

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

AGENDA

DATE: TUESDAY, DECEMBER 2, 2025
TIME: 1:00 P.M.
LOCATION: NORTHCENTRAL TECHNICAL COLLEGE – TIMBERWOLF CONFERENCE CENTER/D100,
1000 W. CAMPUS DRIVE, WAUSAU, WI 54401 AND VIA [ZOOM](#)
WEBINAR ID: 884 3965 0672 | PASSCODE: 705482

CALL TO ORDER

- A. Compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)
- B. Pledge of Allegiance to the Flag
- C. Public Comment

Public Comment periods are not considered to be public hearings or a forum for public debate. No person may speak more than once to an issue or for a period longer than three (3) minutes. Individuals wishing to speak during this period must complete the sign-in form at the meeting location no less than fifteen (15) minutes prior to the start of the meeting. The total amount of time devoted to public comment at any given meeting will not exceed thirty (30) minutes unless extended by a majority vote of the Board.

STUDENT REPRESENTATIVE UPDATE

- A. Student Representative Update – Caitlin Johnson

APPROVAL OF MINUTES

- A. Approval of Minutes from October 21, 2025, Board of Trustees Regular Meeting

ACTION ITEMS

- A. [Final Modifications to the 2024-2025 Budget](#) – Chet Strebe
- B. [Modifications to the 2025-2026 Budget](#) – Chet Strebe
- C. [Approval of the 2024-2025 Annual Comprehensive Financial Report](#) – Chet Strebe

CONSENT VOTING AGENDA

- A. Approval of Consent Voting Agenda Including:
 - a. [Receipts + Expenditures](#)
 - b. [Personnel Changes](#)

BOARD DEVELOPMENT

- A. Legislative Advocacy – Katie Felch
- B. Workforce Leadership Programming – Brad Gast
- C. WTCS Perception Survey – Sarah Dillon + Kelsi Seubert

INFORMATION/DISCUSSION

- A. President's Report
 - a. Comments from Informational Update
- B. Chairperson's Report
 - a. NTC Mid-Year Graduation Ceremony - Saturday, December 13, at 10:00 a.m. at the Grand Theater
 - b. WTC DBA Winter Meeting
 - c. Spring 2026 Board Appointment Cycle
 - d. Next Regular NTC Board Meeting: Tuesday, February 10, 2026
- C. Information
 - a. DBA Update
 - b. [Advisory Meeting Minutes](#)
 - c. [Upcoming Meetings + Events](#)
 - d. [Good News](#)

CLOSED SESSION (IMMEDIATELY FOLLOWING THE ABOVE OPEN MEETING)

- A. Adjourn the Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(e)(g) for the purpose of:
 - a. Deliberating or negotiating the sale of public properties
 - b. Conferring with Legal Counsel

OPEN SESSION

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

MEETING ADJOURN

CAMPUS TOUR

Following adjournment of the Regular Meeting, NTC Board of Trustees will tour the Workforce Training + Professional Development Leadership Center. It is anticipated that a quorum of NTC Board of Trustees may be in attendance. No official Board business will be conducted.



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

Mission: Northcentral Technical College enriches our communities by providing high quality learner and employer focused educational pathways that transform lives.

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

MEETING DATE: December 2, 2025

TOPIC: Final Modifications to the 2024-2025 Budget

POLICY 1.3 – Budgeting – Budgeting any fiscal year or the remaining part of any fiscal year shall not deviate materially from Board Community Benefits Statements 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.”

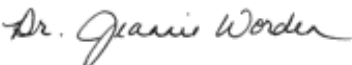
DATA/RESULTS: The attached resolutions authorize modifications to the budget in accordance with Wisconsin Statute 65.90. As a normal course of business, routine transfers are made to the budget during the year within board parameters. These are the final modifications for the 2024-2025 budget.

A brief explanation of the purpose of each fund and budget transfer explanations for the attached seven funds are listed at the bottom of each resolution. The attached budget modifications align with Board priorities, fiscal prudence, and the multi-year plan within NTC’s \$115 million budget.

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: 

Dated: December 2, 2025

Proposed for Board Action
December 2, 2025

GENERAL FUND
BUDGET TRANSFER RESOLUTION
2024-2025 BUDGET

WHEREAS, the Northcentral Technical College District general fund total resources are (\$717,448) less than budgeted for the fiscal year 2024-2025, and

WHEREAS, total uses in the District's general fund are (\$717,448) less than budgeted for fiscal year 2024-2025,

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.

General Fund resources were less than budgeted due to the unutilized planned use of fund balance. This favorable outcome was driven by stronger-than-expected institutional revenues, particularly higher interest income, which provided sufficient resources to fully fund expenditures without drawing on the fund balance.

General Fund uses were less than budgeted primarily due to savings across multiple expenditure categories, including personnel and services and supplies. These savings reflected prudent budget management in planned spending, resulting in total expenditures below budgeted levels.

**Northcentral Technical College
General Fund
Budget Transfer Resolution
2024-2025 Budget**

RESOURCES	2024-2025 Budget	Recommended 2024-2025 Adjusted Budget	Difference
Revenues:			
Local Government	\$10,827,234	\$10,837,268	\$10,034
State Aids	22,931,528	22,788,604	(142,924)
Program Fees	9,246,426	9,216,403	(30,023)
Material Fees	488,167	485,597	(2,570)
Other Student Fees	80,949	98,190	17,241
Institutional Revenue	1,000,500	1,069,371	68,871
Federal Revenue	7,990	7,990	-
Total Revenues	44,582,793	44,503,423	(79,370)
Transfers from Reserves and Designated Fund Balances:*			
Reserved for Prepaid Items	-	-	-
Reserved for Encumbrances	-	-	-
Designated for Operations	-	-	-
Designated for Post-Employment Benefits	106,706	-	(106,706)
Designated for State Aid Fluctuations	41,593	170,084	128,491
Designated for Subsequent Year	800,000	-	(800,000)
Designated for Subsequent Years	-	106,706	106,706
Total Transfers	948,299	276,790	(671,509)
Other Funding Sources:			
Interfund Transfers In	-	33,431	33,431
Total Transfers	-	33,431	33,431
Total Resources	\$45,531,092	\$44,813,644	(\$717,448)
USES			
Expenditures:			
Instructional	\$26,483,211	\$26,151,129	(\$332,082)
Instructional Resources	1,432,539	1,494,209	61,670
Student Services	3,124,531	3,087,708	(36,823)
General Institutional	9,731,108	9,576,145	(154,963)
Physical Plant	4,347,084	4,167,374	(179,710)
Auxiliary Services	-	-	-
Total Expenditures	45,118,473	44,476,565	(641,908)
Transfer to Reserves and Designated Fund Balances:*			
Reserved for Prepaid Items	-	1,525	1,525
Reserved for Encumbrances	-	11,435	11,435
Designated for Operations	274,582	231,082	(43,500)
Designated for Post-Employment Benefits	-	-	-
Designated for State Aid Fluctuations	-	-	-
Designated for Subsequent Year	-	-	0
Designated for Subsequent Years	138,037	93,037	(45,000)
	412,619	337,079	(75,540)
Interfund Transfers Out	0	-	0
	-	-	0
Total Uses	\$45,531,092	\$44,813,644	(\$717,448)

*Represents increase or decrease to designated balance.

SPECIAL REVENUE FUND - OPERATIONAL
BUDGET TRANSFER RESOLUTION
2024-2025 BUDGET

WHEREAS, the Northcentral Technical College District special revenue fund – operational total resources are (\$558,320) less than budgeted for the fiscal year 2024-2025, and

WHEREAS, total uses in the District’s special revenue fund – operational are (\$558,320) less than budgeted for fiscal year 2024-2025,

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 decrease in institutional revenue is due to slightly lower than anticipated contract volume. The decrease in federal revenue is attributed to timing of expenses occurring with continuing federally funded projects. Therefore, decreases in revenue are also reflected in lower instructional expenses.

**Northcentral Technical College
Special Revenue Fund - Operational
Budget Transfer Resolution
2024-2025 Budget**

<u>RESOURCES</u>	2024-2025 Budget	Recommended 2024-2025 Adjusted Budget	Difference
Revenues:			
Local Government	\$500,000	\$500,000	\$0
State Aids	2,410,201	2,401,182	(9,019)
Program Fees	196,351	222,020	25,669
Material Fees	29,034	30,321	1,287
Other Student Fees	441,070	496,746	55,676
Institutional Revenue	6,744,135	6,618,078	(126,057)
Federal Revenue	2,329,757	1,810,755	(519,002)
Total Revenues	12,650,548	12,079,102	(571,446)
Other Sources			
Interfund Transfers In	-	49,711	49,711
Total Other Sources	-	49,711	49,711
Transfers from Reserves and Designated Fund Balances:*			
Reserved for Prepaid Items		8,186	8,186
Designated for Operations	232,788	188,016	(44,772)
Designated for Subsequent Year	42,407	42,407	0
Total Transfers	275,195	238,609	(36,586)
Total Resources	\$12,925,742	\$12,367,422	(\$558,320)
<u>USES</u>			
Expenditures:			
Instructional	\$10,362,365	\$9,732,154	(\$630,211)
Instructional Resources	40,098	43,446	3,348
Student Services	1,723,360	1,729,346	5,986
General Institutional	759,492	759,425	(67)
Physical Plant	25,427	25,250	(177)
Total Expenditures	12,910,742	12,289,621	(621,121)
Transfers to Reserves and Designated Fund balances:*			
Reserved for Prepaid Items	-	-	-
Designated for Operations	-	-	-
Total Transfers	-	-	-
Other Uses			
Interfund Transfers Out	15,000	77,801	62,801
Total Other Uses	15,000	77,801	62,801
Total Uses	\$12,925,742	\$12,367,422	(\$558,320)

*Represents increase or decrease to designated balance.

Proposed for Board Action
December 2, 2025

SPECIAL REVENUE FUND – NON-AIDABLE
BUDGET TRANSFER RESOLUTION
2024-2025 BUDGET

WHEREAS, the Northcentral Technical College District special revenue fund – non-aidable total resources are \$660,541 greater than budgeted for the fiscal year 2024-2025, and

WHEREAS, total uses in the District’s special revenue fund – non-aidable are \$660,541 greater than budgeted for fiscal year 2024-2025,

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. This fund primarily consists of Financial Aid activity, student accident insurance, and college security. Additionally, student payments provided by grants flow through this fund.

The increases in state and federal revenue are related to increased financial aid awarded to students, also reflected in the increased expenditures.

**Northcentral Technical College
Special Revenue Fund - Non-Aidable
Budget Transfer Resolution
2024-2025 Budget**

<u>RESOURCES</u>	2024-2025 Budget	Recommended 2024-2025 Adjusted Budget	Difference
Revenues:			
Local Government	\$100,000	\$97,881	(\$2,119)
State Aids	1,318,125	1,464,639	146,514
Other Student Fees	243,000	251,581	8,581
Institutional Revenue	45,000	84,415	39,415
Federal Revenue	12,448,438	12,903,498	455,060
Total Revenues	14,154,563	14,802,014	647,451
Transfers from Reserves and Designated Fund Balances:*			
Reserve for Student Organizations	-	-	-
Total Transfers	-	-	-
Other Funding Sources:			
Interfund Transfers In	15,000	28,090	13,090
Total Transfers	15,000	28,090	13,090
Total Resources	\$14,169,563	\$14,830,104	\$660,541
<u>USES</u>			
Expenditures:			
Instruction	\$15,000	\$28,090	\$13,090
Student Services	14,029,576	14,781,199	751,623
Total Expenditures	14,044,576	14,809,289	764,713
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Student Organizations	124,987	20,815	(104,172)
Total Transfers	124,987	20,815	(104,172)
Other Uses:			
Interfund Transfers Out	-	-	-
Total Uses	\$14,169,563	\$14,830,104	\$660,541

*Represents increase or decrease to designated balance.

Proposed for Board Action
December 2, 2025

CAPITAL PROJECTS FUND
BUDGET TRANSFER RESOLUTION
2024-2025 BUDGET

WHEREAS, the Northcentral Technical College District capital projects fund total resources are \$256,268 greater than budgeted for the fiscal year 2024-2025, and

WHEREAS, total uses in the District's capital projects fund are \$256,268 greater than budgeted for fiscal year 2024-2025,

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 pre-spends 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.

**Northcentral Technical College
Capital Projects Fund
Budget Transfer Resolution
2024-2025 Budget**

<u>RESOURCES</u>	2024-2025 Budget	Recommended 2024-2025 Adjusted Budget	Difference
Revenues:			
State Aids	\$2,425,316	\$2,473,191	\$47,875
Institutional Revenue	1,780,878	2,574,926	794,048
Federal Revenue	1,505,614	2,028,765	523,151
Total Revenues	5,711,808	7,076,882	1,365,074
Transfers from Reserves and Designated Fund Balances:*			
Reserve for Capital Projects	608,806	0	(608,806)
Total Transfers	608,806	0	(608,806)
Other Funding Sources:			
Proceeds from Debt	13,500,000	13,000,000	(500,000)
Interfund Transfers In		-	0
Total Other Funding Sources	13,500,000	13,000,000	(500,000)
Total Resources	\$19,820,614	\$20,076,882	\$256,268
<u>USES</u>			
Expenditures:			
Instructional	\$5,306,605	\$2,206,255	(\$3,100,350)
Instructional Resources	921,352	1,010,654	89,302
Student Services	7,500	133,083	125,583
General Institutional	4,865,294	4,855,185	(10,109)
Physical Plant	8,719,863	8,261,094	(458,769)
Total Expenditures	19,820,614	16,466,271	(3,354,343)
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Capital Projects	-	2,078,893	2,078,893
Total Transfers	-	2,078,893	2,078,893
Other Uses:			
Interfund Transfers Out	-	1,531,718	1,531,718
	-	1,531,718	1,531,718
Total Uses	\$19,820,614	\$20,076,882	\$256,268

*Represents increase or decrease to designated balance.

Proposed for Board Action
December 2, 2025

DEBT SERVICE FUND
BUDGET TRANSFER RESOLUTION
2024-2025 BUDGET

WHEREAS, the Northcentral Technical College District debt service fund total resources are \$1,609,289 greater than budgeted for the fiscal year 2024-2025, and

WHEREAS, total uses in the District's debt service fund are \$1,609,289 greater than budgeted for fiscal year 2024-2025,

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 accounts for the accumulation of resources and the payment of general long-term debt obligations, including long-term lease purchases. The increase in both resources and uses is primarily due to the updated reporting of Subscription-Based Information Technology Arrangements (SBITAs), which are now reflected within the Debt Service Fund to align with current accounting and financial reporting standards.

**Northcentral Technical College
Debt Services Fund
Budget Transfer Resolution
2024-2025 Budget**

<u>RESOURCES</u>	2024-2025 Budget	Recommended 2024-2025 Adjusted Budget	Difference
Revenues:			
Local Government Revenue	\$16,592,863	\$16,698,227	\$105,364
Institutional Revenue	222,095	246,106	24,011
Total Revenues	16,814,958	16,944,333	129,375
Transfers from Reserves and Designated Fund Balances:*			
Premium on Long-Term Debt	0	407,713	407,713
Reserve for Debt Services	459,517	-	(459,517)
Total Transfers	459,517	407,713	(51,804)
Interfund Transfers In	-	1,531,718	1,531,718
	-	1,531,718	1,531,718
Total Resources	\$17,274,475	\$18,883,764	\$1,609,289
<u>USES</u>			
Expenditures:			
Physical Plant	\$17,274,475	\$18,874,505	\$1,600,030
Total Expenditures	17,274,475	18,874,505	1,600,030
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Debt Services	-	9,259	9,259
Total Transfers	-	9,259	9,259
Other Funding Uses:			
Interfund Transfers Out	-	-	-
Total Transfers	-	-	-
Total Uses	\$17,274,475	\$18,883,764	\$1,609,289

*Represents increase or decrease to designated balance.

Proposed for Board Action
December 2, 2025

ENTERPRISE FUND
BUDGET TRANSFER RESOLUTION
2024-2025 BUDGET

WHEREAS, the Northcentral Technical College District enterprise fund total resources are \$76,168 greater than budgeted for the fiscal year 2024-2025, and

WHEREAS, total uses in the District's enterprise fund are \$76,168 greater than budgeted for fiscal year 2024-2025,

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
2024-2025 Budget**

<u>RESOURCES</u>	2024-2025 Budget	Recommended 2024-2025 Adjusted Budget	Difference
Revenues:			
Institutional Revenue	\$2,359,210	\$2,391,531	\$32,321
Total Revenues	2,359,210	2,391,531	32,321
Transfers from Reserves and Designated Fund Balances:*			
Retained Earnings	11,596	55,443	43,847
Total Transfers	11,596	55,443	43,847
Interfund Transfers In	-	-	-
	-	-	-
Total Resources	\$2,370,806	\$2,446,974	\$76,168
<u>USES</u>			
Expenditures:			
Auxiliary Services	\$2,370,806	\$2,413,543	\$42,737
Total Expenditures	2,370,806	2,413,543	42,737
Transfer to Reserves and Designated Fund Balances:*			
Retained Earnings	-	-	0
Total Transfers	-	-	0
Other Funding Uses:			
Interfund Transfers Out	-	33,431	33,431
Total Transfers	-	33,431	33,431
Total Uses	\$2,370,806	\$2,446,974	\$76,168

*Represents increase or decrease to designated balance.

Proposed for Board Action
December 2, 2025

INTERNAL SERVICE FUND
BUDGET TRANSFER RESOLUTION
2024-2025 BUDGET

WHEREAS, the Northcentral Technical College District internal service fund total resources are \$53,556 greater than budgeted for the fiscal year 2024-2025, and

WHEREAS, total uses in the District's internal service fund are \$53,556 greater than budgeted for fiscal year 2024-2025,

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 dental insurance activity.

**Northcentral Technical College
Internal Service Fund
Budget Transfer Resolution
2024-2025 Budget**

<u>RESOURCES</u>	2024-2025 Budget	Recommended 2024-2025 Adjusted Budget	Difference
Revenues:			
Institutional Revenue	\$3,834,398	\$4,004,395	\$169,997
Total Revenues	3,834,398	4,004,395	169,997
Transfers from Reserves and Designated Fund Balances:*			
Retained Earnings	812,413	695,972	(116,441)
Total Transfers	812,413	695,972	(116,441)
Interfund Transfers In	-	-	-
	-	-	-
Total Resources	\$4,646,811	\$4,700,367	\$53,556
<u>USES</u>			
Expenditures:			
Auxiliary Services	\$4,646,811	\$4,700,367	\$53,556
Total Expenditures	4,646,811	4,700,367	53,556
Transfer to Reserves and Designated Fund Balances:*			
Retained Earnings	-	-	0
Total Transfers	-	-	0
Interfund Transfers Out	-	-	-
	-	-	-
Total Uses	\$4,646,811	\$4,700,367	\$53,556

*Represents increase or decrease to designated balance.

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

MEETING DATE: December 2, 2025

TOPIC: Budget Modifications for 2025-2026 Budget

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 2025-2026 budget modifications in accordance with Wisconsin Statute 65.90. As a normal course of business, routine transfers are made to the budget during the year within board parameters. Budget modifications are made in December to reflect material operational need changes or substantial updates to revenue or expenditures.

The attached budget modifications are typical for funds within NTC's \$115 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 Dr. Gianni Worden

Dated December 2, 2025

SPECIAL REVENUE FUND - OPERATIONAL
BUDGET TRANSFER RESOLUTION
2025-2026 BUDGET

WHEREAS, the Northcentral Technical College District special revenue fund – operational total resources are \$849,031 less than budgeted for the fiscal year 2025-2026, and

WHEREAS, total uses in the District’s special revenue fund – operational are \$849,031 less than budgeted for fiscal year 2025-2026,

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, Adult Education and Family Literacy Act Grants, and Carl D. Perkins Career and Technical Improvement Act Grants. Also included in this fund are workforce training 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.

It was initially anticipated that certain revenues would be recorded in the Special Revenue–Operational Fund. However, following further review and analysis, it was determined that these revenues and their associated expenditures will remain in the Special Revenue–Non-Aidable Fund for the 2025–2026 fiscal year to ensure consistency with prior reporting practices and fund classification.

**Northcentral Technical College
Special Revenue Fund - Operational
Budget Transfer Resolution
2025-2026 Budget**

<u>RESOURCES</u>	2025-2026 Budget	Recommended 2025-2026 Adjusted Budget	Difference
Revenues:			
Local Government	\$623,878	\$623,878	\$0
State Aids	2,306,977	2,306,977	0
Program Fees	261,000	261,000	0
Material Fees	34,100	34,100	0
Other Student Fees	1,427,350	587,350	(840,000)
Institutional Revenue	7,205,186	7,205,186	0
Federal Revenue	1,998,026	1,998,026	0
Total Revenues	13,856,517	13,016,517	(840,000)
Other Sources			
Interfund Transfers In	-	-	-
Total Other Sources	-	-	-
Transfers from Reserves and Designated Fund Balances:*			
Reserved for Prepaid Items			-
Designated for Operations	1,118,063	1,109,032	(9,031)
Designated for Subsequent Year	0	-	0
Total Transfers	1,118,063	1,109,032	(9,031)
Total Resources	\$14,974,580	\$14,125,549	(\$849,031)
<u>USES</u>			
Expenditures:			
Instructional	\$10,712,867	\$10,712,867	\$0
Instructional Resources	41,330	41,330	0
Student Services	2,539,620	1,690,589	(849,031)
General Institutional	680,891	680,891	0
Physical Plant	24,872	24,872	0
Total Expenditures	13,999,580	13,150,549	(849,031)
Transfers to Reserves and Designated Fund balances:*			
Reserved for Prepaid Items	-	-	-
Designated for Operations	-	-	-
Total Transfers	-	-	-
Other Uses			
Interfund Transfers Out	975,000	975,000	-
Total Other Uses	975,000	975,000	-
Total Uses	\$14,974,580	\$14,125,549	(\$849,031)

*Represents increase or decrease to designated balance.

SPECIAL REVENUE FUND – NON-AIDABLE
BUDGET TRANSFER RESOLUTION
2025-2026 BUDGET

WHEREAS, the Northcentral Technical College District special revenue fund – non-aidable total resources are \$849,031 greater than budgeted for the fiscal year 2025-2026, and

WHEREAS, total uses in the District’s special revenue fund – non-aidable are \$849,031 greater than budgeted for fiscal year 2025-2026,

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. This fund primarily consists of Financial Aid activity, student accident insurance, student life, and college security. Additionally, student payments provided by grants flow through this fund.

It was initially anticipated that certain revenues would be recorded in the Special Revenue–Operational Fund. However, following further review and analysis, it was determined that these revenues and their associated expenditures will remain in the Special Revenue–Non-Aidable Fund for the 2025–2026 fiscal year to ensure consistency with prior reporting practices and fund classification.

**Northcentral Technical College
Special Revenue Fund - Non-Aidable
Budget Transfer Resolution
2025-2026 Budget**

<u>RESOURCES</u>	2025-2026 Budget	Recommended 2025-2026 Adjusted Budget	Difference
Revenues:			
Local Government	\$0	\$0	\$0
State Aids	1,363,871	1,363,871	0
Other Student Fees	0	840,000	840,000
Institutional Revenue	47,000	47,000	0
Federal Revenue	10,318,643	10,318,643	0
Total Revenues	11,729,514	12,569,514	840,000
Transfers from Reserves and Designated Fund Balances:*			
Reserve for Student Organizations	-	9,031	9,031
Total Transfers	-	9,031	9,031
Other Funding Sources:			
Interfund Transfers In	20,000	20,000	-
Total Transfers	20,000	20,000	-
Total Resources	\$11,749,514	\$12,598,545	\$849,031
<u>USES</u>			
Expenditures:			
Instruction	\$20,000	\$20,000	\$0
Student Services	11,729,514	12,578,545	849,031
Total Expenditures	11,749,514	12,598,545	849,031
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Student Organizations	-	-	-
Total Transfers	-	-	-
Other Uses:			
Interfund Transfers Out	-	-	-
Total Uses	\$11,749,514	\$12,598,545	\$849,031

*Represents increase or decrease to designated balance.



**YEARS ENDED
JUNE 30, 2025 & 2024**

Prepared by the NTC Finance team.

NORTHCENTRAL TECHNICAL COLLEGE | 1000 W. CAMPUS DRIVE, WAUSAU, WI 54401
715.675.3331 | 888.682.7144 | www.ntc.edu

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INTRODUCTORY SECTION



YEARS ENDED 2025 & 2024
Annual Comprehensive
Financial Report

December 2, 2025

To the Citizens, Board of Trustees, and College Community of the Northcentral Technical College District:

We are pleased to present the Annual Comprehensive Financial Report (ACFR) for the Northcentral Technical College District (“NTC” or “the College”) for the fiscal year ended June 30, 2025.

Responsibility for the accuracy, completeness, and fairness of the information contained in this report rests with the College. We believe the data presented is accurate in all material respects and is designed to provide a clear and fair representation of the College’s financial position and operating results for the fiscal year. All necessary disclosures have been included to assist readers in understanding NTC’s financial activities.

In accordance with state law, NTC is required to publish a complete set of audited financial statements within six months of the close of each fiscal year. This report fulfills that legal requirement for fiscal year 2025. Beyond compliance, the report serves to provide a comprehensive overview of NTC’s financial condition, offering transparency and insight for our stakeholders — including citizens, taxpayers, students, employees, financial institutions, intergovernmental agencies, and the Wisconsin Technical College System.

The Management’s Discussion and Analysis (MD&A) section follows the independent auditor’s report and offers a narrative overview and analysis of the College’s financial statements. Together, the MD&A and this letter of transmittal provide context for understanding the financial and operational information contained in it.

Mission, Vision, Values

As NTC journeys from mission to vision, strong and well-defined values guide the work on goals and objectives to create an innovative future for NTC and the learners, businesses and communities it serves.

Mission

Northcentral Technical College enriches our communities by providing high quality learner and employer focused educational pathways that transform lives.

Vision

Building futures as our community's college of choice.

Values

- **Learner Success**

We believe in and promote a welcoming and supportive campus community that ensures every student has the opportunity to be successful.

- **Innovation**

We foster a leading edge learning environment that embraces technology and ingenuity.

- **Continuous Improvement**

We prioritize data-informed decision making to enhance efficiencies and improve outcomes.

- **Integrity**

We recognize the importance of a culture of respect, civility and professionalism.

- **Community Commitment**

We are responsive to community needs through strong partnerships, collaboration and advocacy.



Profile of the NTC District

NTC is a customer-focused, accessible provider of innovative lifelong learning that builds a globally competitive workforce. The College's 5,900 square mile, 10-county district includes six convenient campus locations in Wausau, Antigo, Medford, Phillips, Spencer and Wittenberg, as well as a Public Safety Center of Excellence, Community Safety Simulation Center and Commercial Driver's License (CDL) Training Center in Merrill, a Wood Technology Center of Excellence and Sawmill in Antigo and an Agriculture Center of Excellence and Diesel Technology Center just north of the Wausau Campus in the Village of Maine. The Wausau Campus also includes an Engineering and Advanced Manufacturing Center of Excellence with an Industry 4.0 Smart Manufacturing Lab, a STEM Center, a Communication Technology Center of Excellence featuring Studio 7, a Workforce Leadership Center, a Professional Conference Center, a Center for Health Sciences featuring the Center for Simulation + Innovation and Community Dental Clinic, an Emergency Services Training Center, Studio Max Salon and Spa featuring the Therapeutic Massage Center, the Information Technology & Entrepreneurial Center (iTEC), SPOONS Restaurant and the Butcher Block.

The College currently offers over 190 associate degree programs, technical diplomas and short-term certificate options, with many credits transferring to Wisconsin's four-year public and private colleges, creating a seamless path for lifelong learning. Through a variety of flexible course options, NTC provides an additional opportunity for learners to receive a degree to certification through flexible learning opportunities including eight-week courses, online programs and Attend Your Way (your choice of in-person, online or Zoom). Additional services include programming in English Language Learning, Adult Basic Education, and HSED/GED, as well as an Academic Resource Center and College Prep Center.

NTC is also closely connected to the local business community through the training and development of incumbent workers. The College's Workforce Training + Professional Development team works with local businesses to offer customized training, technical assistance and professional development opportunities needed to be successful in today's competitive workforce.

Economic Condition

Local Economy

In June 2025, four counties in the NTC District (Langlade, Lincoln, Menominee and Price) are experiencing unemployment rates higher than the state's unemployment rate (not seasonally adjusted) of 3.2 percent. Menominee County is experiencing the highest rate in District at 5.1 percent.

State Economy

As employers seek to meet workforce demands, there will continue to be a demand for the educational services provided by NTC. The College continues to deliver skilled graduates that serve as the backbone of Wisconsin's workforce.

NTC is a trusted partner, working with employers to expand the talent pipeline and support incumbent workers through short term, flexible credentials, continuing education and workforce training.

NTC continues to implement cost-saving measures to mitigate the state budget impact on student enrollments and services provided by the College to students and businesses within the District. Declining and/or stagnant state aids underscore the importance of prudent fiscal management and long-term planning at NTC.

Financial Policies

Northcentral Technical College is committed to developing sound management systems and effective internal controls. Significant efforts are made to employ qualified personnel and develop systems that provide appropriate supervision and segregation of duties.

Internal Controls

Management of the College is responsible for establishing and maintaining an internal control structure designed to ensure that the assets of the institution are protected from loss, theft, or misuse, and to ensure the reliability of financial and accounting records, facilitating the preparation of financial statements in conformity with generally accepted accounting principles in the United States. Management takes full responsibility for the completeness and reliability of the report's information, based on an established comprehensive internal control framework.

The cost of internal controls should not exceed anticipated benefits. Therefore, the objective is to provide reasonable, rather than absolute, assurance that the financial statements are free from material misstatements.

Additionally, as a recipient of state and federal financial assistance, the College is responsible for maintaining an adequate internal control structure to ensure compliance with applicable laws and regulations related to those programs.

We believe the College's internal accounting controls adequately safeguard assets and provide reasonable assurance of proper recording of financial transactions.

Long-term Financial Planning and Budgeting

Five-year budget projections for both the operating and capital budgets are maintained and reviewed regularly. These projections forecast future revenues, expenditures, borrowing, and fund balance levels to ensure compliance with District Board policies and guidelines.

The College's annual budget is prepared in accordance with the requirements of the Wisconsin Technical College System Board. The annual planning and budgeting process is an integrated, collaborative effort guided by the District Board and involves participation across all levels of the College. The District Board is required to adopt a final budget before the close of the fiscal year, serving as the foundation of NTC's financial planning and control. The budget is prepared by fund, function, and department.

Budgetary responsibility is decentralized to leaders of various cost centers, with College administration and the District Board conducting budget reviews. From November through May, NTC leaders prepare, present, and revise budget plans for the upcoming year. Between February and May, the District Board reviews these plans to ensure alignment with NTC's mission, vision, and strategic planning process. In May and June, the District Board approves the budget for a public hearing, followed by the hearing itself. By June 30, the District Board adopts the budget for the next fiscal year, as required by State Statutes. Once adopted, the budget sets the proposed dollar amounts for the operational and debt service tax levy, though actual mill rates are determined in October when valuation figures become available.



As shown by the statements and schedules included in this financial section, the College continues to meet its responsibility for sound financial management.

Independent Audit

CliftonLarsonAllen LLP, Certified Public Accountants, issued an unmodified (“clean”) opinion on Northcentral Technical College District’s financial statements for the year ended June 30, 2024. The independent auditor’s report can be found at the beginning of the financial section of this report. Reports specific to the single audit are included in the single audit section.

Excellence in Financial Reporting

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to Northcentral Technical College for its annual comprehensive financial report (ACFR) for the fiscal year ending June 30, 2023. NTC has proudly earned this prestigious award for 28 consecutive years. To receive the Certificate of Achievement, a government must publish an easily readable and well-organized annual comprehensive financial report that satisfies both generally accepted accounting principles and applicable legal requirements.

A Certificate of Achievement is valid for one year only. We believe that our current ACFR meets the Certificate of Achievement Program’s requirements, and we are submitting it to the GFOA for eligibility consideration for another certificate.

Acknowledgement

The timely preparation of this report was accomplished through the cooperative and concerted efforts of the Financial Services and Community + Government Relations offices of Northcentral Technical College and with the professional services of the District’s independent audit firm, CliftonLarsonAllen LLP. We express our appreciation to the District Board for their interest and support in planning and conducting the financial operations of the District in a responsible and progressive manner.

Respectfully submitted,

A handwritten signature in cursive script that reads "Dr. Jeannie Worden".

Dr. Jeannie Worden
President

A handwritten signature in cursive script that reads "Chet Strebe".

Dr. Chet Strebe
Vice President, Business and Technology

NORTHCENTRAL TECHNICAL COLLEGE

Wausau, Wisconsin

ANNUAL COMPREHENSIVE FINANCIAL REPORT **For the Year Ended June 30, 2025**

Members of the Board

Paul Proulx (Central Region), Chairperson
Troy Brown (East Region), Vice Chairperson
Charlie Paulson (West Region), Secretary/Treasurer
Sherry Bunten (East Region), Member
Tom Felch (Central Region), Member
Rena Krings, Member
Dr. Nathan Lehman, Member
Heather Renzelmann (Central Region), Member
Rainer Shooter, Member

Executive Leadership Team

Dr. Jeannie Worden, President
Dr. Darren Ackley, Provost & Vice President, Learning
Dr. Sarah Dillon, Vice President, Student Services & Regional Campuses
Katie Felch, Vice President, Community & Government Relations
Dr. Chet Strebe, Vice President, Business & Technology
Cher Vink, Vice President, Human Resources, Facilities & Risk Management

Officials Issuing Report

Dr. Jeannie Worden, President
Dr. Chet Strebe, Vice President, Business & Technology

Report Prepared By

Dr. Chet Strebe, Vice President, Business & Technology
Christina Rickert, Director of Finance
Sara Melk, Accounting Manager, Revenue Strategies and Operations
Ann Thurs, Accounting Manager, General Ledger and Financial Reporting
NTC Finance Team

Technical Support Provided by College Teams

Facilities, Finance, Human Resources, Information Technology, Institutional Research, Learning, Marketing, and Student Services

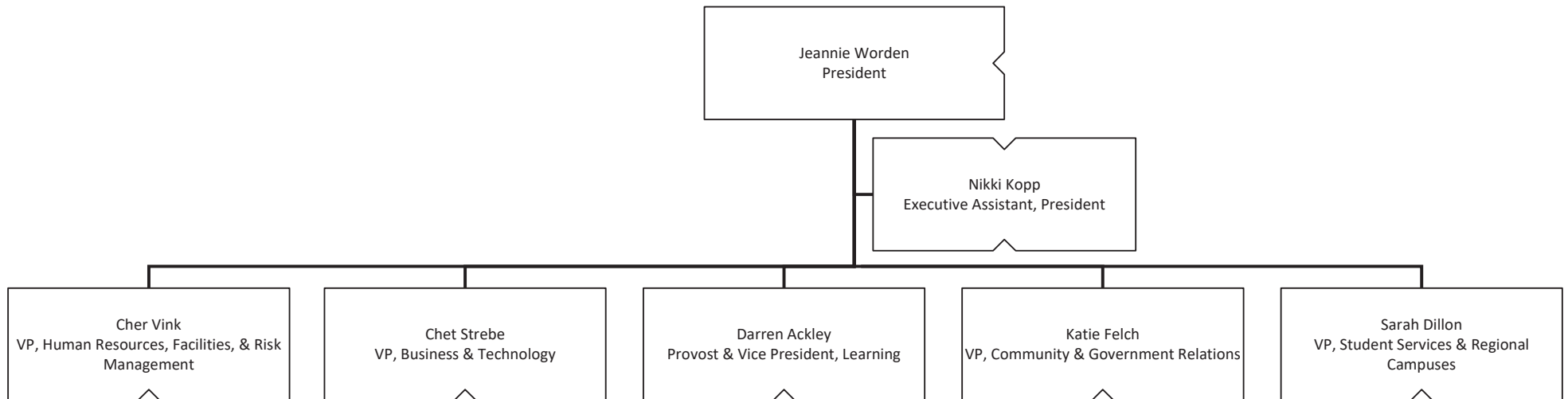
MISSION STATEMENT

Northcentral Technical College enriches our communities by providing high quality learner and employer focused educational pathways that transform lives.

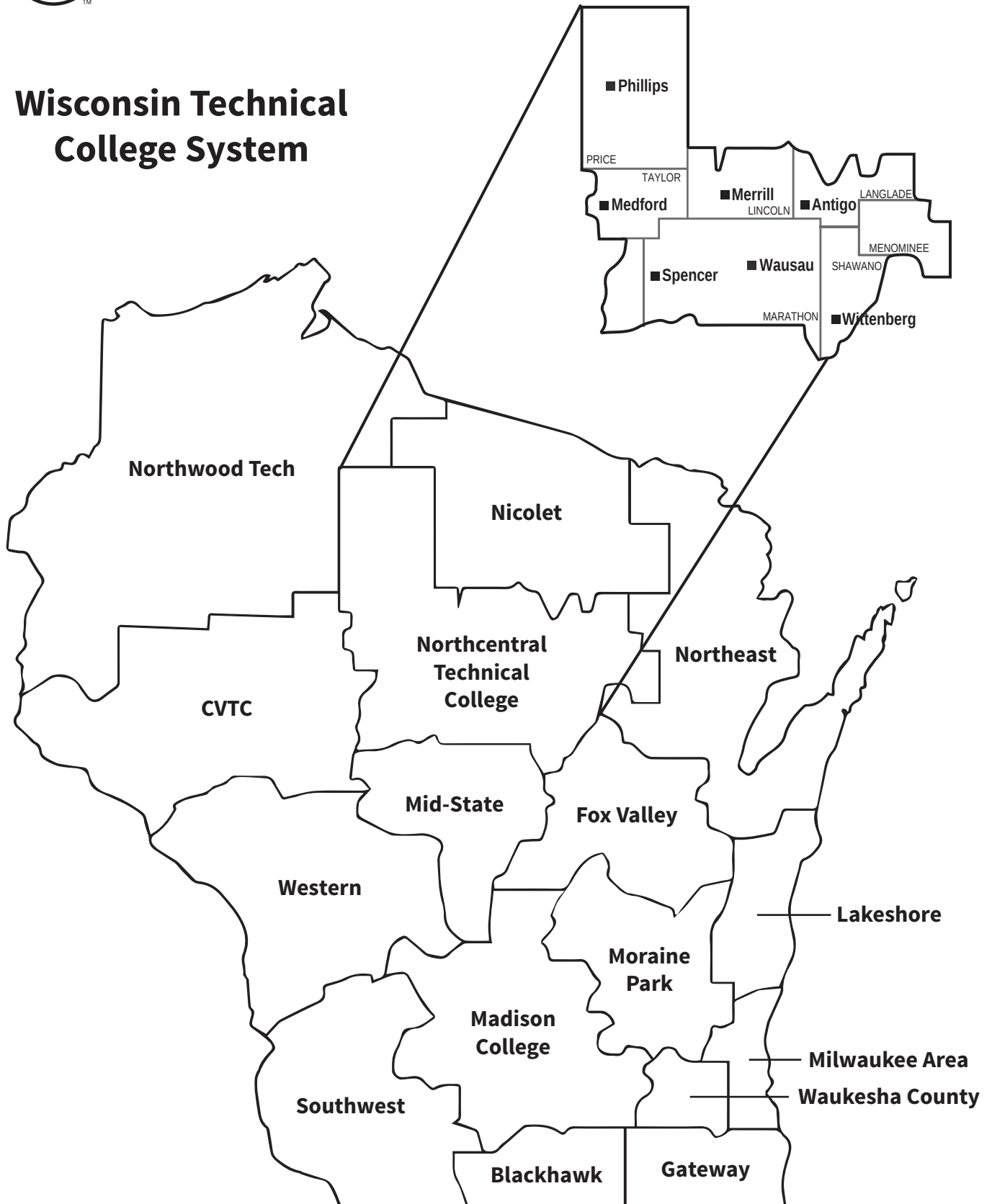
DISTRICT OFFICE

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

NORTHCENTRAL TECHNICAL COLLEGE ORGANIZATIONAL CHART



Wisconsin Technical College System





Government Finance Officers Association

Certificate of
Achievement
for Excellence
in Financial
Reporting

Presented to

**Northcentral Technical College District
Wisconsin**

For its Annual Comprehensive
Financial Report
For the Fiscal Year Ended

June 30, 2024

Executive Director/CEO

FINANCIAL SECTION



YEARS ENDED 2025 & 2024
Annual Comprehensive
Financial Report



INDEPENDENT AUDITORS' REPORT

District Board
Northcentral Technical College District
Wausau, Wisconsin

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the business-type activities and the aggregate remaining fund information of Northcentral Technical College District (the District), as of and for the years ended June 30, 2025 and 2024, and the related notes to the financial statements, which collectively comprise the District's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities and aggregate remaining fund information of the District as of June 30, 2025 and 2024, and the respective changes in financial position and, where applicable, cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the District and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, the schedules of changes in the employer's total other postemployment benefit (OPEB) liability and related ratios, and the schedules of the employer's proportionate share of the net pension liability (asset) and employer contributions - Wisconsin Retirement System, as listed in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audits of the basic financial statements. We do not express an opinion or provide

any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the District's basic financial statements. The budgetary comparison schedules are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and were derived from and relate directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the budgetary comparison schedules are fairly stated in all material respects in relation to the basic financial statements as a whole.

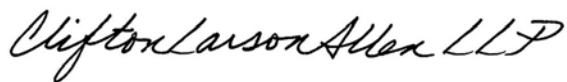
Other Information

Management is responsible for the other information included in the annual report. The other information comprises the introductory and statistical sections, but does not include the basic financial statements and our auditors' report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated November 19, 2025, on our consideration of the District's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control over financial reporting and compliance.



CliftonLarsonAllen LLP

Wauwatosa, Wisconsin
November 19, 2025

Management's Discussion and Analysis

Northcentral Technical College District

Management's Discussion and Analysis

Year Ended June 30, 2025

Northcentral Technical College District's ("NTC", the "College", or the "District") Management's Discussion and Analysis (MD&A) of its financial condition provides an overview of financial activity, identifies changes in financial position, and assists the reader of these financial statements in focusing on noteworthy financial issues for the years ended June 30, 2025 and 2024.

While maintaining its financial health is crucial to the long-term viability of NTC, the primary mission of a public institution of higher education is to provide education and training. Therefore, net position is accumulated only as required to ensure there are sufficient reserve funds for future operations and implementation of new initiatives. The MD&A provides summary level financial information; therefore, it should be read in conjunction with the accompanying financial statements.

This comprehensive annual financial report consists of a series of financial statements, prepared in accordance with accounting principles generally accepted in the United States, as stated in the Governmental Accounting Standards Board (GASB) Statement No. 34, *Basic Financial Statements and Management's Discussion and Analysis for State and Local Governments*, and GASB Statement No. 35, *Basic Financial Statements and Management's Discussion and Analysis for Public Colleges and Universities*.

Statement of Revenues, Expenses, and Changes in Net Position

The statement of revenues, expenses, and changes in net position presents the revenues earned and expenses incurred during the year. Activities performed by the College are classified as either operating or nonoperating activities. In general, a public college such as NTC will report an overall operating deficit or loss, as the financial reporting model classifies state appropriations and property taxes as nonoperating revenues. The utilization of capital assets is reflected in the financial statements as depreciation, which amortizes the cost of an asset over its expected useful life.

Statement of Revenues, Expenses, and Changes in Net Position (Continued)

Following is a condensed version of the Statement of Revenues, Expense, and Changes in Net Position:

	2025	Increase or (Decrease) %	2024	Increase or (Decrease) %	2023
OPERATING REVENUES					
Student Fees	\$ 6,562,528	-9.9%	\$ 7,282,194	4.2%	\$ 6,987,596
Federal Grants	4,219,686	-8.4%	4,609,125	38.6%	3,325,974
State Grants	6,330,012	56.2%	4,053,405	-0.6%	4,078,111
Contract Revenues	7,712,851	20.1%	6,420,054	20.9%	5,309,447
Auxiliary Enterprise Revenues	2,386,164	3.7%	2,301,405	11.5%	2,063,309
Miscellaneous	248,080	-71.0%	854,534	-4.9%	898,421
Total Operating Revenues	27,459,321	7.6%	25,520,717	12.6%	22,662,858
OPERATING EXPENSES					
Instruction	36,398,417	4.4%	34,878,495	4.3%	33,427,679
Instructional Resources	1,558,626	27.0%	1,227,410	-3.6%	1,273,267
Student Services	5,386,346	1.4%	5,309,416	-0.5%	5,335,454
General Institutional	13,998,702	15.1%	12,157,808	-3.5%	12,604,792
Physical Plant	4,197,725	58.8%	2,643,518	-29.0%	3,725,383
Auxiliary Enterprise Services	2,417,466	7.4%	2,250,838	-0.1%	2,252,885
Depreciation	12,725,281	6.4%	11,963,816	-1.7%	12,170,756
Student Aid	3,662,128	13.9%	3,215,933	20.5%	2,668,655
Total Operating Expenses	80,344,691	9.1%	73,647,234	0.3%	73,458,871
OPERATING LOSS	(52,885,370)	9.9%	(48,126,517)	-5.3%	(50,796,013)
NONOPERATING REVENUES (EXPENSES)					
Property Taxes	27,805,633	-5.3%	29,361,602	35.8%	21,613,330
State Operating Appropriations	22,788,604	2.2%	22,290,947	1.0%	22,078,799
Federal grants	6,211,907	21.3%	5,120,346	-6.7%	5,488,210
Gain (Loss) on Disposal of Capital Assets	180,017	0.0%	-	-100.0%	(44,316)
Investment Income	1,917,717	-18.6%	2,355,704	76.9%	1,331,426
Interest Expense	(1,293,108)	7.5%	(1,202,794)	2.8%	(1,169,576)
Net Nonoperating Revenues	57,610,770	-0.5%	57,925,805	17.5%	49,297,873
CHANGE IN NET POSITION	4,725,400	-51.8%	9,799,288	-754.1%	(1,498,140)
Net Position - Beginning of Year	80,868,662		71,069,374		72,567,514
NET POSITION - END OF YEAR	<u>\$ 85,594,062</u>		<u>\$ 80,868,662</u>		<u>\$71,069,374</u>

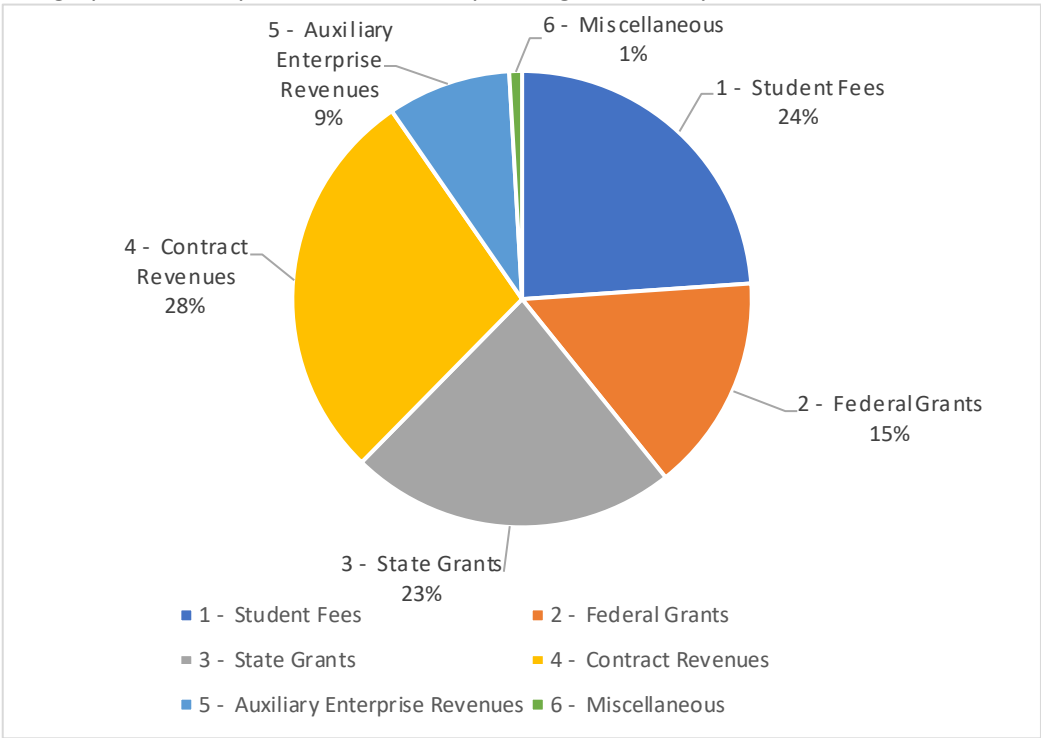
Statement of Revenues, Expenses, and Changes in Net Position (Continued)

Some of the noteworthy results of operations for the current year are reflected below:

Operating revenues are the charges for services offered by the College. During 2025, the College generated \$27.5 million of operating revenues for the offering of services, up 7.6% from 2024 (\$25.5 million), which was up 12.6% from 2023 (\$22.6 million). Significant items and revenue sources are as follows:

- Student fees decreased 9.9% (\$720k) in fiscal year 2025, compared to \$7.2 million and \$7.0 million in 2024 and 2023, respectively. Total revenues from program, material, and other student fees were approximately \$10.9 million, up 0.03% before scholarship allowances.
- Nearly \$10.5 million in operating revenues from state and federal grants were earned by the District during the year, up as compared to \$8.7 million in 2024 and \$7.4 million in 2023. The increase in operating revenue of 48% in 2025 and 17% in 2024 was primarily due to additional state awards received by the College.
- Contract revenues of \$7.7 million for the year represent revenues from instructional and technical assistance contracts with businesses and industries, as well as local school districts.
- Auxiliary enterprise revenues include revenues generated by the campus store, campus cafe, dental clinic, and other similar activities of the College. These activities generated revenues of approximately \$2.4 million this year, an increase of 3.7% from 2024 and an increase of 11.5% from 2023.
- Miscellaneous revenue decreased 71% in 2025 to roughly \$248k which had decreased 4.9% in the prior fiscal year. This revenue category includes rental income, commissions, and donations; NTC had proceeds from asset sales in 2025.

The graph below depicts the District's operating revenue by source:

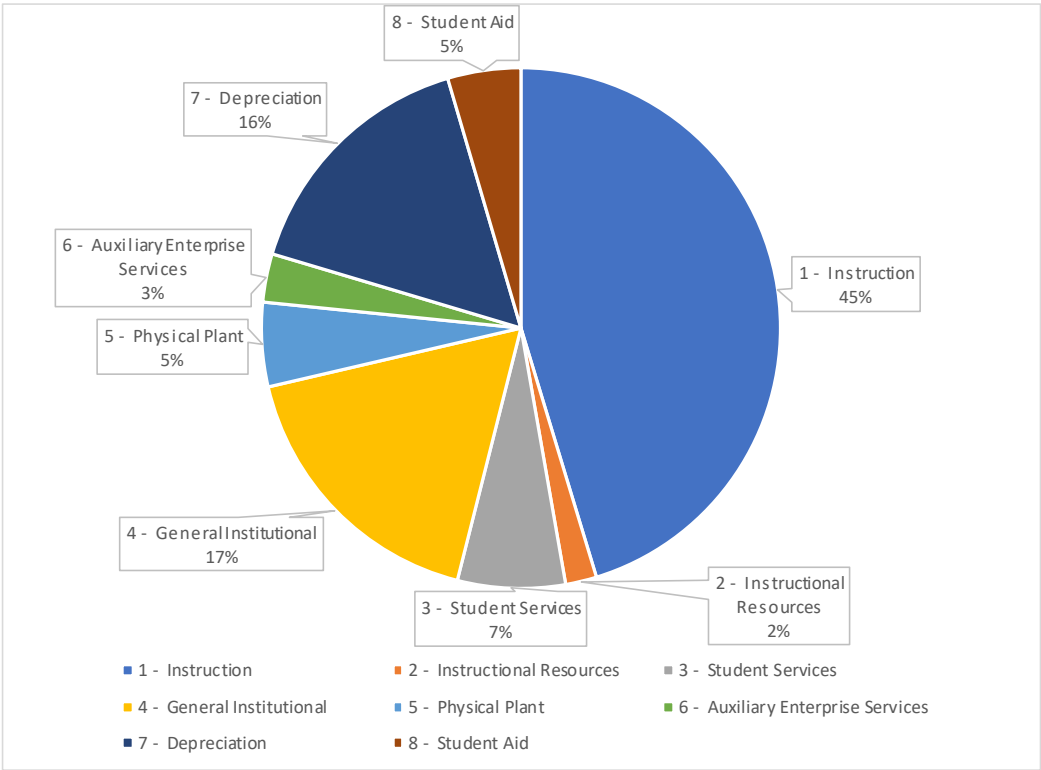


Statement of Revenues, Expenses, and Changes in Net Position (Continued)

Operating expenses are costs related to offering the programs of the District. During 2025, operating expenses totaled \$80.3 million, up from \$73.6 million in 2024. The majority of the District's expenses, about 57%, are for personnel related costs. Other major types of expenses include supplies and minor equipment (11%), contracted services (5%), depreciation (16%). Expenses such as travel, printing, advertising, repairs and maintenance, rentals, insurance, utilities, student aid and other expenses account for the remaining 11% of total operating expenses. (See Note 13 to the Financial Statements for further details.)

- Salaries increased \$423,000 or 1.3% in 2025 and increased \$1.8 million or 5.7% in 2024.
- Employee benefit expenses increased \$2.1 million or 22% in 2025 and decreased \$1.8 million or \$16% in 2024.
- NTC experienced increased costs related to supplies and minor equipment, repairs and maintenance, insurance, utilities, depreciation, student aid and other expenses in 2025.
- NTC saw a decrease in costs related to travel, memberships, and subscriptions, postage, printing, and advertising, contracted services, and rentals.

The graph below categorized operating expenses by function:



Statement of Revenues, Expenses, and Changes in Net Position (Continued)

Nonoperating revenues and expenses are items not directly related to providing instruction. Net nonoperating revenues for the year ended June 30, 2025, were approximately \$58 million. The most significant components of net nonoperating revenues include the following:

- Property taxes levied by the District for the year were approximately \$27.8 million, a decrease driven by retirement of debt. The prior year increase of 35.8% was driven by taxes levied for net new construction and for retirement of debt.
- State operating appropriations accounted for approximately \$22.8 million in revenues in 2025, up from \$22.3 million in 2024, which had increased from \$22.1 million in 2023.
- Investment income decreased by 19% or \$437,987 in 2025 following a 77% or \$1 million in 2024, primarily driven by significant changes in interest rates during those fiscal years.
- Interest expense of approximately \$1.3 million was recorded by the District this year, up 9.6% from \$1.2 million in 2024, which increased 3% from \$1.2 million in 2023.
- Net position at June 30, 2025, was \$85,594,062 as a result of the above activity.

Statement of Cash Flows

The statement of cash flows presents information related to cash inflows and outflows, summarized by operating, noncapital, capital and related financing, and investing activities. This statement is important in evaluating the District's ability to meet financial obligations as they mature.

The following schedule shows the major components of the statement of cash flows:

	2025	Increase or Decrease %	2024	Increase or Decrease %	2023
Net Cash Provided (Used) by Operating Activities	\$ (40,090,435)	1.2%	\$(39,625,064)	17.7%	\$(33,672,579)
Net Cash Provided by Noncapital Financing Activities	56,508,424	0.9%	55,984,660	15.1%	48,647,457
Net Cash Provided (Used) by Capital and Related Financing Activities	(17,567,923)	-14.2%	(20,472,676)	18.2%	(17,315,189)
Net Cash Provided by Investing Activities	<u>1,917,717</u>	-18.6%	<u>2,355,704</u>	76.9%	<u>1,331,426</u>
Net increase (decrease) in cash and cash equivalents	<u>\$ 767,783</u>		<u>\$ (1,757,376)</u>		<u>\$ (1,008,885)</u>

Specific items of interest related to the statement of cash flows include the following:

- The largest component of cash used in operating activities is typically payments to suppliers for the cost of doing business. Approximately \$33.1 million was paid in 2025, as compared to \$30.2 million in 2024, and \$24.9 million in 2023.
- Another significant component of operating cash flows is payments to employees. The District paid \$34.9 million in salaries/wages and benefits in 2025 (\$34.8 million in 2024 and \$31.9 million in 2023).
- The largest cash inflows from operating activities included \$6.6 million in student fees and \$10.5 million in state and federal grants in 2025, as compared to \$7.1 million in student fees and \$8.7 million, respectively in 2024, and \$7.0 million and \$7.4 million, respectively in 2023.
- All property taxes received, roughly \$27.8 million this year, are categorized as cash flows from noncapital financing activities (\$27.5 million in 2024 and \$21.1 million in 2023). The other major item in this category is state appropriations, which accounted for \$22.8 million of positive cash flow (\$22.3 million in 2024 and \$22.1 million in 2023.).
- The cash used in capital and related financing activities is primarily for purchases of capital assets and capital related debt activity (debt proceeds and principal and interest payments).
- Investment income is interest received on the District's investments.
- Overall, the District's cash increased \$768k for the current fiscal year.

Statement of Net Position

The statement of net position includes all assets (items the District owns and amounts owed to the District by others) and liabilities (amounts owed to others by the District and what has been collected from others for which a service has not yet been performed). This statement is prepared under the accrual basis of accounting, whereby revenues and assets are recognized when the service is provided, and expense and liabilities are recognized when others provide the service to the District regardless of when cash is exchanged.

Below are the highlights of the components of the statement of net position:

	2025	Increase or (Decrease) %	2024	Increase or (Decrease) %	2023
ASSETS					
Cash and Cash Equivalents	\$ 49,115,162	1.6%	\$ 48,347,379	-3.5%	\$ 50,104,755
Net capital assets	84,298,190	1.5%	83,060,670	9.7%	75,719,555
Other assets	12,742,207	2.2%	12,469,500	-11.3%	14,062,844
Total Assets	<u>\$ 146,155,559</u>	<u>1.6%</u>	<u>\$ 143,877,549</u>	<u>2.9%</u>	<u>\$ 139,887,154</u>
DEFERRED OUTFLOWS OF RESOURCES	<u>\$ 14,287,720</u>	<u>-30.4%</u>	<u>\$ 20,538,845</u>	<u>-35.1%</u>	<u>\$ 31,640,902</u>
LIABILITIES					
Other Liabilities	\$ 22,634,663	4.8%	\$ 21,602,905	-13.7%	\$ 25,043,868
Noncurrent liabilities	44,118,884	-8.2%	48,078,261	-14.3%	56,107,729
Total Liabilities	<u>\$ 66,753,547</u>	<u>-4.2%</u>	<u>\$ 69,681,166</u>	<u>-14.1%</u>	<u>\$ 81,151,597</u>
DEFERRED INFLOWS OF RESOURCES	<u>\$ 8,095,670</u>	<u>-41.6%</u>	<u>\$ 13,866,566</u>	<u>-28.2%</u>	<u>\$ 19,307,085</u>
NET POSITION					
Net Investment in Capital Assets	\$ 49,381,729	14.3%	\$ 43,198,846	16.1%	\$ 37,213,215
Restricted:					
Debt Service	8,135,048	-1.1%	8,227,577	1.0%	8,145,380
Unrestricted	28,077,285	-4.6%	29,442,239	14.5%	25,710,779
Total Net Position	<u>\$ 85,594,062</u>	<u>5.8%</u>	<u>\$ 80,868,662</u>	<u>13.8%</u>	<u>\$ 71,069,374</u>

A more detailed analysis reveals the following facts:

- As shown above, the largest component of the District's assets is capital assets. Total cost of capital assets and accumulated depreciation at June 30, 2025, was approximately \$201.1 million and \$116.8 million, respectively. Capital assets at June 30, 2024, were approximately \$190.1 million and \$107.0 million accumulated depreciation and capital assets at June 30, 2023, were \$177.1 million and \$101.4 million accumulated depreciation.
- The other assets category is primarily made up of various accounts receivable balances, including property taxes receivable of over \$7.4 million (\$7.1 million in 2024 and \$6.3 million in 2023).

Statement of Net Position (Continued)

- Deferred outflows of resources include Wisconsin Retirement System (differences between expected and actual experience, differences between projected and actual earnings on pension plan investments, changes in assumptions, and employer contributions subsequent to measurement date) and Other Post Employment Benefits (employer contributions subsequent to measurement date, differences between expected and actual experience, and changes in assumptions).
- Other liabilities include accounts payable and various types of accruals.
- Noncurrent liabilities represent the total long-term obligations of the District outstanding at year-end.
- Deferred inflows of resources include Wisconsin Retirement System (differences between expected and actual experience) and Other Post Employment Benefits (changes in assumptions or other inputs).

Capital Assets and Debt Administration

The District's investment in capital assets as of June 30, 2025, amounts to \$84.3 million (net of accumulated depreciation). This includes land and land improvements, buildings and improvements, and moveable equipment.

The District completed the following during fiscal year 2024-2025.

Facilities Related Projects, Wausau Campus:

- \$1,486,000 – Dental Addition – Center for Health Sciences
- \$ 622,000 – Meat Processing Lab Remodel
- \$ 535,000 – Dental Remodel – Center for Health Sciences
- \$ 337,000 – A Parking Lot Expansion & Other Parking Lot Improvements
- \$ 181,000 – Carpet and Flooring Updates
- \$ 153,000 – Workforce (WTPD) Training Classroom Remodel – A167 & A168
- \$ 108,000 – Apprenticeship Classroom & Lab Remodel – H122
- \$ 97,000 – Wausau Camps and Center for Health Sciences Lighting Upgrades
- \$ 636,000 – General Maintenance Capital Projects, Small Remodeling Projects, and Equipment
- \$ 307,000 – Furnishings

Facilities Related Projects, Regional Campuses:

- \$ 50,000 – Merrill Burn Tower Improvements – Public Safety Center of Excellence, Merrill
- \$ 41,000 – Circle Saw Lab Remodel – Antigo Campus
- \$ 41,000 – Exterior Brick Façade Replacement – Spencer Campus

Additional Major Capital Purchases:

- \$1,164,000 – Instructional-related Equipment, including:
 - \$ 467,000 – Community Safety Simulation Center Equipment & Installation
 - \$ 229,000 – Meat Processing Mobile Lab, Culinary
 - \$ 160,000 – Fronius/FANUC Robotic Welder, Welding
 - \$ 116,000 – Rogator Ag Sprayer Simulator, Crop and Soil
 - \$ 106,000 – Caterpillar Used Backhoe Loader, Petroleum Chemical Service
 - \$ 86,000 – JCB Telehandler, Wood Manufacturing

Statement of Net Position (Continued)

- \$10,969,000 - IT Equipment and Software
 - \$9,280,000 – Workday ERP System – HR, Finance, and Student Modules
 - \$ 401,000 – Switch Refresh, Firewall Replacements, Wireless Controllers and Access Points
 - \$ 310,000 – NTC Connect Classroom Upgrades – Equipment & Installation
 - \$ 214,000 – Destiny One (Modern Campus) Software Implementation
 - \$ 181,000 – Software – Various Software Agreements & Renewals
 - \$ 150,000 – Ricoh MFD/Printers
 - \$ 128,000 – Dell PowerScale Storage for Genetec Camera Archiving
 - \$ 110,000 – Program Evaluation (Gray DI) Software Implementation
 - \$ 107,000 – Security Cameras and Door Access Control Upgrades
 - \$ 88,000 – Server and Network Equipment

Construction in Progress, totaling approximately \$9,800,000, included the following at fiscal year-end.

Facilities Related Projects, Wausau Campus:

- Blacktop Resurfacing – E Lot
- C Building Remodel
- CHS Classroom Remodels
- CHS HVAC Upgrades
- D Building Renovation (CJ/Student Life)
- Dental Flooring Upgrade
- G Building Chiller Refurbish
- H Building Roof Replacement
- iTech Renovation
- Student Engagement Vestibule Addition
- Sustainability Projects – Lighting Upgrades
- WTPD A Building Lease Offices/Vestibule/Lobby

Facilities Related Projects, Regional Campuses:

- CDL Addition – Merrill
- Community Safety Simulation Center (CSSC) – Merrill
- CSSC Foundation & Exterior Repair - Merrill
- Emergency Services Training Center – Merrill
- Heifer Barn Addition/Third Calf Pen – Agriculture Center of Excellence
- Industry 4.0 Ag & Transportation CNG Renovations
- Sawmill Addition - Antigo
- Sustainability Projects – Solar Panels

Additional Major Capital Purchases:

- Sawmill Equipment – Hardwood Training Sawmill – Antigo

Additional information on the District's capital assets can be found in financial statement note 4.

At the end of the 2025 fiscal year, the District had total general obligation debt outstanding of \$45,220,000. NTC's bonds have a Moody's Investors Service rating of Aa1, and the District met all of its debt service requirements. All general obligation debt for equipment and building and remodeling is repaid in ten years. The debt is secured by the full faith and credit of the unlimited taxing powers of the District. The current debt adequately replaces and expands the equipment and facility needs of the District. Additional information on the District's long-term debt can be found in financial statement note 5.

Statement of Net Position (Continued)

Financial Position

In May 2005, the District's bond rating assigned by Moody's Investors Service was upgraded from Aa3 to Aa2 on total outstanding debt. In May 2006 through May 2009 this Aa2 rating was reaffirmed. In May 2010, this rating was recalibrated by Moody's Investors Service to Aa1 and has been reaffirmed each year through April 2025.

The Aa1 rating reflects the District's sound financial operations supported by healthy reserves and trend of annual General Fund surpluses, ability to generate additional revenues under the state imposed operating mill rate cap, large tax base, and average debt burden with a very rapid rate of principle amortization.

The District has diversified sources of revenues consisting of property taxes, state aid, student fees, federal and state grants, and other sources to meet the expenses of the District. With a diversity of revenues, the College is poised to continue to obtain the resources to adequately finance normal enrollment over the next decade.

Economic Factors

Wisconsin's unemployment rate for August 2025 was 3.1 percent, not seasonally adjusted. One of the ten counties in the NTC District, Menominee County, is experiencing an unemployment rate above the state rate. In addition, Menominee County is experiencing the highest rate in the state at 5.1 percent. Preliminary unemployment rates for September 2025 show all counties in the NTC district remaining consistent from August to September.

As the need for skilled workers grows in Wisconsin, there will continue to be a demand for the educational services provided by NTC. Through flexible course and program offerings, the College will ensure that students have the opportunity to seek the credential(s) needed for the workforce and businesses have the talent pipeline essential for their success.

NTC will continue to implement cost-saving measures to mitigate the state budget impact on student enrollments and services provided by the College to students and businesses within the District. Declining state aids underscore the importance of prudent fiscal management and long-term planning at NTC.

Contacting the District's Financial Management

The financial report is designed to provide a general overview of the District's finances for all those with an interest in the District's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to Christina Rickert, Senior Director of Finance, at 1000 W. Campus Dr., Wausau, WI 54401

Financial Statements

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
STATEMENTS OF NET POSITION
JUNE 30, 2025 AND 2024

	<u>2025</u>	<u>2024</u>
ASSETS AND DEFERRED OUTFLOWS OF RESOURCES		
CURRENT ASSETS		
Cash and Cash Equivalents	\$ 49,115,162	\$ 48,347,379
Property Taxes Receivable	7,369,072	7,071,352
Accounts and Other Receivables - Net	3,735,385	3,618,328
Inventories	99,761	137,896
Prepaid Expenses and other assets	<u>1,537,989</u>	<u>1,641,924</u>
Total Current Assets	61,857,369	60,816,879
NONCURRENT ASSETS		
Capital Assets Not Being Depreciated/Amortized	10,928,213	17,592,884
Capital Assets Being Depreciated/Amortized	190,200,667	172,515,367
Less: Accumulated Depreciation/Amortized	<u>(116,830,690)</u>	<u>(107,047,581)</u>
Total Noncurrent Assets	<u>84,298,190</u>	<u>83,060,670</u>
Total Assets	146,155,559	143,877,549
DEFERRED OUTFLOWS OF RESOURCES		
Related to OPEB - District OPEB Plan	271,640	299,282
Related to Pensions	<u>14,016,080</u>	<u>20,239,563</u>
Total Deferred Outflows of Resources	<u>14,287,720</u>	<u>20,538,845</u>
Total Assets and Deferred Outflows of Resources	<u><u>\$ 160,443,279</u></u>	<u><u>\$ 164,416,394</u></u>

See accompanying Notes to Financial Statements.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
STATEMENTS OF NET POSITION (CONTINUED)
JUNE 30, 2025 AND 2024**

	<u>2025</u>	<u>2024</u>
LIABILITIES, DEFERRED INFLOWS OF RESOURCES, AND NET POSITION		
CURRENT LIABILITIES		
Accounts Payable	\$ 1,719,182	\$ 2,023,232
Accrued Liabilities:		
Payroll, Payroll Taxes, and Insurance	995,438	1,250,194
Interest	465,857	469,433
Unearned Revenue	1,140,477	745,341
Long-term Liabilities and OPEB Due Within One Year	<u>18,313,709</u>	<u>17,114,705</u>
Total Current Liabilities	22,634,663	21,602,905
NONCURRENT LIABILITIES		
Due in More than One Year	38,831,661	42,846,575
OPEB Liability - District OPEB Plan	2,677,806	2,835,072
Net Pension Liability	<u>2,609,417</u>	<u>2,396,614</u>
Total Noncurrent Liabilities	44,118,884	48,078,261
 Total Liabilities	 66,753,547	 69,681,166
DEFERRED INFLOWS OF RESOURCES		
Related to OPEB - District OPEB Plan	476,229	1,061,853
Related to Pensions	<u>7,619,441</u>	<u>12,804,713</u>
Total Deferred Inflows of Resources	8,095,670	13,866,566
NET POSITION		
Net Investment in Capital Assets	49,381,729	43,198,846
Restricted:		
Debt Service	8,135,048	8,227,577
Unrestricted	<u>\$ 28,077,285</u>	<u>\$ 29,442,239</u>
Total Net Position	85,594,062	80,868,662
 Total Liabilities, Deferred Inflows of Resources, and Net Position	 <u>\$ 160,443,279</u>	 <u>\$ 164,416,394</u>

See accompanying Notes to Financial Statements.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
YEARS ENDED JUNE 30, 2025 AND 2024**

	<u>2025</u>	<u>2024</u>
OPERATING REVENUES		
Student Program Fees, Net of Scholarship Allowances of \$3,799,734 and \$3,188,329 Respectively	\$ 5,707,579	\$ 6,273,102
Student Material Fees, Net of Scholarship Allowances of \$161,582 and \$133,590, Respectively	358,734	402,473
Other Student Fees, Net of Scholarship Allowances of \$350,302 and \$267,249, Respectively	496,215	606,619
Federal Grants	4,219,686	4,609,125
State Grants	6,330,012	4,053,405
Business and Industry Contract Revenues	6,784,708	5,503,413
School District Contract Revenues	928,143	916,641
Auxiliary Enterprise Revenues	2,386,164	2,301,405
Miscellaneous	248,080	854,534
Total Operating Revenues	<u>27,459,321</u>	<u>25,520,717</u>
OPERATING EXPENSES		
Instruction	36,398,417	34,878,495
Instructional Resources	1,558,626	1,227,410
Student Services	5,386,346	5,309,416
General Institutional	13,998,702	12,157,808
Physical Plant	4,197,725	2,643,518
Auxiliary Enterprise Services	2,417,466	2,250,838
Depreciation and Amortization	12,725,281	11,963,816
Student Aid	3,662,128	3,215,933
Total Operating Expenses	<u>80,344,691</u>	<u>73,647,234</u>
OPERATING LOSS	(52,885,370)	(48,126,517)
NONOPERATING REVENUES (EXPENSES)		
Property Taxes	27,805,633	29,361,602
State Operating Appropriations	22,788,604	22,290,947
Federal Grants	6,211,907	5,120,346
Gain (Loss) on Disposal of Capital Assets	180,017	-
Investment Income	1,917,717	2,355,704
Interest Expense	(1,293,108)	(1,202,794)
Net Nonoperating Revenues	<u>57,610,770</u>	<u>57,925,805</u>
CHANGE IN NET POSITION	4,725,400	9,799,288
Net Position - Beginning of Year	<u>80,868,662</u>	<u>71,069,374</u>
NET POSITION - END OF YEAR	<u><u>\$ 85,594,062</u></u>	<u><u>\$ 80,868,662</u></u>

See accompanying Notes to Financial Statements.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
STATEMENTS OF CASH FLOWS
YEARS ENDED JUNE 30, 2025 AND 2024**

	<u>2025</u>	<u>2024</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Tuition and Fees Received	\$ 6,840,607	\$ 7,139,194
Federal and State Grants Received	10,549,698	8,662,530
Business, Industry, and School District Contract Revenues Received	7,712,851	6,420,054
Payments to Employees	(34,934,178)	(34,768,605)
Payments to Suppliers	(32,893,657)	(30,234,176)
Auxiliary Enterprise Revenues Received	2,386,164	2,301,405
Other Receipts	248,080	854,534
Net Cash Provided (Used) by Operating Activities	<u>(40,090,435)</u>	<u>(39,625,064)</u>
CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES		
Local Property Taxes Received	27,507,913	28,573,367
Federal Grants	6,211,907	5,120,346
State Appropriations Received	22,788,604	22,290,947
Net Cash Provided (Used) by Noncapital Financing Activities	<u>56,508,424</u>	<u>55,984,660</u>
CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES		
Purchases of Capital Assets	(12,612,170)	(17,206,822)
Proceeds from Sale of Capital Assets	910,723	1,124,970
Proceeds from issuance of capital debt	13,407,713	13,907,721
Debt issuance costs paid	(119,989)	(119,989)
Principal paid on capital debt	(15,660,000)	(14,530,000)
Principal paid on subscriptions	(1,666,906)	(1,262,419)
Principal paid on leases	(260,920)	(941,396)
Interest paid on capital debt	(1,566,374)	(1,444,741)
Net Cash Provided (Used) by Capital and Related Financing Activities	<u>(17,567,923)</u>	<u>(20,472,676)</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Investment Income Received	1,917,717	2,355,704
Net Cash Provided by Investing Activities	<u>1,917,717</u>	<u>2,355,704</u>
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	767,783	(1,757,376)
Cash and Cash Equivalents - Beginning of Year	<u>48,347,379</u>	<u>50,104,755</u>
CASH AND CASH EQUIVALENTS - END OF YEAR	<u><u>\$ 49,115,162</u></u>	<u><u>\$ 48,347,379</u></u>

See accompanying Notes to Financial Statements.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
STATEMENTS OF CASH FLOWS (CONTINUED)
YEARS ENDED JUNE 30, 2025 AND 2024**

	<u>2025</u>	<u>2024</u>
RECONCILIATION OF OPERATING LOSS TO NET CASH USED BY OPERATING ACTIVITIES		
Operating Loss	\$ (52,885,370)	\$ (48,126,517)
Adjustments to Reconcile Operating Loss to Net Cash Used by Operating Activities:		
Depreciation and Amortization	12,725,281	11,963,816
Changes in Operating Assets and Liabilities:		
Accounts and Other Receivables	(117,057)	2,644,900
Inventories	38,135	1,205
Prepaid Items	103,935	(264,526)
Accounts Payable	(682,065)	(1,299,197)
Accrued Expenses	(254,756)	(630,056)
Unearned Revenue	395,136	(2,787,900)
Net Pension Changes (Including Deferred Outflows and Inflows)	1,038,211	5,688,136
Postemployment Benefit Changes (Including Deferred Outflows and Inflows)	(451,885)	(6,814,925)
Net Cash Used by Operating Activities	<u><u>\$ (40,090,435)</u></u>	<u><u>\$ (39,625,064)</u></u>
SUPPLEMENTAL DISCLOSURE OF NONCASH INVESTING, CAPITAL, AND FINANCING ACTIVITIES:		
New right to use assets financed through lease agreements	<u><u>\$ -</u></u>	<u><u>\$ 2,082,911</u></u>
New subscription based information technology arrangements	<u><u>\$ 1,708,606</u></u>	<u><u>\$ 1,880,689</u></u>
Purchase of Capital Assets in Accounts Payable	<u><u>\$ 1,129,008</u></u>	<u><u>\$ 1,507,023</u></u>

See accompanying Notes to Financial Statements.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
STATEMENTS OF FIDUCIARY NET POSITION
JUNE 30, 2025 AND 2024**

	Custodial Funds	
	2025	2024
ASSETS		
Cash	\$ 221,205	\$ 871,922
Prepays	100	100
Receivables	<u>380,395</u>	<u>405,106</u>
Total Assets	<u>\$ 601,700</u>	<u>\$ 1,277,128</u>
LIABILITIES AND NET POSITION		
LIABILITIES		
Accounts Payable	\$ 10,474	\$ 27,507
Other Liabilities	<u>80,797</u>	<u>73,234</u>
Total Liabilities	91,271	100,741
NET POSITION		
Restricted for Individuals and Organizations	<u>1,272,209</u>	<u>1,176,387</u>
Total Liabilities and Net Position	<u>\$ 1,363,480</u>	<u>\$ 1,277,128</u>

See accompanying Notes to Financial Statements.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION
YEARS ENDED JUNE 30, 2025 AND 2024**

	Custodial Funds	
	2025	2024
ADDITIONS		
Student Fees Collected	\$ 566,150	\$ 500,361
Purchasing Consortium Fees	-	5,765,395
Miscellaneous Fees	572,694	191,197
Total Additions	1,138,844	6,456,953
DEDUCTIONS		
Student Activities	557,413	561,679
Purchasing Consortium Expenses	-	5,805,240
Public Service Disbursements	485,609	126,396
Total Deductions	1,043,022	6,493,315
CHANGE IN NET POSITION	95,822	(36,362)
Net Position - Beginning of Year	1,176,387	1,212,749
NET POSITION - END OF YEAR	<u>\$ 1,272,209</u>	<u>\$ 1,176,387</u>

See accompanying Notes to Financial Statements.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Introduction

The financial statements of Northcentral Technical College District (the District) have been prepared in accordance with accounting principles generally accepted in the United States of America as applied to public colleges and universities. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. The significant accounting principles and policies utilized by the District are described below.

Reporting Entity

The District was organized in 1911 under state legislation. The District is fully accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. The geographic area of the District is comprised of all or part of ten counties.

The District, governed by a nine-member Board appointed by Board chairpersons of counties within the service area, operates a public technical college offering one and two year degrees, technical certificates, and a comprehensive adult education program. As the District's governing authority, the Board's powers include:

- Authority to borrow money and levy taxes.
- Budgeting authority.
- Authority over other fiscal and general management of the District, which includes, but is not limited to, the authority to execute contracts, to exercise control over facilities and properties, to determine the outcome or disposition of matters affecting the recipients of the services provided, and to approve the hiring or retention of the District President who implements Board policy and directives.

This report includes all activities of the District. The reporting entity for the District consists of (a) the primary government, (b) organizations for which the primary government is accountable, and (c) other organizations for which the nature and significance of their relationship with the primary government are such that their exclusion would cause the reporting entity's financial statements to be misleading or incomplete. A legally separate organization should be reported as a component unit if the elected officials of the primary government are financially accountable to the organization. The primary government is financially accountable if it appoints a voting majority of the organization's governing body and (1) it is able to impose its will on that organization or (2) there is a potential for the organization to provide specific benefits to or burdens on the primary government. The primary government may be financially accountable if an organization is fiscally dependent on the primary government.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Reporting Entity (Continued)

A legally separate, tax-exempt organization should be reported as a component unit of a reporting entity if all of the following criteria are met: (1) the economic resources received or held by the separate organization are entirely or almost entirely for the direct benefit of the primary government, its component units, or its constituents; (2) the primary government is entitled to, or has the ability to otherwise access, a majority of the economic resources received or held by the separate organization; or (3) the economic resources received or held by an individual organization that the specific primary government, or its component units, is entitled to, or has the ability to otherwise access, are significant to that primary government. This report does not contain any component units.

Northcentral Technical College Foundation, Inc. (the Foundation) and the NTC Property Foundation, Inc. (the Property Foundation) are separate legal entities, with separate governing bodies and budgets. The District is not financially accountable for or fiscally dependent on the Foundation or the Property Foundation; therefore their financial statements are not included in this report.

Measurement Focus and Basis of Accounting

The District's financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues, expenses, assets, and liabilities resulting from exchange and exchange-type transactions are recognized when the exchange takes place. Nonexchange transactions, in which the District gives or receives value without directly receiving or giving equal value in exchange, include property taxes, grants, entitlements, and donations. On an accrual basis, revenues from property taxes are recognized in the fiscal year for which the taxes are levied. Revenues from grants, entitlements, and donations are recognized in the fiscal year in which all eligibility requirements imposed by the provider have been satisfied.

Operating revenues and expenses generally include all fiscal transactions directly related to instructional and auxiliary enterprise activities plus administration, operation, and maintenance of capital assets and depreciation on capital assets. Included in nonoperating revenues are property taxes, state appropriations, investment income, and revenues for capital construction projects and certain federal grants. Interest on debt is a nonoperating expense. All significant inter-district transactions have been eliminated.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Use of Estimates

The preparation of the accompanying financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

Cash, Cash Equivalents, and Investments

The District's cash and cash equivalents are considered to be cash on hand, demand deposits, short-term investments with original maturities of three months or less from the date of acquisition, and shares in the local government investment pool.

State statutes permit the District to invest available cash balances in time deposits (maturing in not more than three years) of authorized depositories, U.S. Treasury obligations, U.S. government agency issues, municipal obligations within Wisconsin, high-grade commercial paper which matures in less than seven years, and the local government pooled investment fund administered by the state investment board.

All investments are stated at fair value, except for the local government investment pool, which is reported at amortized cost. Determination of fair value for investment in the local government investment pool is based on information provided by the State of Wisconsin Investment Board. Investment income includes changes in fair value of investments, interest, and realized gains and losses.

Receivables

Student accounts receivable are reported net of any anticipated losses due to uncollectible accounts. The District considers student accounts to be past due when a student has an account balance after the payment due date for the class. Contract receivables are considered past due 30 days after the date of billing. Past due accounts are subject to past due letter collection efforts and are subsequently placed with third-party collection agencies including the State of Wisconsin Tax Refund Interception Program (TRIP) and the State of Wisconsin State Debt Collection Program (SDC). If an account balance still exists at the conclusion of the 9- to 12-month collection period, the account is written off. The collectability of individual accounts is evaluated closely at the close of each fiscal year and the allowance for uncollectible accounts is adjusted to a level which, in management's judgment, is adequate to absorb potential losses inherent in the receivable portfolio. No additional allowance for uncollectible accounts has been provided since it is believed such allowance would be immaterial. The District does not assess finance charges against receivables that are past due.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Inventories

Inventories of resale books and supplies are valued at the lower of cost or market, using the first-in/first-out (FIFO) method. Instructional and administrative inventories are accounted for as expenses when purchased as there are no material amounts on hand at year-end.

Prepaid Expenses and Other Assets

Prepaid expenses and other assets represent payments made or deposits held by the District for which benefits extend beyond June 30.

Capital Assets

Capital assets are recorded at historical cost or estimated historical cost for assets where actual historical cost is not available. Donated assets are recorded as capital assets at their estimated acquisition value at the date of the donation. The District maintains a threshold level of a unit cost of \$5,000 or more for equipment and \$15,000 or more for remodeling costs for capitalizing capital assets. SBITA and lease assets are initially measured as the sum of the present value of payments expected to be made during the subscription term, payments associated with the SBITA or lease contract made to the SBITA or lease vendor at the commencement of the subscription term, when applicable, and capitalizable implementation costs, less any SBITA or lease vendor incentives received from the SBITA or lease vendor at the commencement of the SBITA or lease term.

Capital assets are depreciated using the straight-line method over their estimated useful lives. Since surplus assets are sold for an immaterial amount when declared as no longer needed by the District, no salvage value is taken into consideration for depreciation purposes. Useful lives vary from 15 to 50 years for site improvements and buildings and 5 to 15 years for furniture and equipment and computer software. SBITA and lease assets are amortized in a systematic and rational manner over the shorter of the subscription term or the useful life of the underlying IT assets.

The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend the assets useful life are not capitalized. Major outlays for capital assets and improvements are capitalized as the projects are constructed.

Capital assets are reviewed for impairment when events or changes in circumstances suggest that the service utility of the capital asset may have significantly and unexpectedly declined. Capital assets are considered impaired if both the decline in service utility of the capital asset is large in magnitude and the event or change in circumstance is outside the normal life cycle of the capital asset. Such events or changes in circumstances that may be indicative of impairment include evidence of physical damage, enactment or approval of laws or regulations or other changes in environmental factors, technological changes or evidence of obsolescence, changes in the manner or duration of use of a capital asset, and construction stoppage. The determination of the impairment loss is dependent upon the event or circumstance in which the impairment occurred. Impairment losses, if any, are recorded in the statements of revenues, expenses, and changes in net position. There were no impairment losses recorded in the years ended June 30, 2025 and 2024.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Long-Term Obligations

Long-term debt and long-term obligations are reported as liabilities in the financial statements. Bond premiums and discounts are deferred and amortized over the life of the bonds using the straight-line method. Bonds payable are reported net of the applicable bond premium or discount. Issuance costs, whether or not withheld from the actual debt proceeds received, are reported as debt service expenditures.

Compensated Absences and Other Employee Benefit Amounts

The liability for compensated absences reported in the government-wide and proprietary fund statements consists of leave that has not been used that is attributable to services already rendered, accumulates and is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. The liability also includes amounts for leave that has been used for time off but has not yet been paid in cash or settled through noncash means and certain other types of leave.

Wisconsin Retirement System (WRS) Pension – For purposes of measuring the net pension liability (asset), deferred outflows of resources and deferred inflows of resources related to pensions and pension expense, information about the fiduciary net position of the WRS, and additions to/deductions from WRS' fiduciary net position have been determined on the same basis as they are reported by WRS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Postemployment Benefits Other Than Pension Benefits – For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB and OPEB expense, information about the fiduciary net position of the District OPEB plan, and additions to/deductions from District fiduciary net position have been determined on the same basis as they are reported by the District. For this purpose, the District recognizes benefit payments when due and payable in accordance with the benefit term. Investments are reported at fair value.

Restricted Assets

Restricted assets are cash, cash equivalents, investments, and the net pension asset whose use is limited by legal requirements such as a bond indenture or investment in an irrevocable trust.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Net Position

Net position represents the difference between assets and deferred outflows of resources and liabilities and deferred inflows of resources. Net investment in capital assets consists of capital assets, net of accumulated depreciation and amortization, reduced by the outstanding balance of any long-term debt used to build or acquire the capital assets. Unspent portions of capital-related debt proceeds are not included in this category. Net position is reported as restricted when there are limitations imposed on its use through external restrictions imposed by creditors, grantors, or laws or regulations of other governments, or imposed by law through constitutional provisions or enabling legislation. Unrestricted net position consists of the remaining amounts that do not meet the definition of the two preceding categories. When both restricted and unrestricted resources are available for use, it is the District's policy to use externally restricted resources first.

Property Tax Levy

Under Wisconsin law, personal property taxes and first installment real estate taxes are collected by city, town, and village treasurers or clerks who then make proportional settlement with the District and taxing entities treasurers for those taxes collected on their behalf. Second installment real estate taxes and delinquent taxes are collected by the county treasurer who then makes settlement with the taxing entities before retaining any for county purposes.

The aggregate District tax levy is apportioned and certified by November 6 of the current fiscal year for collection to comprising municipalities based on the immediate past October 1 full or "equalized" taxable property values. As permitted by a collecting municipality's ordinance, taxes may be paid in full by two or more installments with the first installment payable the subsequent January 31 and a final payment no later than the following July 31. On or before January 15, and by the 20th of each subsequent month thereafter, the District may be paid by the collecting municipalities its proportionate share of tax collections received through the last day of the preceding month. On or before August 20, the county treasurer makes full settlement to the District for any remaining balance.

The District Board is limited by state law that the operational tax levy cannot exceed a rate of \$1.50 per \$1,000 of the full equalized value of taxable property within the area served by the District for the purposes of making capital improvements, acquiring equipment, operating, and maintaining schools. The mill rate limitation is not applicable to taxes levied for the purpose of paying principal and interest on general obligation notes payable issued by the District. For the years ended June 30, 2025 and 2024, the District levied at the following mill rate:

	2025	2024
Operating Purposes	\$ 0.43812	\$ 0.46549
Debt Service Requirements	0.64000	0.65000
Total	<u>\$ 1.07812</u>	<u>\$ 1.11549</u>

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

State and Federal Revenues

State general and categorical aids are recognized as revenues in the entitlement year. Federal and state aids for reimbursable programs are recognized as revenues in the year related program expenditures are incurred or eligibility requirements are met. Aids received prior to meeting revenue recognition criteria are recorded as unearned revenue.

Tuition and Fees

Student tuition and fees are recorded, net of scholarships, as revenues in the period in which the related activity or instruction takes place. Tuition and fees for the summer semester are prorated on the basis of student class days occurring before June 30.

Scholarship Allowances and Student Financial Aid

Financial aid to students is reported in the basic financial statements under the alternative method, as prescribed by the National Association of College and University Business Officers (NACUBO). Certain student financial aid (loans, funds provided to students as awarded by third parties, and federal direct loans) is accounted for as third-party payments (credited to the student's account as if the student made the payment). All other aid is reflected in the financial statements as operating expenses or scholarship allowances, which reduce revenue. Scholarship allowances represent the amount of aid applied directly to the student's account. The amount reported as operating expenses represents the portion of aid that was provided to the student in the form of cash. Scholarship allowances represent the portion of aid provided to the student in the form of reduced tuition. Under the alternative method, these amounts are computed on a total District basis by allocating the cash payments to students, excluding payments for services, on the ratio of all aid to the aid not considered to be third party aid.

Classification of Revenues and Expenses

The District has classified its revenues and expenses as either operating or nonoperating according to the following criteria:

Operating Revenues/Expenses – Operating revenues and expenses include activities that have the characteristics of exchange transactions to provide goods or services related to the District's principal ongoing operations. Operating revenues include 1) student tuition and fees, net of scholarship allowance, 2) sales and services provided by auxiliary enterprise, and 3) most federal, state, and local grants and contracts that are essentially the same as contracts for services that finance programs of the District. Operating expenses include the cost of providing educational services, student aid, administrative expenses, and depreciation on capital assets.

Nonoperating Revenues/Expenses – Nonoperating revenues and expenses include activities that have the characteristics of nonexchange transactions. Nonoperating revenues include gifts and contributions and other revenue sources such as state appropriations, the local property tax levy, investment income, and any grants and contracts not classified as operating revenue or restricted by the grantor to be used exclusively for capital programs. Nonoperating expenses include interest on long-term debt and losses on the disposal of capital assets.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Deferred Outflows/Inflows of Resources

In addition to assets, the statements of net position will sometimes report a separate section of deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net assets that applies to a future period and so will not be recognized as an outflow of resources (expense/expenditure) until then. The District reports deferred outflows of resources related to pensions for its proportionate shares of collective deferred outflows of resources related to pensions and District contributions to pension plans subsequent to the measurement date of the collective net pension liability (asset). The District also reports deferred outflows of resources related to its other postemployment benefit (OPEB) plan including the District's contributions to OPEB subsequent to the measurement date of the total OPEB liability.

In addition to liabilities, the statements of net position will sometimes report a separate section for deferred inflows of resources. This separate financial statement element, deferred inflows of resources, represents the acquisition of net assets that applies to a future period and so will not be recognized as an inflow of resources (revenue) until that time. The District reports deferred inflows of resources for its proportionate share of the collective deferred inflows of resources related to pensions. The District also reports deferred inflows of resources related to OPEB for changes in assumptions or other inputs.

Subsequent Events

Subsequent events have been evaluated through November 19, 2025, which is the date the financial statements were available to be issued.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 2 CASH AND INVESTMENTS

Cash and cash equivalents consisted of the following at June 30:

	2025	2024
Cash on Deposit with Financial Institutions	\$ 2,918,177	\$ 4,361,983
Wisconsin Local Government Investment Pool	46,418,134	44,857,089
Cash on Hand	56	229
Cash and Cash Equivalents with Financial Institutions Carrying Amount	49,336,367	49,219,301
Less: Cash and Cash Equivalents Held by Fiduciary Funds	(221,205)	(871,922)
Total Cash and Cash Equivalents	<u>\$ 49,115,162</u>	<u>\$ 48,347,379</u>

Deposits

Custodial Credit Risk – Custodial credit risk is the risk that in the event of a bank failure, the District's deposits may not be returned to it. The District does not have a deposit policy for custodial credit risk. As of June 30, 2025, \$2,971,935, of the District's bank balance of \$3,721,935 was exposed to custodial credit risk as uninsured and collateralized with securities held by the pledging institutions agent, but not in the institution's name. As of June 30, 2024, \$4,410,127, of the District's bank balance of \$5,174,733 was exposed to custodial credit risk as uninsured and collateralized with securities held by the pledging institutions agent, but not in the institution's name.

Investments

Credit Risk – Credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. State Statute limits investments in commercial paper and corporate bonds to the top two ratings issued by nationally recognized statistical rating organizations. Ratings are not required, or available, for the Wisconsin Local Government Investment Pool. The District has no investment policy that would further limit its investment choices.

Interest Rate Risk – Interest rate risk is the risk that changes in market interest rates will adversely affect the fair value of an investment. As a means of managing its exposure to fair value losses arising from increasing interest rates, the District's investment policy limits the maturity of individual issues to not more than five years and the average maturity of the entire investment portfolio to not more than two years. State Statute limits the maturity of commercial paper and corporate bonds to not more than seven years. The average maturity of the Wisconsin Local Government Investment Pool is 28 days and 12 days as of June 30, 2025 and 2024, respectively.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 2 CASH AND INVESTMENTS (CONTINUED)

Concentration of Credit Risk – The District's investment policy limits the amount that may be invested in any one issuer to 10% of the market value of the portfolio at the time of purchase, with the exception of U.S. government issues that are fully guaranteed by the U.S. government or agencies thereof. At June 30, 2025 and 2024, the District had no investments in any one issuer (excluding the external investment pool) that represent 5% or more of the total District investments.

Custodial Credit Risk – For an investment, custodial credit risk is the risk that, in the event of the failure of the counterparty (e.g., broker-dealer) to the transaction, the District will not be able to recover the value of its investment or collateral securities that are in the possession of another party. The District's investment policy does not limit the exposure to custodial credit risk for investments. All investments are held by the District's agent in the District's name and, therefore, are not exposed to custodial credit risk.

The District is a participant in the Local Government Investment Pool (LGIP), which is authorized in Wisconsin statutes 25.14 and 25.17 under the oversight of the State of Wisconsin Investment Board. The LGIP is not registered with the Securities Exchange Commission as an investment company. The LGIP operates and reports to participants on the amortized cost basis. LGIP pool shares are bought and redeemed at \$1 based on the amortized cost of the investments in the LGIP. Participants in the LGIP have the right to withdraw their funds in total on one day's notice. The investment in the LGIP is not subject to the fair value hierarchy disclosures.

NOTE 3 ACCOUNTS AND OTHER RECEIVABLES

Accounts and other receivables consisted of the following at June 30:

	2025	2024
Federal and State Grants	\$ 208,401	\$ 210,181
Student Tuition and Fees	3,209,256	2,955,329
Bookstore Sales	11,177	13,679
Other	891,975	1,071,934
Allowance for Uncollectible Amounts	<u>(585,424)</u>	<u>(632,795)</u>
Total	<u><u>\$ 3,735,385</u></u>	<u><u>\$ 3,618,328</u></u>

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 4 CAPITAL ASSETS

Capital asset balances and activity were as follows for the years ended June 30:

	2025		
	Beginning Balance	Increases	Decreases
Capital Assets Not Being Depreciated/Amortized:			Ending Balance
Land	\$ 1,128,946	\$ -	\$ -
Construction in Progress	16,463,938	18,612,578	25,277,249
Total Capital Assets Not Being Depreciated/Amortized	17,592,884	18,612,578	25,277,249
Capital Assets Being Depreciated/Amortized:			
Site Improvements	14,685,466	669,323	-
Buildings and Building Improvements	75,431,571	3,488,924	-
Furniture and Equipment	62,120,762	5,567,529	2,328,274
Subscription Based IT Assets	9,670,771	1,708,606	112,691
Lease Assets (Right to Use)	2,197,257	-	83,782
Computer Software	8,409,540	9,923,796	1,148,131
Total Capital Assets Being Depreciated/Amortized	172,515,367	21,358,178	3,672,878
Less Accumulated Depreciation/Amortization for:			
Site Improvements	7,994,662	875,507	-
Buildings and Building Improvements	44,991,359	3,578,597	-
Furniture and Equipment	48,798,025	5,387,491	2,306,757
Subscription Based IT Assets	2,351,763	1,431,700	112,691
Lease Assets (Right to Use)	112,090	345,861	83,782
Computer Software	2,799,682	1,302,598	635,415
Total Accumulated Depreciation/ Amortization	107,047,581	12,921,754	3,138,645
Net Capital Assets	83,060,670	<u>\$ 27,049,002</u>	<u>\$ 25,811,482</u>
Less Outstanding Debt Related to Capital Assets, Including Premium	(59,732,607)		(56,866,137)
Less: Capital Related Accounts Payable and Retainage Payable	(1,507,023)		(1,129,008)
Plus Capital Projects Funds Borrowed But Not Spent	<u>21,377,806</u>		<u>23,078,684</u>
Net Investment in Capital Assets	<u>\$ 43,198,846</u>		<u>\$ 49,381,729</u>

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 4 CAPITAL ASSETS (CONTINUED)

	2024			
	Beginning Balance	Increases	Decreases	Ending Balance
Capital Assets Not Being Depreciated/Amortized:				
Land	\$ 1,128,946	\$ -	\$ -	\$ 1,128,946
Construction in Progress	10,059,918	19,279,329	12,875,309	16,463,938
Total Capital Assets Not Being Depreciated/Amortized	11,188,864	19,279,329	12,875,309	17,592,884
Capital Assets Being Depreciated/Amortized:				
Site Improvements	14,356,946	571,170	242,650	14,685,466
Buildings and Building Improvements	76,270,638	2,069,682	2,908,749	75,431,571
Furniture and Equipment	59,174,463	5,198,405	2,252,106	62,120,762
Subscription Based IT Assets	7,790,082	1,880,689	-	9,670,771
Lease Assets (Right to Use)	2,128,831	2,082,911	2,014,485	2,197,257
Computer Software	6,186,516	2,223,024	-	8,409,540
Total Capital Assets Being Depreciated/Amortized	165,907,476	14,025,881	7,417,990	172,515,367
Less Accumulated Depreciation/Amortization for:				
Site Improvements	7,324,693	871,776	201,807	7,994,662
Buildings and Building Improvements	44,129,680	3,607,273	2,745,594	44,991,359
Furniture and Equipment	45,352,984	5,626,175	2,181,134	48,798,025
Subscription Based IT Assets	1,305,797	1,045,966	-	2,351,763
Lease Assets (Right to Use)	1,022,491	254,084	1,164,485	112,090
Computer Software	2,241,140	558,542	-	2,799,682
Total Accumulated Depreciation/ Amortization	101,376,785	11,963,816	6,293,020	107,047,581
Net Capital Assets	75,719,555	<u>\$ 21,341,394</u>	<u>\$ 14,000,279</u>	83,060,670
Less Outstanding Debt Related to Capital Assets, Including Premium	(59,242,705)			(59,732,607)
Less: Capital Related Accounts Payable and Retainage Payable	(1,045,870)			(1,507,023)
Plus Capital Projects Funds Borrowed But Not Spent	21,782,235			21,377,806
Net Investment in Capital Assets	<u>\$ 37,213,215</u>			<u>\$ 43,198,846</u>

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 5 LONG-TERM OBLIGATIONS

Long-term liability activity for the years ended June 30, 2025 and 2024, was as follows:

	Balance 7/1/24	Additions	Reductions	Balance 06/30/25	Amounts Due Within One Year
General Obligation Notes	\$ 47,880,000	\$ 13,000,000	\$ 15,660,000	\$ 45,220,000	\$ 16,435,000
Premium on General Obligation Notes	2,285,403	407,713	389,679	2,303,437	-
Subscriptions Payable	7,536,894	1,703,322	1,666,906	7,573,310	1,360,363
Lease Liability - Right to Use	2,030,310	-	260,920	1,769,390	239,113
Total	<u>\$ 59,732,607</u>	<u>\$ 15,111,035</u>	<u>\$ 17,977,505</u>	<u>\$ 56,866,137</u>	<u>\$ 18,034,476</u>

	Balance 7/1/23	Additions	Reductions	Balance 6/30/24	Amounts Due Within One Year
General Obligation Notes	\$ 48,910,000	\$ 13,500,000	\$ 14,530,000	\$ 47,880,000	\$ 15,660,000
Premium on General Obligation Notes	2,245,918	407,721	368,236	2,285,403	-
Subscriptions Payable	6,974,685	1,824,628	1,262,419	7,536,894	969,986
Lease Liability - Right to Use	1,112,102	1,859,604	941,396	2,030,310	256,046
Total	<u>\$ 59,242,705</u>	<u>\$ 17,591,953</u>	<u>\$ 17,102,051</u>	<u>\$ 59,732,607</u>	<u>\$ 16,886,032</u>

General Obligation Debt

All general obligation debt is secured by the full faith and credit and unlimited taxing powers of the District. General obligation debt at June 30, 2025 and 2024, is comprised of the following individual issues:

	2025	2024
May 2, 2016 General Obligation Promissory Note (1)	\$ 2,150,000	\$ 2,150,000
June 15, 2016 General Obligation Promissory Note (2)	310,000	310,000
June 30, 2016 General Obligation Promissory Note (3)	215,000	215,000
June 1, 2017 General Obligation Promissory Note (4)	2,920,000	2,920,000
June 1, 2018 General Obligation Promissory Note (5)	4,775,000	4,775,000
May 28, 2019 General Obligation Promissory Note (6)	4,980,000	4,980,000
June 25, 2020 General Obligation Promissory Note (7)	3,730,000	3,730,000
March 26, 2021 General Obligation Promissory Note (8)	1,110,000	1,110,000
June 1, 2021 General Obligation Promissory Note (9)	5,460,000	5,460,000
May 24, 2022 General Obligation Promissory Note (10)	5,230,000	5,230,000
June 1, 2023 General Obligation Promissory Note (11)	3,500,000	3,500,000
May 30, 2024 General Obligation Promissory Note (12)	13,500,000	13,500,000
May 28, 2025 General Obligation Promissory Note (13)	11,500,000	-
June 24, 2025 General Obligation Promissory Note (14)	1,500,000	-
Total General Obligation Debt	<u>\$ 45,220,000</u>	<u>\$ 47,880,000</u>

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 5 LONG-TERM OBLIGATIONS (CONTINUED)

General Obligation Debt (Continued)

- (1) Promissory note issued by Hutchinson, Shockey, Erley & Co. for the construction of an addition to the Student Life Center of the Wausau Campus, construction of a tactical safety range and multi-media classroom on the Merrill Campus, remodeling and improvement projects, building and site maintenance and repairs, site improvements, and equipment acquisition, installation and related costs, with interest at 2%. Principal due annually on March 1, beginning with March 1, 2017, with final maturity March 1, 2026.
- (2) Promissory note issued by Raymond James & Associates, Inc. for remodeling and improvement projects and equipment acquisition, installation and related costs, with interest at 2%. Principal due annually on March 1, beginning with March 1, 2017, with final maturity March 1, 2026.
- (3) Promissory note issued by Hutchinson, Shockey, Erley & Co. for remodeling and improvement projects and equipment acquisition, installation and related costs, with interest at 2%. Principal due annually on March 1, beginning March 1, 2017, with final maturity March 1, 2026.
- (4) Promissory note issued by FTN Financial Capital Markets, for purchase of the diesel building and construction of the building additions at the Agricultural Center of Excellence, construction of a building addition on the Merrill Campus, remodeling and improvement projects, building and site maintenance and repairs, site improvements, and equipment acquisition, installation, and related costs, with interest at 2% to 3%. Principal due annually on March 1, beginning with March 1, 2018, with final maturity March 1, 2027.
- (5) Promissory note issued by Citigroup Global Markets, Inc., for the construction of building additions on the Merrill Campus, remodeling and improvement projects, building and site maintenance and repair, equipment acquisition, installation and related costs, with interest at 3% to 4%. Principal due annually on March 1, beginning with March 1, 2019, with final maturity March 1, 2028.
- (6) Promissory note issued by Hutchinson, Shockey, Erley & Co. for the construction of building additions on the Wausau Campus, remodeling and improvement projects, building and site maintenance and repair, site improvements, equipment acquisition, installation and related costs, with interest at 0.5% to 5.0%. Principal due annually on March 1, beginning with March 1, 2020, with final maturity March 1, 2029.
- (7) Promissory note issued by KeyBanc Capital Markets, for the construction of new building space on the Wausau Campus, remodeling and improvement projects, building and site maintenance and repair, site improvements, equipment acquisition, installation and related costs, with interest at 2.0% to 3.0%. Principal due annually on March 1, beginning with March 1, 2021, with final maturity March 1, 2030.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 5 LONG-TERM OBLIGATIONS (CONTINUED)

General Obligation Debt (Continued)

- (8) Promissory note issued by Colliers Securities, LLC, for capital purposes, with interest at 2.0% to 3.0%. Principal due annually on March 1, beginning with March 1, 2022, with final maturity March 1, 2031.
- (9) Promissory note issued by FHN Financial Capital Markets, for capital purposes, with interest at 2.0% to 3.0%. Principal due annually on March 1, beginning with September 1, 2021 and then March 1, 2022, and March 1, thereafter, with final maturity March 1, 2031.
- (10) Promissory note issued by Raymond James & Associate, Inc. for capital purposes, with interest at 3.125% to 5.0%. Principal due annually on March 1, beginning with September 1, 2022 and then March 1, 2023, and March 1, thereafter, with final maturity March 1, 2032.
- (11) Promissory note issued by J.P. Morgan Securities, LLC for capital purposes, with interest at 5.0%. Principal due annually on March 1, beginning with September 1, 2023 and then March 1, 2024, and March 1, thereafter, with final maturity March 1, 2027.
- (12) Promissory note issued by Jefferies LLC for capital purposes, with interest at 5.0%. Principal due annually on March 1, beginning with September 1, 2024 and then on March 1, 2025, and March 1, thereafter, with final maturity March 1, 2029.
- (13) Promissory note issued by BOK Financial Securities, Inc. for capital purposes with interest at 5.0%. Principal due annually on March 1, beginning with September 1, 2025 and then on March 1, 2026, and March 1, thereafter, with final maturity March 1, 2030
- (14) Promissory note issued by FHN Financial Capital Markets for capital purposes with interest at 5.0%. Principal due annually on March 1, beginning with September 1, 2025 and then on March 1, 2026, and March 1, thereafter, with final maturity March 1, 2030.

The District has the power to incur indebtedness for certain purposes specified by Section 67.03(1)(a), Wisconsin statutes in an aggregate amount, not exceeding 5% of the equalized value of the taxable property within the District, as last determined by the Wisconsin Department of Revenue. The 5% limit for the year ended June 30, 2025, was \$1,381,899,617 and the District's outstanding general obligation debt of \$45,220,000, net of resources available of \$6,452,119 to pay principal, was \$38,767,881. The 5% limit for the year ended June 30, 2024, \$1,274,352,630 and the District's outstanding general obligation debt of \$47,880,000, net of resources available of \$6,442,860 to pay principal, was \$41,437,140.

Wisconsin statutes 67.03(9) provides that the amount of bonded indebtedness for the purpose of purchasing school sites and the construction and equipping of school buildings may not exceed 2% of the equalized valuation of the taxable property, including tax incremental districts, in the District. This limit was \$552,759,847 and \$509,741,052 at June 30, 2025 and 2024, respectively. The District had no outstanding bonded indebtedness as of June 30, 2025 and 2024.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 5 LONG-TERM OBLIGATIONS (CONTINUED)

General Obligation Debt (Continued)

Aggregate cash flow requirements for the retirement of long-term principal and interest on general obligation debt as of June 30, 2025, follows:

<u>Year Ended June 30,</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2026	\$ 16,435,000	\$ 1,522,786	\$ 17,957,786
2027	9,085,000	1,028,781	10,113,781
2028	7,160,000	683,931	7,843,931
2029	6,165,000	426,488	6,591,488
2030	3,850,000	197,675	4,047,675
2031- 2033	2,525,000	219,175	2,744,175
Total	<u>\$ 45,220,000</u>	<u>\$ 4,078,836</u>	<u>\$ 49,298,836</u>

Subscription-Based Information Technology Arrangements

The District has entered into subscription-based information technology arrangements (SBITAs). The SBITAs expire at various dates through 2034 and provide for renewal options. As of June 30, 2025, SBITA assets and the related accumulated amortization totaled \$11,266,686 and \$3,670,772 respectively. As of June 30, 2024, SBITA assets and the related accumulated amortization totaled \$9,670,771 and \$2,351,763, respectively. The future subscription payments under SBITA agreements are as follows:

<u>Year Ended June 30,</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2026	\$ 1,360,363	\$ 163,580	\$ 1,523,943
2027	1,154,404	131,929	1,286,333
2028	957,407	104,998	1,062,405
2029	784,428	83,964	868,392
2030	601,870	66,334	668,204
2031-2034	2,714,838	146,484	2,861,322
Total	<u>\$ 7,573,310</u>	<u>\$ 697,289</u>	<u>\$ 8,270,599</u>

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 LEASES, AS LESSEE

Government Accounting Standards Board (GASB) Statement No. 87 – Leases requires the District to record a lease liability and right-to-use asset as a lessee. The District leases building space and equipment for various terms under long-term noncancelable lease arrangements and is required to make various monthly principal and interest payments. The District used the incremental borrowing rate as the interest rate for the right-to-use asset agreements if an interest rate was not provided in the lease agreement. The District reported leased assets in major classes as follows:

	<u>2025</u>	<u>2024</u>
Leased Asset - Buildings	\$ 1,890,170	\$ 1,973,949
Lease Asset - Equipment	223,305	223,308
Total	<u>\$ 2,113,475</u>	<u>\$ 2,197,257</u>

Total principal and interest costs for such leases were \$260,920 and \$941,396 for the fiscal years ended June 30, 2025 and 2024. The future minimum lease payments for these agreements are as follows:

<u>Year Ended June 30,</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2026	\$ 239,113	\$ 33,205	\$ 272,318
2027	175,487	28,949	204,436
2028	175,489	25,532	201,021
2029	182,140	21,897	204,037
2030	188,873	18,224	207,097
2031 - 2034	808,288	33,065	841,353
Total	<u>\$ 1,769,390</u>	<u>\$ 160,872</u>	<u>\$ 1,930,262</u>

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 7 EMPLOYEE RETIREMENT PLANS – WISCONSIN RETIREMENT SYSTEM (WRS)

Plan Description

The Wisconsin Retirement System (WRS) is a cost-sharing multiple-employer defined benefit pension plan. WRS benefits and other plan provisions are established by Chapter 40 of the Wisconsin Statutes. Benefit terms may only be modified by the legislature. The retirement system is administered by the Wisconsin Department of Employee Trust Funds (ETF). The system provides coverage to all eligible state of Wisconsin, local government, and other public employees. All employees, initially employed by a participating WRS employer on or after July 1, 2011 and expected to work at least 1,200 hours a year (880 hours for teachers and school district educational support employees) and expected to be employed for at least one year from employee's date of hire are eligible to participate in the WRS.

ETF issued a standalone WRS Financial Report, which can be found at <https://etf.wi.gov/about-etf/reports-and-studies/financial-reports-and-statements>.

Vesting

For employees beginning participation on or after January 1, 1990, and no longer actively employed on or after April 24, 1998, creditable service in each of five years is required for eligibility for a retirement annuity. Participants employed prior to 1990 and on or after April 24, 1998, and prior to July 1, 2011, are immediately vested. Participants who initially became WRS eligible on or after July 1, 2011, must have five years of creditable service to be vested.

Benefits Provided

Employees who retire at or after age 65 (54 for protective occupation employees and 62 for elected officials and executive service retirement plan participants, if hired on or before December 31, 2016) are entitled to a retirement benefit based on a formula factor, their final average earnings, and creditable service.

Final average earnings is the average of the participant's three highest annual earnings periods. Creditable service includes current service and prior service for which a participant received earnings and made contributions as required. Creditable service also includes creditable military service. The retirement benefit will be calculated as a money purchase benefit based on the employee's contributions plus matching employer's contributions with interest, if that benefit is higher than the formula benefit.

Vested participants may retire at or after age 55 (50 for protective occupations) and receive an actuarially-reduced benefit. Participants terminating covered employment prior to eligibility for an annuity may either receive employee-required contributions plus interest as a separation benefit or leave contributions on deposit and defer application until eligible to receive a retirement benefit.

The WRS also provides death and disability benefits for employees.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

**NOTE 7 EMPLOYEE RETIREMENT PLANS – WISCONSIN RETIREMENT SYSTEM (WRS)
(CONTINUED)**

Postretirement Adjustments

The Employee Trust Funds Board may periodically adjust annuity payments from the retirement system based on annual investment performance in accordance with s. 40.27, Wis. Stat. An increase (or decrease) in annuity payments may result when investment gains (losses), together with other actuarial experience factors, create a surplus (shortfall) in the reserves, as determined by the system's consulting actuary. Annuity increases are not based on cost of living or other similar factors. For Core annuities, decreases may be applied only to previously granted increases. By law, Core annuities cannot be reduced to an amount below the original, guaranteed amount (the "floor") set at retirement. The Core and Variable annuity adjustments granted during recent years are as follows:

<u>Year</u>	<u>Core Fund Adjustment %</u>	<u>Variable Fund Adjustment %</u>
2015	2.9	2.0
2016	0.5	(5.0)
2017	2.0	4.0
2018	2.4	17.0
2019	-	(10.0)
2020	1.7	21.0
2021	5.1	13.0
2022	7.4	15.0
2023	1.6	(21.0)
2024	3.6	15.0

Contributions

Required contributions are determined by an annual actuarial valuation in accordance with Chapter 40 of the Wisconsin Statutes. The employee required contribution is one-half of the actuarially determined contribution rate for general category employees, including teachers, executives and elected officials. Starting on January 1, 2016, the executive and elected officials category was merged into the general employee category. Required contributions for protective employees are the same rate as general employees. Employers are required to contribute the remainder of the actuarially determined contribution rate. The employer may not pay the employee required contribution unless provided for by an existing collective bargaining agreement.

During the reporting period, the WRS recognized \$2,255,352 and \$2,104,245 in contributions from the employer for the year ended June 30, 2025 and 2024, respectively.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

**NOTE 7 EMPLOYEE RETIREMENT PLANS – WISCONSIN RETIREMENT SYSTEM (WRS)
(CONTINUED)**

Contributions (Continued)

The District only has employees in the general category which had the following contribution rates as of June 30, 2025 and 2024:

Employee Category	2025		2024	
	Employee	Employer	Employee	Employer
General (Including Teachers, Executives, and Elected Officials)	6.90%	6.90%	6.80%	6.80%

**Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and
Deferred Inflows of Resources Related to Pensions**

At June 30, 2025 and 2024, the District reported a liability (asset) of \$2,609,417 and \$2,396,614, respectively, for its proportionate share of the net pension liability (asset). The net pension liability (asset) was measured as of the calendar year that falls within the District's fiscal year and the total pension liability used to calculate the net pension liability (asset) was determined by an actuarial valuation one year prior to that date rolled forward to the measurement date. No material changes in assumptions or benefit terms occurred between the actuarial valuation date and the measurement date. The District's proportion of the net pension liability (asset) was based on the District's share of contributions to the pension plan relative to the contributions of all participating employers. At December 31, 2024 and 2023, the District's proportion was 0.15880428% and 0.16119217%, which was a decrease of 0.00238789% and a decrease of 0.00192430% from its proportion measured in the respective prior year.

For the years ended June 30, 2025 and 2024, the District recognized pension expense of \$3,520,160 and \$1,658,393, respectively.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

**NOTE 7 EMPLOYEE RETIREMENT PLANS – WISCONSIN RETIREMENT SYSTEM (WRS)
(CONTINUED)**

**Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and
Deferred Inflows of Resources Related to Pensions (Continued)**

At June 30, 2025 and 2024, the District reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	2025		2024	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences Between Expected and Actual Experience	\$ 8,103,668	\$ 7,614,906	\$ 9,663,127	\$ 12,798,871
Net Difference Between Projected and Actual Earnings on Pension Plan Investments	3,965,147	-	8,351,813	-
Changes in Assumptions	774,265	-	1,044,615	-
Changes in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	23,478	4,535	41,122	5,842
Employer Contributions Subsequent to the Measurement Date	1,149,522	-	1,138,886	-
Total	<u>\$ 14,016,080</u>	<u>\$ 7,619,441</u>	<u>\$ 20,239,563</u>	<u>\$ 12,804,713</u>

The \$1,149,522 reported as deferred outflows of resources related to pensions resulting from the District's contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability (asset) in the subsequent year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

<u>Year Ended June 30,</u>	<u>Increase (Decrease) in Pension Expense</u>
2026	\$ 1,586,587
2027	5,416,098
2028	(1,338,738)
2029	(416,830)

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

**NOTE 7 EMPLOYEE RETIREMENT PLANS – WISCONSIN RETIREMENT SYSTEM (WRS)
(CONTINUED)**

Actuarial Assumptions

The total pension liability in the actuarial valuations used for the years ended June 30, 2025 and 2024, was determined using the following actuarial assumptions, applied to all periods included in the measurement:

	<u>2025</u>	<u>2024</u>
Actuarial Valuation Date	December 31, 2023	December 31, 2022
Measurement Date of Net Pension Liability (Asset)	December 31, 2024	December 31, 2023
Actuarial Cost Method	Entry Age Normal	Entry Age Normal
Asset Valuation Method	Fair Value	Fair Value
Long-Term Expected Rate of Return	6.8 %	6.8 %
Discount Rate	6.8 %	6.8 %
Salary Increases:		
Inflation	3.0%	3.0%
Seniority/Merit	0.1 % to 5.7 %	0.1 % to 5.6 %
Mortality	2020 WRS Experience Mortality Table	2020 WRS Experience Mortality Table
Postretirement Adjustments*	1.7 %	1.7 %

** No postretirement adjustment is guaranteed. Actual adjustments are based on recognized investment return, actuarial experience, and other factors. 1.7% is the assumed annual adjustment based on the investment return assumption and the postretirement discount rate. Includes the impact of known Market Recognition Account deferred gains/losses on the liability for dividend payments.*

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

**NOTE 7 EMPLOYEE RETIREMENT PLANS – WISCONSIN RETIREMENT SYSTEM (WRS)
(CONTINUED)**

Actuarial Assumptions (Continued)

Long-Term Expected Return on Plan Assets: The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of geometric real rates of return for each major asset class are summarized in the following table:

<u>Asset Allocation Targets and Expected Returns</u>	<u>As of December 31, 2024</u>		
	<u>Asset Allocation %</u>	<u>Long-Term Expected Nominal Rate of Return %</u>	<u>Long-Term Expected Real Rate of Return %</u>
Core Fund:			
Public Equity	38.0 %	7.0 %	4.3 %
Public Fixed Income	27.0 %	6.1 %	3.4 %
Private Equity/Debt	20.0 %	9.5 %	6.7 %
Inflation Sensitive	19.0 %	4.8 %	2.1 %
Real Estate	8.0 %	6.5 %	3.8 %
Leverage	(12.0)%	3.7 %	1.1 %
Total Core Fund	<u>100.0 %</u>	<u>7.5 %</u>	<u>4.8 %</u>
Variable Fund:			
U.S. Equities	70.0 %	6.5 %	3.8 %
International Equities	30.0 %	7.4 %	4.7 %
Total Variable Fund	<u>100.0 %</u>	<u>6.9 %</u>	<u>4.2 %</u>

New England Pension Consultants Long-Term US CPI (Inflation) Forecast: 2.6%

Asset allocations are managed within established ranges; target percentages may differ from actual monthly allocations.

The investment policy used for the Core Fund involves reducing equity exposure by leveraging lower-volatility assets, such as fixed income securities. Currently, an asset allocation target of 12% policy leverage is used, subject to an allowable range of up to 20%.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

**NOTE 7 EMPLOYEE RETIREMENT PLANS – WISCONSIN RETIREMENT SYSTEM (WRS)
(CONTINUED)**

Actuarial Assumptions (Continued)

<u>Asset Allocation Targets and Expected Returns</u>	<u>As of December 31, 2023</u>		
	<u>Asset Allocation %</u>	<u>Long-Term Expected Nominal Rate of Return %</u>	<u>Long-Term Expected Real Rate of Return %</u>
Core Fund:			
Public Equity	40.0 %	7.3 %	4.5 %
Public Fixed Income	27.0 %	5.8 %	3.0 %
Inflation Sensitive	19.0 %	4.4 %	1.7 %
Real Estate	8.0 %	5.8 %	3.0 %
Private Equity/Debt	18.0 %	9.6 %	6.7 %
Leverage	(12.0)%	3.7 %	1.0 %
Total Core Fund	<u>100.0 %</u>	<u>7.4 %</u>	<u>4.8 %</u>
Variable Fund:			
U.S. Equities	70.0 %	6.8 %	4.0 %
International Equities	<u>30.0 %</u>	<u>7.6 %</u>	<u>4.8 %</u>
Total Variable Fund	<u>100.0 %</u>	<u>7.3 %</u>	<u>4.5 %</u>

New England Pension Consultants Long-Term US CPI (Inflation) Forecast: 2.7%

Asset allocations are managed within established ranges; target percentages may differ from actual monthly allocations.

Single Discount Rate: A single discount rate of 6.80% was used to measure the total pension liability for the current and prior year. This single discount rate is based on the expected rate of return on pension plan investments of 6.80% and a municipal bond rate of 4.08%. (Source: Fixed-income municipal bonds with 20 years to maturity that include only federally tax-exempt municipal bonds as reported in Fidelity Index's "20-year Municipal GO AA Index" as of December 31, 2024. In describing this index, Fidelity notes that the Municipal Curves are constructed using option-adjusted analytics of a diverse population over 10,000 tax-exempt securities.). Because of the unique structure of WRS, the 6.80% expected rate of return implies that a dividend of approximately 1.7% will always be paid. For purposes of the single discount rate, it was assumed that the dividend would always be paid. The projection of cash flows used to determine this single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments (including expected dividends) of current plan members. Therefore, the municipal bond rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

**NOTE 7 EMPLOYEE RETIREMENT PLANS – WISCONSIN RETIREMENT SYSTEM (WRS)
(CONTINUED)**

Actuarial Assumptions (Continued)

Sensitivity of the District's Proportionate Share of the Net Pension Liability (Asset) to Changes in the Discount Rate: The following presents the District's proportionate share of the net pension liability (asset) calculated using the current discount rate of 6.80 percent, as well as what the District's proportionate share of the net pension liability (asset) would be if it were calculated using a discount rate that is 1-percentage- point lower (5.80 percent) or 1-percentage-point higher (7.80 percent) than the current rate:

	2025		2024	
	Discount Rate	Net Pension Liability (Asset)	Discount Rate	Net Pension Liability (Asset)
1% Decrease to the Rate	5.8%	\$ 24,479,740	5.8%	\$ 23,164,440
Current Discount Rate	6.8%	2,609,417	6.8%	2,396,614
1% Increase to the Rate	7.8%	(12,928,820)	7.8%	(12,135,511)

Pension Plan Fiduciary Net Position

Detailed information about the pension plan's fiduciary net position is available in separately issued financial statements available online at <https://etf.wi.gov/about-etf/reports-and-studies/financial-reports-and-statements>.

Payables to the Pension Plan

At June 30, 2025 and 2024, the District did not have a payable outstanding amount of contributions to the pension plan, respectively.

NOTE 8 OTHER POSTEMPLOYMENT BENEFITS

Plan Description

The District administers a single-employer defined benefit health care plan. The plan provides medical insurance benefits to eligible retirees and their spouses through the District's group medical insurance plan, which covers both active and retired members. Benefit provisions are established through collective bargaining agreements. The eligibility requirements are based on the retiree's position, years of service, and age at retirement. No assets are accumulated in an irrevocable trust and, therefore, there is no standalone report for the plan.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 8 OTHER POSTEMPLOYMENT BENEFITS (CONTINUED)

Benefits Provided

Benefits provided to retirees are as follows:

Faculty and management retiring prior to July 1, 2012, with at least eight years of service and either hired prior to July 1, 2007 and reaching age 57 or hired on or after July 1, 2007, and at least age 59 are covered until eligible for Medicare benefits or until covered under a new employer's medical program, whichever comes first. Also included are employees that provided notice by December 31, 2011, of their retirement by June 30, 2015. The maximum monthly premium paid by the District during the covered period includes both the single and family premiums and based upon years of service will range from 60% to 100% of the premium for active employees.

Support staff retiring prior to July 1, 2012, with at least 20 years of service, reaching age 59, and eligible for a benefit under WRS are covered until eligible for Medicare benefits. Also included are employees that provided notice by December 31, 2011, of their retirement by June 30, 2015. The District will make contributions toward a retiree's single medical premium determined by a break-even calculation made at the time of retirement, which will remain frozen at the calculated amount for the duration of benefit eligibility. Retirees electing family coverage will be responsible for the difference between the single and family premium amounts.

Paraprofessional and technical employees retiring prior to July 1, 2012, with at least 15 years of service, reaching age 57, and eligible for a benefit under WRS are covered until eligible for Medicare benefits. Also included are employees that provided notice by December 31, 2011, of their retirement by June 30, 2015. The maximum monthly premium paid by the District during the covered period will be 75% to 100% of the single premium determined based upon years of service with an annual maximum of \$7,848. Retirees electing family coverage will be responsible for the difference between the single and family premium amounts.

Employees hired prior to July 1, 2012, and retiring on or after July 1, 2012, who are at least 62 years old with at least 20 years of service are covered until eligible for Medicare benefits. The District will make medical insurance premium contributions (single or family for faculty and middle leader and single for other retirees) as are made for active employees. Retirees subject to the single premium contribution electing family coverage will be responsible for the difference between the single and family premium amounts.

For eligible retiring full-time employees hired prior to July 1, 2012, with at least 20 years of NTC or WRS service and retiring before age 65, the District will continue 100% premium contributions for the retiree's life insurance benefit payout value at a rate of 37.5%, reduced annually at retiree's birthday, until such time that the life insurance benefit payout value will be frozen at 12.5%.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 8 OTHER POSTEMPLOYMENT BENEFITS (CONTINUED)

Benefits Provided (Continued)

For eligible retiring full-time employees hired prior to July 1, 2012, with at least 20 years of NTC or WRS service and retiring at age 65 or later, the District will continue 100% premium contributions for the retiree's life insurance benefit payout value at a rate of 37.5% for the retiree's 65th year, reduced to 25% for the retiree's 66th year, and a frozen rate of 12.5% for the retiree's 67th year and thereafter.

For eligible retiring part-time employees hired prior to July 1, 2012, with at least 20 years of NTC or WRS service and retiring before age 65, the District will continue 100% premium contributions for the retiree's life insurance benefit payout value at a rate of 75%, reduced annually at retiree's birthday, until such time that the life insurance benefit payout value will be frozen at 25%.

For eligible retiring part-time employees hired prior to July 1, 2012, with at least 20 years of NTC or WRS service and retiring at age 65 or later, the District will continue 100% premium contributions for the retiree's life insurance benefit payout value at a rate of 75% for the retiree's 65th year, reduced to 50% for the retiree's 66th year, and a frozen rate of 25% for the retiree's 67th year and thereafter.

For all eligible retiring employees continuing to participate in the District's group medical plan, the District will annually contribute to a health savings account until Medicare eligibility, \$1,000 if single coverage and \$2,000 if family coverage.

For eligible retiring full-time employees hired prior to July 1, 2012, retiring between age 65 and 70, the District will continue contributions towards the retiree's life insurance premiums at a rate of 37.50% until the age of 66, 25% until the age of 67, and 12.5% thereafter.

Employees Covered by the Benefit Terms

At June 30, 2024, the measurement date, the following employees were covered by the benefit terms:

Inactive Employees Currently Receiving Benefit Payments	8
Inactive Employees Entitled to, But Not Receiving, Benefit Payments	186
Active Employees	<u>396</u>
Total	590

Total OPEB Liability

The District's total OPEB liability at June 30, 2025, was \$2,957,039, was measured as of June 30, 2024, and was determined by an actuarial valuation as of that date. The District's total OPEB liability at June 30, 2024 was \$3,063,745, was measured as of June 30, 2023, and was determined by an update to the actuarial valuation from the previous year.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 8 OTHER POSTEMPLOYMENT BENEFITS (CONTINUED)

Actuarial Assumptions

The total OPEB liability in the June 30, 2024, actuarial valuation was determined using the following actuarial assumptions and other inputs:

Actuarial cost method	Entry Age Normal
Discount rate	4.21 %
Healthcare cost trend rate	7.00% decreasing by 0.10% per year down to 4.5%, and level thereafter

The total OPEB liability in the June 30, 2023, actuarial valuation was determined using the following actuarial assumptions and other inputs:

Actuarial cost method	Entry Age Normal
Discount rate	4.13 %
Healthcare cost trend rate	7.00% decreasing by 0.10% per year down to 4.5%, and level thereafter

The discount rate for the actuarial valuation is based on the Bond Buyer Go 20-Year AA Bond Index published by the Federal Reserve as of the week of the measurement date. For the June 30, 2024, actuarial valuation mortality rates are based upon the Wisconsin Retirement System (WRS) 2018 Mortality Table. The mortality table and other significant assumptions are based on the experience study conducted in 2021 using Wisconsin Retirement System (WRS) experience from 2018-2020.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 8 OTHER POSTEMPLOYMENT BENEFITS (CONTINUED)

Changes in Total OPEB Liability

OPEB liability activity for the years ended June 30, 2025 and 2024, were as follows:

Balance - July 1, 2023	\$ 3,607,259
Service Cost	67,955
Interest	141,076
Changes of Benefit Terms	-
Differences Between Expected and Actual Experience	(485,054)
Changes of Assumptions or Other Input	(38,818)
Benefit Payments	<u>(228,673)</u>
Balance - June 30, 2024	3,063,745
Service Cost	51,883
Interest	121,838
Changes of Benefit Terms	-
Differences Between Expected and Actual Experience	19,438
Changes of Assumptions or Other Input	(20,632)
Benefit Payments	<u>(279,233)</u>
Balance - June 30, 2025	<u><u>\$ 2,957,039</u></u>

Sensitivity of the District's Total OPEB Liability to Changes in the Discount Rate

The following presents the District's total OPEB liability calculated using the discount rate, as well as what the District's OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate:

	2025		2024	
	Discount Rate	Total OPEB Liability	Discount Rate	Total OPEB Liability
1% Decrease to the Rate	3.21%	\$ 3,230,460	3.13%	\$ 3,351,030
Current Discount Rate	4.21%	\$ 2,957,039	4.13%	\$ 2,520,231
1% Increase to the Rate	5.21%	\$ 2,715,667	5.13%	\$ 2,811,631

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 8 OTHER POSTEMPLOYMENT BENEFITS (CONTINUED)

Sensitivity of the District's Total OPEB Liability to Changes in the Healthcare Cost Trend Rate

The following presents the District's total OPEB liability calculated using the healthcare cost trend rate of 7.0% decreasing to 4.5%, as well as what the District's total OPEB liability would be if it were calculated using the healthcare cost trend rate that is 1-percentage-point lower (7.0% in year 1, then 6.0% decreasing to 3.5%) or 1-percentage-point higher (8.0% in year 1, then 7.0% decreasing to 5.5%) than the current rate:

		2025		2024	
		Healthcare Cost Trend Rate	Total OPEB Liability	Healthcare Cost Trend Rate	Total OPEB Liability
1% Decrease to the Rate	6.0% decreasing to 3.5%	\$	2,829,972	1% Decrease to the Rate	\$ 2,946,611
Current Discount Rate	7.0% decreasing to 4.5%	\$	2,957,039	Current Discount Rate	\$ 2,957,039
1% Increase to the Rate	8.0% decreasing to 5.5%	\$	3,103,389	1% Increase to the Rate	\$ 3,103,389

OPEB Expense and Deferred Outflow of Resources

For the years ended June 30, 2025 and 2024, the District recognized OPEB expense (credit) of \$311,295 and \$(290,879), respectively. At June 30, 2025 and 2024, the District reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	2025		2024	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences Between Expected and Actual Experience	\$ 14,578	\$ 285,330	\$ -	\$ 697,659
Changes in Assumptions or Other Inputs	-	190,899	20,049	364,194
Employer Contributions Subsequent to the Measurement Date	257,062	-	279,233	-
Total	<u>\$ 271,640</u>	<u>\$ 476,229</u>	<u>\$ 299,282</u>	<u>\$ 1,061,853</u>

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 8 OTHER POSTEMPLOYMENT BENEFITS (CONTINUED)

OPEB Expense and Deferred Outflow of Resources (Continued)

The \$257,062 reported as deferred outflows of resources related to OPEB resulting from the District's contributions subsequent to the measurement date will be recognized as a decrease of the total OPEB liability in the year ended June 30, 2025. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in pension expense as follows:

<u>Year Ending December 30,</u>	<u>Net Increase (Decrease) in OPEB Expense</u>
2026	(330,088)
2027	(131,263)
2028	(300)
2029	-
2030	-

NOTE 9 RISK MANAGEMENT

Districts Mutual Insurance Company (DMI)

In July 2004, all 16 WTCS technical colleges created the Districts Mutual Insurance Company (DMI). DMI is a fully-assessable mutual company authorized under Wisconsin statute 611 to provide property, casualty, and liability insurance and risk management services to its members. The scope of insurance protection provided by DMI is broad, covering property at \$500,000,000 per occurrence; equipment at \$100,000,000 per occurrence; general liability, auto, and educators legal liability at \$5,000,000 per occurrence; and workers' compensation at the statutorily required limits.

At this time, settled claims have not approached the coverage limits as identified above. The District's exposure in its layer of insurance is limited to \$2,500 to \$100,000 per occurrence depending on the type of coverage and DMI purchases reinsurance for losses in excess of its retained layer of coverage.

DMI operations are governed by a five-member board of directors. Member colleges do not exercise any control over the activities of DMI beyond election of the board of directors at the annual meeting. The board has the authority to adopt its own budget, set policy matters, and control the financial affairs of the company.

Each member college was assessed an annual premium that included a capitalization component to establish reserves for the company. Since DMI is fully capitalized, member districts have not been assessed a capitalization amount for fiscal years 2025 and 2024. For the years ended June 30, 2025 and 2024, the District did not pay premiums for either year, respectively. Future premiums will be based on relevant rating exposure bases as well as the historical loss experienced by members. DMI's ongoing operational expenses, other than loss adjustment expenses, are apportioned pro rata to each participant based on equity interest in the company.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 9 RISK MANAGEMENT (CONTINUED)

Districts Mutual Insurance Company (DMI) (Continued)

The audited DMI financial statements can be obtained through Districts Mutual Insurance Co., 212 West Pinehurst Trail, Dakota Dunes, SD 57049.

Supplemental Insurance

In July 1997, the WTCS technical colleges formed the WTCS Insurance Trust to jointly purchase commercial insurance to provide coverage for losses from theft of, damages to, or destruction of assets. The trust is organized under Wisconsin statutes 66.0301 and is governed by a board of trustees consisting of one trustee from each member college. Member entities include all 16 Wisconsin Technical College System districts.

The WTCS Insurance Trust has purchased the following levels of coverage from the commercial insurance marketplace for its participating members:

Crime - \$750,000 coverage for employee dishonesty, forgery, computer fraud, and funds transfer fraud; \$750,000 coverage for theft, robbery, burglary, disappearance and destruction of money and securities; \$25,000 coverage for investigation expenses; \$100,000 coverage for impersonation fraud with a \$25,000 deductible; and \$10,000 deductible for employee dishonesty, forgery, and fraud.

The Trust financial statements can be obtained through Lakeshore Technical College District, 1290 North Avenue, Cleveland, WI 53015.

The scope of settled claims has not exceeded the coverage limits in any of the past three fiscal years. There was no significant reduction in the District's insurance coverage in fiscal year 2025.

Self-funded Health Insurance

As of January 1, 2022, the District has retained the risk of loss for its healthcare program. As part of the healthcare coverage, the District purchases stop-loss coverage which pays claims in excess of \$190,000 per individual. The District establishes claim liabilities based on estimates of the ultimate cost of claims (including future claim adjustment expenses) that have been reported but not settled and of claims that have been incurred but not reported. As of June 30, 2025, the amount of these liabilities were \$186,000. The follow represents changes in the liability for the current year:

	2025	2024
Unpaid claims at beginning of year	\$ 560,000	\$ 1,258,001
Incurred claims and claim adjustments for current year	4,153,213	4,527,213
Total incurred claims	4,713,213	5,785,214
Claims paid during the year	4,527,213	5,225,214
Total unpaid claims and claims adjustment at end of year	\$ 186,000	\$ 560,000

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 10 CONSTRUCTION AND OTHER SIGNIFICANT COMMITMENTS

Construction Commitments

The District has several active construction projects, as well as commitments to contractors and vendors to construct or purchase assets in the subsequent year, as of June 30, 2025. The construction projects in progress are: CHS HVAC Upgrades, including new fan wall equipment, D Building Remodel (CJ/Student Life), Emergency Service Training Center, Industry 4.0 Ag + Transportation CNG Improvements & Equipment, Merrill CDL Addition, Merrill Community Safety Simulation Center, Sawmill Addition and Equipment at the Antigo Campus, Wausau Campus C Building Remodel, WTPD A Building Lease Offices/Vestibule, Lobby, as well as some smaller remodeling projects. Orders were placed for IT equipment, software Licenses and instructional equipment. These orders were initially placed prior to June 30, 2025, due to delivery and installation lead time requirements.

Future commitments include Additional Ag Center Improvements, CHS Rooftop Chiller Replacement, plus various maintenance & remodeling projects at the Wausau and regional campuses. Additional IT equipment and services, including PC/Laptop replacements, as well as instructional equipment, including a Radiography Fluoroscopy System, are included. At year-end, the District's commitments with contractors and vendors, including change orders through the date of this report, are as follows:

Project	Spent Through June 30, 2025	Remaining Commitment
Blacktop Resurfacing - E Lot, Wausau	\$ 135,705	\$ 302,203
CHS HVAC Upgrades	1,021,206	-
CHS Rooftop Chiller Replacement	-	332,944
CSSC Foundation & Exterior Repair	23,703	261,294
D Building Remodel (CJ/Student Life)	586,303	21,490
Dental Flooring Upgrade	98,527	-
Dental Remodel Cabinets	7,057	163,521
Emergency Services Training Center	386,611	240,123
FY26 Agriculture Center of Excellence Improvements	-	80,323
FY26 CHS Classroom Remodels	22,234	110,993
G Building Chiller Refurbish	11,900	127,000
H Building Roof Replacement	28,234	215,796
Heifer Barn Addition/Third Calf Pen	20,217	210,356
Industry 4.0 Agriculture + Transportation, CNG Improvements & Equipment	522,582	55,400
iTech Renovation	7,428	307,843
Merrill CDL Addition	240,993	303,260
Merrill CSSC (Community Safety Simulation Center)	434,966	10,383
NTC Connect-Convert Phillips P162/P163 Classroom to QSC Technology	-	106,965
PC Replacements	-	318,296
Radiography Fluoroscopy System	-	490,775
Sawmill - Antigo - Cleereman Hardwood Training Sawmill	3,098,152	168,703
Sawmill Addition - Antigo	2,108,843	149,963

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 10 CONSTRUCTION AND OTHER SIGNIFICANT COMMITMENTS (CONTINUED)

The District has a non-cancellable telecommunication service agreement for network services. Payments are calculated monthly, billed annually, and the final contract's term is scheduled to end in January, 2027. Total expenses for the year ended June 30, 2025, were \$59,235. As of June 30, 2025, the District was committed to make payments of \$92,625.

Multiple Contracts were signed with Workday creating future commitments through 4/29/2031. Total expenses for the year ended June 30, 2025 were \$668,204. As of June 30, 2025, the District was committed to make additional payments of \$3,858,064.

A contract was signed on 9/7/2023 with Heartland Business Systems for Cisco XDR Premier Tier Subscription, creating future commitments through 7/18/2026. Total expenses for the year ended June 30, 2025 were \$77,935. As of June 30, 2025, the District was committed to make additional payments of \$77,935.

A contract was signed on 1/18/2024 with Gray DI for Program Evaluation Software and Implementation Services, creating future commitments through 1/17/2027. Total expenses for the year ended June 30, 2025 were \$44,835. As of June 30, 2025, the District was committed to make additional payments of \$44,835.

A contract was signed on 2/20/2024 with AE Capital Solutions for Rubrik r6420s Foundation and Enterprise Edition Software with 5-year support and services, hardware, and professional Services. This creates future commitments through 2/28/2029. Total expenses for the year ended June 30, 2025 were \$194,013. As of June 30, 2025, the District was committed to make additional payments of \$582,039.

A contract was signed on 3/8/2024 with Instructure for Canvas LMS Cloud Subscription, beginning 7/1/2024, creating future commitments through 6/30/2027. Total expenses for the year ended 6/30/2025 were \$58,590. As of June 30, 2025, the District was committed to make additional payments of \$122,981.

A contract was signed on 5/25/2024 with EAB Global for Virtual Tour, beginning 7/1/2024, creating future commitments through 6/30/2027. Total expenses for the year ended 6/30/2025 were \$41,546. As of June 30, 2025, the District was committed to make additional payments of \$82,841.

A contract was signed on 7/9/2024 with Insight Public Sector for Microsoft SQL Server Enterprise Core Ed., creating future commitments through 7/31/2027. Total expenses for the year ended 6/30/2025 were \$52,114. As of June 30, 2025, the District was committed to make additional payments of \$104,228.

A contract was signed on 9/19/2024 with De Lage Landen Financial Services, Inc. for EA 3.0 & Meraki Licenses, for 60 months, creating future commitments through 6/31/2029. Total expenses for the year ended 6/30/2025 were \$200,188. As of June 30, 2025 the district was committed to make additional payments of \$800,752.

A contract was signed 8/18/2025 with Carahsoft for ChatGPT/Open AI Enterprise for EDU - 400 Licenses, creating future commitments through 8/17/2027. As of 8/18/25, the District was committed to make payments of \$188,160.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 11 JOINT VENTURES

The District implemented a computerized library database through a joint venture by joining the Wisconsin Public Access Library System (WISPALS). WISPALS is governed by the college presidents and librarians with each member college having an equal vote. As of July 1, 2013, there were 11 full members. Through the joint venture, each college owns one-eleventh of the computer hardware and software that comprises WISPALS; however, the computer hardware and software is permanently housed at Waukesha County Technical College's Pewaukee campus. Operating costs of WISPALS are also shared equally by the member colleges. The following is a summary of financial information for WISPALS as of June 30:

	2025		2024	
	<u>Total</u> <u>WISPALS</u>	<u>NTC's Share</u>	<u>Total</u> <u>WISPALS</u>	<u>NTC's Share</u>
Total Assets	\$ 67,175	\$ 6,107	\$ 87,313	\$ 7,938
Total Liabilities	-	-	58,612	5,328
Ending Fund Balance	67,175	6,107	28,701	2,609
Total Revenues	642,535	58,412	552,442	50,222
Total Expenses	604,061	54,915	593,383	53,944

NOTE 12 CONTINGENT LIABILITIES

On August 31, 2011, the Dairyland State Academy, Inc., transferred title of all property owned by the Academy to the College. This property was purchased using funds from various donors, including an initial \$1,000,000 capital contribution from Marathon County. In the event the property is no longer being used for its intended use as an agriculture farm/learning laboratory, the property shall be liquidated and the proceeds distributed in accordance with an agreement with Marathon County.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024**

NOTE 13 EXPENSE CLASSIFICATION

Operating expenses by natural classification were as follows for the years ended June 30:

	2025	2024
Salaries and Wages	\$ 34,139,612	\$ 33,716,483
Employee Benefits	11,688,527	9,584,457
Travel, Memberships, and Subscriptions	1,029,934	1,056,793
Supplies and Minor Equipment	8,979,675	5,645,535
Postage, Printing, and Advertising	721,858	806,609
Repairs and Maintenance	725,849	597,396
Contracted Services	4,242,320	4,880,853
Rentals	293,685	321,202
Insurance	622,041	562,543
Utilities	1,175,561	1,063,049
Depreciation and amortization	12,725,281	11,963,816
Other	338,220	232,565
Student Aid	3,662,128	3,215,933
Total Operating Expenses	<u>\$ 80,344,691</u>	<u>\$ 73,647,234</u>

REQUIRED SUPPLEMENTARY INFORMATION

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
SCHEDULES OF CHANGES IN THE EMPLOYER'S TOTAL OTHER POSTEMPLOYMENT
BENEFIT (OPEB) LIABILITY AND RELATED RATIOS – DISTRICT OPEB PLAN
LAST TEN FISCAL YEARS*
(SEE INDEPENDENT AUDITORS' REPORT)**

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Measurement Date	6/30/2024	6/30/2023	6/30/2022	6/30/2021	6/30/2020	6/30/2019	6/30/2018	6/30/2017	6/30/2016	6/30/2015
Total OPEB Liability										
Service Cost	51,883	67,955	87,451	114,215	\$ 91,415	\$ 165,679	\$ 175,183	\$ 151,134	\$ 124,538	\$ 124,538
Interest	121,838	141,076	99,225	121,987	173,018	190,022	192,089	189,566	234,496	244,389
Changes of Benefit Terms	-	-	-	4,660	-	(454,191)	-	-	-	-
Differences Between Expected and Actual Experience	19,438	(485,054)	(171,213)	(993,054)	-	151,099	-	113,957	-	-
Changes in Assumptions or Other Input	(20,632)	(38,818)	(624,071)	80,202	526,109	220,178	(161,310)	(466,694)	486,813	-
Benefit Payments	<u>(279,233)</u>	<u>(228,673)</u>	<u>(300,821)</u>	<u>(351,711)</u>	<u>(295,646)</u>	<u>(423,399)</u>	<u>(821,054)</u>	<u>(840,132)</u>	<u>(746,871)</u>	<u>(518,596)</u>
Net Change in Total OPEB Liability	(106,706)	(543,514)	(909,429)	(1,023,701)	494,896	(150,612)	(615,092)	(852,169)	98,976	(149,669)
Total OPEB Liability - Beginning	<u>3,063,745</u>	<u>3,607,259</u>	<u>4,516,688</u>	<u>5,540,389</u>	<u>5,045,493</u>	<u>5,196,105</u>	<u>5,811,197</u>	<u>6,663,366</u>	<u>6,564,390</u>	<u>6,714,059</u>
Total OPEB Liability - Ending	<u>\$ 2,957,039</u>	<u>\$ 3,063,745</u>	<u>\$ 3,607,259</u>	<u>\$ 4,516,688</u>	<u>\$ 5,540,389</u>	<u>\$ 5,045,493</u>	<u>\$ 5,196,105</u>	<u>\$ 5,811,197</u>	<u>\$ 6,663,366</u>	<u>\$ 6,564,390</u>
District's Covered Employee Payroll	\$ 29,612,763	\$ 29,612,763	\$ 24,452,193	\$ 24,452,193	\$ 24,289,304	\$ 24,289,304	\$ 24,481,301	\$ 24,482,301	\$ 16,353,932	\$ 16,353,932
Total OPEB Liability as a Percentage of Covered Employee Payroll	9.99%	10.35%	14.75%	18.47%	22.81%	20.77%	21.22%	23.74%	40.74%	40.14%

* The amounts presented were determined as of a measurement date on year prior to the fiscal year. Amounts were not available for years prior to 2016 as the District first implemented GASB No. 75 in fiscal year 2016

Notes to Schedule

There are no assets accumulated in a trust that mat meets the criteria of codification P22.101 or P52.101 to pay related benefits for the OPEB plan

Changes of Benefit Terms : There were no changes in benefit terms.

Changes in Assumptions : There were no changes in assumptions

See accompanying Notes to Required Supplementary Information.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
SCHEDULES OF THE EMPLOYER'S PROPORTIONATE SHARE OF THE NET PENSION
LIABILITY (ASSET) AND EMPLOYER CONTRIBUTIONS – WISCONSIN RETIREMENT SYSTEM
LAST TEN FISCAL YEARS
(SEE INDEPENDENT AUDITORS' REPORT)

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Schedule of the Employer's Proportionate Share of the Net Pension Liability (Asset)										
Measurement Date	12/31/2024	12/31/2023	12/31/2022	12/31/2021	12/31/2020	12/31/2019	12/31/2018	12/31/2017	12/31/2016	12/31/2015
District's Proportion of the Net Pension Liability (Asset)	0.15880428 %	0.16119217 %	0.16311647 %	0.16382010 %	0.16754624 %	0.17117445 %	0.17474551 %	0.17767368 %	0.17964961 %	0.18088260 %
District's Proportionate Share of the Net Pension Liability (Asset)	2,609,417	2,396,614	8,641,427	(13,204,201)	\$ (10,460,144)	\$ (5,519,445)	\$ 6,216,897	\$ (5,275,342)	\$ 1,480,742	\$ 2,939,307
District's Covered Payroll During the Measurement Period	32,686,261	30,944,788	29,817,053	27,615,499	27,500,490	26,721,696	26,334,880	26,060,478	25,685,729	25,565,458
District's Proportionate Share of the Net Pension Liability (Asset) as a Percentage of it's Covered Payroll	0.08%	0.08%	0.29%	(0.48)%	(0.38)%	(20.66)%	23.61%	(20.24)%	5.76%	11.50%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability (Asset)	98.79%	95.72%	95.72%	106.02%	105.26%	102.96%	96.45%	102.93%	99.12%	98.20%
Schedule of Employer Contributions										
Contractually Required Contribution for the Fiscal Period	\$ 2,255,352	\$ 2,104,245	\$ 1,938,108	\$ 1,865,540	\$ 1,856,409	\$ 1,799,388	\$ 1,762,195	\$ 1,751,085	\$ 1,743,835	\$ 1,720,607
Contributions in Relation to the Contractually Required Contribution	(2,255,352)	(2,104,245)	(1,938,108)	(1,865,540)	(1,856,409)	(1,799,388)	(1,762,195)	(1,751,085)	(1,743,835)	(1,720,607)
Contribution Deficiency	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
District's Covered Payroll for the Fiscal Period	32,686,261	30,944,788	30,072,866	27,615,499	\$ 27,418,235	\$ 27,057,005	\$ 26,597,880	\$ 25,942,119	\$ 26,024,846	\$ 25,678,283
Contributions as a Percentage of Covered Payroll	6.90%	6.80%	6.44%	6.76%	6.77%	6.65%	6.63%	6.75%	6.70%	6.70%

Notes to Schedule

Changes of Benefit Terms : There were no changes in benefit terms for any participating employer in WRS.
Changes in Assumptions : There were no changes in the assumptions

See accompanying Notes to Required Supplementary Information.

SUPPLEMENTARY INFORMATION

The following supplementary information is provided to document Northcentral Technical College District's compliance with State budgetary requirements. This accountability is an essential requirement to maintain the public trust. The method of accounting used for budgetary compliance monitoring is substantially different from the method of preparing the basic financial statements of the District, as described in the notes to the accompanying schedules.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE – BUDGET AND
ACTUAL (NON-GAAP BUDGETARY BASIS) – GENERAL FUND
YEAR ENDED JUNE 30, 2025
(SEE INDEPENDENT AUDITORS' REPORT)

	Original Budget	Amended Budget	Actual	Adjustment to Budgetary Basis	Actual on a Budgetary Basis	Variance Positive (Negative)
REVENUES						
Local Government	\$ 10,892,222	\$ 10,837,268	\$ 10,837,268	\$ -	\$ 10,837,268	\$ -
State Revenues	22,570,252	22,788,604	22,788,604	-	22,788,604	-
Federal Revenues	5,000	7,990	7,990	-	7,990	-
Statutory Program Fees	9,686,000	9,216,403	9,216,403	-	9,216,403	-
Material Fees	509,096	485,597	485,597	-	485,597	-
Other Student Fees	146,000	98,190	98,190	-	98,190	-
Institutional Revenues	994,274	1,069,371	1,069,371	-	1,069,371	-
Total Revenues	44,802,844	44,503,423	44,503,423	-	44,503,423	-
EXPENDITURES						
Instruction	28,202,923	26,151,129	26,151,129	-	26,151,129	-
Instructional Resources	1,461,848	1,494,209	1,494,209	-	1,494,209	-
Student Services	3,400,007	3,087,708	3,087,708	-	3,087,708	-
General Institutional	9,347,973	9,576,145	9,576,145	-	9,576,145	-
Physical Plant	4,390,093	4,167,374	4,167,374	-	4,167,374	-
Total Expenditures	46,802,844	44,476,565	44,476,565	-	44,476,565	-
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	(2,000,000)	26,858	26,858	-	26,858	-
OTHER FINANCING SOURCES (USES)						
Transfers In	500,000	33,431	33,431	-	33,431	-
Transfers Out	-	-	-	-	-	-
Total Other Financing Sources (Uses)	500,000	33,431	33,431	-	33,431	-
DEFICIENCY OF REVENUES AND OTHER FINANCING SOURCES (USES) OVER EXPENDITURES	<u>\$ (1,500,000)</u>	<u>\$ 60,289</u>	60,289	-	60,289	<u>\$ -</u>
Fund Balance - Beginning of Year			19,900,743	-	20,072,431	
FUND BALANCE - END OF YEAR			<u>\$ 19,961,032</u>	<u>\$ -</u>	<u>\$ 20,132,720</u>	
FUND BALANCE						
Reserved for Prepaid Items			\$ 606,042			
Reserve for Encumbrances			22,947			
Unreserved Fund Balance:						
Designated for Postemployment Benefits			2,957,039			
Designated for State Aid Fluctuations			767,891			
Designated for Subsequent Years			4,500,000			
Designated for Operations			11,107,113			
Total Fund Balance			<u>\$ 19,961,032</u>			

See accompanying Notes to Budgetary Comparison Schedules.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE – BUDGET AND
ACTUAL (NON-GAAP BUDGETARY BASIS) – SPECIAL REVENUE AIDABLE FUND
YEAR ENDED JUNE 30, 2025
(SEE INDEPENDENT AUDITORS' REPORT)

	Original Budget	Amended Budget	Actual	Adjustment to Budgetary Basis	Actual on a Budgetary Basis	Variance Positive (Negative)
REVENUES						
Local Government	\$ 500,000	\$ 500,000	\$ 500,000	\$ -	\$ 500,000	\$ -
State Revenues	2,038,880	2,401,182	2,401,182	-	2,401,182	-
Federal Revenues	1,757,318	1,810,755	1,810,755	-	1,810,755	-
Statutory Program Fees	247,500	222,020	222,020	-	222,020	-
Material Fees	37,150	30,321	30,321	-	30,321	-
Other Student Fees	522,750	496,746	496,746	-	496,746	-
Institutional Revenues	5,906,204	6,618,078	6,618,078	-	6,618,078	-
Total Revenues	11,009,802	12,079,102	12,079,102	-	12,079,102	-
EXPENDITURES						
Instruction	8,831,076	9,732,154	9,732,154	-	9,732,154	-
Instructional Resources	42,038	43,446	43,446	-	43,446	-
Student Services	1,836,433	1,729,346	1,729,346	-	1,729,346	-
General Institutional	728,858	759,425	759,425	-	759,425	-
Physical Plant	23,712	25,250	25,250	-	25,250	-
Total Expenditures	11,462,117	12,289,621	12,289,621	-	12,289,621	-
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	(452,315)	(210,519)	(210,519)	-	(210,519)	-
OTHER FINANCING SOURCES (USES)						
Transfers In	-	49,711	49,711	-	49,711	-
Transfers Out	-	(77,801)	(77,801)	-	(77,801)	-
Total Other Financing Sources (Uses)	-	(28,090)	(28,090)	-	(28,090)	-
EXCESS (DEFICIENCY) OF REVENUES AND OTHER FINANCING SOURCES (USES) OVER EXPENDITURES	<u>\$ (452,315)</u>	<u>\$ (238,609)</u>	(238,609)	-	(238,609)	<u>\$ -</u>
Fund Balance - Beginning of Year			3,178,323	-	3,030,271	
FUND BALANCE - END OF YEAR			<u>\$ 2,939,714</u>	<u>\$ -</u>	<u>\$ 2,791,662</u>	
FUND BALANCE						
Reserved for Prepaid Items			18,766			
Unreserved Fund Balance:						
Designated for Subsequent Year			-			
Designated for Operations			2,920,948			
Total Fund Balance			<u>\$ 2,939,714</u>			

See accompanying Notes to Budgetary Comparison Schedules.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE – BUDGET AND
ACTUAL (NON-GAAP BUDGETARY BASIS) – SPECIAL REVENUE NON-AIDABLE FUND
YEAR ENDED JUNE 30, 2025
(SEE INDEPENDENT AUDITORS' REPORT)

	Original Budget	Amended Budget	Actual	Adjustment to Budgetary Basis	Actual on a Budgetary Basis	Variance Positive (Negative)
REVENUES						
Local Government	\$ 100,000	\$ 97,881	\$ 97,881	\$ -	\$ 97,881	\$ -
State Revenues	1,438,956	1,464,639	1,464,639	-	1,464,639	-
Federal Revenues	10,022,643	12,903,498	12,903,498	-	12,903,498	-
Other Student Fees	825,000	251,581	251,581	-	251,581	-
Institutional Revenues	50,750	84,415	84,415	-	84,415	-
Total Revenues	12,437,349	14,802,014	14,802,014	-	14,802,014	-
EXPENDITURES						
Instruction	20,000	28,090	28,090	-	28,090	-
Student Services	12,329,879	14,773,946	14,773,946	-	14,773,946	-
General Institutional	-	7,253	7,253	-	7,253	-
Custodial Deductions	-	-	-	-	-	-
Total Expenditures	12,349,879	14,809,289	14,809,289	-	14,809,289	-
EXCESS OF REVENUES OVER EXPENDITURES	87,470	(7,275)	(7,275)	-	(7,275)	-
OTHER FINANCING SOURCES						
Transfers In	-	28,090	28,090	-	28,090	-
Total Other Financing Sources	-	28,090	28,090	-	28,090	-
EXCESS OF REVENUES AND OTHER FINANCING SOURCES OVER EXPENDITURES	<u>\$ 87,470</u>	<u>\$ 20,815</u>	20,815	-	20,815	<u>\$ -</u>
Fund Balance - Beginning of Year			30,399	-	30,399	
FUND BALANCE - END OF YEAR			<u>\$ 51,214</u>	<u>\$ -</u>	<u>\$ 51,214</u>	

See accompanying Notes to Budgetary Comparison Schedules.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE – BUDGET AND
ACTUAL (NON-GAAP BUDGETARY BASIS) – CAPITAL PROJECTS FUND
YEAR ENDED JUNE 30, 2025
(SEE INDEPENDENT AUDITORS' REPORT)

	Original Budget	Amended Budget	Actual	Adjustment to Budgetary Basis	Actual on a Budgetary Basis	Variance Positive (Negative)
REVENUES						
State Revenues	\$ 2,486,177	\$ 2,473,191	2,473,191	\$ -	\$ 2,473,191	\$ -
Federal Revenues	696,796	2,028,765	2,028,765	-	2,028,765	-
Institutional Revenues	-	2,574,926	2,574,926	-	2,574,926	-
Total Revenues	<u>3,182,973</u>	<u>7,076,882</u>	<u>7,076,882</u>	<u>-</u>	<u>7,076,882</u>	<u>-</u>
EXPENDITURES						
Capital Outlay:						
Instruction	4,675,272	4,322,998	4,322,998	-	4,322,998	-
Instructional Resources	342,604	1,034,881	1,034,881	-	1,034,881	-
Student Services	-	7,911	7,911	-	7,911	-
General Institutional	5,793,234	2,839,387	2,839,387	-	2,839,387	-
Physical Plant	7,289,035	8,261,094	8,261,094	-	8,261,094	-
Total Expenditures	<u>18,100,145</u>	<u>16,466,271</u>	<u>16,466,271</u>	<u>-</u>	<u>16,466,271</u>	<u>-</u>
DEFICIENCY OF REVENUES OVER EXPENDITURES	(14,917,172)	(9,389,389)	(9,389,389)	-	(9,389,389)	-
OTHER FINANCING SOURCES (USES)						
Transfers In	-	-	-	-	-	-
Transfers Out	-	(1,531,718)	(1,531,718)	-	(1,531,718)	-
Issuance of Long-Term Debt	13,500,000	13,000,000	13,000,000	-	13,000,000	-
Total Other Financing Sources	<u>13,500,000</u>	<u>11,468,282</u>	<u>11,468,282</u>	<u>-</u>	<u>11,468,282</u>	<u>-</u>
DEFICIENCY OF REVENUES AND OTHER FINANCING SOURCES (USES) OVER EXPENDITURES	<u>\$ (1,417,172)</u>	<u>\$ 2,078,893</u>	2,078,893	-	2,078,893	<u>\$ -</u>
Fund Balance - Beginning of Year			19,870,783	-	19,870,783	
FUND BALANCE - END OF YEAR			<u>\$ 21,949,676</u>	<u>\$ -</u>	<u>\$ 21,949,676</u>	
FUND BALANCE						
Reserved for Prepaid Items			-			
Unreserved Fund Balance:						
Designated for Operations			-			
Reserved for Capital Projects			21,949,676			
Total Fund Balance			<u>\$ 21,949,676</u>			

See accompanying Notes to Budgetary Comparison Schedules.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE – BUDGET AND
ACTUAL (NON-GAAP BUDGETARY BASIS) – DEBT SERVICE FUND
YEAR ENDED JUNE 30, 2025
(SEE INDEPENDENT AUDITORS' REPORT)

	Original Budget	Amended Budget	Actual	Adjustment to Budgetary Basis	Actual on a Budgetary Basis	Variance Positive (Negative)
REVENUES						
Local revenues	\$ 16,047,606	\$ 16,698,227	\$ 16,698,227	\$ -	\$ 16,698,227	\$ -
Institutional Revenues	143,800	246,106	246,106	-	246,106	-
Total Revenues	16,191,406	16,944,333	16,944,333	-	16,944,333	-
EXPENDITURES						
Physical Plant	15,505,800	18,874,505	18,874,505	-	18,874,505	-
Total Expenditures	15,505,800	18,874,505	18,874,505	-	18,874,505	-
DEFICIENCY OF REVENUES OVER EXPENDITURES	685,606	(1,930,172)	(1,930,172)	-	(1,930,172)	-
OTHER FINANCING SOURCES						
Transfers In	-	1,531,718	1,531,718	-	1,531,718	-
Premium on Long-Term Debt	-	407,713	407,713	-	407,713	-
Total Other Financing Sources	-	1,939,431	1,939,431	-	1,939,431	-
EXCESS (DEFICIENCY) OF REVENUES AND OTHER FINANCING SOURCES OVER EXPENDITURES	<u>\$ 685,606</u>	<u>\$ 9,259</u>	9,259	-	9,259	<u>\$ -</u>
Fund Balance - Beginning of Year			6,442,860	-	6,442,860	
FUND BALANCE - END OF YEAR			<u>\$ 6,452,119</u>	<u>\$ -</u>	<u>\$ 6,452,119</u>	
FUND BALANCE						
Designated for Operations			-			
Reserved for Debt Service			<u>\$ 6,452,119</u>			
			<u>\$ 6,452,119</u>			

See accompanying Notes to Budgetary Comparison Schedules.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN NET POSITION – BUDGET AND
ACTUAL (NON-GAAP BUDGETARY BASIS) – ENTERPRISE FUND
YEAR ENDED JUNE 30, 2025
(SEE INDEPENDENT AUDITORS' REPORT)

	Original Budget	Amended Budget	Actual	Adjustment to Budgetary Basis	Actual on a Budgetary Basis	Variance Positive (Negative)
OPERATING REVENUES						
Local Government	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Institutional	2,145,760	2,391,531	2,391,531		2,391,531	-
Total Operating Revenues	2,145,760	2,391,531	2,391,531	-	2,391,531	-
OPERATING EXPENSES						
Auxiliary Services	1,843,850	2,413,543	2,413,543	-	2,413,543	-
Total Expenses	1,843,850	2,413,543	2,413,543	-	2,413,543	-
OPERATING LOSS	301,910	(22,012)	(22,012)	-	(22,012)	-
OPERATING TRANSFERS						
Transfers In	-	-	-	-	-	-
Transfers Out	-	(33,431)	(33,431)	-	(33,431)	-
Total Operating Transfers	-	(33,431)	(33,431)	-	(33,431)	-
CHANGE IN NET POSITION	<u>\$ 301,910</u>	<u>\$ (55,443)</u>	(55,443)	-	(55,443)	<u>\$ -</u>
Net Position - Beginning of Year			466,261	-	466,261	
NET POSITION - END OF YEAR			<u>\$ 410,818</u>	<u>\$ -</u>	<u>\$ 410,818</u>	
NET POSITION - UNRESTRICTED			<u>\$ 410,818</u>			

See accompanying Notes to Budgetary Comparison Schedules.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN NET POSITION – BUDGET AND
ACTUAL (NON-GAAP BUDGETARY BASIS) – INTERNAL SERVICE FUND
YEAR ENDED JUNE 30, 2025
(SEE INDEPENDENT AUDITORS' REPORT)

	Original Budget	Amended Budget	Actual	Adjustment to Budgetary Basis	Actual on a Budgetary Basis	Variance Positive (Negative)
OPERATING REVENUES						
Institutional	\$ 6,169,084	\$ 4,004,395	\$ 4,004,395	\$ -	\$ 4,004,395	\$ -
Total Operating Revenues	6,169,084	4,004,395	4,004,395	-	4,004,395	-
OPERATING EXPENSES						
Auxiliary Services	6,532,600	4,700,367	4,700,367	-	4,700,367	-
Total Expenses	6,532,600	4,700,367	4,700,367	-	4,700,367	-
OPERATING INCOME (LOSS)	(363,516)	(695,972)	(695,972)	-	(695,972)	-
OPERATING TRANSFERS						
Transfers In	-	-	-	-	-	-
Transfers Out	(500,000)	-	-	-	-	-
Total Operating Transfers	(500,000)	-	-	-	-	-
CHANGE IN NET POSITION	<u>\$ (863,516)</u>	<u>\$ (695,972)</u>	(695,972)	-	(695,972)	<u>\$ -</u>
Net Position - Beginning of Year			4,888,650	-	4,888,650	
NET POSITION - END OF YEAR			<u>\$ 4,192,678</u>	<u>\$ -</u>	<u>\$ 4,192,678</u>	
NET POSITION - UNRESTRICTED			<u>\$ 4,192,678</u>			

See accompanying Notes to Budgetary Comparison Schedules.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO BUDGETARY COMPARISON SCHEDULES
JUNE 30, 2025**

NOTE 1 BUDGETARY ACCOUNTING

The District uses a fund structure for budgetary accounting as compared to the entity-wide presentation of the basic financial statements. Annual budgets are adopted for all funds in accordance with the requirements of the Wisconsin Technical College System Board (the Board). The District follows the procedures listed below in adopting its annual budget:

Property taxes are levied by the various taxing municipalities located primarily in Marathon, Clark, Lincoln, Menominee, Portage, Price, Shawano, Taylor, Waupaca, and Langlade Counties. The District records as revenues its share of the local tax when levied, since the District's share becomes available during its fiscal year to finance its operations.

Public hearings are conducted on the proposed budget.

Prior to July 1, the budget is legally enacted through approval by the Board.

Budget amendments during the year are legally authorized. Budget transfers (between funds and functional areas within funds) and changes in budgeted revenues and expenditures (appropriations) require approval by a vote of two-thirds of the entire membership of the Board and require publishing a Class I public notice in the District's official newspaper within ten days according to Wisconsin statutes. It is the Board's policy to amend the budget to actual each fiscal year.

Management exercises control over budgeted expenditures by fund and function (i.e., instruction, instructional resources, etc.), as presented in the required supplementary information. Expenditures may not exceed funds available or appropriated, unless authorized by a resolution adopted by a vote of two-thirds of the Board. Unused appropriations lapse at the end of each fiscal year.

Formal budgetary integration is employed as a planning device for all funds. The annual operating budget is prepared primarily on the same basis as fund financial statements prior to the adoption of GASB Statement No. 34, except encumbrances are also included in the adopted budget. Encumbrance accounting, under which purchase orders, contracts, and other commitments for the expenditure of monies are recorded in order to reserve that portion of the applicable appropriation, is employed as an extension of the formal budgetary process.

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO BUDGETARY COMPARISON SCHEDULES
JUNE 30, 2025**

NOTE 2 EXPLANATION OF DIFFERENCES BETWEEN REVENUES, EXPENDITURES, AND OTHER FINANCING SOURCES (USES) FOR BUDGETARY FUNDS ON A BUDGETARY BASIS AND THE STATEMENT OF REVENUES AND EXPENSES ON A GAAP BASIS

REVENUES

Actual Amounts (Budgetary Basis) "Revenues" from the Budgetary Comparison Schedules:

General Fund	\$ 44,503,423
Special Revenue Aidable Fund	12,079,102
Special Revenue Non-Aidable Fund	14,802,014
Capital Projects Fund	7,076,882
Debt Service Fund	16,944,333
Enterprise Fund	2,391,531
Internal Service Fund	4,004,395
	<u>101,801,680</u>

Adjustments:

Interfund Charges and Internal Service Funds are Eliminated for GAAP Reporting	(4,009,760)
Proceeds on Sale of Assets are Reported Net of the Value of the Assets Sold for GAAP Reporting	(714,250)
Student Aid in the Form of Loans is Included in Expenditures for Budgetary Purposes but Offset Revenues for GAAP Reporting	(6,328,415)
Scholarship Allowances are Included in Expenditures for Budgetary Purposes but Offset Revenues for GAAP Reporting	(4,311,618)
Summer Tuition Recognized on the Cash Basis is Adjusted to Accrual Basis for GAAP Reporting	73,288
Property Taxes Levied for Debt Service Payments in the Subsequent Fiscal Year are Deferred for Budgetary Purposes	<u>(327,743)</u>

Reconciled Revenues	<u><u>\$ 86,183,182</u></u>
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Revenues per Statement of Revenues and Expenses on a GAAP Basis:

Operating Revenues	\$ 27,459,321
Property Taxes	27,805,633
State Operating Appropriations	22,788,604
Federal Grants	6,211,907
Investment Income	<u>1,917,717</u>
Total	<u><u>\$ 86,183,182</u></u>

**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
NOTES TO BUDGETARY COMPARISON SCHEDULES
JUNE 30, 2025**

NOTE 2 EXPLANATION OF DIFFERENCES BETWEEN REVENUES, EXPENDITURES, AND OTHER FINANCING SOURCES (USES) FOR BUDGETARY FUNDS ON A BUDGETARY BASIS AND THE STATEMENT OF REVENUES AND EXPENSES ON A GAAP BASIS (CONTINUED)

EXPENDITURES

Actual Amounts (Budgetary Basis) "Expenditures" from the Budgetary Comparison Schedules:

General Fund	\$ 44,476,565
Special Revenue Aidable Fund	12,289,621
Special Revenue Non-Aidable Fund	14,809,289
Capital Projects Fund	16,466,271
Debt Service Fund	18,874,505
Enterprise Fund	2,413,543
Internal Service Fund	4,700,367
	<u>114,030,161</u>

Adjustments:

Interfund Charges and Internal Service Funds are Eliminated for GAAP Reporting	(4,009,760)
Student Aid in the Form of Loans are Included in Expenditures for Budgetary Purposes but Offset Revenues for GAAP Reporting	(6,328,415)
Scholarship Allowances are Included in Expenditures for Budgetary Purposes but Offset Revenues for GAAP Reporting	(4,311,618)
Cash Basis Expenditures Adjusted to Accrual Basis for GAAP Reporting:	
Summer School Instructional Wages	94,617
Postemployment Benefits	(664,688)
Pension Related Benefits	1,251,014
Health Insurance Benefits	(374,000)
Subscription Based Information Technology Arrangements	(240,490)
The Acquisition of Capital Assets, Excluding Donations, is Reported as an Expenditure for Budgetary Purposes	(12,984,901)
Repayment of Principal on Long-Term Debt is a Budgetary Expenditure	(15,660,000)
Bond Premium is Amortized for GAAP Purposes	(389,679)
Depreciation and Loss on Capital Asset Disposal is Recorded for GAAP Purposes	<u>11,045,541</u>

Expenses on a GAAP Basis	<u><u>\$ 81,457,782</u></u>
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Expenses per the Statement of Revenues and Expenses on a GAAP Basis:

Operating Expenses	\$ 80,344,691
Interest Expense	<u>1,293,108</u>

Total	<u><u>\$ 81,457,782</u></u>
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Other financing sources and uses such as transfers in (out) and proceeds from issuance of long-term debt are not recognized as revenues or expenses for GAAP reporting.

STATISTICAL SECTION



YEARS ENDED 2025 & 2024
Annual Comprehensive
Financial Report

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT

Statistical Section

This part of the District's annual comprehensive financial report presents detailed information as a context for understanding what the information in the financial statements, note disclosures, and required supplementary information says about the District's overall financial health. The information was prepared by the District and was not subject to audit by the independent certified public accounting firm.

Contents

Financial Trends

These schedules contain trend information to help the reader understand how the District's financial performance and well-being have changed over time.

Revenue Capacity

These schedules contain information to help the reader assess the District's most significant local revenue source, the property tax.

Debt Capacity

These schedules present information to help the reader assess the affordability of the District's current levels of outstanding debt and the District's ability to issue additional debt in the future.

Demographic and Economic Information

These schedules offer demographic and economic indicators to help the reader understand the environment within which the District's financial activities take place.

Operating Information

These schedules contain service and infrastructure data to help the reader understand how the information in the District's financial report relates to the services the District provides and the activities it performs.

Sources: Unless otherwise noted, the information in these schedules is derived from the annual comprehensive financial reports for the relevant year.

Column Headings: The columns headed "Year" in this section refer to the District's fiscal year (July 1 to June 30). Certain data included in this section is only available on a calendar-year basis; and if calendar-year data is presented, it is disclosed in the notes to the specific statement or schedule included in this section.

Northcentral Technical College District

Net Position by Component

Last Ten Fiscal Years
(accrual basis of accounting)

	2025	2024	2023	Restated 2022	2021	2020	Restated 2019	Restated 2018	2017	2016
Net investment in capital assets	\$49,381,729	\$43,198,846	\$37,213,215	\$33,696,112	\$29,514,527	\$23,839,782	\$21,759,852	\$24,122,258	\$24,480,899	\$28,497,678
Restricted for debt service	8,135,048	8,227,577	8,145,380	7,812,886	7,461,581	8,396,806	9,422,746	8,317,949	9,388,527	11,063,982
Restricted for pension benefit	-	-	-	13,204,201	10,460,144	5,519,445	-	-	-	-
Unrestricted	28,077,285	29,442,239	25,710,779	17,854,315	15,630,785	12,315,542	15,540,947	18,166,960	17,801,658	18,737,591
Total net position	\$85,594,062	\$80,868,662	\$71,069,374	\$72,567,514	\$63,067,037	\$50,071,575	\$46,723,545	\$50,607,167	\$51,671,084	\$58,299,251

Northcentral Technical College District

Changes in Net Position

Last Ten Fiscal Years

	2025	2024	2023	Restated 2022	2021	2020	2019	2018	2017	2016
Operating revenues:										
Student program fees, net of scholarship allowances	\$5,707,579	\$6,273,102	\$5,950,417	\$6,071,204	\$5,221,402	\$5,205,781	\$4,856,036	\$4,702,937	\$4,684,795	\$5,083,670
Student material fees, net of scholarship allowances	358,734	402,473	369,703	364,103	333,312	341,682	356,349	346,263	331,100	398,967
Other student fees, net of scholarship allowances	496,215	606,619	667,476	586,461	844,450	861,289	858,693	727,238	346,153	390,000
Federal grants	4,219,686	4,609,125	3,325,974	1,891,785	6,651,294	6,709,180	7,286,073	7,627,080	9,096,043	10,358,425
State grants	6,330,012	4,053,405	4,078,111	4,003,017	3,465,957	4,301,214	3,936,707	4,656,697	4,545,926	5,336,002
Business and industry contract revenues	6,784,708	5,503,413	3,133,591	4,012,673	3,023,161	4,423,369	3,685,269	3,029,511	2,313,036	2,287,285
School District contract revenues	928,143	916,641	844,430	889,722	836,714	794,688	721,485	743,169	693,180	669,328
Auxiliary enterprise revenues	2,386,164	2,301,405	2,063,309	2,105,630	2,069,712	2,025,971	2,238,015	2,492,635	2,669,422	3,041,570
Miscellaneous	248,080	854,534	2,229,847	868,016	990,569	1,168,745	1,267,747	1,206,794	1,473,424	849,434
Total operating revenues	27,459,321	25,520,717	22,662,858	20,792,611	23,436,571	25,831,919	25,206,374	25,532,324	26,153,079	28,414,681
Operating expenses:										
Instruction	36,398,417	34,878,495	33,427,679	27,307,022	25,592,175	31,091,502	32,330,976	31,146,729	30,969,598	31,222,473
Instructional resources	1,558,626	1,227,410	1,273,267	1,124,463	751,674	1,272,272	2,107,388	2,264,889	1,822,605	1,826,568
Student services	5,386,346	5,309,416	5,335,454	4,764,606	3,937,774	4,398,553	4,532,906	4,314,762	4,113,066	4,164,310
General institutional	13,998,702	12,157,808	12,604,792	9,175,463	8,415,620	10,624,143	11,518,850	11,426,340	12,527,972	12,217,745
Physical plant	4,197,725	2,643,518	3,725,383	3,746,237	3,419,077	3,960,895	4,537,471	4,235,123	4,409,893	4,280,141
Auxiliary enterprise services	2,417,466	2,250,838	2,252,885	2,071,539	1,985,894	2,034,632	2,271,546	2,484,925	3,027,776	3,472,975
Public service										
Depreciation	12,725,281	11,963,816	12,170,756	11,375,288	8,982,799	8,834,949	9,046,710	8,604,521	12,027,408	7,494,047
Student aid	3,662,128	3,215,933	2,668,655	7,227,917	2,880,996	2,651,659	2,179,836	1,678,198	1,606,644	2,659,220
Total operating expenses	80,344,691	73,647,234	73,458,871	66,792,535	55,966,009	64,868,605	68,525,683	66,155,487	70,504,962	67,337,479
Operating loss	(52,885,370)	(48,126,517)	(50,796,013)	(45,999,924)	(32,529,438)	(39,036,686)	(43,319,309)	(40,623,163)	(44,351,883)	(38,922,798)
Nonoperating revenues (expenses):										
Property taxes	27,805,633	29,361,602	21,613,330	22,644,579	22,919,150	21,889,541	20,865,483	20,323,698	19,742,496	19,233,396
State operating appropriations	22,788,604	22,290,947	22,078,799	21,691,319	20,385,536	19,750,509	18,998,416	19,387,371	19,254,123	18,968,541
CARES Act Funding	6,211,907	5,120,346	5,488,210	12,284,594	3,258,871	1,335,000				
Gain (loss) on disposal of capital assets	180,017	0	(44,316)	(109,988)	(44,392)	(118,185)	8,105	(2,641)	(797,071)	(16,649)
Investment income earned	1,917,717	2,355,704	1,331,426	53,172	53,840	380,271	567,569	290,730	126,786	88,442
Interest expense	(1,293,108)	(1,202,794)	(1,169,576)	(1,063,275)	(1,048,105)	(852,420)	(1,003,886)	(586,501)	(602,618)	(461,430)
Transfer of capital assets to Wausau Area Community Network										
Total nonoperating revenues	57,610,770	57,925,805	49,297,873	55,500,401	45,524,900	42,384,716	39,435,687	39,412,657	37,723,716	37,812,300
Income (loss) before other changes in net position	4,725,400	9,799,288	(1,498,140)	9,500,477	12,995,462	3,348,030	(3,883,622)	(1,210,506)	(6,628,167)	(1,110,498)
Impairment gain on tornado damage										
Other - Cumulative effect of change in accounting principle										
Total change in net position	\$4,725,400	\$9,799,288	(\$1,498,140)	\$9,500,477	\$12,995,462	\$3,348,030	(\$3,883,622)	(\$1,210,506)	(\$6,628,167)	(\$1,110,498)

The District implemented GASB 84 beginning with fiscal year ended June 30, 2020, and restated fiscal year ended June 30, 2019 and June 30, 2018, as a result.

Northcentral Technical College District

Distribution of Real Property Value on an Equalized Basis Langlade, Lincoln, Marathon, Menominee, Price, and Taylor Counties (1) Last Ten Calendar Years

Calendar Year	Residential	Commercial	Manufacturing	Agriculture and Ag Forest	Undeveloped	Forest	Other	Personal Property (4)	Total	District Equalized Valuation (2)	Total Direct Tax Rate (3)
2015 % of Total	11,331,535,626 66.10%	2,646,624,060 15.44%	567,484,300 3.31%	356,933,851 2.08%	158,036,666 0.92%	1,014,520,616 5.92%	612,601,290 3.57%	455,117,467 2.65%	17,142,853,876	13,910,543,454	1.26109
2016 % of Total	11,399,751,016 65.87%	2,739,133,330 15.83%	571,602,000 3.30%	356,990,745 2.06%	156,822,236 0.91%	994,977,954 5.75%	620,824,970 3.59%	465,885,333 2.69%	17,305,987,584	14,201,624,752	1.26545
2017 % of Total	11,496,159,102 65.82%	2,777,853,500 15.90%	591,280,500 3.39%	355,701,566 2.04%	155,722,836 0.89%	984,609,076 5.64%	626,470,410 3.59%	478,985,107 2.74%	17,466,782,097	14,603,138,274	1.26845
2018 % of Total	11,610,731,222 66.26%	2,809,847,770 16.04%	629,983,000 3.60%	357,549,318 2.04%	156,258,436 0.89%	965,809,726 5.51%	632,767,840 3.61%	358,927,483 2.05%	17,521,874,795	15,062,356,238	1.26242
2019 % of Total	11,851,124,344 66.30%	2,938,298,420 16.44%	631,239,400 3.53%	362,318,841 2.03%	155,237,926 0.87%	955,464,366 5.34%	633,420,310 3.54%	349,076,205 1.95%	17,876,179,812	15,713,207,743	1.27009
2020 % of Total	12,227,701,381 66.28%	3,085,210,080 16.72%	658,233,100 3.57%	366,747,723 1.99%	157,183,846 0.85%	951,690,536 5.16%	644,933,550 3.50%	358,002,844 1.94%	18,449,703,060	16,586,177,694	1.26273
2021 % of Total	12,848,874,801 66.73%	3,219,199,140 16.72%	692,067,700 3.59%	376,734,942 1.96%	160,807,846 0.84%	938,462,906 4.87%	656,180,270 3.41%	363,230,484 1.89%	19,255,558,089	17,015,111,648	1.21066
2022 % of Total	13,437,843,415 67.26%	3,307,842,240 16.56%	689,984,800 3.45%	390,968,145 1.96%	169,773,460 0.85%	961,384,491 4.81%	683,830,330 3.42%	338,034,959 1.69%	19,979,661,840	19,129,422,428	1.16987
2023 % of Total	14,440,531,804 67.80%	3,478,427,980 16.33%	719,794,800 3.38%	415,119,127 1.95%	173,974,196 0.82%	989,305,121 4.64%	734,420,570 3.45%	348,553,799 1.64%	21,300,127,397	21,689,269,550	1.11549
2024 % of Total	17,735,051,154 70.40%	4,022,734,740 15.97%	949,424,900 3.77%	446,748,689 1.77%	184,488,846 0.73%	1,053,564,065 4.18%	800,411,950 3.18%		25,192,424,344	23,585,667,862	1.07812

Source: Wisconsin Department of Revenue, Bureau of Equalization

Notes:

- (1) The District is comprised of almost all of six (6) counties (Langlade, Lincoln, Marathon, Menominee, Price, and Taylor) and parts of four (4) counties (Clark, Portage, Shawano, and Waupaca). Real property values are presented for Langlade, Lincoln, Marathon, Menominee, Price, and Taylor counties. These six counties comprise over 90% of the District's total equalized valuation.
- (2) Due to varying assessment policies in the municipalities contained in the District, the District uses equalized value of taxable property for tax levy purposes. This equalized value of property approximates estimated actual (full) value of taxable property in the State of Wisconsin. The District Equalized Valuation is the equalized value of property, excluding tax incremental financing districts, with the District. The amount shown is for the six counties listed only. Therefore, the above total column will be greater than the actual total equalized value for the District.
- (3) Property tax rates are shown per \$1,000 of equalized value.
- (4) Personal Property is exempt per 2023 WI Act 12. No longer need to report.

Northcentral Technical College District

Direct and Overlapping Property Tax Rates (2)

Last Ten Years
(Rate per \$1,000 of Equalized Value)

	Calendar Year Taxes are Payable									
	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
District Direct Rates:										
Operational (1)	0.438	0.465	0.504	0.572	0.625	0.632	0.632	0.642	0.639	0.635
Debt Service	0.640	0.650	0.666	0.638	0.638	0.638	0.630	0.626	0.626	0.626
Total Direct Rate	1.078	1.115	1.170	1.21	1.263	1.270	1.262	1.268	1.265	1.261
<u>Clark County</u>										
T Beaver	17.16	16.98	16.64	18.21	20.24	20.77	20.74	20.84	21.84	22.00
T Colby	15.70	16.27	17.45	19.29	20.50	20.51	20.66	20.74	21.06	21.27
T Eaton	17.05	16.89	17.18	19.84	20.93	21.88	21.53	21.49	22.32	24.28
T Fremont	17.31	16.78	19.20	20.55	21.86	22.41	21.74	21.70	21.98	22.24
T Green Grove	16.08	16.44	17.21	18.45	19.41	19.58	18.90	19.68	20.05	19.85
T Hoard	15.95	17.11	17.85	19.16	19.71	18.65	17.55	18.95	19.45	18.78
T Loyal	17.44	17.29	16.95	18.45	20.58	20.91	20.91	20.96	22.04	22.08
T Mayville	17.74	18.19	19.20	21.24	22.08	22.03	22.33	22.48	21.96	23.33
T Sherman	17.60	17.27	17.13	18.34	20.75	20.86	20.41	20.85	21.30	20.81
T Unity	17.00	16.86	17.66	19.17	21.51	20.92	20.94	21.29	21.60	21.25
T Warner	17.78	17.74	18.14	21.44	22.63	23.64	23.48	22.92	23.83	25.73
T Weston	15.24	15.31	15.53	18.71	18.73	18.89	18.72	19.06	19.71	20.39
T York	15.30	15.68	16.48	18.74	19.78	20.20	20.08	19.97	20.90	21.03
V Curtiss	21.33	20.68	21.11	22.97	23.10	22.79	23.15	22.95	21.04	32.94
V Dorchester	21.66	19.18	21.46	23.55	24.70	24.77	24.91	25.02	25.52	25.37
V Unity	16.98	17.52	19.42	21.13	22.53	22.50	22.69	22.89	22.99	23.34
C Abbotsford	23.17	23.75	24.02	26.03	26.58	26.27	26.08	25.87	24.08	27.85
C Colby	20.42	21.52	22.02	24.19	27.08	26.87	26.88	27.14	27.38	27.38
C Loyal	22.86	22.47	22.83	26.68	28.26	28.37	28.93	29.01	30.46	30.88
<u>Langlade County</u>										
T Ackley	14.68	14.20	13.93	16.54	17.89	16.88	16.98	17.28	17.50	17.58
T Antigo	15.02	14.29	14.08	16.77	18.15	16.88	17.02	17.50	18.13	18.35
T Evergreen	15.90	16.84	18.73	21.23	20.99	19.14	20.40	20.36	21.94	20.75
T Langlade	14.55	13.55	13.34	15.82	16.96	15.91	16.09	16.55	17.01	17.16
T Neva	14.50	14.30	14.47	16.74	18.05	17.21	17.45	17.86	18.07	18.26
T Norwood	14.35	13.84	13.59	15.68	17.03	15.98	16.07	16.59	17.00	17.31
T Peck	13.24	12.87	12.72	14.97	16.24	15.29	15.39	15.86	16.05	16.34
T Polar	14.03	13.53	13.23	15.77	17.13	16.08	16.21	16.75	17.32	17.67
T Price	13.65	13.15	12.78	15.22	16.55	15.48	15.61	16.09	16.47	16.79
T Rolling	14.73	14.27	14.06	16.62	17.98	16.96	19.24	17.56	17.98	18.29
T Summit	16.21	15.89	12.92	15.40	16.68	15.53	15.62	16.19	16.47	16.65
T Upham	10.17	10.89	12.67	13.27	14.02	14.06	14.20	14.69	13.25	13.38
T Vilas	14.19	13.78	13.50	15.96	17.28	16.20	16.31	16.92	17.33	17.62
T Wolf River	15.54	16.48	18.39	20.77	20.51	18.74	19.95	19.96	21.41	20.14
V White Lake	19.38	20.67	22.92	25.84	25.41	23.65	24.82	25.21	27.51	26.00
C Antigo	19.48	20.60	21.06	24.15	24.98	24.15	24.19	25.23	25.35	25.45
<u>Lincoln County</u>										
T Birch	10.91	11.75	11.58	15.02	16.09	16.24	16.66	16.83	17.26	17.61
T Corning	11.89	12.85	12.94	16.45	17.56	17.81	18.29	18.48	18.90	19.30
T Harding	11.25	12.15	12.05	15.57	16.67	16.86	17.32	17.55	17.95	18.31
T Harrison	11.19	11.71	12.94	14.02	16.19	16.83	17.18	17.41	16.66	16.35

Northcentral Technical College District

Direct and Overlapping Property Tax Rates (2) (Continued)

Last Ten Years

(Rate per \$1,000 of Equalized Value)

	Calendar Year Taxes are Payable									
	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
<u>Lincoln County</u> (Continued)										
T Merrill	11.62	12.58	12.52	16.12	17.23	17.41	17.87	17.94	18.37	18.73
T Pine River	12.79	13.63	13.47	17.13	18.34	18.42	18.62	18.86	19.23	19.67
T Rock Falls	11.31	12.15	12.54	15.39	16.69	16.99	17.34	17.56	17.71	17.93
T Russell	11.86	12.78	12.73	16.31	17.48	17.61	18.11	18.36	18.79	19.14
T Schley	11.81	12.71	12.66	16.23	17.38	17.56	17.17	17.38	17.79	18.16
T Scott	12.10	13.20	13.05	16.66	17.83	18.09	18.57	18.81	19.20	19.69
C Merrill	20.74	22.03	23.39	28.03	29.46	30.00	31.08	30.93	32.37	32.08
<u>Marathon County</u>										
T Bergen	11.47	11.94	12.76	15.08	15.70	15.89	16.75	16.92	16.99	17.48
T Berlin	13.44	15.45	16.41	17.90	18.11	18.82	19.15	19.49	19.90	20.21
T Bern	13.88	15.05	11.56	14.38	16.30	17.13	16.10	17.13	18.60	19.18
T Bevent	13.15	14.34	15.25	16.17	16.92	17.01	16.92	17.13	17.86	18.23
T Brighton	15.26	15.34	15.93	17.06	19.24	19.18	19.23	20.10	20.04	19.58
T Cassel	12.26	13.45	15.18	16.70	17.17	17.86	17.78	18.13	18.48	18.51
T Cleveland	15.05	15.63	15.86	17.20	16.99	17.60	17.89	17.64	18.35	17.99
T Day	14.47	13.90	15.04	16.42	16.97	17.83	19.01	19.80	19.99	19.66
T Easton	14.73	15.67	18.63	19.35	19.77	20.41	20.37	20.98	21.29	22.15
T Eau Pleine	13.47	14.38	13.82	15.46	16.18	16.62	17.39	16.61	17.13	16.88
T Elderon	12.18	13.36	14.65	15.39	15.56	16.61	15.64	15.95	16.25	17.50
T Emmet	12.83	13.27	14.30	16.12	16.69	16.87	17.35	17.61	17.83	17.98
T Frankfort	12.58	13.52	14.84	16.23	17.15	17.75	18.01	18.26	18.50	18.66
T Franzen	12.93	14.24	15.65	16.52	16.93	18.28	17.03	17.39	17.06	18.36
T Green Valley	12.82	13.22	14.33	16.42	16.92	17.35	18.27	18.52	19.03	19.14
T Guenther	14.28	14.51	15.56	18.32	19.01	19.34	19.41	19.68	19.59	20.10
T Halsey	14.56	15.89	12.26	15.37	17.28	18.21	17.04	18.15	19.90	20.53
T Hamburg	15.20	16.50	12.81	15.94	17.07	17.41	17.61	18.10	18.83	19.47
T Harrison	12.59	12.05	11.23	13.43	14.76	14.19	14.57	15.19	15.74	16.44
T Hewitt	14.39	16.81	17.93	19.47	19.66	20.40	20.84	21.16	21.57	22.21
T Holton	13.89	14.44	15.34	16.26	16.71	17.20	17.07	17.18	16.72	17.96
T Hull	12.74	13.24	14.28	15.73	16.91	17.17	17.29	17.52	17.85	18.08
T Johnson	16.30	17.00	14.02	16.54	18.13	18.10	17.50	18.29	18.85	20.10
T Knowlton	11.85	12.42	13.33	15.03	15.67	15.87	16.66	16.85	16.96	17.40
T Maine										22.11
T Marathon	13.82	14.79	15.76	17.53	17.69	18.33	18.04	18.09	18.92	18.42
T McMillan	12.88	11.65	14.52	15.25	15.78	16.35	16.68	18.09	18.14	18.44
T Mosinee	12.16	12.69	13.38	15.33	15.99	16.25	17.08	17.34	17.50	17.87
T Norrie	12.79	14.02	15.60	16.49	16.70	17.15	16.30	16.95	17.26	17.42
T Plover	15.12	15.50	16.22	18.52	17.97	18.31	17.94	18.39	18.95	20.12
T Reid	12.41	13.02	14.14	15.47	15.83	16.54	16.33	16.65	16.89	17.83
T Rib Falls	13.39	14.51	15.60	17.30	17.75	18.48	17.92	18.17	18.78	18.82
T Rib Mountain		16.87	17.87	19.48	19.53	20.44	20.76	21.13	21.25	21.75
T Rietbrock	13.56	14.96	12.79	15.41	17.05	17.94	17.14	18.16	19.33	19.89
T Ringle	12.05	13.18	15.04	15.92	16.35	16.93	17.01	17.58	17.87	18.53
T Spencer	15.02	14.42	15.54	16.43	19.36	18.84	18.88	20.10	19.77	18.82
T Stettin	14.19	16.02	17.20	18.80	19.08	19.68	20.05	20.22	20.66	20.88
T Texas	14.08	16.42	17.71	19.23	19.53	20.34	20.66	21.00	21.35	20.97
T Wausau	14.29	16.05	17.74	19.23	19.61	20.47	20.58	21.01	21.26	21.73

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Legend: T-Town, V-Village, C-City

Northcentral Technical College District

Direct and Overlapping Property Tax Rates (2) (Continued)

Last Ten Years
(Rate per \$1,000 of Equalized Value)

	Calendar Year Taxes are Payable									
	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
<u>Marathon County (Continued)</u>										
T Weston	14.31	14.68	16.70	17.71	18.24	18.89	19.05	19.56	18.38	19.08
T Wien	10.92	12.42	14.88	16.08	16.93	17.67	17.91	18.56	18.45	18.46
V Athens	18.37	19.92	15.77	19.72	21.71	22.90	22.05	23.21	24.27	25.08
V Birnamwood	14.47	16.98	15.50	16.89	17.30	18.44	17.63	18.06	18.43	19.73
V Brokaw							23.37	33.50	34.02	47.00
V Dorchester	19.26	16.08	17.50	19.85	20.80	21.19	20.27	20.16	20.40	23.75
V Edgar	14.02	15.45	18.87	20.27	21.30	21.86	22.16	22.89	22.68	23.02
V Elderon	12.52	13.74	15.18	15.76	16.04	17.17	16.22	16.52	16.87	18.18
V Fenwood	10.75	12.32	14.98	16.23	17.17	17.90	18.24	19.03	18.82	18.90
V Hatley	14.03	15.05	17.00	18.40	18.98	19.71	19.43	19.57	19.92	20.41
V Kronenwetter	14.21	15.11	16.96	18.42	19.09	19.58	20.08	20.49	19.84	21.69
V Maine	16.34	18.47	19.08	19.55	19.85	20.14	20.32	21.02	21.69	
V Marathon City	17.92	19.11	20.10	22.32	22.69	23.50	23.19	23.14	23.92	23.75
V Rib Mountain	14.65									
V Rothschild	17.14	18.16	20.52	21.90	22.17	23.01	23.39	23.91	24.06	24.91
V Spencer	18.72	18.53	19.74	20.87	24.07	23.88	24.13	25.41	24.73	23.95
V Stratford	17.73	18.67	18.66	20.01	20.34	21.05	21.00	20.79	21.05	20.60
V Unity	13.42	13.97	15.45	16.97	18.30	18.57	18.75	19.04	19.21	19.70
V Weston	17.37	18.31	20.32	21.41	21.75	22.24	22.49	23.03	23.01	23.73
C Abbotsford	19.81	20.33	20.84	22.30	23.15	22.77	25.16	24.04	20.95	23.98
C Colby	17.21	18.28	18.59	20.58	23.46	23.40	23.09	23.79	24.22	24.32
C Mosinee	15.47	16.06	17.32	20.09	20.89	21.27	22.33	22.72	23.09	23.53
C Schofield	17.04	18.86	21.01	22.25	22.40	23.66	24.33	23.61	24.02	25.47
C Wausau	20.45	22.95	24.13	26.08	25.22	26.36	26.66	27.08	27.60	27.49
<u>Menominee County</u>										
T Menominee	13.93	14.86	18.27	17.07	18.57	19.82	21.23	20.25	20.46	22.86
<u>Portage County</u>										
T Alban	15.32	15.96	17.11	18.21	19.48	19.29	19.33	19.64	20.13	20.13
T New Hope	13.67	13.03	16.14	15.53	16.85	17.03	16.98	17.22	17.58	17.49
T Sharon	14.28	15.12	15.75	17.01	18.01	18.22	17.75	17.67	18.29	18.42
T Stockton	12.75	12.90	14.75	15.01	16.29	17.04	16.82	16.27	17.02	17.34
V Rosholt	18.43	19.08	21.39	22.29	23.58	23.66	23.62	21.99	23.38	23.61
<u>Price County</u>										
T Catawba	14.66	14.19	15.71	17.68	17.82	16.78	16.95	17.17	17.42	17.78
T Eisenstein	12.92	13.41	15.04	18.63	17.83	17.42	17.32	16.78	16.57	16.85
T Elk	15.00	14.68	16.12	18.08	18.35	17.30	17.42	17.74	17.82	18.89
T Emery	14.72	14.36	15.73	17.60	17.83	16.60	16.75	17.10	17.23	17.93
T Fifield	14.58	14.58	16.22	20.05	19.39	19.19	19.36	18.91	18.60	18.39
T Flambeau	14.87	14.62	16.03	18.28	18.53	17.41	17.54	17.89	17.97	18.91
T Georgetown	14.52	14.15	15.54	17.66	17.76	16.55	16.95	17.35	17.46	18.26
T Hackett	15.58	14.43	16.82	19.37	19.35	18.99	19.54	18.43	19.75	19.95
T Harmony	15.23	14.86	16.37	18.42	18.69	17.40	17.58	18.02	18.17	19.29
T Hill	15.82	14.58	17.10	19.75	19.71	19.70	20.26	19.44	20.41	19.56
T Kennan	15.02	14.67	16.30	18.72	18.70	17.47	18.08	18.51	18.57	19.31
T Knox	15.59	14.16	16.91	19.62	19.54	19.74	19.21	17.71	19.40	18.90
T Lake	15.53	15.77	17.24	19.94	18.89	18.68	18.46	17.60	17.00	16.88
T Ogema	16.76	15.35	18.36	17.32	21.13	21.00	21.59	20.22	21.34	21.19

Northcentral Technical College District

Direct and Overlapping Property Tax Rates (2) (Continued)

Last Ten Years
(Rate per \$1,000 of Equalized Value)

	Calendar Year Taxes are Payable									
	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
<u>Price County (Continued)</u>										
T Prentice	16.01	14.59	17.40	20.29	20.12	20.05	20.66	18.49	20.19	19.54
T Spirit	15.87	14.58	17.03	19.90	19.39	19.22	19.59	19.75	19.91	20.18
T Worcester	14.81	14.56	15.94	17.67	17.94	16.59	16.72	17.08	17.17	17.94
V Catawba	14.63	14.25	15.63	17.51	17.72	16.57	16.68	17.06	17.18	17.62
V Kennan	14.54	14.15	15.50	17.35	17.59	16.43	16.57	16.94	17.09	17.52
V Prentice	17.90	16.27	19.68	22.73	22.88	22.75	23.48	22.07	23.51	23.06
C Park Falls	21.84	21.85	25.50	30.37	29.65	29.16	29.90	29.39	28.92	29.29
C Phillips	20.59	20.50	22.37	25.21	26.14	25.45	26.00	26.03	25.79	27.78
<u>Shawano County</u>										
T Almon	12.81	14.19	15.07	15.53	17.85	19.40	19.41	18.28	18.45	18.51
T Aniwa	13.84	13.05	13.64	15.25	16.23	16.47	15.76	16.13	16.53	17.41
T Bartelme	11.53	12.76	13.56	13.89	16.18	17.37	17.87	16.42	16.63	16.61
T Birnamwood	13.20	14.00	15.28	15.79	16.09	17.11	15.79	16.21	16.49	17.65
T Fairbanks	12.93	13.05	13.93	16.00	18.34	18.40	20.20	21.22	21.34	21.42
T Germania	12.15	12.42	13.47	15.05	16.69	16.84	17.34	18.21	18.34	18.74
T Grant	15.31	14.40	15.15	16.96	18.09	19.10	19.05	18.51	20.17	19.84
T Hutchins	14.75	14.98	15.20	16.89	16.55	16.62	16.69	16.63	17.03	17.35
T Morris	12.73	13.42	14.48	15.67	17.26	18.18	18.75	18.91	19.13	19.35
T Seneca	13.37	14.45	15.31	15.70	18.05	19.05	19.84	18.51	18.93	18.45
T Wittenberg	12.94	13.67	14.97	15.96	16.29	17.40	16.04	16.47	16.76	17.92
V Aniwa	13.71	12.88	12.37	13.88	15.43	14.90	14.86	15.44	15.92	16.46
V Birnamwood	14.88	16.40	17.28	17.90	19.12	21.04	19.55	19.49	19.94	20.84
V Bowler	13.19	14.47	14.98	15.40	16.64	18.14	18.21	17.21	17.42	17.41
V Eland	13.75	13.84	15.26	16.29	16.74	17.88	16.16	16.71	17.02	18.00
V Mattoon	17.18	13.55	14.78	18.12	20.01	19.48	19.20	17.17	17.62	18.43
V Tigerton	15.55	15.76	17.32	20.18	22.40	22.56	23.98	24.68	25.04	25.16
V Wittenberg	15.75	16.76	18.17	19.63	20.37	21.42	20.46	20.42	20.38	21.25
<u>Taylor County</u>										
T Browning	14.51	14.57	15.69	16.60	18.99	19.00	19.27	19.58	19.41	19.44
T Chelsea	14.56	14.68	15.78	16.64	19.01	19.02	19.23	19.16	18.99	18.98
T Deer Creek	15.12	15.25	16.55	17.66	20.06	20.12	20.42	20.67	20.48	20.54
T Goodrich	14.85	14.99	16.09	17.11	19.49	19.53	19.79	20.03	19.85	19.89
T Greenwood	15.86	15.47	17.48	18.92	19.03	19.37	19.48	20.62	20.48	21.79
T Grover	15.34	15.65	17.40	19.80	20.33	20.33	21.43	22.08	22.20	22.23
T Hammel	15.71	15.85	17.87	18.55	20.93	21.07	20.84	20.89	20.42	20.45
T Holway	15.30	15.10	16.91	17.90	20.31	20.19	20.43	20.72	20.67	20.28
T Little Black	15.28	15.34	16.69	17.70	20.17	20.18	20.51	20.40	19.93	20.04
T Maplehurst	16.08	16.89	18.83	19.74	19.85	20.00	19.33	20.10	20.48	20.33
T Medford	14.84	14.89	16.18	17.12	19.56	19.43	19.72	19.94	19.77	19.79
T Molitor	14.84	15.22	17.00	17.87	20.25	20.31	20.68	21.00	20.76	20.81
T Rib Lake	15.91	15.99	17.67	19.05	19.46	19.84	20.31	21.40	21.29	22.63
T Westboro	16.27	15.94	18.14	19.44	19.80	20.02	20.56	21.80	21.72	23.03
V Rib Lake	18.24	18.44	20.58	22.21	22.81	23.39	24.03	25.14	25.26	26.35
V Stetsonville	15.84	15.94	16.82	18.26	20.50	20.45	20.22	20.52	19.90	19.89
C Medford	17.98	18.44	19.35	21.21	23.87	23.95	24.54	24.97	24.88	24.76

Northcentral Technical College District

Direct and Overlapping Property Tax Rates (2) (Continued)

Last Ten Years
(Rate per \$1,000 of Equalized Value)

	Calendar Year Taxes are Payable									
	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Waupaca County										
T Harrison	13.80	14.97	16.75	18.18	19.85	19.95	19.61	19.71	20.47	20.14
T Wyoming	13.84	13.61	14.63	15.63	16.92	17.88	17.73	16.78	18.44	18.91

Source: Town, Village, and City Taxes, Wisconsin Department of Revenue, Division of State and Local Finance, Bureau of Local Government Services

Notes:

- (1) The operational property tax includes tax levies for all District funds except the debt service fund. By state statutes, through 2013, the operational mill rate may not exceed \$1.50. Beginning 2014, the operational mill rate may increase based on net new construction.
- (2) Tax rates shown for overlapping governments are the Full Value Rates - Gross. This rate is the total property tax divided by the full value of all taxable general property in the municipality, excluding tax incremental financing (TIF) districts. Total property tax includes state taxes and special charges on counties and tax districts, state trust fund loans, general county and county special purpose taxes, local taxes, county special charges, special purpose district taxes, and school taxes (elementary, secondary, and technical college). It reflects the amount of surplus funds applied (if any) by a tax district to reduce any of the above apportionments or charges. It does not include special assessments and charges to individuals, delinquent taxes, omitted taxes, forest crop taxes, managed forest land taxes, or occupational taxes.

Northcentral Technical College District

Principal Property Taxpayers

Current Year and Nine Years Ago

Name of Business	Type of Business	Year Ended June 30, 2025			Year Ended June 30, 2016		
		2024 Equalized Valuation	Rank	Percent of NTC Total Equalized Valuation	2015 Equalized Valuation	Rank	Percent of NTC Total Equalized Valuation
Great Lakes Cheese of Wausau Wisconsin LLC	Food manufacturing	\$51,810,100	1	0.20%			
Greenheck Fan Corporation	Manufacturer of industrial fans	44,478,400	2	0.17%	21,542,700	7	0.14%
Aspirus Wausau Hospital Inc.	Healthcare	37,306,000	3	0.14%			
Wausau Supply Co.	Supplier of building materials	36,133,100	4	0.14%			
Marshfield Clinic	Healthcare	35,856,900	5	0.14%	20,698,000	9	0.14%
RJ Elm Properties LLC	Apartments	35,727,700	6	0.14%			
First Wausau Tower LLC	Commercial high-rise building	31,061,500	7	0.12%	20,898,700	8	
Wausau Hospitals Inc	Healthcare	28,124,800	8	0.11%			
Koble Properties LLC	Apartments	25,290,400	9	0.10%			
Menards Inc.	Retail	24,958,800	10	0.10%	22,901,100	5	0.15%
Apogee Wausau Group Inc.	Door and window manufacturer				30,829,300	1	0.20%
Wausau Insurance/Liberty Mutual	Insurance				29,120,000	2	0.19%
Packaging Corporation of America	Paper mill/manufacturer of corrugated medium				26,077,400	3	0.17%
Kocourek Holdings Inc.	Retail				25,494,400	4	0.17%
Saint Clare's Hospital	Healthcare				22,489,800	6	0.15%
Abbyland Foods, Inc.	Manufacturer of meat products				15,637,000	10	0.10%
Totals		\$350,747,700		1.36%	\$235,688,400		1.41%
Northcentral Technical College Equalized Valuation (TID Out)		\$25,926,348,437			\$15,250,959,190		

Source: R.W. Baird & Co., Inc.

Northcentral Technical College District

Property Tax Levies and Collections

Last Ten Fiscal Years

Fiscal Year Ended June 30,	Taxes Levied for the Fiscal Year	Collected Within the Fiscal Year of the Levy		Collections in Subsequent Years	Cumulative Amount Collected As of June 30, 2025	
		Amount	Percentage of Levy		Amount	Percentage of Levy
2016	19,232,908	13,600,130	70.71%	5,632,778	19,232,908	100.00%
2017	19,727,694	14,120,007	71.57%	5,607,687	19,727,694	100.00%
2018	20,327,421	14,681,329	72.22%	5,646,092	20,327,421	100.00%
2019	20,881,030	14,934,637	71.52%	5,946,393	20,881,030	100.00%
2020	21,902,757	15,850,525	72.37%	6,052,232	21,902,757	100.00%
2021	22,927,965	16,920,926	73.80%	6,007,039	22,927,965	100.00%
2022	22,640,206	16,889,971	74.60%	5,750,235	22,640,206	100.00%
2023	24,615,099	18,331,982	74.47%	6,283,117	24,615,099	100.00%
2024	26,564,481	19,493,129	73.38%	7,071,352	26,564,481	100.00%
2025	27,951,757	20,582,685	73.64%	7,369,072	27,951,757	100.00%

Tax Levies, Rates, and Collections

Personal property taxes, special assessments, special charges, and special taxes must be paid to the town, city, or village treasurer in full by January 31. Real property taxes may be paid in full by January 31, or in two equal installments payable by January 31 and July 31. Municipalities also have the option of adopting payment plans which allow taxpayers to pay their real property taxes and special assessments in three or more installments, provided that the first installment is paid by January 31, one-half of the taxes are paid by April 30, and the remainder is paid by July 31. Amounts paid on or before January 31 are paid to the town, city, or village treasurer. Amounts paid after January 31 are paid to the county treasurer unless the municipality has authorized payment in three or more installments; in which case payment is made to the town, city, or village treasurer. Any amounts paid after July 31 are paid to the county treasurer.

For municipalities which have not adopted an installment payment plan, the town, city, or village treasurer settles with other taxing jurisdictions for collections through the preceding month on January 15 and February 20. For municipalities which have adopted an installment payment plan, the town, city, or village treasurer settles with other taxing jurisdictions for collections through the preceding month on January 15, February 15, and the 15th day of each month following a month in which an installment payment is due. On or before August 20, the county treasurer must settle in full with the underlying tax districts for all real property taxes and special taxes. The county board may authorize its county treasurer to also settle in full with the underlying taxing districts for all special assessments and special charges. The county may then recover any tax delinquencies by enforcing the lien on the property, retaining any penalties or interest on the delinquencies for which it has settled. Since, in practice, all delinquent real estate taxes are withheld from the county's share of taxes, the District receives 100% of the real estate taxes it levies.

Northcentral Technical College District

Schedule of Ratios of Outstanding Debt

Last Ten Fiscal Years

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
General Obligation Debt										
General obligation notes	\$45,220,000	\$47,880,000	\$48,910,000	\$49,500,000	\$48,750,000	\$47,505,000	\$48,900,000	\$46,220,000	\$45,225,000	\$45,450,000
Plus deferred premium	2,303,437	2,285,403	2,245,918	2,292,253	2,070,032	1,745,784	1,564,914	1,085,436	1,043,242	846,977
Debt service fund assets available	(6,452,119)	(6,442,861)	(5,813,813)	(5,715,273)	(5,306,445)	(4,884,207)	(3,945,931)	(2,977,216)	(2,466,861)	(1,986,343)
Net general obligation debt	\$41,071,318	\$43,722,542	\$45,342,105	\$46,076,980	\$45,513,587	\$44,366,577	\$46,518,983	\$44,328,220	\$43,801,381	\$44,310,634
Per capita	\$189.08	\$202.57	\$209.79	\$212.99	\$210.39	\$205.63	\$216.26	\$207.22	\$204.24	\$206.84
Per full-time equivalent student	#DIV/0!	\$15,944.33	\$17,141.92	\$17,120.08	\$16,518.56	\$15,501.41	\$16,628.18	\$14,381.54	\$13,511.02	\$12,949.89
Percent of equalized value	0.15%	0.17%	0.20%	0.23%	0.24%	0.24%	0.27%	0.26%	0.27%	0.28%
Percent of personal income	0.28%	0.32%	0.34%	0.36%	0.36%	0.38%	0.43%	0.43%	0.44%	0.46%
General Obligation and Other Debt										
General obligation notes	\$45,220,000	\$47,880,000	\$48,910,000	\$49,500,000	\$48,750,000	\$47,505,000	\$48,900,000	\$46,220,000	\$45,225,000	\$45,450,000
Plus deferred premium	2,303,437	2,285,403	2,245,918	2,292,253	2,070,032	1,745,784	1,564,914	1,085,436	1,043,242	846,977
Plus lease liability	1,769,390	2,030,310	1,112,102	1,479,529						
Plus Subscriptions payable	7,573,310	7,536,894	6,974,685	7,324,067						
General obligation and other debt	\$56,866,137	\$59,732,607	\$59,242,705	\$60,595,849	\$50,820,032	\$49,250,784	\$50,464,914	\$47,305,436	\$46,268,242	\$46,296,977
Per capita	\$261.79	\$276.74	\$274.11	\$280.11	\$234.92	\$228.27	\$234.60	\$221.14	\$215.74	\$216.11
Per full-time equivalent student	#DIV/0!	\$21,782.73	\$22,397.15	\$22,514.62	\$18,444.46	\$17,207.92	\$18,038.65	\$15,347.45	\$14,271.95	\$13,530.40
Percent of equalized value	0.21%	0.23%	0.26%	0.30%	0.26%	0.27%	0.29%	0.28%	0.28%	0.29%
Percent of personal income	0.39%	0.43%	0.45%	0.47%	0.40%	0.42%	0.46%	0.45%	0.46%	0.48%

Notes:

(1) Ratios using population and personal income are calculated based on the preceding calendar year. See schedule of demographic statistics.

(2) Debt per student is calculated using full-time equivalent enrollment. See schedule of enrollment statistics.

Northcentral Technical College District

Computation of Direct and Overlapping Debt

Year Ended June 30, 2025

Name of Entity (1)	Net Debt Outstanding	Percent Applicable to District (2)	Outstanding Debt Applicable to District
Clark County	\$7,779,271	27.32 %	\$2,125,297
Langlade County	0	67.21	0
Lincoln County	13,275,000	48.99	6,503,423
Marathon County	88,090,000	96.86	85,323,974
Menominee County	0	100.00	0
Portage County	12,205,000	4.21	513,831
Price County	2,554,961	100.00	2,554,961
Shawano County	12,888,710	19.40	2,500,410
Taylor County	9,875,000	80.26	7,925,675
Waupaca County	47,560,000	0.64	304,384
Total Cities	109,329,137	100.00	109,329,137
Total Towns	16,324,540	Varies	14,509,420
Total Villages	89,277,742	100.00	89,277,742
Total School Districts	333,579,033	Varies	332,506,825
Total Sanitary Districts	1,129,815	Varies	1,097,452
Subtotal, overlapping debt			654,472,531
District direct debt:			
General Obligation Notes			45,220,000
Deferred Premium			2,303,437
Subtotal, District direct debt			47,523,437
Total direct and overlapping debt			\$701,995,968
2024 equalized valuation - TID In			\$27,637,992,337
Direct, overlapping, and underlying indebtedness as a percentage of equalized valuation			2.54%
Population of District			217,219
Direct and overlapping, indebtedness per capita			\$3,232

Source: R.W. Baird & Co.

Notes:

- (1) Overlapping governments are those that coincide, at least in part, with the geographic boundaries of the District. This schedule estimates the portion of the outstanding debt of those overlapping governments that is borne by the residents and businesses located in the District boundaries. This process recognizes that, when considering the District's ability to issue and repay long-term debt, the entire debt burden borne by the residents and businesses should be taken into account. However, this does not imply that every taxpayer is a resident, and therefore responsible for repaying the debt, of each overlapping government.
- (2) The percentage of overlapping debt applicable to the District is the equalized property value of property of the overlapping government located in the District as a percentage of total equalized value of all property for the overlapping government.

Northcentral Technical College District

Legal Debt Margin Information

Year Ended June 30, 2025

Legal Debt Margin Calculation for Fiscal Year 2025

2024 Equalized Valuation - TID In	\$27,637,992,337
	x 5%
Total debt limit - 5% of equalized valuation	1,381,899,617
Debt applicable to limit:	
General obligation notes	\$45,220,000
Less: Debt service funds available (GAAP Basis)	6,452,119
Total amount of debt applicable to debt limit	38,767,881
Legal total debt margin	\$1,343,131,736

Legal Debt Margin, Last Ten Fiscal Years

Fiscal Year	Debt Limit	Total Net Debt Applicable to the Limit	Legal Debt Margin	Total Net Debt Applicable to the Limit as a Percentage of Debt Limit
2016	799,784,297	43,463,657	756,320,640	5.43%
2017	817,486,084	42,758,139	774,727,945	5.23%
2018	843,550,411	43,242,784	800,307,627	5.13%
2019	873,772,557	44,954,069	828,818,488	5.14%
2020	916,414,490	42,620,793	873,793,697	4.65%
2021	965,286,730	43,443,555	921,843,175	4.50%
2022	997,658,446	43,784,727	953,873,719	4.39%
2023	1,123,016,209	43,096,187	1,079,920,022	3.84%
2024	1,274,352,630	41,437,139	1,232,915,491	3.25%
2025	1,381,899,617	38,767,881	1,343,131,736	2.81%

Notes:

Bonded indebtedness may not exceed 2% of equalized valuation and total indebtedness may not exceed 5% of equalized valuation including all tax incremental financing districts (TIDs). For fiscal years 2016 to 2025, the District had no bonded indebtedness.

Northcentral Technical College District

Demographic Statistics for Marathon, Lincoln, Langlade, Menominee, Price, and Taylor Counties (1) Historical Comparisons

Year	District Population(3)	County Population (2)						Total Personal Income (5)	Per Capita Personal Income (4)						Unemployment Rate (6)					
		Marathon	Lincoln	Langlade	Menominee	Price	Taylor		Marathon	Lincoln	Langlade	Menominee	Price	Taylor	Marathon	Lincoln	Langlade	Menominee	Price	Taylor
2016	214,225	135,483	28,787	19,995	4,256	14,086	20,741	9,619,522	45,666	41,095	39,574	29,827	41,313	37,360	3	4.2	4.7	6.6	4.1	4.5
2017	214,465	134,943	28,830	20,072	4,248	14,028	20,692	9,977,985	47,043	42,803	41,350	30,833	42,441	38,952	2.4	3.0	4.0	4.6	3.5	3.7
2018	213,917	135,922	28,862	20,131	4,258	14,046	20,746	10,422,517	49,360	44,577	42,463	31,931	43,458	39,937	2.3	3.0	3.8	4.7	3.4	3.7
2019	215,110	136,517	28,957	20,086	4,265	14,216	20,849	10,912,845	51,709	45,700	43,809	34,525	44,902	42,772	2.4	3.5	4.3	6.2	4.1	4.1
2020	215,759	138,013	28,415	19,491	4,255	14,054	19,913	11,626,803	54,394	49,686	47,933	37,454	47,829	47,196	3.6	4.9	5.3	10.3	5.0	5.2
2021	216,330	138,934	28,873	20,138	4,306	14,269	20,955	12,563,995	59,188	52,558	51,043	42,911	51,173	51,029	2	2.8	3.3	4.9	3.0	3.4
2022	216,330	139,205	28,431	19,457	4,266	14,026	19,976	12,769,927	60,324	54,159	51,377	41,579	52,330	49,868	1.8	2.4	3.1	3.9	2.7	3.7
2023	216,131	139,197	28,353	19,311	4,251	13,920	19,968	13,312,484	62,707	56,296	53,770	42,070	55,355	50,834	2.2	3.0	3.1	3.8	3.1	4.0
2024	215,840	139,874	28,517	19,354	4,272	13,932	20,150	13,878,628	65,184	58,517	56,274	42,567	58,555	51,819	2.4	3.1	3.5	4.5	4.3	4.2
2025	217,219	140,452	28,637	19,406	4,269	13,962	20,193	14,469,400	67,759	60,826	58,896	43,069	61,940	52,823	2.8	3.3	3.7	5.1	4.1	3.0

Notes:

- (1) Marathon, Lincoln, and Taylor Counties are the most populous counties in the District. The District includes almost all of the above six (6) counties and parts of four (4) other counties. These six counties comprise over 90% of the District's total equalized valuation.
- (2) Source: Wisconsin Department of Administration, Demographic Services Center.
- (3) Source: Wisconsin Technical College System (based on Wisconsin Department of Administration Final Population Estimates).
- (4) Source: U.S. Department of Commerce, Bureau of Economic Analysis.
*Figures for 2024 and 2025 are estimates based on the rate of change from 2022 to 2023, subject to future revision.
- (5) Source: U.S. Department of Commerce, Bureau of Economic Analysis. Total includes Marathon, Lincoln, Langlade, Menominee, Price, and Taylor counties only. Amounts in thousands.
*Figures for 2024 and 2025 are estimates based on the rate of change from 2022 to 2023, subject to future revision.
- (6) Source: Wisconsin Department of Workforce Development. 2025 Unemployment rates are through June 30, 2025.

Northcentral Technical College District

Principal Employers

Current Year and Nine Years Ago

Name of Business	County	Type of Business	Year Ended June 30, 2025			Year Ended June 30, 2016		
			Number of Employees	Rank	Percent of District Population	Number of Employees	Rank	Percent of District Population
Greenheck Fan Corporation	Marathon	Manufacturer of industrial fans	2,500	1	1.15 %			
UMR Inc.	Marathon	Insurance	2,000	2	0.92	1,204	4	0.56
Aspirus Wausau Hospital Inc.	Marathon	Healthcare	1,948	3	0.90	1,001	6	0.47 %
County Materials Corp	Marathon	Ready mixed concrete manufacturers	1,500	4	0.69			
Kolbe & Kolbe Millwork	Marathon	Manufacturer of windows/doors	1,400	5	0.64	1,400	2	0.65
Sheet Metal Workers Intl Assn	Marathon	Labor organization	1,300	6	0.60	1,300	3	0.61
Wausau School District	Marathon	Education	1,140	7	0.52	1,454	1	0.68
Regal Rexnord Corp	Marathon	Electric Motor Manufacturer	1,000	8	0.46			
Abbyland Foods Inc	Marathon	Manufacturer of meat products	1,000	9	0.46			
Marathon Electric Motors	Marathon	Electric Motor Manufacturer	850	10	0.39	1,000	8	0.47
Church Mutual Insurance Company	Lincoln	Insurance	802	11	0.37	465	19	0.22
BW Papersystems	Price	Manufacturer of industrial equipment products	600	12	0.28			
Marshfield Medical Center	Price	Hospital	490	13	0.23			
Packaging Corporation of America	Lincoln	Paper mill/manufacturer of corrugated medium	450	14	0.21	500	16	0.23
Harley Davidson Motor Co.	Lincoln	Motorcycle dealer	350	15	0.16	840	11	0.39
Merrill Area Common Public School District	Lincoln	Education	347	16	0.16			
Lincoln Wood Products Inc.	Lincoln	Manufacturer of windows/doors	300	17	0.14			
Lincoln County	Lincoln	Government	254	18	0.12	454	20	0.21
Tomahawk Historical Society	Lincoln	Museum	200	19	0.09			
Weather Shield Manufacturing Inc.	Price	Manufacturer of windows/doors	200	20	0.09			
Marathon Cheese Corporation	Marathon	Cheese packaging				1,050	5	0.49
Wausau Insurance/Liberty Mutual	Marathon	Insurance				1,000	7	0.47
North Central Health Care	Marathon	Healthcare				999	9	0.47
Marshfield Clinic	Marathon	Healthcare				964	10	0.45
Nestle Pizza Corporation (formerly Kraft Pizza Co.)	Taylor	Manufacturer of frozen pizza				600	12	0.28
Aspirus Medford Hospital	Taylor	Healthcare				600	13	0.28
Expera Specialty Solutions	Lincoln	Paper manufacturer				521	14	0.24
Drs. Foster & Smith Inc.	Lincoln	Veterinary care services provider				511	15	0.24
Marquip Ward United	Price	Manufacturer of industrial equipment products				500	17	0.23
Hurd Windows & Doors, Inc.	Taylor	Manufacturer of windows/doors				500	18	0.23
Total			18,631		8.58 %	16,863		7.87 %

Source: R.W. Baird & Co. Information provided for top ten largest employers in Lincoln, Marathon, Price, and Taylor Counties only.

Northcentral Technical College District

Full-Time Employees by Equal Employment Opportunity Classification

Last Ten Fiscal Years

	Full-Time Employees as of June 30									
	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
<u>District Totals:</u>										
Executive/Administrative/Managerial	58	57	52	71	74	74	70	70	64	70
Faculty	151	149	146	126	136	134	133	138	140	137
Secretarial/Clerical	44	41	43	40	50	47	49	49	54	49
Professional Nonfaculty	66	67	66	44	48	44	40	33	40	31
Technical/Paraprofessional	61	64	64	47	40	37	37	40	43	44
Skilled Craft	7	7	7	7	7	6	7	8	8	8
Service/Maintenance	3	4	3	5	4	6	6	5	5	4
District Total	390	389	381	340	359	348	342	343	354	343

Sources:

2016-2025 NTC Human Resources Office

Northcentral Technical College District

Enrollment Statistics

Historical Comparisons

Last Ten Fiscal Years

	2024-2025	2023-2024	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
Student enrollment:										
Associate degree	34,995	34,560	33,891	33,591	32,507	33,401	31,191	31,654	32,168	32,940
Vocational:										
Diploma	3,087	3,308	2,830	2,909	2,961	2,984	3,373	3,298	3,151	3,302
Adult	11,031	10,871	11,585	10,373	7,833	9,463	11,892	11,894	11,883	12,682
Basic education	10,015	10,828	10,946	11,653	12,290	11,857	10,860	12,412	13,738	14,174
Total duplicated	59,128	59,567	59,252	58,526	55,591	57,705	57,316	59,258	60,940	63,098
Total unduplicated (A)	22,759	24,119	24,287	23,338	20,673	22,852	24,073	23,641	23,746	25,294
Full-time equivalent (B):										
Associate degree	2,010.1	2,063.6	1,997.2	2,026.7	2,075.0	2,156.2	2,119.9	2,343.6	2,487.4	2,603.3
Vocational:										
Diploma	197.9	209.9	187.5	189.2	202.9	194.7	224.9	214.4	207.8	236.2
Adult	97.2	86.5	108.2	93.4	70.8	100.4	97.3	121.3	97.2	122.1
Basic education	336.8	382.2	352.3	382.1	406.6	410.8	355.5	403.0	449.5	460.1
Total unduplicated	2,642.0	2,742.2	2,645.1	2,691.4	2,755.3	2,862.1	2,797.6	3,082.3	3,241.9	3,421.7

Notes:

- (A) The unduplicated headcount listed is based on unduplicated enrollment within each degree category, however, many students enroll in several degree categories.
- (B) A full-time equivalent (FTE) is equal to 30 annual student credits based on a mathematical calculation which varies somewhat by program and which is subject to state approval and audit of student and course data.

Northcentral Technical College District

Operational Expenditures Per Full-Time Equivalent (FTE) Student

Last Ten Fiscal Years

Year Ended June 30,	<u>Operational Expenditures (1)</u>		<u>Student Enrollments</u>		<u>Operational Expenditures per FTE</u>	
	Amount	Percent Increase (Decrease)	FTE's	Percent Increase (Decrease)	Per FTE	Percent Increase (Decrease)
2016	48,716,358	(0.16)	3,422	(0.12)	14,236	(0.04)
2017	48,507,997	(0.43)	3,242	(5.26)	14,962	5.10
2018	47,961,477	(1.13)	3,082	(4.94)	15,562	4.01
2019	48,966,047	2.09	2,798	(9.21)	17,500	12.45
2020	49,030,164	0.13	2,862	2.29	17,131	(2.11)
2021	46,381,440	(5.40)	2,755	(3.74)	16,835	(1.73)
2022	50,739,175	9.40	2,691	(2.32)	18,855	12.00
2023	52,809,941	4.08	2,645	(1.71)	19,966	5.89
2024	56,564,451	7.11	2,742	3.67	20,629	3.32
2025	56,766,245	0.36	2,642	(3.65)	21,486	4.15

Note:

- (1) Operational expenditures are based on the budgetary expenditures from the District's General and Special Revenue - Aidable funds, which are the only funds that generate FTE student enrollments.

Northcentral Technical College District

Program Graduate Follow-Up Statistics (1) (2)

Last Ten Fiscal Years

Year	Number of Graduates	Number of Follow-up Respondents	Number Available for Employment	Percent Employed	Percent Employed in Related Occupations	Percent Employed in District	Average Monthly Salary
2014-2015	1805	1288	671	93%	80%	67%	3,106
2015-2016	1557	1087	698	94%	82%	55%	3,129
2016-2017	1545	1079	663	95%	83%	68%	3,411
2017-2018	1445	875	570	94%	83%	69%	3,375
2018-2019	1430	839	497	94%	84%	68%	3,713
2019-2020	1512	916	530	90%	79%	53%	3,337
2020-2021	1396	713	396	92%	77%	49%	3,829
2021-2022	1284	744	451	95%	77%	62%	4,011
2022-2023	1286	784	496	95%	73%	68%	4,333
2023-2024	1349	821	502	95%	75%	48%	4,588

Notes:

(1) Based on a survey of NTC graduates conducted approximately six months after graduation; therefore, 2024-2025 statistics are not available. Statistics include graduates of NTC's post-secondary vocational/technical programs. This data does not reflect the activities of students who complete portions of their programs.

(2) Apprenticeship graduate data is excluded.

Source: Data pulled from WTCS Portal (report FLW300), salary is calculated by using the mean of full-time graduates employed in related field

Northcentral Technical College District

Square Footage of District Facilities

Last Ten Fiscal Years

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
NTC - Wausau:										
Main building	343,885	343,885	343,885	343,885	343,885	338,968	330,370	330,370	330,370	330,370
Emergency Services Training Center	7,300	4,600	4,600	4,600	4,600	4,600	4,600	4,600	4,600	4,600
Center for Business and Industry	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000
Center for Health Sciences	138,661	135,606	135,606	135,606	135,606	135,606	135,606	135,606	135,606	135,606
Subtotal	504,846	499,091	499,091	499,091	499,091	494,174	485,576	485,576	485,576	485,576
NTC - Antigo Campus	84,515	74,515	74,515	74,515	74,515	74,515	74,515	74,515	74,515	74,515
NTC - Phillips Campus	29,600	29,600	29,600	29,600	29,600	29,600	29,600	29,600	29,600	29,600
NTC - Spencer Campus	9,600	9,600	9,600	9,600	9,600	9,600	9,600	9,600	9,600	9,600
NTC - Merrill Campus	36,976	36,976	32,176	32,176	32,176	32,176	32,176	27,176	27,176	19,136
NTC - Wittenberg Campus	2,691	2,691	2,691	2,691	2,691	2,691	2,691	2,291	2,291	2,291
Agriculture Center of Excellence	39,925	39,825	39,825	39,825	33,825	33,825	33,825	33,825	28,835	28,835
Diesel Technology Center	10,500	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	
CDL Training Center	7,748	4,300	4,300	4,300	4,300	4,300	4,300	3,066		
Subtotal	221,555	206,507	201,707	201,707	195,707	195,707	195,707	189,073	181,017	163,977
Other (leased):										
NTC - Medford Campus	12,500	12,500	12,500	12,500	12,500	12,500	12,500	12,500	12,500	12,500
Diesel Technology Center										9,000
Alternative High School Building	0	0	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000
Subtotal	12,500	12,500	18,500	18,500	18,500	18,500	18,500	18,500	18,500	27,500
Total square footage	738,901	718,098	719,298	719,298	713,298	708,381	699,783	693,149	685,093	677,053

Source: NTC Office of Facilities Administrator.

Note: The District rents additional space in public school buildings and other facilities to provide instruction

COMPLIANCE AUDIT SECTION



**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL
REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT
OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH
GOVERNMENT AUDITING STANDARDS**

District Board
Northcentral Technical College District
Wausau, Wisconsin

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of the business-type activities and the aggregate remaining fund information of Northcentral Technical College District as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise Northcentral Technical College District's basic financial statements, and have issued our report thereon dated November 19, 2025.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered Northcentral Technical College District's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, we do not express an opinion on the effectiveness of Northcentral Technical College District's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit, we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

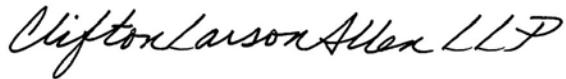
**NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
SCHEDULE OF FINDINGS AND QUESTIONED COSTS (CONTINUED)
YEAR ENDED JUNE 30, 2025**

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether Northcentral Technical College District's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance, and the results of that testing, and not to provide an opinion on the effectiveness of Northcentral Technical College District's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Northcentral Technical College District's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

A handwritten signature in black ink that reads "CliftonLarsonAllen LLP". The signature is written in a cursive, flowing style.

CliftonLarsonAllen LLP

Milwaukee, Wisconsin
November 19, 2025



Antigo:

■ Antigo, East Campus

Wood Technology
Center of Excellence
312 Forrest Avenue
Antigo, WI 54409
715.623.7601

Medford:

■ Medford, West Campus

1001 Progressive Avenue
Medford, WI 54451
715.748.3603

Merrill:

■ Public Safety Center of Excellence

1603 Champagne Street
Merrill, WI 54452
715.348.7205

Community Safety
Simulation Center
1505 Champagne Street
Merrill, WI 54452

CDL Training Center
1200 W Taylor Street
Merrill, WI 54452

Phillips:

■ Phillips, North Campus

1408 Pine Ridge Road
Phillips, WI 54555
715.339.4555

Spencer:

■ Spencer, Southwest Campus

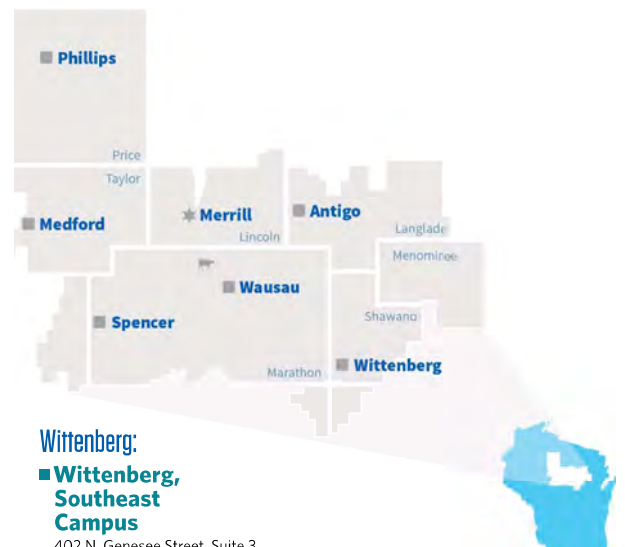
808 N. Pacific Street
Spencer, WI 54479
715.659.5120

Wausau:

■ Wausau, Central Campus

1000 W. Campus Drive
Wausau, WI 54401
715.675.3331

Agriculture
Center of Excellence
6625 County Road K
Wausau, WI 54401
715.675.3331
Diesel Technology
Center
3353 Geischen Dr
Wausau, WI 54401
715.675.3331



Wittenberg:

■ Wittenberg, Southeast Campus

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

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

MEETING DATE: December 2, 2025

TOPIC: Receipts & Expenditures

POLICY 1.1 – Presidential Expectations – The President, in execution of his/her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either irresponsible or in violation of commonly accepted business and professional ethics, or that results in failure to be accredited by the Higher Learning Commission.

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 **October 31, 2025** (preliminary).

F1-F7 Revenue: \$52,336,389.51

F1-F7 Expense: \$36,122,345.51

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: 

Dated: December 2, 2025

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

MEETING DATE: December 2, 2025

TOPIC: Personnel Changes

POLICY 1.1 – Presidential Expectations – The President, in execution of his/her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either irresponsible or in violation of commonly accepted business and professional ethics, or that results in failure to be accredited by the Higher Learning Commission.

INTERPRETATION: NTC will follow Wisconsin Statute 38.12 (3) "The district board shall employ and fix the compensation..." and 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:

- Don Abel – Academic Coach, LTE
- Allison Burgau – Human Resources Generalist
- Tommy Chang – Custodian, General
- Karen Rutz – Custodian, General

Resignations:

- Jean Barlow – Specialist, Financial Aid
- Kerry Bloemers – Manager, Grants
- Michael Brown – Instructional Assistant, Wood Science
- Zayd Kort-Garber – Custodian, General
- Josh Lauermann – Custodian, Floors
- Melissa Myszka – Assistant Director, Security

Retirements:

- Mary Sather – Faculty, Alternative High School

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 Dr. Jeanie Worden Dated 12/2/2025

Cosmetology and Nail Technician Advisory Committee

Meeting Minutes

Date: 09/22/2025

Time: 1:30pm-3:00pm

Location: Zoom & Studio Max Salon

Attendees

Industry Members:

- Angela Bloom – Cost Cutters, District Manager
- Shelly Dankemeyer-Panter – Great Clips, General Manager

NTC Team:

- Autumn Laabs – Faculty, Cosmetology
- Kayla Ackermann – Faculty, Cosmetology
- Monica Groth – Instructional Assistant, Cosmetology
- Jason Schenzel – Dean, School of Business
- Valerie Becker – Administrative Assistant, School of Business
- Yang Yee Xiong – Student Success Advisor

Industry Discussion

AI & Digital Tools in the Salon

Angela Bloom — Uses an AI learning platform with avatars and gamified practice (500+ videos); tested color-formulation AI (e.g., “Formula Flow”). She sees value in this for new stylists but cautions it can replace algebra/critical thinking if overused.

Shelly Dankemeyer-Panter — Has not had the opportunity to incorporate AI into her salons.

Autumn Laabs — We are working on incorporating AI into our curriculum, most specifically on the clinic-floor. We plan to put iPads at each station so students can take client photos and run AI consultation/visualization tools (e.g., hairstyle/color previews). We also want to have realistic AI “client” roleplays when no real client is available.

Kayla Ackerman — We are building AI consultation scenarios (example: “Karen” persona) and exploring product-recommendation apps that take a client photo and suggest in-shelf products to prompt stylist upsells and conversation.

Monica Groth — Recommends introducing color-AI tools near the end of the program end so students first master the underlying critical thinking (ratios, theory).

Technical & Trend Skills

Angela Bloom — Current salon trends: bald fades, movement back to classic men’s tapers, layering/wolf-cut influenced women’s styles, warm coppers/warm browns and small pops of vivid accents; perms mostly used now as texturizers rather than full curls.

Shelly Dankemeyer-Panter — Observing fades, disconnect/mullet-influenced looks; salons are using phones for pics; still doing live consultations (not yet using AI).

Autumn & Kayla — Shared that they have a strong emphasis on teaching fundamentals (angles/degrees/holding) so students can apply new-cut names (wolf, butterfly) without losing core skills.

Hiring & Workplace Expectations

Angela Bloom — New hires tend to struggle with lack of eye contact and consultation skills. She mentioned many younger employees rely on parents for insurance until 26 and live at home, so income is treated as “fun money” rather than serious budgeting. However, she finds herself coaching staff on insurance and benefits when they age out of parents’ coverage at 26; she feels like she also becomes a financial advisor to her younger employees. Her company offers tiered employment options: minimal part-time, mid-part-time, low full-time (30–36 hrs), and full-time with insurance (36+ hrs).

Shelly Dankemeyer-Panter – Confirms hiring challenges with applicants’ resistance to nights/weekends and many want only 30 hours/week as full-time, which limits her ability to hire. She associates daycare closures at 6 pm making later shifts difficult.

Kayla Ackerman – Sees students coming in with unrealistic work expectations (daytime-only, long lunches, no weekends).

Monica Groth – We actively teach reality of client building by having students create mock schedules, calculate income, and see impact of no-shows. Notes that many students consider 30 hours as the “new full time.”

Instructional Area/Program

Program Updates

Autumn Laabs – In the last year, we had to shift topics to different courses to stay compliant with state-mandated hours, tightening what content can be in each course. This process is ongoing, and we are “buttoning up” details this year, ensuring students get the right content in the right place. She emphasized integration of AI as a teaching tool stating that it should help free time for higher-level skills but not replace critical thinking. There continue to be challenges with state board exam scheduling where students struggle to secure timely testing dates and many must wait up to 6 months after graduation due to limited availability. These issues worsened after switch to E-licensing system but appear to be improving slightly now.

Monica Groth – Traveling to testing sites is also a barrier for graduates as these sites are not local and some students don’t drive and rely on others. Several of our students rely on the local bus system or live in the dorms near campus.

Enrollment Updates

Jason Schenzel – Jason shared the following enrollment information:

- The program accepts 22 students in each year’s cohort
- Current class has about 20 students
- 18 students graduated from the program last year’s cohort

Nail Technician Program

Autumn Laabs – The Nail Tech curriculum that was offered 2 years ago is still in place, but the program is still on hold. We would really like a dedicated instructor and would like to get this program back up and running in addition to Barbering and Esthetics.

Jason Schenzel – NTC’s new Program Health process ensures not just instructional quality but also considers profitability and labor market demand before launching or relaunching programs.

- The Nail Tech relaunch ultimately depends on resources.
- Faculty load is an issue as these classes were previously being taught at night in addition to faculty’s day-time duties.
- If we run the program with 8 students, we will lose about \$3,000, we will break even with 10 students and become profitable with 12 students.
- Our current facilities can accommodate 10 nail technician stations, but our ventilation system limits us to 8 students.
- We should know by the end of September if we can run it in Spring 2026.

NTC College-Wide Initiatives

Jason Schenzel reviewed the Fall 2025 College-wide initiatives presentation with the advisory committee.

Next meeting schedule & agenda items discussion

The next meeting will be NTC’s college-wide Advisory Committee Summit on Wednesday, April 15, 2026, 7:30am-11:30am



University Transfer (UT) Advisory Committee Meeting Minutes

Date: Friday, September 26, 2025

Time: 12:30 p.m. – 2:00 p.m.

Location: CHS 1004B

Attendees

Industry Members:

- Ashley Jochimsen-McCarron, High School Guidance Counselor, Medford Area Public School District
- Christie Wright, School Counselor/Co-YA Coordinator, Colby School District
- Heidi Brostowitz, School Counselor, Spencer School District
- Jennifer Aune, School Counselor, Marathon School District
- Jennifer Rauscher, Executive Director, Intelligent Future Foundation
- Jessica Mehl, Director of Student Development, Faith Christian Academy
- Jim Brickweg, School Counselor, D.C. Everest School District
- Kay Pickar, Career Center Coordinator, Wausau School District
- Liberty Heidmann, Workforce Services Director, North Central Wisconsin Workforce Development Board
- Lori Huther, School Counselor, Abbotsford School District
- Miranda Ritger, Associate Director of Continuous School Improvement, CESA 9
- Monica Dukelow, YA/CTE, Colby School District
- Nicole Kloth-de Otter, F/CE Educator & YA/STW Coordinator, Abbotsford School District
- Randi Wanless, Academic Counselor, Neuman Catholic High School
- Ryan Winkler, Business Teacher and School to Career Coordinator, Marathon School District
- Sarah Coker, School Counselor, Stratford School District

NTC Team:

- Hannah Lee, Administrative Assistant, School of General Studies
- Julia Barwick, Specialist, Student Services & K12
- Lauren Foley, Manager, Student Recruitment
- Sara Bartelt, Associate Dean, School of General Studies

Welcome & Introductions

Sara Bartelt, Associate Dean, School of General Studies welcomed the Advisory Committee.

Update and highlights from last meeting

There were no additional updates or highlights from the last meeting in Fall 2024.

College-Wide Initiatives

- UW – Stevens Point Partnership:** Sara provided a brief update on UW–Stevens Point’s Wausau campus relocation to the NTC campus, scheduled for Fall 2026. She emphasized that this move represents a co-location rather than a merger. The arrangement will allow NTC students to take an expanded selection of UWSP courses in person on the NTC campus, while UWSP students will have the opportunity to enroll in NTC courses at NTC tuition rates. Sara noted that while logistics are still being finalized, the co-location is expected to create greater flexibility and expanded opportunities for students at both institutions.

Instructional Area/Program

- B. **Program Overview:** The University Transfer program is designed to provide students with a clear and affordable pathway to a bachelor's degree. It allows students to complete their general education requirements and many electives at NTC before transferring to a four-year university, typically with junior standing. Students may pursue either an Associate of Arts (AA) or an Associate of Science (AS) degree—the AA is suited for students interested in fields such as education, social sciences, and humanities, while the AS is geared toward those pursuing STEM and natural sciences.
- C. **Updated Degree Requirements:** Sara noted that the program now allows up to 21 elective credits, an increase from the previous limit of about 10. This change was implemented to accommodate variations in course acceptance across UW campuses, as some students previously found that certain classes did not transfer to their chosen university. By expanding elective options and broadening the course catalog, students now have greater flexibility to select classes that align with their intended transfer institution. Electives may also include courses from occupational programs, provided they are confirmed as transferable, offering students additional opportunities to tailor their studies to their academic and career goals.
- D. **Enrollment:** Sara provided an enrollment update, noting a total of 70 active students, with 30 in the Associate of Arts (AA) program and 31 in the Associate of Science (AS) program. Common transfer programs include education (elementary, history, art, and music), business administration, psychology, pre-law, computer science, political science, engineering (mechanical and electrical), biology, and chemistry. Other unique programs students are pursuing include game design, wildlife ecology, astrophysics, aerospace engineering, and forensic science.
- E. **Industry Trends:** Advisory members highlighted the significant benefits of students earning college credit while still in high school through Dual Credit and Start College Now. These opportunities allow students to complete much of an associate degree before graduation and potentially spend as little as one year at NTC before transferring.

Members inquired whether students would need to repeat classes when transferring to universities with different course sequences. Sara confirmed that transfers are course-to-course, so students should not have to retake classes even if the sequence does not align. Members also asked whether the program continues to provide a two-plus-two pathway enabling students to enter a four-year university with junior standing. Sara affirmed that while this remains the goal, the differences amongst UW campuses and individual student plans may affect outcomes. Program Advisor Xang Lee meets with students each semester to ensure course selections align with their intended transfer institution.

Members identified course transferability as their primary concern and highlighted Transferology as a valuable resource for planning. They expressed appreciation for NTC's ongoing efforts to strengthen transparency in transfer agreements and commended the website for providing clear information on courses and pathways. Members encouraged continued collaboration and communication to support counselors in effectively guiding students toward their university goals.

Next meeting schedule & agenda items discussion

- A. **Spring 2026 Advisory Summit:** Advisory members were invited to attend the Advisory Summit in Spring 2026. The next fall advisory meeting will be determined after spring advisory meeting.

Accounting Advisory Committee Meeting Minutes

Date: 09/29/2025
Time: 10:30am-12pm
Location: Zoom

Attendees

Industry Members

- **Mary Strand** – Consulting Controller; CLA
- **Jean Schult** – Owner; Schult CPA
- **Traci Leffel** – Director of Finance; Rocket Industries
- **Ron Auman** – VP of Finance; Nelson-Jameson
- **Elizabeth Wegner** – Accounts Payable Specialist; Foundation Finance

NTC Team

- **Dr. Jason Schenzel** – Dean, School of Business
- **Sara Hill** – Accounting Faculty
- **Sydney Fritzel** – Accounting Faculty
- **Kou Yang** – Accounting Faculty
- **Valerie Becker** – Administrative Assistant; School of Business
- **Tim Hinke** – Student Success Advisor

Industry Discussion

AI & Automation in Accounting

Mary Strand – Shared how CLA uses Microsoft Copilot instead of ChatGPT. AI is being used for email drafting, organizing tax documents (W-2s, 1099s), and reducing data entry tasks to free staff for higher-level analysis.

Traci Leffel – Discussed Copilot and GPT integration at Rocket Industrial; AI used for internal searches and ERP queries (inventory, customer orders). Emphasized automating repetitive entry-level tasks (e.g., sales tax, dashboards) as much as possible.

Ron Aumann – Reported that Nelson Jameson’s marketing and sales departments are using AI for supply chain, routing, and customer analysis, though accounting hasn’t adopted it broadly yet.

Sydney Fritzel – Has integrated tax software into teaching; students then compare manual and software-prepared returns.

Industry Trends & Skills Needed in Graduates

Mary Strand – Predicted AP/AR automation will expand; graduates must learn how to *review* outputs and understand business implications, not just data entry.

Jean Schult – Stressed importance of core competencies, troubleshooting, and problem-solving; students need to think critically, double-check outputs, and recognize errors.

Sara Hill – Asked industry members what skills two-year graduates will need as entry-level roles evolve.

Mary Strand & Jean Schult – Both emphasized a “questioning mind,” ability to apply accounting knowledge, and interpersonal/communication skills.

Ron Aumann – Noted declining applicants for accounting jobs, partly due to CPA credit-hour requirements; Nelson Jameson has introduced youth apprenticeships and internships.

Student Soft Skills & Workforce Readiness

Mary Strand – Noted increased demand for in-person work and importance of soft skills, teamwork, and client interaction for online students.

Sara Hill – Described efforts to bring first-semester students to campus (accounting lab, tutoring, community support).

Sydney Fritzel – Highlighted the VITA program (students prepare 100+ tax returns annually, gaining teamwork and client-service skills). We also incorporate presentations and role-play client meetings into coursework.

Kou Yang – Mentioned Mentor Business Experience (MBE) course, where students network with mentors and practice professional skills.

Instruction Area/Program

Program Updates

Kou Yang – Announced major changes to the Capstone course (launching Fall 2026):

- Shifting from bookkeeper certification prep to application of accounting knowledge.
- Emphasis on verifying outputs, correcting errors, risk analysis, and internal controls.
- Students will learn how AI agents and assistants are used to automate high-volume, routine accounting tasks.
- **Mary Strand** – Suggested incorporating more guest speakers/mentorship to prepare students for post-graduation career paths.

Sydney Fritzel – Mentioned plans to revive the accounting club to connect students with alumni, support certifications, and build workforce ties. Also shared that faculty are working to keep online students engaged through Zoom meetings, interactive assignments, and presentations.

Sara Hill – Reported on efforts to balance online and in-person opportunities; noted the value of the accounting lab and teamwork-focused courses in supporting retention and skill development.

Future Curriculum Needs (Auditing & Internal Controls)

Sara Hill – Proposed adding auditing as a course to strengthen student skills in review/analysis; questioned whether it should replace Business Law.

Ron Aumann – Strongly supported auditing as more beneficial than Business Law suggested a “lighter” or intro version could be designed for technical college level.

Traci Leffel – Saw value in auditing concepts, especially internal controls, but emphasized need for practicality at the two-year graduate level. Could go either way between auditing and business law.

Mary Strand – Supported auditing for its real-world applicability, though acknowledged both courses could add value.

Elizabeth Wagner – Noted that a stronger understanding of internal controls would have benefited her in her first job.

Enrollment Updates

Dr. Jason Schenzel – Shared a spreadsheet snapshot covering academic years 2024, 2025, and 2026 for program enrollment tracking.

- Last year (2024-2025), unduplicated headcount decreased slightly from the previous year, but duplicated enrollments increased (more total course enrollments per student)
 - **FTE: 33.82, Duplicated headcount: 481, Unduplicated Headcount: 96**
- For the current year (2025-2026), the unduplicated student count is up, though duplicated enrollments are down; FTE is higher, meaning fewer students are enrolled but they are taking more credits/classes.
 - **FTE: 36.38, Duplicated Headcount: 476, Unduplicated Headcount: 33.82**

Timothy Hinke – Mentioned he has only worked with the accounting program for about a year but has been as busy as ever with enrollments. Credited instructors for being very hands-on and supportive of students, which helps retention and success. Highlighted that first-semester students are required to meet with him, during which they discuss their goals and preferences for in-person vs. online classes.

College-Wide Initiatives

Dr. Jason Schenzel reviewed the Fall 2025 College-wide initiatives presentation with the committee.

Next meeting schedule & agenda items discussion

The next meeting will NTC’s college-wide Advisory Committee Summit: Wednesday, April 15, 2026, 7:30am-11:30am

**Business Management/Business Analyst/Small Business Entrepreneurship
Advisory Committee Meeting Minutes**

Date: 09/29/2025

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Derek Boyd – Global EHS Director, Greenheck
- Chad Lemmens – Owner/Founder, Lemmens Creative Designs
- Tim McKeough – Owner/Founder/Instructor, Q Up Success & Mentor, MCDEVCO, UW-Stevens Point

NTC Members:

- Jason Schenzel – Dean, School of Business
- John Burgess – Faculty, Small Business Entrepreneurship/Human Resources/Leadership Development
- Kimberly Reed – Faculty, Business Management/Business Analyst/IT
- Valerie Becker – Administrative Assistant, School of Business
- Tim Hinke – Student Success Advisor
- Xang Lee – Student Success Advisor

Industry Discussion

Use of AI in the Industry

Chad Lemmens – Compared the AI “buzz” to the internet surge of the late 90s/early 2000s. Noted many companies rushed in, then slowed down because systems and data infrastructure weren’t ready. Highlighted risk concerns (contracts, data privacy, liability). Shared that he builds custom secure AI solutions in sandboxed environments to avoid public data risks, using HTML, JavaScript, Mult.js, P-charts instead of Python. Critiqued Copilot, while praising Perplexity (Claude-based), Grok, and ChatGPT for different strengths. Stressed intentional, systematic implementation: AI isn’t a fix-all; it should solve real problems without creating new inefficiencies.

Tim McKeough – Admitted he’s not technical but uses AI in practical, accessible ways (e.g., ChatGPT for personal tasks, Salesforce AI in sales). Noted students are far ahead of professionals in adopting AI, which keeps him learning. Observed AI’s growing role in healthcare (e.g., EMR systems like Epic integrating AI) but raised liability risks if doctors rely blindly on AI. Said AI reduces barriers for entrepreneurs (e.g., business plans, app prototypes can be created faster/cheaper). Emphasized the importance of intention in AI use and that students should reflect on why they use it (to learn vs. to cut corners).

Derek Boyd – Shared that his company uses AI internally to search large policy/legal documents efficiently and build agents that restrict AI searches to regulatory databases, improve efficiency in tasks like summarizing 375-page technical reports. Stressed AI is like “the smartest person in the room”, useful but requires fact-checking. Sees AI as reducing cognitive load and boosting efficiency but not replacing expertise

Workforce, Trends, & Skills Needed

Kimberly Reed – Noted a shrinking K-12 demographic will lead to a smaller workforce, continuing hiring challenges.

Tim McKeough – Reported companies are focusing on retention through professional development and career pathing for all employees; stressed turnover is costly in both finances and culture. Added a research perspective on “continuous commitment,” noting younger generations view employment as more temporary, so businesses should engage employees productively during their tenure, even if short-term.

Chad Lemmens – Observed post-COVID changes in managing remote vs. in-office employees, consolidation of middle management, and need for intentional servant leadership. Warned that employee losses without preparation can damage organizations. Questioned whether “one job, one skill” careers are disappearing, advocated for adaptability, multiple skill sets, and personal branding.

Jason Schenzel – Noted employers often hire for one role but then expand responsibilities; flexibility is key.

Instructional Area/Program

Program Updates

Kimberly Reed – Confirmed that the Business Management program currently incorporates skills such as personal branding, adaptability, and professional flexibility, tying into industry comments about the importance of students managing their “brand” and being able to work across multiple functions. Expressed assurance that AI curriculum is taught with intentionality, so students use it as a productivity and learning tool rather than simply a shortcut.

John Burgess – Shared that other programs, like Leadership Development, incorporate change management models (e.g., The Change Cycle – Lost, Doubt, Discomfort, Discovery, Understanding, Integration) and noted that similar frameworks could benefit business students in adapting to workplace changes.

Jason Schenzel – Emphasized the college’s effort to remain “ahead of the curve” with AI while balancing the realities of being in a smaller business community that often lags national adoption trends. He also mentioned the idea of adding an Emerging Trends course (AI-focused or broader BA trends) to the Business Analyst program to allow flexibility as AI evolves, since what AI is today isn’t necessarily what it will be in 6 months or a year. Although, adding an Emerging Trends course would require a different 3-credit course to be removed from the program.

Program Modifications

Kimberly Reed – Discussed potential curriculum revisions in the Business Analyst program. The plan includes adding three new one-credit AI courses designed as very introductory, stackable classes to ensure students gain baseline AI knowledge and hands-on exposure. These courses would be integrated early in the program to align with industry demand for AI literacy.

10-102-3 Business Analytics Degree

- Remove Design Thinking 10102180 (3 credits) – This would allow room for three 1-credit AI courses to be added to the program: *Introduction to AI 10156121*, *Business Applications of AI 10156122*, & *Ethics and Implications of AI 10156123*. This shift aims to keep the program aligned with industry needs and the rapid evolution of AI.
 - The advisory board supports these changes.

Enrollment Updates

Jason Schenzel – Provided the following enrollment data for Business Analyst, Business Management, and Small Business Entrepreneur programs:

Program	2026 FTE	2026 Duplicated Headcount	2026 Unduplicated Headcount	2025 FTE	2025 Duplicated Headcount	2025 Unduplicated Headcount	2024 FTE	2024 Duplicated Headcount	2024 Unduplicated Headcount
Business Analyst - PG10200	2.93	43	9	4.37	60	12	2.73	36	8
Business - PG10102	54.4	671	154	55.64	720	149	48.23	573	140
Small Business - PG14500	13.26	177	37	14.97	203	43	21.24	248	61

- Trends have fluctuated over the past three years.
- Business Management showed more unduplicated students than last year but fewer duplicated headcounts (students taking fewer classes overall).

Kimberly Reed – Noted other schools have raised concerns that new general education associate degrees may be pulling students away from business program enrollment.

Next meeting schedule & agenda items discussion

College-wide Advisory Committee Meeting: Wednesday, April 15, 2026, 7:30am-11:30am

Advisory Committee Meeting Minutes

Automotive Technology



1st October 2025 | 3:00PM to 4:30PM | STEM Center (F107) & Zoom

Meeting Attendees

Industry Members:

- Kent Olson – Olson Tire & Auto Service / Olson Auto Body & Paint
- Janessa Brickner – Brickners of Wausau
- Amy Yessa – WATEA
- Jamie Boettcher – Pierce Manufacturing

NTC Members:

- Iain Cameron – Dean
- Ken Parker – Associate Dean
- Susan Clark – Administrative Assistant
- Matt Klug – Faculty
- Ross Nevienski – Faculty
- Zach Knetter - Faculty

Welcome

Iain Cameron, Dean of the School of Engineering and Advanced Manufacturing at Northcentral Technical College (NTC), welcomed everyone to the meeting and thanked them for attending.

Faculty & Staff Changes

Iain let the committee know that Randy Wesenick, Automotive Faculty and with NTC for 15 years, had retired at the end of the last academic year. Zach Knetter was hired as a new Faculty in the program and is settling in well. Susan Clark, Administrative Assistant, is also retiring after 18 years with NTC and her last day will be Friday October 3rd – the committee joined Iain in congratulating Sue and thanking her for her work supporting our students and team.

Previous Meeting Information and Updates

The previous meeting minutes were distributed in advance for the committee to review. There were no specific follow-ups to discuss from the earlier meeting.

Program and Curriculum Discussion

Enrollment numbers for the Fall 2025 semester are:

- 17 first-semester students
- 15 third-semester students
- 10 students in flex lab classes

Program Overview and Updates

- We are currently teaching our refreshed first-semester classes for the second time and the third semester classes for the first time, and the feedback so far has been very positive. We have a 75% retention rate for this fall semester for returning students (15 out of 20 students returned for the second year) which is the highest it's been for several years. While we believe this is a direct result of our work on the program, we will continue to monitor how this trend continues in the future and continue to determine potential improvements.
- While we still may have students choose not to continue, the changes made to our embedded technical diplomas ensure the students are more employable after one or two semesters, something we previously did not have.
- We are continuing to look at revamping our flex classes going forward, with the future goal of being able to offer all four semesters on a part-time pathway plan.
- Currently, we are reviewing our capital budget for the next Academic Year (FY27) and are planning to replace vehicles and improve equipment for the program. We have already purchased a new Toyota Camry and plan to buy a Ford F150 Lightning electric truck, which will be shared with Diesel, using WTCS EV/HV grant funding we have secured. While NTC is open to future expansion opportunities for the Automotive lab, the college is being careful as we plan our budgets. Operational costs have gone up slightly across the board, and one update we have made already is the purchase of bulk fluid storage for common fluids used in the shop. We will continue to explore other cost-saving measures in the future, and will reach out to the advisory committee for input as we consider future purchases for the program.

Program Modifications

There are no program modifications planned at this time.

We are monitoring how the new curriculum is being received by students and taking note of changes and improvements that may be possible as we continue to deliver the new classes. We are still developing the fourth-semester curriculum which will be offered for the first time in Spring 2026.

Industry Discussion

- Janessa Brickner shared that Merrill High School is working to reintroduce automotive classes by reopening its Automotive Shop. Brickners of Wausau may donate equipment, and Brickners of Merrill is also contributing, though the school still needs basic tools. Currently, 26 students are enrolled in small engine and automotive courses. The school is also pursuing grants for funding. NTC confirmed that we are interested in offering dual credit options with the high school too. Janessa emphasized the importance of communicating program details to parents and suggested that industry partnerships offering real-world experiences for second-year students would be valuable (summer electives was mentioned as a possibility). Iain suggested Flex classes could be an option for a more apprenticeship-like program.

Janessa also noted that many resumes she reviews lack specific mention of Automotive experience, suggesting applicants may not realize the importance of including all relevant details. There was speculation that applicants might be relying more on AI to create their resumes and it was suggested that students may need better guidance on resume writing, potentially through a workshop offered at the end of the spring semester. Despite this, she is seeing a high number of skilled applicants for job openings.

- Kent Olson emphasized the importance of reinforcing classroom topics with hands-on experience through industry partnerships. He suggested it might be useful for students to track this experience through a 'passport' type document or similar, and being allocated a shop-mentor to support their development at work. Additionally, he proposed creating short videos to educate students on various automotive-related topics.

Kent expressed concern about the difficulty of students enrolling, understanding schedules, and having tuition covered by employers – he recently experience challenges while aiming to support one of his employees. He wants the issue to be looked into and feels that if NTC can help improve this, industry partner buy-in will be better.

Kent also emphasized the need to ensure that Automotive Scholarship funds are disbursed as much as possible and noted that WATDA scholarship awards were down across the state. Iain agreed that scholarships have been challenging to award across the board and that NTC were working on ways to improve student applications and acceptance.

- Amy Yessa reported that the Fast Forward Grant technical training with CTI, Advanced Automotive, and the State of Wisconsin is progressing well. Survey feedback shows high satisfaction, and results will be presented at the October 14th WATEA annual meeting. Since its launch in August 2024, the program offers three training days monthly, focusing on advanced automotive skills, led by national trainers. Kent noted that technicians who attended CTI classes have performed excellently in his business.

Amy also confirmed that the Auto Collision program offered in partnership between NTC, Wausau East, and WATEA is running again this year starting October 16th. The next class has 15 students in total (12 students and a waitlist).

- Jamie Boettcher shared that Pierce Manufacturing is expanding and looking to add 300 new employees in their fire truck manufacturing operation. The company currently has a four-year customer waitlist and is actively seeking workers, offering a \$2,500 relocation incentive for those moving to the area for the job.
- The committee also discussed the current changes occurring in the hiring market. The speculation is that there seems to be a shift away from people willing to work, and more applying for jobs to check boxes. There seems to be greater challenges with accountability such as individuals not showing up for a scheduled interviews or sticking at a new job for more than a few weeks.

Advisory Committee Meeting Minutes

Automotive Technology

1st October 2025 | 3:00PM to 4:30PM | STEM Center (F107) & Zoom



NTC Updates

NTC will once again host an Advisory Committee Summit this year, on Wednesday April 15th 2026. All committee members will be invited and the first summit held in April 2025 was well received.

We will plan on having a separate Automotive Advisory Committee Meeting in the spring to continue discussing how the new curriculum is working for students, equipment and technology updates, and with the aim of increasing industry participation. It was mentioned that we can share this with WATEA members to make them aware we have this committee and desire additional participation.

A PowerPoint with College-Wide Updates was shared with the Advisory Committee. Iain shared a couple of key points with the group, including NTC's focus on AI and ensuring our students are able to understand and utilize it effectively in their program areas.

Next Meeting Details

The Advisory Committee Summit will take place on Wednesday, April 15, 2026.

The next Automotive Advisory Committee meeting will be determined and shared with the committee at a later date.

Contact Details –

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Learning Manager, School of Engineering and Advanced Manufacturing

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2025 Fall Dental Advisory Committee

Meeting Minutes

Date: 10/03/2025

Time: 12:00 pm – 1:30 pm

Location: CHS 4011

Zoom Meeting Link: <https://ntc.zoom.us/j/83394367617>

Attendees

Industry Members:

- Jenna Buss, RDH- Administrator, Prairie Run Dental
- Dr. Nathan Fiebke- Owner/Dentist, Fiebke Dental
- Angela Gajewski, RDH- Dental Hygienist, Heartland Dental- Quirt Family Dentistry Merrill
- Teena Krause, Director of Market Operations, Midwest Dental
- Dr. Ryan Miller, DC- Chiropractor, Mosinee Family Chiropractic
- Megan Nemitz, RDH- Bridge Community Health Clinic
- Taylor Schilling, NP- Critical Care Medicine Nurse Practitioner, Aspirus Medical Group
- Scott Van Ermen, Rph- Pharmacy Manager, Pick N Save Mosinee
- Kelly Weiland, Assistant Manager, Family Health Center
- Jen Winter- Human Resources, Wausau Smiles

NTC Team:

- Laura Ahonen- Associate Dean, Allied Health and Human Services
- Janis Ciskowski, RDH- Faculty, Dental
- Deb Koziel, RDH- Program Director & Faculty, Dental
- Aleena Lepak, RDH- Faculty, Dental
- Jordyn Olson- Advisor, Student Success
- Sue Pernsteiner, RDH, CDA, EFDA- Faculty, Dental
- Jennifer Sawvell- Manager, Dental Clinic
- Sandie Shorey – Administrative Assistant, Health Sciences & Community Services
- Jana Swenson, RDH- Faculty, Dental

Welcome and Introductions

Meeting called to order by Dental Program Director, Deb Koziel at 12:00pm. Deb welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Laura Ahonen, Associate Dean of Allied Health and Human Services, called for any changes to the minutes from the fall 2024 meeting (10.04.24). There were no changes made to the minutes from the fall meeting.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Associate Dean of Allied Health and Human Services, Laura Ahonen. She discussed 6 new programs that started at NTC this fall: Expanded Function Dental Auxiliary (EFDA) Advanced Technical Diploma; Advocacy & Social Justice Technical Diploma; Foundations of Artificial Intelligence Technical Diploma; Wood Industry: Primary Manufacturing Certificate; Wood Industry: Secondary Manufacturing Certificate; and Early Childhood Educator Apprenticeship.

She also shared an update on Agriculture 4.0, Feeding Our Community with the Technology of Tomorrow, is the integration of advanced digital technologies into farming, and how NTC is bringing Agriculture 4.0 to the classroom with Drones & Simulators, Sustainable Practices, and Future Pathways. Additionally, she discussed the importance of Program Health, a data-informed process to evaluate the ongoing demand, quality, and sustainability of academic programs. She also spoke to the group about the Community Safety Simulation Center (CSSC), a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual), which is now open and ready to serve our local communities and the organizations within the communities we serve through NTC. Laura spoke about AI at NTC and how our technical college is advancing a mission-driven AI strategy through instructional innovation, operational efficiency, and workforce readiness. She gave a summary of Handshake and let industry partners know they can post job openings here. She added that NTC is leading the initiative with AI and we have a large team working towards making it as useful and practical as possible in day-to-day life. Together, these initiatives prepare learners and organizations for success in an AI-driven future. Lastly, she touched on College 101, which the DOE now requires to be a course within each program's curriculum.



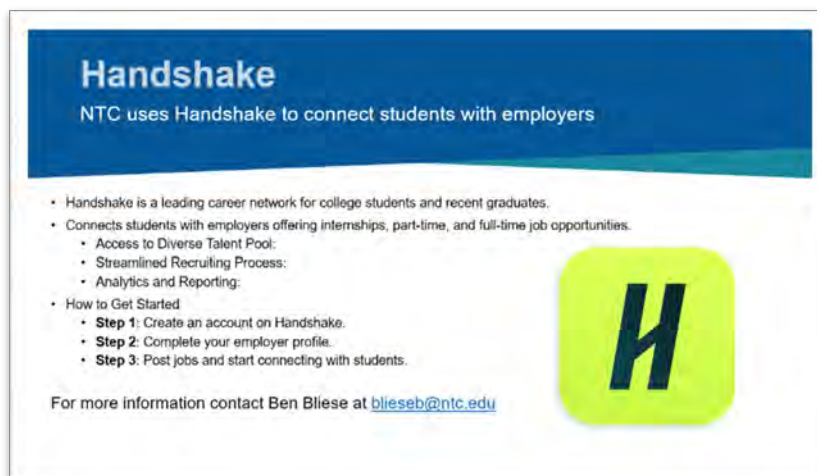
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Workforce Training and Professional Development

Laura gave a brief update on happenings in Workforce Training in Professional Development. Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.

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- How to Get Started
 - **Step 1:** Create an account on Handshake.
 - **Step 2:** Complete your employer profile.
 - **Step 3:** Post jobs and start connecting with students.

For more information contact Ben Bliese at bliese@ntc.edu



Industry Trends

Deb Koziel, Dental Program Director, introduced the following topics and proposed questions to the committee regarding them:

- Saliva Testing
 - *Is this offered in your practice?*
 - *Saliva testing is not widely used in most dental offices; when it is used, it is primarily for caries risk assessment.*
 - *What will we do with the information?*
 - *Who would pay for it and what is the insurance reimbursement for providers?*
 - *Is it a covered benefit with insurance providers?*
 - *Antimicrobial resistance concerns.*
 - *Does implementing saliva testing relate to or impact antimicrobial resistance.*
 - *Would saliva testing lead to changes in current prescribing practices or guidelines.*
- Phase Microscope
 - *The group discussed phase microscopy, and although not being used in practice, the use of this is excellent for educational purposes.*
- Fluoride (Refusal/Alternatives)
 - *Are patients accepting, questioning, or refusing fluoride?*
 - *Fluoride refusal is now something being dealt with in daily practice*
 - *Communities are trying to no longer have fluoridated water*
 - *Dental professionals- go speak at town board meetings about the downside of eliminating fluoride in water*
 - *What is the pushback?*
 - *Some patients expressed concerns over potential neurological effects.*
 - *Financial-many spoke that this is probably the biggest barrier*
 - *Have seen an uptick in patients receiving this treatment when it is included in the service*
 - *Providing patient education on the benefits, but not pushy. We want the patients to be comfortable.*
 - *Also have a non-fluoride varnish (which is not as effective)*
- Employer Feedback
 - *Are there any suggestions for us to investigate for possible implementation?*
 - *AI is becoming more prevalent-Videa (uses digital x-ray sensors; charts progress from one visit to the next). Note: Other things were mentioned here that I did not catch.*
 - *Laser Certification*
 - *Dental is a career, not just a job*
 - *More education on what the students are going to see in the profession.*
 - *Student Success Advisor spoke that post-COVID students don't seem to take the course load seriously until they are in it and then they get it!*
 - *Will numbers increase? We are now doing a Fall/Spring start – 16 students every semester*
 - *Many already know what office they are going to after graduation*
 - *Are temp agencies getting to the students before we (offices and college) are?*
 - *We do not open our students up to temp/head hunters*
 - *NTC Dental Job Fair- the program is now doing it both in Fall and Spring*
 - *Dental Therapy*
 - *Be mindful of the scheduling since we need to keep as many hygienists in the field as possible*

- Insurance
 - Pushing the quick exams/cleanings and cadence/seeing more patients in less time
- Treatment Planning (esp. for periodontal disease)
 - Expected to give it to them in the op before they leave; this is a struggle
- Soft Skills- patients spend 5 times more time with the hygienist vs the dentist
 - Empathy
 - Verbiage-how to present the information (decay, crowns, etc)
 - Don't sugar coat it
 - This is where things are at; this is how we need to proceed
 - Time management
 - Talking to patients
 - Flow of the appointment
 - Relationship building with patients-helps to build trust when critical conversations need to happen-how do we present ourselves to set the patient at ease
 - Topic of Pain Management
 - Important – and great when you can see the same patient visit after visit
 - New patient experience
 - more time to finish patient (1.5 hrs)
 - 1 hr with Doc/assistant schedule; Dr probes these (or hygienist comes in)
 - Most patients are referred from medical, so med lists are already known

Program Updates

Deb Koziel, Dental Program Director, shared the following Program Updates:

- Enrollment Report
 - Dental Hygienist
 - NTC First Semester = 16 students
 - NTC Second Semester = 15 Students
 - NTC Third Semester = 14 students
 - CCC First Semester = 12 students
 - CCC Third Semester = 8 students
 - Teaching the same classes every semester, so teaching is getting stronger
 - Dental Assistant
 - Fall Semester = 5 (Began with 6 students)
 - EFDA
 - Fall Semester = 5 students
- CRDTS
 - NTC = 25 students
 - Initial Attempt = 100% Pass (25)
 - CCC = 11 students
 - Initial Attempt = 100% Pass (11)
- NBDHE
 - NTC = 25 students
 - Initial Attempt = 88% (22)
 - Second Attempt = 100% (2)
 - *Unsure of results for 1 student
 - CCC = 11 students

- Initial Attempt = 91% (10)
- Second Attempt = undetermined
**Unsure of results for 1 student*
- AHOC Event- Future Oral Health Workforce Day (for HS students- paired up with “junior” level NTC students (for hygiene and assisting)
 - o Friday, 10.17.25 from 9am-2pm
- Dental Hygiene Club (Co-Advisors are Aleena Lepak and Jen Sawvell)
 Aleena Lepak, Dental Faculty, shared the following Program Update on the Dental Hygiene Club:

- o 2024-2025 Awards
 - Outstanding Academic Advisor
 - Club member of the year



- Academic Excellence Award
- o Fundraisers
 - Butter Braid sales (currently selling if anyone would like to order)
 - T-Shirt sale
 - Topper’s pizza fundraiser night (watch for a flyer!)-20% will come back to the club
- o Giving back to the community
 - Rake a Difference with the United Way
 - Women’s Community Drive
 - Ronald McDonald House Toothbrush Drive
 - Santa Paws Drive
 - Adopt a family for Christmas (2025 is the 2nd year of this)
 - Elementary School Supply Drive
 - Troop Care Packages
- o Club Events
 - Meetings every month
 - ADHA Video Competition
 - Christmas gift exchange

Future Oral Health Workforce Day

Northcentral Technical College
 1000 W Campus Drive, Wausau
 Friday, Oct. 17thth, 2025
 9:00 AM-2:00 PM

High School students learn about dental health professions— including dentist, dental hygienist, dental assistant, and lab tech—in this **FREE** workshop.

The agenda includes: hands-on activities, information on the prerequisites needed to apply to dental training programs and admissions preparation, and additional opportunities for furthering their interest in a dental career.

Limited space available! Learn more and apply at: <https://ahec.wisc.edu/fohwd/>

- Pumpkin painting
- Dental Themed escape room
- Star of the North Conference in MN

Program Modifications

The following Program Modifications were discussed:

- **Fall/Spring Start**

Deb Koziel, DH/DA/EFDA Program Director, provided information regarding the recent move to Fall/Spring start to the group. We are now doing a Fall/Spring start – 16 students every semester.

- **Expanded Function Dental Auxiliary (EFDA) (Capped at 12 students)**

Susan Pernsteiner, EFDA Faculty, provided information regarding EFDA to the group. We are currently in the 1st semester of this program for NTC. She discussed the benefits of the program, as well as the pathway of the program which is structured in a way that Assistants can stay in their office working and still complete the coursework without overwhelming them. Clinical placement is 120 hours. They typically do this at the office in which they already work. There are already 3 expected for spring semester. Expected wages are between an assistant and a hygienist.

- **Dental Therapy (12 student cap)**

Laura Ahonen, Associate Dean of Allied Health and Human Services, provided information regarding the September CODA site visit for the Dental Therapy Program. She also advised the group of the anticipated start date for the DT program, (Fall 2026-CODA accredited programs). CODA requires three years' worth coursework. 1st college to have a three-year program (2 ½ including summers). Students must be a hygienist.

She also discussed two Dental Therapy Listening Sessions

- o Thursday, 10.23.25 at 6:00pm
 - Focus on helping students prepare financially
 - Schedule-what will it look like to be a student again
 - Prepare students for the application and interview process
- o Monday, 02.23.26 at 6:00pm
 - Prepare for admissions, admission interview
 - Q&A session
 - Clinic Tour
- o Already held one in September
- o 1st year 3 days per week; second year 4 days per week
- o No data currently for WI on wages since it is a new program
- o Reimbursement-insurance claims go through the dentist so no issues w/reimbursement
- o Must work in HPSA area or an office that is at least 50% Medicaid



Future Dental Therapy Student Sessions

You are invited to attend upcoming info sessions for NTC's Dental Therapy program. Each session will run approximately one hour. Attend in-person or virtually.

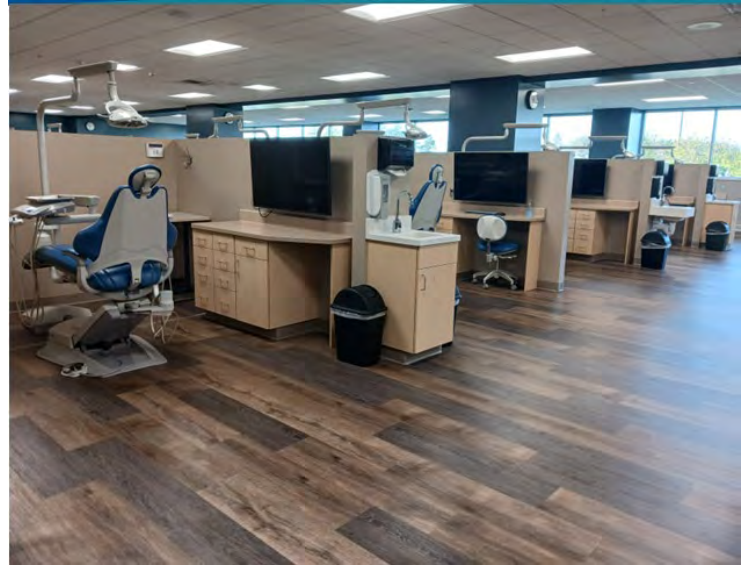
What to Expect Thursday, October 23 6:00 PM	Prepare for Admissions Monday, February 23 6:00 PM
• Scope of practice • Understanding the schedule • Financial information	• Interview prep • Next steps • Q+A session • Tour dental clinic
 https://ntc.zoom.us/j/86407438456?pwd=ghvonDlMvIola24z8ERQbzGd85Pjpt1#success	 https://ntc.zoom.us/j/88444548082?pwd=TjctJlKLl0BhxcjeZzW0bfbb6rlou1

- o Written in the legislation that is HPSA status changes, you can still practice there
- o 127 Interest forms from WI, MI, etc

Facilities/Equipment

Jennifer Sawvell, Dental Clinic Manager, provided the following updates on Facilities/Equipment:

- Capital Equipment
 - o Smartmatic low speed handpieces
 - 30 Smartmatic low speed handpieces, straight angle
 - 30 Smartmatic low speed handpieces, contra angle
 - o 60 KaVo low speed air motors
 - o 60 KaVo multiflex handpiece couplers
 - o 12 Patterson electric lab engine with straight handpieces
- Recent Purchases
 - o Air Techniques ScanX PSP scanner
 - Hygiene can only use once they have passed this skill
 - o Isolite system and supplies for EFDA program
- Update on equipment/trainers
 - o All of the equipment is being utilized and meeting our needs.



Other Items

Laura Ahonen spoke about Faculty Recruitment to this group.

Talked about the flexibility or teaching certain topics/courses.

Also discussed the job openings out on www.ntc.edu

Northcentral
TECHNICAL COLLEGE

SHAPE THE FUTURE

WE'RE HIRING!

Join Northcentral Technical College as we build the next generation of dental health professionals. Be part of our innovative Dental Therapy program, where you'll shape future providers and expand access to dental care in underserved communities.

OPEN POSITIONS

Full-Time Openings

- Dentist Faculty
- Dental Therapy Faculty

Part-Time Openings

- Dentist Adjunct Faculty
- Dental Therapy Adjunct Faculty

CONTACT US

Wausau, Wisconsin

715-803-1483

hr@ntc.edu

www.ntc.edu

Spring 2026 Advisory Committee Summit

This spring NTC is hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

o April 15th. 2026; 7:30am-11:30am

- Networking & Breakfast
- Learning at NTC- Followed by Choice of 3 Tour Options



Next Meeting

- **Spring 2026 Dental Therapy Program Advisory Committee:** The committee agreed to hold a program-specific meeting in Spring 2026. Spring 2026 Dental (DH, DA and EFDA) Advisory Committee Mtg will be held on Friday, 05.01.26 from 12:00pm-1:30pm.

The meeting adjourned at 1:30pm.

2025 Fall Medical Coding Advisory Committee

Meeting Minutes

Date: 10/07/2025

Time: 12:00 pm – 1:30 pm

Location: CHS 4011

Zoom Meeting Link: <https://ntc.zoom.us/j/89794736882>

Attendees

Industry Members:

- Dawn Bridges- Coding & Authorization Supervisor, Bone and Joint
- Jennifer Hallett- Revenue Cycle Trainer, Aspirus ZOOM
- Sheri Knutson-Senior HCC Coder for Operations, Pine Park Health
- Beth Radtke- Senior Claims Quality/Audit Representative, UMR ZOOM
- Leslie Southwood- Coding Compliance Specialist/Revenue Integrity, Marshfield Clinic ZOOM
- Jeni Wesenick-Nelson- Senior Administrative Program Specialist, Northcentral Health Care ZOOM

NTC Team:

- Laura Ahonen- Associate Dean, Allied Health and Human Services
- Tim Hinke- Advisor, Student Success
- Sara Nickel- HCBS/Medical Coding Faculty
- Sandie Shorey – Administrative Assistant, Health Sciences & Community Services

Welcome and Introductions

Meeting called to order by Medical Coding Advisory Committee Chair, Jennifer Hallett at 12:03pm. Jennifer welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Medical Coding Advisory Committee Chair, Jennifer Hallett, called for any changes to the minutes from the fall 2024 meeting (10.15.24). There were no changes made to the minutes from the fall meeting.

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Laura spoke about AI at NTC and how our technical college is advancing a mission-driven AI strategy through instructional innovation, operational efficiency, and workforce readiness, including teaching our students the ethical use of AI in the classroom. Additionally, she spoke about the tools available to administration. Laura spoke about the opportunity for organizations to be trained on effective uses of AI in the workforce. She also touched on College 101, which the DOE now requires to be a course within each program's curriculum. Lastly, Laura gave a summary of Handshake and let industry partners know they can post job openings here. She added that NTC is leading the initiative with AI and we have a large team working towards making it as useful and practical as possible in day-to-day life. Together, these initiatives prepare learners and organizations for success in an AI-driven future.

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Industry Trends

Sara Nickel, HCBS/Medical Coding Faculty,

introduced the following topics and proposed questions to the committee regarding them:

1. Current Job Openings/Industry Issues

Aspirus- Jennifer Hallett reported that Aspirus broke ground on a new hospital in Chippewa Falls; tentative completion date is fall 2026. Aspirus is also looking at AI implementation-a focused approach, while also using a cautious approach in order to protect patient privacy. Regarding openings, Aspirus is looking to increase clinicians and patient-based teams as well as Revenue Cycle. The public website is the best place to search for openings.

Pine Park Health- Sheri reported on coding practices around telehealth services. Medicare telehealth flexibilities that were enacted during the pandemic expired on September 30th. The expectation was that these flexibilities would be extended but because of the government shutdown, coverage reverted to pre-pandemic rules. Providers are scrambling to adjust to these changes. Sheri indicated they are in the midst of pivoting with the use of certain HCPCS codes to maintain payment for services rendered. She mentioned that they see many denials on the new G codes, citing that they are not yet on the fee schedules for most payors. They are currently using HCPCS code G2252 (using this right now as a makeshift code used primarily for a technology-based service for an established patient via telephone or secure online digital communication; with low reimbursement in return for services rendered).

Bone and Joint- Dawn reported they are experiencing changes with telehealth coverage as well. Luckily it does not have a great impact on their practice, with only 12 patients between now and the end of the year who would be impacted by doing away with Telehealth visits. They were holding out, hoping for change, but are now pivoting as a practice.

Marshfield Clinic- They have robust telehealth practices. They are holding claims and having conversations now regarding any pivot that may need to happen if legislative changes do not take place soon.

Program Updates

Sara Nickel, Medical Coding Faculty, shared the following Program Updates:

- Enrollment
 - We used to look at FTE (full time equivalents), but now look at headcounts since most of our students are part-time students.
 - draw to this program is the ability to work from home in many positions within this field.
- Technical Skills Attainment (TSA) Results
 - TSA Program Outcomes
 - CCA- true entry level Medical Coding



Technical Skills Attainment

Program Outcomes

Collect health data
Apply coding and reimbursement systems
Model professional behaviors and ethics
Use electronic applications to manage health information

Rating Scale

MET Performs adequately, meets basic standards
NOT MET Little or no evidence of meeting basic standards

TSA = Mock CCA Examination

Current TSA Scoring Guide

Current TSA Scoring Guide

Scoring Standard

You must achieve a rating of MET on all criteria for each program outcome to demonstrate competence (passing). A rating of NOT MET on any criterion results in a NOT MET score for that program outcome and for the TSA Assessment.

Scoring Guide		
Criteria	Ratings	
A. Collect health data		
Abstract information from the health record (CCA Exam- Domain I, 3 and Domain III, 1-5)	Met	Not Met
Validate completeness and accuracy of health data for coding, billing and statistical reporting (CCA Exam- Domain 3, 1-5)	Met	Not Met
B. Apply coding and reimbursement systems		
Assign ICD diagnosis and procedure codes using current regulations and established guidelines (CCA Exam- Domain 1, 8-10 and Domain IV, 1-9)	Met	Not Met
Assign CPT and HCPCS codes using current regulations and established guidelines (CCA Exam-Domain 1, 9-10 and Domain IV, 1-9)	Met	Not Met
Determine reimbursement for a variety of healthcare settings (e.g. MS-DRG, APC, RBRVS etc.) (CCA Exam-Domain 2, 3-4)	Met	Not Met
Monitor coding and revenue cycle processes (CCA Exam-Domain 2, 5-13)	Met	Not Met
C. Model professional behaviors and ethics		
Adhere to security, privacy, and confidentiality policies, laws and regulations in the execution of work processes (CCA Exam-Domain VI, 1-11)	Met	Not Met
Apply and promote ethical standards of practice (CCA Exam-Domain VI, 1-3 and Domain IV, 3)	Met	Not Met
Demonstrate reliability, dependability, and initiative (CCA Exam- additional questions)	Met	Not Met
D. Use electronic applications to support coding and data collection		
Use common software applications in the execution of work processes (CCA Exam-Domain VI, 1-5)	Met	Not Met
Use specialized software in the completion of HIM processes (CCA Exam-Domain V, 1-5)	Met	Not Met
Use the EHR to abstract health data (CCA Exam-Domain V, 1-5)	Met	Not Met
Adhere to security measures to protect electronic health information (CCA Exam-Domain VI, 4-9)	Met	Not Met
Overall Score:	Pass	Fail
Note: Each program outcome criteria must earn a rating of "Met" to achieve an over-all score of "Pass" on the assessment.		
Student Name:	ID #:	
Evaluator Signature:	Date:	

- NTC is above the national average

Semester	Total Students	Total Passing	Total Failing	Pass Rate	AHIMA CCA Pass Rate
Spring 2025	12	9	3	75%	67% (2024)
Fall 2024	17	13	4	77%	67% (2024)
Spring 2024	16	15	1	94%	70% (2023)
Fall 2023	7	5	2	71%	70% (2023)
Spring 2023	9	7	2	78%	70% (2022)
Fall 2022	10	8	2	80%	70% (2022)
Spring 2022	9	7	2	78%	74% (2021)
Fall 2021	18	17	1	94%	85% (2020)
Spring 2021	14	12	2	86%	85% (2020)
Fall 2020	11	10	1	91%	82% (2019)
Spring 2020	10	9	1	90%	82% (2019)
Fall 2019	7	7	0	100%	77% (2018)
Spring 2019	8	8	0	100%	68% (2017)

Program Modifications

- Curriculum Review- Background
 - o HIT/M AD and Medical Coding Specialist TD share courses
 - o HIT/M AD programs are accredited by CAHIIM
 - o CAHIIM has established new Future Education Model (FEM) competencies that accredited programs must meet
 - o All HIT/M + Medical Coding courses were reviewed and revised to meet these new FEM competencies; when things change in the AD, they will also change in the certificate/diploma programs.
 - o Changes to aligned courses will be implemented by Fall 2026
- Curriculum Changes-Medical Coding
 - o **Foundations of HIM** replaced with **Intro to Health Information**
 - There were some competencies that were beyond the scope of practice
 - Original course included advanced concepts required for HIT/M only
 - Course was divided into coding and HIT only content (Data Management in HIM = HIT/M course)
 - o **Healthcare Revenue Management** to **Intro to Medical Reimbursement & Revenue Cycle Management**
 - Added billing related content resulting in an additional credit needed
 - A 4-credit course was not preferable therefore the course was divided into two 2-credit courses
- NTC Medical Coding Specialist – Technical Diploma (we are one of 2 programs in WTCS with a stand-alone program). Some have unique programs that are not state aligned. The student benefits from following the state aligned curriculum for college transfer purposes.

- o Students can choose to take courses outside of this recommendation
- o Total number of credits remain the same
- o Current vs New WTCS State-Aligned Curriculum

NTC Medical Coding Specialist –Technical Diploma CURRENT vs NEW WTCS State-Aligned Curriculum		
First Term – Course Credits (12/13)	Second Term – Course Credits (9) (8)	Third Term – Course Credits (8) (9)
College 101 – 1	Foundations of HIM – 3 Intro to Health Information - 2	ICD Procedure Coding – 2
Medical Terminology - 3	CPT Coding - 3	Healthcare Revenue Management – 3 Intro to Medical Reimbursement – 2 Revenue Cycle Management - 2
Digital Literacy for Healthcare - 2	ICD Diagnosis Coding - 3	Intermediate Coding - 3
Human Disease for the Health Professions – 3		
Body, Structure & Function – 3 or General Anatomy & Physiology - 4		

10-530 Medical Coding Specialist Technical Diploma

- o Remove 10-530-162 Foundations of HIM (3 credits) – Replace with 10-530-180 Intro to Health Information (2 credits).
 - The Foundations course included advanced concepts. The course was divided into two courses. Intro to Health Information, which has Medical Coding and HIT, and Management in HIM, which has HIM content only. Management in HIM is in the HIT Associate degree only.
 - The advisory committee supports this change.
- o Remove 10-530-159 Healthcare Revenue Management (3 credits). Replace with 10-530-120 Intro to Medical Reimbursement (2 credits) and 10-530-157 Revenue Cycle Management (2 credits)
 - The new standards included more billing than the old ones, thus the need for an additional credit. Since a 4-credit course was not preferable, the team divided the course into two 2-credit courses.
 - The advisory committee supports this change.
- Course Competencies- 10-530-180 Intro to Health Information
 - o INVESTIGATE the various external forces that influence the healthcare delivery system (past, present and future). How did we get to where we are?
 - o DIFFERENTIATE types of organizations across the continuum of healthcare delivery. Some students have never heard of some organizations.
 - o INVESTIGATE the roles, responsibilities, and interrelationship between various healthcare providers and professionals throughout the continuum of care. Coders do need to communicate with the Physicians, NPs billers, etc.
 - o INVESTIGATE the roles and responsibilities of a health information professional
 - o DEMONSTRATE professional ethical standards
 - o EXAMINE the health record (paper and electronic)
- Pre/Co-Requisites
 - o Current Foundations of HIM = Digital Literacy
 - o Recommendation: keep Digital Literacy
- Course Competencies- 10-530-120 Intro to Medical Reimbursement
 - o INVESTIGATE trends that have an impact on healthcare costs and reimbursement systems
 - o COMPARE government and non-government payers and payment methodologies
 - o APPLY various prospective payment systems (e.g., MS-DRG, APC, RBRVS)
 - o MANAGE the claim processes within the revenue cycle
 - o ADVOCATE for patients as they navigate healthcare systems and services (NEW). Members discussed how we make patients aware of their responsibility to know their insurance benefits,

navigate the system appropriately and read their EOBs. Are they taking advantage of price estimates? Do they understand the No Surprise Act?

- Pre/Co-Requisites
 - Current Healthcare Revenue Management:
 - Foundations of HIM (is going away)
 - CPT Coding
 - ICD Diagnosis Coding
 - ICD Procedure Coding
 - Recommendation:
 - Intro to Health Information (new course)
 - CPT Coding
 - ICD Diagnosis Coding
 - ICD Procedure Coding
 - Systems driven by coding
- Course Competencies- 10-530-157 Revenue Cycle Management
 - MANAGE the revenue cycle
 - ENSURE compliance with regulations related to fraud and abuse
 - CONDUCT activities related to revenue cycle audits
 - EVALUATE utilization data for patterns, trends and opportunities for improvement; what are the trends that are causing delay in payment
 - MANAGE the charge description master (CDM)
 - CONDUCT Clinical Documentation Improvement (CDI) activities
- Pre/Co-Requisites
 - Current Healthcare Revenue Management:
 - Foundations of HIM (is going away)
 - CPT Coding
 - ICD Diagnosis Coding
 - ICD Procedure Coding
 - Recommendation:
 - Intro to Health Information (new course)
 - CPT Coding
 - ICD Diagnosis Coding
 - ICD Procedure Coding
 - Intro to Medical Reimbursement
 - Remaining Courses- No competency changes
 - Human Disease for Hlth Professions
 - CPT Coding
 - ICD Diagnosis Coding
 - ICD Procedure Coding

Remaining Courses- Minor Changes

- Competencies:
 - Intermediate Coding
 - Remove competency: CONDUCT clinical documentation improvement activities.
 - Add new competency: PREPARE compliant physician queries; we have done this in the past, but now we are naming the activity.
- Pre/Co-requisites :
 - Update all to replace *Foundations of HIM* and *Healthcare Revenue Management* references.

Technical Skills Attainment

Current vs. New

Current Program Outcomes	New Program Outcomes
Collect health data	Collect health data
Apply coding and reimbursement systems	Apply coding and reimbursement systems
Model professional behavior and ethics	Model professionalism, ethics, self-reflection and patient advocacy
Use electronic applications to manage health information	Use electronic applications to support coding and data collection

TSA = Mock CCA Examination

New TSA Scoring Guide

Standard: Students must achieve a rating of MET on all criteria for each program outcome to demonstrate competence (passing). A rating of NOT MET on any criterion results in a NOT MET score for that program outcome and for the TSA Assessment.

Scoring Guide

	Criteria	Ratings	
1.	MCS - Collect health data		
2.	Abstract information from the health record	Met	Not Met
3.	Validate completeness and accuracy of health data for coding, billing and statistical reporting	Met	Not Met
4.	MCS- Use electronic applications to support coding and data collection		
5.	Use common software applications in the execution of work processes	Met	Not Met
6.	Use specialized software in the completion of HIM processes	Met	Not Met
7.	Use the EHR to abstract health data	Met	Not Met
8.	Adhere to security measures to protect electronic health information	Met	Not Met
9.	MCS - Apply coding and reimbursement systems		
10.	Apply classification systems and nomenclature for medical coding and data reporting	Met	Not Met
11.	Apply diagnostic and procedural coding knowledge to support revenue cycle processes	Met	Not Met
12.	Utilize coding technological resources	Met	Not Met
13.	Conduct clinical documentation improvement activities	Met	Not Met
14.	MCS - Model professionalism, ethics, self-reflection and patient advocacy		
15.	Demonstrate clear and concise written and oral communication	Met	Not Met
16.	Engage in advocacy efforts	Met	Not Met
17.	Conduct self-reflection	Met	Not Met
18.	Apply and promote ethical standards of practice	Met	Not Met

Overall, the group appeared happy with these changes, citing that they make sense and also seem to move with market trends.

Facilities/Equipment

None

Other Items

- *Trends in denials*
 - o CPT codes and modifier combination may result in denials.
 - o Claim scrubbing that does not follow coding guidelines is being seen by some
 - o Down coding is certainly trending
 - o Sometimes the industry sees claims/codes rejections based on not enough description (ex. no differentiation between left or right)

- *Cengage Textbook/Course Material*
 - o gives examples and insight into how they are used
- *Professional Tutor*
 - o Our past professional tutor left the area and can no longer be our tutor
 - o This is a paid position that allows up to 6 hours per week
 - o Reach out to Sara if you are interested and she can give additional details
- *Degree Requirements in the Industry*-Tim Hinke, Advisor, asked if an associate degree in HIM is required by industry partners for hiring into Medical Coding entry level positions
 - o While the degree shows the intention to stay, the associate degree is typically not required (though sometimes preferred) for these positions. Often employees with a Medical Coding diploma are hired. Some employees are trained by the revenue cycle team on the job; some are hired in these positions with little to no experience because they work in adjacent positions in the organization (patient registration, medical transcription) and already have a foot through the door.
 - o Employers hire with both certifications (AAPC or AHIMA) and you tend to see a mixture of both
 - o Students are asking about other (RHIT/RHIM) programs that ladder into our offerings here. If we had an AD program that this ladder into the program, it would significantly help their financial aid eligibility.

Next Meeting

The date for the 2026 spring summit: Wednesday, April 15, 2026 from 7:30am-11:30am. More information on the Spring Advisory Committee Summit will be forthcoming as the date gets closer.

The meeting adjourned at 1:35pm.

Advisory Committee Meeting Minutes

Veterinary Technician

October 7, 2025 | 7:00am to 8:30am | Agriculture Center of Excellence;
Student Engagement Center (6625 County Road K, Wausau, WI 54401) &
Zoom



Meeting Attendees

Industry Members:

- Melissa Wiitala, Medford Veterinary Clinic
- Russ Smolke, Midwest Veterinary Supply
- Morgan Chaffin, Badger Animal Clinic
- Janice Diedrich, Athens Veterinary Service
- Dr. Jim LeVasseur, Petsmart Vet Service
- Heather Schlessler, UW- Extension

NTC Members:

- Dr. Greg Cisewski, Dean
- Bobbi Lee, Learning Coordinator
- McKenna Weichelt, Administrative Assistant
- Nicole Getzloff, Instructional Assistant, Internship Coordinator, and Student Club Advisor
- Sarah Steger, Program Director & Faculty
- Katy-Jane Shanak, Faculty
- Bill Schultz, Advisor

• **Welcome and Introductions- Chair**

Greg welcomed everyone and led introductions. There were no corrections made to the last meeting minutes.

• **Industry Discussion**

Russ opened the discussion by addressing the ongoing staffing shortages within the veterinary field. He highlighted the particular difficulty in finding veterinarians and certified veterinary technicians (CVTs) willing to work in the Northwoods region. Due to these shortages, many veterinarians are delegating more responsibilities to CVTs. Russ emphasized the critical need for NTC's Veterinary Technician program to continue supporting the workforce, as many small and rural practices rely on new graduates to stay operational. He shared that between eight and ten clinics have closed in the past two years due to staffing shortages, with some veterinarians choosing to retire or sell their practices because they could not find replacements. One example included a veterinarian nearing 70 years old who continues to work more than 60 hours per week and has deferred building maintenance until new staff can be hired.

Jan added that her clinic has been searching for a CVT for several months without receiving any applicants. She currently works with two high school students interested in pursuing veterinary or CVT careers and hopes to hire and retain local graduates in the near future. Greg offered to provide flyers and promotional materials to promote NTC's Veterinary Technician program and its partnerships with local clinics. Jim noted that his practice is also struggling to find technicians quickly enough to meet demand, often relying on NTC alumni to fill positions. He described CVTs as becoming "a luxury," as the shortage drives competition among clinics and raises costs. Rising prices for supplies and services are also creating affordability challenges for pet owners.

Melissa reported that her clinic currently employs four CVTs, including one current NTC student who recently completed the first part of her internship and will soon begin the second. She also has two high school students from Medford—one aspiring to be a veterinarian and one to be a CVT—and plans to add another student intern pending supervisor approval. She mentioned that while some students prefer larger communities, one intern intends to remain local due to family ties.

Advisory Committee Meeting Minutes

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Melissa commended NTC's students, noting that their training has prepared them well with strong skills and professional knowledge.

Jan shared that although NTC's students are well-prepared, her clinic has seen three CVTs leave the field due to personal life changes, such as becoming stay-at-home parents, pursuing new careers, or relocating. Greg echoed that student attrition can occur for similar reasons during the educational process. The group agreed that NTC's emphasis on career expectations during orientation and early coursework has been valuable, as has the inclusion of job shadowing opportunities to help students gain realistic insight into the field.

Morgan shared that she recently began working at Badger Animal Clinic, where she filled the final open position, and she encouraged students to consider careers in veterinary medicine. Heather had no additional comments. The group also reaffirmed that NTC continues to welcome high schools within its district to visit campus and explore programs, and schools outside the district may do so with district approval.

AI Programs utilized for exam notes

Jan began the discussion by sharing her experience with AI-supported note-taking and documentation systems, explaining that while her clinic has implemented such tools, some staff members are reluctant to use them. The main hesitation stems from a fear that the software will require too much modification or dictation and that notes will be difficult to adjust once created. Jan clarified that notes generated through these systems can, in fact, be altered and customized, emphasizing that users are not "stuck" with automatically produced content. She also mentioned her clinic's recent transition from Cornerstone to Covetrus Pulse, noting that Covetrus Pulse offers more integrated compliance and record protection due to its direct connection to existing patient management systems. This connection makes staff feel more comfortable using AI tools because the system is already designed to meet data security and confidentiality requirements.

Russ echoed Jan's comments, noting that many professionals remain apprehensive about AI and its role in veterinary practice. While some clinics have begun adopting AI tools, there is still significant pushback from others due to unfamiliarity and uncertainty about reliability. He added that there are AI-specific programs not directly tied to existing practice management systems and offered to gather additional information on those options for future discussion.

Morgan contributed by describing her clinic's experience using Shepard, which incorporates limited AI functionality—primarily for generating long-form patient histories. She explained that while it can be helpful, it becomes more complicated when clients discuss multiple animals during the same visit, as the AI may struggle to differentiate between patients.

The group also discussed Vetrec, an AI-based platform available through a monthly subscription that operates independently of clinic management software. While this flexibility may be attractive, some members expressed concern about data security and workflow integration.

NTC staff expressed interest in these developments, stating that if clinics are beginning to implement AI-based documentation systems, the college would like to prepare students accordingly. Integrating training on platforms like Cornerstone, Covetrus Pulse, Shepard, and Vetrec would help ensure graduates are familiar with current industry tools and comfortable with evolving technologies used in modern veterinary practices.

Advisory Committee Meeting Minutes

Veterinary Technician

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• **Program and Curriculum Discussion**

The program welcomed Kristen Ferg, CVT, as a new adjunct instructor for *Veterinary Surgical Assisting* and remains open to additional adjunct applications as enrollment expands. Enrollment figures remain strong with 45 students currently in pre-program courses and a total of 31 continuing students across active semesters, with the third and fifth semesters intentionally paused this cycle as part of the planned course rotation.

Faculty reviewed the Veterinary Technician National Exam (VTNE) results, noting that in 2023, NTC had 8 first-time test takers with 7 passing on their first try and 17 first-time test takers in 2024, 6 of whom passed on the first attempt, yielding a 52 percent pass rate compared with the 64 percent national average. Discussion centered on maintaining strong first-time pass rates through curriculum alignment and enhanced exam preparation.

The group then discussed Vet Tech Prep, which is incorporated into coursework to help students prepare for the VTNE. Jan shared that her clinic reimburses employees for the Vet Tech Prep practice test as part of their benefits, adding that while the study program is built into NTC's curriculum, the official practice test itself is not included. Melissa added that she personally used Vet Tech Prep twice while preparing for certification and praised NTC for integrating it, emphasizing its usefulness in helping students feel confident before testing.

Next, updates were presented on internship structure revisions. Internship 1 focuses on veterinary assisting, requires 120 hours, and can be completed in either summer or fall over about eight weeks. Internship 2, emphasizing veterinary nursing and surgery, also requires 120 hours and may be completed in fall or spring across eight or sixteen weeks. Both internships now include clearer guidelines specifying required skills to ensure consistent training and assessment among placement sites.

Curriculum changes were also reviewed. Three new pre-program courses—*Veterinary Medical Terminology*, *Veterinary Calculations*, and *Animal Biology*—replace older requirements, creating a six-credit foundation offered every semester. Several courses, including *Orientation to Veterinary Studies* and *Bovine Reproduction*, were removed, and new content such as *Anesthesia & Analgesia* and *Emergency & Critical Care* was added to better match VTNE content areas. The removal of *Animal Nursing 2* also eliminated the need for most summer-semester coursework aside from pre-program and internship options.

Internship Feedback

Committee members provided positive feedback on student interns, emphasizing both strengths and growth areas. Jim noted that interns have been well-prepared academically and perform well, though some enter with limited clinical experience. Melissa agreed, adding that interns should continue building confidence and communicate more assertively so doctors and staff can hear them clearly. Russ highlighted that internships are valuable for assessing team fit, as each student brings a unique personality and work style. The group agreed that internships are essential for hands-on learning, even if not every placement leads to employment, as the primary goal is to provide students with meaningful real-world experience.

• **Student Club- Club Advisor**

The Veterinary Technician Student Club continues to engage in activities that support both community outreach and student development. Vaccine clinics in partnership with Taylor and Forest Counties remain a valuable learning experience, allowing students to gain hands-on practice in client education and vaccine administration. Recently, six students attended

Advisory Committee Meeting Minutes

Veterinary Technician

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the HIVE Veterinary Conference in Chicago, expanding their professional knowledge and networking within the industry. The club is also preparing for the upcoming Veterinary Technician Week celebration and launching several fundraising efforts, including kringle and wreath sales, a spring dog wash, and candy bar sales to support future student activities and events.

- **NTC Updates- Dean**

The College-Wide Initiatives PowerPoint was shared with the committee before the meeting. There were no further questions.

- **Other Business**

Dr. Hillebrand will be retiring from Northcentral Technical College in the near future. The college has posted an opening for a College Veterinarian position to fill this upcoming vacancy. Those interested in applying can find more information and submit an application through the NTC Careers page at <https://ntc.wd1.myworkdayjobs.com/NTC>.

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Hospitality Management & Sports and Recreation Program Advisory Committee Agenda

Date: 10/08/2025

Time: 4:00pm-5:30pm

Location: Zoom

Attendees

Industry Members:

- **Brianne Barta** – Assistant General Manager; Wausau Woodchucks
- **Chris Handrahan** – Recreational Coordinator; Greenheck Turner Community Center
- **Jodi Maguire** – Wausau/Central Wisconsin CVB
- **Mark Dorow** – Recreation Superintendent; Wausau & Marathon County Parks, Rec, and Forestry
- **Nick Patel** – Owner; Sunshine Properties
- **Tim Van De Yacht** – Director of Marketing and Sales; Ghidorzi Group

NTC Team:

- **Bill Schultz** – Student Success Advisor
- **Brock Decker** – Faculty, Culinary Arts & Hospitality Management
- **Dr. Jason Schenzel** – Dean, Business, School of Business
- **Matt Chitwood** – Faculty, Sports and Recreation
- **Tim Hinke** – Student Success Advisor
- **Tom Wendt** – Faculty, Paralegal & Hospitality Management
- **Valerie Becker** – Administrative Assistant, School of Business

Industry Trends & Updates

Use of Artificial Intelligence (AI) in Industry

Chris Handrahan – His department has begun using AI-generated graphics for marketing and event promotions, such as soccer tournament logos. The tools save time and costs compared to hiring designers and now fit smoothly into their regular design process.

Nirav Patel – Shared that Wyndham and Radisson hotels now use AI-driven voice and chat systems for reservations and guest inquiries. Tools like Canary Technologies handle in-room requests (e.g., Wi-Fi, towels), improving response time and freeing staff for more personal guest interactions.

Tim Van De Yacht – Explained that his hotel brands use AI-powered data retrieval systems to quickly locate company or guest information, replacing manual searches. The automation streamlines operations but requires staff training to ensure accuracy and brand alignment.

Brianne Barta – Said the Woodchucks are early in AI adoption, while other league teams use it for sales and lead generation. Their organization currently uses AI for marketing content—social media captions and promotions—though human input remains vital for tone and authenticity.

- **Dr. Jason Schenzel** – Encouraged exploring AI-assisted market targeting, using data to tailor marketing toward specific audiences such as local families or sports fans.

Jodi Maguire – Reported a decline in web traffic as travelers turn to ChatGPT and similar tools for trip planning. Visit Wausau is responding with stronger SEO, refreshed storytelling, and interactive content. Many users still call to verify AI-sourced information, showing continued trust in human expertise.

Mark Dorow – Uses AI for data analysis, program descriptions, and content creation in recreation communications. Noted that the Wisconsin Parks & Recreation Association will host multiple AI sessions at its next conference and cautioned that professionals who ignore AI risk falling behind.

Instruction Area/Program

AI Initiatives at NTC

Brock Decker – AI has become a teaching priority at NTC; faculty are training students to understand how to use AI responsibly in operations, marketing, and analytics.

Matt Chitwood – Described classroom integration of ChatGPT for helping students brainstorm program descriptions, design new recreation events, and develop eSports proposals. Uses AI as a creative support tool to overcome “writer’s block” and teach how to frame effective prompts. Balances innovation with academic integrity: some assignments explicitly allow AI use for research and ideation, while others restrict it to promote critical thinking and original writing.

Noted that students are gaining practical exposure to AI as a workplace tool while also learning ethical boundaries for its use.

Hospitality Program Updates

Brock Decker - Outlined plans to redesign the Hospitality Management program in response to declining enrollment and limited engagement in the current fully virtual format. Because hospitality relies heavily on service, communication, and teamwork, we plan to shift toward a hybrid model that combines online coursework with in-person, hands-on learning. The revised program will emphasize customer-facing experiences to better prepare students for real-world hospitality settings.

- **Program Modifications**

- **10-109-1 Hospitality Management Associate Degree**

- **Removing 10109128 Culinary Fundamentals (2 credits)** – replacing and expanding material from this class with four 1-credit culinary courses with a hands-on focus. The new in-person courses are: *Professional Kitchen Operations*, *Kitchen Basics*, *Culinary Techniques 1*, & *Culinary Techniques 2*. Removal allows room to add two of these new 1-credit culinary courses.
 - **Removing 10109129 Facilities Management (2 credits)** – Incorporated material from this course into new *Hotel and Facilities Management* course. This also allows room to add two of the new 1-credit culinary courses being added to the program
 - **Removing 10801136 English Comp (3 credits) as an “or” option** – Removing this as an “or” option for the program and keeping *Written Communication* as directed general education increases the likelihood of completion.
 - **Adding 10109100 Exploring Leisure and Recreation (3 credits)** – Adding this to 1st term to incorporate overlapping topics within the Sports and Recreation Management program.
 - **Removing 10101111 Accounting 1 (3 credits) as an “or” options** – Removing this as an “or” option for the program and keeping *Accounting Fundamentals* as *Accounting 1* is too accounting focused.
 - **Remove 10106107 Meeting, Travel, & Event Planning (2 credits)** – Removing this course to add a new course *Travel & Event Planning in Hospitality and Recreation* as this new course will focus on event planning and will also include a recreation point of view.
 - **Removing 10109125 Intermediate Hospitality Internship (3 credits) & 10109126 Advanced Hospitality Internship (3 credits)** – Removing two of the three internship courses from the program as feedback from students and advisors indicate that three internships is too challenging to obtain and complete. Removal also allows room for new courses: *Exploring Leisure & Recreation* and *Central Wisconsin Hospitality Industries*.
 - **Course name change 10109124 Introductory Hospitality Internship (3 credits)** – After removing two of the three internship classes in the program, proposing name change to *Hospitality Internship* as the only internship class in the program.
 - **Adding Central Wisconsin Hospitality Industries (3 credits)** – This replaces of the internship courses removed from the program and allows students to increase their knowledge, appreciation, and ties to local hospitality businesses.
 - **Course name change 10109122 Tourism Planning and Marketing (3 credits)** – Changing content of course to include elements of the Sports and Recreation program and proposing name change to *Tourism Planning and Marketing in Hospitality and Recreation*.
 - **Course name change 10109130 Hotel Management (2 credits)** – proposing name change to *Hotel and Facilities Management* due to eliminated the *Facilities Management* course and increasing the content in this course to focus more on recreation and culinary.
 - The advisory committee supports these changes

Sports and Recreation Program Updates

Matt Chitwood: Shared updates on Sports & Recreation Management curriculum revisions, including modernized competencies and new course designs. Matt shared the revised course descriptions and competencies for the following courses: *Risk Management in Recreation*, *Recreation Programming*, *Recreation Financial Management*, *Recreation Administration*, and *Recreation Facility Management*.

- **Program Modifications**

- **10-109-1 Sports and Recreation Management Associate Degree**

- **Course name change and credit change 10-109-106 Inclusive Recreation (2 credits)** – proposing a name change to *Belonging Through Recreation* and adding 1 additional credit for a total of 3 credits to reflect a

broader and more contemporary understanding of inclusion, emphasizing belonging, equity, and accessibility for all participants rather than focusing solely on disability.

- **Course name change and credit change 10-109-111 Sports and Recreation Career Preparation & Capstone (2 credits)** – Proposing a name change to *Sports and Recreation Leadership and Career Capstone* and adding 1 additional credit for a total of 3 credits to integrate leadership development with professional career preparation to better align with industry expectations for emerging recreation professionals.
- **Remove 10-109-107 Trends and Topics in Recreation (1 credit)** – Topics on trends and emerging issues are already embedded throughout the curriculum in courses like *Recreation Programming, Administration, and Financial Management*, where they can be discussed more contextually. Removing this course frees up credits to strengthen other areas of the program.
- **Remove 10104172 Marketing Principles (3 credits)** – Material covered in this class is not relatable to entry level jobs in the Sports & Recreation field. Students still receive *Social Media Campaigns 1* in the 4th term, which is more relevant to what is needed for entry level jobs. This will also allow room for adding *Hospitality Service Skills*, which will create a better learning experience as students will examine real-world situations within the hospitality and recreation industries and how to apply the needed skills to future roles.
- **Remove 10104129 Marketing Services & Customer Experience (2 credits)** – Removing this course as students will gain needed skills in *Hospitality Service Skills* in 1st term. Removal of this course will also make room for the additional credits added to *Sports & Recreation Leadership and Career Capstone and Belonging Through Recreation*.
- **Remove 10106107 Meeting, Travel, & Event Planning (2 credits)** – Removing this course to add a new course *Travel & Event Planning in Hospitality and Recreation* as this new course will focus on event planning and include recreation point of view.
- The advisory committee supports these changes

Enrollment Update

Jason Schenzel— Shared the below enrollment numbers with the committee, reporting ongoing enrollment declines in both programs. Emphasized combining program resources, redesigning curriculum, and offering hybrid options to improve sustainability. Acknowledged the need to attract local, face-to-face students while maintaining online flexibility.

Program	2026 FTE	2026 Duplicated Headcount	2026 Unduplicated Headcount	2025 FTE	2025 Duplicated Headcount	2025 Unduplicated Headcount	2024 FTE	2024 Duplicated Headcount	2024 Unduplicated Headcount
Sports & Rec - PG10900	3.43	51	12	4.87	60	14	6.53	91	17
Hospitality Management - PG10901	1.2	15	4	1.8	24	5	1.97	27	6

Other

Chris Handrahan, Recreational Manager at Greenheck Turner Community Center, reached out to NTC after the meeting to inquire about becoming the advisory committee chairperson.

- A survey was sent out to the advisory committee members to vote on Chris's nomination as chair
- The survey results confirmed that the committee members unanimously agreed to appoint Chris as the Hospitality Management/Sports and Recreation Management advisory committee chairperson.

Possible date for next meeting

College-wide Advisory Committee Meeting: Wednesday, April 15, 2026, 7:30am-11:30am

Advisory Committee Meeting Minutes

Diesel Technician/ Truck Driving



October 9, 2025 | 12:00pm to 1:30pm | Public Safety Center of Excellence
(1603 Champagne St., Merrill, WI 54452) & Zoom

Meeting Attendees

Industry Members:

- Eric Antonson, WI Kenworth
- Jason Krause, WI Kenworth
- Jon Shimel, JX Truck Center
- Evan Lang, E.L.M. Repair
- Pat Keelan, Roland Machinery
- Amy Yessa, WATEA
- Marty Robbins, Marathon Cheese Transport

NTC Members:

- Dr. Greg Cisewski, Dean
- Keith Matz, CDL Instructional Assistant
- Garrett Hartwig, CDL Instructional Assistant
- Howard Pulkowski, CDL Instructional Assistant
- Dean Bloomquist, CDL Instructional Assistant
- Mike Sewell, CDL Faculty
- Andrew Borski, Diesel Faculty
- James Eckardt, Diesel Faculty
- McKenna Weichelt, Administrative Assistant
- Bobbi Lee, Learning Coordinator
- Doug Behnke, Workforce Training and Professional Development CDL Faculty
- Asia Bay, Workforce Training and Professional Development Learning Coordinator

• **Welcome and Introductions- Chair**

Marty opened the meeting by welcoming everyone and leading introductions. He expressed pride in being part of the diesel technology and truck driving industry and thanked attendees for taking the time to participate in the meeting, emphasizing the value of their input in shaping the next generation of professionals. The minutes from the previous meeting were reviewed, and no corrections were made.

• **Industry Discussion**

E.L.M. Repair reported that business has been strong, marking one of the best years in the past five. Despite not adding staff, the shop continues to stay busy with heavy engine work and is focusing on training current employees to handle new technologies such as automatic transmissions and lane mitigation systems. Many customers are choosing to repair rather than replace equipment. Wisconsin Kenworth noted similar success, with strong used market activity and some fleets engaging in pre-buying ahead of upcoming Kenworth emission changes. However, they expressed concern about poor return rates, economic uncertainty, and the impact of the 2027 emission standards. Banks are beginning to repossess equipment from those unable to make payments, though optimism remains that the economy will improve in the coming year.

Wisconsin Kenworth also shared that technological advancements are driving customer demand, though many clients are now performing their own maintenance to reduce costs. One current NTC diesel student was recently hired, and while the Wausau location has performed well, other sites—particularly in Florida and Texas—have experienced downturns.

Advisory Committee Meeting Minutes

Diesel Technician/ Truck Driving



October 9, 2025 | 12:00pm to 1:30pm | Public Safety Center of Excellence
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WATEA provided an update on the second year of its partnership with Carquest Technical Institute, which focuses on hybrid and EV diagnostic training. The program has already trained 111 participants, surpassing its goal ahead of March 2026. Employers have become more selective in hiring, though the demand for diesel technicians remains high. WATEA continues to collaborate with NTC through events such as *New Jobs on the Block* and outreach to local high schools, emphasizing the importance of engaging students early to build the workforce pipeline.

Marathon Cheese noted ongoing challenges in attracting younger drivers due to intrastate licensing restrictions and evolving marijuana testing standards. Recent graduating classes have also been smaller than in previous years.

JX Truck Service reported a slight slowdown in service work but fewer warranty issues, with Cummins products performing well and previous MX liner issues now resolved. The company highlighted positive results from Volvo's new 24-volt system and electric brake technology, which improve efficiency, safety, and readiness for 2027 emission standards. These innovations continue to increase demand for skilled diesel technicians. JX emphasized the growing importance of diagnostic training to keep pace with advancing technology in the industry.

- **Program and Curriculum Discussion**

- Diesel Technician

- *Program Modifications*

The Diesel Technology program reviewed proposed curriculum changes for Fall 2025, which realign course offerings to better address industry needs, workforce demands, and declining second-year enrollments. The updated structure would reduce total program credits from 69 to 64 in accordance with college directives, aligning more closely with other Wisconsin technical colleges. The proposal includes removing the Truck Driving courses and College Physics while adding College Math and an Alternative Fuels course, along with expanded content in Fluid Power and Diesel Emission Systems.

Discussion centered around the program's ongoing challenge of retaining second-year students, with many choosing not to return due to barriers such as CDL testing, health requirements, or driving record concerns. Faculty noted an increase in students earning CDLs through external providers, which has contributed to the proposed removal of the CDL component from the curriculum.

E.L.M. Repair expressed opposition to removing the CDL requirement, emphasizing that technicians need driving capabilities to perform full-service work. They also voiced concern over requiring College Math, noting that many students struggle with its application and suggesting that keeping physics content integrated into technical courses may be more beneficial. The employer added that a formal "associate" title is less important than producing well-trained, job-ready technicians and recommended developing stackable credentials, such as the CDL, that could be added to the degree later.

Wisconsin Kenworth, Marathon Cheese Transport, and JX Truck Center supported the proposed curriculum updates, including the removal of the CDL component, if the change helps rebuild second-year enrollment and allows for stackable credential options. All companies agreed that aligning curriculum content with hands-on training and current industry technology—such as advanced emissions systems, electrical systems, and alternative fuels—is critical for preparing graduates for the evolving workforce.

- Building Additions

The Diesel Technology area recently completed construction of the new CNG lab, which is now fully equipped with safety sensors, proper air exchange, and heating systems. The lab will support upcoming curriculum additions related to alternative fuels. A CNG truck is available for instructional use, though it currently requires engine work due to dropped

Advisory Committee Meeting Minutes

Diesel Technician/ Truck Driving



October 9, 2025 | 12:00pm to 1:30pm | Public Safety Center of Excellence
(1603 Champagne St., Merrill, WI 54452) & Zoom

liners. The college plans to contact industry partners for quotes on a short block replacement to return the vehicle to operational condition. Additional equipment and instructional boards will be added to enhance lab-based learning and hands-on training opportunities.

- *Donation Needs*

The Diesel Technology program is seeking donations of automotive-grade jack stands and floor jacks to support hands-on instruction and enhance safety within lab activities. Industry partners are encouraged to reach out if they are able to contribute or assist in sourcing these items.

- *Cummins Tool Donation*

The Diesel Technology program expressed appreciation for recent and upcoming industry support. A retired Cummins technician is donating approximately \$2,200 worth of tooling to the program, which will greatly enhance lab resources and student learning. Additionally, E.L.M. Repair provided a donation toward MTEC repairs, and the program extended sincere thanks for their continued partnership and generosity.

- *Transportation 4.0 (Diesel and Truck Driving)*

During the discussion on Transportation 4.0 initiatives, it was noted that the program received \$200,000 in the last capital funding round and plans to request additional funding this year. The goal is to strategically spread purchases over time to ensure instructional equipment remains current with advancing technology. The Diesel program is also exploring the purchase of a used Ford Lightning to support electric vehicle demonstrations, as instructors are currently using service trucks or personal vehicles for related instruction.

- *WTCS Grant Application*

The committee unanimously approved moving forward with the Wisconsin Technical College System (WTCS) grant application for the Diesel Technology program. The grant will support continued program development, equipment updates, and alignment with industry needs.

Truck Driving

- *Staffing Updates*

Dean introduced himself to the group and has started as an Instructional Assistant. Mike will be semi-retiring in December. His years of service and dedication to the Truck Driving program were acknowledged and appreciated.

- *Program Modifications*

Truck Driving 1 and Truck Driving 2 to run concurrently, giving students additional time to practice skills while completing online coursework. After finishing Truck Driving 1, students will enroll in Truck Driving 3, which runs simultaneously with Truck Driving 2, creating a smoother and more efficient completion pathway. Approximately 95% of new trucks are manufactured with automatic transmissions; however, students still have the opportunity to begin with manual transmission training (8 credits) and later add the shifting component if desired. To enhance instructional quality and tracking, dual-facing dash cameras with AI recognition are being added to training vehicles. These cameras will integrate with Canvas for performance monitoring and provide a truck hotspot for data connectivity. Both E.L.M. Repair and JX Truck Service expressed strong support for the new curriculum structure and progression, noting that it aligns well with current workforce and equipment trends.

- *Building Additions*

The CDL facility expansion is nearing completion, including the addition of a new bay that will improve training conditions during the winter months, especially for pre-trip inspections. The new space will also allow instructors to conduct two CDL tests simultaneously, increasing testing efficiency. This addition will help alleviate scheduling conflicts for evening shifts and ensure trucks can remain indoors and ready for winter operations.

Advisory Committee Meeting Minutes

Diesel Technician/ Truck Driving



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- **Student Club- Andrew**

This year, Diesel students are working with the Professional Agricultural Students (P.A.S.) on teams for competition. NTC will be hosting the National P.A.S. Conference in 2027.

- **NTC Updates- Dean**

The College-Wide Initiatives PowerPoint was shared with the committee before the meeting. There were no further questions.

- **Other Business**

The college extended its appreciation to the group for their continued support of the Diesel pre-apprenticeship program. A total of 131 credits are currently being offered to 47 students participating in the Diesel program, reflecting strong engagement and collaboration between industry partners and the college.

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Advisory Committee Meeting Minutes

Electrical Power Distribution



October 13, 2025 | 12:00 pm to 1:30 pm | Agriculture Center of Excellence;
Student Engagement Center (6625 County Road K, Wausau, WI 54401) &
Zoom

Meeting Attendees

Industry Members:

- Kevin Kurtzweil, Central WI Electric Co-op
- Steve Willhite, Wisconsin Public Service
- Paul Nohr, Wisconsin Public Service
- Ryan Jolma, Jolma Utilities
- Kelly Zagrzebski, Invenergy
- Don Bohlin, Wisconsin Public Service

NTC Members:

- Dr. Greg Cisewski, Dean
- Bobbi Lee, Learning Coordinator
- Marc Cegielski, Faculty
- McKenna Weichelt, Administrative Assistant

Welcome and Introductions- Chair

Electrical Power Distribution students introduced themselves. Dr. Greg Cisewski welcomed everyone to the meeting. There were no corrections or questions for the last meeting minutes.

Industry Discussion

Local 953 was unable to join the meeting, but reported that the 2026 outlook includes a significant increase in large-scale transmission, substation, and distribution projects. Workforce projections for Xcel Energy are expected to remain steady following their recent rate case, with staffing adjustments primarily occurring through retirements. As a result, new employment opportunities will largely come from backfilling those positions rather than overall expansion.

Don from WPS shared that there has been significant capital investment nationwide, particularly in solar energy expansion and system improvements such as underground infrastructure and storm hardening projects. The company's *Power the Future* initiative focuses on upgrading systems to handle future loads and improve reliability amid more frequent severe weather. WPS recently entered a new contract with the local union, committing to add ten line electricians annually over the next three years. The agreement allows for hiring 50% of new employees outside the Local 400 union, a move designed to broaden recruitment opportunities. WPS anticipates hiring around 20 new employees this spring, focusing on a balanced journeyman-to-apprentice ratio. Interest remains high, with over 200 applicants for 15 openings last year, and local NTC graduates have been successful hires. Don noted that while EV (electric vehicle) developments have slowed compared to previous years, AI has recently emerged as a major topic. WPS continues to monitor EV charger installations, which are sometimes installed without notification but often discovered through customer feedback or application processes.

Representatives from Jolma Utilities reported substantial growth, increasing from 42 to 70 employees over the past year, largely due to grid resilience projects supported by Department of Energy grants. The company is completing extensive three-phase underground work, including projects in Central Wisconsin, and continues to expand across multiple states and industries, including renewables and oil. Jolma expects continued growth for at least the next five to six years and has seen strong performance from NTC graduates. Invenergy echoed similar trends, noting ongoing solar development and diversification into thermal projects, including partnerships with data centers in states such as Arizona, Wisconsin, and Utah.

Advisory Committee Meeting Minutes

Electrical Power Distribution

October 13, 2025 | 12:00 pm to 1:30 pm | Agriculture Center of Excellence;
Student Engagement Center (6625 County Road K, Wausau, WI 54401) &
Zoom



Program and Curriculum Discussion

The Electrical Power Distribution program continues to see strong enrollment with another motivated group of students. The current cohort of 11 began climbing training in week three, with all students successfully reaching 65 feet early on despite initial nerves. Instructors noted strong personalities and engagement among participants. Due to program demand, a waitlist remains in place; however, students must first complete the CDL portion before being admitted. Last-minute drops continue to impact final class numbers. The previous cohort demonstrated that graduates who are willing to relocate can readily find employment opportunities. Some students planning to participate in the Navajo trip were unable to attend after securing jobs beforehand, though three students and instructor Marc will continue the tradition this year.

The CDL *Drive Your Way* program has transitioned from a fixed eight-week schedule to an open-lab format, allowing students flexibility to choose lab hours between 6:30 a.m. and 6:00 p.m. and progress at their own pace once skills are mastered. The model eliminates hour minimums, focusing instead on demonstrated competency. Classroom content is now online, with manual transmission training remaining mandatory for EPDP students. While many Central Wisconsin programs and employers use automatic trucks, some apprenticeships still require manual proficiency. Industry equipment continues to evolve with electric steering, braking, and 24-volt systems that provide advanced driver data tracking.

Students have also gained hands-on exposure to electric vehicles through the program's transition from a gas-powered to an electric F-150, which has performed exceptionally well even under load. Plans are in place to obtain an additional electric truck for shared use with the Diesel and Auto programs, emphasizing safety awareness around EV systems. At the *Build My Future* event, the program showcased equipment, drawing attention from over 1,300 high school students.

The program's partnership with Utility Sales and Services, Inc. (USSI) has been notably positive. USSI provided exceptional customer service in addressing issues with the new bucket truck, which developed a loud screech while operating. Despite the truck being out of warranty after only a year and 200 engine hours, USSI, along with Versalift, covered the repair costs in full. The company personally picked up and returned the truck after replacing the hydraulic hoses, demonstrating strong support for the college and its program needs.

Equipment updates also continue across the program. A new backhoe—matching models used by industry partner Intercon—was added late last year, with additional requests submitted for mini excavators and trenchers to expand hands-on training capacity. The Digger Derrick is being upgraded, with the existing bumper hitch being transferred to the new truck to enhance wire-pulling operations. Diesel Technology students will assist with the installation.

Facility improvements remain on track, with the new mound system and project bids completed and final construction expected by January. The Utilities programs will relocate to the warehouse adjacent to the training center, while the current building will be repurposed for tractor safety and other events. Gas Utility and EPDP will continue to share the new facility, which will feature a single access point through the farm.

Student Club- Club Advisor

The Electrical Power Distribution student club continues to thrive, with all 11 current students actively involved. Club officers have demonstrated strong leadership and take their responsibilities seriously, recognizing that participation enhances their resumes and professional development. The club remains engaged in regular fundraisers and has a full schedule of events and guest speakers planned.

Advisory Committee Meeting Minutes

Electrical Power Distribution

October 13, 2025 | 12:00 pm to 1:30 pm | Agriculture Center of Excellence;
Student Engagement Center (6625 County Road K, Wausau, WI 54401) &
Zoom



The annual Navajo Nation service trip is scheduled for the last week of April, with the group expected to return by Mother’s Day weekend. While last year’s trip was lengthy, it provided invaluable hands-on experience. Students assisted with constructing a 9,000-foot single-phase line to provide power to a 93-year-old resident. Tragically, the home later burned down due to unrelated causes, but students showed remarkable initiative by volunteering to help rebuild. NTAO staff spoke highly of the NTC group’s work ethic and professionalism, noting the students raised funds to cover their own expenses and still chose to volunteer their time.

The Navajo project continues to grow in popularity, now offering both spring and fall opportunities. Milwaukee Tech will participate the week following NTC’s trip, as the project fills up quickly each year. To support travel and lodging costs, students engage in fundraising efforts such as selling Kwik Trip car wash cards, kringles, and seeking donations from industry partners. Ryan Manufacturing recently donated \$750, and Central Wisconsin companies have expressed interest in supporting future trips. Student Life contributes funding by covering half of the travel costs and sponsoring student events, while instructor expenses are fully paid. Despite these supports, travel remains costly.

Marc remains an active club advisor, emphasizing student ownership of fundraising and project preparation. The club is exploring additional promotional materials, such as flyers and shirts, to attract sponsors and raise awareness. Vendors have been receptive to student outreach efforts, and the program continues to attract motivated individuals who are drawn to NTC specifically for the opportunity to participate in this meaningful service project.

NTC Updates- Dean

The College-Wide Initiatives PowerPoint was shared with the committee before the meeting. There were no further questions.

Other Business

Marc will be out of town this week for a professional engagement, and Steve will serve as a substitute instructor to ensure continuity of instruction and learning for students beginning tomorrow.

The Advisory Committee Summit is scheduled for April 15th, 2026.

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2025 Fall Medical Laboratory Technician/Phlebotomy Advisory Committee Meeting Minutes

Date: 10/13/2025

Time: 12:00 pm – 1:30 pm

Location: CHS 4011

Zoom Meeting Link: <https://ntc.zoom.us/j/82572542347>

Attendees

Industry Members:

- Dawn Barten- CLS Program Director, UWSP ZOOM
- Ellie Borchardt- Laboratory Team Lead, Aspirus
- Staci Buatti- Genetic Testing Coordinator, PreventionGenetics ZOOM
- Jessica De Jong- Laboratory Support Services Manager, Aspirus Wausau Hospital
- Emily Jolin- Executive Director- Wausau Operations, The Community Blood Center
- Kristi Krajewski- Laboratory Supervisor, Aspirus St. Michael's
- Michael Peterson- Regional Lab Operations Manager, Marshfield Clinic ZOOM
- Paul Rodewald- Laboratory Manager, Aspirus Stevens Point Hospital
- Renee Schultz-Schmelzer- Laboratory, Aspirus Medford ZOOM
- Tonia Sromek- PreventionGenetics/NTC MLT Adjunct
- Laurie Thompson- Laboratory Outreach Manager, Aspirus Wausau Hospital and Merrill Hospital, ZOOM
- Ted Wagner- Clinical Lab Manager, Aspirus
- Kristy Witkus- Manager Aspirus Family Physicians, Aspirus

NTC Team:

- Val Natzke- MLT/Phleb Faculty
- Jordyn Olson- Student Success Advisor
- Dr. Angela Roesler- Dean, Health Sciences & Community Services
- Sandie Shorey – Administrative Assistant, Health Sciences & Community Services
- Cory Sullivan- MLT/Phleb Program Directory, Faculty
- Rich Wilkosz- Biomedical Faculty ZOOM

Welcome and Introductions

Meeting called to order by Medical Laboratory Technician/Phlebotomy Program Director, Faculty, Cory Sullivan at 12:01pm. Cory welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Cory Sullivan called for any changes to the minutes from the fall 2024 meeting (10.09.24). There were no changes made to the minutes from the fall meeting.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Dean of Health Sciences and Community Services, Dr. Angela Roesler. She discussed 6 new programs that started at NTC this fall: Expanded Function Dental Auxiliary (EFDA) Advanced Technical Diploma; Advocacy & Social Justice Technical Diploma; Foundations of Artificial Intelligence Technical Diploma; Wood Industry: Primary Manufacturing Certificate; Wood Industry: Secondary Manufacturing Certificate; and Early Childhood Educator Apprenticeship. She also shared an update on Agriculture 4.0, the integration of advanced digital technologies into farming, and how NTC is

bringing Agriculture 4.0 to the classroom with Drones & Simulators, Sustainable Practices, and Future Pathways. Additionally, she discussed the importance of Program Health, a data-informed process to evaluate the ongoing demand, quality, and sustainability of academic programs. She also spoke to the group about the Community Safety Simulation Center (CSSC), a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual), which is now open and ready to serve our local communities. Angela spoke about AI at NTC and how our technical college is advancing a mission-driven AI strategy through instructional innovation, operational efficiency, and workforce readiness. She added that NTC is leading the initiative with AI and we have a large team working towards making it as useful and practical as possible in day-to-day life. Together, these initiatives prepare learners and organizations for success in an AI-driven future. Lastly, she touched on College 101, which the DOE now requires to be a course within each program's curriculum. The purpose is to help students be successful at NTC.

Student Support

These resources are available to our students

- Access to free mental health services through **TimelyCare** ([Timelycare.com/ntc](https://timelycare.com/ntc))
- **Academic Advisors** can help students with planning their academic progress and referral to needed resources.
- Non-academic student needs can be addressed through our **Student Resource Coordinator**.
- **Timberwolf Table**, NTC's food pantry for students
- **Timberwolf Learning Commons**, with library, tutors and coaches available
- **Student Scholarships**
- **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax, and have fun.

Workforce Training and Professional Development

There was also an update given by Angela on happenings in Workforce Training in Professional Development (WTPD). Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.

To access this information, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page. Flyers will be included in post meeting e-mail.

Handshake

NTC uses Handshake to connect students with employers

- Handshake is a leading career network for college students and recent graduates.
- Connects students with employers offering internships, part-time, and full-time job opportunities.
 - Access to Diverse Talent Pool:
 - Streamlined Recruiting Process:
 - Analytics and Reporting:
- How to Get Started
 - **Step 1:** Create an account on Handshake.
 - **Step 2:** Complete your employer profile
 - **Step 3:** Post jobs and start connecting with students.

For more information contact Ben Bliese at bliese@ntc.edu



Spring 2026 Advisory Committee Summit

This spring NTC is again hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- o *April 15th. 2026; 7:30am-11:30am*
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options



Industry Trends

Cory Sullivan, MLT/Phleb PD and Faculty, introduced the following topics and proposed questions to the committee regarding them:

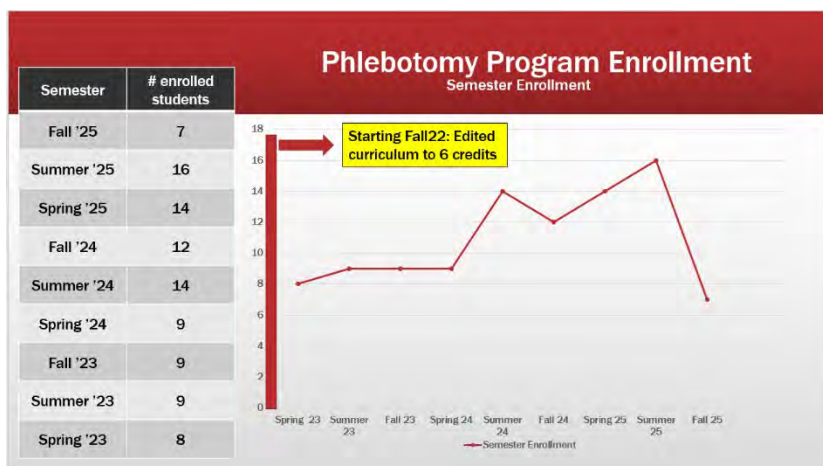
1. ***New or Retired Equipment/Tests-*** None noted
2. ***Updates from Industry Partners***
3. ***Staffing Concerns/Open Positions***
 - a. ***Openings at Aspirus Wausau Hospital***
 - i. *Phleb 3*
 - ii. *Lab Assistant Role 2*
 - b. ***Marshfield Clinic***
 - i. *A couple of Med Tech positions*
 - ii. *Lead position*
 - iii. *1.0 Phleb in Weston that is ready to post- North and East marketing have no openings*
 - iv. *Tech positions in Stevens Point and upcoming in WI Rapids*
 - c. ***Aspirus Wausau Hospital***
 - i. *Phleb 3*
 - ii. *Lab Assistant Role 2*
 - iii. *one Med Tech position (possibly 2)*
 - d. ***Weston Clinic – One full time (.9) opening***
 - e. ***Aspirus Medford -No openings***
 - f. ***Aspirus Stevens Point and Plover - No openings***
 - g. ***Aspirus Kronenwetter - One .8 FTE position (it will most likely be filled internally)***
 - h. ***Aspirus Wisconsin Rapids -No openings***
 - i. ***Prevention Genetics- No MLT/Phleb; Need MLS or more. Their hiring focuses more towards genetics/sciences degrees. Entry level pay is comparable to MLT/Phlebotomy, but there is not a lot of hands-on lab work at the entry level.***
 - j. ***Community Blood Center Wausau- 3 Phleb openings***

Program Updates

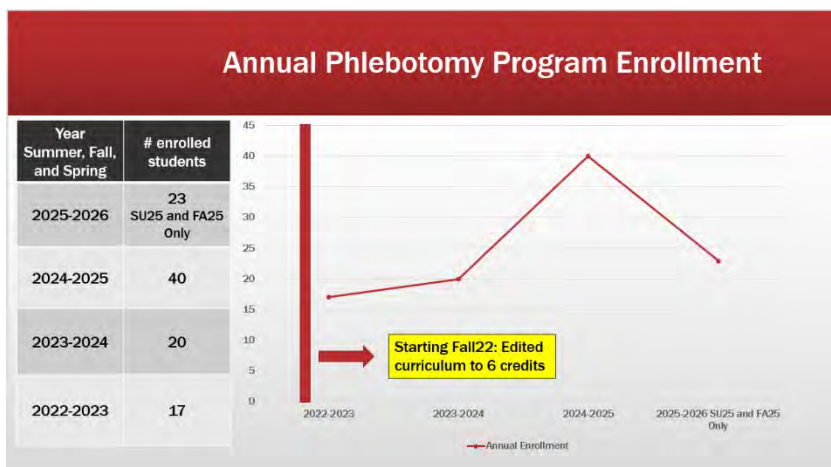
Cory Sullivan, MLT/Phleb PD and Faculty, shared the following Program Updates:

Phlebotomy

- Phleb Fall 2025 Program Enrollment
 - Increasing enrollment!



- Phleb 2025-26 Annual Program Enrollment



The 2025-26 number does not yet include Spring (Summer/Fall only)

- Phleb Graduation and Attrition Rates

Phlebotomy Graduation and Attrition Rates

Program Outcome Goal: Graduation Rate of 70% or better

Year	Graduation Rate	Attrition Rate
July 2024-June 2025	100%	0%
July 2023-June 2024	85%	15%
July 2022 – June 2023	84%	16%
Most Recent Three-Year Average	90%	10%

- Phleb Certification Data (ASCP PBT Exam)

Phlebotomy Certification Data (ASCP PBT Exam)

*10 in 2024 was a significant increase!

Certification Data (ASCP PBT Exam)

(Goal of program: At least 75% of students pass, and a minimum score of 400 in each subcategory)
Outcomes that fall below the goals of the program are highlighted in yellow.

Date Range	NTC Number of Examinees	NTC Data							NTC Average Score	NTC Percent Passing	ASCP Data
		NTC Mean Scaled Score						National Average			
		CS	LO	NBS	POC	SC	SPH				
Annual 2025											
Annual 2024	10	673	665	660	636	643	582	639	100%	574	
Annual 2023	3	728	667	807	462	667	572	656	100%	554	
Annual 2022	3	631	434	457	517	517	469	504	100%	562	
Annual 2021	3	688	802	652	736	698	605	695	100%	557	
Annual 2020	7	684	621	541	792	608	600	622	100%	556	
Annual 2019	5	602	588	739	766	633	567	622	100%	555	

CS = Circulatory System, LO = Laboratory Operations, NBS = Non-Blood Specimens, POC = Point of Care
SC = Specimen Collection, SPH = Specimen Processing and Handling

Annual ASCP Certification Exam Scores from Exam Date, Any Exams Taken During a Calendar Year are Counted

- American Medical Technologists (AMT) Certification Exam (New for 2024!)
 - The ASCP Certification requires a High School Diploma or Equivalent- Still push as the "Gold Standard"
 - The AMT Certification does not require a High School Diploma or Equivalent only completion of an approved program
 - A valuable opportunity for our high school phlebotomy students
- Phleb Certification Data (AMT RPT Exam)
 - NTC Avg Score – 85.72%
 - NTC Percent Passing – 100%
 - AMT Pass Rate – 83% (2023)
 - Still expecting more to take & pass
 - Increase of HS students due to the fact that we hold class outside of high school hours
- Phleb Placement Rates
 - 100% for Graduation in Spring 2025, Summer 2025 and Fall 2024
 - Three Year Average- 100%

Phlebotomy Certification Data (AMT RPT Exam)

Certification Data (AMT RPT Exam)

NTC Data											AMT Data
Date Range	Number of Examinees	NTC Scores							NTC Average Score	NTC Percent Passing	Pass Rate
		CSD/LEPC	OBS	PC	SSP	SCP	TAP	TMAO			
Annual 2025											
Annual 2024	2	85.72%	88.96%	100%	87.5%	79.04%	64.71%	71.88%	85.71%	100%	2023 83%

CSD = Clerical Skills and Duties
LEPC = Legal, Ethical, and Professional Considerations
OBS = Obtaining Blood Samples
PC = Professional Communications
SSP = Safety Standards and Procedures
SCP = Specimen Collection and Processing
TAP = Terminology, Anatomy, and Physiology
TMAO = Time Management and Assignment Organization

Phlebotomy Placement Rates

Placement Rates

Employed or continued with education within one year of graduation
+ Program Outcome Goal: Placement Rates of 70% or better

Year	Yearly Average Placement Rate
Graduation in Spring 2025, Summer 2025, and Fall 2024	100%
Graduation in Spring 2024, Summer 2024, and Fall 2023	100%
Graduation in Spring 2023 and Fall 2022	100%
Three Year Average	100%

The calculation of placement rate statistics relies on confirmed student employment, feedback from clinical sites, and responses from students via email. Any unconfirmed data is not included in the calculation.

*most get hired right after clinicals.

*We do not include the information on others who have not reported back.

Program Modifications

Traditional Clinical Model for Phlebotomy Program



Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy
Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16
Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical

100 Hours Divided Over 8 Weeks

Summer 2025 Phleb Results

Summer Phlebotomy Program Offering Continued



Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy
		Phlebotomy Clinicals 17 hours	Phlebotomy Clinicals 17 hours	Phlebotomy Clinicals 17 hours	Phlebotomy Clinicals 17 hours	Phlebotomy Clinicals 16 hours	Phlebotomy Clinicals 16 hours

- o 16 Students Enrolled for Summer 2025
- o 14 Students Entered the Clinical Experience
 - One decided it was not for them
 - One did not complete health requirements on time
- o 14 Students Successfully Completed the Phlebotomy Program
- o High School Student Requirements
 - 16 years of age or older

- Feedback from Industry Partners on the Condensed Phlebotomy Summer Program
 - o Aspirus
 - Goes well at AWH – they staff up in order to dedicate more time to the students in the summer program.
 - High school students are more driven and have better attitudes
 - They cannot collect legal alcohol draws due to their age
 - They do more observations at first before they draw and then progress to doing the easier draws that are not in higher acuity units
- Phlebotomy After-School Option will continue- this is going well
 - o **Fall 2025 and Spring 2026**
 - Continuing to Offer Times to Accommodate High School Students
 - Tuesdays and Thursday
 - Section 01, 11:00am – 2:30pm
 - Section 02, 3pm – 6pm

MLT

- MLT Program Enrollment
 - Current # First Year Students Fall 2025
 - In-Person = 9 Students
 - Distance Learner = 10 Students
 - Total 19 First Year Students!!
 - Current # Second Year Students On Track for Clinicals Spring 2026
 - In-Person = 4 Students
 - Distance Learner = 8 Students
 - Total 12 Second Year Students!!
- MLT Distance Learning (DL) Program Updates- can take this program anywhere in the country. They perform their labs in a sponsoring lab local to where the student resides.

Year 1 Retention

- Starting Fall 2023 – DL Cohort 1 vs IP
 - 12 DL Students
 - 10 In-person Students
- Fall 2024 – Current – DL Cohort 1 vs IP
 - 4 DL Students = 33%
 - 5 In-person Students = 50%
- First Cohort DL Graduate- Spring 2025!
 - 5 in-person students
 - 4 Distance Learning Students
- Happy to meet with any lab interested in this!
- MLT Distance Learning (DL) Program Updates- Cohort 2

Year 1 Retention

- Starting Fall 2024 – DL Cohort 2 vs IP
 - 9 DL Students
 - 9 In-person Students
- Fall 2025 – Current – DL Cohort 2 vs IP
 - 8 DL Students = 89%
 - 5 In-person Students = 56%
- MLT Certification Data (ASCP MLT Exam)
 - 2025 Certification Exam comparison – In-Person (IP) vs. Distance Learning (DL)
 - 9 Students
 - IP Pass Rate 4/5 (80%)
 - IP Mean Score 609
 - DL Pass Rate 4/4 (100%)
 - DL Mean Score 515

Read About Emma's Story!



MLT Certification Data (ASCP MLT Exam)

MLT ASCP Certification Exam Statistics
Program Outcome Goal: 100% Pass Rate

Exam Year	# Students	Pass Rate	Program Mean Score	National Mean Score
2025	9	89% *	567	513
2024	5	100%	560	497
2023	7	100%	583	499
2022	7	100%	590	499
2021	5	100%	644	501
2020	4	100%	680	520
2019	4	100%	579	525
2018	6	100%	686	512

* In 2025, one student did not pass the ASCP exam on the first attempt. NAACLS permits a second attempt to count as successful, and if passed, the current 89% pass rate will increase to 100%.

MLT Graduation and Attrition Rates

Graduation and Attrition Rates

(Program Goal: Graduation Rate of 70% or better)

Year	Graduation Rate*	Attrition Rate	* Graduation Rate is calculated by using the number of students who began the second half of the program divided by the number of students who graduate.
July 2024 - June 2025	100%	0%	
July 2023- June 2024	100%	0%	
July 2022 - June 2023	78%	22%	
Three Year Average	93%	7%	

*Looking forward to more data and will continue to report these rates as we have more data

*For these statistics, these are students who start the fall semester and then progress to clinicals.

MLT Placement Rates

Placement Rates

(i.e., employment positions in the field, or pursuit of further education within 1 year of graduation)

(Program Goal: 70% or better)

Year	Yearly Average Placement Rate	The calculation of placement rate statistics relies on confirmed student employment, feedback from clinical sites, and responses from students via email. Any unconfirmed data is not included in the calculation.
Graduation in Spring 2025	100%	
Graduation in Spring 2024	100%	
Graduation in Spring 2023	100%	
Three Year Average	100%	

- Program Recruitment Events
 - September 26th 2025: Health Program Showcase
 - 60+ High School Guidance Counselors-gave a short program overview to all then broke into concentrated groups- we were able to share more specifics to a smaller group
 - Goal: Connect with high school teachers and guidance counselors to help direct interested students to our profession
 - Offering Professional Development to high school science teachers
 - Activities that teachers can take back to their classes
 - Awarded ASCP Program Directors Grant to help support this event- applied earlier this year and were awarded a grant to assist with this program.
 - Some think that AI will take over and this will become a dying profession. This is inaccurate- this profession is not going away.
- Marketing Update
 - MLT DL Program
 - MLO Email Blast
 - Sent out April 2025 to promote our MLT Distance Learning program
 - Total 3,870 Recipients
 - 1,708 Opened
 - 106 Clicks After Opened
- MLT Program Modifications
 - QA Lab Math
 - Students who specified one or more of these Programs of Study or Program Foci: Medical Laboratory Technician
 - Urinalysis
 - Student has completed or is in process of completing all of the following course(s): LABASST 10513110 - Basic Lab Skills, SCIENCE 10806177 - Gen Anatomy & Physiology

- *Advanced Microbiology*
 - Student has completed or is in process of completing all of the following course(s): LABASST 10513133 - Clinical Microbiology SCIENCE 10806197 - Microbiology
- *Clinical Experience 1-3*
 - Student has completed all of the following course(s): LABASST 10513116 - Clinical Chemistry, LABASST 10513130 - Advanced Hematology, LABASST 10513133 - Clinical Microbiology, LABASST 10513140 - Advanced Microbiology, LABASST 10513114 - Urinalysis, LABASST 10513109 - Blood Bank
- *MLT Seminar*
 - Student has completed all of the following course(s): LABASST 10513116 - Clinical Chemistry, LABASST 10513130 - Advanced Hematology, LABASST 10513133 - Clinical Microbiology, LABASST 10513140 - Advanced Microbiology, LABASST 10513114 - Urinalysis, LABASST 10513109 - Blood Bank
- *Intro to Molecular Diagnostics*
 - Student has completed all of the following course(s): LABASST 10513110 - Basic Lab Skills, SCIENCE 10806177 - Gen Anatomy & Physiology
- *10-513 Medical Laboratory Technician Associate Degree*
 - Add Oral/Interpersonal Communication 10-801-196 as an “or” to Speech 10-801-198
 - The required general education courses lists Speech 10-801-198 and we are going to give students the option to fulfill this requirement by taking either Speech 10-801-198 or Oral/Interpersonal Communication 10-801-196 in order to remove a barrier to success.
 - The advisory committee supports this change.

Facilities/Equipment

- Purchased a New I-Stat
 - Will be running Blood Gases Fall 2025
 - Interprofessional collaboration with Respiratory Therapy faculty
- Purchased 2 new Pointe Scientific Spectrophotometers
 - Using Fall 2025 for first time
- Osmometer donated by Marshfield Clinic Park Falls – Daniel Slone.
 - Using for the first time Fall 2025
- All sites donating expired product. **THANK YOU** for supporting us!

Other Items

- Dress Code Policy Updates- this policy has not yet been adopted.
- Hair- *Current Policy*
 - Hair that is shoulder length or longer must be worn up or securely tied back.
 - Non-natural hair colors are **not permitted** (must reflect professional standards). (CHANGING?)
- Tattoos- *Current Policy*
 - Tattoos must be covered at all times- (CHANGING?)
- Jewelry- *Current Policy*
 - Rings may be worn at the wearer’s risk. Rings with stones have the potential to make small holes in gloves.
 - A wristwatch and small earrings may be worn.
 - No other body piercing jewelry is allowed.

New Dress Code Policy for Review and Approval

Highlights

Review of both the Aspirus and Marshfield Clinic's Dress Code Policies and Retained Most Stringent Requirements

Hair

- Hair, including facial hair, must be clean, neat, and well managed.
- Hair that is shoulder length or longer must be worn up or securely tied back in lab and patient care settings.
- Hair must not interfere with protective equipment or come into contact with patients, equipment, food, or lab materials.

No concerns were voiced by committee members regarding the Dress Code policy changes.

- Clinical Sites- In-person students
 - Cory asked that members check the list that was distributed at the meeting (this will be sent via email to those not in attendance) and let him know if your site's status has changed.

Next Meeting

The date for the 2026 spring summit: Wednesday, April 15, 2026 from 7:30am-11:30am. More information on the Spring Advisory Committee Summit will be forthcoming as the date gets closer.

The meeting adjourned at 1:18pm.

New Dress Code Policy Review and Approval Continued

Jewelry & Piercings

- Jewelry must be conservative, professional, and not interfere with safety, communication, or infection control.
- Acceptable jewelry includes one simple ring, a wristwatch, and small earrings.
- Body and facial piercings, including nose piercings, are permitted only if they are small, tasteful, conservative, maintain a professional image, and do not interfere with communication, safety, or infection control practices. Approval is at the discretion of NTC faculty.

Tattoos

- Tattoos may be visible if they do not display profanity, violence, sexually explicit content, discriminatory language, or offensive images.
- NTC faculty and clinical sites reserve the right to require tattoos to be covered at their discretion.

Foundation of Teacher Education Advisory Committee Meeting Minutes

Date: Wednesday, October 15, 2025

Time: 4:00 p.m. – 5:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Breanna Cychosz– Undergraduate Advising Coordinator & Teacher Certification Officer, UW Stevens-Point
- Kelly Kapitz – Director, Marathon County Special Education
- Tom McCarty – Director, Innovation and Strategic Growth, Mosinee School District

NTC Team:

- Hannah Lee – Administrative Assistant, School of Liberal Arts Transfer, Education, and General Studies
- Kendra Barnes – Advisor, Student Success
- Pa Houa Lee – Faculty, Foundation of Teacher Education
- Sara Bartelt – Associate Dean, School of Liberal Arts Transfer, Education, and General Studies
- Tricia Smith – Faculty, Communication

Welcome & Introductions

Sara Bartelt, Associate Dean of School of General Studies, welcomed the Advisory Committee, followed by introductions from all attendees.

Update and Highlights from Last Meeting

The committee reviewed meeting minutes from [Fall 2024](#). No revisions were noted or requested.

College-Wide Initiatives

Sara reviewed the [Fall 2025](#) College-wide initiatives presentation with the committee.

Instructional Area/Program

A. Program Information

1. **Program Overview:** The Foundations of Teacher Education (FoTE) program is a two-year, 65-credit associate degree designed to prepare students to serve as instructional assistants in pre-kindergarten through high school settings. The program meets Title I requirements and aligns with statewide standards, ensuring consistent instruction, competencies, and academic rigor across all 16 Wisconsin Technical Colleges. The curriculum includes 14 education courses and 18 general education credits.
2. **Proposed Change in Credit Load:** Sara discussed a proposal to reduce the overall credit load of the program to 64 credits or fewer to support quicker and more affordable completion. The proposed change would replace the current 4-credit Intermediate Algebra with Applications course with a 3-credit College Math course. She explained that the existing math course has been challenging for many students, resulting in lower pass rates, while College Math would continue to provide the necessary foundational skills in algebra, geometry, and trigonometry. After reviewing transfer data, she found that both courses transfer similarly to UW colleges, so the change is not expected to negatively affect students.
3. **New Transfer Agreements:** Sara shared two new transfer agreements:
 - UW–Whitewater: Bachelor of Applied Arts and Sciences (Education Emphasis) – accepting up to 65 NTC credits
 - UW–Green Bay: Bachelor's in Education (Elementary and Middle School, K–9) – accepting up to 60 NTC credits

These agreements allow students to complete roughly half of their coursework at NTC and half at the university, providing an affordable and efficient pathway to earning a bachelor's degree in education.

4. **Enrollment:** Kendra Barnes reported that enrollment remains steady, with 30 students currently enrolled compared to 31 last year. The program has 11.28 FTEs, reflecting that most students attend part-time, a trend that is consistent across the college. Overall, there are 113 total course enrollments, and the current part-time pattern aligns with expectations for this student population.

B. Industry Trends

- **Pa Houa Lee (NTC)** opened the discussion by acknowledging the ongoing shortage of teachers and paraprofessionals. She emphasized the need to increase awareness of the FoTE program, particularly among district employees and community members who may be unaware. She suggested exploring dual-credit opportunities with high schools and strengthening outreach to paraprofessionals and teacher assistants. Highlighting the program's online modality as a key advantage for working adults. She invited committee members to share ideas to improve community engagement.
- **Kelly Kapitz (Marathon County Special Education)** plans to inform her staff about the FoTE program to ensure they are aware of it as an option for professional development and career advancement. She emphasized the strong need for paraprofessionals and support staff and noted that the district is committed to "Grow Your Own" initiative, as those who advance internally are more likely to stay. In addition to that the district also offers compensation to staff who take courses relevant to advancing their role. She has noticed that many paraprofessionals are adults returning to the workforce or changing careers, often parents who have been interested in teaching but were uncertain if it was the right fit. Through paraprofessional roles they can gain firsthand experience in education, and programs like FoTE provide an accessible pathway to explore the field while continuing to work. She added that the program's online modality and affordability make it especially valuable for non-traditional learners.
- **Tom McCarty (Mosinee School District)** stated that the new transfer agreements could enhance the FoTE program's appeal, especially for high school students in dual-credit courses and it supports his district's "Grow Your Own" initiative. Sara proposed developing clear marketing materials outlining the full education pathway to highlight cost savings and transfer opportunities. Tom suggested aligning the materials with high school academy models, and Sara agreed to draft updated pathway resources and share with committee members for feedback. She also noted potential opportunities to revisit existing transfer agreements with UW–Stevens Point. Tom inquired about connecting FoTE students with school districts seeking paraprofessionals, and Sara suggested committee members post job openings on [Handshake](#). Pa Houa added that practicums require 108 hours, and students are encouraged to work in schools for both experience and income. She also shared that the Department of Workforce Development and NTC's Workforce Training and Professional Development team are exploring a K–12 apprenticeship program to address educator shortages.

Next meeting schedule & agenda items discussion

- A. **Spring 2026 Advisory Summit:** Sara invited committee members to the Spring Advisory Summit on Wednesday, April 15, 2026.
- B. **Fall 2026:** The next meeting will tentatively be scheduled for Wednesday, October 14, 2026.

Leadership Development/Human Resources Advisory Committee Meeting Minutes

Date: 10/15/2025

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- **Jordan Gaiche** – Directory of Administration, Custom Fabricating & Repair (CFR)
- **Jennifer Cassell** – HR Generalist; People State Bank
- **Linda Hackbarth** – HR Officer; Bone and Joint Clinic
- **Jamie Kruger** – Director of Human Resources, Crystal Finishing
- **Nancy Kwiesielewicz** – HR Manager; Reindl Printing
- **Morgan Wardall** – Practice Liaison, PAW Health

NTC Members:

- **John Burgess** – Faculty, Human Resources, Leadership Development, Business Management
- **Kurt Swanson** – Faculty, Leadership Development & Supply Chain Management
- **Erin McNally** – Learning Manager, School of Business
- **Cher Vink** – VP Human Resources
- **Tim Hinke** – Student Success Advisor
- **Kaolee Yang** – Accreditation Coordinator
- **Valerie Becker** – Administrative Assistant, School of Business

Industry Discussion

Use of Artificial Intelligence (AI) in the Workplace

Linda Hackbarth – AI is being used across HR functions to improve efficiency in their company. Her team uses Google's Notebook LM to create video and podcast learning content for employees at multiple locations. AI assists with writing job descriptions, performance reviews, and training managers to soften feedback language. She also noted the appearance of AI-generated "dummy" résumés, which require careful human screening. Recommended Canva, which includes built-in AI tools for creating social-media and recruitment ads.

Jordan Gaiche – His company built an internal AI-driven endpoint detection and defense system to strengthen cybersecurity across its network. These tools monitor and identify potential threats in real time, such as unauthorized access or unusual system activity, allowing for rapid response and prevention of data breaches. AI currently supports cybersecurity and threat detection but is not used in hiring due to concerns with bias and compliance.

Jamie Kruger – They are in the early stages of exploring automation and AI, primarily within manufacturing operation; AI use in HR remains minimal. She shared Jordan's concerns about using AI screening tools, noting the potential to miss strong candidates. HR professionals increasingly manage their organizations' social media and recruitment marketing, requiring strong digital media and content creation skills.

Jennifer Cassell – AI use at Peoples State Bank is highly restricted by corporate risk-management policies, with all external AI tools blocked for security reasons. The only approved use is within the bank's performance management system, which uses AI to help supervisors refine language and tone in employee evaluations. She noted interest in exploring broader applications once stronger compliance measures are in place.

Nancy Kwiesielewicz – They do not actively use AI tools but is also noticing an increase in AI-generated résumés and applications, which she finds frustrating and easy to identify as inauthentic. AI generated resumes are not prioritized in the hiring process, as her focus remains on finding candidates who are a strong cultural and personal fit for the organization.

Morgan Wardall – Described a project to develop an AI chatbot for employees to access company policies and guidelines on demand.

Workforce and Hiring Trends

Jamie Kruger – Reported persistent challenges filling skilled trades and engineering roles, especially for second-shift leadership. Crystal Finishing is experimenting with 12-hour shifts and flexible scheduling to attract candidates.



Nancy Kwiesielewicz – Shared similar hiring difficulties due to an aging workforce and industry digitization. They are collaborating with UW-Stout’s graphics program to build future talent pipelines.

Jennifer Cassell – Observed higher turnover in 2025 after several stable years but said her company’s recruiting workload has stabilized with only two open positions remaining.

Jordan Gaiche – Stated that 2025 hiring feels “back to normal,” with improved retention and easier head-count growth, though manufacturing demand is slowing industry-wide.

Recruiting, Marketing & Skill Needs in HR

Jordan Gaiche – Noted the rise of recruiter-driven turnover and said his company ended all contracts with external recruiters, shifting recruiting and employer-branding duties to internal HR teams.

Linda Hackbarth – Emphasized the importance of social-media literacy and AI-supported content design in HR roles.

Jamie Kruger – Reinforced that HR professionals must possess both traditional HR knowledge and digital-marketing skills to attract and retain talent effectively.

Instructional Area

Program Updates

Cher Vink – Reported on curriculum improvements for the Human Resource Management program guided by the college’s Academic Excellence team.

- Introduced a new *Instruction to Human Resources Management* course to strengthen foundational HR knowledge after industry feedback that graduates lacked some basics.
- Updated the Human Resources Capstone course to a portfolio-based format showcasing student competencies in critical thinking, writing, presentation, and compensation planning.
- Early feedback from the first cohort indicates higher student engagement and improved preparedness for employment.
- **Tom Wendt**– Observed a marked increase in student participation and interaction since the redesign, particularly in his Employment Law course.

John Burgess – NTC continues to prioritize program affordability and consistency across all degree offerings, with an institutional goal of keeping associate degrees near 60 total credits. The Leadership Development program, currently at 63-64 credits, will make a small credit adjustment by removing an elective option that allowed students to take either *Accounting 1* or *Accounting Fundamentals*. This change will offset the addition of *College 101*, a required course designed to strengthen student readiness, organization, and persistence in college.

10-196-1 Leadership Development

- Removing 10101111 *Accounting 1* (4 credits) as an option and keeping 10101147 *Accounting Fundamentals* (3 credits) in the program. This will allow room for the addition of 10890165 *College 101* (1 credit) in the program to ensure that the program does not exceed 64 credits.
- The advisory committee members support this change.

AI Initiatives at NTC

John Burgess – Discussed how artificial intelligence is being integrated into coursework to enhance learning without replacing critical thinking. Students are encouraged to use AI as a research and idea-generation tool, while continuing to build strong skills in communication, leadership, and problem-solving.

Kurt Swanson – The Leadership Development program’s focus is on using AI ethically and effectively, emphasizing its role as a partner rather than a replacement for human judgment. Faculty are introducing AI-based assignments to help students improve productivity while maintaining creativity and critical thinking, with plans to expand these efforts in future semesters.

Program Health

Kaolee Yang – Presented an overview of NTC’s Program Health process, explaining that it is a data-driven, continuous improvement system used to ensure programs remain high quality, relevant, and efficient. She outlined three key pillars: **program performance**, **demand**, and **cost**, which measure student success, workforce alignment, and resource use.



Faculty receive annual data workbooks to set goals, monitor progress, and make curriculum updates. The process supports NTC's strategic plan by promoting accountability and continuous improvement, with advisory input helping align programs to industry needs.

Enrollment Update

Erin McNally – Shared the following enrollment data for both programs:

Program	2026 FTE	2026 Duplicated Headcount	2026 Unduplicated Headcount	2025 FTE	2025 Duplicated Headcount	2025 Unduplicated Headcount	2024 FTE	2024 Duplicated Headcount	2024 Unduplicated Headcount
Human Resources - PG11600	11.13	127	34	20.76	248	60	20.67	238	46
Leadership Development PG19600	4.68	54	16	1.11	15	5	4.7	53	15

- **Human Resource Management:** There is a slight decline in enrollments from this time last year. The program has a total of 40 enrollments across all courses within the HR program, including students from other programs.
- **Leadership Development:** There is an increase in enrollments compared to last year and a total of 209 enrollments across all Leadership Development classes, reflecting a continued interest in the program's technical diplomas and certificates.
- Erin noted that enrollment trends often mirror economic conditions; adult learner participation tends to rise during economic downturns.

College Wide Initiatives

Erin McNally reviewed Fall 2025 college-wide initiatives with the committee members.

Next meeting schedule & agenda items discussion

The next meeting will NTC's college-wide Advisory Committee Summit: Wednesday, April 15, 2026, 7:30am-11:30am

Fall 2025 Fire Advisory Committee

Meeting Minutes

Date: 10/16/2025

Time: 11:00 am – 12:30 pm

Location: PS111 and ZOOM

Zoom Meeting Link: <https://ntc.zoom.us/j/88245221378>

Attendees

Industry Members:

- Dave Briggs- Riverside Fire District ZOOM
- Eric Lang- SAFER
- Ward Lyon- WTCS ZOOM
- Steve Meilahn- Retired
- Robert Pound- Retired
- Phillip Rentmeester- Marathon County ZOOM

NTC Team:

- Bryson Cruise- Learning Coordinator, Fire and EMS
- Kyle Lech- Faculty, Fire Services
- MaiGer Moua- Student Success Advisor ZOOM
- Chris Munson- Supervisor, Advising ZOOM
- Gera Peterson- Administrative Assistant, Public Safety
- Dr. Angela Roesler- Dean, Health Sciences & Community Services
- Sandie Shorey – Administrative Assistant, Health Sciences & Community Services

Welcome and Introductions

Meeting called to order by Bryson Cruise, Learning Coordinator, Fire & EMS, at 11:10am. Bryson welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

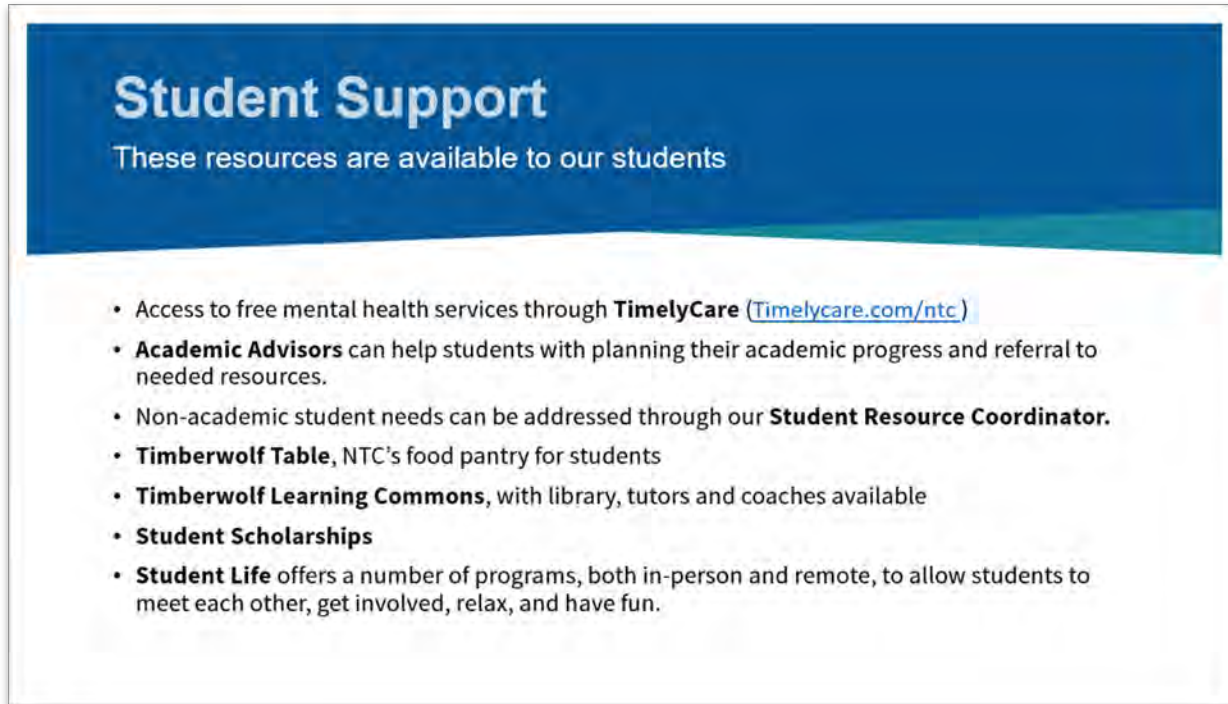
Update and Highlights from Last Meeting

Bryson called for any changes to the minutes from the fall 2024 meeting (11.12.24). Phil mentioned that it was not him that made the comments that are noted in the minutes at the end. Bryson indicated that we would make that edit.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Dean of Health Sciences and Community Services, Dr. Angela Roesler. She discussed 6 new programs that started at NTC this fall: Expanded Function Dental Auxiliary (EFDA) Advanced Technical Diploma; Advocacy & Social Justice Technical Diploma; Foundations of Artificial Intelligence Technical Diploma; Wood Industry: Primary Manufacturing Certificate; Wood Industry: Secondary Manufacturing Certificate; and Early Childhood Educator Apprenticeship. She also shared an update on Agriculture 4.0, the integration of advanced digital technologies into farming, and how NTC is bringing Agriculture 4.0 to the classroom with Drones & Simulators, Sustainable Practices, and Future Pathways. Additionally, she discussed the importance of Program Health, a data-informed process to evaluate the ongoing demand, quality, and sustainability of academic programs. She also spoke to the group about the Community Safety Simulation Center (CSSC), a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual), which is now open and ready to serve our local

communities. Angela spoke about AI at NTC and how our technical college is advancing a mission-driven AI strategy through instructional innovation, operational efficiency, and workforce readiness. She added that NTC is leading the initiative with AI and we have a large team working towards making it as useful and practical as possible in day-to-day life. Together, these initiatives prepare learners and organizations for success in an AI-driven future. Lastly, she touched on College 101, which the DOE now requires to be a course within each program's curriculum.



Student Support
These resources are available to our students

- Access to free mental health services through **TimelyCare** ([Timelycare.com/ntc](https://timelycare.com/ntc))
- **Academic Advisors** can help students with planning their academic progress and referral to needed resources.
- Non-academic student needs can be addressed through our **Student Resource Coordinator**.
- **Timberwolf Table**, NTC's food pantry for students
- **Timberwolf Learning Commons**, with library, tutors and coaches available
- **Student Scholarships**
- **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax, and have fun.

Workforce Training and Professional Development

There was also an update given by Angela on happenings in Workforce Training in Professional Development. Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.

To access this information, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page. Flyers will be included in post meeting e-mail.



Handshake
NTC uses Handshake to connect students with employers

- Handshake is a leading career network for college students and recent graduates.
- Connects students with employers offering internships, part-time, and full-time job opportunities.
 - Access to Diverse Talent Pool;
 - Streamlined Recruiting Process;
 - Analytics and Reporting;
- How to Get Started
 - **Step 1:** Create an account on Handshake.
 - **Step 2:** Complete your employer profile.
 - **Step 3:** Post jobs and start connecting with students.

For more information contact Ben Bliese at bliese@ntc.edu



Spring 2026 Advisory Committee Summit

This spring NTC is again hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- o *April 15th. 2026; 7:30am-11:30am*
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options



Industry Trends

Bryson Cruise, Learning Coordinator, Fire & EMS, introduced the following topics and proposed questions to the committee regarding them:

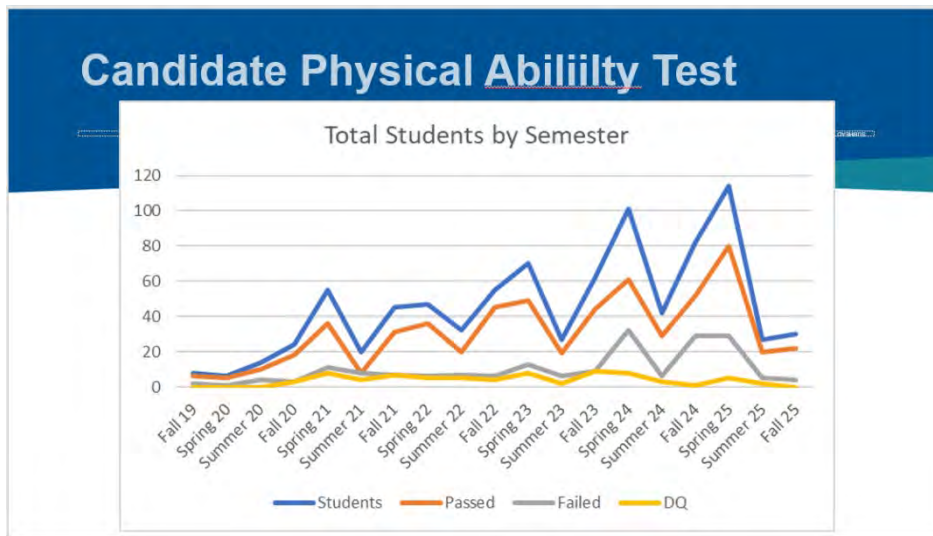
- NERIS
 - o Implementation moved up from Dec to Nov now.
- NFPA Updates
- New Technology
 - o Drones- Industry partners are looking for a basic introduction now that this technology is here. Bryson mentioned we will take a look at this.
 - o SAFER is looking at adding a drone to their Water Rescue division
 - o Marathon County brings a drone to some calls, which is helpful to see where the edge of the fire is at.
 - o LTC was looking into Incorporating a drone program for emergency services.
 - This has been used especially for water rescue

Program Updates

Bryson Cruise, Learning Coordinator, Fire & EMS, shared the following Program Updates:

- Enrollment Report:
 - o Firefighter 1: Merrill Day, Merrill Night, Central Fire and EMS District
 - Total of 52 Students between the three classes
 - The number of degree-seeking students was double of what we usually see
 - o Firefighter 2: Merrill
 - 16 students- one of the larger classes in a while
 - o Certified Fire Officer Class- started in Maine
 - o Driver/Operator – Pumper: Riverside
 - Pumper 16 Students
 - o Driver/Operator – Aerial: Antigo
 - Aerial 5 Students
 - o CPAT

- Getting people who are driving 5-6 hours and sometimes even farther away (Los Angeles, AZ, Alaska, and more!). Ours is the only one indoors in the state at the moment. Some have a stipulation that participants must be part of their hiring consortium.
- Spring 2025: 114 students 80 passed 29 failed 5 disqualified



- Summer 2025: 27 students 20 passed 5 failed 2 disqualified
- Fall 2025 YTD: 30 students 22 passed, 4 failed 0 disqualified
- Total since Fall 2019: 861 students, 591 passed, 188 failed, 74 disqualified
- Total Revenue: \$126,440

- Program Information:

- o Faculty Changes

- Kyle Lech-in December he is leaving his faculty position and going to Wausau (Firefighter, inspector and paramedic)

- o HAZMAT grant

- due to the government shutdown, this has not dropped yet
 - They did increase it by \$10,000
 - No word on when those funds will drop
 - May have to move everyone from grant funded section to self-pay
 - Cost is about \$105 a student for the 24-hour course with the practical in the class
 - \$95 for the 20 hours
 - Recommendation by both Eric Lang and Dave Briggs to move to the self-pay option and bill the departments.
 - *Per Ward* some districts are delaying and with the 2-year limitation of time for FF1 it may cause issues down the road if hazmat ops is delayed.
 - *Per Phillip*- HMEP funding has been received. They are waiting on legal determination of the Terms and Conditions before the NOFO's can go out for the training grant, the exercise grant, and the commodity flow grant. Hopefully NOFO's can be out by the end of October.

- o PS Trax

- Web based program that tracks assets, supplies, maintenance, due dates, etc
 - Allows for a single repository for all supplies, assets, etc

- Still trying to determine how faculty will roll this out – it is also designed for Fire Departments to move their vehicle checks to the system
 - *Suggestion by Eric Lang:* Poll departments regarding Officer 1 State Practical Test (not just for those who have attended NTC); they have about 10 alone in their department
- Program recruitment/events:
 - School of Health Sciences & Community Services open house October 28th in Wausau 9:00am-11:00am
 - Forceable entry
 - Public Safety Career Fair - More info for employers coming from Ben Bliese- new date is being identified for this
- Mai Ger Moua- Chris Munson announced that next Wed, Oct 22, will be MaiGer's last day with NCT; Laura Litzer will take over advising for the Fire program
 - Students are being notified today of the advisor change
- Evaluations post class completion
 - Phil R asked what is done with the evaluations
 - Bryson advised the group that these records are kept
 - NTC online survey is not being responded to. Kyle mentioned maybe 1 person in the last 9 years has completed the online eval
 - End of class paper eval- they distribute the paper survey
 - For HAZMAT classes, students fill out individual evals, which get compiled and sent to WTCS

Program Modifications

Many curriculum updates are in progress, including the following:

- Firefighter 1/ Fire Fighting Principles
 - o Majority of the updates are complete
 - o Working with Academic Excellence to fine tune the course and curriculum
- Hazardous Materials Operations
 - o Will now be done all in class
 - o Updates are just beginning
 - o Spring 2026 implementation
- Firefighter 2/Advanced Firefighting Concepts
 - o Will undergo updates once Hazardous Materials Operations is complete
 - o Spring 2026 implementation

Facilities/Equipment

- Fiscal Year 2026 Capital:
 - o Hoseline Training System-being delivered next week from France Propane
 - o Turnout Gear
 - o Multiforce door for the burn tower
 - came in last week
 - needs to be installed by facilities
 - o Concrete repair funds for the burn tower

- Quote came in after capital requests were made
 - Funding was granted in the capital budget for this year, per Dean Angela Roesler
- Fiscal Year 2027 Capital Requests:
 - ITS Extinguisher Prop
 - Max Fire Box Phase 2
 - replicates a house
 - reusable
 - Fit Tester
 - MSA Firehawk
 - Mentioned another MSA G1
 - Upgraded fit test machine was a part of the Assistance to Firefighters Grant- we are waiting on disbursement from the federal government
- Recent Purchases
 - Focusing on getting FY 2026 Capital purchasing lined up and completed
- Update on Equipment/Trainers
 - Jeff Blawat – Transportation Technician for NTC
 - Equipment transportation and light maintenance
 - This extends our dollars due to Jeff being able to assist with maintenance and repairs, as well as DOT inspections at a great rate
 - Jeff has been a fantastic resource for the program. If he isn't able to perform a task, repair, etc. he has an industry contact who can do it at a very reasonable cost. Allows our maintenance and repair budget to go further.

Other Items

- Department training needs
 - We want to hear from you!
 - Drone class, inspector class or other existing class that has not been on the schedule
 - link for fire departments to fill out requests for CE fire classes:
https://ntcforms.formstack.com/forms/requesting_ce_fire_classes
- Equipment Needs for training
 - Is there equipment that we may need to look at to help improve the classes we are offering
 - Engine needs to be set up so it looks like a working engine- mounting brackets
 - When the students walk in, it should feel like a firehouse, not a classroom/school
 - Tools are haphazard all over and we need to instill a tight and orderly environment that mimics the true environment
 - Went from two engines to one
- Adjunct Night
 - Make sure we are getting everyone together
 - Give us a great opportunity to show the train the trainer videos, as well as review new standards
- Active Shooter Exercise in Mosinee
 - *From Phil-* Suggested we promote the CSSC with his region of the WI Emergency Management
- Spring class schedule is out!
 - Moved aerial class up to January 28th start at Riverside
 - Class size: too many students to test in one day
 - 2 Fire 1 Practical Exam dates- Dec 6th
 - All others- Jan 17th

Next Meeting

The date for the 2026 spring summit: Wednesday, April 15, 2026 from 7:30am-11:30am. More information on the Spring Advisory Committee Summit will be forthcoming as the date gets closer.

There will be a spring meeting of this committee aside from the 04.15.26 Spring Advisory Committee Summit. A Save the date and details will be forthcoming as the date gets closer.

The meeting adjourned at 12:10pm.

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

October 16th, 2025 | 3:00pm to 4:30pm | STEM Center (F107) & Zoom



Meeting Attendees

Industry Members:

- Todd Wulk – Jarp Industries
- Cameron Diedrich - Enerquip
- Brandon Boris – Wausau Tile
- Shane Herdt – Imperial Industries
- Todd Polega – C-Tech Manufacturing
- April Bushman – Wausau Tile
- Archie Sawyer – Greenheck
- David Williamson – A-Team Machine
- Troy Weik - Enerquip

NTC Members:

- Dr. Ken Parker, Associate Dean
- Heidi Latendresse, Learning Manager
- Bryan LaVigne, Faculty
- Brenda Tincher, Administrative Assistant
- Steve Wittenberg, Academic Advisor

Welcome and Introductions

Dr. Ken Parker, Associate Dean of the School of Engineering and Advanced Manufacturing at Northcentral Technical College (NTC) welcomed everyone to the meeting, thanked them for attending, and led the group through introductions.

Highlights from the previous meetings/updates

The previous meeting updates were distributed in advance for the committee to review. No questions or concerns were raised.

Industry Discussions:

Committee members provided industry updates highlighting continued growth, automation progress, and increasing integration of artificial intelligence (AI) across manufacturing sectors. Greenheck, represented by Archie Sawyer, is investing \$24 million in equipment at a new Machine Design Development Center to advance automation, though workforce shortages in this area remain a challenge shared across industry. C-Tech Manufacturing, represented by Todd Polega, is expanding with a new facility and shifting hiring priorities toward technically skilled graduates with both CAD and shop experience. The company also established a new Director of AI and Automation Development position to drive innovation.

Jarp Industries, represented by Todd Wulk, was recently acquired by Wipro, becoming part of the world's second-largest hydraulic manufacturer. The company continues to grow, adding new

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acquisitions and expanding AI initiatives, including a nearly fully automated plant in India. However, Wulk emphasized that human expertise remains essential. A-Team Machine, represented by David Williamson, reported steady business after a slow start to the year, noting that AI applications are not yet practical for their job-shop operations. Enerquip finds business picking up after a slow first half. They have just established a task force to explore AI solutions.

Wausau Tile, represented by Brandon Boris and April Bushman, has experienced several retirements and is hiring. They have added a robotic grinder and are in early-stage exploration of AI in collaboration with SolidWorks engineers. Imperial Industries, represented by Shane Herdt, underwent restructuring but maintained steady growth, particularly in industrial and commercial markets. While AI is under consideration, it has not yet been implemented in design workflows. Herdt noted some turnover among experienced designers but overall departmental stability.

Program and Curriculum Update

Ken Parker stated the current enrollments are the following:

1st Semester Students	23
2nd Semester Students	7
3rd Semester Students	10
4th Semester Students	9

Bryan LaVigne discussed curriculum alignment, noting development of a second AutoDesk course and a third SolidWorks course. He shared that AI integration into SolidWorks is anticipated by 2026, with future software capabilities expected to predict user design actions to enhance efficiency.

The meeting focused on curriculum updates for the Mechanical Design program. Ken presented various credentials and course structures, including new SolidWorks 3 and Autodesk courses. The group discussed consolidating manufacturing processes classes with Manufacturing Engineering Technology, replacing two 2-credit classes with a 3-credit processes class and adding a 2-credit precision measuring course. They also planned to update the Geometric Dimensioning & Tolerancing Fundamentals course with an adjunct instructor. Bryan mentioned potential changes to the fourth-term curriculum, which would be an internship. The conversation ended with discussions on incorporating advanced topics like AI, sheet metal, and scanning technologies into the program.

Bryan discussed the transition from a design problems class to a Mechanical Design Engineering Internship, emphasizing the internship's benefits for students' learning and career readiness. He highlighted the program's flexibility, with options for online, in-person, or hybrid learning, and noted that most students prefer face-to-face classes. Bryan also mentioned the program's strong enrollment numbers and the importance of internships in preparing students for the workforce. The group

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discussed the value of hands-on experience versus book knowledge, with Bryan advocating for early internships to develop soft skills.

Some committee members suggested that the MDET program explore the idea of incorporating design file management into the curriculum, for example, PDM for SolidWorks and/or Vault for Autodesk.

The Committee members present unanimously approved the program modifications as presented in the summary document and attachments.

(In discussions with college leadership after this advisory committee meeting, we were informed that we will need to revisit these curriculum modifications, because the MDET associate degree would require more than the maximum 64 credit hours allowed. We will email a revised program modification proposal for the committee's input once we have determined the best course of action.)

UWM Energy Audit Grant Program

Ken presented an overview of a grant-funded energy audit project being conducted by the University of Wisconsin-Milwaukee, through which NTC is offering free energy assessments to small and medium manufacturers within 150 miles of our campus. The project involves a one-day basic audit followed by a detailed report, with the goal of identifying energy efficiency improvements. Ken explained that the program is open to manufacturers with annual energy bills between \$100,000 to \$3.5 million and would like to serve as many businesses as possible within the grant's two-year timeframe.

NTC College-Wide Updates

The College-wide updates were emailed to the committee. There were no questions on this information.

Meeting Adjournment

A motion was made and seconded to adjourn at 4:30 pm.

Next Meeting Details

On April 15, 2026, NTC will hold an Advisory Committee Summit featuring a new format that offers networking opportunities, campus tours, and updates from NTC leadership.

To be reviewed at the Advisory Committee meeting on Thursday, October 16th.

Feedback can also be shared outside the meeting and should be sent to NTC before 5pm November 8th.

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Supporting information:

- We are sharing these modifications with you to explain our thought process and to get as much feedback as possible so we can serve students better and be more efficient and effective overall.
- The plan is for these modifications to be processed in Fall 2025 and be in place for students starting the program in Fall 2026.

Description of Proposed Changes:

1. **Manufacturing Processes classes:**

CURRENTLY:

- **Manufacturing Processes – Machining (2.0 credits, first term, 10-606-160)**
 - o *Examines precision measurement tools and explores material removal processes, testing techniques and finishing methods as well as rapid prototyping and 3D printing. The learner will consider how these processes influence design decisions and influence part and product design.*
- **Manufacturing Processes – Fabrication (2.0 credits, second term, 10-606-162)**
 - o *Introduces the student to the fundamentals of manufacturing processes used in the manufacture and design of products. Metal casting, powder metallurgy, bulk forming (forging, extrusion), sheet metal forming (rolling, drawing, bending), and joining processes are introduced. The course focuses on the materials, properties, capabilities, equipment, and design considerations for each process.*

FUTURE:

- **Manufacturing Processes (3.0 credits, first term, 10-623-175)**
 - o *Explores the selected methods used in industry today to develop raw materials into the parts used in a range of products. The learner will analyze what the various machines and processes are and how they are used, not on how to operate the machinery.*
 - o This course will be refreshed to include the key machining and fabrication topics.

WHY CHANGE THIS?

As the MDET and Manufacturing Engineering Technology (MET) departments have increased collaboration efforts, it became clear that there was a great deal of overlap in the content of the Processes classes. It seems to make sense to consolidate course offerings for efficiency and to reduce redundancy. This also creates an opportunity to refresh the course content.

2. **Precision Measuring:**

ADD:

- **Precision Measuring (2.0 credits, second term, 10-623-203)**

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- o *Introduces the importance of metrology in the manufacturing industry. Learners will investigate different measurement systems and procedures used to control measurement processes. Learning activities will include hands-on measuring activities, Gage R&R, and developing calibration procedures. In addition, learners will examine automated metrology and its application in the Smart Manufacturing environment.*

WHY CHANGE THIS?

The addition of Precision Measurement to the MDET curriculum provides a new set of skills to our students entering, or in, the workforce. This class has proven to be valuable to MET students and we believe it will be of value to MDET students as well.

3. *Geometric Dimensioning & Tolerancing Fundamentals (1.0 credit, second term, 10-606-108):*

CURRICULUM PROJECT TO REFRESH COURSE CONTENT

WHY CHANGE THIS?

We no longer have access to a video series that was used for the illustration of some topics, and the course hasn't been refreshed in the last handful of years.

4. *Mechanical Design Engineering Interactive Project (2.0 credits, fourth term, 10-606-182):*

DELETE THIS OPTION

WHY CHANGE THIS?

We had planned on having two options for fourth-semester MDET students: the Interactive Project just mentioned or the Mechanical Design Engineering Internship. However, we want all students to experience an internship if possible, and the Interactive Project class was created as a backup for a student not able to acquire an internship placement. We learned in discussion with other departments that they have found ways to achieve 100% placement in internships, so we would like to work with students and employers to do the same for MDET students.

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Advisory Committee Meeting Minutes

Architectural Design Advisory Committee

7th October 2025 | 4:00pm to 5:00pm | STEM Center (F107) /Zoom



Meeting Attendees

Industry Members:

- Brandon Boris – Wausau Tile
- Thomas Grund – Oldcastle Building Envelope
- Jim Perkins - API
- Kourtney Groshek – Airolite
- Collin Schwarze - API
- April Bushman – Wausau Tile
- Paul Kufahl – Wausau Homes

NTC Team:

- Travis Severson – Faculty
- Iain Cameron – Dean
- Heidi Latendresse – Learning Manager
- Brenda Tincher – Administrative Assistant

Welcome and Introductions

Brandon Boris and Thomas Grund, co-chairs, thanked everyone for attending.

Previous Meeting Minutes

The previous meeting minutes were distributed in advance for the committee to review. There were no specific follow-ups to discuss from previous meetings.

Industry Trends

- Several industry partners shared updates on market trends and workforce needs. Paul Kufahl of Wausau Homes reported a 15% increase in business this year, resulting in a notably busy season and the addition of several new builders. Despite this growth, the company continues to experience turnover across various roles, and the production forecast for the year appears to be in gradual decline.
- Jim Perkins noted that his company's overall volume is slightly down—by approximately 5%—compared to last year. Operations are centered in metropolitan markets including Minneapolis, Milwaukee, Madison, and Green Bay. With around 150 plant employees, the company is actively hiring for a range of positions, particularly in design, engineering, and laboratory functions. While residential work has slowed and shifted toward additions and garages, commercial demand remains strong. However, Jim emphasized that competition in the commercial sector has intensified, often resulting in reduced margins as firms underbid one another to secure work. This trend, according to Thomas Grund, reflects an industry-wide challenge.
- Kortney reported a modest 3% growth. She confirmed that while residential demand is softening, commercial work is steady, supported by a healthy backlog. Her team is currently cross-training designers

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and focusing on hiring efforts on skilled roles such as quality managers, rather than general production labor.

- April shared that her business remains strong, especially in the standard division with off-the-shelf tile orders. However, the custom division has seen a slowdown due to price sensitivity among clients. The forecast for both this year and next remains optimistic. Greenheck is also emphasizing hiring specialized positions, with an emphasis on quality-related roles.
- There was a consensus that while business is generally strong, challenges are emerging. Several members emphasized the need for new employees to demonstrate patience and a willingness to learn, especially in technical and design roles. The group acknowledged that students coming out of NTC are typically well-prepared and successful in the workplace, but continued emphasis on soft skills, drawing comprehension, blueprint navigation, and field understanding is needed.

Enrollment Report

There are 16 students enrolled in the first semester, 10 students in the third semester, 2 part-time students, 2 software certificate students, and 1 audit student.

Recruitment

Heidi mentioned they had the opportunity to be at the Build My Future event a few weeks ago and had many schools participate. She also discussed upcoming K-12 outreach activities, including a High School preview day and highlighting Tom Rodemeier's work on a grant to develop hands-on building activities for middle and high school students using paper models. The team plans to adapt these activities for classroom visits within their district, with Tom and Travis collaborating on program-specific demonstrations that include a brief presentation followed by 25-30 minutes of hands-on model building. Schools are asking for NTC to bring demonstrations on-site for them due to many factors (i.e. transportation costs and time management).

Curriculum Modifications

Travis presented a proposal to modify the curriculum by adding a commercial estimating course while maintaining the same number of credits. The plan involves splitting the existing estimating classes into three two-credit courses, including a new commercial estimating class in the fourth semester. Travis explained that this change would benefit students by focusing on commercial sector skills and align with industry needs, though it requires a program modification. The proposed changes would affect incoming students starting in Fall 2027, with part-time students having flexibility in their course load and schedule.

Additionally, Travis announced a change in how third-semester presentations will be conducted, transforming them into a capstone experience with final presentations scheduled for December, and invited committee members to attend these presentations.

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- Please see the attachments at the end of these minutes for the full explanation of the proposed program changes.

The Committee members present unanimously approved the program modifications as presented in the summary document and attachments.

Personnel Changes

Travis discussed personnel changes in the faculty, noting that Mike Block decided not to return, but NTC has hired two adjuncts for Fall Semester and adjusted the workload to ensure classes meet industry standards. He highlighted the addition of these new adjunct instructors, a licensed architect and a retired industry professional with extensive experience in project management, who will teach the Specifications and Commercial Project Management course in the Spring. Travis also mentioned that James is incorporating 3D modeling and mechanical systems into the Construction Tech 2 course. In the Spring semester, three adjunct instructors and Michael Kowal, who will be teaching the Surveying class, are focusing on enhancing students' soft skills and the commercial aspects of the curriculum. Iain Cameron thanked Mike Block for all his years of service for NTC.

Spring Advisory Summit

The committee was informed that the Spring Advisory Committee Summit meeting will be held on April 15, 2026, with more networking opportunities added based on the feedback. If there are specific matters that need to be addressed in the spring, a meeting can be arranged, or electronic communication can be used.

NTC College-Wide Updates

A PowerPoint with College-Wide Updates was shared with the Advisory Committee.

Next Meeting Details and Suggestions

The next advisory committee date will be Wednesday, April 15, 2026. This meeting will be comprised of advisory members from all the NTC advisory committees.

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7th October 2025 | 4:00pm to 5:00pm | STEM Center (F107) /Zoom



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Architectural Design Technology

Proposed Program Modifications:

1. **Construction Estimating 1 Course**

Previously:

- 3-credit 10-614-110 *Construction Estimating 1* course in Semester 2 for full semester.

Future:

- 2-credit 10-614-110 *Construction Estimating 1* course in Semester 2 for first 8-weeks in semester.

2. **Construction Estimating 2 Course**

Previously:

- 3-credit 10-614-112 *Construction Estimating 1* course in Semester 4 for full semester.

Future:

- 2-credit 10-614-112 *Construction Estimating 2* course in Semester 2 for second 8-weeks in semester.

3. **Commercial Estimating Course**

Previously:

- New course – never been run.

Future:

- 2-credit 10-614-xxx *Commercial Estimating* course in Semester 4 for full semester.

WHY CHANGE THESE COURSES?

- a). Architectural Design Technology is heavily focused on residential construction and there is an industry need for additional commercial construction instruction.
- b). Maintains the same number of program credits.
- c). Rearranging when each course is offered better aligns with the flow of the materials taught each semester.

NOTE: The Architectural Design Technology Advisory Committee unanimously approved these proposed program modifications at their meeting on October 7th.

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ARCHITECTURAL DESIGN & TECHNOLOGY PROGRAM MATRIX										
ARCHITECTURAL DESIGN & TECHNOLOGY ASSOCIATE DEGREE										
TECHNICAL DIPLOMA										
Comments										
Classes	Course No.	Credits	A Hours	B Hours	C Hours	D Hours	E Hours	F Hours	G Hours	H Hours
Semester 01	College 101	3	9	0	0	0	0	0	0	0
	College Algebra/Trigonometry	3	9	0	0	0	0	0	0	0
	Intermediate Algebra/Trigonometry	3	9	0	0	0	0	0	0	0
	College Algebra/Trigonometry	3	9	0	0	0	0	0	0	0
	College Algebra/Trigonometry	3	9	0	0	0	0	0	0	0
	College Algebra/Trigonometry	3	9	0	0	0	0	0	0	0
	College Algebra/Trigonometry	3	9	0	0	0	0	0	0	0
	College Algebra/Trigonometry	3	9	0	0	0	0	0	0	0
	College Algebra/Trigonometry	3	9	0	0	0	0	0	0	0
	College Algebra/Trigonometry	3	9	0	0	0	0	0	0	0
	College Algebra/Trigonometry	3	9	0	0	0	0	0	0	0
Semester 02	Survey of Physics I	3	9	0	0	0	0	0	0	0
	General Physics I	3	9	0	0	0	0	0	0	0
	Architectural Design 1	3	9	0	0	0	0	0	0	0
	Construction Estimating 1	3	9	0	0	0	0	0	0	0
	Design & Presentation	3	9	0	0	0	0	0	0	0
	Blueprint for Architectural Design	3	9	0	0	0	0	0	0	0
	Survey of Physics II	3	9	0	0	0	0	0	0	0
	General Physics II	3	9	0	0	0	0	0	0	0
	Architectural Design 2	3	9	0	0	0	0	0	0	0
	Construction Estimating 2	3	9	0	0	0	0	0	0	0
Semester 03	Survey of Physics III	3	9	0	0	0	0	0	0	0
	General Physics III	3	9	0	0	0	0	0	0	0
	Architectural Design 3	3	9	0	0	0	0	0	0	0
	Construction Estimating 3	3	9	0	0	0	0	0	0	0
	Design & Presentation	3	9	0	0	0	0	0	0	0
	Blueprint for Architectural Design	3	9	0	0	0	0	0	0	0
	Survey of Physics IV	3	9	0	0	0	0	0	0	0
	General Physics IV	3	9	0	0	0	0	0	0	0
	Architectural Design 4	3	9	0	0	0	0	0	0	0
	Construction Estimating 4	3	9	0	0	0	0	0	0	0
Semester 04	Survey of Physics V	3	9	0	0	0	0	0	0	0
	General Physics V	3	9	0	0	0	0	0	0	0
	Architectural Design 5	3	9	0	0	0	0	0	0	0
	Construction Estimating 5	3	9	0	0	0	0	0	0	0
	Design & Presentation	3	9	0	0	0	0	0	0	0
	Blueprint for Architectural Design	3	9	0	0	0	0	0	0	0
	Survey of Physics VI	3	9	0	0	0	0	0	0	0
	General Physics VI	3	9	0	0	0	0	0	0	0
	Architectural Design 6	3	9	0	0	0	0	0	0	0
	Construction Estimating 6	3	9	0	0	0	0	0	0	0
TOTALS										
Credits: 60										
Hours: 1800										
ADT Credits: 45										
ADT Hours: 1350										

School of Engineering and Advanced Manufacturing

Advisory Committee Meeting Minutes

Architectural Design Advisory Committee

7th October 2025 | 4:00pm to 5:00pm | STEM Center (F107) /Zoom



ARCHITECTURAL DESIGN & TECHNOLOGY PROGRAM MATRIX											
ARCHITECTURAL DESIGN & TECHNOLOGY ASSOCIATE DEGREE											
TECHNICAL DIPLOMA											
Comments											
Classes	Course No.	Credits	A	B	C	D	E	F	G	H	I
College 101	20-000-001	3	18	0	0	0	0	0	0	0	0
College Algebra with Trig	20-000-002	3	18	0	0	0	0	0	0	0	0
Intermediate Algebra with Trig	20-000-003	3	18	0	0	0	0	0	0	0	0
Calculus I	20-000-004	3	18	0	0	0	0	0	0	0	0
Calculus II	20-000-005	3	18	0	0	0	0	0	0	0	0
Calculus III	20-000-006	3	18	0	0	0	0	0	0	0	0
Calculus IV	20-000-007	3	18	0	0	0	0	0	0	0	0
Calculus V	20-000-008	3	18	0	0	0	0	0	0	0	0
Calculus VI	20-000-009	3	18	0	0	0	0	0	0	0	0
Calculus VII	20-000-010	3	18	0	0	0	0	0	0	0	0
Calculus VIII	20-000-011	3	18	0	0	0	0	0	0	0	0
Calculus IX	20-000-012	3	18	0	0	0	0	0	0	0	0
Calculus X	20-000-013	3	18	0	0	0	0	0	0	0	0
Calculus XI	20-000-014	3	18	0	0	0	0	0	0	0	0
Calculus XII	20-000-015	3	18	0	0	0	0	0	0	0	0
Calculus XIII	20-000-016	3	18	0	0	0	0	0	0	0	0
Calculus XIV	20-000-017	3	18	0	0	0	0	0	0	0	0
Calculus XV	20-000-018	3	18	0	0	0	0	0	0	0	0
Calculus XVI	20-000-019	3	18	0	0	0	0	0	0	0	0
Calculus XVII	20-000-020	3	18	0	0	0	0	0	0	0	0
Calculus XVIII	20-000-021	3	18	0	0	0	0	0	0	0	0
Calculus XIX	20-000-022	3	18	0	0	0	0	0	0	0	0
Calculus XX	20-000-023	3	18	0	0	0	0	0	0	0	0
Calculus XXI	20-000-024	3	18	0	0	0	0	0	0	0	0
Calculus XXII	20-000-025	3	18	0	0	0	0	0	0	0	0
Calculus XXIII	20-000-026	3	18	0	0	0	0	0	0	0	0
Calculus XXIV	20-000-027	3	18	0	0	0	0	0	0	0	0
Calculus XXV	20-000-028	3	18	0	0	0	0	0	0	0	0
Calculus XXVI	20-000-029	3	18	0	0	0	0	0	0	0	0
Calculus XXVII	20-000-030	3	18	0	0	0	0	0	0	0	0
Calculus XXVIII	20-000-031	3	18	0	0	0	0	0	0	0	0
Calculus XXIX	20-000-032	3	18	0	0	0	0	0	0	0	0
Calculus XXX	20-000-033	3	18	0	0	0	0	0	0	0	0
Calculus XXXI	20-000-034	3	18	0	0	0	0	0	0	0	0
Calculus XXXII	20-000-035	3	18	0	0	0	0	0	0	0	0
Calculus XXXIII	20-000-036	3	18	0	0	0	0	0	0	0	0
Calculus XXXIV	20-000-037	3	18	0	0	0	0	0	0	0	0
Calculus XXXV	20-000-038	3	18	0	0	0	0	0	0	0	0
Calculus XXXVI	20-000-039	3	18	0	0	0	0	0	0	0	0
Calculus XXXVII	20-000-040	3	18	0	0	0	0	0	0	0	0
Calculus XXXVIII	20-000-041	3	18	0	0	0	0	0	0	0	0
Calculus XXXIX	20-000-042	3	18	0	0	0	0	0	0	0	0
Calculus XL	20-000-043	3	18	0	0	0	0	0	0	0	0
Calculus XLI	20-000-044	3	18	0	0	0	0	0	0	0	0
Calculus XLII	20-000-045	3	18	0	0	0	0	0	0	0	0
Calculus XLIII	20-000-046	3	18	0	0	0	0	0	0	0	0
Calculus XLIV	20-000-047	3	18	0	0	0	0	0	0	0	0
Calculus XLV	20-000-048	3	18	0	0	0	0	0	0	0	0
Calculus XLVI	20-000-049	3	18	0	0	0	0	0	0	0	0
Calculus XLVII	20-000-050	3	18	0	0	0	0	0	0	0	0
Calculus XLVIII	20-000-051	3	18	0	0	0	0	0	0	0	0
Calculus XLIX	20-000-052	3	18	0	0	0	0	0	0	0	0
Calculus L	20-000-053	3	18	0	0	0	0	0	0	0	0
Calculus LI	20-000-054	3	18	0	0	0	0	0	0	0	0
Calculus LII	20-000-055	3	18	0	0	0	0	0	0	0	0
Calculus LIII	20-000-056	3	18	0	0	0	0	0	0	0	0
Calculus LIV	20-000-057	3	18	0	0	0	0	0	0	0	0
Calculus LV	20-000-058	3	18	0	0	0	0	0	0	0	0
Calculus LVI	20-000-059	3	18	0	0	0	0	0	0	0	0
Calculus LVII	20-000-060	3	18	0	0	0	0	0	0	0	0
Calculus LVIII	20-000-061	3	18	0	0	0	0	0	0	0	0
Calculus LIX	20-000-062	3	18	0	0	0	0	0	0	0	0
Calculus LX	20-000-063	3	18	0	0	0	0	0	0	0	0
Calculus LXI	20-000-064	3	18	0	0	0	0	0	0	0	0
Calculus LXII	20-000-065	3	18	0	0	0	0	0	0	0	0
Calculus LXIII	20-000-066	3	18	0	0	0	0	0	0	0	0
Calculus LXIV	20-000-067	3	18	0	0	0	0	0	0	0	0
Calculus LXV	20-000-068	3	18	0	0	0	0	0	0	0	0
Calculus LXVI	20-000-069	3	18	0	0	0	0	0	0	0	0
Calculus LXVII	20-000-070	3	18	0	0	0	0	0	0	0	0
Calculus LXVIII	20-000-071	3	18	0	0	0	0	0	0	0	0
Calculus LXIX	20-000-072	3	18	0	0	0	0	0	0	0	0
Calculus LXX	20-000-073	3	18	0	0	0	0	0	0	0	0
Calculus LXXI	20-000-074	3	18	0	0	0	0	0	0	0	0
Calculus LXXII	20-000-075	3	18	0	0	0	0	0	0	0	0
Calculus LXXIII	20-000-076	3	18	0	0	0	0	0	0	0	0
Calculus LXXIV	20-000-077	3	18	0	0	0	0	0	0	0	0
Calculus LXXV	20-000-078	3	18	0	0	0	0	0	0	0	0
Calculus LXXVI	20-000-079	3	18	0	0	0	0	0	0	0	0
Calculus LXXVII	20-000-080	3	18	0	0	0	0	0	0	0	0
Calculus LXXVIII	20-000-081	3	18	0	0	0	0	0	0	0	0
Calculus LXXIX	20-000-082	3	18	0	0	0	0	0	0	0	0
Calculus LXXX	20-000-083	3	18	0	0	0	0	0	0	0	0
Calculus LXXXI	20-000-084	3	18	0	0	0	0	0	0	0	0
Calculus LXXXII	20-000-085	3	18	0	0	0	0	0	0	0	0
Calculus LXXXIII	20-000-086	3	18	0	0	0	0	0	0	0	0
Calculus LXXXIV	20-000-087	3	18	0	0	0	0	0	0	0	0
Calculus LXXXV	20-000-088	3	18	0	0	0	0	0	0	0	0
Calculus LXXXVI	20-000-089	3	18	0	0	0	0	0	0	0	0
Calculus LXXXVII	20-000-090	3	18	0	0	0	0	0	0	0	0
Calculus LXXXVIII	20-000-091	3	18	0	0	0	0	0	0	0	0
Calculus LXXXIX	20-000-092	3	18	0	0	0	0	0	0	0	0
Calculus LXXXX	20-000-093	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXI	20-000-094	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXII	20-000-095	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXIII	20-000-096	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXIV	20-000-097	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXV	20-000-098	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXVI	20-000-099	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXVII	20-000-100	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXVIII	20-000-101	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXIX	20-000-102	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXX	20-000-103	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXI	20-000-104	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXII	20-000-105	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXIII	20-000-106	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXIV	20-000-107	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXV	20-000-108	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXVI	20-000-109	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXVII	20-000-110	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXVIII	20-000-111	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXIX	20-000-112	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXX	20-000-113	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXI	20-000-114	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXII	20-000-115	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXIII	20-000-116	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXIV	20-000-117	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXV	20-000-118	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXVI	20-000-119	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXVII	20-000-120	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXVIII	20-000-121	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXIX	20-000-122	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXX	20-000-123	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXXI	20-000-124	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXXII	20-000-125	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXXIII	20-000-126	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXXIV	20-000-127	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXXV	20-000-128	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXXVI	20-000-129	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXXVII	20-000-130	3	18	0	0	0	0	0	0	0	0
Calculus LXXXXXXXVIII	20-000										

Culinary Arts Advisory Committee Meeting Minutes

Date: 10/21/2025

Time: 2:00 p.m. – 3:30 p.m.

Location: Spoons

Attendees

Industry Members:

- **Josh Heerts** – Wausau Country Club; Executive Chef
- **Carlie Peterson** – Granite Peak Ski Hill; Executive Chef

NTC Team:

- **Bill Schultz** --Student Success Advisor
- **Brock Decker** – Faculty, Culinary Arts
- **Jason Schenzel**– Dean, School of Business
- **Jon Reinke** – Faculty, Culinary Arts
- **Michael Vogel** – Student, President of Culinary Club
- **Travis Teska** – Faculty, Culinary Arts
- **Valerie Becker** – Administrative Assistant, School of Business

Industry Discussion

Use of AI in Culinary Operations

Carlie Peterson: Uses AI (specifically ChatGPT) to help write restaurant HACCP plans and Standard Operating Procedures (SOPs). She is currently developing an SOP for her kitchen, emphasizing that AI helps generate the framework of a document, which she then personalizes.

Josh Heerts: Uses AI that is integrated into platforms such as Canva and Outlook for idea building, design trends, and simplifying menu creation. He emphasized that AI helps build the structure of creative work, but human input remains necessary for detail and personalization.

Travis Teska: Mentioned using ChatGPT to calculate the correct brine percentage for ham, noting its usefulness in food science calculations.

Brock Decker: AI is effective for generating recipe ideas and mentioned recently asking AI for 25 ideas for the Wisconsin Pork Association. AI is best used for idea generation and structure, while creativity and precision must still come from chefs.

Product Selection and Pricing Trends

Carlie Peterson: Reported switching to a new chicken tender from Brakebush that is higher quality and slightly cheaper than their previous product. She noted a small price increase for burger patties. Also described upcoming menu changes at Granite Peak, including healthier menu options and mocktails to align with customer requests.

Josh Heerts: His operation began using beef tallow in fryers, which has received positive customer feedback for flavor. He noted they also maintain a fryer without tallow for guests avoiding saturated fats. His operation hosted 22 weddings this past year, often on consecutive weekends. The events with larger budgets and higher menu pricing tended to have fewer problems, prompting them to adjust their banquet menus and raise minimum costs to attract more high-end clientele. Despite overall price increases for steak and other premium items, customers remain willing to pay for quality.

Staffing, Hiring, and Workforce Observations

Carlie Peterson: Granite Peak Ski Hill is focusing heavily on employee training this year. They recently adopted the Toast POS system, requiring time to enter menus and recipes and train staff. She said hiring wages range from \$15–\$20 per hour, with recruiting efforts aimed at improving pre-season readiness.

Josh Heerts: Reported improved hiring trends overall but noted that while there are many entry-level applicants, technically skilled employees remain hard to find. His organization starts employees at \$16/hour, pays \$18/hour for trained staff, and \$22–\$24/hour for seasonal employees. Full-time and seasonal staff receive medical, dental, and 401(k) matching benefits. Other restaurants are actively recruiting competitors, but many chefs remain loyal to their workplace.

despite higher wage offers. He also notices many experienced culinary professionals from the Wausau area who relocate to restaurants and resorts north of Wausau, where businesses are offering higher pay and better opportunities.

Brock Decker: Observed that some local kitchens continue to operate under “old-school” management styles, chefs who yell or fail to follow through on training, which discourages younger workers from staying in those environments. He emphasized the importance of positive leadership and professional work culture to retain skilled employees locally

Instructional Area/Program

Curriculum and Student Skill Development

Travis Teska: Encouraged committee members to review the curriculum, provided a physical copy of a program overview, and suggested updates that reflect current industry changes.

Josh Heerts: Suggested adding an *Introduction to Accounting or Financial Management for Chefs* component to help students understand cost controls, budgeting, and end-of-month reports. These skills would support future leadership roles and executive chefs.

- **Charlie Peterson:** Agreed that financial literacy is essential in the industry and reinforced the value of applying accounting skills in real-world culinary settings. While chefs do not need to be accountants, they should be able to read and interpret P&L statements and understand basic cost and revenue relationships to effectively manage kitchen operations.
- **Brock Decker:** Supported Josh’s recommendation, suggesting a course such as “Finance Management for Chefs” focused on cost control and financial reporting.
- **Bill Schulz:** Explained that while this would be valuable, the associate degree structure is already at its credit limit, so adding a new course would require removing an existing class. Discussion included the idea of substituting or restructuring certain general studies courses (like Diversity Studies, Sociology, or Psychology) to free up credits if accounting were prioritized.
- **Travis Teska:** Supported exploring ways to integrate accounting concepts, perhaps by offering a certificate or elective instead of replacing a core class.

Josh Herrts: Noted that many local establishments operate with aging equipment, and students accustomed to state-of-the-art facilities may struggle when entering such environments. Recalled working in kitchens where chefs used lighters on old ranges because staff didn’t know how to maintain pilots. He emphasized that such repair skills are valuable for students to learn.

- **Jason Schenzel:** Agreed that while students cannot safely train on broken equipment, they should be taught basic troubleshooting, cleaning, and maintenance procedures to prepare them for less modern workplaces.
- **Jon Reinke:** Highlighted that equipment decay and replacement costs are important realities in foodservice operations and that students should also understand repair versus replacement budgeting.

Enrollment Update

Jason Schenzel: The culinary program maintains steady enrollment since the number of available seats is capped at 15 each semester. A few students did not continue in the first semester due to prerequisite issues

- There are currently 11 first year students and 11 second year students.

Next meeting schedule & agenda items discussion

The next meeting will NTC’s college-wide Advisory Committee Summit: Wednesday, April 15, 2025, 7:30am-11:30am

Advisory Committee Meeting Minutes

Video Production Advisory Committee

24th October 2025 | 2:00 pm to 4:00 pm | STEM Center/Zoom



Meeting Attendees

Industry Members:

- Alex Grant – Thousand Lumens
- Todd Baeten – Wausau Police Department
- Garrett Katerzynske – Create Portage County
- Kevin Obsatz – UWSP/Indie Filmmaker
- Jason Rajasinghe – RAD Productions
- Hope Rajasinghe – RAD Productions
- Nate Shepard – Northwoods Film Society
- Brenton Wildman – Wildman Productions
- Keia Woller – Suki Cinema

NTC Team:

- Iain Cameron – Dean, ScEAM
- Ken Parker – Associated Dean, ScEAM
- Jila Nikpay - Faculty
- Jordan Innes– Faculty
- Brenda Tincher – Administrative Assistant, ScEAM

Welcome

Iain Cameron, Dean of the School of Engineering and Advanced Manufacturing, welcomed everyone to the Fall 2025 Advisory Committee Meeting for Video Production and thanked them for attending.

Previous Meeting Information and Updates

The previous meeting updates were distributed in advance for the committee to review. No questions or concerns were raised.

Industry Discussions

The committee engaged in a robust discussion on emerging trends and current needs within the video production industry. Garrett highlighted the rapid pace at which new tools and applications are entering the market, noting that many are bypassing traditional development stages and going directly to consumers. This trend, he observed, often results in content that lacks authenticity—prompting pushbacks from clients seeking more genuine storytelling.

Alex emphasized the growing need for specialized professionals in audio production and screenwriting, particularly in Central Wisconsin. As more production takes place within the state, the demand for niche skill sets continues to rise.

Jason shared insights from his own production experience, stating that he relies heavily on a trusted team to ensure seamless execution on set. He expressed interest in seeing the program reintroduce a stronger focus on

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filmmaking, asserting that integrating students with AI tools could make them valuable assets to the industry. He believes this approach would help elevate their skillsets to meet real-world demands. Additionally, Jila inquired about guest-speaking opportunities for her Portfolio class, Jason responded that he would be “honored” to participate.

Nate offered a different perspective, explaining that his business operates primarily in a small-town environment where AI is not heavily utilized. His focus is on storytelling that resonates with local audiences, and he shared that many community members are increasingly interested in producing content with the aim of going viral.

Enrollment

Iain shared the current enrollment numbers as follows:

- Wausau Campus - 1st semester- 5 students; 3rd semester-9 students
- Virtual College - 1st semester- 6 students; 3rd semester- 3 students

Program Modifications

Iain Cameron informed the committee of significant upcoming changes to the Video Production associate degree program at NTC. The program will be refocused as an on-campus, hands-on experience, supported by the development of four online certificates. These changes aim to increase student retention by offering more in-person instruction and a stronger balance between theoretical learning and practical application. The revised structure will phase out the full online associate degree, instead of offering targeted certificates that can be completed either online or in person.

The proposed certificates include **Basic Tools and Techniques**, **Storytelling Fundamentals**, **Basic Post-Production**, and **Advanced Post-Production**. These will be embedded within the associate degree curriculum. During the meeting, the committee reviewed course structures for each certificate and emphasized the need for naming conventions that appeal to prospective employers. Keia suggested using more descriptive language in certificate titles to enhance industry relevance. For example, Tools and Techniques instead of Basic Tools and Techniques.

Curricular changes will also introduce a new “Technical Process” course and explore the addition of microeconomics as an elective option. The committee expressed strong support for embedding entrepreneurial and marketing-focused content to support students interested in freelance or small business ventures. Todd noted that the certificate options provide a strong entry point for hobbyists or learners not yet ready to commit to a full degree.

Software training was also discussed, particularly the continued use of Adobe tools and the introduction of DaVinci Resolve in color grading coursework. Jordan explained that Adobe remains the primary platform due to licensing agreements, though instructors provide flexibility to accommodate DaVinci where appropriate.

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The committee approved the proposed program revisions, with implementation scheduled for Fall 2026.

Members also voiced interest in expanding educational outreach in the Northwoods region and discussed potential partnerships with other technical colleges. Additionally, the committee discussed the role of AI in video production, underscoring the need to blend automation with creativity and authenticity. Iain clarified questions regarding the integration of UW-Stevens Point and NTC, noting that the upcoming relocation of UWSP's Wausau campus to the NTC site is not a merger but a co-location initiative.

- Please see the attachments at the end of these minutes for the full explanation of the proposed program changes, including supporting information and goals as they were shared at the meeting.
- Iain reiterated that these modifications will enable all Certificates to be fully embedded into the Associate Degree program, making progress in smaller pieces easier to achieve.

The Committee members present unanimously approved the program modifications. Updates will be made to certificate titles based on the committee discussion and shared after the meeting.

Film Festival 2025

Iain thanked Jila and Jordan for their work on NTC's first Film Festival held this past summer. The event featured eight films and drew approximately 160 attendees over a four-week period, during which boot camps were also offered to participants. Iain expressed his appreciation for their leadership and invited advisory committee members to get involved in future festivals to support the event's continued growth and industry relevance.

Spring Advisory Summit

The committee was informed that the Spring Advisory Committee Summit meeting will be held on April 15, 2026, with more networking opportunities added based on the feedback. If there are specific matters that need to be addressed in the spring, a meeting can be arranged, or electronic communication can be used.

NTC College-Wide Updates

The committee was sent a PowerPoint showing the College-Wide Updates. There were no questions about this during the meeting, but Iain encouraged feedback at a later date if any questions came up.

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Contact Details

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Program Modification Information Sent Out to Committee

Additional concerns and feedback should be shared with NTC before 5pm on Friday November 7th.

We will also review at the Advisory Committee meeting on Friday October 24th for those who may be interested.

Supporting information:

- We are sharing our proposed modifications with you to explain our thought process and to get as much feedback as possible so we can better serve students, increase our efficiencies, and continue to adapt to changing technologies and industry norms.
- Our plan is for modifications to be processed in Fall 2025 and be in place for students starting Fall 2026.

Overall Goals for NTC's Video Production program refresh:

1. *Refocus on our target audiences, showcase our hands-on focus, and maximize the value of our different program options.*

- Re-define our Associate Degree in Video Production as an on-campus, hands-on program that provides an industry-focused pathway for students pursuing immediate employment or further education in creative production. The program will leverage NTC's first-class facilities, advanced technology, and industry-experienced faculty to deliver practical, applied learning outcomes.
- Redefine our online and distance learning strategy for Video Production by developing a selection of embedded Certificates focused on more foundational and topic-specific skill acquisition. These Certificates align with the Associate Degree curriculum to ensure maximum transferability and a more modular learning structure supporting both entry-level learners and those in industry who may be seeking additional skills.

2. *Better balance the student experience*

- Re-balance the semester course load to create a more consistent student work-load.

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- More accurately capture both the theory and the hands-on work we deliver in our classes.
- Balance Faculty work-load to allow support of other program, student, and community efforts.

PLEASE SEE ATTACHED PROGRAM OVERVIEW DOCUMENTS FOR SUPPORTING INFORMATION

Description of Proposed Changes by Class/Subject Area –

Reduction from 17 credits to 15 credits:

SEMESTER 1:

1. Digital Photography:

PREVIOUSLY:

- 3-credit 10-204-135 'Digital Photography' class in Semester 1.

FUTURE:

- Remove 'Digital Photography' class from program.

WHY CHANGE THIS?

- It was determined by the team that this Graphic Communication class duplicates a lot of the knowledge covered in our Video Production classes while not being tailored to the main focus of the program.
- Freeing up credits here allows more focus on Video Production technology earlier in the program and an adjustment to student load balance.

2. Documentary Production:

PREVIOUSLY:

- 3-credit 10-206-155 'Documentary Production' class in Semester 1.
 - o 3 'A' credits = 54 hours
 - o Total: 54 hours (3 hours p/week)

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FUTURE:

- 3-credit 10-206-155 'Documentary Production' class in Semester 1.
 - o 2 'A' credits = 36 hours
 - o 1 'B' credit = 36 hours
 - o Total: 72 hours (4 hours p/week)

WHY CHANGE THIS?

- a) Re-balancing this class to add lab hours for students and capture what our instructors currently practice.
- b) This will also be configured as one of our online offerings for our more focused certificates ('Intro to Storytelling').

3. Technical Process:

PREVIOUSLY:

- No class

FUTURE:

- 1-credit 'Technical Process' class in Semester 1.
 - o 0.5 'A' credit = 9 hours
 - o 0.5 'B' credit = 18 hours
 - o Total: 27 hours (1.5 hours p/week)

WHY ADD THIS?

- a) Intended to be the 'other side of the coin' to 'Creative Process', adding this class will showcase the basic technical side of Video Production in the first semester and allow the students to learn some fundamentals of equipment, software, and studio elements right away.
- b) This will also be configured as one of our online offerings for our more focused certificates ('Basic Techniques & Tools').

SEMESTER 2:

4. Audio for Video and Animation:

PREVIOUSLY:

- 2-credit 10-206-151 'Audio for Video and Animation' class in Semester 2.
 - o 2 'A' credits = 36 hours
 - o Total: 36 hours (2 hours p/week)

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FUTURE:

- 2-credit 10-206-151 'Audio for Video and Animation' class in Semester 2.
 - o 1 'A' credits = 18 hours
 - o 1 'B' credit = 36 hours
 - o Total: 54 hours (3 hours p/week)

WHY CHANGE THIS?

- a) Re-balancing this class to add lab hours for students and capture what our instructors currently practice.
- b) This will also be configured as one of our online offerings for our more focused certificates ('Basic Pre-Production').

5. Video Editing:

PREVIOUSLY:

- 3-credit 10-206-153 'Video Editing' class in Semester 2.
 - o 3 'A' credits = 54 hours
 - o Total: 54 hours (3 hours p/week)

FUTURE:

- 3-credit 10-206-153 'Video Editing' class in Semester 2.
 - o 1 'A' credit = 18 hours
 - o 2 'B' credits = 72 hours
 - o Total: 90 hours (5 hours p/week)

WHY CHANGE THIS?

- a) Re-balancing this class to add lab hours for students and capture what our instructors currently practice, with time allocated for student to practice the application of video Editing tools and techniques.
- b) This will also be configured as one of our online offerings for our more focused certificates ('Basic Post-Production').

SEMESTER 3:

6. Advanced Editing Techniques:

PREVIOUSLY:

- 3-credit 10-206-156 'Advanced Editing Techniques' class in Semester 3.
 - o 3 'A' credits = 54 hours

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- o Total: 54 hours (3 hours p/week)

FUTURE:

- 3-credit 10-206-156 'Advanced Editing Techniques' class in Semester 3.
 - o 1 'A' credit = 18 hours
 - o 2 'B' credits = 72 hours
 - o Total: 90 hours (5 hours p/week)

WHY CHANGE THIS?

- a) Re-balancing this class to add lab hours for students and capture what our instructors currently practice.
- b) This will also be configured as one of our online offerings for our more focused certificates ('Advanced Post-Production').

SEMESTER 4:

7. Motion Graphics:

PREVIOUSLY:

- 3-credit 10-206-158 'Motion Graphics' class in Semester 4.
 - o 3 'A' credits = 54 hours
 - o Total: 54 hours (3 hours p/week)

FUTURE:

- 3-credit 10-206-158 'Motion Graphics' class in Semester 4.
 - o 1 'A' credit = 18 hours
 - o 2 'B' credits = 72 hours
 - o Total: 90 hours (5 hours p/week)

WHY CHANGE THIS?

- a) Re-balancing this class to add lab hours for students and capture what our instructors currently practice.
- b) This will also be configured as one of our online offerings for our more focused certificates ('Advanced Post-Production').

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Maintained Classes – 27 credits:

Semester 1 - 7 credits:

- 3-credit 10-206-150 'Video Pre-Production'
- 1-credit 10-206-161 'Creative Process'
- 3-credit 10-206-162 'Video Foundation Intensive'

Semester 2 – 5 credits:

- 3-credit 10-206-163 'Short Narrative Production'
- 2-credit 10-204-126 'Photoshop/Image Manipulation' (Graphic Communication class)

Semester 3 – 9 credits:

- 3-credit 10-206-152 'Film & Video: Language and Technique'
- 4-credit 10-206-154 'Video Production: Studio'
- 2-credit 10-206-164 'VFX, Compositing & Color'

Semester 4 – 6 credits:

- 4-credit 10-206-157 'Video Production Workshop'
- 2-credit 10-206-159 'Portfolio Preparation for Video Production'

WHY NO CHANGES TO THESE?

These classes were felt to offer the right subject material in the right ways and at the right time. We are however looking at how we schedule some of these classes to make sure students have the right time in the studio to develop their hands-on skills.

General Education Classes – 19 credits:

- 1-credit 10-890-165 'College 101' – Semester 1 (no change)
- 3-credit 10-809-103 'Think Critically & Creatively' – Semester 1 (**moved from Semester 3**)
- 3-credit 10-804-107 'College Mathematics' – Semester 2 (no change)
- 3-credit 10-801-195 'Written Communication'
or 10-801-136 'English Composition' – Semester 2 (no change)
- 3-credit 10-801-141 'Intro to Mass Communication' – Semester 3 (no change)

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- 3-credit 10-809-196 'Intro to Sociology'
or 10-809-143 'Microeconomics' – Semester 4 (**Microeconomics added as a new 'or' option**)
- 3-credit 10-809-198 'Intro to Psychology'
or 10-809-199 'Psychology of Human Relations' – Semester 4 (no change)

Proposed Program Breakdown:

See Matrix for full breakdown.

Certificates:

All titled as 'Video Production' for clear 'branding':

- **Video Production: Basic Tools & Techniques** – 5 credits, 108 hours

NEW certificate, fully embedded into the A.D. program. Primarily designed to be completed Online for those interested in learning the overall basics of Video Production (but can also be completed in-person). Also intended to be a possible High School Academy option in the future.

- **Video Production: Intro to Storytelling** – 9 credits, 198 hours

NEW certificate, fully embedded into the A.D. program. Primarily designed to be completed Online for those interested in learning the basics of storytelling through Video (but can also be completed in-person). Also intended to be a possible High School Academy option in the future.

- **Video Production: Basic Post-Production** – 7 credits, 198 hours

NEW certificate, fully embedded into the A.D. program. Primarily designed to be completed Online for those interested in learning the basics of Video Post-Production such as Editing, Image Manipulation, and Audio (but can also be completed in-person).

- **Video Production: Advanced Post-Production** – 8 credits, 216 hours

NEW certificate, fully embedded into the A.D. program. Primarily designed to be completed Online for those interested in learning more advanced level Video Post-Production skills (but can also be completed in-person).

Associate Degree:

- **Video Production** – 61 credits, 1,422 hours, 2-year (4-semesters)

Advisory Committee Meeting Minutes

Video Production Advisory Committee

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Summary of Changes – Attachment 1

Video Production - Program Modifications Summary – Fall 2025		
'Old' Classes (credits)	New Classes (credits)	Updated Classes (credits)
Digital Photography (3) 10-204-135	Technical Process (1) 10-206-XXX 0.5 'A' credit, 0.5 'B' credit – 27 hours	
Documentary Production (3) 10-206-155 3 'A' credits – 54 hours		Documentary Production (3) 10-206-155 2 'A' credits, 1 'B' credit – 72 hours
Audio for Video and Animation (2) 10-206-151 2 'A' credits – 36 hours		Audio for Video and Animation (2) 10-206-151 1 'A' credit, 1 'B' credit – 54 hours
Video Editing (3) 10-206-153 3 'A' credits – 54 hours		Video Editing (3) 10-206-153 1 'A' credit, 2 'B' credits – 90 hours
Advanced Editing Techniques (3) 10-206-156 3 'A' credits – 54 hours		Advanced Editing Techniques (3) 10-206-156 1 'A' credit, 2 'B' credits – 90 hours
Motion Graphics (3) 10-206-158 3 'A' credits – 54 hours		Motion Graphics (3) 10-206-158 1 'A' credit, 2 'B' credits – 90 hours
Total Credits: 17	Total Credits: 15	
Maintained Classes (27)	10-206-150 'Video Pre-Production' (3) 10-206-161 'Creative Process' (1) 10-206-162 'Video Foundation Intensive' (3) 10-206-163 'Short Narrative Production' (3) 10-204-126 'Photoshop/Image Manipulation' (2) 10-206-152 'Film & Video: Language and Technique' (3) 10-206-154 'Video Production: Studio' (4) 10-206-164 'VFX, Compositing & Color' (2) 10-206-157 'Video Production Workshop' (4) 10-206-159 'Portfolio Preparation for Video Production' (2)	

Advisory Committee Meeting Minutes

Video Production Advisory Committee

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Maintained General Education / Other Classes (19)	10-890-165 'College 101' (1) 10-809-103 'Think Critically & Creatively' (3) – Moved from Semester 4 to Semester 2 10-804-107 'College Mathematics' (3) 10-801-195 'Written Communication' or 10-801-136 'English Composition' (3) 10-801-141 'Intro to Mass Communication' (3) 10-809-196 'Intro to Sociology' (3) – Add 'or' Microeconomics (3) 10-809-198 'Intro to Psychology' or 10-809-199 'Psychology of Human Relations' (3)
Total Program Credits: 63	Total Program Credits: 61

Advisory Committee Meeting Minutes

Video Production Advisory Committee

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Program Matrix – Attachment 2

VIDEO PRODUCTION PROGRAM MATRIX													
	VIDEO PRODUCTION ASSOCIATE DEGREE							VIDEO PRODUCTION: CERTIFICATES					
	Classes	Course No.	Credits	A Hours	B Hours	C Hours	Total Hours	TECHNICAL DIPLOMA	BASIC TECHNIQUES & TOOLS	INTRO TO STORYTELLING	BASIC POST-PRODUCTION	ADVANCED POST-PRODUCTION	
								NONE					
Semester 01	College 101	10-100-101	1	18	0	0	18						
	Digital Photography	10-100-102	5	90	0	0	90						
	Video Production	10-100-103	5	90	0	0	90						
	Video Production	10-100-104	5	90	0	0	90						
	Video Production	10-100-105	5	90	0	0	90						
	Video Production	10-100-106	5	90	0	0	90						
	Video Production	10-100-107	5	90	0	0	90						
	Video Production	10-100-108	5	90	0	0	90						
	Video Production	10-100-109	5	90	0	0	90						
	Video Production	10-100-110	5	90	0	0	90						
Semester 02	College Mathematics	10-100-111	3	54	0	0	54						
	Video Production	10-100-112	5	90	0	0	90						
	Video Production	10-100-113	5	90	0	0	90						
	Video Production	10-100-114	5	90	0	0	90						
	Video Production	10-100-115	5	90	0	0	90						
	Video Production	10-100-116	5	90	0	0	90						
	Video Production	10-100-117	5	90	0	0	90						
	Video Production	10-100-118	5	90	0	0	90						
	Video Production	10-100-119	5	90	0	0	90						
	Video Production	10-100-120	5	90	0	0	90						
Semester 03	College Mathematics	10-100-121	3	54	0	0	54						
	Video Production	10-100-122	5	90	0	0	90						
	Video Production	10-100-123	5	90	0	0	90						
	Video Production	10-100-124	5	90	0	0	90						
	Video Production	10-100-125	5	90	0	0	90						
	Video Production	10-100-126	5	90	0	0	90						
	Video Production	10-100-127	5	90	0	0	90						
	Video Production	10-100-128	5	90	0	0	90						
	Video Production	10-100-129	5	90	0	0	90						
	Video Production	10-100-130	5	90	0	0	90						
Semester 04	College Mathematics	10-100-131	3	54	0	0	54						
	Video Production	10-100-132	5	90	0	0	90						
	Video Production	10-100-133	5	90	0	0	90						
	Video Production	10-100-134	5	90	0	0	90						
	Video Production	10-100-135	5	90	0	0	90						
	Video Production	10-100-136	5	90	0	0	90						
	Video Production	10-100-137	5	90	0	0	90						
	Video Production	10-100-138	5	90	0	0	90						
	Video Production	10-100-139	5	90	0	0	90						
	Video Production	10-100-140	5	90	0	0	90						
TOTALS	VIDEO PRODUCTION (AD)							NONE	BASIC TECHNIQUES & TOOLS	INTRO TO STORYTELLING	BASIC POST-PRODUCTION	ADVANCED POST-PRODUCTION	
	Credits	61						0	5	9	7	8	
	Hours	1052						0	108	108	108	216	
	VP Credits	40						0	5	9	7	8	
KEY:	IN-PERSON COHORT							ONLINE / ACADEMIC OPTION	ONLINE / ACADEMIC OPTION	ONLINE / ACADEMIC OPTION	ONLINE / ACADEMIC OPTION	ONLINE / ACADEMIC OPTION	
	= General Education or Other / Support Course												
	= VP Course - No change (except term)												
	= VP Course - New or Updated												

2025 Fall EMS/Paramedic Advisory Committee Meeting Minutes

Date: 10/27/2025

Time: 5:30 pm – 7:00 pm

Location: EMS103 and ZOOM

Zoom Meeting Link: <https://ntc.zoom.us/j/88076203544>

Attendees

Industry Members:

- Dr. Michael Clark- Aspirus Merrill Hospital and Medical Director, Paramedic
- Diane Cummings-Norwood EMS
- David Graveen- Merrill Fire Department
- Jeremy Kopp- Wausau Fire Department ZOOM
- Corey Smith- Antigo Fire Department
- Pat Trinko- Shawano Ambulance
- Linda Vollmar- Antigo Fire
- Cory Polley – Wittenberg Ambulance ZOOM

NTC Team:

- Will Isham- EMS/Paramedic Faculty
- Chris Munson- Advising Supervisor ZOOM
- Angela Roesler- Dean, Health Sciences and Community Services
- Cole Ruechel- EMS Faculty
- Sandie Shorey – Administrative Assistant, Health Sciences & Community Services
- Idongesit “ID” Ukpung- Clinical Coordinator and EMS Faculty

Welcome and Introductions

Meeting called to order by Committee Chairperson, Linda Vollmar, at 5:32pm. Linda welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Linda called for any changes to the minutes from the fall 2024 meeting (11.07.24). There were no changes made to the minutes from the fall meeting. David Graveen made a motion to approve the minutes from the 11.07.24 meeting; Corey Smith seconded the motion. Motion carried.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Dean of Health Sciences and Community Services, Dr. Angela Roesler. She discussed 6 new programs that started at NTC this fall: Expanded Function Dental Auxiliary (EFDA) Advanced Technical Diploma; Advocacy & Social Justice Technical Diploma; Foundations of Artificial Intelligence Technical Diploma; Wood Industry: Primary Manufacturing Certificate; Wood Industry: Secondary Manufacturing Certificate; and Early Childhood Educator Apprenticeship. She also shared an update on Agriculture 4.0, the integration of advanced digital technologies into farming, and how NTC is bringing Agriculture 4.0 to the classroom with Drones & Simulators, Sustainable Practices, and Future Pathways. Additionally, she discussed the importance of Program Health, a data-informed process to evaluate the ongoing demand, quality, and sustainability of academic programs. She also spoke to the group about the Community Safety Simulation Center (CSSC), a stop the threat initiative that is a partnership with Pennsylvania

School Safety Institute-PennSSI (sponsored by Church Mutual), which is now open and ready to serve our local communities. Angela spoke about AI at NTC and how our technical college is advancing a mission-driven AI strategy through instructional innovation, operational efficiency, and workforce readiness. She added that NTC is leading the initiative with AI and we have a large team working towards making it as useful and practical as possible in day-to-day life. Together, these initiatives prepare learners and organizations for success in an AI-driven future. Lastly, she touched on College 101, which the DOE now requires to be a course within each program's curriculum.

Student Support

These resources are available to our students

- Access to free mental health services through **TimelyCare** ([Timelycare.com/ntc](https://timelycare.com/ntc))
- **Academic Advisors** can help students with planning their academic progress and referral to needed resources.
- Non-academic student needs can be addressed through our **Student Resource Coordinator**.
- **Timberwolf Table**, NTC's food pantry for students
- **Timberwolf Learning Commons**, with library, tutors and coaches available
- **Student Scholarships**
- **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax, and have fun.

Workforce Training and Professional Development

There was also an update given by Angela on happenings in Workforce Training in Professional Development, including their new AI initiatives. Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.

To access this information, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page. Flyers will be included in post meeting e-mail.

Handshake

NTC uses Handshake to connect students with employers

- Handshake is a leading career network for college students and recent graduates.
- Connects students with employers offering internships, part-time, and full-time job opportunities.
 - Access to Diverse Talent Pool;
 - Streamlined Recruiting Process;
 - Analytics and Reporting;
- How to Get Started
 - **Step 1:** Create an account on Handshake.
 - **Step 2:** Complete your employer profile.
 - **Step 3:** Post jobs and start connecting with students.

For more information contact Ben Bliese at bliese@ntc.edu



Spring 2026 Advisory Committee Summit

This spring NTC is again hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- *April 15th. 2026; 7:30am-11:30am*
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options



Program Updates

The following program updates were given by Will Isham, EMS/Paramedic Faculty:

- Staffing Updates
 - o Brent Olson - Associate Dean of Public Safety and Community Services
 - Resigned
 - o Jake Krajewski – EMS Faculty
 - Hired Taught summer class then resigned
 - o Cole Ruechel – EMS Faculty
 - Started for Fall
 - Teaching EMR/EMT 1, EMT 2 , and AEMT Hybrid
 - o Assistants/Adjuncts/Advisory Committee
 - Ongoing process – always looking for more help particularly in the north/northwest
- Facilities and Equipment: 2026-2027 Capital Requests
 - o Updating Mannequins to Life cast- they are expensive, but more realistic. They are purchasing a baby and would like to continue with these purchases in order to give a more realistic training environment.
 - o Ambulance Simulator is operational now (tours after the meeting)
- Curriculum Updates- Program Modifications- Not final; still needs final approval. First update in the curriculum in over 10 years. We have to have hours to go along with the skills that are needed. Lots of good updates!
 - o EMR/ EMT / AEMT All-in July 1, 2027
 - **EMR/EMT Part 1**
 - From 72 hours (2 Credits) to 108 hours (3 Credits)
 - **EMT Part 2**
 - From 108 hours (3 Credits) to 144 hours (4 Credits) – were able to bring the hours down by 36 from what was originally proposed (180 hours)
 - **AEMT**
 - From 180 hours (5 Credits) to 180 hours (5 Credits) + Clinical Portfolio (Possibly 3 credits)
 - About 50 hours dedicated to clinicals
 - WTSC is not mandating alignment across the board
 - Working with: Madison, Milwaukee, Waukesha
 - **Paramedic**
 - Under review- will report on this at the next meeting

- Current: Will asked Jeremy Copp to speak about his experience bringing 6 people in who are taking these Paramedic classes and also getting on the job training. Jeremy said he feels it has gone very well and would love to do it again, if funding allows. These students will likely be testing by Halloween.
- Enrollment Updates
 - o EMR/ EMT Part 1 Day Class
 - 18 Students
 - o EMT Part 2 Day Class
 - 16 Students
 - o EMR/EMT Part 1 Night Class
 - 10 Students
 - o EMT Part 2 Night Class
 - 7 Students
 - o EMR/ EMT Part 1 Hybrid
 - 20 Students
 - o EMT Part 2 Hybrid
 - 19 Students
 - o AEMT Hybrid
 - 12 Students
 - o Paramedic Hybrid
 - 18 Students
 - o Critical Care Transport Paramedic Online
 - 49 Students
- Refreshers Wisconsin 2026 Refresher Year ----June 30th, 2026
 - o *Refresher classes*

Changing on how and when to sign up. No longer open enrollment. There will be 16, 12, and 8-week classes to attend. Used to have open enrollment option-that went away.

 - In-person Refreshers can be scheduled through **Workforce Training and Professional Development** – must sign up by the deadline or wait for the next one.
 - Departments can host these
 - Corey Smith asked if they would then have to bill other departments who attend the ones they host
 - Linda asked if EMR/EMT was still going to work the same way-Will confirmed. Linda also asked about the process and if an instructor can be requested.
 - On-Line: Faculty will still handle these
- Paramedic CoAEMSP Requirements
 - o Dr Clark is now the medical director; Dr Judd resigned
 - o Minimum Expectations
 - Review the Program's minimum expectations
 - Support the Program's required minimum number of patient/skill contacts for each of the required patients and conditions
 - Review the program's 2023 Annual Report and outcomes
 - Retention
 - All programs must calculate retention based on the number of students

enrolled after completing 10% of the program's advertised total clock hours (e.g., 10% of a 1,200 total clock hour course = 120 hours; students completing more than 120 hours will be considered enrolled and will be counted in the calculation of the retention outcome). This includes all core Paramedic coursework (not inclusive of prerequisites such as EMT, English, anatomy and physiology, etc.). Core Paramedic coursework encompasses all phases of the program, including didactic, lab, clinical, field experience, and capstone field internship.

- NTC Retention for 2023 = 82.4% (accreditation requires min 70%)
- Start with 17 students end with 14 students

O National Registry Written Exam Pass Rate

- This pass rate is measured from the student's attempts up to the third attempt.
- Students May test up to 6 times, but the measurement is from the third attempt or less.
 - NTC Pass Rate for the 2023 cohort = 92.9% (for accreditation report)
 - *** The final student did pass by the 6th attempt and is now licensed. All students from this cohort passed and are licensed.
 - 2024 cohort- all passed within 3 attempts.
 - 100% of these cohorts passed are now licensed

O Positive Placement

- The Committee on Accreditation for the Emergency Medical Services Professions (CoAEMSP) has a positive placement threshold of 70%. This means that a graduate is considered positively placed if they are employed full or part-time in a related field, continuing their education, or serving in the military.
 - NTC'S Paramedic Positive Placement = 100%
 - If someone is continuing on with their education, this does count in the positive placement.

O Annual Report 2023

- This will be included with the minutes
- 6 of 14 completed the survey
 - O Areas from Survey we are working on
 - Confidence
 - Bring them into the classroom
 - Meet with them individually
 - Work with them if they struggle with test taking
 - Clarification
 - What is involved in the Hybrid class
 - Working on making a video to better clarify what the hybrid track is
 - Student Success
 - Employer Surveys
 - Concern over hybrid
 - ❖ Focused on getting the students connected and stay connected
 - ❖ Constant communication

- ❖ Dr Clark mentioned that his biggest concern is that many are working full time as an EMT and also taking this program
- ❖ Does not work well when they are running paramedic calls and trying to get coursework done
- Resource Assessment
 - Numbers are coming up
 - Pre-course is being taken out
 - Hybrid is expanding
 - ❖ Not a consistent way to do a hybrid course
- Affiliation Agreements allow permissions for our students to come into their facilities/departments

The Committee reviewed the information presented, as well as the COAMP standards and agreed to sticking with the Accreditation Standards.

- o Standards- simulation is allowed for some skills
 - Pediatrics: Struggle with getting the required peds patient interactions- 30
 - Adult (age 19-65) 60
 - Geriatric (18)
 - Trauma (27)
 - OB- can be simulated
- o Field Experience
 - Ambulance -30
 - Medivac has really helped
 - Team Leads -20
- o Student Minimum Competencies
 - Competency based, not hours based
 - Students need hospital, especially for the pediatrics
 - Started them with patient/field contact

Linda Vollmar made a motion to move forward with the standards and competencies as in the past. Corey Smith seconded the motion. Motion Carried.

Other Items

The following other items were brought forth for discussion:

- o How are vent manufacturers providing the training on the equipment?
 - 3 different vents- students get certificates once they have successfully completed the manufacturer's online training
 - Want to give the basics
 - How to check a vent
 - When to they need a vent (lab values)
 - Need the clinical experience as well in order to get comfortable with the equipment
 - Post COVID most places are using Hamilton's
 - Will suggested that if there is equipment that is being utilized, please reach out to ID Ukpung so that he can add this equipment
 - Advising Update

- MaiGer Moua took a position with the United Way
- Laura Litzer will now be advising EMS/Paramedic students
- June 2027 will be the last class that will run under the 180-hour curriculum

Next Meeting

The date for the 2026 spring summit: Wednesday, April 15, 2026 from 7:30am-11:30am. More information on the Spring Advisory Committee Summit will be forthcoming as the date gets closer.

Motion made by Diane Cummings to adjourn the meeting; motion was seconded by David Graveen; the meeting adjourned at 6:45pm.

Meeting Attendees

Industry Members:

- Brady Hoes – Loos Machine & Automation – **Zoom**
- Brandon Rindfleisch – A&B Process Systems Corp. – **Zoom**
- Rob Livingston – MP&C - **Zoom**
- Nickolas Mootz - United Solutions of Automation and Robotics (U.S.A.R.)
- Jim King – Greenheck Fan Corporation
- Tom Russ – Wausau Supply

NTC Team:

- Ken Parker – Associate Dean
- Iain Cameron – Dean
- Heidi Latendresse – Learning Manager
- Travis Allen – Faculty
- Dustin Van De Weerd – Faculty
- Bryan Schroeder – Faculty
- Benjamin Effa - Industrial Trainer
- Matt Jacobson - Faculty
- Tom Rodemeier – Coordinator – Engineering & Technology
- Paul Swanborg - Adjunct
- Chris Munson - Supervisor, Advising
- Leah Attoms – Administrative Assistant, Health Sciences & Community Services

Welcome

Ken Parker welcomed everyone to the meeting and thanked them for attending. The Engineering and Advanced Manufacturing team introduced themselves, as did the Industry Members.

Previous Meeting Information and Updates

The minutes from the previous meeting were distributed in advance for the committee's review. Ken asked if there were any questions or concerns from the last advisory meeting - none

Structure for NTC Advisory Committee Meetings 2025/2026

- Ken outlined the meeting structure, noting that instead of regular spring and fall meetings, there would be one fall meeting and a larger spring event. The committee discussed feedback from last year's summit, which was well attended but had limited space for faculty.
- However, that does not mean this specific committee cannot meet if desired
- Feedback – summit was good

Industry Discussion

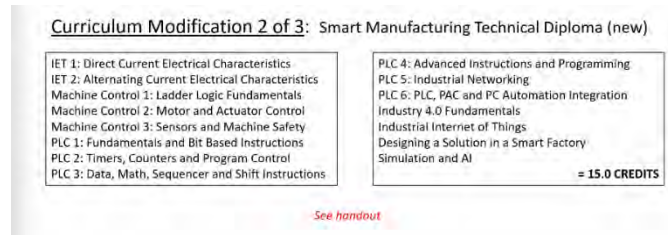
- Questions:
 - Your business
 - Industry trends
 - Use of AI?
- Loos Machine & Coating
 - Recent surge in business activity, particularly in food-grade equipment and automation solutions

- The industry had been pretty lethargic over the last 10 months or so, with a lot of talk but seeing very little results. In the last month, a large number of those conversations have come to fruition.
 - Increased interest in robotics and AI from clients like Hormel, Kraft, and Saputo
 - Concept of design, to creation, to installation – one stop shop
 - Robotics, smart manufacturing, levels of autonomy and AI are all of interest.
- A&B Process Systems Corp.
 - Recent increase in orders and new projects in pharmaceutical and food and beverage sectors
 - Room for AI to be used for data processes/analyzing
 - Also utilizing their parent company JBT's internal AI system for document management
- Membrane Process & Controls
 - Looking for AI algorithms to read pulled data
 - Boston Dynamics' Spot system for thermal scanning and predictive maintenance
 - Looking closely at automating more processes and seeking consistency
 - Plans to integrate cloud-based sensors and AI models from providers like Augury and Azure for improved operational efficiency
 - The goal is to lessen the margin of error
- United Solutions of Automation and Robotics (U.S.A.R.)
 - Not building or designing, distributor
 - AI is being used in collaborative robotic arms, autonomous mobile robots, and emerging technologies like quadrupeds and humanoid
 - Noted that while these technologies are promising, there is uncertainty about their long-term sustainability – lots of work to be done with AI still
- Wausau Supply
 - Strong business growth in 2025, particularly in their door manufacturing division, which has invested heavily in automation
 - Door manufacturing – Adina – has invested millions of dollars in the last handful of years to build more around automation
 - Not looking to get rid of any employees – just expand
 - Heavily investing in automatic equipment
 - Not just new construction – remodeling is their biggest market, so best of both worlds to be a part of both industries
 - Exploring AI applications in sales and customer service, though they are cautious about fully implementing AI tools due to data security concerns.
 - AI – IT is heavily invested
 - Restricted to use more AI models (ChatGPT, Grok) because of lack of security
 - Working to develop AI tools – Sales uses it for leads
 - Looking into ways to use AI/technology to find defects sooner and more efficiently
- Greenheck Fan Corporation
 - Working on facility startups at their 3rd regional campus in TN
 - 21 facilities in Schofield Campus

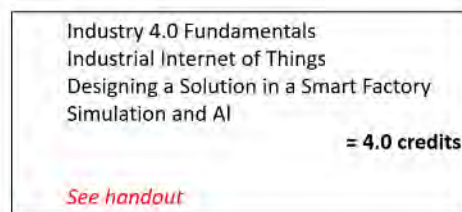
- o Have consistently been expanding and growing over the last few years
- o Design and create a lot of manufacturing equipment
- o Using AI for quality checks and quality control
- o ChatGPT to create quick documents/presentations
- o AI being used on spreadsheets for quick access to information

Program and Curriculum Discussion

- Modifications
 - o Curriculum Modification 1 of 3
 - Industrial Automation Technical Diploma: College 101 added (FYI)
 - Credits: 25.0 to 26.0, which changes its financial aid category
 - This requires us to give the TD a new program number
 - o Curriculum Modification 2 of 3
 - Smart Manufacturing Technical Diploma (new)



- Students want SM courses but don't want the full degree, gives students the capability to take the courses while also getting credentials for it
- Question: What is the length of time?
 - o Answer: 2 semester – which is common for this kind of degree
- General support from Industry Partners
- o Curriculum Modification 3 of 3
 - Smart Manufacturing Certificate
 - Embedded certificate for Electromechanical or Automation Systems students



- Shorter credential
- No prerequisites for these classes
- Hands on lab aspects
- Question: What AI advancements are being added so that the students stay current with changes?

- o Answer: The classes are able to change as the industry changes at any point
 - o General support for the moment but needs to be dug into more – especially relating to the Workforce Pell Grant
- **The Committee members present unanimously approved the program modifications as presented in the summary document and attachments.**
- Enrollment Report
 - o Electromechanical Technology / Automation Systems Technology / Smart Manufacturing Technology
 - 1st term classes are shared
 - 36 (4 flex) students
 - o Electromechanical Technology:
 - 2nd term – 6 (1 flex) students
 - 3rd term – 10 students
 - 4th term – 4 students
 - o Automation Systems Technology:
 - 2nd term (combined w/ Smart Manufacturing) – 7 (1 flex)
 - 3rd term – 9 students
 - 4th term – 9 students
 - o Smart Manufacturing Technology –
 - 2nd term (combined w/ Automation Systems Technology) – 7 (1 flex)
 - 3rd term – 2 students (Designing
 - 4th term –
 - o Manufacturing Engineering Technology
 - 107 students
 - Total course enrollment; most students are part-time.
 - o Safety Engineering Technology
 - 34 students
 - Total course enrollment; most students are part-time.
- Updates:
 - o AET Credentials
 - **Associate Degree:** Manufacturing Engineering Technology
 - **Technical Diploma:** Industrial Manufacturing Engineering Technician
 - **Technical Diploma:** Quality Manufacturing
 - **Certificate:** Quality Technician
 - **Associate Degree:** Safety Engineering Technology
 - **Technical Diploma:** Industrial Safety Engineering Technician
- Changes:
 - o Tooling & Production (MET): drop
 - Replace with SolidWorks 1
 - Future addition of a robotics course

- Want students to be introduced to Robotics, especially since they're online
- o Manufacturing Process Planning (MET): T3 to T4
 - Question: is this a prereq for other courses? Will this cause any issues?
 - No, it's actually used as a capstone class of sorts and does not affect any other courses.
- o General agreement this would be great for the program
- Applied Engineering Technology – MET/SET
 - o Quality technician cert, made a high school academy for it
 - o 4 students in it currently
- Safety First
 - o Mailer sent out
 - o Travis plans to send mailer out again in a couple weeks before January 26th class start
 - o The SET program has always had lighter numbers unfortunately so this may help
 - o Almost need an industrial background in even *want* to get involved in safety

Grants

- Department of Labor Grant SCC4 – Smarts & Parts
 - o 9 colleges
 - o Hoping to upgrade lab equipment
 - o Gives opportunities for industry tours
 - Visited Wal Mart distribution center in Menomonie
 - o Smart Automatic Certification Alliance = SACA Credentials
 - Micro credentials
 - o FANUC Certification
- ITAC Energy Audits
 - o 37 ITAC Centers in the US
 - o Wisconsin Center
 - UW-Milwaukee
 - o Expansion Consortia
 - Northcentral Technical College
 - o Values of the ITAC
 - Research, Education, Services
 - Develop Workforce:
 - Energy efficiency
 - Sustainable manufacturing
 - Students will provide free energy assessments to SMMs through funding from the US Department of Energy
 - The goal is to improve energy efficiency, reduce waste and improve productivity
 - o What does an Energy Audit look like?
 - Deliverables
 - Detailed Report of Energy Saving Recommendations
 - o Basic report given day of audit

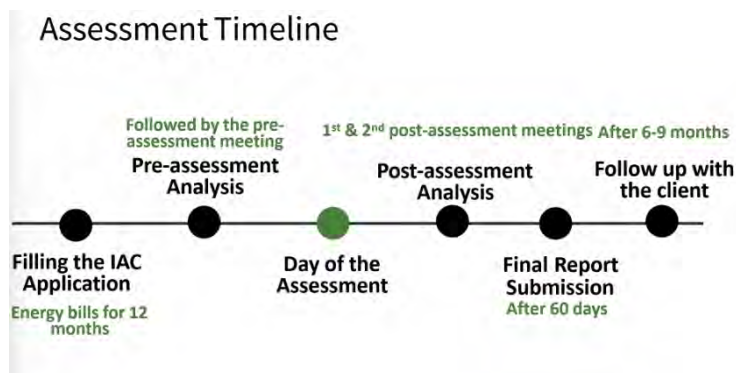
- o Full report after 60 days
 - Support Required
 - Utility Bills – Analysis before on-site assessment
 - Contact person – Day of walk through
 - Follow up – 6-9 months after walk through
- o Day of Assessment Agenda:

Estimated Timeline of Tasks

Starting Time

Arrival to plant	9:00 AM
Utility data analysis presentation	9:10 AM
Plant personnel gives brief process description	9:40 AM
Intake meeting with the plant personnel	10:00 AM
Walk through	10:30 AM
Working lunch and brainstorming session	12:00 PM
Collecting necessary data	1:00 PM
Assessment recommendation	2:00 PM
Final meeting with plant personnel	3:00 PM
Departure from plant	4:00 PM

- o Assessment Timeline:



- o Who is eligible?
 - Within standard industrial codes (SIC) 20-39 and WWTP 49
 - Located less than 150 miles from NTC
 - Gross annual sales below \$250 million
 - Fewer than 500 employees at the plant site
 - Annual energy bills of more than \$100,000 and less than \$3.5M
 - No professional in-house staff to perform the assessment
- o Benefits to companies:
 - Energy saving recommendations from students
 - Opportunity for DOE Grants to implement recommendations from audit
 - Energy audits provide hands-on learning for students while allow companies to engage with future workforce talent
 - Provide a learning opportunity to NTC students
- o Benefits to students:
 - Real-world opportunities to study energy saving techniques

Advisory Committee Meeting Minutes

Advanced Manufacturing

October 30th 2025 | 4:00pm to 5:30pm | STEM Center(F107)/Zoom



- Engage with local manufacturing employers
- Unique opportunities to view and ask questions about local manufacturing facilities
- o 12 students have already completed this training

Final comments

- Handshake
 - o Looking for potential employees? Let us know! We can put it out on Handshake
- Adjuncts
 - o Interested in teaching part time? Connect with Ken

NTC College-Wide Updates

The College-Wide Initiatives were handed out to the committee. There were no questions on this information.

Meeting Adjournment

A motion was made and seconded to adjourn at 5:44pm

Next Meeting Details

On April 16, 2026, NTC will hold an Advisory Committee Summit that offers networking opportunities, campus tours, and updates from NTC leadership.

Advisory Committee Meeting Minutes

Welding Technology & Robotics

November 7, 2025 | 8:00am-10:00am | STEM Center (F107) with Zoom



Meeting Attendees

Industry Members:

- Jeremy Brewster – Schuette Metals
- Nate Zuelke – Piper Products
- Max Morines – A&B Process Systems
- Chantalle Witte – Samuel
- Jill Gehrman – Johnson Coil

NTC Team:

- Ken Parker – Associate Dean
- Robert Leafblad – Faculty
- Veronica Hope – Faculty
- Adam Zogata – Faculty
- Dan Grabko – Faculty
- Heidi Latendresse – Learning Manager
- Brenda Tincher – Administrative Assistant

Welcome and Introductions

Ken Parker welcomed all attendees and expressed his gratitude for their presence. He shared a photo of a flower sculpture featuring a bee, which was created during a community project led by students in NTC's summer camps. The project allowed students to gain hands-on experience using various welding machines and donated materials. They also had the opportunity to observe the sculpture's installation and participate in a guided tour of the farm where it was placed. The meeting continued with introductions from all participants.

Highlights from the previous meetings/updates

The previous meeting minutes were distributed in advance for the committee to review. There were no specific follow-ups to discuss from previous meetings.

Spring Advisory Summit

The committee was informed that the spring advisory summit will be held on April 15th. If there are any urgent matters that need to be addressed during the spring semester, a special committee meeting or electronic communication will be used.

Award Announcement

Ken shared the news that our Welding Department received the Future of Industry Award for their Welding Summer Camp entitled Nuts, Bolts, and Thing-a-Ma-Jigs. The award was given to NTC at a banquet held in Chicago. The summer camp has a large number of repeat campers and draws from a large geographical area. The camp has a positive impact on our Welding Program enrollment every year.

Enrollment Report

- Fall 2024 Semester Enrollments:
 - o Wausau:
 - 17 first year students
 - 13 second year students
 - 58 flex course enrollments

Advisory Committee Meeting Minutes

Welding Technology & Robotics

November 7, 2025 | 8:00am-10:00am | STEM Center (F107) with Zoom



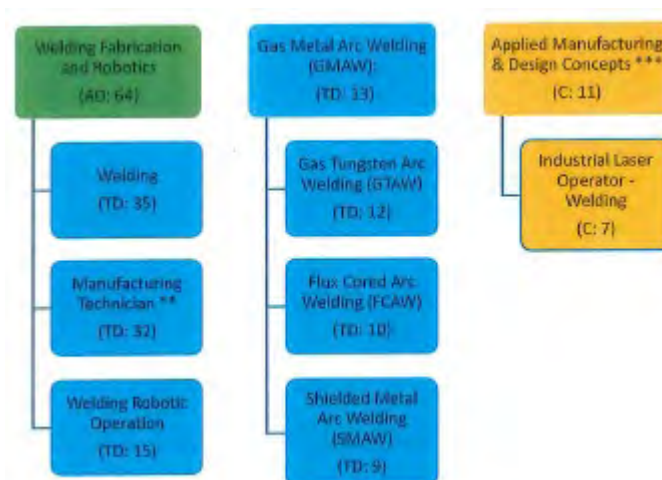
- o Antigo:
 - 7 students in the high school welding academy beginning
 - 2 students in the high school welding academy advanced
- o Phillips Campus:
 - 19 high school academy students
 - 44 Flex Lab course enrollments
- Ken mentioned that students used to have a lot of Fridays free in Philip's high school academy, so they have added an intro to machining in which an adjunct teaches the program. This allows exposure to machining without taking away from either program.
- Ken also mentioned that Antigo isn't running their flex lab this fall because there wasn't enough interest. He isn't sure if it will be running for the spring.
- Robert mentioned Flex Lab opportunities. They have open enrollment if employers may have someone who needs help. Most likely they would be part-time in the program. They are able to join either at the beginning of the 16 weeks or 8 weeks. See pages 6 & 7 for a list of classes available in Wausau in the flex format.

UWM Energy Audit Grant Program

Ken presented an overview of a grant-funded energy audit project being conducted by the University of Wisconsin-Milwaukee, through which NTC is offering free energy assessments to small and medium manufacturers within 150 miles of our campus. The project involves a one-day basic audit followed by a detailed report, with the goal of identifying energy efficiency improvements. Ken explained that the program is open to manufacturers with annual energy bills between \$100,000 to \$3.5 million and would like to serve as many businesses as possible within the grant's two-year timeframe.

Program Update

- Ken informed the committee that the Welding Program consists of these credentials:



Program Modifications

There are no program modifications pending approval at this time. However, Ken noted that an internal program review is scheduled and welcomed input from the committee regarding potential improvements. Two areas identified for future curriculum adjustments include Blueprint Reading and GMAW. Max suggested increasing exposure to thicker materials and carbon steel, as many companies manage challenges related to material cross-contamination. The committee also reiterated the critical need for students to develop strong soft skills. Additionally, Ken proposed the concept of a two-year technical diploma “off-ramp,” which would eliminate general education requirements in favor of enhanced occupational coursework, such as a specialized track in stainless steel fabrication.

Welding Cobot

Ken provided an update on the welding collaborative robot (cobot) that was purchased and delivered in April. While initially excited about its implementation and integration into fall training schedules, the team encountered operational issues shortly after delivery. A trainer was brought in to assist, and it was determined that the equipment itself was at fault. The cobot has since been returned to the supplier, and there is a possibility that a different robotic arm — one that is compatible with the existing table and power supply — will be provided. The team is hopeful that a resolution will be reached by this fall.

Update on AWS ATF and CWI Certifications

Ken shared an update regarding the Certified Welding Inspector (CWI) certification process. Jesse Richardson is currently enrolled in CWI courses in Green Bay as part of NTC’s exploration into becoming an American Welding Society (AWS) Approved Testing Facility. Committee members agreed this would be a valuable resource for regional employers, as individuals currently must travel to Milwaukee for certification. There is potential for the training to be offered through NTC’s Workforce Training & Professional Development Division. While establishing the testing site is a long-term goal, possibly beyond next summer, offering CWI test preparation may be feasible in the near future.

Industry Discussion

Jill, HR and Safety Manager at Johnson Coil, shared that while their customized design process continues to be steady, there has been an unexplained slowdown in production. The company does not utilize robotics in its welding operations; instead, their manufacturing processes involve copper winding systems, for which newer automation processes aren’t yet developed. Jill noted some ongoing spatial reorganization on the shop floor and minor revamps in their safety protocols, tailored specifically to the business’s operational nuances. While AI is not extensively implemented, it is beginning to be used in limited ways. Jill also serves on the Wausau Safety Committee and emphasized the importance of aligning safety standards across operations.

Max, a process trainer at M&P, explained that he oversees onboarding and certification for all new hires. He shared updates on their recent acquisition of a robotic welding unit (Dynasty 400 with full wire feed), which currently lacks a scanning system. They are considering installing a camera to address flaws related to wire management, such as cords bending or disconnecting due to poor placement. To mitigate these issues, they developed a custom buffer table. M&P has also started allowing AI tools for office-based tasks such as documentation and

Advisory Committee Meeting Minutes

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communications. Max mentioned the addition of a CNC bandsaw two years ago, noting that some equipment is delivered to companies without sufficient operational training, requiring follow-up technician visits. Fortunately, their operator has proven to be tech-savvy.

Nate added that their CNC bandsaw arrived later this year, and while its capabilities are promising, there is still a learning curve in applying its features effectively. Ken inquired about the business climate at A&P, where they are currently experiencing high demand, particularly in polishing work for pharmaceutical, beverage, and food sectors (including products like candy/snack bars). The company is operating over capacity, occasionally needing to outsource work to local competitors to meet deadlines.

Chantalle Witte, HR Manager at a facility in Tomahawk since 2019, reported that the company has recently shifted its cultural focus and acquired a robotic welding system to enhance efficiencies. While their use of AI is mostly confined to office functions, the company has implemented corporate guidelines to govern AI usage. Business activity is picking up following a slower summer period. When asked about trends, Chantalle noted a growing reputation for quality, increased work in carbon-based projects, and the company's efforts to remain flexible.

Jeremy from Schuette Metals noted that although 2024 has been a slower year, they are preparing for a significant workload increase in 2025. The company is involved in a large-scale project to remodel United States Postal Service trucks, in collaboration with Oshkosh Corporation. To meet expected demand, Schuette has added 12 robotic cells, including press brakes and laser systems with expanded material handling capabilities to minimize manual steel movement. They plan to install an autonomous mobile robot (AMR) to load and unload parts at press brakes and remove finished components to designated racks, with some technical issues still being resolved. Although AI is not yet used extensively in welding, they are exploring software that simulates weld placement in 3D CAD models. This tool would map components and predict welding outcomes to refine manufacturing processes. Additionally, the company recently acquired a building for a new product development center, moving its tooling department there to free up machining floor space.

Job Posting with Handshake

NTC utilizes Handshake to connect students with employers. Handshake is a premier career network for students and recent graduates. The platform offers access to internships, part-time, and full-time job opportunities. This provides employers with access to a diverse talent pool, streamlined recruiting, and analytics. To get started the employers just needs to create an account, complete a profile, and post job openings. Please contact us if you'd like to post a job opening and we will connect you with the right person.

NTC College-Wide Updates

The committee was sent a PowerPoint showing the College-Wide Updates.

Next Meeting Details and Suggestions

The committee will be sent details for the spring advisory summit at a later date.

Advisory Committee Meeting Minutes

Welding Technology & Robotics

November 7, 2025 | 8:00am-10:00am | STEM Center (F107) with Zoom



These courses are available through the Welding Flex Lab in an open enrollment, self-paced format.

All courses are 1 credit, or 27 to 36 hours.

Flex Lab Hours
Monday
Noon – 8:00 pm

Tuesday
Noon – 8:00 pm

Wednesday
Noon – 8:00 pm

Thursday
Noon – 5:00 pm

Welding Flex Lab Courses

Print Reading & Inspection – Courses & Competencies

Blueprint 1 (10442181)

Visualize 3D objects drawn orthographically
Create individual parts of an assembly
Fabricate a part to print dimensions

Blueprint 2 (10442182)

Visualize 3D objects drawn orthographically with special views
Interpret fillet symbols on fabrication prints
Interpret groove weld symbols on fabrication prints

Weld Inspection & Testing (10442163)

Visually inspect weldments per code criteria
Conduct destructive and non-destructive weld tests
Interpret WPS and WQTR records

Welding Process Courses (GMAW) – Courses & Competencies

Intro to Welding (10442101)

Identify basic joints and welds
Make basic welds with SMAW, GMAW, FCAW & GTAW

Thermal Cutting (10442173)

Cut steel with manual and mechanized oxy-fuel cutting processes
Cut steels and aluminum with the plasma arc cutting process
Remove weld metal with the air carbon arc gouging process

GMAW1 – Short Circuit Transfer: Horizontal (10442183)

Produce GMAW-S welds in the 1F/1G and 2F/2G positions on carbon steel
Complete a 2G bend test per AWS D1.1 with GMAW-S

GMAW2 – Short Circuit Transfer: Vertical & Overhead (10442184)

Produce GMAW-S welds in the 3F/3G and 4F/4G positions on carbon steel
Complete a 3G bend test per AWS D1.1 with GMAW-S

GMAW3 – Spray Transfer (10442185)

Produce GMAW spray welds in the 1F/.1G and 2F/2G positions on carbon steel
Complete a 1G bend test per AWS D1.1 with GMAW spray transfer

GMAW4 – Pulsed Spray Transfer (10442186)

Produce GMAW pulsed spray welds in the 1F, 2F, and 3F positions on carbon steel
Complete a 2G bend test per AWS D1.1 with GMAW pulsed spray transfer

GMAW5 – Stainless Steel and Aluminum (10442204)

Produce GMAW pulsed spray welds in the 2F and 3F positions on stainless steel
Produce GMAW pulsed spray welds in the 2F and 3F positions on aluminum

GMAW6 – Sheet Metal (10442205)

Weld sheet metal in the flat and horizontal positions with GMAW
Weld sheet metal in the vertical position with GMAW

Advisory Committee Meeting Minutes

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Welding Process Courses (FCAW) – Courses & Competencies

FCAW1 – Fundamentals (10442194)

Explore FCAW consumables, parameters & techniques
Complete a 1G unlimited thickness bend test per AWS D1.1 with FCAW

FCAW2 - .045" Wire (10442195)

Produce FCAW welds in all positions on mild steel
Complete 3G and 4G bend tests per AWS D1.1 with FCAW

FCAW3 – SubArc and .062" Wire (10442196)

Produce sub-arc welds on mild steel in the 1F and 2F positions
Produce FCAW welds in the 1F/1G and 2F/2G positions on mild steel
Complete 2G bend tests per AWS D1.1 with FCAW

Welding Process Courses (GTAW) – Courses & Competencies

GTAW1 – Carbon Steel, Flat and Horizontal Positions (10442197)

Produce GTAW welds in the 1F/1G and 2F/2G positions on mild steel

GTAW2 – Carbon Steel, Vertical & Overhead Positions (10442198)

Produce GTAW welds in the 3F/3G and 4F/4G positions on mild steel

GTAW3 – Stainless Steel (10442199)

Produce GTAW welds in the 2F and 3F positions on stainless steel
Produce GTAW welds in the 2G and 3G positions on stainless steel

GTAW4 – Aluminum (10442200)

Produce GTAW welds in the 1F/1G and 2F/2G positions on aluminum

GTAW,5 – Pipe & Tubing (10442201)

Produce GTAW welds in the 2F and 5F positions (pipe to plate) on mild steel
Produce GTAW welds in the 5G and 6G positions (pipe to pipe) on stainless steel

Welding Process Courses (SMAW) – Courses & Competencies

SMAW1 – E7018 (10442192)

Produce welds in the 1F/1G, 2F, and 3F/3G positions with E7018 electrodes
Complete 3G bend tests per AWS D1.1 with E7018 electrodes

SMAW2 – E6010 (10442193)

Produce open root groove welds in all positions with E6010/E7018
Complete 3G bend tests per AWS D1.1 with E6010/E7018

To register contact Houa Lee, Welding Program advisor: Lee@ntc.ed

Advisory Committee Meeting Minutes

Welding Technology & Robotics



November 7, 2025 | 8:00am-10:00am | STEM Center (F107) with Zoom

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Board of Trustees Upcoming Meetings + Events – 2025-2026
Updated: 11/11/25

Date	Event	Troy Brown	Sherry Buntin	Tom Felch	Renee Krings	Nathan Lehman	Charlie Paulson	Paul Proulx	Heather Renzelmann	Rainer Shooter
2025										
MONDAY July 14	Annual Organizational Meeting	X	X	X	E	X	X	X	X	X
August 13	Regional Forensic Science Center Grand Opening + Ribbon Cutting Ceremony			X	X		X	X		
August 19	Regular NTC Board of Trustees Meeting	X	X	X	X	E	X	X	X	E
September 15-16	Community College Alliance for Agriculture Advancement (C2A3) Annual Conference <i>(Various NTC Locations)</i>	X			X		X			
September 25	Community Safety Simulation Center (CSSC) Ribbon Cutting Ceremony <i>(10:00 a.m. @ NTC Public Safety Center of Excellence)</i>		X	X				X	X	
October 16-17	WTC DBA Legal Issues Conference <i>(Waukesha County Technical College - Pewaukee)</i>									
October 17-18	WTC DBA Fall Meeting <i>(Waukesha County Technical College - Pewaukee)</i>							X		
October 21	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	X	X
December 2	Regular NTC Board of Trustees Meeting									
December 13	Mid-Year Graduation Ceremony <i>(10:00 a.m. @ The Grand Theater)</i>									
2026										
January 30	WTC DBA Winter Meeting <i>(8:00 a.m. – 1:30 p.m. Virtual)</i>									
February 10	Regular NTC Board of Trustees Meeting									
March 10	Regular NTC Board of Trustees Meeting									
April 7	Regular NTC Board of Trustees Meeting									
April 16	WTCS Ambassador Banquet									

	<i>(Glacier Canyon, Wisconsin Dells)</i>									
April 17	WTC DBA Trustees + Ambassadors Breakfast <i>(Wisconsin Dells)</i>									
April 17	WTC DBA Spring Meeting <i>(Wisconsin Dells)</i>									
May 5	Regular NTC Board of Trustees Meeting									
May 16	Spring Graduation Ceremony <i>(10:00 a.m. @ Wausau West)</i>									
June 2	Regular NTC Board of Trustees Meeting <i>(Public Budget Hearing at 12:00 p.m. Lunch at approx. 12:15 p.m. Regular Meeting at 12:45 p.m.)</i>									

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

Judicare Legal Aid and North Central Technical College host their 2nd estate planning clinic

Dylan Eckhart 17 hrs ago 0



WAUSAU, Wis. — Judicare Legal Aid has teamed up with North Central Technical College to offer a free legal clinic for Wausau residents. The clinic aims to assist individuals with basic estate planning needs.

This marks the second year that North Central Technical College has hosted the clinic. Staff and attorneys from Judicare, community volunteers, and students from the [NTC](#) legal studies paralegal program are involved in the event.

Director Thomas Wendt emphasized the importance of making estate planning accessible.

"Giving people the ability to make these decisions in advance, while somebody still has the ability to make decisions, to decide what is going to happen to that individual if they lose the ability to make decisions for themselves, or ultimately pass away," said Wendt.

Clinics are held occasionally. The next one with Judicare and North Central is scheduled for next fall.

NTC Shows off AI advancements at national education conference

By: Cooper Wild **Nov 14, 2025** Updated **3 hrs ago** 0



WAUSAU, Wis. (WAOW) - Faculty and staff at NTC are exploring new ways to evolve the learning process, including the integration of AI.

On October 28, Dr. Brooke Schindler and Reggie Smith traveled to Nashville to present at the 'EDUCAUSE' conference.

"There were about 3,000 individuals that attended the conference when we were down in Nashville, it's one of the largest venues in the nation," said Dr. Brooke Schindler, dean of general studies.

The conference brought together schools from across the nation to share technological advancements in education.

"I had the idea of wanting to present the frameworks that Brooke and I have been creating and working on here at NTC... I thought it would be a great way to showcase the work that we are doing," said Reggie Smith, AI project manager.

Initially, the introduction of AI caused some panic at NTC, similar to many schools. However, they quickly embraced it, integrating AI into the campus restaurant Spoons, in the cosmetology classrooms, as well as campus farms to identify when animals are sick.

"Yea these frameworks not only ground our work in AI but it really aligns us to our mission as a technical college. Active learning, industry inspired, mapped back to the programs that people know us for," said Schindler.

NTC has become a trendsetter in AI integration.

"It was exciting to see, after the presentation the amount of people that came up to us and thanked us, and sharing their appreciation for what we are creating... Essentially getting the ball rolling for them to start thinking about what it looks like at their college... There's a lot of opportunities because I think there's an excitement of what we are doing and what we are sharing," said Smith.

NTC has been integrating AI into the learning process for a couple of years, but this is just the beginning of more to come.

Wausau Pilot & Review

Where LOCALS Look First For News

SCHOOLS

NTC presents on AI integration at national conference

November 12, 2025



Reggie Smith, AI project manager at Northcentral Technical College, and Brooke Schindler, dean of general studies at NTC, co-lead the session, "AIM Higher with AI POWER: Frameworks for Intentional AI Integration in Teaching and Learning" at the EDUCAUSE Conference in Nashville, Tenn. Photo courtesy NTC.

Northcentral Technical College recently presented on AI integration in teaching and learning at EDUCAUSE, a national conference in Nashville, Tenn. The annual conference is developed for higher education IT leaders, academic innovators and faculty advancing digital transformation in teaching and learning.

Reggie Smith, AI project manager at NTC, and Brooke Schindler, dean of general studies at NTC co-led the session, AIM Higher with AI POWER: Frameworks for Intentional AI Integration in Teaching and Learning. The session showcased NTC's structured approach to integrating artificial intelligence into teaching and learning through two custom-designed frameworks: AIM and AI POWER. These frameworks empower faculty to embed AI intentionally and ethically into curriculum and instruction, aligning with both workforce relevance and student learning outcomes. Through real examples and faculty pilot results, Smith and Schindler demonstrated how NTC is preparing both instructors and learners to confidently navigate an AI-enhanced academic and professional landscape.

“AI represents one of the most transformative shifts in education since the rise of the internet,” Smith said in a news release. “Our goal is to ensure AI integration enhances, not replaces, human connection in teaching and learning. Frameworks like AIM and AI POWER guide educators to make purposeful, ethical and effective choices that elevate both instruction and student engagement.”

NTC’s efforts ensure faculty and students are equipped to engage with AI as both learners and creators, strengthening alignment between classroom learning and industry innovation. “Sharing our work at EDUCAUSE underscores NTC’s leadership in building practical, responsible AI strategies,” Schindler said in the release. “We’re helping educators move beyond experimentation to intentional implementation, grounded in what truly improves student learning.”

To learn more about NTC’s commitment to AI integration in education, visit www.ntc.edu/academics-training/artificial-intelligence.



National Sawmill Training Center Opens at Northcentral Technical College

[Miller Wood Trade Publications](#) » [Softwood Forest Products Buyer](#) » [Feature Stories](#)

🕒 Feature Stories, Softwood Forest Products Buyer 📅 November 2025

National Sawmill Training Center Opens at Northcentral Technical College

“The collaboration to design the mill was really a partnership between us all, Kretz Lumber, Cleereman Industries and Northcentral Technical College, because it is a different mill. It is a teaching facility, not a production facility.” – Logan Wells, faculty member and program director, Northcentral Technical College, ntc.edu



Pictured are Mitch White (left) Northcentral Technical College (NTC) saw filing instructor and Logan Wells (right), program director and NTC woods faculty member preparing saws for the new Mill Technology Certificate program.

The Northcentral Technical College (NTC) campus in Antigo, WI, recently completed construction of a brand-new, state-of-the-art, national Sawmill Training Center, in conjunction with Cleereman Industries of Newald, WI, and Kretz Lumber of Antigo, WI, at the college's Wood Technology Center of Excellence. The mill will serve as the focal point for NTC's new Mill Technology Certificate program.

NTC faculty member and Program Director Logan Wells explains, "The idea is we are going to cover lumber manufacturing utilizing all this high-tech equipment, utilizing it well, safely and properly. We look at key metrics from an efficiency standpoint of lumber recovery, value recovery, as well as kiln drying. Think of it as a really condensed four-week program on the lumber industry."

The inaugural class for the Mill Technology Certificate Program began on March 17 for twelve students and concluded on April 17. The program included classes on Sawmill Safety and Maintenance, Lumber Manufacturing: Sawing, Edging and Trimming; Mill Operations Overview; Introduction to Hardwood Grading; and Introduction to Kiln Drying. Tuition, materials, hotel cost and meal stipends were all covered through a Workforce Innovation Grant.



Throughout their time in the Mill Technology Certificate program, students will learn how to use an optimized two saw edger and practice edging lumber to acceptable wane limitations.

President of Kretz Lumber, Troy Brown, who also serves as Vice-Chair of the Board of Trustees at NTC, spoke about the need for such a program, "I saw the writing on the wall that the lumber industry was going to need trained employees instead of bringing people in as laborers. We're going to have to find machine operators."

Paul Cleereman, vice president of Cleereman Industries added, "It has gotten so technical that you can put all the equipment out there with all the optimization and automation but if you don't have anybody that knows how to run it, what good is it?"

Jeff Krueger, production manager of Cleereman Industries agreed. "In this day and age, you shouldn't be taking people off the street. You should be taking college educated people that can get your sawmill running. Sawmills are spending millions of dollars on sawmill technology, but spending money on human resource development is also an important part of the equation."



The Mill Technology Certificate program is taught on a sawmill provided and installed by Cleereman Industries and Cleereman Controls. Pictured here is Cleereman 54-inch double cut bandmill and linear tilt carriage.

The entire sawmill, including controls and platforms was designed, manufactured and installed by Cleereman Industries and Cleereman Controls. Equipment includes a 54-inch double cut band headrig; linear positioning tilt 17-degree slant, two head block carriage with 3-D scanning; 54-inch horizontal resaw and preturning workstation; 2-saw optimized edger; and a 2-saw double end trimmer.

There are many unique features of the mill designed to enhance the learning experience. Larger operator's cabs with oversized windows allow room for more students to fit in. Bigger platforms let more people effectively see and learn at each station. A grading station with controls was installed at the end of the horizontal resaw to teach grading at that point of the process. Extra railings were installed to maximize student safety.



Students are applying the NHLA lumber grading rules and identifying boards that can be upgraded to the boards they have sawn edged and trimmed.

“The collaboration to design the mill was really a partnership between us all because it is a different mill,” explained Wells. “It is a teaching facility, not a production facility.” That collaboration continues beyond construction of the sawmill. For example, Kretz Lumber will supply all the logs to be sawn.

“Logan has built a fantastic curriculum for the Mill Technology Certificate Program,” said Brown. “Kretz Lumber is among many there for whatever he needs, whether it be advice, technical information that needs to be taught, what to add or subtract, etc. We’ve got a great advisory committee for this entire program.”

Companies on that advisory committee include Kolbe & Kolbe Millwork Co., Pukall Lumber Co., Menzner Hardwoods, LP Witmer Furniture and Robbins Sports Surfaces.



"We are going to cover lumber manufacturing utilizing all this high-tech equipment, utilizing it well, safely and properly," said Logan Wells.

When designing the sawmill, and considering all its unique attributes, it was decided that a different approach was required to build the facility.

"We had a lot of discussions," said Cleereman. "It started with a concept; we took their ideas and went to engineering and put everything into a 3-D model. We brought the drawings down to them, marked them up, and went back and forth I don't know how many times."

"All the equipment was installed in thirteen days," added Krueger. "That's all because of engineering. We wanted to see if we could make a modular mill that would go together quickly. If we just sold the primary machine centers and then hired a crew to build all the substructures and catwalks, it would take probably nine months to a year."



The Mill Technology Certificate program includes classes on Introduction to Kiln Drying, as well as Sawmill Safety and Maintenance and Introduction to Hardwood Grading, among other classes.

“Cleereman Industries wanted to be a part of this,” said Wells. “Their enthusiasm behind the project and its mission has shown through in every step, from designing the equipment, and designing how everything can fit within our budget. Thirteen days is amazing! I can’t say enough how much I appreciate the opportunity to work with Cleereman on this project.”

The idea for the Sawmill Training Center started in early 2022 when NTC began the application process for the Workforce Innovation Grant. “There are so many wood processing facilities in this area,” stated Brown. “But we didn’t have any place for training other than in-house. NTC listened to the needs of the employers and that’s how we ended up getting the original Wood Technology Center of Excellence in 2011.”

Wells added, “The grant application encompassed several different focus areas including forest operations to train people in the woods to run logging equipment; K-12 outreach to help get high school students interested in this field; and mill operations to teach the latest and greatest equipment to the next generation of the workforce.”



Pictured is a sawyer's cab for the linear positioning carriage at NTC. The cab is equipped with Cleereman Controls that include optimization and sawmill dispatch. The cab was designed to allow multiple NTC students in it at a time during production for teaching purposes.

In June of 2022, NTC received news that their grant application was successful and that the entire project would be funded from grants awarded by the Wisconsin Economic Development Corporation and the Federal Economic Development Administration.

NTC's Wood Technology Center of Excellence offers numerous courses of varying lengths for many different aspects of the wood industry. The Band Saw Filer Certificate Program is one of their most sought-after continuing education programs. Krueger looked in on a recent class while working on the sawmill installation and had this to say: "It's people from all over the country. I was so intrigued to see a guy from North Carolina, another from Indiana and Ontario and southern Michigan."

Other courses include Moulder Set Up and Knife Grinding; Portable Sawmill Clinic; Circular Saw Filing; Kiln Drying Short Course; and Log Grading and Scaling. NTC also partners with the Lake States Lumber Association to offer a Lumber Grading Short Course and a Sawing, Edging and Trimming course. Students can also enroll in a four semester Wood Science associate degree. Scholarships are also available.



Students will practice secondary breakdown techniques and routing using a 54-inch horizontal resaw and preturning workstation.

“I really think this whole thing is magical,” said Brown in summation. “Anything that has really come together in my experience has just been the right people together at the right times. We’ve got the Cleereman team that has been fantastic, and Logan Wells and his knowledge and vision for the forest products industry, and NTC that is listening to the industry. The whole thing came together with all the right players at the right time.”

To learn more about NTC and its programs and dates for future classes, visit ntc.edu.
ntc.edu

The Daily Cardinal

Est. 1892

STATE NEWS

AI's expansion into Wisconsin dairy, automated milking

Top Wisconsin industries like dairy farming and manufacturing now use AI to enhance proficiency and productivity.

By **Shane Colpoys**

November 7, 2025 | 4:00am CST

Located off County Line K in Wausau, Wisconsin, cattle graze while drones fly overhead from one end of the 120-acre farm to the other. Here, dairy farmers are using robots, data sensors and drones to produce milk — all with the help of artificial intelligence.

Farmers and students at [Northcentral Technical College's](#) Agriculture Center of Excellence collect and analyze data using machines and algorithms, allowing them to make informed production decisions.

The farm serves as the state's only working and learning center, testing AI-driven technologies in one of Wisconsin's top industries: dairy.

"They are using the most advanced AI available to drive the functions of their agricultural center," Wisconsin Department of Workforce Development Secretary Amy Pechacek told The Daily Cardinal.

While AI is transforming Wisconsin's key industries, state leaders say new technologies are enhancing efficiency, productivity and sustainability in a workforce that continuously faces labor shortages.

Over the past decade, Wisconsin's dairy industry in Wisconsin experienced a multitude of challenges, from labor shortages and loss of land because of urban sprawl to producing milk for a larger population.

Greg Cisewski, the Dean of Agriculture, Utilities and Transportation at [Northcentral Technical College](#), said the Agriculture Center of Excellence is a testing ground for new technology to find ways to "grow more on less land" and do so efficiently.

The farm welcomes locals in the industry, allowing them to see how they're utilizing AI tools while also helping farmers across the state adopt AI initiatives.

Today, the farm has about 55 dairy cattle that are all milked robotically. These robots aren't just milking cows, but they're using algorithms to collect and analyze information about the cow's health and when the cow is ready to be milked.

"We feed them robotically, and we even clean up after them robotically," Cisewski said. "From how much they chew their cud and how much they're giving per quarter to how much the cows weigh, a. All of that information comes directly to our farm staff through computers that are hooked up to all these robots."

Cisewski said the farm is also using sensors and drones to increase productivity and solve the dairy industry's labor shortage.

Through initiatives and funding, the state is helping technical colleges prepare students with the skills, curriculum and hands-on opportunities needed to succeed in the rapidly evolving workforce.

"Businesses across the state have not been able to hire enough workers," Pechacek said. "To keep this economic, record-breaking streak going, we want to encourage businesses and assist them to adapt to technology, adopt it and The

Gov. Tony Evers started a [task force](#) in 2023 to help Wisconsin navigate AI. As the first state to issue a task force completely focused on AI and workforce, Pechacek said it provided critical information needed to navigate changes to Wisconsin's "record-breaking workforce and economic performance."

Government officials, education and business leaders and community members researched the impact of AI and provided policy recommendations to key industries in the state, including agriculture and manufacturing.

Here's how Wisconsin's key industries are adapting and taking advantage of opportunities within AI innovation.

Manufacturing

Even more aggressive than agriculture is the integration of AI into manufacturing, said Layla Merrifield, President of the Wisconsin Technical College System.

The manufacturing industry in Wisconsin employs nearly half a million people and contributes \$73 billion to the state's GDP, making it the [largest](#) sector in Wisconsin.

Merrifield said there's a "tremendous amount of potential" with AI to maximize collecting and analyzing data in order to know exact production costs and maintenance needs.

"The goal is to never have a machine that's down because that's lost productivity," Merrifield said. "We use AI to track lots of data from lots of sensors and figure out exactly how those machines work to keep them up and running."

Government funding and support has helped Wisconsin's technical college system train faculty and integrate AI into their curriculum so students are equipped with highly specialized skillsets needed to work in industries that are continuously evolving.

While the state is working with educators, Pechacek said she's also committed to ensuring small businesses have the tools they need to fully integrate AI and remain competitive globally, because they make up about 50% of the state's manufacturing industry.

Pechacek said the "economic sands" in the state have shifted, making it more difficult to address workforce challenges with AI than it was a couple years ago. She said the government shutdown and federal policies, including tariffs and immigration, have hurt Wisconsin's major industries.

"We've got a world class workforce, we are nimble and we are still outpacing the nation," Pechacek said. "I'm confident in our ability to overcome and continue to move forward. But it's definitely a little different in today's world than it was in 2023."

Unemployment

According to a report released by the University of Wisconsin-Extension in June, the state is experiencing a structural [labor shortage](#), meaning there are not enough qualified workers to fill available jobs.

In 2023, Wisconsin had about 2.5 jobs for every one job seeker, Pechacek said. Today the gap is narrowing, where the ratio of unemployed persons per job opening in Wisconsin was 0.7 in [May](#). This is a national trend, and Wisconsin is one of 28 states that had ratios lower than the national measure of 0.9 unemployed persons per job opening.

“AI is allowing our farmers, producers and their staff to do more with the time they have,” Cisewski said. “Our robots allow our staff to go out and pick the things they want to do that day, knowing that technology has the rest of these things covered.”

Farmers use collars with tracking devices to track how much a cow walks around or does any activities. For female cows, Cisewski said they put a tracking device called a bolus in her stomach to read body temperature and measure minute changes that tell them when she needs to be bred and when she’s going to give birth.

“It’s really helpful data,” Cisewski said. “We can see a small change and we know she’s going to have her calf in six hours.”

Cisewski said the farm flies drones to map their fields, providing exact information for farmers on what parts need to be sprayed with fertilizer.

“What we’re trying to do is reduce the input, both for environmental and profitable sustainability for our farmers,” Cisewski said. “Drones go around and read where weeds are and only turn the sprayer on when it finds a weed, until then it keeps it off.”

National Paramedic of the Year is northern Wisconsin flight paramedic with MS

Alexandria Bournonville Nov 5, 2025



Jason Wyland with Aspirus MedEvac, who was honored as 2025 National Paramedic of the Year in the United States and honored at the EMS World Expo in October. (Photo courtesy of Aspirus Health)

MERILL, Wis. (WBUP/WJMN) — A northern Wisconsin flight nurse was recently honored as the 2025 National Paramedic of the Year for his work with Aspirus MedEvac.

The honored professional is Jason Wyland, a flight paramedic and flight nurse with Aspirus Health serving the northern Wisconsin, Upper Peninsula and northern Michigan area. His national achievement was formally recognized at NAEMT's general membership meeting and during the opening ceremony of EMS World Expo in October.

"This recognition is incredibly humbling," Wyland said. "I'm proud to serve alongside the Air-1 crew—this isn't just a job, it's a family. Every day we have the opportunity to make someone's very worst moment a little better. That's why we do what we do."

The announcement from Aspirus Health details his 28-year-long EMS career, which began in 1997 studying at [Northcentral Technical College](#) in Wausau.

Before joining Aspirus MedEvac in 2009, worked full-time with the Merrill Fire Department, even leading an initiative to raise \$110,000 and elevate the department's emergency medical service to the paramedic level.

Throughout his time at Aspirus MedEvac, he continued his education and became a flight certified paramedic, which is the role he serves in today on the Aspirus MedEvac Air-1 team based at Howard Young Medical Center in Woodruff. Wyland is described by Aspirus as a "humble leader" and a "dedicated patient advocate" who continued to remain active in patient care even after his 2015 Multiple Sclerosis diagnosis.

"Jason is a remarkable provider and team member," said Charlie Kotke, Manager, Aspirus MedEvac. "His expertise, resilience, and compassion have made a profound difference in the lives of countless patients. We are thrilled to see him recognized on a national stage for the excellence we are fortunate to witness every day."

Wausau Pilot & Review

Where LOCALS Look First For News

COMMUNITY

NTC to host free estate planning workshop

November 5, 2025



WAUSAU – Northcentral Technical College will partner with Judicare Legal Aid to host a free estate planning workshop from 1 p.m. to 5 p.m. Nov. 19 at NTC's Wausau campus, room E101, 1000 W. Campus Drive.

The event is free and open to the public.

Volunteer attorneys and legal studies/paralegal students at NTC will assist attendees with drafting their estate basic planning documents including:

- Wills
- Powers of attorney for property
- Powers of attorney for healthcare
- Declarations to healthcare provider (living will)
- Authorization for final remains

Anyone who is interested in attending the workshop will need to complete a questionnaire that will be used to finalize and execute estate planning documents. To request a questionnaire, email ntcestateplanningclinic@gmail.com or call 715-300-7937 and leave a message with name, phone number and email address.

For details about the event or to view a video presentation about the workshop, visit

www.ntc.edu/calendar/2025/11/19/free-estate-planning-workshop.



New NTC Facility Trains Responses in Emergency Situations in Public Spaces

Published on 11/04/2025 under News

A new training facility on the NTC campus in Merrill will address emergency situations in public spaces.

This past month, Northcentral Technical College unveiled their Community Safety Simulation Center, located at NTC's Public Safety Center of Excellence in Merrill. The facility is designed to prepare individuals to address emerging security threats through immersive scenarios and classroom instruction, with an initial focus on schools, places of worship and healthcare environments.

According to NTC, the 3,500 square foot facility features a high tech classroom with 360-degree smart screens designed to immerse participants in custom training scenarios. And through AV capabilities, the participants can review their actions and discussion alternative approaches, allowing for critical reflection and skill refinement.

They said this realistic, hands-on experience ensures individuals and teams develop the critical thinking, communication and problem-solving skills necessary to navigate high-stress situations effectively.

The project was made possible through generous donations from the Bierman Family Foundation and Church Mutual CM Cares.

Wausau Pilot & Review

SCHOOLS

Aspen Institute names NTC as a Top 200 U.S. Community College

October 29, 2025



WASHINGTON, D.C. – The Aspen Institute named this week **Northcentral Technical College** as one of the 200 institutions eligible to compete for a \$1 million Aspen Prize for Community College Excellence.



The 200 colleges were selected based on their student outcomes data, including retention, completion, transfer and bachelor's attainment rates. Started in 2010, this is the ninth cycle of the Aspen Prize. The 2025 winner was Southwest Wisconsin Technical College in Wisconsin in Fennimore.

"This prestigious recognition exemplifies student success at **NTC**," said Jeannie Worden, president of **NTC**, in a news release. "Our proven performance shows

that **NTC** has developed scalable practices that give students the opportunity to succeed."

Together, these 200 colleges represent the breadth and diversity of the community college sector. They are located in urban, rural and suburban areas across the country and serve anywhere from a few hundred students to tens of thousands. Some of these colleges focus primarily on workforce programs, while others focus on transfer and bachelor's attainment or a combination of the two.

"The Aspen Prize rewards colleges that achieve the kind of outcomes that actually matter to students—completing college degree programs that, in turn, lead to lifelong success," said Josh Wyner, executive director of the Aspen Institute College Excellence Program, in the release. "Aspen Prize winners offer a powerful message: Community colleges can deliver the kind of life-changing education that makes the American Dream real."

The Aspen Prize winner will be announced in spring 2027 at an event that celebrates the 10 finalists in Washington, D.C.

To read more about the selection process, visit as.pn/prize.

Internship to become full time firefighter/paramedic

TOM LAVENTURE tlaventure@pricecountyreview.com 5 hrs ago



Logan Lontcoski, a Junior firefighter with the Phillips Fire Department, who is now two years later an 18-year-old full time firefighter with a two year internship at South Area Fire and Emergency Response (SAFER) in Weston to further his firefighter education and experience on actual call along with training to become an emergency medical technician, and then a paramedic.

A Phillips fireman has made very big steps to reach his goal of becoming a full time firefighter.

Logan Lontcoski, 18, started out with the Phillips Fire Department at age 16 as part of the Junior Firefighter Program and after completing his Firefighter I certification became a department firefighter. Now he has accepted a two year firefighter internship at South Area Fire and Emergency Response (SAFER) in Weston to further his firefighter education and experience on actual call along with training to become an emergency medical technician, and then a paramedic.

The interns live rent-free at the fire station, allowing them to focus on training and career advancement without additional burdens and distractions. Participants work toward Firefighter I and Firefighter II certification, earn their pumper driver and operator certification, EMT Basic, and half the tuition is covered toward full Paramedic certification.

"Logan does shift calls just like everybody else," said Phillips Fire Chief David Lontcosiki, who is Logan's father. "He just completed his EMT training and now he's going on to become a paramedic."

When Logan graduates he will have options to become hired as a full time firefighter-paramedic at the department, he said.

Logan was first to participate in the junior firefighter program when he joined the department in early 2024 and completed his Firefighter 1 certification by the end of the year at age 17. The certification required successful completion of the state fire science program through the School of Public Safety at Northcentral Technical College. The certification also requires an additional hazardous materials operation course with an 18 hour classroom and five hours training through the National Fire Protection Association.

While in the Junior Firefighter program, Lontcoski attended department training and meetings and worked all aspects of the department other than actual firefighting on the scene of a call. As a Firefighter 1, he was a full fledged firefighter with the department until his internship in Weston.

The state certification was Lontcoski's first step toward reaching his ultimate goal of working as a full time firefighter for a department in a larger city. He wants to work with structural firefighting.

"(The state certification) means you're more qualified and then it's kind of a requirement for doing full-time departments," he said.

EDUCATION

Following Trump guidance, words like 'equity' and 'access' have quietly been cut at Wisconsin tech colleges



Cleo Krejci

Milwaukee Journal Sentinel

Oct. 29, 2025, 6:05 a.m. CT



Community members show up in protest of multicultural jobs being eliminated during a board meeting at the Milwaukee Area Technical College downtown campus in Milwaukee on the evening of Aug. 26, 2025. *Hannah Schroeder / Milwaukee Journal Sentinel*

Words like equity, culture and access have been removed from job titles and other initiatives across Wisconsin's technical colleges in response to directives from the administration of President Donald Trump.

Eight of 16 schools within the Wisconsin Technical College System have either renamed or eliminated a job position, department or initiative in response to federal guidance prohibiting diversity, equity and inclusion-related goals, according to a review by the Milwaukee Journal Sentinel.

Dissolved or renamed entirely are the Diversity Relations department at Moraine Park Technical College, the DEI office at Gateway Technical College and the Office of Institutional Belonging, Access and Cultural Engagement at Waukesha County Technical College, among others.

Six more colleges said they haven't made changes. The remaining two acknowledged changes to DEI-related positions and initiatives, but said they did not come in direct response to federal guidance and instead reflected internal decisions.

Some colleges told the Journal Sentinel their changes were made to comply with federal guidance, without having received direct threats to their schools.

Multiple colleges cited the "Dear Colleague" letter released by Trump administration officials in February, which threatened to pull funding from colleges that do not eliminate all considerations of race from policies and programs.

That U.S. Department of Education letter argued schools across the U.S. have "toxically indoctrinated students with the false premise that the United States is built upon 'systemic and structural racism,'" and created DEI programs in response.

Study up with a weekly roundup of education headlines.

Delivery: Thu

Your Email

It's among many examples of ways in which the federal government has threatened to eliminate funding for U.S. colleges and universities unless they undo DEI-related jobs and programs.

The guidance is subject to [litigation in multiple states](#), and in August was ruled legally unenforceable by a judge in Maryland.

But it's still having chilling effects nationwide.



Here's a breakdown of changes at Wisconsin technical colleges.

Northeast Wisconsin Technical College

Northeast changed the title of its learning experience - DEI consultant position to the learning experience consultant, Title III, to comply with revised federal grant guidelines.

Northwood Technical College

Northwood eliminated a DEI-related initiative in its strategic plan, and also eliminated its DEI coordinator position.

The employee was reassigned to a new role as the workforce success manager.

Mid-State Technical College

In spring 2025, Mid-State renamed its equity retention specialist position to retention specialist. Then it eliminated the position all together in July.

The college also ended its Equity and Inclusion Task Force in spring 2025.

Mid-State said there was no specific federal guidance driving those changes, and they were made to align with the college's new strategic plan.

Western Technical College

Western said it has made no changes to positions, departments or initiatives.

Milwaukee Area Technical College

MATC renamed its Office of Multicultural Services to the Office of Community Impact. It also eliminated four student-facing jobs that had focused on serving African American, Hispanic, American Indian and Asian American students.

Those four employees were terminated, and told they could reapply for two newly created jobs in the community impact office.

MATC also changed the vice president of diversity, equity and inclusion job title to the vice president of student engagement and community impact. The manager of multicultural services job title became the manager of community impact.

Fox Valley Technical College

Fox Valley Technical College said it has not made any changes to departments, initiatives or positions in direct response to federal announcements.

Chippewa Valley Technical College

Chippewa Valley Technical College said it has not changed any job titles, positions or departments as a direct result of federal announcements or guidance.

Moraine Park Technical College

In July, Moraine Park renamed its Diversity Relations department the Student Support department. The former director for diversity, counseling and student support job title was changed to the director for student support.

"Nothing within the department's goals, programs or initiatives has changed," the college said in response to questions from the Journal Sentinel.

Madison Area Technical College

Madison College said it has not eliminated or renamed any positions in direct response to federal guidance.

Lakeshore College

In spring 2025, Lakeshore changed the manager of access, equity and inclusion job title to be the accommodations manager & academic counselor.

Blackhawk Technical College

The college changed details on its website, such as descriptions of its committee focused on inclusion, diversity, equity and accessibility and its Minority Excellence Organization.

A college goal to "Improve Inclusion, Diversity, Equity, and Accessibility" was also changed to read: "Strengthen College Culture."

"All changes were to ensure that all descriptions were inclusive of all people, not exclusive to a portion of our community," a college statement said.

Northcentral Technical College

Northcentral Technical College said it has not made any changes in response to the federal guidance.

Gateway Technical College

Gateway dissolved its Office of Diversity, Equity and Inclusion and eliminated the vice president role overseeing the office. The person who held that job is still employed by the college as vice president of student services.

The Men of Color program director left Gateway voluntarily in May 2025, and the college did not refill the role or continue the program. In a statement, the college said the services of that program "continued on with (a focus) on completion for all students, including men from all identity backgrounds."

Southwest Wisconsin Technical College

Southwest renamed its director of special populations job title to director of adult education/student success.

The switch was made in December 2024 due to an internal change, not because of the change in presidential administrations, according to the college.

Waukesha County Technical College

Waukesha County dissolved its former Office of Institutional Belonging, Access and Cultural Engagement.

"Related programming has shifted to the Student Life office where it serves all students," the college said in a statement.

In April, the college also renamed four positions:

- The chief officer for culture and compliance became the manager of employee compliance.
- The director of cultural engagement and compliance became the assistant director of student life.
- The manager for global education and cultural engagement became the coordinator for global education and student engagement.
- The executive assistant for the Office of Institutional Belonging, Access and Cultural Engagement and External Relations Marketing became the executive assistant of external relations for Marketing, Finance and Administration.

Nicolet College

Nicolet has not eliminated or renamed any positions or departments in direct response to federal announcements or guidance, according to a statement from the college.

College system has provided no direct guidance on DEI changes

Tech colleges are making DEI-related changes internally, rather than through their public boards of directors.

The Wisconsin Technical College System itself has not provided any direction to its colleges regarding compliance with federal DEI goals, according to Director of Strategic Advancement Katy Pettersen.

Excluding financial aid, Pettersen said about 5% of the technical college system's funding is from federal sources. As of Oct. 10, the system had received nearly \$36 million in federal funds in the 2025 fiscal year.

In a statement, Pettersen said federal guidance is evolving rapidly, and it's accompanied by legal challenges that create uncertainty for the state's technical colleges.

Every new or revised regulation is taken seriously, Pettersen said, and "is carefully weighed against state policies and local traditions to ensure thoughtful implementation."

"Each college has its own approach to adapting to change, and while those processes may differ, our commitment to all students remains steadfast. Our institutions are known for their agility in responding to industry demands, and we remain focused on our mission of open access technical education that serves students and employers throughout Wisconsin," Pettersen said.

Cleo Krejci covers education and workforce development as a Report For America corps member based at the Milwaukee Journal Sentinel. Contact her at CKrejci@gannett.com or follow her on Twitter @ [CleoKrejci](https://twitter.com/CleoKrejci). For more information about Report for America, visit jsonline.com/rfa.

NTC programs see enrollment spike as students pursue trade careers

College offers alternative to traditional four-year degree path



The school is seeing a spike in enrollment as AI takes more jobs from workers.

By [Brayden Dobbe](#)

Published: Oct. 28, 2025 at 9:36 PM CDT | Updated: 12 hours ago

WAUSAU, Wis. (WSAW) - As artificial intelligence continues to impact the job market, more high school students are pursuing trade careers through apprenticeship programs that are seeing increased enrollment.

Northcentral Technical College's apprenticeship program allows students to spend part of their day learning trade skills on campus and the other half working at a job site, applying their skills in real work settings.

"For the apprentice, they get a work-based paid opportunity. They get either low or no tuition, so they get their opportunity paid for," NTC Dean of Workplace Training Brad Gast said, "They stay in the central Wisconsin area, which is great for our businesses, great for our community as well."

The apprenticeship program partners with over 30 businesses to give students opportunities to explore 15 different career paths through hands-on experience. The school continuously expands and updates programs to match workforce needs.

"As needs evolve, as AI and technology evolve, we get that information, we embed that in our curriculum and make sure that we not only have that curriculum updated, we update our labs," Gast said.

Students who complete NTC's apprenticeship program stay with their employers for five or more years 80% of the time.

The college also offers a youth apprenticeship program for high school students that covers over 26 schools in the consortium.

“Our area and our consortium covers over 26 high schools, so we have a really large consortium to make up that 500 students,” said Lauren Foley, NTC’s Manager of Student Recruitment.

High school students can earn college credit at NTC through the Youth Apprenticeship Program.

You can find more information here: www.ntc.edu/academics-training/youth-apprenticeships.

Antigo Chess Tournament: Students compete and give back

DAILY JOURNAL STAFF Oct 17, 2025



The Antigo Chess Club in partnership with the Wisconsin Scholastic Chess Federation hosted the annual Antigo Chess Tournament at Northcentral Technical College Saturday.

Courtesy Antigo Chess Tournament

ANTIGO — The Antigo Chess Club partnered with the Wisconsin Scholastic Chess Federation to host the annual Antigo Chess Tournament at Northcentral Technical College Saturday.

The Antigo Chess Club in partnership with the Wisconsin Scholastic Chess Federation hosted the annual Antigo Chess Tournament at Northcentral Technical College Saturday.

Courtesy Antigo Chess Club

The tournament brought in student players from grades three through twelve from Antigo, Plover, Edgar, Mosinee and Oconto Falls. Two divisions were played: K9U800 and open. In addition to individual competition, team trophies were awarded to Edgar and Mosinee.

K9U800 division, top trophy winners were:

- First place: Alexandra Wanta, Plover
- Second place: Godric Grim, Edgar
- Third place: Kannon Hrdina, Edgar

Open division winners were:

- First place: Tate Gabriel, Antigo
- Second place: Wade Koehl, Edgar
- Third place: Micah Schulz, Edgar

The theme of this year's tournament was "Checkmate to End Homelessness," with all families and players encouraged to bring donations for William's House of Hope.

"Witnessing the enthusiasm of the youth at Saturday's chess tournament was truly inspiring," said William's House of Hope President Nicole Barron. "Their energy, combined with their commitment to giving back, fills us with hope.

"We are profoundly grateful to the Gabriel family for their incredible effort in facilitating and organizing the entire event. The William's House of Hope is eager to continue supporting our youth and looks forward to many more partnerships and positive events in the future."

Colin Hansen of Edgar, who handled announcements and coordination between rounds said it was, "an awesome fall day in central Wisconsin."

"It was great to see so many talented young kids from different schools come together for one cause, 'checkmate to end homelessness. Even though this was an individual and team competition, everyone showed great class and sportsmanship with each other.

"The kids and parents should be very proud of what they accomplished here today. I can't wait for next year!"

The Antigo Chess Club would like to thank NTC-Antigo for the use of their building; Langlade County 4-H; Antigo Chess Club; William's House of Hope; Gunkel's Bakery; and Bobby White.



and in



NTC-Antigo campus has a new hands-on sawmilling class

By Ryan Marinaro Oct 16, 2025



ANTIGO, Wis. (WJFW) — Northcentral Technical College's Antigo campus has a new hands-on sawmilling class.

The large sawmill is a part of an expansion for the Wood Science program at Northcentral Technical college with the help of a \$5 million federal grant.

The instructor of the program, Logan Wells said "It's a certificate that is four or five weeks where we focus on all of the skills needed to get a career in the lumber industry."

The program has 10 students, including Zachary Hackbrath, who, like Wells, has had an interest in lumber since high school.

"It's kind of amazing," Hackbrath said. "It's such a unique program, because this is the only one in the nation that's used for teaching."

Wells added: "What's really powerful about this sawmill is, for students to be able to learn in a safe environment that focuses on good habits and proper technique, without the pressure of production."

NTC's Antigo campus is hosting a pancake breakfast at 9 a.m.-noon Saturday to help spread the word about the program.

"This is an industry that keeps our rural areas and rural economies afloat," Wells said. "We're really fortunate to have this kind of training tool to help our industry."

Long wait for a dental appointment? Wisconsin tech colleges are working to fix that

A \$20 million boost from the Legislature is expanding oral health training programs, aiming to ease a dental worker shortage.



by Miranda Dunlap / Wisconsin Watch

October 15, 2025

 Why you can trust Wisconsin Watch



Student Autumn

L. receives instruction from dental hygiene instructor Heather Erdmann in the dental lab at Fox Valley Technical College on Oct. 1, 2025. (Kara Counard for Wisconsin Watch)

It took Allison Beining and Kaitlyn Weyenberg almost three years to get accepted into Fox Valley Technical College's dental hygiene program. While they inched up the waiting list for one of the coveted 15 spots, they completed dental assisting training, which taught them to operate radiographic equipment and sterilize medical instruments, [among other skills](#).

Now, as the two students prepare to graduate and begin working as hygienists, the Appleton-based college is debuting a \$2.1 million expansion to oral health training — so future students won't have to wait as long to enroll. Across the state, 13 more campuses are unveiling similar projects.

Following a \$20 million investment from the Legislature, Wisconsin's technical colleges are trying to solve the state's dental worker shortage by revamping their oral health programs, constructing upgraded labs and enrolling hundreds more students.

"We know that this is a need, and this expansion allows us to serve more students in these programs than we had previously, which means more hygienists, more assistants into the community and into the workforce quicker," FVTC Chief Academic Officer Jennifer Lanter said.



Students work in the dental lab at Fox Valley Technical College, instructed by teachers Robin Eichhorst and Heather Erdmann. A \$2.1 million grant allowed college officials to expand and upgrade its training space for oral health care. (Kara Counard for Wisconsin Watch)

Wisconsin's dearth of dental workers [has been well documented in recent years](#). Forty-two of Wisconsin's 72 counties are impacted by the scarcity, [according to the Rural Health Information Hub](#). Dentists are poorly distributed across the state, with an uneven share practicing in metropolitan areas and too few in rural regions. Too few dental hygienists and assistants — largely trained by technical schools — have entered the field to replace those who have retired in recent years.

Officials at nearly every Wisconsin technical college are looking to respond by expanding their training capacity. The technical college system trains about 2,200 students in oral health professions each year, and the new state funding will allow colleges to increase enrollment by about 10%, System President Layla Merrifield said.

An influx of students graduating and entering the workforce should make booking oral health care appointments easier, industry officials say.

"Not only was it a workforce issue for our dentist offices, but it was starting to impact patient care — access to care — where patients weren't able to get their cleanings and their routine work done," said Wisconsin Dental Association Executive Director Mark Paget. "It became a health issue for us, and thankfully, the Legislature understood the problem."

‘It always boils down to money’

Industry leaders began staring down the barrel of a dental worker shortage roughly seven years ago. Then, an influx of hygienists retired during the COVID-19 pandemic, “throwing gasoline on the fire,” Paget said.

The dental association created a task force with the state’s [technical college system](#), the [Office of Rural Health](#) and the [Workforce Development Association](#) to discuss solutions.

It quickly identified a major snag keeping new workers from entering the profession: The state’s eight dental hygiene training programs were all at capacity, with students stuck on waiting lists to participate.

“We met with the technical colleges several times and said, ‘OK, what would it take to increase your class sizes?’ Because that’s obviously where the problem is. There’s just not enough capacity for the schools to teach the classes,” Paget said. “The technical college said the magic words. It’s always money, right? It always boils down to money.”

Merrifield said the steep cost of installing equipment, such as chairs and tools, was a major barrier to colleges educating more students.

In FVTC’s case, that meant some of the dental lab spaces were physically cramped, which allowed room for fewer learners and sometimes led to errors.

“The sterilization room ... it was so small,” Beining, the student, recalled. “Things would get lost, people would get frustrated.”



Student Nikky K. works on a mannequin head with an open mouth in the dental lab at Fox Valley Technical College on Oct. 1, 2025. (Kara Counard for Wisconsin Watch)



Dental program instructor Robin Eichhorst, right, assists a student at Fox Valley Technical College on Oct. 1, 2025. (Kara Counard for Wisconsin Watch)

In 2023, the dental association's advocacy team lobbied the Legislature for more money to increase training capacity. [Lawmakers allocated \\$20 million](#) in that year's budget to expand the oral health care workforce, such as increased class sizes, new programs and investments in equipment.

The funds flowed to the technical college system, which dispersed portions to schools as grants. Fourteen out of 16 colleges received a share, Merrifield said.

While roughly half of the colleges offer dental hygiene programs, some funding went to assistant training and creating Expanded Function Dental Auxiliary certificate programs, which [give advanced training to dental assistants](#). FVTC used grant funds to introduce an [EFDA certificate](#) this year.

Light at the end of the tunnel

Inside Lakeshore Technical College's dental lab, it might be easy to forget you're on a college campus and not inside a dentist's office. The space is outfitted with a reception desk and waiting room, 11 sleek dental chairs and a locker room for students to dress in their scrubs.

The college, based in Cleveland, Wisconsin, used its \$1.2 million in grant funds to renovate its dental lab, upgrade equipment and introduce a dental hygiene associate degree.

Previously, Lakeshore Tech offered only a semester-long dental assistant certificate. Now, the college will increase to training 15 assistant students each semester and enroll 10 more in the hygiene program.

I



nstructor Robin Eichhorst, left, shares a laugh with student Nikky K. in the dental lab at Fox Valley Technical College on Oct. 1, 2025. (Kara Counard for Wisconsin Watch)

“There’s definitely a need in this area,” said Christina McGinnis, Lakeshore’s dental program coordinator. “Often when you call the dentist, it takes a long time to get in. So having more chairs, more students can definitely help fill that void in the local community.”

Inside a newly constructed classroom, three stations are equipped with mannequin heads with wide-open mouths. The students will practice using their suction and cleaning instruments on the dummies before they work on real people. The simulators are just one of the technology upgrades the college was able to purchase with the grant funds, and they will help students become familiar with the tools they’ll use in the industry.

“(We’re) trying to stay on top of what’s out there, for what our students are going to be seeing when they go out to the community, working as assistants or hygienists,” McGinnis said. “They know what they’re going to be exposed to here, and then they’ll also see that in the dental world.”

Almost all Lakeshore Tech dental assisting students have a full-time job lined up when they graduate, McGinnis said, and it’s typical for students to enter the field earning \$20 per hour. The college is waiting for a [dental program accreditor](#) to approve the hygienist degree. Officials hope it will launch in the fall of 2026.



Kaitlyn Weyenberg, left, and Kylie Konrad are advanced students in the three-year dental program at Fox Valley Technical College. Here they work in the West Clinic on Oct. 1, 2025. The students work alongside instructors, serving both community members and fellow students. (Kara Counard for Wisconsin Watch)

Other Wisconsin technical colleges are starting programs tailored to needs in their service areas. For example, Madison Area Technical College recently renovated its lab and added an EFDA certificate program. [Northcentral Technical College](#) in Wausau, surrounded by rural counties with severe shortages, is introducing the state's first [dental therapist training](#).

"If you're growing up as a kid on Medicaid in the Northwoods, you almost never see a dentist. It's very, very difficult to even see a hygienist," Merrifield said. "So the idea with that particular program is to produce these professionals — not that they're gonna compete with dentists because they can't do everything that a dentist can do — but they can expand that access and make it a little bit easier."

In the meantime, the industry just has to get through the next year or two before the additional students start graduating from the programs and filling the many empty jobs, Paget said.

"The system works exactly how the system was supposed to work," he said. "The technical colleges, the Legislature, the governor, everybody came together to solve a problem."

Miranda Dunlap reports on pathways to success in northeast Wisconsin, working in partnership with [Open Campus](#).



University of Wisconsin
Stevens Point

UW-Stevens Point to collaborate with state partners for Wisconsin Forest Products Week

October 7, 2025



Wisconsin will celebrate Forest Products Week, a week of education and appreciation of the valuable resources that Wisconsin forests provide, Oct. 19-25.

Wisconsin will spotlight one of its largest manufacturing sectors across the state during Forest Products Week Oct. 19-25.

The Wisconsin Institute for Sustainable Technology (WIST), the Wisconsin Forestry Center (WFC) and LEAF-Wisconsin's K-12 Forestry Education Program, within the College of Natural Resources at the University of Wisconsin-Stevens Point, are partnering with industrial, governmental and community organizations to showcase the value of Wisconsin's forest products industry.

Wisconsin's forests cover nearly half our state and are a vital part of its collective history, culture and economy. Likewise, the forest products industry provides valuable jobs and contributes significantly to the economy. Forest Products Week offers an opportunity to learn about sustainable forest practices and to develop an appreciation for the valuable resources that Wisconsin forests provide.

The public and school groups are invited to explore forestry and forest products through tours, demonstrations and hands-on activities across the state.

Events include:

- **Monday, Oct. 20 – Why Forestry and Forest Products Matter** – Industry leaders discuss Wisconsin’s forest economy, job opportunities and the importance of sustainable forest management. Livestream available at wiseye.org.
- **Tuesday, Oct. 21 – Forest Management and Harvesting** – County Forest tours in Bayfield, Oneida, Marathon, Portage and Columbia counties give participants a firsthand look at forest management practices.
- **Wednesday, Oct. 22 – From Tree to Essential Paper Products** – Public visitors can tour packaging facilities, while school groups explore papermills to see how paper products are made and understand their role in the Wisconsin economy.
- **Thursday, Oct. 23 – Built from the Forest** – Tours of a lumber mill, architectural windows manufacturer, custom cabinetry facilities and other woodworking operations highlight construction materials and woodworking from Wisconsin forests.
- **Friday, Oct. 24 – School Groups Only** – UW–Stevens Point hosts hands-on demonstrations for school groups, including forestry, paper science and engineering activities. For schools unable to attend, forest product lessons are available online for classroom use.
- **Special Events – Woods, Wellness and Where We Play** – Throughout the week, visitors can enjoy a Northcentral Technical College sawmill pancake breakfast and a forest bathing (nature therapy) demonstration.

Partners include Menominee Tribal Enterprises, Wisconsin Paper Council, Great Lakes Timber Professionals Association, Wisconsin County Forests Association, H Window, Wisconsin Economic Development Corporation, Lake States Lumber Association Inc., Wisconsin Department of Natural Resources, Kemp Natural Resources Station, Krueger Lumber Co. Inc., University of Wisconsin–Madison Extension Forestry and Northcentral Technical College.

To learn more about Wisconsin Forest Products Week, its organizers and available activities, visit bit.ly/WisFPW2025.

National Forest Products Week, observed since 1960, highlights the economic and environmental importance of forests and forest-based products. In Wisconsin, forest products account for 11% of manufacturing jobs, contribute \$42 billion to the state economy and support 126,000 jobs.

Wausau Pilot & Review

Where LOCALS Look First For News

COMMUNITY

NTC to host College Goal Wisconsin FAFSA event

October 4, 2025



WAUSAU – Northcentral Technical College will host a free College Goal Wisconsin event in November for students and families who need assistance completing the Free Application for Federal Student Aid, the federally required form for those seeking financial aid, including grants and loans.

The event will be held at 6 p.m. Nov. 3 at the Wausau campus, 1000 W. Campus Drive, Wausau. Completing the FAFSA is the first and most important step in qualifying for

financial aid, and College Goal Wisconsin provides hands-on support to help families through the process.

The event will begin with a short presentation featuring tips for successfully completing the FAFSA. Afterward, attendees will have the opportunity to ask questions and receive one-on-one assistance from trained volunteers. Every student who attends a College Goal event and completes the online student survey afterward will be entered into a drawing to win one of 15 available \$1,000 scholarships.

Students and parents should bring the following items:

- 2024 Federal tax return and W2s
- 2024 Untaxed income records (e.g., child support, veteran's non-education benefits)
- Information on savings, investments, business and/or farm assets
- Social Security number
- Parents' date of birth
- Month and year of parents' marriage, divorce or separation
- FSA ID for both student and parent – it is strongly recommended to create an FSA ID before the event

To create an FSA ID, visit <https://studentaid.gov/fsa-id/create-account/launch>.

For more information about College Goal Wisconsin, visit <https://collegegoalwi.org/>.



Cooper & Sons Timber Sawmill · Follow

22h · 🎵 Another Day in Paradise · Breno Miranda · 🌐

Northcentral Technical College was kind enough to show us their sawmill operation [#sawmill](#) [#forest](#) [#logger](#) [#smallbusinessownerlife](#)



0:15 / 0:16



Vino Latte

November 16 at 8:29 AM · 🌐

🌟 Vino Latte had the pleasure of attending the First Annual Chef's Gala at the Jefferson Street Inn last night! 🌟

What an incredible evening filled with creativity, flavor, and generosity. A huge thank you to the talented chefs who prepared an unforgettable dinner:

- 👨‍🍳 Chef Nate Bychinski – Red Eye Brewing Co.
- 👨‍🍳 Chef Adam Jamgochian – Ciao
- 👨‍🍳 Chef Sean Lyon – Char Grillhouse
- 👨‍🍳 Chefs Travis, Brock & Jonathon – NTC Culinary Program

The event proudly benefited three wonderful causes:

- Northcentral Technical College Culinary Program
- United Way's Hunger Coalition
- Help the House Foundation

Each course was absolutely delicious, and we're so grateful for the care and artistry that went into this special night, and the time each chef (and their incredible staff) took away from their restaurants to support our community. Locals supporting locals!

👉 Vino Latte took a special interest in Help the House Foundation, as owners R&L had not heard about it previously. A little bit Loreen learned:

Help the House Foundation is dedicated to providing a safety net for the hospitality industry—front and back of house—by fostering community care and advocating for lasting change. Through financial assistance, proactive support, accessible resources, and a culture built on compassion, they are creating a community where care, stability, and resilience are celebrated and where well-being becomes the norm, not the exception.

Thank you to all who made this night possible—and congratulations on an amazing first year! 🌟

[#helpthehouse](#) [#Redeyebrewing](#) [#ciao](#) [#chargrillhouse](#) [#NTCculinaryprogram](#) [#jeffersonstreetinnwausau](#) [#localsupportinglocal](#)





Breanne Flatter is at Jefferson Street Inn · Follow

November 18 at 11:41AM · Wausau · 🎵 Opalite · Taylor Swift · 🌐

Chef's Gala 🍷

• Proceeds benefited North Central Technical College's Culinary Program, the United Way's Hunger Coalition and Help the House Foundation.

• Local farms were honored with their efforts. 🍷🍷

• #wausauwisconsin #unitedway #supportlocal



News 9 WAOW

16h · 🌐

This marks the second year that North Central Technical College has hosted the clinic. Staff and attorneys from Judicare, community volunteers, and students from the NTC legal studies paralegal program are involved in the event.



WAOW.COM

Judicare Legal Aid and North Central Technical College host their 2nd estate planning clinic



School District of Tomahawk · Follow

19h · 🌐

...

Our 6th graders had an amazing day at NTC as part of our Academic & Career Plan (ACP) program! 📚🌟

They toured the campus, participated in two hands-on learning activities, and wrapped up the day by enjoying the gorgeous fall weather at Riverlife Park. 🍂🌳🌞

NTC organizers and community members shared wonderful feedback about how respectfully and positively our students behaved and interacted throughout the trip. 🙌

Way to #GoHatchets! 💙💛

Northcentral Technical College



Boys & Girls Club of the Wisconsin Rapids Area · Follow

Yesterday at 2:00 PM · 🌐

...

We were excited to welcome the Northcentral Technical College (NTC) Dental students to the Boys & Girls Club! Our members learned all about the importance of good dental hygiene, how to properly brush and care for their teeth, and why keeping a healthy smile matters. 😊

We're so grateful to NTC for helping our kids build healthy habits that last a lifetime! 💙

Did you know NTC also affordable dental services to the community? Learn more here:

<https://www.ntc.edu/about/locations-facilities/dental-clinic>

#YouthDevelopment #CommunityImpact #greatfuturesstarthere #SparkHope

GREAT FUTURES START **HERE.**



THANK YOU!



NTC Dental Students



www.bgcwra.org

715-424-2582

info@bgcwra.org



Yea these frameworks not only ground our work in AI but it really aligns us to our mission as a technical college. Active learning, industry inspired, mapped back to the programs that people know us for,"



WAOW.COM

NTC Shows off AI advancements at national education conference



★ Wausau y'all turned out!!!! ★

What an incredible evening we had bringing the community together to celebrate food, farmers, the chefs and their teams that make our city great!

As a community we've raised \$15,000 that benefits organizations that support and grow our future. Including 5k for scholarships to new students at the @ntcwausau culinary school that @travisteska and his colleagues have built into such an amazing program!

Another 5k going to the @unitedwayhungercoalition which helps food shortages in our community. Keeping everyone fed with nutritious farm produce, eggs and meat. Because no one should have to worry about having food on the table, "FOOD PEOPLE!"

Lastly another 5k to an organization that means a lot to me @helpthehousefoundation. This is an organization that acts as a security blanket for those in the service industry community. It's a demanding industry and to have an organization like @helpthehousefoundation to lean on when times are tough means the world to us!

Getting such a great group of culinary talent and farmers together to support all of these wonderful organizations means so much to all that were involved. We can't thank you enough!

Let's turn up the volume next year!

Much ❤️
Chef Nate

P.S. - A big shout out to Visit Wausau: Wausau/Central Wisconsin CVB and especially @seanwlyon for putting this all together in his first year here in Wausau. Welcome home chef!

Apron Swagger: @craftmadeaprons





Wausau School District · Follow

November 14 at 3:00 PM · 🌐

🦃 Turkey Drive! 🦃

For the last decade, our very own Rob Hughes, a special education teacher at the NTC Alternative High School, has been on a mission to make sure families in Marathon County have a Thanksgiving meal!

Each year he organizes the annual "Food for Hope" turkey drive, which distributes 1,000 turkeys and hams to those in need!

The program partners with 28 Marathon County schools and five nonprofits to reach families. Deliveries start on Thursday, Nov. 20th!

This incredible effort has already reached eighty-seven percent of this year's goal. What an inspiring way to give back to the community!

#WausauSchools



WSAW.COM

Wausau teacher's turkey drive celebrates 10 years of making a community impact



Alice in Dairyland Finals · Follow

November 15 at 9:01AM · 🌐

We're proud to recognize [Northcentral Technical College](#) (NTC) as a Diamond Level Sponsor!

Founded in 1912 in Wausau, NTC has grown to offer more than 190 programs across six campuses throughout Wisconsin. For over a century, NTC has demonstrated an unwavering commitment to learners, businesses, and communities.

Their dedication to accessible, hands-on education shines through the [NTC Agriculture Center of Excellence](#)—a fully operational dairy farm and learning laboratory that prepares students for real-world success. NTC also partners with over 400 universities to provide seamless transfer opportunities for students pursuing four-year degrees. With innovative programs like the Pasture to Plate Butchery Certificate and mobile learning labs, NTC continues to expand opportunities for students across the region.

Thank you, NTC, for your incredible support!



79TH ALICE IN DAIRYLAND
HOSTED IN MARATHON COUNTY

DIAMOND LEVEL
SPONSOR





School District of Stratford · Follow

22h · 🌐

...

Stratford Schools in partnership with Northcentral Technical College School of Health and Community Service Showcase was able to provide a unique opportunity to engage in hands-on experiences at their Wausau Campus. It follows the district goals of giving students experiences to be career, life, and/or college ready. 31 Stratford Students participated in guided tours, interactive demonstrations, and met instructors and college students to learn more about future educational and career paths. On a personal note, I couldn't be more proud of our students for their behavior, involvement, and respect. As parents and district members, you can also be very proud of our young adults. Students gained information in the following areas:

- Dental Hygienist
- Dental Assistant
- Criminal Justice
- Expanded Functions Dental Assistant
- Emergency Medical Technician (EMT) / Paramedic
- Fire Services
- Funeral Services
- Human Services / Substance Use Disorder Counseling
- Medical Assistant
- Medical Coding
- Medical Lab Technician
- Nursing
- Nursing Assistant
- Phlebotomy Technician
- Radiology
- Respiratory Therapy
- Sterile Processing
- Surgical Technology

#GoTIGERS #iagdtbat





Wausau School District · Follow

12h · 🌐

...

On Thursday, November 6th, #WausauSchools West had five teams of four individuals compete at NTC against other local schools in the regional Finance and Investment Challenge Bowl!

West's five teams did a phenomenal job and expanded their knowledge of Personal Finance, Accounting, and Economics. Out of the five teams, one placed in second (Will Deedon, Riley Stanchik, Emmaline Matz, and Niracha Prasoeuthsy), qualifying them for the state competition in Madison on May 6th!



The Softwood Forest Products Buyer · Follow

45m · 🌐

...

Northcentral Technical College in Antigo, WI, has opened a new state-of-the-art Sawmill Training Center in partnership with Cleereman Industries and Kretz Lumber. The facility supports NTC's new four-week Mill Technology Certificate program, which trains students in modern lumber manufacturing, safety, grading, and kiln drying. Industry leaders say the program addresses the growing need for skilled machine operators in today's increasingly technical lumber industry. Read more in the November/December edition of the Softwood Forest Products Buyer: <https://bit.ly/4qI9mRL>





Miller Wood Trade Publications · Follow

45m · 🌐

...

Northcentral Technical College in Antigo, WI, has opened a new state-of-the-art Sawmill Training Center in partnership with Cleereman Industries and Kretz Lumber. The facility supports NTC's new four-week Mill Technology Certificate program, which trains students in modern lumber manufacturing, safety, grading, and kiln drying. Industry leaders say the program addresses the growing need for skilled machine operators in today's increasingly technical lumber industry. Read more in the November/December edition of the Softwood Forest Products Buyer: <https://bit.ly/4qI9mRL>



Wausau Pilot & Review

October 29 at 10:01 AM · 🌐

...

The accomplishment makes NTC eligible for a \$1 million prize.



WAUSAUPILOTANDREVIEW.COM

Aspen Institute names NTC as a Top 200 U.S. Community College - Wausau Pilot & Review



Katie Ayn Denovi · Follow

5h · 🌐

9-12 today at NTC in Wausau!



IAAP Greater Central Wisconsin Branch · Join

Ann Dahlke · 17h · 🌐

...

I enjoyed spending the day at NTC in Wausau representing IAAP while learning about Copilot and strategies for becoming more resilient and ways to prevent and deal with burnout.

It was great seeing old friends and meeting new fellow admins. [Dianne Carroll](#), [Sandy Klatt](#), [Heather Duwe Renzelmann](#), [Candy Landwehr](#), [Carrie Heckendorf](#)





United Way of Marathon County added photos to the album: Make a Difference Leaf Raking!

October 28 at 9:55 AM · 🌐

THANK YOU to the hardworking teams and individuals that helped RAKE a difference!

We had 51 teams rake more than 110 yards during our Make a Difference Day leaf raking event October 22-25.

From scouts to local companies and nonprofits, our community came through and made a huge difference in the lives of homeowners who are not physically able to rake.

Fingers crossed no one is missed below, we appreciate every single one of you for helping. Not all can be tagged as there is a limit to the number of accounts that can be tagged.

Post your photos!

BMO

The Dirks Group

Team Leaf Cleaners

DC Everest Area School District New Horizons, Idea School, and Key Club

Greenheck Group

Northwest Tool & Manufacturing Co., Inc.

Scouts BSA Troop 419 Wausau WI

Festival Foods Wausau and Weston

Homeschool Group

The Church of Jesus Christ of Latter-day Saints

County IT Commission

Northwestern Mutual

U.S. Bank

Northcentral Technical College Dental Hygiene Club

Boys & Girls Club of the Wausau Area

Ruder Ware

Rocket Industrial

Mack & Kiper

Wausau School District John Muir Builder's Club, Wausau West Key Club, and Wausau East Volleyball

EO Johnson Business Technologies

Hillside Christian School

Roastar

Judicare Legal Aid

J & D Tube Benders

Wausau Area Montessori Charter School

Emerging Leaders United Way of Marathon County

EHS

Gibertson

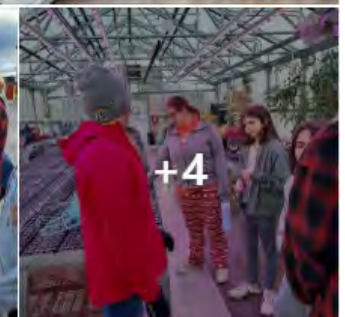
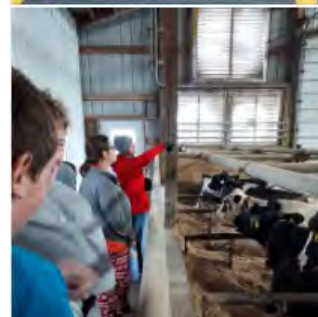
The Harvest Crew



Boys & Girls Club of the Wausau Area

1h · 🌐

CAREER TOUR: It was a great day for a tour of the [NTC Agriculture Center of Excellence](#)! Club Members learned about the agricultural use of drones and even got to see a live drone demonstration in action. The career tour took them to the main barn, where they learned about the robots and machines involved in the milking process. After touring the greenhouse and hydroponic growing house, they visited the student center and participated in a hands-on activity of assembling a cow model. Club Members got a firsthand look at the many careers in sustainable agriculture! [#GreatFuturesStartHere](#)



Todd Kuckkahn
October 27 at 5:33 PM · 🌐

Always fun to talk leadership and culture, especially with Live2Lead coming up Nov. 13 at [NTC Workforce Training + Professional Development](#) in Wausau WI.



Up North at 4 with Agnes, Dan & Geoff · [Follow](#)
October 27 at 4:50 PM · 🌐

We talk about the Live2Lead Leadership Conference, workshop that will be taking place. Filled with speakers, and networking opportunities.

White Lake School District · [Follow](#)
48m · 🌐

Yesterday, Mrs. G took a group of high school students to Northcentral Technical College in Wausau for program showcases. Students chose between Advanced Manufacturing and Engineering or Healthcare Sciences and Community Services. They had two hours to explore, chat with instructors and students, and participate in some great hands-on activities.

A few of our students even got to try their hand at "laparoscopic surgery"!





School District of Rhinelander

20h · 🌐

Last week, Ms. Fryar and Ms. Casperson took the Sports & Entertainment Marketing students on an exciting trip to Wausau! 🎉📸

Students had the opportunity to:

- ✅ Meet with Northcentral Technical College (NTC) to learn more about the Sports & Recreation Management Associate Degree program and tour the campus.
- ✅ Visit the Wausau Woodchucks and meet with their marketing team to see how they plan, promote, and manage their events firsthand.

A big thank you to Ms. Fryar and Ms. Casperson for organizing such a valuable, hands-on learning experience! 🙌 These real-world opportunities help our students connect classroom lessons with future careers in sports and marketing. 📺📸

#TheHodagWay



Church Mutual Insurance Company, S.I. · Follow

October 13 at 3:48 PM · 🌐

We're honored to support [Northcentral Technical College's](#) new Community Safety Simulation Center—a space where innovation meets purpose.

To us, protecting the greater good means investing in proactive solutions that help organizations prepare for the unexpected.

🔗 Learn more about the center here! <https://bit.ly/47IZV2p>





Wisconsin Coalition on Student Debt · Follow

7h · 🌐

🗨️ FAFSA Night at Northcentral Technical College – Wausau! 🗨️

Getting ready for college? Join us for a free FAFSA completion event and get personalized help filling out your Free Application for Federal Student Aid — your key to grants, scholarships, and student aid! 🍌

📅 Monday, November 3

🕒 6:00 PM – 8:00 PM CST

📍 Northcentral Technical College, 1000 W Campus Dr, Wausau, WI

👤 Financial aid experts will be there to guide you every step of the way!

✅ Register here: <https://luma.com/kappezvq>

#FAFSA #CollegeGoalWI #FinancialAid #CollegeReady #WisconsinStudents



FAFSA EVENT

NORTHCENTRAL TECHNICAL COLLEGE – WAUSAU

All high school seniors who are considering a two or four-year college program should complete the FAFSA--the Free Application for Federal Student Aid.

📅 November 3, 2025

🕒 6:00 PM - 8:00 PM

📍 1000 W Campus Dr
Wausau, WI 54401, USA

Register Now

🌐 <https://luma.com/kappezvq>



SPASH Career and Technical Education · Follow

October 17 at 2:30 PM · 🌐

Northcentral Technical College (NTC) hosted a Future Oral Health Workforce Day today. Students learned about dental health professions and took part in hands on activities. Do you recognize any aspiring dental hygienists, dentists, lab technicians, or dental assistants?

Thank you to Career Center Advisor, Stacy Viau, for organizing this incredible opportunity at NTC.

#CTeworks #healthscience #futureoralhealthworkforceday #northcentraltechnicalcollege #academicandcareerplanning #findyourfuture #spashcareercenter





SPASH Career Center · Follow

21h · 🌐

...

What's happening in the Career Center?

Last week a group of students traveled to Future Oral Health Workforce Day at [Northcentral Technical College](#). Tomorrow we are taking a bus to tour [Mid-State Technical College](#), and on Wednesday we are off to [University of Wisconsin-River Falls](#) for a campus tour. These opportunities are organized to help with academic and career planning. [#FindYourFuture](#) [#academicandcareerplanning](#)



Kronenwetter Police Department · Follow

October 17 at 3:35 PM · 🌐

...

Officer Y. Xiong Completes CIT Training

Congratulations to Officer Y. Xiong, who completed the 40-hour CIT (Crisis Intervention Training) class this week at Northcentral Technical College. CIT is a nationwide program that trains officers in the best practices for dealing with people in crisis. The program connects law enforcement with community resources and stakeholders to create a collaborative partnership and approach.

With Xiong being our newest officer, all of our full-time patrol officers and both patrol sergeants are trained in this discipline! We're grateful to the [Marathon County Sheriff's Office](#), North Central Health Care, and Northcentral Technical College for making this free training available.





AbbyColby Crossings Chamber of Commerce · Follow

Yesterday at 7:01AM · 🌐

...

Featured Business of the Day is Northcentral Technical College

Visit their website to learn more: <https://www.ntc.edu/>

We have multiple campuses to choose from, & two campuses are located close to this area, one in Spencer and the other campus is located in Medford. Whether you are considering a college education for yourself or your child, a degree that is tied to marketable job skills is vital. Fortunately, the NTC campuses provides a local option for a college degree that is both cost effective and provides the job skills of the future.

Learn more about all our members at <https://www.abbycolbychamber.com/> in the Visitor &



WJFW Newswatch 12

October 17 at 2:41PM · 🌐

...

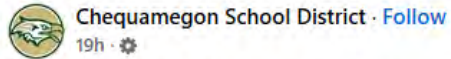
The program has 10 students, including Zachary Hackbrath, who has had an interest in lumber since high school.

"It's kind of amazing. It's such a unique program, because this is the only one in the nation that's used for teaching."



WJFW.COM

NTC-Antigo campus has a new hands-on sawmilling class



One of the amazing opportunities offered at Chequamegon is dual-credit classes through [Northcentral Technical College](#). Classes students take at CHS can qualify for colleges credits at NTC. Those individuals following career paths through NTC have seen a marked reduction in time and money committed to their program!

[#DualCreditClasses](#) [#NTC](#) [#CSDSoar](#)

123
Dual Credit Students
at

Chequamegon High School

attempted **642** college credits from Northcentral Technical College, saving

\$87,848.60*

in tuition during the 2024-25 academic year.

*TUITION VALUE BASED ON 2024-2025 COST PER CREDIT OF \$167.65. BASED ON ACTUAL CREDITS EARNED.



Big Brothers Big Sisters of Northcentral Wisconsin · [Follow](#)

October 6 at 7:00 PM · 🌐

🎉 Congratulations to the Northcentral Technical College Culinary Arts Club! 🎉

The team brought home top honors at Big Taste, winning:

- 🏆 Best Food Presentation
- 🍹 Best Non-Alcoholic Drink

Their creativity, skill, and dedication continue to shine—just look at the long list of awards they've earned over the past year! 🌟

We are incredibly proud of these talented students and all they've accomplished. 🙌 Keep cooking up success! 🍳🔥





K & W GLASS Inc. · Follow

October 6 at 5:55 PM · 🌐

...

Great project last week at Northcentral Technical College in Wausau! Always rewarding to support local schools and the next generation of skilled trades. 🧡 #KandWGlass #CentralWisconsin #CommunityBuilt



Wausau Pilot & Review

October 10 at 1:30 PM · 🌐

...

The center is designed to prepare people to address emerging security threats through immersive scenarios and classroom instruction, with an initial focus on schools, places of worship and healthcare environments.



WAUSAUPILOTANDREVIEW.COM

NTC opens Community Safety Simulation Center - Wausau Pilot & Review

MERRILL – Northcentral Technical College has opened its Community Safety Simulation Center...



Wausau FFA Chapter · [Join](#)

Shell Renee · 14h · 🌐

The Wausau FFA held their annual Food for America program today at NTC! The FFA members worked hard showing all the 4th graders where their food comes from and had a lot of fun in the process! Thanks to all those that were a part of making today a success!



When in Wausau

Wendy Schneck Furrer · October 4 at 6:08 PM · 🌐

<https://www.ntc.edu/calendar/2025/10/11/quilt-college-2025>



NTC.EDU

Quilt College 2025 - Conferences, Seminars, and Workshops | Northcentral Technical College

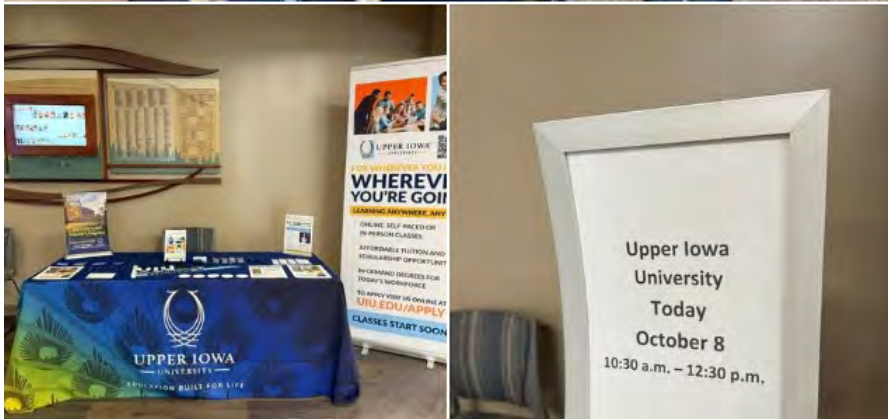
Upper Iowa University - Online · Follow
21h · 🌐

Meghan from [Upper Iowa University's](#) National Market Team is at [Northcentral Technical College \(NTC\)](#) in Wausau, WI today — right outside of E101.

Stop by to chat about transfer options and learn how our Transfer Connection Scholarship can help make your next step more affordable. 🌱

Learn more 📄 [uiu.edu/tcs](#)

#TransferToUIU #NTC #FuturePeacock



Venture Ag Drones · Follow
October 2 at 6:43 PM · 🌐

Thank you to [NTC Agriculture Center of Excellence](#) in Wausau for inviting us to give a drone spreading demonstration today! We were able to show 60 high school students the latest in farm technology while advocating for the agronomy and greater agriculture job sector.





REI Engineering, Inc.

October 3 at 1:14 PM · 🌐

...

What an incredible night! 🎉

The REI crew (Andy Delforge, Jade Fletcher, Adam Kish, Lily Lefebvre, and Logan Zoromski) brought their energy and teamwork to the 2nd annual Compete for a Cause event presented by the Emerging Leaders of [United Way of Marathon County](#) at the Elks Lodge in Wausau. REI joined forces with other local businesses and organizations to support the Emerging Leaders School Grants. Team REI had a blast playing games, bonding as a team, and giving back to our community!

REI is proud of our company culture that's focused on making a difference and raising funds to help empower individuals entering the workforce.

Special shout-out to REI's own Matt Michalski, who serves on the Emerging Leaders of United Way of Marathon County board, for his dedication and passion for building a stronger Wausau!

Thank you to everyone who cheered us on and helped make this event such a success.

Congratulations to [Northcentral Technical College](#)'s Criminal Justice Club for walking away with first place.



Price County Review · [Follow](#)

2h · 🌐

...

NTC hosting financial assistance event

PRICE
COUNTY  REVIEW

APG-WI.COM

NTC hosting financial assistance event

Northcentral Technical College will host a College Goal Wisconsin event at 6 p.m. Monday, No...

Big Brothers Big Sisters of Northcentral Wisconsin · Follow
October 1 at 7:00 PM · 🌐

👏 They've done it again! 🎉

Northcentral Technical College - Culinary Arts Club is on a winning streak! 🏆

This incredible group of students took home the Best Food Presentation award at this year's Big Taste — and wow, did they impress! 🤩👏

👏 Huge congrats to these talented future chefs! Your hard work and creativity continue to shine. 🌟

📅 SAVE THE DATE!

Big Taste 2026 is happening on Thursday, September 17, 2026

📍 at Granite Peak Ski Resort

You won't want to miss what's in store next year! 🌟👏

[#BigTaste2026](#) [#NTCCulinaryArts](#) [#BestFoodPresentation](#) [#GranitePeak](#) [#SaveTheDate](#)



Jennifer Barth · Follow

September 23 at 6:36 AM · 🌐

Great Opportunities Ahead-



499 DCE SENIOR
HIGH STUDENTS
ATTEMPTED **2,889**
COLLEGE CREDITS
FROM NORTHCENTRAL
TECHNICAL COLLEGE

SAVING
\$822,890.95
IN TUITION DURING THE 2024-25
ACADEMIC YEAR!

WE VALUE OUR PARTNERSHIP WITH
NORTHCENTRAL TECHNICAL COLLEGE!

[#EVERESTPRIDE](#)



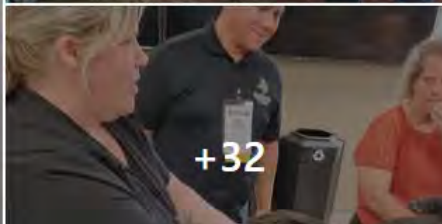
Community College Alliance for Agriculture Advancement · Follow

October 4 at 11:45 AM · 🌐

...

Our #C2A3 conference members toured NTC's Agriculture Center of Excellence to see learning in action. Highlights included the automatic milking barn, greenhouses and high tunnels, forestry and sap production, vet tech facilities, rotational grazing systems, and soil pits. The hands-on experience gave members a closer look at the diverse resources and innovative practices that prepare the next generation of ag professionals. A big thank you to Northcentral Technical College for hosting us and showcasing such an outstanding program.

#c2a3annualconference #ntcagriculture #northcentraltechnicalcollege #C2A3



Brandy Lyon · Follow

October 4 at 8:20 PM · 🌐

...

This was an excellent class! Thanks [Northcentral Technical College Fire + EMS Training](#)!!



Northcentral Technical College Fire + EMS Training

October 4 at 7:51 PM · 🌐

We wrapped up the National Fire Academy Fire Investigation: First Responders class today. Thank you to our students who gave up a Friday and Saturday to learn n... [See more](#)

 Catkins Animal Rescue, Inc · Follow
October 1 at 3:51 PM · 🌐

A huge "Thank you" to Dawn Engel and the staff at [Northcentral Technical College Phillips Campus](#) for gathering a big load of supply donations and a monetary donation as well! Your support really truly helps, and we so appreciate these donations that help us keep doing what we are. 🐾🐾🐾



 Stevens Point Area Public School District · Follow
October 1, 2024 · 🌐

📣 We're celebrating the success of our Early College Credit Program (ECCP) and dual enrollment opportunities for the 2023-24 school year! Thanks to our partnerships with UW-Stevens Point, Mid-State Technical College, and Northcentral Technical College, nearly 700 SPAPSD students earned over 2,700 college credits, saving families \$500,000 in tuition costs. 🎓

These programs give students the chance to take college-level courses and earn college credit while still in high school, setting them up for success in college and beyond. 🌟

Learn more about how these opportunities are benefiting our students and families:
<https://bit.ly/4eBlWvi>



Name Report

Sort By
Date DMA

Order:
Ascending ▲

[Export to Excel >](#)

	WAOW (ABC) 11/14/2025 10:07:05 PM Wausau, WI News 9 WAOW at 10PM Local Viewership: 7,540 Local Publicity Value: \$687.28 continuing to grow larger and larger. >> coming in all different forms and suited to different uses today are cooper wild spoke with 2 faculty members at northcentral technical college a chance to share their vision of the future of ai on national stage. >> i'm here at the ntc campus in wausau where faculty and staff are constantly looking for new ways to evolve the learning process, including integrating the use of ai on october 28th dr, brooke schindler and reggie smith from ntc travel down to nashville to speak at the national conference. there are about 3,000 individuals that attended the conference when
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Items in this report: 1

Total Local Viewership: 7,540

Total Local Market Publicity Value: \$687.28

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