears."

The guys "finally came in when trees started falling left and right," Teresa said. They had lived in a wooded area with lots of mature trees and many big tall pines. "We had so many trees out here ..." Their basement has a walk-out door on one side, so even after they came down to the basement, Teresa said her husband, Mike, stood inside that door for a bit, still watching.

When it seemed the storm had passed, the Schreibers emerged. "We were downstairs," Teresa said, "And the minute we starting walking up the basements steps, I could smell pine. I knew something [bad] had happened, because I could smell pine,

and there weren't any windows open. So I knew something was wrong."

She described the initial shock when they walked outside. "We were devastated," Teresa said. "Oh, my God" were words they repeated frequently.

A pine limb jutted into their living room from their ceiling, their picture window below it was broken, and the wall below that was cracked. Trees and limbs covered their yard, roof, driveway, and what used to be standing woods behind their home. The car, truck, and trailer with furniture in it that had been in the driveway in front of the garage were now beneath fallen trees, with shattered windshields, twisted metal, and more damage than they were worth. All were a total loss. Teresa's car, which they had quickly parked in the garage upon arriving home, ended up with a huge dent in it, even though it was in the garage with the garage door closed. It had also been pushed into the freezer in front of the car, and the freezer in turn was pushed into the wall, damaging the wall. They were also without power.

As soon as their thoughts cleared the least bit, they started calling people, and Teresa's sister and brother-in-law, at whose home they had been only about an hour be-

fore, tried getting to them to bring them coolers to save the food in the freezer so it wouldn't thaw. That was the beginning of their realization of how widespread the storm's damage was. "There were so many people, rescue vehicles and everything were trying to get through, and it was a nightmare," Teresa said. Between people trying to get to their own homes, those worried about and trying to check on their loved ones [further complicated because a lot of cell phones weren't working and 6,000 people were without power], rescue workers trying to help the injured and assess the magnitude of the crisis, and people who were just curious, as well as the roads blocked by fallen trees and debris, "They had to finally close the road," Teresa said.

The couple's daughter called from Minnesota to see if they were OK and told them her friend's parents' house was "gone." Their house was only about one-half mile away. Before learning this news, it simply hadn't occurred to the Schreibers that others might have suffered such a complete and devastating loss. First, you're in complete shock. "It was a weird time, because you never expect that to happen here. You expect it to be in Oklahoma or Tornado Alley," Teresa said. Second, your own

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Merrill, Foto News

Thursday, April 15, 2021

MERRILL FOTO NEWS

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shock at the damage to your property doesn't initially allow for the possibility that it might be worse for your neighbors. "Like I said, you walk out - and we walked to the end of the driveway - and looked back at the house, and it's like Oh, my God," Teresa said. "Not knowing what happened on the other side, cause you just think, OK, it went through here, and everybody's is probably the same." You just don't realize that others nearby could have it so much worse.

"I mean because, even though we had enough damage that it was a lot of work to clean up, the devastation on the other side -" Teresa stopped, at a loss for words.

Teresa said they never did truly see the full effect of the devastation, at least not in person, because authorities didn't let people into the hard hit areas for weeks unless they had identification to prove they lived there. "It was several days before you could even get out onto Pier Street going north," Teresa said.

After getting the opportunity to put things into perspective, Teresa now said: "We were lucky! We were at the very outer edge. The house next door, they only had trees down which were primarily our trees, so we had to clean that up. Across the street, they only had branches." While all were without power, two of their three closest neighbors had no real damage except for the loss of power, small branches, and their trees in the neighbors' yard.

On the other side of Hwy. 51, "It didn't look like a tornado ..."

Rose Skic had also been out of town, on a trip to Milwaukee, and had just gotten back home in the late afternoon. She lived on

Hwy. K, across from what used to be the Old Hwy. 51 Truck Stop.

A neighbor, Joyce Graap, came over to warn her that a tornado was projected to hit Merrill around 6:00 p.m., Rose said.

Joyce and her husband, Bruce, lived in a double-wide trailer on a cement slab and didn't have a basement, Rose said, so the couple stayed at her house as they watched the weather change. Joyce went into the basement, Rose said, but she and Bruce stayed up top and Rose, an avid photographer, got some photographs of the tornado as it approached. Initially, it didn't register that what she was photographing was the actual tornado. [She had a different picture in her mind of what the tornado would look like.] "Well, it was," Rose said in hindsight.

"My neighbor said, 'Rose, look at that. It looks like debris.' "Rose said she thought it had just looked like birds flying towards the sun. "But no, it was debris," she said now. "It was actually on the other side of the four-lane. [Hwy. 51]"

Then it crossed the highway and headed in their direction, Rose said. "We had gone down in the basement. I have like a breeze-way, underneath, and we had gone down there when it hit, and when it hit, it was like instantly the power went out, the glass broke, it was just loud, horrible. You could hear things upstairs, you know, like when you're pulling a nail out of a board and it's squeaky. I could hear things falling and everything, and then - I don't know if it lasted for five minutes; I don't know. - And then it was over."

"The door had blown in, in the basement, so at least Bruce was able to push it out so we could get back out of the basement."

Rose recalled how when



Rose Skic's home on Hwy. K is a total loss, although some of the home's contents were saved. Rose Skic photos



The tornado literally picked up the garage and much of its contents and carried them away. The cars shown here had been parked in the garage. Many of the items strewn about came out of that garage.



Rose Skic's new home on Hwy. K was built beginning in 2012 after the old home had been demolished and removed.

she was younger and a warning would come out or she'd be babysitting and a watch or warning would happen, they'd just go sit at the bottom of the basement steps.

"Well, if we would have sat at the bottom of the basement steps [this time], the way the door blew open and all the glass and everything, we would have been just full of glass," she said.

When they got outside to see the damage, "My whole garage was gone," Rose said. "It was like a two-and-a-half-car garage and it [the tornado] had just picked the garage up - it wasn't attached to the house - and it picked it up,

took it over, and dropped it down in the woods."

Rose showed photos she took after coming out of the basement. Her cars still sat where they had been, parked in the garage. The cars were still there, but the garage that had been around them was simply gone. "One car sat where it was," she said. "And the other was turned sideways a little bit. Some of the contents of the garage were scattered all over."

"There's your whole life sitting there out of the garage: bikes, old wagon wheels, antiques, everything," she said.

See TORNADO page 13

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"I was lucky in that my house wasn't totally gone," Rose said. She described and showed photos of how, on the far end of her ranch style home, "Those windows were sucked right out, not just the glass, but the entire window," yet she had left a stapler on one windowsill, "And that was still there."

On another side of the house, where there was a bedroom, the roof was ripped off and water got in and did a lot of damage. But she was blessed because, in another room, her office/junk room, "I had a life's worth of boxes of pictures in there, and they were never touched," she said. Those pictures are even more precious now, knowing how close she came to losing them.

"The house was damaged too badly to repair," Rose said. With part of the roof ripped off, glass blown out of the bay window, the porch gone, patio doors blown out, and skylights sucked right out of the roof, the damage was extensive. Some areas of the house were still intact, but had dirt and debris in them. "They think that the house started to lift, and then the windows blew out at the ends and the skylights blew out, and the patio door blew out into the yard, and that's maybe when it set back down," Rose said. The home was ruled a total loss.

"If my neighbor would not have come over there and told me about it, I would not have known there was even a tornado coming. And I would have been just doing whatever when it hit," she said.

The Graeps [who were in the basement with Rose] found that their double wide trailer was moved sideways a little bit but otherwise seemed intact. "I don't know if they even had a broken window," Rose said. But the frame on the trailer had been twisted, so they had to re-build, and this time with a basement, she added.

Like the Schreibers, Rose had lived in a wooded area until the day of the tornado. After the storm had passed, "There were trees in the driveway," she said, "and no one was able to get in."

Immediately after the tornado, she discovered neighbors whose homes she had never seen and she had never met. "I had never seen my neighbor's house before until the tornado," she said. "And [Officer] Kurt Perrin - he's my neighbor - he yelled out, 'Is everyone OK?' I had never met him before."

While surveying the damage, Rose said she called her sister-in-law, Michelle, and she, in turn, called family members who came out to help. "My brother, Mark, he came out to help grab stuff or whatever..." He was just one of the family members who

immediately came to help at the house.

Then he got the call

While Mark Skic was helping his sister, Rose, salvage what she could and assess all the tornado damage to her property, he got a phone call saying his business had been hit.

Mark Skic and his wife, Nina, have owned Taylor Insulation Company since 2000. The company itself has been in business since 1943, Mark said, and is a mechanical insulation contractor serving the Midwest.

He wasn't in Merrill when the tornado hit, but it is a day he will always remember.

"My wife and daughter were at home, and they could see the tornado go through town from our home east of town," Mark said.

"I arrived home about an hour after the tornado had hit."

His sister, Rose, said he immediately came to help at her house after the family got word that her home had been hit.

Then, "A friend of mine called and said the tornado had taken a path through the Industrial Park and our building looked like it had some damage," Mark said. According to Rose, he took off with a couple of the boys and... "It was probably dangerous - you don't think of it at the time - they walked through the field, because the roads were blocked, to get into their building, so they could take computers and stuff out so they weren't damaged."

Mark gives a similar version: "Through a lot of effort, zigzagging back-and-forth, we were able to get to our building. I could tell right away it was a total loss," Mark said. "The roof on the office was torn off, and half the warehouse walls and ceiling were all gone. A lot of insulation had disappeared and was strewn all over the place."

"We had just installed a new computer system in the office, and it was raining when we got there, so we started to throw all valuable papers and computers, etc., in covered garbage cans to protect them. Then it started to sink in exactly what had happened."

"It was definitely shocking," Mark said. The Taylor Insulation building was a total loss.

Shocked and grief-stricken

Mike and Lisa Handlin and their two sons, then ages 5 and 7, were at 6:00 p.m., Sunday evening worship service at Trinity Lutheran Church in Merrill when the tornado sirens went off. About 10 minutes into the service, the blast prompted the lay minister to calmly suggest everyone head down into the church basement. Some people left and headed home, the Handlins recall, and their boys wanted to go home, too, but Lisa said no. "We're safe. We're at God's house," Lisa told

the boys. "We're going to be OK. Of all places, we're safe here."

After church, Lisa's sister, Barb, contacted her and urged Lisa and Mike to bring the boys to her house, which was just about one-fourth to one-third mile away from their home, but the Handlins didn't think it was necessary, despite her urging.

Everything looked fine on their way out of town. "But coming up Pier Street, when we got past VanderGeest's," Lisa said with trepidation in her voice even now, "I looked at Mike and said, 'It went right over our house.' Because to me it looked like a giant had stood and took a giant ax and just stood there and went around in a great big circle, because all the trees were just the stem going up and all the branches were gone."

Lisa's sister, Barb Haffemann, who lived on Hillside Dr. to the east of Pier St. (right across the street from Schreibers), didn't have any damage to her house. But she told Lisa that the first two things she had noticed when emerging from her basement after the storm were "the smell of pine, and she could see the airport." The airport had previously not been visible from her home.

Nonetheless, as they were making the right turn from Pier St. to Hillside Dr. to drop the boys at the

Haffemann home, Mike still had no clue what they were about to encounter. The bar on the corner and the three little houses right in a row next to it were all completely untouched, he said. And he cited other things he noticed intact on homes in the area. Mike said he told his wife, "Lisa, how bad can it be? Sure, the trees are gone, but how bad can it be? Our house can't be gone."

After dropping off the boys and turning in on the road to their subdivision, reality started to hit, however. And fear started to set in. For their neighbors. For their family dog. Would. For what they would find.

"We had to park out on Pier St., which is now Hwy. J.J.," Mike recalled. "My best friend lives right on that corner out here, and we saw the damage to his house. Lisa bailed out of the car as I was pulling in, and didn't even let me stop, because we knew our dog was home." That was their only concern, he said. "We didn't care what was left of our house at that time; we just wanted our dog."

"The Sheriff's Department was blocking the road, along with all the trees," Mike explained. "And Lisa took off running in to get to the house, and I parked the car and I took off and Lisa beat me here." [He would later learn he had bolted from the car, leaving the keys in the ignition and the door hanging

open.] Each of them saw their neighbor, Ada Shales, and asked her if she was OK and then after learning she was, asked if she had seen their dog.

None of the neighbors had seen the dog, Mike said, and by the time he got there, Lisa was trying to get into what was left of

the house. After one look at the house, they knew. "There was nothing to salvage, really," Mike said. "It was more, could we find our dog?"

They finally broke into the sliding patio door going

See TORNADO page 15

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into their basement, breaking out the glass. But despite their searching, they could not find Nuggs. That is when they really became grief-stricken. Nuggs was a golden retriever yellow lab mix they had gotten as a rescue from the Minocqua Animal Hospital, and he was a beloved member of their family.

Despite being crushed that they could not find Nuggs, Lisa started to just focus on the next thing at hand.

"You get in here and you go into recovery mode," Lisa said. "Mike took care of what he needed to, and I just went into the boys' room." She had grabbed some black garbage bags from the kitchen. Their dressers were gone and the south wall of their room was gone, she said. "But the west wall was folded in on their bunk beds, so I went into recovery mode by grabbing their blankets, their pillows, and all their stuffed animals off their beds. I knew kids at their age, that's what they wanted - their favorite pillows and their stuffed animals that they slept with at night."

She didn't bother grabbing any clothes, she said. Everything was wet and covered in insulation. But there were a few precious items of clothing the tornado had spared for her, and those she gladly recovered. One closet was wide open and two or three walls on the room were gone, but the clothes still hung inside on the hangers. Lisa gets visibly choked up when talking about it. "Not half, but probably 20 articles of that clothing were shirts and stuff from my dad," she whispered. Lisa's father had passed away, but those shirts were one of her remaining connections to him. Another connection was the bears her mother had had sewn out of some of her dad's shirts, and each of the boys had one of those bears in their bedroom. They were also some of the precious things she grabbed off the boys' beds that night. They were safe.

Late that night, Lisa and Mike returned to her sister's house to find the boys asleep on the couch. When they awoke them, they immediately asked about Nuggs, and they had to tell the boys they had not found him. The boys cried, and Mike said that started him and Lisa crying again. But they tried to convince the boys that this was a good thing, because maybe Nuggs would still be found.

Silver linings

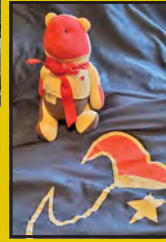
The morning after the tornado, someone at WJMT radio convinced Mike Handlin to speak with the announcer briefly on the air, to let listeners know what had happened. Initially he responded, "I don't know if I can; I'm messed up. I'm an emotional wreck." He really only consented to doing



Above: The home of Lisa and Mike Handlin on Balsam Blvd. was completely destroyed. Mike Handlin

The Handlins

Left: The Handlin home is absolutely destroyed. Jamie Taylor



Above: The teddy bears made from Lisa's late father's clothing were salvaged from the wreckage of their home after the tornado. Mike Handlin

the interview because the announcer promised to also let him talk about Nuggs on the off chance that someone might have found him.

After he had been on the air, he got a call from a friend of his, Rob Baumann, who asked him to describe the dog, and then Rob said, "You're not gonna believe this. I think I've got your dog." It turns out Rob's mother lived east of Lake Pesobic, and the dog had wandered up to Rob's girlfriend's daughter there while he was there cutting some trees the night before from the tornado. The dog immediately took to her, and she didn't want to let the dog go. Rob said the dog was friendly, smelled good, and was well mannered, so he knew he had to belong to someone, but they took the dog home with them that night. After hearing Mike on the radio, he told Mike: "Where are you? Give me an address, and I'll be there in 15 minutes."

The Handlins had received an answer to their prayers, a silver lining in the midst of a dark cloud in their life.

Almost immediately after realizing the depth of their loss the night before, Mike had spoken with his pastor at Trinity Lutheran Church, Pastor Scott Gustafson, who asked, "How bad is it?" Mike had replied, "We lost everything." And Pastor Gustafson set him straight: "No, you didn't lose everything. You've got your family, and you've got your faith," he told Mike.

Mike said he probably didn't truly appreciate those words back then, but he does now.

Lisa recounts a story that moved her, and she has a hard time getting the words out and not breaking down: "One of the things I remember," she said. "I was in a department store and a lady said, 'How are you surviving losing all of your precious possessions?' And I said, 'I didn't lose any. I have my kids. I have my husband. I found my dog.'"

Moving forward

The Schreibers had damage to their home, but it was repairable, and that's

what they did. It was a lot of cleanup. But the roof got fixed, the ceiling and wall were repaired, the window was replaced, vehicles were totaled and different vehicles purchased, trees became logs, stumps were buried or ground up, and over the years, some of the undergrowth in the surrounding woods has filled back in. "It's amazing how much it's grown back up in 10 years," Teresa said.

With the loss of all the trees in the back, however, they decided to embrace the open space. "We have doubled the back yard now from all the trees that went down," Teresa said. "I like the bigger back yard."

And the tornado, along with some other events of 2011 and afterward, gave them a new perspective. "It also makes you kind of look at life a little differently," Teresa said. "That you've gotta live your life now and not wait for retirement to do fun things. You've gotta live your life."

A time of uncertainty and loss

"I wasn't sure about rebuilding," Rose Skic said. "I thought, well, maybe I'll just buy an existing house; I didn't know what to do. So actually I just took some time."

The cleanup was hard enough to tackle without making any hasty decisions. "You load your life up in dumpsters," Rose said, "And see them drive out of the driveway." Almost anything that had been in the garage was a total loss and scattered everywhere.

And then it snowed a few times. It was a mess, Rose said.

Overall, "I didn't have a huge loss of my items in the house. ... I was very lucky that things were intact."

But then, three days after the tornado, Rose lost her job at Northcentral Technical College (NTC). It, too, was sudden, unexpected, and devastating to Rose. "That was actually worse than the tornado," she said. "Because I thought, Oh my God, I don't have a job. How am I going to get money to rebuild? I don't have enough insurance on the house; I was way underinsured."

erywhere, to give her the news that her job had been eliminated and to tell her they were sorry, but it had been planned before the tornado.

"But then it ended up I didn't have a job for a month and there was an opening at Church Mutual and somebody said I should apply for it, so I did, and I got that job which, it's closer to home. Now instead of driving all the way to Wausau, I'm four or five miles from work. It worked out while I was building; now I could go home on my lunchtime or run home at different times to meet with the contractors. The company is good; it's stable. I got paid more than I did after 17 years at the tech, so even though it sucked, it worked out better. ... Things work out better than what we plan."

"After the tornado, I lived in my mother's basement for a year and a half, and that was good, because she has living quarters down there and two bedrooms and a bath. But I looked at other houses and, I took my time and I didn't start building until January of 2012," Rose said.

She has now been living in, and enjoying, her new home for years.

Back to business ... err the basement

Mark Skic moved his Taylor Insulation business to the basement of the River Valley State Bank temporarily. Their building was a total loss, and they didn't want to spend the time rebuilding in their previous location, because it would be an interruption to their primary business functions. Instead, they bought a building on Hwy. G and renovated it to meet their business needs. They have been fully operational there since 2013.

Rebuilding ... without a doubt

The Handlins decided immediately to rebuild on their lot. They lived with Lisa's mother until their new home was completed.

Now they have a newer home that fits their family and their lifestyle. And, after Nuggs passed away at the ripe old age of 15 in 2019, they now have a new affectionate family dog named Bear.

Sometimes even the scariest of stories can have a happy ending.

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2021 Merrill High School Spring Sports Schedule. Girls Soccer (Varsity & JV) Practice starting Monday, April 26th. Boys Baseball (Varsity, JV & JV2) Practice starting Monday, April 19th. Girls Softball (Varsity, JV & JV2) Practice starting Monday, April 19th. Boys Track and Field (Varsity) Practice starting Monday, April 19th. Girls Track and Field (Varsity) Practice starting Monday, April 19th. Boys Golf (Varsity & JV) Practice starting Monday, April 19th. Due to Covid-19 schedule may change frequently, please check www.wiaawi.org for daily updates. The Sports Calendar of events is sponsored by: PROTECTING THE GREATER GOOD Church Mutual INSURANCE

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Status of COVID and Vaccine Availability

Recent press release from the Marathon County Health Department:

On March 30th, Governor Evers and the Department of Health Services announced all persons over the age of 16 are eligible to receive COVID Vaccination as of Monday, April 5th. Local providers may still prioritize vaccinations based on risk, and may also still have wait lists for those already registered for vaccines.

The Community COVID-19 Vaccine Clinic - Northcentral Wisconsin opened in Wausau on April 6th, 2021.

Located at [Northcentral Technical College](#), Center for Business and Industry, 1000 Campus Drive in Wausau, Tuesdays through Saturdays, from 11:00 am until 7:00 pm.

Vaccines are by appointment only. Appointments were quickly filled in the first week and most of next week is full.

Pfizer vaccine, which is approved for persons age 16 and up, is being administered. Minors from 16-17 years will need parent permission to

receive the vaccine.

Do not arrive extra early for your appointment. You will be seen at your appointed time.

It is fast! Approximate time from check-in to completion is less than 30 minutes.

Interpretation services are available, or you may also bring a family member or friend to interpret for you.

Registration must be done through the DHS registry system online at

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Registration must be done through the DHS registry system online at **Wisconsin COVID-19 Vaccine Registry**.

For registration support, call DHS toll-free at (844) 684-1064.

Please do not call [Northcentral Technical College](#) or your local health Department; they are not able to schedule appointments

The VA is currently taking appointments for the COVID-19 Vaccination. Veterans enrolled in the VA Health Care system, Veterans not enrolled, Spouses and Caregivers that are interested in the COVID-19 Vaccination should call the VA at the above number for more information.

The Tomah VA is taking appointments Monday – Friday and has open appointments for first doses COVID vaccines immediately.

The Owen VA CBOC is taking appointments for Thursdays only.

The Wausau VA CBOC is taking appointments for Fridays only.

If you are not enrolled in the VA Health Care System, you can go the Marathon County Veterans Service Office website at <https://www.comarathon.wi.us/Departments/Veterans.aspx> for more information and to complete the VA10-10EZ for to apply.

The most current vaccination data is available at **COVID-19: Vaccine Data | Wisconsin Department of Health Services**

Marathon County continues to advise the use of masks even if you have received one of the approved vaccines. A person is considered fully vaccinated against COVID-19 if it has been two or more weeks since your second dose in a two-dose series (such as Pfizer or Moderna), or one dose of a single-dose vaccine (such as Johnson & Johnson)

State: Gov. Tony Evers and the Wisconsin Department of Health Services (DHS) announced today that the fifth community-based vaccination clinic in the state has opened in Douglas County on April 13th. The site will be located at the University of Wisconsin-Superior in the Wessman Arena. Initially, the Douglas Clinic location will administer 220 doses per day, with a capacity to expand up to 500 doses per day.

All persons over the age of 16 were eligible to receive a COVID-19 vaccination as of Monday April 5th.

DHS anticipates a more steady supply of vaccine coming into WI in the next weeks.

There are many providers and pharmacies receiving and administering vaccine.

Significant progress has been made on vaccinating priority groups.

Allowing everyone access simplifies the process of acquiring vaccine.

There may still be wait times but residents are advised to get vaccinated as soon as they are able.

Health Care Providers may choose to continue to vaccinate the most vulnerable priority populations first.

CDC's coronavirus website, the Wisconsin Department of Health Services or the Marathon County Health Department- COVID.

Mosinee Police Area Calls

The following is a summary of police service calls received by Mosinee and Area Police:

Monday, March 29		12
4:45 AM	Complaint of nonsufficient checks used at a business	8:06
9:40 AM	Miscellaneous investigation	6:06
1:10 PM	Hit and run accident on 4th and Main Street. A legally parked vehicle was damaged	8:06
4:45 PM	Animal complaint	9:03
Tuesday, March 30		3:03
1:00 PM	Complaint of suspicious activity	6:07
2:45 PM	Welfare check	7:07
3:20 PM	Complaint of a gas skip	7:07
3:45 PM	Animal complaint	9:07
Wednesday, March 31		9:07
2:20 PM	Complaint of suspicious activity	9:07
6:50 PM	Miscellaneous investigation	9:07
7:00 PM	Animal complaint	9:07
Thursday, April 1		9:07
9:30 AM	Civil dispute	K
2:05 PM	Disorderly conduct	F
2:30 PM	911 hang up call	E
6:40 PM	Complaint of suspicious activity	St
11:40 PM	Complaint of a suspicious vehicle	St
Friday, April 2		Th
4:35 AM	Business alarm	Tr
9:50 AM	Business alarm	Tc
12:30 PM	Complaint of suspicious activity	co
1:00 PM	Complaint of a gas skip	ro
2:45 PM	Business alarm	W
4:00 PM	Officer assisted the District Attorney's office with an investigation	Dl
4:05 PM	Business alarm	Ju
5:15 PM	Complaint of a suspicious person	by
8:40 PM	Arrest report. A 40 year old Kewaunee man and a 37 year old Edgar woman were arrested for	co

is That Every an Get COVID-19

helps stop the spread. The more people that are vaccinated, the more protected Wisconsin is from the virus. That is why our biggest priority is to get 80% of Wisconsin vaccinated," said DHS Secretary-designee Karen Timberlake. "To achieve that community immunity, we must work to remove barriers that prevent Wisconsinites from accessing the vaccine. If you don't have an ID or insurance, you will not be turned away."



For the latest information, visit the

NTC announces in-person plans for fall and open registration

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To learn more about NTC’s new programs or how to get started this fall, visit www.ntc.edu.

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COLLEGE NEWS

UW-Oshkosh

OSHKOSH— Among those receiving degrees from UW-Oshkosh in December were three area students. They were Ronnie Barger, Antigo, College of Letters and Science, general public administration; Michael Marx, Antigo, College of Business, business administration—executive path; and Jared Rickert, Birnamwood, College of Business, finance.

Northcentral Technical College

WAUSAU—Northcentral Technical College (NTC) announces the following students were awarded diplomas during the December 2020 term:

Aniwa: Kevin Bessert, Esther Manteufel, Steven Springer.

Antigo: Tanner Bemke, Chris Breitenfeldt, Natalie Cunningham, Kaleb Eldred, Peter Falk, Andrea Greisinger, Amber Hightower, Nash Hintz, Anthony Jansen, Jonah Koepfel, Erica Kostichka, Alina Locke, Lisa Menting, Van Merritt, Dorothy Mifflin, Michael Mifflin, Shawna Nelson, Lisa Nowak, Taylor Schremp, Trevor Seis, Seth Washatko, Michael Zabrowski.

Birnamwood: Jacquelyn Bell, Kaine Bernarde, Maynard Blodgett, Dakota Marien.

Bowler: Nicole Creapeau, Sierra Jones.

Bryant: Melanie Blahnik, Caleb Schroepfer.

Elcho, Wis.: Amber Resch.

Gleason: Alexander Pflingsten, Austin Reissmann.

Laona: Brady Geiss, Rhonda Roberts.

Mattoon: SueAnn Milanowski.

Pelican Lake: Tammy

Leitermann.

Phlox: Lucas Dionne.

UW-Stout

MENOMONIE— Among those students named to the UW-Stout 2021 baseball team is junior Cody Urban of Deerbrook. The right-handed pitcher is a graduate of Antigo High School and is majoring in plastics engineering at UW-Stout.

MSOE

MILWAUKEE—Kaleb Luedtke, Gleason, earned a bachelor of science degree in industrial engineering from Milwaukee School of Engineering in the winter of 2021.

MSOE

MILWAUKEE—The following students received academic honors from Milwaukee School of Engineering for the 2021 winter quarter: Zachary Morris, Antigo, dean's list with high honors, bachelor of science in architectural engineering; and Kaleb Luedtke, Gleason, honors list, bachelor of science in industrial engineering.

Undergraduate students who have earned at least 30 credits and have a cumulative GPA of 3.2 or better (out of 4.0) are on the dean's list. Students who have maintained a 3.7 or better GPA receive high honors.

Undergraduate students on the honors list have earned a GPA of at least 3.2 (out of 4.0) for this quarter and are not on the dean's list.

Palmer College of Chiropractic

DAVENPORT, Iowa—Samantha Wessel of Birnamwood has been named to the fall 2020 trimester dean's list at Palmer College of Chiropractic's main campus in Davenport, Iowa.

Community COVID-19 vaccination clinic now open in Wausau

Gov. Tony Evers and the Wisconsin Department of Health Services (DHS) announced last week that the fourth community-based vaccination clinic in the state would open in Marathon County on April 6. The site is located at the [Northcentral Technical College](#) Center for Business and Industry Building in Wausau.

“Through the dedication of our vaccine team, local public health, and other partners, the first three community clinics have been successful, and Wisconsin continues to be a national leader in using available supply. We are excited to build upon these partnerships and be able to open this vaccination clinic in Wausau,” said Evers. “These vaccination clinics continue to serve Wisconsin by giving folks more options to get vaccinated. And in doing so, bring us all one step closer to getting back to our Wisconsin way of life.”

Initially, the clinic plans to administer at least 400 doses per day and has the ability to do up to 1,000 doses per day. The number of doses administered will depend on how much vaccine Wisconsin receives from the federal government. The clinic will first schedule vaccinations

for those on the Marathon County Health Department’s waitlist with priority for those who are age 65 and older, educators, and child care staff. After those appointments are scheduled, the clinic will then begin scheduling appointments for anyone currently eligible for the vaccine.

The clinic will be open Tuesday through Saturday, from 11 a.m.-7 p.m. Individuals must register for an appointment using the Wisconsin COVID-19 Vaccine Registry. After registration, eligible individuals will be notified of the opportunity to schedule their appointment when openings become available. For vaccine-related questions and appointment registration support, individuals can call toll-free at (844) 684-1064. For more information on available COVID-19 vaccination options, visit the [Where can I get vaccinated?](#) webpage.

“For seven years, I had the privilege to serve Marathon County as their Public Health Officer and called Wausau home for many years,” said DHS Deputy Secretary Julie Willems Van Dijk. “I want to encourage everyone in north central Wisconsin to get vaccinated as soon as they have the opportunity. These vaccines are not only

incredibly safe but they are very effective at preventing illness from COVID-19. And these vaccines save lives.”

The DHS community-based clinic in Marathon County is operated by AMI Expeditionary Healthcare through collaboration with Marathon County Health Department, [Northcentral Technical College](#), area health care system providers, and other local partners. Locations are selected to address gaps in vaccine access and support vaccination efforts. Various factors including population demographics, local health capacity, operations, and concentration of other vaccine providers are taken into consideration when planning for clinics.

Other DHS community-based vaccination clinics include Rock County that opened on February 16, La Crosse County that opened on March 9, and Racine County which opened on March 23. As of March 20, the Rock County location has administered 5,703 total vaccine doses, and La Crosse County has administered 2,021 total vaccine doses.

For up-to-date information about Wisconsin’s COVID-19 response, visit the DHS COVID-19 webpage.

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All adults eligible for COVID-19 vaccinations

All county residents over age 16 are now eligible to receive the COVID-19 vaccine, the Marathon County Health Department has announced.

Local vaccine providers include:

- Abbotsford Pharmacy (located within County Market), 715-721-6068.

- Aspirus. Register online at aspirus.org/vaccine or call 1-844-568-0701 or 715-843-1454.

- CVS Pharmacy. Visit the CVS immunizations website.



Joan Theurer

- Marshfield Clinic Health System. Register online at <https://www.marshfieldclinic.org/specialties/infectious-diseases/covid-19-vaccine> or call 877-998-0880.

- Pick n Save Pharmacy. Register online at <https://www.kroger.com/rx/covid-eligibility> or call 1-866-211-5320.

- Sam's Club Pharmacy. Call 715-355-0161 to schedule an appointment.

- Walgreens. Register online at <https://www.walgreens.com/findcare/vaccinated/covid-19>.

- Walmart. Visit the Walmart website to schedule an appointment.

- Young's Pharmacy. Go to <https://youngdrugstore.com>.

Starting April 6, the state Department of Health Services will sponsor a community vaccination clinic at the [North-central Technical College](#) Business and Industry Building, 1000 W. Campus Dr., Wausau, Tuesday through Saturday, 11 a.m. to 7 p.m. (Information in last week's issue was incorrect).

To register for the vaccine clinic, go to <https://vaccinate.wi.gov/en-US> or call the Wisconsin Department of Health Services. Appointments are required.

To date, according to the county health department, 36,066 or 26.6 percent of the Marathon County population has had at least one dose of the vaccine. Fifteen percent of the population or 20,323 people have completed the vaccine series.

On April 1, Marathon County Health Officer Joan Theurer issued a 60 day mask advisory to replace Gov. Ever's mask mandate that was struck down by the Wisconsin Supreme Court.

Individuals are advised to wear a mask when:

- Indoors or in an enclosed space with persons you do not live with, other than at a private residence

- Outdoors, when it is not possible to maintain physical distancing.

Theurer said wearing masks can prevent a new surge of the COVID-19 disease.

"Until the vast majority of Marathon County and Wisconsin residents are vaccinated, wearing a face mask, physical distancing, limiting in-person gatherings and washing hands are necessary to control the spread of this virus," she said.

The health department reported on Monday that COVID-19 has caused 184 deaths. The county has 192 active cases, including six on Monday.



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To learn more about NTC’s new programs or how to get started this fall, visit www.ntc.edu.

Enrollment for Machine Tool Basics now open

The Northwest Wisconsin Workforce Investment Board has announced that Machine Tool Basics will be offered at Northcentral Technical College's Phillips campus. The short-term training will start on May 10, and participants will meet from noon to 5 p.m., Monday, Tuesday, Wednesday and Thursday for a total of 12 weeks.

Machine Tool Basics was developed by Northcentral Technical College in partnership with the Northwest Wisconsin Workforce Investment Board to address the need employers have for entry level machine tool employees in Taylor and Price counties. This is also a part of Northwest Wisconsin Workforce Investment Board's strategy to provide job seekers with the skills needed to enter into a high demand occupation with a self-sustaining wage. In northwest Wisconsin, the median wage for machinists is \$21.20 with the average entry level wage being more than double the current minimum wage.

Machine Tool Basics will introduce machine tooling, blue print reading and safety (i.e. OSHA 10 and First Aid/CPR/AED), which are essential in a manufacturing environment. The topics start at a basic level and gradually become more rigorous with hands-on application of machine shop skills. In conjunction with the technical skills, participants will enhance their employability skills through lessons on communication, teamwork, problem solving, and other skills needed to be successful in any workplace.

Funding assistance may be available to individuals who are 18 years or older through the public workforce system. Any individuals interested in signing up or learning more should contact Scott Schultz at sschultz@nwwib.com or visit www.nwwib.com/mt21.

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NTC District Board names Dr. Jeannie Worden as new president

The Northcentral Technical College (NTC) District Board of Trustees approved hiring Dr. Jeannie Worden as the next president of NTC at the regular meeting of the Board on Tuesday, April 6. She will begin her new role on Thursday, July 1, succeeding Dr. Lori Wevers who will retire on June 30.

“Dr. Worden’s passion for education and commitment to our students is evident in everything she does,” said Paul Proulx, chair, NTC District Board of Trustees. “Her strong leadership skills and vast experience with the College will ensure a smooth transition.”

Worden currently serves as NTC’s Executive Vice President. In her 26 year career at NTC, she served in a variety of roles that make her uniquely qualified for her new position as President including Vice President of Student Services, Vice President of Human Resources and College Advancement, Executive Director of the NTC Foundation, Director of Human Resources, Human Resources Specialist, Benefit Specialist and Adjunct Faculty. Prior to coming to NTC, Worden worked in private industry in the field of Human Resources. Worden holds a Doctor of Education (Ed.D) in Educational

Leadership from Edgewood College, an MBA from Upper Iowa University and a Bachelor’s Degree in Human Resources Management from the University of Wisconsin-Madison.

“I am humbled and feel truly blessed to have been given the privilege of serving the great students and staff of NTC as its next President,” said Worden. “As the mother of two NTC graduates, I have seen first-hand the impact NTC has had in the life of my family and I am committed to providing those same opportunities to the residents of our District.”

An Ad Hoc Recruitment Group, including the Board Chair, Vice-Chair and Treasurer, conducted the internal search, at the Board’s request, for a candidate with diverse experience in various aspects of the College, including a commitment to students, employees and community partnerships with an emphasis on strong fiscal policy.

Worden received national recognition for her strong support of student success as the 2020 recipient of the Phi Theta Kappa (PTK) Distinguished College Administrator Award. PTK is a premiere international

honor society for two-year colleges that recognizes the academic achievement of students and helps them grow as scholars and leaders. Members of NTC’s PTK chapter nominated Dr. Worden because she “cares deeply about each and everyone who comes through the doors of NTC as well as those who join PTK.”

In addition to leadership positions within the College, Worden serves on the Greater Wausau Chamber of Commerce Board of Directors and previously served as Chamber Chair. She has also provided community wide leadership as a member of the Greater Wausau Prosperity Partnership (GWPP) and Central Wisconsin Higher Education Alliance.

“Dr. Worden has deep roots within the community and was instrumental in the College’s recent strategic planning process and strategic planning at the Greater Wausau Chamber,” said Chair Proulx. “We are confident that she will continue NTC’s commitment to our learners and to the communities we serve while positioning the College for success well into the future.”



Keshena, Menominee Nation News

NTC Announces In-person Plans for Fall and Open Registration

Submitted Article

[Northcentral Technical College](#)

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To learn more about [NTC's](#) new programs or how to get started this fall, visit www.ntc.edu.



MENOMINEE INDIAN TRIBE OF WI	MENOMINEE TRIBAL COURT
In re the Paternity of : CP & AP DOB: 05/20/2001 & 05/21/2003	ORDER TO SHOW CAUSE
LUCILLE MACHPNESS, and Petitioner,	CASE NO. 06 CS 39A



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METRO BRIEFS by B.C. Kowalski

Rib Mountain Walk?

Residents attending a listening session said they want to see Rib Mountain Drive become more bike and pedestrian-friendly, with more green space

Meetings by consultants about road projects are typically poorly attended. That's because, well, they're not exactly the most exciting of happenings.

So Rib Mountain Community Development Director Jared Wehner had an idea for that. Add some beer.

More than one hundred people attended the Planning and a Pint event Thursday, held in the vacant former Gordman's department store on Rib Mountain Drive.

The town of Rib Mountain, which is also considering becoming incorporated, hired Ayres Landscape Architects to study the Rib Mountain corridor. Why? Even pre-pandemic, retail sales were starting the shift online and the town wants to have a plan in place to adapt to current market realities when it thinks about redevelopment, Wehner says.

"Rib Mountain Drive isn't just for the town of Rib Mountain and its residents," Wehner told the audience Thursday. "It serves the whole metro and is a big factor in what makes Wausau so successful."

According to Amanda Arnold of Ayres, the company already took an existing inventory of the current conditions of the drive and will take feedback gathered at the event along with info from a survey online, and put that into a plan. The company will then present that plan to the Rib Mountain Town Board.

Wehner explained that the plan doesn't mean the town will instantly implement the recommendations, but rather will refer to them when development projects come up.

A quick look at some note cards collected from attendees showed a few patterns. Residents wanted more sidewalks, bike lanes and green space. Several suggested more high-end restaurants. And one card even suggested ATV access for the drive.

Rib Mountain hopes to have the plan back by the end of the year.



▲ A planning event for Rib Mountain Drive brought hundreds to the old Gordman's building Thursday.

Vaccination site planned to open in early April

A regional COVID-19 vaccination site planned for Wausau is now slated to open in early April.

The site, at Northcentral Technical College, is slated to open April 6, according to Marathon County Health Department Coronavirus spokesperson Judy Burrows. The site will be open 11 am to 7 pm Tuesday through Saturday to provide the Pfizer vaccine to eligible people. Those wishing to get the vaccine and who meet the criteria can do so through the state Department of Health Services registration site. Appointments are required.

The Health Department announced that Wausau was one of several potential regional vaccination sites the state was looking to start throughout the

state. Besides NTC, the mall as well as UWSP—Wausau was considered. But ultimately, NTC was chosen as the most likely candidates because of its IT abilities, location and accessibility.

Those eligible for the vaccine right now include frontline health care workers and EMS; police and fire personnel; people aged 65 and older; educators and child care workers; and people enrolled in Medicaid long-term care programs. They also include non-frontline health care workers; congregate living facility staff and residents; and individuals with certain medical conditions.

According to state guidelines, all people over the age of 16 will be eligible to get vaccinated starting on Monday, according to the latest update from the Marathon County Health Department.

Former Rothschild Shopko to become VA Clinic

The Wausau VA Clinic will be moving into the former Shopko building in Rothschild, the village administrator confirmed.

Work is already underway and the sale of the building, which the village had no involvement in, was finalized on March 24, says Rothschild Administrator Gary Olsen. Olsen says no village incentives were provided to the project.

The clinic will move into the building when it's completed, which hopefully will be by the end of the year, Olsen says.

NTC

Announces In-person Plans For Fall And Open Registration

While the College has had in-person learning since June 2020, **Northcentral Technical College (NTC)** is pleased to announce that it will be transitioning to a more traditional college experience beginning this August with additional in-person offerings, events and student activities.

“At **NTC**, we believe in meeting learners where they’re at,” said **Lori Weyers**, President. “For some, that means a traditional in-person experience and for some that means online learning through our innovative Virtual College.”

Learners will have the opportunity to choose how they take their classes this fall when registration opens on April 6. While **NTC** has 190+ program options, prospective learners can also choose from two new associate degree options including Human Resources and Paralegal.

The College also recently announced a new delivery model – **NTC Connect** – which allows students to choose their desired class format (in person, online or Zoom) day by day or week by week to fit student preference and schedule.

“Providing a safe environment for our entire campus community will continue to be our priority this fall,” said Weyers. “We are excited to welcome more students back to campus and eager to serve those who prefer to maintain their current hybrid, blended or online learning.”

To learn more about **NTC’s** new programs or how to get started this fall, visit <http://www.ntc.edu/>.

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